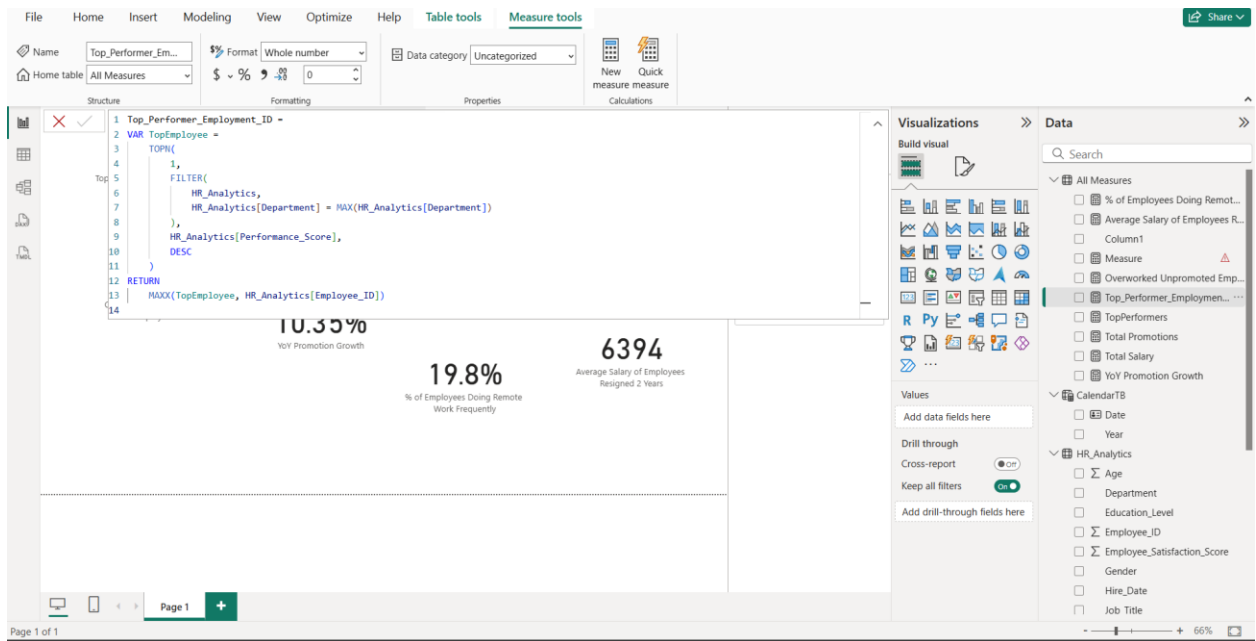


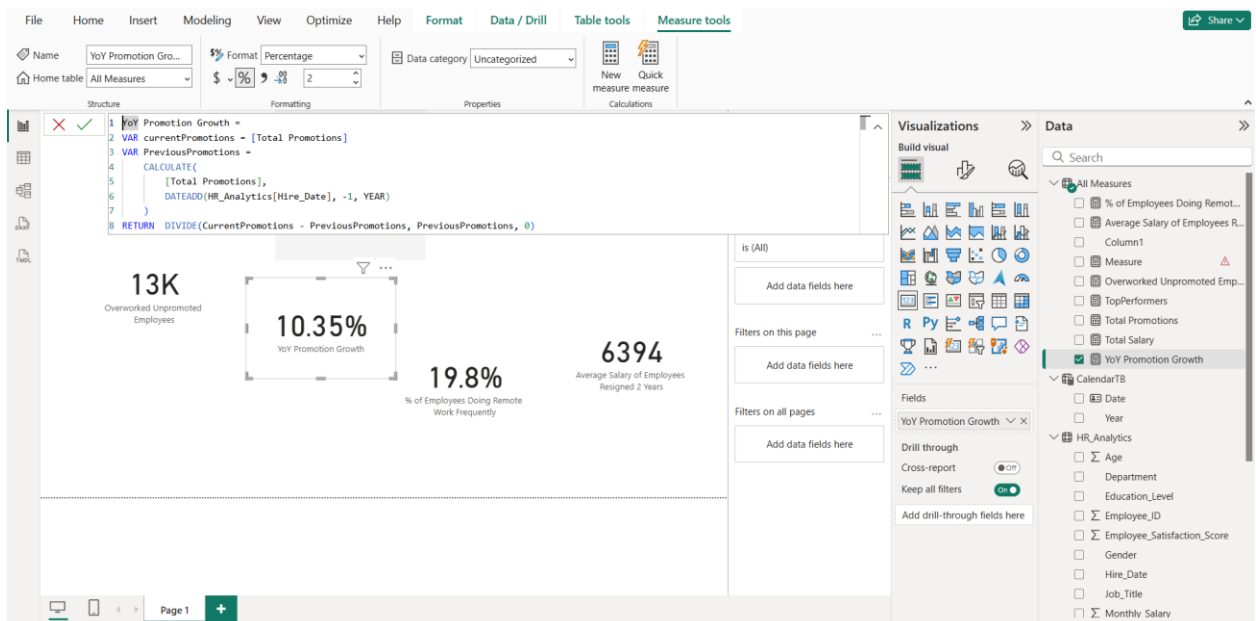
## 1. Top Performer Identification by Department

- Task: Write a measure that returns the Employment\_id of the top performer (highest Performance\_Score) in each department.



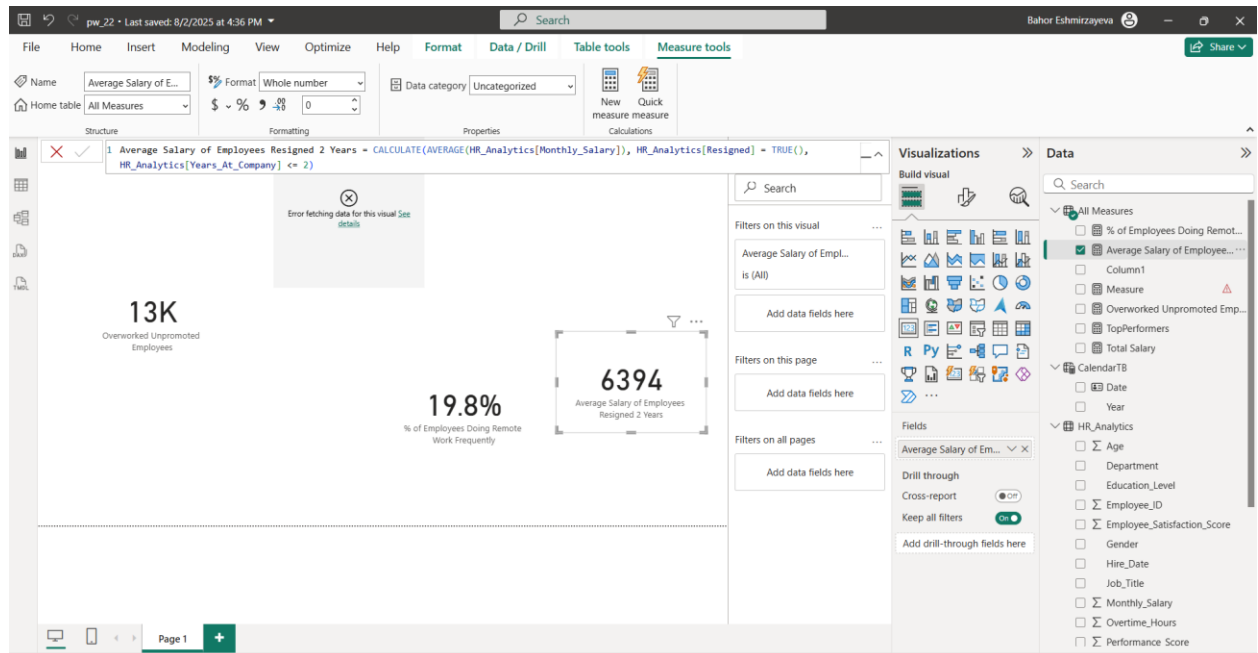
## 2. Year-over-Year Promotion Growth

- Task: Create a measure that calculates the % increase or decrease in promotions compared to the previous year.
- Assume Hire\_Date is used as a reference for the year.



### 3. Average Salary of Employees Resigned 2 Years

- Task: Calculate the average monthly salary of employees who resigned and had Years\_at\_company less than or equal to 2.



### 4. Rank Satisfaction Score in Department

- Task: Create a DAX measure or calculated column that ranks employees by Employee\_Satisfaction\_Score within their Department.

The screenshot shows the Power BI Desktop interface with the DAX measure defined as:

```
1 Rank_Satisfaction_Column =  
2 RANKX(  
3 FILTER(  
4 HR_Analytics,  
5 HR_Analytics[Department] = EARLIER(HR_Analytics[Department])  
6 ),  
7 HR_Analytics[Employee_Satisfaction_Score],  
8 ,  
9 DESC,  
10 DENSE  
11 )  
12
```

The table below shows the data for the Rank\_Satisfaction\_Column:

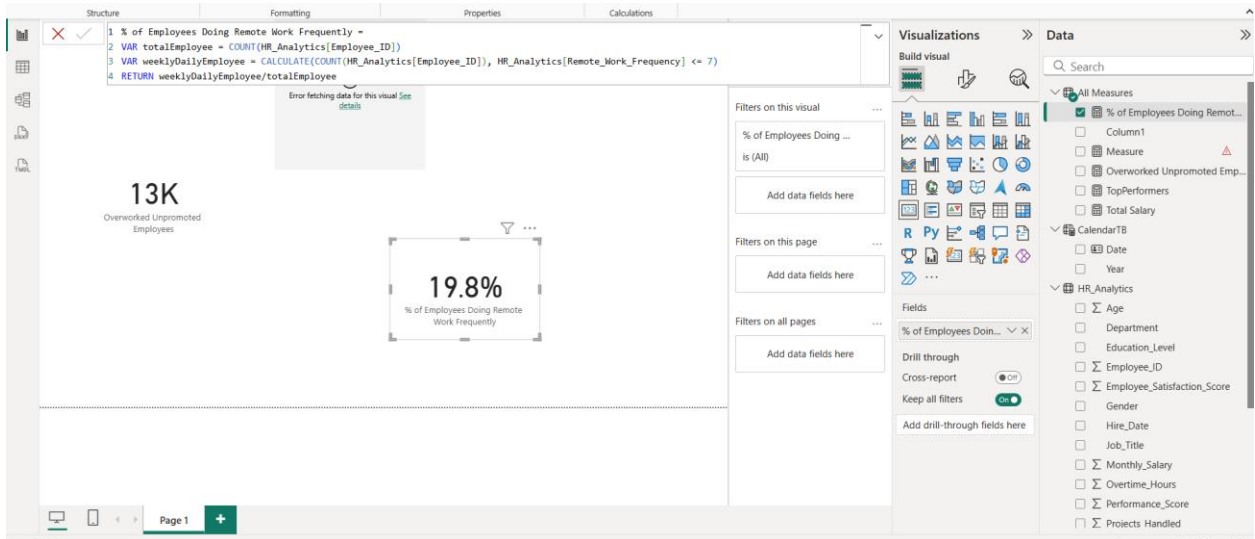
Projects_Handled	Overtime_Hours	Sick_Days	Remote_Work_Frequency	Team_Size	Training_Hours	Promotions	Employee_Satisfaction_Score	Resigned	Rank_Satisfaction_Column
4	20	2	0	9	57	0	1.54	False	347
28	6	1	25	15	74	0	1.84	False	317
7	25	13	25	11	22	0	3.07	False	194
5	20	1	50	14	56	0	4.68	False	33
3	3	3	75	15	49	0	2.9	False	211
7	19	0	50	15	90	0	1.57	False	344
29	20	9	100	11	75	0	2.03	False	298
5	7	9	50	16	57	0	4.99	False	2
37	10	1	25	15	39	0	3.21	False	180
41	4	3	100	16	26	0	4.57	False	44
29	29	11	25	11	96	0	4.2	False	81
40	8	9	75	6	79	0	1.52	False	349
2	3	5	50	16	93	0	2.03	False	298
29	5	1	50	7	7	0	3.6	False	141
26	18	10	100	9	84	0	3.72	False	129
27	11	7	100	11	91	0	2.64	False	237
8	23	11	25	9	86	0	1.88	False	313
4	11	1	100	1	6	0	4.2	False	81

## 5. Correlation Between Training Hours and Performance

- Task: Calculate the Pearson correlation coefficient between Training\_Hours and Performance\_Score.

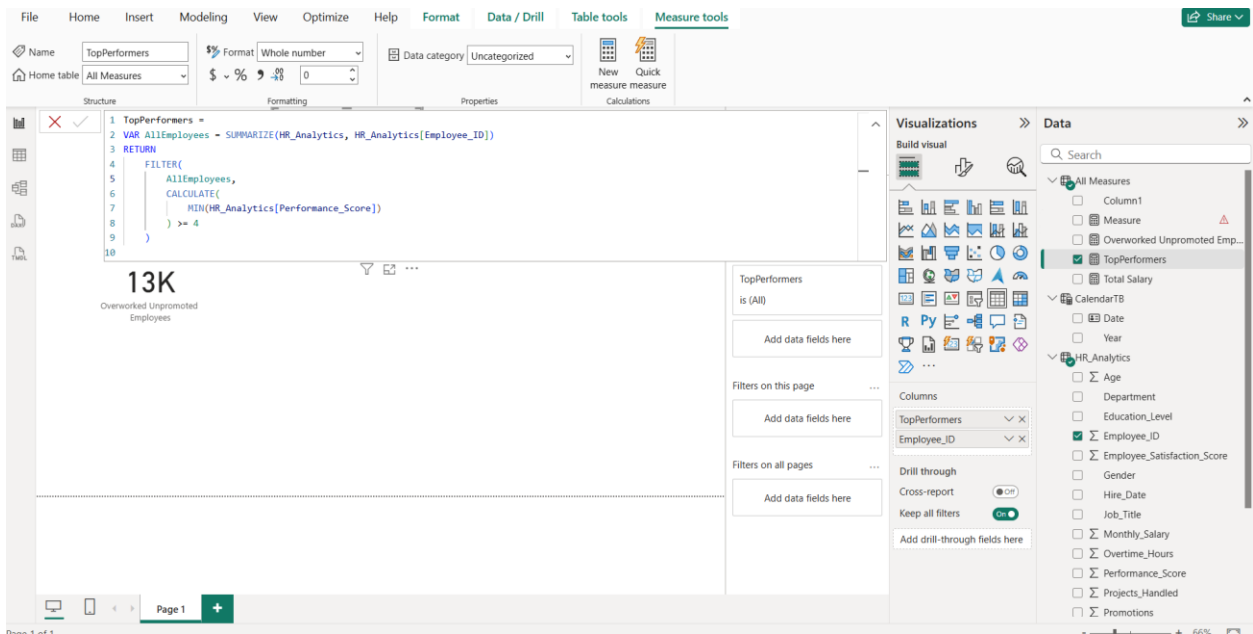
## 6. % of Employees Doing Remote Work Frequently

- Task: Write a measure that calculates the % of employees whose Remote\_Work\_Frequency is either "Weekly" or "Daily".



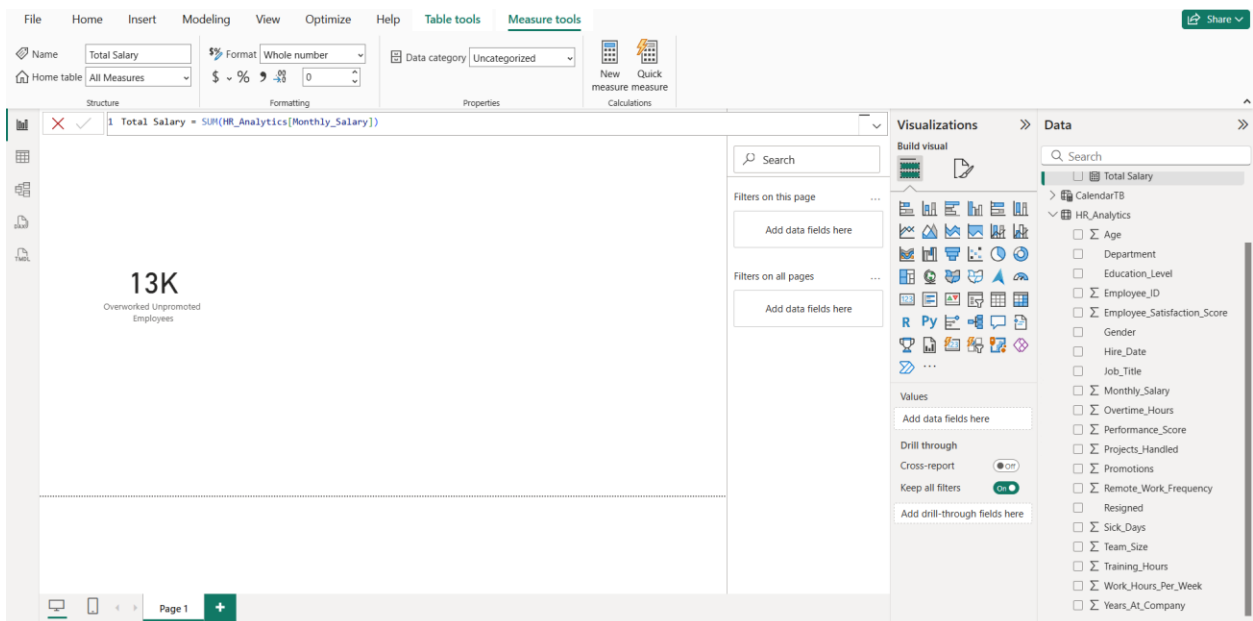
## 7. Employees With Consistently High Performance Over Tenure

- Task: Identify employees with a Performance\_Score of 4 or higher for every year at the company.
- You'll need to assume or simulate a performance score per year using tenure approximation.



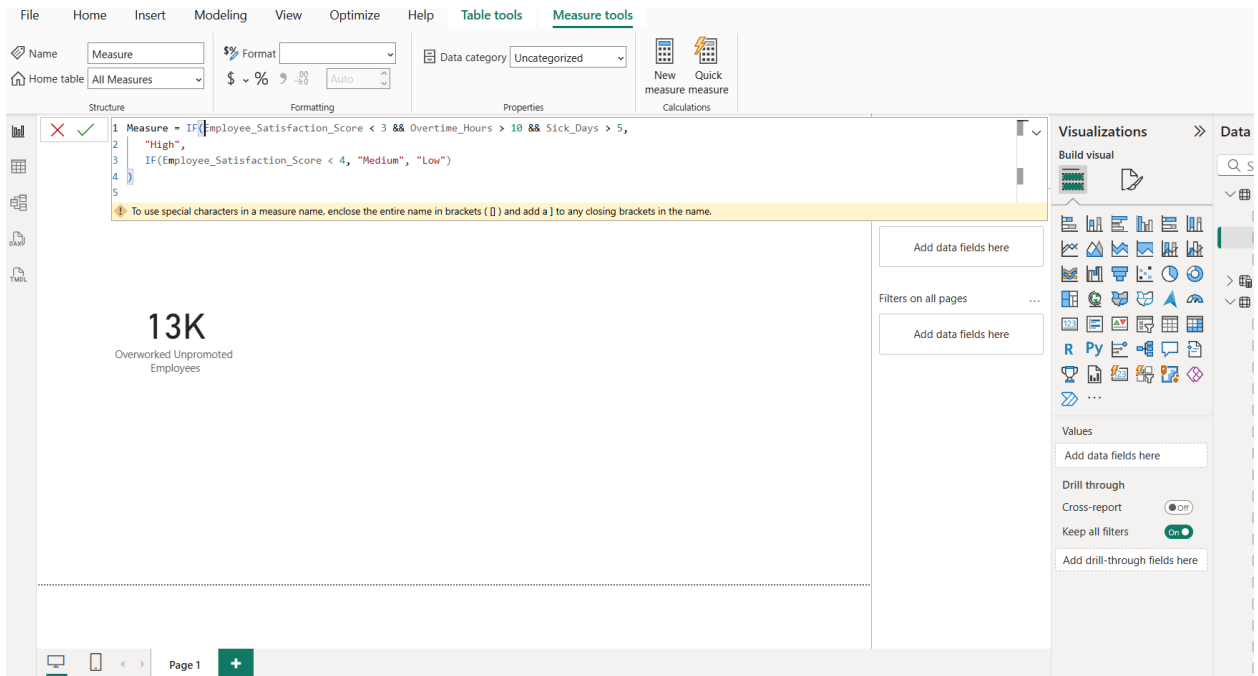
## 8. Department-Wise Salary Budget Utilization

- Task: Calculate the total salary cost of each department and compare it against a predefined budget table using a RELATED or lookup mechanism.



## 9. Attrition Risk Index

- Task: Create a custom score to predict resignation risk using a formula like: IF Employee\_Satisfaction\_Score < 3 && Overtime\_Hours > 10 && Sick\_Days > 5, "High", IF(Employee\_Satisfaction\_Score < 4, "Medium", "Low")



## 10. Identify Overworked but Unpromoted Employees

- Task: Count employees who:
  - Have worked more than 45 Work\_Hours\_per\_Week
  - Have more than 5 Overtime\_Hours
  - Have Promotions = 0

