

Project 1: Predict high performers from interview data

- **The Problem:** What's the background and scope of the project idea? What problem are you attempting to address or solve? Who may it matter to?

The problem we are trying to solve is if we are asking the right questions in the interview process. The goal is to determine the factors in the set of interview questions that are leading indicators to success. The outcome will drive better employee success rates, lower turnover, and create a culture of high performance. This will matter to the hiring managers and leaders of the company.

- **The Data:** What data exists to help solve this problem? Where is it coming from? What does the data look like? What is the observation?

The data to support this analysis is the candidate scorecard that exist in the applicant tracking system. It is a set of questions with rating answers from the set of interviewers for each job opening.

- **Your Hypotheses:** Given the problem and data you're aware of, what do you believe is the solution? What does success look like?

I believe only a few questions are going to be drivers to success and the other questions will need to be revisit and changed to factors that are more viable. Success will be to identify the factors.

Project 2: Predict turnover from survey data

- **The Problem:** What's the background and scope of the project idea? What problem are you attempting to address or solve? Who may it matter to?

The problem we are trying to solve is to managing attrition and getting early indications from the employee survey. The goal is to determine the factors in the set of survey questions that are leading indicators to turnover. The outcome will lower turnover and retain those that are imperative to the company. This will matter to the hiring managers and leaders of the company.

- **The Data:** What data exists to help solve this problem? Where is it coming from? What does the data look like? What is the observation?

The data to support this analysis is the employee survey that sits in the employee survey technology platform. It is a set of questions with rating answers.

- **Your Hypotheses:** Given the problem and data you're aware of, what do you believe is the solution? What does success look like?

I believe only a few questions are going to be drivers to turnover. Success will be to identify the factors.

Project 3: Predict high performers from survey data

- **The Problem:** What's the background and scope of the project idea? What problem are you attempting to address or solve? Who may it matter to?

The problem we are trying to solve is to driving performance at the company. The goal is to determine the factors in the set of survey questions that are leading indicators to high performance. The outcome will focus on investing in those driving factor in order to drive performance. This will matter to the hiring managers and leaders of the company.

- **The Data:** What data exists to help solve this problem? Where is it coming from? What does the data look like? What is the observation?

The data to support this analysis is the employee survey that sits in the employee survey technology platform. It is a set of questions with rating answers.

- **Your Hypotheses:** Given the problem and data you're aware of, what do you believe is the solution? What does success look like?

I believe only a few questions are going to be drivers to performance. Success will be to identify the factors.