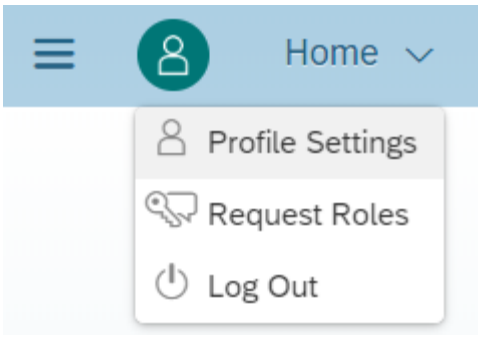
Hands-On
BI Story Tutorial Human Resources Employee Churn

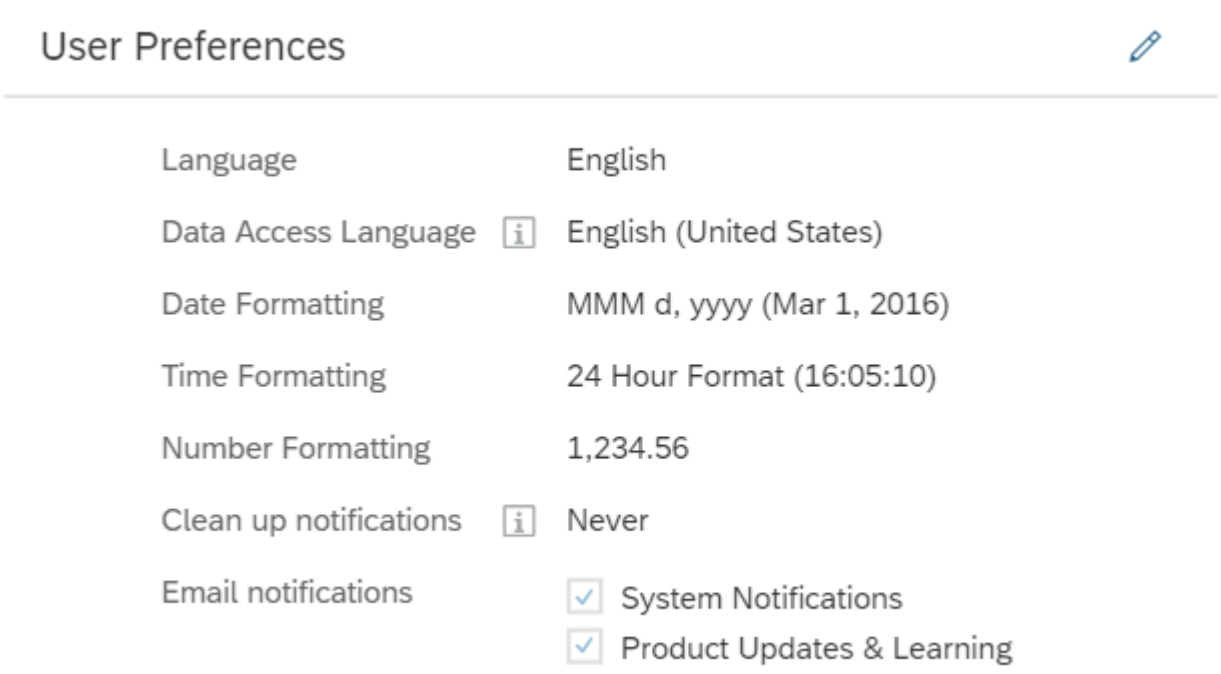
Author: Herve KAUFFMANN

This guide will walk us through the process of Building a BI story based on the Output dataset generated when Applying the HR Predictive Scenario for employees at risk detection.

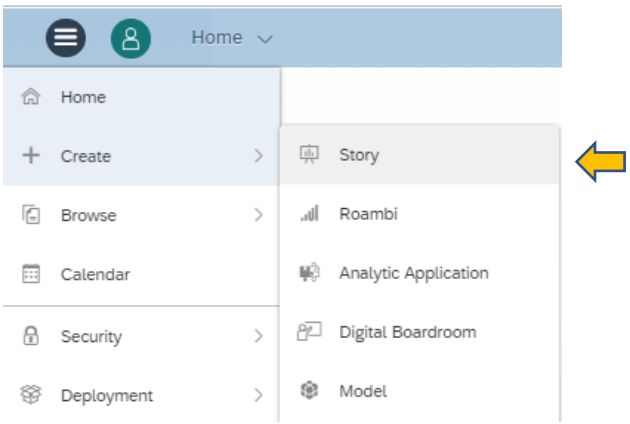
First log on to a SAP analytics Cloud instance.

Before we start, have a look at you profile setting and make sure the number formatting is set to “1,234.56”.

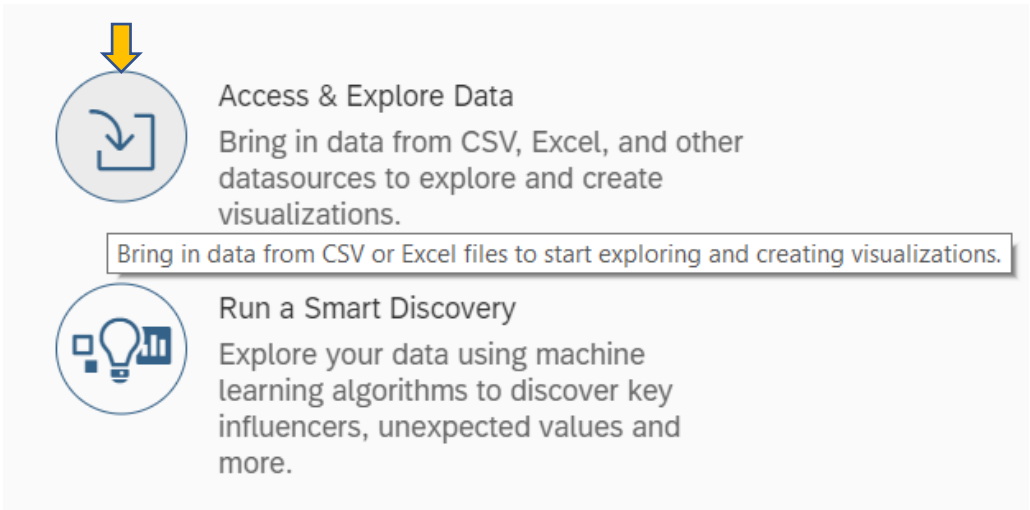




To create a new Story from an already existing BI Model, we click on the menu on the top left, select “Create” and click on “Story”.

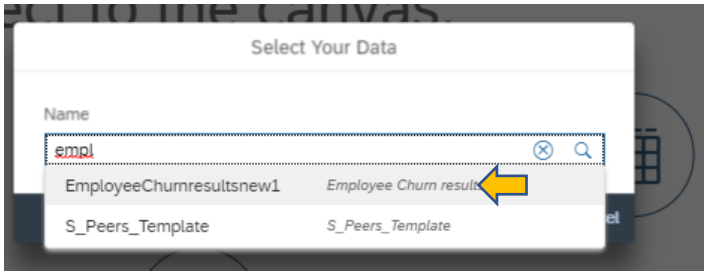


We select “Access & Explore Data”.

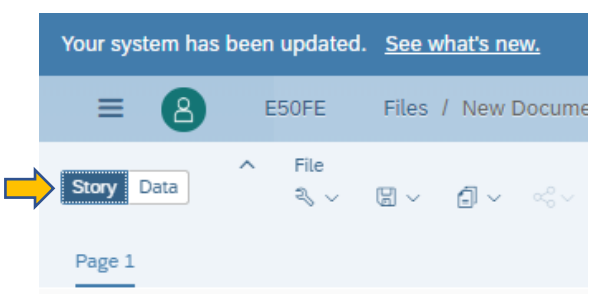


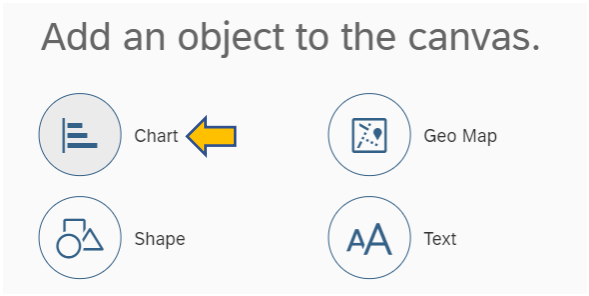
We select “Data Acquired from an existing model”, then we search for “EmployeeChurnResults” model

then

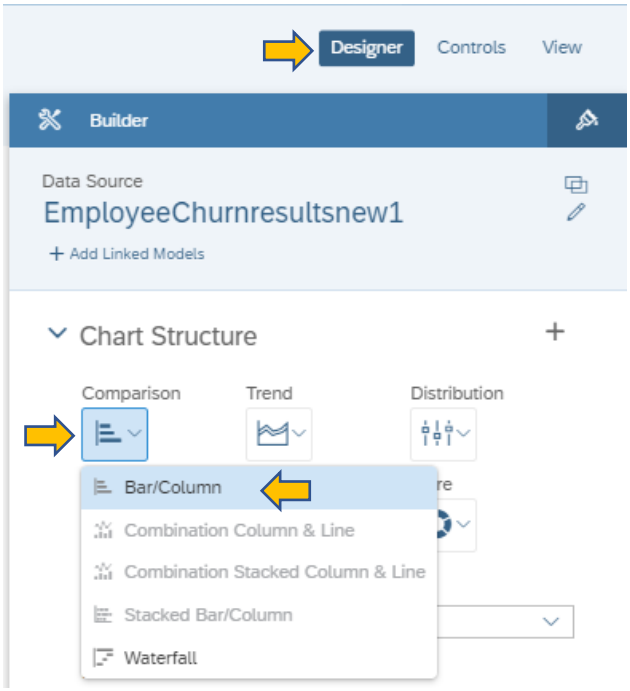


Now that we have uploaded the BI Model, we select Story, then “Chart”.



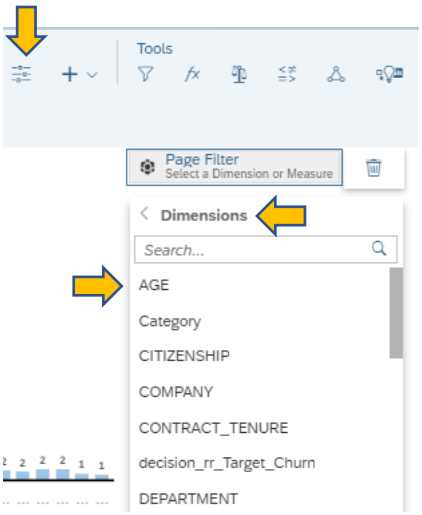


We start now the process to add a Bar / Column chart to expose the risk of churn per age. At the top right of the screen we select “Designer”, then we select “Comparison” and Bar/Column” in the in the Design panel.

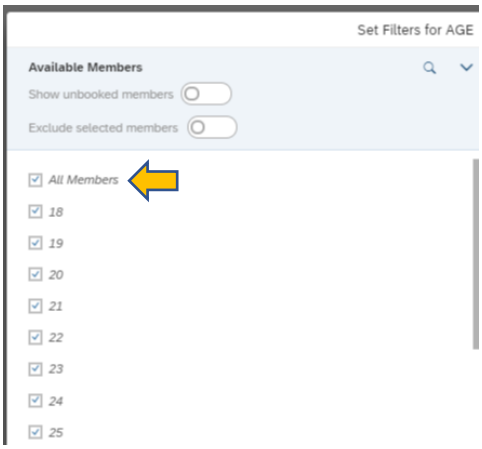


We select the Probability to churn as “measure”, the Age as “Dimension”, the Vertical orientation.

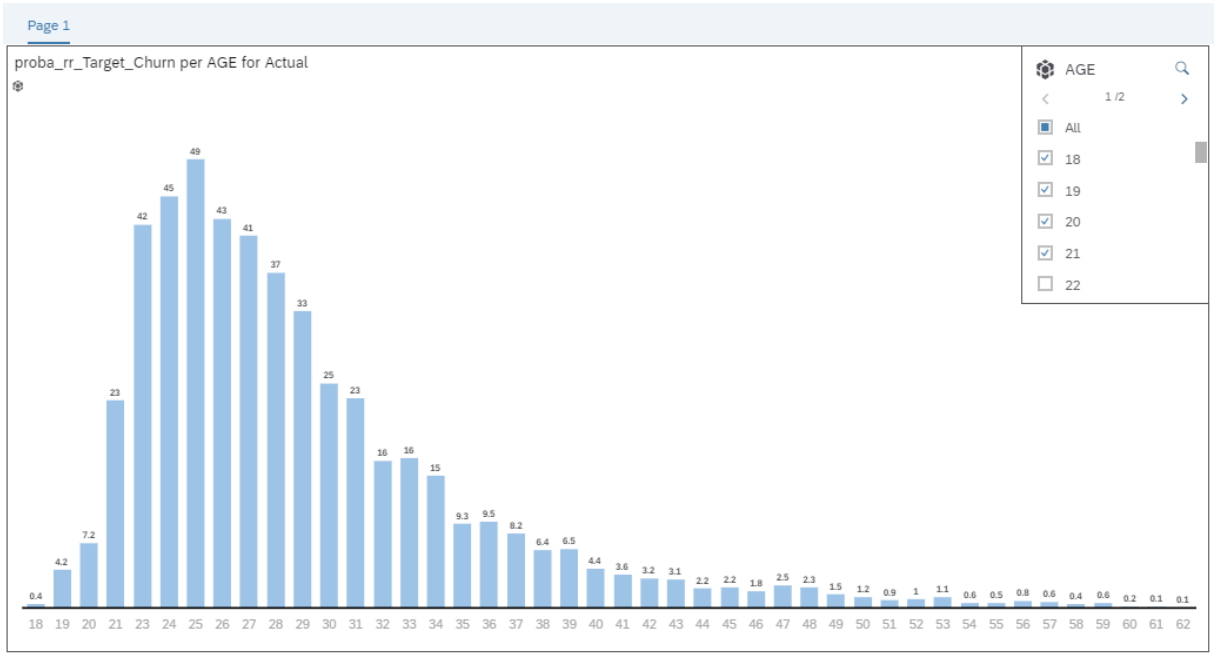
We can add an “input control” to filter the Age during the analysis



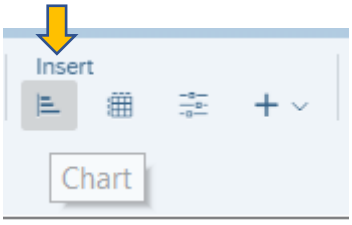
Then we select all members

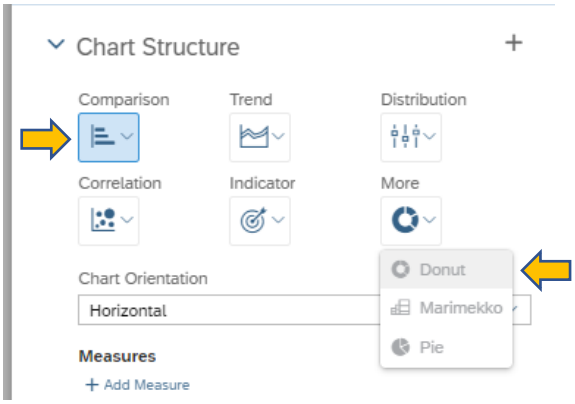


When this is done, we can resize the objects to make it easier to read. We can also edit the styling Styling to put borders, choose colors, etc

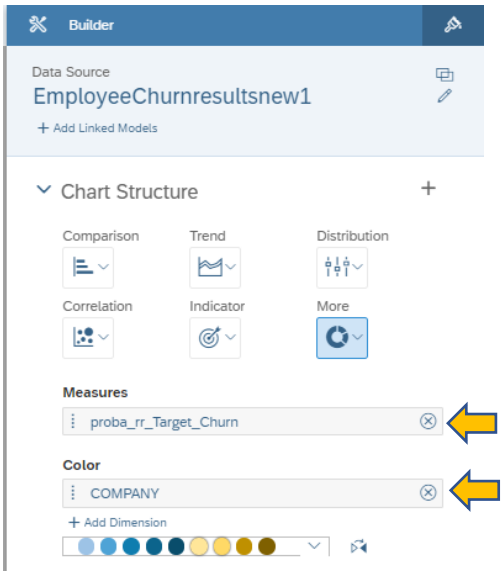


We will now add “Donuts” to expose churn by company, by Department, by Employee level, etc. We select “Insert Chart”, then “More” and “Donut” in the Chart Structure of the Design Panel

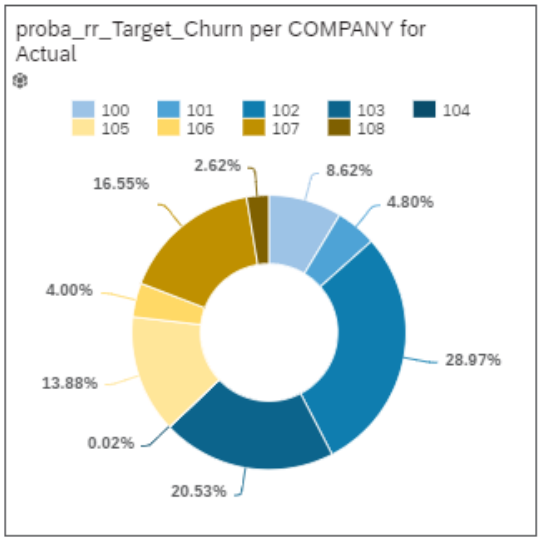




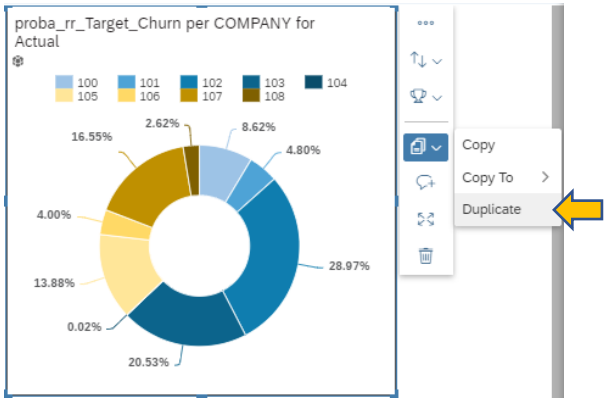
Choose the Probability to Churn “Measure” and the Company “Dimension”



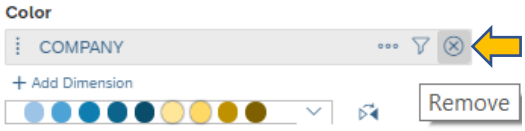
We choose Styling to can add a border



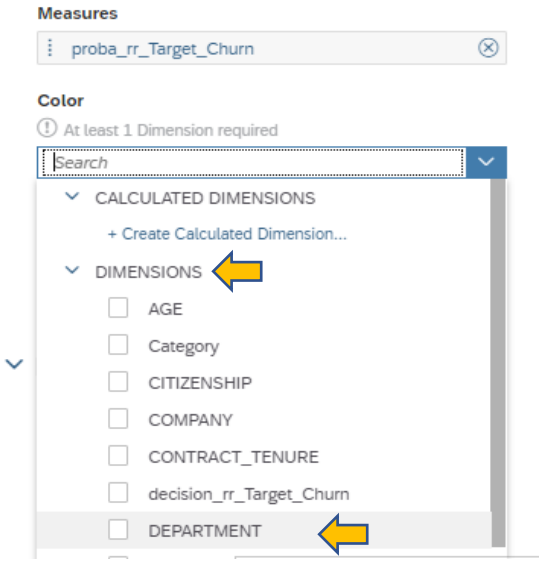
We can now duplicate the Donut



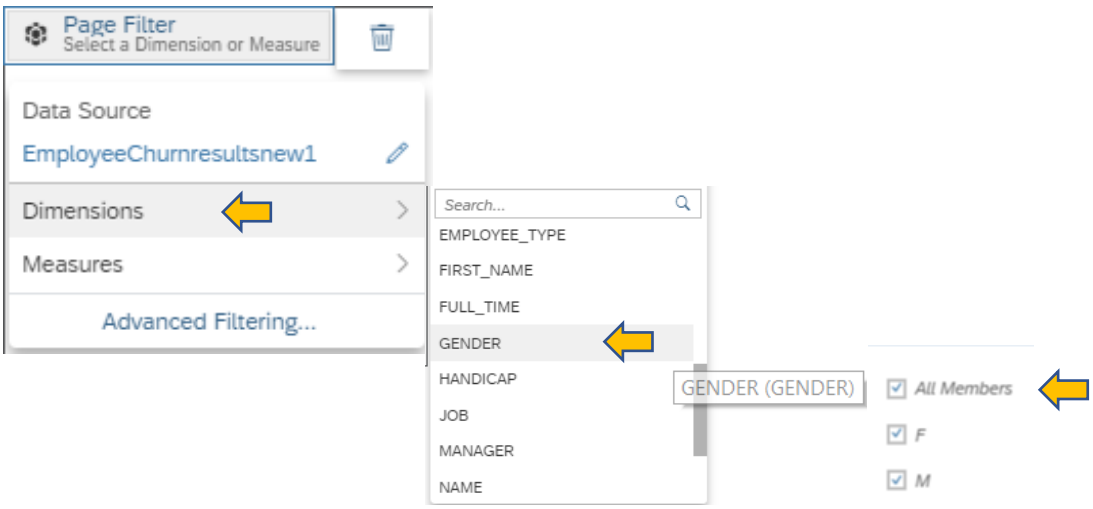
Remove the “Dimension” Company



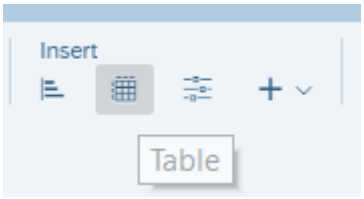
And add the “Dimension” Department



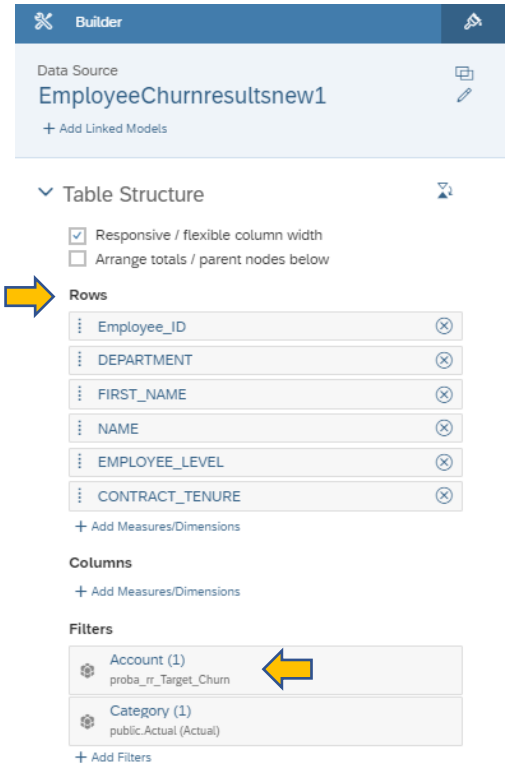
We can now add other “Input controls”, like Gender, to filter our charts



We can now create a table to show the employees. In the bar chart, we select “Insert Table”



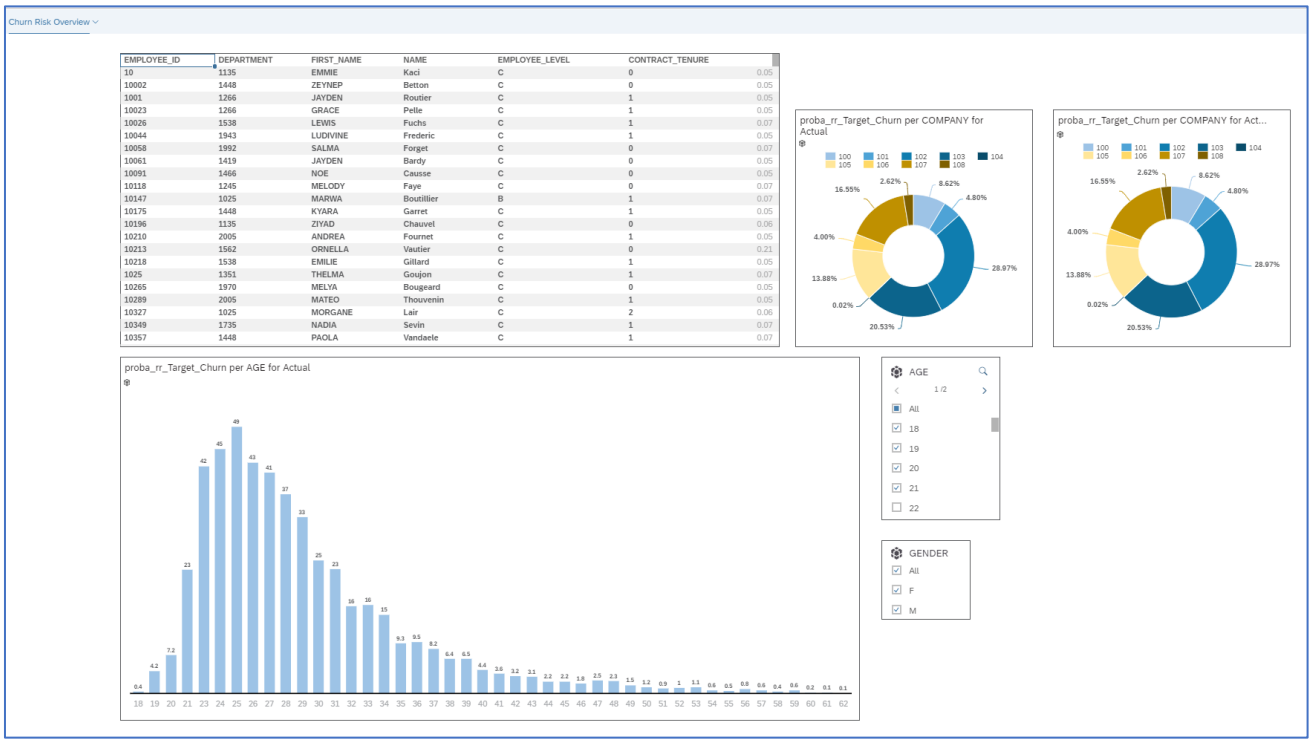
We will now choose and organize the columns we want to show



and display the table, including the risk of Churn for every employee

EMPLOYEE_ID	DEPARTMENT	FIRST_NAME	NAME	EMPLOYEE_LEVEL	CONTRACT_TENURE	
10	1135	EMMIE	Kaci	C	0	0.05
10002	1448	ZEYNEP	Betton	C	0	0.05
1001	1266	JAYDEN	Routier	C	1	0.05
10023	1266	GRACE	Pelle	C	1	0.05
10026	1538	LEWIS	Fuchs	C	1	0.07
10044	1943	LUDIVINE	Frederic	C	1	0.05
10058	1992	SALMA	Forget	C	0	0.07
10061	1419	JAYDEN	Bardy	C	0	0.05
10091	1466	NOE	Causse	C	0	0.05
10118	1245	MELODY	Faye	C	0	0.07
10147	1025	MARWA	Boutillier	B	1	0.07
10175	1448	KYARA	Garret	C	1	0.05
10196	1135	ZIYAD	Chauvel	C	0	0.06
10210	2005	ANDREA	Fournet	C	1	0.05
10213	1562	ORNELLA	Vautier	C	0	0.21
10218	1538	EMILIE	Gillard	C	1	0.05
1025	1351	THELMA	Goujon	C	1	0.07
10265	1970	MELYA	Bougeard	C	0	0.05
10289	2005	MATEO	Thouvenin	C	1	0.05
10327	1025	MORGANE	Lair	C	2	0.06
10349	1735	NADIA	Sevin	C	1	0.07
10357	1448	PAOLA	Vandaele	C	1	0.07
10365	1351	RAPHAEL	Oliva	C	2	0.05

We can give a name to the page and arrange it as we prefer



Be creative and add the company logo or adjust the styling to the company's corporate identity, add more data, nice charts or a RSS feed. Just try it out.

The official SAP analytics Cloud tutorial and the playlist are very helpful.

https://wiki.scn.sap.com/wiki/display/BOC/SAP+Analytics+Cloud+-+Official+Product+Tutorials
https://www.youtube.com/playlist?list=PLs5htBIwERYWSixKSqQHzndop33aBCz1U

Have fun with doing your own predictions and building nice dashboards