**Work-Life Balance and Engagement Analysis Dashboard**

**Overview:**

This report provides an analysis of key performance indicators (KPIs) related to work-life balance and employee engagement within our organization. The analysis is segmented by job role and department, offering a detailed view of the factors influencing our workforce.

**Key Performance Indicators (KPIs)**

**Total Employee=1470**

1. Active Employees : **1,233**

2. Attrition Count**: 237**

3. Attrition Rate: **16.12%**

4. Average Work-Life Balance: **2.76** (on a scale of 1 to 5)

5. Average Job Involvement: **2.73** (on a scale of 1 to 5)

6. Average Job Satisfaction: **2.73** (on a scale of 1 to 5)

7. Overtime Employee Count: **416**

**Detailed Analysis:**

**1. Average Work-Life Balance by Job Role:**

- The highest average work-life balance rating is in the **Sales Representative role** with a score of **2.89.** The employee count in this role is **83.**

- The lowest average work-life balance rating is in the **Research Scientist role** with a score of **2.68.** The employee count in this role is **292.**

**2. Average Job Involvement by Job Role:**

- The **highest** average job involvement rating is in the **Research Scientist** role with a score of **2.79**. The employee count in this role is **292**.

- The **lowest** average job involvement rating is in the **Sales Representative** role with a score of **2.65**. The employee count in this role is **83.**

**3. Average Job Satisfaction by Job Role:**

- The highest average job satisfaction rating is in the **Manager role** with a score of **2.81.**

- The lowest average job satisfaction rating is in the **Sales Representative role** with a score of **2.60**.

**4. Overtime Analysis:**

- Employees Working Overtime: **416** - Overtime Attrition Rate: **53.59%**

- Employees Not Working Overtime: **1,054** - Non-Overtime Attrition Rate: **46.41%**

**5. Overtime by Department:**

**- Research and Development:**

- Employees not working overtime: **690** (Attrition Count: **59**)

- Employees working overtime: **271** (Attrition Count: **74**)

**- Sales:**

- Employees not working overtime: **318** (Attrition Count**: 44**)

- Employees working overtime: **218** (Attrition Count: **48**)

**- Human Resources:**

- Employees not working overtime: **46** (Attrition Count: **7**)

- Employees working overtime: **17** (Attrition Count: **5**)

**Insights:**

**1. Work-Life Balance and Job Role:**

- Sales Representatives report the highest work-life balance, indicating better management of personal and work life compared to other roles.

- Research Scientists report the lowest work-life balance, suggesting potential issues in workload or work environment.

**2. Job Involvement and Job Role:**

- Research Scientists exhibit the highest job involvement, implying strong engagement and dedication to their roles.

- Sales Representatives have the lowest job involvement, highlighting a potential area for improvement in engagement strategies

**3. Job Satisfaction and Job Role:**

- Managers report the highest job satisfaction, reflecting positive perceptions of their roles and responsibilities.

- Sales Representatives have the lowest job satisfaction, which may require targeted interventions to boost morale and satisfaction.

**4. Overtime Analysis:**

- Employees working overtime have a significantly higher attrition rate (53.59%) compared to those not working overtime (46.41%). This underscores the potential negative impact of overtime on employee retention.

- Research and Development has the highest number of employees working overtime, with a notable attrition count of 74. This indicates a high workload and potential burnout in this department.

- The Sales department also shows a considerable number of employees working overtime, with an attrition count of 48.

- Human Resources has the least number of employees working overtime, with the lowest attrition counts, suggesting better work-life balance and management within this department.

**Recommendations:**

**1. Investigate High Attrition Rates:**

- Conduct exit interviews and surveys to understand the reasons behind the high attrition rate, especially among employees working overtime.

**2. Enhance Work-Life Balance:**

- Implement flexible working hours, remote work options, and wellness programs to improve work-life balance scores, particularly for Research Scientists.

**3. Boost Job Involvement and Satisfaction:**

- Encourage employee participation in decision-making, provide opportunities for career advancement, and offer training programs to increase job involvement and satisfaction, focusing on Sales Representatives.

**4. Manage Overtime:**

- Review workloads and redistribute tasks if necessary to reduce the number of employees working overtime. Consider hiring additional staff if certain departments are consistently overburdened.

By addressing these key areas, we can enhance overall employee satisfaction and engagement, leading to a more productive and committed workforce.