

- Employee Count

Avg. Employee Satisfaction = `CALCULATE(AVERAGE(HR_Analytics[Employee_Satisfaction_Score]))`

- Resignation Rate

Resignation Rate =

```
VAR Resigned =
    CALCULATE (
        COUNT ( HR_Analytics[Employee_ID] ),
        HR_Analytics[Resigned] = TRUE()
    )
RETURN
    DIVIDE ( Resigned, [Employee Count], 0 )
```

- Avg. Performance Score

Avg. Performance Score = `CALCULATE(AVERAGE(HR_Analytics[Performance_Score]))`

- Avg. Monthly Salary

Avg. Monthly Salary = `CALCULATE(AVERAGE(HR_Analytics[Monthly_Salary]))`

- Avg. Training Hours

Avg. Training Hours = `CALCULATE(AVERAGE(HR_Analytics[Training_Hours]))`

- Avg. Employee Satisfaction

Avg. Employee Satisfaction = `CALCULATE(AVERAGE(HR_Analytics[Employee_Satisfaction_Score]))`

- Overtime Utilization

Overtime_utilization =

```
var total_overtime_hours = CALCULATE(SUM(HR_Analytics[Overtime_Hours]))
var total_working_hours = CALCULATE(SUM(HR_Analytics[Work_Hours_Per_Week]))
RETURN DIVIDE(total_overtime_hours, total_overtime_hours + total_working_hours)
```

- Sick Days per Employee

`Sick_days_per_Employee = SUMX(ALL(HR_Analytics[Employee_ID]),SUMX(HR_Analytics,[Total_sick_days]))`

- Remote Work Adoption Rate

Remote Work Adoption Rate =
`var remote_workers_count = CALCULATE(COUNT(HR_Analytics[Employee_ID]),HR_Analytics[Remote_Work_Frequency])`
`RETURN DIVIDE([Employee Count],remote_workers_count)`

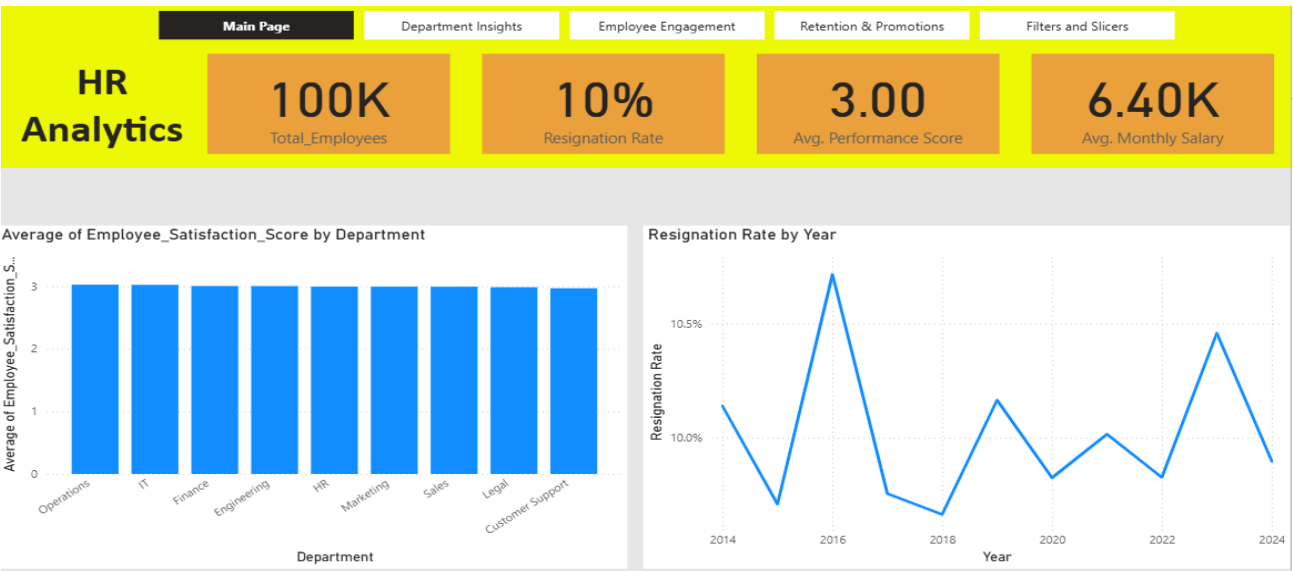
- Promotion Rate

Promotion_rate =
`var promoted = CALCULATE(COUNT(HR_Analytics[Employee_ID]),HR_Analytics[Promotions] > 0)`
`RETURN DIVIDE(promoted,[Employee Count])`

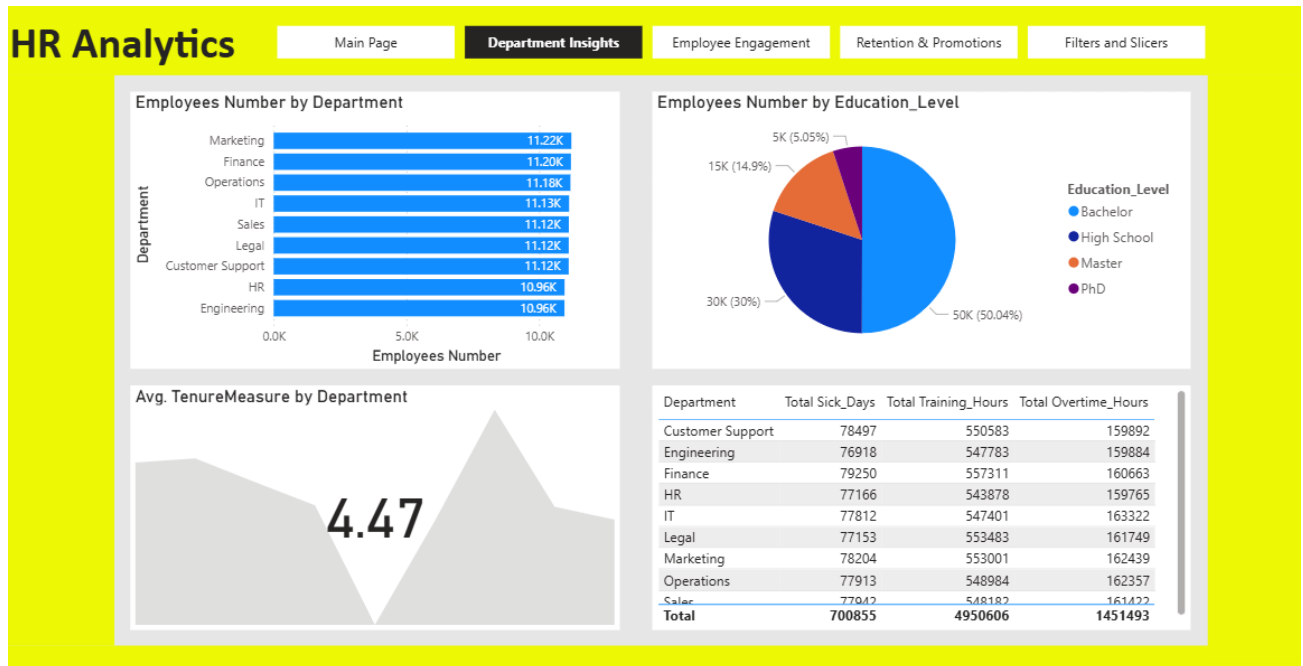
- Avg. Tenure (Years at Company)

`Avg. TenureMeasure = CALCULATE(AVERAGE(HR_Analytics[Years_At_Company]))`

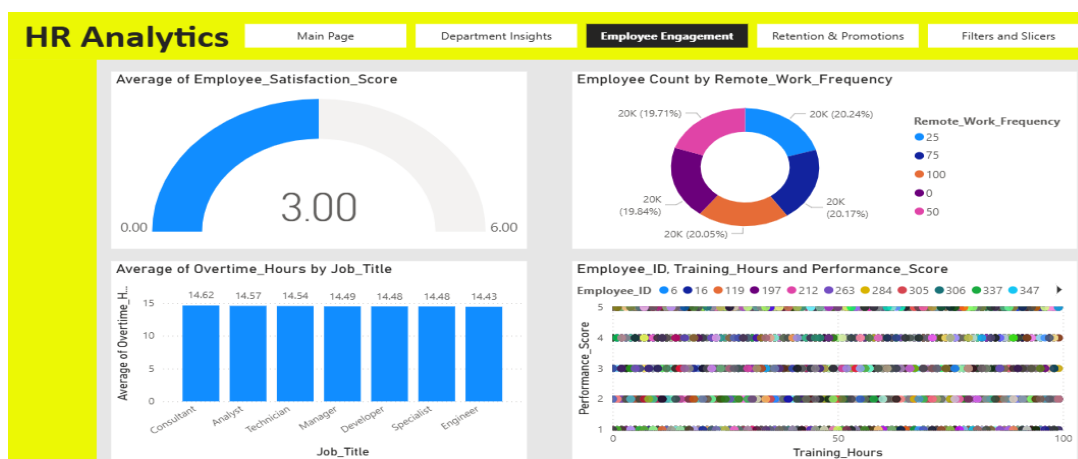
- Page 1: Executive Summary
 - Card: Total Employees
 - Card: Resignation Rate
 - Card: Avg. Performance Score
 - Card: Avg. Monthly Salary
 - Line Chart: Resignation Rate over Time
 - Clustered Column Chart: Department-wise Satisfaction



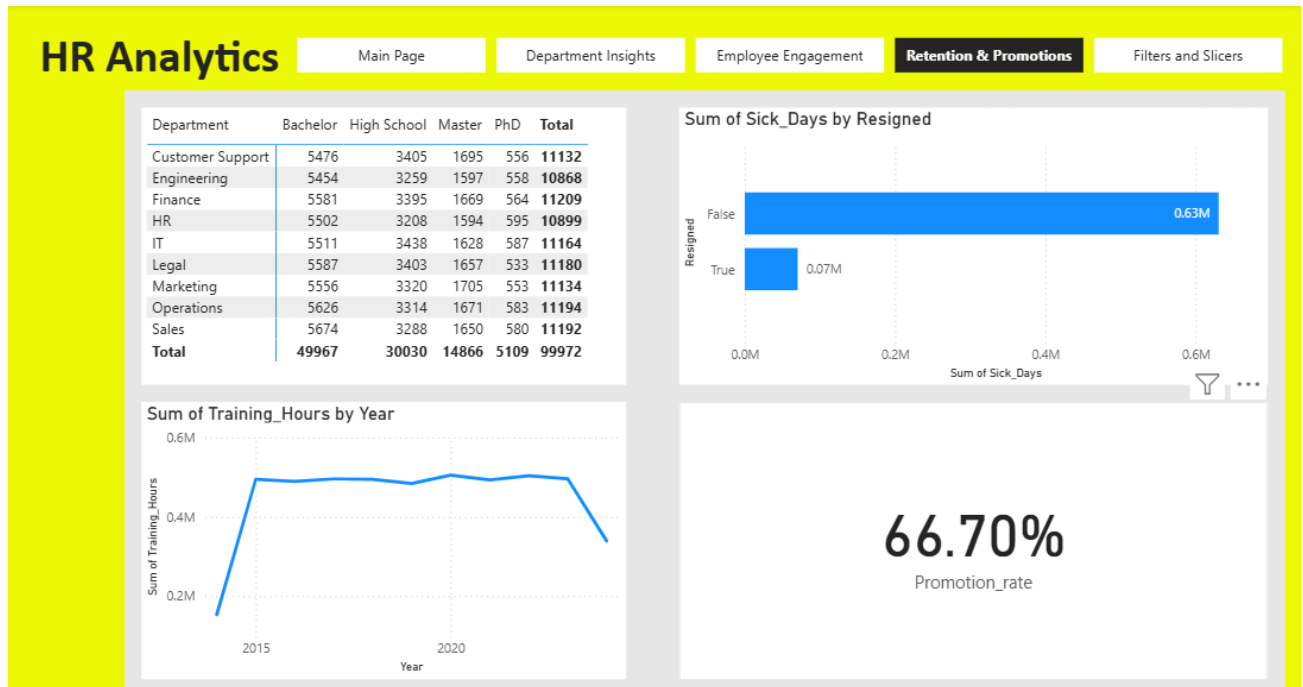
- Page 2: Department Insights
 - Bar Chart: Employees per Department
 - Heatmap: Avg. Salary vs Performance per Department
 - Pie Chart: Education Level Distribution
 - KPI: Avg. Tenure by Department



- Page 3: Employee Engagement
 - Gauge: Employee Satisfaction
 - Donut Chart: Remote Work Frequency
 - Clustered Column Chart: Avg. Overtime by Job Title
 - Scatter Plot: Training Hours vs Performance Score



- Page 4: Retention & Promotions
 - Matrix: Promotions by Department & Education Level
 - Bar Chart: Sick Days vs Resigned Employees
 - Line Chart: Training Trend over Years
 - Card: Promotion Rate



- Page 5: Filters and Slicers
 - Slicers: Department, Job Title, Education Level, Remote Work Frequency, Tenure Category, Resigned (Yes/No)

HR Analytics

Main Page | Department Insights | Employee Engagement | Retention & Promotions | **Filters and Slicers**

Department

- ☐ Customer Support
- ☐ Engineering
- ☐ Finance
- ☐ HR
- ☐ IT
- ☐ Legal
- ☐ Marketing
- ☐ Operations
- ☐ Sales

Job_Title

- ☐ Analyst
- ☐ Consultant
- ☐ Developer
- ☐ Engineer
- ☐ Manager
- ☐ Specialist
- ☐ Technician

Education_Level

- ☐ Bachelor
- ☐ High School
- ☐ Master
- ☐ PhD

Remote_Work_Frequency

0 25 50 75 100

Tenure_Category

Mid New Veteran

Resigned

False True