

**BIPO**  
Make Life Easier.

# HR ANALYTICS IN POWER BI

REVEAL HIDDEN COSTS & RETURNS FROM PAYROLL  
2-Day Workshop for HR

**SINGAPORE**

**4 - 5 DEC**

**HONG KONG**

**7 - 8 DEC**

**SHANGHAI**

**11 - 12 DEC**

Find the 80-20 in your data. Learn Basic Coding

Use machine learning in simple drag-and-drops

\*Bonus Skill Snippet **Python in Excel** New Feature

## TRAINERS



**Henry Liew | Principal Data Scientist**

### EXPERIENCE

- SATS - PCEO's Executive Assistant & Head of HR Analytics
- Lazada Group (Alibaba) - SVP, Head of People Science
- MRC - Partner, Head of Singapore Office

### EDUCATION

- MBA, University of Cambridge
- Master of Engineering, MIT
- Bachelor of Engineering, NUS



**Wee Qixun | Business Intelligence Lead**

### EXPERIENCE

- Over 10 years in HR Consulting and Data Analytics
- Mercer - Senior Consultant
- Medical Device Company - Global Rewards Manager

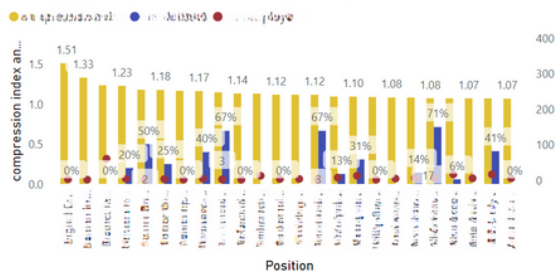
### EDUCATION

- Ph.D Engineering, NUS
- Master of Engineering, MIT
- Bachelor of Engineering, NTU

<https://www.biposervice.com/>

### DAY 1

basic salary compression index (new <1yr / >=1yr)



### HR Metrics for KPI Setting

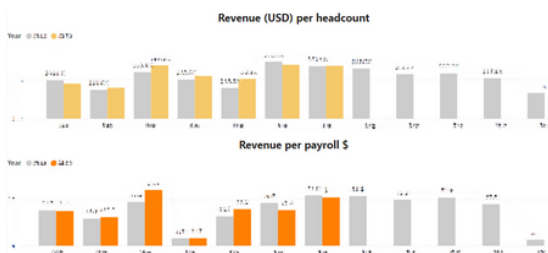
*How to calculate and justify that a HR metric such as talent retention should be on leaders' scorecard*

Stress test and compare a full list of commonly used metrics and their pitfalls and strengths. Visualise them in power BI.

### Business Productivity Metrics for Long-Term Planning

Be pain-points focused in relating your strategic workforce plan to business. Visualise the numbers in PowerBI to help justify a manpower blueprint by evaluating long-term macroeconomic and quality of talent indicators.

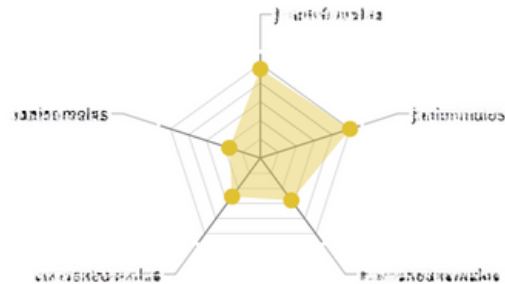
- Costs vs Returns
- ROI Measurements



### SKILLS LEARNED

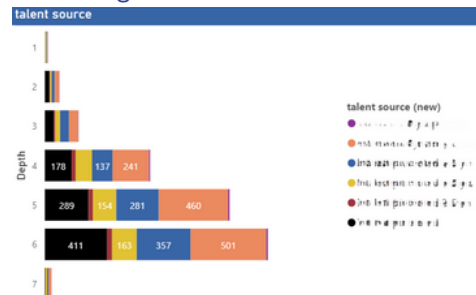
- Visualise your payroll, core HR and org data in Power BI
- Learn basic DAX codes to measure statistical thresholds for action
- Extract-Transform-Load in PowerBI. Make quick connections to web, database and local data

### DAY 2



### Attrition Modeling

- Learn how to create an attrition model and measure accuracies
- Learn how to engineer new features with commonly available staff data such as demographics, position, organisation, environment, movement, leadership, leaves, overtime, appraisal and rewards
- Create automated data handling to prevent data leakage, impute missing data, and avoid overfitting



### Pay Offer Modeling

Basic Salary regression in excel to quantify internal equity: Visualize and find the sensitive factors in your company to uncover biases, act as an added layer of sense check when making pay offers

### SKILLS LEARNED

- Use Power BI's Key Influencer (Machine Learning) in Simple Drag-and-Drops
- Use Excel's Build-In Tools for Regression Analysis, Understanding Basic Meaning of Statistical Indicators such as p-values
- Try Python-in-Excel new feature!

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**JOIN THE HR POWER BI REVOLUTION**

**SCAN TO SIGN UP**



<https://forms.office.com/r/yMF4UxnW7>

### More Information:



<https://www.biposervice.com/>



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