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```
Attrition Risk Index = SWITCH(
    TRUE(),
    SUM(HR_Analytics[Employee_Satisfaction_Score]) < 3 && SUM(HR_Analytics[Overtime_Hours]) >
10 && SUM(HR_Analytics[Sick_Days]) > 5, "High",
    SUM(HR_Analytics[Employee_Satisfaction_Score]) < 4, "Medium", "Low"
)
```

```
Average Salary resigned in 2 years = CALCULATE(
    AVERAGE(HR_Analytics[Monthly_Salary]),
    FILTER(HR_Analytics, HR_Analytics[Years_At_Company] <= 2 && HR_Analytics[Resigned] = True)
)
```

```
Correlation training vs performance =
VAR Avg_training = AVERAGE(HR_Analytics[Training_Hours])
VAR Avg_performance = AVERAGE(HR_Analytics[Performance_Score])
VAR numerator =
    SUMX(
        HR_Analytics,
        (HR_Analytics[Training_Hours] - Avg_training) *
        (HR_Analytics[Performance_Score] - Avg_performance)
    )
```

```

VAR denominator =
    SQRT(
        SUMX(HR_Analytics, (HR_Analytics[Training_Hours] - Avg_training)^2) *
        SUMX(HR_Analytics, (HR_Analytics[Performance_Score] - Avg_performance)^2)
    )
RETURN DIVIDE(numerator, denominator)

```

```

Top performer by department =
VAR grouped = SELECTEDVALUE(HR_Analytics[Department])
VAR maxscore = MAXX(
    FILTER(HR_Analytics, HR_Analytics[Department] = grouped),
    HR_Analytics[Performance_Score]
)
VAR topper = MAXX(
    FILTER(
        HR_Analytics,
        HR_Analytics[Department] = grouped && HR_Analytics[Performance_Score] = maxscore
    ),
    HR_Analytics[Employee_ID]
)
RETURN topper

```

```

Unpromoted Employees =
CALCULATE(
    COUNTROWS(HR_Analytics),
    FILTER(HR_Analytics, HR_Analytics[Work_Hours_Per_Week] > 45 &&
HR_Analytics[Overtime_Hours] > 5 && HR_Analytics[Promotions] = 0)
)

```

```

Year-over-Year Promotion Growth =
VAR current_year = CALCULATE(
    SUM(HR_Analytics[Promotions])
)
VAR previous_year = CALCULATE(
    SUM(HR_Analytics[Promotions]),
    DATEADD(HR_Analytics[Hire_Date], -1, YEAR)
)
RETURN DIVIDE(
    current_year - previous_year,
    previous_year
)

```