

Module 7: Data Manipulation

Case Study II

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Case Study

Domain – HR

focus – Insights from data

Business challenge/requirement

SFO Public Department - referred to as SFO has captured all the salary data of its employees from year 2011-2014. Now we are in year 2015 and the organization is facing some financial crisis. As first step HR wants to rationalize employee cost to save payroll budget. You have to do data manipulation and analysis on the salary data to answer specific questions for cost savings.

Key issues

Cost can be saved by figuring out the key pockets of high salaries

Considerations

NONE

Data volume

- Approx 150K records across files

additional information

- NA

Business benefits

Save at least 10% of employee cost by identifying and letting them go

Approach to Solve

You have to use fundamentals of Pandas covered in module 6 and answer following 5 Questions

1. Compute how much total salary cost has increased from year 2011 to 2014
2. Which Job Title in Year 2014 has highest mean salary?

3. How much money could have been saved in Year 2014 by stopping OverTimePay?
4. Which are the top 5 common job in Year 2014 and how much do they cost SFO ?
5. Who was the top earning employee across all the years?

Enhancements for code

You can try these enhancements in code

1. Which are the last 5 common job in Year 2014 and how much do they cost SFO?
2. In year 201 OverTimePay was what percentage of TotalPayBenefits
3. Which Job Title in Year 2014 has lowest mean salary?

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