

RESULTS AND CONCLUSION

FINDINGS AND KEY INSIGHTS

- **Hiring Trends:** 2011 had the highest number of hires with 82, followed by 2014 with 58. Investigate what factors contributed to the high number of hires in 2011 and 2014 replicate them in future recruitment efforts
- **Termination Trends:** 2015 saw the highest number of terminations at 23, followed closely by 2016 with 22. Analyse the reasons behind the peaks in terminations in 2015 and 2016.
- **Job Satisfaction:** Based on satisfaction ratings, a majority of employees are satisfied with their jobs. While most employees are satisfied based on current ratings, continue to monitor satisfaction levels regularly. Conduct surveys or interviews to understand what aspects of their jobs contribute to satisfaction and identify areas for improvement if satisfaction levels change.
- **Demographic Distribution:** The employee demographic is predominantly White, followed by Black. Males outnumber females in both racial categories. Consider implementing diversity and inclusion initiatives to ensure all demographic groups feel valued and represented within the organization.
- **Employment Period of Terminated Employees:** The average employment period for terminated employees is 3 years. Assess whether the average employment period of 3 years aligns with organizational expectations or industry standards.
- **Geographic Distribution:** Most employees work in Massachusetts (268), followed by Connecticut (6). Evaluate the distribution of employees across different locations to ensure operational efficiency and support for all teams.
- **Recruitment Source:** The primary recruitment source for employees is Indeed. Diversify recruitment sources beyond Indeed to attract candidates with different backgrounds and skill sets.
- **Top Earning Employee:** King, Janet is the top earning employee in the company and holds the sole position in the Executive Office department.
- **Department Staffing:** The Production department has the largest staff count, comprising 126 females and 82 males. Conduct a workload analysis in the Production department to ensure staffing levels meet operational demands.

CONCLUSION

Based on the findings from our data analysis, we recommend strategic adjustments in recruitment practices, retention strategies, and diversity initiatives. Addressing these areas can optimize workforce dynamics, bolster employee satisfaction, and foster sustainable organizational growth. Taking proactive steps in these areas will help maintain a cohesive and productive workplace environment, aligned with our organizational goals and values.