

Taking a step back

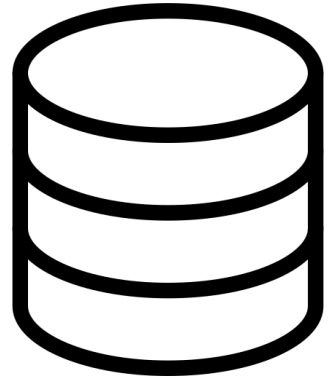
CASE STUDY: HR ANALYTICS IN POWER BI



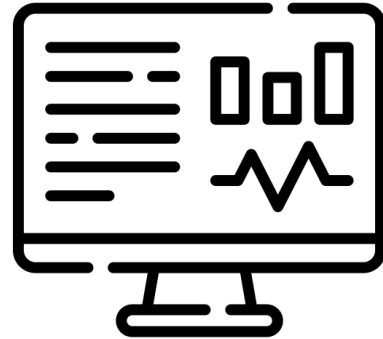
Jess Ahmet

Content Developer at DataCamp

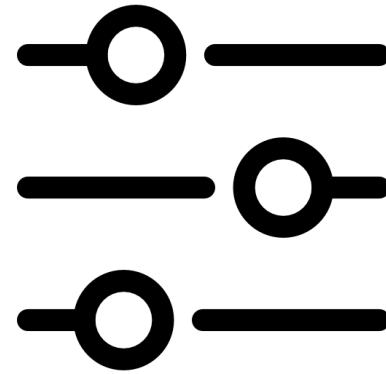
Report development process



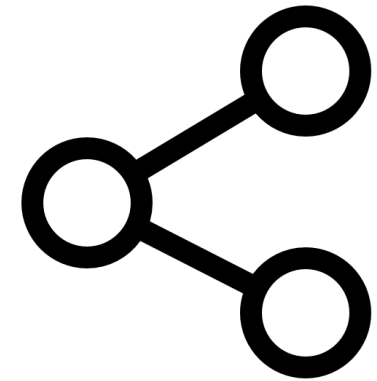
Building the data model
and analyzing data



Report Design



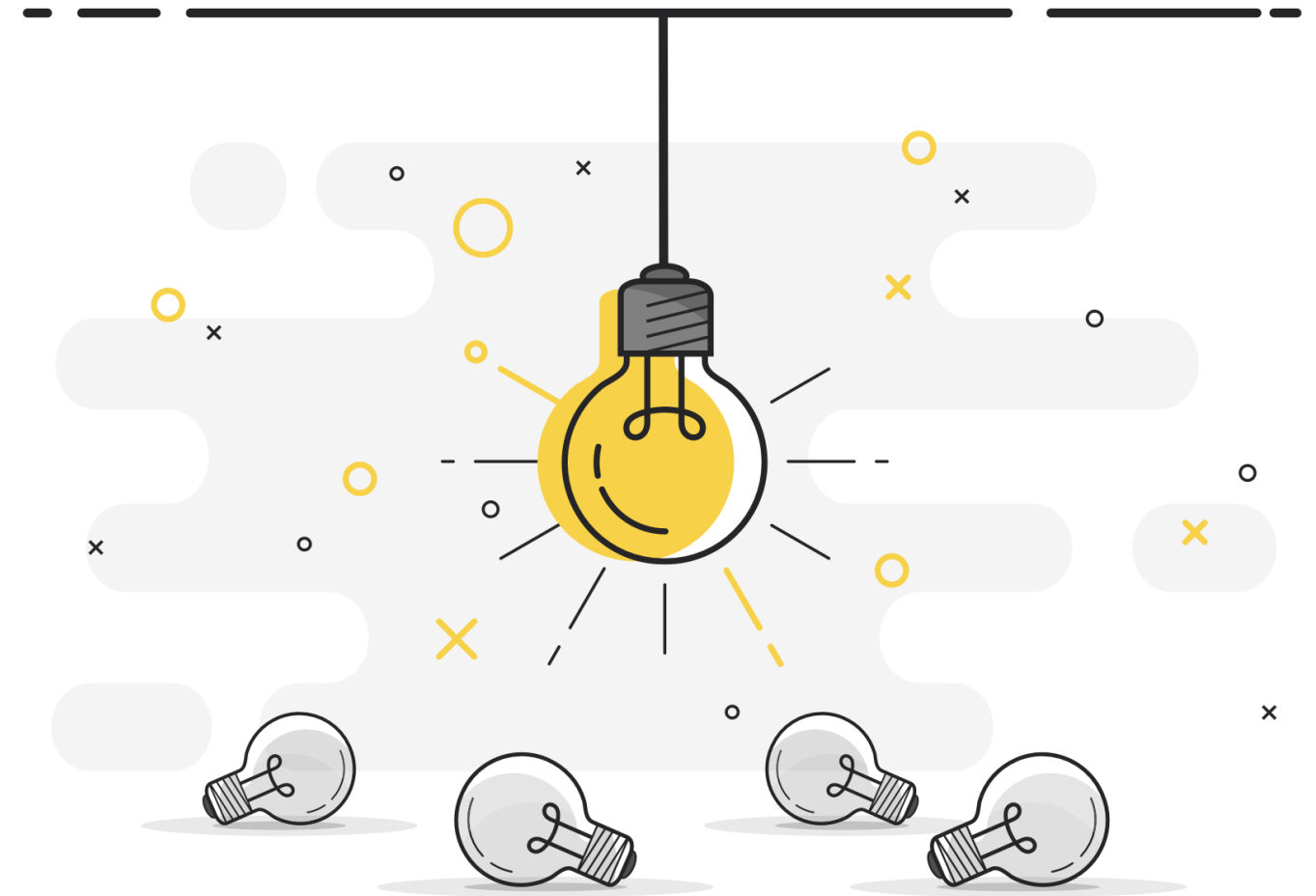
Preparing to share
your report



Sharing report with
stakeholders

Key insights uncovered

1. Atlas Labs has employed over **1,470** people.
2. Atlas Labs currently employs over **1,200** people.
3. The largest department by far is **Technology**.
4. The attrition rate for employees leaving the organization is **16%**.



The metadata sheet is your best friend

Metadata Sheet



Metadata - Case Study: HR Analytics in Power BI

Performance		
Column	Description	Datatype
PerformanceID	A unique ID that identifies an individual performance review.	text
EmployeeID	A unique ID that identifies an employee. Connects to DimEmployee.	text
ReviewDate	Date an employee's review took place.	date
EnvironmentSatisfaction	Rating for employees' satisfaction with their environment. Connects to DimSatisfiedLevel.	number
JobSatisfaction	Rating for employees' satisfaction with their job role. Connects to DimSatisfiedLevel.	number
RelationshipSatisfaction	Rating for employees' satisfaction with their relationships at work. Connects to DimSatisfiedLevel.	number
WorkLifeBalance	Rating for employees' satisfaction with their work-life balance. Connects to DimSatisfiedLevel.	number
SelfRating	Rating for employees' performance based on their own view. Connects to DimRatingLevel.	number
ManagerRating	Rating for employees' performance based on their manager's view. Connects to DimRatingLevel.	number
TrainingOpportunitiesWithinYear	Number of training opportunities offered in the last 12 months.	number
TrainingOpportunitiesTaken	Number of training opportunities taken.	number

Employee		
Column	Description	Datatype
EmployeeID	A unique ID that identifies an employee.	text
FirstName	First name of an employee.	text
LastName	Last name of an employee.	text
Gender	Self-defined employee gender identity.	text

Let's practice!

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