

THE Tableau HR Scorecard : Measuring Success in Talent Management

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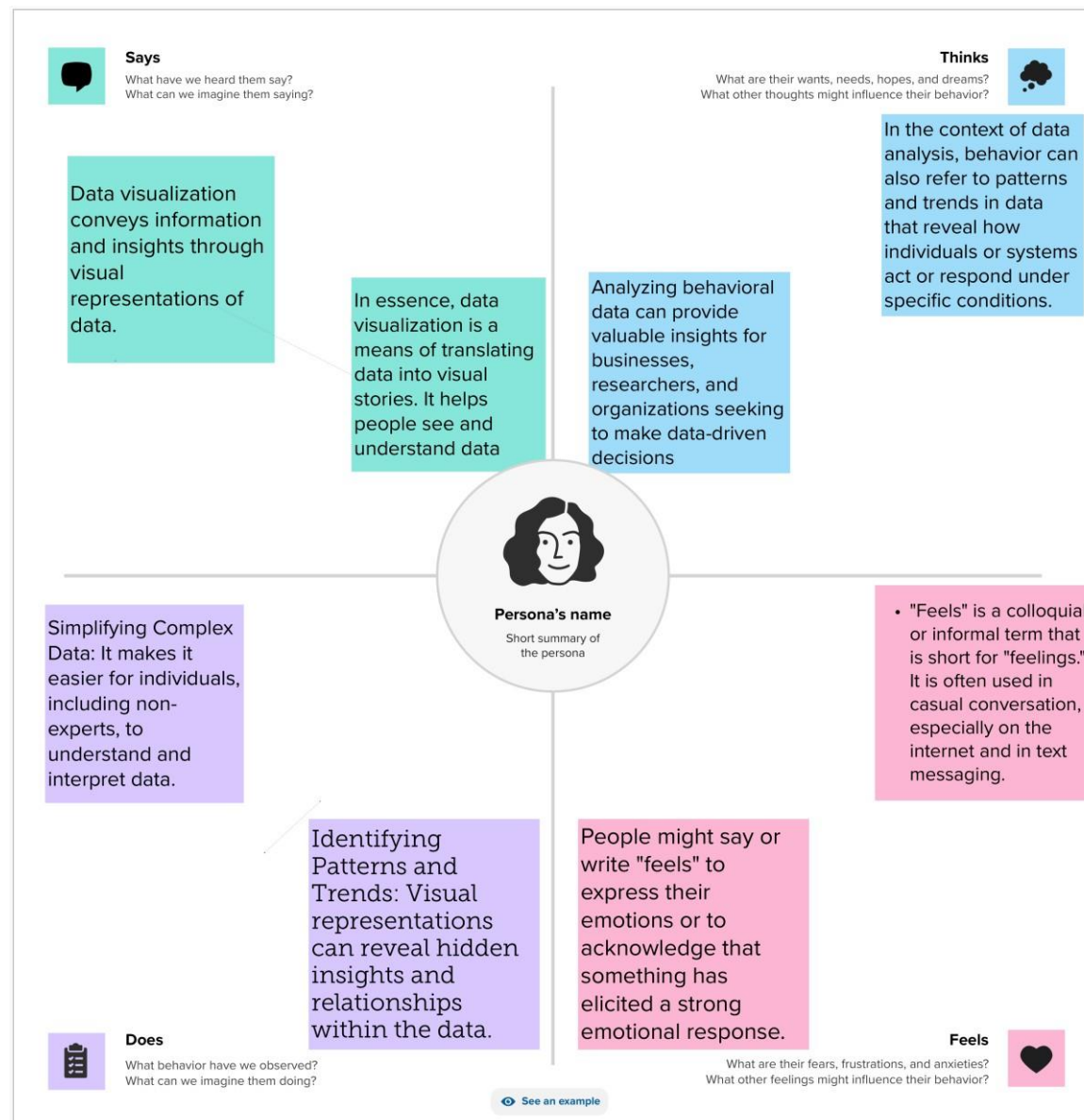
Mentor name: k.JAI SHANKAR

1.0: INTRODUCTION

Data visualization is a powerful and essential tool in the field of data analysis and Communication. It involves representing data in a graphical or visual format, making complex information more accessible, understandable, and actionable. Through various charts, graphs, maps, and other visual elements, data visualization transforms raw data into meaningful insights, patterns, and trends.

The primary goal of data visualization is to simplify the interpretation of data, enabling both experts and non-experts to grasp the information quickly. It allows individuals to see connections and correlations, identify outliers, and draw informed conclusions from the data presented. Data visualization is widely used across various fields, including business, science, healthcare, journalism, and many others, as it aids decision-making, storytelling, and effective communication.

2.0 Empathy MAP

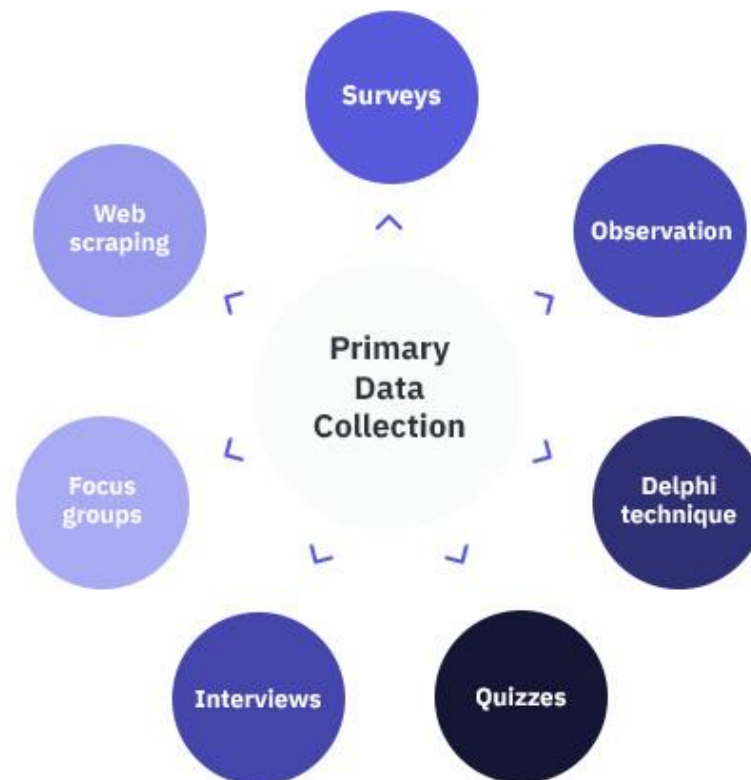


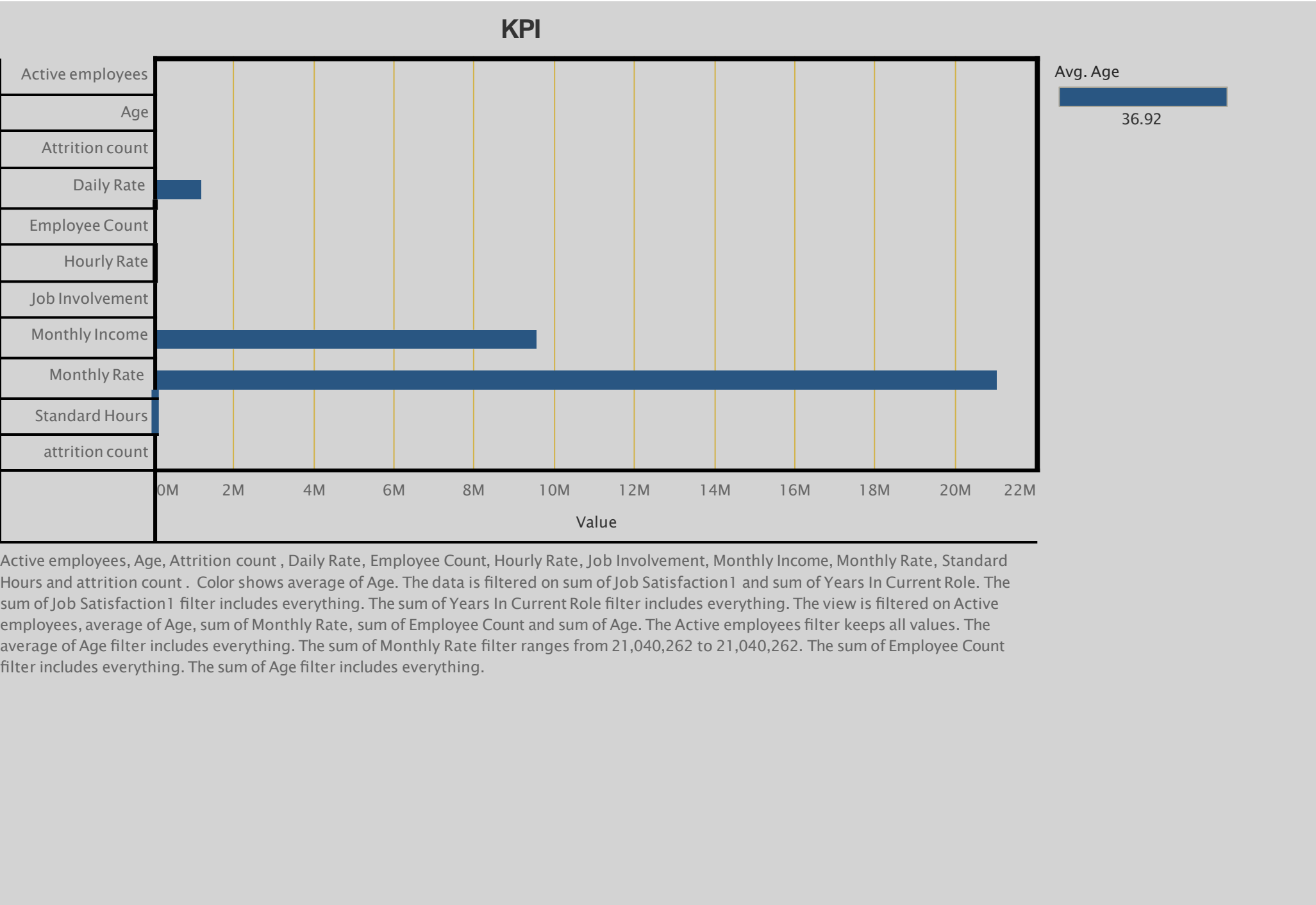
2.0.1: Details:

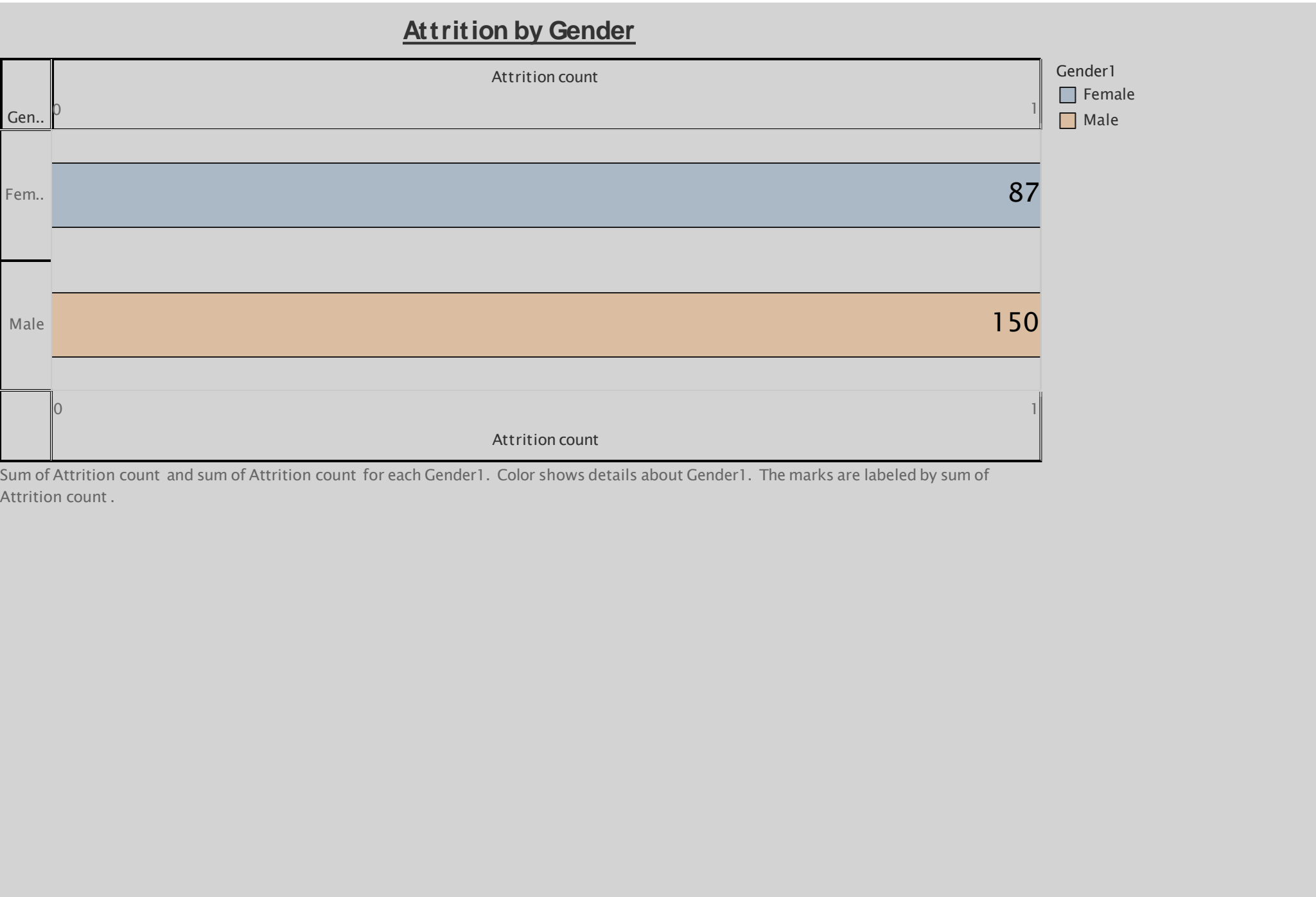
An Empathy Map consists of four quadrants. The four quadrants reflect four key traits, which the user demonstrated/possessed during the observation/research stage. The four quadrants refer to what the user: Said, Did, Thought, and Felt.

2.1: Brain storme:

Prioritize : Your team should all be on the same page about what's important moving forward. Place your ideas on this grid to determine which ideas are important and which are feasible.

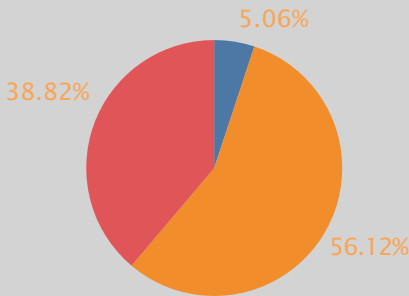






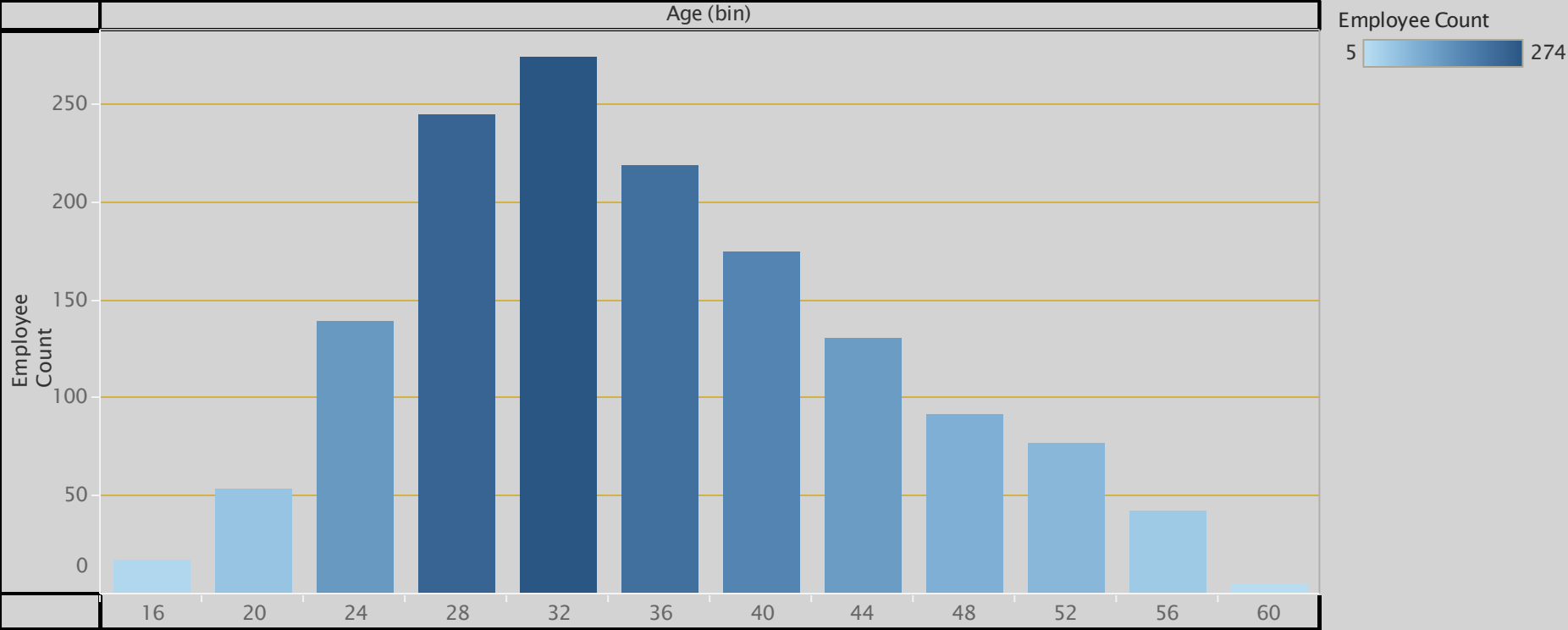
department wise attrition

- Department1
- HR
 - R&D
 - Sales



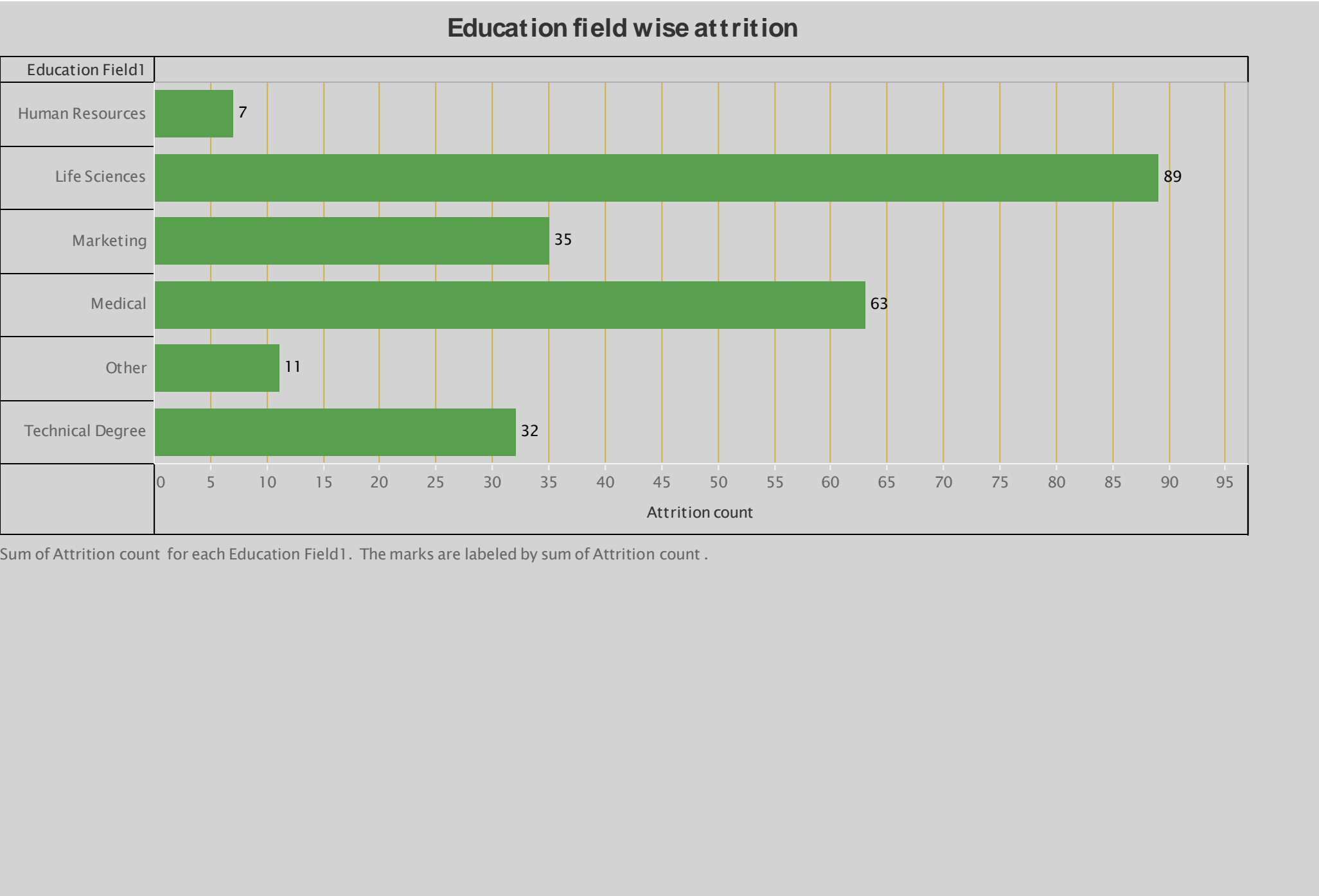
% of Total Attrition count . Color shows details about Department1. The marks are labeled by % of Total Attrition count .

No of employee by age group

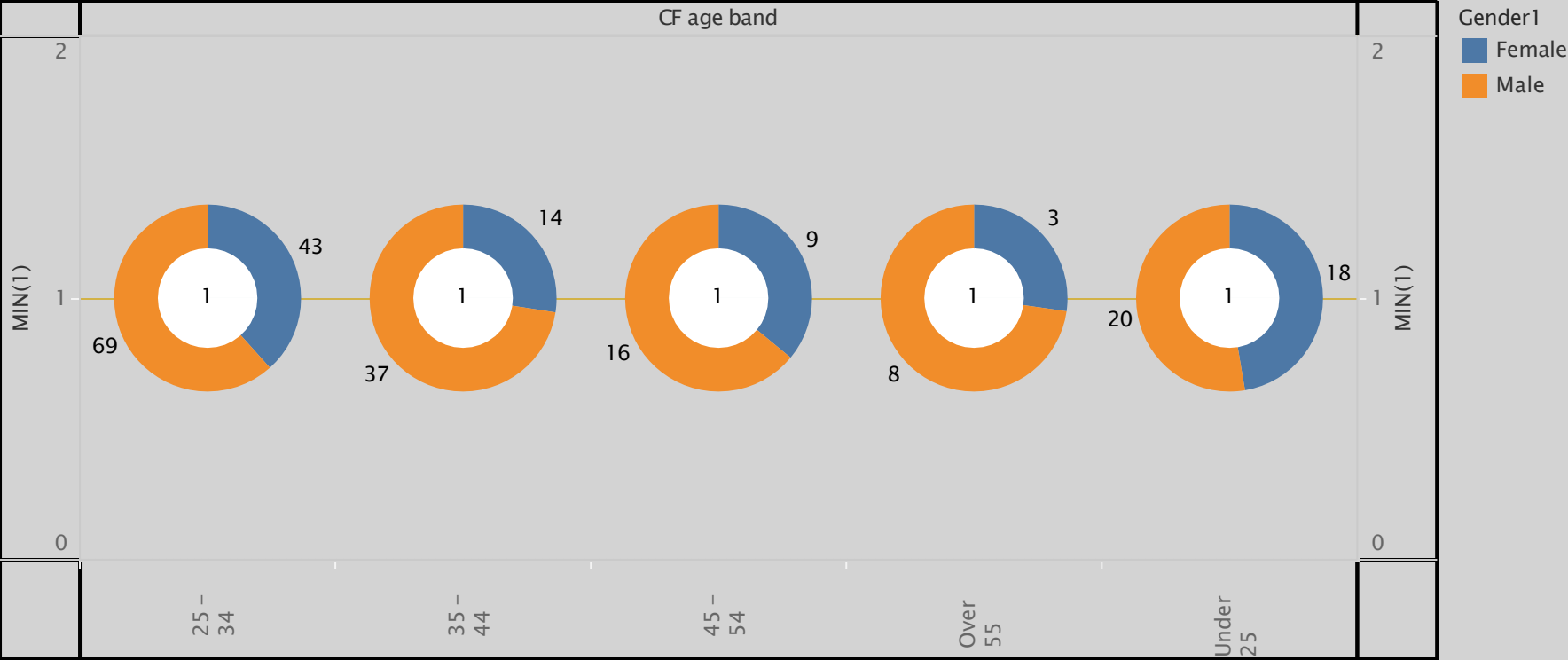


Sum of Employee Count for each Age (bin). Color shows sum of Employee Count.

Job satisfaction Rating					
Job Role1	Job Satisfaction1				
	1	2	3	4	Grand Total
Healthcare Representative	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Technician	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Director	26	32	49	38	145
Research Director	15	16	27	22	80
Research Scientist	54	53	90	95	292
Sales Executive	69	54	91	112	326
Sales Representative	12	21	27	23	83
Grand Total	289	280	442	459	1,470
Sum of Employee Count broken down by Job Satisfaction1 vs. Job Role1.					



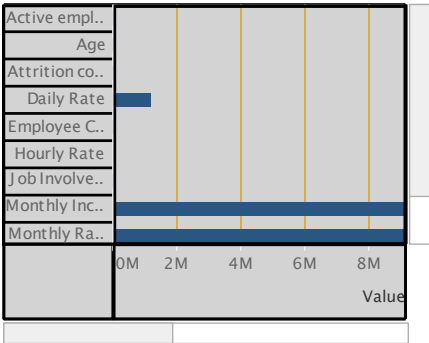
Attrition rate by gender for different age group



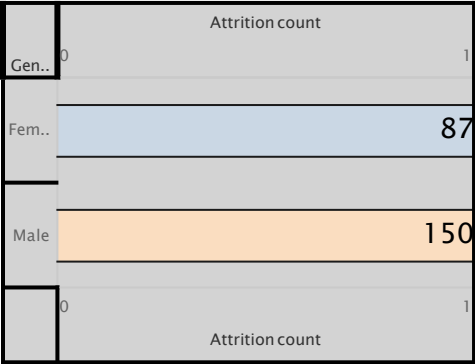
MIN(1) and MIN(1) for each CF age band. For pane MIN(1): Color shows details about Gender1.

HR ANALYTICS DASHBOARD

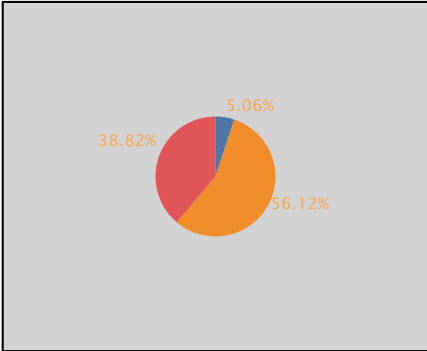
KPI



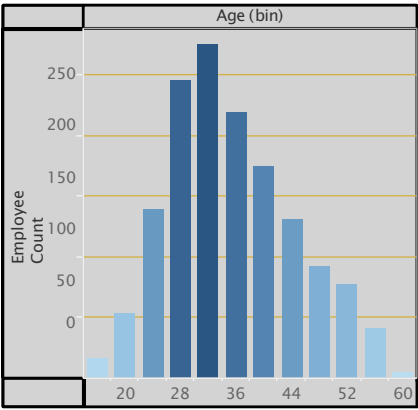
Attrition by Gender



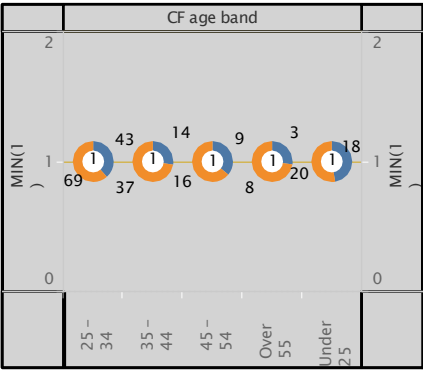
department wise attrition



No of employee by age group



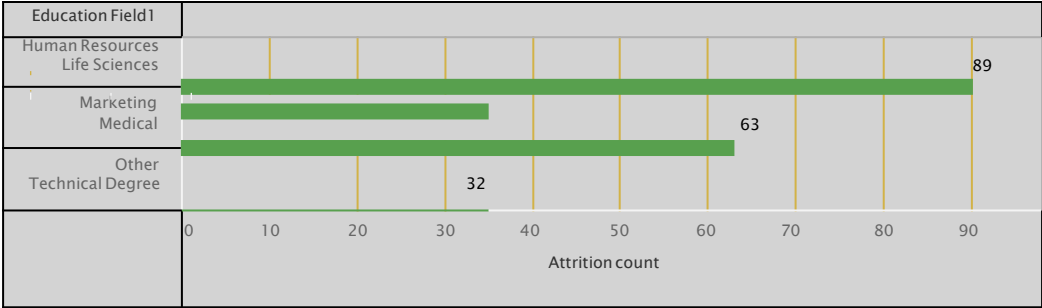
Attrition rate by gender for different age group



Job satisfaction Rating

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Education field wise attrition



HR Analytics

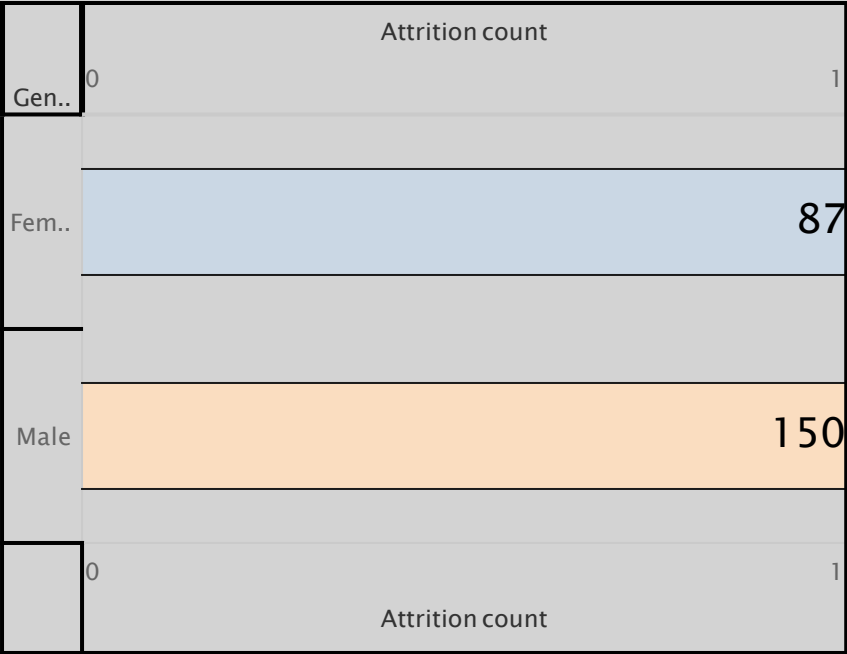


HR Analytics

Active employees,
Age, Attrition count ,
Daily Rate, Employee
Coun..

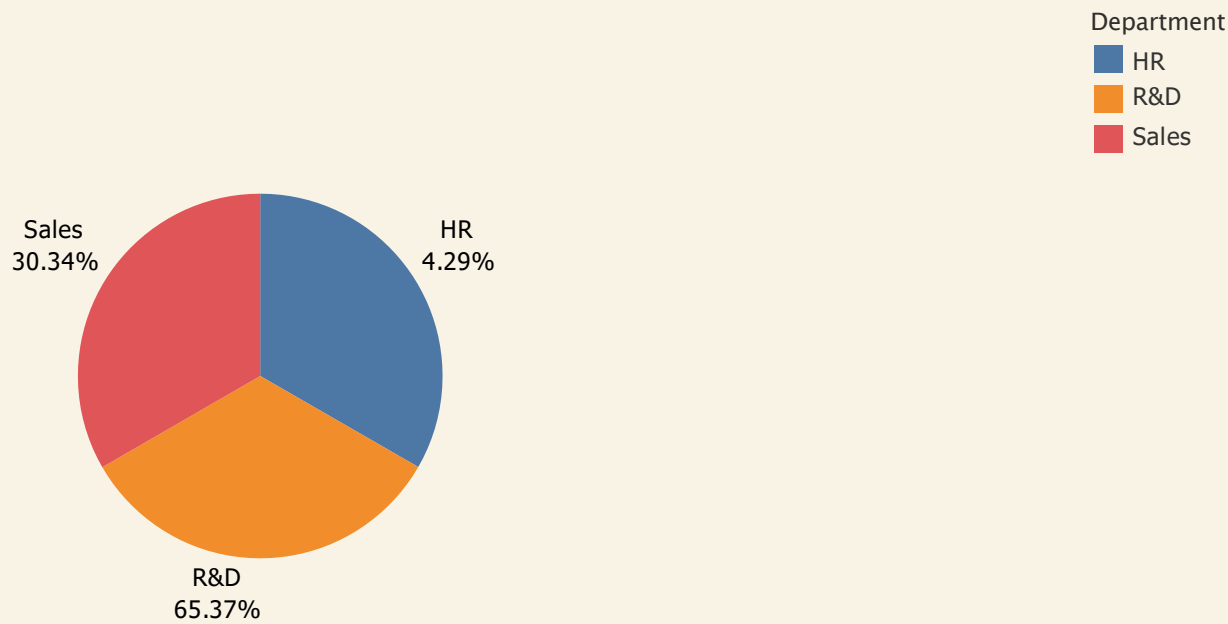
Sum of Attrition count and sum of Attrition
count for each Gende..

Sum of Employee
Count for each Age
(bin). Color shows
su..



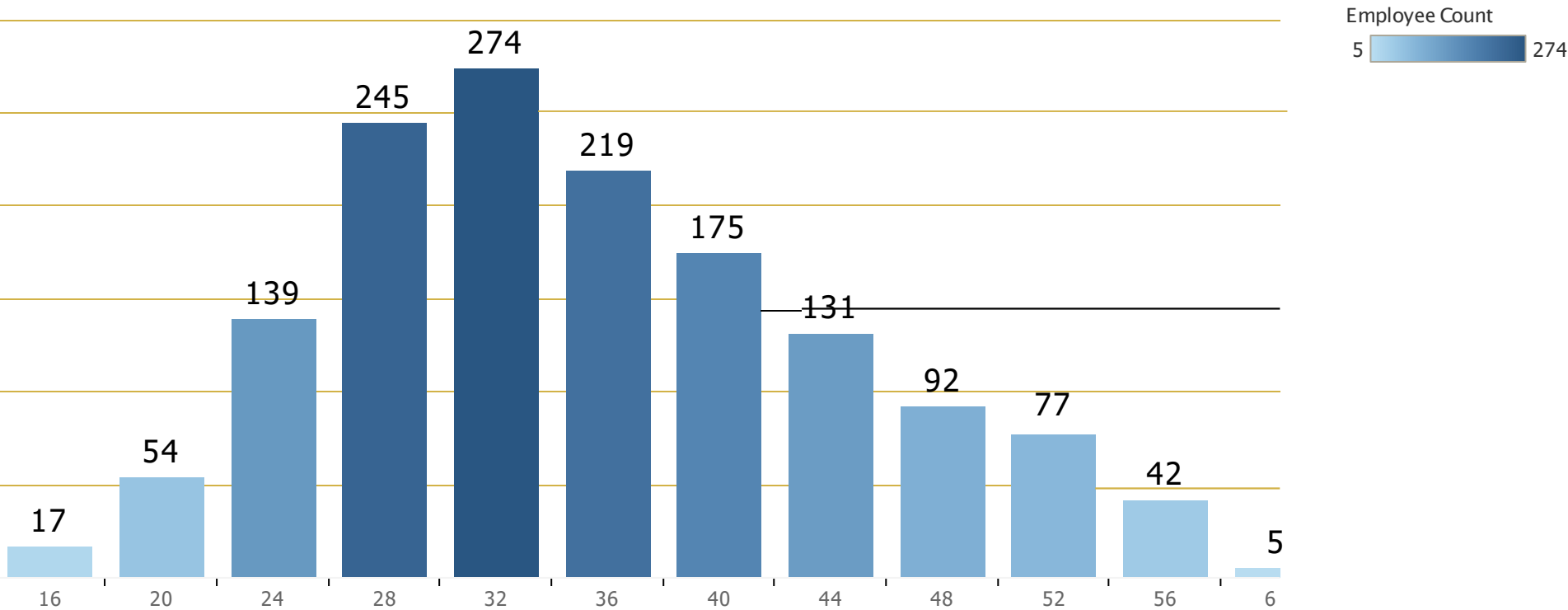
Gender1
Female
Male

DEPARTMENT WISE ATTRITION



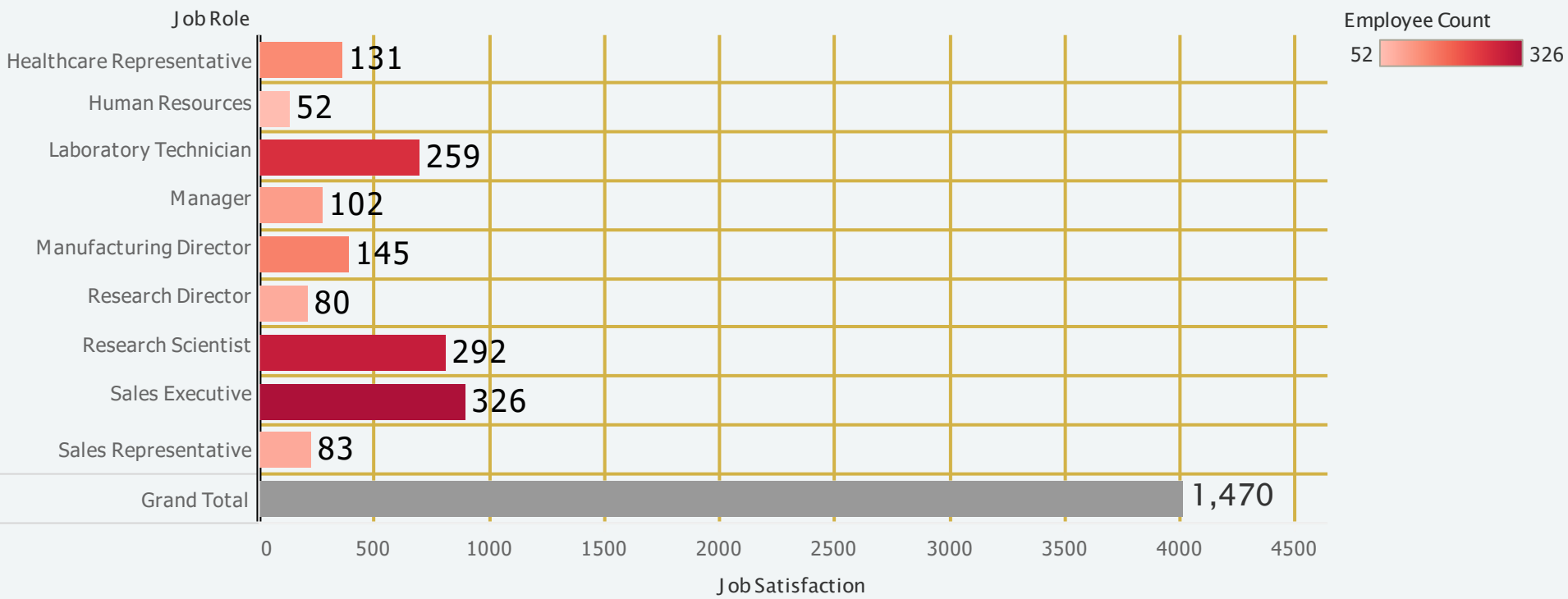
Department and % of Total Count of HR Data.xlsx - HR data.csv. Color shows details about Department. The marks are labeled by Department and % of Total Count of HR Data.xlsx - HR data.csv. The data is filtered on Education, which keeps Associates Degree, Bachelor's Degree, Doctoral Degree, High School and Master's Degree.

No.of emplotees by age group



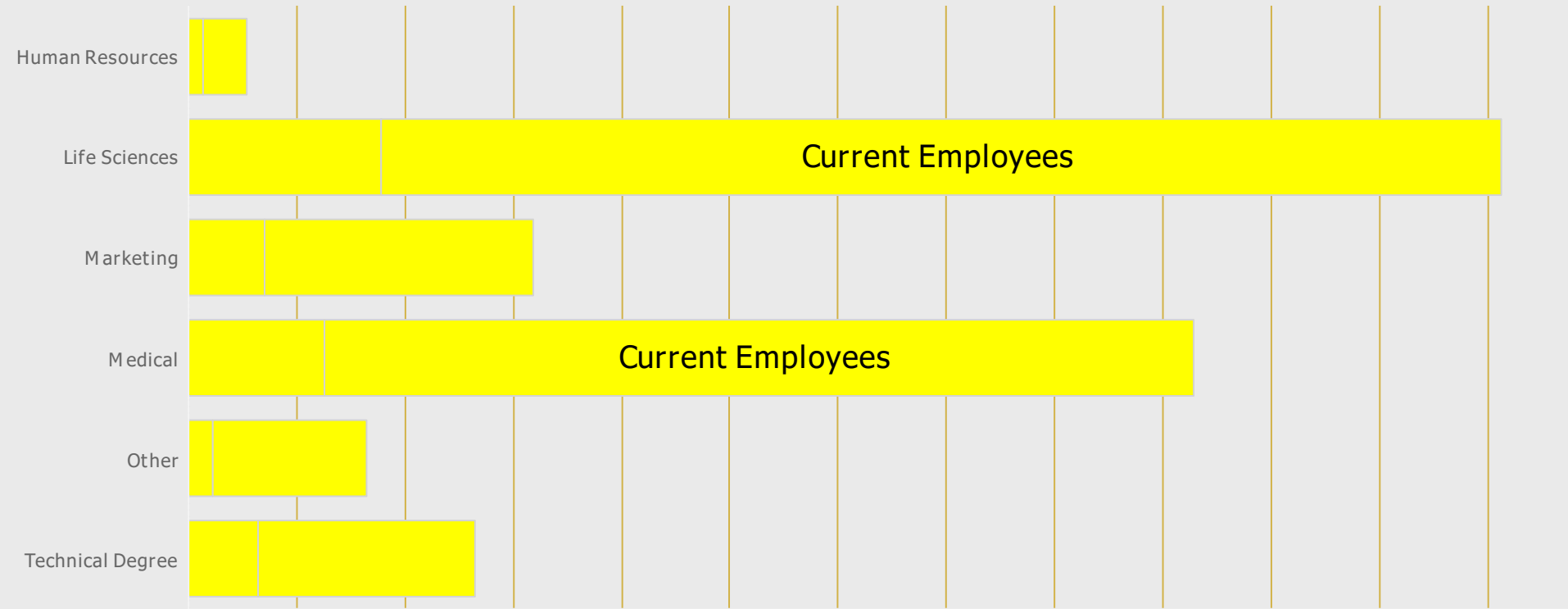
Sum of Employee Count for each Age (bin). Color shows sum of Employee Count. The marks are labeled by sum of Employee Count.

Job Satisfaction and rating



Sum of Job Satisfaction for each Job Role. Color shows sum of Employee Count. The marks are labeled by sum of Employee Count.

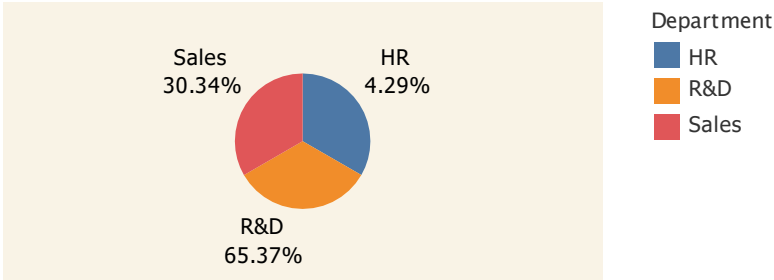
Education field wise attrition



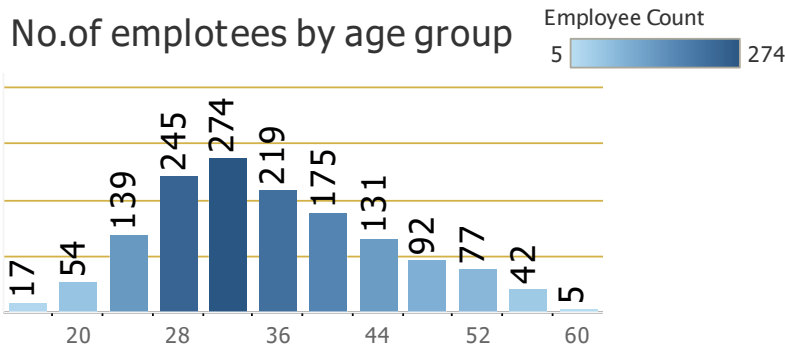
Count of HR Data.xlsx - HR data.csv for each Education Field. The marks are labeled by CF attrition label.

Data Visualization

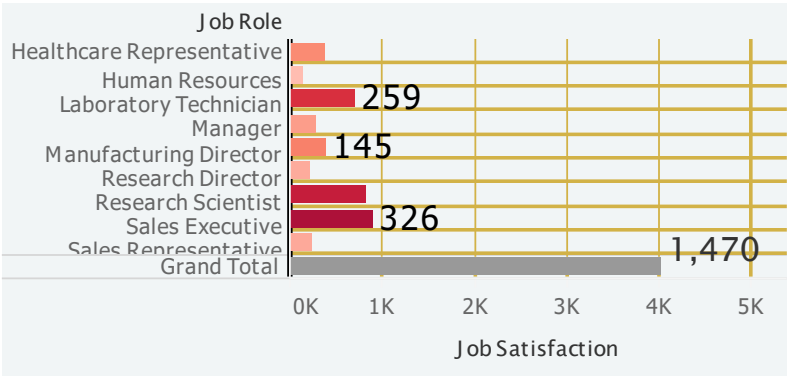
DEPARTMENT WISE ATTRITION



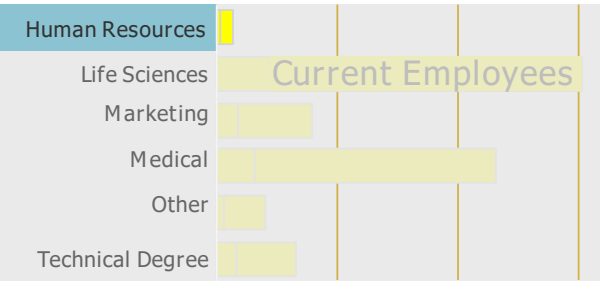
No.of employees by age group



Job Satisfaction and rating

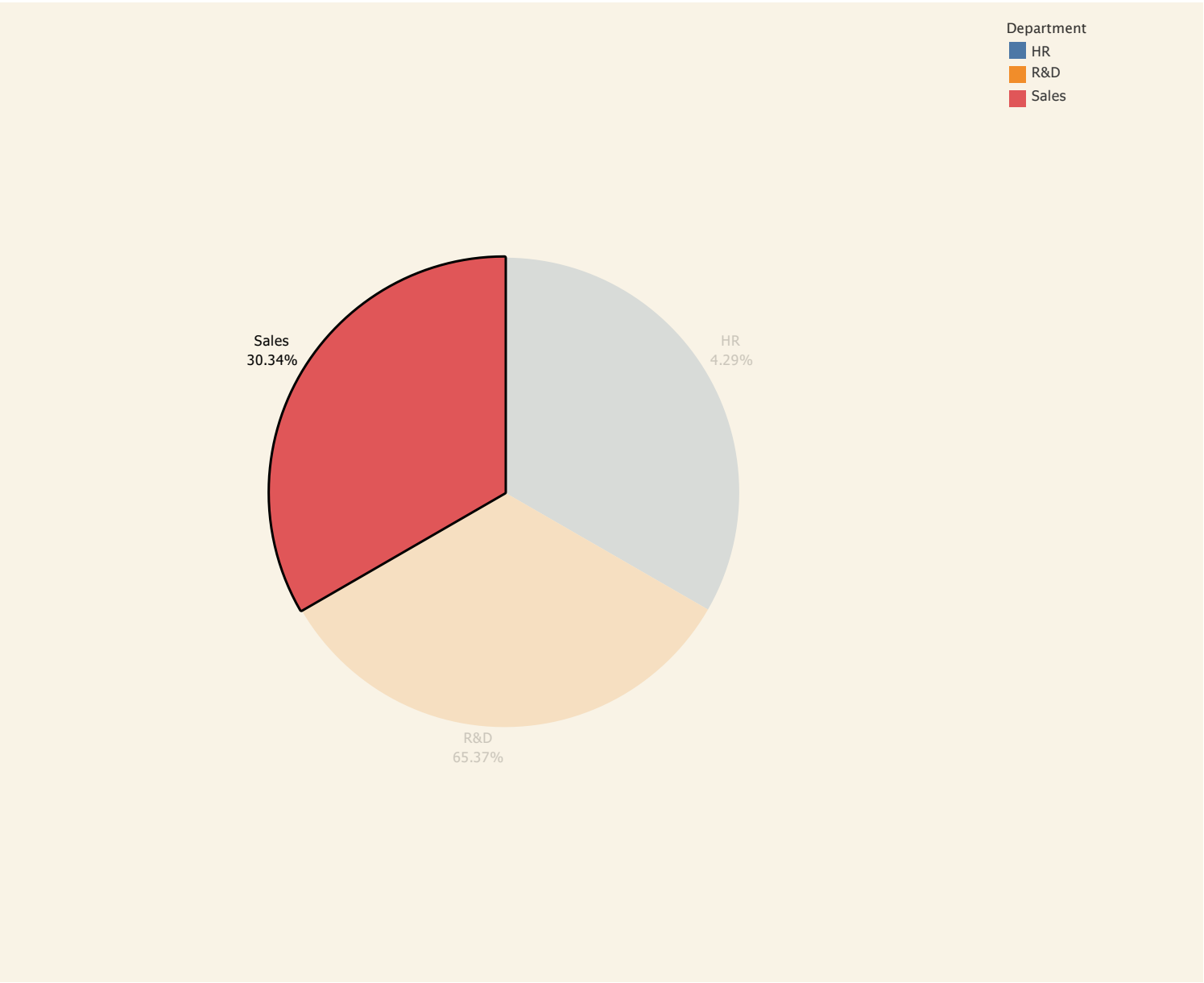


Education field wise attrition



Story 2

Department and % of Total Count of HR Data.xlsx - HR data.cs..	Sum of Job Satisfaction for each Job Role. Color show..	Sum of Job Satisfaction for each Job Role. Color show..	Count of HR Data.xlsx - HR data.csv for each Education Field. The ..
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ADVANTAGES:

- ✓ **Identifying Geographic Trends:** Maps and geospatial visualizations can reveal geographic trends and patterns, making them valuable for location-based data analysis.
- ✓ **Storytelling:** Visualizations can be used to tell compelling data stories, making it easier to convey the narrative behind the data and engage the audience.
- ✓ **Comparative Analysis:** Visualizations facilitate easy comparison of different data sets, enabling analysts to draw meaningful conclusions from the data.
- ✓ **Time Series Analysis:** Time-series visualizations help in tracking and analyzing trends over time, which is critical in fields like finance, economics, and climate science.

DISADVANTAGE:

- **Interactivity Challenges:** While interactivity can be an advantage, it can also make visualizations more complex and harder to share, especially when dealing with printed or static formats.
- **Limited for Qualitative Data:** Data visualization is more suited to quantitative data. It can be challenging to represent purely qualitative or textual information effectively.
- **Sensitivity to Scale:** Some visualizations may appear differently when data scales change. This can affect the perception of trends and patterns.

Conclusion:

In conclusion, data visualization is a powerful and versatile tool with numerous advantages, but it also has its share of limitations and potential pitfalls. When used effectively, data visualization can improve data comprehension, support informed decision-making, and facilitate effective communication of insights. It allows for the exploration of data, pattern recognition, and real-time monitoring, making it invaluable in various fields and applications.