Company X uses field agents to capture and collect information about our farmers, ranging from KYC data to the polygon/outlines of a farmers field. We track the number of tasks an agent does each day and are now trying to design incentives for the field agents team. We’ve attached an excel file that contains information on the performance of each of our agents over 83 days.

Using the tool(s) of your choice, answer the following questions in a written report. Feel free to include any graph(s) or visualizations that you’d like to. Please attach any code/Excel that you have written as well!

Question 1: What are the mean, median, maximum, and minimum number of tasks completed for each agent. What is the standard deviation of their number of tasks completed? Please also calculate the same statistics (mean, median, max, and minimum) for the combined all of the agents together. What can you learn from this?

Question 2: Not all agents are the same, some are driven by decidedly different factors and there are several different “personas” of agents. From the data, what can you say about the different types of agents?

Question 3: We would like to design a compensation structure for the agents that specifically targets agents who are close to the best agents, but are not quite the best yet. Really, we’re trying to motivate them to step up at the edge of where we see big performance transitions. We’d like the total average compensation for a task to be at most 300KSH across all agents. We’d like every task to have a minimum payment of at least 175KSH so agents always feel like they can cover transport costs.

Please design an incentive structure for agents in the form of a per task rate and a weekly performance bonus based on the tasks completed in that week. You can create a single flat bonus, multiple tiers of incentives, or anything that you think would help incentivize agents. Your solution will be judged based on how well it met the financial criteria, your rationale for which agents to target with incentives, and the ease of which the incentives can be explained to agents.