



Summary Dashboard



HR Analytics

Summary Dashboard

DANG DAI DUONG

MENTORSHIP PROGRAM 2024





Agenda

- . Topdown Approach
- . Brainstorm on Image
- . Table relationship (Subsets matrix)
- . Database

Summary Dashboard

Summary Dashboard

2018 2019 2020

Jan Feb Mar Apr May Jun
Jul Aug Sep Oct Nov Dec

Business Unit

All

Employees



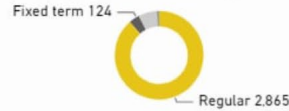
Headcount

3,234

▲ 0.68%



Headcount by Contract Type



Headcount by Seniority



Average Tenure

9.6
years

Diversity



Female % of Seniors

38.0%

▲ 0.21%



Headcount by Gender



Headcount by Age Range



Average Age

44.1
years

Hiring



Hires

31

▼ -20.51%



Hires by Contract Type



Hires by Age Range



Hires by Gender



Leave Days



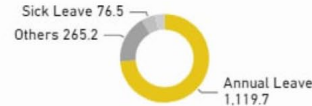
Leave Taken

1,515

days



Leave Taken by Category



Total remaining annual leave

63,165
days

Avg. remaining annual leave per person

19.5
days

Cost of total remaining annual leave

\$69.3M

Termination



Terminations

57

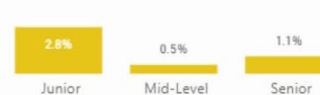
▲ 32.56%



Terminations by Category



Attrition Rate by Seniority



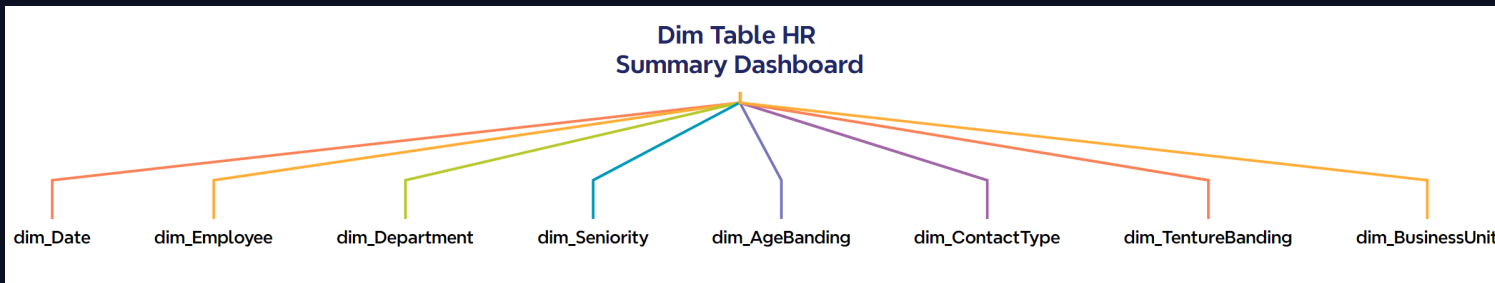
Attrition Rate by Tenure Range





Top-Down Approach







01

Brain-storm by Image



Summary Dashboard

Year –
dim_Date

Month – dim_Date

Dim_BusinessUnit

Employees



How many Employee in
Company on MM in YYYY

What TYPE CONTRACT
of this EMPLOYEE

How many “Junior” | “Mid-Level” | “Senior”
in company at MM/yyyy

AVG(
dim_Tenure)

Diversity



How many Emp , have
Gender is “F”, and
SeniorityLevel is “Senior”
at MM/yyyy

Group by Gender,
with all Emp at
MM/yyyy

AgeBanding (From-To) have
how many Emp ? at MM/yyyy

AVG(Age) of
all Emp at
MM/yyyy

Hiring



How many Emp have
been Hired at MM/yyyy
– MoM / YoY

What Contract type in
BusinessUnit of the Emp
was Hires at MM/yyyy

AgeBanding (From-To) of Emp
was hired at MM/yyyy

What GENDER
of Emp was hired

Leave Days



How many Date that
Emp have taken
leave at MM/yyyy

What's reason that
Emp have taken

Total SUM() the
remaining leave days
after the (Emp) has
taken leave at
MM/yyyy

AVG() of remaining
leave days / Emp

How much Cost of
SUM() remaining
annual leave

Termination



How much
Terminations at
MM/yyyy

What's reason that
Emp terminations

The % of GROUP
BY (SeniorityLevel)
terminations

AgeBanding(From-To)
have how many % of
Emp terminations



**Subset of data
warehouse bus matrix
for HR Analytics
processes.**

	Dim_Date	Dim_Employee	Dim_Department	Dim_SeniorityLevel	Dim_AgeBanding	Dim_TenureBanding	Dim_BusinessUnit	Dim_ContactType	Dim_Salary	Dim_LeaveCategory
Fact_Headcount	✓	✓	-	✓	✓	✓	✓	✓	✗	✗
Fact_Diversity	✓	✓		✓	✓	✓	✓	✓	✗	✗
Fact_Hiring	✓	✓		✗	✓	✗	✓	✓	✗	✗
Fact_Leave	✓	✓		✗	✗	✗	✗	✗	✓	✓
Fact_Termination	✓	✓		✓	✓	✓	✗	✗	✗	✓

Subset of data warehouse bus matrix for HR Analytics processes.



02

Database



201820192020

JanFebMarAprMayJunJulAugSepOctNovDec

Business Unit
All

Dim_Date	
DateKey	PK
DateValue	date
WeekDay	int
DayOfMonth	int
DayOfYear	date
WeekDayName	varchar
MonthOfYear	int
QuarterName	varchar
QuarterOfYear	int
Year	int
MMM_YYYY	varchar

Dim_BusinessUnit	
ID	PK
Name	varchar



Employees



Headcount

3,234

▲ 0.68%

Headcount by Contract Type

Fixed term 124



Regular 2865

Headcount by Seniority

1,643

Junior

1,117

Mid-Level

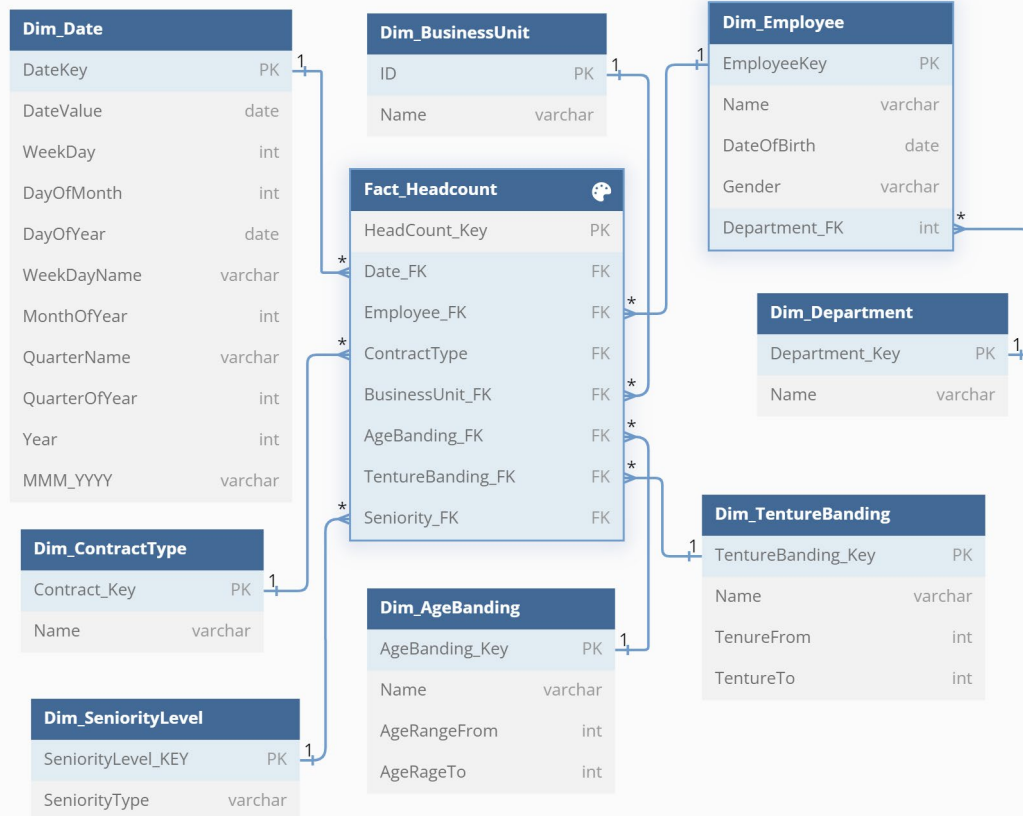
474

Senior

Average Tenure

9.6

years





Diversity



Female % of Seniors



Headcount by Gender

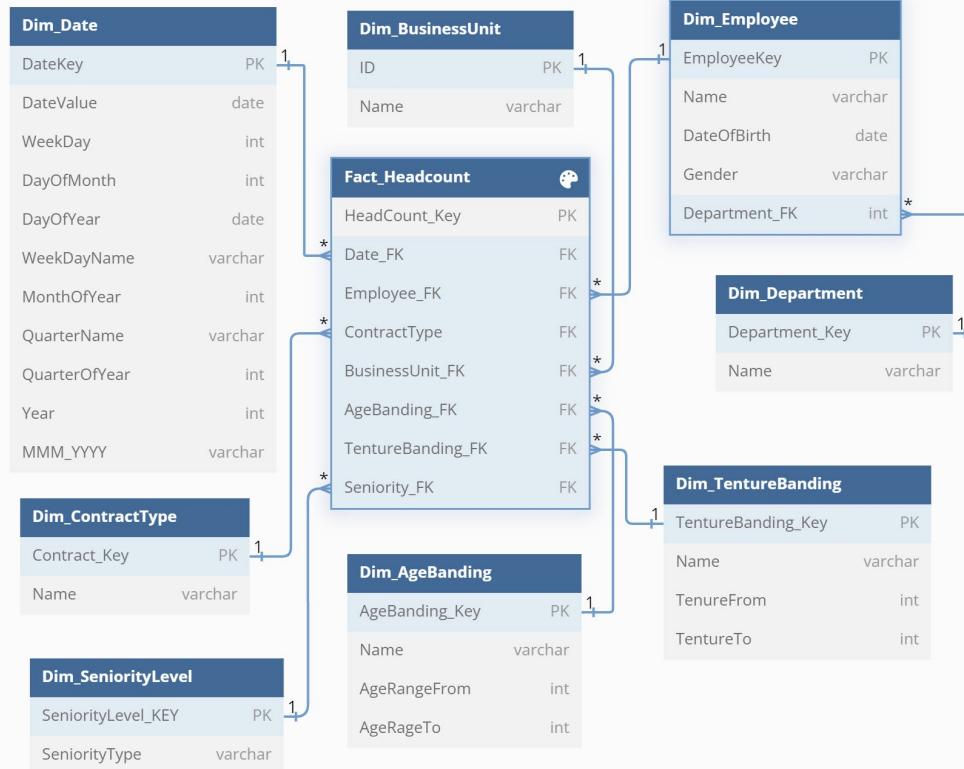


Headcount by Age Range



Average Age

44.1
years



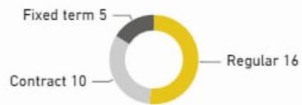
Hiring



Hires



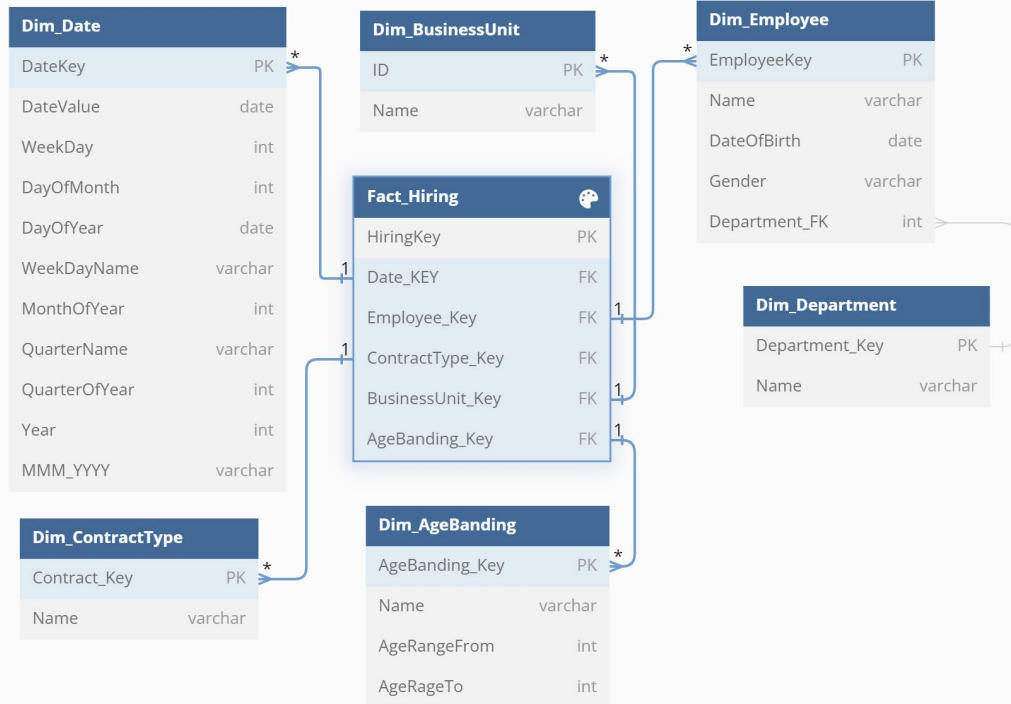
Hires by Contract Type



Hires by Age Range



Hires by Gender





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

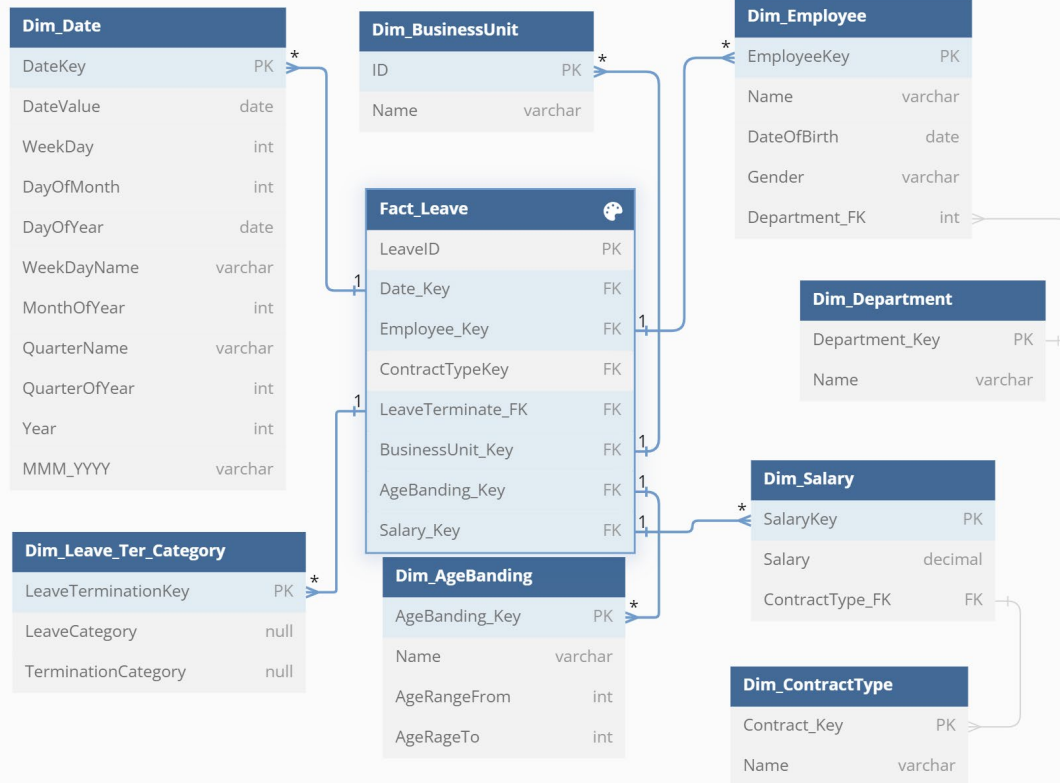
Avg. remaining annual leave per person

19.5

days

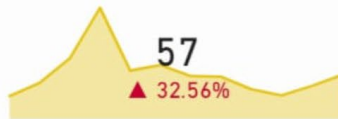
Cost of total remaining annual leave

\$69.3M





Termination



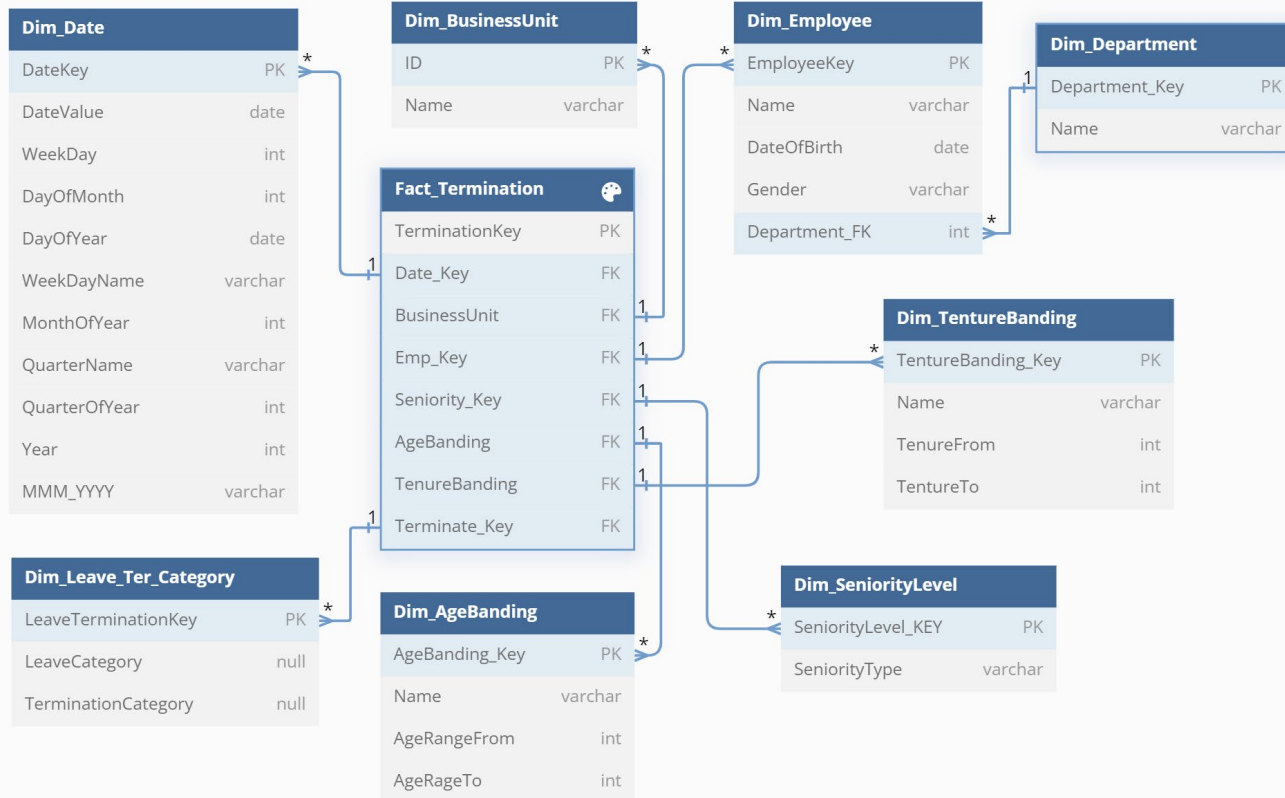
Terminations by Category



Attrition Rate by Seniority



Attrition Rate by Tenure Range



Thanks for Watching & Listening

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