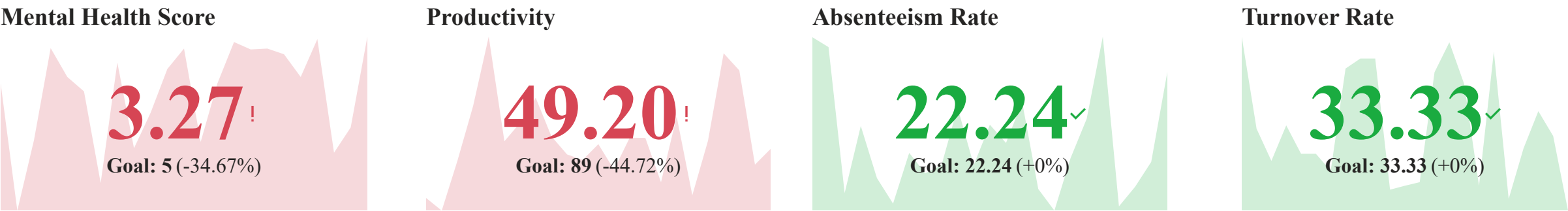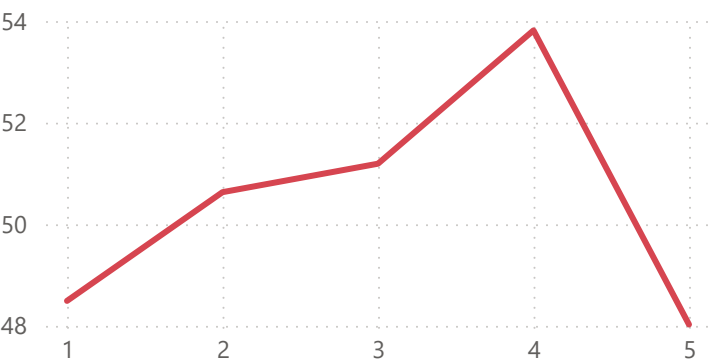# Mental Health and Productivity Dashboard

This dashboard provides insights into the relationship between mental health and productivity in the workplace. Explore trends in absenteeism, job satisfaction, and turnover to identify areas for improvement.

Mental Health Score

3.27 !

Goal: 5 (-34.67%)

Productivity

49.20 !

Goal: 89 (-44.72%)

Absenteeism Rate

22.24 ✓

Goal: 22.24 (+0%)

Turnover Rate

33.33 ✓

Goal: 33.33 (+0%)

Productivity Score and Mental Health Score over Time

SUMMARY

KPI's
1. Average Mental Health Score
2. Average Productivity Score
3. Absenteeism Rate
4. Turnover Rate

- Mental Health Score is lower than the targeted thus in turn affecting the productivity score.
- Gender and Age demographics show that Agender and female as the highest mental score. The middle aged employees has relatively lower mental score and the 50-60 age group has the highest turnover rate.
- Quarter- 3 has the absenteeism rate and have lowest mental health score among the peers
- The department Business Development has the lowest productivity to mental score whereas the sales has the highest.
- Engineering Department has the lowest mental health score.
- Overall, satisfied employees have the lower absenteeism and turnover rate.

Department

- ☐ Accounting
- ☐ Business Development
- ☐ Engineering
- ☐ Human Resources
- ☐ Legal
- ☐ Marketing
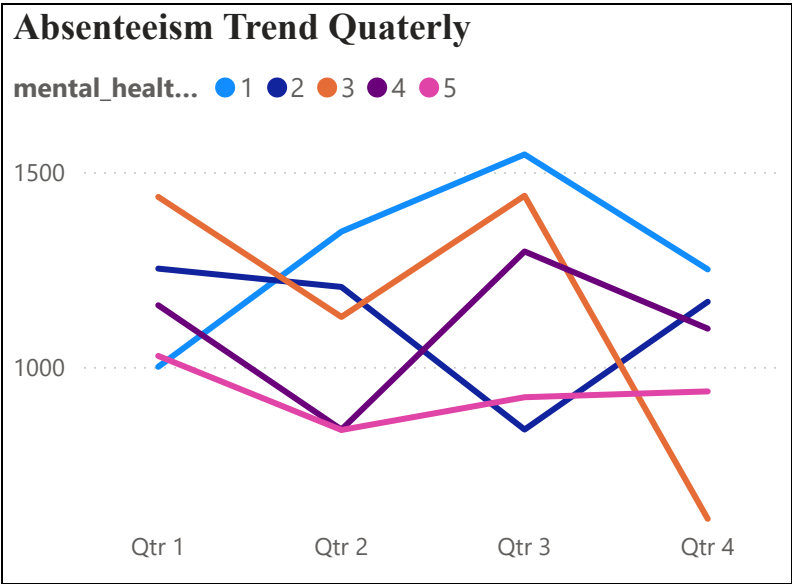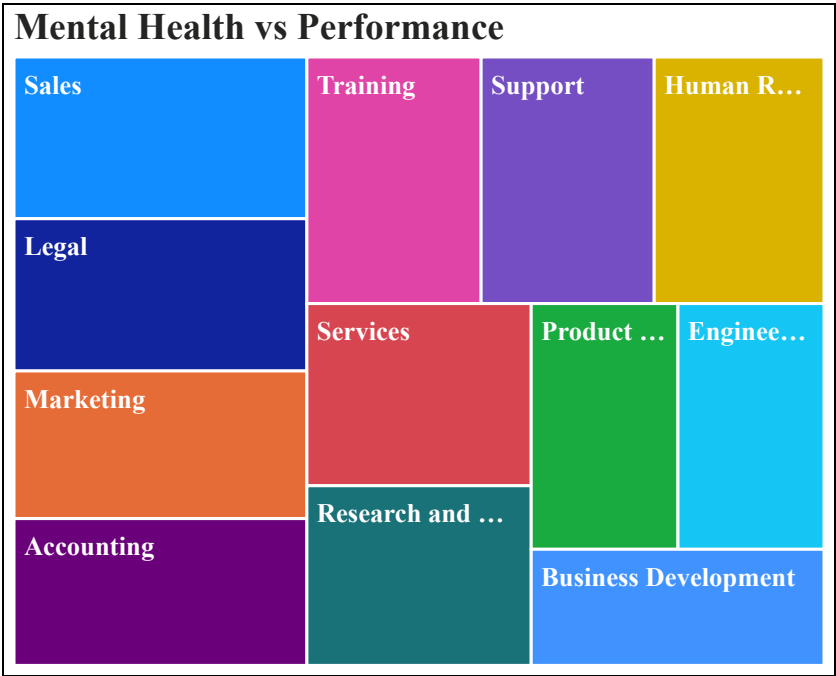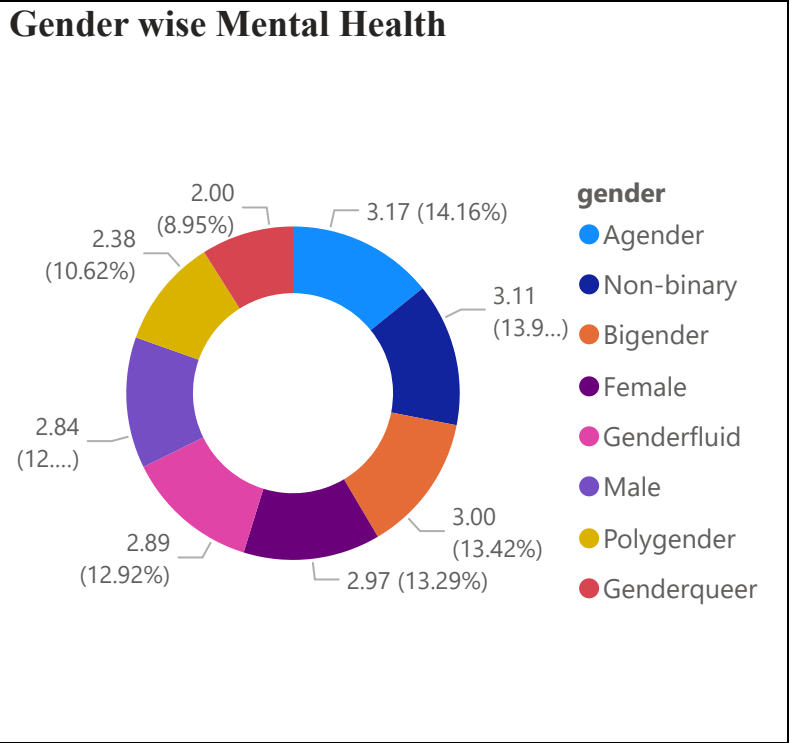- ☐ Product Management
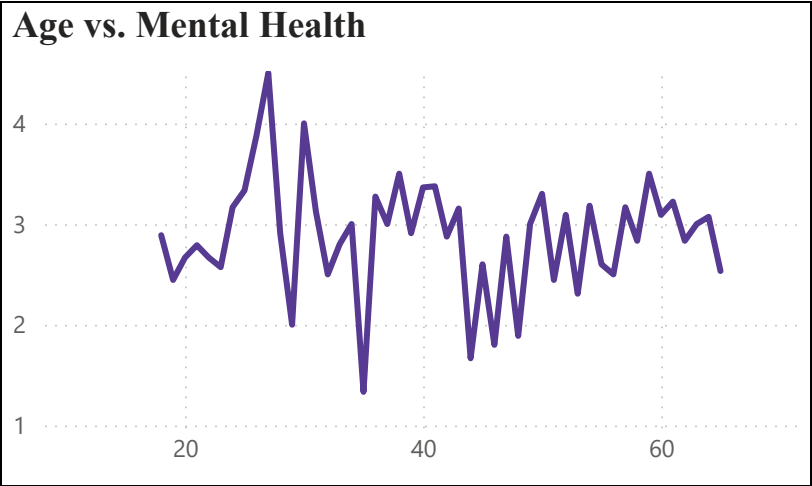- ☐ Research and Development
- ☐ Sales
- ☐ Services
- ☐ Support
- ☐ Training

Number of Employees

454

Age vs. Mental Health

Gender wise Mental Health

gender
- Agender
- Non-binary
- Bigender
- Female
- Genderfluid
- Male
- Polygender
- Genderqueer

3.17 (14.16%)
3.11 (13.9...)
3.00 (13.42%)
2.97 (13.29%)
2.89 (12.92%)
2.84 (12....)
2.38 (10.62%)
2.00 (8.95%)

Mental Health vs Performance

Sales, Legal, Marketing, Accounting, Training, Services, Research and ..., Support, Product ..., Enginee..., Human R..., Business Development

Absenteeism Trend Quaterly

mental_healt... ● 1 ● 2 ● 3 ● 4 ● 5

1500
1000

Qtr 1 Qtr 2 Qtr 3 Qtr 4

Department wise score

140
130
124 123
135   120
120   111
100   107   107
80   101
                        90
                        86
                        82

Support, Services, Business Develop..., Sales, Research and Deve..., Human Resources, Accounting, Product Management, Marketing, Training, Legal, Engineering
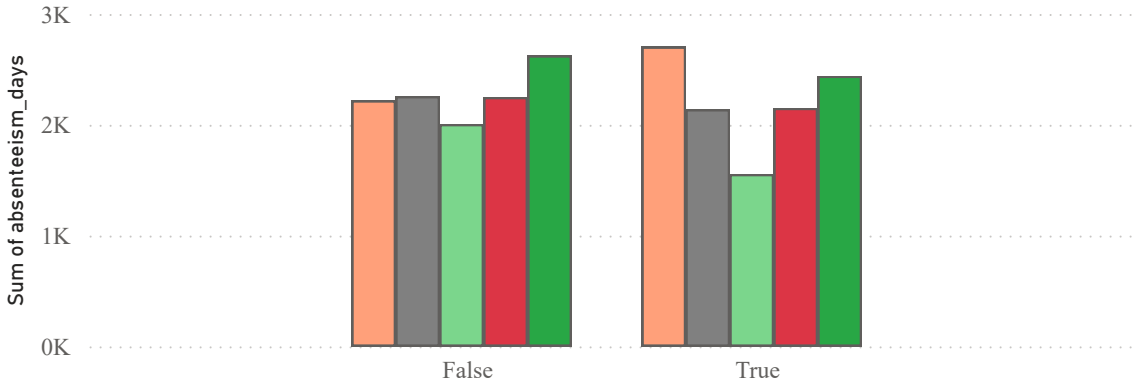
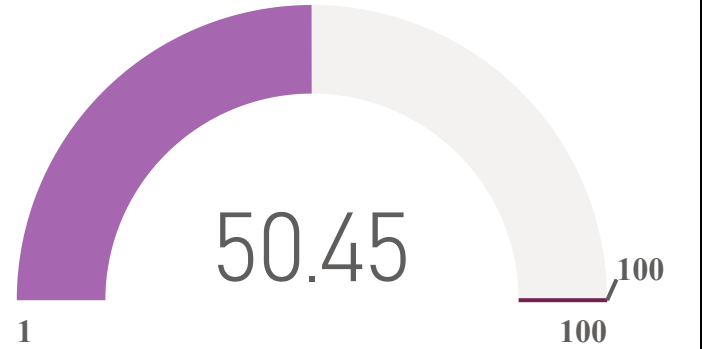# Job satisfaction vs. Turnover vs. Absent Days

Job Satisfaction ⬤Dissatisfied ⬤Neutral ⬤Satisfied ⬤Very Dissatisfied ⬤Very Satisfied

Mental Health vs. Turnover

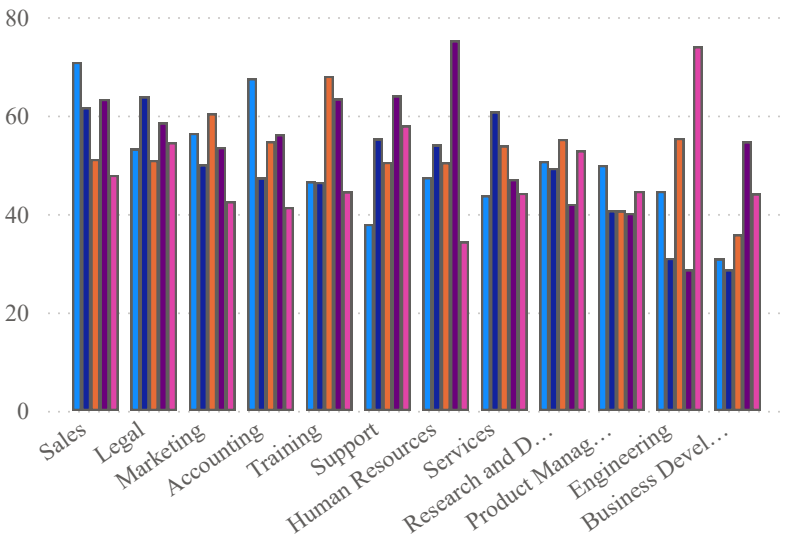| Age Group	False	True	Total
18-20	24	24	**48**
20-30	175	108	**283**
30-40	134	128	**262**
40-50	132	99	**231**
50-60	138	157	**295**
60 and above	109	88	**197**
Total	**712**	**604**	**1316**

Productivity Score

50.45

1   100   100

Department wise Productivity vs. Mental Health

mental healt... ⬤1 ⬤2 ⬤3 ⬤4 ⬤5

Absenteeism Analysis

department ✕	job_satisfaction ✕	mental_health_s... ✕
Services	Neutral	

Sum of absenteeism_...
22334

Services 2549
Support 2296
Human Resources 2200
Accounting 2013

Very Dissatisfied 604
Neutral 587
Satisfied 559
Very Satisfied 531

4 221
2 150
1 120
5 96