

FileHomeInsertModelingViewOptimizeHelp

PasteCutCopyFormat painterClipboard

Get dataExcelOneLakeSQL ServerEnter dataData warehouseRecent sourcesData

Transform dataRefresh dataQueries

New visual

Insert

Text boxMore visuals

New measureQuick measureCalculations

SensitivitySensitivity

PublishShare

Navigation

MaritalStatus

All

Home

Details

Action

Human Resources

Research & Development

Sales

HR Dashboard

Full Insight

Total Employee

1,470

Male

882

60%

Female

588

40%

Not Due for promotion

1,398

95.1%

Due for promotion

72

4.9%

Service Year

5 year	196
1 year	171
3 year	128
2 year	127
10 year	120
4 year	110
7 year	90
9 year	82
8 year	80

Job Level

Level 1	543
Level 2	534
Level 3	218
Level 4	106
Level 5	69

On Service

1312

89%

Retirement

158

11%

Distance from Office

204 (13.88%)

240 (16.33%)

1,026 (69.8%)

Very Close

Close

Very Far

FileHomeInsertModelingViewOptimizeHelpFormatData / Drill

CutCopyFormat painter

Clipboard

Get dataExcelOneLakeSQLEnter dataDataverseRecent sources

Data

Transform dataRefresh data

Queries

New visual

Insert

Text boxMore visuals

New measureQuick measure

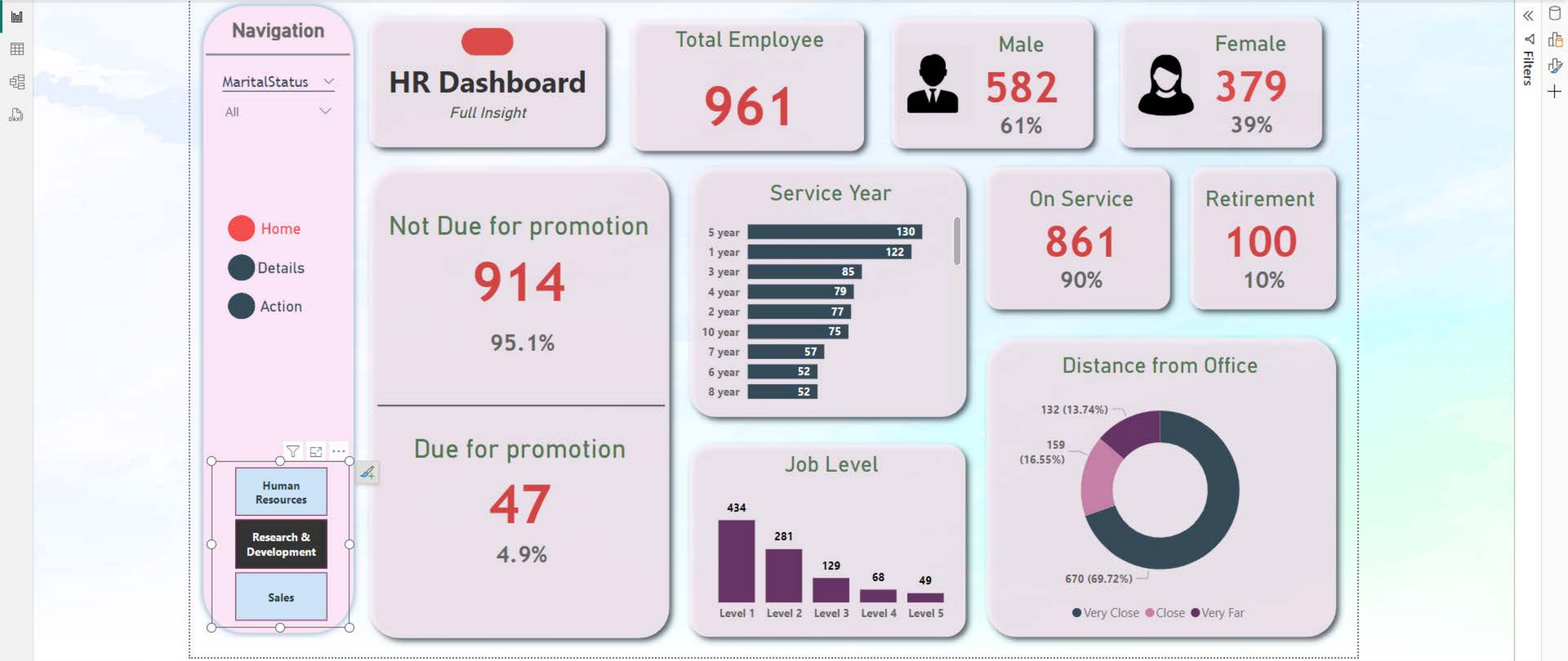
Calculations

Sensitivity

Sensitivity

Publish

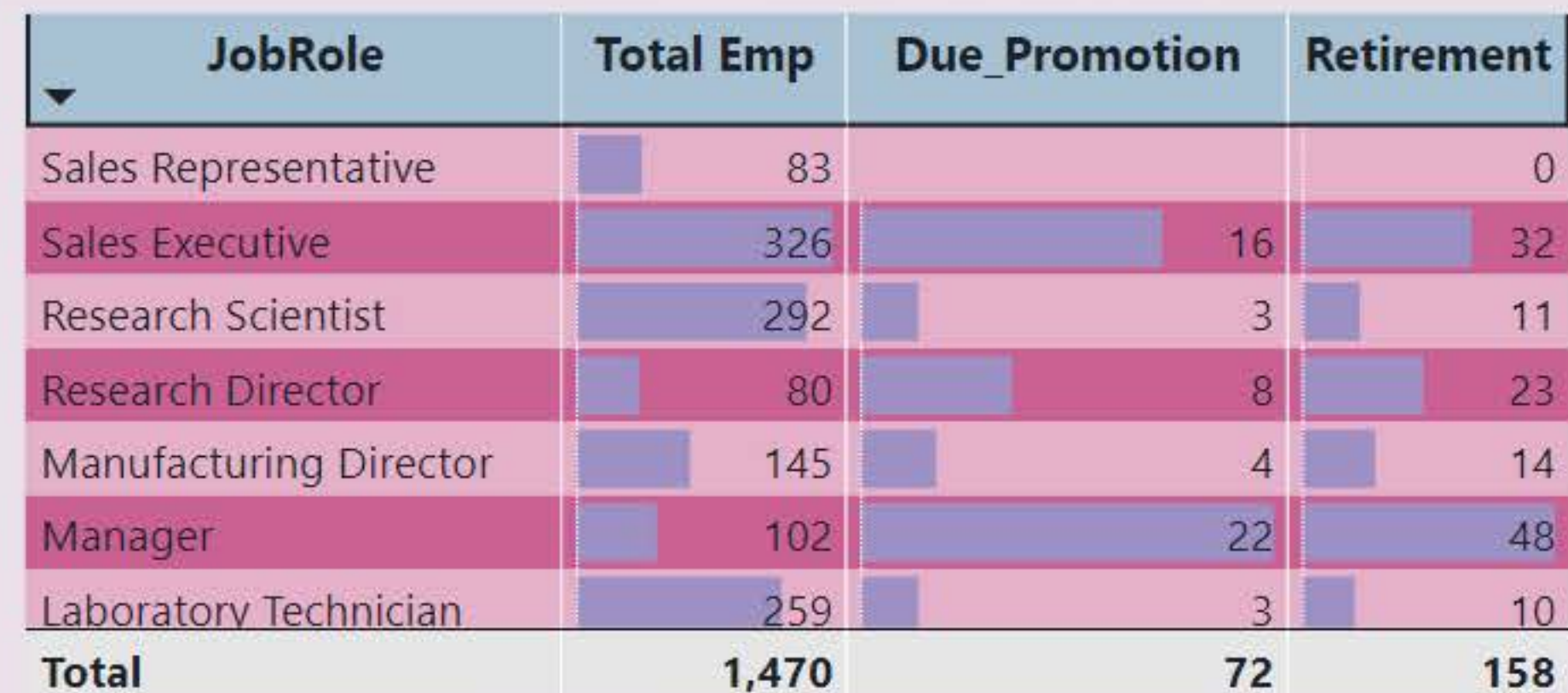
Share



All

● Action

Sales



FileHomeInsertModelingViewOptimizeHelpFormatData / Drill

CutCopyFormat painter

Get dataExcelOneLakeSQLEnter dataDataverseRecent sources

Transform dataRefresh data

New visual

Insert

Text boxMore visuals

New measureQuick measure

Sensitivity

Publish

ClipboardDataQueries

CalculationsSensitivityShare

Navigation

MaritalStatus

Married

Divorced

Married

Single

Human Resources

Research & Development

Sales

HR Dashboard

Full Insight

Total Employee

673

Male

401

60%

Female

272

40%

Due_Promotion, Retirement, %Male and %Female by Department

Due_PromotionRetirement

46

23

25

8

4

Research & Developm...SalesHuman Resources

Job Satisfaction Rating

261

212

200

HighMediumLow

Emp by Over Time

186 (27....)

487 (72.3...)

NoYes

High Ratings

84.25%

Low Ratings

15.75%

JobRole	Total Emp	Due_Promotion	Retirement
Sales Representative	34		0
Sales Executive	151	6	14
Research Scientist	122	1	2
Research Director	38	3	7
Manufacturing Director	67	3	7
Manager	56	11	29
Laboratory Technician	116	1	5
Total	673	32	75

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Navigation

MaritalStatus

All

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Details

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Human Resources

Research & Development

Sales

HR Dashboard

Full Insight

Total Employee

63

Male

43

68%

Female

20

32%

Employee name	Retirement
Amiee Z Chaffins	1
Christene F Blakemore	1
Doyle Utter	1
Eldridge B Bose	1
Kassie Q Binder	1
Ken X Weisberg	1
Kimberlee J Hawkins	1
Total	7

Employee name	Due_Promotion
Amiee Z Chaffins	1
Ken X Weisberg	1
Total	2

Those are the set of employees that would either need to be promoted or retired.

Home

Details

Action

FileHomeInsertModelingViewOptimizeHelpFormatData / Drill

CutCopyFormat painter

Clipboard

Get dataExcelOneLakeSQLEnter dataDataverseRecent sources

Data

Transform Refresh

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Publish

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MaritalStatus

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Home

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Human Resources

Research & Development

Sales

HR Dashboard

Full Insight

Total Employee

446

Male

257

58%

Female

189

42%

Employee name	Retirement
Adalberto W Creek	1
Alexis Q Grose	1
America V Lobel	1
Benny S Brinker	1
Brande Sevier	1
Brendon E Mone	1
Cameron A Chamberland	1
Candelaria Zajicek	1
Carmelia E Bergeron	1
Cedric N Cavallo	1
Celine Baskin	1
Cole N Poling	1
Deanna P Scoggin	1
Detra D Rymer	1
Total	51

Employee name	Due_Promotion
Alexis Q Grose	1
America V Lobel	1
Brendon E Mone	1
Candelaria Zajicek	1
Carmelia E Bergeron	1
Celine Baskin	1
Deanna P Scoggin	1
Detra D Rymer	1
Dulce E Grizzard	1
Edmund Mcclung	1
Fernando S Korhonen	1
Garrett S Nolette	1
Jayson S Carrol	1
Jon Behler	1
Total	20

Those are the set of employees that would either need to be promoted or retired.

HomeDetailsAction

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FileHomeHelpTable tools

Name

HR Analytics Data

Mark as date table

Manage relationships

New measure

Quick measure

New column

New table

Calculations

Structure

Age	Attrition	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	EducationField	EmployeeCount	EmployeeNumber	EnvironmentSatisfaction	Gender	HourlyRate	JobInvolvement	JobLevel	JobRole	JobSatisfaction
37	Yes	Travel_Rarely	1373	Research & Development	2	2	Other	1	4	4	Male	92	2	1	Laboratory Technician	
59	No	Travel_Rarely	1324	Research & Development	3	3	Medical	1	10	3	Female	81	4	1	Laboratory Technician	
30	No	Travel_Rarely	1358	Research & Development	24	1	Life Sciences	1	11	4	Male	67	3	1	Laboratory Technician	
22	No	Non-Travel	1123	Research & Development	16	2	Medical	1	22	4	Male	96	4	1	Laboratory Technician	
21	No	Travel_Rarely	391	Research & Development	15	2	Life Sciences	1	30	3	Male	96	3	1	Research Scientist	
35	No	Travel_Rarely	464	Research & Development	4	2	Other	1	53	3	Male	75	3	1	Laboratory Technician	
27	No	Travel_Rarely	1240	Research & Development	2	4	Life Sciences	1	54	4	Female	33	3	1	Laboratory Technician	
37	No	Travel_Rarely	408	Research & Development	19	2	Life Sciences	1	61	2	Male	73	3	1	Research Scientist	
36	Yes	Travel_Rarely	318	Research & Development	9	3	Medical	1	90	4	Male	79	2	1	Research Scientist	
36	No	Travel_Rarely	132	Research & Development	6	3	Life Sciences	1	97	2	Female	55	4	1	Laboratory Technician	
23	No	Travel_Rarely	541	Sales	2	1	Technical Degree	1	113	3	Male	62	3	1	Sales Representative	
32	No	Travel_Rarely	827	Research & Development	1	1	Life Sciences	1	134	4	Male	71	3	1	Research Scientist	
22	No	Travel_Rarely	534	Research & Development	15	3	Medical	1	144	2	Female	59	3	1	Laboratory Technician	
36	No	Travel_Rarely	922	Research & Development	3	2	Life Sciences	1	155	1	Female	39	3	1	Laboratory Technician	
19	Yes	Travel_Rarely	528	Sales	22	1	Marketing	1	167	4	Male	50	3	1	Sales Representative	
19	No	Travel_Rarely	1181	Research & Development	3	1	Medical	1	201	2	Female	79	3	1	Laboratory Technician	
58	No	Travel_Rarely	1145	Research & Development	9	3	Medical	1	214	2	Female	75	2	1	Research Scientist	
19	Yes	Travel_Frequently	602	Sales	1	1	Technical Degree	1	235	3	Female	100	1	1	Sales Representative	
59	No	Travel_Rarely	142	Research & Development	3	3	Life Sciences	1	309	3	Male	70	2	1	Research Scientist	
51	No	Travel_Rarely	833	Research & Development	1	3	Life Sciences	1	353	3	Male	96	3	1	Research Scientist	
28	Yes	Travel_Rarely	529	Research & Development	2	4	Life Sciences	1	364	1	Male	79	3	1	Laboratory Technician	
44	Yes	Travel_Frequently	920	Research & Development	24	3	Life Sciences	1	392	4	Male	43	3	1	Laboratory Technician	
18	Yes	Travel_Rarely	230	Research & Development	3	3	Life Sciences	1	405	3	Male	54	3	1	Laboratory Technician	
36	No	Travel_Frequently	566	Research & Development	18	4	Life Sciences	1	407	3	Male	81	4	1	Laboratory Technician	
18	No	Travel_Rarely	812	Sales	10	3	Medical	1	411	4	Female	69	2	1	Sales Representative	
33	Yes	Travel_Rarely	350	Sales	5	3	Marketing	1	485	4	Female	34	3	1	Sales Representative	
21	Yes	Travel_Rarely	156	Sales	12	3	Life Sciences	1	494	3	Female	90	4	1	Sales Representative	
30	No	Travel_Rarely	202	Sales	2	1	Technical Degree	1	508	3	Male	72	3	1	Sales Representative	
30	Yes	Travel_Frequently	464	Research & Development	4	3	Technical Degree	1	514	3	Male	40	3	1	Research Scientist	
38	No	Travel_Frequently	1490	Research & Development	2	2	Life Sciences	1	556	4	Male	42	3	1	Laboratory Technician	
19	Yes	Travel_Rarely	489	Human Resources	2	2	Technical Degree	1	566	1	Male	52	2	1	Human Resources	
18	Yes	Travel_Frequently	1306	Sales	5	3	Marketing	1	614	2	Male	69	3	1	Sales Representative	
26	Yes	Travel_Rarely	471	Research & Development	24	3	Technical Degree	1	622	3	Male	66	1	1	Laboratory Technician	
24	No	Travel_Rarely	823	Research & Development	17	2	Other	1	643	4	Male	94	2	1	Laboratory Technician	
30	Yes	Travel_Frequently	448	Sales	12	4	Life Sciences	1	648	2	Male	74	2	1	Sales Representative	
20	No	Travel_Rarely	959	Research & Development	1	3	Life Sciences	1	657	4	Female	83	2	1	Research Scientist	
38	No	Travel_Rarely	362	Research & Development	1	1	Life Sciences	1	662	3	Female	43	3	1	Research Scientist	

Table: HR Analytics Data (1,470 rows)

Name

HR Analytics Data

Mark as date table

Calendars

Manage relationships

Relationships

New measure

Quick measure

New column

New table

Calculations

Balance	YearsAtCompany	YearsInCurrentRole	YearsSinceLastPromotion	YearsWithCurrManager	Promotion Status	Job_Level	Year At Company	Retirement Status	Distance from Office	Job Satisfaction Rating	Performance Rating Level
3	0	0	0	0	Not Due	Level 1	0 year	On services	Very Close	Medium	High Ratings
2	1	0	0	0	Not Due	Level 1	1 year	On services	Very Close	High	Low Ratings
3	1	0	0	0	Not Due	Level 1	1 year	On services	Very Far	Medium	Low Ratings
2	1	0	0	0	Not Due	Level 1	1 year	On services	Close	Low	High Ratings
3	0	0	0	0	Not Due	Level 1	0 year	On services	Close	Low	High Ratings
3	1	0	0	0	Not Due	Level 1	1 year	On services	Very Close	Low	High Ratings
3	1	0	0	0	Not Due	Level 1	1 year	On services	Very Close	High	High Ratings
3	1	0	0	0	Not Due	Level 1	1 year	On services	Close	High	Low Ratings
2	1	0	0	0	Not Due	Level 1	1 year	On services	Very Close	Medium	High Ratings
3	1	0	0	0	Not Due	Level 1	1 year	On services	Very Close	Low	High Ratings
3	0	0	0	0	Not Due	Level 1	0 year	On services	Very Close	High	High Ratings
3	1	0	0	0	Not Due	Level 1	1 year	On services	Very Close	High	High Ratings
3	0	0	0	0	Not Due	Level 1	0 year	On services	Close	Low	High Ratings
3	1	0	0	0	Not Due	Level 1	1 year	On services	Very Close	Low	Low Ratings
2	0	0	0	0	Not Due	Level 1	0 year	On services	Very Far	Medium	High Ratings
3	1	0	0	0	Not Due	Level 1	1 year	On services	Very Close	High	High Ratings
2	1	0	0	0	Not Due	Level 1	1 year	On services	Very Close	High	Low Ratings
4	0	0	0	0	Not Due	Level 1	0 year	On services	Very Close	High	Low Ratings
3	1	0	0	0	Not Due	Level 1	1 year	On services	Very Close	Low	High Ratings
2	1	0	0	0	Not Due	Level 1	1 year	On services	Very Close	Low	High Ratings
1	0	0	0	0	Not Due	Level 1	0 year	On services	Very Close	Medium	High Ratings
1	1	0	0	0	Not Due	Level 1	1 year	On services	Very Far	Medium	Low Ratings
3	0	0	0	0	Not Due	Level 1	0 year	On services	Very Close	Medium	High Ratings
3	1	0	0	0	Not Due	Level 1	1 year	On services	Close	Low	High Ratings
3	0	0	0	0	Not Due	Level 1	0 year	On services	Very Close	Medium	High Ratings
3	1	0	0	0	Not Due	Level 1	1 year	On services	Very Close	Medium	High Ratings
3	1	0	0	0	Not Due	Level 1	1 year	On services	Close	High	High Ratings
3	1	0	0	0	Not Due	Level 1	1 year	On services	Very Close	High	High Ratings
3	1	0	0	0	Not Due	Level 1	1 year	On services	Very Close	Low	Low Ratings
3	1	0	0	0	Not Due	Level 1	1 year	On services	Very Close	Low	Low Ratings
4	1	0	0	0	Not Due	Level 1	1 year	On services	Very Close	Low	High Ratings
3	0	0	0	0	Not Due	Level 1	0 year	On services	Very Close	High	High Ratings
1	1	0	0	0	Not Due	Level 1	1 year	On services	Very Far	Low	High Ratings
3	1	0	0	0	Not Due	Level 1	1 year	On services	Close	High	Low Ratings
4	1	0	0	0	Not Due	Level 1	1 year	On services	Close	High	High Ratings
4	1	0	0	0	Not Due	Level 1	1 year	On services	Very Close	High	High Ratings
2	0	0	0	0	Not Due	Level 1	0 year	On services	Very Close	High	High Ratings

FileHomeHelp

PasteCutCopy

Get dataExcelOneLakeSQL ServerEnter dataDataaverseRecent sources

Transform dataRefresh data

Manage relationships

New measureNew columnNew table

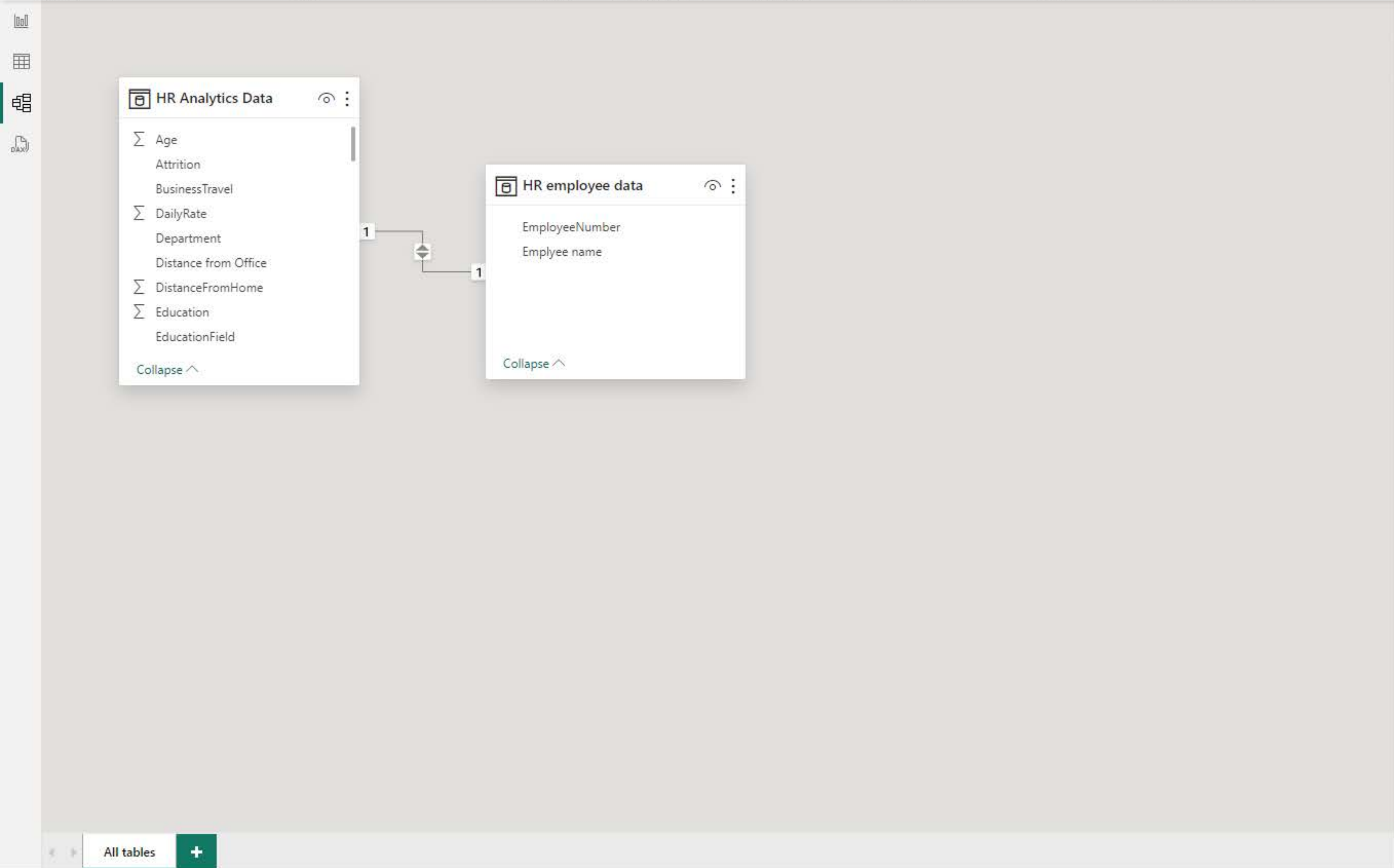
Manage rolesView as

Q&A setupLanguage Q&ALinguistic schema

Sensitivity

Publish

ClipboardDataQueriesRelationshipsCalculationsSecurityQ&ASensitivityShare



PropertiesData

^ Cards

Search

Show the database in the header when applicable

No

Show related fields when card is collapsed

Yes

Pin related fields to top of card

No

HR Analytics Data

HR employee data

All tables

100%

100%

<

HR employee data

HR employee data

[illegible]

42 COLUMNS, 999+ ROWS Column profiling based on top 1000 rows

×

Name

HR Analytics

Source

Source	
Changed Type	
Split Column by Delimiter	
Changed Type1	
Promoted Headers	
Changed Type2	
Added Conditional Column	
Inserted Merged Column	
Inserted Merged Column1	
Added Conditional Column1	
Added Conditional Column2	
Reordered Columns	
Replaced Value	
Renamed Columns	
Added Conditional Column3	
Added Conditional Column4	