

PRACA I PENSJE W DATA SCIENCE

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WPROWADZENIE:

Zbiór danych - Jobs and Salaries in Data Science

Dostępny na stronie [Kaggle](#)

Zbiór danych zawiera między innymi następujące zmienne:

- *work_year* – rok, w którym zarejestrowano dane,
- *job_title* – stanowisko (np. Data Scientist, Data Engineer),
- *job_category* – kategoria stanowiska (np. Data Analysis, Machine Learning),
- *salary_currency* – waluta, w której wypłacane jest wynagrodzenie,
- *salary* – roczne wynagrodzenie brutto w walucie lokalnej,
- *salary_in_usd* – roczne wynagrodzenie brutto przeliczone na USD,
- *employee_residence* – kraj zamieszkania pracownika,
- *experience_level* – poziom doświadczenia zawodowego,
- *employment_type* – rodzaj zatrudnienia (np. pełny etat, niepełny etat, umowa),
- *work_setting* – układ pracy (np. zdalny, na miejscu, hybrydowy),
- *company_location* – lokalizacja firmy,
- *company_size* – wielkość firmy (mała, średnia, duża).

KROK 1: CZYSZCZENIE DANYCH

Variables in Creation Order					
#	Variable	Type	Len	Format	Informat
1	work_year	Num	8	BEST12.	BEST32.
2	job_title	Char	40	\$40.	\$40.
3	job_category	Char	30	\$30.	\$30.
4	salary_currency	Char	3	\$3.	\$3.
5	salary	Num	8	BEST12.	BEST32.
6	salary_in_usd	Num	8	BEST12.	BEST32.
7	employee_residence	Char	24	\$24.	\$24.
8	experience_level	Char	11	\$11.	\$11.
9	employment_type	Char	9	\$9.	\$9.
10	work_setting	Char	9	\$9.	\$9.
11	company_location	Char	24	\$24.	\$24.
12	company_size	Char	1	\$1.	\$1.

Variables in Creation Order						
#	Variable	Type	Len	Format	Informat	Label
1	employment_type	Char	19			Employment Type
2	work_year	Num	8	4.	BEST32.	Year of Salary Data
3	job_title	Char	40	\$40.	\$40.	Job Title
4	job_category	Char	30	\$30.	\$30.	Job Category
5	salary_currency	Char	3	\$3.	\$3.	Currency of Salary
6	salary	Num	8	DOLLAR12.2	BEST32.	Original Salary Amount
7	salary_in_usd	Num	8	DOLLAR12.2	BEST32.	Salary in USD
8	employee_residence	Char	24	\$24.	\$24.	Employee's Country of Residence
9	experience_level	Char	11	\$11.	\$11.	Experience Level
10	old_type	Char	9	\$9.	\$9.	
11	work_setting	Char	9	\$9.	\$9.	Work Setting (Remote/Hybrid/On-site)
12	company_location	Char	24	\$24.	\$24.	Company's Country Location
13	company_size	Char	1	\$1.	\$1.	Company Size (S/M/L)



DATA SAMPLE

Obs	Employment Type	Year of Salary Data	Job Title	Job Category	Currency of Salary	Original Salary Amount	Salary in USD	Employee's Country of Residence	Experience Level	old_type	Work Setting (Remote/Hybrid/On-site)	Company's Country Location	Company Size (S/M/L)
1	Full-time	2023	Data DevOps Engineer	Data Engineering	EUR	\$88,000.00	\$95,012.00	Germany	Mid-level	Full-time	Hybrid	Germany	L
2	Full-time	2023	Data Architect	Data Architecture and Modeling	USD	\$186,000.00	\$186,000.00	United States	Senior	Full-time	In-person	United States	M
3	Full-time	2023	Data Architect	Data Architecture and Modeling	USD	\$81,800.00	\$81,800.00	United States	Senior	Full-time	In-person	United States	M
4	Full-time	2023	Data Scientist	Data Science and Research	USD	\$212,000.00	\$212,000.00	United States	Senior	Full-time	In-person	United States	M
5	Full-time	2023	Data Scientist	Data Science and Research	USD	\$93,300.00	\$93,300.00	United States	Senior	Full-time	In-person	United States	M
6	Full-time	2023	Data Scientist	Data Science and Research	USD	\$130,000.00	\$130,000.00	United States	Senior	Full-time	Remote	United States	M
7	Full-time	2023	Data Scientist	Data Science and Research	USD	\$100,000.00	\$100,000.00	United States	Senior	Full-time	Remote	United States	M
8	Full-time	2023	Machine Learning Researcher	Machine Learning and AI	USD	\$224,400.00	\$224,400.00	United States	Mid-level	Full-time	In-person	United States	M
9	Full-time	2023	Machine Learning Researcher	Machine Learning and AI	USD	\$138,700.00	\$138,700.00	United States	Mid-level	Full-time	In-person	United States	M
10	Full-time	2023	Data Engineer	Data Engineering	USD	\$210,000.00	\$210,000.00	United States	Executive	Full-time	Remote	United States	M

ANALIZA WARTOŚCI PUSTYCH

```
105 /* 2.2 Missing Data Analysis */  
106 proc format;  
107   value $missfmt ' '='Missing' other='Not Missing';  
108   value missfmt .='Missing' other='Not Missing';  
109 run;  
  
111 proc freq data=dsalary.salaries;  
112   format _character_ $missfmt. _numeric_ missfmt.;  
113   tables _all_ / missing nocum nopercent;  
114 run;  
115 /* No missing values were found */
```



Employment Type	
employment_type	Frequency
Not Missing	9355

Year of Salary Data	
work_year	Frequency
Not Missing	9355

Job Title	
job_title	Frequency
Not Missing	9355

Job Category	
job_category	Frequency
Not Missing	9355

Currency of Salary	
salary_currency	Frequency
Not Missing	9355

Original Salary Amount	
salary	Frequency
Not Missing	9355

Salary in USD	
salary_in_usd	Frequency
Not Missing	9355

Employee's Country of Residence	
employee_residence	Frequency
Not Missing	9355

Experience Level	
experience_level	Frequency
Not Missing	9355

old_type	Frequency
Not Missing	9355

Work Setting (Remote/Hybrid/On-site)	
work_setting	Frequency
Not Missing	9355

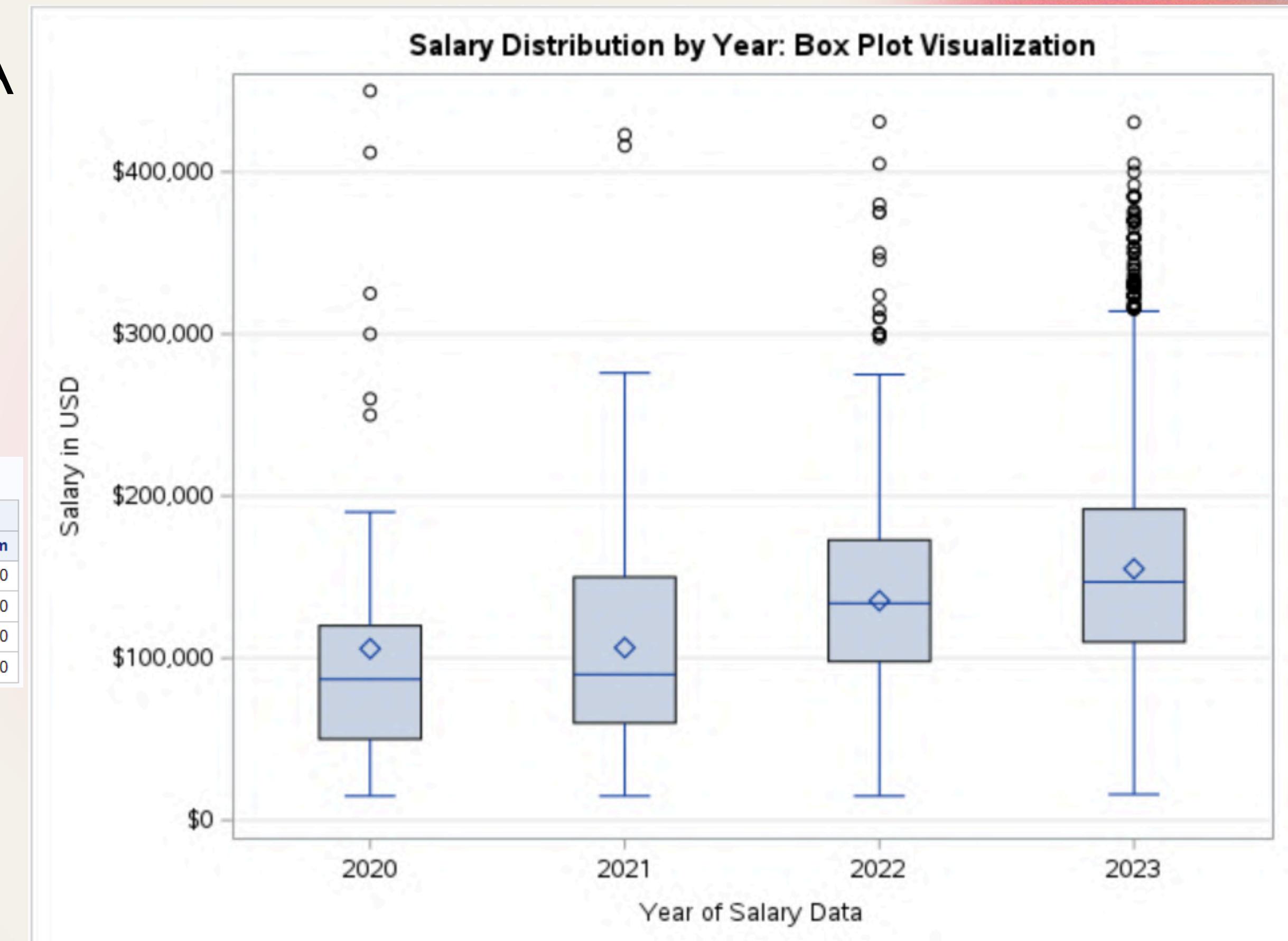
Company's Country Location	
company_location	Frequency
Not Missing	9355

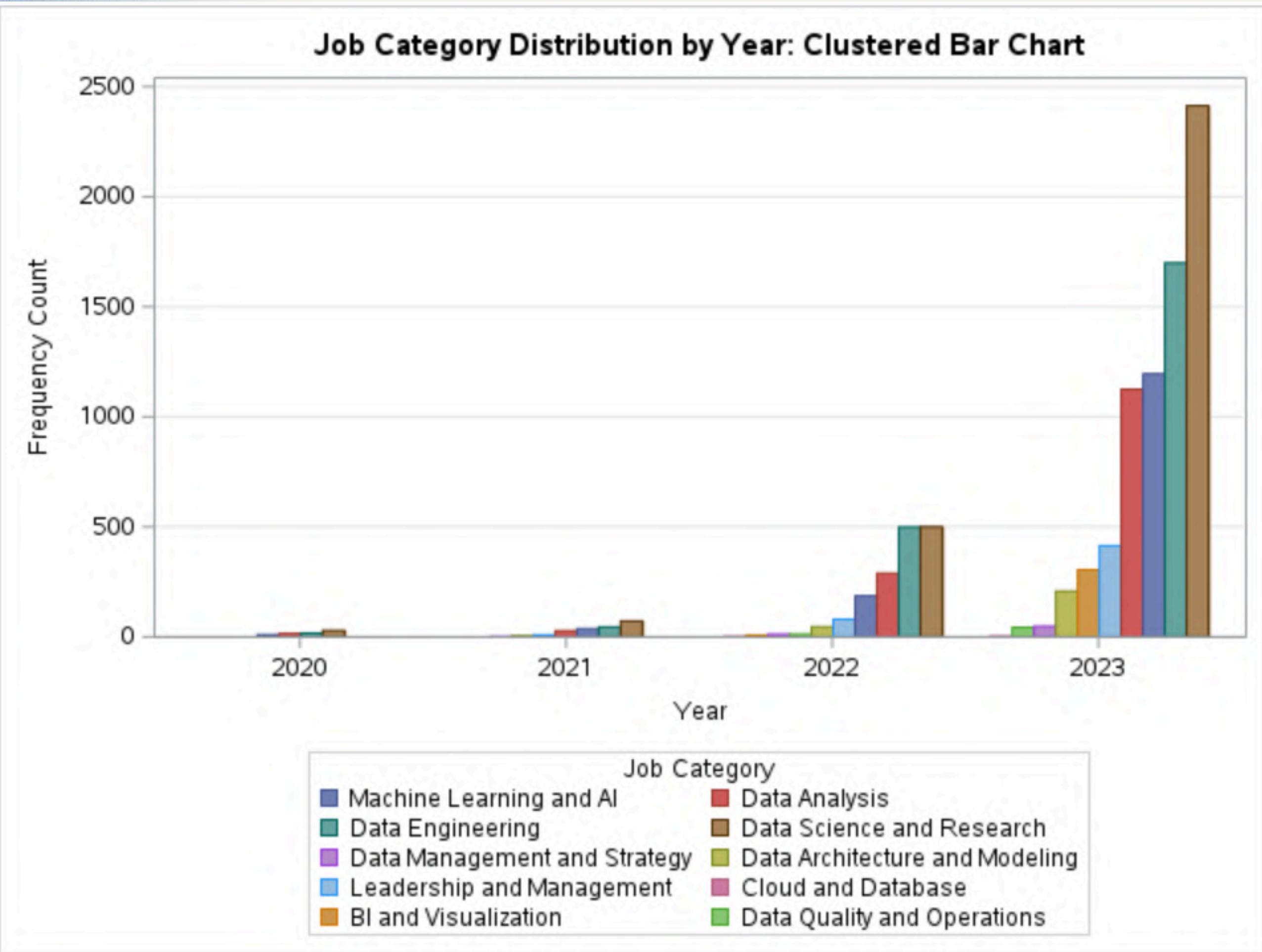
Company Size (S/M/L)	
company_size	Frequency
Not Missing	9355

KROK 2: WSTĘPNA ANALIZA

DYSTRYBUCAJA PENSJI W ZALEŻNOŚCI OD ROKU

The MEANS Procedure						
Analysis Variable : salary_in_usd Salary in USD						
Year of Salary Data	N Obs	N	Mean	Std Dev	Minimum	Maximum
2020	71	71	105878.86	83564.62	15000.00	450000.00
2021	197	197	106483.64	66944.42	15000.00	423000.00
2022	1634	1634	135467.50	57084.43	15000.00	430967.00
2023	7453	7453	155132.59	63019.15	16000.00	430640.00





Average Salary by Year and Job Category

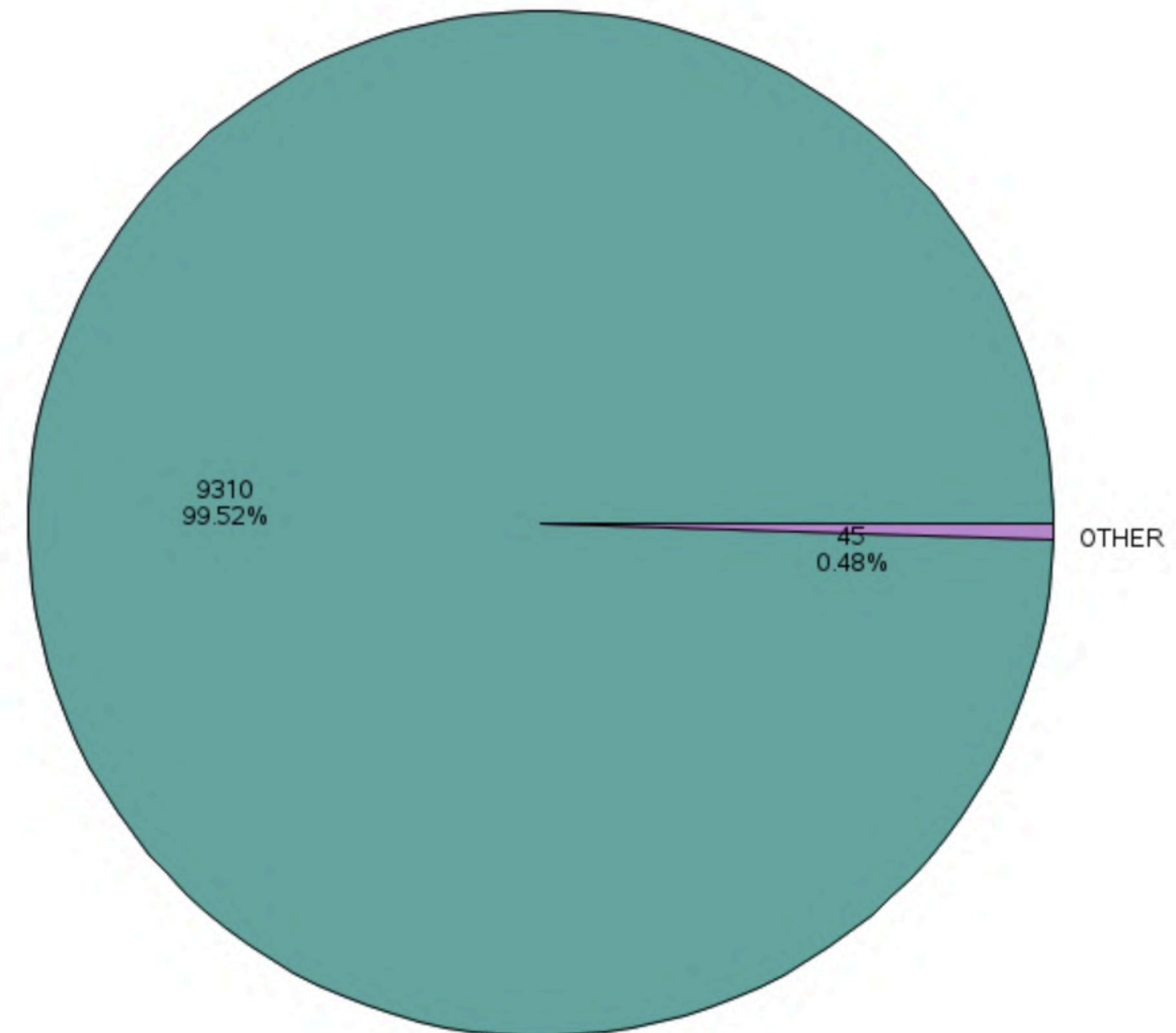


TYP UMOWY

The FREQ Procedure

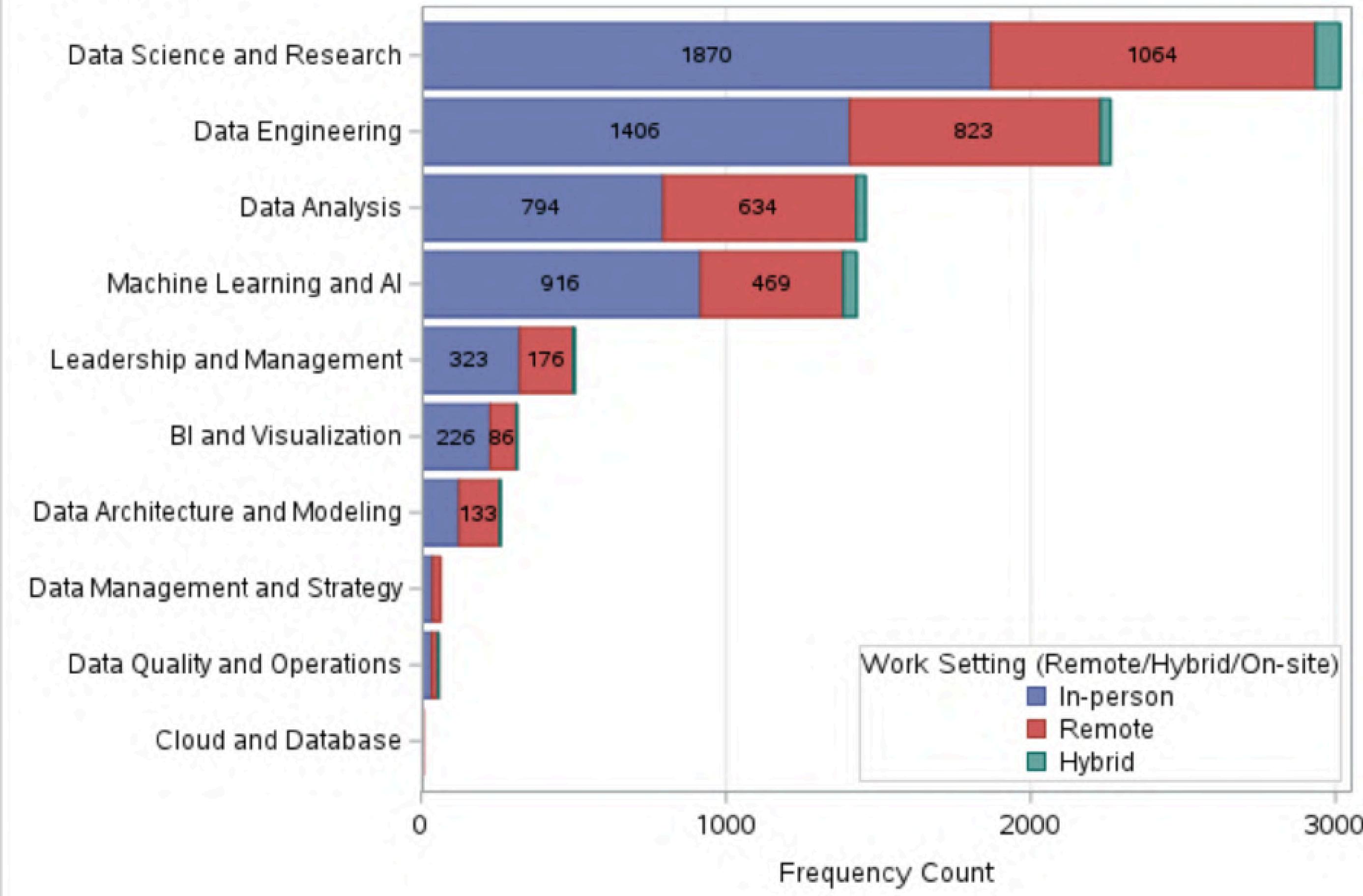
Employment Type				
employment_type	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Full-time	9310	99.52	9310	99.52
Fixed-term Contract	19	0.20	9329	99.72
Part-time	15	0.16	9344	99.88
Freelance	11	0.12	9355	100.00

Employee Contract Type Distribution



Work Setting Distribution by Job Category: Bar Chart

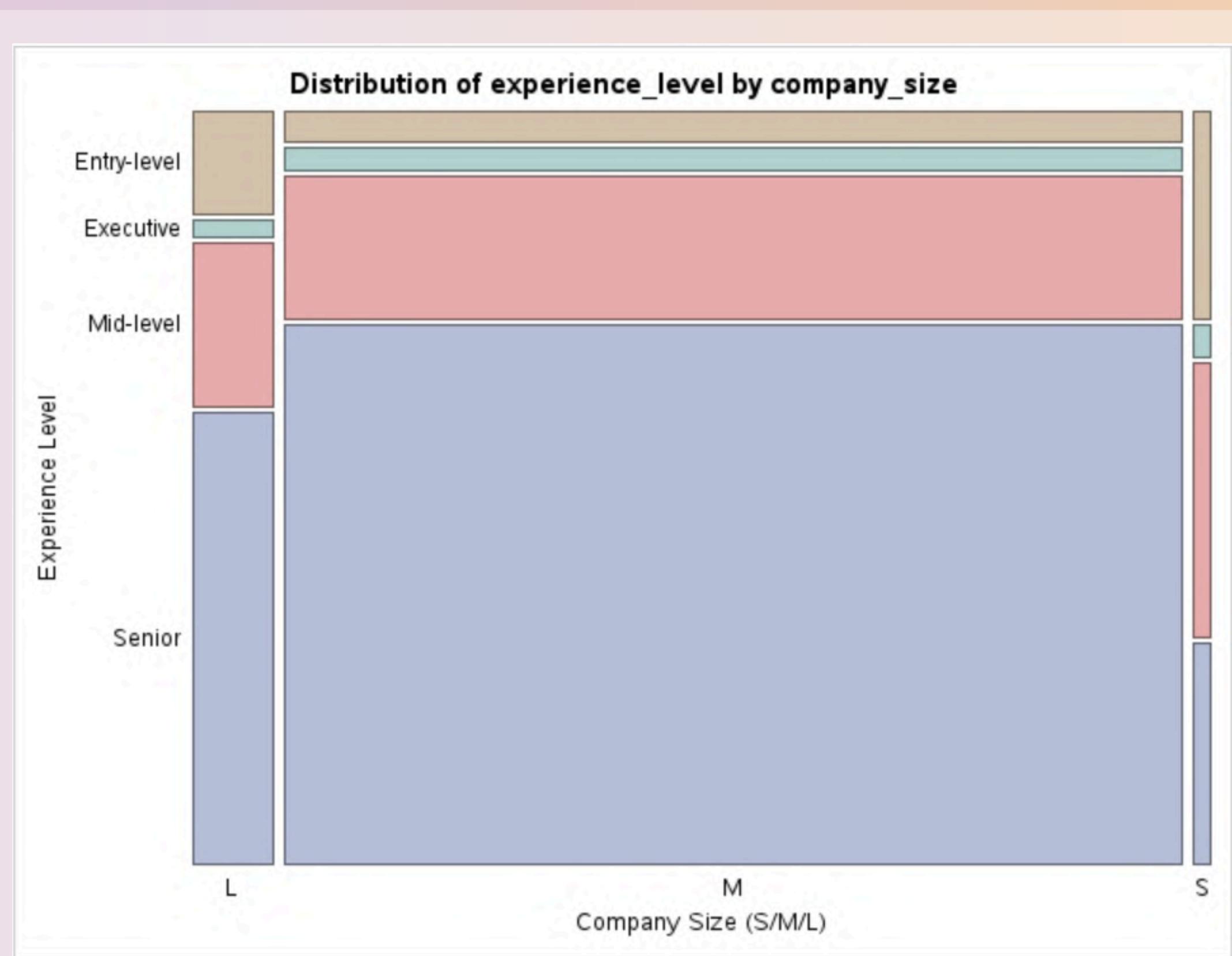
Job Category



DYSTRYBUJCA DOŚWIADCZENIA PRACOWNIKÓW & WIELKOŚĆ FIRMY

Table of experience_level by company_size

experience_level(Experience Level)	company_size(Company Size (S/M/L))			
	L	M	S	Total
Entry-level	105	346	45	496
	1.12	3.70	0.48	5.30
	21.17	69.76	9.07	
	14.04	4.10	28.30	
Executive	18	256	7	281
	0.19	2.74	0.07	3.00
	6.41	91.10	2.49	
	2.41	3.03	4.40	
Mid-level	166	1644	59	1869
	1.77	17.57	0.63	19.98
	8.88	87.96	3.16	
	22.19	19.46	37.11	
Senior	459	6202	48	6709
	4.91	66.30	0.51	71.72
	6.84	92.44	0.72	
	61.36	73.41	30.19	
Total	748	8448	159	9355
	8.00	90.30	1.70	100.00



UJĘCIE KODU WARUNKOWO KOLOROWANEJ TABELI

```
272 /* 3.2 Table: Average Salary by Job Category and Job Title      */
273 proc summary data=dsalary.salaries nway;
274   class job_category job_title;
275   var salary_in_usd;
276   output out=avg_sal_cat_title0 mean=average_salary_in_usd;
277 run;
278
279 data avg_sal_cat_title;
280   set avg_sal_cat_title0;
281   average_salary_in_usd=round(average_salary_in_usd, 0.01); /* round to two decimal places
282   format average_salary_in_usd dollar12.2; /* add USD formating */
283   drop _TYPE_ _FREQ_;
284 run;
285
286 /* Create a sorted dataset with average salary info */
287 proc sql;
288   create table avg_sal_catt0 as
289     select job_category, job_title,
290           average_salary_in_usd,
291           avg(average_salary_in_usd) as aver
292     from avg_sal_cat_title
293     group by job_category
294     order by aver desc;
295 quit;
296
297 data avg_sal_catt;
298   set avg_sal_catt0;
299   label aver="Category Average Salary";
300   format aver dollar12.2;
301 run;
303 /* sort salaries */
304 proc sort data=avg_sal_catt;
305   by descending aver descending average_salary_in_usd;
306 run;
```

```
307 title height=14pt color=navy font='Arial/bold' "Average Salaries by Category & Title";
308 proc report data=avg_sal_catt nowd;
309   columns job_category job_title aver average_salary_in_usd;
310
311   define job_category / display;
312   define job_title / display;
313   define aver / display
314     style(column)=[backgroundcolor=salarycolor.];
315   compute aver;
316   if aver >= 150000 then
317     call define(_col_, "style", "style={backgroundcolor=cx006400}"); /* dark green */
318   else if aver >= 120000 then
319     call define(_col_, "style", "style={backgroundcolor=cx32CD32}"); /* lime green */
320   else if aver >= 60000 then
321     call define(_col_, "style", "style={backgroundcolor=cxDFF2F}"); /* green yellow */
322   else
323     call define(_col_, "style", "style={backgroundcolor=white}"); /* pale */
324 endcomp;
325 define average_salary_in_usd / display
326   style(column)=[backgroundcolor=salarycolor.];
327 compute average_salary_in_usd;
328   if average_salary_in_usd >= 150000 then
329     call define(_col_, "style", "style={backgroundcolor=cx006400}"); /* dark green */
330   else if average_salary_in_usd >= 120000 then
331     call define(_col_, "style", "style={backgroundcolor=cx32CD32}"); /* lime green */
332   else if average_salary_in_usd >= 60000 then
333     call define(_col_, "style", "style={backgroundcolor=cxDFF2F}"); /* green yellow */
334   else
335     call define(_col_, "style", "style={backgroundcolor=white}"); /* pale */
336 endcomp;
337 run;
338 title;
```

Average Salaries by Category & Title

Job Category	Job Title	Category Average Salary	Salary in USD
Data Science and Research	Data Science Tech Lead	\$167,382.45	\$375,000.00
Data Science and Research	Managing Director Data Science	\$167,382.45	\$300,000.00
Data Science and Research	Director of Data Science	\$167,382.45	\$221,365.03
Data Science and Research	Data Science Manager	\$167,382.45	\$201,729.30
Data Science and Research	Data Science Director	\$167,382.45	\$201,000.00
Data Science and Research	Principal Data Scientist	\$167,382.45	\$194,089.60
Data Science and Research	Applied Scientist	\$167,382.45	\$190,171.61
Data Science and Research	Head of Data Science	\$167,382.45	\$189,076.55
Data Science and Research	Research Scientist	\$167,382.45	\$184,375.58
Data Science and Research	Research Engineer	\$167,382.45	\$182,840.34
Data Science and Research	Data Science Lead	\$167,382.45	\$168,861.75
Data Science and Research	Decision Scientist	\$167,382.45	\$166,094.63
Data Science and Research	Data Scientist	\$167,382.45	\$156,681.02
Data Science and Research	Data Science Practitioner	\$167,382.45	\$144,480.00
Data Science and Research	Data Science Engineer	\$167,382.45	\$139,898.86
Data Science and Research	Data Scientist Lead	\$167,382.45	\$136,153.00
Data Science and Research	Staff Data Scientist	\$167,382.45	\$134,500.00
Data Science and Research	Lead Data Scientist	\$167,382.45	\$119,210.88
Data Science and Research	Applied Data Scientist	\$167,382.45	\$110,034.73
Data Science and Research	Data Science Consultant	\$167,382.45	\$105,007.50
Data Science and Research	Research Analyst	\$167,382.45	\$93,450.44
Data Science and Research	AI Research Engineer	\$167,382.45	\$73,271.50
Data Science and Research	Machine Learning Research Engineer	\$167,382.45	\$62,504.00
Data Architecture and Modeling	AWS Data Architect	\$157,899.01	\$258,000.00
Data Architecture and Modeling	Cloud Data Architect	\$157,899.01	\$250,000.00
Data Architecture and Modeling	Data Architect	\$157,899.01	\$164,060.52

Data Architecture and Modeling	Data Modeler	\$157,899.01	\$127,595.64
Data Architecture and Modeling	Big Data Architect	\$157,899.01	\$126,751.00
Data Architecture and Modeling	Data Strategist	\$157,899.01	\$95,833.89
Data Architecture and Modeling	Data Modeller	\$157,899.01	\$83,052.00
Cloud and Database	Cloud Database Engineer	\$155,000.00	\$155,000.00
Leadership and Management	Analytics Engineering Manager	\$152,374.02	\$399,880.00
Leadership and Management	Head of Data	\$152,374.02	\$211,186.55
Leadership and Management	Data Analytics Lead	\$152,374.02	\$210,874.67
Leadership and Management	Data Lead	\$152,374.02	\$184,642.86
Leadership and Management	Analytics Engineer	\$152,374.02	\$155,239.13
Leadership and Management	Data Analytics Manager	\$152,374.02	\$145,519.47
Leadership and Management	Data Product Manager	\$152,374.02	\$142,750.00
Leadership and Management	Manager Data Management	\$152,374.02	\$125,000.00
Leadership and Management	Data Manager	\$152,374.02	\$109,862.02
Leadership and Management	Data Developer	\$152,374.02	\$103,738.17
Leadership and Management	Data Analytics Specialist	\$152,374.02	\$95,000.00
Leadership and Management	Data Product Owner	\$152,374.02	\$89,204.00
Leadership and Management	Data Analytics Consultant	\$152,374.02	\$81,500.00
Leadership and Management	Data Analytics Engineer	\$152,374.02	\$78,839.40
Machine Learning and AI	Head of Machine Learning	\$142,007.78	\$259,000.00
Machine Learning and AI	AI Architect	\$142,007.78	\$250,328.00
Machine Learning and AI	Machine Learning Software Engineer	\$142,007.78	\$212,907.69
Machine Learning and AI	ML Engineer	\$142,007.78	\$197,455.22
Machine Learning and AI	Deep Learning Engineer	\$142,007.78	\$190,807.50
Machine Learning and AI	Staff Machine Learning Engineer	\$142,007.78	\$185,000.00
Machine Learning and AI	Machine Learning Engineer	\$142,007.78	\$184,785.88
Machine Learning and AI	Machine Learning Scientist	\$142,007.78	\$176,265.87
Machine Learning and AI	Machine Learning Modeler	\$142,007.78	\$173,350.00
Machine Learning and AI	AI Engineer	\$142,007.78	\$171,663.97

Machine Learning and AI	Computer Vision Engineer	\$142,007.78	\$166,590.76
Machine Learning and AI	Machine Learning Infrastructure Engineer	\$142,007.78	\$157,223.85
Machine Learning and AI	Machine Learning Manager	\$142,007.78	\$149,166.50
Machine Learning and AI	Applied Machine Learning Engineer	\$142,007.78	\$141,726.33
Machine Learning and AI	AI Developer	\$142,007.78	\$141,140.89
Machine Learning and AI	Machine Learning Researcher	\$142,007.78	\$138,984.47
Machine Learning and AI	NLP Engineer	\$142,007.78	\$130,600.00
Machine Learning and AI	Principal Machine Learning Engineer	\$142,007.78	\$129,430.00
Machine Learning and AI	Deep Learning Researcher	\$142,007.78	\$124,163.00
Machine Learning and AI	MLOps Engineer	\$142,007.78	\$119,542.55
Machine Learning and AI	Applied Machine Learning Scientist	\$142,007.78	\$115,073.92
Machine Learning and AI	AI Scientist	\$142,007.78	\$96,494.61
Machine Learning and AI	Lead Machine Learning Engineer	\$142,007.78	\$89,465.67
Machine Learning and AI	Autonomous Vehicle Technician	\$142,007.78	\$82,777.50
Machine Learning and AI	Computer Vision Software Engineer	\$142,007.78	\$77,760.60
Machine Learning and AI	Machine Learning Developer	\$142,007.78	\$72,703.50
Machine Learning and AI	AI Programmer	\$142,007.78	\$68,817.40
Machine Learning and AI	Machine Learning Operations Engineer	\$142,007.78	\$60,000.00
Machine Learning and AI	Machine Learning Specialist	\$142,007.78	\$55,000.00
BI and Visualization	Business Intelligence Engineer	\$121,834.35	\$151,404.92
BI and Visualization	Business Intelligence Specialist	\$121,834.35	\$144,153.00
BI and Visualization	Business Intelligence Manager	\$121,834.35	\$135,000.00
BI and Visualization	BI Analyst	\$121,834.35	\$127,211.07
BI and Visualization	Business Intelligence Analyst	\$121,834.35	\$125,127.80
BI and Visualization	Data Visualization Engineer	\$121,834.35	\$122,975.00
BI and Visualization	Data Visualization Specialist	\$121,834.35	\$122,275.00
BI and Visualization	Data Visualization Analyst	\$121,834.35	\$120,000.00
BI and Visualization	BI Developer	\$121,834.35	\$115,424.42
BI and Visualization	Business Intelligence Developer	\$121,834.35	\$111,825.59

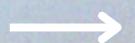
BI and Visualization	Power BI Developer	\$121,834.35	\$64,781.00
Data Engineering	Data Infrastructure Engineer	\$114,420.77	\$201,375.42
Data Engineering	Principal Data Engineer	\$114,420.77	\$158,924.33
Data Engineering	Data Engineer	\$114,420.77	\$146,620.10
Data Engineering	Lead Data Engineer	\$114,420.77	\$139,230.33
Data Engineering	Cloud Data Engineer	\$114,420.77	\$131,617.75
Data Engineering	ETL Developer	\$114,420.77	\$127,752.00
Data Engineering	Consultant Data Engineer	\$114,420.77	\$118,539.00
Data Engineering	Data Integration Engineer	\$114,420.77	\$118,000.00
Data Engineering	Software Data Engineer	\$114,420.77	\$111,627.67
Data Engineering	Azure Data Engineer	\$114,420.77	\$100,000.00
Data Engineering	Big Data Engineer	\$114,420.77	\$88,870.88
Data Engineering	Data DevOps Engineer	\$114,420.77	\$74,498.00
Data Engineering	ETL Engineer	\$114,420.77	\$72,286.00
Data Engineering	Marketing Data Engineer	\$114,420.77	\$66,970.00
Data Engineering	BI Data Engineer	\$114,420.77	\$60,000.00
Data Management and Strategy	Data Strategy Manager	\$100,266.94	\$138,750.00
Data Management and Strategy	Data Management Specialist	\$100,266.94	\$106,877.20
Data Management and Strategy	Data Specialist	\$100,266.94	\$103,102.50
Data Management and Strategy	Data Integration Specialist	\$100,266.94	\$96,605.00
Data Management and Strategy	Data Management Analyst	\$100,266.94	\$56,000.00
Data Quality and Operations	Data Operations Manager	\$99,747.50	\$136,000.00
Data Quality and Operations	Data Operations Engineer	\$99,747.50	\$133,431.25
Data Quality and Operations	Data Quality Engineer	\$99,747.50	\$95,584.33
Data Quality and Operations	Data Operations Analyst	\$99,747.50	\$92,899.00
Data Quality and Operations	Data Quality Analyst	\$99,747.50	\$85,215.40
Data Quality and Operations	Data Operations Specialist	\$99,747.50	\$55,355.00
Data Analysis	Marketing Data Analyst	\$90,206.83	\$144,327.00
Data Analysis	Finance Data Analyst	\$90,206.83	\$141,933.67

Data Analysis	Principal Data Analyst	\$90,206.83	\$122,500.00
Data Analysis	Data Analyst	\$90,206.83	\$109,911.47
Data Analysis	Lead Data Analyst	\$90,206.83	\$108,333.33
Data Analysis	Financial Data Analyst	\$90,206.83	\$90,375.00
Data Analysis	Business Intelligence Data Analyst	\$90,206.83	\$83,209.50
Data Analysis	Product Data Analyst	\$90,206.83	\$80,040.00
Data Analysis	Staff Data Analyst	\$90,206.83	\$79,917.00
Data Analysis	Business Data Analyst	\$90,206.83	\$78,600.22
Data Analysis	BI Data Analyst	\$90,206.83	\$71,074.50
Data Analysis	Sales Data Analyst	\$90,206.83	\$60,000.00
Data Analysis	Insight Analyst	\$90,206.83	\$47,673.88
Data Analysis	Compliance Data Analyst	\$90,206.83	\$45,000.00

TOP 10 KRAJÓW

Top 10 Company Residences by Frequency

Obs	company_location	COUNT	PERCENT
1	United States	8132	86.9268
2	United Kingdom	449	4.7996
3	Canada	226	2.4158
4	Spain	113	1.2079
5	Germany	72	0.7696
6	France	50	0.5345
7	Australia	24	0.2565
8	Portugal	24	0.2565
9	Netherlands	21	0.2245
10	Brazil	17	0.1817



Top 10 Employee Residences by Frequency

Obs	employee_residence	COUNT	PERCENT
1	United States	8086	86.4351
2	United Kingdom	442	4.7247
3	Canada	224	2.3944
4	Spain	117	1.2507
5	Germany	66	0.7055
6	France	54	0.5772
7	Portugal	26	0.2779
8	Australia	21	0.2245
9	Netherlands	21	0.2245
10	Italy	20	0.2138



Average Salaries by Country

Global Average: 150,299.50 USD

Company's Country Location	Experience Level	Country Average Salary	Salary in USD
Qatar	Mid-level	\$300,000.00	\$300,000.00
Puerto Rico	Senior	\$167,500.00	\$167,500.00
United States	Mid-level	\$148,619.57	\$129,678.49
United States	Senior	\$148,619.57	\$166,162.95
United States	Entry-level	\$148,619.57	\$103,009.47
United States	Executive	\$148,619.57	\$195,627.36
Japan	Senior	\$135,000.00	\$196,000.00
Japan	Mid-level	\$135,000.00	\$74,000.00
Saudi Arabia	Mid-level	\$134,999.00	\$134,999.00
New Zealand	Senior	\$125,000.00	\$125,000.00
Bosnia and Herzegovina	Entry-level	\$120,000.00	\$120,000.00
Australia	Mid-level	\$117,049.51	\$162,845.79
Australia	Senior	\$117,049.51	\$117,436.25
Australia	Entry-level	\$117,049.51	\$70,866.50
Israel	Mid-level	\$117,029.50	\$119,059.00
Israel	Senior	\$117,029.50	\$115,000.00
Canada	Executive	\$114,838.61	\$112,058.75
Canada	Mid-level	\$114,838.61	\$109,708.24
Canada	Senior	\$114,838.61	\$158,599.40
Canada	Entry-level	\$114,838.61	\$78,988.06
United Kingdom	Entry-level	\$114,472.82	\$63,436.86
United Kingdom	Senior	\$114,472.82	\$131,529.64
United Kingdom	Mid-level	\$114,472.82	\$87,501.12
United Kingdom	Executive	\$114,472.82	\$175,423.67
United Arab Emirates	Senior	\$103,750.00	\$92,500.00
United Arab Emirates	Mid-level	\$103,750.00	\$115,000.00

United Arab Emirates	Mid-level	\$103,750.00	\$115,000.00
Switzerland	Entry-level	\$103,474.42	\$94,399.33
Switzerland	Mid-level	\$103,474.42	\$112,549.50
Ireland	Mid-level	\$103,182.42	\$89,073.50
Ireland	Senior	\$103,182.42	\$117,291.33
South Africa	Senior	\$100,492.50	\$100,492.50
Germany	Entry-level	\$100,103.70	\$59,504.86
Germany	Senior	\$100,103.70	\$131,934.40
Germany	Executive	\$100,103.70	\$135,936.00
Germany	Mid-level	\$100,103.70	\$73,039.52
Iran	Entry-level	\$100,000.00	\$100,000.00
China	Entry-level	\$100,000.00	\$100,000.00
Iraq	Entry-level	\$100,000.00	\$100,000.00
Mauritius	Entry-level	\$100,000.00	\$100,000.00
Algeria	Entry-level	\$100,000.00	\$100,000.00
Lithuania	Mid-level	\$97,611.00	\$94,812.00
Lithuania	Senior	\$97,611.00	\$100,410.00
Sweden	Entry-level	\$95,687.00	\$105,000.00
Sweden	Senior	\$95,687.00	\$86,374.00
Ukraine	Entry-level	\$92,800.00	\$50,000.00
Ukraine	Senior	\$92,800.00	\$135,600.00
Mexico	Mid-level	\$89,833.33	\$49,500.00
Mexico	Executive	\$89,833.33	\$72,000.00
Mexico	Senior	\$89,833.33	\$148,000.00
Netherlands	Entry-level	\$84,261.20	\$42,345.67
Netherlands	Executive	\$84,261.20	\$107,887.00
Netherlands	Senior	\$84,261.20	\$106,962.00
Netherlands	Mid-level	\$84,261.20	\$79,850.11
Gibraltar	Senior	\$79,976.00	\$79,976.00

Belgium	Entry-level	\$79,809.50	\$68,030.50
Belgium	Senior	\$79,809.50	\$82,744.00
Belgium	Mid-level	\$79,809.50	\$88,654.00
France	Entry-level	\$77,453.02	\$46,731.10
France	Senior	\$77,453.02	\$119,977.71
France	Mid-level	\$77,453.02	\$65,650.26
Poland	Entry-level	\$76,673.20	\$34,924.00
Poland	Executive	\$76,673.20	\$153,667.00
Poland	Mid-level	\$76,673.20	\$39,246.80
Poland	Senior	\$76,673.20	\$78,855.00
Slovenia	Senior	\$74,847.40	\$102,839.00
Slovenia	Mid-level	\$74,847.40	\$46,855.80
Singapore	Mid-level	\$71,724.00	\$76,478.00
Singapore	Entry-level	\$71,724.00	\$66,970.00
Austria	Senior	\$70,986.67	\$91,237.00
Austria	Entry-level	\$70,986.67	\$50,000.00
Austria	Mid-level	\$70,986.67	\$71,723.00
India	Entry-level	\$70,180.00	\$21,540.00
India	Mid-level	\$70,180.00	\$29,000.00
India	Senior	\$70,180.00	\$160,000.00
Finland	Mid-level	\$70,110.25	\$74,883.00
Finland	Senior	\$70,110.25	\$65,337.50
Czech Republic	Mid-level	\$69,478.67	\$69,999.00
Czech Republic	Entry-level	\$69,478.67	\$30,469.00
Czech Republic	Senior	\$69,478.67	\$107,968.00
Croatia	Mid-level	\$68,949.00	\$92,280.00
Croatia	Senior	\$68,949.00	\$45,618.00
Kenya	Entry-level	\$65,000.00	\$50,000.00
Kenya	Mid-level	\$65,000.00	\$80,000.00

Colombia	Mid-level	\$63,910.96	\$95,000.00
Colombia	Senior	\$63,910.96	\$74,888.89
Colombia	Entry-level	\$63,910.96	\$21,844.00
Nigeria	Entry-level	\$62,333.33	\$35,000.00
Nigeria	Mid-level	\$62,333.33	\$48,666.67
Nigeria	Senior	\$62,333.33	\$103,333.33
Denmark	Senior	\$61,542.56	\$88,654.00
Denmark	Mid-level	\$61,542.56	\$64,781.00
Denmark	Entry-level	\$61,542.56	\$31,192.67
Latvia	Mid-level	\$58,788.25	\$59,274.00
Latvia	Senior	\$58,788.25	\$58,302.50
Brazil	Entry-level	\$58,694.80	\$19,910.00
Brazil	Senior	\$58,694.80	\$42,639.40
Brazil	Mid-level	\$58,694.80	\$59,729.78
Brazil	Executive	\$58,694.80	\$112,500.00
Argentina	Entry-level	\$57,500.00	\$50,000.00
Argentina	Senior	\$57,500.00	\$65,000.00
Spain	Entry-level	\$55,544.85	\$32,496.29
Spain	Executive	\$55,544.85	\$74,787.00
Spain	Mid-level	\$55,544.85	\$58,034.96
Spain	Senior	\$55,544.85	\$56,861.13
Russia	Entry-level	\$55,072.08	\$16,455.00
Russia	Executive	\$55,072.08	\$140,333.33
Russia	Mid-level	\$55,072.08	\$17,000.00
Russia	Senior	\$55,072.08	\$46,500.00
Andorra	Mid-level	\$50,745.00	\$50,745.00
Luxembourg	Entry-level	\$50,482.50	\$59,102.00
Luxembourg	Mid-level	\$50,482.50	\$41,863.00
Armenia	Mid-level	\$50,000.00	\$50,000.00

Armenia	Mid-level	\$50,000.00	\$50,000.00
Philippines	Senior	\$50,000.00	\$50,000.00
American Samoa	Entry-level	\$50,000.00	\$50,000.00
Central African Republic	Senior	\$49,216.00	\$49,216.00
Romania	Mid-level	\$47,930.00	\$56,992.00
Romania	Senior	\$47,930.00	\$38,868.00
South Korea	Entry-level	\$47,000.00	\$40,000.00
South Korea	Mid-level	\$47,000.00	\$54,000.00
Estonia	Senior	\$46,706.10	\$51,349.40
Estonia	Mid-level	\$46,706.10	\$42,062.80
Portugal	Entry-level	\$45,565.89	\$22,821.60
Portugal	Mid-level	\$45,565.89	\$57,978.67
Portugal	Senior	\$45,565.89	\$55,897.40
Bahamas	Mid-level	\$45,555.00	\$45,555.00
Italy	Entry-level	\$41,948.54	\$25,175.00
Italy	Mid-level	\$41,948.54	\$38,488.00
Italy	Senior	\$41,948.54	\$62,182.63
Greece	Entry-level	\$40,897.64	\$19,434.00
Greece	Mid-level	\$40,897.64	\$55,359.92
Greece	Senior	\$40,897.64	\$47,899.00
Malaysia	Entry-level	\$40,000.00	\$40,000.00
Pakistan	Entry-level	\$30,000.00	\$30,000.00
Malta	Mid-level	\$28,369.00	\$28,369.00
Ghana	Mid-level	\$27,000.00	\$27,000.00
Egypt	Mid-level	\$22,800.00	\$22,800.00
Turkey	Entry-level	\$21,928.00	\$20,000.00
Turkey	Mid-level	\$21,928.00	\$26,508.00
Turkey	Senior	\$21,928.00	\$19,276.00
Honduras	Mid-level	\$20,000.00	\$20,000.00

Moldova	Mid-level	\$18,000.00	\$18,000.00
Ecuador	Entry-level	\$16,000.00	\$16,000.00
Indonesia	Entry-level	\$15,000.00	\$15,000.00
Thailand	Entry-level	\$15,000.00	\$15,000.00