

Employee input report

About this report

This report was compiled automatically and includes content from multiple sources:

- Verbatim comments from employees (highlighted pink)
- Content that was generated by a large language model (highlighted yellow)

See appendices A and B for details.

Themes

The following themes emerged from the employee input:

- Improving employee growth and development
- Work-life balance and flexibility
- Streamlining and optimizing processes

Recommendations by theme

Improving employee growth and development

Based on employee feedback, the company should prioritize improving employee growth and development by addressing the common themes of manager support, career advancement opportunities, and age-related bias. To achieve this, the company could implement regular training and coaching for managers, increase the manager-to-employee ratio, and provide opportunities for sabbaticals or lateral moves to expose employees to different management styles and experiences. Assessing managers based on their ability to support employee growth and promoting from within would also signal to employees that career development is a top priority for the company. By supporting employees' growth and development, the company will not only improve employee satisfaction and retention but also foster a culture of continuous learning and innovation, ultimately contributing to the company's long-term success and bottom line.

Work-life balance and flexibility

Based on employee feedback, the company should adopt a more flexible and supportive approach to work-life balance. This includes providing specific training for managers on effectively managing remote employees, eliminating the need for employees to provide reasons for flexible hours or time off, and allowing all employees the ability to work from home without questions asked. Additionally, establish a blanket rule that no one is required to respond to emails outside regular working hours, explore the possibility of implementing a 4-day work week, and provide better support and understanding for parents juggling childcare responsibilities. By addressing these needs, employees will feel more valued, trusted, and empowered, leading to increased morale, productivity, and retention, ultimately benefiting the company's success and bottom line.

Streamlining and optimizing processes

Based on employee feedback, the company should focus on automating regression processes to improve quality, streamline the defect approval process to save time, simplify onboarding processes for new team members, and document all processes to ensure understanding and consistency across the organization. Employees also suggest dedicating a specific week for bug fixing and implementing a more efficient way to report bugs. Addressing these needs will not only improve employee satisfaction but also increase productivity, reduce costs associated with manual processes, and ultimately benefit the company's bottom line by delivering higher-quality products and services more efficiently. By dedicating resources to streamline and optimize processes, the company can create a more agile and responsive organization that is better equipped to adapt to changing market conditions and customer needs.

Appendix A: Raw feedback messages

Improving employee growth and development

- Increase the manager-to-employee ratio, because currently managers don't have time for each person they manage
- Regularly move people to different managers - to benefit from different management styles
- I wish we gave managers more support so they don't have to learn everything the hard way - derailing peoples' careers along the way
- Assess managers based on how successfully their reports grow and improve and get promoted
- From a career growth perspective, my manager is totally absent.. She and I meet once a year for evaluations and otherwise I never see her!
- If you have a weak manager, your career will stagnate until you move to a different team or company
- After age 50, growth and development opportunities dry up and disappear, this is age-ism
- My parents took sabbaticals every few years, it was a tremendous growth opportunity for them and they brought reviewed energy and new ideas back to work with them when they returned. We should implement opportunities for sabbaticals too.

Work-life balance and flexibility

- Managers need specific training on how to manage remote employees
- When people need flexible hours or time off, don't require them to specify a reason, because everyone's life has different pressures, no one reason is more legitimate than another, and not having to disclose would reduce bias and discrimination
- Give everyone the ability to work from home with no questions asked, so no one has to explain personal details of their life (eg. physical or mental disability, burnout, or caring obligations)
- Establish a blanket rule that nobody is required to respond to emails outside regular working hours
- We should explore the 4-day work week
- We need better support and understanding for parents juggling childcare

Streamlining and optimizing processes

- We need to focus more on automated regression processes to improve quality
- Our development process should devote 1 week out of every 8 to only fixing bugs
- Streamline our defect approval process because it's too time-consuming and tedious
- Onboarding new team members takes ages because our processes are so complex
- Our processes are not documented.. one or two of our senior people are the only ones to really understand everything
- The defect process is so time-consuming that nobody reports bugs
- We should streamline our processes

Appendix B: Generated content

Parts of this report were generated using large language models hosted in: [IBM watsonx.ai](https://watsonx.ai)

Themes

Themes were generated using the following prompt details:

- **Model** : meta-llama/llama-2-70b-chat (See: [Model details](#))

- **Parameters** :

```
{  
  "decoding_method" : "greedy",  
  "min_new_tokens" : 0,  
  "max_new_tokens" : 60,  
  "stop_sequences" : [ "\n\n" ]  
}
```

- **Prompt text**

The following meals fall into three broad themes:

- Spaghetti with meatballs
- Vegetarian sub
- Shrimp pad thai
- Fish fingers
- Falafel
- Steak and kidney pie

Three themes in the list of meals:

- Meat
- Vegetarian
- Seafood

The following animals fall into three broad themes:

- Cow
- Chicken
- Dog
- Giraffe
- Gerbil
- Elephant

Three themes in the list of animals:

- Pet
- Farm
- Wild

The following process feedback ideas fall into three broad themes:

- We need to focus more on automated regression processes to improve quality
- Our development process should devote 1 week out of every 8 to only fixing bugs
- Streamline our defect approval process because it's too time-consuming and tedious
- Onboarding new team members takes ages because our processes are so complex

- Our processes are not documented.. one or two of our senior people are the only ones to really understand everything
- The defect process is so time-consuming that nobody reports bugs
- We should streamline our processes
- Managers need specific training on how to manage remote employees
- Increase the manager-to-employee ratio, because currently managers don't have time for each person they manage
- Regularly move people to different managers - to benefit from different management styles
- I wish we gave managers more support so they don't have to learn everything the hard way - derailing peoples' careers along the way
- Assess managers based on how successfully their reports grow and improve and get promoted
- From a career growth perspective, my manager is totally absent.. She and I meet once a year for evaluations and otherwise I never see her!
- If you have a weak manager, your career will stagnate until you move to a different team or company
- When people need flexible hours or time off, don't require them to specify a reason, because everyone's life has different pressures, no one reason is more legitimate than another, and not having to disclose would reduce bias and discrimination
- Give everyone the ability to work from home with no questions asked, so no one has to explain personal details of their life (eg. physical or mental disability, burnout, or caring obligations)
- Establish a blanket rule that nobody is required to respond to emails outside regular working hours
- After age 50, growth and development opportunities dry up and disappear, this is age-ism
- We should explore the 4-day work week
- My parents took sabbaticals every few years, it was a tremendous growth opportunity for them and they brought reviewed energy and new ideas back to work with them when they returned. We should implement opportunities for sabbaticals too.
- We need better support and understanding for parents juggling childcare

Think past what each idea mentions and consider larger patterns across the ideas.

Three themes that get at the essence of the list of process feedback ideas:

Classification

Employee input messages were classified by theme using the following prompt details:

- **Model** : google/flan-t5-xxl (See: [Model details](#))

- **Parameters** :

```
{
  "decoding_method" : "greedy",
  "min_new_tokens" : 0,
  "max_new_tokens" : 20
}
```

- **Prompt text**

(The comma-separated list of theme names was substituted into the prompt as well as each message, one at a time, to be classified.)

Classify the message into one of three classes: Improving employee growth and development, Work-life balance and flexibility, Streamlining and optimizing processes

If the message doesn't fit any of the classes, say "Other"

Message: I think we should record our meetings so they could be played back

Class:

Summarization

Employee input messages in each theme were summarized using the following prompt details:

- **Model** : meta-llama/llama-2-70b-chat (See: [Model details](#))
- **Parameters** :

```
{
  "decoding_method"      : "sample",
  "random_seed"          : 2788563498,
  "temperature"          : 0.7,
  "top_k"                 : 50,
  "top_p"                 : 1,
  "repetition_penalty"   : 1,
  "stop_sequences": [ "\n\n" ],
  "min_new_tokens": 0,
  "max_new_tokens": 240
}
```

- **Prompt text**
(The following prompt was run for each theme. Each time, the theme and message classified as belonging to that them were substituted in the prompt.)

You are a management consultant hired to advise business leaders based on input from employees.

The following employee input is related to streamlining and optimizing processes:

- We need to focus more on automated regression processes to improve quality
- Our development process should devote 1 week out of every 8 to only fixing bugs
- Streamline our defect approval process because it's too time-consuming and tedious
- Onboarding new team members takes ages because our processes are so complex
- Our processes are not documented.. one or two of our senior people are the only ones to really understand everything
- The defect process is so time-consuming that nobody reports bugs
- We should streamline our processes

Write a one paragraph recommendation to company leaders based on only the employee input. Take into account as much feedback as possible. Identify common patterns across ideas. Reflect the underlying human factors and needs of the employee input. Explain how addressing these needs will benefit the company's success and bottom line. Do not suggest ideas that are not listed in the employee ideas. Do not refer to yourself; for example, say "based on employee feedback, the company should", "employees think the company should", or "employees say they want management to" instead of "we recommend".

Recommendation: