

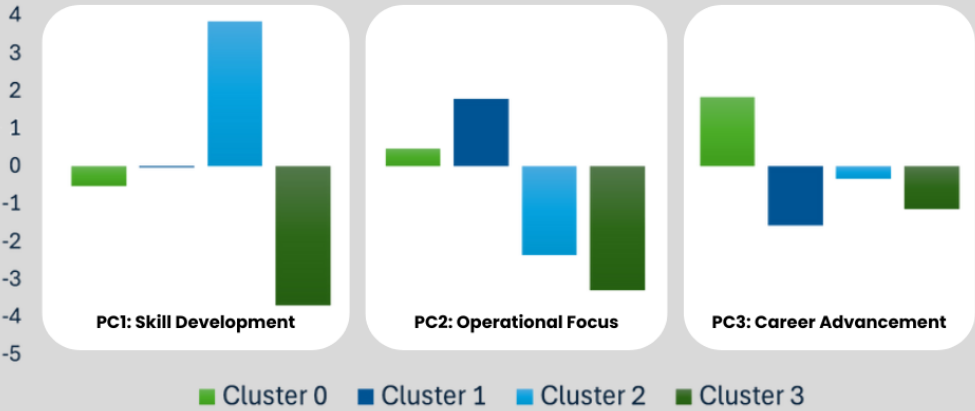
# EMPLOYEE MOTIVATION ANALYSIS



## Key Themes Reflected in Employee Feedback

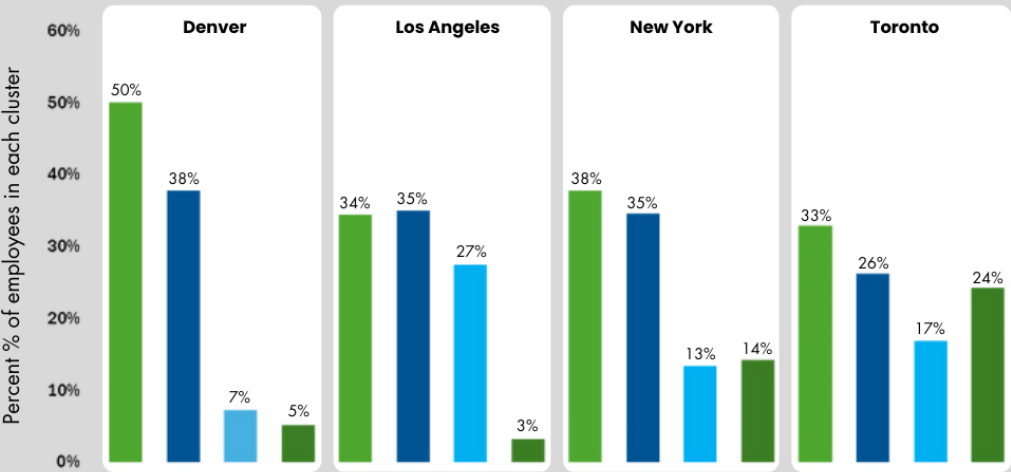


## Groups based on Employee Responses



- **Cluster 0:** Strong career focus.
- **Cluster 1:** Operational focus
- **Cluster 2:** Focused on personal skill growth.
- **Cluster 3:** Lower engagement across all themes.

## Location Based Insights



- **Denver:** Highest career focus
- **Los Angeles:** Skill & Operational focus
- **New York:** Mixed focus on Career & Operations
- **Toronto:** Low engagement across all themes

## Recommendations

- **Los Angeles:** Employees (Cluster 1) seek career advancement and (Cluster 0) seek operational efficiency. Offer courses in Project Management and Lean Management to enhance workflows.
- **Denver:** Cluster 0 prioritizes career. Focus on Data Science and Software Skills courses; expand virtual offerings like Intro to NERP - Virtual.
- **New York:** Blend needs of Cluster 0 (career growth) and Cluster 1 (efficiency). Provide Strategic Leadership and Operational Excellence courses; incentivize through certifications.
- **Toronto:** Cluster 3 is disengaged. Pilot Soft Skills and Wellness Programs; explore gamified learning to boost engagement.