

```

🔑 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
  
```

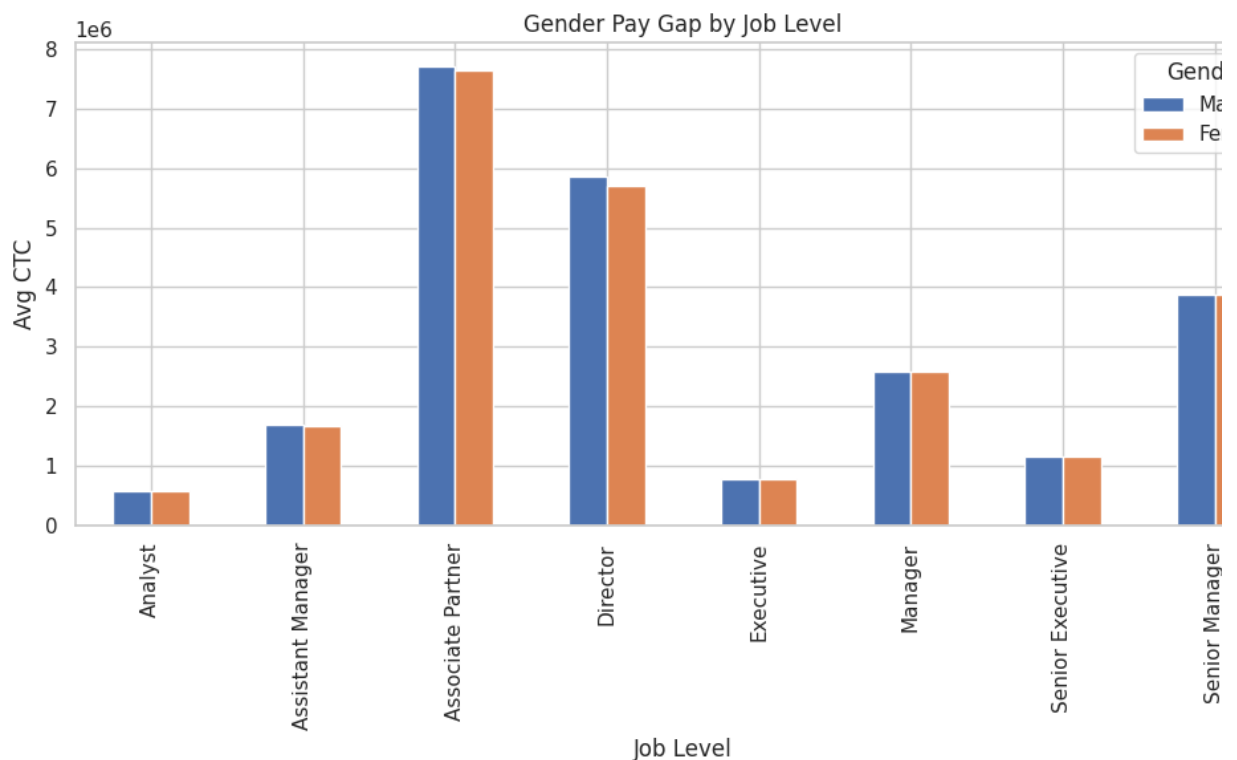
✅ Data loaded: (35000, 42)

Out[2]:

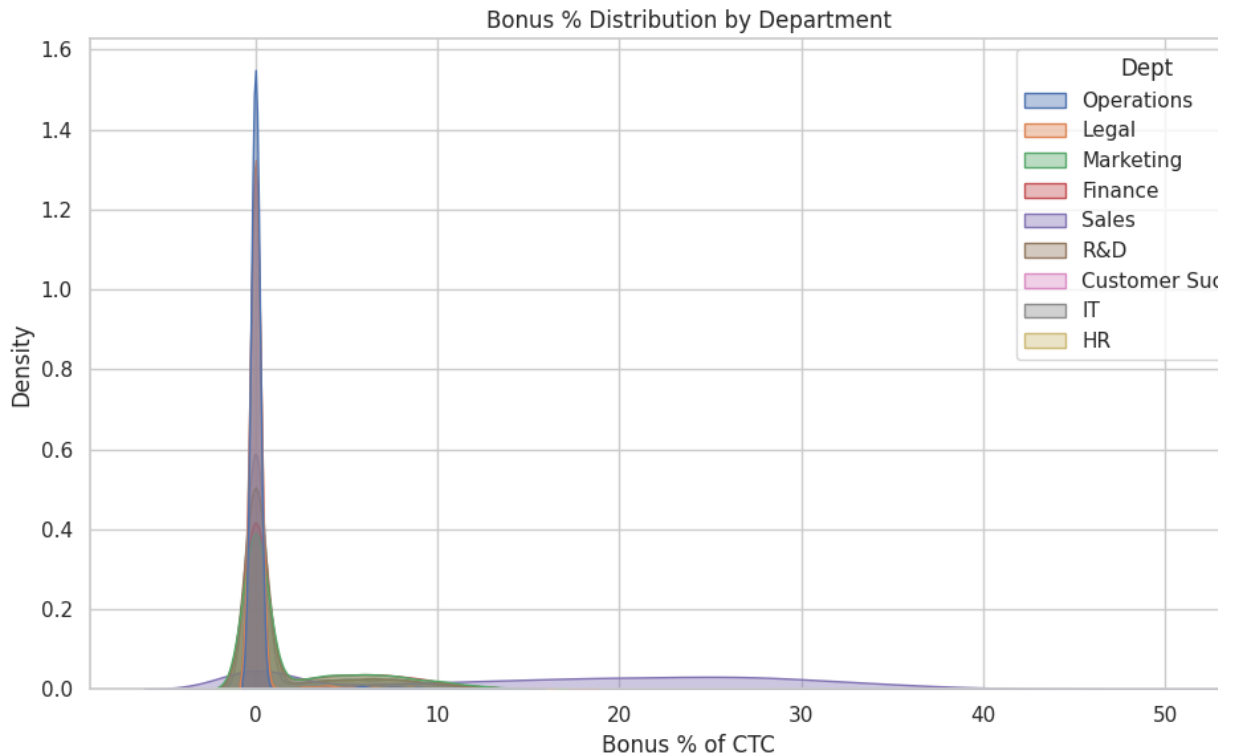
	Dept	JobLevel	Location	Experience	Age	JoinDate	Gender
0	Operations	Senior Executive	Bengaluru	6 . 7	2 9	2 0 2 2 - 1 2 - 0 6	Male
1	Legal	Analyst	Kolkata	2 . 7	2 5	2 0 1 6 - 0 1 - 1 5	Female
2	Marketing	Senior Executive	Delhi	7 . 0	3 4	2 0 1 8 - 0 7 - 0 4	Male
3	Finance	Analyst	Bengaluru	3 . 8	2 6	2 0 1 7 - 0 4 - 2 8	Male
4	Sales	Assistant Manager	Pune	1 4 . 8	4 1	2 0 2 5 - 0 5 - 0 6	Male

5 rows × 4 2 columns

Step 2 — Gender Pay Gap Deep Dive



Step 3 — Bonus Distribution Deep Dive

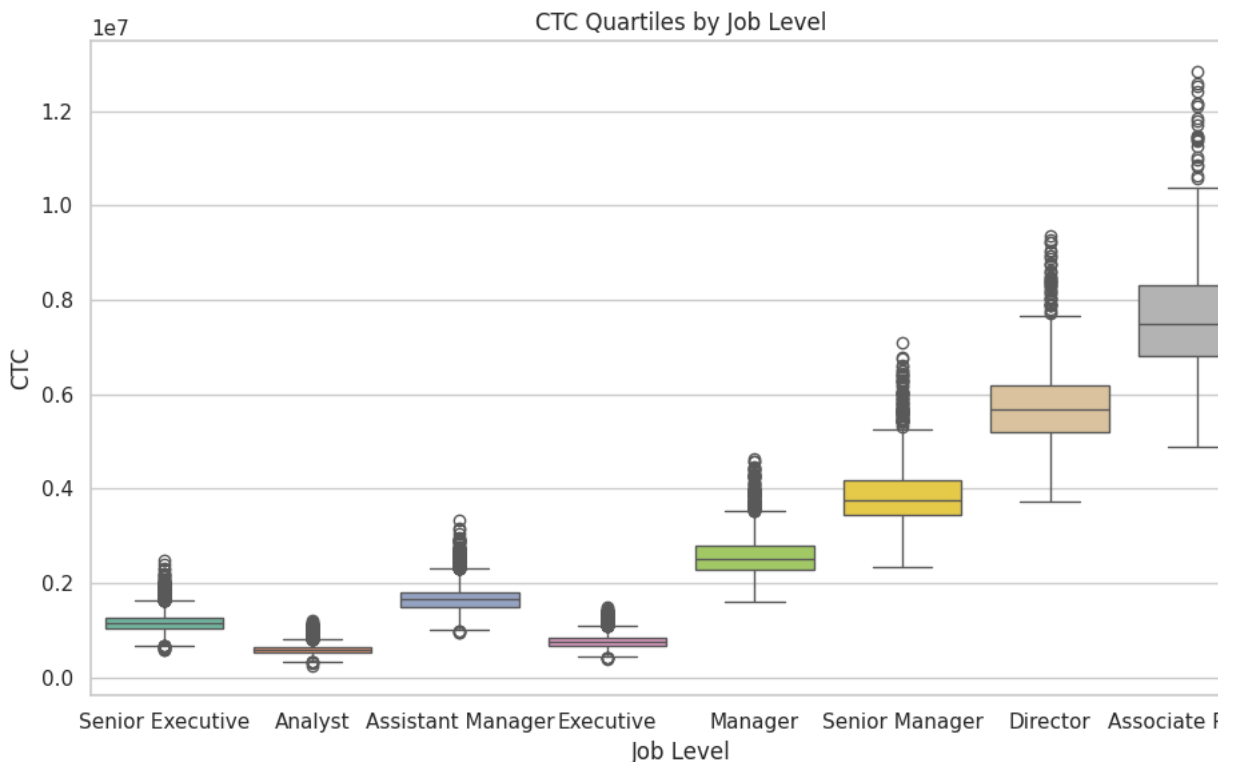


Step 4 — Quartile Pay Bands

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

Passing `palette` without assigning `hue` is deprecated and will be removed in 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")
```





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 reporti