

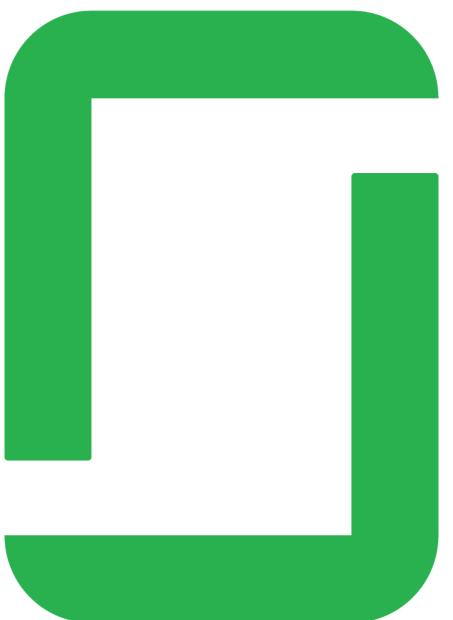
Glassdoor Job Reviews

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GLASSDOOR
PLATFORM

Agenda:

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Introduction



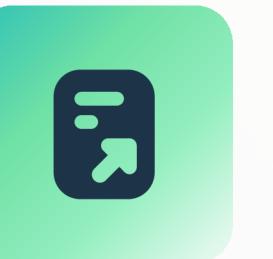
Dataset:

Glassdoor
employee reviews
(2008–2021)



Covers:

Job title, company,
sector,
employment
status



Includes:

Ratings on
satisfaction,
culture,
management, and
work-life balance



Purpose:

Understand
employee
satisfaction and
workplace trends

Problem Statement:

Between 2008 and 2021, employee satisfaction differed across sectors food (3.32), Finance (3.67), and Education (3.94). The manager aims to identify key factors like work-life balance, culture, recommendations, and leadership approval to find industries with higher satisfaction.



Approach



Approach 1

Employee Ratings

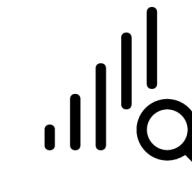
Shows which sector offers a better day-to-day work environment



Approach 2

Recommendation & Leadership

Reveals how leadership and company reputation affect employee trust

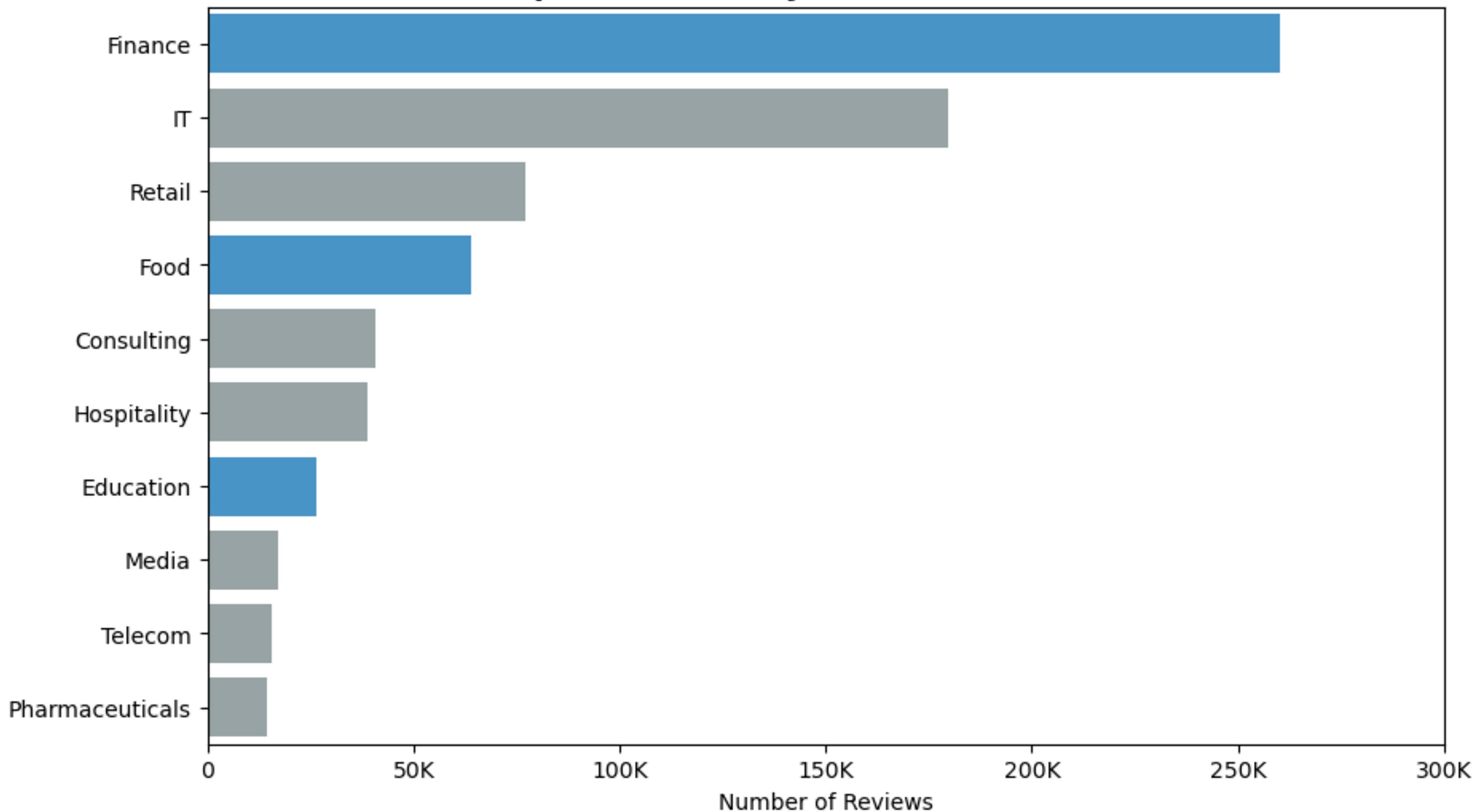


Approach 3

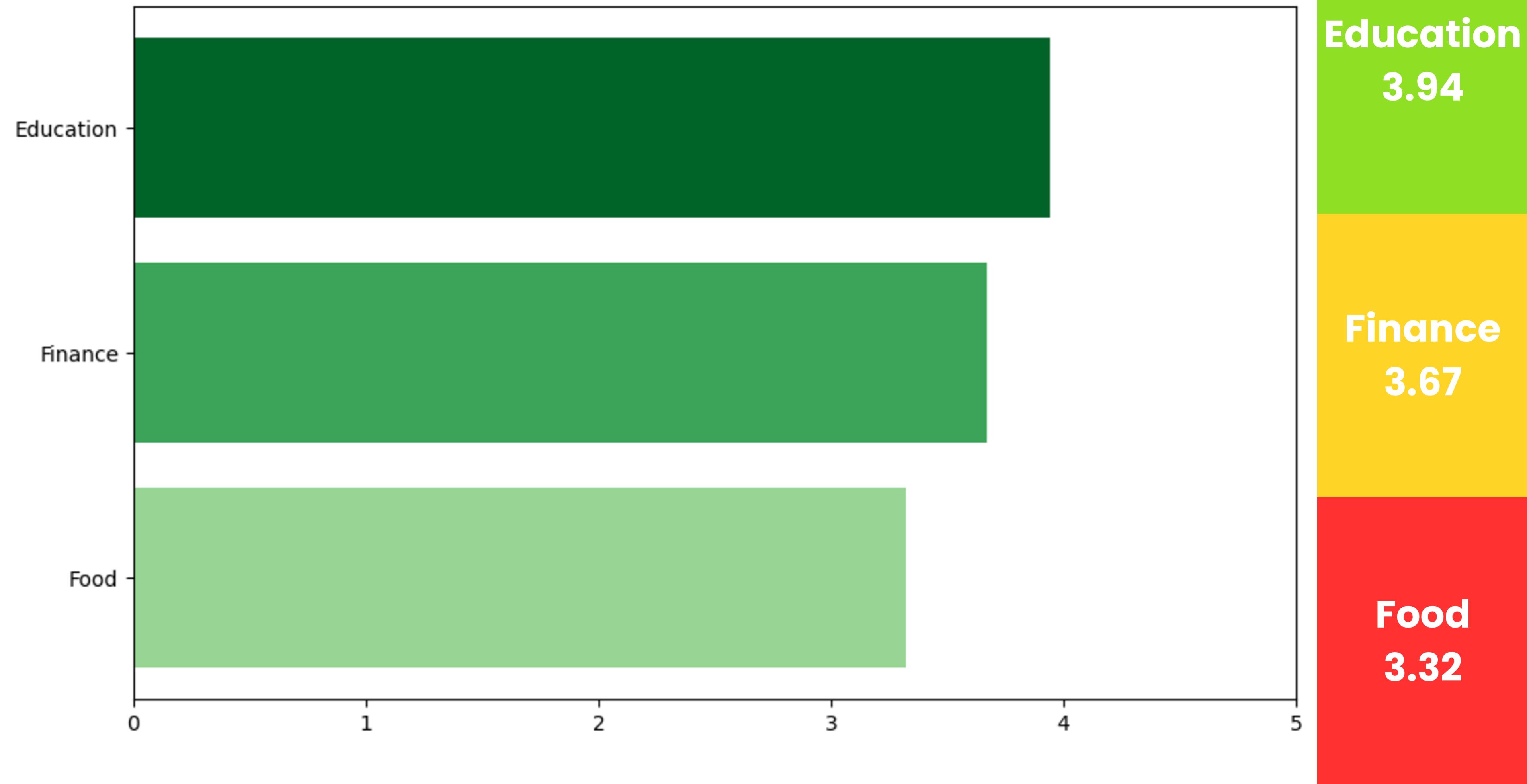
Experience & Review Type

Highlights how transparency and growth opportunities influence sector choice

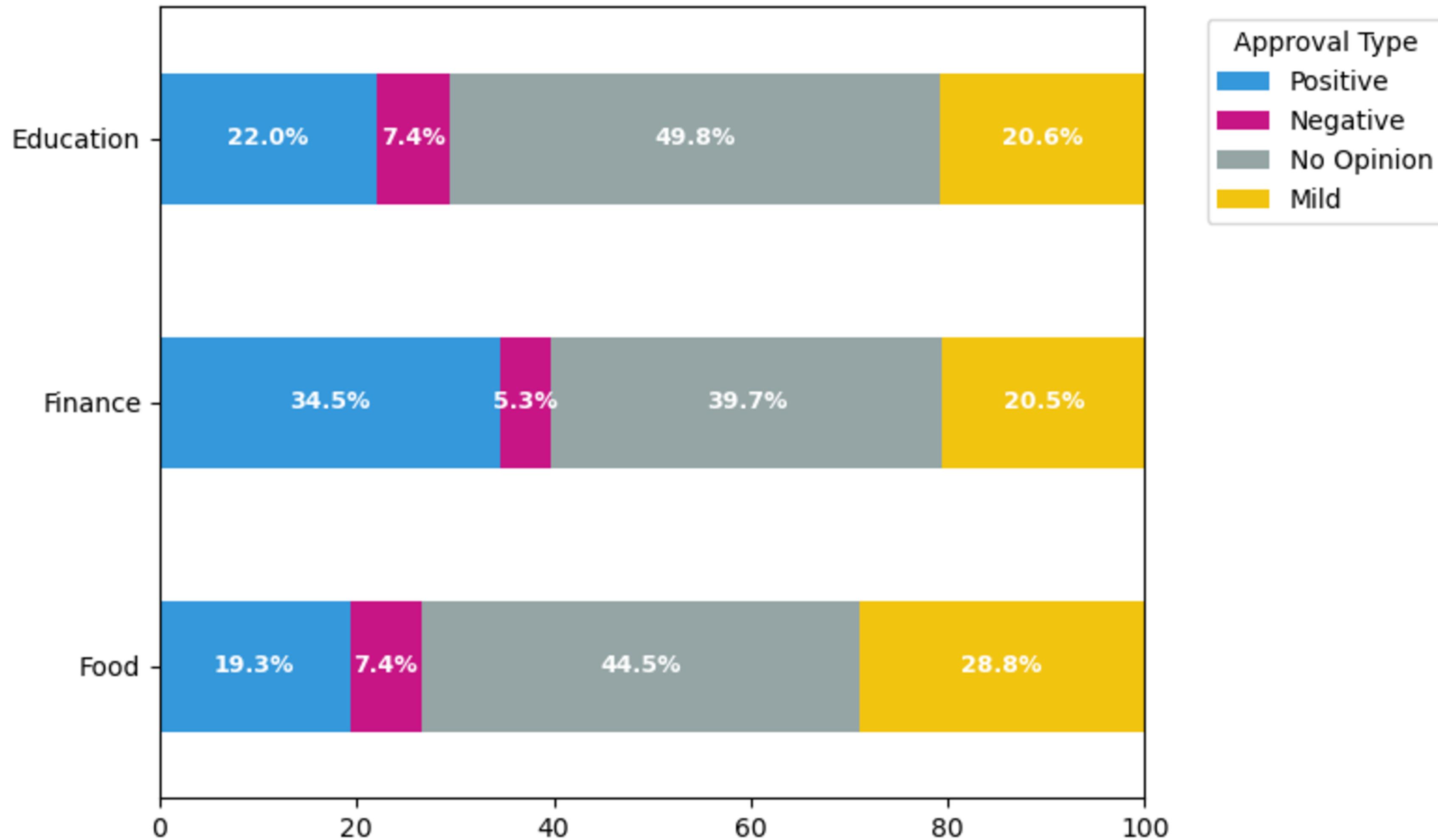
Top 10 Sectors by Number of Reviews



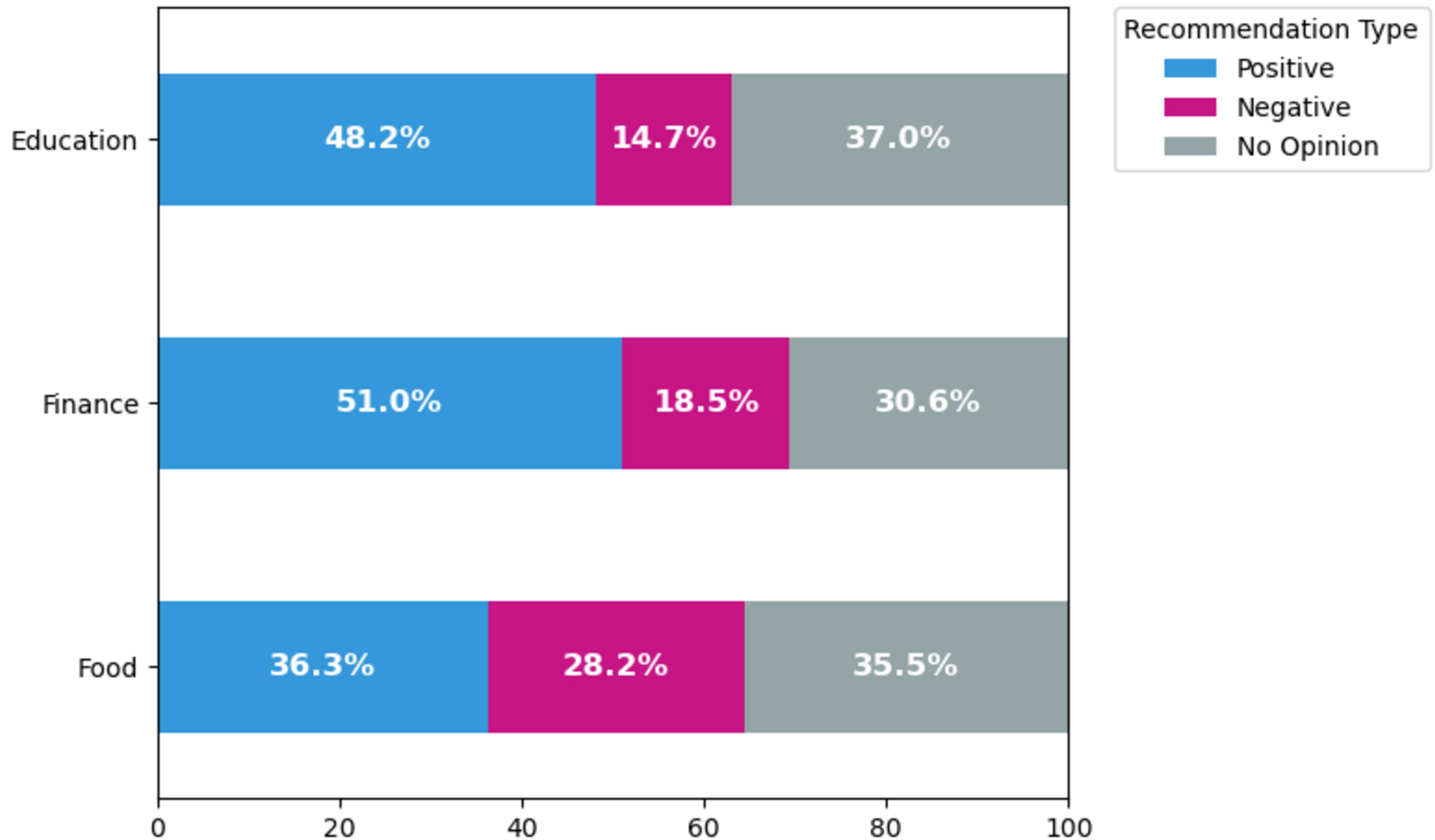
Average Employee Overall Rating by Sector



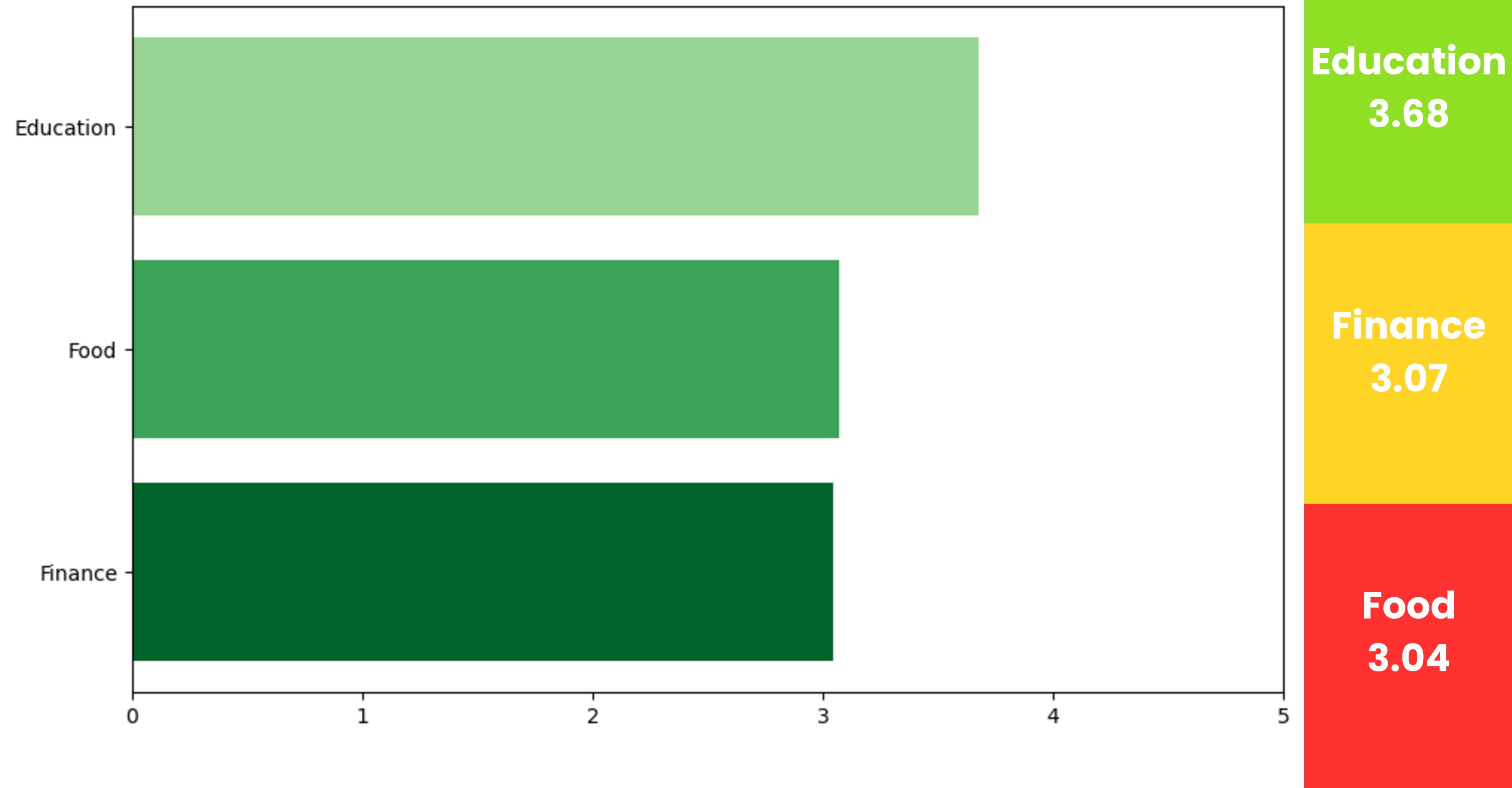
CEO Approval Ratings by Sector



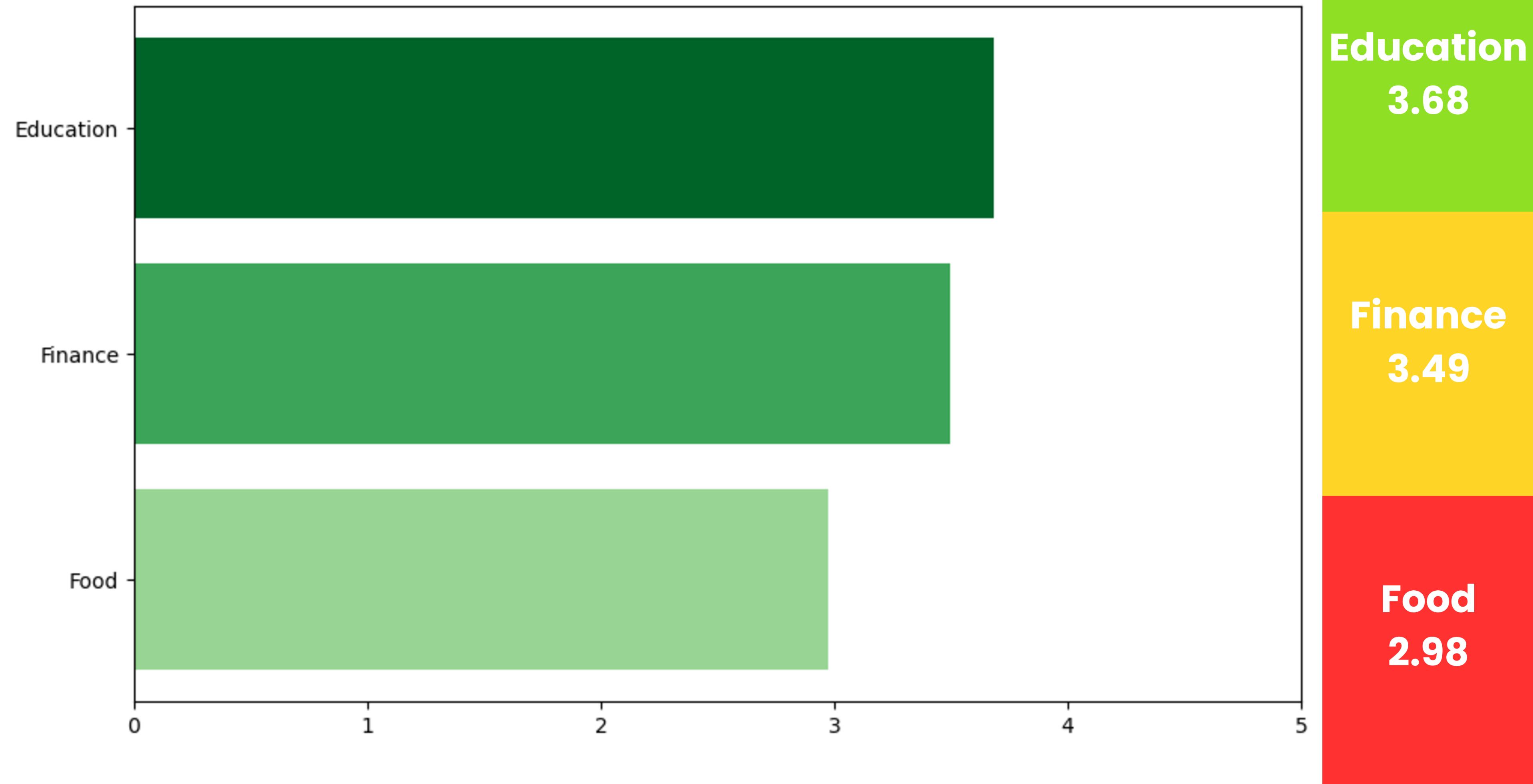
Employee Recommendation Rates by Sector



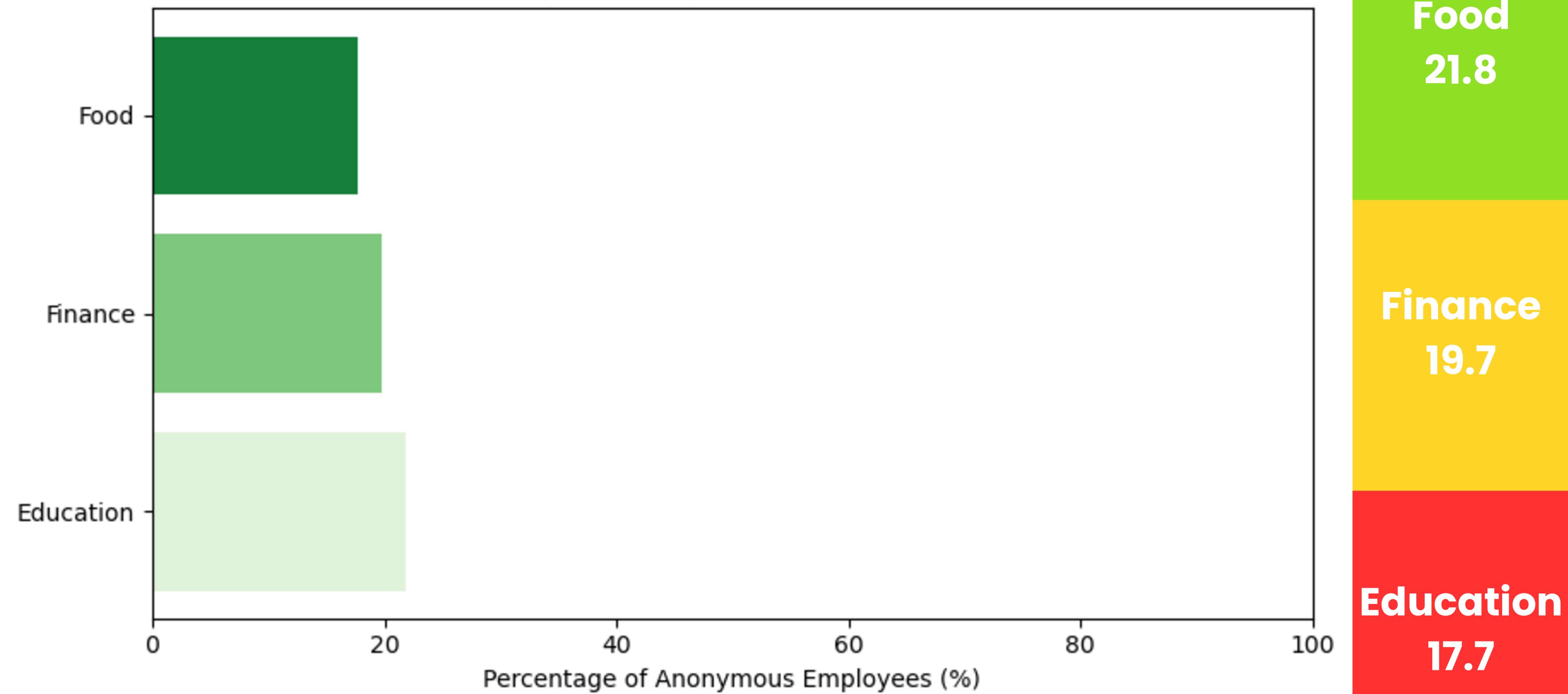
Average Work-Life Balance Rating by Sector



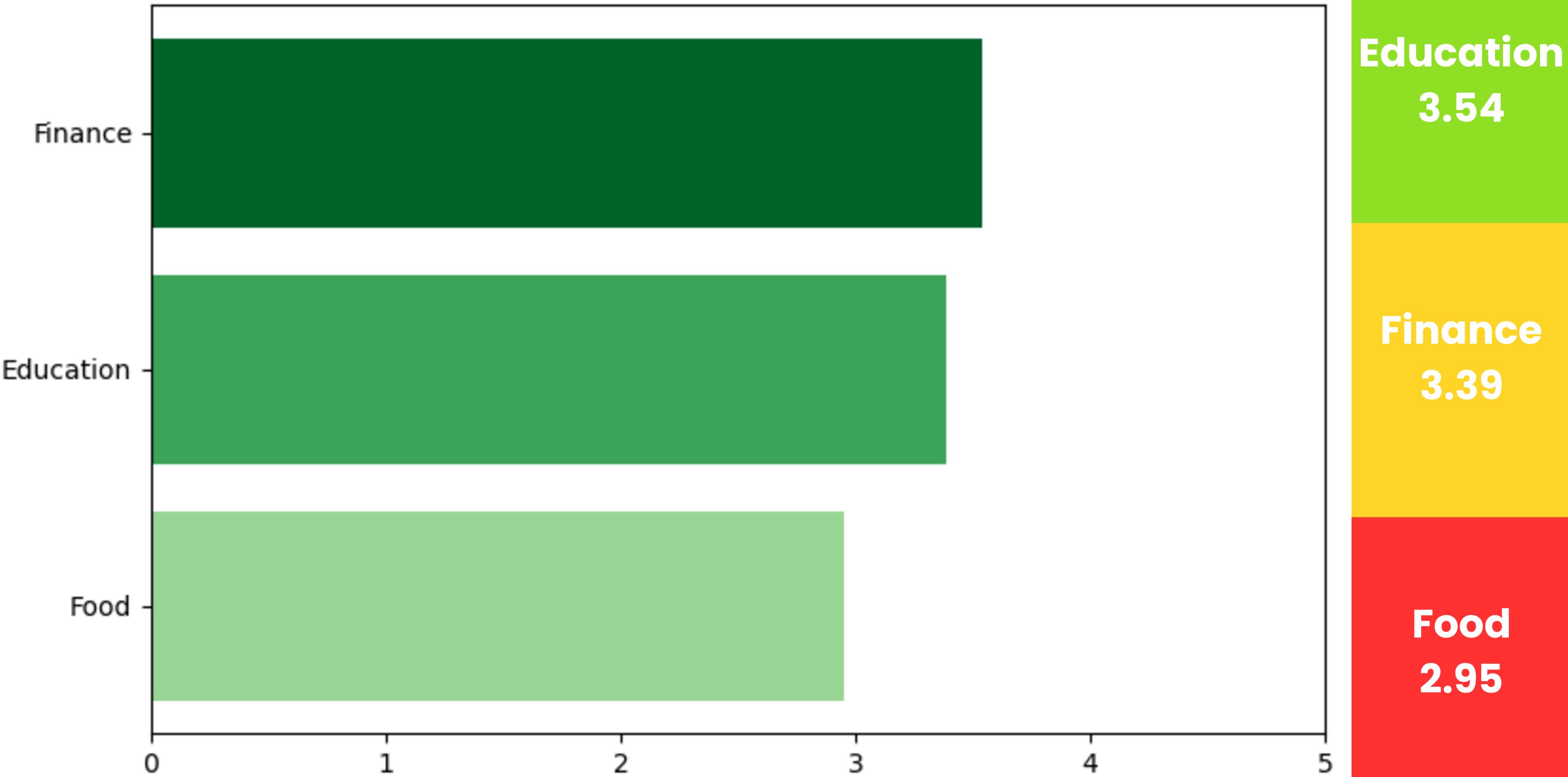
Average Culture & Values Rating by Sector



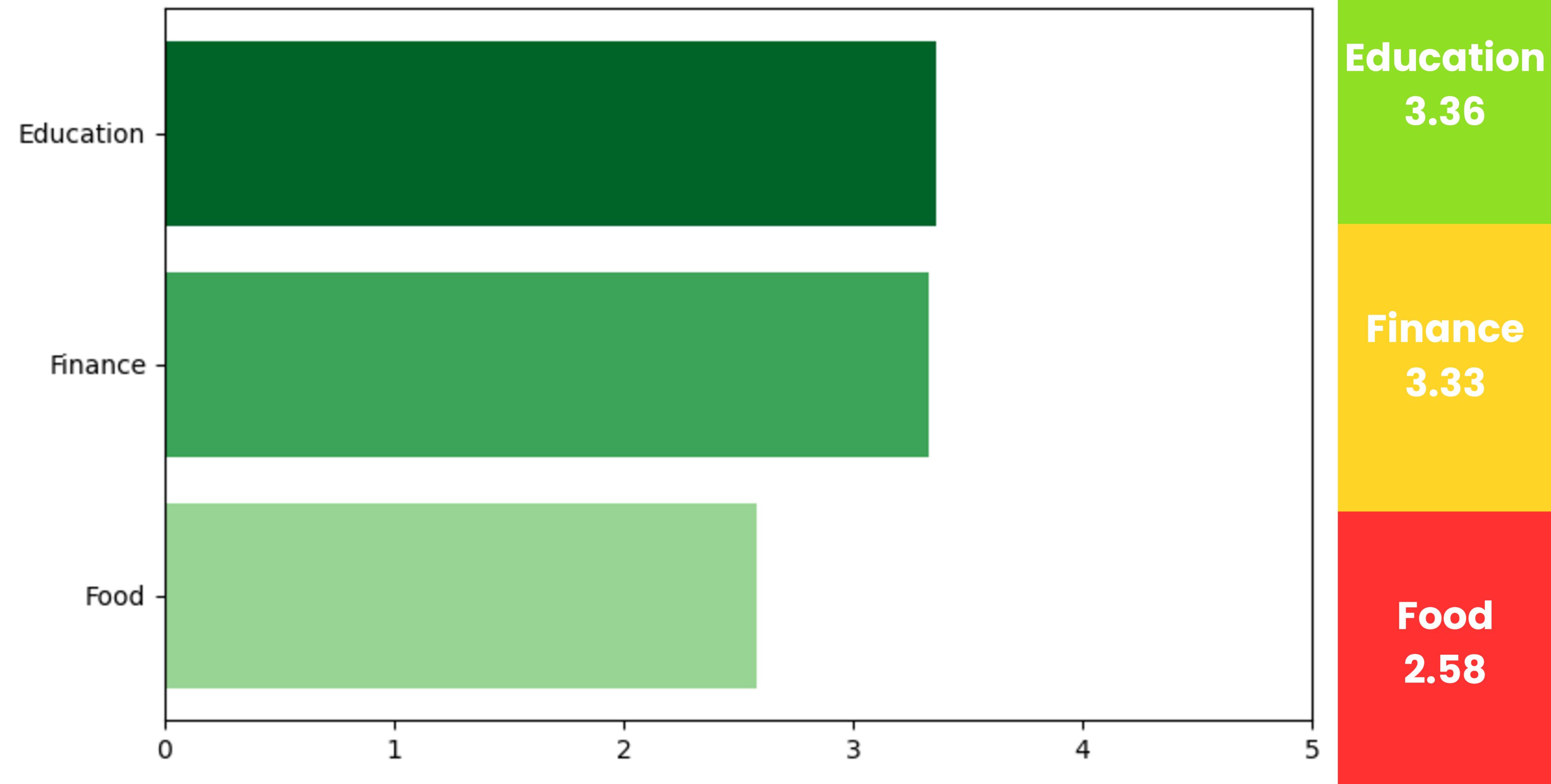
Percentage of Anonymous Reviews by Sector



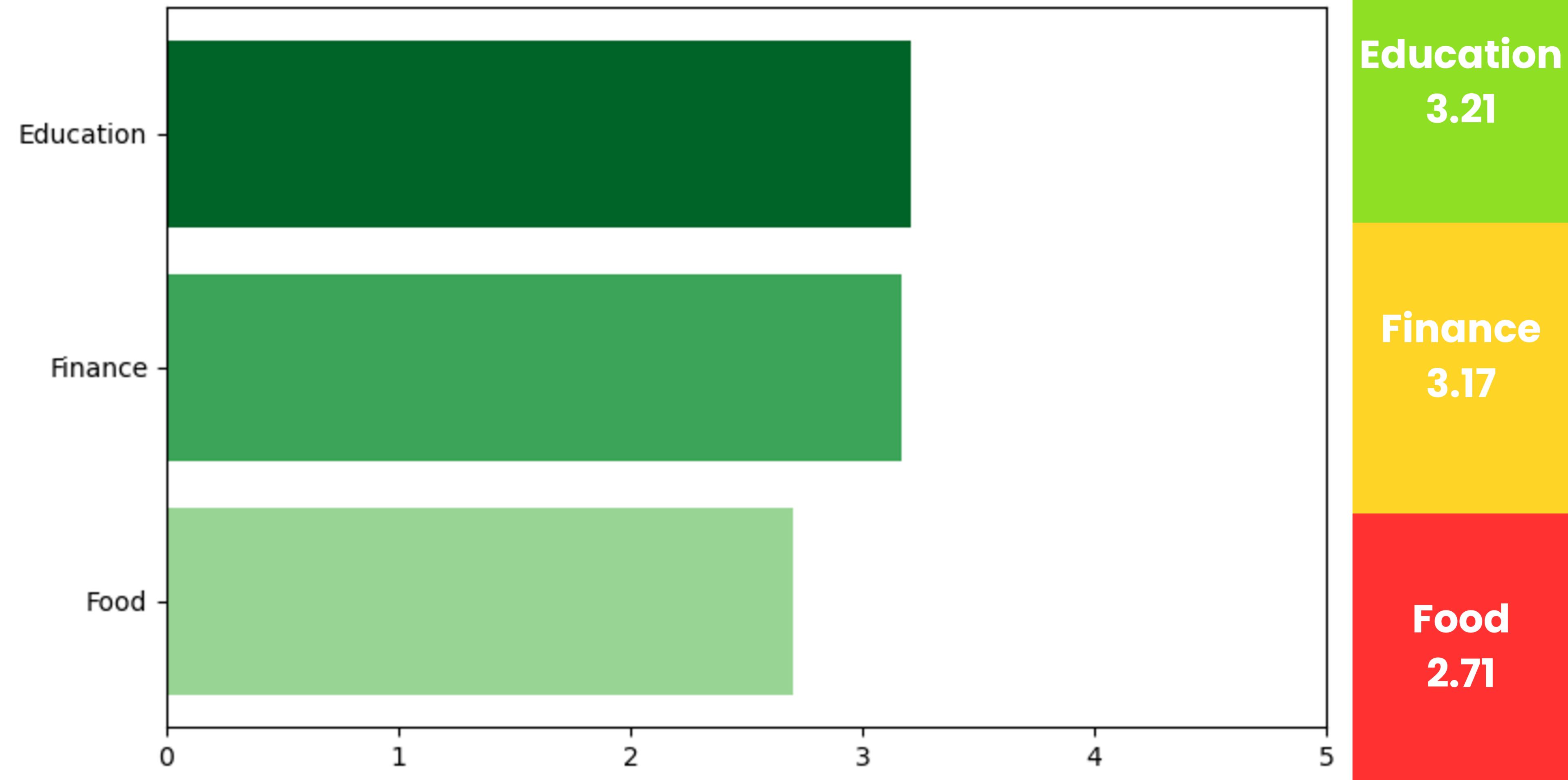
Average Career Advancement Rating by Sector



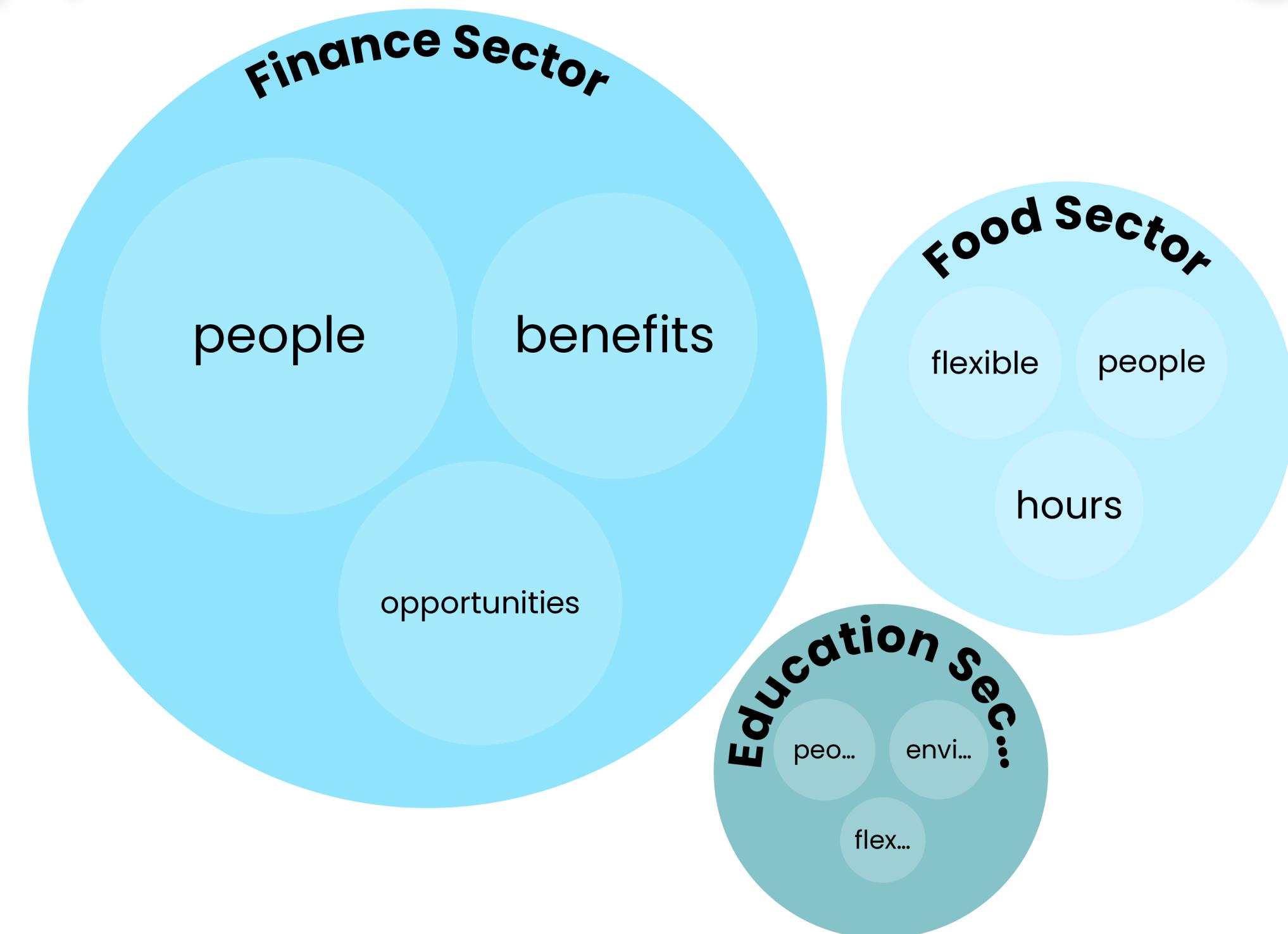
Average Company Benefits Rating by Sector



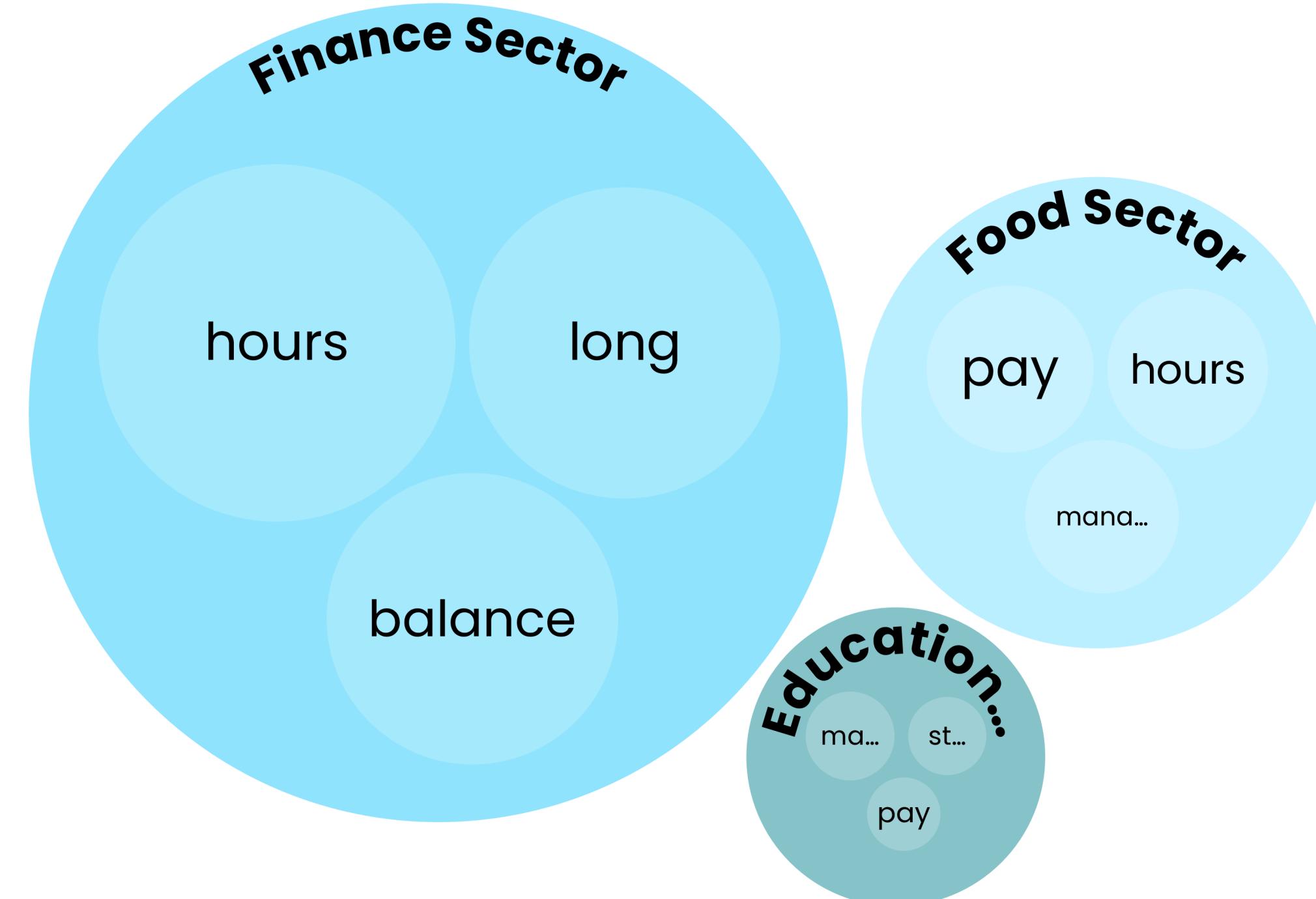
Average Senior Management Rating by Sector



Common Pros words



Common Cons words



Conclusion



Education Sector

1. Highest employee satisfaction
2. Strong organizational culture
3. Positive and collaborative work environment



Finance Sector

1. Career growth and opportunities
2. highly competitive environment
3. Focused on performance and achievement



Food Sector

1. Lower employee satisfaction overall
2. Heavy workloads and management challenges
3. hard work conditions

Recommendation

Promote Transparency
and Accountability



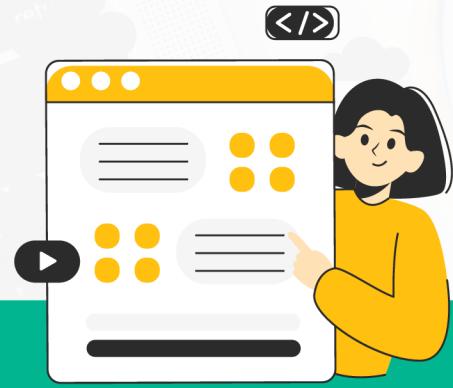
Protect Anonymity
and Data Privacy



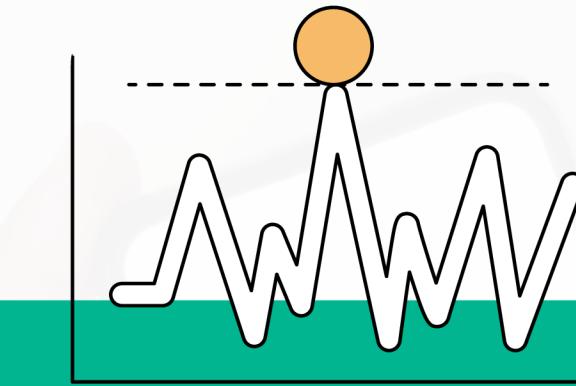
Encourage Continuous
and Constructive
Feedback

Detect fake or
unfair reviews

next step



Build predictive dashboards that not only show satisfaction but also forecast changes over time.



Track time based trends compare satisfaction before and after major company events (like leadership changes, mergers, or layoffs).



Develop anomaly detection models to identify when satisfaction drops suddenly in specific departments or locations.

Thank You

