**Presentation Flow for Employee Well-Being & Productivity Insights – duyhandsome**

**1. Introduction (30–45 seconds)**

* *“Our project is called Employee Well-Being & Productivity Insights. It’s designed to help HR teams and managers monitor absenteeism, productivity, and overall employee well-being in real time. By connecting HR and Salesforce data in Tableau Next, we provide actionable insights that can reduce burnout and boost retention.”*

**2. Walkthrough of the Dashboard (1–2 minutes)**

🔹 **Top Chart: Absenteeism Rate (%) (Absenteeism Rate Calculation=SUM([AbsenceDays30]) / SUM([WorkDaysExpected30]) \* 100)**

* *“Here you see absenteeism trends over time. For example, absenteeism peaked at* ***11.59% in April 2025****, which could indicate seasonal stress or workload issues. By September, it dropped to* ***6.59%****, showing improvement.”*

🔹 **Bottom Chart: Productivity Index (Productivity Index=SUM([CasesResolved30]) / SUM([HoursWorked30]))**

* *“This bar chart tracks productivity. Notice that productivity was strongest in* ***June and July (Index 35)****, but it declined to* ***29 in August and September****. This decline, combined with absenteeism trends, suggests that workforce challenges might be emerging.”*

🔹 **Color Scale (Sidebars)**

* *“We used a purple gradient to emphasize higher risk areas. Darker shades represent higher absenteeism or productivity levels, making it easier for HR teams to spot changes at a glance.”*

**3. Insights (45–60 seconds)**

* *“The key takeaway here is the relationship between absenteeism and productivity. As absenteeism decreased after April, productivity initially improved, but then dropped again after July. This pattern could signal hidden well-being issues like burnout, even when absenteeism is under control.”*
* *“This insight allows HR to act early — for example, by adjusting workloads or introducing wellness initiatives before productivity losses worsen.”*

**4. Conclusion & Next Steps (30–45 seconds)**

* *“In short, this dashboard gives leaders a clear, data-driven view of employee well-being and productivity. In the future, we’d like to add predictive analytics to forecast absenteeism and turnover, and integrate survey sentiment analysis for a more complete picture.”*
* *“Ultimately, our goal is to move from just tracking problems to actually predicting and preventing them.”*