Work Life Balance and Engagement Analysis

By the Dashboard I created and the information I gathered from the Project I have made these analyses. The important topics to draw a conclusion for Work life balance and Engagement analysis are

1. Job satisfaction
2. Work life balance
3. Performance rating
4. Marital status
5. Employee Attrition
6. Environment Satisfaction
7. Relationship Satisfaction
8. Job level
9. Monthly income

These are the primary data required to draw the conclusions

In this company there are a total of three departments and roles are different from it.

1. Human Resources
2. Research and development
3. Sales

Maximum number of employees belongs to the Research and development department. According to my analysis-

The Job Satisfaction is highest for the sales department because they are getting enough pay and also they are able to spend their time on personal life also and least for Human Resources, it may be because they may not be getting enough or expected salary, because this department is getting enough time to spend with their family and personal life.

Work Life Balance is very well done by the employees from Human Resources least for Research and Development, it may be because they are spending a lot more time in work and may not manage both their personal and professional life.

The performance rating is almost similar to all the departments, so we can assume that all the departments are working hard and their performance is almost up to the mark. But comparatively the performance rating is high for the Research and Development department, it may also be one of the reasons for less Work life balance because they are spending a lot of time in their work to reach their deadlines and work extensions.

The total employee count of Attrition is 1,470. In them the maximum attrition rate is from male and married employees, the reasons may be they got a higher salary package jobs in some other company and they shift to it because they have more responsibilities compared to the other employees. Later the more attrition rate is from

married women because many womens will leave their job after their marriage for their personal reasons.

Later the single male and single female, but the least attrition rate is from divorced male or female as they continue doing their job because they need to be more responsible because they may not have the financial support from others, it is mandatory for them to work to lead a sustainable life. The more attrition rate is from male employees because a company consists of more male employees compared to female employees, so when we together count the attrition count then it is more from male employees.

The Environment Satisfaction and Relationship Satisfaction is almost same to all the departments but comparatively the Research and Development department is having more environmental satisfaction than Relationship satisfaction because they are spending a lot more time in their work space than their home and for Human Resources department the Relationship satisfaction is more compared to Environment satisfaction because they are spending their time equally in both their work space and their personal life.

The more amount of employee attrition is from the research and development department because they may feel more stress and lack of spending time with their families may be the reasons.

So, using this dashboard I have drawn these conclusions and I have used the bar diagrams and pie diagrams to make the dashboard user-friendly.