Module 02 — Workplace Makeover

Assessing Data Quality, Investigating Feature Relationships, Scaling, Normalization, and Other Preprocessing Tasks, Ethics

# Introduction

You’re working as a data analyst for Red Mic LLC, a company that specializes in manufacturing professional grade microphones for musicians and newscasters.

Recently, a rival company (Green Audio Inc) announced that they were launching a set of initiatives to take their organization into the twenty-first century.

After a heated shareholders meeting, the board of directors has tasked the CEO with making sure Red Mic LLC isn’t left behind.

The CEO is particularly interested in the following areas:

1. Making sure Red Mic LLC has a diverse workforce.
2. Ensuring that employees with similar positions and experience are receiving equitable pay, regardless of race, gender, or marital status.
3. Striving to reduce employee turnover by actively measuring employee satisfaction and engagement, as well as engaging employees in special projects.
4. Analyzing what work-life balance issues might exist in the workforce that could be negatively impacting employee performance and longevity.

# Dataset

The data analytics team has been asked to take the lead in this analysis. The Human Resources department has provided your team with personnel data for all current and former employees.

Be sure to consult the HR Data Dictionary for an explanation of the values found in the dataset.

# Task 1

Spend fifteen minutes with your team evaluating the data. Be sure to look at data types, ranges, and