



Mentorship
Program

HR ANALYSIS EXERCISE

By: Ngoc Bich

Mindmap

Fact_table



Mindmap Dim_table



OVERVIEW

1. HeadCount_fact

2. Recruitment_fact

3. Leave_fact

4. Termination_fact

5. Salary_fact

6. Performance_fact

7. Training_fact

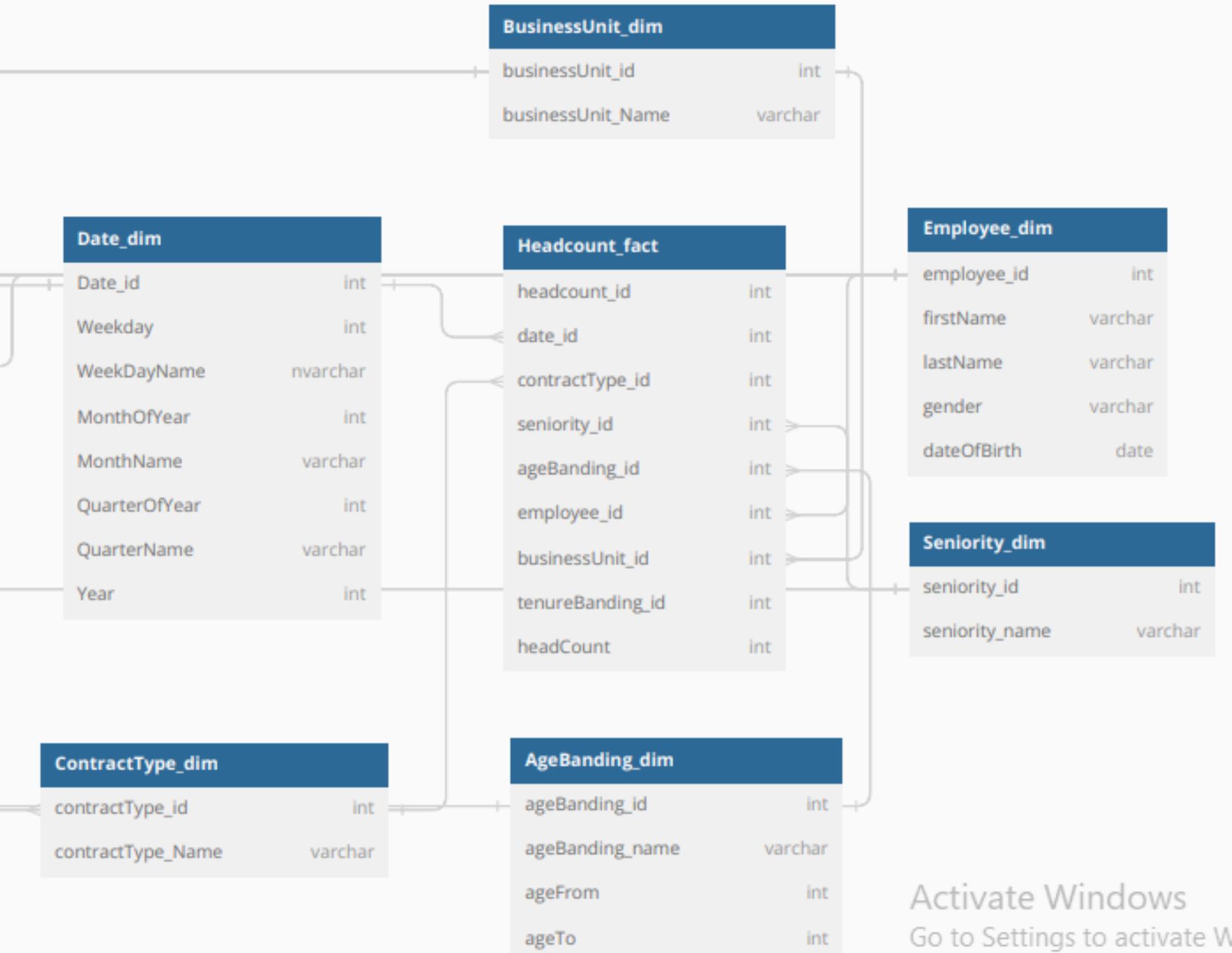
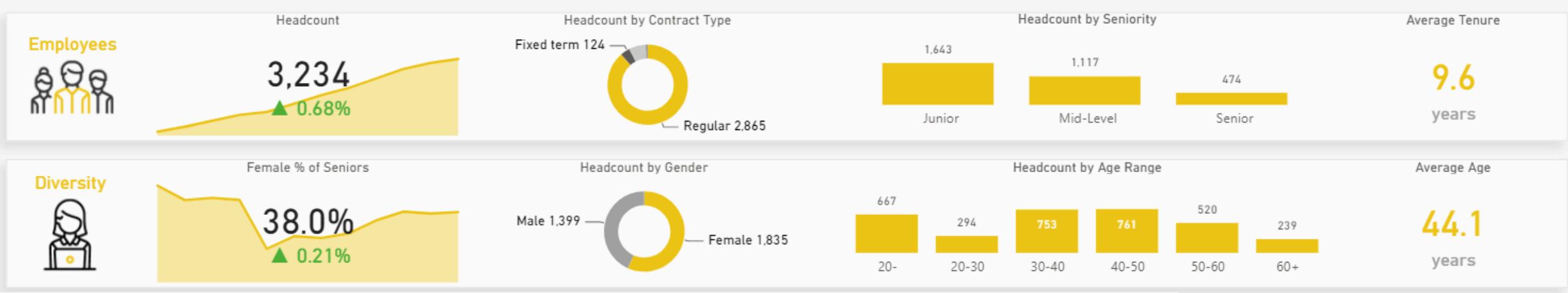
1. HeadCount_fact

Summary Dashboard

2018 2019 2020 Jan Feb Mar Apr May Jun
Jul Aug Sep Oct Nov Dec

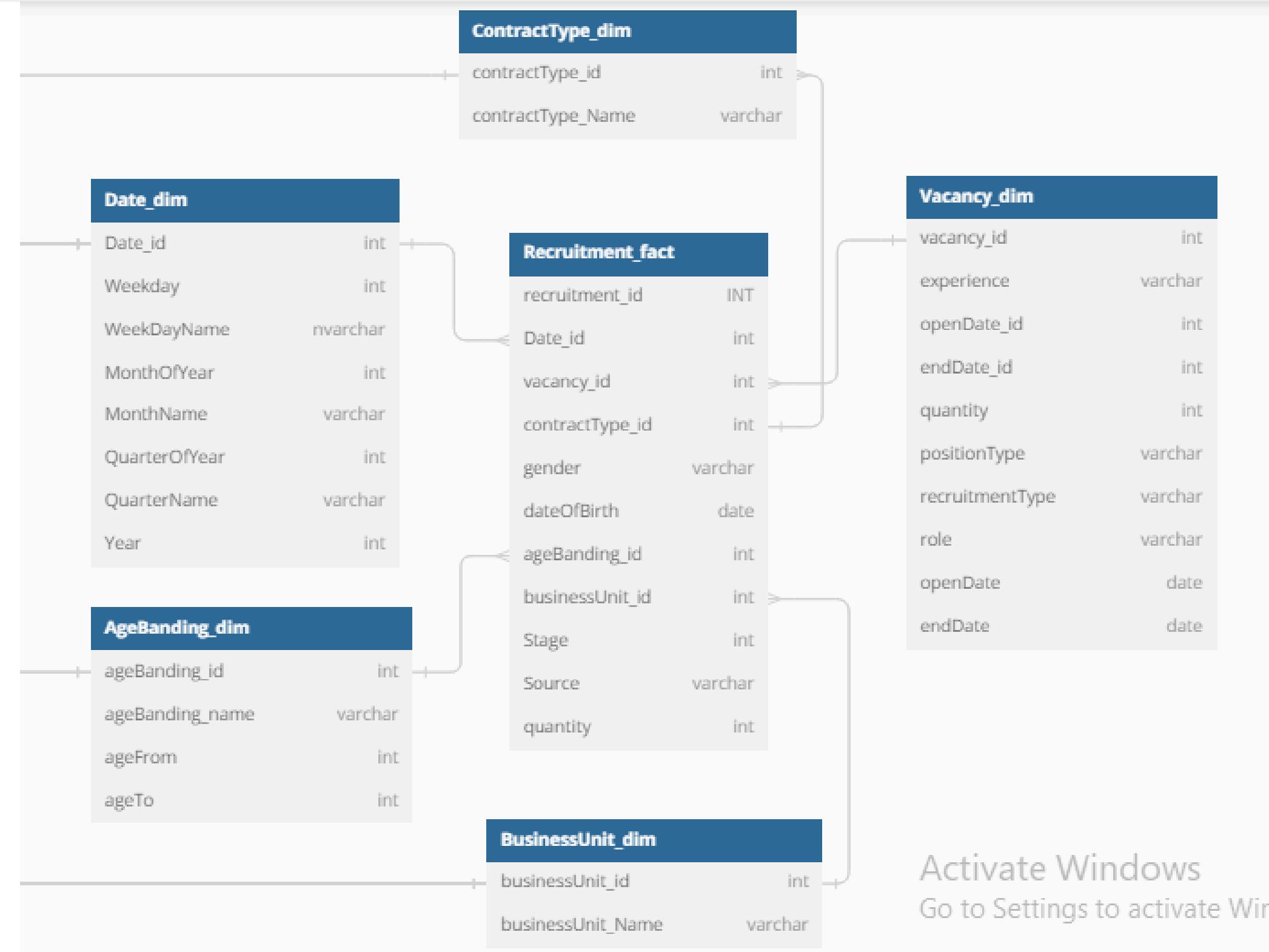
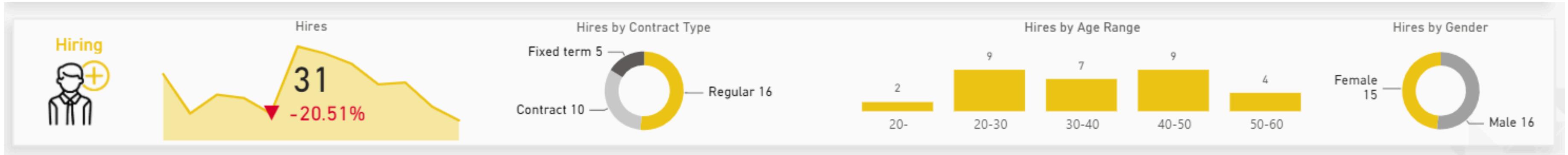
Business Unit

All



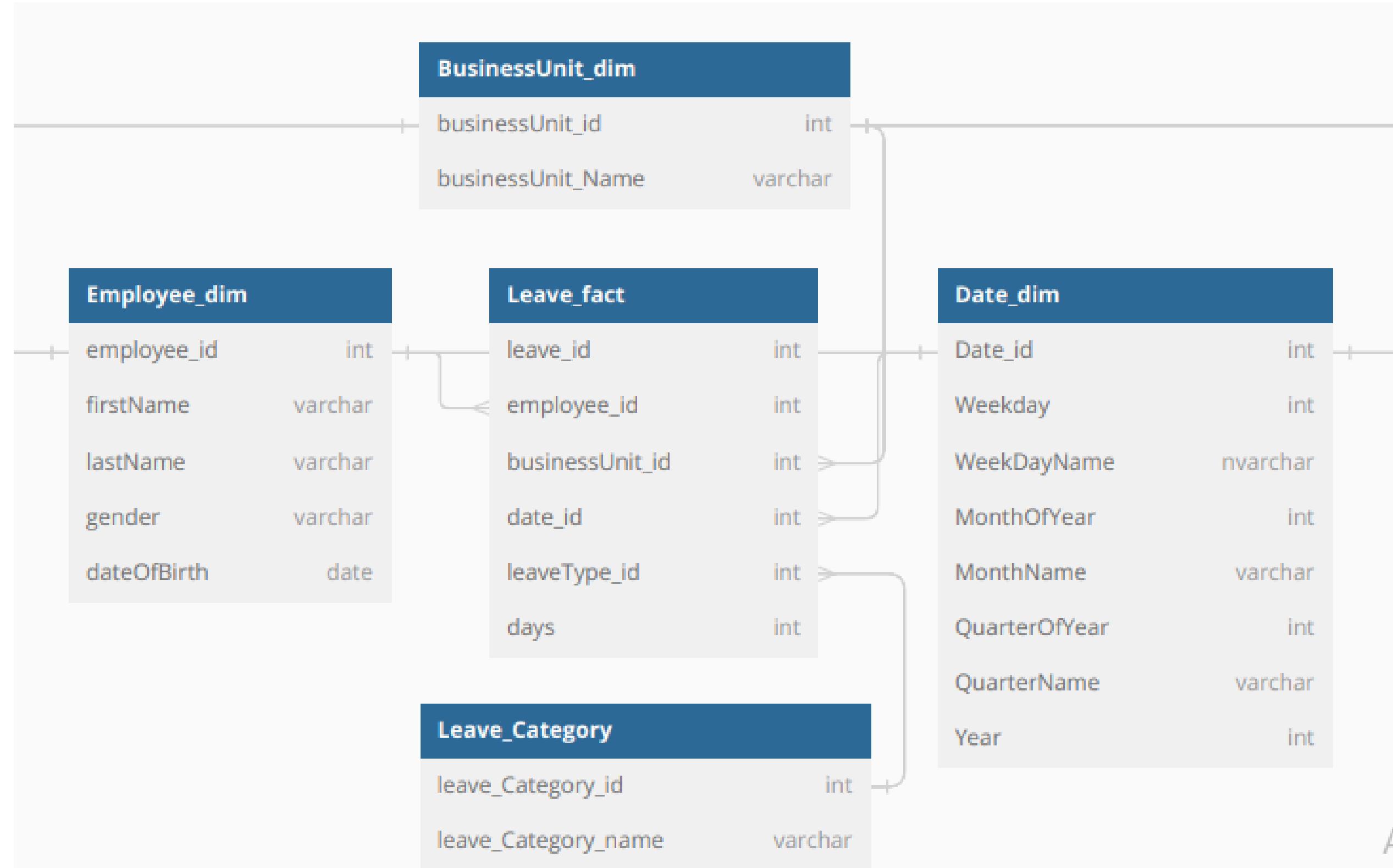
Activate Windows
Go to Settings to activate Wi

2. Recruitment_fact

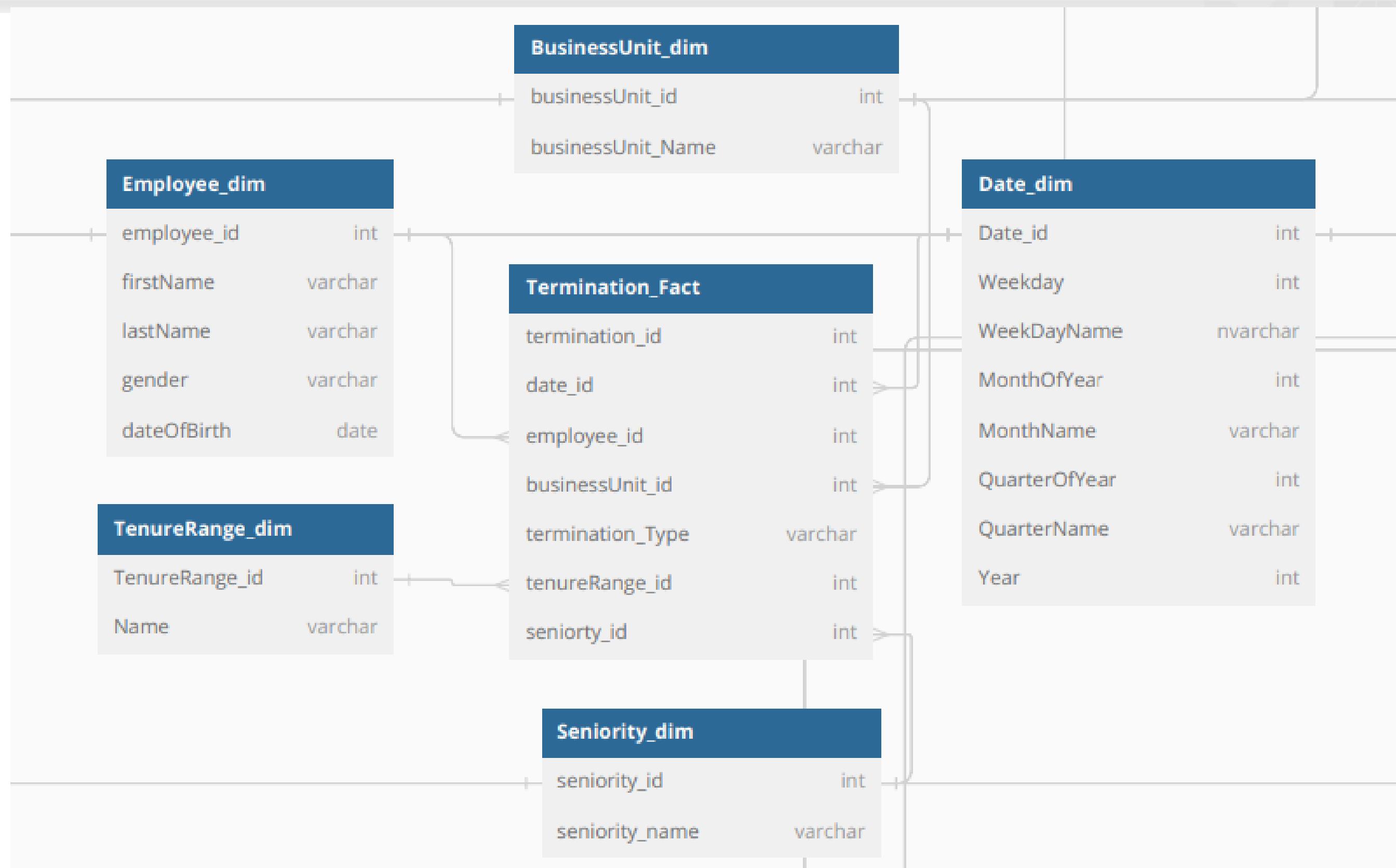
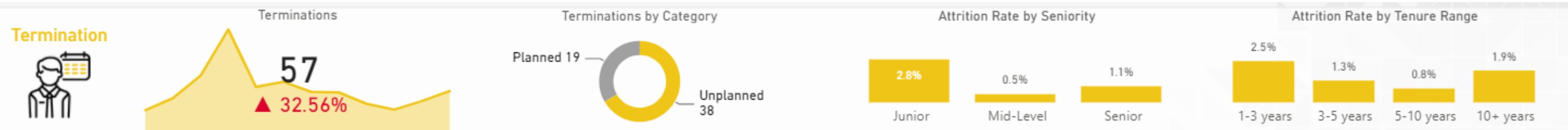


Activate Windows
Go to Settings to activate Win

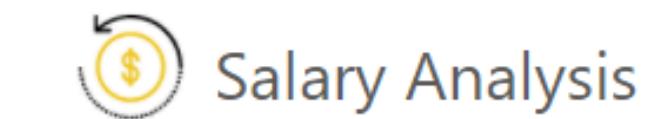
3. Leave_fact



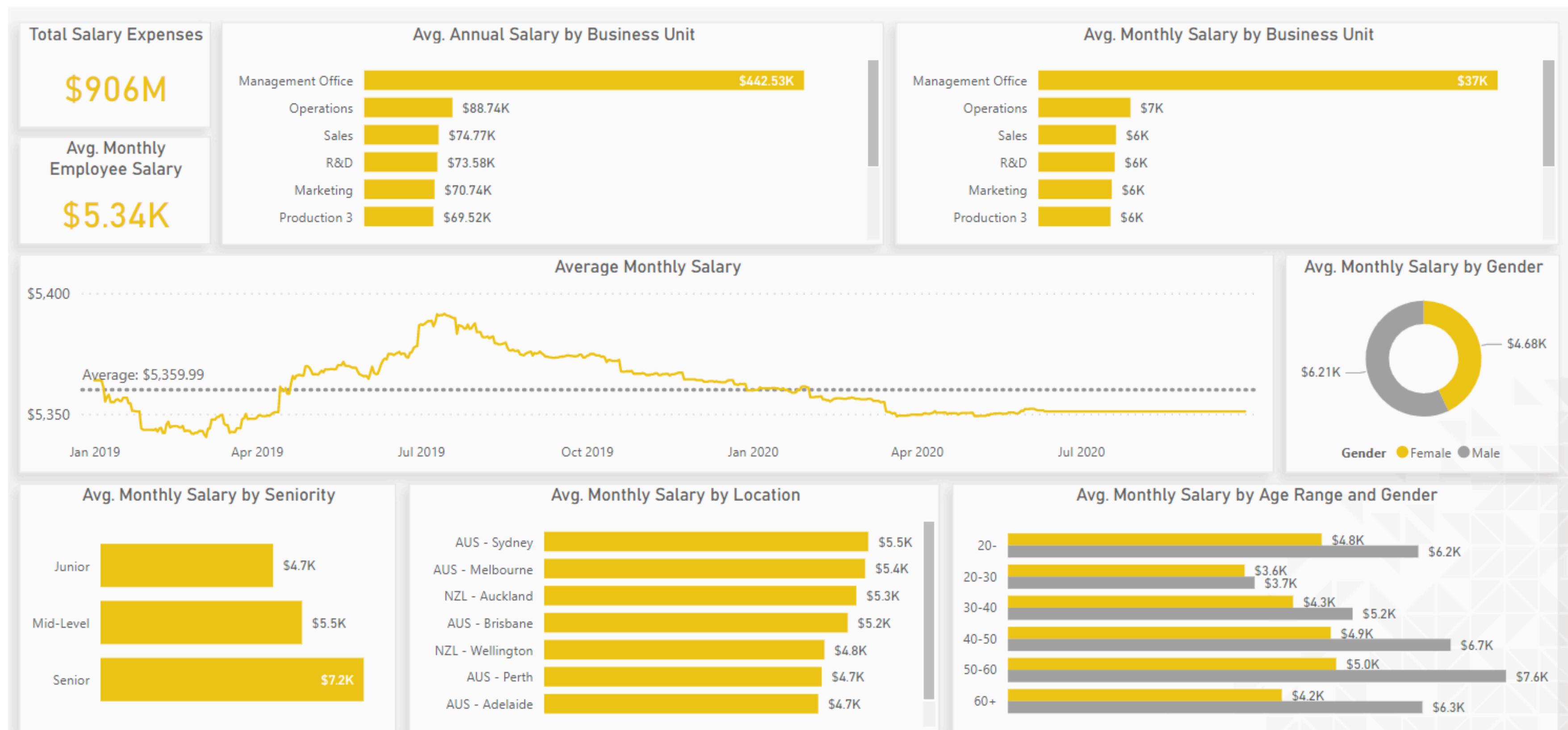
4. Termination_fact



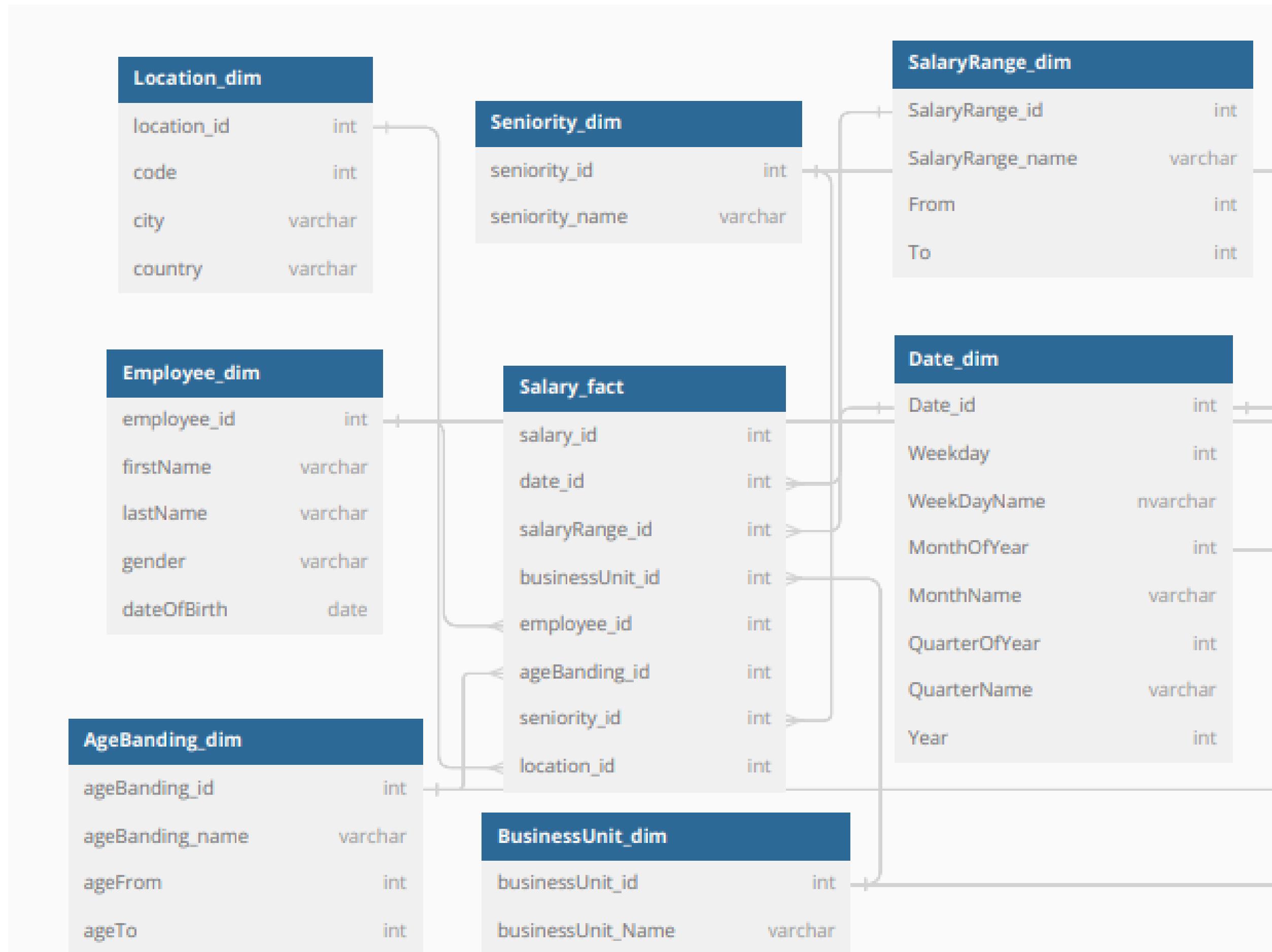
5. Salary_fact



Date range
1/1/2019 9/30/2020



5. Salary_fact



6. Performance_fact



Key influencers

What influences Performance Rating to be 4 - Exceptional ?

When... ...the likelihood of Performance Rating being 4 - Exceptional increases by 1.16x

Age Banding is 40-50 → 1.16x

← Performance Rating is more likely to be 4 - Exceptional when Age Banding is 40-50 than otherwise (on average).

%Performance Rating is 4 - Exceptional

Age Banding	%Performance Rating is 4 - Exceptional
40-50	~28%
30-40	~27%
50-60	~24%
20-30	~24%
20+	~23%
60+	~14%

Only show values that are influencers

Business Unit All

Total Employees Reviewed 2,122

With rating 3 or better 93.5%

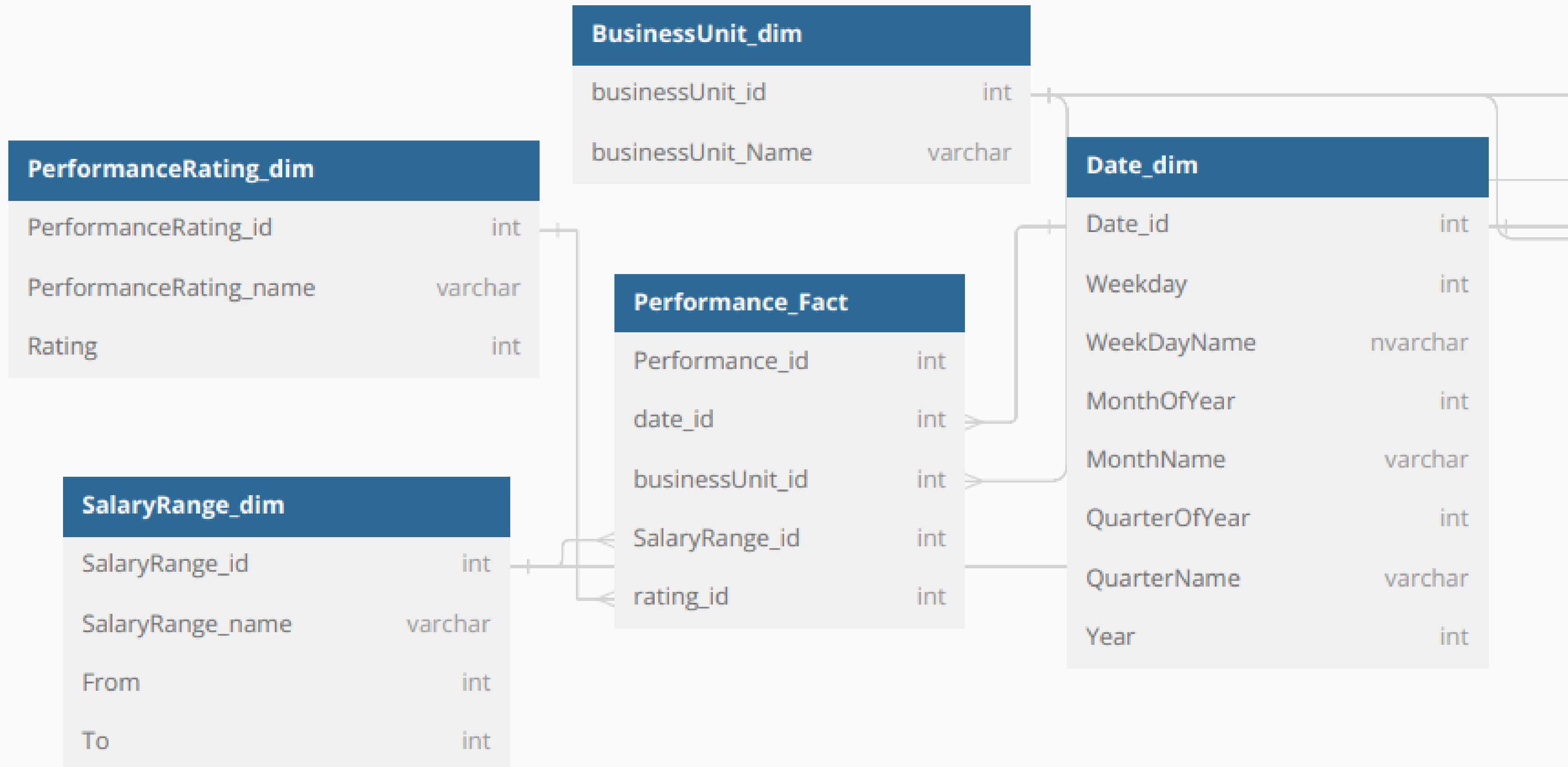
Performance Rating

Performance Rating	20-	20-30	30-40	40-50	50-60	60+	Total
5 - Leading	19	4	45	33	20	3	124
4 - Exceptional	99	29	147	140	97	25	537
3 - Exceeds	292	65	284	298	249	136	1,324
2 - Fully meets	50	11	24	28	15	9	137
1 - Needs improvement							
Total	460	109	500	499	381	173	2,122

Distribution by Tenure range

Distribution by Age range

6. Performance_fact

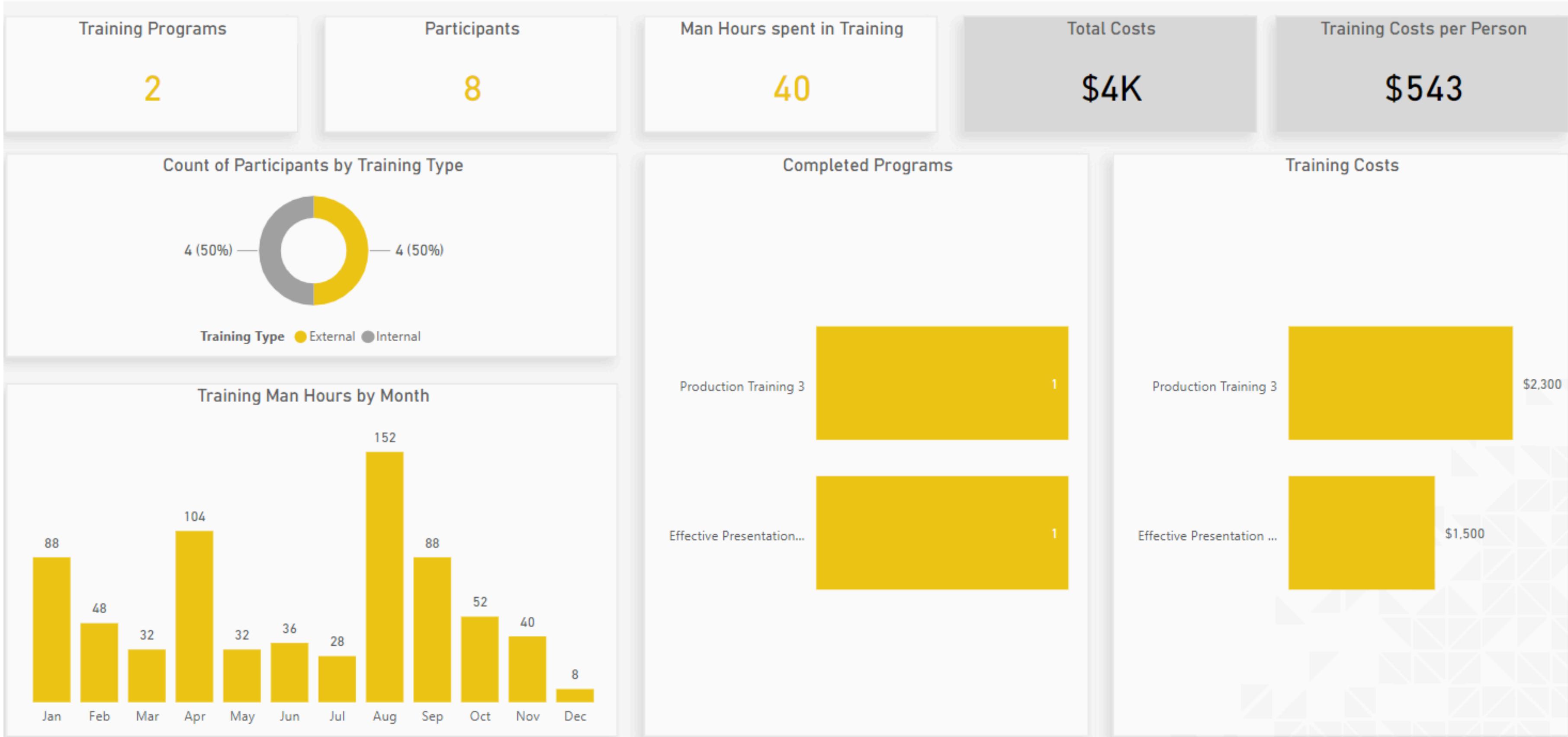


7. Training_fact

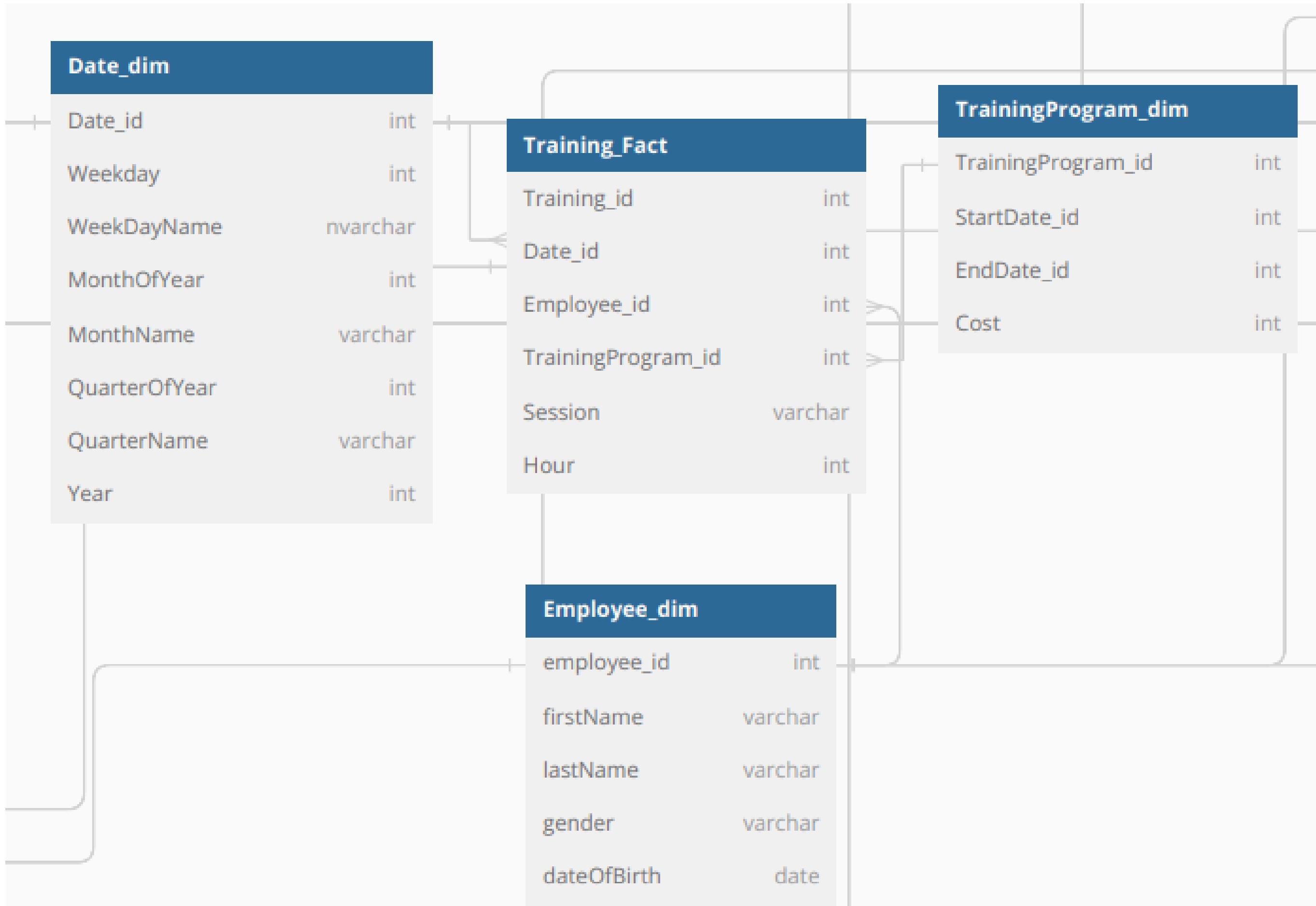


Training

2018	2019	2020	Jan	Feb	Mar	Apr	May	Jun
Jul	Aug	Sep	Oct	Nov	Dec			



7. Training_fact



THANK YOU

