

Employee Issue Analysis and Data-Based Justifications

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Introduction

This report analyzes employee data for rows 26-30 (corresponding to employees EMP0418, EMP0445, EMP0447, EMP0458, and EMP0463) from the master dataset. Based on careful examination of activity patterns, performance metrics, and sentiment indicators, we have developed personalized questions to help understand and address potential issues affecting employee satisfaction and engagement.

Employee Analysis and Data-Based Justifications

Employee ID	Key Concerns	Personalized Questions (with Justifications)
EMP0418	High annual leave, low team engagement, high reward decay despite good performance	<ol style="list-style-type: none">1. You've taken significant annual leave recently - do you feel you need more support in managing your workload? (Annual Leave Factor: 19.64)2. You don't attend meetings and have minimal Teams communication - do you feel disconnected from your team? (Meetings: 0, Teams Messages: 4)3. Despite exceeding expectations in your performance, your reward points have decayed. Do you feel your efforts are adequately recognized? (Decayed Reward Points: 72.35)4. You had excellent onboarding feedback - what aspects of the onboarding helped you most in your role? (Onboarding Feedback: Excellent)5. What would make your work experience more engaging and fulfilling? (Low team engagement metrics but high performance)

EMP0445	High communication but low meetings, high rating but only meets expectations feedback, no promotion consideration, negative emotion	<p>1. You're very active on Teams but attend fewer meetings - do you prefer asynchronous communication over meetings? (Teams Messages: 89, Meetings: 6)</p> <p>2. Your performance rating is high, but your manager feedback is "Meets Expectations" - do you feel your performance is being fairly evaluated? (Performance Rating: 4.0, Manager Feedback: Meets Expectations)</p> <p>3. You're not being considered for promotion despite your high rating - how do you feel about your career growth opportunities? (No promotion consideration)</p> <p>4. You have a negative emotion zone score but a high vibe - how would you describe your current job satisfaction? (Emotion Zone: -0.57, Vibe: 3.12)</p> <p>5. What kind of recognition would be most meaningful to you? (Decayed Reward Points: 67.48)</p>
EMP0447	Mismatch between performance rating and manager feedback, high workload, casual leave usage	<p>1. Your manager feedback is "Exceeds Expectations" but your performance rating is 2.0 - do you think there's a disconnect in how your performance is evaluated? (Performance Rating: 2.0, Manager Feedback: Exceeds Expectations)</p> <p>2. You have high work hours and communication metrics - do you feel your workload is manageable? (Work Hours Sum: 20.02, Teams Messages: 69)</p> <p>3. You've been recognized for leadership excellence - are you interested in taking on more leadership opportunities? (Leadership Excellence Count: 1.0)</p> <p>4. You've taken some casual leave recently - do you feel you have a good work-life balance? (Casual Leave Factor: 6.81)</p> <p>5. With promotion consideration in your future, what kind of growth opportunities are you most interested in? (Promotion Consideration: True)</p>

EMP0458	High sick leave, high workload, excellent performance but no promotion, negative emotions, high reward decay	<p>1. You've taken significant sick leave recently - do you feel your workload is affecting your wellbeing? (Sick Leave Factor: 10.84, Work Hours Mean: 9.45)</p> <p>2. Despite your "Exceeds Expectations" feedback, you're not being considered for promotion - how do you feel about your career progression? (Manager Feedback: Exceeds Expectations, No promotion consideration)</p> <p>3. You've been recognized for both innovation and leadership excellence - do you feel your contributions are valued? (Innovation Award: 1, Leadership Excellence: 1)</p> <p>4. Your reward points have decayed significantly and your emotion zone is negative - do you feel your efforts are being adequately recognized? (Decayed Reward Points: 90.36, Emotion Zone: -0.79)</p> <p>5. What could help improve your overall job satisfaction and wellbeing? (Negative emotion metrics despite high performance)</p>
EMP0463	High annual leave, low engagement, disconnect between emotion and vibe, no promotion consideration	<p>1. You've taken significant annual leave - do you feel you need time away from work to maintain balance? (Annual Leave Factor: 12.28)</p> <p>2. Your communication metrics are relatively low - do you feel engaged with your team? (Teams Messages: 7, Emails: 10)</p> <p>3. You've been recognized for leadership excellence - are you interested in more leadership opportunities despite no current promotion consideration? (Leadership Excellence: 1, No promotion consideration)</p> <p>4. There seems to be a disconnect between your negative emotion zone and positive vibe score - how would you describe your current job satisfaction? (Emotion Zone: -1.06, Vibe: 2.01)</p> <p>5. What aspects of your role do you find most fulfilling, and what changes would enhance your work experience? (Performance Rating: 3.0, Meets Expectations)</p>

Analysis Approach

Each employee's data was analyzed to identify potential misalignments between performance metrics, work patterns, and satisfaction indicators. The personalized questions aim to uncover underlying causes of potential issues by focusing on five key areas:

1. Work-life balance concerns: Examining leave patterns, work hours, and their impact

on wellbeing.

2. Performance recognition alignment: Investigating discrepancies between ratings, feedback, and career progression.
3. Team engagement factors: Assessing communication patterns and meeting participation.
4. Career growth opportunities: Exploring promotion considerations and leadership development.
5. Overall job satisfaction: Identifying emotional indicators that may signal engagement issues.

Implementation Context

These personalized questions will be incorporated into the AI Conversation Bot being developed for Deloitte's People Experience team. The bot will use this analysis to automatically identify employees who may benefit from targeted conversations, gather their feedback, and provide meaningful insights to management while escalating serious concerns when necessary.