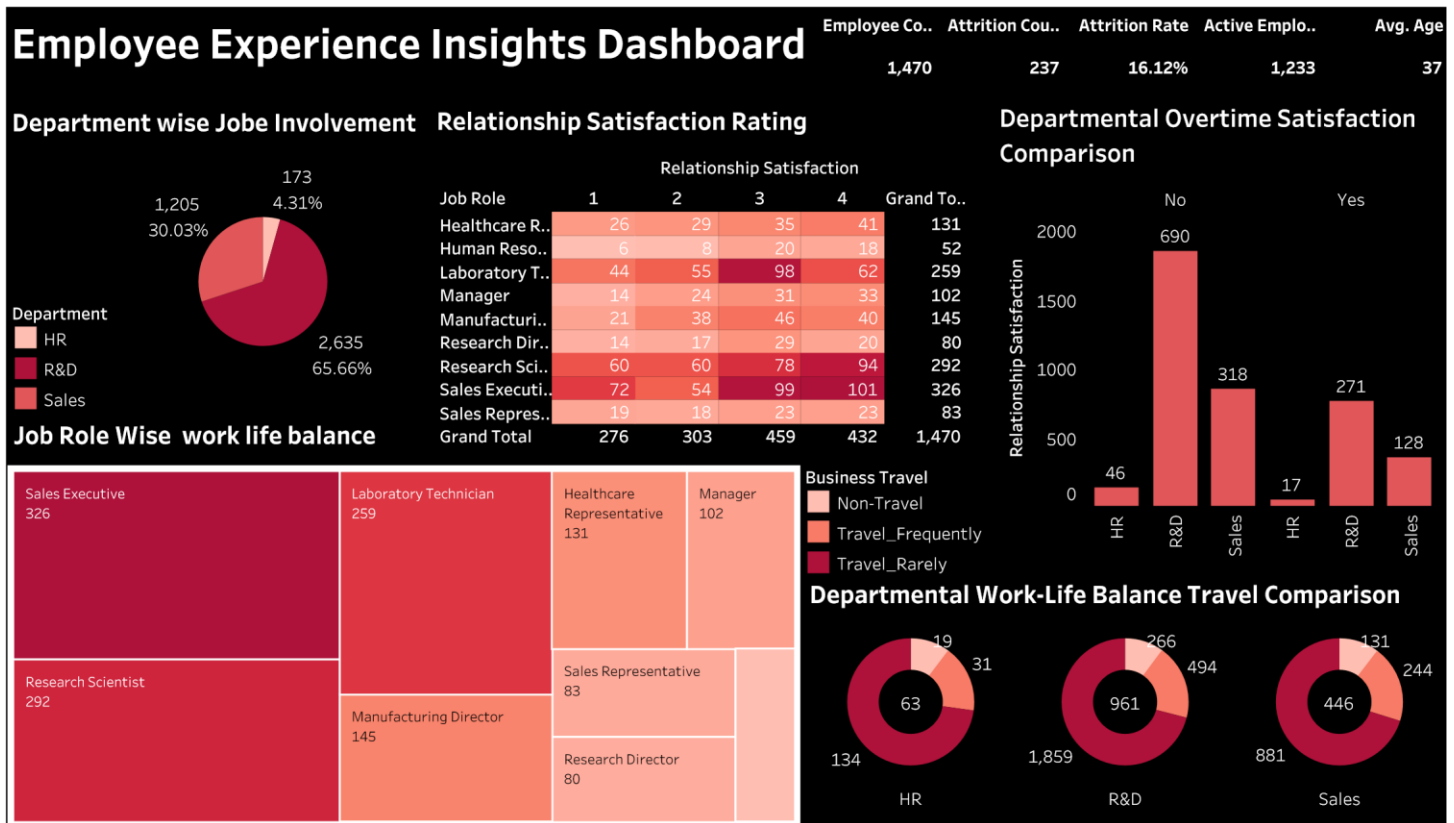


# Employee Experience Insights Dashboard Report



## Data Preparation and Dashboard Creation Process

### Data Acquisition and Cleaning

- Data Collection:**
  - The data for the Work-Life Balance and Employee Engagement Analysis was collected from Technocolabs Respositories.
- Data Cleaning:**
  - Using Python, the collected data was cleaned to ensure accuracy and consistency. This involved handling missing values, correcting data types, and removing any duplicates.
- Data Preparation:**
  - The cleaned data was then structured appropriately to facilitate analysis. Relevant metrics such as work-life balance ratings, job involvement levels, relationship satisfaction scores, and overtime work data were extracted and organized.

## Dashboard Creation

### 1. Connecting Data to Tableau:

- The prepared data was imported into Tableau, a powerful data visualization tool, to create interactive and insightful dashboards.

### 2. Building the Dashboard:

- A comprehensive dashboard named "Employee Experience Insights Dashboard" was created, featuring seven key graphs and charts:
  - **Horizontal Bar Chart:** Displays KPIs such as employee count, attrition count, attrition rate, active employees, and average age of employees.
  - **Pie Chart:** Illustrates department-wise job involvement.
  - **Bar Chart:** Shows average relationship satisfaction rating.
  - **Comparison Chart:** Compares departmental overtime and relationship satisfaction.
  - **Scatter Plot:** Depicts job role-wise work-life balance, showing the number of employees and their work-life balance.
  - **Donut Chart:** Compares departmental work-life balance based on business travel frequency (frequent, rare, non-travelers).

## Dashboard Summary and Insights

### Summary

The "Employee Experience Insights Dashboard" provides a holistic view of employee engagement and work-life balance across various dimensions. Key metrics and comparisons are visualized to highlight areas of strength and potential improvement within the organization.

### Insights

#### 1. Work-Life Balance Rating:

- The scatter plot reveals varying work-life balance scores across different job roles. Some roles exhibit lower work-life balance, indicating a need for targeted interventions.

#### 2. Job Involvement:

- The pie chart shows varying levels of job involvement across departments. Certain departments have higher job involvement, suggesting they might be implementing effective engagement strategies.

#### 3. Relationship Satisfaction:

- The bar chart indicates overall relationship satisfaction across the organization. However, specific departments may have lower satisfaction scores, requiring further investigation.

#### 4. Overtime Work Distribution:

- The comparison chart highlights the impact of overtime on relationship satisfaction. Departments with high overtime show lower satisfaction, suggesting that overtime might negatively affect workplace relationships.

## 5. **Work-Life Balance and Business Travel:**

- The donut chart illustrates that employees who travel frequently tend to have lower work-life balance scores compared to those who travel rarely or not at all.

# **Conclusion and Outcome**

## **Conclusion**

The analysis of the Employee Experience Insights Dashboard indicates that while there are areas of strength, such as high job involvement in certain departments, there are also notable challenges. These include varying work-life balance scores across job roles, lower relationship satisfaction in departments with high overtime, and the impact of frequent business travel on work-life balance.

## **Outcome**

Based on these insights, several key outcomes are identified:

1. **Improved Employee Well-being:**
  - Addressing work-life balance and overtime issues can lead to improved employee well-being and satisfaction.
2. **Enhanced Engagement:**
  - Focusing on departments with lower job involvement and relationship satisfaction can enhance overall employee engagement.
3. **Targeted Interventions:**
  - Specific departments and job roles requiring targeted interventions have been identified, enabling more focused and effective strategies.

# **Feedback and Suggestions**

## **Feedback**

1. **Regular Monitoring:**
  - Continuously monitor the dashboard to track progress and identify emerging issues in real-time.
2. **Stakeholder Collaboration:**
  - Engage with stakeholders across departments to ensure the implementation of insights and strategies derived from the dashboard.

## Suggestions

**1. Promote Work-Life Balance:**

- Implement policies such as flexible working hours, remote work options, and wellness programs to improve work-life balance.

**2. Reduce Overtime:**

- Encourage efficient work practices and provide resources to manage workloads, reducing the need for overtime.

**3. Enhance Relationship Satisfaction:**

- Foster a positive workplace culture through team-building activities, open communication channels, and conflict resolution programs.

**4. Support Frequent Travelers:**

- Provide additional support for employees who travel frequently, such as travel assistance, wellness programs, and ensuring adequate time off.

By following these recommendations, the organization can leverage the insights from the Employee Experience Insights Dashboard to foster a positive work environment and enhance employee engagement and satisfaction.