Drill-BC-1.4.4

Drill: Make a quick research proposal

Q. A company with work sites in five different countries has sent you data on employee satisfaction rates for workers in Human Resources and workers in Information Technology. Most HR workers are concentrated in three of the countries, while IT workers are equally distributed across worksites. The company requests a report on satisfaction for each job type. You calculate average job satisfaction for HR and for IT and present the report.

Research proposal:

**The problem.**

Here the problem is to find the average job satisfaction for HR and IT and present the report. Reports such as this is useful in know job satisfaction and if low steps can be taken to increase job satisfaction which in turn will increase efficiency of work and decreased employee churn.

One of challenges faced here is, that the HR workers and IT workers the two groups in the study are not equally distributed across the five countries.

**The potential solution**

Average job satisfaction rate for HR and IT is greater than a certain %.

**The method of testing the solution**

We need to send surveys and collect data from all the HR employees and IT employees at the same time.

Since the two groups HR and IT are spread unequally in different countries and so taking average based on a country, will give a biased result. Aslo since there may be unequal number of employees in each type of job category it will be biased if we take a total average.

From the total data we need to take randomly equal number of IT workers and HR workers spread across different sites and different countries and then calculate average job satisfaction rate for each job type.