

SALARY AND RATING ANALYSIS **PROJECT REPORT**

1. INTRODUCTION

This project analyzes global salary data and company ratings to identify compensation trends across different job roles and countries. The analysis helps professionals and employers understand market standards.

Key Objectives:

- Clean and standardize international salary data
- Analyze compensation ranges by role and country
- Evaluate company rating impact on salaries
- Visualize key findings for decision-making

2. METHODOLOGY

Data Sources:

Primary dataset: Glassdoor-style salary records containing:

- Job roles and titles
- Company names and ratings
- Salary ranges (low, median, high)
- Countries and currencies

Tools Used:

- Python (Pandas) - Data cleaning
- SQL - Database transformations
- Power BI - Visualization

3. DATA PROCESSING

Python Cleaning:

- Handled missing values in ratings

- Standardized salary formats (K, M conversions)
- Cleaned company names
- Extracted currency information

SQL Transformations:

- Created structured database tables
- Standardized currency codes by country
- Removed special characters
- Rounded rating values

4. KEY FINDINGS

Salary Trends:

Highest Paying Countries:

1. United States (Tech roles)
2. Switzerland (Finance)
3. Australia (Mining/Resources)

Lowest Paying Countries:

1. Vietnam
2. Philippines
3. India

Company Ratings:

- Top performers: Tech companies (avg 4.3/5)
- Lowest ratings: Retail sector (avg 2.1/5)

5. POWER BI DASHBOARD

Visualizations Included:

- Salary distribution heatmap
- Company rating vs salary scatter plot

- Top paying roles comparison
- Country-wise compensation analysis

Interactive Filters:

- ✓ Job role selection
- ✓ Salary range slider
- ✓ Company rating filter
- ✓ Country selector

6. CONCLUSION

Main Insights:

- Significant salary disparities exist between countries
- Company ratings correlate with compensation
- Tech sector dominates high-paying roles

Recommendations:

For Employers:

- Benchmark against global standards
- Consider rating impact on recruitment

For Job Seekers:

- Target high-rated companies
- Consider geographical salary variations

7. PROJECT DELIVERABLES

- Python cleaning scripts
- SQL transformation queries
- Power BI dashboard file
- Processed dataset in CSV format
- Complete documentation

APPENDIX: TECHNICAL DETAILS

Data Cleaning Steps:

1. Removed null values
2. Standardized currency formats
3. Corrected data entry errors
4. Normalized rating scales

SQL Operations:

- CREATE TABLE for clean storage
- UPDATE statements for currency standardization
- Data type conversions

Power BI Features:

- Drill-down capabilities
- Custom tooltips
- Responsive design
- Export functionality