Work-Life Balance & Engagement Dashboard Analysis Report

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Overview

The **WORK-LIFE BALANCE AND ENGAGEMENT ANALYSIS DASHBOARD** provides a comprehensive view of employee metrics, focusing on work-life balance, job involvement, relationship satisfaction, and other factors contributing to employee satisfaction and attrition. The dashboard is designed to help HR and management make data-driven decisions to enhance employee engagement and retention.

2. Key Metrics and Visualizations

1. Total Employees
- **Description:** Displays the total number of employees in the organization.
- **Count:** 1,470

2. Attrition
- **Description:** Shows the number of employees who have left the organization.
- **Count:** 237

3. Average Work-Life Balance
- **Description:** Displays the average rating of work-life balance across the organization.
- **Rating:** 2.76

4. Average Job Involvement
- **Description:** Shows the average level of job involvement among employees.
- **Rating:** 2.73

5. Active Employees
- **Description:** Displays the number of currently active employees.
- **Count:** 1,233

6. Average Relationship Satisfaction
- **Description:** Presents the average satisfaction level with workplace relationships.
- **Rating:** 2.7

7. Employee Engagement Levels

- **Description:** Bar chart showing the distribution of job involvement levels among employees.
- **Insight:** Majority of employees have a job involvement rating of 3, indicating a moderate level of engagement.

8. Employee Job Involvement Analysis

- **Description:** Bar chart showing the number of employees at different job involvement levels.
- **Insight:** The majority of employees are highly involved in their jobs (Level 3), suggesting good engagement.

9. Job Role Analysis

- **Description:** Table showing the distribution of employees across different job roles and involvement levels.
- **Insight:** Helps identify job roles with higher or lower involvement levels.

10. Gender Distribution

- **Description:** Visual showing the distribution of employees by gender.
- **Insight:** Understand gender diversity within the organization.

11. Overtime Status of Employees

- **Description:** Pie chart visualizing the distribution of employees who work overtime versus those who do not.
- **Insight:** 71.7% of employees do not work overtime, while 28.3% do.

12. Attrition and Employee Count by Working Years

- **Description:** Scatter chart showing the sum of attrition status and employee count plotted against total working years.
- **Insight:** Helps identify patterns in employee tenure and attrition.

13. Work-Life Balance of Employee Department

- **Description:** Bar chart showing the sum of employee count by work-life balance rating across different departments.
- **Insight:** Helps identify departments with better or worse work-life balance ratings.

3. Analysis

1. Work-Life Balance Trends

- **Observation:** The average work-life balance rating is 2.76.
- **Insight:** Ratings below 3 suggest potential areas for improvement in work-life balance policies.

2. Job Involvement Patterns

- **Observation:** The average job involvement rating is 2.73.
- **Insight:** Most employees have moderate job involvement. Departments with lower involvement scores may need initiatives to boost engagement.

3. Relationship Satisfaction

- **Observation:** The average relationship satisfaction rating is 2.7.
- **Insight:** Low satisfaction scores indicate a need for initiatives to improve workplace relationships.

4. Overtime Work Distribution
- **Observation:** 28.3% of employees work overtime.
- **Insight:** Departments with high overtime rates need to assess workload distribution and explore options for reducing overtime.

5. Attrition Analysis
- **Observation:** The scatter chart reveals that most attrition occurs within the first few years of employment.
- **Insight:** High attrition among newer employees suggests issues in onboarding or initial job fit, while long-term employees' attrition indicates potential burnout or career stagnation.

6. Job Involvement Distribution
- **Observation:** Understanding job involvement distribution helps identify groups of employees who are less engaged.
- **Insight:** Targeted programs can be developed to increase involvement among these groups.

7. Overtime Impact
- **Observation:** Analyzing the employee count by overtime status helps assess the impact of overtime on employee well-being and performance.
- **Insight:** Reducing excessive overtime can improve overall job satisfaction and reduce burnout.

8. Department-Specific Work-Life Balance
- **Observation:** Departments with lower work-life balance scores need targeted interventions to improve conditions.
- **Insight:** This might include flexible working hours, remote work options, or workload adjustments.

4. Recommendations

- **Improve Onboarding Processes:**
  - Enhance the onboarding process to ensure new employees are well-integrated and supported, reducing early attrition rates.
- **Promote Work-Life Balance:**
  - Implement policies such as flexible working hours, remote work, and workload management to improve work-life balance.
- **Enhance Employee Engagement:**
  - Develop programs to increase job involvement and engagement, particularly in departments with lower scores.
- **Address Overtime Issues:**
  - Review workload distribution and explore hiring additional staff or redistributing tasks to reduce excessive overtime.