**Objective of the Project:**

Working for Bobby from Pewlett- Hackard on going through the thousands of employee data to find retiring employees. Since the company has realized significant workforce is eligible to retired, they need to find out a group of employees which can be groomed before the retiring workforce. Hence another part of the analysis is to find out those eligible employees who can be part of the mentorship program so transferable skills can be shared to make them more efficient for the job and they can overcome the void created by the retiring workforce.

* The number of Retiring Employees by Title
* The Employees Eligible for the Mentorship Program

**Process:**

* Going through the available data using the SQL created new tables. Based on the Primary key and Foreign Key join tables to extra data to find out the total number of employees retiring.
* Created a list of employees who are eligible for retirement.
* Created a list of employees showing their employee number, first & last name, gender and salary.
* Created a list of managers for each department to show department name and number, Manager’s first & last name, Managers from & to date.
* Created a list of current employees with the employee number, first & last name and to date.

**Results:**

* Total employees eligible for retirement is 41,380
* The list of retiring employees is as below.
* <https://github.com/sachinnabar/Pewlett-Hackard-Analysis/blob/main/Resources/retirement_info.PNG>

Table

Description automatically generated

* The list of retiring employees according to their job titles is as below

<https://github.com/sachinnabar/Pewlett-Hackard-Analysis/blob/main/Resources/retiring_titles.PNG>

Graphical user interface, application

Description automatically generated

* The list of employees eligible for the mentorship program is as below

<https://github.com/sachinnabar/Pewlett-Hackard-Analysis/blob/main/Resources/mentorship_eligibility.PNG>

Graphical user interface, application

Description automatically generated

**Summary:**

Based on the analysis we done following is the summary

* 90397 Employees eligible for retirement in Pelwett-Hackard company which consists of almost 30 % of the total workforce 300024 employees.
* 86% of staff are eligible for retirement are Supervisor level and above.
* 1549 Employees are eligible for the mentorship program. This number is not significant for replacing higher number of employees who are eligible for retirement.
* While running this analysis initially we taken certain criteria of age which does not show the correct picture.
* Mentorship program is based on only the birthdate between January 1st 1965 and 31st December 1965 which is excluding lot other potential candidates. This selection criteria needs to modify to get significant no of employees who can be trained and mentored to cover the void of retiring workforce.