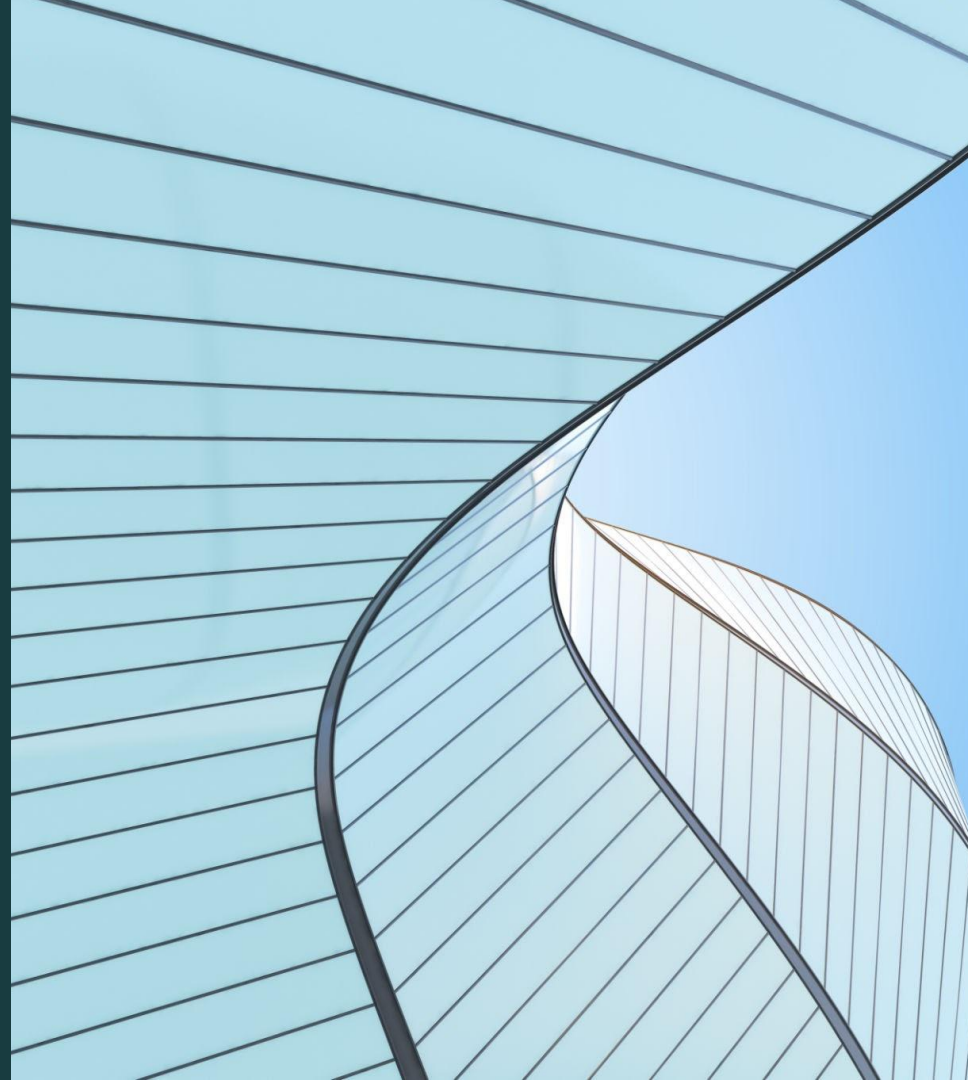


How important is work-life balance relative to compensation, and does this vary by age?

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 at 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

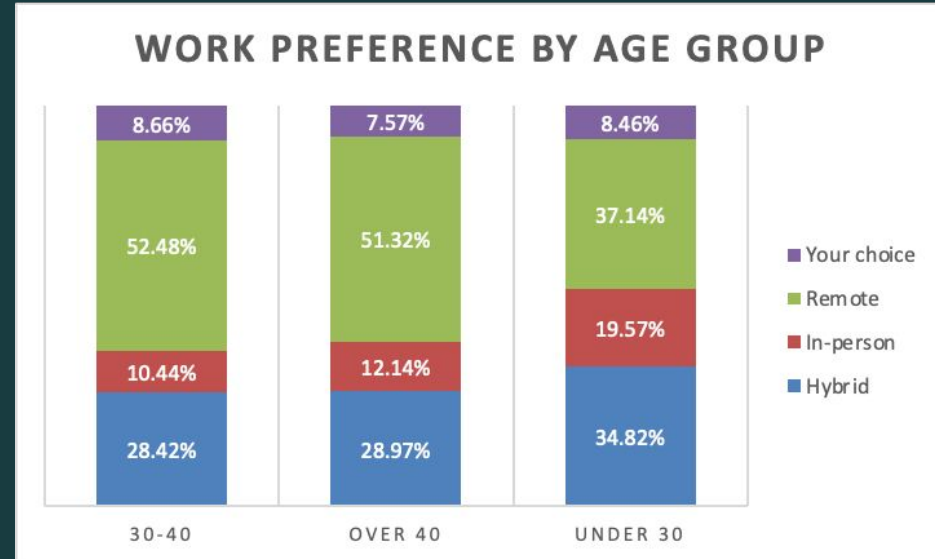
Variables:

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

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



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

Count of Response		Column Labels				
Row 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
Expected Values						
Row 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
Chi-Squared Test						
p value:	1.6764E-20					

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?**



Sources

Gonzales, S. (2024). *Employee Honesty & Productivity: The Truth Revealed* | Visier. Visier.com.

<https://www.visier.com/blog/new-survey-employee-engagement-productivity-impact/>

Morgan, J. (2015, January 23). The Top 10 Factors For On-The-Job Employee Happiness. *Forbes*.

<https://www.forbes.com/sites/jacobmorgan/2014/12/15/the-top-10-factors-for-on-the-job-employee-happiness/>

Rowley, M. (2022, August 12). *How to Make Workplace Safety a Priority*. Wwww.columbiasouthern.edu.

<https://www.columbiasouthern.edu/blog/blog-articles/2022/august/workplace-safety/>

StockCake.com. (2025). *Office workers busy*. Stockcake.com; StockCake. https://stockcake.com/i/office-workers-busy_1348055_882871