**SALARY SURVEY**

**FOR 2021**

**MYTHILI K S**

**DADS – OCTOBER BATCH**

**KGISL MICRO COLLEGE, COIMBATORE**

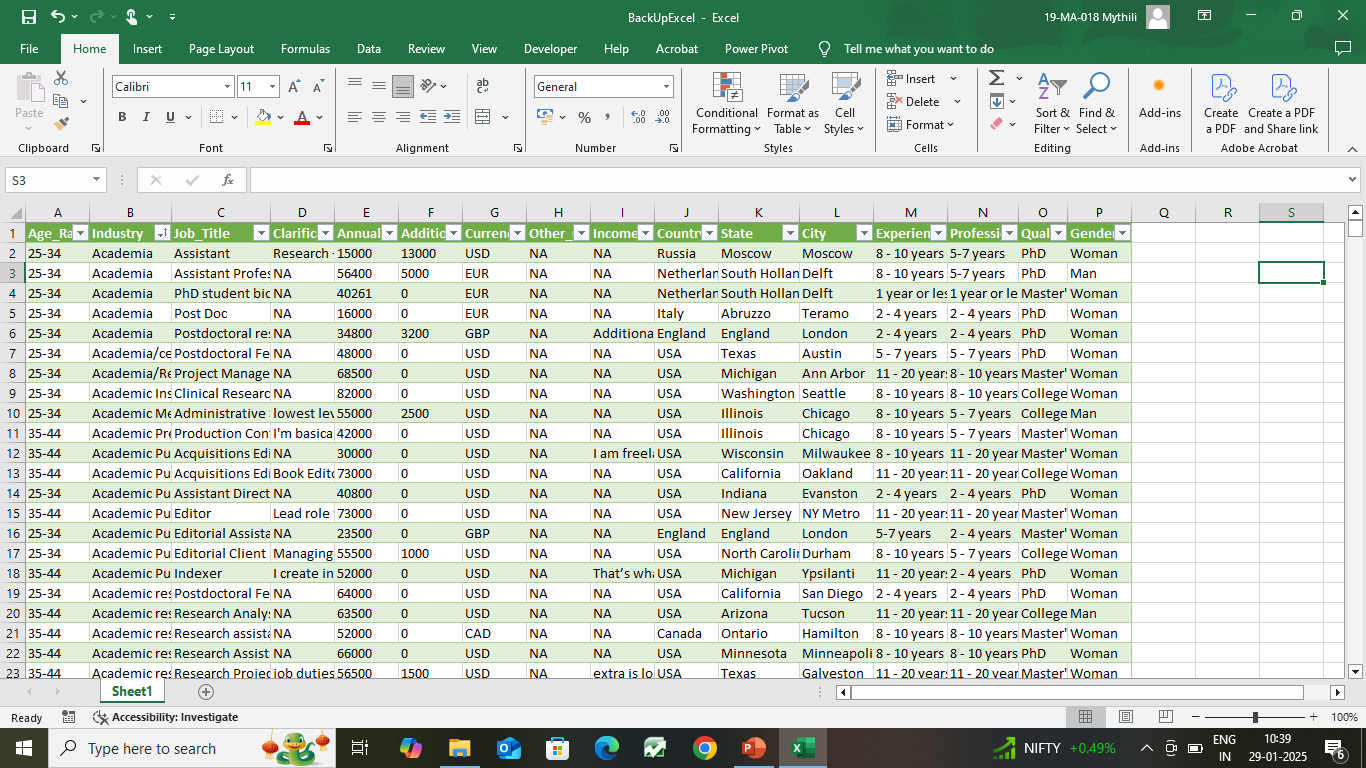
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**INTRODUCTION**

* Conducted the analysis of the given dataset which is the Salary survey for the year 2021.
* Cleaned the given raw dataset.
* Imported into MySql.
* Queried the Data required for Dashboard Creation and Exported.
* Created Dashboard to visualize the trends and analysis.

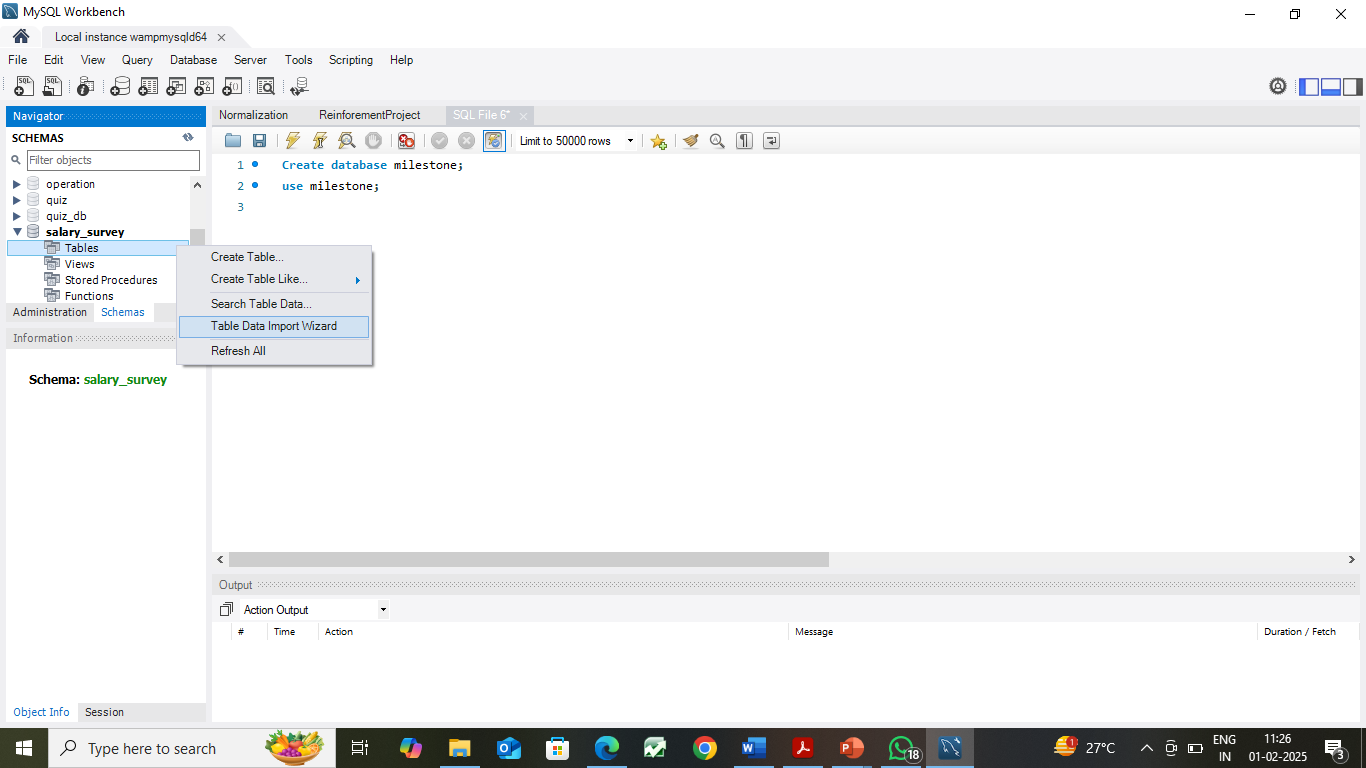
**DATA CLEANING**

* The given dataset is about the salary survey for the year 2021
* It contains Industries, job titles, their annual salaries, compensations, currencies.
* Also, their age range, experience, qualification, gender, Countries, cities and states.
* Handled missing values, inconsistent values and standardized the data types
* Hence the dataset was cleaned

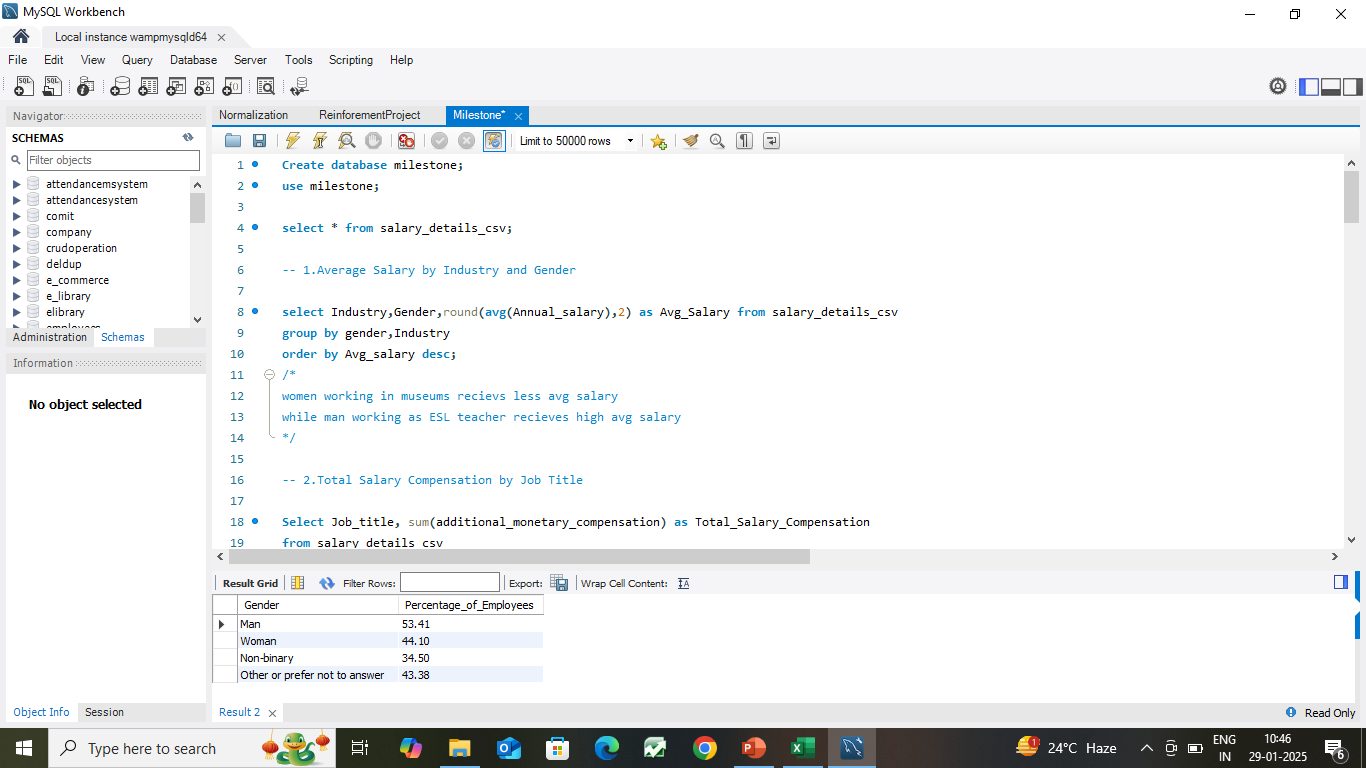


**DATA IMPORT**

* Uploaded the cleaned dataset into MySql database.
* Imported using “Data import wizard”
* Applied some Queries required for dashboards.



**SQL QUERIES**



**1.Average Salary by Industry and Gender:**

select Industry,Gender,round(avg(Annual\_salary),2) as Avg\_Salary from salary\_details\_csv

group by gender,Industry

order by Avg\_salary desc;

**2.Total Salary Compensation by Job Title:**

Select Job\_title, sum(additional\_monetary\_compensation) as Total\_Salary\_Compensation

from salary\_details\_csv

group by Job\_Title

order by Total\_Salary\_Compensation desc;

**3.Salary Distribution by Education Level:**

Select Qualification, round(avg(annual\_salary),2) as Avg\_Salary,

min(annual\_salary) as Min\_Salary,

max(annual\_salary) as Max\_Salary,

abs(min(annual\_salary) -max(annual\_salary)) as Distribution

from salary\_details\_csv

group by Qualification

order by distribution desc;

**4.Number of Employees by Industry and Years of Experience:**

Select Industry, Professional\_experience, count(age\_range) as No\_of\_Employees

from salary\_details\_csv

group by Professional\_Experience,Industry

order by No\_of\_Employees desc;

**5.Median Salary by Age Range and Gender:**

WITH RankedSalaries AS (

SELECT

Annual\_salary,

age\_range,

gender,

ROW\_NUMBER() OVER (PARTITION BY age\_range, gender ORDER BY Annual\_salary) AS row\_num,

COUNT(\*) OVER (PARTITION BY age\_range, gender) AS total\_count

FROM salary\_details\_csv

)

SELECT age\_range, gender,

CASE

WHEN total\_count % 2 = 1 THEN

MAX(CASE WHEN row\_num = (total\_count + 1) / 2 THEN Annual\_salary END)

ELSE

AVG(CASE WHEN row\_num IN (total\_count / 2, total\_count / 2 + 1) THEN Annual\_salary END)

END AS median\_salary

FROM RankedSalaries

GROUP BY age\_range, gender ORDER BY age\_range;

**6.Job Titles with the Highest Salary in Each Country:**

SELECT country, job\_title, MAX(annual\_salary) AS Highest\_Salary

FROM salary\_details\_csv

GROUP BY Job\_Title

ORDER BY Highest\_Salary Desc;

**7.Average Salary by City and Industry:**

Select City, Industry, avg(annual\_salary) as Avg\_salary

from salary\_details\_csv

group by Industry

order by Avg\_salary desc;

**8.Percentage of Employees with Additional Monetary Compensation by Gender:**

Select Gender, round(((count(case when Additional\_Monetary\_Compensation>0 then age\_range end)/count(age\_range))\*100),2) as Percentage\_of\_Employees

from salary\_details\_csv

group by gender;

**9.Total Compensation by Job Title and Years of Experience:**

select job\_title,Professional\_experience,

sum(Additional\_Monetary\_Compensation) as Total\_Compensation

from salary\_details\_csv

group by Professional\_experience

order by total\_compensation desc

**10.Average Salary by Industry, Gender, and Education Level:**

Select Industry,Gender,Qualification,avg(annual\_salary) as Avg\_Salary

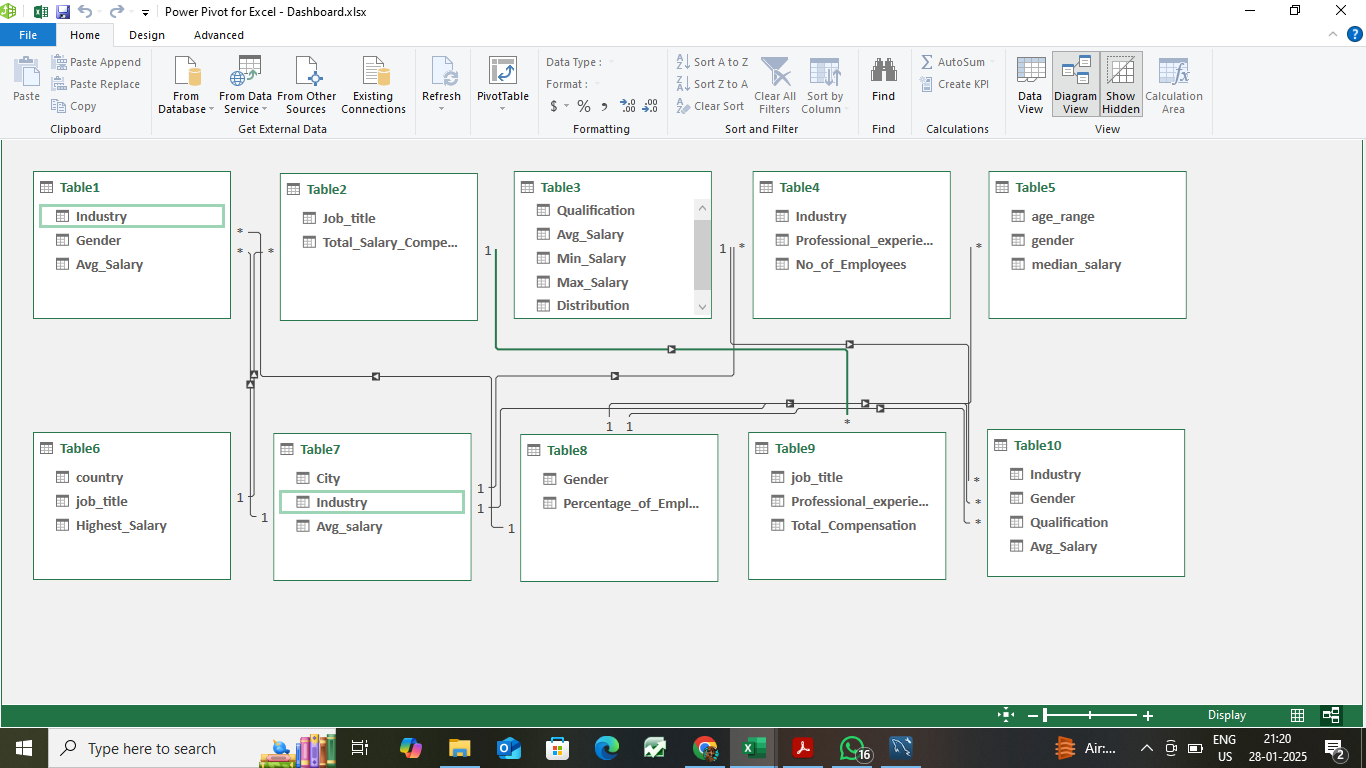
from salary\_details\_csv

group by industry,gender,Qualification

order by Avg\_salary desc;

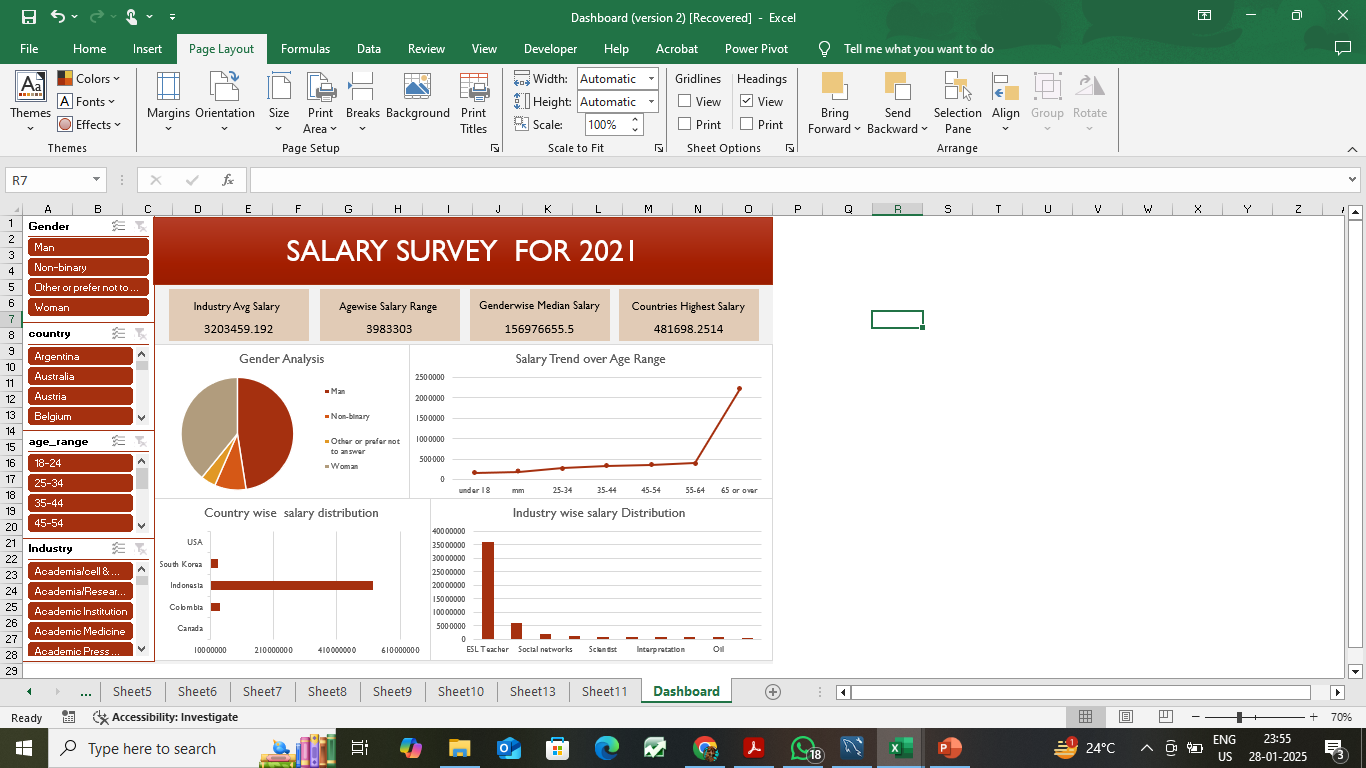
**DATA MODELING**

* After running each SQL query, exported the result to a CSV file.
* Created separate sheets in Excel for each query result.
* Created relations among tables.



**DASHBOARD**

* Created Pivot Tables and charts.
* Added Slicers.
* Implemented KPI’s.

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**PRESENTATION**

PPT Link: [MilestonePPT](Milestone%20PPT.pptx)

**INSIGHTS AND RECOMMENDATION**

**Insights:**

* Men compensations salary is high while compared to others
* “Investment banking Analyst” job role has High salary.
* Among cities, Seoul tops the list and it is by ESL Teachers.
* People with PhD degree has highest salary range.
* “Computing or tech” has High no. of employees.

**Recommendations:**

* Recruit people regardless of Genders
* Other Industries should also be concentrated in Developing and Improvement.
* Countries having people with high salaries but their numbers are less. So that, should be concerned