

NEST: What drives company culture?

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Overview of the Data Fellowship

For my data fellowship, I was tasked with producing a Microsoft PowerBI Culture dashboard of data visualisations and driver analyses that would evaluate the performance of NEST's company culture TREE values (Transparency, Respect, Ease and Empowerment), and other HR data.

- The aim was to produce accessible data visualisations for my user, the head of HR, to facilitate their access to and understanding of HR data which directly influences their decision making process.

Data Analysis

The analysis covered internal staff data, primarily annual staff survey data, as each variable was structured around the TREE values and would be used to produce a driver analysis. Smaller datasets including absence and grievance data were also used to create further visualisations for the dashboard.

In order to produce accurate data visualisations, each dataset was cleaned, restructured and sometimes combined with other datasets. The bulk of this was executed in Microsoft Excel, while more complex cleaning and restructuring was carried out in Microsoft PowerBI to ensure the compatibility of the data with the available visualisation formats in the programme, which are automated to incorporate any data inputted. The final dashboard was produced in PowerBI.



Fig. 2 RAG driver analysis indicators for Empowerment staff survey questions and overall RAG indicators for driver analysis of each TREE value

Findings

- The key findings from the Culture dashboard were that NEST is on track with maintaining their company culture TREE values, which have gradually improved or been maintained overtime.

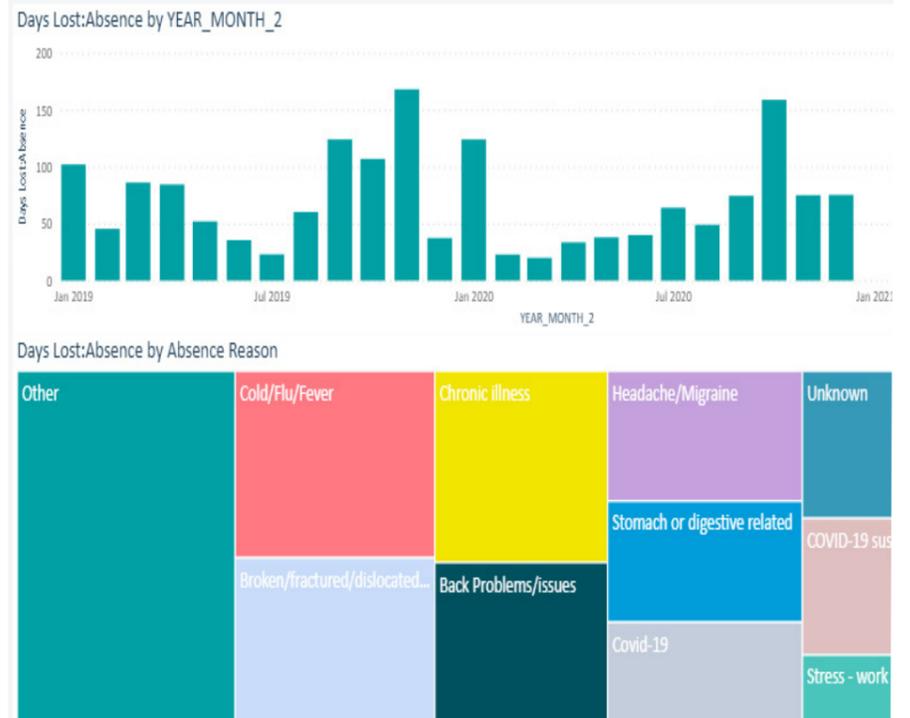


Fig. 1 Interactive absence data visualisation, causes and frequency chart

- The main goal was to produce accessible, interactive data visualisations for my user, who was excited at the new prospects these created for their HR decision making process.
- Additional areas of improvement in data storage that would facilitate automated data input for the dashboard in future were presented to NEST's data team, as well as previously unused visualisations from PowerBI (Fig.2) that could prove advantageous for future NEST BI dashboards.

Key Skills Learnt

Data analysis and research skills gained include a better understanding of the importance of data cleaning and organisation in producing accurate visualisations. Practical skills in Excel data cleaning and PowerBI visualisations were gained as well as insight into the process of user-centred design.

Furthermore, this experience has enhanced my employability in terms of workplace practices, as throughout my internship I was fully integrated into the NEST data team and worked with them in order to produce the Culture dashboard they envisioned. By co-operating with the data team, my fellow interns, and my user, I have learnt to hold my own in a corporate workplace environment; an invaluable skill which will carry me in my future career.

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