V.S.S. GOVERNMENT ARTS COLLEGE

DEPARTMENT OF PHYSICS

PULANKURICHI

SIVAGNAGAI – 630 405

Naan Mudhalvan Scheme

Domain: Data Literacy with Tableau

Project Title: The Tableau HR Scorecard: Measuring Success in Talent Management

Submitted by

TEAM III

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PROJECT REPORT TEMPLATE

1 INTRODUCTION

Overview

Data literacy is one of the most important skills a business or individual can have. Businesses depend on data-literate employees to drive them forward, and businesses need to build a thriving data culture in order to empower their employees. And that's why Tableau has made a commitment to spreading data literacy wherever we can. Below, we cover the basics of data literacy including:

1. What is data literacy?
2. Importance of data literacy
3. Data literacy skills
4. Challenges of data literacy
5. Build data literacy with a framework
6. How to become data literate
7. Data literacy and data culture
8. Getting started with data literacy

What Is data literacy?

So what is data literacy? The definition is: the ability to explore, understand, and communicate with data in a meaningful way. This can be on different levels: technically and advanced, or on a much more basic level.

Importance of data literacy

According to a study we sponsored with Forrester Consulting, 87% of employees rate basic data skills as very important for their day-to-day operations. That same

percentage of business owners expects basic data skills from their employees at all levels. Despite this, only 40% of employees feel they've been properly trained on the data skills they're expected to have. On top of that, according to a study conducted by Accenture, companies lose an average of 43 hours per employee per year due to data-induced procrastination.

Not to mention the amount of data produced and cataloged grows by the day, and utilizing data becomes increasingly important for businesses to stay ahead of their competition. Creating a culture of data literacy at your company can provide many benefits, including:

- Better decision making
- Clearer understanding of ROI and attribution
- Increased employee satisfaction and retention
- Better customer experience and satisfaction

Data literacy skills

When you start saying "data" and "skills" in the same sentence, people can get intimidated. Luckily, there are data literacy skills that anyone can learn and master, regardless of their current knowledge level. We've divided these into technical and non-technical skills.

Non-technical skills

It can see like all the data skills are technical and difficult to learn, but in reality, many are completely non-technical and accessible to anyone who wants to build their skills. This includes things like problem-solving, critical thinking, researching, and more.

Some of the non-technical data literacy skills include:

- **Critical thinking:** Essential for analyzing and understanding data, critical thinking skills are developed through questioning your assumptions, using logic to work through problems, and diversifying where you get your information.
- **Research:** Knowing about the subject matter of your data is critical to understanding it. You can develop this skill by learning how to evaluate sources, narrow your search, and spot implicit or explicit biases.
- **Communication:** A large part of data literacy is being able to communicate to others what your data is telling you. You can sharpen your communication skills by practicing active listening, working on your public speaking, and seeking feedback from trusted peers.
- **Domain knowledge:** And perhaps most important is keeping up with the industry and latest trends. You can work on expanding your data knowledge by reading books, following blogs, or researching trends.

Technical skills

Technical skills are, of course, equally important to developing data literacy. These range from relatively simple skills to learn like data analysis and visualization, to much more complex such as calculus and statistical programming.

Some of the technical data literacy skills include:

- **Analysis:** Data analysis is the statistical and logical technique used to interpret and evaluate data. It includes collecting, formatting, cleaning, and processing data as well as analysis and interpretation.
- **Visualization:** Data visualization is the graphical representation of information in different forms, such as charts, graphs, maps, etc.

- **Management:** Data management is the entire process of collecting, vetting, and storing data. It includes data cleaning, data mining, and data warehousing.
- **Mathematics:** If you want to really understand data on a deep level, you need to know the basis for its analysis. That involves learning about statistics, linear algebra, and calculus. Even a conceptual understanding of each will further your knowledge.
- **Programming languages:** If you want to build dashboards or complex data analysis programs, you need to understand and use programming languages. Some of the best for data work include Python, R, and SQL.

Challenges of data literacy

So what challenges can you expect when pushing for data literacy in your organization? You may encounter such challenges as your employees being resistant to change or new technology, there being a skills gap between your users, issues with data governance, and silos in your organization.

- **User resistance:** You may find people are resistant to new technology or processes, and don't want to embrace change. Ensuring that you get these people onboard with the benefits will help you handle any such resistance and ensure success.
- **Skills gap:** When training your team to handle new procedures or tools, you may find that some of your team already knows how to use it and some struggle to adopt. Ensuring a thorough education of new concepts and tools will help to eliminate this issue.
- **Data governance:** The more data your organization learns to handle, the better your data governance practices need to be. Ensuring you have best practices for every stage of the data governance lifecycle will ensure that your processes run smoothly and your data is accurate.

PROJECT DESCRIPTION:

The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization. It provides a way for HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development.

The HR Scorecard consists of four main perspectives:

1. Financial Perspective: This perspective focuses on the financial impact of HR initiatives, such as the cost of recruitment, training and development, compensation and benefits, and turnover.

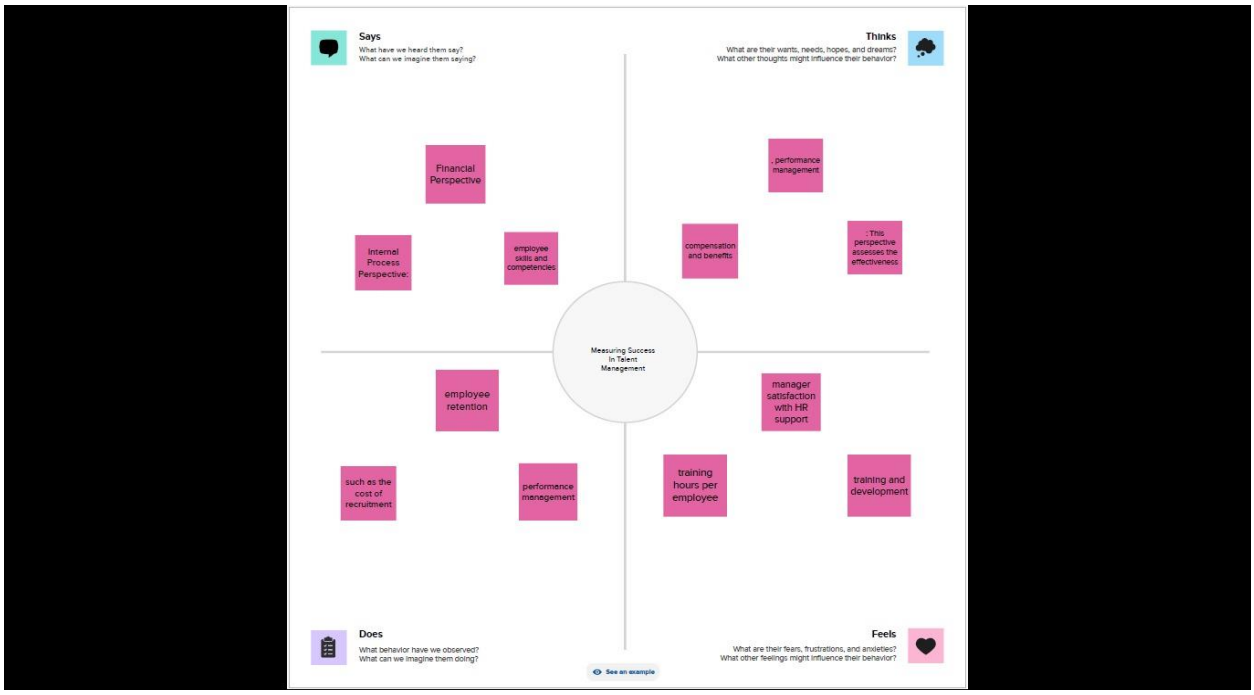
2. Customer Perspective: This perspective measures the satisfaction of internal and external customers of HR services, including employees, managers, and job candidates. It includes KPIs such as employee engagement, manager satisfaction with HR support, and candidate experience.

3. Internal Process Perspective: This perspective assesses the effectiveness and efficiency of HR processes, such as recruiting, onboarding, performance management, and employee development. It includes KPIs such as time to fill vacancies, time to productivity for new hires, and training hours per employee.

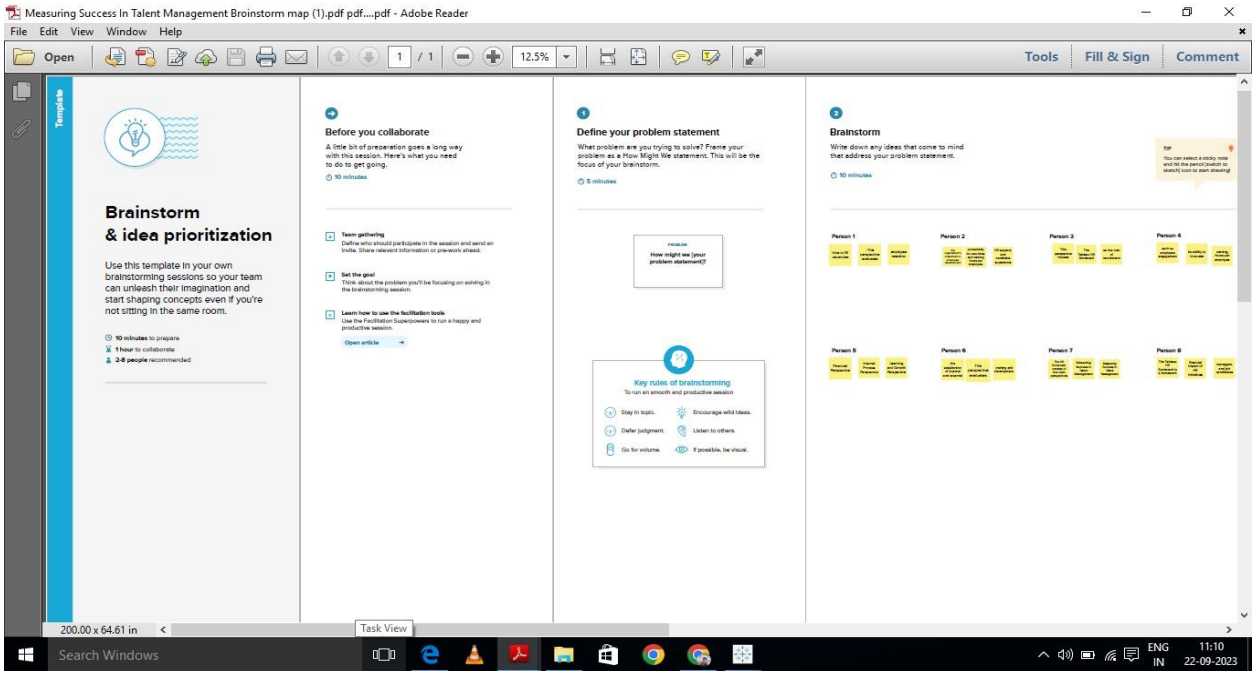
4. Learning and Growth Perspective: This perspective evaluates the organization's investment in employee development and its ability to innovate and adapt to changing business needs. It includes KPIs such as employee skills and competencies, employee retention, and the percentage of employees who receive regular training and development.

2. PURPOSE DEFINITION & DESIGN THINKING

Emphathy map

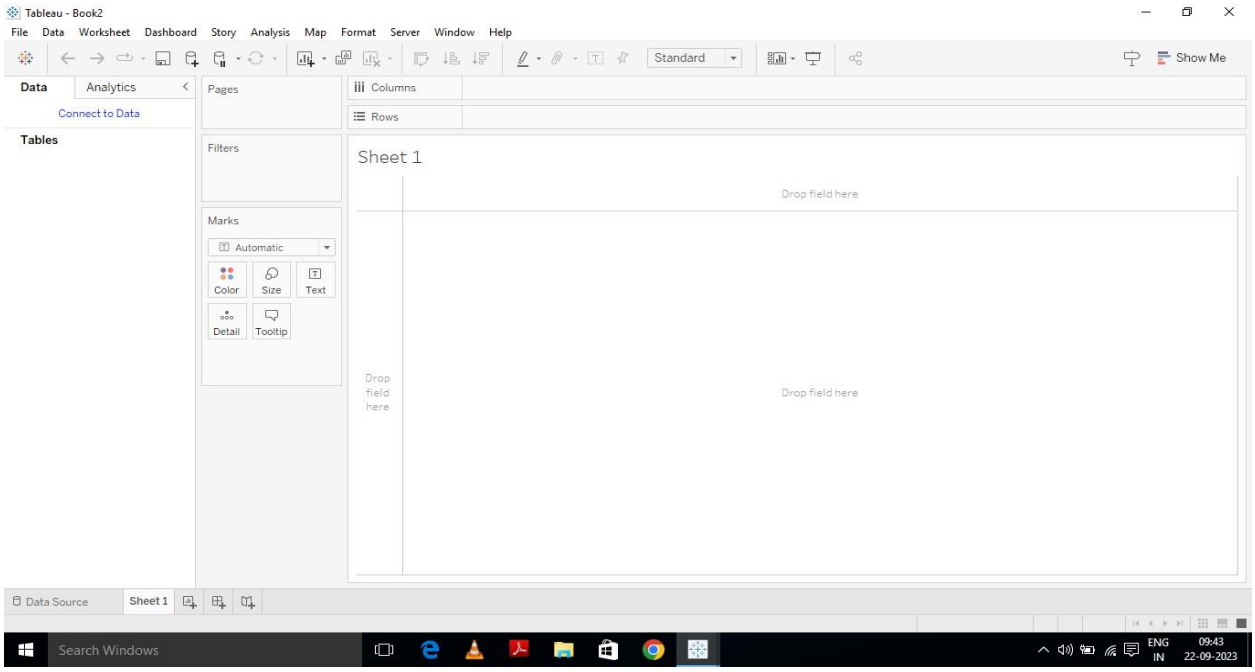


Ideation & Brainstorming Map



Activity & Screenshot

Open the Tableau Desktop



Description:

Data contains all the meta information regarding the columns described in the CSV files. We have provided 1 CSV file: The Tableau HR Scorecard: Measuring Sources in Talent Management.

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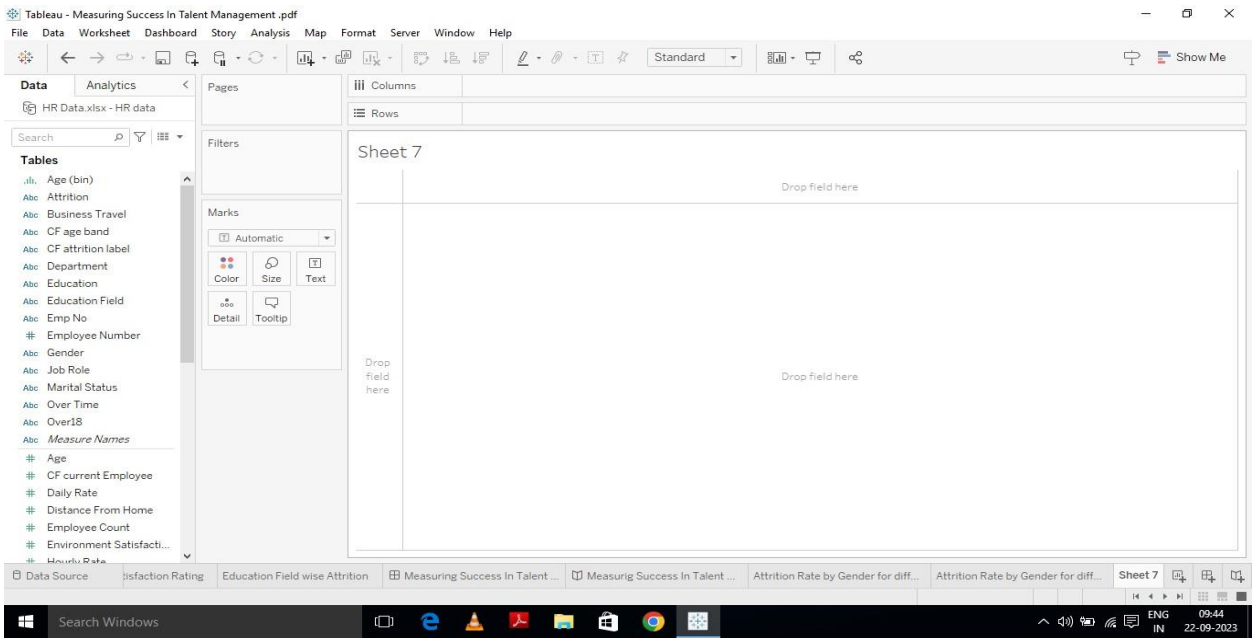
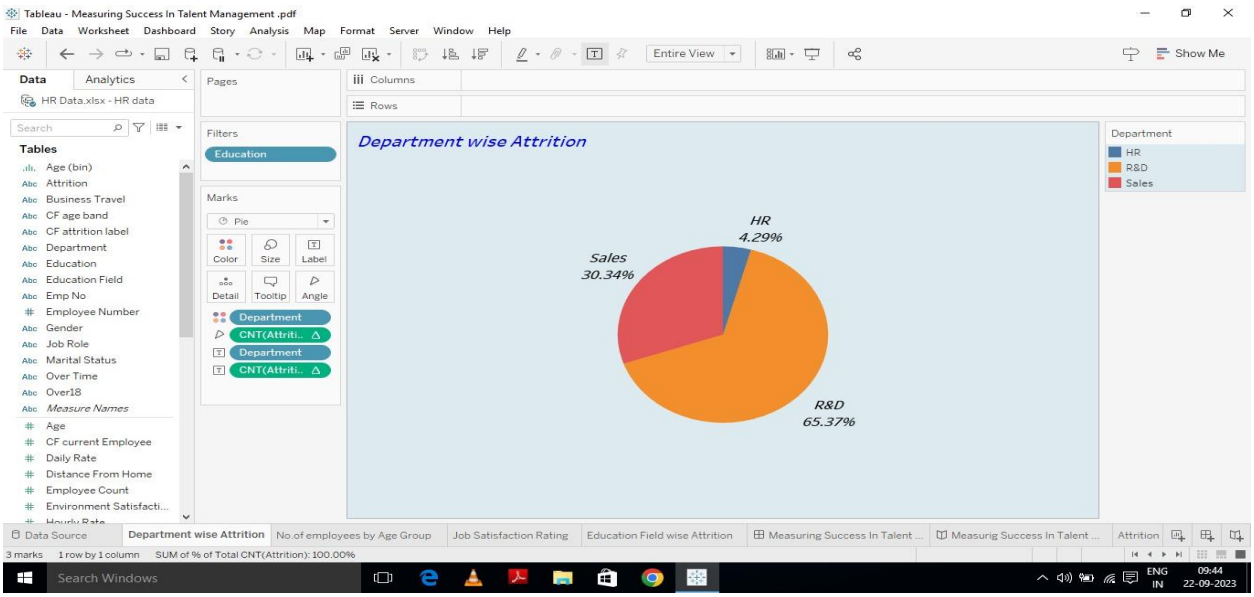


Description:

First of all department drag into colours convert to the pie chart , Standard view option change the Entire View. Now get the labels , department drag into label and Attrition drag to the Angle again attrition drag to the Label,Right click to Attrition Quick table calculation and select to the option percent of total final change the sheet name and get the visualization.

Department wise Attrition:



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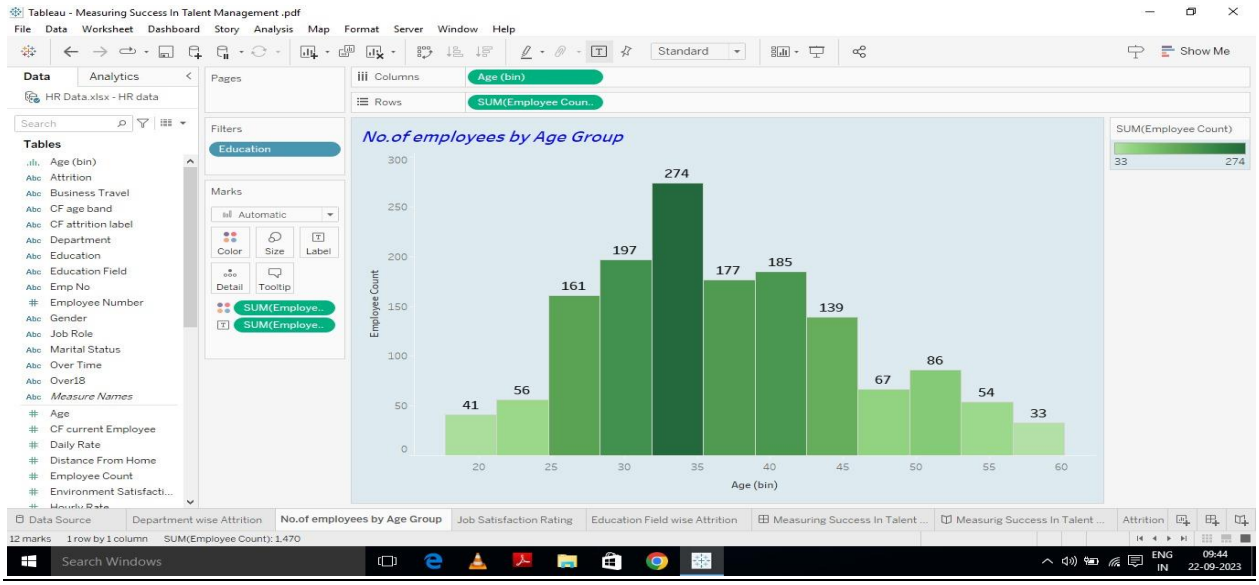
Open the new sheet and Age bin drag in to the Column and employee count drag in to the Row And standard option change to the entire view. Employee count drag to the Label again Employee Count drag to the colours and edit the colours. Change the sheet name and get the visualization.

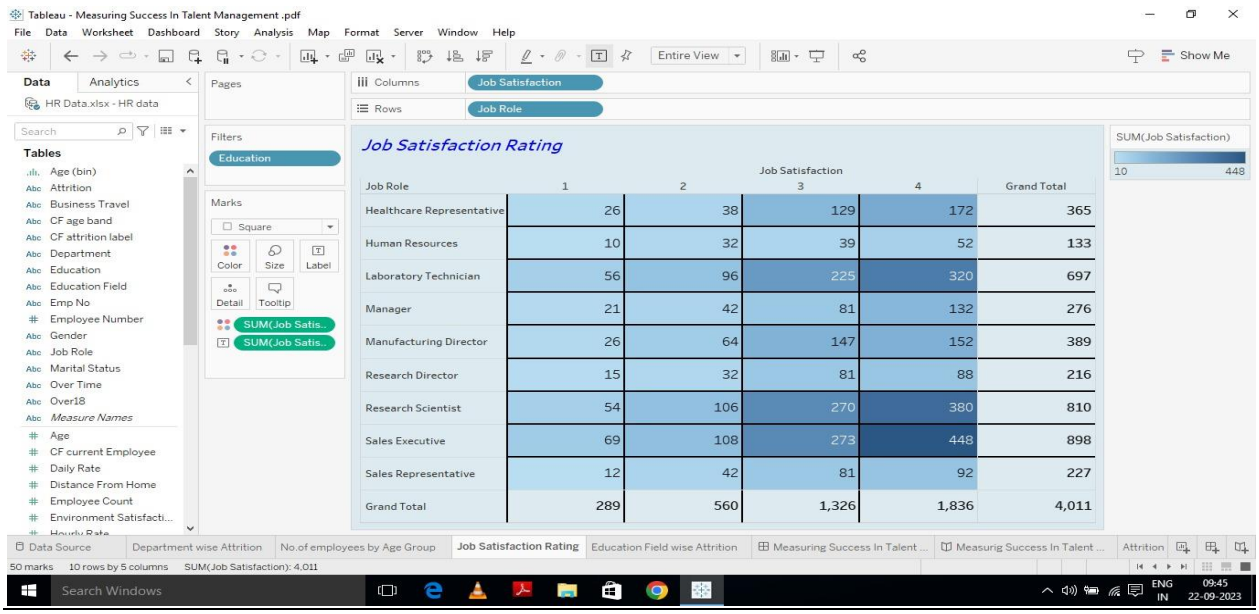
No. of Employees by Age Group:



Description:

Open the new sheet, drag the Job Satisfaction in to the Column. Job Role drag to the Row. Standard option change to the Entire view option, Employee count is drag the label again Employee count is drag the colour. Change the Show me option , Go to the Analysis option click to the tools option select the both option Show Row grand totals and Show column totals, Change the colour and sheet name and get the visualization.

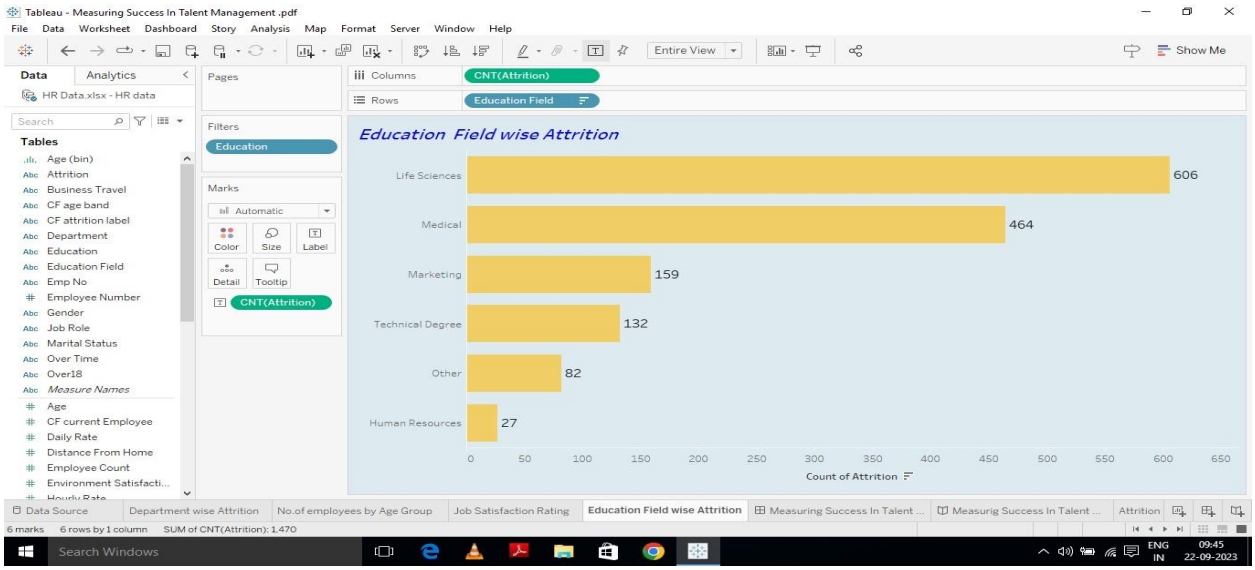
Job Satisfaction Rating:



Description:

Open the new sheet and Attrition drag to the column and Educational field is drag to the Row. Attrition is drag to the label and standard view is change to the entire view , right click the Attrition count is change. Education is drag to the filter column and show me option change bar and get the visualization. Change sheet name.

Educational Field Wise Attrition:



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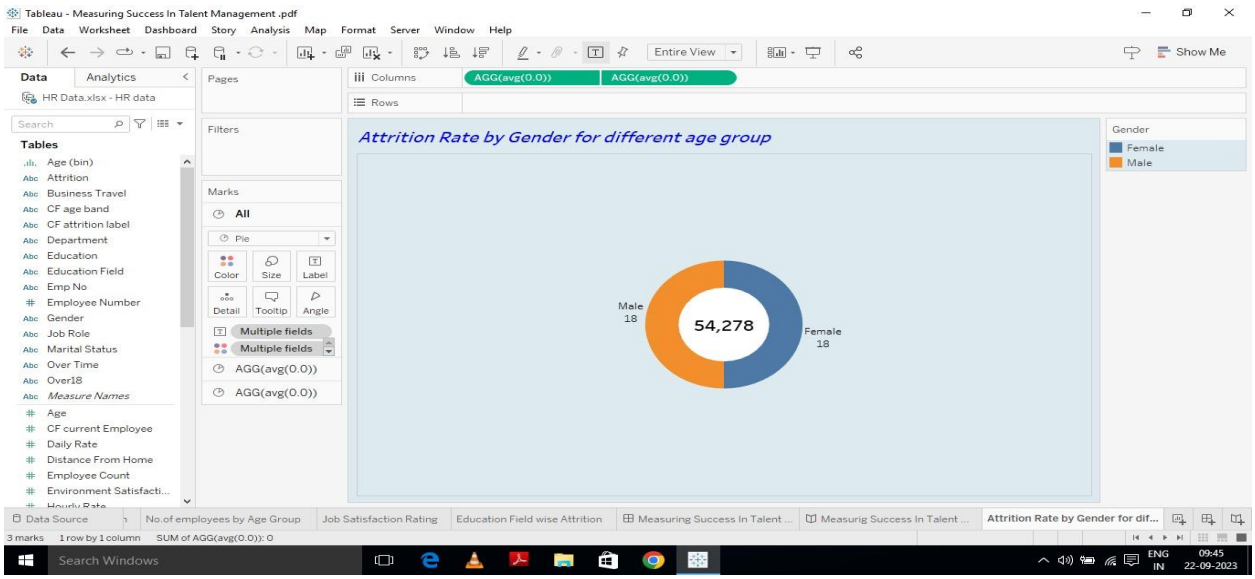
Open the new sheet and Age is drag to the label and Gender is drag to the colour option. Change the option show me in pie chart get the visualization. Change sheet name

Attrition Rate by Gender for different age group:



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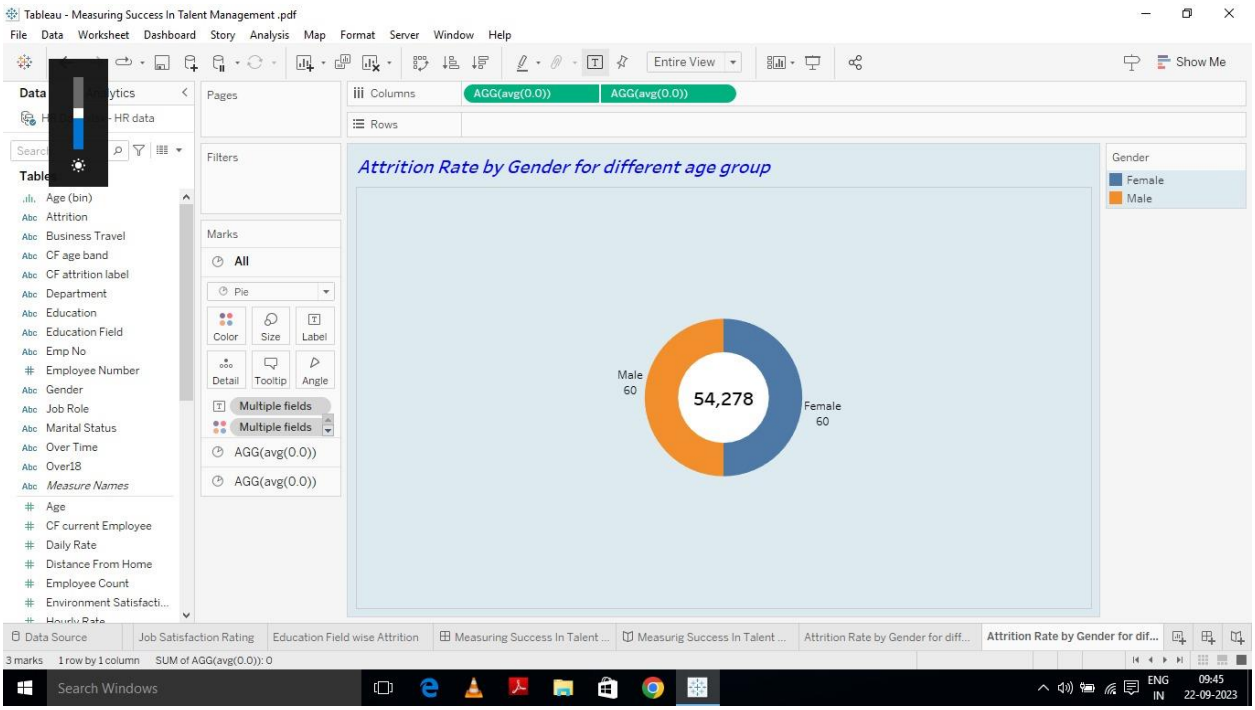
Attrition Rate by Gender for different age group:

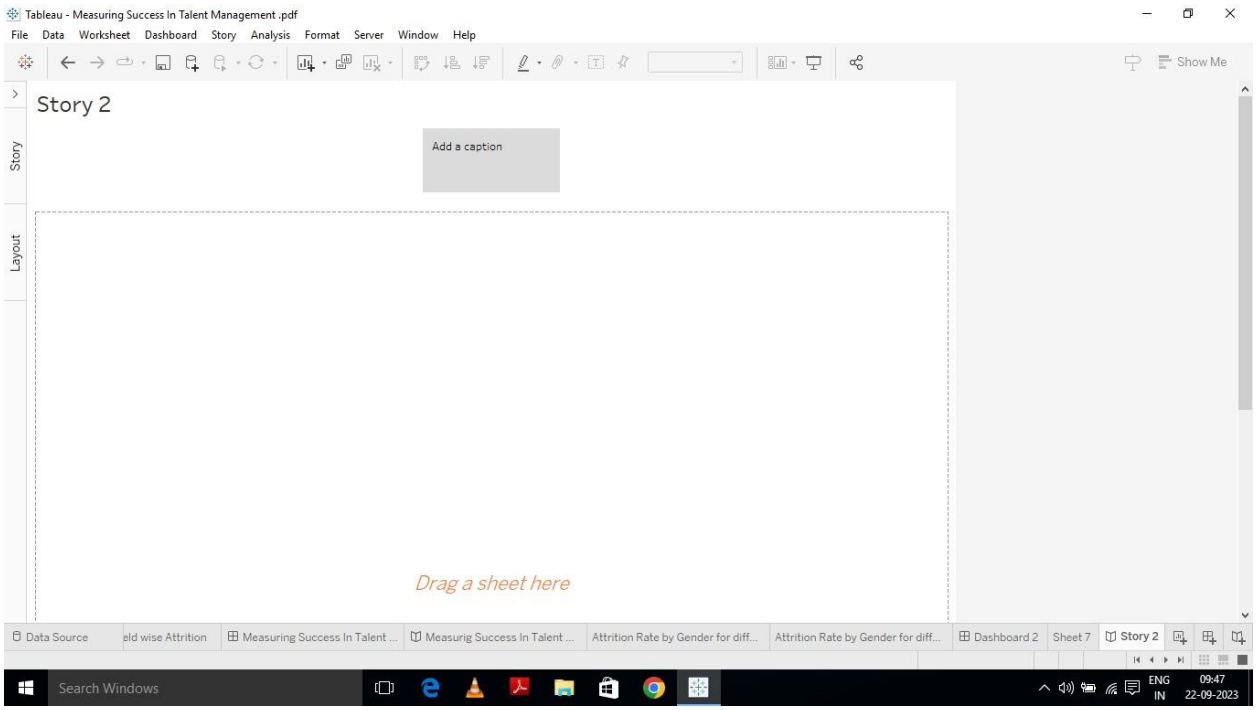


Story:

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.



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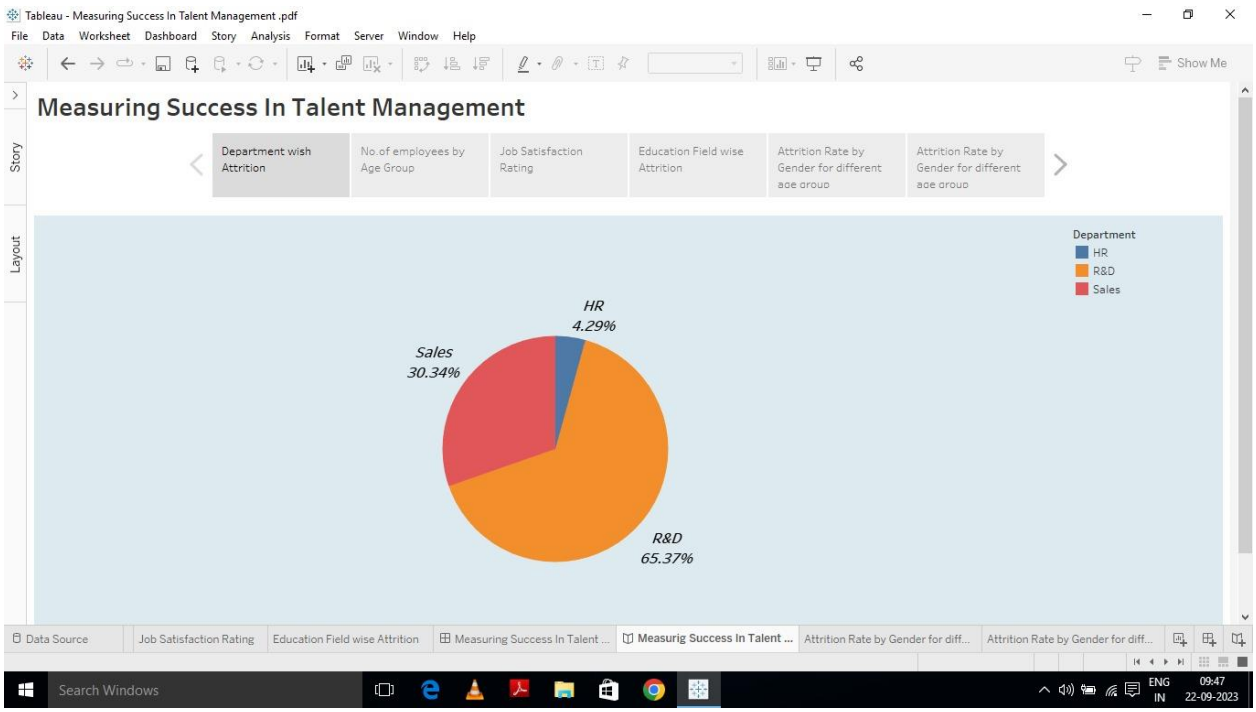

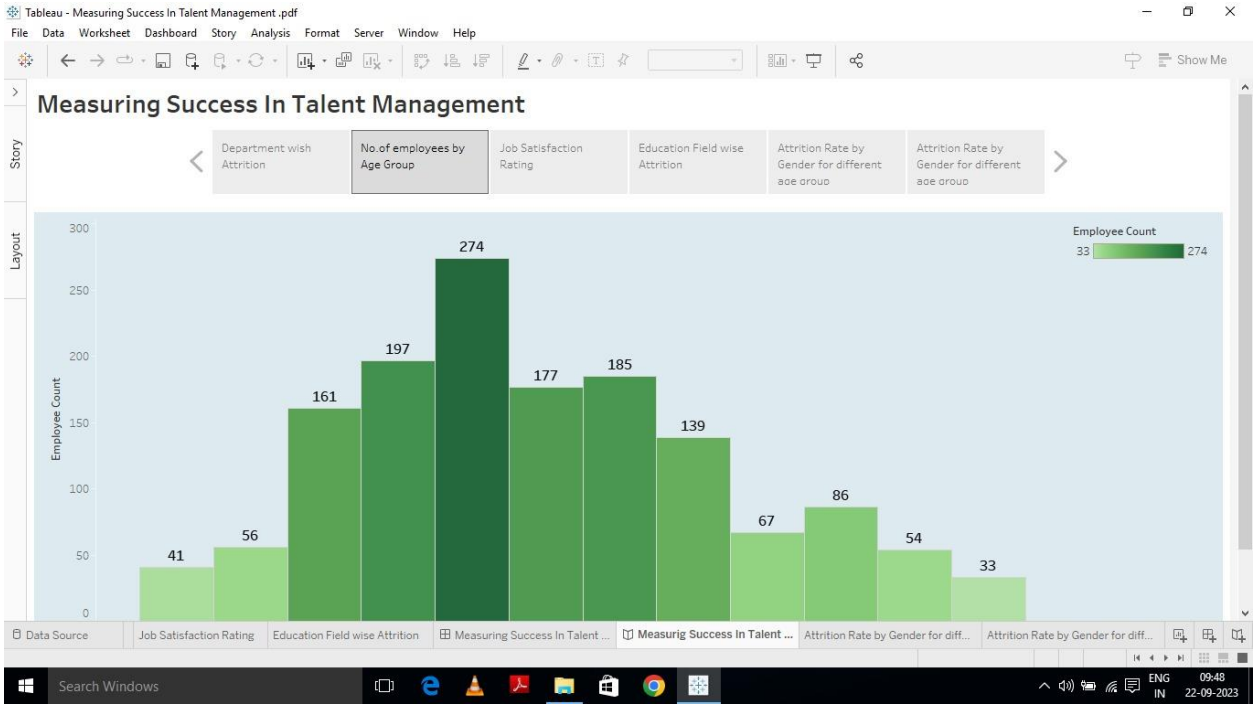
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Measuring Success In Talent Management
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No.of employees by Age Group
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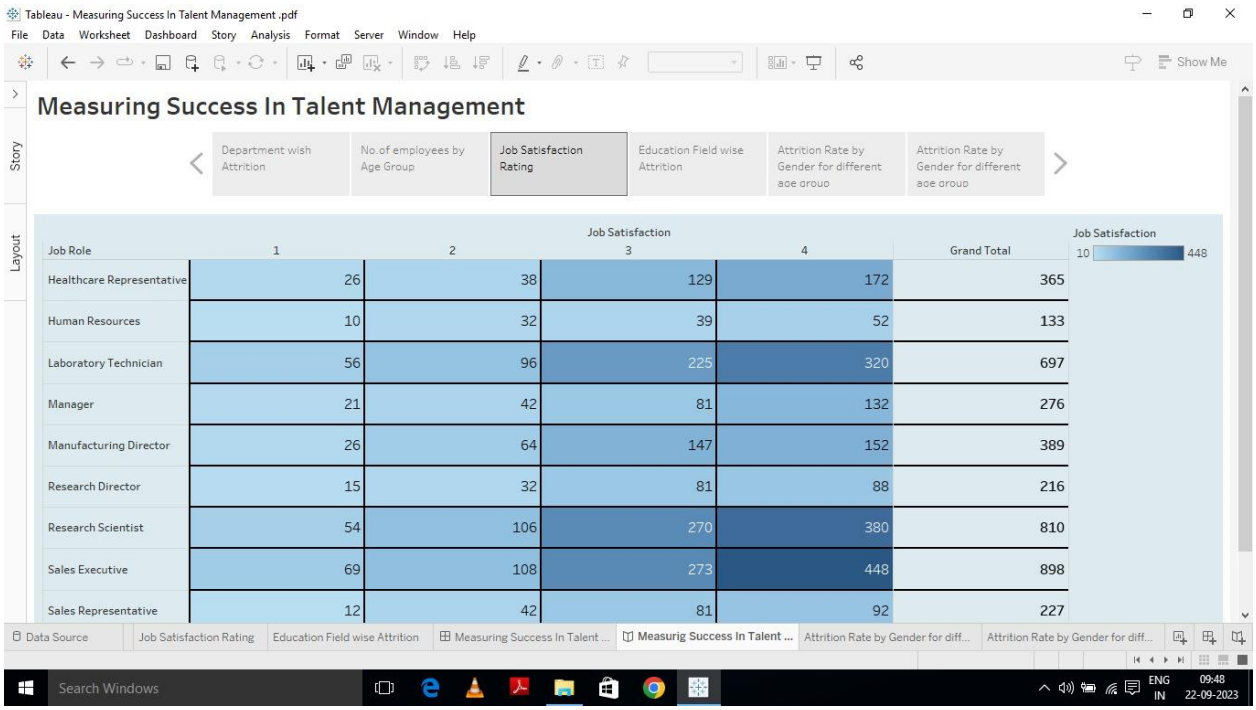
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Job Satisfaction Rating
Education Field wise Attrition
Attrition Rate by Gender for different age group
Attrition Rate by Gender for different age group
Job Satisfaction
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Job Role | 1 | 2 | 3 | 4 | Grand Total
Healthcare Representative | 26 | 38 | 129 | 172 | 365
Human Resources | 10 | 32 | 39 | 52 | 133
Laboratory Technician | 56 | 96 | 225 | 320 | 697
Manager | 21 | 42 | 81 | 132 | 276
Manufacturing Director | 26 | 64 | 147 | 152 | 389
Research Director | 15 | 32 | 81 | 88 | 216
Research Scientist | 54 | 106 | 270 | 380 | 810
Sales Executive | 69 | 108 | 273 | 448 | 898
Sales Representative | 12 | 42 | 81 | 92 | 227
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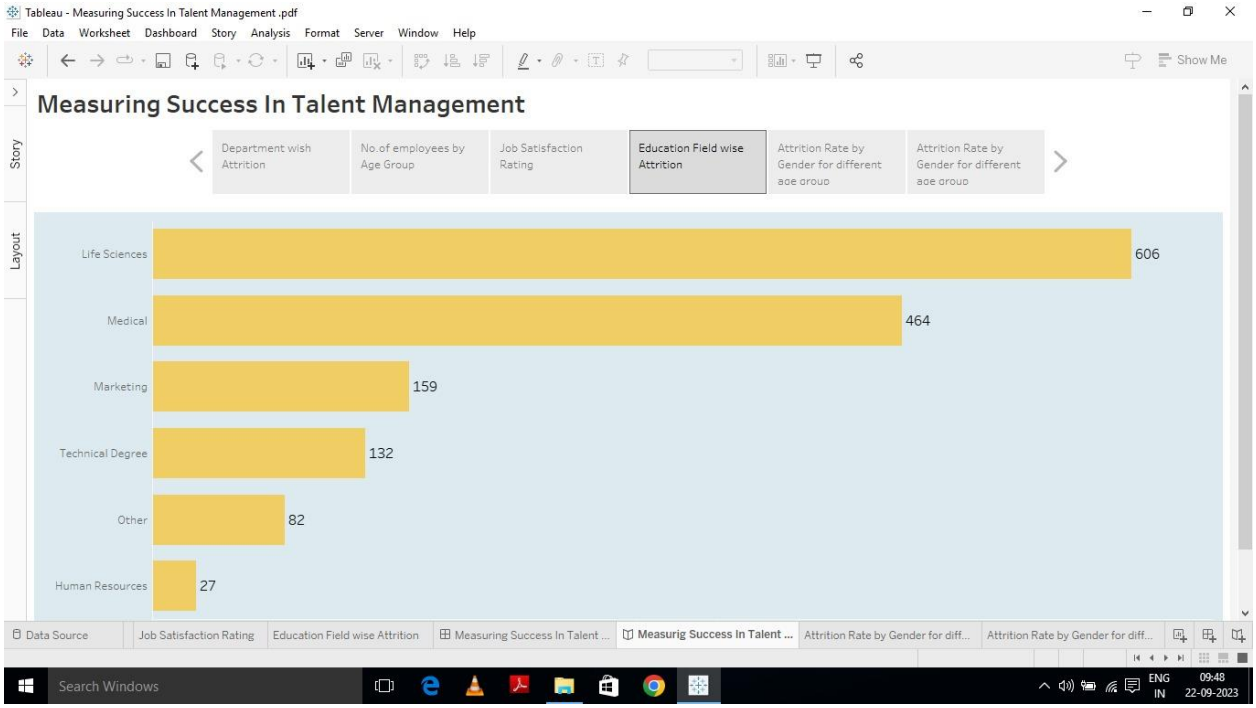
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Technical Degree 132
Other 82
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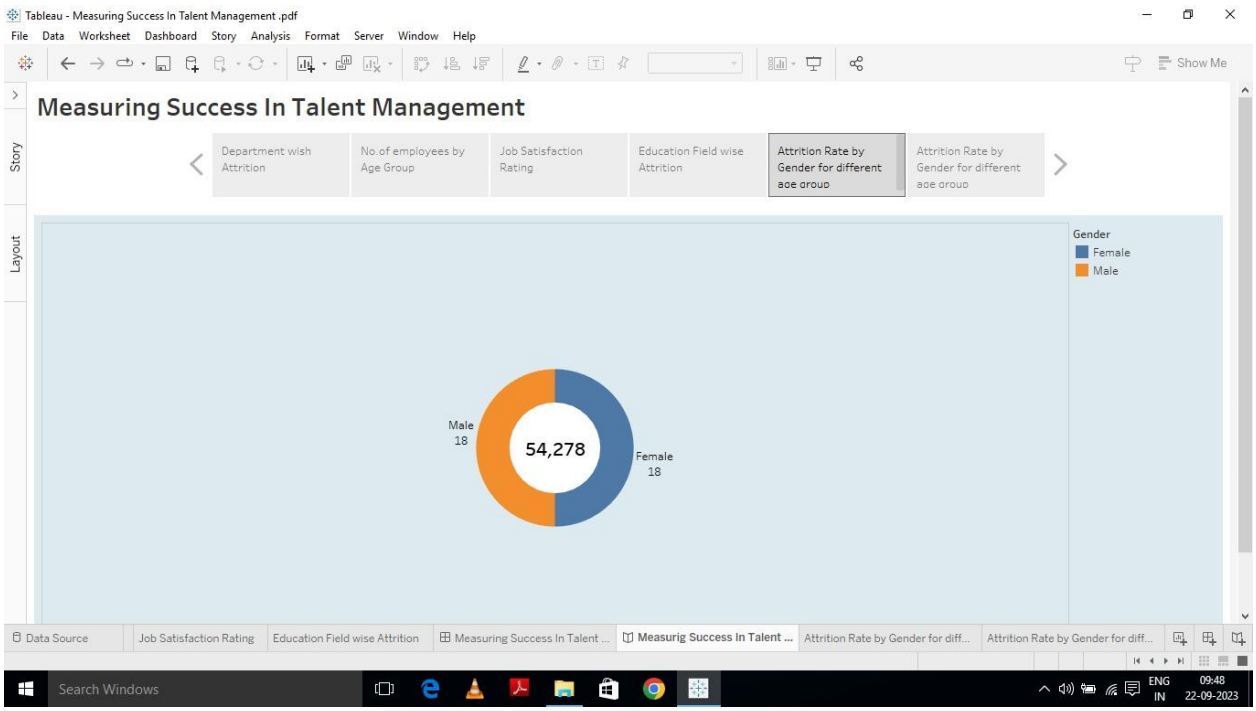
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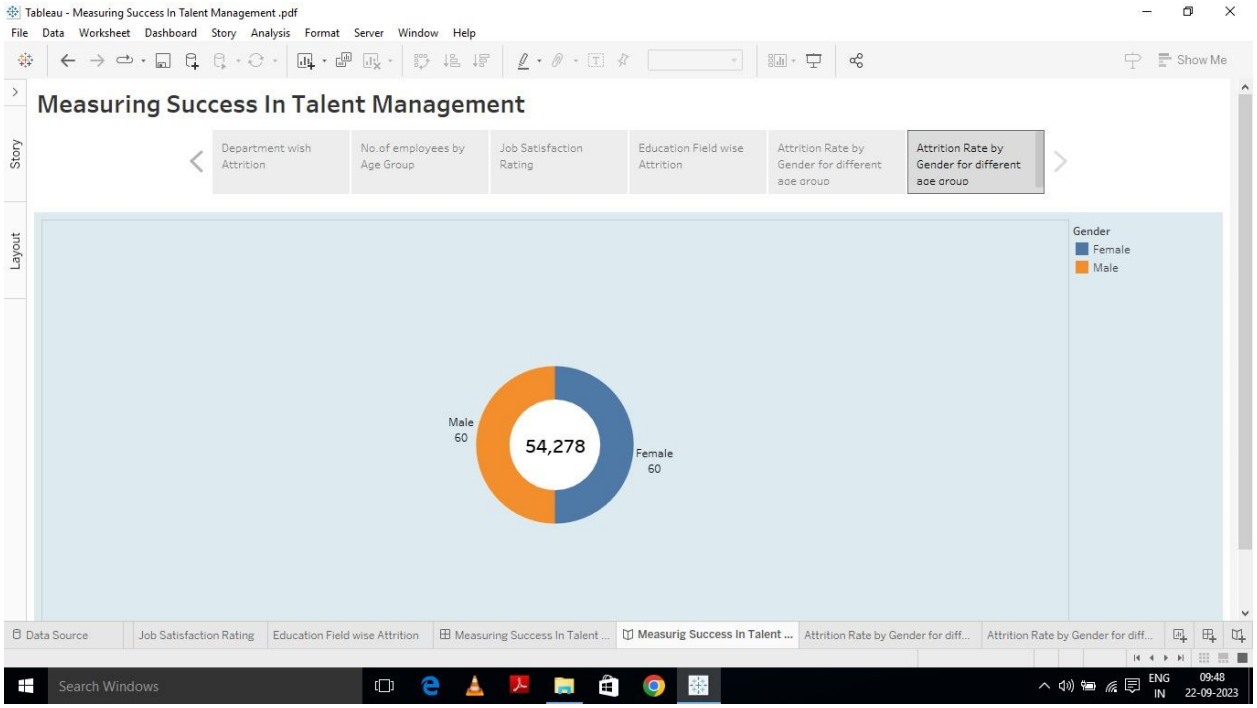

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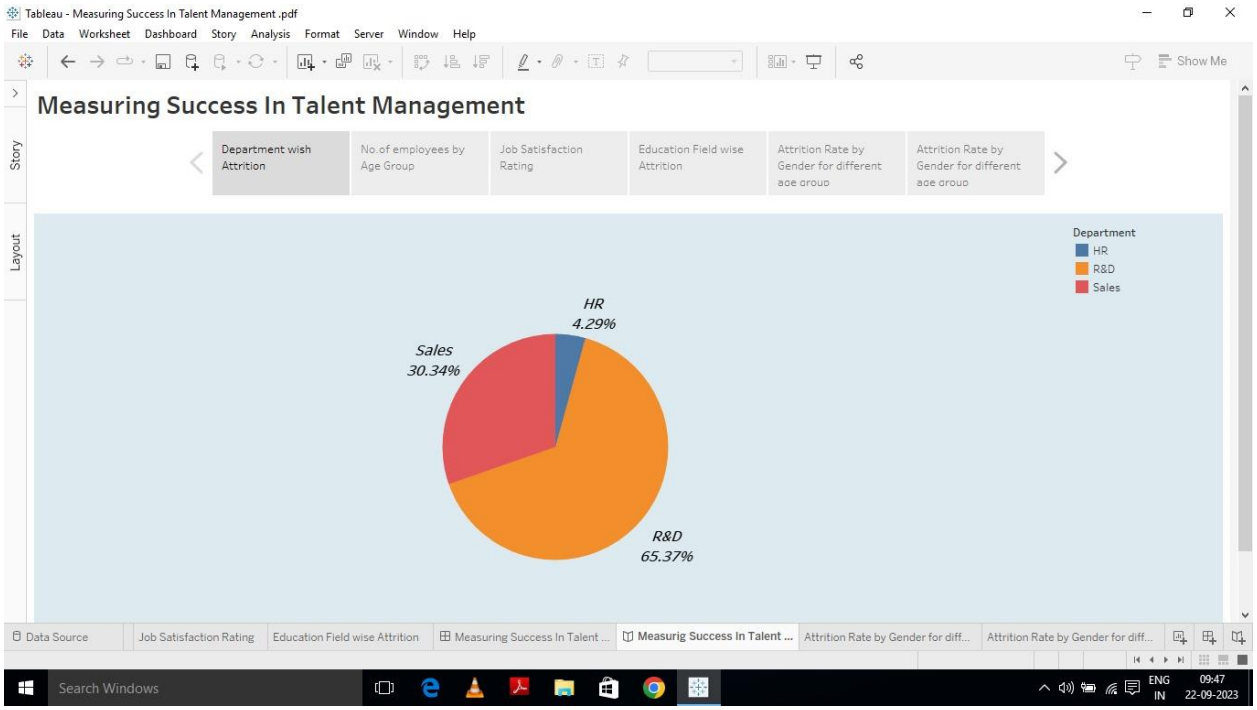

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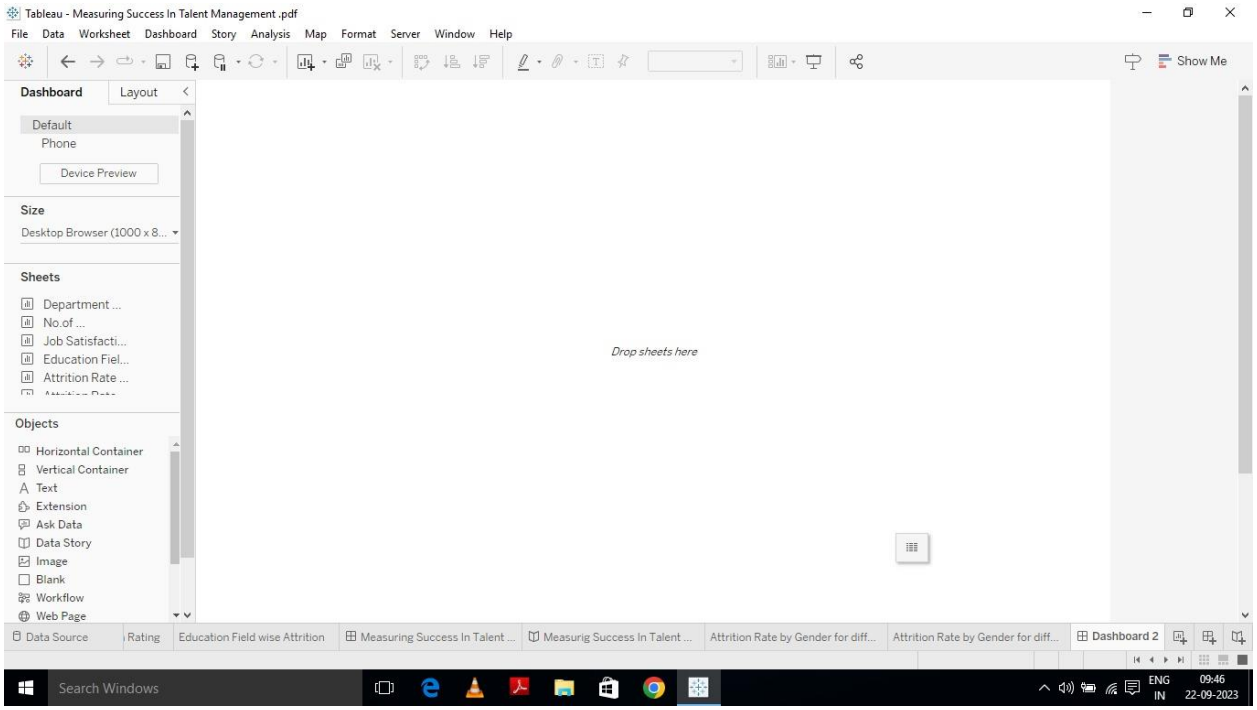
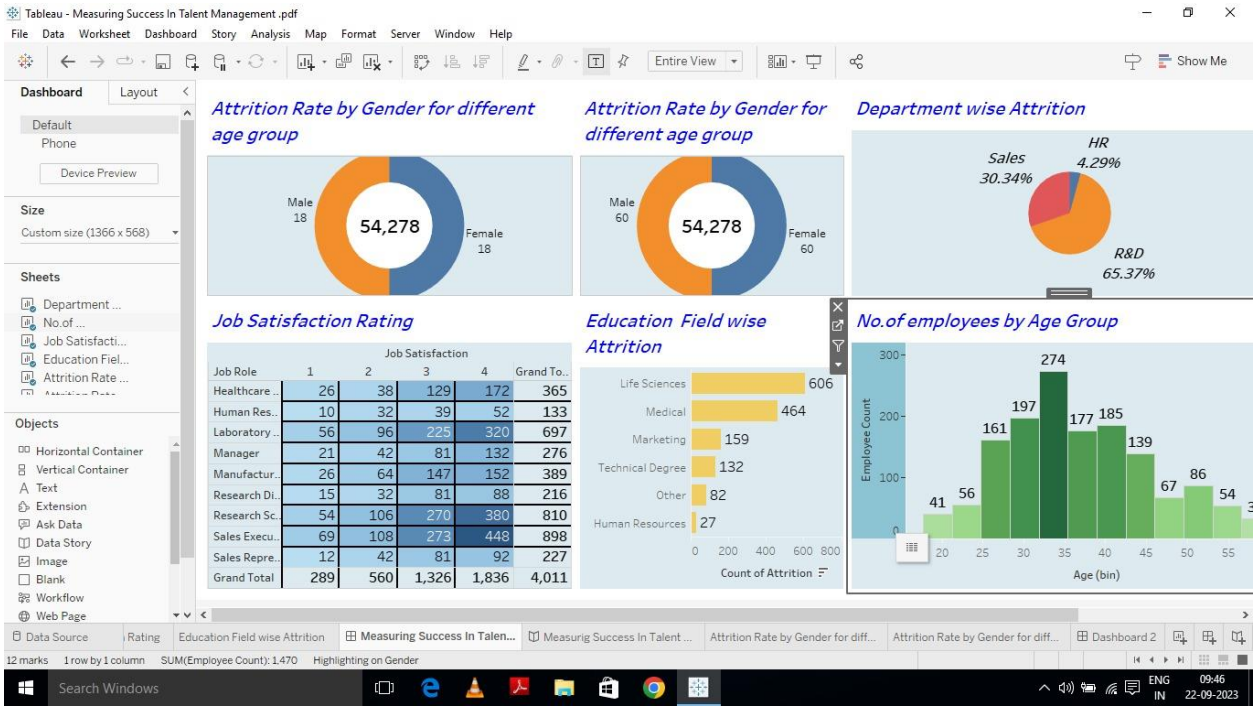
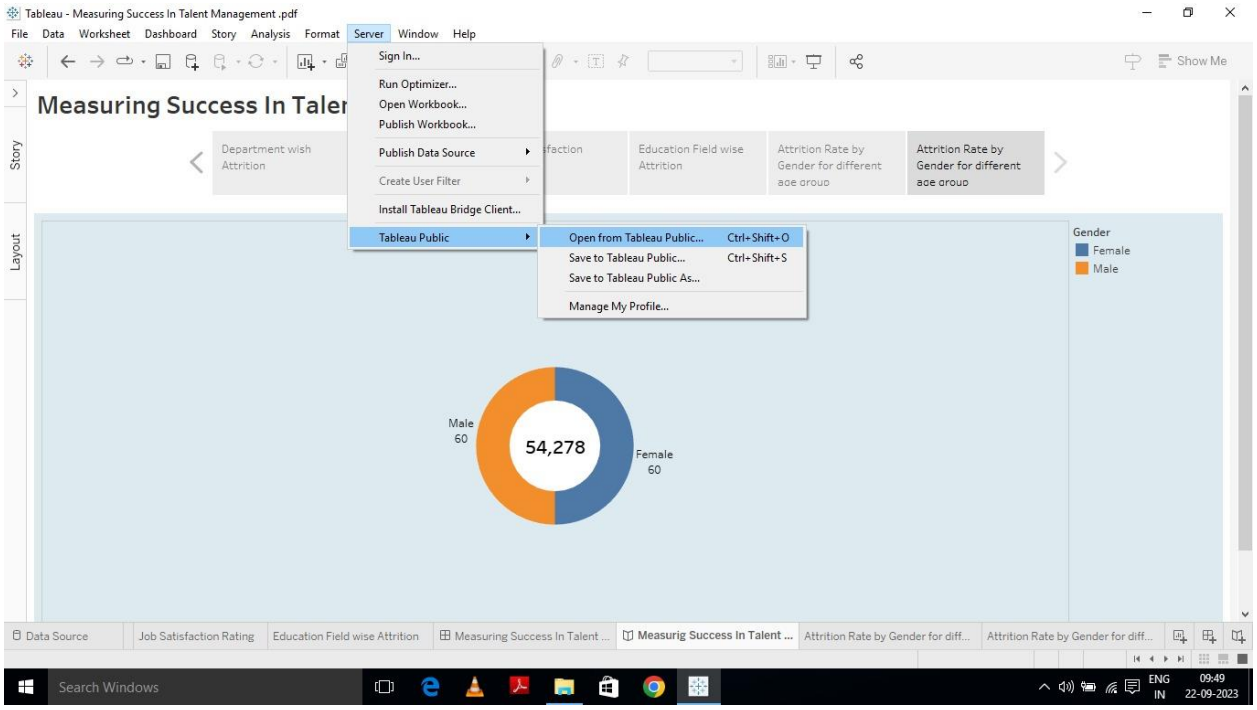




All chart is drag the Dashboard get the Dashboard Completed.

Publishing the dashboard:



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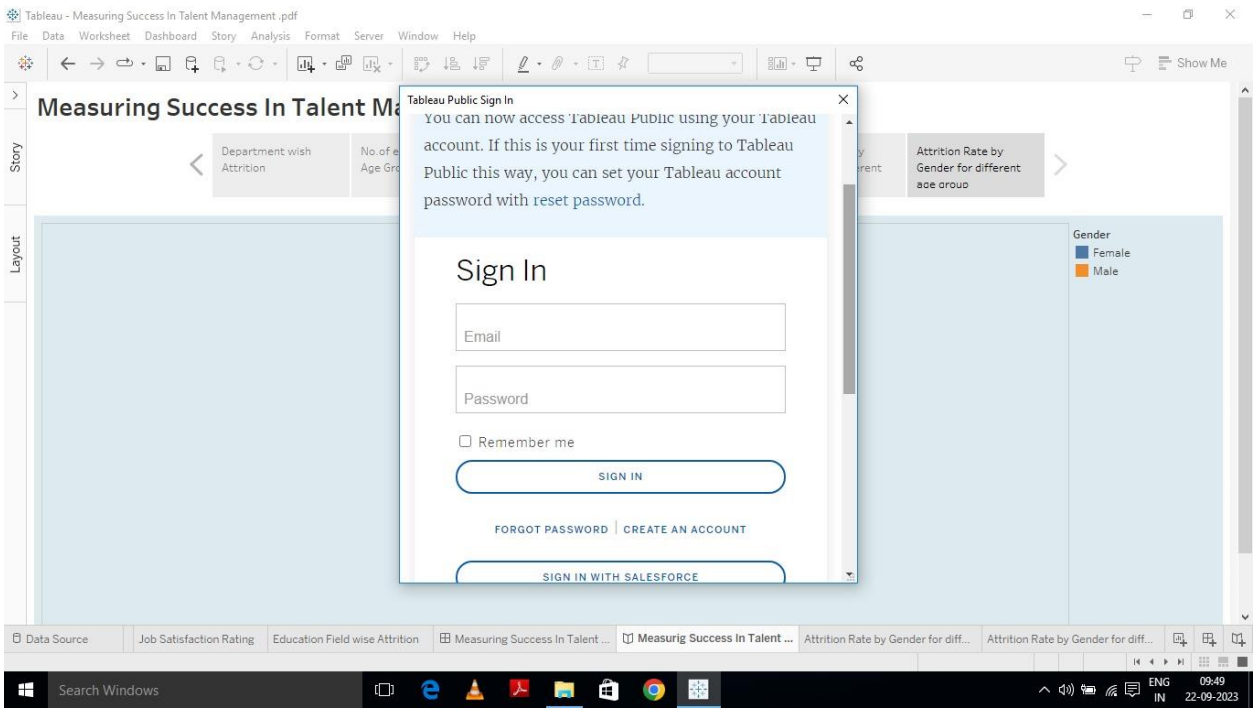

Description:

Sign In the gmail in to the website and save to the data sheet . Publishing the Dashboard and download the all chart is convert to the pdf.

TABLEAU PUBLIC URL

Team lead –

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Team Member 1-

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Team Member 2-

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Team Member 3-

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