# Capstone Project Ideas for Rob Fontenot 2019-05-09

## Option 1: Pencil Whipping Surveys

A major retail organization attaches standard Level 1 surveys to all courses in their structured curricula. The aggregated ratings by course of the survey results are disproportionally high (between 4.5 and 5.0 on a 5 point scale), making leadership suspect that associates are “pencil whipping” the surveys, marking all questions as “good” to “best” quickly in order to clear the survey.

An analysis could be done to determine those associates who picked the same answer for all questions in most or all of the surveys they completed to determine if this is or is not a problem. If it is an issue, this test could be operationalized to lower the weight of answers given by associates who exhibit this behavior from the aggregated totals, normalizing the ratings.

The data would come from my employer.

## Option 2: Survey Scores Before/After

A major retail organization made attaches courses/curricula for it’s associates as soon as an associate enters a given job role. This has created inappropriate behavior by the Learning Administrators in the field whereby they sit the associate in a room and have them take all of their training in successive days instead of parsing the training out over time as intended. The corporate learning team changed the manner that courses/curricula are attached to associate learning plans, forcing them to be parsed out over time.

Leadership is interested in the results of the Level 1 surveys attached to the courses and whether they have changed from before or after this shift. Anecdotal evidence suggests that the Level 1 survey results have decreased, which is a good thing. Previously, it’s been suggested that, because associates are taking 8 hours of training for several days in a row that Level 1 surveys are “pencil whipped” to get passed them and onto the next training, and thus, are being filled out without due consideration. This has lead to a clustering of scores toward the high end of the scale.

The questions are: have level 1 survey scores normalized into a greater spread after the change? If there has been a shift, how much have the score shifted?

The data would come from my employer.

## Option 3: Introvert versus Extrovert

This idea is unformed, but, in the interest of creating an option about a subject that I’m passionate about, I’m interested to see what datasets exist that might support an analysis regarding introversion/extroversion in terms of demographics (where are they located? Is there an even mix geographically?), what jobs/careers do they inhabit, how do they interact in business settings, etc.

I’m still researching what datasets might exist for such questions.