**HR Data Analysis**

**Tools utilized:**

**Power BI for data visualization, Excel for data manipulation.**

**Problem Statement:**

The objective is to analyze the working preferences of individuals, specifically their preference between Working From Home (WFH) and Working From Office (WFO), using data collected and transformed from an Excel file.

**Steps:**

**1. Import Data into Power BI:**

- Import the April data from an Excel file into Power BI.

**2. Data Cleaning and Preparation:**

- Ensure headers are properly promoted.

- Perform necessary column manipulations for data clarity and consistency.

**3. Create Template Function Load for April Data:**

- Develop a template function load tailored to the April data.

- Attach the template function load to the data for streamlined application.

**4. Create Metrics for Quantitative Assessment:**

- Generate metrics to assess working preferences and employee wellness.

- **Calculate:**

- Percentage of individuals opting for WFH vs. WFO.

- Total working days

Total Working Days = COUNT('Final Data (Names)'[Date])

- **Present days.**

Present Days =

CALCULATE(

COUNT('Final Data (Names)'[Date]),

'Final Data (Names)'[Day Type] = "Present"

) + [WFH Count]

- **WFH count.**

**- Presence percentage**

Presence Percentage =

DIVIDE(

[Present Days],

'Total Working Days',

0

)

**5. Month Calculation:**

- Calculate the month using the startofmonth function based on the available data.

Month = STARTOFMONTH('Final Data (Names)'[Date])

**6. Conclusion:**

In conclusion, our Power BI analysis highlights a clear preference for Working From Home (WFH) over Working From Office (WFO). The data shows a higher percentage of individuals choosing WFH, indicating its popularity. Moreover, metrics like total working days and presence percentage shed light on employee well-being. This underscores the significance of flexible work arrangements and urges organizations to prioritize employee welfare amidst evolving preferences.