# **Final Project – Does salary have a significant impact on employee attrition at a company?**

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## Does salary have a significant impact on employee attrition at a company?

Based on the analysis that was performed via Jupyter Notebook and the PowerPoint presentation, the hypothesis that was tested was not rejected, meaning there is a significant relationship between salary and employee attrition. In terms of any missing data, it would be helpful to try to apply this analysis to other companies, because IBM as a whole is a relatively stable company. Whereas a company like Google or Apple will have different results as they tend to have employees who join or leave within 2 or 3 years. More details related to the employees who had quit would be useful in the analysis, as they could be factors that impact attrition that are not at all related to salary. The data set is very robust but there are always unique circumstances to each employee that cannot be quantified. However, in terms of assumptions, for this exploration and hypothesis testing I do not believe that there were any incorrect assumptions. The assumption was that there would be a relationship between salary and job attrition. Further the data that was in the dataset including outliers were all expected, i.e the age range because there are C-Suite executives who tend to be older and entry level employees who could be considered to be fresh out of college. The challenges faced were how to use the data correctly and which variables to consider. As mentioned previously the data set is very robust and can be to a degree overwhelming so making sure to use the correct data is the challenge.