HAPPINESE

WORK PLACE HAPPINESS PULSE

DAB - 302 ETHICS FOR ANALYSIS

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Contents

Surevy trials

This document provides a summary of the responses received from the Workplace Happiness Pulse Survey. The survey aimed to understand the level of happiness and satisfaction individuals experience in their workplace.

	B	C	D	E	F	G	H
	Start time	Completion time	Email	Name	Last modified time	I consent to participa	Age :
2	11-10-23 11:38:00	11-10-23 11:44:33	W0788280@myscc.ca	Mohana Krishna Sajja		I agree;	25-34
5	11-21-23 16:35:06	11-21-23 16:36:01	W0803967@myscc.ca	Sai Ganesh Darisa		I agree;	18-24
6	11-21-23 17:12:51	11-21-23 17:15:38	W0826489@myscc.ca	Roshan Feroz Khan		I agree;	18-24
7	11-21-23 19:02:10	11-21-23 19:03:31	W0829257@myscc.ca	Premkumar Janakbhai Patel		I agree;	18-24
8	11-21-23 20:10:15	11-21-23 20:13:15	W0803509@myscc.ca	Srilakshmi Gummadidala		I agree;	25-34
9	11-21-23 21:36:05	11-21-23 21:39:19	W0822284@myscc.ca	Adedeji Adeyemi		I agree;	25-34
10	11-21-23 22:14:08	11-21-23 22:16:58	W0824817@myscc.ca	Yen Nga Le		I agree;	35-44
11	11-21-23 23:21:52	11-21-23 23:23:31	W0803504@myscc.ca	Khushbuben Pravinbhai Patel		I agree;	25-34
12	11-22-23 12:04:56	11-22-23 12:07:19	W0829141@myscc.ca	Jayan Francis		I agree;	
13	11-22-23 12:17:43	11-22-23 12:18:50	W0825419@myscc.ca	Nitiben Patel		I agree;	18-24
14	11-22-23 12:13:15	11-22-23 13:03:58	W0832706@myscc.ca	Sujata Surja Biswas		I agree;	18-24
15	11-22-23 13:03:38	11-22-23 13:05:07	W0822315@myscc.ca	Ikram Gafoor Patel		I agree;	25-34
16	11-22-23 13:09:19	11-22-23 13:11:59	W0811919@myscc.ca	Alisha James		I agree;	
17	11-22-23 21:08:48	11-22-23 21:09:50	anonymous			I agree;	25-34

Let's begin...

Cleaning process

1. Removal of Unnecessary Columns
- Columns Deleted:
    - ID
    - Last Modified Time
    - Email
    - Name
    - I Consent to Participate in this Survey

2. Handling Empty Records
- Action Taken:
    - Deleted records where all data fields were empty.

3. Anonymizing Email IDs
- Action Taken:
   - Replaced Email IDs with anonymized labels for privacy.

4. Rename all the columns and assign them short, purposeful names.

	A	B	C	D	E	F	G	H	
1	Age	Gender	Education	Job industry	Work Experience	Work-life balance	Compensation and b	Opportunities for ca	Workload
2	25-34	Man	Bachelor	Engineering	0-2 years	Neutral	Neutral	Dissatisfied	Satisfied
3	18-24	Prefer not to say	Bachelor	IT	0-2 years	Neutral	Neutral	Neutral	Neutral
5	18-24	Man	Bachelor	IT	0-2 years	Satisfied	Satisfied	Neutral	Satisfied
6	25-34	Woman	Bachelor	IT	6-10 years	Dissatisfied	Satisfied	Satisfied	Neutral
7	25-34	Man	Bachelor	Healthcare	6-10 years	Neutral	Neutral	Satisfied	Satisfied
10	25-34	Man	Master	IT	6-10 years	Neutral	Dissatisfied	Neutral	Dissatisfie
12	18-24	Woman	Bachelor	IT	0-2 years	Satisfied	Dissatisfied	Very Dissatisfied	Very Diss:
13	25-34	Man	Bachelor	IT	6-10 years	Very Dissatisfied	Neutral	Satisfied	Very Diss:
16	18-24	Woman	Bachelor	IT	0-2 years	Satisfied	Satisfied	Neutral	Satisfied
17	25-34	Woman	Bachelor	IT	3-5 years	Satisfied	Satisfied	Very satisfied	Very satis
18	25-34	Man	Bachelor	Engineering	0-2 years	Neutral	Neutral	Neutral	Neutral
20		Man	Bachelor	Engineering	0-2 years	Neutral	Dissatisfied	Dissatisfied	Neutral
22	45-54	Woman	PhD	Teaching	Over 15 years	Satisfied	Neutral	Neutral	Satisfied
24	25-34	Woman	Bachelor	IT	0-2 years	Dissatisfied	Satisfied	Dissatisfied	Satisfied
25	25-34	Man	Bachelor	IT	0-2 years	Neutral	Dissatisfied	Neutral	Dissatisfie
27	25-34	Man	Bachelor	Marketing	3-5 years	Neutral	Neutral	Neutral	Neutral
28	35-44	Woman	Master		6-10 years	Neutral	Neutral	Neutral	Neutral
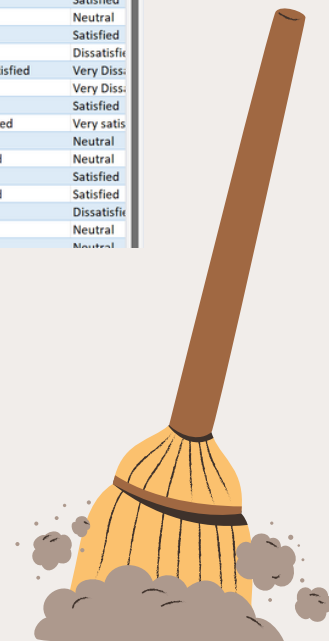
Education distribution

A bar chart was created in Tableau to visually represent the distribution of respondents by education. The x-axis represents the different education level and the y-axis represents the percentage of respondents within each group. The chart provides an overview of the participation distribution across various education categories.
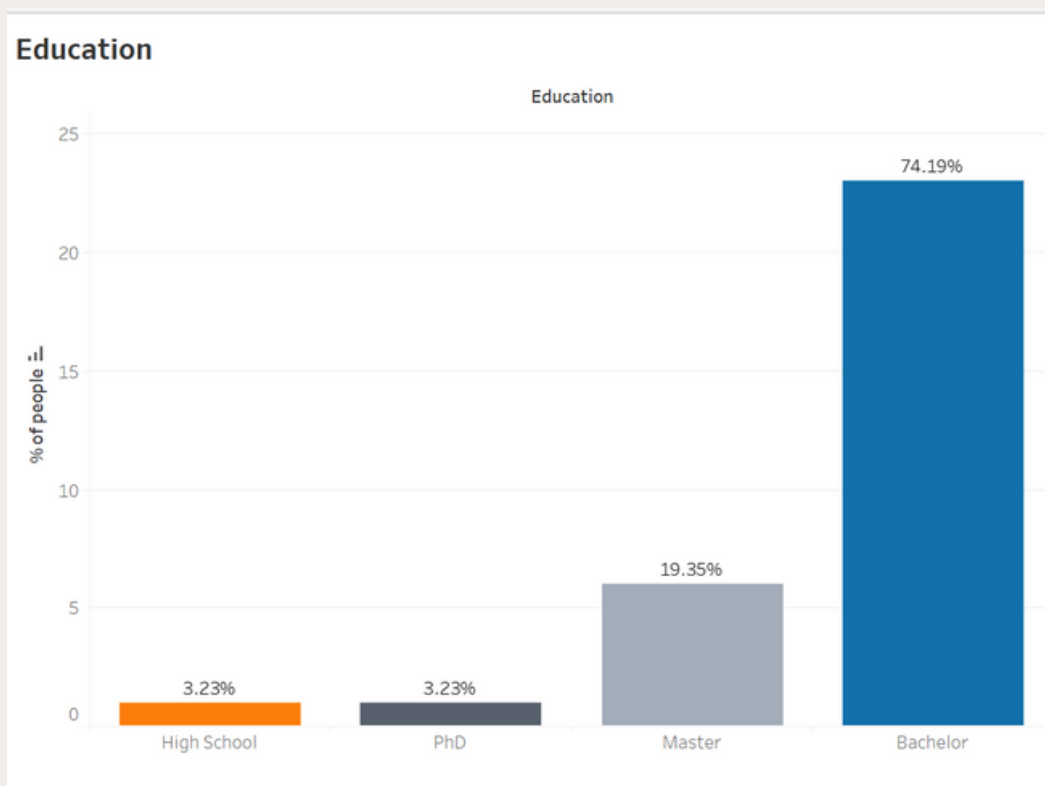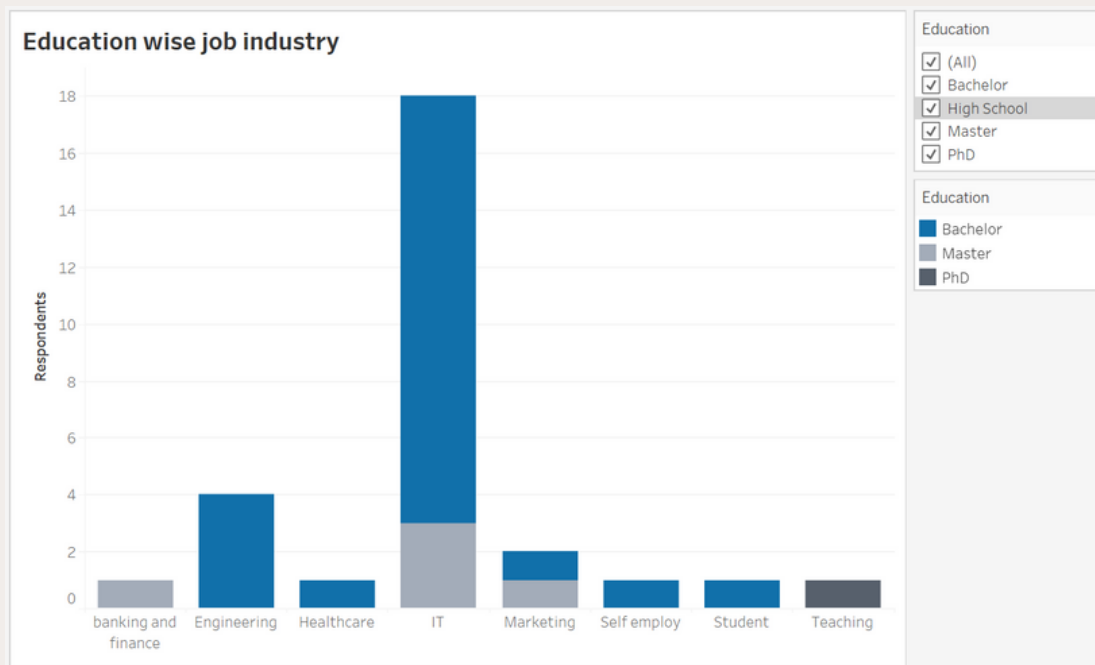

✦ Outcome

After analyzing the chart, we can conclude that the majority of people are well-educated. Additionally, the largest portion of the audience holds a bachelor's degree.

Education wise job industry

A stacked bar chart was created in Tableau to visually represent the distribution of respondents by job industry based on their education. The x-axis represents the job areas, and the y-axis represents the number of respondents within each group. The chart provides an overview of the participation distribution across various job areas, and color indicates their level of education.
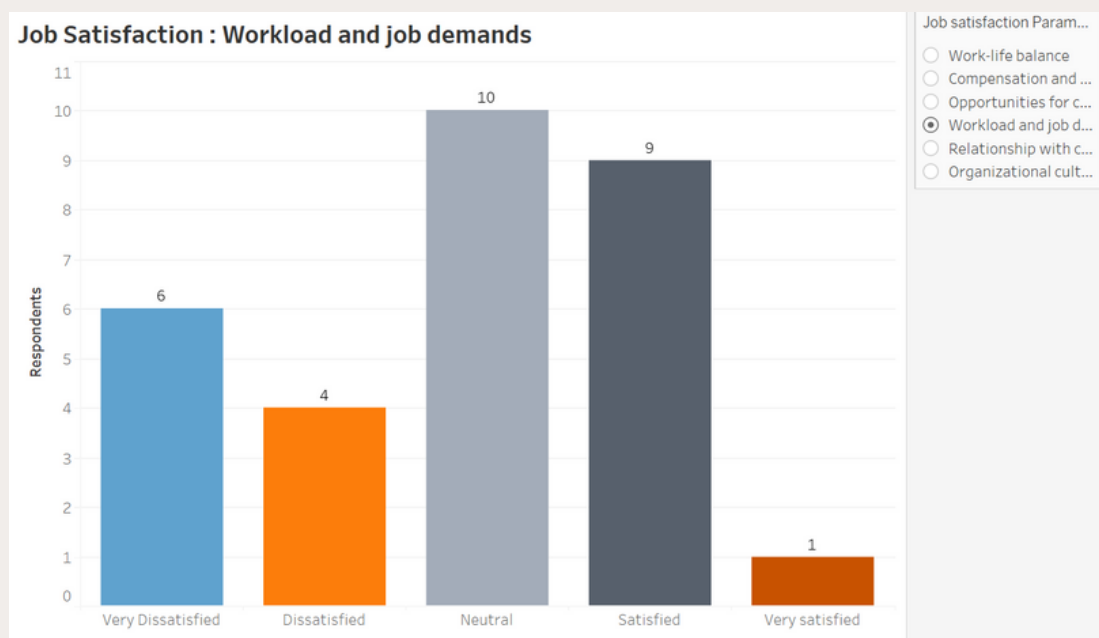

✦ Outcome

After analyzing the chart, we can conclude that the majority of people are employed in IT and engineering occupations. Additionally, individuals with a Ph.D. are more likely to be engaged in teaching or educational roles.

Job Satisfaction

A bar chart was created in Tableau to visually represent the distribution of respondents based on their job satisfaction levels, using specific job satisfaction parameters. The x-axis represents job satisfaction categories such as 'very dissatisfied,' 'satisfied,' 'neutral,' 'satisfied,' and 'very satisfied,' while the y-axis represents the number of respondents within each group. The chart includes a filter based on job satisfaction parameters, allowing the chart values to change accordingly.
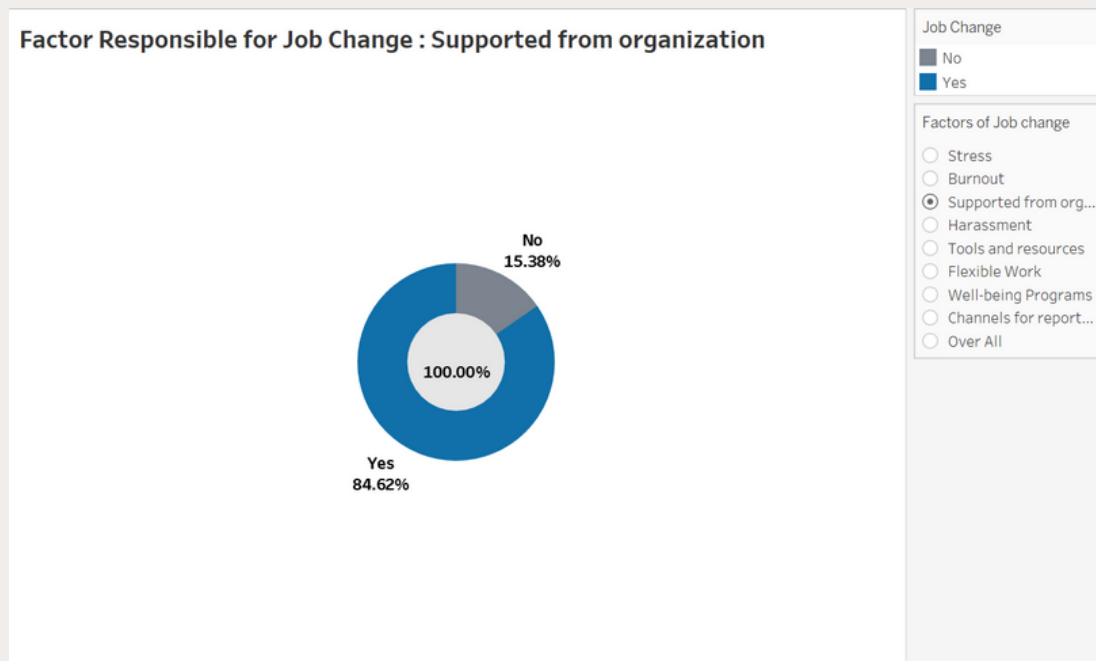

✦ Outcome

The chart reveals widespread dissatisfaction regarding workplace growth opportunities, while employees express high satisfaction with benefits, compensation, and colleague relationships.

Factor Responsible for Job Change

A donut chart was created in Tableau to visually represent the distribution of respondents who are considering a job change based on certain factors influencing job change.

Factor Responsible for Job Change : Supported from organization

No
15.38%

100.00%

Yes
84.62%

Job Change
- No
- Yes

Factors of Job change
- Stress
- Burnout
- Supported from org...
- Harassment
- Tools and resources
- Flexible Work
- Well-being Programs
- Channels for report...
- Over All

✦ Outcome

The chart analysis indicates that many individuals considering a job change cite insufficient organizational support as a key factor. Additionally, those facing harassment are more likely to contemplate switching jobs.

Reason For job change

A horizontal bar chart was created in Tableau to visually represent the distribution of respondents based on the reasons why they are looking for a job change. The x-axis represents the percentage of people, while the y-axis represents the various reasons for seeking a new job.
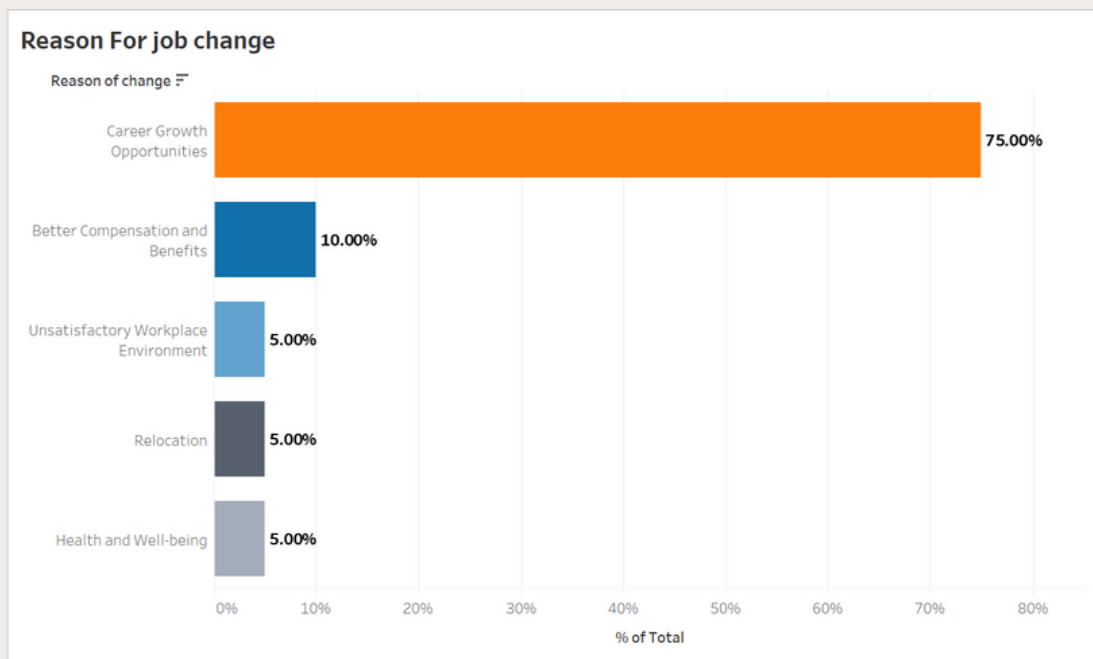
✦ Outcome

After analyzing the chart, we can conclude that the primary reason motivating individuals to seek a new job is the desire for career growth.

Future Education Plan

A bubble chart was created in Tableau to visually represent people's thought process regarding pursuing further education as their future plan.

Future Education Plan

Maybe 30.00%

No 10.00%

Yes 60.00%
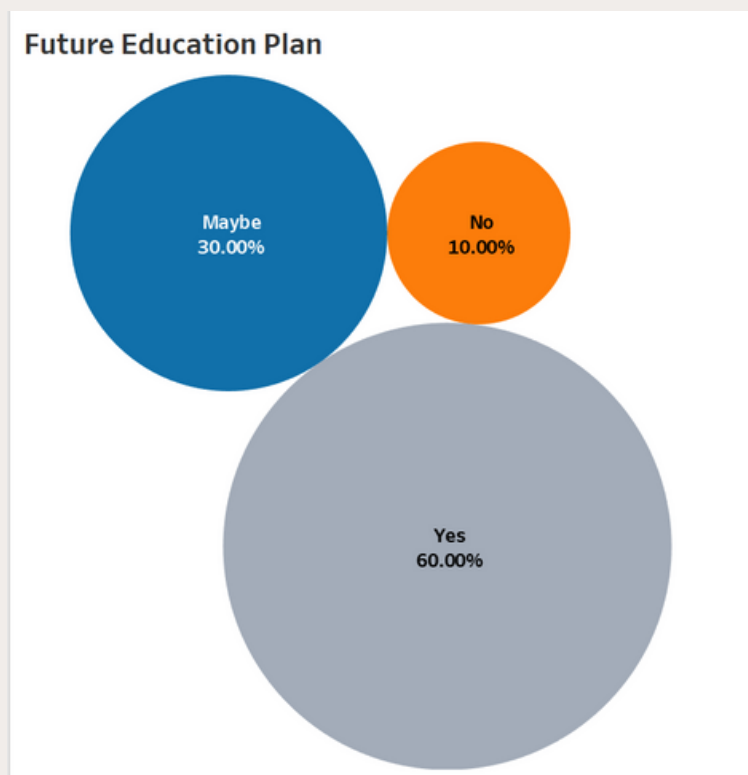
✦ Outcome

The chart analysis suggests a notable portion of the audience is inclined to pursue further education. However, a segment remains undecided, seeking guidance on educational advancement.

Dashboard

Education As a key

Education

Education
- Bachelor
- High School
- Master
- PhD

Education bar chart (% of people):
- High School: 3.23%
- PhD: 3.23%
- Master: 19.35%
- Bachelor: 74.19%

Education wise job industry

Education
- ✔ Bachelor
- ✔ High School
- ✔ Master
- ✔ PhD

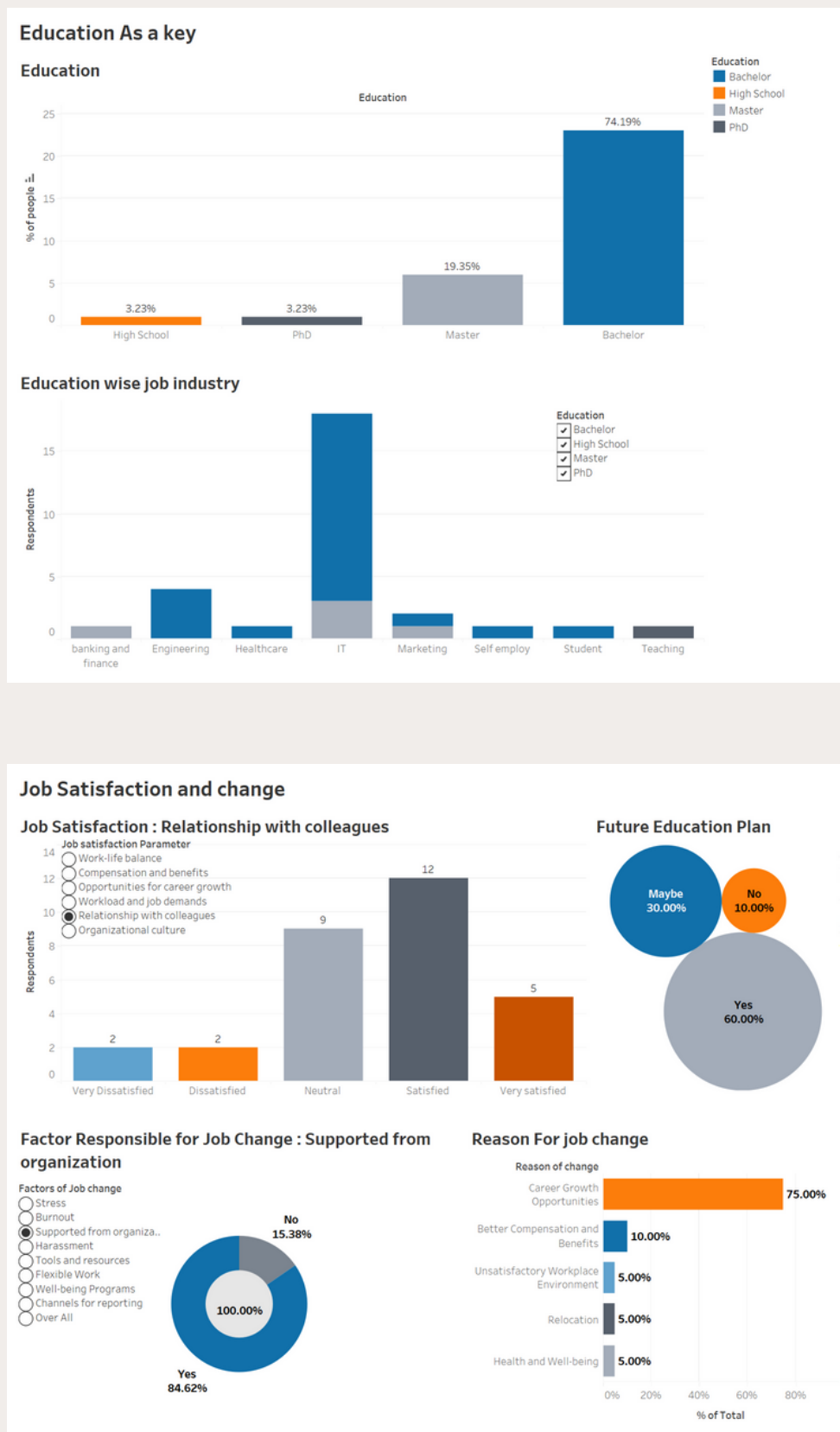Industries: banking and finance, Engineering, Healthcare, IT, Marketing, Self employ, Student, Teaching

Job Satisfaction and change

Job Satisfaction : Relationship with colleagues

Job satisfaction Parameter
- ○ Work-life balance
- ○ Compensation and benefits
- ○ Opportunities for career growth
- ○ Workload and job demands
- ● Relationship with colleagues
- ○ Organizational culture

- Very Dissatisfied: 2
- Dissatisfied: 2
- Neutral: 9
- Satisfied: 12
- Very satisfied: 5

Future Education Plan

- Maybe 30.00%
- No 10.00%
- Yes 60.00%

Factor Responsible for Job Change : Supported from organization

Factors of Job change
- ○ Stress
- ○ Burnout
- ● Supported from organiza..
- ○ Harassment
- ○ Tools and resources
- ○ Flexible Work
- ○ Well-being Programs
- ○ Channels for reporting
- ○ Over All

- No 15.38%
- 100.00%
- Yes 84.62%

Reason For job change

Reason of change
- Career Growth Opportunities: 75.00%
- Better Compensation and Benefits: 10.00%
- Unsatisfactory Workplace Environment: 5.00%
- Relocation: 5.00%
- Health and Well-being: 5.00%

% of Total

Conclusion

Educational Attainment:

After thorough chart analysis, it is evident that a significant majority of respondents are well-educated, with the largest portion holding a bachelor's degree.

Occupation:

IT and engineering dominate, while Ph.D. holders are often in teaching roles.

Workplace Satisfaction:

Mixed feelings - discontent with growth opportunities but high satisfaction with benefits and relationships.

Job Change Trends:

Organizational support and harassment are significant factors, influencing job change considerations.

Motivation for Job Change:

Career growth emerges as the primary driver for seeking new employment.

Education and Career Decisions:

Many express interest in further education, emphasizing the importance of clear pathways and support for educational advancement.

✦

LAB 2
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