Research Seminar

Compensation, Level and Experience Details of 18.8k Tech Workers.

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Introduction

- **Source:** levels.fyi [1]
- Anonymously self-reported details of **18.8k** tech workers
- **13k** samples with gender specified. **13.27%** are female

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Motivation

Help employees to answer career-related questions better.

- How long should it take me to get to the next level?
- How much should I be paid?
- Does gender plays any role?

Description

The following table provides description of the relevant columns in dataset.

Column Name	Description
Compensation	Base salary, bonus and equity.
Job Title	Seven different technical roles.
Level	Six level based on experience.
Gender	Female or Male
Experience	Years of experience

Table 1: Description of columns.

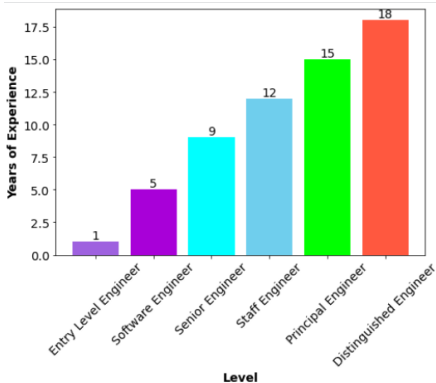# Career progression analysis: Experience

Figure 1: Median years of experience.

- On average, it takes 1 year to get out of entry level position.
- 4 years as a software engineer to become a senior software engineer.
- 15 or more years to become a distinguished engineer.
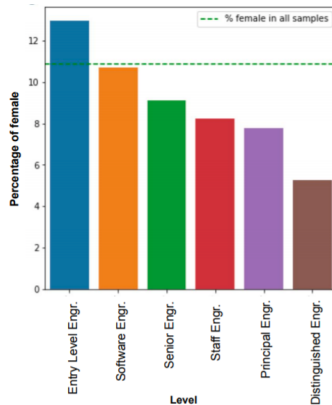
Career progression analysis: Gender

Figure 2: % of females across different levels.

- The % of female software engineers decreases as level increases.
- Around **13%** entry level engineers are female.
- Less than **6%** women are distinguished engineer.
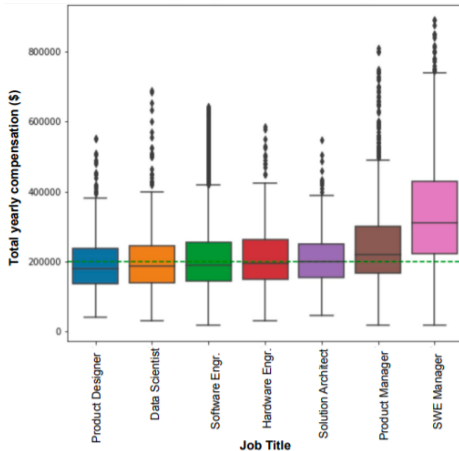
Compensation analysis

Figure 3: Yearly compensation in dollars.

- The median ranges between 180k to 320k dollars.

References

[1] Levels.fyi — salaries & tools to level up your career.
`https://www.levels.fyi/`. (Accessed on 01/07/2021).

[2] Chip Huyen. Analysis of compensation, level, and experience details
of 19k tech workers, Jan 2020.