

**PROJECT TITLE :THE FUTURE OF WORK:  
DATA ANALYSIS OF GLASSDOOR JOBS**

**TEAM LEADER:**

**NAME: D.Althaf Hussain**

**TEAM MEMBERS:**

**NAME : T.Jahnavi**

**NAME : N.Yamini**

**NAME : M.vandhana**

**NAME : C.saikiran**

# **THE FUTURE OF WORK : DATA ANALYSIS OF GLASSDOOR JOBS**

## **INTRODUCTION :**

### **OVERVIEW:**

Job analysis is a systematic procedure to analyse the requirements for the job role and job profile. Glassdoor is a website and online platform that provides information about jobs, salaries, and companies. Job analysis is a systematic approach to defining the job role, description, requirements, responsibilities, evaluation, etc. It helps in finding out the required level of education, skills, knowledge, training, etc for the job position. It also depicts the job worth i.e. measurable effectiveness of the job and contribution of job to the organization. Thus, it effectively contributes to setting up the compensation package for the job position.

Lack of analysis of Glassdoor jobs can result in limited understanding of job market trends, difficulty in finding relevant job opportunities, inability to attract and retain top talent, and lack of insight into company branding and reputation.

### **PURPOSE:**

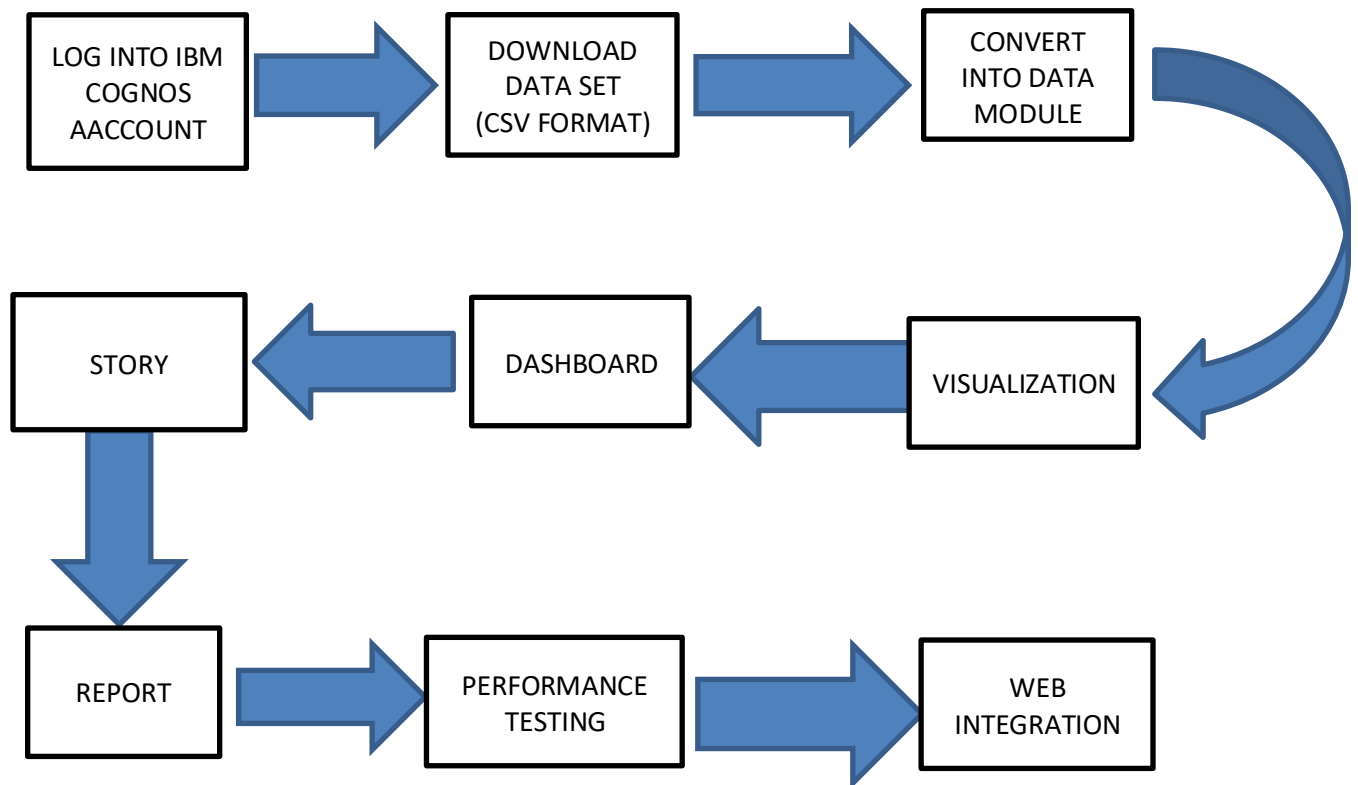
The purpose of this project is to conduct an analysis of Glassdoor job postings to gain insights into current and emerging job market trends, identify in-demand skills and experience, and understand how employers can improve their employer branding and reputation to attract and retain top talent.

### **LITERATURE SURVEY:**

A literacy survey for Data Analysis of Glassdoor Jobs involves reviewing multiple job roles in a particular domain offered by a particular organisation belonging to a given industry and sector. Job analysis defines the organization of jobs within a job family. It allows units to identify paths of job progression for employees interested in improving their opportunities for career advancement and increasing compensation.

## THEORITICAL ANALYSIS:

### BLOCK DIAGRAM:



### HARDWARE USED:

LAPTOP, MOBILE PHONE

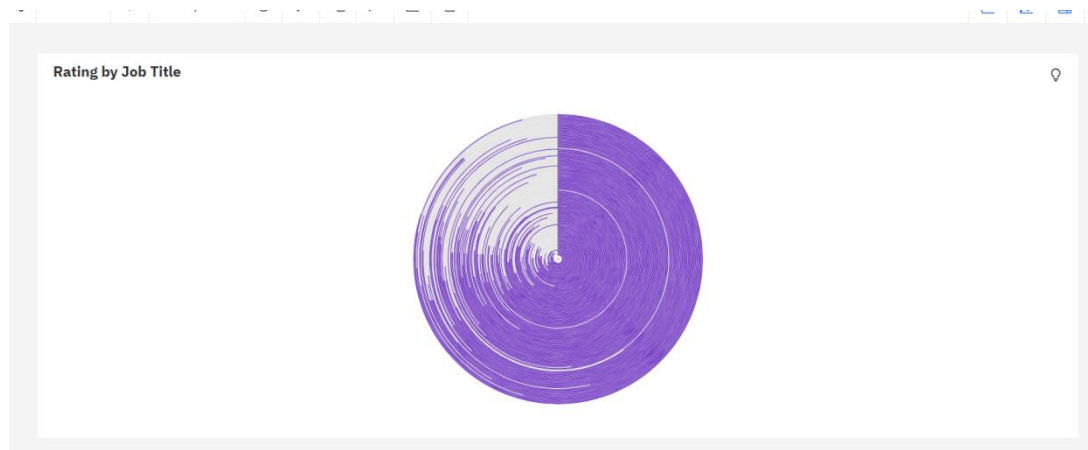
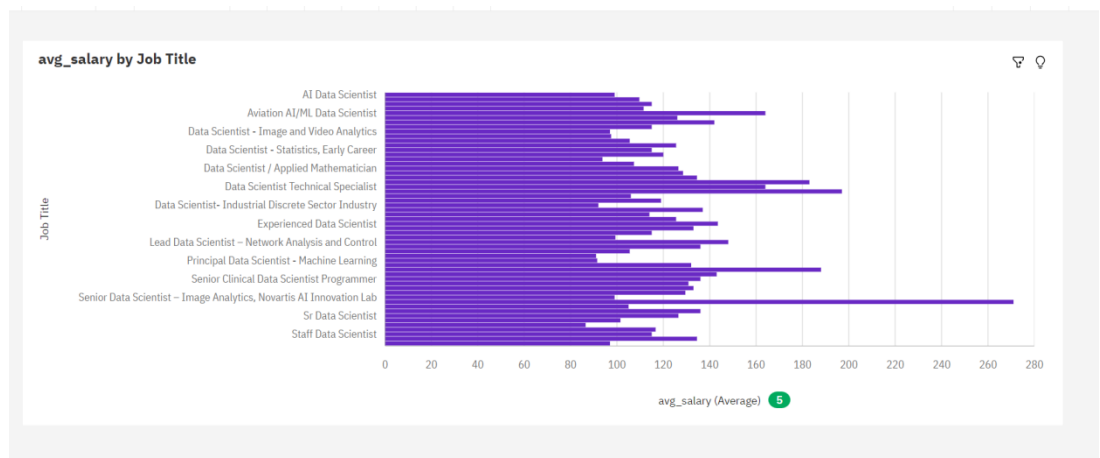
### SOFTWARE USED:

IBM CONGNOS, ANACONDA, PYTHON

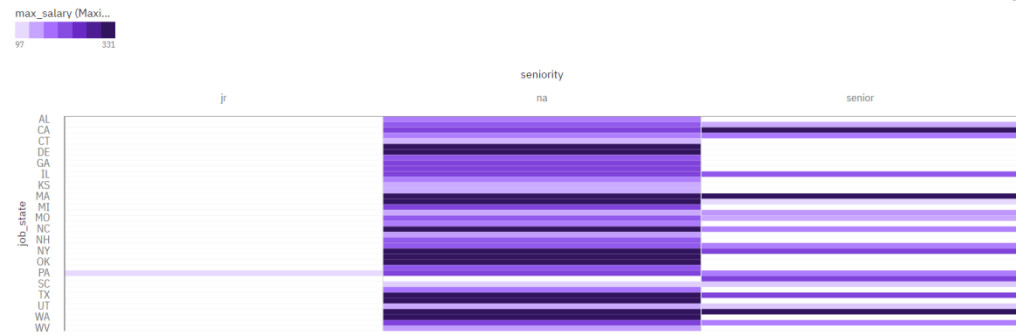
## RESULTS:

**job\_simp and Job Title**

job_simp	Job Title
	Analytics - Business Assurance Data Analyst
	Business Data Analyst
	Business Intelligence Analyst
	Business Intelligence Analyst I- Data Insights
	Clinical Data Analyst
analyst	Data Analyst
	Data Analyst - Unilever Prestige
	Data Analyst I
	Data Analyst II
	Data Analyst/Engineer
	Data Science Analyst



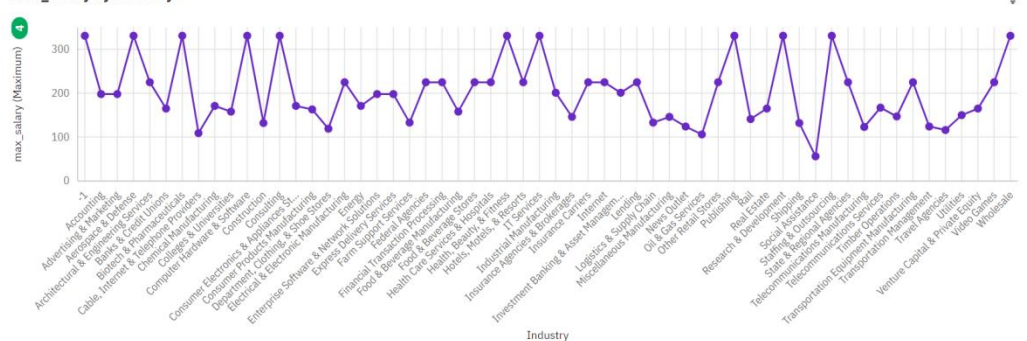
#### max\_salary by job\_state and seniority 4



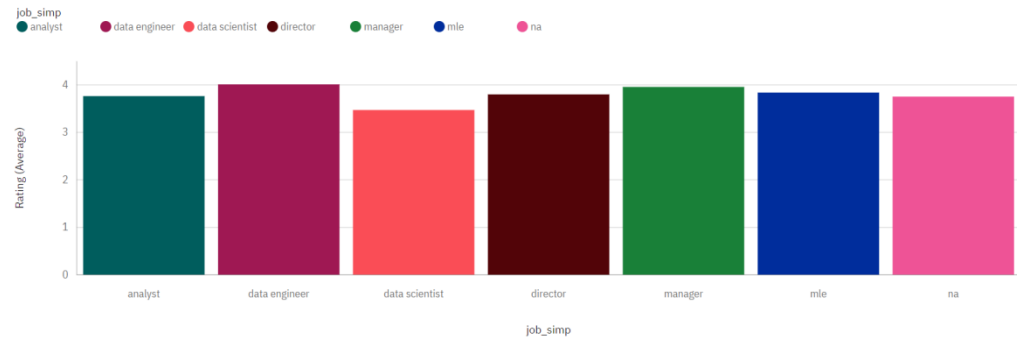
#### Industry colored by Industry sized by Revenue



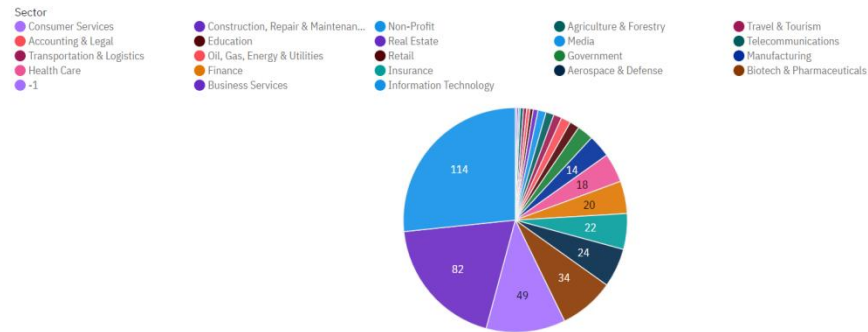
#### max\_salary by Industry 4



Rating by job\_simp colored by job\_simp



Company Name by Sector



Company Name sized by company\_age 1



## ADVANTAGES:

### *Social impact:*

This project can help job seekers make more informed decisions about their careers and negotiate for better compensation and working conditions. This can ultimately contribute to greater economic mobility and reduce income inequality.

### *Business Model/Impact:*

It can help to improve retention rates, reduce turnover costs, and increase productivity. An analysis of Glassdoor jobs can provide insights into what employees value most, helping employers to create a better work environment that attracts and retains top talent.

## DISADVANTAGES:

- Its difficult to analys the big data
- Its time taking process
- Become complicate to who doesn't know about IBM,ANACONDA,PYTHON

## APPLICATION:

- Bussiness
- Recuitment of students in different job as per their intrest
- Job analysis

## CONCLUSION:

The future work for the data analysis of the Glassdoor jobs project holds promising opportunities for further exploration and improvement. With the wealth of data available on the platform, there are several areas that can be focused on to enhance the analysis and provide more valuable insights.

Firstly, incorporating machine learning algorithms and natural language processing techniques can help in extracting deeper insights from the job descriptions and reviews. By analyzing the language used and identifying patterns, it is possible to gain a better understanding of the skills and qualifications required for different positions, as well as the overall sentiment associated with certain companies or industries.

Secondly, expanding the scope of the analysis beyond job postings and reviews to include other relevant factors such as salaries, benefits, and company culture can provide a more comprehensive view of the job market. This can involve incorporating data from other sources or integrating with APIs to gather additional information.

Furthermore, conducting comparative analysis between different industries, regions, or job roles can help in identifying trends and patterns, as well as highlighting areas of strength or areas for improvement. This can assist job seekers in making informed decisions and companies in benchmarking their offerings against industry standards.

Additionally, visualizing the data in meaningful and interactive ways can improve the usability and accessibility of the insights generated from the analysis. This can involve creating dashboards, interactive charts, or heat maps to enable users to explore the data and gain insights at a glance.








Lastly, continuously updating and maintaining the data analysis pipeline will be crucial for ensuring the accuracy and relevance of the insights. This includes regularly scraping new job postings and reviews from Glassdoor, cleaning and preprocessing the data, and re-running the analysis periodically to capture any changes or updates in the job market.

Overall, the future work for the data analysis of the Glassdoor jobs project holds immense potential in terms of uncovering valuable insights, providing actionable recommendations, and empowering job seekers and companies alike. By leveraging advanced analytical techniques and continuously improving the data analysis pipeline, the project can contribute to enhancing transparency and efficiency in the job market.

## **FUTURE SCOPE:**

The future scope of the data analysis of Glassdoor jobs holds immense potential and can be pursued in several directions. Jobs data analysis field is bright and growing rapidly. With the increasing demand for data-driven decision making in businesses, organizations are looking to hire individuals with strong analytical skills to help them make informed decisions.

Here are some key areas that can be focused on:

-  **Predictive Analytics**
-  **Recommender Systems**
-  **Sentiment Analysis**
-  **Diversity and Inclusion Analysis**
-  **Skill Gap Analysis**
-  **Geographical Analysis**
-  **Social and Network Analysis**



job analysis involves collecting and recording job-related data such as knowledge and skills required to perform a job, duties and responsibilities involved, education qualifications and experience required and physical and emotional characteristics required to perform a job in a desired manner.

Conducting a job analysis process is to use this particular information to create a right fit between job and employee, to assess the performance of an employee, to determine the worth of a particular task and to analyze training and development needs of an employee delivering that specific job.

Job Analysis can be used to assess the training and development needs of employees. The difference between the expected and actual output determines the level of training that need to be imparted to employees. It also helps in deciding the training content, tools and equipments to be used to conduct training and methods of training.

It also involves collection of other important facts and figures such as job location, department or division, compensation grade, job duties, routine tasks, computer, educational, communicational and physical skills, MIS activities, reporting structure, ability to adapt in a given environment, leadership skills, licenses and certifications, ability to grow and close sales, ability to handle clients, superiors and subordinates and of course, the presentation of an individual.

Overall, the future work of data analysis of Glassdoor jobs offers numerous possibilities for enhancing the job search experience, improving transparency in the job market, promoting diversity and inclusion, and enabling data-driven decision-making for both job seekers and employers. By exploring these areas, it is possible to unlock valuable insights that can transform the way people find and evaluate job opportunities.