

Employee Data Analysis Using Excel

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Project Title

USING EXCEL EMPLOYEE SALARY
ANALYSIS

Agenda



- ❖ PROBLEM STATEMENT
- ❖ PROJECT OVERVIEW
- ❖ END USERS
- ❖ OUR SOLUTIONS AND PROPOSITION
- ❖ DATA SET DESCRIPTIONS
- ❖ MODELLING APPROACH
- ❖ RESULTS AND DISCUSSION
- ❖ CONCLUSION

Problem Statement

- WHEN SOME EMPLOYEE SALARY RECORDS ARE OUTDATED ,FIND THE CURRENT SALARY OF EACH EMPLOYEE BY ASSUMING THAT SALARIES INCREASE EACH YEAR.
- CALCULATE AN EMPLOYEE'S GROSS SALARY BASED ON THEIR BASIC SALARY , HRA PERCENTAGE AND DA PERCENTAGE.
- WHEN MAKING FINAL SALARY DECISIONS , EMPLOYEES NEEDS TO CONSIDER A VARIETY OF FACTORS , INCLUDING DEMOGRAPHICS.AN AUTOMATED DECISION MAKING SYSTEM CAN HELP GENERATE WAGE SUGGESTIONS.
- A PROBLEM STATEMENT IS A BUSINESS DOCUMENT THAT OUTLINES AN ISSUE AN PROPOSES A SOLUTION TO PREVENT IT FROM RECURRING.

Project Overview



- ✓ *TO ASCERTAIN THE SALARY BAISIS.*
- ✓ *TO CALCULATE HOURS WORKED.*
- ✓ *TO GENERATE NET SALARY.*
- ✓ *SALARY IS THE AMOUNT AN EMPLOYEE IS GUARANTEED TO BE PAID FOR A SPECIFIC TIME PERIOD*

Who Are The End Users?

EMPLOYERS

USE SALARY ANALYSIS TO ENSURE THAT THEY ARE PAYING THEIR EMPLOYEES FAIRLY AND TO BENCHMARK THEIR PAY LEVELS AGAINST COMPETITORS. THEY ALSO USE SALARY ANALYSIS TO ATTRACT AND RETAIN EMPLOYEES.

EMPLOYEES

USE SALARY ANALYSIS TO ASSESS THEIR WORTH IN THE JOB MARKET AND TO DETERMINE WHAT SALARY THEY SHOULD BE ASKING FOR IN A NEW JOB.

Our Solution And Proposition

- ❑ *FILTERING*
- ❑ *CONDITIONAL FORMATTING*
- ❑ *PIVOT TABLE*
- ❑ *BAR CHART*
- ❑ *COLLECTING DATA SETS*

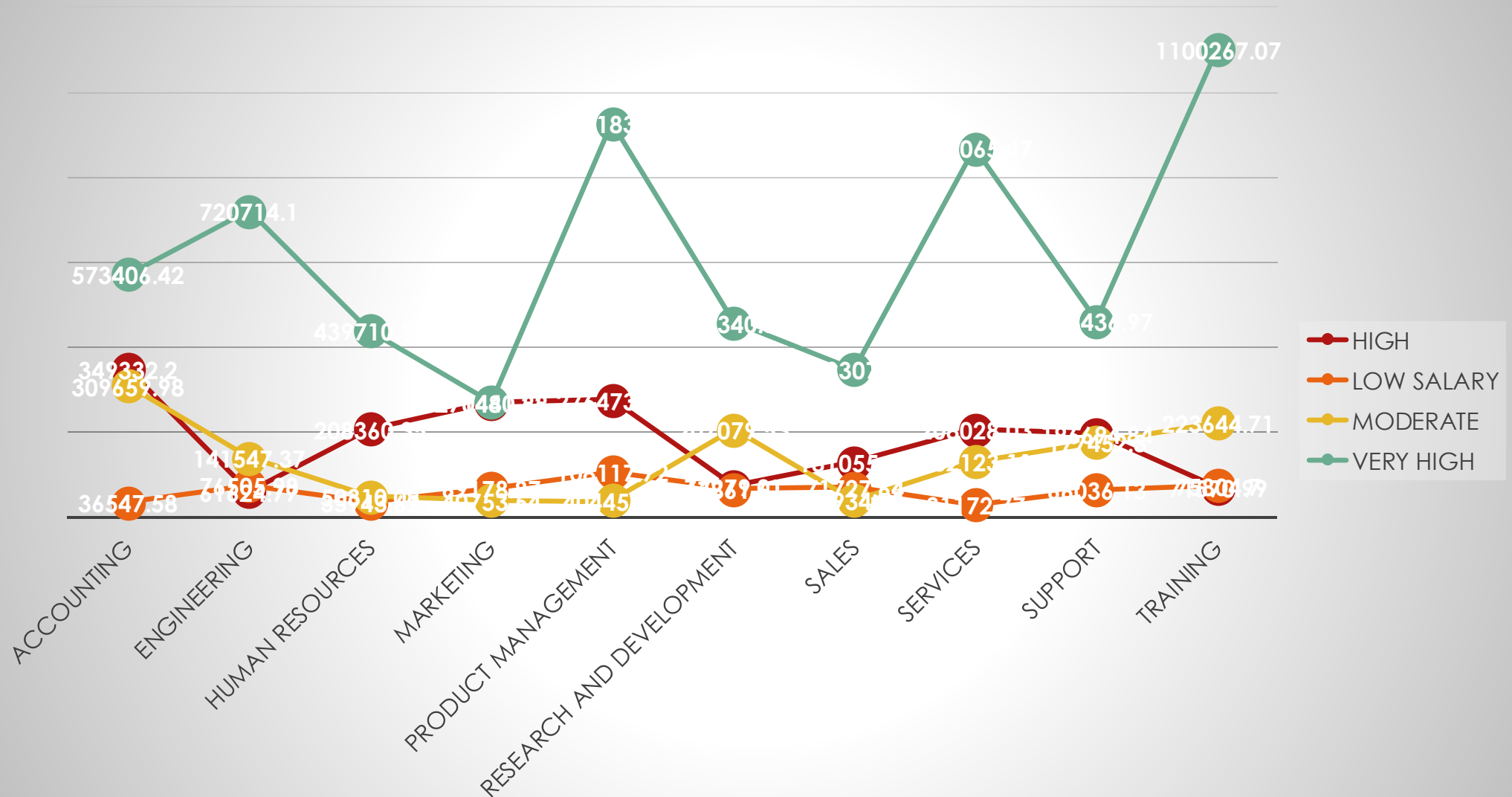
Data Description

- EMPLOYEE DATA SET- KAGGLE
- 26-FEATURES
- FEATURE- 9
- EMPLOYEE ID
- NAME
- SALARY
- JOINING DATE
- GENDER
- DEPARTMENT
- FTE
- EMPLOYEE
- WORK LOCATION

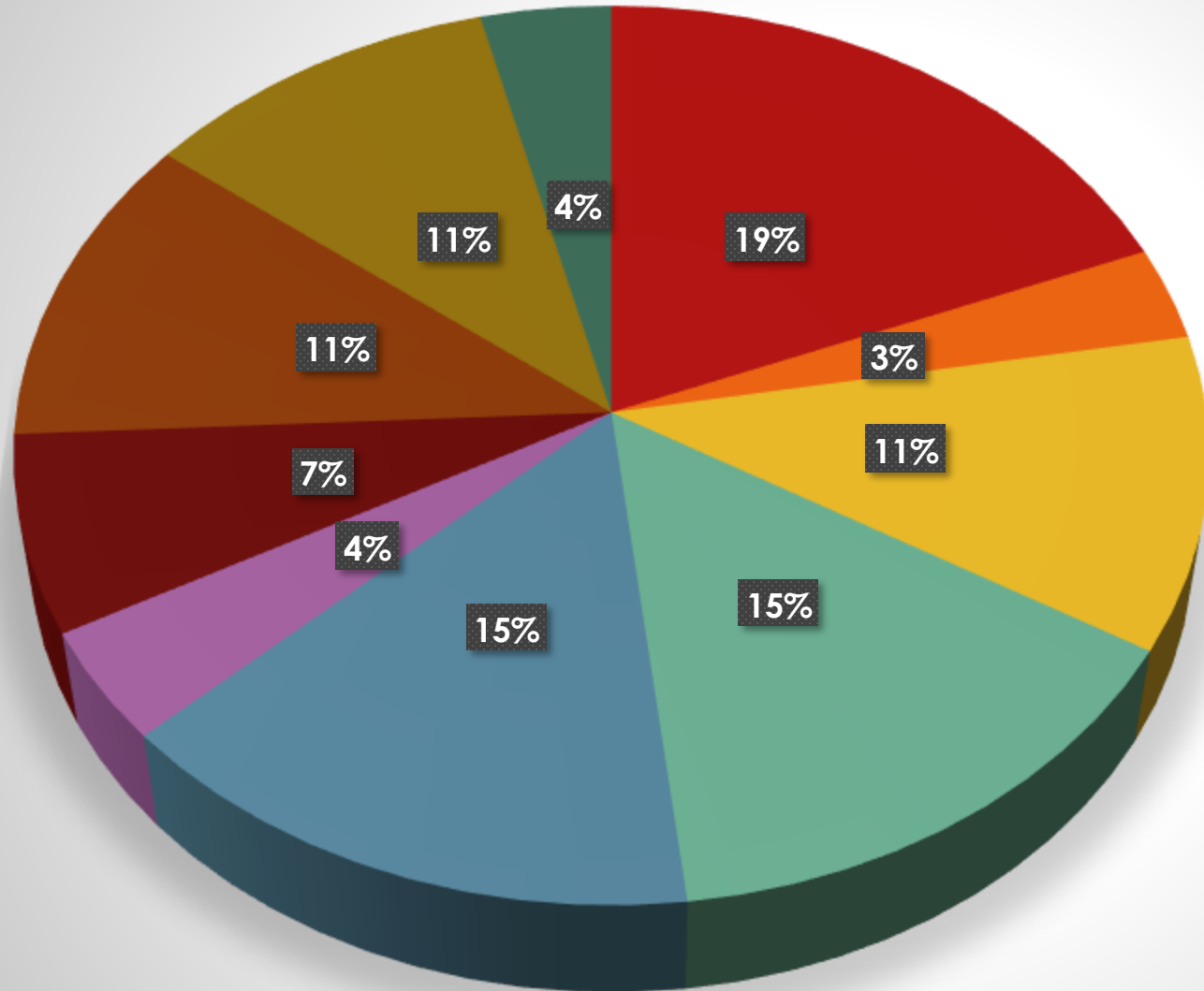
Modelling

- ❖ DATA COLLECTION
- ❖ DATA CLEANING
- ❖ TECHNIQUES
- ❖ RESULTS
- ❖ PIVOT TABLE
- ❖ CHART GRAPHS
- ❖ PIE CHART
- ❖ SLICER
- ❖ LINE CHART

Results



HIGH



- Accounting
- Engineering
- Human Resources
- Marketing
- Product Management
- Research and Development
- Sales
- Services
- Support
- Training

Conclusion

- ❖ *FROM THE RESULT WE CAN CONCLUDE THAT THE SALARY FLUCTUATION IS VERY NOR VERY LESS.*
- ❖ *IF THIS CONTINUES THERE IS A CHANCE WERE THE EMPLOYEES QUIT THEIR JOB AND FIND ANOTHER COMPANY.*
- ❖ *SALARY SHOULD BE EQUAL TO ALL THE SAME DEPARTMENT EMPLOYEE.*