**Group 4 Project 1: What Drives Employee Engagement ?**

**Team Members:** Prakash, Travis, Rodrigo

**Project Description:**

Our project seeks to discover the trends that drive employee engagement levels in a fictional company. To accomplish our goals we will look at four large data sets containing organizational and human resources data from a large, fictional company. The data includes (1) basic information on each employee, (2) training and developmental outcomes, (3) key data points from the recruitment process, and (4) most importantly, employee engagement survey results from a recent organizational survey.

For this project, the client is the organization’s Chief Human Resource Officer, who has reached out regarding interpreting the results of an organizational survey and has provided us with access to a wide-ranging dataset.

To deal with the large quantity of variables, we will categorize them into the following groups: (1) performance, pay, and position; (2) developmental data containing training outcomes; (3) basic employe data like start date, business unit, supervisor, etc.; (4) demographic data like race, gender, and nationality; and (5) our dependent variables, the results of the engagement survey.

**Research Questions**:

What are the key drivers of employee engagement?

How does employee engagement vary by department or job role?

What demographic factors influence engagement levels?

Does pay affect engagement levels?

Do higher education levels lead to higher engagement?

Do successful training outcomes lead to higher engagement?

**Data:**

Dataset 1: Employee Dataset ( Training, Survey, Performance, Recruitment, Attendance)

<https://www.kaggle.com/datasets/ravindrasinghrana/employeedataset>

**Task Outline:**

Define Employee Engagement

* Employee satisfaction rating, length of employment term

Define Key Drivers

Collect Data

Translate questions to applicable queries

Create Dataframes

Analyze Dataframes

Create corresponding visuals for each question

Conclude and present results