

Database for Agile HR Analytics

Truong Hoai Nam



Agile HR analytics



Summary Dashboard



Diversity



Employee Details



Salary Analysis



Business Unit



Performance Rating



Training



Leave Analysis



Absenteeism



Termination Analysis

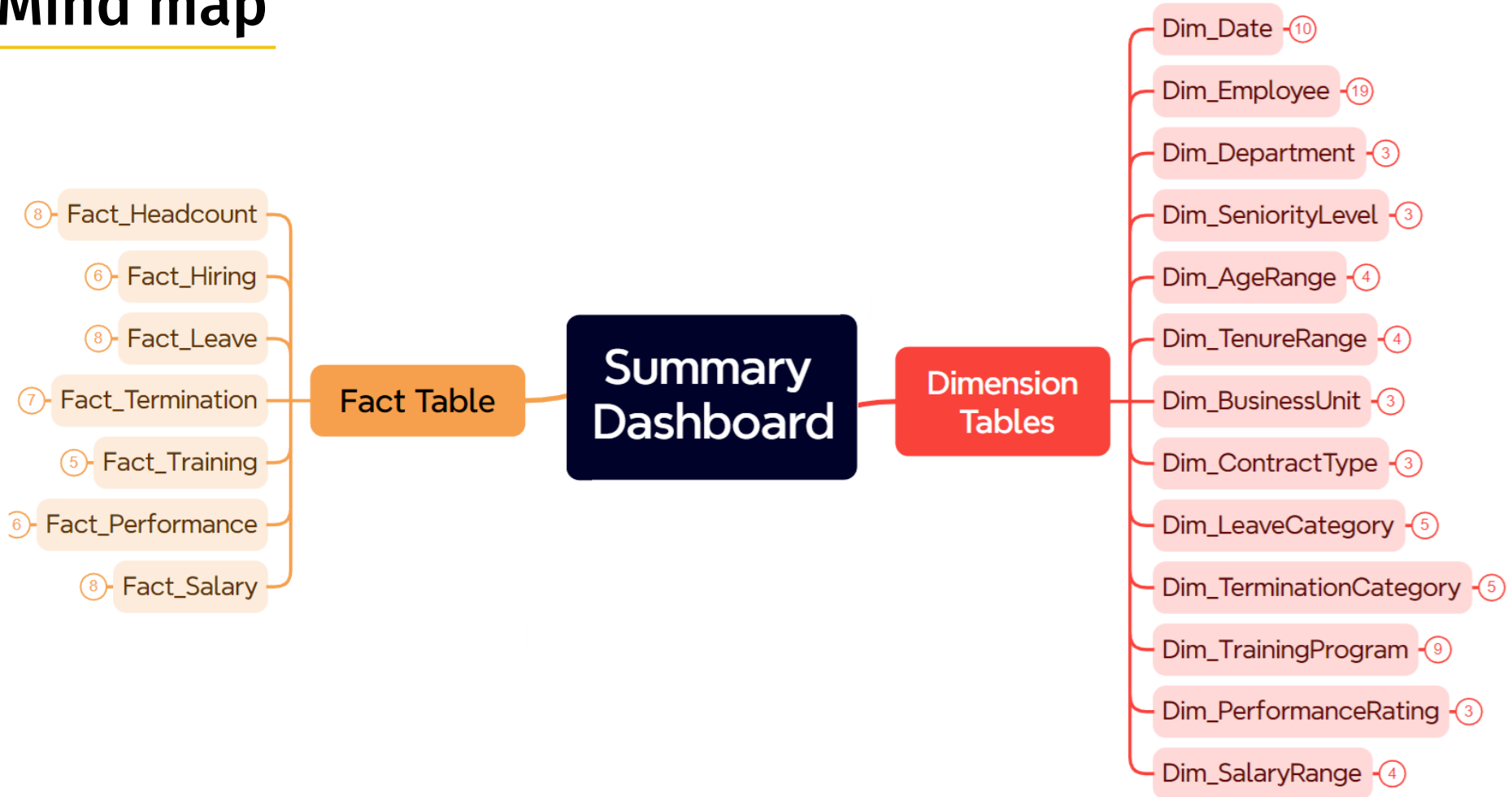
A full end-to-end **analytics and reporting solution** – built on **Microsoft Power BI** – to help you discover useful HR insights for strategic decision making.

It enables HR professionals to make data-driven decisions to attract, manage, and retain employees, and helps leaders make decisions to create better work environments and maximize employee satisfaction and productivity which has a **major impact** on the bottom-line when used effectively.

This is a **Demo** (trial) version. To get the full production version please [contact us](#) or visit us at:

Agile Analytics

Mind map



Summary Dashboard

2018

2019

2020

Jan

Feb

Mar

Apr

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec

Business Unit

All



Employees

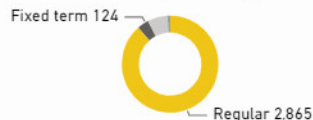


Headcount

3,234

▲ 0.68%

Headcount by Contract Type



Headcount by Seniority



Average Tenure

9.6

years

Diversity



Female % of Seniors

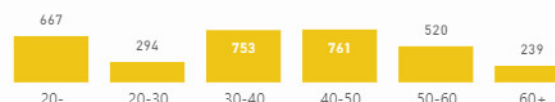
38.0%

▲ 0.21%

Headcount by Gender



Headcount by Age Range



Average Age

44.1

years

Hiring

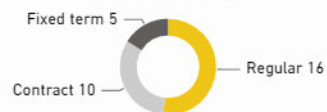


Hires

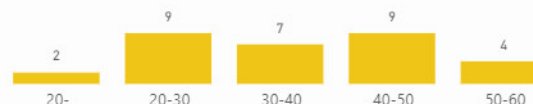
31

▼ -20.51%

Hires by Contract Type



Hires by Age Range



Hires by Gender



Leave Days

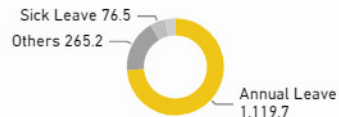


Leave Taken

1,515

days

Leave Taken by Category



Total remaining annual leave

63,165

days

Avg. remaining annual leave per person

19.5

days

Cost of total remaining annual leave

\$69.3M

Termination



Terminations

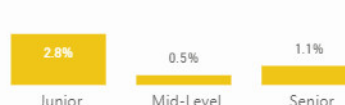
57

▲ 32.56%

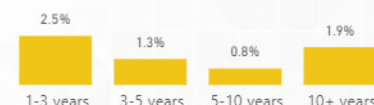
Terminations by Category



Attrition Rate by Seniority



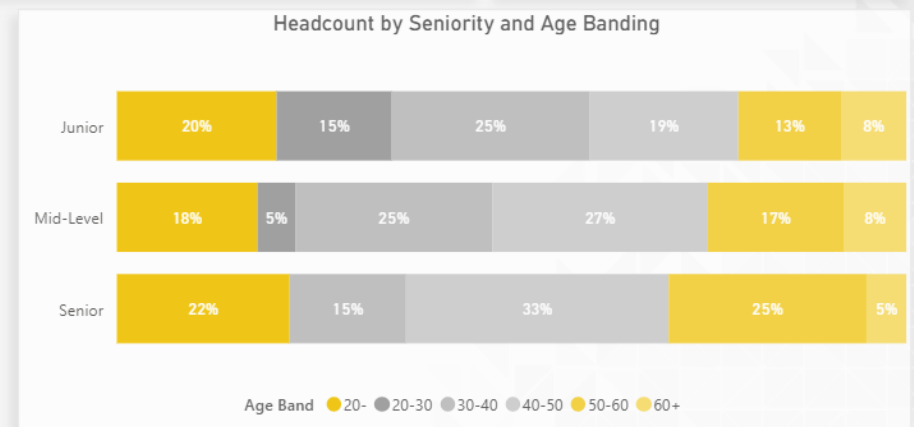
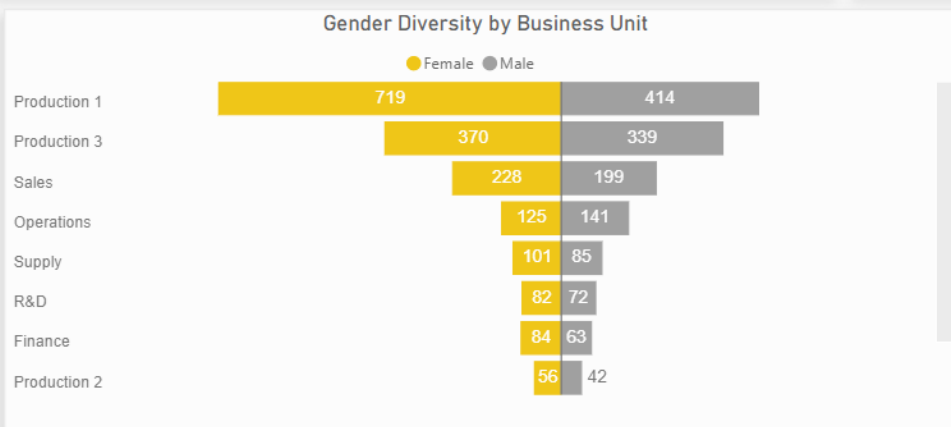
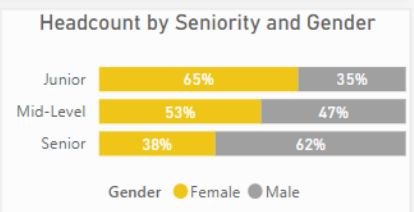
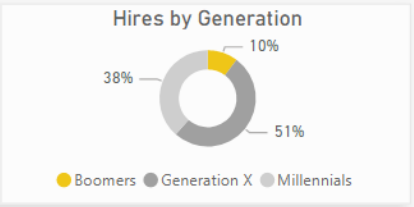
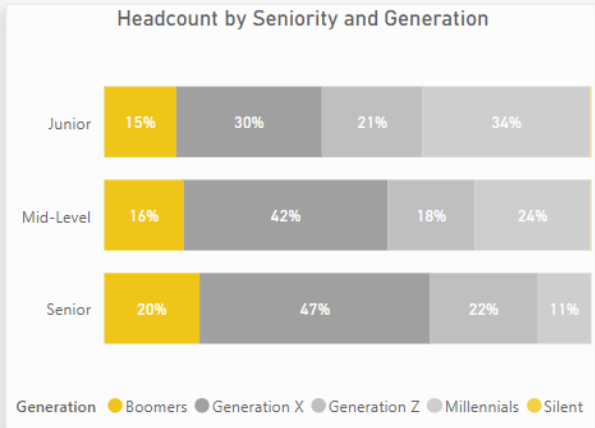
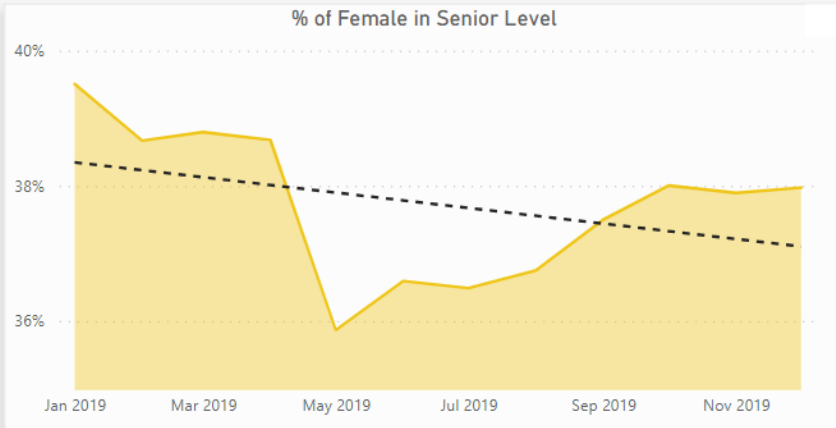
Attrition Rate by Tenure Range

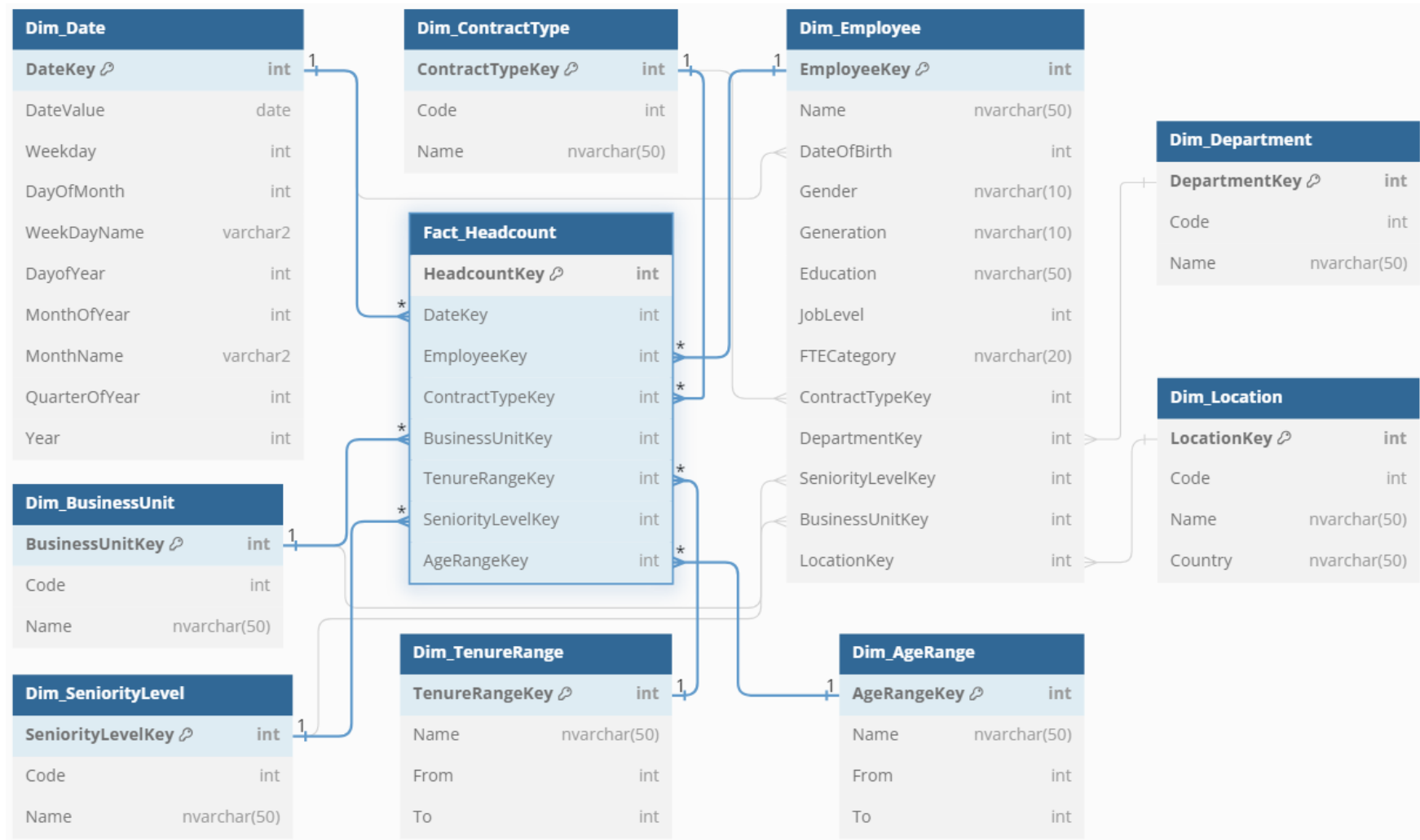


General Database

<table><tr><th colspan="2">Dim_Employee</th></tr><tr><td>EmployeeKey <i>🔗</i></td><td>int</td></tr><tr><td>Name</td><td>nvarchar(50)</td></tr><tr><td>DateOfBirth</td><td>int</td></tr><tr><td>Gender</td><td>nvarchar(10)</td></tr><tr><td>Generation</td><td>nvarchar(10)</td></tr><tr><td>Education</td><td>nvarchar(50)</td></tr><tr><td>JobLevel</td><td>int</td></tr><tr><td>FTECategory</td><td>nvarchar(20)</td></tr><tr><td>ContractTypeKey</td><td>int</td></tr><tr><td>DepartmentKey</td><td>int</td></tr><tr><td>SeniorityLevelKey</td><td>int</td></tr><tr><td>BusinessUnitKey</td><td>int</td></tr><tr><td>LocationKey</td><td>int</td></tr></table>	Dim_Employee		EmployeeKey <i>🔗</i>	int	Name	nvarchar(50)	DateOfBirth	int	Gender	nvarchar(10)	Generation	nvarchar(10)	Education	nvarchar(50)	JobLevel	int	FTECategory	nvarchar(20)	ContractTypeKey	int	DepartmentKey	int	SeniorityLevelKey	int	BusinessUnitKey	int	LocationKey	int	<table><tr><th colspan="2">Fact_Headcount</th></tr><tr><td>HeadcountKey <i>🔗</i></td><td>int</td></tr><tr><td>DateKey</td><td>int</td></tr><tr><td>EmployeeKey</td><td>int</td></tr><tr><td>ContractTypeKey</td><td>int</td></tr><tr><td>BusinessUnitKey</td><td>int</td></tr><tr><td>TenureRangeKey</td><td>int</td></tr><tr><td>SeniorityLevelKey</td><td>int</td></tr><tr><td>AgeRangeKey</td><td>int</td></tr></table> <table><tr><th colspan="2">Fact_Leave</th></tr><tr><td>LeaveKey <i>🔗</i></td><td>int</td></tr><tr><td>DateKey</td><td>int</td></tr><tr><td>EmployeeKey</td><td>int</td></tr><tr><td>BusinessUnitKey</td><td>int</td></tr><tr><td>AgeRangeKey</td><td>int</td></tr><tr><td>LeaveCategoryKey</td><td>int</td></tr><tr><td>LeaveAnnual</td><td>float</td></tr><tr><td>Days</td><td>float</td></tr></table> <table><tr><th colspan="2">Fact_Training</th></tr><tr><td>TrainingKey <i>🔗</i></td><td>int</td></tr><tr><td>DateKey</td><td>int</td></tr><tr><td>EmployeeKey</td><td>int</td></tr><tr><td>BusinessUnitKey</td><td>int</td></tr><tr><td>TrainingProgramKey</td><td>int</td></tr></table>	Fact_Headcount		HeadcountKey <i>🔗</i>	int	DateKey	int	EmployeeKey	int	ContractTypeKey	int	BusinessUnitKey	int	TenureRangeKey	int	SeniorityLevelKey	int	AgeRangeKey	int	Fact_Leave		LeaveKey <i>🔗</i>	int	DateKey	int	EmployeeKey	int	BusinessUnitKey	int	AgeRangeKey	int	LeaveCategoryKey	int	LeaveAnnual	float	Days	float	Fact_Training		TrainingKey <i>🔗</i>	int	DateKey	int	EmployeeKey	int	BusinessUnitKey	int	TrainingProgramKey	int	<table><tr><th colspan="2">Fact_Termination</th></tr><tr><td>TerminationKey <i>🔗</i></td><td>int</td></tr><tr><td>DateKey</td><td>int</td></tr><tr><td>EmployeeKey</td><td>int</td></tr><tr><td>BusinessUnitKey</td><td>int</td></tr><tr><td>TerminationCategoryKey</td><td>int</td></tr><tr><td>TenureRangeKey</td><td>int</td></tr><tr><td>SeniorityLevelKey</td><td>int</td></tr><tr><td>AgeRangeKey</td><td>int</td></tr></table> <table><tr><th colspan="2">Fact_Hiring</th></tr><tr><td>HiringKey <i>🔗</i></td><td>int</td></tr><tr><td>DateKey</td><td>int</td></tr><tr><td>EmployeeKey</td><td>int</td></tr><tr><td>ContractTypeKey</td><td>int</td></tr><tr><td>BusinessUnitKey</td><td>int</td></tr><tr><td>AgeRangeKey</td><td>int</td></tr></table> <table><tr><th colspan="2">Fact_Performance</th></tr><tr><td>PerformanceKey <i>🔗</i></td><td>int</td></tr><tr><td>DateKey</td><td>int</td></tr><tr><td>EmployeeKey</td><td>int</td></tr><tr><td>BusinessUnitKey</td><td>int</td></tr><tr><td>PerformanceRatingKey</td><td>int</td></tr><tr><td>TenureRangeKey</td><td>int</td></tr><tr><td>AgeRangeKey</td><td>int</td></tr></table>	Fact_Termination		TerminationKey <i>🔗</i>	int	DateKey	int	EmployeeKey	int	BusinessUnitKey	int	TerminationCategoryKey	int	TenureRangeKey	int	SeniorityLevelKey	int	AgeRangeKey	int	Fact_Hiring		HiringKey <i>🔗</i>	int	DateKey	int	EmployeeKey	int	ContractTypeKey	int	BusinessUnitKey	int	AgeRangeKey	int	Fact_Performance		PerformanceKey <i>🔗</i>	int	DateKey	int	EmployeeKey	int	BusinessUnitKey	int	PerformanceRatingKey	int	TenureRangeKey	int	AgeRangeKey	int	<table><tr><th colspan="2">Fact_Salary</th></tr><tr><td>SalaryKey <i>🔗</i></td><td>int</td></tr><tr><td>DateKey</td><td>int</td></tr><tr><td>EmployeeKey</td><td>int</td></tr><tr><td>BusinessUnitKey</td><td>int</td></tr><tr><td>SalaryRangeKey</td><td>int</td></tr><tr><td>LastSalary</td><td>float</td></tr><tr><td>AnnualSalary</td><td>float</td></tr><tr><td>MonthlySalary</td><td>float</td></tr></table> <table><tr><th colspan="2">Dim_TrainingProgram</th></tr><tr><td>TrainingProgramKey <i>🔗</i></td><td>int</td></tr><tr><td>Code</td><td>nvarchar(10)</td></tr><tr><td>Name</td><td>nvarchar(50)</td></tr><tr><td>Session</td><td>int</td></tr><tr><td>Hour</td><td>int</td></tr><tr><td>Type</td><td>nvarchar(10)</td></tr><tr><td>StartDateKey</td><td>int</td></tr><tr><td>EndDateKey</td><td>int</td></tr><tr><td>Cost</td><td>int</td></tr></table> <table><tr><th colspan="2">Dim_TerminationCategory</th></tr><tr><td>TerminationCategoryKey <i>🔗</i></td><td>int</td></tr><tr><td>Code</td><td>int</td></tr><tr><td>Name</td><td>nvarchar(50)</td></tr></table>	Fact_Salary		SalaryKey <i>🔗</i>	int	DateKey	int	EmployeeKey	int	BusinessUnitKey	int	SalaryRangeKey	int	LastSalary	float	AnnualSalary	float	MonthlySalary	float	Dim_TrainingProgram		TrainingProgramKey <i>🔗</i>	int	Code	nvarchar(10)	Name	nvarchar(50)	Session	int	Hour	int	Type	nvarchar(10)	StartDateKey	int	EndDateKey	int	Cost	int	Dim_TerminationCategory		TerminationCategoryKey <i>🔗</i>	int	Code	int	Name	nvarchar(50)	<table><tr><th colspan="2">Dim_TenureRange</th></tr><tr><td>TenureRangeKey <i>🔗</i></td><td>int</td></tr><tr><td>Name</td><td>nvarchar(50)</td></tr><tr><td>From</td><td>int</td></tr><tr><td>To</td><td>int</td></tr></table> <table><tr><th colspan="2">Dim_Location</th></tr><tr><td>LocationKey <i>🔗</i></td><td>int</td></tr><tr><td>Code</td><td>int</td></tr><tr><td>Name</td><td>nvarchar(50)</td></tr><tr><td>Country</td><td>nvarchar(50)</td></tr></table> <table><tr><th colspan="2">Dim_Department</th></tr><tr><td>DepartmentKey <i>🔗</i></td><td>int</td></tr><tr><td>Code</td><td>int</td></tr><tr><td>Name</td><td>nvarchar(50)</td></tr></table> <table><tr><th colspan="2">Dim_AgeRange</th></tr><tr><td>AgeRangeKey <i>🔗</i></td><td>int</td></tr><tr><td>Name</td><td>nvarchar(50)</td></tr><tr><td>From</td><td>int</td></tr><tr><td>To</td><td>int</td></tr></table> <table><tr><th colspan="2">Dim_ContractType</th></tr><tr><td>ContractTypeKey <i>🔗</i></td><td>int</td></tr><tr><td>Code</td><td>int</td></tr><tr><td>Name</td><td>nvarchar(50)</td></tr></table>	Dim_TenureRange		TenureRangeKey <i>🔗</i>	int	Name	nvarchar(50)	From	int	To	int	Dim_Location		LocationKey <i>🔗</i>	int	Code	int	Name	nvarchar(50)	Country	nvarchar(50)	Dim_Department		DepartmentKey <i>🔗</i>	int	Code	int	Name	nvarchar(50)	Dim_AgeRange		AgeRangeKey <i>🔗</i>	int	Name	nvarchar(50)	From	int	To	int	Dim_ContractType		ContractTypeKey <i>🔗</i>	int	Code	int	Name	nvarchar(50)	<table><tr><th 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<i>🔗</i></td><td>int</td></tr><tr><td>Code</td><td>int</td></tr><tr><td>Name</td><td>nvarchar(50)</td></tr></table>	Dim_PerformanceRating		PerformanceRatingKey <i>🔗</i>	int	Name	nvarchar(50)	Rating	int	Dim_LeaveCategory		LeaveCategoryKey <i>🔗</i>	int	Code	int	Name	nvarchar(50)	Dim_SalaryRange		SalaryRangeKey <i>🔗</i>	int	Name	nvarchar(50)	From	int	To	int	Dim_SeniorityLevel		SeniorityLevelKey <i>🔗</i>	int	Code	int	Name	nvarchar(50)	Dim_BusinessUnit		BusinessUnitKey <i>🔗</i>	int	Code	int	Name	nvarchar(50)
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Diversity





Salary Analytics

Date range

1/1/2019

9/30/2020

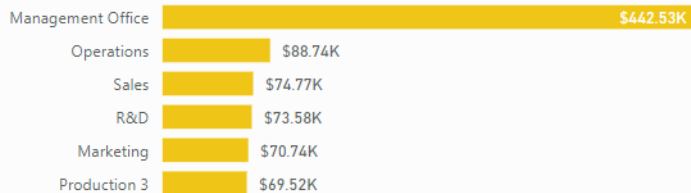
Total Salary Expenses

\$906M

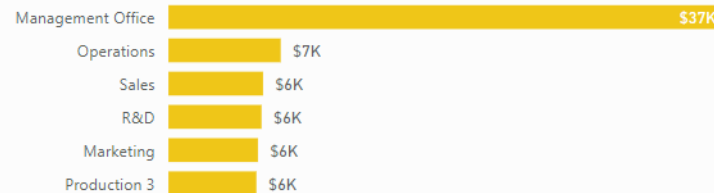
Avg. Monthly Employee Salary

\$5.34K

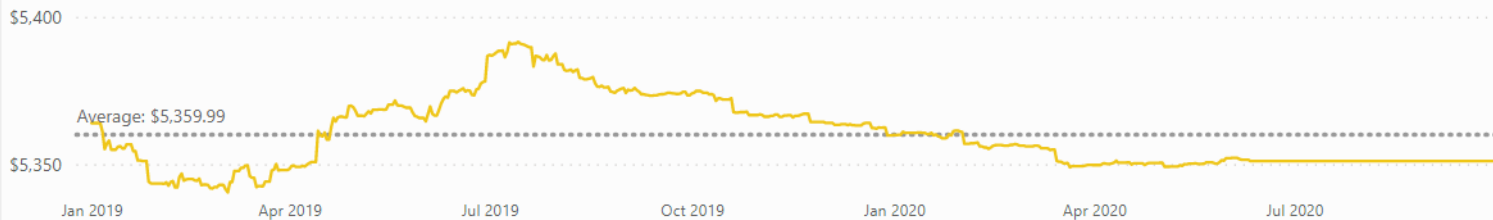
Avg. Annual Salary by Business Unit



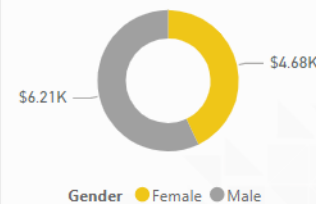
Avg. Monthly Salary by Business Unit



Average Monthly Salary



Avg. Monthly Salary by Gender



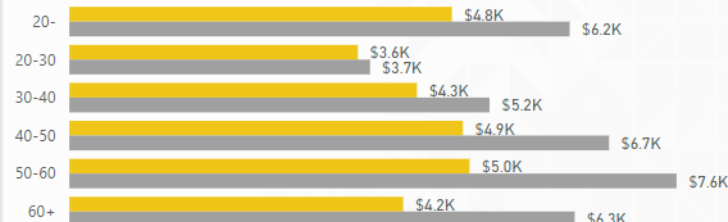
Avg. Monthly Salary by Seniority

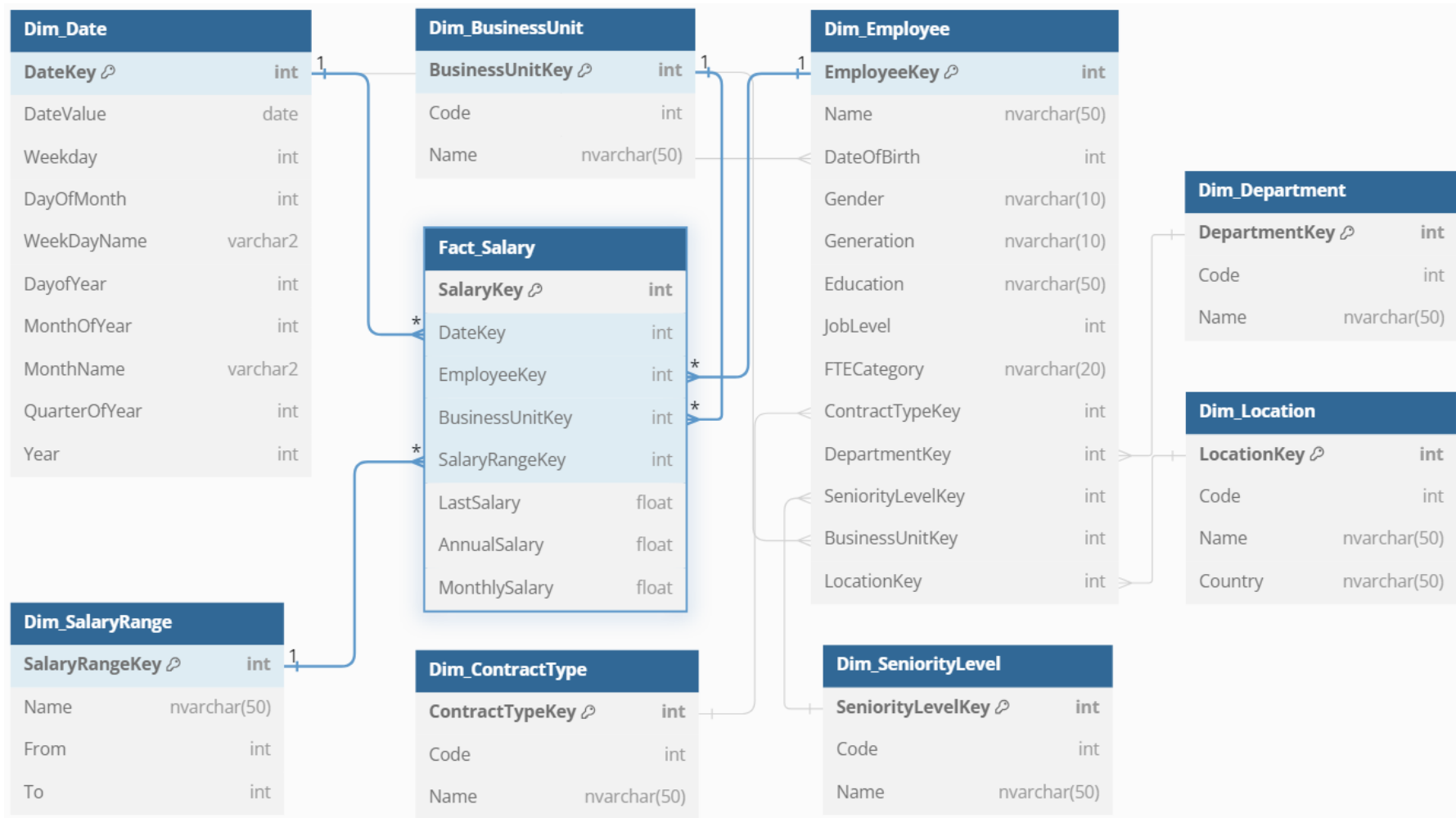


Avg. Monthly Salary by Location



Avg. Monthly Salary by Age Range and Gender





Business Unit

Headcount

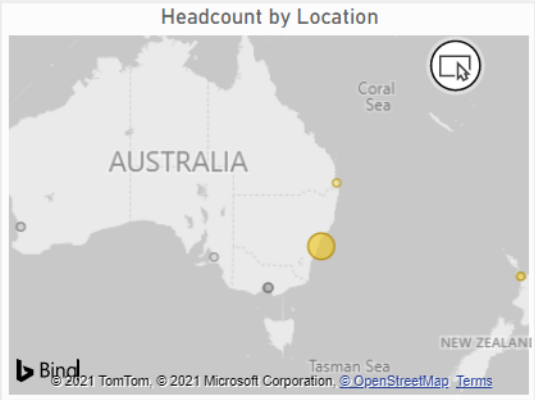
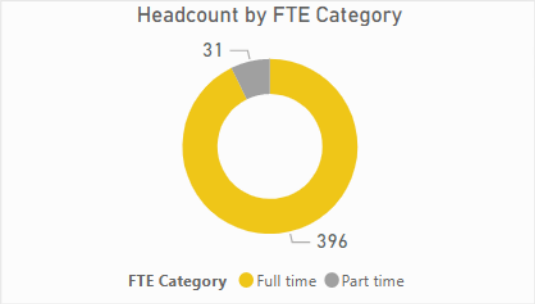
427

Hires

19

Terminations

14



Demographic

Female

53.40%

Male

46.60%

Average Tenure

6.8

years

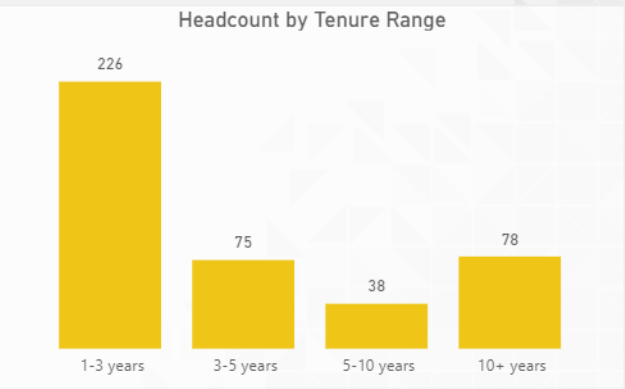
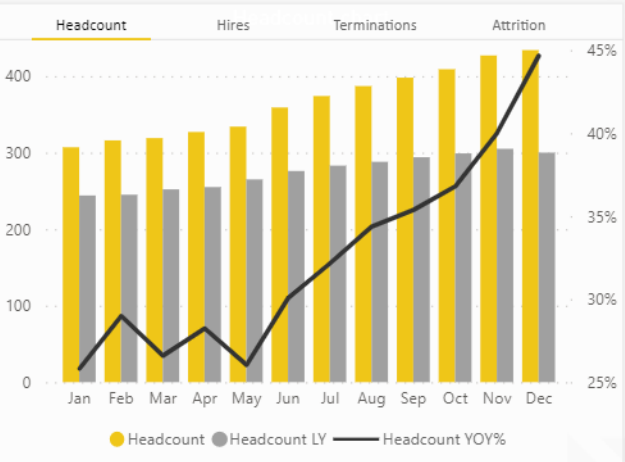
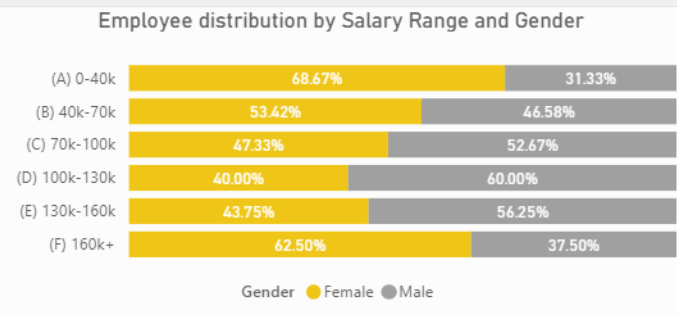
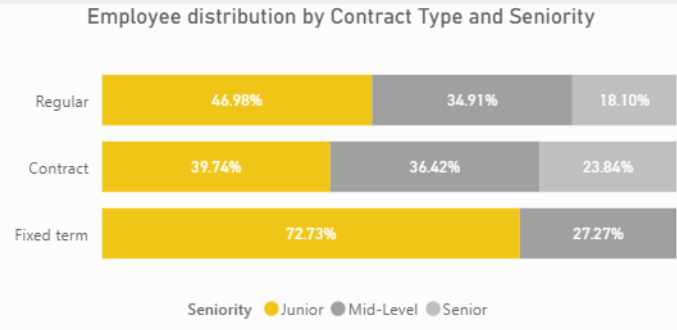
Average Age

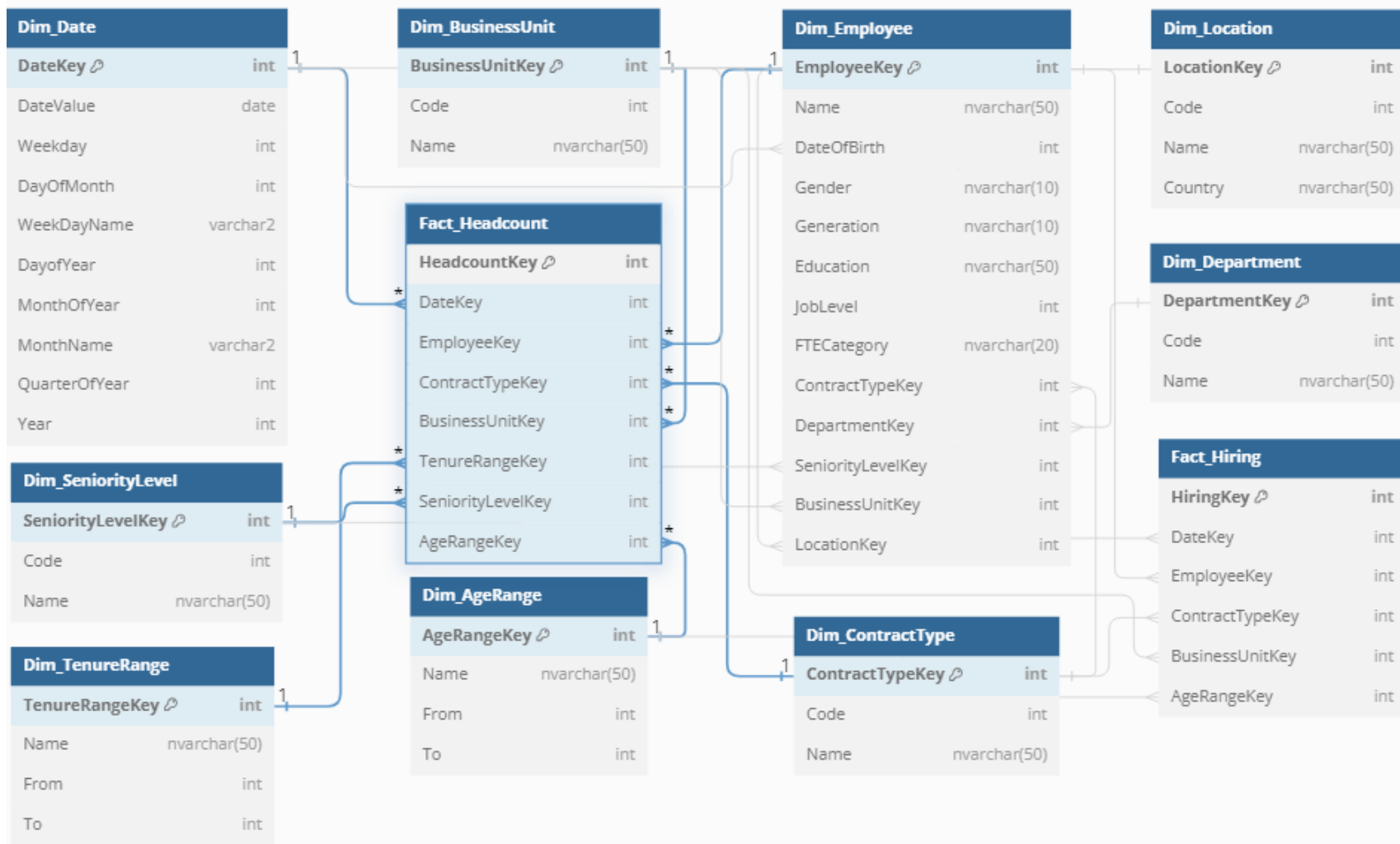
43.3

years

Female % of Seniors

34.6%





Performance Rating

Key influencers

What influences Performance Rating to be 4 - Exceptional ?

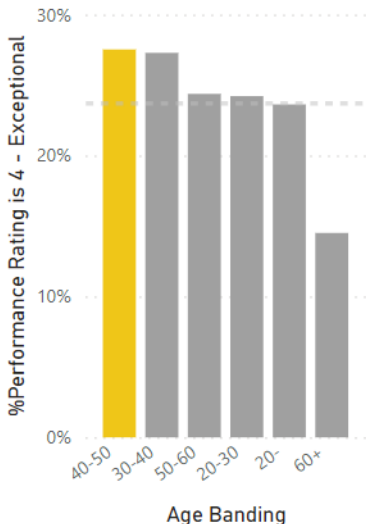
When...

...the likelihood of Performance Rating being 4 - Exceptional increases by

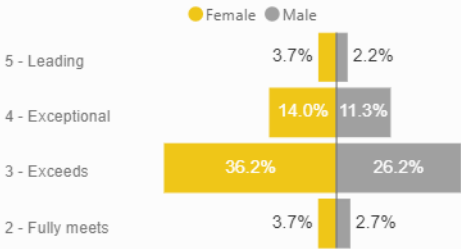
Age Banding is 40-50

1.16x

← Performance Rating is more likely to be 4 - Exceptional when Age Banding is 40-50 than otherwise (on average).



☐ Only show values that are influencers



Total Employees Reviewed

2,122

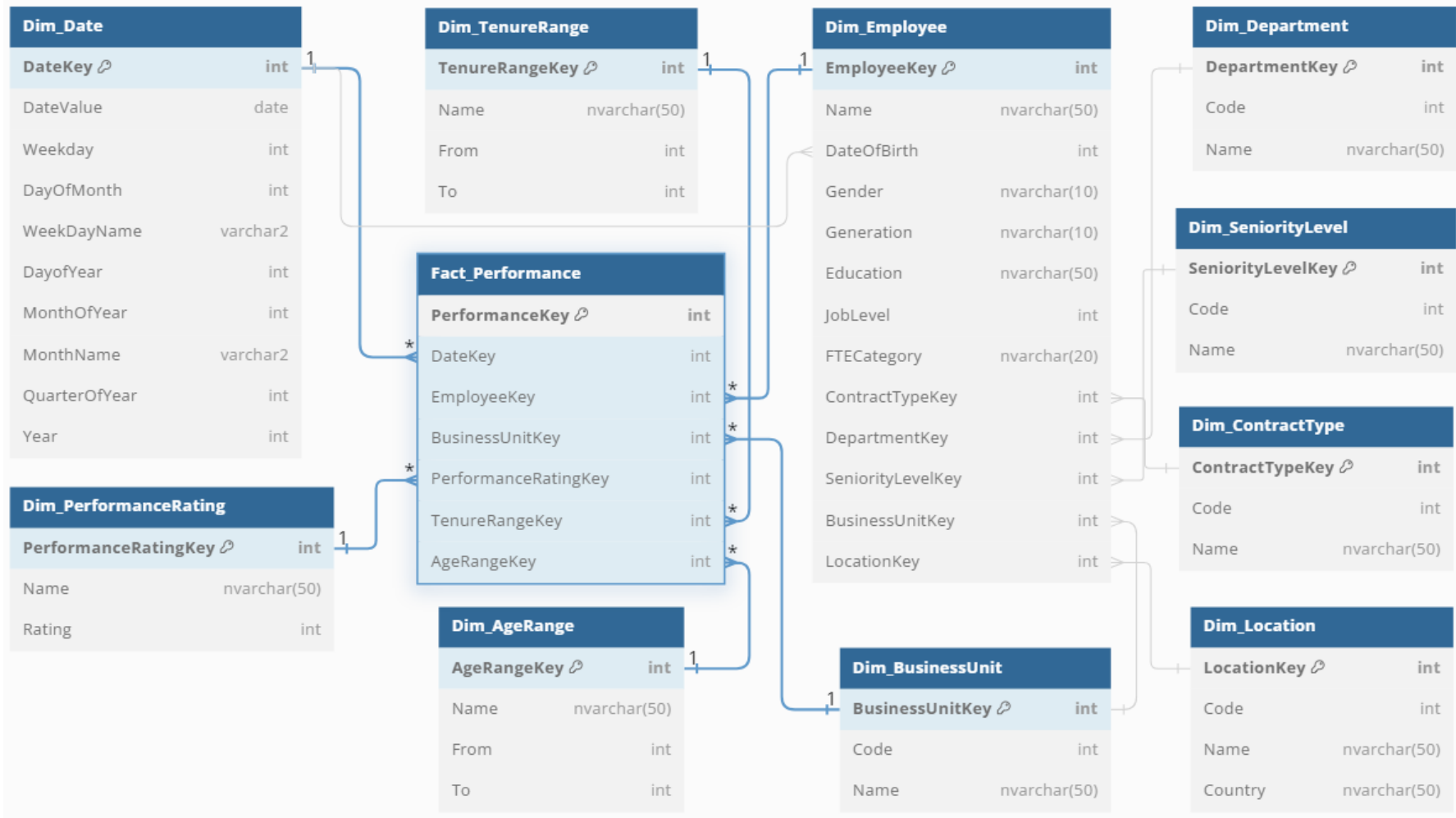
With rating 3 or better

93.5%

Distribution by Tenure range

Distribution by Age range

Performance Rating	20-	20-30	30-40	40-50	50-60	60+	Total
5 - Leading	19	4	45	33	20	3	124
4 - Exceptional	99	29	147	140	97	25	537
3 - Exceeds	292	65	284	298	249	136	1,324
2 - Fully meets	50	11	24	28	15	9	137
1 - Needs improvement							
Total	460	109	500	499	381	173	2,122



Training

2018

2019

2020

Jan

Feb

Mar

Apr

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec

Training Programs

2

Participants

8

Man Hours spent in Training

40

Total Costs

\$4K

Training Costs per Person

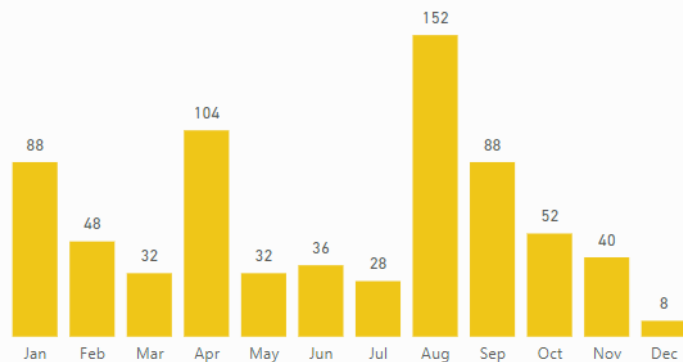
\$543

Count of Participants by Training Type



Training Type ● External ● Internal

Training Man Hours by Month



Completed Programs

Production Training 3

1

Effective Presentation...

1

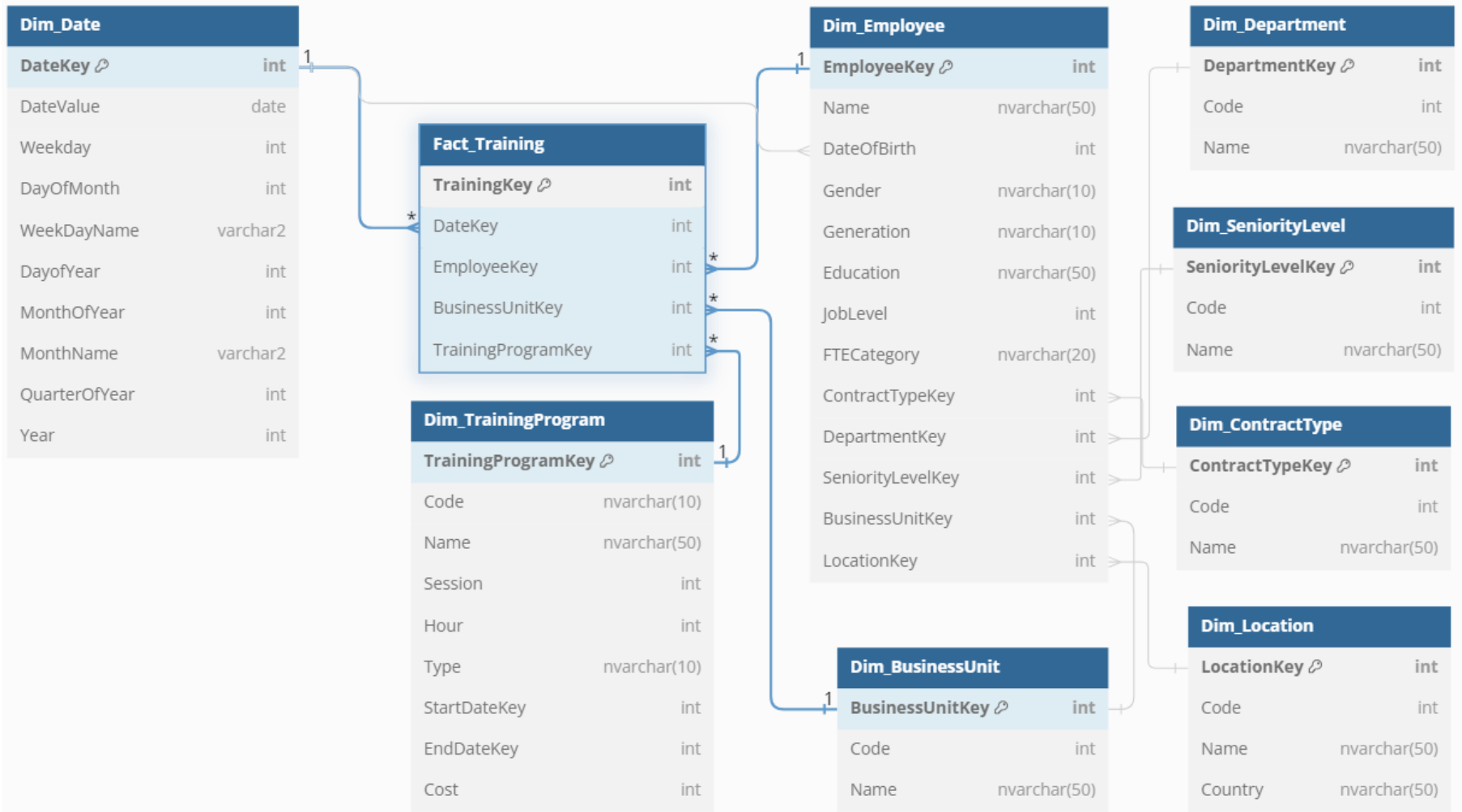
Training Costs

Production Training 3

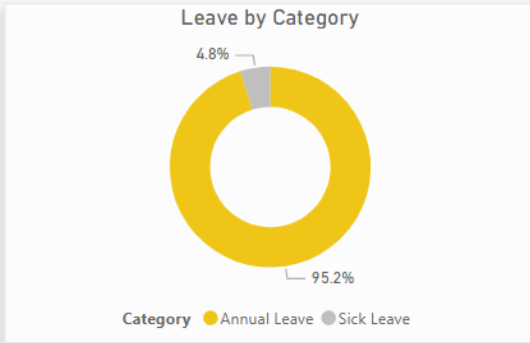
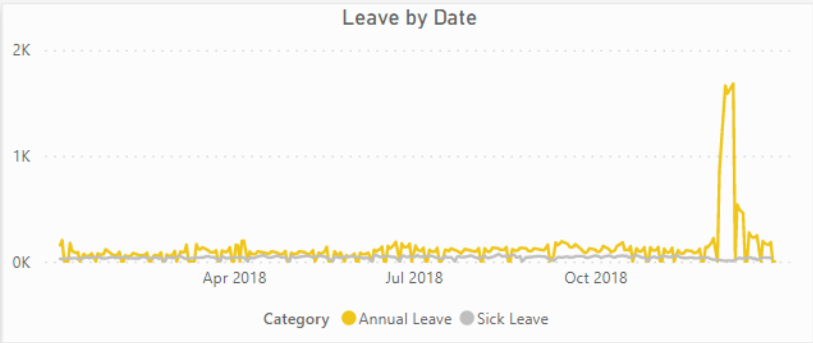
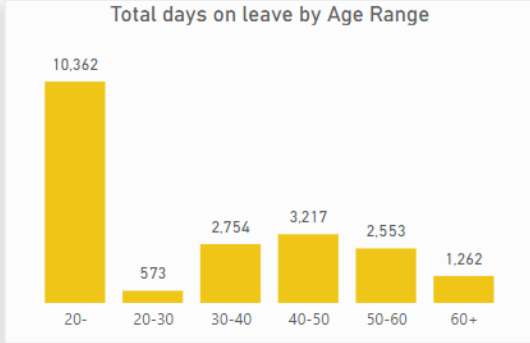
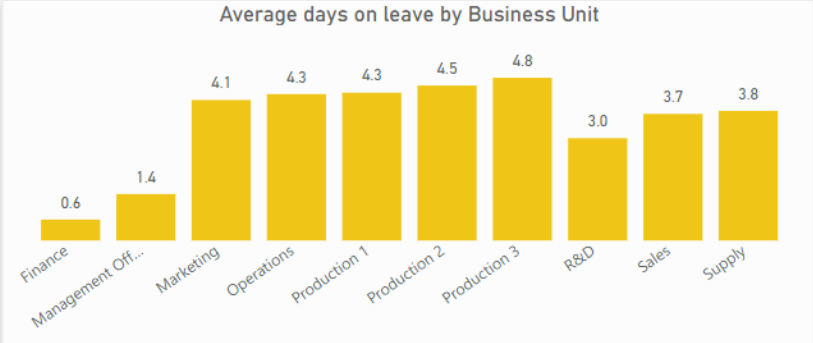
\$2,300

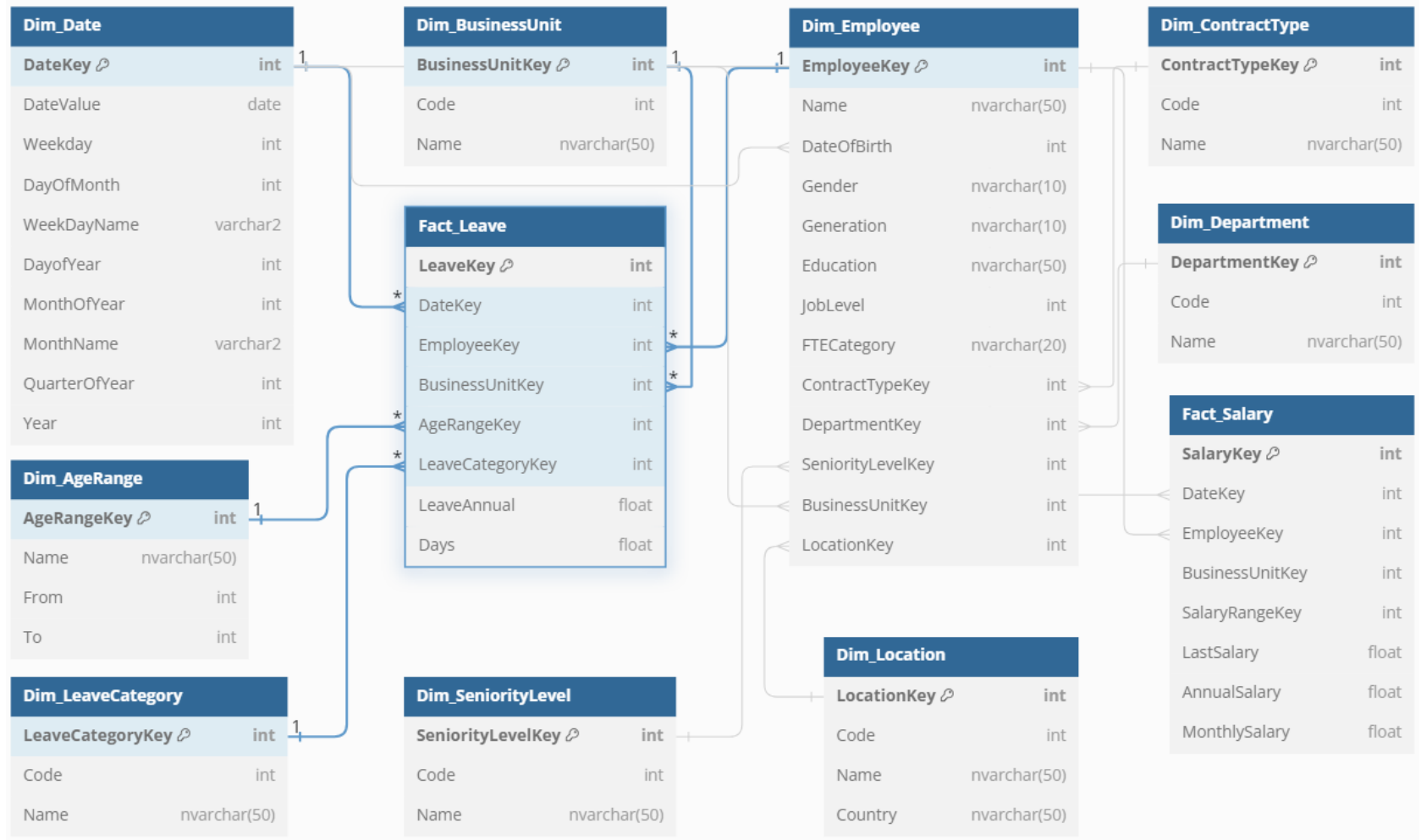
Effective Presentation ...

\$1,500



Leave Analysis





Absenteeism

2018

2019

2020

Jan

Feb

Mar

Apr

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec

Average Total Leave Days

0.5

days

Average Sick Leave Days

0.02

days

Total sick leave taken

76.5

days

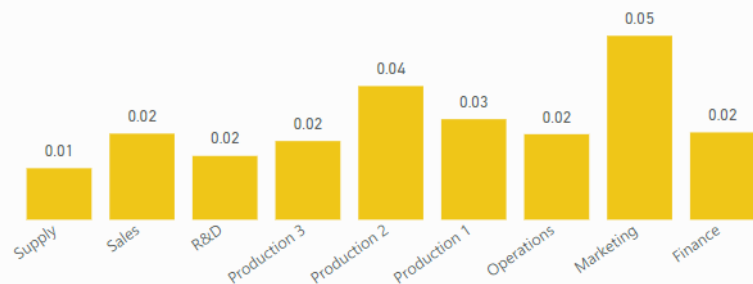
Cost of sick leave taken

\$90.0K

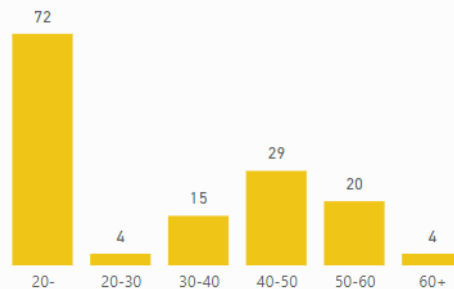
Average cost of sick leave taken

\$296

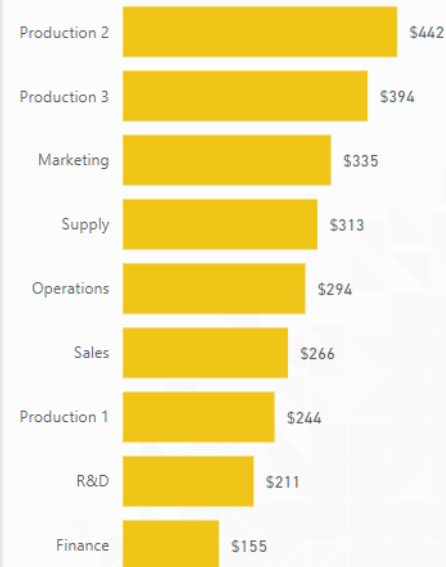
Average Sick Days by Business Unit



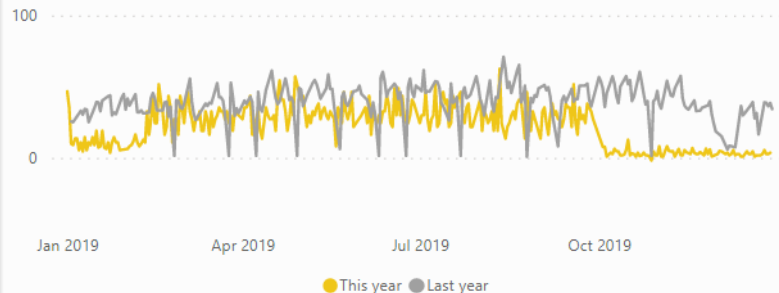
Total Sick Days by Age Range



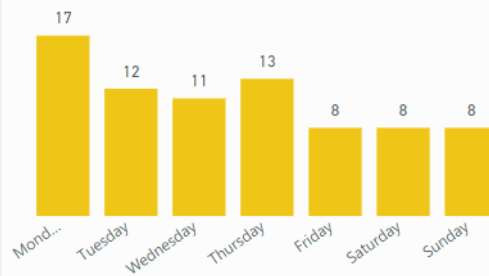
Average cost of sick leave taken by Business Unit



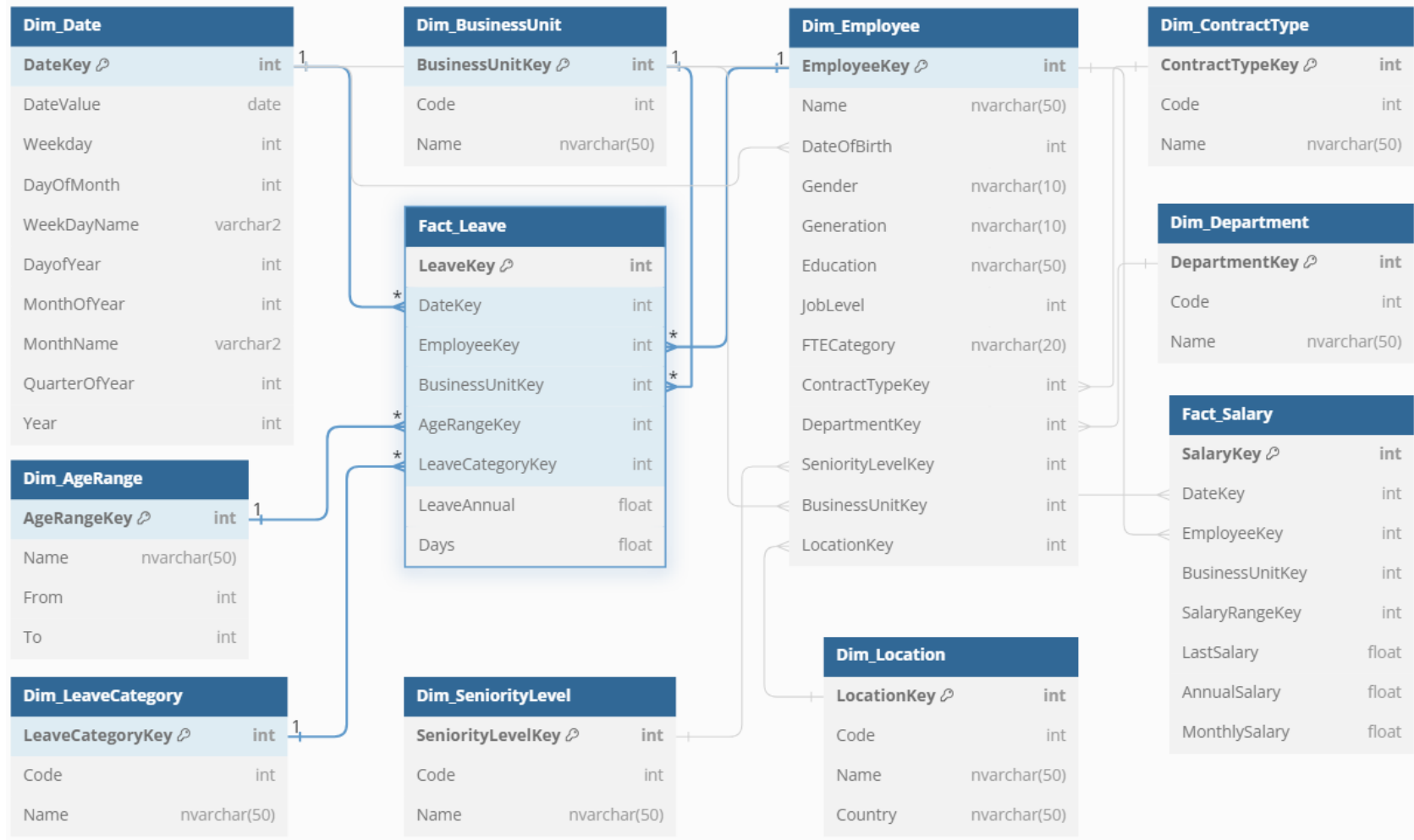
Sick Days by Date



Total Sick Days by Weekday



agile
ANALYTICS



Employee Details

Personal Information - Active		Current Position		Financials	
Employee Name	Skye Culcasi	Business Unit	Production 1	Last Salary	\$50,591
Date of Birth	16/03/1956	Job Title	Production Technician I	Cost of Annual Leave balance	\$22,738
Date of Hire	18/11/1972	Location	AUS - Melbourne		
Date of Termination		Job Level	5		
Education	Diploma	Contract Type	Regular		

Last Performance Rating

3 - Exceeds

Leave Taken

0.0

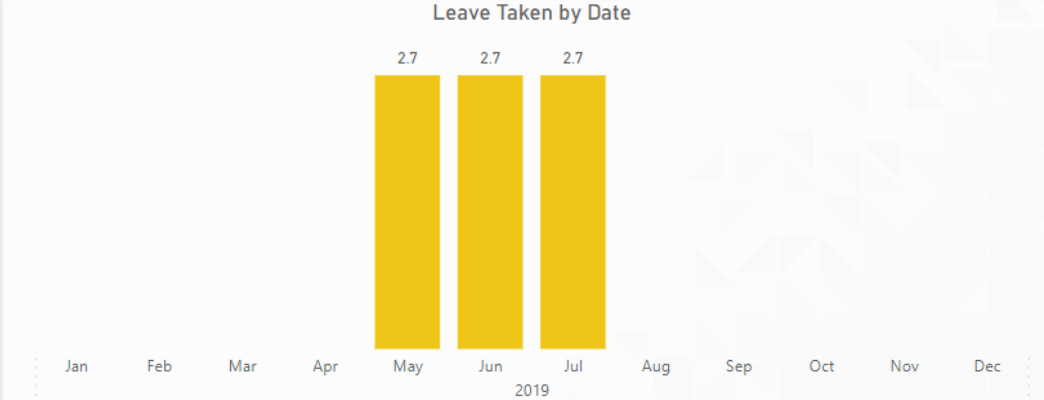
days

Annual Leave balance

11.8

days

Date	Type	Name	Hours	Cost
11/10/2019	External	Conflict Management	4	\$2,000
11/08/2019	External	Power BI	8	\$3,600
10/07/2019	External	Conflict Management	4	\$2,000
12/06/2019	External	Work, Health & Safety	4	\$2,000
Total			20	\$9,600



Termination Analysis

Date range

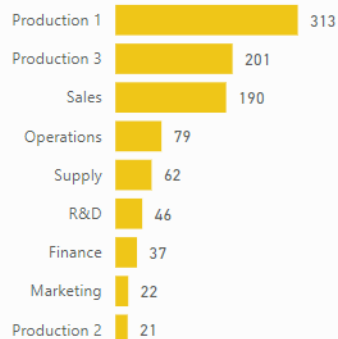
1/1/2019

9/30/2020

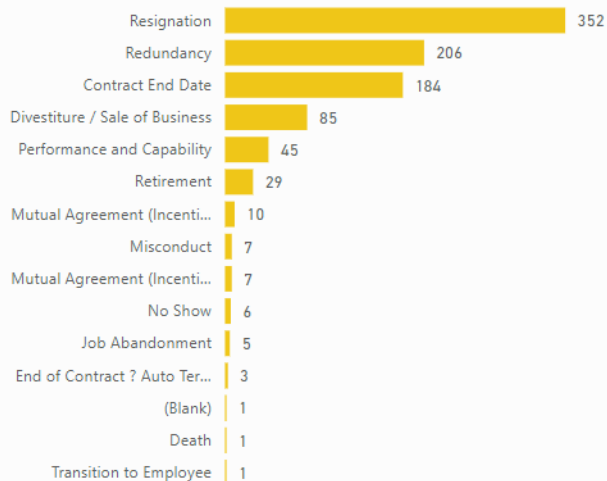
Terminations

940

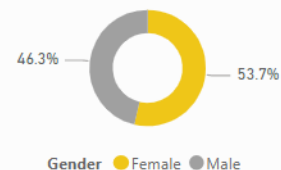
Terminations by Business Unit



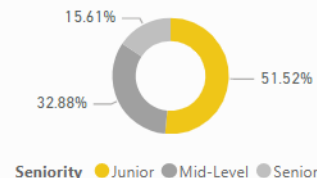
Terminations by Reason



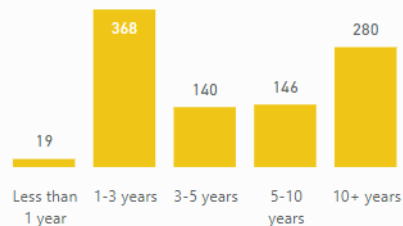
Terminations by Gender



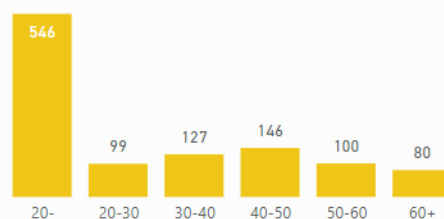
Terminations by Seniority



Terminations by Tenure Range



Terminations by Age Banding



Termination Category by Business Unit

