Project Plan: Impact of Remote Work on Employee Engagement

Exploring how remote work influences employee engagement and performance. Compare engagement metrics between remote, hybrid, and in-office employees to assess which work models foster better job satisfaction and retention. I am going to take this project which aims to analyse Impact of Remote Work on Employee Engagement I am taking dataset from Kaggle for identifying how their mental health impacts engagement in the context of remote work.

The driving question guiding this analysis is:

How does remote work influence employee engagement, and which work model fosters higher satisfaction and retention rates?

I'll make use of a Kaggle dataset that analyses how remote work affects employee's mental health in various businesses and geographical areas. It covers topics like stress levels, work-life balance, and mental health disorders. It includes 5,000 employee records from all over the world, including information about job satisfaction, stress levels, access to mental health resources, and work location (remote, hybrid, or onsite). The information, which includes columns describing employee demographics, job titles, stress, and mental health issues, is perfect for researchers and HR professionals looking to evaluate the effects of remote work on employee productivity and well-being.

The project will accurately apply concepts learned throughout the course, such as data cleaning for preparing the dataset, and interactive visualization for data presentation. Using pandas, I will first clean and arrange the data such that it is prepared for analysis and visualization. Handling any missing as well as normalizing categorical variables (such as remote, hybrid, and in-office) will be part of this. The analysis will compare engagement data between the three work models, and an interactive dashboard will be created using *Plotly library* for visualizations. HR teams will be able to view employee engagement levels more thoroughly using this dashboard by filtering by department or work model.

The *primary audience* for this project will be **HR teams and organizational leaders**. The dashboard will prioritize their needs by highlighting high-risk areas and providing actionable insights, such as which work model results in higher satisfaction and retention rates.

This project may provides insights into *employee engagement*, but it is limited by the scope of available data. Personal circumstances and external factors influencing employee engagement are not captured. Future steps could include integrating **predictive analytics** for more accurate forecasting and collecting additional survey data to gain a broader perspective

This project will be a big boost for my career as a Business Analyst. By analysing how remote work impacts employee engagement and performance, I'll improve my skills in data analysis and creating *interactive visualizations* with tools like **Plotly** in python. This hands-on experience will help me learn how to draw useful insights from data and communicate them clearly to HR teams and management. These skills are very crucial for my future role, where I'll focus on helping companies make data-driven decisions to enhance their business procedures and employee management strategies.