

2021-2023各領域人資各項分析

程式連結：

https://github.com/Ho-Shu-wei/PL-Repo/blob/main/certification_analysis.py

<https://github.com/Ho-Shu-wei/PL-Repo/blob/main/PL-hw2.py>

資料視覺化圖表連結：

<https://github.com/Ho-Shu-wei/PL-Repo/blob/main/%E5%90%84%E7%94%A2%E6%A5%AD%E4%BA%BA%E8%B3%87%E8%96%AA%E6%B0%B4%E8%B3%87%E6%96%99%E8%A6%96%E8%A6%BA%E5%8C%96.png>

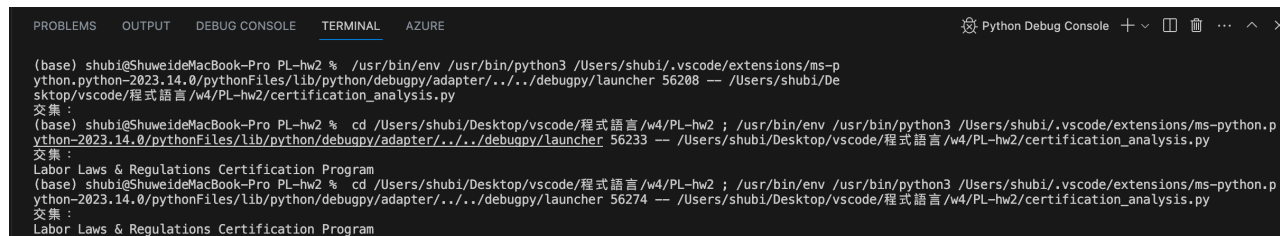
<https://github.com/Ho-Shu-wei/PL-Repo/blob/main/%E6%9C%80%E7%86%B1%E9%96%80%E4%BA%BA%E8%B3%87%E8%AD%89%E7%85%A7%E8%B3%87%E6%96%99%E8%A6%96%E8%A6%BA%E5%8C%96.png>

分析前提：

根據各產業及年資對應的人資工作薪資資料，包含產業類別、年資與年薪、當月企業愛用人資證照以及人資十大熱門證照，以下方三題題目去做分析並撰寫程式：

問題一：當月企業愛用人資證照與人資十大熱門證照的交集為何？

可以知道交集為Labor Laws & Regulations Certification Program，代表此證照同時為當月企業愛用人資證照也是人資十大熱門證照，因此是人資市場中相當重要的證照。程式跑完的輸出結果可看下方截圖：



```
PROBLEMS OUTPUT DEBUG CONSOLE TERMINAL AZURE Python Debug Console + - [ ] ... ^ x
(base) shubi@ShuweideMacBook-Pro PL-hw2 % /usr/bin/env /usr/bin/python3 /Users/shubi/.vscode/extensions/ms-p
ython.python-2023.14.0/pythonFiles/lib/python/debugpy/adapters/..../debugpy/launcher 56208 -- /Users/shubi/De
sktop/vscode/程式語言/w4/PL-hw2/certification_analysis.py
交集：
(base) shubi@ShuweideMacBook-Pro PL-hw2 % cd /Users/shubi/Desktop/vscode/程式語言/w4/PL-hw2 ; /usr/bin/env /usr/bin/python3 /Users/shubi/.vscode/extensions/ms-python.p
ython-2023.14.0/pythonFiles/lib/python/debugpy/adapters/..../debugpy/launcher 56233 -- /Users/shubi/Desktop/vscode/程式語言/w4/PL-hw2/certification_analysis.py
交集：
Labor Laws & Regulations Certification Program
(base) shubi@ShuweideMacBook-Pro PL-hw2 % cd /Users/shubi/Desktop/vscode/程式語言/w4/PL-hw2 ; /usr/bin/env /usr/bin/python3 /Users/shubi/.vscode/extensions/ms-python.p
ython-2023.14.0/pythonFiles/lib/python/debugpy/adapters/..../debugpy/launcher 56274 -- /Users/shubi/Desktop/vscode/程式語言/w4/PL-hw2/certification_analysis.py
交集：
Labor Laws & Regulations Certification Program
```

問題二：何種產業的人事／人力資源專員薪資最高？

可以知道是Electronics/Information Technology/Software/Semiconductors這個產業領域的起薪最高，為35000元。而後續排列可以看下方截圖：

```
Less than 1 year salary 的產業名稱 (Industry) :  
Electronics/Information Technology/Software/Semiconductors  
Construction/Real Estate Related  
Politics/Religion/Social Welfare  
Legal/Accounting/Consulting/R&D/Design  
Medical Care/Environmental Health  
Tourism/Leisure/Sports  
Education/Publishing/Arts Related  
Wholesale/Retail  
Agriculture/Forestry/Fisheries/Hydro Resources  
General Traditional Manufacturing  
Transportation/Logistics/Warehousing  
General Service Industry  
Food/Beverage/Accommodation Services  
Mass Communication Related  
Finance/Investment/Insurance Related
```

問題三：資料中各產業less than 1 year salary以及more than 7 years salary薪資相差值最大的產業為何？

有最大相差值的產業領域為Finance/Investment/Insurance Related，可以知道起薪最高的產業並不一定在7年後也使同樣最高，反而薪資漲幅最高的是其他領域。

程式輸出結果如下方截圖：

```
各產業 Less than 1 year salary 和 More than 7 years salary 的薪資差值：  
Electronics/Information Technology/Software/Semiconductors: 5100  
General Traditional Manufacturing: 4500  
Politics/Religion/Social Welfare: 7500  
Finance/Investment/Insurance Related: 19000  
Legal/Accounting/Consulting/R&D/Design: 16149  
Transportation/Logistics/Warehousing: 11000  
Construction/Real Estate Related: 5000  
Medical Care/Environmental Health: 3700  
Agriculture/Forestry/Fisheries/Hydro Resources: 8600  
General Service Industry: 10000  
Tourism/Leisure/Sports: 2600  
Food/Beverage/Accommodation Services: 4100  
Mass Communication Related: 10500  
Education/Publishing/Arts Related: 5000  
Wholesale/Retail: 7000
```

薪資差值最大的產業：Finance/Investment/Insurance Related，差值為 19000

資料來源：

<https://nabi.104.com.tw/certify/topic/human-resources>

<https://www.jobsalary.com.tw/salarycompare.aspx?codeNo=100202>