



Default (GPT-3.5)



I have a case study for HR I just want to make some analysis on it so please can you help me extract the most important kpis from the data



Of course, I'd be happy to help you extract the most important Key Performance Indicators (KPIs) from your HR case study data. Please provide me with the relevant data or the key metrics you have, and I'll guide you in identifying the essential KPIs for your analysis. Additionally, let me know the specific objectives or questions you want to address through this analysis. This information will help me tailor the KPIs to your needs accurately.



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I have three tables gonna give you column name for each  
Department Manager table1  
ID Performance Review City Last Promotion Date Salary Overdue Vacation? table2



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Clipboard Font Alignment Number Styles Cells Editing

Calibri 11 A A B I U Font Color Background Color General Conditional Formatting Format as Table Cell Styles Insert Delete Format Sort & Filter

ID

	B	C	D	E	F	G	H	I	J	K
	Employee	Gender	Birth Date	Hire Date	Termination Date	Termination Reason	Education	Position	Department	
1	Harley Matthews	Female	8/17/1989	10/2/2011			Higher Certificate	Administrator	Finance / Accounting	
2	Aliyah Thomas	Female	3/27/1988	3/22/2012	5/1/2015	Unfair Dismissal	Higher Certificate	Lawyer	Legal	
3	Madeleine Bradley	Female	4/18/1981	8/24/2012	6/19/2016	Resignation	Bachelor's Incompleted	Administrative Analyst	Finance / Accounting	
4	Gabrielle Gardner	Female	10/31/2002	11/12/2012			Bachelor's Completed	Accounting Analyst	Finance / Accounting	
5	Molly Owen	Female	10/22/1979	9/18/2013			Bachelor's Completed	Database Analyst	Strategy	
6	Lilah Gill	Female	10/5/1980	1/16/2014	10/17/2017	Resignation	Bachelor's Completed	Business Intelligence Analyst	Strategy	
7	Winnie May	Female	11/16/1992	4/26/2014	10/7/2017	Unfair Dismissal	Bachelor's Completed	Communication Analyst	Marketing	
8	Blossom Howard	Female	9/20/1996	5/8/2014			Major's	Personnel Analyst	Finance / Accounting	
9	Anayah Armstrong	Female	3/1/1975	6/15/2014			Major's	Marketing Analyst	Marketing	
10	Isabel Wood	Female	10/13/1974	11/30/2014			Major's	Business Analyst	Development	
11	Nia Moore	Female	5/4/1979	12/17/2014			Postgraduate	Market Research Analyst	Sales	
12	Olivia-Rose Houghton	Female	8/30/1986	1/21/2015	10/2/2015	Dismissal	Postgraduate	Salesperson	Sales	
13	Aurelia Allen	Female	6/26/1969	2/5/2015			Master's	Technical Support Analyst	Technology and Equipment	
14	Alexandra Fraser	Female	4/7/1984	5/1/2015			Doctoral	Test Analyst	Development	
15	Ruby Wilson	Female	10/28/1992	5/1/2015			Higher Certificate	Usability Analyst	Development	
16	Betty Lewis	Female	6/19/1990	5/21/2015			Higher Certificate	Financial Analyst	Finance / Accounting	
17	Aya Perry	Female	3/18/1990	1/6/2016	7/4/2016	Unfair Dismissal	Bachelor's Incompleted	Programmer Analyst	Development	
18	Karina McDonald	Female	9/1/1992	1/21/2016	6/19/2016	Mutual Agreement	Bachelor's Completed	Administrative Assistant	Finance / Accounting	
19	Ela Moss	Female	6/29/1986	2/2/2016			Bachelor's Completed	Salesperson	Sales	
20	Emmie Hall	Female	6/4/1994	3/26/2016			Bachelor's Completed	Developer	Development	
21	Harriet Knight	Female	6/5/1990	7/4/2016			Bachelor's Completed	Developer	Development	
22	Flora Parry	Female	11/16/1983	7/24/2016	8/3/2018	Unfair Dismissal	Major's	Database Analyst	Strategy	
23	Anayah Lee	Female	1/29/1979	8/27/2017			Major's	Business Intelligence Analyst	Strategy	
24	Polly George	Female	6/24/1977	10/17/2017			Major's	Developer	Development	

Sheet1

Count: 10

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Calibri 11 A A B I U A \$ % .00 .00 Conditional Formatting Format as Table Cell Styles Insert Delete Format Sort & Filter

A1 : X ✓ fx ID

	B	C	D	E	F	G	H	I	J	K
1	Employee	Gender	Birth Date	Hire Date	Termination Date	Termination Reason	Education	Position	Department	
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Regenerate

I have three tables gonna give you column name for each  
Department Manager table1  
ID Performance Review City Last Promotion Date Salary Overdue Vacation? table2  
ID Employee Gender Birth Date Hire Date Termination Date Termination Reason Education  
Position Department tab

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🔄 Regenerate

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ID Performance Review City Last Promotion Date Salary Overdue Vacation? table2  
ID Employee Gender Birth Date Hire Date Termination Date Termination Reason Education  
Position Department table3  
|

➤

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Extract HR KPIs. X +

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Education Position Department table3

Thank you for providing the column names for each of the three tables. To identify the

Stop generating



Thank you for providing the column names for each of the three tables. To identify the most important KPIs for your HR analysis, let's start by understanding the objectives or questions you want to address. Some common HR-related analysis areas include:



1. Employee Performance:
  - Average Performance Review rating per department or manager.
  - Distribution of performance ratings (e.g., percentage of employees with top, average, and low ratings).
2. Workforce Composition:
  - Gender distribution across the organization or within departments.
  - Age distribution of employees.
  - Educational qualifications of employees.
3. Workforce Management:
  - Employee turnover rate (attrition rate) over a specific period.
  - Average tenure of employees.
  - Percentage of terminated employees and their reasons.
4. Compensation and Benefits:
  - Average salary per department or manager.

Regenerate

Send a message





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Distribution of performance ratings (e.g., percentage of employees with top, average, and low ratings).

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  - Average salary per department or manager.
  - Percentage of employees overdue for vacation.

Now, based on these objectives, we can extract the relevant KPIs from the provided tables:

**Table 1 - Department Manager:**

- Number of departments
- Number of managers per department

Regenerate

Send a message

Menu

Filter

HR Dashboard

Hire Date

1 Employee turnover rate =  
2  $\frac{COUNTROWS(FILTER('HR(Fact)', 'HR(Fact)'[Termination Date].[Date] <> BLANK()))}{COUNTROWS('HR(Fact)' )}$

Visualizations

Build visual

X-axis  
Hire Date

Y-axis  
Add data fields here

Secondary y-axis  
Add data fields here

Legend

Data

Employees (Dim)

City  
ID  
Last Promotion...  
Overdue Vacati...  
Performance R...  
Salary

HR(Fact)

Birth Date  
Department  
Education  
Employee  
Gender  
☒ Hire Date  
ID  
Position  
Termination Date  
Termination Re...

Table\_Measures

Page 1

Page 2

Page 3

+

Page 1 of 3



Untitled - Power BI Desktop

File Home Insert Modeling View Optimize Help Format Data / Drill Table tools Measure tools

Name: Measure Format: % Data category: Uncategorized

Home table: Table Measures

Structure Formatting Properties Calculations

1 Employee turnover rate =  
2 (COUNTROWS(FILTER('HR(Fact)', 'HR(Fact)'[Termination Date].[Date] <> BLANK())) / COUNTROWS('HR(Fact)'))

Visualizations

Build visual

Filters

Data

Employees (Dim)

- ☐ City
- ☐ ID
- ☐ Last Promotion...
- ☐ Overdue Vacati...
- ☐ Performance R...
- ☐ Salary

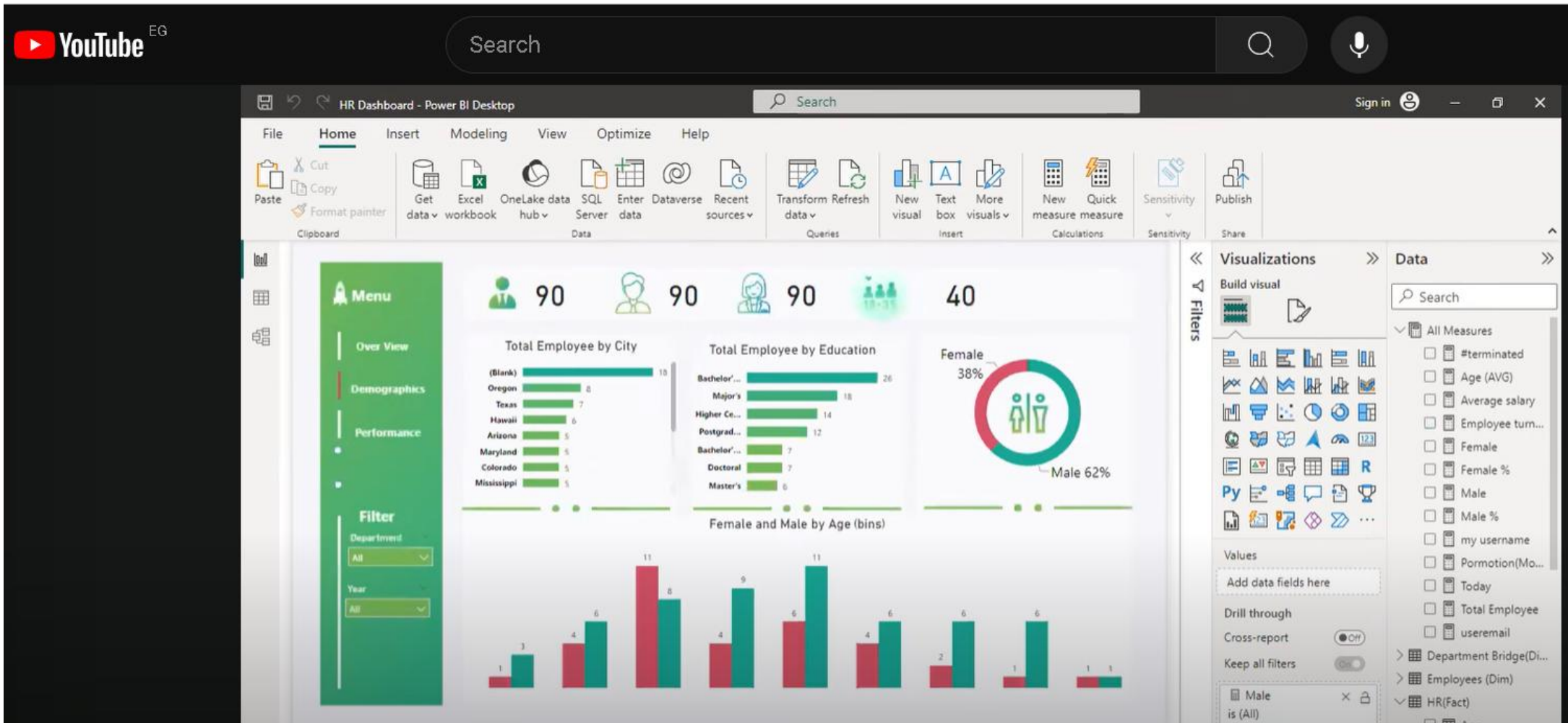
HR(Fact)

- ☐ Birth Date
- ☐ Department
- ☐ Education
- ☐ Employee
- ☐ Gender
- ☒ Hire Date
- ☐ ID
- ☐ Position
- ☐ Termination Date

X-axis: Hire Date

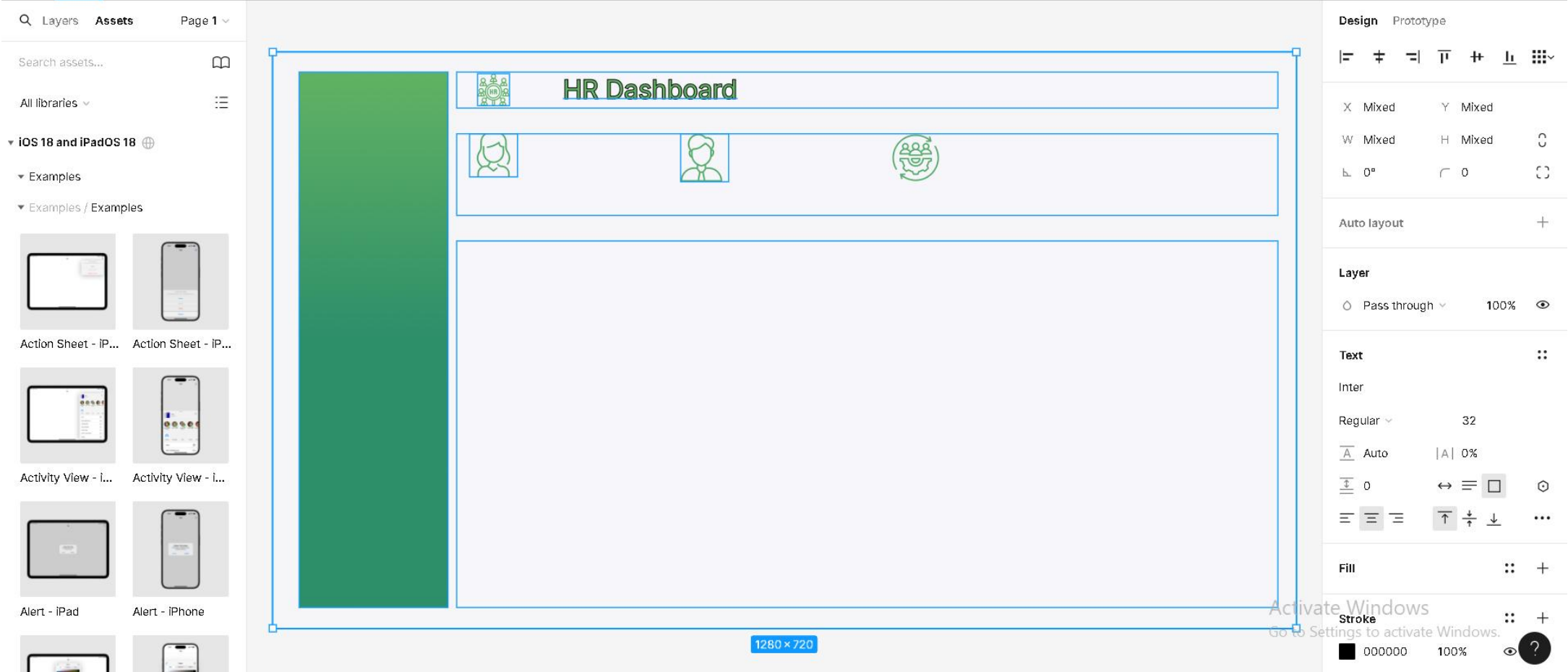
Y-axis: Add data fields here

Secondary y-axis: Add data fields here

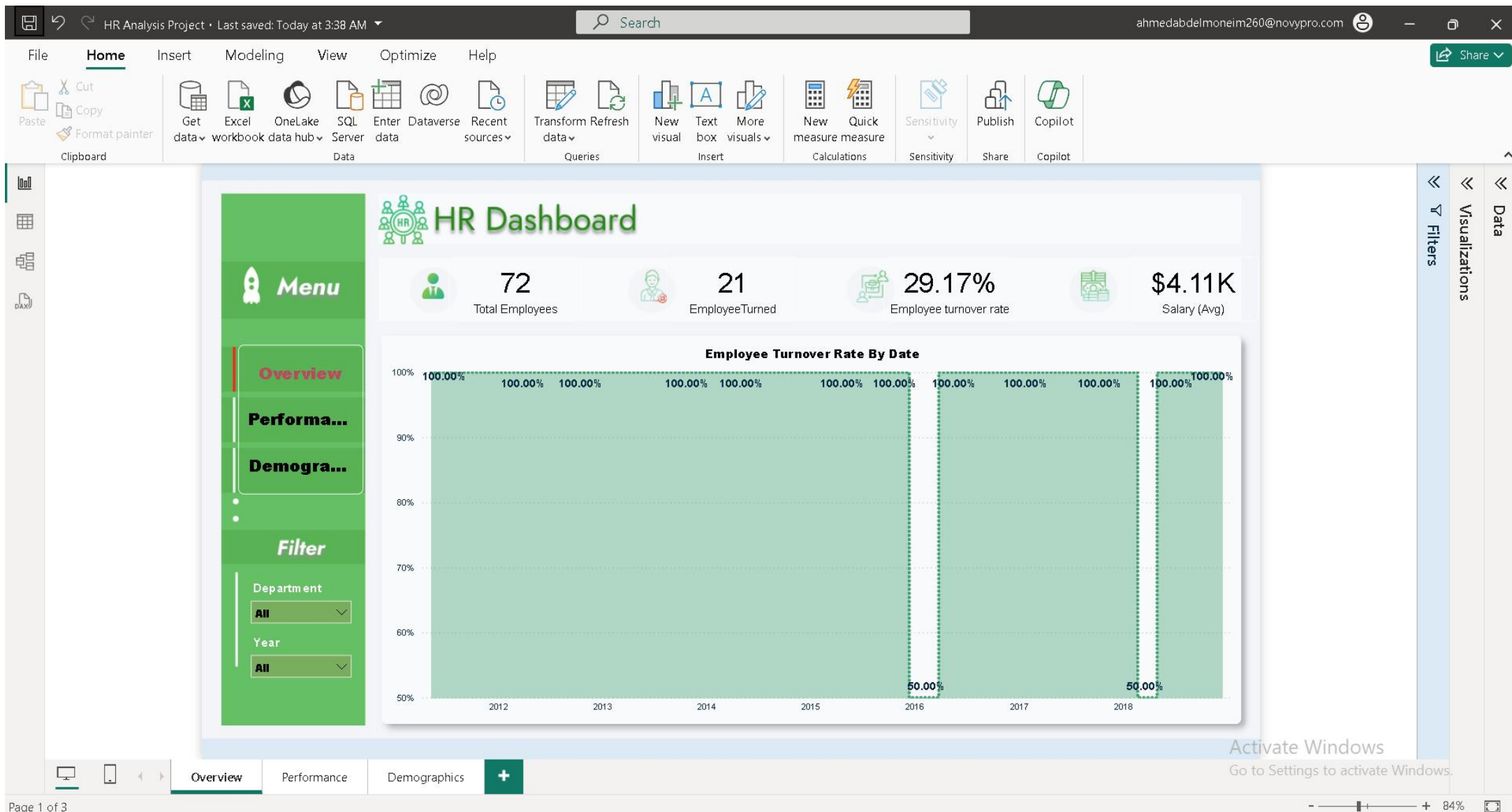


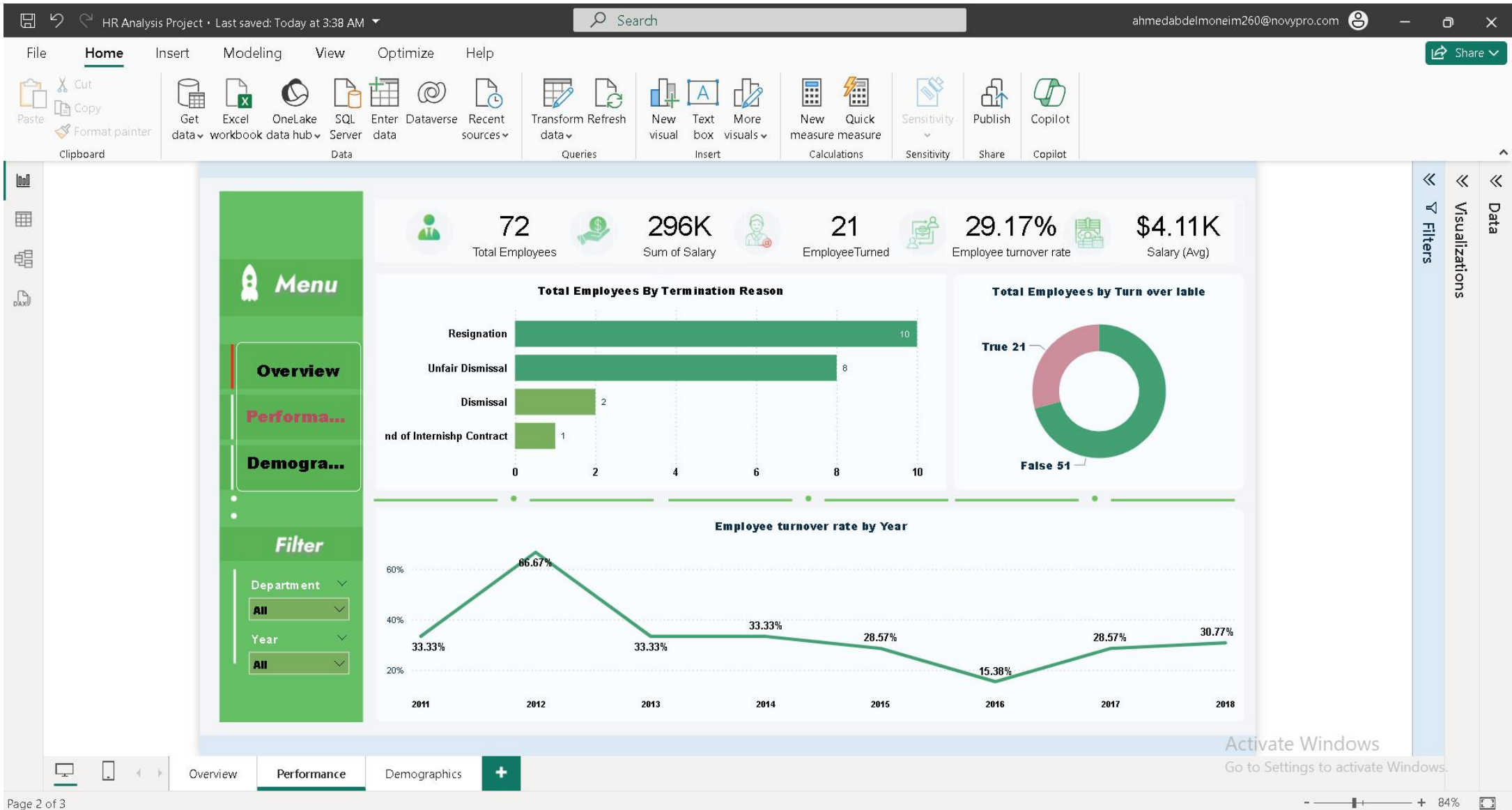


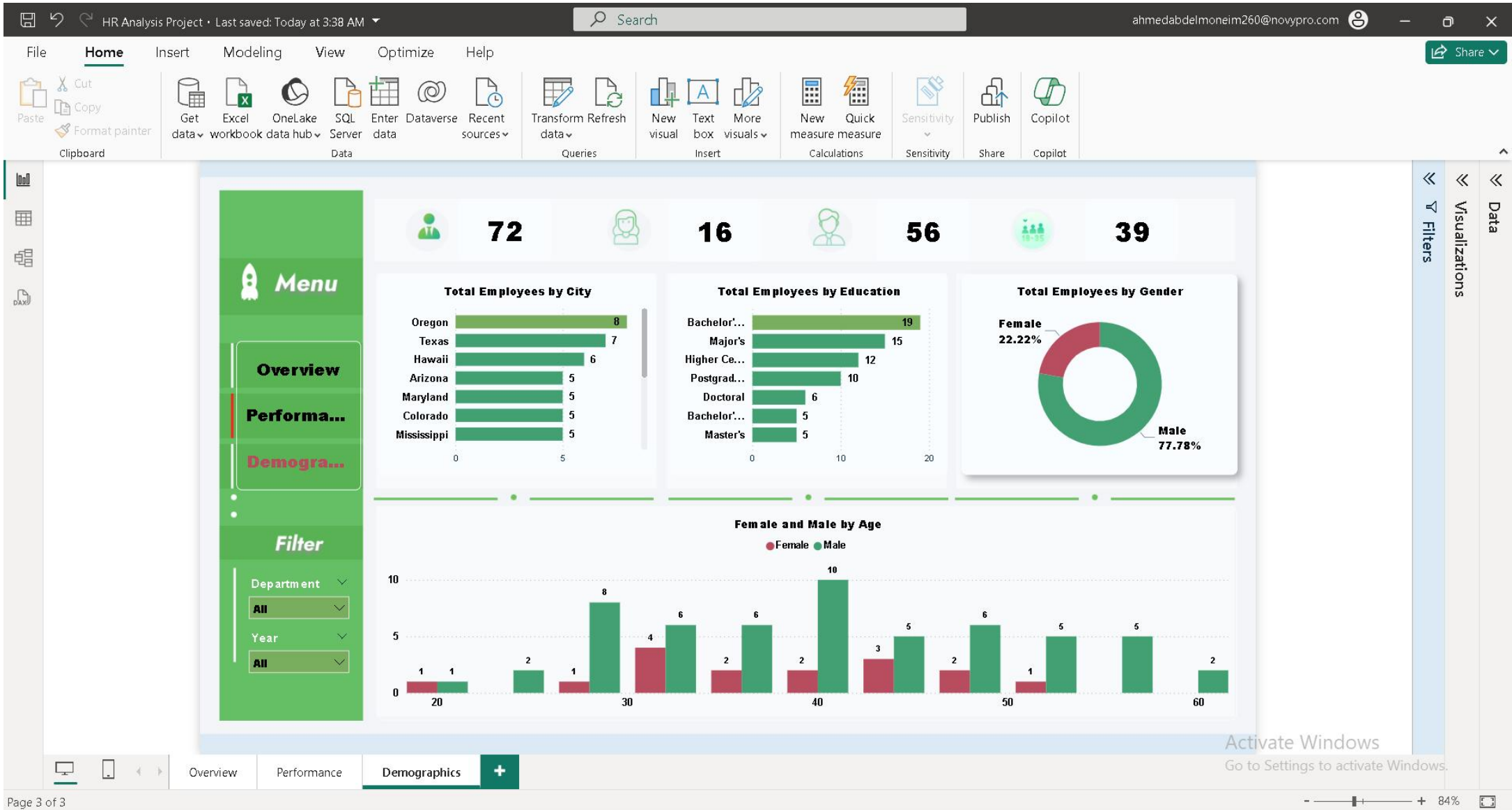
# HR Dashboard



The image shows a design mockup of an HR Dashboard. The dashboard is divided into three main sections. The top section is a header bar with a green background and the text "HR Dashboard". Below the header, there is a row of three icons: a person icon, a person icon, and a group of people icon. The bottom section is a large white area, likely intended for a chart or data visualization. The design is presented in a Figma interface, with a toolbar on the left and a properties panel on the right. The properties panel shows settings for the selected text element, including font family (Inter), weight (Regular), size (32), and color (000000). The dashboard is set to a size of 1280 x 720 pixels.











Menu

Over View

Demographics

Performance

Filter

Department

All

Year

All



HR Analysis

23.Jul.Sat



90



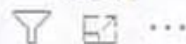
90

62%

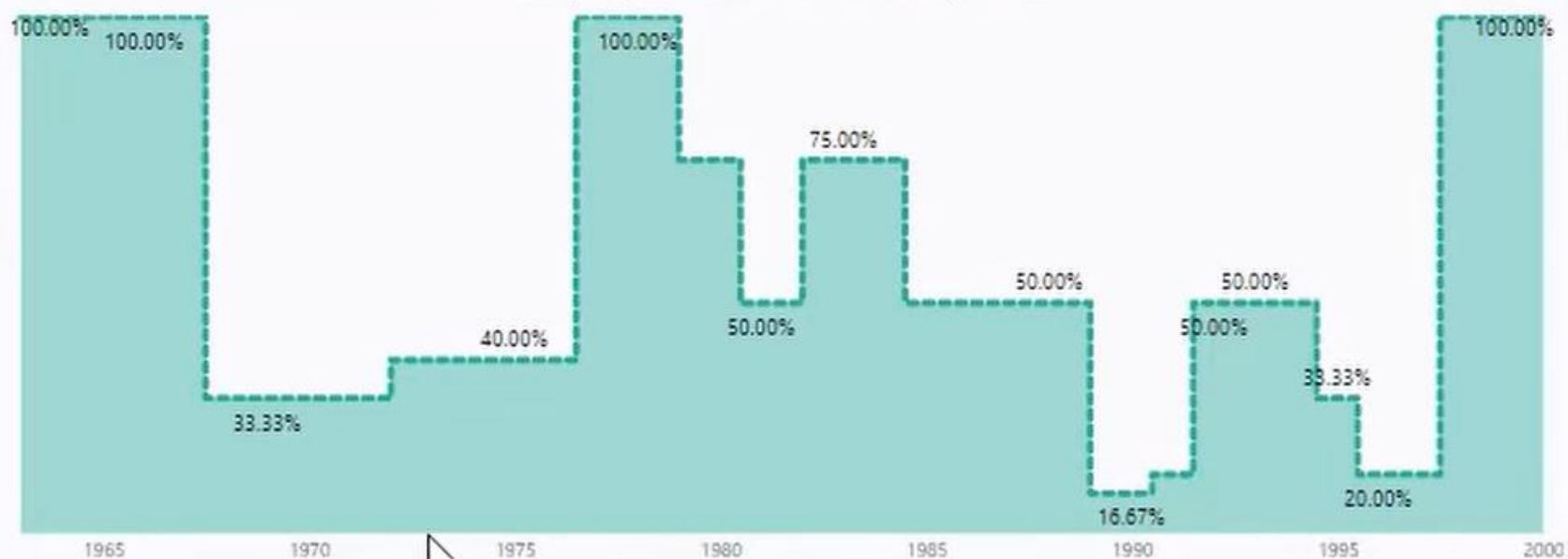


90

38%



Employee turnover rate by Year





Menu

Over View

Demographics

Performance

Filter

Department

All

Year

All



90



90



90



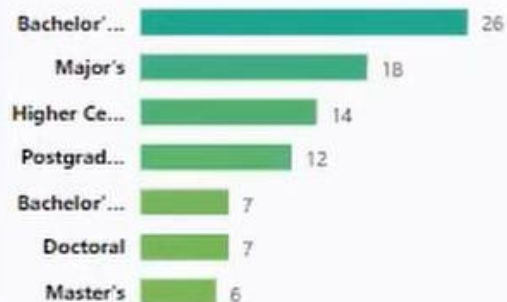
18-35

40

Total Employee by City



Total Employee by Education



Female

38%



Male 62%

Female and Male by Age (bins)





## Menu

Over View

Demographics

Performance

## Filter

Department

All

Year

All

90

Total Employee

21

#terminated

22

Pormotion(Months)

28.89%

Employee turnover rate

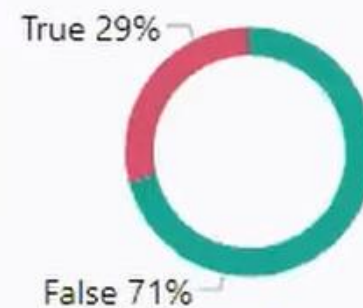
\$4.11K

Average salary

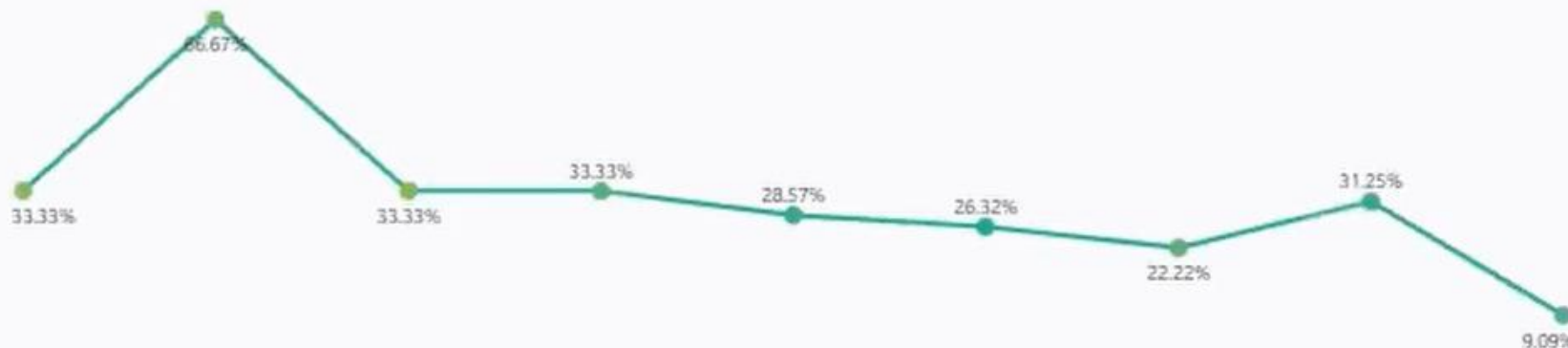
### Total Employee by Termination Reason



### Total Employee by Turn over lable



### Turn Over Trend





Menu



Over View

Demographics

Performance

Filter

Department

All

Year

All



## HR Analysis

23.Jul.Sat



90



90

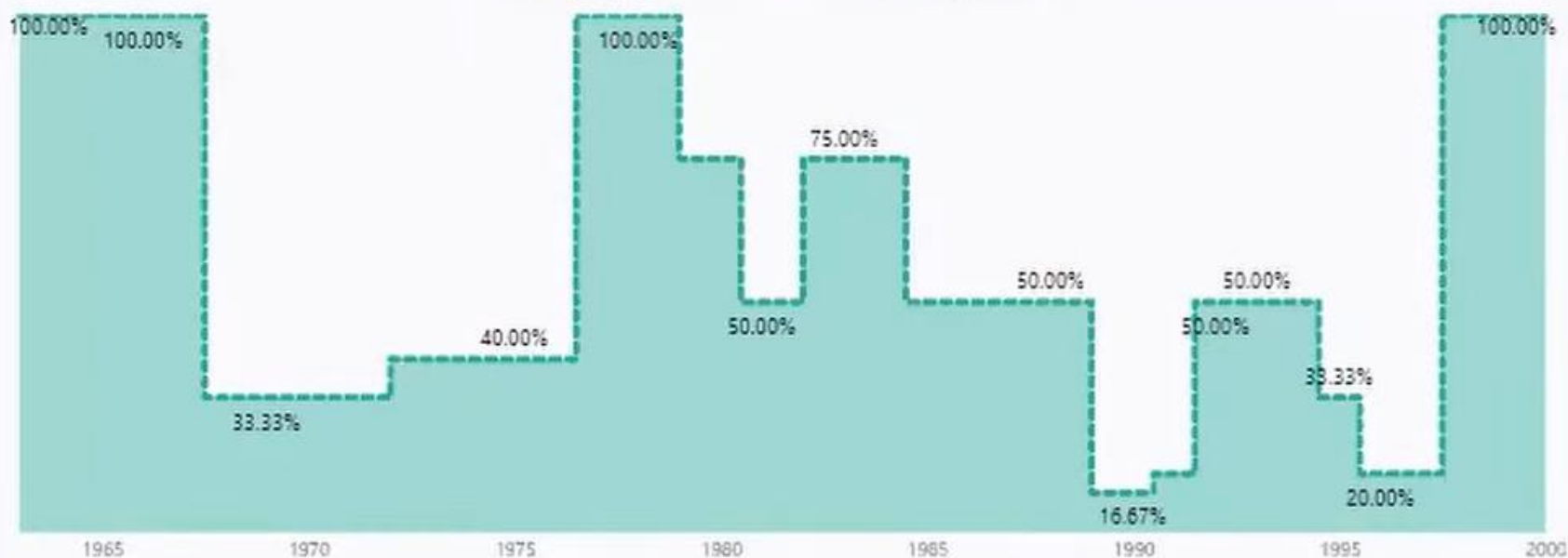
62%



90

38%

Employee turnover rate by Year







Menu

Over View

Demographics

Performance

Filter

Department

All

Year

All



90



90



90

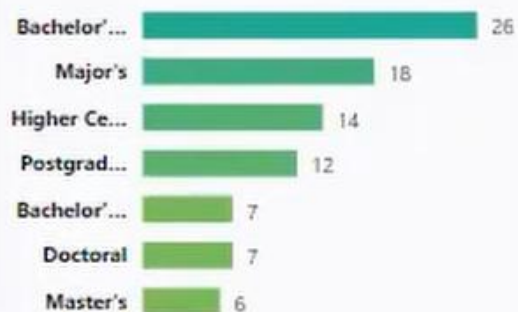


40

Total Employee by City

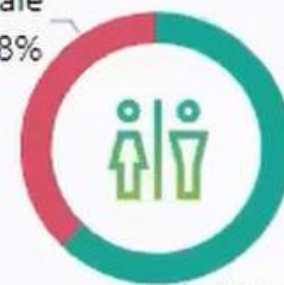


Total Employee by Education



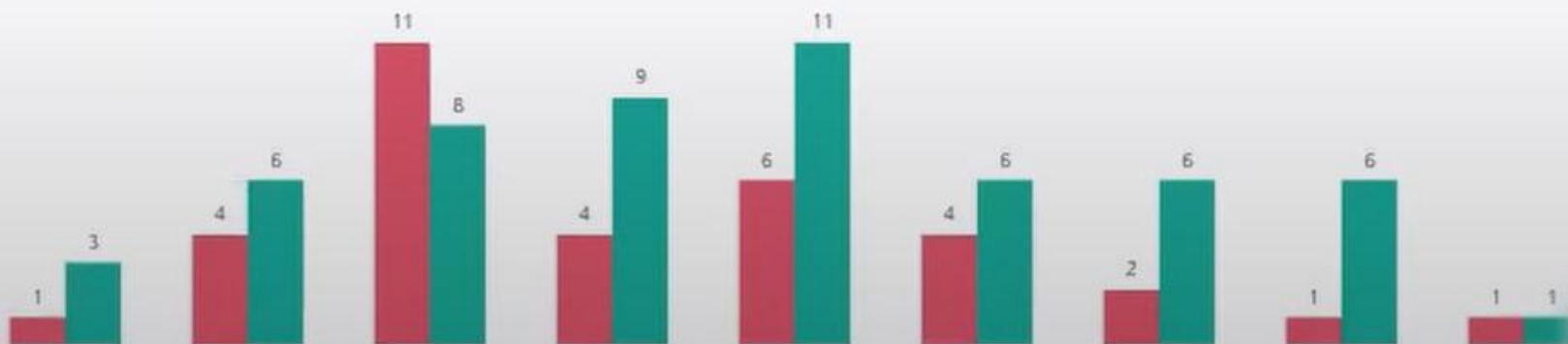
Female

38%



Male 62%

Female and Male by Age (bins)



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▼ Examples

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Action Sheet - IP...



Action Sheet - IP...



Activity View - i...



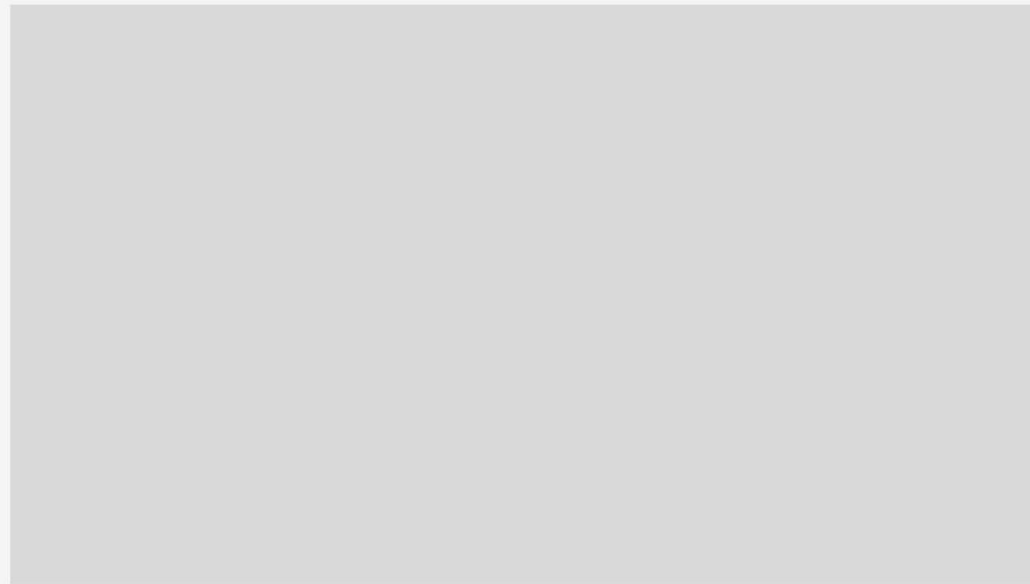
Activity View - i...



Alert - iPad



Alert - iPhone



**Design** Prototype

**Page**

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Color Wheel

Extract Theme

Extract Gradient

Accessibility Tools

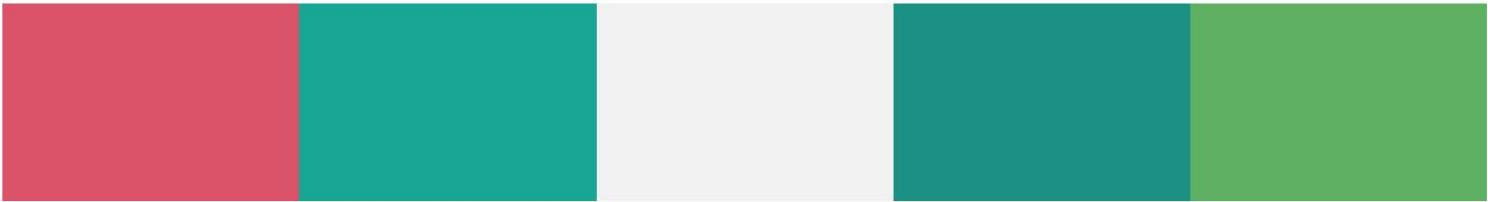
Replace Image

Color mood

Choose a color mood preset to fine tune the color extraction. Each preset will adjust your palette for a particular look and feel.

Extract using Color Mood

- ☒ Colorful
- ☐ Bright
- ☐ Muted
- ☐ Deep
- ☐ Dark
- ☐ None



#DA5369

#19A694

#F2F2F2

#1B9083

#60B063



Create color palettes from your favorite Images




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Move the color pucks on the image to adjust your palette. Then, save it to a Creative Cloud library.

Save

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Shape

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Group by: All icons

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Oscar Martinez · Aug 12, 2023 · 3 min read

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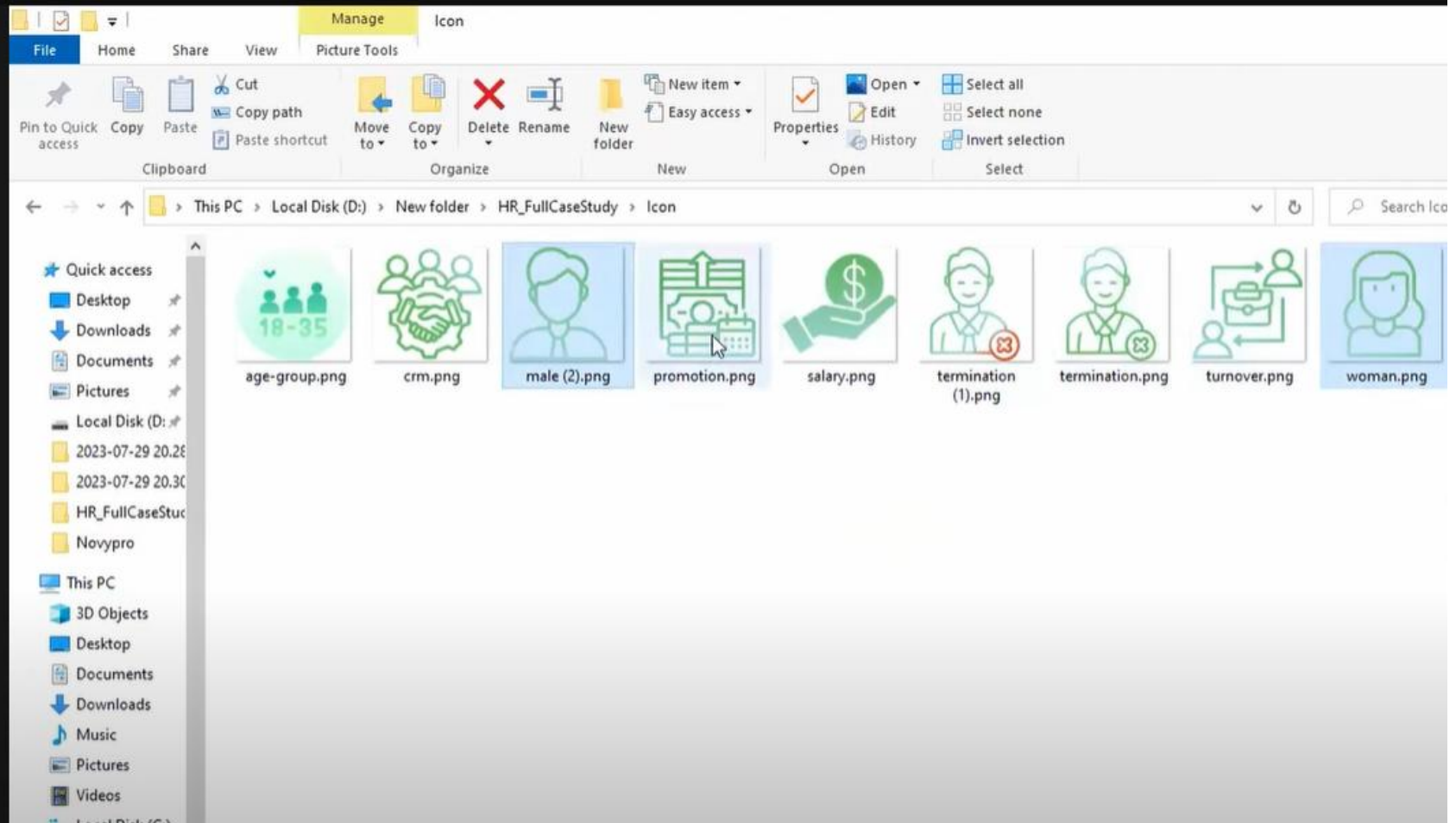


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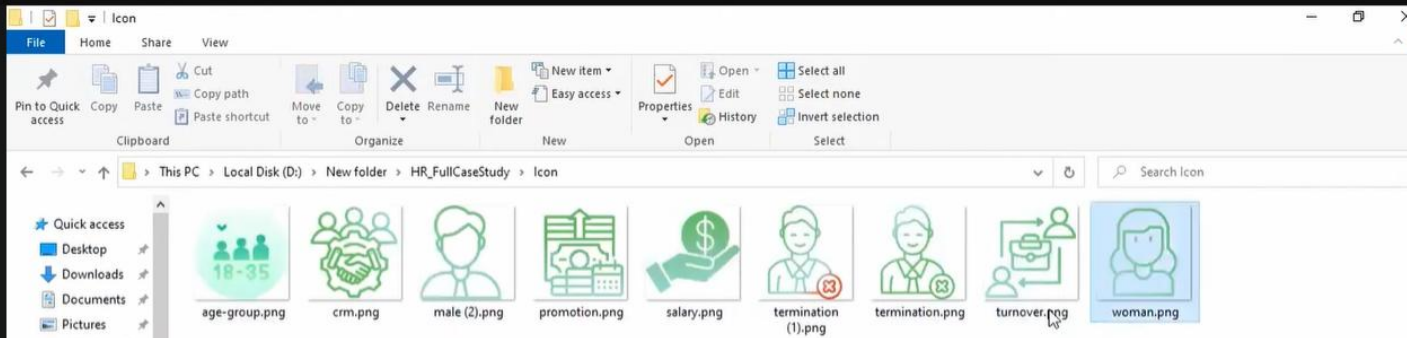

















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**Filters**

**Colors**

Black Colors Gradient








**Shape**








Outline Fill Lineal Color Hand-drawn

**Sort by**

Icons Stickers Animated icons Interface icons Group by: All Icons

## 232,136 Woman Icons

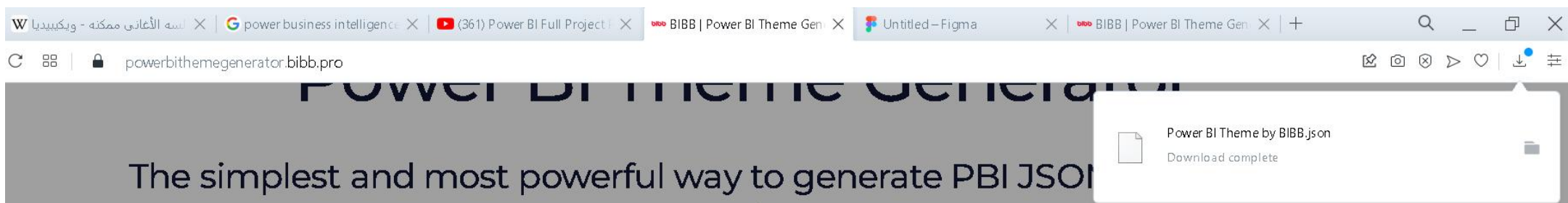




Activate Windows  
Go to Settings to activate Windows.









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Default (GPT-3.5)



I have a case study for HR I just want to make some analysis on it so please can you help me extract the most important kpis from the data



Of course, I'd be happy to help you extract the most important Key Performance Indicators (KPIs) from your HR case study data. Please provide me with the relevant data or the key metrics you have, and I'll guide you in identifying the essential KPIs for your analysis. Additionally, let me know the specific objectives or questions you want to address through this analysis. This information will help me tailor the KPIs to your needs accurately.

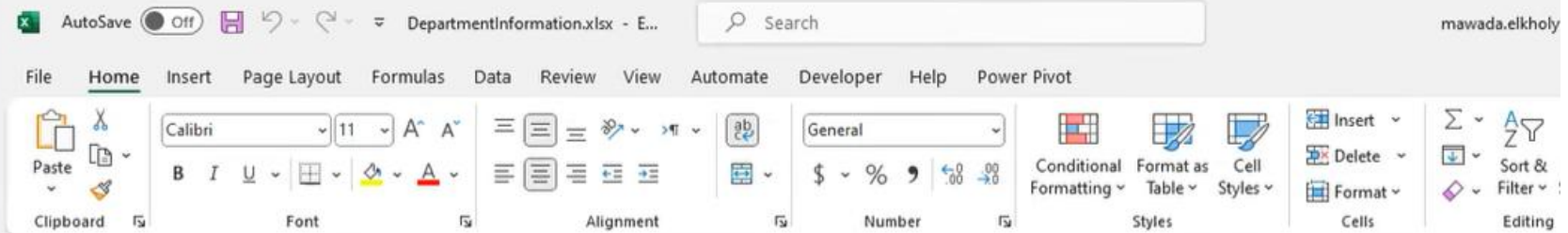


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A1 Department

	A	B	C	D	E	F	G	H
1	Department	Manager						
2	Finance / Accounting	Phelipp						
3	Legal	Anna						
4	Strategy							
5	Marketing							
6	Development							
7	Sales							
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Formatting Charts Totals Tables Sparklines

Text... Duplicat... Unique... Equal To Clear...

Conditional Formatting uses rules to highlight interesting data.

Data Data

Department Bridge

Select destination and press ENTER or choose Paste

Count: 2