The Future of Work: Data Analysis of Glassdoor Jobs

Project Report

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Repository Link:

https://github.com/Hariharan0001/The-Future-of-Work-Data-Analysis-of-Glassdoor-Jobs

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1. INTRODUCTION

1.1 Overview

Job analysis is a systematic procedure to analyze the requirements for the job role and job profile. Glassdoor is a website and online platform that provides information about jobs, salaries, and companies. Job analysis is a systematic approach to defining the job role, description, requirements, responsibilities, evaluation, etc. It helps in finding out the required level of education, skills, knowledge, training, etc., for the job position. It also depicts the job worth i.e. measurable effectiveness of the job and contribution of job to the organization. Thus, it effectively contributes to setting up the compensation package for the job position.

Lack of analysis of Glassdoor jobs can result in limited understanding of job market trends, difficulty in finding relevant job opportunities, inability to attract and retain top talent, and lack of insight into company branding and reputation.

1.2 Purpose

The purpose of this project is to conduct an analysis of Glassdoor job postings to gain insights into current and emerging job market trends, identify in-demand skills and experience, and understand how employers can improve their employer branding and reputation to attract and retain top talent.

Analyzing Glassdoor job postings and company reviews can provide valuable

insights into the future of work in several ways. Here are some purposes and insights that can be derived from such data analysis.

1. Trends in Job Demand: Analyzing the number of job postings in different industries and roles can reveal which jobs are in high demand.

2. Salary and Compensation Trends: Glassdoor often provides salary and compensation data for various roles. Analyzing this information can reveal salary trends, helping individuals negotiate better salaries and employers to stay competitive.

3. Skills in Demand: By examining the job descriptions and requirements in job postings, you can identify the skills and qualifications that are currently in demand. This data can guide individuals in their skill development and education choices.

4. Company Reviews and Employee Satisfaction: Glassdoor is a platform where employees can leave reviews about their employers. Analyzing these reviews can provide insights into the work culture, job satisfaction, and the overall employee experience at different companies. Employers can use this data to improve their work environment.

5. Remote Work Trends: The COVID-19 pandemic has accelerated the adoption of remote work. Analyzing job postings for remote work

opportunities and reviews from remote workers can shed light on the future of remote work and its impact on job satisfaction and work-life balance.

6. Diversity and Inclusion: Glassdoor may contain information about a company's commitment to diversity and inclusion. Analyzing this data can help job seekers identify companies that prioritize diversity and inclusion and hold them accountable for their promises.

7. Location-Based Analysis: Job postings on Glassdoor often include location information. Analyzing this data can provide insights into the geographical distribution of jobs and help job seekers make informed decisions about where to work and live.

8. Emerging Job Roles: Glassdoor data can reveal new or emerging job roles that may not have been prevalent in the past. This information can be valuable for job seekers looking to explore cutting-edge careers.

9. Industry-Specific Insights: Different industries may have unique trends and challenges. Analyzing Glassdoor data within specific industries can provide tailored insights for those interested in a particular field.

10. Predictive Analysis: By analyzing historical data on Glassdoor, you can make predictions about future job market trends, skills in demand, and salary expectations.

2. LITERATURE SURVEY

-

2.1 Existing Problems

Analyzing Glassdoor job postings and user reviews can provide valuable insights into the current state of the job market and the future of work. However, there are some existing problems and challenges associated with using Glassdoor data for this purpose. Here are some of the common issues:

1. Limited Data Access: Glassdoor provides limited access to its data, especially for detailed job posting and salary information. This can make it challenging to conduct comprehensive and in-depth analyses.

2. Data Bias: Glassdoor reviews and job postings can be biased. Reviews may come from employees who had particularly positive or negative experiences, and this bias can skew the data. Similarly, not all job postings are accurately categorized, leading to potential discrepancies in the data.

3. Inaccurate Salary Information: While Glassdoor does provide salary information, it can be inaccurate or outdated. This is because salaries may change over time, and self-reported salaries are not always verified.

4. Limited Industry Coverage: Glassdoor may not have job postings and reviews for every industry or occupation. This means that certain sectors of the job market may be underrepresented in the data.

5. Sample Size: The number of reviews and job postings for a specific role or company can vary greatly. Small sample sizes can make it difficult to draw meaningful conclusions or make accurate predictions about the future of work.

2.2 Problem Statement Definition

Problem Statement:

In an era of rapid technological advancements and evolving workplace dynamics, understanding the future of work is crucial for job seekers, employers, policymakers, and educators. This project aims to leverage data from Glassdoor, a popular job and company review platform, to perform an in-depth analysis of job listings, trends, and insights related to the future of work.

Key Objectives:

1. Data Collection and Cleaning:
   - Gather a comprehensive dataset of job listings and associated information from Glassdoor.
   - Perform data cleaning to ensure accuracy and consistency of the dataset.

2. Job Market Analysis:
   - Explore job market trends to identify sectors and industries experiencing growth or decline.
   - Analyze job titles, skill requirements, and educational qualifications in demand.

3. Compensation and Benefits Analysis:

- Investigate salary ranges, benefits, and compensation packages across different job categories.
- Determine how compensation is evolving in response to changing work dynamics.

4. Remote and Hybrid Work Analysis:

- Examine the prevalence of remote and hybrid work opportunities.
- Identify the impact of remote work on job preferences and job availability.

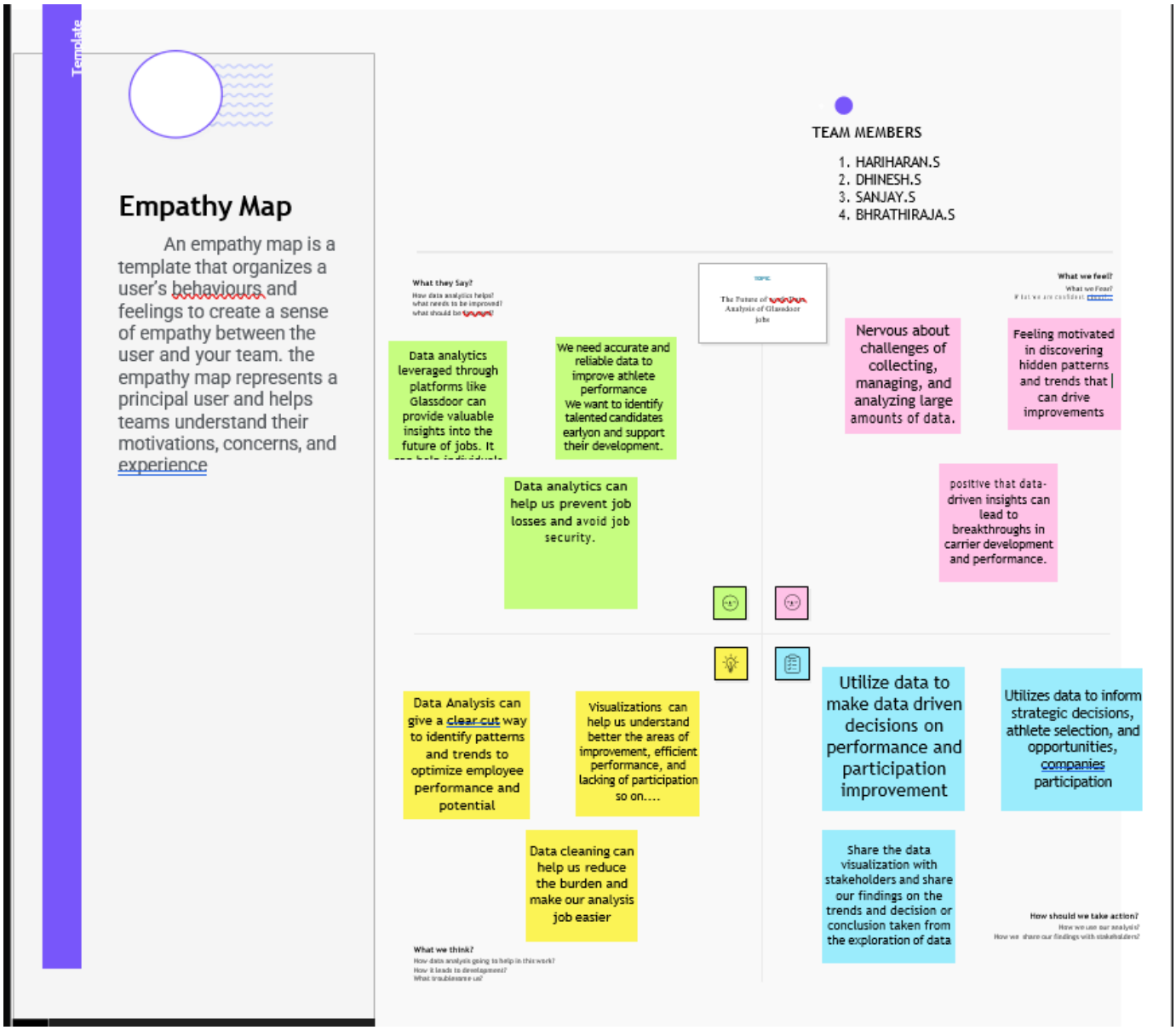
5. Skill and Education Requirements:

- Analyze the skills and educational qualifications most commonly requested in job listings.
- Predict emerging skill trends and educational pathways for future job opportunities.

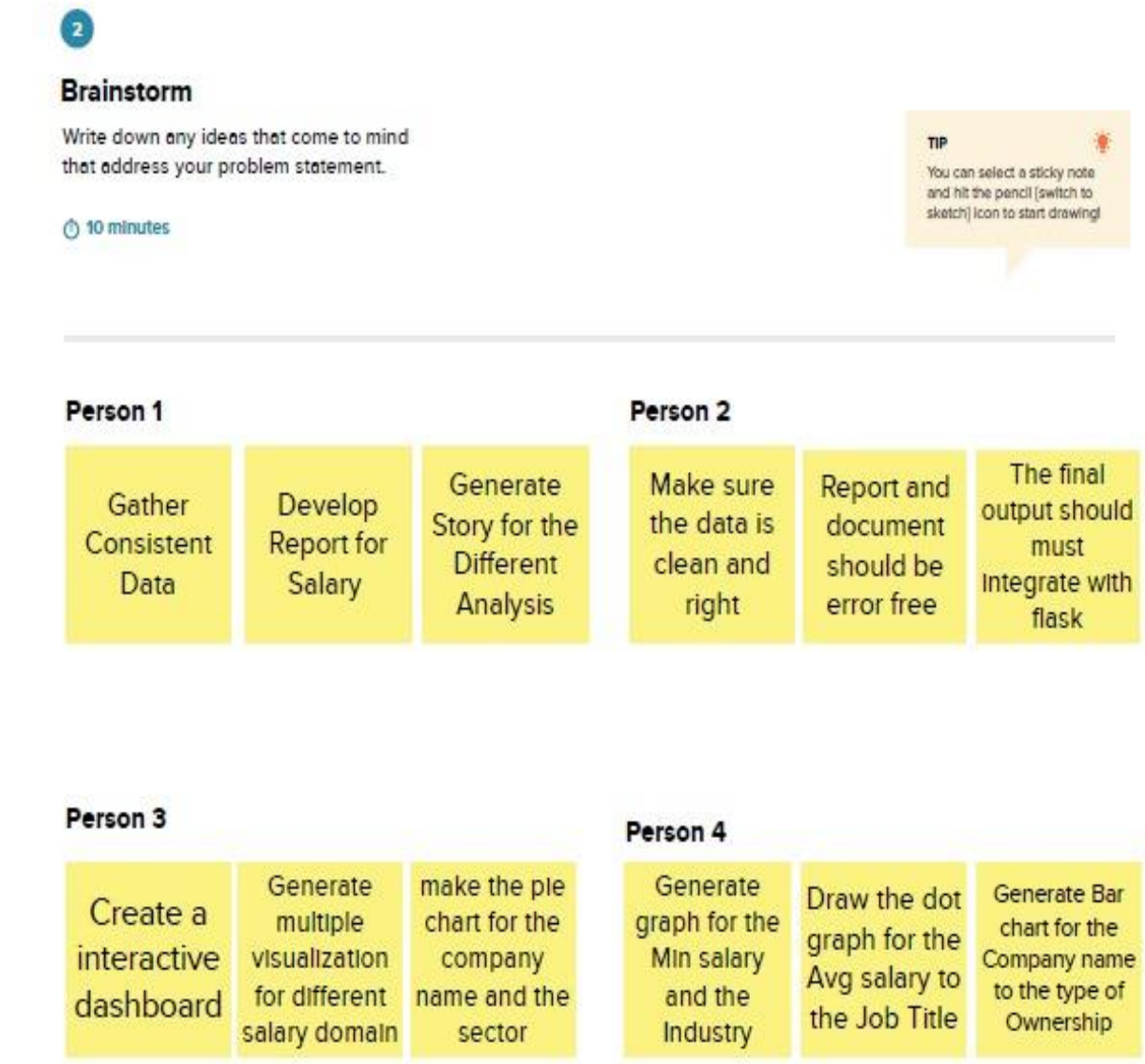
By addressing these objectives, this data analysis project aims to provide valuable insights into the evolving nature of work, equip stakeholders with the information needed to make informed decisions.

3. IDEATION & PROPOSED SOLUTION

3.1 Empathy Map Canvas:



3.2 Ideation & Brainstorming:



3

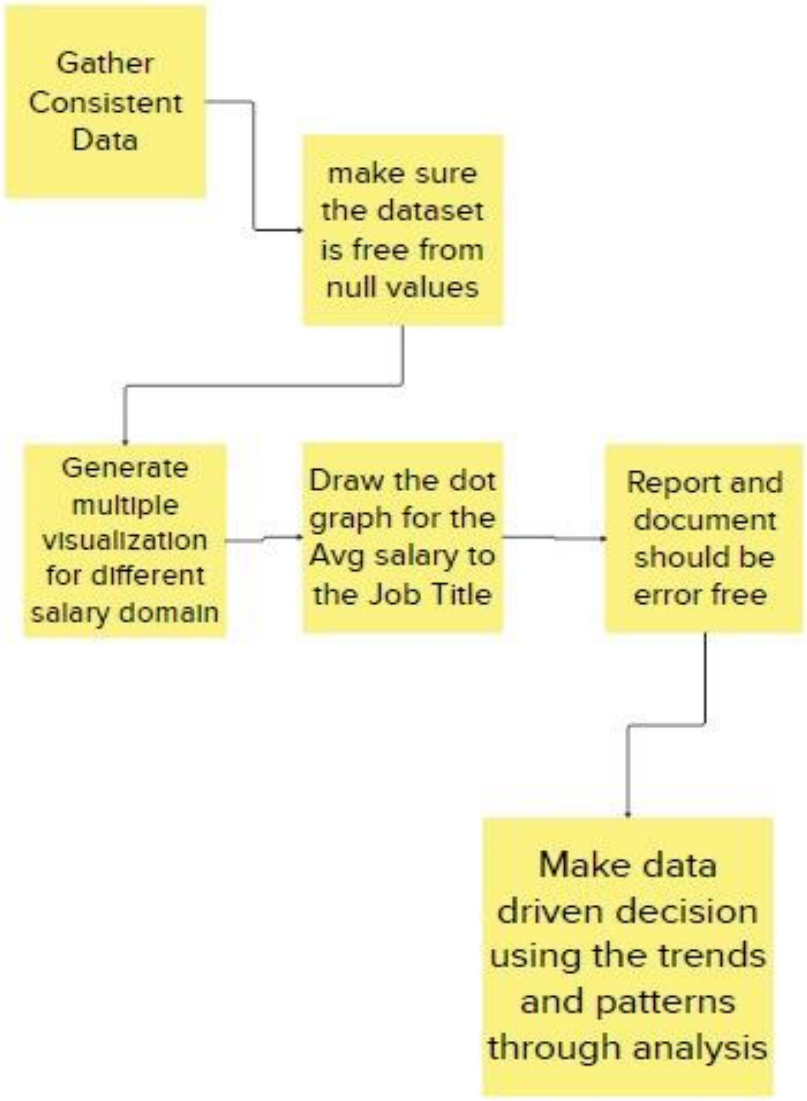
Group ideas

Take turns sharing your ideas while clustering similar or related notes as you go. Once all sticky notes have been grouped, give each cluster a sentence-like label. If a cluster is bigger than six sticky notes, try and see if you and break it up into smaller sub-groups.

20 minutes

TIP

Add customizable tags to sticky notes to make it easier to find, browse, organize, and categorize important ideas as themes within your mural.



4. REQUIREMENT ANALYSIS

Analyzing Glassdoor job listings and requirements for positions related to data analysis can provide valuable insights into the current and future trends in the field. Here's a step-by-step guide on how to conduct a requirement analysis for the future of work in data analysis based on Glassdoor job listings:

1. Data Collection:

- Start by collecting a significant sample of job listings related to data analysis from Glassdoor. You can use web scraping tools, APIs, or manually gather this data.

2. Data Preprocessing:

- Clean the data to remove duplicate listings and irrelevant job postings. Ensure that you have standardized job titles and descriptions for accurate analysis.

3. Data Categorization:

- Categorize job listings based on factors such as job title, industry, location, experience level, and company size. This categorization will help in segmenting the data for deeper analysis.

4. Keyword Analysis:

- Identify common keywords and key phrases in job descriptions. This will help you understand the specific skills and technologies that employers are

looking for.

5. Skills and Qualifications:

- Extract the skills, qualifications, and certifications mentioned in job descriptions. Note the frequency of each requirement and classify them into essential, preferred, or optional.

6. Educational Background:

- Analyze the educational requirements. Are employers looking for candidates with specific degrees, such as bachelor's, master's, or PhD, and in which fields?

7. Experience Levels:

- Determine the typical years of experience expected for different job levels (e.g., entry-level, mid-level, senior). This will give insights into career progression in data analysis.

8. Industry and Location:

- Identify which industries and regions have the highest demand for data analysts. This information can help professionals decide where to focus their job search or career development.

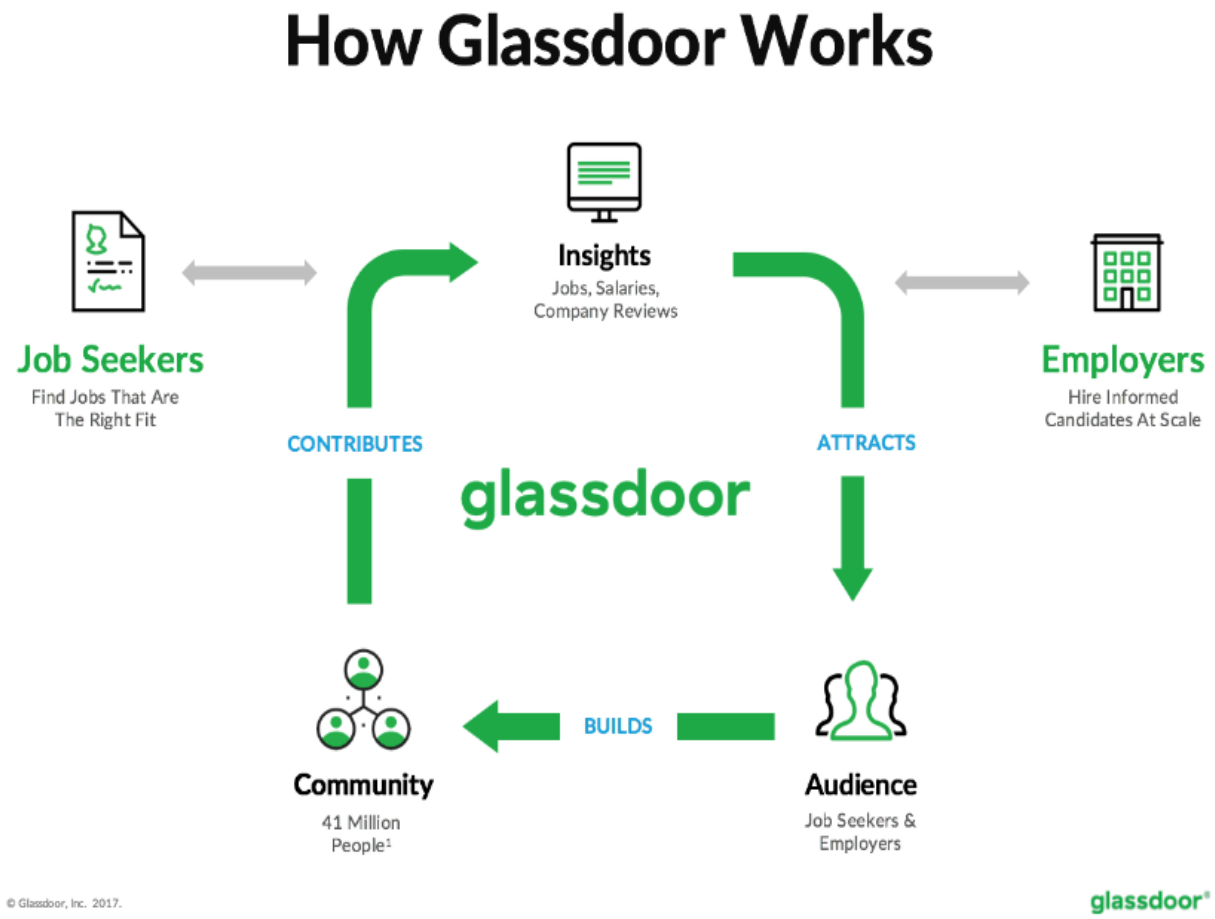
9. Tools and Technologies:

- Determine the software, programming languages, and tools that are

commonly requested in job descriptions. Are there any emerging technologies that are gaining prominence

5. PROJECT DESIGN

5.1 Data Flow Diagrams



6. PROJECT PLANNING

6.1 Technical Architect

Analyzing the future of work in the context of Glassdoor jobs would require a data-driven approach that combines information from job postings, user reviews, and industry trends. Here's a high-level technical architecture for such an analysis.

7. CODING & SOLUTIONING

```
<!DOCTYPE html>
<html lang="en">
<head>
  <meta charset="utf-8">
  <meta content="width=device-width, initial-scale=1.0" name="viewport">
  <title>Literacy Rate</title>
  <meta content="" name="description">
  <meta content="" name="keywords">
  <link href="static/style.css" rel="stylesheet">
</head>
<body>
  <header id="header" class="fixed-top">
    <div class="container d-flex align-items-center justify-content-between">
      <h1 class="logo"><a href="index.html">Education in India</a></h1>
      <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="#services">Story</a></li>
          <li><a class="nav-link scrollto " href="#portfolio">Dashboard</a></li>
          <li><a class="nav-link scrollto" href="#team">Report</a></li>
      </nav>
```

```
    </div>

  </header>

  <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>Analysis of Literacy rate in India</h1>

      <h2>Education is key for development of a Nation</h2>

      <a href="#about" class="btn-get-started scrollto">Get Started</a>

      <img src="https://th.bing.com/th/id/OIP.aeg5TY-pVVp0cEvEToD21gHaEK?w=301&h=180&c=7&r=0&o=5&dpr=1.1&pid=1.7" class="img-fluid hero-img" alt="" data-aos="zoom-in" data-aos-delay="150">

    </div>

  </section>

  <main id="main">

    <section id="about" class="about">

      <div class="container">

      </div>

    </section>

    <section id="services" class="services">

      <div class="container" data-aos="fade-up">

        <div class="section-title">

          <h2>Story</h2>

          </div>
```

<iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=story&pathRef=.my_folders%2FGlassdoor%2Bstory&closeWindowOnLastView=true&ui_appbar=false&ui_navbar=false&shareMode=embedded&action=view&sceneId=model0000018b3be9435f_00000000&sceneTime=5000" width="1350" height="900" frameborder="0" gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>

</section>

<section id="portfolio" class="portfolio">

<h1>DashBoard</h1>

<iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=dashboard&pathRef=.my_folders%2FGlassdoor%2Bdashboard&closeWindowOnLastView=true&ui_appbar=false&ui_navbar=false&shareMode=embedded&action=view&mode=dashboard&subView=model0000018b398cf836_00000000" width="1350" height="900" frameborder="0" gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>

</section>

<section id="team" class="team">

```
        <h2>Report</h2>

        </div>

        <iframe
src="https://us3.ca.analytics.ibm.com/bi/?pathRef=.my_folders%2FGlassdoor%2
Breport&amp;closeWindowOnLastView=true&amp;ui_appbar=false&amp;ui_na
vbar=false&amp;shareMode=embedded&amp;action=run&amp;format=HTML&
amp;prompt=false" width="1350" height="900" frameborder="0"
gesture="media" allow="encrypted-medi" allowfullscreen=""></iframe>

       </div>

     </div>

   </section>

  </main>
```

CSS:

```
body {
  font-family: "Open Sans", sans-serif;
  color: #444444;
}

a {
  color: #3b4ef8;
  text-decoration: none;
}

a:hover {
  color: #6c7afa;
  text-decoration: none;
}

h1,
h2,
h3,
h4,
h5,
h6 {
  font-family: "Krub", sans-serif;
```

```
}

/*--------------------------------------------------------------
# Back to top button
--------------------------------------------------------------*/
.back-to-top {
  position: fixed;
  visibility: hidden;
  opacity: 0;
  right: 15px;
  bottom: 15px;
  z-index: 996;
  background: #3b4ef8;
  width: 40px;
  height: 40px;
  border-radius: 4px;
  transition: all 0.4s;
}

.back-to-top i {
  font-size: 28px;
  color: #fff;
  line-height: 0;
}

.back-to-top:hover {
  background: #6272f9;
  color: #fff;
}

.back-to-top.active {
  visibility: visible;
  opacity: 1;
}

/*--------------------------------------------------------------
# Preloader
--------------------------------------------------------------*/
#preloader {
  position: fixed;
  top: 0;
```

```
  left: 0;
  right: 0;
  bottom: 0;
  z-index: 9999;
  overflow: hidden;
  background: #fff;
}

#preloader:before {
  content: "";
  position: fixed;
  top: calc(50% - 30px);
  left: calc(50% - 30px);
  border: 6px solid #3b4ef8;
  border-top-color: #e2e5fe;
  border-radius: 50%;
  width: 60px;
  height: 60px;
  animation: animate-preloader 1s linear infinite;
}

@keyframes animate-preloader {
  0% {
    transform: rotate(0deg);
  }

  100% {
    transform: rotate(360deg);
  }
}

/*----------------------------------------------------------
# Disable aos animation delay on mobile devices
----------------------------------------------------------*/
@media screen and (max-width: 768px) {
  [data-aos-delay] {
    transition-delay: 0 !important;
  }
}

/*----------------------------------------------------------
```

```
# Header
----------------------------------------------------------------*/
#header {
  background: #f6f7ff;
  border-bottom: 2px solid #eceefe;
  transition: all 0.5s;
  z-index: 997;
  padding: 15px 0;
}

#header .logo {
  font-size: 30px;
  margin: 0;
  padding: 0;
  line-height: 1;
  font-weight: 600;
  letter-spacing: 1px;
  font-family: "Poppins", sans-serif;
}

#header .logo a {
  color: #2d405f;
}

#header .logo img {
  max-height: 40px;
}

/*----------------------------------------------------------------
# Navigation Menu
----------------------------------------------------------------*/
/**
* Desktop Navigation
*/
.navbar {
  padding: 0;
}

.navbar ul {
  margin: 0;
  padding: 0;
```

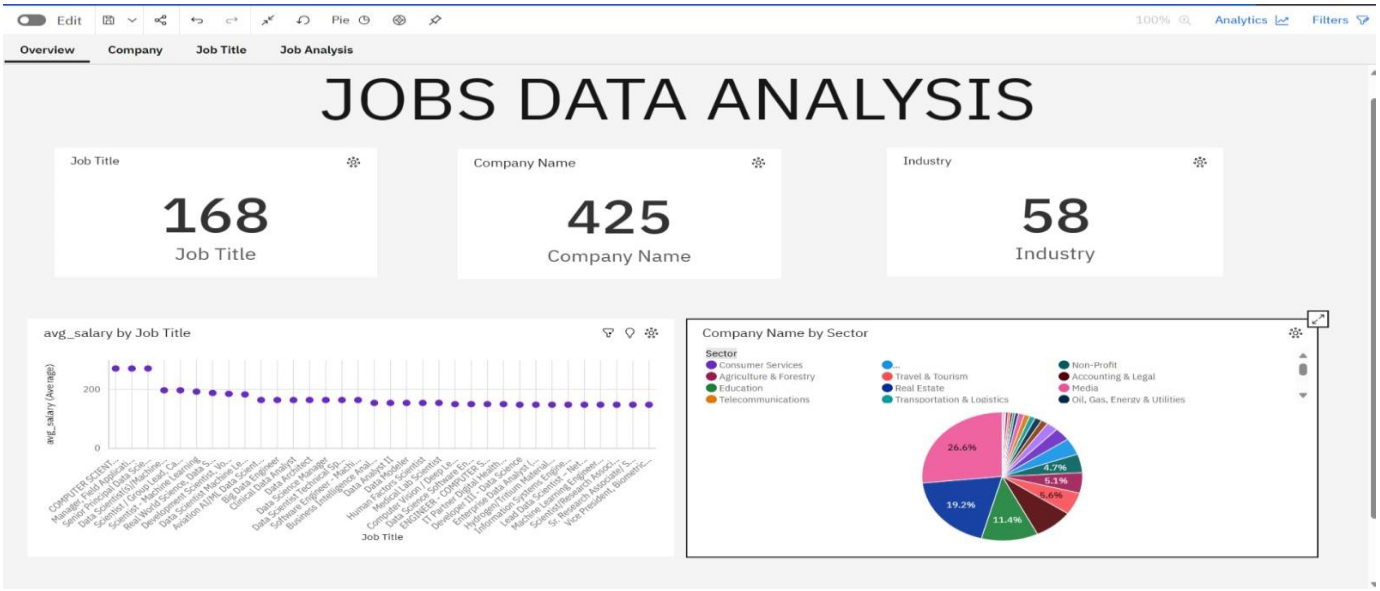
```
  display: flex;
  list-style: none;
  align-items: center;
}

.navbar li {
  position: relative;
}

.navbar a,
.navbar a:focus {
  display: flex;
  align-items: center;
  justify-content: space-between;
  padding: 10px 0 10px 30px;
  font-family: "Krub", sans-serif;
  font-size: 14px;
  font-weight: 600;
  color: #2d405f;
  white-space: nowrap;
  transition: 0.3s;
}

.navbar a i,
.navbar a:focus i {
  font-size: 12px;
  line-height: 0;
  margin-left: 5px;
}

.navbar a:hover,
.navbar .active,
.navbar .active:focus,
.navbar li:hover>a {
  color: #3b4ef8;
}
```

PYTHON CODE:

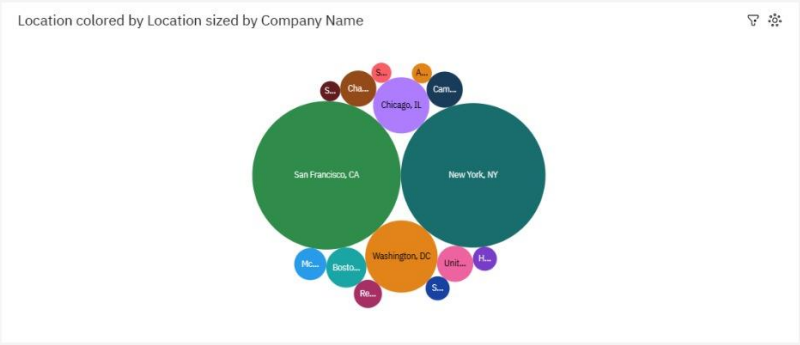
```
from flask import Flask,render_template
app=Flask(__name__)
@app.route("/")
def index():
    return render_template("index.html")

if __name__=="__main__":
    app.run(debug=True,port=8000)
```

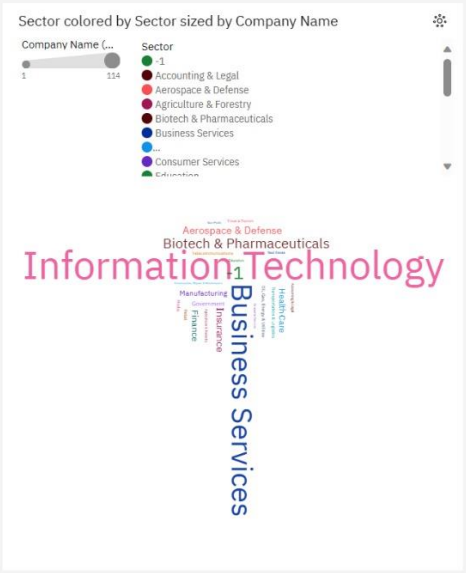
8. RESULTS

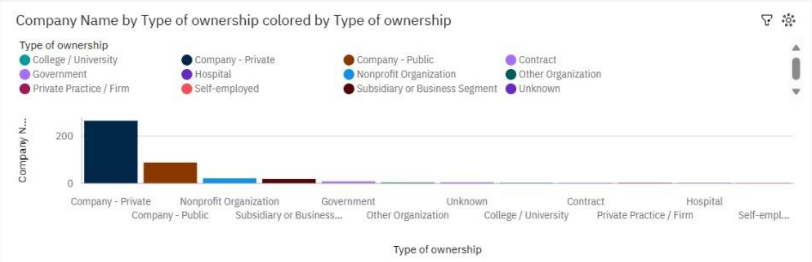
8.1 Output Screenshots



JOB DATA ANALYSIS



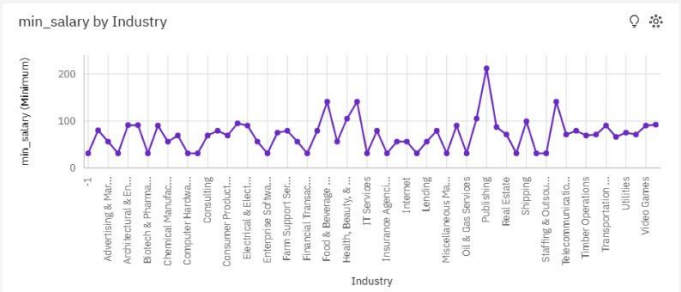


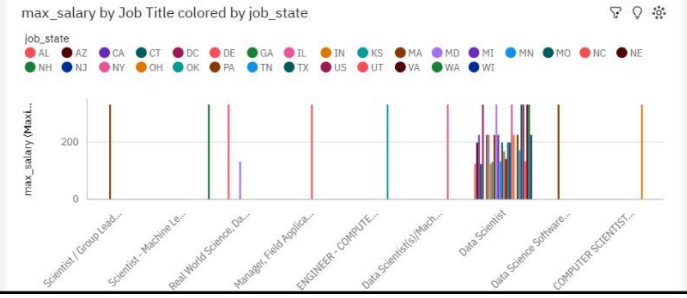


JOB DATA ANALYSIS

job_simp and Job Title

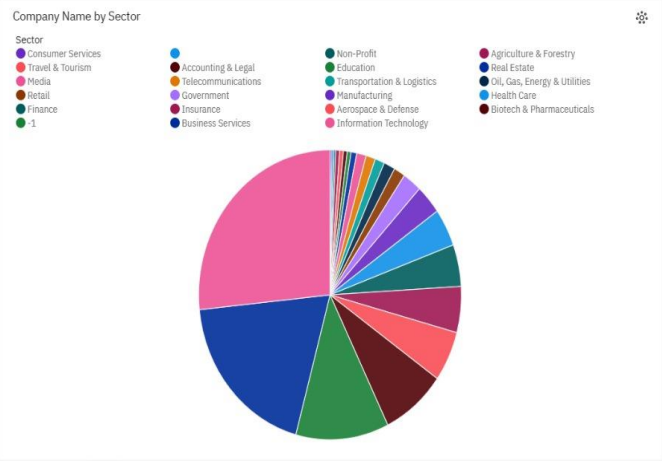
job_simp	Job Title
analyst	Analytics - Business Assurance Data Analyst
	Business Data Analyst
	Business Intelligence Analyst
	Business Intelligence Analyst I- Data Insights
	Clinical Data Analyst
	Data Analyst
	Data Analyst - Unilever Prestige
	Data Analyst I





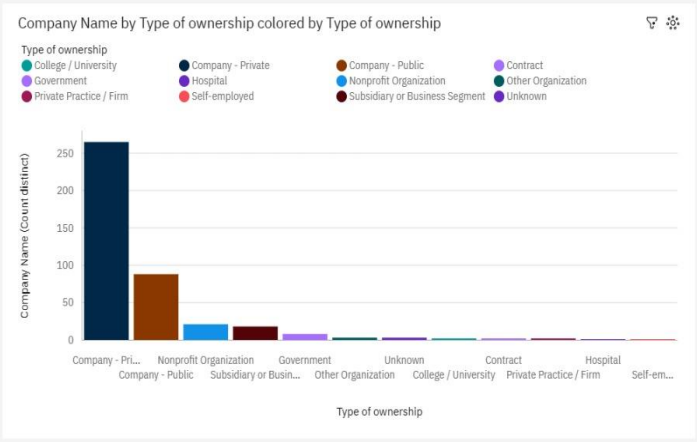
Company Name by Sector

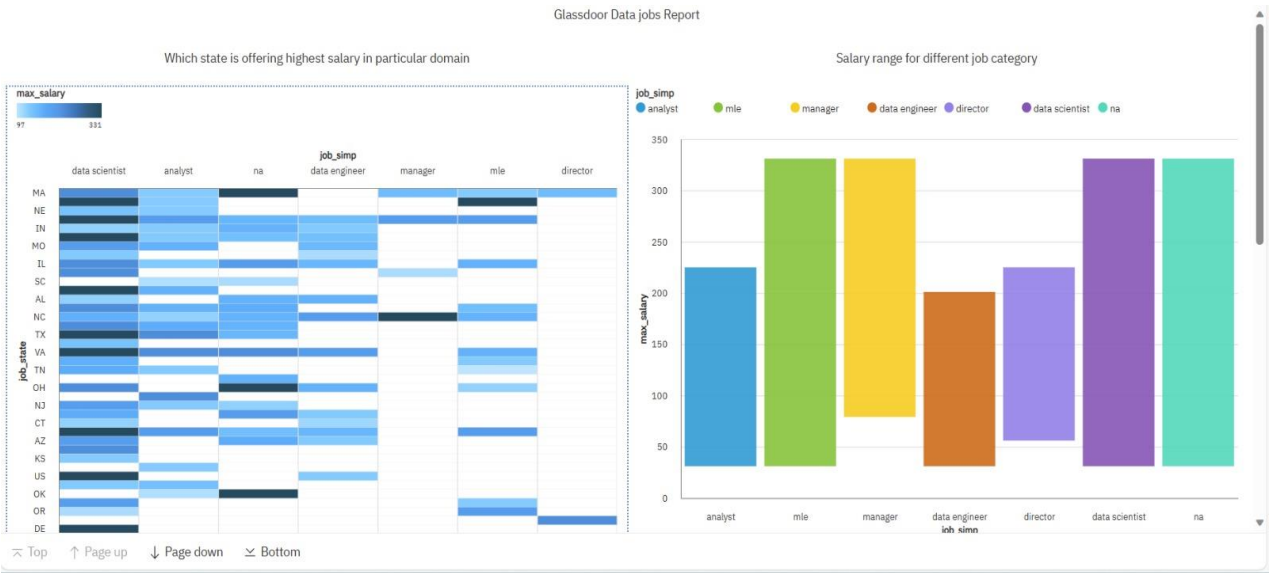
- The total number of results for Company Name, across all sectors, is 660.
- Information Technology is the most frequently occurring category of Sector with a count of 178 items with Company Name values (27 % of the total)



Company Name by Type of ownership

- The overall number of results for Company Name is 633.
- Company - Private is the most frequently occurring category of Type of ownership with a count of 386 items with Company Name values (61 % of the total).





9. ADVANTAGES & DISADVANTAGES

ADVANTAGES:

1. Real-time Job Market Insights:

Glassdoor provides up-to-date job listings, salary information, and company reviews. This real-time data can help job seekers and researchers understand current job market trends and demands.

2. Salary Transparency:

Glassdoor often includes salary information for various job positions. Analyzing this data can provide insights into salary trends, wage gaps, and the economic aspects of the job market.

3. Company Culture and Employee Satisfaction:

Glassdoor allows employees to rate their companies and leave reviews. This data can provide valuable insights into company culture, work-life balance, job satisfaction, and other factors that can influence job seekers' decisions.

4. Industry Trends and Skill Requirements:

By analyzing the types of jobs and skills that are in demand on Glassdoor, researchers can gain a better understanding of industry trends and the skills that are likely to be valuable in the future job market.

5. Location-specific Information:

Glassdoor allows users to search for jobs by location. This data can help job seekers and businesses understand regional variations in job markets, cost of living, and industry-specific opportunities.

DISADVANTAGES:

1. Limited Data Coverage: Glassdoor may not have comprehensive data on all jobs and industries, particularly in emerging fields. This can lead to a biased or incomplete view of the job market.

2. Data Quality and Accuracy: Data on Glassdoor can be user-generated, leading to potential inaccuracies, exaggerations, or biases in job descriptions, salaries, and reviews. Relying on such data may result in flawed conclusions.

3. Lack of Context: Glassdoor data often lacks the broader context needed to fully understand job trends. Factors like industry-specific regulations, economic conditions, and regional differences can significantly impact the job market but may not be reflected in the data.

4. Privacy Concerns: Using job data from platforms like Glassdoor may raise privacy issues, as it involves analyzing and potentially sharing sensitive information about companies, employees, and job

seekers.

5. Selection Bias: Job listings and reviews on Glassdoor are primarily contributed by people who have had experiences worth sharing. This can introduce selection bias, where extreme or atypical experiences are overrepresented, skewing the data analysis.

10. CONCLUSION

The future of work is a dynamic and ever-evolving landscape shaped by various factors, including technological advancements, economic shifts, and changes in employee expectations. Here are some key conclusions and insights that were relevant as of my last update:

1. Digital Transformation: The digital transformation of industries continues to drive demand for jobs in technology, data analysis, artificial intelligence, and automation. This trend is expected to persist as businesses increasingly rely on digital tools and data-driven decision-making.

2. Remote Work: The COVID-19 pandemic accelerated the adoption of remote work, and many organizations are now embracing hybrid work models. This flexibility in work arrangements is likely to remain a significant aspect of the future of work, offering employees more choice and reducing geographical constraints.

3. Skills and Learning: Continuous learning and upskilling are becoming essential for employees to remain competitive in the job market. Lifelong learning is crucial as technology and job requirements change rapidly.

It's important to note that the future of work is highly influenced by external factors, and it evolves continuously. Therefore, staying informed, adaptable, and investing in ongoing learning is essential for both job seekers and employers. For the most up-to-date insights and conclusions, consulting recent reports and analyses would be advisable.

11. FUTURE SCOPE

Analyzing data from Glassdoor job listings can provide insights into the future of work and employment trends.

1. Remote Work: The COVID-19 pandemic accelerated the adoption of remote work. It's likely that even in the future, many jobs will offer remote or hybrid work arrangements. Employers are realizing that remote work can attract talent from a wider geographic area and reduce the need for expensive office space.

2. Tech and Data Roles: Demand for technology-related roles, including data analysis and data science, was on the rise. As companies continue to collect and rely on data, there is expected to be a growing need for professionals who can analyze and interpret this data to drive decision-making.

3. AI and Automation: Automation and artificial intelligence are transforming various industries. While these technologies might replace some jobs, they also create new opportunities in fields like AI development, robot maintenance, and data analysis to derive insights from automated processes.

4. Healthcare and Green Jobs:The healthcare sector has been consistently growing, and the demand for healthcare professionals is expected to continue. Additionally, the transition to a more sustainable economy is likely to drive demand for green jobs in renewable energy, environmental science, and sustainable technology.

5. Soft Skills and Adaptability: While technical skills are essential, soft skills like communication, problem-solving, and adaptability are increasingly valued. The ability to learn and adapt to new technologies and trends will be crucial in the ever-evolving job market.

It's important to note that the job market can vary significantly by location, industry, and economic conditions. The future of work will continue to evolve, and adaptability will be a key trait for job seekers. Keeping an eye on current job listings and industry reports on platforms like Glassdoor can provide real-time insights into the specific trends and job opportunities in your area of interest.

12. APPENDIX

Source Code:

```
<!DOCTYPE html>
<html lang="en">
<head>
  <meta charset="utf-8">
  <meta content="width=device-width, initial-scale=1.0" name="viewport">
  <title>Literacy Rate</title>
  <meta content="" name="description">
  <meta content="" name="keywords">
  <link href="static/style.css" rel="stylesheet">
</head>
<body>
  <header id="header" class="fixed-top">
```

```
    <div class="container d-flex align-items-center justify-content-between">

      <h1 class="logo"><a href="index.html">Education in India</a></h1>

      <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="#services">Story</a></li>

          <li><a class="nav-link scrollto " href="#portfolio">Dashboard</a></li>

          <li><a class="nav-link scrollto" href="#team">Report</a></li>

      </nav>

    </div>

  </header>

  <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>Analysis of Literacy rate in India</h1>

      <h2>Education is key for development of a Nation</h2>

      <a href="#about" class="btn-get-started scrollto">Get Started</a>

      <img src="https://th.bing.com/th/id/OIP.aeg5TY-
pVVp0cEvEToD21gHaEK?w=301&h=180&c=7&r=0&o=5&dpr=1.1&pid=1.7"
class="img-fluid hero-img" alt="" data-aos="zoom-in" data-aos-delay="150">

    </div>

  </section>
```

```
  <main id="main">

    <section id="about" class="about">

      <div class="container">

      </div>

    </section>

    <section id="services" class="services">

      <div class="container" data-aos="fade-up">

        <div class="section-title">

          <h2>Story</h2>

          </div>

          <iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=story&amp;pathRef=.my_folders%2FGlassdoor%2Bstory&amp;closeWindowOnLastView=true&amp;ui_appbar=false&amp;ui_navbar=false&amp;shareMode=embedded&amp;action=view&amp;sceneId=model0000018b3be9435f_00000000&amp;sceneTime=5000"
width="1350" height="900" frameborder="0" gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>

        </div>

      </div>

    </section>

    <section id="portfolio" class="portfolio">

      <div class="container" data-aos="fade-up">

        <div class="section-title">
```

<h1>DashBoard</h1>

<iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=dashboard&pathRef=.my_folders%2FGlassdoor%2Bdashboard&closeWindowOnLastView=true&ui_appbar=false&ui_navbar=false&shareMode=embedded&action=view&mode=dashboard&subView=model0000018b398cf836_00000000" width="1350" height="900" frameborder="0" gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>

</section>

<section id="team" class="team">

<h2>Report</h2>

<iframe
src="https://us3.ca.analytics.ibm.com/bi/?pathRef=.my_folders%2FGlassdoor%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-medi" allowfullscreen=""></iframe>

```
    </section>

  </main>
```

CSS:

```
body {
  font-family: "Open Sans", sans-serif;
  color: #444444;
}

a {
  color: #3b4ef8;
  text-decoration: none;
}

a:hover {
  color: #6c7afa;
  text-decoration: none;
}

h1,
h2,
h3,
h4,
h5,
h6 {
  font-family: "Krub", sans-serif;
}

/*--------------------------------------------------------------
# Back to top button
--------------------------------------------------------------*/
.back-to-top {
  position: fixed;
  visibility: hidden;
  opacity: 0;
```

```
  right: 15px;
  bottom: 15px;
  z-index: 996;
  background: #3b4ef8;
  width: 40px;
  height: 40px;
  border-radius: 4px;
  transition: all 0.4s;
}

.back-to-top i {
  font-size: 28px;
  color: #fff;
  line-height: 0;
}

.back-to-top:hover {
  background: #6272f9;
  color: #fff;
}

.back-to-top.active {
  visibility: visible;
  opacity: 1;
}

/*--------------------------------------------------------------
# Preloader
--------------------------------------------------------------*/
#preloader {
  position: fixed;
  top: 0;
  left: 0;
  right: 0;
  bottom: 0;
  z-index: 9999;
```

```
  overflow: hidden;
  background: #fff;
}

#preloader:before {
  content: "";
  position: fixed;
  top: calc(50% - 30px);
  left: calc(50% - 30px);
  border: 6px solid #3b4ef8;
  border-top-color: #e2e5fe;
  border-radius: 50%;
  width: 60px;
  height: 60px;
  animation: animate-preloader 1s linear infinite;
}

@keyframes animate-preloader {
  0% {
    transform: rotate(0deg);
  }

  100% {
    transform: rotate(360deg);
  }
}

/*----------------------------------------------------------
# Disable aos animation delay on mobile devices
----------------------------------------------------------*/
@media screen and (max-width: 768px) {
  [data-aos-delay] {
    transition-delay: 0 !important;
  }
}
```

```
/*--------------------------------------------------------------
# Header
--------------------------------------------------------------*/
#header {
  background: #f6f7ff;
  border-bottom: 2px solid #eceefe;
  transition: all 0.5s;
  z-index: 997;
  padding: 15px 0;
}

#header .logo {
  font-size: 30px;
  margin: 0;
  padding: 0;
  line-height: 1;
  font-weight: 600;
  letter-spacing: 1px;
  font-family: "Poppins", sans-serif;
}

#header .logo a {
  color: #2d405f;
}

#header .logo img {
  max-height: 40px;
}

/*--------------------------------------------------------------
# Navigation Menu
--------------------------------------------------------------*/
/**
* Desktop Navigation
*/
.navbar {
```

```
  padding: 0;
}

.navbar ul {
  margin: 0;
  padding: 0;
  display: flex;
  list-style: none;
  align-items: center;
}

.navbar li {
  position: relative;
}

.navbar a,
.navbar a:focus {
  display: flex;
  align-items: center;
  justify-content: space-between;
  padding: 10px 0 10px 30px;
  font-family: "Krub", sans-serif;
  font-size: 14px;
  font-weight: 600;
  color: #2d405f;
  white-space: nowrap;
  transition: 0.3s;
}

.navbar a i,
.navbar a:focus i {
  font-size: 12px;
  line-height: 0;
  margin-left: 5px;
}
```

```
.navbar a:hover,
.navbar .active,
.navbar .active:focus,
.navbar li:hover>a {
  color: #3b4ef8;
}
```

PYTHON CODE:

```
from flask import Flask, render_template
app=Flask(__name__)
@app.route("/")
def index():
    return render_template("index.html")

if __name__=="__main__":
    app.run(debug=True,port=8000)
```

GitHub & Project Demo Link:

https://github.com/Hariharan0001/The-Future-of-Work-Data-Analysis-of-Glassdoor-Jobs

https://drive.google.com/file/d/1YHCnf4pW2zDciJ8ryyyKiwqG13sj_T4Q/view?usp=drivesdk