



## HR DATA ASSESSMENT QUESTIONS

**Note:** These assessment questions cater to interns at various skill levels, from beginners to experienced analysts. If you find any questions challenging, feel free to search for solutions or contact us at [intern@psyliq.com](mailto:intern@psyliq.com) for assistance. Good luck with the assessment!

1. Data Import and Transformation: Can you show me how to import the employee data from the Excel files and transform it to remove any unnecessary columns or rows?
2. Basic Visualization: Create a simple bar chart to visualize the distribution of employees by department.
3. Filtering Data: How can you create a slicer to allow users to filter employees based on their job role in Power BI?
4. Joining Data: Explain what kind of join you would use to combine the employee data with the in-time and out-time data, and why.
5. Calculated Columns: Create a calculated column to determine the age group of employees (e.g., under 30, 30-40, 40-50, over 50).
6. Measures in DAX: Calculate the average monthly income for employees and display it in a card visualization.
7. Time Intelligence: How can you use DAX to calculate the year-over-year growth in monthly income for employees?
8. Hierarchies: Create a hierarchy for the date and time columns to allow for easy drill-down analysis.
9. Advanced DAX Calculation: Calculate the attrition rate for each department and visualize it using a heatmap.
10. Advanced Join: Combine the employee data with a different dataset using a left join and explain the potential pitfalls.
11. Complex Filtering: Create a dynamic filter that allows users to filter employees based on both department and job role simultaneously.
12. Advanced Time Intelligence: Calculate the moving average of monthly income over a rolling 3-month period using DAX.

13. Conditional Formatting: Apply conditional formatting to a table to highlight employees with the highest and lowest monthly incomes.

14. Parameter Tables: How can you use parameter tables to allow users to set their own thresholds for performance ratings and visualize the results?

15. Custom Visualizations: Create a custom visual or use a third-party visual to present data in a way that's not available in the default Power BI visuals.

16. Aggregations: Explain how to optimize performance by creating aggregations for large datasets.

17. What-If Analysis: Use What-If parameters to show how attrition rates change when you adjust different factors (e.g., salary increase).

18. Cross-Filtering: Demonstrate the use of cross-filtering between visuals to provide an interactive experience for users.

19. KPIs: Create Key Performance Indicators (KPIs) for employee performance using DAX calculations.

20. Dynamic Reporting: Show how to make a report dynamic by using bookmarks and buttons to switch between different views of the data.