EMPLOYEE SALARY

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DA Cohort Spring 2024

DATA SET

- Employee Salary data
  - 1000 employees
- Employee Department data
- 10 Variables
  - Business Unit, Gender, Ethnicity, Annual Salary, Department Name, Department State, Department Zip Code, Department Country, Revised Salary

For analysis, created the following reports:

- Average Salary by Department
- Average Revised (including bonus) Salary by Department
- Employees by Business Unit
- Employees by Department Zip Code and Ethnicity
- Employees by Department Name Ethnicity
- Ethnicity by Business Unit

Optimize   Help

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ta   Queries   Insert   Calculations

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| ll_Name	Business_Unit	Gender	Ethnicity	Annual_Salary	Bonus	Department_Na
Le	Manufacturing	Male	Asian	92368	0	Engineering
ert Patel	Corporate	Male	Asian	45703	0	Sales
eron Lo	Research & Development	Male	Asian	83576	0	IT
er Castillo	Corporate	Female	Latino	98062	0	IT
er Dominguez	Corporate	Female	Latino	175391	0.24	Engineering
Vu	Manufacturing	Male	Asian	66227	0	IT
Hu	Specialty Products	Female	Asian	89744	0	Accounting
s Chang	Corporate	Male	Asian	69674	0	Finance
na Holmes	Manufacturing	Female	Caucasian	97630	0	IT
eson Thomas	Specialty Products	Male	Caucasian	105879	0.1	Finance
eson Pena	Manufacturing	Male	Latino	40499	0	IT
a Wu	Specialty Products	Female	Asian	71418	0	Finance
Wong	Manufacturing	Male	Asian	150558	0.23	IT
s Richardson	Corporate	Male	Caucasian	118912	0.08	Marketing
b Moore	Corporate	Male	Black	131422	0.15	Marketing
a Lu	Corporate	Female	Asian	64208	0	IT
a Tran	Specialty Products	Female	Asian	254486	0.33	Engineering
Chau	Specialty Products	Female	Asian	54811	0	Sales
an Kumar	Specialty Products	Male	Asian	95729	0	IT
hia Gutierrez	Specialty Products	Female	Latino	102649	0.06	Accounting

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Load   Transform

-Human Resources has the highest avg salaries followed by marketing

-When bonus is accounted as "Revised Salaries" the Accounting dept has the highest avg salary

-Account, Human Resources and Marketing have the highest salaries yet they have less employees

-The number of employees are split evenly among business units except Manufacturing

-Asian ethnicity group dominates # of employees in all depts
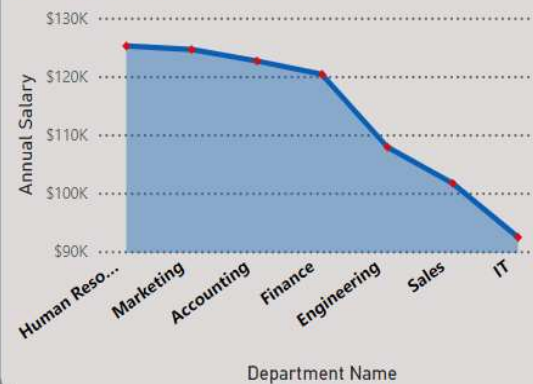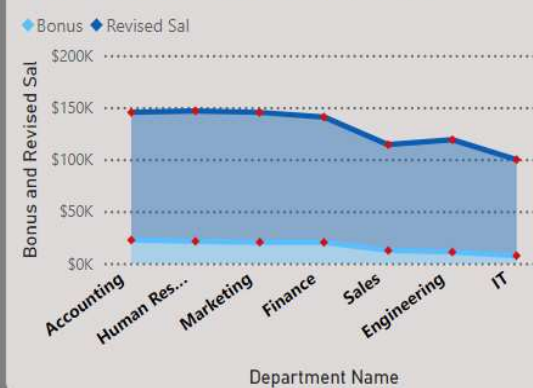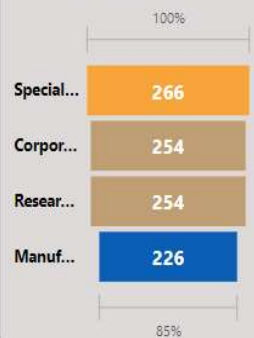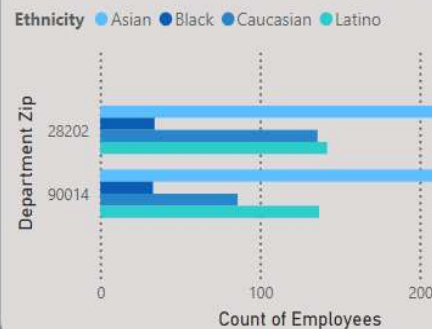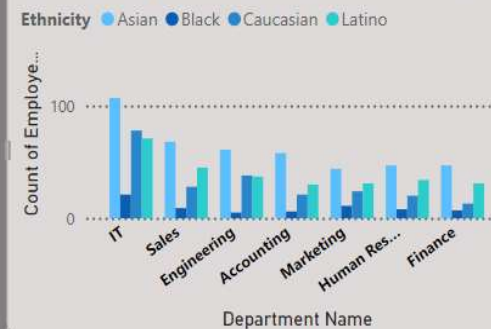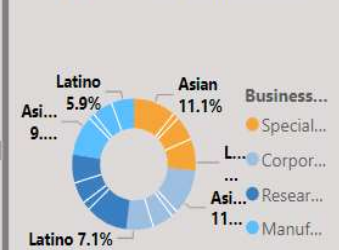
MALE FILTER APPLIED
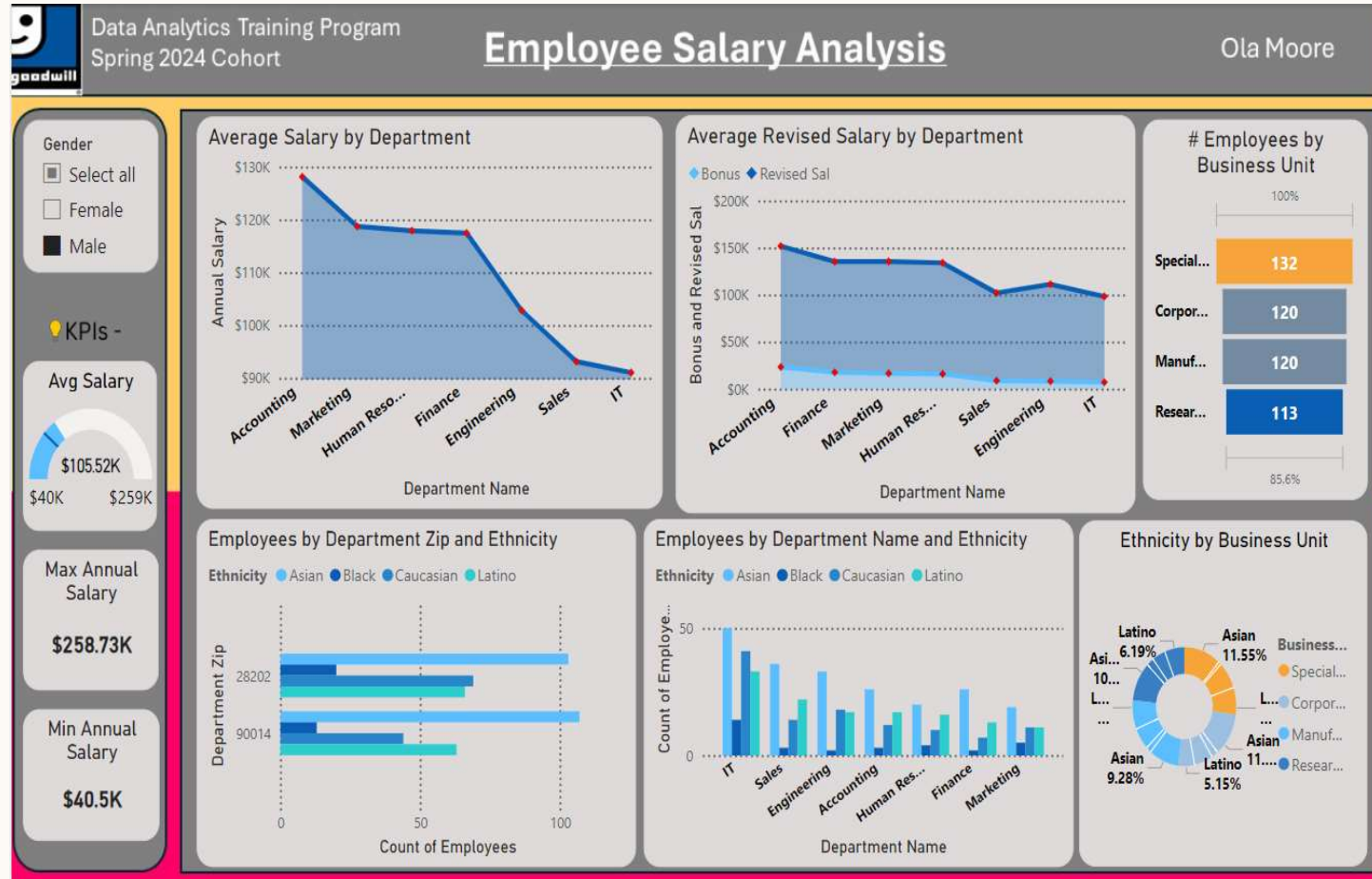
-The Avg salary for males is less than the overall Avg salary of $109.32K
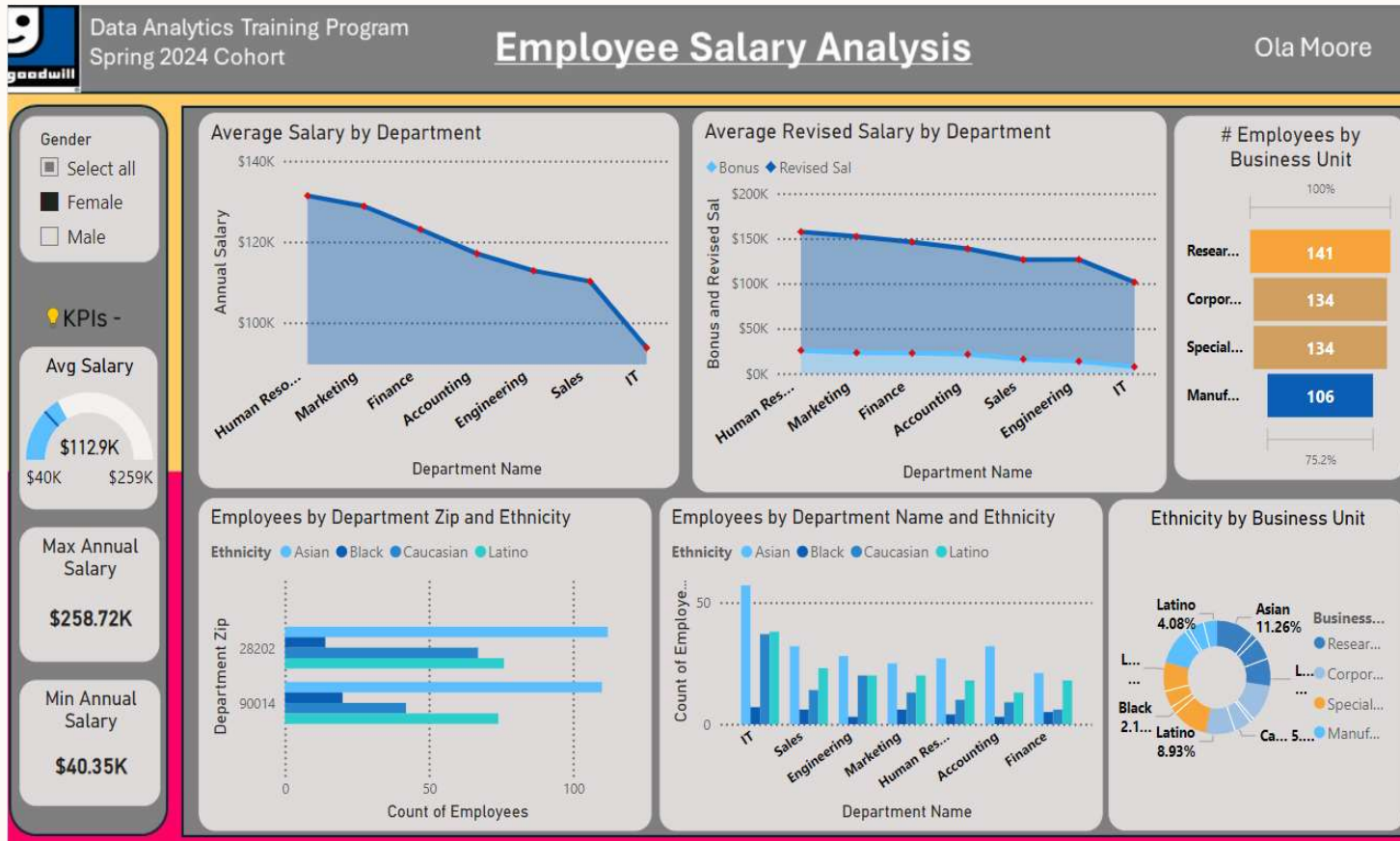
-Highest Avg salary with males is in accounting dept

-The # of male employees for Caucasian and Latino is even in the marketing dept

-Least employees in Research dept

FEMALE FILTER APPLIED

-The Avg salary for females of $112.9K is higher than males and the overall Avg salary.

-Research Business has the highest number of female employees.

-The distribution of female employees among ethnic groups seem to mirror the general distribution

RECOMMENDATIONS FROM INSIGHTS

Further analysis is needed as to why the number of black employees is at the bottom of all departments.

Automate some processes to decrease staff in IT and Engineering then reallocate those funds to increase salaries.

Offer incentives to female employees to join the Manufacturing business unit. If female numbers are increased that will even out the distribution of all employees in the business units.