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*Employee Review Dataset*

*Data Visualization*

*CA – 01*

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### Source:

Kaggle

### Context:

**Where to send your CV? Where to apply for a job?** - these are the questions that many people in the world do every day. To facilitate the answer to this question, many people reach for the opinions of employees of these companies. Let's find out more about some of the largest employers using the review of current employees of these companies.

We compare 5 corporations: **Amazon, Apple, Facebook, Google, Microsoft and Netflix**. These are companies that almost everyone knows, and many people dream of working in them. But **which one is the best from an employee's perspective?**

Over 67k employee reviews for Google, Amazon, Facebook, Apple, and Microsoft

### Content:

This dataset contains employee reviews separated into the following categories:

1. Index: index
  2. Company: Company name
  3. Location : This dataset is global, as such it may include the country's name in parenthesis [i.e "Toronto, ON(Canada)"]. However, if the location is in the USA then it will only include the city and state[i.e "Los Angeles, CA" ]
  4. Date Posted: in the following format MM DD, YYYY
  5. Job-Title: This string will also include whether the reviewer is a 'Current' or 'Former' Employee at the time of the review
  6. Summary: Short summary of employee review
  7. Pros: Pros
  8. Cons: Cons
  9. Overall Rating: 1-5
  10. Work/Life Balance Rating: 1-5
  11. Culture and Values Rating: 1-5
  12. Career Opportunities Rating: 1-5
  13. Comp & Benefits Rating: 1-5
  14. Senior Management Rating: 1-5
  15. Helpful Review Count: A count of how many people found the review to be helpful
  16. Link to Review : This will provide you with a direct link to the page that contains the review. However it is likely that this link will be outdated
- NOTE: 'none' is placed in all cells where no data value was found.

### Initial Analysis Questions:

1. Which company has the most reviews?
2. Which company is the best to work?
3. Which company is best for Culture Values?
4. Which company has best Career Opportunity?
5. Which company has amazing benefits?
6. Which location has given the highest number of reviews?
7. What is the most helpful review?

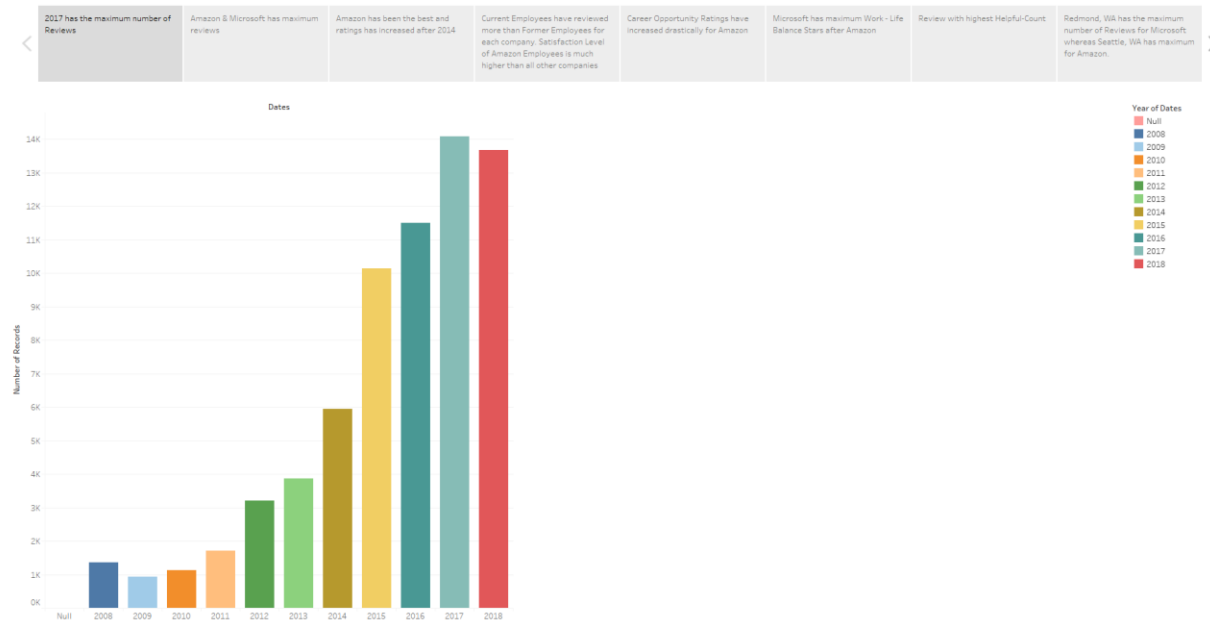
## Insights and Visualization:

### 1. Number of Reviews in each year from 2008 – 2018

2017 has maximum number of reviews

#### Employee Reviews

Amazon, Apple, Facebook, Google, Microsoft, Netflix

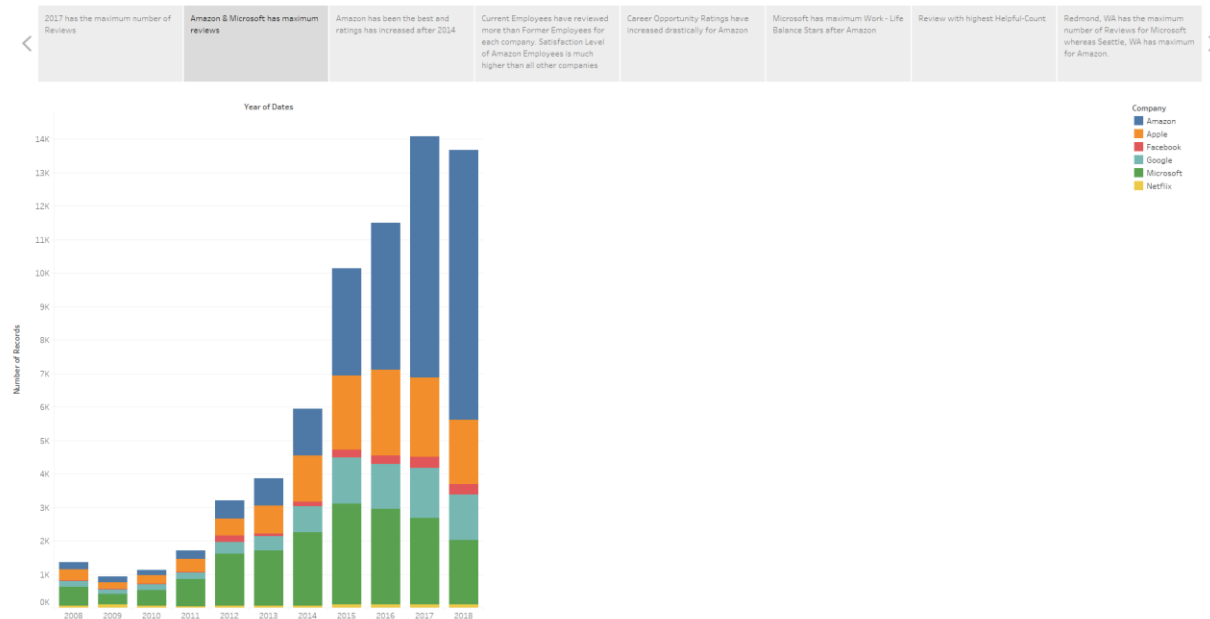


### 2. Number of Reviews for each Company each Year

Amazon has maximum number of reviews followed by Microsoft

#### Employee Reviews

Amazon, Apple, Facebook, Google, Microsoft, Netflix



### 3. Comparison between all the Ratings

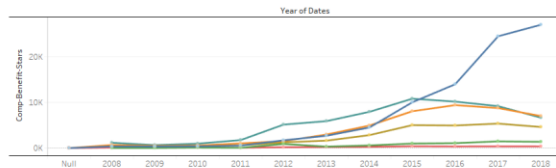
Amazon has been the best in every way and ratings has increased after 2014

#### Employee Reviews

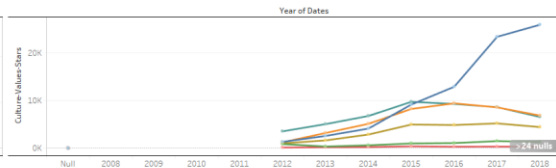
Amazon, Apple, Facebook, Google, Microsoft, Netflix



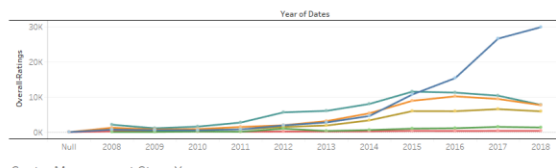
Company Benefit Star - Year



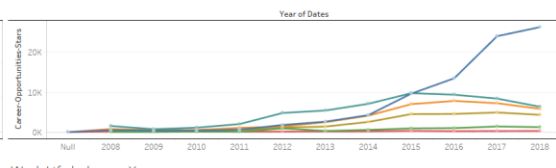
Culture Values Star - Year



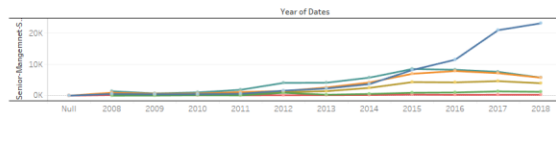
Overall ratings - Year



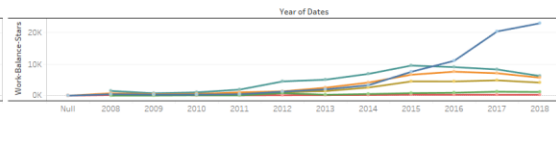
Career Opportunity - Year



Senior Management Star - Year



Work Life balance - Year



### 4. Employee Status and Ratings

Current Employees have given more reviews compared to Former Employees. Number of Satisfied Employee is more than Unsatisfied Employees for all the companies.

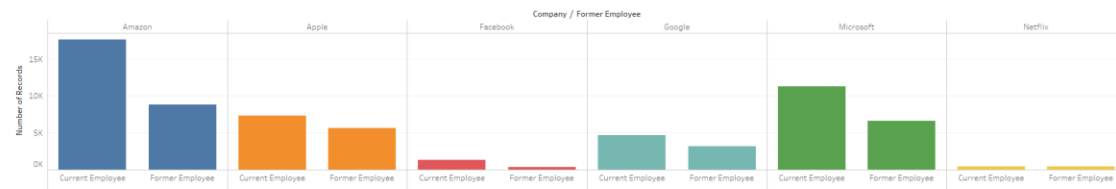
#### Employee Reviews

Amazon, Apple, Facebook, Google, Microsoft, Netflix

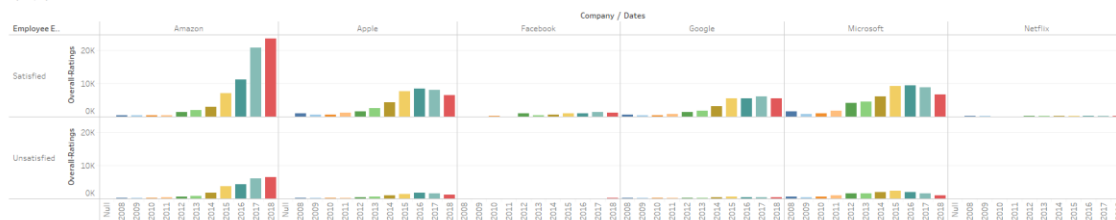


#### Employee Status and Rating

Number of Reviews by Employee Status



Overall Rating by Employee Status

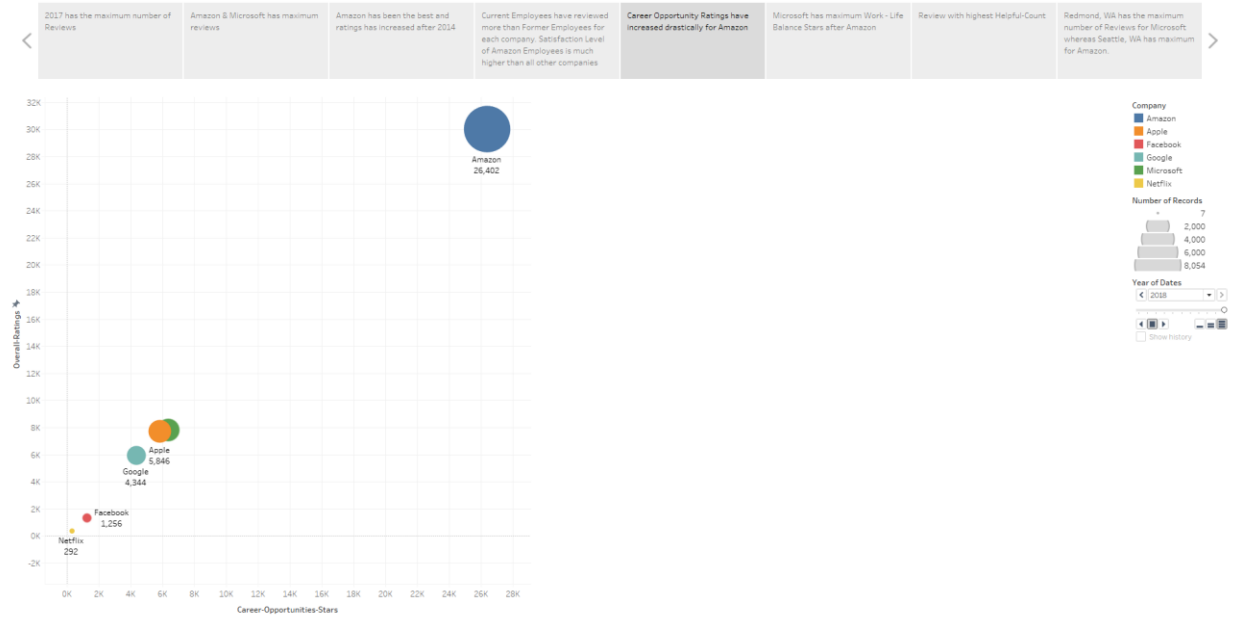


## 5. Career Opportunities over the years

It has increased drastically for Amazon over the years 2008 – 2018.

### Employee Reviews

Amazon, Apple, Facebook, Google, Microsoft, Netflix



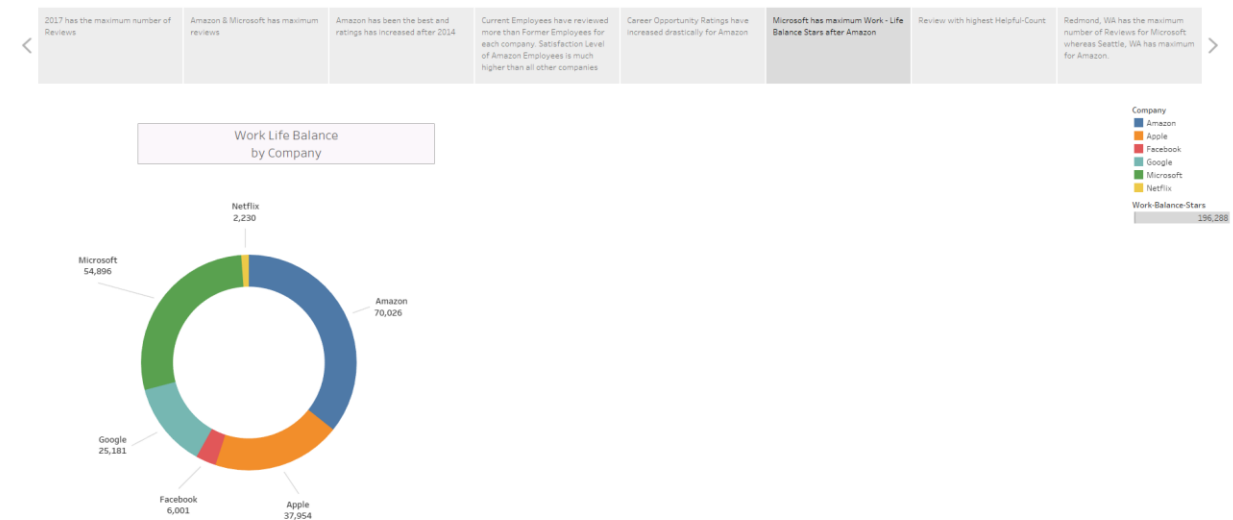
[Tableau - Employee Reviews Career Opportunities.mp4](#)

## 6. Work Life Balance Donut Chart

Amazon and Microsoft have leading ratings for Work Life Balance.

### Employee Reviews

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## 7. Most Helpful Review

### The Review with helpful count of 2094.

#### Employee Reviews

Amazon, Apple, Facebook, Google, Microsoft, Netflix

|  |  |   |   |  |  |                                   |   |
|--|--|---|---|--|--|-----------------------------------|---|
| 2017 has the maximum number of Reviews | Amazon & Microsoft has maximum reviews | Amazon has been the best and ratings has increased after 2014 | Current Employees have reviewed more than Former Employees for each company. Satisfaction Level of Amazon Employees is much higher than all other companies | Career Opportunity Ratings have increased drastically for Amazon | Microsoft has maximum Work - Life Balance Stars after Amazon | Review with highest Helpful-Count | Redmond, WA has the maximum number of Reviews for Microsoft whereas Seattle, WA has maximum for Amazon. |
|--|--|---|---|--|--|-----------------------------------|---|

#### Review with Highest Helpful Count

Job-Title: Former Employee - Program Manager  
Company: Google  
Location: Mountain View, CA  
Date: Jun 21, 2013

Review:  
Moving at the speed of light, burn out is inevitable

Pros:  
1) Food, food, food. 15+ cafes on main campus (MTV) alone. mini-kitchens, snacks, drinks; free breakfast/lunch/dinner, all day, err'day. 2) benefits/perks. free 24/7 gym access (on MTV campus). free (self service) laundry (washer/dryer) available. swimming alley, volleyball pits, custom-built and exclusive employee use only outdoor sport park (MTV). Free health/fitness assessments, dog-friendly, etc. etc. etc. 3) Compensation. In ~2010 or 2011, Google updated its compensation packages so that they were more competitive. 4) For the size of the organization (30k+), it has remained relatively innovative, nimble, and fast-paced and open with communication but, that is definitely changing (for the worse). 5) With so many departments, focus areas, and products, "in theory", you should have plenty of opportunity to grow your career (horizontally or vertically). In practice, not true. 6) you get to work with some of the brightest, most innovative and hard-working/diligent minds in the industry. There's a 'con' to that, too (see below).

Cons:  
1) work/life balance. What balance? All those perks and benefits are an illusion. They keep you at work and they help you to be more productive. I've never met anybody at Google who actually time off on weekends or on vacations. You may not hear management say, "You have to work on weekends/vacations" but, they set the culture by doing so - and it inevitably trickles down. I don't know if Google inadvertently hires the work-a-holics or if they create work-a-holics in us. Regardless, I have seen way too many of the following: marriages fall apart, colleagues choosing work and projects over family, colleagues getting physically sick and ill because of stress, colleagues crying while at work because of the stress, colleagues shooting out emails at midnight, 1am, 2am, 3am. It is absolutely ridiculous and something needs to change. 2) poor management. I think the issue is that, a majority of people love Google because they get to work on interesting technical problems - and these are the people that see little value in learning how to develop emotional intelligence. Perhaps they enjoy technical problems because people are too "difficult". People are promoted into management positions - not because they actually know how to lead/manage, but because they happen to be smart or because there is no other path to grow into. So there is a layer of intelligent individuals who are horrible managers and leaders. Yet, there is no value system to actually do anything about that because "emotional intelligence" or "adaptive leadership" are not taken seriously. 3) jerks. Sure, there are a lot of brilliant people - but, sadly, there are also a lot of jerks (and, many times, they are one and the same). years ago, that wasn't the case. I don't know if the pool of candidates is getting smaller, or maybe all the folks with great personalities cashed out and left, or maybe people are getting burned out and it's wearing on their personality and patience. I've heard stories of managers straight-up cussing out their employees and intimidating/scaring their employees into compliance. 4) it's a giant company now and, inevitably, it has become slower moving and is now layered with process and bureaucracy. so many political battles, empire building, territory grabbing. Google says, "Don't be evil." - but, that practice doesn't seem to be put into place when it comes to internal practices. 5) Advice to management: Don't dismiss emotional intelligence and adaptive leadership. They're not just catch phrases. You need great managers and leaders in order to build great companies and develop great employees. The people who may be brilliant at solving technical issues may not be (and are most often, not) the best candidates for management. 6) so something about that work-life balance. don't just have a bunch of pow-wows and tech talks and discussions about it. Leadership should actually model it. Consider re-evaluating how work is done, what processes are in place that are inefficient and ineffective and need to be updated or removed? 3) don't forget that there is already a pool of incredibly talented people within the company. If career development is really a goal at Google, then do it. don't just hire from the outside. Take the time to help your employees develop their careers - then maybe you won't lose some of the great ones, and maybe you'll have prevent some of that burn out and disillusionment.

Helpful Count: 2094

Rating:  
Overall: 4  
work balance: 2  
Culture and values: 3  
Career Opportunities: 3  
Company and Benefits: 5  
Senior Management: 3

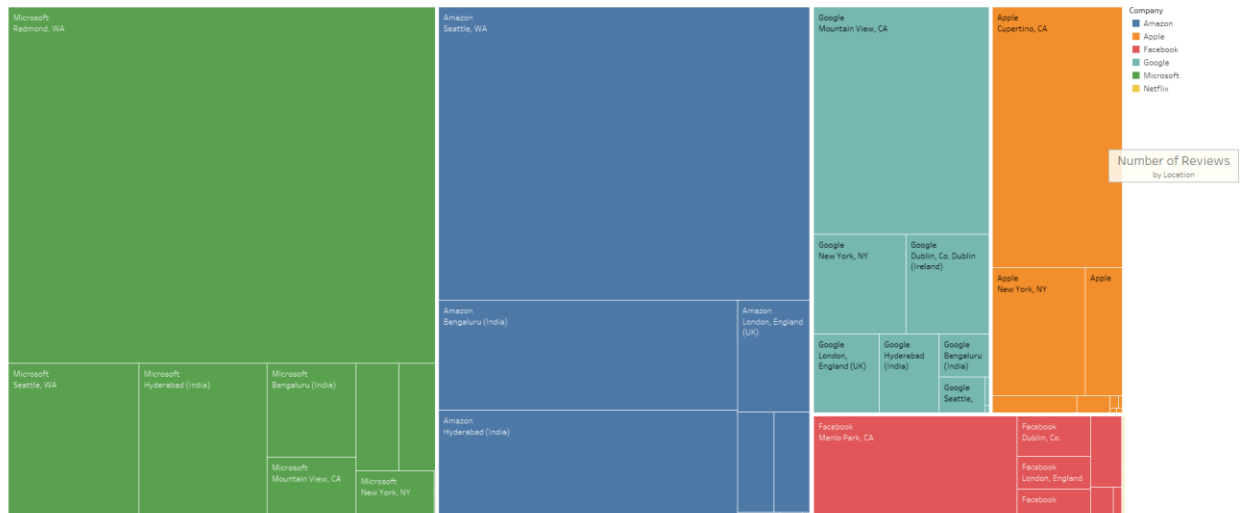
## 8. Top Locations based on Number of Reviews

Redmond, WA has the maximum number of Reviews for Microsoft whereas Seattle, WA has maximum for Amazon.

#### Employee Reviews

Amazon, Apple, Facebook, Google, Microsoft, Netflix

|  |  |   |   |  |  |                                   |   |
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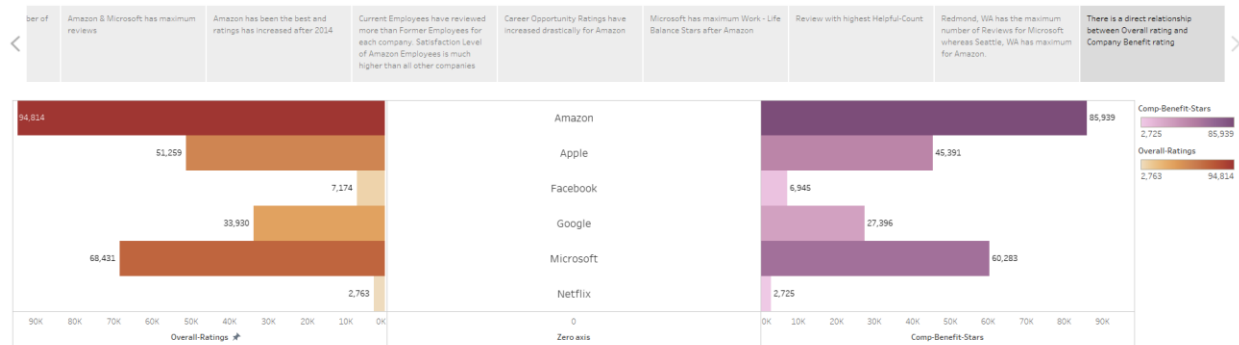


### 9. Diverging chart - Overall rating and Company Benefit rating

There is a direct relationship between Overall rating and Company Benefit rating

## Employee Reviews

Amazon, Apple, Facebook, Google, Microsoft, Netflix



## 10. Most Frequently used Words for Reviews

Wordclouds can be pretty useful in grasping what the people are saying.

## Wordcloud for Netflix Pros





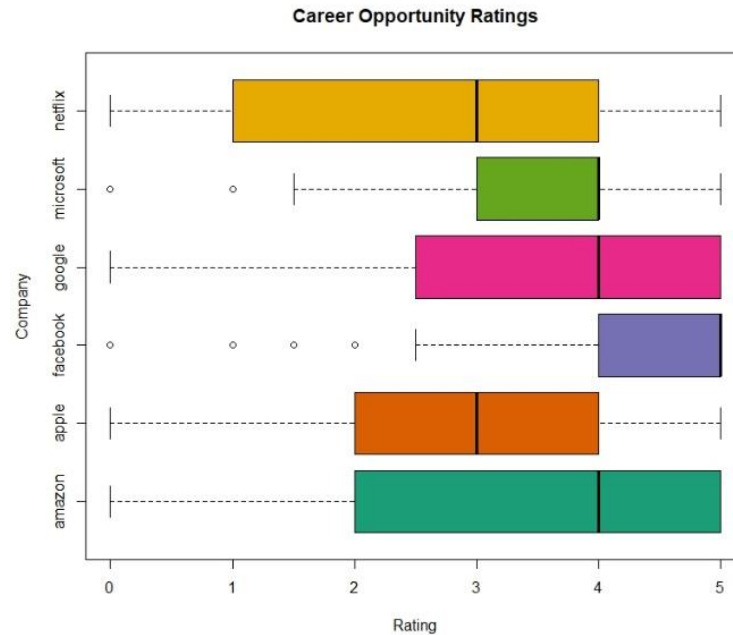
## 11. Ratings

Below chart presents user's opinion about several aspects related to employment by company.

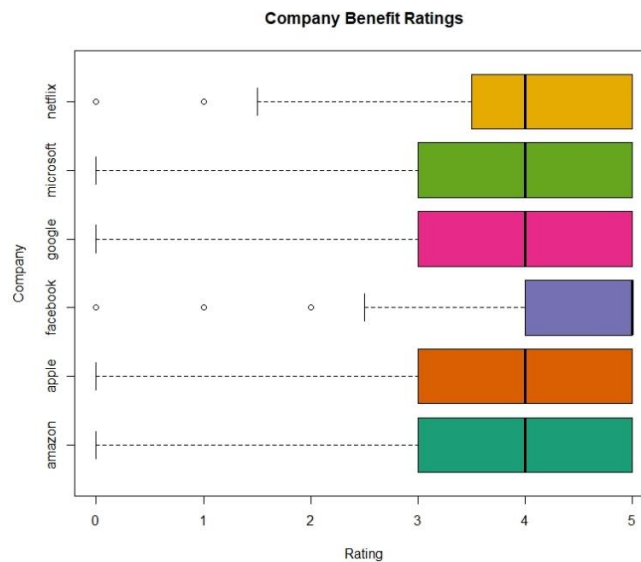
Career opportunities: How can a career be developed in this companies? Winner is one: **Facebook**.

Is it only one company with the biggest possible median (5/5). Career doesn't look so good

in **Netflix** (median is only 3/5). Other companies have values around 4.



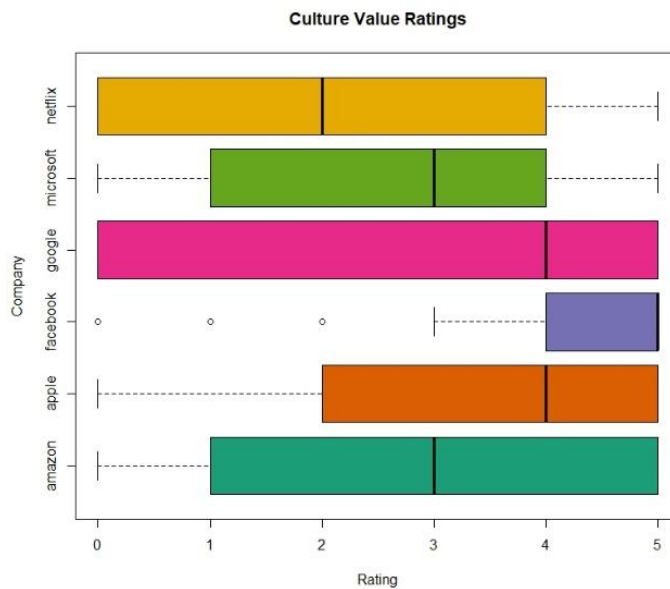
Company benefits: it's what employers can get in this job (not counting salary). **Google and Facebook** offers best benefits (median: 5/5). Against marks are similar like in overall rating, what mean very good situation in this regard for all companies.



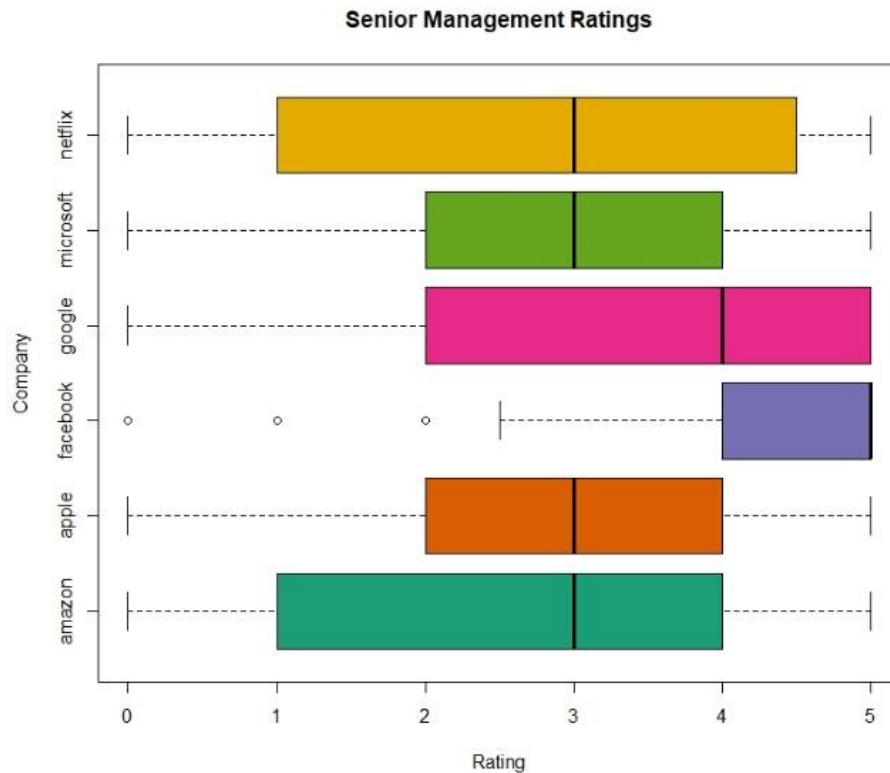
Work-Life balance: it's balance between work and life. The biggest medians are in: **Microsoft, Google and Facebook** (4/5). Other companies have median one or half point less (3,5 for Apple, 3/5 others). Marks on this category are less than in overall rating.



Culture values: There median is biggest in 3 companies: **Google, Facebook and Apple**. Marks are very similar like in overall ratings, only Apple's median is bigger. Bad marks noticed really rarely.



Senior management: It's relations, compendiums, etc. of the company's management. The best in this situation is **Facebook**(biggest median). Interesting, that in other companies situation isn't so good. **Companies: Netflix, Microsoft and Amazon** has average on only 3/5.



Overall Rating: the most general assessment of the company, taking into account all aspects. Median is biggest for **Google and Facebook** is (5/5). Other companies have median one point less (4/5). Marks less than 3 is unusual for all companies except Amazon. In general, **overall ratings are really good for these companies!**

Overall Ratings

