DSAI GROUP PROJECT

Group 2:

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DATA SCIENCE INDUSTRY

PROBLEM STATEMENT

GOAL : To provide a valuable resource for job seekers, employers, and researchers who want to understand the job market for Data Science roles and optimize their hiring and recruiting strategies.

Numerous factors that can influence the salary range for a given job type

Analyse salaries of different jobs in the data science industry by using a combination of machine learning algorithms and statistical techniques.

DATA SET

Data Science Job Salaries

#	work_year	experience_level	employment_type	job_title	salary	salary_currency	salary_in_usd	employee_reside...	remote_ratio	company_location	company_size
#	Work Year	Experience Level	Employment Type	Job Title	Salary	Salary Currency	Salary in USD	Employee Residence	Remote Ratio	Company Location	Company Size
 0 606	 2020 2022	SE 46% MI 35% Other (114) 19%	FT 97% PT 2% Other (9) 1%	Data Scientist 24% Data Engineer 22% Other (332) 55%	 4000 30.4m	USD 66% EUR 16% Other (114) 19%	 2859 600k	US 55% GB 7% Other (231) 38%	 0 100	US 58% GB 8% Other (205) 34%	M 54% L 33% Other (83) 14%
0	2020	MI	FT	Data Scientist	70000	EUR	79833	DE	0	DE	L
1	2020	SE	FT	Machine Learning Scientist	260000	USD	260000	JP	0	JP	S
2	2020	SE	FT	Big Data Engineer	85000	GBP	109024	GB	50	GB	M
3	2020	MI	FT	Product Data Analyst	20000	USD	20000	HN	0	HN	S
4	2020	SE	FT	Machine Learning Engineer	150000	USD	150000	US	50	US	L
5	2020	EN	FT	Data Analyst	72000	USD	72000	US	100	US	L
6	2020	SE	FT	Lead Data Scientist	190000	USD	190000	US	100	US	S

DATA FILTERING AND CLEANING

	work_year	experience_level	employment_type	job_title	salary	salary_currency	salary_in_usd	employee_residence	remote_ratio	company_location	company_size
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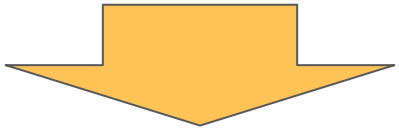

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1	2020	Senior-level / Expert	Full Time	Machine Learning Scientist	260000	USD	260000	Japan	On-site	Japan	Small	Machine Learning Scientist
2	2020	Senior-level / Expert	Full Time	Big Data Engineer	85000	GBP	109024	United Kingdom (Great Britain)	Partially Remote	United Kingdom (Great Britain)	Medium	Data Engineer
3	2020	Mid-level / Intermediate	Full Time	Product Data Analyst	20000	USD	20000	Honduras	On-site	Honduras	Small	Data Analyst
4	2020	Senior-level / Expert	Full Time	Machine Learning Engineer	150000	USD	150000	United States of America	Partially Remote	United States of America	Large	Machine Learning Engineer

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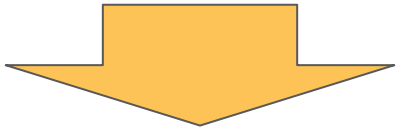

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Renamed the country codes, remote ratios and company size from abbreviations to its full name.

We created a new column called “job_type” which used a dictionary to reclassify the Job title due to the multiple levels that can be obtained in a job.

Data Column Descriptions

work_year	The year the salary was paid.
experience_level	The experience level in the job during the year EN: Entry-level/Junior MI: Mid-level / Intermediate SE: Senior-level / Expert EX: Executive-level / Director
employment_type	The type of employment for the role: **PT** Part-time **FT** Full-time **CT** Contract **FL** Freelance
job_title	The role worked in during the year.
salary	The total gross salary amount paid.
salary_currency	The currency of the salary paid as an ISO 4217 currency code.
salary_in_usd	The salary in USD
employee_residence	Employee's primary country of residence in during the work year as an ISO 3166 country code.
remote_ratio	The overall amount of work done remotely, **0:** No remote work (less than 20%) **50**: Partially remote **100**: Fully remote (more than 80%)
company_location	The country of the employer's main office or contracting branch as an ISO 3166 country code.
company_size	The average number of people that worked for the company: **S:** less than 50 employees (small) **M:** 50 to 250 employees (medium) **L:** more than 250 employees (large)
job_type	Job title is mapped to a broader field of Job type for easier categorization

SALARIES ANALYSIS

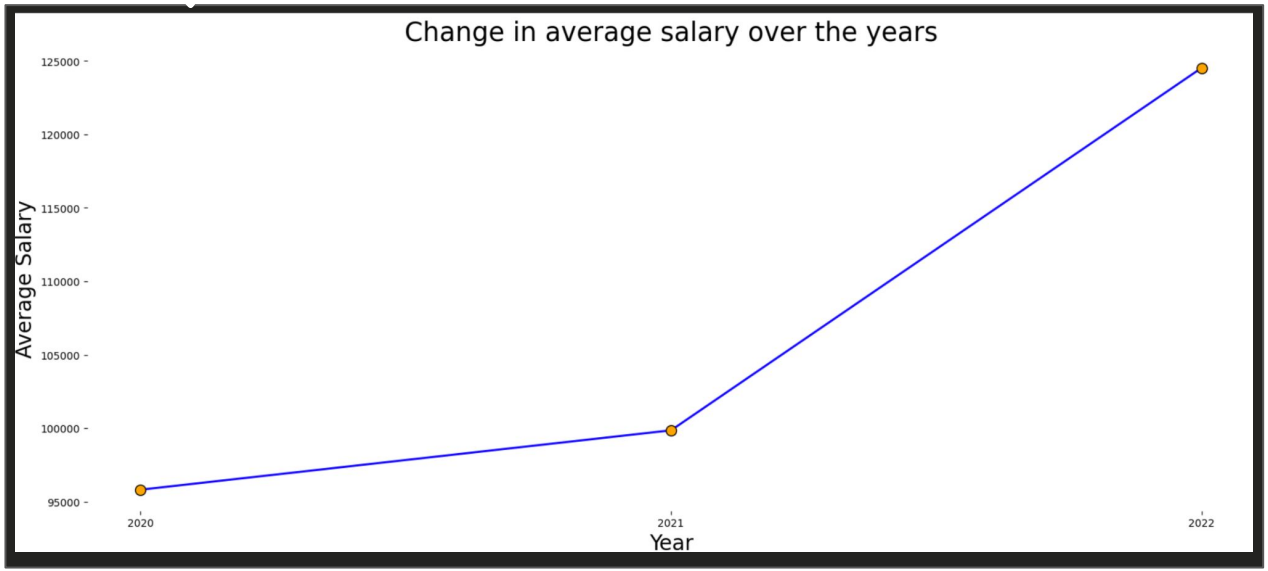
Salaries compared with other factors

Relationship between Salary and Work Year

Finding changes in salary over the years

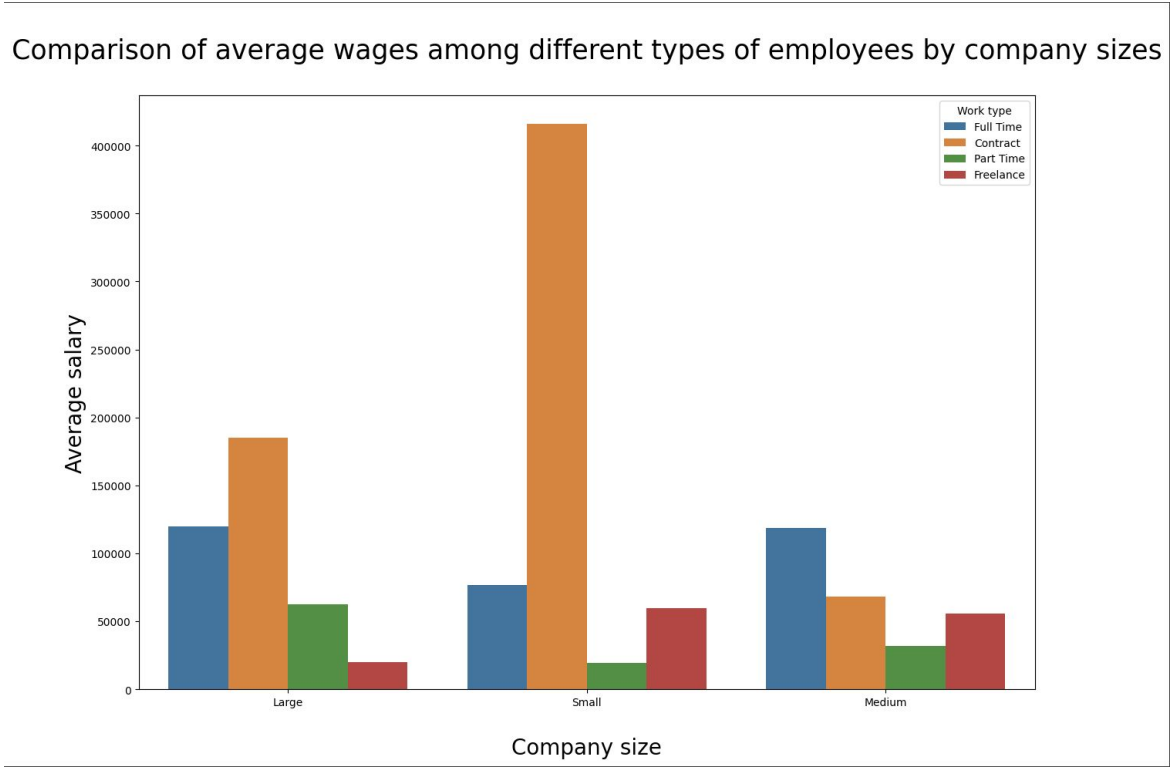
	work_year	mean_salary_in_usd
0	2020	95813.000000
1	2021	99853.792627
2	2022	124522.006289

- We used the mean of salaries each year to see the changes in salary over these 3 years
- Average salary has increased over the years
- Significant increase from 2021 to 2022



Relationship between Salary and Company Size

Finding salaries vs company size along with the work type

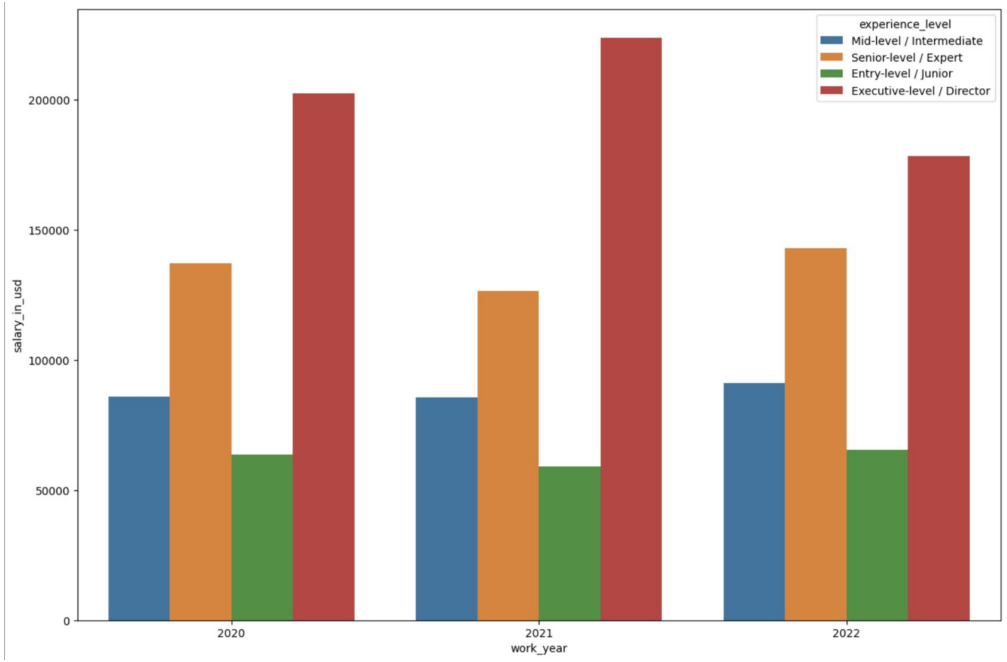


- We notice that the proportion of wages for contract workers is highest in small size companies.
- However, it is also interesting to notice that their salary is the highest in large size companies as well.

Relationship between Salary and Experience Level

Finding salaries vs company size along with the work type

	work_year	experience_level	salary_in_usd
0	2020	Entry-level / Junior	63648.600000
1	2020	Executive-level / Director	202416.500000
2	2020	Mid-level / Intermediate	85950.062500
3	2020	Senior-level / Expert	137240.500000
4	2021	Entry-level / Junior	59101.021277
5	2021	Executive-level / Director	223752.727273
6	2021	Mid-level / Intermediate	85490.088889
7	2021	Senior-level / Expert	126596.188406
8	2022	Entry-level / Junior	65423.428571
9	2022	Executive-level / Director	178313.846154
10	2022	Mid-level / Intermediate	91193.956044
11	2022	Senior-level / Expert	143043.398964



- There has been a dip in the average salaries for the executive position from 2021 to 2022.
  - Data Science is an emerging field + massive developments the past year
  - Companies would be out for hiring fresher newer talents

Relationship between Salary and Job Titles

Top 10 Salaries and their respective jobs in each year

2020

	job_title	salary_in_usd
33	Research Scientist	450000
63	Data Scientist	412000
25	Director of Data Science	325000
1	Machine Learning Scientist	260000
37	Machine Learning Engineer	250000
67	Data Science Manager	190200
6	Lead Data Scientist	190000
47	Data Engineer	188000
4	Machine Learning Engineer	150000
55	Principal Data Scientist	148261

2021

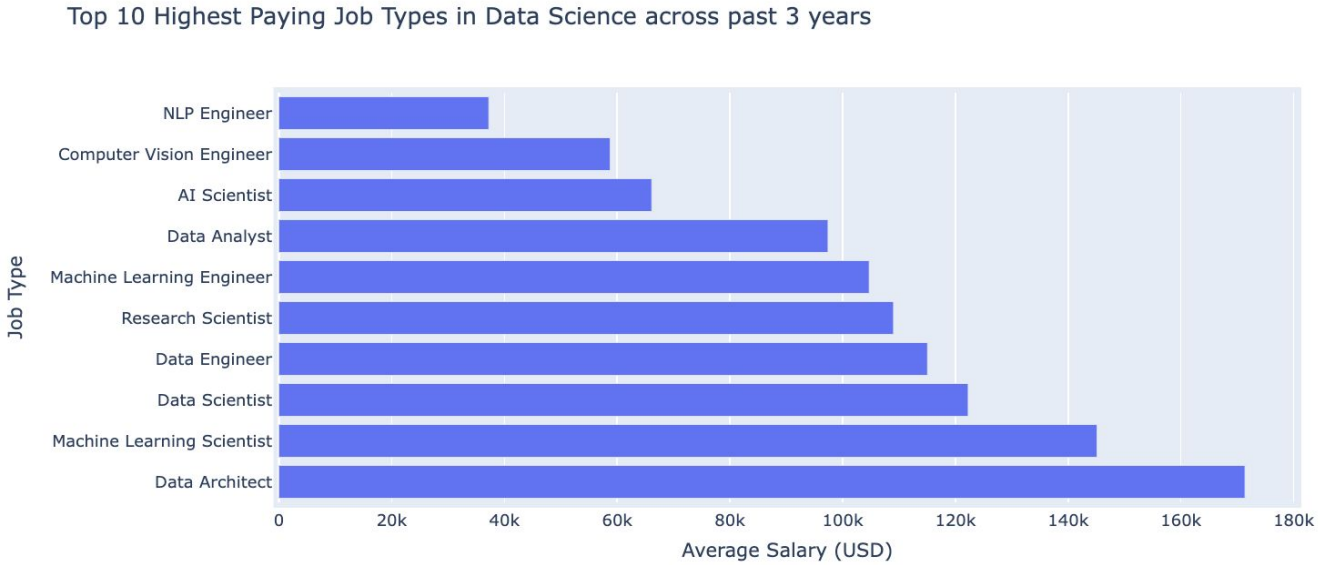
	job_title	salary_in_usd
252	Principal Data Engineer	600000
97	Financial Data Analyst	450000
157	Applied Machine Learning Scientist	423000
225	Principal Data Scientist	416000
93	Lead Data Engineer	276000
78	ML Engineer	270000
231	ML Engineer	256000
167	Director of Data Science	250000
141	Data Science Manager	240000
74	Head of Data	235000

2022

	job_title	salary_in_usd
523	Data Analytics Lead	405000
519	Applied Data Scientist	380000
482	Data Engineer	324000
534	Data Architect	266400
416	Data Scientist	260000
337	Data Engineer	243900
309	Data Engineer	242000
421	Data Science Manager	241000
486	Data Scientist	230000
592	Data Scientist	230000

Relationship between Salary and Job Titles

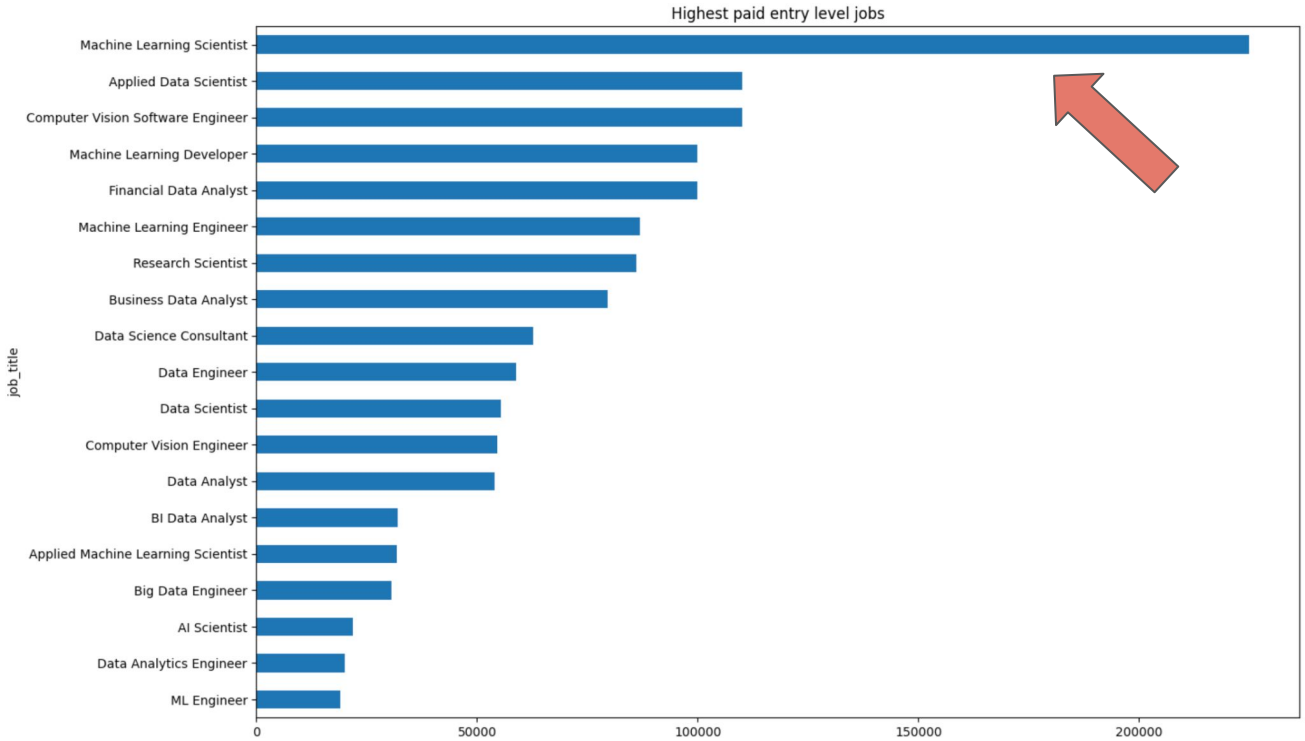
Top 10 Jobs with the highest maximum salary across the 3 Years



- Scientists and engineers dominate the top 10 jobs
- Data related jobs have a higher pay the past 3 years

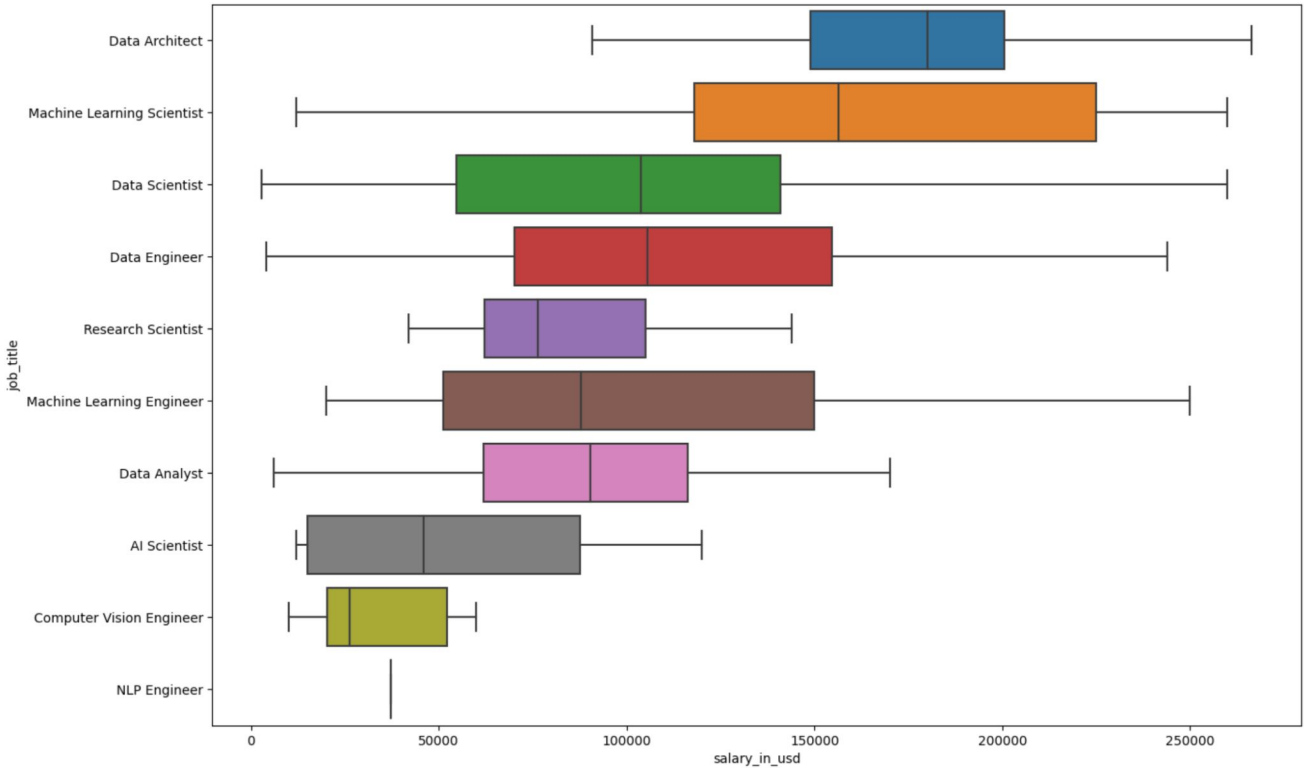
Relationship between Salary and Entry Level Candidates

Highest Paid entry level job



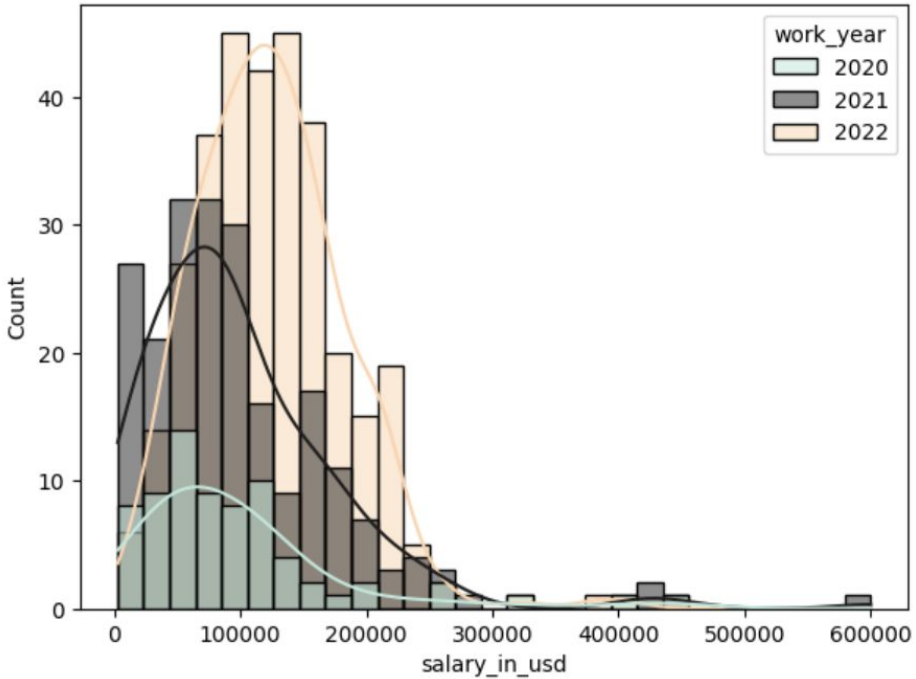
- The highest paid entry level job is Machine Learning Scientist, whose salary is more than double the second highest paid job of Applied Data Engineer
- The rest of the salaries are between 75000 and 120000 USD

Distribution Of Salaries for Job Type

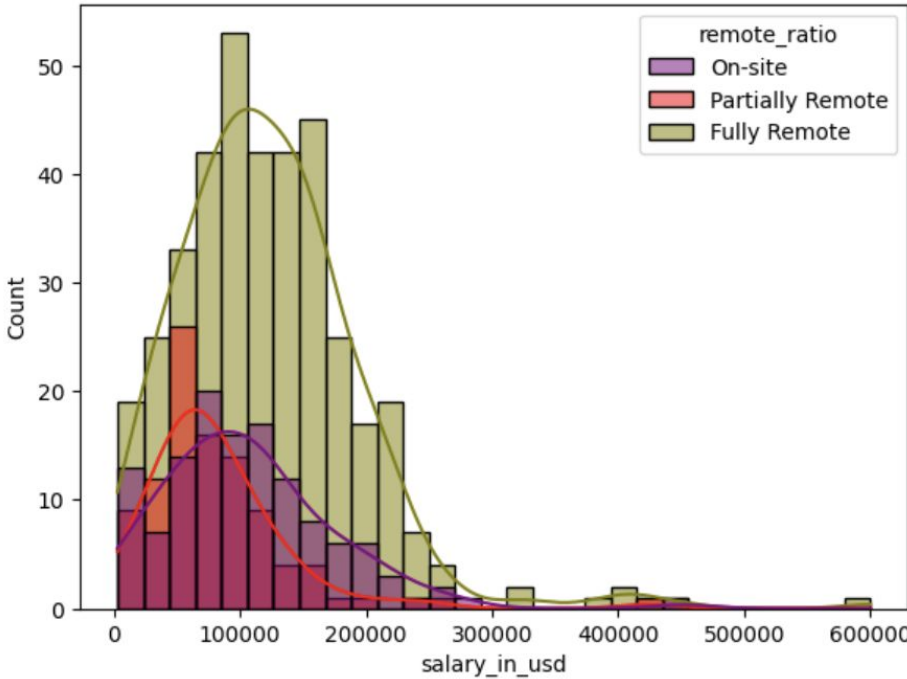


- Data scientist has the widest range of salary
- Data Architect has the highest mean pay

Salary with work year and remote ratio



- From the graph above, we can see that the average salary in the data science industry has increased slightly over the years due to the shift in the peak of the distribution towards the right.

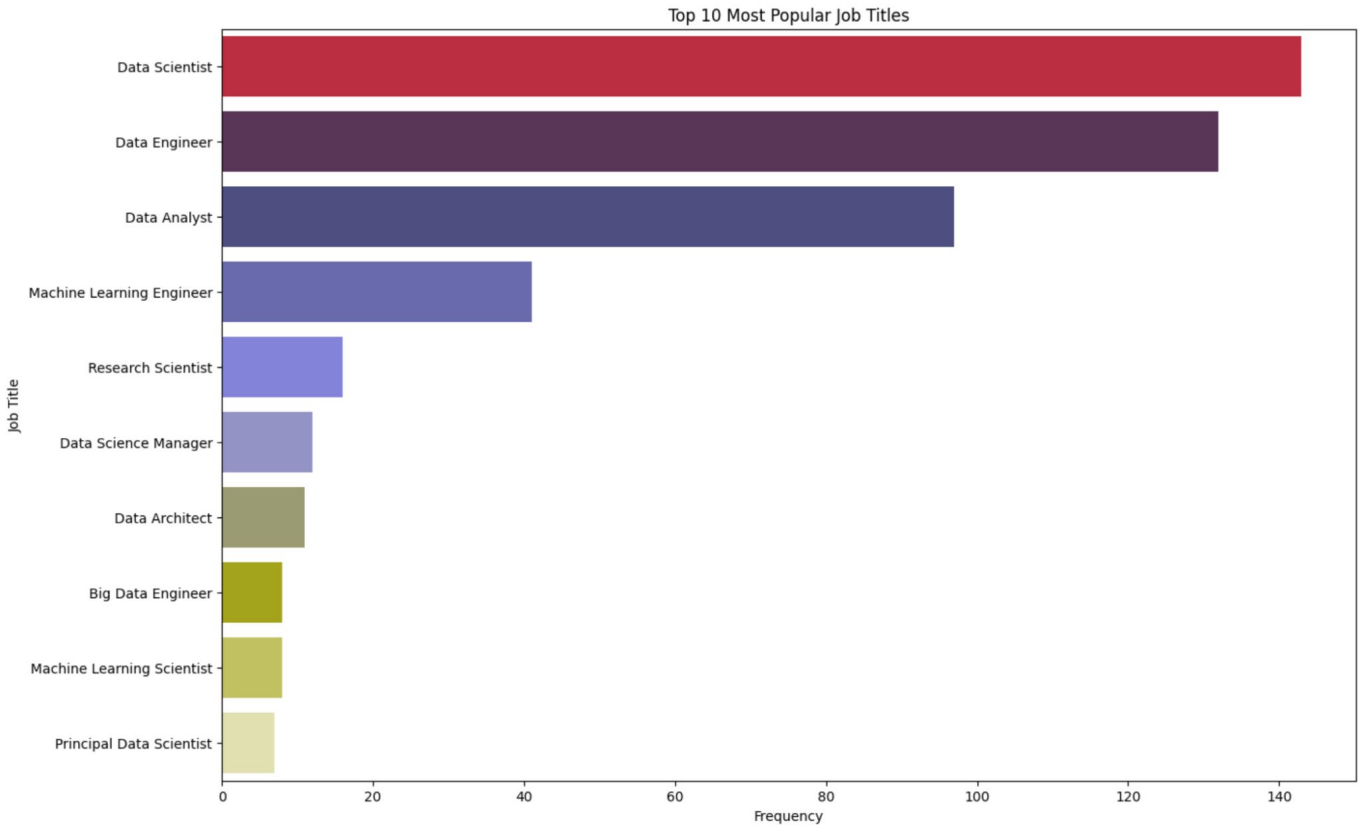


- From the graph above, we can see that fully remote jobs are the most popular
- Fully remote & on-site peaks around 120000 USD, while partially remote is about 80000 USD

OTHER ANALYSIS

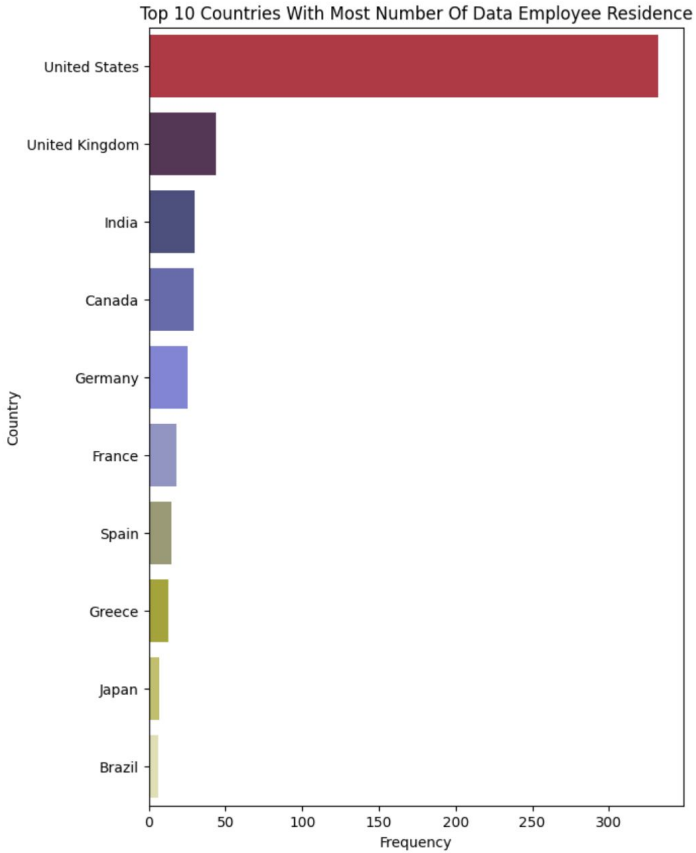
Salaries aside...

Most Popular Jobs



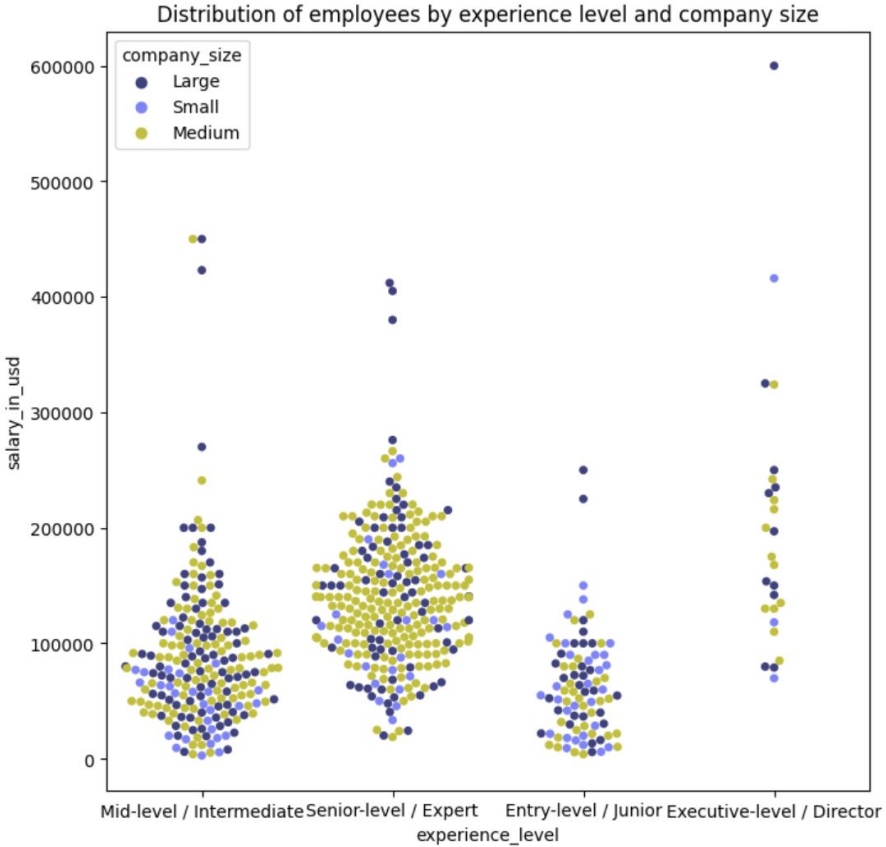
- The most popular job is to do with handling the data itself, as we can see from the graph on the left with data scientist, data engineer and data analyst.

Countries where most no.of Data Science employees reside



- The country with most number of data science jobs is The United States of America

Salary Distribution by Experience Level and Company Size

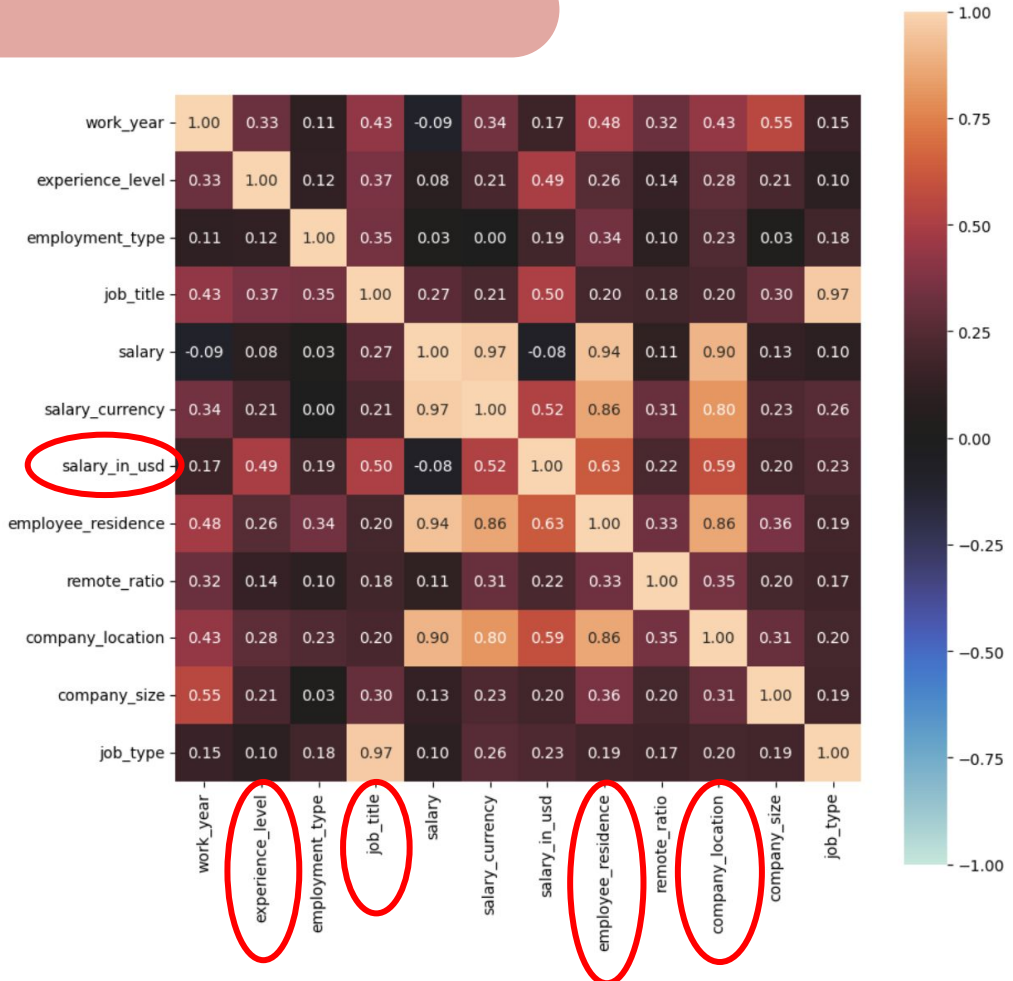


- Senior employees in large companies are generally paid higher salaries compared to mid-size and small companies.

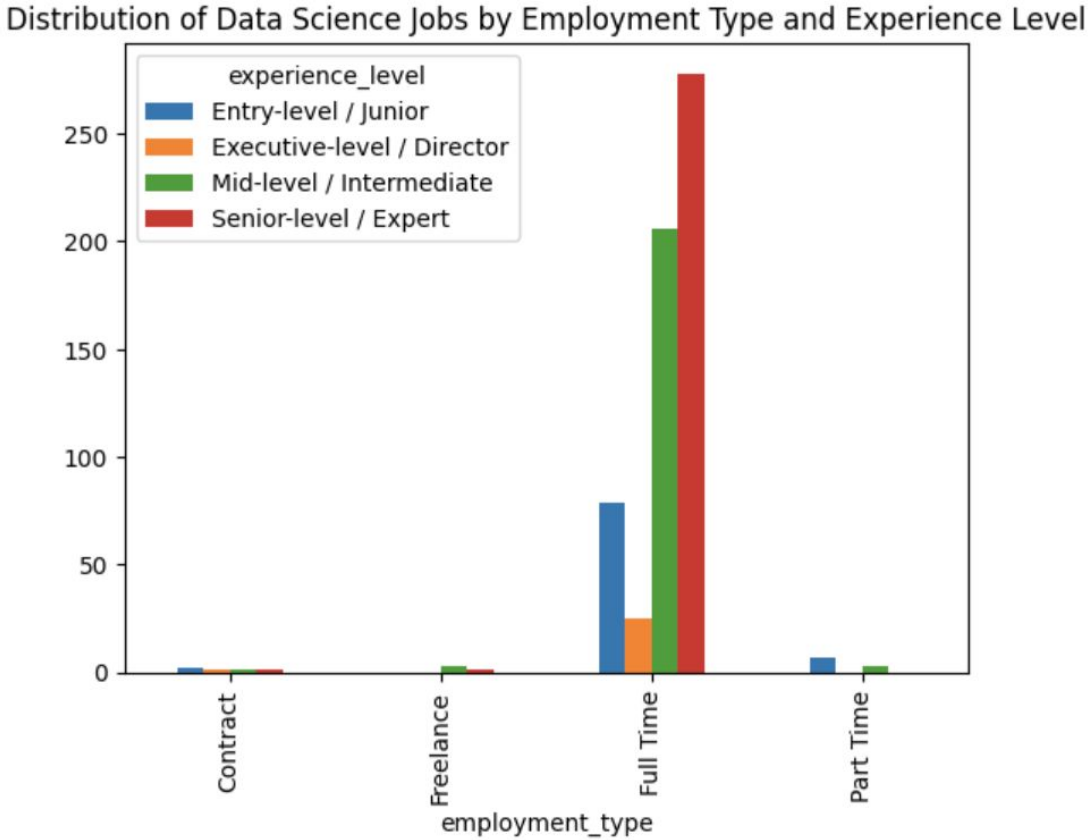
- There are some outliers in every category.
  - Suggests some employees are being paid much more or much less compared to their peers.

Correlation

- Used a library extension called Dython to calculate correlation with the categorical variables
- Based on the correlation matrix, we can see that certain factors do not have such a strong impact on the others.
- Factors that have an impact on salary are:
  - Experience level, job title, employee residence and company location



Experience Level and Employment Type



Since this data set included different experience levels, understanding the impact of experience level with different factors can help us to understand more on the data set.

From the graph:

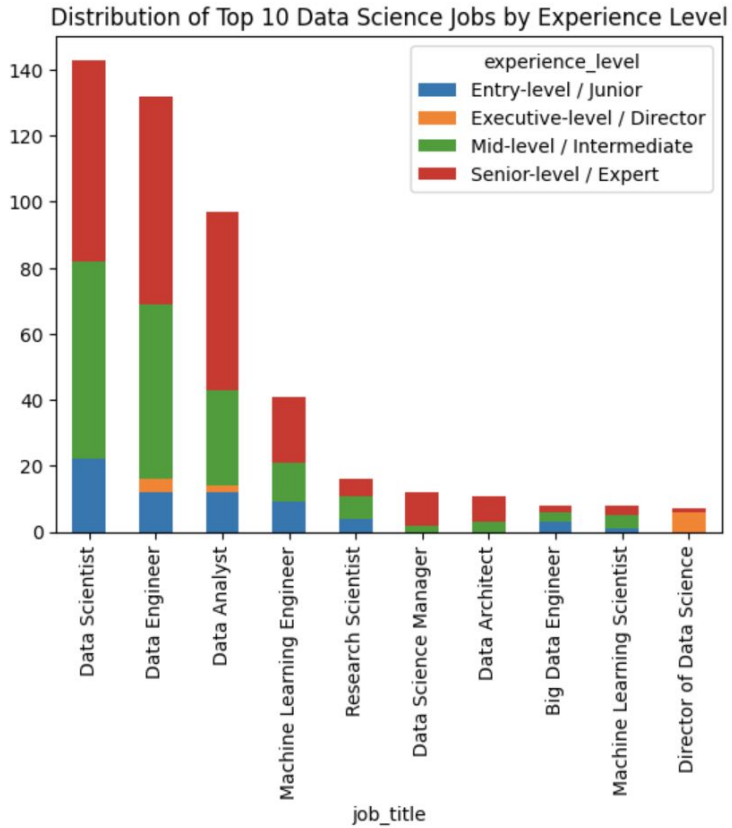
- Part-Time only consists of Entry-level and Mid-level employees
- Freelance only consists of Mid-level and Senior-level employees

Experience Level and Company size

From the Graph:

- Entry-level and Executive-level have pretty equal numbers in different company sizes.
- Mid-level tends to be more prominent in medium to large companies.
- Senior-level dominates the medium sized companies.

Experience Level and Employment Type



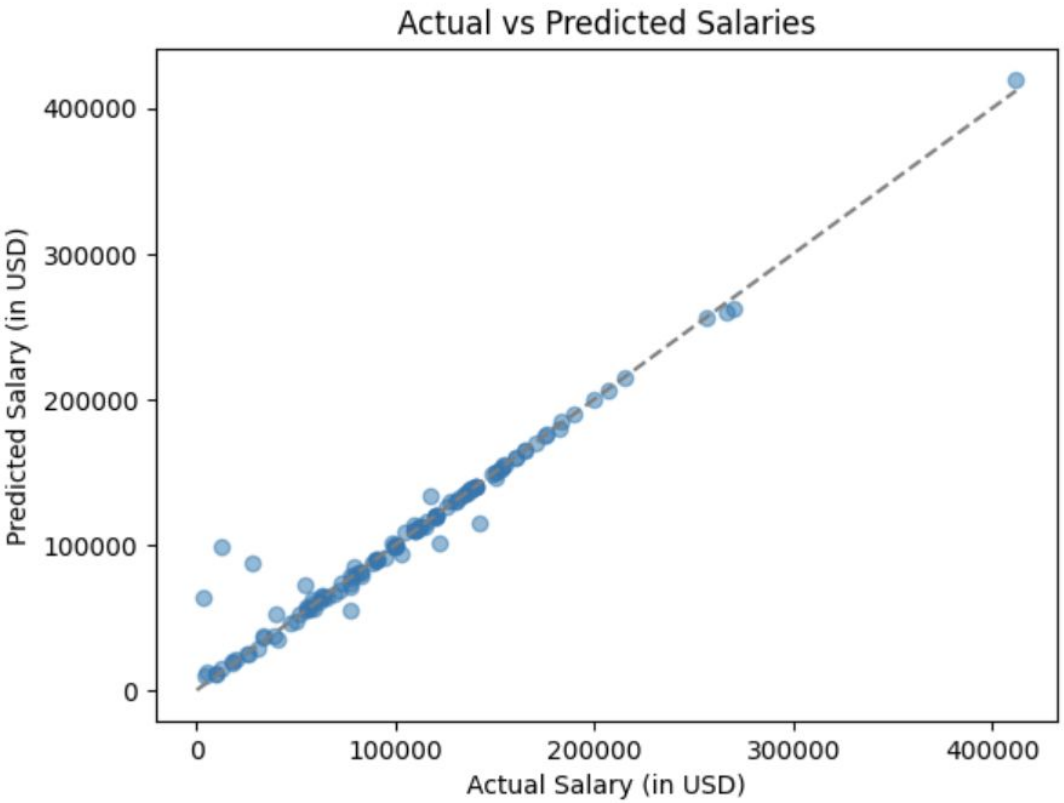
From the Graph:

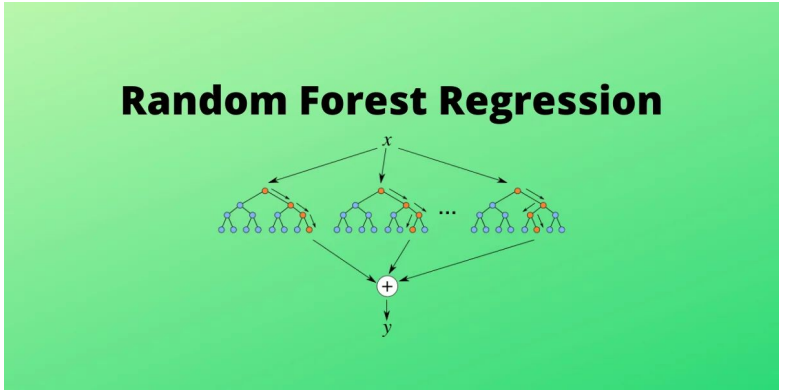
- Data scientist has no Executive level employees unlike data engineers and analysts.
- In the Top 3 jobs, Senior-level dominates the field, followed by Mid-level, then entry-level, and lastly executive-level.

PREDICTION

Using our model to predict salaries

Salary Prediction

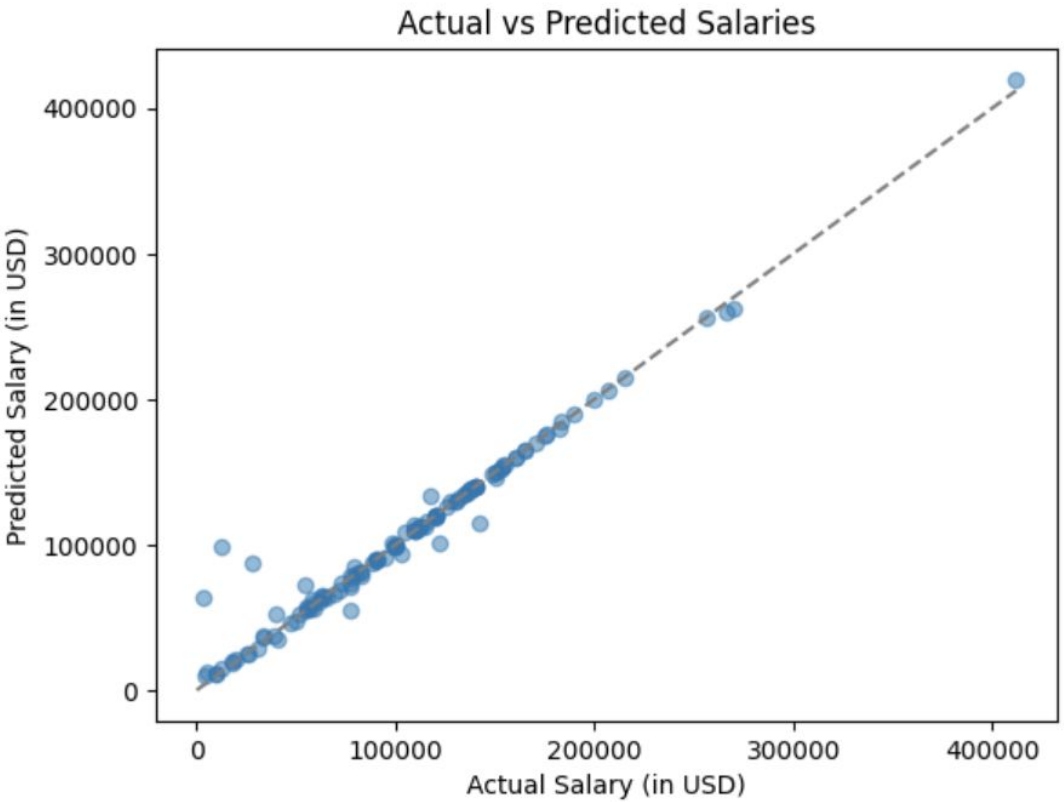




To predict the salary, we used **Random Forest Regression**.

- Uses **ensemble method** (combines multiple decision trees for prediction)
- Categorical features converted to numerical using **one hot encoding** for the regression model
- Dataset split → 80 (train) : 20 (test)

Salary Prediction

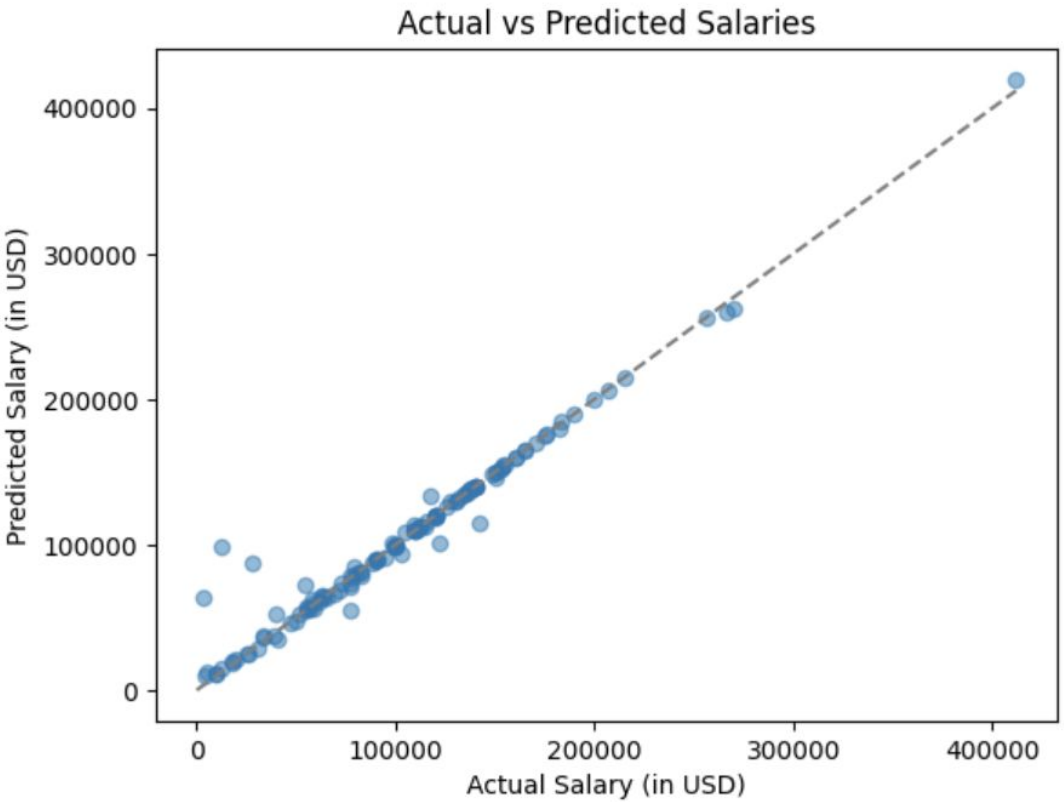



```
Goodness of Fit of Model          Test Dataset
Mean Absolute Error: 4039.0853278688523
Root Mean Squared Error: 12116.939912939017
R-squared Score: 0.9616914330598377

Training R-squared: 0.  37438656418843
Testing R-squared: 0.9  6914330598377
```

- **Mean Absolute Error (MAE):**
  - measures average absolute difference between the predicted and actual values.
  - The MAE value found mean predicted salaries are off by around $4,039 from the actual salaries.

Salary Prediction

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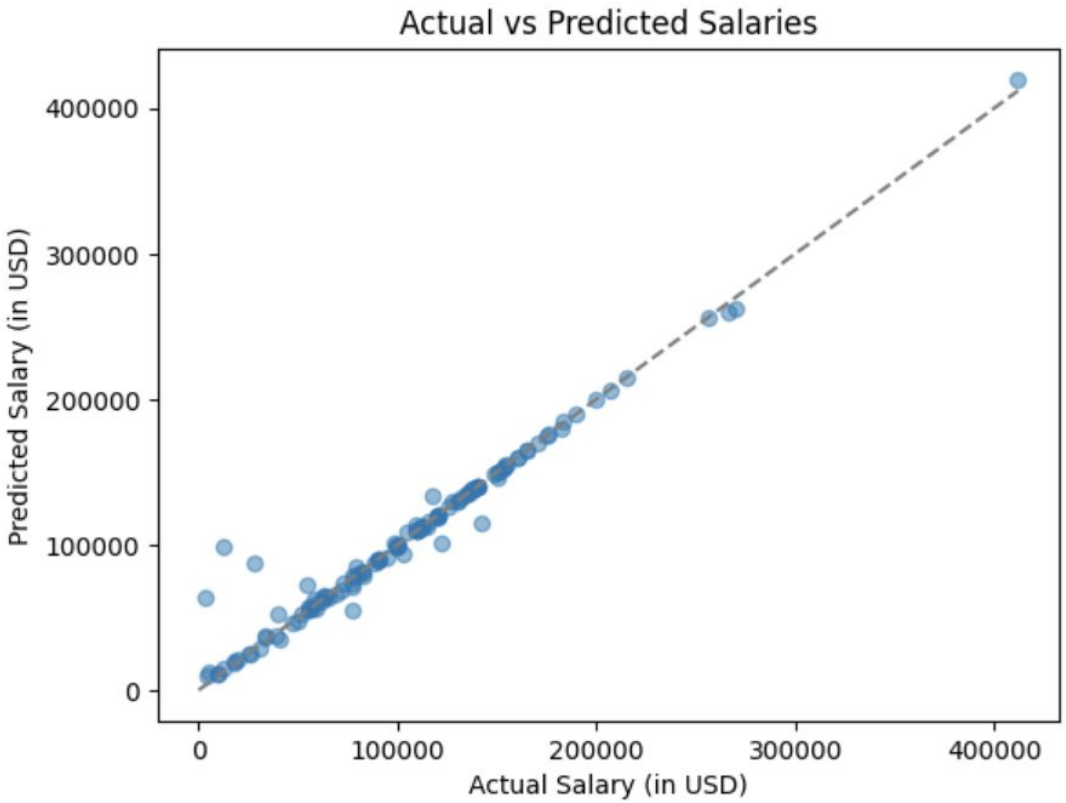
- **Root Mean Squared Error (RMSE)**
  - Measures square root of the average squared difference between the predicted and actual values.
  - The predicted salaries are off by around $12,116 from the actual salaries.

Salary Prediction

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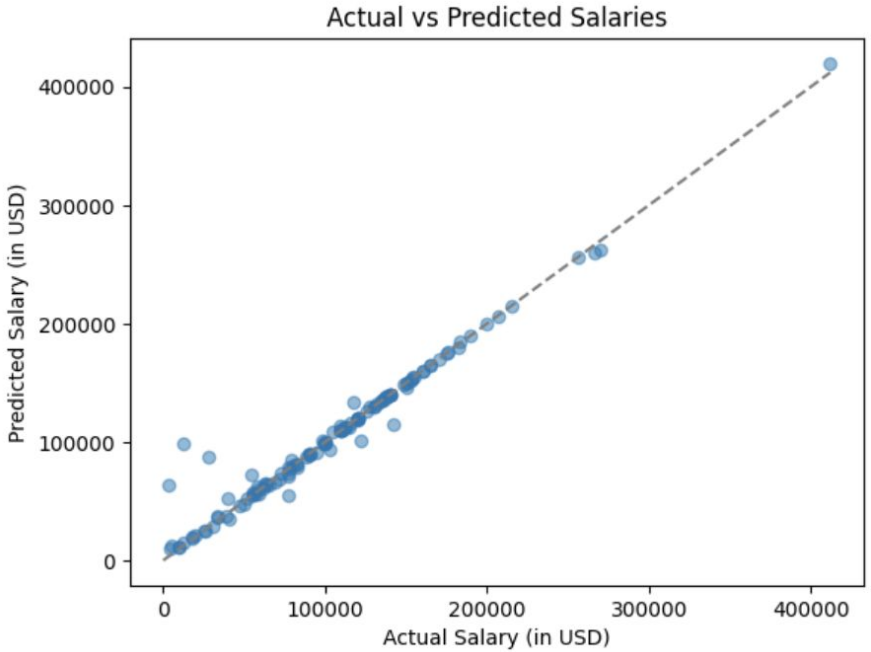
- **R-squared Score (R2):**
  - Measures proportion of the variance in the target variable that is explained by the model.
  - The R2 value of 0.962 indicates that around 96.2% of the variance in the target variable (salary) is explained by the model.
  - A high R2 score suggests that the model is able to capture most of the important patterns in the data

Salary Prediction

```
Cross-validation scores: [0.94824974 0.96395398 0.86065312 0.91152812 0.9687874 ]
Mean CV score: 0.9306344734487577
Std CV score: 0.04034495284790119
```



Check for Overfitting

- We used **Cross-Validation** with 5 folds and printing the mean CV score and Std CV score.
  - Splits the model into several training and test datasets
- High mean value (0.9306) and very low standard deviation (0.0403)
  - Shows model on average performs consistently well across different subsets of data
- Shows that the model is not overfitting to the training data and generalizing well to new, unseen data

IMPORTANCE

	Importance
salary	0.718145
salary_currency_USD	0.161375
employee_residence_US	0.073793
job_title_Principal Data Engineer	0.007662
salary_currency_CAD	0.003128
...	...
company_location_IE	0.000000
employee_residence_HN	0.000000
job_title_Marketing Data Analyst	0.000000
company_location_KE	0.000000
employee_residence_DZ	0.000000

- The top few rows are the most important in predicting our target variable.
- It is interesting to see that the target variable (salary_currency_USD) itself is not the most important.

OUTCOMES & INSIGHTS

What have we learnt?

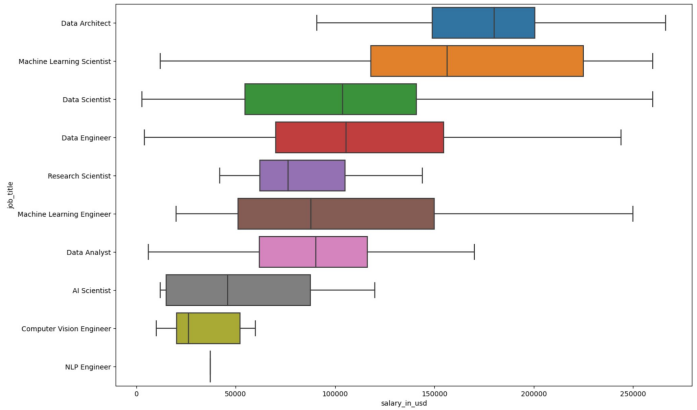
Outcomes:

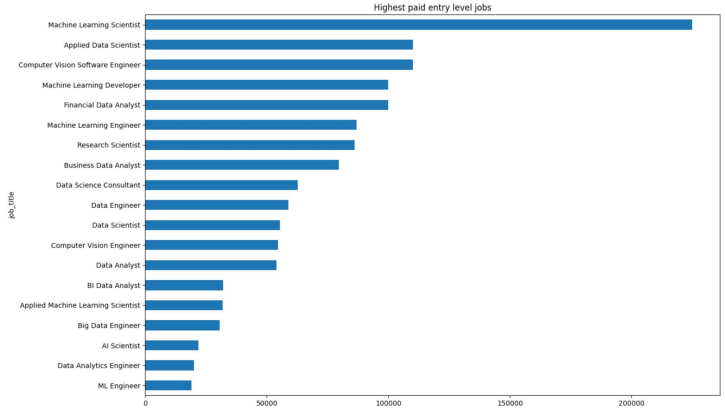
- Job seekers, employers and researchers now have a accurate prediction model they can use to understand the job market for Data Science roles better
    - The model predicts salaries using other given variables such as experience level and remote ratio

What we learnt:

- A new Machine Learning function:
    - Random Forest Regression
    - Cross Validation

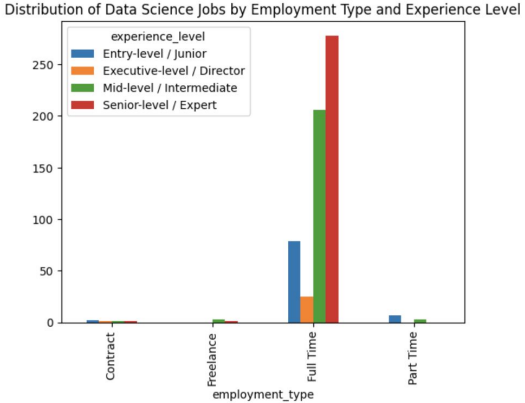
INSIGHTS

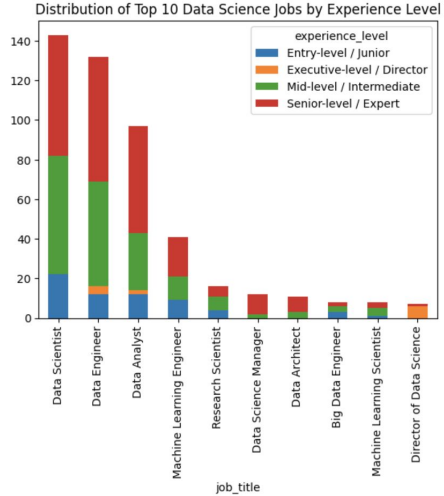




- Data science consists of multiple jobs, and the type of job affects the starting salaries.
- The higher paying jobs like data architects and machine learning scientists usually have a larger salary spread than those with a lower paying salary.

INSIGHTS





Experience level with different factors also tells us a lot about the future possibilities of the job.

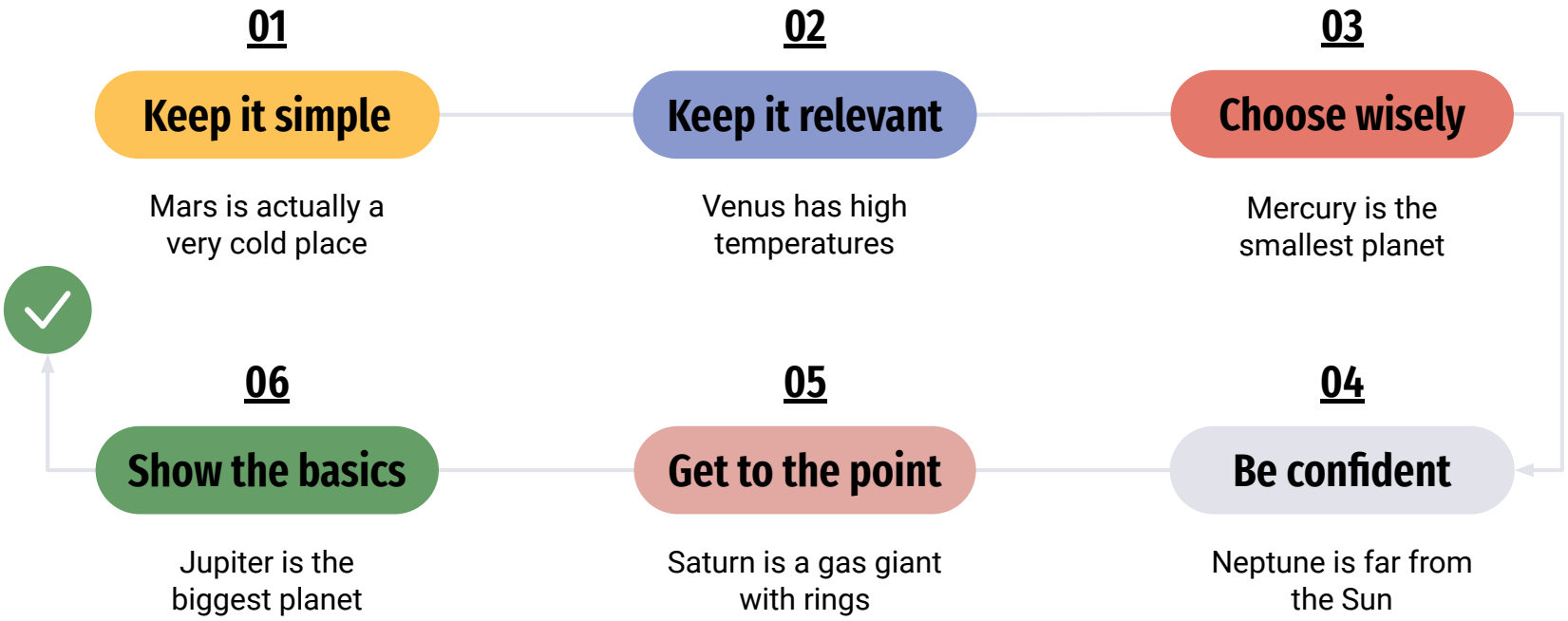
- Easiest jobs to progress in are data scientist, data engineer and data analyst.
- Medium sized companies will allow a faster progress from entry to senior-level

Thank You!

References

https://www.askpython.com/python/examples/random-forest-regression
https://www.kaggle.com/datasets/ruchi798/data-science-job-salaries

Job Interview Tips Infographics



Job Interview Tips Infographics

“Before the interview planner”

Hours

Mercury is the closest planet to the Sun and the smallest

08:00

08:30

09:00

09:15

Planner

Venus has a beautiful name and is the second planet from the Sun. It’s terribly hot, even hotter than Mercury. It’s the second brightest natural object in the night sky

Earth is the only planet known to harbor life

Jupiter is the biggest planet of them all

Saturn is the only planet with rings

Mars is actually a cold place. It’s full of iron oxide dust

Job Interview Tips Infographics

“During the interview”

01 Make a good first impression with a nice smile

02 Maintain correct posture while sitting

03 Be on time gives you extra travel time in case you get lost

04 Bring any materials you may need including portfolio

05 Dress professionally and make sure you are well groomed

Job Interview Tips Infographics

✕	Mercury is the closest planet to the Sun and the smallest of them all	01	Saturn is a gas giant and the only planet with rings ✓
✕	Venus has extremely high temperatures and is toxic	02	Ceres was the first asteroid to ever be discovered ✓
✕	Earth is the only planet known to harbor life	03	The Moon is the Earth's only natural satellite. It's very beautiful ✓
✕	Despite being red, Mars is a very cold planet full of iron oxide dust	04	The Sun is the star at the center of the Solar System ✓
✕	Jupiter is a gas giant and the biggest planet of them all	05	Jupiter is a gas giant and it doesn't have a solid surface ✓

Job Interview Tips Infographics

PHASES	Mercury is the smallest planet	Venus has high temperatures	Jupiter is the biggest planet	Saturn is a gas giant with rings
BEFORE	✗	✗	✓	✓
DURING	✓	✓	✓	✓
AFTER	✓	✗	✓	✓

Job Interview Tips Infographics

01 Preparation

- Describe here something important
- Describe here something important
- Describe here something important

02 Development

- Describe here something important
- Describe here something important
- Describe here something important

03 Analysis

- Describe here something important
- Describe here something important
- Describe here something important

04 Selection

- Describe here something important
- Describe here something important
- Describe here something important

Job Interview Tips Infographics

Common interview question and answer “First round”

01 **Where do you see yourself in five years?**

“Mercury's name has nothing to do with the liquid metal, since Mercury was named after the Roman god”

02 **What are your strengths/weaknesses?**

“Venus has a beautiful name and is the second planet from the Sun. It’s terribly hot, even hotter than Mercury”

03 **Why should we hire you?**

“Despite being red, Mars is actually a cold place. It's full of iron oxide dust, which gives the planet its reddish cast”

Job Interview Tips Infographics

Common Interview question and answer “Second round”

04 **What’s your current salary?**

“Mercury's name has nothing to do with the liquid metal, since Mercury was named after the Roman god”

05 **What’s your work style?**

“Venus has a beautiful name and is the second planet from the Sun. It’s terribly hot, even hotter than Mercury”

06 **What motivates you?**

“Despite being red, Mars is actually a cold place. It's full of iron oxide dust, which gives the planet its reddish cast”

Job Interview Tips Infographics

Show the basics

Jupiter is the biggest planet

Keep it simple

Mars is actually a very cold place

Choose wisely

Mercury is the smallest planet

Keep it relevant

Venus has very high temperatures

Job Interview Tips Infographics

Mercury

25%

It’s the closest planet to the Sun and the smallest in the Solar System

Jupiter

55%

Jupiter is a gas giant and the biggest planet in the Solar System

Venus

50%

Venus has a beautiful name and is the second planet from the Sun

Neptune

60%

It's the fourth-largest object by diameter in the Solar System

Mars

75%

Despite being red, Mars is actually a cold place. It’s full of iron oxide dust

Saturn

80%

Saturn was named after the Roman god of wealth and agriculture

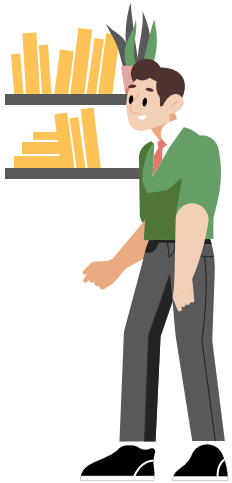
Job Interview Tips Infographics

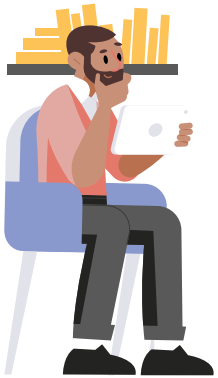
The common Interview question and answer “Selection phase”

Mercury is the closest planet to the Sun and the smallest one in the Solar System

Candidate 1

- Mars is actually a cold place
- Earth is the planet with life
- Mercury is a small planet





Candidate 2

- We all orbit around the Sun
- Pluto is a dwarf planet
- Only Saturn has rings

Job Interview Tips Infographics

Popular nonverbal mistakes made during job interviews

89%

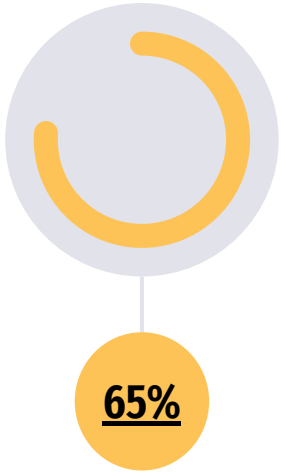
Having no information about the company

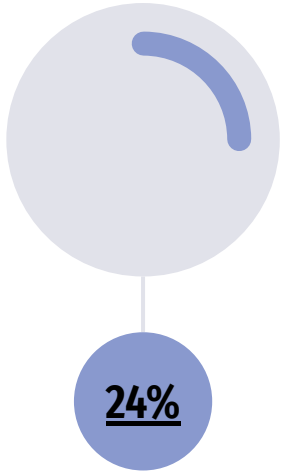
Mercury is the closest planet to the Sun

Venus 30%

Neptune 20%

Ceres 50%





Avoiding making an eye contact

Venus has a beautiful name and high temperatures

Saturn 40%

Jupiter 50%

Mars 10%

Job Interview Tips Infographics

The best candidate

Capacity

Jupiter is the biggest planet

Effort

Venus is the second planet from the Sun

Achievements

Mars is actually a very cold place

Goals

Jupiter is the biggest planet

Challenges

Saturn is composed mostly of hydrogen

Learn

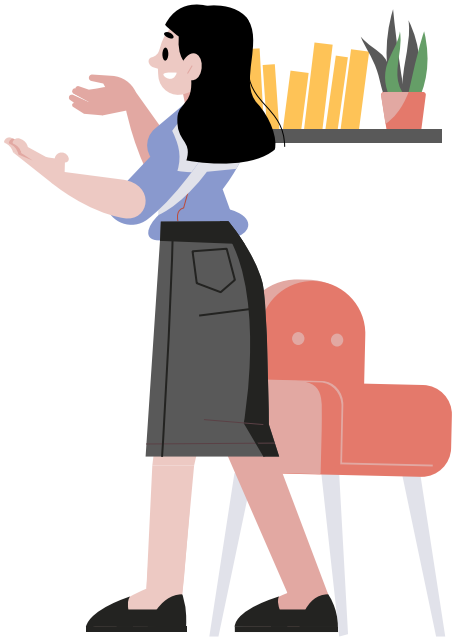
Neptune is very far from the Sun

Job Interview Tips Infographics

Popular mistakes made during job interviews

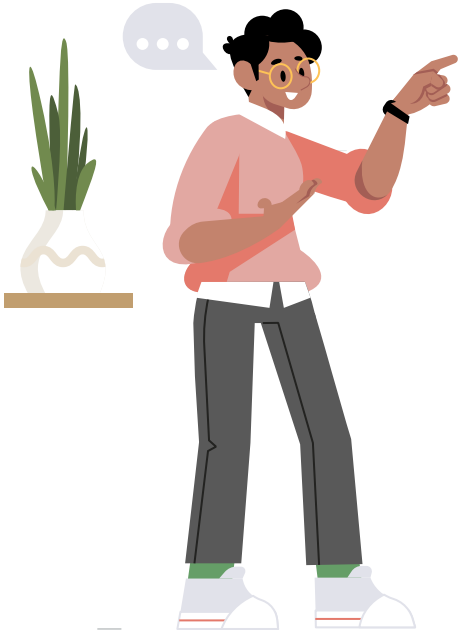
To do

- Despite being red, Mars is actually a cold place. It's full of iron oxide dust
- Earth is the third planet from the Sun and the only one with life
- Mercury is the closest planet to the Sun and the smallest one



Job Interview Tips Infographics

Popular mistakes made during job interviews



Not to do

- Despite being red, Mars is actually a cold place. It's full of iron oxide dust
- Earth is the third planet from the Sun and the only one with life
- Mercury is the closest planet to the Sun and the smallest one

Job Interview Tips Infographics

Most valued features of the selection process

Education

Mercury is the closest planet to the Sun and the smallest one

Hobbies

Venus has a beautiful name and is the second planet from the Sun

Profile

Despite being red, Mars is actually a cold place. It's full of iron oxide dust

Job Interview Tips Infographics

How to ace a job interview

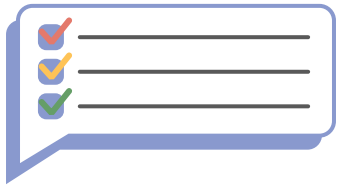
Saturn is the fourth-brightest object at night. It was named after the Roman god of the skies and lightning

Know your facts

Mercury is the closest planet to the Sun

Know the job

Venus has a beautiful name and high temperatures



Look the part

Despite being red, Mars actually is a cold place

Plan the day before

Saturn is a gas giant and has several rings

Job Interview Tips Infographics

84%

Key concepts

Saturn is the fourth-brightest object in the night sky. It was named after a Roman god

01

Working together

Venus is the second planet from the Sun

02

Time management

Mercury is the closest planet to the Sun

04

Motivation

Saturn is a gas giant and has several rings

03

Creativity

Jupiter is the biggest planet of them all

Job Interview Tips Infographics

Engage with the interviewers

It's the fourth-brightest object in the night sky. It was named after the Roman god of the skies and lightning

A good first impression

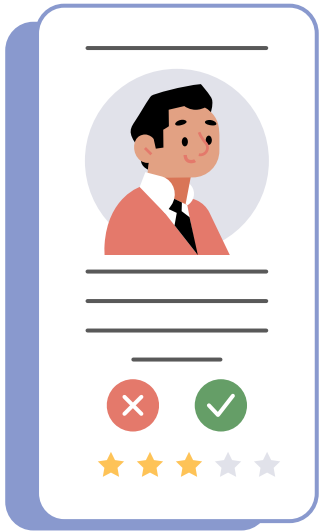
Mercury is the smallest planet of them all

Step 1

Jupiter is a gas giant and the biggest planet

Step 2

Saturn is a gas giant and the only planet with rings



Be confident but not cocky

Venus has a beautiful name and high temperatures

Step 1

Earth is the only planet that harbors life

Step 2

Despite being red, Mars is a very cold planet

Job Interview Tips Infographics

84%

Confidence

Mars is actually a very cold place

Clothes

Venus has very high temperatures

25%

10%

Posture

Mercury is the smallest planet

Honesty

Pluto is considered a dwarf planet

37%

Job Interview Tips Infographics

01 **Mercury**

This planet's name has nothing to do with the liquid metal, since Mercury was named after the Roman god

02 **Venus**

Venus has a beautiful name and is the second planet from the Sun. It’s terribly hot, even hotter than Mercury

03 **Mars**

Despite being red, It’s actually a cold place. It's full of iron oxide dust, which gives the planet its reddish cast

04 **Neptune**

Neptune is the farthest planet from the Sun. It's also the fourth-largest object by diameter in the Solar System

Job Interview Tips Infographics

Recommended words

Saturn is a gas giant and has several rings. It's composed mostly of hydrogen and helium

01	Capacity	Mercury is the smallest planet
02	Nervous	Venus is a very hot planet
03	Goals	Mars is actually a very cold place
04	Achievements	Jupiter is the biggest planet

Disapproved words

Neptune is the farthest planet from the Sun. It's also the fourth-largest object by diameter

01	Blockage	Earth is where we all live
02	Nervous	Neptune is very far from the Sun
03	Shy	Pluto is a dwarf planet
04	Unsafety	Ceres is in the main asteroid belt

Job Interview Tips Infographics

Popular nonverbal mistakes made during job interviews

01 **Playing with hair**

Mars is actually a very cold place

02 **No smiling**

Jupiter is the biggest planet

03 **Wrong posture**

Ceres is in the main asteroid belt

04 **Crossing arms**

Neptune is very far from the Sun

05 **Eye contact**

Saturn is composed of hydrogen

06 **No information**

Pluto is now considered a dwarf

Job Interview Tips Infographics

Training

Mercury's name has nothing to do with the liquid metal

Coaching

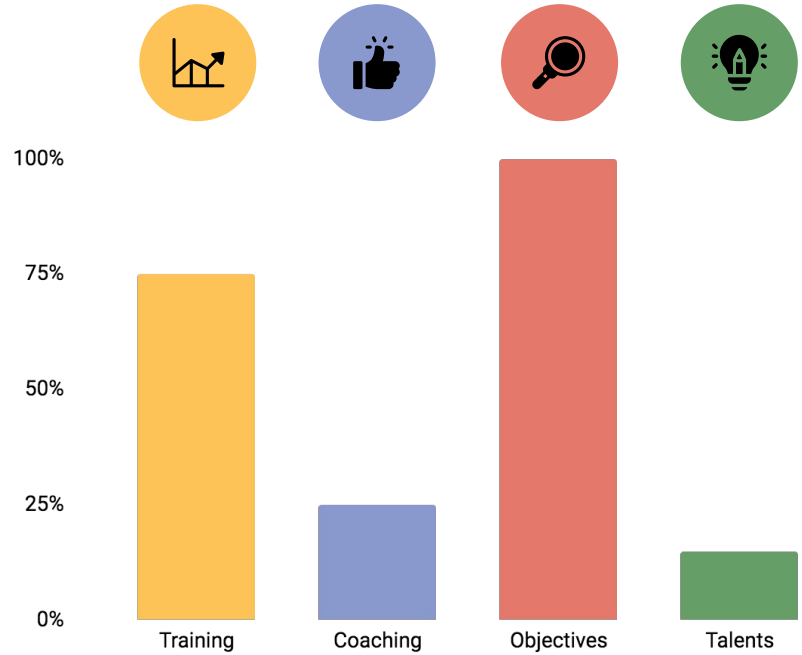
Venus has a beautiful name and is the second planet from the Sun

Objectives

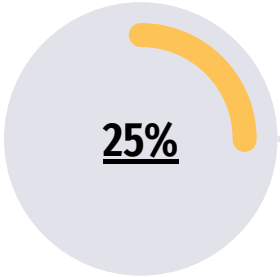
Despite being red, Mars is actually a cold place. It's full of iron oxide dust

Talents

Jupiter is a gas giant and the biggest planet in the Solar System



Job Interview Tips Infographics

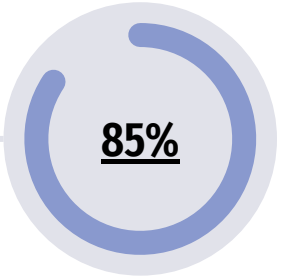


Objectives

Mars is actually a very cold place

Skills

Neptune is very far from the Sun



Mars is actually a very cold place

Mars

It’s the biggest planet of them all

Jupiter

Venus has a beautiful name

Venus

Mercury

It’s the closest planet to the Sun

Sun

It’s the star we all orbit

Ceres

Ceres is in the main asteroid belt

Job Interview Tips Infographics

Top 4 questions to ask an interviewer

Mercury is the closest planet to the Sun and the smallest one in the Solar System. This planet's name has nothing to do with the liquid metal, since Mercury was named after the Roman messenger god

What do you expect from team members?

Will those expectations change over time?

What is a typical day like at [company name]?

Where do you see the company in five years?

Venus has a beautiful name and is the second planet from the Sun. It’s terribly hot, even hotter than Mercury, and its atmosphere is extremely poisonous. It’s the second-brightest natural object in the night

Job Interview Tips Infographics

Interview job test question and answer

01 **Why do you want this job?**

- Mercury
- Venus
- Mars

02 **Why were you fired?**

- Jupiter
- Saturn
- Neptune

03 **What's your current salary?**

- Ceres
- Earth
- Pluto

04 **What's your work style?**

- Sun
- Mars
- Earth

Job Interview Tips Infographics

Education

Mercury's name has nothing to do with the liquid metal

01

35%

Experience

Venus is the second brightest natural object in the night sky

02

45%

Goals

Mars is full of iron oxide dust, which gives the planet its color

03

55%

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