Assignment 04

Wei Wang

October 4, 2025

# 1. Load the Dataset

WARNING: Using incubator modules: jdk.incubator.vector  
Using Spark's default log4j profile: org/apache/spark/log4j2-defaults.properties  
Setting default log level to "WARN".  
To adjust logging level use sc.setLogLevel(newLevel). For SparkR, use setLogLevel(newLevel).  
25/10/06 04:38:29 WARN NativeCodeLoader: Unable to load native-hadoop library for your platform... using builtin-java classes where applicable  
25/10/06 04:38:50 WARN SparkStringUtils: Truncated the string representation of a plan since it was too large. This behavior can be adjusted by setting 'spark.sql.debug.maxToStringFields'.

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| ID|LAST\_UPDATED\_DATE|LAST\_UPDATED\_TIMESTAMP|DUPLICATES| POSTED| EXPIRED|DURATION| SOURCE\_TYPES| SOURCES| URL|ACTIVE\_URLS|ACTIVE\_SOURCES\_INFO| TITLE\_RAW| BODY|MODELED\_EXPIRED|MODELED\_DURATION| COMPANY| COMPANY\_NAME|COMPANY\_RAW|COMPANY\_IS\_STAFFING|EDUCATION\_LEVELS|EDUCATION\_LEVELS\_NAME|MIN\_EDULEVELS| MIN\_EDULEVELS\_NAME|MAX\_EDULEVELS|MAX\_EDULEVELS\_NAME|EMPLOYMENT\_TYPE|EMPLOYMENT\_TYPE\_NAME|MIN\_YEARS\_EXPERIENCE|MAX\_YEARS\_EXPERIENCE|IS\_INTERNSHIP|SALARY|REMOTE\_TYPE|REMOTE\_TYPE\_NAME|ORIGINAL\_PAY\_PERIOD|SALARY\_TO|SALARY\_FROM| LOCATION| CITY| CITY\_NAME|COUNTY| COUNTY\_NAME| MSA| MSA\_NAME|STATE|STATE\_NAME|COUNTY\_OUTGOING|COUNTY\_NAME\_OUTGOING|COUNTY\_INCOMING|COUNTY\_NAME\_INCOMING|MSA\_OUTGOING| MSA\_NAME\_OUTGOING|MSA\_INCOMING| MSA\_NAME\_INCOMING|NAICS2| NAICS2\_NAME|NAICS3| NAICS3\_NAME|NAICS4| NAICS4\_NAME|NAICS5| NAICS5\_NAME|NAICS6| NAICS6\_NAME| TITLE| TITLE\_NAME| TITLE\_CLEAN| SKILLS| SKILLS\_NAME| SPECIALIZED\_SKILLS|SPECIALIZED\_SKILLS\_NAME| CERTIFICATIONS| CERTIFICATIONS\_NAME| COMMON\_SKILLS| COMMON\_SKILLS\_NAME| SOFTWARE\_SKILLS|SOFTWARE\_SKILLS\_NAME| ONET| ONET\_NAME| ONET\_2019| ONET\_2019\_NAME| CIP6| CIP6\_NAME| CIP4| CIP4\_NAME| CIP2| CIP2\_NAME|SOC\_2021\_2| SOC\_2021\_2\_NAME|SOC\_2021\_3| SOC\_2021\_3\_NAME|SOC\_2021\_4|SOC\_2021\_4\_NAME|SOC\_2021\_5|SOC\_2021\_5\_NAME|LOT\_CAREER\_AREA|LOT\_CAREER\_AREA\_NAME|LOT\_OCCUPATION| LOT\_OCCUPATION\_NAME|LOT\_SPECIALIZED\_OCCUPATION|LOT\_SPECIALIZED\_OCCUPATION\_NAME|LOT\_OCCUPATION\_GROUP|LOT\_OCCUPATION\_GROUP\_NAME|LOT\_V6\_SPECIALIZED\_OCCUPATION|LOT\_V6\_SPECIALIZED\_OCCUPATION\_NAME|LOT\_V6\_OCCUPATION|LOT\_V6\_OCCUPATION\_NAME|LOT\_V6\_OCCUPATION\_GROUP|LOT\_V6\_OCCUPATION\_GROUP\_NAME|LOT\_V6\_CAREER\_AREA|LOT\_V6\_CAREER\_AREA\_NAME| SOC\_2| SOC\_2\_NAME| SOC\_3| SOC\_3\_NAME| SOC\_4| SOC\_4\_NAME| SOC\_5| SOC\_5\_NAME|LIGHTCAST\_SECTORS|LIGHTCAST\_SECTORS\_NAME|NAICS\_2022\_2| NAICS\_2022\_2\_NAME|NAICS\_2022\_3| NAICS\_2022\_3\_NAME|NAICS\_2022\_4| NAICS\_2022\_4\_NAME|NAICS\_2022\_5| NAICS\_2022\_5\_NAME|NAICS\_2022\_6| NAICS\_2022\_6\_NAME|  
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|1f57d95acf4dc67ed...| 9/6/2024| 2024-09-06 20:32:...| 0|6/2/2024| 6/8/2024| 6| [\n "Company"\n]|[\n "brassring.c...|[\n "https://sjo...| []| NULL|Enterprise Analys...|31-May-2024\n\nEn...| 6/8/2024| 6| 894731| Murphy USA| Murphy USA| false| [\n 2\n]| [\n "Bachelor's ...| 2| Bachelor's degree| NULL| NULL| 1|Full-time (> 32 h...| 2| 2| false| NULL| 0| [None]| NULL| NULL| NULL|{\n "lat": 33.20...|RWwgRG9yYWRvLCBBUg==|El Dorado, AR| 5139| Union, AR|20980| El Dorado, AR| 5| Arkansas| 5139| Union, AR| 5139| Union, AR| 20980| El Dorado, AR| 20980| El Dorado, AR| 44| Retail Trade| 441|Motor Vehicle and...| 4413|Automotive Parts,...| 44133|Automotive Parts ...|441330|Automotive Parts ...|ET29C073C03D1F86B4|Enterprise Analysts|enterprise analys...|[\n "KS126DB6T06...|[\n "Merchandisi...|[\n "KS126DB6T06...| [\n "Merchandisi...| []| []|[\n "KS126706DPF...|[\n "Mathematics...|[\n "KS440W865GC...|[\n "SQL (Progra...|15-2051.01|Business Intellig...|15-2051.01|Business Intellig...|[\n "45.0601",\n...|[\n "Economics, ...|[\n "45.06",\n ...|[\n "Economics",...|[\n "45",\n "27...|[\n "Social Scie...| 15-0000|Computer and Math...| 15-2000|Mathematical Scie...| 15-2050|Data Scientists| 15-2051|Data Scientists| 23|Information Techn...| 231010|Business Intellig...| 23101011| General ERP Analy...| 2310| Business Intellig...| 23101011| General ERP Analy...| 231010| Business Intellig...| 2310| Business Intellig...| 23| Information Techn...|15-0000|Computer and Math...|15-2000|Mathematical Scie...|15-2050|Data Scientists|15-2051|Data Scientists| [\n 7\n]| [\n "Artificial ...| 44| Retail Trade| 441|Motor Vehicle and...| 4413|Automotive Parts,...| 44133|Automotive Parts ...| 441330|Automotive Parts ...|  
|0cb072af26757b6c4...| 8/2/2024| 2024-08-02 17:08:...| 0|6/2/2024| 8/1/2024| NULL| [\n "Job Board"\n]| [\n "maine.gov"\n]|[\n "https://job...| []| NULL|Oracle Consultant...|Oracle Consultant...| 8/1/2024| NULL| 133098|Smx Corporation L...| SMX| true| [\n 99\n]| [\n "No Educatio...| 99|No Education Listed| NULL| NULL| 1|Full-time (> 32 h...| 3| 3| false| NULL| 1| Remote| NULL| NULL| NULL|{\n "lat": 44.31...| QXVndXN0YSwgTUU=| Augusta, ME| 23011| Kennebec, ME|12300|Augusta-Watervill...| 23| Maine| 23011| Kennebec, ME| 23011| Kennebec, ME| 12300|Augusta-Watervill...| 12300|Augusta-Watervill...| 56|Administrative an...| 561|Administrative an...| 5613| Employment Services| 56132|Temporary Help Se...|561320|Temporary Help Se...|ET21DDA63780A7DC09| Oracle Consultants|oracle consultant...|[\n "KS122626T55...|[\n "Procurement...|[\n "KS122626T55...| [\n "Procurement...| []| []| []| []|[\n "BGSBF3F508F...|[\n "Oracle Busi...|15-2051.01|Business Intellig...|15-2051.01|Business Intellig...| []| []| []| []| []| []| 15-0000|Computer and Math...| 15-2000|Mathematical Scie...| 15-2050|Data Scientists| 15-2051|Data Scientists| 23|Information Techn...| 231010|Business Intellig...| 23101012| Oracle Consultant...| 2310| Business Intellig...| 23101012| Oracle Consultant...| 231010| Business Intellig...| 2310| Business Intellig...| 23| Information Techn...|15-0000|Computer and Math...|15-2000|Mathematical Scie...|15-2050|Data Scientists|15-2051|Data Scientists| NULL| NULL| 56|Administrative an...| 561|Administrative an...| 5613| Employment Services| 56132|Temporary Help Se...| 561320|Temporary Help Se...|  
|85318b12b3331fa49...| 9/6/2024| 2024-09-06 20:32:...| 1|6/2/2024| 7/7/2024| 35| [\n "Job Board"\n]|[\n "dejobs.org"\n]|[\n "https://dej...| []| NULL| Data Analyst|Taking care of pe...| 6/10/2024| 8|39063746| Sedgwick| Sedgwick| false| [\n 2\n]| [\n "Bachelor's ...| 2| Bachelor's degree| NULL| NULL| 1|Full-time (> 32 h...| 5| NULL| false| NULL| 0| [None]| NULL| NULL| NULL|{\n "lat": 32.77...| RGFsbGFzLCBUWA==| Dallas, TX| 48113| Dallas, TX|19100|Dallas-Fort Worth...| 48| Texas| 48113| Dallas, TX| 48113| Dallas, TX| 19100|Dallas-Fort Worth...| 19100|Dallas-Fort Worth...| 52|Finance and Insur...| 524|Insurance Carrier...| 5242|Agencies, Brokera...| 52429|Other Insurance R...|524291| Claims Adjusting|ET3037E0C947A02404| Data Analysts| data analyst|[\n "KS1218W78FG...|[\n "Management"...|[\n "ESF3939CE1F...| [\n "Exception R...|[\n "KS683TN76T7...|[\n "Security Cl...|[\n "KS1218W78FG...|[\n "Management"...|[\n "KS126HY6YLT...|[\n "Microsoft O...|15-2051.01|Business Intellig...|15-2051.01|Business Intellig...| []| []| []| []| []| []| 15-0000|Computer and Math...| 15-2000|Mathematical Scie...| 15-2050|Data Scientists| 15-2051|Data Scientists| 23|Information Techn...| 231113|Data / Data Minin...| 23111310| Data Analyst| 2311| Data Analysis and...| 23111310| Data Analyst| 231113| Data / Data Minin...| 2311| Data Analysis and...| 23| Information Techn...|15-0000|Computer and Math...|15-2000|Mathematical Scie...|15-2050|Data Scientists|15-2051|Data Scientists| NULL| NULL| 52|Finance and Insur...| 524|Insurance Carrier...| 5242|Agencies, Brokera...| 52429|Other Insurance R...| 524291| Claims Adjusting|  
|1b5c3941e54a1889e...| 9/6/2024| 2024-09-06 20:32:...| 1|6/2/2024|7/20/2024| 48| [\n "Job Board"\n]|[\n "disabledper...|[\n "https://www...| []| NULL|Sr. Lead Data Mgm...|About this role:\...| 6/12/2024| 10|37615159| Wells Fargo|Wells Fargo| false| [\n 99\n]| [\n "No Educatio...| 99|No Education Listed| NULL| NULL| 1|Full-time (> 32 h...| 3| NULL| false| NULL| 0| [None]| NULL| NULL| NULL|{\n "lat": 33.44...| UGhvZW5peCwgQVo=| Phoenix, AZ| 4013| Maricopa, AZ|38060|Phoenix-Mesa-Chan...| 4| Arizona| 4013| Maricopa, AZ| 4013| Maricopa, AZ| 38060|Phoenix-Mesa-Chan...| 38060|Phoenix-Mesa-Chan...| 52|Finance and Insur...| 522|Credit Intermedia...| 5221|Depository Credit...| 52211| Commercial Banking|522110| Commercial Banking|ET2114E0404BA30075|Management Analysts|sr lead data mgmt...|[\n "KS123QX62QY...|[\n "Exit Strate...|[\n "KS123QX62QY...| [\n "Exit Strate...| []| []|[\n "KS7G6NP6R6L...|[\n "Reliability...|[\n "KS4409D76NW...|[\n "SAS (Softwa...|15-2051.01|Business Intellig...|15-2051.01|Business Intellig...| []| []| []| []| []| []| 15-0000|Computer and Math...| 15-2000|Mathematical Scie...| 15-2050|Data Scientists| 15-2051|Data Scientists| 23|Information Techn...| 231113|Data / Data Minin...| 23111310| Data Analyst| 2311| Data Analysis and...| 23111310| Data Analyst| 231113| Data / Data Minin...| 2311| Data Analysis and...| 23| Information Techn...|15-0000|Computer and Math...|15-2000|Mathematical Scie...|15-2050|Data Scientists|15-2051|Data Scientists| [\n 6\n]| [\n "Data Privac...| 52|Finance and Insur...| 522|Credit Intermedia...| 5221|Depository Credit...| 52211| Commercial Banking| 522110| Commercial Banking|  
|cb5ca25f02bdf25c1...| 6/19/2024| 2024-06-19 07:00:00| 0|6/2/2024|6/17/2024| 15|[\n "FreeJobBoar...|[\n "craigslist....|[\n "https://mod...| []| NULL|Comisiones de $10...|Comisiones de $10...| 6/17/2024| 15| 0| Unclassified| LH/GM| false| [\n 99\n]| [\n "No Educatio...| 99|No Education Listed| NULL| NULL| 3|Part-time / full-...| NULL| NULL| false| 92500| 0| [None]| year| 150000| 35000|{\n "lat": 37.63...| TW9kZXN0bywgQ0E=| Modesto, CA| 6099|Stanislaus, CA|33700| Modesto, CA| 6|California| 6099| Stanislaus, CA| 6099| Stanislaus, CA| 33700| Modesto, CA| 33700| Modesto, CA| 99|Unclassified Indu...| 999|Unclassified Indu...| 9999|Unclassified Indu...| 99999|Unclassified Indu...|999999|Unclassified Indu...|ET0000000000000000| Unclassified|comisiones de por...| []| []| []| []| []| []| []| []| []| []|15-2051.01|Business Intellig...|15-2051.01|Business Intellig...| []| []| []| []| []| []| 15-0000|Computer and Math...| 15-2000|Mathematical Scie...| 15-2050|Data Scientists| 15-2051|Data Scientists| 23|Information Techn...| 231010|Business Intellig...| 23101012| Oracle Consultant...| 2310| Business Intellig...| 23101012| Oracle Consultant...| 231010| Business Intellig...| 2310| Business Intellig...| 23| Information Techn...|15-0000|Computer and Math...|15-2000|Mathematical Scie...|15-2050|Data Scientists|15-2051|Data Scientists| NULL| NULL| 99|Unclassified Indu...| 999|Unclassified Indu...| 9999|Unclassified Indu...| 99999|Unclassified Indu...| 999999|Unclassified Indu...|  
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only showing top 5 rows

[Stage 3:> (0 + 1) / 1]

(72498, 131)

# 2. Missing Value Treatment

Replace the missing values in Salary by Median of Salary based on the REMOTE\_TYPE\_NAME, if missing then replace with the overall median of Salary.

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 
|REMOTE\_TYPE\_NAME|ID |LAST\_UPDATED\_DATE|LAST\_UPDATED\_TIMESTAMP |DUPLICATES|POSTED |EXPIRED |DURATION|SOURCE\_TYPES |SOURCES |URL |ACTIVE\_URLS|ACTIVE\_SOURCES\_INFO|TITLE\_RAW |BODY |MODELED\_EXPIRED|MODELED\_DURATION|COMPANY |COMPANY\_NAME |COMPANY\_RAW|COMPANY\_IS\_STAFFING|EDUCATION\_LEVELS|EDUCATION\_LEVELS\_NAME |MIN\_EDULEVELS|MIN\_EDULEVELS\_NAME |MAX\_EDULEVELS|MAX\_EDULEVELS\_NAME|EMPLOYMENT\_TYPE|EMPLOYMENT\_TYPE\_NAME |MIN\_YEARS\_EXPERIENCE|MAX\_YEARS\_EXPERIENCE|IS\_INTERNSHIP|SALARY |REMOTE\_TYPE|ORIGINAL\_PAY\_PERIOD|SALARY\_TO|SALARY\_FROM|LOCATION |CITY |CITY\_NAME |COUNTY|COUNTY\_NAME |MSA |MSA\_NAME |STATE|STATE\_NAME|COUNTY\_OUTGOING|COUNTY\_NAME\_OUTGOING|COUNTY\_INCOMING|COUNTY\_NAME\_INCOMING|MSA\_OUTGOING|MSA\_NAME\_OUTGOING |MSA\_INCOMING|MSA\_NAME\_INCOMING |NAICS2|NAICS2\_NAME |NAICS3|NAICS3\_NAME |NAICS4|NAICS4\_NAME |NAICS5|NAICS5\_NAME |NAICS6|NAICS6\_NAME |TITLE |TITLE\_NAME |TITLE\_CLEAN |SKILLS |SKILLS\_NAME |SPECIALIZED\_SKILLS |SPECIALIZED\_SKILLS\_NAME |CERTIFICATIONS |CERTIFICATIONS\_NAME |COMMON\_SKILLS |COMMON\_SKILLS\_NAME |SOFTWARE\_SKILLS |SOFTWARE\_SKILLS\_NAME |ONET |ONET\_NAME |ONET\_2019 |ONET\_2019\_NAME |CIP6 |CIP6\_NAME |CIP4 |CIP4\_NAME |CIP2 |CIP2\_NAME |SOC\_2021\_2|SOC\_2021\_2\_NAME |SOC\_2021\_3|SOC\_2021\_3\_NAME |SOC\_2021\_4|SOC\_2021\_4\_NAME|SOC\_2021\_5|SOC\_2021\_5\_NAME|LOT\_CAREER\_AREA|LOT\_CAREER\_AREA\_NAME |LOT\_OCCUPATION|LOT\_OCCUPATION\_NAME |LOT\_SPECIALIZED\_OCCUPATION|LOT\_SPECIALIZED\_OCCUPATION\_NAME |LOT\_OCCUPATION\_GROUP|LOT\_OCCUPATION\_GROUP\_NAME |LOT\_V6\_SPECIALIZED\_OCCUPATION|LOT\_V6\_SPECIALIZED\_OCCUPATION\_NAME|LOT\_V6\_OCCUPATION|LOT\_V6\_OCCUPATION\_NAME |LOT\_V6\_OCCUPATION\_GROUP|LOT\_V6\_OCCUPATION\_GROUP\_NAME |LOT\_V6\_CAREER\_AREA|LOT\_V6\_CAREER\_AREA\_NAME |SOC\_2 |SOC\_2\_NAME |SOC\_3 |SOC\_3\_NAME |SOC\_4 |SOC\_4\_NAME |SOC\_5 |SOC\_5\_NAME |LIGHTCAST\_SECTORS|LIGHTCAST\_SECTORS\_NAME |NAICS\_2022\_2|NAICS\_2022\_2\_NAME |NAICS\_2022\_3|NAICS\_2022\_3\_NAME |NAICS\_2022\_4|NAICS\_2022\_4\_NAME |NAICS\_2022\_5|NAICS\_2022\_5\_NAME |NAICS\_2022\_6|NAICS\_2022\_6\_NAME |remote\_type\_median\_salary|  
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 
|Remote |0cb072af26757b6c4ea9464472a50a443af681ac|8/2/2024 |2024-08-02 17:08:58.838|0 |6/2/2024|8/1/2024 |NULL |[\n "Job Board"\n]|[\n "maine.gov"\n] |[\n "https://joblink.maine.gov/jobs/1085740"\n] |[] |NULL |Oracle Consultant - Reports (3592) |Oracle Consultant - Reports (3592)\n\nat SMX in Augusta, Maine, United States\n\nJob Description\n\nOracle Consultant - Reports (3592)at SMX (https://www.smxtech.com/careers/)\n\nUnited States\n\nCreoal has recently become a proud subsidiary of SMX, marking an exciting collaboration that enhances our collective capabilities to deliver cutting-edge digital transformation solutions.SMX has a growing Oracle Cloud Practice, focusing on Commercial and Public Sector customers.\n\nSMX/Creoal drives digital transformation through innovative solutions that leverage Oracle, Salesforce, and leading-edge technologies for Federal, public sector, and commercial organizations across the globe. We employ a holistic approach of People, Process, and Technology.\n\nThe value of our organization is rooted in our team, whose experience across a wide range of technologies delivers tangible results to our clients. SMX/Creoal's skilled professional resources represent the industry's most respected digital transformation experts.\n\nWe are looking for an Oracle Consultant to support our client in this 100% remote role.\n\nEssential Duties and Responsibilities for the Oracle Consultant include:\n\n+ Providing direction and specialist knowledge in utilizing the following tools:\n\n+ Oracle Analytics Cloud (OAC)\n\n+ Oracle Transactional Business Intelligence (OTBI)\n\n+ Oracle Business Intelligence Publisher (BI Publisher)\n\n+ Developing reports and other business intelligence solutions to meet customers' needs in the following domains/fields:\n\n+ Financials\n\n+ Supply Chain\n\n+ Procurement\n\n+ Project Accounting\n\n+ Development of reusable reports using tools such as OTBI, Financial Reporting Studio, and OAC\n\nRequired Skills and Experience:\n\n+ Clearance Required: None\n\n+ US Citizenship is required for work on this contract. Applicant must be residing in the United States.\n\n+ 3-5 years of experience is required in the following toolsets:\n\n+ OAC\n\n+ OTBI\n\n+ BI Publisher\n\n+ PL/SQL\n\n+ Exposure to large-scale implementation projects, principally Oracle Fusion Cloud\n\nDesired Qualifications:\n\n+ Familiarity with Oracle Integration Cloud (OIC) is a plus\n\n+ Past background with Oracle's EBusiness Suite (EBS) product\n\n\#cjpost #LI-REMOTE #LI-JJ1\n\nAt SMX, we are a team of technical and domain experts dedicated to enabling your mission. From priority national security initiatives for the DoD to highly assured and compliant solutions for healthcare, we understand that digital transformation is key to your future success.\n\nWe share your vision for the future and strive to accelerate your impact on the world. We bring both cutting edge technology and an expansive view of what's possible to every engagement. Our delivery model and unique approaches harness our deep technical and domain knowledge, providing forward-looking insights and practical solutions to power secure mission acceleration.\n\nSMX is committed to hiring and retaining a diverse workforce. All qualified candidates will receive consideration for employment without regard to disability status, protected veteran status, race, color, age, religion, national origin, citizenship, marital status, sex, sexual orientation, gender identity or expression, pregnancy or genetic information. SMX is an Equal Opportunity/Affirmative Action employer including disability and veterans.\n\nSelected applicant will be subject to a background investigation. |8/1/2024 |NULL |133098 |Smx Corporation Limited|SMX |true |[\n 99\n] |[\n "No Education Listed"\n]|99 |No Education Listed|NULL |NULL |1 |Full-time (> 32 hours)|3 |3 |false |112800.0|1 |NULL |NULL |NULL |{\n "lat": 44.3106241,\n "lon": -69.7794897\n} |QXVndXN0YSwgTUU= |Augusta, ME |23011 |Kennebec, ME |12300|Augusta-Waterville, ME |23 |Maine |23011 |Kennebec, ME |23011 |Kennebec, ME |12300 |Augusta-Waterville, ME |12300 |Augusta-Waterville, ME |56 |Administrative and Support and Waste Management and Remediation Services|561 |Administrative and Support Services |5613 |Employment Services |56132 |Temporary Help Services |561320|Temporary Help Services |ET21DDA63780A7DC09|Oracle Consultants |oracle consultant reports |[\n "KS122626T550SLQ7QZ1C",\n "KS123YJ6KVWC91BTMB4R",\n "BGSBF3F508F7F46312E3",\n "ESEA839CED37833AA298",\n "KS127HT6PY61NVMR3PWG",\n "ES72D57E1BC4BB22BBB0",\n "KS120ZX7019J4V8DHBTM",\n "KS440YT6CGVX2WD4DLMR",\n "KS128456FPN85WYD0SH8"\n] |[\n "Procurement",\n "Financial Statements",\n "Oracle Business Intelligence (BI) / OBIA",\n "Oracle E-Business Suite",\n "PL/SQL",\n "Supply Chain",\n "Business Intelligence",\n "Oracle Fusion Middleware",\n "Project Accounting"\n] |[\n "KS122626T550SLQ7QZ1C",\n "KS123YJ6KVWC91BTMB4R",\n "BGSBF3F508F7F46312E3",\n "ESEA839CED37833AA298",\n "KS127HT6PY61NVMR3PWG",\n "ES72D57E1BC4BB22BBB0",\n "KS120ZX7019J4V8DHBTM",\n "KS440YT6CGVX2WD4DLMR",\n "KS128456FPN85WYD0SH8"\n] |[\n "Procurement",\n "Financial Statements",\n "Oracle Business Intelligence (BI) / OBIA",\n "Oracle E-Business Suite",\n "PL/SQL",\n "Supply Chain",\n "Business Intelligence",\n "Oracle Fusion Middleware",\n "Project Accounting"\n] |[] |[] |[] |[] |[\n "BGSBF3F508F7F46312E3",\n "ESEA839CED37833AA298",\n "KS127HT6PY61NVMR3PWG",\n "KS440YT6CGVX2WD4DLMR"\n] |[\n "Oracle Business Intelligence (BI) / OBIA",\n "Oracle E-Business Suite",\n "PL/SQL",\n "Oracle Fusion Middleware"\n] |15-2051.01|Business Intelligence Analysts|15-2051.01|Business Intelligence Analysts|[] |[] |[] |[] |[] |[] |15-0000 |Computer and Mathematical Occupations|15-2000 |Mathematical Science Occupations|15-2050 |Data Scientists|15-2051 |Data Scientists|23 |Information Technology and Computer Science|231010 |Business Intelligence Analyst|23101012 |Oracle Consultant / Analyst |2310 |Business Intelligence |23101012 |Oracle Consultant / Analyst |231010 |Business Intelligence Analyst|2310 |Business Intelligence |23 |Information Technology and Computer Science|15-0000|Computer and Mathematical Occupations|15-2000|Mathematical Science Occupations|15-2050|Data Scientists|15-2051|Data Scientists|NULL |NULL |56 |Administrative and Support and Waste Management and Remediation Services|561 |Administrative and Support Services |5613 |Employment Services |56132 |Temporary Help Services |561320 |Temporary Help Services |112800 |  
|Remote |35a6cd2183d9fb270e3f504b270f36d43cb759a6|9/6/2024 |2024-09-06 20:32:57.352|0 |6/2/2024|6/12/2024|10 |[\n "Job Board"\n]|[\n "dejobs.org"\n] |[\n "https://dejobs.org/little-rock-ar/sr-lead-data-analyst/2ABE6B1C65D942CF8626D0EA8EBB1A4D/job/"\n] |[] |NULL |SR Lead Data Analyst |About Lumen\n\nLumen connects the world. We are igniting business growth by connecting people, data and applications - quickly, securely, and effortlessly. Together, we are building a culture and company from the people up - committed to teamwork, trust and transparency. People power progress.\n\nLumen's commitment to workplace inclusion and employee support shines bright. We've made the Newsweek 2024 Greatest Workplaces for Diversity list and achieved a perfect score of 100 on the Human Rights Campaign Corporate Equality Index (CEI) for the fifth consecutive year. Plus, we're the top employer in the communications and telecom industry, ranking 12th overall across all industries in The American Opportunity Index.\n\nWe're looking for top-tier talent and offer the flexibility you need to thrive and deliver lasting impact. Join us as we digitally connect the world and shape the future.\n\nThe Role\n\nThe Senior Lead Data Analyst has responsibility for data, reporting, metrics, and analytics within the Mass Markets Dispatch Operations organization at Lumen. This role will support the Business Intelligence Manager and Analytics team with analysis, reporting, and solutioning activities. They will provide guidance to the business on short- and long-term decisions and help drive performance improvements.\n\nLocation and Schedule\n\nThis is a Work From Home position in the United States.\n\nThe Main Responsibilities\n\n Provides business analysis and support for Mass Markets Dispatch Operations teams\n\n Creates ad-hoc reports along with creation and presentation of quality dashboards that provide operational visibility to the business unit(s)\n\n Defines and provides data evidence to support business cases and quantify business opportunities for optimization\n\n Defines the data gathered and determines patterns pertaining to key performance indicators (KPIs) and business challenges\n\n Defines and provides data to support 'control' of delivered solutions (value realization)\n\n Develops high quality graphs, reports, and presentations of data results\n\n Performs statistical analyses when needed\n\n Identifies, analyzes, and interprets trends or patterns in sometimes complex data sets\n\n Presents standard data sets and information in an understandable and compelling manner\n\n Executes different data analytics to ensure the completeness, quality, and consistency of data used for analytics across systems\n\n Identifies, analyzes, documents, and improves existing business processes\n\n Confirms business assumptions with data driven facts\n\n Collaborates with all Mass Markets Dispatch Operations teams on data, results, and findings\n\nWhat We Look For in a Candidate\n\n Demonstrated ability in developing complex automated Business Intelligence solutions using software such as Power BI, QlikSense, Tableau, or Looker\n\n PL/SQL experience\n\n Database Management Systems experience such as Oracle, Microsoft SQL Server, or Snowflake\n\n Python development experience\n\n Extract, Transfer, Load (ETL) experience\n\n Combined IT and Business Operations background\n\n Bachelor's Degree preferred, or equivalent combination of education, training, and experience\n\n Fireworks/Bidmaster experience\n\n VBA/BASH/PHP development experience\n\nCompensation\n\nThe starting salary for this role differs based on the employee's primary work location. Employees typically do not start at the top of the range, though compensation depends on each individual's qualifications.\n\nLocation Based Pay Ranges\n\n$94420 - $125890 in these states: AR, ID, KY, LA, ME, MS, NE, SC, and SD.\n\n$99390 - $132510 in these states: AZ, AL, FL, GA, IN, IA, KS, MO, MT, NM, ND, OH, OK, PA, TN, UT, VT, WV, WI, and WY.\n\n$104360 - $139140 in these states: CO, HI, MI, MN, NV, NH, NC, OR, and RI.\n\n$109330 - $145770 in these states: AK, CA, CT, DE, DC, IL, MD, MA, NJ, NY, TX, VA, and WA.\n\nAs with the pay range variety that's based on the region of a country, specific offers are determined by various factors such as experience, education, skills, certifications and other business needs.\n\nWhat to Expect Next\n\nRequisition #: 333643\n\nBackground Screening\n\nIf you are selected for a position, there will be a background screen, which may include checks for criminal records and/or motor vehicle reports and/or drug screening, depending on the position requirements. For more information on these checks, please refer to the Post Offer section of our FAQ page (https://jobs.lumen.com/global/en/faq) . Job-related concerns identified during the background screening may disqualify you from the new position or your current role. Background results will be evaluated on a case-by-case basis.\n\nPursuant to the San Francisco Fair Chance Ordinance, we will consider for employment qualified applicants with arrest and conviction records.\n\nEqual Employment Opportunities\n\nWe are committed to providing equal employment opportunities to all persons regardless of race, color, ancestry, citizenship, national origin, religion, veteran status, disability, genetic characteristic or information, age, gender, sexual orientation, gender identity, gender expression, marital status, family status, pregnancy, or other legally protected status (collectively, protected statuses). We do not tolerate unlawful discrimination in any employment decisions, including recruiting, hiring, compensation, promotion, benefits, discipline, termination, job assignments or training.\n\nDisclaimer\n\nThe job responsibilities described above indicate the general nature and level of work performed by employees within this classification. It is not intended to include a comprehensive inventory of all duties and responsibilities for this job. Job duties and responsibilities are subject to change based on evolving business needs and conditions.\n\nSalary Range\n\nSalary Min :\n\n94420\n\nSalary Max :\n\n145770\n\nThis information reflects the anticipated base salary range for this position based on current national data. Minimums and maximums may vary based on location. Individual pay is based on skills, experience and other relevant factors.\n\nThis position is eligible for either short-term incentives or sales compensation. Director and VP positions also are eligible for long-term incentive. To learn more about our bonus structure, you can view additional information here. (https://jobs.lumen.com/global/en/compensation-information) We're able to answer any additional questions you may have as you move through the selection process.\n\nAs part of our comprehensive benefits package, Lumen offers a broad range of Health, Life, Voluntary Lifestyle and other benefits and perks that enhance your physical, mental, emotional and financial wellbeing. You can learn more by clicking here. (https://centurylinkbenefits.com)\n\nNote: For union-represented postings, wage rates and ranges are governed by applicable collective bargaining agreement provisions.\n\nApplication Deadline\n\n06/05/2024 |6/12/2024 |10 |2233642 |Lumen Technologies |Lumen |false |[\n 2\n] |[\n "Bachelor's degree"\n] |2 |Bachelor's degree |NULL |NULL |1 |Full-time (> 32 hours)|NULL |NULL |false |110155.0|1 |year |125890 |94420 |{\n "lat": 0,\n "lon": 0\n} |W1Vua25vd24gQ2l0eV0sIEFS|[Unknown City], AR|5999 |[Unknown county], AR|NULL |NULL |5 |Arkansas |5999 |[Unknown county], AR|5999 |[Unknown county], AR|NULL |NULL |NULL |NULL |51 |Information |517 |Telecommunications |5178 |All Other Telecommunications |51781 |All Other Telecommunications |517810|All Other Telecommunications |ET95DB859B53CCACA7|Lead Data Analysts |sr lead data analyst |[\n "KS13USA80NE38XJHA2TL",\n "KS1280B68GD79P4WMVYW",\n "BGSA7DCCDC1D023EA7F9",\n "KS6Z33S8WC7GU2UT7Q42",\n "KS1218C6C8TX2Y1KRN37",\n "KS1218Y74WJ6YV4KH0DM",\n "KS127SZ60YZR8B5CQKV1",\n "KS125LS6N7WP4S6SFTCK",\n "KS1218L60PDVZX16NZT1",\n "KS125MK6L8XN70ZS40ZY",\n "KSWF5CX0VFKMUQF3RJNP",\n "KS126JR6F5V2TRCLB1H5",\n "KS127HT6PY61NVMR3PWG",\n "KS122NP6Q1WTCX2CYC2J",\n "KS441RD6NRHRTH3K7RCB",\n "KS120ZX7019J4V8DHBTM",\n "KS127D361PF0FTXDZ7C4",\n "KS120GV6C72JMSZKMTD7",\n "ES84406857CBEEFACE95",\n "BGS4CDA2E23CE451E247",\n "KS122PF6FZS3609GDG0V",\n "KS120X767ZQ3210N2306",\n "KS441626TDSV2J6GBB86"\n] |[\n "Power BI",\n "Presentations",\n "Data Reporting",\n "Qlik Sense (Data Analytics Software)",\n "Business Analysis",\n "Business Process",\n "PHP Development",\n "Python (Programming Language)",\n "Dashboard",\n "Key Performance Indicators (KPIs)",\n "Looker Analytics",\n "Microsoft SQL Servers",\n "PL/SQL",\n "Database Management Systems",\n "Visual Basic For Applications",\n "Business Intelligence",\n "Operations",\n "Data Analysis",\n "Business Operations",\n "Ad Hoc Reporting",\n "Extract Transform Load (ETL)",\n "Bash (Scripting Language)",\n "Tableau (Business Intelligence Software)"\n] |[\n "KS13USA80NE38XJHA2TL",\n "KS6Z33S8WC7GU2UT7Q42",\n "KS1218C6C8TX2Y1KRN37",\n "KS1218Y74WJ6YV4KH0DM",\n "KS127SZ60YZR8B5CQKV1",\n "KS125LS6N7WP4S6SFTCK",\n "KS1218L60PDVZX16NZT1",\n "KS125MK6L8XN70ZS40ZY",\n "KSWF5CX0VFKMUQF3RJNP",\n "KS126JR6F5V2TRCLB1H5",\n "KS127HT6PY61NVMR3PWG",\n "KS122NP6Q1WTCX2CYC2J",\n "KS441RD6NRHRTH3K7RCB",\n "KS120ZX7019J4V8DHBTM",\n "KS120GV6C72JMSZKMTD7",\n "ES84406857CBEEFACE95",\n "BGS4CDA2E23CE451E247",\n "KS122PF6FZS3609GDG0V",\n "KS120X767ZQ3210N2306",\n "KS441626TDSV2J6GBB86"\n] |[\n "Power BI",\n "Qlik Sense (Data Analytics Software)",\n "Business Analysis",\n "Business Process",\n "PHP Development",\n "Python (Programming Language)",\n "Dashboard",\n "Key Performance Indicators (KPIs)",\n "Looker Analytics",\n "Microsoft SQL Servers",\n "PL/SQL",\n "Database Management Systems",\n "Visual Basic For Applications",\n "Business Intelligence",\n "Data Analysis",\n "Business Operations",\n "Ad Hoc Reporting",\n "Extract Transform Load (ETL)",\n "Bash (Scripting Language)",\n "Tableau (Business Intelligence Software)"\n] |[] |[] |[\n "KS1280B68GD79P4WMVYW",\n "BGSA7DCCDC1D023EA7F9",\n "KS127D361PF0FTXDZ7C4"\n] |[\n "Presentations",\n "Data Reporting",\n "Operations"\n] |[\n "KS13USA80NE38XJHA2TL",\n "KS6Z33S8WC7GU2UT7Q42",\n "KS127SZ60YZR8B5CQKV1",\n "KS125LS6N7WP4S6SFTCK",\n "KS1218L60PDVZX16NZT1",\n "KSWF5CX0VFKMUQF3RJNP",\n "KS126JR6F5V2TRCLB1H5",\n "KS127HT6PY61NVMR3PWG",\n "KS122NP6Q1WTCX2CYC2J",\n "KS441RD6NRHRTH3K7RCB",\n "KS120X767ZQ3210N2306",\n "KS441626TDSV2J6GBB86"\n]|[\n "Power BI",\n "Qlik Sense (Data Analytics Software)",\n "PHP Development",\n "Python (Programming Language)",\n "Dashboard",\n "Looker Analytics",\n "Microsoft SQL Servers",\n "PL/SQL",\n "Database Management Systems",\n "Visual Basic For Applications",\n "Bash (Scripting Language)",\n "Tableau (Business Intelligence Software)"\n]|15-2051.01|Business Intelligence Analysts|15-2051.01|Business Intelligence Analysts|[\n "52.0201"\n] |[\n "Business Administration and Management, General"\n]|[\n "52.02"\n] |[\n "Business Administration, Management and Operations"\n]|[\n "52"\n] |[\n "Business, Management, Marketing, and Related Support Services"\n]|15-0000 |Computer and Mathematical Occupations|15-2000 |Mathematical Science Occupations|15-2050 |Data Scientists|15-2051 |Data Scientists|23 |Information Technology and Computer Science|231113 |Data / Data Mining Analyst |23111310 |Data Analyst |2311 |Data Analysis and Mathematics|23111310 |Data Analyst |231113 |Data / Data Mining Analyst |2311 |Data Analysis and Mathematics|23 |Information Technology and Computer Science|15-0000|Computer and Mathematical Occupations|15-2000|Mathematical Science Occupations|15-2050|Data Scientists|15-2051|Data Scientists|NULL |NULL |51 |Information |517 |Telecommunications |5178 |All Other Telecommunications |51781 |All Other Telecommunications |517810 |All Other Telecommunications |112800 |  
|[None] |1f57d95acf4dc67ed2819eb12f049f6a5c11782c|9/6/2024 |2024-09-06 20:32:57.352|0 |6/2/2024|6/8/2024 |6 |[\n "Company"\n] |[\n "brassring.com"\n] |[\n "https://sjobs.brassring.com/TGnewUI/Search/home/HomeWithPreLoad?partnerid=25450&siteid=5588&PageType=JobDetails&jobid=3542033"\n] |[] |NULL |Enterprise Analyst (II-III) |31-May-2024\n\nEnterprise Analyst (II-III)\n\nMerchandising\n\nEl Dorado\n\nArkansas\n\nJob Posting\n\nGENERAL DESCRIPTION OF POSITION\nPerforms business analysis using various techniques, e.g. statistical analysis, explanatory and predictive modeling, data mining. Identifies trends and patterns in data and can explain business drivers or the why behind the data. Skills typically attained in a four-year degree plus the understanding and application of analytical tools and techniques that come with 2-5 years of experience including advanced MS office skills, advanced SQL, PowerBI, and exporting/building data models.\n\nESSENTIAL DUTIES AND RESPONSIBILITIES\n1. Gathers insight and performs routine and ad hoc reporting using various techniques (statistical analysis, data mining).\n2. Frames unstructured problems\n3. Performs data extraction/gathering, reconciling ambiguous data, and executes the hypothesis-driven approach.\n4. Develops fact-based and actionable recommendations/presentations.\n5. Analyze data for trends and patterns, and interpret data with a clear objective in mind\n6. Proficiently design and develop algorithms and models to use against large datasets to create business insights\n7. Make appropriate selection, utilization and interpretation of advanced analytical methodologies\n8. Effectively communicate insights and recommendations to both technical and non-technical leaders and business customers/partners including preparing reports, updates and/or presentations related to progress made on a project or solution\n9. Work with project teams and business partners to determine project goals and deliver productionized models and tools\n10. Effectively develop trust and collaboration with internal customers and cross-functional teams\n\n\nQUALIFICATIONS\nTo perform this job successfully, an individual must be able to perform each essential duty mentioned satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.\n\nEDUCATION AND EXPERIENCE\nBroad knowledge of such fields as economics, statistics, business administration, finance, math, science etc. Equivalent to a four-year college degree, plus 2-5 years related experience and/or training, or equivalent combination of education and experience.\n\nAuto req ID\n\n181767BR\n\nStore Number/Dept Number\n\n299900055000 - Strat Plan Perform Mgmt\n\nStore Address\n\n200 E Peach St\n\nStore Zip\n\n71730 |6/8/2024 |6 |894731 |Murphy USA |Murphy USA |false |[\n 2\n] |[\n "Bachelor's degree"\n] |2 |Bachelor's degree |NULL |NULL |1 |Full-time (> 32 hours)|2 |2 |false |116700.0|0 |NULL |NULL |NULL |{\n "lat": 33.20763,\n "lon": -92.6662674\n} |RWwgRG9yYWRvLCBBUg== |El Dorado, AR |5139 |Union, AR |20980|El Dorado, AR |5 |Arkansas |5139 |Union, AR |5139 |Union, AR |20980 |El Dorado, AR |20980 |El Dorado, AR |44 |Retail Trade |441 |Motor Vehicle and Parts Dealers |4413 |Automotive Parts, Accessories, and Tire Retailers |44133 |Automotive Parts and Accessories Retailers|441330|Automotive Parts and Accessories Retailers|ET29C073C03D1F86B4|Enterprise Analysts|enterprise analyst ii iii |[\n "KS126DB6T061MHD7RTGQ",\n "KS126706DPFD3354M7YK",\n "KS1280B68GD79P4WMVYW",\n "KS128006L3V0HM2B26N5",\n "KS122PM76DCYL9WC89Y7",\n "ESB17C5AF46AFE08157D",\n "KS122P063X6NGMHLP002",\n "BGSB4E1D5CA81759D758",\n "KS122PL70D99VRWMFM2T",\n "KS1218C6C8TX2Y1KRN37",\n "KS123MC78KV644P5DDZ0",\n "KS120D96FHL88PZDKZKH",\n "KS440Y975RD841M02V3S",\n "KS440W865GC4VRBW6LJP",\n "BGS1ADAA36DB65721AA3",\n "BGS4CDA2E23CE451E247",\n "KS13USA80NE38XJHA2TL",\n "KS128HP65N6N70YV5ZM7",\n "KS1239W6QZKL1H0TF1TJ",\n "KS1218B62M9QRBY8WRSK"\n] |[\n "Merchandising",\n "Mathematics",\n "Presentations",\n "Predictive Modeling",\n "Data Modeling",\n "Advanced Analytics",\n "Data Extraction",\n "Statistical Analysis",\n "Data Mining",\n "Business Analysis",\n "Finance",\n "Algorithms",\n "Statistics",\n "SQL (Programming Language)",\n "Report Writing",\n "Ad Hoc Reporting",\n "Power BI",\n "Relationship Building",\n "Economics",\n "Business Administration"\n] |[\n "KS126DB6T061MHD7RTGQ",\n "KS128006L3V0HM2B26N5",\n "KS122PM76DCYL9WC89Y7",\n "ESB17C5AF46AFE08157D",\n "KS122P063X6NGMHLP002",\n "BGSB4E1D5CA81759D758",\n "KS122PL70D99VRWMFM2T",\n "KS1218C6C8TX2Y1KRN37",\n "KS123MC78KV644P5DDZ0",\n "KS120D96FHL88PZDKZKH",\n "KS440Y975RD841M02V3S",\n "KS440W865GC4VRBW6LJP",\n "BGS4CDA2E23CE451E247",\n "KS13USA80NE38XJHA2TL",\n "KS1239W6QZKL1H0TF1TJ"\n] |[\n "Merchandising",\n "Predictive Modeling",\n "Data Modeling",\n "Advanced Analytics",\n "Data Extraction",\n "Statistical Analysis",\n "Data Mining",\n "Business Analysis",\n "Finance",\n "Algorithms",\n "Statistics",\n "SQL (Programming Language)",\n "Ad Hoc Reporting",\n "Power BI",\n "Economics"\n] |[] |[] |[\n "KS126706DPFD3354M7YK",\n "KS1280B68GD79P4WMVYW",\n "BGS1ADAA36DB65721AA3",\n "KS128HP65N6N70YV5ZM7",\n "KS1218B62M9QRBY8WRSK"\n] |[\n "Mathematics",\n "Presentations",\n "Report Writing",\n "Relationship Building",\n "Business Administration"\n] |[\n "KS440W865GC4VRBW6LJP",\n "KS13USA80NE38XJHA2TL"\n] |[\n "SQL (Programming Language)",\n "Power BI"\n] |15-2051.01|Business Intelligence Analysts|15-2051.01|Business Intelligence Analysts|[\n "45.0601",\n "27.0101"\n]|[\n "Economics, General",\n "Mathematics, General"\n] |[\n "45.06",\n "27.01"\n]|[\n "Economics",\n "Mathematics"\n] |[\n "45",\n "27"\n]|[\n "Social Sciences",\n "Mathematics and Statistics"\n] |15-0000 |Computer and Mathematical Occupations|15-2000 |Mathematical Science Occupations|15-2050 |Data Scientists|15-2051 |Data Scientists|23 |Information Technology and Computer Science|231010 |Business Intelligence Analyst|23101011 |General ERP Analyst / Consultant|2310 |Business Intelligence |23101011 |General ERP Analyst / Consultant |231010 |Business Intelligence Analyst|2310 |Business Intelligence |23 |Information Technology and Computer Science|15-0000|Computer and Mathematical Occupations|15-2000|Mathematical Science Occupations|15-2050|Data Scientists|15-2051|Data Scientists|[\n 7\n] |[\n "Artificial Intelligence"\n]|44 |Retail Trade |441 |Motor Vehicle and Parts Dealers |4413 |Automotive Parts, Accessories, and Tire Retailers |44133 |Automotive Parts and Accessories Retailers|441330 |Automotive Parts and Accessories Retailers|116700 |  
|[None] |85318b12b3331fa490d32ad014379df01855c557|9/6/2024 |2024-09-06 20:32:57.352|1 |6/2/2024|7/7/2024 |35 |[\n "Job Board"\n]|[\n "dejobs.org"\n] |[\n "https://dejobs.org/dallas-tx/data-analyst/AB20D7C0DBB740F2BBF4F98CC806D12E/job/",\n "https://dejobs.org/dallas-tx/data-analyst/486581AFD4964ECD9DD36951AD84C0C5/job/"\n] |[] |NULL |Data Analyst |Taking care of people is at the heart of everything we do, and we start by taking care of you, our valued colleague. A career at Sedgwick means experiencing our culture of caring. It means having flexibility and time for all the things that are important to you. It's an opportunity to do something meaningful, each and every day. It's having support for your mental, physical, financial and professional needs. It means sharpening your skills and growing your career. And it means working in an environment that celebrates diversity and is fair and inclusive.\n\nA career at Sedgwick is where passion meets purpose to make a positive impact on the world through the people and organizations we serve. If you are someone who is driven to make a difference, who enjoys a challenge and above all, if you're someone who cares, there's a place for you here. Join us and contribute to Sedgwick being a great place to work.\n\nGreat Place to Work\n\nMost Loved Workplace\n\nForbes Best-in-State Employer\n\nData Analyst\n\nPRIMARY PURPOSE To collect, analyze and report data; to be responsible for the data integrity; and to generate reports verifying and ensuring data integrity and accuracy.\n\nESSENTIAL FUNCTIONS and RESPONSIBILITIES\n\nCompiles data; prepares and distributes reports; and analyzes results.\n\nEnsures data integrity; develops and produces reports utilized in measuring data accuracy.\n\nMay assist in the completion of appropriate client set-up and maintenance (parameter) forms.\n\nSupports internal and external users including reports, installation, screen, etc.\n\nCreates exception reports to identify fields of incorrect data.\n\nGenerates custom reports for internal and external client.\n\nADDITIONAL FUNCTIONS and RESPONSIBILITIES\n\nPerforms other duties as assigned.\n\nSupports the organization's quality program(s).\n\nQUALIFICATIONS\n\nEducation & Licensing\n\nBachelor's degree from an accredited college or university preferred.\n\nExperience\n\nFive (5) years of related experience or equivalent combination of education and experience required. Two (2) years of query and report writing experience strongly preferred.\n\nSkills & Knowledge\n\nStrong knowledge of query and report writing\n\nExcellent oral and written communication, including presentation skills\n\nPC literate, including Microsoft Office products\n\nAnalytical and interpretive skills\n\nStrong organizational skills\n\nExcellent interpersonal skills\n\nExcellent negotiation skills\n\nAbility to meet or exceed Performance Competencies\n\nWORK ENVIRONMENT\n\nWhen applicable and appropriate, consideration will be given to reasonable accommodations.\n\nMental : Clear and conceptual thinking ability; excellent judgment, troubleshooting, problem solving, analysis, and discretion; ability to handle work-related stress; ability to handle multiple priorities simultaneously; and ability to meet deadlines\n\nPhysical : Computer keyboarding, travel as required\n\nAuditory/Visual : Hearing, vision and talking\n\nNOTE : Credit security clearance, confirmed via a background credit check, is required for this position.\n\nThe statements contained in this document are intended to describe the general nature and level of work being performed by a colleague assigned to this description. They are not intended to constitute a comprehensive list of functions, duties, or local variances. Management retains the discretion to add or to change the duties of the position at any time.\n\nSedgwick is an Equal Opportunity Employer and a Drug-Free Workplace.\n\nIf you're excited about this role but your experience doesn't align perfectly with every qualification in the job description, consider applying for it anyway! Sedgwick is building a diverse, equitable, and inclusive workplace and recognizes that each person possesses a unique combination of skills, knowledge, and experience. You may be just the right candidate for this or other roles.\n\nTaking care of people is at the heart of everything we do. Caring counts\n\nSedgwick is a leading global provider of technology-enabled risk, benefits and integrated business solutions. Every day, in every time zone, the most well-known and respected organizations place their trust in us to help their employees regain health and productivity, guide their consumers through the claims process, protect their brand and minimize business interruptions. Our more than 30,000 colleagues across 80 countries embrace our shared purpose and values as they demonstrate what it means to work for an organization committed to doing the right thing - one where caring counts. Watch this video to learn more about us. (https://www.youtube.com/watch?v=ywxedjBGSfA) |6/10/2024 |8 |39063746|Sedgwick |Sedgwick |false |[\n 2\n] |[\n "Bachelor's degree"\n] |2 |Bachelor's degree |NULL |NULL |1 |Full-time (> 32 hours)|5 |NULL |false |116700.0|0 |NULL |NULL |NULL |{\n "lat": 32.7766642,\n "lon": -96.7969879\n} |RGFsbGFzLCBUWA== |Dallas, TX |48113 |Dallas, TX |19100|Dallas-Fort Worth-Arlington, TX|48 |Texas |48113 |Dallas, TX |48113 |Dallas, TX |19100 |Dallas-Fort Worth-Arlington, TX|19100 |Dallas-Fort Worth-Arlington, TX|52 |Finance and Insurance |524 |Insurance Carriers and Related Activities |5242 |Agencies, Brokerages, and Other Insurance Related Activities|52429 |Other Insurance Related Activities |524291|Claims Adjusting |ET3037E0C947A02404|Data Analysts |data analyst |[\n "KS1218W78FGVPVP2KXPX",\n "ESF3939CE1F80C10C327",\n "BGS1ADAA36DB65721AA3",\n "KS683TN76T77DQDVBZ1B",\n "KS1259D6L30YYG3XR3VL",\n "ES9BD12EB76B360E0E89",\n "KS1280B68GD79P4WMVYW",\n "KS4425C7820LCHZS7VGX",\n "KS120GV6C72JMSZKMTD7",\n "ES8B03DAD3B526316ED9",\n "KS126X663B21NB77ZHSP",\n "KS122P86NZFH1GP38G15",\n "KS126HY6YLTB9R7XJC4Z"\n] |[\n "Management",\n "Exception Reporting",\n "Report Writing",\n "Security Clearance",\n "Interpersonal Communications",\n "Ability To Meet Deadlines",\n "Presentations",\n "Writing",\n "Data Analysis",\n "Organizational Skills",\n "Negotiation",\n "Data Integrity",\n "Microsoft Office"\n] |[\n "ESF3939CE1F80C10C327",\n "KS120GV6C72JMSZKMTD7",\n "KS122P86NZFH1GP38G15"\n] |[\n "Exception Reporting",\n "Data Analysis",\n "Data Integrity"\n] |[\n "KS683TN76T77DQDVBZ1B"\n]|[\n "Security Clearance"\n]|[\n "KS1218W78FGVPVP2KXPX",\n "BGS1ADAA36DB65721AA3",\n "KS1259D6L30YYG3XR3VL",\n "ES9BD12EB76B360E0E89",\n "KS1280B68GD79P4WMVYW",\n "KS4425C7820LCHZS7VGX",\n "ES8B03DAD3B526316ED9",\n "KS126X663B21NB77ZHSP",\n "KS126HY6YLTB9R7XJC4Z"\n] |[\n "Management",\n "Report Writing",\n "Interpersonal Communications",\n "Ability To Meet Deadlines",\n "Presentations",\n "Writing",\n "Organizational Skills",\n "Negotiation",\n "Microsoft Office"\n] |[\n "KS126HY6YLTB9R7XJC4Z"\n] |[\n "Microsoft Office"\n] |15-2051.01|Business Intelligence Analysts|15-2051.01|Business Intelligence Analysts|[] |[] |[] |[] |[] |[] |15-0000 |Computer and Mathematical Occupations|15-2000 |Mathematical Science Occupations|15-2050 |Data Scientists|15-2051 |Data Scientists|23 |Information Technology and Computer Science|231113 |Data / Data Mining Analyst |23111310 |Data Analyst |2311 |Data Analysis and Mathematics|23111310 |Data Analyst |231113 |Data / Data Mining Analyst |2311 |Data Analysis and Mathematics|23 |Information Technology and Computer Science|15-0000|Computer and Mathematical Occupations|15-2000|Mathematical Science Occupations|15-2050|Data Scientists|15-2051|Data Scientists|NULL |NULL |52 |Finance and Insurance |524 |Insurance Carriers and Related Activities |5242 |Agencies, Brokerages, and Other Insurance Related Activities|52429 |Other Insurance Related Activities |524291 |Claims Adjusting |116700 |  
|[None] |1b5c3941e54a1889ef4f8ae55b401a550708a310|9/6/2024 |2024-09-06 20:32:57.352|1 |6/2/2024|7/20/2024|48 |[\n "Job Board"\n]|[\n "disabledperson.com",\n "dejobs.org"\n]|[\n "https://www.disabledperson.com/jobs/59489810-sr-lead-data-mgmt-analyst-sas-product-owner",\n "https://dejobs.org/phoenix-az/sr-lead-data-mgmt-analyst-sas-product-owner/6A4BD3E7D6C749D2A255335632C587B2/job/"\n]|[] |NULL |Sr. Lead Data Mgmt. Analyst - SAS Product Owner|About this role:\n\nWells Fargo is looking for a SAS Platform and Tools L2 Product Owner with a specialization in migrating from SAS 9 Grid to SAS Viya 4 on Google Cloud (SaaS). This key position involves leading the development and enhancement of our SAS-based analytics platform while orchestrating a seamless transition to the next-generation SAS Viya 4 environment.\n\nIn this role, you will:\n\nAct as an advisor to leadership to develop or influence objectives, plans, specifications, resources, and long-term goals for highly complex business and technical needs\n\nLead the strategy and resolution of highly complex and unique challenges requiring in-depth evaluation across multiple areas or the enterprise, delivering solutions that are long-term, large-scale and require vision, creativity, innovation, advanced analytical and inductive thinking\n\nProvide vision, direction, and expertise to senior leadership on implementing innovative and significant business solutions\n\nRecommend remediation of process or control gaps that align to management strategy\n\nStrategically engage with all levels of professionals and managers across the enterprise and serve as an expert advisor to leadership\n\nRepresent client in cross-functional groups to develop companywide data governance strategies\n\nPartner with groups companywide to coordinate and drive collaboration on solution design and remediation execution\n\nProduct Vision and Strategy:\n\nDefine and articulate a clear product vision and strategy for both SAS Platform and Tools and the migration to SAS Viya 4.\n\nCollaborate with stakeholders to align technical solutions with organizational goals.\n\nRoadmap Development:\n\nDevelop and maintain a comprehensive product roadmap for SAS Platform and Tools, prioritizing features and enhancements based on business value.\n\nPlan and execute the migration roadmap from SAS 9 Grid to SAS Viya 4, ensuring a phased and efficient transition.\n\nMigration Strategy: SAS 9 Grid to SAS Viya 4:\n\nAssess the existing SAS 9 Grid environment, identifying workloads, dependencies, and hardware configurations.\n\nDevelop a migration plan, including data migration, re-engineering SAS 9 Grid workloads, and establishing parallel operations for a smooth transition.\n\nCross-functional Collaboration:\n\nCollaborate with development teams, data scientists, and other stakeholders to ensure successful implementation of product features and migration processes.\n\nAct as a liaison between technical and non-technical teams, fostering a collaborative environment.\n\nRequirements Gathering:\n\nCollect and analyze user feedback, market trends, and competitive intelligence to inform product decisions.\n\nDefine detailed product requirements, user stories, and acceptance criteria for SAS Platform and the migration to SAS Viya 4.\n\nManage on-prem SAS products:\n\nEffectively manage BAU (Business As Usual) product backlog and priorities\n\nDrive Data Center Exit strategy for SAS products\n\nQuality Assurance:\n\nCoordinate with QA teams to define and execute test plans, ensuring the reliability and performance of both SAS Platform and SAS Viya 4.\n\nConduct thorough testing during the migration process to identify and rectify any issues.\n\nUser Training and Support:\n\nDevelop and deliver training programs for end-users on SAS Platform and Tools as well as SAS Viya 4.\n\nProvide ongoing support and troubleshooting assistance during and post-migration.\n\nMonitoring and Optimization:\n\nEstablish monitoring mechanisms for SAS Platform and Tools and SAS Viya 4, tracking performance and optimizing configurations.\n\nContinuously improve SAS Viya 4 configurations based on performance data.\n\nRequired Qualification\n\n7+ years of Data Management, Business Analysis, Analytics, or Project Management experience, or equivalent demonstrated through one or a combination of the following: work experience, training, military experience, education\n\n3+ years of experience in platform/tool operations, architecture and strategy\n\n1+ years of Agile experience\n\nDesired Qualification:\n\nExperience with Cloud Data Platforms\n\nPrior experience in migrating on-prem SAS to Cloud\n\nManaged SAS platform with operational responsibilities\n\nExperience with design of multi-tenant data architecture and its configuration spanning across both on-prem, cloud and hybrid environments\n\nExperience in data architecture, strategy, implementing user journeys within the data domain for large enterprise strength platforms.\n\nProven experience of leading development of products (data related), strong demonstration of managing SDLC and delivering outcomes.\n\nDemonstrate past work experience of organizing and enabling teams in a scaled Agile environment.\n\nGoogle Cloud certification is desired.\n\nExperience creating and implementing strategic plans and roadmaps at the executive level for enterprise-wide business initiatives\n\nJob Expectations:\n\nAbility to travel up to 10%\n\nThis position offers a hybrid work schedule\n\nWillingness to work on-site in one of the listed locations\n\nVisa sponsorship is not available for this position\n\nLocations: Charlotte, NC; Phoenix, AZ; Addison, TX; West Des Moines, IA\n\n401 S. Tryon St. Charlotte, NC\n\n1525 W WT Harris Blvd. Charlotte, NC\n\n11601 N Black Canyon Hwy. Phoenix, AZ\n\n5080 Spectrum Dr. Addison, TX\n\n800 S. Jordan Creek Pkwy. West Des Moines, IA\n\nNote: Job posting may come down early due to volume of applicants.\n\nPosting End Date:\n\n3 Jun 2024\n\n\*Job posting may come down early due to volume of applicants.\n\nWe Value Diversity\n\nAt Wells Fargo, we believe in diversity, equity and inclusion in the workplace; accordingly, we welcome applications for employment from all qualified candidates, regardless of race, color, gender, national origin, religion, age, sexual orientation, gender identity, gender expression, genetic information, individuals with disabilities, pregnancy, marital status, status as a protected veteran or any other status protected by applicable law.\n\nEmployees support our focus on building strong customer relationships balanced with a strong risk mitigating and compliance-driven culture which firmly establishes those disciplines as critical to the success of our customers and company. They are accountable for execution of all applicable risk programs (Credit, Market, Financial Crimes, Operational, Regulatory Compliance), which includes effectively following and adhering to applicable Wells Fargo policies and procedures, appropriately fulfilling risk and compliance obligations, timely and effective escalation and remediation of issues, and making sound risk decisions. There is emphasis on proactive monitoring, governance, risk identification and escalation, as well as making sound risk decisions commensurate with the business unit's risk appetite and all risk and compliance program requirements.\n\nCandidates applying to job openings posted in US: All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, status as a protected veteran, or any other legally protected characteristic.\n\nCandidates applying to job openings posted in Canada: Applications for employment are encouraged from all qualified candidates, including women, persons with disabilities, aboriginal peoples and visible minorities. Accommodation for applicants with disabilities is available upon request in connection with the recruitment process.\n\nApplicants with Disabilities\n\nTo request a medical accommodation during the application or interview process, visit Disability Inclusion at Wells Fargo .\n\nDrug and Alcohol Policy\n\nWells Fargo maintains a drug free workplace. Please see our Drug and Alcohol Policy to learn more.\n\nCompany: WELLS FARGO BANK\n\nReq Number: R-372422-3\n\nUpdated: Sun Jun 02 04:15:06 UTC 2024\n\nLocation: PHOENIX,Arizona|6/12/2024 |10 |37615159|Wells Fargo |Wells Fargo|false |[\n 99\n] |[\n "No Education Listed"\n]|99 |No Education Listed|NULL |NULL |1 |Full-time (> 32 hours)|3 |NULL |false |116700.0|0 |NULL |NULL |NULL |{\n "lat": 33.4483771,\n "lon": -112.0740373\n}|UGhvZW5peCwgQVo= |Phoenix, AZ |4013 |Maricopa, AZ |38060|Phoenix-Mesa-Chandler, AZ |4 |Arizona |4013 |Maricopa, AZ |4013 |Maricopa, AZ |38060 |Phoenix-Mesa-Chandler, AZ |38060 |Phoenix-Mesa-Chandler, AZ |52 |Finance and Insurance |522 |Credit Intermediation and Related Activities|5221 |Depository Credit Intermediation |52211 |Commercial Banking |522110|Commercial Banking |ET2114E0404BA30075|Management Analysts|sr lead data mgmt analyst sas product owner|[\n "KS123QX62QYTC4JF38H8",\n "KS7G6NP6R6L1H1SKFTSY",\n "KS441PQ64HT13P34T8T5",\n "KS1218W78FGVPVP2KXPX",\n "KS1219261TYVPMGX8KVQ",\n "BGSBA798A49DA3AB544A",\n "KSRGLA2SD4T20RIP6ORS",\n "KS120B874P2P6BK1MQ0T",\n "ES4C039C261C048676A2",\n "ESB17C5AF46AFE08157D",\n "KS128DV723HFCBV6JTH1",\n "KS440726NL4QJRHCMR43",\n "ES29C56D2465C253FC1D",\n "KS4400X68616V0QJL5M8",\n "KS1218C6C8TX2Y1KRN37",\n "KS122PG64BT2BT6X15HF",\n "KS122NM6B8TWBGL2X18F",\n "ES20CECA4FF83ECE8196",\n "KS1265F71V3PY4KH0JW5",\n "KS1219D70RKFPH4CC8KN",\n "KS122HK6LN2MZHFY69GJ",\n "KS1253H61TTR1FZWSRH4",\n "KS124G66QWSYM012SWS5",\n "KS1284G6MK1552WHSZ32",\n "KS124JB619VXG6RQ810C",\n "KS441BJ6LNS1QCJHRMTW",\n "KSNX20VIRD1IZABQZI8U",\n "KS1282N6NQMZ95M1HJ7L",\n "KS1267F6MSPN366LX7ST",\n "KS127D361PF0FTXDZ7C4",\n "KS122PL6Y7WHFNZ54RQJ",\n "KS1226L6XYT1N27WRYJM",\n "ES6C7324B9377A38E0D5",\n "KS4409D76NW1S5LNCL18",\n "KS441K2756CXYXBG990G",\n "KS128866SHL94J005TTG",\n "KS1220G68PD5STH2DL2W",\n "KS122NW5YB08NCH9P98B",\n "ES7A5D0AD38AB0F9D6C6",\n "KS122P378DGNVX4NKQKN",\n "KS1226460LSTKGW59TDX",\n "KS127D36JHBK1S5F8NMB",\n "KS4403H60RHC7598V94K",\n "ESC7869CF7378283E0AA",\n "KSUMUUUWH2LGA7IKVOX7"\n]|[\n "Exit Strategies",\n "Reliability",\n "User Story",\n "Management",\n "Strategic Planning",\n "Hardware Configuration Management",\n "On Prem",\n "Agile Methodology",\n "Solution Design",\n "Advanced Analytics",\n "Reengineering",\n "Safety Assurance",\n "Cross-Functional Collaboration",\n "Requirements Elicitation",\n "Business Analysis",\n "Data Management",\n "Data Architecture",\n "Influencing Skills",\n "Market Trend",\n "Business Valuation",\n "Creativity",\n "Innovation",\n "Governance",\n "Systems Development Life Cycle",\n "Leadership",\n "Test Planning",\n "Multi-Tenant Cloud Environments",\n "Scrum (Software Development)",\n "Project Management",\n "Operations",\n "Data Migration",\n "Regulatory Compliance",\n "Product Roadmaps",\n "SAS (Software)",\n "Troubleshooting (Problem Solving)",\n "Quality Assurance",\n "Software As A Service (SaaS)",\n "Data Domain",\n "Product Requirements",\n "Data Governance",\n "Competitive Intelligence",\n "Operations Architecture",\n "Risk Appetite",\n "Google Cloud Platform (GCP)",\n "User Feedback"\n]|[\n "KS123QX62QYTC4JF38H8",\n "KS441PQ64HT13P34T8T5",\n "BGSBA798A49DA3AB544A",\n "KSRGLA2SD4T20RIP6ORS",\n "KS120B874P2P6BK1MQ0T",\n "ES4C039C261C048676A2",\n "ESB17C5AF46AFE08157D",\n "KS128DV723HFCBV6JTH1",\n "ES29C56D2465C253FC1D",\n "KS4400X68616V0QJL5M8",\n "KS1218C6C8TX2Y1KRN37",\n "KS122PG64BT2BT6X15HF",\n "KS122NM6B8TWBGL2X18F",\n "KS1265F71V3PY4KH0JW5",\n "KS1219D70RKFPH4CC8KN",\n "KS1284G6MK1552WHSZ32",\n "KS441BJ6LNS1QCJHRMTW",\n "KSNX20VIRD1IZABQZI8U",\n "KS1282N6NQMZ95M1HJ7L",\n "KS1267F6MSPN366LX7ST",\n "KS122PL6Y7WHFNZ54RQJ",\n "KS1226L6XYT1N27WRYJM",\n "ES6C7324B9377A38E0D5",\n "KS4409D76NW1S5LNCL18",\n "KS1220G68PD5STH2DL2W",\n "KS122NW5YB08NCH9P98B",\n "ES7A5D0AD38AB0F9D6C6",\n "KS122P378DGNVX4NKQKN",\n "KS1226460LSTKGW59TDX",\n "KS127D36JHBK1S5F8NMB",\n "KS4403H60RHC7598V94K",\n "ESC7869CF7378283E0AA",\n "KSUMUUUWH2LGA7IKVOX7"\n]|[\n "Exit Strategies",\n "User Story",\n "Hardware Configuration Management",\n "On Prem",\n "Agile Methodology",\n "Solution Design",\n "Advanced Analytics",\n "Reengineering",\n "Cross-Functional Collaboration",\n "Requirements Elicitation",\n "Business Analysis",\n "Data Management",\n "Data Architecture",\n "Market Trend",\n "Business Valuation",\n "Systems Development Life Cycle",\n "Test Planning",\n "Multi-Tenant Cloud Environments",\n "Scrum (Software Development)",\n "Project Management",\n "Data Migration",\n "Regulatory Compliance",\n "Product Roadmaps",\n "SAS (Software)",\n "Software As A Service (SaaS)",\n "Data Domain",\n "Product Requirements",\n "Data Governance",\n "Competitive Intelligence",\n "Operations Architecture",\n "Risk Appetite",\n "Google Cloud Platform (GCP)",\n "User Feedback"\n]|[] |[] |[\n "KS7G6NP6R6L1H1SKFTSY",\n "KS1218W78FGVPVP2KXPX",\n "KS1219261TYVPMGX8KVQ",\n "KS440726NL4QJRHCMR43",\n "ES20CECA4FF83ECE8196",\n "KS122HK6LN2MZHFY69GJ",\n "KS1253H61TTR1FZWSRH4",\n "KS124G66QWSYM012SWS5",\n "KS124JB619VXG6RQ810C",\n "KS127D361PF0FTXDZ7C4",\n "KS441K2756CXYXBG990G",\n "KS128866SHL94J005TTG"\n]|[\n "Reliability",\n "Management",\n "Strategic Planning",\n "Safety Assurance",\n "Influencing Skills",\n "Creativity",\n "Innovation",\n "Governance",\n "Leadership",\n "Operations",\n "Troubleshooting (Problem Solving)",\n "Quality Assurance"\n]|[\n "KS4409D76NW1S5LNCL18",\n "ESC7869CF7378283E0AA"\n] |[\n "SAS (Software)",\n "Google Cloud Platform (GCP)"\n] |15-2051.01|Business Intelligence Analysts|15-2051.01|Business Intelligence Analysts|[] |[] |[] |[] |[] |[] |15-0000 |Computer and Mathematical Occupations|15-2000 |Mathematical Science Occupations|15-2050 |Data Scientists|15-2051 |Data Scientists|23 |Information Technology and Computer Science|231113 |Data / Data Mining Analyst |23111310 |Data Analyst |2311 |Data Analysis and Mathematics|23111310 |Data Analyst |231113 |Data / Data Mining Analyst |2311 |Data Analysis and Mathematics|23 |Information Technology and Computer Science|15-0000|Computer and Mathematical Occupations|15-2000|Mathematical Science Occupations|15-2050|Data Scientists|15-2051|Data Scientists|[\n 6\n] |[\n "Data Privacy/Protection"\n]|52 |Finance and Insurance |522 |Credit Intermediation and Related Activities|5221 |Depository Credit Intermediation |52211 |Commercial Banking |522110 |Commercial Banking |116700 |  
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 
only showing top 5 rows

[Stage 13:> (0 + 1) / 1]

(72498, 132)

# 3. Feature Engineering

+--------+--------------------+--------+-------------------+-------------+--------------+-----------+-------------------------+  
|SALARY |MIN\_YEARS\_EXPERIENCE|DURATION|COMPANY\_IS\_STAFFING|IS\_INTERNSHIP|STATE\_NAME |REMOTE\_TYPE|remote\_type\_median\_salary|  
+--------+--------------------+--------+-------------------+-------------+--------------+-----------+-------------------------+  
|118560.0|5 |20 |1 |0 |Indiana |Remote |112800 |  
|112800.0|1 |30 |0 |0 |Virginia |Remote |112800 |  
|156038.0|2 |15 |0 |0 |Oklahoma |Remote |112800 |  
|141600.0|7 |54 |0 |0 |South Carolina|Remote |112800 |  
|130000.0|5 |5 |0 |0 |Massachusetts |Remote |112800 |  
+--------+--------------------+--------+-------------------+-------------+--------------+-----------+-------------------------+  
only showing top 5 rows

+--------+-----------------------------------------+-------------------------------------------------+  
|SALARY |features |features\_poly |  
+--------+-----------------------------------------+-------------------------------------------------+  
|118560.0|(57,[0,1,2,27,55],[5.0,20.0,1.0,1.0,1.0])|(58,[0,1,2,27,55,57],[5.0,20.0,1.0,1.0,1.0,25.0])|  
|112800.0|(57,[0,1,7,55],[1.0,30.0,1.0,1.0]) |(58,[0,1,7,55,57],[1.0,30.0,1.0,1.0,1.0]) |  
|156038.0|(57,[0,1,34,55],[2.0,15.0,1.0,1.0]) |(58,[0,1,34,55,57],[2.0,15.0,1.0,1.0,4.0]) |  
|141600.0|(57,[0,1,30,55],[7.0,54.0,1.0,1.0]) |(58,[0,1,30,55,57],[7.0,54.0,1.0,1.0,49.0]) |  
|130000.0|(57,[0,1,16,55],[5.0,5.0,1.0,1.0]) |(58,[0,1,16,55,57],[5.0,5.0,1.0,1.0,25.0]) |  
+--------+-----------------------------------------+-------------------------------------------------+  
only showing top 5 rows

# 4. Train/Test Split

I split the data into 80% training and 20% testing, a common and balanced choice for regression tasks. This ensures the model has sufficient data to learn patterns effectively while keeping enough unseen data to evaluate performance reliably. With over 24,000 training samples, the model has sufficient data to learn complex patterns without overfitting.

(30018, 15)

(24046, 15)

[Stage 77:> (0 + 1) / 1]

(5972, 15)

# 5. Linear Regression

Intercept: 89374.0457  
Coefficients:  
MIN\_YEARS\_EXPERIENCE: 3251.8029  
DURATION: 52.9662  
COMPANY\_IS\_STAFFING: -1046.2547  
IS\_INTERNSHIP: 2469.1519  
STATE\_NAME=California: -1740.9803  
STATE\_NAME=Florida: 3263.9469  
STATE\_NAME=Virginia: -642.5545  
STATE\_NAME=North Carolina: -953.2710  
STATE\_NAME=New York: -1430.8442  
STATE\_NAME=Georgia: 675.9094  
STATE\_NAME=Ohio: -1186.8059  
STATE\_NAME=Illinois: -1115.1772  
STATE\_NAME=New Jersey: -808.2849  
STATE\_NAME=Pennsylvania: 296.6392  
STATE\_NAME=Michigan: -230.6087  
STATE\_NAME=Massachusetts: 3195.4175  
STATE\_NAME=Arizona: 708.5789  
STATE\_NAME=Washington: -2977.0674  
STATE\_NAME=Colorado: 3416.8898  
STATE\_NAME=Minnesota: -3602.9543  
STATE\_NAME=Maryland: 1566.9838  
STATE\_NAME=Tennessee: 129.7051  
STATE\_NAME=Oregon: -632.0119  
STATE\_NAME=Washington, D.C. (District of Columbia): -6866.5979  
STATE\_NAME=Missouri: -921.9981  
STATE\_NAME=Wisconsin: -1767.3414  
STATE\_NAME=Indiana: -41.3127  
STATE\_NAME=Connecticut: -2569.3129  
STATE\_NAME=Kansas: 2240.2984  
STATE\_NAME=South Carolina: 410.3000  
STATE\_NAME=Alabama: 2870.8578  
STATE\_NAME=Kentucky: 715.5404  
STATE\_NAME=Iowa: -879.2075  
STATE\_NAME=Oklahoma: -1781.1400  
STATE\_NAME=Nevada: -689.5990  
STATE\_NAME=Utah: -11019.9503  
STATE\_NAME=Arkansas: -3447.7003  
STATE\_NAME=Nebraska: 5120.4204  
STATE\_NAME=Idaho: -1682.0392  
STATE\_NAME=Rhode Island: -386.1418  
STATE\_NAME=Louisiana: 1631.2508  
STATE\_NAME=Delaware: 3701.2712  
STATE\_NAME=Mississippi: 1470.2107  
STATE\_NAME=Maine: -2542.0214  
STATE\_NAME=Hawaii: -1554.7946  
STATE\_NAME=New Hampshire: -2542.4466  
STATE\_NAME=South Dakota: -3179.6883  
STATE\_NAME=Alaska: -8592.2201  
STATE\_NAME=New Mexico: -9693.2844  
STATE\_NAME=Montana: -11888.6296  
STATE\_NAME=Vermont: 7804.9202  
STATE\_NAME=North Dakota: 4527.6600  
STATE\_NAME=West Virginia: -4483.7795  
STATE\_NAME=Wyoming: -5299.5632  
REMOTE\_TYPE=Remote: 9718.4284  
REMOTE\_TYPE=Hybrid: 9155.3386  
REMOTE\_TYPE=Onsite: 9251.2836

--- Model Performance on Test Set ---  
R²: 0.1222  
RMSE: 26986.5798  
MAE: 18352.0366

--- Regression Summary ---

[Stage 140:> (0 + 1) / 1]

Coefficient Standard Errors: ['53.7081', '12.3785', '516.1945', '2576.5194', '4055.6926', '4062.0215', '4092.7342', '4096.7060', '4117.8085', '4122.1924', '4122.4969', '4134.2609', '4134.1875', '4134.0380', '4147.1551', '4153.8512', '4157.3795', '4177.5490', '4195.0572', '4193.0230', '4202.9076', '4224.8547', '4227.0666', '4242.6322', '4249.8259', '4248.4598', '4300.7536', '4305.5019', '4343.2295', '4364.0299', '4384.9400', '4388.5709', '4397.8066', '4411.2294', '4392.4533', '4419.2320', '4438.7174', '4460.4431', '4461.1460', '4500.4111', '4567.9541', '4583.7416', '4594.1930', '4687.4315', '4761.1250', '4900.3385', '4953.0526', '4944.5064', '5013.4834', '5056.6065', '5104.4646', '5157.7044', '5690.2871', '5631.5408', '1486.7032', '1525.5189', '1805.9738', '4299.3863']  
T-Values: ['60.5459', '4.2789', '-2.0269', '0.9583', '-0.4293', '0.8035', '-0.1570', '-0.2327', '-0.3475', '0.1640', '-0.2879', '-0.2697', '-0.1955', '0.0718', '-0.0556', '0.7693', '0.1704', '-0.7126', '0.8145', '-0.8593', '0.3728', '0.0307', '-0.1495', '-1.6185', '-0.2169', '-0.4160', '-0.0096', '-0.5968', '0.5158', '0.0940', '0.6547', '0.1630', '-0.1999', '-0.4038', '-0.1570', '-2.4936', '-0.7767', '1.1480', '-0.3770', '-0.0858', '0.3571', '0.8075', '0.3200', '-0.5423', '-0.3266', '-0.5188', '-0.6420', '-1.7377', '-1.9334', '-2.3511', '1.5290', '0.8778', '-0.7880', '-0.9411', '6.5369', '6.0015', '5.1226', '20.7876']  
P-Values: ['0.0000', '0.0000', '0.0427', '0.3379', '0.6677', '0.4217', '0.8752', '0.8160', '0.7282', '0.8698', '0.7734', '0.7874', '0.8450', '0.9428', '0.9557', '0.4417', '0.8647', '0.4761', '0.4154', '0.3902', '0.7093', '0.9755', '0.8811', '0.1056', '0.8282', '0.6774', '0.9923', '0.5507', '0.6060', '0.9251', '0.5127', '0.8705', '0.8415', '0.6864', '0.8752', '0.0127', '0.4373', '0.2510', '0.7061', '0.9316', '0.7210', '0.4194', '0.7490', '0.5876', '0.7440', '0.6039', '0.5209', '0.0823', '0.0532', '0.0187', '0.1263', '0.3800', '0.4307', '0.3467', '0.0000', '0.0000', '0.0000', '0.0000']

Null Deviance: 21369269316408.8320  
Residual DF Null: 24045  
Deviance: 18294288959931.5312  
Residual DF: 23988

AIC: 560095.5533

|  | Feature | Estimate | Std Error | t-stat | P-Value | 95% CI Lower | 95% CI Upper |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 0 | Intercept | 89374.0457 | 53.7081 | 60.5459 | 0.0000 | 89268.7779 | 89479.3135 |
| 1 | MIN\_YEARS\_EXPERIENCE | 3251.8029 | 12.3785 | 4.2789 | 0.0000 | 3227.5411 | 3276.0647 |
| 2 | DURATION | 52.9662 | 516.1945 | -2.0269 | 0.0427 | -958.7750 | 1064.7074 |
| 3 | COMPANY\_IS\_STAFFING | -1046.2547 | 2576.5194 | 0.9583 | 0.3379 | -6096.2326 | 4003.7232 |
| 4 | IS\_INTERNSHIP | 2469.1519 | 4055.6926 | -0.4293 | 0.6677 | -5480.0056 | 10418.3093 |
| 5 | STATE\_NAME\_vec\_Texas | -1740.9803 | 4062.0215 | 0.8035 | 0.4217 | -9702.5425 | 6220.5819 |
| 6 | STATE\_NAME\_vec\_California | 3263.9469 | 4092.7342 | -0.1570 | 0.8752 | -4757.8121 | 11285.7060 |
| 7 | STATE\_NAME\_vec\_Florida | -642.5545 | 4096.7060 | -0.2327 | 0.8160 | -8672.0983 | 7386.9893 |
| 8 | STATE\_NAME\_vec\_Virginia | -953.2710 | 4117.8085 | -0.3475 | 0.7282 | -9024.1757 | 7117.6337 |
| 9 | STATE\_NAME\_vec\_North Carolina | -1430.8442 | 4122.1924 | 0.1640 | 0.8698 | -9510.3414 | 6648.6529 |
| 10 | STATE\_NAME\_vec\_New York | 675.9094 | 4122.4969 | -0.2879 | 0.7734 | -7404.1846 | 8756.0033 |
| 11 | STATE\_NAME\_vec\_Georgia | -1186.8059 | 4134.2609 | -0.2697 | 0.7874 | -9289.9572 | 6916.3454 |
| 12 | STATE\_NAME\_vec\_Ohio | -1115.1772 | 4134.1875 | -0.1955 | 0.8450 | -9218.1847 | 6987.8303 |
| 13 | STATE\_NAME\_vec\_Illinois | -808.2849 | 4134.0380 | 0.0718 | 0.9428 | -8910.9993 | 7294.4295 |
| 14 | STATE\_NAME\_vec\_New Jersey | 296.6392 | 4147.1551 | -0.0556 | 0.9557 | -7831.7847 | 8425.0632 |
| 15 | STATE\_NAME\_vec\_Pennsylvania | -230.6087 | 4153.8512 | 0.7693 | 0.4417 | -8372.1570 | 7910.9395 |
| 16 | STATE\_NAME\_vec\_Michigan | 3195.4175 | 4157.3795 | 0.1704 | 0.8647 | -4953.0464 | 11343.8814 |
| 17 | STATE\_NAME\_vec\_Massachusetts | 708.5789 | 4177.5490 | -0.7126 | 0.4761 | -7479.4172 | 8896.5749 |
| 18 | STATE\_NAME\_vec\_Arizona | -2977.0674 | 4195.0572 | 0.8145 | 0.4154 | -11199.3794 | 5245.2447 |
| 19 | STATE\_NAME\_vec\_Washington | 3416.8898 | 4193.0230 | -0.8593 | 0.3902 | -4801.4352 | 11635.2149 |
| 20 | STATE\_NAME\_vec\_Colorado | -3602.9543 | 4202.9076 | 0.3728 | 0.7093 | -11840.6531 | 4634.7446 |
| 21 | STATE\_NAME\_vec\_Minnesota | 1566.9838 | 4224.8547 | 0.0307 | 0.9755 | -6713.7314 | 9847.6991 |
| 22 | STATE\_NAME\_vec\_Maryland | 129.7051 | 4227.0666 | -0.1495 | 0.8811 | -8155.3453 | 8414.7555 |
| 23 | STATE\_NAME\_vec\_Tennessee | -632.0119 | 4242.6322 | -1.6185 | 0.1056 | -8947.5710 | 7683.5472 |
| 24 | STATE\_NAME\_vec\_Oregon | -6866.5979 | 4249.8259 | -0.2169 | 0.8282 | -15196.2567 | 1463.0609 |
| 25 | STATE\_NAME\_vec\_Washington, D.C. (District of Columbia) | -921.9981 | 4248.4598 | -0.4160 | 0.6774 | -9248.9793 | 7404.9831 |
| 26 | STATE\_NAME\_vec\_Missouri | -1767.3414 | 4300.7536 | -0.0096 | 0.9923 | -10196.8185 | 6662.1356 |
| 27 | STATE\_NAME\_vec\_Wisconsin | -41.3127 | 4305.5019 | -0.5968 | 0.5507 | -8480.0964 | 8397.4710 |
| 28 | STATE\_NAME\_vec\_Indiana | -2569.3129 | 4343.2295 | 0.5158 | 0.6060 | -11082.0426 | 5943.4169 |
| 29 | STATE\_NAME\_vec\_Connecticut | 2240.2984 | 4364.0299 | 0.0940 | 0.9251 | -6313.2003 | 10793.7971 |
| 30 | STATE\_NAME\_vec\_Kansas | 410.3000 | 4384.9400 | 0.6547 | 0.5127 | -8184.1824 | 9004.7824 |
| 31 | STATE\_NAME\_vec\_South Carolina | 2870.8578 | 4388.5709 | 0.1630 | 0.8705 | -5730.7412 | 11472.4569 |
| 32 | STATE\_NAME\_vec\_Alabama | 715.5404 | 4397.8066 | -0.1999 | 0.8415 | -7904.1605 | 9335.2413 |
| 33 | STATE\_NAME\_vec\_Kentucky | -879.2075 | 4411.2294 | -0.4038 | 0.6864 | -9525.2171 | 7766.8021 |
| 34 | STATE\_NAME\_vec\_Iowa | -1781.1400 | 4392.4533 | -0.1570 | 0.8752 | -10390.3485 | 6828.0685 |
| 35 | STATE\_NAME\_vec\_Oklahoma | -689.5990 | 4419.2320 | -2.4936 | 0.0127 | -9351.2937 | 7972.0957 |
| 36 | STATE\_NAME\_vec\_Nevada | -11019.9503 | 4438.7174 | -0.7767 | 0.4373 | -19719.8363 | -2320.0643 |
| 37 | STATE\_NAME\_vec\_Utah | -3447.7003 | 4460.4431 | 1.1480 | 0.2510 | -12190.1689 | 5294.7682 |
| 38 | STATE\_NAME\_vec\_Arkansas | 5120.4204 | 4461.1460 | -0.3770 | 0.7061 | -3623.4258 | 13864.2666 |
| 39 | STATE\_NAME\_vec\_Nebraska | -1682.0392 | 4500.4111 | -0.0858 | 0.9316 | -10502.8449 | 7138.7665 |
| 40 | STATE\_NAME\_vec\_Idaho | -386.1418 | 4567.9541 | 0.3571 | 0.7210 | -9339.3319 | 8567.0482 |
| 41 | STATE\_NAME\_vec\_Rhode Island | 1631.2508 | 4583.7416 | 0.8075 | 0.4194 | -7352.8828 | 10615.3844 |
| 42 | STATE\_NAME\_vec\_Louisiana | 3701.2712 | 4594.1930 | 0.3200 | 0.7490 | -5303.3472 | 12705.8895 |
| 43 | STATE\_NAME\_vec\_Delaware | 1470.2107 | 4687.4315 | -0.5423 | 0.5876 | -7717.1549 | 10657.5764 |
| 44 | STATE\_NAME\_vec\_Mississippi | -2542.0214 | 4761.1250 | -0.3266 | 0.7440 | -11873.8263 | 6789.7835 |
| 45 | STATE\_NAME\_vec\_Maine | -1554.7946 | 4900.3385 | -0.5188 | 0.6039 | -11159.4581 | 8049.8689 |
| 46 | STATE\_NAME\_vec\_Hawaii | -2542.4466 | 4953.0526 | -0.6420 | 0.5209 | -12250.4297 | 7165.5364 |
| 47 | STATE\_NAME\_vec\_New Hampshire | -3179.6883 | 4944.5064 | -1.7377 | 0.0823 | -12870.9208 | 6511.5443 |
| 48 | STATE\_NAME\_vec\_South Dakota | -8592.2201 | 5013.4834 | -1.9334 | 0.0532 | -18418.6475 | 1234.2074 |
| 49 | STATE\_NAME\_vec\_Alaska | -9693.2844 | 5056.6065 | -2.3511 | 0.0187 | -19604.2332 | 217.6643 |
| 50 | STATE\_NAME\_vec\_New Mexico | -11888.6296 | 5104.4646 | 1.5290 | 0.1263 | -21893.3802 | -1883.8790 |
| 51 | STATE\_NAME\_vec\_Montana | 7804.9202 | 5157.7044 | 0.8778 | 0.3800 | -2304.1804 | 17914.0209 |
| 52 | STATE\_NAME\_vec\_Vermont | 4527.6600 | 5690.2871 | -0.7880 | 0.4307 | -6625.3028 | 15680.6228 |
| 53 | STATE\_NAME\_vec\_North Dakota | -4483.7795 | 5631.5408 | -0.9411 | 0.3467 | -15521.5996 | 6554.0406 |
| 54 | STATE\_NAME\_vec\_West Virginia | -5299.5632 | 1486.7032 | 6.5369 | 0.0000 | -8213.5014 | -2385.6249 |
| 55 | REMOTE\_TYPE\_vec\_Undefined | 9718.4284 | 1525.5189 | 6.0015 | 0.0000 | 6728.4113 | 12708.4454 |
| 56 | REMOTE\_TYPE\_vec\_Remote | 9155.3386 | 1805.9738 | 5.1226 | 0.0000 | 5615.6300 | 12695.0471 |
| 57 | REMOTE\_TYPE\_vec\_Hybrid | 9251.2836 | 4299.3863 | 20.7876 | 0.0000 | 824.4863 | 17678.0808 |

## 5.1 Generalized Linear Regression Summary

The Generalized Linear Regression model provides key insights into how each feature affects the predicted salary and whether that effect is statistically significant.

### 5.1.1 Coefficients:

* The coefficients represent the change in predicted salary associated with a one-unit increase in each feature, holding others constant.
* For example, the coefficient for MIN\_YEARS\_EXPERIENCE is 3251.80, meaning each additional year of minimum experience is associated with an estimated $3,251.80 increase in salary.
* DURATION has a small positive effect (~53) on salary, but is far less impactful than experience.

### 5.1.2 Statistical Significance

* The t-statistic measures how many standard errors the coefficient is away from zero.
* The p-value tests the null hypothesis that a coefficient equals zero (no effect). A p-value < 0.05 typically indicates statistical significance.
* Significant predictors in this model include:
  + MIN\_YEARS\_EXPERIENCE (p < 0.001): Strong, positive, and statistically significant effect.
  + Several remote work types also show significant positive coefficients (all p < 0.001), suggesting remote or hybrid roles are associated with higher salaries than the baseline category.
  + STATE\_NAME\_vec\_Oklahoma and STATE\_NAME\_vec\_Alaska have significant negative coefficients, implying lower salaries in these states, with p-values < 0.05.
  + Most other state-related dummy variables have high p-values, indicating their effects are not statistically significant, possibly due to limited data or multicollinearity.

### 5.1.3 Confidence Intervals (95%)

* A 95% confidence interval (CI) indicates the range within which the true value of a coefficient is expected to fall.
* When the CI does not include zero, the estimate is considered statistically significant. For example, the CI for MIN\_YEARS\_EXPERIENCE is [3,227.54, 3,276.06], which does not include zero and therefore reflects a significant positive effect on salary. In contrast, the CI for DURATION is [–958.78, 1,064.71], which spans zero, indicating that this effect is not statistically significant.

### 5.1.4 Intercept

The intercept of $89,374.05 represents the baseline salary when all numerical predictors are zero and categorical variables are in their reference category.

### 5.1.5 Model Summary Metrics

* R² = 0.1222 The model explains about 12.2% of the variance in salary, suggesting limited explanatory power.
* RMSE ≈ $27,987 On average, predictions deviate by about $28K, indicating considerable prediction error.
* MAE ≈ $18,352 The average absolute error is roughly $18K, showing moderate accuracy.

The model captures some key salary drivers such as years of experience and remote work status, but leaves a large portion of variation unexplained, as indicated by the relatively low R² and notable prediction errors. This suggests that important predictors like industry, job role, or specific skill requirements may be missing from the feature set. To improve accuracy, future models should explore nonlinear approaches such as polynomial regression or ensemble methods like random forest.

# 6. Polynomial Regression

(30018, 15)

(24046, 15)

(5972, 15)

[Stage 218:> (0 + 1) / 1]

Intercept: 82915.3745  
Coefficients:  
MIN\_YEARS\_EXPERIENCE: 6163.8997  
DURATION: 55.0244  
COMPANY\_IS\_STAFFING: -1244.4820  
IS\_INTERNSHIP: 4004.3058  
STATE\_NAME=California: -2121.2147  
STATE\_NAME=Florida: 3079.1001  
STATE\_NAME=Virginia: -936.3855  
STATE\_NAME=North Carolina: -1095.8663  
STATE\_NAME=New York: -1690.6799  
STATE\_NAME=Georgia: 624.5248  
STATE\_NAME=Ohio: -1185.0116  
STATE\_NAME=Illinois: -1175.5197  
STATE\_NAME=New Jersey: -942.6561  
STATE\_NAME=Pennsylvania: 237.3190  
STATE\_NAME=Michigan: -385.7863  
STATE\_NAME=Massachusetts: 3036.2036  
STATE\_NAME=Arizona: 834.2433  
STATE\_NAME=Washington: -3192.0601  
STATE\_NAME=Colorado: 3375.2714  
STATE\_NAME=Minnesota: -4006.4685  
STATE\_NAME=Maryland: 1381.6812  
STATE\_NAME=Tennessee: -52.4199  
STATE\_NAME=Oregon: -633.5596  
STATE\_NAME=Washington, D.C. (District of Columbia): -7457.8744  
STATE\_NAME=Missouri: -988.8061  
STATE\_NAME=Wisconsin: -2139.3906  
STATE\_NAME=Indiana: -155.8154  
STATE\_NAME=Connecticut: -2736.4208  
STATE\_NAME=Kansas: 1941.1805  
STATE\_NAME=South Carolina: 265.7837  
STATE\_NAME=Alabama: 2404.1131  
STATE\_NAME=Kentucky: 671.1549  
STATE\_NAME=Iowa: -1437.8498  
STATE\_NAME=Oklahoma: -1690.8928  
STATE\_NAME=Nevada: -773.5399  
STATE\_NAME=Utah: -11783.6816  
STATE\_NAME=Arkansas: -3120.6893  
STATE\_NAME=Nebraska: 5044.3615  
STATE\_NAME=Idaho: -1795.2365  
STATE\_NAME=Rhode Island: -693.2704  
STATE\_NAME=Louisiana: 1198.4456  
STATE\_NAME=Delaware: 3953.4131  
STATE\_NAME=Mississippi: 1108.5317  
STATE\_NAME=Maine: -2985.5521  
STATE\_NAME=Hawaii: -2093.8249  
STATE\_NAME=New Hampshire: -2096.4727  
STATE\_NAME=South Dakota: -3121.6908  
STATE\_NAME=Alaska: -8776.2303  
STATE\_NAME=New Mexico: -9375.7475  
STATE\_NAME=Montana: -12574.0985  
STATE\_NAME=Vermont: 7636.6082  
STATE\_NAME=North Dakota: 4198.9955  
STATE\_NAME=West Virginia: -4754.9893  
STATE\_NAME=Wyoming: -5732.6672  
REMOTE\_TYPE=Remote: 9234.4053  
REMOTE\_TYPE=Hybrid: 8642.2958  
REMOTE\_TYPE=Onsite: 8402.7443  
MIN\_YEARS\_EXPERIENCE\_SQ: -215.1499

--- Polynomial Model Performance on Test Set ---  
R²: 0.1340  
RMSE: 26803.5848  
MAE: 18584.6367

| Feature | Estimate | Std Error | t-stat | P-Value | 95% CI Lower | 95% CI Upper |
| --- | --- | --- | --- | --- | --- | --- |
| Intercept | 82915.3745 | 187.6198 | 32.8531 | 0.0000 | 82547.6397 | 83283.1093 |
| MIN\_YEARS\_EXPERIENCE | 6163.8997 | 12.3123 | 4.4691 | 0.0000 | 6139.7677 | 6188.0317 |
| DURATION | 55.0244 | 513.5519 | -2.4233 | 0.0154 | -951.5372 | 1061.5861 |
| COMPANY\_IS\_STAFFING | -1244.4820 | 2564.3539 | 1.5615 | 0.1184 | -6270.6155 | 3781.6516 |
| IS\_INTERNSHIP | 4004.3058 | 4033.8513 | -0.5259 | 0.5990 | -3902.0427 | 11910.6543 |
| STATE\_NAME=California | -2121.2147 | 4040.0938 | 0.7621 | 0.4460 | -10039.7985 | 5797.3692 |
| STATE\_NAME=Florida | 3079.1001 | 4070.6649 | -0.2300 | 0.8181 | -4899.4031 | 11057.6032 |
| STATE\_NAME=Virginia | -936.3855 | 4074.5843 | -0.2690 | 0.7880 | -8922.5708 | 7049.7998 |
| STATE\_NAME=North Carolina | -1095.8663 | 4095.5947 | -0.4128 | 0.6798 | -9123.2320 | 6931.4994 |
| STATE\_NAME=New York | -1690.6799 | 4099.9247 | 0.1523 | 0.8789 | -9726.5324 | 6345.1726 |
| STATE\_NAME=Georgia | 624.5248 | 4100.2263 | -0.2890 | 0.7726 | -7411.9189 | 8660.9684 |
| STATE\_NAME=Ohio | -1185.0116 | 4111.9284 | -0.2859 | 0.7750 | -9244.3914 | 6874.3681 |
| STATE\_NAME=Illinois | -1175.5197 | 4111.8622 | -0.2293 | 0.8187 | -9234.7695 | 6883.7302 |
| STATE\_NAME=New Jersey | -942.6561 | 4111.7067 | 0.0577 | 0.9540 | -9001.6013 | 7116.2890 |
| STATE\_NAME=Pennsylvania | 237.3190 | 4124.7624 | -0.0935 | 0.9255 | -7847.2154 | 8321.8534 |
| STATE\_NAME=Michigan | -385.7863 | 4131.4229 | 0.7349 | 0.4624 | -8483.3752 | 7711.8026 |
| STATE\_NAME=Massachusetts | 3036.2036 | 4134.9278 | 0.2018 | 0.8401 | -5068.2550 | 11140.6621 |
| STATE\_NAME=Arizona | 834.2433 | 4155.0023 | -0.7682 | 0.4423 | -7309.5611 | 8978.0477 |
| STATE\_NAME=Washington | -3192.0601 | 4172.3954 | 0.8090 | 0.4186 | -11369.9552 | 4985.8349 |
| STATE\_NAME=Colorado | 3375.2714 | 4170.4459 | -0.9607 | 0.3367 | -4798.8026 | 11549.3453 |
| STATE\_NAME=Minnesota | -4006.4685 | 4180.2183 | 0.3305 | 0.7410 | -12199.6964 | 4186.7593 |
| STATE\_NAME=Maryland | 1381.6812 | 4202.0463 | -0.0125 | 0.9900 | -6854.3294 | 9617.6919 |
| STATE\_NAME=Tennessee | -52.4199 | 4204.2311 | -0.1507 | 0.8802 | -8292.7128 | 8187.8730 |
| STATE\_NAME=Oregon | -633.5596 | 4219.8706 | -1.7673 | 0.0772 | -8904.5061 | 7637.3868 |
| STATE\_NAME=Washington, D.C. (District of Columbia) | -7457.8744 | 4226.8695 | -0.2339 | 0.8150 | -15742.5387 | 826.7898 |
| STATE\_NAME=Missouri | -988.8061 | 4225.5713 | -0.5063 | 0.6127 | -9270.9258 | 7293.3136 |
| STATE\_NAME=Wisconsin | -2139.3906 | 4277.5259 | -0.0364 | 0.9709 | -10523.3413 | 6244.5602 |
| STATE\_NAME=Indiana | -155.8154 | 4282.2551 | -0.6390 | 0.5228 | -8549.0355 | 8237.4047 |
| STATE\_NAME=Connecticut | -2736.4208 | 4319.8060 | 0.4494 | 0.6532 | -11203.2405 | 5730.3989 |
| STATE\_NAME=Kansas | 1941.1805 | 4340.4638 | 0.0612 | 0.9512 | -6566.1285 | 10448.4894 |
| STATE\_NAME=South Carolina | 265.7837 | 4361.3469 | 0.5512 | 0.5815 | -8282.4563 | 8814.0237 |
| STATE\_NAME=Alabama | 2404.1131 | 4364.8638 | 0.1538 | 0.8778 | -6151.0200 | 10959.2463 |
| STATE\_NAME=Kentucky | 671.1549 | 4374.1848 | -0.3287 | 0.7424 | -7902.2473 | 9244.5572 |
| STATE\_NAME=Iowa | -1437.8498 | 4387.4026 | -0.3854 | 0.6999 | -10037.1589 | 7161.4593 |
| STATE\_NAME=Oklahoma | -1690.8928 | 4368.7275 | -0.1771 | 0.8595 | -10253.5986 | 6871.8131 |
| STATE\_NAME=Nevada | -773.5399 | 4395.6115 | -2.6808 | 0.0074 | -9388.9385 | 7841.8586 |
| STATE\_NAME=Utah | -11783.6816 | 4414.7847 | -0.7069 | 0.4797 | -20436.6596 | -3130.7036 |
| STATE\_NAME=Arkansas | -3120.6893 | 4436.3494 | 1.1371 | 0.2555 | -11815.9341 | 5574.5555 |
| STATE\_NAME=Nebraska | 5044.3615 | 4437.0515 | -0.4046 | 0.6858 | -3652.2595 | 13740.9825 |
| STATE\_NAME=Idaho | -1795.2365 | 4476.1391 | -0.1549 | 0.8769 | -10568.4692 | 6977.9963 |
| STATE\_NAME=Rhode Island | -693.2704 | 4543.3557 | 0.2638 | 0.7920 | -9598.2477 | 8211.7068 |
| STATE\_NAME=Louisiana | 1198.4456 | 4559.0059 | 0.8672 | 0.3859 | -7737.2060 | 10134.0972 |
| STATE\_NAME=Delaware | 3953.4131 | 4569.4289 | 0.2426 | 0.8083 | -5002.6675 | 12909.4937 |
| STATE\_NAME=Mississippi | 1108.5317 | 4662.1895 | -0.6404 | 0.5219 | -8029.3598 | 10246.4231 |
| STATE\_NAME=Maine | -2985.5521 | 4735.5214 | -0.4422 | 0.6584 | -12267.1741 | 6296.0699 |
| STATE\_NAME=Hawaii | -2093.8249 | 4873.9437 | -0.4301 | 0.6671 | -11646.7546 | 7459.1048 |
| STATE\_NAME=New Hampshire | -2096.4727 | 4926.2965 | -0.6337 | 0.5263 | -11752.0139 | 7559.0684 |
| STATE\_NAME=South Dakota | -3121.6908 | 4917.8083 | -1.7846 | 0.0743 | -12760.5951 | 6517.2135 |
| STATE\_NAME=Alaska | -8776.2303 | 4986.4381 | -1.8802 | 0.0601 | -18549.6490 | 997.1884 |
| STATE\_NAME=New Mexico | -9375.7475 | 5029.4679 | -2.5001 | 0.0124 | -19233.5046 | 482.0095 |
| STATE\_NAME=Montana | -12574.0985 | 5076.8999 | 1.5042 | 0.1325 | -22524.8222 | -2623.3747 |
| STATE\_NAME=Vermont | 7636.6082 | 5129.8816 | 0.8185 | 0.4131 | -2417.9598 | 17691.1762 |
| STATE\_NAME=North Dakota | 4198.9955 | 5659.5719 | -0.8402 | 0.4008 | -6893.7653 | 15291.7563 |
| STATE\_NAME=West Virginia | -4754.9893 | 5601.1820 | -1.0235 | 0.3061 | -15733.3060 | 6223.3274 |
| STATE\_NAME=Wyoming | -5732.6672 | 1478.9739 | 6.2438 | 0.0000 | -8631.4560 | -2833.8785 |
| REMOTE\_TYPE=Remote | 9234.4053 | 1517.6086 | 5.6947 | 0.0000 | 6259.8925 | 12208.9181 |
| REMOTE\_TYPE=Hybrid | 8642.2958 | 1796.9819 | 4.6760 | 0.0000 | 5120.2113 | 12164.3803 |
| REMOTE\_TYPE=Onsite | 8402.7443 | 13.2879 | -16.1914 | 0.0000 | 8376.6999 | 8428.7886 |
| MIN\_YEARS\_EXPERIENCE\_SQ | -215.1499 | 4294.7251 | 19.3063 | 0.0000 | -8632.8111 | 8202.5112 |

## 6.1 Polynomial Regression Summary

The polynomial regression model reveals a non-linear relationship between experience and salary. - MIN\_YEARS\_EXPERIENCE is highly significant (p < 0.001), with a positive effect (~$6,164 per year), while the squared term is negative and significant, indicating diminishing returns as experience increases. - Remote work types (Remote, Hybrid, Onsite) are also strong predictors, all with p < 0.001. Remote roles offer the highest premium (~$9,234). - Most STATE\_NAME variables and other binary features (like IS\_INTERNSHIP) are not statistically significant, as their confidence intervals include zero.

Overall, the model confirms that experience and work location type are key drivers of salary, while the impact of individual states is less conclusive.

# 7. Random Forest Regressor

(30018, 15)

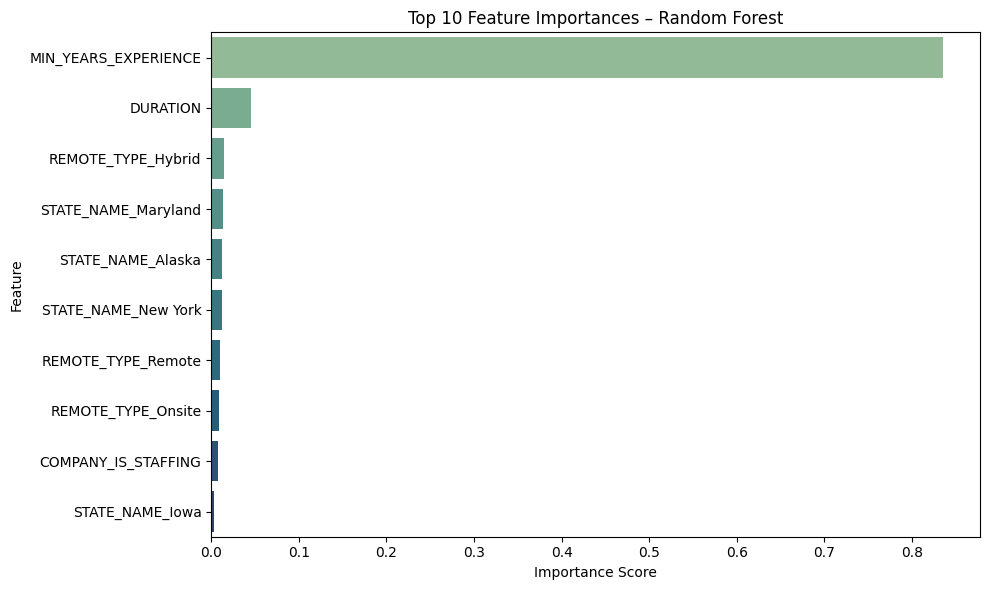
(24046, 15)

(5972, 15)

25/10/06 04:52:20 WARN DAGScheduler: Broadcasting large task binary with size 1241.6 KiB  
25/10/06 04:52:24 WARN DAGScheduler: Broadcasting large task binary with size 2.0 MiB  
[Stage 349:> (0 + 1) / 1]

Random Forest R²: 0.1552  
Random Forest RMSE: 26474.54  
Random Forest MAE: 18025.41

## 7.1 Feature Importance Plot



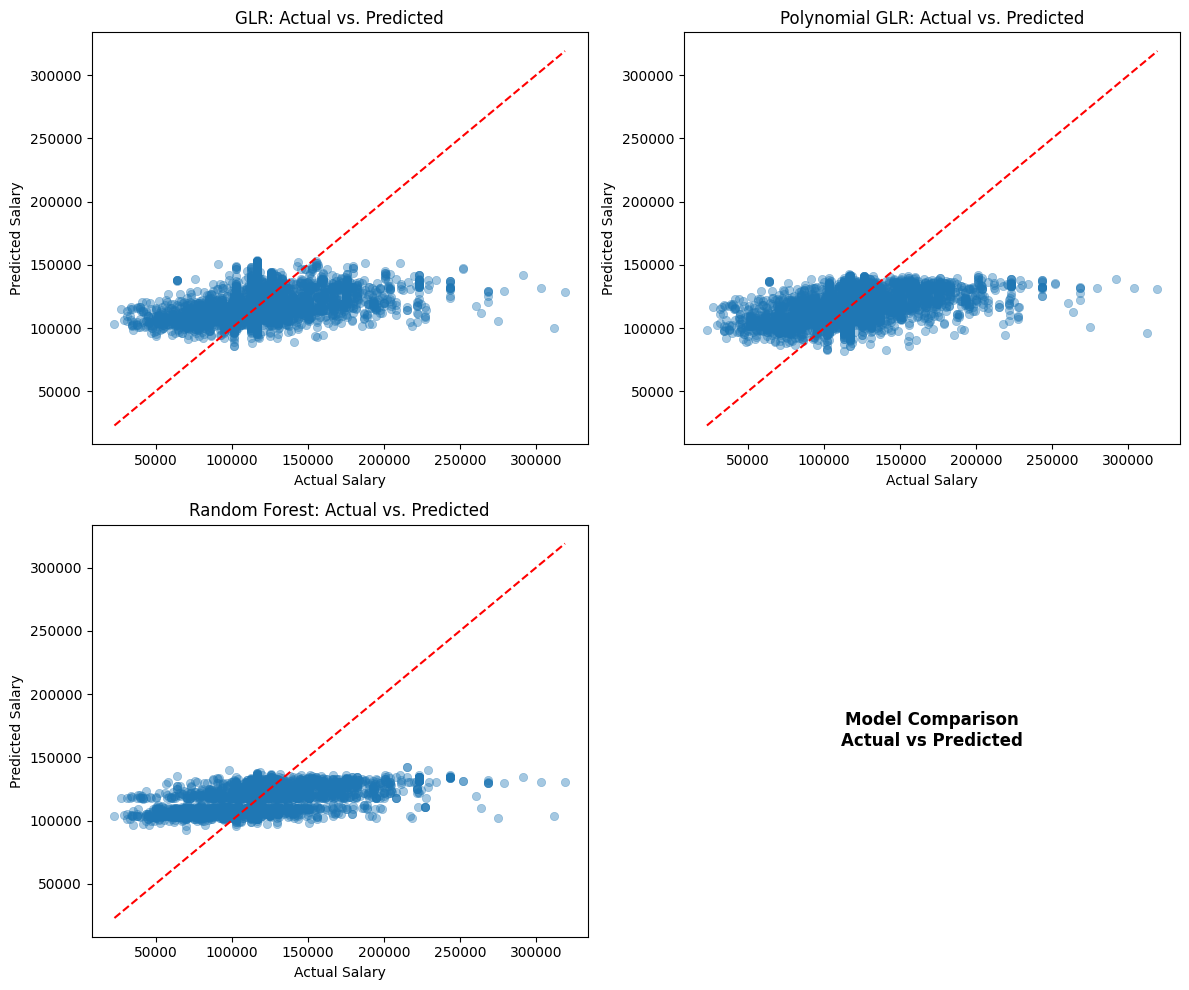
# 8. Compare 3 Models – GLR, Polynomial, RF

Sample Predictions:

[Stage 388:> (0 + 1) / 1]

+-------------+------------------+------------------+------------------+  
|actual\_salary|pred\_glr |pred\_poly |pred\_rf |  
+-------------+------------------+------------------+------------------+  
|22880.0 |103092.7091291591 |98563.46397441733 |103581.45903375004|  
|27040.0 |114722.79894853667|116624.82844644046|118107.7133153791 |  
|29250.0 |106387.15402937846|102015.12429133395|104126.72780515664|  
|31200.0 |105906.91741104332|103671.03402244706|105335.24199659078|  
|31200.0 |109120.48534623536|110792.94864260886|101173.12701452638|  
|31200.0 |113221.88080766413|115278.86075398751|117722.01193313305|  
|32885.0 |114715.13772785894|116725.21649875793|117976.5886305633 |  
|33176.0 |109279.38401632855|110958.02198891554|101468.9052086865 |  
|33800.0 |116456.81948164813|118469.9510249031 |119124.27717751377|  
|33925.0 |106228.25535928528|101850.05094502727|104637.4874738687 |  
+-------------+------------------+------------------+------------------+  
only showing top 10 rows

Model Evaluation Summary:  
Model RMSE MAE R² AIC BIC  
--------------------------------------------------------------------------  
GLR 26986.58 18352.04 0.1222 560095.55 122370.07  
Polynomial GLR 26803.58 18584.64 0.1340 559836.04 122297.49  
Random Forest 26474.54 18025.41 0.1552 N/A 122132.57



## 8.1 Evaluation Metrics

* Random Forest slightly outperforms both GLR models across all metrics, with the lowest RMSE and MAE, and the highest R² (15.5%). This suggests it captures more variance in salary predictions than the linear models.
* While Polynomial GLR improves marginally over the base GLR, the gain is small and may not justify the added complexity.
* AIC is only available for GLR models, and among them, the Polynomial GLR achieves a lower AIC (559,836.04), indicating a better model fit.
* BIC comparison favors the Random Forest model, indicating it balances accuracy and model complexity most effectively.

**Conclusion:** Despite relatively low R² values across all models (indicating high unexplained variance, typical in salary prediction problems), the Random Forest model shows the best overall predictive performance and would be preferred for practical use.