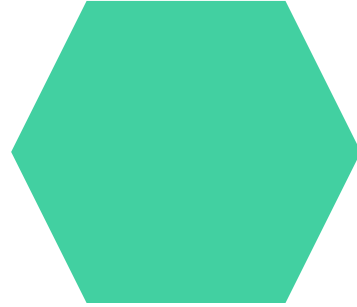


Employee Data Analysis using Excel



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PROJECT TITLE



**EMPLOYEES PERFORMANCE
ANALYSIS OF EACH
DEPARTMENT SALARY.**



AGENDA

1. PROBLEM STATEMENT
2. PROJECT OVERVIEW
3. END USERS
4. OUR SOLUTION AND PROPOSITION
5. DATASET DESCRIPTION
6. MODELLING APPROACH
7. RESULTS AND DISCUSSION
8. CONCLUSION



PROBLEM STATEMENT

To assess and understand the relationship between employee performance and salary distribution within each department of the organization. The analysis aims to identify patterns, discrepancies, and areas for improvement to ensure equitable compensation practices and to support informed decision-making in talent management. The organization operates with multiple departments, each contributing to the overall success of the company. Employee performance and compensation are crucial elements that impact employee satisfaction, retention, and productivity. However, there is a need to systematically analyze these factors to ensure alignment with organizational goals and fair compensation practices.



PROJECT OVERVIEW

This project aims to analyze employee performance and salary data across various departments within the organization to understand the relationship between performance metrics and compensation. The goal is to ensure fair and equitable salary distribution, optimize compensation practices, and provide insights that can inform talent management strategies. The project aims to conduct a comprehensive analysis of employee performance and salary distribution across various departments within the organization. By examining performance metrics such as reviews and key performance indicators alongside salary data, the project seeks to identify correlations between employee performance and compensation levels. This analysis will highlight any disparities or patterns in salary distribution both within and between departments, ensuring equitable compensation practices.



WHO ARE THE END USERS?

The end users of the employee performance and salary analysis are primarily the Human Resources (HR) department, department heads, senior management, the finance team, and compensation specialists. HR utilizes the analysis to ensure equitable compensation practices and refine performance management processes. Department heads rely on the insights to manage their teams more effectively and address any compensation-related issues. Senior management uses the findings to make strategic decisions regarding overall compensation policies and organizational effectiveness. The finance team integrates these insights into budget planning and financial forecasting. Compensation specialists use the data to develop and implement fair and competitive salary structures. While employees are not direct users of the analysis, they benefit indirectly through improved and more equitable compensation practices, which can enhance job satisfaction and retention.

OUR SOLUTION AND ITS VALUE PROPOSITION



FILTERING : Help one eliminate unnecessary data.

CONDITIONAL FORMATING: Makes it easy to highlight Certain values or to make particular cells easy to identify.

PIVOT TABLE :We separate gender types in column table with the helps of pivot table analysis report.

FORMULA : Sum Function in excel is useful for adding up a range of value such as a column or row of numbers.

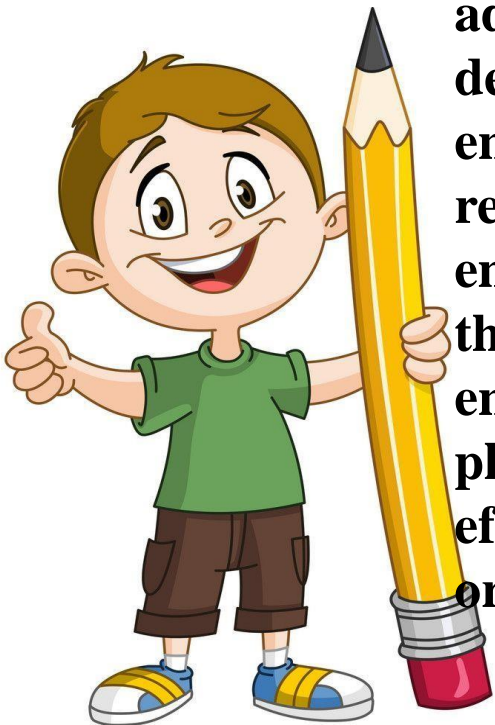
BAR GRAPH – Final report with the help of pivot table analysis

Dataset Description

EMPLOYEE DATA SET- NAN MUDHALVAN PROTAL9
FEATURE IN TOTAL3 FEATURE BEING USING FOR
ANALYSIS EMPLOYEE ID- ALPHANUMERIC(TEXT)
NAME ALPHABETICAL (TEXT)
GENDER-
ALPHABETICAL(TEXT)DEPARTMENT-
ALPHABETICAL(TEXT)SALARY- NUMERICALSTART
DATE
ALPHABETICAL(TEXT)FIT- NUMERICALSTART
DATE
ALPHABETICAL (TEXT)EMPLOYEE
LOCATION
ALPHABETICAL(TEXT)

THE "WOW" IN OUR SOLUTION

The "wow" factor in our solution lies in its transformative impact on organizational fairness and strategic decision-making. By offering a data-driven approach to analyze the intricate relationship between employee performance and salary across departments, our solution unveils hidden patterns and discrepancies that may otherwise go unnoticed. The use of advanced analytics and intuitive visualizations empowers decision-makers with actionable insights, leading to a profound enhancement in compensation equity and alignment. This results in a more motivated and satisfied workforce, as employees perceive greater transparency and fairness in how their performance is rewarded. Additionally, our solution enables strategic adjustments that optimize both financial planning and talent management, setting a new standard for effective, evidence-based compensation practices that drive organizational success.



MODELLING

STEP-1 : DOWNLOAD THE EMPLOYEE DATASET IN NAN MUDHALVAN PORTAL AND OPEN THE EXCEL.

STEP-2 : SELECT THE DATA AND CLICK ON FILTER OPTION.

STEP-3 : FILTER FTP IN ASSCENDING ORDER(A TO Z).

STEP-4 : SELECT THE ENTER DATA AND CLICK ON INSERT AND CLICK ON PIVOT TO CREATE PIVOT TABLE.

STEP-5 : DRAG THE NEED DATA AND CREAT A PIVOT TABLE.

STEP-6 : SELECT THE PIVOT TABLE, CLICK ON INSERT – CHOOSE THE TYPE OF CHART ACCORDING TO ONE’S REQUIREMENT. TYPE OF CHART USED IN THIS ANALYSIS IS BAR DIAGRAM.

STEP-7 : THE TABLE AND CHART IS BEING CREATED , WHICH HELPS IN BETTER UNDERSTANDING AND INTERPRETATION OF DATA.

RESULTS

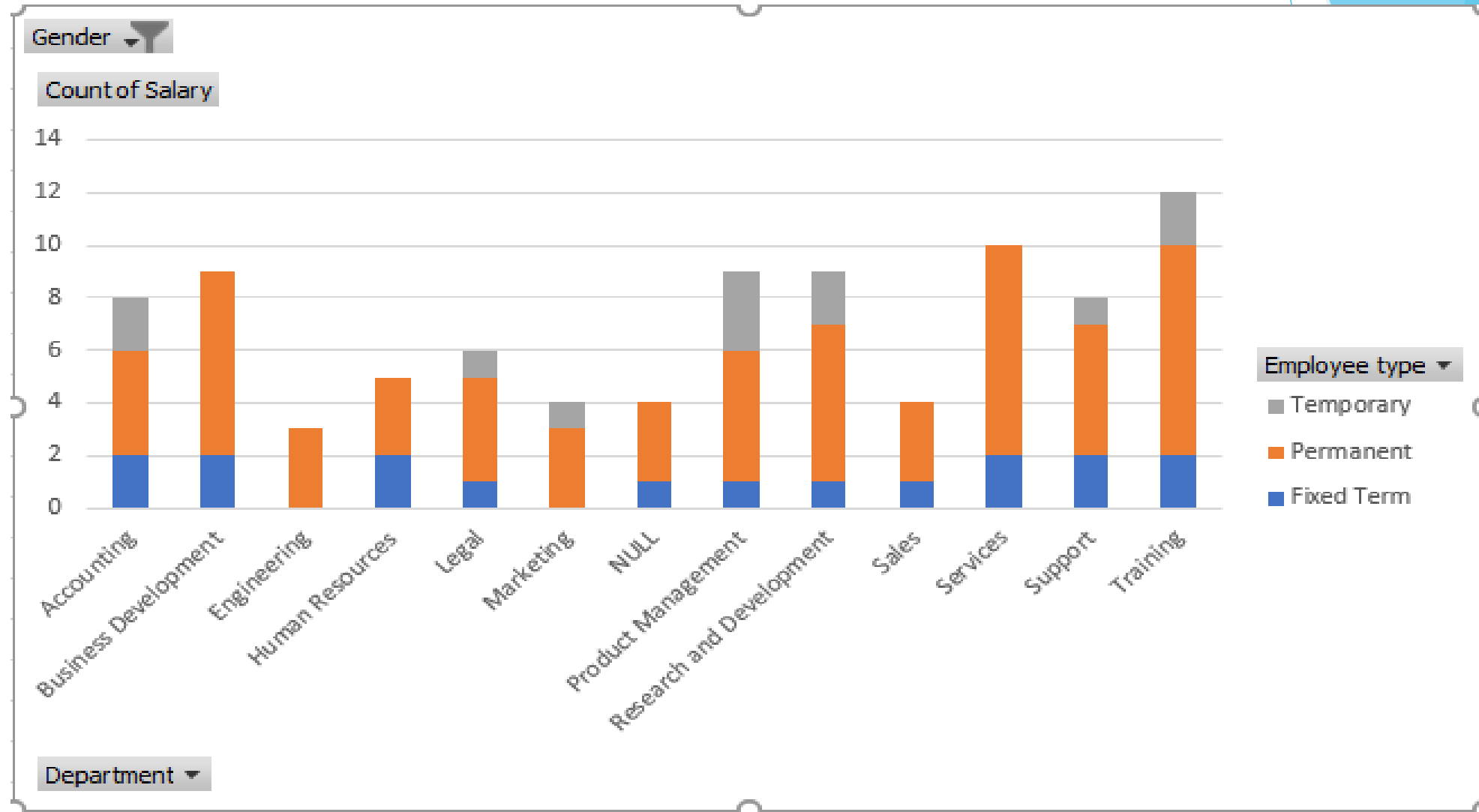
1. TABLE

Gender	Female							
Count of Salary	Column Labels							
Row Labels	Fixed Term	Permanent	Temporary	Grand Total				
Accounting	2	4	2	8				
Business Development	2	7		9				
Engineering		3		3				
Human Resources	2	3		5				
Legal	1	4	1	6				
Marketing		3	1	4				
NULL	1	3		4				
Product Management	1	5	3	9				
Research and Development	1	6	2	9				
Sales	1	3		4				
Services	2	8		10				
Support	2	5	1	8				
Training	2	8	2	12				
Grand Total	17	62	12	91				

Gender		
Female		
Male		
(blank)		

RESULTS

2. BAR DIAGRAM



conclusion

In conclusion, our employee performance and salary analysis provides invaluable insights into the alignment between performance and compensation across departments. By identifying disparities and patterns, we offer a clear path toward achieving fair and equitable compensation practices. This not only enhances transparency and trust within the organization but also optimizes talent management and financial planning. As a result, the solution fosters a more motivated and satisfied workforce, aligns compensation with individual contributions, and supports strategic decision-making, ultimately driving both organizational effectiveness and employee engagement. Furthermore, the findings enable informed decision-making for HR, management, and finance teams, contributing to more strategic compensation practices and effective budget management. Overall, this analysis not only promotes fairness and transparency but also drives improved organizational performance and employee morale.