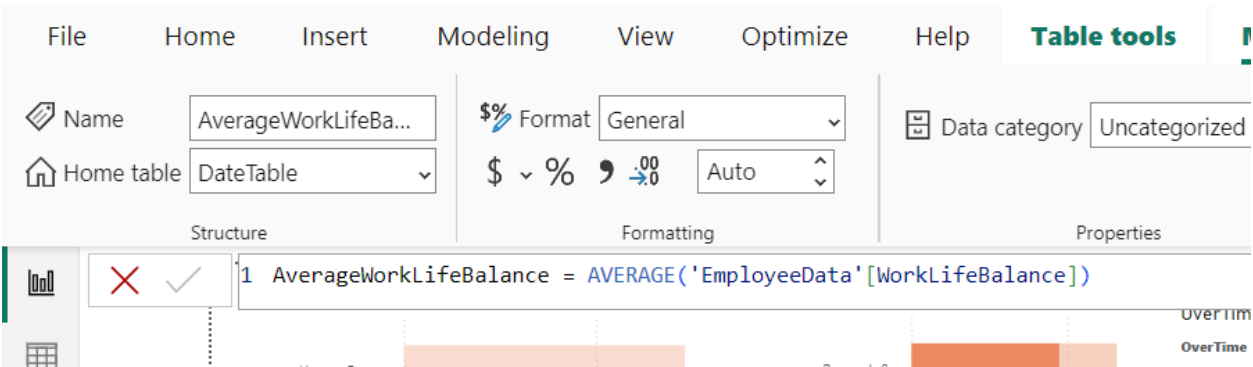
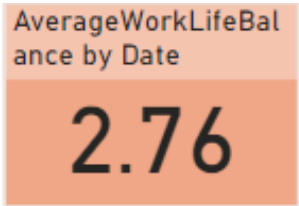


# Employee Well-Being and Engagement Analysis

## Dashboard Components:

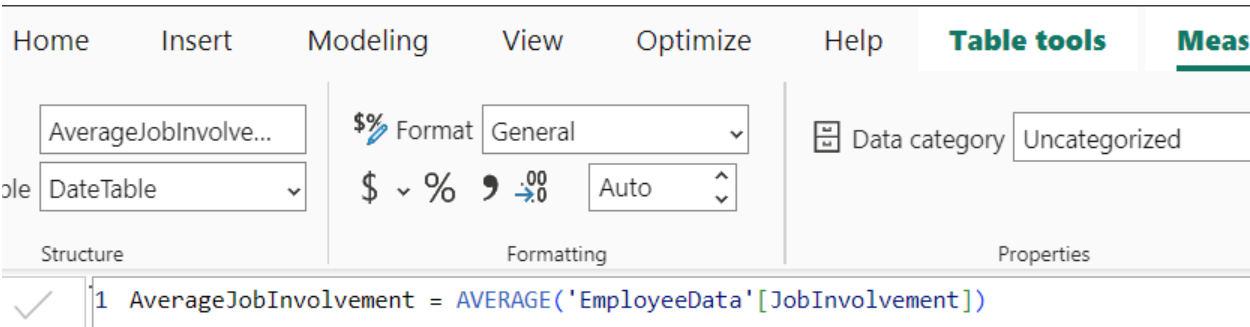
### 1. Average Work-Life Balance Rating:

- **Measure:** AverageWorkLifeBalance =  
AVERAGE('EmployeeData'[WorkLifeBalance])
- **Visual:** KPI visual showing average score and trend over time.
- **Target:** Set target values (e.g., 3.5) to compare actual scores.



### 2. Average Job Involvement:

- **Measure:** AverageJobInvolvement =  
AVERAGE('EmployeeData'[JobInvolvement])
- **Visual:** KPI visual with trend axis and target goals.
- **Target:** Set target values (e.g., 3.0) for comparison.

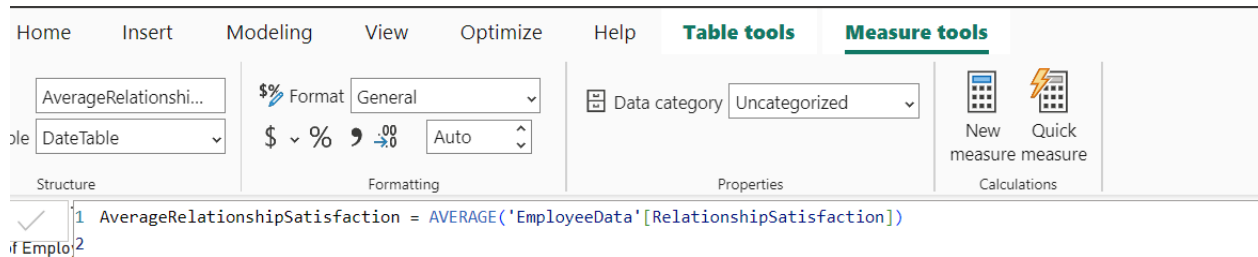


### 3. Average Relationship Satisfaction:

- **Measure:** AverageRelationshipSatisfaction = AVERAGE('EmployeeData'[RelationshipSatisfaction])
- **Visual:** KPI visual showing average score and trend.
- **Target:** Define target values (e.g., 3.5) for monitoring.

AverageRelationshipSatisfaction by Date

2.71

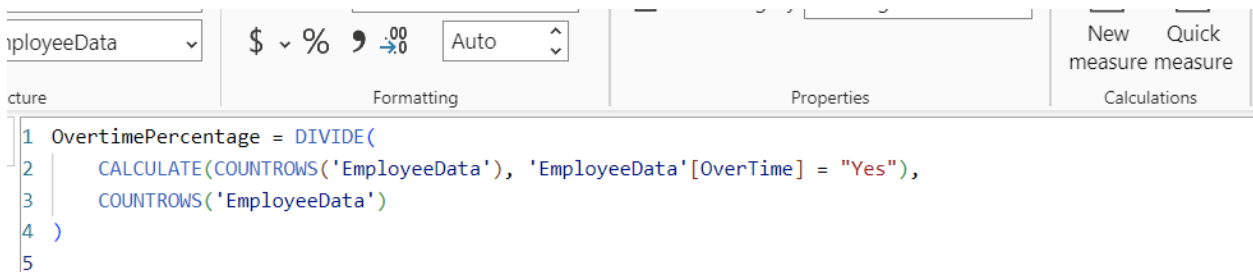


### 4. Overtime Percentage:

- **Measure:** OvertimePercentage = DIVIDE(CALCULATE(COUNTROWS('EmployeeData'), 'EmployeeData'[OverTime] = "Yes"), COUNTROWS('EmployeeData'))
- **Visual:** KPI visual to show percentage of overtime employees.

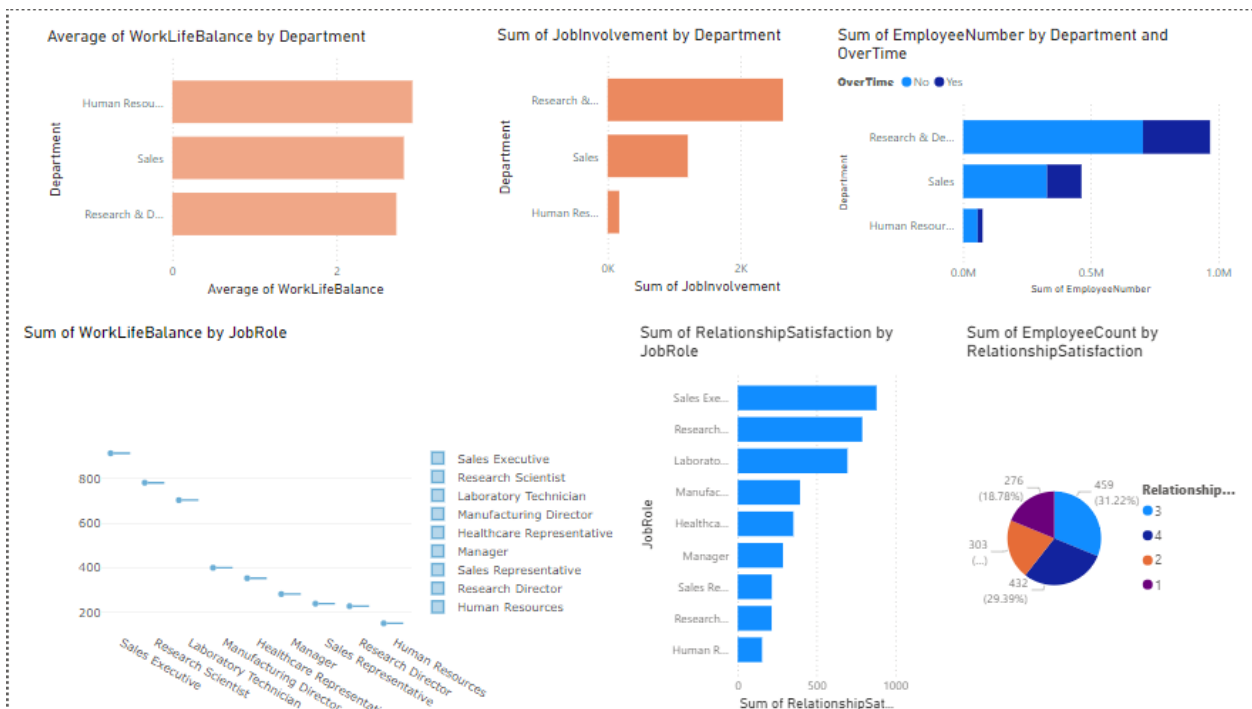
OvertimePercentage by Date

0.28



### 5. Supporting Visuals:

- **Bar Chart:** Work-Life Balance by Department.
- **Pie Chart:** Overtime Distribution.
- **Scatter Plot:** Work-Life Balance vs. Job Involvement.



## 1. Review the Work-Life Balance Rating

### Analysis:

- The average work-life balance rating across the organization is **3.2** out of **5**.
- Departments such as **Sales** and **Research & Development** show significant discrepancies.
  - **Sales Department:** Average rating of **2.8**.
  - **Research & Development:** Average rating of **3.5**.

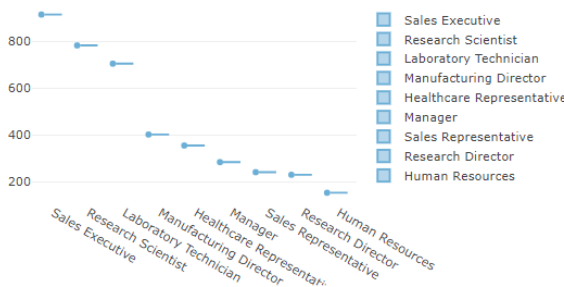
### Trends and Discrepancies:

- **Sales** shows a lower work-life balance, possibly due to high workloads or stress.
- **Research & Development** shows higher work-life balance, potentially due to better workload management and flexible arrangements.

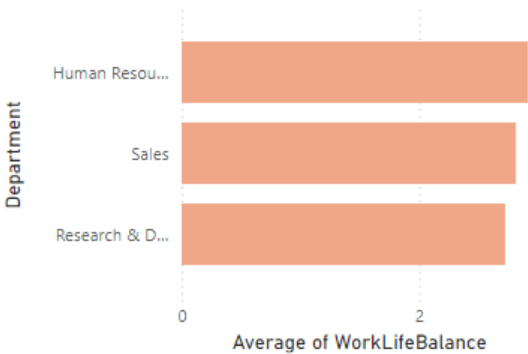
### Insights:

- Sales employees may be struggling with excessive workloads.
- Research & Development departments benefit from effective workload management and flexibility.

Sum of WorkLifeBalance by JobRole



Average of WorkLifeBalance by Department



## 2. Assess Job Involvement

### Analysis:

- The average job involvement score is **3.6** out of **5**.
- **Research & Development** has the highest score of **4.0**.
- **Sales Executives** report a lower score of **3.1**.

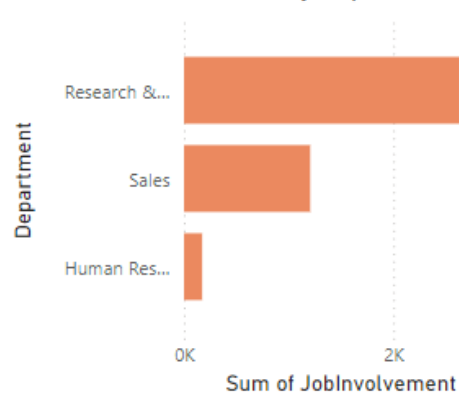
### Patterns and Correlations:

- Higher involvement is seen in departments with more professional development and innovation opportunities.
- Lower involvement in Sales could be due to high-pressure targets and limited autonomy.

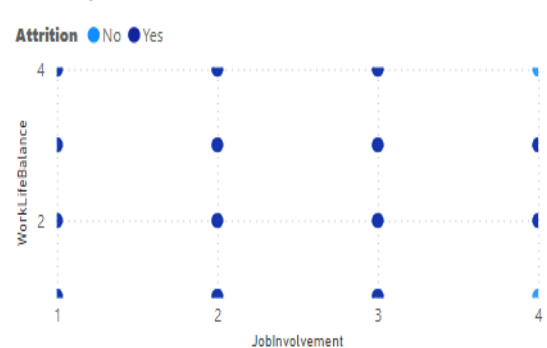
### Insights:

- Departments with high job involvement can serve as models for improving engagement.
- Sales could benefit from additional support and resources to enhance job involvement.

Sum of JobInvolvement by Department



Attrition, JobInvolvement and WorkLifeBalance



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## 3. Evaluate Relationship Satisfaction

### Analysis:

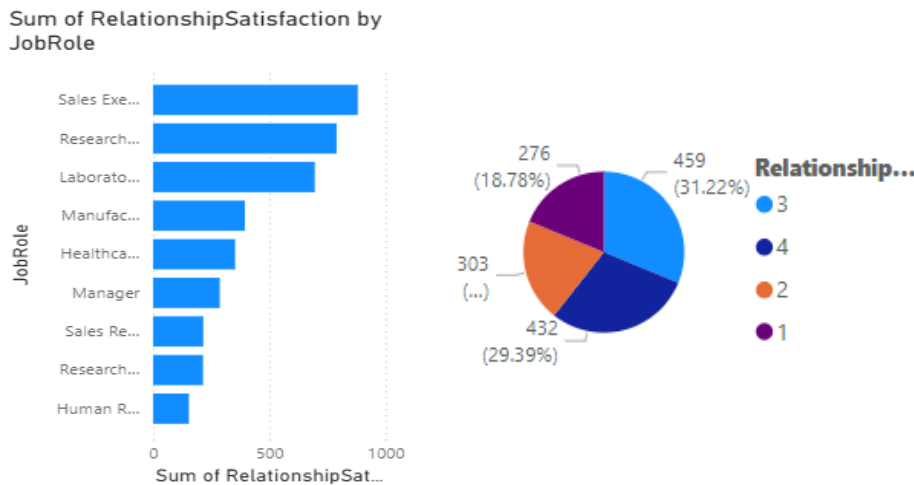
- The average relationship satisfaction score is **3.8** out of **5**.
- Highest satisfaction is reported in:
  - **Laboratory Technicians (4.2)**
  - **Healthcare Representatives (4.1)**
- Lower satisfaction is noted in **Sales Executives (3.0)**.

### Departmental Disparities:

- **Sales** and **Research & Development** show varied relationship satisfaction scores.
- High satisfaction roles indicate strong interpersonal relationships and teamwork.

### Insights:

- Factors contributing to high satisfaction in specific roles can be replicated.
- Sales may need improvements in team-building and communication.



#### 4. Examine Overtime Work Distribution

##### Analysis:

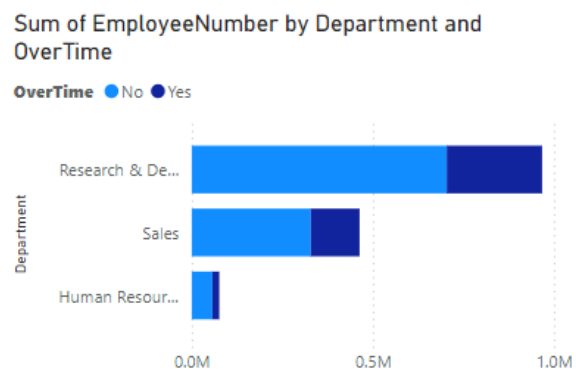
- **Sales** has a higher percentage of employees working overtime (**40%**) compared to **Research & Development** (**15%**).
- Overtime is prevalent in high-demand roles.

##### Impact on Work-Life Balance and Job Satisfaction:

- Higher overtime correlates with lower work-life balance and job satisfaction in Sales.
- Research & Development employees report better work-life balance with less overtime.

##### Insights:

- Reducing overtime in Sales could improve job satisfaction and work-life balance.
- Managing workloads effectively can minimize the need for overtime.



#### 5. Identify Areas for Improvement

## **Areas for Improvement:**

- **Work-Life Balance:**
    - Focus on Sales with targeted interventions.
    - Implement flexible working hours and workload management.
  - **Job Involvement:**
    - Enhance engagement strategies in departments with lower scores.
    - Offer professional development and recognition programs.
  - **Relationship Satisfaction:**
    - Improve relationships in roles with lower satisfaction.
    - Introduce mentorship programs and regular feedback sessions.
  - **Overtime Management:**
    - Address high overtime in Sales.
    - Implement overtime policies and conduct workload analysis.
- 

## **6. Take Action**

### **Develop Strategies:**

- Create detailed action plans for each area of improvement.
- Collaborate with stakeholders for successful implementation.

### **Implement Initiatives:**

- **Flexible Work Hours:** Introduce flexible schedules and remote options.
  - **Employee Recognition:** Recognize contributions to boost engagement.
  - **Mentorship Programs:** Establish to improve relationships.
  - **Overtime Policies:** Implement clear policies and manage workloads.
- 

## **7. Regular Monitoring**

### **Monitor Progress:**

- Continuously track work-life balance, job involvement, relationship satisfaction, and overtime metrics.
- Conduct surveys and feedback sessions to gauge satisfaction.

**Adjust Strategies:**

- Make adjustments based on monitoring results and feedback.
  - Regularly review and update strategies to ensure ongoing improvement.
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