# Which among Remote Work, Hybrid Work, and In-Person Work is better for Employee Performance and Job Satisfaction in Technology-Related Jobs

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## Client/Sponsor: Jemima Bian Anila

## Purpose:

The purpose of this project is to provide insights into the most effective and sustainable work arrangements for employees in the technology industry.

By analyzing data on employee performance, job satisfaction, and other relevant metrics across different work environments, this project can help organizations in the technology industry to:

1. Understand the specific factors that contribute to employee productivity and job satisfaction in technology-related jobs.
2. Determine the most effective work arrangements for different types of technology-related jobs, such as software development, IT support, and project management.
3. Identify the challenges and opportunities associated with remote work, hybrid work, and in-person work in the technology industry.
4. Inform decisions about workplace policies and practices that can improve employee well-being, mental health, and work-life balance in technology-related jobs.

Overall, the purpose of this project is to provide valuable insights into the most effective and sustainable work arrangements for employees in the technology industry, with the goal of improving employee performance, job satisfaction, and overall work experience.

## Scope / Major Project Activities:

*What are the major parts of this project? List out the high-level steps, activities, or stages of the project, and give a brief description for each.*

| Activity | Description |
| --- | --- |
| Web Scraping & Data Cleaning | Collect data from various resources for different purposes:  Bureau of Labor Statistics (BLS): for trends in the technology industry, such as the growth of remote work and the impact of different work arrangements on employment and earnings.  Glassdoor: for employee satisfaction and perceptions of different work arrangements in the technology industry.  LinkedIn: for characteristics of different technology- related jobs and the skills required for success in different work arrangements.  GitHub: for impact of different work arrangements on developer productivity and collaboration.  Twitter: for the sentiment of tech workers  Cleaning data using SQL |
| Sentiment Analysis | Group the sentiment of technology workers based on the scraped and cleaned data |
| Data Visualization | Use Looker Studio to show the trends in the collected data |

## This project does not include:

*Specify the things that this project isn’t responsible for doing (out of scope). For instance, “this project does not involve a summation of 2019 data analysis”*

* This project does not include non-technical jobs in the tech industry like admin or executive functions
* This project will not include a survey but will only rely on scraped data online
* This project will focus on data from 2020 to present.

## Deliverables:

*A specific list of things that your project will deliver.*

| Deliverable | Description/ Details |
| --- | --- |
| Scatter Plot | Which among the three work setups are tech employees feel more satisfaction? |
| Scatter Plot | Which among the three work setups do tech employees perform better? |
| Plot and List | Suggest the most effective work setup that will allow the best performance with the most satisfaction. |

## Schedule Overview / Major Milestones:

*The expected schedule for the project. This can be defined by milestones (e.g. “all data is cleaned and processed”), periods of time (“Week 1 / Week 2”), or other ways based on the needs of the project.*

| Milestone | Expected Completion Date | Description/Details |
| --- | --- | --- |
| *Data has been scaped from mentioned sites.* | *Week 1* | *Data to be stored in git repo* |
| *Extracted data has been cleaned.* | *Week 3* | *Data to be cleaned in Looker Studio and stored in git repo* |
| *Identified trends in employee performance and satisfaction* | *Week 4* | *Data to be analyzed using LookerStudio.  Create charts that show trends* |
| *Identify best work setup* | *Week 5* | *EDA  Create charts and insights* |
| *Present to stakeholders* | *Week 6* | *Create ppt with all the necessary visuals* |

## \*Estimated date for completion:

*June 15,*