The research proposal

* The problem

How to decrease company employee’s attrition? Employee’s attrition often leads to delays in the company’s work and creates inefficiency as new people have to be trained in and knowledge from experienced workers is lost. We need to figure out some ways to reduce the ratio of employee’s attrition.

* The potential solution (hypothesis)

Increasing employee happiness can reduce the ratio of employee’s attrition.

* The method of testing the solution

Based on our original data, we will issue the questionnaire to the same staff via email. The questionnaire includes such a question: Do you think you are happy? There are five answers to this question：

1：Poor 2:Fair 3: Good 4: Very Good 5: Excellent

Employees can only choose one of the options. After waiting for a week or two, we got data on employee happiness. The name of this variable is ‘Happiness’. Each employee corresponds to one of the values 1 to 5. Next, we can analyze this data.

First, we can use some graphs to find the relationship between employee’s attrition and happiness. For instance: we can draw the bar plot of the count of attrition and calculate the employee’s attrition rate for different group of ‘Happiness’. From these figures and tables, we can see what relationship they have (positive, negative or not).

Then we can explore how to improve employee happiness. We can use some graphs and tables of statistics to explore the relationship between happiness and other variables. For example: The monthly income, work life balance and the distance from home. Once we have determined the relationship between happiness and these variables, we have the ways to improve happiness, which can reduce the probability of employee attrition.