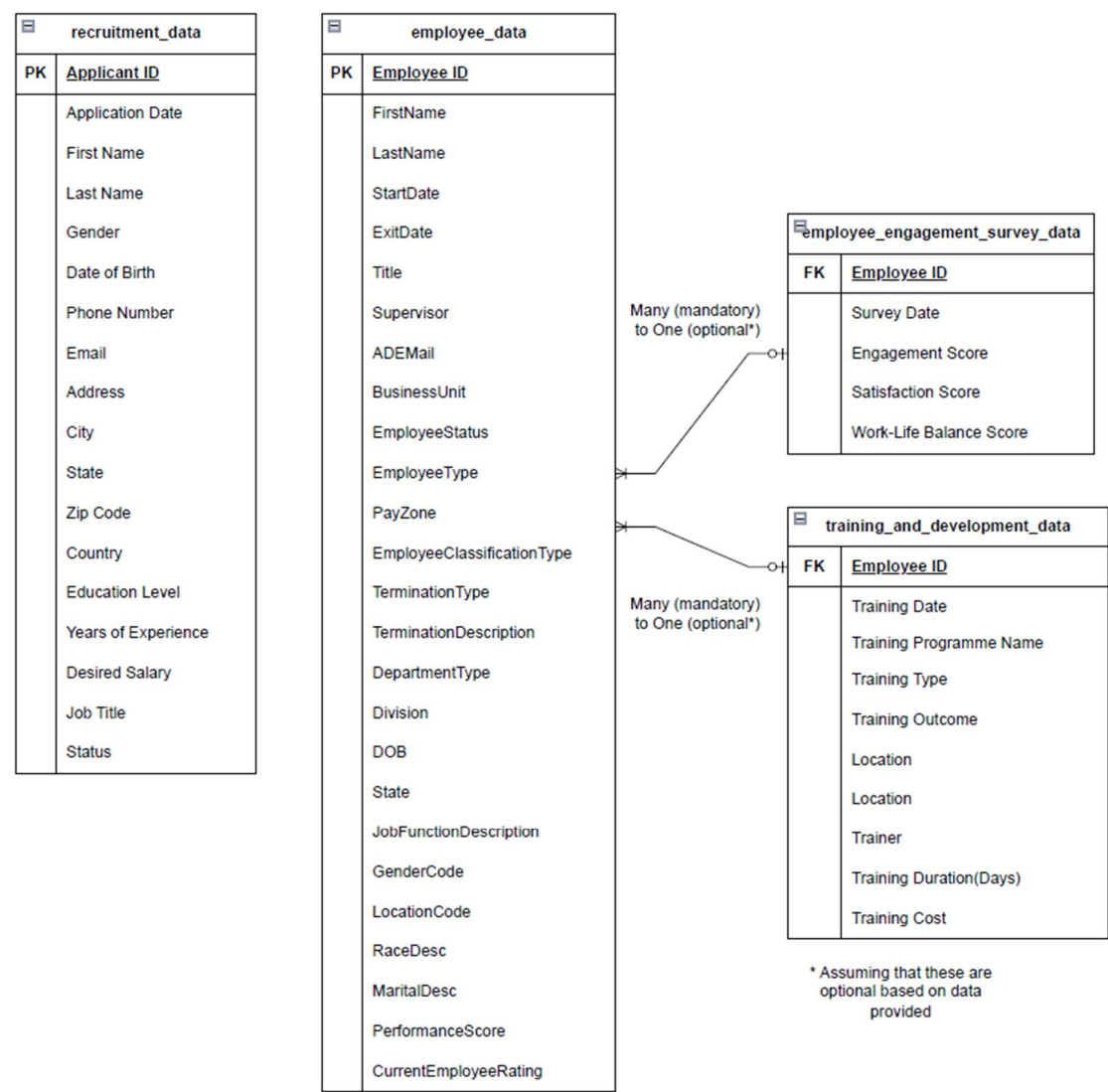


Assignment 4 – eWorkbook 2 – Angela Boulton

Section 1



Section 2

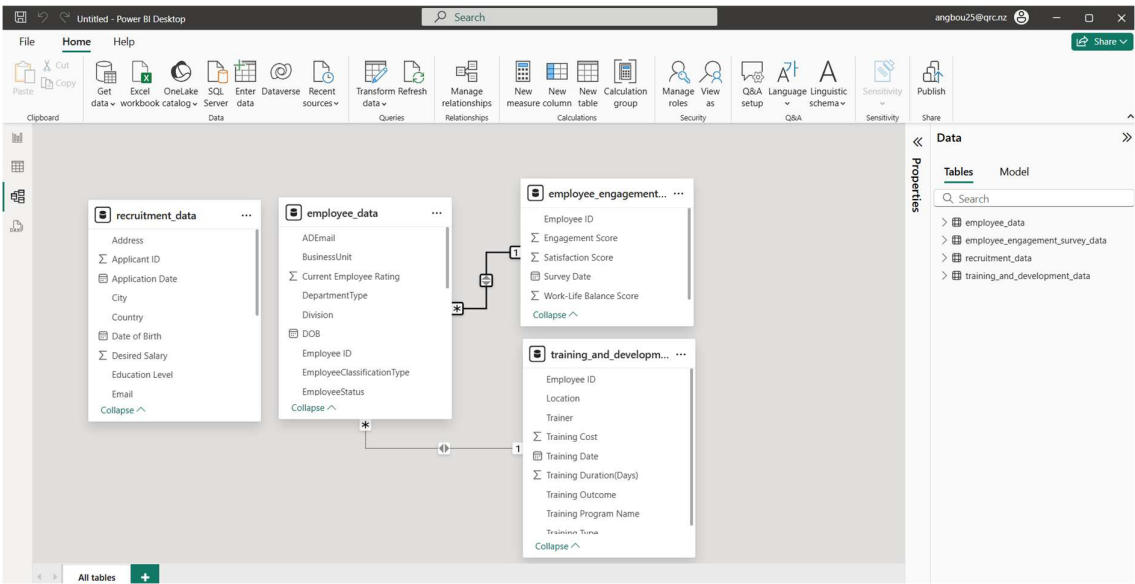
Renaming Columns – Renamed EmpID Column to Employee ID and updated the ‘Applied Steps’.

The screenshot shows the Power Query Editor interface. The main area displays a table with columns: Employee ID, FirstName, LastName, StartDate, ExitDate, Title, and Supervisor. The 'Applied Steps' pane on the right shows a list of steps: Source, Promoted Headers, Changed Type, and Rename EmpID to Employee ID. The 'Rename EmpID to Employee ID' step is selected.

Remove Duplicate Function

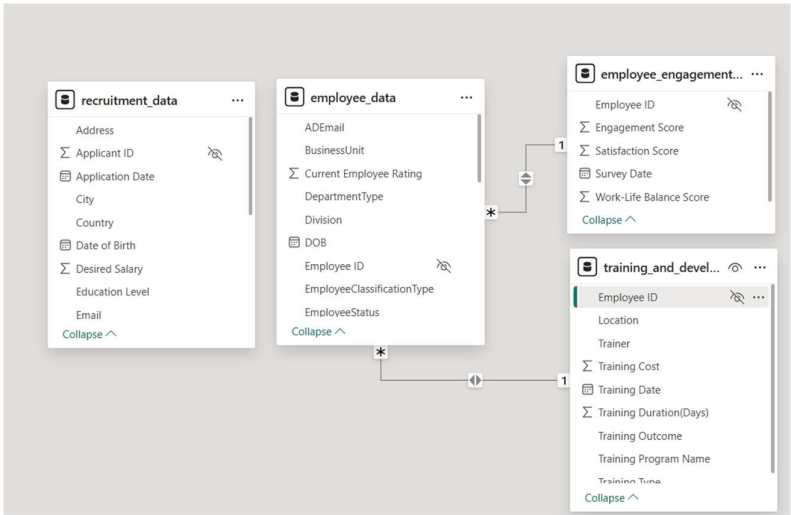
The screenshot shows the Power Query Editor interface. The main area displays a table with columns: Employee ID, FirstName, LastName, StartDate, ExitDate, Title, and Supervisor. The 'Applied Steps' pane on the right shows a list of steps: Source, Promoted Headers, Changed Type, Rename EmpID to Employee ID, and Removed Duplicates. The 'Removed Duplicates' step is selected.

Final Screenshot – ERD Diagram in PowerBI with all tables loaded.



Section 3

Hiding Technical Columns



Dax

Tenure (Days):

Recruitment • Last saved: Today at 9:30 PM

File Home Help Table tools Column tools

Name: Tenure(Days) Format: Whole number Summarization: Sum

Data type: Whole number \$ % 0 Data category: Uncategorized

Structure Formatting Properties

1 Tenure(Days) = DATEDIFF(employee_data[StartDate], TODAY(), DAY)

Annual Turnover % 2023:

Annual Turnover %...

Format General

Data category Uncategorized

table employee_data

\$ % .00 Auto

New Quick measure measure

Structure

Formatting

Properties

Calculations

1 Annual Turnover % 2023 =

2 VAR Leavers =

3 CALCULATE(

4 COUNTROWS(employee_data),

5 FILTER(employee_data, YEAR(employee_data[ExitDate]) = 2023)

6)

7

8 VAR AverageHeadCount =

9 CALCULATE(

10 COUNTROWS(employee_data),

11 FILTER(

12 employee_data,

13 ISBLANK(employee_data[ExitDate]) || YEAR(employee_data[ExitDate]) = 2023

14)

15)

16

17 RETURN

18 (DIVIDE(Leavers, AverageHeadCount))*100

Employee ID

FirstName

LastName

StartDate

ExitDate

Title

Supervisor

Training Hours:

Training Hours

Format General

Summarization Sum

Data category Uncategorized

Sort by column

Data groups

Manage relationships

New column

Structure

Formatting

Properties

Calculations

1 Training Hours = training_and_development_data[Training Duration(Days)] * 8

2

Training Date

Training Program Name

Training Type

Training Outcome

Location

Trainer

Training Duration(Days)

Training Cost

Training Hours

Sunday, 6 November 2022

Communication Skills

Internal

Completed

Smithshire

Natalie Fields

1

803.98

8

Wednesday, 4 January 2023

Communication Skills

Internal

Completed

Longton

Wendy Gibson

1

169.46

8

Monday, 26 December 2022

Communication Skills

Internal

Failed

New Williamland

Ashley Gonzalez

1

833.28

8

Sunday, 6 November 2022

Communication Skills

External

Completed

Richardmouth

Ashley Wright

1

238.27

8

Tuesday, 21 March 2023

Communication Skills

External

Completed

Wrightton

Tracy Sanchez

1

910.33

8

October 26 February 2023

Communication Skills

Internal

Incomplete

Isurised

Person Work

1

813.77

8

Training Hours per FTE:

Recruitment • Last saved: Today at 9:30 PM

Search

File

Home

Help

Table tools

Measure tools

Name Training Hours per ...

Format General

Data category Uncategorized

Home table training_and_devel...

\$ % .00 Auto

New Quick measure measure

Structure

Formatting

Properties

Calculations

1 Training Hours per FTE = DIVIDE(SUM(training_and_development_data[Training Hours]), DISTINCTCOUNT(employee_data[Employee ID]))

Training Date

Training Program Name

Training Type

Training Outcome

Location

Trainer

Training Duration(Days)

Training Cost

Training Hours

1011

Sunday, 6 November 2022

Communication Skills

Internal

Completed

Smithshire

Natalie Fields

1

803.98

8

1030

Wednesday, 4 January 2023

Communication Skills

Internal

Completed

Longton

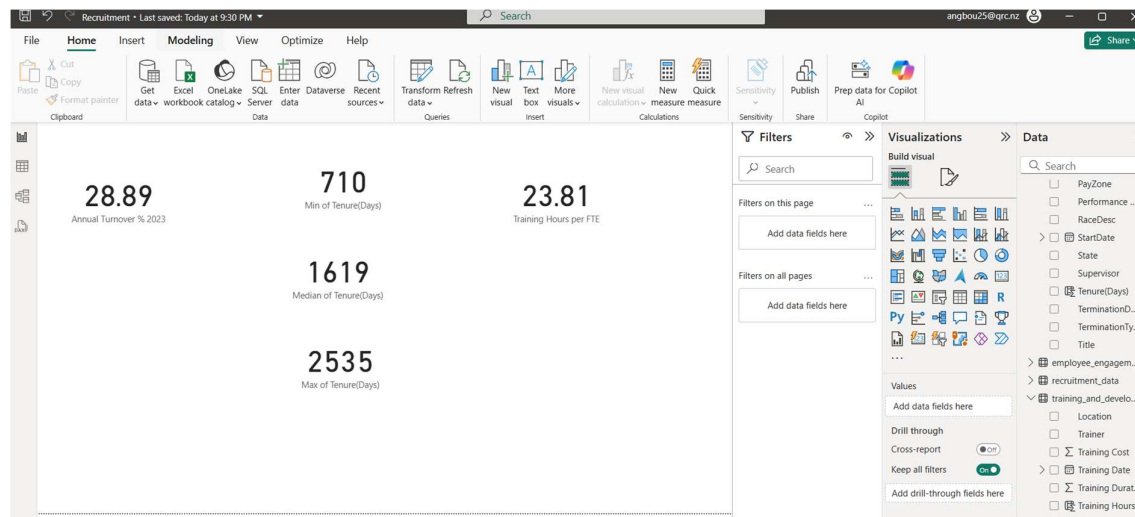
Wendy Gibson

1

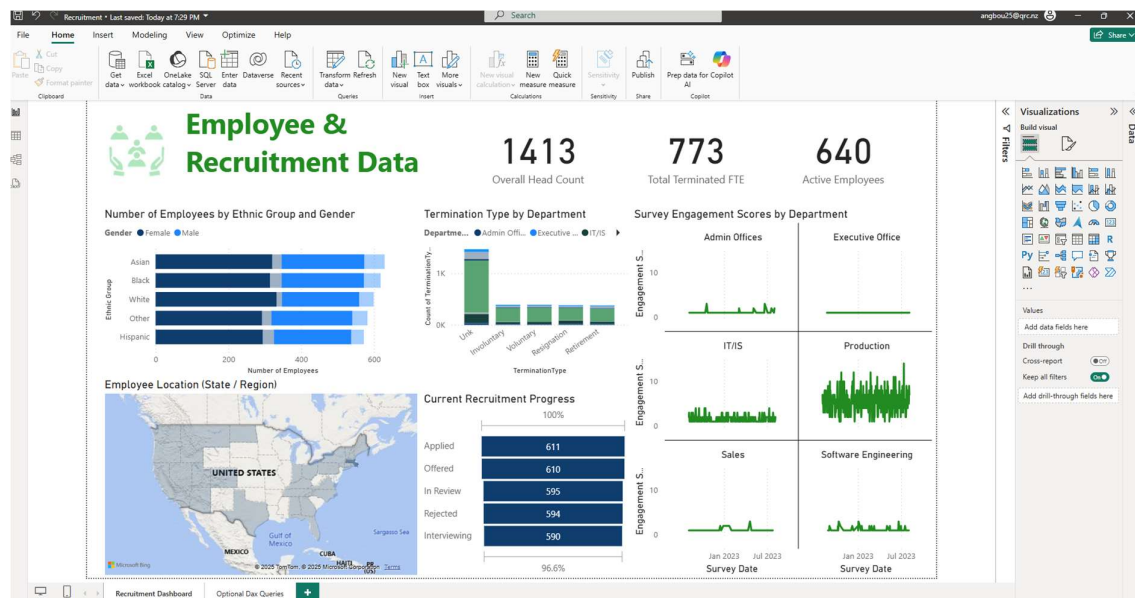
169.46

8

Final Optional Dax Outcome:



Section 4



Section 5

Dashboard link: https://app.powerbi.com/links/y1jO6lvBqd?ctid=18a14c48-52ad-49d5-953a-d38bc2b611ee&pbi_source=linkShare

Section 6

The data in the Employee and Recruitment Data dashboard shows an overview of employees based on their current and past head counts, gender, ethnicity and location. It then shows most common reasons for termination, current recruitment progress for new recruits and Engagement Scores by Department.

Based on the data in the Termination Type by Department, it is unknown why the majority of staff are leaving and contacting these staff to find out why might help the company understand its high turnover.

Overall several survey engagement scores were very low, and in the long term, the business could look at incentives for encouraging staff to participate in the staff survey.

My biggest challenge in this dashboard was figuring out exactly which table/column to drag and drop into which field to get the best results for the dashboard.