Average Promotion = AVERAGE('Onyx Data - DataDNA Dataset Cha'[Promotions])

Avg\_Monthly\_Salary = AVERAGE('Onyx Data - DataDNA Dataset Cha'[Monthly\_Salary])

Total Employee = DISTINCTCOUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID])

Total\_Active\_Employees =

CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Resigned] = FALSE)

Total\_Resigned\_Employees =

CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Resigned] = TRUE)

Avg\_Monthly\_Salary\_Female =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Monthly\_Salary]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female"

)

Avg\_Monthly\_Salary\_Male =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Monthly\_Salary]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male"

)

Avg\_Monthly\_Salary\_Other =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Monthly\_Salary]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other"

)

Churn\_Rate =

DIVIDE(

    CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Resigned] = TRUE),

    COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]),

    0

)

Avg Work Hours = AVERAGE('Onyx Data - DataDNA Dataset Cha'[Work\_Hours\_Per\_Week])

Avg\_Work\_Hours\_Female =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Work\_Hours\_Per\_Week]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female"

)

Avg\_Work\_Hours\_Male =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Work\_Hours\_Per\_Week]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male"

)

Avg\_Work\_Hours\_Other =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Work\_Hours\_Per\_Week]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other"

)

Avg Years at Company = AVERAGE('Onyx Data - DataDNA Dataset Cha'[Years\_At\_Company])

Average\_Years\_At\_Company\_Female =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Years\_At\_Company]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female"

)

Average\_Years\_At\_Company\_Male =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Years\_At\_Company]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male"

)

Average\_Years\_At\_Company\_Other =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Years\_At\_Company]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other"

)

Avg\_Projects\_Handled\_Monthly =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Projects\_Handled]),

    'Onyx Data - DataDNA Dataset Cha'[Day\_of\_Week] <> BLANK()

)

Avg\_Projects\_Handled\_Weekly =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Projects\_Handled]),

    'Onyx Data - DataDNA Dataset Cha'[Day\_of\_Week] <> BLANK()

)

Avg\_Projects\_Per\_Year =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Projects\_Handled]),

    VALUES('Onyx Data - DataDNA Dataset Cha'[Year])

)

Avg\_Sick\_Days\_Female =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Sick\_Days]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female"

)

Avg\_Sick\_Days\_Male =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Sick\_Days]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male"

)

Avg\_Sick\_Days\_Other =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Sick\_Days]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other"

)

Churn\_Rate =

DIVIDE(

    CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Resigned] = TRUE),

    COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]),

    0

)

Churn\_Rate\_Female =

DIVIDE(

    CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female", 'Onyx Data - DataDNA Dataset Cha'[Resigned] = TRUE),

    CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female"),

    0

)

Churn\_Rate\_Male =

DIVIDE(

    CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male", 'Onyx Data - DataDNA Dataset Cha'[Resigned] = TRUE),

    CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male"),

    0

)

Churn\_Rate\_Other =

DIVIDE(

    CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other", 'Onyx Data - DataDNA Dataset Cha'[Resigned] = TRUE),

    CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other"),

    0

)

Employee\_Growth\_Percent =

DIVIDE(

    [Total\_Employees\_Selected\_Year] - [Total\_Employees\_Previous\_Year],

    [Total\_Employees\_Previous\_Year],

    0

)

Employees\_Had\_Sick =

CALCULATE(

    COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

    'Onyx Data - DataDNA Dataset Cha'[Sick\_Days] > 0

)

Employees\_More\_Than\_One\_Promotion =

CALCULATE(

    COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

    'Onyx Data - DataDNA Dataset Cha'[Promotions] > 1

)

Employees\_Never\_Sick =

CALCULATE(

    COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

    'Onyx Data - DataDNA Dataset Cha'[Sick\_Days] = 0

)

Highest\_Avg\_Work\_Hours\_Day =

CALCULATE(

    MAXX(

        SUMMARIZE(

            'Onyx Data - DataDNA Dataset Cha',

            'Onyx Data - DataDNA Dataset Cha'[Day\_of\_Week],

            "Avg\_Work\_Hours", AVERAGE('Onyx Data - DataDNA Dataset Cha'[Work\_Hours\_Per\_Week])

        ),

        [Avg\_Work\_Hours]

    )

)

Highest\_Project\_Handled =

MAX('Onyx Data - DataDNA Dataset Cha'[Projects\_Handled])

Lowest\_Project\_Handled =

CALCULATE(

    MIN('Onyx Data - DataDNA Dataset Cha'[Projects\_Handled]),

    'Onyx Data - DataDNA Dataset Cha'[Projects\_Handled] > 0

)

Avg\_Overtime\_Hours =

AVERAGE('Onyx Data - DataDNA Dataset Cha'[Overtime\_Hours])

Avg\_Overtime\_Hours\_Female =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Overtime\_Hours]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female"

)

Avg\_Overtime\_Hours\_Male =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Overtime\_Hours]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male"

)

Avg\_Overtime\_Hours\_Other =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Overtime\_Hours]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other"

)

Percentage\_Sick\_Days\_Female =

DIVIDE(

    CALCULATE(

        SUM('Onyx Data - DataDNA Dataset Cha'[Sick\_Days]),

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female"

    ),

    [Total\_Sick\_Days],

    0

)

Percentage\_Sick\_Days\_Male =

DIVIDE(

    CALCULATE(

        SUM('Onyx Data - DataDNA Dataset Cha'[Sick\_Days]),

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male"

    ),

    [Total\_Sick\_Days],

    0

)

Percentage\_Sick\_Days\_Other =

DIVIDE(

    CALCULATE(

        SUM('Onyx Data - DataDNA Dataset Cha'[Sick\_Days]),

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other"

    ),

    [Total\_Sick\_Days],

    0

)

Average Project Handled = AVERAGE('Onyx Data - DataDNA Dataset Cha'[Projects\_Handled]

)

Promotion\_Percentage\_Female =

DIVIDE(

    CALCULATE(

        COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

        'Onyx Data - DataDNA Dataset Cha'[Promotions] > 0,

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female"

    ),

    [Total\_Promotions\_All],

    0

)

Promotion\_Percentage\_Male =

DIVIDE(

    CALCULATE(

        COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

        'Onyx Data - DataDNA Dataset Cha'[Promotions] > 0,

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male"

    ),

    [Total\_Promotions\_All],

    0

)

Promotion\_Percentage\_Other =

DIVIDE(

    CALCULATE(

        COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

        'Onyx Data - DataDNA Dataset Cha'[Promotions] > 0,

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other"

    ),

    [Total\_Promotions\_All],

    0 )

Promotion\_Rate =

DIVIDE(

    CALCULATE(COUNTROWS('Onyx Data - DataDNA Dataset Cha'), 'Onyx Data - DataDNA Dataset Cha'[Promotions] > 0),

    COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

    0

)

Promotion\_Rate\_Female =

DIVIDE(

    CALCULATE(

        COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

        'Onyx Data - DataDNA Dataset Cha'[Promotions] > 0,

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female"

    ),

    CALCULATE(

        COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female"

    ),

    0

)

Total\_Promotions\_All =

CALCULATE(

    COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

    'Onyx Data - DataDNA Dataset Cha'[Promotions] > 0

)

Promotion\_Rate\_Male =

DIVIDE(

    CALCULATE(

        COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

        'Onyx Data - DataDNA Dataset Cha'[Promotions] > 0,

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male"

    ),

    CALCULATE(

        COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male"

    ),

    0

)

Promotion\_Rate\_Other =

DIVIDE(

    CALCULATE(

        COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

        'Onyx Data - DataDNA Dataset Cha'[Promotions] > 0,

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other"

    ),

    CALCULATE(

        COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other"

    ),

    0

)

Total\_Promotions\_By\_Gender =

CALCULATE(

    COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

    'Onyx Data - DataDNA Dataset Cha'[Promotions] > 0

)

Total\_Promotions\_Female =

CALCULATE(

    COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

    'Onyx Data - DataDNA Dataset Cha'[Promotions] > 0,

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female"

)

Total\_Promotions\_Male =

CALCULATE(

    COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

    'Onyx Data - DataDNA Dataset Cha'[Promotions] > 0,

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male"

)

Total\_Promotions\_Other =

CALCULATE(

    COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

    'Onyx Data - DataDNA Dataset Cha'[Promotions] > 0,

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other"

)

Resignation\_Rate = DIVIDE(CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Resigned] = TRUE), COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 0)

Resigned\_Female =

CALCULATE(

    COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female",

    'Onyx Data - DataDNA Dataset Cha'[Resigned] = TRUE

)

Resigned\_Female =

CALCULATE(

    COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female",

    'Onyx Data - DataDNA Dataset Cha'[Resigned] = TRUE

)

Resigned\_Male =

CALCULATE(

    COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male",

    'Onyx Data - DataDNA Dataset Cha'[Resigned] = TRUE

)

Resigned\_Other =

CALCULATE(

    COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other",

    'Onyx Data - DataDNA Dataset Cha'[Resigned] = TRUE

)

Retention\_Rate =

DIVIDE(

    CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Resigned] = FALSE),

    COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]),

    0

)

Retention\_Rate\_Female =

DIVIDE(

    CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female", 'Onyx Data - DataDNA Dataset Cha'[Resigned] = FALSE),

    CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female"),

    0

)

Retention\_Rate\_Male =

DIVIDE(

    CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male", 'Onyx Data - DataDNA Dataset Cha'[Resigned] = FALSE),

    CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male"),

    0

)

Retention\_Rate\_Other =

DIVIDE(

    CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other", 'Onyx Data - DataDNA Dataset Cha'[Resigned] = FALSE),

    CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other"),

    0

)

Avg\_Performance\_Score = AVERAGE('Onyx Data - DataDNA Dataset Cha'[Performance\_Score])

Avg\_Satisfaction\_Score = AVERAGE('Onyx Data - DataDNA Dataset Cha'[Employee\_Satisfaction\_Score])

Avg\_Sick\_Days =

AVERAGE('Onyx Data - DataDNA Dataset Cha'[Sick\_Days])

Avg\_Sick\_Days\_Per\_Year =

CALCULATE(

    AVERAGE('Onyx Data - DataDNA Dataset Cha'[Sick\_Days]),

    ALLEXCEPT('Onyx Data - DataDNA Dataset Cha', 'Onyx Data - DataDNA Dataset Cha'[Year])

)

Sick\_Days\_Above\_7\_Percentage =

DIVIDE(

    COUNTROWS(

        FILTER(

            'Onyx Data - DataDNA Dataset Cha',

            'Onyx Data - DataDNA Dataset Cha'[Sick\_Days] > 7

        )

    ),

    COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

    0

)

Sick\_Days\_Percentage =

DIVIDE(

    SUM('Onyx Data - DataDNA Dataset Cha'[Sick\_Days]),

    20 \* COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

    0

)

Sick\_Days\_Percentage\_New =

DIVIDE(

    SUM('Onyx Data - DataDNA Dataset Cha'[Sick\_Days]),

    COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

    0

)

Sick\_Days\_Percentage\_Newest =

DIVIDE(

    SUM('Onyx Data - DataDNA Dataset Cha'[Sick\_Days]),

    240 \* COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

    0

)

Total Employee = DISTINCTCOUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID])

Total\_Employees\_Female =

CALCULATE(

    COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female"

)

Total\_Employees\_Male =

CALCULATE(

    COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male"

)

Total\_Employees\_Other =

CALCULATE(

    COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other"

)

Total\_Projects\_Handled = SUM('Onyx Data - DataDNA Dataset Cha'[Projects\_Handled])

Total\_Resigned\_Employees =

CALCULATE(COUNT('Onyx Data - DataDNA Dataset Cha'[Employee\_ID]), 'Onyx Data - DataDNA Dataset Cha'[Resigned] = TRUE)

Total Training Hours = SUM('Onyx Data - DataDNA Dataset Cha'[Training\_Hours])

Total\_Employees\_Previous\_Year =

CALCULATE(

    COUNTROWS('Onyx Data - DataDNA Dataset Cha'),

    PREVIOUSYEAR('Onyx Data - DataDNA Dataset Cha'[Hire\_Date])

)

Total\_Employees\_Selected\_Year =

COUNTROWS('Onyx Data - DataDNA Dataset Cha')

Total\_Projects\_Female =

CALCULATE(

    SUM('Onyx Data - DataDNA Dataset Cha'[Projects\_Handled]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female"

)

Total\_Projects\_Male =

CALCULATE(

    SUM('Onyx Data - DataDNA Dataset Cha'[Projects\_Handled]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male"

)

Total\_Projects\_Other =

CALCULATE(

    SUM('Onyx Data - DataDNA Dataset Cha'[Projects\_Handled]),

    'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other"

)

Total\_Sick\_Days =

SUM('Onyx Data - DataDNA Dataset Cha'[Sick\_Days])

YoY\_Female\_Change\_Color =

VAR \_\_PREV\_YEAR =

    CALCULATE(

        [Total Employee],

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female",

        DATEADD('Onyx Data - DataDNA Dataset Cha'[Hire\_Date].[Date], -1, YEAR)

    )

VAR \_\_YoY\_CHANGE =

    DIVIDE(

        CALCULATE([Total Employee], 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female") - \_\_PREV\_YEAR,

        \_\_PREV\_YEAR

    )

RETURN

    IF(

        \_\_YoY\_CHANGE > 0,

        "Green",

        IF(

            \_\_YoY\_CHANGE < 0,

            "Red",

            "Gray"  // You can adjust this color if needed for no change

        )

    )

YoY\_Female\_Employee =

VAR \_\_PREV\_YEAR =

    CALCULATE(

        [Total Employee],

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female",

        DATEADD('Onyx Data - DataDNA Dataset Cha'[Hire\_Date].[Date], -1, YEAR)

    )

RETURN

    DIVIDE(

        CALCULATE([Total Employee], 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female") - \_\_PREV\_YEAR,

        \_\_PREV\_YEAR

    )

YoY\_Female\_Employee\_New =

VAR \_\_PREV\_YEAR =

    CALCULATE(

        [Total Employee],

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female",

        DATEADD('Onyx Data - DataDNA Dataset Cha'[Hire\_Date].[Date], -1, YEAR)

    )

VAR \_\_YoY\_CHANGE =

    DIVIDE(

        CALCULATE([Total Employee], 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Female") - \_\_PREV\_YEAR,

        \_\_PREV\_YEAR

    )

RETURN

    IF(

        \_\_YoY\_CHANGE > 0,

        FORMAT(\_\_YoY\_CHANGE, "0.00%") & " ▲",

        IF(

            \_\_YoY\_CHANGE < 0,

            FORMAT(\_\_YoY\_CHANGE, "0.00%") & " ▼",

            FORMAT(\_\_YoY\_CHANGE, "0.00%") & " --"

        )

    )

YoY\_Male\_Change\_Color =

VAR \_\_PREV\_YEAR =

    CALCULATE(

        [Total Employee],

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male",

        DATEADD('Onyx Data - DataDNA Dataset Cha'[Hire\_Date].[Date], -1, YEAR) )

VAR \_\_YoY\_CHANGE =

    DIVIDE(

        CALCULATE([Total Employee], 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male") - \_\_PREV\_YEAR,

        \_\_PREV\_YEAR

    )

RETURN

    IF(

        \_\_YoY\_CHANGE > 0,

        "Green",

        IF(

            \_\_YoY\_CHANGE < 0,

            "Red",

            "Gray"  // You can adjust this color if needed for no change

        )

    )

YoY\_Male\_Employee =

VAR \_\_PREV\_YEAR =

    CALCULATE(

        [Total Employee],

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male",

        DATEADD('Onyx Data - DataDNA Dataset Cha'[Hire\_Date].[Date], -1, YEAR)

    )

RETURN

    DIVIDE(

        CALCULATE([Total Employee], 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male") - \_\_PREV\_YEAR,

        \_\_PREV\_YEAR

    )

YoY\_Male\_Employee\_New =

VAR \_\_PREV\_YEAR =

    CALCULATE(

        [Total Employee],

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male",

        DATEADD('Onyx Data - DataDNA Dataset Cha'[Hire\_Date].[Date], -1, YEAR)

    )

VAR \_\_YoY\_CHANGE =

    DIVIDE(

        CALCULATE([Total Employee], 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Male") - \_\_PREV\_YEAR,

        \_\_PREV\_YEAR

    )

RETURN

    IF(

        \_\_YoY\_CHANGE > 0,

        FORMAT(\_\_YoY\_CHANGE, "0.00%") & " ▲",

        IF(

            \_\_YoY\_CHANGE < 0,

            FORMAT(\_\_YoY\_CHANGE, "0.00%") & " ▼",

            FORMAT(\_\_YoY\_CHANGE, "0.00%") & " --"

        )

    )

YoY\_Other\_Change\_Color =

VAR \_\_PREV\_YEAR =

    CALCULATE(

        [Total Employee],

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other",

        DATEADD('Onyx Data - DataDNA Dataset Cha'[Hire\_Date].[Date], -1, YEAR) )

VAR \_\_YoY\_CHANGE =

    DIVIDE(

        CALCULATE([Total Employee], 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other") - \_\_PREV\_YEAR,

        \_\_PREV\_YEAR

    )

RETURN

    IF(

        \_\_YoY\_CHANGE > 0,

        "Green",

        IF(

            \_\_YoY\_CHANGE < 0,

            "Red",

            "Gray"  // You can adjust this color if needed for no change

        )

    )

YoY\_Other\_Employee =

VAR \_\_PREV\_YEAR =

    CALCULATE(

        [Total Employee],

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other",

        DATEADD('Onyx Data - DataDNA Dataset Cha'[Hire\_Date].[Date], -1, YEAR)

    )

RETURN

    DIVIDE(

        CALCULATE([Total Employee], 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other") - \_\_PREV\_YEAR,

        \_\_PREV\_YEAR

    )

YoY\_Other\_Employee\_New =

VAR \_\_PREV\_YEAR =

    CALCULATE(

        [Total Employee],

        'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other",

        DATEADD('Onyx Data - DataDNA Dataset Cha'[Hire\_Date].[Date], -1, YEAR)

    )

VAR \_\_YoY\_CHANGE =

    DIVIDE(

        CALCULATE([Total Employee], 'Onyx Data - DataDNA Dataset Cha'[Gender] = "Other") - \_\_PREV\_YEAR,

        \_\_PREV\_YEAR

    )

RETURN

    IF(

        \_\_YoY\_CHANGE > 0,

        FORMAT(\_\_YoY\_CHANGE, "0.00%") & " ▲",

        IF(

            \_\_YoY\_CHANGE < 0,

            FORMAT(\_\_YoY\_CHANGE, "0.00%") & " ▼",

            FORMAT(\_\_YoY\_CHANGE, "0.00%") & " --"

        )

    )

Promotion\_Description =

SWITCH(

    TRUE(),

    'Onyx Data - DataDNA Dataset Cha'[Promotions] = 0, "No Promotion",

    'Onyx Data - DataDNA Dataset Cha'[Promotions] = 1, "Promoted Once",

    'Onyx Data - DataDNA Dataset Cha'[Promotions] > 1, "Promoted More Than Once")

Monthly\_Salary\_Classification =

SWITCH(

    TRUE(),

    'Onyx Data - DataDNA Dataset Cha'[Monthly\_Salary] <= 4000, "Under 4k",

    'Onyx Data - DataDNA Dataset Cha'[Monthly\_Salary] <= 5000, "4k - 5k",

    'Onyx Data - DataDNA Dataset Cha'[Monthly\_Salary] <= 6000, "5k - 6k",

    'Onyx Data - DataDNA Dataset Cha'[Monthly\_Salary] <= 7000, "6k - 7k",

    'Onyx Data - DataDNA Dataset Cha'[Monthly\_Salary] <= 9000, "7k - 9k",

    "Above 9k"

)

Remote\_Work\_Label =

SWITCH(

    TRUE(),

    'Onyx Data - DataDNA Dataset Cha'[Remote\_Work\_Frequency] = 0, "No Remote Work",

    'Onyx Data - DataDNA Dataset Cha'[Remote\_Work\_Frequency] = 25, "Occasional Remote Work",

    'Onyx Data - DataDNA Dataset Cha'[Remote\_Work\_Frequency] = 50, "Half Remote Work",

    'Onyx Data - DataDNA Dataset Cha'[Remote\_Work\_Frequency] = 75, "Mostly Remote Work",

    'Onyx Data - DataDNA Dataset Cha'[Remote\_Work\_Frequency] = 100, "Fully Remote Work",

    "Unknown"

)

Remote\_Work\_Status =

IF(

    'Onyx Data - DataDNA Dataset Cha'[Remote\_Work\_Frequency] = 0,

    "No Remote Work",

    "Remote Work"

)

Satisfaction\_Group = IF('Onyx Data - DataDNA Dataset Cha'[Employee\_Satisfaction\_Score] < 3, "Low", IF('Onyx Data - DataDNA Dataset Cha'[Employee\_Satisfaction\_Score] < 4, "Medium", "High"))

Sick\_Days\_Class =

SWITCH(

    TRUE(),

    'Onyx Data - DataDNA Dataset Cha'[Sick\_Days] = 0, "Never Sick",

    'Onyx Data - DataDNA Dataset Cha'[Sick\_Days] <= 7, "Under 7 Days Or Equal",

    "Above 7 Days"

)

Team\_Size\_Group =

SWITCH(

    TRUE(),

    'Onyx Data - DataDNA Dataset Cha'[Team\_Size] >= 1 && 'Onyx Data - DataDNA Dataset Cha'[Team\_Size] <= 5, "Small Team (1-5)",

    'Onyx Data - DataDNA Dataset Cha'[Team\_Size] >= 6 && 'Onyx Data - DataDNA Dataset Cha'[Team\_Size] <= 10, "Medium Team (6-10)",

    'Onyx Data - DataDNA Dataset Cha'[Team\_Size] >= 11 && 'Onyx Data - DataDNA Dataset Cha'[Team\_Size] <= 15, "Large Team (11-15)",

    'Onyx Data - DataDNA Dataset Cha'[Team\_Size] >= 16 && 'Onyx Data - DataDNA Dataset Cha'[Team\_Size] <= 19, "Very Large Team (16-19)",

    "Other"

)

Years\_of\_Service\_Group =

SWITCH(

    TRUE(),

    'Onyx Data - DataDNA Dataset Cha'[Years\_At\_Company] <= 1, "0-1 Year",

    'Onyx Data - DataDNA Dataset Cha'[Years\_At\_Company] <= 5, "2-5 Years",

    'Onyx Data - DataDNA Dataset Cha'[Years\_At\_Company] <= 10, "6-10 Years",

    "Above 10 Years"

)

Total Employee YoY% =

IF(

    ISFILTERED('Onyx Data - DataDNA Dataset Cha'[Hire\_Date]),

    ERROR("Time intelligence quick measures can only be grouped or filtered by the Power BI-provided date hierarchy or primary date column."),

    VAR \_\_PREV\_YEAR =

        CALCULATE(

            [Total Employee],

            DATEADD('Onyx Data - DataDNA Dataset Cha'[Hire\_Date].[Date], -1, YEAR)

        )

    RETURN

        DIVIDE([Total Employee] - \_\_PREV\_YEAR, \_\_PREV\_YEAR)

)

Total Employee YTD =

IF(

    ISFILTERED('Onyx Data - DataDNA Dataset Cha'[Hire\_Date]),

    ERROR("Time intelligence quick measures can only be grouped or filtered by the Power BI-provided date hierarchy or primary date column."),

    TOTALYTD(

        [Total Employee],

        'Onyx Data - DataDNA Dataset Cha'[Hire\_Date].[Date]

    )

)