

## **Dataset description**

- Glassdoor Reviews.csv is the dataset we are using for this data analysis project (Employee Retention Analysis).
- This dataset consists of a total of 11925 data rows and 24 columns.
- This dataset consists of 127 Companies reviews from the Forbes 500 list.
- The reviews are gathered/extracted from Glassdoor.

## **Columns description**

Column Name: **Employee ID**

Data Type: int64

Sample Value: 5224839

Description: A unique identifier for the employer in the dataset.

Column Name: **Employee Name**

Data Type: object

Sample Value: JPMorganChase

Description: Name of the employer/company being reviewed.

Column Name: **Employment Status**

Data Type: object

Sample Value: REGULAR

Description: Employment status of the reviewer (Regular/Part time).

Column Name: **job title**

Data Type: object

Sample Value: Private Client Banker

Description: Job title of the employee who submitted the review.

Column Name: **length of employment**

Data Type: int64

Sample Value: 9

Description: Duration of time the employee(in months) worked at the company.

Column Name: **location**

Data Type: object

Sample Value: Los Angeles, CA

Description: Location (city/state/country) of the employee.

Column Name: **isCurrent Job**

Data Type: bool

Sample Value: True

Description: Indicates whether the review was submitted while the person was still employed.

Column Name: **ratingCarrerOpportunities**

Data Type: int64

Sample Value: 4

Description: Rating for career growth opportunities on a scale of 1 to 5.

Column Name: **ratingBusinessoutlook**

Data Type: object

Sample Value: POSITIVE

Description: Rating for company's future outlook whether it is positive/negative/neutral.

Column Name: **ratingCEO**

Data Type: object

Sample Value: APPROVE

Description: Rating for the CEO's using Approve/disapprove/no opinion.

Column Name: **ratingCompensationand Benefits**

Data Type: int64

Sample Value: 3

Description: Rating for salary and benefits satisfaction on a scale of 1 to 5.

Column Name: **ratingCulutreand Values**

Data Type: int64

Sample Value: 4

Description: Rating for company culture and values on a scale of 1 to 5.

Column Name: **ratingDiversity and Inclusion**

Data Type: float64

Sample Value: 5.0

Description: Rating for diversity and inclusion practices on a scale of 1 to 5.

Column Name: **rating Overall**

Data Type: float64

Sample Value: 4.0

Description: Overall rating of the company given by the reviewer.

Column Name: **rating RecommendtoFriend**

Data Type: object

Sample Value: POSITIVE

Description: Whether the reviewer would recommend the company to a friend (Positive/Negative).

Column Name: **ratingSeniorleadership**

Data Type: float64

Sample Value: 4.0

Description: Rating for senior leadership/management on a scale of 1 to 5.

Column Name: **rating worklifebalance**

Data Type: float64

Sample Value: 5.0

Description: Rating for work-life balance on a scale of 1 to 5.

Column Name: **reviewdatetime**

Data Type: object

Sample Value: 18-05-2025 23:05

Description: Date when the review was posted.

Column Name: **countHelpful**

Data Type: int64

Sample Value: 0

Description: Number of people who found the review helpful.

Column Name: **countNothelpful**

Data Type: int64

Sample Value: 0

Description: Number of people who did not find the review helpful.

Column Name: **summary**

Data Type: object

Sample Value: Great Company, Location & Team Dependent

Description: Short summary or headline of the review.

Column Name: **Advice**

Data Type: object

Sample Value: Increase base pay for private client bankers. Increase retail employees technological capabilities to assist clients resolving issues and to enhance client outreach.

Description: Advice to management provided by the reviewer.

Column Name: **Cons**

Data Type: object

Sample Value: Dependent on team and location. Lots of widget chasing, always a new priority being added. Handcuffed by back office mistakes and slow tech. Not agile or flexible enough in the retail space. Lots of branch teams have built in power structures, that make it difficult for new team members to break in and be productive. Comp plan changes regularly.

Description: Negative aspects of working at the company shared by the reviewer.

Column Name: **pros**

Data Type: object

Sample Value: Great place to learn the industry. If you're in the right office with the right team you can make \$150-\$300K as a banker if you are good. If you have the wrong team and wrong location you will be very, very lucky to clear \$90K. Work life balance varies by location. Your experience and income opportunity here will be very highly dependent on your location. Your work-life balance, happiness at work, and team collaboration will be highly dependent on your manager. Everything depends on the quality of your partner and your manager's competence. Great benefits, base pay is very bad & not competitive especially if you are good. Learn the incentive plan and max out your pvc's

Description: Positive aspects of working at the company shared by the reviewer.

## **The list of companies**

1. JPMorganChase
2. Berkshire Hathaway
3. Amazon
4. Microsoft
5. Alphabet (GB)
6. Apple
7. ExxonMobil
8. Wells Fargo
9. UnitedHealth Group
10. Walmart
11. Goldman Sachs
12. Meta
13. Morgan Stanley
14. Citi
15. Verizon
16. AT&T
17. Comcast
18. Johnson & Johnson
19. American Express
20. Tesla
21. Procter & Gamble
22. CVS Health
23. General Motors (GM)
24. Broadcom
25. PepsiCo
26. The Home Depot
27. Elevance Health
28. IBM
29. AbbVie
30. Cisco
31. The Cigna Group
32. Costco Wholesale
33. The Coca-Cola Company
34. GE Aerospace
35. CATERPILLAR
36. John Deere
37. Intel Corporation
38. ConocoPhillips
39. NVIDIA
40. RTX
41. U.S. Bank
42. Ford Motor Company
43. Capital One
44. Apollo Global Management
45. Visa Inc.

46. Thermo Fisher Scientific
47. Charles Schwab
48. Progressive Insurance
49. Marathon Petroleum
50. The PNC Financial Services
51. UPS
52. NextEra Energy, Inc.
53. Walt Disney Company
54. Phillips 66
55. Metlife
56. Salesforce
57. Merck
58. Abbott
59. Dell Technologies
60. FedEx
61. Lockheed Martin
62. Eli Lilly and Company
63. KKR
64. Philip Morris International
65. Valero
66. BNY
67. Prudential
68. Lowe's Home Improvement
69. Charter Communications
70. Honeywell
71. McKesson
72. Duke Energy
73. Qualcomm
74. HCA Healthcare
75. Amgen
76. Southern Company
77. Danaher
78. Target
79. BlackRock
80. Netflix
81. Travelers
82. Union Pacific
83. McDonald's
84. Centene
85. PayPal
86. Mastercard
87. Delta Air Lines
88. General Dynamics Information Technology
89. NIKE
90. Aflac
91. Occidental Petroleum
92. Fiserv
93. Cencora

94. SLB  
95. ADP  
96. Kraft Heinz  
97. EOG  
98. Applied Materials  
99. ADM  
100. Marsh McLennan  
101. PACCAR  
102. Pacific Gas and Electric  
103. Allstate Insurance  
104. Kroger  
105. Humana  
106. Ameriprise  
107. American Electric Power  
108. Northrop Grumman  
109. Starbucks  
110. Altria  
111. Exelon  
112. D.R. Horton  
113. Discover  
114. Lennar  
115. Stryker  
116. Texas Instruments  
117. Constellation Energy  
118. AMD  
119. The Hartford  
120. Adobe  
121. Uber  
122. Freeport-McMoRan  
123. Fannie Mae  
124. Nucor  
125. Booking Holdings  
126. Corebridge Financial  
127. United Airlines