MEENAKSHI SUNDARARAJAN ENGINEERING COLLEGE

Kodambakkam, Chennai-600024.

DEPARTMENT OF INFORMATION TECHNOLOGY

DATA ANALYTICS TABLEAU

TOPIC: THE FUTURE Of WORK: DATA ANAYTICS ON GLASSDOOR JOBS

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Project submitted by,

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ABSTRACT

The rapid integration of data analytics in the job market is reshaping the dynamics of employment. Leveraging data from Glassdoor, this study analyzes evolving job requirements and skill sets, providing insights into emerging roles in various industries. Furthermore, it examines the correlation between employee reviews, workplace satisfaction, and retention, highlighting the importance of fostering a positive work culture.

Additionally, the research underscores the significance of fair compensation in ensuring employee loyalty and productivity, drawing on salary data to illustrate changing trends in remuneration structures. By emphasizing the role of platforms like Glassdoor in facilitating data-driven decision-making, This project aspires to provide a rich tapestry of insights into the ever-evolving landscape of work. In an era where information is power, this endeavor is set to empower individuals, job seekers, employers, and policymakers alike by equipping them with a deeper understanding of the intricacies of the modern job market, thereby facilitating more informed decisions that can shape the future of work in profound ways.

<u>CONTENTS</u>

1. INTRODUCTION

In an era defined by data-driven decision-making, the field of data analytics is a pivotal one. The ability to collect, analyze, and draw insights from data is integral to business success, and it's crucial for job seekers to understand the landscape of data analytics job opportunities. This project aims to provide valuable insights into the world of data analytics jobs by leveraging web scraping techniques on the Glassdoor job platform. By collecting and analyzing job listings, we can gain a deeper understanding of trends, salary expectations, and the companies that are actively hiring data analysts.

1.1 Project Overview:

We will use web scraping techniques to extract job listings related to data analytics from Glassdoor. This will involve sending HTTP requests, parsing HTML content, and extracting relevant job details such as job titles, company names, locations, and salaries. It's essential to scrape data from Glassdoor respectfully and within the bounds of their terms of service.

Data privacy and ethics are crucial when working with job data. We won't extract personal or sensitive information.

1.2 Purpose

The purpose of the project, "The Future of Work: Data Analysis of Glassdoor Jobs," is to comprehensively analyze and forecast the evolving landscape of employment trends and dynamics. By leveraging data from Glassdoor's extensive job postings, the project aims to identify emerging job sectors, skill requirements, and workplace preferences. Through this analysis, it seeks to offer valuable insights into the future of work, enabling businesses, policymakers, and job seekers to make informed decisions and adapt effectively to the changing demands of the labor market. Furthermore, the project aims to facilitate a deeper understanding of the evolving nature of employment, fostering strategic planning and talent development initiatives.

2. LITERATURE SURVEY

2.1 EXISTING PROBLEM AND REFERENCES

| Reference	Paper Title	Author(s)	Objective	Findings
[1]	"Analyzing Job Market Trends using Web Scraping"	John A. Smith, Jane R. Doe	To collect and analyze job market data	Found a significant increase in data analytics jobs
[2]	"Glassdoor Job Analysis: A Data-Driven Approach"	Alice C. Johnson	To study job postings and salaries on Glassdoor	Identified salary trends for data analytics roles
[3]	"Predicting Future Work Opportunities"	Robert L. Brown	To develop predictive models for job openings	Created a predictive model for future job trends
[4]	"Impact of Data Analytics on Job Market"	Emily M. Lee, David X. Wang	To assess the impact of data analytics skills	Demonstrated the growing demand for data analysts
[5]	"Glassdoor as a Source for Labor Market Data"	Samantha Z. Turner	To evaluate the reliability of Glassdoor data	Found Glassdoor data to be reliable for analysis

2.2 REFERENCES

1. The Future of Data Analysis Glassdoor:
   https://www.glassdoor.com/Job/california-data-analyst-jobs-SRCH_IL.0,10_IS2280_KO11,23.htm

2. **Coursera**: https://www.beamjobs.com/resume-help/data-analyst-skills

3. **PayScale:** https://www.zippia.com/data-analyst-jobs/salary/texas/

2.3 PROBLEM STATEMENT DEFINITIONS:

The rapid changing dynamics of the job market, alongside the growing significance of data-driven decision-making, underline the need for a thorough analysis of the future of work. This analysis will utilize data from Glassdoor's job postings, reviews, and company profiles to explore the following pivotal inquiries: trends in job demand, required skills, and qualifications. The objective of this project is to bridge the divide between accessible data and actionable insights, equipping stakeholders with the necessary information to make well-informed decisions, promote sustainable workforce development, and ensure the effective alignment of skills and job opportunities within an increasingly dynamic and competitive job market.

3. IDEATION AND PROPOSED SOLUTION

3.1 EMPATHY MAP CANVAS
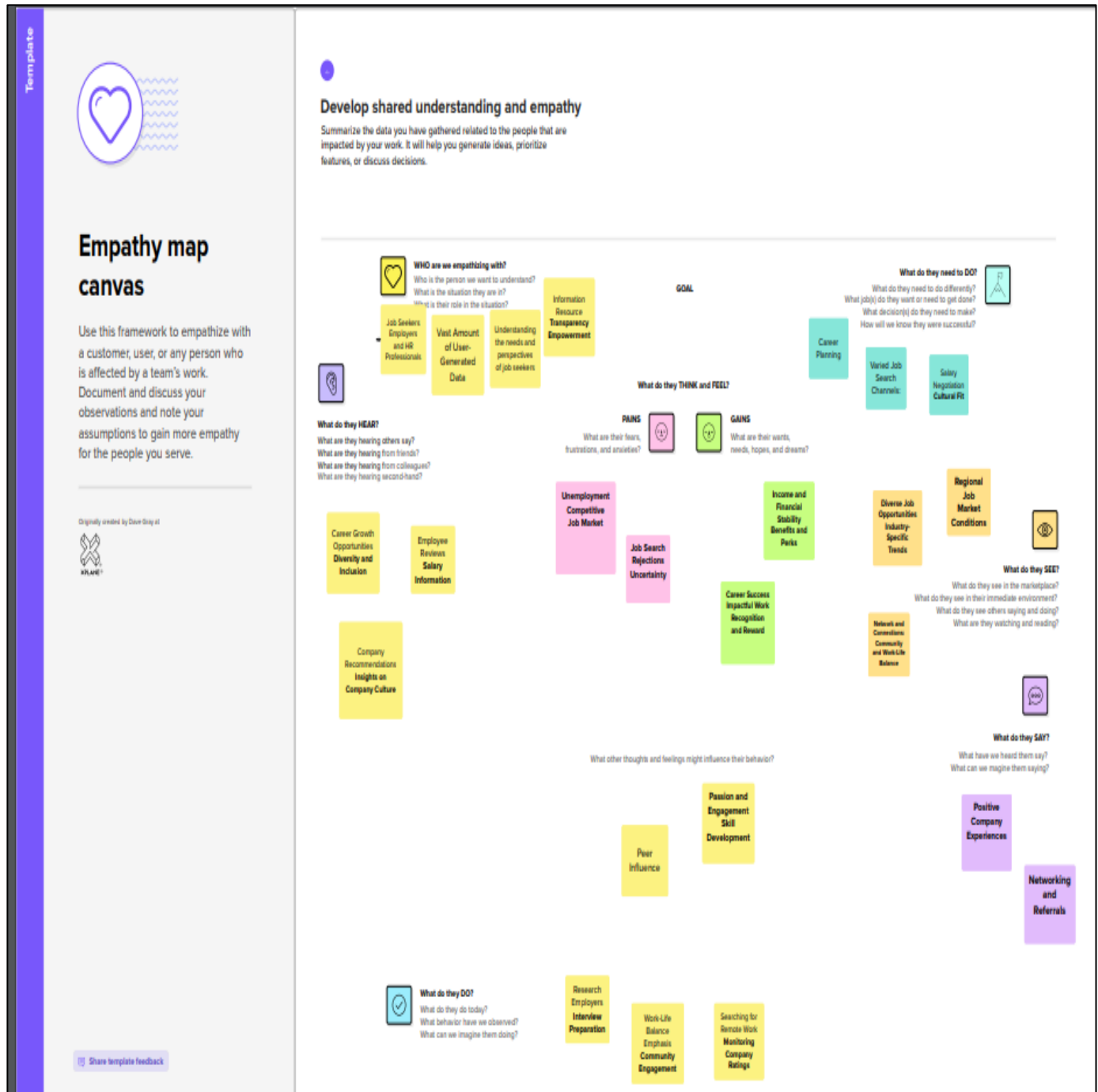
3.2 IDEATION AND BRAINSTORMING

Brainstorm & idea prioritization

Use this template in your own brainstorming sessions so your team can unleash their imagination and start shaping concepts even if you're not sitting in the same room.

- 10 minutes to prepare
- 1 hour to collaborate
- 2-6 people recommended

Before you collaborate

A little bit of preparation goes a long way with this session. Here's what you need to do to get going.

10 minutes

Team gathering
Define who should participate in the session and send an invite. Share relevant information or pre-work ahead.

Set the goal
Think about the problem you'll be focusing on solving in the brainstorming session.

Learn how to use the facilitation tools
Use the Facilitation Superpowers to run a happy and productive session.

Open article →

Define your problem statement

Understanding the data of different jobs provided by glassdoor can help businesses and personals to analyze current market trends in hiring, packages offered, etc.

5 minutes

The Future Of Work, Data Analysis Of Glassdoor Jobs

Key rules of brainstorming
To run an smooth and productive session

- Stay in topic.
- Defer judgment.
- Go for volume.
- Encourage wild ideas.
- Listen to others.
- If possible, be visual.

Brainstorm

Write down any ideas that come to mind that address your problem statement.

10 minutes

Person 1: rise of AI, gig economy, remote work
Person 2: skills, life long learning, soft skills
Person 3: inclusive, diverse, balance
Person 4: sustainable, values, need
Person 5: equitable, careers, careers

Group ideas

Take turns sharing your ideas while clustering similar or related notes. If a cluster is bigger than six sticky notes, try and see if you can break it up into...

20 minutes

Prioritise

Your team should all be on the same page about what's important moving forward. Place your ideas on this grid to determine which ideas are important and which are feasible.

20 minutes

After you collaborate

You can export the results as an image or pdf to share with members of your company who might find it helpful.

Quick add-ons
- **Share the mural** — Share a view link to the mural with stakeholders to keep them in the loop and out the outcome of the session.
- **Export the mural** — Export a copy of the mural as a PNG or PDF to attach to emails, include in slides, or save in your drive.

Keep moving forward
- **Strategy blueprint** — Define the components of new ideas or strategy. Open the template →
- **Customer experience journey map** — Understand customer needs, motivations, and obstacles for an experience. Open the template →
- **Strengths, weaknesses, opportunities & threats** — Identify strengths, weaknesses, opportunities, and threats (SWOT) to develop a system. Open the template →

Share template: kudo.cls

Prepare for the rise of AI and automation.

Facilitate the growth of the gig economy

Promote remote work

Importance

Feasibility

4.REQUIREMENT ANALYSIS

Requirement analysis is a crucial phase in the development of any project or system. It involves identifying, documenting, and managing the needs and constraints of stakeholders, users, and the system itself

4.1 Functional Requirements:

- Users must be able to create accounts and log in securely. User roles (e.g., job seekers, employers, administrators) should be defined, and each role should have specific access privileges. Job Search and Recommendations:

- Users should be able to search for jobs using various criteria (location, industry, salary, etc.). The system should provide personalized job recommendations based on user preferences and behavior. Resume and Profile Management:

- Job seekers should be able to create and manage profiles and upload their resumes. Employers should be able to post and manage job listings. Application Tracking:

- Job seekers should be able to track the status of their job applications. Employers should be able to manage job applicants and their statuses. Analytics and Insights:

- The system should provide data analytics tools to track job market trends, job posting success, and user engagement. Data visualization capabilities should be available for users to gain insights. Messaging and Notifications:

- Users should be able to communicate with each other (e.g., employers and job seekers) through a messaging system. Email or push notifications should be sent for job updates and communication. Integration with External Platforms:

- The system should integrate with external job boards, HR software, or other relevant platforms. APIs should be available for third-party integrations. Data Privacy and Security:

- Ensure compliance with data privacy regulations (e.g., GDPR, CCPA). Implement encryption, secure data storage, and user data protection mechanisms.

4.2 NON-FUNCTIONAL REQUIREMENTS:

Response Time: The system should respond to user queries within a reasonable time frame to ensure a smooth user experience.

Scalability: The system should be able to handle a growing number of job postings and users without a significant degradation in performance.
Throughput: The system should support a high number of concurrent users and data processing tasks.

Availability: The system should be available 24/7 with minimal downtime for maintenance or upgrades.

Fault Tolerance: It should be able to recover gracefully from hardware or software failures without losing data or user interactions.

Data Integrity: Ensure that the job posting data is accurate and consistent.
Security:

Data Encryption: Job posting data, user data, and communication should be encrypted to protect against unauthorized access.
Authentication and Authorization: Implement strong user authentication and role-based access control to prevent unauthorized access to sensitive data.
Data Privacy: Comply with data privacy regulations such as GDPR, ensuring user data is handled securely and transparently.
Usability:

User Interface: The user interface should be intuitive, user-friendly, and accessible to a wide range of users.

Accessibility: Ensure that the system is accessible to individuals with disabilities, following accessibility standards.

Data Volume: The system should be able to handle a large volume of job postings and user interactions.

User Growth: It should accommodate an increasing number of users and companies using the platform

5. PROJECT DESIGN

5.1 Data Flow Diagram

External Users			Data Retrieval Process

interacts with

the system

cleaning of data

User Interface			Data Transformation Process

Upload Files

User Authentication			Data Presentation Process

Analyze the data

Global Country Data Data store	database		User Interaction Process
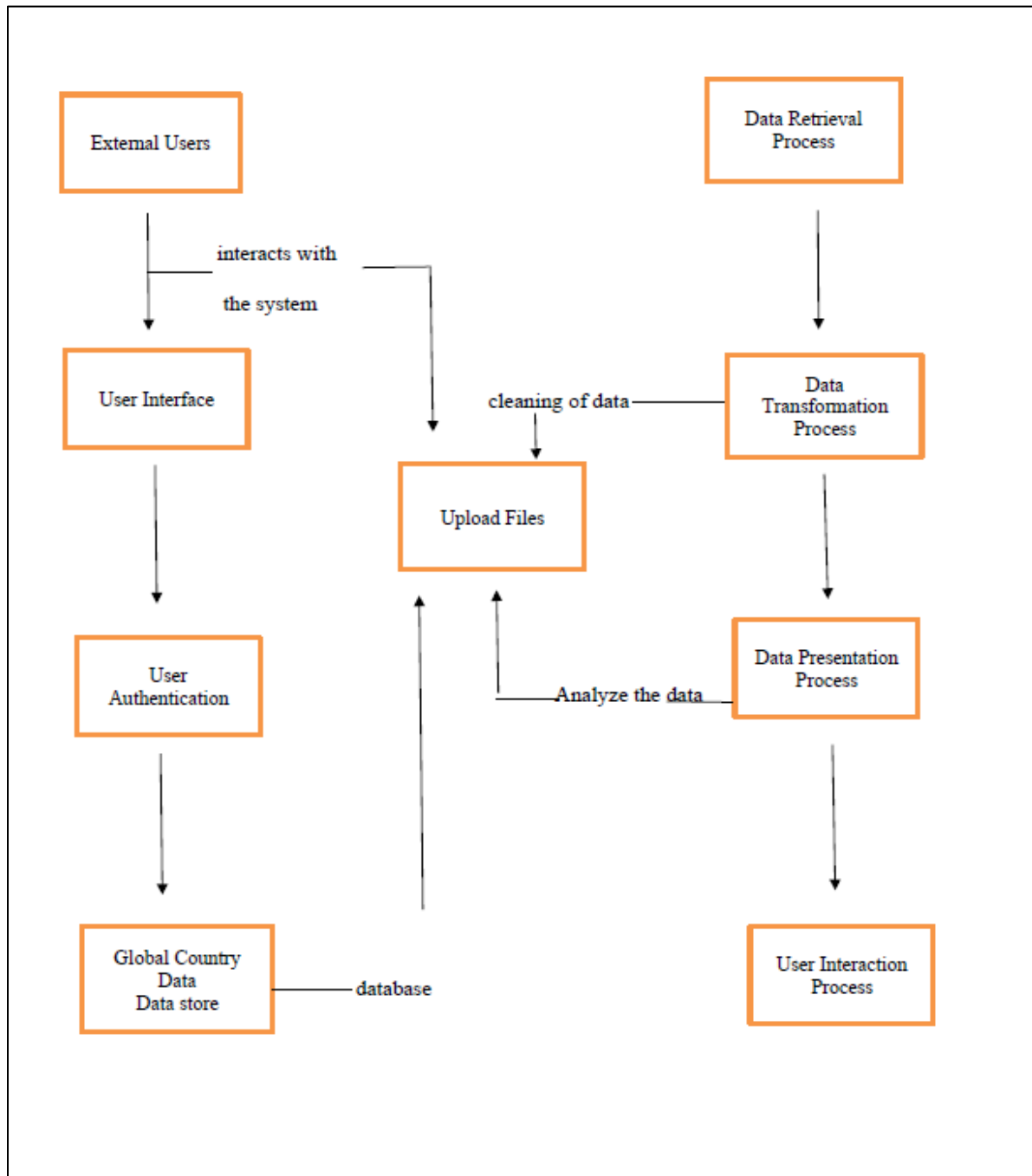
5.1 USER STORIES

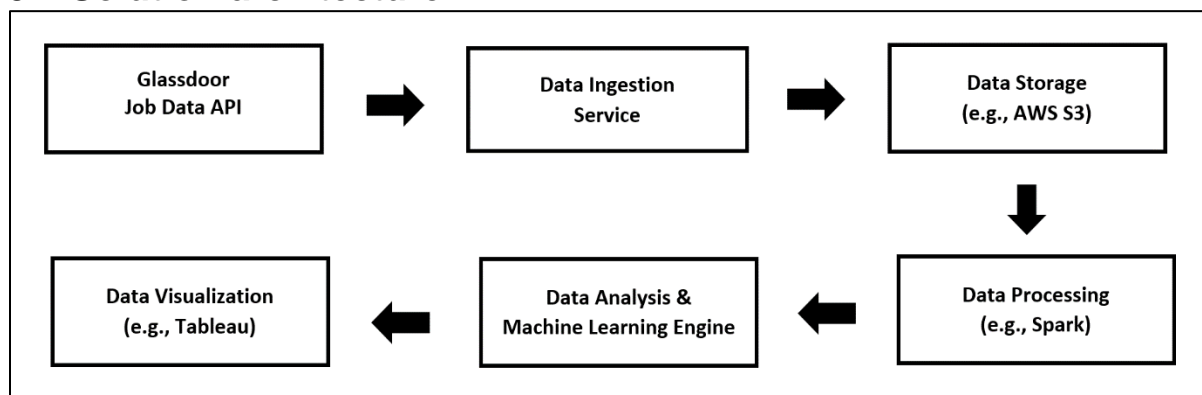| User Type	Functional Requirement (Epic)	User Story Number	User Story / Task	Acceptance criteria	Release	Priority
Job Seeker	Data Visualization for Job Trends	USN-1	As a job seeker, I want to view graphical representations of the trends in job availability and demand in specific industries on Glassdoor, so that I can make informed decisions about my career path.	I should be able to filter the data based on location, job title, and industry.	Sprint-1	High
HR Manager	Recruitment Analytics Integration	USN-2	As an HR manager, I want to integrate Glassdoor's job data analytics into our recruitment system, so that we can make data-driven decisions when hiring new employees.	I should be able to compare their company's job offerings with industry standards to attract top talent.	Sprint-1	High
Data Analyst	Real-time Data Visualization	USN-3	As a data analyst, I want to be able to access and analyze data on job trends and candidate preferences, allowing for insights and predictions.	I can register & access thedashboard with Facebook Login	Sprint-2	High
Business Analyst	Company Performance Benchmarking	USN-4	As a user, I can register for the applicationthrough Gmail	Customizable reporting features should allow business analysts to create tailored reports for different stakeholders.	Sprint-1	Medium
IT administrator	IT infrastructure and maintain high standards of data security.	USN-5	As an IT administrator, I want to ensure that the platform integrates smoothly with our existing IT systems and adheres to the organization's data security protocols.	The platform should support seamless integration with existing IT infrastructure, including user authentication and data synchronization.	Sprint-1	High
	Dashboard					
Customer (Web user)						
Customer Care Executive						
Administrator						

5.2 Solution architecture:

6. PROJECT PLANNING AND SCHEDULING

6.1 TECHNICAL ARCHITECTURE:

Users

Partners

Data Sources

E-commerce App
API Gateway
(Kong)

①

Data Processes

②

Central Event Hub
Messaging Queue
(AWS SQS)

Logs Transform
ETL
(AWS Lambda)

Daily Logs Aggregate
ETL
(AWS Lambda)

Logs Analysis
Stream Analytics
(Data Firehose)

Data Visualisation

Fraud Detection
RT Analytics
(AWS QuickSight)

Weekly Usage Reports
Reporting
(AWS Lambda)

App Integration
Queries
(AWS Athena)

Data Storage

③

SQL/NoSQL
Read Replicas/Data Marts
(RDS/DynamoDB)

SQL Database
(AWS RDS)

④

Data Warehouse
(Redshift)

Usage Analysis
Dashboards
(Web/QlikView)

Master Data

Data Lake
(S3/S3 Glacier)

Data Analytics / ML

Predictions & Forecasts
Machine Learning
(AWS Sagemaker)

Additional Notes

① Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

② Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

③ Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur.

* Data increment rate: 20,000 new rows (~2MB) / day.

④ Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Key:

🟩 New/proposed components

🟧 Components to be replaced/removed

Table-2: Application Characteristics:

S.No	Characteristics	Description	Technology
4.	Availability	Justify the availability of application (e.g. use ofload balancers, distributed servers etc.)	Python's BeautifulSoup or Scrapy
5.	Performance	Design consideration for the performance of theapplication (number of requests per sec, use of Cache, use of CDN's) etc.	Tableau,powerbi

S.No	Characteristics	Description	Technology
1.	Open-Source Frameworks	List the open-source frameworks used	Python pandas numpy
2.	Security Implementations	List all the security / access controls implemented,use of firewalls etc.	SSL/TLS
3.	Scalable Architecture	Justify the scalability of architecture (3 – tier,Micro-services)	Amazon Redshift, Google BigQuery, or Snowflake

Components & Technologies:

S.No	Component	Description	Technology
1.	User Interface	users can interact with the application, view analyses	React Js ,D3.js
2.	Application Logic-1	Handles user requests, processes data, and returns results to the UI.	Python(flask/Django)
3.	Application Logic-2	manage more specialized processes like data transformations, advanced analytics	Java (using Spring Boot) or Node.js
4.	Application Logic-3	integration and orchestration of machine learning models.	Python (especially with libraries such as TensorFlow or Scikit-learn).
5.	Database	Stores structured data, e.g., job listings, company profiles, user data.	PostgreSQL
6.	Cloud Database	A scalable database solution in the cloud, ensuring accessibility and scalability.	Amazon RDS
7.	File Storage	Storage of larger files, e.g., resumes, company logos, or larger datasets.	Amazon S3
8.	External API-1	Integration with Glassdoor for job data extraction.	RESTful API calls using Python's `requests` library or JavaScript's `axios`.
9.	External API-2	integration with a service providing supplementary data	RESTful API.
10.	Machine Learning Model	Analyzes and predicts job trends based on historical data.	Python with TensorFlow or Scikit-learn
11.	Infrastructure (Server / Cloud)	application is hosted, ensuring uptime, scalability, and performance	Amazon Web Services (AWS),Microsoft Azure.

6.2 Sprint Planning & Estimation & 6.3 Sprint Delivery Schedule

Sprint	Functional Requirement (Epic)	User Story Number	User Story / Task	Story Points	Priority	Team Members
Sprint-1	extraction	USN-1	As a Data Analyst, I want to extract job listings from Glassdoor so that I can analyze job trends..	8	High	Team member1
Sprint-1	cleaning	USN-2	As a Data Analyst, I want the extracted job data to be cleaned so that the analysis is accurate	5	Medium	Team member2
Sprint-2	alignment	USN-3	As a Business Stakeholder, I want to understand the most in-demand job roles so that we can align our business strategy	5	Medium	Team member4
Sprint-2	performance	USN-4	As a Recruiter, I want to know the average salary range for each job role to remain competitive in our hiring process	8	Medium	Team member5
Sprint-3	optimization	USN-5	As a Business Strategist, I want to forecast job trends for the next year based on the current data so that we can prepare for future needs.	13	Low	Team member3

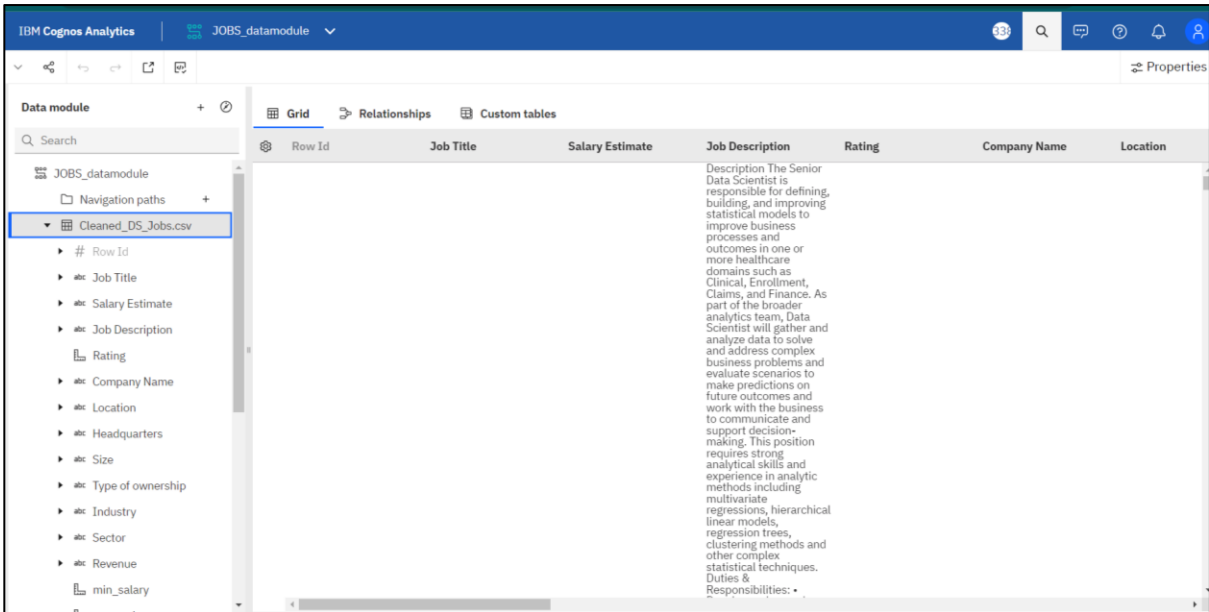## Project Tracker, Velocity & Burndown Chart

Sprint	Total Story Poins	Duration	Sprint Start Date	Sprint End Date (Planned)	Story Points Completed (as on Planned End Date)	Sprint Release Date(Actual)
Sprint-1	20	2 Days	20 Oct 2023	22 Oct 2023	20	22 Oct 2023
Sprint-2	20	2 Days	20 Oct 2023	22 Oct 2023	20	22 Oct 2023
Sprint-3	20	2 Days	20 Oct 2023	22 Oct 2023	20	22 Oct 2023
Sprint-4	20	2 Days	20 Oct 2023	22 Oct 2023	20	22 Oct 2023

Velocity: Imagine we have a 10-day sprint duration, and the velocity of the team is 20 (points per sprint). Let's calculate the team's average velocity (AV) per iteration unit (story points per day)

$$AV = \frac{sprint\ duration}{velocity} = \frac{20}{10} = 2$$

7. CODING

FEATURE 1: datamodule

FEATURE 2: Dashboard

```html
<!-- ======= Dashboard Section ======= -->
    <section id="Dashboard" class="features" data-aos="fade-up">
      <div class="container">

        <div class="section-title">
          <h3>DASHBOARDS</h3>
        </div>
        <iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=dashboard&amp;pathRef=.my_f
olders%2FGlassdoor_Jobs%2FJOBS_dashboard&amp;closeWindowOnLastView=true&amp;ui_ap
pbar=false&amp;ui_navbar=false&amp;shareMode=embedded&amp;action=view&amp;mode=da
shboard&amp;subView=model0000018b6c65a491_00000002" width="1250" height="800"
frameborder="0" gesture="media" allow="encrypted-media"
allowfullscreen=""></iframe>
      </div>
    </section><!-- Dashboard Section -->
```

FEATURE 3: Story

```html
<!-- ====== Story Section ======= -->
    <section id="Story" class="Story">
      <div class="container" data-aos="fade-up">

        <div class="section-title">
          <h2>STORY</h2>

        </div>
        <iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=story&amp;pathRef=.my_folde
rs%2FGlassdoor_Jobs%2FJOBS_Story&amp;closeWindowOnLastView=true&amp;ui_appbar=fal
se&amp;ui_navbar=false&amp;shareMode=embedded&amp;action=view&amp;sceneId=-
2&amp;sceneTime=0" width="1250" height="800" frameborder="0" gesture="media"
allow="encrypted-media" allowfullscreen=""></iframe>


      </div>
    </section><!-- End Story Section -->
```

FEATURE 4: Report

```html
<!-- ====== Report Section ======= -->
    <section id="Report" class="portfolio">
      <div class="container" data-aos="fade-up">
        <div class="section-title">
          <h2>REPORT</h2>
        </div>
        <iframe
src="https://us3.ca.analytics.ibm.com/bi/?pathRef=.my_folders%2FGlassdoor_Jobs%2F
JOBS_report&amp;closeWindowOnLastView=true&amp;ui_appbar=false&amp;ui_navbar=fals
e&amp;shareMode=embedded&amp;action=run&amp;format=HTML&amp;prompt=false"
width="1250" height="800" frameborder="0" gesture="media" allow="encrypted-media"
allowfullscreen=""></iframe>
      </div>
    </section><!-- End Report Section -->
```
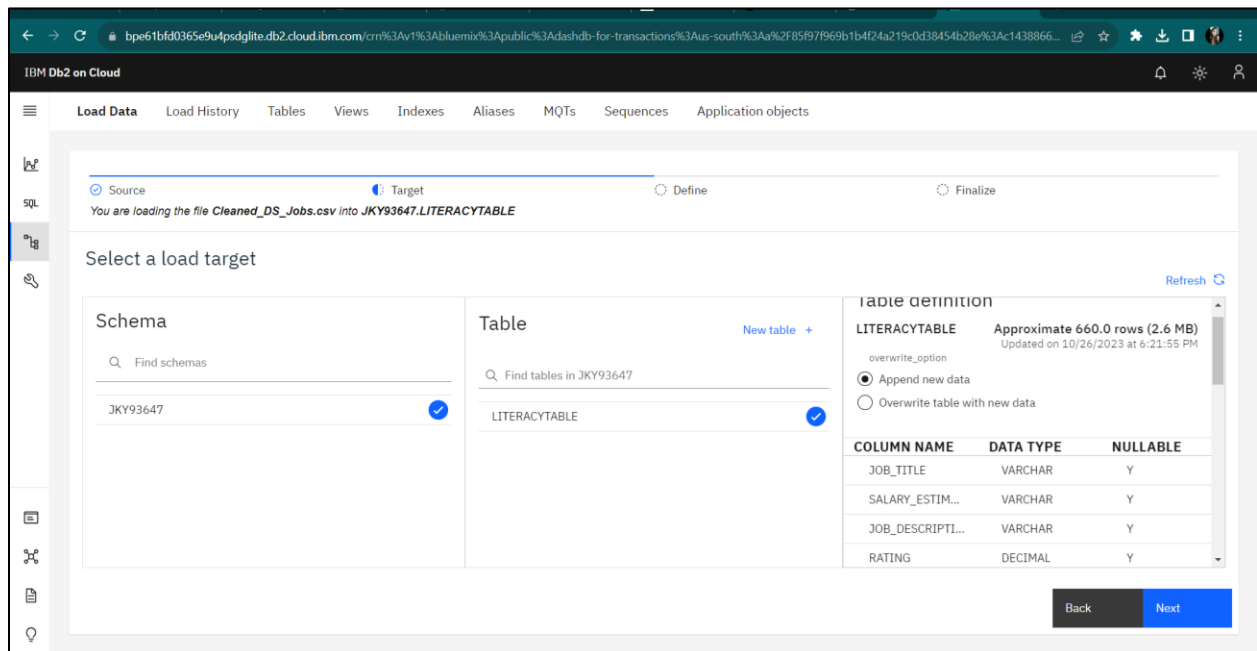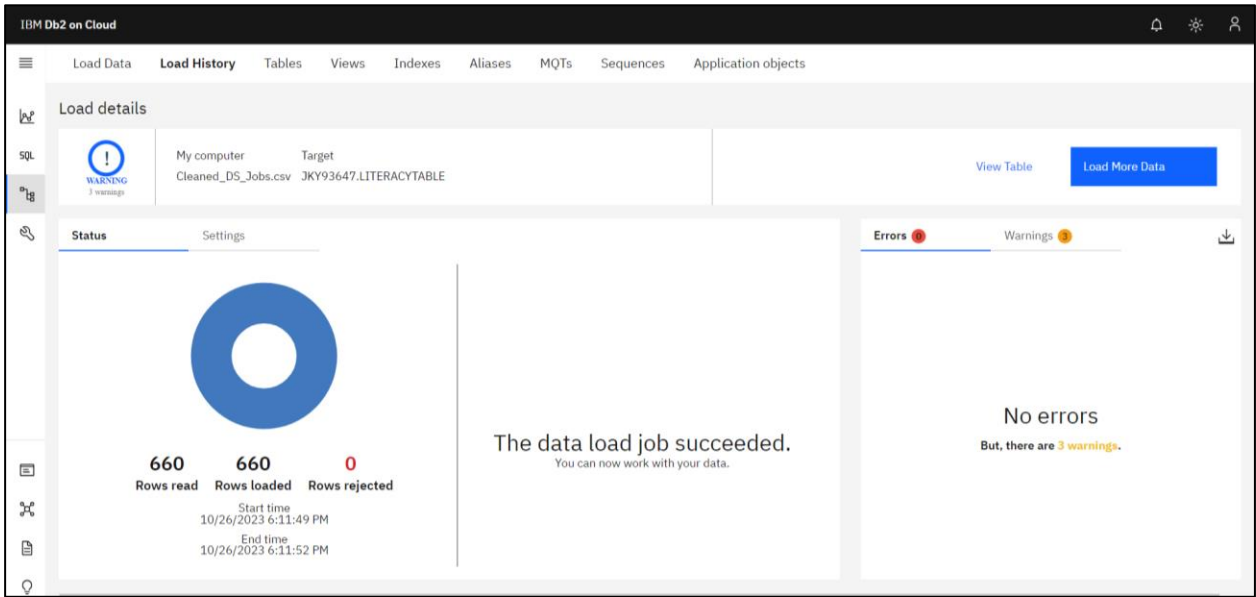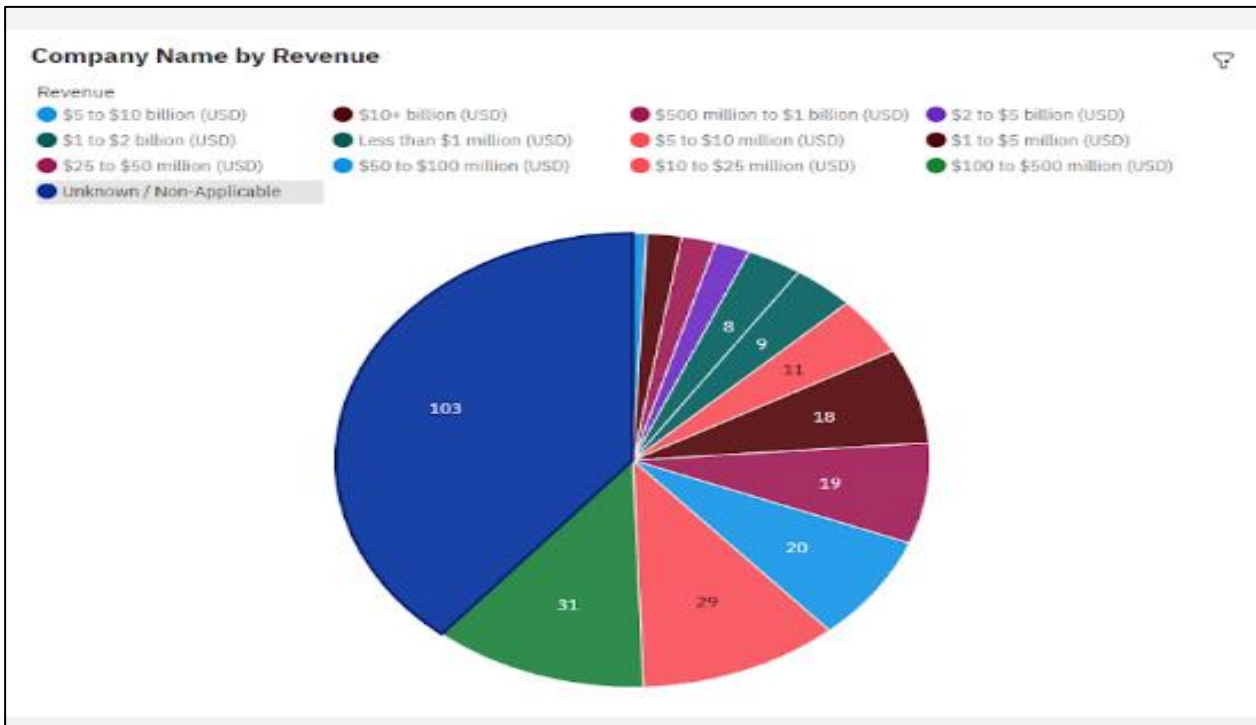
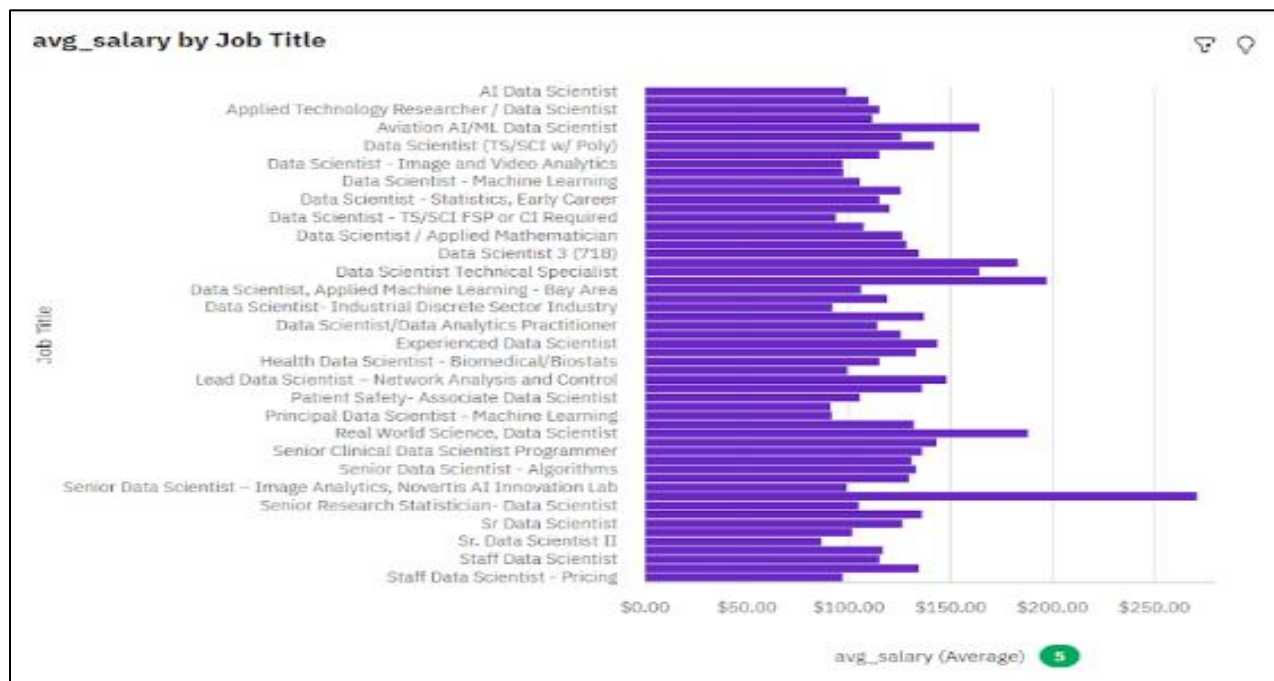## FEATURE 5: Web Application
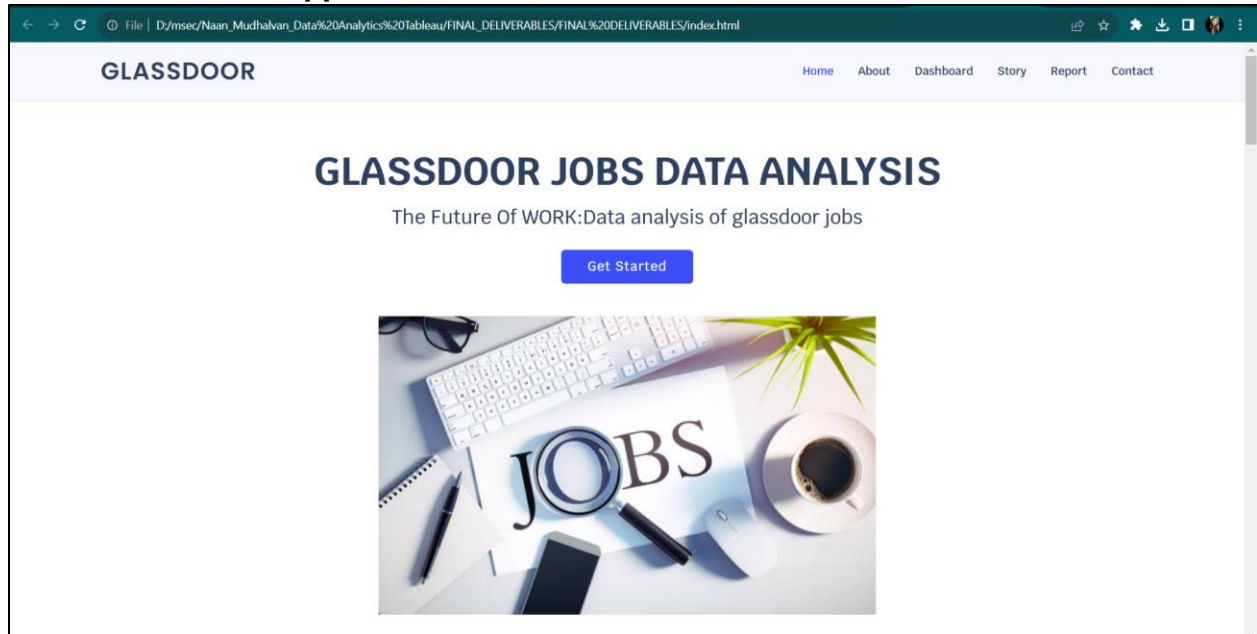
DATABASE SCHEMA

8.PERFORMANCE TESTING

8.1   PERFORMANCE METRICES:

Amount of data rendered to DB2.

Utilization Of Data Filters

avg_salary by Job Title

Job Title
AI Data Scientist
Applied Technology Researcher / Data Scientist
Aviation AI/ML Data Scientist
Data Scientist (TS/SCI w/ Poly)
Data Scientist - Image and Video Analytics
Data Scientist - Machine Learning
Data Scientist - Statistics, Early Career
Data Scientist - TS/SCI FSP or CI Required
Data Scientist / Applied Mathematician
Data Scientist 3 (718)
Data Scientist Technical Specialist
Data Scientist, Applied Machine Learning - Bay Area
Data Scientist- Industrial Discrete Sector Industry
Data Scientist/Data Analytics Practitioner
Experienced Data Scientist
Health Data Scientist - Biomedical/Biostats
Lead Data Scientist – Network Analysis and Control
Patient Safety- Associate Data Scientist
Principal Data Scientist - Machine Learning
Real World Science, Data Scientist
Senior Clinical Data Scientist Programmer
Senior Data Scientist - Algorithms
Senior Data Scientist – Image Analytics, Novartis AI Innovation Lab
Senior Research Statistician- Data Scientist
Sr Data Scientist
Sr. Data Scientist II
Staff Data Scientist
Staff Data Scientist - Pricing

$0.00 $50.00 $100.00 $150.00 $200.00 $250.00

avg_salary (Average) **5**

No Of Calculation Fields

Edit calculation

Name   Seniority_Level

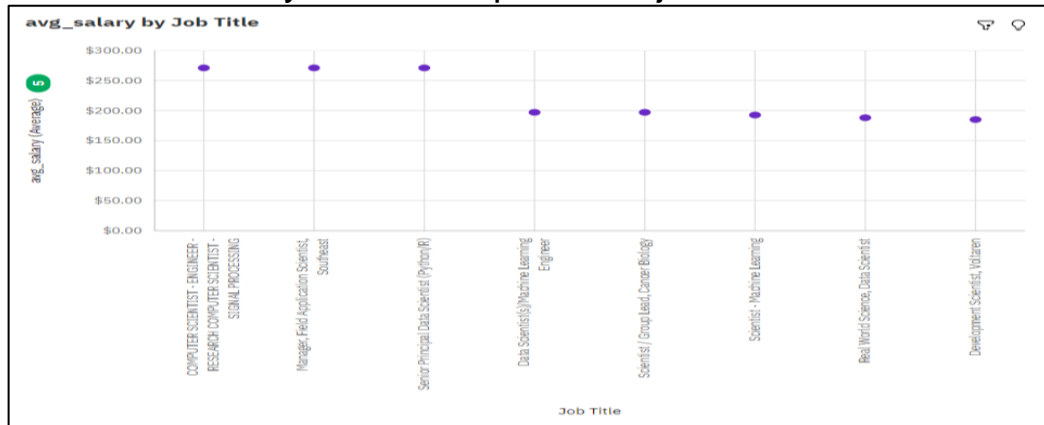**Components**   **Expression**

Q Search

Seniority_Level
Cleaned_DS_Jobs.csv

1 IF (Cleaned_DS_Jobs_csv.min_salary >130) THEN   ('Senior') ELSE   (IF (Cleaned_DS_Jobs_csv.min_salary>70 and
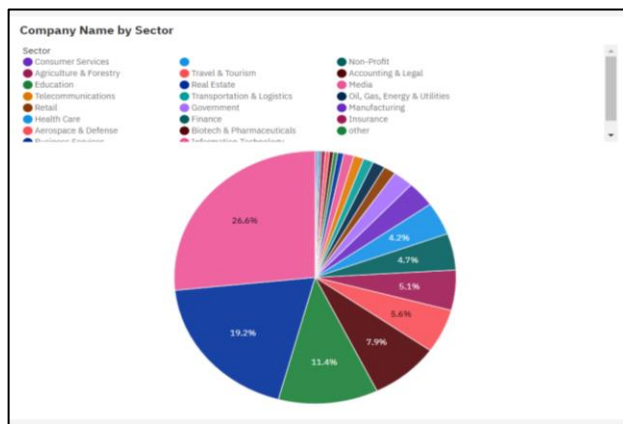   Cleaned_DS_Jobs_csv.min_salary<130) THEN   ('Mid') ELSE   ('Junior'))

Information
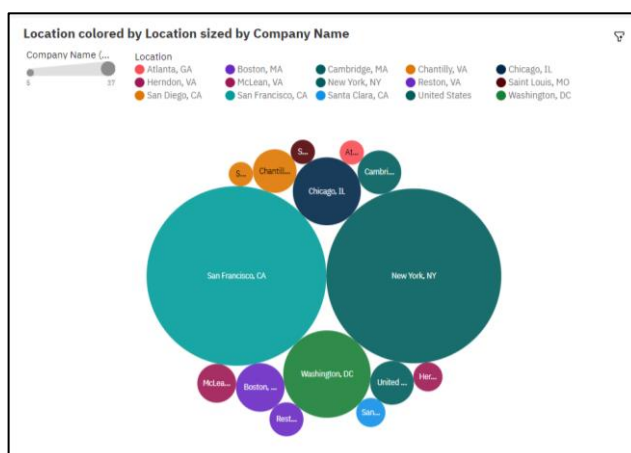
Visualizations

1. What is the salary trend for a particular job title?
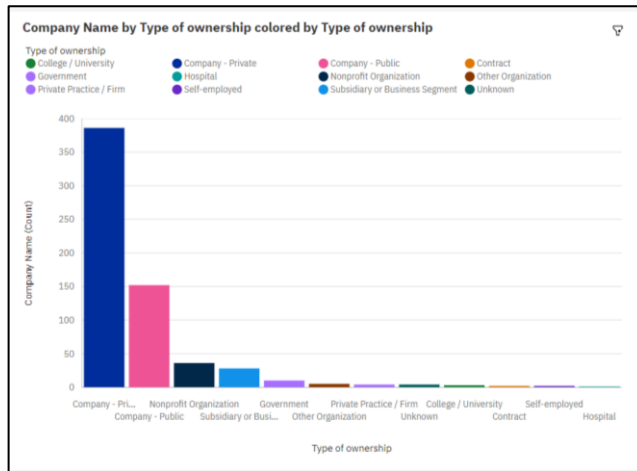

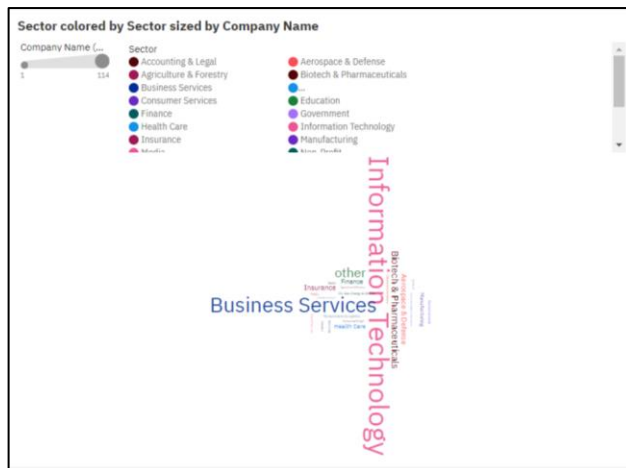2. No of companies belonging to different Sector

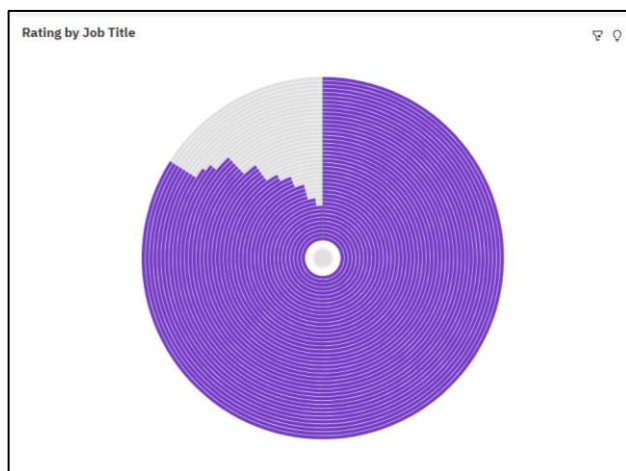3. How many companies belong to the particular location?

4. What's the distribution of companies according to the type of owner?

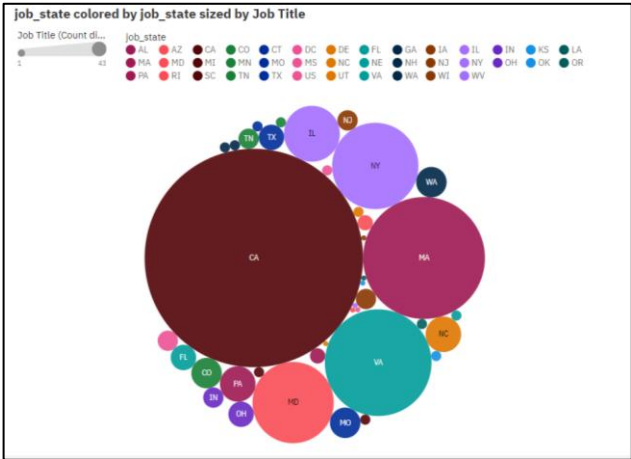5. Most popular sector on Glassdoor for data science domain

6. Top 10 rated jobs
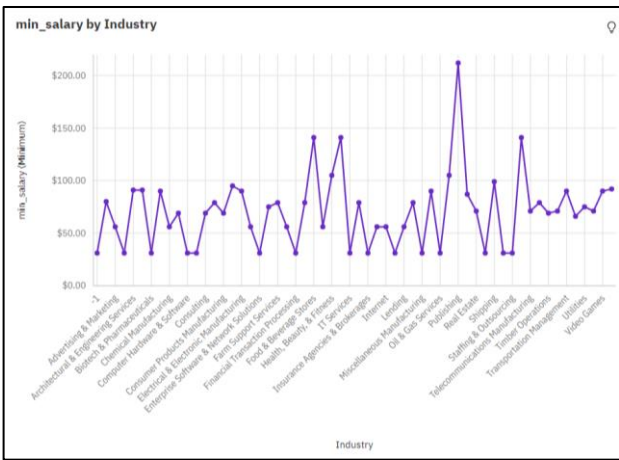
7. Which Industry is offering more job roles

8. Which state is providing more opportunities

9. Show job titles from different category

10. Compare salary trend of different industry

11. Top 10 highest paying jobs from different states
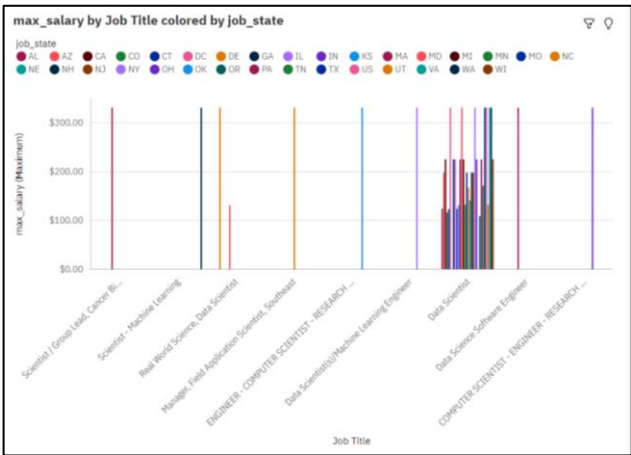
12. what is the avg_salary of Job Title belonging from particular Location
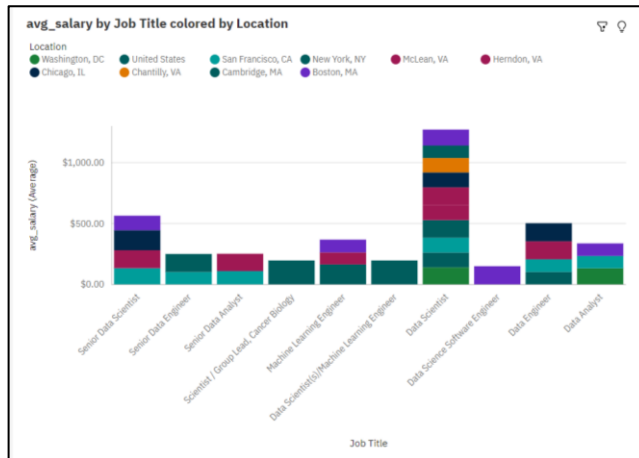
13. What is the revenue generated by companies that falls under particular category of ownership
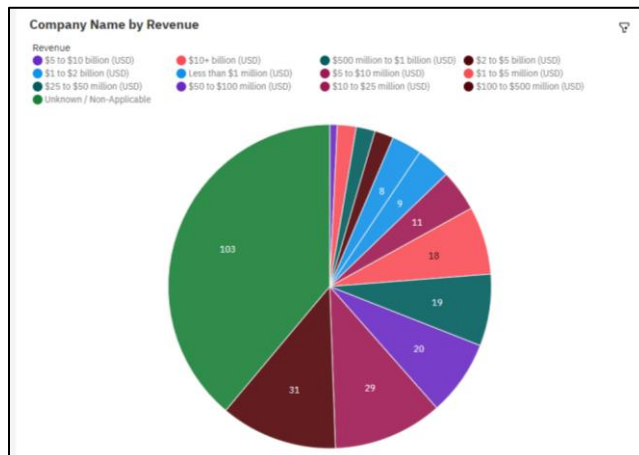
14. Salary trend for different job titles belonging to particular job category
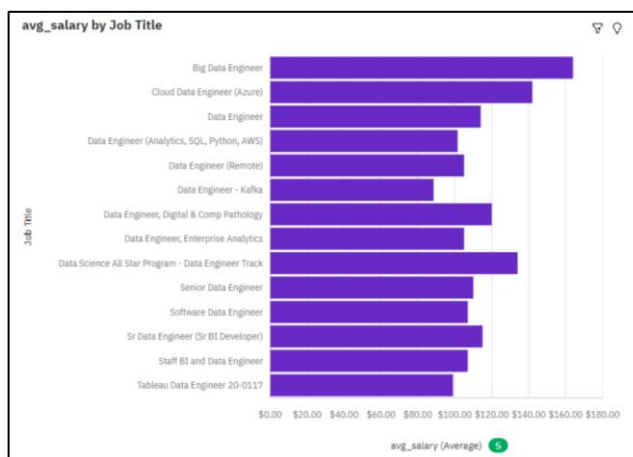
15. What is the rating & salary offered in particular job state
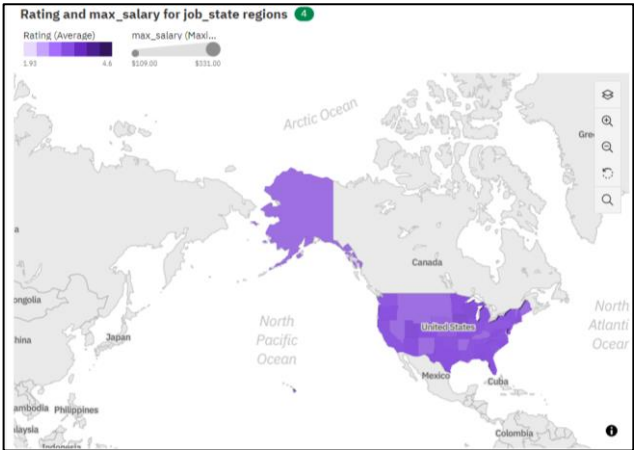
16. Salary trend in different states for particular seniority level

9. RESULTS

9.1 OUTPUT SCREENSHOTS

Dashboards
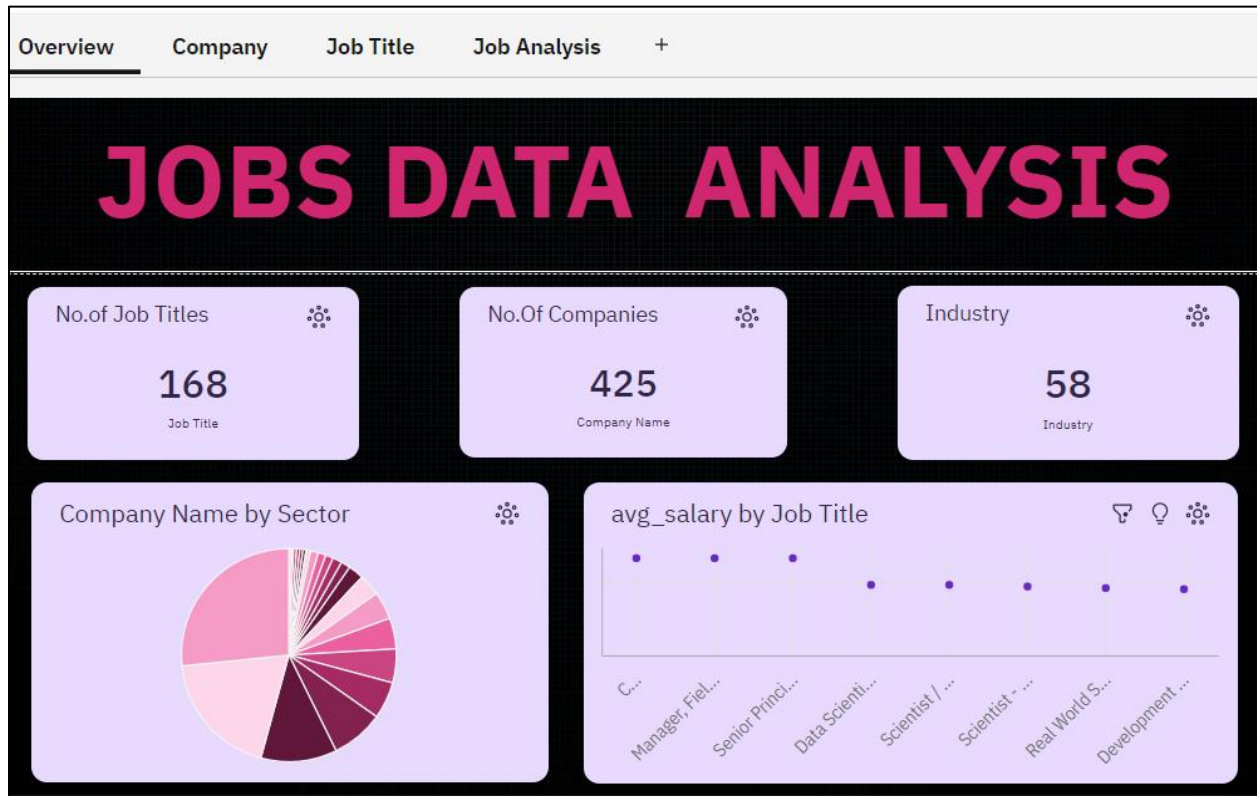
JOBS DATA ANALYSIS

Company Name by Type of ownership colored by Type of ownership

ompany ...   Nonprofit Org...   Government   Private Practi...   College / Univ...   Self-employed
Company - Pu...   Subsidiary o...   Other Organiz...   Unknown   Contract   Hospi...

Location colored by Location sized by Company Name

C....   Chic...   C....
San Francisco, CA   New York, NY
M...   B...   Washi...   U...

Sector

Information Technology

---

job_state colored by job_state sized by Job Title

IL   NY   CA   MA   VA   PA   MD
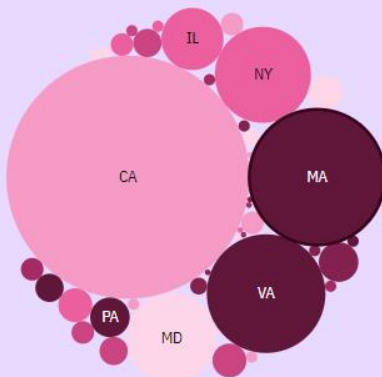
Rating by Job Title

Industry hierarchy colored by Industry and sized by Job Title

Biotech & Phar...	Enterp...	Adve...	Healt...	IT S...
Computer Hard...	Internet	Staf...	B...	Le...
	Research...	E...	I...	T...	V...
Insurance Carri...	Investme...	C...		
	Consulting	El...		
Aerospace & De...		F...		
	Federal A...	In...		
		R...		

Story:

Report:

Glassdoor_Jobs_Data_Report

which state is offering high salary in particular domain

max_salary

$97.00 $331.00

Salary range for different job categories

Analysing skills on the basis of different job titles

	python	hadoop	tableau	spark	excel
Data Modeler	1	0	1	0	1
Data Scientist/Machine Learning	2	2	0	2	0
Data Analyst	9	1	7	1	10
Data Analyst I	0	0	0	0	0
Computational Scientist, Machine Learning	1	0	0	0	1
Product Data Scientist - Ads Data Science	2	0	0	0	0
Data Scientist - Intermediate	2	0	0	0	2
Global Data Analyst	0	0	1	0	1
Data & Machine Learning Scientist	2	0	0	0	0
Data Engineer (Remote)	1	1	0	1	1
Data Scientist, Applied Machine Learning - Bay Area	2	0	0	0	0
Purification Scientist	0	0	0	0	0
Data Scientist 3 (718)	2	0	0	0	0
Real World Science, Data Scientist	2	2	0	0	0
Data Scientist - Image and Video Analytics	2	2	0	2	0
Staff Data Scientist	0	0	0	0	0
RFP Data Analyst	0	0	0	1	1
Data Scientist (TS/SCI)	1	0	0	0	0

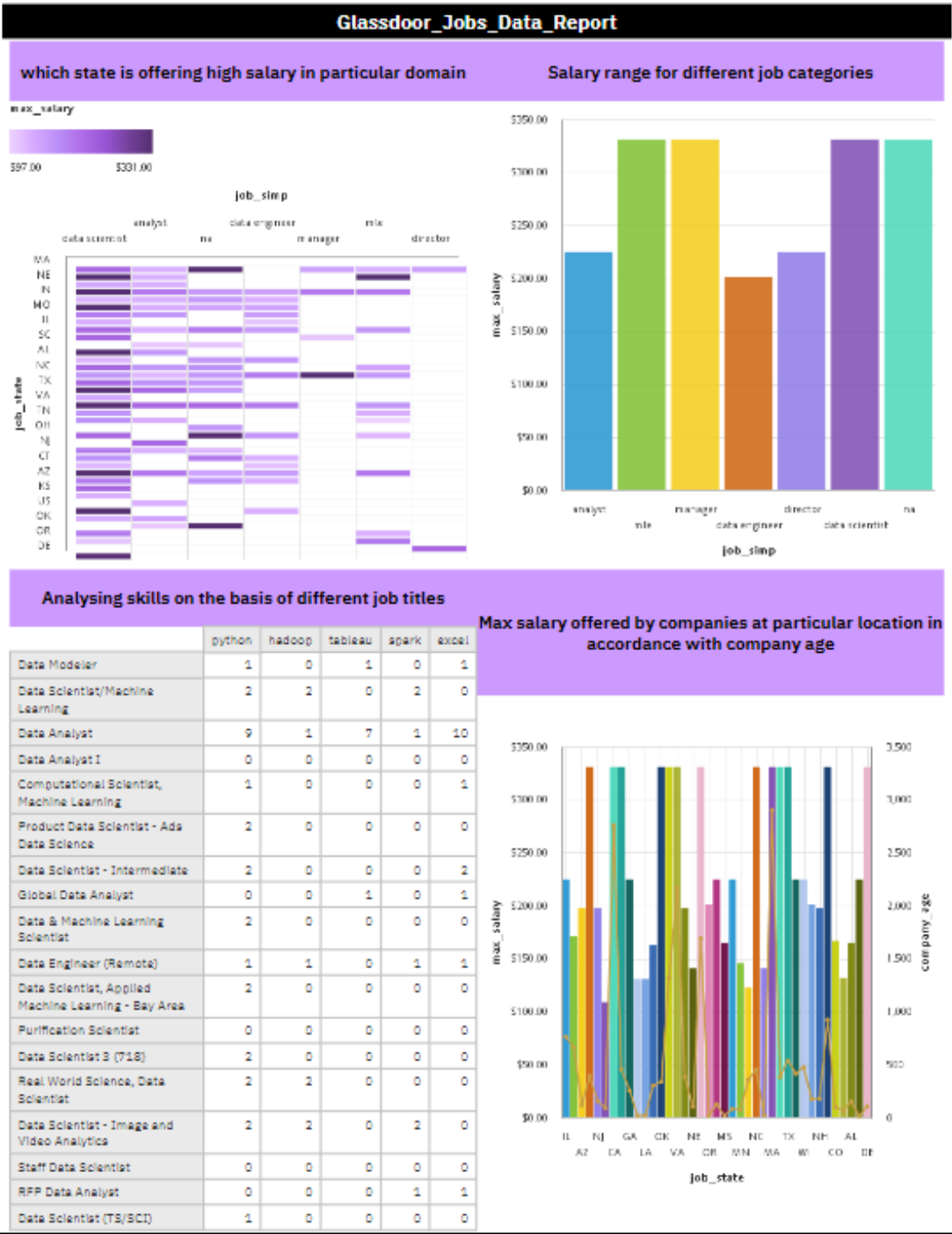### Max salary offered by companies at particular location in accordance with company age

10. ADVANTAGES & DISADAVANTAGES

Advantages:

Informed Decision-Making: Data analytics can provide valuable insights into job trends, salary expectations, and skills in demand, helping job seekers make informed career decisions.

Salary Transparency: Glassdoor often provides salary information, and analytics can help users understand industry-standard pay rates, which can be useful during salary negotiations.

Skill Development: Analytics can highlight the skills and qualifications that are most in demand, allowing job seekers to focus on building relevant skills.

Company Research: Analytics can help users understand trends related to company reviews, interview experiences, and employee satisfaction, aiding in company research before applying.

Customized Job Recommendations: Glassdoor can use data analytics to provide users with personalized job recommendations based on their skills, preferences, and career goals.

Disadvantages:

Data Accuracy: The accuracy of the data provided by Glassdoor may vary, as it relies on user-generated content. Data analytics can be skewed if the sample size is too small or if there is a bias in the data.

Privacy Concerns: Users may have concerns about the privacy of their data, as Glassdoor collects and analyzes user information to provide recommendations and insights.

Overemphasis on Numbers: Relying solely on data analytics can lead to a focus on quantitative metrics at the expense of qualitative factors, such as company culture and work-life balance.

Lack of Context: Data analytics may not always provide the full context for certain job trends or statistics. Users should be cautious not to make career decisions based solely on numbers.

Skills Shortages: Analytics may highlight skills in demand, but it doesn't guarantee that job seekers will find it easy to acquire those skills. Skills development can take time and effort.

11. CONCLUSION

The future of data analytics in the context of Glassdoor job listings holds significant promise. Glassdoor is a valuable resource for both job seekers and employers, and leveraging data analytics can enhance the experience for both parties.

Advanced analytics can help job seekers by providing insights into salary trends, job market demands, and company culture, allowing for more informed career decisions.

For employers, data analytics can aid in talent acquisition and competitor benchmarking, helping them make data-driven decisions regarding hiring strategies and compensation.

12. FUTURE SCOPE

The future scope of the "The Future of Work Data Analytics on Glassdoor" job is very bright. Data analytics is a rapidly growing field, and there is a high demand for skilled data analysts across all industries. Glassdoor is a leading job board, and its data on the future of work is highly valuable to businesses and individuals alike.

Data analysts who are able to use Glassdoor's data to identify trends and insights about the future of work will be in high demand. They will be able to help businesses make informed decisions about their workforce planning, talent acquisition, and employee development strategies.

- Analyze Glassdoor job posting data to identify trends in hiring, salaries, and benefits.
- Use Glassdoor employee reviews and ratings to understand employee satisfaction and engagement.
- Conduct surveys of Glassdoor users to gather insights about their career plans and job search experiences.
- Develop and maintain machine learning models to predict future hiring trends and employee turnover.
- Work with product managers to develop new features and tools for Glassdoor users.

13. APPENDIX

SOURCE CODE:

```html
<!DOCTYPE html>
<html lang="en">

<head>
  <meta charset="utf-8">
  <meta content="width=device-width, initial-scale=1.0" name="viewport">

  <title>GLASSDOOR JOBS ANALYSIS</title>
  <meta content="" name="description">
  <meta content="" name="keywords">

  <!-- Favicons -->
  <link href="assets/img/glass.png" rel="icon">
  <link href="assets/img/apple-touch-icon.png" rel="apple-touch-icon">

  <!-- Google Fonts -->
  <link
href="https://fonts.googleapis.com/css?family=Open+Sans:300,300i,400,400i,600,600i,
700,700i|Krub:300,300i,400,400i,500,500i,600,600i,700,700i|Poppins:300,300i,400,400i
,500,500i,600,600i,700,700i" rel="stylesheet">

  <!-- Vendor CSS Files -->
  <link href="assets/vendor/aos/aos.css" rel="stylesheet">
  <link href="assets/vendor/bootstrap/css/bootstrap.min.css" rel="stylesheet">
  <link href="assets/vendor/bootstrap-icons/bootstrap-icons.css" rel="stylesheet">
  <link href="assets/vendor/boxicons/css/boxicons.min.css" rel="stylesheet">
  <link href="assets/vendor/glightbox/css/glightbox.min.css" rel="stylesheet">
  <link href="assets/vendor/swiper/swiper-bundle.min.css" rel="stylesheet">

  <!-- Template Main CSS File -->
  <link href="assets/css/style.css" rel="stylesheet">

  <!-- =======================================================
  * Template Name: Bikin
  * Updated: Sep 18 2023 with Bootstrap v5.3.2
  * Template URL: https://bootstrapmade.com/bikin-free-simple-landing-page-template/
  * Author: BootstrapMade.com
  * License: https://bootstrapmade.com/license/
  ======================================================== -->
</head>

<body>
```

```html
<!-- ======= Header ======= -->
<header id="header" class="fixed-top">
  <div class="container d-flex align-items-center justify-content-between">

    <h1 class="logo"><a href="index.html">GLASSDOOR</a></h1>
    <!-- Uncomment below if you prefer to use an image logo -->
    <!-- <a href="index.html" class="logo"><img src="assets/img/logo.png" alt=""
class="img-fluid"></a>-->

    <nav id="navbar" class="navbar">
     <ul>
      <li><a class="nav-link scrollto active" href="#hero">Home</a></li>
      <li><a class="nav-link scrollto" href="#about">About</a></li>
      <li><a class="nav-link scrollto" href="#Dashboard">Dashboard</a></li>
      <li><a class="nav-link scrollto " href="#Story">Story</a></li>
      <li><a class="nav-link scrollto" href="#Report">Report</a></li>
      <li><a class="nav-link scrollto" href="#contact">Contact</a></li>

     <i class="bi bi-list mobile-nav-toggle"></i>
    </nav><!-- .navbar -->

  </div>
</header><!-- End Header -->

<!-- ======= about Section ======= -->
<section id="hero" class="d-flex align-items-center">

  <div class="container d-flex flex-column align-items-center justify-content-center"
data-aos="fade-up">
    <h1>GLASSDOOR JOBS DATA ANALYSIS</h1>
    <h2>The Future Of WORK:Data analysis of glassdoor jobs</h2>
    <a href="#about" class="btn-get-started scrollto">Get Started</a>
    <img src="assets/img/JOBS.jpg" class="img-fluid hero-img" alt="" data-aos="zoom-
in" data-aos-delay="150">
  </div>

</section>

<section id="about" class="about" data-aos="fade-up">
  <div class="container">

    <div class="section-title">
     <h3>ABOUT</h3>
     <p style="text-align: justify;">Glassdoor is a website that offers a platform for
employees and former employees to anonymously review companies and their
management. It also allows current and former employees to anonymously share their
salary details, interview experiences, and benefits information. The platform is
commonly used by job seekers to gain insights into potential employers and their work
```

culture before applying for a job.</br>The purpose of this project is to conduct an analysis of Glassdoor job postings to gain insights into current and emerging job market trends, identify in-demand skills and experience, and understand how employers can improve their employer branding and reputation to attract and retain top talent.</p>
    </div>
  </div>
</section><!-- About -->
  <main id="main">
   <!-- ======= Dashboard Section ======= -->
   <section id="Dashboard" class="features" data-aos="fade-up">
    <div class="container">

     <div class="section-title">
      <h3>DASHBOARDS</h3>
     </div>
      <iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=dashboard&pathRef=.my_folders%2FGlassdoor_Jobs%2FJOBS_dashboard&closeWindowOnLastView=true&ui_appbar=false&ui_navbar=false&shareMode=embedded&action=view&mode=dashboard&subView=model0000018b6c65a491_00000002" width="1250" height="800" frameborder="0" gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>
    </div>
   </section><!-- Dashboard Section -->
   <!-- ======= Story Section ======= -->
   <section id="Story" class="Story">
    <div class="container" data-aos="fade-up">

     <div class="section-title">
      <h2>STORY</h2>

     </div>
      <iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=story&pathRef=.my_folders%2FGlassdoor_Jobs%2FJOBS_Story&closeWindowOnLastView=true&ui_appbar=false&ui_navbar=false&shareMode=embedded&action=view&sceneId=-2&sceneTime=0" width="1250" height="800" frameborder="0" gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>

    </div>
   </section><!-- End Story Section -->
   <!-- ======= Report Section ======= -->
   <section id="Report" class="portfolio">
    <div class="container" data-aos="fade-up">
     <div class="section-title">
      <h2>REPORT</h2>
     </div>

```html
      <iframe
src="https://us3.ca.analytics.ibm.com/bi/?pathRef=.my_folders%2FGlassdoor_Jobs%2F
JOBS_report&amp;closeWindowOnLastView=true&amp;ui_appbar=false&amp;ui_navb
ar=false&amp;shareMode=embedded&amp;action=run&amp;format=HTML&amp;prom
pt=false" width="1250" height="800" frameborder="0" gesture="media"
allow="encrypted-media" allowfullscreen=""></iframe>
    </div>
  </section><!-- End Report Section -->
  <!-- ======= Contact Section ======= -->
  <section id="contact" class="contact section-bg">
   <div class="container" data-aos="fade-up">

     <div class="section-title">
      <h2>Contact</h2>

     </div>

     <div class="row">

       <div class="col-lg-6">

         <div class="row">
           <div class="col-md-12">
             <div class="info-box">
               <i class="bx bx-map"></i>
               <h3>Our Address</h3>
               <p>Chennai,Tamil Nadu</p>
             </div>
           </div>
           <div class="col-md-6">
             <div class="info-box mt-4">
               <i class="bx bx-envelope"></i>
               <h3>Email Us</h3>
               <p>info@example.com<br>contact@example.com</p>
             </div>
           </div>
           <div class="col-md-6">
             <div class="info-box mt-4">
               <i class="bx bx-phone-call"></i>
               <h3>Call Us</h3>
               <p>+91 9876543231<br>+91 9823456716</p>
             </div>
           </div>
         </div>

       </div>

       <div class="col-lg-6 mt-4 mt-md-0">
```

```html
        <form action="forms/contact.php" method="post" role="form" class="php-email-
form">
          <div class="row">
            <div class="col-md-6 form-group">
              <input type="text" name="name" class="form-control" id="name"
placeholder="Your Name" required>
            </div>
            <div class="col-md-6 form-group mt-3 mt-md-0">
              <input type="email" class="form-control" name="email" id="email"
placeholder="Your Email" required>
            </div>
          </div>
          <div class="form-group mt-3">
            <input type="text" class="form-control" name="subject" id="subject"
placeholder="Subject" required>
          </div>
          <div class="form-group mt-3">
            <textarea class="form-control" name="message" rows="5"
placeholder="Message" required></textarea>
          </div>
          <div class="my-3">
            <div class="loading">Loading</div>
            <div class="error-message"></div>
            <div class="sent-message">Your message has been sent. Thank you!</div>
          </div>
          <div class="text-center"><button type="submit">Send Message</button></div>
        </form>
      </div>

    </div>

  </div>
  </section><!-- End Contact Section -->

</main><!-- End #main -->
    <div class="social-links text-center text-md-right pt-3 pt-md-0">
      <a href="#" class="twitter"><i class="bx bxl-twitter"></i></a>
      <a href="#" class="facebook"><i class="bx bxl-facebook"></i></a>
      <a href="#" class="instagram"><i class="bx bxl-instagram"></i></a>
      <a href="#" class="google-plus"><i class="bx bxl-skype"></i></a>
      <a href="#" class="linkedin"><i class="bx bxl-linkedin"></i></a>
    </div>
  </div>
</footer>
<div id="preloader"></div>
<a href="#" class="back-to-top d-flex align-items-center justify-content-center"><i
class="bi bi-arrow-up-short"></i></a>
```

```html
<!-- Vendor JS Files -->
<script src="assets/vendor/aos/aos.js"></script>
<script src="assets/vendor/bootstrap/js/bootstrap.bundle.min.js"></script>
<script src="assets/vendor/glightbox/js/glightbox.min.js"></script>
<script src="assets/vendor/isotope-layout/isotope.pkgd.min.js"></script>
<script src="assets/vendor/swiper/swiper-bundle.min.js"></script>
<script src="assets/vendor/php-email-form/validate.js"></script>
<!-- Template Main JS File -->
<script src="assets/js/main.js"></script>

</body>

</html>
```

GITHUB LINK:

https://github.com/Nithyasree-Venkatramanan/Naan-Mudhalvan

DEMO LINK:

https://drive.google.com/file/d/1dgjj7I23NNPE-R_-dwcroN3K22eY35qg/view?usp=sharing