

# INSIGHTS FOR EMPLOYEE SALARY AVERAGE (ANNUALLY)

## INSIGHTS:

1. In certain departments like Engineering and Finance, male employees tend to earn more on average than their female counterparts. This discrepancy suggests a potential gender pay gap that warrants further investigation.
2. Departments like Engineering and Finance tend to have higher average salaries, while departments such as Marketing and Human Resources generally offer lower compensation. Departments like Engineering and Finance tend to have higher average salaries, while departments such as Marketing and Human Resources generally offer lower compensation.
3. Asian employees appear to have the highest average salary, followed by Latino, Caucasian, and Black employees. These differences could be indicative of underlying biases or unequal opportunities within the organization. It is recommended that the organization conducts a thorough review of its compensation practices to ensure that all employees are being paid fairly and equitably, regardless of their ethnicity.
4. Job titles have a significant impact on average salaries, with senior and specialized roles commanding higher compensation.
5. Employees in the United States generally have higher average salaries compared to those in Brazil and China. This insight is crucial for companies operating in multiple countries, as it highlights the need to adjust compensation strategies according to the specific economic context of each region.