

## Average Work-Life Balance Rating

The dashboard doesn't show the average work-life balance rating across the organization. It does however show Average WorkLifeBalance by Attrition. Employees who left the company (attrition) had a lower average work-life balance rating (2.59) compared to those who are still with the company (2.79). This suggests that employees who are unhappy with their work-life balance are more likely to leave the company.

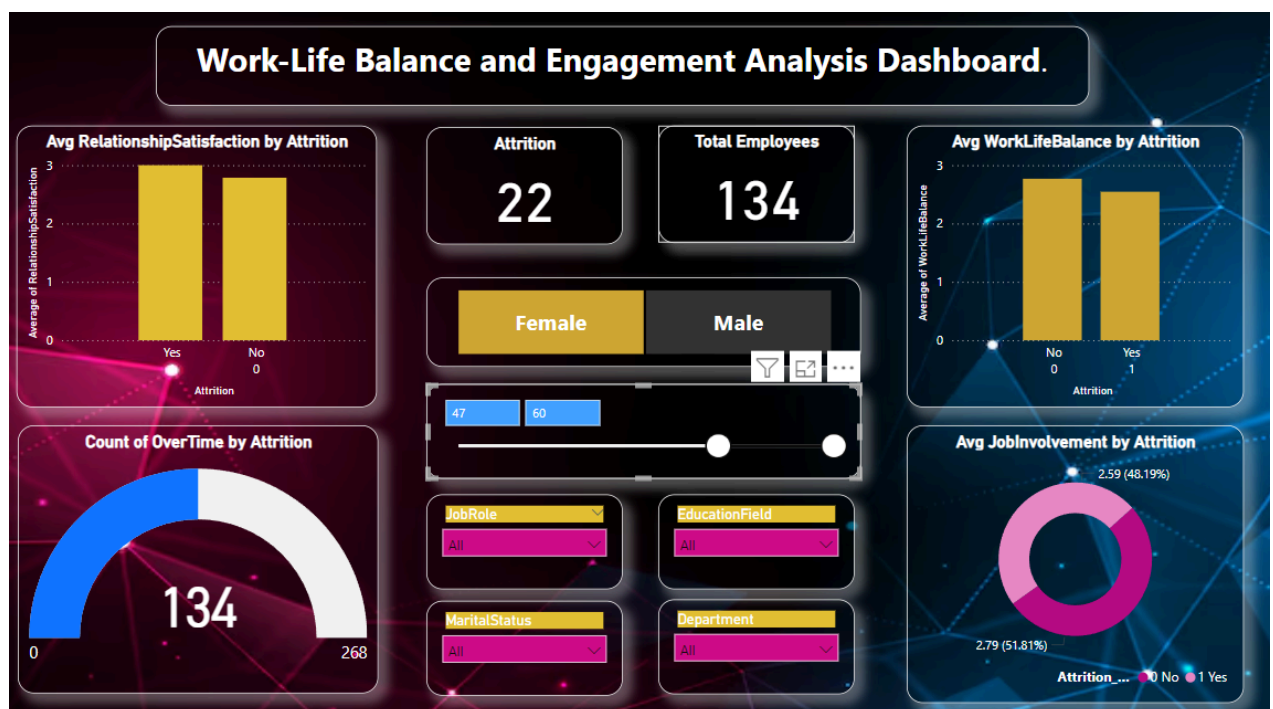
## Average Job Involvement

The average job involvement score is 2.79 (51.81%) . This suggests that employees are somewhat involved in their work. However, there may be room for improvement.

## Average Relationship Satisfaction

The average relationship satisfaction score is not displayed on the dashboard.

## Visualization



## **Distribution of Overtime Work**

The distribution of overtime work is not shown on the dashboard but the Count of OverTime by Attrition is. Employees who left the company (attrition) worked less overtime (134) than those who are still with the company (268). This could be due to a number of reasons, such as those who left felt less pressured to work overtime or they were not given the opportunity because they were on their way out.

## **Areas for Improvement and Recommended Actions**

Based on the analysis, the following areas require attention:

- **Work-Life Balance:** Conduct an employee survey to understand employee expectations and challenges regarding work-life balance. Explore and implement flexible work arrangements, extended parental leave policies, and increased paid time off options.
- **Job Involvement:** Investigate ways to increase job engagement. This might involve providing more opportunities for professional development, skill utilization, and clear career paths.
- **Workplace Relationships:** Foster a positive and inclusive work environment through team-building activities, open communication channels, and conflict resolution strategies. Consider conducting anonymous employee surveys to gauge current satisfaction levels and identify areas for improvement.
- **Overtime Management:** Analyze overtime patterns across departments and roles. Implement clear guidelines and encourage efficient time management practices to reduce unnecessary overtime.

## **Additional Insights**

The dashboard also shows the Average WorkLifeBalance by Attrition broken down by gender. Males who left the company had a lower average work-life balance rating (2.53) than females who left (2.65). However, females who are still with the company had a higher average work-life balance rating (2.83) than males who are still with the company (2.76). It is important to investigate why this might be the case.

## **Conclusion**

By prioritizing employee well-being and actively promoting a healthy work-life balance, organizations can cultivate a more engaged and productive workforce. This report provides a roadmap for analyzing and improving work-life balance and employee engagement within your company. By taking the recommended actions and

**consistently monitoring progress, you can create a more positive and sustainable work environment for all.**

**Note: This report highlights potential gaps in available data and recommends further investigation on specific areas such as average work-life balance rating and relationship satisfaction.**