

# Result For Employee Salary Analysis

**Calculated the average, minimum, and maximum salary (USD)**

	avg_salary_usd	min_salary_usd	max_salary_usd
▶	130303.52	5132	450000

**Insight:-**

- The salary analysis shows a wide range of compensation, with salaries varying significantly from entry-level roles to highly specialized or senior positions.

## Salary vs Work Year

	work_year	avg_salary_usd
▶	2020	94432.62
	2021	93179.60
	2022	128027.65
	2023	145535.79

**Insight:-**

- “Data Science salaries have increased significantly over time, with the strongest growth occurring after 2021 as demand for data expertise accelerated.”

## Salary vs Experience Level

	experience_level	avg_salary_usd
▶	Entry-level	68741.65
	Executive-level	189379.64
	Mid-level	99884.02
	Senior-level	154431.13

**Insight:-**

- “Salary increases significantly with experience level, and compensation variability grows at senior and executive stages due to role specialization and leadership impact.”

### ***Remote Ratio vs Salary***

	remote_ratio	avg_salary_usd
▶	Hybrid	78574.39
	On-site	143080.05
	Remote	128748.85

#### **Insight:**

- "Fully remote and on-site jobs generally pay more than hybrid roles, and both also show a wider range of salaries, meaning top earners are more likely to be found in fully remote or fully on-site positions."

### ***Employment Type vs Salary***

	employment_type	avg_salary_usd
▶	Contract	113446.90
	Freelance	51807.80
	Full-time	131549.96
	Part-time	39533.71

#### **Insight:**

- Full-time roles offer the highest and most stable salaries, while part-time roles pay the least and show the most variation.

### ***Company Size vs Salary***

	company_size	avg_salary_usd
▶	Large	108842.25
	Medium	140601.42
	Small	78503.76

#### **Insight:**

- Medium and large companies pay higher salaries than small companies, with medium companies offering the best balance.

### **Top 10 Job Roles with Highest Paying**

	job_title	avg_salary_usd
▶	Data Science Tech Lead	375000.00
	Cloud Data Architect	250000.00
	Data Lead	212500.00
	Data Analytics Lead	211254.50
	Principal Data Scientist	198171.13
	Director of Data Science	195140.73
	Principal Data Engineer	192500.00
	Machine Learning Software Engineer	192420.00
	Principal Machine Learning Engineer	190000.00
	Head of Data	183857.50

	job_title	total_jobs
▶	Data Scientist	407
	Data Engineer	402
	Data Analyst	291
	Machine Learning Engineer	171
	Analytics Engineer	81
	Research Scientist	57
	Data Science Manager	50
	Data Architect	44
	ML Engineer	34
	Research Engineer	29

### **Top Job Roles by Number of Jobs**

#### **Insight:**

- Data Engineer and Data Scientist roles dominate the job market, while research-focused and niche roles have much lower demand.

### **Top 10 Highest Paying Job Roles**

#### **Insight:**

- Leadership and specialized architecture roles command the highest salaries, even though they appear far less frequently in the job market.

### *Top 10 Company Locations by Jobs & Salary*

	company_location	avg_salary_usd
▶	IL	271446.50
	PR	167500.00
	US	153326.68
	RU	140333.33
	CA	129091.63
	NZ	125000.00
	BA	120000.00
	IE	114943.43
	JP	114127.33
	SE	105000.00

	company_location	total_jobs
▶	US	1423
	GB	141
	CA	79
	IN	56
	DE	54
	FR	32
	ES	30
	BR	15
	AU	14
	PT	14

### *Salary by Company Location (Top 10 Countries)*

#### **Insight:**

- Some countries offer very high salaries despite having fewer jobs, showing they pay more to attract specialized talent.

### *Top 10 Countries by Number of Jobs*

#### **Insight:**

- The United States dominates job availability, while most other countries have significantly fewer openings.

### *Top 10 Employee Residence by Jobs & Salary*

	employee_residence	avg_salary_usd
▶	IL	423834.00
	MY	200000.00
	PR	166000.00
	US	155531.56
	CA	129355.16
	CN	125404.00
	NZ	125000.00
	BA	120000.00
	IE	114943.43

	employee_residence	total_jobs
▶	US	1387
	GB	136
	CA	77
	IN	69
	DE	46
	FR	36
	ES	33
	BR	18
	PT	18

### *Top 10 Employee Residences by Median Data Science Salary*

#### **Insight:**

- Some countries pay very high salaries to data professionals even though they have fewer workers, indicating premium pay for scarce talent.

### *Top 10 Employee Residences by Data Science Job Count*

#### **Insight:**

- The United States has the highest concentration of data science jobs, while other countries have much smaller workforces.

### **Company Locations vs Remote Ratio vs Salary**

	company_location	remote_ratio	avg_salary_usd
▶	IL	On-site	423834.00
	RU	Hybrid	230000.00
	JP	On-site	214000.00
	PR	Remote	167500.00
	US	On-site	158072.47
	US	Remote	149577.05
	US	Hybrid	138414.66
	CA	Remote	133040.90
	SE	Remote	130000.00
	CA	On-site	125470.52

#### **Insight:**

- Salaries differ by country more than by work mode—high-paying countries like the United States and Canada offer strong salaries across all work types, while lower-paying countries show bigger differences between remote, hybrid, and on-site roles.

### **Experience vs Remote Ratio Vs Salary**

	experience_level	remote_ratio	avg_salary_usd
▶	Senior-level	Hybrid	98438.14
	Senior-level	On-site	159877.36
	Senior-level	Remote	153681.46
	Mid-level	Hybrid	73755.53
	Mid-level	On-site	111917.74
	Mid-level	Remote	96189.38
	Executive-level	Hybrid	139030.17
	Executive-level	On-site	186938.19
	Executive-level	Remote	200619.58
	Entry-level	Hybrid	64450.87
	Entry-level	On-site	86673.49
	Entry-level	Remote	62177.82

#### **Insight:**

- Salary increases strongly with experience, and at every experience level, on-site generally pay more than remote roles and hybrid roles—especially at senior and executive levels.

### **Company size vs Experience vs Salary**

	company_size	experience_level	avg_salary_usd
▶	Small	Executive-level	196827.17
	Medium	Executive-level	193495.48
	Large	Executive-level	165363.15
	Medium	Senior-level	157451.35
	Large	Senior-level	148499.22
	Medium	Mid-level	109001.13
	Small	Senior-level	106875.47
	Large	Mid-level	87405.54
	Medium	Entry-level	71927.80
	Large	Entry-level	70367.99
	Small	Entry-level	59120.73
	Small	Mid-level	58083.85

#### **Insight:**

- Across all experience levels, medium-sized companies tend to pay the highest salaries, while entry-level roles are paid similarly across company sizes, and salary gaps widen significantly at senior and executive levels.

### **Company Size vs Remote Ratio vs Salary**

	company_size	remote_ratio	avg_salary_usd
▶	Medium	On-site	146233.40
	Medium	Remote	139853.23
	Large	On-site	129115.16
	Large	Remote	111387.15
	Large	Hybrid	89482.08
	Small	On-site	84400.57
	Small	Remote	79908.52
	Small	Hybrid	70270.66
	Medium	Hybrid	59627.68

#### **Insight:**

- Medium-sized companies pay the highest salaries for both remote and on-site roles, while small companies consistently offer lower pay regardless of work mode, and large companies fall in between.

### Demand vs Pay By Job Role

	job_title	job_count	avg_salary_usd
▶	Data Scientist	407	125975.81
	Data Engineer	402	137484.60
	Data Analyst	291	102382.25
	Machine Learning Engineer	171	141828.28
	Analytics Engineer	81	147621.35
	Research Scientist	57	149011.65
	Data Science Manager	50	178315.38
	Data Architect	44	174581.70
	ML Engineer	34	158352.44
	Research Engineer	29	169483.10

#### Insight:

- Jobs that pay the highest are usually specialized leadership roles with fewer openings, while roles with many job opportunities tend to offer moderate salaries—showing that high demand doesn't always mean high pay.

## Final Conclusion

- The data shows that experience, role seniority, company size, and work type strongly influence salary. Higher pay is mostly driven by senior/executive roles, specialized job titles, and medium-to-large companies, while job demand is highest for mid-level roles with moderate pay. Remote and on-site jobs generally offer better salaries than hybrid, and countries like the United States dominate in job availability, whereas some countries offer very high pay but limited opportunities.