Database for Summary Dashboard

Truong Hoai Nam

Agenda

1. Summary Dashboard
2. Mind map for Summary Dashboard
3. General database
4. Timeline and Business Unit
5. Employees
6. Diversity
7. Hiring
8. Leave Days
9. Termination

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: Fixed term 124; Regular 2,865

Headcount by Seniority: Junior 1,643; Mid-Level 1,117; Senior 474

Average Tenure: 9.6 years

Diversity

Female % of Seniors: 38.0% ▲ 0.21%

Headcount by Gender: Male 1,399; Female 1,835

Headcount by Age Range: 20- 667; 20-30 294; 30-40 753; 40-50 761; 50-60 520; 60+ 239

Average Age: 44.1 years

Hiring

Hires: 31 ▼ -20.51%

Hires by Contract Type: Fixed term 5; Contract 10; Regular 16

Hires by Age Range: 20- 2; 20-30 9; 30-40 7; 40-50 9; 50-60 4

Hires by Gender: Female 15; Male 16

Leave Days

Leave Taken: 1,515 days

Leave Taken by Category: Sick Leave 76.5; Others 265.2; Annual Leave 1,119.7

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%

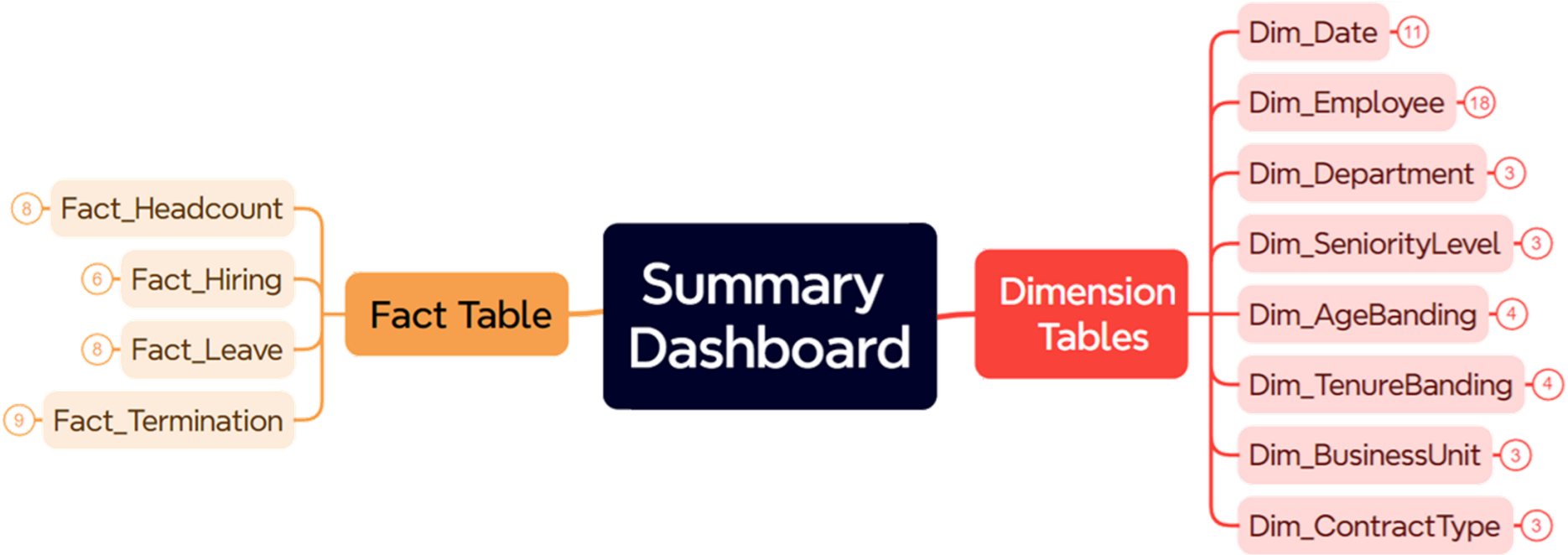
Terminations by Category: Planned 19; Unplanned 38

Attrition Rate by Seniority: Junior 2.8%; Mid-Level 0.5%; Senior 1.1%

Attrition Rate by Tenure Range: 1-3 years 2.5%; 3-5 years 1.3%; 5-10 years 0.8%; 10+ years 1.9%

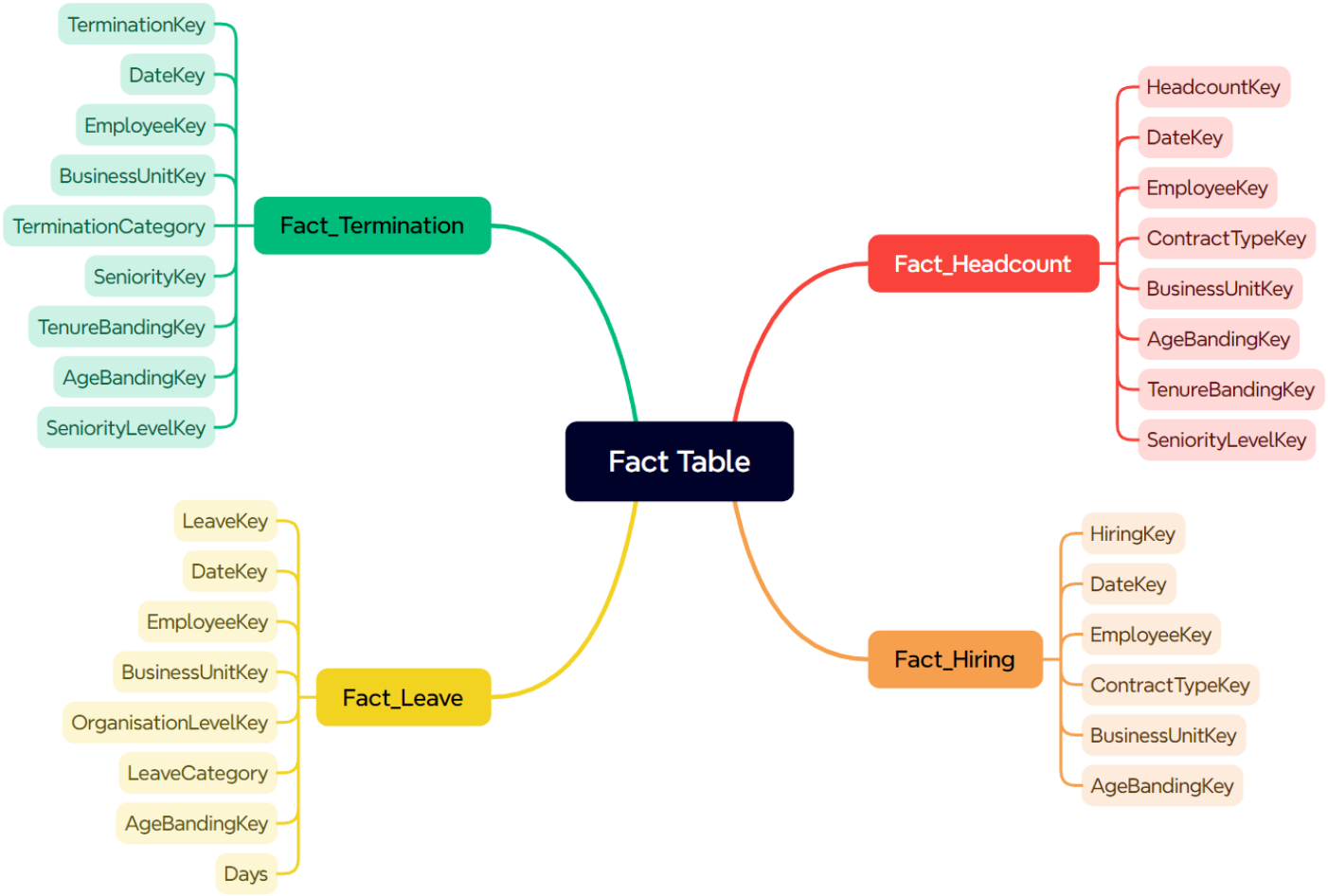
agile analytics

Mind map for Summary Dashboard



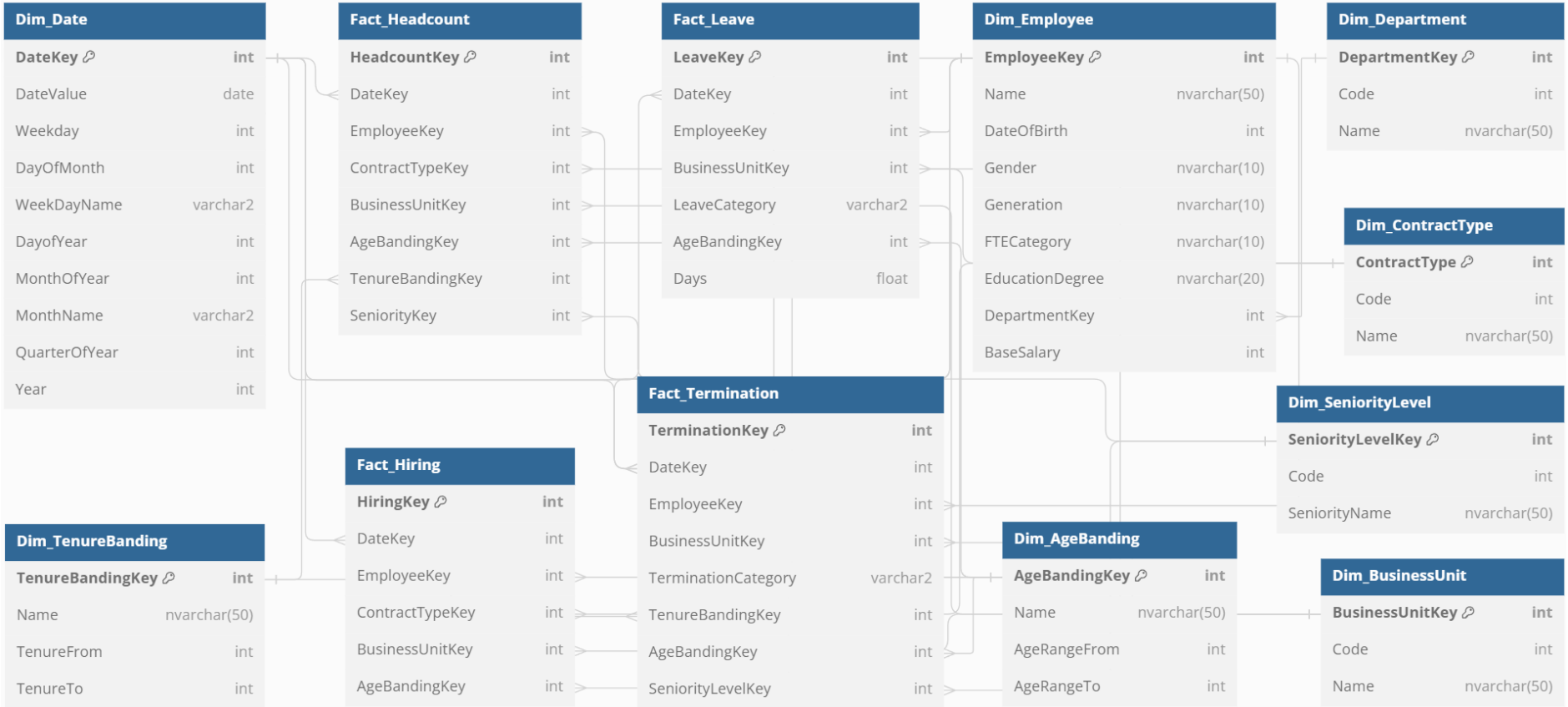
Link database: *https://xmind.app/m/eFDFp3*

Mind map for Summary Dashboard



Mind map for Summary Dashboard

General database



Link database: https://dbdiagram.io/d/PowerBI-66367af75b24a634d08297b4

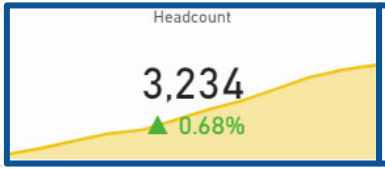
Timeline and Business Unit

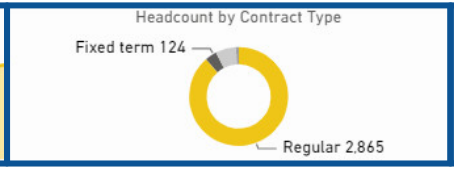
Dim_Date	
DateKey	**integer**
DateValue	date
Weekday	int
DayOfMonth	int
WeekDayName	varchar2
DayofYear	int
MonthOfYear	int
MonthName	varchar2
QuarterOfYear	integer
Year	integer

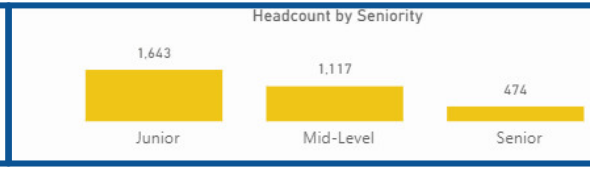
Dim_BusinessUnit	
ID	**integer**
Code	int
Name	nvarchar(50)

Employees

Employees







Average Tenure

9.6

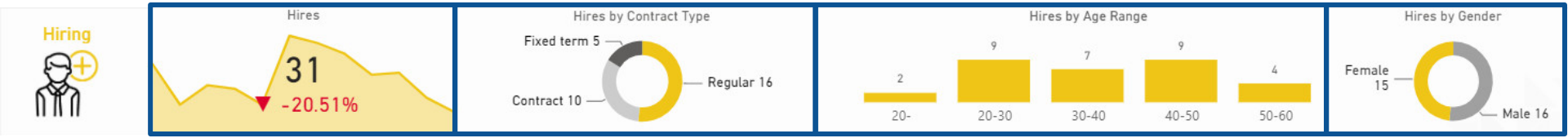
years

Diversity

Diversity
Female % of Seniors
38.0%
▲ 0.21%
Headcount by Gender
Male 1,399
Female 1,835
Headcount by Age Range
667
294
753
761
520
239
20-
20-30
30-40
40-50
50-60
60+
Average Age
44.1
years

Dim_Date
DateKey int
DateValue date
Weekday int
DayOfMonth int
WeekDayName varchar2
DayofYear int
MonthOfYear int
MonthName varchar2
QuarterOfYear int
Year int
Dim_BusinessUnit
BusinessUnitKey int
Code int
Name nvarchar(50)
Dim_Employee
EmployeeKey int
Name nvarchar(50)
DateOfBirth int
Gender nvarchar(10)
Generation nvarchar(10)
FTECategory nvarchar(10)
EducationDegree nvarchar(20)
DepartmentKey int
BaseSalary int
Fact_Headcount
HeadcountKey int
DateKey int
EmployeeKey int
ContractTypeKey int
BusinessUnitKey int
AgeBandingKey int
TenureBandingKey int
SeniorityKey int
Dim_Department
DepartmentKey int
Code int
Name nvarchar(50)
Dim_ContractType
ContractType int
Code int
Name nvarchar(50)
Dim_SeniorityLevel
SeniorityLevelKey int
Code int
SeniorityName nvarchar(50)
Dim_AgeBanding
AgeBandingKey int
Name nvarchar(50)
AgeRangeFrom int
AgeRangeTo int
Dim_TenureBanding
TenureBandingKey int
Name nvarchar(50)
TenureFrom int
TenureTo int

Hiring


Hiring
Hires
31
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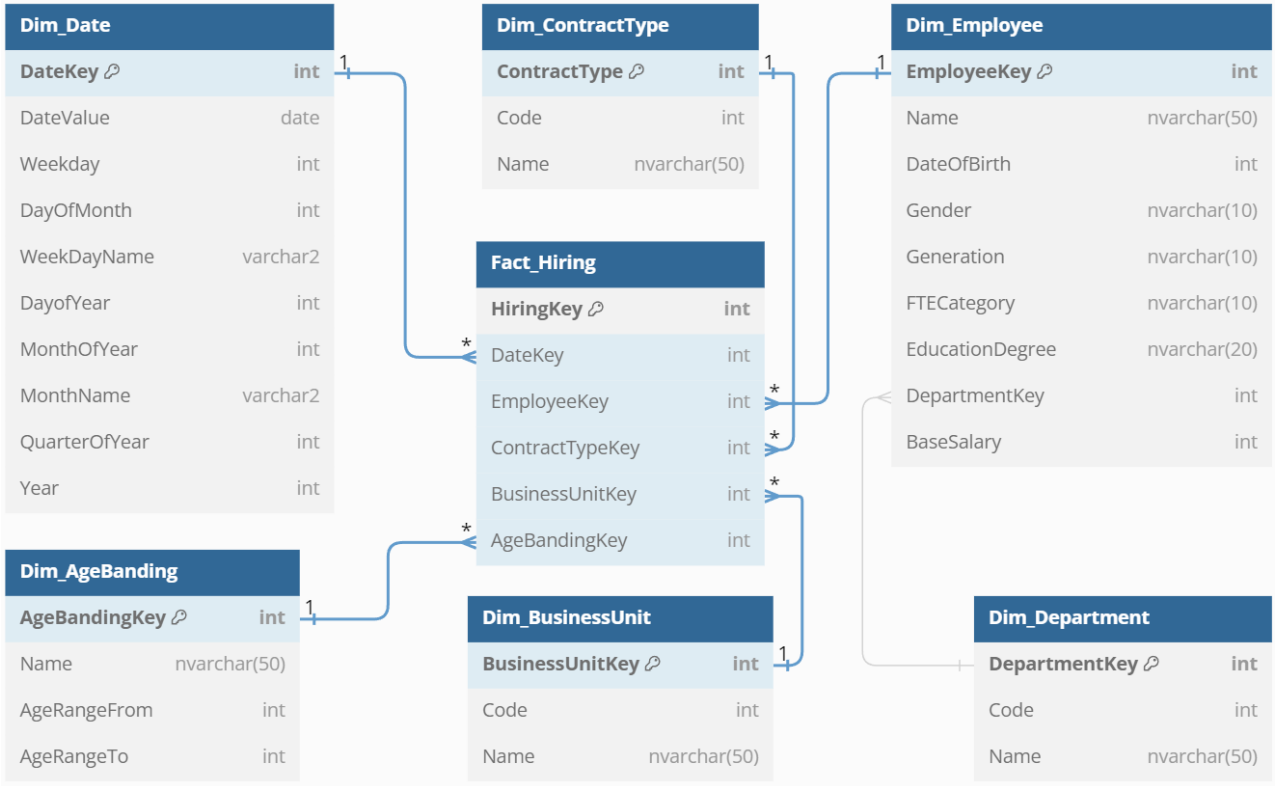
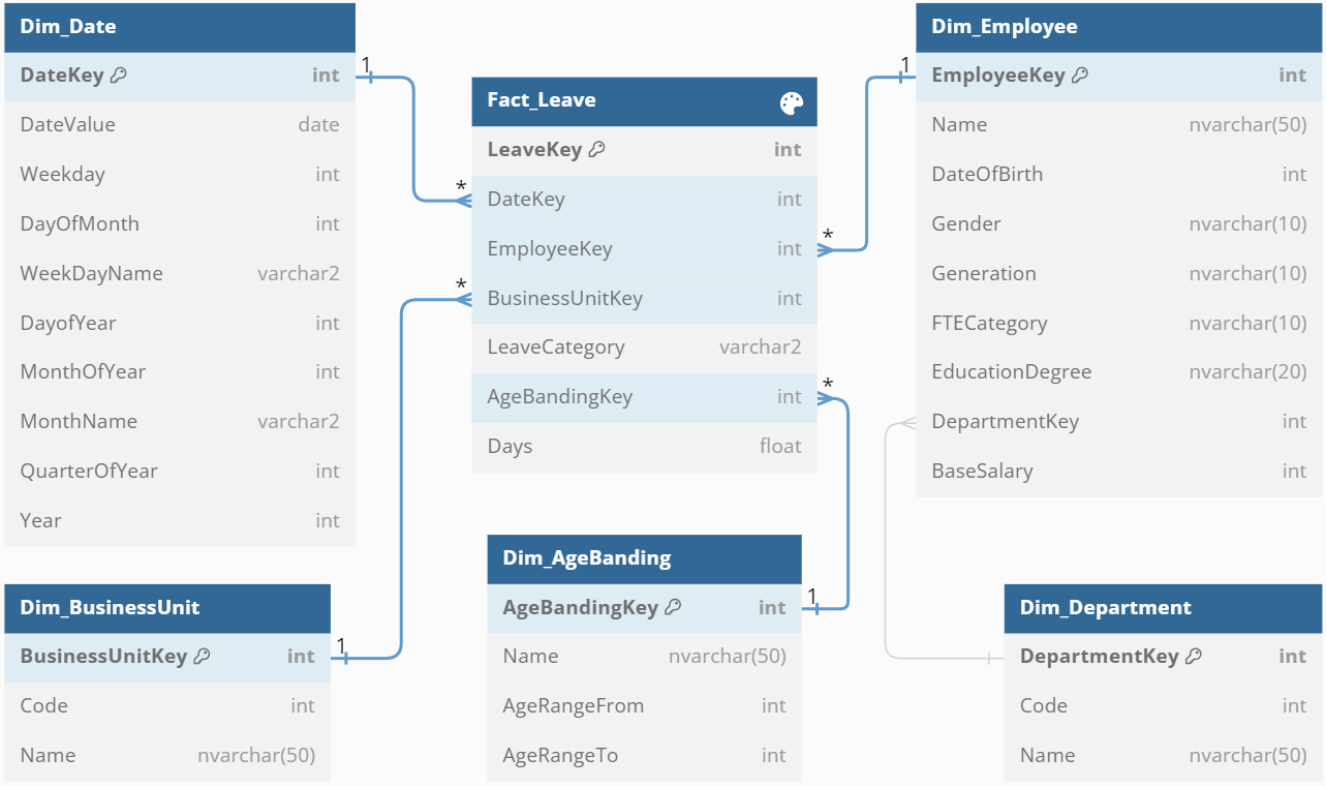
Hires by Contract Type
Fixed term 5
Contract 10
Regular 16
Hires by Age Range
2
9
7
9
4
20-
20-30
30-40
40-50
50-60
Hires by Gender
Female 15
Male 16

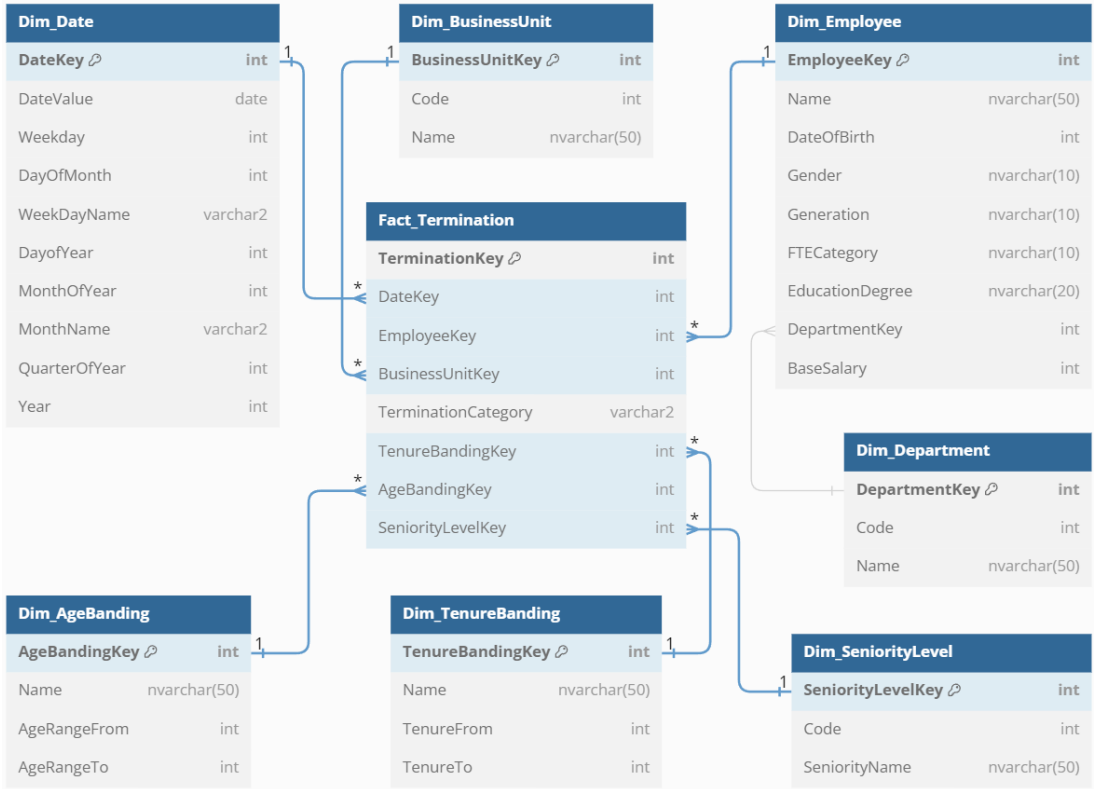

Dim_Date
DateKey int
DateValue date
Weekday int
DayOfMonth int
WeekDayName varchar2
DayofYear int
MonthOfYear int
MonthName varchar2
QuarterOfYear int
Year int
Dim_ContractType
ContractType int
Code int
Name nvarchar(50)
Dim_Employee
EmployeeKey int
Name nvarchar(50)
DateOfBirth int
Gender nvarchar(10)
Generation nvarchar(10)
FTECategory nvarchar(10)
EducationDegree nvarchar(20)
DepartmentKey int
BaseSalary int
Fact_Hiring
HiringKey int
DateKey int
EmployeeKey int
ContractTypeKey int
BusinessUnitKey int
AgeBandingKey int
Dim_AgeBanding
AgeBandingKey int
Name nvarchar(50)
AgeRangeFrom int
AgeRangeTo int
Dim_BusinessUnit
BusinessUnitKey int
Code int
Name nvarchar(50)
Dim_Department
DepartmentKey int
Code int
Name nvarchar(50)

Leave Days

Leave Days
Leave Taken
1,515
days
Leave Taken by Category
Sick Leave 76.5
Others 265.2
Annual Leave
1,119.7
Total remaining annual leave
63,165
days
Avg. remaining annual leave per person
19.5
days
Cost of total remaining annual leave
$69.3M


Dim_Date
DateKey int
DateValue date
Weekday int
DayOfMonth int
WeekDayName varchar2
DayofYear int
MonthOfYear int
MonthName varchar2
QuarterOfYear int
Year int
Fact_Leave
LeaveKey int
DateKey int
EmployeeKey int
BusinessUnitKey int
LeaveCategory varchar2
AgeBandingKey int
Days float
Dim_Employee
EmployeeKey int
Name nvarchar(50)
DateOfBirth int
Gender nvarchar(10)
Generation nvarchar(10)
FTECategory nvarchar(10)
EducationDegree nvarchar(20)
DepartmentKey int
BaseSalary int
Dim_BusinessUnit
BusinessUnitKey int
Code int
Name nvarchar(50)
Dim_AgeBanding
AgeBandingKey int
Name nvarchar(50)
AgeRangeFrom int
AgeRangeTo int
Dim_Department
DepartmentKey int
Code int
Name nvarchar(50)

Termination



Thanks for watching