**Pewlett-Hackard-Analysis**

**Module 7 Challenge**

**Overview of the Project**

**Purpose:**

The purpose of this analysis is to assist our manager, Bobby, and our company, Pewlett-Hackard, in identifying the number of retiring employees, their titles, and how many employees are eligible for the mentorship program.

**Results**

**Key findings**

* The majority of those retiring from the company are Senior Engineers and Staff. From the chart below, we can see the counts of retirees by title. Pewlett-Hackard will need to enroll a significant number of employees in the mentorship program to fill these rolls.

Table

Description automatically generated

* Based on the above information, we know that Pewlett-Hackard is facing a serious issue. Of the 90,398 employees, Pewlett-Hackard only has 1,940 eligible employees for the mentorship program.
* In order to fill the open position, Pewlett-Hackard will have to loosen the mentorship program’s eligibility requirements, and possibly hire outside senior staff and engineers to fill the positions.
* Something to note is that a large number of employees had been promoted or transferred from within the company. Prior to using the DISTINCT ON function (read more on this function [here](https://www.postgresql.org/docs/9.5/sql-select.html)), there were a significant number of duplicates in the database.

**Summary**

**Questions**

*How many roles will need to be filled as the "silver tsunami" begins to make an impact?*

90,398 roles will need to be filled as older and more experienced members of the company begin to retire.

*Are there enough qualified, retirement-ready employees in the departments to mentor the next generation of Pewlett Hackard employees?*

Unfortunately, no, there are not. Running the following query will tell us how many employees currently qualify for the mentorship program:

SELECT COUNT(emp\_no)

FROM mentorship\_eligibility;

This results in an eligible count of 1,940 employees, far fewer than the number of retiring employees. It is imperative that the company expand their eligibility requirements for their mentorship program, and that they consider hiring outside personnel to fill those Senior roles.