

HR Dashboard - [Click here for the dashboard link](#)

1. Project Overview

- The HR Dashboard provides insights into recruitment, interview tracking, employee analytics, and job performance. It helps HR teams streamline hiring processes, monitor employee attrition, and analyze workforce data using key metrics and DAX calculations.

2.Data Fields

Table 1: Master DB 24-25

This table contains comprehensive recruitment data, tracking candidates from sourcing to final hiring stages.

- **1st Level** – Primary categorization of job roles.
- **2nd Level** – Secondary categorization of job roles.
- **3rd Level** – Tertiary categorization of job roles.
- **No** – Unique identifier for records.
- **Date of Sourcing** – Date when the candidate was sourced.
- **Job Code** – Unique job identifier.
- **Recruiter** – Name of the recruiter handling the candidate.
- **Source** – Source of the candidate (e.g., LinkedIn, referral, job portal).
- **Status** – Current stage of the candidate in the hiring process.
- **Skill** – Primary skillset of the candidate.
- **Client** – Name of the client for whom the hiring is being done.
- **Candidate Name** – Name of the candidate.
- **Total Experience** – Overall professional experience of the candidate.
- **Rel Exp** – Relevant experience for the job role.
- **Contact No** – Candidate's contact number.
- **Email ID** – Candidate's email address.
- **LinkedIn ID** – Link to the candidate's LinkedIn profile.
- **Current Company** – Candidate's present employer.
- **Current CTC** – Candidate's current salary.
- **Exp CTC** – Candidate's expected salary.
- **Current Location** – Candidate's current city or location.
- **Notice Period** – Candidate's notice period in current employment.
- **Other Prospects** – Other job opportunities the candidate is considering.
- **Interview Date** – Scheduled date for the candidate's interview.
- **Feedback** – Interview feedback from the panel.
- **Interviewer** – Name of the interviewer.
- **Link** – Any additional links related to the **candidate's** profile.

Table 2: Interview Pipeline

This table tracks ongoing interviews and the interview process.

- **Recruiter** – Recruiter handling the interview process.
- **Skill** – Primary skill of the candidate.
- **Job Code** – Associated job code.
- **Date of Interview** – Scheduled interview date.
- **Candidate Name** – Name of the candidate.
- **Level of Interview** – Interview round or stage.
- **Interviewer** – Interviewer's name.
- **Status** – Current status of the interview.

Table 3: Job Track

- **Employment** – Type of employment (e.g., permanent, contract).
- **Open Y/N** – Status indicating if the job is open or closed.
- **Candidate Name** – Name of the selected candidate.
- **Close Date** – Date when the job position was closed.
- **TAT** – Turnaround time for filling the position.
- **Recruiter** – Recruiter handling the position.

Table 4: Employee Data

- **EmpID** – Unique employee identifier.
- **Age** – Employee's age.
- **AgeGroup** – Categorization of employees by age group.
- **Attrition** – Attrition status (whether the employee left or not).
- **BusinessTravel** – Frequency of business travel.
- **DailyRate** – Employee's daily wage rate.
- **Department** – Department in which the employee works.
- **DistanceFromHome** – Distance between home and office.
- **Education** – Highest education level attained.
- **EducationField** – Field of study.
- **EmployeeCount** – Total number of employees.
- **EmployeeNumber** – Employee's unique number.
- **EnvironmentSatisfaction** – Employee's satisfaction with the work environment.
- **Gender** – Gender of the employee.
- **HourlyRate** – Employee's hourly wage.
- **JobInvolvement** – Level of involvement in the job.

- **JobLevel** – Employee’s job level.
- **JobRole** – Specific job role.
- **JobSatisfaction** – Employee’s satisfaction with the job.
- **MaritalStatus** – Employee’s marital status.
- **MonthlyIncome** – Employee’s monthly salary.
- **SalarySlab** – Categorization of salary ranges.
- **MonthlyRate** – Employee’s monthly wage rate.
- **NumCompaniesWorked** – Number of companies the employee has worked for.
- **Over18** – Confirmation if the employee is over 18.
- **OverTime** – Whether the employee does overtime.
- **PercentSalaryHike** – Percentage of salary increment.
- **PerformanceRating** – Employee’s performance rating.
- **RelationshipSatisfaction** – Employee’s satisfaction with relationships at work.
- **StandardHours** – Standard working hours.
- **StockOptionLevel** – Level of stock options assigned.
- **TotalWorkingYears** – Total years of work experience.
- **TrainingTimesLastYear** – Number of training sessions attended in the last year.
- **WorkLifeBalance** – Employee’s work-life balance rating.
- **YearsAtCompany** – Number of years the employee has been with the company.
- **YearsInCurrentRole** – Number of years in the current role.
- **YearsSinceLastPromotion** – Time since the last promotion.
- **YearsWithCurrManager** – Number of years working under the current manager.

3. DAX Calculation

Attrition Percentage

```
Attrition% = [Employee_Attrition] / [Employee_Count]
```

Average Age

```
Avg_Salary = AVERAGE('Employee Data'[MonthlyIncome])
```

Average Years at Company

```
Avg_Years_atCompany = AVERAGE('Employee Data'[YearsAtCompany])
```

Average Salary

```
Avg_Salary = AVERAGE('Employee Data'[MonthlyIncome])
```

Employee Attrition Count

```
Employee_Attrition = CALCULATE([Employee_Count], 'Employee Data'[Attrition] = "Yes")
```

Employee Count

```
Employee_Count = DISTINCTCOUNT('Employee Data'[EmpID])
```

Years with Text Format

```
Years_With_Text = ROUND([Avg_Years_atCompany], 0) & " Years"
```