**HR DATA ANALYTICS (TABLEAU)**

**KPI**

1. SUM OF EMP ( count the number of employees)
2. Create calculated field -> YES : 1 , 0. (attrition)
3. Attr rate : sum(attr count)/attr(sum of emp)
4. Active emp: sum(emp count) – sum(attr count)
5. AVG of Age
6. Add “Education filter” -> apply to all datasource

**Attrition - Gender**

1. Attrition by Gender (male / female) – Lollypop chart
   1. Crtl and make two field for sum(attr count) in column pane
   2. For second field, in Marks pane -> convert bar graph to circle
   3. Right click on second attr count field and dual axis then sync the axis
   4. Color the both the charts

**Attrition – Dept**

Dept -> color , Shape – Pie, add Attr count -> Angle

**Attr: NUMBER OF EMP BY AGE GROUP**

Columns: Age group: Age -> Create Bins -> create parameter ->min 1, max 10 , step 2

Rows: Emp count

**JOB STATISFACTION RATING**

Columns: Job satisfaction

Rows: Job Role

Text: Emp Numb

Heat Map

Analysis -> Add totals

**Education by attr**

Rows: Education

Columns: Attr count

**ATTR BY DIFFERENT AGE BY GENDER**

Column: Age band -> Pie chart

Color: Gender

Angle: Attr

<Make PIE to DONUT>

* Row: dummy axis-> min(1) , copy paste the same second time
* Second min(1) -> marks card; Remove all fields , make dual axis

**Dashboard**

1. **1580 x 900 : size**
2. Place KPI
3. Place Attrition by Gender
4. Enter dashboard title : HR ANALYTICS DASHBOARD
5. Place Attrition by Dept
6. Place EMP Age group chart
7. Place Job satisfaction Ratings
8. Place education by attrition
9. Attr by age by gender
10. Add filter -> select any chart -> Analysis -> Education (multiple value dropdown)
11. Activate action filter on each chart