

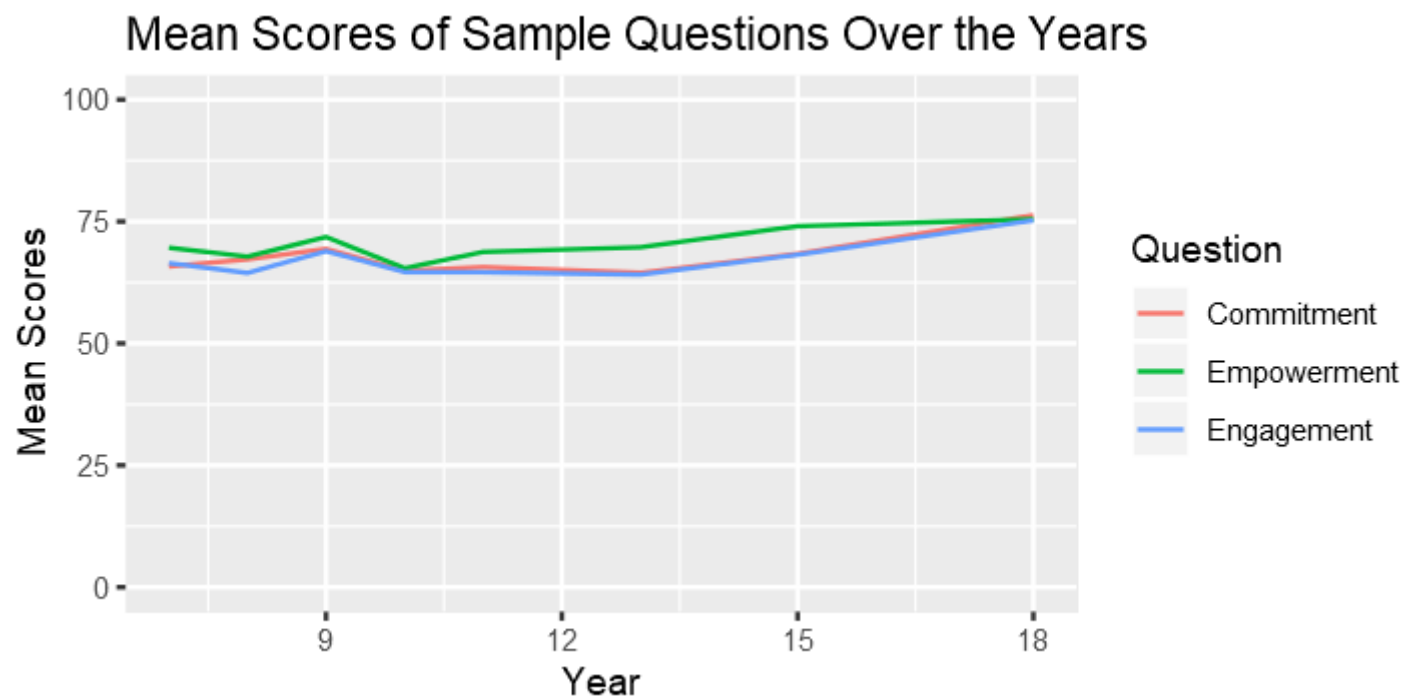
Quantitative Data

- 80 multiple choice questions with 5-point scale
- responses are aggregated into 17 main themes
 - scores are averaged over 100
- data ranges from 2007 to 2018
- 84% of employees took the survey in 2018

In [12]: `head(df_select_quant)`

Engagement_07	Engagement_08	Engagement_09	Engagement_10	Engagement_11	Engagement_13	Engagement_15	Engagement_17
91.66667	62.50000	70.83333333333333	66.66667	NA	70.83333	58.33333	91.66667
79.16667	100.00000	91.66666666666667	100.00000	75.00000	83.33333	75.00000	75.00000
62.50000	66.66667	25	66.66667	70.83333	70.83333	79.16667	79.16667
NA	NA		NA	NA	66.66667	75.00000	75.00000
75.00000	20.83333	25	75.00000	75.00000	75.00000	75.00000	66.66667
75.00000	75.00000		58.33333	75.00000	NA	62.50000	75.00000

In [25]: plot



Qualitative Data

Whats one thing would you like your organization to focus on to improve your work environment?

Coded into:

- 13 main themes
- 61 sub topics

STRESS & WORKLOAD

Low staffing levels continue to be a threat to job satisfaction and contribute to employee stress. Ensure staff resources are included before taking on any new initiative"

"The administrative workload is too large; having employees to help offload some of that work so our level can focus on other aspects would be beneficial for all."

"I would like to see more defined application and referral processes established to support our projects. Also, with most of our team working remotely I think it would be beneficial to explore a digital filing system."

Descriptive Statistics

- longitudinal study across the quantitative data
- visualize the 17 themes over time at various scales:
 - organizational
 - ministry
- Python Dashboard made with plotly's Dash

