

PART ONE

Background

H [REDACTED] has two offices, one in Boston, MA, and one in Palo Alto, CA. The CEO has noticed that Boston tends to score higher on employee engagement surveys. He hypothesizes that this could be due to the more interactive nature in Boston. He believes Boston's teams have higher **cohesion** (how well-connected teammates are) and have higher **manager visibility** (spend more time with their managers).

Task

1. Using the data provided, verify if the CEO's hypotheses are true.
2. What next steps would you recommend H [REDACTED] take to achieve their goal of improving engagement in the Palo Alto office?
3. What, if any, are some of the limitations in this analysis?

PART TWO

Background

The CEO also wants to understand how well the two H [REDACTED] sites are collaborating.

Task

4. Please quantify and visualize the communication between teams and across sites.
 - o Do individuals email others at their own site more often than they email people at the other site? How much more or less?
 - o Which teams communicate the most?
 - o Which teams communicate the least?