

## Summary

- . The **Engagement Average Rate per month** from July to October basically **remained the same** across the months
- . The **Engament Average Rate** from July to October was **8.74**
- . The 3 **lowest Engagement Indicators** (average) were *Wellness, Recognition and Happiness*
- . From the three Engagement Indicators with the lowest scores we have *Stress, Recognition Frequency and Work-Life Balance* as the **Engagement Sub-Indicators with the lowest scores**
- . **78, 47, 25 e 46** are the **groups with the lowest** Engagement Average Rate (< 8.0)

# Findings & Recommendations

## Findings

## Recommendations

|    |   |  |   |
|----|---|--|---|
| 01 | The three Engagement Indicators with the lowest scores are: Wellness, Recognition and Happiness | <ul style="list-style-type: none"><li>• For Wellness the lowest sub-indicator is Stress (average 7,9).</li><li>• For Recognition the lowest sub-indicator is Recognition Frequency (average 8,2).</li><li>• For Happiness the lowest sub-indicator is Work-Life Balance (average 8,5).</li></ul> | <ul style="list-style-type: none"><li>• Create a Wellbeing Program(if it does not exist): meditation, mindfulness, yoga or daily exercises can help employees handle stress. <sup>1</sup></li><li>• Get more data to check the average promotion frequency and review or create a Recognition Program. <sup>2</sup></li><li>• Prioritizing the wellbeing and health can help to improve the Work-Life Balance. <sup>3</sup></li></ul> |
| 02 | Lowest Engagement Average Rate per Group  | <ul style="list-style-type: none"><li>• 4 groups have an Engagement Average Rate below 8,0.</li><li>• They are the groups 78, 47, 25 and 46.</li></ul>   | <ul style="list-style-type: none"><li>• Work together with HR Business Partners and the Leader of these groups to analyse deeper the indicators and sub-indicators and set action plans to improve the Engagement Average Rate.</li></ul>   |
| 03 | Groups with no responses or low number of responses   | <ul style="list-style-type: none"><li>• After the data cleaning (N/A removing) some groups had no responses or a low number of responses.</li><li>• They are the groups: 17, 67, 76, 77, 79, 80, 81, 82, 83, 84</li></ul>  | <ul style="list-style-type: none"><li>• Check if these groups have none or a low number of employees.</li></ul>   |
| 04 | Lowest sun-indicators   | <ul style="list-style-type: none"><li>• Compensation has the lowest sub-indicator average.</li><li>• Stress is the second lowest sub-indicator average.</li></ul>  | <ul style="list-style-type: none"><li>• Participate/Contract a compensation survey to check if our salaries are competitive in the market.</li><li>• Analyse the turnover and engagement scores to create a Machine Learning algorithm that helps to predict the chances of leaving. <sup>4</sup></li></ul>   |

1 - <https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/how-managers-can-help-stressed-workers-.aspx>

2 - <https://www.aihr.com/blog/employee-recognition-program/#Reco>

3 - <https://www.forbes.com/sites/nataliapeart/2020/11/06/the-most-important-ways-companies-can-improve-work-life-balance/?sh=30f9d20b79a9>

4 - <https://www.aihr.com/blog/high-turnover-meaning-rates/>

# Engagement Rate

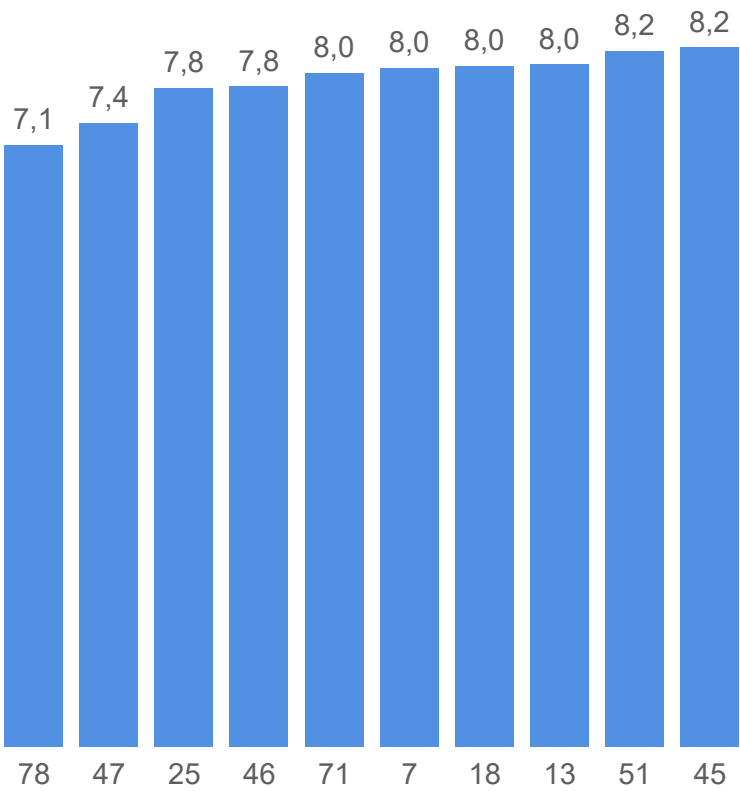
There was **no big changes** in the Engagement Average Rate during the months.

Engagement by Month (Average)



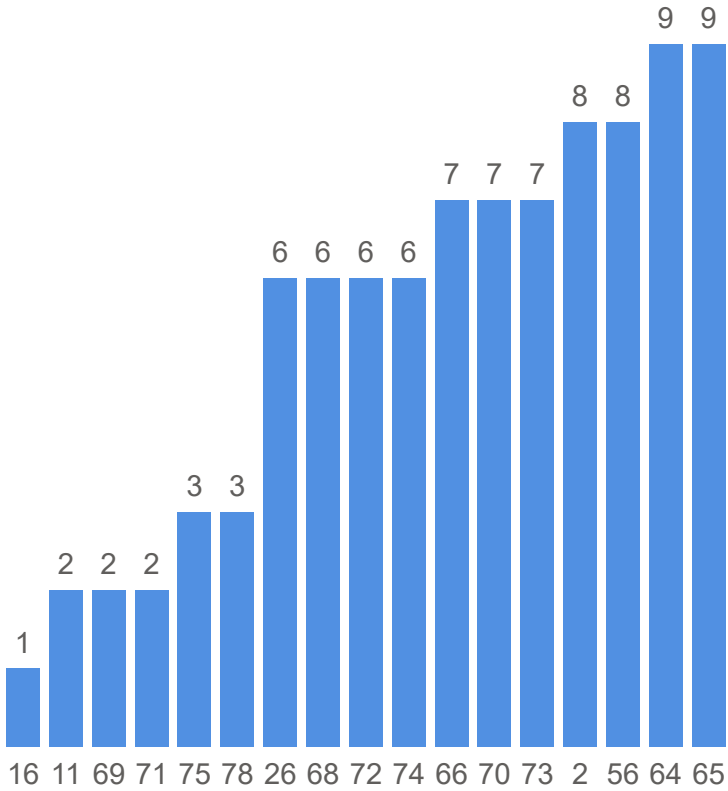
Below we can see the **10 groups** with the **lowest** Engagement Average Rate.

Engagement by Group (Average)



17 groups have **less than 10 responses**, including 2 with the lowest Engagment Average Rate (78 and 71).

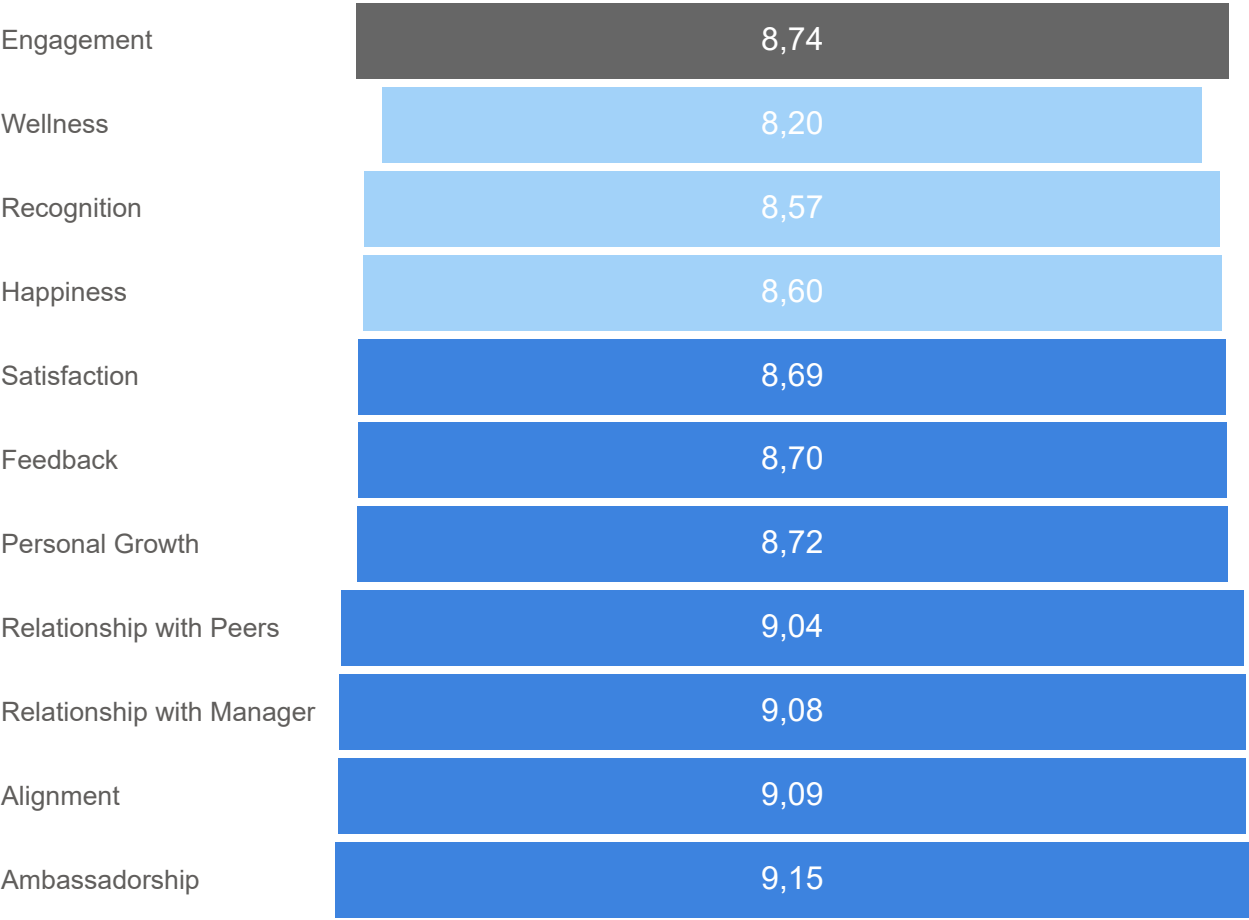
Responses per Group (<10)



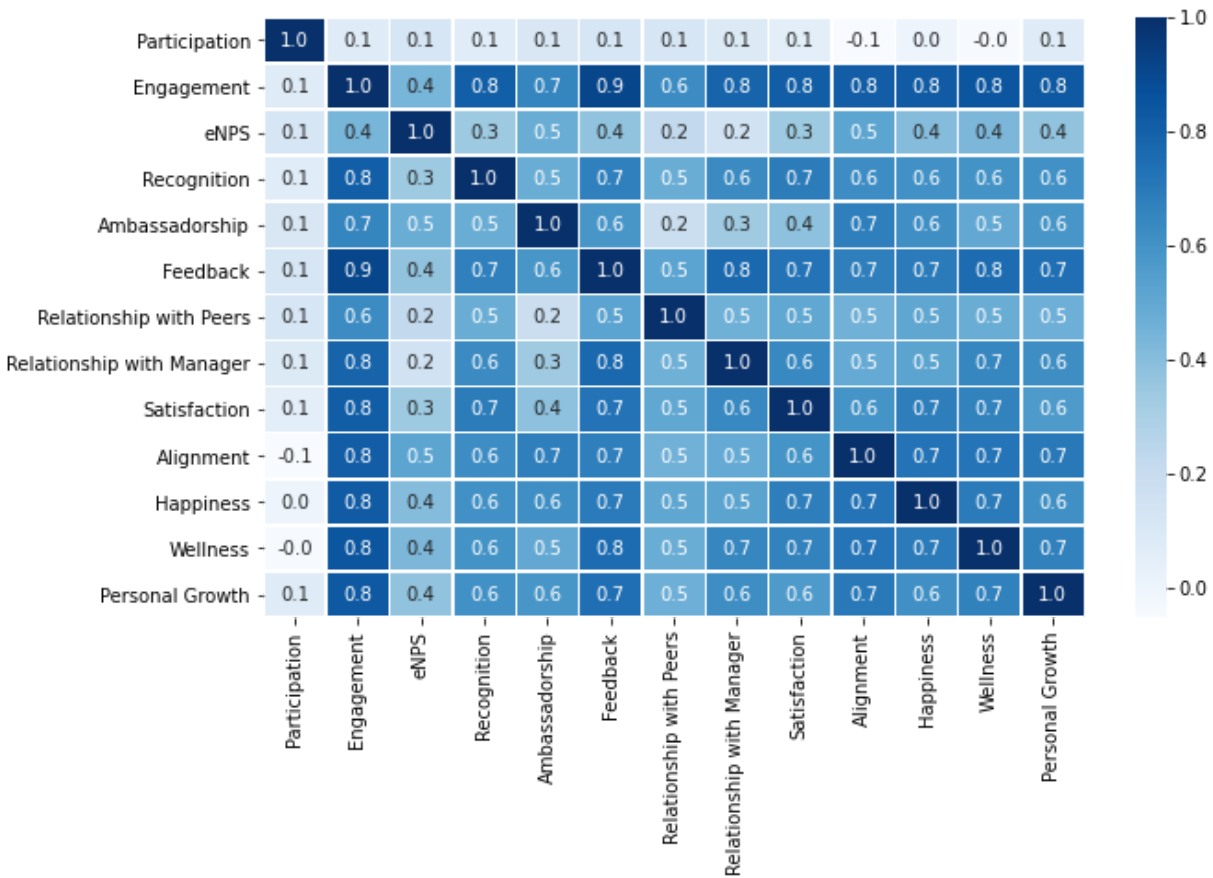
# Engagement Indicators Average and Correlation Matrix

The three **Engagement Indicators** with the **lowest scores** are: *Wellness*, *Recognition* and *Happiness* and they have a high correlation with the Engagement Score.

## Engagement Indicators



## Correlation Matrix

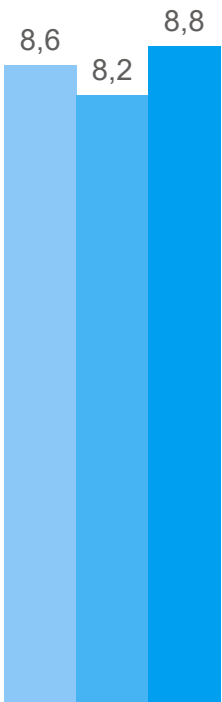


# Engagement Indicators with Lowest Scores and Sub-Indicators

From the three Engagement Indicators with the lowest scores we have *Stress*, *Recognition Frequency* and *Work-Life Balance* as the **Engagement Sub-Indicators** with the **lowest scores**.

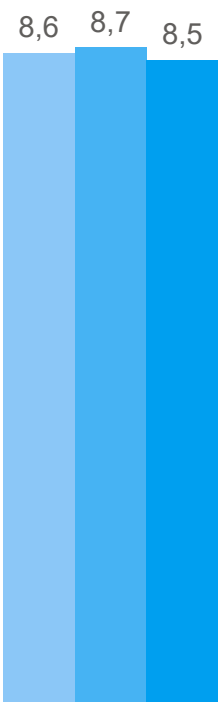
## Recognition

● Recognition ● Recognition Frequency ● Recognition Quality



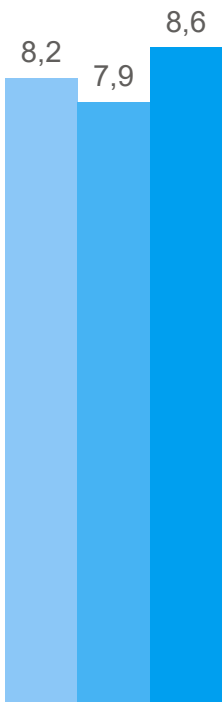
## Happiness

● Happiness ● Happiness at Work ● Work-Life Balance



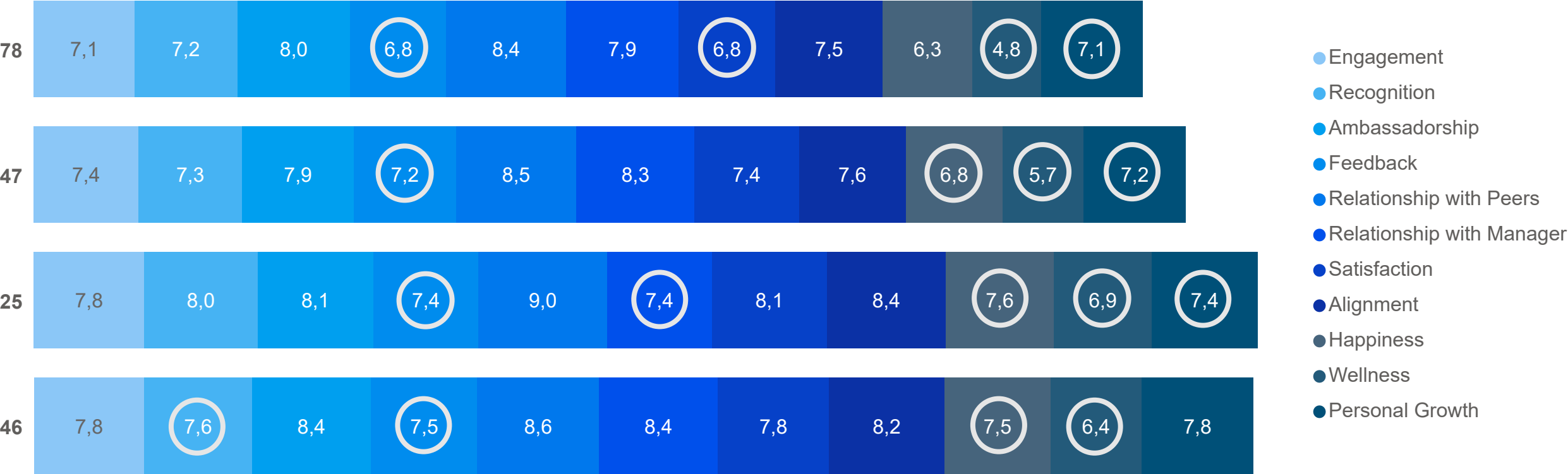
## Wellness

● Wellness ● Stress ● Personal Health



# Engagement Indicators for the Groups with Lowest Engagement Average Rate

Below we can see in detail the **lowest Engagement Indicators** for each one of the **4 groups** with the **lowest Engagement Average Rate**.



## Information

- Python language was used with Jupyter Notebook to clean and analyse the data, and plot the correlation matrix
- All the N/A rows were deleted from the dataframe because they represent a small percentage of the total rows (>1%)
- The data was also cleaned and analysed using Excel
- This pbix file is using a google sheet as data source (the xlsx file was uploaded to the google sheet)