THE FUTURE OF WORK: DATA ANALYSIS OF GLASSDOOR JOBS

BY:NM2023TMID06835(Team Id)

SURIYA LAKSHMI M

SURIYA V

KARPAKAM S

ALAMELU R

DATA ANALYTICS WITH TABLEAU

DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING

MOUNT ZION COLLEGE OF ENGINEERING AND TECHNOLOGY

PUDUKOTTAI - 622507

CONTENTS

DATA ANALYSIS OF GLASSDOOR JOBS PROJECT

1.INTRODUCTION

1.1 Project overview:

The "Data Analysis for Glassdoor Jobs" project aims to extract valuable insights and trends from job postings available on Glassdoor, a prominent job search and company review platform. This project will involve collecting and analyzing job data to provide job seekers, employers, and other stakeholders with relevant information about the job market.Collect job posting data from Glassdoor through web scraping or API integration.Clean and preprocess the data to ensure accuracy and consistency. Perform exploratory data analysis (EDA) to gain an understanding of the dataset Identifyand visualize key job market trends, such as the most in-demand skills, popular job titles, salary ranges, and geographic preferences.Evaluate company reviews and ratings to provide insights into job satisfaction and work-life balance.Develop data-driven recommendations for job seekers and employers based on the analysis.This project will empower job seekers with valuable insights into the job market and help employers understand the expectations and preferences of potential employees, contributing to better-informed career decisions and more competitive job postings.

1.2 Purpose:

The purpose of a data analysis project focused on Glassdoor jobs is to extract meaningful insights from the wealth of job-related information available on the platform. For job seekers, it offers a clearer understanding of the job market by highlighting trends in job titles, salary ranges, and skills in demand. It empowers them to make informed career decisions. For employers, it provides critical insights into job seekers' preferences and expectations, enabling them to optimize job listings and improve their work environments. Moreover, such analysis can help identify broader labor market trends, geographical hotspots for specific industries, and provides valuable information for policymakers and researchers. Ultimately, the project's aim is to enhance transparency, empower individuals, and improve the overall quality of the job market by facilitating data-driven decision-making. several important objectives:

1.Inform Job Seekers: Data analysis on Glassdoor job listings helps job seekers make more informed career decisions. By examining factors such as job titles, salary ranges,required skills, and company reviews, job seekers can better understand the job market and find positions that align with their goals and preferences.

2.Empower Employers:Employers can gain insights from this analysis to better understand the preferences and expectations of potential employees. They can use this information to optimize their job listings, tailor benefits and compensation packages,and improve working conditions to attract and retain top talent.

3.Identify Trends:Through data analysis, trends and patterns in job postings can be uncovered. These trends can reveal the most in-demand skills, industries with high growth, popular job titles, and geographical locations where jobs are concentrated. This information is valuable for workforce planning and career development.

4. Improve Decision-Making:Data analysis provides evidence-based recommendations for job seekers and employers. Job seekers can make decisions about which positions to apply for and what skills to develop, while employers can refine their hiring strategies and workplace policies to align with employee expectations.

5.Transparency and Accountability:Analyzing company reviews and ratings on Glassdoor enhances transparency in the job market. Employers are held accountable fortheir work environment and job satisfaction, and job seekers can rely on unbiased information to make decisions.

6. Knowledge Sharing:The results of the analysis can be documented and shared, serving as a valuable resource for individuals, researchers, and policymakers interested in labor market dynamics. This contributes to a collective understanding of job market trends and best practices.

7.Competitive Advantage:Employers can gain a competitive advantage by understanding the job market better than their competitors. They can tailor their job offerings, compensation packages, and work culture to stand out and attract top talent.

8.Continuous Improvement:Data analysis can be an iterative process. By regularly analyzing job data on Glassdoor, both job seekers and employers can stay updated on market trends and continuously improve their strategies.

2.LITERATURE SURVEY

2.1 Existing problem:

There are several existing problems and challenges associated with conducting a data analysis project using Glassdoor job data. Some of these problems include:

1.Data Quality and Reliability: Glassdoor data, obtained through web scraping or APIs, may vary in quality and reliability. Job listings might contain errors, outdated information, or be subject to manipulation by employers or competitors. Ensuring data accuracy and consistency is a significant challenge.

2.Privacy and Anonymity: Analyzing company reviews on Glassdoor raises privacy concerns, as the feedback is often provided anonymously. Balancing the need for transparency and anonymity can be challenging when conducting sentiment analysis or evaluating company ratings.

3.Data Volume and Scalability: Managing and analyzing a large volume of job postings, especially for platforms with extensive listings, can be resource-intensive. Processing and analyzing such vast amounts of data efficiently is a challenge.

4.Data Bias: Data collected from Glassdoor may exhibit bias due to factors such as self-selection bias, where employees more likely to provide reviews are either extremely satisfied or dissatisfied. This can skew the analysis results.

5.Data Extraction and Web Scraping: Collecting data from Glassdoor through web scraping can be technically complex and may require constant monitoring and updates to adapt to changes in the website's structure.

6.Data Security and Compliance: Handling and storing the data in compliance with privacy and data protection regulations is crucial. Ensuring data security and adhering to legal requirements can be challenging.

7.Data Integration: Integrating Glassdoor data with other relevant datasets, such as economic or demographic data, for a comprehensive analysis can be complex and may require data normalization and mapping.

8.Geographic Variation:Analyzing job market trends across different geographic regions

can be challenging due to variations in job titles, salaries, and demand. Addressing this geographical variability is essential for meaningful insights.

9.Review Authenticity: Ensuring the authenticity of company reviews is vital, as fraudulent or manipulated reviews can distort the analysis. Developing methods to detect and filter out suspicious reviews is an ongoing challenge.

10.Access to Real-time Data:Glassdoor job data may not always be up-to-date. Accessing real-time job listings and review data can be essential for a more dynamic and accurate analysis but can be difficult to achieve.

Addressing these problems requires a combination of technical skills, data management, ethical considerations, and a commitment to ensuring the accuracy and integrity of the analysis results. It also highlights the importance of ongoing data monitoring, quality control, and compliance with legal and ethical standards.

2.2 References:

1.Albrecht, J., Björklund, A., and S. Vroman (2003), "Is there a Glass Ceiling in Sweden?" Journal of Labor Economics, Vol. 21 (1), 145-177.

2.Audus, R, Barmby, T., and J. Treble (2004), "Luck, Effort, and Reward in an Organizational Hierarchy, Journal of Labor Economics, 22 (2), 379-395.

3.Arulampalam, W., Booth, A.L., and M.L. Bryan (2007), "Is there a Glass Ceiling over Europe?" Industrial and Labor Relations Review, Vol. 60 (2), 163-186.

4.Baker, G., Gibbs, M., and B. Holmstrom (1994), "The Internal Economics of the Firm: Evidence from Personnel Data," Quarterly Journal of Economics, Vol. 109 (4), 921-955.

5.Baxter, J. and E.O. Wright (2000), "The Glass Ceiling Hypothesis. A Comparative Study of the United States, Sweden, and Australia," Gender & Society, Vol. 14 (2), 275-294.

6.Bender, K.A., Donohue, S.M., and J.S. Heywood (2005), "Job Satisfaction and Gender Segregation," Oxford Economic Papers, Vol. 57 (3), 479-496

7.Bjerk, D. (2008), "Glass Ceilings or Sticky Floors? Statistical Discrimination in a

Dynamic Model of Hiring and Promotion," Economic Journal, Vol. 118 (issue 530), pp. 961-982.

8.Blau, F.D. and J. DeVaro (2007), "New Evidence on Gender Differences in Promotion Rates: An Empirical Analysis of a Sample of New Hires," Industrial Relations, Vol. 46 (3), 511-550.

9.Carrington, W.J. and K.R. Troske (1998), "Interfirm Segregation and the Black/White Wage Gap," Journal of Labor Economics, Vol. 16 (2), 231-260,

10.Albrecht, J., Björklund, A., and S. Vroman (2003), "Is there a Glass Ceiling in Sweden?" Journal of Labor Economics, Vol. 21 (1), 145-177

2.3 Problem Statement Definition:

Job analysis is a systematic procedure to analyze the requirements for the job role and job profile. Glassdoor is a website and online platform that provides information about jobs, salaries, and companies. Job analysis is a systematic approach to defining the job role, description, requirements, responsibilities, evaluation, etc. It helps in finding out the required level of education, skills, knowledge, training, etc for the job position. It also depicts the job worth i.e. measurable effectiveness of the job and contribution of job to the organization. Thus, it effectively contributes to setting up the compensation package for the job position. Lack of analysis of Glassdoor jobs can result in limited understanding of job market trends, difficulty in finding relevant job opportunities, inability to attract and retain top talent, and lack of insight into company branding and reputation.the purpose of this project is to conduct an analysis of Glassdoor job postings to gain insights into current and emerging job market trends, identify in-demand skills and experience, and understand how employers can improve their employer branding and reputation to attract and retain top talent.

3.IDEATION & PROPOSED SOLUTION

3.1 Empathy Map Canvas:

Example: Glassdoor Application

3.2 Ideation & Brainstorming:

4.REQUIREMENT ANALYSIS

4.1 Functional requirement:

Functional requirements for a data analysis project focused on Glassdoor jobs may include the following:

1.Data Collection and Extraction:Gather job listings and employer review data from Glassdoor and other relevant sources.Ensure the data is up-to-date and includes a diverse set of job types, industries, and geographic regions.

2.Data Cleaning and Preprocessing: Handle missing or incomplete data points.Standardize data formats and values for consistency.Remove duplicates and outliers that could skew the analysis.

3.Data Storage:Store the collected data in a structured database or data storage system for efficient retrieval and analysis.

4.Data Exploration and Descriptive Analysis: Perform initial exploratory data analysis to understand the data's basic statistics and distributions.Generate summary statistics and visualizations to provide an overview of the dataset.

5.Job Market Analysis:Identify job types, locations, and industries based on the dataset.Calculate and analyze job posting frequency and growth rates. Calculate and analyze salary and benefit trends for different job roles.
6.Employer Review Analysis:Perform sentiment analysis on employer reviews. Identify common themes and keywords in reviews.Group reviews by industry and region to analyze satisfaction trends.

7.Data Visualization:Create visual representations of the analyzed data, such as charts, graphs, and maps.Use visualization to present trends and patterns for easy interpretation.

8.Reporting and Documentation:Generate comprehensive reports summarizing the analysis findings. Include actionable insights and recommendations for job seekers, employers, and policymakers.

These functional requirements outline the key steps and components of a data analysis project for Glassdoor jobs. They cover data collection, preprocessing, analysis,

visualization, and reporting, as well as considerations for data quality, security, and usability.

4.2 Non-Functional requirements:

Non-functional requirements for a data analysis project focused on Glassdoor jobs encompass aspects related to the performance, reliability, security, and usability of the system. Here are some non-functional requirements for the project:

1.Performance:
   Response Time: The system should provide timely responses to user queries and data analysis, ensuring that it doesn't cause significant delays.
   Scalability: The system should be able to handle an increasing volume of data and users without a significant drop in performance.

2.Reliability:
   Data Integrity: The data analysis should maintain the integrity of the original data, ensuring that results are accurate and trustworthy.
   Availability: The system should be available for use during specified periods, with minimal downtime for maintenance.

3.Security:
   Data Security: Ensure that sensitive user and employer data is securely stored and protected from unauthorized access.
   Access Control: Implement role-based access control to restrict data access to authorized users only.
   Data Privacy: Comply with data privacy regulations, such as GDPR, to protect the privacy of individuals mentioned in the data.

4.Usability:
   User-Friendly Interface: The system should have an intuitive and user-friendly interface for both technical and non-technical users.
   Accessibility: Ensure that the analysis results and reports are accessible to individuals with disabilities, following accessibility standards (e.g., WCAG).
   Documentation: Provide comprehensive documentation to help users understand the system, data sources, and how to interpret the results.

5.Compliance:
   Regulatory Compliance: Adhere to legal and regulatory requirements related to data analysis, data privacy, and reporting standards.

   Ethical Considerations: Follow ethical guidelines when collecting, analyzing, and reporting data, ensuring fairness and avoiding bias.
6.Data Backup and Recovery:
Implement regular data backup procedures to prevent data loss in case of system failure.

Establish a data recovery plan to quickly restore the system in the event of a failure.

7.Performance Testing:
Conduct load testing to assess the system's performance under heavy user loads.
Perform stress testing to determine system behavior under extreme conditions.

8.Scalability Testing:
Test the system's ability to scale with increased data volumes and user loads.

These non-functional requirements ensure that the Glassdoor jobs data analysis project is not only technically sound but also secure, reliable, and user-friendly, while complying with relevant regulations and standards.

5. PROJECT DESIGN

5.1 Data Flow Diagrams & User Stories:

User flow diagram:

START → USER HAS HEARD ABOUT GLASSDOOR → GLASSDOOR LANDING PAGE → START → BAR ON THE LEFT IN SEARCH SECTION JOB TITLE KEYWORDS OR COMPANY'S NAME → BAR IN THE MIDDLE IN SEARCH SECTION CHOOSE LOCATION → BAR IN THE RIGHT IN SEARCH SECTION CHOOSE JOBS → SEARCH → LOOKING AT JOB ADS ON DIFFERENT COMPANIES → GETTING TO KNOW DESCRIPTION OF EACH JOB → PICK EACH JOB THAT YOU LIKE → APPLY → USER GET REDIRECTED TO THE COMPANY'S WEBSITE → FILL THE FORM AND APPLY

User Stories:

User Type	Functional requirement	User story No	User Story	Acceptance criteria	Priority
Jobseeker	User registration and profile creation	USN-1	Users should be able to create accounts and build detailed profiles, including their skills, work history, and preferences	Users can sign up by providing their first name,last name, email, and password. Email verification link is sent upon registration.	High
	Job search and filtering	USN-2	Users should have the ability to search for job listings using keywords, location, and filters like industry, company, and job type	Users can enter keywords and location to initiate a job search.	High
	Application Management	USN-3	Users should be able to apply for jobs directly through the platform, upload application materials, and track the status of their applications	Users should be able to apply for jobs directly through the platform, upload application materials, and track the status of their applications	Low
	Company research and reviews	USN-4	Users can access company profiles, reviews, and ratings to research potential employers and make informed decisions	Users can enter keywords and location to initiate a job search.	High

				about job opportunities		
Employee and former employee	Rating system	USN-5	Users can rate companies based on various factors, such as work-life balance, salary and compensation, benefits, career growth opportunities, and company culture	Users can rate companies on factors like work-life balance, salary, benefits,and company culture. Rating scales are intuitive and user-friendly.	Medium
	Employment status verification	USN-6	Verify the reviewer's employment status (current or former) without revealing their identity.	Reviews should have dedicated sections for each aspect, such as pros, cons, and advice. Users can easily provide detailed insights for each section	High
	User profiles	USN-7	Users maintain profiles displaying their employment history and reviews posted	The platform verifies the user's employment status (current or former) without revealing their identity. Employment status verification is reliable and secure.	Low
Salary researchers	User registration and login	USN-8	Users can create accounts and log in to access the Tool. User profiles store personalized settings and preferences.	A new user can successfully create an account by providing a valid email address and a password	High
	Job search	USN-9	Users can search for jobs by job title, location, company, or industry. Advanced search filters for refining job searches (e.g., experience level, company size, job type).	The system enforces password complexity rules, such as a minimum length and the inclusion of both letters and numbers.	Low
	Salary Data	USN-10	Access to a comprehensive database of salary information for various job positions. Real-time salary data updates from multiple	After registration, a verification email is sent to the user's provided email address. The email contains a link	High

			Sources. Salary information should include base salary, bonuses, benefits, and other compensation details.	that the user must click to confirm their registration.	
Dashboard	Saved jobs	USN-11	Users can save job listings they are interested in for future reference. These saved jobs are typically accessible on the dashboard for easy access.	The dashboard should have a clean and intuitive layout that is easy to Navigate. Elements on the dashboard (widgets, tiles, or cards) should be organized logically.	High
	Job recommende d actions	USN-12	Glassdoor may provide personalized job recommendations based on the user's profile, job search history, and preferences. These recommendations are often displayed prominently on the dashboard	Users must log in to access the dashboard. The login process should be secure, and there should be a "Forgot Password" option for account recovery.	High
	Job search history	USN-13	Users may be able to view their recent job search history, which can be helpful for tracking their job search progress	Users can customize and personalize their dashboard layout. Users can rearrange or resize widgets, select themes, or choose a default landing page.	Low
	Application Tracking	USN-14	Some job dashboards may offer features to track job applications. This can include a list of jobs to which you've applied and their respective statuses (e.g., applied, interviewed, rejected).	The dashboard should responsive, adapting to different screen sizes and devices (e.g,desktop, tablet, mobile).	Low

5.2. Solution Architecture
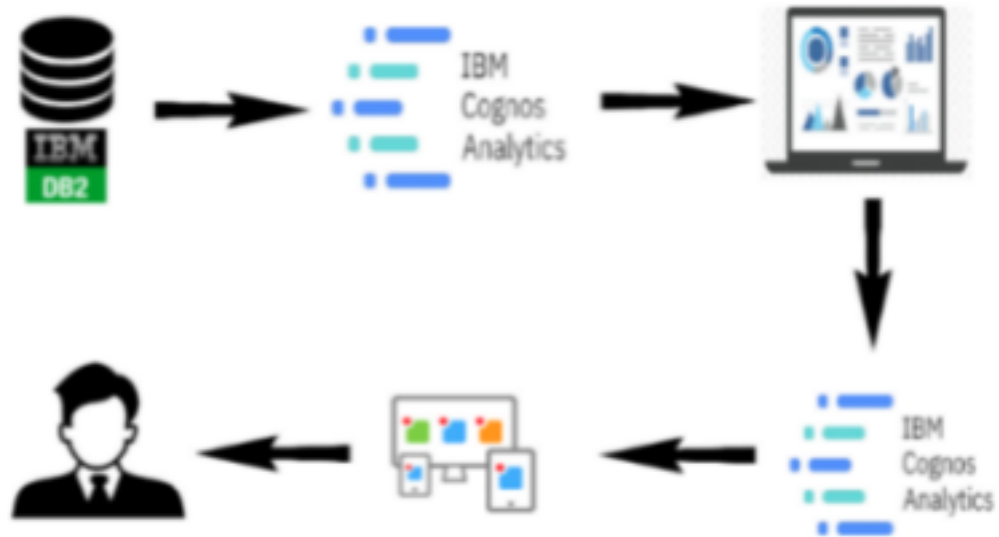
6. PROJECT PLANNING & SCHEDULING

6.1 Technical Architecture:

6.2. Sprint Planning & Estimation:

Sprint	Functional Requirement (Epic)	User Story No	User Story / Task	Story Points	Priority
Sprint-1	User Authentication	USN-1	As a user,allow user to create accounts and implement email verification	8	High
Sprint-2	Data Collection	USN-2	As a data analyst i have to collect the data from various sources like,employees review and gain information from the former employee review	9	High
Sprint-3	User profile and Dashboard	USN-3	Enable users to manage their account details,saved jobs and submitted reviews.	7	Low
Sprint-4	Notifications	USN-4	Implement email notifications for account activity (job applications, new reviews, etc.)	8	Medium
Sprint-5	Panel Administrations	USN-5	Create a backend interface for Platform Administrators to manage user accounts, reviews, and job listings	9	High

Estimation Chart:
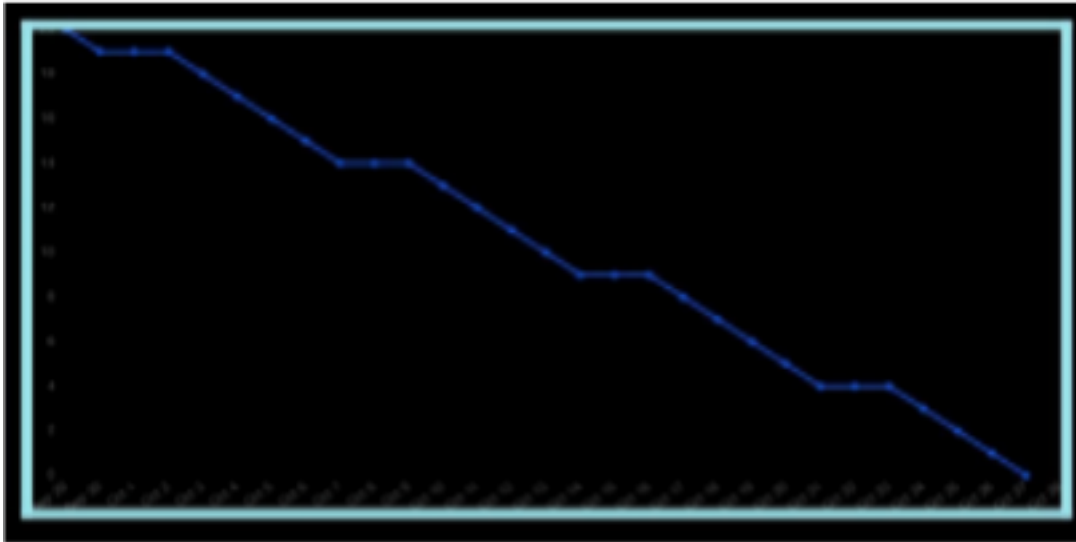
6.3 Sprint Delivery Schedule:

Sprint	Total Story Points	Duration	Sprint Start Date	Sprint end date (Planned)	Story Points Completed (as on Planned End Date)	Sprint Release Date (Actual)
Sprint-1	20	6 Days	24 Oct 2023	29 Oct 2023	20	29 Oct 2023
Sprint-2	20	6 Days	31 Oct 2023	05 Nov 2023	20	05 Nov 2023
Sprint-3	20	6 Days	07 Nov 2023	12 Nov 2023	20	12 Nov 2023
Sprint-4	20	6 Days	14 Nov 2023	19 Nov 2023	20	19 Nov 2023

7.CODING & SOLUTIONING

7.1 Feature 1

```html
<!DOCTYPE html>
<html lang="en">
 <head>
 <meta charset="utf-8">
 <meta content="width=device-width, initial-scale=1.0" name="viewport">
<title>Literacy Rate</title>
<meta content="" name="description">
<meta content="" name="keywords">
<!-- Favicons -->
 <link href="assets/img/favicon.png" rel="icon">
<link href="assets/img/apple-touch-icon.png" rel="apple-touch-icon">
<!-- Google Fonts →
<link
href="https://fonts.googleapis.com/css?family=Open+Sans:300,300i,400,400i,600,600i,700,700i|Krub:300,300i,400,400i,500,500i,600,60.
0i,700,700i|Poppins:300,300i,400,400i,500,500i,600,600i,700,700i" rel="stylesheet">
        <!-- Vendor CSS Files →
 <link href="assets/vendor/aos/aos.css" rel="stylesheet">
 <link href="assets/vendor/bootstrap/css/bootstrap.min.css" rel="stylesheet">
 <link href="assets/vendor/bootstrap-icons/bootstrap-icons.css" rel="stylesheet">
 <link href="assets/vendor/boxicons/css/boxicons.min.css" rel="stylesheet">
 <link href="assets/vendor/glightbox/css/glightbox.min.css" rel="stylesheet">
 <link href="assets/vendor/swiper/swiper-bundle.min.css" rel="stylesheet">
<!-- Template Main CSS File -->
 <link href="assets/css/style.css" rel="stylesheet">
 <!-- =======================================================
 * Template Name: Bikin
 * Updated: Sep 18 2023 with Bootstrap v5.3.2
 * Template URL: https://bootstrapmade.com/bikin-free-simple-landing-page-template/
 * Author: BootstrapMade.com
 * License: https://bootstrapmade.com/license/
 ======================================================== -->
</head>

<body>

 <!-- ======= Header ======= -->
 <header id="header" class="fixed-top">



 <div class="container d-flex align-items-center justify-content-between">

 <h1 class="logo"><a href="index.html">Glassdoor Jobs</a></h1>
 <!-- Uncomment below if you prefer to use an image logo -->
 <!-- <a href="index.html" class="logo"><img src="assets/img/logo.png" alt="" class="img-fluid"></a>-->

 <nav id="navbar" class="navbar">
```

```html
        <ul>
          <li><a class="nav-link scrollto active" href="#hero">Home</a></li>
          <li><a class="nav-link scrollto" href="#about">About</a></li>
          <li><a class="nav-link scrollto" href="#services">Dashboard</a></li>
          <li><a class="nav-link scrollto " href="#portfolio">Story</a></li>
          <li><a class="nav-link scrollto" href="#team">Report</a></li>


        <i class="bi bi-list mobile-nav-toggle"></i>
      </nav><!-- .navbar -->

    </div>
  </header><!-- End Header -->

  <!-- ======= Hero Section ======= -->
  <section id="hero" class="d-flex align-items-center">

    <div class="container d-flex flex-column align-items-center justify-content-center" data-aos="fade-up">
      <h1>Glassdoor Jobs Analysis</h1>
      <h2> Data Analysis Of Glassdoor Jobs </h2>
      <a href="#about" class="btn-get-started scrollto">Get Started</a>
      <img
src="https://encrypted-tbn0.gstatic.com/images?q=tbn:ANd9GcRqH1vh-9uF7Kj7sRPxUVTDUdrQNCAhIdRn0A&usqp=CAU"
class="img-fluid hero-img" alt="" data-aos="zoom-in" data-aos-delay="150">
    </div>

  </section><!-- End Hero -->

  <main id="main">

    <!-- ======= About Section ======= -->
    <section id="about" class="about">
      <div class="container">

        <div class="row no-gutters">
          <div class="content col-xl-5 d-flex align-items-stretch" data-aos="fade-right">


  <div class="content">
          <h3>Voluptatem dignissimos provident quasi</h3>
          <p>
            Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore
magna aliqua. Duis aute irure dolor in reprehenderit
          </p>
          <a href="#" class="about-btn">About us <i class="bx bx-chevron-right"></i></a>
          </div>
        </div>
        <div class="col-xl-7 d-flex align-items-stretch" data-aos="fade-left">
```

```html
          <div class="icon-boxes d-flex flex-column justify-content-center">
            <div class="row">
              <div class="col-md-6 icon-box" data-aos="fade-up" data-aos-delay="100">
                <i class="bx bx-receipt"></i>
                <h4>Corporis voluptates sit</h4>
                <p>Consequuntur sunt aut quasi enim aliquam quae harum pariatur laboris nisi ut aliquip</p>
              </div>
              <div class="col-md-6 icon-box" data-aos="fade-up" data-aos-delay="200">
                <i class="bx bx-cube-alt"></i>
                <h4>Ullamco laboris nisi</h4>
                <p>Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt</p>
              </div>
              <div class="col-md-6 icon-box" data-aos="fade-up" data-aos-delay="300">
                <i class="bx bx-images"></i>
                <h4>Labore consequatur</h4>
                <p>Aut suscipit aut cum nemo deleniti aut omnis. Doloribus ut maiores omnis facere</p>
              </div>
              <div class="col-md-6 icon-box" data-aos="fade-up" data-aos-delay="400">
                <i class="bx bx-shield"></i>
                <h4>Beatae veritatis</h4>
                <p>Expedita veritatis consequuntur nihil tempore laudantium vitae denat pacta</p>
              </div>
            </div>
          </div><!-- End .content-->
        </div>
      </div>

    </div>
  </section><!-- End About Section -->

  <!-- ======= Clients Section ======= -->
  <
  <!-- End Clients Section -->


  <!-- ======= Features Section ======= -->
  <section id="features" class="features" data-aos="fade-up">
    <div class="container">

      <div class="section-title">
        <h3>Dashboard</h3>
      </div>
      <iframe
src="https://us1.ca.analytics.ibm.com/bi/?perspective=dashboard&amp;pathRef=.my_folders%2FGlassdoor%2BJobs%2FGlassdoor%2BJ
obs%2BAnalysis%2BDashboard&amp;closeWindowOnLastView=true&amp;ui_appbar=false&amp;ui_navbar=false&amp;shareMode=em
bedded&amp;action=view&amp;mode=dashboard&amp;subView=model0000018b7b6f046b_00000002" width="1350" height="900"
frameborder="0" gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>
```

```html
          </div>
        </section><!-- End Features Section -->




        <!-- ======= Services Section ======= -->
        <section id="story" class="services">
          <div class="container" data-aos="fade-up">


            <div class="section-title">
              <h2>Story</h2>

            </div>

            <iframe
src="https://us1.ca.analytics.ibm.com/bi/?perspective=story&amp;pathRef=.my_folders%2FGlassdoor%2BJobs%2FGlassdoor%2BJobs%
2BStory&amp;closeWindowOnLastView=true&amp;ui_appbar=false&amp;ui_navbar=false&amp;shareMode=embedded&amp;action=vie
w&amp;sceneId=model0000018b80a7224c_00000000&amp;sceneTime=0" width="1350" height="900" frameborder="0" gesture="media"
allow="encrypted-media" allowfullscreen=""></iframe>

          </div>
        </section><!-- End Services Section -->

        <!-- ======= Portfolio Section ======= -->
        <section id="report" class="portfolio">
          <div class="container" data-aos="fade-up">


            <div class="section-title">
              <h2>Report</h2>
              <iframe


        src="https://us1.ca.analytics.ibm.com/bi/?pathRef=.my_folders%2FGlassdoor%2BJobs%2FGlassdoor%2BJobs%2BData
%2BReport&amp;closeWindowOnLastView=true&amp;ui_appbar=false&amp;ui_navbar=false&amp;shareMode=embedded&amp;action=
run&amp;format=HTML&amp;prompt=false" width="1350" height="900" frameborder="0" gesture="media" allow="encrypted-media"
allowfullscreen=""></iframe>
            </div>

          </section>
        <!-- ======= Contact Section ======= -->
        <section id="contact" class="contact section-bg">
          <div class="container" data-aos="fade-up">


            <div class="section-title">
              <h2>Contact</h2>
              <p>Magnam dolores commodi suscipit. Necessitatibus eius consequatur ex aliquid fuga eum quidem. Sit sint
consectetur velit. Quisquam quos quisquam cupiditate. Et nemo qui impedit suscipit alias ea. Quia fugiat sit in iste officiis commodi
quidem hic quas.</p>
```

```html
      </div>

      <div class="row">

        <div class="col-lg-6">

          <div class="row">
            <div class="col-md-12">
              <div class="info-box">
                <i class="bx bx-map"></i>
                <h3>Our Address</h3>
                <p>A108 Adam Street, New York, NY 535022</p>
              </div>
            </div>
            <div class="col-md-6">
              <div class="info-box mt-4">
                <i class="bx bx-envelope"></i>
                <h3>Email Us</h3>
                <p>info@example.com<br>contact@example.com</p>
              </div>
            </div>
            <div class="col-md-6">
              <div class="info-box mt-4">
                <i class="bx bx-phone-call"></i>
                <h3>Call Us</h3>
                <p>+1 5589 55488 55<br>+1 6678 254445 41</p>


          </div>
            </div>
          </div>


      </div>

          <div class="col-lg-6 mt-4 mt-md-0">
            <form action="forms/contact.php" method="post" role="form" class="php-email-form">
              <div class="row">
                <div class="col-md-6 form-group">
                  <input type="text" name="name" class="form-control" id="name" placeholder="Your Name" required>
                </div>
                <div class="col-md-6 form-group mt-3 mt-md-0">
                  <input type="email" class="form-control" name="email" id="email" placeholder="Your Email" required>
                </div>
              </div>
              <div class="form-group mt-3">
                <input type="text" class="form-control" name="subject" id="subject" placeholder="Subject" required>
```

```html
      </div>
      <div class="form-group mt-3">
        <textarea class="form-control" name="message" rows="5" placeholder="Message" required></textarea>
      </div>
      <div class="my-3">
        <div class="loading">Loading</div>
        <div class="error-message"></div>
        <div class="sent-message">Your message has been sent. Thank you!</div>
      </div>
      <div class="text-center"><button type="submit">Send Message</button></div>
    </form>
  </div>

</div>

  </div>
</section><!-- End Contact Section -->

</main><!-- End #main -->

<!-- ======= Footer ======= -->
<footer id="footer">

  <div class="footer-top">


<div class="container">
    <div class="row">

      <div class="col-lg-3 col-md-6 footer-contact">
        <h3>Bikin</h3>
        <p>
          A108 Adam Street <br>
          New York, NY 535022<br>
          United States <br><br>
          <strong>Phone:</strong> +1 5589 55488 55<br>
          <strong>Email:</strong> info@example.com<br>
        </p>
      </div>

      <div class="col-lg-2 col-md-6 footer-links">
        <h4>Useful Links</h4>
        <ul>
          <li><i class="bx bx-chevron-right"></i> <a href="#">Home</a></li>
          <li><i class="bx bx-chevron-right"></i> <a href="#">About us</a></li>
          <li><i class="bx bx-chevron-right"></i> <a href="#">Services</a></li>
          <li><i class="bx bx-chevron-right"></i> <a href="#">Terms of service</a></li>
          <li><i class="bx bx-chevron-right"></i> <a href="#">Privacy policy</a></li>
```

```html
        </ul>
      </div>

      <div class="col-lg-3 col-md-6 footer-links">
        <h4>Our Services</h4>
        <ul>
          <li><i class="bx bx-chevron-right"></i> <a href="#">Web Design</a></li>
          <li><i class="bx bx-chevron-right"></i> <a href="#">Web Development</a></li>
          <li><i class="bx bx-chevron-right"></i> <a href="#">Product Management</a></li>
          <li><i class="bx bx-chevron-right"></i> <a href="#">Marketing</a></li>
          <li><i class="bx bx-chevron-right"></i> <a href="#">Graphic Design</a></li>
        </ul>
      </div>

      <div class="col-lg-4 col-md-6 footer-newsletter">
        <h4>Join Our Newsletter</h4>
        <p>Tamen quem nulla quae legam multos aute sint culpa legam noster magna</p>
        <form action="" method="post">
          <input type="email" name="email"><input type="submit" value="Subscribe">
        </form>
      </div>


  </div>
    </div>
  </div>

    <div class="container d-md-flex py-4">

    <div class="me-md-auto text-center text-md-start">
      <div class="copyright">
        &copy; Copyright <strong><span>Bikin</span></strong>. All Rights Reserved
      </div>
      <div class="credits">
        <!-- All the links in the footer should remain intact. -->
        <!-- You can delete the links only if you purchased the pro version. -->
        <!-- Licensing information: https://bootstrapmade.com/license/ -->
        <!-- Purchase the pro version with working PHP/AJAX contact form:
https://bootstrapmade.com/bikin-free-simple-landing-page-template/ -->
        Designed by <a href="https://bootstrapmade.com/">BootstrapMade</a>
      </div>
    </div>
    <div class="social-links text-center text-md-right pt-3 pt-md-0">
      <a href="#" class="twitter"><i class="bx bxl-twitter"></i></a>
      <a href="#" class="facebook"><i class="bx bxl-facebook"></i></a>
      <a href="#" class="instagram"><i class="bx bxl-instagram"></i></a>
      <a href="#" class="google-plus"><i class="bx bxl-skype"></i></a>
      <a href="#" class="linkedin"><i class="bx bxl-linkedin"></i></a>
```

```
    </div>
  </div>
</footer><!-- End Footer -->

<div id="preloader"></div>
<a href="#" class="back-to-top d-flex align-items-center justify-content-center"><i class="bi bi-arrow-up-short"></i></a>

<!-- Vendor JS Files -->
<script src="assets/vendor/aos/aos.js"></script>
<script src="assets/vendor/bootstrap/js/bootstrap.bundle.min.js"></script>
<script src="assets/vendor/glightbox/js/glightbox.min.js"></script>
<script src="assets/vendor/isotope-layout/isotope.pkgd.min.js"></script>
<script src="assets/vendor/swiper/swiper-bundle.min.js"></script>
<script src="assets/vendor/php-email-form/validate.js"></script>

<!-- Template Main JS File -->
<script src="assets/js/main.js"></script>

</body>
</html>
```


7.2 Feature 2:

```
<link
  href="https://fonts.googleapis.com/css?family=Open+Sans:300,3
  00i,400,400i,600,600i,700,700i|Krub:300,300i,400,400i,500,500i,
  600,600i,700,700i|Poppins:300,300i,400,400i,500,500i,600,600i,7
  00,700i" rel="stylesheet">

  <!-- Vendor CSS Files -->
  <link href="assets/vendor/aos/aos.css" rel="stylesheet">
  <link href="assets/vendor/bootstrap/css/bootstrap.min.css"
```

```html
rel="stylesheet">
<link href="assets/vendor/bootstrap-icons/bootstrap-icons.css"
rel="stylesheet">
<link href="assets/vendor/boxicons/css/boxicons.min.css"
rel="stylesheet">
<link href="assets/vendor/glightbox/css/glightbox.min.css"
rel="stylesheet">
<link href="assets/vendor/swiper/swiper-bundle.min.css"
rel="stylesheet">

<!-- Template Main CSS File -->
<link href="assets/css/style.css" rel="stylesheet">

<!--
=====================================================
=====
* Template Name: Bikin
* Updated: Sep 18 2023 with Bootstrap v5.3.2
* Template URL:
https://bootstrapmade.com/bikin-free-simple-landing-page-templat
e/
* Author: BootstrapMade.com
* License: https://bootstrapmade.com/license/

=====================================================
====== -->
</head>

<body>

  <!-- ======= Header ======= -->
  <header id="header" class="fixed-top">
    <div class="container d-flex align-items-center
justify-content-between">

      <h1 class="logo"><a href="index.html">Glassdoor
Jobs</a></h1>
      <!-- Uncomment below if you prefer to use an image logo -->
      <!-- <a href="index.html" class="logo"><img
src="assets/img/logo.png" alt="" class="img-fluid"></a>-->

      <nav id="navbar" class="navbar">
        <ul>
          <li><a class="nav-link scrollto active"
href="#hero">Home</a></li>
          <li><a class="nav-link scrollto" href="#about">About</a></li>
          <li><a class="nav-link scrollto"
href="#services">Dashboard</a></li>
          <li><a class="nav-link scrollto "
href="#portfolio">Story</a></li>
          <li><a class="nav-link scrollto" href="#team">Report</a></li>


        <i class="bi bi-list mobile-nav-toggle"></i>
      </nav><!-- .navbar -->

    </div>
  </header><!-- End Header -->

  <!-- ======= Hero Section ======= -->
  <section id="hero" class="d-flex align-items-center">
```

```html
  <div class="container d-flex flex-column align-items-center
justify-content-center" data-aos="fade-up">
    <h1>Glassdoor Jobs Analysis</h1>
    <h2> Data Analysis Of Glassdoor Jobs </h2>



    <a href="#about" class="btn-get-started scrollto">Get
Started</a>
    <img
src="https://encrypted-tbn0.gstatic.com/images?q=tbn:ANd9GcR
qH1vh-9uF7Kj7sRPxUVTDUdrQNCAhIdRn0A&usqp=CAU"
class="img-fluid hero-img" alt="" data-aos="zoom-in"
data-aos-delay="150">
  </div>

</section><!-- End Hero -->

<main id="main">

  <!-- ======= About Section ======= -->
  <section id="about" class="about">
    <div class="container">

      <div class="row no-gutters">
        <div class="content col-xl-5 d-flex align-items-stretch"
data-aos="fade-right">
          <div class="content">
            <h3>Voluptatem dignissimos provident quasi</h3>
            <p>
              Lorem ipsum dolor sit amet, consectetur adipiscing elit,
sed do eiusmod tempor incididunt ut labore et dolore magna
aliqua. Duis aute irure dolor in reprehenderit
            </p>
            <a href="#" class="about-btn">About us <i class="bx
bx-chevron-right"></i></a>
          </div>
        </div>
        <div class="col-xl-7 d-flex align-items-stretch"
data-aos="fade-left">
          <div class="icon-boxes d-flex flex-column
justify-content-center">
            <div class="row">
              <div class="col-md-6 icon-box" data-aos="fade-up"
data-aos-delay="100">
                <i class="bx bx-receipt"></i>
                <h4>Corporis voluptates sit</h4>
                <p>Consequuntur sunt aut quasi enim aliquam quae
harum pariatur laboris nisi ut aliquip</p>
              </div>
              <div class="col-md-6 icon-box" data-aos="fade-up"
data-aos-delay="200">
                <i class="bx bx-cube-alt"></i>
                <h4>Ullamco laboris nisi</h4>
                <p>Excepteur sint occaecat cupidatat non proident,


sunt in culpa qui officia deserunt</p>
              </div>
              <div class="col-md-6 icon-box" data-aos="fade-up"
data-aos-delay="300">
                <i class="bx bx-images"></i>
```

```html
            <h4>Labore consequatur</h4>
            <p>Aut suscipit aut cum nemo deleniti aut omnis.
Doloribus ut maiores omnis facere</p>
          </div>
          <div class="col-md-6 icon-box" data-aos="fade-up"
data-aos-delay="400">
            <i class="bx bx-shield"></i>
            <h4>Beatae veritatis</h4>
            <p>Expedita veritatis consequuntur nihil tempore
laudantium vitae denat pacta</p>
          </div>
        </div>
      </div><!-- End .content-->
    </div>
  </div>

  </div>
</section><!-- End About Section -->

<!-- ======= Clients Section ======= -->
<
<!-- End Clients Section -->

<!-- ======= Features Section ======= -->
<section id="features" class="features" data-aos="fade-up">
  <div class="container">

    <div class="section-title">
      <h3>Dashboard</h3>
    </div>
    <iframe
src="https://us1.ca.analytics.ibm.com/bi/?perspective=dashboard
&amp;pathRef=.my_folders%2FGlassdoor%2BJobs%2FGlassdo
or%2BJobs%2BAnalysis%2BDashboard&amp;closeWindowOnLa
stView=true&amp;ui_appbar=false&amp;ui_navbar=false&amp;sh
areMode=embedded&amp;action=view&amp;mode=dashboard&
amp;subView=model0000018b7b6f046b_00000002"
width="1350" height="900" frameborder="0" gesture="media"
allow="encrypted-media" allowfullscreen=""></iframe>

  </div>
</section><!-- End Features Section -->



<!-- ======= Services Section ======= -->
<section id="story" class="services">
  <div class="container" data-aos="fade-up">

    <div class="section-title">
      <h2>Story</h2>

    </div>

    <iframe
src="https://us1.ca.analytics.ibm.com/bi/?perspective=story&amp;
pathRef=.my_folders%2FGlassdoor%2BJobs%2FGlassdoor%2B
Jobs%2BStory&amp;closeWindowOnLastView=true&amp;ui_app
bar=false&amp;ui_navbar=false&amp;shareMode=embedded&a
mp;action=view&amp;sceneId=model0000018b80a7224c_00000
000&amp;sceneTime=0" width="1350" height="900"
frameborder="0" gesture="media" allow="encrypted-media"
```

```html
        allowfullscreen=""></iframe>


      </div>
    </section><!-- End Services Section -->

    <!-- ======= Portfolio Section ======= -->
    <section id="report" class="portfolio">
      <div class="container" data-aos="fade-up">

        <div class="section-title">
          <h2>Report</h2>
          <iframe
src="https://us1.ca.analytics.ibm.com/bi/?pathRef=.my_folders%2
FGlassdoor%2BJobs%2FGlassdoor%2BJobs%2BData%2BRepo
rt&amp;closeWindowOnLastView=true&amp;ui_appbar=false&am
p;ui_navbar=false&amp;shareMode=embedded&amp;action=run
&amp;format=HTML&amp;prompt=false" width="1350"
height="900" frameborder="0" gesture="media"
allow="encrypted-media" allowfullscreen=""></iframe>
        </div>
      </section>
    <!-- ======= Contact Section ======= -->


  <section id="contact" class="contact section-bg">
      <div class="container" data-aos="fade-up">

        <div class="section-title">
          <h2>Contact</h2>


<p>Magnam dolores commodi suscipit. Necessitatibus eius
  consequatur ex aliquid fuga eum quidem. Sit sint consectetur
  velit. Quisquam quos quisquam cupiditate. Et nemo qui impedit
  suscipit alias ea. Quia fugiat sit in iste officiis commodi quidem hic
  quas.</p>
        </div>

        <div class="row">

          <div class="col-lg-6">

            <div class="row">
              <div class="col-md-12">
                <div class="info-box">
                  <i class="bx bx-map"></i>
                  <h3>Our Address</h3>
                  <p>A108 Adam Street, New York, NY 535022</p>
                </div>
              </div>
              <div class="col-md-6">
                <div class="info-box mt-4">
                  <i class="bx bx-envelope"></i>
                  <h3>Email Us</h3>
                  <p>info@example.com<br>contact@example.com</p>
                </div>
              </div>
              <div class="col-md-6">
                <div class="info-box mt-4">
                  <i class="bx bx-phone-call"></i>
```

```html
          <h3>Call Us</h3>
          <p>+1 5589 55488 55<br>+1 6678 254445 41</p>
        </div>
      </div>
    </div>

  </div>

      <div class="col-lg-6 mt-4 mt-md-0">
        <form action="forms/contact.php" method="post"
role="form" class="php-email-form">
          <div class="row">
            <div class="col-md-6 form-group">
              <input type="text" name="name" class="form-control"
id="name" placeholder="Your Name" required>
            </div>
            <div class="col-md-6 form-group mt-3 mt-md-0">
              <input type="email" class="form-control" name="email"
id="email" placeholder="Your Email" required>
            </div>
          </div>
          <div class="form-group mt-3">
            <input type="text" class="form-control" name="subject"
id="subject" placeholder="Subject" required>
          </div>
          <div class="form-group mt-3">
            <textarea class="form-control" name="message"
rows="5" placeholder="Message" required></textarea>
          </div>
          <div class="my-3">
            <div class="loading">Loading</div>
            <div class="error-message"></div>
            <div class="sent-message">Your message has been
sent. Thank you!</div>
          </div>
          <div class="text-center"><button type="submit">Send
Message</button></div>
        </form>
      </div>

    </div>

  </div>
  </section><!-- End Contact Section -->

</main><!-- End #main -->

<!-- ======= Footer ======= -->
<footer id="footer">

  <div class="footer-top">
    <div class="container">
      <div class="row">

        <div class="col-lg-3 col-md-6 footer-contact">
          <h3>Bikin</h3>
          <p>
            A108 Adam Street <br>
            New York, NY 535022<br>
```

```html
          United States <br><br>
          <strong>Phone:</strong> +1 5589 55488 55<br>
          <strong>Email:</strong> info@example.com<br>
        </p>
      </div>



        <div class="col-lg-2 col-md-6 footer-links">

<h4>Useful Links</h4>
          <ul>
          <li><i class="bx bx-chevron-right"></i> <a
        href="#">Home</a></li>
          <li><i class="bx bx-chevron-right"></i> <a href="#">About
        us</a></li>
          <li><i class="bx bx-chevron-right"></i> <a
        href="#">Services</a></li>
          <li><i class="bx bx-chevron-right"></i> <a href="#">Terms
        of service</a></li>
          <li><i class="bx bx-chevron-right"></i> <a
        href="#">Privacy policy</a></li>
          </ul>
        </div>

        <div class="col-lg-3 col-md-6 footer-links">
          <h4>Our Services</h4>
          <ul>
          <li><i class="bx bx-chevron-right"></i> <a href="#">Web
        Design</a></li>
          <li><i class="bx bx-chevron-right"></i> <a href="#">Web
        Development</a></li>
          <li><i class="bx bx-chevron-right"></i> <a
        href="#">Product Management</a></li>
          <li><i class="bx bx-chevron-right"></i> <a
        href="#">Marketing</a></li>
          <li><i class="bx bx-chevron-right"></i> <a
        href="#">Graphic Design</a></li>
          </ul>
        </div>

        <div class="col-lg-4 col-md-6 footer-newsletter">
          <h4>Join Our Newsletter</h4>
          <p>Tamen quem nulla quae legam multos aute sint culpa
        legam noster magna</p>
          <form action="" method="post">
          <input type="email" name="email"><input type="submit"
        value="Subscribe">
          </form>
        </div>

        </div>
      </div>
     </div>



    <div class="container d-md-flex py-4">

      <div class="me-md-auto text-center text-md-start">
```

```html
      <div class="copyright">
        &copy; Copyright <strong><span>Bikin</span></strong>. All
Rights Reserved
      </div>
      <div class="credits">
        <!-- All the links in the footer should remain intact. -->
        <!-- You can delete the links only if you purchased the pro
version. -->
        <!-- Licensing information:
https://bootstrapmade.com/license/ -->
        <!-- Purchase the pro version with working PHP/AJAX
contact form:
https://bootstrapmade.com/bikin-free-simple-landing-page-templat
e/ -->
        Designed by <a
href="https://bootstrapmade.com/">BootstrapMade</a>
      </div>
    </div>
    <div class="social-links text-center text-md-right pt-3 pt-md-0">
      <a href="#" class="twitter"><i class="bx bxl-twitter"></i></a>
      <a href="#" class="facebook"><i class="bx
bxl-facebook"></i></a>
      <a href="#" class="instagram"><i class="bx
bxl-instagram"></i></a>
      <a href="#" class="google-plus"><i class="bx
bxl-skype"></i></a>
      <a href="#" class="linkedin"><i class="bx
bxl-linkedin"></i></a>
    </div>
  </div>
</footer><!-- End Footer -->

<div id="preloader"></div>
<a href="#" class="back-to-top d-flex align-items-center
justify-content-center"><i class="bi bi-arrow-up-short"></i></a>

<!-- Vendor JS Files -->
<script src="assets/vendor/aos/aos.js"></script>
<script
src="assets/vendor/bootstrap/js/bootstrap.bundle.min.js"></script
>
<script src="assets/vendor/glightbox/js/glightbox.min.js"></script>
<script
src="assets/vendor/isotope-layout/isotope.pkgd.min.js"></script>



<script src="assets/vendor/swiper/swiper-bundle.min.js"></script>
<script src="assets/vendor/php-email-form/validate.js"></script>

<!-- Template Main JS File -->
<script src="assets/js/main.js"></script>

</body>

</html>
```

8. PERFORMANCE TESTING

8.1 Performance Metrics:

Performance metrics for a data analysis project centered on Glassdoor jobs are instrumental in evaluating the project's success and efficiency. These metrics encompass various aspects, beginning with the speed and efficiency of data collection and preprocessing, including measures of data collection time, coverage, and the time taken to clean and structure data for analysis. Analysis speed is also critical, measuring the time spent on tasks such as job market trend analysis and sentiment analysis. Scalability is essential to determine how well the system handles increased data volumes and user loads without performance degradation. User experience metrics, including user satisfaction and accessibility, gauge the system's usability and inclusivity. Security and compliance metrics focus on data security incidents, regulatory compliance, and error

rates to maintain data integrity and protect user privacy. Additionally, metrics related to system uptime, backup and recovery, compliance adherence, report generation time, resource usage, system monitoring, and user training and support ensure the project operates effectively, remains resilient, and complies with all relevant standards and regulations. These performance metrics collectively provide a comprehensive picture of the project effectiveness and impact.
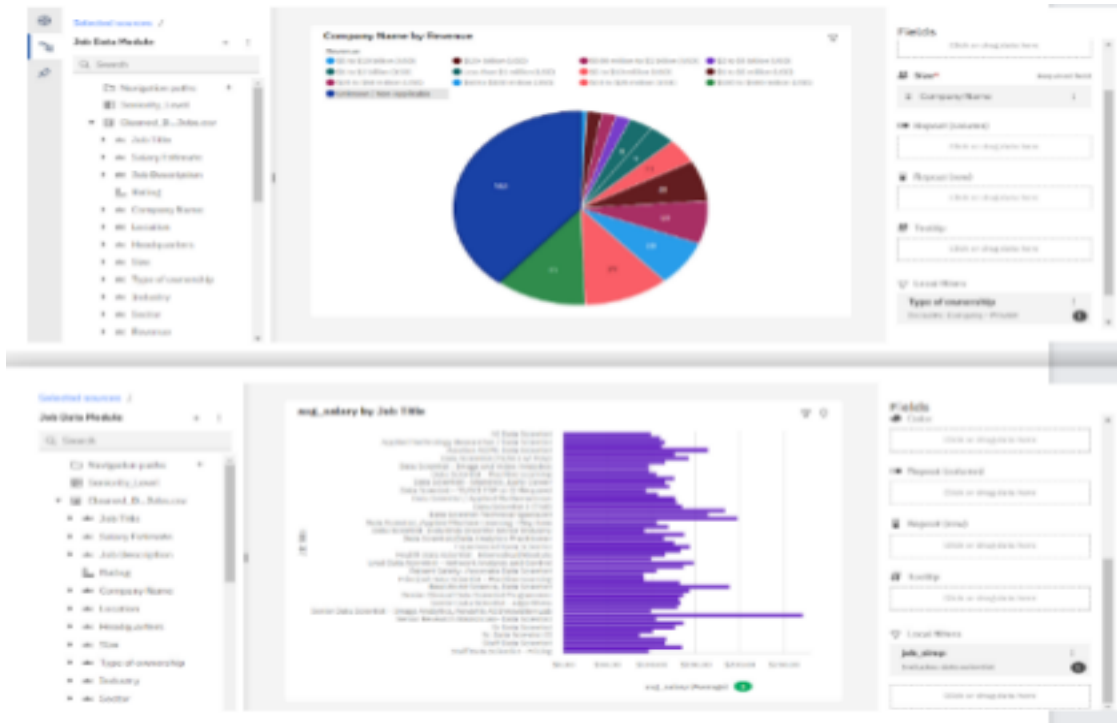
9.RESULTS

9.1 Output Screenshot:
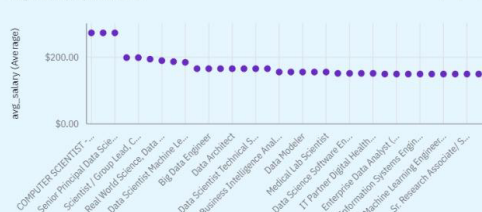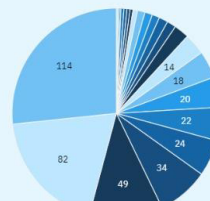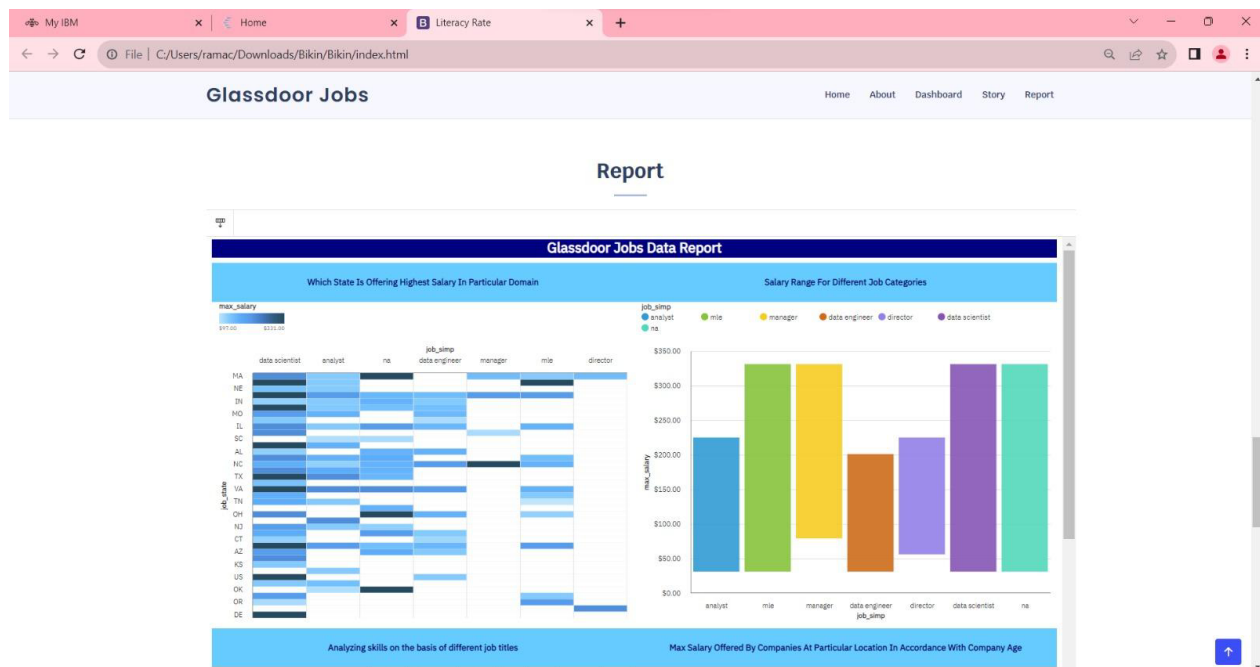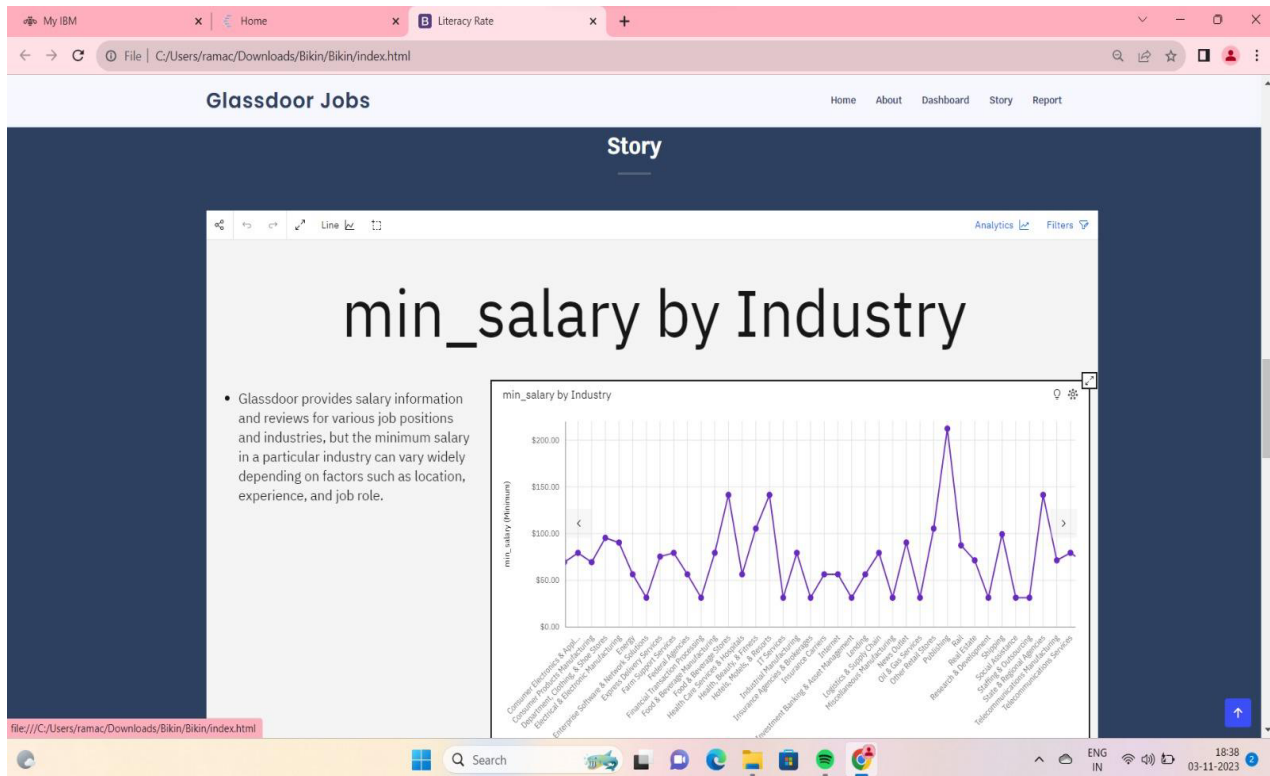
10. ADVANTAGES & DISADVANTAGES

Advantages:

1.Insight into Job Market Trends: It can reveal current and future trends in job demand, skills in demand, and industry growth, helping job seekers and employers make informed decisions.

2.Salary Benchmarking: Glassdoor often provides salary information. Analyzing this data helps job seekers negotiate better salaries and assists employers in setting competitive pay rates.

3.Company Insights:You can gain valuable information about company culture, employee reviews, and interview experiences, helping job seekers find the right fit and employers improve their recruitment strategies.

4.Geographical Analysis: By examining job listings by location, you can identify areas with high job opportunities and understand regional job market disparities.

5.Skill Requirements: Data analysis can reveal the skills and qualifications employers seek, allowing job seekers to focus on the most relevant training and certifications.

6.Competition Analysis: Understanding the number of applicants per job listing can help job seekers assess their chances and help employers fine-tune their recruitment efforts.

7.Industry Benchmarking: Data analysis can provide insights into how specific industries compare in terms of salaries, benefits, and employee satisfaction.

8.Education and Experience Requirements: Analyzing job listings can help job seekers understand the typical educational background and experience levels required for different roles.

9.Job Title Trends: It can reveal changes in job titles and descriptions over time, reflecting shifts in the job market.

10.Predictive Analysis: With historical data, you can make informed predictions about future job trends, which can be valuable for workforce planning.

11.Diversity and Inclusion Metrics: Glassdoor data can provide insights into diversity and inclusion in various organizations, helping both job seekers and employers interested in promoting diversity.

12.Job Search Strategy: For job seekers, this analysis can inform their job search strategy, helping them target the right companies and positions.

Disadvantages:

1.Limited Sample Size: Glassdoor's data might not cover every job listing company, or industry, leading to potential biases in the data, particularly for smaller or less-represented companies.

2.Self-Reporting Bias: Reviews and salary data on Glassdoor are self-reported by employees, which can introduce bias, as people with extreme opinions (positive or negative) are more likely to leave reviews.

3.Lack of Context: Glassdoor data lacks context. Job listings and reviews may not always provide a comprehensive understanding of a company's work environment or job requirements.

4.Inaccurate Information Some data on Glassdoor may be outdated or inaccurate, as it relies on voluntary submissions that may not always be verified.

5.Variability Across Industries: The quality and quantity of data can vary significantly across industries and regions, making it challenging to draw universal conclusions.

11 . CONCLUSION

In conclusion, data analysis of Glassdoor job listings offers a valuable resource for

both job seekers and employers, providing insights into job market trends, salary benchmarks, company culture, and more. However, it's essential to be aware of the potential disadvantages and limitations, such as data biases, lack of context, and privacy concerns, which can impact the accuracy and relevance of the insights. Despite these challenges, the future scope of Glassdoor job data analysis remains promising, with opportunities for advanced analytics, enhanced data quality, and applications across various industries and regions. Ultimately, Glassdoor data analysis, when used responsibly and in conjunction with other data sources, can be a powerful tool for informed decision-making in the ever-evolving job market.

12. FUTURE SCOPE

The future scope of data analysis of Glassdoor jobs projects is poised for significant growth and innovation. As technology advances, we can expect more advanced analytics techniques and machine learning algorithms to be applied, providing deeper insights into the

job market. Integration with other data sources, such as LinkedIn, governmental labor statistics, and educational institutions, will enhance the comprehensiveness and accuracy of the data. User-friendly tools and visualization platforms will become more accessible, making it easier for job seekers, employers, and researchers to extract valuable insights. The development of real-time data and feedback loops will offer immediate decision-making support to job seekers, optimizing their job search strategies. Data quality and verification efforts will improve the reliability of self-reported data. We may also see an expansion of Glassdoor's reach to cover more countries and regions, offering a more diverse and representative dataset. Personalized job recommendations and industry-specific insights are expected to become more sophisticated, aiding individuals and businesses in their decision-making processes. Furthermore, Glassdoor data may have applications in government policies and initiatives related to labor markets. However, addressing ethical and privacy concerns will remain essential as the field of data analysis continues to evolve. In summary, the future scope of Glassdoor job data analysis is characterized by advancements in technology, improved data quality, broader coverage, and a wider range of applications, making it an increasingly valuable resource for job seekers, employers, researchers, and policymakers in the evolving landscape of the job market.

13. APPENDIX

Source code:

```
<!DOCTYPE html>
 <html lang="en">

 <head>
   <meta charset="utf-8">
```

```html
    <meta content="width=device-width, initial-scale=1.0" name="viewport">

    <title>Literacy Rate</title>
    <meta content="" name="description">
    <meta content="" name="keywords">

    <!-- Favicons -->
    <link href="assets/img/favicon.png" rel="icon">
    <link href="assets/img/apple-touch-icon.png" rel="apple-touch-icon">
    <!-- Google Fonts →
  <link
  href="https://fonts.googleapis.com/css?family=Open+Sans:300,300i,400,400i,600,600i,700,700i|Krub:300,300i,
  400,400i,500,500i,600,600i,700,700i|Poppins:300,300i,400,400i,500,500i,600,600i,700,700i"
  rel="stylesheet">

    <!-- Vendor CSS Files -->
    <link href="assets/vendor/aos/aos.css" rel="stylesheet">
    <link href="assets/vendor/bootstrap/css/bootstrap.min.css" rel="stylesheet">
    <link href="assets/vendor/bootstrap-icons/bootstrap-icons.css" rel="stylesheet">
    <link href="assets/vendor/boxicons/css/boxicons.min.css" rel="stylesheet">
    <link href="assets/vendor/glightbox/css/glightbox.min.css" rel="stylesheet">
    <link href="assets/vendor/swiper/swiper-bundle.min.css" rel="stylesheet">

    <!-- Template Main CSS File -->
    <link href="assets/css/style.css" rel="stylesheet">

    <!-- ======================================================
  * Template Name: Bikin
  * Updated: Sep 18 2023 with Bootstrap v5.3.2
  * Template URL:
  https://bootstrapmade.com/bikin-free-simple-landing-page-template/ *
  Author: BootstrapMade.com




  * License: https://bootstrapmade.com/license/
  ======================================================== -->




  </head>

  <body>

  <!-- ======= Header ======= -->
    <header id="header" class="fixed-top">
```

```html
      <div class="container d-flex align-items-center justify-content-between">

        <h1 class="logo"><a href="index.html">Glassdoor Jobs</a></h1>
        <!-- Uncomment below if you prefer to use an image logo -->
        <!-- <a href="index.html" class="logo"><img src="assets/img/logo.png" alt=""
        class="img-fluid"></a>-->

        <nav id="navbar" class="navbar">
         <ul>
           <li><a class="nav-link scrollto active" href="#hero">Home</a></li>
           <li><a class="nav-link scrollto" href="#about">About</a></li>
           <li><a class="nav-link scrollto" href="#services">Dashboard</a></li>
           <li><a class="nav-link scrollto " href="#portfolio">Story</a></li>
           <li><a class="nav-link scrollto" href="#team">Report</a></li>


           <i class="bi bi-list mobile-nav-toggle"></i>
         </nav><!-- .navbar -->
       </div>
     </header><!-- End Header -->

     <!-- ======= Hero Section ======= -->
     <section id="hero" class="d-flex align-items-center">

       <div class="container d-flex flex-column align-items-center justify-content-center"
          data-aos="fade-up"> <h1>Glassdoor Jobs Analysis</h1>
          <h2> Data Analysis Of Glassdoor Jobs </h2>
          <a href="#about" class="btn-get-started scrollto">Get Started</a>
          <img
   src="https://encrypted-tbn0.gstatic.com/images?q=tbn:ANd9GcRqH1vh-9uF7Kj7sRPxUVTDUdrQNC
   AhIdRn0A &usqp=CAU" class="img-fluid hero-img" alt="" data-aos="zoom-in"
   data-aos-delay="150"> </div>




     </section><!-- End Hero -->

     <main id="main">

       <!-- ======= About Section ======= -->
       <section id="about" class="about">
         <div class="container">

           <div class="row no-gutters">
             <div class="content col-xl-5 d-flex align-items-stretch" data-aos="fade-right">
               <div class="content">
                 <h3>Voluptatem dignissimos provident quasi</h3>
```

```html
        <p>
          Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt
ut labore et dolore magna aliqua. Duis aute irure dolor in reprehenderit
        </p>
        <a href="#" class="about-btn">About us <i class="bx bx-chevron-right"></i></a>
      </div>
    </div>
    <div class="col-xl-7 d-flex align-items-stretch" data-aos="fade-left">
      <div class="icon-boxes d-flex flex-column justify-content-center">
        <div class="row">
          <div class="col-md-6 icon-box" data-aos="fade-up" data-aos-delay="100">
            <i class="bx bx-receipt"></i>
            <h4>Corporis voluptates sit</h4>
            <p>Consequuntur sunt aut quasi enim aliquam quae harum pariatur laboris nisi ut
aliquip</p> </div>
          <div class="col-md-6 icon-box" data-aos="fade-up" data-aos-delay="200">
            <i class="bx bx-cube-alt"></i>
            <h4>Ullamco laboris nisi</h4>
            <p>Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia
deserunt</p> </div>
          <div class="col-md-6 icon-box" data-aos="fade-up" data-aos-delay="300">
            <i class="bx bx-images"></i>
            <h4>Labore consequatur</h4>
            <p>Aut suscipit aut cum nemo deleniti aut omnis. Doloribus ut maiores omnis
facere</p> </div>
          <div class="col-md-6 icon-box" data-aos="fade-up" data-aos-delay="400">
            <i class="bx bx-shield"></i>
            <h4>Beatae veritatis</h4>
            <p>Expedita veritatis consequuntur nihil tempore laudantium vitae denat pacta</p>
          </div>




        </div>
      </div><!-- End .content-->
    </div>

  </div>
</section><!-- End About Section -->

<!-- ======= Clients Section ======= -->



<
<!-- End Clients Section -->

<!-- ======= Features Section ======= -->
```

```html
<section id="features" class="features" data-aos="fade-up">
  <div class="container">

    <div class="section-title">
      <h3>Dashboard</h3>
    </div>
    <iframe
src="https://us1.ca.analytics.ibm.com/bi/?perspective=dashboard&amp;pathRef=.my_folders%2FGlas
sdoor%2B
Jobs%2FGlassdoor%2BJobs%2BAnalysis%2BDashboard&amp;closeWindowOnLastView=true&amp;
ui_appbar
=false&amp;ui_navbar=false&amp;shareMode=embedded&amp;action=view&amp;mode=dashboard&
amp;sub View=model0000018b7b6f046b_00000002" width="1350" height="900" frameborder="0"
gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>

  </div>
</section><!-- End Features Section -->



  <!-- ======= Services Section ======= -->
  <section id="story" class="services">
    <div class="container" data-aos="fade-up">

      <div class="section-title">
        <h2>Story</h2>

      </div>
      <iframe



src="https://us1.ca.analytics.ibm.com/bi/?perspective=story&amp;pathRef=.my_folders%2FGlassdoor
%2BJobs
%2FGlassdoor%2BJobs%2BStory&amp;closeWindowOnLastView=true&amp;ui_appbar=false&amp;u
i_navbar=
false&amp;shareMode=embedded&amp;action=view&amp;sceneId=model0000018b80a7224c_0000
0000&amp
;sceneTime=0" width="1350" height="900" frameborder="0" gesture="media"
allow="encrypted-media" allowfullscreen=""></iframe>
</div>
  </section><!-- End Services Section -->

<!-- ======= Portfolio Section ======= -->
  <section id="report" class="portfolio">
    <div class="container" data-aos="fade-up">

      <div class="section-title">
        <h2>Report</h2>
        <iframe
```

```
src="https://us1.ca.analytics.ibm.com/bi/?pathRef=.my_folders%2FGlassdoor%2BJobs%2FGlassdoo
r%2BJobs
%2BData%2BReport&amp;closeWindowOnLastView=true&amp;ui_appbar=false&amp;ui_navbar=fal
se&amp;s hareMode=embedded&amp;action=run&amp;format=HTML&amp;prompt=false"
width="1350" height="900" frameborder="0" gesture="media" allow="encrypted-media"
allowfullscreen=""></iframe> </div>
</section>
<!-- ======= Contact Section ======= -->
    <section id="contact" class="contact section-bg">
     <div class="container" data-aos="fade-up">

        <div class="section-title">
         <h2>Contact</h2>
          <p>Magnam dolores commodi suscipit. Necessitatibus eius consequatur ex aliquid fuga eum
quidem. Sit sint consectetur velit. Quisquam quos quisquam cupiditate. Et nemo qui impedit suscipit
alias ea. Quia fugiat sit in iste officiis commodi quidem hic quas.</p>
        </div>

        <div class="row">

          <div class="col-lg-6">
            <div class="row">
              <div class="col-md-12">
                <div class="info-box">
                  <i class="bx bx-map"></i>
                  <h3>Our Address</h3>



                    <p>A108 Adam Street, New York, NY 535022</p>
                  </div>
                </div>
                <div class="col-md-6">
                  <div class="info-box mt-4">
                    <i class="bx bx-envelope"></i>
                    <h3>Email Us</h3>
                    <p>info@example.com<br>contact@example.com</p>
                  </div>
                </div>
                <div class="col-md-6">
                  <div class="info-box mt-4">
                    <i class="bx bx-phone-call"></i>
                    <h3>Call Us</h3>
                    <p>+1 5589 55488 55<br>+1 6678 254445 41</p>
                  </div>
                </div>
              </div>
```

```html
        </div>

        <div class="col-lg-6 mt-4 mt-md-0">
          <form action="forms/contact.php" method="post" role="form"
            class="php-email-form"> <div class="row">
            <div class="col-md-6 form-group">
              <input type="text" name="name" class="form-control" id="name" placeholder="Your Name"
            required> </div>
            <div class="col-md-6 form-group mt-3 mt-md-0">
              <input type="email" class="form-control" name="email" id="email"
placeholder="Your Email" required>
            </div>
          </div>
          <div class="form-group mt-3">
            <input type="text" class="form-control" name="subject" id="subject" placeholder="Subject"
            required> </div>
          <div class="form-group mt-3">
            <textarea class="form-control" name="message" rows="5" placeholder="Message"
required></textarea>
          </div>
          <div class="my-3">
            <div class="loading">Loading</div>
            <div class="error-message"></div>


            <div class="sent-message">Your message has been sent. Thank
          you!</div> </div>
            <div class="text-center"><button type="submit">Send
          Message</button></div> </form>
        </div>
      </div>

    </div>
  </section><!-- End Contact Section -->

</main><!-- End #main -->

<!-- ======= Footer ======= -->
<footer id="footer">

  <div class="footer-top">
    <div class="container">
      <div class="row">

        <div class="col-lg-3 col-md-6 footer-contact">
          <h3>Bikin</h3>
          <p>
```

```
      A108 Adam Street <br>
      New York, NY 535022<br>
      United States <br><br>
      <strong>Phone:</strong> +1 5589 55488 55<br>
      <strong>Email:</strong> info@example.com<br>
    </p>
  </div>

  <div class="col-lg-2 col-md-6 footer-links">
    <h4>Useful Links</h4>
    <ul>
      <li><i class="bx bx-chevron-right"></i> <a
href="#">Home</a></li> <li><i class="bx bx-chevron-right"></i> <a
href="#">About us</a></li> <li><i class="bx bx-chevron-right"></i>
<a href="#">Services</a></li> <li><i class="bx
bx-chevron-right"></i> <a href="#">Terms of service</a></li> <li><i
class="bx bx-chevron-right"></i> <a href="#">Privacy
policy</a></li> </ul> </div>

  <div class="col-lg-3 col-md-6 footer-links">
    <h4>Our Services</h4>
    <ul>
      <li><i class="bx bx-chevron-right"></i> <a href="#">Web


      Design</a></li> <li><i class="bx bx-chevron-right"></i> <a
      href="#">Web Development</a></li> <li><i class="bx
      bx-chevron-right"></i> <a href="#">Product Management</a></li> <li><i
      class="bx bx-chevron-right"></i> <a href="#">Marketing</a></li> <li><i
      class="bx bx-chevron-right"></i> <a href="#">Graphic Design</a></li>
      </ul>
    </div>

  <div class="col-lg-4 col-md-6 footer-newsletter">
    <h4>Join Our Newsletter</h4>
    <p>Tamen quem nulla quae legam multos aute sint culpa legam noster
    magna</p> <form action="" method="post">
      <input type="email" name="email"><input type="submit"
    value="Subscribe"> </form>
  </div>

    </div>
  </div>
</div>

<div class="container d-md-flex py-4">

  <div class="me-md-auto text-center text-md-start">
```

```html
      <div class="copyright">
        &copy; Copyright <strong><span>Bikin</span></strong>. All Rights
      Reserved </div>
      <div class="credits">
        <!-- All the links in the footer should remain intact. -->
        <!-- You can delete the links only if you purchased the pro
        version. --> <!-- Licensing information:
        https://bootstrapmade.com/license/ -->
        <!-- Purchase the pro version with working PHP/AJAX contact form:
https://bootstrapmade.com/bikin-free-simple-landing-page-templat
        e/ --> Designed by <a
        href="https://bootstrapmade.com/">BootstrapMade</a>
      </div>
    </div>
    <div class="social-links text-center text-md-right pt-3 pt-md-0">
      <a href="#" class="twitter"><i class="bx bxl-twitter"></i></a>
      <a href="#" class="facebook"><i class="bx bxl-facebook"></i></a>
      <a href="#" class="instagram"><i class="bx
      bxl-instagram"></i></a> <a href="#"



      class="google-plus"><i class="bx bxl-skype"></i></a>
      <a href="#" class="linkedin"><i class="bx bxl-linkedin"></i></a>
    </div>
   </div>
  </footer><!-- End Footer -->

  <div id="preloader"></div>
  <a href="#" class="back-to-top d-flex align-items-center
justify-content-center"><i class="bi bi-arrow-up-short"></i></a>

  <!-- Vendor JS Files -->
  <script src="assets/vendor/aos/aos.js"></script>
  <script
  src="assets/vendor/bootstrap/js/bootstrap.bundle.min.js"></scri
  pt> <script
  src="assets/vendor/glightbox/js/glightbox.min.js"></script>
  <script
  src="assets/vendor/isotope-layout/isotope.pkgd.min.js"></scri
  pt> <script
  src="assets/vendor/swiper/swiper-bundle.min.js"></script>
  <script src="assets/vendor/php-email-form/validate.js"></script>

  <!-- Template Main JS File -->
  <script src="assets/js/main.js"></script>
</body>
```

</html>

```html
<link href="https://fonts.googleapis.com/css?family=Open+Sans:300,300i,400,400i,600,600i,700,700i|Krub:300,300i,
400,400i,500,500i,600,600i,700,700i|Poppins:300,300i,400,400i,500,500i,600,600i,700,700i" rel="stylesheet">

  <!-- Vendor CSS Files -->
  <link href="assets/vendor/aos/aos.css" rel="stylesheet">
  <link href="assets/vendor/bootstrap/css/bootstrap.min.css" rel="stylesheet">
  <link href="assets/vendor/bootstrap-icons/bootstrap-icons.css" rel="stylesheet">
  <link href="assets/vendor/boxicons/css/boxicons.min.css" rel="stylesheet">
  <link href="assets/vendor/glightbox/css/glightbox.min.css" rel="stylesheet">
  <link href="assets/vendor/swiper/swiper-bundle.min.css" rel="stylesheet">

  <!-- Template Main CSS File -->



<link href="assets/css/style.css" rel="stylesheet">

  <!-- =======================================================
  * Template Name: Bikin
  * Updated: Sep 18 2023 with Bootstrap v5.3.2
  * Template URL:
  https://bootstrapmade.com/bikin-free-simple-landing-page-template/ *
  Author: BootstrapMade.com
  * License: https://bootstrapmade.com/license/
  ======================================================== -->
</head>

<body>

  <!-- ======= Header ======= -->
  <header id="header" class="fixed-top">
    <div class="container d-flex align-items-center justify-content-between">

      <h1 class="logo"><a href="index.html">Glassdoor Jobs</a></h1>
      <!-- Uncomment below if you prefer to use an image logo -->
      <!-- <a href="index.html" class="logo"><img src="assets/img/logo.png" alt=""
      class="img-fluid"></a>-->

      <nav id="navbar" class="navbar">
       <ul>
        <li><a class="nav-link scrollto active" href="#hero">Home</a></li>
        <li><a class="nav-link scrollto" href="#about">About</a></li>
        <li><a class="nav-link scrollto" href="#services">Dashboard</a></li>
```

```html
        <li><a class="nav-link scrollto " href="#portfolio">Story</a></li>


        <li><a class="nav-link scrollto" href="#team">Report</a></li>
        <i class="bi bi-list mobile-nav-toggle"></i>
      </nav><!-- .navbar -->

    </div>
  </header><!-- End Header -->

  <!-- ======= Hero Section ======= -->
  <section id="hero" class="d-flex align-items-center">

    <div class="container d-flex flex-column align-items-center justify-content-center"
      data-aos="fade-up"> <h1>Glassdoor Jobs Analysis</h1>



      <h2> Data Analysis Of Glassdoor Jobs </h2>
      <a href="#about" class="btn-get-started scrollto">Get Started</a>
      <img
src="https://encrypted-tbn0.gstatic.com/images?q=tbn:ANd9GcRqH1vh-9uF7Kj7sRPxUVTDUdrQNC
AhIdRn0A &usqp=CAU" class="img-fluid hero-img" alt="" data-aos="zoom-in"
data-aos-delay="150"> </div>

  </section><!-- End Hero -->

  <main id="main">

    <!-- ======= About Section ======= -->
    <section id="about" class="about">
      <div class="container">

        <div class="row no-gutters">
          <div class="content col-xl-5 d-flex align-items-stretch" data-aos="fade-right">
            <div class="content">
              <h3>Voluptatem dignissimos provident quasi</h3>
              <p>
                Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt
ut labore et dolore magna aliqua. Duis aute irure dolor in reprehenderit
              </p>
              <a href="#" class="about-btn">About us <i class="bx bx-chevron-right"></i></a>
            </div>
          </div>
          <div class="col-xl-7 d-flex align-items-stretch" data-aos="fade-left">
            <div class="icon-boxes d-flex flex-column justify-content-center">
              <div class="row">
                <div class="col-md-6 icon-box" data-aos="fade-up" data-aos-delay="100">
                  <i class="bx bx-receipt"></i>
```

```html
          <h4>Corporis voluptates sit</h4>
          <p>Consequuntur sunt aut quasi enim aliquam quae harum pariatur laboris nisi ut
aliquip</p> </div>

        <div class="col-md-6 icon-box" data-aos="fade-up" data-aos-delay="200">
          <i class="bx bx-cube-alt"></i>
          <h4>Ullamco laboris nisi</h4>
          <p>Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia
deserunt</p> </div>
        <div class="col-md-6 icon-box" data-aos="fade-up" data-aos-delay="300">
          <i class="bx bx-images"></i>
          <h4>Labore consequatur</h4>




          <p>Aut suscipit aut cum nemo deleniti aut omnis. Doloribus ut maiores omnis
facere</p> </div>



        <div class="col-md-6 icon-box" data-aos="fade-up" data-aos-delay="400">
          <i class="bx bx-shield"></i>
          <h4>Beatae veritatis</h4>
          <p>Expedita veritatis consequuntur nihil tempore laudantium vitae denat pacta</p>
        </div>
      </div>
     </div><!-- End .content-->
    </div>

  </div>
</section><!-- End About Section -->

<!-- ======= Clients Section ======= -->
<
<!-- End Clients Section -->

<!-- ======= Features Section ======= -->
<section id="features" class="features" data-aos="fade-up">
  <div class="container">

    <div class="section-title">
      <h3>Dashboard</h3>
    </div>
    <iframe
src="https://us1.ca.analytics.ibm.com/bi/?perspective=dashboard&amp;pathRef=.my_folders%2FGlas
sdoor%2B
Jobs%2FGlassdoor%2BJobs%2BAnalysis%2BDashboard&amp;closeWindowOnLastView=true&amp;
ui_appbar
```

```html
=false&amp;ui_navbar=false&amp;shareMode=embedded&amp;action=view&amp;mode=dashboard&
amp;sub View=model0000018b7b6f046b_00000002" width="1350" height="900" frameborder="0"
gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>

      </div>
</section><!-- End Features Section -->
   <!-- ======= Services Section ======= -->
   <section id="story" class="services">
    <div class="container" data-aos="fade-up">
     <div class="section-title">
      <h2>Story</h2>


</div>
      <iframe
src="https://us1.ca.analytics.ibm.com/bi/?perspective=story&amp;pathRef=.my_folders%2FGlassdoor
%2BJobs
%2FGlassdoor%2BJobs%2BStory&amp;closeWindowOnLastView=true&amp;ui_appbar=false&amp;u
i_navbar=
false&amp;shareMode=embedded&amp;action=view&amp;sceneId=model0000018b80a7224c_0000
0000&amp
;sceneTime=0" width="1350" height="900" frameborder="0" gesture="media"
allow="encrypted-media" allowfullscreen=""></iframe>


    </div>
   </section><!-- End Services Section -->

   <!-- ======= Portfolio Section ======= -->
   <section id="report" class="portfolio">
    <div class="container" data-aos="fade-up">

     <div class="section-title">
      <h2>Report</h2>
      <iframe
src="https://us1.ca.analytics.ibm.com/bi/?pathRef=.my_folders%2FGlassdoor%2BJobs%2FGlassdoo
r%2BJobs
%2BData%2BReport&amp;closeWindowOnLastView=true&amp;ui_appbar=false&amp;ui_navbar=fal
se&amp;s hareMode=embedded&amp;action=run&amp;format=HTML&amp;prompt=false"
width="1350" height="900" frameborder="0" gesture="media" allow="encrypted-media"
allowfullscreen=""></iframe> </div>
</section>
<!-- ======= Contact Section ======= -->
   <section id="contact" class="contact section-bg">
    <div class="container" data-aos="fade-up">

     <div class="section-title">
      <h2>Contact</h2>
      <p>Magnam dolores commodi suscipit. Necessitatibus eius consequatur ex aliquid fuga eum
```

quidem. Sit sint consectetur velit. Quisquam quos quisquam cupiditate. Et nemo qui impedit suscipit alias ea. Quia fugiat sit in iste officiis commodi quidem hic quas.</p>

</div>
    <div class="row">
      <div class="col-lg-6">

          <div class="row">
            <div class="col-md-12">
              <div class="info-box">
                <i class="bx bx-map"></i>
                <h3>Our Address</h3>
                <p>A108 Adam Street, New York, NY 535022</p>
              </div>
            </div>
            <div class="col-md-6">
              <div class="info-box mt-4">
                <i class="bx bx-envelope"></i>
                <h3>Email Us</h3>
                <p>info@example.com
contact@example.com</p>
              </div>
            </div>
            <div class="col-md-6">
              <div class="info-box mt-4">
                <i class="bx bx-phone-call"></i>
                <h3>Call Us</h3>
                <p>+1 5589 55488 55
+1 6678 254445 41</p>
              </div>
            </div>
          </div>

        </div>

        <div class="col-lg-6 mt-4 mt-md-0">
          <form action="forms/contact.php" method="post" role="form"
            class="php-email-form"> <div class="row">
            <div class="col-md-6 form-group">
              <input type="text" name="name" class="form-control" id="name" placeholder="Your Name"
              required> </div>
            <div class="col-md-6 form-group mt-3 mt-md-0">
              <input type="email" class="form-control" name="email" id="email"
placeholder="Your Email" required>
            </div>
          </div>
          <div class="form-group mt-3">

```html
    <input type="text" class="form-control" name="subject" id="subject" placeholder="Subject"
required> </div>
    <div class="form-group mt-3">



    <textarea class="form-control" name="message" rows="5" placeholder="Message"
required></textarea>
    </div>
    <div class="my-3">
     <div class="loading">Loading</div>
     <div class="error-message"></div>
     <div class="sent-message">Your message has been sent. Thank
    you!</div> </div>
     <div class="text-center"><button type="submit">Send
   Message</button></div> </form>
    </div>

   </div>

  </div>
 </section><!-- End Contact Section -->

</main><!-- End #main -->

<!-- ======= Footer ======= -->
<footer id="footer">

 <div class="footer-top">
  <div class="container">
   <div class="row">

    <div class="col-lg-3 col-md-6 footer-contact">
     <h3>Bikin</h3>
     <p>
      A108 Adam Street <br>
      New York, NY 535022<br>
      United States <br><br>
      <strong>Phone:</strong> +1 5589 55488 55<br>
      <strong>Email:</strong> info@example.com<br>
     </p>
    </div>

    <div class="col-lg-2 col-md-6 footer-links">
     <h4>Useful Links</h4>
     <ul>
      <li><i class="bx bx-chevron-right"></i> <a
    href="#">Home</a></li> <li><i class="bx bx-chevron-right"></i> <a
```

```
      href="#">About us</a></li> <li><i class="bx bx-chevron-right"></i>




        <a href="#">Services</a></li> <li><i class="bx
        bx-chevron-right"></i> <a href="#">Terms of service</a></li> <li><i
        class="bx bx-chevron-right"></i> <a href="#">Privacy
        policy</a></li> </ul> </div>

        <div class="col-lg-3 col-md-6 footer-links">
          <h4>Our Services</h4>
          <ul>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Web Design</a></li> <li><i
            class="bx bx-chevron-right"></i> <a href="#">Web
            Development</a></li> <li><i class="bx bx-chevron-right"></i> <a
            href="#">Product Management</a></li> <li><i class="bx
            bx-chevron-right"></i> <a href="#">Marketing</a></li>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Graphic
          Design</a></li> </ul>
        </div>

        <div class="col-lg-4 col-md-6 footer-newsletter">
          <h4>Join Our Newsletter</h4>
          <p>Tamen quem nulla quae legam multos aute sint culpa legam noster
          magna</p> <form action="" method="post">
            <input type="email" name="email"><input type="submit"
          value="Subscribe"> </form>
        </div>

      </div>
    </div>
  </div>

  <div class="container d-md-flex py-4">

    <div class="me-md-auto text-center text-md-start">
     <div class="copyright">
       &copy; Copyright <strong><span>Bikin</span></strong>. All Rights
     Reserved </div>
     <div class="credits">
       <!-- All the links in the footer should remain intact. -->
       <!-- You can delete the links only if you purchased the pro
       version. --> <!-- Licensing information:
       https://bootstrapmade.com/license/ -->
       <!-- Purchase the pro version with working PHP/AJAX contact form:
https://bootstrapmade.com/bikin-free-simple-landing-page-templat
     e/ --> Designed by <a
     href="https://bootstrapmade.com/">BootstrapMade</a>
```

```html
      </div>
    </div>
<div class="social-links text-center text-md-right pt-3 pt-md-0">
      <a href="#" class="twitter"><i class="bx bxl-twitter"></i></a>
      <a href="#" class="facebook"><i class="bx bxl-facebook"></i></a>
      <a href="#" class="instagram"><i class="bx bxl-instagram"></i></a>
      <a href="#" class="google-plus"><i class="bx bxl-skype"></i></a>
      <a href="#" class="linkedin"><i class="bx bxl-linkedin"></i></a>
    </div>
  </div>
  </footer><!-- End Footer -->

  <div id="preloader"></div>
  <a href="#" class="back-to-top d-flex align-items-center
justify-content-center"><i class="bi bi-arrow-up-short"></i></a>

  <!-- Vendor JS Files -->
  <script src="assets/vendor/aos/aos.js"></script>
  <script src="assets/vendor/bootstrap/js/bootstrap.bundle.min.js"></script>
  <script src="assets/vendor/glightbox/js/glightbox.min.js"></script>
  <script src="assets/vendor/isotope-layout/isotope.pkgd.min.js"></script>
  <script src="assets/vendor/swiper/swiper-bundle.min.js"></script>
  <script src="assets/vendor/php-email-form/validate.js"></script>

  <!-- Template Main JS File -->
  <script src="assets/js/main.js"></script>

</body>

</html>
<link href="assets/css/style.css" rel="stylesheet">

  <!-- =======================================================
  * Template Name: Bikin
  * Updated: Sep 18 2023 with Bootstrap v5.3.2
  * Template URL:
  https://bootstrapmade.com/bikin-free-simple-landing-page-template/ *
  Author: BootstrapMade.com
  * License: https://bootstrapmade.com/license/
  ======================================================== -->
</head>

<body>
```

```html
<!-- ======= Header ======= -->
<header id="header" class="fixed-top">
  <div class="container d-flex align-items-center justify-content-between">
  <h1 class="logo"><a href="index.html">Glassdoor Jobs</a></h1>
    <!-- Uncomment below if you prefer to use an image logo -->
    <!-- <a href="index.html" class="logo"><img src="assets/img/logo.png" alt=""
    class="img-fluid"></a>-->

    <nav id="navbar" class="navbar">
     <ul>
       <li><a class="nav-link scrollto active" href="#hero">Home</a></li>
       <li><a class="nav-link scrollto" href="#about">About</a></li>
       <li><a class="nav-link scrollto" href="#services">Dashboard</a></li>
       <li><a class="nav-link scrollto " href="#portfolio">Story</a></li>
       <li><a class="nav-link scrollto" href="#team">Report</a></li>


       <i class="bi bi-list mobile-nav-toggle"></i>
     </nav><!-- .navbar -->

  </div>
</header><!-- End Header -->
<!-- ======= Hero Section ======= -->
<section id="hero" class="d-flex align-items-center">
  <div class="container d-flex flex-column align-items-center justify-content-center"
    data-aos="fade-up"> <h1>Glassdoor Jobs Analysis</h1>
    <h2> Data Analysis Of Glassdoor Jobs </h2>
    <a href="#about" class="btn-get-started scrollto">Get Started</a>
    <img
src="https://encrypted-tbn0.gstatic.com/images?q=tbn:ANd9GcRqH1vh-9uF7Kj7sRPxUVTDUdrQNC
AhIdRn0A &usqp=CAU" class="img-fluid hero-img" alt="" data-aos="zoom-in"
data-aos-delay="150"> </div>

</section><!-- End Hero -->

<main id="main">

  <!-- ======= About Section ======= -->
  <section id="about" class="about">
    <div class="container">

      <div class="row no-gutters">
        <div class="content col-xl-5 d-flex align-items-stretch" data-aos="fade-right">


          <div class="content">
```

```html
            <h3>Voluptatem dignissimos provident quasi</h3>
            <p>
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et
dolore magna aliqua. Duis aute irure dolor in reprehenderit
            </p>
            <a href="#" class="about-btn">About us <i class="bx bx-chevron-right"></i></a>
          </div>
        </div>
        <div class="col-xl-7 d-flex align-items-stretch" data-aos="fade-left">
          <div class="icon-boxes d-flex flex-column justify-content-center">
            <div class="row">
              <div class="col-md-6 icon-box" data-aos="fade-up" data-aos-delay="100">
                <i class="bx bx-receipt"></i>
                <h4>Corporis voluptates sit</h4>
                <p>Consequuntur sunt aut quasi enim aliquam quae harum pariatur laboris nisi ut
                aliquip</p> </div>
              <div class="col-md-6 icon-box" data-aos="fade-up" data-aos-delay="200">
                <i class="bx bx-cube-alt"></i>
                <h4>Ullamco laboris nisi</h4>
                <p>Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia
                deserunt</p> </div>
              <div class="col-md-6 icon-box" data-aos="fade-up" data-aos-delay="300">
                <i class="bx bx-images"></i>
                <h4>Labore consequatur</h4>
                <p>Aut suscipit aut cum nemo deleniti aut omnis. Doloribus ut maiores omnis
                facere</p> </div>
              <div class="col-md-6 icon-box" data-aos="fade-up" data-aos-delay="400">
                <i class="bx bx-shield"></i>
                <h4>Beatae veritatis</h4>
                <p>Expedita veritatis consequuntur nihil tempore laudantium vitae denat pacta</p>
              </div>
            </div>
          </div><!-- End .content-->
        </div>
      </div>

    </div>
  </section><!-- End About Section -->

  <!-- ======= Clients Section ======= -->
  <
  <!-- End Clients Section -->




  <!-- ======= Features Section ======= -->
  <section id="features" class="features" data-aos="fade-up">
```

```html
    <div class="container">
    <div class="section-title">
      <h3>Dashboard</h3>
     </div>
     <iframe
src="https://us1.ca.analytics.ibm.com/bi/?perspective=dashboard&amp;pathRef=.my_folders%2FGlas
sdoor%2B
Jobs%2FGlassdoor%2BJobs%2BAnalysis%2BDashboard&amp;closeWindowOnLastView=true&amp;
ui_appbar
=false&amp;ui_navbar=false&amp;shareMode=embedded&amp;action=view&amp;mode=dashboard&
amp;sub View=model0000018b7b6f046b_00000002" width="1350" height="900" frameborder="0"
gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>

    </div>
   </section><!-- End Features Section -->


    <!-- ======= Services Section ======= -->
    <section id="story" class="services">
     <div class="container" data-aos="fade-up">

      <div class="section-title">
       <h2>Story</h2>

      </div>

      <iframe
src="https://us1.ca.analytics.ibm.com/bi/?perspective=story&amp;pathRef=.my_folders%2FGlassdoor
%2BJobs
%2FGlassdoor%2BJobs%2BStory&amp;closeWindowOnLastView=true&amp;ui_appbar=false&amp;u
i_navbar=
false&amp;shareMode=embedded&amp;action=view&amp;sceneId=model0000018b80a7224c_0000
0000&amp
;sceneTime=0" width="1350" height="900" frameborder="0" gesture="media"
allow="encrypted-media" allowfullscreen=""></iframe>
     </div>
   </section><!-- End Services Section -->

    <!-- ======= Portfolio Section ======= -->
    <section id="report" class="portfolio">
     <div class="container" data-aos="fade-up">


      <div class="section-title">
       <h2>Report</h2>
<iframe
src="https://us1.ca.analytics.ibm.com/bi/?pathRef=.my_folders%2FGlassdoor%2BJobs%2FGlassdoo
r%2BJobs
```

```
%2BData%2BReport&amp;closeWindowOnLastView=true&amp;ui_appbar=false&amp;ui_navbar=fal
se&amp;s hareMode=embedded&amp;action=run&amp;format=HTML&amp;prompt=false"
width="1350" height="900" frameborder="0" gesture="media" allow="encrypted-media"
allowfullscreen=""></iframe> </div>
</section>
<!-- ======= Contact Section ======= -->
  <section id="contact" class="contact section-bg">
    <div class="container" data-aos="fade-up">

      <div class="section-title">
        <h2>Contact</h2>
        <p>Magnam dolores commodi suscipit. Necessitatibus eius consequatur ex aliquid fuga eum
quidem. Sit sint consectetur velit. Quisquam quos quisquam cupiditate. Et nemo qui impedit suscipit
alias ea. Quia fugiat sit in iste officiis commodi quidem hic quas.</p>
      </div>

      <div class="row">

        <div class="col-lg-6">

          <div class="row">
            <div class="col-md-12">
              <div class="info-box">
                <i class="bx bx-map"></i>
                <h3>Our Address</h3>
                <p>A108 Adam Street, New York, NY 535022</p>
              </div>
            </div>
            <div class="col-md-6">
              <div class="info-box mt-4">
                <i class="bx bx-envelope"></i>
                <h3>Email Us</h3>
                <p>info@example.com<br>contact@example.com</p>
              </div>
            </div>
            <div class="col-md-6">
              <div class="info-box mt-4">
                <i class="bx bx-phone-call"></i>


                <h3>Call Us</h3>
                <p>+1 5589 55488 55<br>+1 6678 254445 41</p>
              </div>
            </div>


          </div>
```

```html
        </div>

      <div class="col-lg-6 mt-4 mt-md-0">
        <form action="forms/contact.php" method="post" role="form"
          class="php-email-form"> <div class="row">
          <div class="col-md-6 form-group">
            <input type="text" name="name" class="form-control" id="name" placeholder="Your Name"
          required> </div>
          <div class="col-md-6 form-group mt-3 mt-md-0">
            <input type="email" class="form-control" name="email" id="email"
placeholder="Your Email" required>
          </div>
        </div>
        <div class="form-group mt-3">
          <input type="text" class="form-control" name="subject" id="subject" placeholder="Subject"
          required> </div>
        <div class="form-group mt-3">
          <textarea class="form-control" name="message" rows="5" placeholder="Message"
required></textarea>
        </div>
        <div class="my-3">
          <div class="loading">Loading</div>
          <div class="error-message"></div>
          <div class="sent-message">Your message has been sent. Thank you!</div>
        </div>
        <div class="text-center"><button type="submit">Send Message</button></div>
      </form>
    </div>

  </div>
  </div>
  </section><!-- End Contact Section -->

</main><!-- End #main -->




<!-- ======= Footer ======= -->
<footer id="footer">

  <div class="footer-top">
    <div class="container">
      <div class="row">
      <div class="col-lg-3 col-md-6 footer-contact">
        <h3>Bikin</h3>
        <p>
          A108 Adam Street <br>
```

```html
        New York, NY 535022<br>
        United States <br><br>
        <strong>Phone:</strong> +1 5589 55488 55<br>
        <strong>Email:</strong> info@example.com<br>
      </p>
    </div>

    <div class="col-lg-2 col-md-6 footer-links">
      <h4>Useful Links</h4>
      <ul>
        <li><i class="bx bx-chevron-right"></i> <a href="#">Home</a></li>
        <li><i class="bx bx-chevron-right"></i> <a href="#">About
us</a></li> <li><i class="bx bx-chevron-right"></i> <a
href="#">Services</a></li> <li><i class="bx bx-chevron-right"></i>
<a href="#">Terms of service</a></li> <li><i class="bx
bx-chevron-right"></i> <a href="#">Privacy policy</a></li> </ul>
    </div>

    <div class="col-lg-3 col-md-6 footer-links">
      <h4>Our Services</h4>
      <ul>
        <li><i class="bx bx-chevron-right"></i> <a href="#">Web
Design</a></li> <li><i class="bx bx-chevron-right"></i> <a
href="#">Web Development</a></li> <li><i class="bx
bx-chevron-right"></i> <a href="#">Product Management</a></li> <li><i
class="bx bx-chevron-right"></i> <a href="#">Marketing</a></li> <li><i
class="bx bx-chevron-right"></i> <a href="#">Graphic Design</a></li>
      </ul>
    </div>

    <div class="col-lg-4 col-md-6 footer-newsletter">
      <h4>Join Our Newsletter</h4>


      <p>Tamen quem nulla quae legam multos aute sint culpa legam noster
      magna</p> <form action="" method="post">
        <input type="email" name="email"><input type="submit"
      value="Subscribe"> </form>
    </div>

  </div>
 </div>
</div>

<div class="container d-md-flex py-4">

  <div class="me-md-auto text-center text-md-start">
   <div class="copyright">
```

```html
      &copy; Copyright <strong><span>Bikin</span></strong>. All Rights
      Reserved </div>
      <div class="credits">
        <!-- All the links in the footer should remain intact. -->
        <!-- You can delete the links only if you purchased the pro
        version. --> <!-- Licensing information:
        https://bootstrapmade.com/license/ --> <!-- Purchase the
        pro version with working PHP/AJAX contact form:
https://bootstrapmade.com/bikin-free-simple-landing-page-templat
        e/ --> Designed by <a
        href="https://bootstrapmade.com/">BootstrapMade</a>
        </div>
      </div>
      <div class="social-links text-center text-md-right pt-3 pt-md-0">
        <a href="#" class="twitter"><i class="bx bxl-twitter"></i></a>
        <a href="#" class="facebook"><i class="bx
      bxl-facebook"></i></a> <a href="#" class="instagram"><i
      class="bx bxl-instagram"></i></a> <a href="#"
      class="google-plus"><i class="bx bxl-skype"></i></a> <a
      href="#" class="linkedin"><i class="bx
      bxl-linkedin"></i></a> </div>
    </div>
  </footer><!-- End Footer -->

  <div id="preloader"></div>
  <a href="#" class="back-to-top d-flex align-items-center
justify-content-center"><i class="bi bi-arrow-up-short"></i></a>

  <!-- Vendor JS Files -->
  <script src="assets/vendor/aos/aos.js"></script>



  <script
  src="assets/vendor/bootstrap/js/bootstrap.bundle.min.js"></scri
  pt> <script
  src="assets/vendor/glightbox/js/glightbox.min.js"></script>
  <script
  src="assets/vendor/isotope-layout/isotope.pkgd.min.js"></script
  > <script
  src="assets/vendor/swiper/swiper-bundle.min.js"></script>
  <script
  src="assets/vendor/php-email-form/validate.js"></script>

<!-- Template Main JS File -->
  <script src="assets/js/main.js"></script>

</body>
</html>
```

GitHub & Project Demo Link:

file:///C:/Users/ramac/Downloads/Bikin/Bikin/index.html