NEW YORK
STATE OF
OPPORTUNITY

Division of the Budget

DATASET:
HR Survey Feedbacks

Trinh Nguyen | Data & Tech Office

October 27, 2025

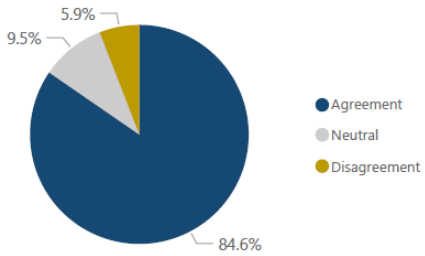
DASHBOARD OUTCOME

Division of the Budget

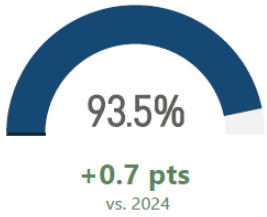
2025 EMPLOYEE SURVEY RESULTS

Positivity Score *measures the proportion of positive feedback to negative feedback*
Positivity Score *= (Strongly Agree + Agree) / (Total Responses - Neutral Responses)*

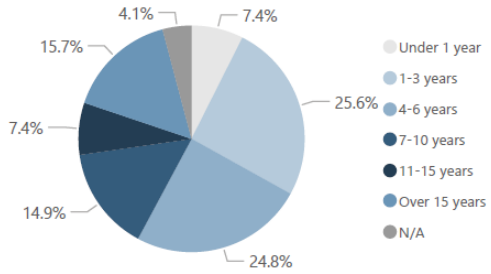
Overall Sentiment



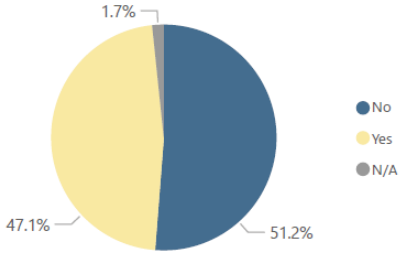
2025 Positivity Score



Responses by Years of Service



Responses by Supervisor Status



Response Rate

39% in 2025
37% in 2024

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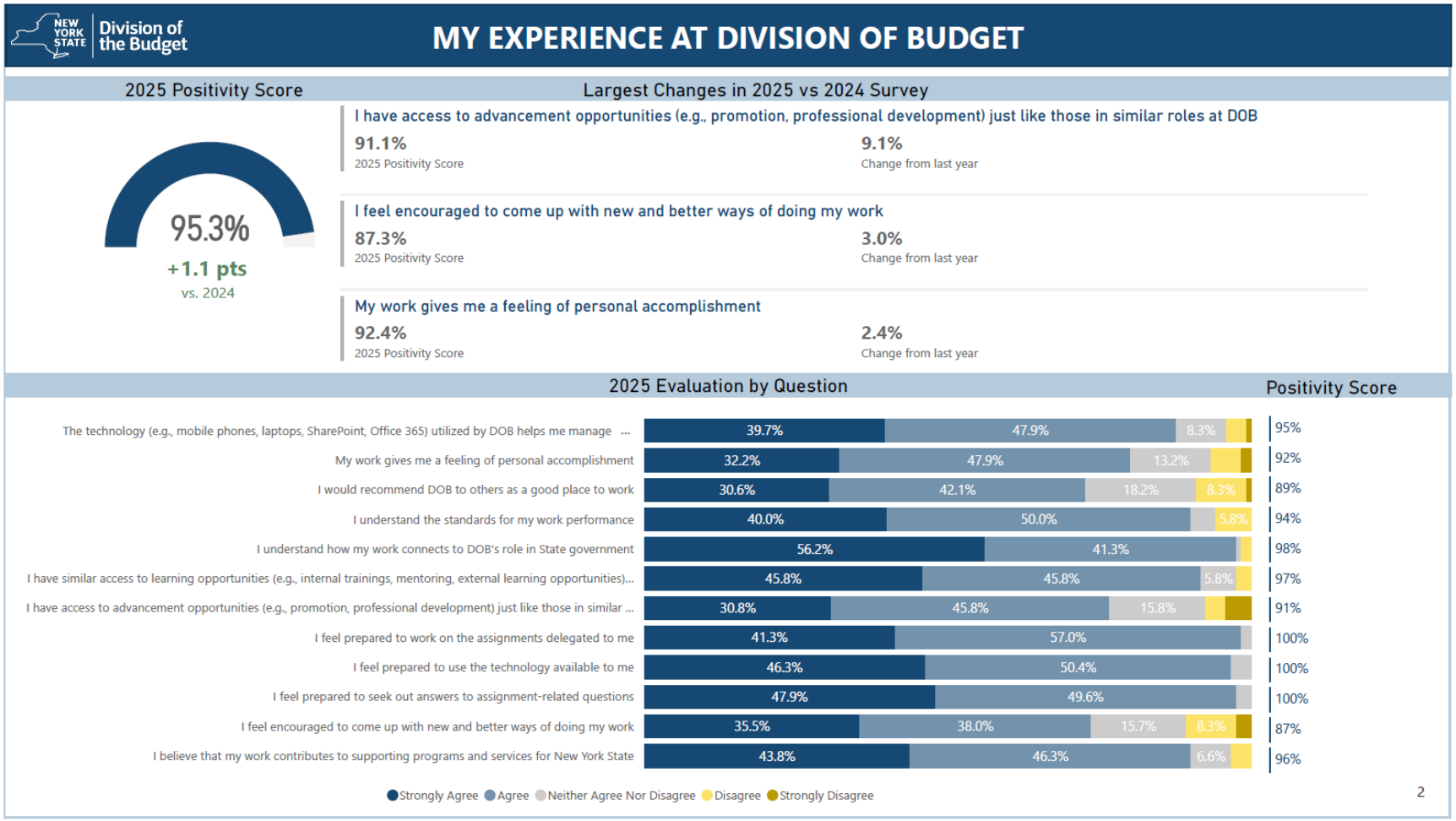

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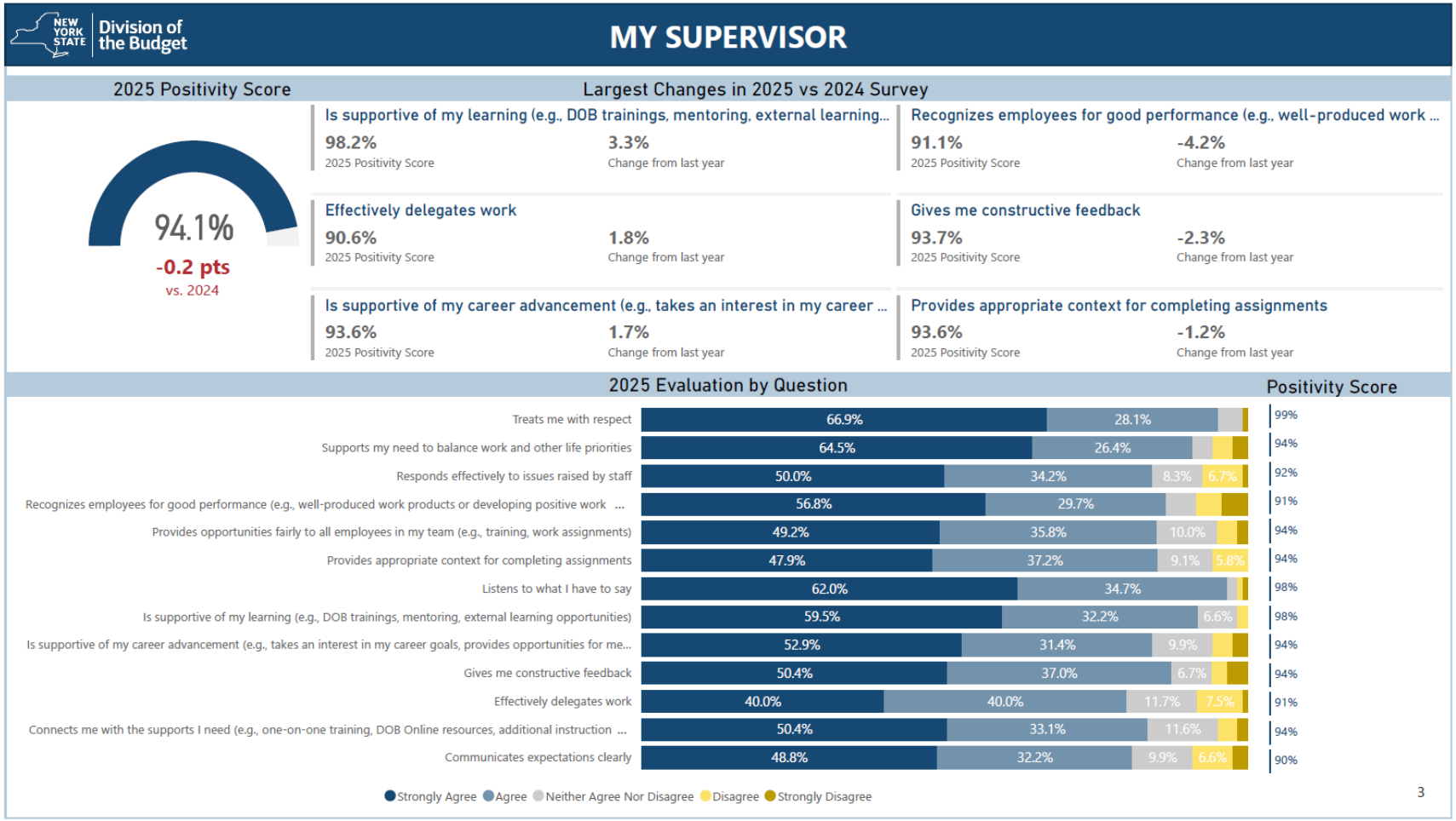

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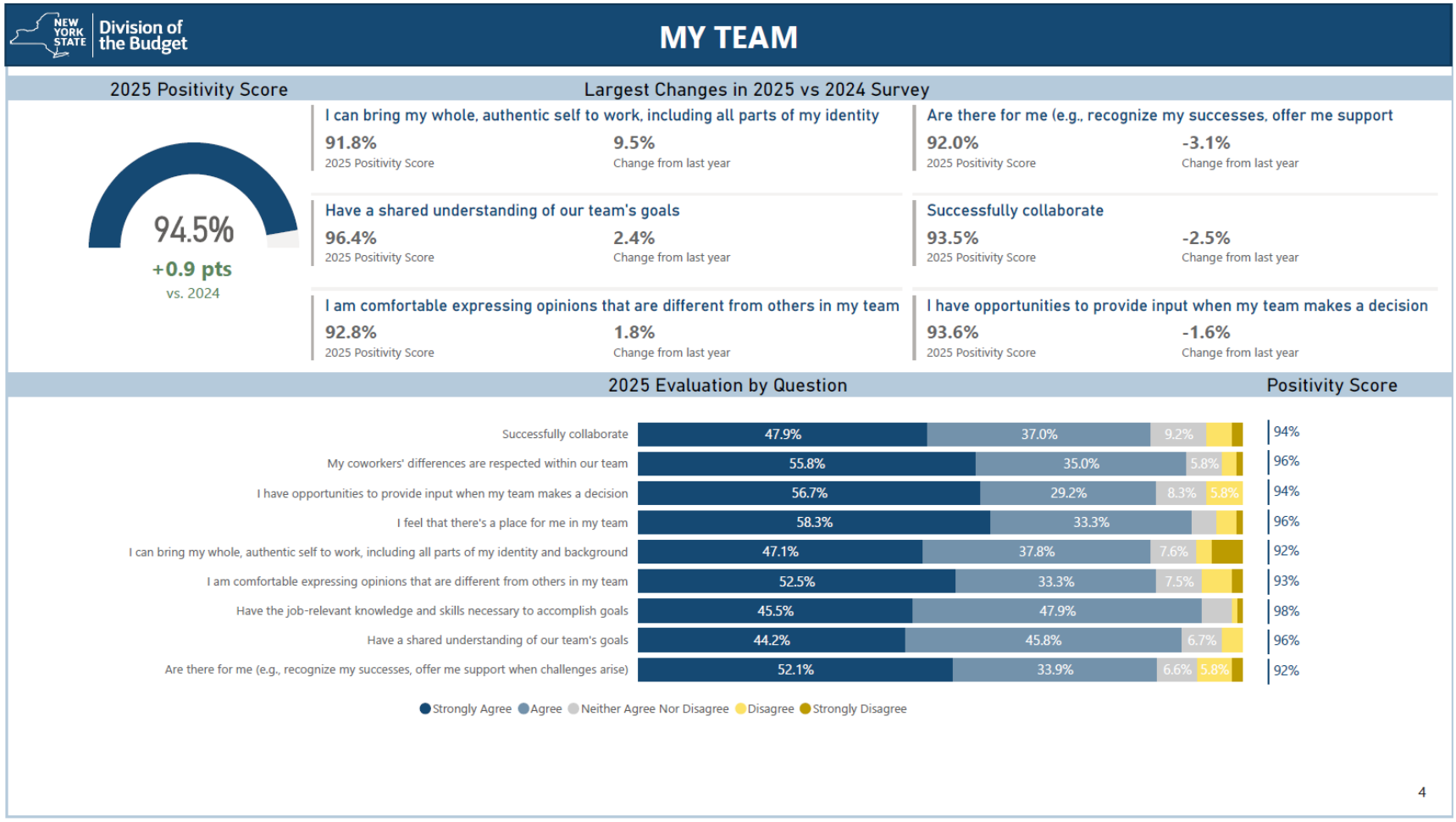

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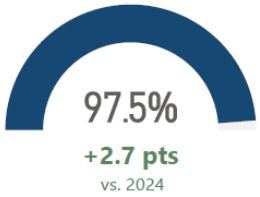
MY TEAM LEADER

2025 Positivity Score



Largest Changes in 2025 vs 2024 Survey

Communicates Unit goals

98.3% — 2025 Positivity Score

6.8% — Change from last year

Expresses appreciation for high quality work

98.3% — 2025Positivity Score

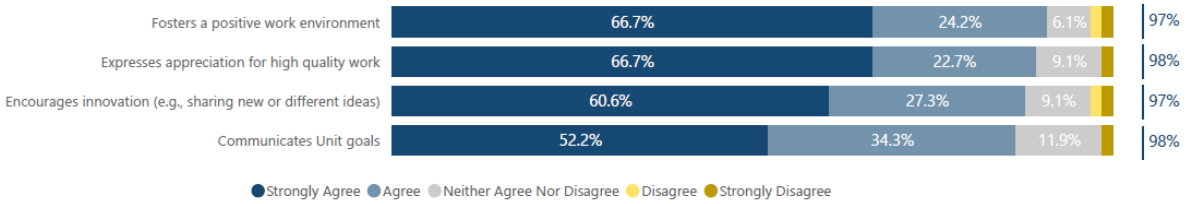
-1.7% — Change from last year

Encourages innovation (e.g., sharing new or different ideas)

96.7% — 2025 Positivity Score

5.0% — Change from last year

2025 Evaluation by Question



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DASHBOARD OUTCOME

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MY SECTION HEAD

2025 Positivity Score

+5.9 pts
vs. 2024

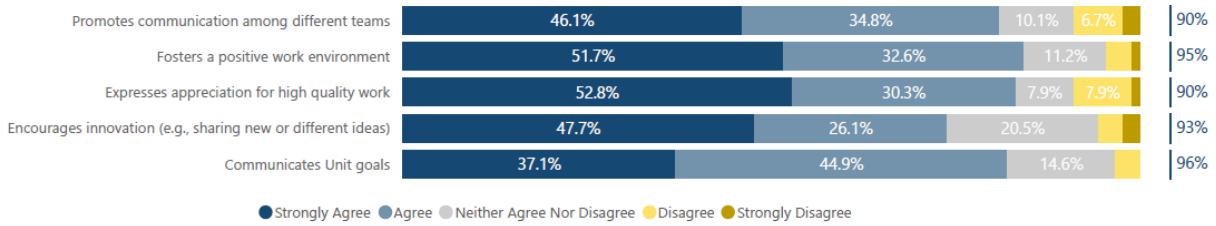
Largest Changes in 2025 vs 2024 Survey

Communicates Unit goals
96.1% — 2025 Positivity Score
9.7% — Change from last year

Fosters a positive work environment
94.9% — 2025 Positivity Score
8.2% — Change from last year

Encourages innovation (e.g., sharing new or different ideas)
92.9% — 2025 Positivity Score
7.8% — Change from last year

2025 Evaluation by Question



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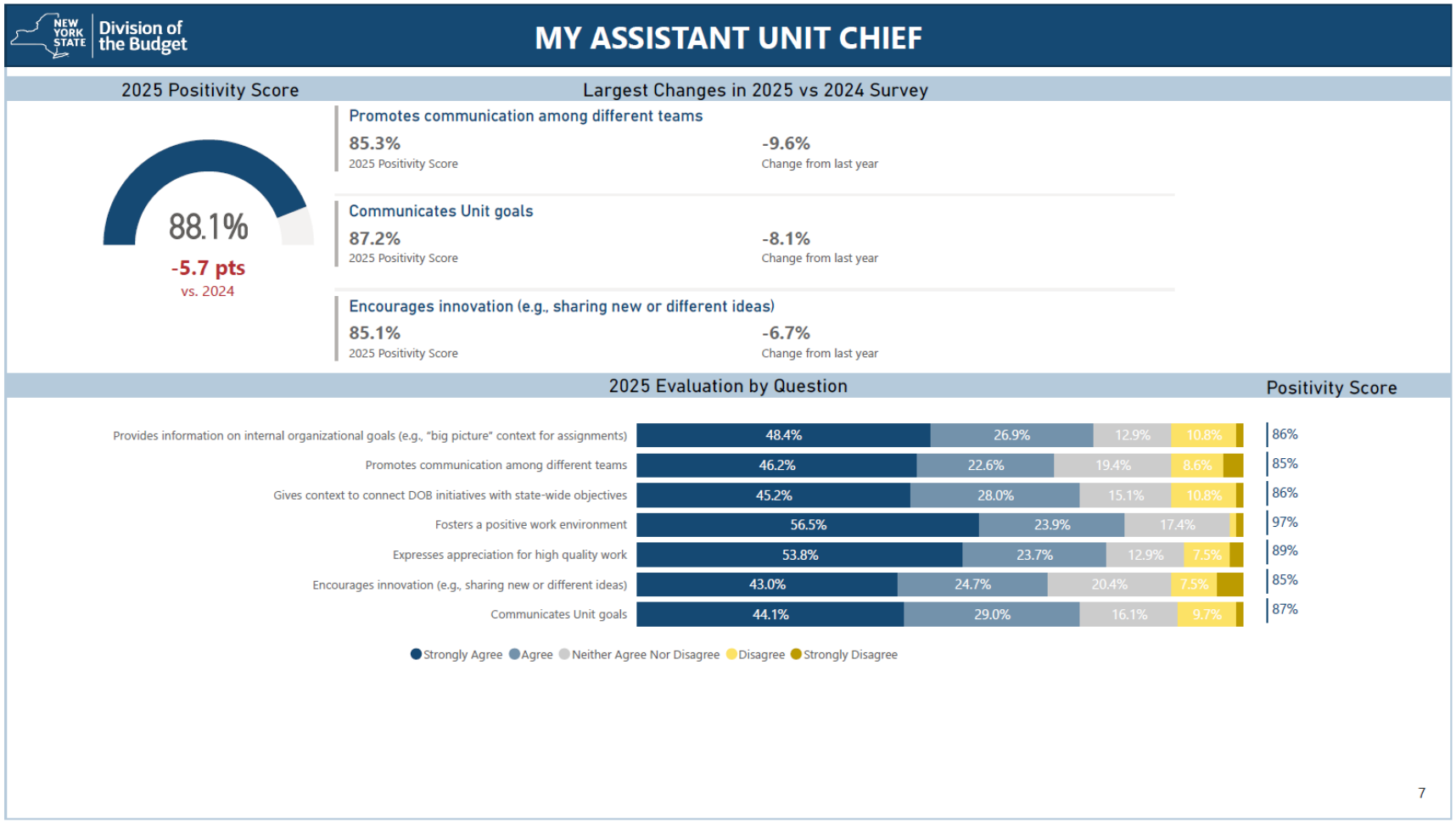

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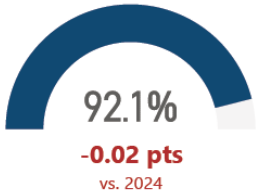
MY UNIT CHIEF

2025 Positivity Score



-0.02 pts
vs. 2024

Largest Changes in 2025 vs 2024 Survey

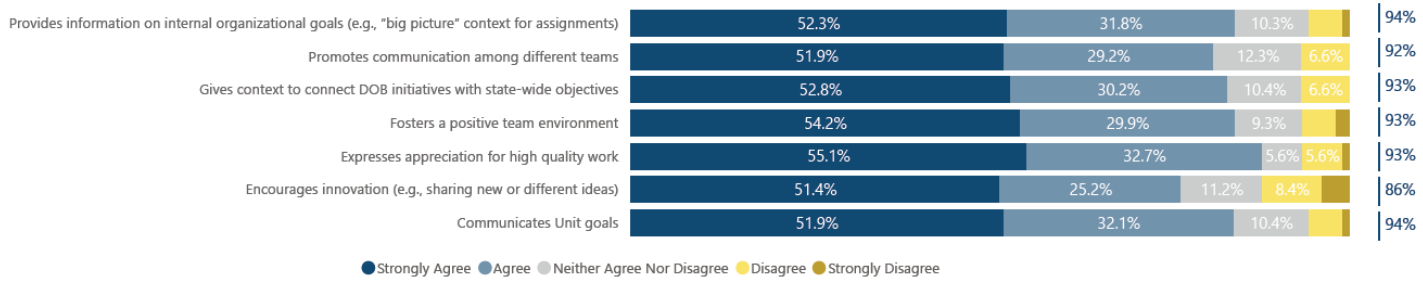
Promotes communication among different teams
92.5% — 2025 Positivity Score
3.9% — Change from last year

Encourages innovation (e.g., sharing new or different ideas)
86.3% — 2025 Positivity Score
-3.7% — Change from last year

Communicates Unit goals
93.7% — 2025 Positivity Score
1.8% — Change from last year

Expresses appreciation for high quality work
93.1% — 2025 Positivity Score
-1.9% — Change from last year

2025 Evaluation by Question



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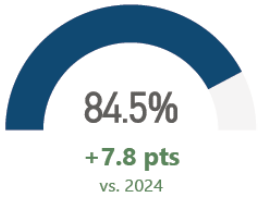
FRONT OFFICE

2025 Positivity Score



+7.8 pts
vs. 2024

Largest Changes in 2025 vs 2024 Survey

Promotes a culture of collegiality at DOB

90.5%	10.8%
2025 Positivity Score	Change from last year

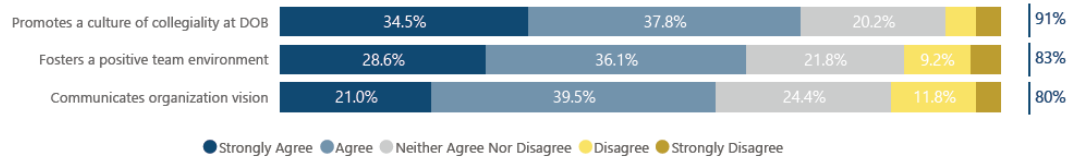
Fosters a positive team environment

82.8%	6.9%
2025 Positivity Score	Change from last year

Communicates organization vision

80.0%	5.6%
2025 Positivity Score	Change from last year

2025 Evaluation by Question



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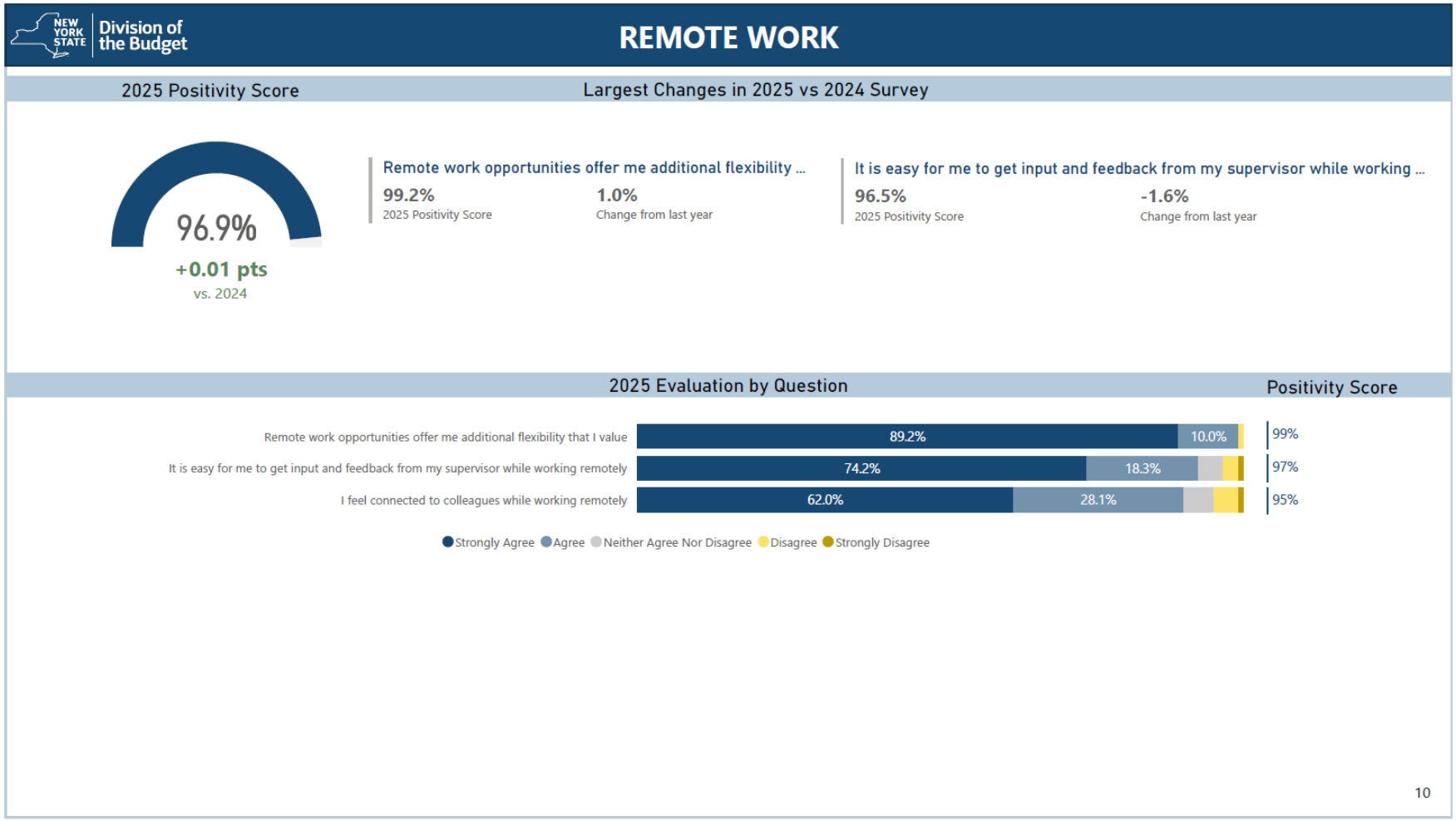

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Content

01 Context & Objective

Context:

- HR Employee survey is a set of questions, taken on yearly basis to measure DOB employees feedback towards their overall experience with DOB and leadership team.
- The dataset from the survey to be visualized on a dashboard for better result communications.
- The most recent dashboard prepared by DTO team using Tableau. From 2025 onward, DTO Team propose to transfer to Power BI for more dynamic presentation and insight exploration.

Objective:

Create an interactive dashboard for HR Team that could:

- Present accurate and complete survey results.
- Enabling year-over-year trend comparisons.
- Designing a clear and accessible interface for all employees.
- The dashboard can be maintained and automatically **updated yearly.**

02 Methodology – Data Cleaning

Input	Tool	Output
HR raw data	▪ Microsoft Excel – for initial data cleanup and formatting ▪ Power Query – for data transformation and column creation	**File 1 (Excel): Feedback-survey-data_2025** • Has 3 tables named: Table 134, headers and data_for_analysis • Load all to power Query and apply steps to transform the data table. **File 2 (Excel): 2024 Feedback survey - data only** (Similar step as file 1) **File 3 (Excel): YOY_comp_DOB_feedback** • Load file 1 as is • Load file 2 as is • Load file 1 and apply aggregation for 2025 (a) • Load file 2 and apply aggregation for 2024 (b) • Apply Inner Join for (a) and (b) – only matched rows for both tables included

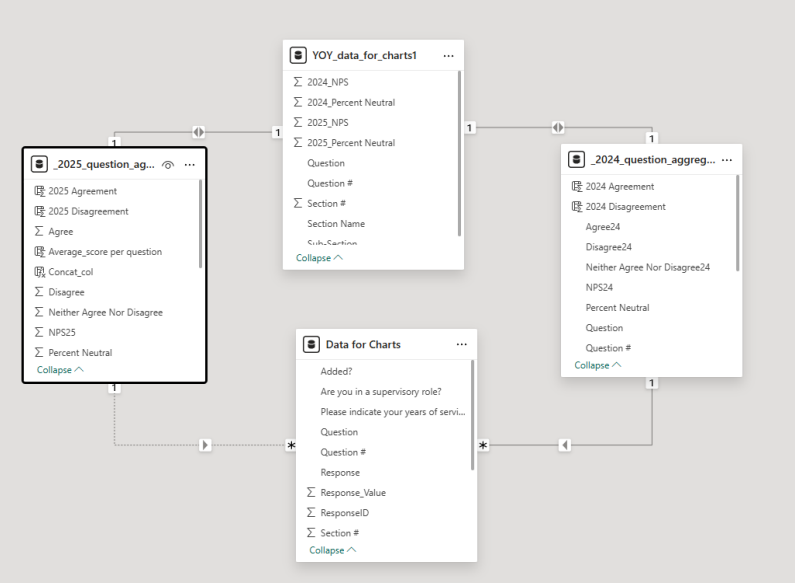
Output is ready to load into PBI

03 Data Description & Sources

- **Overview:**
  - Load from (1): _2024_question_aggregate & _2025_question_aggregate & YOY_data_for_charts1 each table has 63 rows
  - Load from (2): Data for Charts as 6,917 rows

- **Source:** C:\Users\bdnguy\OneDrive - New York State Office of Information Technology Services\Data & Technology - Shared Documents\06-Data-and-Reporting\Engagements\ADU\HR Charts\YOY_comp_DOB_feedback.xlsx"
  - ➔ *Change to your own username to view/edit source file in the formular bar in Power Query*

- All tables link together through Question# column



04 Data Expressions

In PBI Table view, there are several columns added to support calculation & formatting. The DAX formulas for them as below

Type	Name	Location	Expression
Column	Concat_col	_2025_question_aggregate	(_2025_question_aggregate[Sub-Section]) &" | "&(_2025_question_aggregate[Question])
Column	Year of Service grouping	Data for Charts	SWITCH(TRUE, ISBLANK('Data for Charts'[Please indicate your years of service at DOB.]), "(Blank)",'Data for Charts'[Please indicate your years of service at DOB.] IN {"Under 1 year"},"1",'Data for Charts'[Please indicate your years of service at DOB.] IN {"1-3 years"},"2",'Data for Charts'[Please indicate your years of service at DOB.] IN {"4-6 years"},"3",'Data for Charts'[Please indicate your years of service at DOB.] IN {"7-10 years"},"4",'Data for Charts'[Please indicate your years of service at DOB.] IN {"11-15 years"},"5",'Data for Charts'[Please indicate your years of service at DOB.] IN {"Over 15 years"},"6",'Data for Charts'[Please indicate your years of service at DOB.] IN {"N/A"},"7",'Data for Charts'[Please indicate your years of service at DOB.])
Column	YOS_sort	Data for Charts	SWITCH('Data for Charts'[Please indicate your years of service at DOB.], "Under 1 year", 1, "1-3 years",2,"4-6 years",3,"7-10 years",4, "11-15 years", 5, "Over 15 years", 6,7)
Measure	Average of NPS24 variance per Section Name	_2024_question_aggregate	VARX.P(KEEPFILTERS(VALUES('YOY_data_for_charts1'[Section Name])), CALCULATE(AVERAGE('_2024_question_aggregate'[NPS24])))

04 Data Expressions

Type	Name	Location	Expression
Column	2024 Agreement	_2024_question_aggregate	_2024_question_aggregate[Agree24]+_2024_question_aggregate[Strongly Agree24]
Column	2024 Disagreement	_2024_question_aggregate	_2024_question_aggregate[Disagree24]+_2024_question_aggregate[Strongly Disagree24]
Column	Average_score per question	_2025_question_aggregate	(_2025_question_aggregate[Strongly Agree]+_2025_question_aggregate[Agree]+_2025_question_aggregate[Disagree]+ _2025_question_aggregate[Strongly Disagree] +_2025_question_aggregate[Neither Agree Nor Disagree])/5
Column	2025 Agreement	_2025_question_aggregate	_2025_question_aggregate[Agree]+_2025_question_aggregate[Strongly Agree]
Column	2025 Disagreement	_2025_question_aggregate	_2025_question_aggregate[Disagree]+_2025_question_aggregate[Strongly Disagree]
Column	Sort_by_subsection	_2025_question_aggregate	if(_2025_question_aggregate[Sub-Section]= "My Exp. at DOB",1, if(_2025_question_aggregate[Section Name]= "My Team",3,if(_2025_question_aggregate[Sub-Section]= "My Supervisor",2,if(_2025_question_aggregate[Sub-Section]= "Front Office",8, if(_2025_question_aggregate[Sub-Section]= "My Unit Chief",7, if(_2025_question_aggregate[Sub-Section]= "My Asst. Unit Head",6, if(_2025_question_aggregate[Sub-Section]= "My Section Head",5, if(_2025_question_aggregate[Sub-Section]= "My Team Leader",4, 9))))))))
Column	Sort	_2025_question_aggregate	if(_2025_question_aggregate[Section Name]= "My Exp. at DOB",1, if(_2025_question_aggregate[Section Name]= "My Team",3,if(_2025_question_aggregate[Section Name]= "My Supervisor",2,if(_2025_question_aggregate[Section Name]= "Leadership",4,5))))