

2023 Overall Productivity Trends



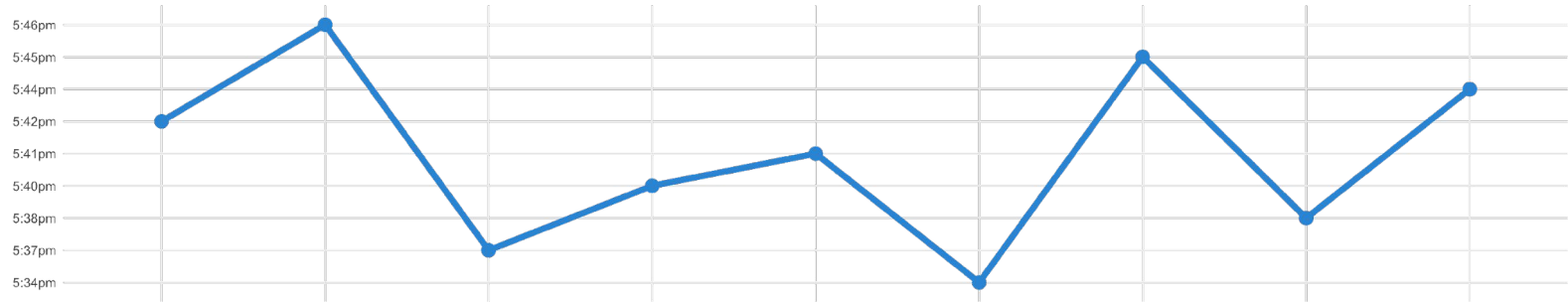
Data Science Team

November 2023

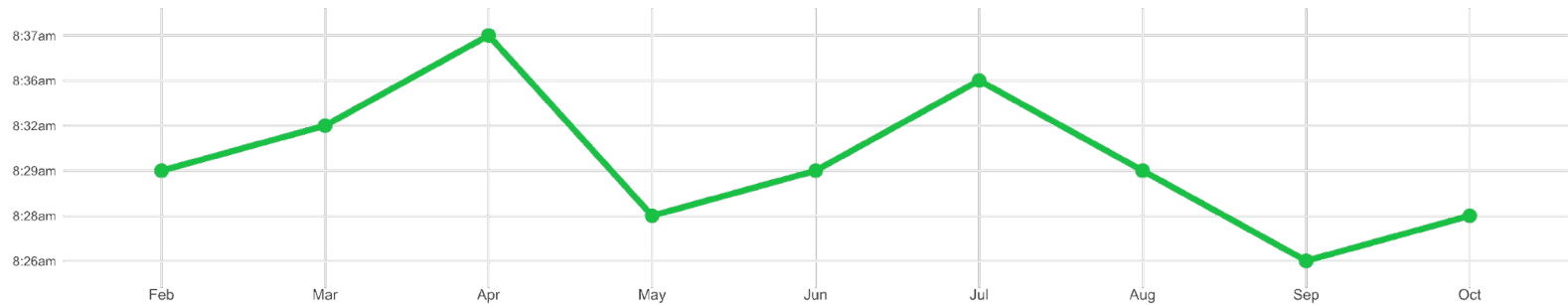


Mean-Time Approach

Start/End Time Trends (Overall)



● Average End Time

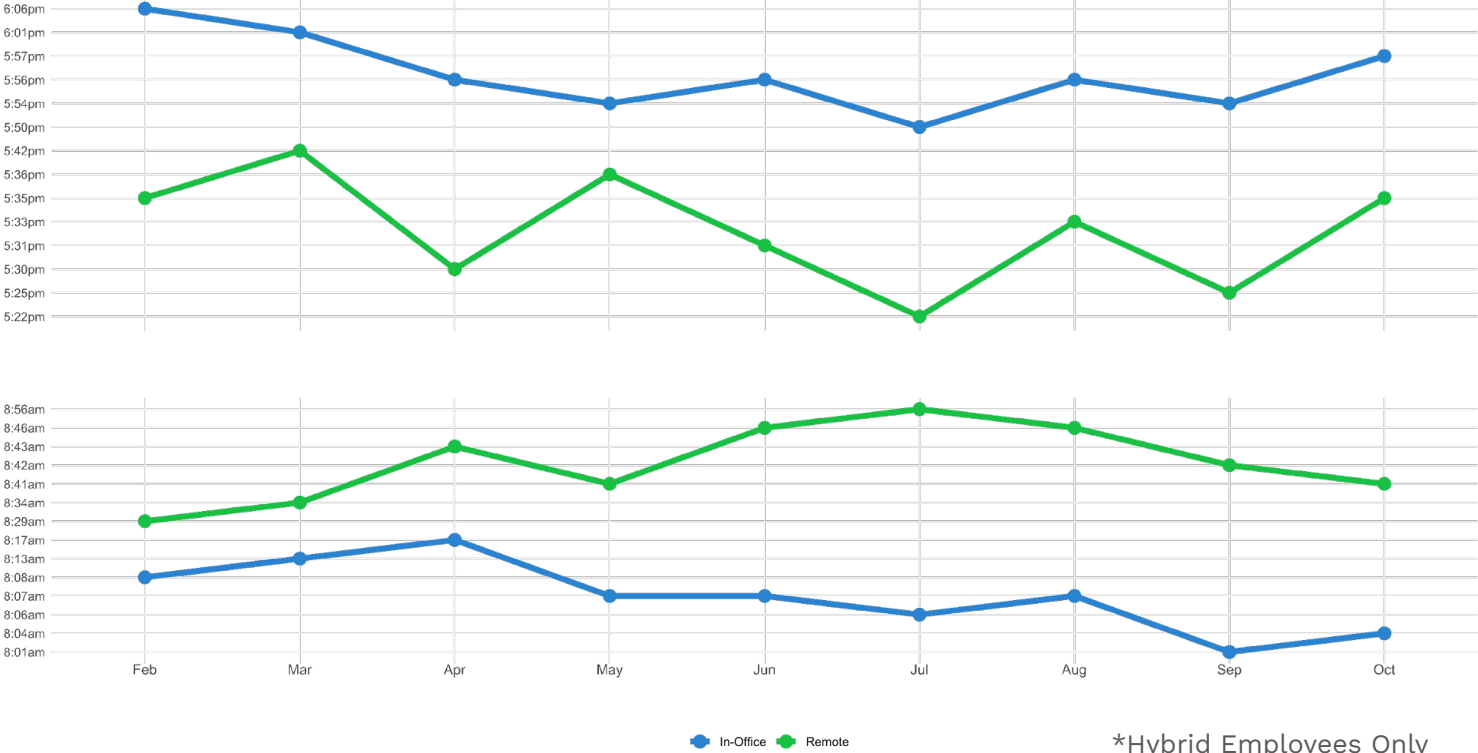


● Average Start Time



Mean-Time Approach

Start/End Time Trends (Remote vs. In-Office)*

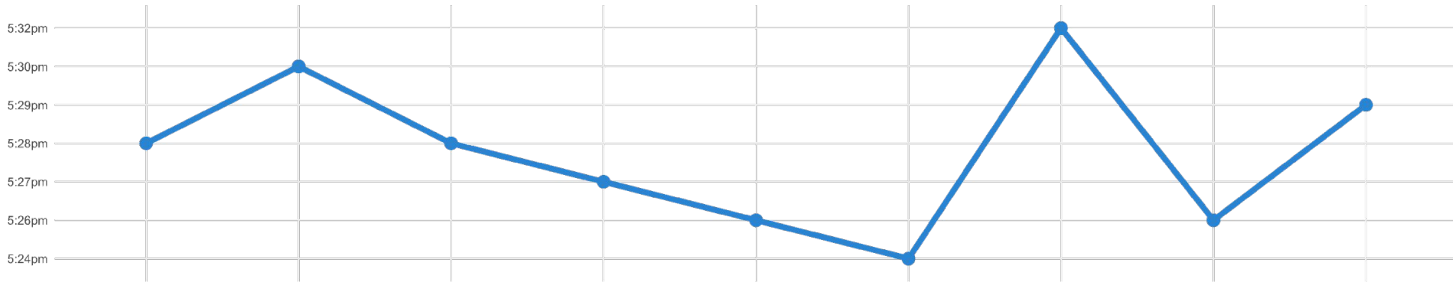


*Hybrid Employees Only

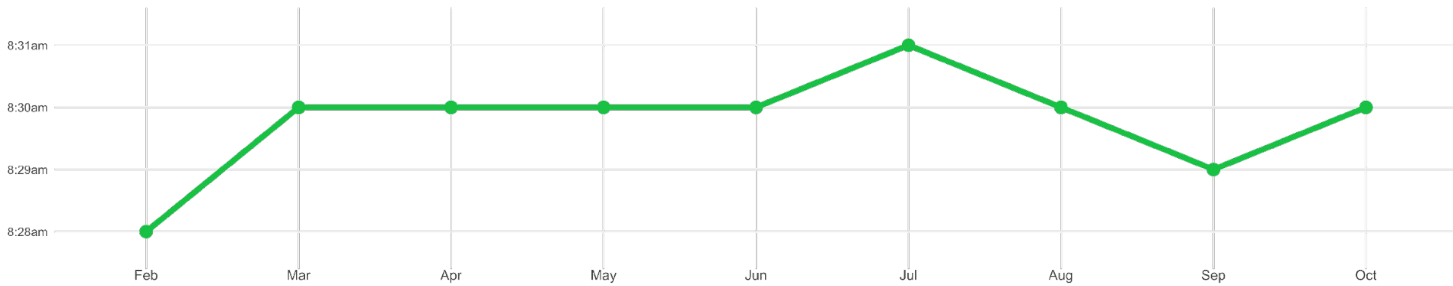


Median-Time Approach

Start/End Time Trends (Overall)



● Average End Time

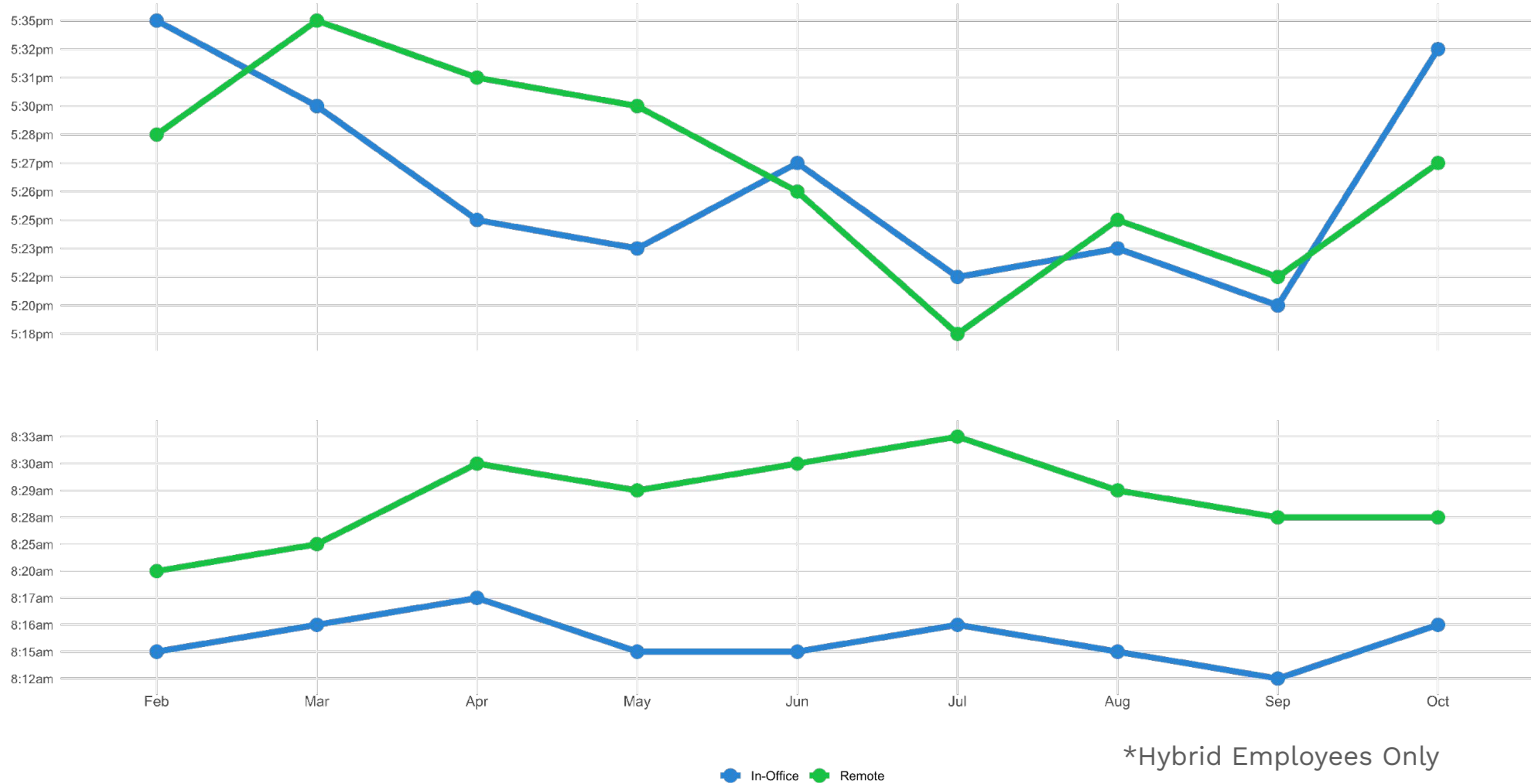


● Average Start Time



Median-Time Approach

Start/End Time Trends (Remote vs. In-Office)*



*Hybrid Employees Only



Weekday Productivity

Weekday Analysis & Significance Testing

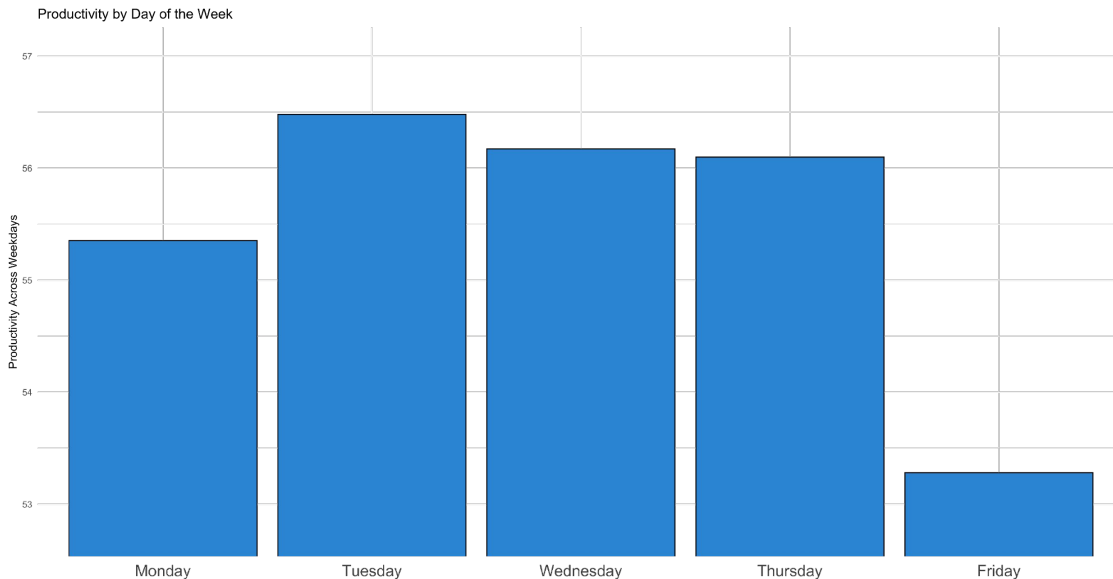
Organizations: 108

Employees: 5,291

Datapoints: 637,051

Date Range: February 01, 2023 –
October 20, 2023

Weekday	Avg Start Time	Avg End Time
Monday	8:31am	5:52pm
Tuesday	8:20am	5:59pm
Wednesday	8:19am	5:58pm
Thursday	8:21am	5:55pm
Friday	8:30am	5:10pm



GPT-4 Driven Explanation

The ANOVA (Analysis of Variance) test revealed that the weekday variable significantly impacts productivity, ignoring individual differences. The F value (< 0.001), being very small, tells us that the differences in productivity across the weekdays are statistically significant, and not due to random variations within the data.

Next, the TukeyHSD post-hoc test gives us a detailed look into pair-wise comparisons of productivity across the weekdays. This test is crucial because it tells you where exactly these differences that the ANOVA indicated lie.

The results from the TukeyHSD test showed that not only does productivity vary significantly across the weekdays, but every day of the week has a significantly different average productivity score from every other day.

Here's an overview of how productivity changes during the week:

- Mondays typically see the lowest productivity.
- There is a significant increase on Tuesday through Thursday compared to Monday.
- Friday sees a significant drop compared to every other weekday.

So, from a business perspective, these results provide critical insight into employee productivity patterns during the weekdays. To potentially increase productivity, the business might want to explore what causes the dip on Fridays and the rise on Tuesdays through Thursdays.

For instance, could it be the case that employees are more rested and thus more productive at the start of the workweek (Tuesday)? What factors contribute to the drop in productivity on Friday? Could it be fatigue from the workweek or anticipation for the weekend?

Understanding the reasons behind these trends can guide interventions aimed to boost productivity, like changing work schedules, adjusting workloads, or implementing wellness programs. However, it would help if you also considered individual differences in productivity, as suggested by the Linear Mixed Model results. These differences could be due to personal circumstances, work styles, or other individual-specific factors. Personalizing work schedules or work environments might be beneficial to account for individual variations.



ACTIVITY ACROSS 24-HRS

INITIAL RESULTS ARE SUGGESTING AN 8-13 % INCREASE IN ACTIVITY
WHEN HYBRID EMPLOYEES ARE IN-OFFICE VS AT HOME

