

Task 2 : Work-Life Balance and Engagement Analysis

1. Dataset loading and preprocessing

- Loading the Employee Attrition data set to power BI.
- Basic analysis of data, data type and miss values are done
- There are no missing values in the dataset
- Dropped few columns 'DailyRate', 'HourlyRate', 'MonthlyIncome', 'MonthlyRate', 'Over 18' which are not necessary for the analysis

2. Building Dashboards

Average Work-Life Balance:

- Average Work-Life Balance is **2.76** which is most people have average work life balance neither too great nor too poor.
- Males have good work life balance when compared to females
- The attrition rate is more in the Research and development department then sales and then HR.
- The employees from life science, medical and marketing educational field has poor work life balance and are quitting more.

Recommendations:

- People who have poor work life balance are quitting more so company should make some efforts to understand employees' views through some survey and improve on it.
- Company should understand in what field they are interested in and try to give opportunity on the field they are interested in

Job Involvement

- Average Job Involvement is **2.73** which is average job involvement by employees
- Sales Representative, Sales executive, Research Scientist and Laboratory technician roles has poor job involvement and are more likely to attrition
- Department wise R&D has poor job satisfaction and more likely for attrition

Recommendation:

- Company should focus on the job roles which has more attrition and understand the issues faced by employees and try to fix it

Relationship satisfaction:

- Average relationship satisfaction is 2.71 which means employees have fair relationship satisfaction.
- R&D department has very poor relationship and also people are leave more.
- Laboratory technician, Sales executive, Research scientist roles have poor relationship satisfaction

Recommendation:

- Company should inspect the work environment in the research and dev department and take some measures like taking out for lunch, conducting fun activities to improve the relationship between employees.
- Some roles who have poor relationship also should be taken care of by building healthy environment

Distribution of overtime work

- Clearly the people in R&D and sales dept are working overtime.
- People in Sales Executive, Research Scientist, Laboratory Technician roles are the ones who work overtime.
- We see that average hike given to people is also 15.21%

Recommendation:

- Company should provide proper work life balance by not making employees work overtime that even if some issues comes up and they need employees to work overtime they should provide the incentive or comp off.
- People who work sincerely and with good performance should be given hike and appreciated so that it builds good relationship between employees and manager/company overall contributing to company

Areas of Improvement:

1. To improve work life balance company should limit the people working for only 9 hours and understanding if there exist any issues.
2. Company should run the surveys time to time to understand the employees and improve it
3. R&D and sales department requires to investigate further in terms of work life balance, job satisfaction, relationship satisfaction and overtime work
4. Laboratory technician, Sales executive, Research scientist roles should be taken care
5. Company should try to build good relationship between teams by performing some activities, sponsoring lunch/outing.