BUSINESS INTELLIGENCE PROJECT

Un espace de collaboration pour la génération Y active

le 20 mars 2020

OBJECTIVE

The focus of this project will be on tracking employee performance across various subsidiaries and identifying top performers who deserve promotion, as well as determining which groups we need to focus on more to improve their productivity.

DESCRIPTION OF THE DATA SET

A large MNC has 9 broad verticals across the organization. One of the problems is identifying the right people for promotion and preparing them in time

THE FINAL PROMOTIONS ARE ONLY ANNOUNCED AFTER THE EVALUATION, AND THIS LEADS TO DELAYS IN THE TRANSITION TO NEW ROLES. HENCE, THE COMPANY NEEDS HELP IN IDENTIFYING THE ELIGIBLE CANDIDATES AT A PARTICULAR CHECKPOINT SO THAT THEY CAN EXPEDITE THE ENTIRE PROMOTION CYCLE.
THE HEAD OF THE HR DEPARTMENT HAS ASSIGNED OUR TEAM THE TASK OF IDENTIFYING WHICH OF THESE EMPLOYEES ARE ELIGIBLE FOR THE PROMOTION.

SOURCE:HTTPS://WWW.KAGGLE.COM/DATASETS/ARASHNIC/HR-ANA

ISSUES TO BE ADDRESSED:

- TRACKING EMPLOYEES PRODUCTIVITY
- COMPARING PERFORMANCES BY REGION
- COMPARING MALES AND FEMALES PRODUCTIVITY
- COMPARING THE DIFFERENT DEPARTMENTS PERFORMANCE

UN CENTRE DE COLLABORATION POUR LES INDIVIDUS ET LES ENTREPRISES

TAKING ACTION ACCORDINGLY

- recognition for the top performant
- customized training for each department/subsidiaries
- making sure that the work environment is healthy for both genders

le 20 mars 2020

COWORKING LA PLUME

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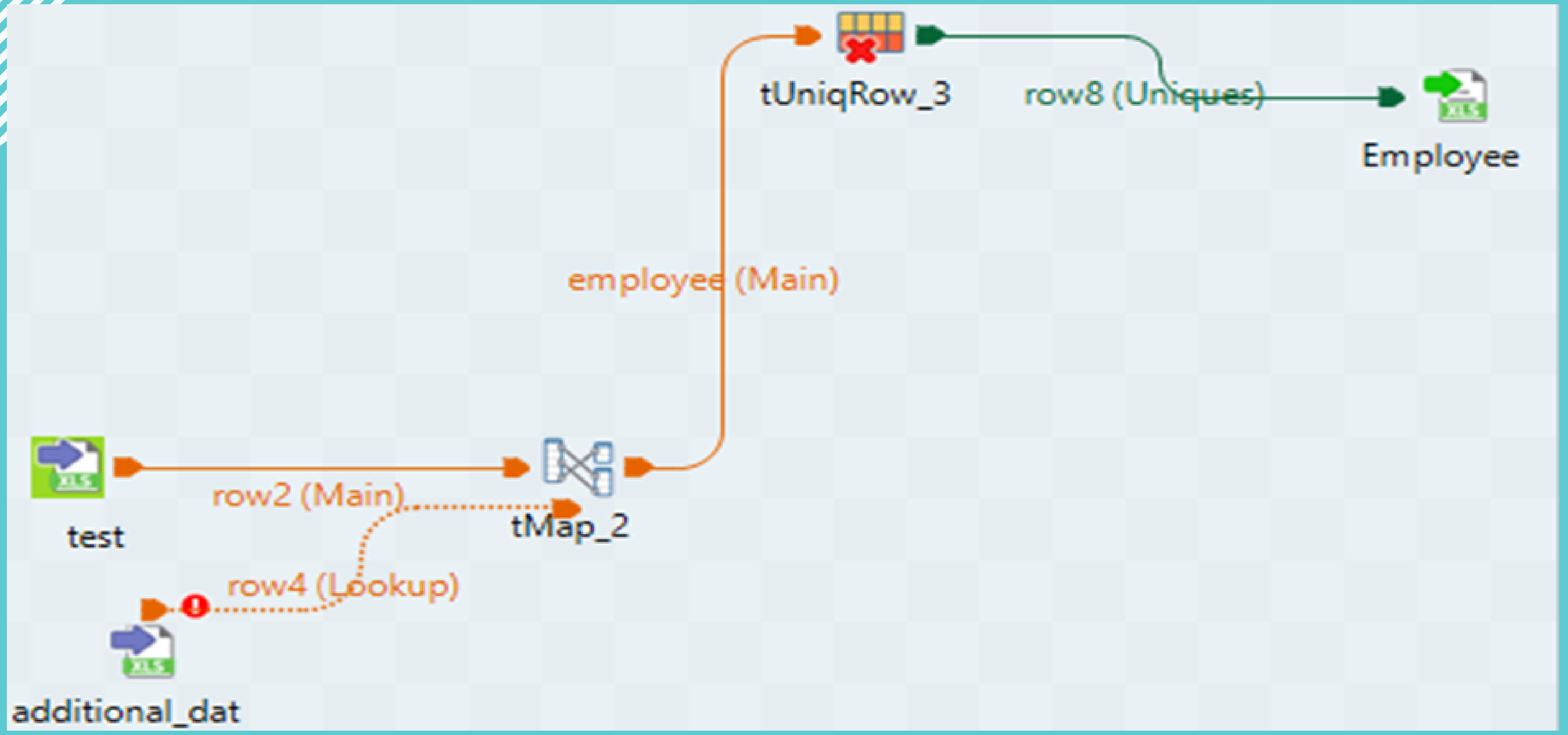
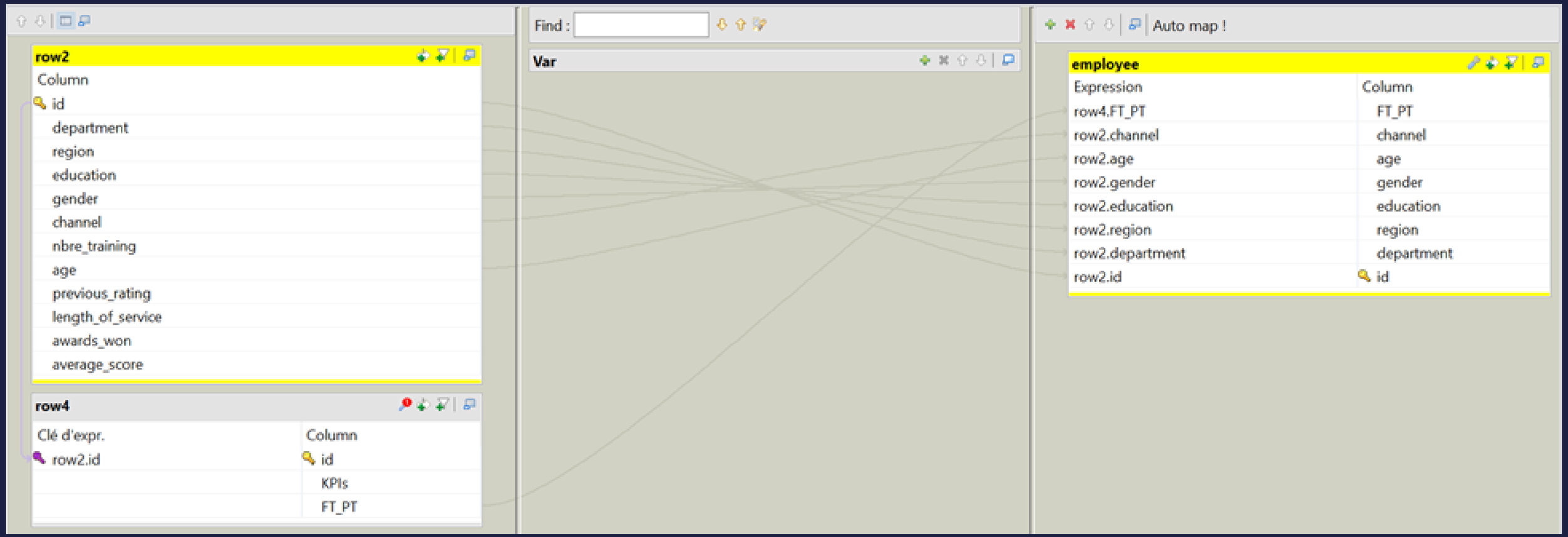
DATA GATHERING AND INTEGRATION

WITH TALEND



MAPPING THE COMPONENT FILETEST AND LOOKUP ADDITIONAL DATA TO THE OUTPUT EXCEL FILE: EMPLOYEE
TUNIQROW COMPONENT IS USED HERE TO REMOVE DUPLICATES


row2
Column
id
department
region
education
gender
channel
nbre_training
age
previous_rating
length_of_service
awards_won
average_score
row4
Clé d'expr.
Column
row2.id
id
KPIs
FT_PT
Find :
Var
Auto map !
employee
Expression
Column
row4.FT_PT
FT_PT
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channel
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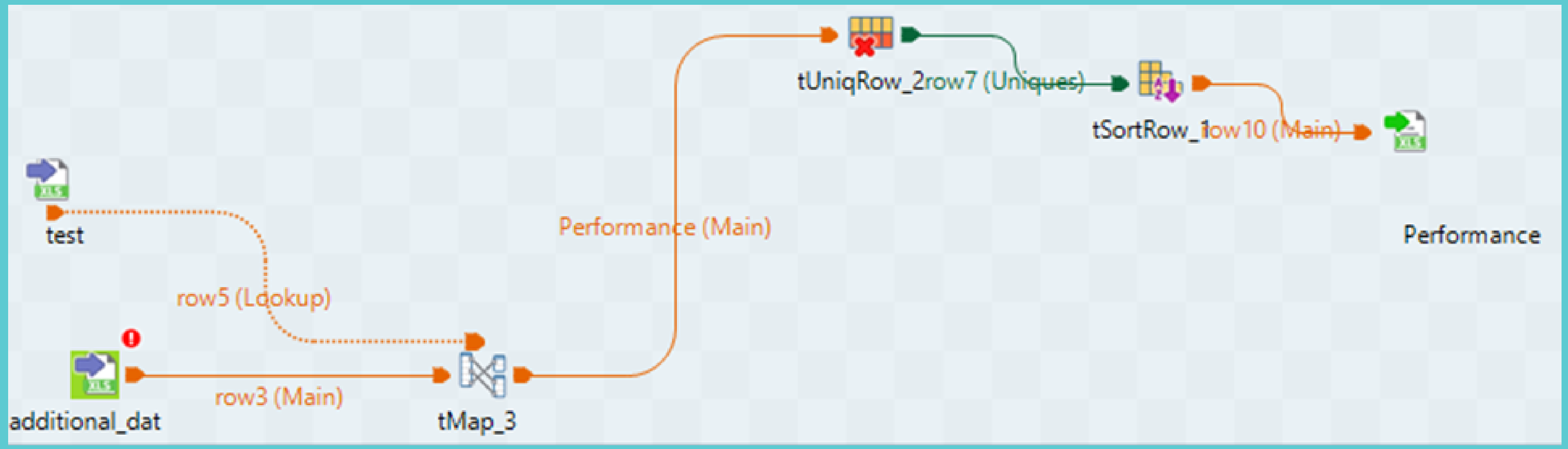
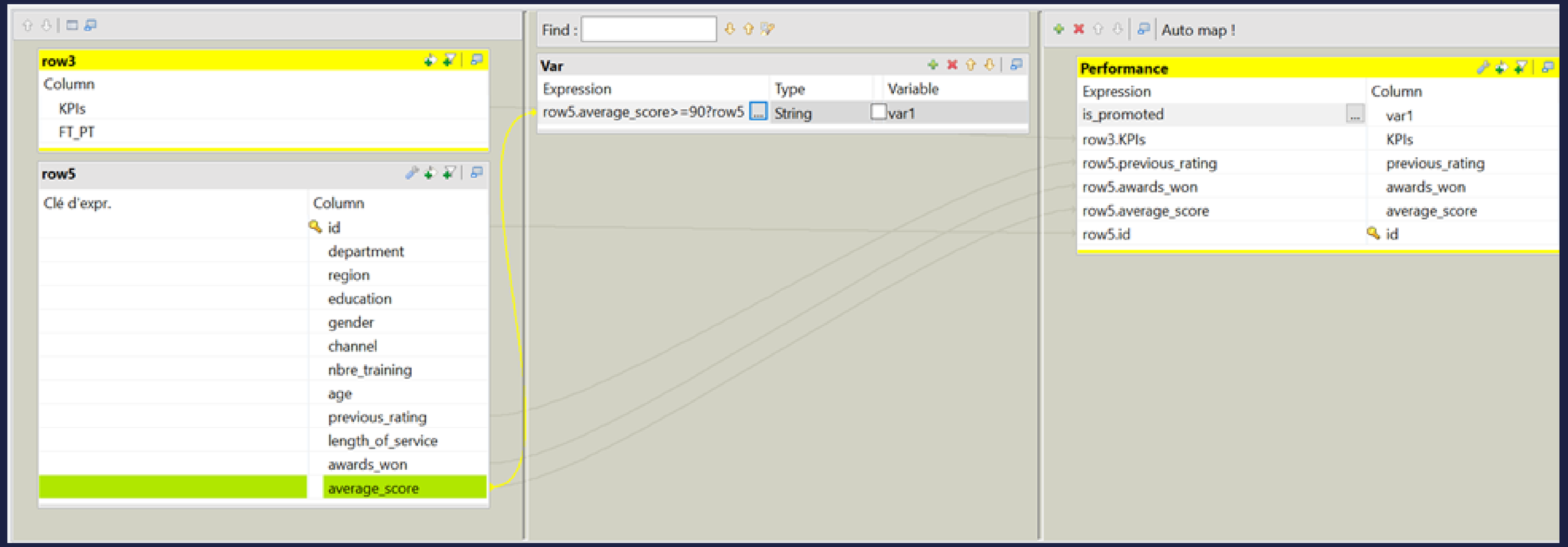
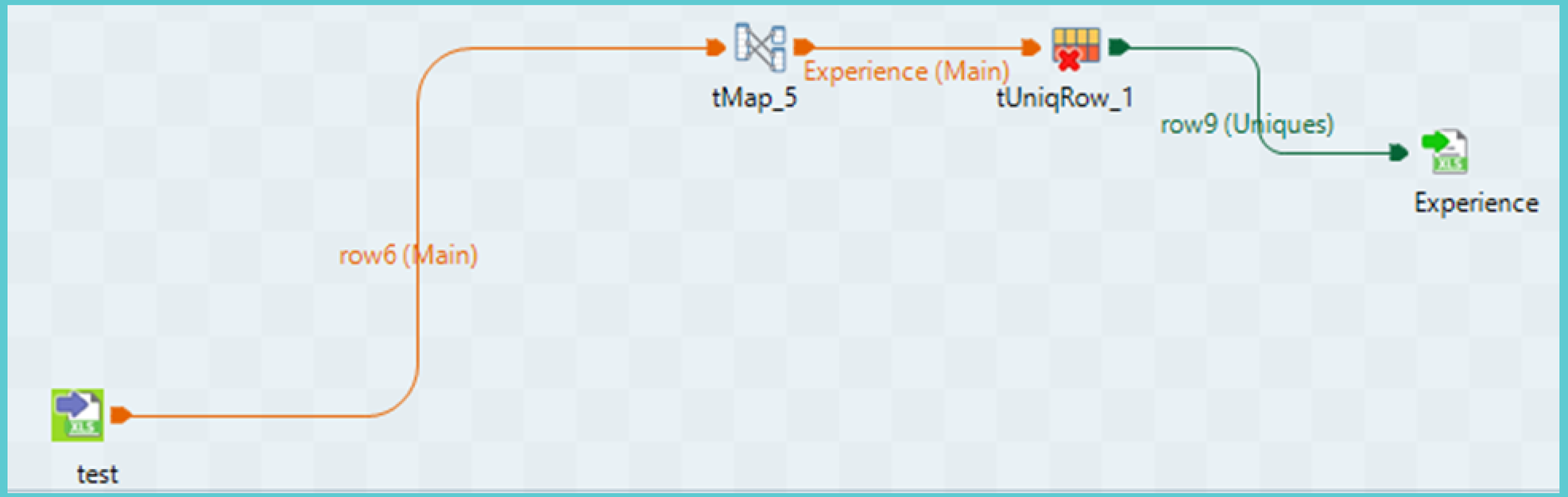
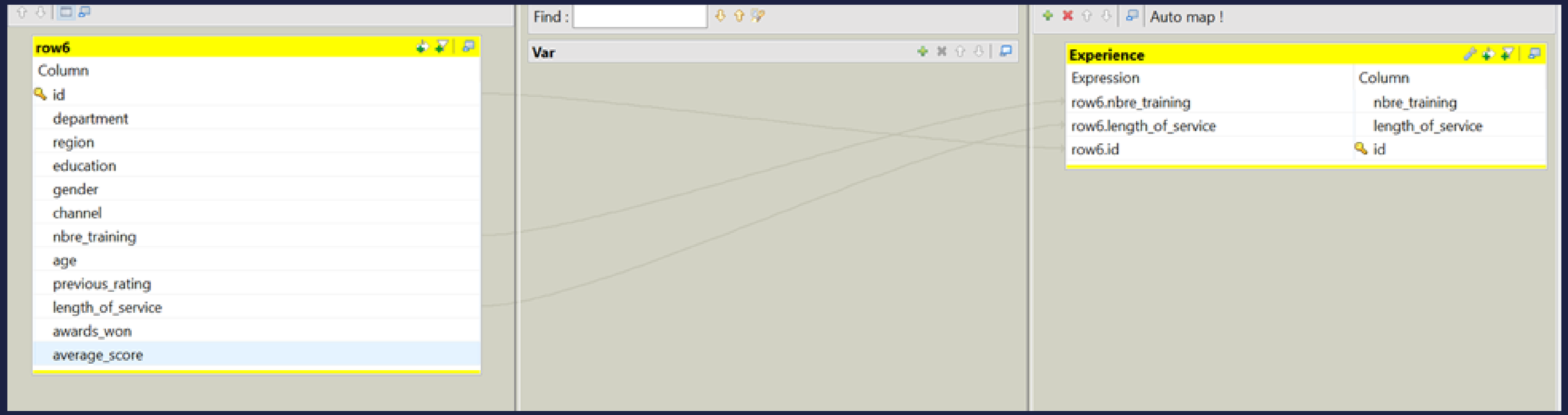
education
row2.region
region
row2.department
department
row2.id
id



WE USED THE TSORTROW COMPONENT TO GET THE OUTPUT SORTED IN ASCENDING ORDER BY AVERAGE _SCORE
WE USED A VARIABLE IN TMAP THAT TAKES 1 IF THE AVERAGE SCORE>90 OTHERWISE 0 ; 1>>>WILL BE PROMOTED


row3
Column
KPIs
FT_PT
row5
Clé d'expr.
Column
id
department
region
education
gender
channel
nbre_training
age
previous_rating
length_of_service
awards_won
average_score
Find :
Var
Expression
Type
Variable
row5.average_score>=90?row5
String
var1
Auto map !
Performance
Expression
Column
is_promoted
var1
row3.KPIs
KPIs
row5.previous_rating
previous_rating
row5.awards_won
awards_won
row5.average_score
average_score
row5.id
id


tMap_5
Experience (Main)
tUniqRow_1
row9 (Uniques)
Experience
row6 (Main)
test


row6
Column
id
department
region
education
gender
channel
nbre_training
age
previous_rating
length_of_service
awards_won
average_score
Find :
Var
Auto map !
Experience
Expression
Column
row6.nbre_training
nbre_training
row6.length_of_service
length_of_service
row6.id
id

DATA ANALYSIS

POWER BI