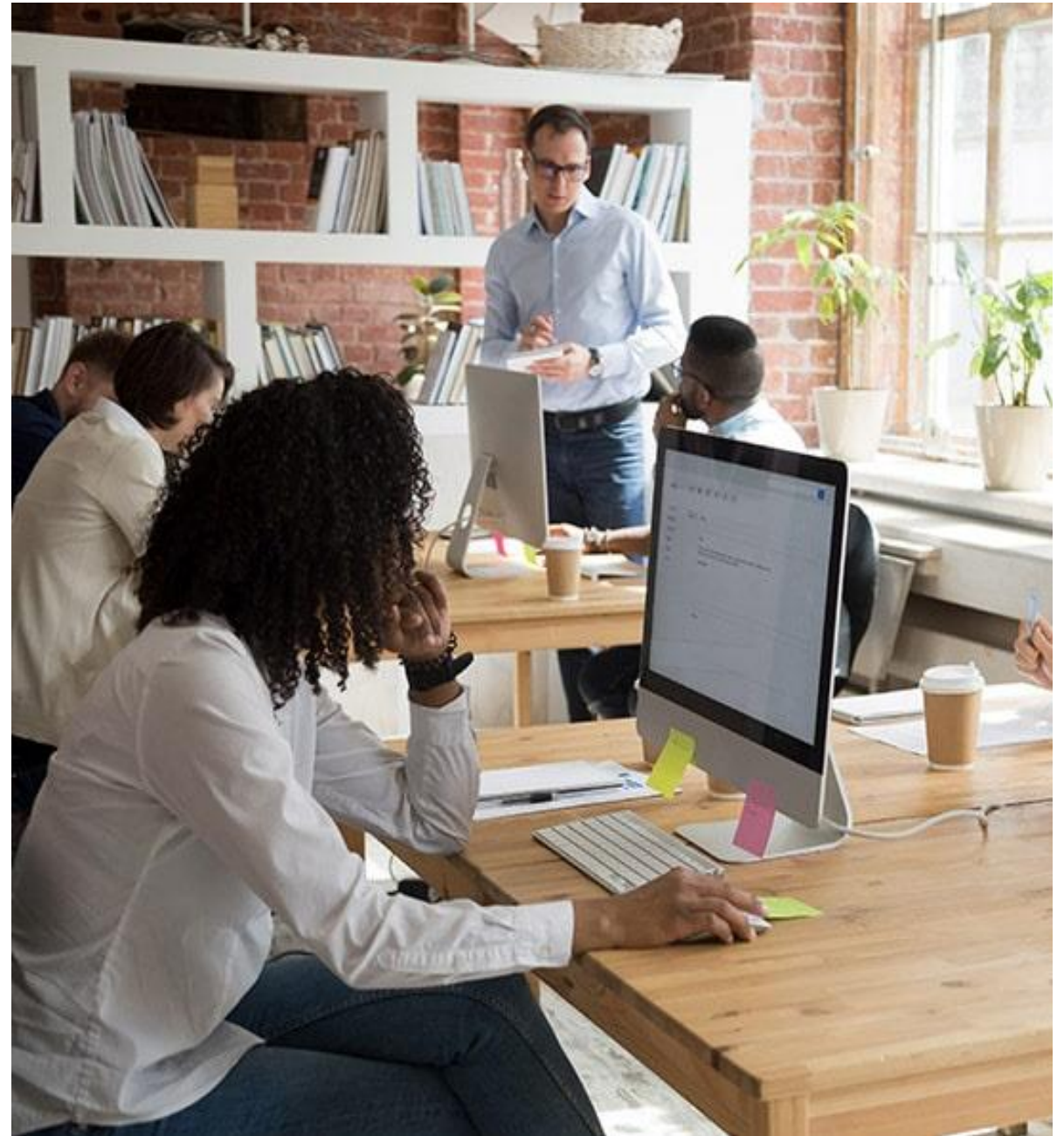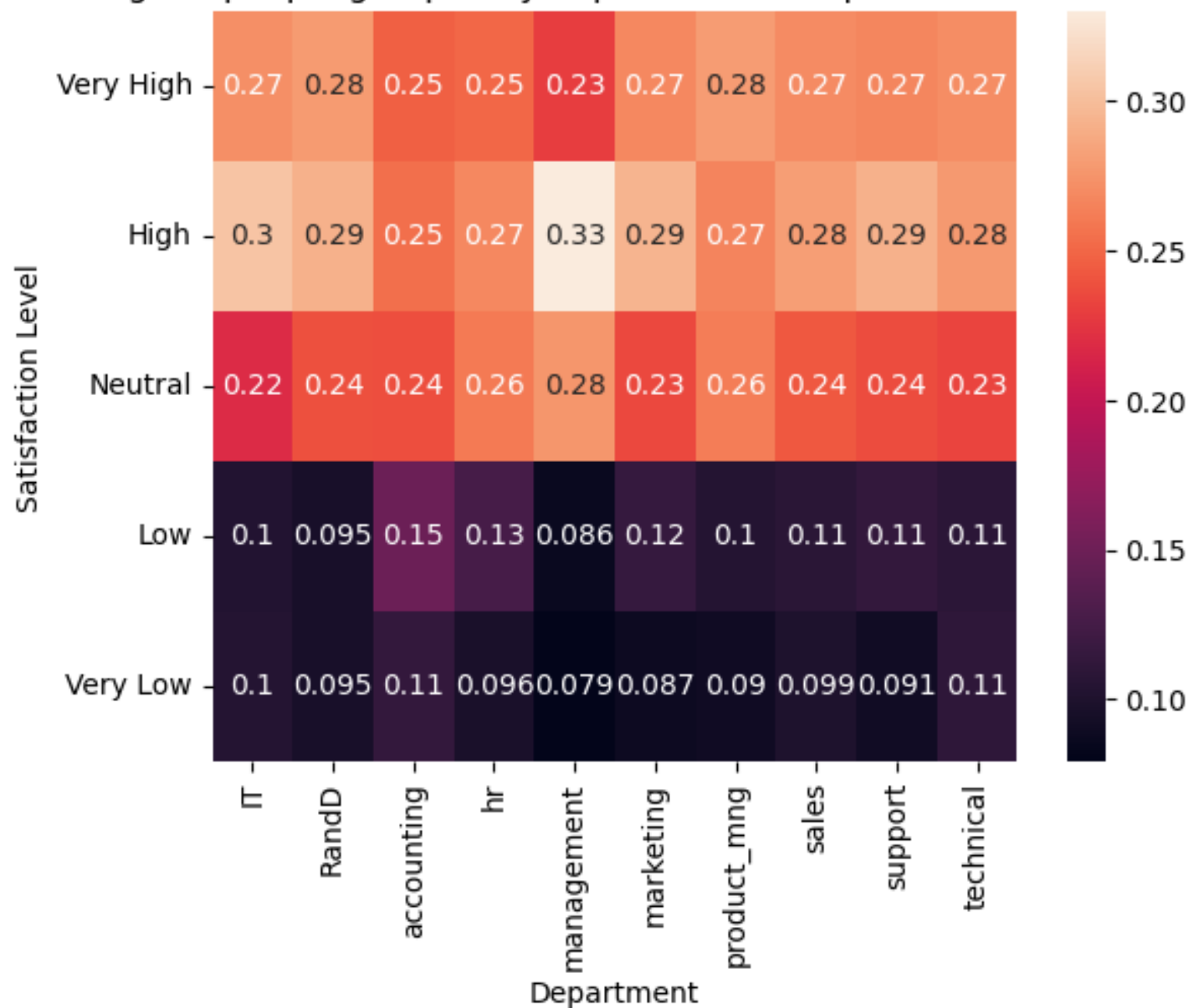# Celerium Employee Satisfaction Project

Research Project Question and Goals:

1. What are the top three factors that affect employee satisfaction in Celerium? How do those factors work/affect employee satisfaction?

2. Who are the employees that are least satisfied in Celerium?
   - Accounting, HR, IT.

3. How does salary play a role in employee satisfaction in Celerium?

SMART Goal: Increase employee satisfaction by 10%, 6 months after policy change. So, the solution will have to be a policy, or policy-like, with the goal in mind.

Percentage of people grouped by dept with their reported satisfaction level

Satisfaction Level	IT	RandD	accounting	hr	management	marketing	product_mng	sales	support	technical
Very High	0.27	0.28	0.25	0.25	0.23	0.27	0.28	0.27	0.27	0.27
High	0.3	0.29	0.25	0.27	0.33	0.29	0.27	0.28	0.29	0.28
Neutral	0.22	0.24	0.24	0.26	0.28	0.23	0.26	0.24	0.24	0.23
Low	0.1	0.095	0.15	0.13	0.086	0.12	0.1	0.11	0.11	0.11
Very Low	0.1	0.095	0.11	0.096	0.079	0.087	0.09	0.099	0.091	0.11

Department

Number of Project, Working Hours:

Name	Monthly Average Working Hour Range	Average Work Hours per Day
Low	96-138	5 – 6 hours
A Bit Low/Right	138-181	7 – 8 hours
A Bit High	181-224	8 hrs. + 1-2 hrs. overtime
High	224-267	8 hrs. + 3-4 hrs. overtime
Very High	267-310	8 hrs. + 5-6 hrs. overtime

- Tie into theory:
  - Overtime is detrimental to employee satisfaction (Ko and Jin, 2018) (Fabian and Breunig, 2019)
  - Can be used to gauge engagement, which is known as a positive predictor of employee satisfaction (Vorina et al. 2017)
- Solution: Ban and penalize high working hours and high number of projects

Promotion and Salary

- Tie into theory:
  - Appreciation in form of promotion. Promotion has been known to be a positive factor to employee satisfaction. (Bhardwaj et al., 2021)
  - The low salary can be an attributor to low level of satisfaction (Bhardwaj et al., 2021)
- Solution: To shift hiring process for higher-up positions to prioritize internal hiring/promotion first; advise salary raise