

# Taking a step back

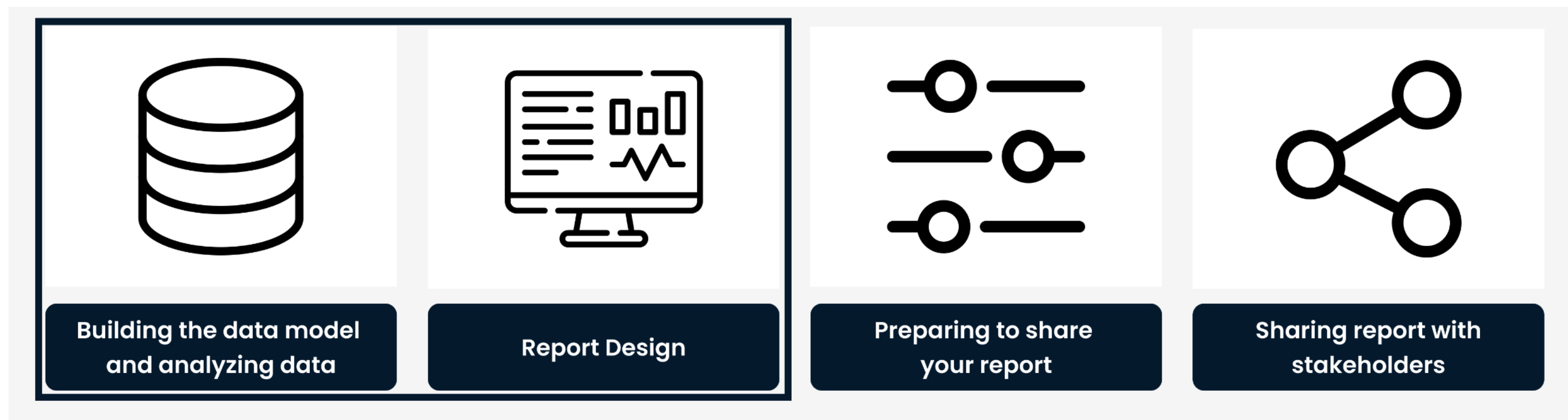
CASE STUDY: HR ANALYTICS IN POWER BI



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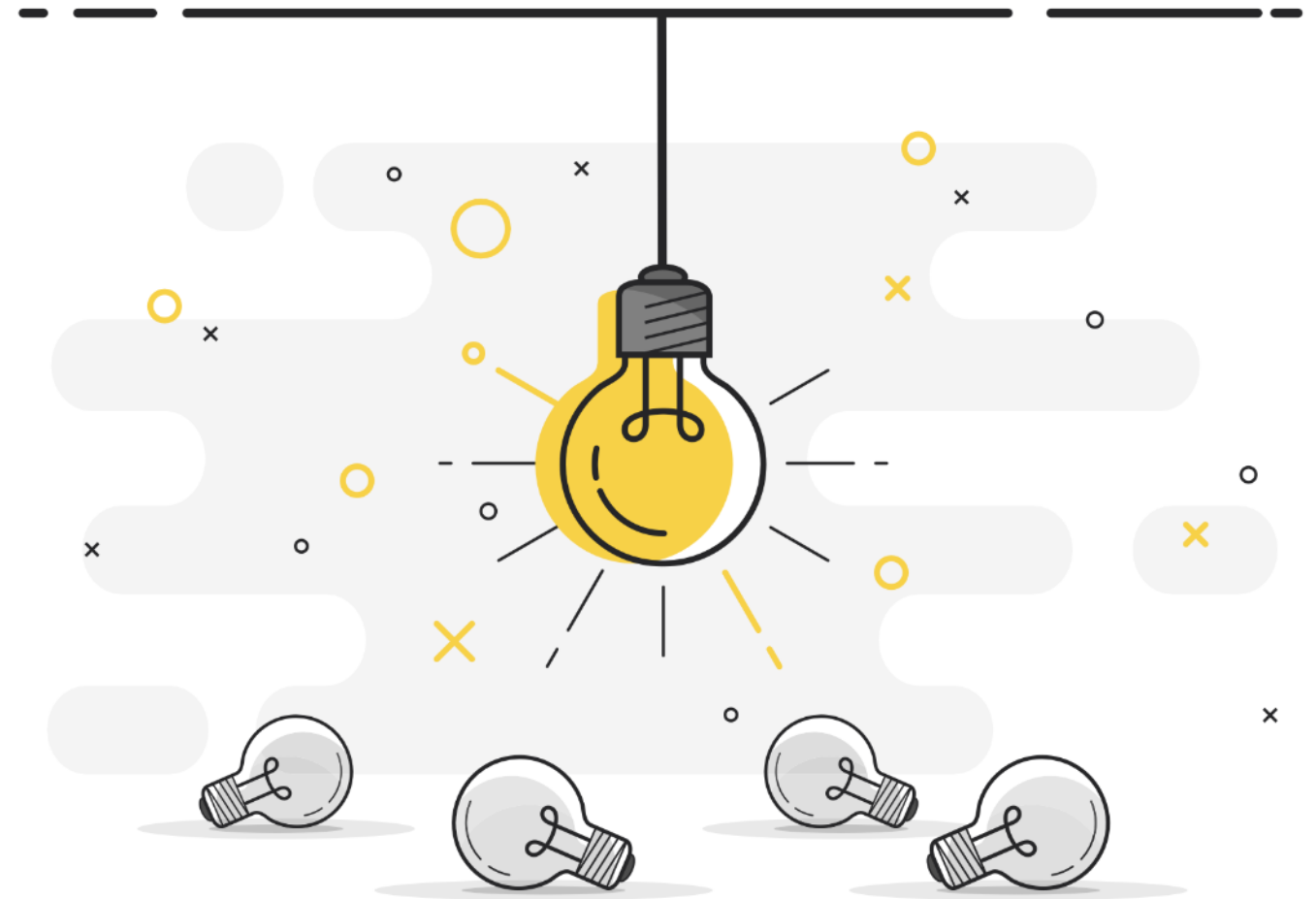
Content Developer at DataCamp

# Report development process



# Key insights uncovered

1. Atlas Labs has employed over 1,470 people.
2. Atlas Labs currently employs over 1,200 people.
3. The largest department by far is **Technology**.
4. The attrition rate for employees leaving the organization is **16%**.



# The metadata sheet is your best friend

## Metadata Sheet



### Metadata - Case Study: HR Analytics in Power BI

#### Performance

| Column                          | Description   | Datatype |
|---------------------------------|---|----------|
| PerformanceID                   | A unique ID that identifies an individual performance review.                                       | text     |
| EmployeeID                      | A unique ID that identifies an employee. Connects to DimEmployee.                                   | text     |
| ReviewDate                      | Date an employee's review took place.   | date     |
| EnvironmentSatisfaction         | Rating for employees' satisfaction with their environment. Connects to DimSatisfiedLevel.           | number   |
| JobSatisfaction                 | Rating for employees' satisfaction with their job role. Connects to DimSatisfiedLevel.              | number   |
| RelationshipSatisfaction        | Rating for employees' satisfaction with their relationships at work. Connects to DimSatisfiedLevel. | number   |
| WorkLifeBalance                 | Rating for employees' satisfaction with their work-life balance. Connects to DimSatisfiedLevel.     | number   |
| SelfRating                      | Rating for employees' performance based on their own view. Connects to DimRatingLevel.              | number   |
| ManagerRating                   | Rating for employees' performance based on their manager's view. Connects to DimRatingLevel.        | number   |
| TrainingOpportunitiesWithinYear | Number of training opportunities offered in the last 12 months.                                     | number   |
| TrainingOpportunitiesTaken      | Number of training opportunities taken.   | number   |

#### Employee

| Column     | Description                              | Datatype |
|------------|--|----------|
| EmployeeID | A unique ID that identifies an employee. | text     |
| FirstName  | First name of an employee.               | text     |
| LastName   | Last name of an employee.                | text     |
| Gender     | Self-defined employee gender identity.   | text     |

# Let's practice!

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