**Take Home Task: Analysis of Survey Data**

**The data provided with this task is synthetic (i.e. artificially generated rather than generated by real-world responses). However, the data and the task itself must not be shared with any third parties.**

**Overview**

Attached you’ll find a dataset from an annual employee survey which consists of a set of statements covering various aspects of the employee experience. Employees respond to each statement on a scale of 1 - 5, with 1 indicating that they strongly disagree with the statement, and 5 indicating that they strongly agree. You have been provided with three files:

1. One containing responses to the survey questions;
2. One containing demographic and HR information from a HR Information System, and;
3. One containing information about the questions themselves.

**Task**

For this task we would like you to analyze the data provided and draw some insights and recommendations to be presented to a People Partner\*. Although this data is synthetic, please assume that these are real employee responses for the sake of this task. You are welcome to use any analytical technique and presentation approach when completing this task. We will be assessing you on your ability to use analytics to effectively break down complex information into actionable insights and communicate these to non-technical audiences.

When submitting the task please submit any code or notebooks used in your analysis.

**The Data Files**

*Employees*

| **Column Name** | **Description** |
| --- | --- |
| Emp\_ID | Unique 5-digit ID for each employee. |
| Team | The employee’s team within the business. |
| Location | The country of the office in which the employee is based. |
| Contract\_Type | Whether the employee is a contractor or has a permanent Wise contract. |
| PT\_FT | Whether the employee is full-time or part-time. |
| Tenure\_Band | The length of time that the employee has worked at Wise. |
| Promotion\_Last\_12m | The number of promotions that the employee has had in the 12 months prior to the survey. |
| Sick\_Days\_Last\_3m | The number of sick days that the employee has taken in the 3 months prior to the survey. |
| Gender | The gender of the employee as recorded in our HR system |
| Is\_Lead | Whether the employee is a line manager. |

Responses

| **Column Name** | **Description** |
| --- | --- |
| Emp\_ID | Unique 5-digit ID for each employee. |
| Question\_ID | The unique ID for the question. |
| Response | The response given by the employee on a scale of 1 - 5, with the following mappings:  1. Strongly Disagree  2. Disagree  3. Neither Agree nor Disagree  4. Agree  5. Strongly Agree |

Questions

| **Column Name** | **Description** |
| --- | --- |
| Question\_ID | The unique ID for the question. |
| Question\_Text | The full question text as it appears on the survey. |
| Is\_Engagement\_Que s tion | 5 questions in the survey combine to make a general “engagement” score, calculated for each employee as the average (mean) of the responses to those questions. This field contains “Y” if the question is one of the questions that make up the engagement score. |