**DATA TRANSFORMATION**

* **Where I done data transformation in excel itself using power query and by identifying patterns from the data it is easy to do data transformation.**

**STEPS :**

* **First I convert the data into table & Set Table Range for ETL Process in Power Query.**
* **After that I unpivot the columns like Compensation , Compensation 1,Compensation 2,Review 1,Review 2,Engagement 1, Engagement 2.**
* **Based on the Employee code , Manager Employee code , Compensation, Compensation 1 identified patterns based on that the value was equally splited and filled the compensation Attribute.**
* **Last Compensation attribute is based on the Compensation attribute value change based on current and previous value where the last compensation is filled.**
* **Based on the Last Compensation and compensations attributes Where you find patterns and identified the compensation date.**

**For example : LC – 2000 , CN -1000 , if you see the input table Compensation , Compensation 1 is matching pattern So the Compensation 1 date is filled.**

* **Again Variable Pay is based on the Last Compensation , Compensation attribute , if Last Compensation is not equal to Compensation attribute where the variable pay is 0.And Tenure In Org is null because Date of Exit is null.**
* **Based on Last Compensation , Compensation , Last pay Raise Date based on the pattern is find filled Performance Ratings.**
* **Based on Last Compensation , Compensation , Last pay Raise Date ,Performance rating based on the pattern with conditions is find filled Engagement Score.**
* **In order to fill the Effective date main three things we need to see Compensation, Performance Rating , Engagement Score based on that we need to fill the Date.**

**For Example Compensation 2000,Rating is null, Engagement Score 4 means We need write Engagement Score date .**

**Compensation 2000 , Rating 9 , Engagement Score 4 – Here the new thing the rating 9 So Rating Date is filled.**

**Compensation 1000,Rating 9,Engagement score 4 – Here the new thing is the Compensation value change from 2000 to 1000 , Compensation 1000 date is filled.**

* **End Date is filled based on the effective date , End\_date = Effective\_Date -1 day if any one of performance rating or engagement score is present. If no one is present we fill with future date .**