The original presented study from the previous chapter:

A company with work sites in five different countries has sent you data on employee satisfaction rates for workers in Human Resources and workers in Information Technology. Most HR workers are concentrated in three of the countries, while IT workers are equally distributed across worksites. The company requests a report on satisfaction for each job type. You calculate average job satisfaction for HR and for IT and present the report.

How to increase average job satisfaction? Poor job satisfaction creates an environment which is toxic to the company. It leads to workers who don't want to be there, poor job performance, and decreased revenue and profits. In exit interviews, employees name "low teamwork ethic" and "poor communication" as major motivations to leave.

Adding monthly team retreats will increase job satisfaction by decreasing feelings of "no-teamwork" and poor communication.

Describe the design of the experiment, the analysis plan, and set benchmarks:

At **each** of the work sites, set up 4 groups of employees, 2 groups of IT employees and 2 groups of HR employees. One group of each sub-type of employee will belong to the "Retreats" group and the other will belong to the "non-Retreats" group. The variable of interest is average job satisfaction in "Retreats" and non-Retreats groups. This is an A/B manipulation where Retreats are implemented or not implemented.

We will compute the average job satisfaction for three months before the study and compare it to the average job satisfaction in the "Retreats" and "non-Retreats groups" for three months during the study. The average job satisfaction will be computed at each site that the company has workers in, and the average from each country will be computed leading to a list of average job satisfaction by country and then added all together for an overall job satisfaction rate.

If average job satisfaction in the next three months increases by 10% among the "Retreats" members, conclude that monthly team retreats is effective and implement the policy across the entire company. If average job

satisfaction in the next three months decreases among "Retreats" members, but by less than one standard deviation, observe for three more months before deciding. If average job satisfaction does not increase in three months, cancel the monthly team retreats policy.