IBM PROJECT DESCRIPTION

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USING TABLEAU

TASK

Using Tableau, I explore various business problems faced by IBM related to their employees.

IBM wanted this questions answered so the can have full insight and interactive dashboard show they can have full overview of the operations a employees:

Analysis of Total Employees: they asked their Data Analysts Tumisang Maramane to visualise the following

* IBM needs to track the number of employees they have over time. By analysing the data on the total number of employees, they can identify trends and patterns. Using Tableau, create a line graph that shows the number of employees each year, add filters to see the distribution of employees by gender, department, job role, and education field.
* Average Age, Average Years at Company, and Average Total Working Years: IBM needs to understand the demographics of their employees, including the average age, average years at the company, and average total working years. Using Tableau, create a histogram that shows the distribution of employees by age.You can also create a bar chart that shows the average years at the company and the average total working years for each department and job role.
* Gender in the Company: IBM needs to ensure that they have a diverse workforce. By analyzing the data on gender in the company, they can identify areas where they need to improve. Using Tableau, w create a pie chart that shows the percentage of employees by gender. We can also add filters to see the distribution of employees by department, job role, education field, and marital status. IBM needs to understand the age demographics of their workforce by department and job role. Using Tableau, create a heatmap that shows the average age of employees by department and job role.
* Gender and Job Role: IBM needs to ensure that they have equal opportunities for all employees regardless of their gender. Using Tableau, create a stacked bar chart that shows the distribution of employees by gender and job role. We can also add filters to see the distribution of employees by department, education field, and marital status.
* Gender & Marital Status: IBM needs to understand the marital status demographics of their workforce. Using Tableau, create a pie chart that shows the percentage of employees by gender and marital status. We can also add filters to see the distribution of employees by department, job role, and education field.
* Total Employees by Education Field: IBM needs to understand the educational background of their employees. Using Tableau, create a bar chart that shows the number of employees by education field. You can also add filters to see the distribution of employees by gender, department, job role, and marital status.
* Total Employees by Department & Job Role: IBM needs to understand the composition of their workforce by department and job role. Using Tableau, create a tree map that shows the number of employees by department and job role. You can also add filters to see the distribution of employees by gender, education field, and marital status.
* Average Monthly Income by Department & Job Role: IBM needs to understand the income demographics of their workforce by department and job role. Using Tableau, create a bar chart that shows the average monthly income for each department and job role.
* IBM needs to understand the career history of their employees. Using Tableau, create a histogram that shows the distribution of employees by the number of companies they worked for before joining IBM, can also add filters to see the distribution of employees by gender, department, job role, and education field.

By using Tableau to analyze their employee data, IBM gained insights that can help them in making data-driven decisions about their workforce management, recruitment, retention, and training programs.