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FINAL REPORT

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Contents

Introduction

In this report, I will be conducting analysis on a complete employee dataset. The data considers different aspects from gender, age, experience, monthly income, travel, and job satisfaction. From this dataset, I aim to identify the factors that are most strongly associated with employee satisfaction.

Motivations

Employee satisfaction is an important factor that impacts the success of any organisation. High levels of employee satisfaction have been shown to be associated with increased productivity, reduced employee turnover, and improved organisational performance. However, understanding the factors that contribute to employee satisfaction can be complex. While variables such as distance to office and billing rate seem to have a more obvious effect on job satisfaction, education and marital status may have contrasting or null effects.

This analysis hopes to provide insights and recommendations to organizations which can help them improve employee retention and satisfaction, ultimately leading to organisational performance.

Methods

I will be fitting models which focus on identifying the key factors which affect employee satisfaction. As I am uninterested in what affects employees to be mildly satisfied at work, I have decided to remove any observations where the employee has ranked their overall satisfaction as ‘Passive’. Even though this halves the dataset I am working with, it will ensure the methods I use will be able to efficiently identify what factors are negatively or positively affecting employees at work.

As the focus of my research is to inform employers what is intrinsically affecting employee’s overall satisfaction, I have also decided to remove

To combat the loss in data, I have also implemented bootstrapping to

Conclusion

* Write code in courier new