HUMAN RESOURCE MANAGEMENT AND ANALYTICS
THE CAPSTONE PROJECT

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PROJECT TITLE

EXPLORING KEY DRIVERS OF EMPLOYEE ENGAGEMENT, CULTURAL FIT, WELLNESS, DIVERSITY AND HAPPINESS IN IT COMPANIES: A COMPREHENSIVE ANALYSIS

PROJECT ABSTRACT

This project explores the key drivers of employee engagement, cultural fit, wellness, and overall happiness in the IT sector. We analyzed survey data from 54 IT company employees, focusing on four main indexes: Engagement, Cultural, Wellness, Diversity and Overall Employee Happiness. Using correlation and regression analysis, we identified significant factors influencing these indexes and examined gender differences in wellness and happiness perceptions. The findings will provide actionable recommendations for improving HR practices in IT companies, aiming to create a positive work environment and enhance employee satisfaction and retention.

To explore this topic, we can examine the following sub-topics:

1. **What factors significantly influence employee engagement in IT companies, and how do these factors correlate with overall employee happiness?**

Objective: To identify and analyze the primary drivers of employee engagement and their relationship with overall happiness using correlation and regression analysis.

2. **How does cultural fit within an organization impact employee wellness and overall happiness in the IT sector?**

Objective: To examine the influence of cultural fit on employee wellness and happiness, and determine the strength of these relationships through statistical analysis.

3. **What is the effect of employee wellness programs on overall happiness, and how do gender diversity change perceptions of wellness and happiness in IT companies?**

Objective: To explore the impact of wellness initiatives on employee happiness, and analyze gender differences in these perceptions using pivot tables and regression models.

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AREA OF RESEARCH AND RESEARCH OBJECTIVE

Area of Research:

The area of research focuses on understanding and improving employee engagement, cultural fit, wellness, and overall happiness within the workplace, with a particular emphasis on the information technology sector. This research investigates various factors, such as employee engagement levels, organizational culture, wellness programs, and demographic differences, to determine their impact on overall employee well-being. The study aims to explore the relationship between these factors and outcomes like job satisfaction, productivity, and retention. By conducting detailed analyses of survey data collected from IT companies, this research will provide insights into the most effective approaches to enhancing employee engagement, cultural alignment, wellness, and happiness.

Research Objectives:

Identify Key Factors: To identify the primary factors that influence employee engagement, cultural fit, wellness, and overall happiness in the workplace, particularly in the information technology sector.

Analyze Impact: To analyze the impact of these factors on overall employee well-being and job satisfaction, using statistical methods such as correlation and regression analysis.

Develop Strategies: To develop effective strategies and practices that can enhance employee engagement, cultural alignment, wellness, and happiness based on the identified factors.

Compare Practices: To compare the perceptions of wellness and happiness between male and female employees, providing insights into gender-specific needs and preferences.

Assess Outcomes: To assess the effectiveness of various employee engagement and wellness strategies in improving job satisfaction, productivity, and retention rates.

Providing Recommendations: To provide actionable recommendations for IT companies to improve employee engagement, cultural fit, wellness programs, and overall employee happiness, thereby creating a more supportive and motivated work environment.

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DATA COLLECTION METHOD

Google Form Link - HR SURVEY - Google Forms

Dataset Link

https://docs.google.com/spreadsheets/d/1H0NHkGI6q7mByhIjw6CK5sCg_v9aPLSnXyEsNkg4teg/edit?usp=sharing

A well-structured data collection process is crucial for identifying issues and implementing effective solutions. We employed a primary data collection method, gathering information directly from professionals in the Information Technology sector. This was achieved through surveys using Google Forms, distributed among various professionals. The questionnaires were categorized to measure the Engagement Index, Cultural Index, Overall Happiness Index, Wellness Index, and Diversity Index. Responses were recorded on a 7-point Likert scale. 54 respondents have been collected and analyzed to determine the Problem statement, Objectives, Area of research etc.,

PROFILE OF THE ORGANISATION WITHIN THE CASE STUDY

Overview of the IT Sector

The Information Technology (IT) sector is a critical industry that drives innovation and enhances efficiency across numerous domains worldwide. This sector includes a wide array of companies, ranging from large multinational corporations to smaller specialized firms, all contributing to the development, implementation, and management of technology-based solutions. The IT sector is composed of various sub-industries such as software development, hardware manufacturing, IT services, cloud computing, cybersecurity, and more.

In recent years, the IT sector has experienced substantial growth due to the rise of digital transformation initiatives, increased demand for cloud services, and a heightened focus on cybersecurity. This growth necessitates significant investment in human capital, as organizations need to attract, retain, and develop skilled professionals to maintain competitiveness.

Demographics of Surveyed Organizations

Our study encompasses a diverse array of organizations within the IT sector. The survey respondents represent various company sizes, geographic locations, and specializations within the industry. Here are some key demographic details of the organizations included in our analysis:

i) Company Size:
- **Small Enterprises (1-100 employees):** Representing **25% of** our sample, these organizations typically focus on niche markets or specialized services.
- **Medium Enterprises (101-1000 employees):** Comprising **45%** of our sample, these companies balance innovation with scalable solutions, operating both locally and internationally.
- **Large Enterprises (1001+ employees):** Making up **30%** of our sample, these multinational corporations are leaders in technological advancements and have a significant global market presence.

ii) Geographic Distribution:

- **Tier-1 Cities in India: 90%** of the surveyed responses come from individuals located in Tier-1 cities such as Bengaluru, Mumbai, Delhi, and Kolkata.

- **Tier-2 Cities in India: 10%** of the surveyed responses come from individuals located in Tier-2 cities such as Mysuru, Visakhapatnam, and Patna.

iii) Specializations:

- **Software Development: 35%** of the organizations primarily engage in developing software products and solutions.

- **IT Services and Consulting: 25%** of the organizations offer IT consulting services.

- **Cloud Computing and Data Management: 20%** of the organizations focus on providing cloud-based solutions and data management services.

- **Cybersecurity: 10%** specialize in cybersecurity.

- **Other: 10%** of the organizations work in various other fields, including hardware manufacturing, network infrastructure, and AI/ML technologies.

iv) Experience Levels - Pie Chart & Tabular Breakdown:

Table – 1 Experience Levels

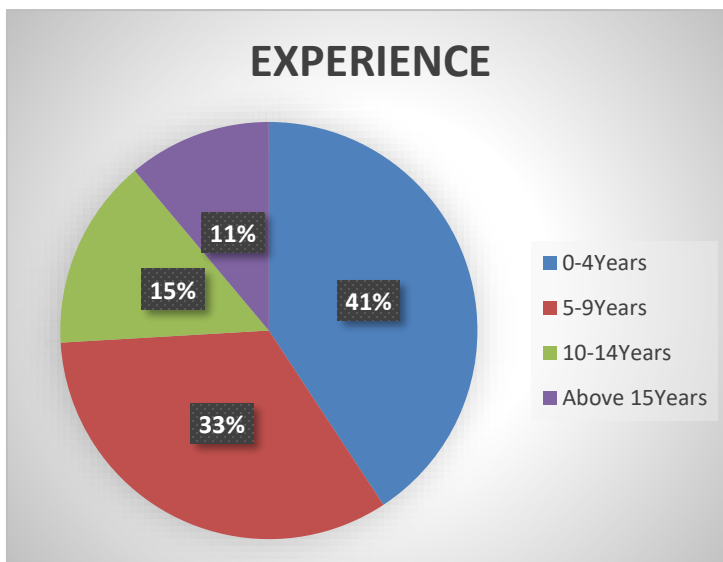| Experience	Samples
0-4Years	22
5-9Years	18
10-14Years	8
Above 15Years	6

Fig 1 Diversity in Experience in Percentage

v) Gender Diversity - Pie Chart & Tabular Breakdown:

Table – 2 Gender Diversity

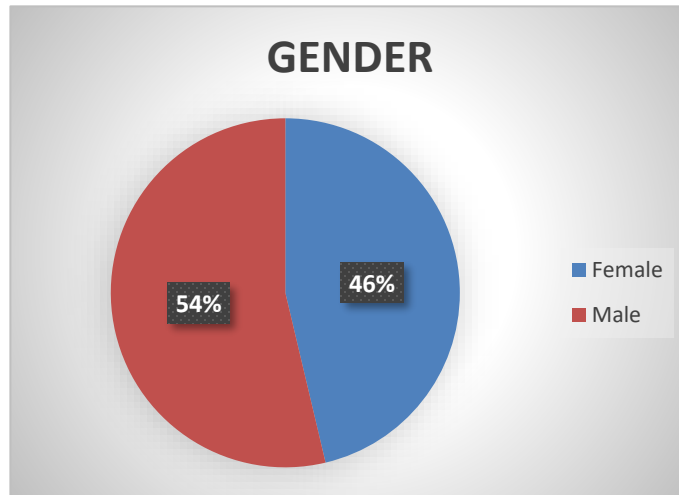| Gender	Samples
Female	25
Male	29

Fig 2 Diversity in Gender in Percentage

Conclusion

The IT sector is rapidly evolving, leveraging a diverse workforce, innovative organizational cultures, and effective HR practices. Understanding the profile of these organizations provides a solid foundation for analysing HR metrics, which can inform actionable insights to enhance HR management within the IT sector, particularly in areas such as employee engagement, organizational culture, and career progression.

THEORETICAL UNDERSTANDING OF KEY CONCEPTS RELATED TO THE PROBLEM

1. Employee Engagement:

Employee engagement refers to the level of an employee's emotional commitment and involvement with their organization.

- **Impact on Performance:** High levels of engagement are correlated with increased productivity, better performance, and lower turnover rates.
- **Drivers of Engagement:** Factors such as meaningful work, recognition, growth opportunities, and a supportive work environment play crucial roles in fostering engagement.

Relevance to Research:

Understanding what drives employee engagement in IT companies helps identify strategies to enhance it, thereby improving overall employee happiness and organizational performance.

2. Cultural Fit:

Cultural fit refers to how well an employee's values, beliefs, and behaviors align with the core values and culture of the organization.

- **Alignment of Values:** Employees who share the same values as their organization are more likely to feel a sense of belonging.
- **Impact on Collaboration:** Cultural fit enhances teamwork and communication, as employees are more likely to understand and align with each other's working styles and attitudes.

Relevance to Research:

Examining cultural fit helps understand its influence on employee wellness and happiness, providing insights into how organizations can improve their culture to better support their employees.

3. Employee Happiness:

Employee happiness refers to the overall well-being and satisfaction of the employee.

- **Job Satisfaction:** Includes factors like job security, role clarity, and opportunities for professional development.
- **Work-Life Balance:** The ability to balance work responsibilities with personal life.

Relevance to Research:

Understanding the factors that contribute to employee happiness is essential for developing initiatives that enhance well-being and retain talent in IT companies.

4. Employee Wellness:

Employee wellness encompasses physical, mental, and emotional health initiatives provided by an organization to support the well-being of its employees.

- **Physical Health:** Includes fitness programs, health screenings, and medical benefits.
- **Mental Health:** Involves stress management, counseling services, and creating a supportive work environment.

Relevance to Research:

Analysing wellness programs helps understand their impact on employee happiness and overall productivity.

5. Gender Differences in Perceptions:

Gender differences in perceptions refer to the variations in how male and female employees experience and rate aspects of their work environment.

- **Impact on Wellness and Happiness:** Understanding these differences can help tailor wellness and engagement strategies to be more inclusive and effective.

Relevance to Research:

Examining gender differences provides insights into how wellness and engagement initiatives can be optimized to cater to the diverse needs of the workforce in IT companies.

LIST OF METRICS IDENTIFIED

1. Employee Engagement Index

- **Average Engagement Score:** This metric measures the overall level of employee engagement within the Information Technology Sector.

2. Cultural Index

- **Average Cultural Fit Score:** This metric evaluates how well employees' values, beliefs, and behaviours align with the core values and culture of the Information Technology Sector.

3. Overall Employee Happiness Index

- **Average Happiness Score:** This metric gauges the overall well-being and satisfaction of employees within the Information Technology Sector.

4. Wellness Index

- **Average Wellness Score:** This metric assesses the effectiveness of wellness programs and the overall physical, mental, and emotional health of employees.

5. Demographic Metrics

- **Gender Distribution:** This metric tracks the number of male and female employees within the Information Technology Sector.
- **Gender-Based Analysis of Wellness and Happiness Ratings:** This metric examines differences in wellness and happiness scores between male and female employees to understand gender-specific needs and perceptions.

ANALYSIS

The data was analyzed using various demographic dimensions such as gender, years of experience, and age. These factors were essential to understanding employee satisfaction with their current role, satisfaction with their salary package, stress levels, and overall happiness at work. The analysis was conducted using pivot tables and charts.

The data was further organized into five key indexes:

- **Engagement Index**
- **Cultural Index**
- **Overall Employee Index**
- **Wellness Index**
- **Diversity Index**

Correlation and regression analyses were employed to explore the relationships and dependencies among these indexes.

Demographic Details of the Respondents

Respondents by Age:

Out of 54 respondents:

- 50% were in the age group of 20-29 years.
- 40.7% were in the age group of 30-39 years.
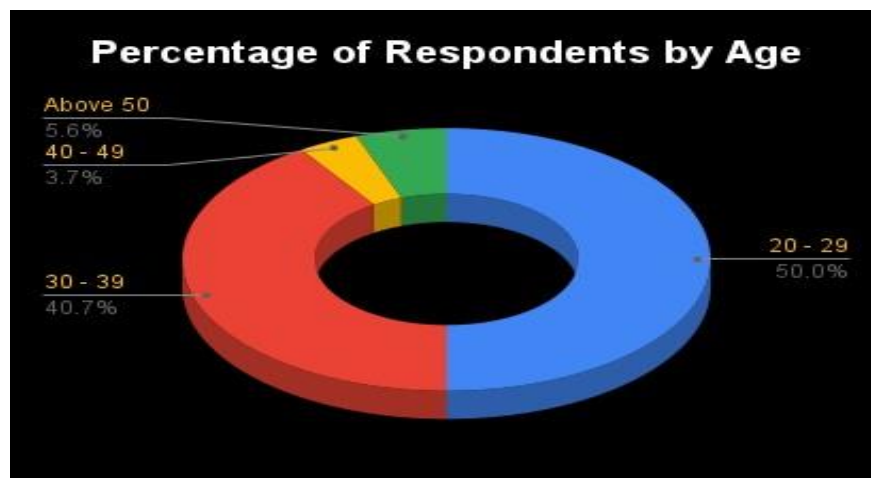- 3.7% were in the age group of 40-49 years.

Fig 3 Percentage of Respondents by Age.

Gender of the respondents:

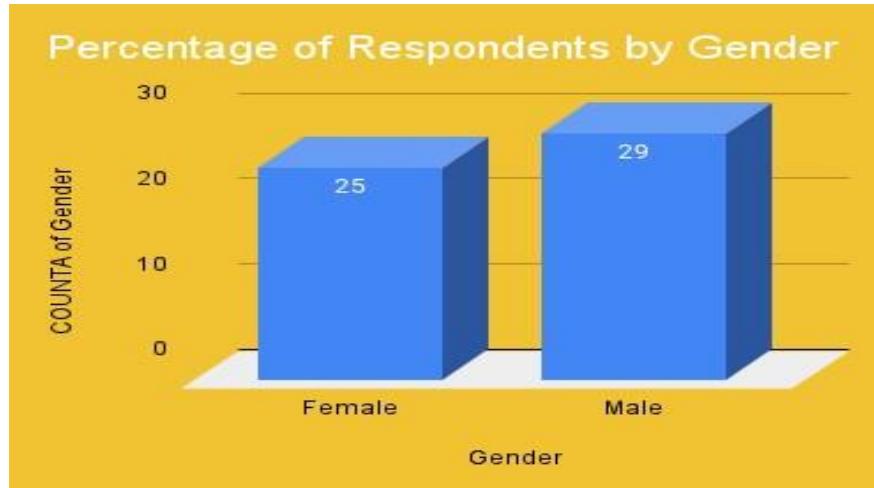**46%** of the respondents were female while the remaining **54%** were male

Fig 4 Percentage of Respondents by Gender.

Working Experience of the Respondents:

Majority (40.7%) of the respondents had work experience of 4 years or less while 11.1% of the respondents had work experience of more than 15 years. 33.3% of the respondents had a work experience of 5 to 9 years.
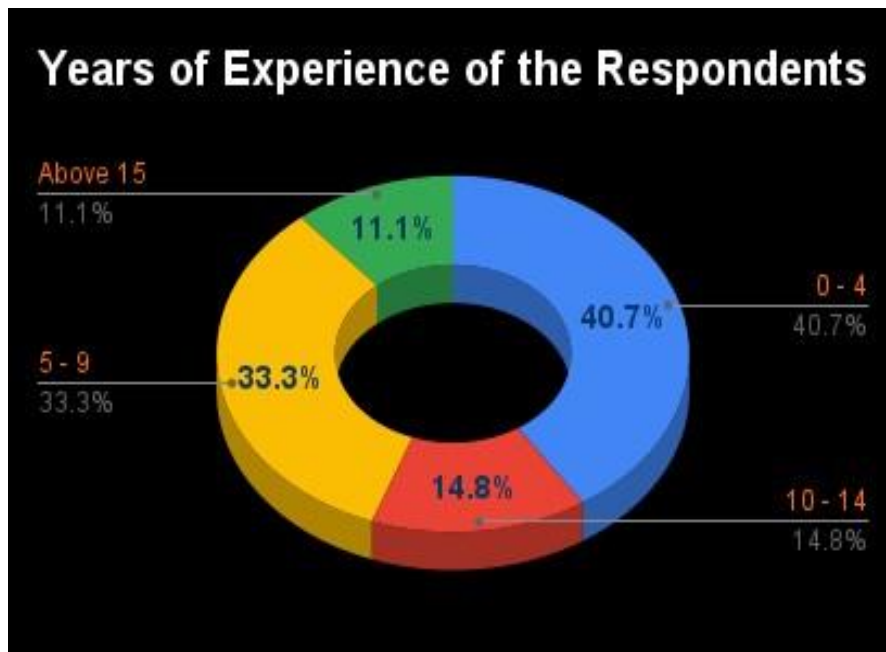

Fig 5 Years of Experience of the Respondents

Respondents interest in working for the company:

59.25% (32 no's) of the respondents expressed happiness in working for the company {22 respondents (40.74%) of the respondents selected extremely happy in working for the company while 7.40% expressed happiness in working for the company. 11.11% of the respondents expressed somewhat happiness in working for the company}

31% of the respondents expressed disinterest in working of the company (9% of the respondents expressed strong disinterest in working for the company, 9% expressed somewhat disinterest and 13% expressed disinterest in working for the company)

9.25% of the respondents expressed a neutral stand with regard to interest in working for the company.
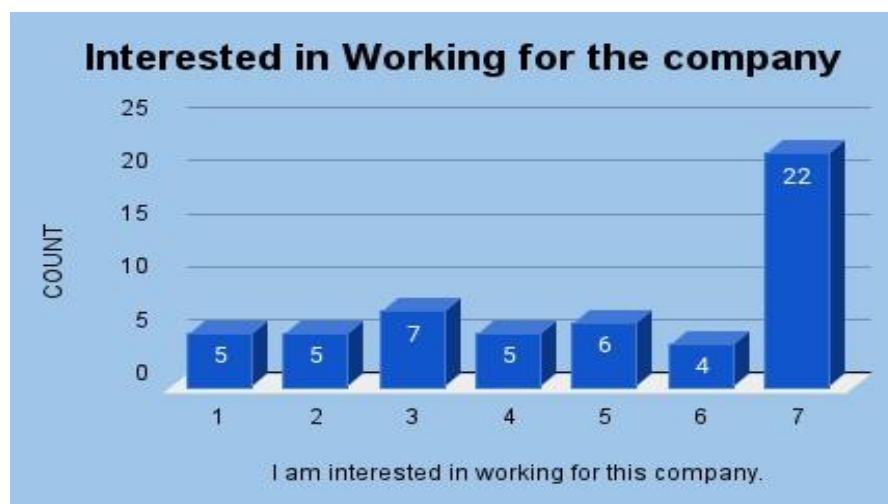

Fig 6 Count of Interested in working for the company with 7-point Likert Scale.

While looking at the percentage of respondents **40%** of the respondents have expressed negative or neutral opinion with regard to interest in working for the company. So, in order to understand gender dynamics was deemed necessary as the number of the females were higher in the negative or neutral opinions.

25% of the female respondents have expressed dissatisfaction or neutral opinion while **14.81%** of men have expressed dissatisfaction with organization.

33% of the male respondents have expressed happiness in working for the organization. **20.37%** of the female respondents have expressed happiness in working for the organization.

Based on the response data it could be inferred that gender dimension does play a role in interest in working of the company.
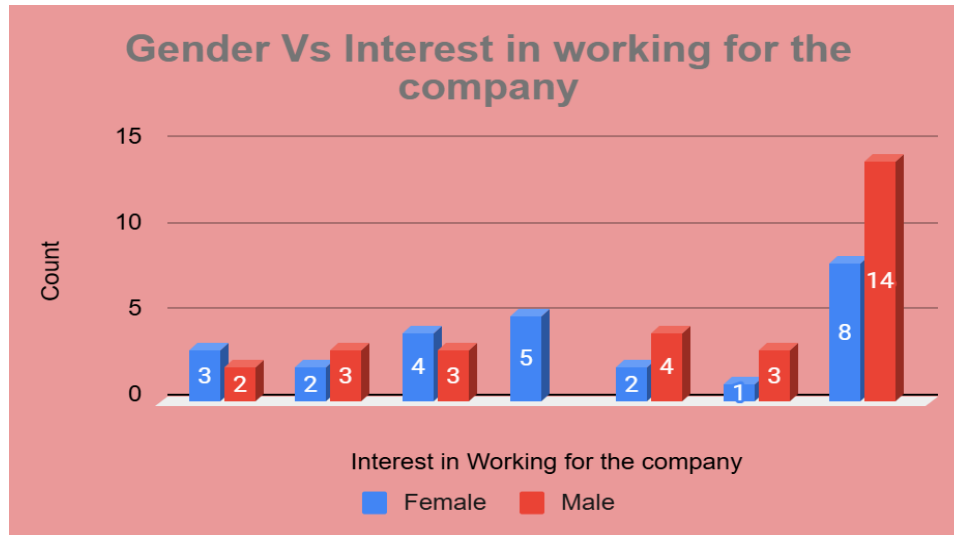
Fig 7 Gender vs Interest in working for the company with 7-point Likert Scale.

Stressed by Work:

In order to assess the stress levels related to work we elicited responses from the respondents on 7-point Likert scale, based on the opinion shared we could find that stress is pretty much evenly distributed.

To further understand this data, we analyzed the data on stress by gender and years of experience.

Fig 8 Count of Respondents who feel stressed by workload with 7-point Likert Scale.

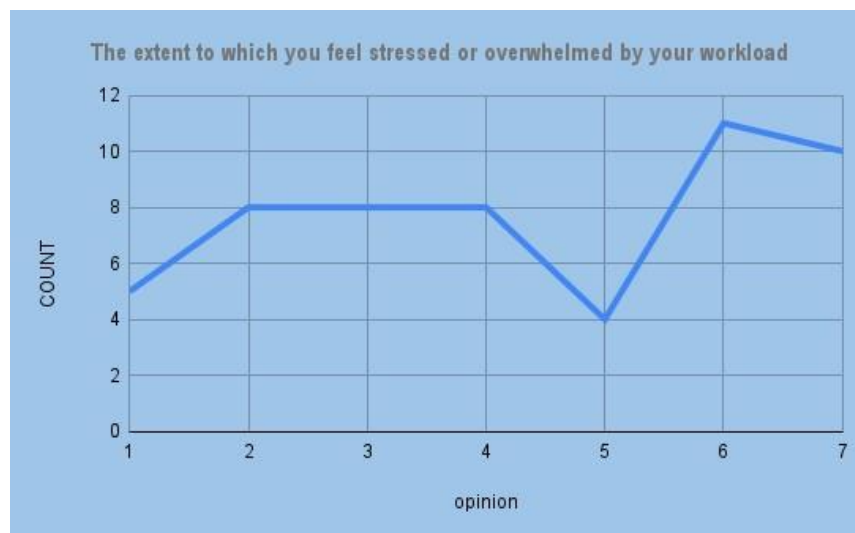When we look at the data on stress based on years of experience it very much evenly distributed. Respondents across all experience have expressed stress and not stressed opinions equally, which shows that **stress is an intrinsic factor**. Stress depends on the individual's ability to handle stress.
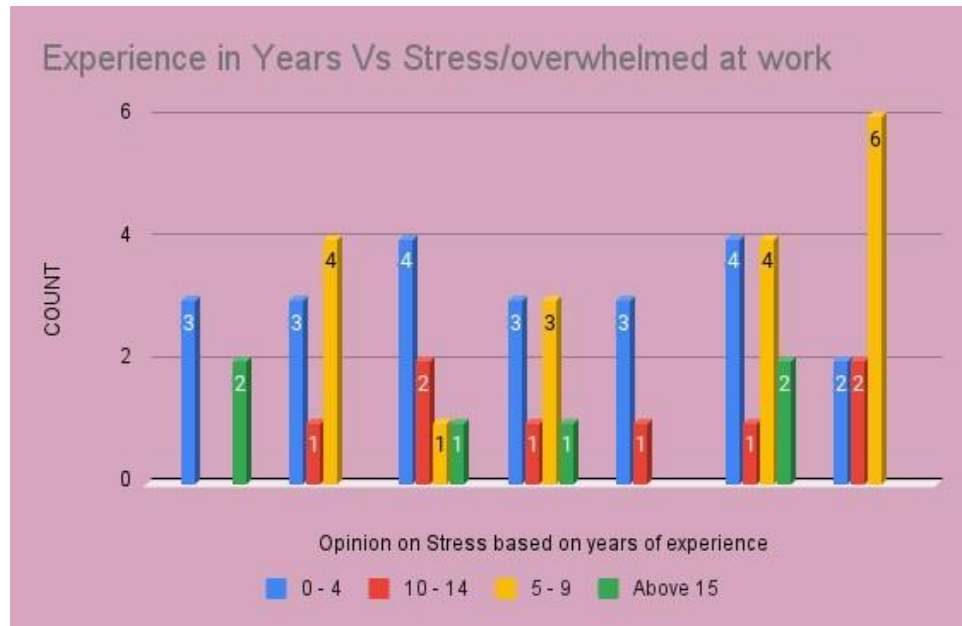

Fig 9 Count of Experience vs stress/overwhelmed at work with 7-point Likert Scale.

To infer whether gender plays a role in stress factors at work we cross-checked data on stress with gender.

Data shows that Men tend to have higher stress levels at work 29.62% have expressed stress at work, while 16.66% women have expressed stress at work.

Majority of the women survey have not expressed stress and chosen a neutral option. This data could mean that women have less stress levels at work. This could be further analyzed based on leadership positions within the organization. **Secondly given the fact that higher percentage (9.25%) of women have chosen neutral opinion when compared to men (5.55%)** could mean that women tend to lean towards more neutral options and are not strongly opinionated when it comes factors based on personal well-being.

The intersection of gender dimension and behavioral sciences needs to be further explored if organization has plans to ensure gender diversity in leadership roles.

Satisfaction with current role:
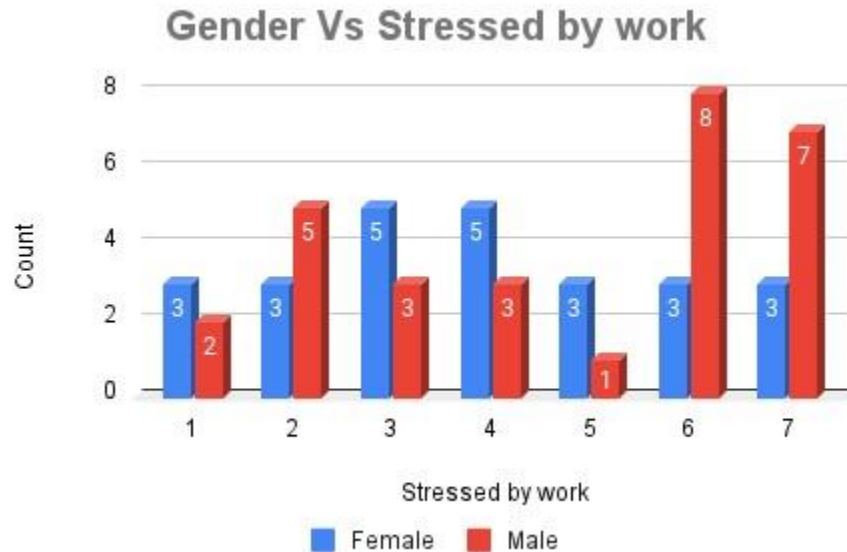
Fig 10 Count of Gender vs stress/overwhelmed at work with 7-point Likert Scale.

51.85% have expressed satisfaction with the current role in the organization while 35.19% have expressed dissatisfaction with the current role. 12.96% have expressed neutral opinion with the current role.

Fig 11 Count of level of satisfaction with current role with 7-point Likert Scale.

We further analyzed the gender and years of experience factor with the satisfaction with the job.

Gender dimension to satisfaction with the current role:

35.185% of Male respondents have expressed satisfaction with the current role in the organization while 16.66% of female have expressed satisfaction with current role in the organization. This shows the huge gap between satisfaction levels between the gender groups. This could be further analyzed based on roles women have occupied in the company. (does the company offer enough career progression opportunities for women) and also the intrinsic factors which are related to gender.

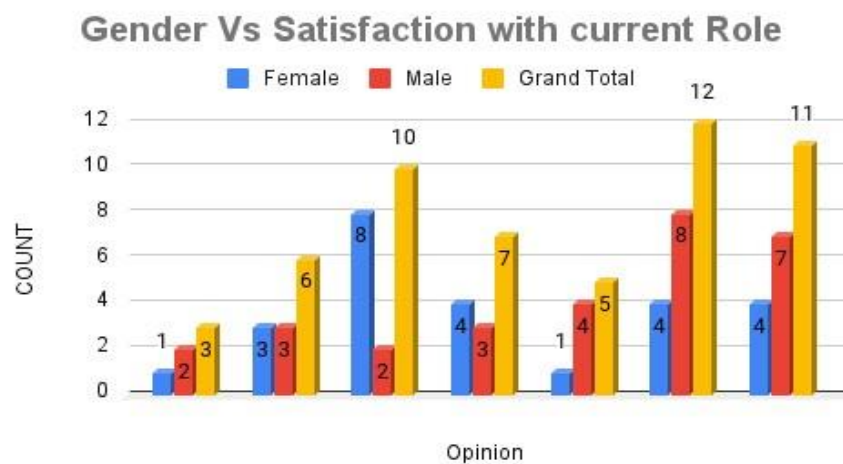**Fig 12** Count of Gender vs satisfaction with current role with 7-point Likert Scale.

Role of experience in Satisfaction levels with current role

Fig 13 Count of Experience vs satisfaction with current role with 7-point Likert Scale.

The satisfaction levels are higher in the 5-9 years (20.37%) and above 15 years (9.26%) while entry level positions saw the highest dissatisfaction level in the organization with 20.37%. This data shows that more engagement of the organization with the entry levels employees is needed.

Correlation between Engagement Index and Wellness Index:

There is a strong correlation between engagement levels and wellness. This shows that respondents with higher scores in wellness have expressed higher engagement levels. This can be seen in the Figure below:
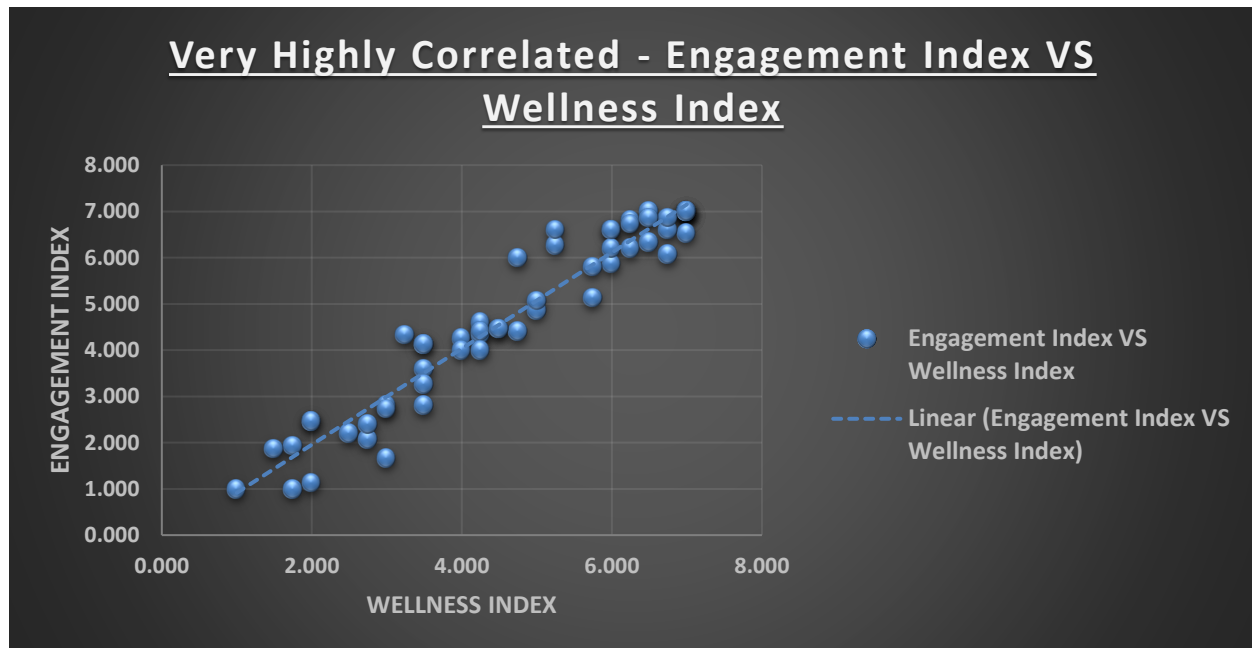
Fig 14 Correlation between Engagement Index vs Wellness Index.

Table 3 Pearson Correlation Matrix

	Engagement index	*Cultural index*	*Overall employee hippiness index*	*wellness index*	*Diversity Index*
Engagement index	1				
Cultural index	0.9335488	1			
Overall employee hippiness index	0.862423247	0.899221782	1		
wellness index	0.962498773	0.910512609	0.875842292	1	
Diversity Index	0.822666361	0.929193639	0.837446592	0.82236319	1

Regression analysis of engagement levels Vs other indexes:
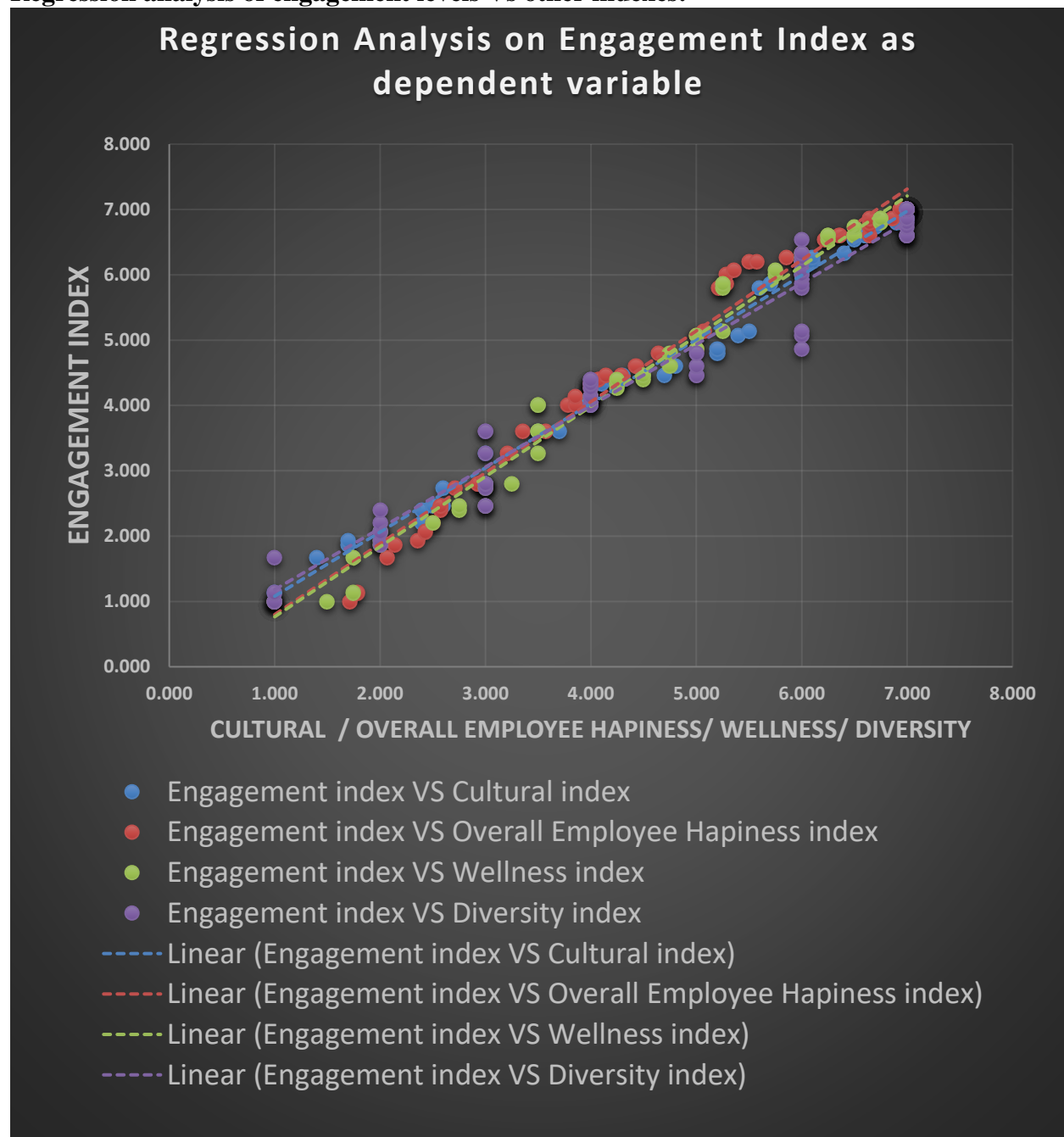
Fig 15 Regression Analysis on Engagement Index as Dependent Variable.

Engagement levels was used as a dependent variable and compared with other indexes like Cultural, happiness index, wellness index and diversity index. This data shows that when employees are satisfied in all the indexes their engagement levels increase.

Table 4 Regression Analysis Table – Engagement Index as Dependent Variable

SUMMARY OUTPUT

| *Regression Statistics*				
Multiple R	0.99556122			
R Square	**0.991142142**			
Adjusted R Square	0.990419052			
Standard Error	0.187137303			
Observations	54			
ANOVA				
	df	*SS*	*MS*	*Significance F*
Regression	4	192.0100924	48.0025231	**1.29533E-49**
Residual	49	1.715998137	0.03502037	
Total	53	193.7260905		
	Coefficients	*Standard Error*	*t Stat*	*P-value*
Intercept	-0.081562903	0.0879847	-0.92701235	0.358463851
Cultural index	**0.789045351**	0.157439137	5.011748463	**7.43047E-06**
Overall employee happiness index	0.089733411	0.137548224	0.652377823	0.517206372
wellness index	0.19704157	0.156260429	1.260981888	0.213286372
Diversity Index	-0.055029648	0.087705041	-0.62743997	0.53328397

Summary of Hypothesis

Table 5 Results of Multiple Linear Regression

	Coefficients	*Standard Error*	*t Stat*	*P-value*
Intercept	-0.081562903	0.0879847	-0.92701235	0.358463851
Cultural index	**0.789045351**	0.157439137	5.011748463	**7.43047E-06**
Overall employee happiness index	0.089733411	0.137548224	0.652377823	0.517206372
wellness index	0.19704157	0.156260429	1.260981888	0.213286372
Diversity Index	-0.055029648	0.087705041	-0.62743997	0.53328397

Table 6 below shows the summary of Multiple Linear Regression Testing result based on the four independent variables, which is Cultural Index, Overall Employee Happiness Index, Wellness Index and Diversity Index. Based on the result of multiple linear regression, there are three independent variables that are not supported with employee engagement index, it is Overall Employee Happiness Index (β= 0.089, p-value = 0.517), Wellness index (β=0.197, p-value = 0.213) and Diversity Index (β= -0.055, p-value = 0.533). These independent variables having the p-value is greater than the thresh hold 0.05 and Cultural Index is supported with p-value less than 0.05.

Table 6: Summary of Multiple Linear Regression Testing Results.

Hypothesis	Statement of Hypothesis	Results
H1	There is a significance relationship between Cultural Index and employee engagement	Supported
H2	There is no significance relationship between Overall Employee Happiness Index and employee engagement	Not supported
H3	There is no significance relationship between Wellness Index and employee engagement	Not supported
H4	There is no significance relationship between Diversity Index and employee engagement	Not supported

Hypothesis 1: There is a positive relationship between Cultural Index and employee engagement.

Table 5 shows the summary of Multiple Linear Regression testing results. According to the data of Beta value, the results for Cultural Index was 0.789 and the p-value is 7.43 x E^{-06} which is the results is supported.

In the context of this study, the engagement index is significant to the cultural index as it measures how actively involved and committed employees are within an organization, which directly impacts the overall organizational culture high engagement typically indicates positive morale and job satisfaction, contributing to a positive organizational culture. Engaged employees are more productive and innovative, fostering a dynamic and progressive culture. Higher engagement levels

often lead to better employee retention, creating a stable and cohesive culture over time. Engagement encourages open communication and collaboration, key components of a healthy organizational culture.

In summary, the engagement index provides insights into employee attitudes and behaviors, which are crucial for shaping and maintaining a positive and effective organizational culture.

Hypothesis 2: There is a negative relationship between Overall Employee Happiness Index and employee engagement.

Table 5 shows the summary of Multiple Linear Regression testing results. According to the data of Beta value, the results for Overall Employee Happiness Index and employee engagement was 0.089 which is there is no relationship between Overall Employee Happiness Index and employee engagement. The p-value is 0.517 which is greater than the thresh hold of 0.05 and there is statistically no significant relationship. Therefore, hypothesis one of this study is not supported.

In the context of this study, the engagement index and overall employee happiness index, while related, measure different aspects of the employee experience. Engagement measures an employee's emotional commitment to their job and company, reflecting their involvement and enthusiasm for work. Happiness, on the other hand, encompasses a broader range of factors, including work-life balance, job satisfaction, and personal well-being. Employee happiness can be heavily influenced by factors outside of work, such as personal relationships, health, and financial stability, which are not captured by the engagement index. Engagement often reflects short-term enthusiasm and motivation, while happiness is a more stable, long-term state of contentment that can be influenced by consistent, positive experiences both in and out of the workplace. The metrics used to measure engagement (like involvement in projects or willingness to go the extra mile) might not correlate directly with overall happiness, which might be measured by overall life satisfaction or mental health indicators. High engagement might come from challenging work and high demands, which can sometimes lead to stress and burnout, negatively affecting overall happiness.

In summary, while engagement is important for productivity and company success, it is just one piece of the broader puzzle of overall employee happiness.

Hypothesis 3: There is a negative relationship between Wellness Index and employee engagement.

Table 5 shows the summary of Multiple Linear Regression testing results. According to the data of Beta value, the results for wellness Index and employee engagement was 0.197 which is there is no relationship between Overall Employee Happiness Index and employee engagement. The p-value is 0.213 which is greater than the thresh hold of 0.05 and there is statistically no significant relationship. Therefore, hypothesis one of this study is not supported.

In the context of this study, the engagement index and the employee wellness index measure different aspects of employee experiences and may not show a significant correlation for several reasons. The engagement index typically measures how committed and involved employees feel towards their work and the organization. In contrast, the wellness index focuses on the overall physical, mental, and emotional health of employees. While related, these are distinct domains. Employee engagement can be influenced by factors such as job role, work environment, management practices, and career development opportunities, which may not directly relate to wellness aspects like stress levels, work-life balance, and access to health resources. Wellness encompasses a broad range of factors including diet, exercise, mental health, and personal life circumstances. These factors might not have a direct impact on how engaged an employee feels at work. The methods and metrics used to assess engagement and wellness can differ significantly. Engagement surveys might focus on job satisfaction and organizational commitment, while wellness assessments might consider health indicators, psychological assessments, and lifestyle factors. Engagement can fluctuate based on short-term changes in the workplace environment, projects, or leadership, while wellness might reflect more stable, long-term health and lifestyle patterns.

Therefore, the engagement index may not significantly impact or reflect the same aspects as the employee wellness index due to these distinct, though sometimes overlapping, domains.

Hypothesis 4: There is a negative relationship between Diversity Index and employee engagement.

Table 5 shows the summary of Multiple Linear Regression testing results. According to the data of Beta value, the results for diversity Index and employee engagement was -0.055 which is there is no relationship between diversity Index and employee engagement. The p-value is 0.533 which is greater than the thresh hold of 0.05 and there is statistically no significant relationship. Therefore, hypothesis one of this study is not supported.

In the context of this study, the engagement index measures the level of interaction or involvement, such as likes, comments, or shares, that content receives. The diversity index, on the other hand, measures the variety or heterogeneity within a group, such as the range of demographic characteristics like ethnicity, gender, or age. These two indices are not necessarily correlated because high engagement does not automatically imply high diversity, and vice versa.

Engagement Focus: Content that receives high engagement might appeal to a specific demographic, leading to high engagement but low diversity.

Diverse Groups: A highly diverse group might have varying interests and perspectives, leading to lower overall engagement on specific content that does not resonate uniformly with everyone.

Therefore, engagement metrics are often influenced by the nature and quality of the content itself, regardless of the diversity of the audience, while both indices provide valuable insights, they measure different aspects and do not directly influence each other.

SOLUTION/RECOMMENDATIONS

Recommendations:

1. **Tailored Wellness Programs**:
   - Develop and implement wellness programs that are tailored to meet the diverse needs of employees, considering factors such as gender, age, and experience.
   - Programs should focus on enhancing communication, responsiveness of HR, and accessibility to wellness resources.

2. **Regular Assessment and Feedback**:
   - Continuously assess and gather feedback on wellness programs to identify areas for improvement and ensure they are meeting the needs of all employees.
   - Use surveys and feedback mechanisms to gather data on employee perceptions and experiences.

3. **Promote Inclusivity**:
   - Ensure that wellness programs are inclusive and consider the varied experiences and perceptions of all employees.
   - Promote a culture of inclusivity and support within the organization to foster a positive work environment.

4. **Engagement and Communication**:
   - Enhance communication strategies to ensure that all employees are aware of and have access to wellness programs.
   - Foster open and responsive communication channels between employees and the HR department.

By implementing these recommendations, IT companies can improve the effectiveness of their wellness programs, leading to higher overall happiness and engagement among employees, while also addressing the diverse needs and perceptions of their workforce

Solution/Recommendations for a better implementation of Gender Diversity:

1. Putting in place regular de-stressing programs.

2. Providing more training to women to be assertive. Women should be made aware of the power of having strong opinions based on their intuitions. This will help to a large extent in bringing gender diversity to leadership positions in the organization.

3. Regular feedback and remedial actions are needed to reduce the dissatisfaction level among staff with 0-4 years of experience.

4. Engagement levels tend to increase with satisfaction levels in other indexes, so organizations need to keep in mind the need to tailor policies towards holistic approach with regard to employee engagement.

INTERACTIVE HR DASHBOARD

https://drive.google.com/file/d/1nvBLa_I-Ck5M87Ex7Hnqu5cntR1zStZp/view?usp=drive_link

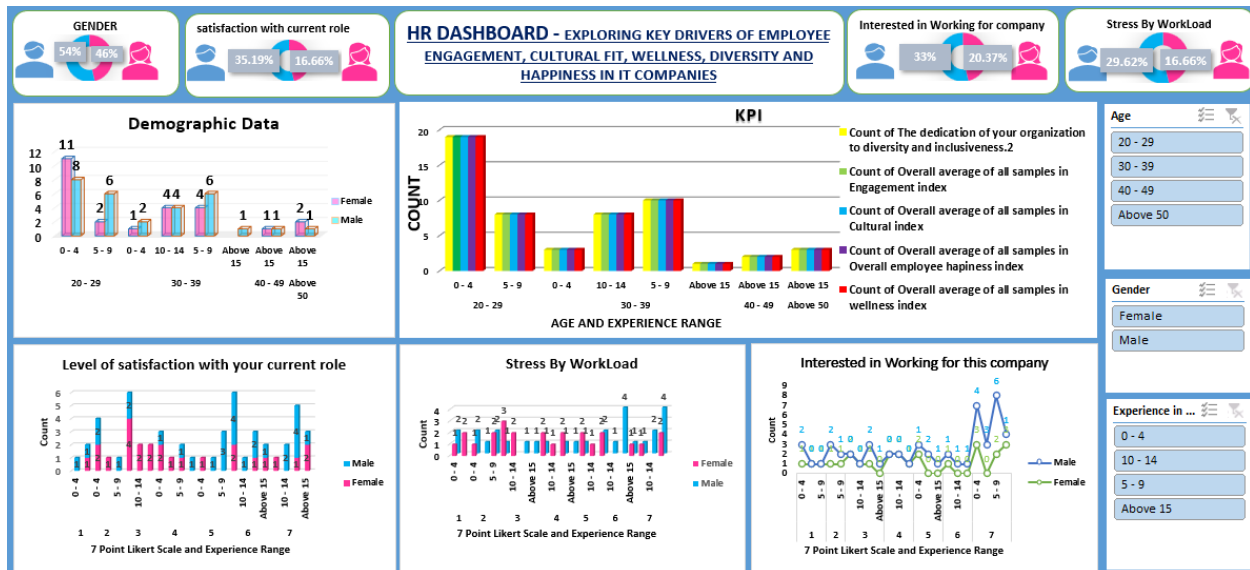Please click the above link for interactive HR Dashboard: (Snapshot of the same is presented)

Fig 16 Screenshot of HR Dashboard.

GROUP VIDEO

Please click the below link for the group video: -

https://drive.google.com/drive/folders/11U9tIaSJqOvFF0nY7IuDeC-sBbtFDszL?usp=sharing

CONCLUSION AND SUMMARY

➢ **Effect of Employee Wellness Programs on Overall Happiness:**

1. **Positive Impact on Engagement and Happiness**:

   - The data indicates that effective employee wellness programs positively impact overall happiness and engagement levels among employees.
   - Variables such as the extent to which employees feel valued, the responsiveness of the HR department, and ease of access to wellness resources are significant predictors of overall happiness.
   - High engagement index scores are associated with higher ratings of overall happiness, suggesting that well-implemented wellness programs contribute to a more engaged and satisfied workforce.

2. **Statistical Correlation and Predictive Analysis**:

   - The Pearson Correlation Matrix shows a strong positive correlation between wellness program factors and overall happiness.
   - Regression analysis confirms that variables related to wellness programs (e.g., engagement index, adequacy of communication, responsiveness of HR) have high predictive power for employee happiness, with high R-squared values indicating a strong model fit.

➢ **Impact of Diversity on Perceptions of Wellness and Happiness:**

1. **Gender Differences**:
   - Analysis of gender-wise responses reveals that female employees generally report higher engagement levels and greater satisfaction with wellness programs compared to male employees.
   - Female employees rate the responsiveness of HR and adequacy of communication higher than male employees, suggesting they perceive these aspects more positively or experience them more favourably.

2. **Age and Experience Variations**:
   - Age-wise and experience-wise analyses show variations in how different demographic groups perceive wellness programs.
   - Younger employees (ages 20-29) and those with less experience (0-4 years) tend to report higher engagement and satisfaction levels, possibly due to different expectations or experiences compared to older and more experienced employees.

3. **Inclusivity and Customized Programs**:
   - Diverse perceptions among different demographic groups highlight the importance of designing inclusive and customized wellness programs.
   - Addressing specific needs and preferences of various groups (e.g., gender, age, experience) can enhance the effectiveness of wellness programs and contribute to overall happiness and engagement.