

Employee Satisfaction Dashboard Report

Period: [Assumed snapshot — date not provided]

Source: <https://www.kaggle.com/datasets/redpen12/employees-satisfaction-analysis/>

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Executive Summary

The overall average employee satisfaction stands at 0.61 on a scale from 0 to 1. While this is moderate, it suggests room for improvement. Satisfaction is influenced most by project workload and tenure. A notably low promotion rate (2%) and moderate accident rate (14%) highlight areas of concern regarding career progression and workplace safety.

Key Insights

1. Influencers of Satisfaction

- Employees with 3–5 projects show the highest increase in satisfaction (+0.14).
- Employees who’ve spent 2 years or less at the company have higher satisfaction (+0.11).
- Having 2–3 projects also positively correlates with satisfaction (+0.10).

Interpretation: Balanced workloads and early-career employees tend to be more satisfied. Over- or under-utilization likely reduces morale.

2. KPIs at a Glance

KPI	Value
Avg Satisfaction	0.61
Avg Evaluation Score	0.72
Work Accident Rate	14%
Promotion Rate (5 yrs)	2%
Average Monthly Hours	8.74 hours/day

Observation: While performance evaluations are fairly high, the low promotion rate may lead to long-term disengagement. A 14% accident rate also indicates a need for safety interventions.

3. Satisfaction by Salary

- Employees with high salaries report the highest satisfaction.
- Low salary correlates with lower satisfaction.

Interpretation: Salary plays a clear motivational role. Pay equity and perceived fairness could affect retention.

4. Departmental Satisfaction Differences

- Departments such as management, marketing, IT, and sales show higher satisfaction levels.
- Others, like technical, support, accounting, and product management, lag.

Interpretation: Differences may stem from culture, workload, or career development opportunities within departments.

Business Recommendations

1. Optimize Workload Distribution

- Maintain 3–5 project assignments to keep employees engaged but not overburdened.
- Identify underloaded employees for potential task reallocation.

2. Early Tenure Engagement Programs

- Create structured onboarding, mentorship, and quick-win achievements for new employees (first 2 years).
- Monitor satisfaction decline post-year 2 to address stagnation risk.

3. Revamp Career Development & Promotions

- The 2% promotion rate is alarmingly low.
- Introduce transparent promotion criteria, upskilling programs, and internal job mobility pathways.

4. Improve Safety Measures

- With 14% accident involvement, invest in:
 - Safety training
 - Hazard audits

- Anonymous reporting channels

5. Review Salary Structures

- Consider salary benchmarking by role and region.
- Introduce performance-based bonuses or equity incentives to retain top performers.

6. Departmental Deep-Dives

- Conduct internal surveys or focus groups in low-satisfaction departments to uncover specific issues (e.g., management style, recognition, workload, team dynamics).