

branch_id

Layoff Decision



Total Employee

137



Total Branch

15



Total Estimated Salary (Rupiah)

559.5M



Avg. Working Hours (minute)

204.21

Cost-Effectvoness Analysis of Employee Payroll Scheme

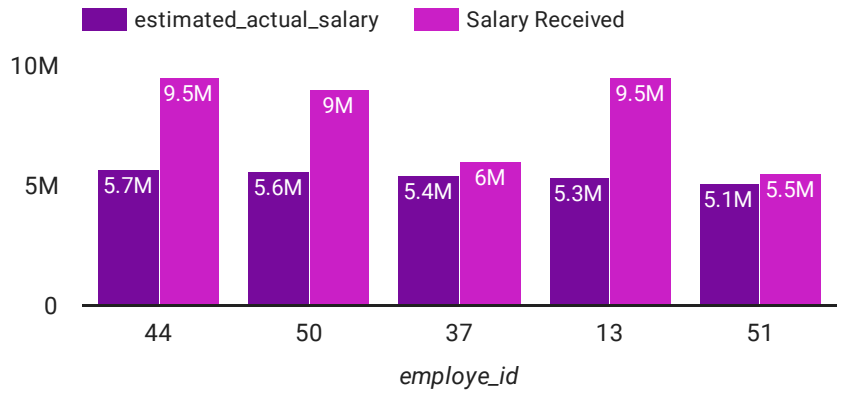


An employee payroll scheme is a scheme used to find out which employees will be laid off with the aim of cost-effectiveness incurred by the company. This dashboard illustrates how the average monthly employee payroll scheme is going.

Employee

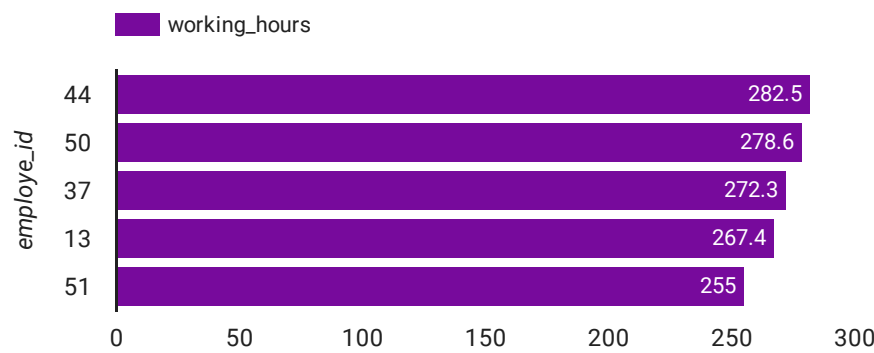
Comparison of Salary Received and Estimated Actual Salary (Received)

Based on the chart, most employees receive a salary greater than the estimated salary should be given



Average Employee Work Hours (minute)

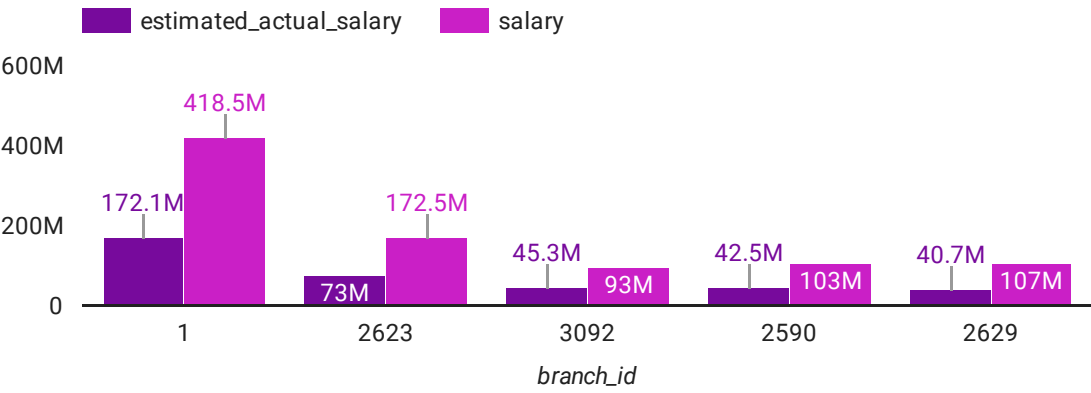
Based on the chart, employees who work the longest are employees with employee id "44"



Branch

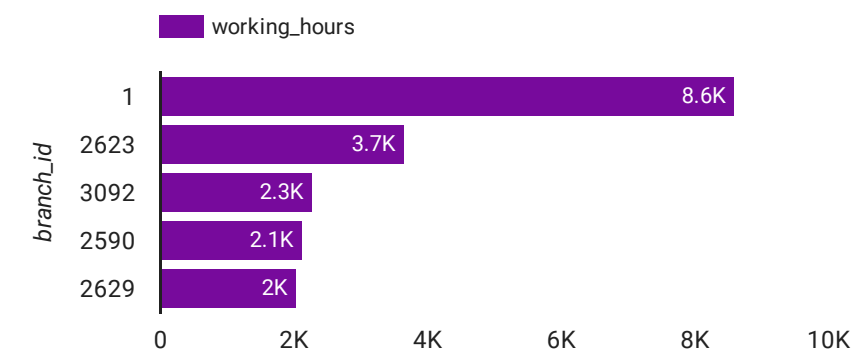
Comparison of Total Salary Received and Total Estimated Actual Salary (Received)

Based on the chart, most branches receive a salary greater than the estimated salary that should be given. In addition, the branch with branch id "1" becomes the branch that has the most salary expenses



Total Branch Work Hours (minute)

Based on the chart, the branch that has the longest work hours is branch id "2626"



Layoff Decision

Based on the table, the number of employees expected to be laid off is 49 employees. This is because the number of scores obtained by these employees is less than 50. The total of scores is obtained from the sum between the working rate and the salary rate

Layoff Or No Layoff	Tot. Employee	Avg. Working Rate	Avg. Salary Rate	Avg. Employee Scoring
No Layoff	89	50	20	70
Layoff	48	20	20	40

Recommendation:

- Companies must reduce employees who are below the standard value
- Companies must adjust employee salaries based on their estimated actual salary
- A branch with branch id " 1 " can be used as the main priority to improve company performance because it has the largest number of employees.
- The company must pay attention to the discipline of absent employees at both check-in and check-out.
- Companies pay more attention to employees who work beyond the standard operating system based on salary requirements