



Week 2 – Analysis Questions Phase

Project: Human Resources Dataset Analysis

Objective:

To generate valuable analysis questions from the dataset that help HR decision-makers understand employee behavior, satisfaction, and retention trends.



Proposed Analysis Questions

1. Employee Satisfaction and Demographics

- Is there a relationship between employee age and their job satisfaction?
- Does gender have any impact on satisfaction level or attrition rate?
- How does the level of education affect job satisfaction and salary?

2. Work Conditions and Attrition

- Is there a link between overtime work and employee attrition?
- What is the attrition rate across different departments?
- Do employees with better work-life balance show higher satisfaction and lower attrition?

3. Performance and Manager Relations

- How does the manager rating correlate with employee satisfaction?
- Does the number of years under the same manager influence job satisfaction?
- Are employees who received more training last year performing better or more satisfied?

4. Compensation and Retention

- Is there a trend between salary and attrition?
- What is the distribution of salaries across departments and education levels?
- Do employees with higher salaries report higher satisfaction?

5. Experience and Career Development

- Is there a relation between years at the company and job satisfaction?
 - How does the number of training sessions impact employee retention?
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