

Exploring Job Satisfaction and Retention in Remote Work Environments

BTMA 431

Darren Keilty, Bryce Corrin



Our Study

- Canadian employees working from home has increased from 7% in January 2020 to 20% in November 2023 (Stats Canada)
- This large spike reveals importance of studying job satisfaction and retention in remote environments



Beneficiaries of the Study

- Employers & Employees
- Human Resources Professionals
- Policy Makers / Researchers
- Organizations Transitioning to Remote Work
- Technology / Collaboration Tool Developers



Questions for Analysis



3 primary questions with 3 follow-ups (Approach #1)

1. What are the most common factors affecting job satisfaction among remote workers?

Follow-up question: How do specific satisfaction factors (such as flexibility, work-life balance, communication) vary in importance among different age groups or seniority levels?

Questions (cont'd)

2. How does remote work satisfaction vary across industries or job roles?

Follow-up question: Within high-satisfaction industries, what specific job roles report the highest satisfaction levels?



Questions (cont'd)

3. Is there a measurable correlation between remote work flexibility and employee retention rates?

Follow-up question: How do factors like job satisfaction, work-life balance, and leadership opportunities influence the relationship between remote work flexibility and employee attrition?



Q1 Data Collection & Sources

Question (Primary and Follow-up)	Data Collection Method	Source(s)
What are the most common factors affecting job satisfaction among remote workers?	Web Scraping and API Integration	Indeed (web scraping for reviews), Kaggle API to acquire datasets
How do specific satisfaction factors vary in importance among different age groups or seniority levels?	API Integration with supplementary analysis	Kaggle API to acquire datasets, academic articles (i.e. MDPI) for research

Q2 Data Collection & Sources

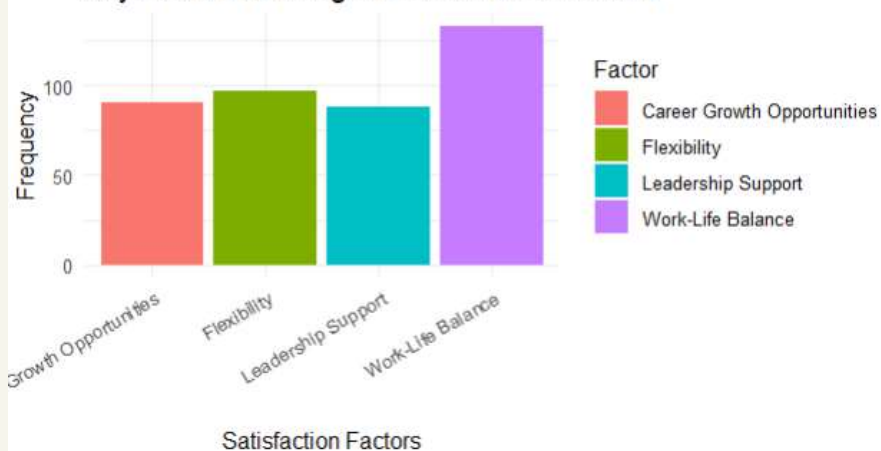
Question (Primary and follow-up)	Data Collection Method	Source(s)
How does remote work satisfaction vary across industries?	Web scraping with supplemental dataset	Owl Labs State of Remote Work Report, GitHub dataset
Within high-satisfaction industries, what specific job roles report the highest satisfaction levels?	API Integration	Kaggle API to acquire datasets

Q3 Data Collection & Sources

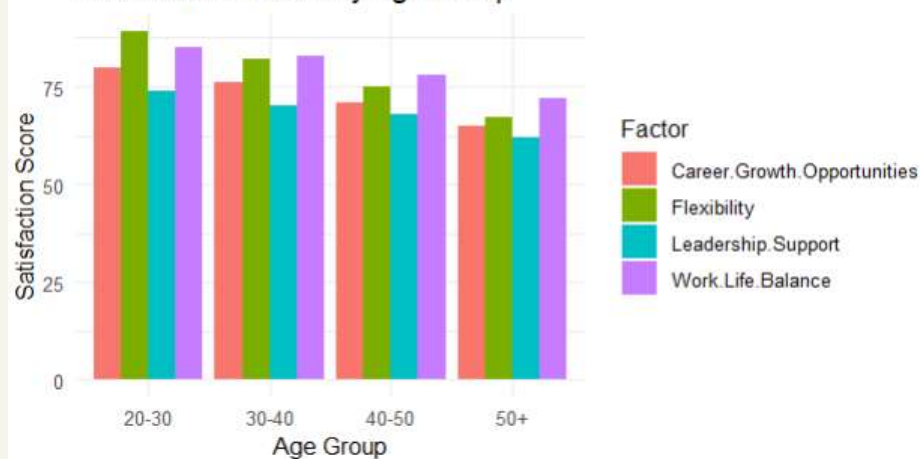
Question (Primary and follow-up)	Data Collection Method	Source(s)
Is there a measurable correlation between remote work flexibility and employee retention rates?	API Integration	Kaggle API to acquire datasets
What other factors could influence employee attrition, and how do they compare to the impact of remote work flexibility?	API Integration	Kaggle API to acquire datasets

Visuals for Q1

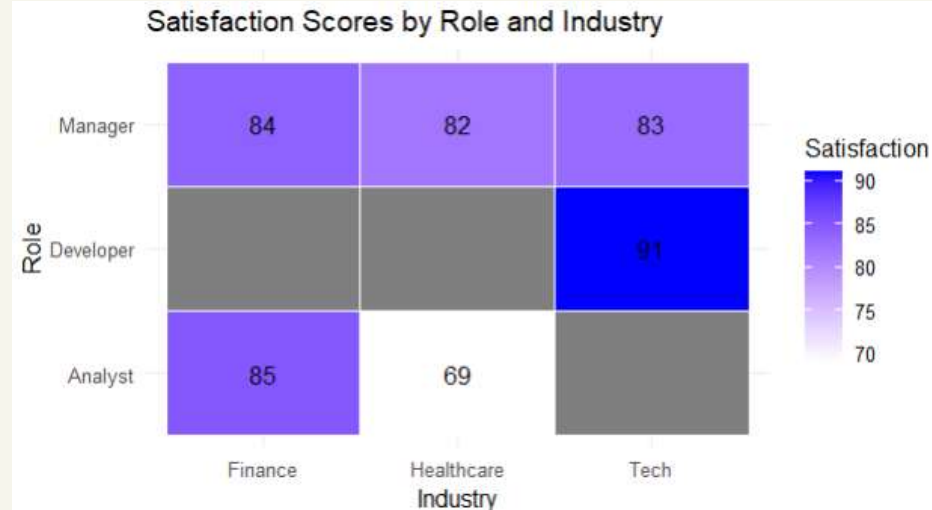
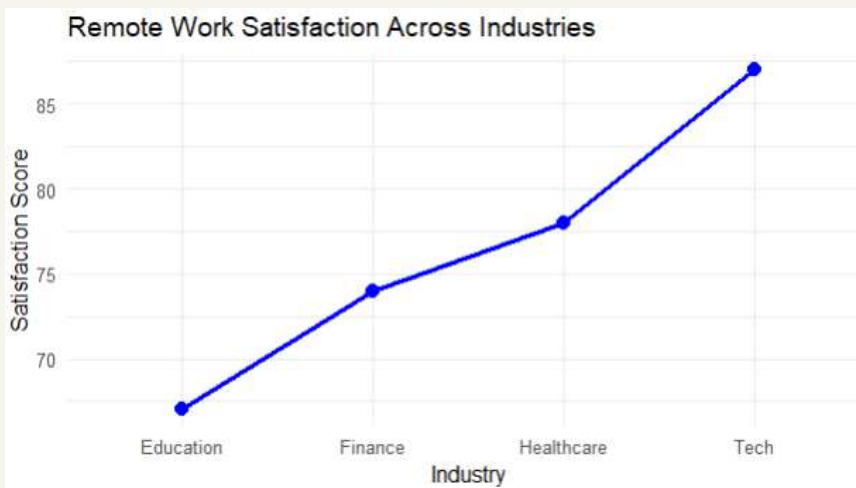
Key Factors Affecting Remote Job Satisfaction



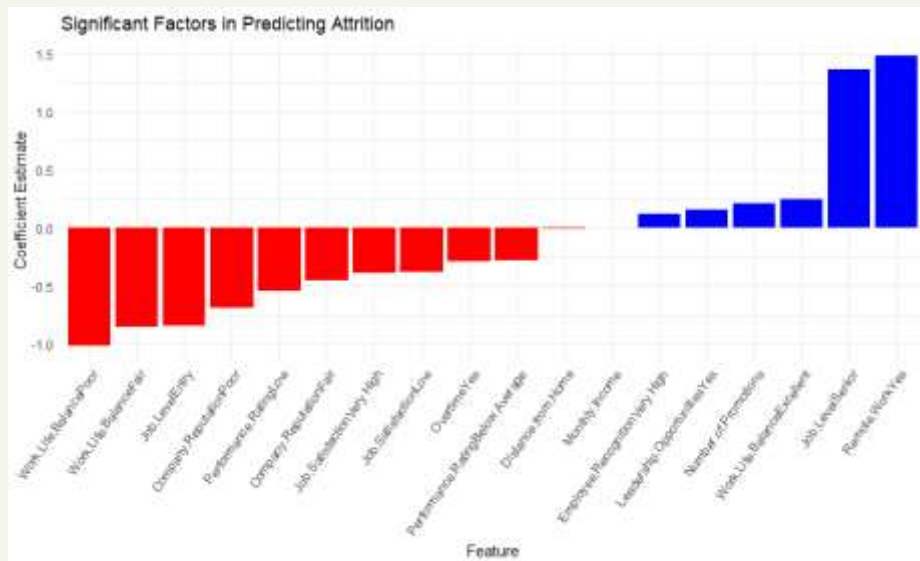
Satisfaction Factors by Age Group



Visuals for Q2



Visuals for Q3



Summary of Findings

- The most important factor affecting remote job satisfaction is work life balance.
 - Remote workers aged 20-30 value flexibility more than work-life balance, differing from other age brackets.
- The tech industry reports highest satisfaction for remote workers, compared to education, finance & healthcare industries.
 - Developers in the tech industry have the highest satisfaction levels among remote workers.
- Remote work flexibility is a significant factor in predicting employee attrition.
 - Managers that are looking to retain employees should prioritize this, along with factors like job level and work-life balance



Thank You!

