



US Bank Wages

18th February 2021

Dataset Overview

- **474 employees**

- **6 features:**

 - continuous

 - *Current & starting salary in \$*

 - categorical

 - *Education in years*

 - *3 Jobcategories: management, admin, custodial*

 - *Gender (evenly distributed)*

 - *Minority (about 20%)*

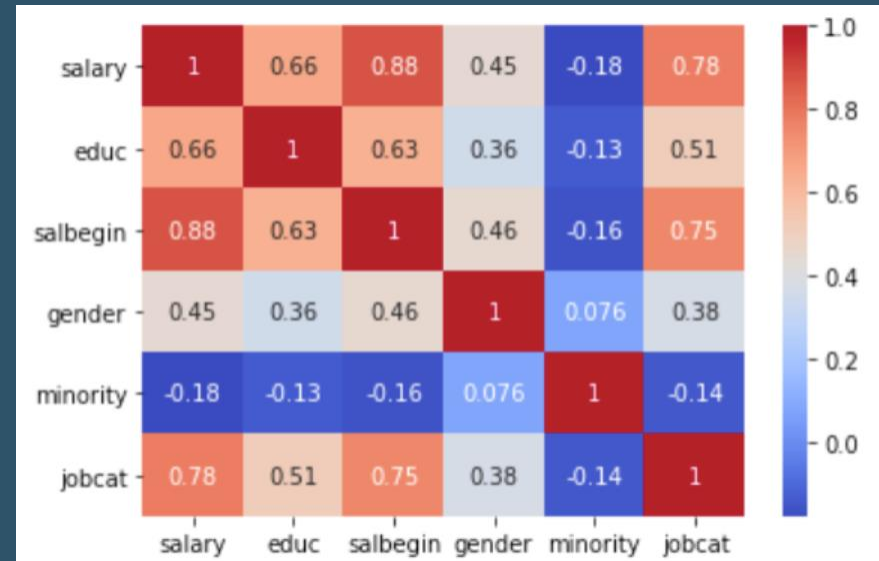
	Salary (\$)	Starting Salary (\$)	Education (years)
mean	17016	34420	13.5
min - max	9000 – 79980	15750 - 135000	8 - 21

Initial Findings

Wages appear to correlate with:

- Education ✓
- Job category ✓
- Gender !

but not minority ?

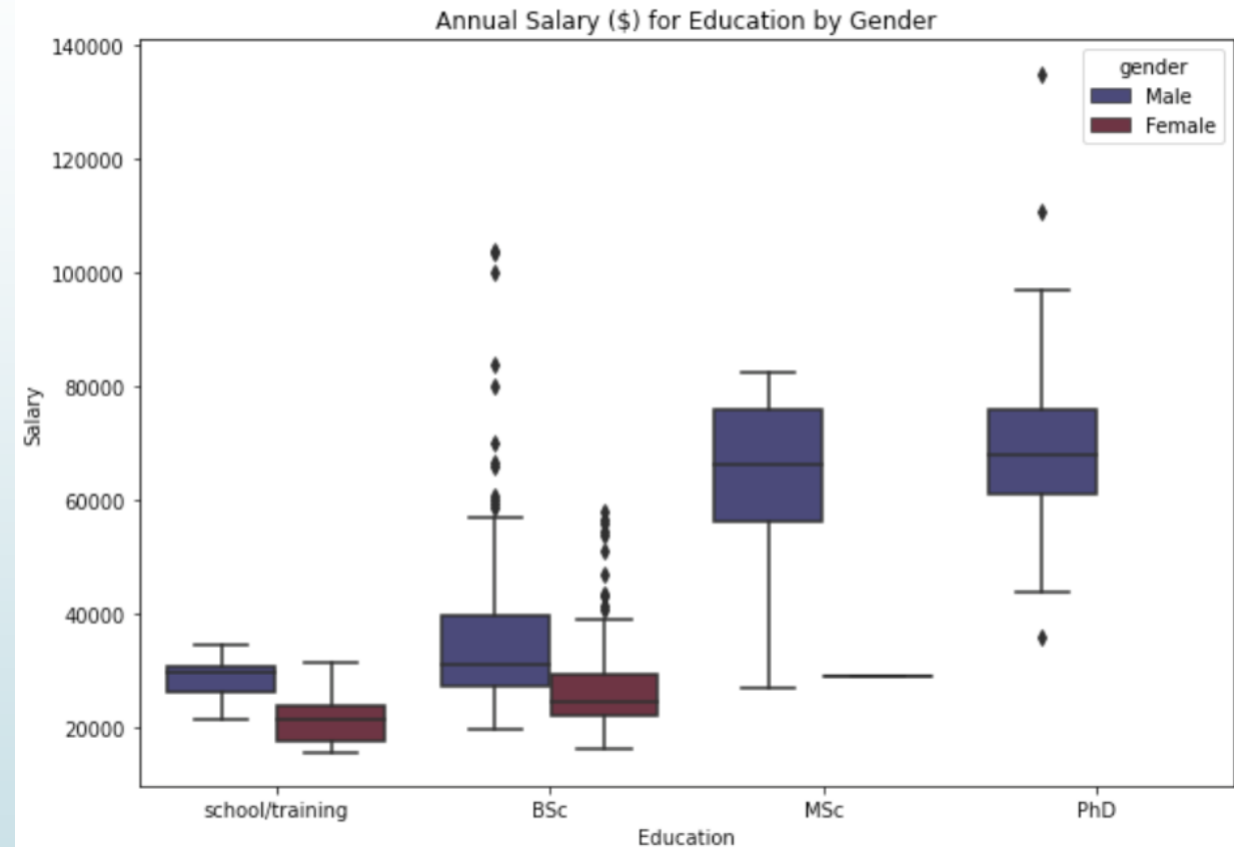
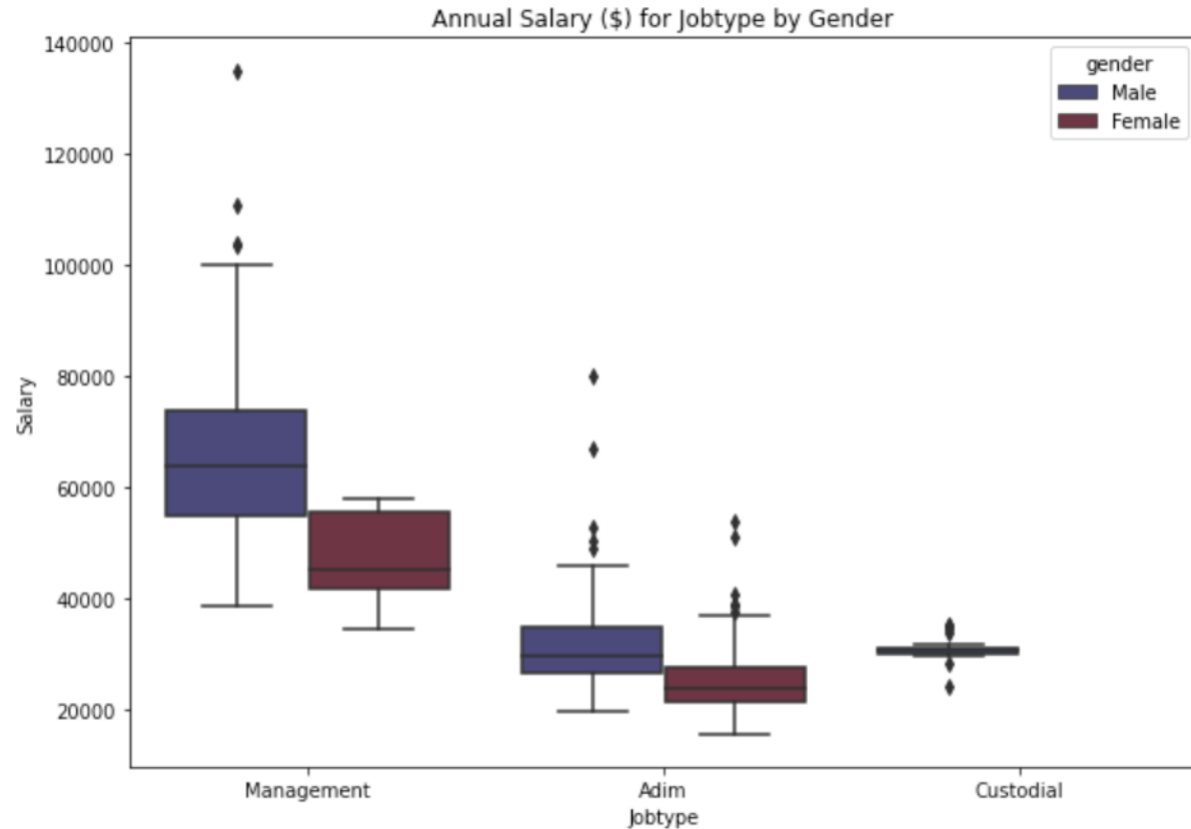


→ Focus on most interesting and unclear features

ADDITIONAL NOTES

- No data regarding time-span between starting and current salary
→ correlation not used for further investigation
- Custodial employees are specific subtype
→ narrow bandwidth of features (all male, small salary range, max school education)

Gender

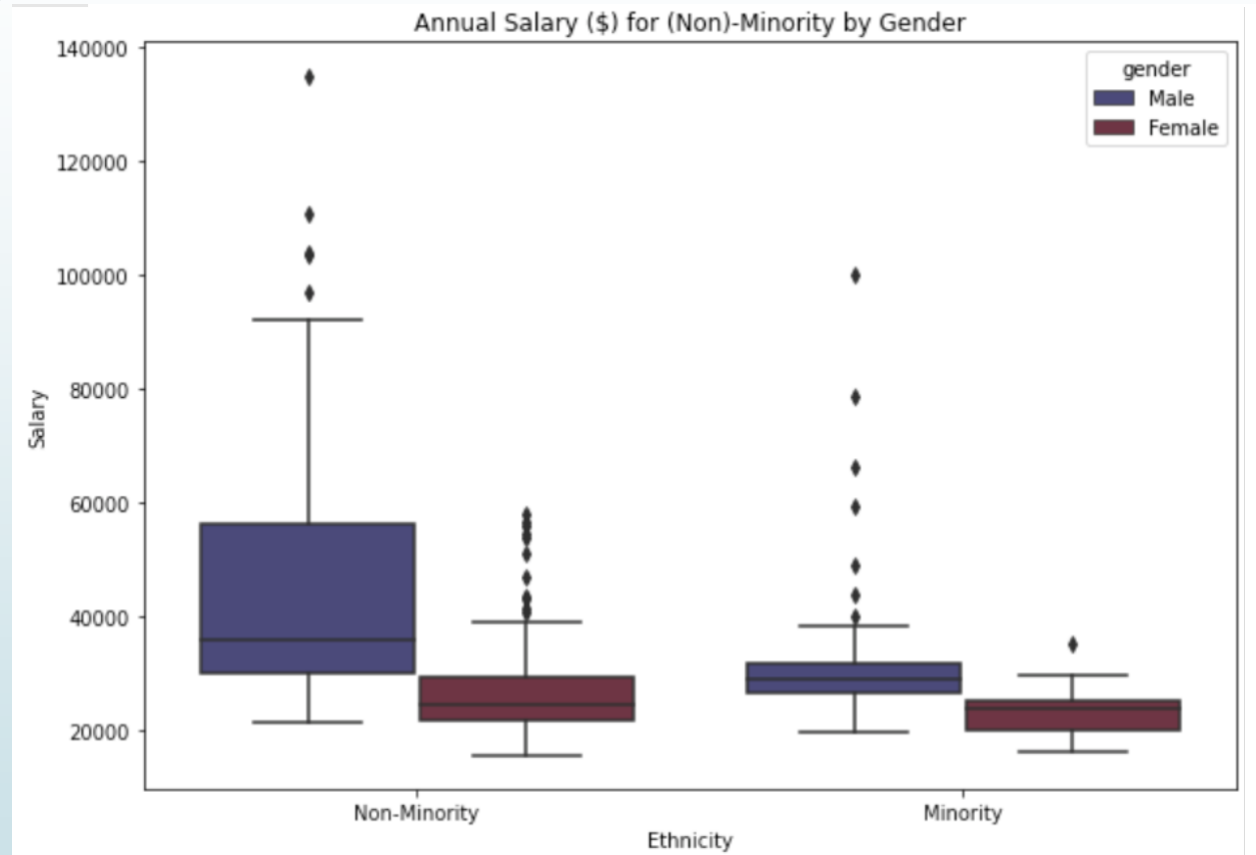


Salary differences between genders

a) within same jobtype, b) within same education level

Note: No women in custodial jobs or with education MSc or higher

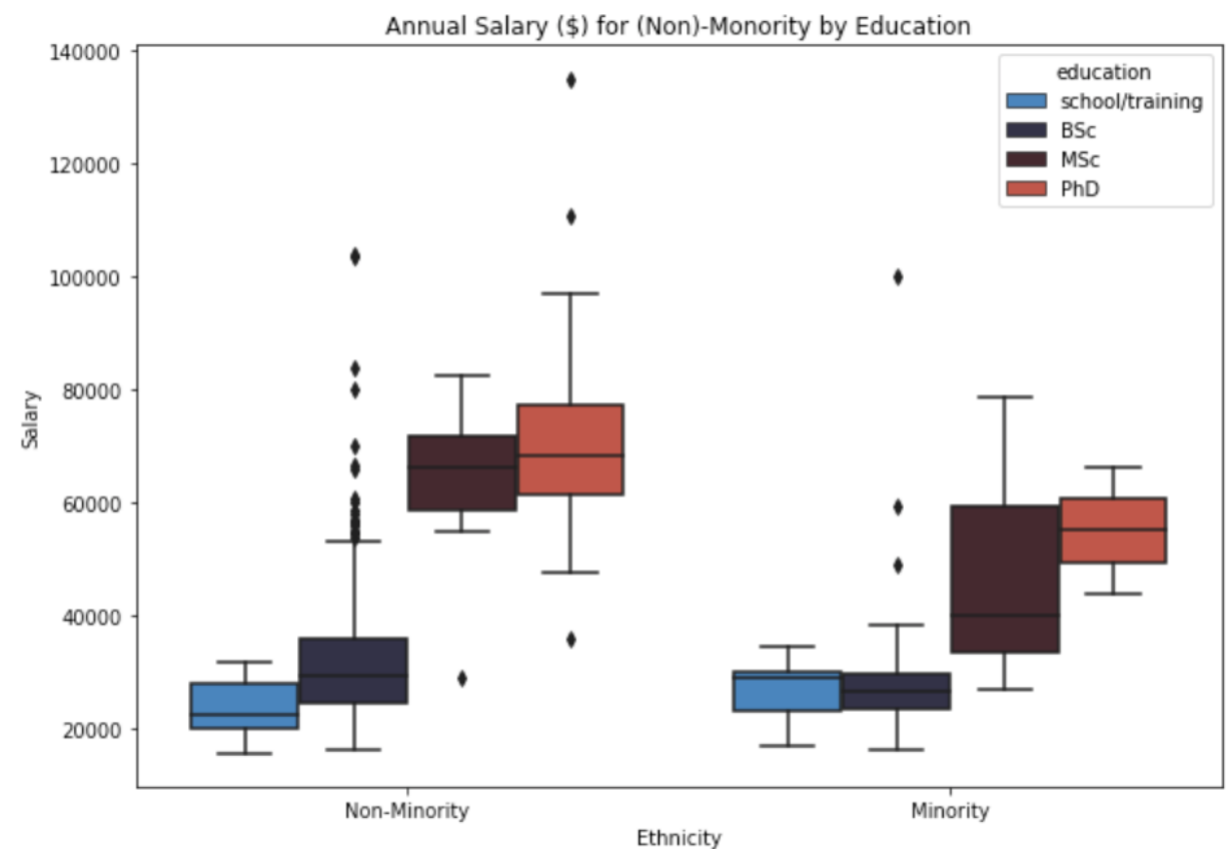
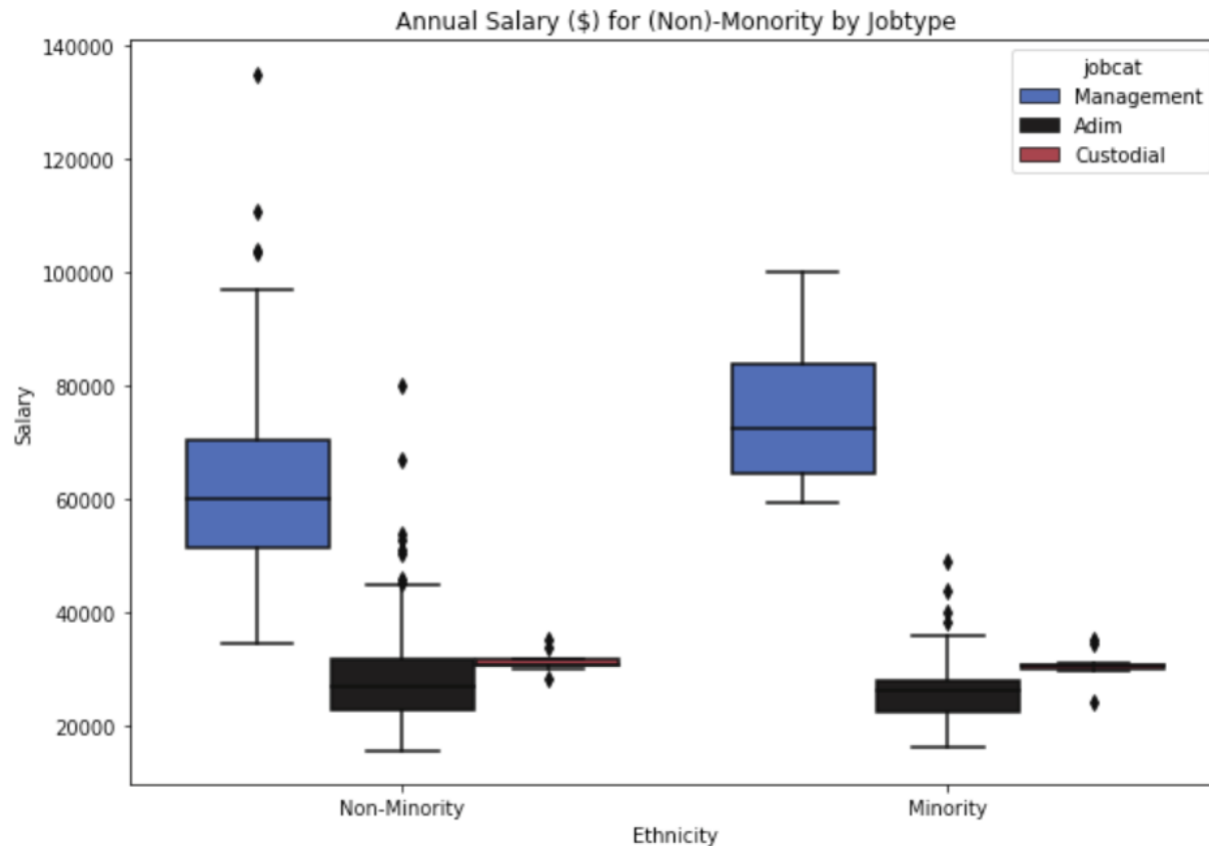
Gender and Minority



Salary differences between genders
Irrespective of minorities

Salary differences between (non)-minorities
Irrespective of gender

Minority



Salary differences between (non)-minorities

Divergent relationship: 3 categories -- Minorities in general have lower salaries, unless they are highly educated and in management positions in which case it is reversed OR for custodians when there is no differences

Summary

- Higher salaries are observed for male versus female
- Salary differences between (non)-minorities are complex and divergent

3 categories

- *No difference for custodian*
- *Minorities in general have lower salaries*
- *Unless they are highly educated and in management positions in which case it is reversed (higher salary)*

Ongoing

- Custodian jobcategory vs. admin/management to clarify jobtype