

Title: *"Employee Wellness & Productivity Analysis Dashboard"*

A. Project Objective

- The goal of this dashboard is to analyze employee wellness, absenteeism, productivity, and satisfaction trends.
 - It helps HR and management identify factors affecting performance and improve employee well-being.
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B. Problem Statements

- To identify how **work mode** and **age groups** influence wellness program usage.
 - To analyze the relationship between **fitness activity hours** and **absenteeism**.
 - To track **department-wise productivity** and compare it across teams.
 - To monitor **employee satisfaction trends** over time for better HR decisions.
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Dataset Overview

- **Total Records:** 900 employees
- **Key Columns:** Age, Department, Work Mode, Fitness Activity Hours, Absenteeism Days, Productivity Score, Satisfaction Level, Wellness Program Usage, Training Hours, etc.
- **Calculated Columns:**
 - **Age Group** → Categorized employees by age ranges.
 - **Wellness Used** → assigns 1 if an employee has logged any fitness activity hours, otherwise 0, marking whether wellness facilities are used.

- **Measure Columns:**
 - **Employees Using Wellness Programs Text (%)** → Percentage of employees enrolled in wellness programs.
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C. Visuals on the Dashboard

- **Donut Chart** → *Wellness Program Usage by Work Mode & Age.*
 - **Scatter Plot** → *Fitness Hours vs Absenteeism.*
 - **Column Chart** → *Productivity by Department.*
 - **Line Chart** → *Satisfaction Trend by Month.*
 - **5 Card KPIs** → Training Hours, Overall Satisfaction, Overall Performance, Total Days Absent, Wellness Program Usage (%).
 - **4 Slicers** → Department, Work Mode, Age Group, Gender, and **Date Hierarchy** for Last Promotion Date.
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D. Insights from Dashboard

- **Column Chart : Productivity by Department.**
 - **Marketing department** show the highest productivity exceeding 2K units.
 - **HR** and **Sales** are next, with HR slightly higher than Sales.
 - **Operations** follow, with productivity around 1.5 K units.
 - **IT, R&D,** and **Finance** show the lowest productivity levels, with Finance being the lowest among all departments.
- **Line Chart : Satisfaction Trend by Month.**
 - Satisfaction appears to decline from **January to February**, then fluctuate until a rise in **July and August**, followed by a decline towards the **end of the year**.

➤ **Scatter Plot** : *Fitness Hours vs Absenteeism*.

- The scatter plot suggests a **general trend**, though not a perfectly linear one, where higher fitness hours appear to correlate with lower absenteeism, and vice-versa.
- For instance, the **data point** around **5 fitness hours** shows relatively **high absenteeism**, while points with **more fitness hours** tend to have **lower absenteeism**.
- This indicates a **potential inverse** relationship **between fitness hours and absenteeism**.

➤ **Donut Chart** : *Wellness Program Usage by Work Mode & Age*.

- This data suggests that the **highest** percentage of wellness program usage is among individuals working in a **hybrid mode**, followed by those working **onsite, and then remote workers** .
- It also shows the percentage of participants within different age categories: 35-44 represented by **44** individuals a **largest group**, 25-34 with **42** individuals a **second largest** group, **55+** with **20** individuals (13.07%), 45-54 with **41** individuals, and smallest group shown is **<25** with **20** individuals of the total.