KNOWLEDGE INSTITUTE OF TECHNOLOGY

THE FUTURE OF WORK: DATA ANALYSIS OF GLASSDOOR

DATA ANALYTICS

NM2023TMID02544

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OBJECTIVE

- To analyses the “Data Analysis of Glassdoor” using IBM Cognos.

ABSTRACT

This study examines the role of culture and employee satisfaction on company performance. Through the analysis of 1.2 million Glassdoor reviews using machine learning techniques, the study identifies nine cultural dimensions that impact company performance. However, the impact of culture on performance varies across industries, and organizations should prioritize industry- specific cultural dimensions to drive performance. Employee satisfaction has a strong correlation with company performance, highlighting the importance of a healthy work environment. Organizations should prioritize cultural elements such as innovation, respect, customer focus, and performance rewards to drive both employee satisfaction and company performance. The findings suggest that organizations should focus on enhancing culture and employee satisfaction to drive performance. However, further research is necessary on a more extensive and diverse dataset that accounts for industry-specific effects. The study provides valuable insights into the role of culture and employee satisfaction in driving company performance, which has significant implications for organization.

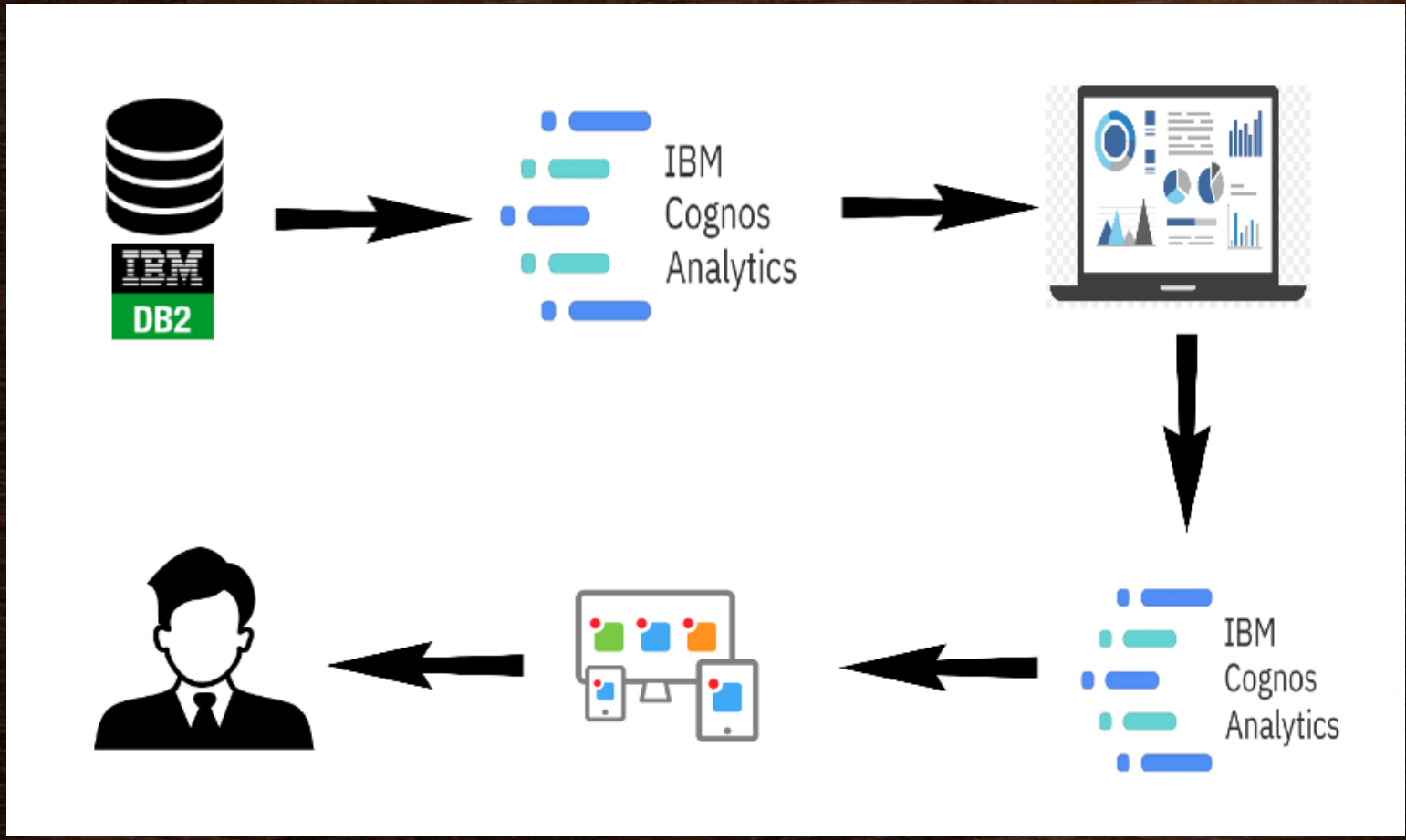
PROBLEM STATEMENT

A Glass door Jobs Data Analysis project would likely involve collecting and analyzing job data from the Glass door website. This could include information such as job titles, salaries, company rating and job descriptions. The goal of the project would likely be to uncover insights and trends in the job market, such as popular job titles, average salaries, and in-demand skills. The data collected could also be used to make predictions about future job market trends or to identify which companies are offering the best compensation packages.

SOLUTION

- Extraction, cleaning, and analysis of job-related data from the Glassdoor website is the main goal of this project on Glassdoor Jobs Data Analysis.
- The dataset is carefully cleaned, with duplicates eliminated, missing data handled, and formats standardized. To comprehend wage distributions, prominent job titles, and in-demand abilities, exploratory data analysis approaches are used, such as descriptive statistics and data visualization.
- Employing feature engineering, one may extract pertinent keywords and competencies from job descriptions. The investigation aims to discover patterns, including popular job titles, average earnings according to various criteria, and talents that are in demand. Future predictions can be made by utilizing predictive modelling techniques such as regression and classification.

SOLUTION ARCHITECTURE



TOOLS USED

HARDWARE REQUIREMENS

Processor	:	Intel Core i3
RAM	:	8 GB
Hard Disk	:	500 GB

SOFTWARE REQUIREMENTS

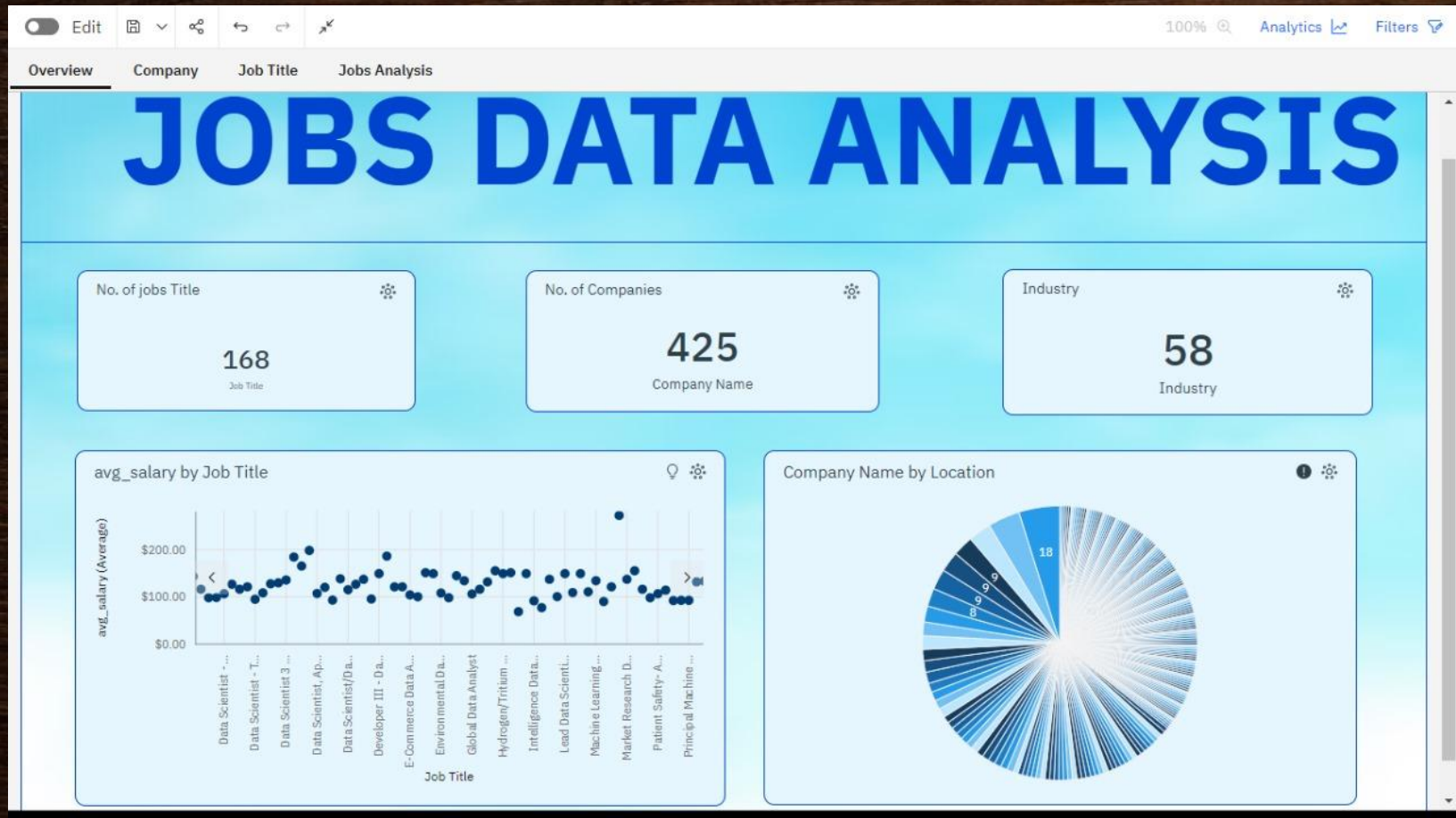
Operating System	:	Windows
Language	:	HTML, CSS, JavaScript, Python
Program – Tool	:	Visual Studio Code
Web Framework	:	Flask

TOOL REQUIREMENTS

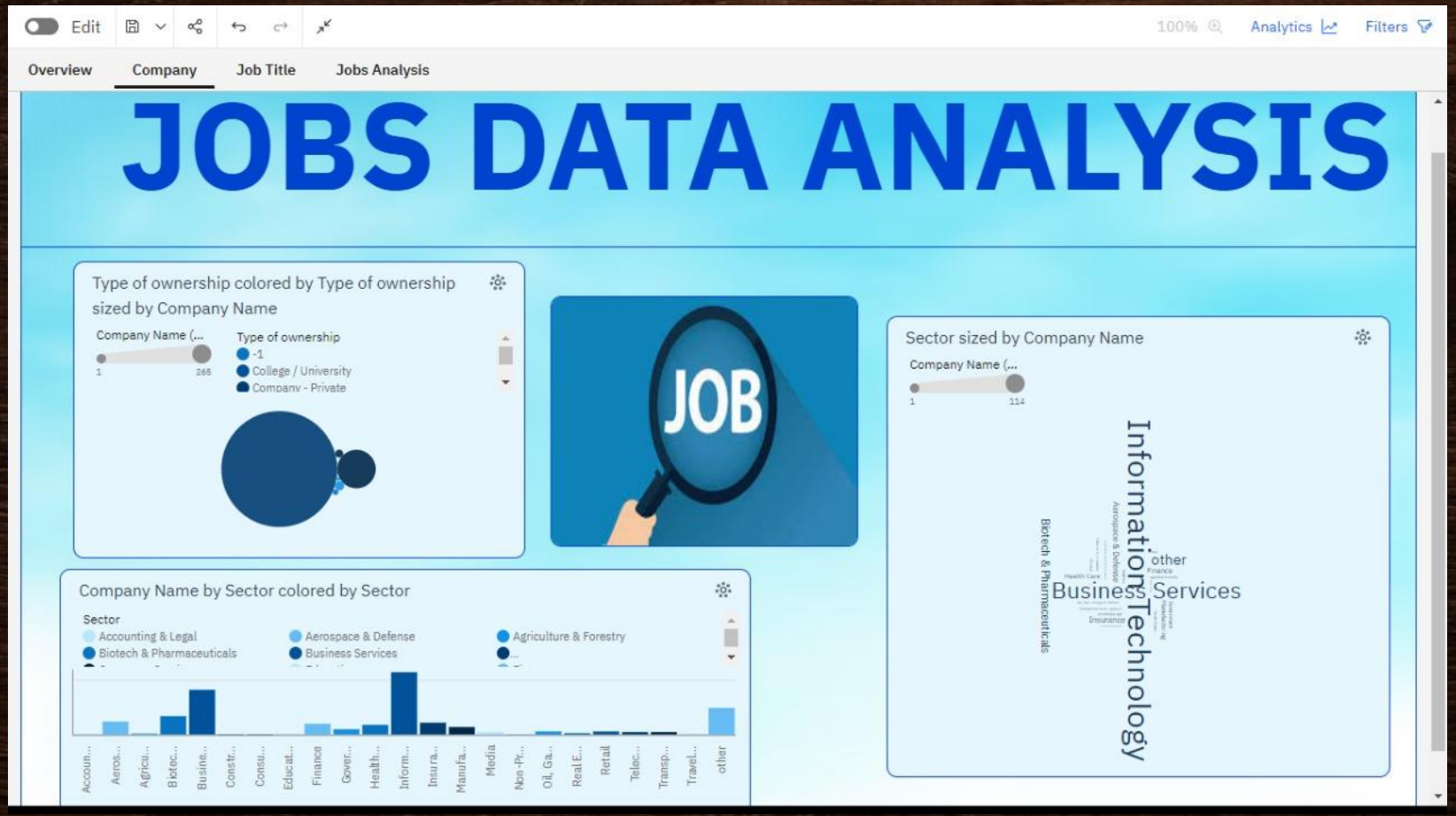
Operating System	:	Windows 10
Disk Space	:	256 MB
Processor	:	Intel atom processor
Version	:	3.6.2

DASHBOARD

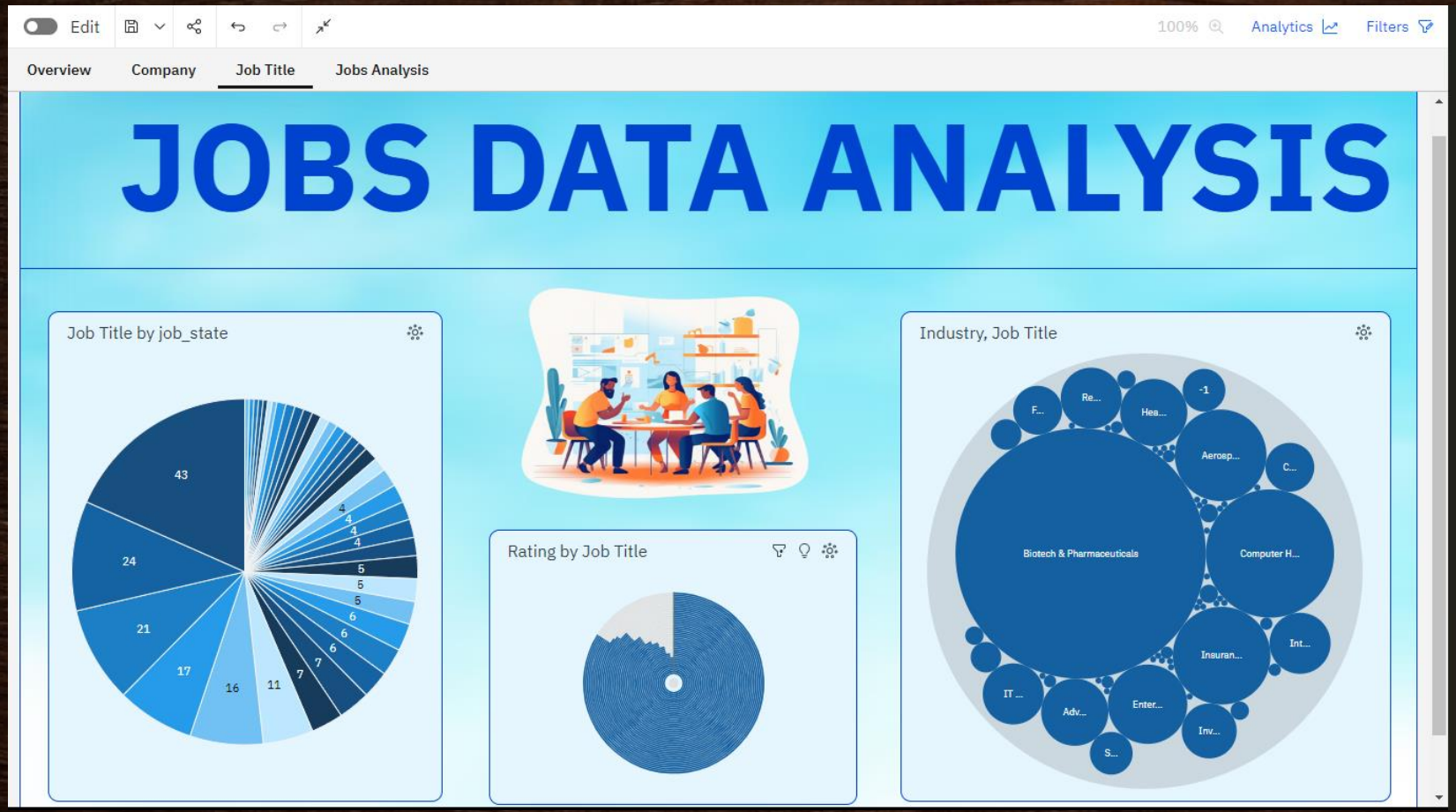
Overview



Company


Edit
100%
Analytics
Filters
Overview
Company
Job Title
Jobs Analysis
JOBS DATA ANALYSIS
Type of ownership colored by Type of ownership sized by Company Name
Company Name (...
Type of ownership
-1
College / University
Company - Private
JOB
Sector sized by Company Name
Company Name (...
Information Technology
Business Services
other
Biotech & Pharmaceuticals
Company Name by Sector colored by Sector
Sector
Accounting & Legal
Aerospace & Defense
Agriculture & Forestry
Biotech & Pharmaceuticals
Business Services

Job title


Edit
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Analytics
Filters
Overview
Company
Job Title
Jobs Analysis
JOBS DATA ANALYSIS
Job Title by job_state
43
24
21
17
16
11
7
7
6
6
6
5
5
5
4
4
4
4
Rating by Job Title
Industry, Job Title
Biotech & Pharmaceuticals
Computer H...
Insuran...
Int...
Aerosp...
C...
Hea...
Re...
F...
-1
IT ...
Adv...
Enter...
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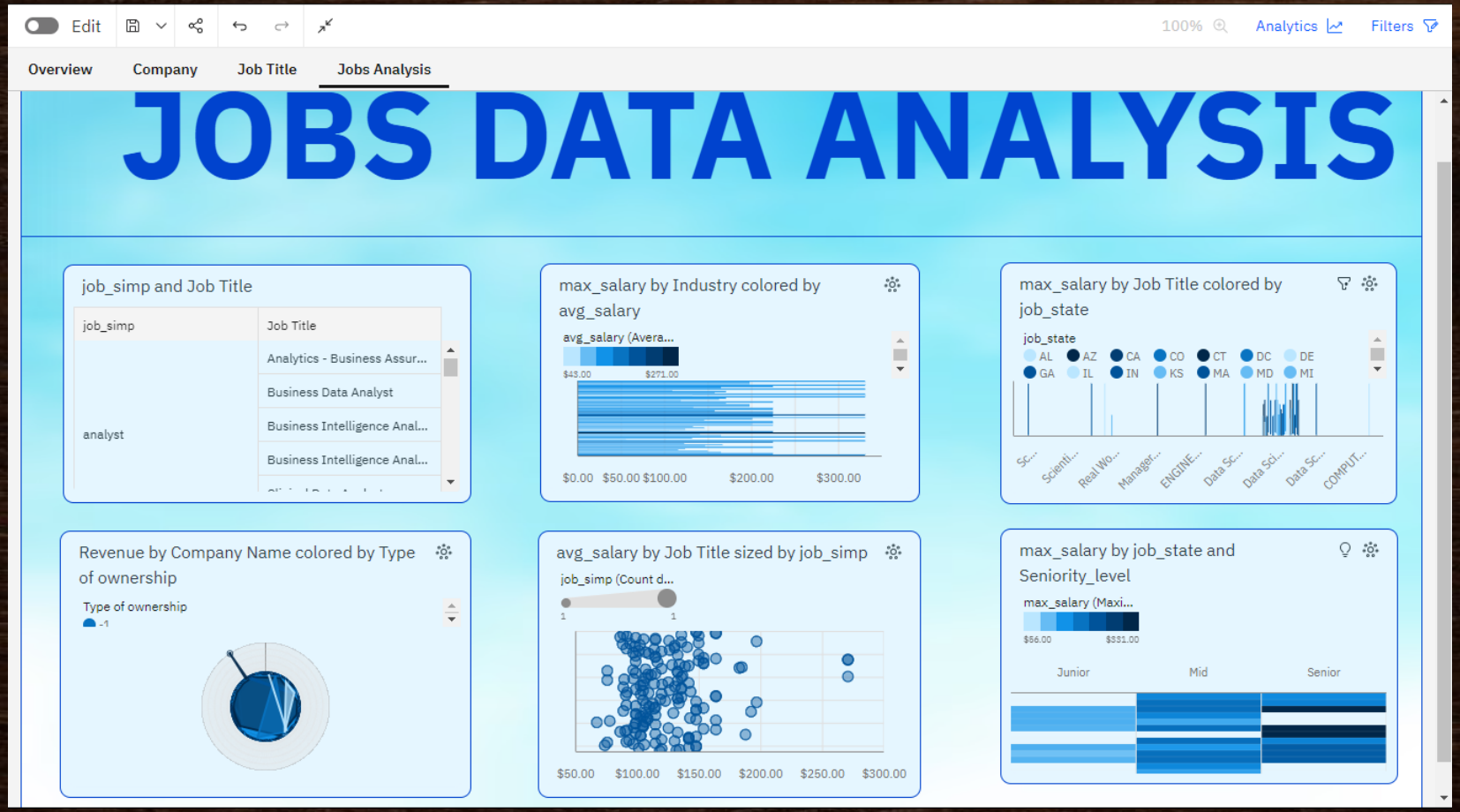
Job Analysis



Story


Edit
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Glassdoor Jobs Story
What are different job roles?
Which companies are offering these roles?
What sector and Industry the company belongs to?
What's the salary trend?
What are emerging job roles?
Prev scene
Next scene
Scene 1 of 4
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0:05.0

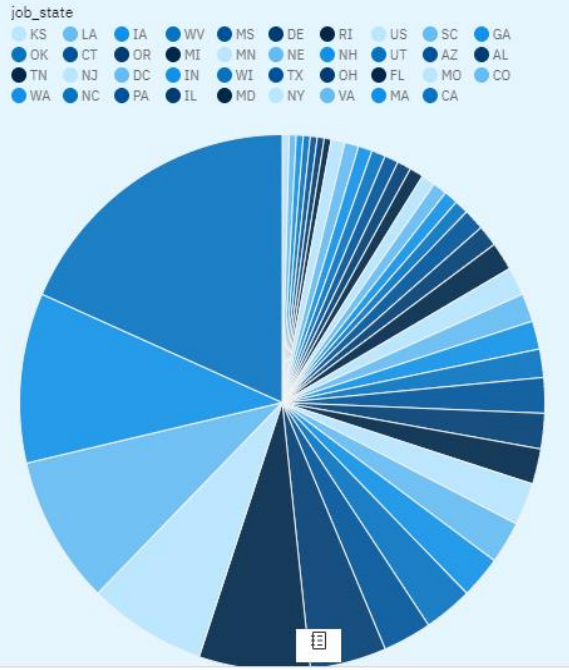
Edit

Analytics Filters

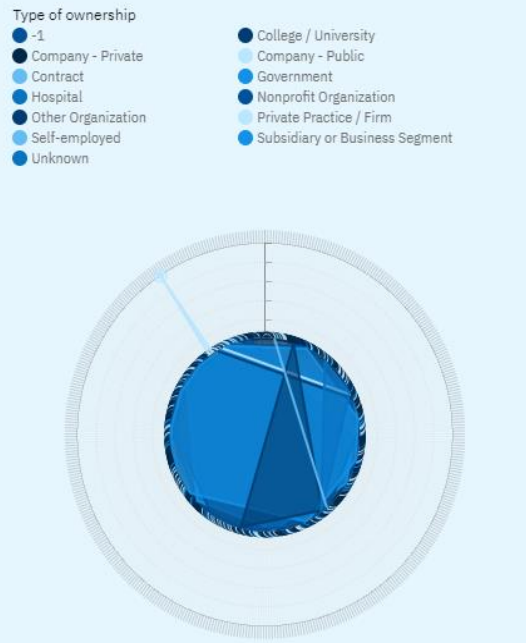
Different Job Roles and Average Salary for Particular Job Title at different Location

The chart provides a comprehensive overview of various job roles and their corresponding average salaries across different locations. It effectively visualizes the income disparities among job titles and geographic regions. Notably, the chart displays a clear correlation between job role and earning potential, with some positions commanding significantly higher salaries than others. Additionally, the chart highlights how location plays a crucial role in determining compensation, as salaries for the same job title can vary significantly from one place to another. Overall, this chart offers valuable insights into the intricate relationship between job roles, geographical regions, and average salary levels.

Job Title by job_state



Revenue by Company Name colored by Type of ownership



Prev scene | Next scene | Scene 2 of 4 | 0:05.0 | 0:05.0

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Analytics Filters

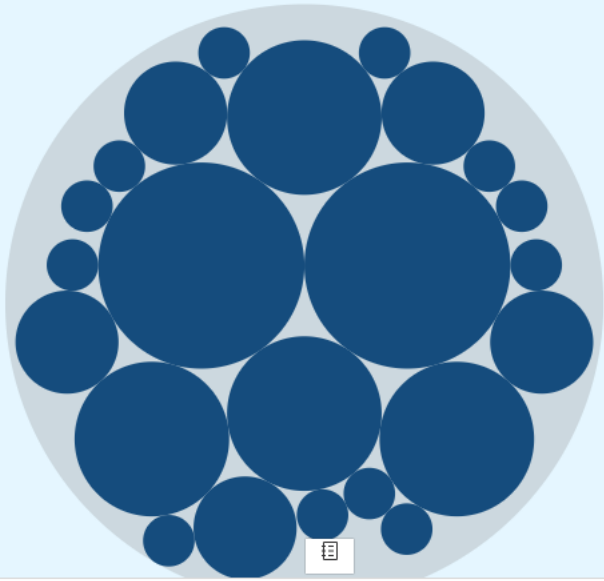
Roles at Industries and the Sector and Industry where the company belongs

These chart illustrates the distribution of job roles across various industries and highlights the sectors to which each company belongs. Each industry is represented by a distinct color, making it easy to distinguish between them. The horizontal axis displays the different job roles, while the vertical axis showcases the number of companies in each sector. The chart provides a clear overview of how job roles are distributed across diverse industries, with some sectors having a more pronounced presence of certain roles. The technology sector shows a high concentration of software developers, while the healthcare industry primarily features healthcare professionals. The data also reveals interesting patterns and variations in the composition of companies within different sectors, offering valuable insights into the job landscape across industries. Overall, this chart is a valuable tool for understanding the interplay between job roles, industries, and sectors in the current job market.

Industry, Job Title

Job Title (Count di...

1 4



job_simp and Job Title

job_simp	Job Title
analyst	Enterprise Data Analyst (Enterpr...
	Equity Data Insights Analyst - Q...
	Global Data Analyst
	Health Plan Data Analyst, Sr
	In-Line Inspection Data Analyst
	Intelligence Data Analyst, Senior
	Jr. Business Data Analyst (positi...
	Operations Data Analyst
	RFP Data Analyst
	Report Writer-Data Analyst
	Say Business Data Analyst
	Senior Business Intelligence An...
	Senior Data Analyst
	Senior Data Analyst - Finance & ...

Prev scene Next scene Scene 3 of 4 0:10.0 0:10.0

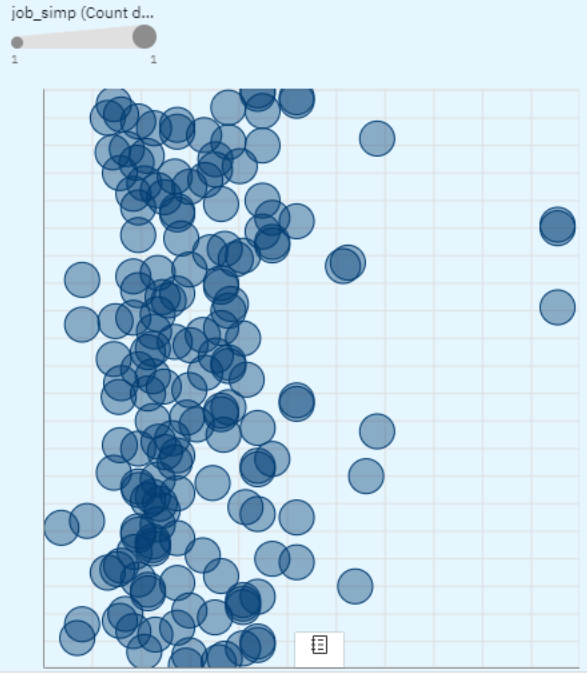
Edit

Analytics Filters

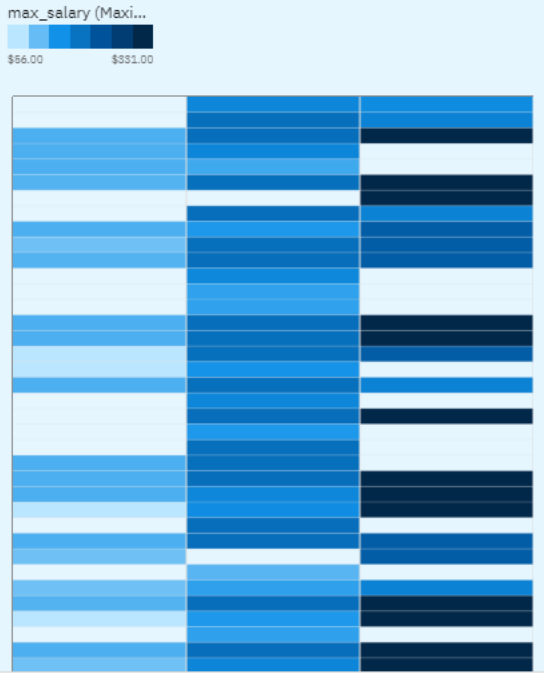
Maximum Salary by Seniority level and Location and Average salary for a Job

These chart provides a detailed comparison of maximum salary levels across different seniority levels and various locations, while also showcasing average salaries for distinct job titles. It offers a comprehensive view of the salary potential associated with varying seniority levels, allowing for easy identification of the highest earning positions within each location. Moreover, the chart effectively illustrates how job titles impact earnings, revealing how different roles can lead to substantially different compensation even within the same location. In summary, this chart is a valuable resource for understanding the relationship between seniority levels, job titles, and geographical locations with regard to maximum and average salaries.

avg_salary by Job Title sized by job_simp



max_salary by job_state and Seniority_level



Prev scene Next scene Scene 4 of 4 0:05.0 0:05.0

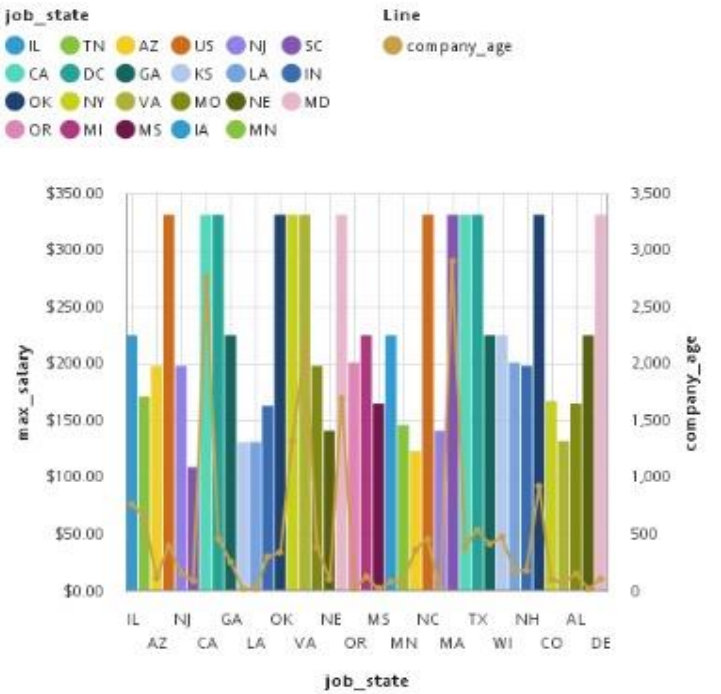
Report


Glassdoor Jobs Data Report
Which state is offering highest salary in particular demand
Salary range for different job category
max_salary
$97.00
$331.00
job_simp
analyst
data engineer
mle
data scientist
na
manager
director
job_state
MA
NE
IN
MO
IL
SC
AL
NC
TX
VA
TN
OH
NJ
CT
AZ
KS
US
OK
OR
DE
job_simp
analyst
mle
manager
data engineer
director
data scientist
na
max_salary
$350.00
$300.00
$250.00
$200.00
$150.00
$100.00
$50.00
$0.00
analyst
mle
manager
data engineer
director
data scientist
na
job_simp

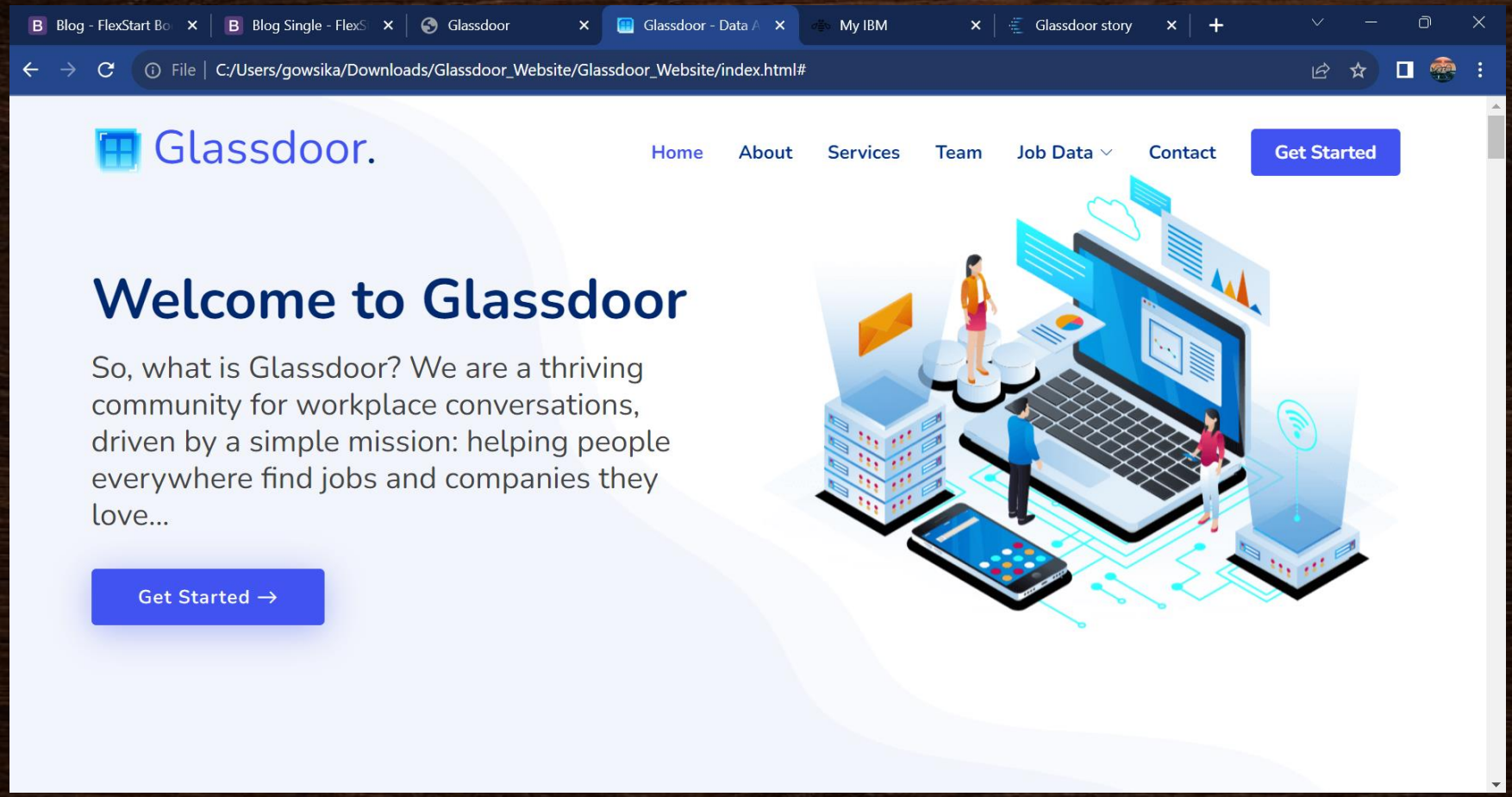
Analyzing skills on the basis of different job title

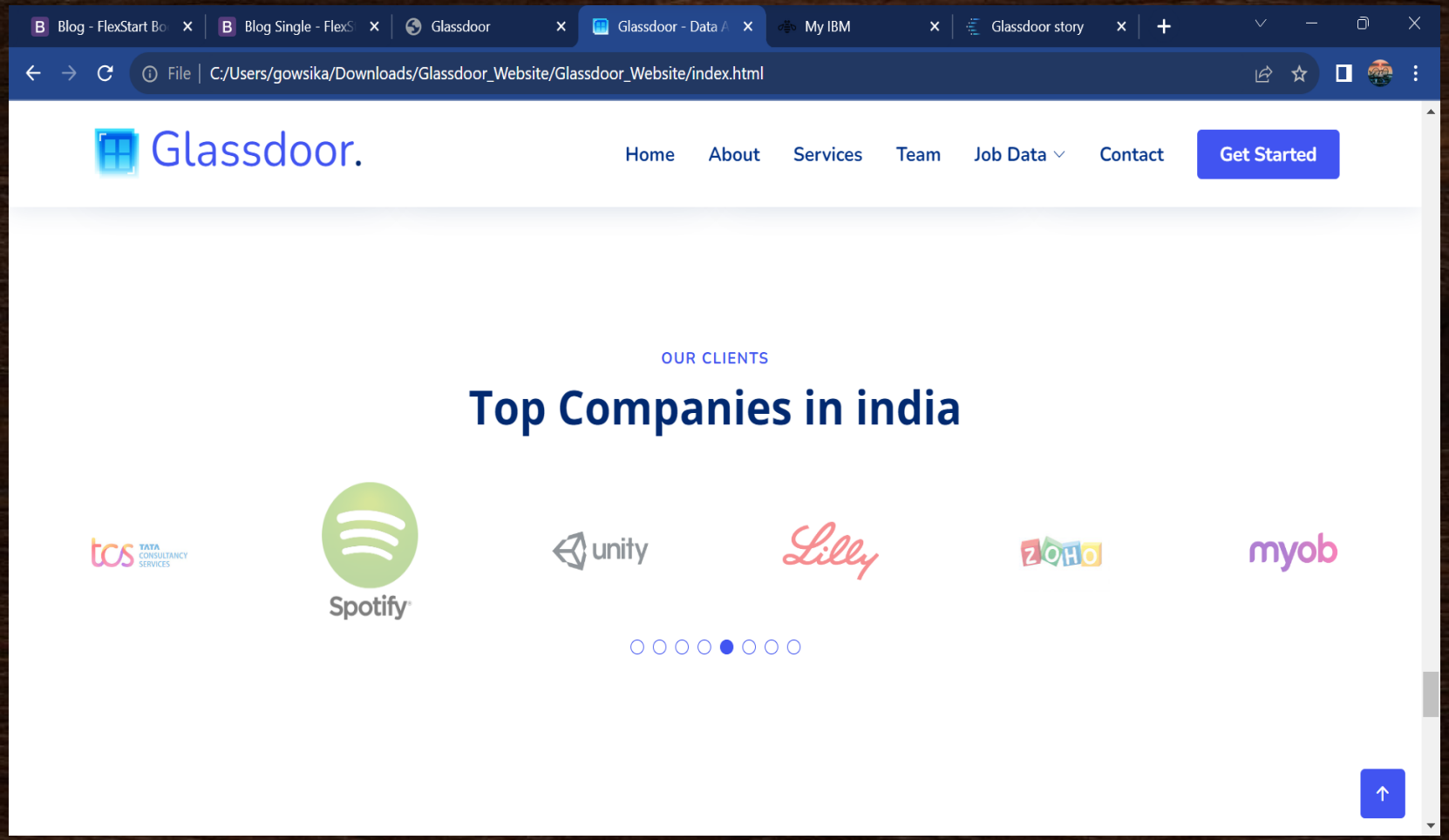
	python	big_data	tableau	aws	spark
Data Modeler	1	0	1	0	0
Data Scientist/Machine Learning	2	2	0	0	2
Data Analyst	9	1	7	0	1
Data Analyst I	0	0	0	0	0
Computational Scientist, Machine Learning	1	0	0	1	0
Product Data Scientist - Ads Data Science	2	0	0	0	0
Data Scientist - Intermediate	2	0	0	0	0
Global Data Analyst	0	0	1	0	0
Data & Machine Learning Scientist	2	0	0	2	0
Data Engineer (Remote)	1	0	0	1	1
Data Scientist, Applied Machine Learning - Bay Area	2	0	0	2	0
Purification Scientist	0	0	0	0	0
Data Scientist 3 (718)	2	0	0	2	0
Real World Science, Data Scientist	2	0	0	0	0
Data Scientist - Image and Video Analytics	2	0	0	2	2
Staff Data Scientist	0	0	0	0	0
RFP Data Analyst	0	0	0	0	1

Max salary offered by companies at particular in accordance with company age



Web Integration




Blog - FlexStart Bo
Blog Single - FlexS
Glassdoor
Glassdoor - Data A
My IBM
Glassdoor story
File | C:/Users/gowsika/Downloads/Glassdoor_Website/Glassdoor_Website/index.html
Glassdoor.
Home
About
Services
Team
Job Data
Contact
Get Started
OUR CLIENTS
Top Companies in india
tcs
TATA CONSULTANCY SERVICES
Spotify
unity
Lilly
ZOHO
myob

THANK YOU