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ASSIGNMENT - 2	

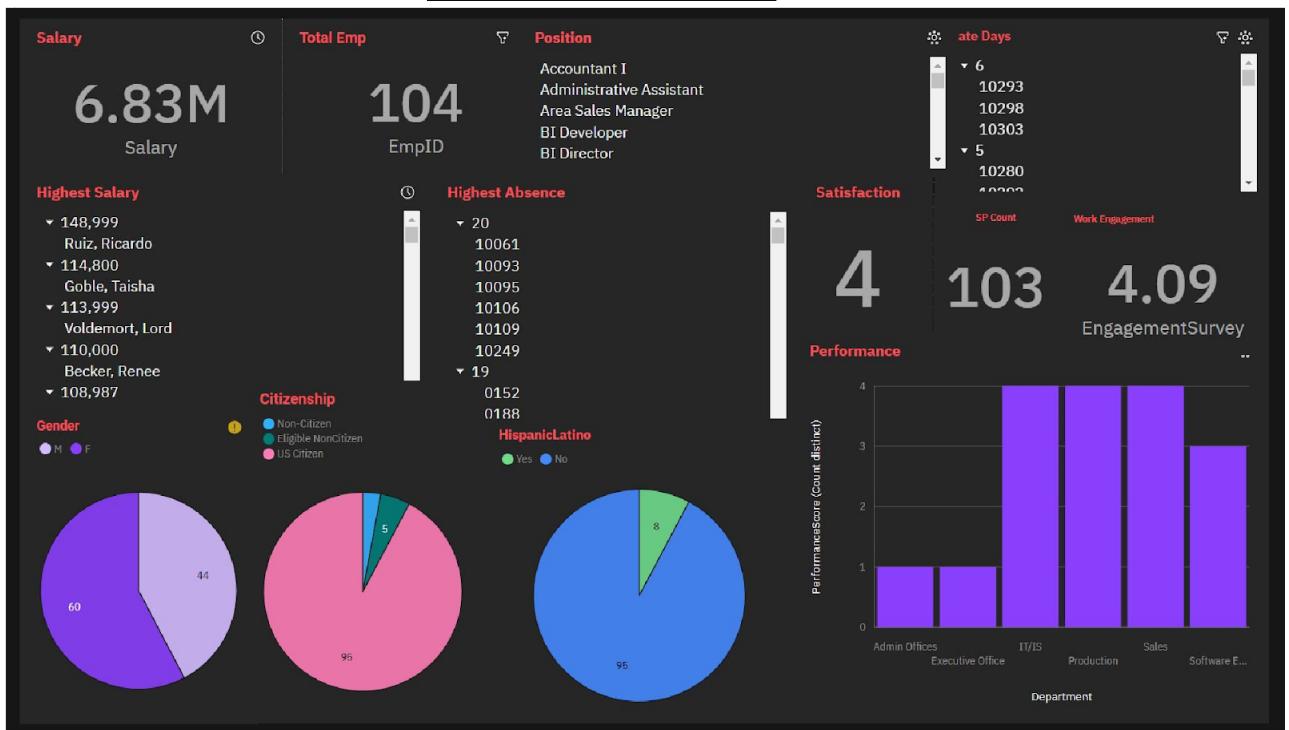
Tasks	Upload the dataset to Cognos Analytics, prepare the data, explore and create Interactive Dashboard, report and Story
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Problem Statement:-

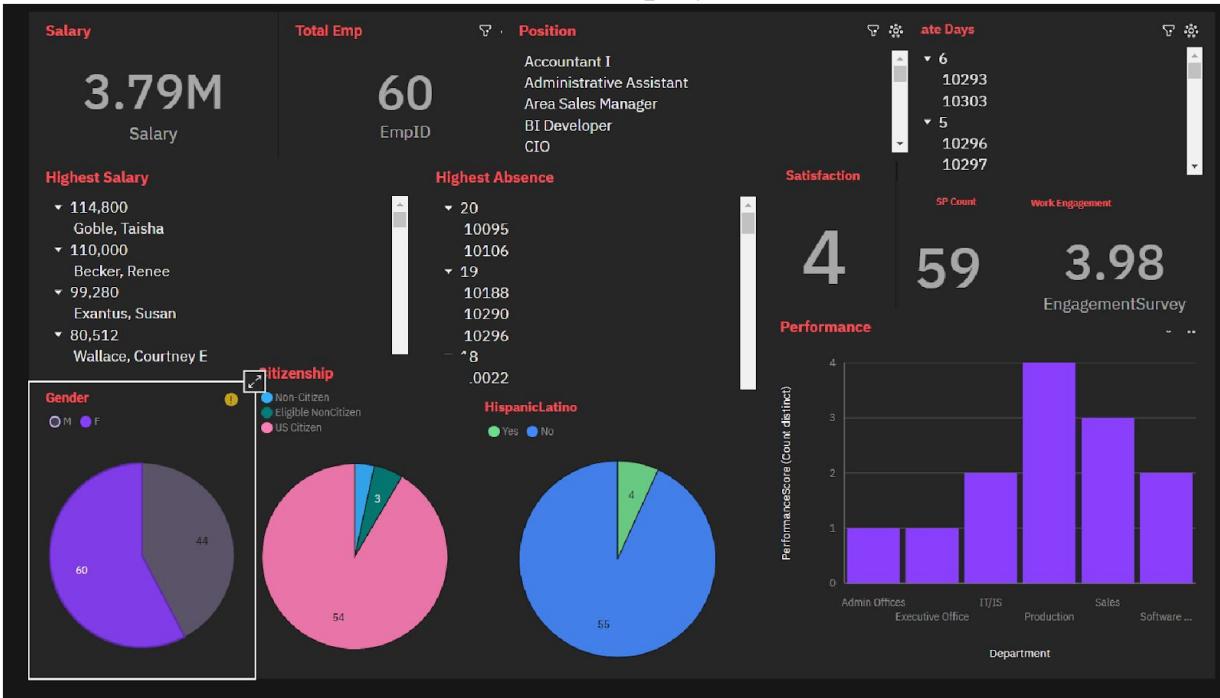
HR data can be hard to come by, and HR professionals generally lag behind with respect to analytics and data visualization competency. We use the data set to teach HR students how to use and analyze the data in Cognos - a data visualization tool that's easy to learn.

Output:-

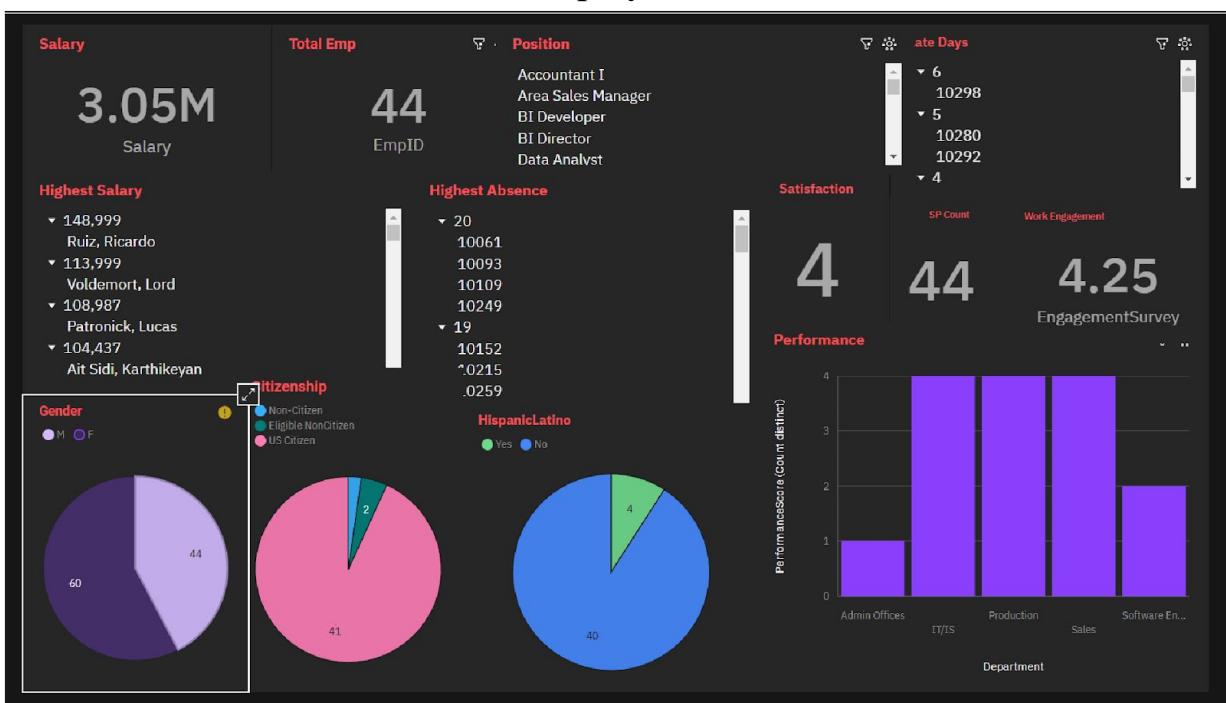
Overall Dashboard



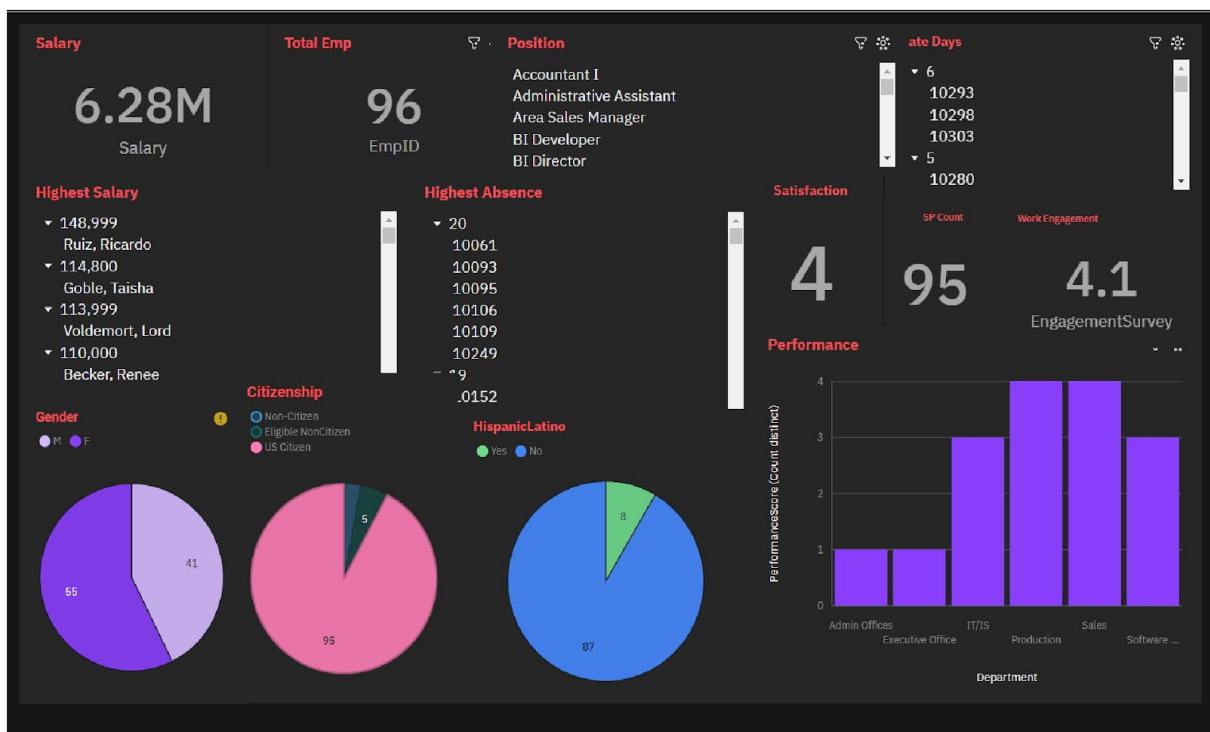
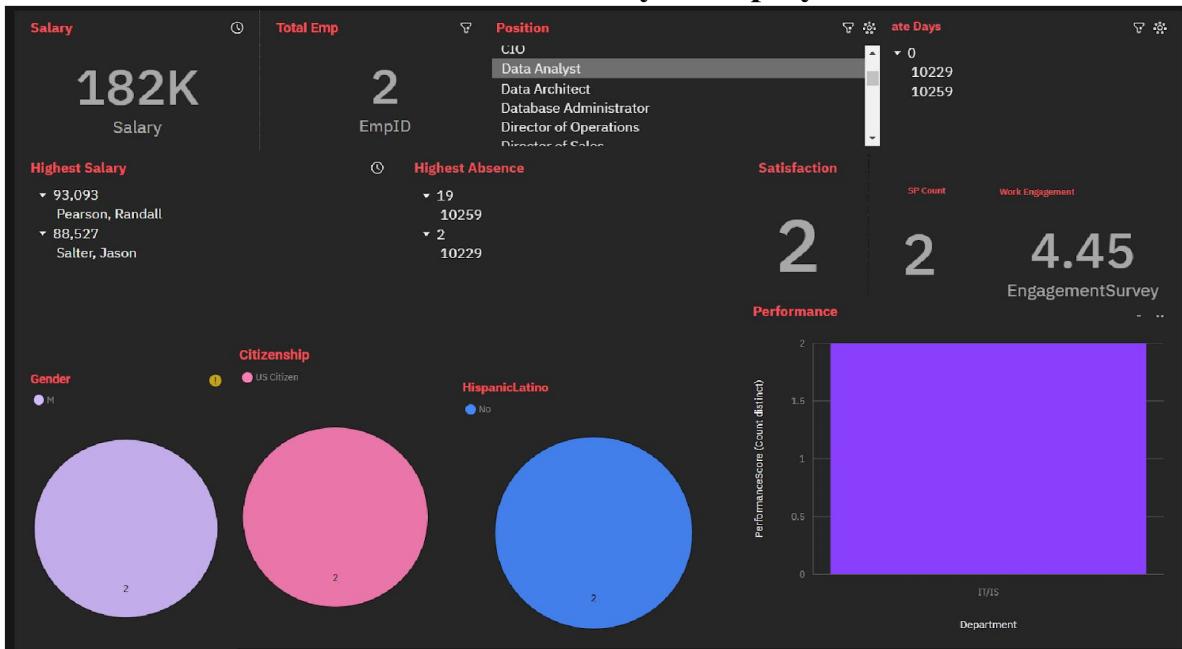
Female Employees



Male Employees



Data Analyst Employee



US Citizen Employees Non Citizen Employees



Eligible Non Citizen Employees



Search Dashboard

Employee ID	Employee Name	Department
10001	Adinolfi, Wilson K	Admin Offices
10002	Ait Sidi, Karthikeyan	Executive Office
10003	Akinkuolie, Sarah	IT/IS
10004	Alagbe,Trina	Production
10005	Anderson, Carol	Sales
10006	Anderson, Linda	Software Engineering
Position	Gender	Marital Status
Accountant I	F	Divorced
Administrative Assistant	M	Married
Area Sales Manager		Separated
BI Developer		Single
BI Director		Widowed
CIO		
Date of Birth	Date of Join	Date of Terminated
1/2/1951	1/9/2006	(no value)
2/25/1951	6/25/2007	8/30/2010
1/18/1952	11/5/2007	5/30/2011
2/11/1952	1/7/2008	9/26/2011
8/18/1952	9/2/2008	10/22/2011
5/24/1953	10/7/2008	1/2/2012
Score	Survey	Salary
Exceeds	5	250,000
Fully Meets	4.96	220,450
Needs Improvement	4.94	180,000
PIP	4.9	178,000
	4.88	170,500
	4.84	157,000
	4.83	150,290

Employee ID	Employee Name	Department
10001	Lynch, Lindsay	Production
10002		
10003		
10004		
10005		
10006		
10007		
10008		
10009		
10010		
10011		
10012		
10013		
10014		
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10022		
10023		
10024		
10025		
10026		
10027		
10028		
10029		
10030		
10031		
Position	Gender	Marital Status
Production Technician I	F	Single
Date of Birth	Date of Join	Date of Terminated
2/14/1973	11/7/2011	11/14/2015
Score	Survey	Salary
Exceeds	5	47,434

Search with Employee ID

Search with Marital Status

Employee ID	Employee Name	Department
10003	Ait Sidi, Karthikeyan	Admin Offices
10007	Akinkuolie, Sarah	Executive Office
10011	Alagbe,Trina	IT/IS
10016	Baccenski, Rachael	Production
10017	Barbara, Thomas	Sales
10021	Reak, Kimberlv	Software Engineering
Position	Gender	Marital Status
Accountant I	F	Divorced
Administrative Assistant	M	Married
Area Sales Manager		Separated
BI Developer		Single
BI Director		Widowed
Data Analyst		
Date of Birth	Date of Join	Date of Terminated
1/18/1952	1/7/2008	(no value)
2/11/1952	10/27/2008	5/30/2011
5/24/1953	1/5/2009	9/26/2011
9/21/1954	1/8/2009	1/2/2012
10/05/1954	4/27/2009	2/8/2012
10/05/1955	4/26/2010	4/7/2012
Score	Survey	Salary
Exceeds	5	250,000
Fully Meets	4.96	180,000
Needs Improvement	4.9	157,000
PIP	4.84	113,999
	4.83	110,929
	4.81	106,367
	4.78	105,700

Search with Performance Score

Employee ID	Employee Name	Department
10280	Blount, Dianna	IT/IS
10281	Cole, Spencer	Production
10282	Corleone, Michael	Sales
10283	DiNocco, Lily	Software Engineering
10284	Esterema, Miguel	
10285	Fvensen, Anril	
Position	Gender	Marital Status
IT Manager - Infra	F	Divorced
Production Manager	M	Married
Production Technician I		Single
Production Technician II		
Sales Manager		
Software Engineer		
Date of Birth	Date of Join	Date of Terminated
6/6/1968	7/20/2010	(no value)
8/9/1974	1/10/2011	9/24/2012
12/17/1975	2/21/2011	6/5/2013
11/15/1976	4/4/2011	6/25/2015
12/2/1978	5/2/2011	9/1/2015
8/12/1979	7/5/2011	9/15/2015
Score	Survey	Salary
Exceeds	5	157,000
Fully Meets	4.25	99,280
Needs Improvement	4.13	83,082
PIP	3.97	72,992
	3.88	68,051
	3.6	66,441
	3.54	63,025

Search with Survey Performance and Department

Employee ID	Employee Name	Department
10220 10259 10273	Clayton, Rick Galia, Lisa Pearson, Randall	IT/IS Production
Position	Gender	Marital Status
Data Analyst IT Support	F M	Married Single
Date of Birth	Date of Join	Date of Terminated
7/6/1968 9/5/1984 9/5/1985	5/1/2010 9/5/2012 12/1/2014	5/1/2016 (no value)
Score	Survey	Salary
Fully Meets Needs Improvement	5 4.96 4.94 4.7 4.64 4.61 4.6	93,093 68,678 65,707

Search with Multiple Attributes

Employee ID	Employee Name	Department
10290	Exantus, Susan	Production Software Engineering
Position	Gender	Marital Status
Software Engineer	F	Married
Date of Birth	Date of Join	Date of Terminated
5/15/1987	5/2/2011	6/5/2013
Score	Survey	Salary
Fully Meets Needs Improvement	2.1	99,280