Feedback for Project Number 33

Job change likehood based on recruiting data

## Instructions

Use the program below (beginning line 13) to figure out who you will be critiquing. You will critique two of your colleagues’ work and provide feedback for them to produce their best work. Make sure you use *your number as it aligns with the Google Document’s Position Number column* in the program below (line 16). Remember this is to help them out so do not be mean, but also do not hold back. Be sure to highlight areas of success as equally as areas of failure. Use the template below the code to provide them this feedback. You can find the [project links here](https://docs.google.com/spreadsheets/d/1o4NtUGopupH2H-3QN1Vg6LbokfASbryqELlAodm4wAY/edit?usp=sharing)

**Be sure to change the name of the project in the title above and in the document title.** This is the project number you are critiquing and should be included in the output file so that the document name reads ‘Critique\_of\_Project##.docx’. Once you are finished, e-mail me both documents (one document per critique) and I will upload them to the ‘Peer\_Reviewed\_Work’ folder so that your peers can view them. Do not e-mail me the .Rmd file. These reviews are due by **Sunday, May 9th at 11:59pm CST**. For ease you can use this markdown file to fill out your responses and knit which will produce a word document for you.

## Feedback Below

**What did you first notice about this project?**

The very first thing to draw my attention was the Education plot with the differently sized circles. After that, the bright yellow bars of the candidate by company type and size drew my attention.

**What was this project’s main story?**

The main story of this project was a look into characteristics of candidates for a job and how they could contribute to the probability of leaving their current job.

**What were some areas of improvement?**

I would have appreciated an explanation of the graduate level – and what is different about that from the Masters and Phd levels because both of those are also graduate levels. For the plots that included experience, it would have been nice to have the experience sorted (maybe needing the creation of a different variable) so that it appeared in order from least to greatest. In my view, less than one appeared next to greater than 20 the second time I looked at it, and they were scattered the first time I looked at it.

**What elements would you add to this project?**

Because the title was about the probability of leaving a job, I think I would have added plots that compared probability with one variable at a time. There was a plot that showed probability with experience and training hours together, and that plot appeared twice – once on two different storyboards. However, none of the other variables, such as gender, education, etc were matched to the probability of leaving a current job, and it would have been nice to see experience and training separate as well.

**What were some successful elements of this project?**

The graphs all looked very nice. The layout of the different storyboards was efficient. The space was utilized well while keeping the separate plots distinct. The colors were easy to differentiate between the categories. I liked the description of your source for the data, where the data came from, and the variable/field of interest. That was a nice inclusion.

**Any other thoughts you would like to convey to your peer?**

I think these would be excellent visualizations to accompany a presentation, but without a presentation and as a stand-alone product, I was a little confused and a little lost about how to explore the data (or what the focus was supposed to be) throughout the different plots.