

# Work-Life Balance and Employee Engagement Analysis Report

Adham Ahmed

October 23, 2024

## 1 Introduction

This report presents an analysis of the **Work-Life Balance and Employee Engagement Metrics Dashboard**, focusing on key aspects such as **work-life balance**, **job involvement**, **relationship satisfaction**, and **overtime work distribution**. The primary objective of the dashboard is to identify areas of improvement in employee satisfaction and well-being while addressing attrition risk across different employee groups.

## 2 Dashboard Objective

The goal of this dashboard is to analyze various metrics related to employee engagement and work-life balance, to ensure optimal employee well-being and satisfaction. Through these insights, we can identify trends, patterns, and areas requiring improvement and develop strategies to address these concerns.

## 3 Dashboard Components

The dashboard is broken into several key components to aid in analysis:

1. **Average Work-Life Balance Rating:** Displays the overall average of work-life balance ratings across the organization.
2. **Average Job Involvement:** Provides an overview of the average job involvement among employees.
3. **Average Relationship Satisfaction:** Presents the average satisfaction level with workplace relationships.
4. **Overtime Work Distribution:** Visualizes the percentage of employees working overtime compared to those who do not, alongside job role and attrition rates.

## 4 Analysis Instructions and Insights

### 4.1 Work-Life Balance Rating

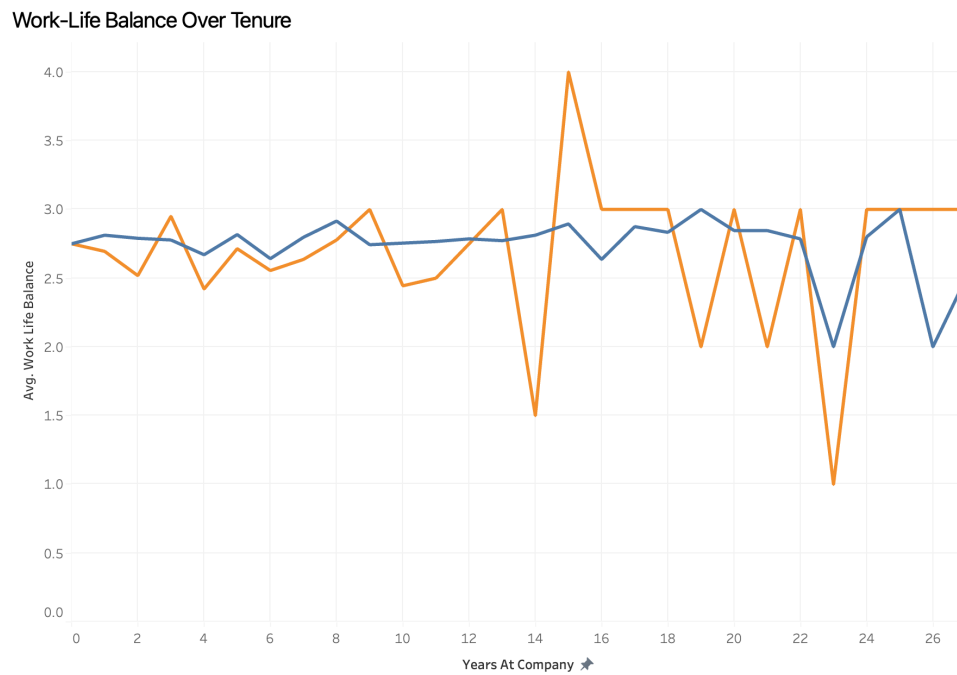


Figure 1: Work-Life Balance Over Tenure (Filtered)

The dashboard shows the **Work-Life Balance over Tenure** across employee groups, filtered by attributes such as **Age**, **Career Stage**, **Income Group**, and **Overtime**. In several cases, trends indicate that employees in the **Mid Career** stage and those in **Low Income Groups** with overtime tend to have a poorer work-life balance, which could lead to dissatisfaction and potentially higher attrition.

## 4.2 Job Involvement

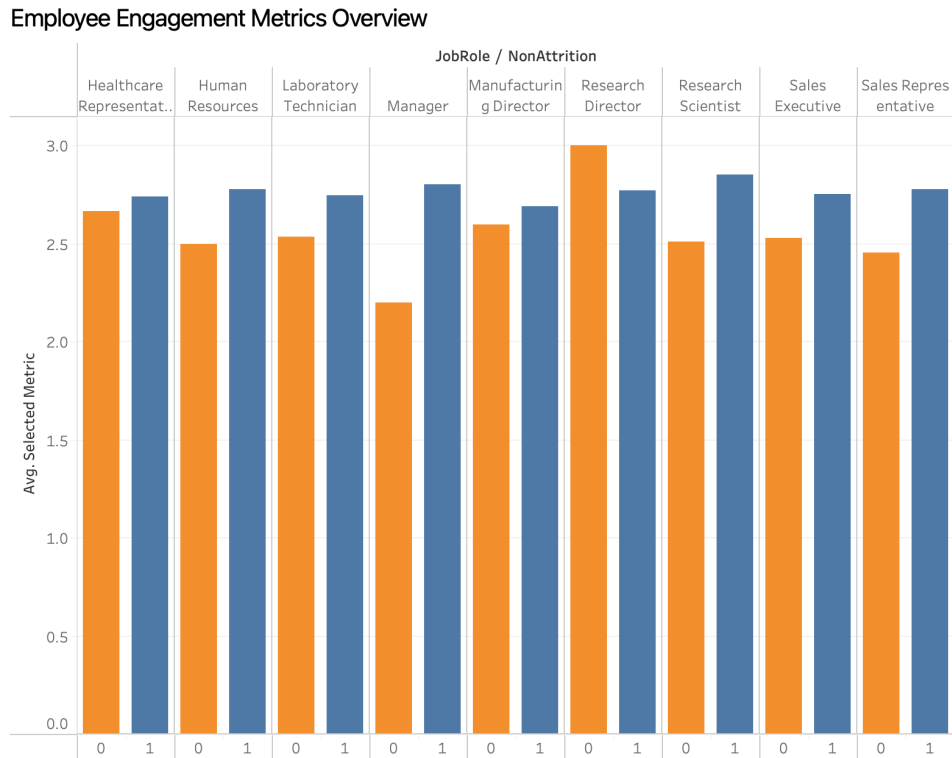


Figure 2: Job Involvement Overview

Job involvement metrics suggest that **Job Involvement** tends to be lower in roles like **Human Resources** and **Sales Representatives**, especially among employees who are working overtime. Higher involvement is observed in roles like **Research Scientists** and **Manufacturing Directors**, where employees seem more engaged.

### 4.3 Relationship Satisfaction

Employee Engagement Metrics Overview

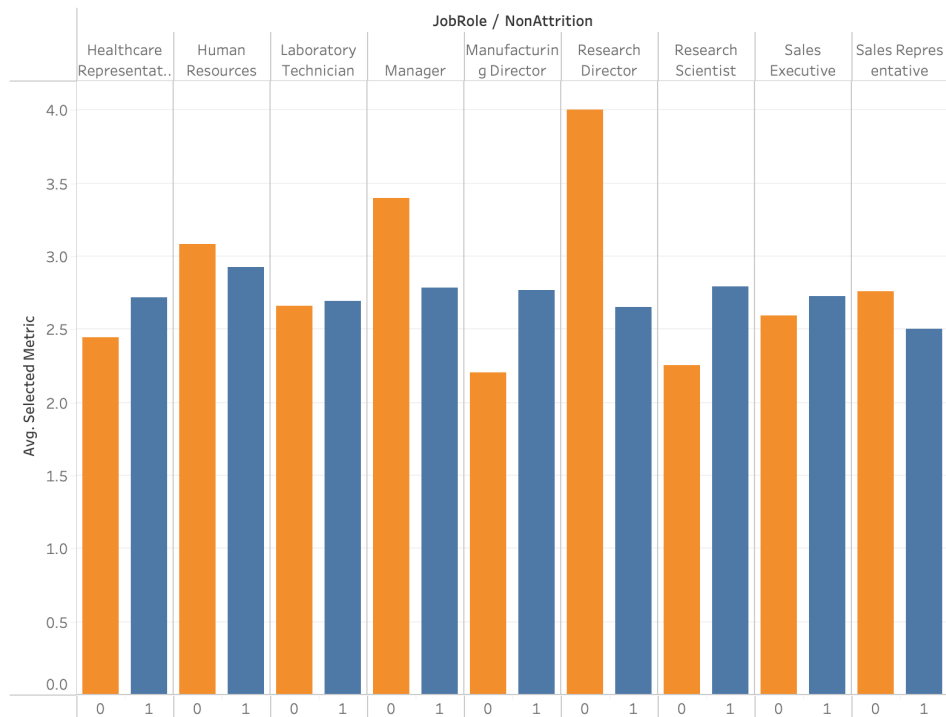


Figure 3: Relationship Satisfaction Metrics

Relationship satisfaction data highlights that satisfaction in departments such as **Laboratory Technicians** and **Research Scientists** is higher than in more client-facing roles, such as **Sales Representatives** and **Healthcare Representatives**. The correlation between lower relationship satisfaction and higher attrition in these roles should be further examined.

### 4.4 Overtime Work Distribution

Attrition Rates by Job Role Among Employees with Overtime

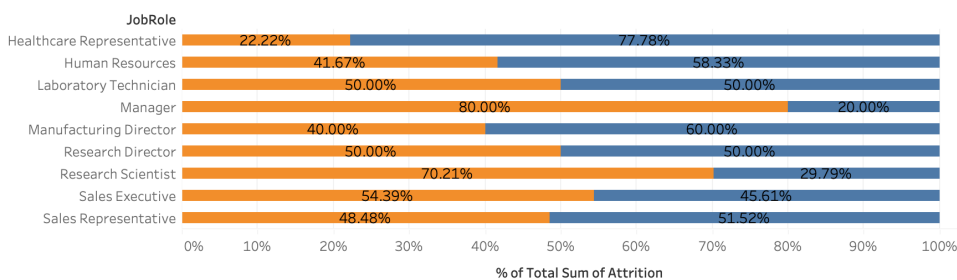


Figure 4: Overtime Work Distribution Among Job Roles

The **Overtime Work Distribution** data reveals that certain roles, such as **Managers** and **Sales Executives**, have a significantly higher percentage of employees working overtime, and this is closely tied to attrition rates in these departments. By contrast, employees in roles like **Research Scientist** and **Manufacturing Director** show lower overtime work and reduced attrition.

## 5 Areas for Improvement

Based on the findings from the dashboard, the following areas for improvement have been identified:

- **Improve Work-Life Balance:** Departments where work-life balance is rated lower, such as **Sales** and **Human Resources**, should explore initiatives to reduce overtime and offer more flexible work arrangements.
- **Boost Job Involvement:** Job involvement in roles with low scores, particularly **Sales Representatives** and **Human Resources**, should be increased by fostering more engagement activities and development programs.
- **Enhance Workplace Relationships:** Address lower relationship satisfaction in client-facing roles by facilitating team-building exercises and improving communication across teams.

## 6 Recommendations and Action Plan

### 6.1 Actionable Strategies

1. **Work-Life Balance Programs:** Introduce more structured work-life balance programs, such as flexible working hours, remote working options, and wellness initiatives.
2. **Employee Engagement Initiatives:** Implement initiatives that encourage employee engagement, particularly in roles with low job involvement.
3. **Team-Building and Mentorship Programs:** Foster stronger workplace relationships through mentorship programs, peer reviews, and team-building activities, especially in departments with low relationship satisfaction.
4. **Overtime Monitoring:** Closely monitor overtime across departments and introduce policies to manage and compensate for overtime effectively to prevent burnout and dissatisfaction.

## 7 Ongoing Monitoring and Adaptation

To ensure continued success, the following actions are recommended:

- **Regular Monitoring:** Continually track the metrics provided by the dashboard, particularly focusing on departments with high attrition and overtime.
- **Employee Feedback:** Conduct quarterly surveys to gain real-time feedback on employee satisfaction and engagement levels.
- **Iterative Improvements:** Adapt and adjust strategies based on data gathered from ongoing monitoring and employee feedback.

## 8 Conclusion

The analysis of the **Work-Life Balance and Employee Engagement Metrics Dashboard** has provided valuable insights into the state of employee well-being across different job roles, age groups, and overtime statuses. By addressing the identified areas for improvement and implementing the recommended actions, we can enhance employee satisfaction, reduce attrition rates, and promote a healthier, more engaged workforce.