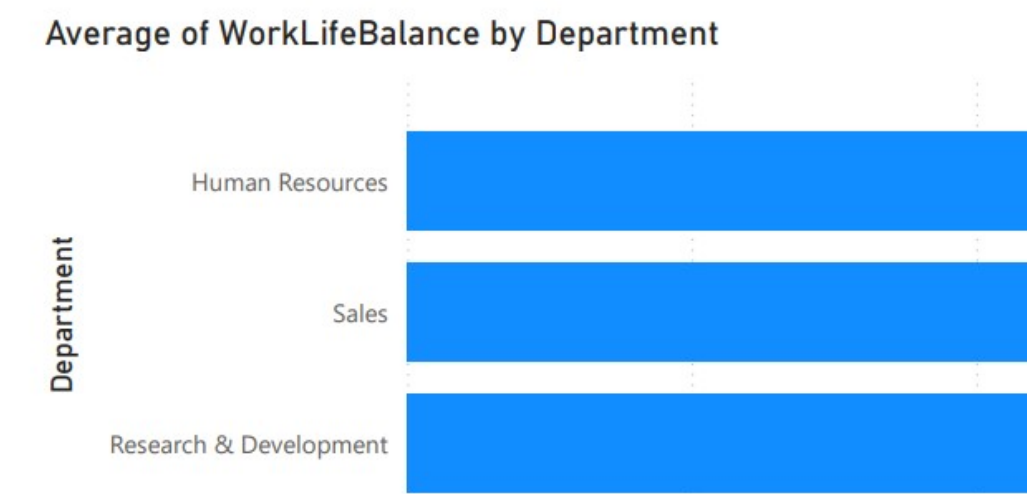


Work Life Balance by Department



Department	Average of Work Life Balance
Human Resources	2.92
Research & Development	2.73
Sales	2.82

Overview

This report presents the average work-life balance scores across three departments: Human Resources, Research & Development, and Sales. The scores are based on a scale from 0 to 3, with higher scores indicating better work-life balance.

Departmental Analysis

Human Resources

Average Work-Life Balance Score: 2.92

Insights: Human Resources has the highest average work-life balance score among the three departments. This suggests that employees in this department generally experience a better balance between their work and personal lives.

Sales

Average Work-Life Balance Score: 2.82

Insights: The Sales department has a slightly lower average work-life balance score compared to Human Resources. However, it still maintains a relatively high score, indicating a good work-life balance for its employees.

Research & Development

Average Work-Life Balance Score: 2.73

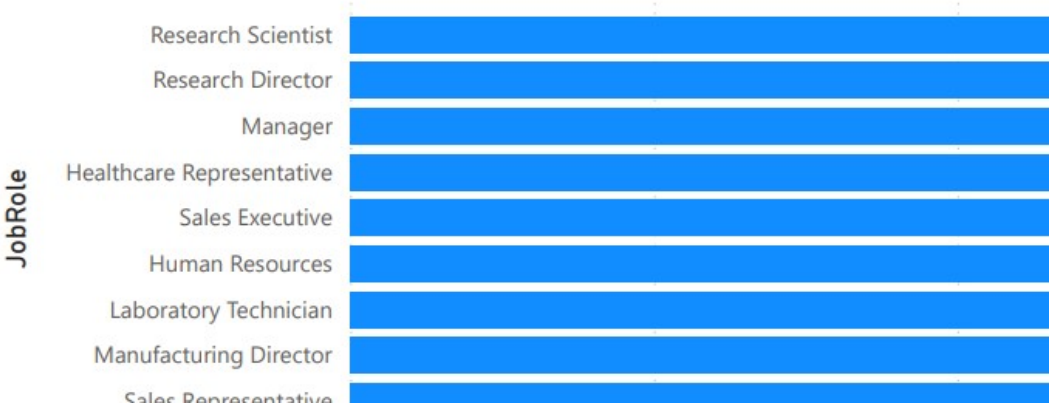
Insights: Research & Development has the lowest average work-life balance score among the three departments. This may indicate that employees in this department face more challenges in balancing their work and personal lives.

Conclusion

The data indicates that while all three departments have relatively high work-life balance scores, Human Resources leads with the highest average score, followed by Sales, and then Research & Development. This information can be useful for identifying areas where improvements can be made to enhance employee satisfaction and well-being.

Job Involvement by Job Role

Average of JobInvolvement by JobRole



Job Role	Average of Job Involvement
Healthcare Representative	2.73
Human Resources	2.71
Laboratory Technician	2.69
Manager	2.77
Manufacturing Director	2.68
Research Director	2.78
Research Scientist	2.80
Sales Executive	2.71
Sales Representative	2.65

Overview

This report presents the average job involvement scores across various job roles. The scores are based on a scale from 0 to 3, with higher scores indicating greater job involvement.

Job Role Analysis

Research Scientist

Average Job Involvement Score: 2.80

Insights: Research Scientists have the highest average job involvement score among the listed roles. This suggests that individuals in this role are highly engaged and dedicated to their work.

Research Director

Average Job Involvement Score: 2.78

Insights: Research Directors also show a high level of job involvement, indicating strong engagement and commitment to their responsibilities.

Manager

Average Job Involvement Score: 2.77

Insights: Managers have a high average job involvement score, reflecting their significant engagement and dedication to their roles.

Healthcare Representative

Average Job Involvement Score: 2.73

Insights: Healthcare Representatives demonstrate a good level of job involvement, indicating a strong connection to their work.

Sales Executive

Average Job Involvement Score: 2.71

Insights: Sales Executives have a relatively high job involvement score, showing their engagement and dedication to their roles.

Human Resources

Average Job Involvement Score: 2.71

Insights: Human Resources professionals also exhibit a good level of job involvement, indicating their commitment to their work.

Laboratory Technician

Average Job Involvement Score: 2.69

Insights: Laboratory Technicians have a moderate level of job involvement, suggesting a reasonable level of engagement with their work.

Manufacturing Director

Average Job Involvement Score: 2.68

Insights: Manufacturing Directors show a moderate level of job involvement, indicating a fair amount of engagement in their roles.

Sales Representative

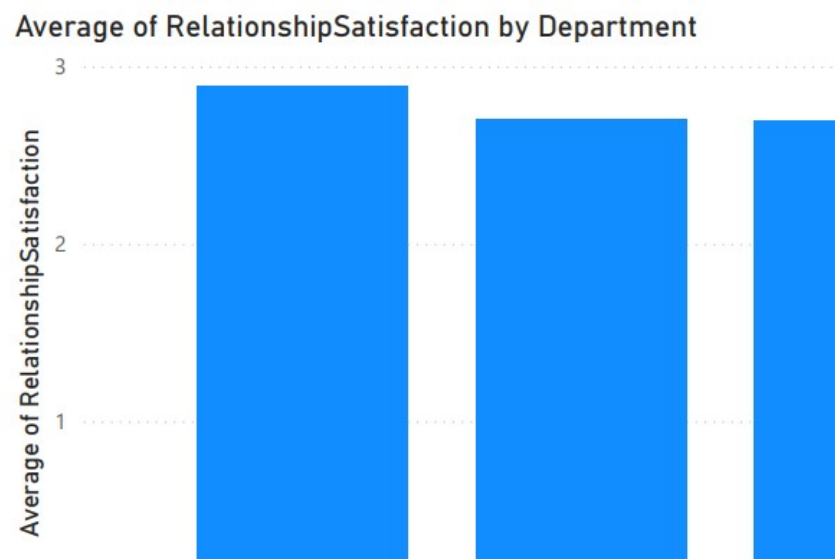
Average Job Involvement Score: 2.65

Insights: Sales Representatives have the lowest average job involvement score among the listed roles. This may indicate a need for strategies to enhance engagement and dedication in this role.

Conclusion

The data indicates that Research Scientists and Research Directors have the highest levels of job involvement, while Sales Representatives have the lowest. This information can be useful for identifying areas where improvements can be made to enhance employee engagement and productivity.

Relationship Satisfaction by Department



Department	Average of Relationship Satisfaction
Human Resources	2.89
Research & Development	2.71
Sales	2.70

Overview

This report presents the average relationship satisfaction scores across three departments: Human Resources, Research & Development, and Sales. The scores are based on a scale from 0 to 3, with higher scores indicating greater satisfaction with workplace relationships.

Departmental Analysis

Human Resources

Average Relationship Satisfaction Score: 2.89

Insights: Human Resources has the highest average relationship satisfaction score among the three departments. This suggests that employees in this department generally experience positive and satisfying relationships with their colleagues and supervisors.

Research & Development

Average Relationship Satisfaction Score: 2.71

Insights: The Research & Development department has a slightly lower average relationship satisfaction score compared to Human Resources. However, it still maintains a relatively high score, indicating generally positive workplace relationships.

Sales

Average Relationship Satisfaction Score: 2.70

Insights: The Sales department has a similar average relationship satisfaction score to Research & Development, indicating that employees in this department also experience generally positive relationships at work.

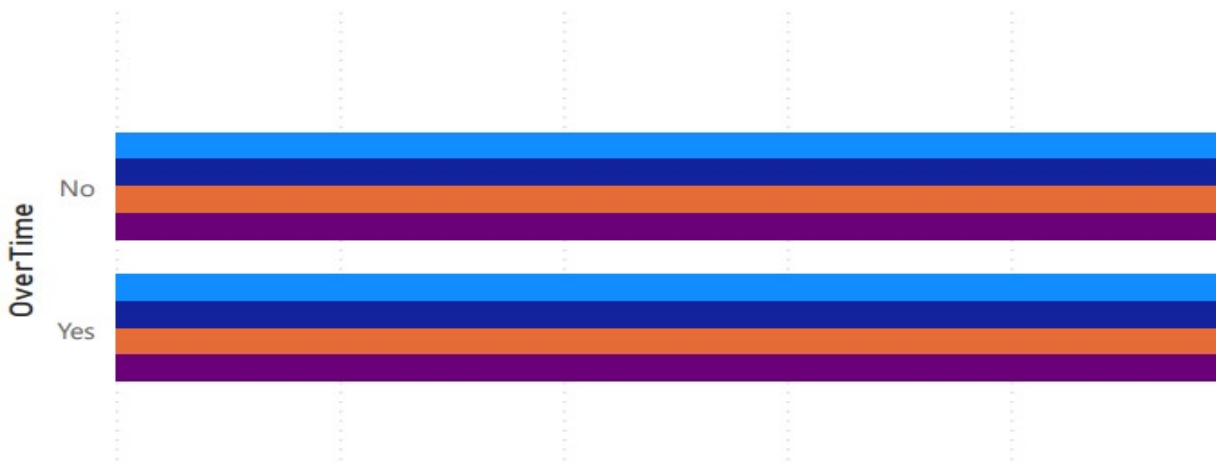
Conclusion

The data indicates that while all three departments have relatively high relationship satisfaction scores, Human Resources leads with the highest average score, followed closely by Research & Development and Sales. This information can be useful for identifying areas where improvements can be made to enhance employee satisfaction and workplace relationships.

Work Life Balance by Over Time and Job Satisfaction

Average of WorkLifeBalance by OverTime and JobSatisfaction

JobSatisfaction ● 1 ● 2 ● 3 ● 4



Average of Work Life Balance				
Over Time	Job Satisfaction Level			
	1	2	3	4
Yes	2.81	2.78	2.79	2.61
No	2.76	2.76	2.78	2.78

Overview

This report presents the average work-life balance scores based on whether employees work overtime and their job satisfaction levels. The scores are based on a scale from 0 to 3, with higher scores indicating better work-life balance.

Analysis by Overtime and Job Satisfaction

Employees Working Overtime

Job Satisfaction Level 1: 2.81

Job Satisfaction Level 2: 2.78

Job Satisfaction Level 3: 2.79

Job Satisfaction Level 4: 2.61

Insights: Employees who work overtime and have a job satisfaction level of 1 report the highest average work-life balance score (2.81). However, as job satisfaction increases to level 4, the average work-life balance score decreases

to 2.61. This suggests that even with higher job satisfaction, working overtime may negatively impact work-life balance.

Employees Not Working Overtime

Job Satisfaction Level 1: 2.76

Job Satisfaction Level 2: 2.76

Job Satisfaction Level 3: 2.78

Job Satisfaction Level 4: 2.78

Insights: Employees who do not work overtime have relatively consistent average work-life balance scores across all job satisfaction levels, ranging from 2.76 to 2.78. This indicates that not working overtime contributes to a more stable work-life balance, regardless of job satisfaction level.

Conclusion

The data indicates that working overtime generally leads to a lower average work-life balance, especially for employees with higher job satisfaction levels. Conversely, employees who do not work overtime maintain a more consistent and higher average work-life balance across all job satisfaction levels. This information can be useful for organizations to understand the impact of overtime on employee well-being and to develop strategies to improve work-life balance.