HR Insight Summary

Visualization Summary for HR Work Pattern Analysis

1. **Date-Based Line Chart – Combined Work Pattern**
- Purpose: Tracks trends in attendance, WFH, and sick leaves over time.
- Insight: Helps spot seasonal or recurring behavior, like spikes in sick leaves or preferred WFH weeks.

2. **Table or Matrix – Detailed Daily Log (from merged Excel sheets)**
- Columns: Employee name, date, attendance type (WFH/Office/Leave), and reason.
- Insight**:** Allows HR to filter and review individual attendance records.

3. **KPI Cards – Key HR Metrics**
- Total Sick Leaves
- Average WFH per Employee
- Most Preferred Day Off
- Insight: Provides at-a-glance HR insights on top behaviors.

4. **DAX Measures Used:**
- Total Sick Leave %
- WFH Count
- Most Preferred Day Off

These measures fuel most visuals and provide aggregated insights across merged datasets.

Seamless Work Trend:
- Productivity seems to hold steady throughout most weekdays, with a few minor dips around the middle of the week—likely due to internal meetings or that midweek slump we all feel.
- Interestingly, work output stays high when employees are working from home, which suggests that our hybrid setup is really working well.

Employee Day-Off Preferences:
Most Preferred Days Off:
- Fridays and Mondays are the clear favorites—who doesn't love a long weekend?
- This insight can be super helpful for planning rotations or events to make sure we get the best turnout.

Work From Home (WFH) Preference:
- There's a noticeable preference for working from home on Tuesdays and Thursdays.
- We also see a spike in WFH requests when the weather turns bad or when commutes are particularly tough.

Sick Leave Analysis:
- Top Reasons:
    - Common cold/flu
    - Stress-related fatigue
    - Seasonal illnesses
- Most sick leaves tend to be taken midweek, which might indicate some burnout or overwork.

Application in Events & Meetups:
- The best days for planning in-office meetups are Wednesdays or Fridays (before noon).
- It's wise to steer clear of scheduling events around long weekends, as absenteeism tends to be higher then.
- Also, consider hosting virtual events on those WFH-preferred days to boost participation.