Calendar =

var mindate = MIN(employees[Hire\_Date])

var maxdate = MAX(employees[Exit\_Date])

VAR BaseCalendar =

    CALENDAR(mindate,maxdate)

RETURN

ADDCOLUMNS(

    BaseCalendar,

    "Year", YEAR([Date]),

    "Quarter", QUARTER([Date]),

    "Month No", MONTH([Date]),

    "Week Num", WEEKNUM([Date]),

    "Week Day", WEEKDAY([Date]),

    "Day", DAY([Date]),

    "Month Name", FORMAT([Date], "MMMM"),

    "Month Short", FORMAT([Date], "MMM"),

    "Week", FORMAT([Date], "dddd"),

    "Week Sort", WEEKDAY([Date], 1),

    "Quarter Number", "Q" & QUARTER([Date]),

    "Year Month", FORMAT([Date], "YYYY MMMM"),

    "Day Type", IF(WEEKDAY([Date], 2) > 5, "Weekend", "Weekday"),

    "Weekending", [Date] + (7 - WEEKDAY([Date])),

    "First Month Letter",

        SWITCH(

            MONTH([Date]),

            1, "J" & UNICHAR(8203),     -- January (J + zero-width space)

            2, "F",                     -- February

            3, "M" & UNICHAR(8203),     -- March (M + zero-width space)

            4, "A" & UNICHAR(8203),     -- April (A + zero-width space)

            5, "M",                     -- May

            6, "J" & UNICHAR(8204),     -- June (J + zero-width non-joiner)

            7, "J",                     -- July

            8, "A",                     -- August

            9, "S",                     -- September

            10, "O",                    -- October

            11, "N",                    -- November

            12, "D"                     -- December

        )

)

Performance\_Productivity\_Score =

VAR MaxPerfRating   = MAXX(ALL(monthly\_performance), monthly\_performance[Performance\_Rating])

VAR MaxOvertime     = MAXX(ALL(monthly\_performance), monthly\_performance[Overtime\_Hours])

VAR MaxAbsenteeism  = MAXX(ALL(monthly\_performance), monthly\_performance[Absenteeism\_Days])

VAR MaxSatisfaction = MAXX(ALL(monthly\_performance), monthly\_performance[Employee\_Satisfaction])

VAR MaxEngagement   = MAXX(ALL(monthly\_performance), monthly\_performance[Engagement\_Index])

VAR MaxManagerEval  = MAXX(ALL(monthly\_performance), monthly\_performance[Manager\_Evaluation])

RETURN

    DIVIDE(monthly\_performance[Performance\_Rating], MaxPerfRating) \* 25 +

    DIVIDE(monthly\_performance[Overtime\_Hours], MaxOvertime) \* 10 +

    (1 - DIVIDE(monthly\_performance[Absenteeism\_Days], MaxAbsenteeism)) \* 15 +

    DIVIDE(monthly\_performance[Employee\_Satisfaction], MaxSatisfaction) \* 15 +

    DIVIDE(monthly\_performance[Engagement\_Index], MaxEngagement) \* 15 +

    DIVIDE(monthly\_performance[Manager\_Evaluation], MaxManagerEval) \* 20

Career\_Growth\_Score =

VAR MaxTrainingHours = MAXX(ALL(monthly\_performance), monthly\_performance[Training\_Hours])

RETURN

    DIVIDE(monthly\_performance[Training\_Hours], MaxTrainingHours) \* 40 +

    IF(monthly\_performance[Promotion\_Flag] = TRUE(), 1, 0) \* 30 +

    IF(monthly\_performance[Salary\_Increase\_Flag] = TRUE(), 1, 0) \* 30

Overall \_Performance\_Category =

SWITCH(

    TRUE(),

    [Performance\_Productivity\_Score] >= 85, "Excellent",

    [Performance\_Productivity\_Score] >= 70, "Good",

    [Performance\_Productivity\_Score] >= 50, "Needs Improvement",

    "Poor"

)

Career\_Growth\_Category =

SWITCH(

    TRUE(),

    [Career\_Growth\_Score] >= 40, "Excellent Career Growth",

    [Career\_Growth\_Score] >= 30, "Good Career Growth",

    [Career\_Growth\_Score] >= 20, "Fair Career Growth",

    "Poor Career Growth"

)