Homework 2.2

ESSAY

Status

You have completed this assignment. Your final grade will be available when the assessments of your response are complete.

▾   **Your Response** due Jan 1, 2029 08:00 +08 (in 9 years, 7 months) ✔

COMPLETE

Status

Your response has been submitted. You will receive your grade after all steps are complete and your response is fully assessed.

The question for this section

> Use the HR dataset to answer this question. Suppose you are trying to figure out one or two main reasons why employees may be leaving this company. Analyze the dataset using appropriate SQL queries, and write an essay that reports your findings about why employees may be leaving. For full credit, you must identify at least two potential causes, and support each with numerical evidence and at least one SQL query.

Your response

The analysis was done for HR dataset, those who left company has 3571 records out of total 14999 figure.

2 Reasons why employees are leaving:

1. Majority of those who left are non promoted in the last 5 years: 3552 counts versus 19 who got promoted.

SQL query:

```
##Count those non promoted who left
select count(promotion_last_5years)
from t1
where left = 1 and promotion_last_5years = '0'

##Count those got promoted who left
select count(promotion_last_5years)
from t1
where left = 1 and promotion_last_5years = '1'
```

2. Salaries paid to employees are also a factor. Highest figure is "Low" section amounts to 2172 counts, followed by "Medium" 1317 counts and lastly "High" accounted for 82 counts.

SQL query:

```
## Counting low paid employees who left company
select count(salary)
from t1
where left = 1 and salary = "low"

## Counting medium paid employees who left company
select count(salary)
from t1
where left = 1 and salary = "medium"

## Counting high paid employees who left company
select count(salary)
from t1
where left = 1 and salary = "high"
```

Assess Peers due Jan 1, 2029 08:00 +08 (in 9 years, 7 months) ✔ 2

▾**Your Grade: Waiting for Assessments**

You have completed your steps in the assignment, but some assessments still need to be done on your response. When the assessments of your response are complete, you will see feedback from everyone who assessed your response, and you will receive your final grade.