**MUSTARD CORE**

Earnalytics AI

Salary prediction – Finance industry

Objective: Defining problem solution

1. **Problem**

In today’s job market, the transparency of salaries is still a major issue. Most employees lack visibility into whether they are being fairly compensated to peers with similar qualifications, job titles and years of experience . Employers struggle to structure fair and competitive salary packages because they rely on outdated market reports or averages that are generalized. This can lead to:

Pay unfairness: this can be based on an employee’s gender, age or education bias

Demotivation: among employees underpaid

Ineffective hiring practices: where companies may overpay or underpay relative to industry standards and poor talent attraction & retention since

Career planning difficulties: fresh graduates or mid-year career professionals who do not know what to expect financially

1. **Solution**

The AI solution proposed leverages years of experience, age, gender, education level and job title to forecast fair and a salary that is market competitive. This can be addressed by:

Promoting fairness and Transparency: Highlight salary inconsistencies and provide unbiased salary ranges so employees can negotiate salaries confidently and identify pay gaps.

Empower Job seekers: give individuals realistic salary expectations before applying for jobs and provide insights into how education level and years of experience could impact their earnings in the future.

Providing a career guidance tool: help students and graduates choose the right career paths with salary foresight.

Earnalytics AI

* Fights salary inequality and builds trust in work places.
* It serves as a tool for both employees and employers to make fair salary decisions.
* It is a career compass for professionals, showing them financial outcomes of their choices.