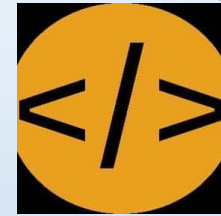


# *Code and create boot-camp Capstone project*



**DATA ANALYSIS:GROUP 5**

**OCTOBER, 2025**

***GROUP NAME:TEAM INFOSCOUT.***  
***GROUP TOPIC: DS JOB HR ANALYTICS***

**MEMBERS:**

**EDEH OGECHUKWU EVELYN-CCB/DA/060 ~ (*group captain*)**

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# JOB DESCRIPTION:

- The dataset represents job listings for Data Science and Analytics roles from multiple companies

***The goal is to help the HR analytics team and career advisory units understand:***

- What factors influence salary estimates and company ratings.
- Which industries and locations offer the best opportunities, and
- How company attributes like size, founding year, and ownership affect job prospects.

## Proposed Solution Overview:



- Team *Infoscout* aims to clean and analyze the “DS Jobs dataset” using Excel and SQL to reveal key factors influencing salaries, ratings, job-trends, and more importantly to present insights visually.

# Approach (SQL + Excel)

**SQL: Cleaning +salary parsing  
+ group aggregations.**

**EXCEL: Visualization + KPI  
dashboards+ interactive  
slicers.**

**Combined quantitative &  
visual story telling for HR  
decision making.**

Row Labels	Average salary	Average rating	City	Job count	Average salary
Startup	123774.19	4.21	Boston	24	122583.33
Established	123706.02	3.72	Chicago	22	121318.18
Mid_age	119337.13	3.95	New York	50	136680
Grand Total	366817.34	11.88	San Francisco	69	119224.64
			Washington	27	138555.56
			Grand Total	192	638361.71
Industry	Sum of average_salary	Sum of avg_rating	Industry	Average salary	Average rating
Accounting	124666.67	4.17	Publishing	271500	4.7
Advertising & Marketing	117608.7	3.8	Health, Beauty, & Fitne	203750	4
Aerospace & Defense	132695.65	3.78	Food & Beverage Store	183000	3.7
Architectural & Engineering Services	154833.33	3.6	Hotels, Motels, & Reso	183000	3.5
Banks & Credit Unions	127562.5	3.69	State & Regional Agenc	183000	3.2
Biotech & Pharmaceuticals	122871.21	3.68	Wholesale	177000	2.63
Cable, Internet & Telephone Providers	99500	2.9	Other Retail Stores	167333.33	3.67
Chemical Manufacturing	128166.67	3.37	Architectural & Engine	154833.33	3.6
Colleges & Universities	117833.33	3	Electrical & Electronic I	145500	3.47
Computer Hardware & Software	120219.3	4.24	Transportation Equipm	140000	4.6
Construction	74750	3.4	Research & Developme	136205.88	3.87
Consulting	131052.63	3.91	Aerospace & Defense	132695.65	3.78
Consumer Electronics & Appliances Store	129500	3.5	Video Games	132666.67	4.47
Consumer Products Manufacturing	119000	3.6	Express Delivery Servic	132000	3.2
Department, Clothing, & Shoe Stores	107000	3.5	Federal Agencies	131437.5	3.97
Electrical & Electronic Manufacturing	145500	3.47	Consulting	131052.63	3.91
Energy	110800	3.7	Consumer Electronics &	129500	3.5
Enterprise Software & Network Solution:	119918.6	4.09			

# Executive Summary

Average Salary  
**\$123,663.69**

Average Rating  
**3.8**



500 + Data Science & Analytics job listings analysed

Objective : understand salary & ratings, top industries & location

Average salary  $\approx$  **\$123k**

Average rating  $\approx$  3.8

Technology & Finance = best combination of pay + rating

Established firms pay  $\approx$  20 % more than start-ups

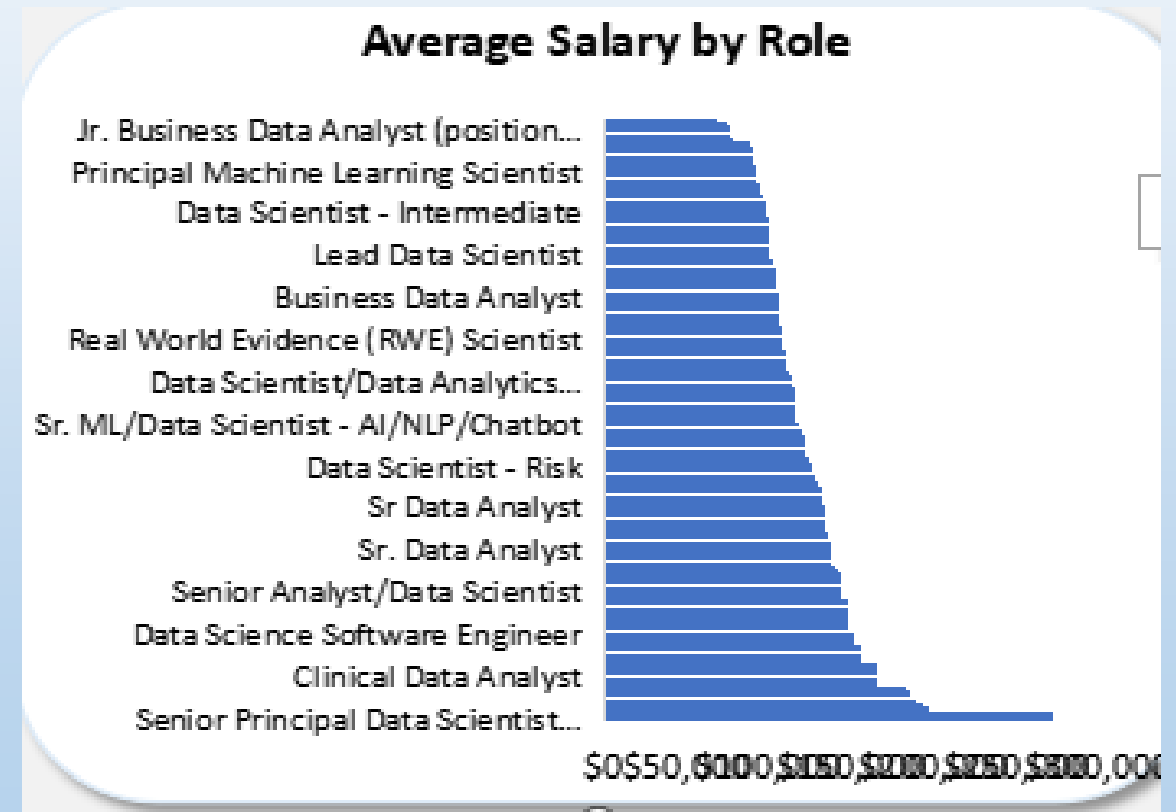
# Problem 1:

Question: *Which job tittles have highest average salary estimates?*

## Top 5 ROLES by Average Salaries:

- 1) Senior Data Scientist- **\$271k**
- 2) Machine Learning Engineer- **\$197k**
- 3) Data Science Manager- **\$188k**
- 4) Data Engineer- **\$164k**
- 5) Data Scientist- **\$154k**

## Chart



Problem 2:

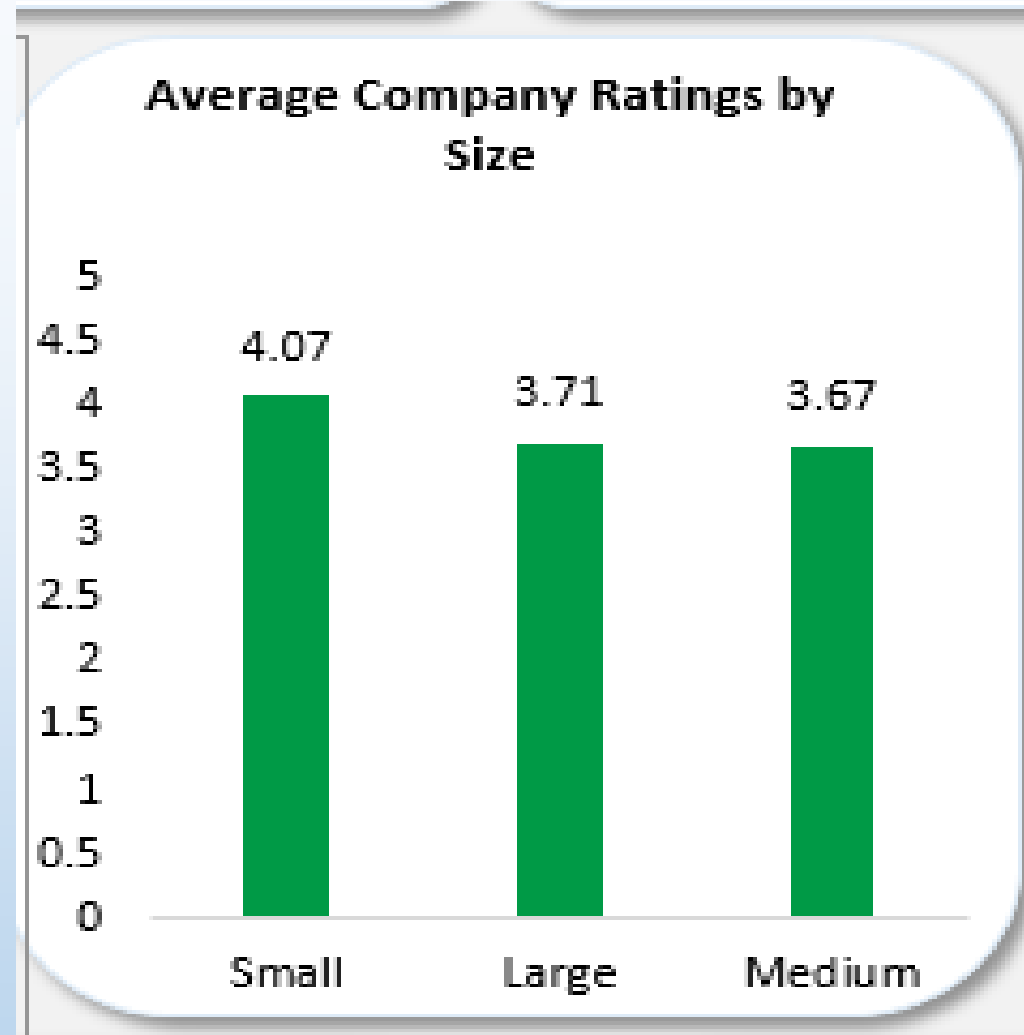
Question: *Do larger companies tend to have higher Glassdoor ratings?*

Company sizes vs Ratings:

**Large Companies(>5000  
Employees) \_3.71**

**Medium Companies (500-5000  
Employees)\_3.67**

**Small Companies(<500  
Employees)\_4.07**





### Problem 3:

Question: *Do larger companies tend to have higher Glassdoor ratings?*

### Industry & Sector Analysis

**Publishing -**

**Health , Beauty ,& Fitness –**

**Food and Beverages Stores**

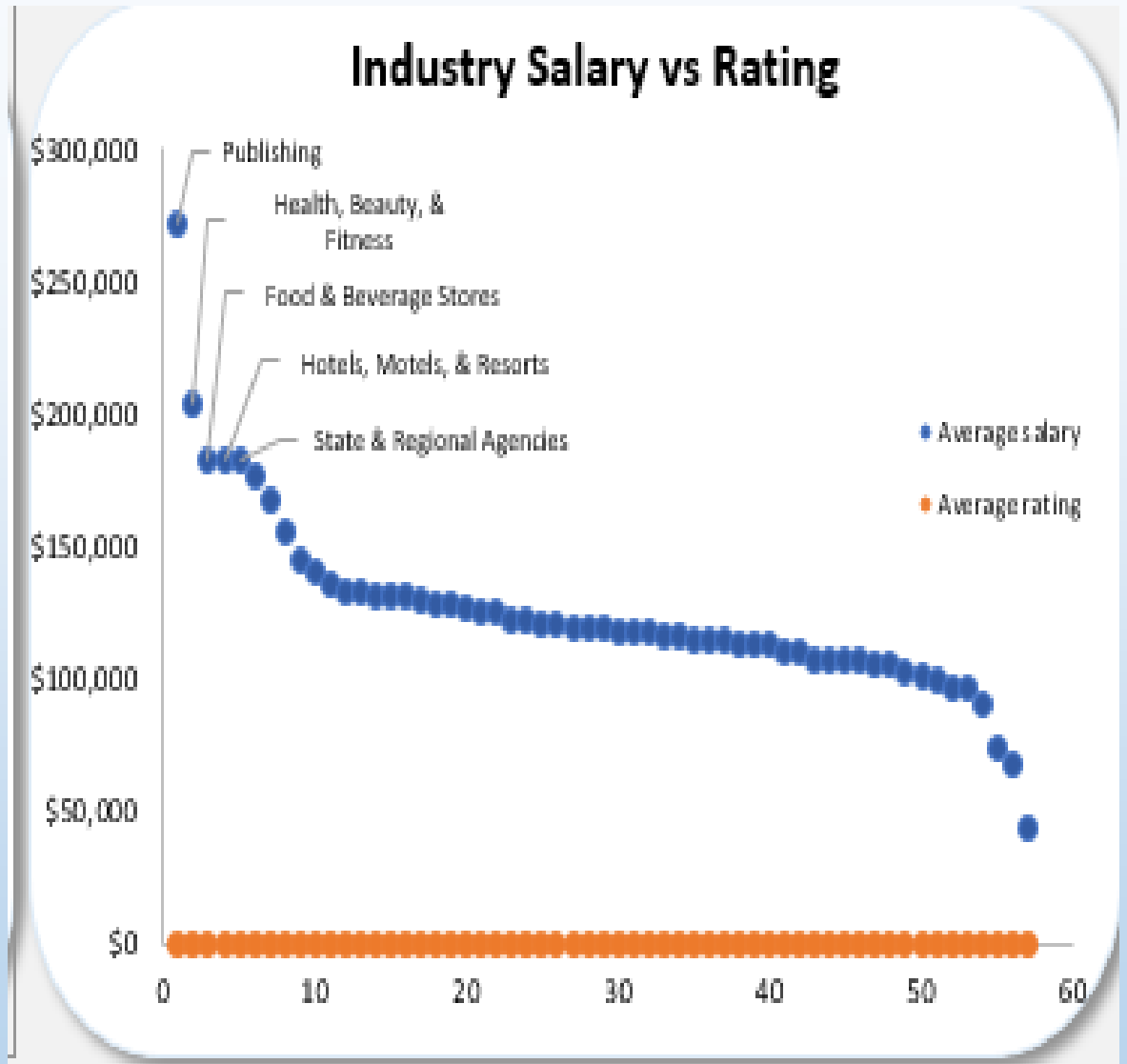
**Hotels, Motels,& Resorts -**

**State & Regional Agencies –**

**Whole sale –**

**Architectural &Engineering -**

**Aerospace & Defense -**



Problem 4:

Question: *which U.S. cities offer the most Data science job opportunities and best pay?*

Location & market opportunities

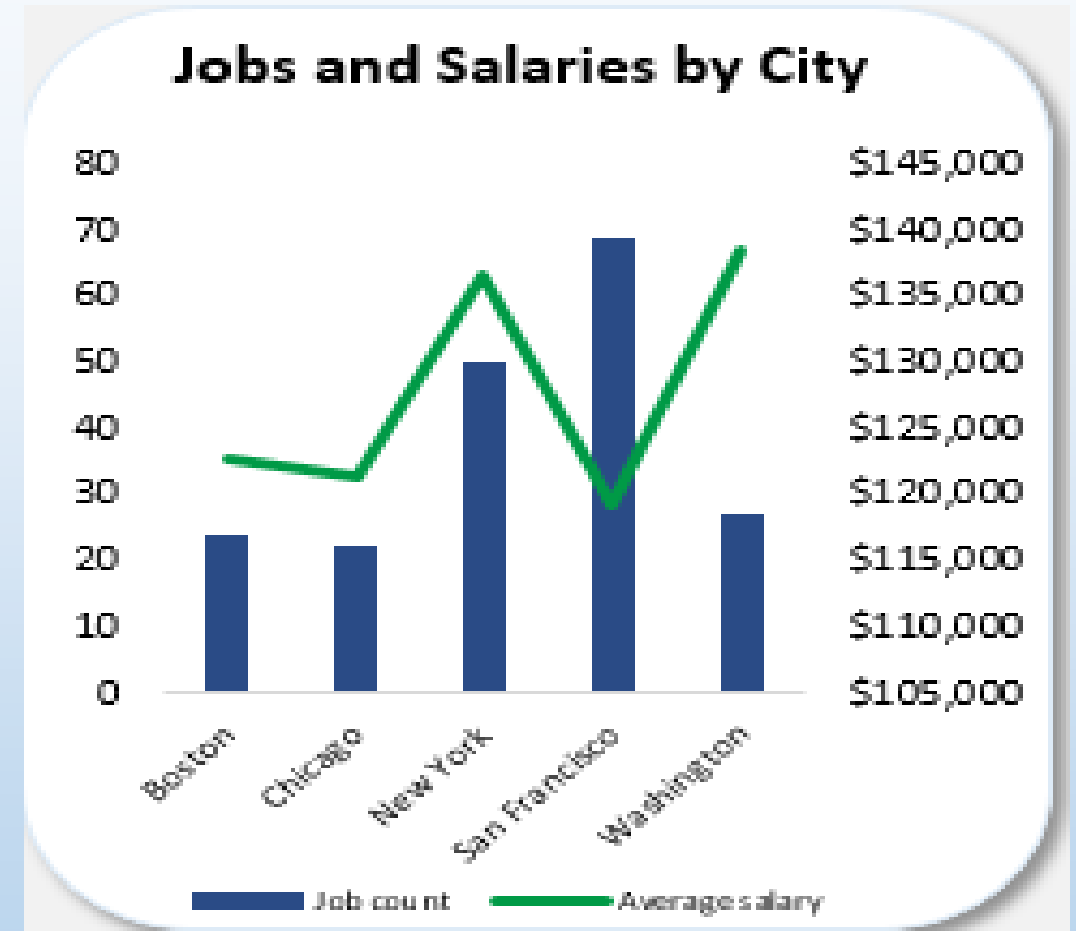
San Francisco

New York

Washington

Boston

Chicago

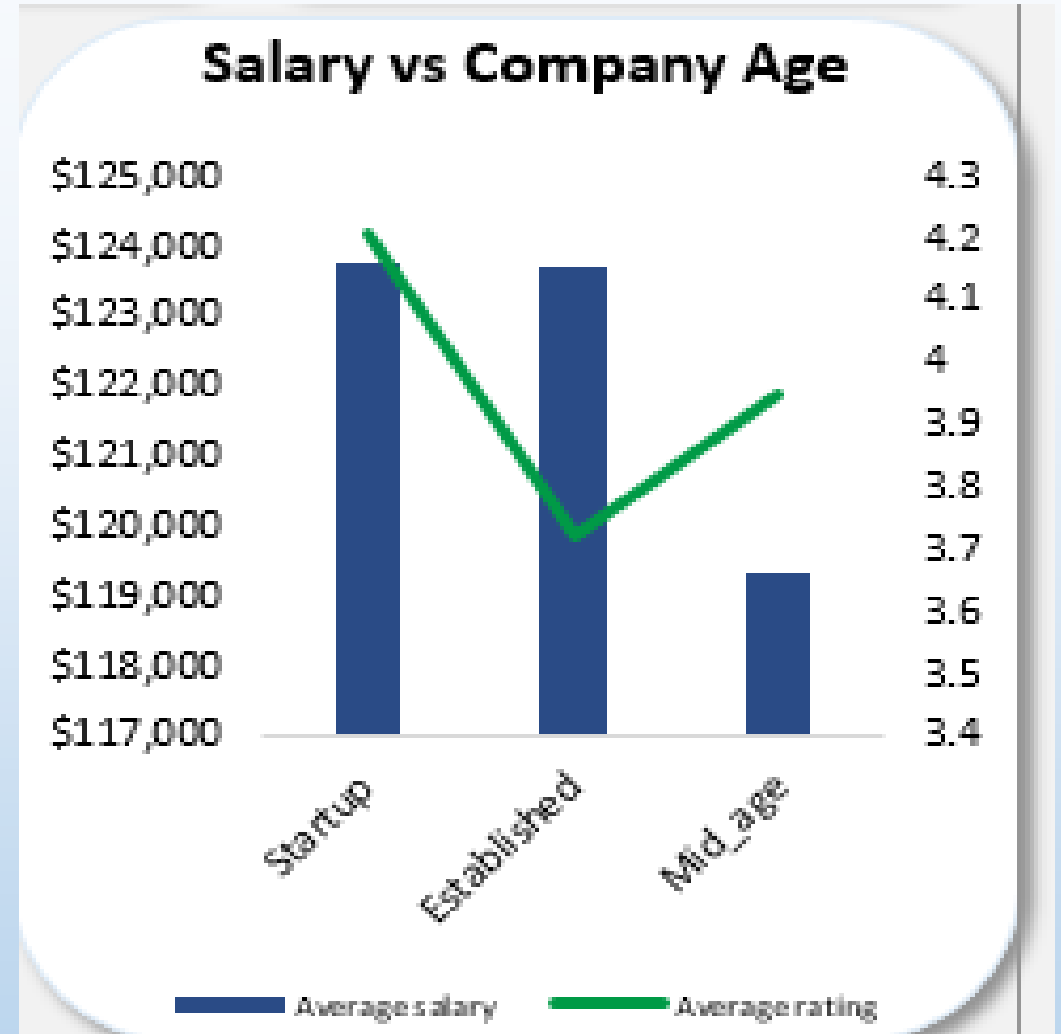


Problem 5:

Question: *Do older, more established companies offer higher salaries?*

### Company Age vs Salary:

Start ups ( $\leq 5$ years)	\$123,774
4.2	
Mid-age (6–15 years)	\$123,706
3.72	
Established ( $> 15$ years)	\$119,337
3.95	

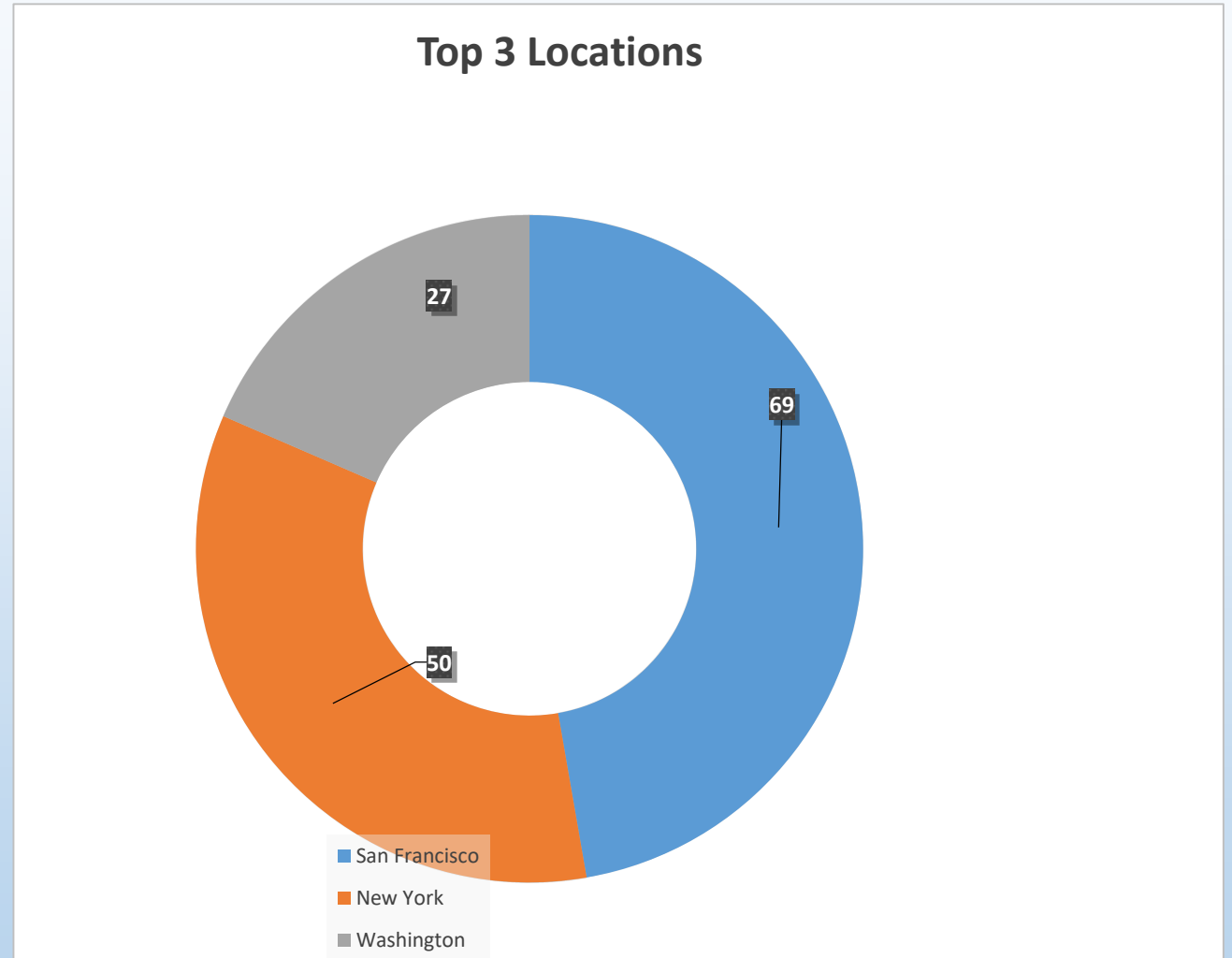


## Top 3 Locations for Job counts:

San Francisco

New York

Washington



# *Recommendations:*

Recruitment for high value roles should be between Senior Data Scientist & Machine Learning Engineers.

Focus on top cities (San Francisco ,New York city, Washington)

Keep Salaries competitive in Health and Finance Sectors.

Highlight growth potential to attract talent to start-ups.

Implement a skill-based hiring strategy (to align required skills with salary levels)

Develop a data driven compensation dashboard to continuously monitor pay equity and market trends.

*Thanks for having us.*

