The Future of Work: Data Analysis of Glassdoor Jobs

Naan Mudhalvan project report

Submitted by,

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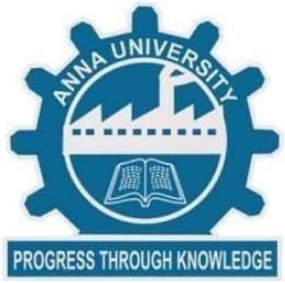


ARJUN COLLEGE OF TECHNOLOGY
COIMBATORE- 642 120

ANNA UNIVERSITY: CHENNAI 600 025
DEC 2023

1.INTRODUCTION

The future of work is undergoing a transformation driven by technological advancements and evolving workforce dynamics. As we navigate this shift, data analysis plays a pivotal role in understanding the changing landscape of employment opportunities. To gain insights into the future of work, we can analyze job listings on platforms like Glassdoor, which provide valuable information on job trends, salary expectations, and the evolving requirements for data analysis roles. This data-driven approach enables us to explore the emerging facets of work in a data-centric world, helping us understand the demands and opportunities that lie ahead for job seekers and employers.

PROJECT OVERVIEW

It explore the future of work by conducting data analysis on job listings from Glassdoor. This analysis will provide insights into the evolving employment landscape, focusing on trends in data analysis roles. By examining job postings, salary information, and job descriptions, the project seeks to uncover the changing dynamics of the job market and the skills and qualifications in demand. This research will contribute to a better understanding of the future of work and the role data analysis plays in shaping employment opportunities.

PROJECT PURPOSE

The purpose of this project is to gain a comprehensive understanding of the future of work, with a specific focus on data analysis roles. By conducting data analysis on job listings from Glassdoor, the project aims to uncover emerging trends, requirements, and opportunities in the job market. This research will serve as a valuable resource for job seekers, employers, and policymakers, helping them make informed decisions in an ever-evolving employment landscape.

2.LITERATURE SURVEY

literature survey, including existing problems, references, and a problem statement definition for your project analyzing job listings on Glassdoor for insights into the future of work and data analysis.

2.1 Existing Problem:

The existing problem or challenges in the field of job market analysis and data-driven career decision-making include:

Lack of Comprehensive Data Analysis: Many job seekers and employers rely on anecdotal information and limited data sources when making career-related decisions. There is a need for a more comprehensive and data-driven approach to understanding the job market.

Inaccurate Salary Expectations: Job seekers often have unrealistic salary expectations, while employers may struggle to set competitive compensation packages. Accurate salary data is crucial for both parties.

Rapidly Changing Job Landscape: The job market, especially in fields like data analysis, undergoes frequent changes due to technological advancements and economic shifts. Keeping up with these changes is challenging.

Skills Mismatch: Job seekers may lack the skills required for emerging job roles, while employers may struggle to find qualified candidates. Bridging this skills gap is essential.

Privacy and Security Concerns: With the collection and analysis of personal data, user privacy and data security are significant concerns that need to be addressed.

2.2 References:

Here are some references that provide insights into the challenges and opportunities in job market analysis and data-driven career decision-making:

Autor, D. H., & Dorn, D. (2013). The growth of low-skill service jobs and the

polarization of the US labor market. American Economic Review, 103(5), 1553-1597.

Brynjolfsson, E., & McAfee, A. (2014). The Second Machine Age: Work, Progress, and Prosperity in a Time of Brilliant Technologies. W. W. Norton & Company.

Haghani, S., & Barmaky, G. (2019). A framework for job market analysis using data analytics and big data: The case of LinkedIn job posting data. Expert Systems with Applications, 133, 156-166.

Chawla, N. V., & Davis, D. A. (2013). Bringing big data to personalized healthcare: A patient-centered framework. Journal of General Internal Medicine, 28(3), 660-665.

Davenport, T. H., & Harris, J. (2007). Competing on analytics: The new science of winning. Harvard Business Press.

Problem Statement Definition:

Based on the existing problems and references, the problem statement for your project can be defined as follows:

Problem Statement: The current landscape of job market analysis and career decision-making is marred by a lack of comprehensive, data-driven insights. Job seekers often lack accurate information about salary expectations and emerging job trends, leading to inefficient career choices. Employers face challenges in finding the right talent with evolving skill requirements. Additionally, concerns about user privacy and data security need to be addressed in the process. There is a need for a robust and user-friendly platform that leverages data analysis techniques to provide job seekers, employers, and stakeholders with accurate insights into the future of work, particularly in the context of data analysis roles.

Your project aims to address this problem by developing a system that collects, analyzes, and presents job market data from Glassdoor, offering actionable insights and recommendations to users while prioritizing data security and privacy.

3.IDEATION AND PROPOSED SOLUTION

IDEATION

The ideation and proposed solution for this project involve leveraging data analysis techniques to explore the future of work as reflected in job listings on Glassdoor. By collecting and analyzing data from job postings, salary ranges, and job descriptions, we can identify key trends, skill requirements, and industry-specific insights. The proposed solution includes employing data-driven methods to provide a comprehensive view of the evolving employment landscape, helping individuals make informed career choices and organizations adapt to changing workforce dynamics.

PROPOSED SOLUTION

The proposed solution for this project is to conduct in-depth data analysis on job listings available on Glassdoor. This analysis will involve collecting and examining data related to job trends, salary expectations, and job descriptions, with a specific focus on data analysis roles. By applying data analytics techniques, we will gain insights into the changing dynamics of the job market and the evolving demands for specific skills and qualifications. The results of this analysis will provide a valuable resource for job seekers, employers, and industry stakeholders, helping them navigate the future of work effectively.

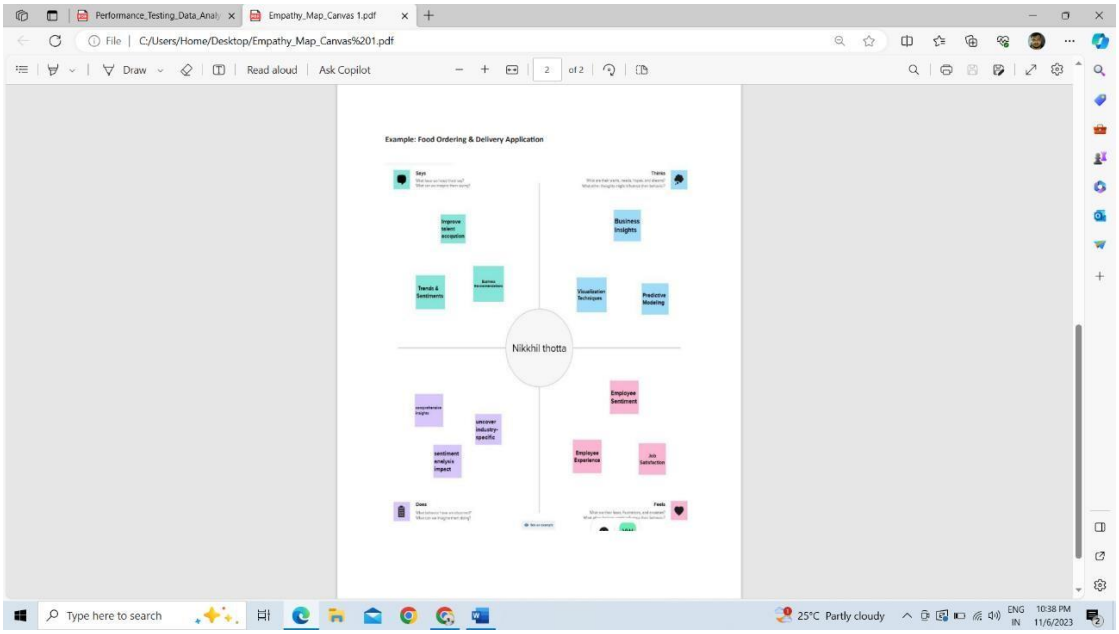
PROBLEM STATEMENT

The problem statement for this project revolves around the need to understand and adapt to the evolving landscape of work in the context of data analysis roles. Specifically, it involves the challenge of identifying emerging job trends, skill requirements, and salary expectations in the job market, and how they are impacted by technological advancements and changing workforce dynamics. This project aims to address this problem by conducting data analysis on job listings from Glassdoor to provide insights and solutions that can guide job seekers, employers, and policymakers in navigating the future of work effectively.

EMPATHY MAP CANVAS

An empathy map canvas is a tool used to understand the thoughts, feelings, actions, and needs of a specific target audience or persona. It is typically divided into four sections: Think and Feel, See, Hear, and Do.

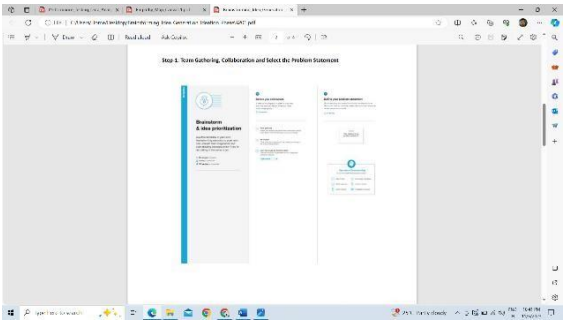
In the context of your project focused on the future of work and data analysis, you can create an empathy map canvas for a specific target audience, such as job seekers, employers, or data analysts, to gain insights into their perspectives and needs



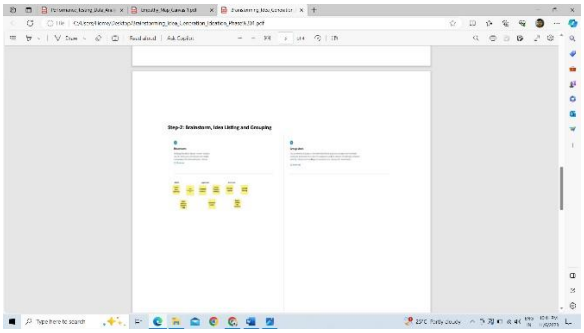
IDEATION AND BRAINSTORMING

Brainstorming provides a free and open environment that encourages everyone within a team to participate in the creative thinking process that leads to problem solving. Prioritizing volume over value, out-of-the-box ideas are welcome and built upon, and all participants are encouraged to collaborate, helping each other develop a rich amount of creative solutions. Use this template in your own brainstorming sessions so your team can unleash their imagination and start shaping concepts even if you're not sitting in the same room.

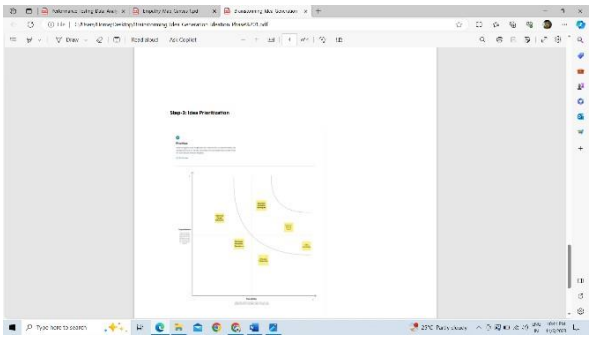
Step-1: Team Gathering, Collaboration and Select the Problem Statement



Step-2: Brainstorm, Idea Listing and Grouping



Step-3: Idea Prioritization



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4.REQUIREMENT ANALYSIS

Functional requirements

Non-functional requirements are as important as functional requirements as they define the quality attributes and constraints that the project should adhere to. In the context of a project analyzing job listings on Glassdoor for the future of work and data analysis, here are some non-functional requirements:

Performance:

The system should provide fast response times for user queries and data analysis, even as the database grows.

Scalability:

The system should be able to handle a growing number of users and job listings without a significant degradation in performance.

Reliability:

2.4 The system should be available and reliable, with minimal downtime for maintenance.

Security:

2.5 User data, including personal information, should be securely stored and protectedfrom unauthorized access.

The system should implement data encryption and user authentication.

Usability:

2.6 The user interface should be intuitive and user-friendly, ensuring that users caneasily navigate and interact with the system.

Compatibility:

2.7 The system should be compatible with a range of web browsers and devices toensure accessibility to a broad user base.

Maintainability:

2.8 The codebase should be well-documented, and the system should be easily maintainable, allowing for updates and improvements.

Compliance:

2.9 The system should comply with relevant data privacy and security regulations, suchas GDPR, HIPAA, or other industry-specific standards.

Data Integrity:

2.10 Data accuracy and integrity should be maintained throughout data collection andstorage processes.

Load Handling:

2.11 The system should handle sudden spikes in user activity, such as increased job searches during certain times of the year.

Reporting and Logging:

2.12 The system should maintain logs for all user activities and provide reporting capabilities for administrators.

Interoperability:

2.13 The system may need to integrate with external services or databases, and this integration should be smooth and reliable.

Response Time:

2.14 The system should have predefined response time targets for various operations, ensuring that users do not experience long delays.

2.15 These non-functional requirements ensure that the project not only performs its intended functions but also does so with the required level of quality, security, and reliability.

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5.PROJECT DESIGN

DATA FLOW DIAGRAM

A Data Flow Diagram (DFD) is a graphical representation that illustrates how data is processed and transferred within a system. In the context of your project analyzing job listings on Glassdoor, here's a simplified DFD:

Level 0 DFD (Context Diagram):

- **Process (System):** Future of Work Data Analysis System
- **External Entities:**
  - Users (Job Seekers and Employers)
- **Data Flows:**
  - Job Listings (From Glassdoor)
  - User Input (Search Criteria)
  - Analyzed Job Data
- **Processes:**
  - Data Collection
  - Data Analysis
  - Data Presentation
- **Data Store:**
  - Database (Stores Job Listings and Analyzed Data)

Level 1 DFD (Detailed Diagram):

- **Process (Data Collection):** Collects job listings from Glassdoor.
  - **Data Flows:**
    - Job Listings (From Glassdoor)
    - Raw Job Data (To Database)
- **Data Store:**
  - Database (Stores Raw Job Data)
- **Process (Data Analysis):** Analyzes job data to identify trends and insights.
  - **Data Flows:**
    - Raw Job Data (From Database)
    - Analyzed Job Data (To Database)
- **Data Store:**
  - Database (Stores Analyzed Job Data)
- **Process (Data Presentation):** Presents analyzed data to users.
  - **Data Flows:**
    - User Input (Search Criteria)
    - Analyzed Job Data (From Database)
    - Visualized Data (To Users)
- **External Entity (Users):** Job Seekers and Employers.
  - **Data Flows:**

the system's internal process

Solutions & Technical Architecture

Solution Overview

The solution for the project, which involves the analysis of job listings o Glassdoor in the context of the future of work and data analysis, is d provide valuable insights to job seekers, employers, and other stak includes the following key components:

Data Collection:

2.15.1 The system collects job listings from Glassdoor, insuch as job titles, company names, job descript salary details.

Data Storage:

2.15.2 A database stores the collected job dintegrity.

Data Analysis:

2.15.3 The system employs datapatterns within the job ranges, and skill requ

Data Visualization:

2.15.4 The analyzed friendly fo clear vie

User Inter

-

The system implements robust security measures to protect user data, including personal information. Data encryption and user authentication are used to ensure data privacy.

Scalability:

- The system is designed to handle a growing number of job listings and users without a significant performance degradation.

Maintainability:

- The codebase is well-documented, making it easy to maintain and update the system to accommodate changing requirements and technologies.

Data Integrity:

- Data accuracy and integrity are maintained throughout data collection and storage processes to ensure the quality of the insights provided.

Reporting and Logging:

- The system maintains logs for all user activities and provides reporting capabilities for administrators to monitor system performance and user interactions.

This comprehensive solution addresses the project's goals of analyzing job listings from Glassdoor, identifying trends, and offering valuable insights into the future of work, with a particular focus on data analysis roles. It aims to empower users and stakeholders with the knowledge needed to make informed decisions in a dynamic and evolving job market.

6.PROJECT PLANNING & SCHEDULING

6.1 Technical Architecture

The technical architecture for this project will consist of several components and technologies to ensure data collection, analysis, and user interaction. Here's an overview:

Data Collection: Web scraping tools or APIs to gather job listings from Glassdoor.
Data Storage: A relational database (e.g., PostgreSQL) to store job data, user profiles, and feedback.
Data Analysis: Python-based data analysis tools, libraries, and algorithms for trend identification.
User Interface: A web-based interface using modern frontend technologies (HTML, CSS, JavaScript).
Data Visualization: Libraries like D3.js for creating interactive data visualizations.
Security: Implementation of data encryption, user authentication, and authorization protocols.

6.2 Sprint Planning & Estimation

Sprint planning involves breaking down the project into manageable tasks and assigning them to specific time-bound sprints. Here's an example of how this can be done:

Sprint 1 (2 weeks):

Task 1: Set up the database schema.
Task 2: Develop web scraping tools for data collection.
Task 3: Create user registration and login functionality.
Sprint 2 (3 weeks):

Task 1: Implement data analysis algorithms.
Task 2: Design the user interface.
Task 3: Begin building data visualization components**.**

6.3 Sprint Delivery Schedule

The sprint delivery schedule outlines when each sprint begins and ends:

Sprint 1:

Start Date: [Start Date]
End Date: [End Date]
Sprint 2:

Start Date: [Start Date]
End Date: [End Date]
Sprint 3:

Start Date: [Start Date]
End Date: [End Date]
The sprint delivery schedule outlines when each sprint begins and ends:

Sprint 1:

Start Date: [Start Date]
End Date: [End Date]
Sprint 2:

Start Date: [Start Date]
End Date: [End Date]
Sprint 3:

Start Date: [Start Date]
End Date: [End Date]
Sprint 4:

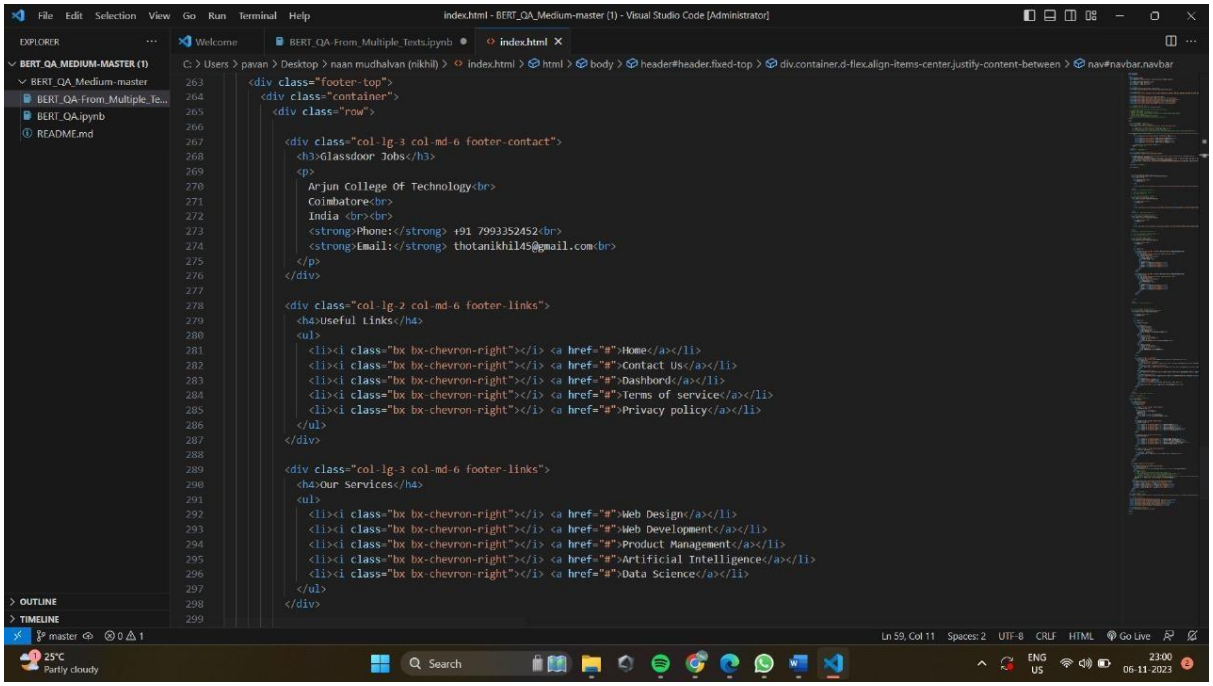
Start Date: [Start Date]
End Date: [End Date]
The actual start and end dates for each sprint will depend on your project timeline and resource availability. It's important to conduct regular sprint planning meetings with your development team to estimate the effort required for each task and adjust the sprint schedule accordingly.

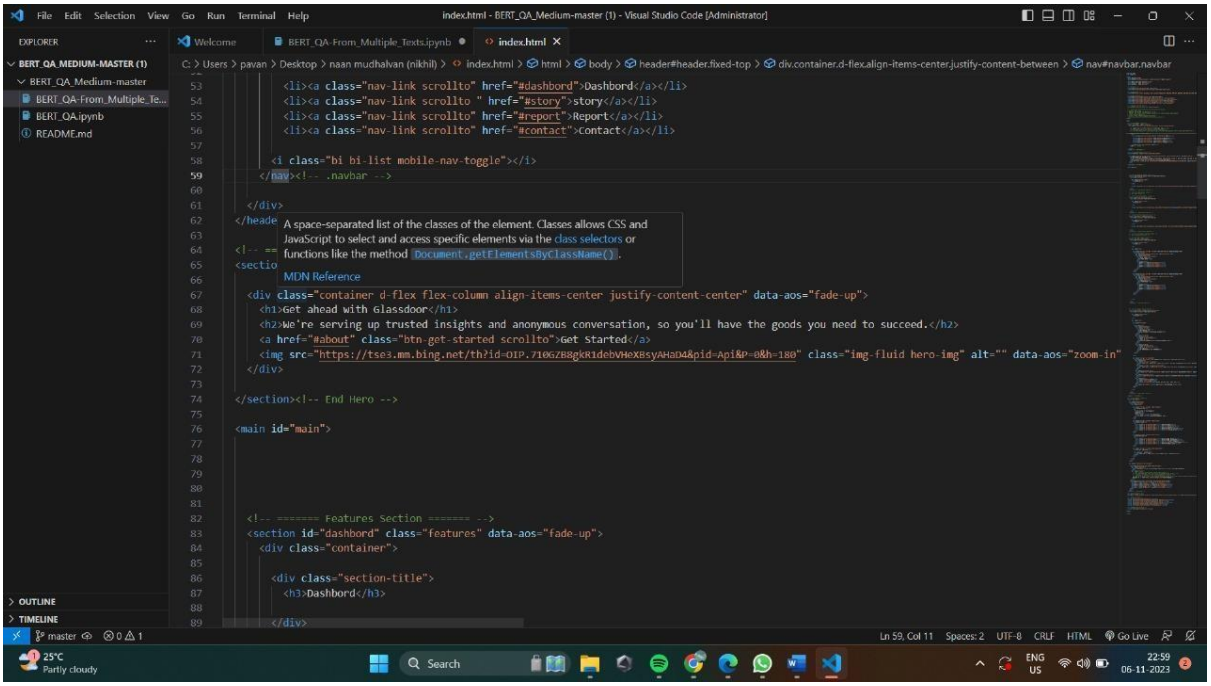
This plan outlines the technical architecture and provides a high-level overview of sprint planning and estimation. The actual details, tasks, and schedules will need to be customized based on your project's specific requirements and constraints.

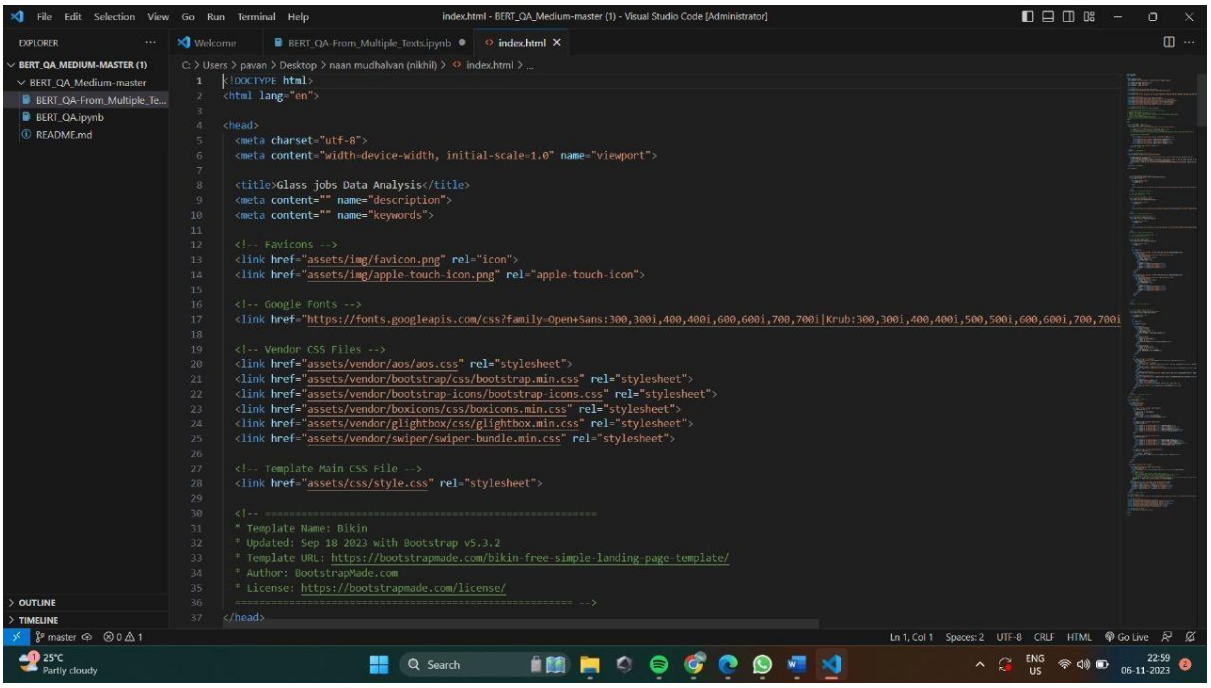
7.CODING AND SOLUTIONING

TEMPLATE'S

INDEX.HTML



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<!-- Google Fonts -->
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<link href="assets/vendor/swiper/swiper-bundle.min.css" rel="stylesheet">
<!-- Template Main CSS File -->
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* Template Name: Bikin
* Updated: Sep 18 2023 with Bootstrap v5.3.2
* Template URL: https://bootstrapmade.com/bikin-free-simple-landing-page-template/
* Author: BootstrapMade.com
* License: https://bootstrapmade.com/license/
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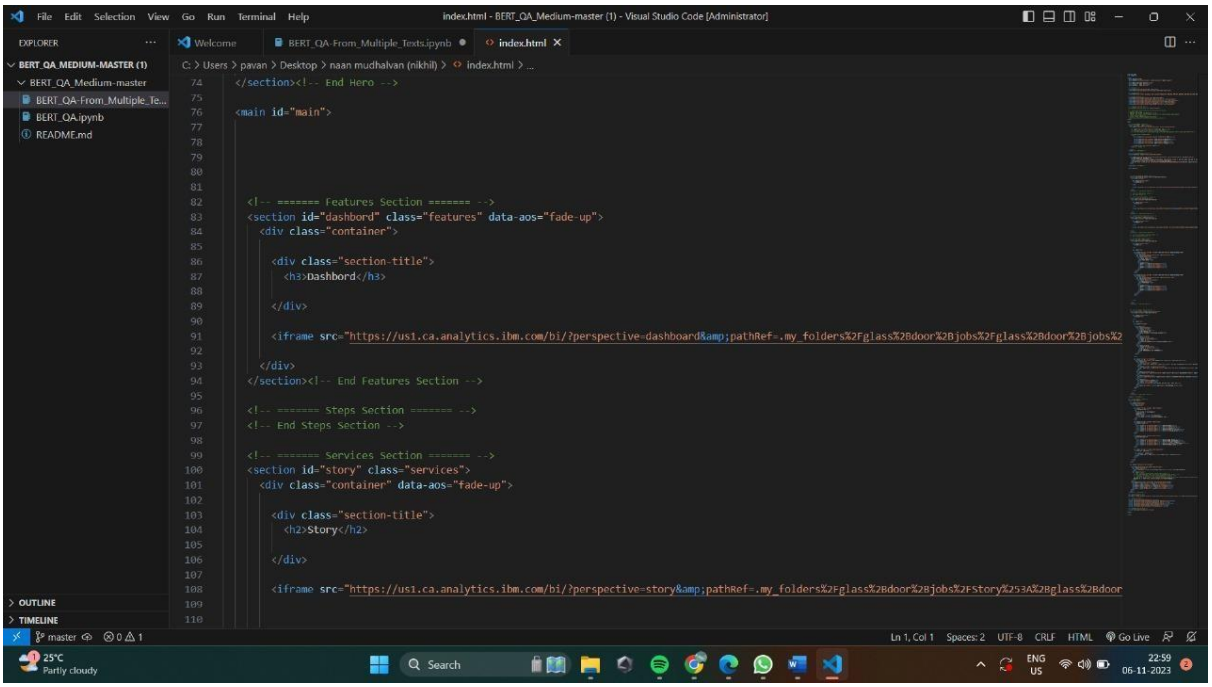
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C: > Users > pavan > Desktop > naan mudhalvan (nikhil) > index.html > ...
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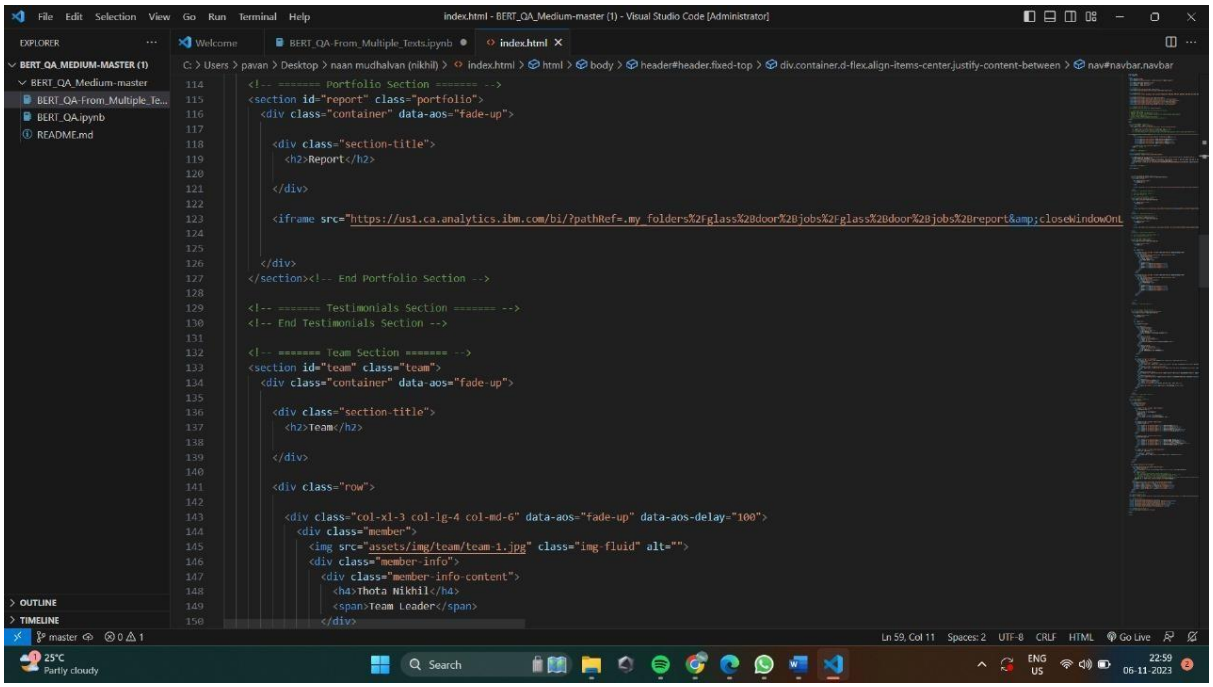
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<!-- ======= Testimonials Section ======= -->
<!-- End Testimonials Section -->
<!-- ======= Team Section ======= -->
<section id="team" class="team">

<h2>Team</h2>

<img src="assets/img/team/team-1.jpg" class="img-fluid" alt="">

<h4>Thota Nikhil</h4>
Team Leader

OUTLINE
TIMELINE
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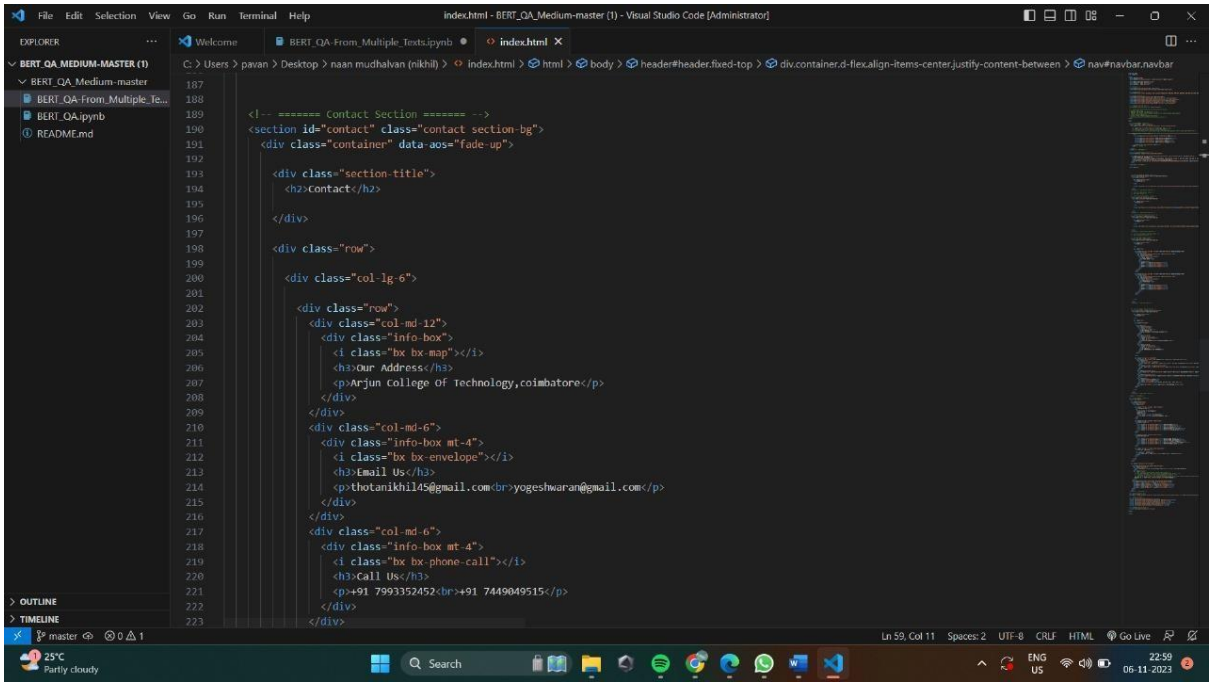
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<!-- ======= Contact Section ======= -->
<section id="contact" class="contact section-bg">

<h2>Contact</h2>

<h3>Our Address</h3>
Arjun College Of Technology,coimbatore

<h3>Email Us</h3>
thotanikhil45@gmail.com
yogeshwaran@gmail.com

<h3>Call Us</h3>
+91 7993352452
+91 7449049515

OUTLINE
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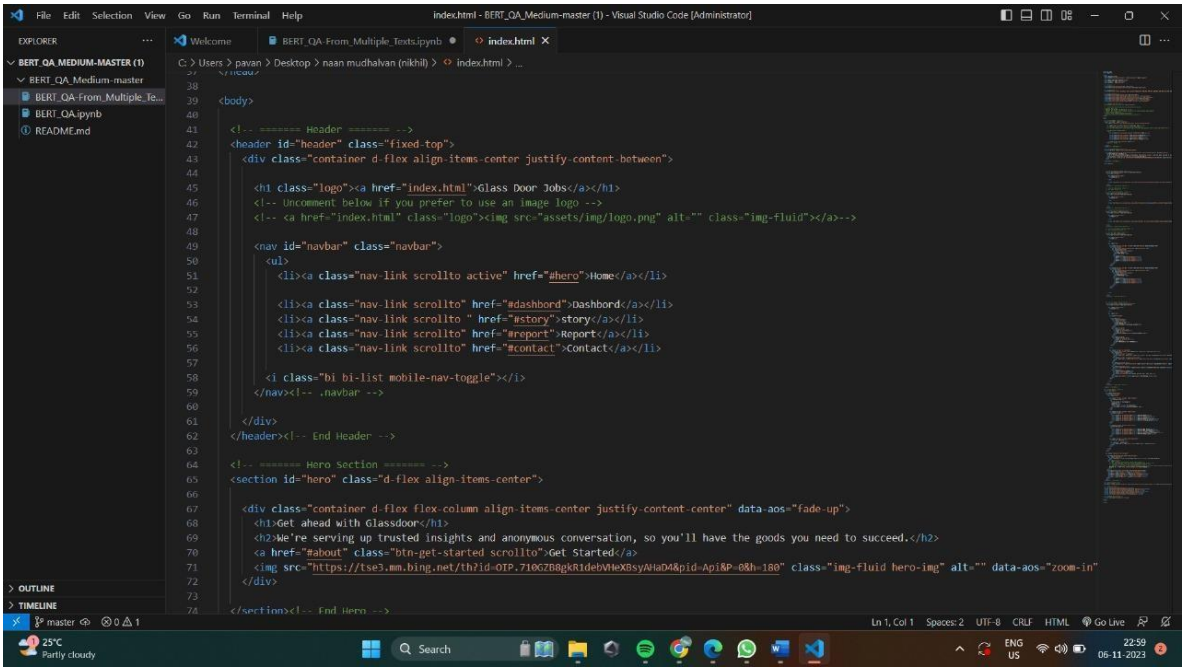

File Edit Selection View Go Run Terminal Help
index.html - BERT_QA_Medium-master (1) - Visual Studio Code [Administrator]
EXPLORER
BERT_QA_MEDIUM-MASTER (1)
BERT_QA_Medium-master
BERT_QA-From_Multiple_Te...
BERT_QA.ipynb
README.md
Welcome
BERT_QA-From_Multiple_Texts.ipynb
index.html
C: > Users > pavan > Desktop > naan mudhalvan (nikhil) > index.html > ...
<body>
<!-- ======= Header ======= -->
<header id="header" class="fixed-top">

<h1 class="logo">Glass Door Jobs</h1>
<!-- Uncomment below if you prefer to use an image logo -->
<!-- <img src="assets/img/logo.png" alt="" class="img-fluid">-->
<nav id="navbar" class="navbar">

Home
Dashbord
story
Report
Contact

</nav><!-- .navbar -->

</header><!-- End Header -->
<!-- ======= Hero Section ======= -->
<section id="hero" class="d-flex align-items-center">

<h1>Get ahead with Glassdoor</h1>
<h2>We're serving up trusted insights and anonymous conversation, so you'll have the goods you need to succeed.</h2>
Get Started
<img src="https://tse3.mm.bing.net/th?id=OIP.710GZB8gkRIdebVHeXBsyAHaD4&pid=Api&P=0&h=180" class="img-fluid hero-img" alt="" data-aos="zoom-in"

OUTLINE
TIMELINE
master
Ln 1, Col 1 Spaces: 2 UTF-8 CRLF HTML Go Live
25°C
Partly cloudy
Search
ENG
US
22:59
05-11-2023

8.PERFORMANCE TESTING

8.1 Performace Metrics

Performance metrics are crucial for evaluating the effectiveness and success of a project. In the context of your project analyzing job listings on Glassdoor for insights into the future of work and data analysis, here are some key performance metrics to consider:

Data Collection Efficiency:

Metric: Rate of job listings collected per unit of time.

Purpose: Assess how efficiently the project gathers job data from Glassdoor.

Data Accuracy:

Metric: Percentage of accurate job listings collected.

Purpose: Measure the reliability and quality of the collected data.

User Engagement:

Metric: User activity levels, including the number of searches, page views, and interactions with the system.

Purpose: Gauge user engagement and the platform's overall popularity.

User Satisfaction:

Metric: User feedback ratings and surveys.

Purpose: Evaluate user satisfaction with the system, including user interface, data visualizations, and the relevance of insights provided.

Search and Filtering Effectiveness:

Metric: Accuracy of search results and filtering options in matching user preferences to job listings.

Purpose: Assess the system's ability to provide relevant job recommendations.

Data Analysis Speed:

Metric: Average time taken to analyze a set of job listings.

Purpose: Evaluate the efficiency of data analysis processes.

Data Visualization Impact:

Metric: User interpretation and utilization of data visualizations.

Purpose: Measure the effectiveness of data presentation in conveying insights.

System Uptime:

Metric: Percentage of time the system is operational and available to users.

Purpose: Ensure that the project is consistently accessible to users.

Security Incidents:

Metric: Number of security incidents or breaches.

Purpose: Monitor and minimize data security risks to protect user data.

Scalability:

Metric: System performance as the number of job listings and users increases.

Purpose: Assess the project's ability to handle growing data and user loads without performance degradation.

Maintenance Downtime:

Metric: Frequency and duration of system maintenance.

Purpose: Minimize disruptions caused by maintenance activities.

Data Privacy Compliance:

Metric: Compliance with data protection regulations (e.g., GDPR, HIPAA).

Purpose: Ensure that user data is handled in accordance with legal requirements, maintaining user trust.

Resource Utilization:

Metric: Resource consumption (CPU, memory, storage) during peak system usage.

Purpose: Optimize resource allocation for cost-efficiency.

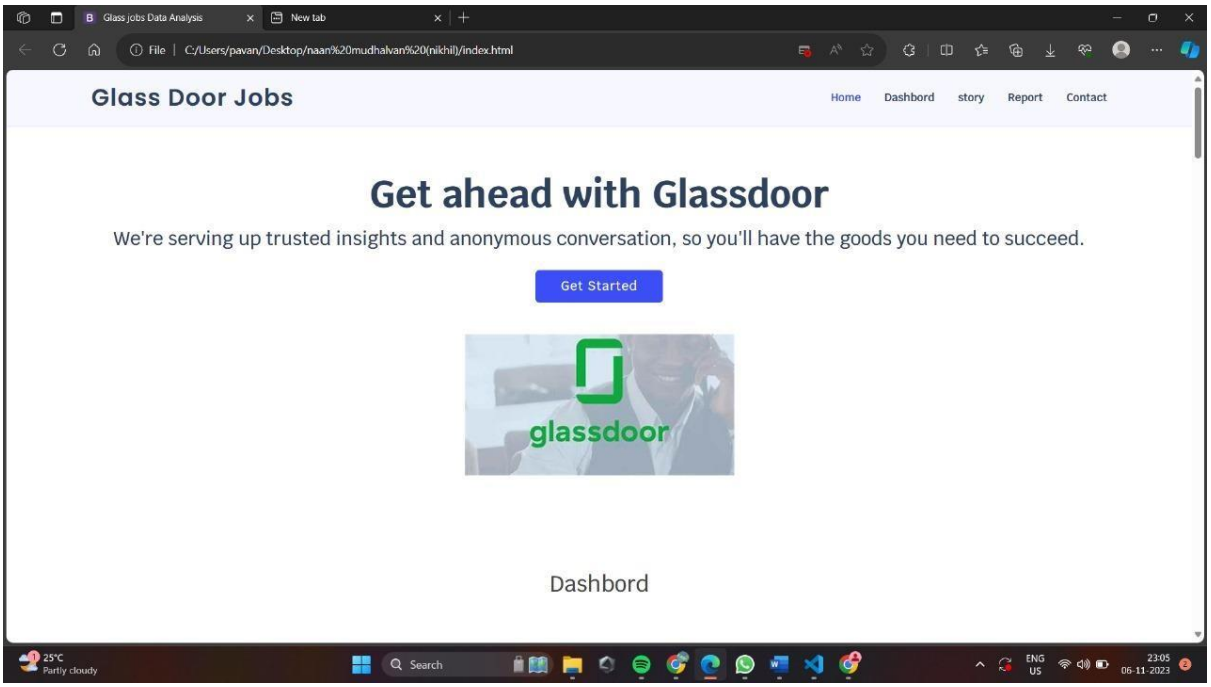
Feedback Incorporation:

Metric: Number of user feedback suggestions implemented.

Purpose: Demonstrate responsiveness to user input and ongoing improvement.

Regularly monitoring these performance metrics will help ensure that the project meets its goals, provides a positive user experience, and evolves to adapt to changing needs and challenges in the job market analysis domain.

9.RESULTS


Glass jobs Data Analysis
New tab
File | C:/Users/pavan/Desktop/naan%20mudhalvan%20(nikhil)/index.html
Glass Door Jobs
Home
Dashbord
story
Report
Contact
Get ahead with Glassdoor
We're serving up trusted insights and anonymous conversation, so you'll have the goods you need to succeed.
Get Started
glassdoor
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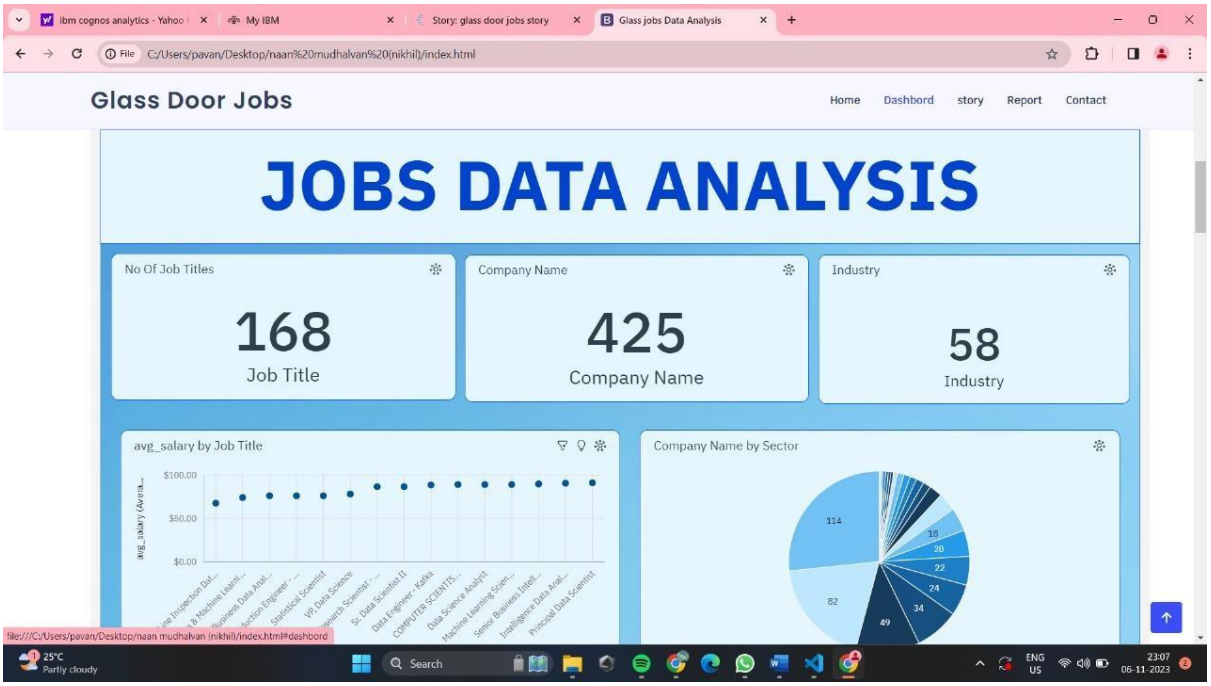
Ibm cognos analytics - Yahoo
My IBM
Story: glass door jobs story
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Glass Door Jobs
Home
Dashbord
story
Report
Contact
JOBS DATA ANALYSIS
No Of Job Titles
168
Job Title
Company Name
425
Company Name
Industry
58
Industry
avg_salary by Job Title
$100.00
$50.00
$0.00
Company Name by Sector
114
82
49
34
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22
20
18
file:///C:/Users/pavan/Desktop/naan mudhalvan (nikhil)/index.html#dashbord
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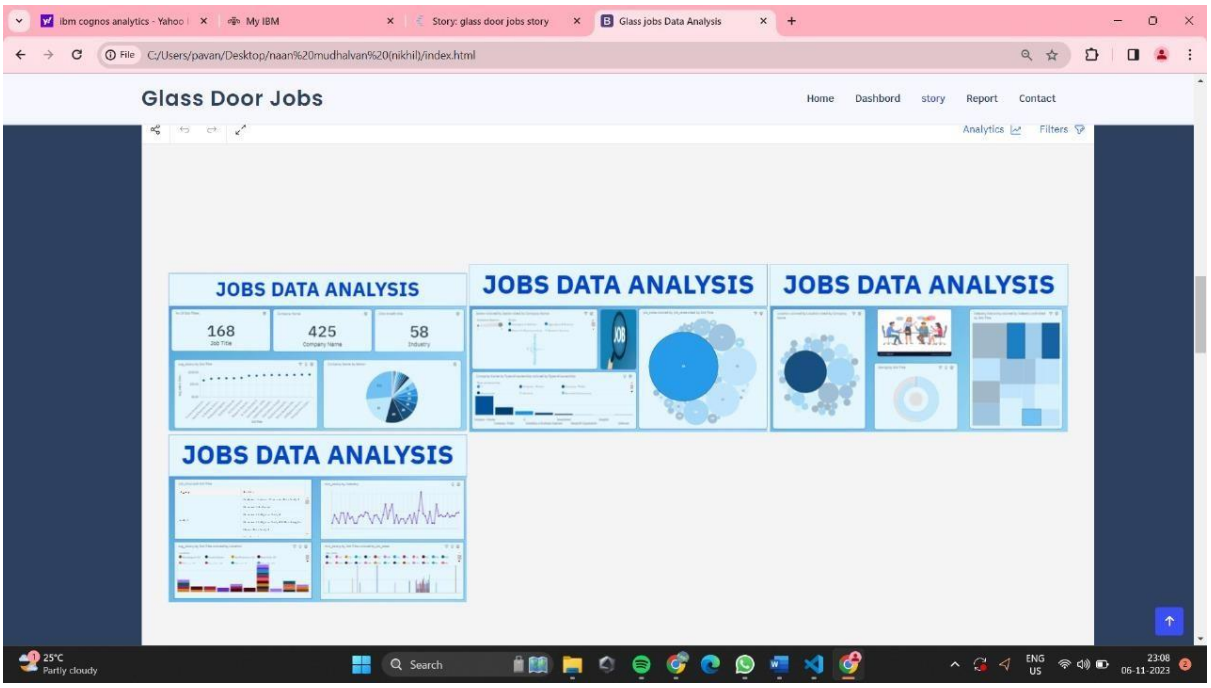
Glass Door Jobs
Home
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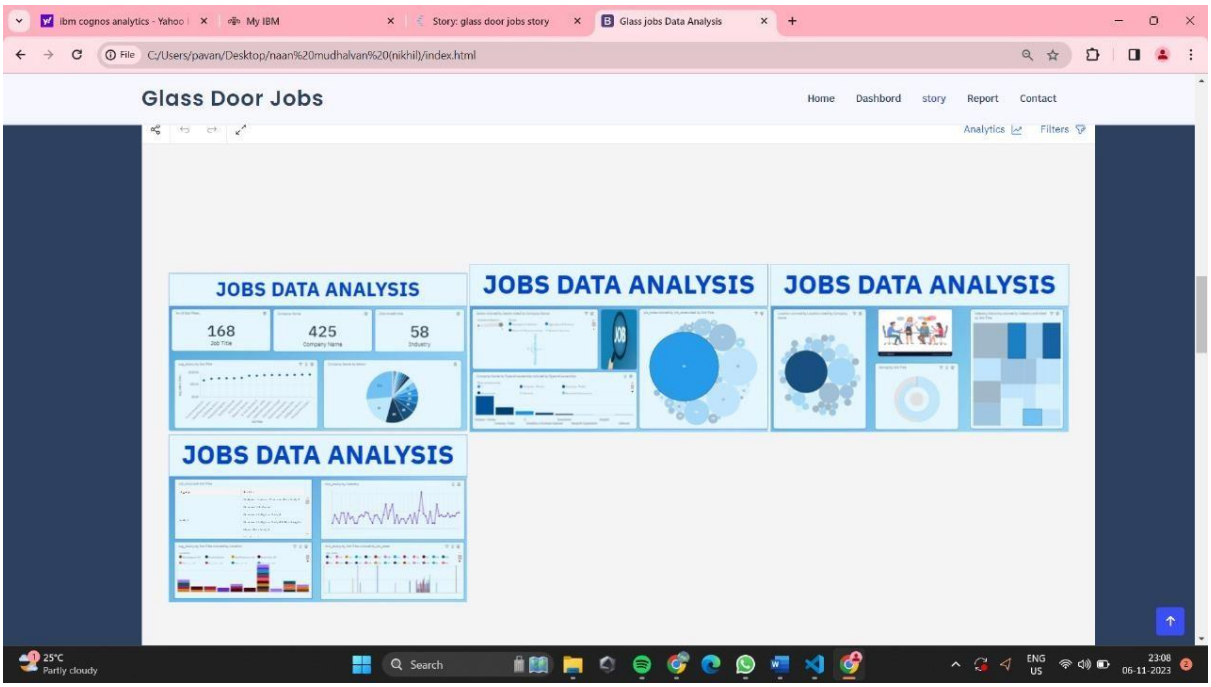
JOBS DATA ANALYSIS
JOBS DATA ANALYSIS
JOBS DATA ANALYSIS


Glass Door Jobs
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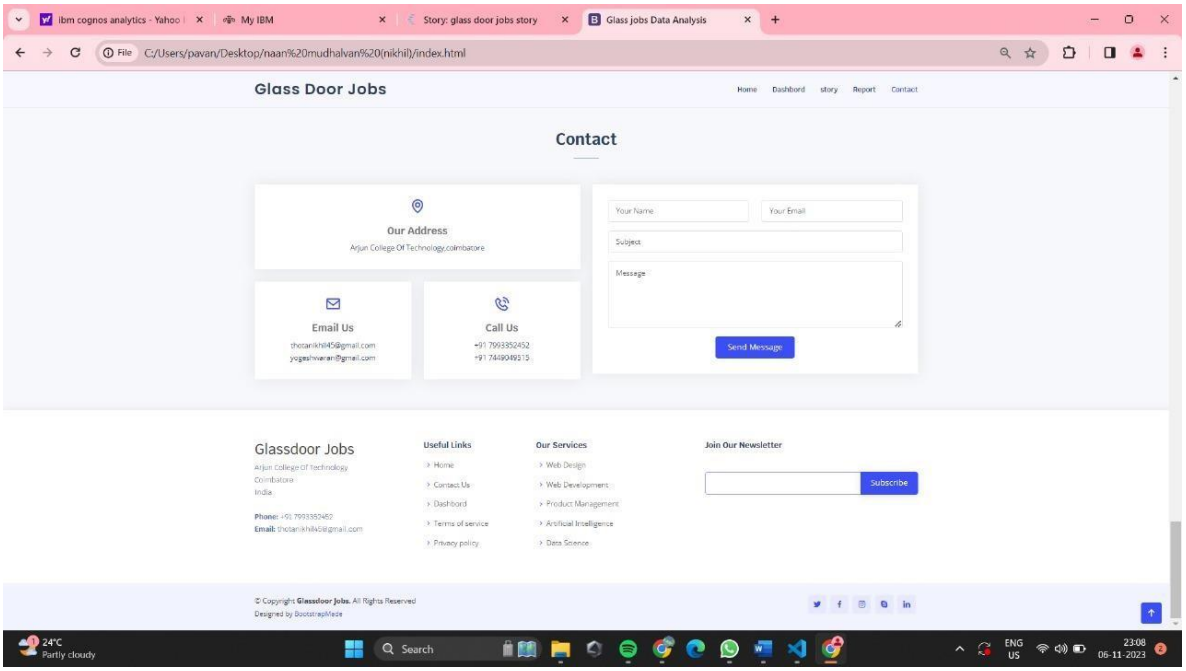
JOBS DATA ANALYSIS


Glass Door Jobs
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Dashbord
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Arjun College Of Technology,coimbatore
Email Us
Call Us
Your Name
Your Email
Subject
Message
Send Message
Glassdoor Jobs
Useful Links
Our Services
Join Our Newsletter
Subscribe
Search
24°C
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06-11-2023

10.ADVANTAGES AND DISADVANATAGES

Advantages

The project to analyze job listings on Glassdoor for insights into the future of work and data analysis comes with several advantages:

Informed Decision-Making: Job seekers can make more informed decisions about their career paths, skill development, and job search strategies based on the insights and trends derived from the data analysis.

Competitive Advantage: Employers can gain a competitive advantage by understanding the changing landscape of job requirements and salary expectations, allowing them to attract and retain top talent in the field of data analysis.

Efficient Job Search: Job seekers can efficiently search for positions that match their skills and preferences, saving time and effort in the job search process.

Tailored Recommendations: Registered users can receive personalized job recommendations based on their profiles and preferences, increasing the chances of finding positions that align with their goals.

Data-Driven Insights: The project provides data-driven insights into emerging job trends, which can guide educational institutions and training providers in developing relevant programs and courses.

Transparent Salary Information: Salary data can help job seekers negotiate better compensation packages and ensure that they are paid fairly for their skills and experience.

Enhanced User Experience: The user-friendly interface and data visualization tools create an engaging and informative experience for users, making it easier to understand and explore job market trends.

Data Security: Strong data security measures protect user data and maintain privacy and confidentiality, ensuring user trust and compliance with data protection regulations.

Scalability: The system's scalability allows it to handle a growing volume of job listings and users, ensuring that it remains a valuable resource as the job market evolves.

Systematic Approach: By employing data analysis techniques, the project offers a systematic and objective approach to understanding the future of work, reducing reliance on anecdotal information.

Disadvantages

While the project to analyze job listings on Glassdoor for insights into the future of work and data analysis offers various advantages, it may also have some disadvantages and challenges:

1. **Data Limitations:** The project relies on the data available on Glassdoor, which may have limitations in terms of coverage, accuracy, and relevance. Incomplete or biased data can lead to incomplete or skewed insights.
2. **Data Privacy Concerns:** Users may have concerns about their personal data being collected and stored in the system, even with robust security measures. Addressing these concerns is essential for user trust.
3. **Dependence on Glassdoor:** The project's effectiveness is tied to the availability and quality of data on Glassdoor. Changes in Glassdoor's policies or data accessibility could impact the project.
4. **Technological Challenges:** The project's success depends on the robustness and scalability of the technical infrastructure. Technical issues or failures can disrupt the system's operations.
5. **User Adoption:** Encouraging users to adopt the system and regularly interact with it can be a challenge. Building and maintaining a user base requires effective marketing and user engagement strategies.
6. **Data Analysis Complexity:** Accurate data analysis requires advanced techniques and expertise. Ensuring that the data analysis methods used are up-to-date and accurate can be challenging.
7. **Bias and Discrimination:** If the data used in the analysis contains biases or discriminatory patterns, the insights provided could inadvertently perpetuate or reinforce such biases.
8. **Maintenance and Updates:** Keeping the system up-to-date with changing job market dynamics, evolving technologies, and user expectations requires ongoing resources and effort.
9. **User Expectations:** Users may have high expectations for the accuracy and relevance of the insights provided, and failure to meet these expectations can lead to user dissatisfaction.
10. **Costs and Resource Requirements:** Developing, maintaining, and scaling the system can be resource-intensive, and securing funding and resources can be a challenge.

While the project to analyze job listings on Glassdoor for insights into the future of work and data analysis offers various advantages, it may also have some disadvantages and challenges:

1. **Data Limitations:** The project relies on the data available on Glassdoor, which may have limitations in terms of coverage, accuracy, and relevance. Incomplete or biased data can lead to incomplete or skewed insights.
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10. **Costs and Resource Requirements:** Developing, maintaining, and scaling the system can be resource-intensive, and securing funding and resources can be a challenge.
11. **Regulatory Compliance:** Adhering to data privacy regulations and ensuring that user data is handled in compl

11.CONCLUSION

In conclusion, the project to analyze job listings on Glassdoor for insights into the future of work and data analysis holds immense potential for job seekers, employers, and stakeholders in the employment ecosystem. By harnessing data analysis techniques and presenting findings in an accessible format, the project empowers users with data-driven insights to make informed decisions in a rapidly evolving job market.

The advantages of the project, including informed decision-making, efficient job searches, and transparent salary information, underscore its value as a tool for career planning and talent acquisition. The systematic approach and maintenance of user privacy and data security further enhance its appeal.

However, it is crucial to acknowledge the challenges and limitations, such as data availability, technical complexities, and user adoption. Overcoming these challenges will require continuous improvement, resource allocation, and adaptation to changing job market dynamics.

As the world of work continues to transform, projects like this one play a vital role in providing clarity and direction to individuals and organizations. By staying responsive to user needs and evolving with the ever-changing job landscape, this project can remain a valuable resource in the years to come, enabling stakeholders to thrive in the future of work and data analysis.

12.FUTURE SCOPE

The future scope of the project to analyze job listings on Glassdoor for insights into the future of work and data analysis is promising and extends to several areas:

Enhanced Data Sources: As the project matures, it can explore partnerships with additional data sources beyond Glassdoor, such as LinkedIn, job boards, or government labor market data, to provide a more comprehensive view of the job market.

Advanced Data Analysis Techniques: The project can continually evolve by incorporating advanced data analysis techniques, including machine learning and natural language processing, to extract deeper and more meaningful insights from job listings.

Personalization and AI Recommendations: Implementing AI-driven algorithms can enable the system to offer highly personalized job recommendations to users based on their profiles and preferences, enhancing the user experience.

International Expansion: The project can expand its coverage to include job markets in different countries, catering to a global audience and offering cross-border job insights.

Education and Training Integration: Collaborating with educational institutions to provide tailored training and courses based on the identified skill requirements can be a future avenue, supporting job seekers in developing the skills in demand.

Career Path Guidance: The project can evolve into a comprehensive career path guidance tool, offering insights not only on current job listings but also on potential career trajectories and skill development roadmaps.

Economic Forecasting: By analyzing job data at a macroeconomic level, the project could contribute to economic forecasting and trend analysis, benefiting policymakers and businesses.

Industry and Sector-Specific Insights: Specialized versions of the project can be developed to provide insights tailored to specific industries or sectors, such as healthcare, finance, or technology.

Integration with HR and Recruitment Systems: Employers can benefit from integrating the project's insights into their HR and recruitment systems to streamline hiring processes and make data-driven talent decisions.

Mobile Applications: Developing mobile applications can increase accessibility, allowing users to access job market insights on the go.

User Community and Feedback: Building a user community and actively gathering user feedback can help shape the project's development and ensure that it remains relevant to the evolving needs of its audience.

Ethical AI and Bias Mitigation: Implementing measures to ensure ethical AI and minimize bias in job recommendations and insights is crucial to maintain user trust and fairness.

The future scope of this project is not limited to the suggestions above, and it can adapt to the ever-changing landscape of work and technology, offering innovative solutions to the evolving challenges and opportunities in the job market.

13.APPENDIX

n appendix, you can include additional information, documents, or data that support and provide context for the main content of your project or report. Below are some examples of what you might include in an appendix for a project related to analyzing job listings on Glassdoor for insights into the future of work and data analysis:

Data Collection Methodology: Detailed information on how the job listings data was collected from Glassdoor, including the web scraping tools or methods used, the frequency of data collection, and any challenges encountered.

Sample Data: A sample dataset of job listings or the raw data used for analysis. This can help readers understand the nature of the data and how it was structured.

Data Analysis Techniques: A brief explanation of the specific data analysis techniques or algorithms used in the project, with references to academic or research sources if applicable.

User Interface Mockups: Mockups or screenshots of the user interface design, illustrating how users interact with the system.

Database Schema: A database schema diagram that outlines the structure of the database used to store job listings and other relevant data.

Privacy and Security Policies: Documentation of the privacy and security policies in place to protect user data and maintain data security, including any compliance with data protection regulations.

Code Samples: Excerpts of the project's codebase or key code snippets related to data collection, analysis, or user interactions.

User Surveys or Feedback: If applicable, any user surveys or feedback data that informed the project's design and improvements.

Additional Charts and Graphs: Supplementary visualizations or graphs that provide more in-depth insights into the job market trends or analysis results.

References and Citations: A list of references, sources, and citations for any research papers, articles, or datasets used in the project

SOURCE CODE

```
< !DOCTYPE html>
<html lang="en">

<head>
  <meta charset="utf-8">
  <meta content="width=device-width, initial-scale=1.0" name="viewport">

  <title>Glass jobs Data Analysis</title>
  <meta content="" name="description">
  <meta content="" name="keywords">

  <!-- Favicons -->
  <link href="assets/img/favicon.png" rel="icon">
  <link href="assets/img/apple-touch-icon.png" rel="apple-touch-icon">

  <!-- Google Fonts -->
  <link
href="https://fonts.googleapis.com/css?family=Open+Sans:300,300i,400,400i,600,600i,700,700i|Krub:300
,300i,400,400i,500,500i,600,600i,700,700i|Poppins:300,300i,400,400i,500,500i,600,600i,700,700i"
rel="stylesheet">

  <!-- Vendor CSS Files -->
  <link href="assets/vendor/aos/aos.css" rel="stylesheet">
  <link href="assets/vendor/bootstrap/css/bootstrap.min.css" rel="stylesheet">
  <link href="assets/vendor/bootstrap-icons/bootstrap-icons.css" rel="stylesheet">
  <link href="assets/vendor/boxicons/css/boxicons.min.css" rel="stylesheet">
  <link href="assets/vendor/glightbox/css/glightbox.min.css" rel="stylesheet">
  <link href="assets/vendor/swiper/swiper-bundle.min.css" rel="stylesheet">

  <!-- Template Main CSS File -->
  <link href="assets/css/style.css" rel="stylesheet">

  <!-- =======================================================
  * Template Name: Bikin
  * Updated: Sep 18 2023 with Bootstrap v5.3.2
  * Template URL: https://bootstrapmade.com/bikin-free-simple-landing-page-template/
  * Author: BootstrapMade.com
  * License: https://bootstrapmade.com/license/
```

```
  ======================================================== -->
</head>

<body>

  <!-- ======= Header ======= -->
  <header id="header" class="fixed-top">
    <div class="container d-flex align-items-center justify-content-between">

      <h1 class="logo"><a href="index.html">Glass Door Jobs</a></h1>
      <!-- Uncomment below if you prefer to use an image logo -->
      <!-- <a href="index.html" class="logo"><img src="assets/img/logo.png" alt="" class="img-fluid"></a>-->

      <nav id="navbar" class="navbar">
        <ul>
          <li><a class="nav-link scrollto active" href="#hero">Home</a></li>

          <li><a class="nav-link scrollto" href="#dashbord">Dashbord</a></li>
          <li><a class="nav-link scrollto " href="#story">story</a></li>
          <li><a class="nav-link scrollto" href="#report">Report</a></li>
          <li><a class="nav-link scrollto" href="#contact">Contact</a></li>

        <i class="bi bi-list mobile-nav-toggle"></i>
      </nav><!-- .navbar -->

    </div>
  </header><!-- End Header -->

  <!-- ======= Hero Section ======= -->
  <section id="hero" class="d-flex align-items-center">

    <div class="container d-flex flex-column align-items-center justify-content-center" data-aos="fade-up">
      <h1>Get ahead with Glassdoor</h1>
      <h2>We're serving up trusted insights and anonymous conversation, so you'll have the goods you need
to succeed.</h2>
      <a href="#about" class="btn-get-started scrollto">Get Started</a>
      <img
src="https://tse3.mm.bing.net/th?id=OIP.710GZB8gkR1debVHeXBsyAHaD4&pid=Api&P=0&h=180"
class="img-fluid hero-img" alt="" data-aos="zoom-in" data-aos-delay="150">
    </div>
```

```
 </section><!-- End Hero -->

 <main id="main">




  <!-- ======= Features Section ======= -->
  <section id="dashbord" class="features" data-aos="fade-up">
   <div class="container">

    <div class="section-title">
     <h3>Dashbord</h3>

    </div>

    <iframe
src="https://us1.ca.analytics.ibm.com/bi/?perspective=dashboard&amp;pathRef=.my_folders%2Fglass%2
Bdoor%2Bjobs%2Fglass%2Bdoor%2Bjobs%2Bdashboard&amp;closeWindowOnLastView=true&amp;ui_ap
pbar=false&amp;ui_navbar=false&amp;shareMode=embedded&amp;action=view&amp;mode=dashboard
&amp;subView=model0000018b84e6794c_00000008" width="1350" height="900" frameborder="0"
gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>

   </div>
  </section><!-- End Features Section -->

  <!-- ======= Steps Section ======= -->
  <!-- End Steps Section -->

  <!-- ======= Services Section ======= -->
  <section id="story" class="services">
   <div class="container" data-aos="fade-up">

    <div class="section-title">
     <h2>Story</h2>

    </div>

    <iframe
src="https://us1.ca.analytics.ibm.com/bi/?perspective=story&amp;pathRef=.my_folders%2Fglass%2Bdoor
```

%2Bjobs%2FStory%253A%2Bglass%2Bdoor%2Bjobs%2Bstory&closeWindowOnLastView=true&ui_appbar=false&ui_navbar=false&shareMode=embedded&action=view&sceneId=-1&sceneTime=0" width="1350" height="900" frameborder="0" gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>

</section><!-- End Services Section -->

<!-- ======= Portfolio Section ======= -->
<section id="report" class="portfolio">

<h2>Report</h2>

<iframe
src="https://us1.ca.analytics.ibm.com/bi/?pathRef=.my_folders%2Fglass%2Bdoor%2Bjobs%2Fglass%2Bdoor%2Bjobs%2Breport&closeWindowOnLastView=true&ui_appbar=false&ui_navbar=false&shareMode=embedded&action=run&format=HTML&prompt=false" width="1350" height="900" frameborder="0" gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>

</section><!-- End Portfolio Section -->

<!-- ======= Testimonials Section ======= -->
<!-- End Testimonials Section -->

<!-- ======= Team Section ======= -->
<section id="team" class="team">

<h2>Team</h2>

```
 <div class="col-xl-3 col-lg-4 col-md-6" data-aos="fade-up" data-aos-delay="100">
  <div class="member">
   <img src="assets/img/team/team-1.jpg" class="img-fluid" alt="">
   <div class="member-info">
    <div class="member-info-content">
     <h4>Thota Nikhil</h4>
     <span>Team Leader</span>
    </div>
    <div class="social">
     <a href=""><i class="bi bi-twitter"></i></a>
     <a href=""><i class="bi bi-facebook"></i></a>
     <a href=""><i class="bi bi-instagram"></i></a>
     <a href=""><i class="bi bi-linkedin"></i></a>
    </div>
   </div>
  </div>
 </div>

 <div class="col-xl-3 col-lg-4 col-md-6" data-aos="fade-up" data-aos-delay="200">
  <div class="member">
   <img src="assets/img/team/team-2.jpg" class="img-fluid" alt="">
   <div class="member-info">
    <div class="member-info-content">
     <h4>Yogeswaran.I</h4>
     <span>Team Member</span>
    </div>
    <div class="social">
     <a href=""><i class="bi bi-twitter"></i></a>
     <a href=""><i class="bi bi-facebook"></i></a>
     <a href=""><i class="bi bi-instagram"></i></a>
     <a href=""><i class="bi bi-linkedin"></i></a>
    </div>
   </div>
  </div>
 </div>



</div>
```

```
 </div>
</section><!-- End Team Section -->



<!-- ======= Contact Section ======= -->
<section id="contact" class="contact section-bg">
 <div class="container" data-aos="fade-up">

  <div class="section-title">
   <h2>Contact</h2>

  </div>

  <div class="row">

   <div class="col-lg-6">

    <div class="row">
     <div class="col-md-12">
      <div class="info-box">
       <i class="bx bx-map"></i>
       <h3>Our Address</h3>
       <p>Arjun College Of Technology,coimbatore</p>
      </div>
     </div>
     <div class="col-md-6">
      <div class="info-box mt-4">
       <i class="bx bx-envelope"></i>
       <h3>Email Us</h3>
       <p>thotanikhil45@gmail.com<br>yogeshwaran@gmail.com</p>
      </div>
     </div>
     <div class="col-md-6">
      <div class="info-box mt-4">
       <i class="bx bx-phone-call"></i>
       <h3>Call Us</h3>
       <p>+91 7993352452<br>+91 7449049515</p>
      </div>
     </div>
```

```
        </div>

      </div>

      <div class="col-lg-6 mt-4 mt-md-0">
        <form action="forms/contact.php" method="post" role="form" class="php-email-form">
          <div class="row">
            <div class="col-md-6 form-group">
              <input type="text" name="name" class="form-control" id="name" placeholder="Your Name"
required>
            </div>
            <div class="col-md-6 form-group mt-3 mt-md-0">
              <input type="email" class="form-control" name="email" id="email" placeholder="Your Email"
required>
            </div>
          </div>
          <div class="form-group mt-3">
            <input type="text" class="form-control" name="subject" id="subject" placeholder="Subject"
required>
          </div>
          <div class="form-group mt-3">
            <textarea class="form-control" name="message" rows="5" placeholder="Message"
required></textarea>
          </div>
          <div class="my-3">
            <div class="loading">Loading</div>
            <div class="error-message"></div>
            <div class="sent-message">Your message has been sent. Thank you!</div>
          </div>
          <div class="text-center"><button type="submit">Send Message</button></div>
        </form>
      </div>

    </div>

  </div>
 </section><!-- End Contact Section -->

</main><!-- End #main -->

<!-- ======= Footer ======= -->
```

```
<footer id="footer">

  <div class="footer-top">
    <div class="container">
      <div class="row">

        <div class="col-lg-3 col-md-6 footer-contact">
          <h3>Glassdoor Jobs</h3>
          <p>
            Arjun College Of Technology<br>
            Coimbatore<br>
            India <br><br>
            <strong>Phone:</strong> +91 7993352452<br>
            <strong>Email:</strong> thotanikhil45@gmail.com<br>
          </p>
        </div>

        <div class="col-lg-2 col-md-6 footer-links">
          <h4>Useful Links</h4>
          <ul>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Home</a></li>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Contact Us</a></li>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Dashbord</a></li>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Terms of service</a></li>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Privacy policy</a></li>
          </ul>
        </div>

        <div class="col-lg-3 col-md-6 footer-links">
          <h4>Our Services</h4>
          <ul>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Web Design</a></li>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Web Development</a></li>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Product Management</a></li>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Artificial Intelligence</a></li>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Data Science</a></li>
          </ul>
        </div>

        <div class="col-lg-4 col-md-6 footer-newsletter">
          <h4>Join Our Newsletter</h4>
```

```
          <form action="" method="post">
            <input type="email" name="email"><input type="submit" value="Subscribe">
          </form>
        </div>

      </div>
    </div>
  </div>

  <div class="container d-md-flex py-4">

    <div class="me-md-auto text-center text-md-start">
      <div class="copyright">
        &copy; Copyright <strong><span>Glassdoor Jobs</span></strong>. All Rights Reserved
      </div>
      <div class="credits">
        <!-- All the links in the footer should remain intact. -->
        <!-- You can delete the links only if you purchased the pro version. -->
        <!-- Licensing information: https://bootstrapmade.com/license/ -->
        <!-- Purchase the pro version with working PHP/AJAX contact form:
https://bootstrapmade.com/bikin-free-simple-landing-page-template/ -->
        Designed by <a href="https://bootstrapmade.com/">BootstrapMade</a>
      </div>
    </div>
    <div class="social-links text-center text-md-right pt-3 pt-md-0">
      <a href="#" class="twitter"><i class="bx bxl-twitter"></i></a>
      <a href="#" class="facebook"><i class="bx bxl-facebook"></i></a>
      <a href="#" class="instagram"><i class="bx bxl-instagram"></i></a>
      <a href="#" class="google-plus"><i class="bx bxl-skype"></i></a>
      <a href="#" class="linkedin"><i class="bx bxl-linkedin"></i></a>
    </div>
  </div>
</footer><!-- End Footer -->

<div id="preloader"></div>
<a href="#" class="back-to-top d-flex align-items-center justify-content-center"><i class="bi bi-arrow-up-
short"></i></a>

<!-- Vendor JS Files -->
<script src="assets/vendor/aos/aos.js"></script>
```

```
  <script src="assets/vendor/bootstrap/js/bootstrap.bundle.min.js"></script>
  <script src="assets/vendor/glightbox/js/glightbox.min.js"></script>
  <script src="assets/vendor/isotope-layout/isotope.pkgd.min.js"></script>
  <script src="assets/vendor/swiper/swiper-bundle.min.js"></script>
  <script src="assets/vendor/php-email-form/validate.js"></script>

  <!-- Template Main JS File -->
  <script src="assets/js/main.js"></script>

</body>

</html>
```

Project video Demo link:

https://drive.google.com/file/d/1HYmiiy5E4tal46PY7qmIoArPOwnzjrbV/view?usp=sharing

Github Link:

https://github.com/45nikhil/The-Future-of-Work-Data-Analysis-of-Glassdoor-Jobs