**1. Data Preparation**

* **Calculated Columns:**
  + Tenure (Years): Calculate the years of service based on the current year and "Joining Date."
  + Age Category: Create categories like "Young", "Middle-aged", and "Senior."
  + Salary Range: Define ranges such as "<50K", "50K-100K", ">100K."
  + Total Compensation: Combine "Salary" and "Bonus."
* **Measures:**
  + Average Salary per Department.
  + Median Performance Score by Experience Level.
  + Total Employees by Status (e.g., Active, Retired).
  + % Salary Increase by Department.

**2. Key Performance Indicators (KPIs):**

* **KPIs for Dashboard:**
  + Total Employees.
  + Average Age.
  + Average Monthly Salary.
  + Average Performance Score.
  + Percentage of Active Employees.
  + Gender Diversity Ratio (e.g., Male to Female to Other).

**3. Report Questions and Visuals:**

* **Demographics:**
  + Distribution of Employees by Age Group (Bar Chart).
  + Gender Diversity by Department (Stacked Bar Chart).
  + Average Age by Department (Column Chart).
* **Performance:**
  + Average Performance Score by Department (Clustered Column Chart).
  + Performance Score vs. Experience Level (Scatter Plot).
* **Compensation Analysis:**
  + Total Salary by Department (Tree Map).
  + Salary vs. Performance (Bubble Chart).
  + Average Bonus by Experience Level (Bar Chart).
* **Trend Analysis:**
  + Employee Joining Trend Over Time (Line Chart).
  + Yearly Salary Increase % (Area Chart).
* **Geographical Analysis:**
  + Employee Distribution by Location (Map Visual).
  + Average Salary by Location (Map Visual).

**4. Advanced Insights:**

* **Interactive Filters:**
  + Filter by Department, Gender, Status, Age Group, or Experience Level.
* **Drill-Down Reports:**
  + Performance Drill-Down: By Department → By Age Group.
  + Salary Drill-Down: By Location → By Experience Level.
* **Comparison Analysis:**
  + Compare Average Salaries Across Age Groups (Table).
  + Gender-Based Salary Analysis (Stacked Column Chart).

**5. Interactive Insights:**

* Highlight:
  + High-performing individuals by department.
  + Employees due for promotion based on tenure and performance.