Survey feedback

1. Goal and Description

The goal of this project is to conduct a comprehensive survey within Strides company, focusing on various aspects related to Leadership & Communication, Learning & Career, Compensation & Reward, Work, Workplace, and Managerial effectiveness. The survey aims to gather feedback from employees regarding their perceptions and experiences across these dimensions, thereby providing valuable insights into organizational dynamics and areas for improvement.

Survey Questions Overview: -

The survey encompasses a range of questions addressing different facets of organizational functioning. These questions delve into employees' perspectives on leadership effectiveness, communication channels, opportunities for growth and development, compensation fairness, job satisfaction, work-life balance, workplace culture, managerial support, and more.

Some of the key themes explored in the survey questions include: -

- Leadership & Communication: Assessing the approachability, responsiveness, and accountability of senior management, as well as the transparency and effectiveness of communication channels within the organization.
- Learning & Career: Evaluating employees' perceptions of empowerment, opportunities for skill development, and career progression prospects within Strides.
- Compensation & Rewards: Investigating the effectiveness of performance assessment processes, fairness of compensation, and satisfaction with company policies related to rewards and promotions.
- Work: Examining factors such as decision-making autonomy, job variety, work satisfaction, work-life balance, recognition, and value perceived by employees.
- Workplace: Assessing inclusivity, support from HR, safety, collaboration, alignment of leadership actions with organizational values, and clarity on long-term organizational goals.
- Managerial Effectiveness: Evaluating employees' comfort levels in approaching managers, perceptions of managerial support, interpersonal skills of immediate supervisors, clarity on goals, and engagement in career development discussions.

2. Methodology and Technology Used

Technologies used: -
Excel - Data Cleaning.
Power BI – Creating reports and data modeling.

Methodology: -
- Removed irrelevant columns to streamline the data and improve readability.
- corrected typos in the free-text feedback data to enhance clarity and coherence.
- Utilized Excel for data cleaning tasks, ensuring accuracy and consistency.
- Merged relevant free-text feedback data for better analysis and interpretation.

Data Visualization with Power BI: -

- Imported the cleaned data into Power BI for further analysis and visualization.
- Did data modeling in Power BI to integrate data from different pages based on a common identifier which was (ID - columns) from OS and Data page.
- Created slicers for location and review rating to facilitate dynamic filtering and to enhancing user interactivity.
- Added a "Clear All" slicer button for dashboard reset functionality and ease of navigation.
- Created donut charts to represent the percentage of review scores for each question category.
- Created KPIs to display the overall average review score per question category.
- Created a matrix including columns for ID, name, department, survey question, happiness index, individual score and feedback enabling comprehensive analysis and comparison.
- Constructed filtering options based on review scores (ranging from 1 to 5) to provide flexibility in data exploration.
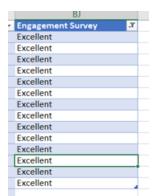
Here are few pictures of data cleaning

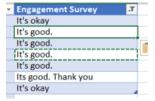
Before and After

Before and After

Block 1 — Before (left)

Engagement Survey
Good.
Good initiative.
Goo
Good 🔲
Goog
Gud
Goid
Good initiatives
Giod

Block 1 — After (right)

Engagement Survey
Good.
Good initiative.
Good.
Good.
Good.
Good.
Good.
Good initiative.
Good.

Before and After

Block 2 — Before (left)

Engagement Survey
It's okay
Its good
It's good
It's good.
It's good
Its good. Thank you
Its ok

Block 2 — After (right)

Engagement Survey
It's okay
It's good.
It's good.
It's good.
It's good.
Its good. Thank you
It's okay

Before and After

Block 3 — Before (left)

Engagement Survey
Thanks
Thanks for survey
Thanks for survey
Thanks for survey.
Thanks
Thanks
Thanks
Thanku
Thank you 🔲
Thanks
Thank you seek for this survey
Thanks
Thank you.
Thanks
Thanks you
Thanku
Thanks
Thankyou
Thanks
Thank you team
Thanku
Thanks
Thanks
Thanks
Thanks and good survey
Thanks
Thanks
Thanks
Thanks
Thanks

Block 3 — After (right)

Engagement Survey
Thank you
Thanks for survey
Thanks for survey
Thanks for survey.
Thank you
Thank you
Thank you
Thank you
Thank you
Thank you
Thank you seek for this survey
Thank you
Thank you
Thank you
Thank you
Thank you
Thank you
Thank you
Thank you
Thank you
Thank you
Thank you
Thank you
Thank you
Thanks and good survey
Thank you
Thank you
Thank you
Thank you
Thank you

Before and After

Block 4 — Before (left)

Engagement Survey
Yes
Yes
Yes
Yes
Yessss
Yes
Yes
Very useful
Very useful..
Very useful
Yes
Yes
Yes
Yes

Block 4 — After (right)

Engagement Survey
Yes
Yes
Yes
Yes
Yes
Yes
Yes
Very useful
Very useful
Very useful
Yes
Yes
Yes
Yes

Before and After

Removed columns from Data page

Tenure	DOJ - Year	DOJ	Department	
> 5 Years	2010	2010-05-05	Regulatory Affairs	

Department 2
Regulatory Affairs (RGAD00083)

Designation	Level	Custom 1	Custom 2	Engagement	Engager
Senior Team	Senior	N.A	Strides-Bangalore-R	Yes	English