



How do workload and experiences of discrimination impact teacher motivation and overall productivity?

Prepared By DR.KABBA FATIMA EZZAHRA
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Analysis of Teacher Motivation, Productivity, and Workload Trends

KPI Summary

Average Productivity

73.79

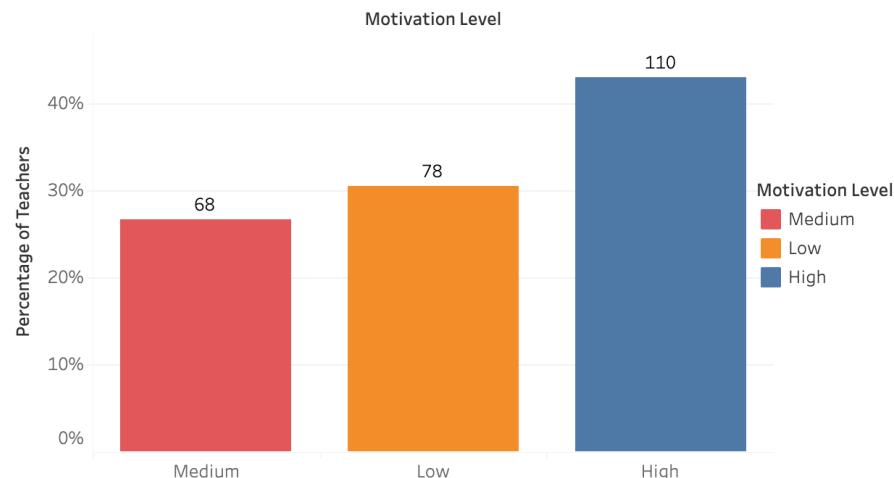
Avg Workload per teacher

19.30

Discrimination Rate

21.09

Distribution of Teacher Motivation Levels (%)

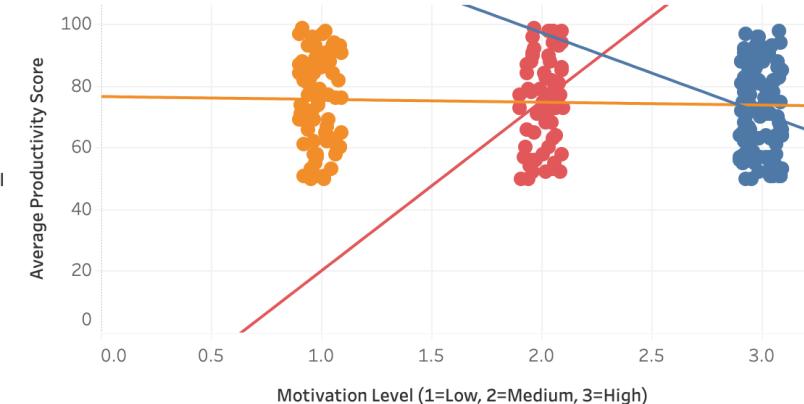


Motivation Distribution	
Motiv..	z
Medium	68
Low	78
High	110

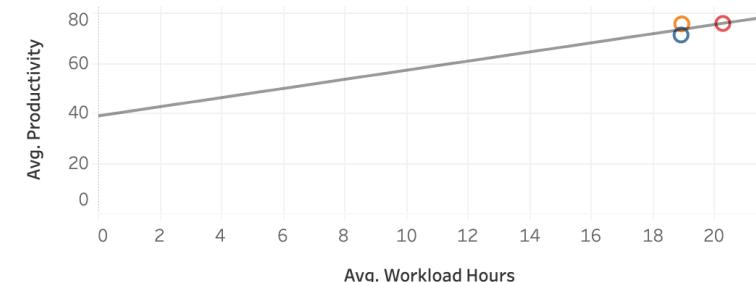
- Motivation Level
- (All)
 - High
 - Low
 - Medium

Teacher

Motivation and Productivity



Workload vs. Productivity



The key questions for the analysis are:

- 1. How does the discrimination rate compare to the average workload and productivity levels?**
- 2. What is the relationship between motivation levels and productivity, considering the discrimination rate?**
- 3. Do teachers with higher workloads show lower productivity in the context of discrimination?**
- 4. Is there a notable difference in productivity or motivation among teachers experiencing higher discrimination rates?**

Analysis of Teacher Motivation, Productivity, and Workload Trends

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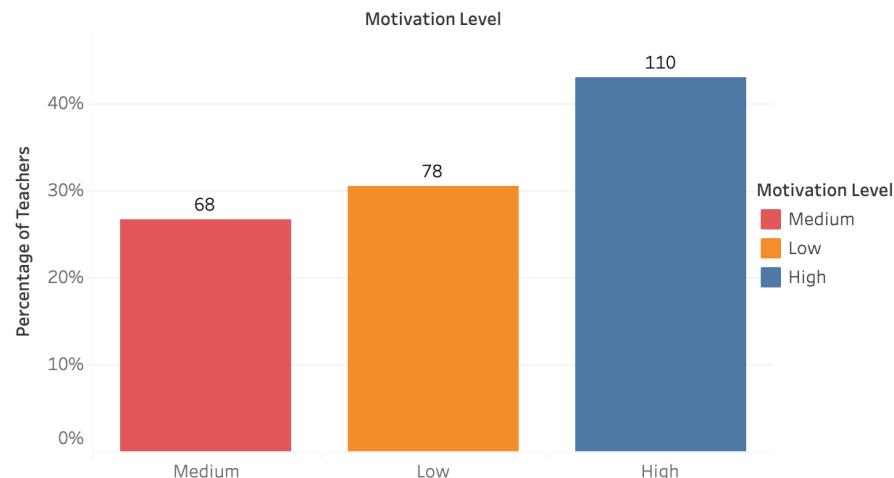
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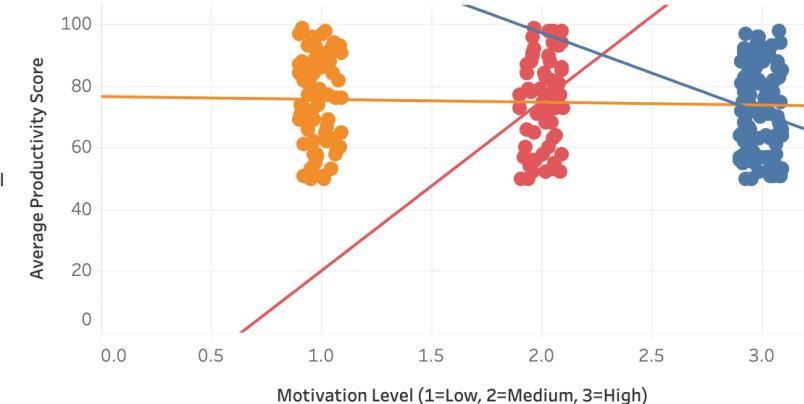


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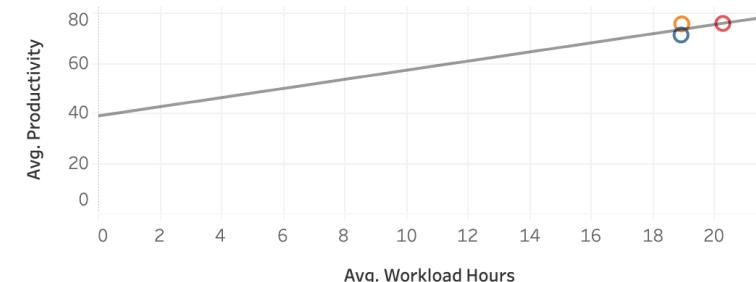
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 - High
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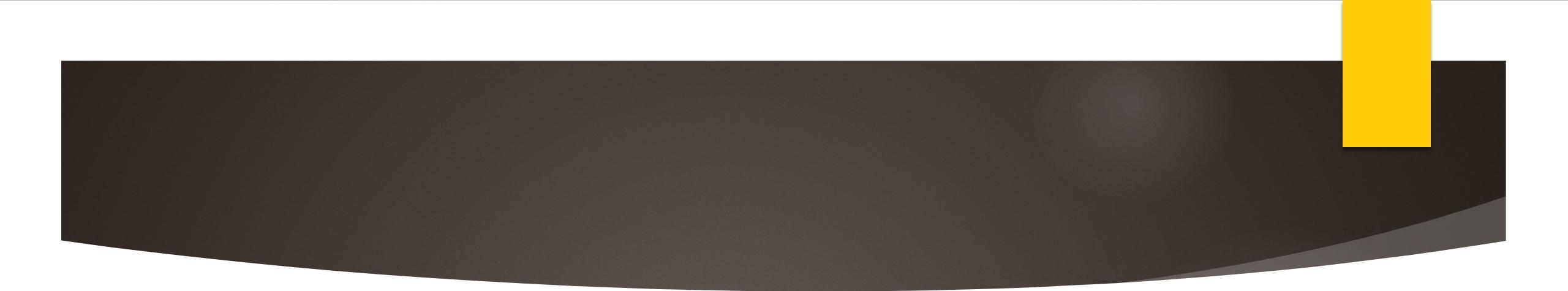
Teacher

Motivation and Productivity



Workload vs. Productivity





The step by Step of the Dashboard creation

The data is uploaded

Tableau Desktop Public Edition Buy Tableau

Connections Add
Simplified_Sch...h_Productivity Microsoft Excel

Sheets Sheet1

Sheet1 (Simplified_School_Data_with_Productivity)

Filters 0 | Add

Sheet1 6 fields 256 rows 100 → rows

Name	Teacher	Subject	Motivation Level	Discrimination	Workload Hours
Sheet1	Abc Sheet1	Abc Sheet1	Abc Sheet1	# Sheet1	# Sheet1
Teacher_18	CRM	High	0	28	
Teacher_19	Supply chain	Medium	0	29	
Teacher_20	strategie E-tourism	Low	0	27	
Teacher_21	Valorisation patrimoine	Medium	0	24	
Teacher_22	Veuille strategique	Low	1	18	
Teacher_23	Innovation territoriale	High	0	26	

Fields

Type	Field Name	Physical Table	Remote Fiel...
Abc	Teacher	Sheet1	Teacher
Abc	Subject	Sheet1	Subject

Go to Worksheet

Data Source Sheet 1 +< +> +<>

Calculating the Discrimination Rate

Tableau Desktop Public Edition

Tableau Public - Book1

Show Me

Data Analytics < Pages Columns Rows

Sheet1 (Simplified_Scho...)

Search

Tables

- Motivation Level
- Subject
- Teacher
- Measure Names
- # Discrimination
- # Productivity
- # Workload Hours
- # Sheet1 (Count)
- # Measure Values

Marks

Automatic

Color Size Text Detail Tooltip

Discrimination Rate

SUM([Discrimination]) / COUNT([Teacher]) * 100

The calculation is valid.

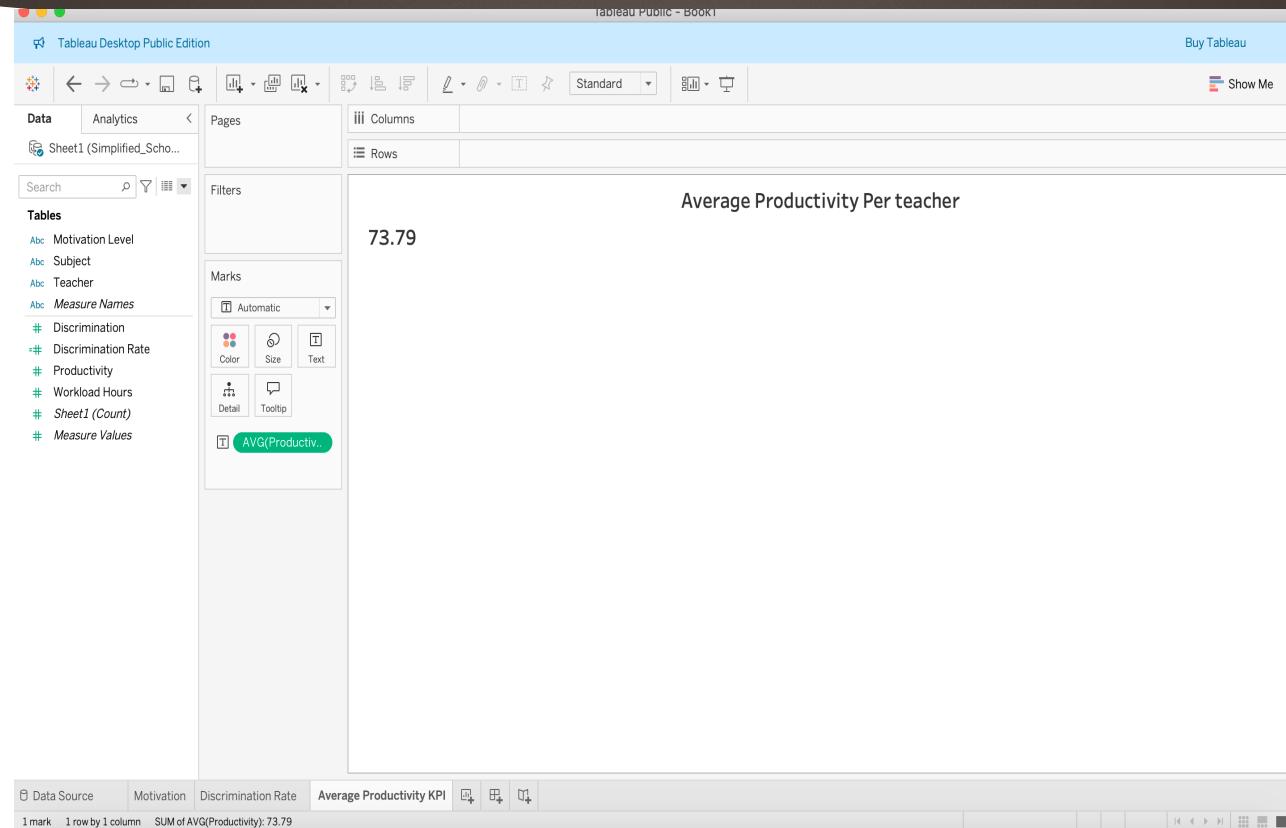
Apply OK

Drop field here

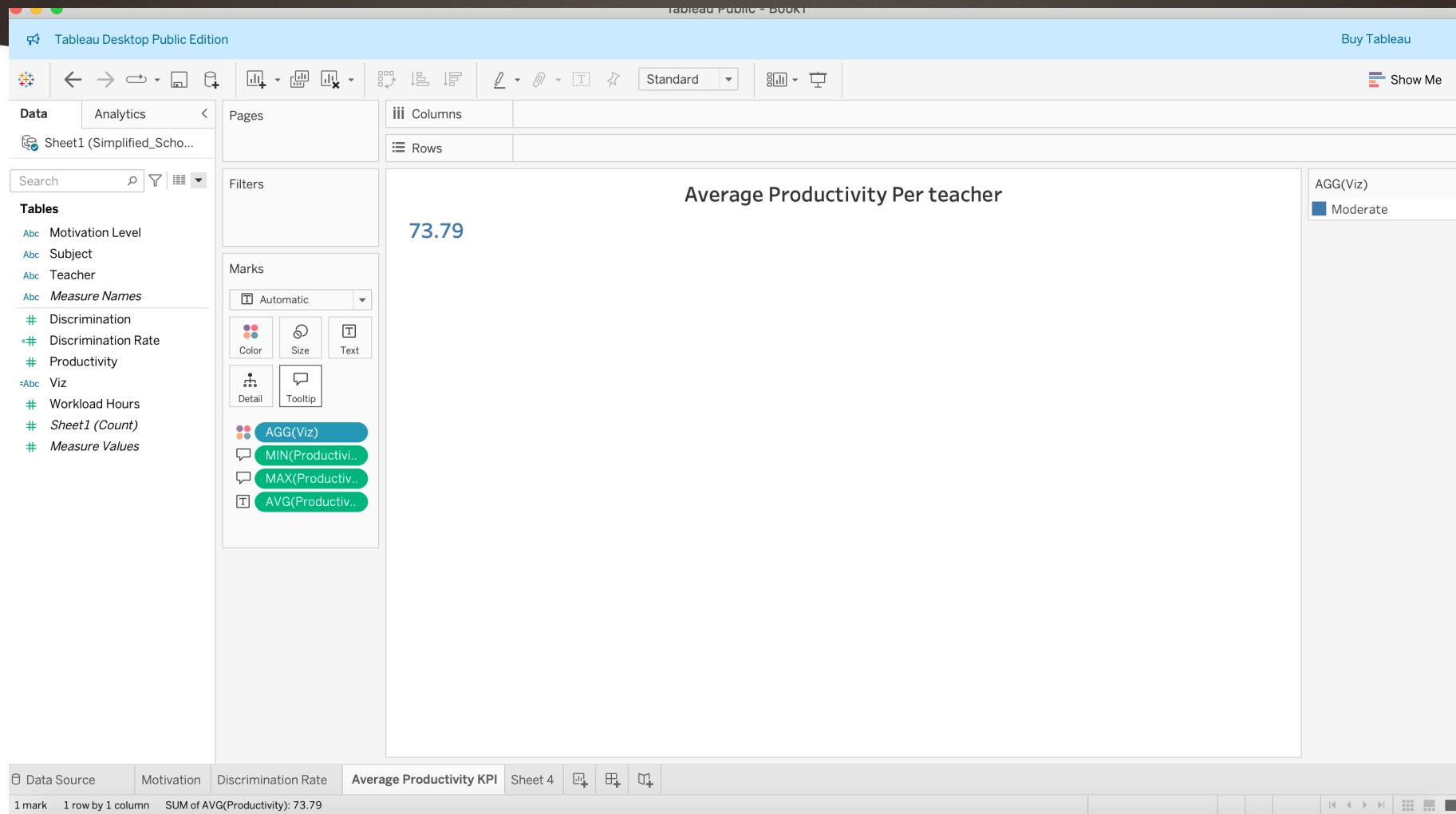
Data Source Motivation Sheet 2

This screenshot shows the Tableau Desktop interface with a dark theme. A yellow vertical bar is positioned on the right side of the window. The main area displays the 'Sheet 2' view, which contains a floating dialog box titled 'Discrimination Rate'. Inside the dialog, the formula `SUM([Discrimination]) / COUNT([Teacher]) * 100` is written. Below the formula, a message states 'The calculation is valid.' with two buttons at the bottom: 'Apply' and 'OK'. The left side of the interface features the 'Data' shelf with various data sources listed, and the 'Marks' shelf showing options for Color, Size, Text, Detail, and Tooltip. The top navigation bar includes tabs for Data and Analytics, along with icons for Pages, Columns, and Rows. The status bar at the bottom shows 'Data Source Motivation Sheet 2'.

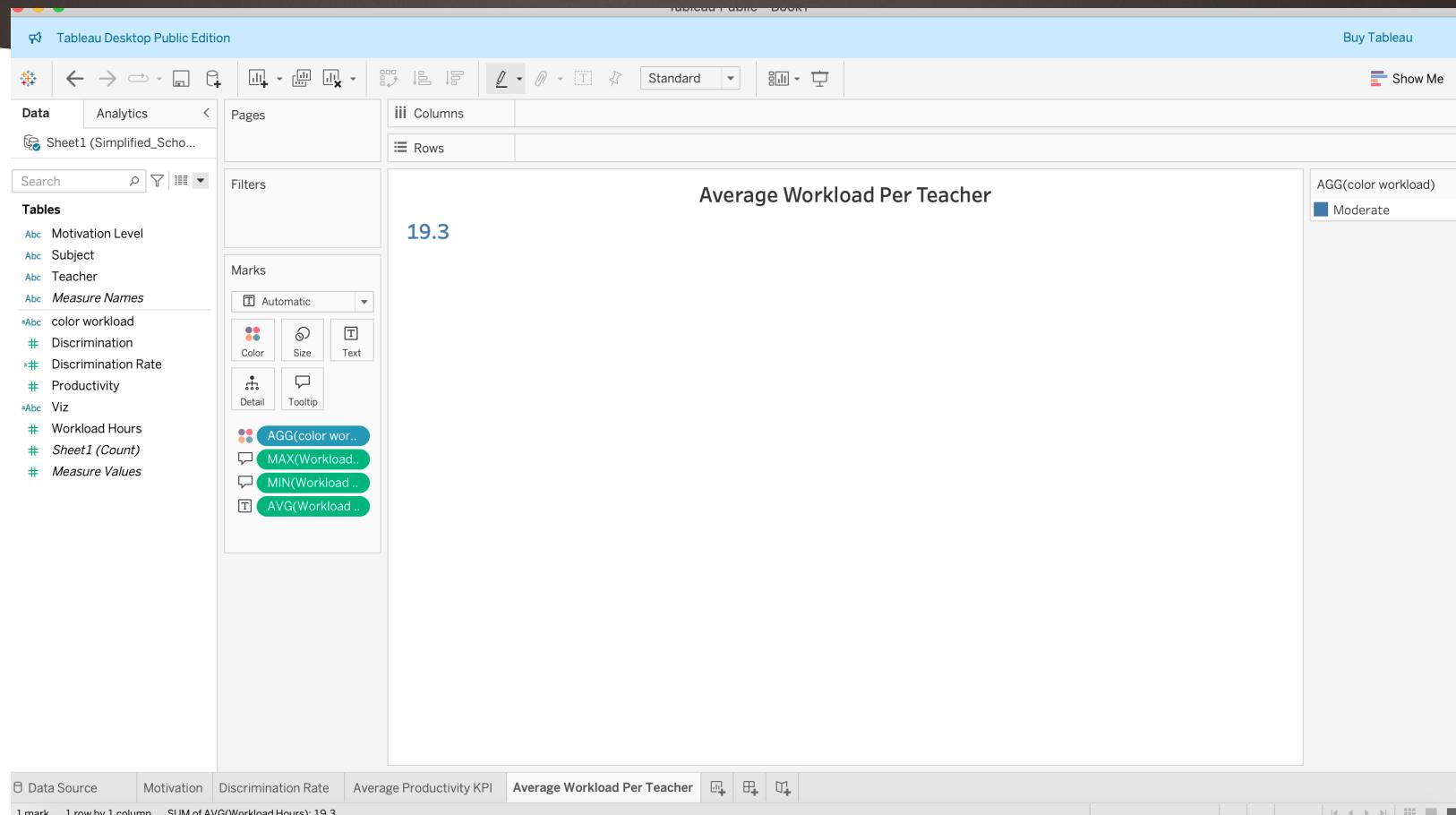
Average Productivity Per Teacher



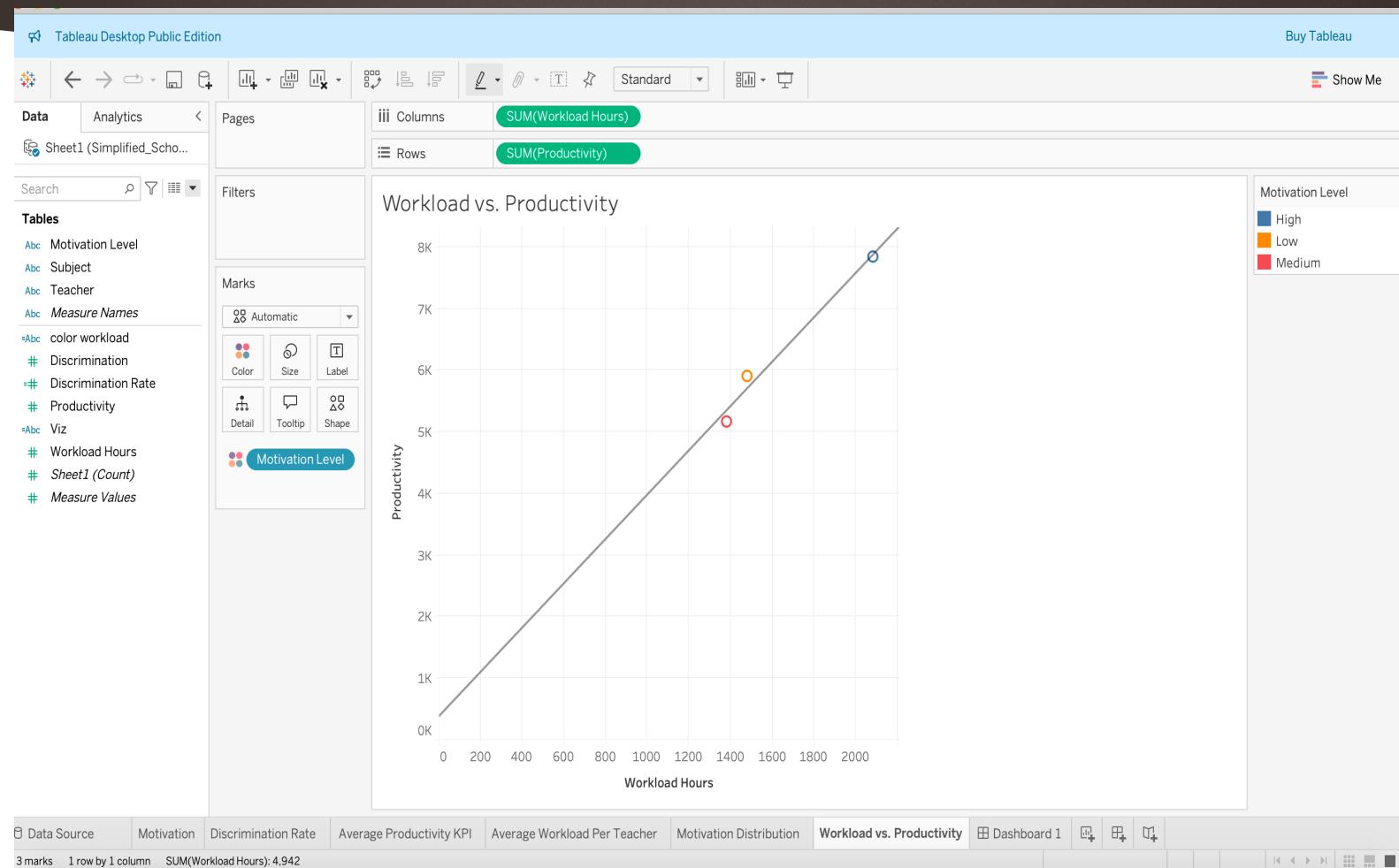
Average Productivity Per Teacher



Average Workload Per teacher



Correlation Between Productivity and Workload



Convert Motivation Level into Numeric Scale

Tableau Desktop Public Edition

Sheet1 (Simplified_Scho...)

Search

Tables

- Motivation Level
- Subject
- Teacher
- Measure Names
- color workload
- Discrimination
- Discrimination Rate
- Productivity
- Viz
- Workload Hours
- Sheet1 (Count)
- Measure Values

Pages

Columns

Rows **SUM(Productivity)**

Motivation and Productivity

Numeric Motivation Level

```
CASE [Motivation Level]
WHEN "Low" THEN 1
WHEN "Medium" THEN 2
WHEN "High" THEN 3
END
```

The calculation is valid.

Apply OK

Productivity

For horizontal bars try

0 or more Dimensions

1 or more Measures

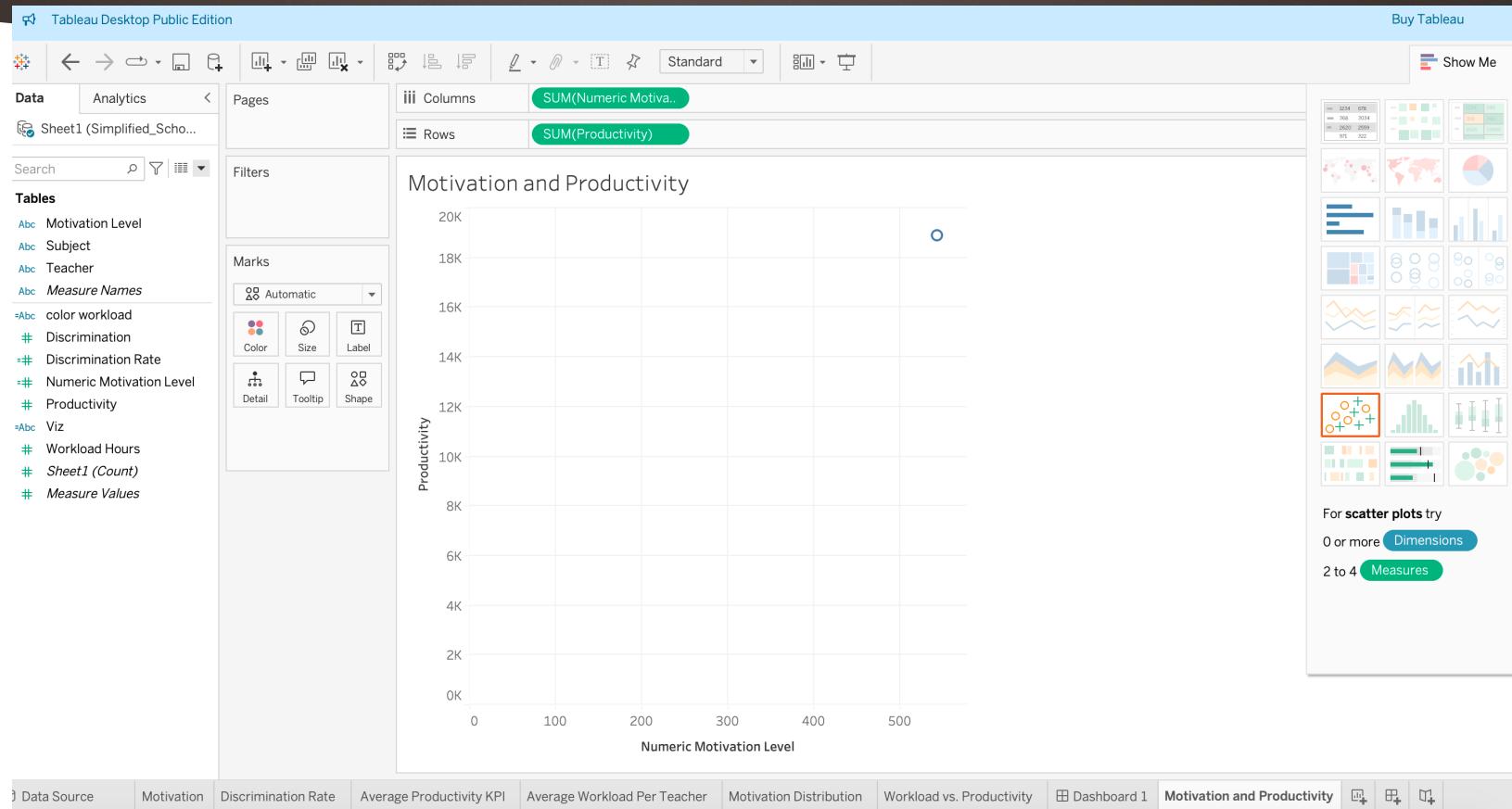
Data Source Motivation Discrimination Rate Average Productivity KPI Average Workload Per Teacher Motivation Distribution Workload vs. Productivity Dashboard 1 Motivation and Productivity

The screenshot shows the Tableau desktop interface with a calculated field dialog open. The dialog contains the following code:

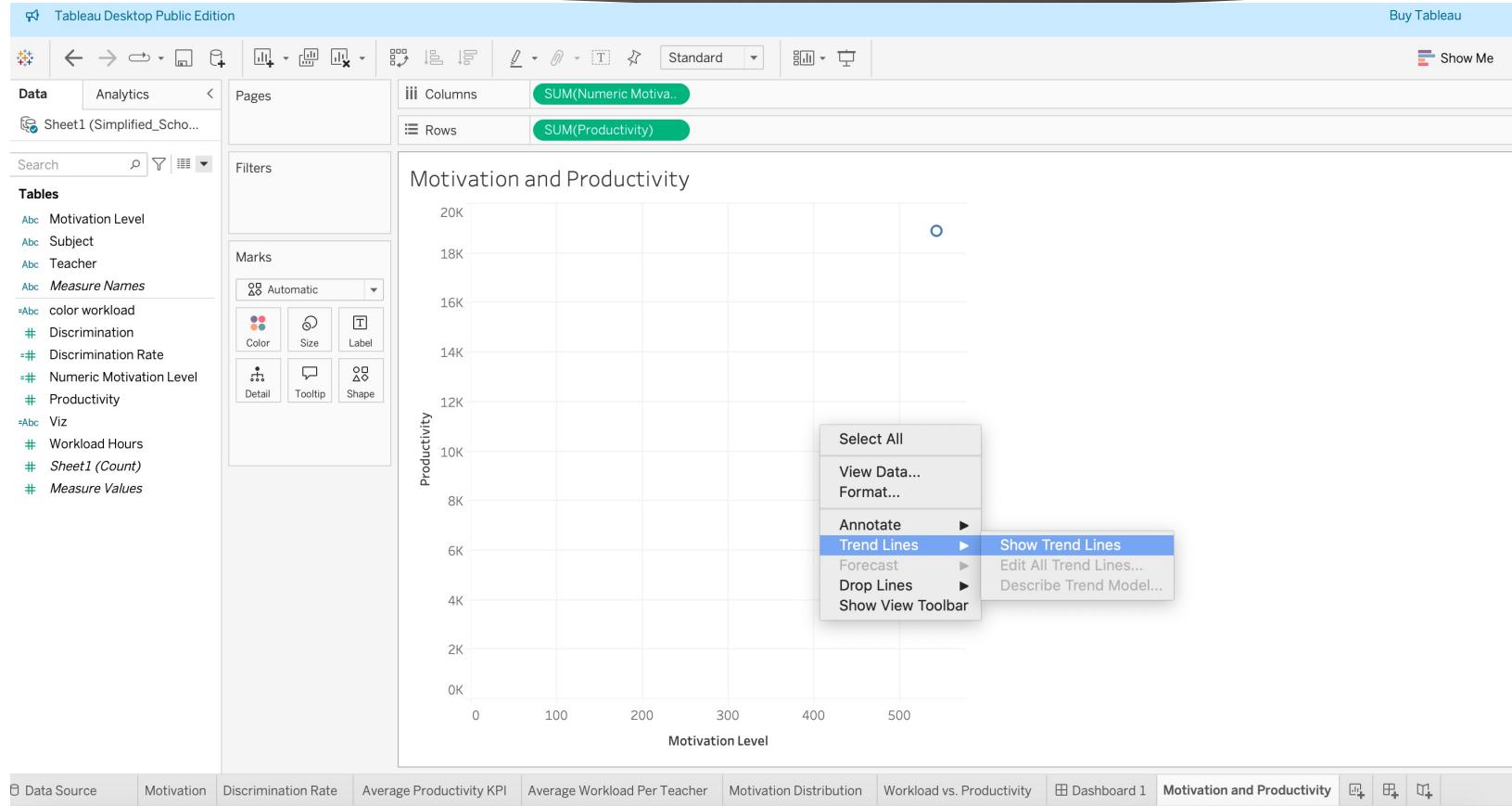
```
CASE [Motivation Level]
WHEN "Low" THEN 1
WHEN "Medium" THEN 2
WHEN "High" THEN 3
END
```

The message "The calculation is valid." is displayed at the bottom of the dialog. The background shows a bar chart with a single blue bar representing Productivity. The sidebar on the left lists various data sources and measures, and the right sidebar shows a gallery of visualization options.

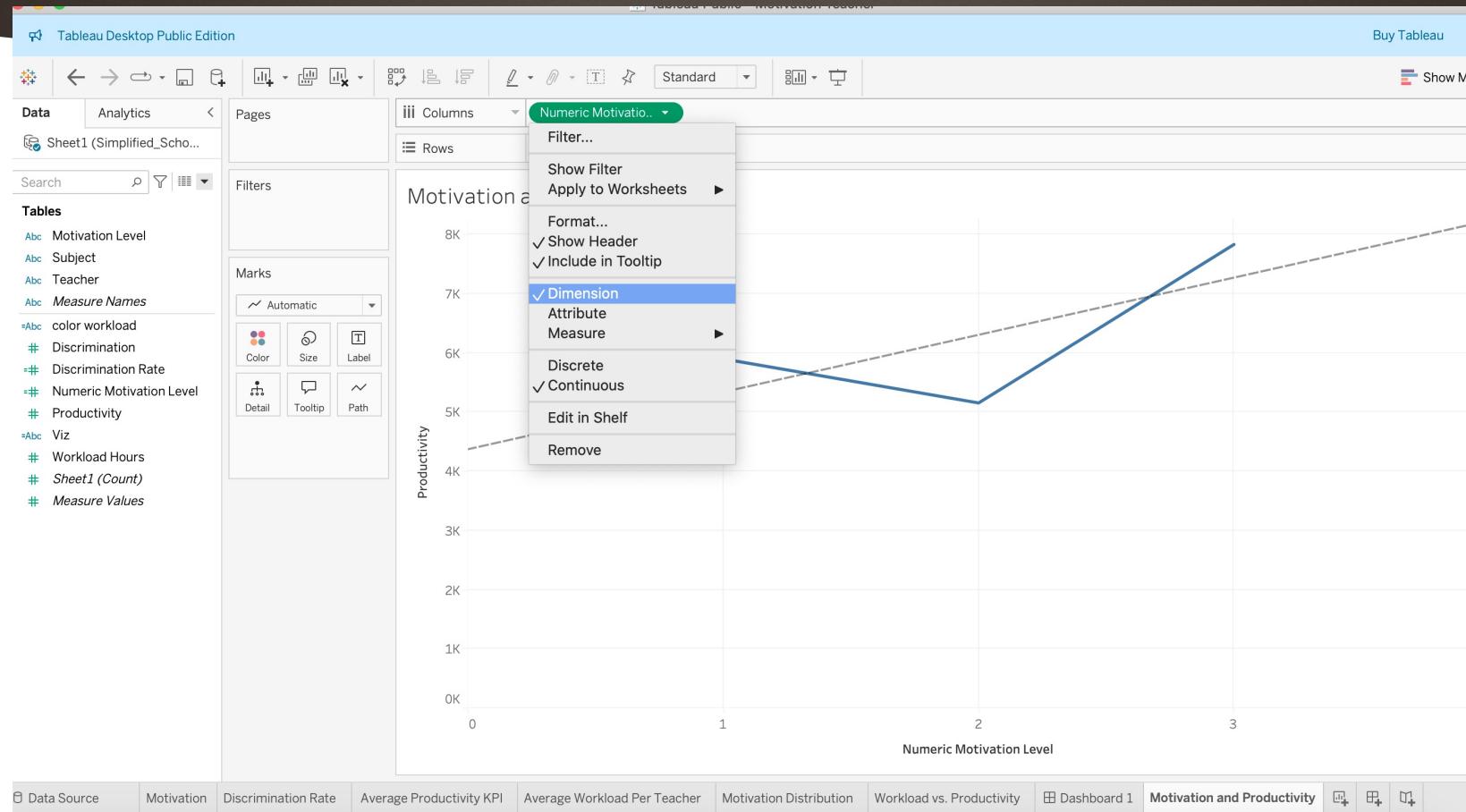
Correlation Between Motivation and Productivity



Adding a trend line to clearly show the level of correlation



Changing the Motivation level to a dimension



Workload Range

Tableau Desktop Public Edition

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Data Analytics < Pages iii Columns Rows

Sheet1 (Simplified_Scho...)

Search

Tables

- Abc Motivation Level
- Abc Subject
- Abc Teacher
- Abc Measure Names
- =Abc color workload
- # Discrimination
- # Discrimination Rate
- # Motivation level viz
- # Numeric Motivation Level
- # Productivity
- =Abc Viz
- # Workload Hours
- # Sheet1 (Count)
- # Measure Values

Marks

Automatic

Color Size Text

Detail Tooltip

Sheet 8

Workload Range

```
IF [Workload Hours] <= 15 THEN "Low"
ELSEIF [Workload Hours] <= 25 THEN "Medium"
ELSE "High"
END
```

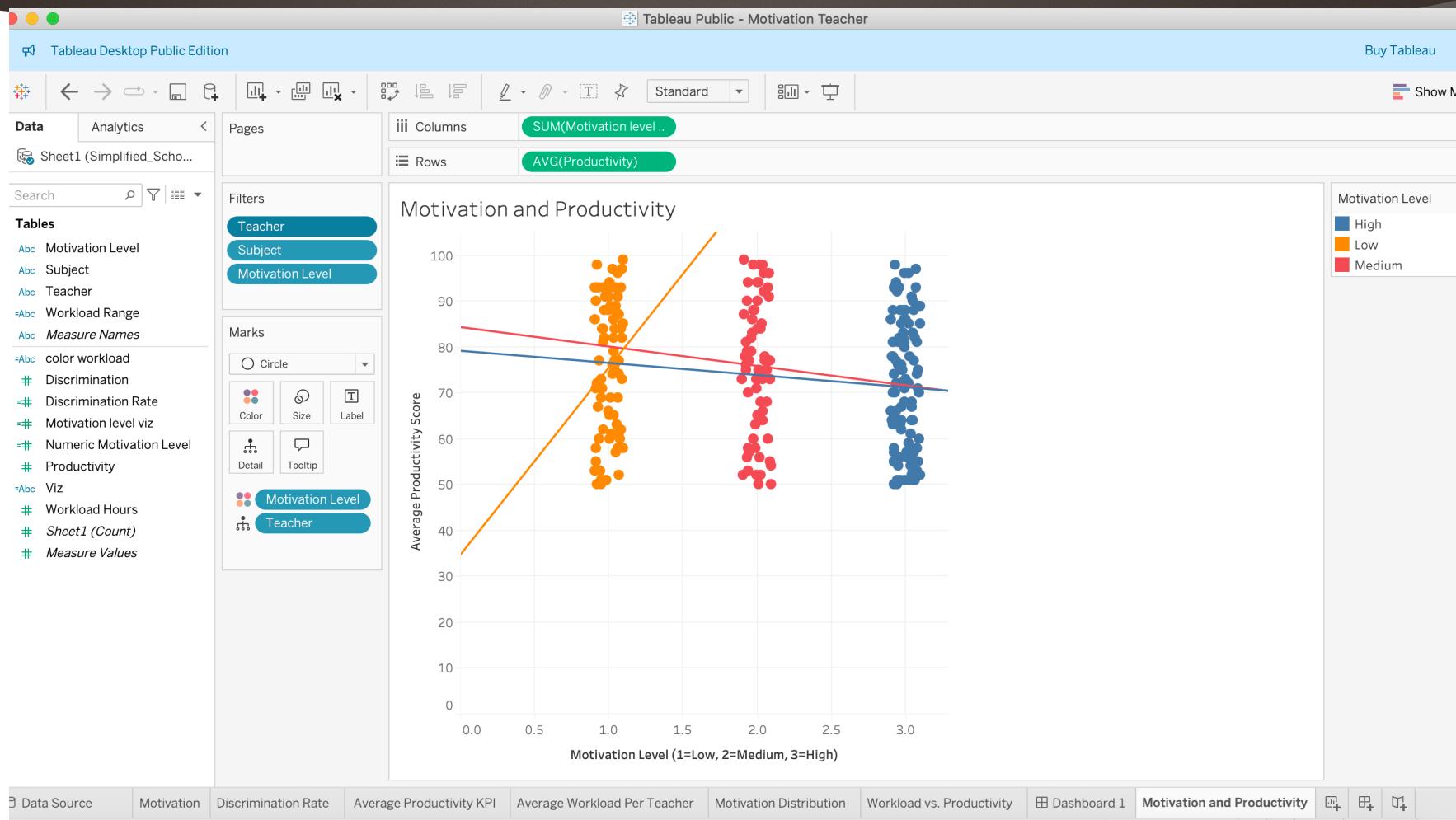
The calculation is valid.

Apply OK

Drop field here

Data Source Motivation Discrimination Rate Average Productivity KPI Average Workload Per Teacher Motivation Distribution Workload vs. Productivity Dashboard 1 Motivation and Productivity Sheet 8

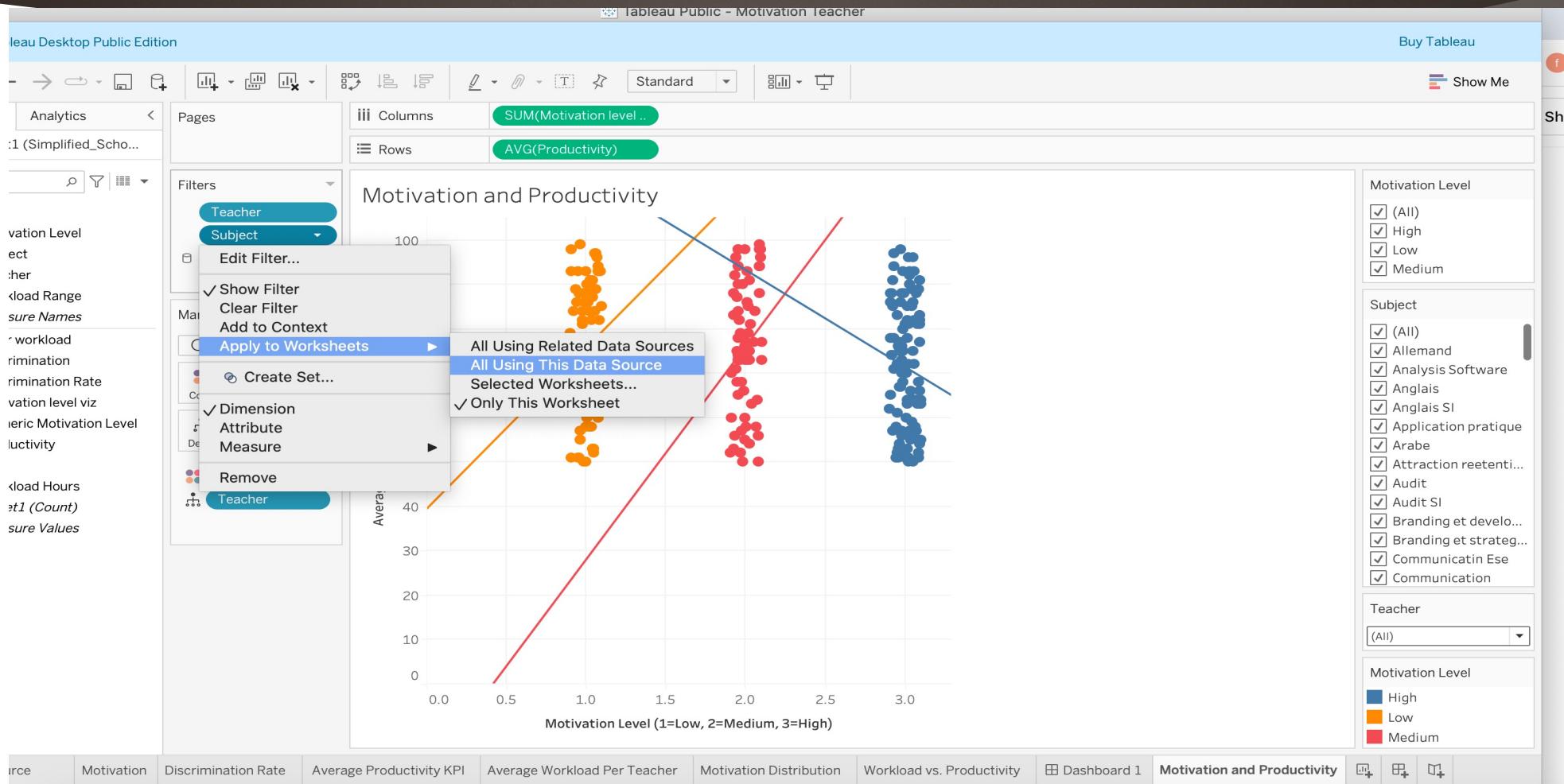
Correlation Between Motivation and Productivity Level



Showing Filters



Applying the Filters to all the sheet



Adding Top Header

Tableau Desktop Public Edition

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Show Me

Dashboard Layout <

Default Phone

Device Preview

Size Automatic

Sheets Motivation Discrimination ... Average ... Average Workload ... Motivation ... Workload ...

Objects Horizontal Container Vertical Container Text Extension Pulse Metric Data Story Image Blank Workflow Web Page

Tiled Floating

Show dashboard title

Tableau Public - Motivation Teacher

Edit Text

Benton Sans Book 20 B I U Insert

Teacher Motivation and Productivity Analysis

Cancel OK

Data Source Motivation Discrimination Rate Average Productivity KPI Average Workload Per Teacher Motivation Distribution Workload vs. Productivity Motivation and Productivity Dashboard 1

This screenshot shows the Tableau Desktop interface. A modal window titled 'Edit Text' is open in the center, containing the text 'Teacher Motivation and Productivity Analysis' in a large, bold, black font. The text is enclosed in a blue rectangular box. Above the text, there is a toolbar with font selection options: Benton Sans Book, size 20, bold (B), italic (I), underline (U), and other styling tools. Below the text box are 'Cancel' and 'OK' buttons. The background of the main window shows a dashboard with several sheets listed on the left: Default, Phone, Device Preview, Size (Automatic), Sheets (Motivation, Discrimination ..., Average ..., Average Workload ..., Motivation ..., Workload ...), and Objects (Horizontal Container, Vertical Container, Text, Extension, Pulse Metric, Data Story, Image, Blank, Workflow, Web Page). At the bottom, there are tabs for Tiled and Floating, and a checkbox for Show dashboard title. The status bar at the bottom shows: Data Source, Motivation, Discrimination Rate, Average Productivity KPI, Average Workload Per Teacher, Motivation Distribution, Workload vs. Productivity, Motivation and Productivity, Dashboard 1, and icons for adding new sheets and objects.

Creating the dashboard

Adding Horizontal container for KPU's

Tableau Desktop Public Edition

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Show Me

Dashboard Layout <

Default Phone

Device Preview

Size Automatic

Sheets

- Discrimination ...
- Average ...
- Average Workload ...
- Motivation ...
- Workload vs. ...
- KPIs and ...

Objects

- Horizontal Container
- Vertical Container
- Text
- Extension
- Pulse Metric
- Data Story
- Image
- Blank
- Workflow
- Web Page

Tiled Floating

Show dashboard title

Discrimination Rate Average Productivity KPI Average Workload Per Teacher Motivation Distribution Workload vs. Productivity Motivation and Productivity Dashboard 1

Teacher Motivation and Productivity Analysis

Hold down Shift to drop floating objects into this container

The screenshot shows the Tableau Desktop interface with a floating horizontal container on a dashboard. The dashboard title is "Teacher Motivation and Productivity Analysis". A tooltip in the center of the container says "Hold down Shift to drop floating objects into this container". The left sidebar shows various sheet and object options, with "Horizontal Container" selected under Objects. The bottom navigation bar includes links for Data Source, Discrimination Rate, Average Productivity KPI, Average Workload Per Teacher, Motivation Distribution, Workload vs. Productivity, Motivation and Productivity, and Dashboard 1.

Creation KPI summary

Tableau Desktop Public Edition Motivation Teacher Buy Tableau

Data Analytics <

Sheet1 (Simplified_Scho...)

Search

Tables

- Motivation Level
- Subject
- Teacher
- =Workload Range
- Measure Names
- Average Productivity
- Avg Workload per teacher
- color workload
- Discrimination
- Discrimination Rate
- Motivation level viz
- Numeric Motivation Level
- Productivity
- Viz
- Workload Hours
- Sheet1 (Count)
- Measure Values

Pages

Columns

Rows

Filters

- Motivation Level
- Subject
- Teacher

Marks

Automatic

- Color
- Size
- Text
- Detail
- Tooltip

- AGG(Discrimin...
- AGG(Average ...)
- AGG(Avg Work...

KPI Summary

	Value
21.09	
73.79	
19.30	

Data Source Discrimination Rate Average Productivity KPI Average Workload Per Teacher Motivation Distribution Workload vs. Productivity Motivation and Productivity Dashboard 1 KPI Summary

Adding Horizontal container for KPU's

Tableau Desktop Public Edition

Tableau Public - Motivation Teacher

Buy Tableau

Show Me

Format Measure Names

Header Pane

Pages Columns Measure Names

Rows

Filters

Motivation Level

Subject

Teacher

Measure Names

Average Productivity

73.79

Avg Workload per teacher

19.30

Discrimination Rate

21.09

KPI SUmmary

Marks

Automatic

Color

Size

Text

Detail

Tooltip

Measure Values

Label: Total

Font: Tableau ..

Alignment: Automatic

Numbers:

Shading:

Font: Tableau ..

Alignment: Automatic

Label: Total

Font: Tableau ..

Alignment: Automatic

Label: Grand Total

Grand Totals

Measure Values

AGG(Average Produc..)

AGG(Avg Workload p..)

AGG(Discrimination..)

Clear

Data Source

Motivation Rate

Average Productivity KPI

Average Workload Per Teacher

Motivation Distribution

Workload vs. Productivity

Motivation and Productivity

Dashboard 1

KPI Summary

3 marks 1 row by 3 columns SUM of Measure Values: 114.18

This screenshot shows a Tableau dashboard titled "Motivation Teacher". The dashboard contains three main summary measures displayed in a horizontal container: "Average Productivity" (73.79), "Avg Workload per teacher" (19.30), and "Discrimination Rate" (21.09). The "KPI SUmmary" section is centered above these measures. On the left, the "Format Measure Names" pane is open, showing settings for "Header", "Totals", and "Grand Totals". The "Marks" shelf is also visible. The bottom navigation bar includes links to "Data Source", "Motivation Rate", "Average Productivity KPI", "Average Workload Per Teacher", "Motivation Distribution", "Workload vs. Productivity", "Motivation and Productivity", "Dashboard 1", and "KPI Summary".

Analysis of Teacher Motivation, Productivity, and Workload Trends

KPI Summary

Average Productivity

73.79

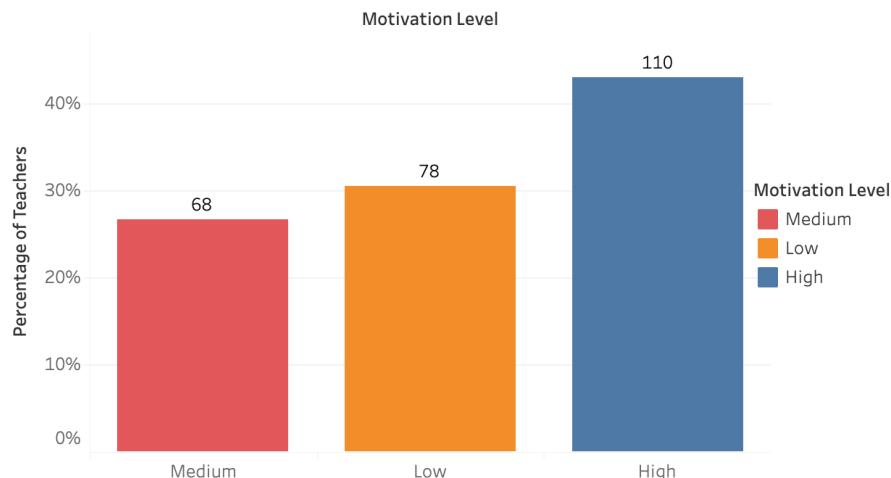
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19.30

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Distribution of Teacher Motivation Levels (%)

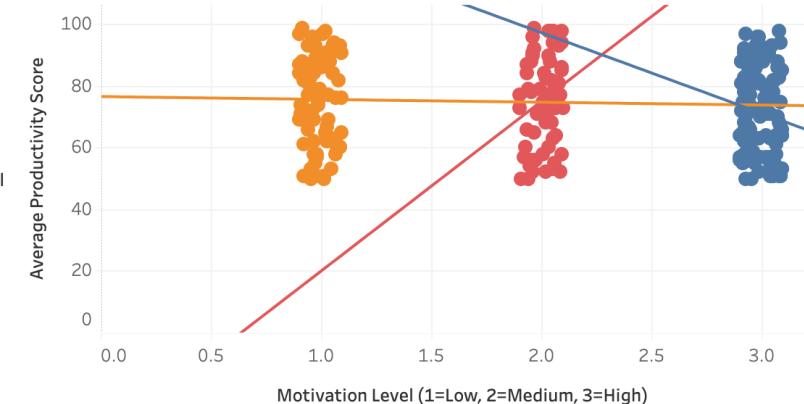


Motivation Distribution	
Motiv..	z
Medium	68
Low	78
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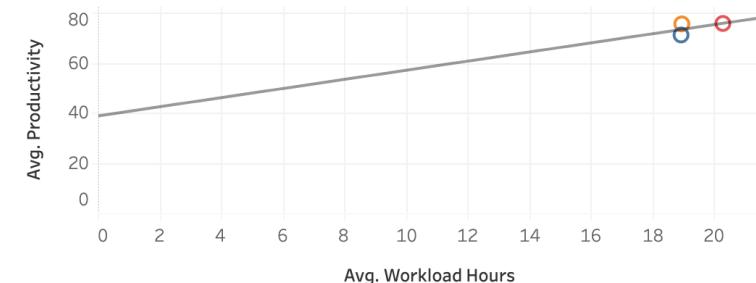
- Motivation Level
- (All)
 - High
 - Low
 - Medium

Teacher

Motivation and Productivity



Workload vs. Productivity





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