**CASE STUDY TASKS: TO DOS**

* This round will consist of a preparing a presentation, based on analysis of a sample dataset that you should have received.
* This presentation should be written as if you were presenting the analysis and findings back to the client.
* The task is all about eliciting insight and developing a compelling narrative driven by strong argument and graphical evidence

**QUESTIONS TO ANSWER**

* The client is concerned about retention of its high performing employees and has asked you to investigate how it can improve retention of such colleagues

Work with create new column with sum if, replace high with high paying employee or use a pivot chart to visualize high paying age, gender, monthly: show a trend line analysis

Duration retention if they want to stay for 3 years. If 31 years have worked in 10 companies, you would know they don’t know how to work with company

Create a chart with age and retention

* The client is also interested in being able to predict exactly which of its employees is most at risk of leaving
* To aid in this task, the client has provided some data which includes attributes of its current and past employees

**WHAT TO IMPLEMENT**

* Building ad hoc charts and Pivot Tables in Excel is a quick way of understanding data and developing hypotheses initially
* After analysing the data, we would like you to distil the key trends and insights into a PowerPoint presentation

We are trying to get employees who has been working for 5 years and less to check their stability and how often they leave

**METADATA**

**Age:** The age of employees

**Gender:** The gender of employees

**Monthly Income:** Monthly Income, either low, medium or high

**Department:** The department the employee works in

**NumCompanies**: Worked The number of companies the employee worked at before current Over 18 Whether the employee is over 18 or not

**Workingfromhome:** Whether or not the employee has the option to work from home

**BusinessTravel:** How often the employee travels for business: Rarely, Frequently or never

**DistanceFromHome:** The distance the employee lives from the office

**StandardHours:** The number of hours each employee works in a standard week 9

**JobSatisfaction:** The satisfaction of the employee from their last evaluation, ranging from 1-4

**ComplaintFiled:** Whether or not the employee has filed a complaint

**Complaint Resolved**: Whether or not the employee’s complaint has been resolved

**Complaint Years**: The number of years since the complaint was filed

**PercentSalaryHike: The** last percentage salary increase the employee received

**Performance Rating**: The last performance rating the employee received after evaluation, 1-5

**TotalWorkingYears**: Total number of years the employee has worked

**YearsAtCompany:** Number of years employee has spent at company

**YearsSincePromotion:** Number of years since employee has been promoted

**Left:** Whether or not the employee has left the company or no

There are 20 variables - “Left” is the outcome we’re analysing