

SALARY ANALYSIS

REPORT

2020-2024

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Introduction

This report presents findings from an exploratory analysis of the "Data jobs salaries" dataset obtained from Kaggle at this [link](#). It helps us to gain insights into salary trends across job roles, locations, industries and experience levels within the data and technology field.

The dataset includes almost 15k data points covering companies located in 77 countries. Key variables examined include job title, company, job location, industry, reported salary range and experience level. Univariate analyses evaluate distributions and outliers for each variable. Trends between factors like job title vs salary, location vs industry, and experience vs pay are also explored.

Purpose of Analysis:

The results aim to benefit job seekers with salary negotiation intel and employers with compensation benchmarking. Visualizations help in interpreting patterns within the data. Key takeaways highlight significant findings for the job seekers, such as the best paying job roles, industries, locations as well as experience thresholds that boost compensation.

Demanding Countries

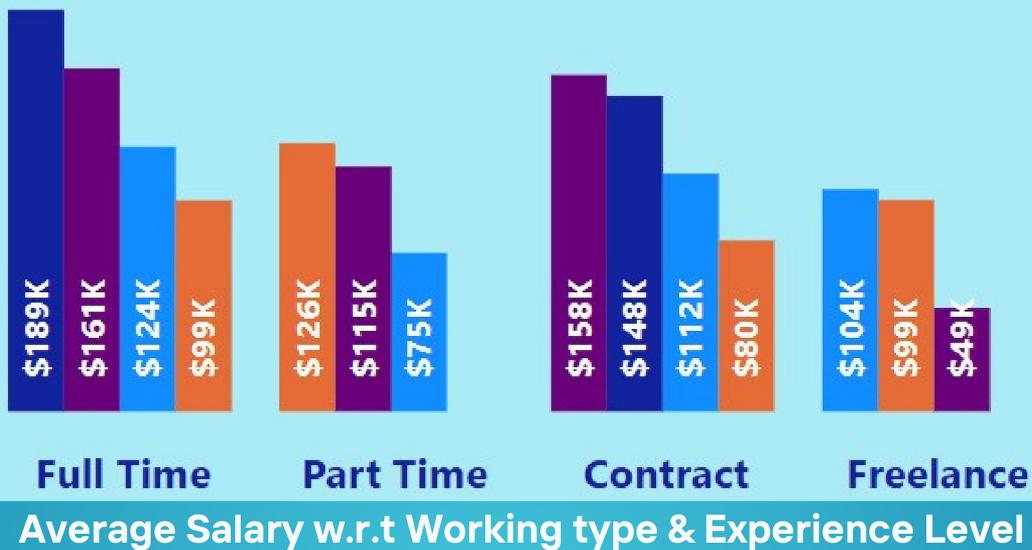


Top 5 Countries with Highest Average Salary

- The **United States** has the highest average salary for each experience band except the junior level. This suggests the US provides top earning potential for intermediate, senior and director roles but Spain is more appealing for the juniors in terms of salary as it provides the highest average salary of **\$125K**.
- After US, **Canada** is also a good in salary for each job role and there is linear pattern of salary being increased in Canada as the experience level is getting higher and higher. From \$92K to \$118K to \$158K to \$189K as the ranks promote from junior to associate to senior to director respectively

Job Type Trends

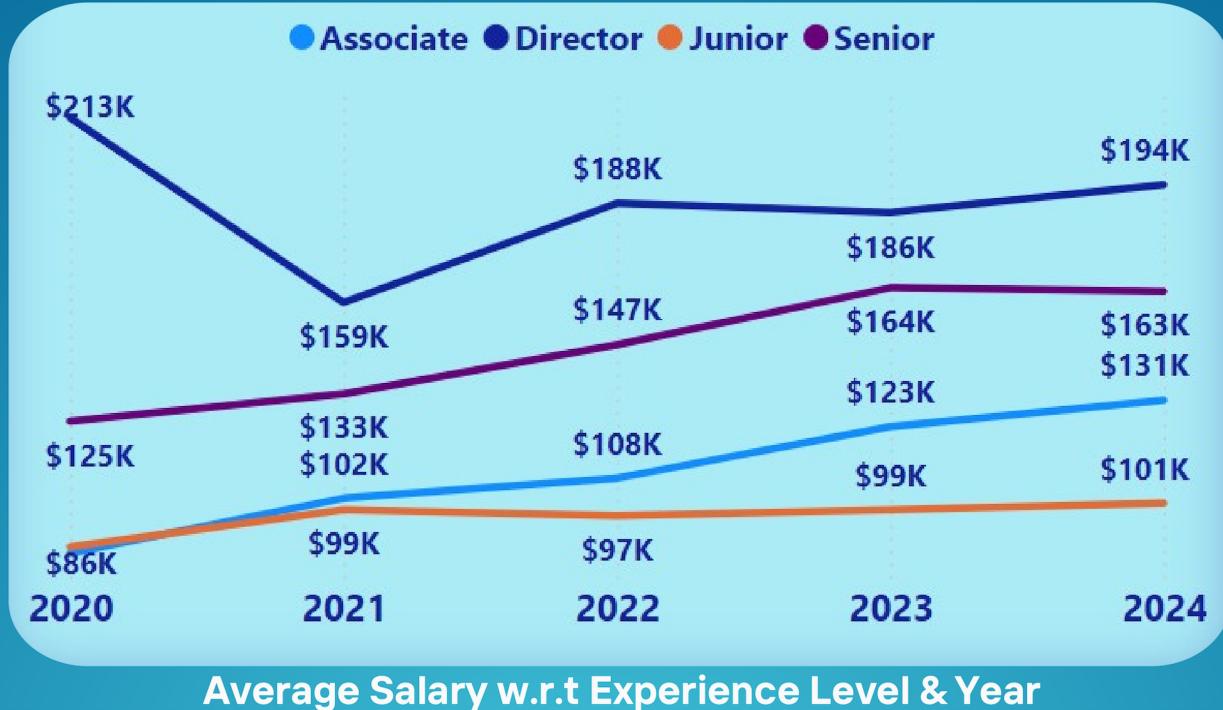
● Associate ● Director ● Junior ● Senior



Average Salary w.r.t Working type & Experience Level

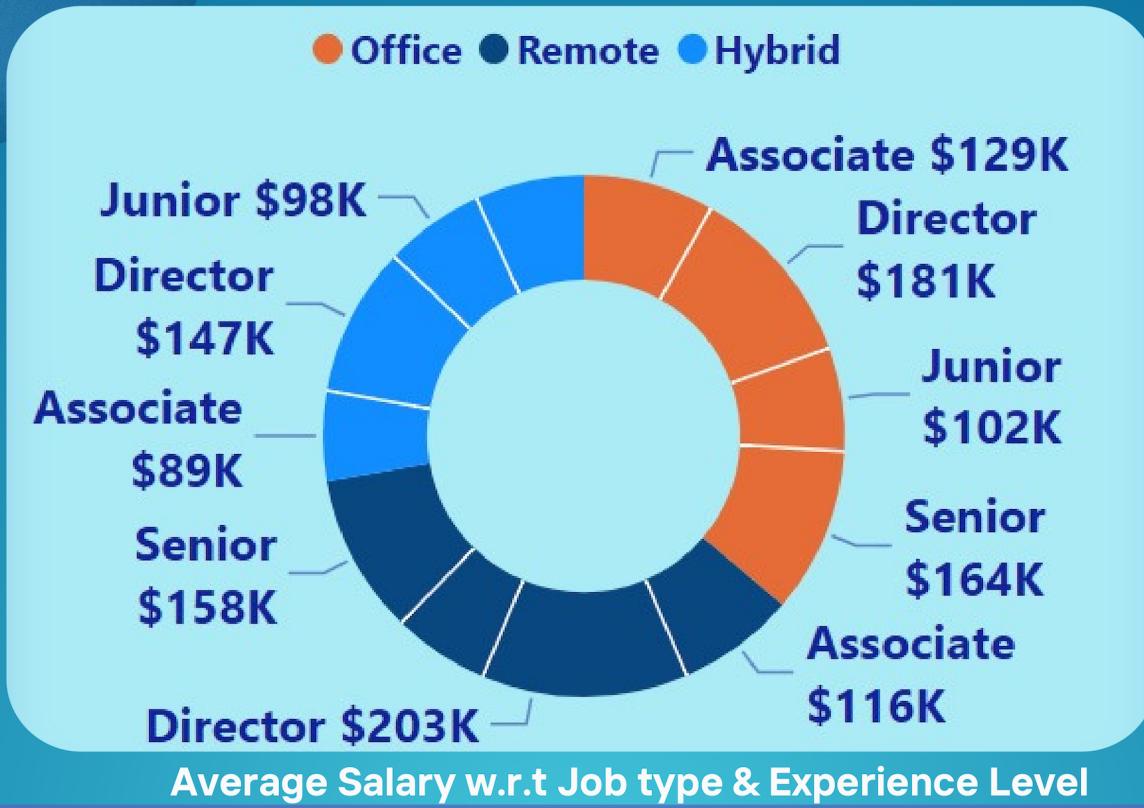
- The graph likely shows a visual comparison of two factors related to employment.
- One factor represents different levels of experience or seniority (like "Junior," "Associate," "Senior" and "Director").
- The other factor represents different employment arrangements (like "Full-Time," "Part-Time," "Contract," "Freelance").
- By looking at the graph, you can see how these two factors might be connected. For example, the graph might show that the full time employee have the highest salaries across all the experience levels except the part time junior.
- Although the junior level freelancers are earning equally to the full time juniors level employee
- Senior level freelancer are earning very low as compared to others

Salary Growth



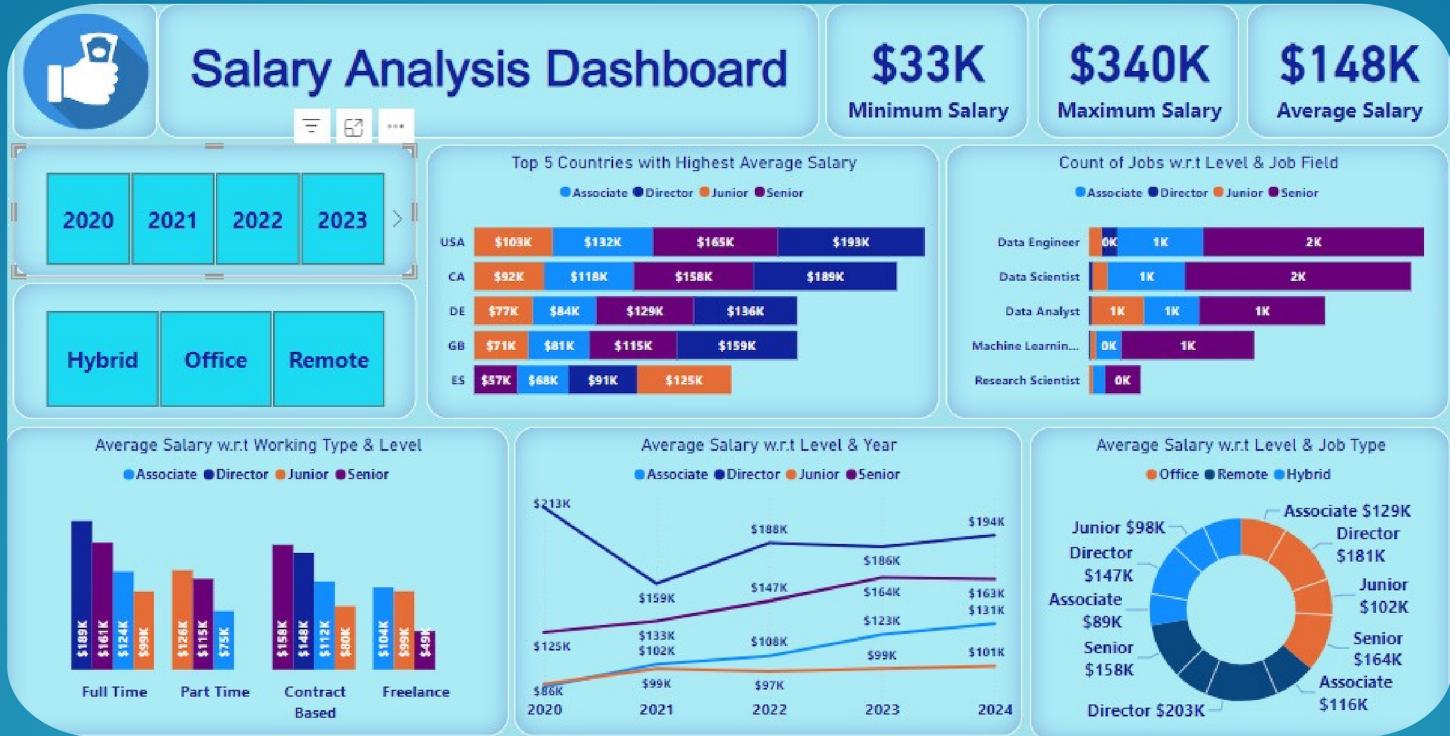
- The graph shows the average salary in different countries by experience level and year. The y-axis shows salary in thousands of dollars, while the x-axis shows years. The data appears to be for the years 2020 through 2024.
- Here are some specific observations from the graph:
- Director level appear to have the highest average salary across all the years shown.
- In 2020, director has average salary of \$213K while senior have an average salary of \$125K.
- Associate level salary is increasing every year. In 2024, the average salary for an associate is \$131K.
- Junior attorneys have the lowest average salary across all the years shown.
- In 2024, junior attorneys have an average salary of \$101K.

Salaries Comparison



- Remote Work Premium: The graph suggests a remote work premium, where remote workers tend to earn more than their office counterparts, especially at lower job levels (associates). This could be due to factors like:
 - Less office overhead costs for companies, allowing for higher salaries.
 - A wider talent pool for employers when not limited to a physical location.
 - Demand for specific skills in remote-friendly positions.
- Hybrid Work Balance: Hybrid roles seem to offer a middle ground in salary between fully remote and office-based positions, potentially appealing to those who value both flexibility and in-person interaction.
- Director Level Exception: Interestingly, directors see the highest pay regardless of work type. This suggests that experience and leadership skills likely hold the strongest influence on their salaries compared to work arrangements.

Salary analysis dashboard



Conclusion:

In conclusion, this report has analyzed salary data across countries and various job titles. The findings reveal a consistent upward trend in average salaries over the past four years. Additionally, significant differences exist between job titles and levels, with Associate Directors earning considerably more than junior Data Analysts. While working type seems to have some impact, location and job title remain the primary factors influencing the salary.