**EMPLOYEE EXPERIENCE SURVEY: KEY FINDINGS AND RECOMMENDATIONS**

**Objective:** The objective of this analysis is to understand the key drivers of employee satisfaction, engagement, and work-life balance at the nonprofit organization, and to identify areas that require improvement across various demographic groups and departments.

**FINDINGS**

1. **Overall Engagement and Job Satisfaction:**
   * The average **Overall Engagement** score is **3.4 out of 5**, while the **Job Satisfaction** score is **3.0 out of 5**. This suggests a moderate level of engagement and satisfaction across the organization.
   * The department-wise analysis reveals that **Finance** has the highest **Overall Engagement** **(5.0)** and **Job Satisfaction** **(4.0)**, whereas **IT** shows lower scores in both categories, with **Overall Engagement** at 2.0 and **Job Satisfaction** at 1.0.
2. **Age Bracket Analysis:**
   * Employees in the **18-24 age bracket** report the highest **Job Satisfaction** (**3.4)** and **Overall Engagement** (**3.4**), while those in the **35-44** bracket report the lowest scores (**Job Satisfaction: 2.0, Engagement: 2.5**). This indicates a potential need to focus on mid-career professionals.
3. **Correlation Between Work-Life Balance and Overall Engagement:**
   * The correlation analysis shows a **weak negative correlation** (r = -0.36) between **Work-Life Balance** and **Overall Engagement**, and the p-value (**0.18)** suggests that this correlation is not statistically significant. However, departments with better work-life balance (e.g., **HR**) generally have higher engagement.
4. **Hypothesis Test (Job Satisfaction in IT vs. HR):**
   * A t-test comparing **Job Satisfaction** between **PRODUCT DEVELOPMENT** and **HR** departments resulted in a p-value of **0.32**, indicating no statistically significant difference in satisfaction between the two departments.

**RECOMMENDATIONS:**

1. **Focus on IT Department:**
   * Given the low scores in both **Job Satisfaction** and **Overall Engagement** in the **IT** department, immediate action should be taken to investigate the specific concerns of IT employees. Initiatives like better management support and fairer workloads may improve satisfaction.
2. **Work-Life Balance Programs:**
   * Although the correlation between **Work-Life Balance** and **Overall Engagement** is not statistically significant, departments with higher work-life balance scores also show higher engagement. Introducing or improving work-life balance programs may help boost engagement across departments.
3. **Mid-Career Employees:**
   * Employees in the **35-44 age bracket** are showing lower levels of satisfaction and engagement. Consider offering more **career development opportunities** and mentorship programs to support this group.
4. **Department-Specific Engagement Strategies:**
   * Departments like **Finance** and **HR** are doing well in terms of engagement and satisfaction. These departments can serve as models for other departments such as **IT** and **Operations**. Sharing best practices across teams could enhance overall employee experience.