**Pewlett-Hackard *Analysis***

**Overview of the analysis:**

A vast group of employees is eligible for retirement., Pewlett-Hackard wants to be prepared for changes in the infrastructure as well as the comfort of those departing, ie., retirement packages, open positions, possible staffing adjustments/changes, and employee training. The identification of employees eligible for the mentorship needs to be assessed as well  
Retirement Titles - Retrieved number of employees by recent job title, filter by count

Graphical user interface, application, table

Description automatically generated

Using DataFrames and tabular data, entity relationship diagrams (ERDs) were designed, imported data into a database, performed some troubleshooting on common errors, and created queries using an online tool called Quick Database Diagrams, we created a conceptual ERD.

Diagram

Description automatically generated

**Results:**

1. Identification of possible employees retiring

Table

Description automatically generated

1. Eligible for a mentorship • 1,550 individuals is eligible for the mentorship program.

Table

Description automatically generated

**Summary:**

The company will need to replace 90,398 roles within the company as the "silver tsunami" begins to make an impact With these statistics, 38 departments will be impacted by this.

The eligibility for mentorship analysis revealed that 1,550 individuals can participate. Working closely with your department heads we can gain an understanding of the qualified retirement-ready employees in the departments who can mentor the next generation of employees.