# Pewlett-Hackard-Analysis

**##Overview of the analysis:**

To determine the number of retiring employees per title and identify employees who are eligible to participate in a mentorship program.

To get summary of analysis and get the to know “silver tsunami” as many current employees reach retirement age.

###**Results:**

We got results of current employees whose birth date was between jan1 1952 to dec31 1955 with their designation. And exported the data as a file name retirement\_titles.csv

Picture

Removed the duplicates and kept only most recent title of each employee. And exported the data as a file name unique\_titles.csv

Picture

Removed the names of those who already left the company and kept only those employees who are working right now. And exported the data as a file name retiring\_titles.csv

Picture

created a Mentorship Eligibility table that holds the employees who are eligible to participate in a mentorship program. For that we get the employees whose birth dates between January 1, 1965 and December 31, 1965 and who are still working in the company. Exported the data as file name mentorship\_eligibilty.csv

picture

### **Summary**

* ##The roles below are need to be filled before “silver tsunami” begins
* 25916 – Senior Manager
* 24926 -Senior Staff
* 9285 -Engineer
* 7636- Staff
* 3603 -Technical leader
* 1090 -Assistant Engineer
* 2 -Manager

## If there are enough qualified , retirement ready employees are there to mentor

No there are not enough qualified, retirement ready employees in the department to mentor the next generation of Pewlett Hackard employees.

##New query to get the count of total retirement ready employees I in the department and the division of title.

#Total employees who qualified and retirement ready employees.

1549 – Total employees

#Total employees divided by their titles

577 – Staff

529 – Senior Manager

190 – Engineer

147- Senior Staff

77- Technical Leader

29- Assistant Engineer