

**KONGUNADU COLLEGE OF ENGINEERING AND
TECHNOLOGY**

**DEPARTMENT OF ELECTRONICS AND COMMUNICATION
ENGINEERING**

**HX 8001-PROFESSIONAL READINESS FOR INNOVATION,
EMPLOYABILITY AND ENTREPRENEURSHIP**

Corporate Employee Attrition Analytics

NALAIYA THIRAN PROJECT REPORT 2022

Submitted by

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1. INTRODUCTION

1.1 PROJECT OVERVIEW:

Employee attrition is the gradual but intentional loss of workers within a company. The rate of attrition is the term used to describe this gradual decrease in the workforce. Because the organization did not live up to the expectations it had of them for their service to the work, employees left the company.

Employees depart from the company for a variety of reasons. The reason may be a higher wage at another company, family mobility, a preference for new technology, a higher position, etc. This unhappiness is a personal phenomenon that no organization can effectively manage. Attrition causes organizations to suffer losses and incur additional costs, though. Organizations invest a lot of time, money, and effort in training and developing their employees in order to boost their level of productivity. If employee leaves the company, he needs to be replaced with another one. This process demands same investment of time, efforts, and resources in recruiting a new one and train him. Most of IT organizations today are being hit badly with high rate of attrition resulting in various productivity and quality related issues. Hence it has become critical to hire a right candidate for a job position.

A high rate of staff turnover is an obvious sign that the team and resources are frequently changed. The organization's customers are not happy about these changes. The quality of the service deliverables declines when resources are frequently changed. As a result, quality and productivity are affected in addition to cost.

1.2. PURPOSE :

The information created by HR managers on employees leaving the organization includes information from attrition analysis. When it comes to the explanations offered by the employees themselves, the metrics provide accuracy. A wider opportunity for change and dynamism also appears from the analysis of attrition, in addition to this.

Some of the benefits for this attrition analysis are, It highlights the root of disengagement among workers, allows HR managers to create long-term plans to lower attrition, Competitive strategies to improve company brand perception creates and sculpts drills that are beneficial to management and staff improved workplace culture.

One of the known facts about attrition is it cannot be eliminated from the company. It is a part of every organization as employees are free to leave the organization. However, through attrition analysis, one can only reduce the rate of employee exits.

Maintaining positive relationships with employees could be one of the key retention strategies. Any workplace's employee-employer connection is crucial. Employees who have strong and healthy employer-employee relationships feel respected, motivated, and supported. Employee satisfaction increases the likelihood that they will put in extra effort and stay on the job for a long time.

However, attrition happens when an employee's expectations of their company or of their employment aren't met. Each person has unique professional and

personal aspirations. Both of those have a specific connection to the company he works for.

The role that is promised to the employee and the role that he ultimately fills can differ greatly. The inability of the new position to assist the individual advance in his career demotivates him from staying with the group or organization. Lack of learning chances also happens to be a factor in employees leaving their positions. Attrition may result from numerous requirements mismatches.

2. LITERATURE SURVEY

Anjali Chourey Prof. Sunil Phulre Dr. Sadhna Mishra (Journal of Interdisciplinary Cycle Research)

Employee attrition could be attributed to a wide variety of factors ranging from personal preferences to work environment to monetary goals. Identifying the most relevant factors is a difficult task. Trade-off between building a simple model and making better predictions by including more independent variables.

Semantic Approaches Survey for Job Recommender Systems,

Assia Brek, Zizette Boufaida (2020)

With more job offers and resumes available online, the internet has surpassed other recruitment channels as the primary source. Users are encouraged to use recommendation algorithms to sort through this vast quantity of data and choose the best applicant or the most appropriate offer. Based on an analysis of consumers'

characteristics and behaviour, recommender systems are software and methods for making product recommendations. The job recommender method has been put forth in e-recruitment to address the aforementioned issue for job seekers and businesses. As a recommender system, the job recommender system can use recommendation technology to get a list of job openings that satisfy a job seeker's need or a list of outstanding individuals who meet a recruiter's requirements. Four groups are used to categorise the common approaches to recommender systems: knowledge-based, content-based filtering (CBF), collaborative filtering (CF), and hybrid approaches. The content-based approaches are more appropriate for this situation than other traditional methods, in light of the necessity of assessing the substance of documents (resumes/offers), according to several researches and comparative studies in the e-recruitment problem. Exploiting the semantic web's technologies in the context of e-recruitment seems advantageous, especially to ensure an automatic handling of documents and reconciliation between job requests and offers. The primary goal of the semantic web is to enrich the syntactic structures of the current web with its semantic content. The semantics of the document are considered in a number of methods. This article provides a survey of current semantic approaches for job.

2.1 EXISTING PROBLEM :

Regardless of location, sector, or company size, attrition is a problem that affects all businesses. For a business, employee attrition results in considerable costs, such as the price of business disruption, the cost of employing new personnel, and the cost of training new workers. As a result, identifying the causes of staff attrition and reducing it are of great business interest. For example If a employee searches for an other job then this mind change can be due to the issues he/she faced in the organization, the issues can be salary hike, business travel, job role, marital status, education field, department, number of companies worked and monthly income.

2.2 REFERENCES :

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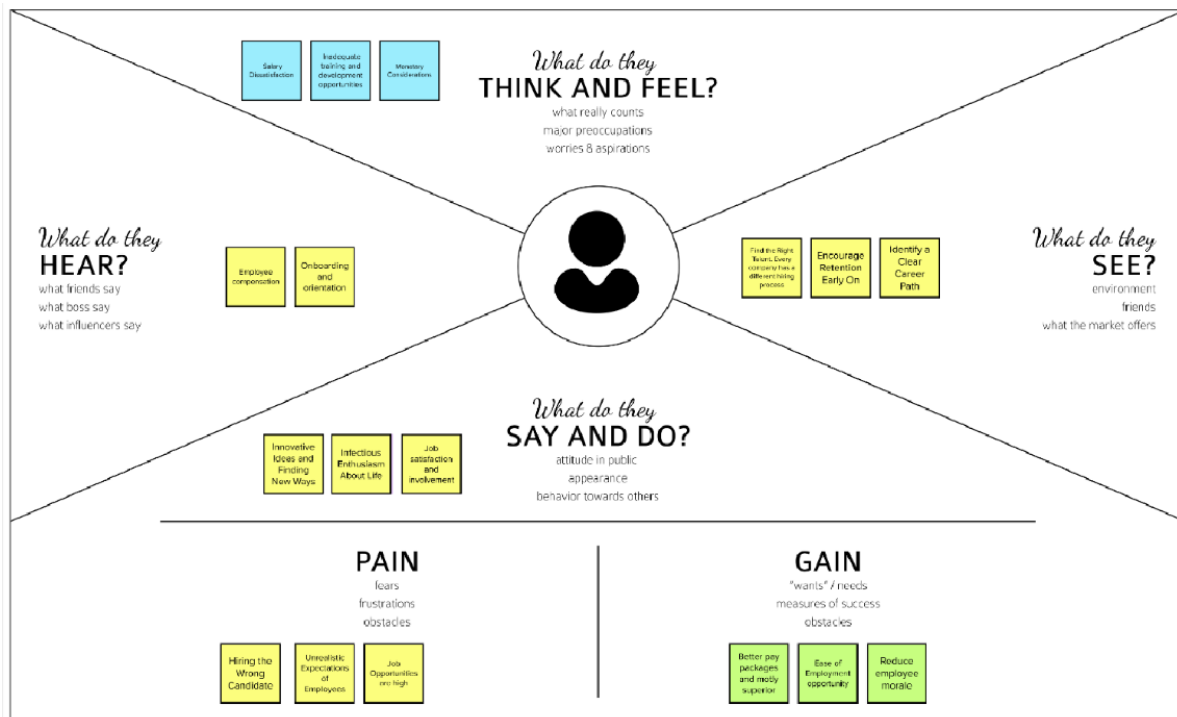
12. Akshaya C. P. Enhancement of recommender system using collaborative filtering. International Research Journal of Engineering and Technology 2018.

2.2 PROBLEM STATEMENT DEFINITION :

In the recommendation system the problem is trying to forecast the option the users will have on the dissimilar substance and be able to recommends the finest items to each user. Another some problems in recommendation system are data sparsity, scalability and gray sheep. A problem statement is a concise description of the problem or issues a project seeks to address. The problem statement identifies the current state, the desired future state and any gaps between the two. When we start to do a data science project, the first thing that we should always do is define the problem, or translate the business problem into a data science problem. It's not only about dividing the big project into small parts, but also representing how to think about the problem, which may have varying performance in our final solution.

3. IDEATION & PROPOSED SOLUTION


3.1 Empathy Map Canvas :



3.2 Ideation & Brainstorming

Step-1: Team Gathering, Collaboration and Select the Problem Statement

Template



Brainstorm & idea prioritization

Use this template in your own brainstorming sessions so your team can unleash their imagination and start shaping concepts even if you're not sitting in the same room.

10 minutes to prepare
1 hour to collaborate
2-8 people recommended

Share template feedback

➔

Before you collaborate

A little bit of preparation goes a long way with this session. Here's what you need to do to get going.

10 minutes

1

Team gathering

Invite who should participate in the session and send out materials to create a collaborative environment.

2

Set the goal

Think about the problem you'll be focusing on solving in the brainstorming session.

3

Learn how to use the facilitation tools

Use the facilitation tools to run a happy and productive session.

Open article

1

Define your problem statement

What problem are you trying to solve? Frame your problem as a How Might We statement. This will be the focus of your brainstorm.

5 minutes

PROBLEM

How might we identify why employees voluntarily leave, what might those presenters learn from leaving, and how we can use data to predict retention risk.

Key rules of brainstorming

To run a smooth and productive session

1

Set the stage

2

Define the problem

3

Get the volume

4

Encourage and boost

5

Extend to others

6

If possible, be visual

12

Step-2: Brainstorm, Idea Listing and Grouping

2 Brainstorm

Write down any ideas that come to mind that address your problem statement.

10 minutes

TIP
It's not about the quality of ideas, it's about the quantity. Write down as many ideas as you can.

PROBLEM STATEMENT

IDEAS

WORKING GROUPS

ADJUST

GROUP IDEAS

3 Group Ideas

Take turns sharing your ideas while clustering similar or related notes as you go. Once all sticky notes have been grouped, give each cluster a headline that labels it. If a cluster is bigger than six sticky notes, try and see if you can break it up into smaller sub-groups.

10 minutes

TIP
Add a headline to each cluster. This helps to label the ideas and makes it easier to see the relationships between them.

Turn out your employees are adults. Working from home, working remotely, flexible time off for family needs, paternity and maternity leave — all of these increase employee satisfaction, and good employees stay productive anyway.

Overworked employees have little time for learning and seeing increases engagement, so that's bad. A company that values learning and development sends the signal to its employees that they want people to build careers, not just do a job. Learning and training can also pay off for the company, making it easier to persuade them within.

We want all of our employees were intrinsically motivated to do something for the company, not without goals to meet and reward, many of all things, to get started. But you can't have the reward just by throwing money at it. Instead of giving money to people to do the work, we suggest that instead of goals to get people moving, when you have to motivate them, use these same goals to measure what works for your team.

Hire and Fire may sound reductive, but spend more time finding and engaging the right people and ensuring that the benefits and pay you offer line up with regional and industry benchmarks.

Step-3: Idea Prioritization

4 Prioritize

Your team should all be on the same page about what's important moving forward. Place your ideas on this grid to determine which ideas are important and which are feasible.

10 minutes

Importance
If lack of ideas, ideas are all the same or ideas are all the same, which one is best? The most important.

Feasibility
If lack of ideas, ideas are all the same or ideas are all the same, which one is best? The most feasible.

Build teams according to personalities

Goal setting and engagement

Analyze your workforce

Hire and fire the right people

Offer flexibility

Learning and training metrics

3.3 Proposed Solution:

S.No.	Parameter	Description
1.	Problem Statement (Problem to be solved)	Attrition of the employee from any organization it may be voluntary or involuntary.
2.	Idea / Solution description	The idea is to analyse the workforce, building teams according to personalities, goal setting and engagement, learning and training metrics, hire and fire the right people and provide flexibilities.
3.	Novelty / Uniqueness	Uniqueness is to use IBM cloud platform to analyse with the datasets and create dashboard for better understanding.
4.	Social Impact / Customer Satisfaction	This analysis of attrition of employee will give employee satisfaction and will be creating a social impact as we will be focusing on employees and they will feel worthy considering them in the organization
5.	Business Model (Revenue Model)	This ideas will be used and implemented in IBM cloud platform.
6.	Scalability of the Solution	There is a 100% chance that the solution is scalable and will be helpful for the analysis of why there is a attrition.

3.4 Problem Solution fit

Identify strong T&EM	1. CUSTOMER SEGMENT(S) Who is your customer? i.e. working parents of 0-5 y.o. kids CS	6. CUSTOMER CONSTRAINTS What constraints prevent your customers from taking action or limit their choices of solutions? i.e. spending power, budget, no cash, network connection, available devices, etc. RC	5. AVAILABLE SOLUTIONS Which solutions are available to the customers when they face the problem? or need to get the job done? What have they tried in the past? What pros & cons do these solutions have? i.e. pen and paper is an alternative to digital notetaking EM	Explore AS, differentiate
	Employees are the customer here.	Constraints of the employee is that their job security and their relations.	Best team building according to personality and skills is the best alternative for random team building. And right people should be hired for the role.	
	2. JOBS-TO-BE-DONE / PROBLEMS Which jobs-to-be-done (or problems) do you address for your customers? There could be more than one; explore different sides. EM	9. PROBLEM ROOT CAUSE What is the real reason that this problem exists? What is the back story behind the need to do this job? i.e. customers have to do it because of the change in RC	7. BEHAVIOUR What does your customer do to address the problem and get the job done? BE	
Focus on J&P, tap into BE, understand RC	Customers i.e., Employees main problem is their working teams, in an corporate an employee is sustained and developed only in the team and flexibility is an another problem for the employee.	The real reason about the problem is that in most of the times the organization does not see from the perspective of the employee, so that it creates the problem.	Talk to the HR about their problem and the organization will help in solving the problem of the employee.	Focus on J&P, tap into BE, understand RC
Identify strong T&EM	3. TRIGGERS What triggers customers to act? i.e. seeing their neighbour installing solar panels, reading about a more efficient solution in the news. TR	10. YOUR SOLUTION If you are working on an existing business, write down your current solution first, fill in the canvas, and check how much it fits reality. If you are working on a new business proposition, then keep it blank until you fill in the canvas and come up with a solution that fits within customer limitations, solves a problem and matches customer behaviour. SL	8. CHANNELS of BEHAVIOUR 8.1 ONLINE What kind of actions do customers take online? Extract online channels from #7 8.2 OFFLINE What kind of actions do customers take offline? Extract offline channels from #7 and use them for customer development. CH	
	4. EMOTIONS: BEFORE / AFTER How do customers feel when they face a problem or a job and afterwards? i.e. lost, insecure > confident, in control - use it in your communication strategy & design. EM	Solution to this problem is that, analyzing the workforce, building teams according to personalities, goal setting and engagement, learning and training metrics, hire and fire the right people and offer flexibility to the employees.	ONLINE : Through online mode, an employee can mail to the HR about the problem he/she is facing in the organization. OFFLINE : In offline mode, the employee can directly talk to the HR or the organization head about their problem and can be solved accordingly.	

4. REQUIREMENT ANALYSIS

4.1 Functional requirement:

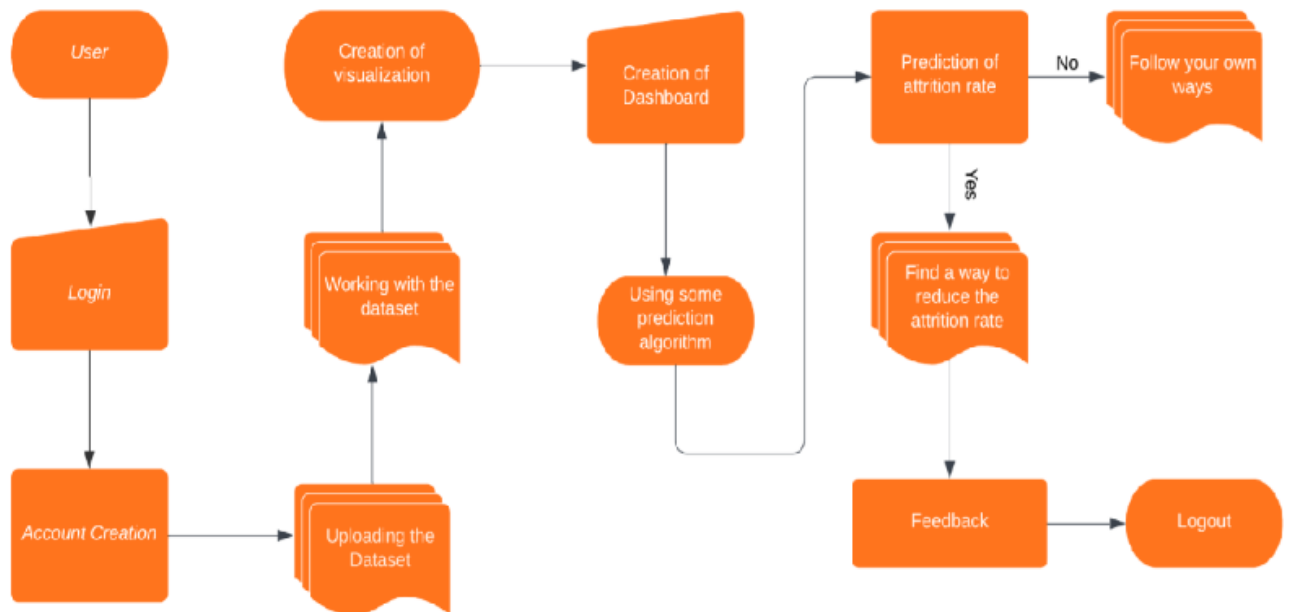
FR No.	Functional Requirement (Epic)	Sub Requirement (Story / Sub-Task)
FR-1	User Registration	Registration through Form Registration through Gmail Registration through LinkedIn
FR-2	User Confirmation	Confirmation via Email Confirmation via OTP
FR-3	Account Creation	Create an account in the Profile Dashboard
FR-4	Input Credentials	Uploading your dataset Analyzing the attrition rate using dashboard
FR-5	Processing Methods	Using IBM Cognos Analytics Dashboard Using Prediction algorithm to find attrition rate
FR-6	Output Credentials	Using the Dashboard and Algorithm they know about the employee attrition and way to reduce the employee attrition

4.2 Non-Functional requirement:

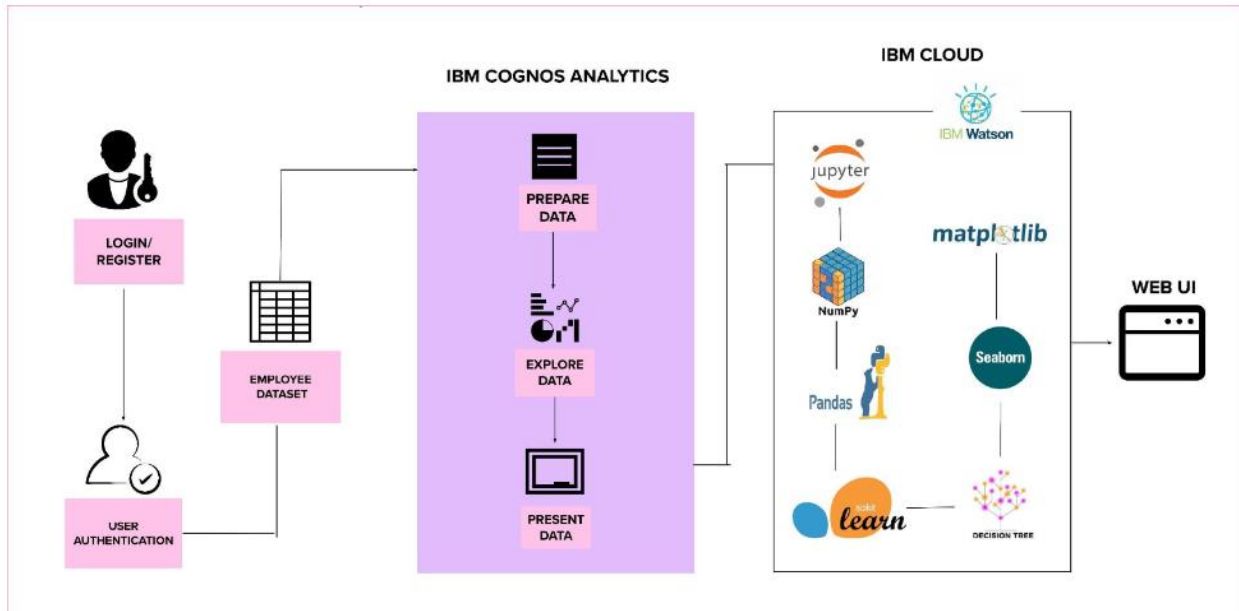
FR No.	Non-Functional Requirement	Description
NFR-1	Usability	The user can be able to interact with the system user friendly. The system is build with a simple modules and algorithms.
NFR-2	Security	Access permissions for the particular system information may only be changed by the system's data administrator. The user's data must be having an high security measures.
NFR-3	Reliability	The database update process must roll back all related updates when any update fails. The dataset will not be modified by anyone only the user can be able to modify the dataset.
NFR-4	Performance	The performance of the dashboard is flexible to every user's. The front-page load time must be no more than 2 seconds for users that access the website using an LTE mobile connection.
NFR-5	Availability	New module deployment mustn't impact front page, dashboard and check out pages availability and mustn't take longer than one hour. The rest of the pages that may experience problems must display a notification with a timer showing when the system is going to be up again.
NFR-6	Scalability	The website attendance limit must be scalable enough to support 200,000 users at a time. The dashboard is scalable for the companies when their employee's dataset is used for analysis. The model can successfully predict the futuristic approach and suggests preventive measures.

5. PROJECT DESIGN

5.1 Data Flow Diagram:



5.2 Solution & Technical Architecture:



5.3 User Stories

The screenshot shows a video player interface displaying a story titled **CORPORATE EMPLOYEE ATTRITION ANALYSIS**. The story is presented as a series of three questions overlaid on a background image of a person working at a computer with multiple monitors.

1. How much attrition due to salary hike?
2. How much attrition due to business travel?
3. How much attrition due to monthly income?

At the bottom of the video player, there is a progress bar and a timestamp of 0:05.0. The text "Data on this story is provided by IBM Db2." is visible in the bottom right corner of the video frame.

6. PROJECT PLANNING & SCHEDULING

6.1 Sprint Planning & Estimation:

Activity number	Activity name	Detailed activity description	Assigned to
1	Preparation Phase	<ul style="list-style-type: none"> Access the resources (courses) in project dashboard Access the guided project workspace Create GitHub account & collaborate with Project Repository in project workspace Set-up the Laptop / Computers based on the prerequisites for each technology track 	Rakesh Shekhawat Vishnu Babu B Ajay S Vinoth Kumar S
2	Ideation Phase	Empathy map, problem statement and Brainstorming is created.	Rakesh Shekhawat
2.1	Literature survey	Literature survey on the selected project & Information Gathering	Vishnu Babu B
2.2	Define a problem statement	Prepare the list of problem statements to understand the user needs	Ajay S
2.3	Empathy Map	Preparation of Empathy Map Canvas to capture the user Pains & Gains	Rakesh Shekhawat Vishnu Babu B Ajay S

Activity number	Activity name	Detailed activity description	Assigned to
3.1	Proposed Solution	Preparation of proposed solution document, which includes the novelty, feasibility of idea, business model, social impact, scalability of solution	Rakesh Shekhawat
3.2	Problem Solution Fit	Prepared problem is analyzed and make effective solutions for the problem	Vishnu Babu B
3.3	Solution Architecture	Prepare an architecture for solution	Ajay S
4	Project Design Phase II		Vinoth Kumar S
4.1	Requirement Analysis	Prepare the Functional Requirement and Non- Functional Document	Rakesh Shekhawat
4.2	Customer Journey	Preparation of customer journey maps to understand the user interactions & experiences with the application (entry to exit)	Vishnu Babu B
4.3	Data Flow Diagrams	Prepare a Data Flow Diagram for Project use level0 (Industry Standard)	Ajay S Vinoth Kumar S
4.4	Technology Architecture	Prepare Technology Architecture of the solution	Rakesh Shekhawat
5	Project Planning Phase		Vishnu Babu B

5.1	Milestones & Tasks	Prepare Milestone & Activity List	Ajay S
5.2	Sprint Schedules	Prepare Sprint Delivery Plan	Vinoth Kumar S
6	Project Development Phase	Prepare the project using cloud and program	Rakesh Shekhawat Vishnu Babu B Ajay S Vinoth Kumar S
Activity number	Activity name	Detailed activity description	Assigned to
6.1	Coding & Solutioning	Sprint-1 Delivery: Develop the Code, Test and push it to GitHub.	Rakesh Shekhawat Vishnu Babu B Ajay S Vinoth Kumar S
6.2	Acceptance Testing	Sprint-2 Delivery: Develop the Code, Test and push it to GitHub. Sprint-3 Delivery: Develop the Code, Test and push it to GitHub.	Rakesh Shekhawat Vishnu Babu B Ajay S Vinoth Kumar S
6.3	Performance Testing	Sprint-4 Delivery: Develop the Code, Test and push it to GitHub.	Rakesh Shekhawat Vishnu Babu B Ajay S Vinoth Kumar S

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5.2	Sprint Schedules	Prepare Sprint Delivery Plan	Vinoth Kumar S
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6.2	Acceptance Testing	Sprint-2 Delivery: Develop the Code, Test and push it to GitHub. Sprint-3 Delivery: Develop the Code, Test and push it to GitHub.	Rakesh Shekhawat Vishnu Babu B Ajay S Vinoth Kumar S
6.3	Performance Testing	Sprint-4 Delivery: Develop the Code, Test and push it to GitHub.	Rakesh Shekhawat Vishnu Babu B Ajay S Vinoth Kumar S

6.2.Sprint Delivery Schedule:

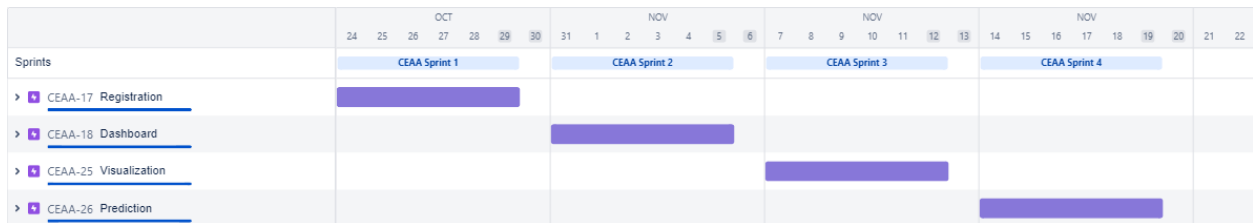
Sprint	Functional Requirement (Epic)	User Story Number	User Story / Task	Story Points	Priority	Team Members
Sprint-1	Registration	USN-1	As a user, I can register for the application by entering my email, password, and confirming my password.	2	High	Rakesh Shekhawat
Sprint-1		USN-2	As a user, I will receive confirmation email once I have registered for the application	1	High	Vishnu Babu B
Sprint-2		USN-3	As a user, I can register for the application through Facebook	2	Low	Ajay S
Sprint-1		USN-4	As a user, I can register for the application through Gmail	2	Medium	Vinoth Kumar S
Sprint-1	Login	USN-5	As a user, I can log into the application by entering email & password	2	High	Rakesh Shekhawat
Sprint-2	Dashboard	USN-6	As a user, I can able to access the dashboard	4	Medium	Vishnu Babu B
Sprint-2		USN-7	As a user, I can able to upload my dataset through dashboard	2	High	Ajay S
Sprint-3		USN-8	As a user, I can able to done a Data Pre-processing	3	Medium	Vinoth Kumar S
Sprint-3		USN-9	As a user, I can able to build a model for my dataset – Train the model	4	Low	Rakesh Shekhawat

Sprint	Functional Requirement (Epic)	User Story Number	User Story / Task	Story Points	Priority	Team Members
Sprint-3		USN-10	As a user, I can able to test my model	4	Low	Vishnu Babu B
Sprint-3		USN-11	As a user, I can able to evaluate my performance	3	Medium	Ajay S
Sprint-4		USN-12	As a user, I can able find a prediction of my dataset attrition rate using algorithm	5	High	Vinoth Kumar S
Sprint-4		USN-13	As a user, I can able view the visualization of my dataset in the dashboard	5	High	Rakesh Shekhawat
Sprint-2		USN-14	As a user, I can to ask the help to the development team	3	Low	Vishnu Babu B
Sprint-4	Database	USN-15	As a user, I can assure that my information are in the safe state	5	Medium	Ajay S
Sprint-2	Logout	USN-16	As a user, I can able to logout the page with my presence	2	Medium	Vinoth Kumar S

Sprint	Total Story Points	Duration	Sprint Start Date	Sprint End Date (Planned)	Story Points Completed (as on Planned End Date)	Sprint Release Date (Actual)
Sprint-1	7	6 Days	24 Oct 2022	29 Oct 2022	7	29 Oct 2022
Sprint-2	13	6 Days	31 Oct 2022	05 Nov 2022	13	05 Nov 2022
Sprint-3	14	6 Days	07 Nov 2022	12 Nov 2022	14	12 Nov 2022
Sprint-4	15	6 Days	14 Nov 2022	19 Nov 2022	15	19 Nov 2022

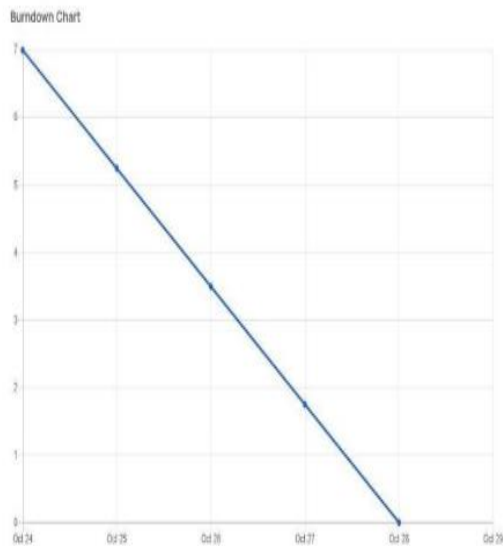
6.3. Reports From Jira:

Jira helps teams plan, assign, track, report, and manage work and brings teams together for everything from agile software development and customer support to start-ups and enterprises.

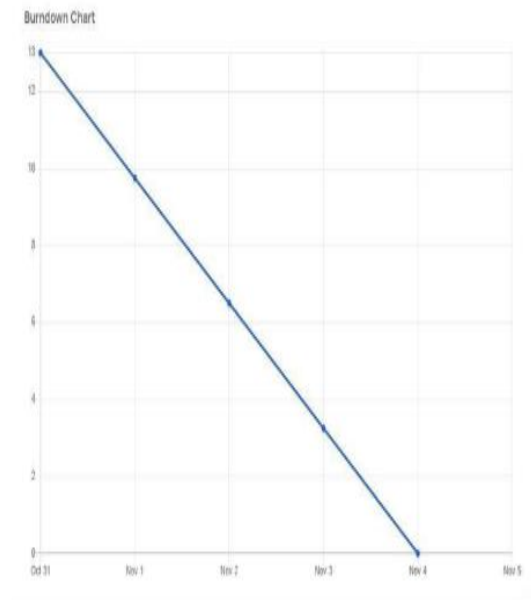


Burndown Chart:

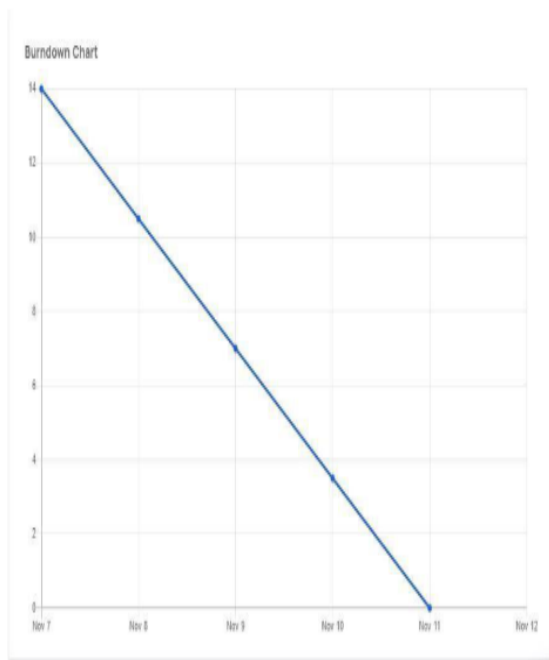
Sprint 1



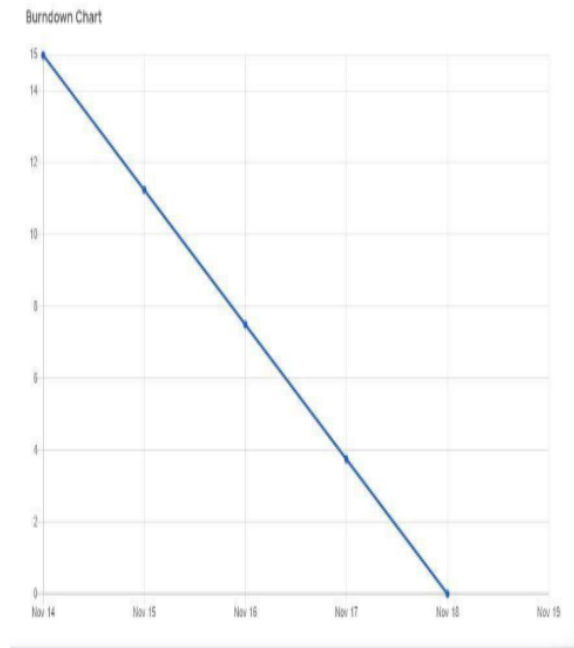
Sprint 2



Sprint 3



Sprint 4



7. CODING & SOLUTIONING

7.1 Feature 1

IBM Cognos Analytics provides dashboards and stories to communicate your insights and analysis. You can assemble a view that contains visualizations such as a graph, chart, plot, table, map, or any other visual representation of data.

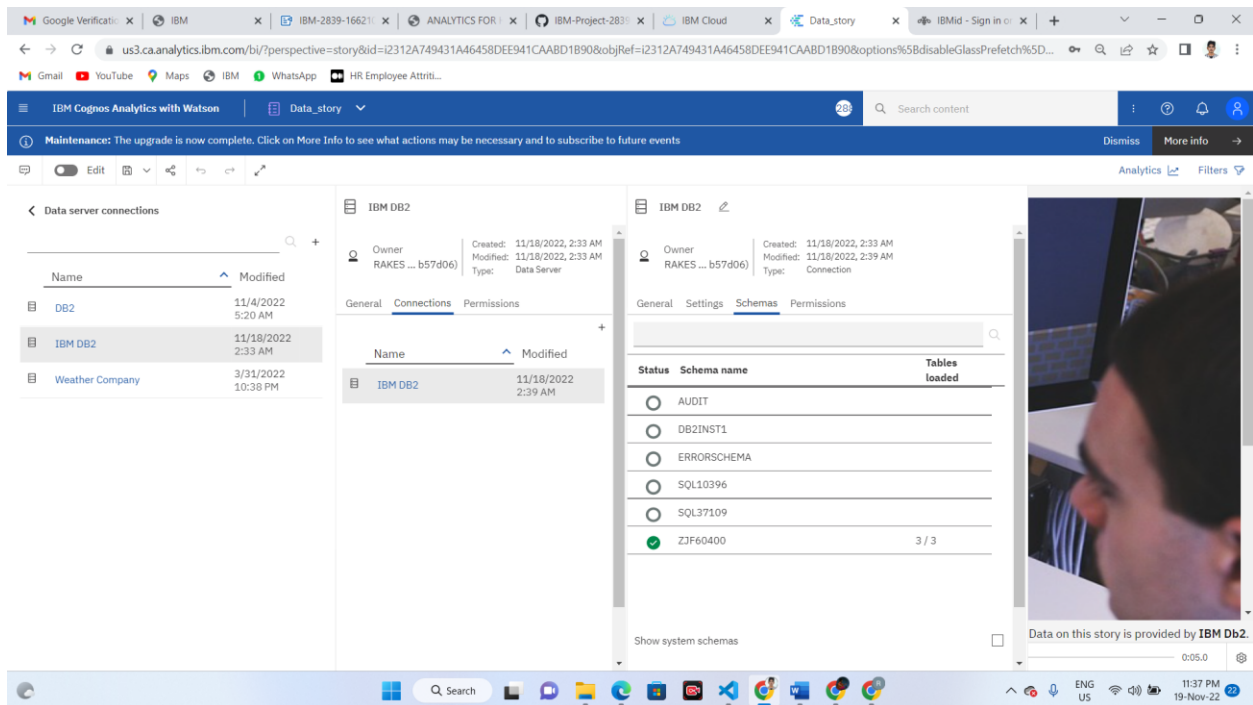
7.2 Feature 2

Explore powerful visualizations of your data in IBM Cognos Analytics and discover patterns and relationships that impact your business. A dashboard helps you to monitor events or activities at a glance by providing key insights and analysis

about your data on one or more pages or screens. The following are the modules in our work:

- Working With The Dataset
- Data Visualization Charts
- Creating The Dashboard

7.3 Database Schema



8. TESTING

8.1. Test Cases

The purpose of testing is to discover errors. Testing is the process of trying to discover every conceivable fault or weakness in a work product. It provides a way to check the functionality of components, sub-assemblies, assemblies and/or a finished product. It is the process of exercising software with the intent of ensuring that the Software system meets its requirements and user expectations and does not

fail in an unacceptable manner. There are various types of test. Each test type addresses a specific testing requirement.

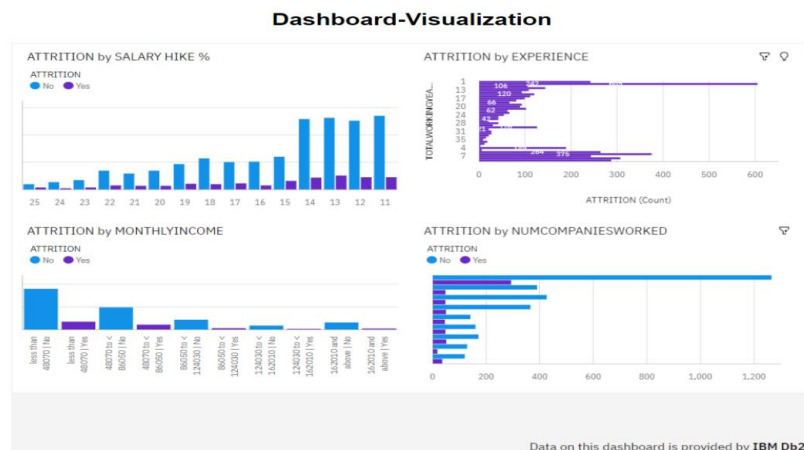
8.2 User Acceptance Testing

User Acceptance Testing is a critical phase of any project and requires significant participation by the end user. It also ensures that the system meets the functional requirements. All test cases are run at this point to ensure that the program is right and complete. The test must be completed successfully before the program can be accepted by the customer. The customer formally approves the delivery of this system after customer workers have checked that the preliminary production statistics load is correct and that the test suite has been achieved with perfect results.

9. RESULTS

9.1. Performance Metrics

A data dashboard is a tool many businesses use to track, analyze, and display data—usually to gain insight into the overall wellbeing of an organization, department, or specific process. To collaborate all charts previously created to make an interactive dashboard.



10. ADVANTAGES & DISADVANTAGES:

ADVANTAGES:

- Higher manpower costs.
- Negative effect of people.
- New idea.
- Higher performance.
- Setting the culture right.

DISADVANTAGES:

- Decreased overall performance.
- Daily task management.
- Increased cost.
- Lack of knowledgeable employees.
- Create a Negative image.
- Employee development.

11. CONCLUSION:

Going overseas loses its value due to high attrition. Companies suffer knowledge loss, training costs, a never-ending cycle of hiring, and delays in completing projects that were anticipated as a result. Create a work environment where employees may participate in the creation of rewards programmes because staff recruitment and retention are major concerns for IT firms.

Although businesses may claim to be aware of all these offshore staff retention methods, few really put them into practise in their captive centres or check to see if their external vendors do. why not because the processes involved in retention take time. It takes time to establish a complete hiring procedure, a career promotion programme, and to carry out an official employee satisfaction survey. Unfortunately, there is no gain without any pain. As businesses witness their best employees leave to work for the competition, they begin to understand that these initiatives are worthwhile. Invest in your overseas workers, and they'll contribute to generating exceptional profits.

12. FUTURE SCOPE:

As per this project we will be analyzing some important visualization, creating a dashboard and by going through these we will get most of the insights of analytics for employee attrition data. Analytics is the interpretation of data pattern that assist decision- making and performance improvement. IBM Cognos Analytics is used to create a report, modelling, analysis, visualization, exploration, dashboards, stories, and we can understand easily our organization's data, and make effective decisions in attrition of employees. A dashboard helps us to monitor events or activities at a glance by providing key insights and analysis about our data on one or

more pages or screens. In this project, we visualize, analyse and gain most of the insights by creating a dashboard.

13. APPENDIX:

13.1. Source Code:

Index.html

```
<!DOCTYPE html>
<html>
<head>
<meta name="viewport" content="width=device-width, initial-scale=1">
<style>
body {
  margin: 0;
  font-family: Arial, Helvetica, sans-serif;
}

.topnav {
  overflow: hidden;
  background-color: #333;
}

.topnav a {
  float: left;
  color: #f2f2f2;
  text-align: center;
  padding: 14px 16px;
  text-decoration: none;
  font-size: 17px;
```



```

}

.topnav a:hover {
  background-color: #ddd;
  color: black;
}

</style>
</head>
<body>

<div class="topnav">
  <a href="index.html">Home</a>
  <a href="Visualization_Page.html">Visualization</a>
  <a href="dash.html">Dashboard</a>
  <a href="story.html">Story</a>
  <a href="report.html">Report</a>
  <a href="about.html">About us</a>
</div>
</br></br></br></br></br></br></br>
<center><h2>Corporate Employee Attrition Analytics</h2></center>
<center></center>
</body>
</html>

```

about.html

```

<!DOCTYPE html>
<html>
<head>
<meta name="viewport" content="width=device-width, initial-scale=1">
<style>
body {

```

```
font-family: Arial, Helvetica, sans-serif;
margin: 0;
}

html {
  box-sizing: border-box;
}

*, *:before, *:after {
  box-sizing: inherit;
}

.column {
  float: left;
  width: 33.3%;
  margin-left: 450px;
  margin-bottom: 16px;
  padding: 10 8px;
}

.card {
  box-shadow: 0 4px 8px 0 rgba(0, 0, 0, 0.2);
  margin: 8px;
}

.about-section {
  padding: 50px;
  text-align: center;
  background-color: #474e5d;
  color: white;
}

.container {
  padding: 0 16px;
```

```

}

.container::after, .row::after {
  content: "";
  clear: both;
  display: table;
}

.title {
  color: grey;
}
</style>
</head>
<body>
</br></br>
<h2 style="text-align:center">About us</h2>
</br></br></br>
<div class="row">
  <div class="column">
    <div class="card">
      <div class="container">
        </br>
        <p>TEAM LEAD : RAKESH SHEKHAWAT</p>
        <p>TEAM MEMBER 1 : AJAY S</p>
        <p>TEAM MEMBER 2 : VISHNU BABU B</p>
        <p>TEAM MEMBER 3 : VINOTH KUMAR S</p>
      </br>
    </div>
  </div>
</div>
</div>
</div>

</body>
</html>

```

dash.html

```
<html>
<head>
<title>Final Dashboard</title>
</head>
<body><br>
  <center><h2      style="font-family:sans-serif;      font-weight:
bolder;">Dashboard-Visualization</h2>
  <iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=dashboard&path
Ref=.my_folders%2FEmp_Attrition_Data_Dashboard&closeWindowO
nLastView=true&ui_appbar=false&ui_navbar=false&shareM
ode=embedded&action=view&mode=dashboard&subView=
model000001848af1a4e1_00000000"      width="320"      height="200"
frameborder="0"      gesture="media"      allow="encrypted-media"
allowfullscreen=""></iframe></center>
</body>
</html>
```

report.html

```
<html>
<head>
<title>Report</title>
</head>
<body>
  <br>
  <center><h2  style="font-family:Arial, Helvetica, sans-serif; font-
weight: bolder;">Report-Final</h2>
  <iframe
src="https://us1.ca.analytics.ibm.com/bi/?pathRef=.my_folders%2FFINAL
%2FReport-
Final&closeWindowOnLastView=true&ui_appbar=false&ui_
```

```

        navbar=false&shareMode=embedded&action=run&format=
        HTML&prompt=false" width="950" height="550" frameborder="0"
        gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>
    </center>
</body>
</html>

```

story.html

```

<html>
<head>
<title>Story</title>
</head>
<body>
<br>
    <center><h2 style="font-family:Arial, Helvetica, sans-serif; font-weight:
    bolder;">Story-Visualization</h2>
    <iframe
    src="https://us3.ca.analytics.ibm.com/bi/?perspective=story&pathRef=.
    my_folders%2FData_story&closeWindowOnLastView=true&ui_a
    ppbar=false&ui_navbar=false&shareMode=embedded&actio
    n=view&sceneId=model000001848e481c77_000000002&sceneTi
    me=0" width="320" height="200" frameborder="0" gesture="media"
    allow="encrypted-media" allowfullscreen=""></iframe>
    </center>
</body>
</html>

```

Vis1.html

```

<html>
<head>
<title>Employee Attrition</title>

```

```

</head>
<body>
  </br>
  <center><h2          style="font-family:sans-serif;          font-weight:
bolder;">Employee Attrition</h2>
    <iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=dashboard&path
Ref=.my_folders%2FEmp_Attrition_Data_Dashboard&closeWindowO
nLastView=true&ui_appbar=false&ui_navbar=false&shareM
ode=embedded&action=view&mode=dashboard&subView=
model0000018489fec617_00000003"          width="320"          height="200"
frameborder="0"          gesture="media"          allow="encrypted-media"
allowfullscreen=""></iframe>
  </center>
</body>
</html>

```

Vis2.html

```

<html>
<head>
<title>ATTRITION by BUSINESS TRAVEL and ATTRITION colored by
ATTRITION</title>
</head>
<body>
  </br>
  <center><h2          style="font-family:sans-serif;          font-weight:
bolder;">ATTRITION by BUSINESSTRAVEL and ATTRITION colored by
ATTRITION</h2>
    <iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=dashboard&path
Ref=.my_folders%2FEmp_Attrition_Data_Dashboard&closeWindowO
nLastView=true&ui_appbar=false&ui_navbar=false&shareM
ode=embedded&action=view&mode=dashboard&subView=

```

```

model000001848a0dc16c_00000000"      width="320"      height="200"
frameborder="0"      gesture="media"      allow="encrypted-media"
allowfullscreen=""></iframe>
</center>
</body>
</html>

```

Vis3.html

```

<html>
<head>
<title>ATTRITION BY JOBROLE, MARITAL STATUS, EDUCATION
FIELD AND DEPARTMENT</title>
</head>
<body>
</br>
<center><center><h2      style="font-family:sans-serif;      font-weight:
bolder;">ATTRITION BY JOBROLE, MARITAL STATUS, EDUCATION
FIELD AND DEPARTMENT</h2></center>
<center><iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=dashboard&path
Ref=.my_folders%2FEmp_Attrition_Data_Dashboard&closeWindowO
nLastView=true&ui_appbar=false&ui_navbar=false&shareM
ode=embedded&action=view&mode=dashboard&subView=
model000001848a1a359c_00000000"      width="320"      height="200"
frameborder="0"      gesture="media"      allow="encrypted-media"
allowfullscreen=""></iframe>
</center>
</body>
</html>

```

Vis4.html

```

<html>

```

```

<head>
<title>ATTRITION BY SALARY HIKE</title>
</head>
<body>
</br>
    <center><h2          style="font-family:sans-serif;          font-weight:
bolder;">ATTRITION BY SALARY HIKE</h2>
    <center><iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=dashboard&path
Ref=.my_folders%2FEmp_Attrition_Data_Dashboard&closeWindowO
nLastView=true&ui_appbar=false&ui_navbar=false&shareM
ode=embedded&action=view&mode=dashboard&subView=
model000001848a34ff23_00000000"          width="320"          height="200"
frameborder="0"          gesture="media"          allow="encrypted-media"
allowfullscreen=""></iframe>
    </center>
</body>
</html>

```

Vis5.html

```

<html>
<head>
<title>ATTRITION by NUMCOMPANIESWORKED and ATTRITION
colored by ATTRITION</title>
</head>
<body>
</br>
    <center><h2          style="font-family:sans-serif;          font-weight:
bolder;">ATTRITION by NUMCOMPANIESWORKED and ATTRITION
colored by ATTRITION</h2>
    <center>
    <iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=dashboard&path

```



```

Ref=.my_folders%2FEmp_Attrition_Data_Dashboard&closeWindowO
nLastView=true&ui_appbar=false&ui_navbar=false&shareM
ode=embedded&action=view&mode=dashboard&subView=
model000001848a43d59a_000000000" width="320" height="200"
frameborder="0" gesture="media" allow="encrypted-media"
allowfullscreen=""></iframe>
</center>
</body>
</html>

```

Vis6.html

```

<html>
<head>
<title>ATTRITION by MONTHLYINCOME </title>
</head>
<body>
<br>
<center><h2 style="font-family:sans-serif; font-weight:
bolder;">ATTRITION by MONTHLYINCOME</h2>
<center>
<iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=dashboard&path
Ref=.my_folders%2FEmp_Attrition_Data_Dashboard&closeWindowO
nLastView=true&ui_appbar=false&ui_navbar=false&shareM
ode=embedded&action=view&mode=dashboard&subView=
model000001848a58ab97_000000000" width="320" height="200"
frameborder="0" gesture="media" allow="encrypted-media"
allowfullscreen=""></iframe>
</center>
</body>
</html>

```

Vis7.html

```

<html>
<head>
<title>ATTRITION by TOTALWORKINGYEARS</title>
</head>
<body>
</br>
    <center><h2          style="font-family:sans-serif;          font-weight:
bolder;">ATTRITION by TOTALWORKINGYEARS</h2>
    <center>
        <iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=dashboard&path
Ref=.my_folders%2FEmp_Attrition_Data_Dashboard&closeWindowO
nLastView=true&ui_appbar=false&ui_navbar=false&shareM
ode=embedded&action=view&mode=dashboard&subView=
model000001848a63aff7_000000000"          width="320"          height="200"
frameborder="0"          gesture="media"          allow="encrypted-media"
allowfullscreen=""></iframe>
    </center>
</body>
</html>

```

Visualization_page.html

```

<!DOCTYPE html>
<html>
<head>
<meta name="viewport" content="width=device-width, initial-scale=1">
<style>
body {
    margin: 0;
    font-family: Arial, Helvetica, sans-serif;
}

.topnav {
    overflow: hidden;
    background-color: #333;

```

```

}

.topnav a {
  float: left;
  color: #f2f2f2;
  text-align: center;
  padding: 14px 16px;
  text-decoration: none;
  font-size: 17px;
}

.topnav a:hover {
  background-color: #ddd;
  color: black;
}
.div1 a
{
  float: none;
  color: #000000;
  text-align: center;
  padding: 14px 16px;
  text-decoration: none;
  font-size: 17px;
}
</style>
</head>
<body>

<div class="topnav">
  <a href="vis1.html">Chart 1</a>
  <a href="vis2.html">Chart 2</a>
  <a href="vis3.html">Chart 3</a>
  <a href="vis4.html">Chart 4</a>
  <a href="vis5.html">Chart 5</a>
  <a href="VIS6.html">Chart 6</a>
  <a href="vis7.html">Chart 7</a>
</div>
<br><br>
<div class="div1">
  <center><h2>Corporate Employee Attrition Analytics</h2></center>
<br><br>
<center></center>
<br>

```

</div>

</body>

</html>

13.2. Github & Project Demo Link

Github Link - <https://github.com/IBM-EPBL/IBM-Project-2839-1658483995>

Project Demo Link - https://youtu.be/XL4tAZ_joe0