HR Attendance Analysis

Their tasks include:

1. Data collection and preparation: They work with HR teams to gather attendance data from various sources such as time and attendance systems, HRIS systems, and employee surveys. They perform data cleaning, transformation, and manipulation to ensure data accuracy and completeness.

2. Data analysis: They use statistical and analytical tools to identify patterns and trends in attendance data, such as absenteeism rates, tardiness, and other attendance-related metrics. They also perform root cause analysis to identify factors that may be contributing to attendance issues.

3. Report and dashboard creation: They create interactive dashboards, reports, and presentations that visually display attendance data in a clear and concise manner. These reports may be created in Power BI, Excel, or other analytics tools.

4. Presentation and communication: They present findings to HR managers and other stakeholders to explain attendance trends, insights, and recommendations. They also communicate their findings to HR teams and other departments to ensure that attendance strategies and initiatives are aligned with business goals.

5. Continuous improvement: They monitor attendance metrics on an ongoing basis and identify areas for improvement. They work with HR teams to implement changes in attendance policies, procedures, and programs to improve employee attendance and productivity.

Overall, a HR attendance project analyst plays a critical role in identifying attendance-related challenges and opportunities, and providing insights and recommendations that drive positive changes in workforce management.

DAX Formulas for Key measures:

1. Present Days = var presentdays=CALCULATE(COUNT('Final Data'[Value]),

   'Final Data'[Value]="P") return presentdays + [WFH count]

2. Present Percentage = DIVIDE([Present Days],[Total working Days],0)
3. SL count = SUM('Final Data'[SL count])
4. SL Percentage = DIVIDE([SL count],[Present Days],0)
5. Total working Days = var totaldays = COUNT('Final Data'[Value])
   var nonworktotaldays = COUNTROWS(FILTER('Final Data', 'Final Data'[Value] IN {"WO","HO"}))
   return totaldays – nonworktotaldays
6. WFH count = SUM('Final Data'[WFH count])
7. WFH Percentage = DIVIDE([WFH count],[Present Days],0)