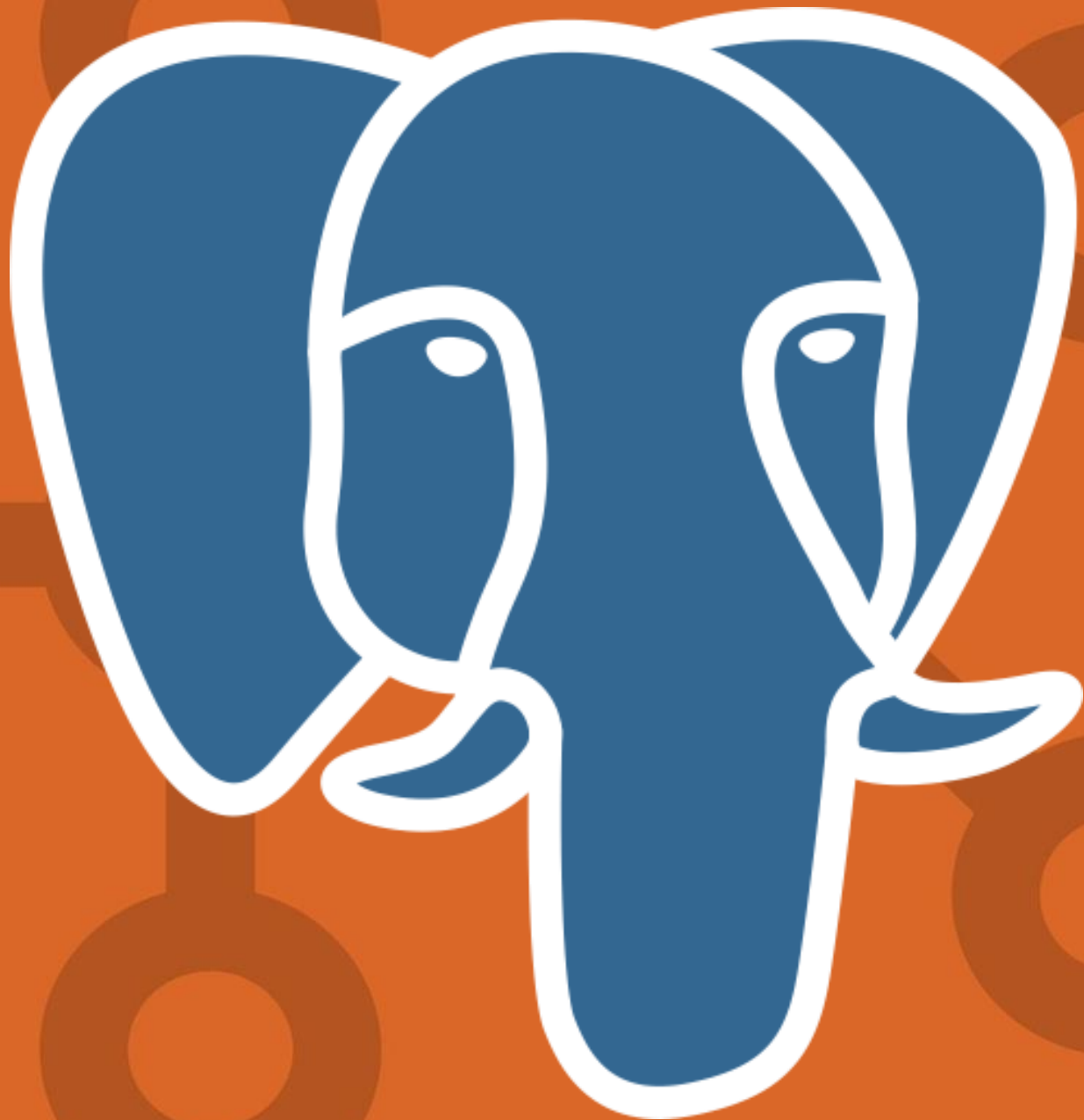




10Alytics

SQL Capstone Project



Employee Success Analytics at NextGen Corp.





10Alytics

Case Overview



NextGen Corp. is a growing technology company focused on developing innovative solutions in the software and hardware spaces. The company prides itself on attracting top talent and maintaining high employee satisfaction to drive growth. However, there are increasing concerns regarding employee turnover, performance variability, and salary disparities within departments.

To ensure continued success, NextGen Corp. needs to optimize employee retention, track employee performance consistently, and maintain fair salary structures across departments. The HR department needs a data-driven approach to:

- Identify trends and patterns in employee retention and turnover.
- Track and evaluate performance across different departments.
- Assess the relationship between salary and performance to ensure fairness and employee satisfaction.

Data Description

Employees Table: Contains essential employee details like name, job title, hire date, salary, performance score, attendance rate, and department affiliation.

Departments Table: Contains the list of departments within NextGen Corp. (e.g., Engineering, Sales, HR, Marketing).

Performance Table: Tracks monthly performance scores of employees, allowing you to analyze performance trends over time.

Attendance Table: Tracks attendance records for employees, including whether they were present or absent.

Turnover Table: Contains data on employees who left the company, including the reason for leaving.

Salaries Table: Provides salary data, including historical salary changes for each employee.





10Alytics



Key Terms Used in the Capstone

Employee Retention: The ability of a company to retain its employees over a long period. This is critical for long-term success and reducing turnover costs.

Employee Turnover: The rate at which employees leave the company. High turnover can be a sign of employee dissatisfaction or organizational issues.

Performance Score: A numerical score reflecting an employee's performance. It is typically evaluated through regular performance reviews and could range from 1 to 5, with 5 being excellent.

Salary: The compensation an employee receives for their work. This includes base pay and may vary based on factors such as performance, role, or tenure.

Attendance Rate: The percentage of days an employee is present at work compared to the total number of working days. It can indicate engagement or potential attendance issues.

Turnover Rate: A metric that measures the percentage of employees who leave the company during a specific period. It can be calculated by dividing the number of employees who left by the total number of employees.

Data-Driven Insights: Insights derived from analyzing large datasets. These insights can inform business decisions, such as improving employee retention strategies or ensuring fair compensation.



10Alytics



Employee Retention Analysis

Create the database- “NextGen” and restore the given database into PostgreSQL

Goal: Understand the **employee turnover trends** and identify the **root causes** of high turnover rates.

1. Who are the top 5 highest serving employees?
2. What is the turnover rate for each department?
3. Which employees are at risk of leaving based on their performance?
4. What are the main reasons employees are leaving the company?



10Alytics



Performance Analysis

Goal: Evaluate employee performance across different departments and identify areas where performance can be improved.

1. How many employees has left the company?
2. How many employees have a performance score of 5.0 / below 3.5?
3. Which department has the most employees with a performance of 5.0 / below 3.5?
4. What is the average performance score by department?



10Alytics

Salary Analysis



Goal: Analyze salary distribution and ensure fair compensation based on performance and departmental benchmarks.

1. What is the total salary expense for the company?
2. What is the average salary by job title?
3. How many employees earn above 80,000?
4. How does performance correlate with salary across departments?



10Alytics

How you will Submit



Complete your queries and generate insights from each task, feel free to include any other analysis that will add more value to your analysis and insights

The Presentation must include:

- **Title Slide:** The title of the capstone, their name, and the date.
- **Business Overview:** A brief section that explains the context of the company and the business problem.
- **Insights:** For each task (employee retention, performance tracking, salary analysis), Explain strategic insights derived from the data, such as trends, patterns, and actionable recommendations.
- **Conclusion:** A final slide summarizing the insights and providing recommendations for the HR department. Afterwards...convert your slide to **PDF Format and submit together with your SQL script.**



Click [here](#) to download database





GOOD LUCK!!!!

- complete your work and **submit your solution via the submission box in your google classroom**, ensure to be present during your **presentation** to get invaluable feedback
- **AND DON'T FORGET TO POST YOUR WORK ON LINKEDIN (#SHOW YOUR WORKINGS)**

Also feel free to **collaborate** with your group members to brainstorm.

- If you have any question, please reach out via your WhatsApp group. Tag **@Amaka**, **@Stanley**, **@Mark**, or **@Joshua**

dataanalytics@10alytics.org
stanley@10alytics.org
amaka@10alytics.org
mark@10alytics.org
joshua@10alytics.org