Scenario Based Interview Question: Human Resources Analytics

As a senior HR analyst, you are tasked with providing a comprehensive report on the performance and longevity of employees in each department. The report should include the following:

1. The average number of years each department's current employees have been with the company.
2. A ranking of departments based on their average employee tenure.
3. A comparison of the average performance rating of each department against the overall company average.

Write in proper DAX format and use comments and variables as necessary. You can use a bar chart or a suitable visual to show the results in your power bi report.