

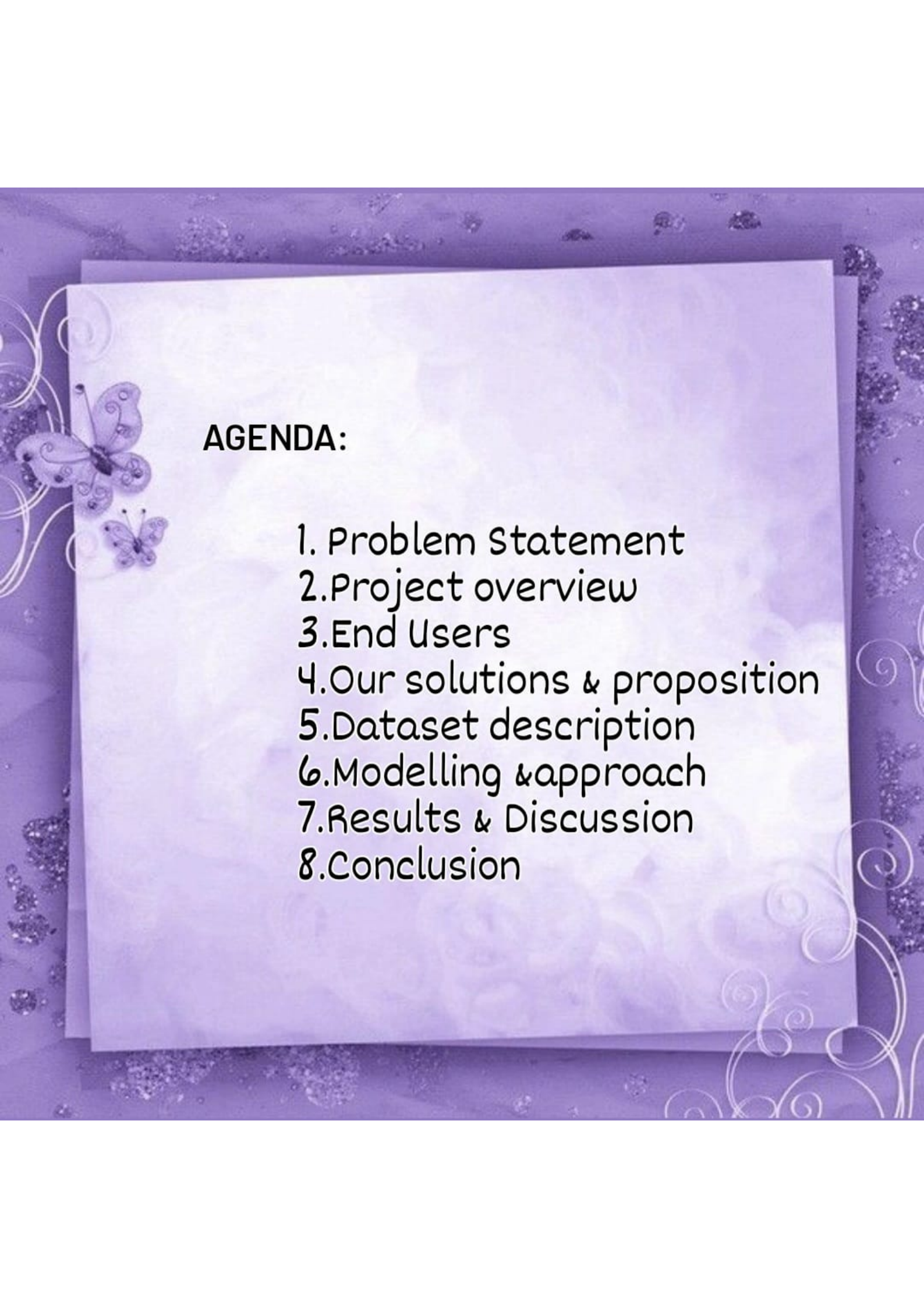
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PROJECT TITLE ∅

SALARY AND COMPENSATION ANALYSIS THROUGH EXCEL DATA MODELLING





AGENDA:

1. Problem Statement
2. Project overview
3. End Users
4. Our solutions & proposition
5. Dataset description
6. Modelling & approach
7. Results & Discussion
8. Conclusion



PROBLEM STATEMENT:

After gathering employee data, you can calculate the average salary for each job title by dividing the total salaries by the number of employees with that title

The culmination of the compensation analysis in Excel involves: Gathering employee data. Calculating the average salary for each job title.

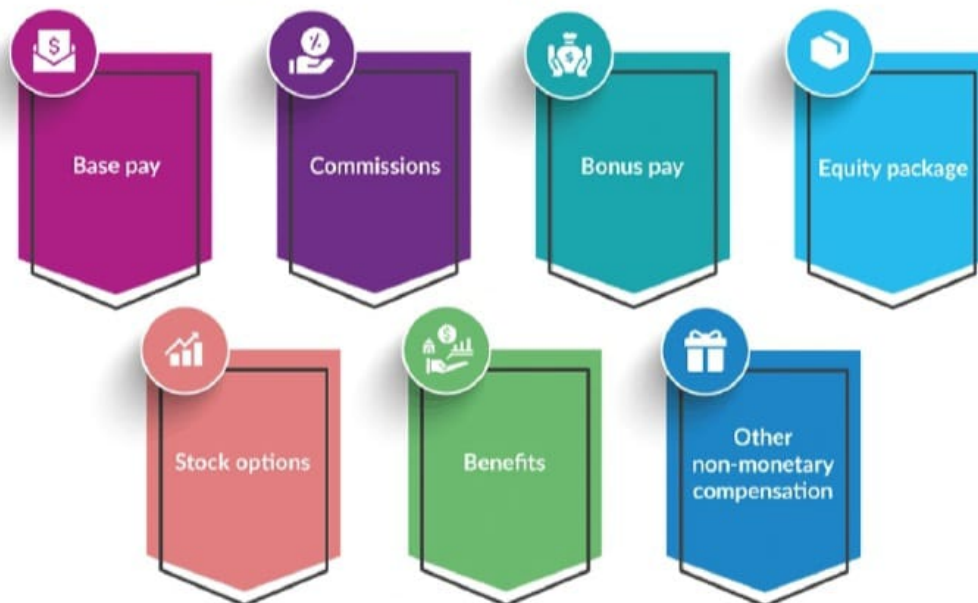


PROJEC OVERVIEW :

- **Setting metrics that are strategically aligned with the business objectives/priorities and market best practices**
- **Deciding on the overall incentive plan structure (e.g., target pay, frequency, etc.)**
- **Designing metric mechanics (e.g., tiered commission rate, performance to target) Ensuring chosen metrics are ready from a data standpoint**
- **For those who don't use our platform, this guide will show you how to model your sales compensation plan outcomes in Excel step-by-step.**

END USERS

Types of Compensation





OUR SOLUTION AND PROPOSITION :


1)Focus: Aligns salary with the value employees bring to the organization.

2) congratulation:

- job role and responsibilities
- industry standards
- company performance
- market conditions

3) Key components:

- Base salary
- performance -based incentives
- Benefits (health, retirement)





DATA SET DESCRIPTION :

1) Demographic variables:

- Employee ID (Unique identifier)
 - Name
 - Age
 - Gender
- Department
 - Job title
 - Location

2) Job- Related variables:

- Job grade
- Education (level)
- Job category

3) Compensation variables:

- Base salary
 - Bonus
 - Stock



MODELING APPROACH:

A modeling approach in salary compensation analysis involves using statistical and mathematical techniques to analyze and predict compensation data.

- 》 Regression Analysis**
- 》 Market pricing**
- 》 Grade and step structure**
- 》 Job Evaluation Method**

RESULT AND DESCRIPTION :

| category | mean | medium | mode | min | mix | std.dev.

- > Strong positive correlation between experience, education, compensation
- > Experience is the most significant predictor of base salary and total compensation
- > Performance is a strong predictor of bonus and total compensation
- > Education has moderate impact on compensation





CONCLUSION:

Effective salary and compensation management is crucial for organizations to attract, retain and Motivate top talent. By analyzing market trends, industry standards, and internal equity, companies can create fair and competitiveness compensation packages





Thank You

