Your goal will be to conduct a comprehensive analysis of the engagement data set provided.  Assume I am the CEO and you are tasked with convincing me to do something based on the results of the project you talked me into supporting.

Your final paper should be 10/12-ish pages, double spaced (not counting references, charts, figures, etc.).  It should include:

·   A description of the cleaning you did (i.e., how did you get to the final N).

·   A comparison of engagement and well-being:

o   Which do you believe is most important and why?

o   What are the drivers of each?  Are they the same?

o   Are there any subgroup differences (e.g., race, gender, generation, industry, job family, state) in either?

·   Anything else you looked into and discovered that might be helpful to know.

·   A description of the actions you would recommend be taken as a result of your analyses.

·   An estimated ROI if those actions are taken (assume they are successful).

[Fairness]

[Q01.] I trust in the integrity of the leaders of my organization.

[Q02.] My supervisor listens to me and cares about me.

[Q03.] My organization treats me fairly.

[Q04.] Decision-making procedures are fair in my department/unit.

[Q05.] My supervisor treats me with respect.

[Q06.] I feel that I can raise issues with leaders without fear of retribution.

[Resources]

[Q07.] There are adequate resources available to help me accomplish my tasks.

[Q08.] There is an adequate number of people on my team to get the job done.

[Q09.] My employer provides sufficient resources to help employees manage their stress.

[Q10.] I have the resources I need to address and manage workplace conflicts.

[Involvement]

[Q11.] My employer gives me autonomy in my role to decide how to perform my job.

[Q12.] My employer values my involvement in daily decisions and problem solving.

[Q13.] Overall, I am satisfied with the amount of control I have at work.

[Q14.] I regularly participate in activities designed to involve employees in decision making.

[FOIL1.] Select "Strongly Agree" for this question.

[Teamwork]

[Q15.] The people I work with cooperate to get the job done.

[Q16.] I have a positive relationship with my co-workers.

[Q17.] Collaboration among team members is valued in my organization.

[Q18.] My team supports me when I need help or backup for time off.

[Engagement]

[Q19.] The work I do is meaningful to me.

[Q20.] I find real enjoyment in my work.

[Q21.] I would recommend my organization as a great place to work.

[Q22.] I am satisfied with my job.

[Q23.] I feel energized by my work.

[Q24.] Even if offered a comparable job elsewhere, I would not leave my organization.

[Q25.] I am inspired by my work and gladly put effort into doing it well.

[Leadership]

[Q26.] I have a clear understanding of the strategic mission of my organization.

[Q27.] I understand how my job contributes to the success of my organization.

[FOIL2.] Select "Strongly Disagree" for this question.

‘Opportunity-Phase2’

Q28: My employer provides sufficient opportunities for internal career advancement.

Q29: I feel that my work is challenging.

Q30: I regularly participate in training and development activities.

Q31: I have opportunities to learn and grow in my organization.

‘Well-Being Work - Phase2’

Q32: I feel burned out from my work.

Q33: I worry that my work is hardening me emotionally.

Q34: I have experienced harassment at work.

Q35: I have witnessed harassment at work.

Q36: I feel safe at work.

Q37: I can be my true self at work.

‘Well-Being Home - Phase2’

Q38: I feel satisfied with my life.

Q39: I am in a good life situation.

Q40: I handle daily affairs well.

Q41: Outside of work, I typically feel calm and relaxed.

Q42: On most days, I get adequate sleep.