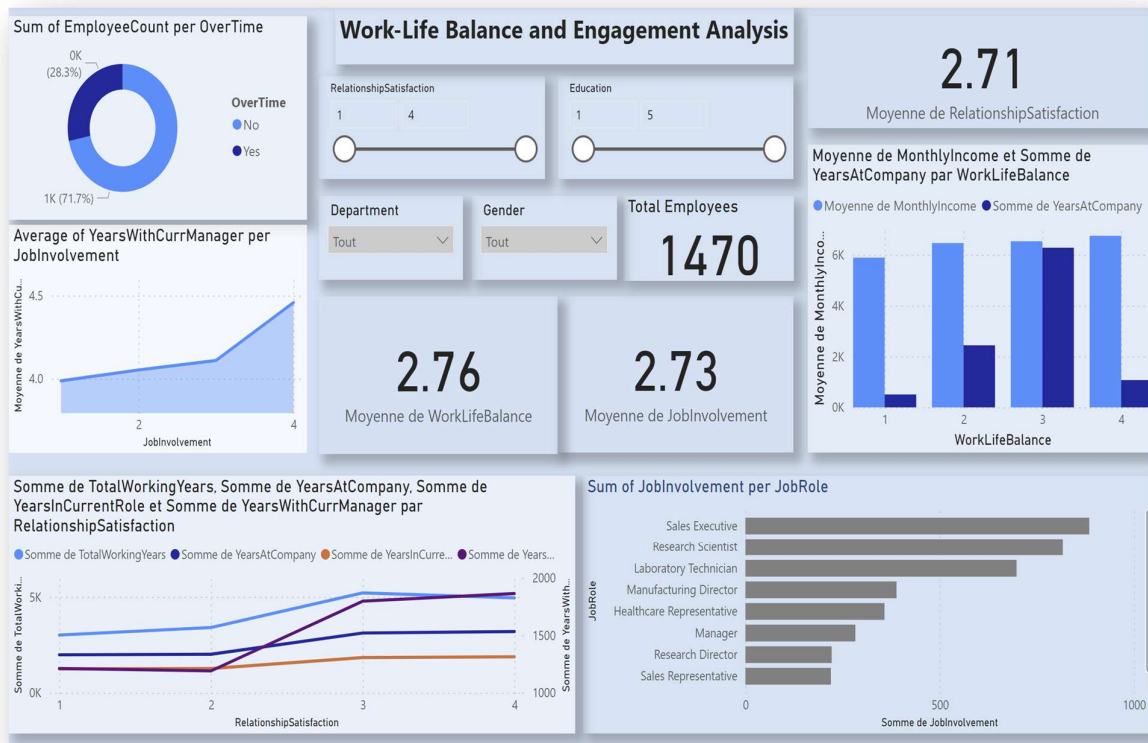


REPORT OF DASHBOARD

WORK-LIFE Balance and Engagement Analysis



Done By: Lasfar Yassir

INTRODUCTION:

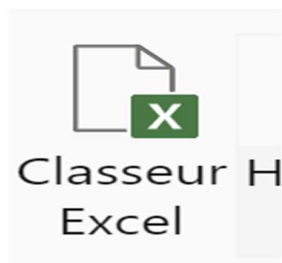
In the modern business landscape, achieving a healthy work-life balance and high employee engagement is vital for organizational success. Employees who feel balanced and engaged are more productive, satisfied, and loyal. This report provides a comprehensive analysis of work-life balance and engagement within our organization to better understand employees' experiences and perceptions.

Using data analytics and Power BI, we analyze key metrics such as work-life balance ratings, job involvement, relationship satisfaction, and overtime work distribution.

The goal is to provide actionable insights that will help enhance employee satisfaction and productivity.

VISUALIZING IT IN POWERBI :

After getting the data connected to PowerBi by clicking on

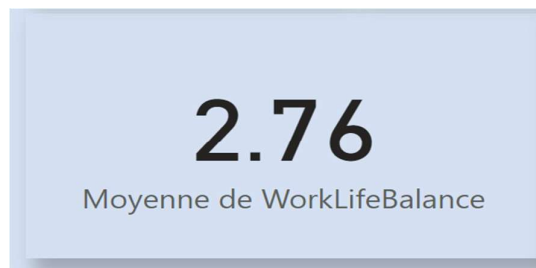


Then choosing the excel file we will be able to see it in here :

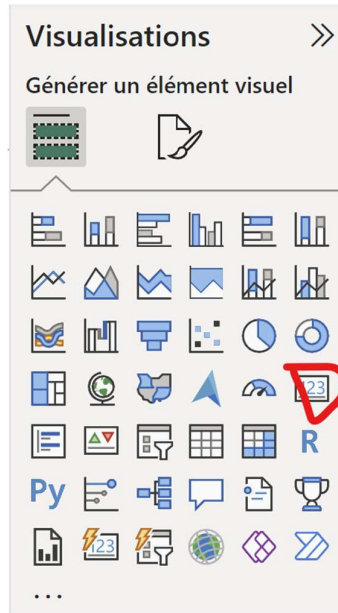


Then we choose the visualization element and the columns we want to use

For this one for example:



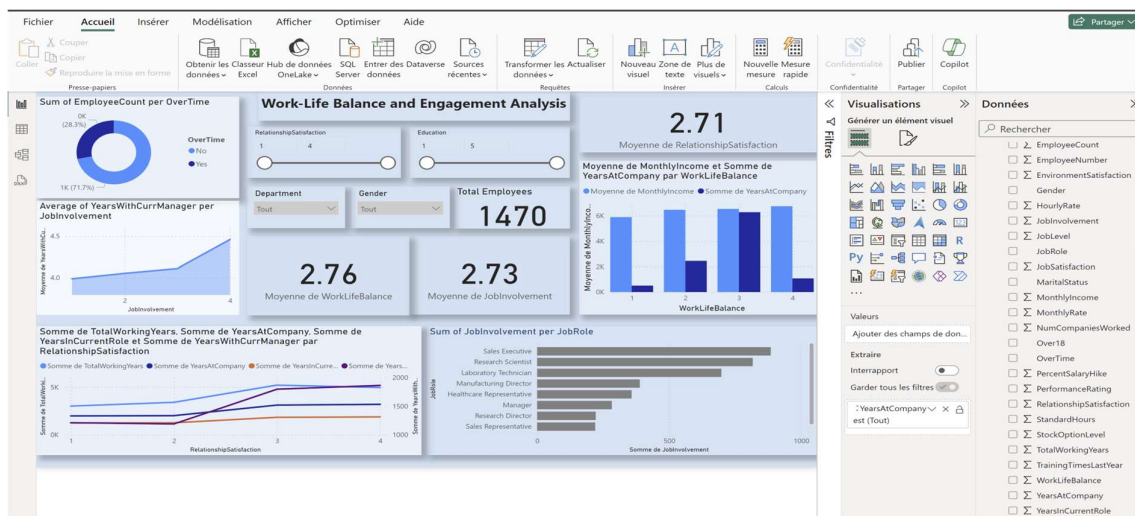
We choose this in the visualization element

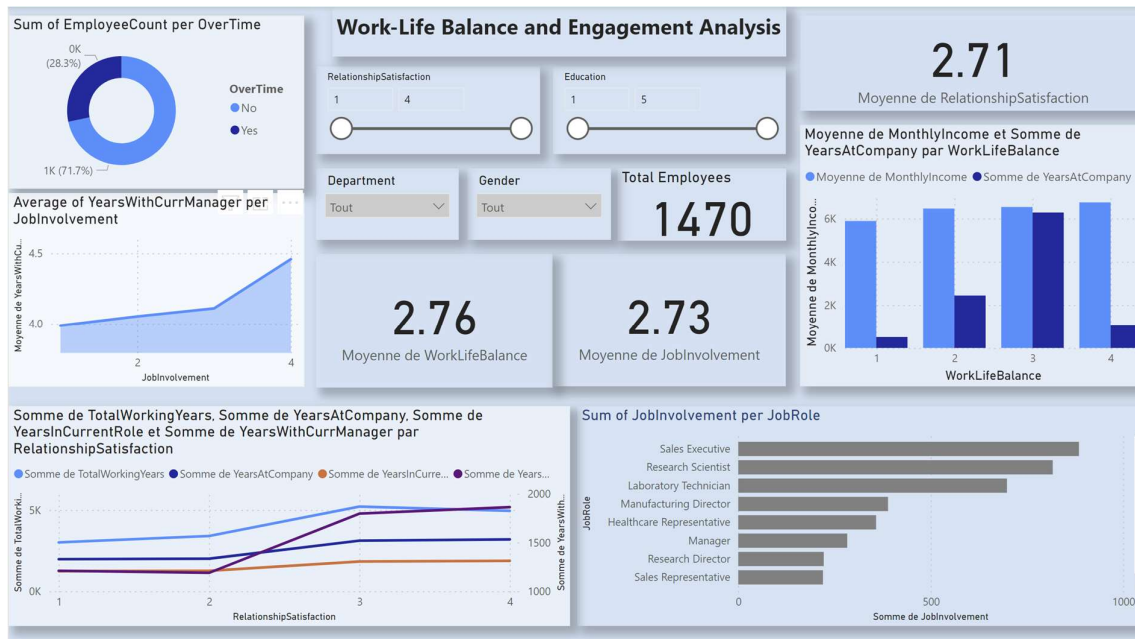


Then we choose the column we want to show the average of:



By applying different visualization styles and incorporating various columns, we achieve the final result which is:





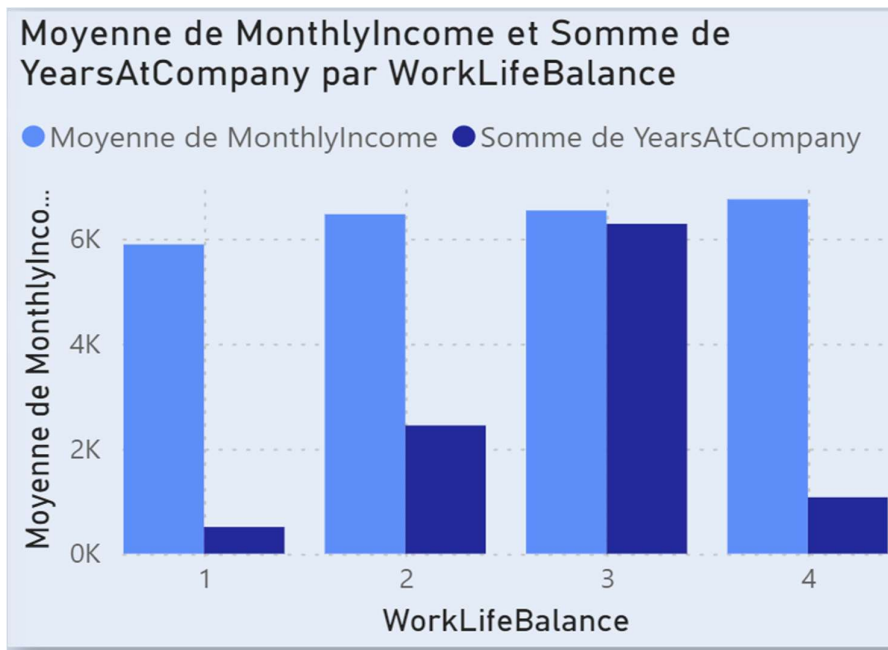
INSIGHTS:

1. REVIEW THE WORK-LIFE BALANCE RATING:



- ✓ The organization's average work-life balance rating is 2.76, indicating a slightly above-average level of work-life balance among employees.
- ✓ The Human Resources department leads with the highest average work-life balance rating of 2.92, followed by the Sales department at 2.82. The Research and Development department has the lowest average rating at 2.73.

- ✓ Both genders report the same average work-life balance rating.

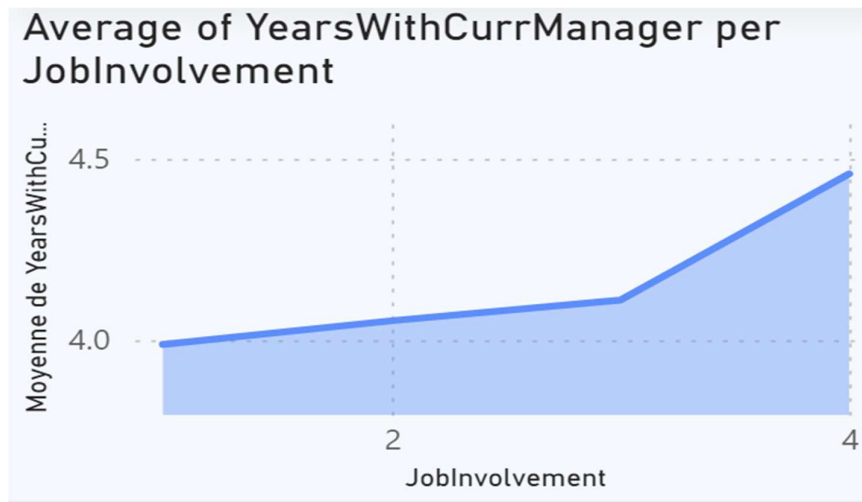


- ✓ The bar chart shows the average monthly income and the sum of years at the company by work-life balance rating. It suggests that employees with higher work-life balance ratings (3 and 4) tend to have higher monthly incomes and have spent more years at the company.

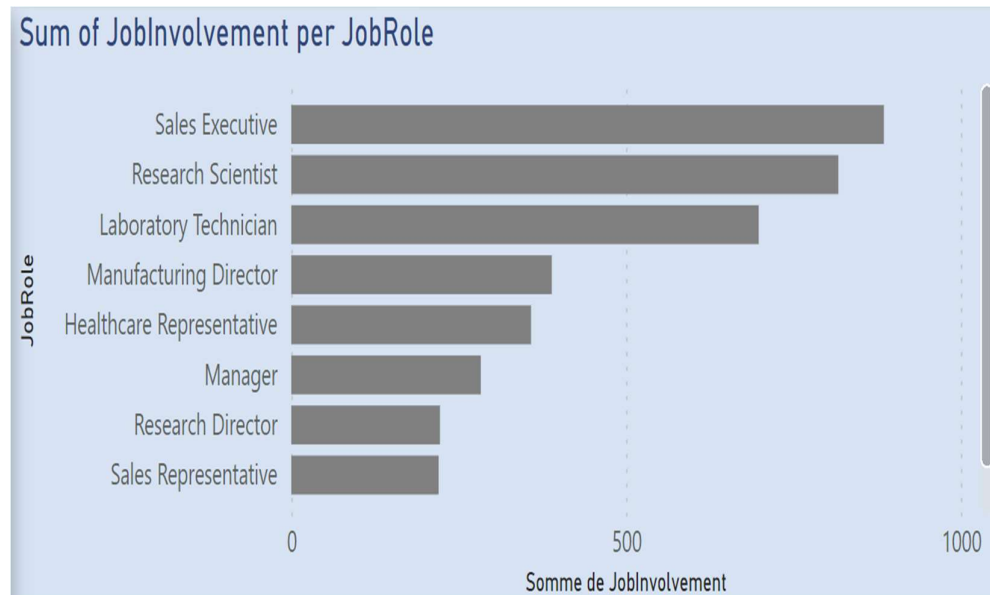
2. ASSESS JOB INVOLVEMENT:



- ✓ The average job involvement rating is 2.73, indicating a moderate level of job involvement among employees.
- ✓ The Human Resources department has the highest job involvement rating at 2.75, followed by the Research and Development department at 2.74. The Sales department has the lowest rating at 2.70.
- ✓ Male employees have a slightly higher average job involvement rating of 2.74 compared to female employees, who have an average of 2.71.



- ✓ The line chart indicates that job involvement tends to increase with the number of years an employee has been with their current manager.



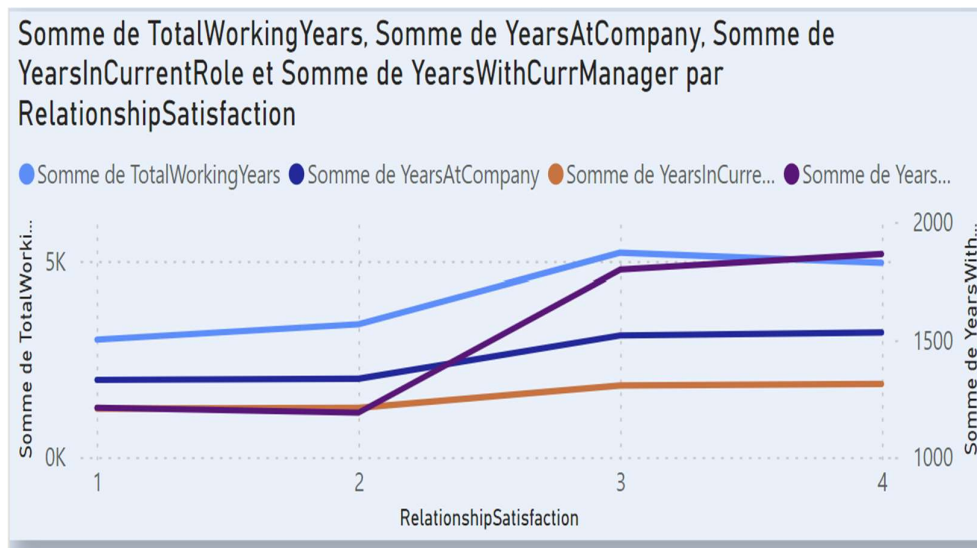
- ✓ The horizontal bar chart shows that job involvement varies significantly by job role. For instance, Sales Executives and Research Scientists have higher job involvement scores compared to other roles like Sales Representatives.

3. EVALUATE RELATIONSHIP SATISFACTION:



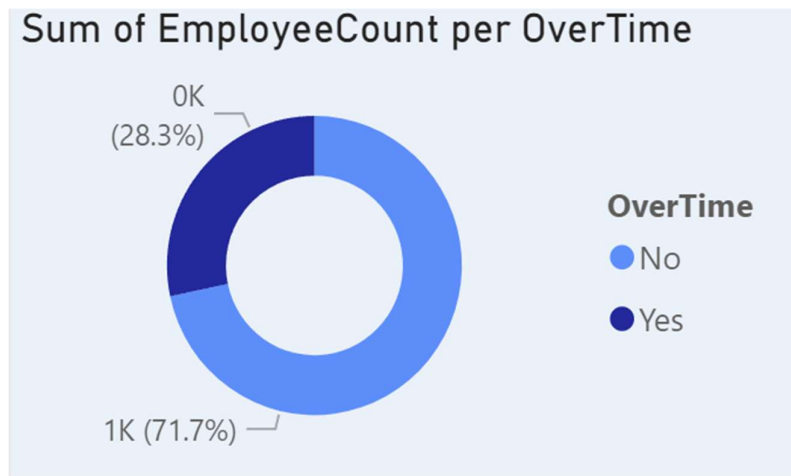
- ✓ The average relationship satisfaction rating is 2.71, indicating a moderate level of satisfaction with workplace relationships.

- ✓ The Human Resources department has the highest average relationship satisfaction rating at 2.89, followed by the Research and Development department at 2.71. The Sales department has the lowest rating at 2.70.
- ✓ Male employees have a higher average relationship satisfaction rating of 2.73 compared to female employees, who have an average rating of 2.68.



- ✓ The line chart shows relationship satisfaction in relation to total working years, years at the company, years in the current role, and years with the current manager. It appears that longer tenures generally correlate with higher relationship satisfaction.

4. EXAMINE OVERTIME WORK DISTRIBUTION:



- ✓ The distribution of employees who work overtime versus those who don't is shown in a donut chart titled "Sum of EmployeeCount By OverTime." It reveals that about 71.7% of employees do not work overtime, while 28.3% do.
- ✓ Over 30% of female employees work overtime.
- ✓ More than 26% of male employees work overtime.
- ✓ The Sales department has the highest overtime rate at 28.7%, followed by the Research and Development department at 28.2%. The Human Resources department has the lowest overtime rate at 26.98%.

The donut chart shows that 28.3% of employees work overtime while 71.7% do not. This indicates that a significant minority of employees are working

overtime, which could impact their work-life balance and overall satisfaction.

5. IDENTIFY AREAS FOR IMPROVEMENT:

- ✓ **Work-Life Balance:** The average rating of 2.76 suggests room for improvement. Focusing on departments or roles with lower ratings could help improve overall work-life balance.
- ✓ **Job Involvement:** The variation in job involvement across different roles indicates that targeted strategies could be implemented to increase engagement, especially in roles with lower involvement scores.
- ✓ **Relationship Satisfaction:** With an average rating of 2.71, improving workplace relationships through team-building activities and effective communication could be beneficial.
- ✓ **Overtime Work:** Addressing the high percentage of employees working overtime is crucial. Implementing policies to manage workloads and prevent burnout will be important.

6. Take ACTION:

- ✓ **Enhance Work-Life Balance:** Implement flexible working hours, remote work options, and wellness programs to improve work-life balance.
- ✓ **Boost Job Involvement:** Develop career development programs, recognition initiatives, and role-specific engagement strategies to increase job involvement.
- ✓ **Improve Workplace Relationships:** Conduct team-building exercises, provide communication training, and foster a collaborative work environment to enhance relationship satisfaction.
- ✓ **Manage Overtime Work:** Monitor and manage overtime to ensure it does not negatively impact employees' work-life balance. Consider hiring additional staff or redistributing workloads to alleviate pressure on employees.

CONCLUSION:

This analysis highlights the need for continuous monitoring and improvement of work-life balance and engagement metrics. While the organization shows moderate levels of balance and engagement, there is significant room for enhancement. The data suggests that stock options correlate with higher job involvement, indicating that financial incentives can boost engagement.

Additionally, the significant portion of employees working overtime points to potential negative impacts on work-life balance. Addressing these issues through flexible working hours, wellness programs, and career development opportunities can create a more supportive work environment.

Regular monitoring using tools like Power BI will help track progress and make necessary adjustments. By implementing targeted strategies based on these insights, the organization can improve employee satisfaction, leading to greater productivity and success.