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| **C:\Users\ADMIN\Desktop\j.png** | **JAIPURIA INSTITUE OF MANAGEMENT, INDORE**  Post Graduate Diploma in Management |
| **Course Title: Business Intelligence for Decision Making, (Course Code: 40823)**  **Improvement Examination, Term - IV (November, 2024)** | |
| **Time Duration: 2 Hours Total Marks: 40** | |

***General Instructions*:**

1. *Answer the questions as directed. The break-up of the marks is given wherever necessary.*
2. *Marks against each question are indicated to its right.*
3. *For question 1 (SQL Questions), please paste the query in the MS Word file and write the analysis accordingly. The analysis of PowerBI visualization will also be written in the same MS Word file in which SQL queries are pasted.*
4. *Please save the MS Word and PowerBI Dashboard with your Full Enrollment NO.*
5. *Two files need to be uploaded in total:*
6. *MS Word file with SQL query screenshots with analysis(Q1) and PowerBI Visualization analysis(Q2).*
7. *PowerBI Dashboard file.*
8. *Do not write on the question paper except your roll number.*

Q1. Two CSV files, **HR\_data** and **HR\_details**, will be provided; all the queries will be run based on these two files on the MySQL workbench. The HR consultancy firm PeopleFirst has got a contract from one of the big pharma organizations their aim I to find out various reasons for the attrition of their employees. Detailed data have been collected on various parameters like Gender, age, marital status, etc. To get insights about the attrition in the organization? **7X3 marks (CLO2)**

**The Column description is mentioned below:**

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| **Field** | **Field Information** | **Description** |
| EmpID | Employment ID | Unique ID for each employee |
| JobRole | Job Role | Role of an employee in the organization |
| Age | Age | Age of the employee |
| Gender | Gender | Gender of the employee |
| EducationField | Education Field | The field in which education is persuaded by the employee |
| MaritalStatus | Marital Status | The status of marriage |
| Department | Department | Department of the employee |
| Attrition | Attrition | Status shows the employee has left or not left the organization |
| BusinessTravel | Business Travel | Status of traveling involved in the job |
| DistanceFromHome | Distance from Home | Distance of office in Kms from the home of the employee |
| PercentSalaryHike | Percent Salary Hike | The Percent of hikes experienced by the employee |
| MonthlyIncome | Monthly Income | The monthly income of the employee |
| JobSatisfaction | Job Satisfaction | The lower number suggested less satisfaction and the higher shows more satisfaction |
| TotalWorkingYears | Total Working Years | The number of years served in the organization |
| PerformanceRating | Performance Rating | The lower number suggested a lower performance rating and the higher shows a higher performance rating |

**Each part carries 3 marks**

1. Extract which gender is paid higher and comment in which department is more satisfied employees are present.
2. Summarize which education field is more paid.
3. Derive the average salary (decimal point 2) of employees in different job roles. Comment.
4. Which department has more satisfied employees? Comment
5. Comment on the deciding parameter for attrition is the distance from home or the total number of years served by the organization. (attrition count).
6. Explain the type of customers based on marital status.
7. Analyse the overall PeopleFirst report on the attrition of the pharma organization based on the above queries and data provided in both the CSV files, is it is same for both males and females metro?

Q2. As per the above-mentioned HR data, prepare a dashboard to analyze the data and explain the overall attrition in pharma organizations in different roles and departments. (**CLO3)**

**Each part carries 3 marks excluding 1 mark for data preparation (18+1=19)**

The data preparation before going to work on PowerBI visuals- **1 mark**

1. Explain which department is more costly in terms of giving explain department-wise details.
2. Analyse employees who are focusing on which parameters while learning the organization like travel, distance from home, and job satisfaction. Comment as per the model
3. Some employees are not only motivated to work with the salary. Comment.
4. Analyse employees who are leaving the organization as well as from which department more employees are leaving, Comment on the reasons for the same.
5. Compare two genders based on attrition and salary.
6. Design a visual that helps the organization to design a new HR policy.