



TECH SALARIES ANALYSIS

"You don't get paid for the hour. You get paid for the value you bring to the hour."



This Power BI project leverages a dataset sourced from Kaggle, comprising over **16,000 rows of data** related to employment, compensation, and workforce trends across various industries. The dataset provides valuable insights into **salaries, employment types, remote work distribution**, and more, enabling stakeholders to make informed decisions regarding workforce management, compensation strategies, and organizational trends. As a data analyst, the goal is to present these insights in an easily accessible and actionable format, using dynamic visualizations and key performance indicators (KPIs) that highlight critical business trends and provide a deeper understanding of workforce dynamics.



INTRODUCTION



KPI CARD

1 Full-Time Employment Dominates

- Full-time employees make up the majority of the dataset (16,454 out of 16,492), indicating a strong preference for permanent roles over part-time or contract-based employment.

2 Salary by Company Size

- Medium-sized companies** pay the highest average salary at **\$151K**, followed by **Large companies** at **\$141K** and **Small companies** at **\$87K**. This suggests that smaller companies may struggle to compete with larger firms when it comes to salary offerings.

3 Top Paying Roles

- Data Science** and **Data Engineering** roles have the highest average salaries in the dataset, at **\$192K** and **\$189K**, respectively, indicating strong demand and premium compensation for these positions.

4 Remote Work Salaries

- Companies with a **Medium** company size offer the highest salaries for remote work at **\$481K**, while **Small companies** offer significantly lower salaries for remote roles (only **\$13K**), suggesting that medium and large firms are more equipped to offer competitive compensation for remote positions.

5 Experience Level Salary Gap

- Entry-level** employees earn an average salary of **\$195K**, while **Senior-level** employees earn **\$164K**, highlighting a salary discrepancy that could impact retention and employee satisfaction at the senior level.

6 Employment Type Distribution

- The overwhelming majority of employees are **Full-Time (FT)**, with **38 Part-Time (PT)** employees, reflecting the preference for full-time roles across industries in this dataset.



INSIGHTS



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**FILTER
PANEL**

Job Title

All

Experience

All



KPI CARD

Average Salary



150K

**Highest Paying
Location**



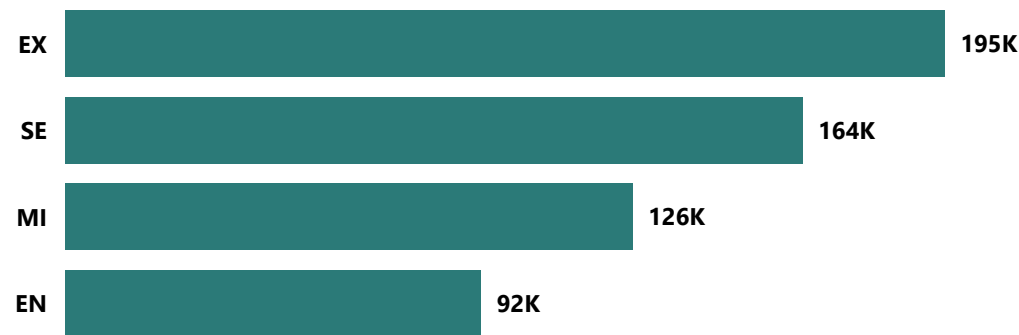
US



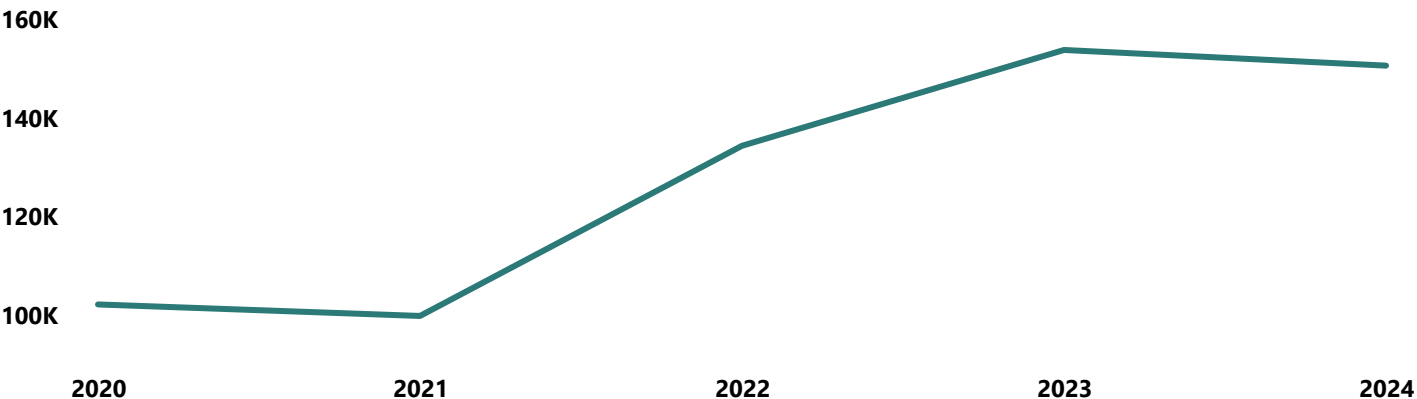
Top Paid Job

Data Scientist

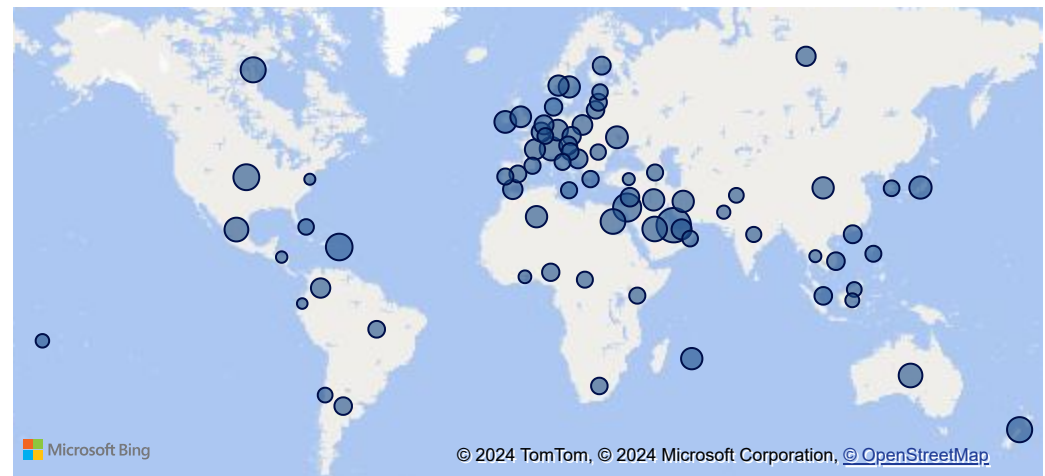
Average Salary (USD) by Experience Level



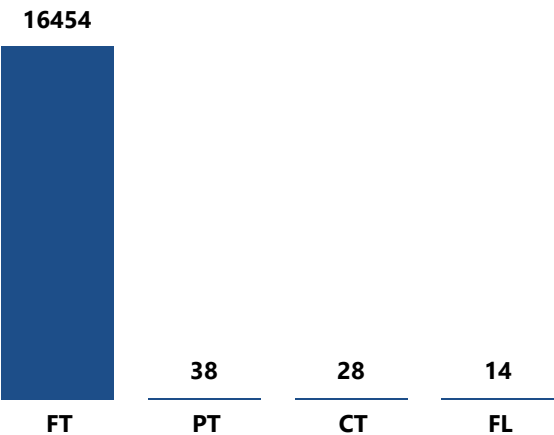
Total Salary (USD) by Year



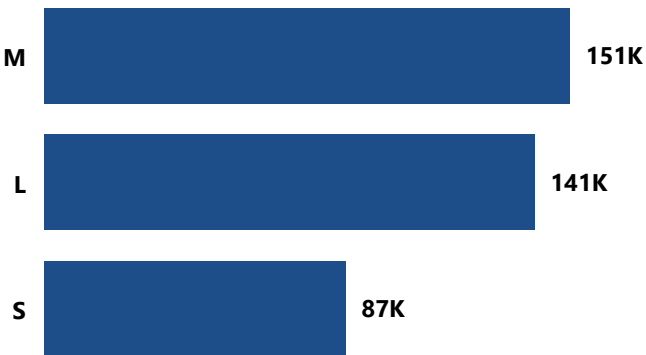
Average Salary by Location



Job Titles Across Employment Types



Salary by Company Size



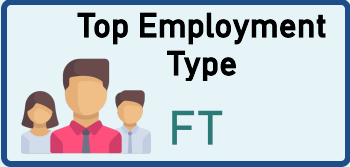
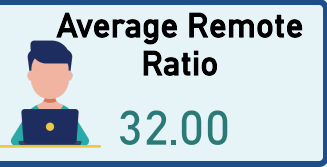


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KPI CARD



FILTER PANEL

Company Size ▼

All ▼

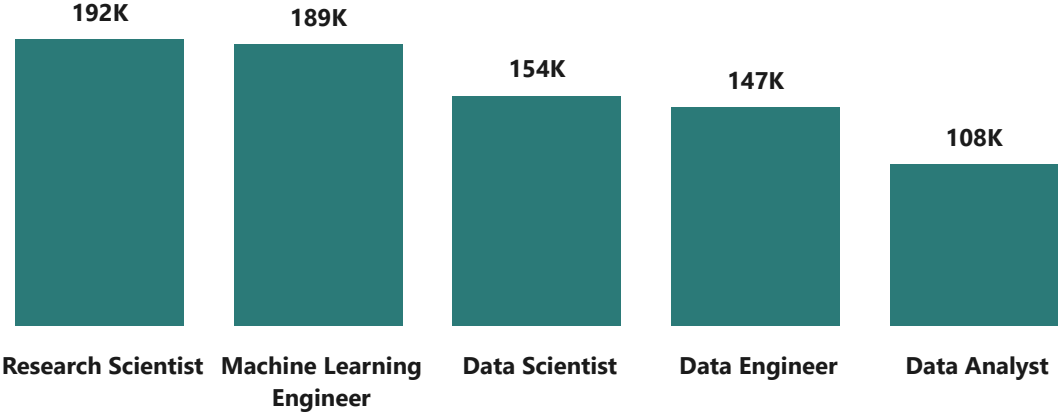
Company Loc ▼

All ▼

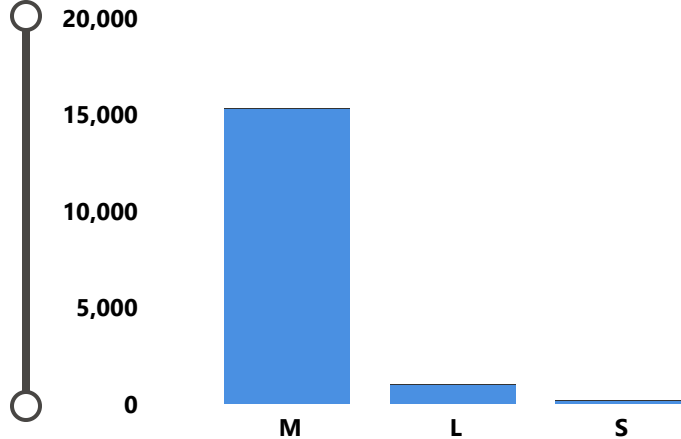
Company Size Distribution by Remote Ratio



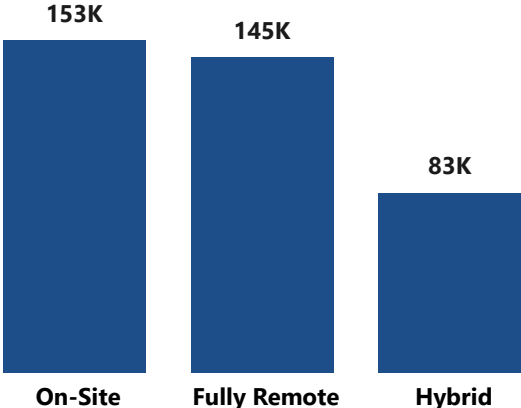
Job Title vs Avg. Salary (USD)



Employment Type Distribution by Company Size



Avg. Salary (USD) by Remote Ratio



Job title	EX	MI	SE
AI Architect	215936.0	258000.0	233631.5
Analytics Engineering Manager			399880.0
AWS Data Architect			
Cloud Data Architect			250000.0
Data Science Tech Lead			375000.0
Head of Machine Learning	299758.4		
Managing Director Data Science	280000.0		