



THE FUTURE OF WORK: DATA ANALYSIS OF GLASSDOOR JOBS

Presented by

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INTRODUCTION

- Glassdoor can also help employers understand the needs and expectations of their employees and potential candidates, which can be particularly important as the job market becomes increasingly competitive and the war for talent heats up.
- Overall, Glassdoor has the potential to play a valuable role in shaping the future of work by providing both job seekers and employers with the information and insights they need to make informed decisions about their careers and businesses.

ABSTRACT

- This study examines the role of culture and employee satisfaction on company performance. Through the analysis of 1.2 million Glassdoor reviews using machine learning techniques, the study identifies nine cultural dimensions that impact company performance.
- The findings suggest that organizations should focus on enhancing culture and employee satisfaction to drive performance.
- However, further research is necessary on a more extensive and diverse dataset that accounts for industry-specific effects.

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LITERATURE SURVEY

PAPER-I

TITLE: Employee Contentment and Business Performance

AUTHOR: Ning Luo ,Yilu Zhou ,John J. Shon

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The study uses Big Data from social media to examine the relation between employee satisfaction and corporate performance by analysing anonymous employee reviews from Glassdoor.com.

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LITERATURE SURVEY

PAPER-II

TITLE: Predicting Company Ratings through Glassdoor Reviews

AUTHOR: Fabian Frederik Frank, Tyler Emerson Whittle

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The paper explores the development of a model to predict employee sentiment based on text in employee review data from Glassdoor.com.



LITERATURE SURVEY

PAPER-III

TITLE: Glassdoor Company Review Analysis with NLP

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The Glassdoor Company Review Analysis with NLP project analyzes employer reviews for a large company with the goal of creating a workflow for similar tasks and providing insights for employers on employee engagement.

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LITERATURE SURVEY

PAPER-IV

TITLE : Using Glass Door Data to Measure the Impact of Culture and Employee Satisfaction on Performance.

AUTHOR: Linnea H.R. Uyeno ,Professor Garin

Researchers may have collected data from Glassdoor on various companies and their reviews, looking for patterns such as certain keywords or themes that consistently came up.

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DRAWBACKS IN EXISTING SYSTEM

- Limited Sample Size.
- Lack Of Verification.
- Limited Industries and Geographical Coverage.
- Disgruntled Employee Reviews.

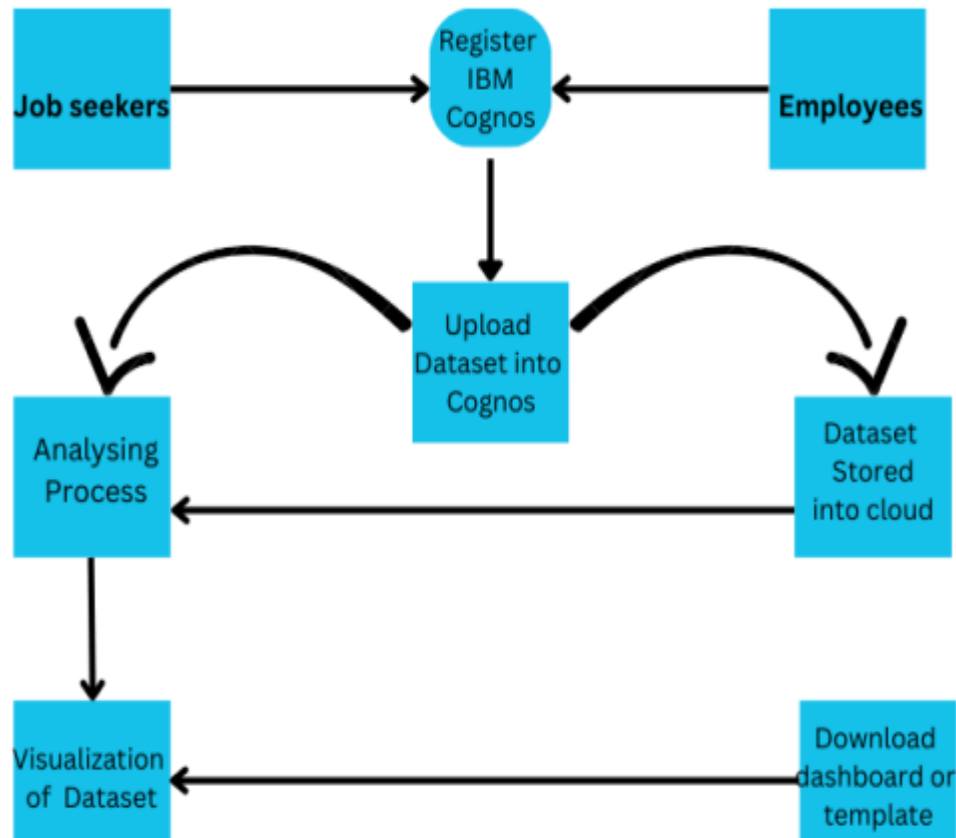
PROPOSED SOLUTION

- We Proposed a Solution to Analyze the Data and We Estimate the Jobs Analysis By Using IBM Cognos.
- Using Some Visualizations To Analyze Data and It is Easy To Understand By Users.
- Gives Accurate Result of Data By Using Visualization and Fast Recovery of Data.

ADVANTAGES

- **Transparent insights:** Glassdoor provides employees with valuable information about companies, including salaries, and employee reviews, allowing job seekers to make more informed decisions about potential employers.
- **Accessible and user-friendly platform:** Glassdoor's user-friendly interface and mobile app make it easily accessible, allowing job seekers and employees to access information on the go.
- **Improved employee satisfaction:** Glassdoor encourages companies to prioritize employee satisfaction by providing a platform for feedback and reviews.

WORKFLOW DIAGRAM





SYSTEM SPECIFICATION

HARDWARE USED:

Processor -AMD/INTEL

RAM -4GB

Hard Disk -256 GB

SOFTWARE USED:

Language - Python, HTML, CSS and Javascript

Framework - Flask

Package Manager & Build Tool - PIP

Database - IBM_DB2

Service - SendGridAPI(Email)

MODULES

1. Authentication

- Login
- Sign in

2. Home

- Home page of the Project.

3. About

- About the Project Web Page.

4. Analysis Page

- Dash Board Page
- Report Page
- Stories Page

MODULE DESCRIPTION

1. Authentication: Users can create a new account or log in to an existing account. It typically requires users to provide a username or email address and a password for authentication purposes. Once authenticated, users can access their personalized content or services on the website.

2. Home: User will know about the site using the home page. It contains other navigation page like services page, team page, about page and analysis page. It act like starting page of the website.

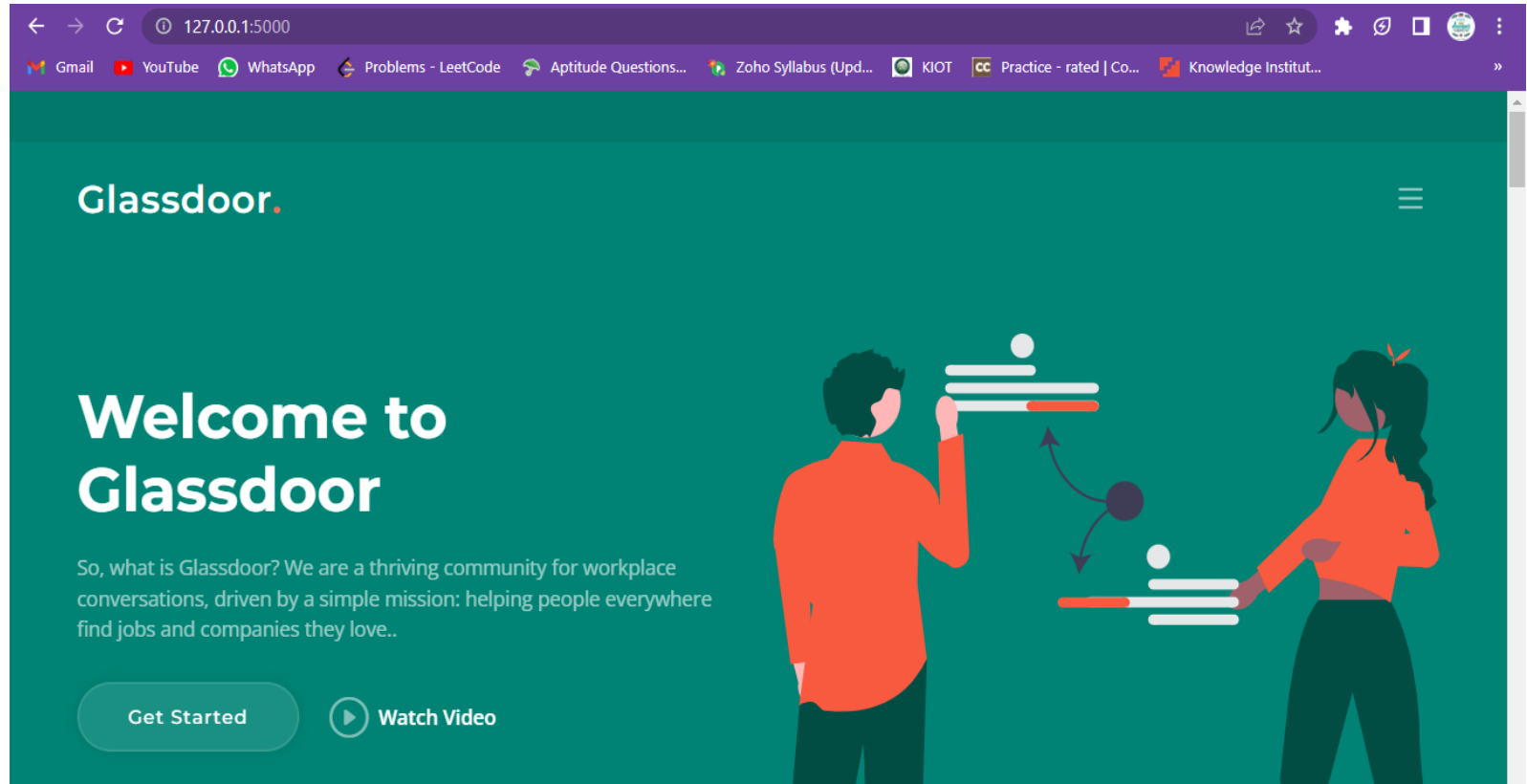
MODULE DESCRIPTION

3. About : In this, it contains about the services provided by the web site. It also contains number of companies, users, salary details like that.

4. Analysis Page : It contains about dash boards ,report and stories of the companies, their location, maximum salary, minimum salary and job designation.

RESULT AND DISCUSSION

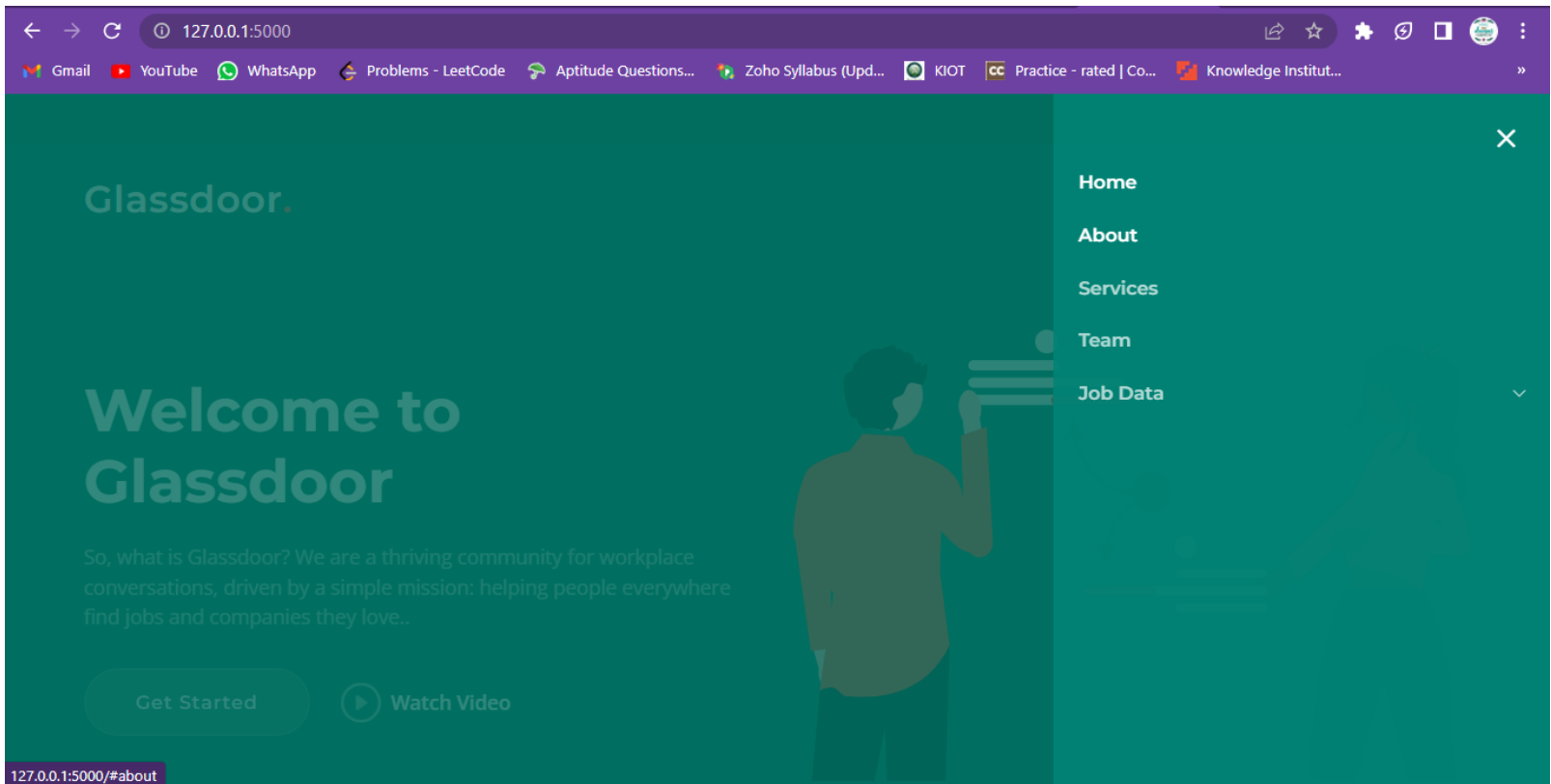
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RESULT AND DISCUSSION

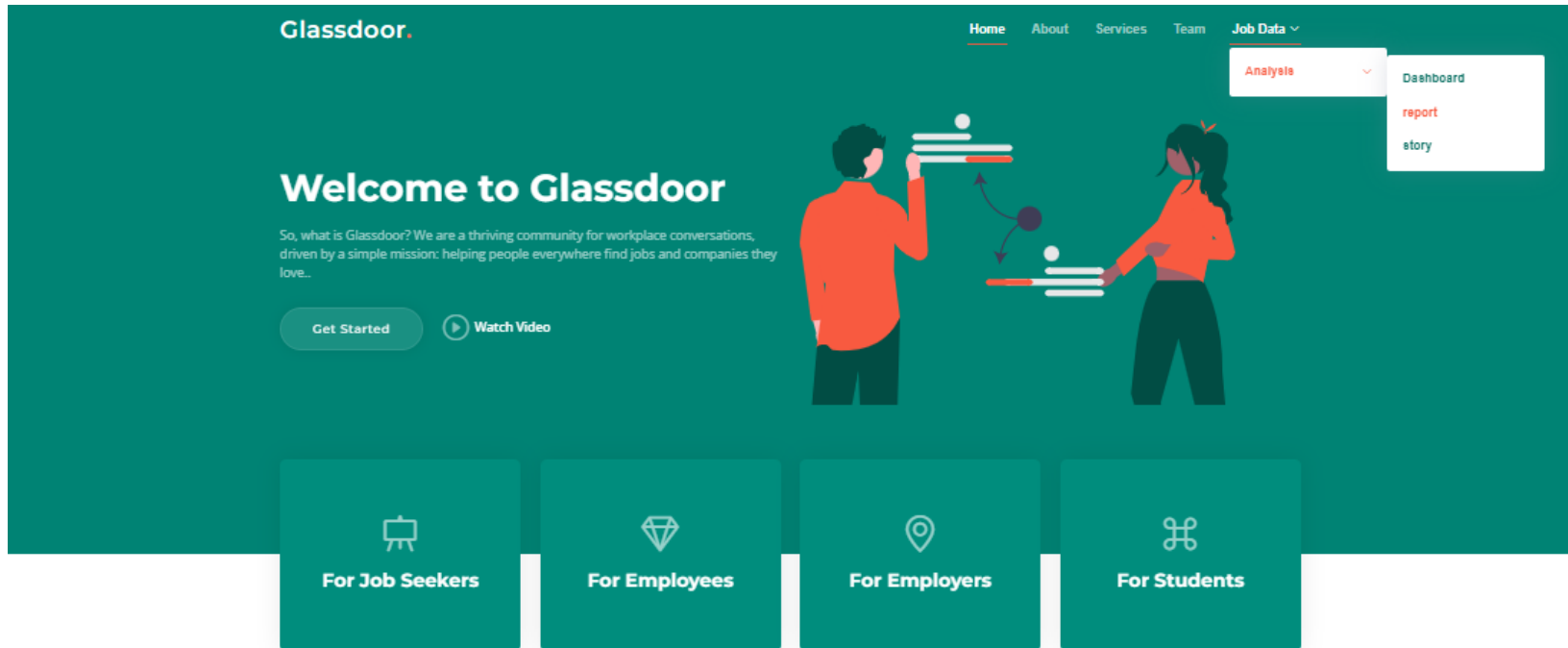
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RESULT AND DISCUSSION

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The screenshot shows the Glassdoor homepage. At the top, the Glassdoor logo is on the left, and navigation links (Home, About, Services, Team, Job Data) are on the right. A dropdown menu for 'Job Data' is open, showing 'Analysis', 'Dashboard', 'report', and 'story'. The main content area has a green background with the text 'Welcome to Glassdoor' and a sub-header: 'So, what is Glassdoor? We are a thriving community for workplace conversations, driven by a simple mission: helping people everywhere find jobs and companies they love...'. Below this are two buttons: 'Get Started' and 'Watch Video'. To the right is an illustration of a man and a woman interacting with a bar chart. At the bottom, there are four teal boxes with icons and text: 'For Job Seekers' (magnifying glass icon), 'For Employees' (diamond icon), 'For Employers' (location pin icon), and 'For Students' (network icon).

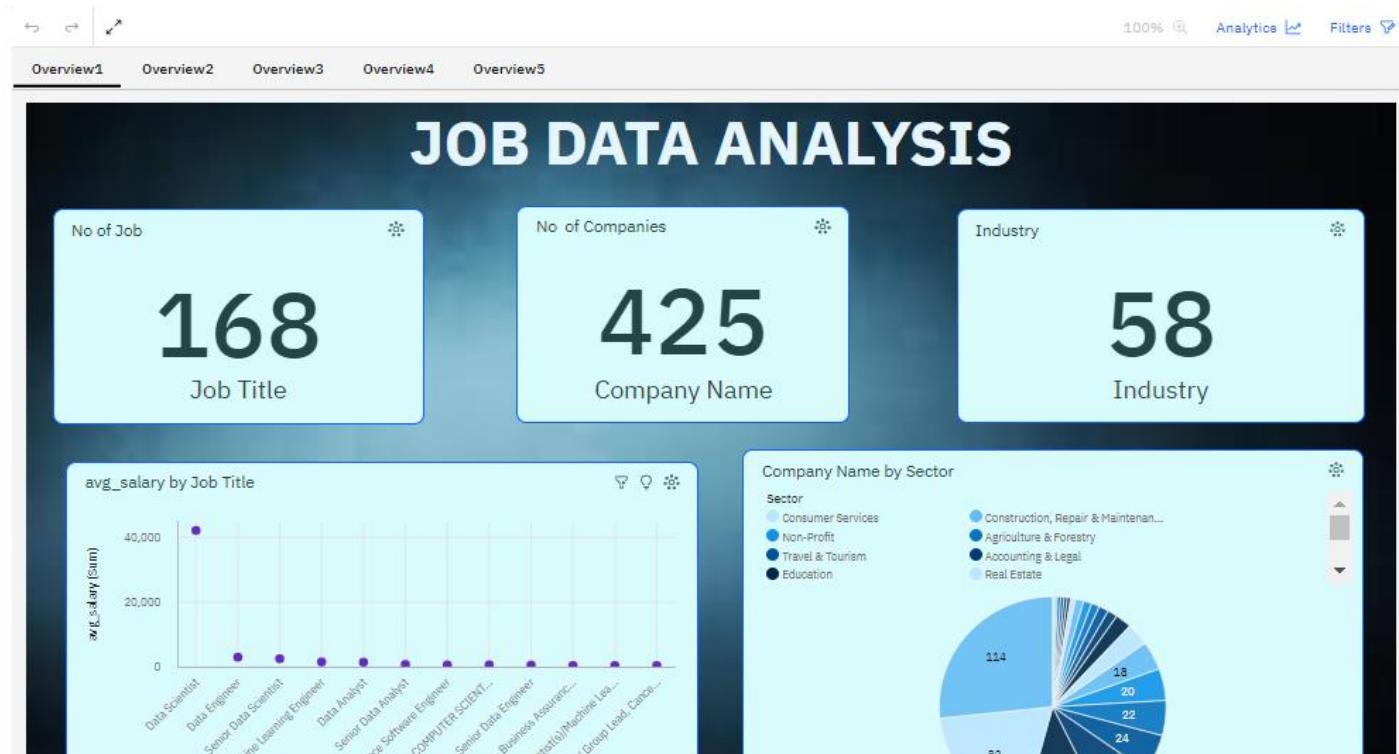
About Us

But the way we do it? That is not so simple. Every day, we are inspired by a vision to make positive workplace change through radical transparency.

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RESULT AND DISCUSSION

DashBoard for Glassdoor Jobs



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RESULT AND DISCUSSION

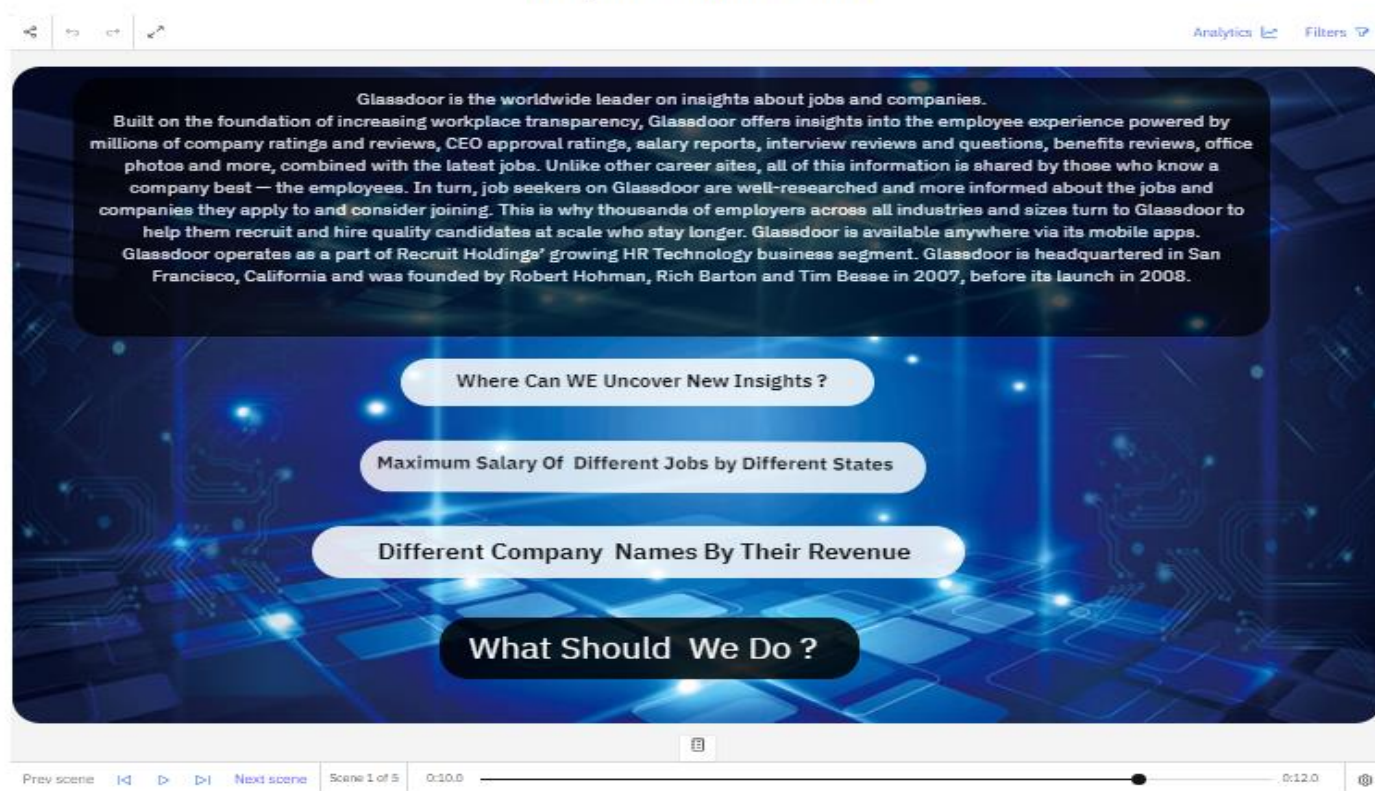
Report for Glassdoor Jobs



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RESULT AND DISCUSSION

Story for Glassdoor Jobs



The screenshot shows a story interface titled "Story for Glassdoor Jobs". The main content area has a dark blue background with a glowing circuit pattern. At the top, there is a paragraph of text about Glassdoor. Below this, there are four white buttons with blue text, each containing a question. The buttons are arranged vertically. At the bottom of the interface, there is a navigation bar with buttons for "Prev scene", "Next scene", and a progress indicator showing "Scene 1 of 5" and a time counter "0:10.0".

Glassdoor is the worldwide leader on insights about jobs and companies. Built on the foundation of increasing workplace transparency, Glassdoor offers insights into the employee experience powered by millions of company ratings and reviews, CEO approval ratings, salary reports, interview reviews and questions, benefits reviews, office photos and more, combined with the latest jobs. Unlike other career sites, all of this information is shared by those who know a company best — the employees. In turn, job seekers on Glassdoor are well-researched and more informed about the jobs and companies they apply to and consider joining. This is why thousands of employers across all industries and sizes turn to Glassdoor to help them recruit and hire quality candidates at scale who stay longer. Glassdoor is available anywhere via its mobile apps. Glassdoor operates as a part of Recruit Holdings' growing HR Technology business segment. Glassdoor is headquartered in San Francisco, California and was founded by Robert Hohman, Rich Barton and Tim Beese in 2007, before its launch in 2008.

Where Can WE Uncover New Insights ?

Maximum Salary Of Different Jobs by Different States

Different Company Names By Their Revenue

What Should We Do ?

Prev scene | Next scene | Scene 1 of 5 | 0:10.0

CONCLUSION

- In conclusion, Glassdoor plays a significant role in shaping the future of work by providing transparency, insights, and a platform for employee feedback and reviews
- The advantages of Glassdoor include empowering job seekers with valuable information, enhancing job market efficiency, enabling employer branding and recruitment, fostering employee satisfaction, and offering a user-friendly platform
- However, there are also disadvantages to consider, such as subjectivity and bias in reviews, limited data samples, lack of verification, potential misuse, and an overemphasis on negative experiences.
- As Glassdoor continues to evolve and address these challenges, it has the potential to further improve the way job seekers and employees navigate the modern workplace.

FUTURE SCOPE

- In future we would like to add prediction process along with this project. Prediction code is developed using python and flask package. After developing the code, we can predicate the result accurately.
- Then we adding the pages to our website. When we connect the website, we are visualization the dataset not only for the companies it will fit for the all type of datasets
- But the only in the form of csv file only it accepts. we can easy to visualization the dashboard, report, and story its help people to understand in better ways.

REFERENCES

- [1] Fabian Frederik Frank, Tyler Emerson Whittle., “Predicting Company Rating through Glassdoor Reviews”, *Stanford University*, 2022
- [2] Linnea Uyeno.,” An Empirical Analysis of Company Culture: Using Glassdoor Data to Measure the Impact of Culture and Employee Satisfaction on Performance”, *Claremont McKenna College*, 2020
- [3] Ning Luo, Yilu Zhou, John J. Shon.,” Employee Satisfaction and Corporate Performance: Mining Employee Reviews on Glassdoor.com”, *Fordham University, New York, USA*, 2016.
- [4] Louis, M. R. (1985). "An Investigator's Guide to Workplace Culture" in P. J. Frost, L. F. Moore, M. R. Louis, C. C. Lundberg and J. Martin. *Organizational Culture*. Beverly Hills, Sage: 73-93.



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THANK YOU

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