

# Project Development Phase

## Sprint - 1

Date	06 November 2023
Project Name	The Tableau HR Scorecard: Measuring Success in Talent Management

## Data Collection

HR data has been collected.

A1	Attrition																						
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W
1	Attrition	Business Travel	CF_age band	CF_attrition label	Department	Education	emp no	Employee	Gender	Job Role	Marital Status	Over Time	Over 18	Training	Ti Age	CF_current	Daily Rate	Distance	F Education	Employee	Environme	Hourly Rat	Job Involw Jo
2	Yes	Travel_Rarely	35 - 44	Ex-Employ	Sales	Life Science	STAFF-1	1	Female	Sales Exec	Single	Yes	Y	0	41	0	1102	1	Associates	1	2	94	3
3	No	Travel_Fre	45 - 54	Current En R&D	Life Science	STAFF-2	2	Male	Research S	Married	No	Y	3	49	1	279	8	High Scho	1	3	61	2	
4	Yes	Travel_Rarely	35 - 44	Ex-Employ R&D	Other	STAFF-4	4	Male	Laborator	Single	Yes	Y	3	37	0	1373	2	Associates	1	4	92	2	
5	No	Travel_Fre	25 - 34	Current En R&D	Life Science	STAFF-5	5	Female	Research S	Married	Yes	Y	3	33	1	1392	3	Master's D	1	4	56	3	
6	No	Travel_Rarely	25 - 34	Current En R&D	Medical	STAFF-7	7	Male	Laborator	Married	No	Y	3	27	1	591	2	High Scho	1	1	40	3	
7	No	Travel_Fre	25 - 34	Current En R&D	Life Science	STAFF-8	8	Male	Laborator	Single	No	Y	2	32	1	1005	2	Associates	1	4	79	3	
8	No	Travel_Rarely	Over 55	Current En R&D	Medical	STAFF-10	10	Female	Laborator	Married	Yes	Y	3	59	1	1324	3	Bachelor's	1	3	81	4	
9	No	Travel_Rarely	25 - 34	Current En R&D	Life Science	STAFF-11	11	Male	Laborator	Divorced	No	Y	2	30	1	1358	24	High Scho	1	4	67	3	
10	No	Travel_Fre	35 - 44	Current En R&D	Life Science	STAFF-12	12	Male	Manufacts	Single	No	Y	2	38	1	216	23	Bachelor's	1	4	44	2	
11	No	Travel_Rarely	35 - 44	Current En R&D	Medical	STAFF-13	13	Male	Healthcar	Married	No	Y	3	36	1	1299	27	Bachelor's	1	3	94	3	
12	No	Travel_Rarely	35 - 44	Current En R&D	Medical	STAFF-14	14	Male	Laborator	Married	No	Y	5	35	1	809	16	Bachelor's	1	1	84	4	
13	No	Travel_Fre	25 - 34	Current En R&D	Life Science	STAFF-15	15	Female	Laborator	Single	Yes	Y	3	29	1	153	15	Associates	1	4	49	2	
14	No	Travel_Rarely	25 - 34	Current En R&D	Life Science	STAFF-16	16	Male	Research S	Divorced	No	Y	1	31	1	670	26	High Scho	1	1	31	3	
15	No	Travel_Rarely	25 - 34	Current En R&D	Medical	STAFF-18	18	Male	Laborator	Divorced	No	Y	2	34	1	1346	19	Associates	1	2	93	3	
16	Yes	Travel_Rarely	25 - 34	Ex-Employ R&D	Life Science	STAFF-19	19	Male	Laborator	Single	Yes	Y	4	28	0	103	24	Bachelor's	1	3	50	2	
17	No	Travel_Rarely	25 - 34	Current En R&D	Life Science	STAFF-20	20	Female	Manufacts	Divorced	No	Y	1	29	1	1389	21	Master's D	1	2	51	4	
18	No	Travel_Rarely	25 - 34	Current En R&D	Life Science	STAFF-21	21	Male	Research S	Divorced	Yes	Y	5	32	1	334	5	Associates	1	1	80	4	
19	No	Non-Travel Under 25		Current En R&D	Medical	STAFF-22	22	Male	Laborator	Divorced	Yes	Y	2	22	1	1123	16	Associates	1	4	96	4	
20	No	Travel_Rarely	45 - 54	Current En Sales	Life Science	STAFF-23	23	Female	Manager	Married	No	Y	3	53	1	1219	2	Master's D	1	1	78	2	
21	No	Travel_Rarely	35 - 44	Current En R&D	Life Science	STAFF-24	24	Male	Research S	Single	Yes	Y	3	38	1	371	2	Bachelor's	1	4	45	3	
22	No	Non-Travel Under 25		Current En R&D	Other	STAFF-26	26	Female	Manufacts	Divorced	No	Y	5	24	1	673	11	Associates	1	1	96	4	
23	Yes	Travel_Rarely	35 - 44	Ex-Employ Sales	Life Science	STAFF-27	27	Male	Sales Repr	Single	No	Y	4	36	0	1218	9	Master's D	1	3	82	2	
24	No	Travel_Rarely	25 - 34	Current En R&D	Life Science	STAFF-28	28	Female	Research S	Single	No	Y	4	34	1	419	7	Master's D	1	1	53	3	
25	No	Travel_Rarely	Under 25	Current En R&D	Life Science	STAFF-30	30	Male	Research S	Single	No	Y	6	21	1	391	15	Associates	1	3	96	3	
26	Yes	Travel_Rarely	25 - 34	Ex-Employ R&D	Medical	STAFF-31	31	Male	Research S	Single	No	Y	2	34	0	699	6	High Scho	1	2	83	3	
27	No	Travel_Rarely	45 - 54	Current En R&D	Other	STAFF-32	32	Female	Manager	Divorced	No	Y	3	53	1	1282	5	Bachelor's	1	3	58	3	
28	Yes	Travel_Fre	25 - 34	Ex-Employ R&D	Life Science	STAFF-33	33	Female	Research S	Single	Yes	Y	5	32	0	1125	16	High Scho	1	2	72	1	
29	No	Travel_Rarely	35 - 44	Current En Sales	Marketing	STAFF-35	35	Male	Sales Exec	Married	No	Y	2	42	1	691	8	Master's D	1	3	48	3	
30	No	Travel_Rarely	35 - 44	Current En R&D	Medical	STAFF-36	36	Female	Healthcar	Married	No	Y	4	44	1	477	7	Master's D	1	1	42	2	
31	No	Travel_Rarely	45 - 54	Current En Sales	Marketing	STAFF-38	38	Female	Manager	Single	No	Y	2	46	1	705	2	Master's D	1	2	83	3	
32	No	Travel_Rarely	25 - 34	Current En R&D	Medical	STAFF-39	39	Male	Laborator	Single	No	Y	3	33	1	924	2	Bachelor's	1	3	78	3	

## Data Cleaning

The collected HR data has been pre-processed and cleaned.

FileEditViewQueryDatabaseServerToolsScriptingHelp

Navigator

SCHMAS

Filter objects

employee

hrdata

Tables

Views

Stored Procedures

Functions

nine

sailor

sakila

supermarket

superstore

sys

teacher

world

hrdata

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