

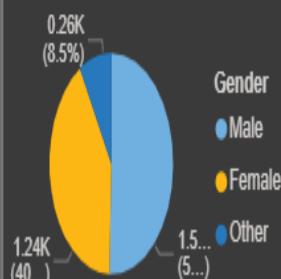
# Employee Engagement & Workplace Satisfaction Analysis

Employee ID

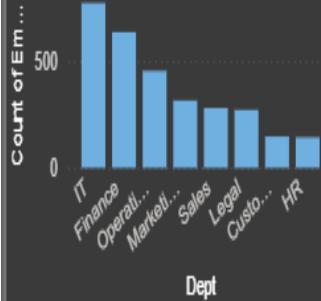
3025

Count of EmplID

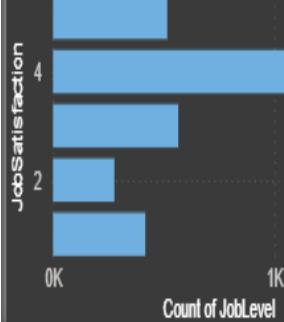
Employees by Gender



Employees by Dept



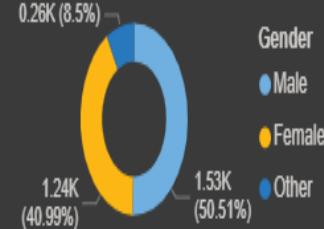
Avg Job Satisfaction by JobLevel



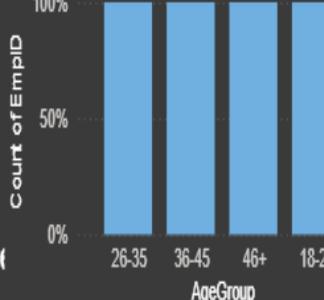
Count of Gender by Dept



MaritalStatus by Gender



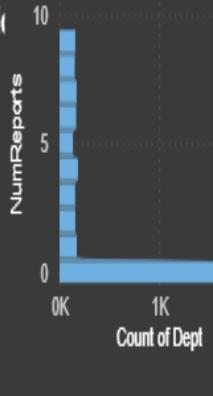
Count of EmplID by AgeGroup



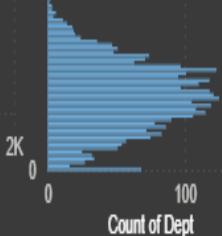
ExperienceGroup by Job Satisfaction



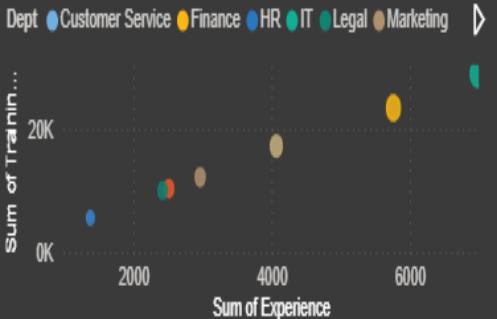
Dept by NumReports



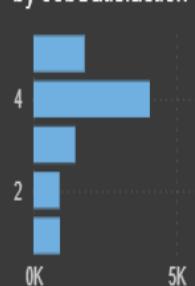
Dept by PhysicalActivityHours



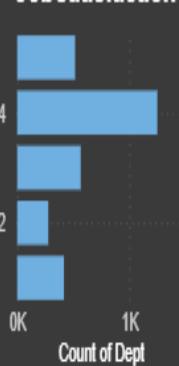
Experience, Sum of TrainingHoursPerYear and Sum of JobSatisfaction by Dept



Work Environment by Job Satisfaction



Job Satisfaction



Dept	Intern/Fresher	Junior	Lead	Mid	Senior	Total
Sales	23	54	28	75	101	281
Operations	27	85	55	111	177	455
Marketing	21	50	48	84	113	316
Legal	17	65	33	65	92	272
IT	55	147	108	199	265	774
HR	5	27	18	41	52	143
Finance	41	144	73	162	217	637
Customer Service	13	30	23	29	52	147
Total	202	602	386	766	1069	3025

## **1. Descriptive Analysis (What is happening?)**

- Total employees, average job satisfaction, experience, and overtime rates
- Workforce composition by gender, age group, department, marital status, education level, and job level
- Distribution of experience, training hours, and reporting structures
- Average engagement, work environment, and work-life balance scores across departments and roles.

## **2. Diagnostic Analysis (Why is it happening?)**

- Comparison of job satisfaction across departments, job levels, experience groups, and work environment scores
- Analysis of overtime impact on satisfaction and well-being
- Exploration of training hours vs satisfaction and experience
- Identification of departments or roles with high workloads and low engagement

## **3. Predictive Analysis (What is likely to happen?)**

- Predicts which employee groups are more likely to experience low satisfaction or burnout (e.g., high overtime + low WLB)
- Identifies experience or training patterns associated with higher engagement
- Forecasts workforce risks by department or job level based on historical trends

## **4. Prescriptive Analysis (What should be done?)**

- Targeted training investment for roles with low satisfaction but high growth potential
- Workload redistribution in departments with high overtime and low well-being
- Career path redesign where experience does not translate into job progression
- Engagement interventions for low-performing teams