**HR Analytics Resume Project**

Questions of the client:

1) Working Preference of employees

2) Find sick leave %

**New DAX Measures formula:**

1) **For Total Working Days**: This will give total working days removing the non-working days

Total Working Days =

var totaldays = COUNT('Final Data'[Value])

Var nonworkdays = CALCULATE(COUNT('Final Data'[Value]), 'Final Data'[Value] in {"WO","HO"})

RETURN

totaldays-nonworkdays

Total Working Days =

var totaldays = COUNT('Final Data'[Value])

Var nonworkdays = CALCULATE(COUNT('Final Data'[Value]), 'Final Data'[Value] in {"WO","HO"})

RETURN

totaldays-nonworkdays

2) **For Present Days**:

Present Days =

VAR Presentdays = CALCULATE(COUNT('Final Data'[Value]),'Final Data'[Value]="P")

RETURN

Presentdays + **[WFH Count]**

* **Here WFH Count** =

WFH Count = SWITCH(TRUE(),

This is used to create a new column in the table view

    'Final Data'[Value] = "WFH", 1,

    'Final Data'[Value] = "HWFH", 0.5,

0)

3) **For Present %**: This will give us the present percentage by dividing present days by total working days. Taking Present days as Numerator and total working days as denominator.

Presence % = DIVIDE([Present Days], 'Measure Data'[Total Working Days],0)

**Create Month column** :

This is used to create a new column in the table view

Month = STARTOFMONTH('Final Data'[Date])

4) **For WFH Count:** This will retrieve the WFH count.

WFH Count = SUM('Final Data'[WFH Count])

5) **For WFH %**: This will give us the WFH percentage by dividing WFH Count by total present days. Taking WFH Count as Numerator and total present days as denominator.

WFH % = DIVIDE([WFH Count], [Present Days],0)

**Before calculating Sick leave, we should add a new column for the sick leave count**

SL Count = SWITCH(TRUE(),

    'Final Data'[Value] = "SL", 1,

    'Final Data'[Value] = "HSL", 0.5,

0)

This is used to create a new column in the table view

7) **For Sick Leave (SL) count**: This will retrieve the SL count.

SL Count = SUM('Final Data'[SL Count])

8) **For Sick Leave% (SL)**: Same as WFH% but we should change WFH to SL and Present days to Total Number of working days as we calculate the Sick leave for the total working days.

WFH % = DIVIDE([SL Count], [Total number of Days],0)