

Remote Data Analytics Internship

Report on Salary Analysis Of Data Science Roles

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Report on My Final Task as a Data Analyst Intern

Introduction:

This dataset provides valuable insights into the compensation and job roles of employees across various industries and regions. Whether you're an HR analyst, data scientist, or someone interested in understanding salary trends, this dataset offers a wealth of information to explore and analyze.

Step 1: Data Exploration:

The initial step in the process was to explore the dataset. This involved familiarizing myself with the structure of the data, understanding the various columns and their significance.

This was the dataset I had to analyze: [Customer Personality Analysis \(kaggle.com\)](https://www.kaggle.com/datasets/abhishek1998/customer-personality-analysis)

Step 2: Data Cleaning and Formatting:

The next step was to perform data cleaning and formatting. This phase was crucial to ensure that the data was accurate, consistent, and ready for analysis.

The following tasks were performed:

Removing Duplicates: Identified and removed duplicate entries to prevent skewed results and ensure data integrity.

Handling Errors: Corrected errors in the dataset, such as incorrect data entries or outliers that could distort the analysis.

Data Formatting: Reformatted the data to a consistent structure, including standardizing date formats and aligning numerical values for better readability and analysis.

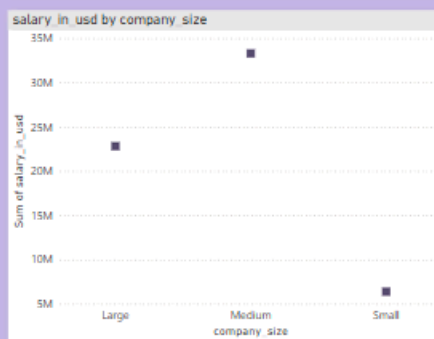
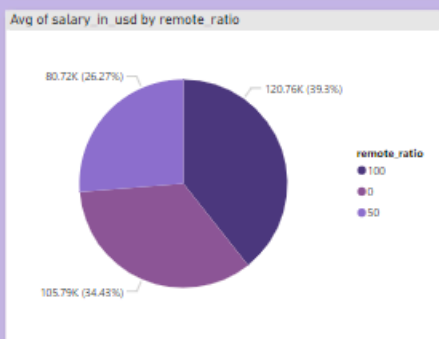
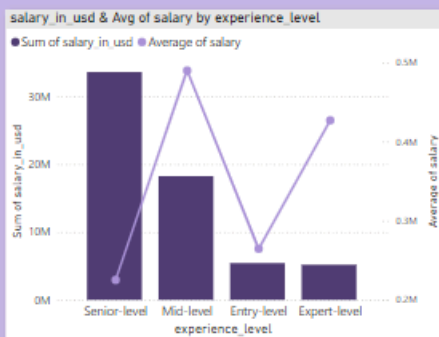
Step 3: Data Visualization:

Once the data was prepared, I moved on to the data visualization phase. I used Power BI, a powerful data visualization tool, to create multiple dashboards. These dashboards provided visual insights into the unemployment trends, highlighting key patterns and relationships within the data.

The Dashboards I created includes:

Salary Analysis dashboard:

Salary Analysis Dashboard



Key Insights and Recommendations:

Experience Level:

- **Key Insight:** Senior-level employees have the highest sum of salary, indicating higher earning potential at more senior roles.
- **Recommendation:** Focus on professional development initiatives and career pathing to help employees advance and reach higher earning potential.

Employment Type:

- **Key Insight:** Contract employees earn the highest average salary, followed by full-time employees.

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- **Recommendation:** Analyze the reasons behind the higher average salary for contract employees (e.g., specialized skills, higher demand) and consider offering competitive compensation packages to attract and retain top talent.

Remote Ratio:

- **Key Insight:** A majority of employees (39.3%) work fully remotely, with a significant portion also having a hybrid work model (34.43%).
- **Recommendation:** Leverage data to tailor your recruitment and talent management strategies for remote and hybrid work models, ensuring competitive pay and benefits.

Company Size:

- **Key Insight:** Medium-sized companies have the highest total sum of salary compared to large and small companies.
 - **Recommendation:** Investigate the reasons for the higher salary total in medium-sized companies (e.g., industry focus, competitive landscape). This analysis can inform future compensation and talent attraction strategies.
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