BU EDGE CSE



**“Leveraging Data-Driven Insights: An In-Depth Exploration of Workforce Diversity, Employee Performance, and Project Management”**

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1. Abstract

The objective of this report is to analyze the employee data of a company with a focus on understanding various aspects such as gender distribution across departments, project completions by roles, employee locations based on experience, education levels, leave patterns, and more. The analysis utilizes pivot tables in Excel to extract meaningful insights from a dataset containing details about 1,000 employees across various attributes like department, gender, salary, performance rating, location, education, marital status, training hours, job satisfaction, overtime hours, and health insurance status. This report covers the key findings in each of the research questions and provides an interpretation of the results.

Keywords: - Employee performance, data analysis, pivot table, Workforce Diversity, Project Management

1. Introduction

The company under consideration is a dynamic and growing organization that employs a diverse group of individuals across multiple departments and locations. This diversity encompasses a wide range of factors including gender, experience levels, educational backgrounds, and roles, all of which influence how the organization operates and manages its workforce. To optimize human resource management and improve decision-making, it is essential to analyze employee data systematically. This data provides a clear and objective view of workforce trends and allows for evidence-based decisions that align with the company’s strategic goals. In today’s competitive business environment, organizations are increasingly relying on data-driven insights to enhance productivity, increase employee engagement, and foster a more inclusive and supportive work culture. The importance of analyzing employee data goes beyond simply understanding headcount or turnover rates; it helps identify patterns related to employee performance, job satisfaction, career progression, and overall well-being. By gaining a deeper understanding of these trends, the company can allocate resources more efficiently, create targeted employee development programs, and improve satisfaction across all levels.

This report focuses on several key research questions that aim to provide valuable insights into various aspects of the company’s workforce. These questions include:

* Gender Distribution Across Departments: Understanding the gender representation in each department can help the company assess the effectiveness of diversity initiatives and guide future recruitment efforts.
* Project Completion by Roles: Analyzing project completion rates across roles will provide insights into employee engagement, performance levels, and potential gaps in resource allocation.
* Employee Experience Based on Location: Understanding the distribution of employees with varying levels of experience across locations can reveal areas where further development or talent management programs are needed.
* Educational Background by Department: This analysis will help identify how educational qualifications align with departmental roles and may highlight opportunities for further skill development.
* Leave Patterns by Marital Status: Understanding leave patterns in relation to marital status will help identify trends and assist in planning for staffing and resource allocation during peak periods.
* Job Satisfaction: This analysis will explore the factors influencing job satisfaction across different demographics, providing the company with insights into areas where employee morale can be improved.

By conducting this thorough analysis, the company aims to uncover hidden trends and patterns that may otherwise go unnoticed. These insights will empower the organization to make data-driven decisions that enhance workforce management, improve employee retention, and support overall business success. Ultimately, this report seeks to provide the company with actionable recommendations that will optimize resource allocation, promote employee development, and foster a more productive and satisfied workforce.

1. Data Set Analysis

The dataset consists of 1,000 employee records across various departments, roles, and locations. These records contain detailed information about the employees, capturing a broad spectrum of demographic, professional, and personal data. The richness of the dataset allows for an in-depth analysis of various factors that influence employee behavior, performance, and satisfaction. Below is a description of each variable included in the dataset, highlighting their relevance to the research questions addressed in this report:

* **Employee Name:** This is a unique identifier for each employee, ensuring anonymity in analysis while allowing for detailed tracking of individual employee data across various metrics.
* **Department:** This field categorizes employees into one of the company's core departments: Finance, HR, IT, Management, and Marketing. Departmental classification is crucial for understanding departmental trends, resource distribution, and role-specific patterns.
* **Role:** Employees are classified by their respective roles within the company, including Analyst, Assistant, Executive, Manager, and Supervisor. This variable allows us to examine the relationship between employee roles and various performance and satisfaction metrics, such as project completion rates and job satisfaction.
* **Salary:** This is the annual salary for each employee. Salary is an important variable for understanding employee compensation, motivation, and its potential correlation with performance, job satisfaction, and turnover.
* **Joining Date:** The date on which the employee joined the company. This information helps to assess employee tenure, track retention trends, and measure the effect of joining time on experience, training hours, and other factors.
* **Performance Rating:** This rating, on a scale of 1-5, reflects the employee’s overall performance as evaluated by the company. This variable plays a central role in evaluating employee productivity and effectiveness across different departments and roles.
* **Location:** Employees are assigned to one of five office locations: Chattogram, Dhaka, Khulna, Rajshahi, and Sylhet. Location analysis can provide insights into geographical trends such as the concentration of highly experienced employees, overtime hours, and the influence of location on job satisfaction.
* **Gender:** Gender classification as Male or Female provides insight into gender representation across departments and roles. This information is particularly important for assessing diversity and inclusion efforts within the company.
* **Projects Completed:** The number of projects completed by each employee. This metric serves as an indicator of employee engagement and performance and is used to evaluate which roles or departments show the most productivity.
* **Age:** The age of each employee. Age groups can be correlated with performance, job satisfaction, and experience to determine trends across different generations in the workforce.
* **Education:** The highest level of education achieved by the employee, ranging from Bachelor’s, Diploma, Master’s, to PhD. Educational background can influence job satisfaction, performance, and career progression, and plays a key role in analyzing skill gaps across departments.
* **Experience (Years):** The total number of years an employee has been working. Experience is critical for understanding the depth of knowledge, leadership ability, and employee stability within the company.
* **Overtime Hours:** The number of hours each employee has worked beyond their regular schedule. Overtime hours are closely linked to employee workload, stress, and potential burnout, and can impact job satisfaction and overall performance.
* **Bonus Received (BDT):** The amount of bonus received by an employee, measured in Bangladeshi Taka (BDT). Bonuses often correlate with employee performance, job satisfaction, and retention.
* **Leave Taken (Days):** The total number of leave days taken by the employee. This data is essential for understanding absenteeism, work-life balance, and how leave patterns vary by department, marital status, and role.
* **Training Hours:** The number of hours the employee has participated in training. This variable reflects employee development efforts and indicates the company’s investment in skill development and career growth opportunities.
* **Job Satisfaction (1-5):** This is an employee’s job satisfaction rating on a scale from 1 (least satisfied) to 5 (most satisfied). Job satisfaction is a key factor in employee retention and productivity, and this variable is critical for assessing how work environment, role, and departmental dynamics influence employee contentment.
* **Marital Status:** The marital status of the employee, categorized as Married, Divorced, Single, or Widowed. Marital status can influence leave patterns, job satisfaction, and overall employee well-being, and can be used to identify specific needs within different employee groups.
* **Supervisor Name:** This field captures the name of the supervisor managing the employee. Analyzing supervisor-related data can help identify management practices that influence job satisfaction and performance ratings.
* **Health Insurance (Yes/No):** Whether or not the employee has access to health insurance. This information is valuable for understanding employee benefits and the impact of benefits on employee satisfaction, particularly in the context of different contract types.
* **Contract Type:** The type of employment contracts an employee holds, categorized as Contractual, Intern, or Permanent. Contract type affects job stability, benefits eligibility, and long-term career development.
* **Weekly Hours:** The average number of hours the employee works per week. This variable is vital for understanding work-life balance and determining which roles or departments require more work hours.
* **Awards Received:** The number of awards an employee has received, which can indicate recognition, motivation, and job satisfaction levels.

**Significance of Each Variable**

Each of these variables offers valuable insights into the dynamics of the company's workforce. By analyzing the relationships between these variables, the report aims to identify key trends that influence decision-making at the managerial and strategic levels. For example, understanding the relationship between performance ratings and training hours can highlight the importance of ongoing employee development, while the link between salary and job satisfaction can guide compensation strategies. Similarly, examining the distribution of leave taken across different marital statuses or locations provides valuable information for improving employee well-being and resource planning.

1. Methodology

The analysis was conducted using Microsoft Excel, with pivot tables being the primary tool for summarizing and extracting insights from the data. Each question was addressed by creating pivot tables to examine the relationships between different variables. Below is an outline of the approach used for each analysis:

1. **Gender Distribution by Department:** A pivot table was created to calculate the count of employees in each department, broken down by gender. This helped identify which department has the highest number of employees in each gender category.
2. **Employees Completing More Than 5 Projects by Role:** A pivot table was used to count the number of employees who have completed more than five projects within each role. This provided insights into the level of project engagement by role.
3. **Employee Location Based on Experience:** The pivot table summarized the number of employees based on their location and years of experience. This helped identify where employees with more than 10 years of experience are concentrated.
4. **Education Levels by Department:** A pivot table was used to count the number of employees in each education category (Bachelor’s, Diploma, Master’s, PhD) within each department. This provided insights into the education level distribution across departments.
5. **Leave Patterns by Marital Status:** A pivot table was created to count employees who have taken more than 15 days of leave, grouped by marital status (Married, Divorced, Single, Widowed). This helped analyze the relationship between marital status and leave patterns.
6. **Training Hours for Employees with More Than 40 Weekly Hours:** The pivot table summarized training hours for employees who work more than 40 weekly hours, broken down by department. This highlighted which department has the highest training hours for employees working long hours.
7. **Health Insurance Distribution by Contract Type:** A pivot table counted employees with health insurance across different contract types (Contractual, Intern, Permanent). This helped analyze how health insurance coverage varies across contract types.
8. **Job Satisfaction by Supervisor:** A pivot table was created to count the number of employees managed by each supervisor, with the highest job satisfaction rating (5). This helped identify which supervisor manages employees with the highest job satisfaction.
9. **Performance Rating by Age Group:** A pivot table was used to count the number of employees in different age groups who had a performance rating below 3. This provided insights into performance trends across age groups.
10. **Overtime Hours by Role and Location:** A pivot table was created to calculate the sum of overtime hours by role in each location. This allowed us to determine which role in each location has the most overtime hours.
11. Results
12. 1. Gender Distribution by Department

The analysis of gender distribution across the various departments provides insightful information regarding the composition of the company's workforce. The breakdown of gender in each department reveals both the total number of employees and how they are divided between males and females. Below is an expanded analysis:

**Finance Department:** The Finance department has a total of 181 employees, with 92 females and 89 males. This results in a relatively balanced gender distribution, with females making up approximately 50.8% and males comprising about 49.2% of the department. This suggests a moderately balanced gender diversity, indicating no strong gender bias in the recruitment or retention of employees within this department.

**HR Department:** The HR department has the highest number of employees, with a total of 210 employees, broken down into 109 females and 101 males. This gives a slightly higher female representation, with 52.1% females compared to 47.9% males. The fact that females slightly outnumber males in this department could indicate a more gender-inclusive hiring process, which is often the case in HR roles that require strong interpersonal skills and emotional intelligence, qualities that may traditionally attract a higher proportion of female candidates.

**IT Department:** The IT department consists of 203 employees, with 100 females and 103 males. Males make up a slightly higher proportion of 50.7%, while females account for 49.3%. Although the gender gap in the IT department is narrower than in some other departments, the industry as a whole often sees a male-dominated workforce. This near-equal gender distribution could signal the company’s efforts to foster more diversity in a traditionally male-dominated field.

**Management Department:** The Management department, with a total of 196 employees, consists of 104 females and 92 males. The female-to-male ratio is roughly 53.1% females to 46.9% males. The higher number of females in Management may indicate a trend where the company is prioritizing female leadership or that women have greater representation in managerial roles. This aligns with broader trends in many organizations aiming to diversify leadership positions.

**Marketing Department:** The Marketing department has 210 employees, with 107 females and 103 males, giving a 51% female representation and a 49% male representation. The relatively even distribution of gender in Marketing suggests a balanced approach in hiring, where both male and female employees are equally represented. Marketing roles, often involving creativity and communication, are appealing to a diverse range of candidates, which might explain the close gender balance in this department.

**Overall Gender Balance Across Departments:** Across all five departments, there is a trend of relatively balanced gender distribution. The HR and Marketing departments have a slightly higher number of female employees, while the IT department has a marginally higher number of male employees. This pattern can be attributed to the nature of roles and industries, where IT tends to be male-dominated, but the company seems to be making significant strides in creating a more gender-neutral workforce.

**HR Department as a Gender-Dominant Sector:** HR shows a slightly higher percentage of females (52.1%). This could be reflective of broader trends in human resources, where women have historically been more represented due to the people-centered nature of the field. Companies have increasingly recognized the importance of diversity in their HR departments, which could explain the balanced representation across genders.

**IT and Finance Gender Distribution:** The Finance and IT departments are relatively balanced in gender distribution, with slightly more females in Finance and a nearly equal number in IT. Both these fields are traditionally seen as male-dominated, yet the company's gender distribution shows its commitment to improving diversity, particularly in roles that have historically seen lower female participation.

**Department-Specific Trends:** Management has a higher percentage of females in comparison to males, which could reflect the company's conscious effort to include more women in leadership and decision-making roles, aligning with the broader global push toward gender diversity in corporate leadership positions.The Marketing department also displays a balanced gender representation, likely due to the nature of the industry, which attracts a diverse workforce.

Figure : Gender Distribution by Department

1. 2. Employees Completing More Than 5 Projects by Role

The analysis of employees who have completed more than five projects in their respective roles provides valuable insights into employee engagement, productivity, and role responsibilities. This breakdown highlights the number of employees across various roles who have demonstrated significant project involvement. Below is an expanded analysis of the findings:

**Analyst:** The Analyst role has 203 employees who have completed more than five projects. Analysts are typically tasked with gathering, processing, and analyzing data, often contributing to multiple projects within a department or across different functions. A total of 203 employees completing more than five projects indicates a high level of engagement and productivity within this role. The number may reflect the analytical and technical nature of the role, which often requires involvement in multiple ongoing initiatives simultaneously.

**Assistant:** The Assistant role, with 210 employees completing more than five projects, shows the highest engagement in terms of project completion. The Assistant role is often a support role, working alongside managers and executives to coordinate tasks, prepare reports, and assist in the implementation of various projects. The high number of project completions suggests that assistants are heavily involved in a variety of tasks across multiple projects, possibly in both administrative and operational capacities. Their role in supporting project management and execution may be one reason why they are so engaged in completing more than five projects.

**Executive:** The Executive role has 196 employees completing more than five projects. Executives generally have more strategic and decision-making responsibilities and are typically involved in leading or overseeing larger projects. Although the number of employees completing more than five projects is slightly lower compared to Analysts or Assistants, the figure still reflects a strong level of involvement. Executives are usually responsible for the successful completion of major projects, so they may not handle as many projects at once but likely focus on ensuring the execution of high-impact initiatives.

**Manager:** The Manager role has 181 employees completing more than five projects. Managers are responsible for overseeing teams, allocating resources, and ensuring that projects align with the organization's goals. The lower number of project completions compared to Analysts and Assistants might be attributed to the higher level of responsibility managers hold. They might be managing fewer but more complex projects, overseeing the execution of those projects, and ensuring the coordination of multiple teams. Their focus may be more on leadership and strategic alignment than on the sheer volume of projects completed.

**Supervisor:** The Supervisor role also has 210 employees who have completed more than five projects, placing it on par with the Assistant role in terms of project engagement. Supervisors are often in charge of overseeing daily operations, ensuring that teams are meeting performance targets, and maintaining the smooth execution of various projects. Given their frontline position in managing day-to-day activities, they are typically involved in many different projects simultaneously, leading smaller teams or specific tasks within larger projects. Their ability to oversee multiple projects and their high involvement in completing tasks likely contributes to the high number of project completions.

Figure : Employees Completing More Than 5 Projects by Role

1. 3. Employee Location Based on Experience

The distribution of employees with more than 10 years of experience across various locations reveals important insights into the concentration of experienced talent within the company. Below is a detailed breakdown:

**Chattogram:** The Chattogram location has 172 employees with over 10 years of experience. While Chattogram has a substantial number of experienced employees, it ranks lower than the other locations, suggesting that while it has a solid base of experienced talent, it may not be the primary hub for senior professionals in the company.

**Dhaka:** Dhaka has the highest number of employees with more than 10 years of experience, totaling 213 employees. This is the largest concentration of experienced workers, reflecting Dhaka's status as the company's central location. The high number of experienced employees in Dhaka suggests that it may serve as the headquarters or a key office for leadership and senior roles. It could also indicate that employees with significant experience prefer to be located in Dhaka for career progression or because of the availability of higher-level job opportunities.

**Khulna:** The Khulna office has 210 employees with more than 10 years of experience. Khulna follows closely behind Dhaka in terms of experienced workforce. This could indicate that Khulna is another important location for the company, likely serving as a center for experienced talent, potentially offering a mix of operational and strategic roles for senior employees.

**Rajshahi:** Rajshahi also houses a significant number of experienced employees, with 208 employees having over 10 years of experience. While Rajshahi’s numbers are slightly lower than Dhaka, Khulna, and Chattogram, it still plays a vital role in the overall distribution of experienced employees. The presence of many senior employees in Rajshahi could reflect the city’s importance in regional operations or business units.

**Sylhet:** Sylhet has 197 employees with more than 10 years of experience. While it has the lowest number of experienced employees compared to other locations, it still demonstrates a solid presence of senior talent. Sylhet may be a smaller or less central hub, but it still contributes significantly to the company’s experienced workforce.

Figure Employee Location Based on Experience

1. 4. Education Levels by Department

The analysis of the education levels across different departments within the company offers valuable insights into the skillsets and qualifications that are prevalent in each area. Here is a breakdown of the educational qualifications in each department:

**Finance:**

* 42 employees have a Bachelor's degree.
* 40 employees hold a Diploma.
* 55 employees have a Master's degree.
* 44 employees have a PhD.

Master’s degree is the most common qualification in the Finance department, with 55 employees holding this level of education. The PhD qualification is also significant, reflecting the department’s need for specialized financial analysis and research-driven roles.

**HR:**

* 56 employees have a Bachelor's degree.
* 40 employees hold a Diploma.
* 60 employees have a Master's degree.
* 54 employees have a PhD.

The Master’s degree is the most prevalent educational qualification in HR, with 60 employees holding it. This suggests that the HR department places a high value on advanced knowledge in organizational behavior, human resource management, and strategic human capital development. The high number of PhD holders also indicates a strong emphasis on research and policy-making within HR.

**IT:**

* 51 employees have a Bachelor's degree.
* 55 employees hold a Diploma.
* 50 employees have a Master's degree.
* 47 employees have a PhD.

In the IT department, the distribution is relatively balanced, with a slight edge in Diploma holders (55). IT professionals are often required to have specific technical skills, and diplomas may provide the specialized knowledge needed for certain roles. However, the department also has a strong presence of Master’s and PhD holders, indicating the demand for more advanced skills, especially in areas like software development, systems analysis, and cybersecurity.

**Management:**

* 46 employees have a Bachelor's degree.
* 49 employees hold a Diploma.
* 43 employees have a Master's degree.
* 58 employees have a PhD.

The PhD qualification is the most common in Management, with 58 employees holding this degree. This indicates that the department values highly specialized and research-oriented individuals for leadership, strategic decision-making, and management roles. Having a significant proportion of PhD holders reflects the need for in-depth expertise in management theory, organizational behavior, and corporate strategy.

Marketing:

* 47 employees have a Bachelor's degree.
* 63 employees hold a Diploma.
* 50 employees have a Master's degree.
* 50 employees have a PhD.

In the Marketing department, Diploma holders constitute the highest proportion, with 63 employees. This suggests that practical, hands-on experience is highly valued in marketing roles. However, there is still a significant number of employees with Master’s degrees (50) and PhDs (50), indicating that advanced knowledge in areas like market research, digital marketing, consumer behavior, and brand strategy is also important.

Figure Education Levels by Department

1. 5. Leave Patterns by Marital Status

The analysis of leave patterns based on marital status shows the distribution of employees who have taken more than 15 days of leave. The data reveals the following:

* Divorced: 239 employees
* Married: 260 employees
* Single: 266 employees
* Widowed: 235 employees

From the data, it is clear that single employees have the highest number of leave days, with 266 employees taking more than 15 days of leave. This could suggest a variety of factors, such as the flexibility in their schedules, personal circumstances, or perhaps a greater likelihood of needing time off. Married employees also take a significant amount of leave, with 260 employees exceeding the 15-day threshold. Divorced and widowed employees have a slightly lower frequency of leave, with 239 and 235 employees respectively.

This information could be useful for understanding potential trends in leave patterns, as marital status may influence an employee's need for time off, either due to family responsibilities, health reasons, or other personal matters.

Figure Leave Patterns by Marital Status

1. 6. Training Hours for Employees with More Than 40 Weekly Hours

The total training hours for employees who work more than 40 hours per week are distributed across departments as follows:

* Finance: 8,957 hours
* HR: 10,905 hours
* IT: 9,799 hours
* Management: 9,650 hours
* Marketing: 10,505 hours

Among all the departments, HR stands out with the highest total training hours at 10,905 hours for employees working more than 40 weekly hours. This suggests that HR employees, especially those in more demanding roles, are provided with ample training to further develop their skills and knowledge. Marketing and IT also have relatively high training hours, with 10,505 hours and 9,799 hours, respectively, indicating the emphasis on continuous learning and skill development in these Departments. While Finance and Management have lower totals compared to HR and Marketing, their training hours (8,957 and 9,650, respectively) still reflect a significant investment in employee growth and development. These figures indicate that departments that require more intensive work hours are also providing opportunities for employees to enhance their expertise, ensuring that they remain competent in their roles and capable of handling increasing responsibilities. Overall, the high training hours in HR, Marketing, and IT point to a strong focus on skills development in departments crucial for operational success and innovation.

Figure Training Hours for Employees with More Than 40 Weekly Hours

1. 7. Health Insurance Distribution by Contract Type

The distribution of health insurance coverage based on the employee’s contract type shows the following:

* Contractual: 346 employees
* Intern: 325 employees
* Permanent: 329 employees

The contractual employees have the highest number of health insurance coverage at 346 employees, which suggests that the company offers health insurance to a significant portion of its contractual workforce. This is a positive indicator of the company’s commitment to providing benefits across different types of employment, even for those on temporary or contract-based arrangements. In contrast, interns and permanent employees have relatively similar health insurance coverage, with 325 and 329 employees, respectively. The reason for the higher coverage among contractual employees could be related to specific contract terms that prioritize benefits such as health insurance, ensuring that employees in potentially more flexible or short-term roles are still covered. This could also be a measure taken by the company to maintain retention and satisfaction among the workforce.

Figure Health Insurance Distribution by Contract Type

1. 8. Job Satisfaction by Supervisor

The analysis of job satisfaction ratings by supervisor reveals that Nabila, who manages 53 employees, has the highest job satisfaction rating of 5. This suggests that Nabila’s team experiences an exceptionally positive work environment, with employees being highly satisfied with their roles and their supervisor’s management. High job satisfaction can be attributed to various factors, such as strong leadership, effective communication, recognition of employee efforts, or the provision of a supportive work culture.

This finding may serve as an important benchmark for the company, indicating that Nabila's management style or the specific characteristics of her department contribute to a higher level of employee satisfaction. The company may consider exploring these factors to replicate success in other departments or teams.

Figure Job Satisfaction by Supervisor

1. 9. Performance Rating by Age Group

The performance ratings across different age groups revealed that the 22-23 age group had the highest number of employees with a performance rating below 3, with 13 employees. This indicates that younger employees may be facing performance challenges, possibly due to a lack of experience or difficulties in adjusting to the company’s work culture or expectations.

This insight highlights the importance of targeted performance management strategies for younger employees, such as mentoring programs, training initiatives, and regular performance feedback. The company might also explore if the role expectations or the work environment are more demanding for younger employees and whether additional support is needed to improve their performance.

Figure Performance Rating by Age Group

1. 10. Overtime Hours by Role and Location

The analysis of overtime hours by role and location shows that the Supervisor role in Rajshahi has the highest overtime hours at 4,904 hours, followed closely by Dhaka with 4,571 hours. Rajshahi has the highest total overtime hours across all locations, with a grand total of 22,729 hours. This suggests that supervisors in Rajshahi are likely working beyond their regular hours to meet deadlines, manage team projects, or handle other operational demands.

The significant overtime hours in Rajshahi and Dhaka could point to high levels of responsibility and pressure on supervisors, particularly those in roles that require significant leadership and decision-making. Given that overtime hours can indicate employee burnout or workload management issues, the company may need to assess whether these overtime patterns are sustainable in the long term. Additionally, looking into ways to balance workloads or improve time management could help reduce excessive overtime hours and ensure better work-life balance for employees in these locations.

Figure Overtime Hours by Role and Location

1. Conclusion

This report presents a detailed analysis of employee data across various departments and roles, highlighting crucial patterns and trends that can inform strategic decision-making. Key insights include the distribution of employees by gender, education levels, years of experience, and job satisfaction ratings, offering a clear picture of workforce diversity and engagement. Additionally, the report examines patterns in leave utilization, overtime hours, and health insurance coverage, shedding light on employee work-life balance and organizational support systems. These findings provide valuable guidance for the company in optimizing resource allocation, designing targeted employee development programs, and enhancing performance management strategies.

By addressing these aspects, the organization can create a more equitable, efficient, and supportive workplace that fosters long-term growth and employee satisfaction.