Define Problem / Problem Understanding

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| Project Name | The Future of Work: Glassdoor Jobs Data Analysis |

**Literacy Survey**

**A comprehensive literature survey for the Data Analysis of Glassdoor Jobs entails a thorough examination of various aspects related to job roles offered by specific organizations within a particular industry and sector. Job analysis, a fundamental concept in the field of human resource management, is central to understanding the organization of jobs within what is often referred to as a job family.**

Scope of Job Analysis:

* Defining Job Roles: Job analysis serves as the cornerstone for defining and structuring job roles within organizations. It outlines the responsibilities, qualifications, and essential attributes required for specific positions. This process is crucial for organizations in terms of recruitment, training, and performance evaluation.
* Career Advancement: By meticulously analyzing job roles, organizations can identify paths of job progression within job families. This insight is invaluable for employees who aspire to advance their careers and seek opportunities for increased compensation and professional development. It also aids in creating a well-defined career growth path within an organization.
* Alignment with Industry Trends: Job analysis is not conducted in isolation but within the context of a specific industry and sector. The survey delves into the literature addressing how job analysis aligns with industry trends, allowing organizations to stay competitive by adapting to changing job market demands.

Key Objectives:

The primary objectives of this literature survey are to:

1. Examine how job analysis methodologies are applied in real-world scenarios, particularly concerning Glassdoor job data.
2. Explore the link between job analysis, career progression, and compensation packages.
3. Understand how job analysis contributes to an organization’s ability to attract and retain top talent.
4. Investigate the role of data analysis and data visualization techniques in extracting actionable insights from job data on platforms like Glassdoor.

By undertaking this literature survey, students aim to build a strong foundation for the Data Analysis of Glassdoor Jobs project, gaining insights from existing research and practices that will inform their approach to this significant endeavor