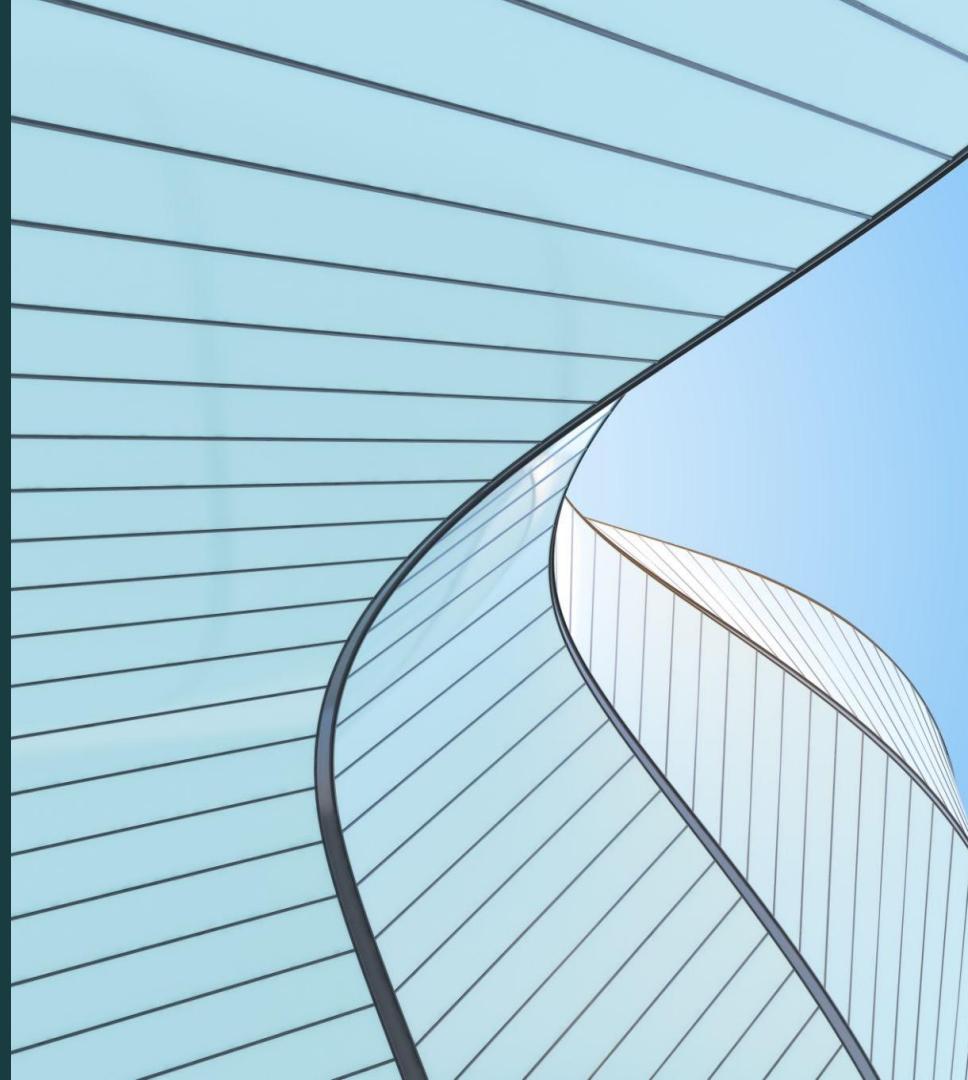


How important is work-life balance relative to compensation, and does this vary by age?

Michael, Zach and Collin



Business context: Why does this matter?

From a profit maximizing point of view...

- Higher worker satisfaction = greater productivity
- Cost of training a new employee > retaining employee
- Reputation affects ability to draw talent

Human Standpoint...

- We want happy workers
- Better work culture



3. Data overview: Sample size, variables

Data Size:

- Cleaned data (for our analysis)
 - 3,894 rows
 - 8 Columns

OriginalID	RespondID	AvgAge	JobSat	Work Preference	WorkExp	ConvertedCompYearly	Age Group
49006	49007	39.5	7	Your choice	14	170000	30-40
48990	48991	29.5	10	Hybrid	6	167954	Under 30
48970	48971	39.5	7	Remote	20	350000	30-40
48967	48968	29.5	8	Hybrid	9	270000	Under 30
48930	48931	29.5	4	Hybrid	9	165000	Under 30

Variables:

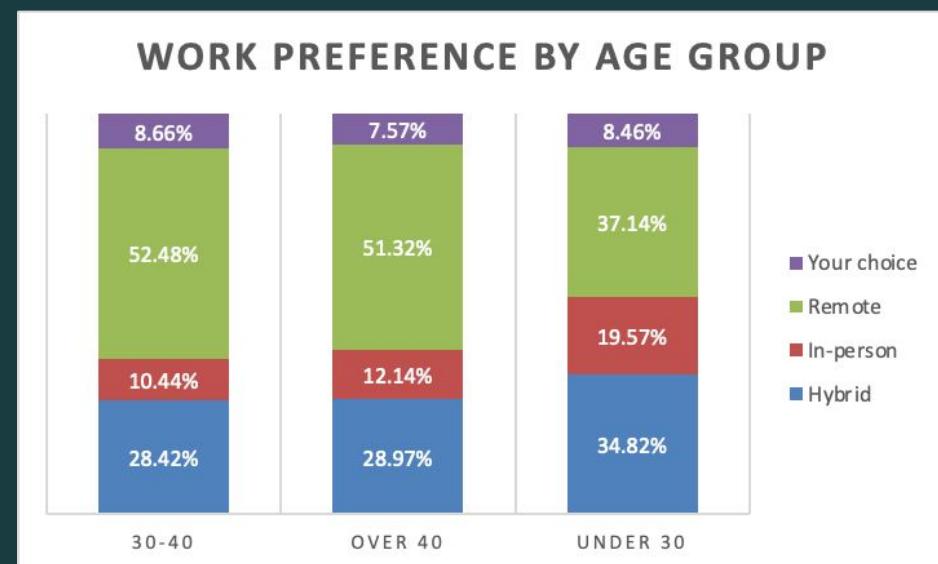
- Most variables were continuous numerical data
- Work preference was nominal
- Age group column was created for grouping purposes

Showing Preferred Work Type by Age Group

4. Visualization: Show key relationship

Grouping Age Groups

- Displays that remote work is widely preferred
- Hybrid is next most popular
- Clearly, out-of-office work is preferred by most
- Under 30 workers actually enjoyed in-person work the most
 - Possibly due to decreased family needs



Row Labels	Column Labels				
	Hybrid	In-person	Remote	Your choice	Grand Total
30-40	430	158	794	131	1513
Over 40	241	101	427	63	832
Under 30	539	303	575	131	1548
Grand Total	1210	562	1796	325	3893
<hr/>					
Expected Values					
Row Labels	Column Labels				
	Hybrid	In-person	Remote	Your choice	Grand Total
30-40	470.2620087	218.419214	698.0087336	126.3100437	1513
Over 40	258.5974827	120.1089134	383.8356024	69.45800154	832
Under 30	481.1405086	223.4718726	714.155664	129.2319548	1548
Grand Total	1210	562	1796	325	3893
<hr/>					
<u>Chi-Squared Test</u>					
p value:	1.6764E-20				

5. Statistical results: Test outcomes and interpretation

Chi-Squared Test

P-value < 0.05

- Reject the null hypothesis
- Therefore, age groups do differ significantly in their preferences for work type

ANOVA Test

(For differences in mean job satisfaction scores across work type)

P-value > 0.05

- Therefore, the means do not differ significantly

ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	1.21857451	3	0.4061915	0.12156052	0.94743184	2.60719282
Within Groups	12994.9987	3889	3.34147563			
Total	12996.2173	3892				

6. Business recommendations: What should companies do?

To Increase Accuracy of Data Analysis

- Assure employees of anonymity in survey response

To Increase Worker Satisfaction

- Increased opportunity for remote work as employees age in company
- Emphasis on childcare and healthcare benefits for older employees
- Company events and outreach to remote workers from management to foster sense of community



7. Q&A

- Questions?



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