The Research Proposal

Challenge #3

A company with work sites in five different countries has sent you data on employee satisfaction rates for workers in Human Resources and workers in Information Technology. Most HR workers are concentrated in three of the countries, while IT workers are equally distributed across worksites. The company requests a report on satisfaction for each job type. You calculate average job satisfaction for HR and for IT and present the report.

Problem:

IT workers for this experiment have been equally distributed across worksites, but HR workers are only being concentrated in three of the countries. This causes a bias in misrepresentation because part of the HR population have not been included in the experiment. This will result in an inaccurate average job satisfaction of the HR and IT divisions of the company.

Potential Solution

We should reassess, the two divisions by selecting samples from the HR and IT departments and then further analysing it through a key metric, such as location.

Methods for Testing Solution

- Create a survey to be handed over to the workers in HR and IT for each job type.
- Get the results of the survey and rate the employee satisfaction rates from 1.0 - 5.0 (1 being the extremely dissatisfied and 5 being extremely satisfied)
- Using the query tools run a query to assess the satisfaction rates according to the location.
- Compute the average job satisfaction rate of each job type in the HR and IT departments from the data gathered above.