Program 11 - Analysis of HR Dataset:

i)   Create KPI to show employee count, attrition count, attrition rate, attrition count, active employees, and average age.
ii)   Create a Lollipop Chart to show the attrition rate based on gender category.
iii)   Create a pie chart to show the attrition percentage based on Department Category
iv)   Create a bar chart to display the number of employees by Age group
v)   Create a highlight table to show the Job Satisfaction Rating for each job role based on employee count.
vi)   Create a horizontal bar chart to show the attrition count for each Education field Education field wise attrition
vii)   Create multiple donut chart to show the Attrition Rate by Gender for different Age group.

Link to Download the Data - https://docs.google.com/spreadsheets/d/1-1Ldoe-DwZTL77tdMtRgZAIzeAzs0jh3/edit?gid=2089618187#gid=2089618187

U Tube Link – Part 1 - https://www.youtube.com/watch?v=oAIubTqg-Kw

U Tube Link – Part 2 - https://www.youtube.com/watch?v=oTyCZVnNVZA

Key performance indicators-KPI - are an integral part of analytics today. Tableau customers can quickly create KPI's in Tableau. The best practice here is to aggregate the measure we want evaluate the performance of ([Sales] in this case) and then select the level at which we determine whether something is good vs.

Create KPI to show employee count, attrition count, attrition rate, attrition count, active employees, and average age.

employee count

- o   Place Employee count into Text

attrition count

- o   Create a calculated Field called Attrition Count using the formula
     IF [Attrition]="Yes" THEN 1 ELSE 0 END
- o   Double click on newly created calculated Field Attrition Count

Attrition rate

- o   Create a calculated Field called Attrition Rate using the formula
     SUM([Attrition Count]) / SUM([Employee Count])
- o   Double click on Attrition the newly created calculated Field Attrition Rate , we could see the display of values as 0
- o   Right click on Sum Attrition Count Placed in the Marks card, click on to format – Click on to Default – Change it to Percentage – Change it to Two Decimal Places

Active employees

- o   Create a calculated Field called Active Employees using the formula
     SUM([Employee Count]) - SUM([Attrition Count])
- o   Double click on this created calculated Field Active Employees

Average age

- o Double click on Age
- o Change it to Average

Create a Lollipop Chart to show the attrition rate based on gender category.

- o Double click on Gender
- o Double click on Attrition Count
- o Click on to Show Me and Select Bar Graph
- o Reduce the Size of the Bar Graph (Thickness)
- o Next, we have to add a circle on the top of it. For that make a Dual Axis Graph. For that we have to create one more instance of the same graph. In the Row shelf Press control and drag Sum(Attrition Count) and make an instance of the same in the row shelf
- o You will be seeing Two marks card corresponding to the two Graphs, on the second marks card change it to circle.
- o Click on to the Second Graph and make it as dual Axis
- o So both the graph, we can see only circles, Click on to the marks card corresponding to the first graph and change it to Bar Graph

Create a pie chart to show the attrition percentage based on Department Category

- o Double click on Department
- o Double click on attrition Count
- o Click on to Show Me, change it to Pie Chart

Create a bar chart to display the number of employees by Age group

- o Create a Bin name as Age Bin, Click on to Age, Click on to Create Bin, Give the Name as Age Bin, Make the Bin Size as 3
- o Double click on Age Bin
- o Double click on Employee Count
- o Click on to Show Me and Select Bar Graph.

Create a highlight table to show the Job Satisfaction Rating for each job role based on   employee count.

- o Double click on Job Role
- o Double click on Job Satisfaction, Convert it to Dimension.
- o Double click on Employee count
- o Next we need Row Sum and Column Sum, For that Click on to Analysis in the Top Tool Bar, Select Column Grand Total, and also select Row Grand Total.
- o From Show Me , Select Heat Map.

o   Makes Row Banding and Column Banding as Null by clicking on to the formatting

Create a horizontal bar chart to show the attrition count for each Education field Education field wise attrition

o   Double click on Educational Field
o   Double click on Attrition Count
o   Click on to Show Me and elect Bar Graph

Create multiple donut chart to show the Attrition Rate by Gender for different Age group.

o   Double click on CF Age Band
o   Double click on Attrition Count
o   Place Gender in Colour
o   Click on to Show Me and make it as Pie Chart
o   Create a Zero Axis, add Mi (0), Min(0)(Twice you have to Type) in the Column Shelf
o   From the Second Marks Card, remove all the attributes (Drag it out from the Marks Card) and make it as a circle and also reduce the size smaller.
o   Make the colour of the second circle as White.
o   Place Gender in the Tool Tips
o   Do the formatting neatly.

Key performance indicators-KPI

Employee Count	Active Employees	Attrition Rate	Attrition count	Avg. Age
1,470	1,233	16.12%	237	37

Lollipop Chart to show the attrition rate based on gender category.

Pie chart to show the attrition percentage based on Department Category Department Wise Attrition

Bar chart to display the number of employees by Age group

Tableau - Book1

File Data Worksheet Dashboard Story Analysis Map Format Server Window Help

Entire View   Show Me

Format Measure Values

Axis Pane

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Special Values (eg. NULL)
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Marks
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SUM(Employe...
SUM(Employe...

Columns Job Role
Rows Job Satisfaction

SUM(Employee Count)
10   112

Highlight Table Showing Job Satisfaction Rating

Job Sat.	Healthcare ..	Human Res..	Laboratory ..	Manager	Manufactu..	Research Di..	Research S..	Sales Execu..	Sales Repr..
1	26	10	56	21	26	15	54	69	12
2	19	16	48	21	32	16	53	54	21
3	43	13	75	27	49	27	90	91	27
4	43	13	80	33	38	22	95	112	23

Tableau - Book1

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Pages

Filters

Marks
Bar
Color Size Label
Detail Tooltip
Education Field
Education Field
SUM(Attrition ..

Columns Education Field
Rows SUM(Attrition count)

Education Field
Human Resources
Life Sciences
Marketing
Medical
Other
Technical Degree

Education Field
Human Resources
Life Sciences
Marketing
Medical
Other
Technical Degree

Horizontal bar chart to show the attrition count for each Education field Education field wise attrition

Education Field

Human Resources	Life Sciences	Marketing	Medical	Other	Technical Degree
7	89	35	63	11	32