🔑 Enter your GitHub token: ·········
Cloning into 'hr-tech-portfolio'...
remote: Enumerating objects: 1354, done.
remote: Counting objects: 100% (91/91), done.
remote: Compressing objects: 100% (68/68), done.
remote: Total 1354 (delta 50), reused 37 (delta 18), pack-reused 1263 (from 2
Receiving objects: 100% (1354/1354), 15.17 MiB | 15.38 MiB/s, done.
Resolving deltas: 100% (825/825), done.
/content/hr-tech-portfolio

✅ Data loaded: (35000, 42)

Out[2]:

	Dept	JobLevel	Location	Experience	Age	JoinDate	Gender	
0	Operations	Senior Executive	Bengaluru	6.7	29	2022-12-06	Male	
1	Legal	Analyst	Kolkata	2.7	25	2016-01-15	Female	
2	Marketing	Senior Executive	Delhi	7.0	34	2018-07-04	Male	H
3	Finance	Analyst	Bengaluru	3.8	26	2017-04-28	Male	
4	Sales	Assistant Manager	Pune	14.8	41	2025-05-06	Male	

5 rows × 42 columns

Step 2 — Gender Pay Gap Deep Dive
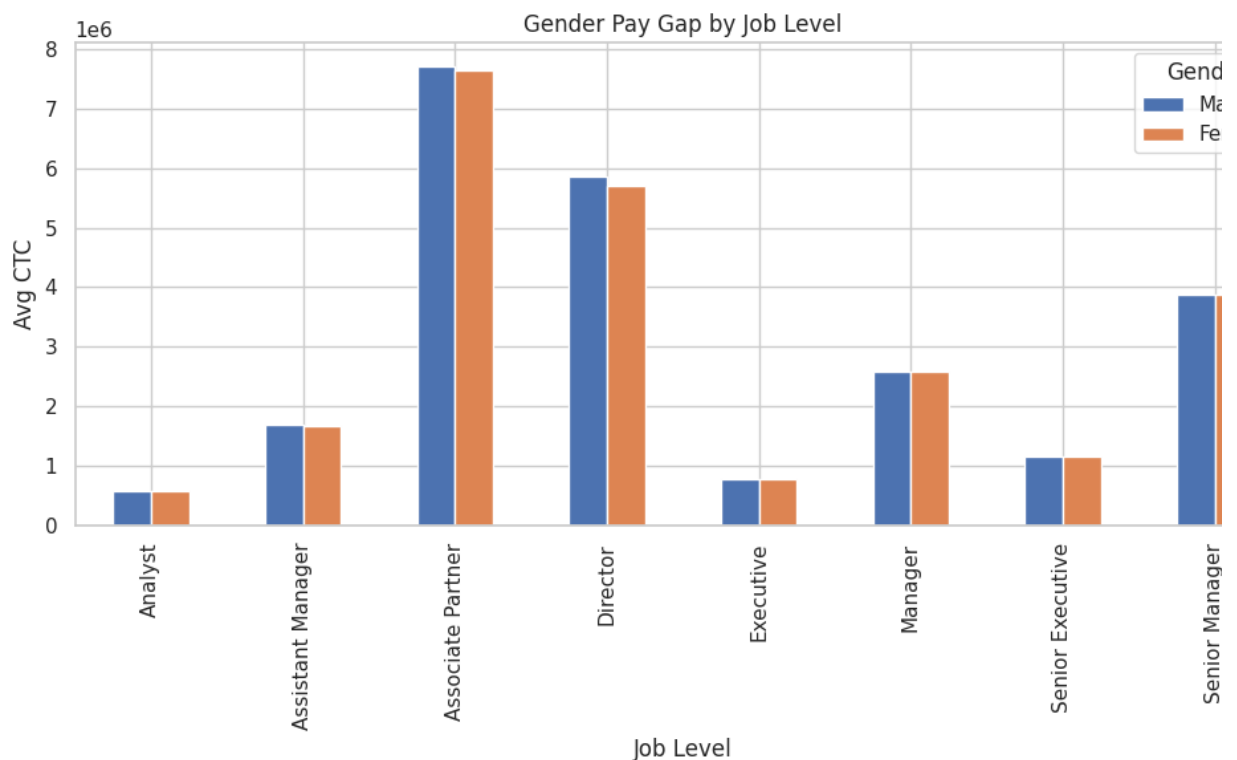
Step 3 — Bonus Distribution Deep Dive

Bonus % Distribution by Department
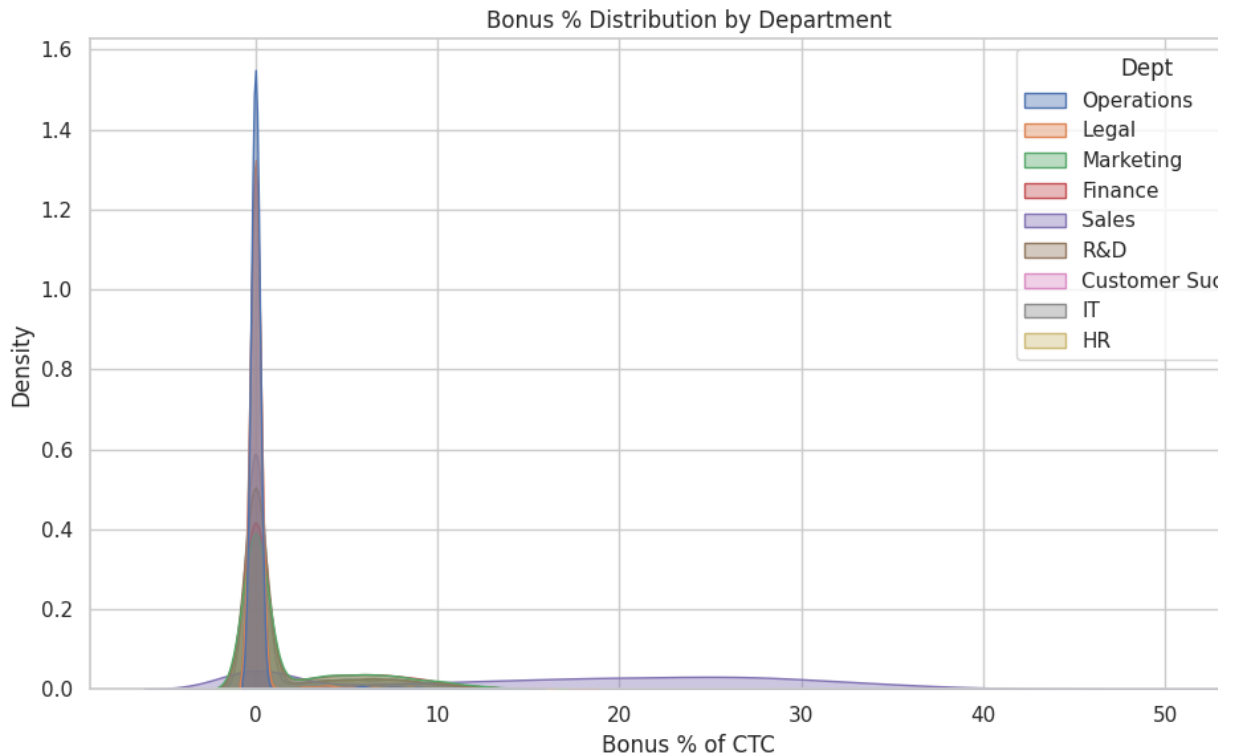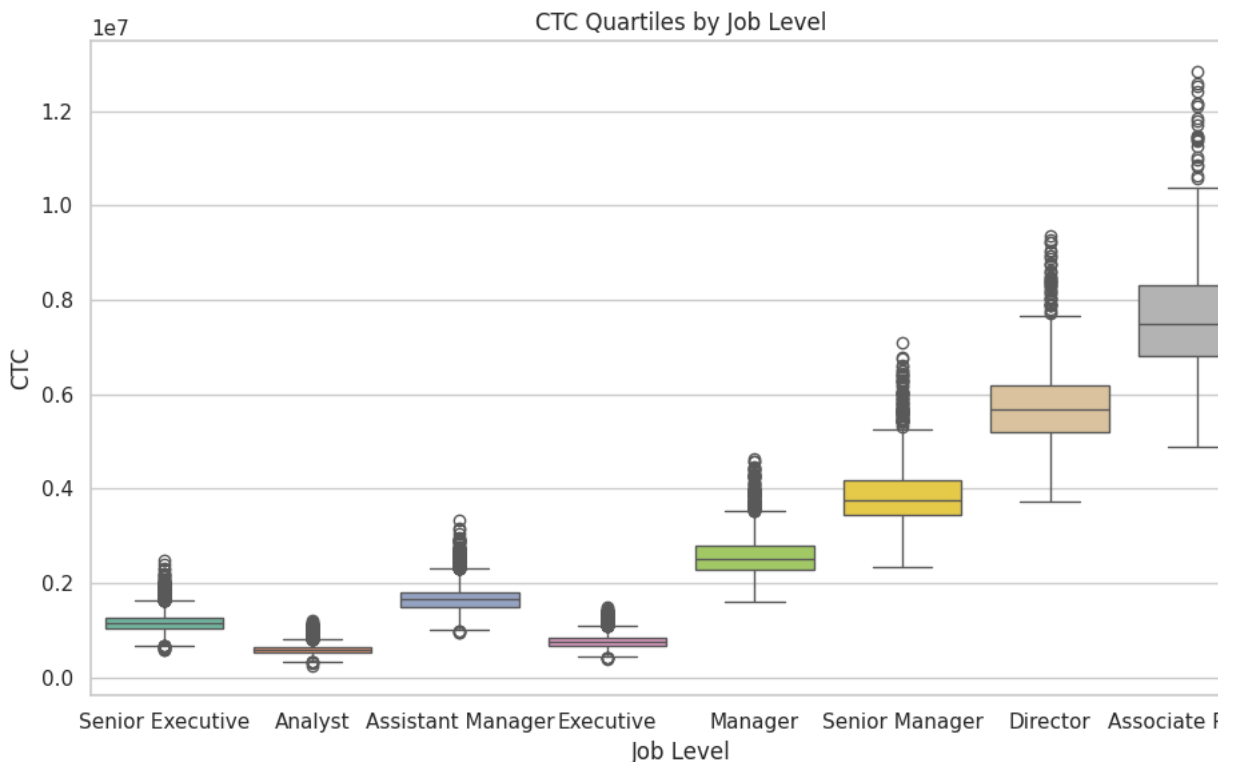
Step 4 — Quartile Pay Bands

```
/tmp/ipython-input-3480102385.py:9: FutureWarning:

Passing `palette` without assigning `hue` is deprecated and will be removed i
v0.14.0. Assign the `x` variable to `hue` and set `legend=False` for the same
effect.

  sns.boxplot(x="JobLevel", y="CTC", data=df, palette="Set2")
```


CTC Quartiles by Job Level

📊 Conclusion

- Gender pay gap varies significantly across job levels.
- Bonus % distribution shows strong differences by department (e.g., Sales vs HR).
- Quartile analysis highlights pay compression at lower levels and dispersion at higher ones.

These outputs are **executive-ready visuals**, powering compensation reviews and board reportii