Employee Data Analysis using Excel

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PROJECT TITLE

Employee Performance Analysis using Excel based on Gender, Department and 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

Title: Addressing Gender Pay Disparities Across Departments

Objective: To investigate and understand any existing disparities in salaries based on gender across various departments within the organization. The goal is to provide insights that can help in formulating policies to ensure fair compensation practices.

PROJECT OVERVIEW

Description: This project aims to analyze employee salary data segmented by gender and department. The analysis will identify trends, disparities, and potential causes of salary inequities. The ultimate objective is to deliver actionable insights that will support efforts towards equitable compensation.

Scope: The project will cover data extraction, cleaning, analysis, and visualization of salary data across gender and department dimensions.

WHO ARE THE END USERS?

- MANAGERS
- TEAM LEADERS
- EXECUTIVES
- SUPERVISORS
- FINANCE ANALYSTS
- ADMINISTRATIVE OFFICER
- HUMAN RESOURCES DEPARTMENTS
- EMPLOYEES

OUR SOLUTION AND ITS VALUE PROPOSITION

Solution: We will use statistical analysis and Data visualization techniques to identify salary disparities. This includes calculating average and median salaries by gender and department, assessing the gender pay gap, and exploring departmental impacts on pay equity.

- **Value Proposition:**The solution provides a clear understanding of salary disparities and identifies departments where gender based pay gaps are most pronounced.

  This information empowers HR and management to implement targeted strategies to address and rectify pay inequities, promoting fairness and improving employee satisfaction.

Dataset Description

- **Gender:** Employee's gender (Male/Female).
- **Department:** Department where the employee works (e.g., HR, IT, Marketing, Finance).
- **Salary:** Annual salary of the employee.

THE "WOW" IN OUR SOLUTION

- **Data Cleaning:** Ensure data accuracy and consistency.
- **Descriptive Analysis:** Compute average and median salaries by gender and department.
- **Comparative Analysis:** Evaluate salary differences and assess statistical significance.
- **Visualization:** Create charts and graphs to represent salary distributions and gaps.

MODELLING

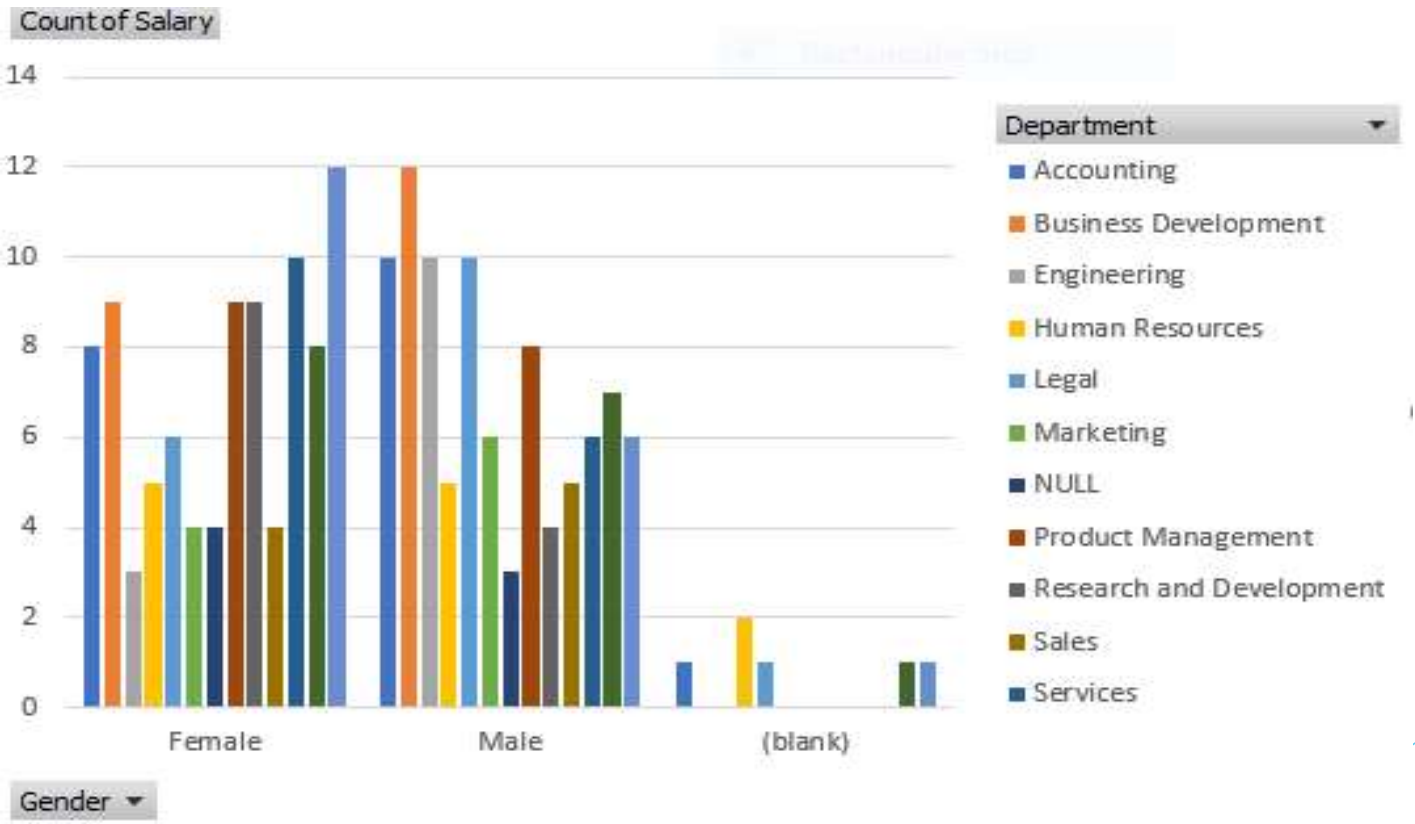
- **Statistical Tests:** T-tests or ANOVA to test for significant differences in salaries.
- **Visualization Tools:** Bar charts, box plots, and heat maps to visualize disparities
- **Descriptive Statistics:** Mean, median, range of salaries by gender and department.

RESULTS

1.TABLE

Count of Salary	Column Labels													
Row Labels	Accounting	Business Development	Engineering	Human Resources	Legal	Marketing	NULL	Product Management	Research and Development	Sales	Services	Support	Training	Grand Total
Female	8	9	3	5	6	4	4	9	9	4	10	8	12	91
Male	10	12	10	5	10	6	3	8	4	5	6	7	6	92
(blank)	1			2	1							1	1	6
Grand Total	19	21	13	12	17	10	7	17	13	9	16	16	19	189

2.BAR DIAGRAM



Conclusion

The analysis revealed significant insights into salary disparities by gender and department. By identifying departments with notable gender pay gaps, the organization can take informed steps to address these issues. Implementing the recommended changes will help achieve fair compensation practices, enhance workplace equity, and potentially boost employee morale and retention.