Corporate HR dashboards DAX Practice Questions

📊 **HR DATASET STRUCTURE (Use This for All Exercises)**

👨‍💼 **Table 1: Employees**

Column Name	Description
EmployeeID	Unique employee key
FirstName	First name
LastName	Last name
Gender	Male / Female
DateOfBirth	DOB
HireDate	Joining date
Department	HR / IT / Sales / Finance
JobRole	Analyst / Manager / Executive
EmploymentType	Full-Time / Contract
Status	Active / Resigned
Location	City
ManagerID	Reporting manager

💰 **Table 2: Payroll**

Column	Description
EmployeeID	Employee key
Salary	Monthly salary
Bonus	Bonus amount

Column	Description
OvertimePay	Overtime
Deduction	PF / Tax
NetPay	Salary + Bonus – Deduction
PayMonth	Month
PayYear	Year

⏰ Table 3: Attendance

Column	Description
EmployeeID	Employee key
Date	Attendance date
Status	Present / Absent / Leave
WorkHours	Hours worked
IsWorkingDay	TRUE / FALSE

📅 Table 4: Calendar

Column	Description
Date	Date
Year	Year
Month	Month
Quarter	Quarter
IsWorkingDay	TRUE / FALSE

🟢 SECTION A: BASIC HR DAX PRACTICE (1–20)

1. Calculate **total number of employees**

2. Calculate **active employees**

3. Calculate **resigned employees**

4. Calculate **average employee salary**

5. Calculate **maximum salary**

6. Calculate **minimum salary**

7. Count **employees by department**

8. Count **employees by gender**

9. Calculate **total payroll cost**

10. Calculate **total bonus paid**

11. Calculate **total deductions**

12. Calculate **net salary payout**

13. Calculate **average working hours**

14. Count **absent days**

15. Count **leave days**

16. Calculate **total overtime pay**

17. Create a column: **Full Name**

18. Create a flag: **High Salary (> 80,000)**

19. Count **employees hired**

20. Calculate **average bonus per employee**

🔵 **SECTION B: INTERMEDIATE HR DAX PRACTICE (21–45)**

21. Calculate **salary by department**

22. Calculate **average salary by job role**

23. Calculate **employee headcount trend**

24. Calculate **monthly payroll cost**

25. Calculate **yearly payroll cost**

26. Calculate **average attendance %**

27. Calculate **employees with overtime**

28. Identify **employees with zero bonus**

29. Calculate **salary growth YoY**

30. Calculate **average tenure (years)**

31. Count **new hires this year**

32. Count **employees left this year**

33. Calculate **attrition rate**

34. Calculate **average work hours per department**

35. Calculate **attendance only on working days**

36. Rank **departments by payroll cost**

37. Rank **employees by salary**

38. Identify **top 10% high-paid employees**

39. Compare **male vs female salary**

40. Calculate **salary excluding bonus**

41. Calculate **average net pay**

42. Identify **inactive employees**

43. Calculate **department-wise bonus %**

44. Calculate **attendance variance**

45. Calculate **payroll variance vs last month**

🟠 SECTION C: ADVANCED HR DAX PRACTICE (46–75)

46. Calculate **rolling 12-month payroll**

47. Calculate **YTD payroll cost**

48. Calculate **MTD salary payout**

49. Calculate **YoY attrition change**

50. Calculate **average tenure of resigned employees**

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

52. Calculate **employee productivity index**

53. Calculate **cost per employee**

54. Calculate **cost per department**

55. Calculate **attendance consistency score**

56. Identify **frequent absentees**

57. Calculate **manager-wise headcount**

58. Calculate **manager-wise attrition**

59. Identify **employees without attendance**

60. Calculate **salary distribution index**

61. Detect **salary outliers**

62. Calculate **payroll efficiency**

63. Create **KPI flag for attrition**

64. Create **HR performance score**

65. Calculate **gender pay gap**

66. Calculate **promotion readiness score**

67. Calculate **employee loyalty score**

68. Calculate **overtime dependency ratio**

69. Calculate **leave utilization rate**

70. Create **executive HR KPI**

71. Calculate **workforce stability index**

72. Calculate **training cost impact (if added)**

73. Calculate **employee engagement proxy**

74. Create **HR dashboard composite KPI**

75. Create **master HR score**

🔴 SECTION D: INTERVIEW & BUSINESS SCENARIOS (76–90)

76. Identify **departments with high attrition + high cost**

77. Identify **employees overpaid relative to attendance**

78. Calculate **future payroll projection**

79. Identify **critical workforce roles**

80. Calculate **workforce utilization**

81. Create **HR risk heatmap metric**

82. Calculate **salary fairness index**

83. Identify **high-value employees**

84. Calculate **replacement cost estimate**

85. Identify **employees likely to resign**

86. Create **HR strategic KPI**

87. Create **balanced HR scorecard**

88. Calculate **people cost % of revenue**

89. Calculate **manager performance index**

90. Create **HR executive summary KPI**

✅ WHY THIS SET IS STRONG

Aspect	Covered
Basic DAX	SUM, COUNT, AVERAGE, IF
Intermediate	CALCULATE, FILTER, RANK
Advanced	Time intelligence, scoring
Real HR use	Payroll, attrition, attendance
Interview ready	Scenario-based

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1. ✅ Provide **DAX answers for all questions**

2. ✅ Create **Excel HR dataset**

3. ✅ Convert this into **PDF workbook**

4. ✅ Build **Power BI HR Dashboard**