

Tableau Assignment MAN 4737

The provided dataset is a public dataset from a HR team which presents the following fields:

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|------------------------------|--------------------------------|--------------------------------|
| 1. Age | 14. Job Involvement | 26. Relationship Satisfaction |
| 2. Attrition | 15. Job Level | 27. Standard Hours |
| 3. Business Travel | 16. Job Role | 28. Stock Option Level |
| 4. Daily Rate | 17. Job Satisfaction | 29. Total Working Years |
| 5. Department | 18. Marital Status | 30. Training Times Last Year |
| 6. Distance From Home | 19. Monthly Income | 31. Work Life Balance |
| 7. Education | 20. Monthly Rate | 32. Years At Company |
| 8. Education Field | 21. Number Of Companies Worked | 33. Years In Current Role |
| 9. Employee Count | 22. Over 18 | 34. Years Since Last Promotion |
| 10. Employee Number | 23. Over Time | 35. Years With Current Manager |
| 11. Environment Satisfaction | 24. Percent Salary Hike | |
| 12. Gender | 25. Performance Rating | |
| 13. Hourly Rate | | |

Assignment: Create tableau Sheets for the folloing questions:

1. Present the demography of the company. Show the count of employees under each job role in each department. Your sheet should also show the gender diversity of the company.
2. Show the gender-based relationship between work-life balance and performance rating. You should give insights into how work-life balance affects the performance rating of male and female employees. Is there a gender-based tradeoff?
3. Show the relationship between attrition and years with current manager. Do employees resign more if their relationship with a manager isn't that long? Give insights.
4. Show the relationship between attrition and the number of companies employees have worked with.
5. Create a Dashboard where all the above sheets can interact.

Here are some good tutorials for you to watch before you complete the assignment :

- <https://www.youtube.com/watch?v=zssNyRr114o&t=1311s> – People analytics
 - Important section of video: 7:00 - 15:00
- <https://www.youtube.com/watch?v=CmNaCRq2TTs> – HR analytics
 - Important sections in video: 3:30 – 4:40; 15:13 - 24:40
- For interactive dashboard tutorial:
<https://www.youtube.com/watch?v=Lu0jrymqOGM&t=187s>
 - Between minute 6:10 – 6:40

You can find all other basic tutorials and FAQ's on Citizen Data Science (CDS) Canvas Page.

You need to submit your video ***twice***, one to Dr. Karlesky's class to earn points for the class and second to Citizen Data Science (CDS) Canvas page to get credit toward a certificate.

For **Submission to CDS canvas page for Tableau Certificate** see below rules :

- 1) A video of your assignment showing your face and screen of more than 3 mins.
- 2) Minimum of 3 sheets and 1 'interactive dashboard'.
- 3) Speak about the insights you garnered from each sheet in the video.
- 4) Upload the video to YouTube as '**Unlisted**'; **do not** make the video *private*.
- 5) Upload the link of the video to CDS canvas page under '**quizzes**'.

For any other help regarding the project, you can reach out to the CDS team. Please see the CDS canvas page for more details.