

## Performance and Final Submission Phase Solution Performance

<b>Date</b>	7 <sup>th</sup> November, 2023
<b>Team ID</b>	
<b>Project Name</b>	Project - The Tableau HR Scorecard : Measuring Success in Talent Management
<b>Maximum Marks</b>	10 Marks

### **Tem Mentor :**

Indraprakash Chauhan

### **Team Members :**

Anisha Kumar

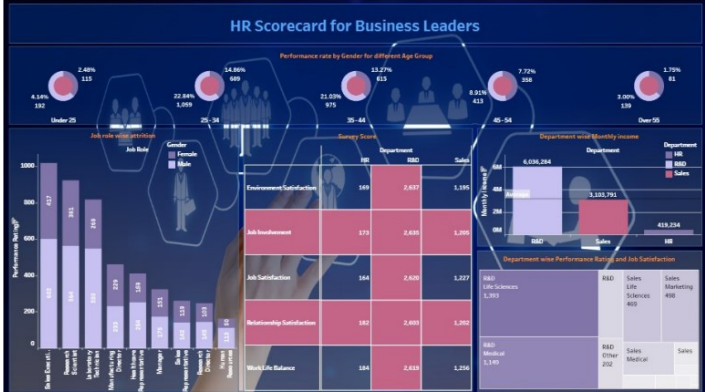
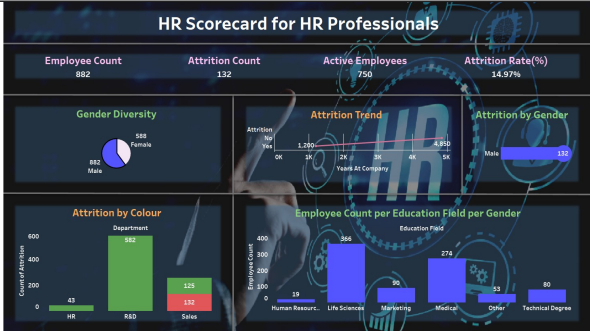

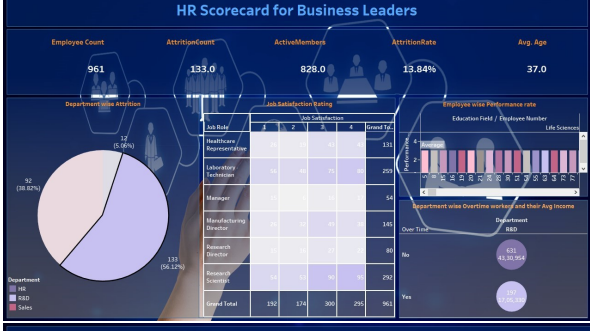
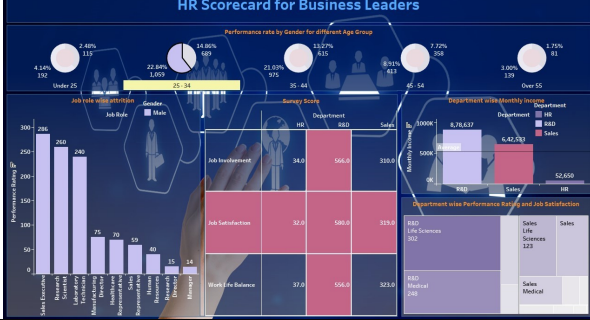
Shreya Shamej

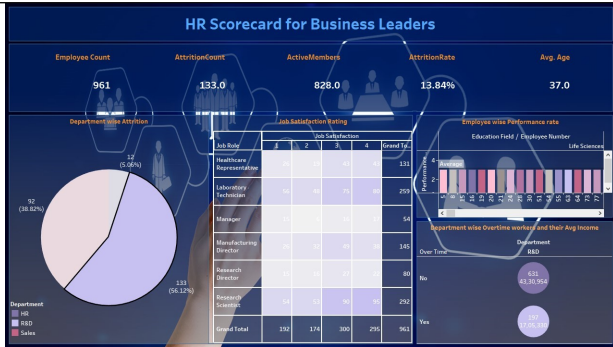
Mounika Satya Praseeda Kallakuri

Sanal P K

# Model Performance Testing

S.No.	Parameter	Screenshot / Values
1.	Dashboard design	<p>Number of visualizations in Dashboard 1 - 5  Number of visualizations in Dashboard 1 - 4  Number of visualizations in Dashboard 1 - 4  Number of visualizations in Dashboard 1 - 5  Number of Tabs in each Dashboard - 1</p>  <p><b>HR Scorecard for HR Professionals</b></p> <p><b>KPIs:</b> Employee Count: 1,470; Attrition Count: 237; Active Employees: 1,233; Attrition Rate(%): 16.12%</p> <p><b>Visualizations:</b></p> <ul style="list-style-type: none"> <li><b>Gender Diversity:</b> Pie chart showing 588 Female and 882 Male.</li> <li><b>Attrition Trend:</b> Line chart showing attrition over 12 months (OK, 1K, 2K, 3K, 4K, 5K, 6K, 7K, 8K).</li> <li><b>Attrition by Gender:</b> Horizontal bar chart showing Female (1,345) and Male (139).</li> <li><b>Attrition by Colour:</b> Bar chart showing counts for HR (63), R&amp;D (961), and Sales (209).</li> <li><b>Employee Count per Education Field per Gender:</b> Grouped bar chart showing counts for Human Resources, Life Sciences, Marketing, Medical, and Technical Degree.</li> </ul> <p><b>HR Scorecard for HR Professionals</b></p> <p><b>Visualizations:</b></p> <ul style="list-style-type: none"> <li><b>Job Satisfaction by Job Role:</b> Bar chart showing counts for Sales E., Research, Laborator., Manufa., Health., Manager, Sales R., Business, and Human Resources.</li> <li><b>Work Life Balance in each Department:</b> Horizontal bar chart showing counts for HR (184), R&amp;D (2,619), and Sales (1,208).</li> <li><b>Job Satisfaction Distribution:</b> Bar chart showing counts for Job Satisfaction (bin) from 1.0 to 4.0.</li> <li><b>Working Hours Distribution:</b> Horizontal bar chart showing counts for Working Hours (bin) from 0K to 60K.</li> </ul> <p><b>HR Scorecard for Business Leaders</b></p> <p><b>KPIs:</b> Employee Count: 1,470; Attrition Count: 237; Active Members: 1,233; Attrition Rate: 16.12%; Avg. Age: 37</p> <p><b>Visualizations:</b></p> <ul style="list-style-type: none"> <li><b>Department-wise Attrition:</b> Pie chart showing counts for HR (57, 0.39%), R&amp;D (533, 0.36%), and Sales (133, 0.09%).</li> <li><b>Job Satisfaction Rating:</b> Table showing counts for Job Satisfaction (1-5) and Grand Totals.</li> <li><b>Employee Count by Education Field:</b> Horizontal bar chart showing counts for Education Field (Employee Number) and Human Resources.</li> <li><b>Department-wise Over-time worked and their Avg Income:</b> Horizontal bar chart showing counts for Department (Avg Income) and Sales.</li> </ul>

		
2.	Data Responsiveness	   

																																																																																												
3.	Amount Data to Rendered (DB2 Metrics)	<p>Number of rows read = 1470 Number of rows loaded = 1470 Number of rows rejected = 0</p> <pre>1 • use hrdata; 2 3 • select count(*) from hr;</pre> <p>Result Grid: count(*) 1470</p> <p>View Data: hr (hrdata)</p> <table><tr><th>hr</th><th>hr</th><th>hr</th><th>hr</th><th>hr</th><th>hr</th><th>hr</th><th>hr</th><th>hr</th><th>hr</th></tr><tr><td>Attrition</td><td>Business Travel</td><td>CF age band</td><td>CF attrition</td><td>Department</td><td>Education Field</td><td>Emp N</td><td>Emp N</td><td>Emp N</td><td>Emp N</td></tr><tr><td>No</td><td>Travel_Rarely</td><td>Under 25</td><td>Ex-Employees</td><td>HR</td><td>Technical Degree</td><td>STAFF</td><td>STAFF</td><td>STAFF</td><td>STAFF</td></tr><tr><td>No</td><td>Travel_Frequently</td><td>Under 25</td><td>Current Employees</td><td>HR</td><td>Medical</td><td>STAFF</td><td>STAFF</td><td>STAFF</td><td>STAFF</td></tr><tr><td>No</td><td>Travel_Seldom</td><td>Under 25</td><td>Current Employees</td><td>HR</td><td>Human Resources</td><td>STAFF</td><td>STAFF</td><td>STAFF</td><td>STAFF</td></tr><tr><td>No</td><td>Travel_Rarely</td><td>25 - 34</td><td>Current Employees</td><td>HR</td><td>Life Sciences</td><td>STAFF</td><td>STAFF</td><td>STAFF</td><td>STAFF</td></tr><tr><td>No</td><td>Travel_Frequently</td><td>25 - 34</td><td>Current Employees</td><td>HR</td><td>Life Sciences</td><td>STAFF</td><td>STAFF</td><td>STAFF</td><td>STAFF</td></tr><tr><td>No</td><td>Travel_Rarely</td><td>25 - 34</td><td>Ex-Employees</td><td>HR</td><td>Life Sciences</td><td>STAFF</td><td>STAFF</td><td>STAFF</td><td>STAFF</td></tr><tr><td>No</td><td>Travel_Frequently</td><td>25 - 34</td><td>Ex-Employees</td><td>HR</td><td>Life Sciences</td><td>STAFF</td><td>STAFF</td><td>STAFF</td><td>STAFF</td></tr></table>	hr	hr	hr	hr	hr	hr	hr	hr	hr	hr	Attrition	Business Travel	CF age band	CF attrition	Department	Education Field	Emp N	Emp N	Emp N	Emp N	No	Travel_Rarely	Under 25	Ex-Employees	HR	Technical Degree	STAFF	STAFF	STAFF	STAFF	No	Travel_Frequently	Under 25	Current Employees	HR	Medical	STAFF	STAFF	STAFF	STAFF	No	Travel_Seldom	Under 25	Current Employees	HR	Human Resources	STAFF	STAFF	STAFF	STAFF	No	Travel_Rarely	25 - 34	Current Employees	HR	Life Sciences	STAFF	STAFF	STAFF	STAFF	No	Travel_Frequently	25 - 34	Current Employees	HR	Life Sciences	STAFF	STAFF	STAFF	STAFF	No	Travel_Rarely	25 - 34	Ex-Employees	HR	Life Sciences	STAFF	STAFF	STAFF	STAFF	No	Travel_Frequently	25 - 34	Ex-Employees	HR	Life Sciences	STAFF	STAFF	STAFF	STAFF
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4.	Utilization of Data Filters	We have used filters like departments and genders for the dashboards which work perfectly well																																																																																										

5.	Effective User Story	<div>No of Scenes Added : Story 1 - 9 scenes</div> <div><div><div>Tableau HR Scorecard for HR Professionals</div><div><div>HR Scorecard for HR Professionals</div><div>Attrition Data - I</div><div>Attrition Data - II</div><div>Attrition Data - III</div><div>Job Satisfaction and Performance</div><div>Work Life Balance for Departments</div></div><div><div>HR Scorecard for HR Professionals</div><div>Using this story, as an HR Professional you can make decisions for the organization's benefit using Benchmarking as a basis.</div><div>Benchmarking guides HR with industry standards, aligning targets, and adopting best practices for better employee performance.</div></div></div><div><div>Tableau HR Scorecard for HR Professionals</div><div><div>Attrition Data - III</div><div>Job Satisfaction and Performance</div><div>Work Life Balance for Departments</div><div>Job Satisfaction Distribution</div><div>Work Hour Distribution</div><div>Conclusion</div></div><div><div><div>2800</div><div>2600</div><div>2400</div><div>2200</div><div>2000</div><div>1800</div><div>1600</div><div>1400</div><div>1200</div><div>1000</div><div>800</div><div>600</div><div>400</div><div>200</div><div>0</div></div><div><div>Job Satisfaction</div><div>164</div><div>2,620</div></div><div><div>Work Life Balance for Departments</div><div>R&amp;D</div><div>Sales</div><div>HR</div></div><div><div>This bar graph depicts the different work life balance ratios for the 3 departments : R &amp; D, Sales and HR.</div><div>From this we can understand that the work life balance of the employees in the HR department is the least and measures need to be taken to improve the same.</div></div></div></div><div>Story 2 - 9 scenes</div><div><div><div>Introduction</div><div>Attrition Overview</div><div>Employee Satisfaction</div><div>Overtime and Income</div><div>Employee Performance Analysis</div><div>Gender and Age Group Analysis</div><div>Job Roles and Attrition</div><div>Employee Feedback and Performance</div><div>Performance and Satisfaction Across Departments</div></div><div><div>HR Scoreboard for Business Leaders</div><div>Welcome to our exploration of the "Tableau HR Scorecard: Measuring Success in Talent Management" dataset. Talent management is a critical component of any organization's success, and it involves various aspects, from attrition and job satisfaction to performance and diversity. In this Tableau story, we will embark on a journey to gain insights into the state of talent management which is helpful for business leaders to take decisions for their future of the organization</div><div>Our journey is divided into eight scenes, each shedding light on different facets of talent management. We will uncover patterns, correlations, and actionable insights from the data.</div><div>As we navigate through this story, we encourage you to explore the visuals and data, engage with the insights, and consider the implications for our talent management strategies. Each scene is designed to provide a deeper understanding of our workforce and offer guidance for making informed decisions.</div></div></div></div>
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		<div><div>Introduction</div><div>Attrition Overview This scene provides an</div><div><b>Employee Satisfaction</b> Employee satisfaction</div><div>Overtime and Income Managing employee</div><div>Employee Performance Analysis</div><div>Gender and Age Group Analysis</div><div>Job Roles and Attrition</div><div>Employee Feedback and Performance</div><div>Performance and Satisfaction Across Departments</div></div> <table><tr><th>Job Role</th><th>1</th><th>2</th><th>Job Satisfaction 3</th><th>4</th><th>Grand Total</th><th>Employee Count 10 112</th></tr><tr><td>Healthcare Representative</td><td>26</td><td>19</td><td>43</td><td>43</td><td>131</td><td></td></tr><tr><td>Human Resources</td><td>10</td><td>16</td><td>13</td><td>13</td><td>52</td><td></td></tr><tr><td>Laboratory Technician</td><td>56</td><td>48</td><td>75</td><td>80</td><td>259</td><td></td></tr><tr><td>Manager</td><td>21</td><td>21</td><td>27</td><td>33</td><td>102</td><td></td></tr><tr><td>Manufacturing Director</td><td>26</td><td>32</td><td>49</td><td>38</td><td>145</td><td></td></tr><tr><td>Research Director</td><td>15</td><td>16</td><td>27</td><td>22</td><td>80</td><td></td></tr><tr><td>Research Scientist</td><td>54</td><td>53</td><td>90</td><td>95</td><td>292</td><td></td></tr><tr><td>Sales Executive</td><td>69</td><td>54</td><td>91</td><td>112</td><td>326</td><td></td></tr><tr><td>Sales Representative</td><td>12</td><td>21</td><td>27</td><td>23</td><td>83</td><td></td></tr><tr><td>Grand Total</td><td>289</td><td>280</td><td>442</td><td>459</td><td>1,470</td><td></td></tr></table>	Job Role	1	2	Job Satisfaction 3	4	Grand Total	Employee Count 10 112	Healthcare Representative	26	19	43	43	131		Human Resources	10	16	13	13	52		Laboratory Technician	56	48	75	80	259		Manager	21	21	27	33	102		Manufacturing Director	26	32	49	38	145		Research Director	15	16	27	22	80		Research Scientist	54	53	90	95	292		Sales Executive	69	54	91	112	326		Sales Representative	12	21	27	23	83		Grand Total	289	280	442	459	1,470	
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6.	Descriptive Reports	Number of Visualizations - 14 Number of Dashboards - 4 (1 tab each) Number of Stories - 2 (9 scenes each)																																																																													