

State of Art Presentation (Employee Wellbeing Monitoring Platform)

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Employee Well-being Monitoring – 10 Years Ago

Focus on Engagement: Primarily annual surveys and engagement feedback, with limited focus on mental and emotional health.

- **Technology Use:**
 - **Basic Surveys:** Paper or basic online surveys.
 - **Data Privacy:** Basic security, limited focus on anonymization.
 - **Feedback Analysis:** Manual analysis of employee feedback, resulting in slow or limited insights.
- **Challenges:** Low participation rates, delayed data processing, limited insights due to a lack

Employee Well-being Monitoring – Present (2024)

Comprehensive Well-being Focus: Real-time monitoring, personalized support, and proactive well-being strategies.

- **Advanced Technology Use:**
 - **AI and NLP:** Automated sentiment analysis for real-time insights.
 - **Data Privacy Improvements:** Advanced encryption and anonymization to secure employee data.
 - **Predictive Analytics:** Identifies patterns for preventive support, reducing burnout and absenteeism.
- **Benefits:** High engagement, actionable insights, and ability to respond to issues promptly.

Technology Evolution in Well-being Platforms

BEFORE

Front end: Basic HTML/CSS

Back end: PHP, ASP.NET

Database: Relational DBs with manual data entry

Data Analysis: Minimal, mainly manual

NOW

React for dynamic, real-time UI and interactivity

Node.js for scalable, event-driven architecture

SQL integrated with Node.js for robust, fast querying

Python for advanced sentiment analysis and ML models

Impact of Technological Advancements

Efficiency: Faster, more efficient data processing with automated workflows.

Scalability: Modern tech stacks like Node.js and React enable easy scaling as companies grow.

Data-Driven Decisions: AI-powered insights guide HR to act proactively, enhancing employee satisfaction.

User Experience: Personalization and ease of access improve adoption and engagement.