EMPLOYEE MOTIVATION ANALYSIS

Key Themes Reflected in Employee Feedback
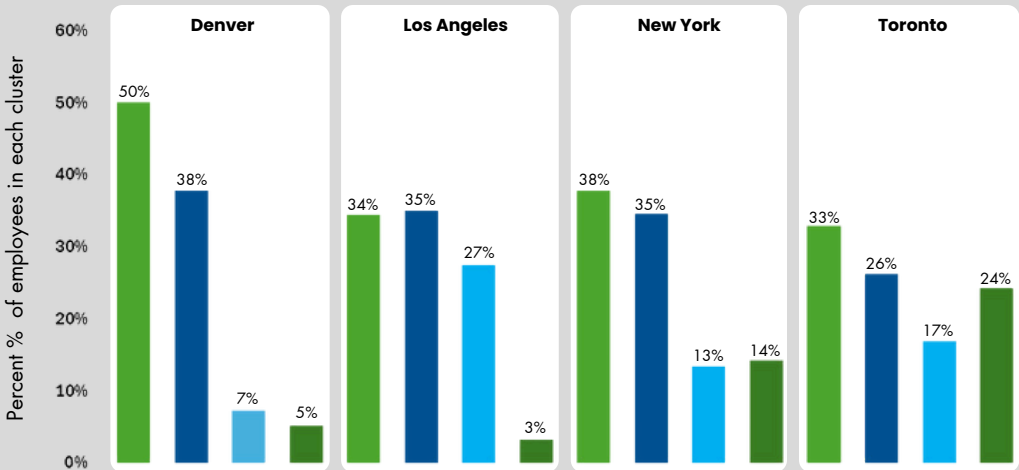
PC1: Skill Development	PC2: Operational Focus	PC3: Career Advancement
38.5%*	26.3%*	11.5%*

*PC Variance Explained %
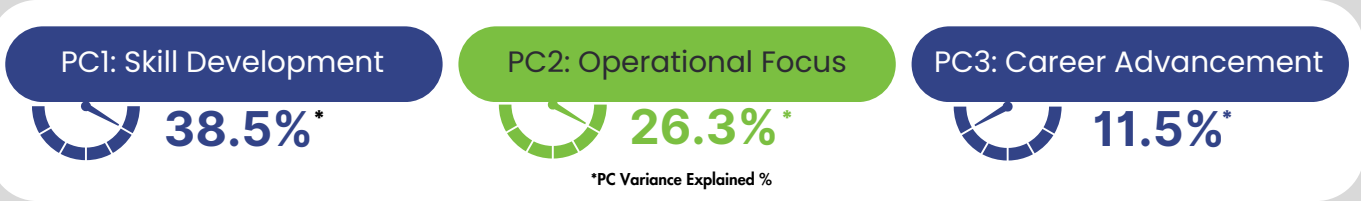
Groups based on Employee Responses

PC1: Skill Development   PC2: Operational Focus   PC3: Career Advancement

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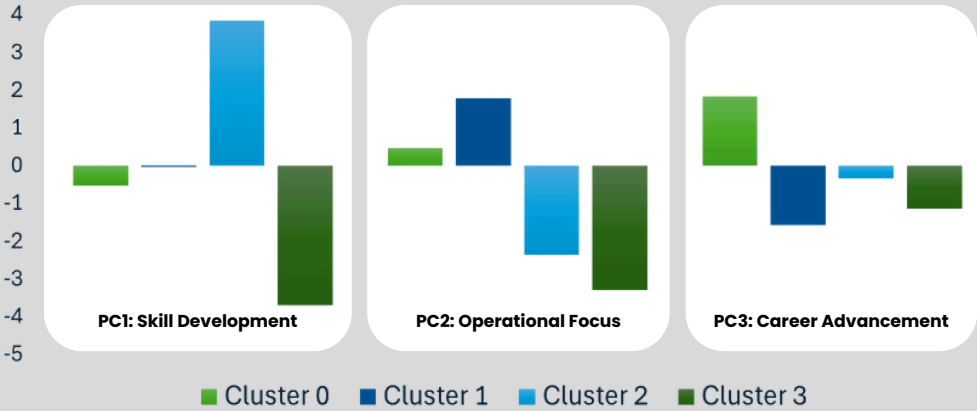
- **Cluster 0:** Strong career focus.
- **Cluster 1:** Operational focus
- **Cluster 2:** Focused on personal skill growth.
- **Cluster 3:** Lower engagement across all themes.

Location Based Insights

Percent % of employees in each cluster

Denver: 50%, 38%, 7%, 5%
Los Angeles: 34%, 35%, 27%, 3%
New York: 38%, 35%, 13%, 14%
Toronto: 33%, 26%, 17%, 24%

- **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.

Team 3G