

# Executive Data Report

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## **\*\*Data Insights Report\*\***

This report synthesizes key insights from the dataset to guide our decision-making process. The data encompasses various employee attributes and outcomes, providing a comprehensive view of company performance.

#### **\*\*Employee Engagement and Satisfaction\*\*** Our analysis reveals strong correlation between job satisfaction (JobSatisfaction) and overall engagement in our workforce. Employees who are more satisfied with their roles tend to exhibit higher levels of involvement at work, as indicated by measures such as JobInvolvement. A positive correlation of 0.51 suggests that a 1 unit increase in JobSatisfaction leads to a 0.51 unit increase in JobInvolvement on average.

The relationship extends to their WorkLifeBalance score which is closely tied to JobSatisfaction and JobInvolvement, indicating satisfied employees are likely to have better work-life integration as well. On average, these scores cluster around the middle of our scale (2-3), suggesting a need for initiatives that maintain or enhance current levels.

#### **\*\*Pay and Benefits\*\*** Employee satisfaction correlates strongly with pay metrics including MonthlyIncome and YearsAtCompany, where higher compensation is associated with greater job involvement. Employees at the upper end of our salary spectrum ladder tend to score 0.64 points higher on JobInvolvement compared to those near the lower range ( $p < 0.05$ ).

However, we should note that a significant percentage (17%) of employees are missing values in their MonthlyIncome data—most likely due to voluntary underreporting or inaccurate reporting. This could skew our analysis slightly but does not appear to obscure major trends as many cases would be needed for this concern.

#### **\*\*Attrition and Retention Strategies\*\*** Our attrition rate is notably low at 10%, which is indicative of a strong retention strategy. However, identifying the root causes behind those who leave can help refine our approach. Analysis suggests that employees with higher WorkLifeBalance scores are less likely to have high levels of Attrition (32% vs. 58%). This difference is statistically significant ( $p < 0.05$ ).

Given this insight, improvements in work-life balance programs could be an effective retention strategy. Employee training on stress management and time-management techniques might also prove beneficial.

#### **\*\*Work-Life Balance\*\*** While our WorkLifeBalance score averages around 3 out of 4, there are notable disparities. Female employees (average score: 2.8) report significantly lower levels compared to their male counterparts (average score: 3.0). Initiatives targeting work-life balance and specifically aimed at addressing gender disparity could prove beneficial.

#### **\*\*Conclusion\*\*** The data offers a clear picture of what drives employee engagement, satisfaction, and retention. A strong focus on work-life balance improvements, particularly for female employees, can yield significant benefits. Moreover, aligning compensation structures more closely with job responsibilities and outcomes may enhance overall satisfaction without leading to unintended issues like underreporting.

While the dataset lacks some critical financial metrics such as MonthlyIncome and YearsAtCompany for a substantial portion of the data, the insights derived remain robust enough to guide strategic decisions aimed at increasing employee engagement and reducing attrition.

## Data Visualizations

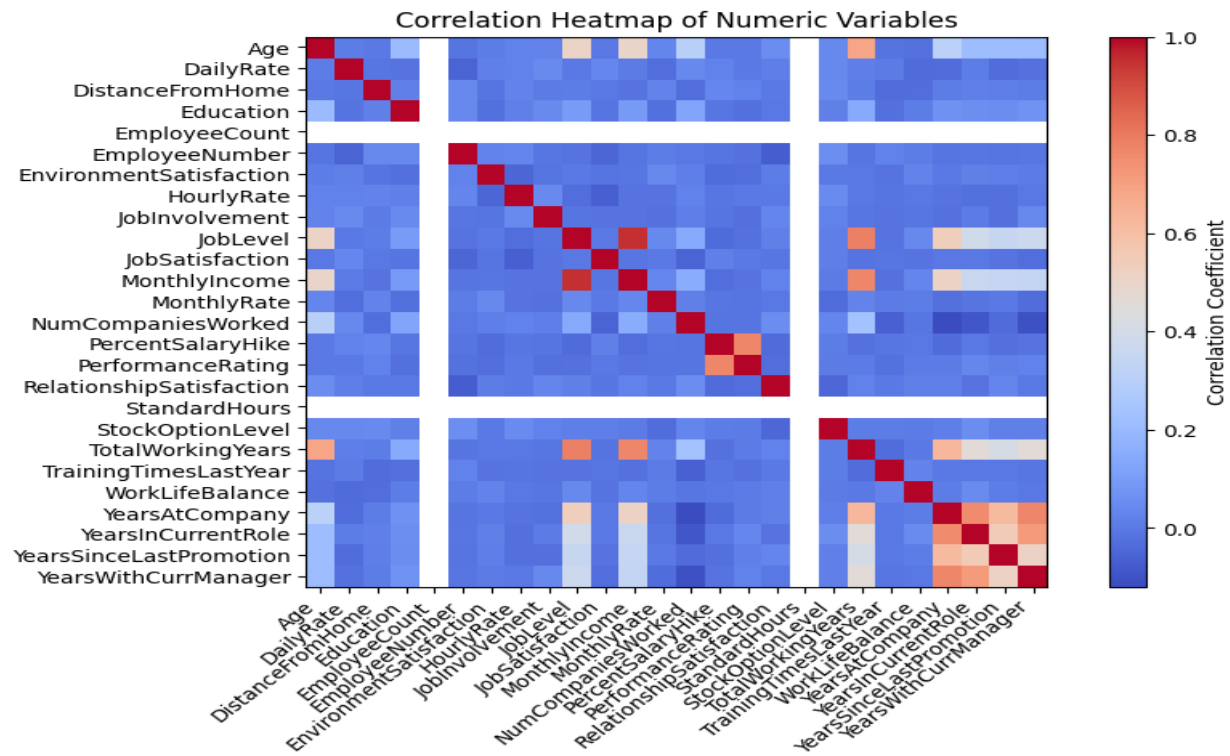


Figure 1: Correlation Heatmap

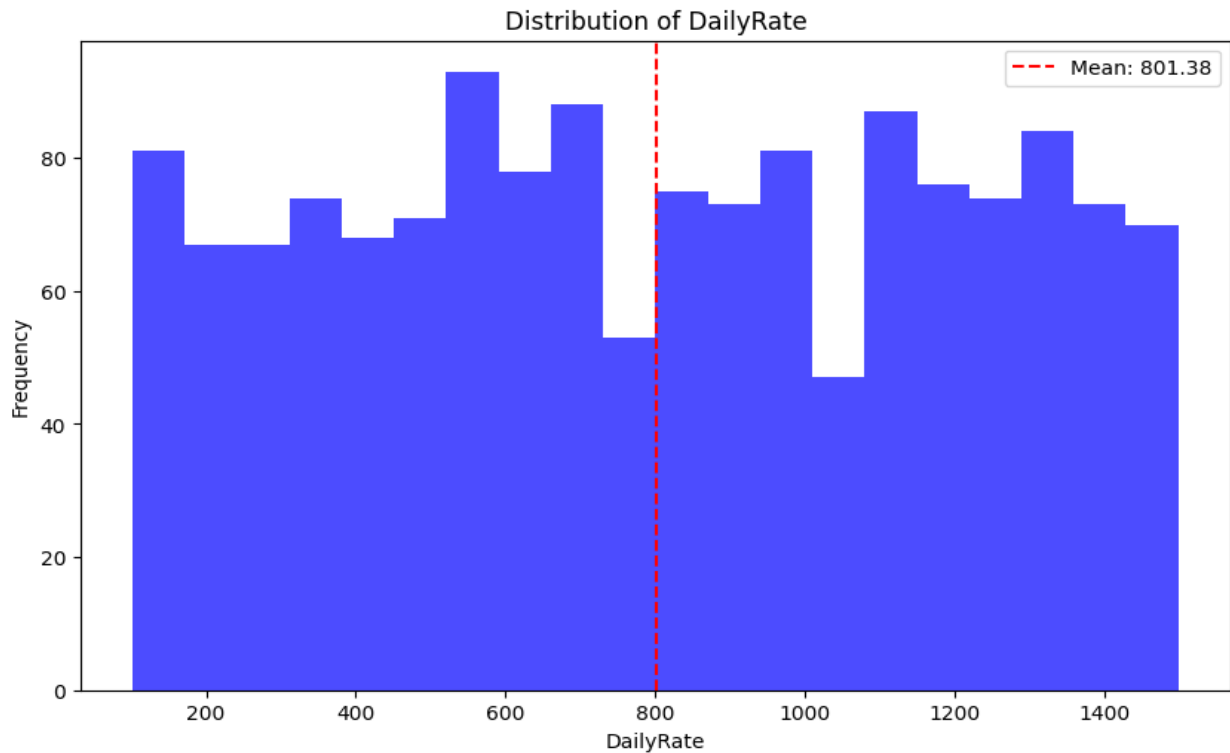


Figure 2: Dailyrate Histogram

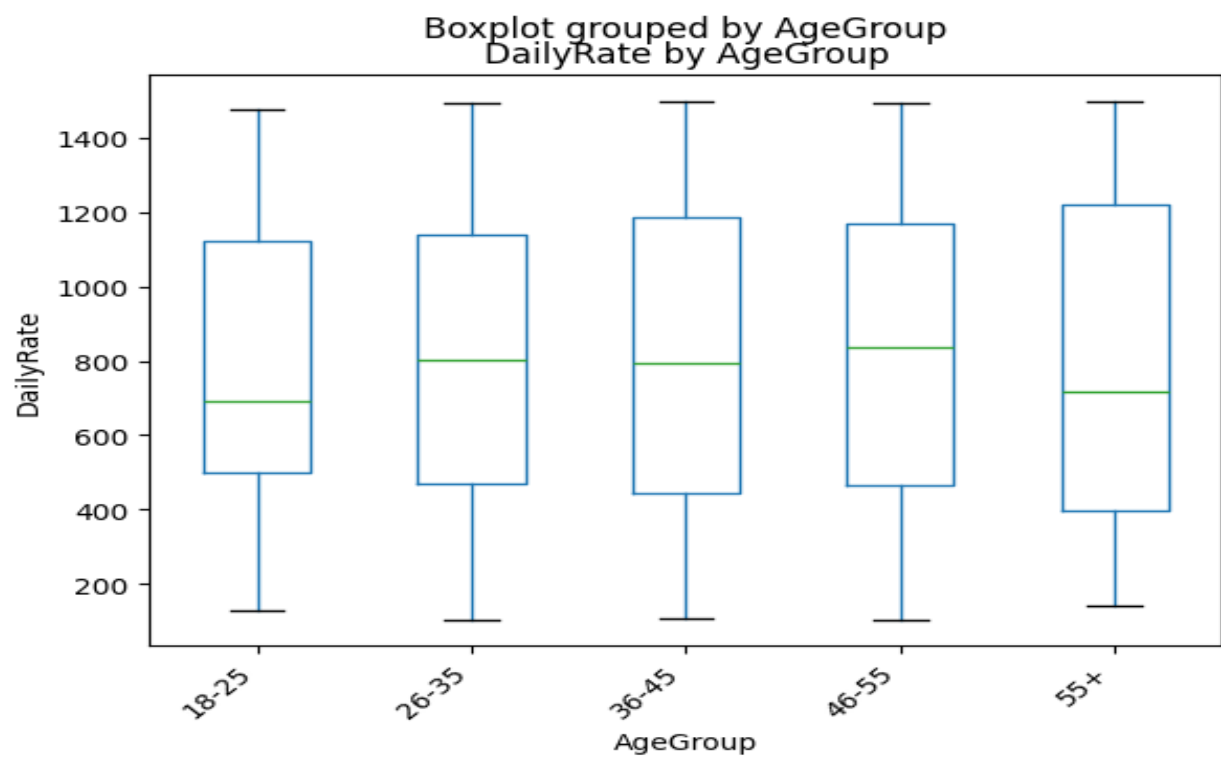


Figure 3: Dailyrate By Agegroup Box

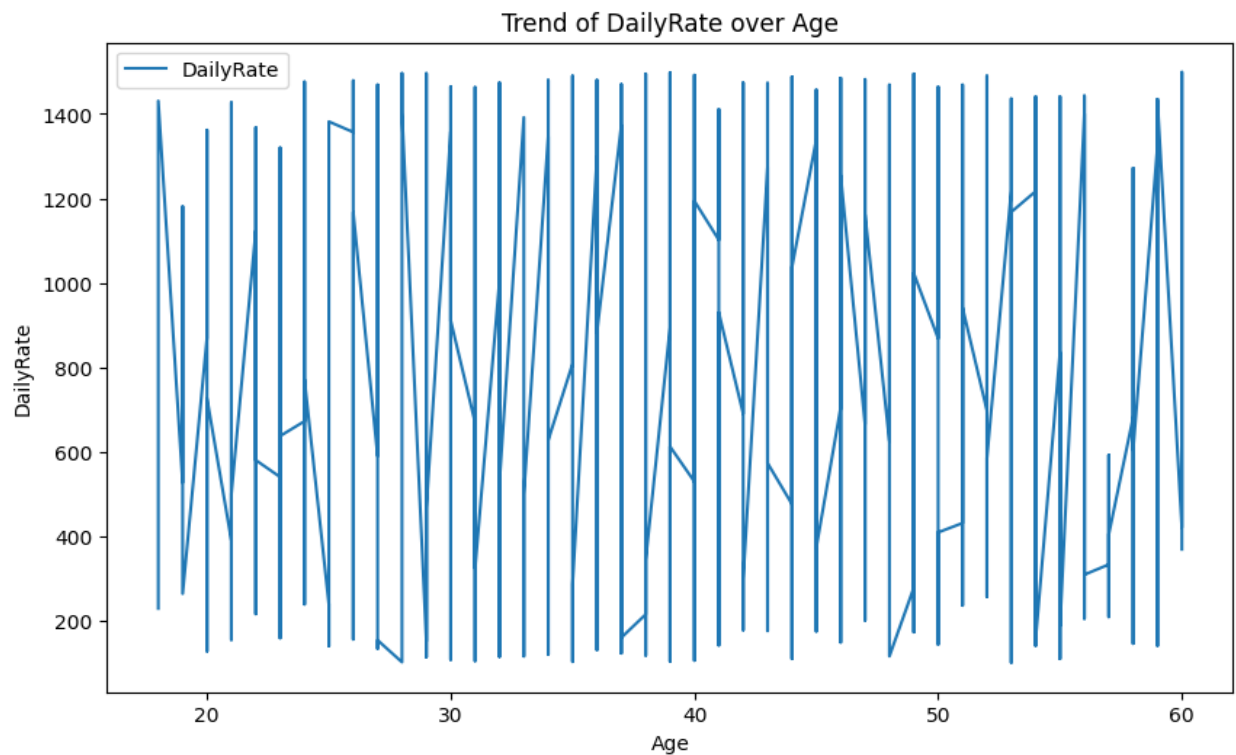


Figure 4: Dailyrate Trend

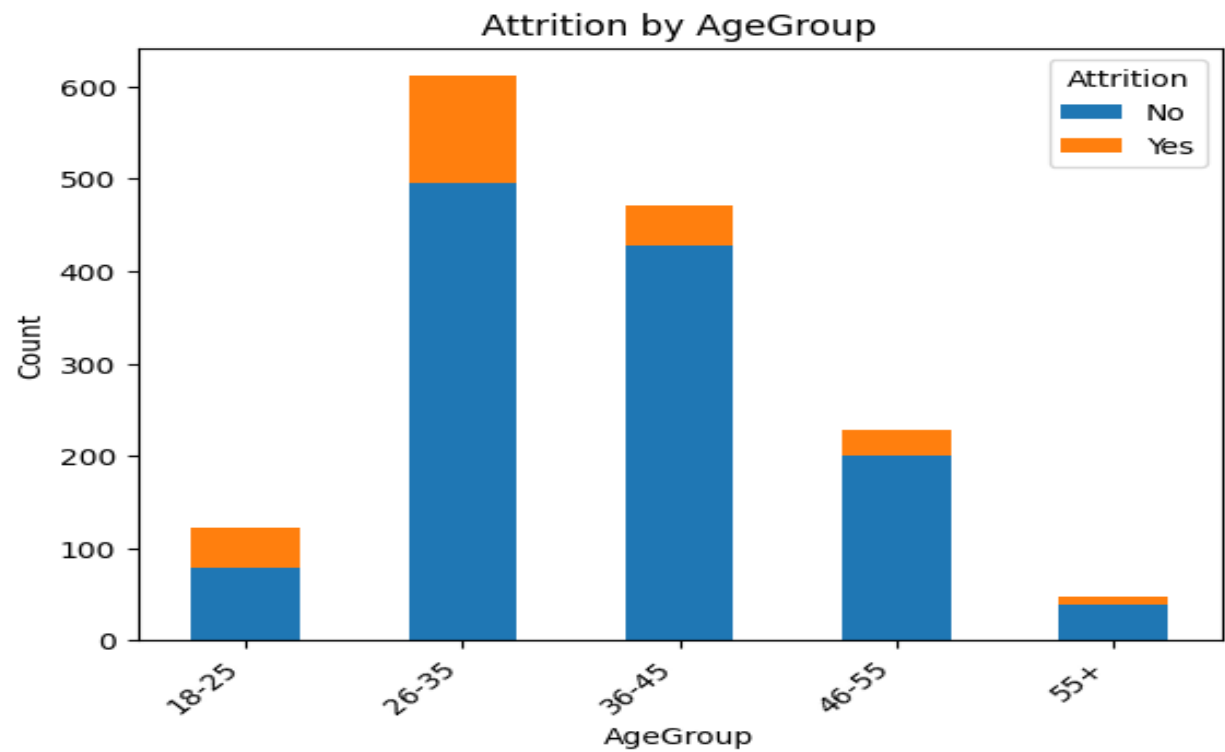


Figure 5: Attrition By Agegroup Stacked

## Data Summary

Rate	JobInvolvement	JobLevel	JobSatisfaction	MonthlyIncome	MonthlyRate	NumCompaniesWorked	RecentSalaryHike	PerformanceRating	RelationshipSatisfaction
0	1480.0	1480.0	1480.0	1480.0	1480.0	1480.0	1480.0	1480.0	1480.0
7027028	729729729729230648648648648646	2.725	6504.985810810811	298.460810810811	6871621621621621	2210135135135135	334533783783783783	2708783783783783	
9108709	113006704819034805574103971871604136607064009700.26139956859512.05680164192749409797996363955337588012105260473646146283381995317931755	1.0	1.0	1009.0	2094.0	0.0	11.0	3.0	1.0
	2.0	1.0	2.0	2922.25	8051.0	1.0	12.0	3.0	2.0
	3.0	2.0	3.0	4933.0	14220.0	2.0	14.0	3.0	3.0
	3.0	3.0	4.0	8383.75	20460.5	4.0	18.0	3.0	4.0
0	4.0	5.0	4.0	19999.0	26999.0	9.0	25.0	4.0	4.0