**Data Analytics - Individual Assessment**

**Context:**

I am CEO of the company called D&D International. We are developing and distributing new business analytic software to companies and individuals. I currently have 3 locations, Ireland (HQ), France and Australia. The company has been growing since 2017 and we have now a total of 1000 employees worldwide. However I have observed that some employees left the company in 2017 and came back in 2019, I think some of my employees may be dissatisfied by the job. In 2019, I asked my employees to fill out a job satisfaction survey and I would like some insights to understand what is going wrong in my company.

The survey is taken from the Indiana job satisfaction scale and includes the following questions with 5 answer possibilities (Strongly Disagree = 1, Disagree = 2, Neutral = 3, Agree = 4, and Strongly Agree = 5):

General Satisfaction

 Q1: I feel good about this job

 Q2: This job is worthwhile

 Q3: The working conditions are good

 Q4: I want to quit this job

 Q5: This job is boring

Pay

 Q6: I am happy with the amount this job pays

 Q7: The vacation time and other benefits on this job are okay

 Q8: I need more money than this job pays

 Q9: This job does not provide the medical coverage I need

For your analysis, you will find my employees' details, their salary for 2019, 2018, and 2017 as well as their answers to the survey here attached.

**Task:**

By using Jamovi and Tableau provide to the CEO a report (max 10 pages) presenting your analysis, results and suggestions to the CEO. Also include a description of your methods to transform, visualise and model the data in order to convincingly communicate your results.

**More precisely, your report should include:**

- An brief **introduction** about Salary and Job Satisfaction issues in companies,

- A **formulation of the hypotheses** that you will test and the description of the variables that you will process,

- A **method section**, where you will describe the technique and tools that you are using,

- A **descriptive statistics** section including numbers, plots and tables,

- An **inferential statistics** section describing you results, with numbers, plots and tables,

- A **discussion section**, where you will formulate your insights from the data and recommendations to the CEO of D&D International to solve his problem.