

Employee Engagement Analysis Report for ACME SOLUTIONS.

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.

Key Performing Indicators;

Employee count: Total number of employees working in the organization.

Job involvement: calculate average job involvement of employees

Work life balance: calculate average work life balance of employees.

Job satisfaction: calculate average job satisfaction of employees.

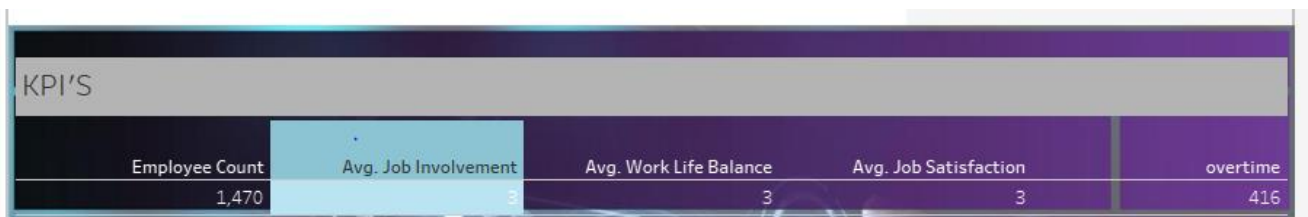
Over time : calculate how many employees are engaged overtime ?

Tools Used:

Python for EDA and Data cleaning.

Tableau for Data visualization and calculation.

Calculated areas for the given data.:



The image shows a Tableau dashboard with a purple header and a table of KPIs. The table has five columns: Employee Count, Avg. Job Involvement, Avg. Work Life Balance, Avg. Job Satisfaction, and overtime. The values are 1,470, 3, 3, 3, and 416 respectively.

KPI'S				
Employee Count	Avg. Job Involvement	Avg. Work Life Balance	Avg. Job Satisfaction	overtime
1,470	3	3	3	416

Out of 1470 employees, 588 contributing female and 822 male employees. Calculating average work life balance between employees based on department(organization).

Average work life balance between male and female employees lies between 2.759637 and

2.763605. Contributing to mediocre level. They are balancing 50/50. Work life and their personnel life.



There are multiple factors. Lets address one by one.

Relationship satisfaction based on department

Female:

Human resource: 2.9

Research and development: 2.6

Sales: 2.6

Male:

Human resource: 2.8

Research and development: 2.7

Sales: 2.7

Recommendations: weak relationship satisfaction among employees. Engage get-together meetings, pot lunch, invite for tea , collaborate employees help them to introduce each other which helps in communication collaboration and sharing of data ideas for welfare of project management. Make them platform to know each other better. Create a platform to share their success stories and ideas which help for other team members also.

Job satisfaction based on department and gender

Female contributing to 588 and male contributing to 882 of workforce.

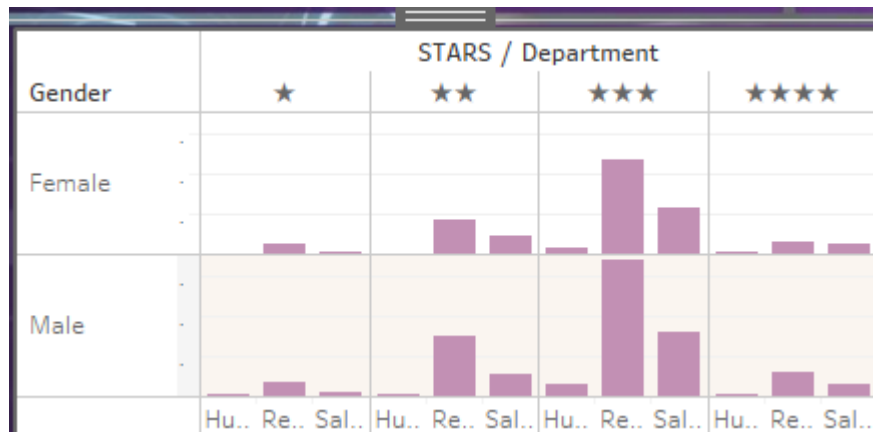
Based on department and job satisfaction we categorised stars.

1 star is least job satisfaction .and their worklife balance lies between 0-1.

2 star is job satisfaction .and their worklife balance lies between 1-2

3 star is job satisfaction .and their worklife balance lies between 2-3

4 star is job satisfaction .and their worklife balance lies between 3-4.



RECOMMENDATION:

Human resource department and sales department is least satisfaction and low work life balance more attention given to this area.

Overtime:

Is one of the important factor contributing to burden and low work life balance among employees? OUT of 1470 employees 416 are contributing to overtime.

Out of 416 180 are female and 236 are male employees.

More number of employees working in RESEARCH AND DEVELOPMENT are contributing to overtime. R&D employees both male and female are hard working with mediocre work life balance .

Recommendation

Identify department R&D AND award the employees for their extra time and hard work and engage them in co-circular activities. So that their work life balance improves and become asset to an organization.

OVERTIME			
Gender	Avg. Age	Avg. Env ironme..	overti..
Female	37.3	2.7	180.0
Male	36.7	2.7	236.0

Environment satisfaction

Average Environment satisfaction lies between 2-3 for both male and female employees for all R&D ,sales and HR department.

The final dashboard of employee engagement analysis looks like.

