

MENTORSHIP PROGRAM

HR ANALYTICS

Thanh Nguyen

TABLES CONTENT

I

- OVERVIEW

II

- DESIGN DATABASE

I. OVERVIEW



AGILE HR ANALYTICS (Demo) [LINK](#)

Recruitment



Recruitment

Recruitment Status
Recruitment by Gender
Recruitment by Job Level

Hires



Hiring

New Starters

Magic 4 Boxes - New Starters

Diversity & Inclusion



Diversity Analysis

Demographic Analysis
Organization Level

Salary



Salary Analysis

Pay Gap Analysis

HR Profile & Trends



HR at a Glance

Employee Profile
Historical & Trends
Span of Control

Departmental Dashboards

Employee Data Quality

HR Dictionary

Scorecards 1

Scorecards 2

Leave



Leave Analysis

Absenteeism
Availability
Magic 4 Boxes - Leavers

Performance Management



Performance Rating

Nine Box Performance Grid

Training



Training Analysis

Terminations



Termination Profile

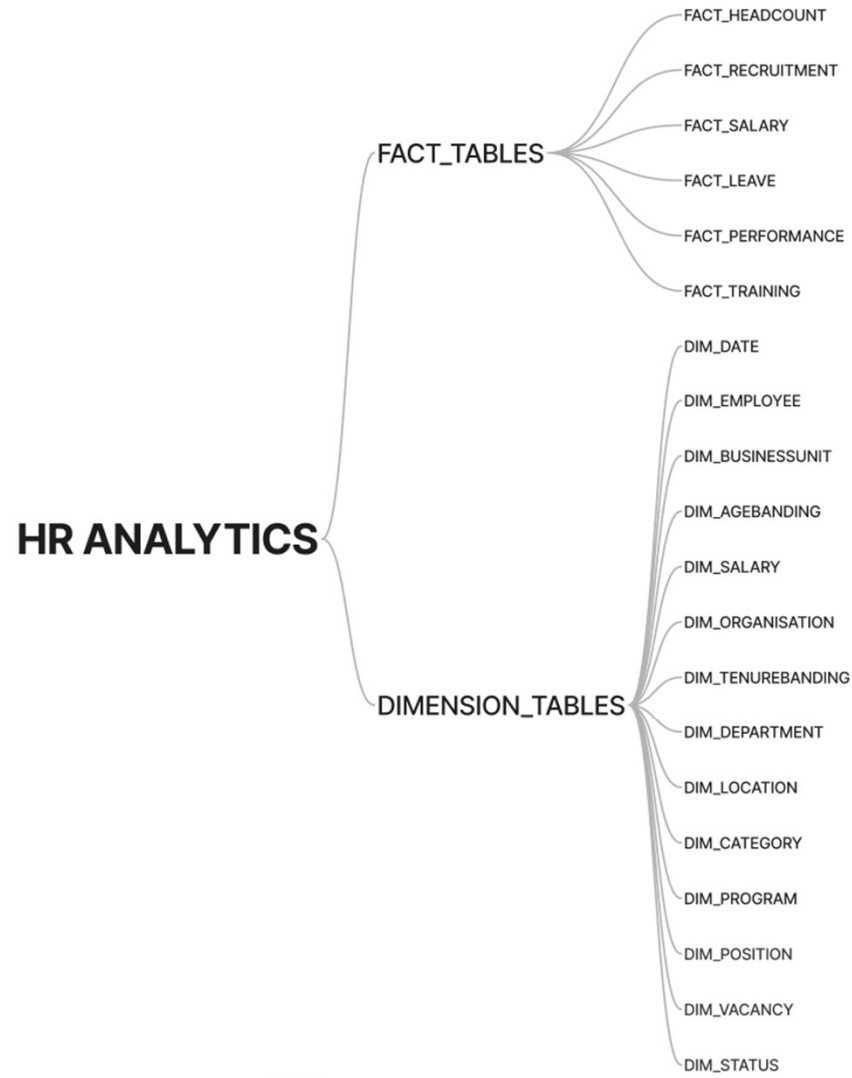
Termination Analysis
Attrition Analysis
Attrition Prediction
Great Resignation

Support

version 4.3 D

Last Refresh November 22, 2022

MINDMAP



FACT_TABLES

FACT_HEADCOUNT

DateCode
Employeekey
BusinessUnitKey
Age
AgeBandingKey
Tenure
TenureBandingKey
FTECategory
ContractType
OrganisationsKey
Departmentkey
Locationkey
Salary

FACT_RECRUITMENT

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

FACT_SALARY

DateCode
EmployeeKey
BusinessUnitKey
ContractType
FTE Category
Age
AgeBandingKey
OrganisationsKey
LocationKey
Salary
SalaryBandingKey

FACT_LEAVE

DateCode
LeaveID
EmployeeKey
BusinessUnitKey
CategoryKey
Days

FACT_PERFORMANCE

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

FACT_TRAINING

DateCode
TrainingID
TrainingProgramKey
EmployeeKey
BusinessUnitKey
Session
Hours

DIMENSION_TABLES

DIM_DATE

DateCode
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
JobLevel
StartDate
TerminationDate
TerminationCategory
TerminationReason
ManagerCode
ManagerName
ManagerGender

DIM_PROGRAM

TrainingProgramKey
Code
Name
Session
Type
StartDateKey
EndDateKey
Cost

DIM_BUSINESSUNIT

BusinessUnitKey
Code
Name

DIM_ORGANISATION

OrganisationsKey
Name

DIM_DEPARTMENT

DepartmentKey
Code
Name

DIM_AGEBANDING

AgeBandingKey
Name
FromAge
ToAge

DIM_LOCATION

LocationKey
Code
Name
Country

DIM_TENUREBANDING

TenureBandingKey
Name
FromTenure
ToTenure

DIM_SALARY

SalaryBandingKey
Name
From
To

DIM_CATEGORY

CategoryKey
Name

DIM_POSITION

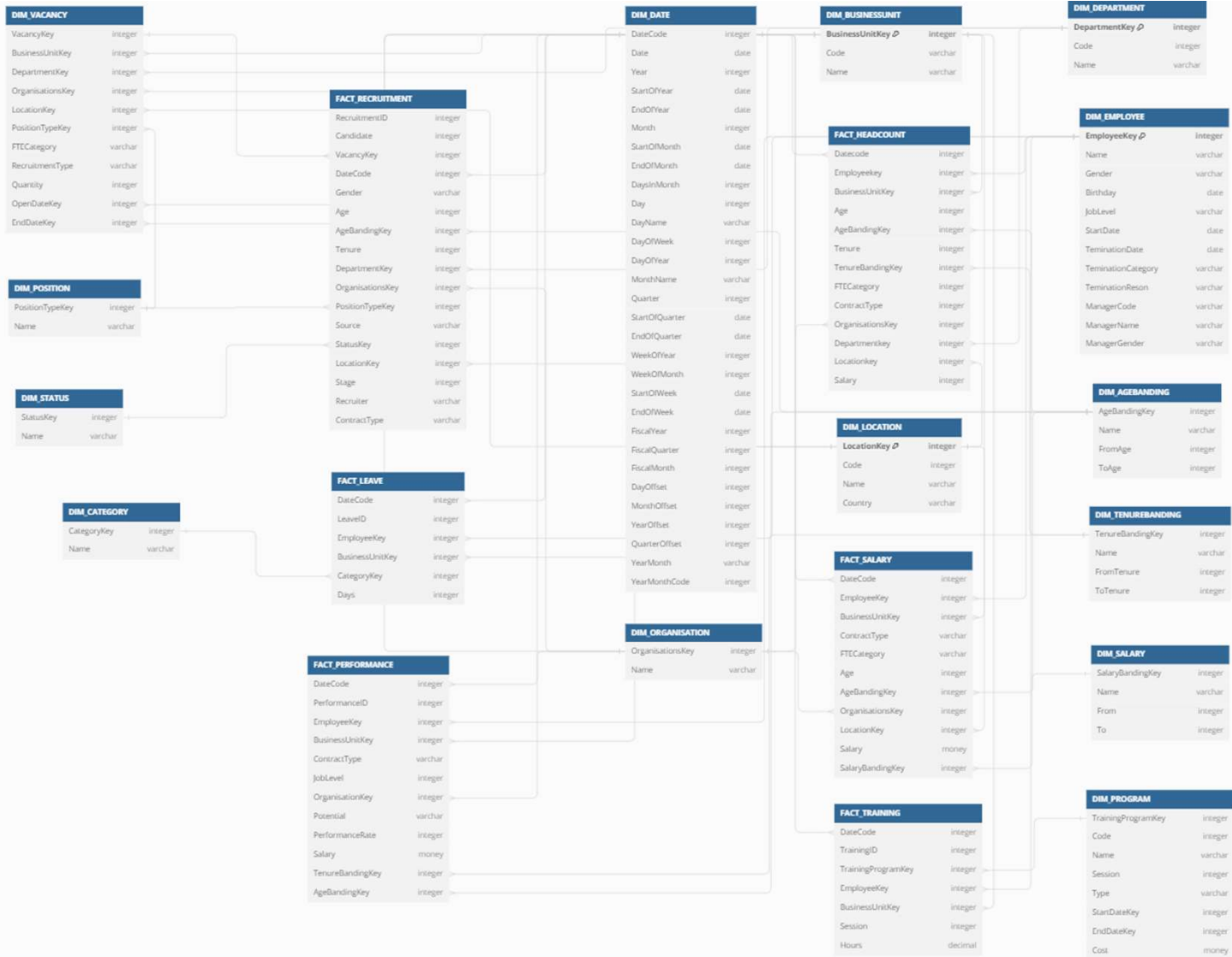
PositionTypeKey
Name

DIM_VACANCY

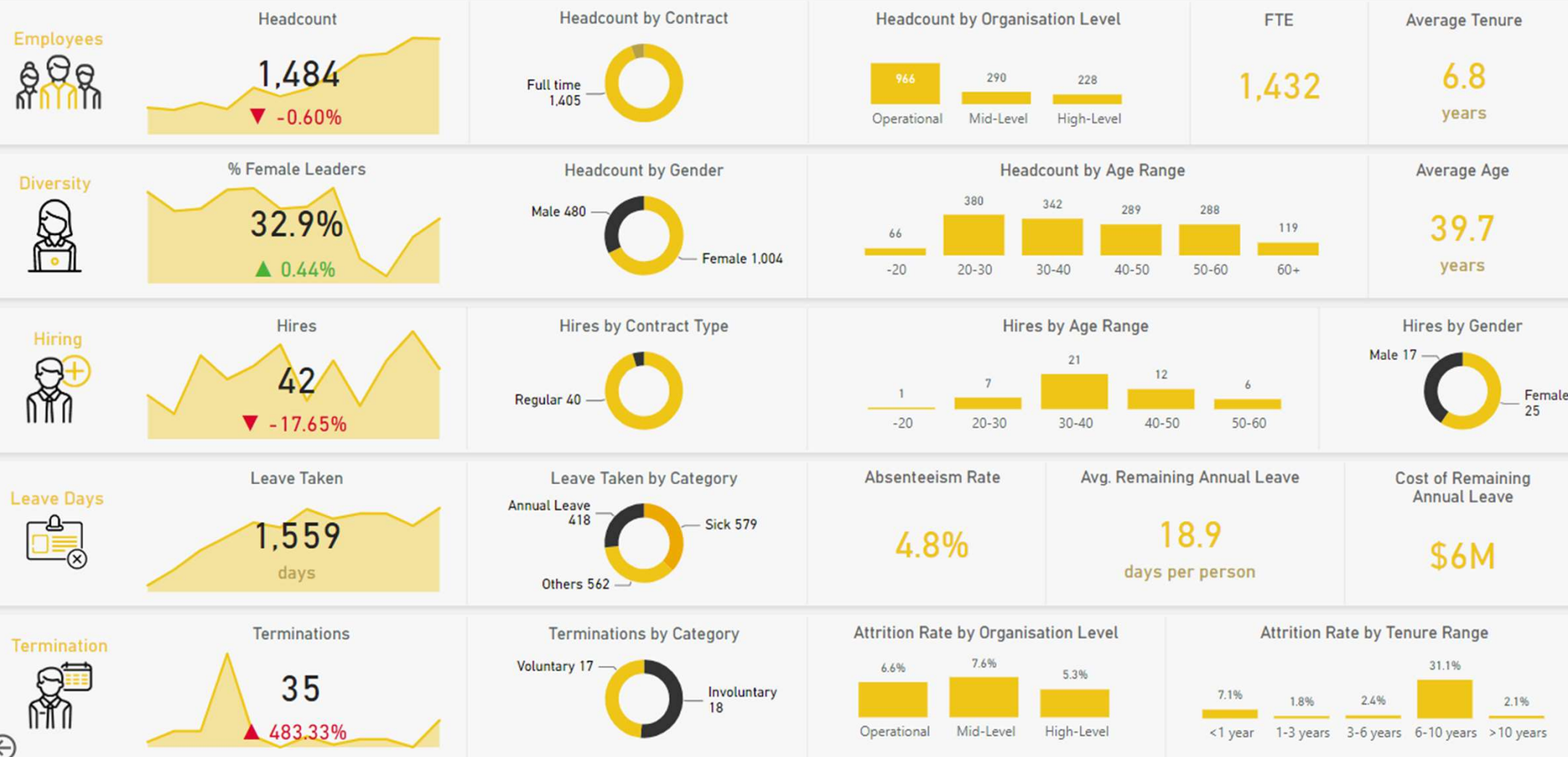
VacancyKey
BusinessUnitKey
DepartmentKey
OrganisationsKey
LocationKey
PositionTypeKey
FTECategory
RecruitmentType
Quantity
OpenDateKey
EndDateKey

DIM_STATUS

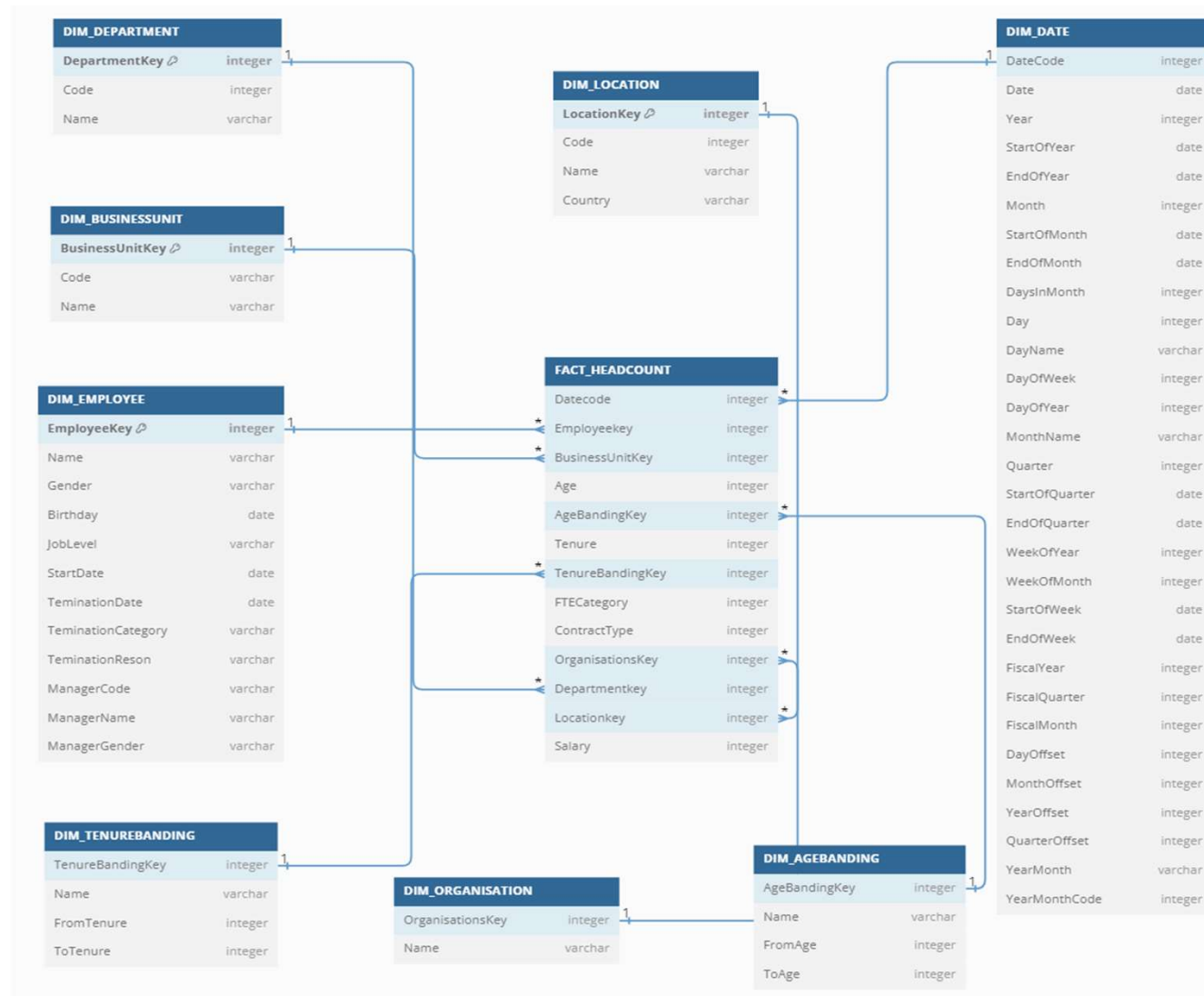
StatusKey
Name



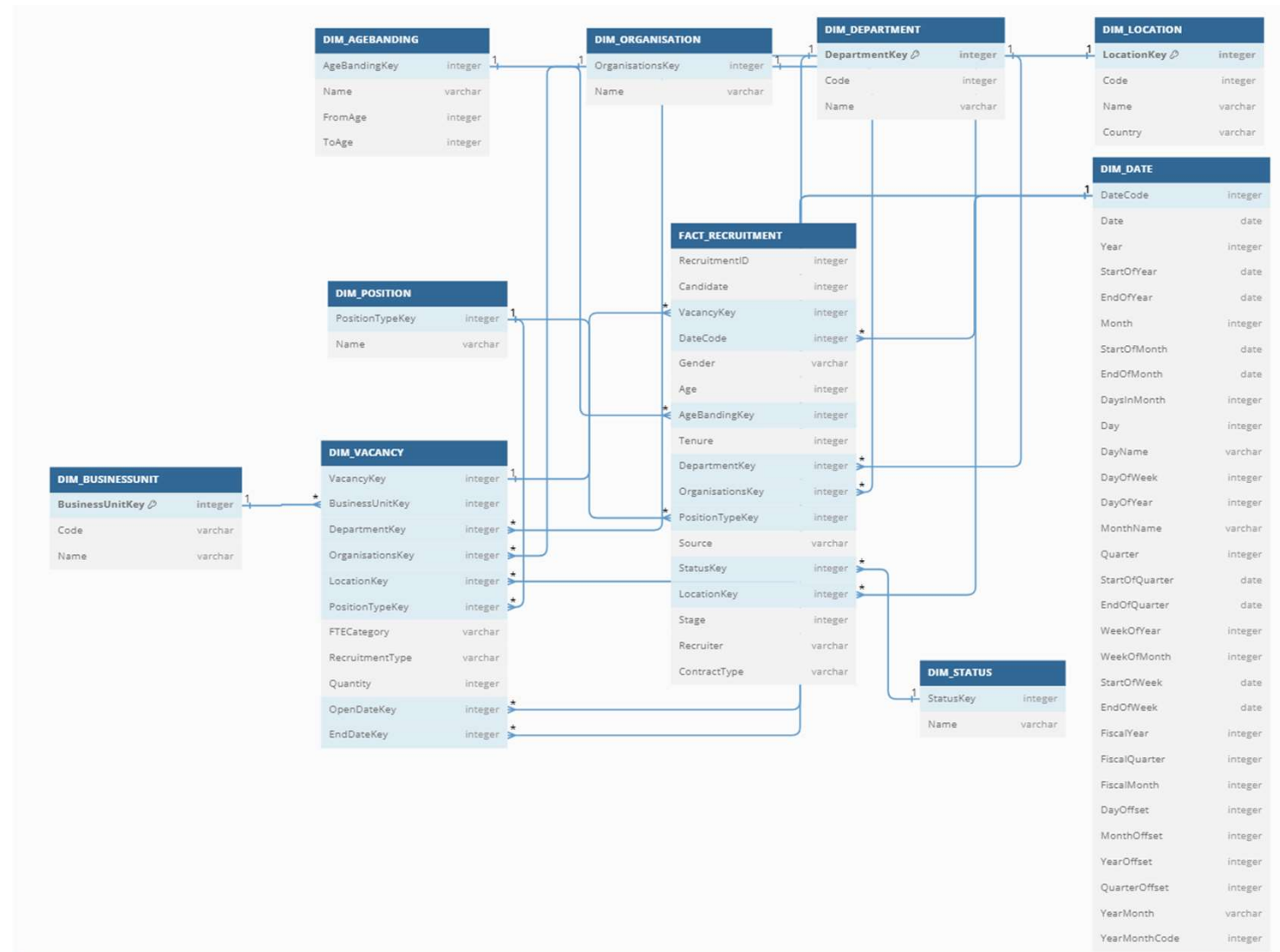
II. DESIGN DATABASE



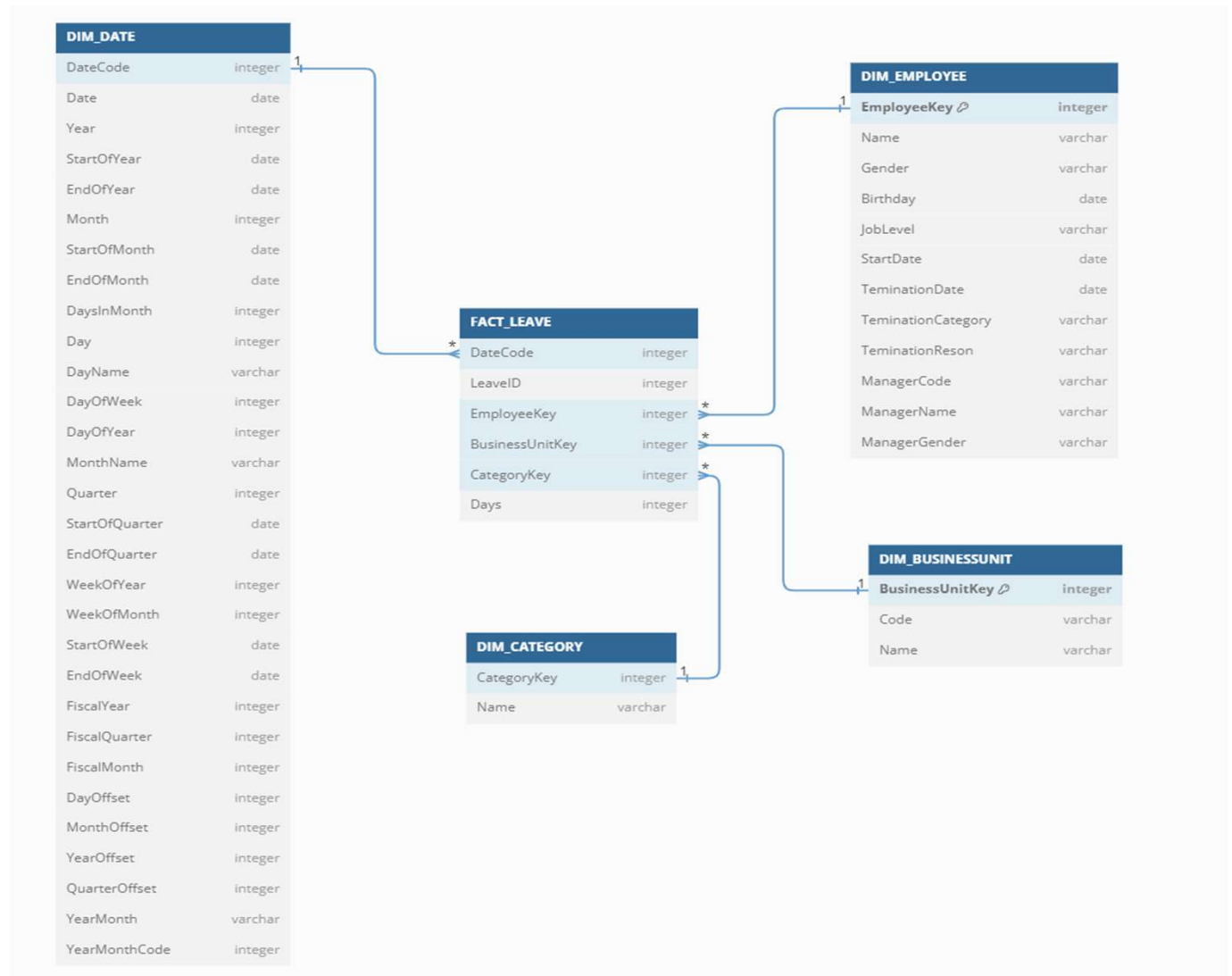
HEADCOUNT



RECRUITMENT



LEAVE

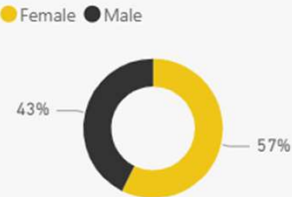


HIRING

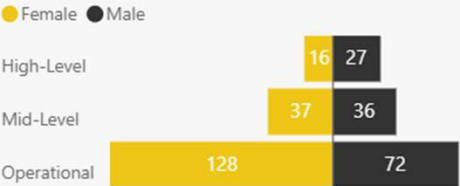
Date Range 27/01/2021 26/08/2021

Business Unit All

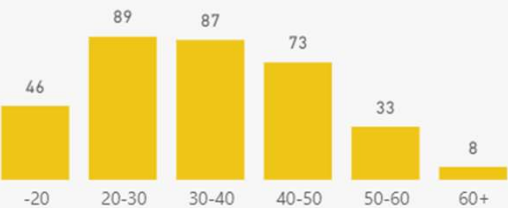
Hires by Gender



Hires by Organization Level



Hires by Age Banding



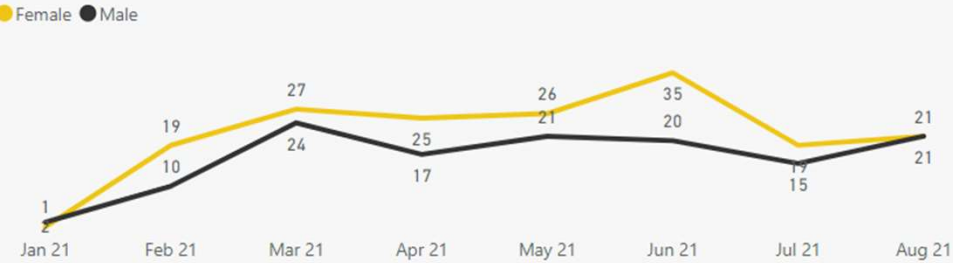
Cards

293
Number of Hires

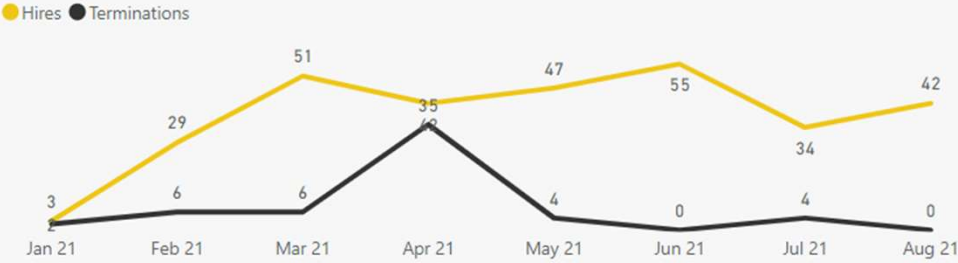
38
Avg Hires per Month

27%
% of Internal Hires

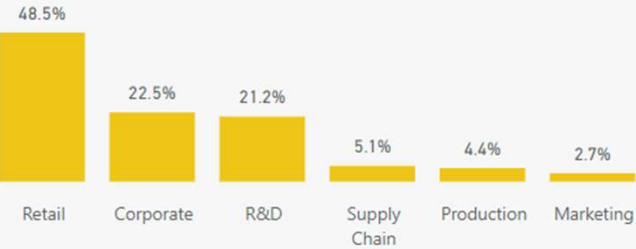
Hires Trend by Gender



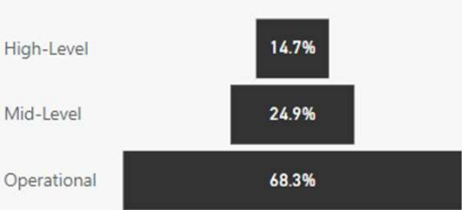
Hires vs. Terminations



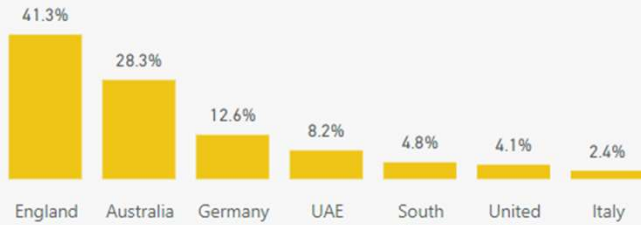
% Hires by Business Unit



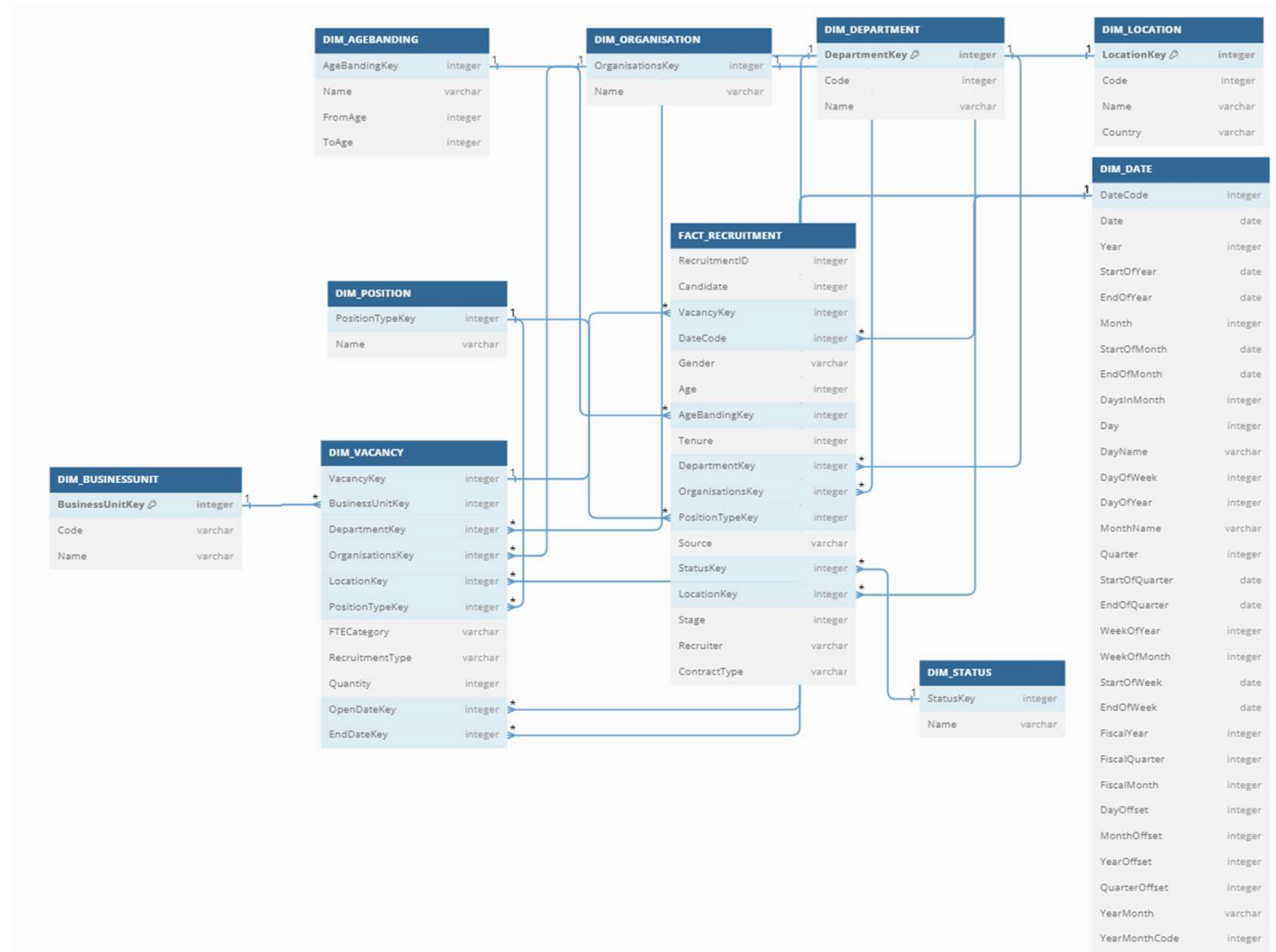
% Hires by Organization Level



% Hires by Location



RECRUITMENT

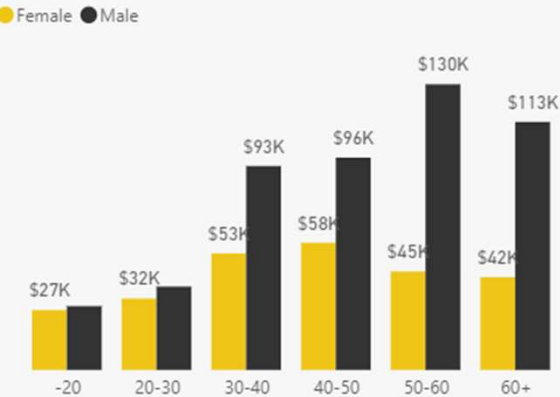


SALARY

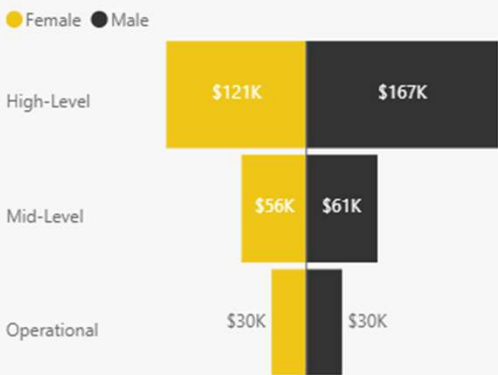
Salary Analysis | Pay Gap by Gender

Date Range 01/01/2021 31/03/2022 Location All

Avg. Salary by Age Range and Gender



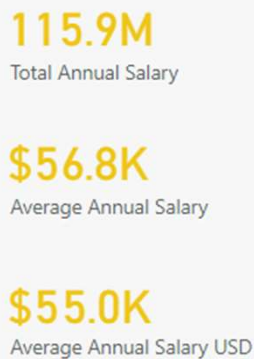
Avg. Salary by Org Level & Gender



Avg. Salary by Location



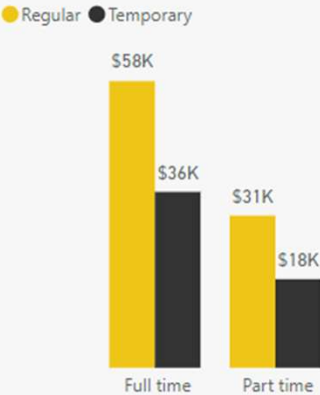
Salary Cards



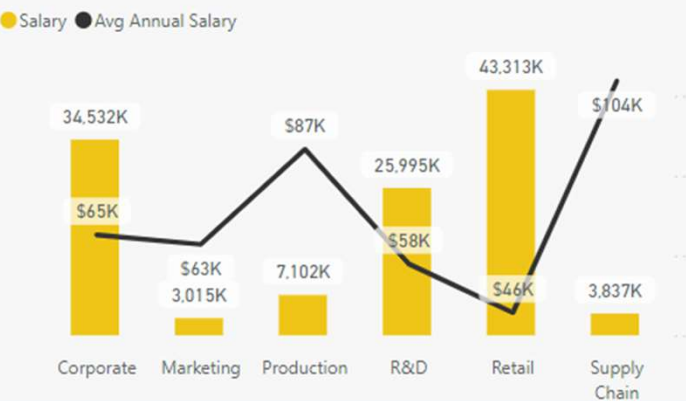
Avg. Salary



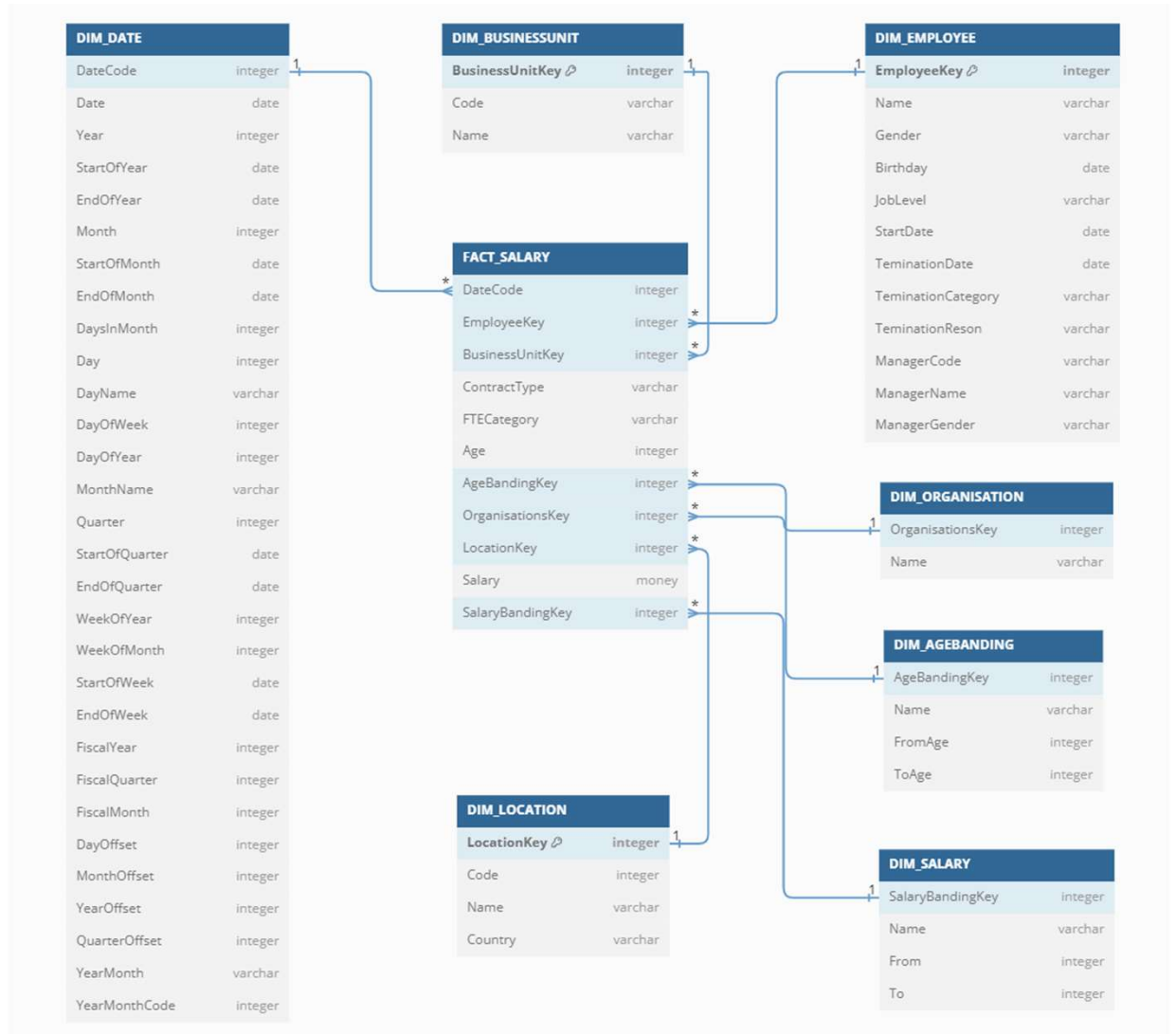
Salary by Employment Status & Type



Salary by Business Unit



SALARY

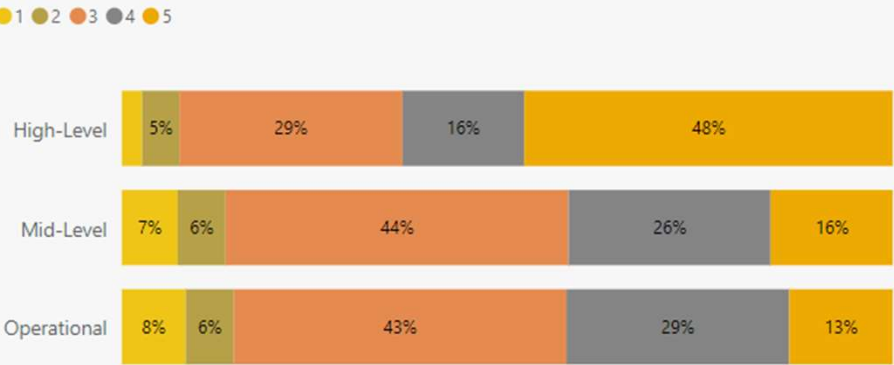


PERFORMANCE

Performance Rating | Nine Box Performance Grid

Year 2021 | Month Apr | Business Unit All

Performance by Job Level



Performance by Gender

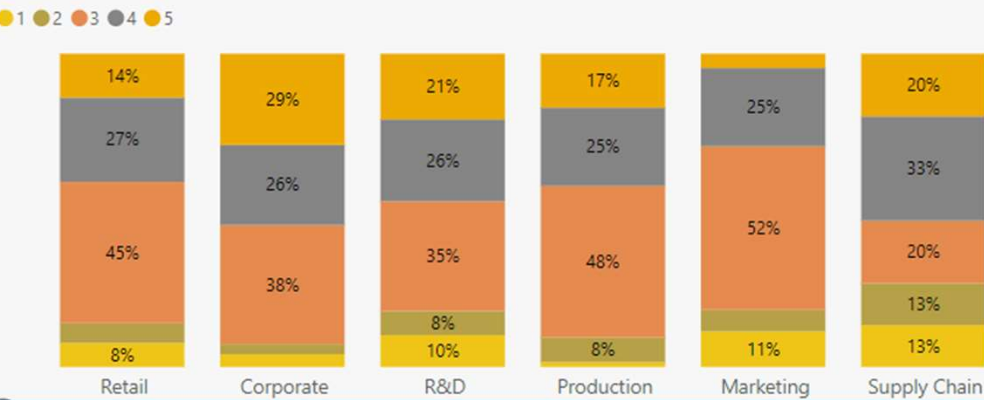


Cards

86.8%
With rating 3 or better

1,484
Total Employees Reviewed

Performance by Business Unit



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



TRAINING

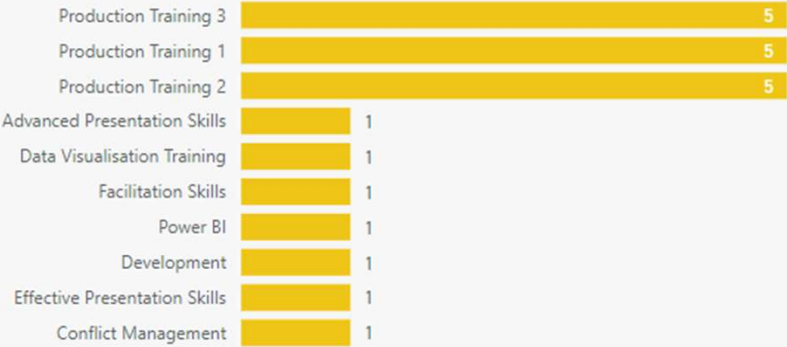
Training Analysis

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

Training Costs



Completed Programs



Cards

27
Training Programs

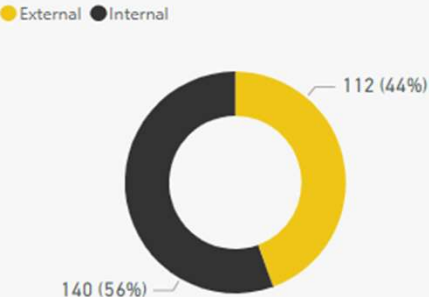
252
Total Participants

1,431
Total Training Hours

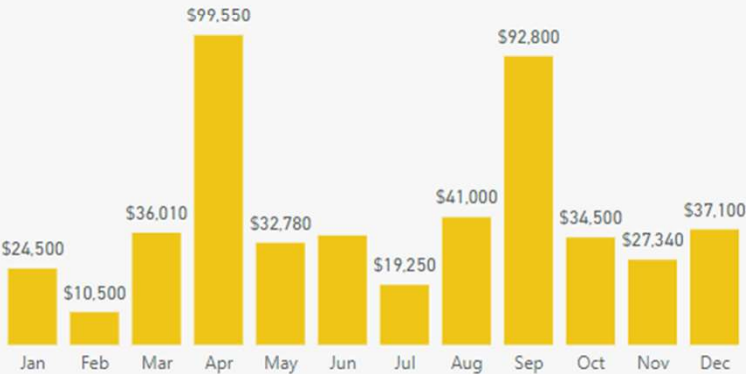
\$490.5K
Total Costs

1.9K
Training Costs per Person

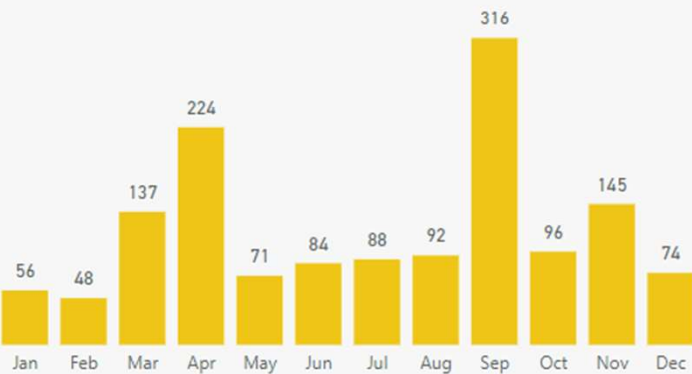
Participants by Training Type



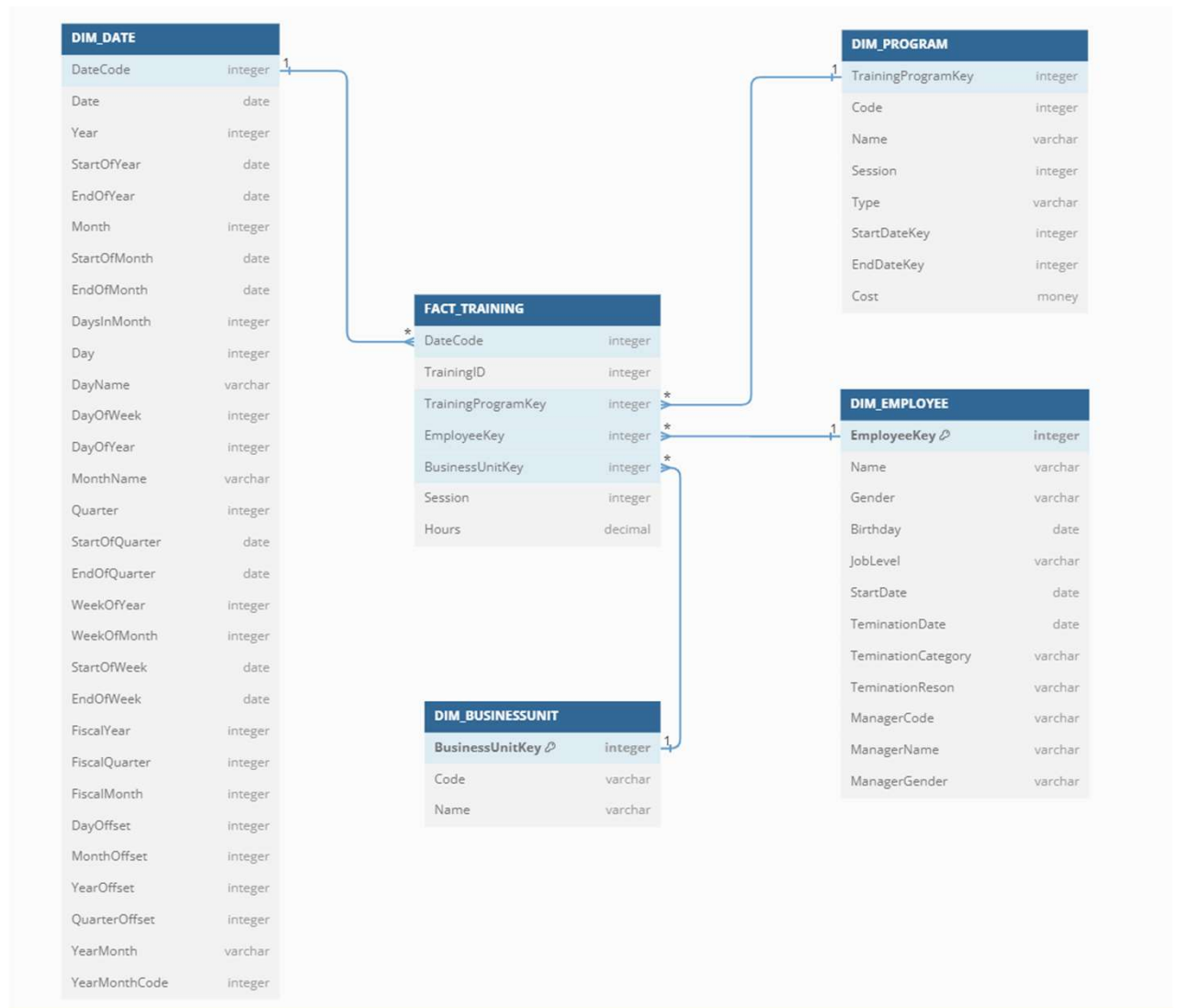
Training Cost Difference from LY



Training Hours by Month



TRAINING





Thank you!