

Work-Life Balance and Engagement Analysis Report :

The KPI's used in the dashboard are:

Average relationship satisfaction, average job involvement, average job satisfaction, total overtime, average work-life balance.

The Average relationship satisfaction is 2.71,

average job involvement is 2.73,

average job satisfaction is 2.73, total overtime is 416, average work-life balance is 2.76

1) We have analysed the relationship satisfaction in all the departments , we can say that

- In research and development department:
Out of 961 employees ,278 have rated relationship satisfaction as 4 ,298 have rated relationship satisfaction as 3, 212 have rated relationship satisfaction as 2, 173 have rated relationship satisfaction as 1
- In Sales department:
Out of 446 employees ,134 have rated relationship satisfaction as 4 ,137 have rated relationship satisfaction as 3, 80 have rated relationship satisfaction as 2, 95 have rated relationship satisfaction as 1
- In Human Resource department:
Out of 63 employees ,20 have rated relationship satisfaction as 4 ,24 have rated relationship satisfaction as 3, 11 have rated relationship satisfaction as 2, 8 have rated relationship satisfaction as 1

2) line chart: it depicts the average job involvement for different job roles :

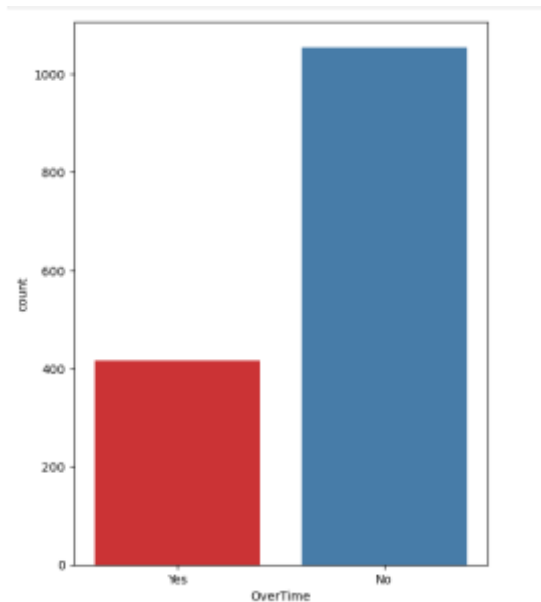
- Average job involvement for Research Scientist is 2.8
- Average job involvement for Research Director is 2.78
- Average job involvement for Manager is 2.77
- Average job involvement for Healthcare Representative is 2.73
- Average job involvement for Sales Executive is 2.71
- Average job involvement for Human Resources is 2.71
- Average job involvement for Laboratory Technician is 2.69
- Average job involvement for Manufacturing Director is 2.68
- Average job involvement for Sales representative is 2.65

3) Scatter plot shows the average job satisfaction while working overtime in various departments:

- the highest number of employees working overtime is the from the research department and has an average job satisfaction of 2.73,
- the lowest number of employees working overtime id from HR department with the average Job satisfaction of 2.6,
- for the sales department the average job satisfaction is the highest which is 2.75.

4)following is a bar plot representing if the employees are working overtime or not:

As its clear that most of the people do not work overtime.



From the doughnut chart it seen that that :

- Research and development : : 65.14 % employees work overtime
- Sales : 30.77% employees work overtime
- Human resources: : 4.09 % employees work overtime

5)from the 100 percent stacked bar chart we see that:

- Research and development: 9.47% have highest work-life balance And 6.24%have the lowest
- Sales: 11.66% have highest work-life balance and 3.59% have the lowest
- Human resources: 15.87% have highest work-life balance and6.35% have the lowest

KEY INSIGHT:

- From the column chart it is observed that the relationship satisfaction is out of total 63 employees in Human resources 20 have highest relationship satisfaction, out of total 961 in research and development have 278 highest relationship satisfaction and that for sales is 134
- From the line chart we can see that the average job involvement is highest for research scientist and the lowest for sales representative.
- From the scatter plot we can see that the highest number of employees working overtime is the from the research department and has an average job satisfaction of 2.73, the lowest number of employees working overtime id from HR department with the average Job satisfaction of 2.6, and for the sales department the average job satisfaction is the highest which is 2.75
- From the 100 % bar chart we can see that the maximum percent of work life balance is from the department of Human Resources 15.87%, and the lowest is of the research and development which is 9.47 %
- From the doughnut charts we can observe that the 65.14% of the employees from the research and development department work overtime which the highest. Those from sales are 30.77% and those from Human resources is 4.09 %
- From the dashboard we can see that the research department is the one which is working overtime the maximum and thus we can see that its work life balance is the least.

Measures:

Individuals can enhance their balance by setting clear boundaries between work and personal life, prioritizing tasks effectively, taking regular breaks, and engaging in stress-reducing activities like exercise or practising hobbies.

Meanwhile, organizations play a pivotal role by promoting flexibility through remote work options and flexible schedules, encouraging employees to take regular time off, and providing resources like wellness programs and skill development opportunities