**VIVA REPORT**

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| **Viva Report** | |
| Student Name | Vivek Pf |
| Project Title | TCS iON RIO-45: Employee Attrition and Performance Analysis |

Key Project take aways from the internship,

* Data cleaning and data modelling.

In this project I was able to make use of my excel skills for data cleaning purpose.

Using the functions related data cleaning in skill I was able to transform the raw data into useful format.

I was also able explore data modelling using tableau and excel. Transforming the data model to a star schema.

* Calculated fields and LODs.

This project demanded level of detail having very much importance. Since we have percentages and data have different segments / categories. So, exploring level of details was great learning and fun.

Even though data set was rich with 35+ columns for the analytics purposes we introduced more calculated fields and some of them have complex calculations which helped us to understand more about tableau calculations and functions

* Dashboard design and Interactivity.

In this we had a great opportunity to produce an N number of charts also the same it is a challenge to accommodate all of these charts in a dashboard. So, there was a necessity for making multiple meaningful dashboards and for moving around these dashboards' navigation feature is introduced.

This was our first experience to build a dashboard that contains multiple navigation bars and it was kept in a menu format.

For interactivity basic drop down filters were used and placed on dashboard's top itself.

Intentionally filtering using charts were not enabled to keep the dashboard simple.

* HR Analytics Domain knowledge

Through this project we were able to explore more HR domain and metrices. It was a great experience to learn about HR analytics and how it helps a company to save revenue. As we deep dive into attrition analysis for the given dataset we will be able to identify the factors leading to attrition and how to reduce it.

Most of the terms regarding the HR analytics were new to us and it was worth learning it from different sources and how they play vital role in business.

* Scope of the project and how to enhance it

As said earlier this project provides great opportunity for data analytics and visualization. This dashboard can be reused by updating the data as we need. We could identify the factors leading to attrition and interestingly we can find the factors leading to employee retention also. If we get the data containing date then it will great and more interesting KPIs and metrics can be developed.