

Work Life Balance And Engagement Analysis Dashboard

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Introduction

Business Problem:

The Project is based on finding the reasons that have contributed to the attrition among the employees of the **Acme Corporation**. Also after analysis to recommend actions which could be taken by the company to reduce the attrition rate.

Objectives:

To analyze work-life balance and employee engagement metrics to identify areas of improvement and ensure employee well-being and satisfaction.

Tools Used: The Project has been developed by using PowerBI as a tool for making dashboard and report.

Design and Layout of the Dashboard:

Three dashboards are made:

1. Work-life Balance
2. Job Involvement
3. Overtime Analysis

1. Work life Balance Dashboard contains information about the average work life balance among the employees of different departments and according to their Job Role.

1.1 Key Insights:

- The average Work-Life Balance rating is **2.76**.

- Work-Life balance rating scale is numerical column from 1-4,so interpretation of the ratings are as follows:
 1. 1 -> Very Poor Work-Life balance
 2. 2 -> Poor Work-Life balance
 3. 3 -> Moderate Work-Life balance
 4. 4 -> Good Work-Life balance
- Human Resources had the highest Average of Work Life Balance at 2.92, followed by Sales at 2.82 and Research & Development at 2.73.
- According to the Job Role, Human Resources has highest Work Life Balance i.e. 2.92 and Research Scientist has lowest which is 2.68.

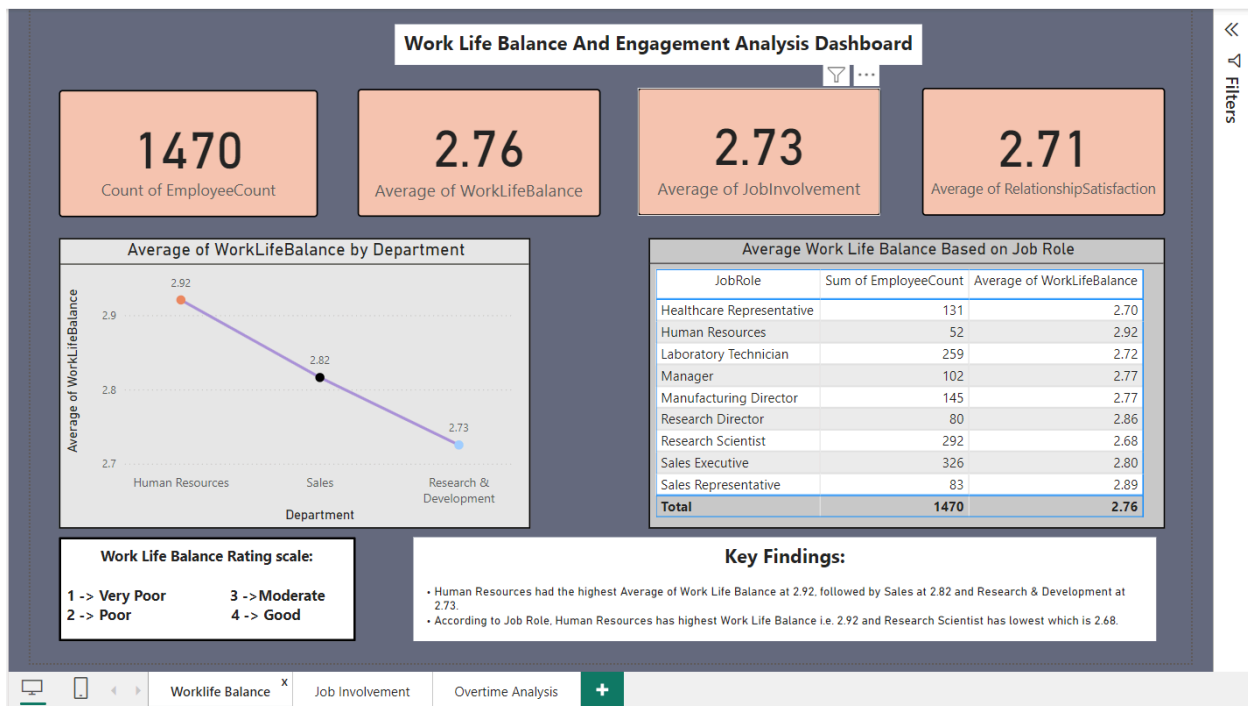


Fig 1: Work Life Balance Dashboard

2. Job Involvement Dashboard shows employees who are highly engaged in a job or poorly engaged in a job. **Job involvement** refers to the degree to which employees are psychologically engaged and invested in their work. High job involvement typically means that employees find their work

meaningful and are deeply invested in their job outcomes, while low job involvement might indicate a lack of interest or emotional connection to their work.

2.1 Key Insights:

- Job Involvement scale (1-4) is as follows:
 - 1 -> Poor Job Involvement
 - 2 -> Moderate Job Involvement
 - 3 -> Good Job Involvement
 - 4 -> Excellent Job Involvement
- **893 employees have Moderate Work life balance and 80 employees have Very Poor work life balance.**
- **According to the Job Role**, Research Scientist has 2.80 of average Job Involvement which indicates fairly moderate job engagement while Sales representative has lowest 2.65 of job involvement as indicated in the line chart.
- 144 employees have Excellent Job involvement while 83 employees are poorly engaged and 375 are moderately engaged.

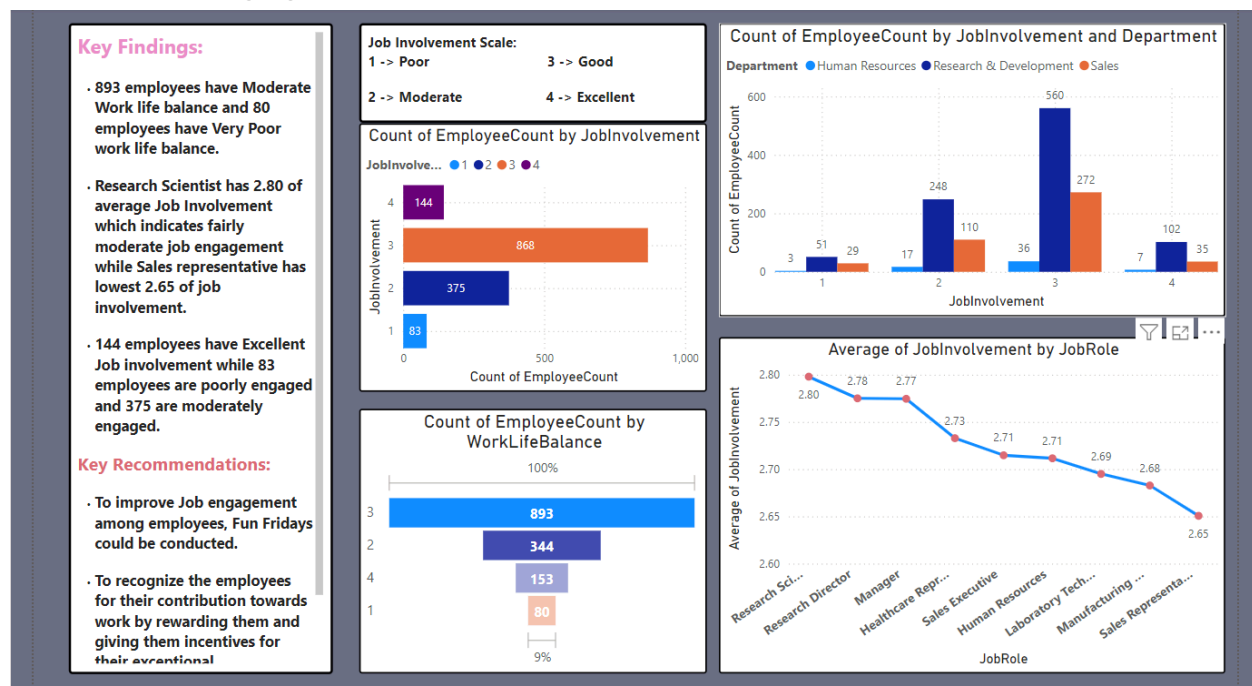


Fig 2 : Job Involvement Dashboard

3. Overtime Analysis is a categorical column which shows values 'Yes' or 'No'. Doing Overtime also impacts Employee's well-being and health and Job motivation and Relationship satisfaction is a numerical column showing values from (1-4). **Relationship satisfaction in the workplace** refers to the degree to which employees are content and positive about their interactions and relationships with colleagues, supervisors, and other stakeholders within the organization. Analysis has been made on the basis of Job role and department that how many employees are working overtime in particular department and in a job Role. The data has been shown using charts and tables.

3.1 **Key Insights:**

- Relationship Status scale (1-4):
 1. 1 -> Poor Relationship Status
 2. 2 -> Moderate Relationship Status
 3. 3 -> Good Relationship Status
 4. 4 -> Excellent Relationship Status
- The Human Resources department has the highest Relationship Satisfaction Rating i.e. 2.89 and sales has 2.70 rating.
- About 18.78% of the employees are there who have lower Relationship satisfaction rating(1).
- About 65.14% of the employees have said that they do overtime in the Research and Development department.
- According to the Job Role, 97 employees are working overtime in the Research scientist role and lowest i.e. 13 in Human Resources.

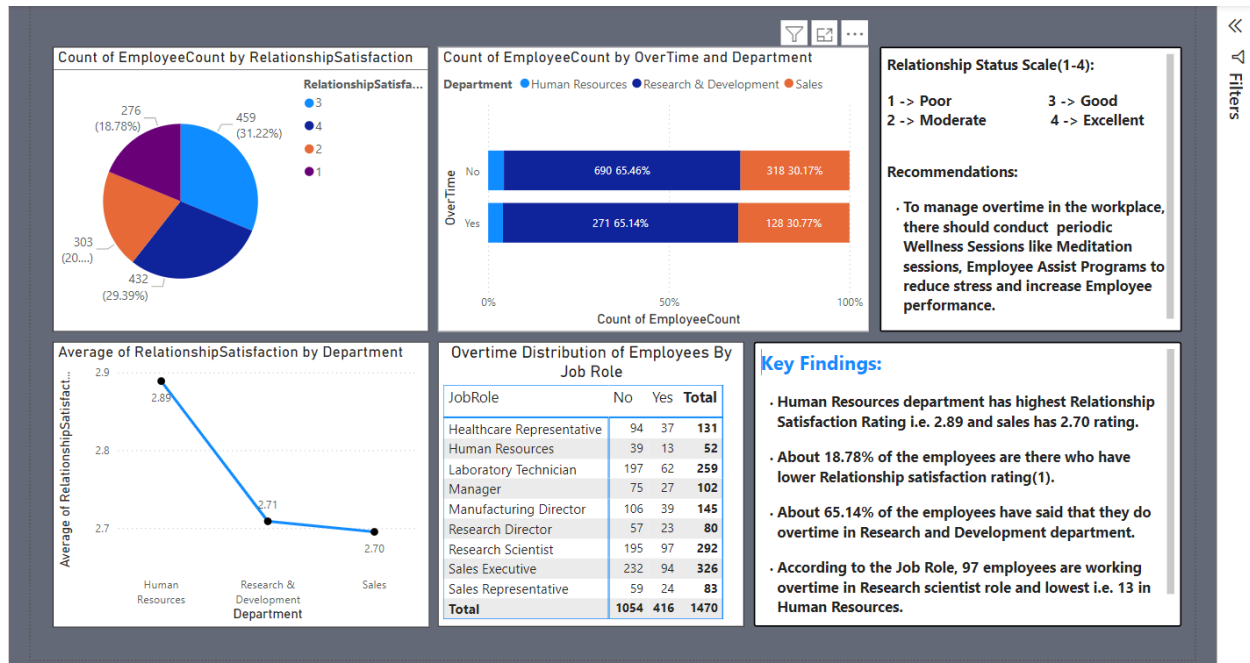


Fig 3: Overtime and Relationship satisfaction Dashboard

Recommendations:

To improve the employee retention and engagement in the company, some Actions have to be taken.

- ➔ To improve the overtime in the workplace and attrition among employees due to this, they should conduct various wellness sessions like Mediation sessions every week and Employee Assist programs where they can talk and bring their heart out to an external counselor.
- ➔ To increase Job Involvement among the employees, they should be rewarded periodically by their managers so that it increases their morale and gives meaning to their contribution.
- ➔ To improve Relationship Satisfaction, managers should review their work and can give constructive feedback, acknowledgment of achievements, and emotional support during challenging times.
- ➔ Conflict resolution should be there to foster healthy conversations among peers.

→ Good team building should be there where team members collectively and individually contribute towards the common goal.