

# Individual Assessment – Data Analytics Communique

## 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, provide to the CEO a report (max 5 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 technics and tools that you are using,
- A descriptive statistics part including numbers, plots and tables,
- An inferential statistics part describing you results, with numbers, plots and tables,
- A discussion part, where you will formulate your insights from the data and recommendations to the CEO of D&D International to solve his problem.

Remember, each data attributed to students are unique and will prevent copy-paste of results from another dataset attributed to another student.

**Submission:**

**The report has to be submitted on Loop in a pdf format  
by Monday March 23<sup>rd</sup>, 2020.**