

## FROM DATA TO HEALTH: USING ANALYTICS TO DRIVE EMPLOYEE INCENTIVES AND WELLNESS

### DATA ANALYSIS TASK

1. Build a DB called work and create tables by importing 3 CSV format workbooks containing 3 tables each (Absenteeism\_at\_work, Reasons, Compensation) into the DB > Right click on the DB > Tasks > Import Flat File (because the data is in a Flat CSV format) > Choose File > Refresh DB. When tables are imported into the DB, the first thing to do is to develop the JOINS to get the full table
2. Develop SQL Query
3. Perform Analysis
4. Connect DB to the Data Visualisation tool Power BI
5. Build a Dashboard based on an approved wireframe from HR department

### HR Request to Data Analysis Team

- Provide a list of Healthy Individuals & Low Absenteeism for our healthy bonus program
- Calculate a Wage Increase or annual compensation for Non-Smokers for an Insurance Budget of \$983,221 for all Non-Smokers
- Create a dashboard for HR to understand Absenteeism at work based on an approved wireframe.