

● PART A: BASIC HR PRACTICE QUESTIONS (FOUNDATION)

Headcount & Workforce

1. Calculate **total number of employees**
 2. Calculate **active employees**
 3. Calculate **resigned employees**
 4. Show **employee count by department**
 5. Show **employee count by gender**
 6. Show **employee count by job role**
 7. Calculate **average employee age**
 8. Calculate **average experience (years)**
 9. Show **employees by location**
 10. Count **full-time vs contract employees**
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Payroll Basics

11. Calculate **total salary cost**
 12. Calculate **total bonus paid**
 13. Calculate **total deductions**
 14. Calculate **total net payroll**
 15. Calculate **average salary**
 16. Show **maximum salary**
 17. Show **minimum salary**
 18. Calculate **average bonus per employee**
 19. Identify **high-salary employees**
 20. Show **salary distribution by department**
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Attendance Basics

21. Count **total attendance records**
22. Count **present days**

23. Count **absent days**
 24. Count **leave days**
 25. Calculate **average work hours**
 26. Calculate **total overtime hours**
 27. Count **employees with overtime**
 28. Count **late login instances**
 29. Show **attendance by department**
 30. Calculate **attendance %**
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● PART B: INTERMEDIATE HR DASHBOARD QUESTIONS

Payroll & Cost Analysis

31. Calculate **monthly payroll cost**
 32. Calculate **yearly payroll cost**
 33. Compare **salary by department**
 34. Calculate **salary by job role**
 35. Calculate **salary excluding bonus**
 36. Calculate **cost per employee**
 37. Rank **departments by payroll cost**
 38. Rank **employees by salary**
 39. Calculate **gender pay gap**
 40. Calculate **bonus % of salary**
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Attrition & Hiring

41. Count **employees hired this year**
42. Count **employees resigned this year**
43. Calculate **attrition rate**
44. Calculate **retention rate**
45. Show **attrition by department**

- 46. Show **attrition by job role**
 - 47. Calculate **average tenure**
 - 48. Calculate **average tenure of resigned employees**
 - 49. Identify **new hires**
 - 50. Identify **inactive employees**
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Attendance & Productivity

- 51. Calculate **attendance % by department**
 - 52. Calculate **average work hours by department**
 - 53. Identify **frequent absentees**
 - 54. Calculate **overtime dependency ratio**
 - 55. Calculate **leave utilization rate**
 - 56. Identify **employees with low attendance**
 - 57. Calculate **productivity proxy (hours / salary)**
 - 58. Compare **attendance vs salary**
 - 59. Calculate **working-day-only attendance**
 - 60. Rank **departments by productivity**
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PART C: ADVANCED HR ANALYTICS & KPI QUESTIONS

Time Intelligence

- 61. Calculate **YTD payroll cost**
- 62. Calculate **MTD salary payout**
- 63. Calculate **YoY payroll growth**
- 64. Calculate **rolling 12-month payroll**
- 65. Calculate **attendance trend over time**
- 66. Calculate **attrition trend**
- 67. Identify **peak hiring month**
- 68. Identify **peak resignation month**

69. Calculate **average monthly headcount**

70. Calculate **salary growth YoY**

Risk & Performance KPIs

71. Identify **high-risk employees**
(High salary + low attendance)

72. Identify **overpaid employees**

73. Calculate **performance score**

74. Compare **performance vs salary**

75. Identify **high-value employees**

76. Identify **low-productivity employees**

77. Calculate **payroll efficiency**

78. Calculate **attendance consistency score**

79. Detect **salary outliers**

80. Create **attrition risk flag**

Executive & Composite KPIs

81. Create **HR health index**

82. Create **workforce stability index**

83. Create **employee loyalty score**

84. Create **manager performance index**

85. Create **department health score**

86. Create **HR balanced scorecard**

87. Create **executive HR KPI (Strong / Weak)**

88. Create **HR risk score**

89. Create **strategic HR KPI**

90. Create **master HR dashboard score**

● **PART D: DASHBOARD & INTERVIEW-LEVEL SCENARIOS**

91. Which department has **high cost but low productivity**?
92. Which roles are **critical to retain**?
93. Which location shows **high attrition risk**?
94. Is payroll growth aligned with productivity?
95. Are bonuses improving performance?
96. Which manager handles **highest attrition**?
97. What % of workforce is **high risk**?
98. Which department needs **cost optimization**?
99. Is overtime increasing payroll risk?
100. Overall **HR performance summary (1 KPI)**