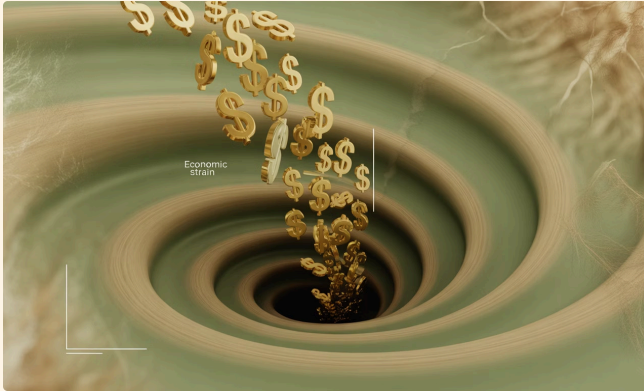# What Moves the Happiness Needle?

Key factors that drive employee happiness using data-driven insights

Alejandra Leyton - Institute of Data - Data Science Program 2025

Why this matters?

Economic Impact

US$1 trillion lost annually to depression and anxiety globally, affecting productivity across all sectors.
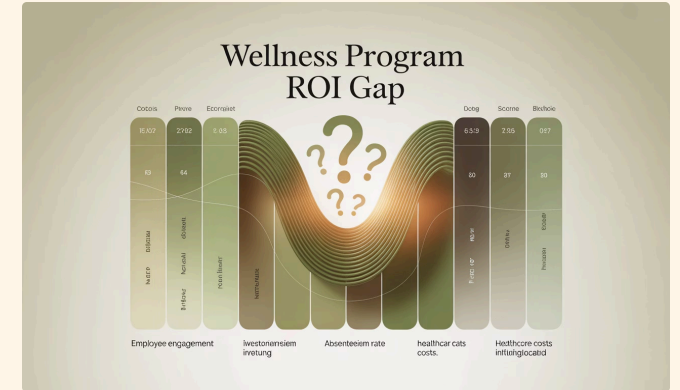
Mental health at work

Employee Cost

US$1,488 average annual cost per employee due to mental health issues, impacting productivity, attendance, retention, and healthcare expenses.

Infographic: The Economic Impact of Poor Mental Health

Wellness ROI Gap

Organizations invest millions in wellness programs without clear metrics to determine which initiatives actually improve employee happiness.

The approach

Robust Sample Size

3,000 respondents across multiple departments and locations ensuring statistical validity

Key Predictors

Sleep Hours, Social Interaction and Screen Time tracked as primary wellness indicators
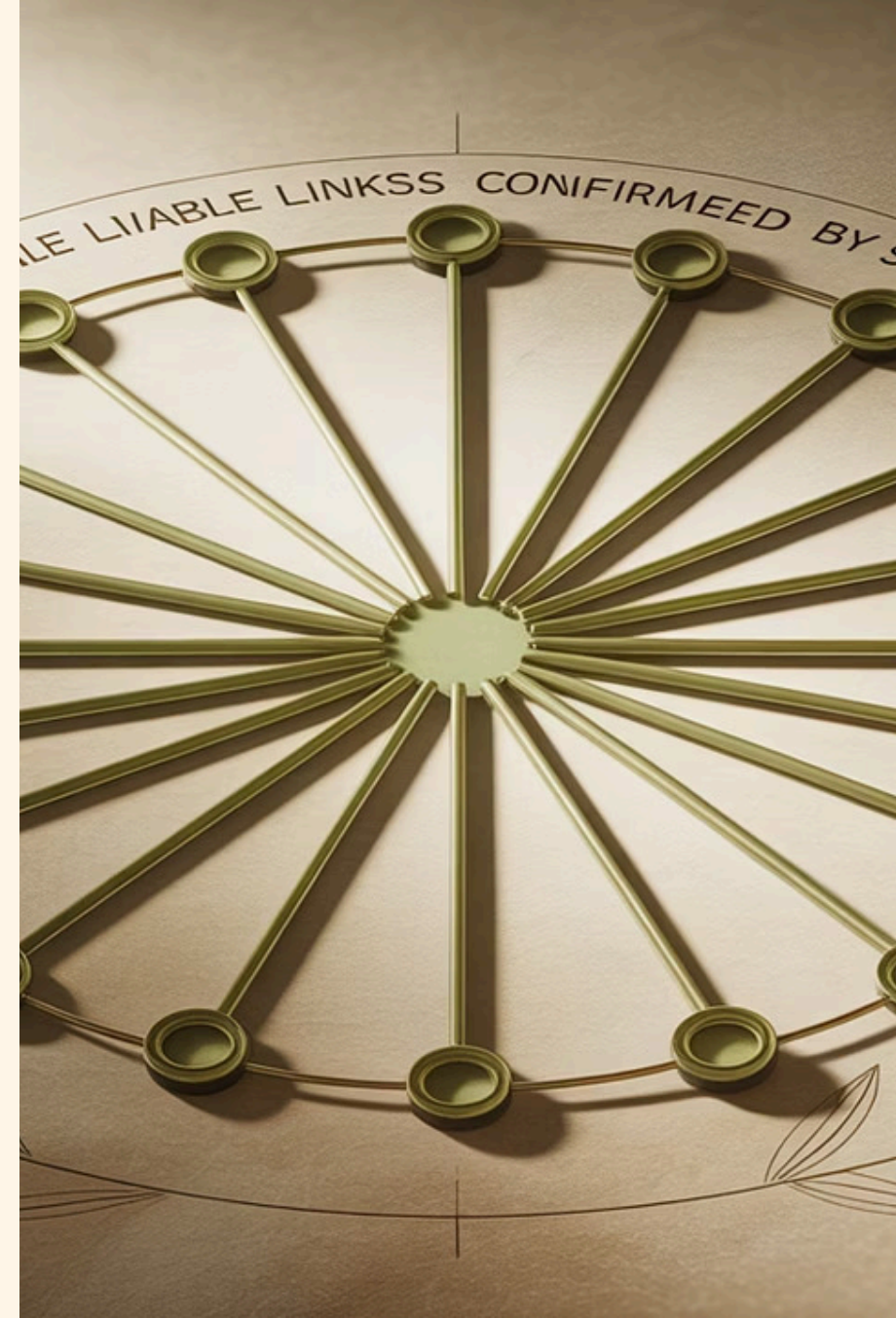
Key Correlations

🛏 **Sleep Hours**

+0.47 correlation with happiness

👤 **Social Interaction**

+0.64 correlation with happiness

📱 **Screen Time**

-0.42 correlation with happiness

Correlation Heatmap
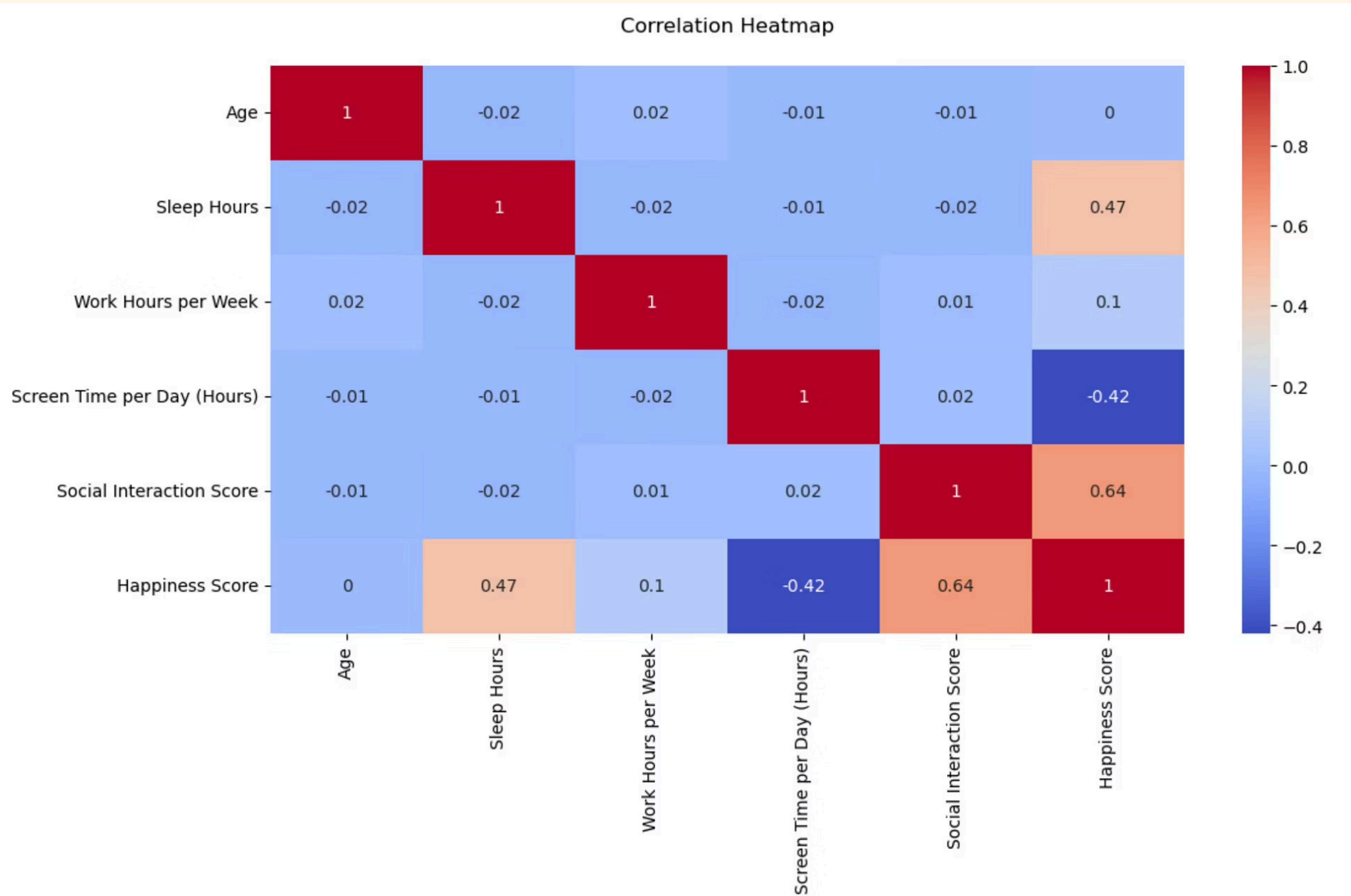
Strong, reliable links confirmed by statistics

Predictor	r value	p-value	Significant
Sleep Hours	0.48	1.6×10^{-168}	✓
Social Interaction	0.64	$< 1 \times 10^{-30}$	✓
Screen Time	-0.42	7×10^{-126}	✓

Actionable Coefficients

The regression model identifies three key factors that significantly impact employee happiness scores on a 1-10 scale.
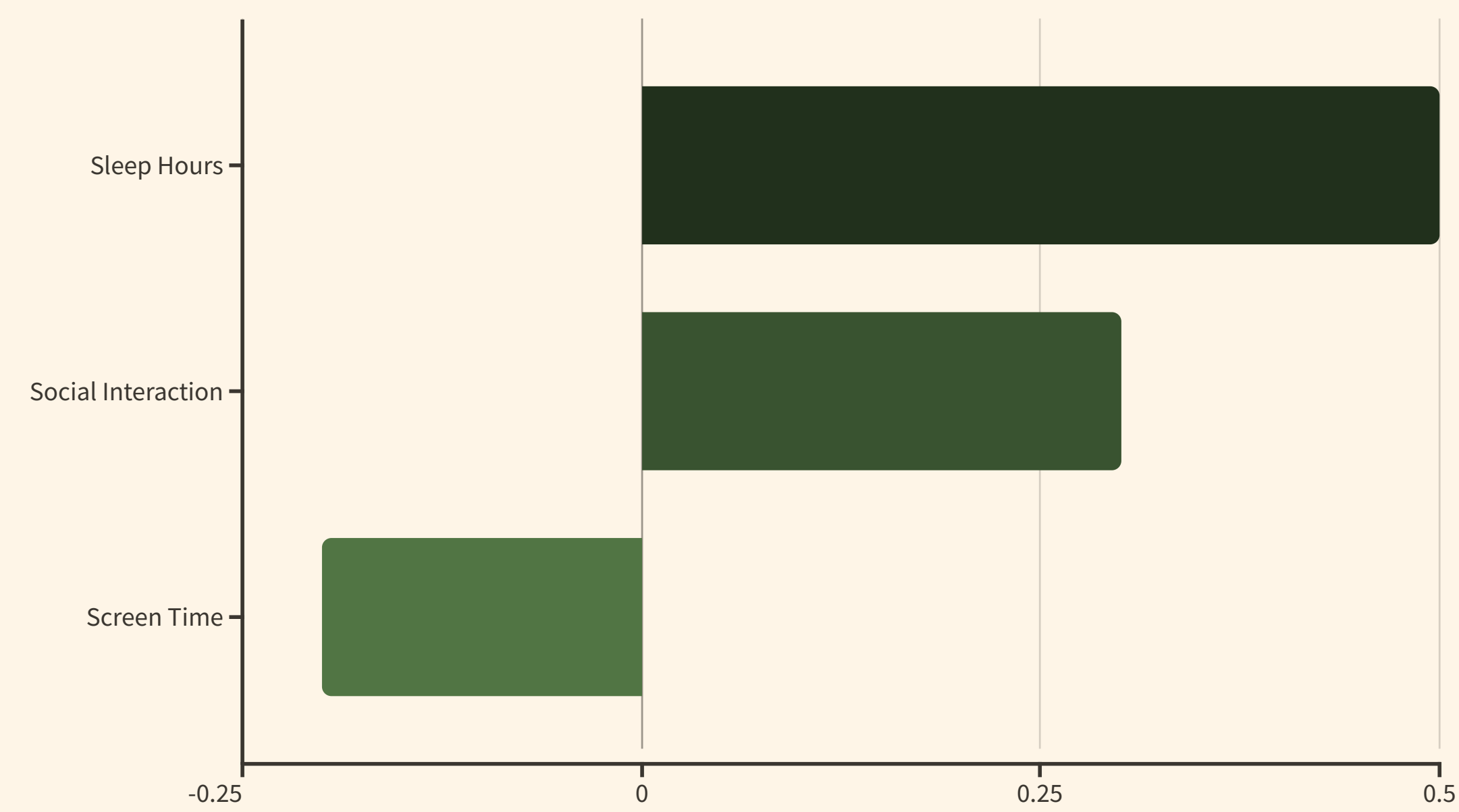
🛌 Sleep Effect

Each additional hour of sleep increases happiness by **0.5** points, making it our strongest positive predictor.

👥 Social Impact

Every unit increase in social interaction adds **0.3** points to happiness scores.

📱 Screen Balance

Each additional hour of screen time reduces happiness by **0.2** points.
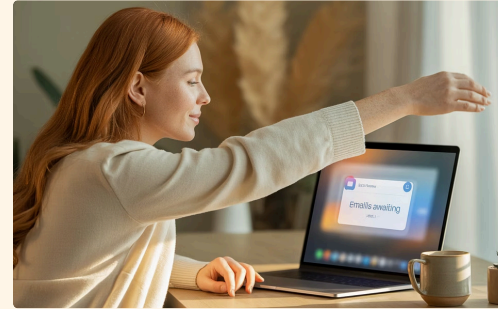
Recommended Initiatives

Sleep Hygiene

Workshops on improving sleep quality

Social Connection

Monthly team events and activities

Screen Management
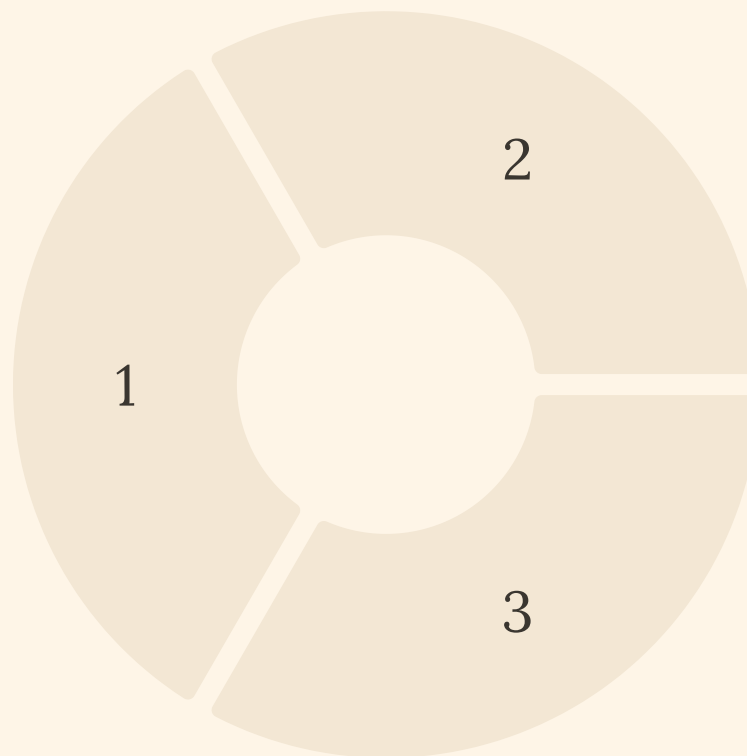
Break reminders and digital wellness tools

Measurement

Quarterly happiness surveys

Closing & Q&A

Data-driven wellness: the future of happy, productive teams.

Key Insights

Three factors explain 82% of happiness variance

1

2

Targeted Approach

Focus on proven levers, not trendy programs

3

Continuous Improvement

Measure results and refine initiatives