ARINGARANNA GOVERNMENTARTS COLLEGE

MUSIRI- 621 211

Affiliated to Bharathidasan University, Tiruchirappalli

NAAN MUDHALVAN PROJECT

COURSE: DATE LITERACY WITH TABLEAU

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

TEAM NM ID: NM2023TMID25487

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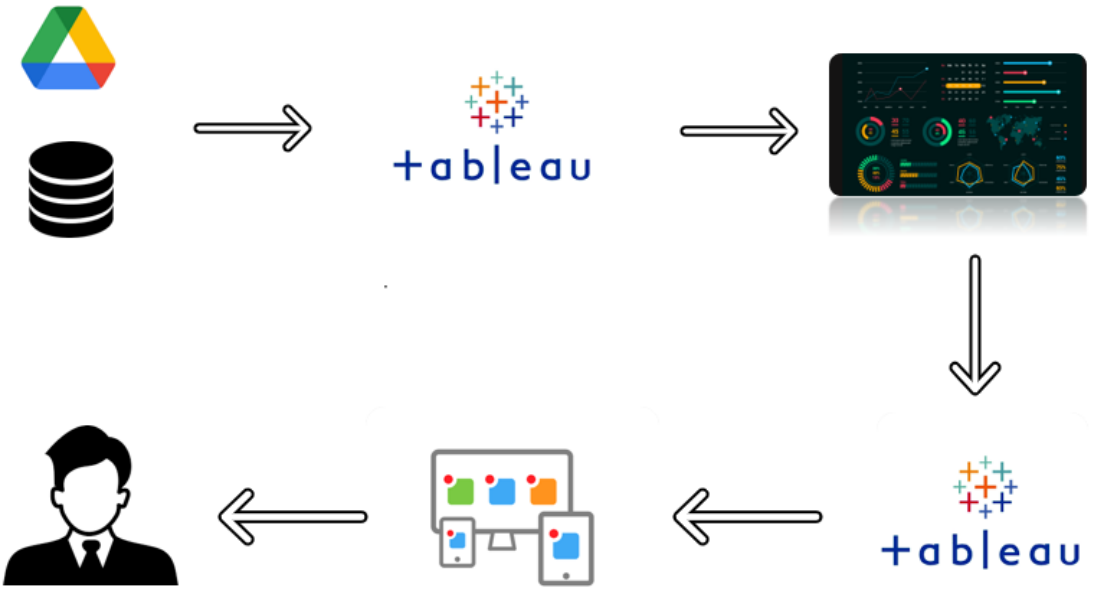
INTRODUCTION:

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.

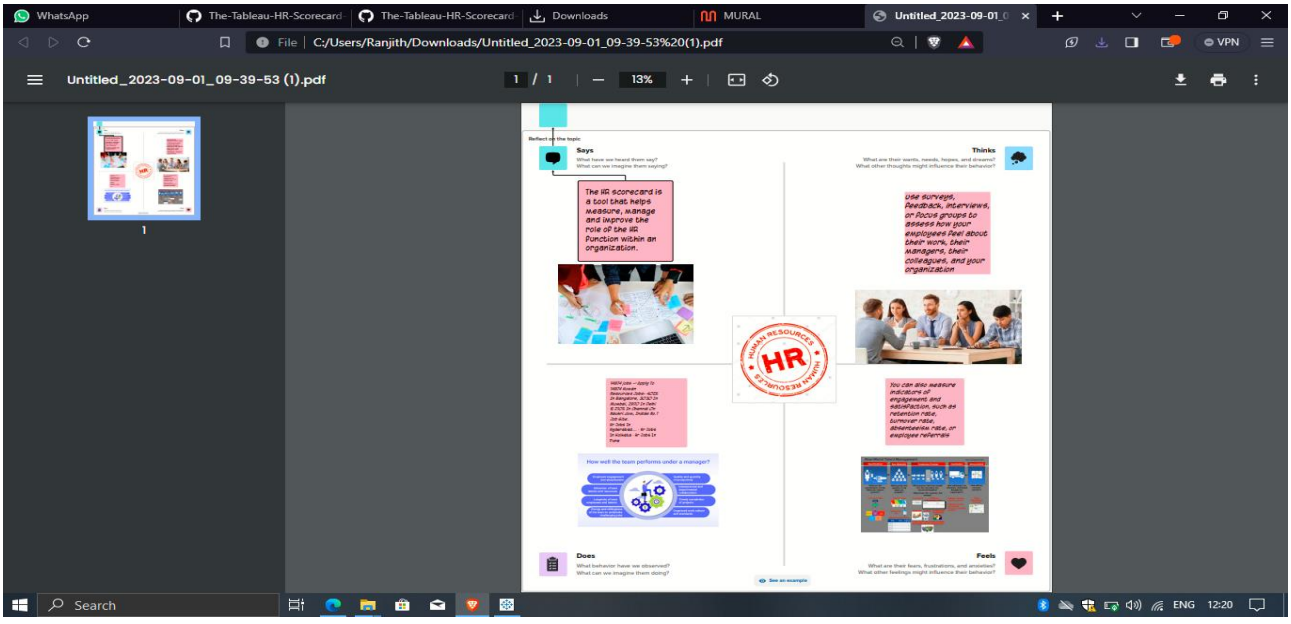
The main responsibilities of the personnel department include hiring, evaluating, training, and compensation of employees. The human resources department deals with any issues facing the staff in their working capacity within an organization. HR is concerned with specific work practices and how they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

TECHICAL ARCHITECTURE:

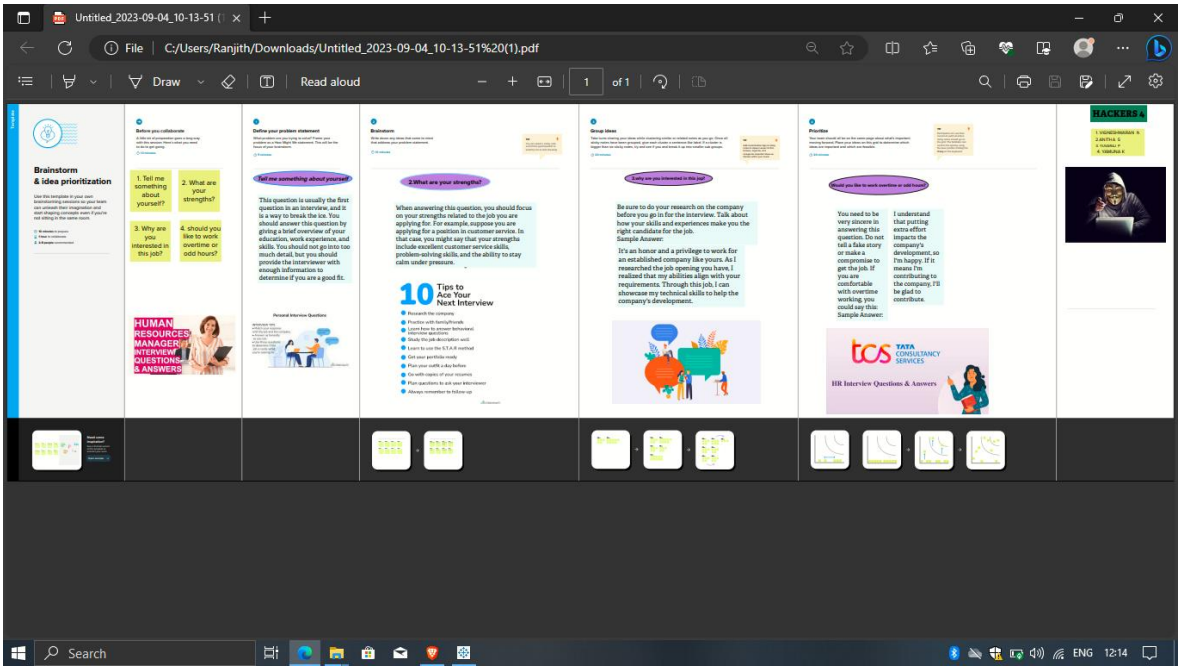


Milestone 1: Define Problem/ Problem Understanding

Activity 1: specify the business problem



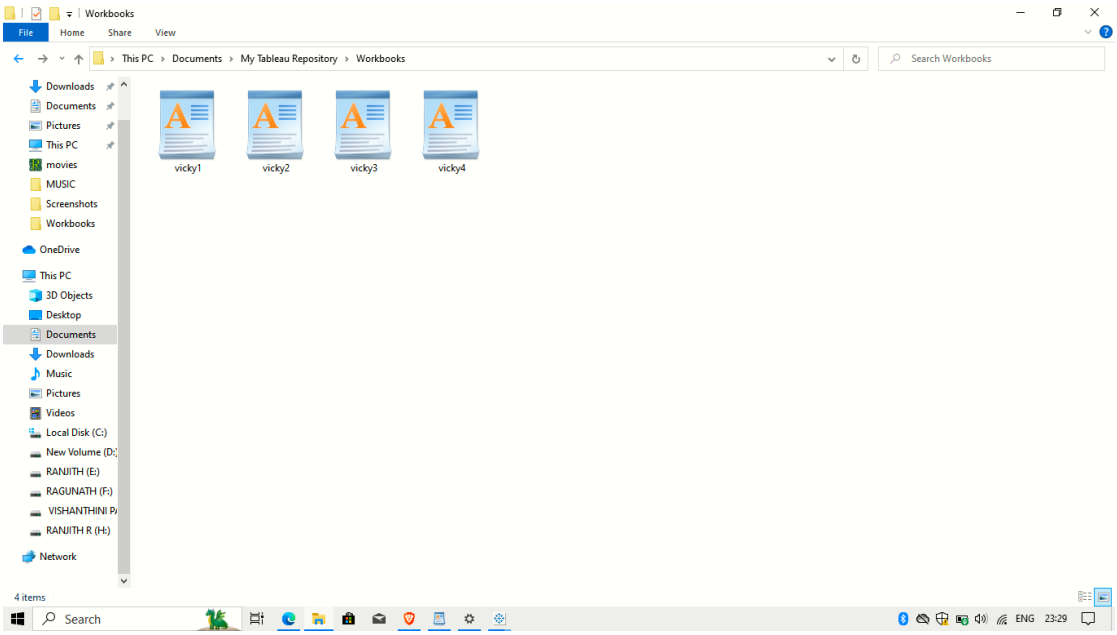
Activity 2: Business requirements



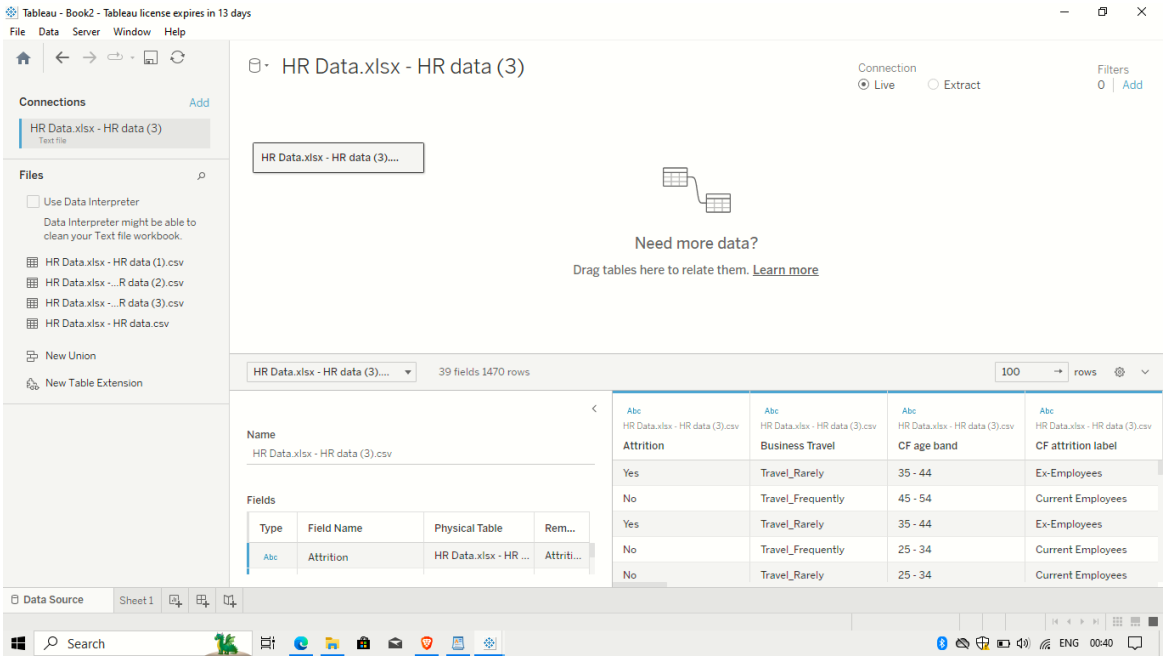
MILESTONE 2: DATA COLLECTION & EXTRACTION FROM

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



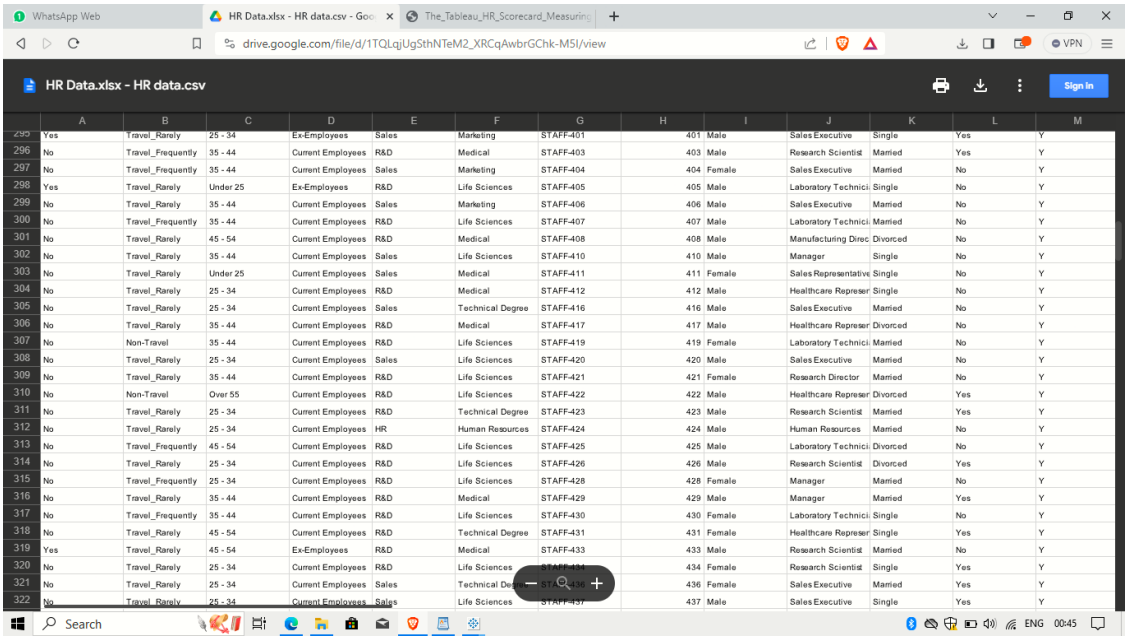
Activity 2: Connect datasets State & Country with tableau



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



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.

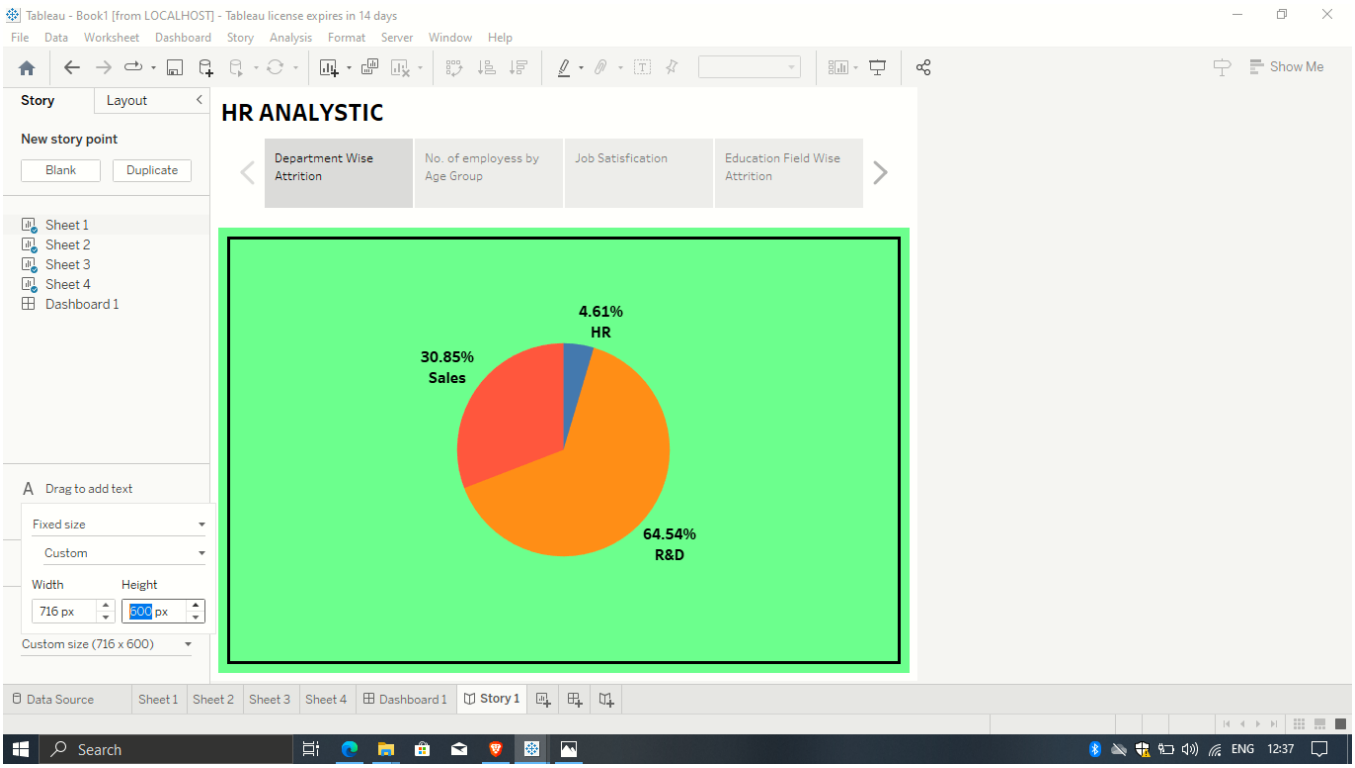
Activity 1: No of Unique Visualizations

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/1i6VArlJUEjJhqEfQOQEIgSqZs5WIfoIc/view?usp=share_link



Activity 1.2: No. of employees by Age Group

Explanation video link:

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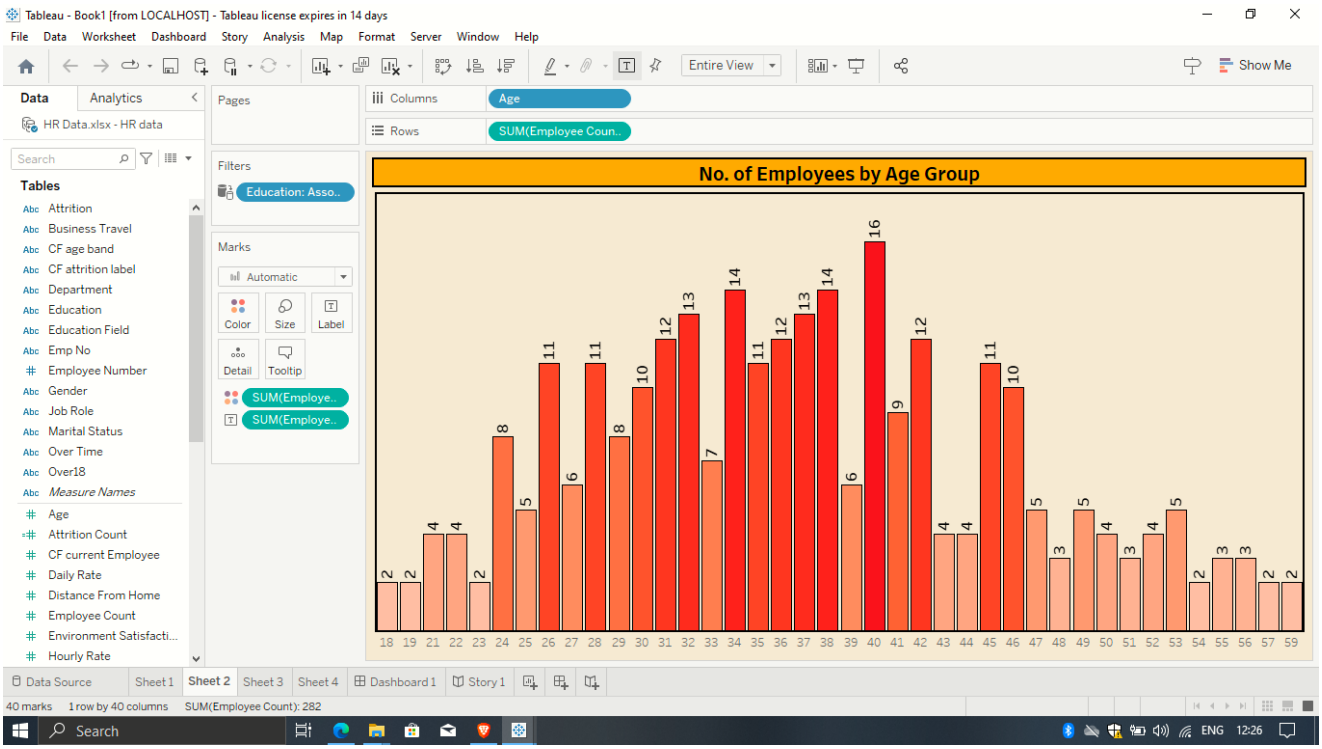

Activity 1.3: Job Satisfaction Rating

Explanation video link:

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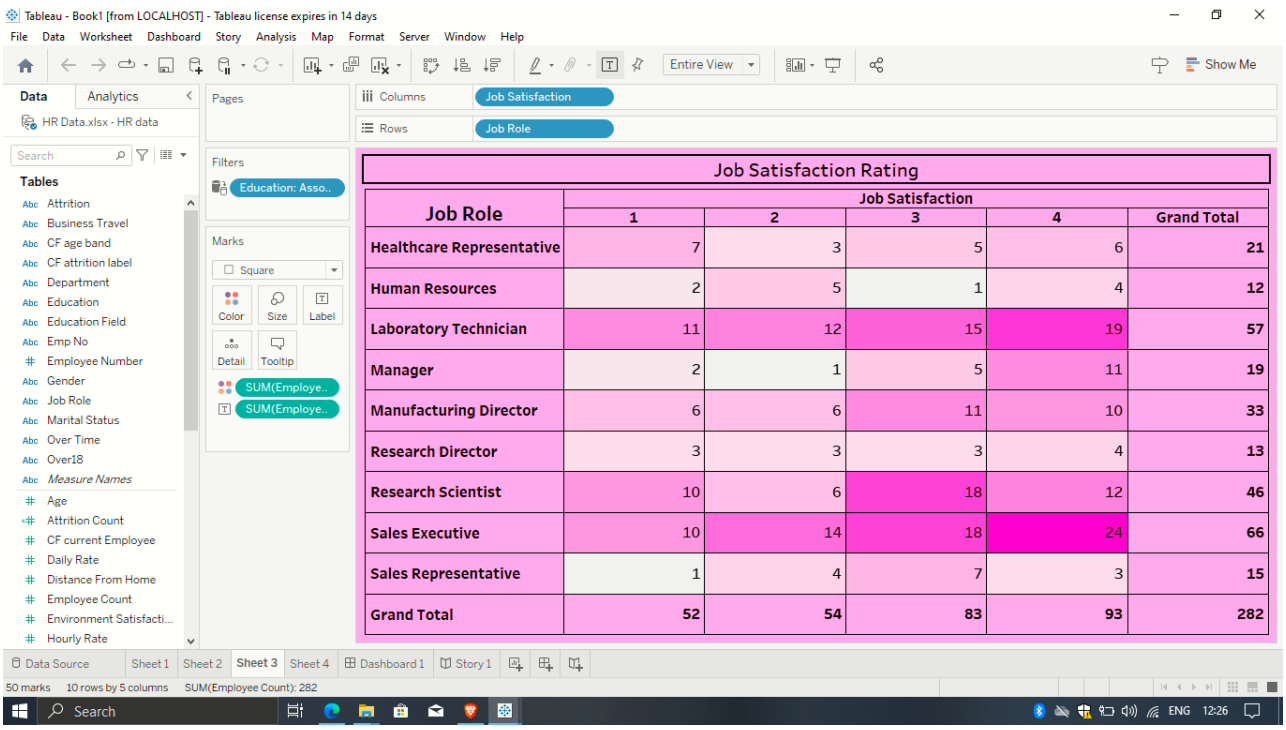
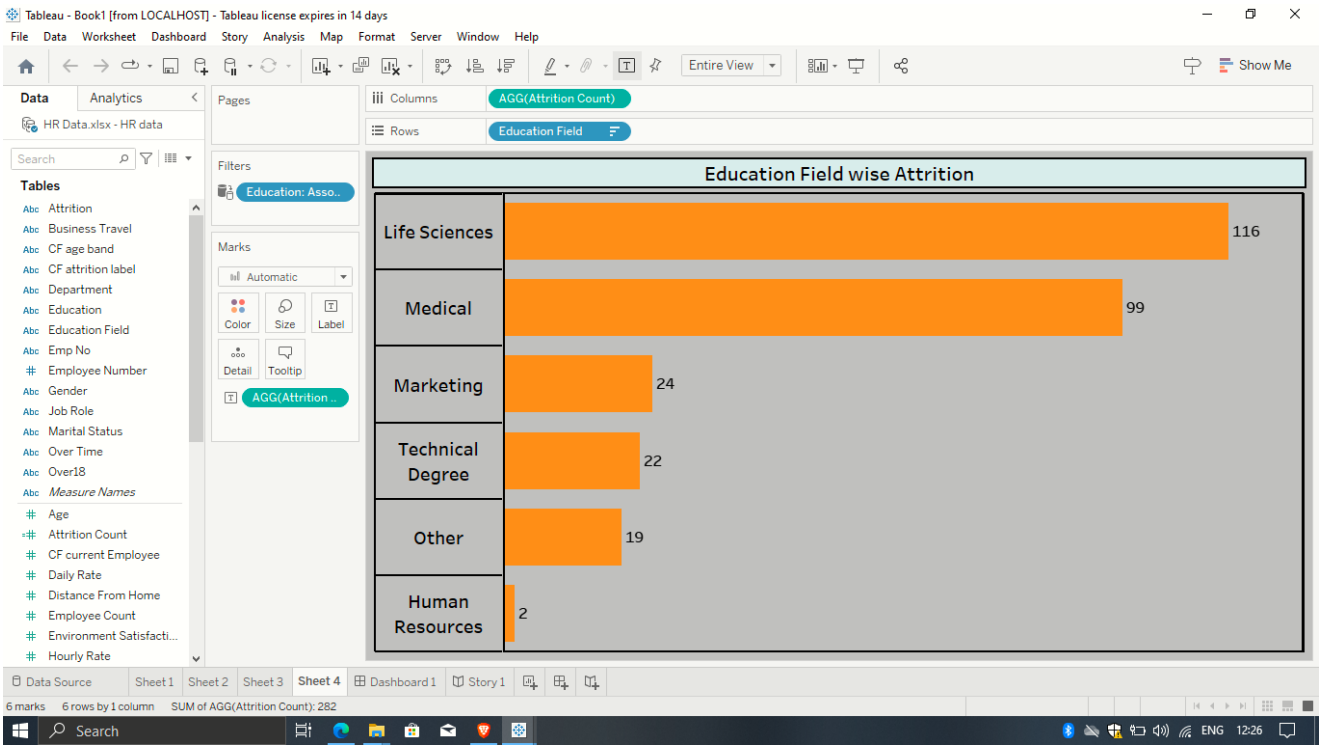


Job Satisfaction Rating

Job Role	Job Satisfaction				
	1	2	3	4	Grand Total
Healthcare Representative	7	3	5	6	21
Human Resources	2	5	1	4	12
Laboratory Technician	11	12	15	19	57
Manager	2	1	5	11	19
Manufacturing Director	6	6	11	10	33
Research Director	3	3	3	4	13
Research Scientist	10	6	18	12	46
Sales Executive	10	14	18	24	66
Sales Representative	1	4	7	3	15
Grand Total	52	54	83	93	282

Activity 1.4: Education Field wise Attrition Explanation video link:

https://drive.google.com/file/d/1_gyPwshFzAARI6MO6CZWvstF_seXBI-L/view?usp=share_link

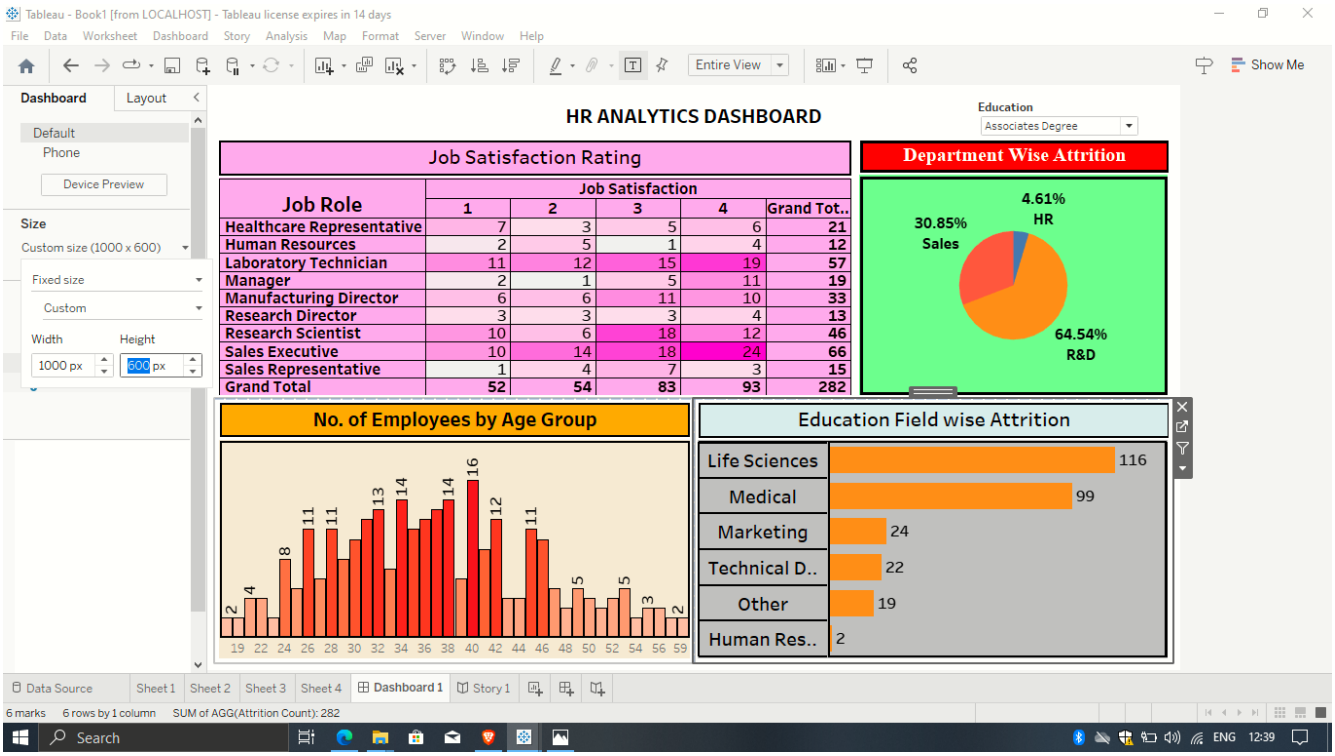


Milestone 5: Dashboard A dashboard is a graphical user interface (GUI) that displays information and data in an organized, easy-to-read format. Dashboards are often used to provide realtime monitoring and analysis of data, and are typically designed for a specific purpose or use case. Dashboards can 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-bIt/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:

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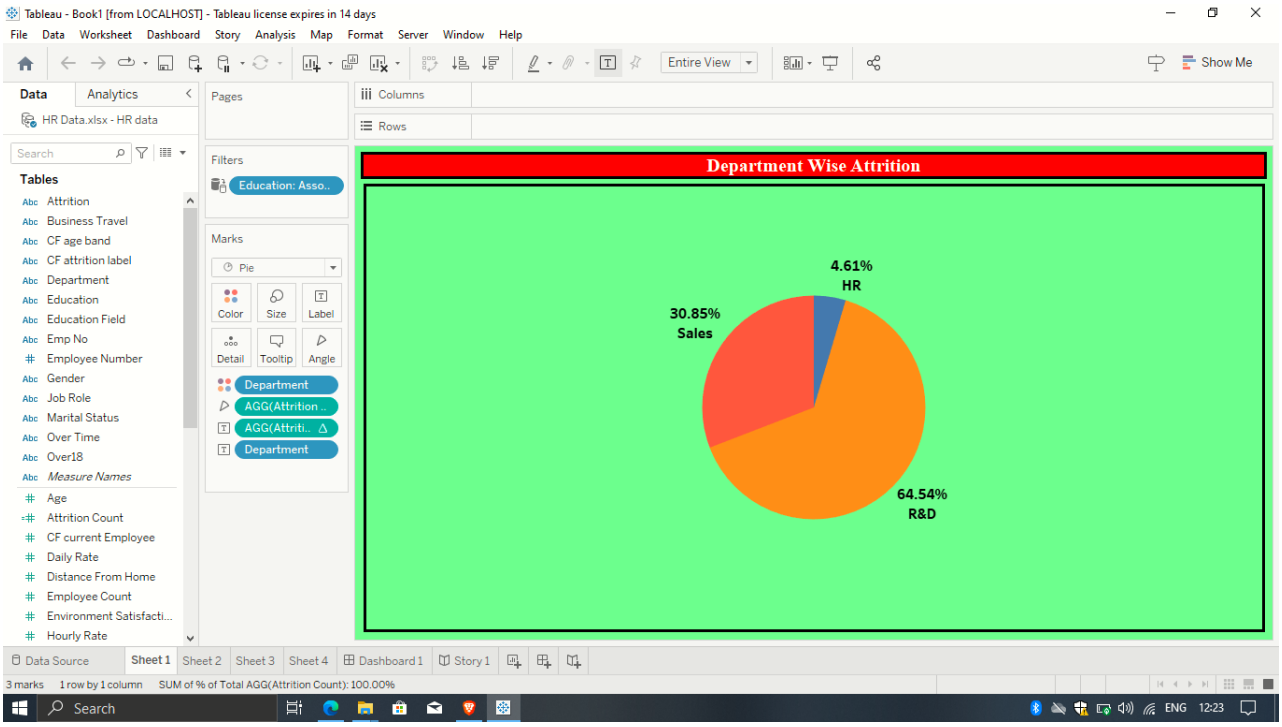
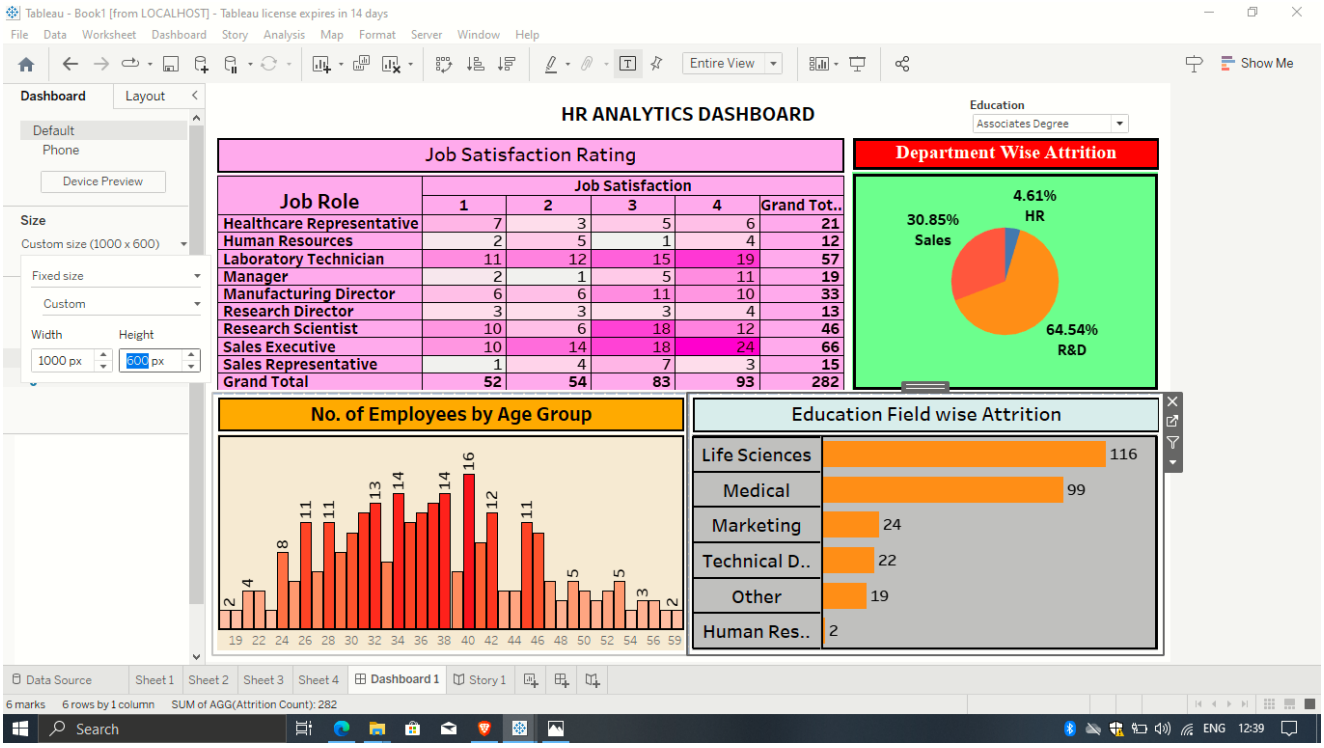
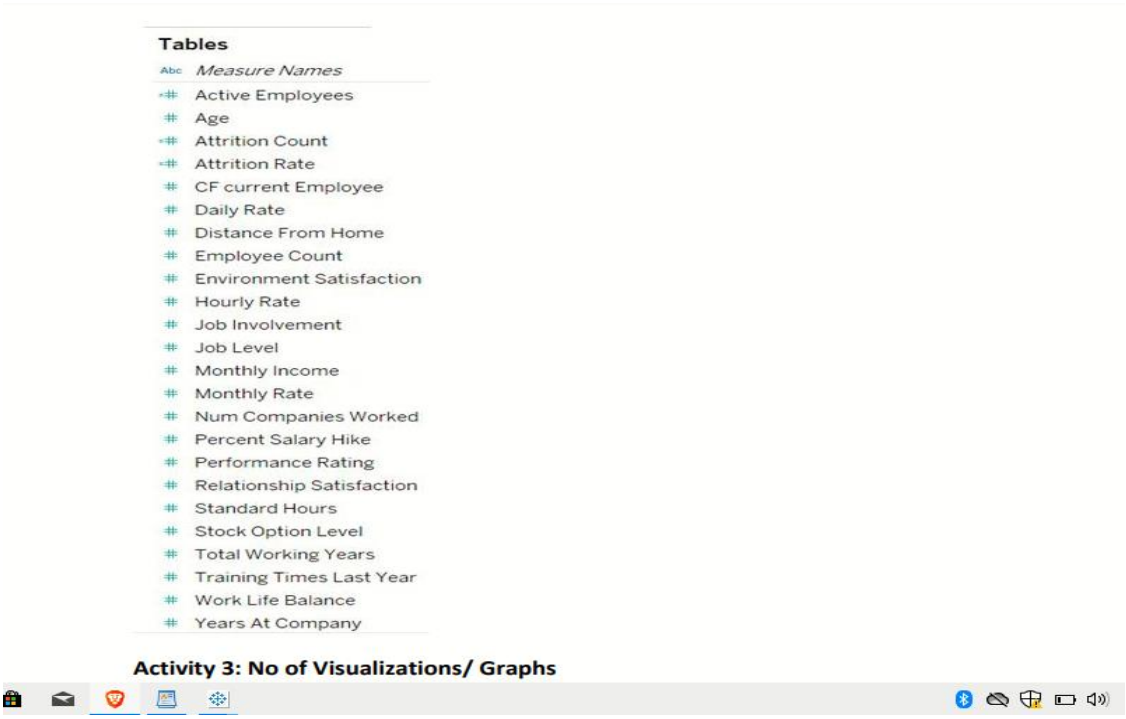


Milestone 7: Performance Testing

Activity 1: Utilization of Data Filters



Activity 2: No of Calculation Fields



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

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