

# Employee Issue Analysis and Data-Based Justifications

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## 1 Employee Analysis and Data-Based Justifications

Employee ID	Key Concerns	Personalized Questions (with Justifications)
EMP0009	High sick leave, low meetings, high reward decay	<ol style="list-style-type: none"><li>1. You've taken significant sick leave—do you feel your workload is affecting your health? (Sick Leave Factor: 9.02)</li><li>2. You attend very few meetings. Do you feel disconnected from your team? (Meetings Attended: 2)</li><li>3. Your reward points have decayed significantly. Do you feel your efforts are recognized enough? (Decayed Reward Points: 74.64)</li><li>4. Are you satisfied with your work-life balance? (Work Hours Mean: 8.14)</li><li>5. If you could change one thing about your work environment, what would it be? (Decayed Emotion Score: 0.73)</li></ol>
EMP0012	High engagement, low performance rating, high dissatisfaction	<ol style="list-style-type: none"><li>1. Do you feel your performance review was fair? (Performance Rating: "Needs Improvement")</li><li>2. Are meetings productive, or do they take up too much time? (Meetings Attended: 7)</li><li>3. Do you see career growth opportunities? (No promotion consideration)</li><li>4. How satisfied are you with feedback from your manager? (Decayed Vibe: 4.14)</li><li>5. What challenges limit your performance? (High workload but low rating)</li></ol>
EMP0040	Poor onboarding, high sick leave, no meetings, high sentiment decay	<ol style="list-style-type: none"><li>1. You don't attend meetings but are highly active on Teams—do you prefer async communication? (Teams Messages: 47, Meetings: 0)</li><li>2. How has your onboarding experience impacted your engagement? (Onboarding Feedback: Poor)</li><li>3. Do you feel supported in your role? (High sick leave, No meetings)</li><li>4. Your sick leave usage is high. Do you feel the work environment is affecting your well-being? (Sick Leave Factor: 9.46)</li><li>5. What would make your job experience more fulfilling? (Decayed Vibe: 4.15)</li></ol>
EMP0056	Low work hours, high annual leave, high reward decay	<ol style="list-style-type: none"><li>1. You rely more on emails than Teams—do you feel disconnected from your team's communication style? (Teams Messages: 3, Emails Sent: 23)</li></ol>

		<p>2. You've taken significant leave recently—do you feel your workload is overwhelming? (Annual Leave Factor: 11.60)</p> <p>3. Your work hours are lower than average—do you feel underutilized? (Work Hours Mean: 5.06)</p> <p>4. Your reward points have decayed a lot. Do you feel your contributions are not being acknowledged? (Decayed Reward Points: 131.29)</p> <p>5. What can we do to improve your engagement and job satisfaction? (High leave + Low work hours)</p>
EMP0071	High performer but no promotion consideration	<p>1. You have a high meeting and communication workload—do you feel your time is managed efficiently? (Meetings Attended: 10, Teams Messages: 64)</p> <p>2. Your performance is great, but there's no promotion consideration—do you feel there's room for career growth? (Performance: "Exceeds Expectations")</p> <p>3. Do you feel your current responsibilities align with your long-term career goals? (No promotion consideration)</p> <p>4. Would you be interested in mentorship or leadership opportunities within your team? (High engagement, potential for leadership)</p> <p>5. What is one thing the company can do to make your experience even better? (Decayed Vibe: 1.67)</p>
EMP0108	Poor performance, high work hours, low sentiment	<p>1. Do you feel overworked or stressed in your role? (Work Hours Mean: 9.58)</p> <p>2. Do you think your performance rating reflects your efforts? (Rating: "Needs Improvement")</p> <p>3. What kind of support would help you perform better? (High work hours but low sentiment)</p> <p>4. How do you feel about recognition at work? (Decayed Reward Points: 8.19)</p> <p>5. Are there any work-life balance issues affecting you? (Low sentiment score)</p>
EMP0130	Low communication, low work hours, decent performance	<p>1. Do you feel engaged with your team despite low communication? (Teams Messages: 35)</p> <p>2. Are you satisfied with your current workload? (Work Hours Mean: 7.91)</p> <p>3. Do you believe you have enough growth opportunities? (Meets Expectations)</p> <p>4. How do you prefer to communicate with your team? (Emails Sent: 5, Teams Activity: Low)</p> <p>5. What can make your role more engaging? (Decayed Emotion Score: 4.13)</p>
EMP0133	Medium Performance, Low Recognition, No Promotion Consideration	<p>1. Do you feel recognized for your efforts? (Performance Rating: "Meets Expectations")</p> <p>2. Would leadership training interest you? (No promotion consideration)</p> <p>3. How satisfied are you with your responsibilities? (Work Hours Mean: 7.06)</p> <p>4. Do you feel your performance reviews are fair? (No performance improvement despite effort)</p>

		5. What career growth opportunities would you like? (No promotion path)
EMP0136	Low Performance, High Meetings, Low Engagement	1. Do you feel meetings disrupt your work? (Meetings Attended: 8, but low messages/emails) 2. How do you feel about your performance evaluation? (Performance Rating: "Needs Improvement") 3. Are there any obstacles affecting your productivity? (Work Hours Mean: 4.98) 4. Do you feel engaged with your team? (Low communication: Teams: 7, Emails: 5) 5. What can help improve your job satisfaction? (High Decayed Reward Points: 87.64)
EMP0173	High Leave Balance, High Engagement, Good Performance	1. Do you feel your workload justifies your leave? (Annual Leave Factor: 12.22) 2. How can we ensure you stay motivated? (High engagement but limited career growth) 3. Do you feel recognized for your contributions? (Decayed Reward Points: 19.52) 4. What additional support do you need? (Work Hours Mean: 8.29) 5. Are there career opportunities you'd like to explore? (No promotion consideration)
EMP0463	High Casual Leave, Moderate Engagement, Meets Expectations	1. Your casual leave usage is high—do you feel overwhelmed or need better work-life balance? (Casual Leave Factor: 12.28) 2. You have moderate engagement but few meetings—do you feel team collaboration is effective? (Meetings Attended: 5) 3. Do you think your work is recognized fairly? (Decayed Reward Points: 1.98) 4. Are you interested in career growth opportunities within the company? (Performance Rating: "Meets Expectations") 5. What improvements would make your job more engaging? (Decayed Emotion Score: 2.00)
EMP0479	Low Engagement, High Reward Decay, Needs Improvement	1. Your reward points have decayed significantly—do you feel your contributions are recognized? (Decayed Reward Points: 249.36) 2. You have very low meeting participation—do you feel disconnected from your team? (Meetings Attended: 0) 3. Do you feel your current workload is manageable? (Work Hours Mean: 5.04) 4. Would you be interested in mentorship or leadership training? (Performance Rating: "Needs Improvement") 5. What changes would make your work experience better? (Decayed Emotion Score: 0.85)