TABLES CONTENT

I
- OVERVIEW

II
- DESIGN DATABASE

I. OVERVIEW

MINDMAP

FACT_TABLES

FACT_HEADCOUNT

HeadcountID
DateKey
Employeekey
BusinessUnitKey
Tenure
TenureBandingKey
FTECategory
ContractType
OrganisationsKey
Departmentkey
Locationkey
Salary

FACT_RECRUITMENT

RecruitmentID
Candidate
VacancyKey
DateKey
Gender
Age
AgeBandingKey
Tenure
DepartmentKey
OrganisationsKey
PositionTypeKey
Source
StatusKey
LocationKey
Stage
Recruiter
ContractType

FACT_SALARY

SalaryID
DateKey
EmployeeKey
BusinessUnitKey
ContractType
FTE Category
Age
AgeBandingKey
OrganisationsKey
LocationKey
Salary
SalaryBandingKey

FACT_LEAVE

DateKey
LeaveID
EmployeeKey
BusinessUnitKey
CategoryKey
Days

FACT_PERFORMANCE

DateKey
PerformanceID
EmployeeKey
BusinessUnitKey
ContractType
JobLevel
OrganisationKey
Potential
PerformanceRate
Salary
TenureBandingKey
AgeBandingKey

FACT_TRAINING

DateKey
TrainingID
TrainingProgramKey
EmployeeKey
BusinessUnitKey
Session
Hours

DIMENSION_TABLES

DIM_DATE

DateKey
Date
Year
StartOfYear
EndOfYear
Month
StartOfMonth
EndOfMonth
DaysInMonth
Day
DayName
DayOfWeek
DayOfYear
MonthName
Quarter
StartOfQuarter
EndOfQuarter
WeekOfYear
WeekOfMonth
StartOfWeek
EndOfWeek
FiscalYear
FiscalQuarter
FiscalMonth
DayOffset
MonthOffset
YearOffset
QuarterOffset
YearMonth
YearMonthCode

DIM_EMPLOYEE

EmployeeKey
Name
Gender
Birthday
FTECategory
ContractType
Salary
StartDate
TeminationDate
TeminationCategory
TeminationReson
ManagerCode
ManagerName
ManagerGender

DIM_PROGRAM

TrainingProgramKey
Code
Name
Session
Type
StartDateKey
EndDateKey
Cost

DIM_BUSINESSUNIT

BusinessUnitKey
Code
Name

DIM_ORGANISATION

OrganisationsKey
Name

DIM_POSITION

PositionTypeKey
Name

DIM_DEPARTMENT

DepartmentKey
Code
Name

DIM_AGEBANDING

AgeBandingKey
Name
FromAge
ToAge

DIM_VACANCY

VacancyKey
BusinessUnitKey
DepartmentKey
OrganisationsKey
LocationKey
PositionTypeKey
FTECategory
RecruitmentType
Quantity
OpenDateKey
EndDateKey
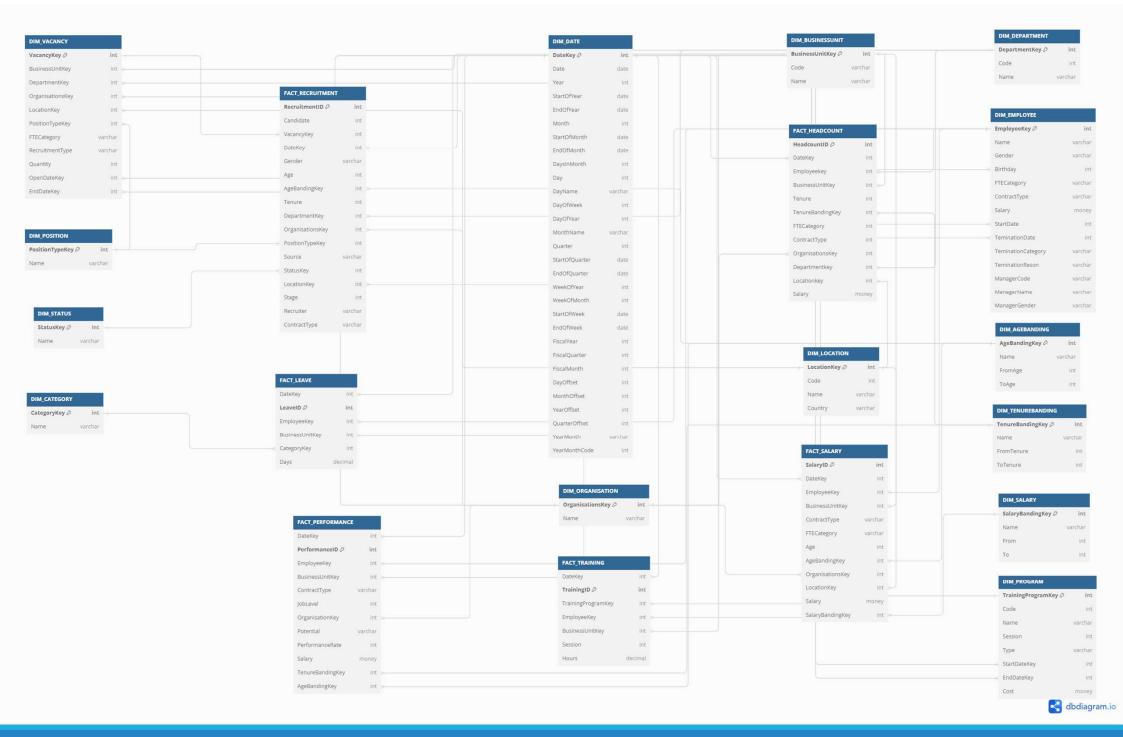
DIM_LOCATION

LocationKey
Code
Name
Country

DIM_TENUREBANDING

TenureBandingKey
Name
FromTenure
ToTenure

DIM_STATUS

StatusKey
Name

DIM_SALARY

SalaryBandingKey
Name
From
To

DIM_CATEGORY

CategoryKey
Name

DIM_VACANCY

VacancyKey	int
BusinessUnitKey	int
DepartmentKey	int
OrganisationsKey	int
LocationKey	int
PositionTypeKey	int
FTECategory	varchar
RecruitmentType	varchar
Quantity	int
OpenDateKey	int
EndDateKey	int

DIM_POSITION

PositionTypeKey	int
Name	varchar

DIM_STATUS

StatusKey	int
Name	varchar

DIM_CATEGORY

CategoryKey	int
Name	varchar

FACT_RECRUITMENT

RecruitmentID	int
Candidate	int
VacancyKey	int
DateKey	int
Gender	varchar
Age	int
AgeBandingKey	int
Tenure	int
DepartmentKey	int
OrganisationsKey	int
PositionTypeKey	int
Source	varchar
StatusKey	int
LocationKey	int
Stage	int
Recruiter	varchar
ContractType	varchar

FACT_LEAVE

DateKey	int
LeaveID	int
EmployeeKey	int
BusinessUnitKey	int
CategoryKey	int
Days	decimal

FACT_PERFORMANCE

DateKey	int
PerformanceID	int
EmployeeKey	int
BusinessUnitKey	int
ContractType	varchar
JobLevel	int
OrganisationKey	int
Potential	varchar
PerformanceRate	int
Salary	money
TenureBandingKey	int
AgeBandingKey	int

DIM_DATE

DateKey	int
Date	date
Year	int
StartOfYear	date
EndOfYear	date
Month	int
StartOfMonth	date
EndOfMonth	date
DaysInMonth	int
Day	int
DayName	varchar
DayOfWeek	int
DayOfYear	int
MonthName	varchar
Quarter	int
StartOfQuarter	date
EndOfQuarter	date
WeekOfYear	int
WeekOfMonth	int
StartOfWeek	date
EndOfWeek	date
FiscalYear	int
FiscalQuarter	int
FiscalMonth	int
DayOffset	int
MonthOffset	int
YearOffset	int
QuarterOffset	int
YearMonth	varchar
YearMonthCode	int

DIM_ORGANISATION

OrganisationsKey	int
Name	varchar

FACT_TRAINING

DateKey	int
TrainingID	int
TrainingProgramKey	int
EmployeeKey	int
BusinessUnitKey	int
Session	int
Hours	decimal

DIM_BUSINESSUNIT

BusinessUnitKey	int
Code	varchar
Name	varchar

FACT_HEADCOUNT

HeadcountID	int
DateKey	int
Employeekey	int
BusinessUnitKey	int
Tenure	int
TenureBandingKey	int
FTECategory	int
ContractType	int
OrganisationsKey	int
Departmentkey	int
Locationkey	int
Salary	money

DIM_LOCATION

LocationKey	int
Code	int
Name	varchar
Country	varchar

FACT_SALARY

SalaryID	int
DateKey	int
EmployeeKey	int
BusinessUnitKey	int
ContractType	varchar
FTECategory	varchar
Age	int
AgeBandingKey	int
OrganisationsKey	int
LocationKey	int
Salary	money
SalaryBandingKey	int

DIM_DEPARTMENT

DepartmentKey	int
Code	int
Name	varchar

DIM_EMPLOYEE

EmployeeKey	int
Name	varchar
Gender	varchar
Birthday	int
FTECategory	varchar
ContractType	varchar
Salary	money
StartDate	int
TeminationDate	int
TeminationCategory	varchar
TeminationReson	varchar
ManagerCode	varchar
ManagerName	varchar
ManagerGender	varchar

DIM_AGEBANDING

AgeBandingKey	int
Name	varchar
FromAge	int
ToAge	int

DIM_TENUREBANDING

TenureBandingKey	int
Name	varchar
FromTenure	int
ToTenure	int

DIM_SALARY

SalaryBandingKey	int
Name	varchar
From	int
To	int

DIM_PROGRAM

TrainingProgramKey	int
Code	int
Name	varchar
Session	int
Type	varchar
StartDateKey	int
EndDateKey	int
Cost	money

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II. DESIGN DATABASE

1. HR PROFILE

HEADCOUNT

DIM_EMPLOYEE

EmployeeKey	int
Name	varchar
Gender	varchar
Birthday	int
FTECategory	varchar
ContractType	varchar
Salary	money
StartDate	int
TeminationDate	int
TeminationCategory	varchar
TeminationReson	varchar
ManagerCode	varchar
ManagerName	varchar
ManagerGender	varchar

DIM_TENUREBANDING

TenureBandingKey	int
Name	varchar
FromTenure	int
ToTenure	int

DIM_BUSINESSUNIT

BusinessUnitKey	int
Code	varchar
Name	varchar

DIM_ORGANISATION

OrganisationsKey	int
Name	varchar

FACT_HEADCOUNT

HeadcountID	int
DateKey	int
Employeekey	int
BusinessUnitKey	int
Tenure	int
TenureBandingKey	int
FTECategory	int
ContractType	int
OrganisationsKey	int
Departmentkey	int
Locationkey	int
Salary	money

DIM_DEPARTMENT

DepartmentKey	int
Code	int
Name	varchar

DIM_LOCATION

LocationKey	int
Code	int
Name	varchar
Country	varchar

DIM_DATE

DateKey	int
Date	date
Year	int
StartOfYear	date
EndOfYear	date
Month	int
StartOfMonth	date
EndOfMonth	date
DaysInMonth	int
Day	int
DayName	varchar
DayOfWeek	int
DayOfYear	int
MonthName	varchar
Quarter	int
StartOfQuarter	date
EndOfQuarter	date
WeekOfYear	int
WeekOfMonth	int
StartOfWeek	date
EndOfWeek	date
FiscalYear	int
FiscalQuarter	int
FiscalMonth	int
DayOffset	int
MonthOffset	int
YearOffset	int
QuarterOffset	int
YearMonth	varchar
YearMonthCode	int

RECRUITMENT

LEAVE

DIM_DATE

Column	Type
DateKey 🔑	int
Date	date
Year	int
StartOfYear	date
EndOfYear	date
Month	int
StartOfMonth	date
EndOfMonth	date
DaysInMonth	int
Day	int
DayName	varchar
DayOfWeek	int
DayOfYear	int
MonthName	varchar
Quarter	int
StartOfQuarter	date
EndOfQuarter	date
WeekOfYear	int
WeekOfMonth	int
StartOfWeek	date
EndOfWeek	date
FiscalYear	int
FiscalQuarter	int
FiscalMonth	int
DayOffset	int
MonthOffset	int
YearOffset	int
QuarterOffset	int
YearMonth	varchar
YearMonthCode	int

DIM_EMPLOYEE

Column	Type
EmployeeKey 🔑	int
Name	varchar
Gender	varchar
Birthday	int
FTECategory	varchar
ContractType	varchar
Salary	money
StartDate	int
TeminationDate	int
TeminationCategory	varchar
TeminationReson	varchar
ManagerCode	varchar
ManagerName	varchar
ManagerGender	varchar

FACT_LEAVE

Column	Type
DateKey	int
LeaveID 🔑	int
EmployeeKey	int
BusinessUnitKey	int
CategoryKey	int
Days	decimal

DIM_BUSINESSUNIT

Column	Type
BusinessUnitKey 🔑	int
Code	varchar
Name	varchar

DIM_CATEGORY

Column	Type
CategoryKey 🔑	int
Name	varchar

2. HIRING

Hires by Gender
● Female ● Male

43%   57%

Hires by Organization Level
● Female ● Male

High-Level	16	27
Mid-Level	37	36
Operational	128	72

Hires by Age Banding

-20	20-30	30-40	40-50	50-60	60+
46	89	87	73	33	8

Cards

293
Number of Hires

38
Avg Hires per Month

27%
% of Internal Hires

Hires Trend by Gender
● Female ● Male

	Jan 21	Feb 21	Mar 21	Apr 21	May 21	Jun 21	Jul 21	Aug 21
Female	1	19	27	25	26	35		21
Male	2	10	24	17	21	20	15	21

Hires vs. Terminations
● Hires ● Terminations

	Jan 21	Feb 21	Mar 21	Apr 21	May 21	Jun 21	Jul 21	Aug 21
Hires	3	29	51	35	47	55	34	42
Terminations	2	6	6		4	0	4	0

% Hires by Business Unit

Retail	Corporate	R&D	Supply Chain	Production	Marketing
48.5%	22.5%	21.2%	5.1%	4.4%	2.7%

% Hires by Organization Level

High-Level	14.7%
Mid-Level	24.9%
Operational	68.3%

% Hires by Location

England	Australia	Germany	UAE	South Korea	United States	Italy
41.3%	28.3%	12.6%	8.2%	4.8%	4.1%	2.4%

RECRUITMENT

DIM_DEPARTMENT
DepartmentKey 🔑	int
Code	int
Name	varchar

DIM_AGEBANDING
AgeBandingKey 🔑	int
Name	varchar
FromAge	int
ToAge	int

DIM_DATE
DateKey 🔑	int
Date	date
Year	int
StartOfYear	date
EndOfYear	date
Month	int
StartOfMonth	date
EndOfMonth	date
DaysInMonth	int
Day	int
DayName	varchar
DayOfWeek	int
DayOfYear	int
MonthName	varchar
Quarter	int
StartOfQuarter	date
EndOfQuarter	date
WeekOfYear	int
WeekOfMonth	int
StartOfWeek	date
EndOfWeek	date
FiscalYear	int
FiscalQuarter	int
FiscalMonth	int
DayOffset	int
MonthOffset	int
YearOffset	int
QuarterOffset	int
YearMonth	varchar
YearMonthCode	int

FACT_RECRUITMENT
RecruitmentID 🔑	int
Candidate	int
VacancyKey	int
DateKey	int
Gender	varchar
Age	int
AgeBandingKey	int
Tenure	int
DepartmentKey	int
OrganisationsKey	int
PositionTypeKey	int
Source	varchar
StatusKey	int
LocationKey	int
Stage	int
Recruiter	varchar
ContractType	varchar

DIM_POSITION
PositionTypeKey 🔑	int
Name	varchar

DIM_STATUS
StatusKey 🔑	int
Name	varchar

DIM_BUSINESSUNIT
BusinessUnitKey 🔑	int
Code	varchar
Name	varchar

DIM_VACANCY
VacancyKey 🔑	int
BusinessUnitKey	int
DepartmentKey	int
OrganisationsKey	int
LocationKey	int
PositionTypeKey	int
FTECategory	varchar
RecruitmentType	varchar
Quantity	int
OpenDateKey	int
EndDateKey	int

DIM_LOCATION
LocationKey 🔑	int
Code	int
Name	varchar
Country	varchar

DIM_ORGANISATION
OrganisationsKey 🔑	int
Name	varchar

3. SALARY

SALARY

DIM_DATE

DateKey 🔑	int
Date	date
Year	int
StartOfYear	date
EndOfYear	date
Month	int
StartOfMonth	date
EndOfMonth	date
DaysInMonth	int
Day	int
DayName	varchar
DayOfWeek	int
DayOfYear	int
MonthName	varchar
Quarter	int
StartOfQuarter	date
EndOfQuarter	date
WeekOfYear	int
WeekOfMonth	int
StartOfWeek	date
EndOfWeek	date
FiscalYear	int
FiscalQuarter	int
FiscalMonth	int
DayOffset	int
MonthOffset	int
YearOffset	int
QuarterOffset	int
YearMonth	varchar
YearMonthCode	int

DIM_EMPLOYEE

EmployeeKey 🔑	int
Name	varchar
Gender	varchar
Birthday	int
FTECategory	varchar
ContractType	varchar
Salary	money
StartDate	int
TeminationDate	int
TeminationCategory	varchar
TeminationReson	varchar
ManagerCode	varchar
ManagerName	varchar
ManagerGender	varchar

DIM_BUSINESSUNIT

BusinessUnitKey 🔑	int
Code	varchar
Name	varchar

DIM_AGEBANDING

AgeBandingKey 🔑	int
Name	varchar
FromAge	int
ToAge	int

DIM_ORGANISATION

OrganisationsKey 🔑	int
Name	varchar

DIM_LOCATION

LocationKey 🔑	int
Code	int
Name	varchar
Country	varchar

FACT_SALARY

SalaryID 🔑	int
DateKey	int
EmployeeKey	int
BusinessUnitKey	int
ContractType	varchar
FTECategory	varchar
Age	int
AgeBandingKey	int
OrganisationsKey	int
LocationKey	int
Salary	money
SalaryBandingKey	int

DIM_SALARY

SalaryBandingKey 🔑	int
Name	varchar
From	int
To	int

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4. PERFORMANCE

Year 2021   Month Apr   Business Unit All

Performance by Job Level

● 1 ● 2 ● 3 ● 4 ● 5

High-Level	5%	29%	16%	48%
Mid-Level	7%	6%	44%	26%	16%
Operational	8%	6%	43%	29%	13%

Performance by Gender

● Female ● Male

5	159	126
4	296	95
3	420	192
2	63	
1	66	41

Cards

86.8%
With rating 3 or better

1,484
Total Employees Reviewed

Performance by Business Unit

● 1 ● 2 ● 3 ● 4 ● 5

Retail	8%		45%	27%	14%
Corporate		38%	26%	29%
R&D	10%	8%	35%	26%	21%
Production	8%	48%	25%	17%
Marketing	11%	13%	52%	25%	
Supply Chain	13%	13%	20%	33%	20%

Distribution by Tenure range   Distribution by Age range

Performance Rating	-20	20-30	30-40	40-50	50-60	60+	Total
1	13	27	23	19	22	3	107
2	7	17	22	19	19	5	89
3	18	177	120	115	128	54	612
4	9	115	88	70	69	40	391
5	19	44	89	66	50	17	285
Total	66	380	342	289	288	119	1,484

PERFORMANCE

DIM_EMPLOYEE

EmployeeKey 🔑	int
Name	varchar
Gender	varchar
Birthday	int
FTECategory	varchar
ContractType	varchar
Salary	money
StartDate	int
TeminationDate	int
TeminationCategory	varchar
TeminationReson	varchar
ManagerCode	varchar
ManagerName	varchar
ManagerGender	varchar

DIM_BUSINESSUNIT

BusinessUnitKey 🔑	int
Code	varchar
Name	varchar

DIM_ORGANISATION

OrganisationsKey 🔑	int
Name	varchar

FACT_PERFORMANCE

DateKey	int
PerformanceID 🔑	int
EmployeeKey	int
BusinessUnitKey	int
ContractType	varchar
JobLevel	int
OrganisationKey	int
Potential	varchar
PerformanceRate	int
Salary	money
TenureBandingKey	int
AgeBandingKey	int

DIM_TENUREBANDING

TenureBandingKey 🔑	int
Name	varchar
FromTenure	int
ToTenure	int

DIM_AGEBANDING

AgeBandingKey 🔑	int
Name	varchar
FromAge	int
ToAge	int

DIM_DATE

DateKey 🔑	int
Date	date
Year	int
StartOfYear	date
EndOfYear	date
Month	int
StartOfMonth	date
EndOfMonth	date
DaysInMonth	int
Day	int
DayName	varchar
DayOfWeek	int
DayOfYear	int
MonthName	varchar
Quarter	int
StartOfQuarter	date
EndOfQuarter	date
WeekOfYear	int
WeekOfMonth	int
StartOfWeek	date
EndOfWeek	date
FiscalYear	int
FiscalQuarter	int
FiscalMonth	int
DayOffset	int
MonthOffset	int
YearOffset	int
QuarterOffset	int
YearMonth	varchar
YearMonthCode	int

5. TRAINING

Training Analysis

Date Range: 01/01/2021 — 31/12/2021   Business Unit: All

Training Costs

Program	Cost
Production Training 3	$125,800
Production Training 1	$81,350
Production Training 2	$76,750
Advanced Presentation Skills	$25,830
Data Visualisation Training	$22,750
Facilitation Skills	$21,000
Power BI	$20,000
Development	$19,250
Effective Presentation Skills	$18,000
Conflict Management	$17,940
Working Effectively in Teams	$16,000

Completed Programs

Program	Completed
Production Training 3	5
Production Training 1	5
Production Training 2	5
Advanced Presentation Skills	1
Data Visualisation Training	1
Facilitation Skills	1
Power BI	1
Development	1
Effective Presentation Skills	1
Conflict Management	1

Cards

27 Training Programs

252 Total Participants

1,431 Total Training Hours

$490.5K Total Costs

1.9K Training Costs per Person

Participants by Training Type

● External ● Internal

112 (44%)
140 (56%)

Training Cost Difference from LY

Month	Value
Jan	$24,500
Feb	$10,500
Mar	$36,010
Apr	$99,550
May	$32,780
Jun	—
Jul	$19,250
Aug	$41,000
Sep	$92,800
Oct	$34,500
Nov	$27,340
Dec	$37,100

Training Hours by Month

Month	Hours
Jan	56
Feb	48
Mar	137
Apr	224
May	71
Jun	84
Jul	88
Aug	92
Sep	316
Oct	96
Nov	145
Dec	74

TRAINING

DIM_DATE

DateKey 🔑	int
Date	date
Year	int
StartOfYear	date
EndOfYear	date
Month	int
StartOfMonth	date
EndOfMonth	date
DaysInMonth	int
Day	int
DayName	varchar
DayOfWeek	int
DayOfYear	int
MonthName	varchar
Quarter	int
StartOfQuarter	date
EndOfQuarter	date
WeekOfYear	int
WeekOfMonth	int
StartOfWeek	date
EndOfWeek	date
FiscalYear	int
FiscalQuarter	int
FiscalMonth	int
DayOffset	int
MonthOffset	int
YearOffset	int
QuarterOffset	int
YearMonth	varchar
YearMonthCode	int

DIM_EMPLOYEE

EmployeeKey 🔑	int
Name	varchar
Gender	varchar
Birthday	int
FTECategory	varchar
ContractType	varchar
Salary	money
StartDate	int
TeminationDate	int
TeminationCategory	varchar
TeminationReson	varchar
ManagerCode	varchar
ManagerName	varchar
ManagerGender	varchar

FACT_TRAINING

DateKey	int
TrainingID 🔑	int
TrainingProgramKey	int
EmployeeKey	int
BusinessUnitKey	int
Session	int
Hours	decimal

DIM_BUSINESSUNIT

BusinessUnitKey 🔑	int
Code	varchar
Name	varchar

DIM_PROGRAM

TrainingProgramKey 🔑	int
Code	int
Name	varchar
Session	int
Type	varchar
StartDateKey	int
EndDateKey	int
Cost	money

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Thank you!