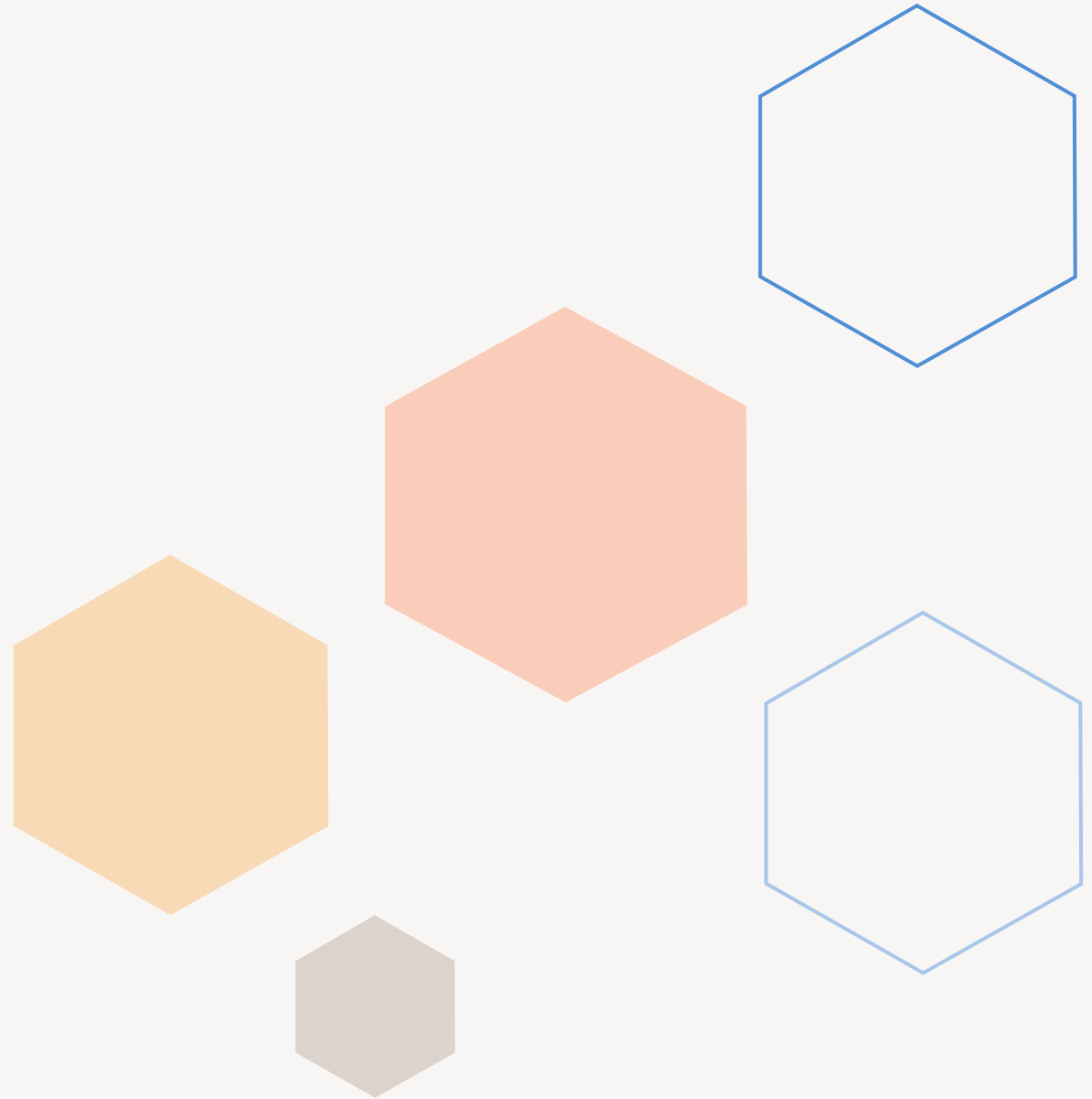


Employee Survey Analysis

Akansha
Shaw



Introduction

The City of Seattle surveyed 1,500 public work employees in their department to measure job satisfaction and identify opportunities to keep staff motivated and engaged.

The tasks are to analyze the survey response data and prepare the visual summary for the HR leadership team.



Data Overview

| Response ID | Status | Department | Director | Manager | Supervisor | Staff | Question | Response | Response Text |
|-------------|----------|------------------------------------|----------|---------|------------|-------|--|----------|----------------|
| 1 | Complete | Human Resources | 0 | 1 | 0 | 0 | 1. I know what is expected of me at work | 4 | Strongly Agree |
| 2 | Complete | Communications Office | 0 | 0 | 0 | 0 | 1. I know what is expected of me at work | 4 | Strongly Agree |
| 3 | Complete | Parks and Recreation | 0 | 1 | 0 | 0 | 1. I know what is expected of me at work | 0 | Not Applicable |
| 4 | Complete | Human Resources | 0 | 1 | 0 | 0 | 1. I know what is expected of me at work | 3 | Agree |
| 5 | Complete | Communications Office | 0 | 0 | 0 | 0 | 1. I know what is expected of me at work | 0 | Not Applicable |
| 6 | Complete | Prosecuting Attorney's Office | 0 | 0 | 0 | 0 | 1. I know what is expected of me at work | 4 | Strongly Agree |
| 7 | Complete | Prosecuting Attorney's Office | 0 | 0 | 0 | 0 | 1. I know what is expected of me at work | 4 | Strongly Agree |
| 8 | Complete | Finance and Performance Management | 0 | 0 | 0 | 1 | 1. I know what is expected of me at work | 4 | Strongly Agree |
| 9 | Complete | Finance and Performance Management | 0 | 0 | 0 | 0 | 1. I know what is expected of me at work | 2 | Disagree |
| 10 | Complete | Planning and Public Works | 0 | 0 | 0 | 0 | 1. I know what is expected of me at work | 4 | Strongly Agree |
| 11 | Complete | Planning and Public Works | 0 | 0 | 0 | 0 | 1. I know what is expected of me at work | 4 | Strongly Agree |
| 12 | Complete | Planning and Public Works | 0 | 0 | 0 | 0 | 1. I know what is expected of me at work | 3 | Agree |
| 12 | Complete | Planning and Public Works | 0 | 0 | 0 | 0 | 1. I know what is expected of me at work | 3 | Agree |
| 13 | Complete | Human Services | 0 | 0 | 0 | 0 | 1. I know what is expected of me at work | 4 | Strongly Agree |
| 14 | Complete | Human Services | 0 | 0 | 0 | 1 | 1. I know what is expected of me at work | 4 | Strongly Agree |

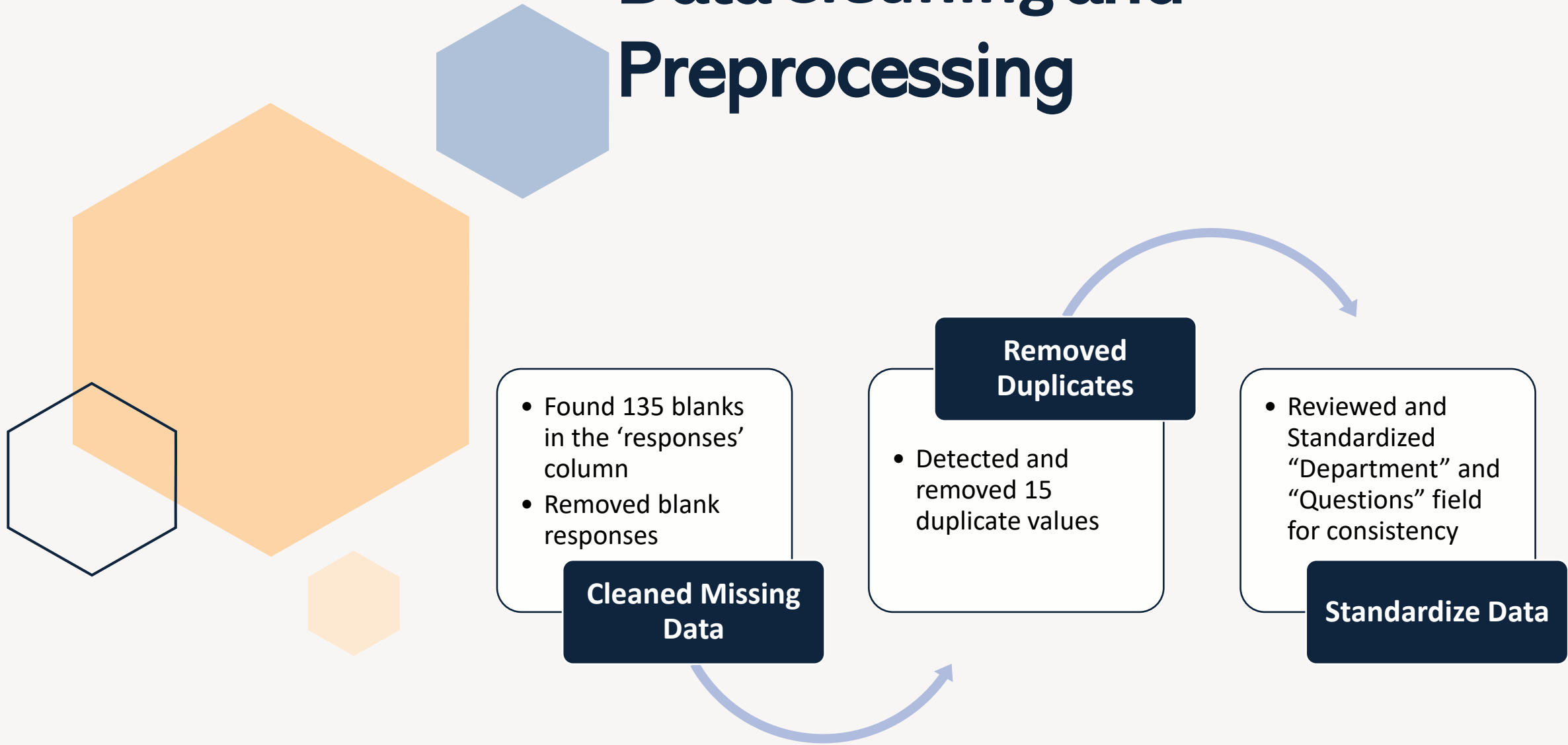
❑ Total Records: 14725

❑ Total Fields: 10

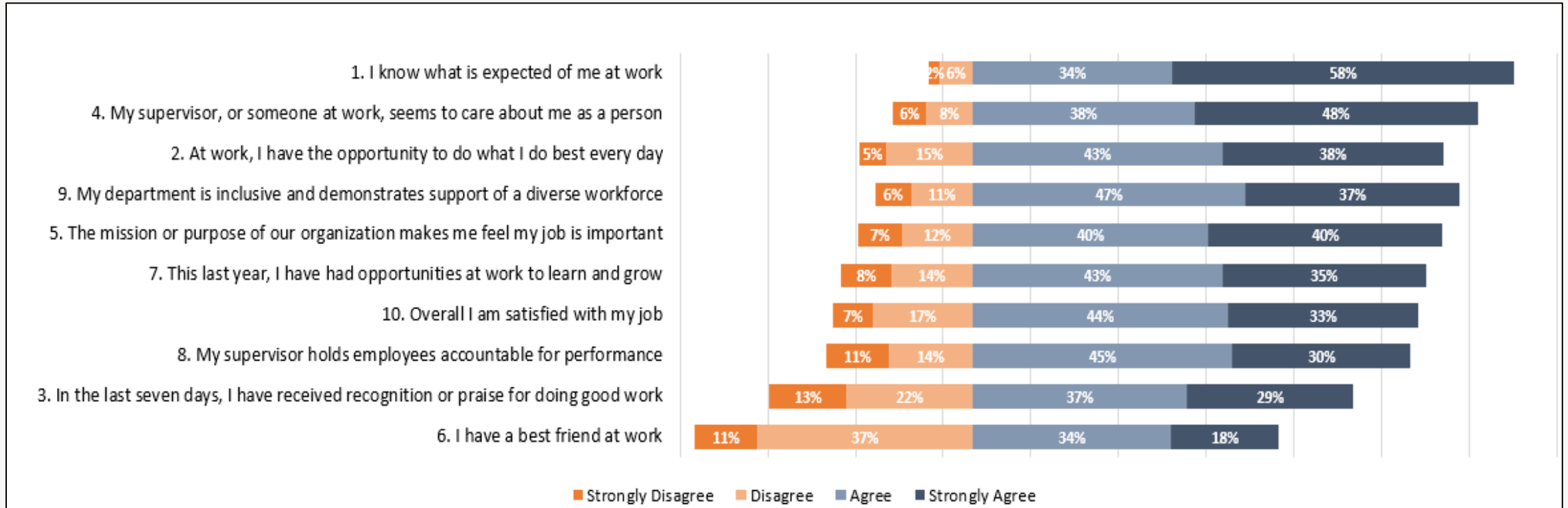
Data Dictionary

| Field | Description |
|---------------|---|
| Response ID | Unique, sequential ID representing a response to a survey question |
| Status | Identifies whether a response was complete or incomplete |
| Department | Survey respondent's job department (Human Resources, Public Works, etc.) |
| Director | Binary (0/1) field indicating if the respondent is in a Director role |
| Manager | Binary (0/1) field indicating if the respondent is in a Manager role |
| Supervisor | Binary (0/1) field indicating if the respondent is in a Supervisor role |
| Staff | Binary (0/1) field indicating if the respondent is in a Staff role |
| Question | Full survey question text |
| Response | Survey response value (0, 1, 2, 3, 4) |
| Response Text | Survey response text (Not Applicable, Strongly Disagree, Disagree, Agree, Strongly Agree) |

Data Cleaning and Preprocessing



Workplace Feedback: Employee Insights

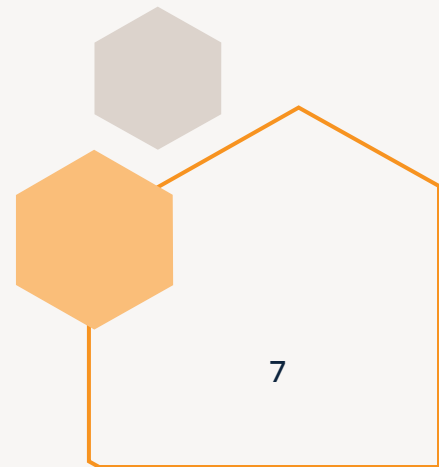


- Approximately 18% of employees strongly or somewhat agree that they have a best friend at work
- Just 29% of employees strongly agree that they have been recognized or praised for their work in the past week
- 37% of employees strongly agree their department supports diversity and inclusion

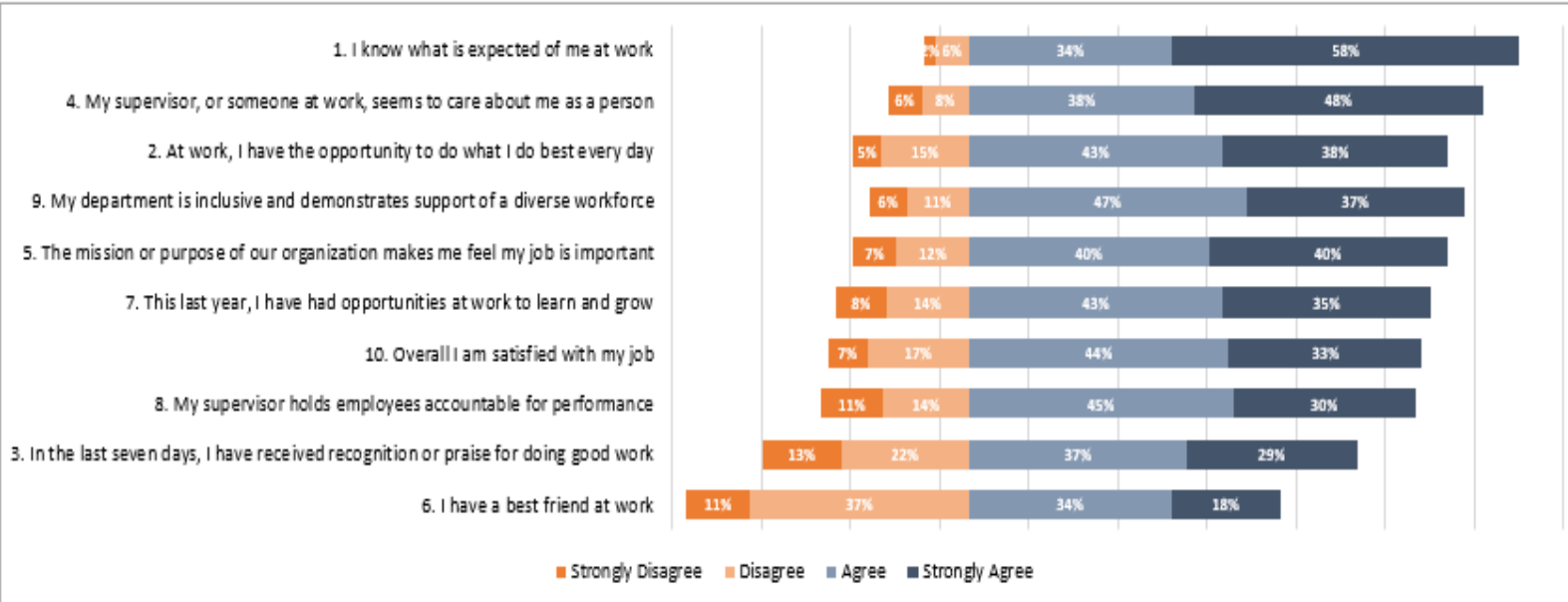
Department-Wise Survey Response Analysis

| Department | Number of Resp | Average |
|------------------------------------|----------------|---------|
| Family Justice Center | 39 | 3.61 |
| Emergency Management | 188 | 3.48 |
| Exec Office & Directors | 263 | 3.47 |
| Communications Office | 196 | 3.40 |
| Human Resources | 269 | 3.34 |
| Council's Office | 267 | 3.32 |
| Economic Development | 69 | 3.32 |
| Prosecuting Attorney's Office | 1172 | 3.26 |
| Human Services | 959 | 3.21 |
| Finance and Performance Management | 1088 | 3.21 |
| Juvenile Court | 742 | 3.20 |
| Assigned Council | 180 | 3.20 |
| Medical Examiner | 109 | 3.19 |
| Assessor-Treasurer's Office | 426 | 3.17 |
| Facilities Management | 472 | 3.17 |
| Superior Court | 347 | 3.13 |
| Clerk of Superior Court | 358 | 3.12 |
| Parks and Recreation | 550 | 3.07 |
| Planning and Public Works | 4663 | 3.05 |
| District Court | 418 | 2.99 |
| Sheriff's Department | 1800 | 2.46 |

- The Planning and Public Works department had the most responses
- The Sheriff's Department had the lowest average rating



EMPLOYEE SURVEY ANALYSIS



| Department | Number of Responses | Average |
|------------------------------------|---------------------|---------|
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| Sheriff's Department | 1800 | 2.46 |

Insights



- The overall average rating was 3.06 out of 4
- The Sheriff's Department had the lowest rating at 2.46, while the Family Justice Center had the highest at 3.61
- Planning and Public Works Department received the most responses
- 92% of employees understand their work expectations, and 86% feel their supervisor cares about them
- 48% of employees reported not having a close friend at work

Recommendations

- Organize team-building activities to foster workplace friendships
- Implement formal recognition programs to make employee feel appreciated
- Provide opportunities for career growth, skill enhancement and professional development
- Maintain clear and frequent communication on role expectations
- Strengthen diversity and inclusivity programs to ensure everyone feels valued
- Train Supervisors to provide personalized support and constructive feedback
- Perform targeted departmental reviews to pinpoint specific concerns and challenges
- Identify successful practices in high scoring departments to replicate in others

Thank you

