

# Work-Life Balance and Engagement Analysis Report

## Objective:

The objective of this dashboard is to analyse work-life balance and employee engagement metrics to identify areas of improvement and ensure employee well-being and satisfaction.

## Dashboard Components:

### 1. Key Metrics:

- These text boxes display the average values of key metrics for the entire organization.

### 2. Filters:

- **Education Field Filter:** Allows filtering data based on education fields (Human Resources, Life Sciences, Marketing, Medical, Other, Technical Degree).
- **Job Role Filter:** Allows filtering data based on specific job roles (Healthcare Representative, Human Resources, Laboratory Technician, Manager, Manufacturing Director, Research Director, Research Scientist, Sales Executive, etc.)

### 3. Department Distribution :

- This shows the distribution of the workforce across different departments.

### 4. Average Work-Life Balance Rating:

- Displaying the average work-life balance rating across the organization.

### 5. Average Job Involvement:

- Showing the average level of job involvement among employees.

### 6. Average Relationship Satisfaction:

- Presenting the average satisfaction level with workplace relationships.

### 7. Distribution of Overtime Work:

- Visualizing the distribution of employees who work overtime vs. those who don't.

## Interpretation:

### 1. Work-Life Balance Rating:

The average work-life balance rating varies across different education fields and departments:

- **Human Resources** consistently shows higher work-life balance ratings across various education fields, with an average rating above 8.
- **Research** and **Sales** departments show lower work-life balance ratings, indicating significant challenges in managing work and personal life.

### Observation:

- **Human Resources** employees report better work-life balance compared to **Research** and **Sales** employees. This indicates that HR roles offer a favourable balance between work and personal life.

### 2. Average Job Involvement:

The average job involvement metric by department shows significant differences:

- **Research** department shows the highest job involvement with a value close to 17.
- **Sales** department follows, with a job involvement average around 10.
- **Human Resources** department has the lowest job involvement, around 7.

**Observation:**

- Employees in the **Research** department are the most engaged in their work, while those in **Human Resources** are less engaged.

### **3. Average Relationship Satisfaction:**

Average relationship satisfaction varies across departments and education fields:

#### **1. Human Resources Department**

- **Trend:** High relationship satisfaction, especially in Medical and Other education fields.
- HR roles often involve interpersonal interactions and conflict resolution, leading to better relationship management skills.

#### **2. Research Department**

- **Trend:** Moderate to low relationship satisfaction, with noticeable variation.
- Research roles may involve competition for resources and recognition, potentially straining relationships.

#### **3. Sales Department**

- **Trend:** Moderate relationship satisfaction with some variation.
- Sales roles involve high pressure to meet targets, which can create tension among team members.

**Observation:**

- Relationship satisfaction is notably higher in **Human Resources** compared to **Sales** and **Research**.

### **4. Average Overtime Work Distribution:**

The distribution of overtime work reveals:

- **Research** department has a high proportion of employees (46.94%) not working overtime.
- **Human Resources** and **Sales** departments have lower proportions of employees not working overtime, at 3.13% and 21.63% respectively.
- **Human Resources Department**
  - **Overtime Work:** Relatively uncommon (1.16%).
  - **Work-Life Balance:** High, as overtime is rare.
  - **Job Satisfaction:** Likely high due to good work-life balance.

- **Research Department**
  - **Overtime Work:** Most common (18.44%).
  - **Work-Life Balance:** Moderate, potentially negatively affected by high overtime.
  - **Job Satisfaction:** Can be lower due to stress and extended work hours.
- **Sales Department**
  - **Overtime Work:** Moderately common (8.71%).
  - **Work-Life Balance:** Lower, impacted by frequent overtime.
  - **Job Satisfaction:** Moderate to low, affected by pressure and extended hours.

#### Observation:

- **Research** department has a higher occurrence of employees not working overtime compared to **Sales** and **Human Resources**.

#### 5. Areas for Improvement:

- **Sales Department:**
  - Implement flexible working hours and reduce travel to improve work-life balance.
  - Enhance team communication to boost job involvement and relationship satisfaction.
  - Monitor and manage overtime to prevent excessive work hours and related stress.
- **Research Department:**
  - Ensure manageable workloads and promote regular breaks to support work-life balance.
  - Offer development opportunities to maintain high job involvement.
  - Implement team-building activities to improve relationship satisfaction and reduce overtime stress.
- **Human Resources Department:**
  - Introduce engaging tasks to increase job involvement.
  - Maintain flexible policies and a supportive environment to sustain high work-life balance and relationship satisfaction.

#### 6. Action to be taken:

- **Sales** department should implement work-life balance programs, such as flexible work hours or workload management training.
- **Research** department could benefit from stress management workshops and activities promoting team cohesion to improve relationship satisfaction.
- **Human Resources** should explore employee engagement initiatives, such as career development opportunities and recognition programs.

#### Conclusion:

The dashboard provides critical insights into work-life balance, job involvement, and relationship satisfaction across various departments and education fields. By addressing identified areas for

improvement and regularly monitoring these metrics, the organization can foster a more balanced and engaging work environment.