Employee Satisfaction Ratings

Teacher: Rajive Islam

Vince Scacco
DAT9 Academy XI

My Business Problem

- Addressing what factors go into an employee's satisfaction rating across multiple datasets
- Inferential statistics
- Job satisfaction is out of 100
- Departments were out of Marketing, Sales, IT, Finance and HR
- Ages also included, between 18-60

Gender	JobsSatisfaction	Department
Female	36.0	Marketing
Female	38.0	Sales
Male	18.0	Sales
Female	56.0	IT
Male	74.0	Marketing

Responses from the Categorical Variables
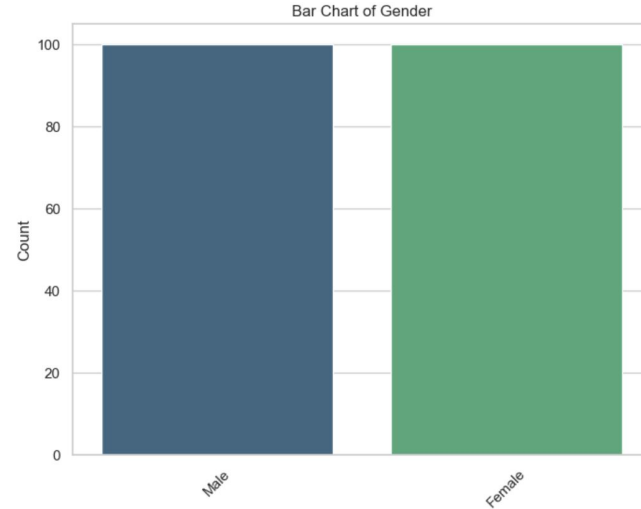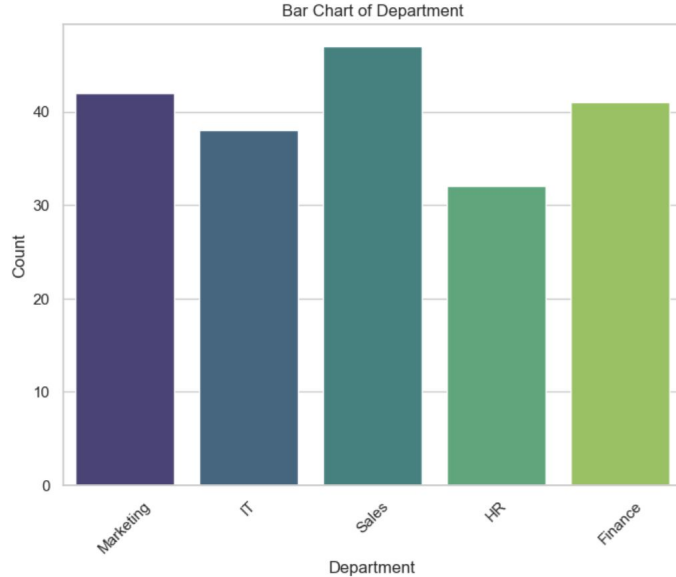
Distribution of Satisfaction Among Departments

Coefficients of Jobsatisfaction Factors
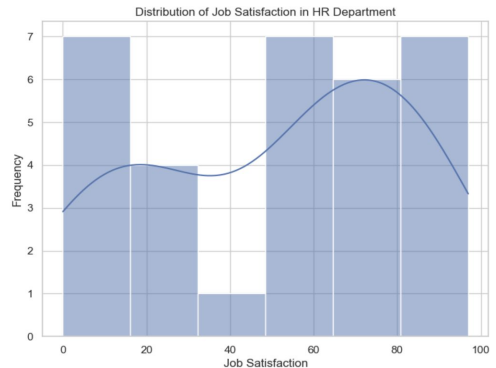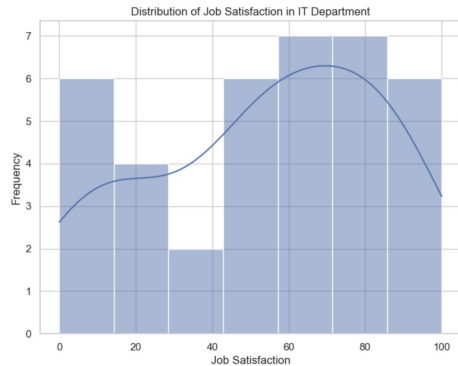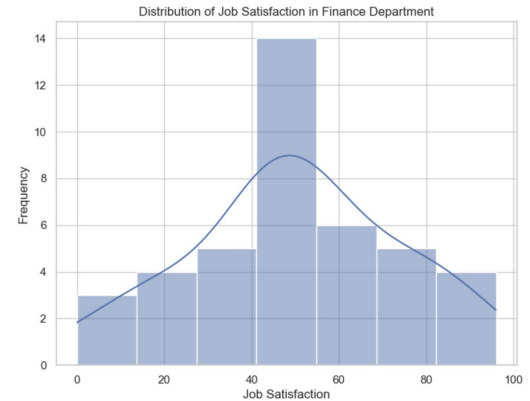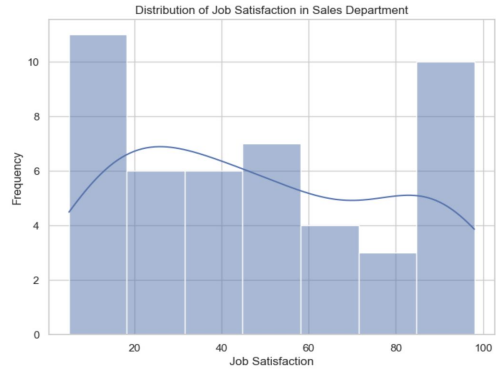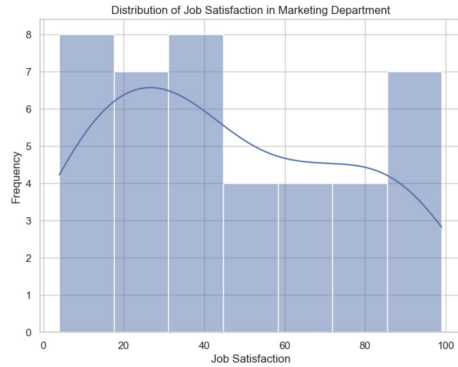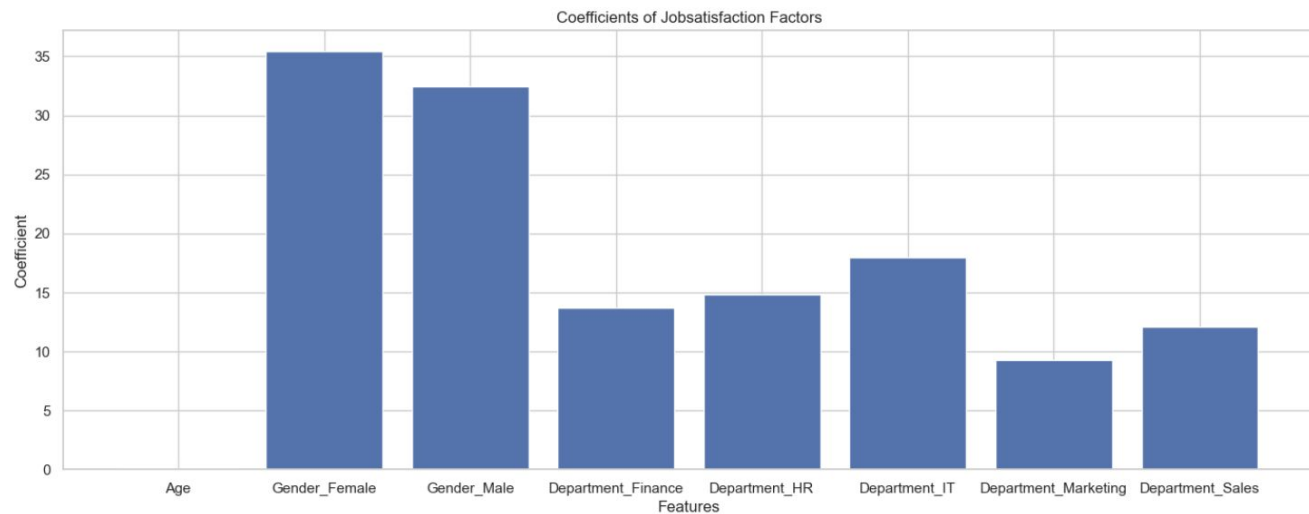
	coef	std err	t	P>|t|
Age	0.0750	0.213	0.353	0.725
Gender_Female	35.4338	6.030	5.876	0.000
Gender_Male	32.4576	5.685	5.709	0.000
Department_Finance	13.7188	4.716	2.909	0.004
Department_HR	14.8000	5.066	2.921	0.004
Department_IT	17.9642	4.874	3.686	0.000
Department_Marketing	9.3096	4.539	2.051	0.042
Department_Sales	12.0988	4.348	2.783	0.006

Takeaway Points

- Sales had the most responses, with job satisfaction ratings on the lower end, as seen by the distribution. Marketing and Sales also had lower coefficients than the other departments with a significant P-value (<.05)
- Females were suggested to have higher ratings than males, and the IT department also had the highest score compared to other departments
- Age doesn't affect the satisfaction rating in a job

These are things to look out for when hiring or looking into when researching why employee's give certain responses based on age, gender or departments they work in based on the topic of their satisfaction levels in their work.

Thank you

Remember to work and smile!