

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
Age	Current age of an employee.	number
BusinessTravel	Frequency of business travel - three categories: Frequent Traveller, Some Travel, and No Travel.	text
Department	Department an employee works in - three categories: Technology, HR, and Sales.	text
DistanceFromHome	Kilometer distance between an employee's home and their office.	number
State	State where the employee lives.	text
Ethnicity	Self-defined employee ethnicity.	text
Education	Education level for employees'. Connects to DimEducationLevel.	number
EducationField	Employee field of study.	text
Job Role	Current/latest employee job role.	text
MaritalStatus	Current/latest employee marital status.	text
Salary	Current/latest employee salary.	number
StockOptionLevel	The banding level for stock options that the employee has.	number
Overtime	Contains "Yes" and "No" to indicate whether an employee is expected to work overtime in their role.	text
HireDate	Date the employee joined the company.	date
Attrition	Contains "Yes" and "No" to indicate whether an employee has left the organization.	text
YearsAtCompany	Number of years since the employee joined the organization.	number
YearsInMostRecentRole	Number of years the employee has been in their most recent role.	number
YearsSinceLastPromotion	Number of years since the employee last got promoted.	number
YearsWithCurrManager	Number of years the employee has been with their current manager	number

Satisfied Level		
Column	Description	Datatype
SatisfactionID	A unique ID that connects to EnvironmentSatisfaction, JobSatisfaction, RelationshipSatisfaction, and Work-Life Balance in FactPerformanceRating.	number
SatisfactionLevel	Provides meaning to the satisfaction level: Very Satisfied, Satisfied, Neutral, Dissatisfied, and Very Dissatisfied	text

Rating Level		
Column	Description	Datatype
RatingID	A unique ID that connects to SelfRating and ManagerRating in FactPerformanceRating	number
RatingLevel	Provides meaning to the rating level: Above and Beyond, Exceeds Expectation, Meets Expectation, Needs Improvement, and Unacceptable.	text

Education Level		
Column	Description	Datatype
EducationLevelID	A unique ID that connects to Education in DimEmployee.	number
EducationLevel	Provides meaning to the education level: Doctorate, Masters, Bachelors, High School, and No Formal Qualifications.	text