**Project title:** Analyzing Turnover for Swift Airlines-Dulles VA

**Team Members:**

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**Project Description /outline:**

Swift Airlines is a charter and Regional airline company currently located in northern Virginia area. It currently flies from DCA, IAD and BWI Airports. The IAD airport of location is experiencing a high turnover. The CEO of Swift Airlines has requested the financial analyst and HR analyst of his organization to provide an analysis on the causes for the high turnover as well as recommendations.

**Research questions:**

1. How are the following variables affecting the turnover?
2. Termination Cause
3. Wage analysis
   * Competitors
   * Cost per hire
   * Overtime
4. Total compensations
5. Benefits
6. Cost of living
7. Demographics

**Data Set to be Used:**

1. Company’s ERP Database(CSV FILE)
2. BLS Data for Dulles Virginia (JSON/CSV)

**Rough breakdown of the tasks**

1. Obtain Data in the form of JSON and CSV
2. Sort the data
3. Import in Jupyter
4. Analyze the information
5. Prepare report/presentation for the CEO
6. Use of Tableau for graphic representation
7. Prepare recommendation