Objective: This project analyzes whether remote or on-site teams report higher satisfaction, using a simulated dataset of employee survey results. The goal is to evaluate trends that can support HR policy decisions regarding hybrid or remote work environments.

Dataset: The dataset is simulated for illustrative purposes and includes 30 entries with the following variables:

- Department
- Tools used (Zoom, Slack, etc.)
- Satisfaction score (scale of 1–10)
- Number of support tickets
- Work type (Remote or On-site)

Tools Used :

- Google Sheets (for formulas and charting)
- =AVERAGEIF function
- Bar chart for visual comparison

Analysis: Calculated average satisfaction scores separately for Remote and On-site workers using =AVERAGEIF

- Created a bar chart to visually compare both averages
- Compared tool usage frequency and ticket support count for exploratory insights

Findings: Average On-site Satisfaction: 7.7

Average Remote Satisfaction: 7.1 On-site teams reported slightly higher satisfaction overall. While the difference is not extreme, it may point to workplace structure or communication tools as influencing factors.

Conclusion & Recommendations: While both work environments support relatively high satisfaction, on-site teams scored slightly higher. A deeper dive into tool usage and ticket volume may help explain the gap. Organizations should consider maintaining strong support and communication tools for remote teams to close the gap