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 several questions:

1. Do you think you are happy?

There are ten chooses to answer to this question, 1 to 10. 1 means ‘Poor Happiness’ and 10 means ‘Excellent Happiness’. And from 1 to 10, happiness is constantly increasing. Employees can only choose one of the options.

1. Do you go on vacation at least once every six months?

The answer is ‘Yes/No’.

1. Do you have a pet?

The answer is ‘Yes/No’.

1. Do you like sports?

The answer is ‘Yes/No’.

The last three questions are all related to happiness. 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 10. Next, we can analyze this data.

First, we want to see if there is a happiness significant difference between attrition employee and non-attrition employee. By using t-test, if the happiness difference between attrition employee and non-attrition employee is significant, it means that employee attrition is related to happiness. Then we calculate the employee attrition rate for each happiness level. If the attrition rate decreases as happiness level increases, then it means that they are negatively related. Then we can find ways to improve happiness and reduce attrition rate.

Then we want to see if there is a happiness significant difference between different groups of the same variable, such as ‘go on vacation at least once every six months or not’, ‘have/do not have pets’ and ‘like/do not like sports’. If the differences are significant, we need to make sure the relationship between (positive or negative?). After determining their relationship, we can think of ways to improve employee happiness.

For instance, if the happiness difference between ‘go on vacation at least once every six months or not’ is significant and the vacation staff has a lower attrition rate than the non- vacation employees. Then the company can organize employees to go out on vacation every year.