

# ***ARINGARANNA GOVERNMENTARTS COLLEGE***

**MUSIRI- 621 211**

**Affiliated to Bharathidasan University, Tiruchirappalli**

## **NAAN MUDHALVAN PROJECT**

**COURSE:** DATA LITERACY WITH TABLEAU

**PROJECT TITLE:** The Tableau HR Scorecard: Measuring  
Success in Talent Management

**TEAM NM ID: NM2023TMID25487**

**SUBMITTED BY:**

<b>TEAM LEADER</b>	<b>NM ID</b>
VIGNESHWARAN N	02968C62094839E95F3400 5F1E3A1588

<b>MEMBERS</b>	<b>NM ID</b>
YAMUNA K	2028125166120CCB6E14E 3A4E4FD35FF
YUVARAJ P	4558D9A69F65651BE034E E983F987E8E
ANITHA S	6EB184CB324CF49B34642 407FF01705D

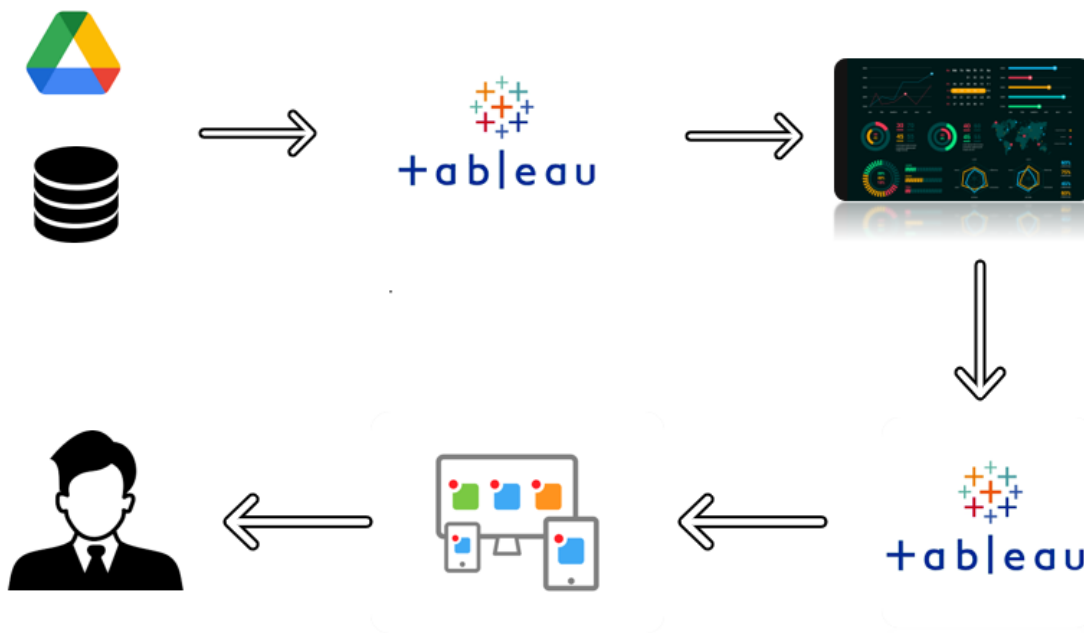
**MENTOR SUPPORT:** [\*Dr. C. Sivakumar\*](#)

## INTRODUCTION:

Human Resource Management was originally known as personnel or people management. In the past, its role was quite limited. Within any company or organization, HRM is a formal way of managing people. It is a fundamental part of any organization and its management.

The main responsibilities of the personnel department include hiring, evaluating, training, and compensation of employees. The human resources department deals with any issues facing the staff in their working capacity within an organization. HR is concerned with specific work practices and how they affect the organization's performance.

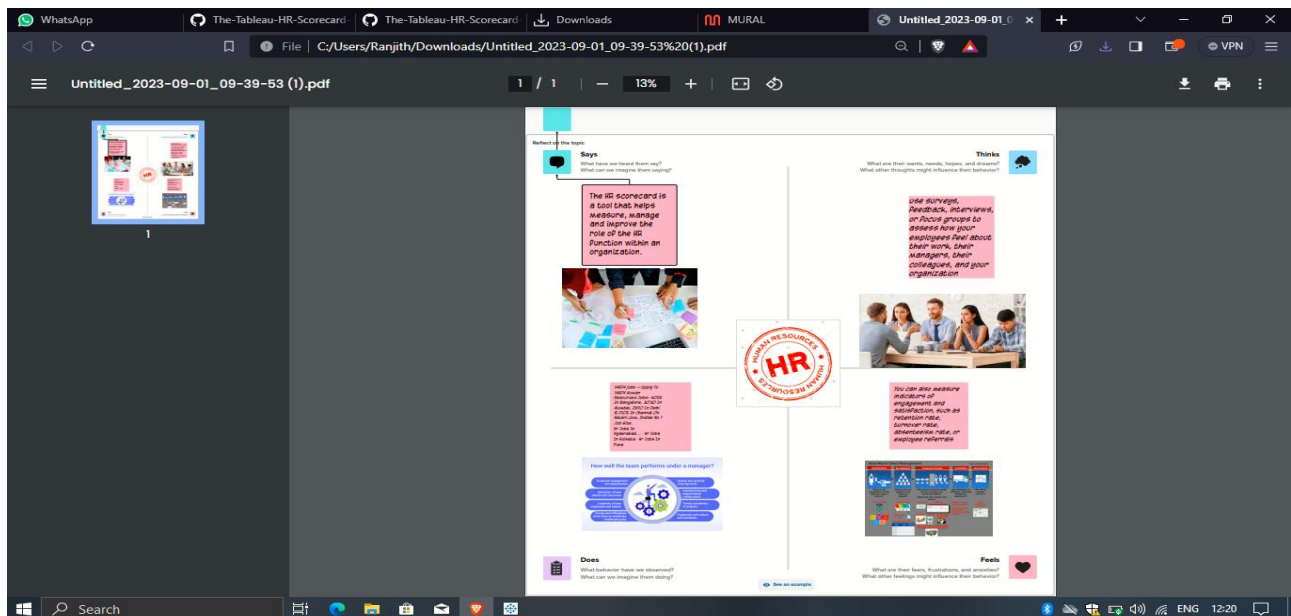
## TECHICAL ARCHITECTURE:



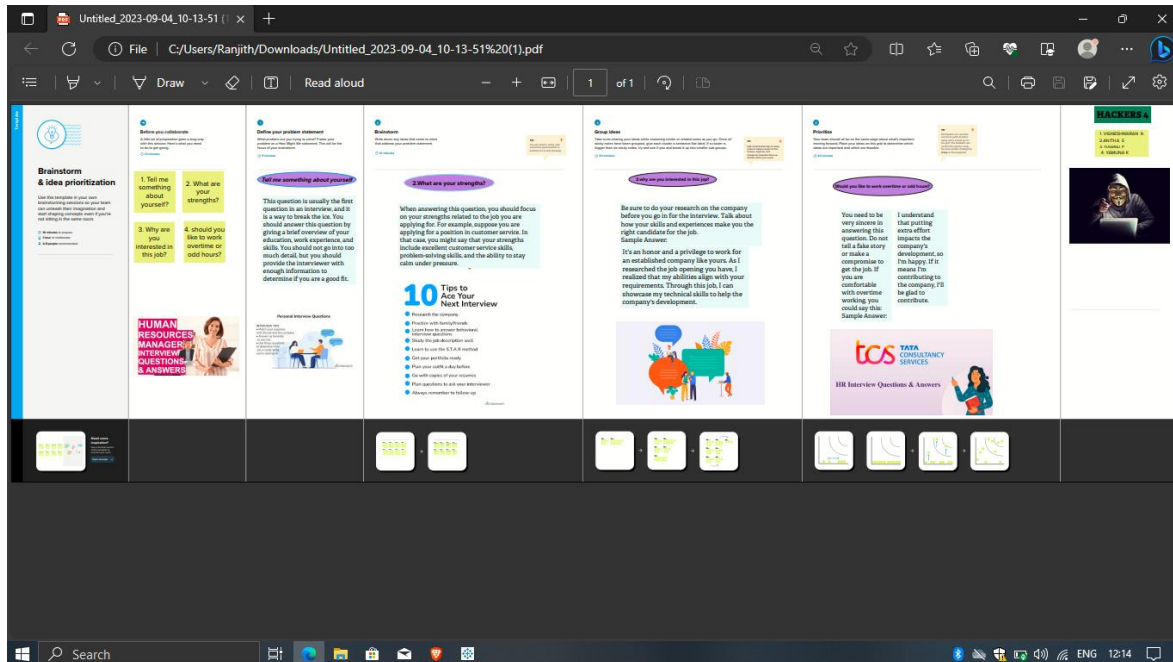


## Milestone 1: Define Problem/ Problem Understanding

### Activity 1: specify the business problem



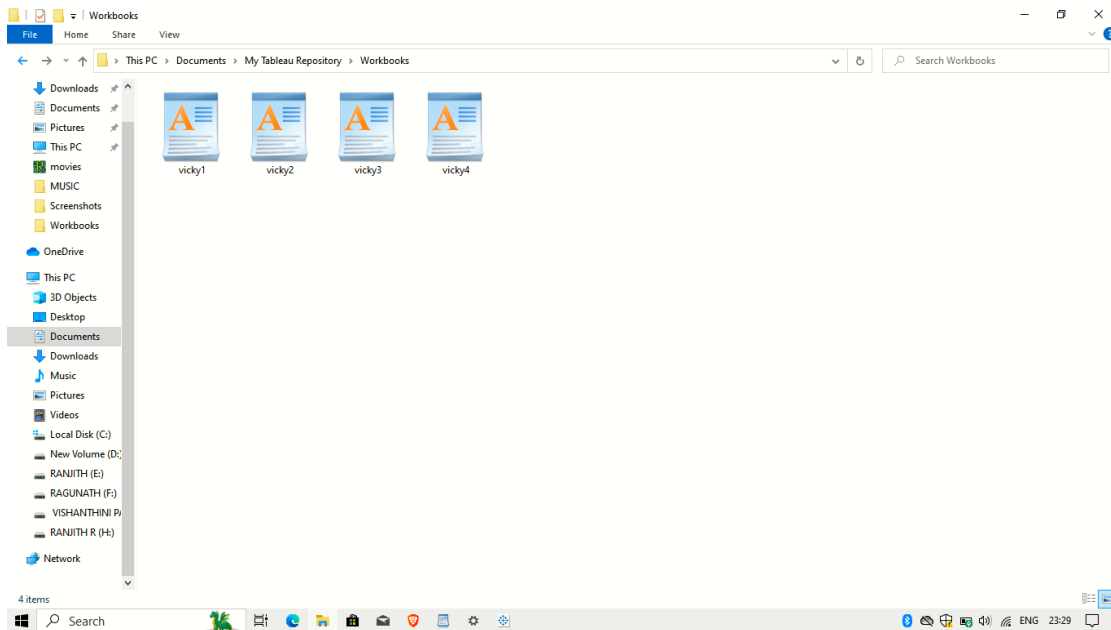
## Activity 2: Business requirements



## MILESTONE 2: DATA COLLECTION & EXTRACTION FROM

Data collection is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research questions, test hypotheses, and evaluate outcomes and generate insights from the data.

## Activity 1: Collect the dataset



## Activity 2: Connect datasets State & Country with tableau

Tableau - Book2 - Tableau license expires in 13 days

File Data Server Window Help

Connections [Add](#)

HR Data.xlsx - HR data (3)

Files

☐ Use Data Interpreter  
Data Interpreter might be able to clean your Text file workbook.

HR Data.xlsx - HR data (1).csv  
HR Data.xlsx - R data (2).csv  
HR Data.xlsx - R data (3).csv  
HR Data.xlsx - HR data.csv

[New Union](#)  
[New Table Extension](#)

HR Data.xlsx - HR data (3)

Connection: ☒ Live ☐ Extract Filters: 0 [Add](#)

Need more data?  
Drag tables here to relate them. [Learn more](#)

HR Data.xlsx - HR data (3) 39 fields 1470 rows 100 rows

Name	HR Data.xlsx - HR data (3).csv	HR Data.xlsx - HR data (3).csv	HR Data.xlsx - HR data (3).csv	HR Data.xlsx - HR data (3).csv
Attrition	Business Travel	CF age band	CF attrition label	
Yes	Travel_Rarely	35 - 44	Ex-Employees	
No	Travel_Frequently	45 - 54	Current Employees	
Yes	Travel_Rarely	35 - 44	Ex-Employees	
No	Travel_Frequently	25 - 34	Current Employees	
No	Travel_Rarely	25 - 34	Current Employees	

Data Source Sheet1

## MILESTONE 3: DATA PREPARATION

## Activity 1: Prepare the Data for Visualization

Data modules are containers that describe data and rules for combining and shaping data to prepare it for analysis and visualization in Tableau. Data module sources. Data modules can be based on data servers, packages, uploaded files, data sets, and other data modules

	A	B	C	D	E	F	G	H	I	J	K	L	M
295	Yes	Travel_Rarely	25 - 34	Ex-Employees	Sales	Marketing	STAFF-401	401	Male	Sales Executive	Single	Yes	Y
296	No	Travel_Frequently	35 - 44	Current Employees	R&D	Medical	STAFF-403	403	Male	Research Scientist	Married	Yes	Y
297	No	Travel_Frequently	35 - 44	Current Employees	Sales	Marketing	STAFF-404	404	Female	Sales Executive	Married	No	Y
298	Yes	Travel_Rarely	Under 25	Ex-Employees	R&D	Life Sciences	STAFF-405	405	Male	Laboratory Technici	Single	No	Y
299	No	Travel_Rarely	35 - 44	Current Employees	Sales	Marketing	STAFF-406	406	Male	Sales Executive	Married	No	Y
300	No	Travel_Frequently	35 - 44	Current Employees	R&D	Life Sciences	STAFF-407	407	Male	Laboratory Technici	Married	No	Y
301	No	Travel_Rarely	45 - 54	Current Employees	R&D	Medical	STAFF-408	408	Male	Manufacturing Direc	Divorced	No	Y
302	No	Travel_Rarely	35 - 44	Current Employees	Sales	Life Sciences	STAFF-410	410	Male	Manager	Single	No	Y
303	No	Travel_Rarely	Under 25	Current Employees	Sales	Medical	STAFF-411	411	Female	Sales Representative	Single	No	Y
304	No	Travel_Rarely	25 - 34	Current Employees	R&D	Medical	STAFF-412	412	Male	Healthcare Represe	Single	No	Y
305	No	Travel_Rarely	25 - 34	Current Employees	Sales	Technical Degree	STAFF-416	416	Male	Sales Executive	Married	No	Y
306	No	Travel_Rarely	35 - 44	Current Employees	R&D	Medical	STAFF-417	417	Male	Healthcare Represe	Divorced	No	Y
307	No	Non-Travel	35 - 44	Current Employees	R&D	Life Sciences	STAFF-419	419	Female	Laboratory Technici	Married	No	Y
308	No	Travel_Rarely	25 - 34	Current Employees	Sales	Life Sciences	STAFF-420	420	Male	Sales Executive	Married	No	Y
309	No	Travel_Rarely	35 - 44	Current Employees	R&D	Life Sciences	STAFF-421	421	Female	Research Director	Married	No	Y
310	No	Non-Travel	Over 55	Current Employees	R&D	Life Sciences	STAFF-422	422	Male	Healthcare Represe	Divorced	Yes	Y
311	No	Travel_Rarely	25 - 34	Current Employees	R&D	Technical Degree	STAFF-423	423	Male	Research Scientist	Married	Yes	Y
312	No	Travel_Rarely	25 - 34	Current Employees	HR	Human Resources	STAFF-424	424	Male	Human Resources	Married	No	Y
313	No	Travel_Frequently	45 - 54	Current Employees	R&D	Life Sciences	STAFF-425	425	Male	Laboratory Technici	Divorced	No	Y
314	No	Travel_Rarely	25 - 34	Current Employees	R&D	Life Sciences	STAFF-426	426	Male	Research Scientist	Divorced	Yes	Y
315	No	Travel_Frequently	25 - 34	Current Employees	R&D	Life Sciences	STAFF-428	428	Female	Manager	Married	No	Y
316	No	Travel_Rarely	35 - 44	Current Employees	R&D	Medical	STAFF-429	429	Male	Manager	Married	Yes	Y
317	No	Travel_Frequently	35 - 44	Current Employees	R&D	Life Sciences	STAFF-430	430	Female	Laboratory Technici	Single	No	Y
318	No	Travel_Rarely	45 - 54	Current Employees	R&D	Technical Degree	STAFF-431	431	Female	Healthcare Represe	Single	Yes	Y
319	Yes	Travel_Rarely	45 - 54	Ex-Employees	R&D	Medical	STAFF-433	433	Male	Research Scientist	Married	No	Y
320	No	Travel_Rarely	25 - 34	Current Employees	R&D	Life Sciences	STAFF-434	434	Female	Research Scientist	Single	Yes	Y
321	No	Travel_Rarely	25 - 34	Current Employees	Sales	Technical Degree	STAFF-437	437	Female	Sales Executive	Married	Yes	Y
322	No	Travel_Rarely	25 - 34	Current Employees	Sales	Life Sciences	STAFF-437	437	Male	Sales Executive	Single	Yes	Y

## MILESTONE 4: Data Visualization

Data visualization is the process of creating graphical representations of data in order to help people understand and explore

the information. The goal of data visualization is to make complex data sets more accessible, intuitive, and easier to interpret. By using visual elements such as charts, graphs, and maps, data visualizations can help people quickly identify patterns, trends and outliers in the data.

### **Activity 1: No of Unique Visualizations**

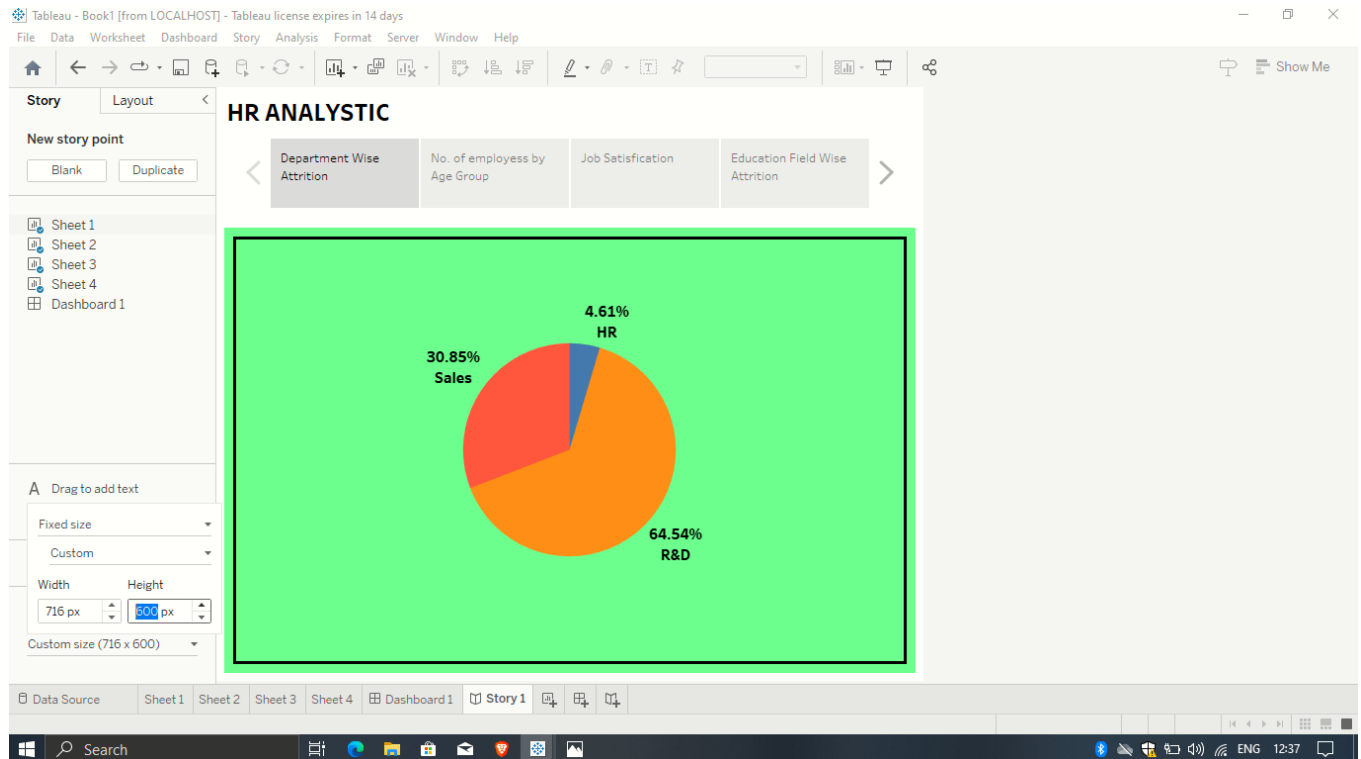
The number of unique visualizations that can be created with a given dataset. Some common types, of visualizations that can be used to analyze the performance and efficiency of a project include bar charts, line charts, heat maps, scatter plots, pie charts, Maps etc. These visualizations can be used to compare performance, track changes over time, show distribution, and relationships between variables.



## **Activity 1.1: Department wish Attrition**

Explanation video link:

[https://drive.google.com/file/d/1i6VArlJUEjJhqEfQOQElgSqZs5Wlfolc/view?usp=share link](https://drive.google.com/file/d/1i6VArlJUEjJhqEfQOQElgSqZs5Wlfolc/view?usp=share_link)

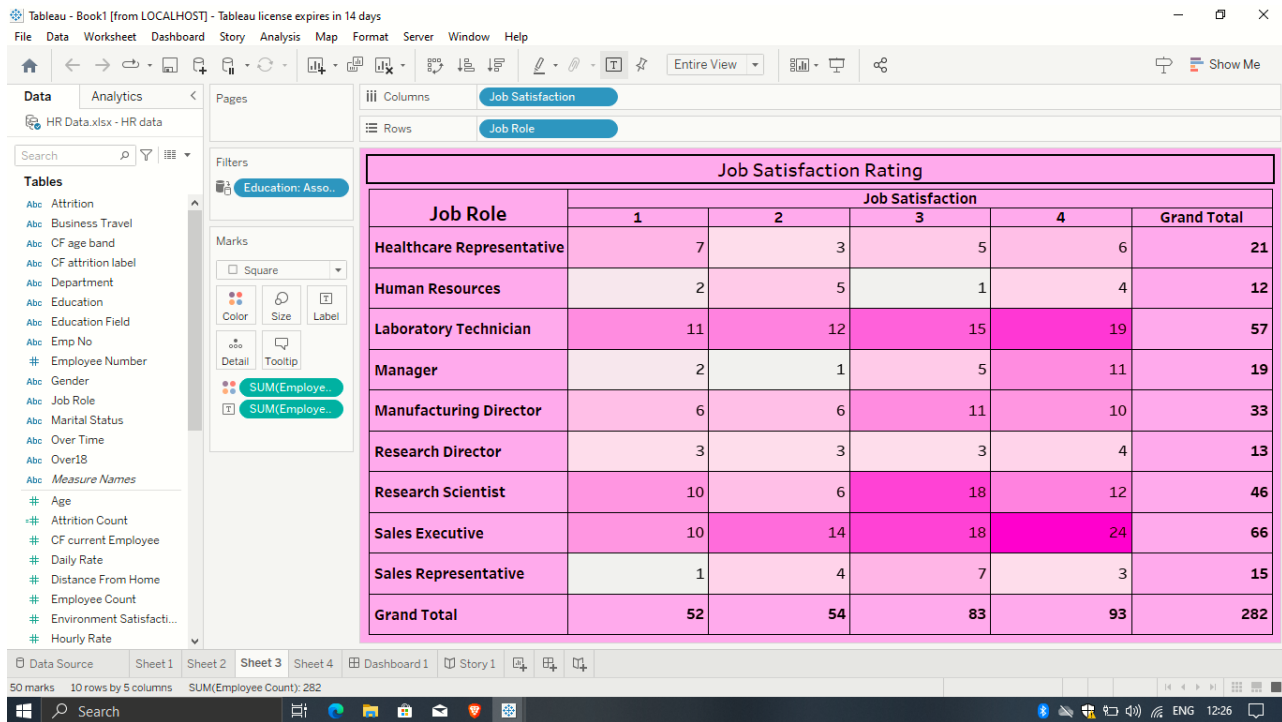


## Activity 1.2: No. of employees by Age Group

Explanation video link:

[https://drive.google.com/file/d/1doo4RxQEA4c7YF2Uh1bJJrpGalTbD6W3/view?usp=share\\_link](https://drive.google.com/file/d/1doo4RxQEA4c7YF2Uh1bJJrpGalTbD6W3/view?usp=share_link)

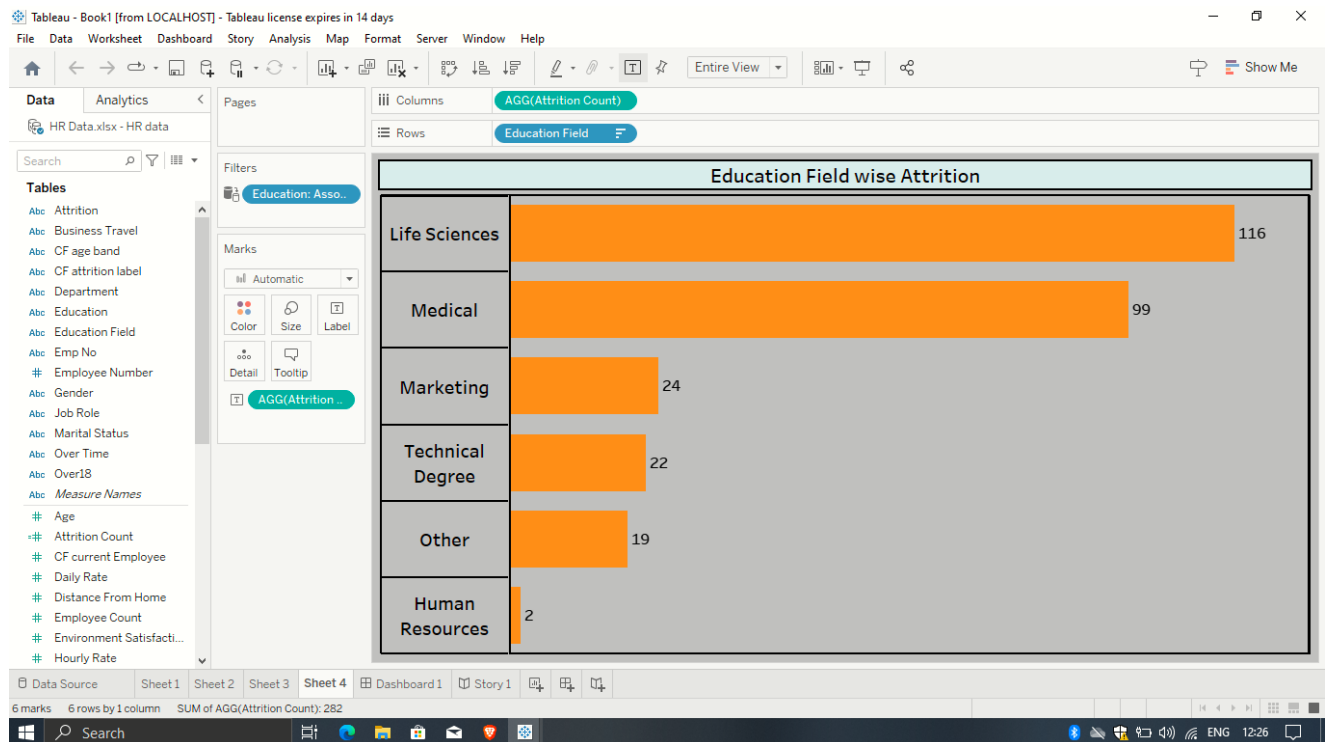




## Activity 1.4: Education Field wise Attrition

Explanation video link:

[https://drive.google.com/file/d/1\\_gyPwshFzAARI6MO6CZWvstF\\_seXBI-L/view?usp=share\\_link](https://drive.google.com/file/d/1_gyPwshFzAARI6MO6CZWvstF_seXBI-L/view?usp=share_link)

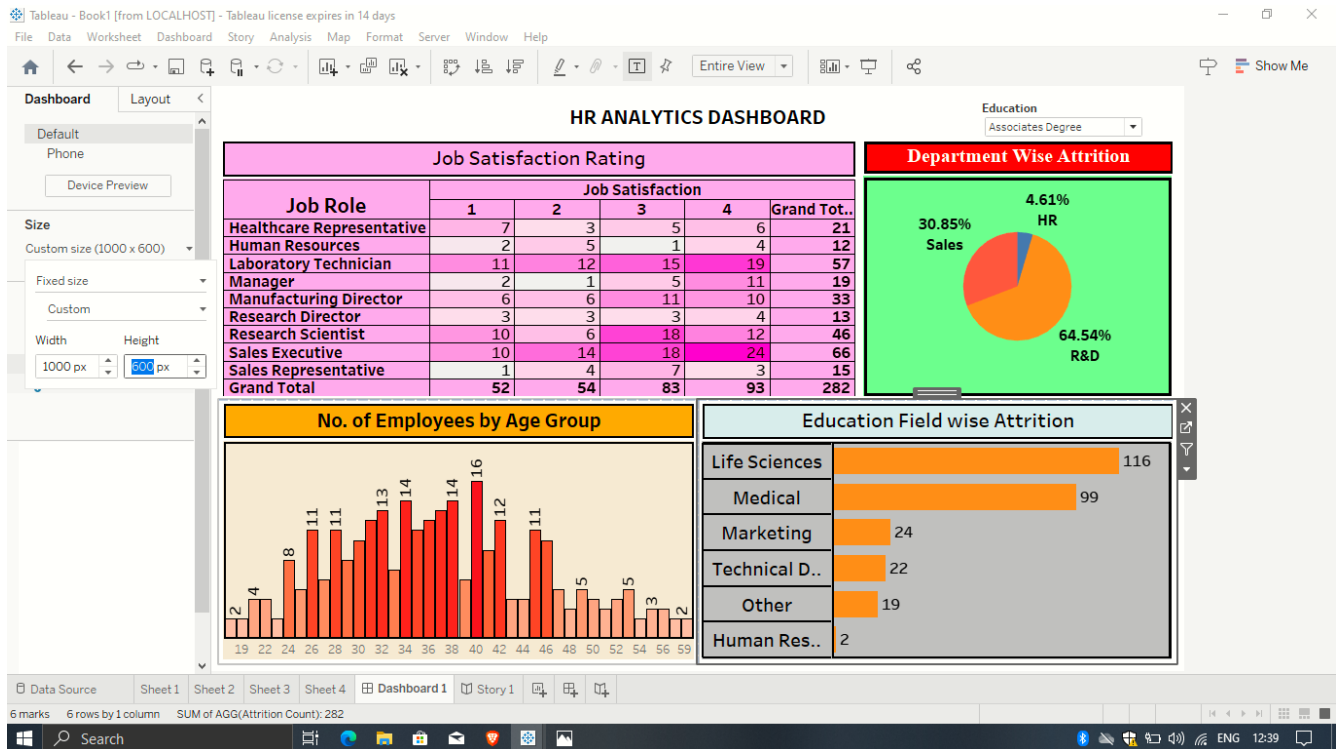


Milestone 5: Dashboard A dashboard is a graphical user interface (GUI) that displays information and data in an organized, easy-to-read format. Dashboards are often used to provide realtime monitoring and analysis of data, and are typically designed for a specific purpose or use case. Dashboards can be used in a variety of settings, such as business, finance, manufacturing, healthcare, and many other industries. They can be used to track key performance indicators (KPIs), monitor

performance metrics, and display data in the form of charts, graphs, and tables. Activity 1: Responsive and Design of Dashboard The responsiveness and design of a dashboard for The Tableau HR Scorecard: Measuring Success in Talent Management is crucial to ensure that the information is easily understandable and actionable. Key considerations for designing a responsive and effective dashboard include user-centered design, clear and concise information, interactivity, data-driven approach, accessibility, customization, and security. The goal is to create a dashboard that is userfriendly, interactive, and data-driven, providing actionable insights to analyze vehicle collisions. Once you have created views on different sheets in Tableau, you can pull them into a dashboard.

Explanation video link:

[https://drive.google.com/file/d/1xZ9msknTL2jY-VR3nEqFk4Olqh3-blT/view?usp=share\\_link](https://drive.google.com/file/d/1xZ9msknTL2jY-VR3nEqFk4Olqh3-blT/view?usp=share_link)



## Milestone 6:

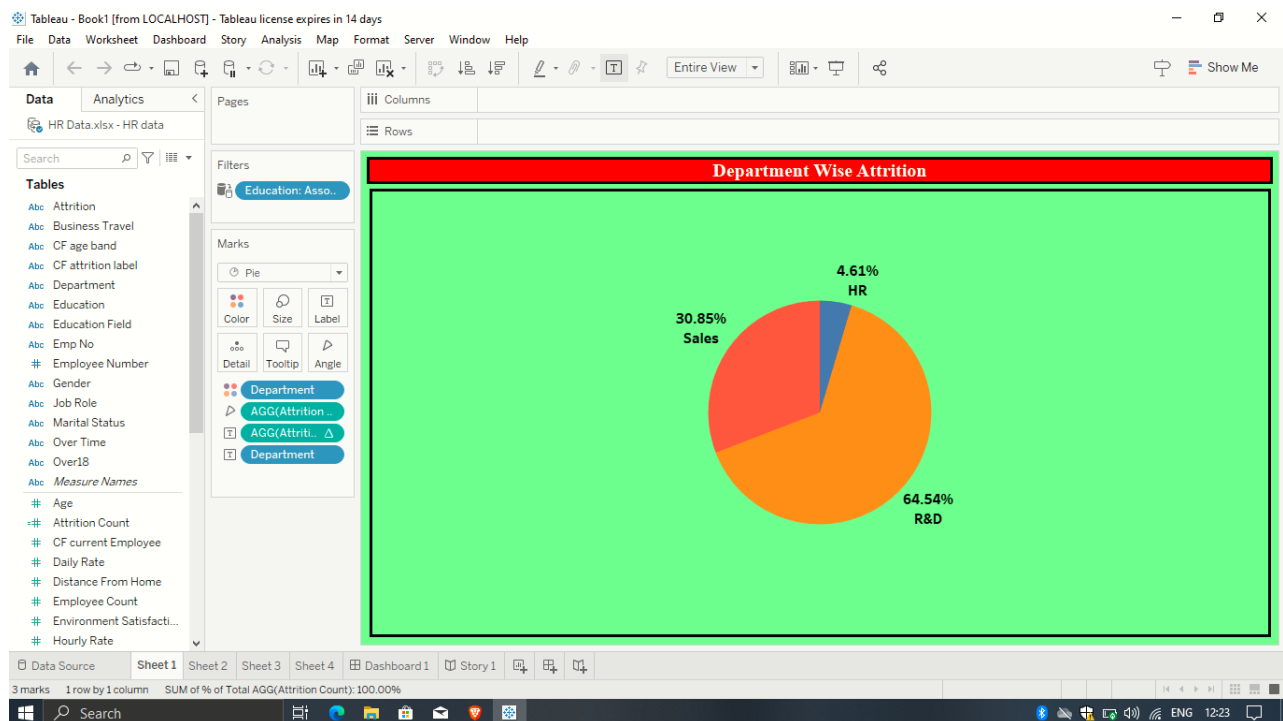
Story A data story is a way of presenting data and analysis in a narrative format, with the goal of making the information more engaging and easier to understand. A data story typically includes a clear introduction that sets the stage and explains the context for the data, a body that presents the data and analysis in a logical and systematic way, and a conclusion that summarizes the key findings and highlights their implications. Data stories can be told using a variety of mediums, such as reports, presentations, interactive visualizations, and videos.

Activity 1: No of Scenes of Story The number of scenes in a

storyboard for a data visualization analysis vehicle collisions will depend on the complexity of the analysis and the specific insights that are trying to be conveyed. A storyboard is a visual representation of the data analysis process and it breaks down the analysis into a series of steps or scenes.

**Explanation video link:**

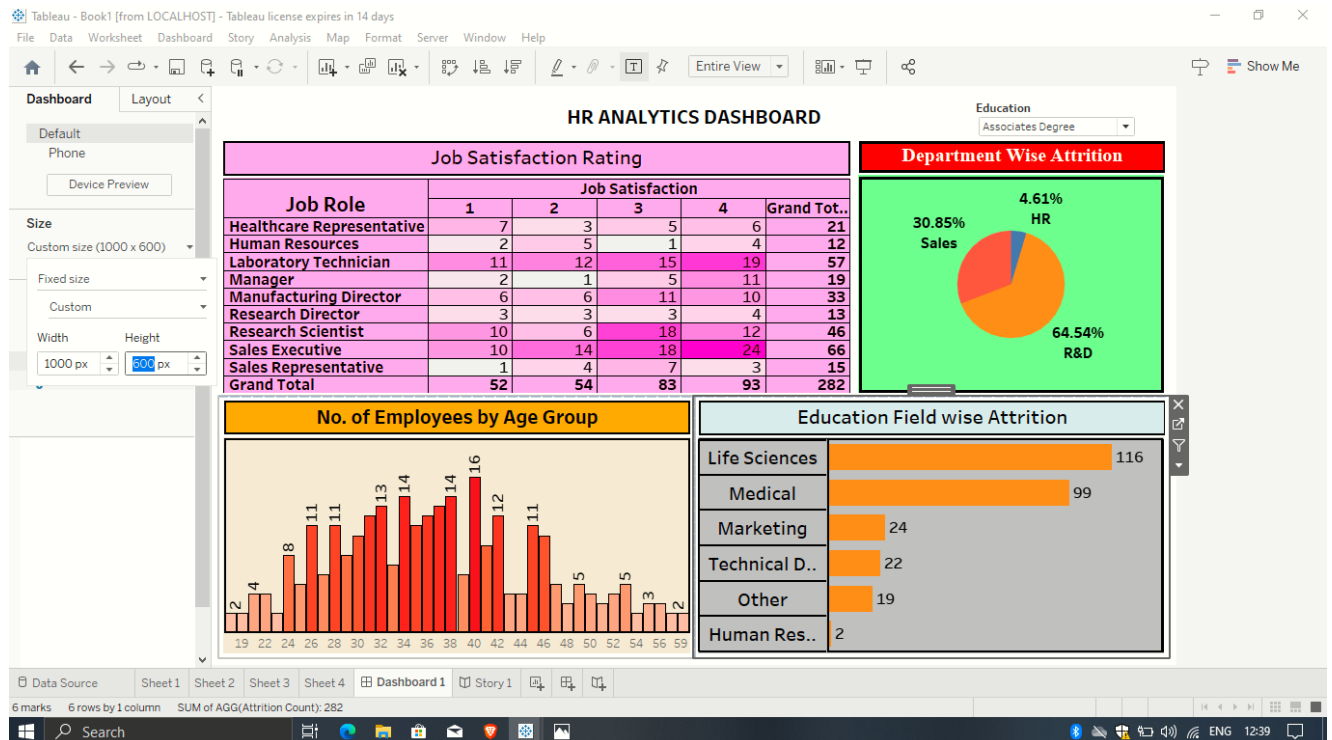
[https://drive.google.com/file/d/1Up6pQevtgRPE0N1fpNBzNiEUQkufEf8/view?usp=share\\_link](https://drive.google.com/file/d/1Up6pQevtgRPE0N1fpNBzNiEUQkufEf8/view?usp=share_link)



## Milestone 7: Performance Testing

### Activity 1: Utilization of Data Filters





## Activity 2: No of Calculation Fields

### Tables

Measure Names

- Active Employees
- Age
- Attrition Count
- Attrition Rate
- CF current Employee
- Daily Rate
- Distance From Home
- Employee Count
- Environment Satisfaction
- Hourly Rate
- Job Involvement
- Job Level
- Monthly Income
- Monthly Rate
- Num Companies Worked
- Percent Salary Hike
- Performance Rating
- Relationship Satisfaction
- Standard Hours
- Stock Option Level
- Total Working Years
- Training Times Last Year
- Work Life Balance
- Years At Company

### Activity 3: No of Visualizations/ Graphs

Activity 3: No of Visualizations/ Graphs

## Activity 3: No of Visualizations/ Graphs

1. KPI
2. Department wise Attrition
3. No. of employees by Age Group
4. Job Satisfaction Rating
5. Education Field wise Attrition
6. Attrition Rate by Gender for different age group

## **MILESTONE 8: PUBLISHING**

**Dashboard 1:** [Book1 | Tableau Public](#)

**Story 1:**

[https://public.tableau.com/views/Book1\\_16974386221960/Story1?:language=en-US&publish=yes&:display\\_count=n&:origin=viz\\_share\\_link](https://public.tableau.com/views/Book1_16974386221960/Story1?:language=en-US&publish=yes&:display_count=n&:origin=viz_share_link)

**Reference video:**

**<https://drive.google.com/file/d/1-0Yde4uBxFLFgT3qkBw7Cnl3ZVybK1Wt/view?usp=drivesdk>**

## **CONCLUSION:**

- **COURSE HELPFUL**
- **Allows for Data driven decisions**
- **Better Customer knowledge**
- **Competitive edge**
- **Increased Employability**
- **Develop Goals and Objectives**
- **MENTRING SUPPORT**
- **Keep an Active Line of Communication**
- **Maintain a Schedule**
- **Share Your Personal Goals**

- **Maintain Mutual Respect**
- **Make Time for Constructive Feedback**
- **SMART INTERNZ PLATFORM**
- **It helps students acquire technical and professional competencies while working on real-world challenges and creating innovative solutions.**
- **The program encourages students to think critically and creatively, and it is designed to provide industry-level training at the college level.**

**THANKING NAAN MUDHALVAN &  
TAMILNADU GOVERNMENT**

