

Data Summary Findings

After researching and analyzing the given salary data, our team found that offer salaries vs prevailing wage can depend on different factors such as location, job type, and education level. Based on the data, we recognized that job sub-categories could either be over-paid or under-paid since salary is also based on other factors such as:

- Location: where are they working?
- Company: what company they are working for?
- Industry: high or low demand for job hiring in that industry leads to higher or lower requirements for competitors.

For example, Tech jobs such as software engineers or data scientists offer higher salaries than other jobs such as assistant professors or teachers. However, they also depend on the location and recruitment needs.

Our analysis of location-based salary revealed that an assistant professor job in Florida earns a higher salary (\$100,029.38) than in New York in nontech related field. However, a career as a software engineer in Florida receives lower compensation compared to states like California, Colorado, New York, and Tennessee.

We also recognized that there are some factors that explain if companies tend to over-pay or under-pay:

- Reputation: companies with excellent reputations tend to pay higher and also offer better benefits to recruit and retain top employees.
- Finance and industry: companies with potential finance tend to offer higher salaries and even more if there is an urgent need or high demand.

There will be a significant effect if taking the standard of living into account. Location not only differentiates between high and low salaries, but it also determines how people's life will be. For example, the total amount a person actually earns in a month after deducting all living expenses will not be significantly better if he or she lives at a place with a high cost of living compared to one having the same salary but living at a place with a lower cost of living.

Interesting Findings

- California had the greatest amount of full-time workers with 41,963 working full-time.
- When looking at "WORK_STATE" we found that Palau was listed as part of the state. After further research, we found that it's a country in Oceania and is independent but associated with the United States. It was confusing at first as to why that country was listed.
- The top 5 companies with the most employees are Google (6213), Fujitsu America (1814), Intel (1781), Microsoft Corporation (1364), and Qualcomm Tech(1277)
- Filtering the data to focus on San Francisco, there are 269 employees working both full-time and part-time with 6 being data analysts.
- We found that 22,067 businesses use H-1B Visa Class which allows U.S companies to temporarily employ foreign workers for designed specialty occupations. This means that most employees are non-immigrants.