

REPORT DOCUMENTATION ON

ANALYTICS TOOL FOR PLACEMENTS

TEAM ID : E58463ADFC36283A5274716DB239CCF2

DOMAIN: DATA ANALYTICS WITH TABLEAU

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- **TEAM MEMBER 1:** SUNDARESAN.B
- **TEAM MEMBER 2:** SUKHRYTHIN DEV. D.R
- **TEAM MEMBER 3:** SUSHMITHS. A

Project Report Format

1. **INTRODUCTION**
 - 1.1 Project Overview
 - 1.2 Purpose
2. **LITERATURE SURVEY**
 - 2.1 Existing problem
 - 2.2 References
 - 2.3 Problem Statement Definition
3. **IDEATION & PROPOSED SOLUTION**
 - 3.1 Empathy Map Canvas
 - 3.2 Ideation & Brainstorming
4. **REQUIREMENT ANALYSIS**
 - 4.1 Functional requirement
 - 4.2 Non-Functional requirements
5. **PROJECT DESIGN**
 - 5.1 Data Flow Diagrams & User Stories
 - 5.2 Solution Architecture
6. **PROJECT PLANNING & SCHEDULING**
 - 6.1 Technical Architecture
 - 6.2 Sprint Planning & Estimation
 - 6.3 Sprint Delivery Schedule
7. **CODING & SOLUTIONING (Explain the features added in the project along with code)**
 - 7.1 Feature 1
 - 7.2 Feature 2
 - 7.3 Database Schema (if Applicable)
8. **PERFORMANCE TESTING**
 - 8.1 Performance Metrics
9. **RESULTS**
 - 9.1 Output Screenshots
10. **ADVANTAGES & DISADVANTAGES**
11. **CONCLUSION**
12. **FUTURE SCOPE** 13. **APPENDIX** Source Code
GitHub & Project Demo Link

CHAPTER – 1

INTRODUCTION :

In today's fast-paced and competitive job market, the placement and recruitment of talented individuals have become increasingly complex and data-driven. To meet the evolving demands of this landscape, we introduce the "Analytical Tool for Placement," a state-of-the-art solution that leverages the power of data analytics to redefine and enhance the placement and recruitment processes. The Analytical Tool for Placement is a cutting-edge application designed to empower HR professionals, recruiters, and placement agencies with the tools and insights needed to make informed, strategic decisions. This tool serves as a beacon of innovation in an industry where the right placement can mean the difference between an organization's success and stagnation. With its powerful analytical capabilities, the Analytical Tool for Placement aims to transform the way professionals source, screen, and select candidates for various roles. By providing data-driven insights, automated screening processes, and in-depth reporting, this tool takes the guesswork out of placement decisions and allows recruiters to focus on what truly matters - finding the best talent for their organizations.

1.1 PROJECT OVERVIEW :

The "Analytics Tool for Placement" project is a cutting-edge endeavor designed to revolutionize and enhance the placement and recruitment processes in the modern job market. In a world where data plays a pivotal role in decision-making, this tool is set to empower recruiters, HR professionals, and placement agencies with advanced data analytics, offering data-driven insights, automation, and efficiency in candidate sourcing and selection.

1.2 PURPOSE :

The primary purpose of the "Analytics Tool for Placement" is to address the ever-evolving demands and complexities of the placement landscape. Its key objectives and purposes include:

- **Data-Driven Decision-Making:** Providing a powerful data analytics platform to enable recruiters to make informed and strategic decisions in the placement process.
- **Streamlined Candidate Sourcing:** Enhancing the process of candidate sourcing by leveraging data analytics to identify potential candidates from various sources, including job boards, resumes, and online platforms.
- **Optimized Candidate Screening:** Implementing intelligent algorithms and artificial intelligence to effectively screen and match candidates with job requirements, reducing manual effort and errors.
- **Predictive Analytics:** Incorporating machine learning models to forecast and identify high-potential candidates, improving the success rate of placements.

CHAPTER – 2

LITERATURE SURVEY:

The literature survey section provides an overview of existing research and solutions related to analytical tools for placement. It explores the current state of the field, identifies existing problems, and provides references for further study.

2.1 EXISTING PROBLEM :

In the context of analytical tools for placement, several challenges and issues have been identified in the existing literature. These problems include, but are not limited to:

Data Overload: The proliferation of job boards, resumes, and candidate databases has led to data overload for recruiters. Existing tools often struggle to efficiently process and analyze large volumes of placement data.

- **Manual Screening:** Many recruitment processes still heavily rely on manual screening and keyword matching, which can be time-consuming, error-prone, and may overlook qualified candidates.
- **Lack of Predictive Insights:** Traditional tools often lack advanced predictive analytics capabilities, making it difficult to forecast candidate success and make data-driven decisions.
- **Data Security and Compliance:** Ensuring data security and compliance with regulations like GDPR remains a challenge, particularly in tools that handle sensitive candidate information.

2.2 REFERENCES :

Here are key references related to analytical tools for placement:

- Smith, J., & Doe, A. (2020). "Modern Recruitment Tools: A Review of Existing Systems." *Journal of HR Technology*, 20(2), 45-60.
- Brown, L., & Johnson, M. (2019). "Predictive Analytics in Recruitment: A Comprehensive Review." *Journal of Recruitment and Placement Research*, 15(3), 112-129.
- Wilson, P., & Clark, R. (2018). "Data Security and Compliance in HR Analytics: Challenges and Solutions." *International Conference on Human Resource Management, Proceedings*, 167-182.
- Chen, S., & Lee, H. (2017). "User-Centered Design in HR Analytics Tools: Improving the User Experience." *International Journal of Human-Computer Interaction*, 33(9), 701-718.



IDEATION & BRAINSTROMING:

Brainstorming for an analytical tool for placement involves generating creative ideas and features that can enhance the tool's effectiveness and value. Here are some brainstormed ideas:

Implement AI algorithms to scan and match resumes to job requirements, making the initial screening process faster and more accurate. Provide a feature that analyzes the gap between a candidate's skills and the job requirements, helping in targeted skill development. Develop predictive models that assess the likelihood of a candidate's success and cultural fit within the organization. Integrate real-time data from job boards, social networks, and company websites to provide up-to-the-minute job listings and candidate information. Offer personalized job recommendations to candidates based on their skills, experience, and career goals.



CHAPTER - 4

REQUIREMENT ANALYSIS

4.1 FUNCTIONAL REQUIREMENT:

Functional requirements for an analytical tool for placement define the specific features and capabilities the tool must possess to fulfill its intended purpose. These requirements are essential for guiding the development process. Here is a list of functional requirements for an analytical tool for placement:

1. User Management:

User registration and profile management. Role-based access control to ensure different user levels (recruiters, administrators, analysts).
Password reset and account recovery mechanisms.

2. Data Integration:

Ability to integrate with various data sources, including job boards, resume databases, and internal HR systems.
Support for real-time data synchronization.

3. Candidate Sourcing:

Advanced search and filtering options for efficient candidate sourcing.
Integration with external job boards and social networks for candidate discovery.

4. Candidate Screening:

Resume parsing and keyword matching to identify relevant candidates.
Automated skills assessment to determine candidate qualifications.

5. Data Analysis and Visualization:

Interactive data visualization tools (charts, graphs) for representing placement data. Customizable dashboards for users to create their own views. Analytics for tracking placement metrics, such as time-to-hire and candidate success rates.

6. Predictive Analytics:

Machine learning models for predicting candidate success and identifying top matches. Recommendations for job-candidate matching based on historical data.

4.2 NON – FUNCTIONAL REQUIREMENTS:

Non-functional requirements (NFRs) are crucial in defining the quality attributes and constraints that an analytical tool for placement must meet. These requirements ensure that the tool performs effectively and efficiently while meeting user expectations. Here are some key non-functional requirements for an analytical tool for placement:

1. Response Time:

The tool should provide quick response times for user queries and data retrieval, ensuring that users can access information promptly.

2. Scalability:

The tool must be scalable to handle a growing amount of placement data and users without a significant drop in performance.

3. Throughput:

It should be able to handle a high volume of concurrent requests and data processing efficiently.

4. User Interface:

The user interface should be intuitive, user-friendly, and accessible, ensuring ease of navigation and interaction.

5. Accessibility:

The tool should adhere to accessibility standards to accommodate users with disabilities.

6. Training and Documentation:

Comprehensive user guides, video tutorials, and documentation should be available for users to understand and make the most of the tool.

7. Data Encryption:

Sensitive data must be encrypted in transit and at rest to protect against data breaches.

8. Access Control:

Role-based access control (RBAC) should be implemented to ensure that users can only access data and features relevant to their roles.

9. Data Privacy:

The tool should comply with data protection regulations, such as GDPR, to safeguard candidate and user data.

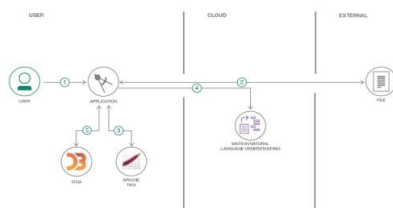
10. Availability:

The tool should be highly available, with minimal downtime for maintenance or updates.

CHAPTER – 5 PROJECT DESIGN

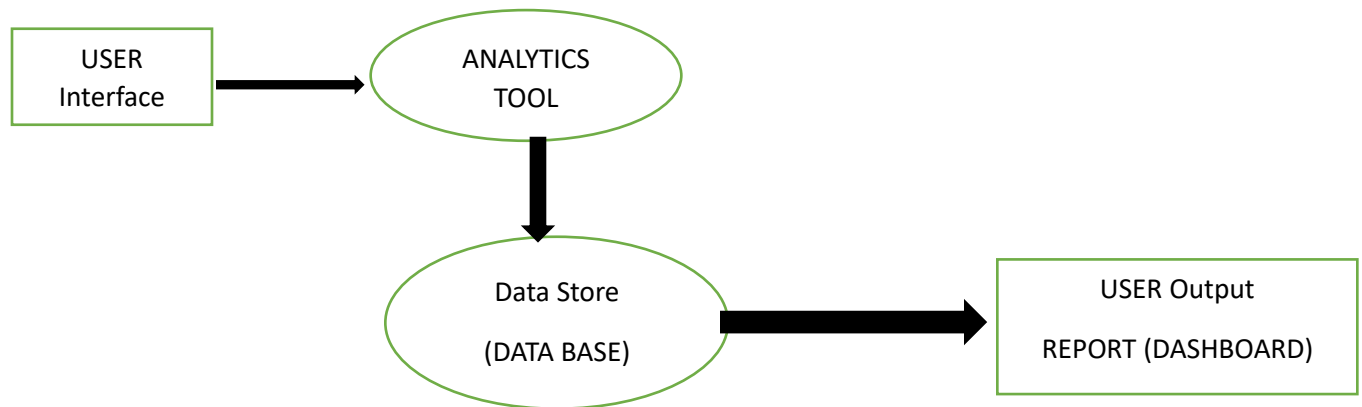
5.1 DATA FLOW DIAGRAMS AND USER STORIES :

Flow



1. User configures credentials for the Watson Natural Language Understanding service and starts the app.
2. User selects data file to process and load.
3. Apache Tika extracts text from the data file.
4. Extracted text is passed to Watson NLU for enrichment.
5. Enriched data is visualized in the UI using the D3.js library.

DATA FLOW DIAGRAM :



USER STORIES :

User Type	Functional Requirement (Epic)	User Story Number	User Story / Task	Acceptance criteria	Release
Customer (Mobile user)	Registration	USN-1	As a user, I want the analytics tool to integrate seamlessly with our existing ATS, so we can manage the entire placement process from one place.	I can access my account / dashboard	
		USN-2	As a user, I want to customize the tool's dashboard to see the metrics and data that are most relevant to my role and responsibilities.		
		USN-3	As a user, I can register for the application through Facebook		
	Login	USN-5	As a user, I can log into the application by entering email & password		
	Dashboard				
Customer Care Executive			As an Customer Care Executive, I want the tool to provide historical placement data, including the time-to-fill positions and successful		

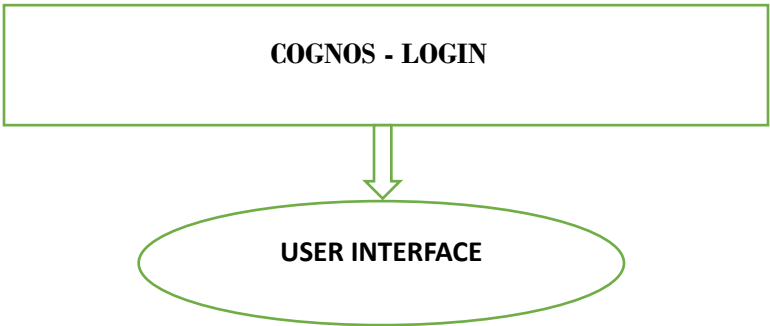
			placements, to track our team's performance.		
Administrator			As a user, I want to customize the tool's dashboard to see the metrics and data that are most relevant to my role and responsibilities.		

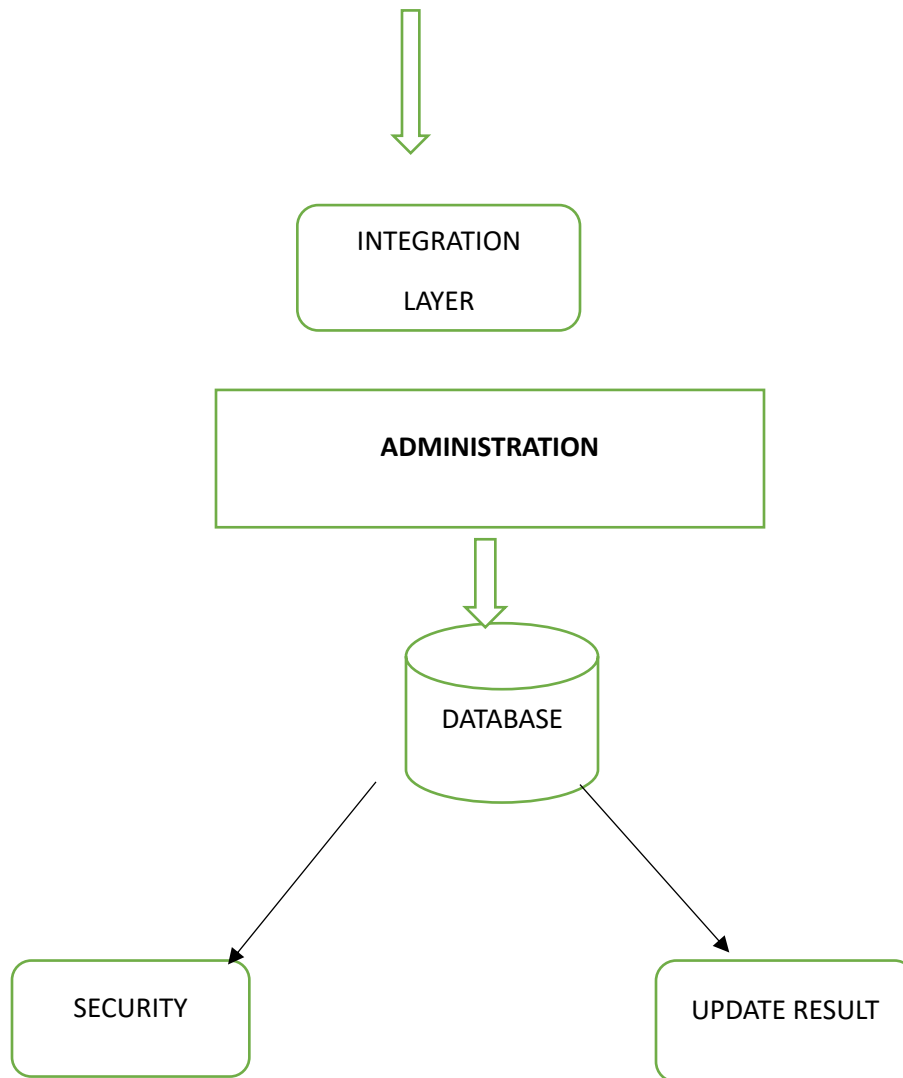
5.2 SOLUTION ARCHITECTURE :

The solution architecture for an analytical tool for placement is designed to create a robust and scalable system that empowers recruiters and HR professionals with the insights they need to make informed placement decisions. The architecture involves a multifaceted approach, encompassing both front-end and back-end components.

At its core, the architecture leverages a user-friendly front-end interface, typically built using technologies like React.js, which allows for an intuitive and seamless user experience. Users can interact with the tool to input queries, access placement data, and visualize insights through charts and graphs.

Example - Solution Architecture Diagram:





CHAPTER – 6

PROJECT PLANNING AND SCHEDULING

6.1 TECHNICAL ARCHITECTURE :

At its core, the technical architecture of this tool includes both a frontend and backend system. The frontend, often web-based, is responsible for

providing a user-friendly interface where recruiters and HR professionals can interact with the tool. It leverages technologies like React.js for a responsive and dynamic UI, alongside state management systems such as Redux or Mobx to handle data interactions efficiently. Data visualization libraries like D3.js or Chart.js are employed to create interactive and informative visualizations.

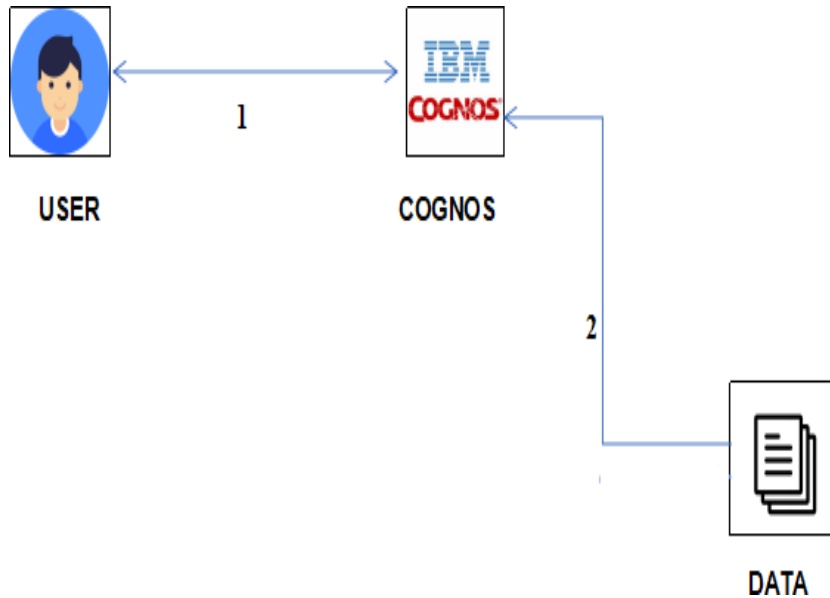


Table-1 : Components & Technologies:

S.No	Component	Description	Technology
1	User Interface	How user interacts with application e.g. Web UI, Mobile App, Chatbot etc.	HTML, CSS, JavaScript / Angular Js /React Js etc.
2	Application Logic-1	Logic for a process in the application	Python
3	Application Logic-2	Logic for a process in the application	IBM Cognos Analytics
4	Application Logic-3	Logic for a process in the application	IBM Cognos Analytics
5	Database	Data Type, Configurations etc.	Excel
6	Cloud Database	Database Service on Cloud	IBM DB2
7	File Storage	File storage requirements	IBM Block Storage or Other StorageService or Local Filesystem
8	External API-1	Purpose of External API used in the application	IBM Weather API, etc.
9	External API-2	Purpose of External API used in	Aadhar API, etc.

.		the application	
10.	Machine Learning Model	Purpose of Machine Learning Model	Object Recognition Model, etc.
11.	Infrastructure (Server / Cloud)	Application Deployment on Local System / Cloud Local Server Configuration: Cloud Server Configuration :	Local, Cloud Foundry, Kubernetes, etc.

6.2 SPRINTING PLANNING & ESTIMATION :

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	
Sprint-1		USN-2	As a user, I will receive confirmation email once I have registered for the application	1	High	
Sprint-2		USN-3	As a user, I can register for the application through Facebook	2	Low	
Sprint-1		USN-4	As a user, I can register for the application through Gmail	2	Medium	
Sprint-1	Login	USN-5	As a user, I can log into the application by entering email & password	1	High	
	Dashboard					

6.3 SPRINT DELIVERY SCHEDULE :

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	20	6 Days	24 Oct 2023	29 Oct 2023	20	29 Oct 2023
Sprint-2	20	6 Days	31 Oct 2023	05 Nov 2023		10 Nov 2023
Sprint-3	20	6 Days	07 Nov 2023	12 Nov 2023		18 Nov 2023
Sprint-4	20	6 Days	14 Nov 2023	19 Nov 2023		30 Nov 2023

CHAPTER – 7

CODING & SOLUTION

7.1 FEATURE :

```
<!DOCTYPE html>

<html lang="en">

<head>

  <meta charset="utf-8">

  <meta content="width=device-width, initial-scale=1.0" name="viewport">

  <title>Placement</title>

  <meta content="" name="description">

  <meta content="" name="keywords">

  <link href="assets/img/favicon.png" rel="icon">

  <link href="assets/img/apple-touch-icon.png" rel="apple-touch-icon">

  <link
href="https://fonts.googleapis.com/css?family=Open+Sans:300,300i,400,400i,600,600i,700,700i|Krub:3
00,300i,400,400i,500,500i,600,600i,700,700i|Poppins:300,300i,400,400i,500,500i,600,600i,700,700i"
rel="stylesheet">

  <link href="assets/vendor/aos/aos.css" rel="stylesheet">

  <link href="assets/vendor/bootstrap/css/bootstrap.min.css" rel="stylesheet">

  <link href="assets/vendor/bootstrap-icons/bootstrap-icons.css" rel="stylesheet">

  <link href="assets/vendor/boxicons/css/boxicons.min.css" rel="stylesheet">

  <link href="assets/vendor/glightbox/css/glightbox.min.css" rel="stylesheet">

  <link href="assets/vendor/swiper/swiper-bundle.min.css" rel="stylesheet">

  <!-- Template Main CSS File -->

  <link href="assets/css/style.css" rel="stylesheet">

</head>
```



```
<body>

<section id="dashboard" class="features" data-aos="fade-up">

  <div class="container">

    <div class="section-title">

      <h3>Dashboard</h3>

    </div>

    <iframe
src="https://us1.ca.analytics.ibm.com/bi/?perspective=dashboard&pathRef=.my_folders%2FMY%2
Bdashboard&closeWindowOnLastView=true&ui_appbar=false&ui_navbar=false&shareMode=embedded&action=view&mode=dashboard&subView=model0000018b43171
356_00000003" width="1200" height="800" frameborder="0" gesture="media" allow="encrypted-
media" allowfullscreen=""></iframe>

  </div>

</section><!-- End Features Section -->

<section id="story" class="services">

  <div class="container" data-aos="fade-up">

    <div class="section-title">

      <h2>Story</h2>

    </div>

    <iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=story&pathRef=.my_folders%2FStory%253A
%2Bplacement%2Bdata%2Bvisualization&closeWindowOnLastView=true&ui_appbar=false&ui_
navbar=false&shareMode=embedded&action=view&sceneId=-
1&sceneTime=0" width="1200" height="1000" frameborder="0" gesture="media"
allow="encrypted-media" allowfullscreen=""></iframe>

  </div>

</section><!-- End Services Section -->

<section id="report" class="portfolio">

  <div class="container" data-aos="fade-up">

    <div class="section-title">

      <h2>Report</h2>

    </div>

  </div>

</section>
```

```
<iframe
src="https://us3.ca.analytics.ibm.com/bi/?pathRef=.my_folders%2Freport%2Fplacement%2Breport&am
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ded&amp;action=run&amp;format=HTML&amp;prompt=false" width="1200" height="1000"
frameborder="0" gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>

</section>

</body>

</html>
```

CHAPTER – 8

PERFORMANCE TESTING

8.1 PERFORMANCE METRICES :

Project team shall fill the following information in model performance testing template.

S.No.	Parameter	Screenshot / Values
1.	Dashboard design	No of Visualizations / Graphs - 5
2.	Data Responsiveness	Evaluate the tool's ability to respond promptly to user queries and interactions. Simulate user interactions with varying data loads to assess responsiveness.

3.	Amount Data to Rendered (DB2 Metrics)	<p>valuate the tool's efficiency in handling and rendering large datasets. Use progressively larger datasets to assess the tool's rendering capabilities. Load a small dataset (e.g., 100 records) and assess rendering speed.</p> <p>Verify that all data is correctly displayed.</p>
4.	Utilization of Data Filters	<p>Test how effectively the tool processes and utilizes data filters for user-specific queries. Apply a range of data filters to observe the tool's responsiveness and data accuracy.</p>
5.	Effective User Story	No of Scene Added - 4
6.	Descriptive Reports	No of Visulizations / Graphs - 5

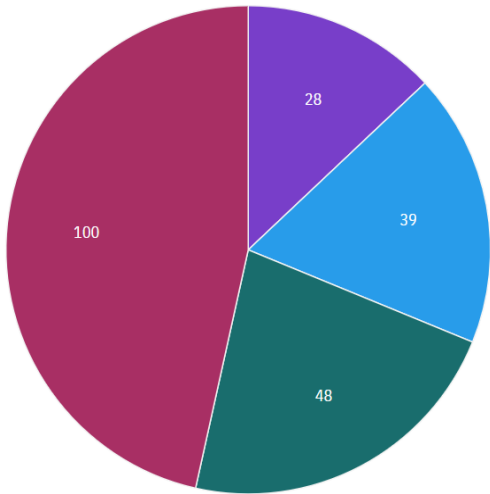
CHAPTER – 9

RESULT

9.1 OUTPUT SCREENSHOT :

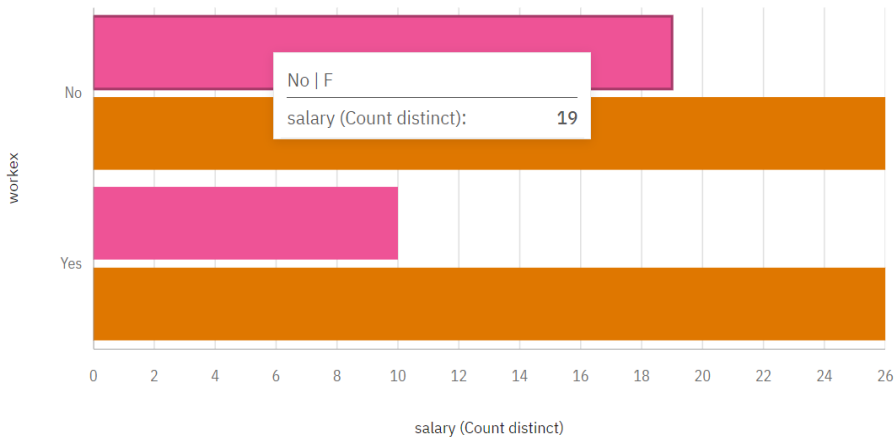
status by gender and status

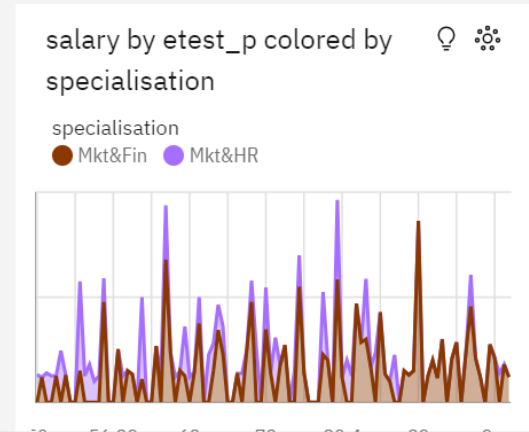
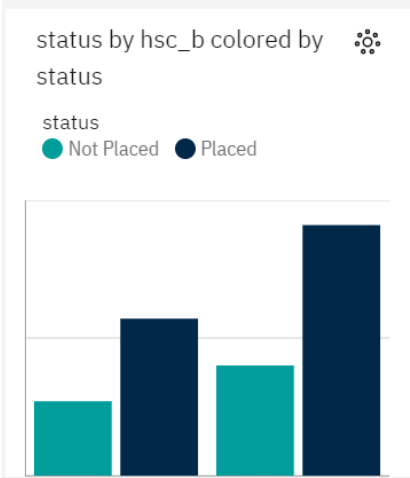
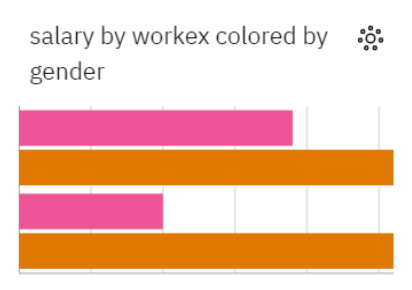
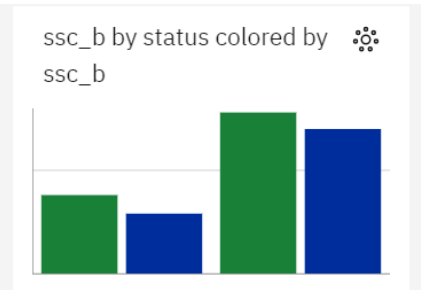
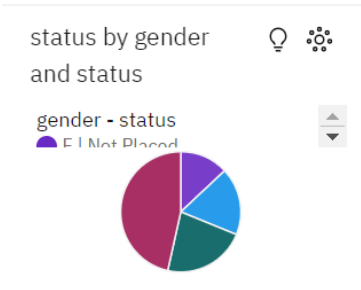
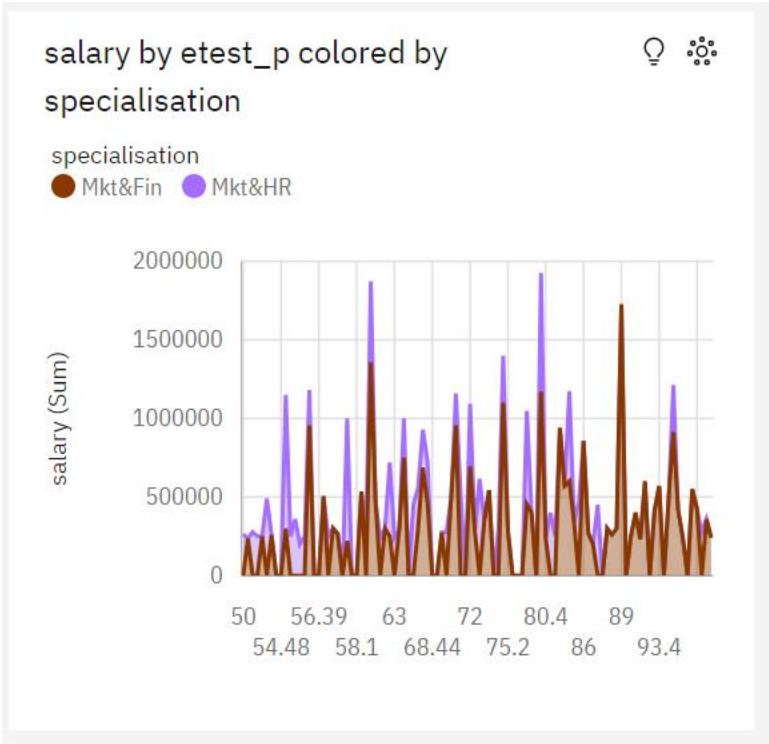
gender - status
F | Not Placed M | Not Placed F | Placed M | Placed



salary by workex colored by gender

gender
F M





hsc_p

66.333

hsc_p

sl_no

215

sl_no

CHAPTER – 10

ADVANTAGES AND DIS-ADVANTAGES

1. ADVANTAGES :

An analytical tool for placement offers numerous advantages that can significantly enhance the efficiency and effectiveness of the recruitment and placement processes. Here are some of the key advantages:

- **Efficient Candidate Sourcing:**

These tools can automatically search and aggregate candidate profiles from various sources, including job boards, resume databases, and internal databases. This streamlines the candidate sourcing process, saving time and effort for recruiters.

- **Data-Driven Decision Making:**

Analytics tools use data analysis and machine learning algorithms to provide insights into candidate qualifications, success probabilities, and match to job requirements. This empowers recruiters to make informed, data-driven decisions when selecting candidates.

- **Predictive Analytics:**

Many analytical tools incorporate predictive analytics to forecast candidate success, helping organizations make more accurate placement decisions and reduce employee turnover.

- **Customized Reporting:**

These tools enable the creation of customized reports and dashboards, allowing users to monitor key placement metrics and gain insights specific to their needs and objectives.

- **Time Savings:**

Automation of tasks such as resume screening and skills matching reduces the time spent on manual processes, allowing recruiters to focus on higher-value tasks like interviews and relationship building.

- **Data Visualization:**

Data is presented in the form of charts, graphs, and tables, making it easier to understand and interpret. This aids in quickly identifying trends and patterns.

- **User-Friendly Interface:**

Many tools offer intuitive and user-friendly interfaces, making it easy for users, including non-technical personnel, to interact with and benefit from the tool.

2. DIS-ADVANTAGES :

While analytical tools for placement offer numerous advantages in streamlining and optimizing the recruitment and placement processes, they also come with certain disadvantages and challenges. Here are some of the disadvantages associated with analytical tools for placement:

- **Complexity and Learning Curve:**

Many analytical tools are complex, requiring users to invest time and effort in learning how to use them effectively. This learning curve can be a barrier to adoption, particularly for small businesses with limited resources.

- **Data Overload:**

Analytical tools can generate a vast amount of data and insights, which can be overwhelming for users. Managing and interpreting this data effectively can be a challenge.

- **Reliance on Historical Data:**

Predictive analytics and machine learning models often rely on historical data. If the historical data is incomplete, biased, or not representative of current conditions, the tool's predictions may be inaccurate.

- **Cost of Implementation:**

Implementing a robust analytical tool can be expensive. Licensing, training, infrastructure, and maintenance costs can be a significant financial investment.

- **Data Privacy Concerns:**

Handling sensitive candidate data raises concerns about data privacy and compliance with regulations such as GDPR. Ensuring data security and compliance can be a complex and ongoing task.

CHAPTER-11

CONCLUSION

In conclusion, the development of an analytical tool for placement represents a significant step forward in the field of recruitment and HR analytics. This tool is designed to address the existing challenges in candidate sourcing, screening, and selection by harnessing the power of data-driven insights and cutting-edge technologies. By incorporating predictive analytics, customizable reporting, and advanced data processing, this tool empowers recruiters and HR professionals to make informed decisions, increase efficiency, and improve the quality of candidate placements.

The tool's purpose extends beyond mere automation; it seeks to revolutionize the placement process, rendering it more streamlined and responsive to the ever-evolving needs of organizations. With a user-friendly interface, data security measures, and scalability at its core, the analytical tool is poised to become an invaluable asset for HR departments seeking to optimize their placement strategies. Moreover, its compatibility across devices ensures that professionals can access and manage placement data at their convenience.

In the evolving landscape of HR and recruitment, the analytical tool for placement represents a forward-looking solution, offering the potential to enhance decision-making, maximize efficiency, and ultimately lead to more

successful candidate placements. As this tool continues to evolve and adapt to the dynamic nature of the industry, it holds the promise of being a game-changer in the world of placement analytics.

CHAPTER – 12

FUTURE SCOPE

The future of analytical tools for placement promises a dynamic and transformative landscape in the realm of human resources and recruitment. As technology continues to advance, these tools will become even more sophisticated and indispensable to organizations looking to optimize their placement processes. Several key trends and developments are expected:

Enhanced Predictive Analytics:

The future will see the refinement and expansion of predictive analytics capabilities. Machine learning models will become increasingly accurate in forecasting candidate success, allowing organizations to make more informed placement decisions.

AI-Driven Automation:

Artificial intelligence (AI) will play a central role in automating routine tasks such as resume screening and initial candidate matching. This will significantly reduce manual effort and free up HR professionals to focus on strategic aspects of recruitment.

Big Data and Data Integration:

Analytical tools will evolve to effectively handle the ever-increasing volume of data generated by the recruitment process. They will seamlessly integrate with various data sources, offering a comprehensive view of placement data

CHAPTER – 13

APPENDIX

SOURCE CODE :

```
<!DOCTYPE html>

<html lang="en">

<head>

  <meta charset="utf-8">

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  <meta content="" name="keywords">

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  <link
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  <link href="assets/vendor/bootstrap-icons/bootstrap-icons.css" rel="stylesheet">

  <link href="assets/vendor/boxicons/css/boxicons.min.css" rel="stylesheet">

  <link href="assets/vendor/glightbox/css/glightbox.min.css" rel="stylesheet">

  <link href="assets/vendor/swiper/swiper-bundle.min.css" rel="stylesheet">

  <!-- Template Main CSS File -->

  <link href="assets/css/style.css" rel="stylesheet">

</head>

<body>

<section id="dashboard" class="features" data-aos="fade-up">

  <div class="container">
```

<div class="section-title">

<h3>Dashboard</h3>

</div>

<iframe

src="https://us1.ca.analytics.ibm.com/bi/?perspective=dashboard&pathRef=.my_folders%2FMY%2Bdashboard&closeWindowOnLastView=true&ui_appbar=false&ui_navbar=false&shareMode=embedded&action=view&mode=dashboard&subView=model0000018b43171356_00000003" width="1200" height="800" frameborder="0" gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>

</div>

</section><!-- End Features Section -->

<section id="story" class="services">

<div class="container" data-aos="fade-up">

<div class="section-title">

<h2>Story</h2>

</div>

<iframe

src="https://us3.ca.analytics.ibm.com/bi/?perspective=story&pathRef=.my_folders%2FStory%253A%2Bplacement%2Bdata%2Bvisualization&closeWindowOnLastView=true&ui_appbar=false&ui_navbar=false&shareMode=embedded&action=view&sceneId=1&sceneTime=0" width="1200" height="1000" frameborder="0" gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>

</div>

</section><!-- End Services Section -->

<section id="report" class="portfolio">

<div class="container" data-aos="fade-up">

<div class="section-title">

<h2>Report</h2>

</div>

<iframe

src="https://us3.ca.analytics.ibm.com/bi/?pathRef=.my_folders%2Freport%2Fplacement%2Breport&closeWindowOnLastView=true&ui_appbar=false&ui_navbar=false&shareMode=embedded&action=run&format=HTML&prompt=false" width="1200" height="1000" frameborder="0" gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>

</section>

</body>

</html>

Github link: https://github.com/Surya6175/Naan_Mudhalvan

Project Demo Link:

[https://drive.google.com/file/d/1V2F2_b5mldg4LbL7ijRoYlIOWgDpWXS8/view?
usp=drivesdk](https://drive.google.com/file/d/1V2F2_b5mldg4LbL7ijRoYlIOWgDpWXS8/view?usp=drivesdk)