📊 Power BI Capstone Portfolio Project

This project explores global trends in job satisfaction and career transitions into data roles. With a combination of interactive dashboards and powerful visual storytelling, it provides valuable insights for stakeholders, educators, and HR professionals seeking to understand what drives satisfaction and growth in the data profession.

# 1. Project Overview

This capstone project analyzes real-world survey data to evaluate the satisfaction levels of professionals who transitioned into data careers, alongside regional patterns in income, job motivation, and gender inclusion. It leverages Power BI's advanced data modeling and visualization capabilities to present insights in a compelling format.

# 2. Objectives

- Understand career satisfaction across industries and regions  
- Discover income patterns by experience and education  
- Identify key motivations for job transitions  
- Reveal gender and regional disparities in data transitions  
- Present actionable recommendations for stakeholders

# 3. Data Preparation & Cleaning

Using Power Query in Power BI, the dataset underwent rigorous cleaning:  
- Removed duplicates and null-heavy fields  
- Standardized categorical values (e.g., 'yes', 'Yes', 'Y')  
- Split compound columns, renamed headers  
- Applied type transformations  
- Added custom columns: Age Bracket, Income Tier, Experience Category

# 4. Dashboard Overview

## A. Job Satisfaction Dashboard

- KPIs: Total Respondents, Total Income, Average Satisfaction, Count of Professions  
- Charts: Gender Satisfaction, Age vs Transition, Annual Income by Education/Experience  
- Pie & Donut Charts: Satisfaction by Industry, Satisfied Transitioners  
- Slicers: Region, Gender, Education Level

## B. Regional Transition Dashboard

- Visuals: Income Trends by Region, Gender vs Reason for Work, Region by Satisfaction  
- Map View: Global distribution of respondents  
- Key Metrics: Income, Career Switch Difficulty, Gender Participation

# 5. Key Insights & Interpretation

- 67.85% of professionals aged 26–35 transitioned into data roles  
- Male satisfaction rate stands at 75.75%  
- Tech industry leads with 843 satisfied professionals  
- Higher education and experience drive better income outcomes  
- South America shows lower satisfaction despite moderate transitions  
- Africa and Asia have high transition interest but lower compensation

# 6. Recommendations for Stakeholders

1. Increase investment in early-career transition programs (ages 18–25)  
2. Promote gender inclusion through training and scholarships  
3. Address satisfaction gaps in Education and Telecom sectors  
4. Bridge income disparity in underrepresented regions  
5. Leverage education and certifications to uplift earning capacity  
6. Expand hybrid/remote roles for global workforce participation

# 7. Stakeholder Value

This project delivers clear, data-backed insights to guide HR teams, policymakers, and training institutions in shaping inclusive, rewarding career paths. The visuals allow decision-makers to filter by key dimensions such as gender, region, industry, and satisfaction—empowering better talent strategies.

# 8. Project Deliverables

- Power BI Dashboard (.pbix): Visual analysis of job satisfaction and regional transition trends  
- PDF Export: Static view for non-technical stakeholders  
- This Summary Report: One-page executive brief  
- GitHub Repository: Project files, README, and insights