# Analysis Overview

In the Pewlett-Hackard challenge assignment, Bobby is tasked with determining the amount of retiring employees per title within the company and also identifying the employees who qualify to participate in a mentorship event. This database analysis, developed using SQL, will help Bobby's manager in preparing with a large number retiring in certain sectors of the company. This will help with the necessary hiring in the future as well. The data includes all employees between the time range from January, 1 1952 to December, 31 1955. Several queries were performed that that retrieved the emp\_no, first\_name and last\_name columns from the employees table and retrieved the title,from\_date and to\_date columns of the titles table in our pewlett-hackard query. These tables were then joined to the primary key that provided new data frames for the following deliverable's analysis.

# Results

The retirement\_titles table shows every eligible retiree and the different positions that they held during their careers.

The unique\_titles table shows the most recent title of an employee nearing retirement age.

The retiring\_titles table shows that of the retiring employees, over half have a “senior” position. A screenshot is provided below:

Graphical user interface

Description automatically generated with medium confidence

The Mentorship Chart created in the second deliverable also shows that the majority of the retiring employee’s eligible for mentorship possess a “senior” title. Below is a snippet of the table:

A picture containing text, monitor, screen, electronics

Description automatically generated

# Conclusion

The retiring\_titles table indicates there are over 90,000 people that will need to be filled during the “silver tsunami” time period in which a large chunk of employees start to retire. There are 1940 employees who are qualified to mentor in their retirement state. That is a very large student to teacher ratio and finding more mentors may be necessary in order to smoothly transition a new and young workforce.

Graphical user interface, text, application, email

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