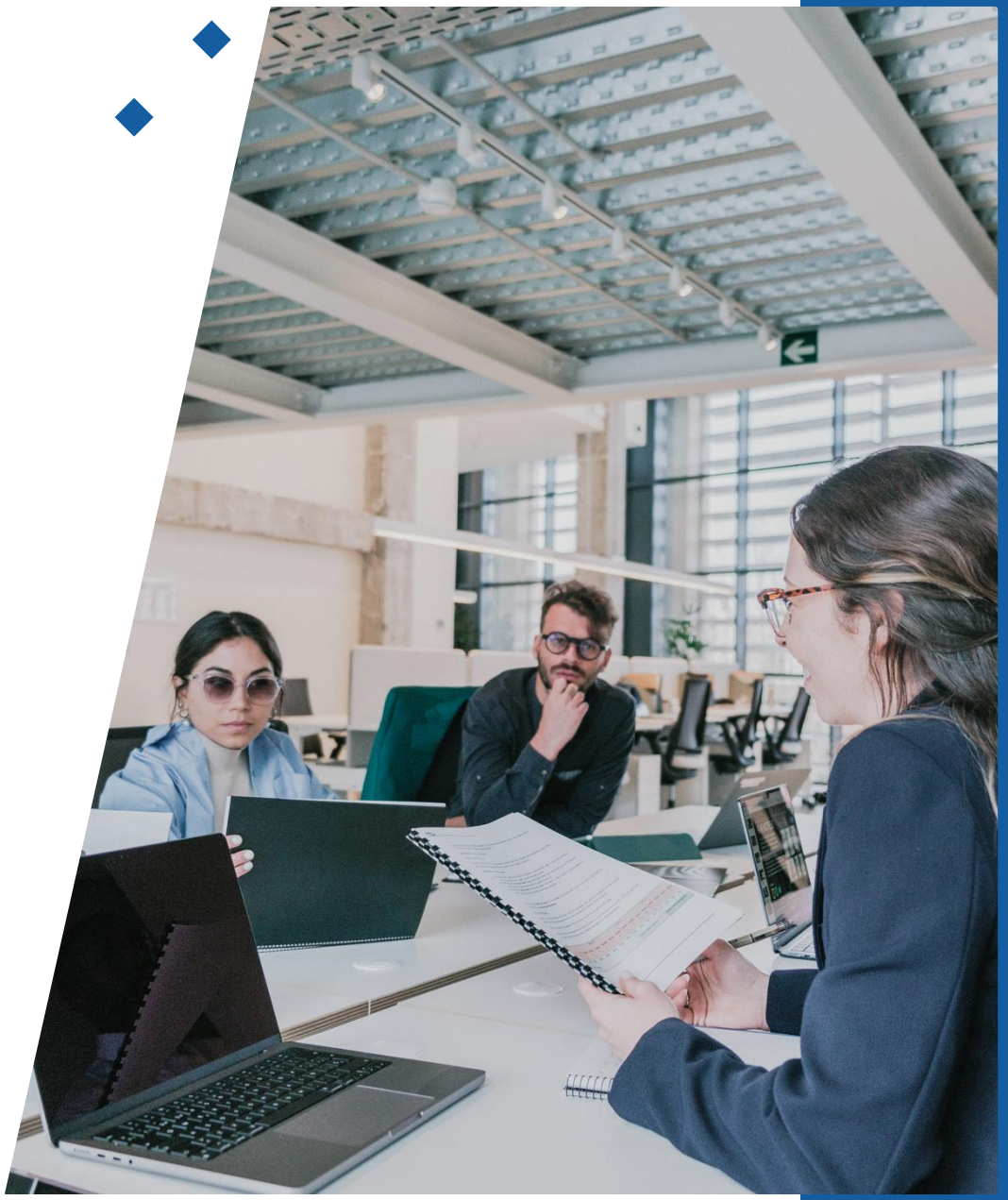
Mentorship

Agile HR Analytics

Presented by: Vu Duc Huy



OVERVIEW

01

Summary Dashboard

02

Salary analysis

03

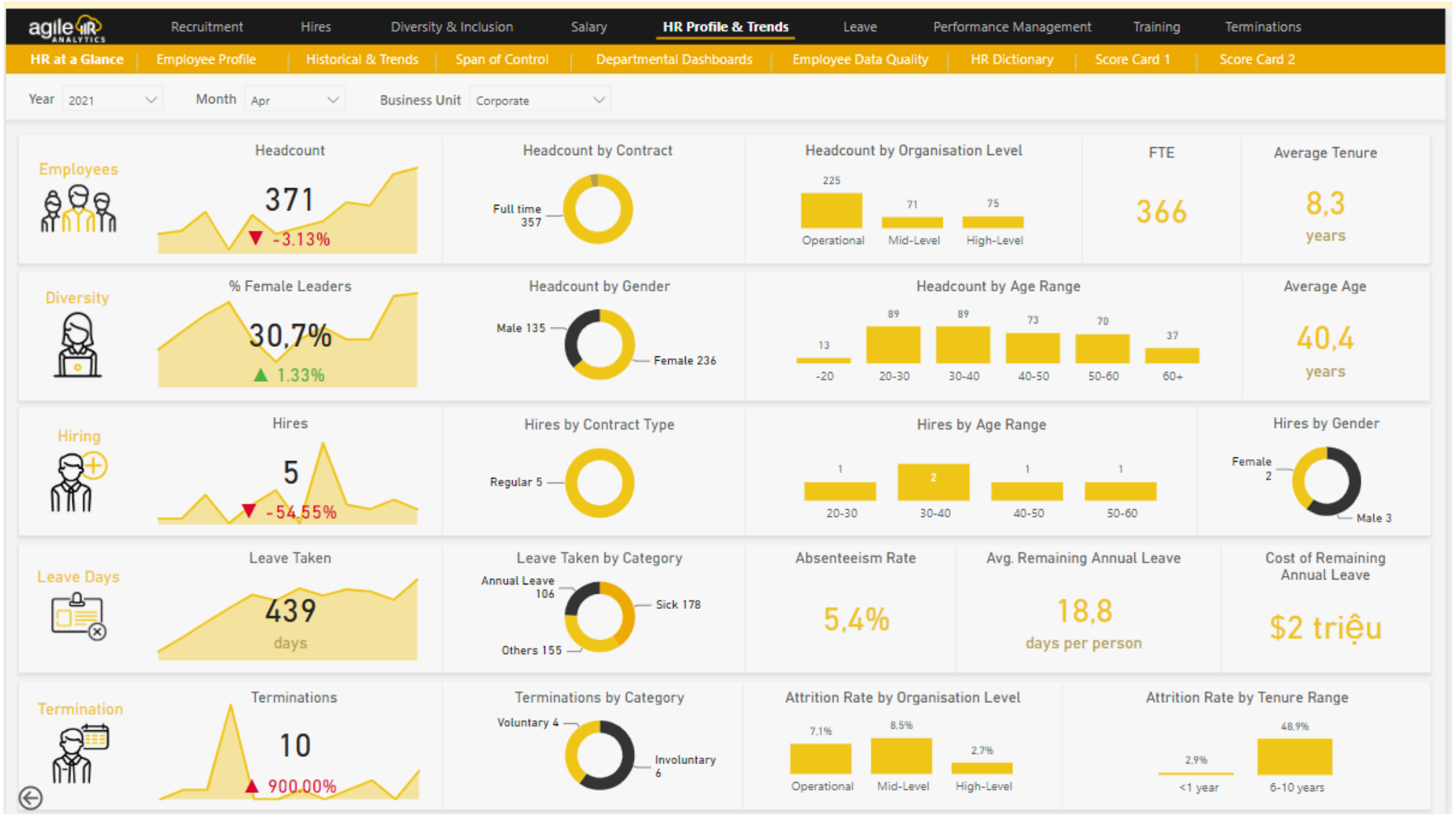
04

05

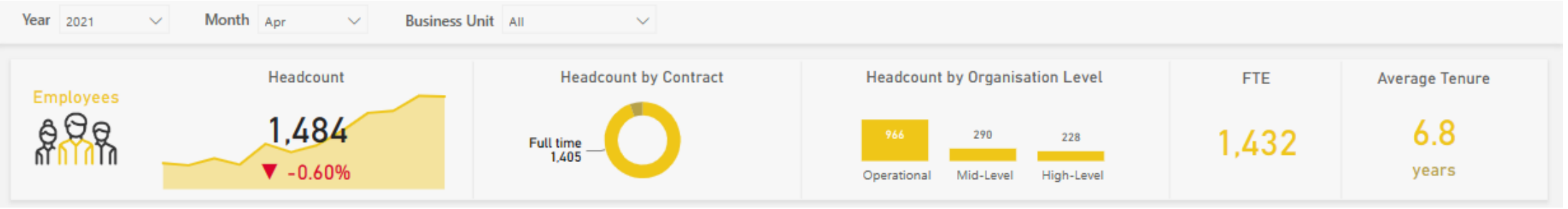
06

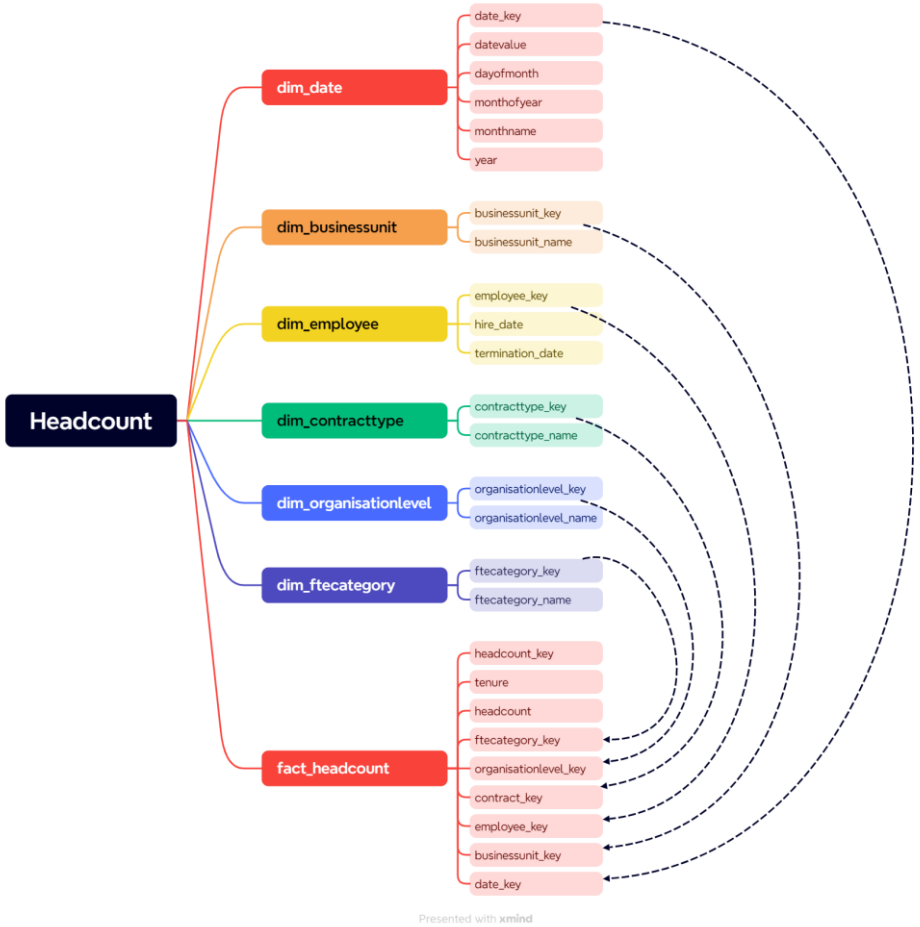
Summary Dashboard

Summary Dashboard

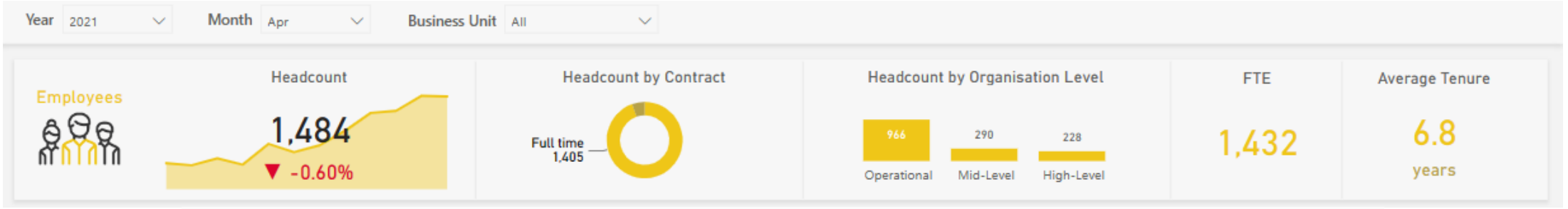


Headcount


Year
2021
Month
Apr
Business Unit
All
Employees
Headcount
1,484
▼ -0.60%
Headcount by Contract
Full time
1,405
Headcount by Organisation Level
966
290
228
Operational
Mid-Level
High-Level
FTE
1,432
Average Tenure
6.8
years


Headcount
dim_date
date_key
datevalue
dayofmonth
monthofyear
monthname
year
dim_businessunit
businessunit_key
businessunit_name
dim_employee
employee_key
hire_date
termination_date
dim_contracttype
contracttype_key
contracttype_name
dim_organisationlevel
organisationlevel_key
organisationlevel_name
dim_ftecategory
ftecategory_key
ftecategory_name
fact_headcount
headcount_key
tenure
headcount
ftecategory_key
organisationlevel_key
contract_key
employee_key
businessunit_key
date_key
Presented with xmind

Headcount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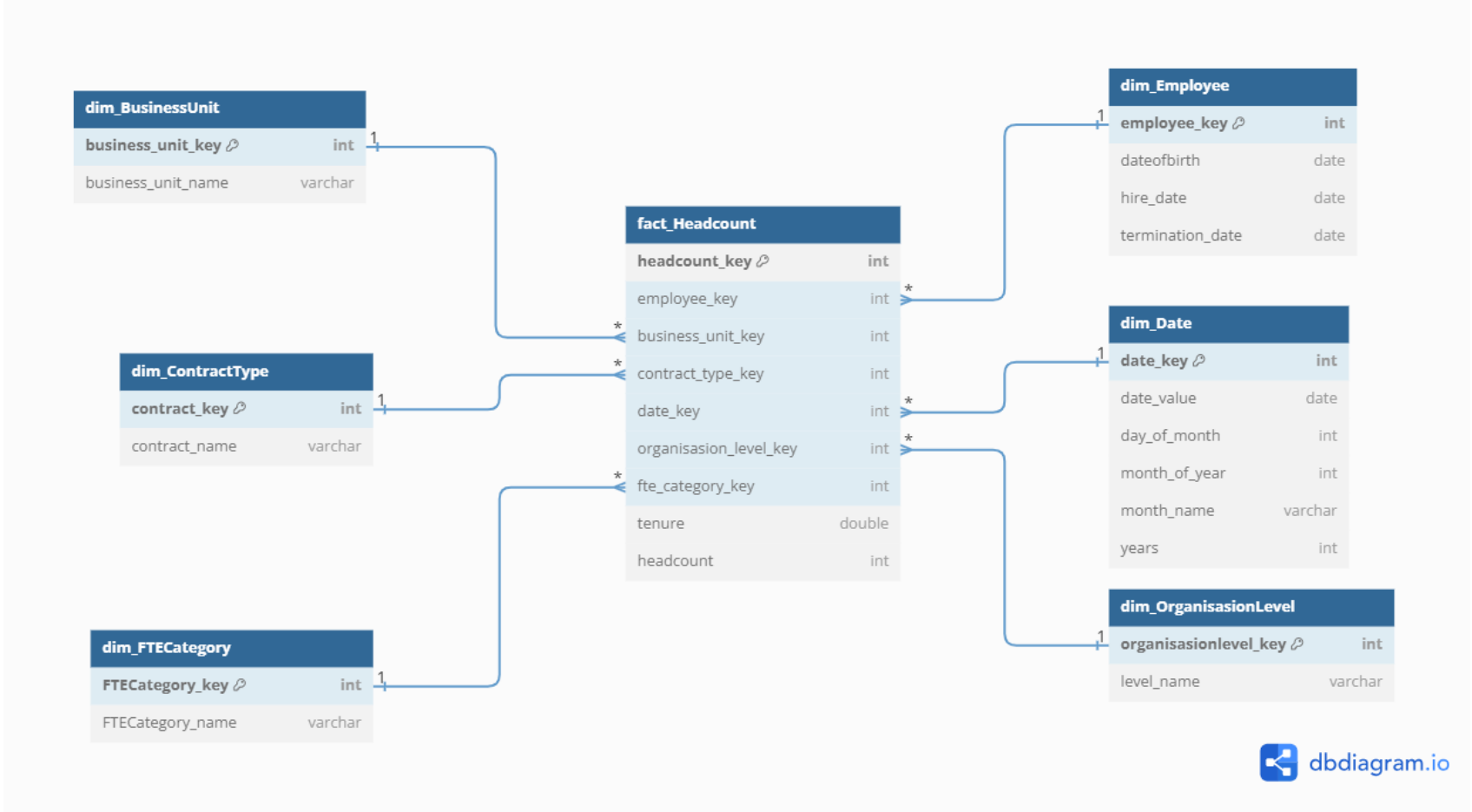
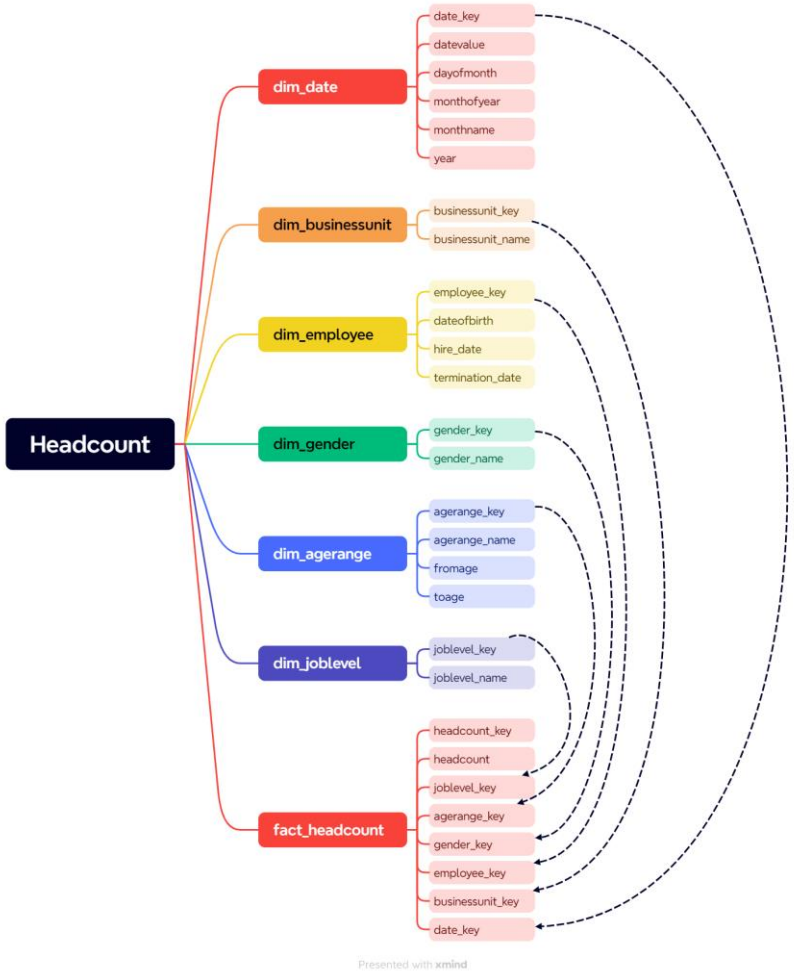

dim_BusinessUnit
business_unit_key int
business_unit_name varchar
dim_ContractType
contract_key int
contract_name varchar
dim_FTECategory
FTECategory_key int
FTECategory_name varchar
fact_Headcount
headcount_key int
employee_key int
business_unit_key int
contract_type_key int
date_key int
organisation_level_key int
fte_category_key int
tenure double
headcount int
dim_Employee
employee_key int
dateofbirth date
hire_date date
termination_date date
dim_Date
date_key int
date_value date
day_of_month int
month_of_year int
month_name varchar
years int
dim_OrganisasionLevel
organisationlevel_key int
level_name varchar
dbdiagram.io

Headcount

Diversity
% Female Leaders
32.9%
▲ 0.44%
Headcount by Gender
Male 480
Female 1,004
Headcount by Age Range
66
380
342
289
288
119
-20
20-30
30-40
40-50
50-60
60+
Average Age
39.7
years


Headcount
dim_date
date_key
datevalue
dayofmonth
monthofyear
monthname
year
dim_businessunit
businessunit_key
businessunit_name
dim_employee
employee_key
dateofbirth
hire_date
termination_date
dim_gender
gender_key
gender_name
dim_agerange
agerange_key
agerange_name
fromage
toage
dim_joblevel
joblevel_key
joblevel_name
fact_headcount
headcount_key
headcount
joblevel_key
agerange_key
gender_key
employee_key
businessunit_key
date_key
Presented with xmind

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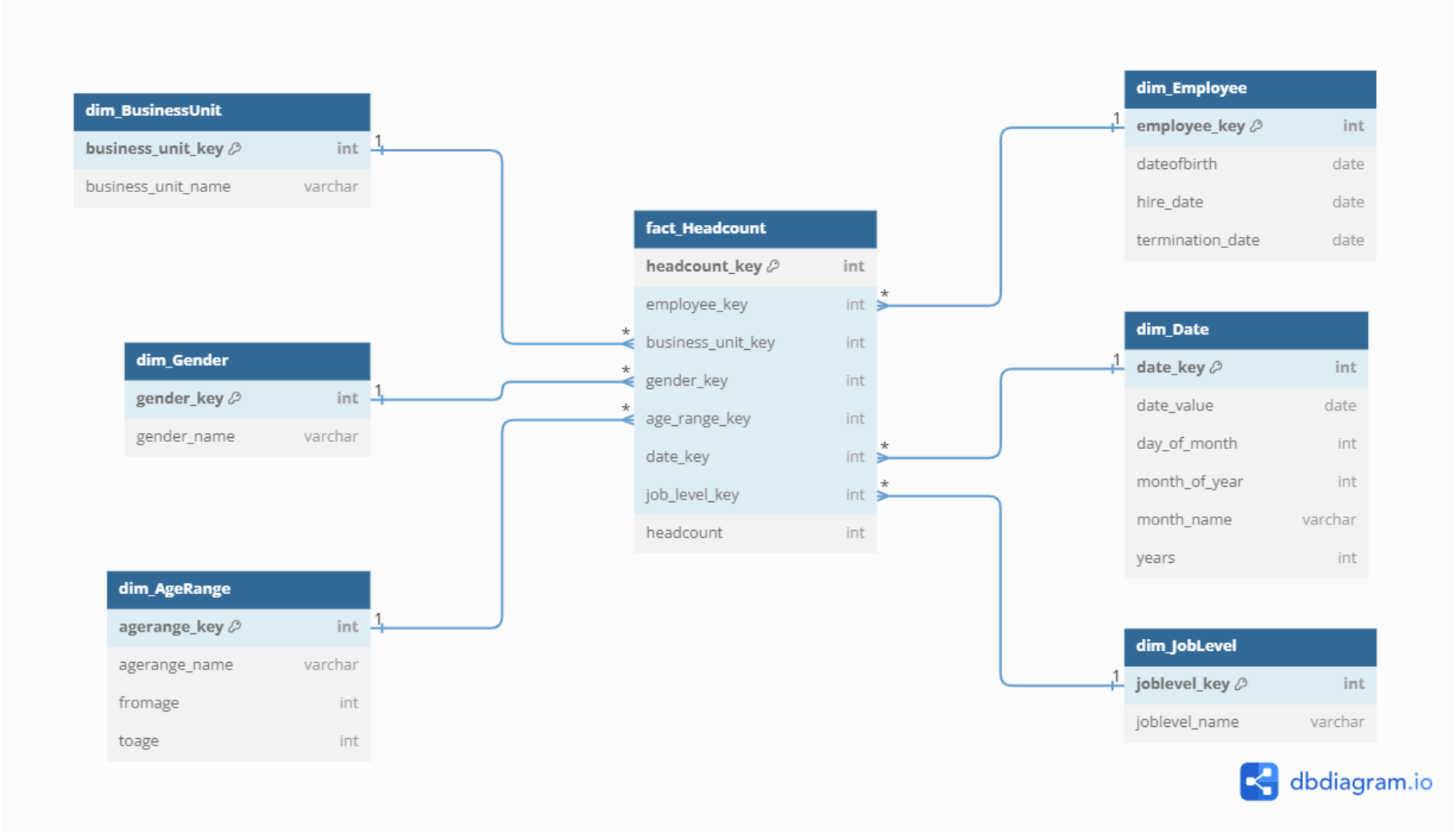
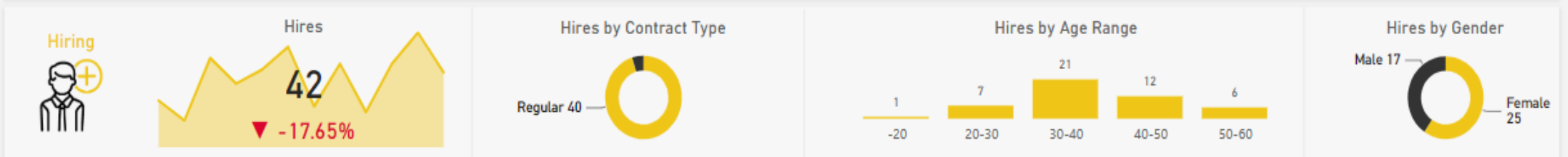
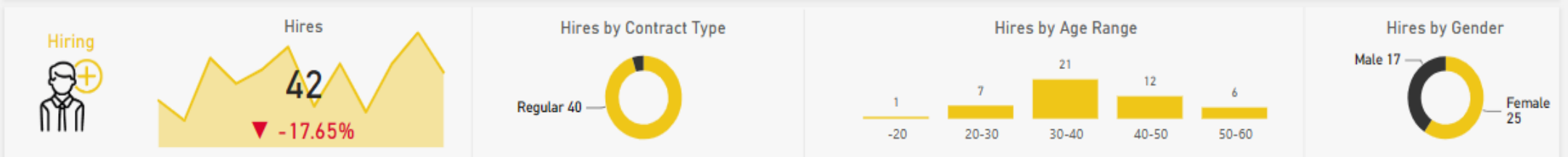

dim_BusinessUnit
business_unit_key int
business_unit_name varchar
dim_Gender
gender_key int
gender_name varchar
dim_AgeRange
agerange_key int
agerange_name varchar
fromage int
toage int
fact_Headcount
headcount_key int
employee_key int
business_unit_key int
gender_key int
age_range_key int
date_key int
job_level_key int
headcount int
dim_Employee
employee_key int
dateofbirth date
hire_date date
termination_date date
dim_Date
date_key int
date_value date
day_of_month int
month_of_year int
month_name varchar
years int
dim_JobLevel
joblevel_key int
joblevel_name varchar
dbdiagram.io

Hiring


Hiring
Hires
42
▼ -17.65%
Hires by Contract Type
Regular 40
Hires by Age Range
1
7
21
12
6
-20
20-30
30-40
40-50
50-60
Hires by Gender
Male 17
Female 25

Hiring
dim_date
date_key
datevalue
dayofmonth
monthofyear
monthname
year
dim_businessunit
businessunit_key
businessunit_name
dim_employee
employee_key
dateofbirth
hire_date
termination_date
dim_agerange
agerange_key
agerange_name
fromage
toage
dim_gender
gender_key
gender_name
dim_contracttype
contract_key
contract_name
fact_hiring
contract_key
gender_key
agerange_key
employee_key
businessunit_key
date_key
Presented with xmind

Hiring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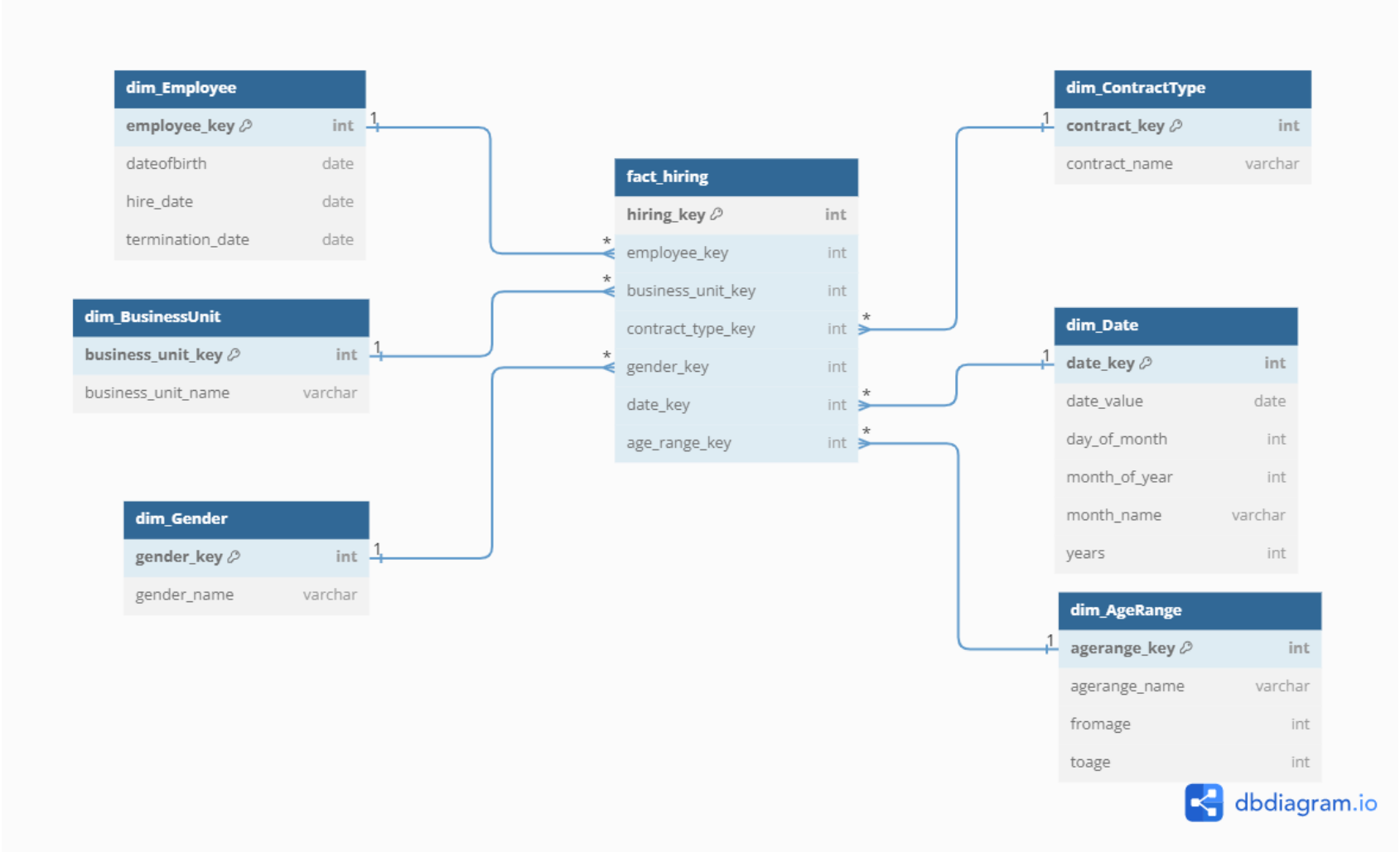
dim_Employee
employee_key int
dateofbirth date
hire_date date
termination_date date
dim_BusinessUnit
business_unit_key int
business_unit_name varchar
dim_Gender
gender_key int
gender_name varchar
fact_hiring
hiring_key int
employee_key int
business_unit_key int
contract_type_key int
gender_key int
date_key int
age_range_key int
dim_ContractType
contract_key int
contract_name varchar
dim_Date
date_key int
date_value date
day_of_month int
month_of_year int
month_name varchar
years int
dim_AgeRange
agerange_key int
agerange_name varchar
fromage int
toage int
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Leave Taken

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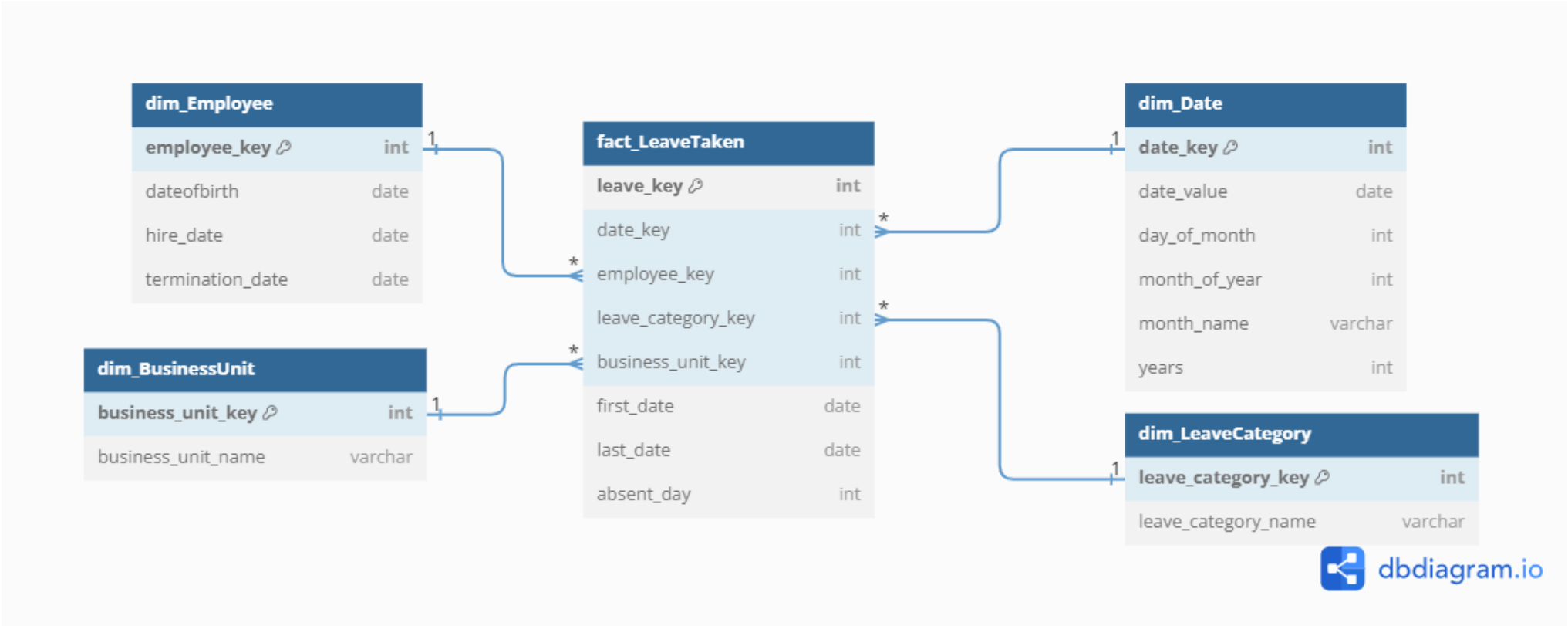
Leave Taken

Leave Days
Leave Taken
439
days
Leave Taken by Category
Annual Leave 106
Sick 178
Others 155
Absenteeism Rate
5,4%
Avg. Remaining Annual Leave
18,8
days per person
Cost of Remaining Annual Leave
$2 triệu


dim_Employee
employee_key int
dateofbirth date
hire_date date
termination_date date
dim_BusinessUnit
business_unit_key int
business_unit_name varchar
fact_LeaveTaken
leave_key int
date_key int
employee_key int
leave_category_key int
business_unit_key int
first_date date
last_date date
absent_day int
dim_Date
date_key int
date_value date
day_of_month int
month_of_year int
month_name varchar
years int
dim_LeaveCategory
leave_category_key int
leave_category_name varchar
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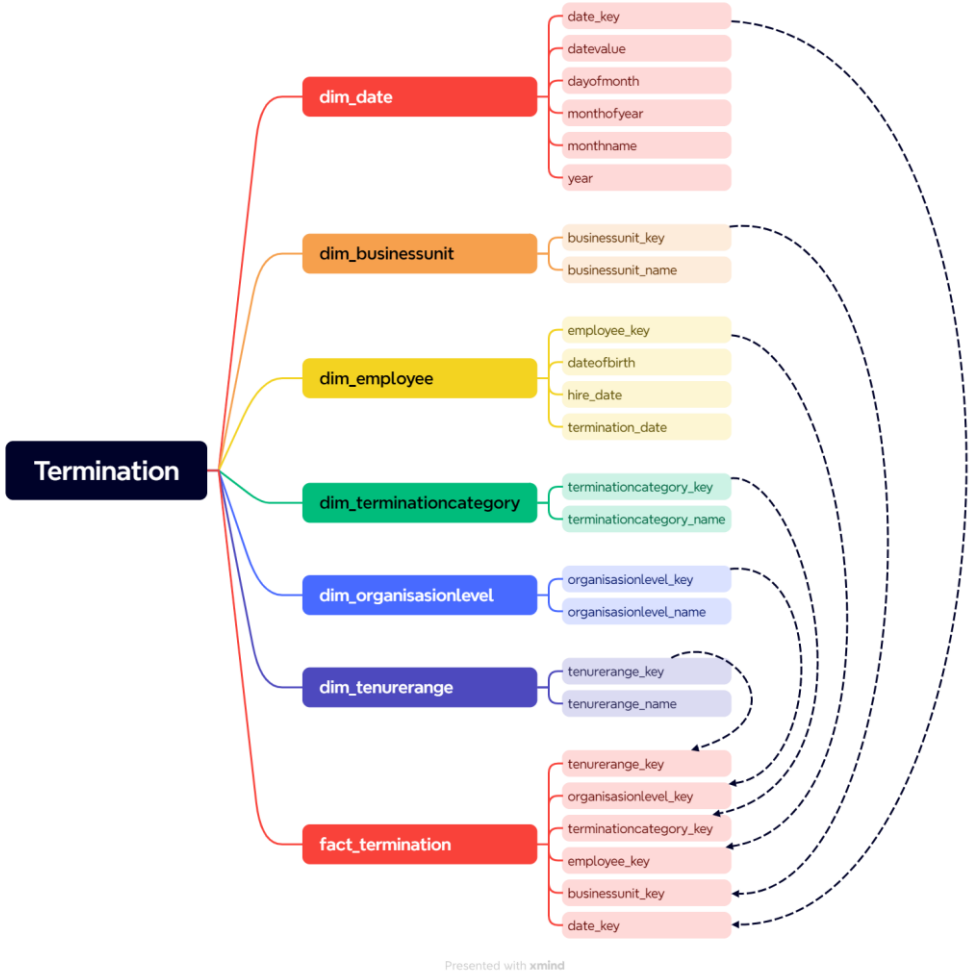
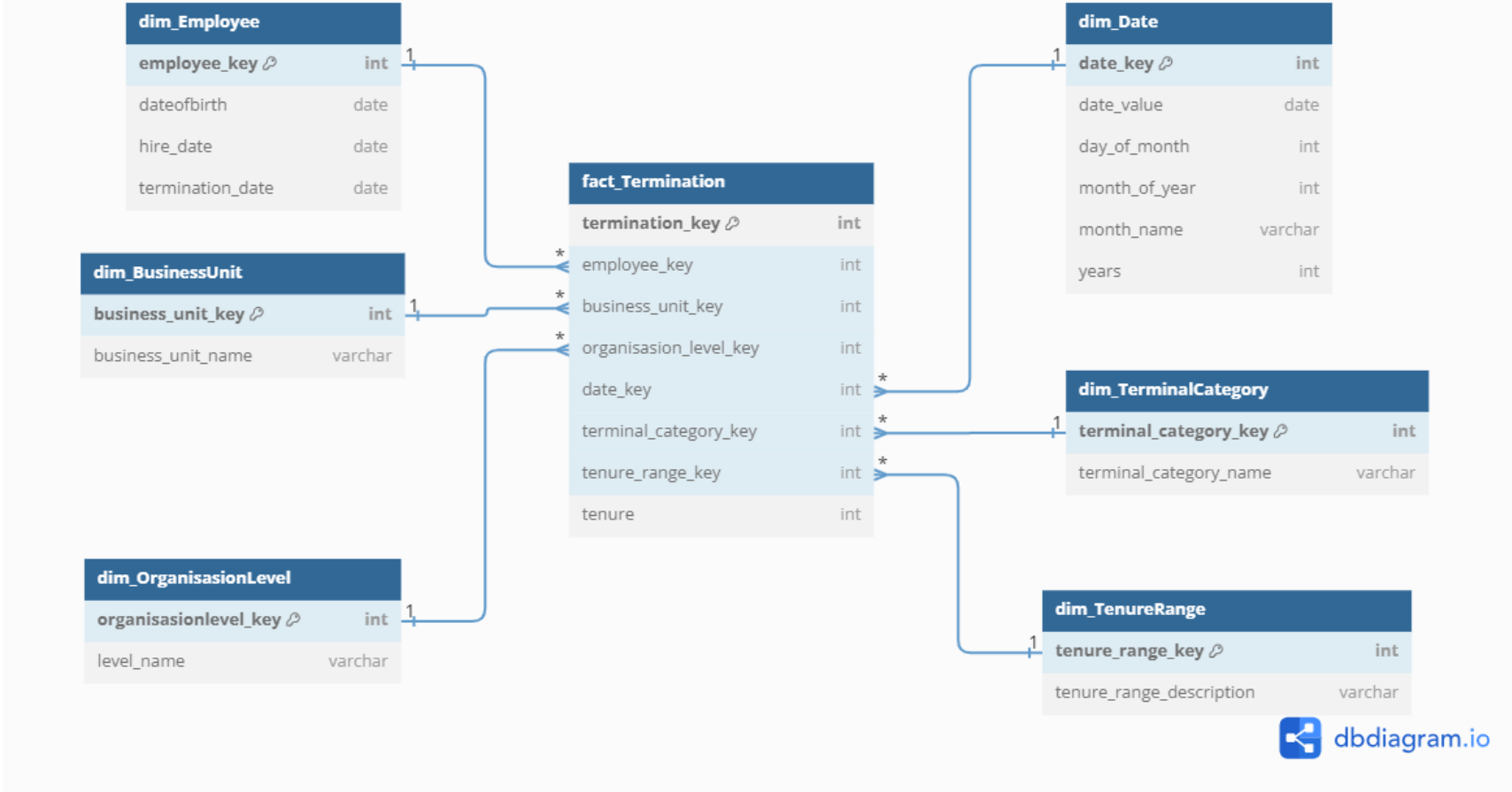
Terminations



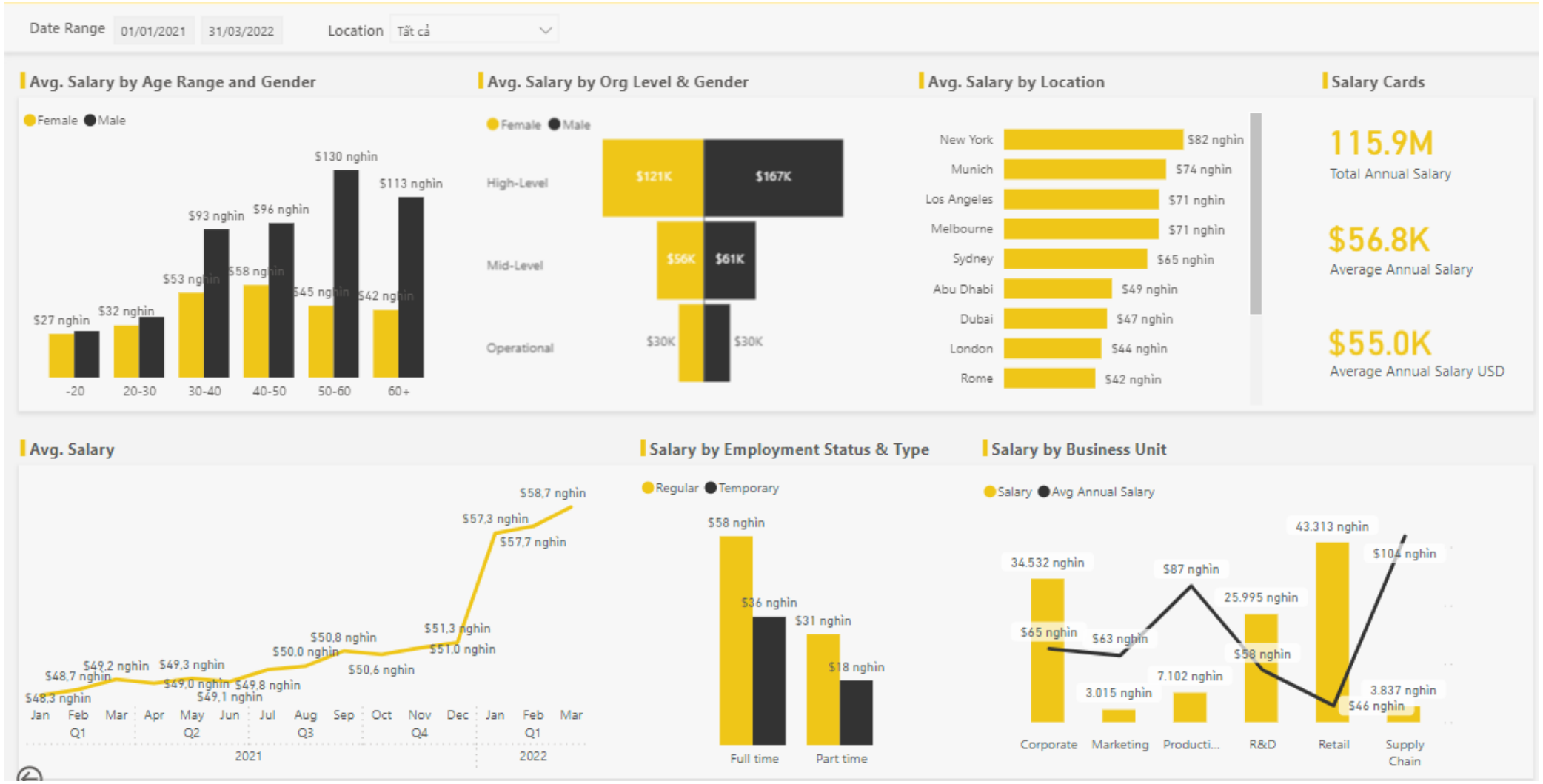
Presented with xmind

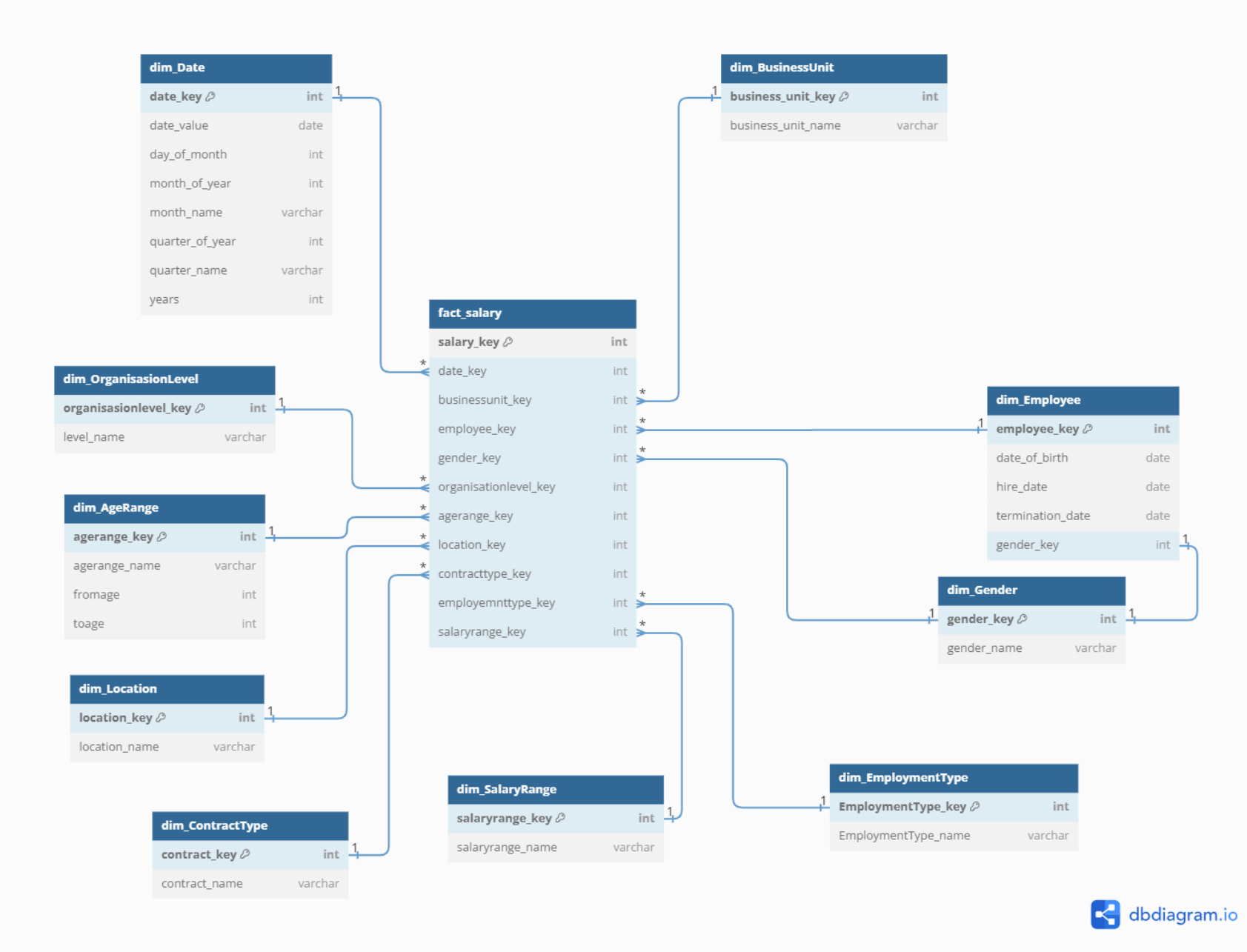
Terminations



Salary Analysis

Salary analysis



Salary analysis

Salary analysis