



# INCHCAPE

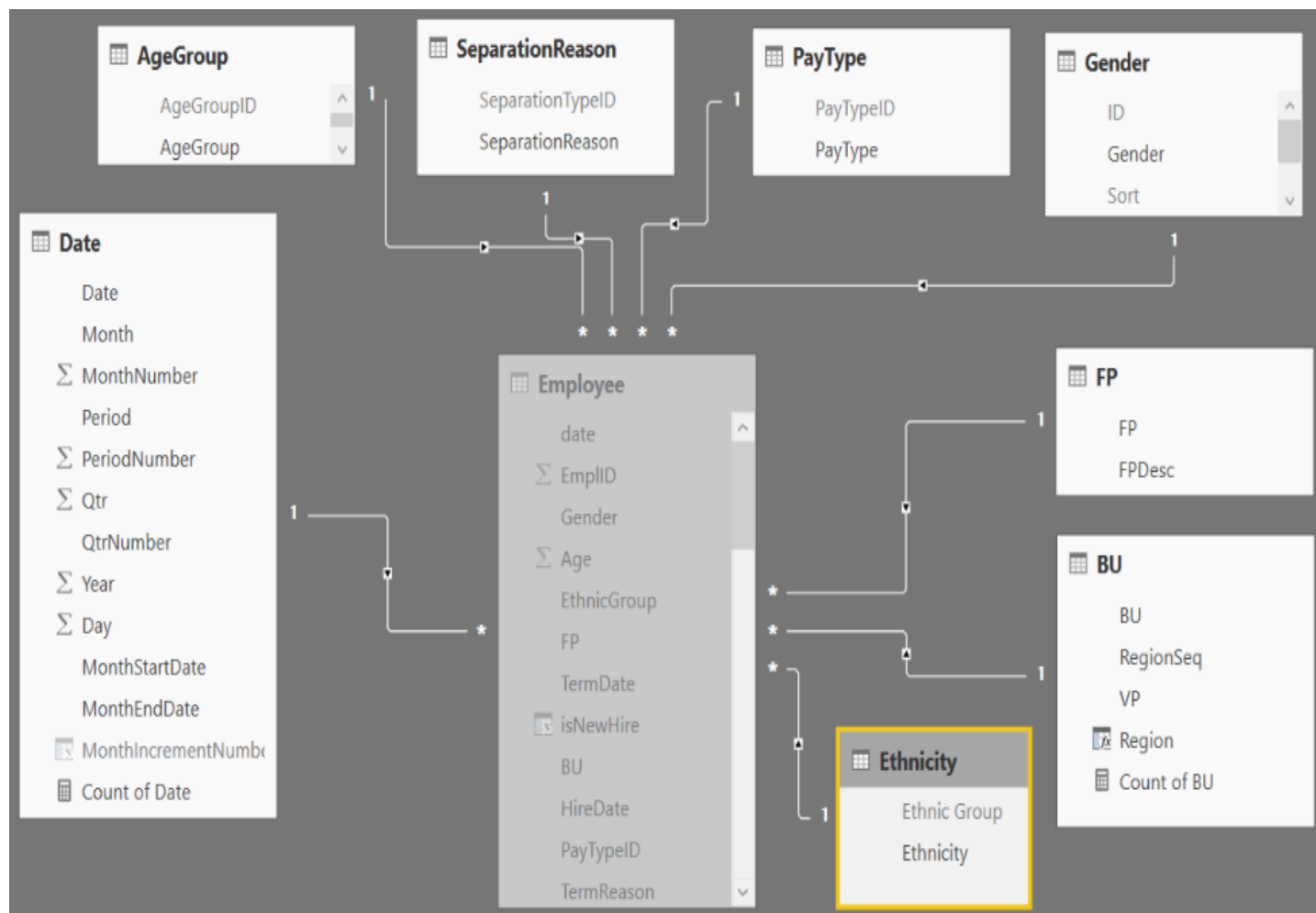
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HUMAN RESOURCE MANAGEMENT BUSINESS AND TECHNICAL UNDERSTANDING



### Proposed Data Model

Entity Relation Ship Model proposed by Andrew Dixon [Refer to ERWin.doc in SharePoint site]



Power BI Template prepared by Sarah Roberts

[https://github.com/vinaytechhouse/RETAIL\\_PROJECTS/blob/master/InchCape%20Human%20Resources%20Data%20Tables.pbix](https://github.com/vinaytechhouse/RETAIL_PROJECTS/blob/master/InchCape%20Human%20Resources%20Data%20Tables.pbix)

### **Projects Explanation Brief Points:**

#### **a) Customer and Day-Day business operation**

Inchcape plc is the global distribution and retail leader in the premium and luxury automotive sectors.

Operating from different geographic locations and headquarter is London. Besides its business units it has a strong and enrich employee management system.

#### **b) BI, Data Sights and Analytics need**

The strategic, tactic and predictive analytical system expecting appropriate and dynamic dashboards and score cards.

#### **c) Complete BI Process [Project Director]**

#### **d) Involvement Analytical Area**

I participated in the employee management process for dashboards and score cards creation using Multiple pages of reports.

### **Employee Management Process:**

It has employees of Full Time, Part Time and Permanent. They are paid for hourly, daily and weekly.

Employees joining in the organization in various age groups through different recruitment processes and from numerous agencies. There are restrictions while separating from the organization.

We require a single view to analyze all the details for better employee's management and control of resources separations in order to compete and grow in the market leadership.

### **Desired solution:**

- a) Active hires versus Bad hires
- b) Active hires growth year over year
- c) Bad hires analysis year over year
- d) Separations year over year
- e) Comparisons of Volunteer and in volunteer

Active and Separations comparison across years

#### **e) Responsibilities to be handled**

Business understanding and other required documents from customer through GitHub repository.

Understand their data model and raised questions for clarifications.

Create multiple pages in reports and provided multiple tiles in the Dashboard.

Use DAX to implement desired decisions for the business.

Use many inbuilt visuals and implemented buttons, drill down and drill through actions.

Use hierarchies, Grouping [Bin, List] and calculated columns on queries.

Use Power Query M-Script for few changes and implemented more transforms using

Power Query in built options [Merge, Append, Keep, Remove, Replace, Unpivot etc...]

Create book marks and specified selections of the visuals.

Implement Data validation and Query plan observation using DAX studio.

Create content pack library and made the reporting access easier.

Implement scheduled refresh using gateway connections.

#### **Note:**

Azure data connection for Tabular Model or SQL Server Data warehouse or Data Lake is added advantage.

**Query and Components****AgeGroup Query:**

Hide in Report View: AgeGroupID

**BU Query:**

Measure	Expression	Hide in Report View
Count of BU	Count of BU = COUNTA('BU'[BU])	

**Date Query:**

Measure	Expression	Hide in Report View
Count of Date	Count of Date = COUNTA('Date'[Date])	
MonthIncrementNumber	MonthIncrementNumber = ([Year]-MIN([Year]))*12 +[MonthNumber]	Yes

**Create Hierarchy**

Year→QtrNumber→PeriodNumber

**Employee Query:**

Measure	Expression	Hide in Report View
Count of Date	Actives = CALCULATE([EmpCount], FILTER(Employee, ISBLANK(Employee[TermDate])))	
MonthIncrementNumber	Actives SPLY = CALCULATE([Actives],SAMEPERIODLASTYEAR('Date'[Date]))	
Actives YoY % Change	Actives YoY % Change = DIVIDE([Actives YoY Var], [Actives SPLY])	
Actives YoY Var	Actives YoY Var = [Actives]-[Actives SPLY]	
AgeGroupID	AgeGroupID = IF([Age]<30, 1, IF([Age]<50, 2, 3))	Yes
AVG Age	AVG Age = ROUND(AVERAGE([Age]), 0)	
AVG Tenure Days	AVG Tenure Days = AVERAGE([TenureDays])	
AVG Tenure Months	AVG Tenure Months = ROUND([AVG Tenure Days]/30, 1)-1	
Bad Hires SPLY	Bad Hires SPLY = CALCULATE([Sum of BadHires],SAMEPERIODLASTYEAR('Date'[Date]))  Bad Hires YoY % Change = DIVIDE([Bad Hires YoY Var], [Bad Hires SPLY])	
Bad Hires YoY Var	Bad Hires YoY Var = [Sum of BadHires]-[Bad Hires SPLY]	
BadHire%ofActives	BadHire%ofActives = DIVIDE([Sum of BadHires],[Actives])	
BadHire%ofActiveSPLY	BadHire%ofActiveSPLY = DIVIDE([Bad Hires SPLY],[Actives SPLY])	
BadHires	BadHires = IF(OR((((HireDate)-[TermDate])*- 1)>=61,ISBLANK([TermDate])),0,1)	

## 5 | Entity Relationship Model and Technical Design Detailed

EmpCount	EmpCount = CALCULATE(COUNT([EmplID]), FILTER(ALL('Date'[PeriodNumber]), 'Date'[PeriodNumber] = MAX('Date'[PeriodNumber])))	
EmpCount SPLY	EmpCount SPLY = CALCULATE(COUNT([EmplID]), FILTER(ALL('Date'[PeriodNumber]), 'Date'[PeriodNumber] = MAX('Date'[PeriodNumber])),SAMEPERIODLASTYEAR('Date'[Date ]))	
isNewHire	isNewHire = IF(YEAR([date]) = YEAR([HireDate]) && MONTH([date])=MONTH([HireDate]), 1)	
New Hires	New Hires = SUM([isNewHire])	
New Hires SPLY	New Hires SPLY = CALCULATE([New Hires],SAMEPERIODLASTYEAR('Date'[Date]))	
New Hires YoY % Change	New Hires YoY % Change = DIVIDE([New Hires YoY Var], [New Hires SPLY])	
New Hires YoY Var	New Hires YoY Var = [New Hires]-[New Hires SPLY]	
Sep%ofActive	Sep%ofActive = DIVIDE([Seps],[Actives])	
Sep%ofSMLYActives	Sep%ofSMLYActives = DIVIDE([Seps SPLY],[Actives SPLY])	
Seps	Seps = CALCULATE(COUNT([EmplID]), FILTER(Employee, NOT(ISBLANK(Employee[TermDate]))))	
Seps SPLY	Seps SPLY = CALCULATE([Seps],SAMEPERIODLASTYEAR('Date'[Date]))	
Seps YoY % Change	Seps YoY % Change = DIVIDE([Seps YoY Var], [Seps SPLY])	
Seps YoY Var	Seps YoY Var = [Seps]-[Seps SPLY]	
Sum of BadHires	Sum of BadHires = SUM([BadHires])	
TenureDays	TenureDays = IF([date]-[HireDate]<0,[HireDate]- [date],[date]-[HireDate])  TenureMonths = CEILING([TenureDays]/30, 1) -1	
TO %	TO % = DIVIDE([Seps], [Actives])	
TO % Norm	TO % Norm = CALCULATE([TO %], all(Gender[Gender]), ALL(Ethnicity[Ethnicity]))	
TO % Var	TO % Var = [TO %]-[TO % Norm]	

**Hide the below columns:**

Age  
AgeGroupID  
BU  
Date  
EmplID  
EthnicGroup  
FP  
Gender  
HireDate  
isNewHire  
PayTypeID

TenureDays

TenureMonths

TermRate

TermReason

**Ethnicity Query:** Hide in Report View: EthnicGroup

**FP Query:**

**Gender Query:**

Hide in Report View: ID, Sort

**PayType Query:**

Hide in Report View: PayTypeID

**SeperationReason Query:**

Hide in Report View: SeperationTypeID

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## Proposed POWER BI Visuals and Pages

Create three slicers and make them sync in multiple pages [except score card]

Year	Qtr	Month
All	All	All

### Year Slicer

Take slicer, Filed: Year, Format: Dropdown, Border: On

### Qtr Slicer

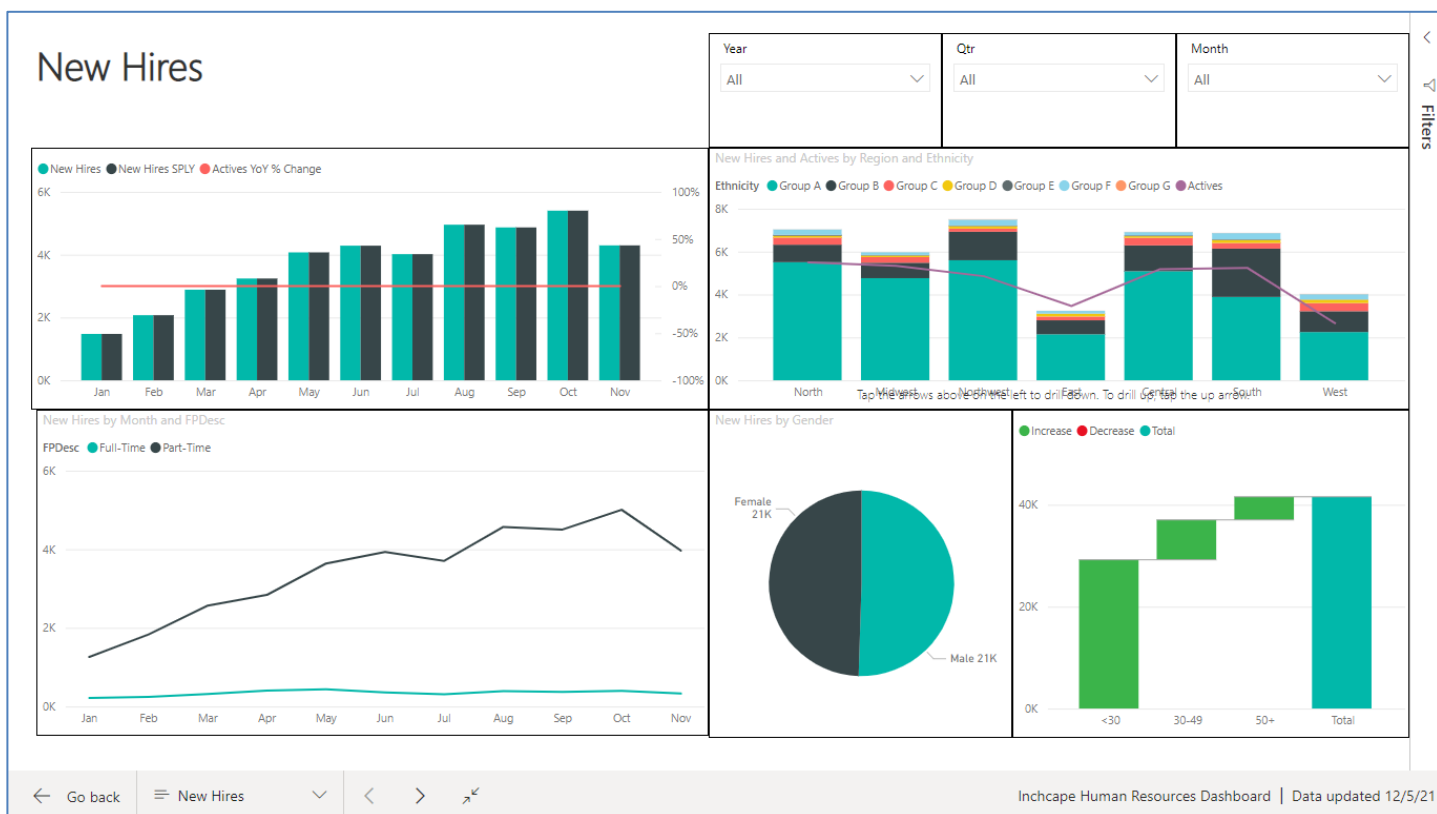
Take slicer, Filed: Quarter, Format: Dropdown, Border: On

### Month Slicer

Take slicer, Filed: Month, Format: Dropdown, Border: On



## New Hires Page

**Page Setup:****Page Information**

Name:

**Page Size**

Type:

**Page Background**

Color:

**Page Level Filters:**

AGEGroup is (ALL)

Ethnicity is (ALL)

FPDESC is (ALL)

Gender is (ALL)

Month is not (DEC)

Region is (ALL)

SeperationReason is (ALL)

VP is (ALL)

Year is (2014)

Note: Till 2016, there was an option called Dynamic, now we need to use Page View and Page Size combination.

### **Visual 1: Line and clustered column chart**

Shared Axis: Month

Column Values: New Hires, New Hires SPLY

Line Values: Actives YoY % Change

Visual Level Filters: Ensure all the above fields (All)

#### **Format:**

Legend: Position (Top), Title (On), Legend Name (Ethnicity), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: Actives YOY % Change (#FD625E), New Hires (#01B8AA), New Hires SPLY (#374649)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

Plot Area: Transparency (50%)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

### **Visual 2: Line and stacked column chart**

Shared Axis: Region, VIP

Column Series: Ethnicity

Column Values: New Hires

Line Values: Actives

Visual Level Filters: Ensure all the above fields (All)

Legend: Position (Top), Title (On), Legend Name (Ethnicity), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: Actives (#A66999), Group A (#374649), Group B (#374649), Group C (#01B8AA),

Group D (#F2C80F), Group E (#5F6B6D), Group F (#BAD4EB), Group G (#FE9666)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

Plot Area: Transparency (50%)

Title: Title Text (New Hires and Actives by Region and Ethnicity), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

### **Visual 3: Line chart**

Axis: Month

Legend: FPDesc

Values: New Hires

Line Values: Actives

Visual Level Filters: Ensure all the above fields (All)

Legend: Position (Top), Title (On), Legend Name (FPDesc), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Type (Categorical), Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: Full-Time (#01B8AA), Part-Time (#374649)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

Plot Area: Transparency (50%)

Title: Title Text (New Hires by Month and FPDesc), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

### **Visual 4: Pie Chart**

Details: Gender

Values: New Hires

Line Values: Actives

Visual Level Filters: Ensure all the above fields (All)

Data Colors: Male (#01B8AA), Female (#374649)

Detail Labels: Label style (Category, data value), Color (#777777), Display Units (Auto), Text Size: 9, Font Family (DIN), Label Position (Outside)

Title: Title Text (New Hires by Gender), Font Color (#C8C8C8), Background Color (#777777), Alignment (Left), Text size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

### **Visual 5: Waterfall Chart**

Category: AgeGroup

Y-Axis: New Hires

Line Values: Actives

Visual Level Filters: Ensure all the above fields (All)

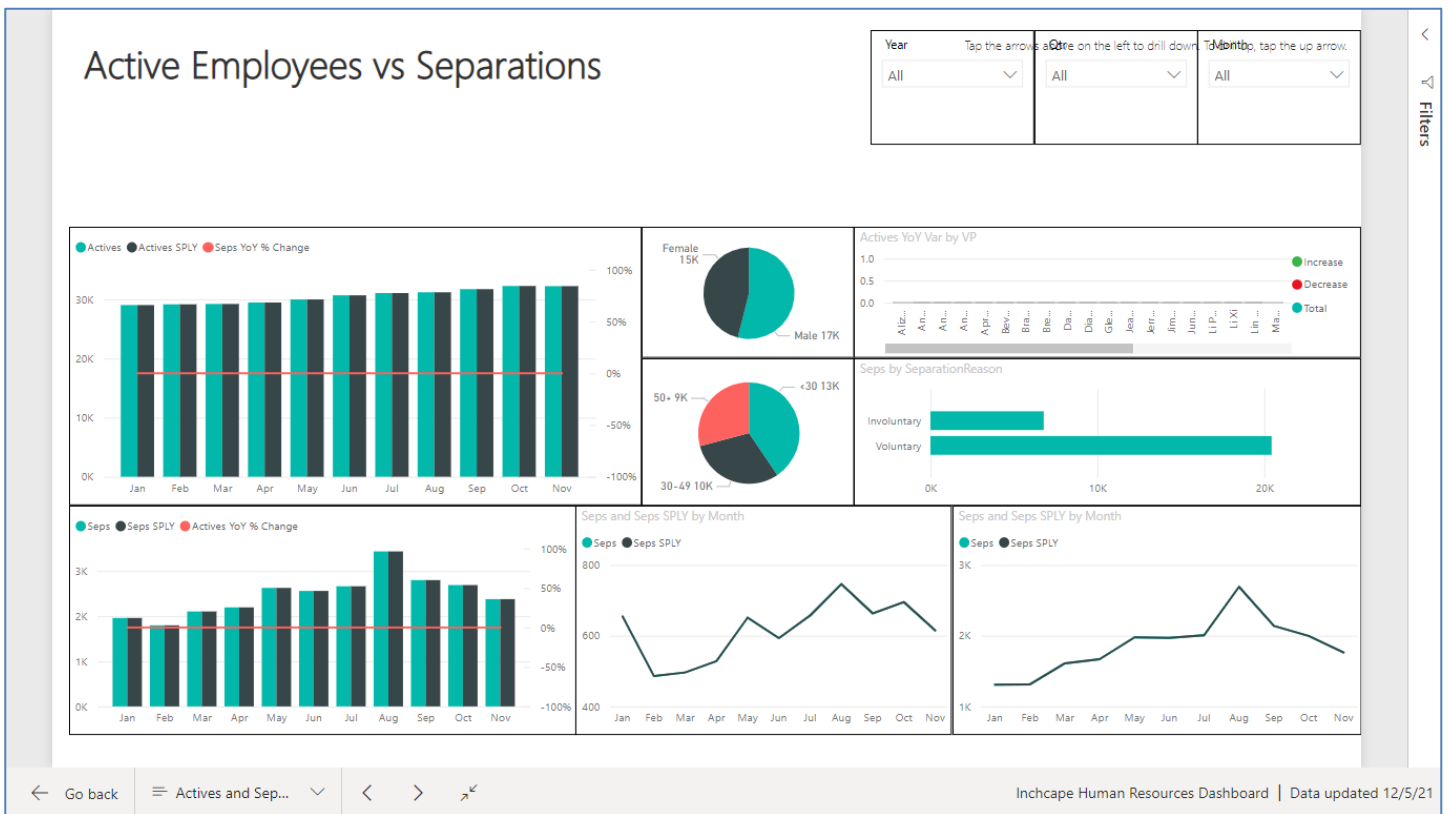
X-Axis: Type (Categorical), Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Sentiment Colors: Increase (#3bb44a), Decrease (#E81123), Total (#01B8AA)

Tooltip: Type (Report Page) Page (Auto) Visual Header (On) Border (On)

## Active Employees vs Separation's page



### Page Setup:

#### Page Information

Name:

Q & A

Page Size

Type:

Page Background

Color:

Page Level Filters:

AGeGroup is (ALL)

Ethnicity is (ALL)

FPDESC is (ALL)

Gender is (ALL)

Month is not (DEC)

Region is (ALL)

SeperationReason is (ALL)

VP is (ALL)

Year is (2014)

Note: Till 2016, there was an option called Dynamic, now we need to use Page View and Page Size combination.

### **Visual 1: Line and clustered column chart**

Shared Axis: Month, Region,VP

Column Values: Actives, Actives SPLY

Line Values: Seps YoY% Change

Visual Level Filters: Ensure all the above fields (All)

#### **Format:**

Legend: Position (Top), Title (On), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On), Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: Seps YOY % Change (#FD625E), Actives (#01B8AA), Actives SPLY (#374649)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

Plot Area: Transparency (50%)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

### **Visual 2: Pie Chart**

Legend: Gender

Values: Actives

Visual Level Filters: Ensure all the above fields (All)

Data Colors: Male (#01B8AA), Female (#374649)

Detail Labels: Label style (Category, data value), Color (#777777), Display Units (Auto), Text Size: 9, Font Family (DIN), Label Position (Outside)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

### **Visual 3: Pie Chart**

Details: AgeGroup

Values: Actives

Visual Level Filters: Ensure all the above fields (All)

Data Colors: <30 (#01B8AA), 30-49 (#374649), 50+ (#FD625E)

Detail Labels: Label style (Category, data value), Color (#777777), Display Units (Auto), Text Size: 9, Font Family (DIN), Label Position (Outside)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

#### **Visual 4: Waterfall Chart**

Category: Region, VP

Y-Axis: Actives YoY Var

Legend: Position (Right), Title (On), Color (Grey), Font family (Segoe UI), Text Size (8)

Visual Level Filters: Ensure all the above fields (All)

X-Axis: Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Sentiment Colors: Increase (#3bb44a), Decrease (#E81123), Total (#01B8AA)

Title: Title Text (Actives YoY Var by Region), Font Color (#C8C8C8), Background color (#374649), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

#### **Visual 5: Stacked bar chart**

Axis: SeparationRegion

Value: Seps

Visual Level Filters: Ensure all the above fields (All)

Y-Axis: Position (Left), Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Title (Off)

X-Axis : Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: Default color (#01B8AA),

Plot Area: Transparency (50%)

Title: Title Text (Seps by SeparationReason), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

#### **Visual 6: Line and clustered column chart**

Shared Axis: Month, Region, VP

Column Values: Seps, Seps SPLY

Line Values: Actives YoY% Change

Visual Level Filters: Ensure all the above fields (All)

#### **Format:**

Legend: Position (Top), Title (On), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On), Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Y-Axis (Line) : Position (Right), Scale type (Linear), Color (Grey), Text Size (11), Font Family (Segoe UI), Display Units (Auto)

Data Colors: Actives YOY % Change (#FD625E), Seps (#01B8AA), Seps SPLY (#374649)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

Plot Area: Transparency (50%)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

### **Visual 7: Line chart**

Axis: Month

Values: Seps, Seps SPLY

Visual Level Filters: Ensure all the above fields (All) **Except SeparationReason is Involuntary**

Legend: Position (Top), Title (On), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Type (Categorical), Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: Seps (#01B8AA), Seps SPLY (#374649)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

Plot Area: Transparency (50%)

Title: Title Text (Seps and Seps SPLY by Month), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

### **Visual 8: Line chart**

Axis: Month

Values: Seps, Seps SPLY

Visual Level Filters: Ensure all the above fields (All) **Except SeparationReason is voluntary**

Legend: Position (Top), Title (On), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Type (Categorical), Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: Seps (#01B8AA), Seps SPLY (#374649)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

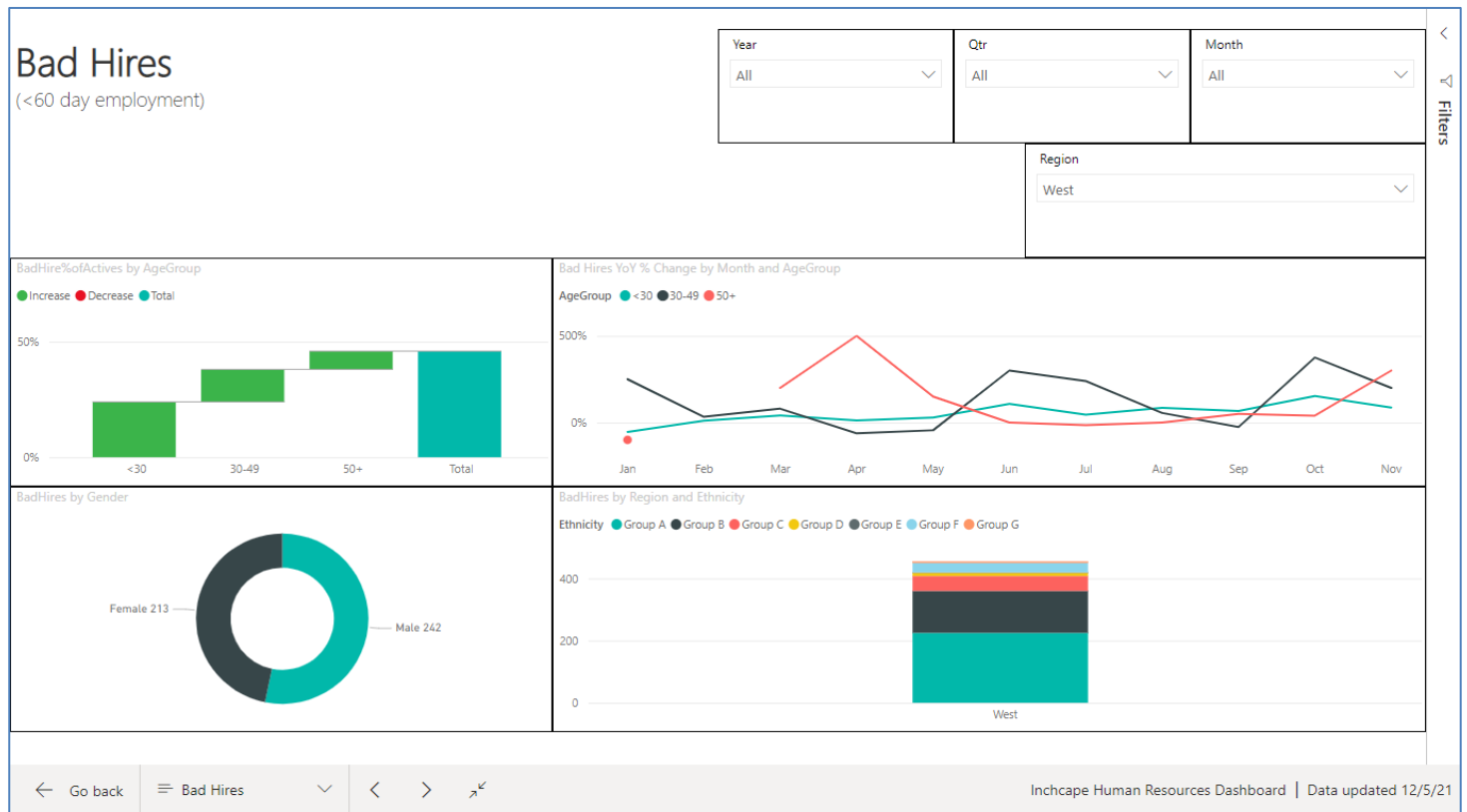
Plot Area: Transparency (50%)

Title: Title Text (Seps and Seps SPLY by Month), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

## Bad Hires Page



### Visual 1: Donut Chart

Details: Gender

Values: BadHires

Visual Level Filters: Ensure all the above fields (All)

Data Colors: Male (#01B8AA), Female (#374649)

Detail Labels: Label style (Category, data value), Color (#777777), Display Units (Auto), Text Size: 9, Font Family (DIN), Label Position (Outside)

Title: Title Text (BadHires by Gender), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

General: X Position (17), Y Position (229), Width(278), Height (216)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

### Visual 2: Waterfall Chart

Category: AgeGroup

Y-Axis: BadHire%ofActives

Legend: Position (Top), Title (On), Color (Grey), Font family (Segoe UI), Text Size (8)

Visual Level Filters: Ensure all the above fields (All)

X-Axis: Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size(25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)



Sentiment Colors: Increase (#3bb44a), Decrease (#E81123), Total (#01B8AA)

Title: Title Text (BadHire%ofActives by AgeGroup), Font Color (#C8C8C8), Background color (#374649), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

### **Visual 3: Line chart**

Axis: Month

Legend: AgeGroup

Values: Bad Hires YoY% Change

Visual Level Filters: Ensure all the above fields (All)

Legend: Position (Top), Title (On), Legend (AgeGroup), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Type (Categorical), Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size(25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: <30 (#01B8AA), 30-49 (#374649), 50+ (#FD625E)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

Plot Area: Transparency (50%)

Title: Title Text (Bad Hires YoY % Change by Month and AgeGroup), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

### **Visual 4: Stacked column chart**

Shared Axis: Region, VP

Column Series: Ethnicity

Column Values: Bad Hires

Visual Level Filters: Ensure all the above fields (All)

Legend: Position (Top), Title (On), Legend Name (Ethnicity), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size(25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: Group A (#374649), Group B (#374649), Group C (#01B8AA),

Group D (#F2C80F), Group E (#5F6B6D), Group F (#BAD4EB), Group G (#FE9666)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

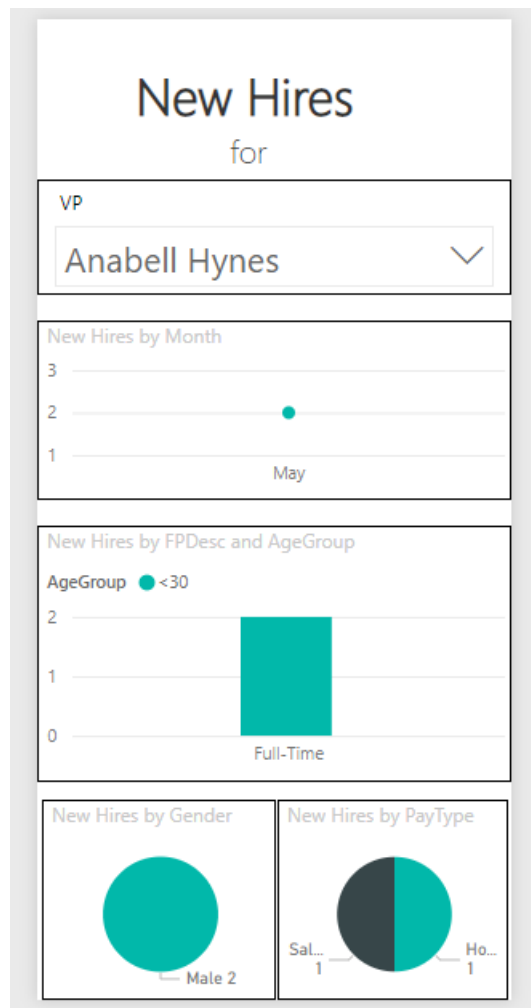
Plot Area: Transparency (50%)

Title: Title Text (BadHires by Region and Ethnicity), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

## New Hires ScoreCard



## **Page Setup:**

### **Page Information**

**Name:** New Hires Scorecard

**Q & A On**

### **Page Size**

**Type:** Cortana

### **Page Background**

**Color:** White

### **Page Level Filters:**

**Year is 2014**

## **Visual 1: Slicer**

**Field:** VP

**Visual Level Filters:** NO Filters

### **Format:**

**General:** Outline color (Black, 20% lighter), Outline weight (1), X position (10), Y position (78), Width (276), Height (77)

**Selection Controls:** Single Select (On)

**Slicer Headings:** Font Color (Black) Background (Black, 40% lighter), Outline (None), Text Size (9), Font Family (Segoe UI)

**Items:** Font Color (Black, 20% lighter), Background (Black, 20% lighter), Outline (None), Text Size (9), Font Family (Segoe UI)

**Visual Header (On) Border (On)**

## **Visual 2: Line chart**

**Axis:** Month

**Values:** New Hires

**Visual Level Filters:** Ensure all the above fields (All)

**General:** Responsive (Off), X Position (4), Y Position (166), Width (286), Height (112), High Density Sampling (On)

**Legend:** Position (Top), Title (On), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

**X-Axis:** Type (Categorical), Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

**Y-Axis (Column):** Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

**Data Colors:** New Hires (#01B8AA)

**Shape:** Stroke Width (2), Join Type (Round), Line Style (Solid)

**Plot Area:** Transparency (50%)

**Tile:** Title Text (New Hires by Month), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

**Tooltip:** Type (Report Page) Page (Auto)

**Visual Header (On) Border (On)**

**Visual 3: Clustered Column Chart**

Axis: FPDesc

Legend: AgeGroup

Value: New Hires

Visual Level Filters: Ensure all the above fields (All)

General: Responsive (Off), X Position (6), Y Position (290), Width (279), Height (160), High Density Sampling (On)

Legend: Position (Top), Title (On), Legend Name (AgeGroup), Color (Grey), Font Family (Segoe UI), Text Size (8)

X-Axis: Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size(25%), Inner Padding (20%), Title (Off), Concatenate labels (On)

Y-Axis : Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: <30 (#01B8AA), 30-49 (#374649), 50+ (#FD625E)

Plot Area: Transparency (50%)

Title: Title Text (New Hires by FPDesc and AgeGroup), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

**Visual 4: Pie Chart**

Details: Gender

Values: New Hires

Visual Level Filters: Ensure all the above fields (All)

Data Colors: Male (#01B8AA), Female (#374649)

Detail Labels: Label style (Category, data value), Color (#777777), Display Units (Auto), Text Size: 9, Font Family (DIN), Label Position (Outside)

Title: Title Text (New Hires by Gender), Font Color (White), Background Color (Black, 20% lighter), Alignment (Left), Text Size (9), Font Family (Segoe UI)

General: X Position (3), Y Position (467), Width (146), Height (125)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)

**Visual 5: Pie Chart**

Details: PayType

Values: New Hires

Visual Level Filters: Ensure all the above fields (All)

Data Colors: Hourly (#01B8AA), Salaried (#374649)

Detail Labels: Label style (Category, data value), Color (#777777), Display Units (Auto), Text Size: 9, Font Family (DIN), Label Position (Outside)

Title: Title Text (New Hires by PayType), Font Color (White), Background Color (Black, 20% lighter), Alignment (Left), Text Size (9), Font Family (Segoe UI)

General: X Position (150), Y Position (467), Width (144), Height (125)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On) Border (On)