First project

The city of San Francisco case:
job applications decline

Analysis made by. Nuha Alrashed
March 2021

GENERAL ASSEMBLY

misk مسك
مؤسسة خيرية

PART 1 | Framing the problem

The Problem

The city of San Francisco is experiencing a decline in job applications across all departments. Human Resources wants to put together materials for each department to talk about the tangible benefits of working for the city.

The Goal

Encouraging people to apply for the jobs available in San Francisco by providing insights into which departments and jobs saw the highest salary growth over the last five years, as well as other notable trends relevant to the various departments.

PART 2 | Extracting the Data

The Data set

[Government employee compensations](#) data set was used for the purpose of practicing the analysis.

Data preparing

- According to the data set Q&A: Negative amounts generally represent adjustments made to employees' pay that were associated with a different time period and is most likely to be occurred in only fiscal year type.

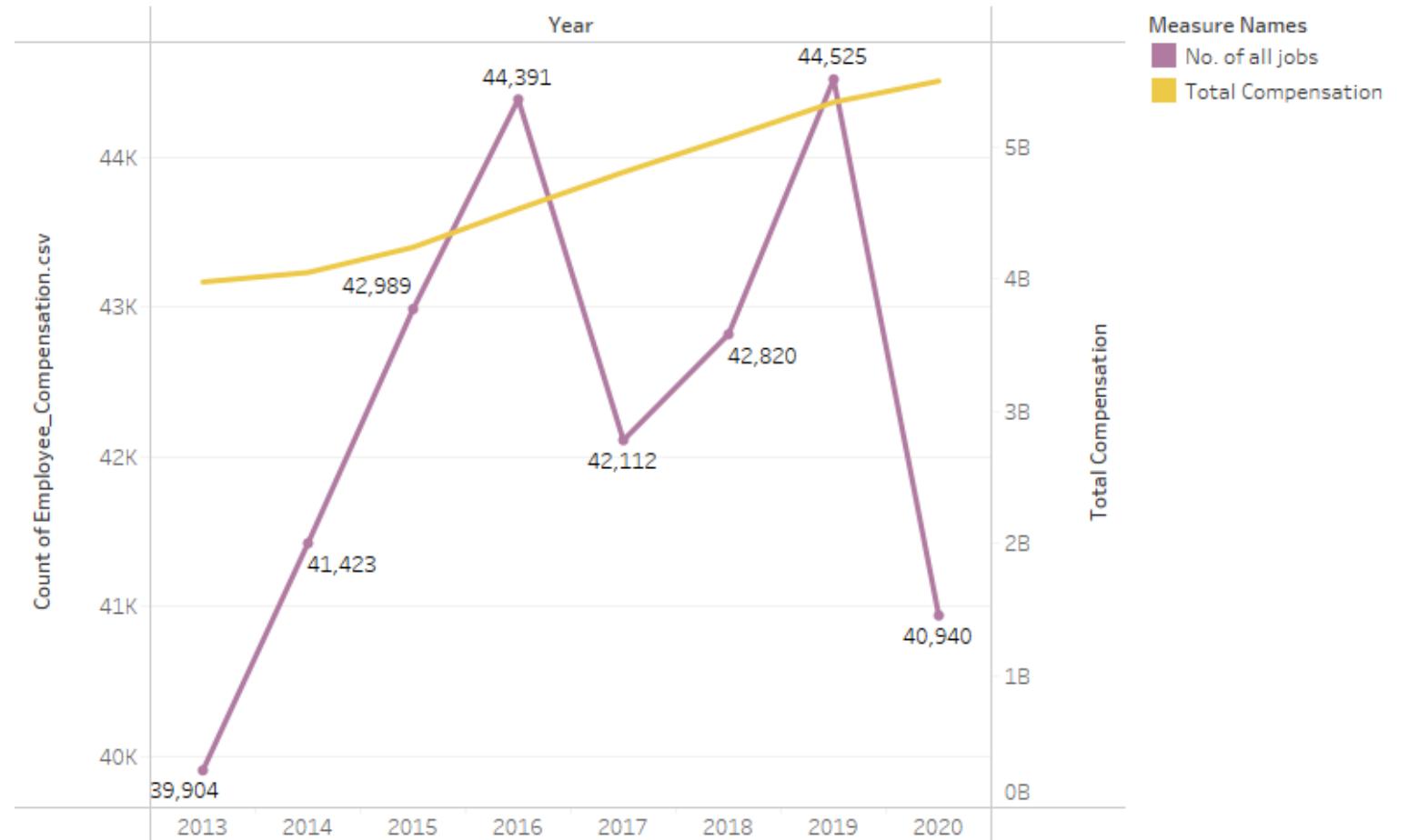✓ Filtered data on Tableau to only to contain Calendar year.

Data preparing

- Data set contains null values for some department names, and these null values will not affect on the analysis; because they are less than 10 records comparing to more than 5,000 records in total.

✓ Filtered data on Tableau to exclude null values, because the public should not see unknown values in order to avoid lack of trust.

PART 3 | Analyzing Data in Tableau

Average total salaries and total benefits over the years by department
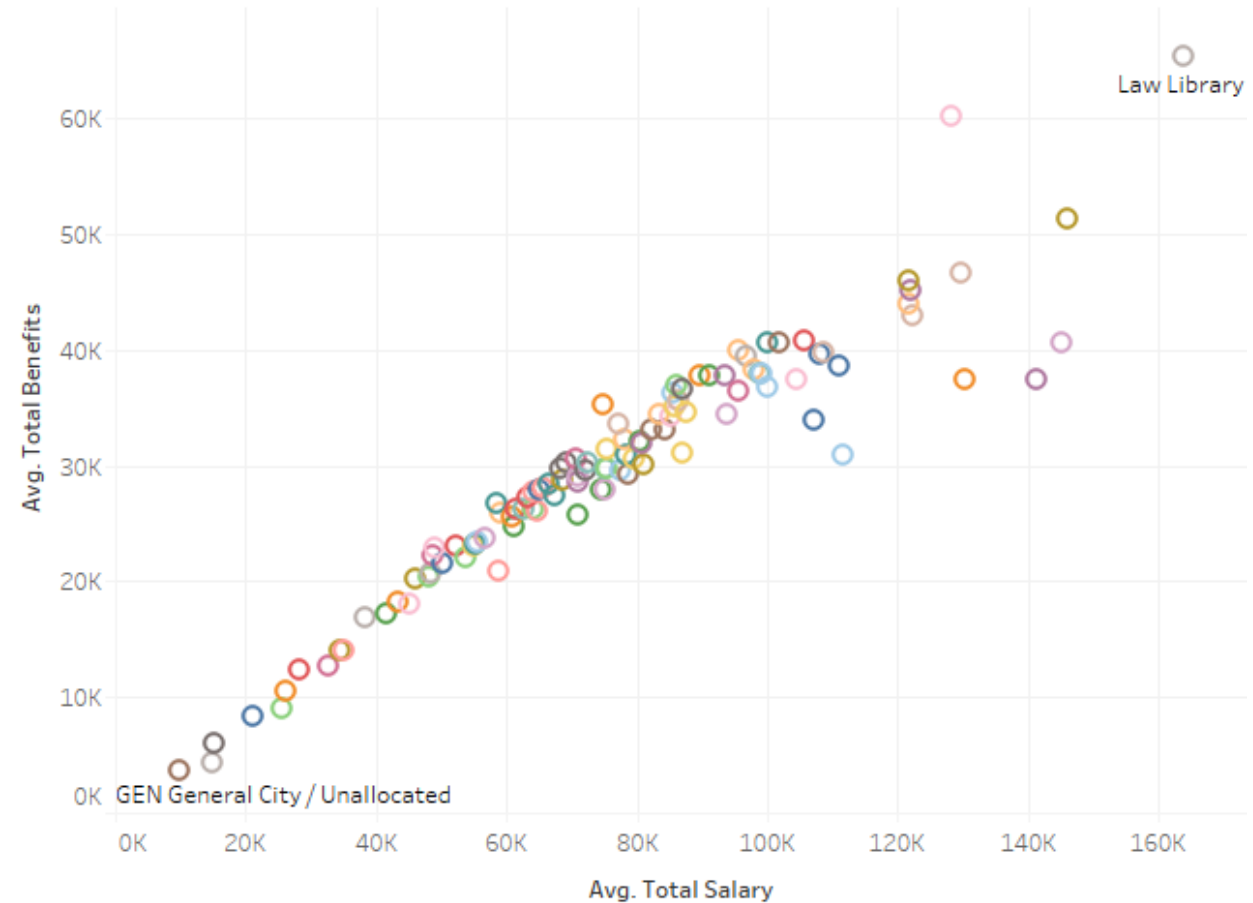
This graph shows the averages of total salaries and total benefits in order to see which department has offered the highest, normal, and lowest among all the departments in the city of San Francisco.
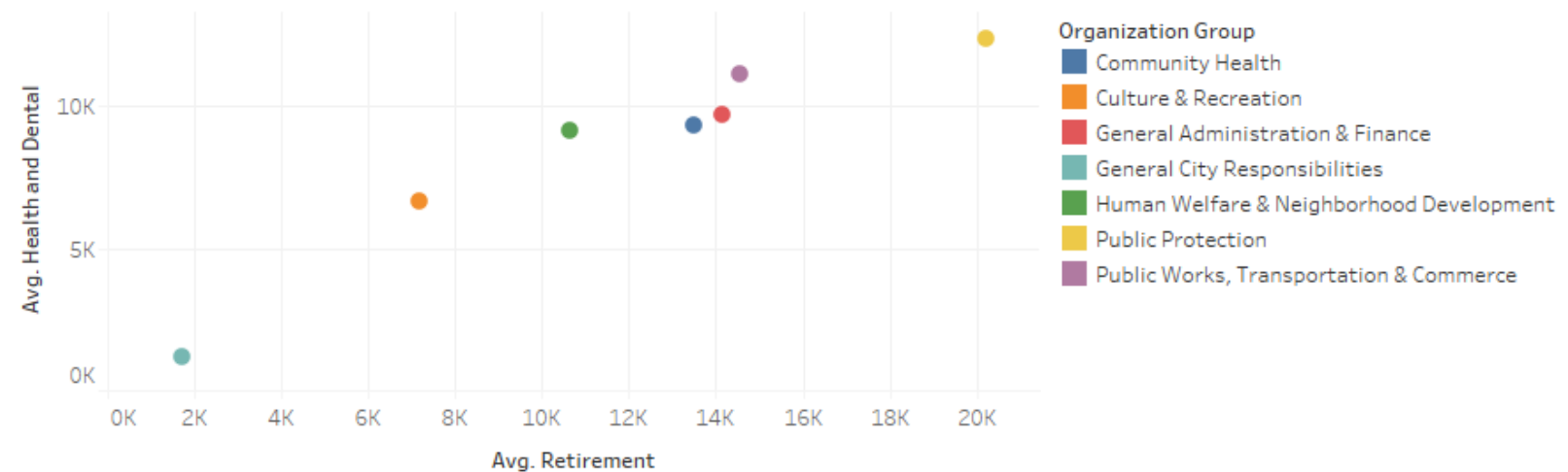
Color shows details about Department.
The view is filtered on Department, which excludes Null.
The Year filter ranges from 2013 to 2020.

Average salaries and benefits by each department over 5 years

Average health insurance and Average retirement for each organization group

Average health insurance and Average retirement for each organization group

This graph shows the average of retirement versus average of health and dental issurances between the different organization groups. where anyone can see which organization group have offered the highest retirement and health issurance values over the years.

Color shows details about Organization Group.
The Year filter ranges from 2013 to 2020.

Recommendations

Since number of job applications and total of compensations have inverse relationship in 2020, then the tangible benefits have nothing to do with the decline in applications. Probably the major reason occurs in the unawareness of citizens about the government sectors, or the unavailability of ways to reach for these jobs (e.g., lack of jobs offers official websites)

A recruitment campaign could be just what is needed to capture the attention of those talented individuals to work for the government sectors.

The End

Thank you! :)

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