Employee Data Analysis using Excel

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PROJECT TITLE

Department wise salary distribution,
Male and Female count

AGENDA

PROBLEM STATEMENT

This study identified average salary of employee in department wise and count of male and female employee.
Its help to identify the employee salary growth.

PROJECT OVERVIEW

The purpose of this project is to analyze the employee's working department and its salary. The gender count can be beneficial in boosting the number of employees.

- TABLES
- Conditional formatting
- Pivot table
- Pivot Chart
- Average
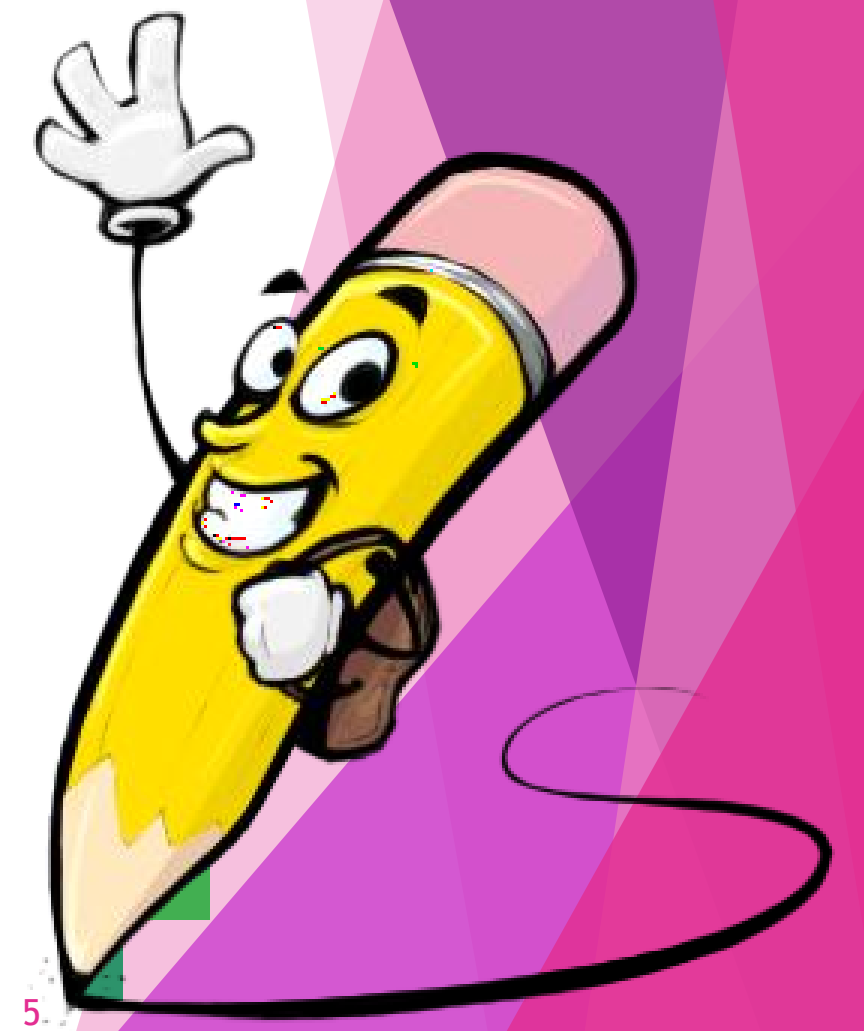
WHO ARE THE END USERS?

a. Human Resources (HR) Department
b. Employee Requirement team
c. Operational Managers
d. IT and Data Management Teams

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OUR SOLUTION AND ITS VALUE PROPOSITION

- Comprehensive Data Management

- Advanced Analytical Tools

- Formulas and Functions

- Pivot Tables

- Visual Representation

- Used to analyse different situation

Dataset Description

Data Overview:

The dataset contains information about employees within an organization, including their salaries and ages. This data is used to calculate and analyze average salary and average age metrics.

Data Fields:

1. ID
2. Name
3. Surname
4. Age
5. Tenure
6. Gender
7. Region
8. Department
9. Manager
10. Hours
11. Salary Band
12. Salary
13. Performance

MODELLING

i. Data cleaning.
ii. Creating table.
iii. Creating pivot chart.
iv. Using average formula.

Row Labels	Average of Sum of FTE Salary
Customer Support	20880160
Finance	5861324
Grand Total	86057381
Human Resources	3264350
Leadership	2544146
Marketing	10014183
Operations and production	18946565
Sales	24546653
Grand Total	**21514345.25**

Legend:
- Customer Support
- Finance
- Grand Total
- Human Resources
- Leadership
- Marketing
- Operations and production
- Sales
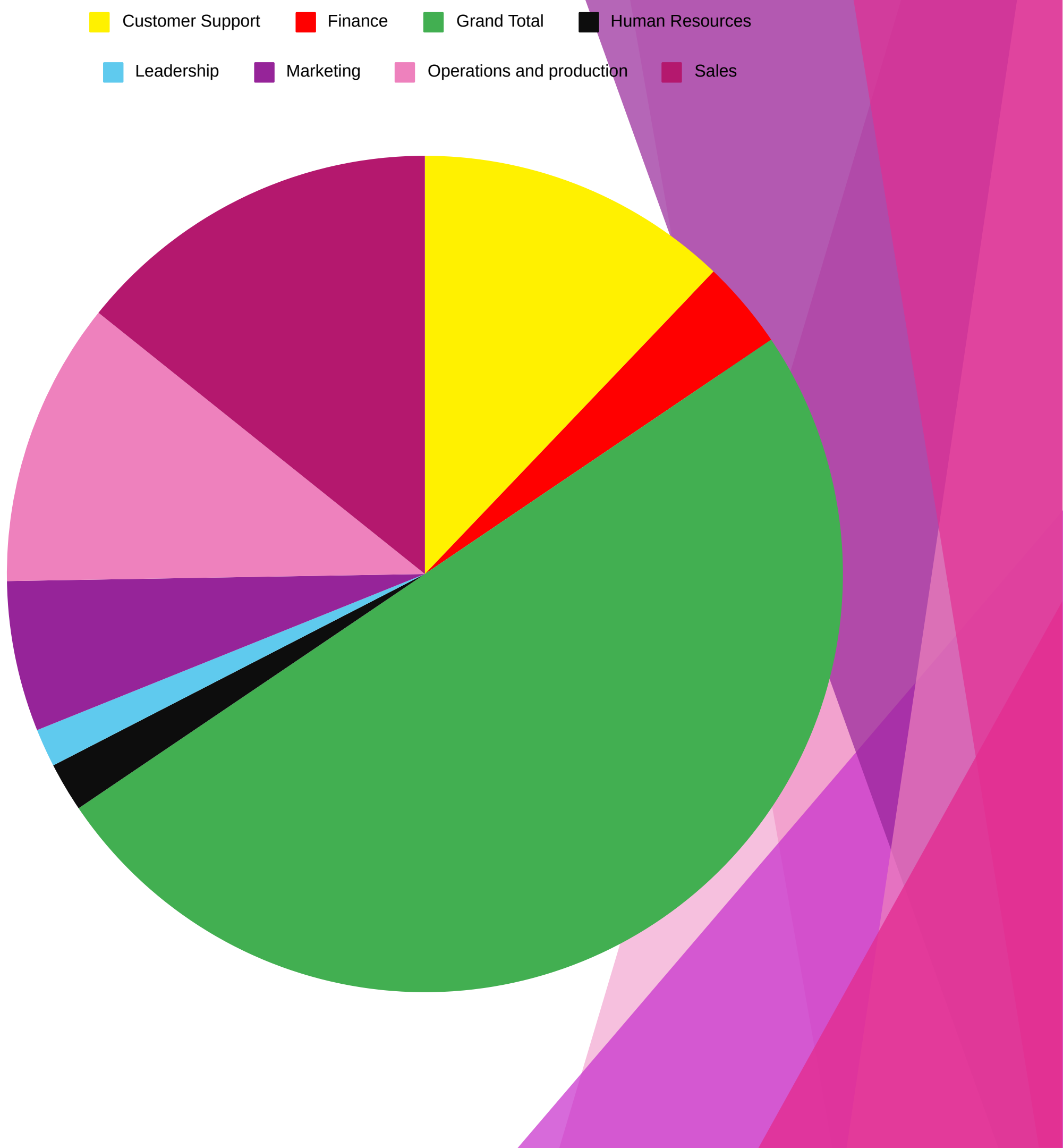
Count of Gender	Column Labels		
Row Labels	F	M	Grand Total
Customer Support	7	14	21
Finance	3	3	6
Leadership	1		1
Marketing	1	3	4
Operations and production	6	4	10
Sales	9	8	17
Grand Total	27	32	59
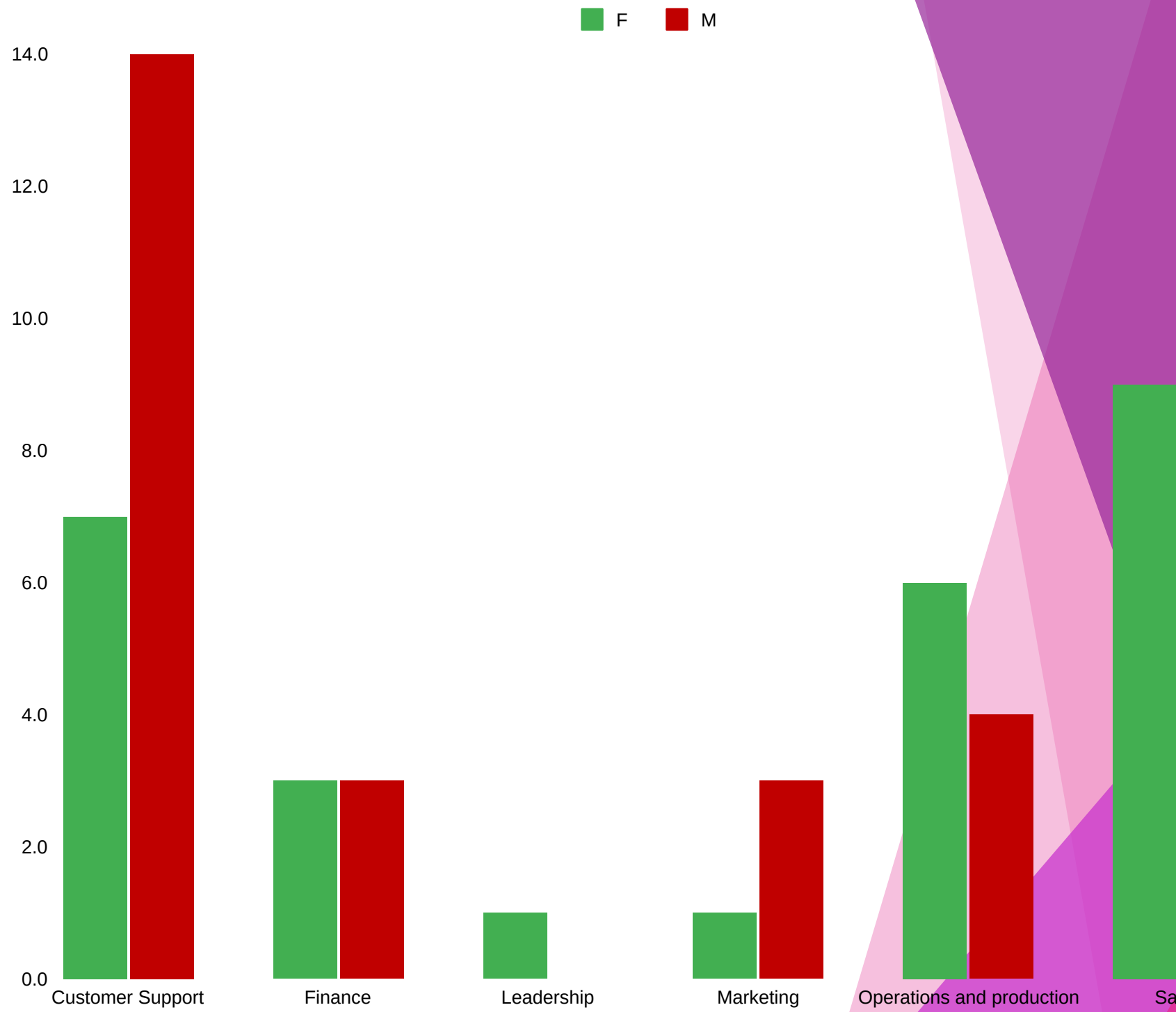
conclusion

1. **Analyze the Salary Distribution**:   - Identify the average, median, and range of salaries within each department.   - Compare these statistics across departments to see if there are significant differences.

2.**Count Male and Female Employees**:   - Calculate the total number of male and female employees in each department.   - Determine the gender ratio within each department.

3.**Draw Conclusions**:   - Salary Distribution : Summarize whether salaries are evenly distributed or if there are discrepancies between departments. For example, you might find that some departments have higher average salaries than others.   - *Gender Distribution*: Highlight any departments with significant gender imbalances or notable patterns, such as a higher proportion of males in technical roles and females in administrative roles.

4.**Identify Trends**:   - Look for patterns or trends, such as whether higher-paying departments tend to have a particular gender balance or if there are departments where one gender is disproportionately represented.