

# HR Analytics in Power BI

By Anita Durg

# Goals and Data

The core goal of this case study is to build a report using fictitious datasets from a Tech company called Atlas Labs. Atlas Labs HR team want to be able to monitor key metrics on employees. Their secondary goal is to understand what factors impact employee attrition.

The fact table stores the Performance Ratings. This table contains information about employees yearly reviews and helps Atlas Labs manage their employees performance on a regular basis. This is the central point of our snowflake schema. It contains 11 different columns and has multiple rows per employee.

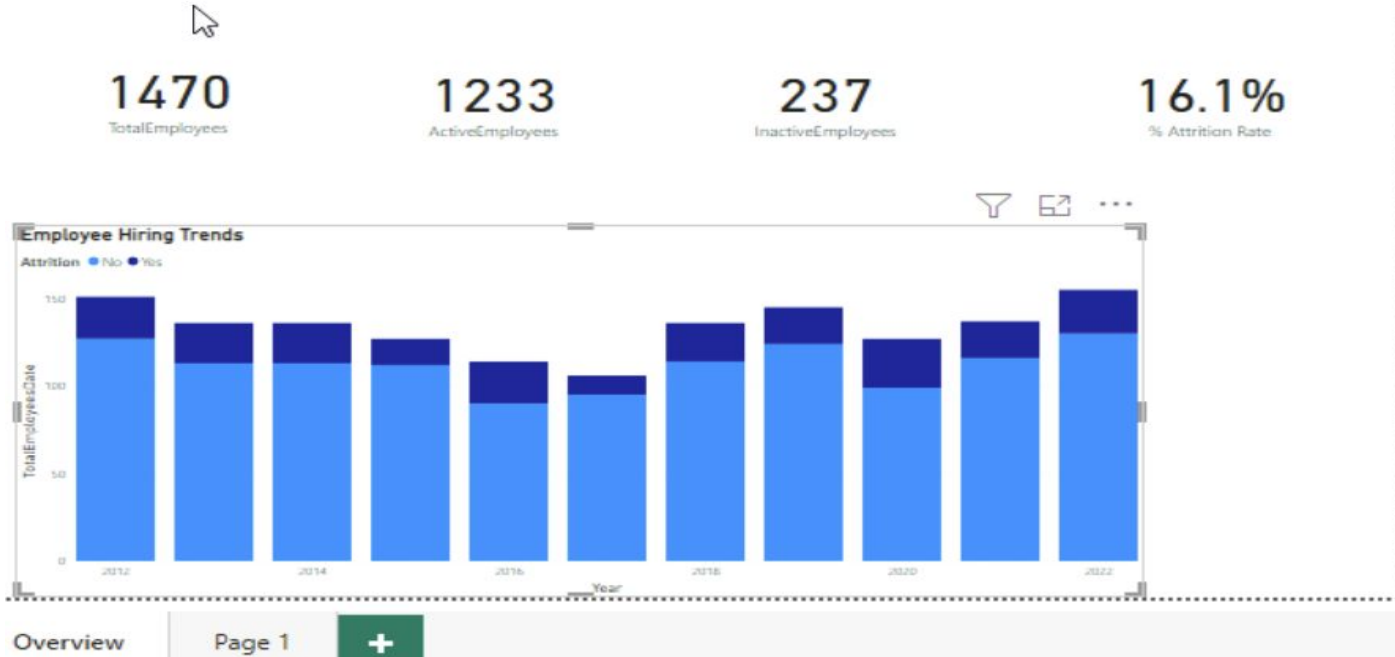
The dataset Dimension tables: Employee, EducationLevel, RatingLevel, SatisfiedLevel, and Date

# Dataset - snowflake schema

The dataset: Snowflake schema



# Employee Hiring trends



# Overview



Software job is the most common job role for the technology department

# Diversity and Inclusion



Majority of the employees are between the ages of 20 and 29 years old.

Atlas labs employ 2.7% women more than men.

Employees who identify as:

- non-binary makeup 8.5% of total employees.
- white have the highest average salary despite making up the majority of the organization.
- mixed or multiple ethnic groups have one of the lowest average salaries.

# Performance Tracker - part 1

Select Employee

Search

▼

▼



Start Date

7/15/2018

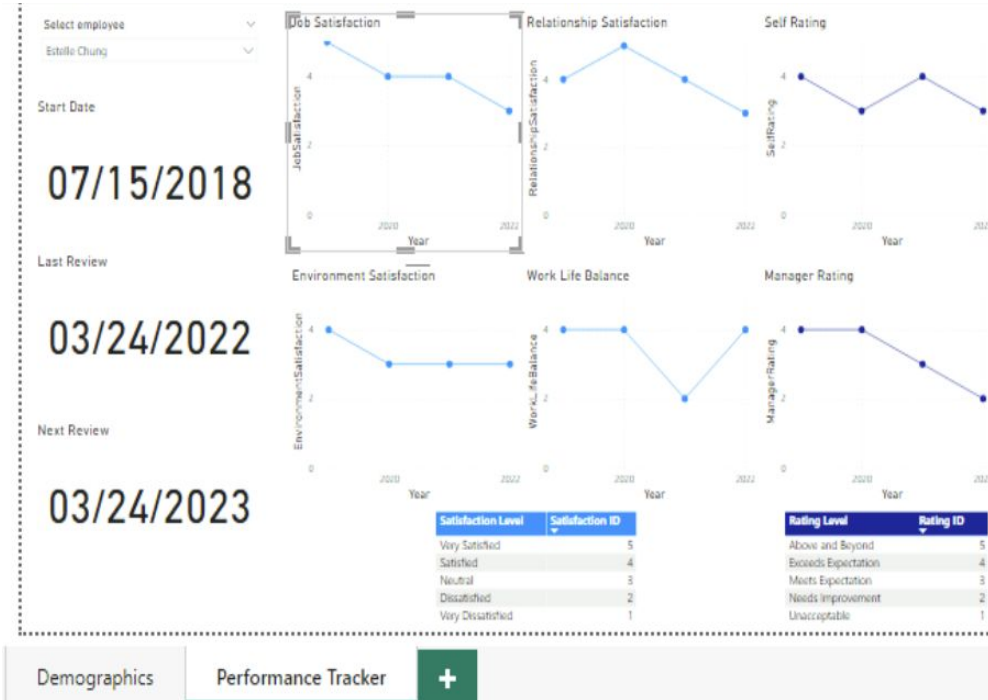
Last Review

3/24/2022

Next Review

3/24/2023

# Performance Tracker Part 2





# Key Insights

Key insights uncovered:

Majority of the employees hired at Atlas Labs are between the ages of 20 and 29 years old.

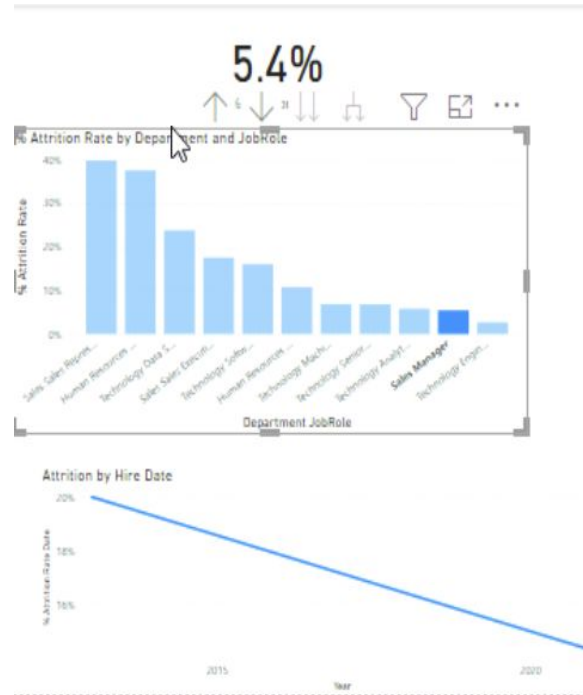
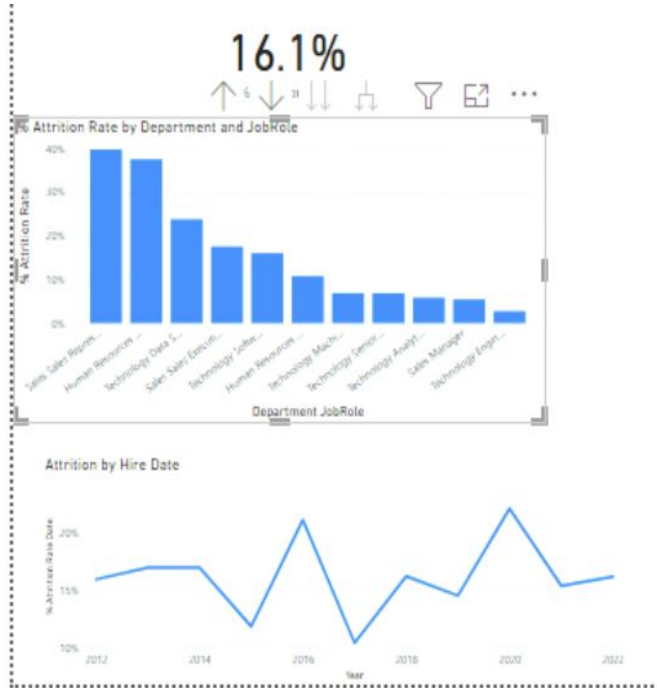
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Does our demographics insights impact employee attrition?

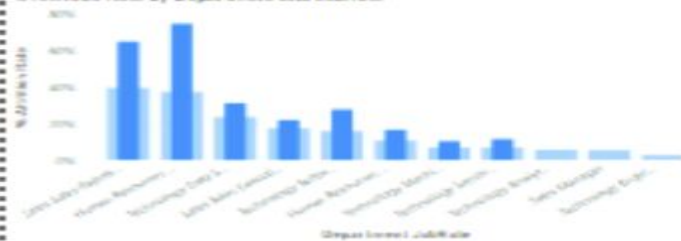
# Attrition



# 24.9%

% Attrition Rate

% Attrition Rate by Department and Job Role



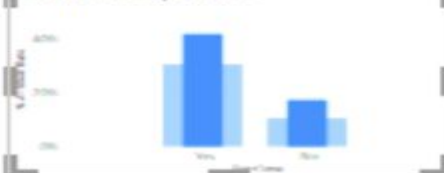
Attrition by Hire Date



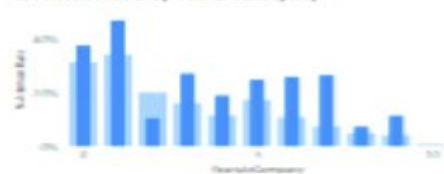
Total Employees and % Attrition Rate by Business Travel



Attrition Rate by OverPeriod



% Attrition Rate by YearsAtCompany



Demographics

Performance Tracker

Attrition



# Final HR Analytics Report

