



Happy at work, happy in life?

Analysis of the relationship between job satisfaction
and happiness

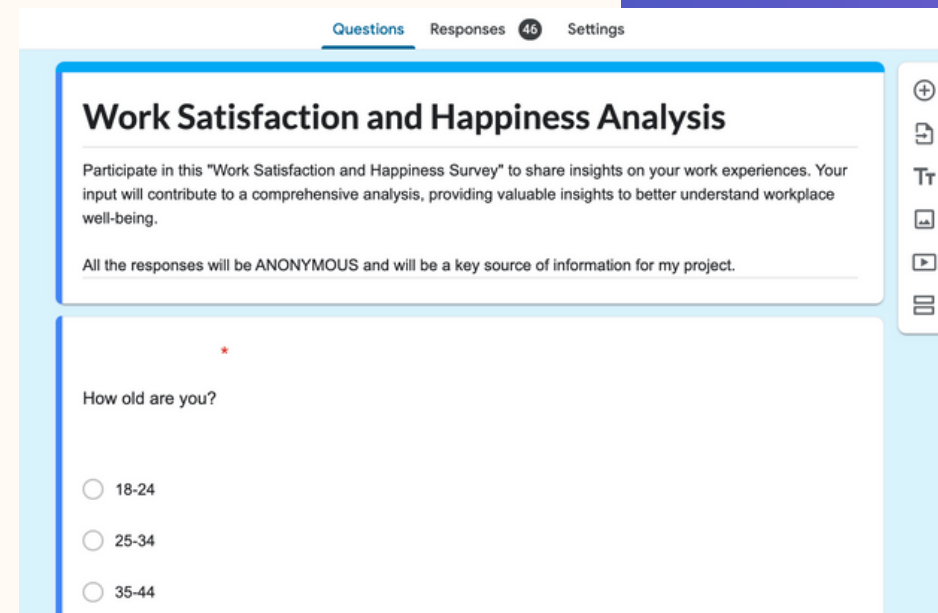


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Project Description

Step 1: Gather data



The screenshot shows a web-based survey interface. At the top, there are tabs for 'Questions', 'Responses' (with a count of 46), and 'Settings'. The main heading is 'Work Satisfaction and Happiness Analysis'. Below the heading, there is a paragraph: 'Participate in this "Work Satisfaction and Happiness Survey" to share insights on your work experiences. Your input will contribute to a comprehensive analysis, providing valuable insights to better understand workplace well-being.' followed by a disclaimer: 'All the responses will be ANONYMOUS and will be a key source of information for my project.' The survey question is 'How old are you?' with three radio button options: '18-24', '25-34', and '35-44'. On the right side of the survey form, there is a vertical toolbar with icons for adding questions, deleting, duplicating, and other editing functions.

Step 2: Data cleaning with Python



Step 3: Data Analysis



Step 4: Conclusion



Step 1 & 2: Data gathering and cleaning

71.8% have between 25 and 34 years old

69.6% of them are women

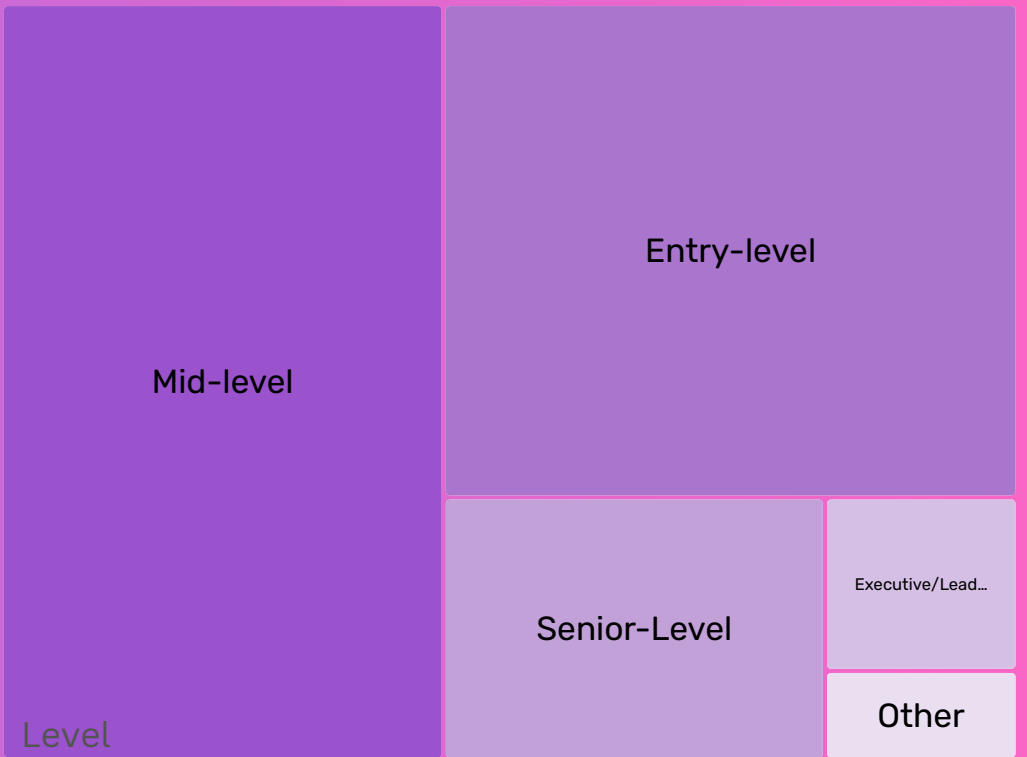
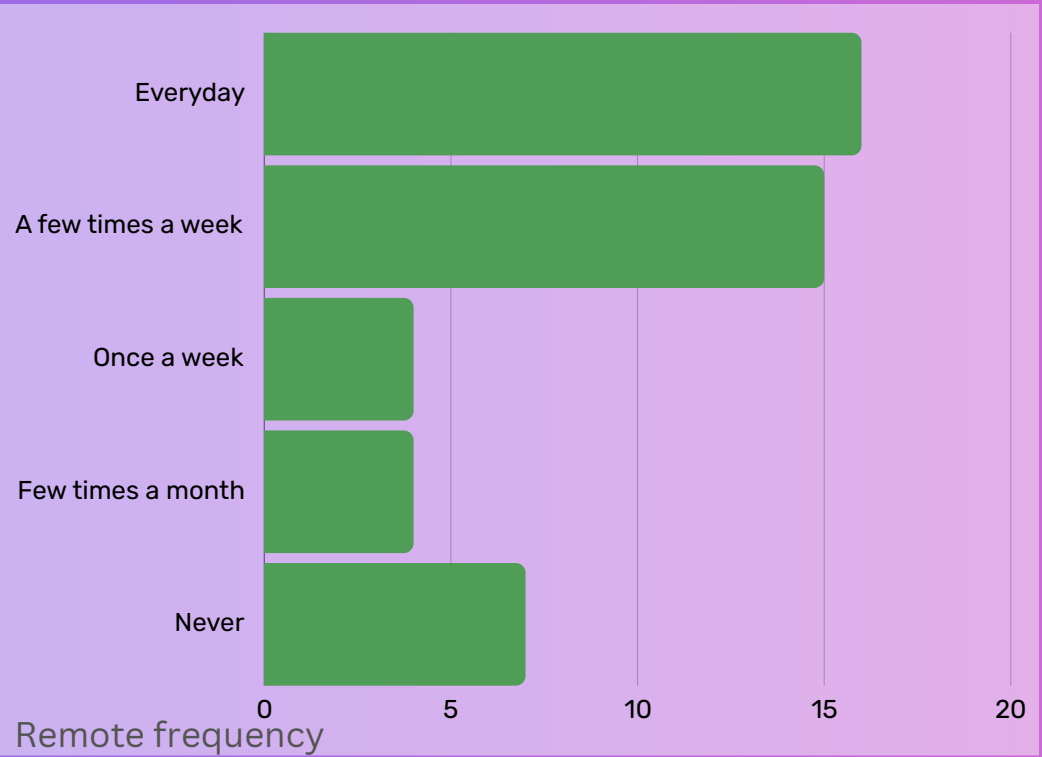
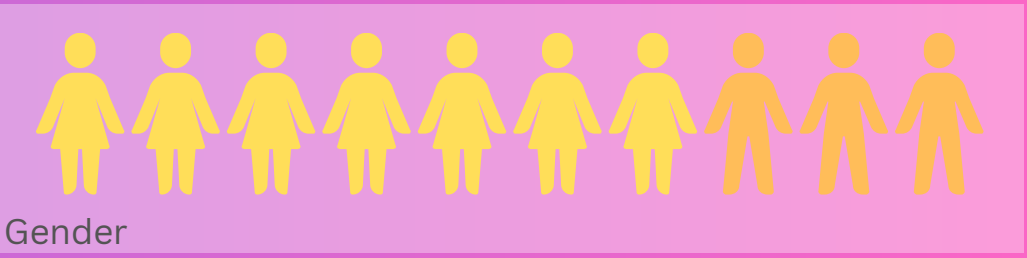
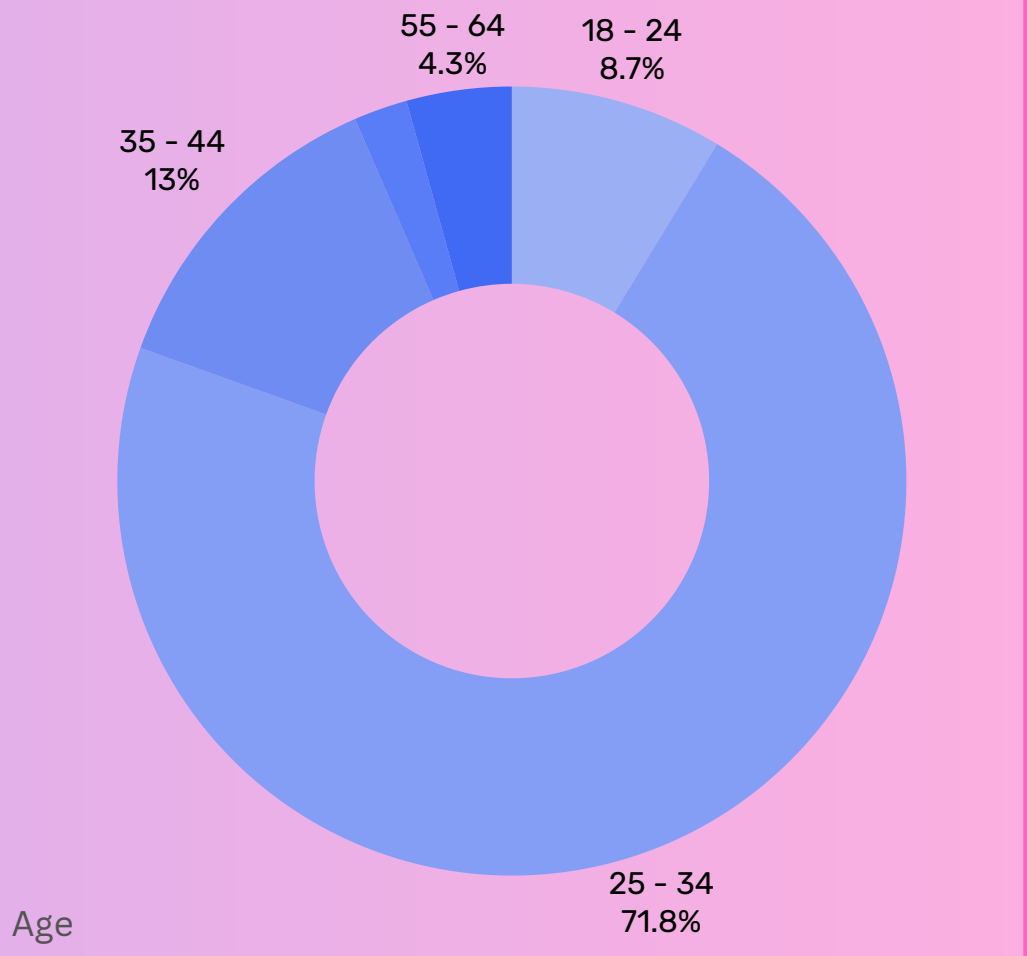
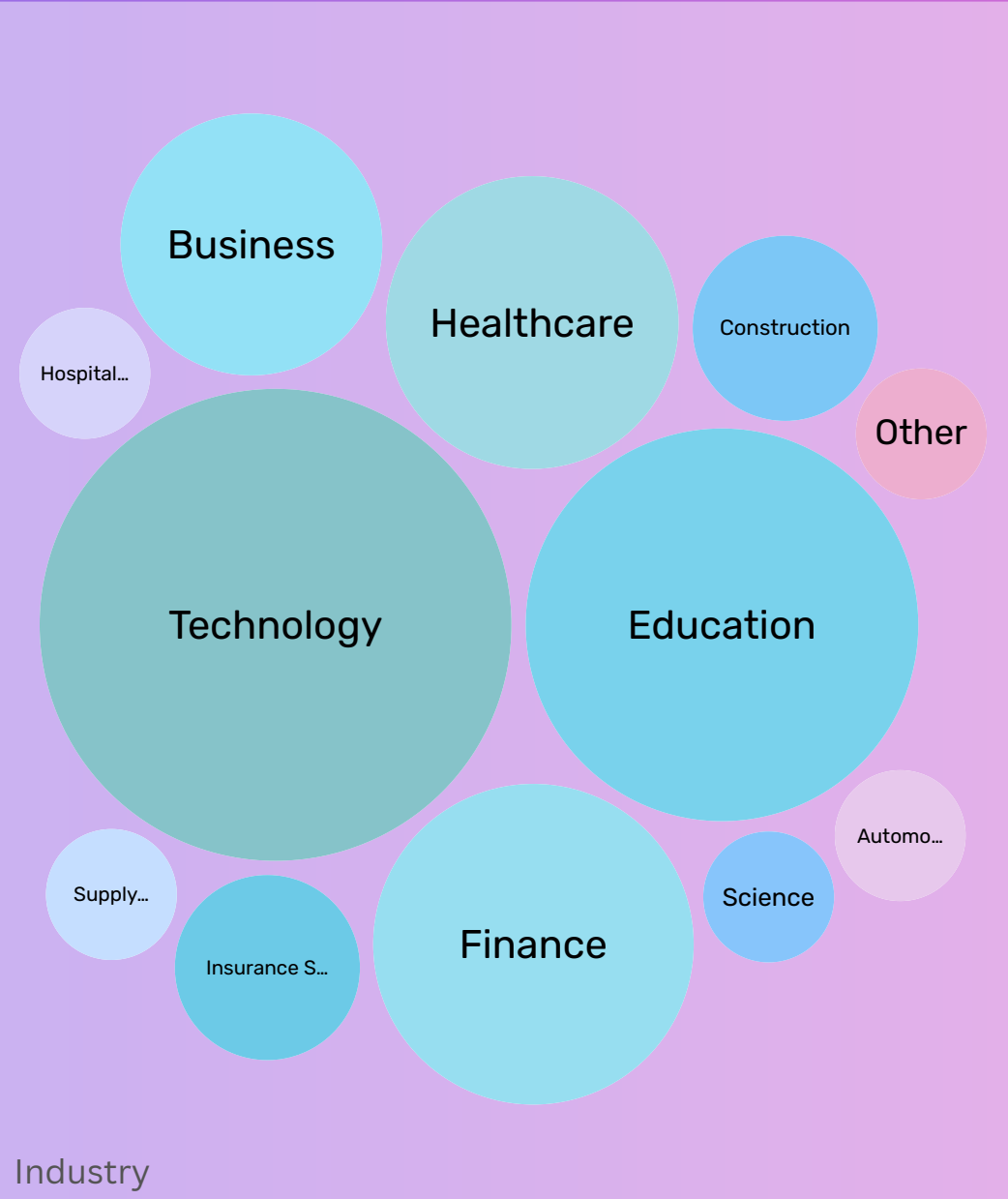
43.5% have a mid-level position

34.8% of them work remotely everyday

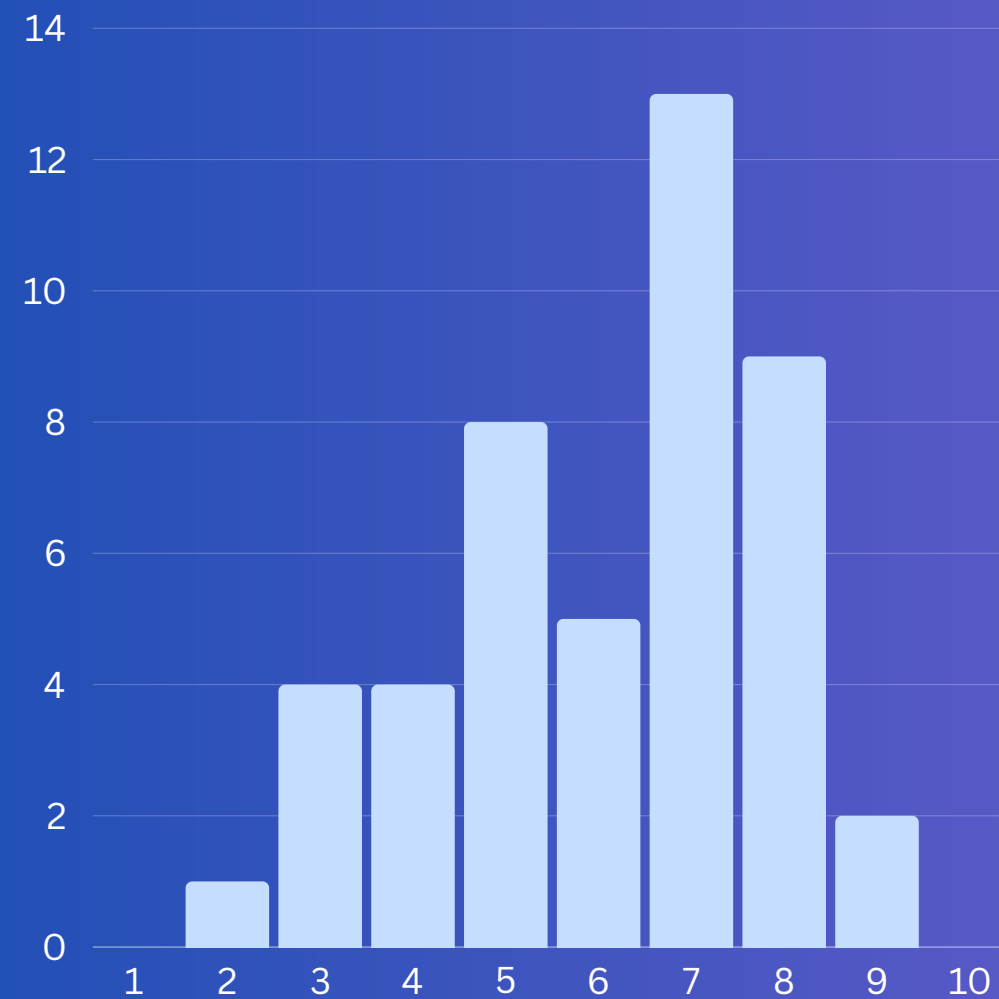


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Answers to the survey

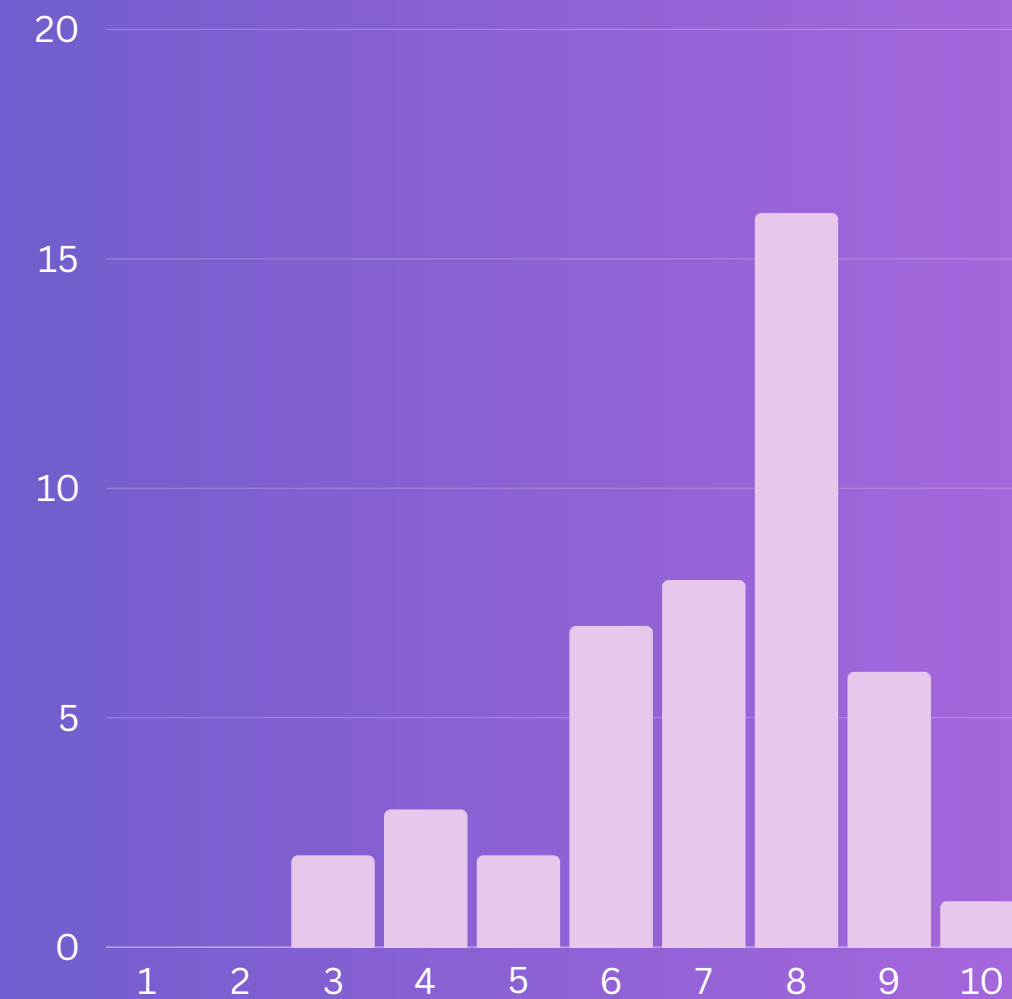


Survey results



Job Satisfaction scores

Average: 6.1/10
Standard deviation: 1.78



Happiness level scores

Average: 7.1/10
Standard deviation: 1.67

Step 3: Data Analysis

Demographic Analysis



Job characteristics Analysis



Demographic Analysis

	Age	Gender
Job Satisfaction	-0.09	0.20
Happiness Level	-0.028	0.12

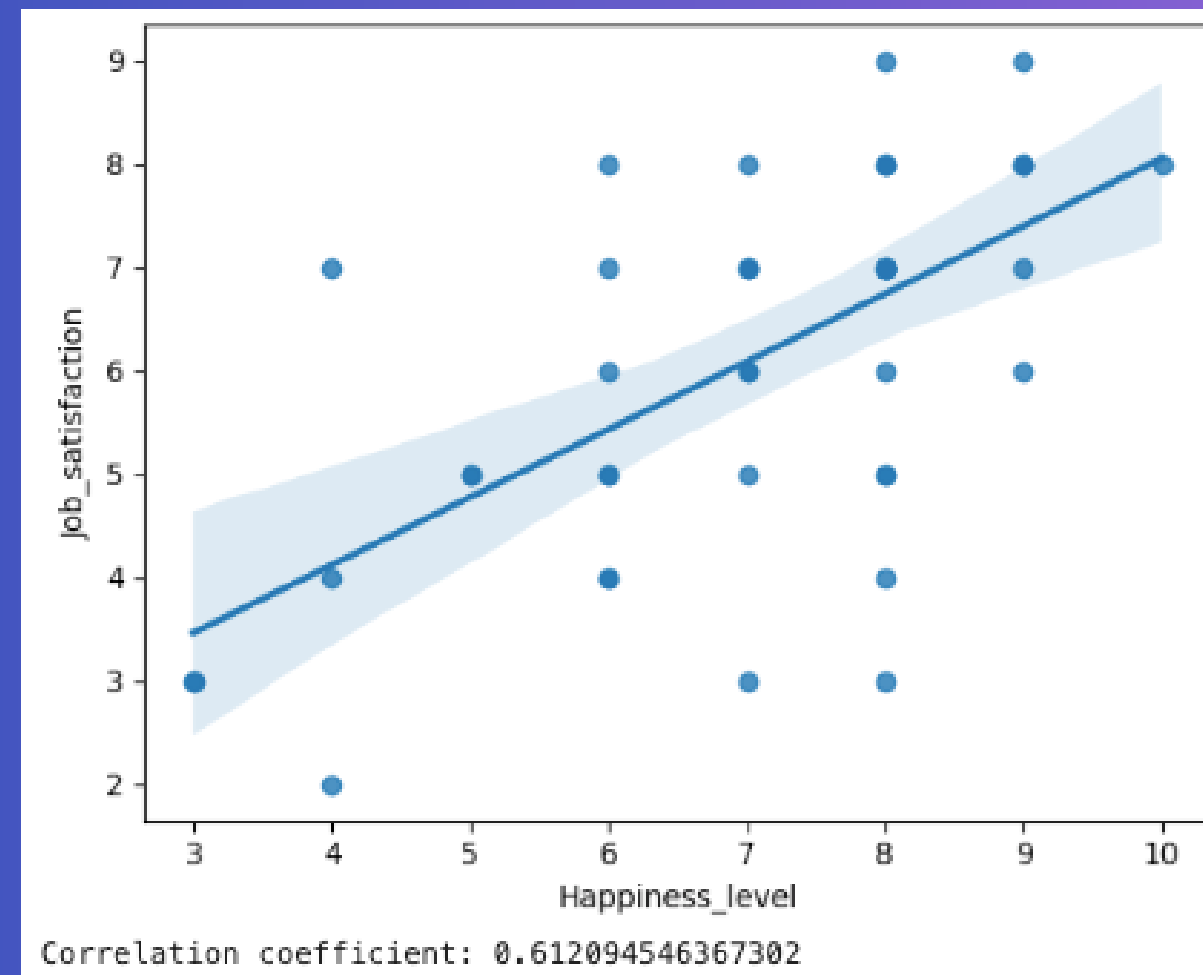
Pearson correlation by demographic factors

Neither the age or the gender have a significant correlation with the job satisfaction score or the happiness level.

Job characteristics Analysis

Industry?

Job level?



Correlation between Job Satisfaction and Happiness level

Work-life balance?

Stress level?

Remote-frequency?

Most important aspect?

Job characteristics Analysis - Job level and industry

Does the job satisfaction score differs based on job levels?

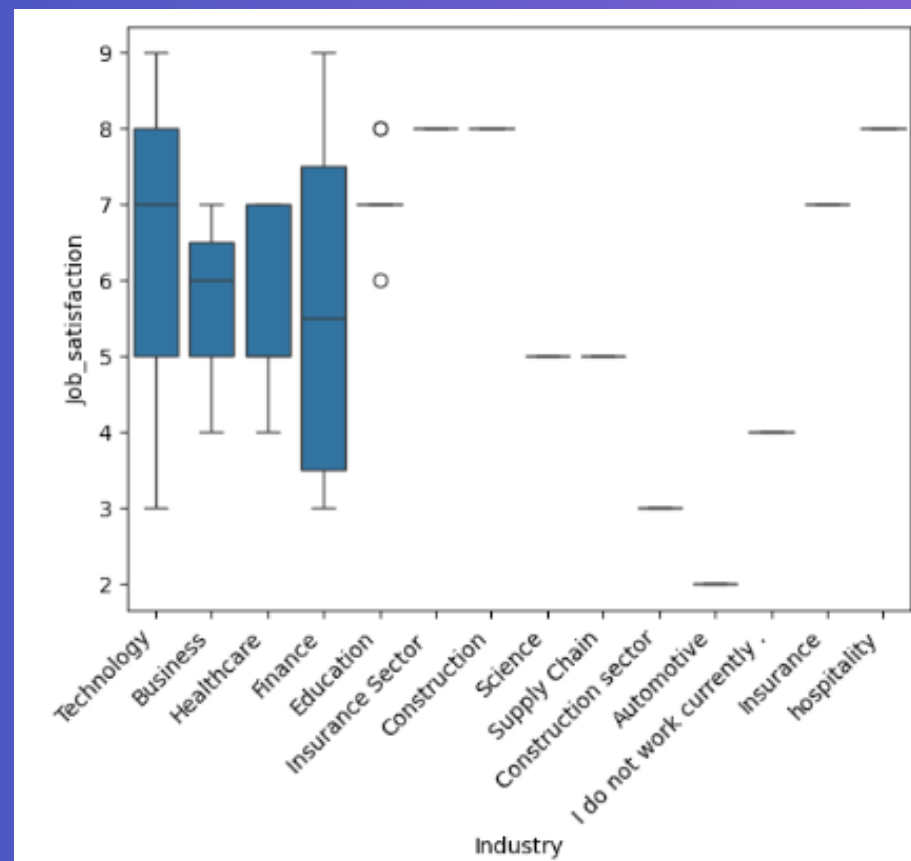
ANOVA F-statistic: 2.0993461617909746

P-value: 0.11555418817800102

P-value is greater than the significance level (0.05)*.

There isn't strong statistical evidence to conclude that job satisfaction levels significantly differ among the job levels.

Could we analyse the relationship between the industry and Job satisfaction?

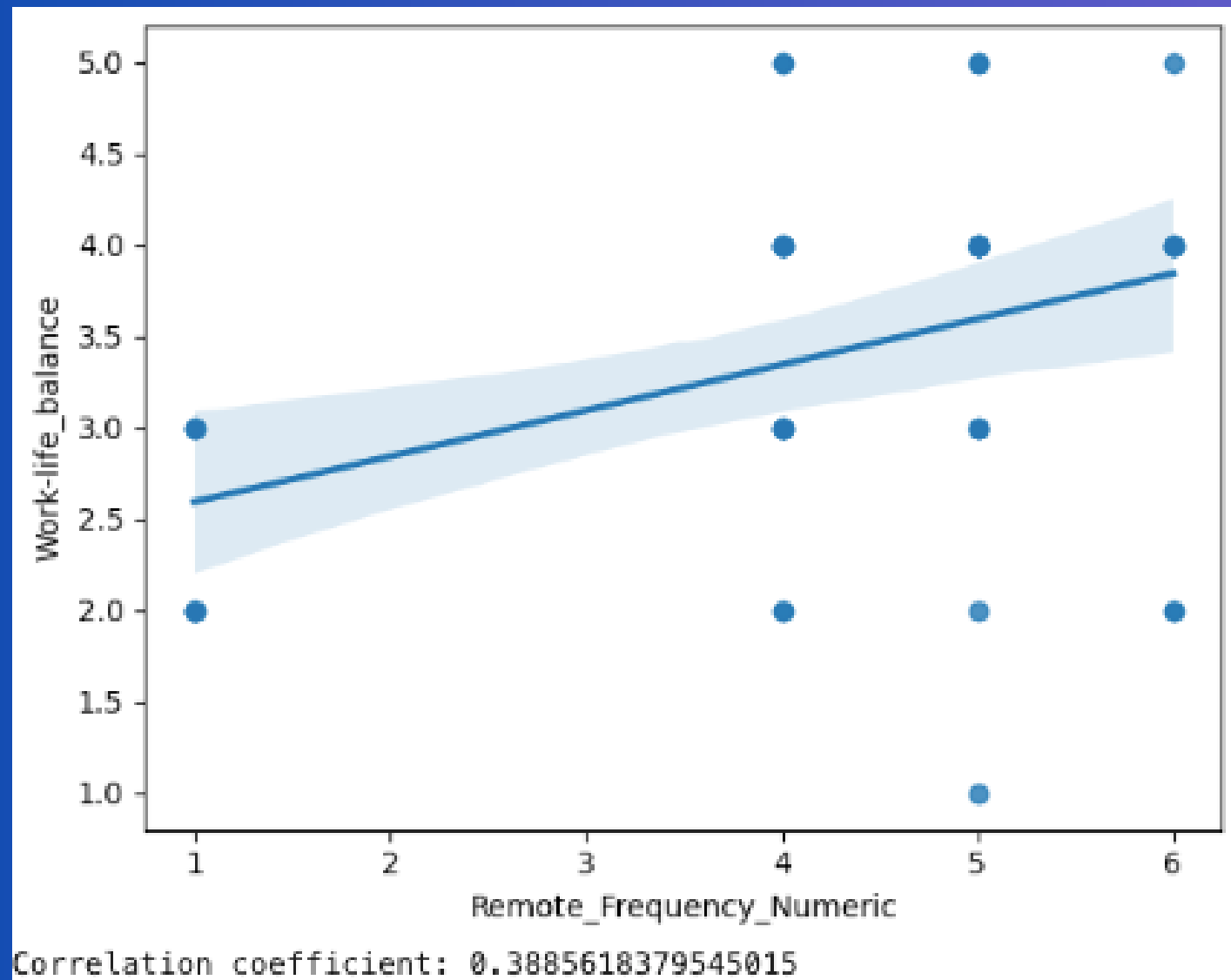


My sample size is too small for doing a real analysis on the influence of the industry.

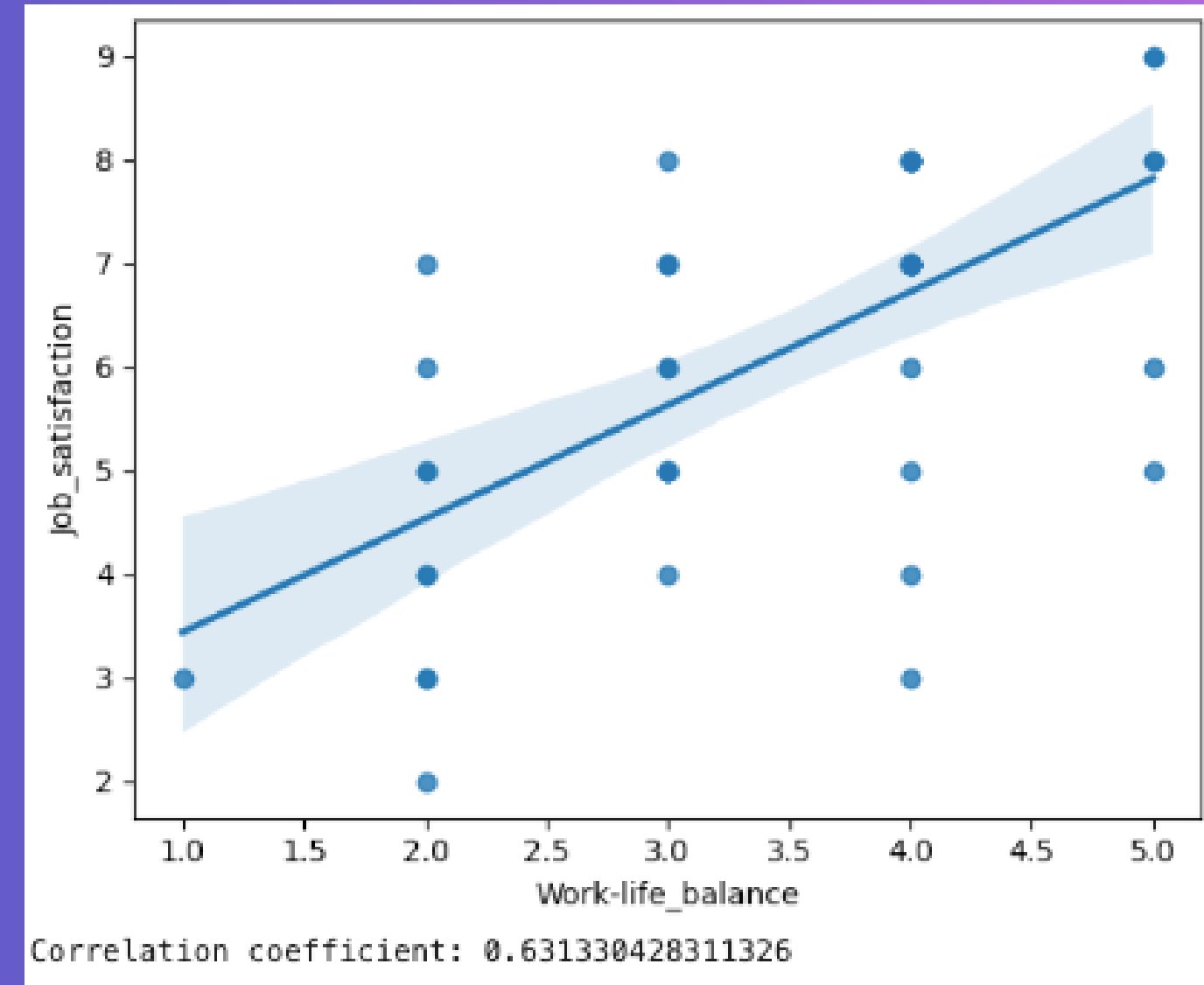
Correlation: -0.26

**Assumption based on a 95% significance level*

Job characteristics Analysis - Remote frequency and work-life balance

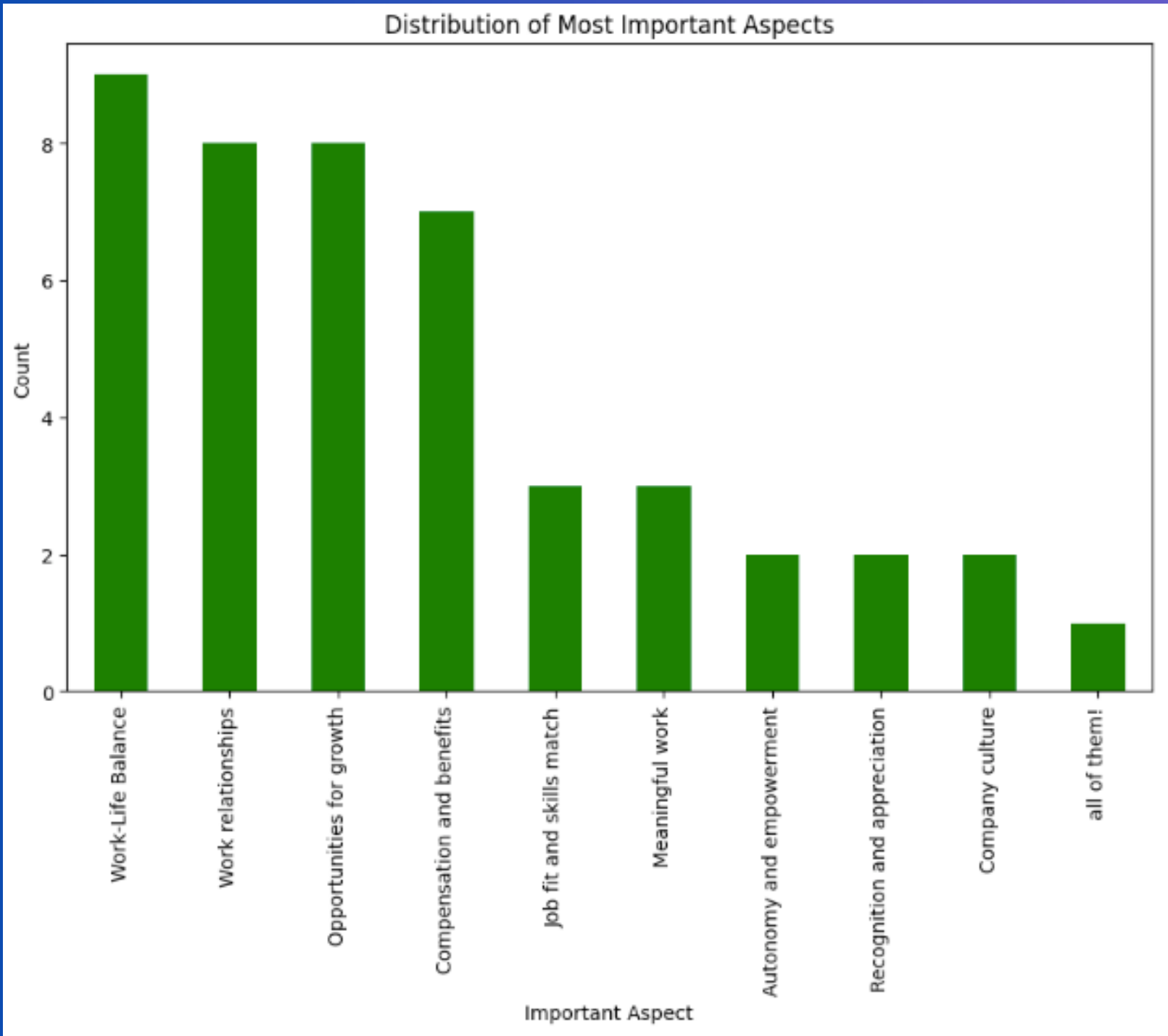


Remote workers tend to have a slightly better work-life balance.



AND work-life balance is a highly correlated criteria of the Job Satisfaction.

Job characteristics Analysis – Most important aspects



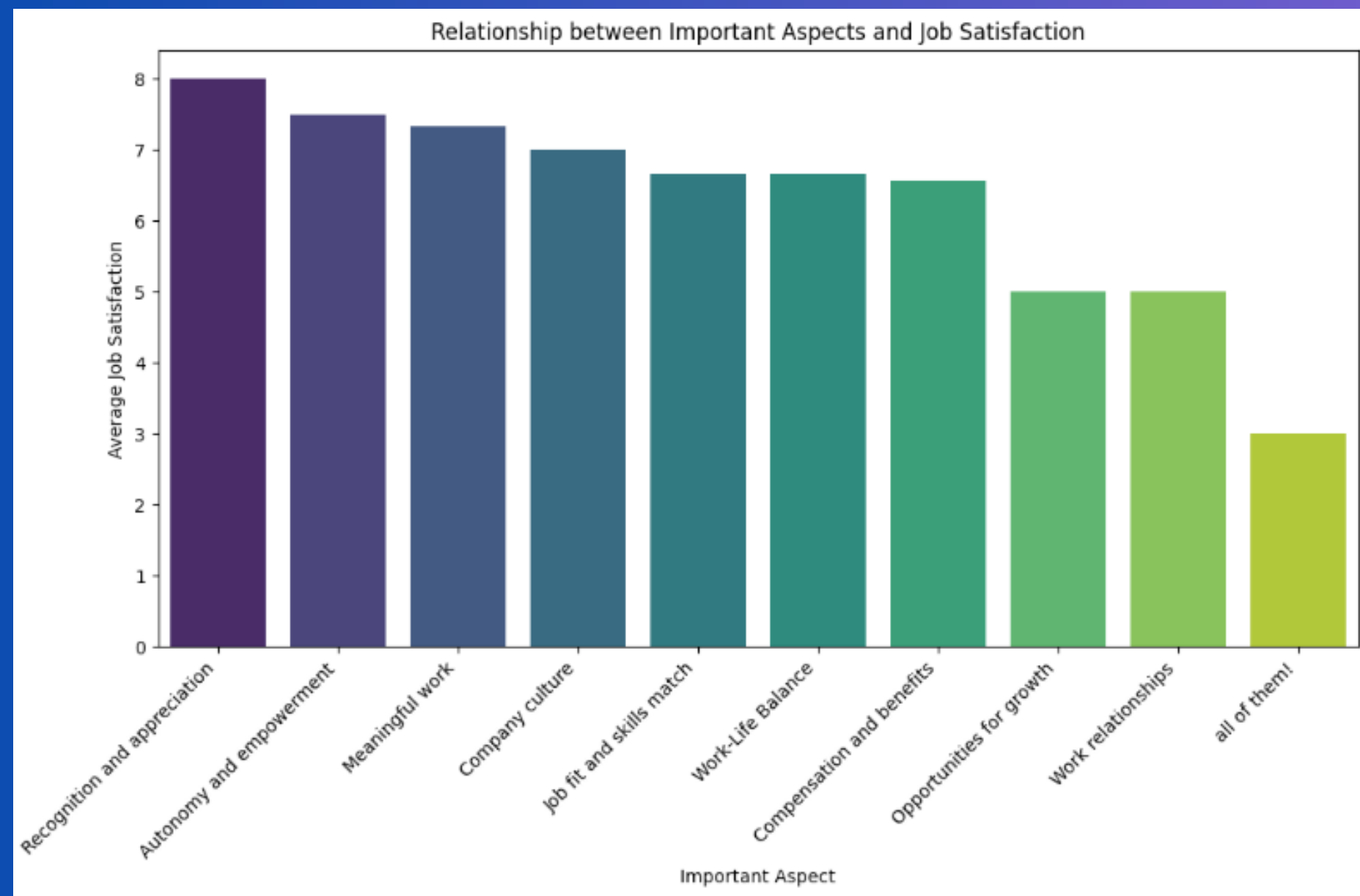
Back to our survey results, the answer “Work-life balance” came up as a first choice at the question:

“What aspect of your job contribute most to your overall satisfaction?”

We can also notice differences between each age range.

Age range	Most important aspect(s)
18 - 24	Meaningful work
25 - 34	Work-life balance, opportunities for growth and work relationships
35 - 64	Compensation and benefits

Job characteristics Analysis – Most important aspects

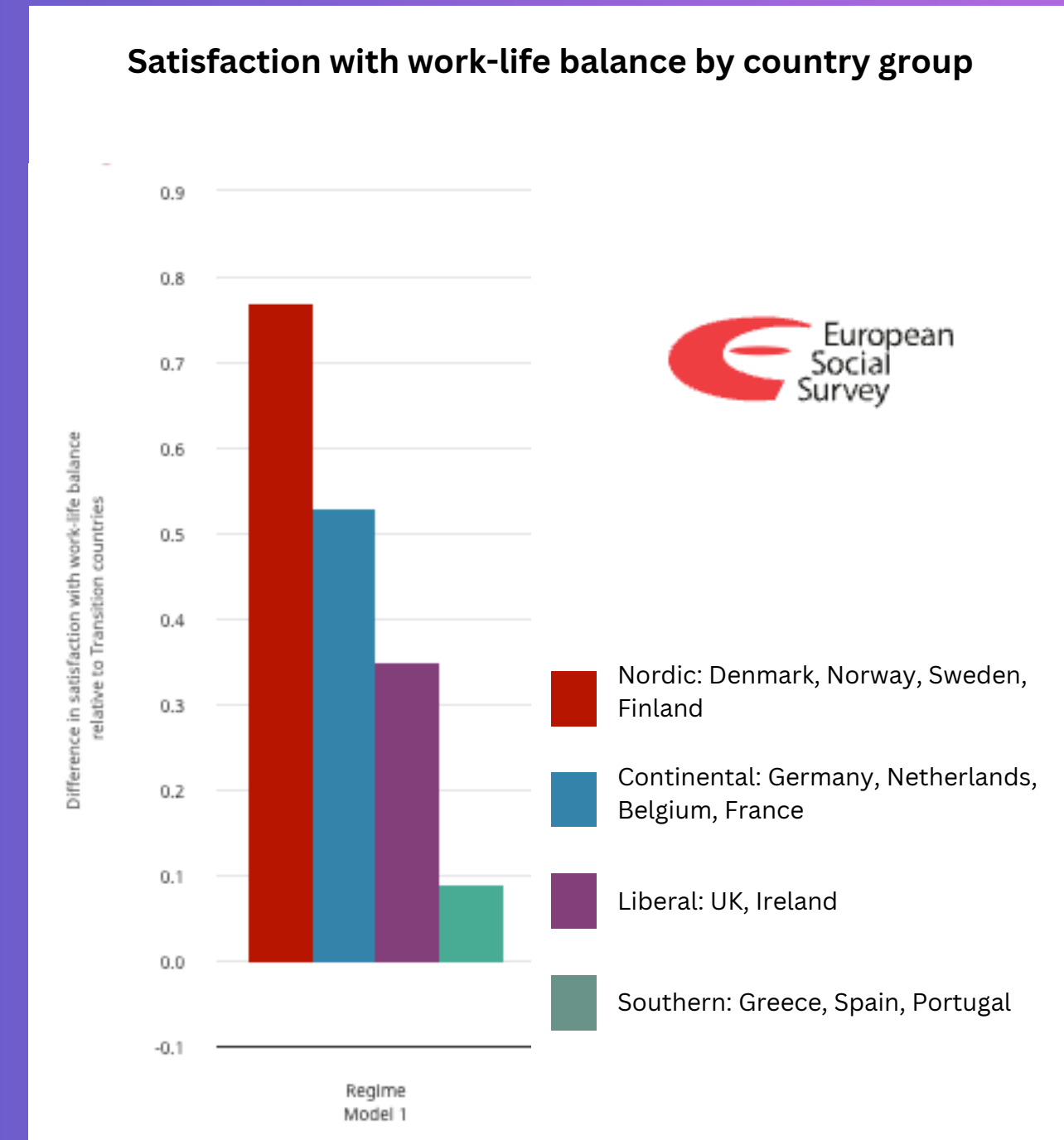


HOWEVER, the average satisfaction of those who selected that aspect only comes at the 6th position.

Other critical criteria needing improvements:

- Compensation and benefits
- Opportunities for growth
- Work relationships

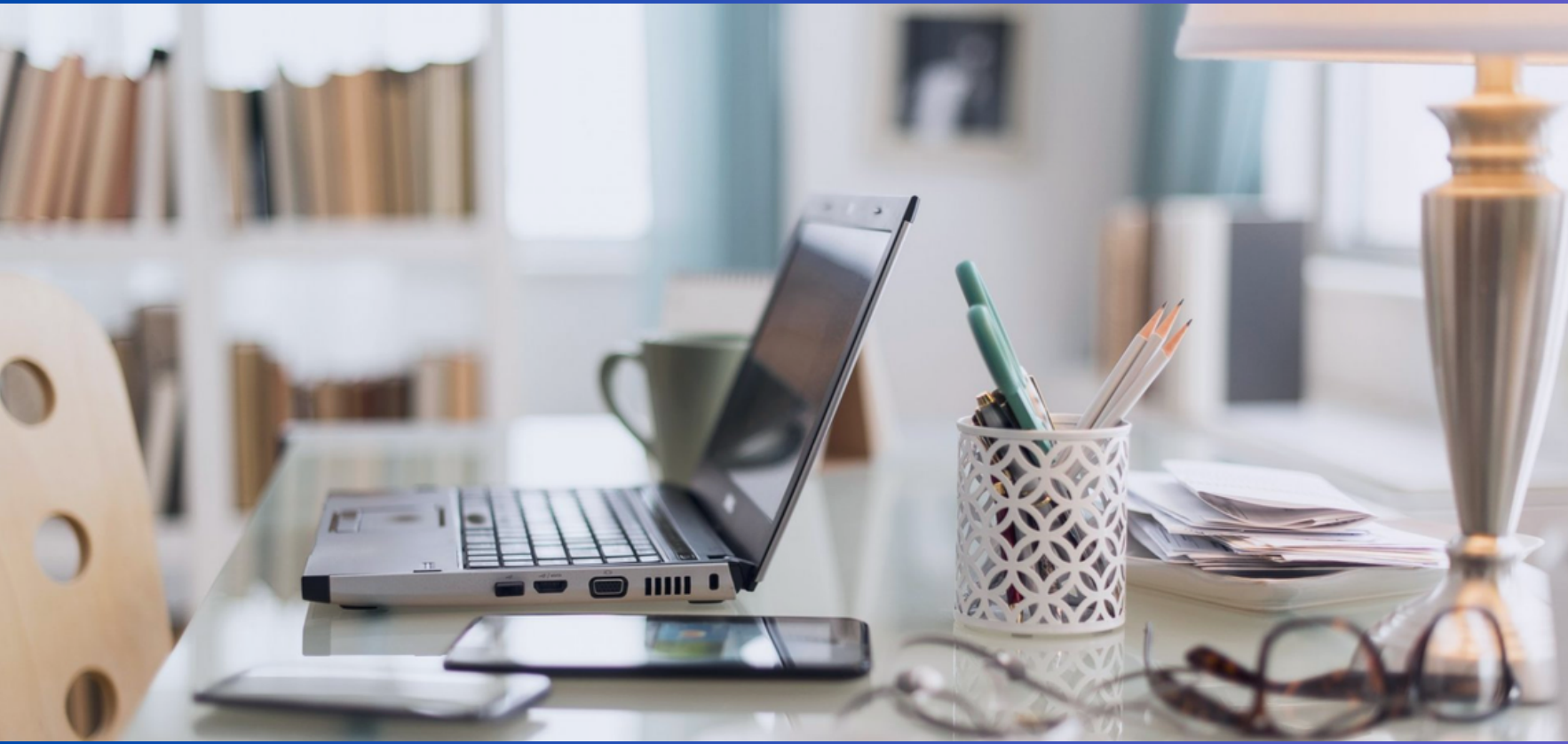
What needs to be taken into account to improve employees work-life balance ?



Source: European Social Survey.

Step 4: Conclusions

- Age, gender, or job level are not enough to justify the job satisfaction or happiness level.
- However, as it is strongly correlated, an employee satisfied by his job will be happier. For managers, it is important as we know that happy employees will also be more productive and engaged.



- Work-life balance is the most correlated aspect with the job satisfaction score. It can be improved by increasing the remote frequency of employees but also depends on working hours, autonomy and flexibility.
- All those results need to be nuanced by the size of my sample.

Thank You !!

Any questions?
