

## Google, Amazon and more Employee Reviews

Source – [Kaggle](#)

Problem Statement – Analysis of reviews of over 67,000 employees from Google, Amazon, Facebook, Microsoft, Netflix and Apple. The dataset is scraped from Glassdoor. The intention is to get meaningful trends from this dataset.

Here's a [link](#) to my entire kernel. Following is a brief from my findings

On initial screening of the data, we find the data has the following information -

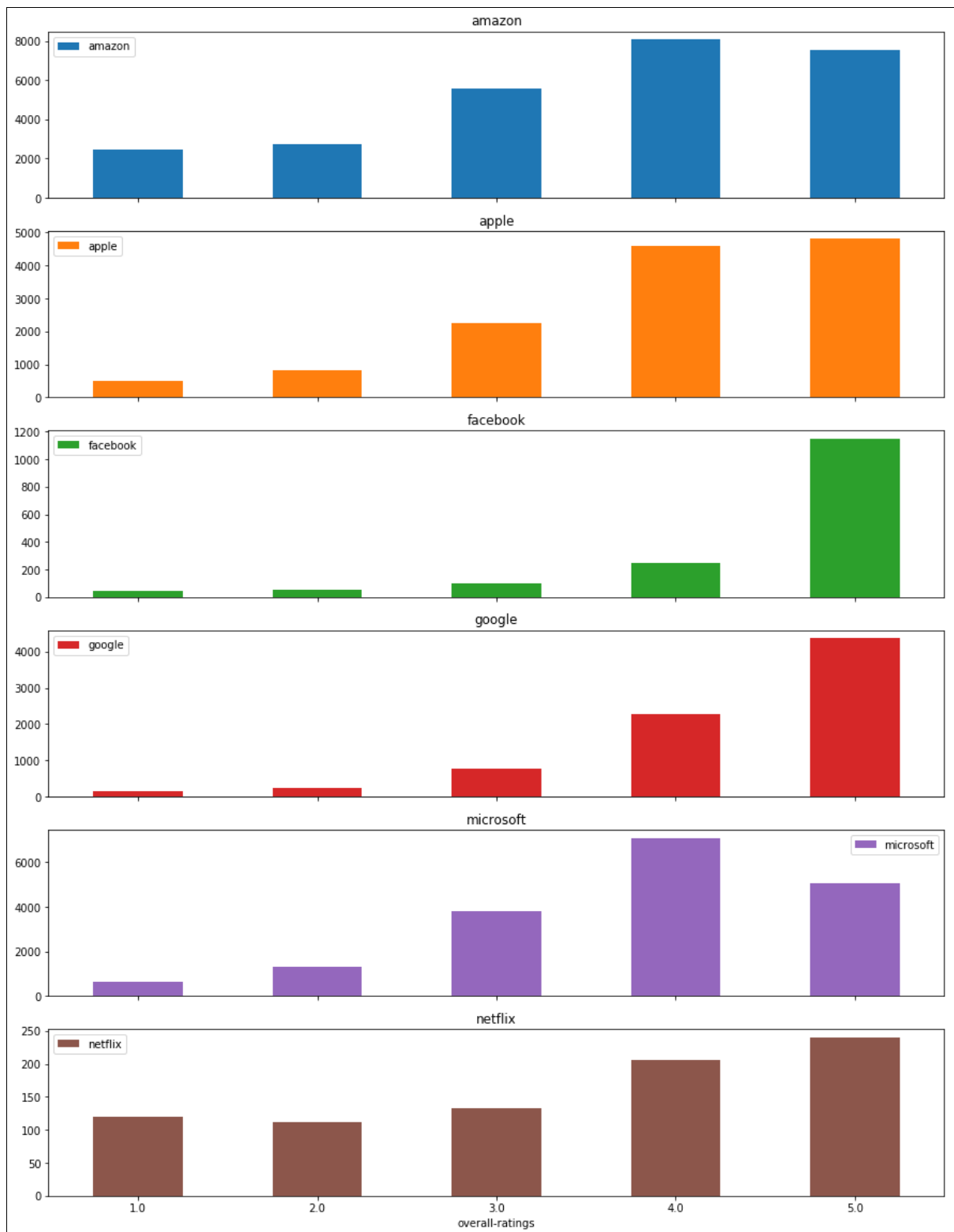
```
<class 'pandas.core.frame.DataFrame'>
RangeIndex: 67529 entries, 0 to 67528
Data columns (total 17 columns):
Unnamed: 0      67529 non-null int64
company         67529 non-null object
location        67529 non-null object
dates           67529 non-null object
job-title       67529 non-null object
summary        67409 non-null object
pros           67529 non-null object
cons           67529 non-null object
advice-to-mgmt  67232 non-null object
overall-ratings 67529 non-null float64
work-balance-stars 67529 non-null object
culture-values-stars 67529 non-null object
carrer-opportunities-stars 67529 non-null object
comp-benefit-stars 67529 non-null object
senior-mangemnet-stars 67529 non-null object
helpful-count   67529 non-null int64
link            67529 non-null object
dtypes: float64(1), int64(2), object(14)
memory usage: 8.8+ MB
```

Company-wise record count gives –

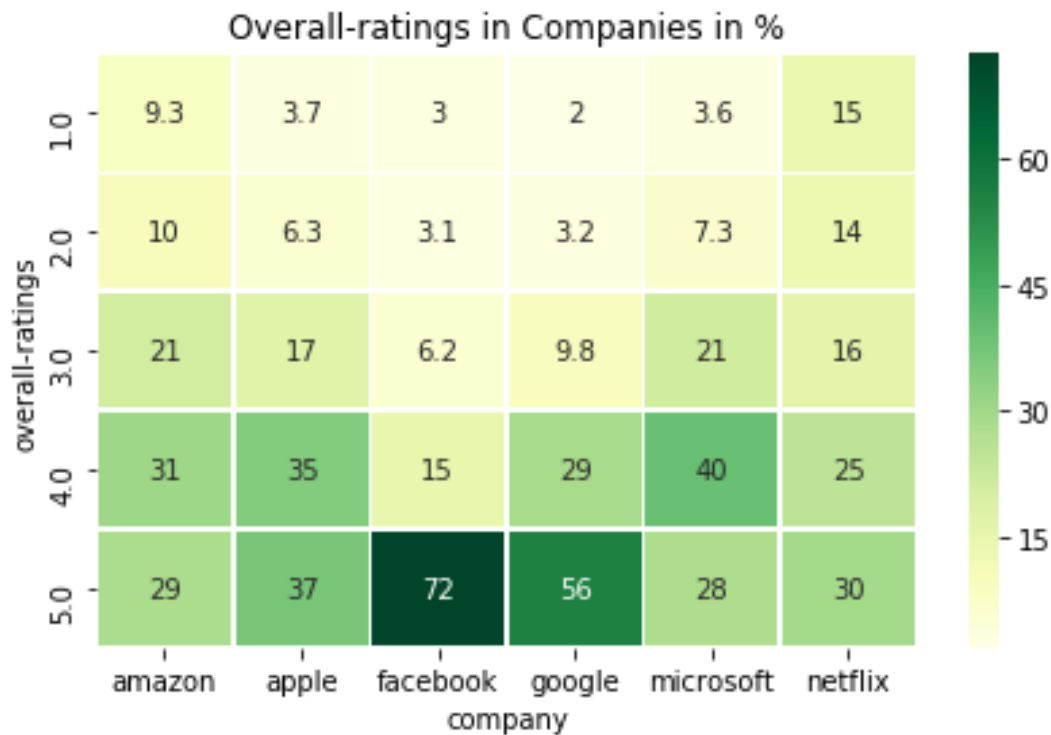
```
company
amazon      26430
apple       12950
facebook     1590
google       7819
microsoft    17930
netflix       810
dtype: int64
```

which shows 40% of the reviews are for Amazon and only 1% reviews are for Netflix. Data is skewed.

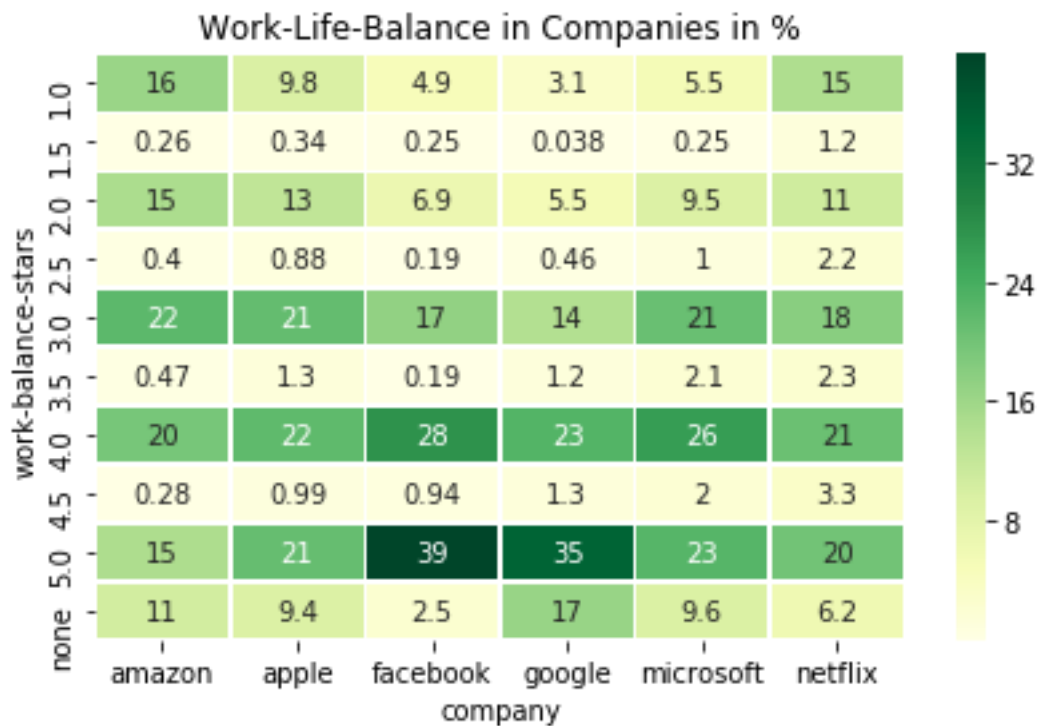
Further on, plotting individual plots of Overall-ratings for every company shows that most of the employees are overall satisfied working with them giving them a rating of 4 and above. It is also noteworthy that almost all of the people in Google are very happy working with it. On the other hand, Netflix has a mixed review, with 45% employees giving it less than 4 and 55% giving it 4 and above.



Let's look at the percentage distribution of the above ratings in the form of a heatmap. As it clearly shows, 87% of people in Facebook are overall satisfied.

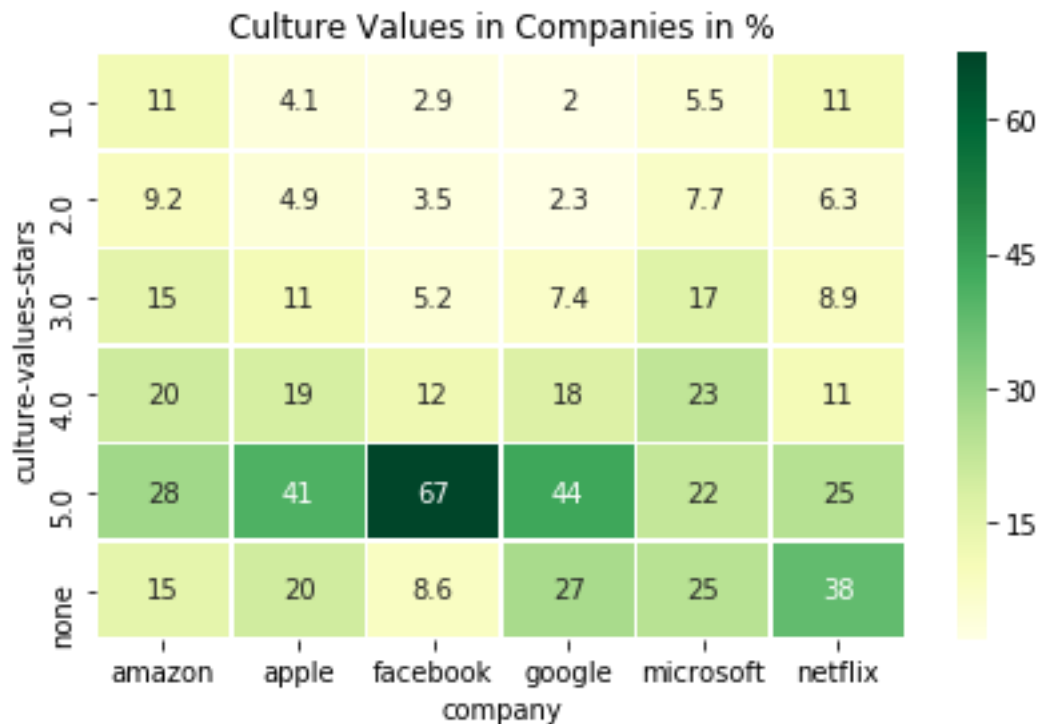


Now let's look at the Work/Life Balance ratings –



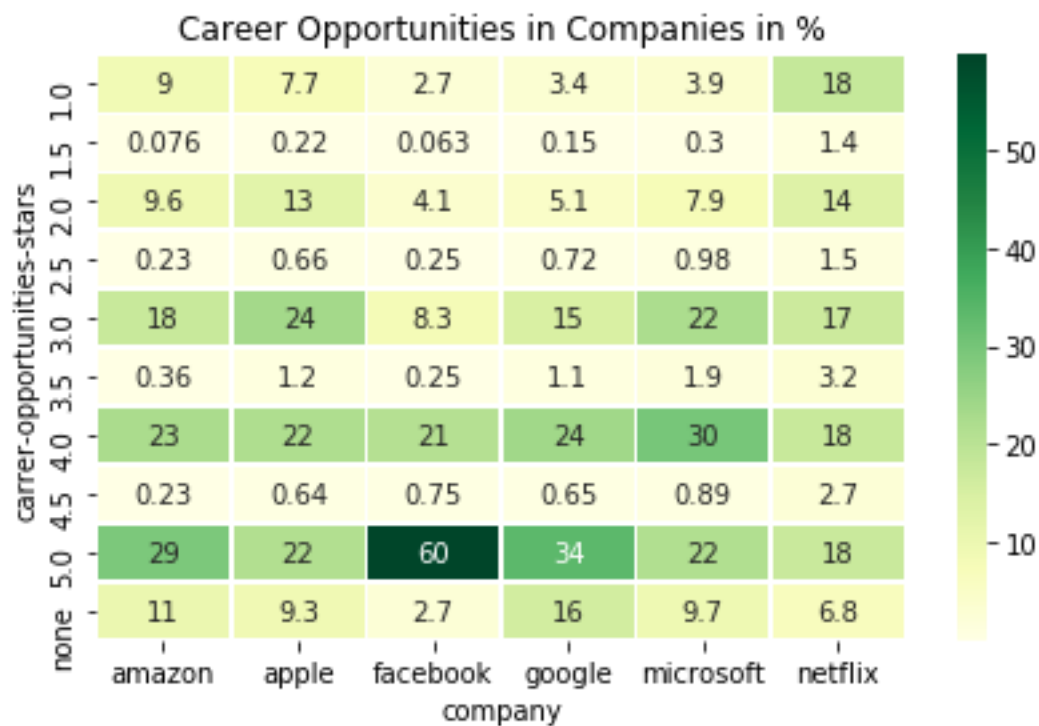
From this we see that Facebook has again scored the most with 68.5%, followed by Google with 59%. The least score being 35% for Amazon.

Next, coming to Cultural values in these companies.



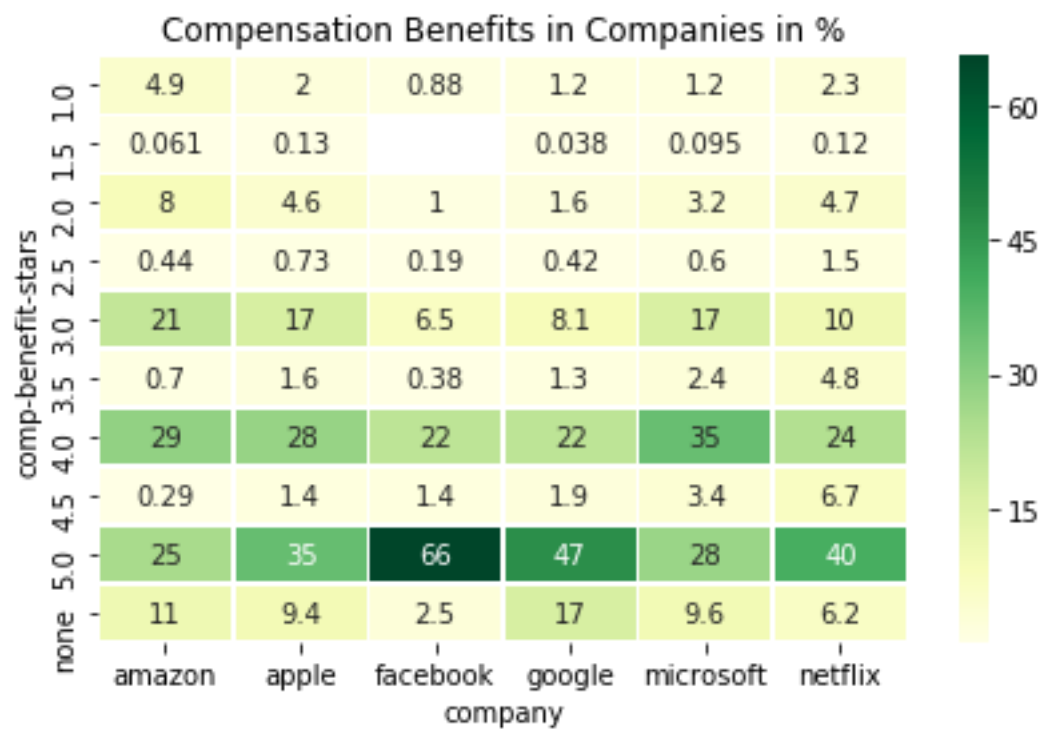
We find that here too Facebook has scored 89%. Netflix has scored the least with 36% ratings of 4 and above.

Next in line is Career Opportunities in respective companies. Let's look at a detail report of this.

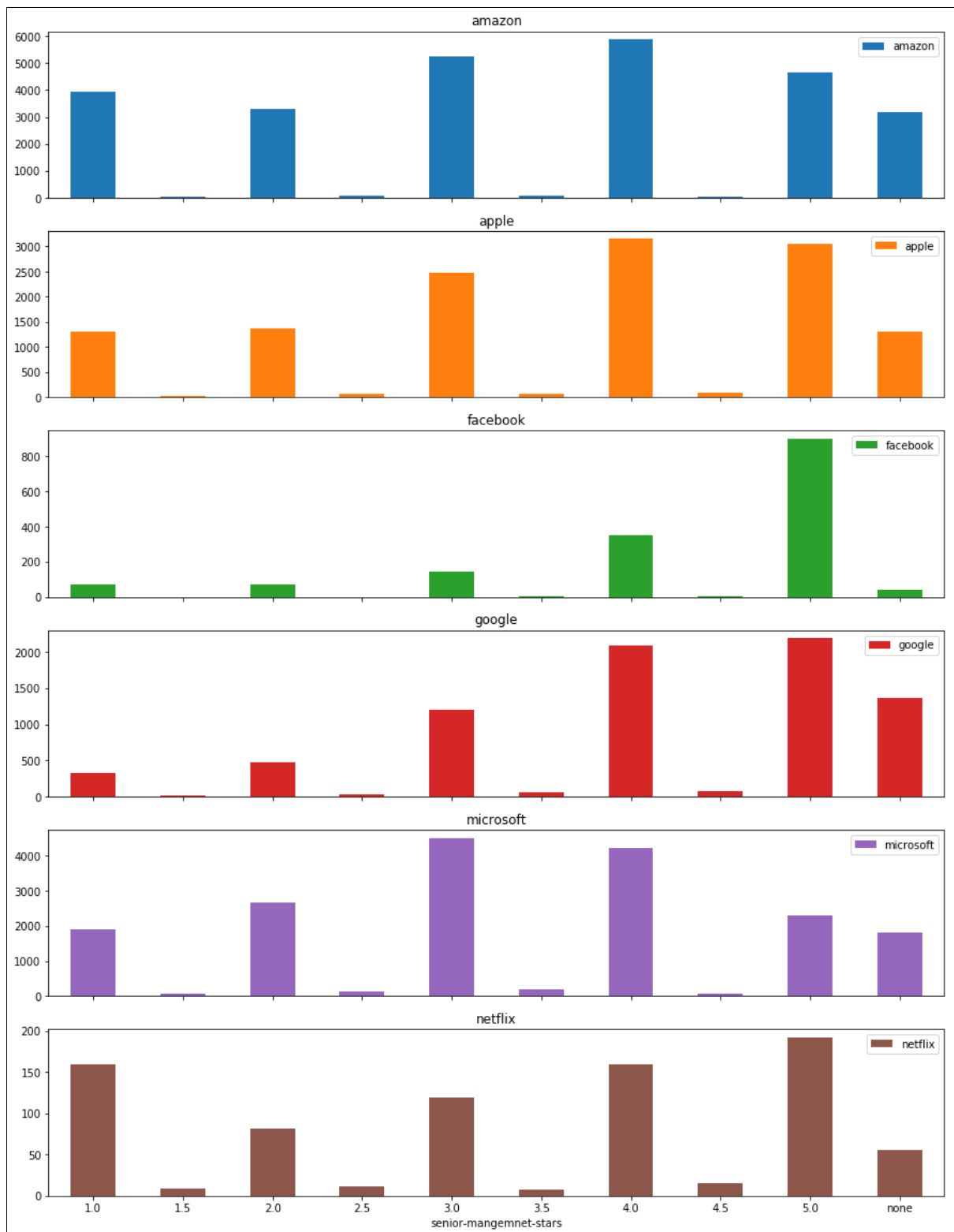


Clearly Facebook stands out with 82%, followed by Google at 59%.

A quick look at Compensation benefits, shows almost all companies give equal compensation benefits to their employees. The least rating here has been given to Amazon which shows people 45% people think they need to be compensated more.

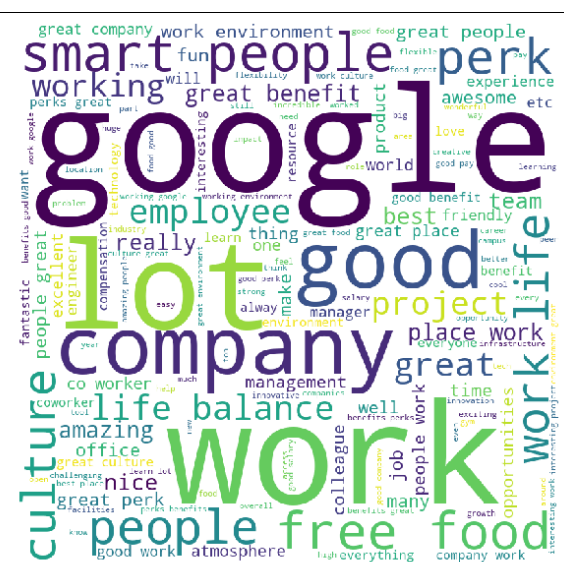


Finally let's look at ratings of Senior Management.



This shows that when it comes to senior management, companies like Microsoft, Netflix, Amazon, Apple haven't scored as much as Google and Facebook.

Now let's probe into what Pros about the companies, these employees are talking about –



Most common words used are 'great', 'smart', 'good', 'good work', 'benefit', 'best', 'culture'.



Similarly, most Cons spoken about these companies are –



Most common words used are 'people', 'company', 'team', 'time', 'manager', 'work', etc.



Some Advice to Management include –



Most employees have said *'none'*, *'people'*, *'company'*, *team'*, *'people'*, *'management'*, *'culture'*, etc

Some other views generated in Tableau are

