

Visual Analytics FANS Nätverksmöte #6

2020-09-02



Agenda från föregående möte

2020-02-20

- Introduktion till dagen/välkommen
- Data Prep för VA – tema för dagen, kort introduktion
- Exempel från verkligheten:
 - Finansinspektionen (Bosse Sjöberg)
 - Region Stockholm (Per Haglund och Gunnar Temnell)
 - Agria (Jan Mikael Yousif)

Swedish Fika

- Data Prep för VA – några nyheter i Viya 3.5 och tips & tricks
- Bestämma tema för nästa nätverksträff

Lunch

Dagens Tema: Rapport och Data Design



Idag har vi ytterligare en kundpresentation...



Lönelänken 3.0

Presentatör: Carl-Olow Magnusson

Dagens Agenda

- Välkomna till höstens träffar!
- Tips för att skapa en framgångsrik dashboard
- Att jobba med olika datastrukturer i VA: Normaliserat data vs Analystabeller vs Långa/tunna tabeller vs vilken struktur som helst.

Paus, 15 minuter

- Kundpresentation - Lönelänken 3.0
- Visual Analytics 8.5.1
- Bestämna tema för nästa nätverksträff

**PDF tillgängliga
efter mötet**



The path to successful visualizations/ dashboards

Carl-Olow Magnusson
Senior Visualization Advisor

Why is information quality important?

Bad information quality, such as poorly designed dashboards, can jeopardize all efforts you have done to ensure high data quality.

And, it can also jeopardize your trustworthiness !!!

Report design is very similar to designing a shop window



Your path to success...



01 VALUE

What value is expected to be delivered. What kind of questions does the report need to be able to answer and who is the audience.



02 REPORT

The report needs to serve a clear and defined purpose, have a consistent look and feel, and a structure that supports discovering insights.



03 PAGE

The page needs to stand on it's own, have a visual framework that supports understanding the content, and be visually appealing.



04 CHART

The chart type needs to suit the presentation type (Comparison, Composition, Distribution, Relationship), reflect extent of variables and data points, be free of chart junk, and no high contrast elements.



05 PERFORMANCE

Each system has it's own performance characteristics. By using the strengths and minimizing weak points end users get better user experience.



VALUE

The Hunt for Value

- Who is the audience? That is a good start 😊
- Make sure you understand what value is expected by the audience

No value → Non-successful visualization, dashboard or report

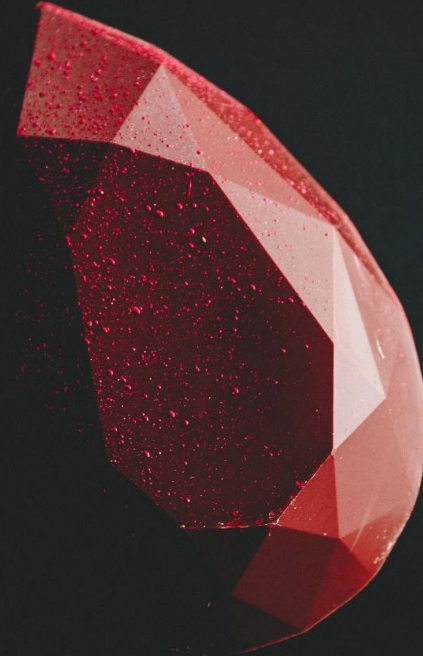
- Often starts with a soft value, i.e. “I want an overview of...”

Soft value, this is often the main purpose of the report

- The soft value is built on multiple hard values, i.e. revenue, sales, costs, ... etc.



VALUE



A stylized, semi-transparent icon of a report or document. It features a rounded rectangular border containing a checklist with several horizontal lines. The icon is centered in the background of the image.

REPORT

The 1-4-4 rule

This is a good start!

1 Report

4 Pages/sections

4 visualizations per page/section

The number of pages in your report influence your audience's perception of the report before viewing it.

Small \approx quick and easy-to-understand

Large \approx complex report that requires several study sessions

Please Note: **This a guidance**, not a law 😊 Some use-cases will require more than 4 visualizations and/or 4 pages

However, it doesn't hurt to guide the audience to better visualizations.



Keep coloring simple and consistent

Focus first on what you can tone down then what you should brighten up.

Black + Grey + Blue



Do not distract your audience

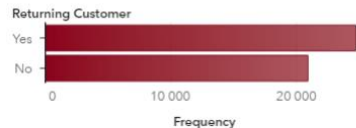
Customer Satisfaction

51 %

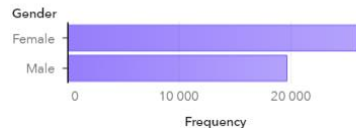
First Order Amount

9,1 mn

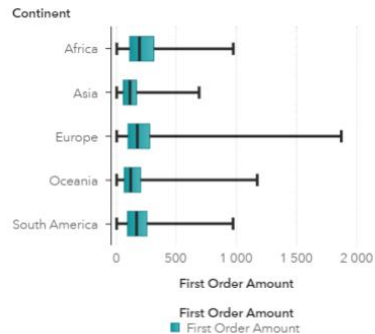
Frequency of Returning Customer



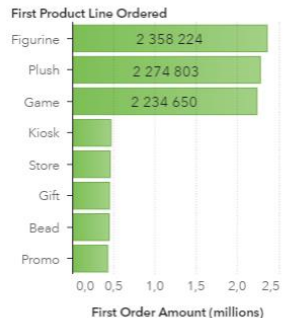
Frequency of Gender



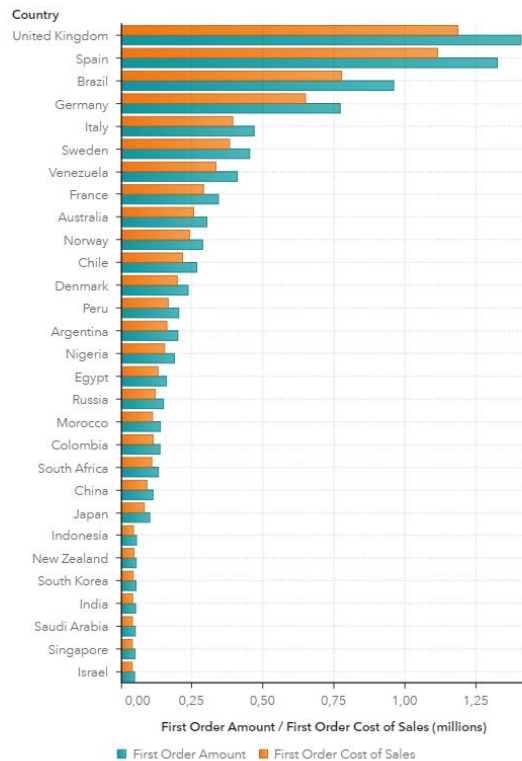
First Order Amount by Continent



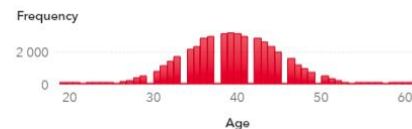
First Order Amount by First Product Line Ordered



First Order Amount, First Order Cost of Sales by Country



Frequency of Age



Frequency of Customer Satisfaction



Frequency of First Order Delivery Time

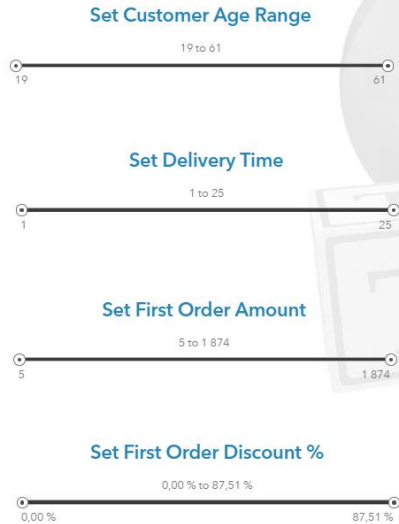


Frequency of First Order Product Quality

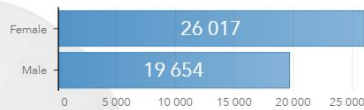


This is much better 😊

Loyal Customer Profiling



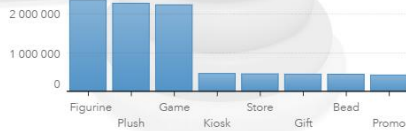
Number of Customer per Gender



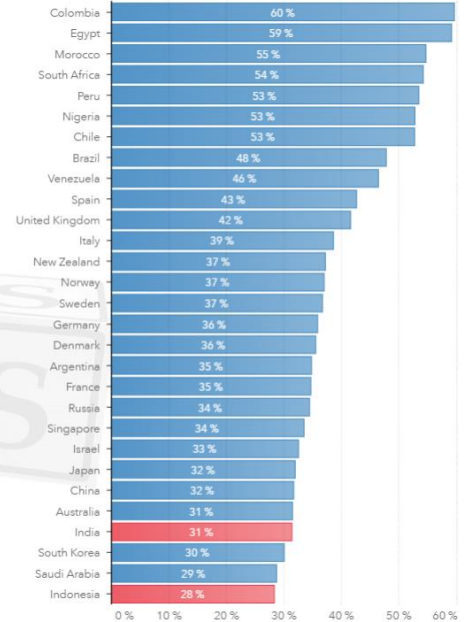
Loyal Customer Probability

54 %

First Order Amount per Product Line



First Order Customer Experience by Country





PAGE

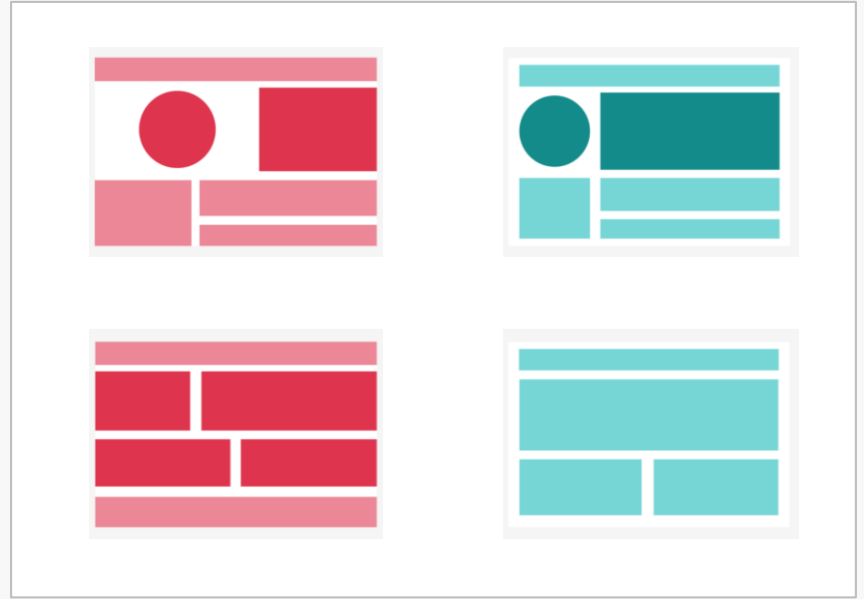
Align to Grid

Keep all the report objects well arranged.

By aligning the elements of your contents, your report page will look organized and attractive.

Alignment creates a sharper design, making report objects visually connected.

And it makes the page easier on the eye.



Create a Focal Point

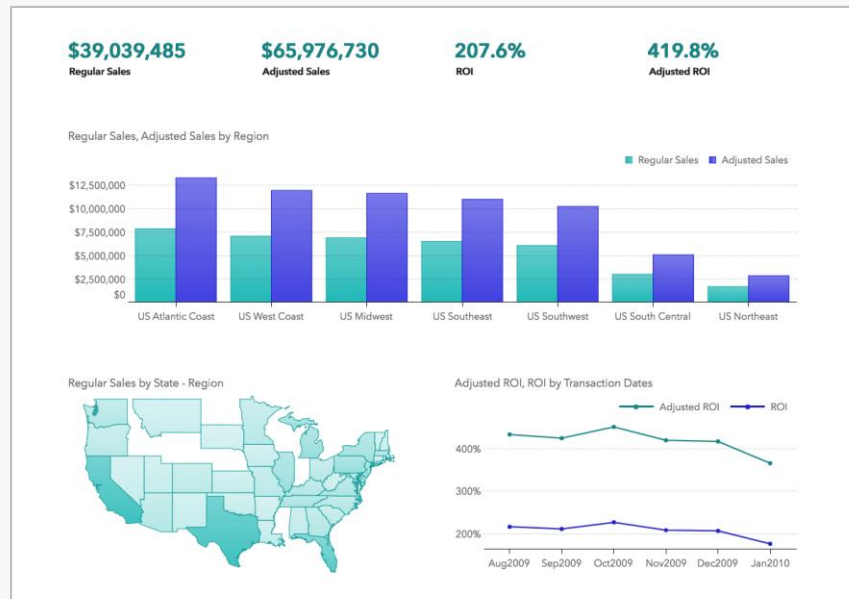
The focal point is the object that grabs the viewers' attention.

It provides a starting point for viewers as they take in the content of the page.

Position it at either the top of the page or the left side.

Should be the largest object on the page

If there is an object that drives interactions, then that object should be the focal point.



Create a Focal Point

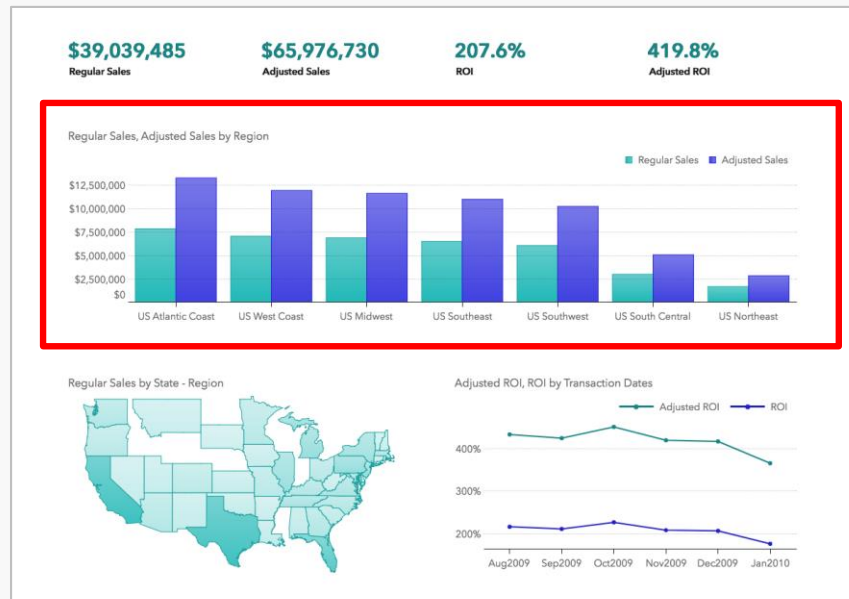
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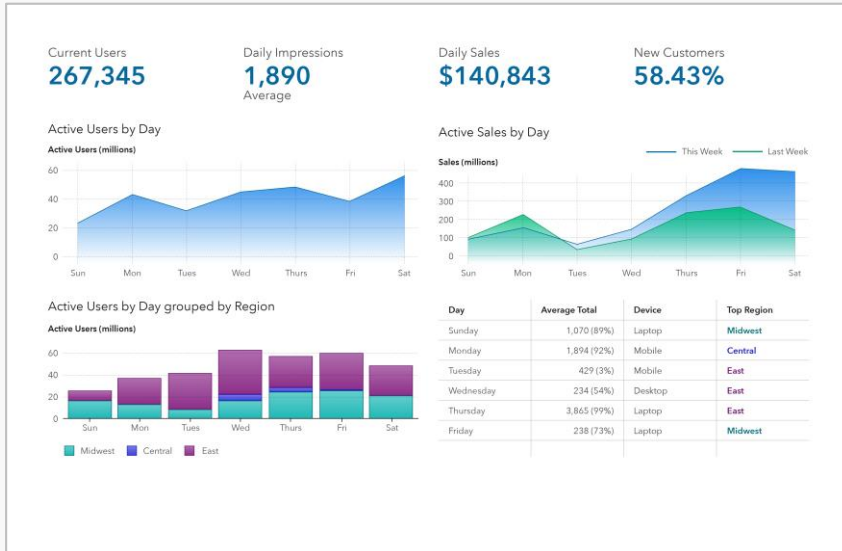
Use White Space

White space, or negative space, is the area in your report that doesn't contain content.

It establishes a visual framework that enables the viewer to easily understand the content and organization of the report.

Closely-spaced content requires additional time and effort from the viewer to understand.

A report that is free of clutter and has ample white space is more visually appealing and elegant.



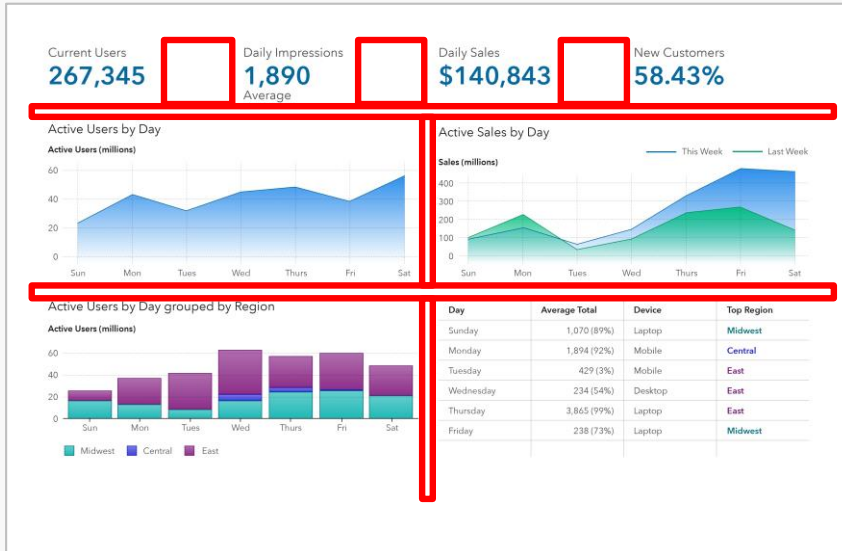
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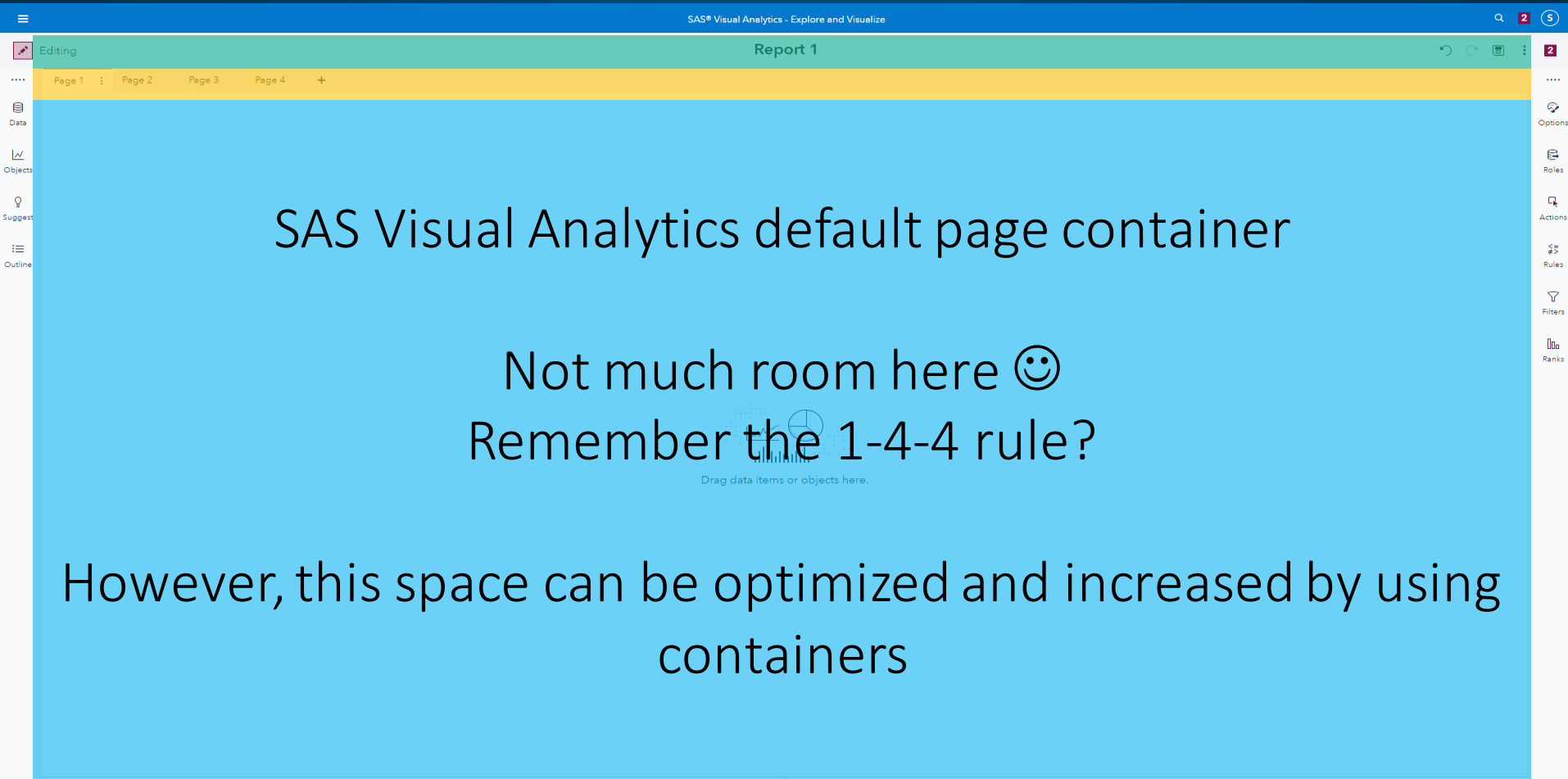
Closely-spaced content requires additional time and effort from the viewer to understand.

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Note: In SAS VA white space is called "padding" (available in the right option menu)

Default report structure in SAS Visual Analytics



The screenshot shows the SAS Visual Analytics interface. At the top, there is a blue header with the text "SAS® Visual Analytics - Explore and Visualize" and a search icon. Below the header is a green bar with "Editing" on the left and "Report 1" in the center. A yellow bar below that contains "Page 1", "Page 2", "Page 3", "Page 4", and a plus sign. The main area is a large blue rectangle with the text "SAS Visual Analytics default page container". Below this text is a smaller blue rectangle with the text "Not much room here 😊 Remember the 1-4-4 rule?". At the bottom of this rectangle is the text "However, this space can be optimized and increased by using containers". The interface also features a left sidebar with icons for Data, Objects, Suggest, and Outline, and a right sidebar with icons for Options, Roles, Actions, Rules, Filters, and Ranks.

SAS Visual Analytics default page container

Not much room here 😊
Remember the 1-4-4 rule?

However, this space can be optimized and increased by using containers

White Space and how to get more space in VA

DEMO





CHART

Chart Selection

Use common chart objects that everyone understands: single value KPIs, bar and line charts.

Many chart selection guides available online.

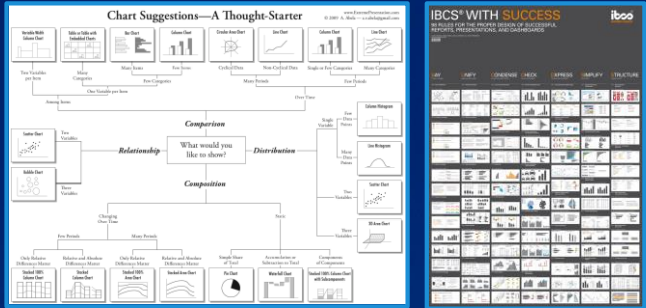


Chart design

Remove all the chart clutter to reduce “visual noise”.

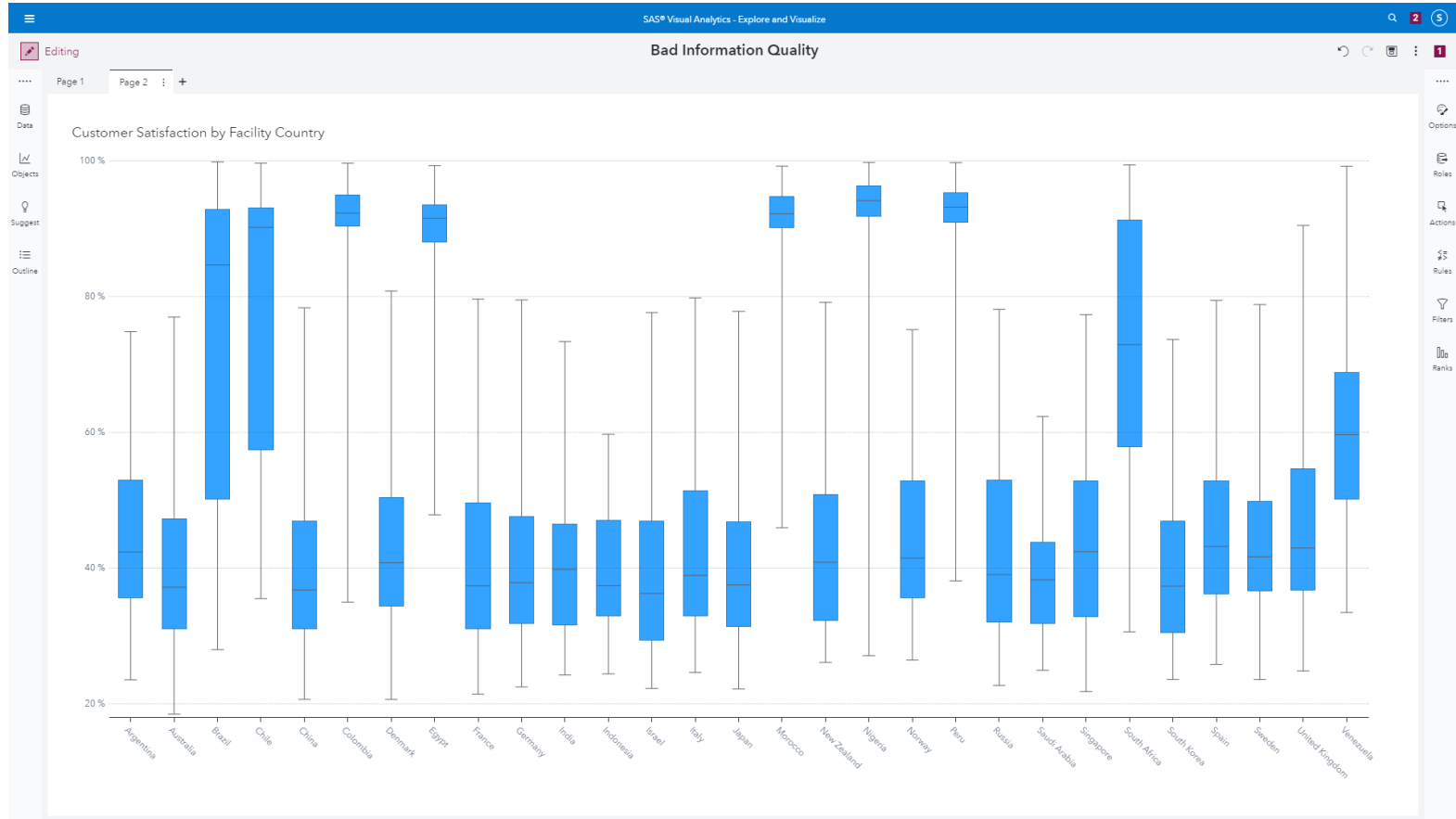
Use consistent design approach.

Bar chart: Consider horizontal layout if text categories.

Line chart: Don't plot more than four lines.

Pie chart: Don't use for comparison. If more than two categories then consider stacked bar chart.

THE BOX PLOT, PROBABLY THE BEST VISUALIZATION IN THE WORLD



SOME ARE SO COOL...



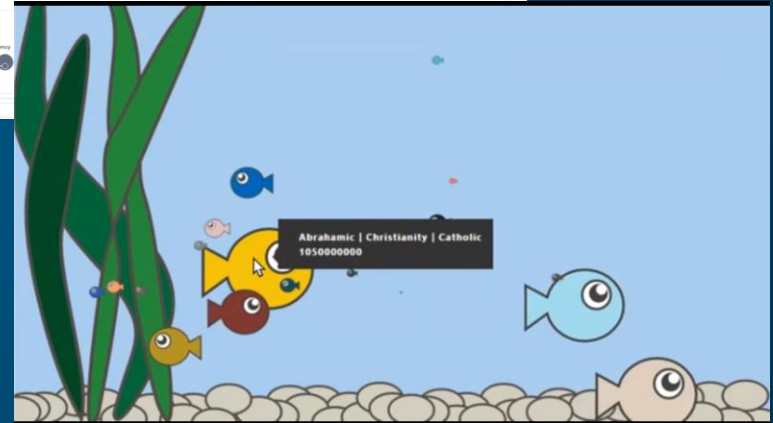
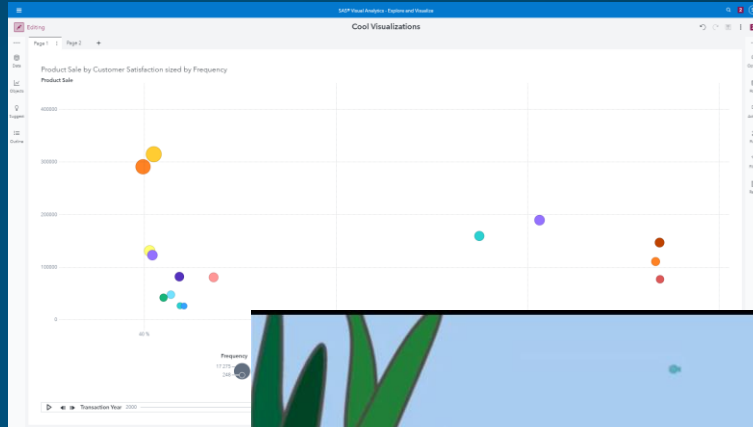
SOME ARE SO COOL...



Do not try to
complicate things...
If a bar chart works,
use it...

Cool Visualizations

DEMO



Do not try to fool your audience

Bad visualization discipline can lead to...

- Misleading information
- Bad or poor interpretation
- Reduced trustworthiness

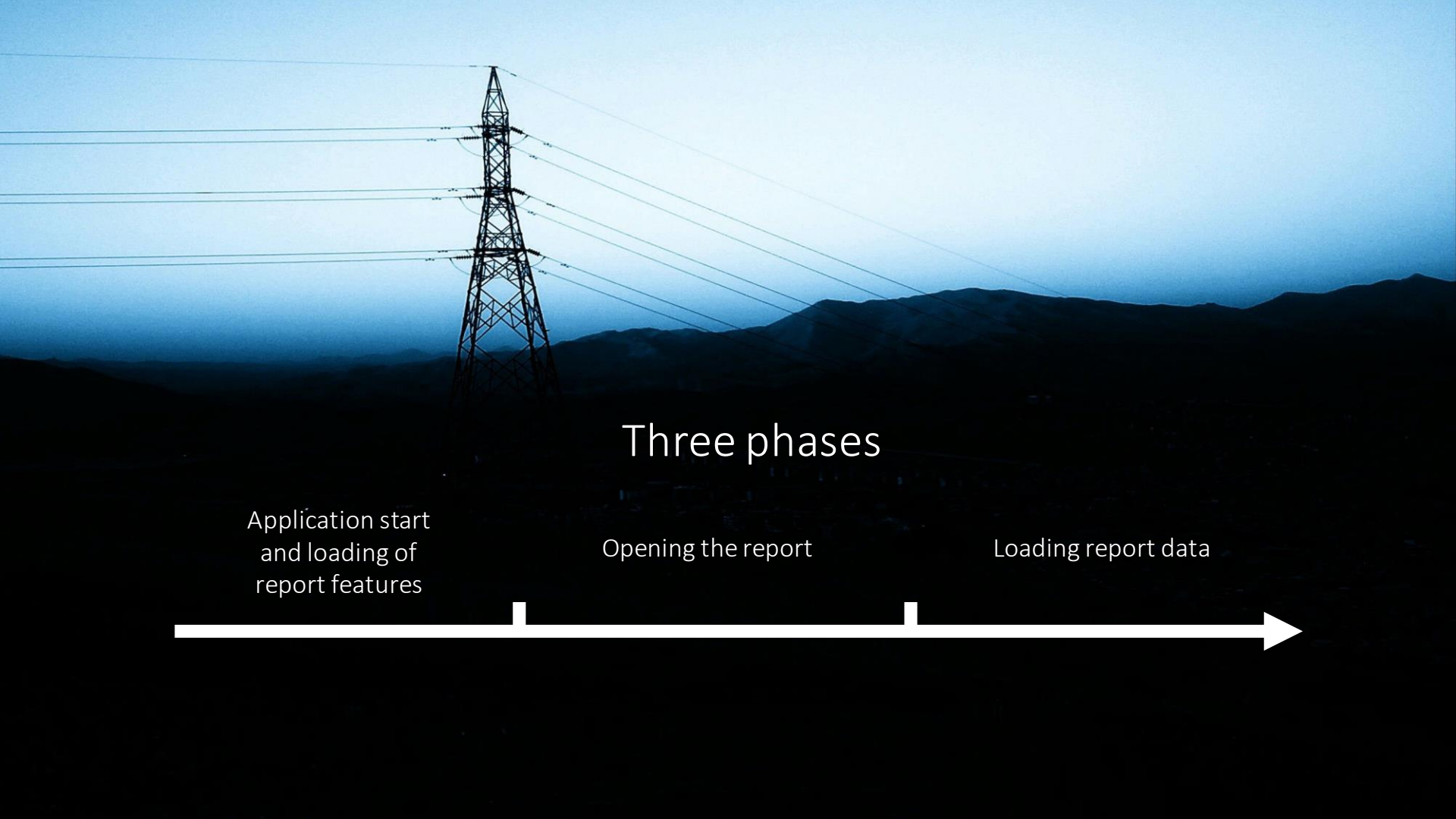




PERFORMANCE



Remember: Everything you do will impact performance.

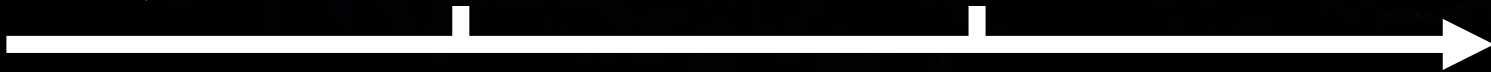


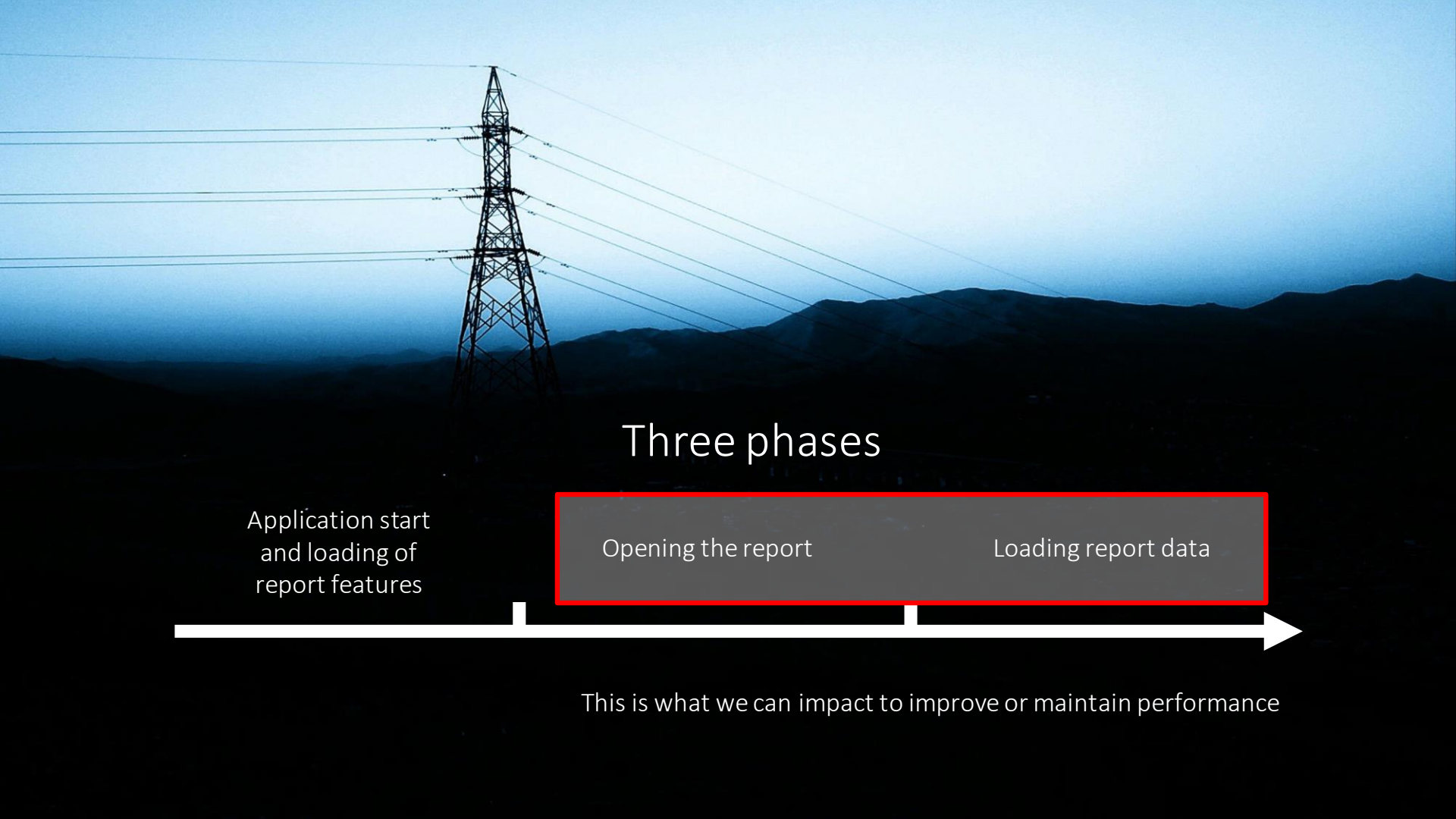
Three phases

Application start
and loading of
report features

Opening the report

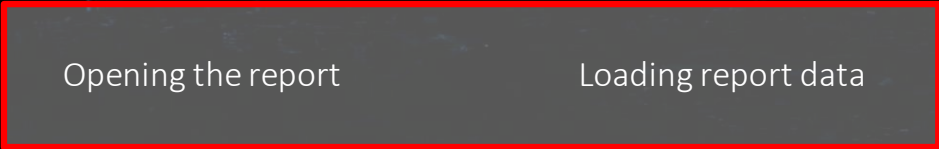
Loading report data



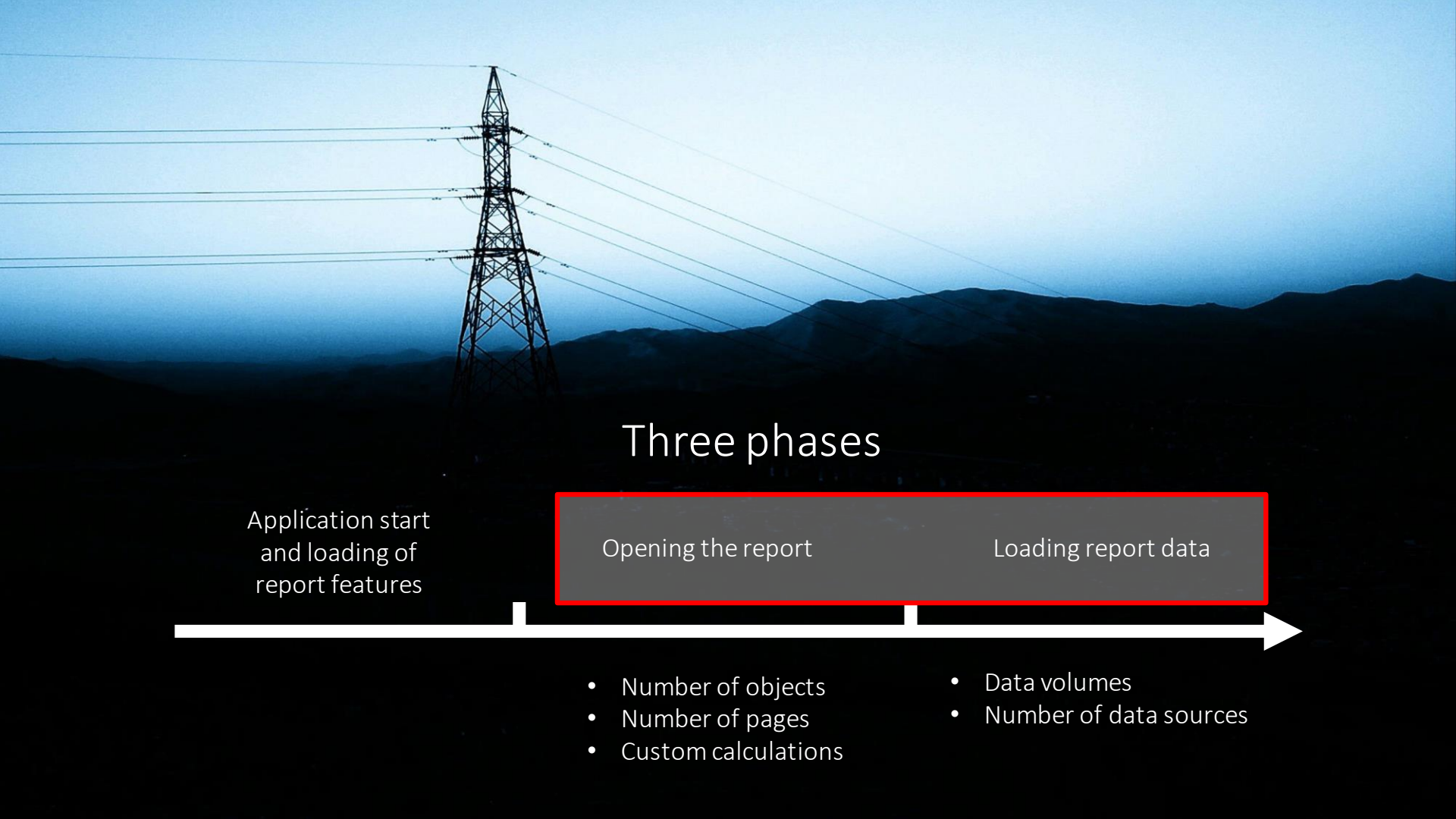


Three phases

Application start
and loading of
report features



This is what we can impact to improve or maintain performance



Three phases

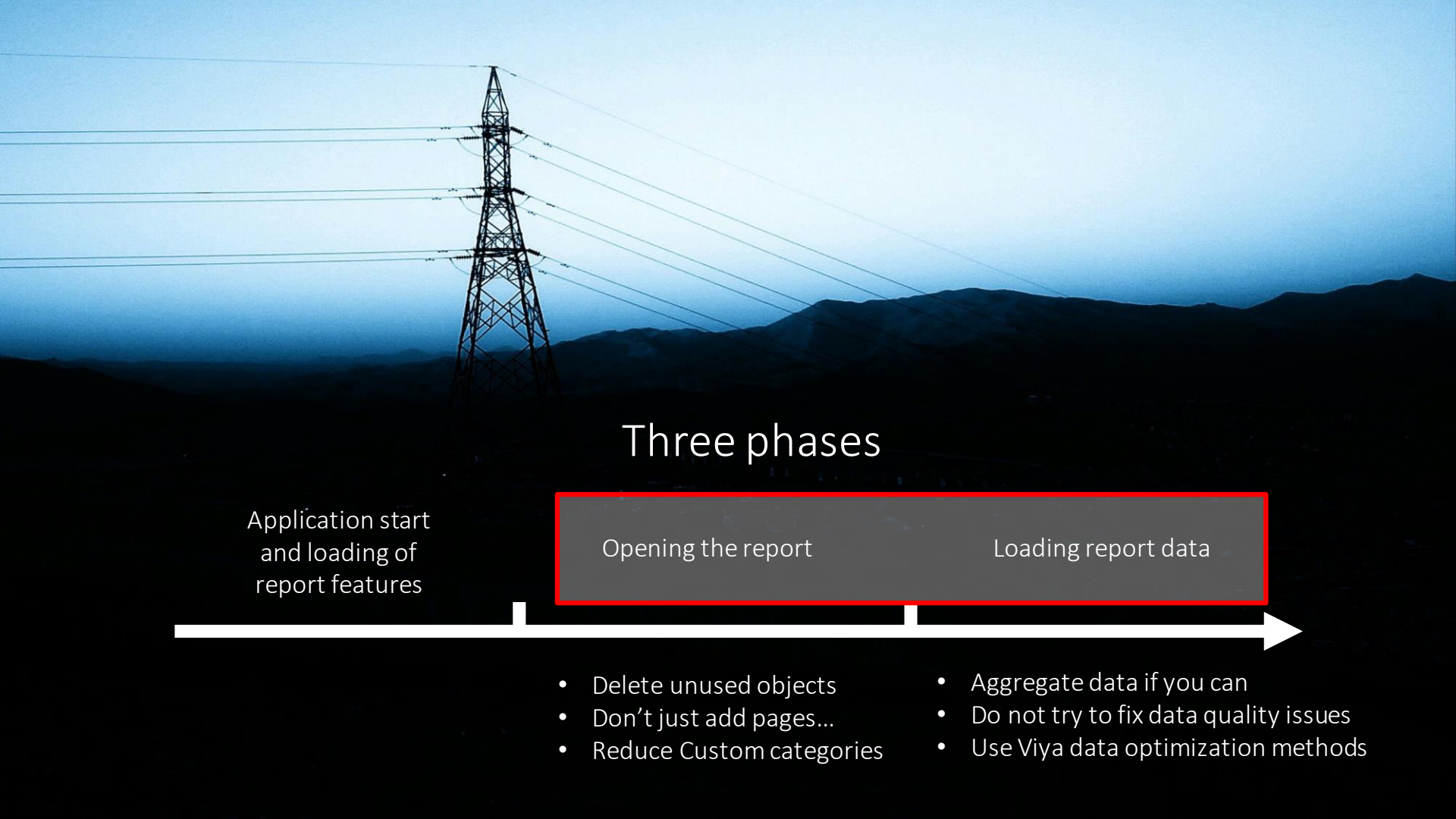
Application start
and loading of
report features

Opening the report

Loading report data

- Number of objects
- Number of pages
- Custom calculations

- Data volumes
- Number of data sources



Three phases

Application start
and loading of
report features

Opening the report

Loading report data

- Delete unused objects
- Don't just add pages...
- Reduce Custom categories

- Aggregate data if you can
- Do not try to fix data quality issues
- Use Viya data optimization methods



Do not...

- ... fix data quality issues in your report
- ... fix data structure issues in your report
- ... use detailed data if you do not need it
- ... ignore report performance impact

“

Even one data point can provide value as long as it ignites action and the eager to explore insights further.

Petri & Kalle



Q & A

Att jobba med olika datastrukturer i Visual Analytics



SAS Visual Analytics kräver ingen specifik datastruktur för att fungera...

SAS Visual Analytics kräver ingen specifik datastruktur för att fungera...

...självklart har datastrukturen betydelse beroende på vad du ska göra i SAS Visual Analytics 😊



Tricket är att hitta en balans i flexibilitet, men ändå inte tappa värdet/syftet

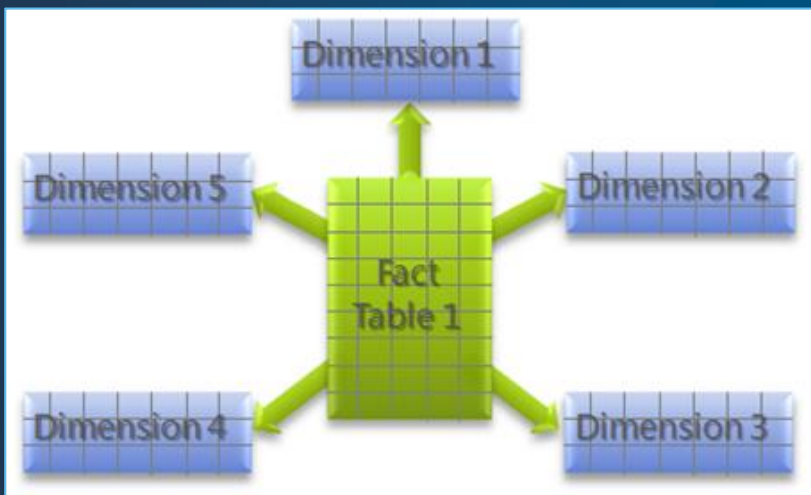
Klassisk rapportstruktur "Normaliserad"

Flera fakta (mått) och dimensioner (kategorier)

Enkelt att jobba med hierarkier, bra för att vrida och vända på data, enkelt att aggregera data etc. Typiskt data warehouse format

Exempel på mått: Försäljning, budget, kundnöjdhet

Exempel på en dimension: Produkt = Produktportfölj, produktgrupp och produkt



	Product	ProductBrand	ProductLine	ProductMake	ProductStyle	ProductPrice Target	ProductPrice Actual	ProductMaterialCost	ProductCost OfSale	ProductQuality
1	TS400002859..	Toy	Plush	Dog (m)	Labrador Retr...	27	25	3	17	85%
2	TS400002859..	Toy	Plush	Dog (m)	Labrador Retr...	27	25	3	17	84%
3	TS400002859..	Toy	Plush	Dog (m)	Labrador Retr...	27	27	3	19	92%
4	TS400002859..	Toy	Plush	Dog (m)	Labrador Retr...	27	27	3	19	92%
5	TS400002859..	Toy	Plush	Dog (m)	Labrador Retr...	27	27	3	18	96%
6	TS400002859..	Toy	Plush	Dog (m)	Labrador Retr...	27	27	3	19	96%
7	TS400002859..	Toy	Plush	Dog (m)	Labrador Retr...	27	27	3	19	97%
8	TS400002859..	Toy	Plush	Dog (m)	Labrador Retr...	27	26	3	18	88%
9	TS400002859..	Toy	Plush	Dog (m)	Labrador Retr...	27	26	3	18	89%
10	TS400002859..	Toy	Plush	Dog (m)	Labrador Retr...	27	27	3	18	96%
11	TS400003732..	Toy	Plush	Elephant (m)	Asian	27	25	3	17	83%
12	TS400003732..	Toy	Plush	Elephant (m)	Asian	27	26	3	18	89%
13	TS400003732..	Toy	Plush	Elephant (m)	Asian	27	24	3	16	81%
14	TS400003732..	Toy	Plush	Elephant (m)	Asian	27	27	3	18	89%
15	TS400003732..	Toy	Plush	Elephant (m)	Asian	27	24	3	16	80%
16	TS400003732..	Toy	Plush	Elephant (m)	Asian	27	27	3	19	91%
17	TS400003732..	Toy	Plush	Elephant (m)	Asian	27	26	3	18	88%
18	TS400003732..	Toy	Plush	Elephant (m)	Asian	27	27	3	18	92%
19	TS400003732..	Toy	Plush	Elephant (m)	Asian	27	26	3	18	87%
20	TAF000010837..	Toy	Figurine	Athlete	Tennis - Female	22	22	3	20	91%
21	TAF000010838..	Toy	Figurine	Athlete	Tennis - Female	22	22	3	20	92%
22	TAF000010839..	Toy	Figurine	Athlete	Tennis - Female	22	22	3	20	91%
23	TAF000010839..	Toy	Figurine	Athlete	Tennis - Female	22	21	3	20	89%
24	TAF000010840..	Toy	Figurine	Athlete	Tennis - Female	22	21	3	20	89%
25	TAF000010841..	Toy	Figurine	Athlete	Tennis - Female	22	21	3	20	89%
26	TAF000010841..	Toy	Figurine	Athlete	Tennis - Female	22	22	3	20	92%
27	TAF000010842..	Toy	Figurine	Athlete	Tennis - Female	22	22	3	20	97%
28	TAF000010843..	Toy	Figurine	Athlete	Tennis - Female	22	22	3	20	92%
29	TAF000010843..	Toy	Figurine	Athlete	Tennis - Female	22	21	3	20	90%
30	TAF000010844..	Toy	Figurine	Athlete	Tennis - Female	22	20	3	19	85%
31	TS400001881..	Toy	Plush	Cat (l)	American Short..	54	53	5	31	89%
32	TS400001881..	Toy	Plush	Cat (l)	American Short..	54	54	5	31	91%
33	TS400001881..	Toy	Plush	Cat (l)	American Short..	54	54	5	32	93%
34	TS400001881..	Toy	Plush	Cat (l)	American Short..	54	52	5	30	87%

DEMO

Analysstruktur ABT – Analytical Base Table

Ett objekt per rad, tex. analyserar måltider som beskrivs av ett x antal kolumner

- Perfekt struktur för analys, en rad per objekt förenklar analys (frekvens = antal måltider)
- Oftast har man en ABT per use-case
- Självklart kan det finnas dimensioner, men du måste ha koll på dimensionerna och ta hänsyn till dessa

Objekt										
Måltid	Dricks	Belopp	Antal Gäster	Betalarens Kön	Betalarens Ålder	Stamgäst	Antal Rätter	Sittning	Champagne	Gästernas Medelålder
1	40	272	1	M	27	Ja	1	1	Nej	25
2	136	864	4	K	32	Nej	3	2	Ja	37
3	88	512	2	M	55	Nej	2	1	Nej	54
4	64	704	3	M	41	Nej	3	1	Nej	49
5	112	792	2	K	39	Ja	3	2	Ja	41
6	40	408	2	M	24	Nej	2	3	Ja	21

Analysstruktur ABT – Analytical Base Table

Use-case:

Här analyserar vi dricks (Respons) med hjälp av x antal effektvariabler (förklaringsvariabler) per måltid för att prediktera vilken dricks vi kan få vid nästa måltid.

Objekt	Respons	Effektvariabler								
Måltid	Dricks	Belopp	Antal Gäster	Betalarens Kön	Betalarens Ålder	Stamgäst	Antal Rätter	Sittning	Champagne	Gästernas Medelålder
1	40	272	1	M	27	Ja	1	1	Nej	25
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5	112	792	2	K	39	Ja	3	2	Ja	41
6	40	408	2	M	24	Nej	2	3	Ja	21

DEMO

Lång "tunn" tabell (Transaktionsdata)

Princip: En kolumn för värdet och en/flera kolumner för att identifiera värdet

Perfekt för att hantera transaktioner (lägga till/uppdatera värden), sämre för att rapportering

Nackdelen (rapporteringsperspektiv) är att jag måste hålla reda på vilka värden jag vill hantera

Risk för att hamna i en "Äpplen och Päron" situation, tex. hålla reda på totaler och icke-totaler

KolumnID	Värde
A561233212	128854993
A346642993	2020-09-01
A877612109	34
A452885688	Man
B123394533	Speldosa
B182309763	Byggmodell
A766120063	235994,98
A923881828	2114566
C561120956	Sverige
C239984488	Danmark

Customer	▲ Facility Country	Transaction Date	Value Label	Value
DKCOPENH000000082	Denmark	08/16/2000	Product Sale	267,92406752
DKCOPENH000000082	Denmark	08/16/2000	Customer Satisfaction	2,1626053279
DKCOPENH000000082	Denmark	08/16/2000	Product Material Cost	43,311754483
DKCOPENH000000082	Denmark	08/16/2000	Product Cost of Sale	248,08895774
DKCOPENH000000082	Denmark	08/16/2000	Product Price (target)	277,19522869
DKCOPENH000000160	Denmark	07/05/2000	Product Material Cost	10,827938621
DKCOPENH000000160	Denmark	07/05/2000	Product Cost of Sale	66,137084155
DKCOPENH000000160	Denmark	07/05/2000	Customer Satisfaction	1,5989668335
DKCOPENH000000160	Denmark	07/05/2000	Product Sale	85,802427206
DKCOPENH000000160	Denmark	07/05/2000	Product Price (target)	86,623508966

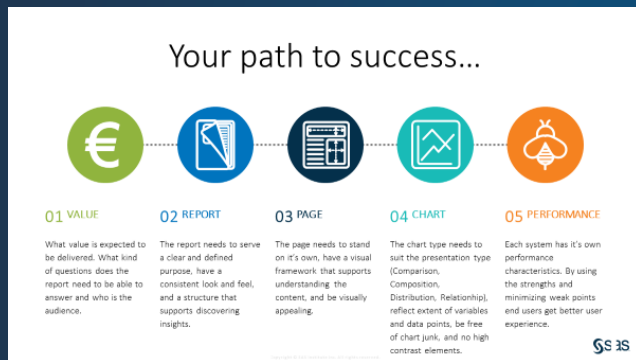
DEMO

Vad ska man tänka på, vad styr datastrukturen?



Värdet till slutanvändaren är centralt

- Vad är syftet, vad ska vi göra
- Vilket data behövs
- Navigering i data
- Vilket flexibilitet vill vi ha



Visualiseringstyp

- Drillbarhet i grafer
- Vissa typer kräver s.k. strukturer, tex. path analysis
- Animeringar kräver datum/tid



Prestanda

- Hur mycket data behöver vi
- Undvik att strukturera om data i visualiseringsverktyget

Q & A

SAS® Report Viewer - View Reports

Önskad Lönestruktur - ny version 2020 (uppf)

Introduktion Önskad Lönestruktur Totalbild Önskad Lönestruktur Detalldata Uppföljning

Önskad Lönestruktur

Välj Period: 2020-06

SKL Kommentus Lönelänken

Urval och inställningar

Arbetsvärdering (valfri vid val av Befattning): Arbetsvärdering

Välj AID eller Befattning: AID Etikett

Sök AID eller Befattning: lärare

Generell Löneökning (%) (ej sparade): 2,00

Percentiljustering görs enbart på AID eller befattning som är valda för percentiljustering och ej är sparade

Percentiljustering P10 (kr): 1 000

Percentiljustering P50 (kr): 1 500

Percentiljustering P90 (kr): 1 000

Önskad Lönestruktur (* = sparad) - Dubbelklicka på stapeln för att spara

Job Category	Salary Range (SEK)	Status
401009 - Lärare grundskola, årskurs F-3 *	~35,000 - 45,000	* = sparad
401010 - Lärare grundskola, årskurs 4-6 *	~35,000 - 50,000	* = sparad
401012 - Lärare gymnasieskola, allmänna ämnen *	~35,000 - 55,000	* = sparad
401014 - Lärare, praktiska/estetiska ämnen	~35,000 - 45,000	ej sparad
401015 - Lärare, folkhögskola	~35,000 - 40,000	ej sparad

Nuvarande Lönestruktur

Job Category	Salary Range (SEK)	Status
401009 - Lärare grundskola, årskurs F-3 *	~35,000 - 45,000	* = sparad
401010 - Lärare grundskola, årskurs 4-6 *	~35,000 - 50,000	* = sparad
401012 - Lärare gymnasieskola, allmänna ämnen *	~35,000 - 55,000	* = sparad

AID/Befattning som visas

<input checked="" type="checkbox"/> 401009 - Lärare grundskola, årskurs F-3	94
<input checked="" type="checkbox"/> 401010 - Lärare grundskola, årskurs 4-6	230
<input type="checkbox"/> 401011 - Lärare grundskola, årskurs 7-9	152
<input checked="" type="checkbox"/> 401012 - Lärare gymnasieskola, allmänna ämnen	96
<input type="checkbox"/> 401013 - Lärare gymnasieskola, yrkesämnen	37
<input checked="" type="checkbox"/> 401014 - Lärare, praktiska/estetiska ämnen	96
<input checked="" type="checkbox"/> 401015 - Lärare, folkhögskola	11
<input type="checkbox"/> 401016 - Speciallärare	22
<input type="checkbox"/> 401018 - SF-lärare	16
<input type="checkbox"/> 401010 - Lärare, modersmål	26
<input type="checkbox"/> 402010 - Förskollärare	352
<input type="checkbox"/> 402011 - Lärare i fridagshem	86
<input type="checkbox"/> 451011 - Lärare, kulturskola	21

AID/Befattning för percentiljustering (ej sparade)

<input checked="" type="checkbox"/> 401014 - Lärare, praktiska/estetiska ämnen	96
<input type="checkbox"/> 401015 - Lärare, folkhögskola	11



LÖNELÄNKEN 3.0

Carl-Olow Magnusson
Peter Nordwall

Vad är Lönelänken 3.0?

“Lönelänken är ett löneanalyssystem för alla Regioner och kommuner i Sverige och huvudsyftet är att kunna sätta rättvisa och balanserade lönenivåer. Regioner och kommuner betalar för denna tjänst. Lönelänken drivs av vår partner Tieto (MASP avtal).

MASP Affärsmodell = SAS avtal med Tieto, vi tar betalt för varje kund (Region eller Kommun)

Lönelänken i ett nötskal

- Ersätta Lönelänken 2.0 (Qlik)
- SaaS/RaaS Hybrid
- Central Administration Portal (byggt av Tieto)
- Möjlighet att ladda upp eget data
- Paket av SAS Visual Analytics rapporter
- What-if Analys (simulering för önskad lönestruktur)
- SAS Viya version 3.4
- En fin bekräftelse att VA fungerar på riktigt 😊

Officiell Referens

Customer Stories > Lönelänken with partner TietoEVRY [Request a Demo](#)

Ensuring access to relevant salary data in Cloud solution

tietoEVRY

Building a portal for HR users with SAS® Visual Analytics

Fair and balanced pay structures

Live Chat

Lönelänken with partner TietoEVRY achieved this using • SAS® Viya® • SAS® Visual Analytics • SAS® on Microsoft Azure

f Ensuring access to relevant salary data in Cloud solution

t Building a portal for HR users with SAS® Visual Analytics, TietoEVRY has enabled HR officers among the members of The Swedish Association of Local Authorities and Regions (SKR) to compare salary and compensation packages for public employees, ensuring fair and balanced pay structures across Sweden's public sector.

in

How do you ensure that public employees across a large country get comparable salary and benefit packages and that public organizations are not unfairly competing against each other by offering vastly different compensation models? Giving the information that will allow public salary analysts to determine the right salary structures is one of many data-related tasks for SKL Kommentus, a wholly (98%) owned subsidiary of The Swedish Association of Local Authorities and Regions (SKR).

*The Salary Link (Lönlink in Swedish) is a service for all customers of SKL Kommentus, which means all the 200 municipalities and 21

https://www.sas.com/sv_se/customers/lonelanken.html

Lönelänken 3.0 – Hur fungerar det?

Lönelänken 3.0 – how it works (very simple)

A customer want to have access to Lönelänken 3.0



Users are created and linked to roles (admin portal) and will be added to LDAP



Creates a subscription using the admin portal



Lönelänken 3.0 – how it works (very simple)

A customer want to have access to Lönelänken 3.0



Creates a subscription using the admin portal



Users are created and linked to roles (admin portal) and will be added to LDAP



Now, a lot of things will happen in LDAP & SAS









Integration job runs every 15 min

- Customer CASLIB's and Folders are created
- Correct authorization is set
- Row-level security for common data is updated
- Access to report package are set
- ...

Lönelänken 3.0 – how it works (end-user perspective)



End-users are using the admin portal to access VA reports

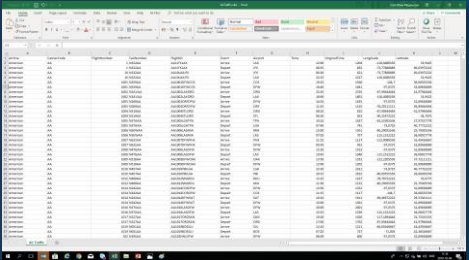
 Applikation Eget data Rapport med eget data	 Applikation SKL's personal- och lönestatistik Rapport med SKL's personal och lönestatistik	 Applikation Egna rapporter Egendefinerade rapporter
 Applikation Lönekartläggning Rapport med lönekartläggning	 Applikation Önskad lönesstruktur Rapport med önskad lönesstruktur	 Applikation Rapportbyggaren Rapportbyggaren (SAS Viya)

Depending on role, different reports are active

Lönelänken 3.0 – how it works (end-user perspective)



Data can be uploaded using a pre-defined excel template



End-users are using the admin portal to access VA reports



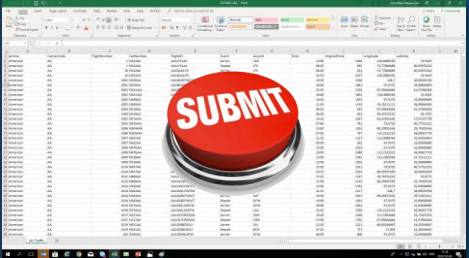
Applikation Eget data Rapport med eget data	Applikation SKL's personal- och lönestatistik Rapport med SKL's personal och lönestatistik	Applikation Egna rapporter Egendefinerade rapporter
Applikation Lönekartläggning Rapport med lönekartläggning	Applikation Önskad lönestruktur Rapport med önskad lönestruktur	Applikation Rapportbyggaren Rapportbyggaren (SAS Viya)

Depending on role, different reports are active

Lönelänken 3.0 – how it works (end-user perspective)



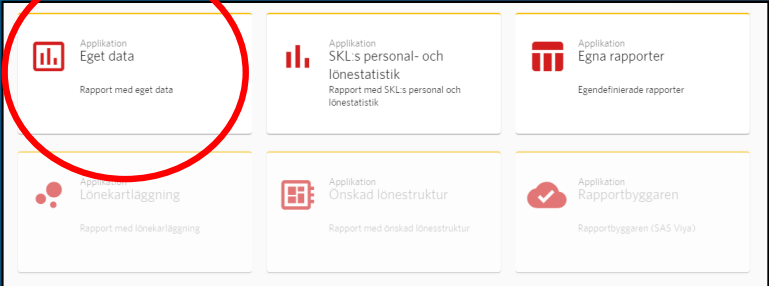
Data can be uploaded using a pre-defined excel template



After approx. 15 minutes, new uploaded data is available in Eget Data VA report

End-users are using the admin portal to access VA reports

- Initially data is uploaded into a POSTGRES database
- SAS “sniffs” POSTGRES to check if new data is available
- New data is loaded into CAS



Depending on role, different reports are active

Lönelänken 3.0 – how the integration works behind

Lots of SAS code behind

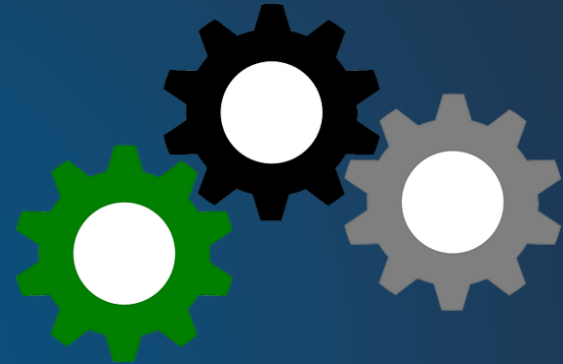
Calls to services in the Admin Portal to fetch data

Rest API calls to:

- Create customer folders
- Set access to folders
- Create customer specific reports

All this are included in a SAS Job Execution job

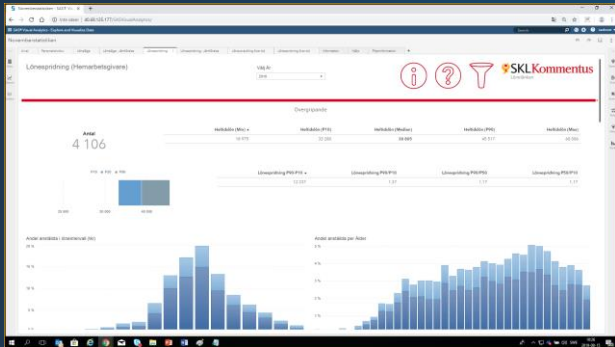
And the job is scheduled to run every 15 minutes



VA Reports in Lönelänken 3.0

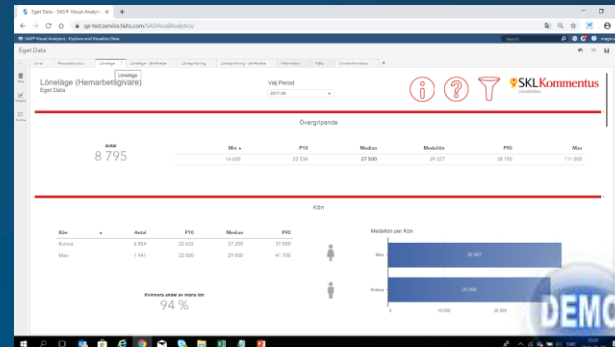
SKL's personal- och lönestatistik

The main report, all salary statistics



Eget Data

Almost the same as the main report, based on own uploaded data



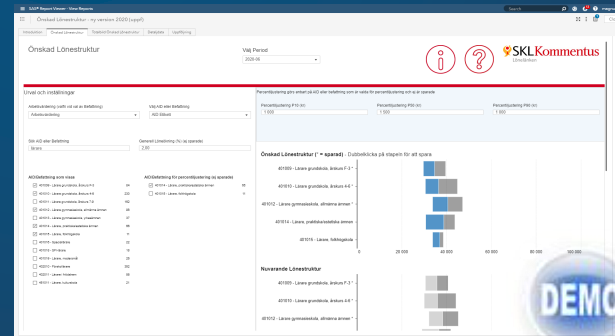
Lönekartläggning

Report for review salary structure mapped to different job definitions, purpose to set future salaries that are equal and gender neutral



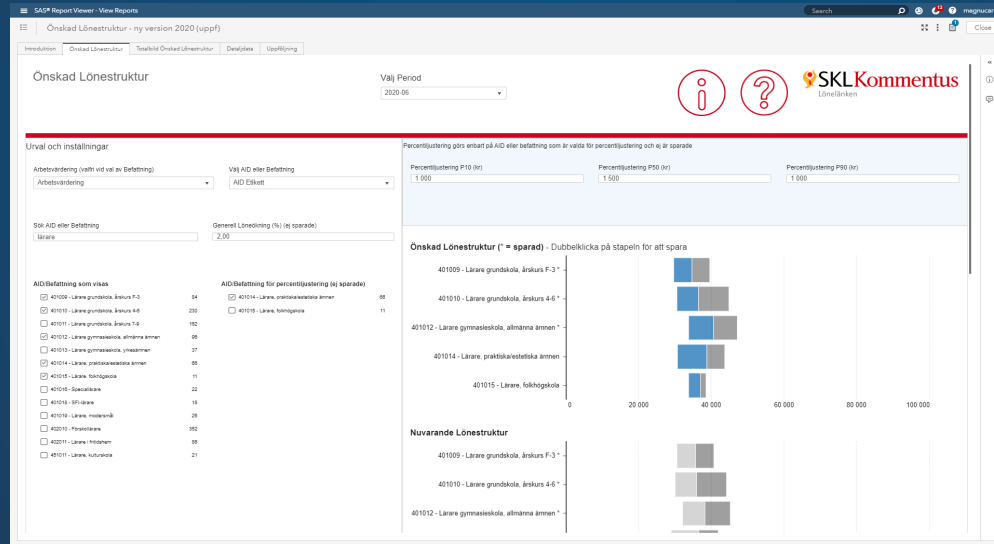
Önskad Lönstruktur

Report to simulate salary structures by adjusting general salary changes and by adjusting 10th, 50th and 90th percentiles. What-If simulation



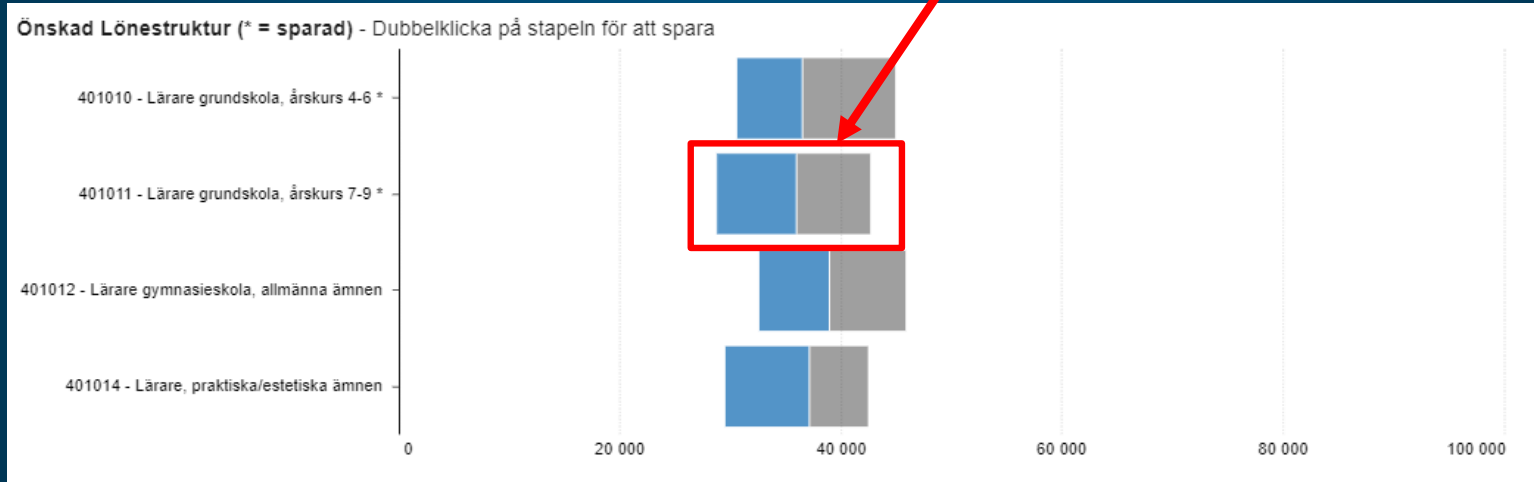
Önskad Lönestruktur (Desired Salary Structure)

Report to simulate salary structures by adjusting general salary changes and by adjusting 10th, 50th and 90th percentiles. What-If simulation



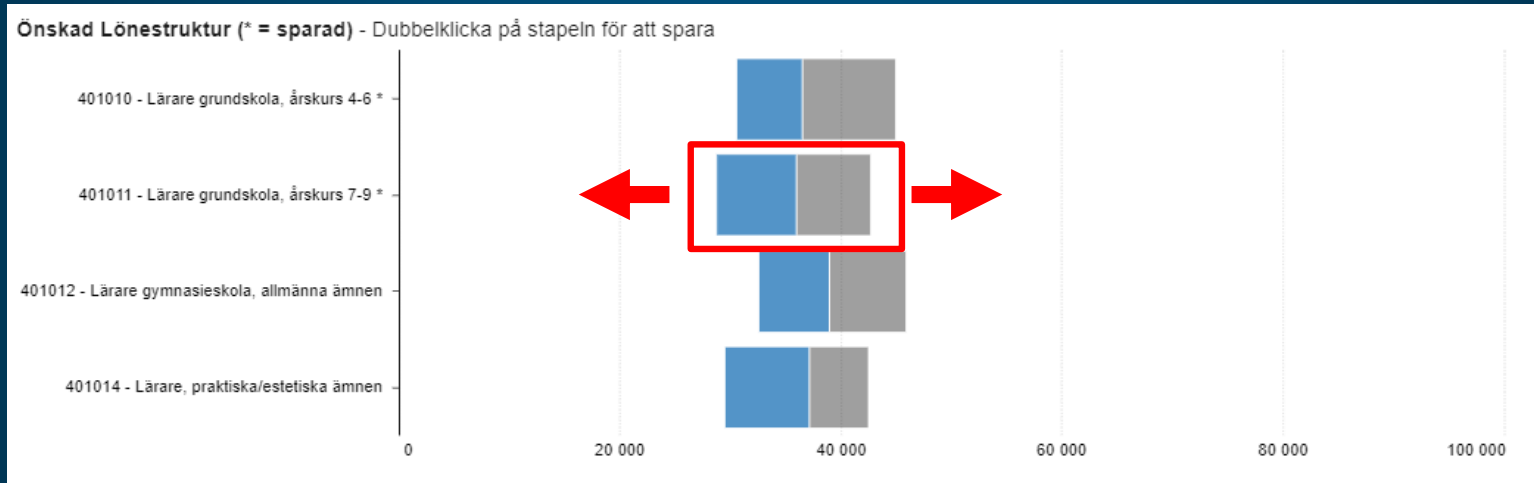
Salary Structure Simulation

Salary Structure



Salary Structure Simulation

Salary Structure Simulation



Probably the best/coolest VA report we ever built

Why?

Business Value

A solid salary structure simulation generates fair salary levels and increased salary cost control

Technology

- Design meets purpose
- Process meets technology
- What-if simulation
- Use of containers
- A lot of Parameters
- A lot of calculations
- Interactions
- Write-back
- SAS Job Execution
- Row level security
- Rest API's



Q & A



WHAT'S NEW IN SAS VISUAL ANALYTICS 8.5.1

VA 8.5.1 – worth updating?

VA 8.5.1 – Faster reports & improved UI responsiveness

Faster Reports

We've worked with customers worldwide to implement improvements that deliver faster real-world report performance. Reports load faster, and interactions like page navigation are more responsive than before.



UI Responsiveness

SAS® Visual Analytics 8.5.1 improves UI responsiveness. The application menu, object toolbars, various application dialogs, the roles pane, color pickers, text editing, and other interface elements feel snappier.



Bestämma tema för nästa träff...

Vad vill vi göra nästa gång?