

Overview

Academic project: Employees Work/life Balance Survey

Productivity & work condition

5000

No. of Employee

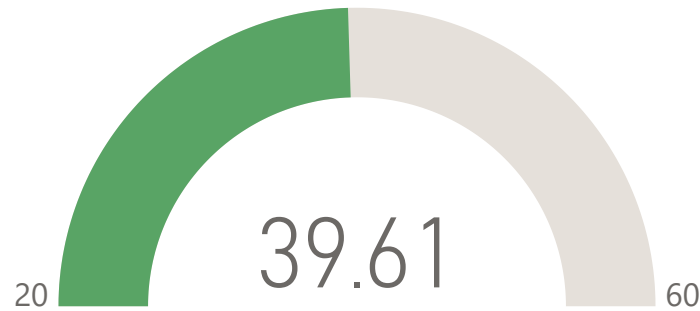
41.00

Average Age

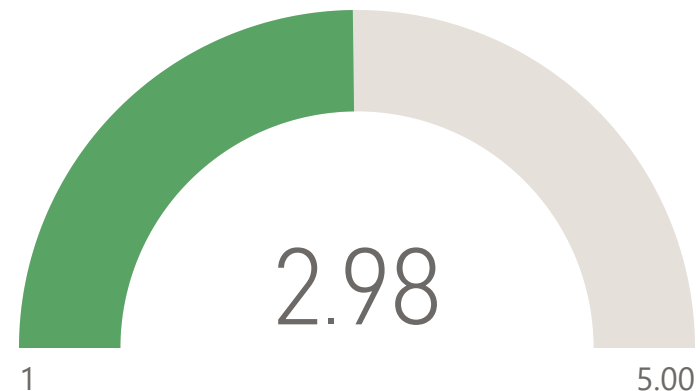
Mental Health Analysis

Summary and Conclusion

Average working hours



Average Work/life balance rating



Work_Location

All

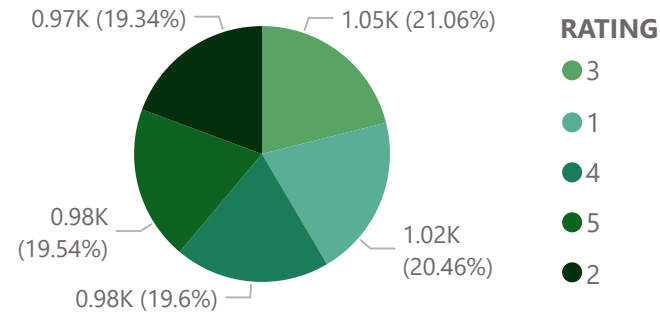
Mental_Health_Condition

All

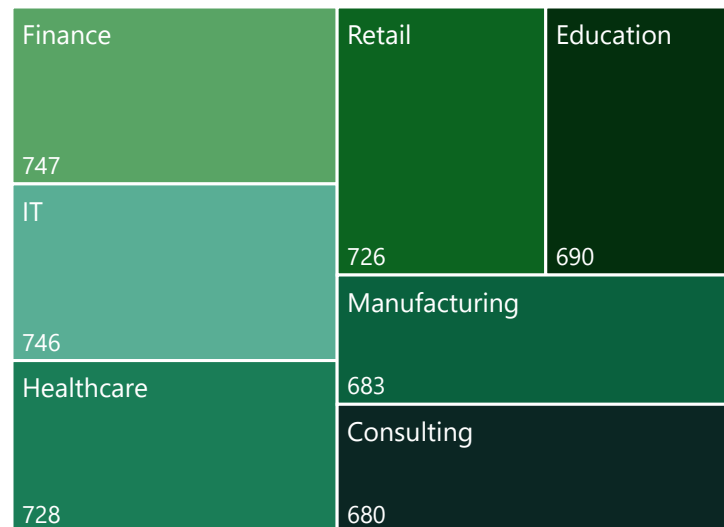
Gender

All

Employees' Work/Life Balance Rating Distribution

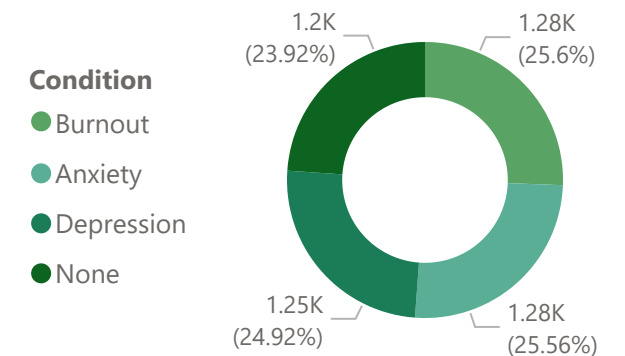


Employees distribution by Industries



- The data cover employees from various industries, most likely full-time from their average weekly worked hours.
- Average rate is just below 3/5, indicating that employees are relatively satisfied.
- Relatively even distribution of mental health conditions

Mental Health conditions Distribution



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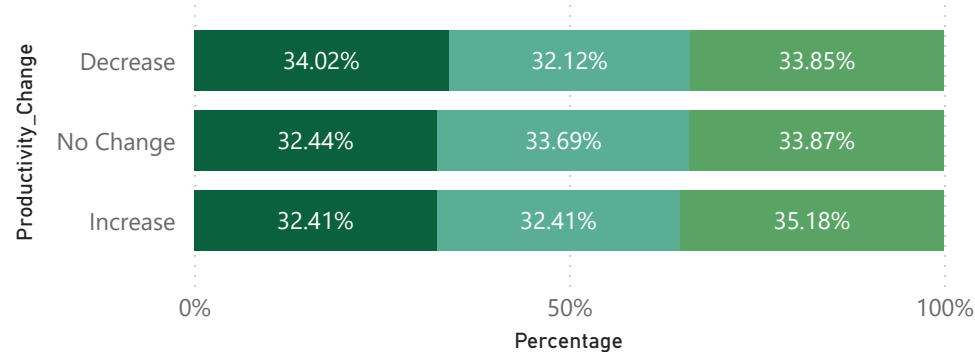
All

Gender

All

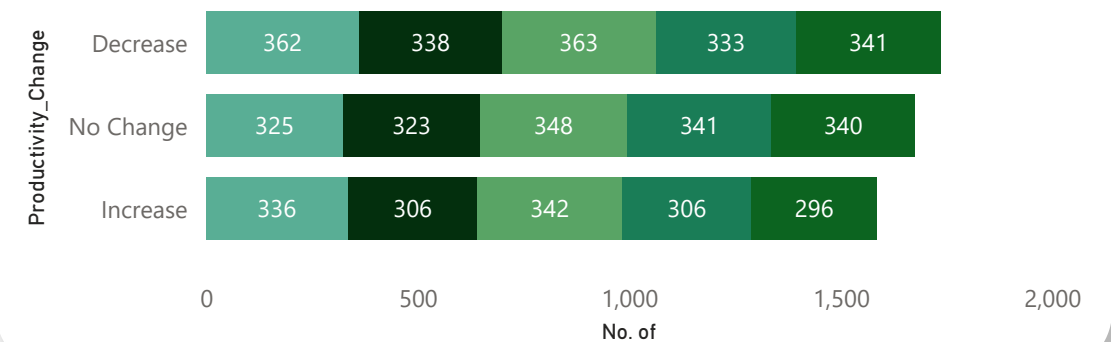
Productivity changes by Work location

Industry ● Hybrid ● Onsite ● Remote



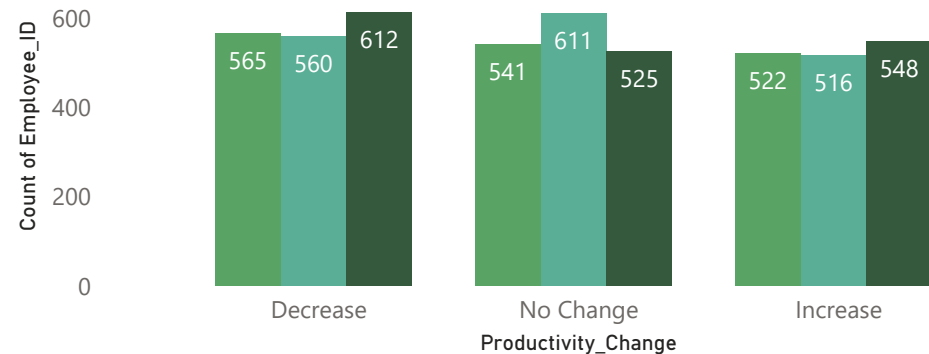
Number of Employees by Productivity_change

Work/Life Balance Rating ● 1 ● 2 ● 3 ● 4 ● 5



No. of Employee by Productivity_Change and Sleep_Quality

Sleep_Quality ● Average ● Good ● Poor



- Number of 'Decrease' is higher than that of 'Increase', even when considering each rating.
 - A big proportion is 'No Change'
- => *The employees' thought about their Work/life Balance does not guarantee increase in Productivity.*
- Sleep Quality surprisingly have no strong correlation with Productivity Change
 - 'Poor' out perform in all Productivity outcomes
- => *Productivity might be affected by factors other than rest quality.*

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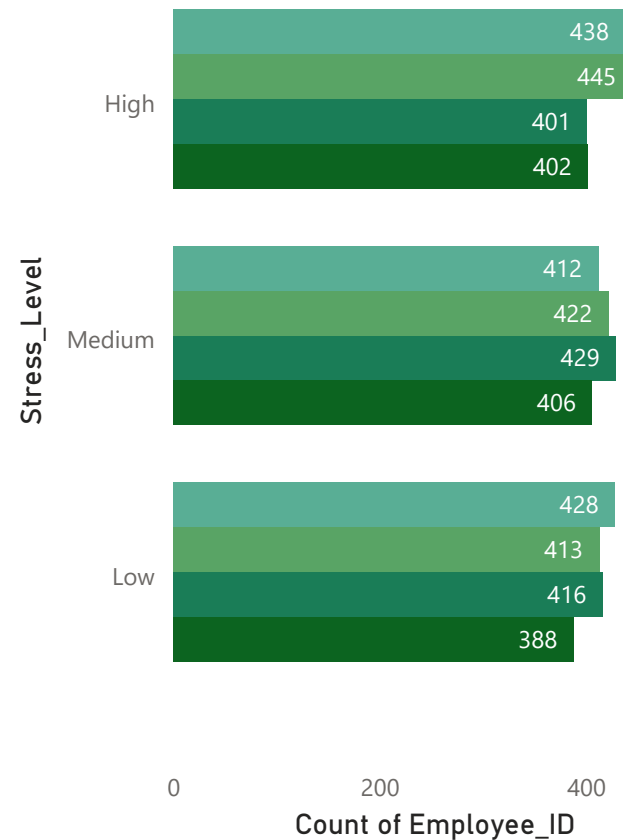
All

Gender

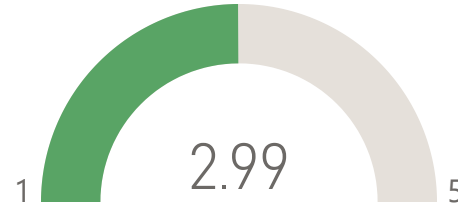
All

No. of Employee by Stress_Level and Mental_Health_Condition

Condition ● Anxiety ● Burnout ● Depression ● None

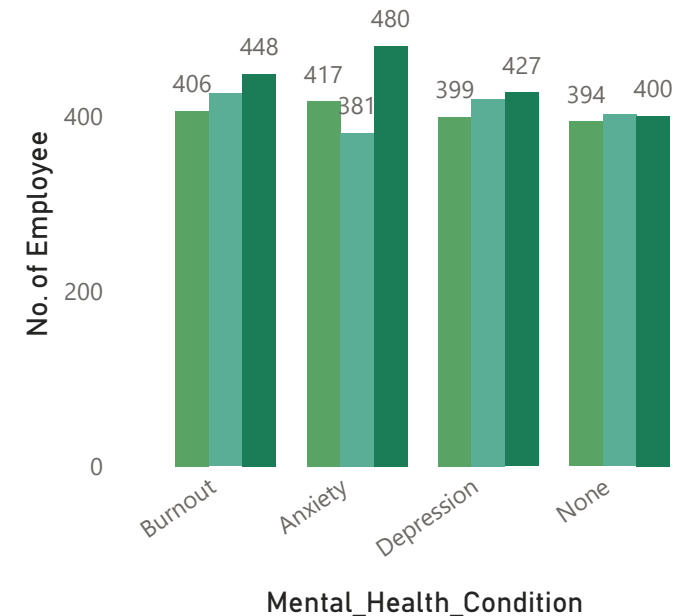


Average of Social_Isolation_Rating



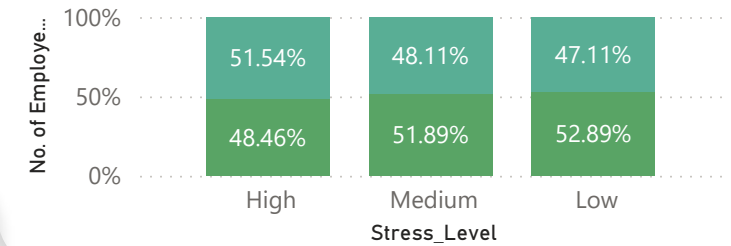
No. of Employee by Mental_Health_Condition and Physical_Activity

Physical_Activity ● Daily ● None ● Weekly



Stress level by Mental Health Assistance Access

Assistance Acc... ● No ● Yes



- Average Social Isolating Rating is around 3 for all Work Location.

=> *Might be balanced, but still shows an alarming issue regarding employees' social connection.*

- For all 3 Stress Levels, the access to mental health services surprisingly doesn't seem to impact much
- About 25% of employees suffer no mental conditions, even with decent Work/Life Balance rating

=> *Work/Life Balance quality might play a role, but is not a major factors affecting their mental health.*

- Physical Activity also shows no strong correlation to Mental Health Condition in this dataset

Overview

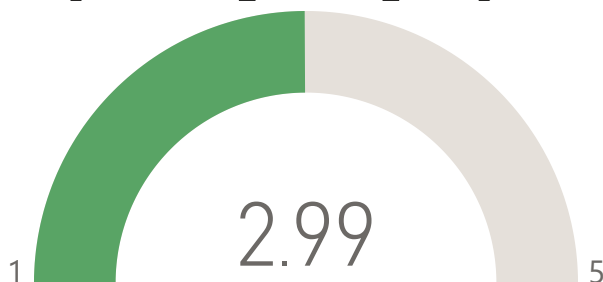
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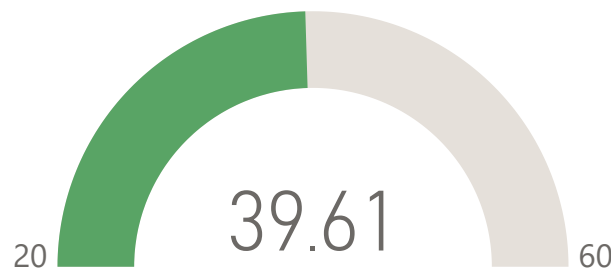
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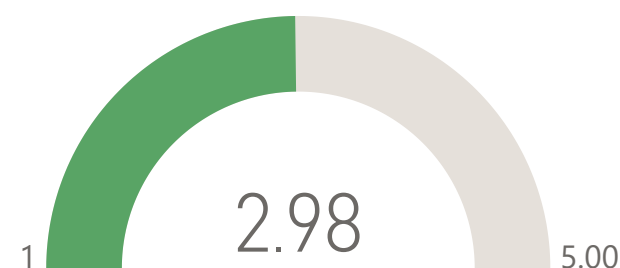
Average of Social_Isolation_Rating



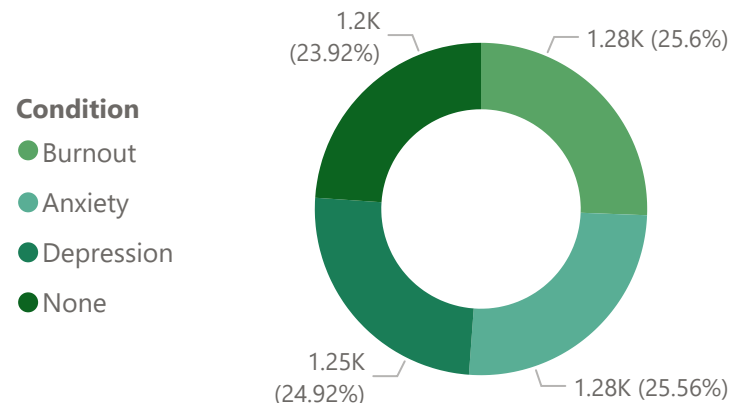
Average working hours



Average Work/life balance rating



Mental Health conditions Distribution



Work/Life Balance: average score 3/5, there room for improvement

Productivity: 'No Change' dominates, satisfaction of the Work/Life Balance quality not necessarily play key roles

Stress: All condition suffer high level of stress, raise a need for support program's improvement

Assistance Access: Little effect on Stress Levels, raise question in Quality of the service (access only is not enough)

Sleep, Physical Activity: weak correlation to Productivity or Stress Level.

Recommendation:

- Improve scheduling, support regular breaks and review reasonable workload distribution to raise satisfaction.
- Focus on enhancing the quality of Mental Health Support Services rather than availability.
- For long-term Healthcare, encourage and raise awareness programs for engaging in physical activity regularly as well as managing sleep quality, even though it is not showing big impact in the dataset.