

Business Problem:

Salary Disparities and Workforce Optimization in Data Engineering Roles

Problem Statement:

A technology company wants to optimize its hiring strategy for data engineers and related roles. They have observed variations in salaries based on job titles, experience levels, work types, and company size. However, they are uncertain about how these factors impact hiring costs, talent retention, and remote work preferences.

Key Challenges:

1. **Salary Optimization** – The company needs to ensure competitive yet cost-effective salaries to attract and retain skilled data professionals while staying within budget.
2. **Remote Work Strategy** – With a significant number of remote engineers, the company must decide whether offering more remote positions can help attract top talent at a lower cost.
3. **Talent Retention and Growth** – Understanding the salary distribution by experience level can help structure promotions and career development opportunities.
4. **Employment Type Decisions** – The company needs to assess whether hiring full-time, contract, or freelance engineers would be more cost-effective and beneficial for long-term growth.