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WORK-LIFE BALANCE AND ENGAGEMENT ANALYSIS



Introduction

Work–Life Balance and employee engagement are essential for organizational success, especially in understanding employee attrition. By examining variables like overtime, job satisfaction, and professional development, we aim to uncover areas for improvement. The objective is to provide insights and recommendations to enhance employee well–being, engagement, and retention, ultimately reducing turnover within the organization.

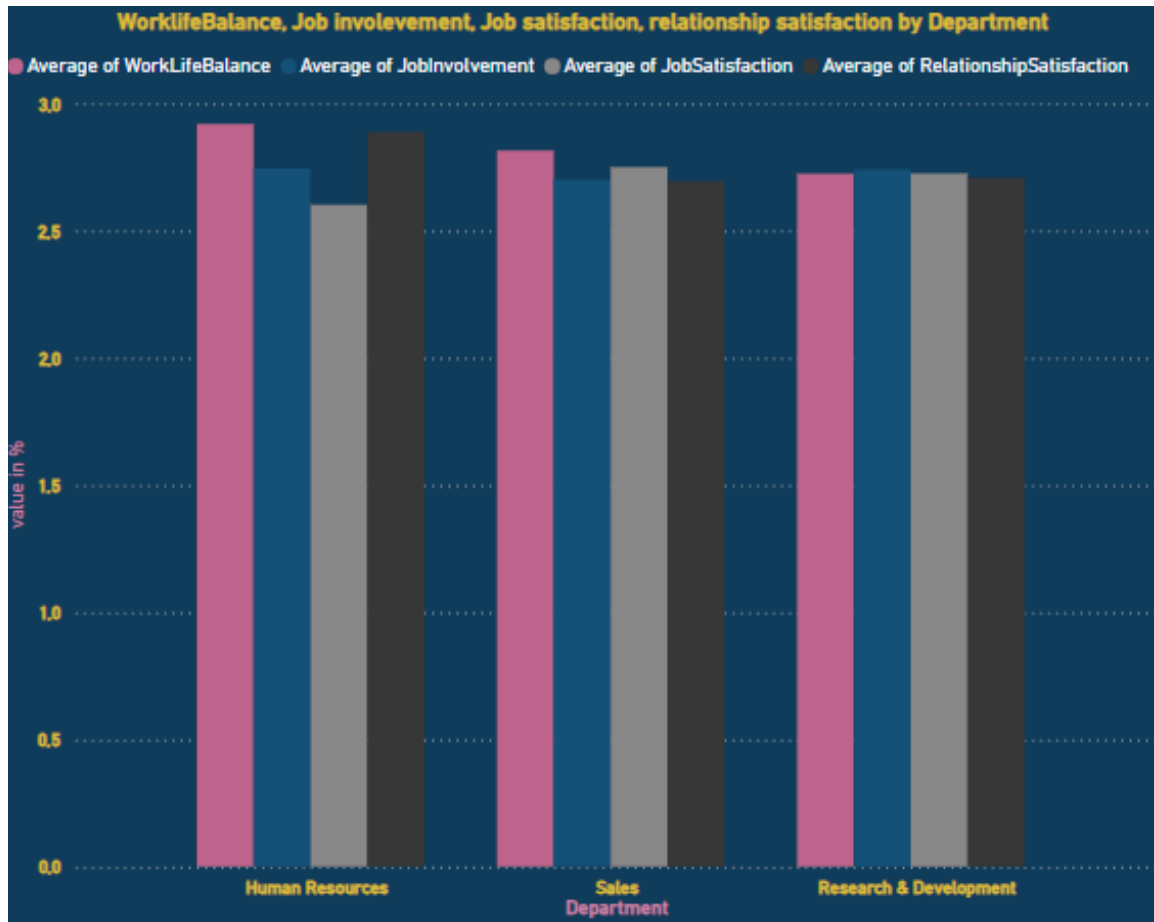


Preliminary calculations with Power BI

In this section, I present my preliminary calculations of several metrics to provide a comprehensive understanding of the organization's current state :

- The organization currently employs a total of 1,470 individuals.
 - The current attrition rate stands at 16.1%, indicating the proportion of employees leaving the organization
- The average relationship satisfaction score among employees is 2.71, reflecting their general contentment with workplace relationships
 - The average job satisfaction score is 2.73, indicating the overall level of job contentment among employees
- The average job involvement score is 2.73, showing the degree of employees' engagement and participation in their work.
 - 28.3% of employees are working overtime, indicating the proportion of the workforce putting in extra hours.
- There have been a total of 237 instances of attrition within the organization.
 - The average work-life balance rate is 2.76, reflecting the employees' assessment of their balance between work and personal life."

key metrics per departement



This chart illustrates the averages of four key metrics (Work–Life Balance, Job Involvement, Job Satisfaction, and Relationship Satisfaction) across the departments: Human Resources, Sales, and Research & Development. Here's a detailed breakdown:

Metrics:

1. Work–Life Balance (Pink)
2. Job Involvement (Dark Gray)
3. Job Satisfaction (Light Gray)
4. Relationship Satisfaction (Blue)





key metrics per departement

Analysis by Department:

- Human Resources
 - Work–Life Balance: Highest among the metrics, approximately 2.9.
 - Job Involvement: Lower than Work–Life Balance, around 2.5.
 - Job Satisfaction: Slightly lower than Job Involvement, roughly 2.4.
 - Relationship Satisfaction: Similar to Job Satisfaction, around 2.4.
- Sales Department
 - Work–Life Balance: Equal to Human Resources, around 2.9.
 - Job Involvement: Highest among the metrics, around 2.8.
 - Job Satisfaction: Slightly lower than Job Involvement, around 2.6.
 - Relationship Satisfaction: Equal to Job Satisfaction, around 2.6.
- Research & Development
 - Work–Life Balance: Similar to other departments, around 2.9.
 - Job Involvement: Slightly higher than Work–Life Balance, around 2.7.
 - Job Satisfaction: Lower than Job Involvement, around 2.6.
 - Relationship Satisfaction: Equal to Job Satisfaction, around 2.6.

Key Observations:

- Work–Life Balance is consistently high across all departments, with a slight lead in Human Resources and Sales.
- Job Involvement is highest in the Sales Department, suggesting a stronger engagement in their roles compared to other departments.
- Job Satisfaction and Relationship Satisfaction are relatively similar within each department, with Sales Department having a slightly higher satisfaction than Human Resources and Research & Development.



Job involvement rates by work life balance



Analysis :

- Work-Life Balance = 1: Very low Job Involvement.
- Work-Life Balance = 2: Significant increase in Job Involvement, reaching around 1000.
- Work-Life Balance = 3: Highest Job Involvement, approximately 2500.
- Work-Life Balance = 4: Sharp drop in Job Involvement, close to the level of Work-Life Balance = 1.

Important Observations:

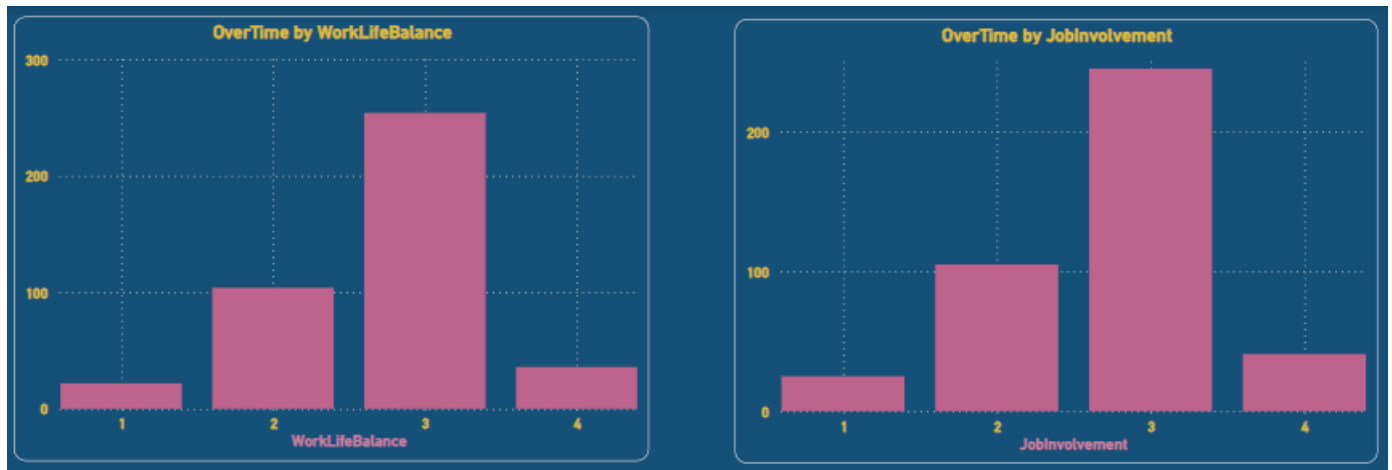
- Peak Job Involvement occurs at Work-Life Balance level 3.
- Lower (1 and 2) and higher (4) Work-Life Balance levels have significantly lower Job Involvement.
- Moderate Work-Life Balance (level 3) is optimal for high Job Involvement.

Implications:

- Organizations should aim for a balanced Work-Life environment to maximize employee involvement.



Distribution of overtime employees by work Life Balance and Job Involvement



Important Observations:

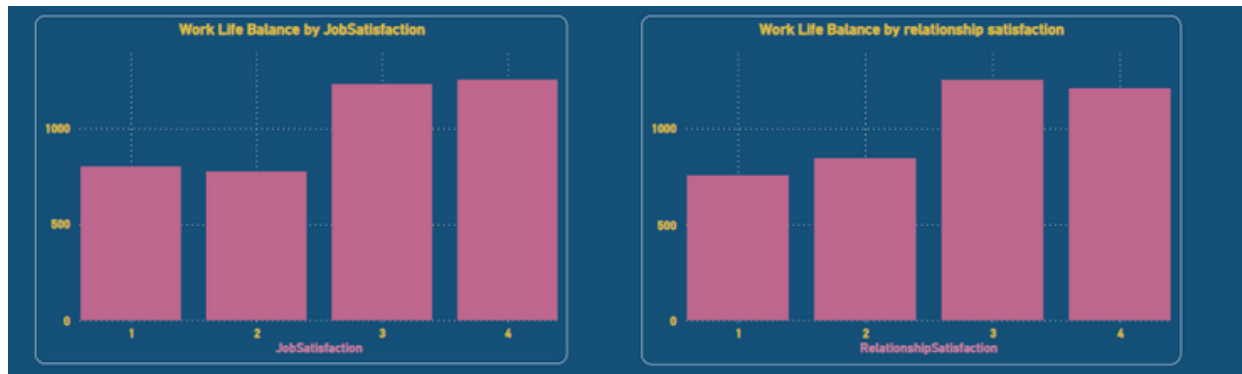
- Highest overtime occurs at moderate levels (Level 3) of both Work–Life Balance and Job Involvement.
- Lower (Levels 1 and 2) and the highest (Level 4) levels of both metrics are associated with significantly less overtime.

Implications:

- Moderate Work–Life Balance and Job Involvement (Level 3) correlate with more overtime work.
- Organizations should balance employee workload and satisfaction to manage overtime effectively and prevent burnout.



Distributions of employees satisfaction and work life balance



Work Life Balance by Job Satisfaction

Important Observations:

1. Highest Job Satisfaction (Level 4):

- Employees with the highest job satisfaction (Level 4) have a significantly higher count compared to other levels.
- Indicates a positive correlation between job satisfaction and work-life balance.

2. Moderate Job Satisfaction (Levels 2 and 3):

- Levels 2 and 3 show moderate counts, with Level 3 slightly higher than Level 2.
- Suggests that moderate job satisfaction also supports a reasonable work-life balance, but not as much as the highest satisfaction level.

3. Lowest Job Satisfaction (Level 1):

- The lowest job satisfaction level (Level 1) has the lowest count.
- Implies that poor job satisfaction negatively impacts work-life balance.





Implications:

- Enhancing Job Satisfaction:
 - To improve work–life balance, organizations should focus on enhancing job satisfaction through employee engagement, recognition, and career development opportunities.
- Targeted Interventions:
 - Special attention should be given to employees with the lowest job satisfaction to identify and address the root causes.
- Monitoring and Support:
 - Continuous monitoring of job satisfaction and providing support for work–life balance initiatives can help maintain higher levels of employee well-being and productivity.

Right Chart: Work Life Balance by Relationship Satisfaction

Important Observations:

1. Highest Relationship Satisfaction (Level 3):
 - The highest count is observed at Level 3 of relationship satisfaction, indicating that employees at this level have the highest work–life balance.
 - Shows a strong positive correlation between a good work–life balance and relationship satisfaction.
2. Low Relationship Satisfaction (Level 1):
 - The lowest relationship satisfaction (Level 1) has a minimal count, suggesting that poor relationship satisfaction adversely affects work–life balance.
3. Moderate Relationship Satisfaction (Levels 2 and 4):
 - Levels 2 and 4 show lower counts compared to Level 3 but higher than Level 1.
 - Indicates that while moderate relationship satisfaction supports work–life balance, it is not as effective as Level 3.



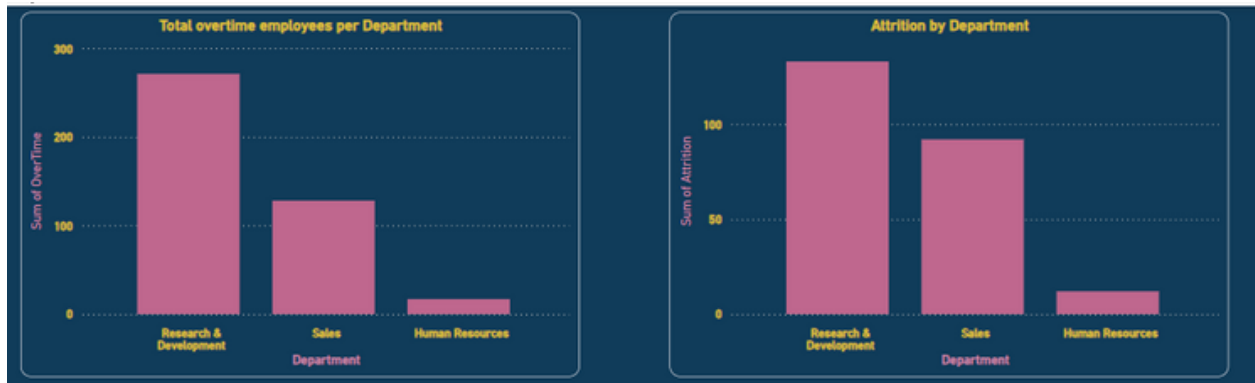


Implications:

- Promoting Work-Life Balance:
 - Organizations should promote policies and practices that enhance work-life balance, as it directly contributes to higher relationship satisfaction.
- Holistic Well-being Programs:
 - Implementing holistic well-being programs that address both professional and personal aspects of employees' lives can enhance overall satisfaction.
- Focus on Work-Life Integration:
 - Encouraging work-life integration rather than separation can lead to improved relationship satisfaction and overall happiness.



Distributions of overtime and attritions by department



given that the overtime variable is the most correlated with attrition, we should be even more careful here.

Important Observations :

1. Research & Development (R&D):

- High Overtime: Over 200 employees working overtime.
- High Attrition: Over 100 employees have left the department.

2. Sales:

- Moderate Overtime: Slightly above 100 employees working overtime.
- Moderate Attrition: Slightly below 100 employees have left the department.

3. Human Resources (HR):

- Low Overtime: Below 50 employees working overtime.
- Low Attrition: Below 50 employees have left the department.





Implications

- Research & Development (R&D):
 - Need for Workload Management: Consider hiring additional staff and improving project management.
 - Employee Well-being Programs: Introduce wellness initiatives and flexible working hours.
 - Review Compensation and Benefits: Ensure competitive compensation and career advancement opportunities.
- Sales:
 - Performance Incentives: Implement performance-based incentives and recognition programs.
 - Training and Development: Offer regular training and professional development.
 - Balance Workload: Assess and manage workloads to prevent burnout.
- Human Resources (HR):
 - Maintain Work-Life Balance: Continue current practices to maintain a healthy balance.
 - Leverage Stability: Use stability to implement HR initiatives supporting other departments.
 - Share Best Practices: Share successful HR strategies with other departments to reduce overtime and attrition.

Overall Organizational Implications

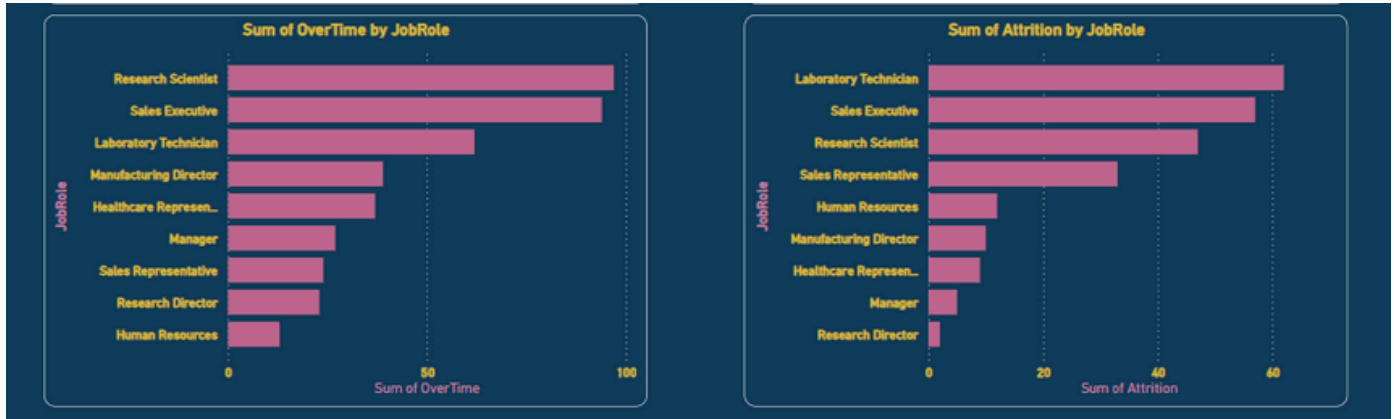
- Focus on R&D: Prioritize improving working conditions and employee satisfaction in R&D.
- Monitor Sales: Proactively manage workload and satisfaction to prevent increased overtime and attrition.
- Leverage HR Success: Use HR's stable environment to implement organization-wide improvements.

Strategic Recommendations

- Conduct regular employee surveys.
- Implement employee support programs focusing on mental health and work-life balance.
- Review and enhance compensation packages.
- Offer clear career paths and professional development opportunities.



Distributions of overtime and attritions by Job Role



Important Observations :

1. Sum of Overtime by Job Role (Left Chart)
 - Research Scientist has the highest overtime sum.
 - Sales Executive and Laboratory Technician also have significant amounts of overtime.
 - Human Resources has the lowest overtime sum.
2. Sum of Attrition by Job Role (Right Chart)
 - Laboratory Technician has the highest sum of attrition.
 - Sales Executive and Research Scientist also show high attrition.
 - Research Director has the lowest sum of attrition.

Implications

1. Workload and Job Satisfaction:
 - The high overtime for Research Scientists might indicate a heavy workload, which could lead to job dissatisfaction and potentially higher attrition rates in the future if not addressed.
 - Sales Executives and Laboratory Technicians also have high overtime, suggesting these roles may experience similar challenges.





2. Attrition and Retention Strategies:

- Laboratory Technicians have the highest attrition, which could be related to their significant overtime. This suggests a need for targeted retention strategies, such as better work-life balance, career development opportunities, or improved working conditions.
- The high attrition among Sales Executives and Research Scientists might also require attention. Understanding the specific reasons behind their attrition could help in designing better retention programs.

3. Resource Allocation:

- Departments with high overtime and attrition might need additional resources or restructuring to manage workloads more effectively. For example, hiring more staff or redistributing tasks could help reduce the burden on Research Scientists, Sales Executives, and Laboratory Technicians.

4. Human Resources Focus:

- Despite having low overtime, Human Resources still has a moderate level of attrition. This suggests other factors, such as job Monthly Income. as 'Monthly Income' is the second most correlated variable with attrition

END

