

HIGH LEVEL DESIGN

HR ANALYTICS - ABSENTEEISM

2023

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1. Introduction

1.1 Why this High-Level Design Document?

This High-Level Design (HLD) document's goal is to provide the current project description with the extra depth it needs to reflect an appropriate coding model. This paper can be used as a reference guide to understand how the modules work at a high level and to help find conflicts before coding.

THE HLD WILL

- ♦ Present all of the design aspects and define them in detail
- ♦ Describe the user interface being implemented
- ♦ Describe the hardware and software interfaces
- ♦ Describe the performance requirements
- ♦ Include design features and the architecture of the project
- ♦ List and describe the non-functional attributes like:

- Security
- Reliability
- Maintainability
- Portability
- Reusability
- Application compatibility
- Resource utilization
- Serviceability

1.2 The Scope

The HLD documentation outlines the system's architecture, including the technology architecture, application architecture (layers), application flow, and database architecture. The HLD employs simple to somewhat complex concepts that system administrators should be able to understand.

2 . General Description

2.1 PRODUCT PERSPECTIVE & PROBLEM STATEMENT

- The data set contains a number of employee IDs. Each row represents a certain quantity of absence – meaning that one employee can have multiple rows.
- Information on employees include the number of children, work load, distance from work, transportation expense, education, height, weight, BMI, and absenteeism time in hours. Other information includes the season, month of absence, day of absence, and day of the week.

2.2 TOOLS USED



Power BI



3 . Design Details

3.1 Functional Architecture

3 Design Details

3.1 Functional Architecture



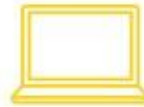
step 1:
data from
source
system is
integrated
and loaded.



step 2:
data sets are
organized
into
analytics
data
modules



step 3:
bi analyst
and other
analytics
professional
s run
analytical
queries.



step 4:
results are
built into
data
visualization
s,
dashboards
and reports



step 5:
bossiness
executives
and workers
use the
information
for decision
making

HOW BI WORKS



3.2 Optimization

1. Your data strategy drives performance

- Minimize the number of fields
- Minimize the number of records

Optimize extracts to speed up future queries by materializing calculations, removing columns and the use of accelerated views

2. Reduce the marks (data points) in your view

Practice guided analytics.

There's no need to fit everything you plan to show in a single view. Compile related views and connect them with action filters to travel from overview to highly-granular views at the speed of thought.

Remove unneeded dimensions from the detail shelf. Explore. Try displaying your data in different types of views.

3. Limit your filters by number and type

Reduce the number of filters in use. Excessive filters on a view will create a more complex query, which takes longer to return results. Double-check your filters and remove any that aren't necessary.

Use an include filter. Exclude filters load the entire domain of a dimension while including filters do not. An include filter runs much faster than an exclude filter, especially for dimensions with many members.

Use a continuous date filter. Continuous date filters (relative and range-of-date filters) can take advantage of the indexing properties in your database and are faster than discrete data filters.

Use Boolean or numeric filters. Computers process integers and Booleans (t/f) much faster than strings.

4. Optimize and materialize your calculations

Perform calculations in the database

Reduce the number of nested calculations.

Reduce the granularity of LOD or table calculations in the view. The more granular the calculation, the longer it takes.

LODs - Look at the number of unique dimension members in the calculation.

Table Calculations - the more marks in the view, the longer it will take to calculate.

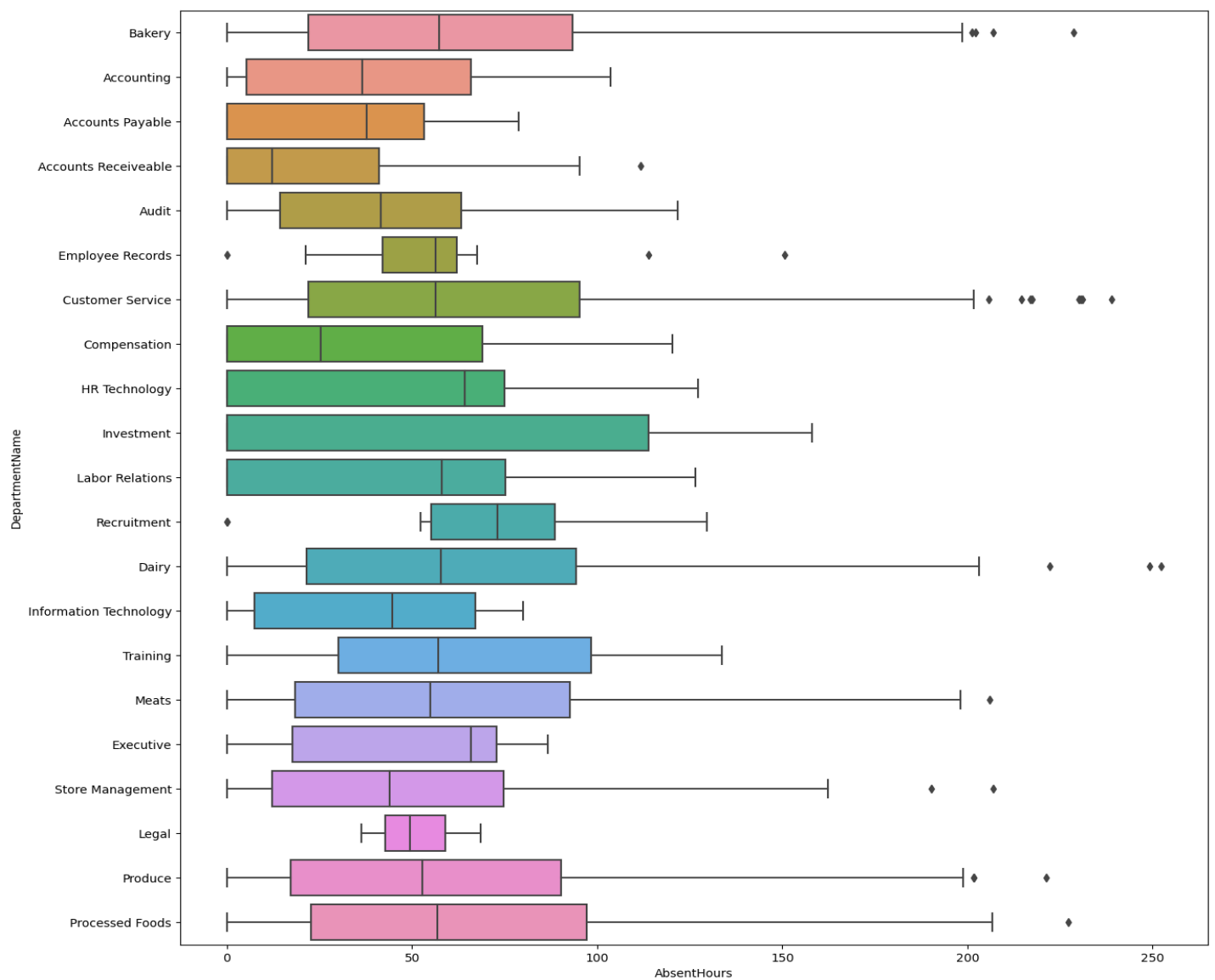
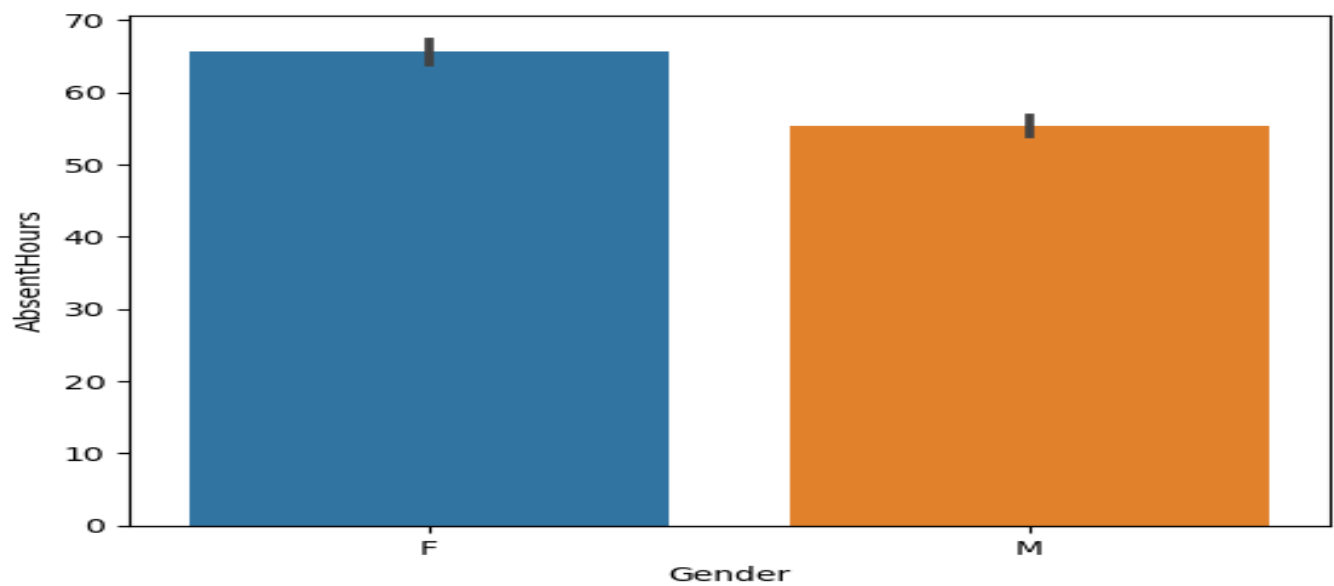
Where possible, use MIN or MAX instead of AVG. AVG requires more processing than MIN or MAX. Often rows will be duplicated and display the same result with MIN, MAX, or AVG

4. KPI

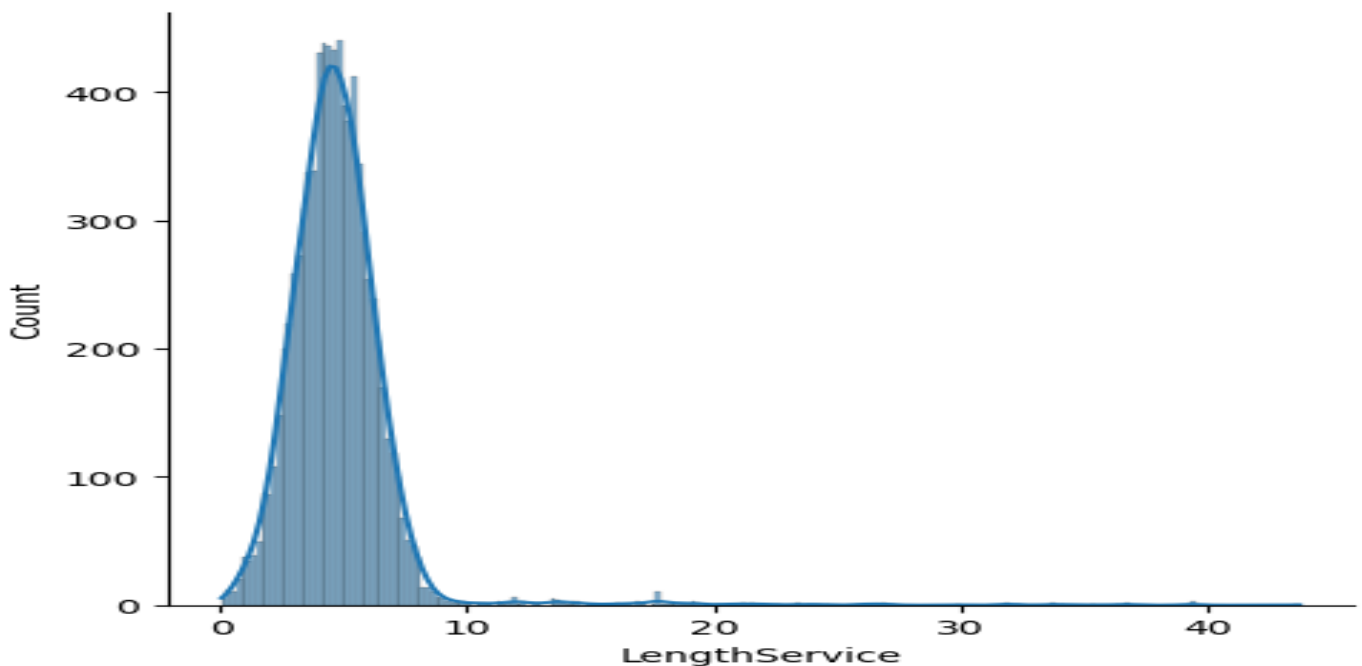
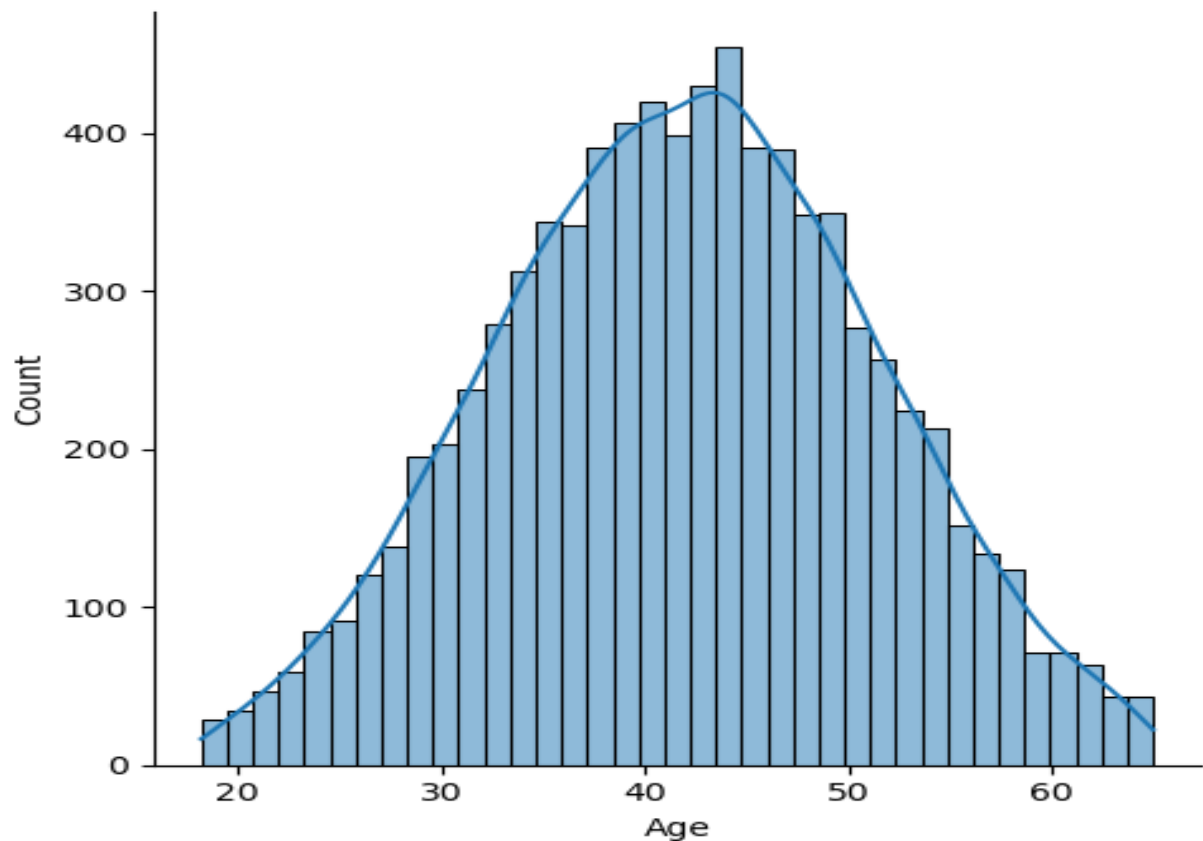
Dashboards will be implemented to display and indicate certain KPIs and relevant indicators for the disease.

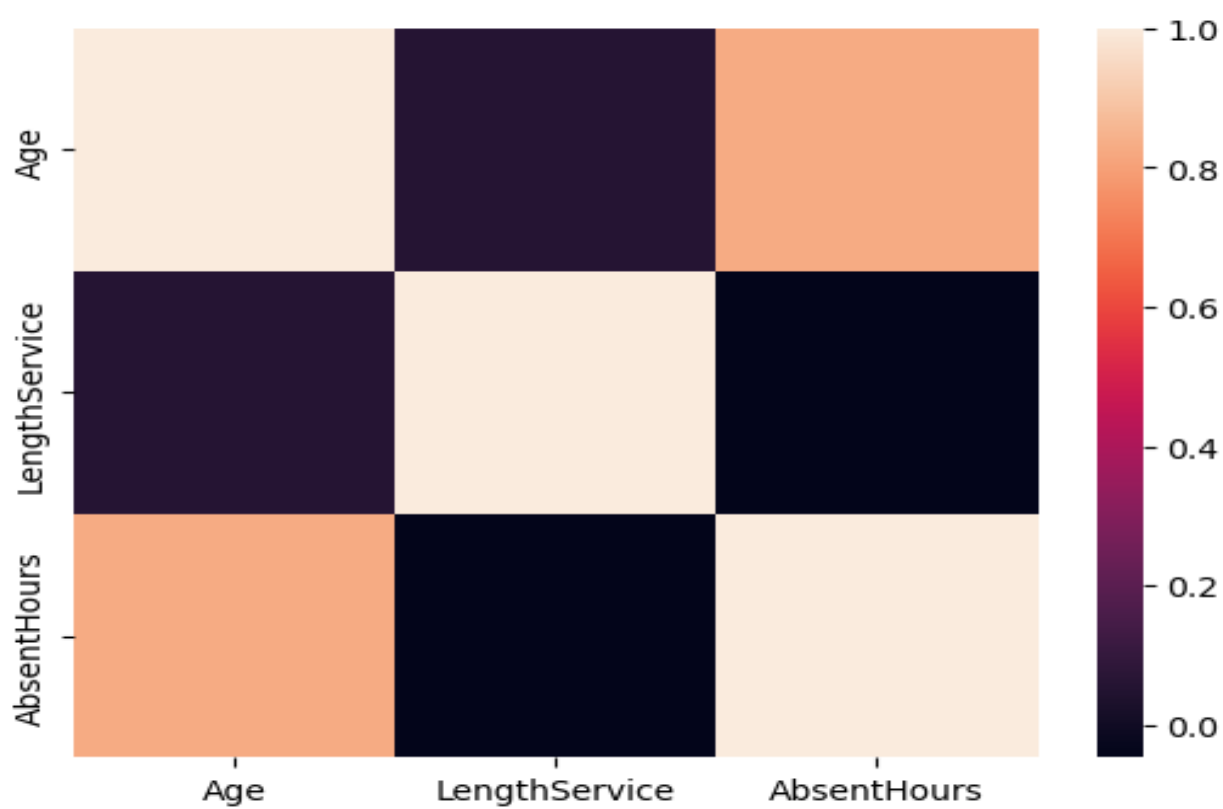
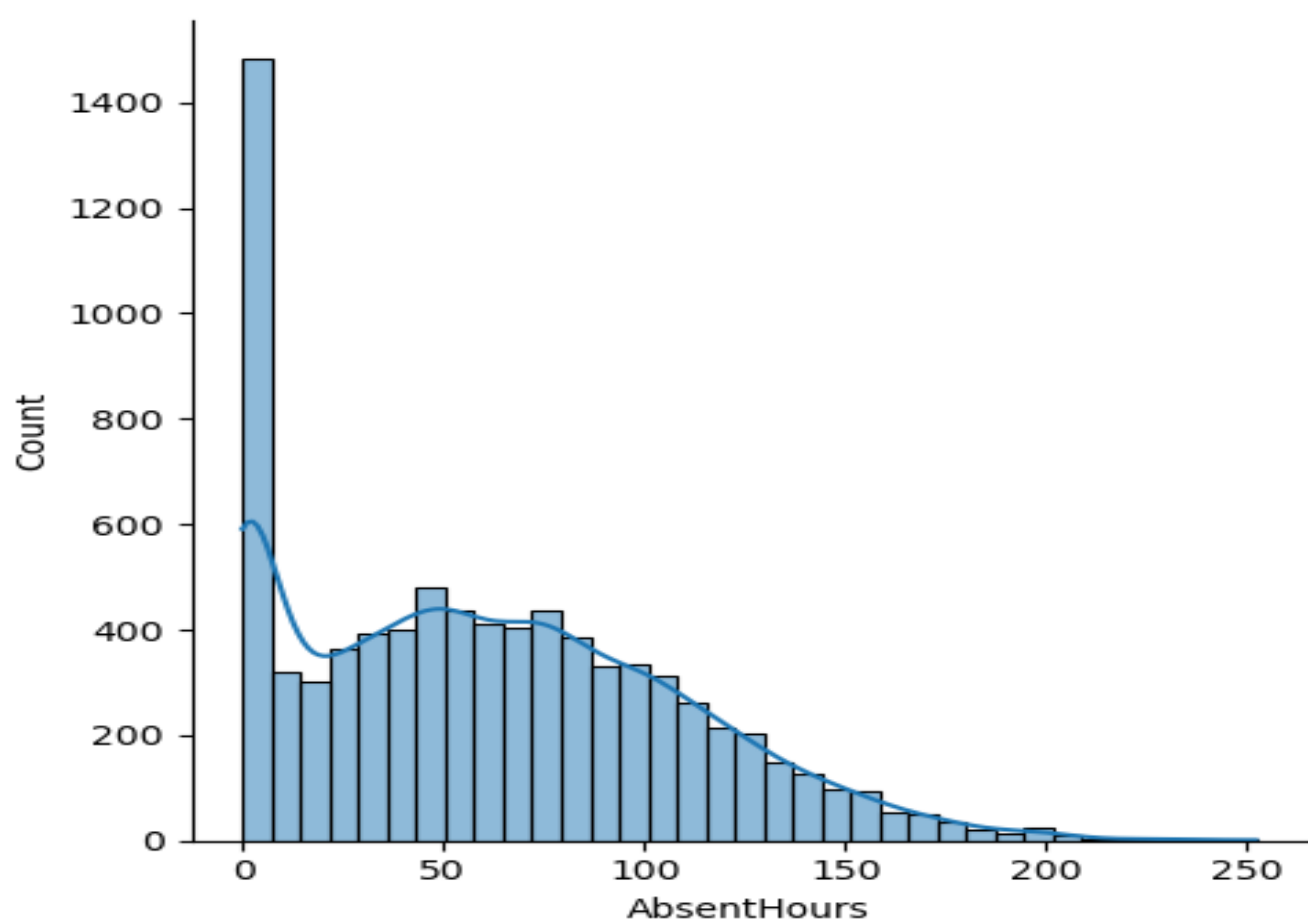
As and when the system starts to capture the historical/periodic data for a user, the dashboards will be included to display charts over time with progress on various indicators or factors

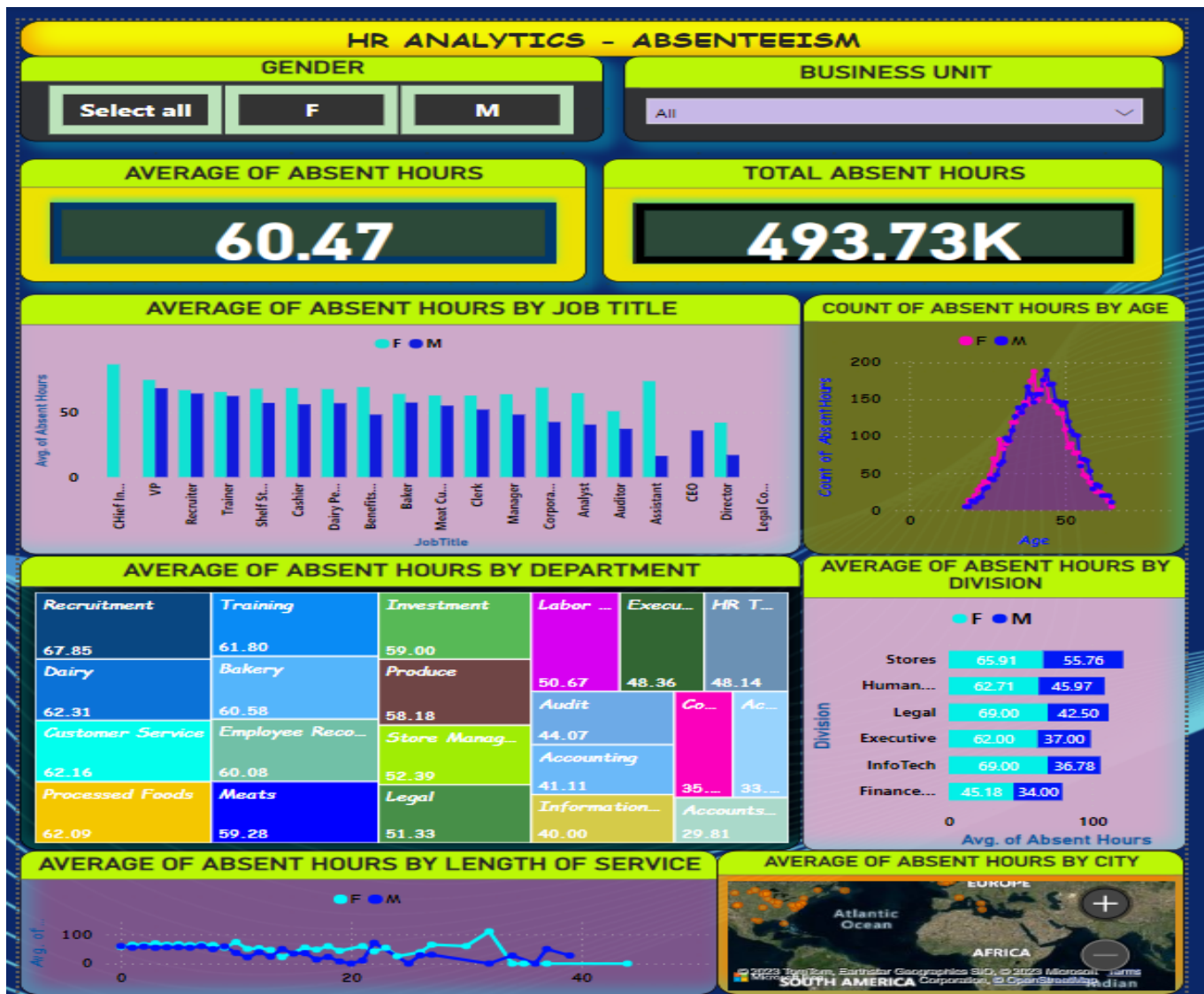
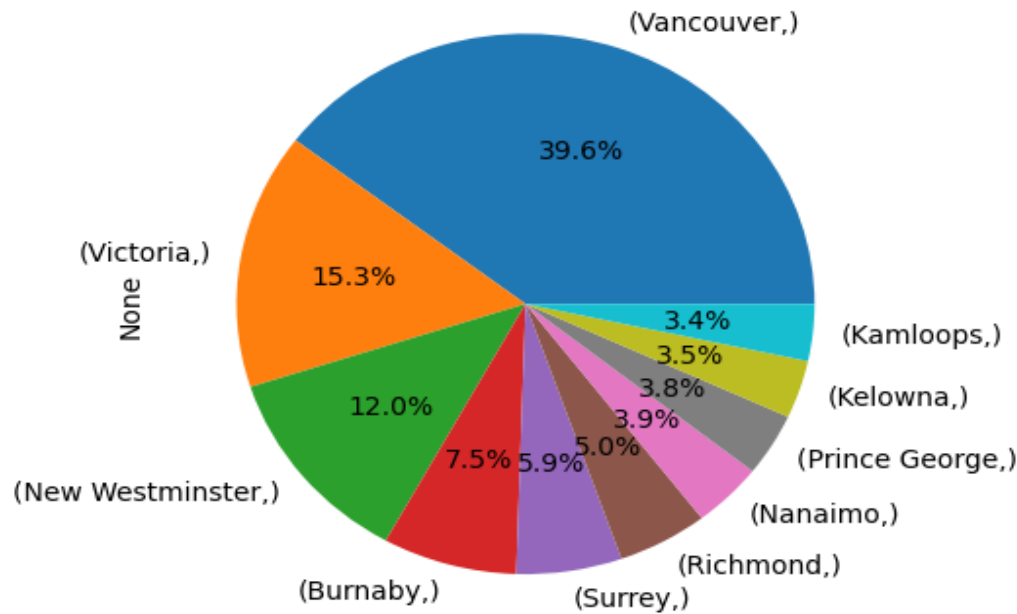




1. Age is Normally Distributed.
2. Length Service is Slightly Skewed Right.
3. Absent Hours is Log Normally Distributed i.e. skewed towards right which means: There are very few employees which are absent for longer period of time and vice versa...







HIGH LEVEL DESIGN

THANK YOU

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