1. 🏅 Top Performer by Department

Provides the Employment_id with the highest Performance_Score in each department.

DAX

КопироватьРедактировать

```
Top Performer ID =
VAR MaxScore = MAX(Employee_Performance[Performance_Score])
RETURN
CALCULATE(
    VALUES(Employee_Performance[Employment_id]),
    Employee_Performance[Performance_Score] = MaxScore
)
```

---

2. 📈 YoY Promotion Growth

Assumes Hire_Date indicates the year of promotion count.

DAX

КопироватьРедактировать

```
Promotions YoY Growth % =
VAR CurrentYear = YEAR(TODAY())
VAR CurrentPromotions = CALCULATE(SUM(Employee_Performance[Promotions]),
YEAR(Employee_Performance[Hire_Date]) = CurrentYear)
VAR PrevPromotions = CALCULATE(SUM(Employee_Performance[Promotions]),
YEAR(Employee_Performance[Hire_Date]) = CurrentYear - 1)
RETURN IF(PrevPromotions = 0, BLANK(), DIVIDE(CurrentPromotions - PrevPromotions,
PrevPromotions))
```

---

3. 💰 Average Salary of Short-Term Resignees

Calculates average salary for employees who left within 2 years.

DAX

КопироватьРедактировать

```
Avg Salary Resigned ≤2 yrs =
CALCULATE(
    AVERAGE(Employee_Performance[Monthly_Salary]),
    Employee_Performance[Resigned] = "Yes",
    Employee_Performance[Years_at_company] <= 2
)
```

---

4. 🏅 Rank by Satisfaction Score within Department

Ranks employees by satisfaction within their department.

DAX

КопироватьРедактировать

```
Satisfaction Rank =
RANKX(
    FILTER(Employee_Performance, Employee_Performance[Department] =
EARLIER(Employee_Performance[Department])),
    Employee_Performance[Employee_Satisfaction_Score],
    ,
    DESC,
    DENSE
)
```

---

5. 🔗 Correlation: Training Hours & Performance

Calculates Pearson correlation coefficient between Training_Hours and Performance_Score.

DAX

КопироватьРедактировать

```
Correlation Training-Performance =

VAR CountRows = COUNTROWS(Employee_Performance)

VAR AvgTrain = AVERAGE(Employee_Performance[Training_Hours])

VAR AvgPerf = AVERAGE(Employee_Performance[Performance_Score])


VAR Covariance =

    SUMX(Employee_Performance,

        (Employee_Performance[Training_Hours] - AvgTrain) *

        (Employee_Performance[Performance_Score] - AvgPerf)

    ) / (CountRows - 1)


VAR SDTrain = STDEV.P(Employee_Performance[Training_Hours])

VAR SDPerf = STDEV.P(Employee_Performance[Performance_Score])


RETURN DIVIDE(Covariance, SDTrain * SDPerf, BLANK())
```

---

6. 🌐 % of Remote Workers (Weekly or Daily)

Identifies the share of employees working remotely at least weekly.

DAX

КопироватьРедактировать

```
% Remote Frequent =
VAR RemoteCount = CALCULATE(
    COUNTROWS(Employee_Performance),
    Employee_Performance[Remote_Work_Frequency] IN {"Weekly", "Daily"}
)
VAR Total = COUNTROWS(Employee_Performance)
RETURN DIVIDE(RemoteCount, Total)
```

---

7. 🦸 Consistently High Performers

Marks employees who maintained a score of 4+ each year of their tenure.

DAX

КопироватьРедактировать

```
Consistent High Performer =
IF(
    MINX(
        GENERATESERIES(1, Employee_Performance[Years_at_company]),
        CALCULATE(
            MIN(Employee_Performance[Performance_Score]),
            FILTER(Employee_Performance, Employee_Performance[Employment_id] =
EARLIER(Employee_Performance[Employment_id]))
        )
    ) >= 4,
    1, 0
)
```

---

8. 💸 Department-Wise Salary Utilization

Compares total salary against budget via a lookup table.

DAX

КопироватьРедактировать

```
Dept Salary Cost = SUM(Employee_Performance[Monthly_Salary])


Dept Budget Utilization =
VAR DeptBudget = LOOKUPVALUE(BudgetTable[DeptBudget],
BudgetTable[Department], Employee_Performance[Department])
RETURN DeptSalaryCost / DeptBudget
```

---

9. ⚠️ Attrition Risk Index

Categorizes employee risk based on satisfaction, overtime, and sick days.

DAX

КопироватьРедактировать

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

---

10. 🔥 Overworked but Unpromoted Employees

Identifies employees working excessive hours, doing overtime, but haven't been promoted.

DAX

КопироватьРедактировать

```
Overworked Unpromoted =
CALCULATE(
    COUNTROWS(Employee_Performance),
    Employee_Performance[Work_Hours_per_Week] > 45,
    Employee_Performance[Overtime_Hours] > 5,
    Employee_Performance[Promotions] = 0
)
```