

Challenge 7 Pewlett-Hackard Executive Summary

Pewlett-Hackard (PH) has more than over 300k employees. PH wants to offer early retirements packages to those who are eligible. To achieve this end, PH needs to answer the following questions:

How many employees overall are eligibale for the early retirement package?

How many retirees in the 9 departments and how many are in management position and there titles?

Who are potential mentors to train new hires and internal talent?

Eligible Retirees and Titles:

Eligible Retirees: 33118

count	titles
13651	Senior Engineer
12872	Senior Staff
2711	Engineer
2022	Staff
1609	Technique Leader
251	Assistant Engineer
2	Manager

10% plus of the PH is eligible for retirement. This is a quite a large part of the work force over and from analysis of the title you will see that many hold senior positions. There are over 13,652 senior engineers eligible for retirement. Given the competitive nature of higher qualified engineers to replace the retiring engineers, PH must identify potential mentors within PH to train internal talent and quickly onboard new talent.

see retirement_queries.csv for full list

Mentor Program:

Potential Mentors: 1549

There is a very small group of the overall workforce (roughly only .5%) if you filter for those employees born in 1965 as suggested. It is unclear that those who have been identified would make good mentors nor is it clear that they are in qualified to train the large number of engineers that are retiring.

see mentors_queries.csv for full list

Conclusions and Further Analysis

Given the large number of senior engineers and management eligible for retirement we should broaden our search for mentors. The criteria of age is most likely too narrow and does not take into consideration whether those eligible would make good mentors.