TECHSAVIA EXCEL PROJECT

Using the GlobalTech Solutions data, address the following questions:

1. Which employees have been with the company more than 10 years?
2. Which department has the highest average years of experience?
3. What's the average salary per department?
4. Identify employees earning above their department's average, identify them as "High class"
5. Which country and city has the largest workforce?
6. Create a summary table showing department distribution by country.
7. Compare salaries to years of experience (is there a clear relationship?). 8. Are employees with more years of experience consistently earning higher average salary compared to those with fewer years of experience
9. Who are the top 5 earners across the company?
10. Which department has the highest salary expense (total salaries)?
11. Which job title is most common in the company?

Dashboard Creation

Scenario:
You are the Data analyst at GlobalTech Solutions. The management board has asked you to prepare a Company Workforce & Compensation Dashboard that will give them a one-page overview of the workforce.

Your dashboard should answer these key business questions:

1. Key Performance Indicators
2. Headcount Overview
    o Employee distribution by Department and Country.
3. Workforce Demographics
    o Average Years of Experience per department.
    o Hiring trends (number of employees hired per year).
4. Compensation Insights
    o Average and total Salary by Department.
    o Compare salary ranges across countries.
    o Highlight the top 5 earners.
5. Retention & Risk
    o Number of employees with less than 3 years• experience
    o Bottom 3 departments with the longest-serving employees.
6. City-Level Insights

- Which city has the largest workforce?
- Which city has the highest total salary cost?