HEALTH QUEST MEDICALS

ABOUT US

Health Quest Medicals, a leading pharmaceutical company is committed to delivering high-quality medical solutions. Our mission is to improve the health and well-being of patients through cutting-edge research and development, advanced technologies, and innovative treatments.

Our team of experts includes Research Scientists, Laboratory Technicians, Healthcare Representatives, Research Directors etc., all work together to ensure that our patients receive the best possible pharmaceutical care. We are dedicated to staying at the forefront of medical advancements, and our research and development efforts are aimed at bringing new pharmaceutical products to market that meet the evolving needs of patients.

At **Health Quest Medicals**, we understand the importance of pharmaceutical care. We are dedicated to improving the health and well-being of our patients and are proud to serve the communities in which we operate.

PROBLEM OVERVIEW

Health Quest has hired you as a Data Professional. **Health Quest** wants you to provide valuable insights into the company's workforce and help identify areas for improvement. They need a better understanding of their employee demographics and descriptive statistics.

DATA DICTIONARY

- **Age;** The age of the employee. (Numerical)
- **Attrition;** Whether or not the employee has left the organization. (Categorical)
- **EmployeeNumber;** A unique identifier for each employee profile. (Numerical)
- **Gender;** The gender of the employee. (Categorical)
- **BusinessTravel;** The frequency of business travel for the employee. (Categorical)
- **Department;** The department the employee works in. (Categorical)
- **DistanceFromHome;** The distance from home in miles for the employee. (Numerical)
- **Education;** The level of education achieved by the employee. (Categorical)
- **EducationField;** The field of study for the employee's education. (Categorical)
- **EnvironmentSatisfaction;** The employee's satisfaction with their work environment. (Categorical)
- **JobInvolvement;** The level of involvement required for the employee's job. (Categorical)
- **JobLevel;** The job level of the employee. (Categorical)
- **JobRole;** The role of the employee in the organization. (Categorical)
- **JobSatisfaction;** The employee's satisfaction with their job. (Categorical)
- **MaritalStatus** The marital status of the employee. (Categorical)

DATA DICTIONARY

- **MonthlyIncome;**   The monthly income of the employee. (Numerical)

- **NumCompaniesWorked;**   The number of companies the employee has worked for. (Numerical)

- **Over18;**   Whether or not the employee is over 18. (Categorical)

- **OverTime;**   Whether or not the employee works overtime. (Categorical)

- **PercentSalaryHike;**   The percentage of salary hike for the employee. (Numerical)

- **PerformanceRating;**   The performance rating of the employee. (Categorical)

- **RelationshipSatisfaction;**   The employee's satisfaction with their relationships. (Categorical)

- **TotalWorkingYears;**   The total number of years the employee has worked. (Numerical)

- **TrainingTimesLastYear;**   The number of times the employee was taken for training in the last year. (Numerical)

- **WorkLifeBalance;**   The employee's perception of their work-life balance. (Categorical)

- **YearsAtCompany;**   The number of years the employee has been with the company. (Numerical)

- **YearsInCurrentRole;**   The number of years the employee has been in their current role. (Numerical)

- **YearsSinceLastPromotion;**   The number of years since the employee's last promotion. (Numerical)

- **YearsWithCurrManager;**   The number of years the employee has been with their current manager. (Numerical)

TAILORED ANALYTICS

- What is the average age of employees, and how does this vary across departments?

- What is the distribution of education levels within the company, and is there a predominant education field among employees?

- How satisfied are employees with their work environment?

- Do you think the longer an employee commutes to the office, the higher their monthly take home? What of a relationship between years at company and percent salary hike?

- What is the average monthly income of employees per department, and what is the corresponding deviation from this value?

- Is there Gender discrimination in terms of renumeration?

- Considering the monthly income of employees, which Job role has the lowest income range. Provide a pictorial representation.

- What is the distribution of the years, when employees were last promoted?

- What is the attrition rate within the company.

- What is the median income distribution across educational levels.

- Determine the median Age for employees who have and have not worked overtime. What might this indicate about the potential health impacts of overtime?

- Compare the frequented JobSatisfaction ratings across different Departments. What can you deduce?

EXTRA-INFO

- **Education**: The level of education achieved by the employee. It is a categorical variable with five values: "Below College", "College", "Bachelor", "Master", and "Doctor".

- **EnvironmentSatisfaction**: The employee's satisfaction with their work environment. It is a categorical variable with four values: "Low", "Medium", "High", and "Very High".

- **JobInvolvement**: The level of involvement required for the employee's job. It is a categorical variable with four values: "Low", "Medium", "High", and "Very High".

- **JobLevel**: The job level of the employee. It is a categorical variable with five values: "Entry Level", "Intermediate Level 1", "Intermediate Level 2", "Advanced Level", and "Executive Level".

- **JobSatisfaction**: The employee's satisfaction with their job. It is a categorical variable with four values: "Low", "Medium", "High", and "Very High".

- **RelationshipSatisfaction**: The employee's satisfaction with their relationships. It is a categorical variable with four values: "Low", "Medium", "High", and "Very High".

- **WorkLifeBalance**: The employee's perception of their work-life balance. It is a categorical variable with four values: "Bad", "Good", "Better", and "Best