

# **PROJECT DOCUMENTATION**

## **MILESTONE PROJECT-1 USING EXCEL & MySQL**

TITLE	Salary Survey Analysis Using Excel & MySQL
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COURSE	DADS - Offline
BATCH	July - 2025

## 1. INSIGHTS

- Banking and Telecom show the highest average salaries, indicating strong demand for skilled professionals in these sectors.
- Countries like Canada, United States, Singapore, and the Netherlands have the highest average salaries, reflecting stronger compensation standards in these regions.
- Gender-wise salary differences are minimal, showing relatively balanced pay across genders in the dataset.
- Employees with Bachelor's degrees and Diplomas earn higher average salaries compared to Master's degree holders, suggesting early-career technical skills may be highly valued.
- The average experience of 9.1 years shows a mostly mid-career workforce, which aligns with the steady and consistent salary trends seen across industries.

## **2. RECOMMENDATION**

- Companies should review salary structures in lower-paying industries to stay competitive and attract skilled professionals.
- Countries with lower salary averages may benefit from benchmarking global compensation trends to remain competitive in talent markets.
- Organizations can focus on skill-based hiring, as Bachelor's and Diploma holders are performing well in terms of compensation.
- Regular pay equity audits should be conducted to maintain fairness across genders and highlight any small emerging gaps.
- Employees and job seekers can use these insights to target high-paying industries and locations based on their skills and experience.