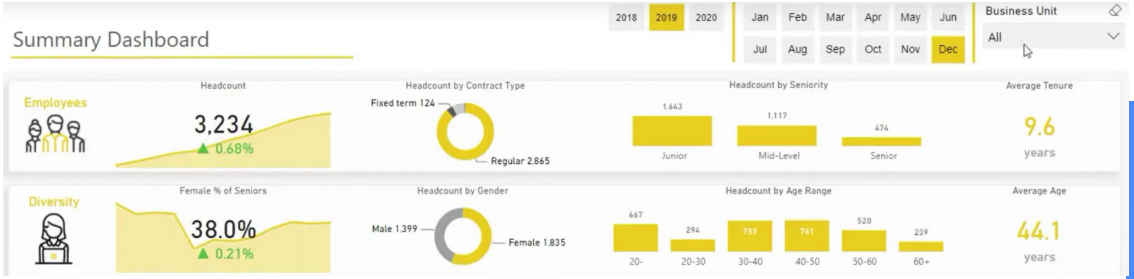
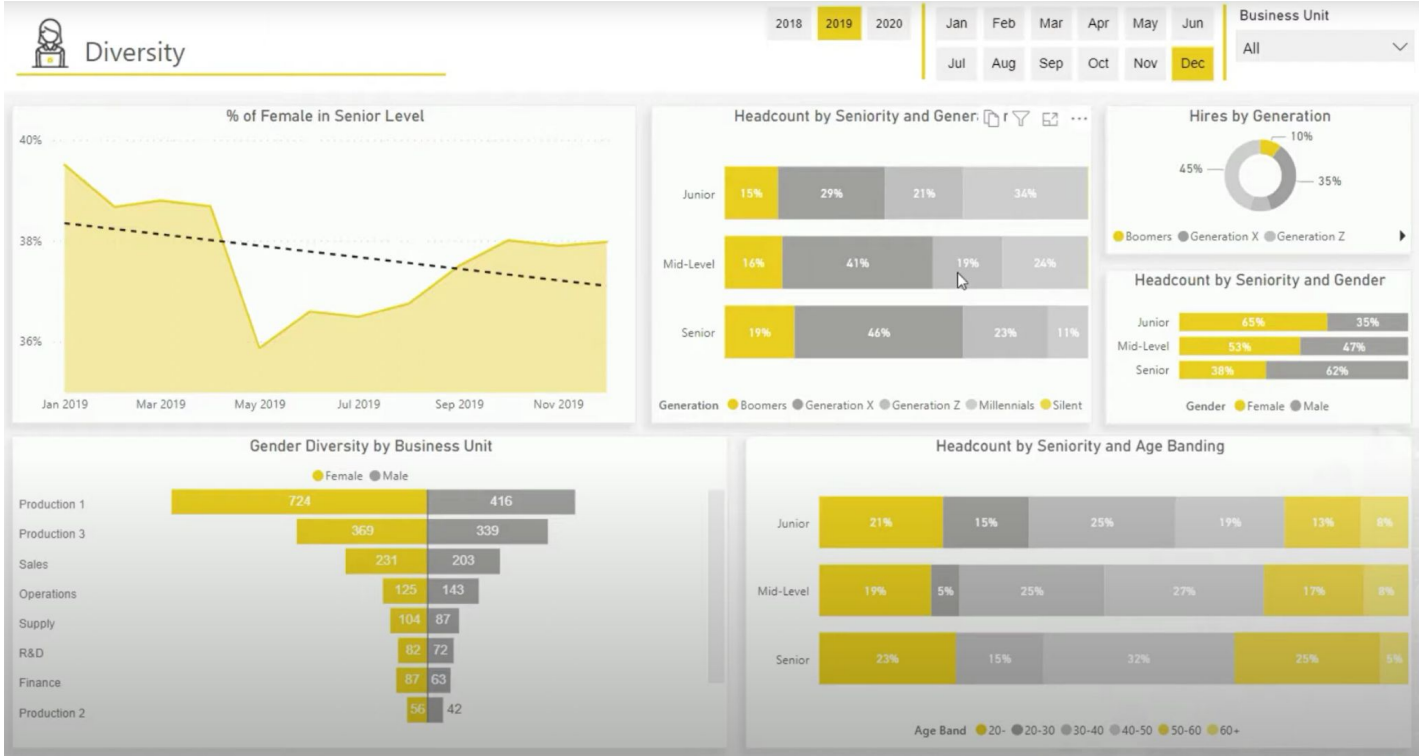
HR Analytics Database Design

Agenda

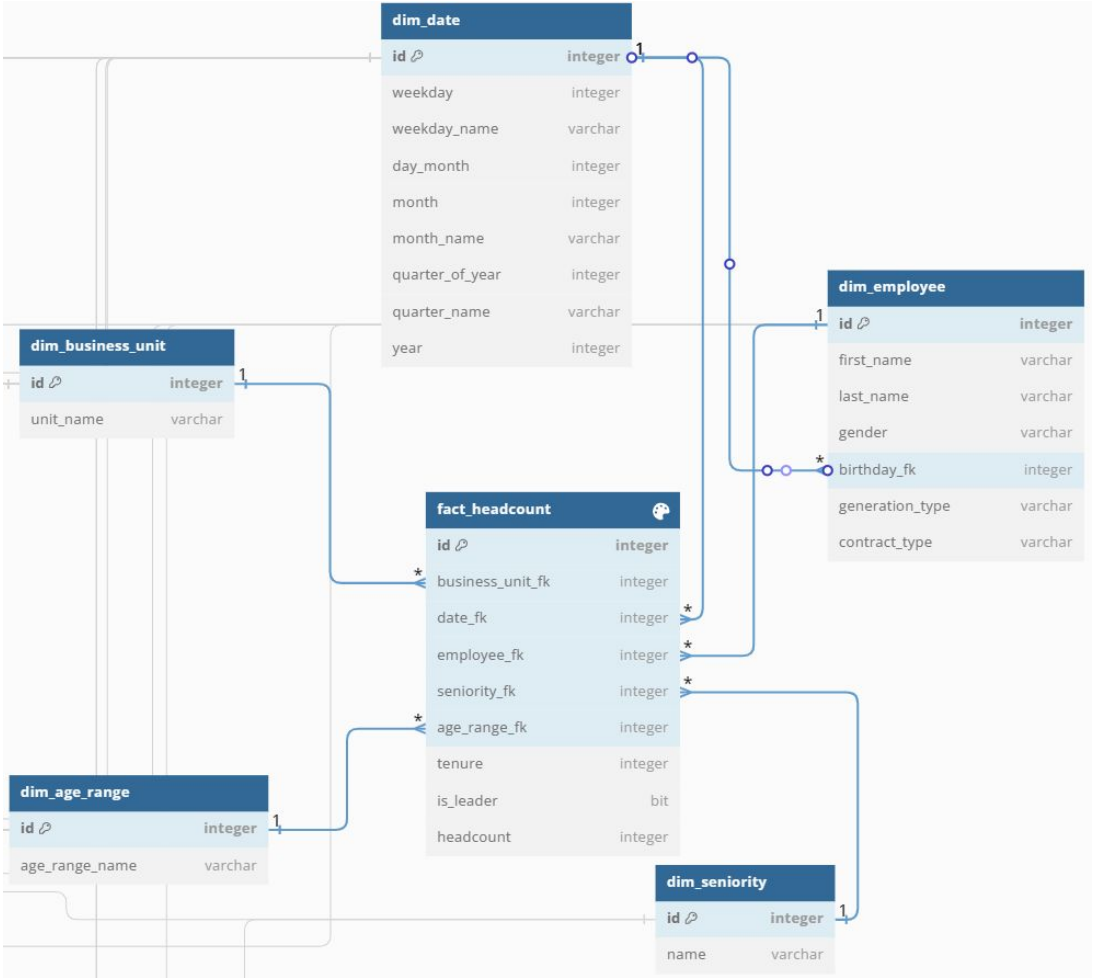
1. Fact_Headcount
2. Fact_Recruitment
3. Fact_Leave
4. Fact_Termination
5. Fact_Salary
6. Fact_PerformanceFact_Training
7. Fact_Training

1. Fact_Headcount





1. Fact_Headcount



2. Fact_Recruitment

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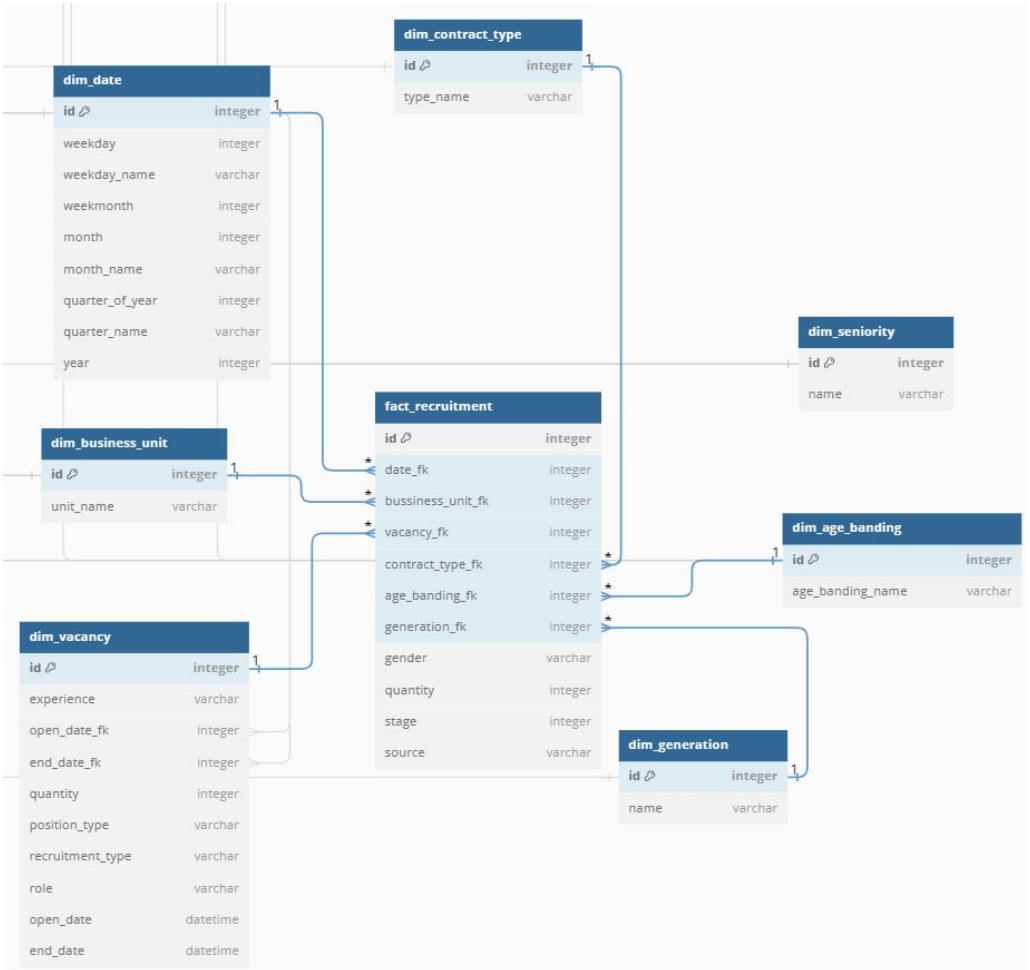
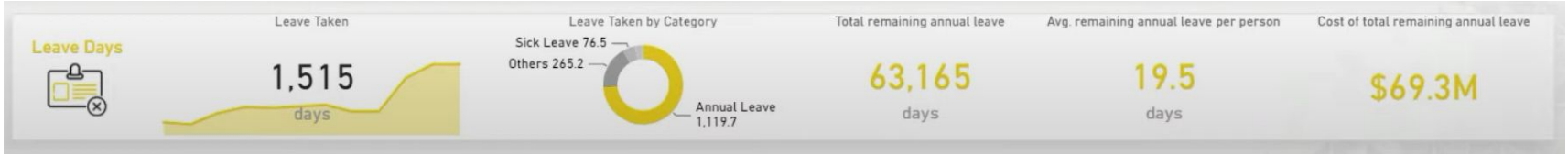
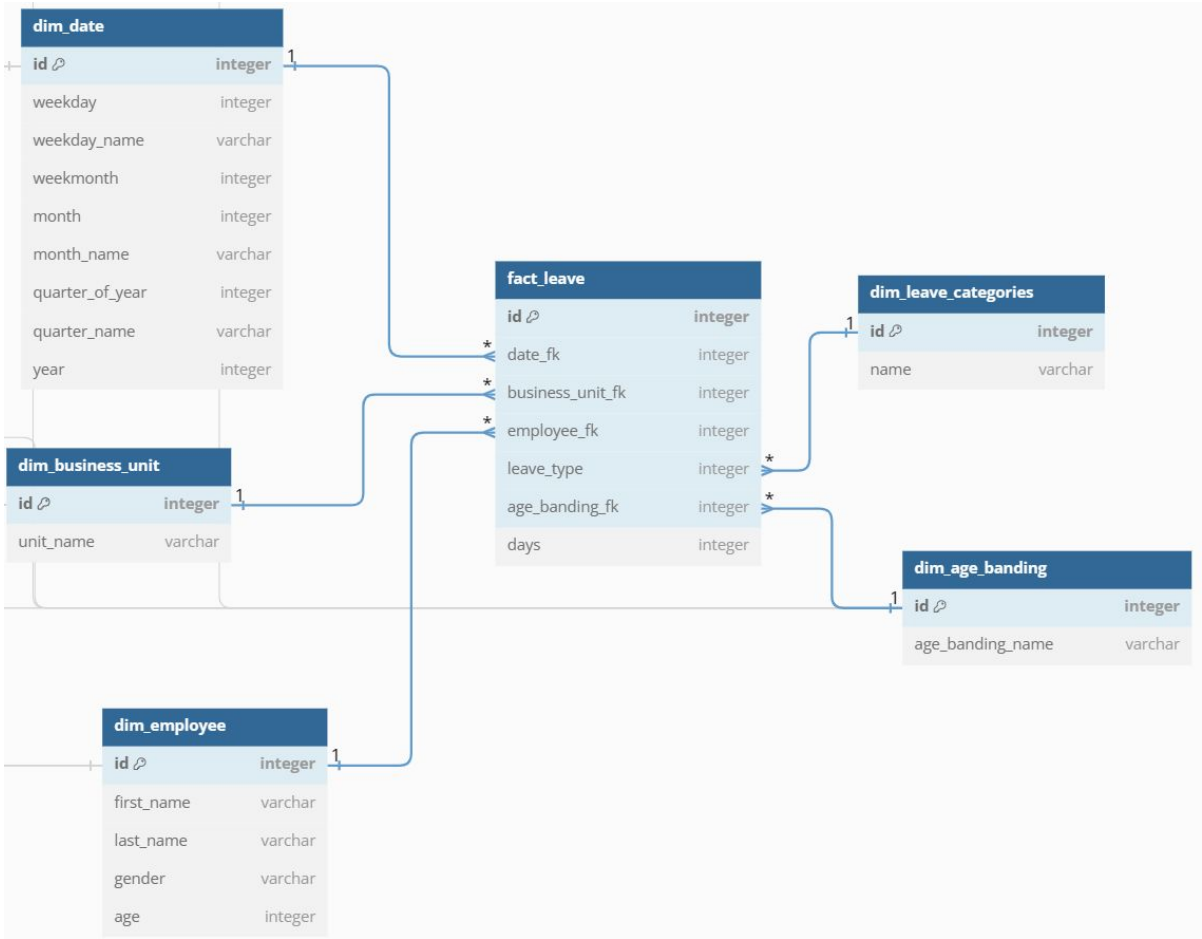


3. Fact_Leave

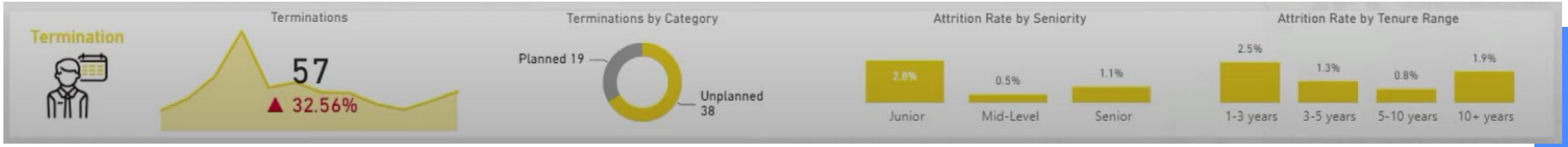

Leave Days
Leave Taken
1,515
days
Leave Taken by Category
Sick Leave 76.5
Others 265.2
Annual Leave
1,119.7
Total remaining annual leave
63,165
days
Avg. remaining annual leave per person
19.5
days
Cost of total remaining annual leave
$69.3M

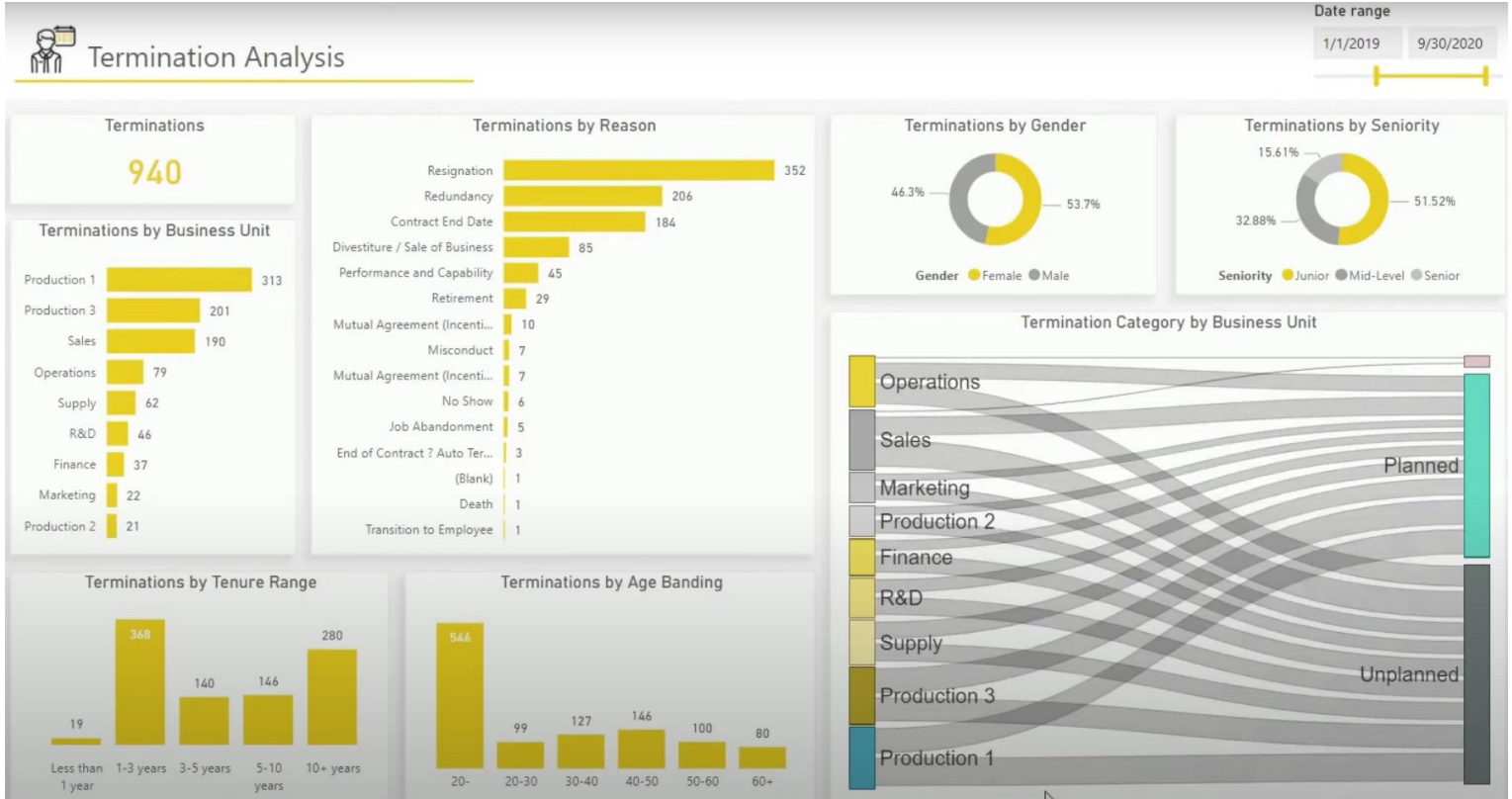
Leave Analysis
2018
2019
2020
Jan
Feb
Mar
Apr
May
Jun
Jul
Aug
Sep
Oct
Nov
Dec
Average Total Leave Days
0.5
days
Average Annual Leave Days
0.2
days
Annual Leave balance
62.7K
days
Cost of remaining annual leave
$69.6M
Avg. cost of remaining annual leave
$21,661
Average days on leave by Business Unit
0.1
1.4
1.4
0.0
1.0
0.9
0.7
0.8
0.0
Finance
Marketing
Operations
Production 1
Production 2
Production 3
R&D
Sales
Supply
Total days on leave by Age Range
1,501
107
460
430
265
177
20-
20-30
30-40
40-50
50-60
60+
Average cost of remaining annual leave by Business Unit
Management Office
$160,922
R&D
$28,406
Production 2
$25,379
Operations
$24,511
Production 3
$24,510
Sales
$22,944
Marketing
$20,818
Finance
$19,469
Production 1
$18,365
Supply
$16,953
Leave by Date
200
0
Jan 2019
Apr 2019
Jul 2019
Oct 2019
Category
Annual Leave
Long Service Leave
Others
Sick Leave
Leave by Category
6.7%
9.3%
44.6%
39.3%
Category
Annual Leave
Others
Long Service Le...
Sick Leave

3. Fact_Leave

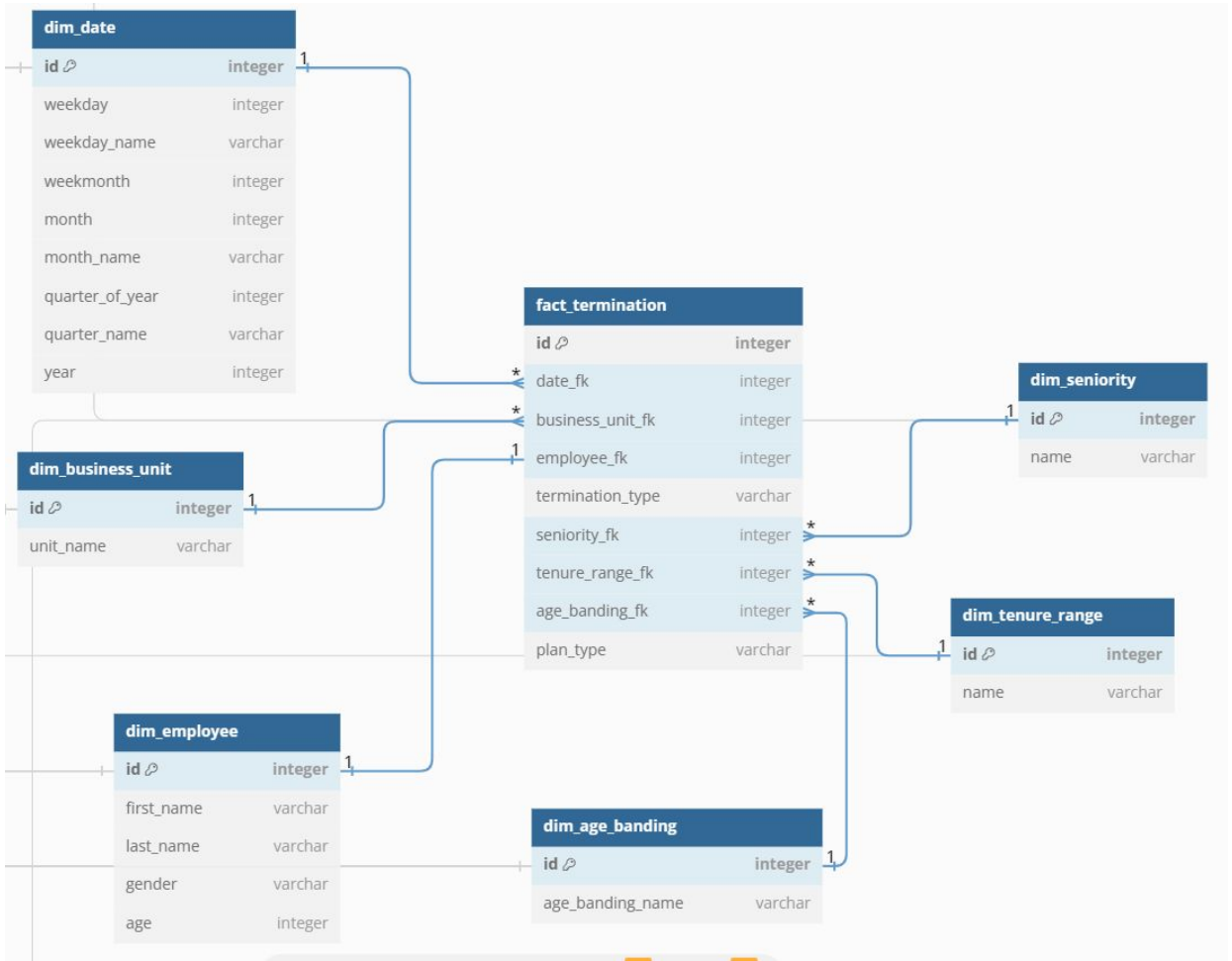

dim_date
id integer
weekday integer
weekday_name varchar
weekmonth integer
month integer
month_name varchar
quarter_of_year integer
quarter_name varchar
year integer
fact_leave
id integer
date_fk integer
business_unit_fk integer
employee_fk integer
leave_type integer
age_banding_fk integer
days integer
dim_leave_categories
id integer
name varchar
dim_business_unit
id integer
unit_name varchar
dim_age_banding
id integer
age_banding_name varchar
dim_employee
id integer
first_name varchar
last_name varchar
gender varchar
age integer

4. Fact_Termination





4. Fact_Termination



5. Fact_Salary

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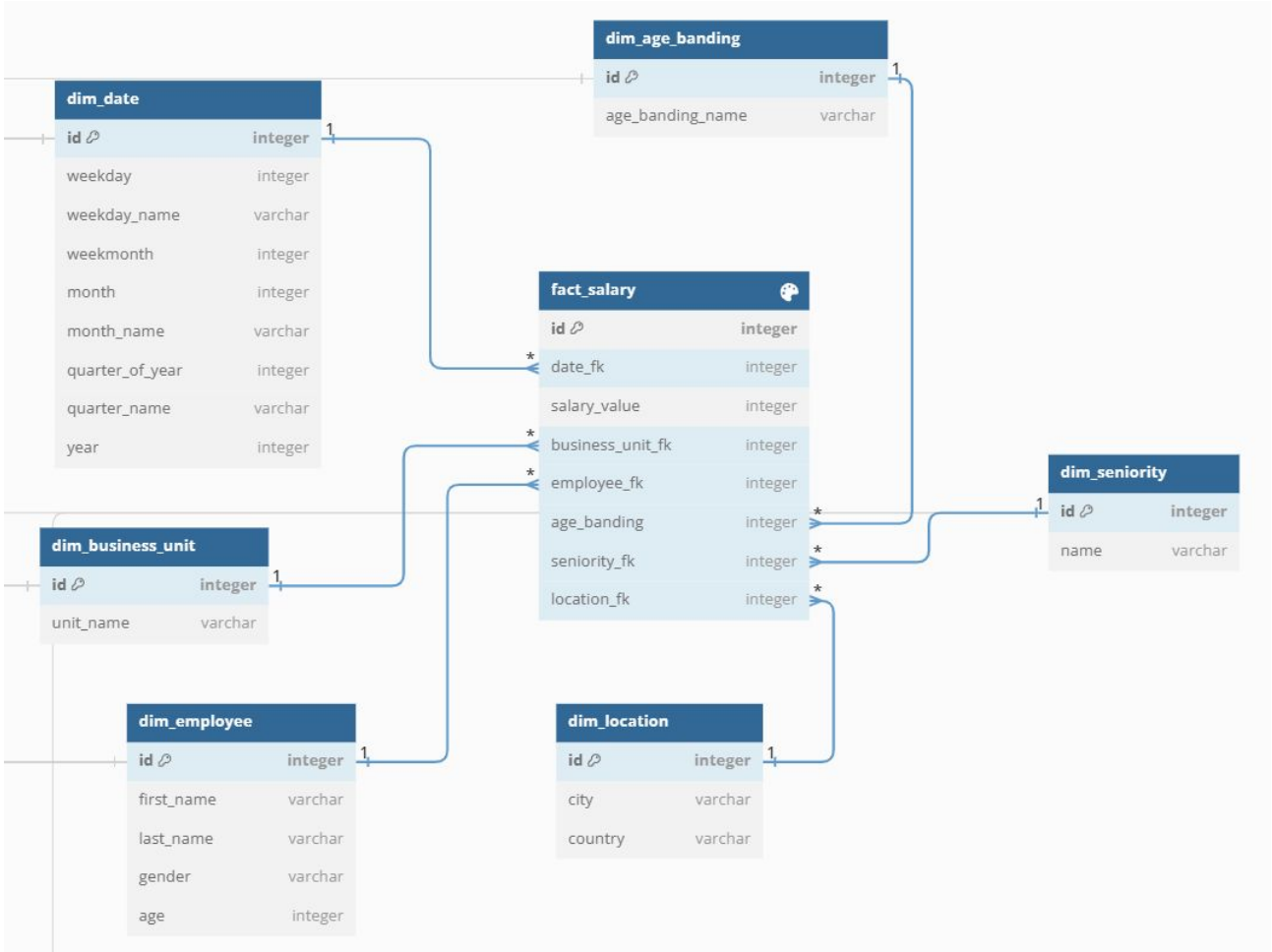
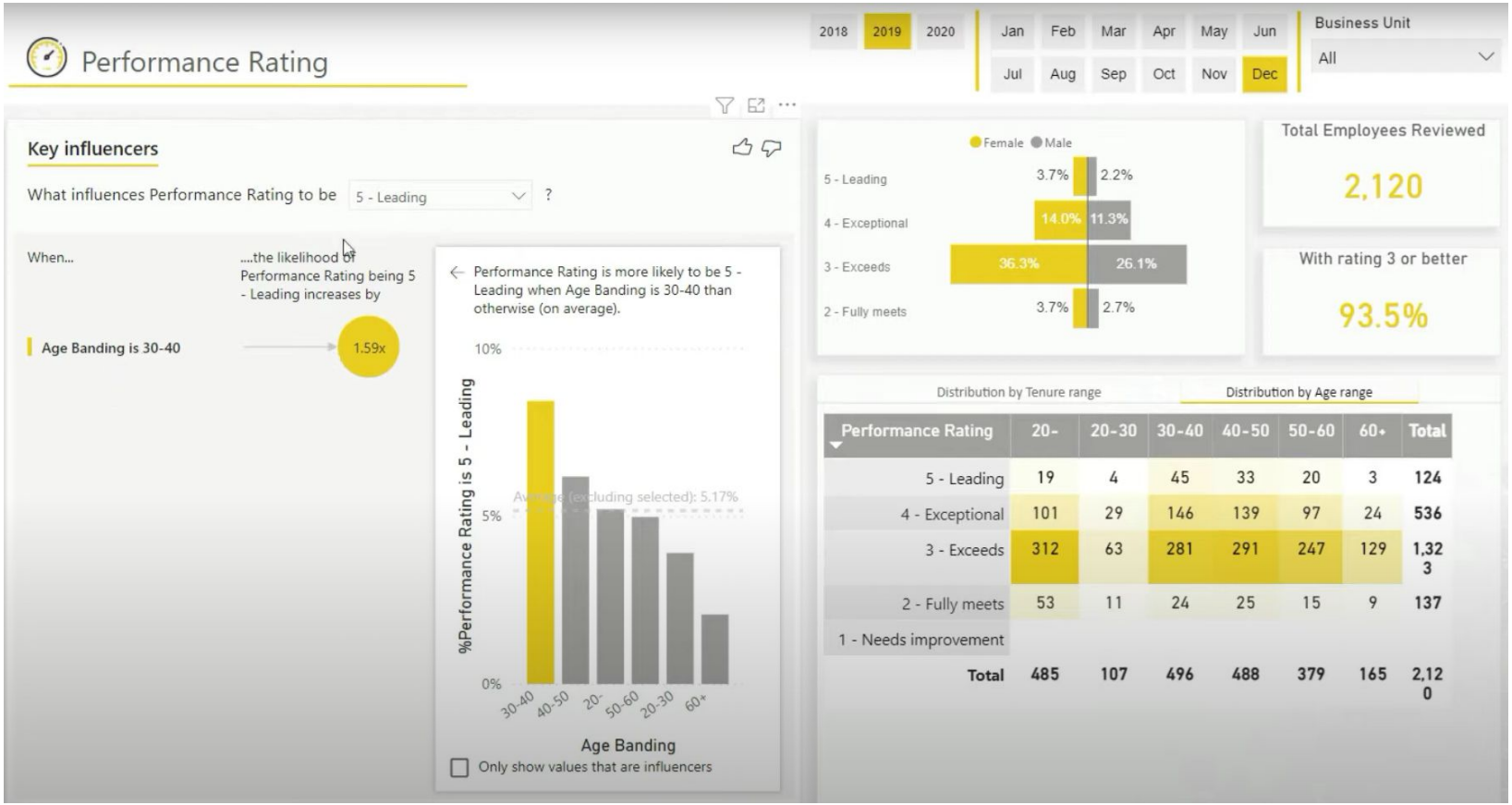
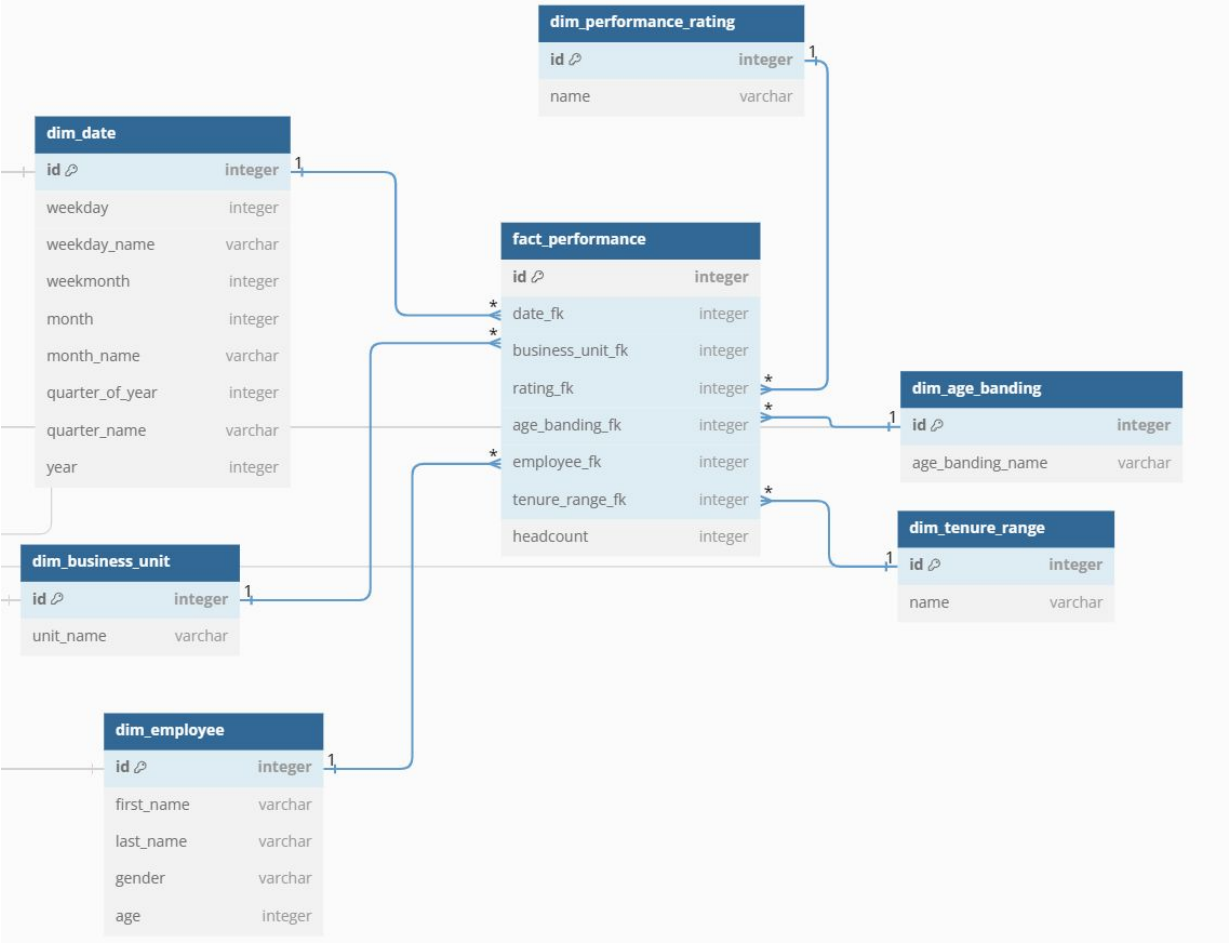


6. Fact_Performance

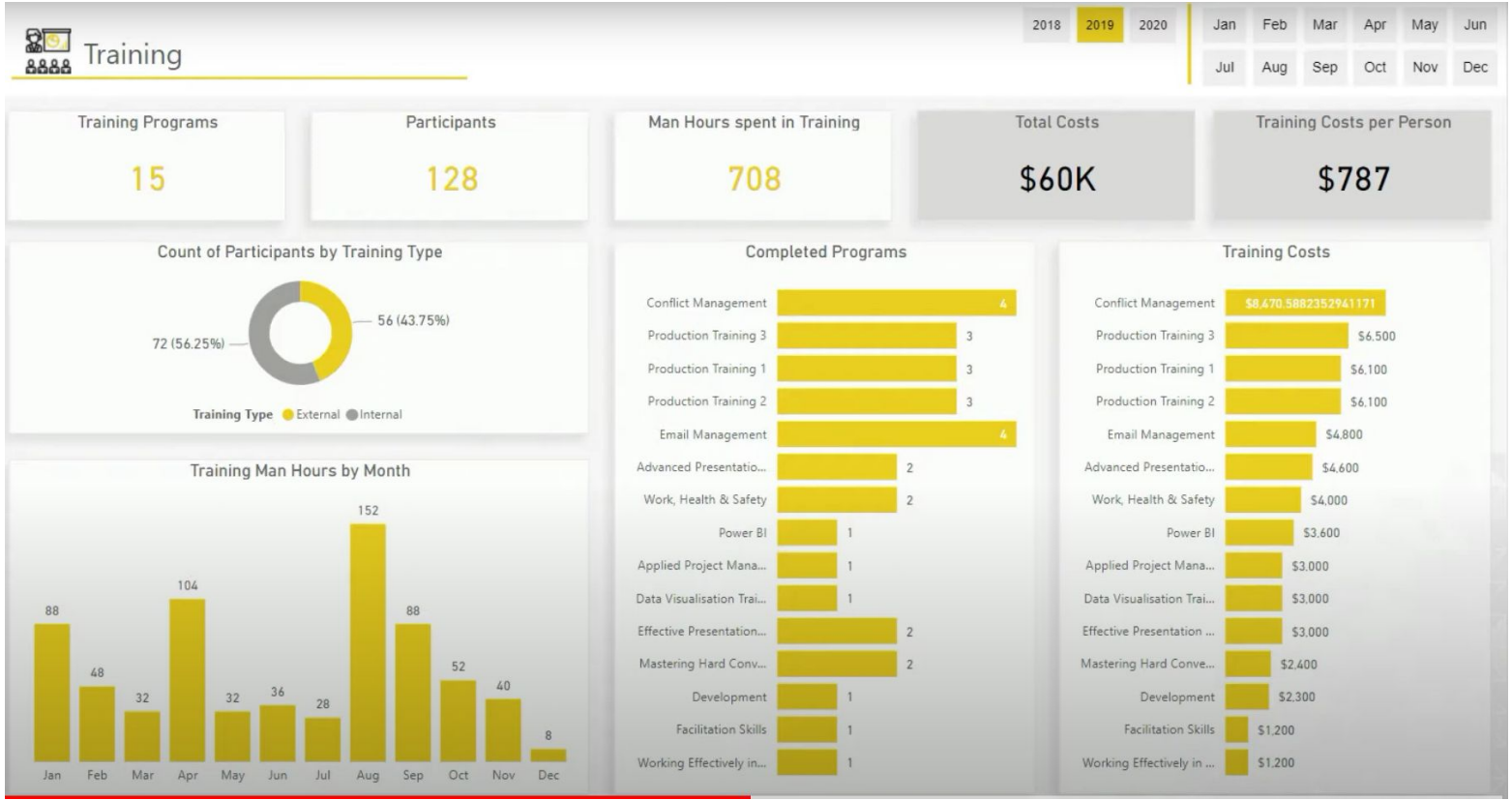
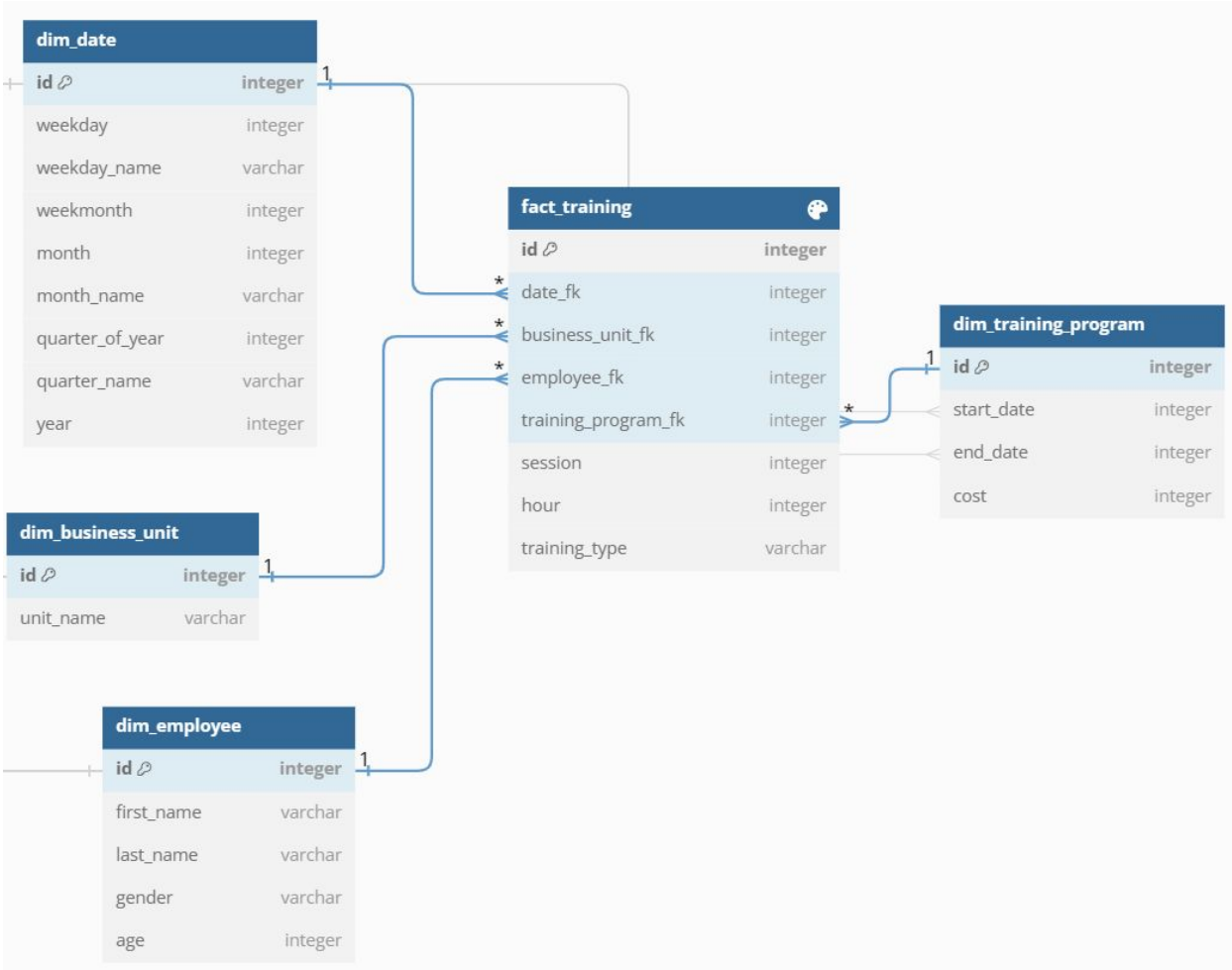


Performance Rating	20-	20-30	30-40	40-50	50-60	60+	Total
5 - Leading	19	4	45	33	20	3	124
4 - Exceptional	101	29	146	139	97	24	536
3 - Exceeds	312	63	281	291	247	129	1,323
2 - Fully meets	53	11	24	25	15	9	137
1 - Needs improvement							
Total	485	107	496	488	379	165	2,120

6. Fact_Performance



7. Fact_Training



7. Fact_Training