Assignment Tableau

Before you start diving into answering the HR business related questions take a step back and explore the data while considering the questions asked in task 1 below.

1. Is the data from multiple sources?
2. Is the data clean?
3. What external data might you need?

Background of the task at XYZ Corporation

During a high-level strategy meeting at HQ, Hazel Hartman, the Corporate Director of HR, made her usual end-of-year presentation to the C-suite executives. This year a healthy discussion ensued, and she seemed worlds apart from the rest of the team who were looking at a 3 to 5-year window and asking what the organisation might look like in 5 years. While Hazel was able to engage in discussion with respect to policy and benchmarking, she was unable to answer very specific workforce relatedquestions citing that she would ‘need more time to gather the data.’ During the meeting several comments were made by senior executives that made Hazel feel uneasy. For example, a comment was made by VP of Strategy & Business Development that there was a lack of diversity across the global subsidiaries and argued that XYZ needed to expand the diversity of the Business Development team to reflect the markets they were serving. The Director of Sales lamented that it was hard to attract females into the sales and other functions as there were a perception that females were being paid less than their male counterparts. There was also a discussion about the high cost of recruitment and training costs being associated with high attrition rates and that there were rumours that certain managers were being allowed ‘get away with murder’ in terms of their poor people management skills. The CEO asked the Corporate Director of HR to ‘run the numbers’ and provide him with a profile of the workforce to allay any fears of inequality and noted the other comments in a confidential internal memo to her saying that information for decision making has to be readily available at these meetings.

The Tasks

The Corporate Director of HR gathered her team and instructed them to pull together as much workforce data as possible within a 4-week timeframe and answer the specific workforce related questions below. The team is to present the findings in the form of an interactive dashboard using the Tableau Visualisation tool that XYZ Corporation just purchased and this must be supported by a brief report for tasks 1 and 2. In your assigned pairs you will address the following two tasks.

Task 1

**1) What is the current gender profile of the workforce and what is the global picture?**

**2) In what roles are females most evident and what roles are females absent from or underrepresented in terms of the total workforce?**

**3) Is there equality in pay across the genders for the same roles and is this representative in the marketplace?**

**4) Identify if there are employees reporting to the same manager for more than 5 years; Answer is YES**

**what are their relationship satisfaction rates, who are these managers, and where are they located?**

**COLUMN USING**

1. **Name and YearsWithCurrManager (Identify if there are employees reporting to the same manager for more than 5 years)**
2. RelationshipSatisfaction(**what are their relationship satisfaction rates)**
3. **JobRole** (**, who are these managers)**
4. Name (**, who are these managers)**
5. City name ( **and where are they located)**

**5) Who are the business travellers, what are their environmental satisfaction rates and is there evidence of work life balance for this cohort?**

**Columns using**

1. **BusinessTravel ( Who are the business travelers)**
2. **EnvironmentSatisfaction ( what are their environmental satisfaction rates)**
3. **WorkLifeBalance ( is there evidence of work life balance for this cohort?) answer is NO**

**6) What percentage of employees are likely to retire in the next 5 years, what departments are they working in and what will the total remuneration be at the time of their retirement?**

**Columns using**

**1- age -61 years and more**

**2- department**

**3- monthly salary + monthly rate**