

NM ASSIGNMENT 2

Done By Sanjai S

Data Set Link: [Human Resources Data Set](#)
[\(kaggle.com\)](#)

Step 1 : Create a new data module from the uploaded CSV file for visualizing data.

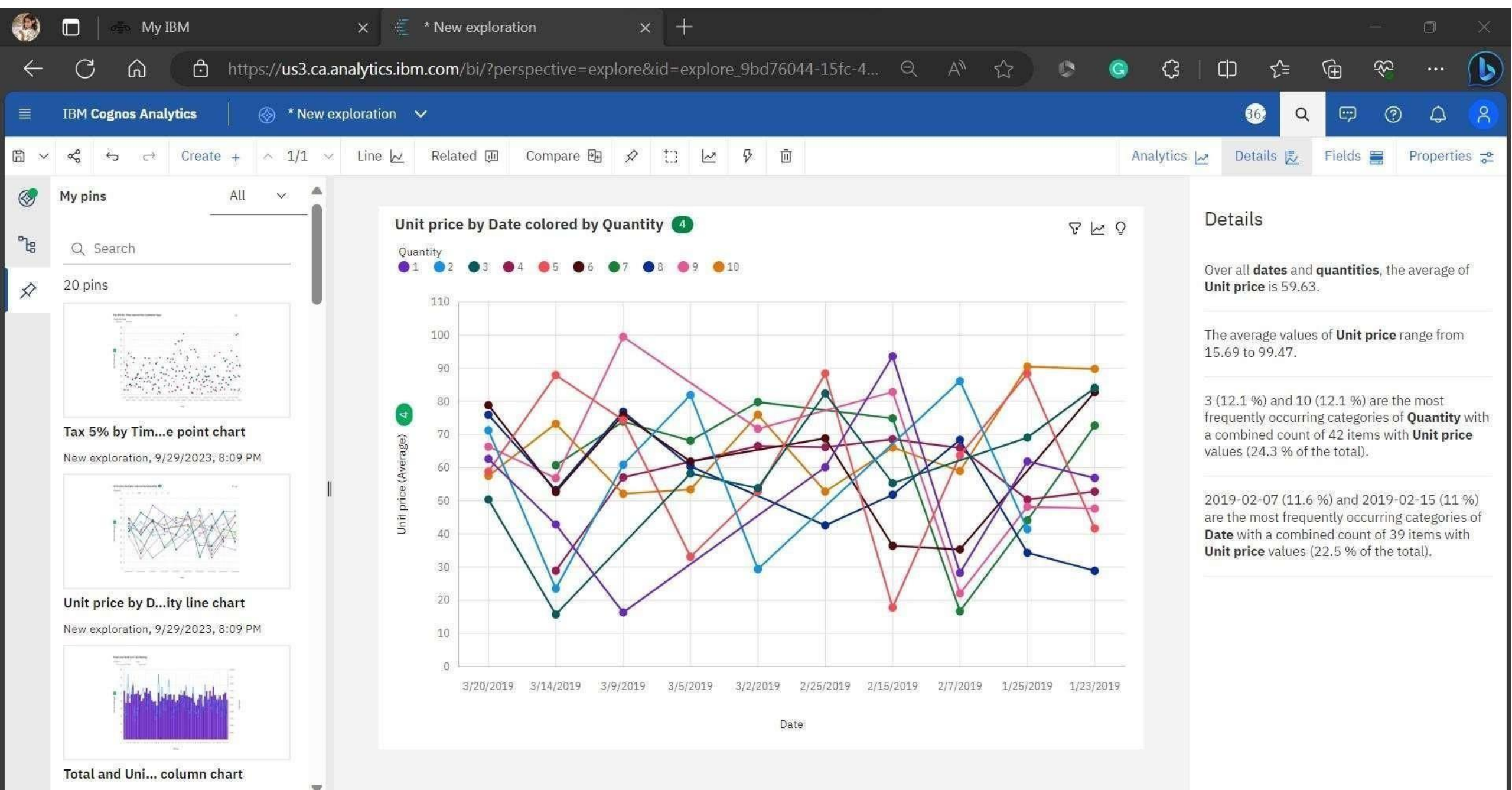
The screenshot shows the IBM Cognos Analytics web interface. The browser address bar displays the URL: <https://us3.ca.analytics.ibm.com/bi/?perspective=ca-modeller&id=i9EEB1002C64143F8B...>. The page title is "New data module".

On the left sidebar, under the "Data module" section, there is a search bar and a list of items. The "New data module" item is selected, showing a tree view of the "HRDataset_v14.csv" file. The columns listed are:

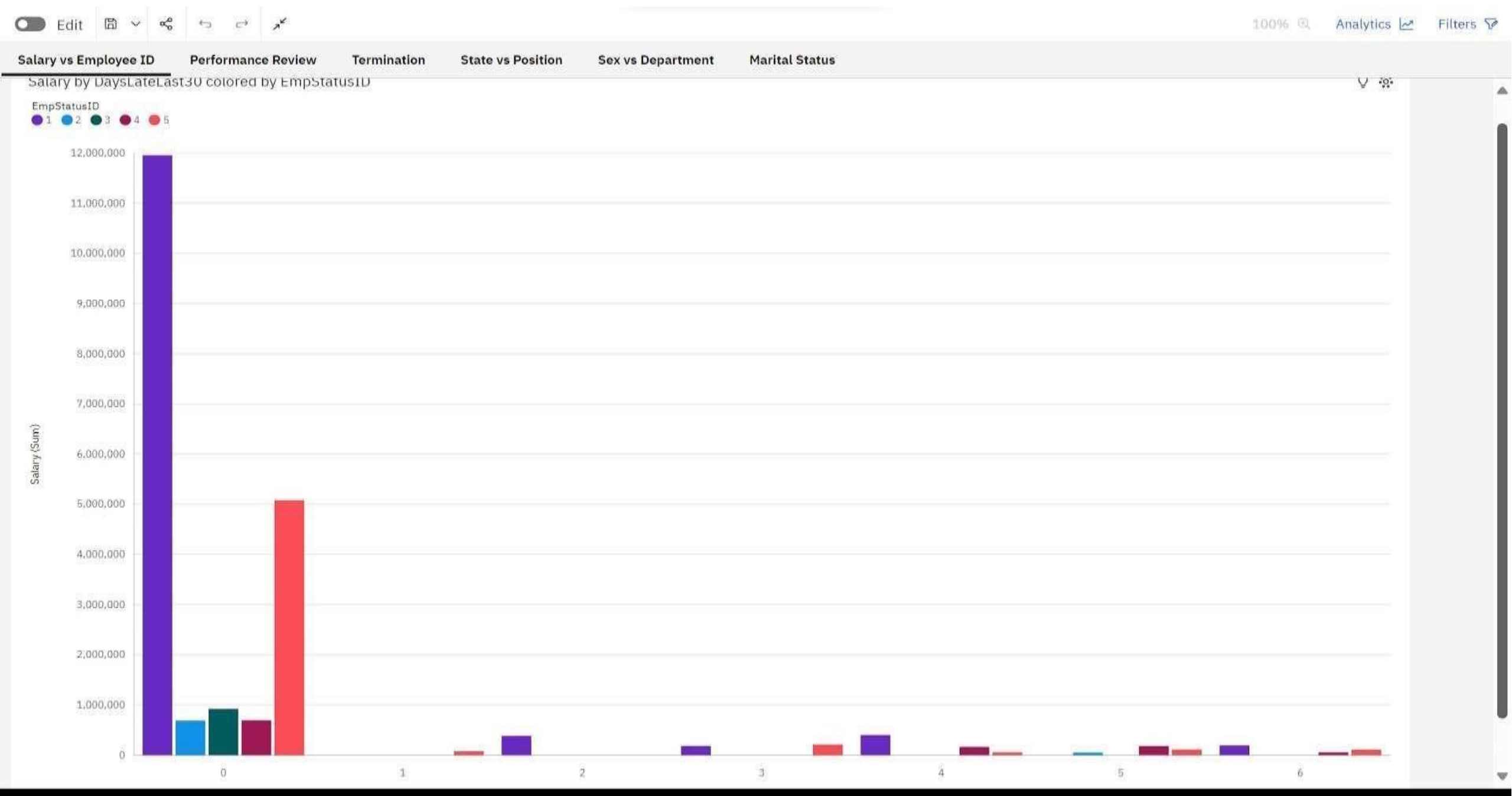
- # Row Id
- abc Employee_Name
- # EmpID
- # MarriedID
- # MaritalStatusID
- # GenderID
- # EmpStatusID
- # DeptID
- # PerfScoreID
- # FromDive...bFairID
- Salary
- TermID
- # PositionID
- abc Position
- State
- Zip

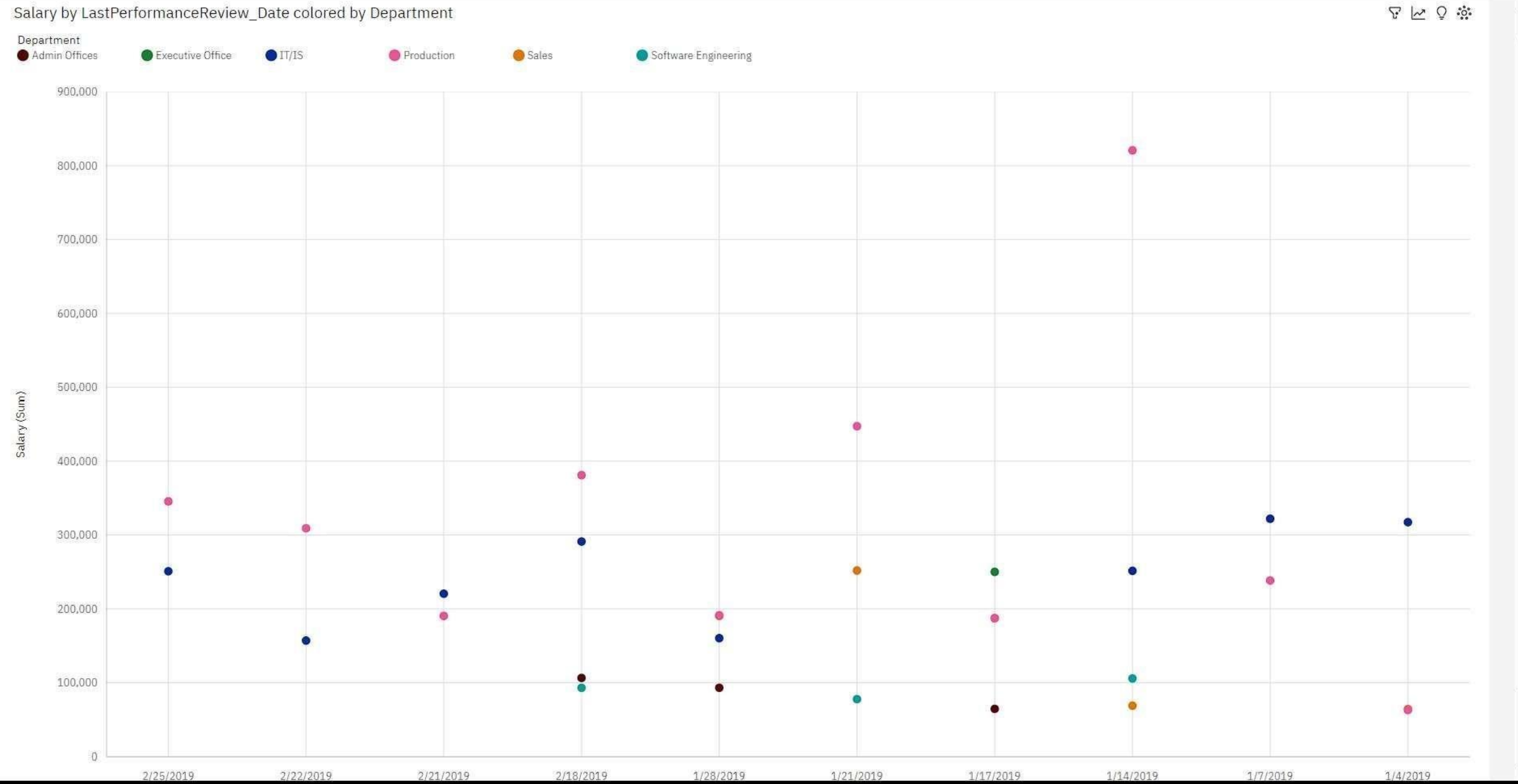
The main content area has three tabs: "Grid", "Relationships", and "Custom tables". The "Grid" tab is active. In the center of the main area, there is a circular icon with a checkmark and a table grid, with the text "Preview data" below it. Below the icon, the text reads: "To preview data, select a table, a column in a table, or a folder that contains columns."

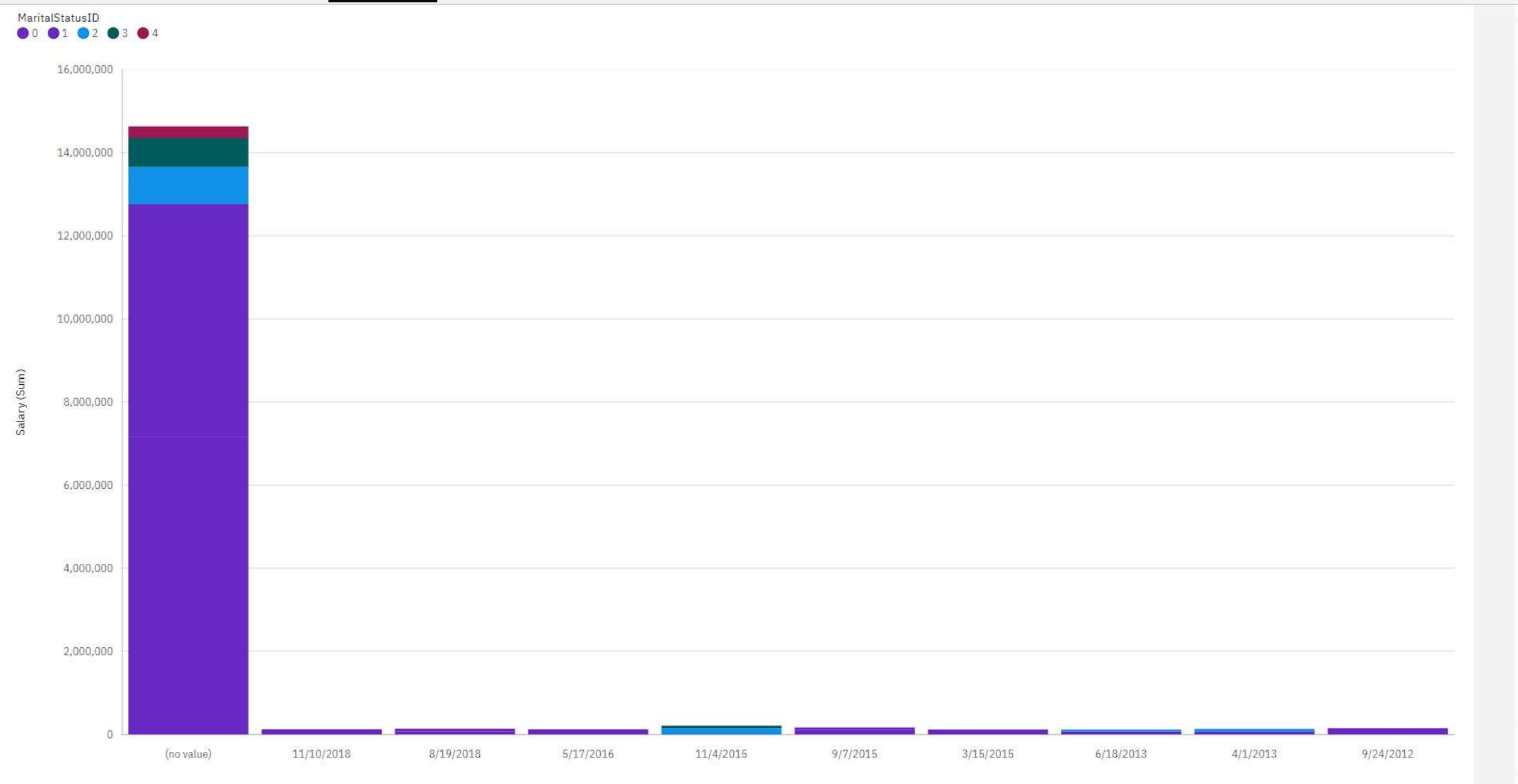
Step 2 : Using data module , create more explorations and pin it.

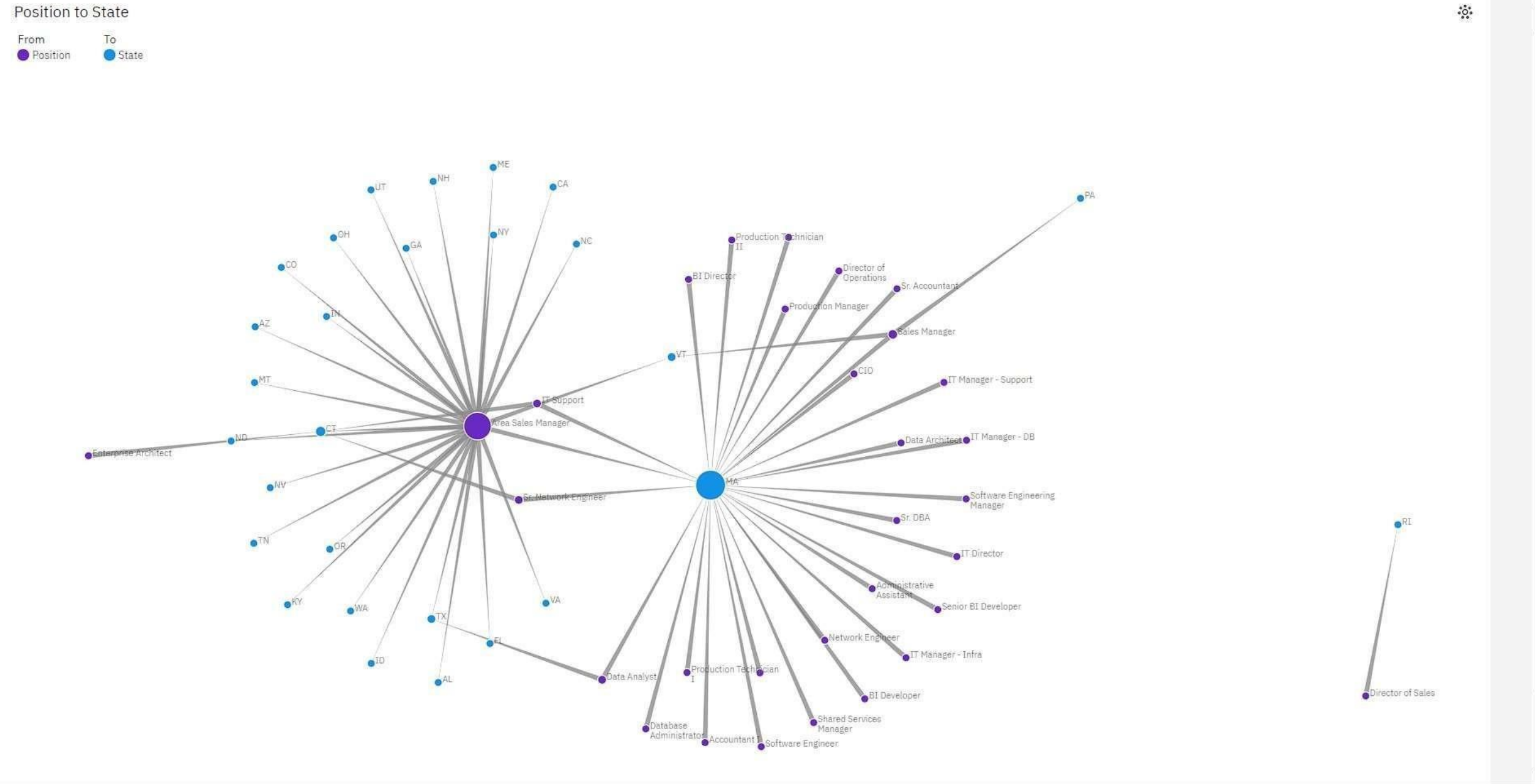


Step 3 : Using the pins, create Dashboard











Department

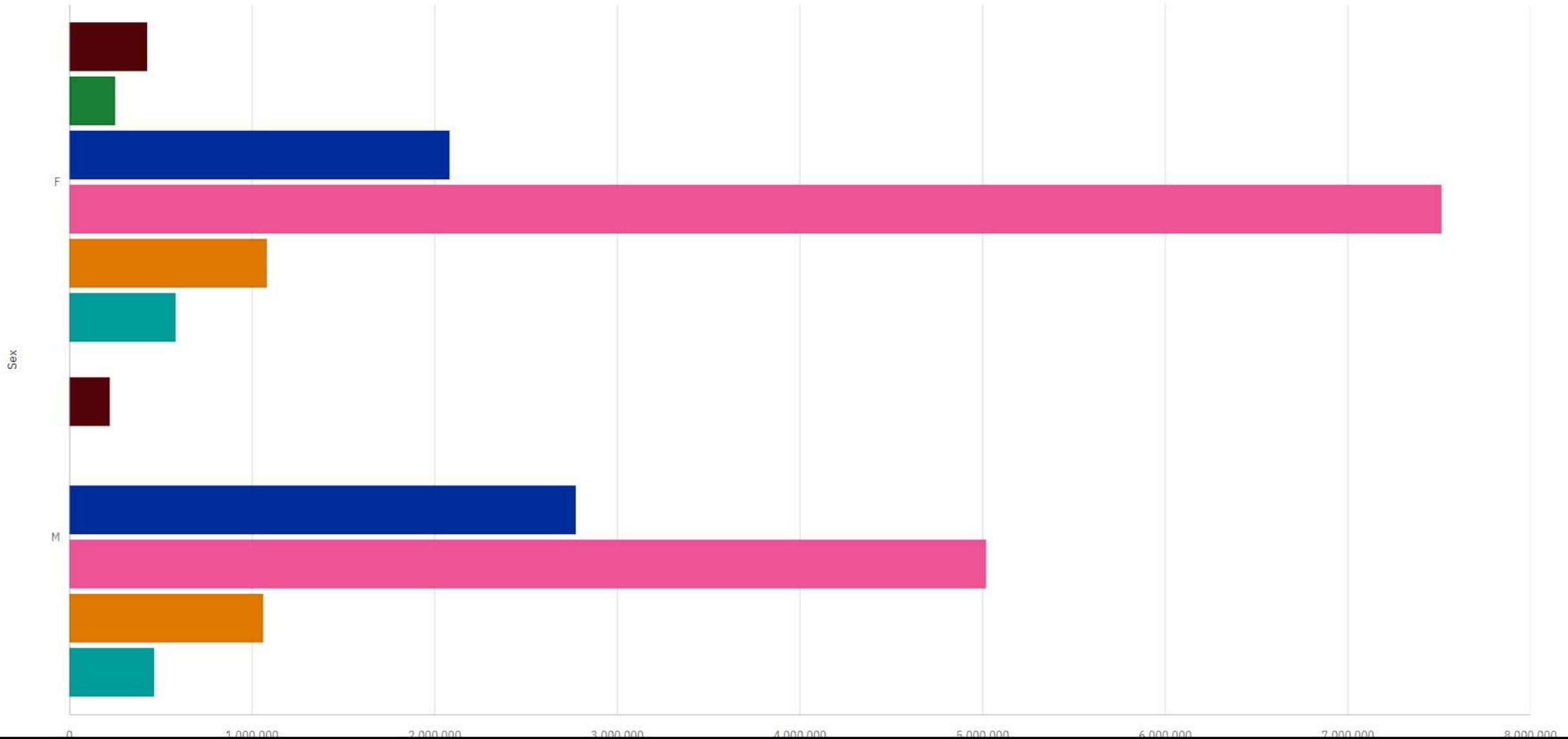
● Executive Office

● IT/IS

- Production

 Sales

Software Engineering



MaritalDesc

Nodes

All

Target category

Divorced

MaritalDesc

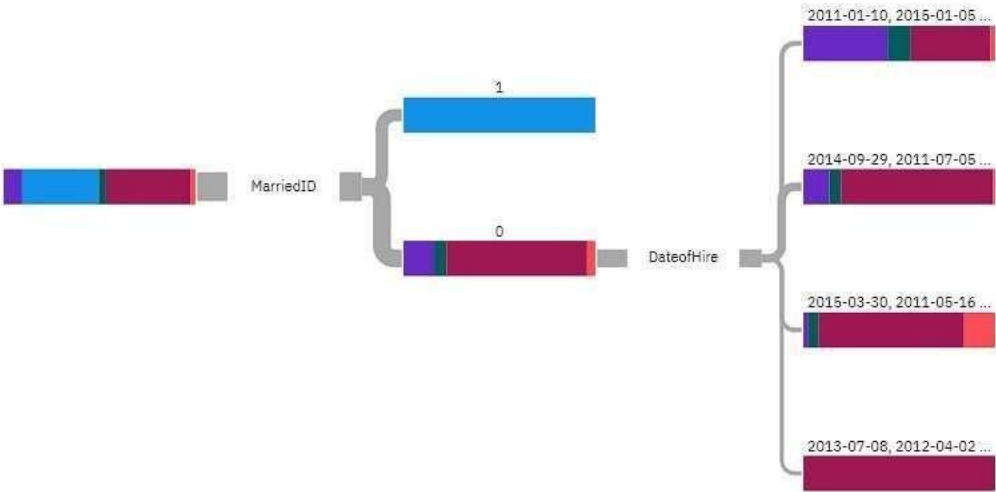
Divorced

Married

Separated

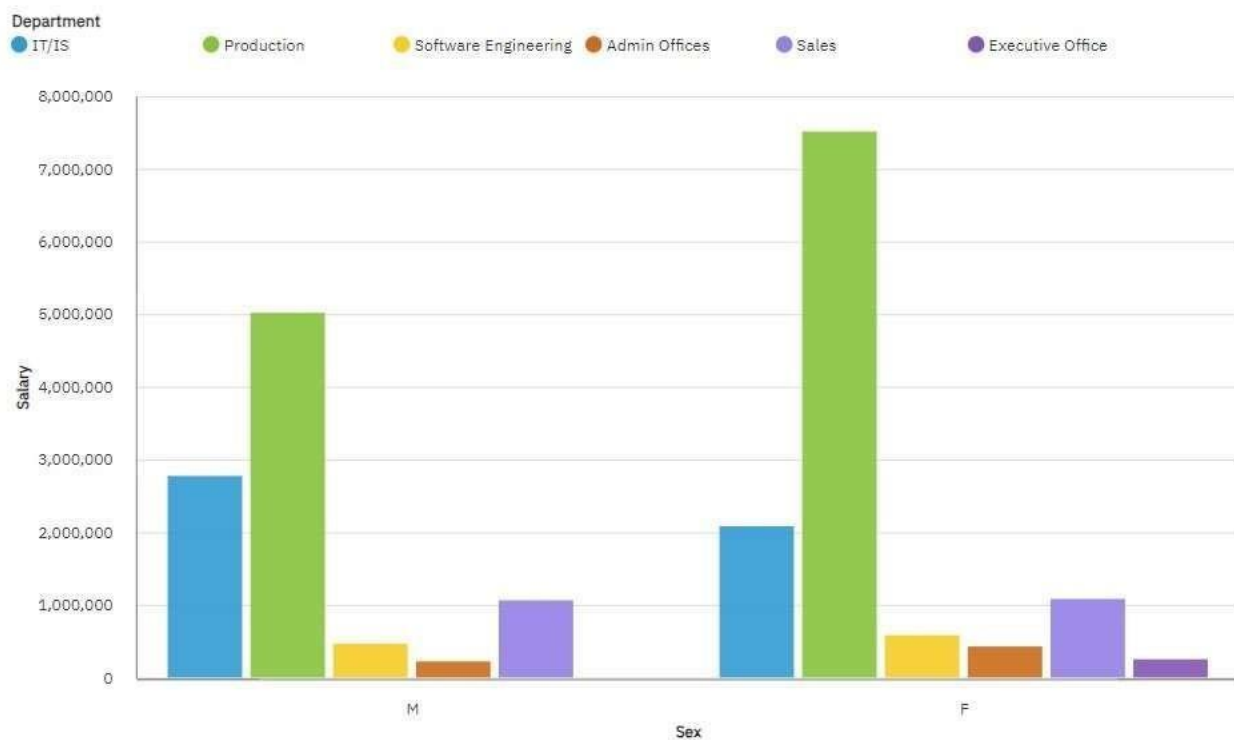
Single

Widowed

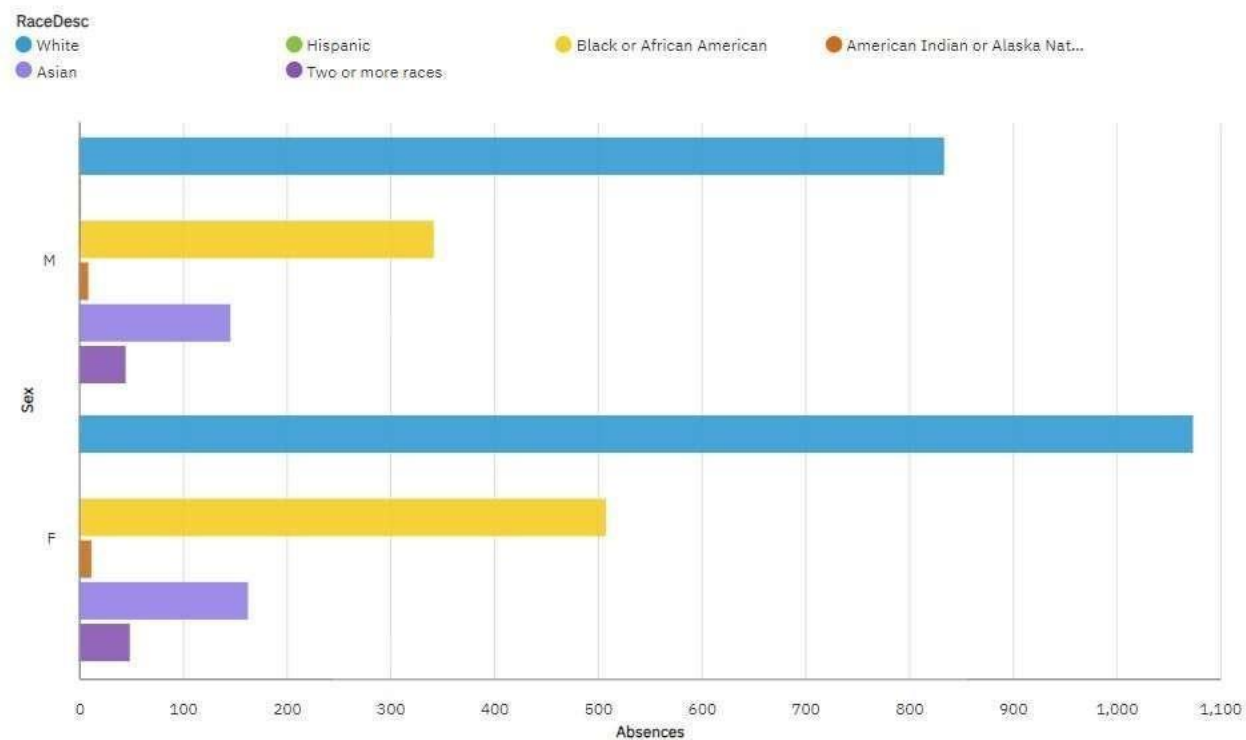


REPORT

Sex vs Salary



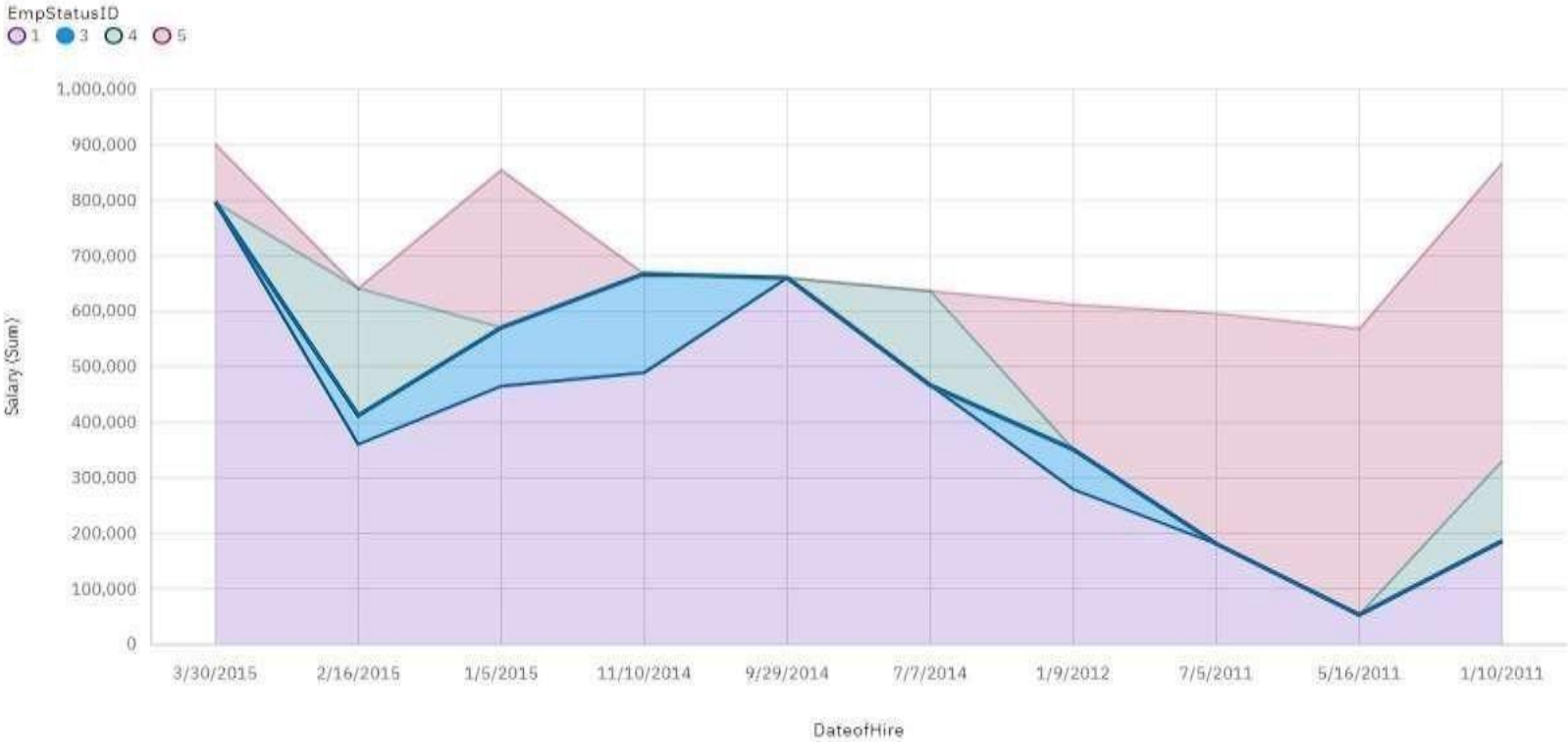
Race Desc Vs Absentees



SALARY

- EmpStatusID 1 has the highest total Salary due to LastPerformanceReview_Date 2019-01-14.
- Salary is unusually high when the combination of DateofHire and EmpStatusID is 2015-03-30 and 1.
- 2015-03-30 DateofHire accounted for 20% of 1 Salary compared to 5% for 5.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which EmpStatusID 1 contributed the most at almost 797 thousand.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which ManagerID 4 contributed the most at over 375 thousand.

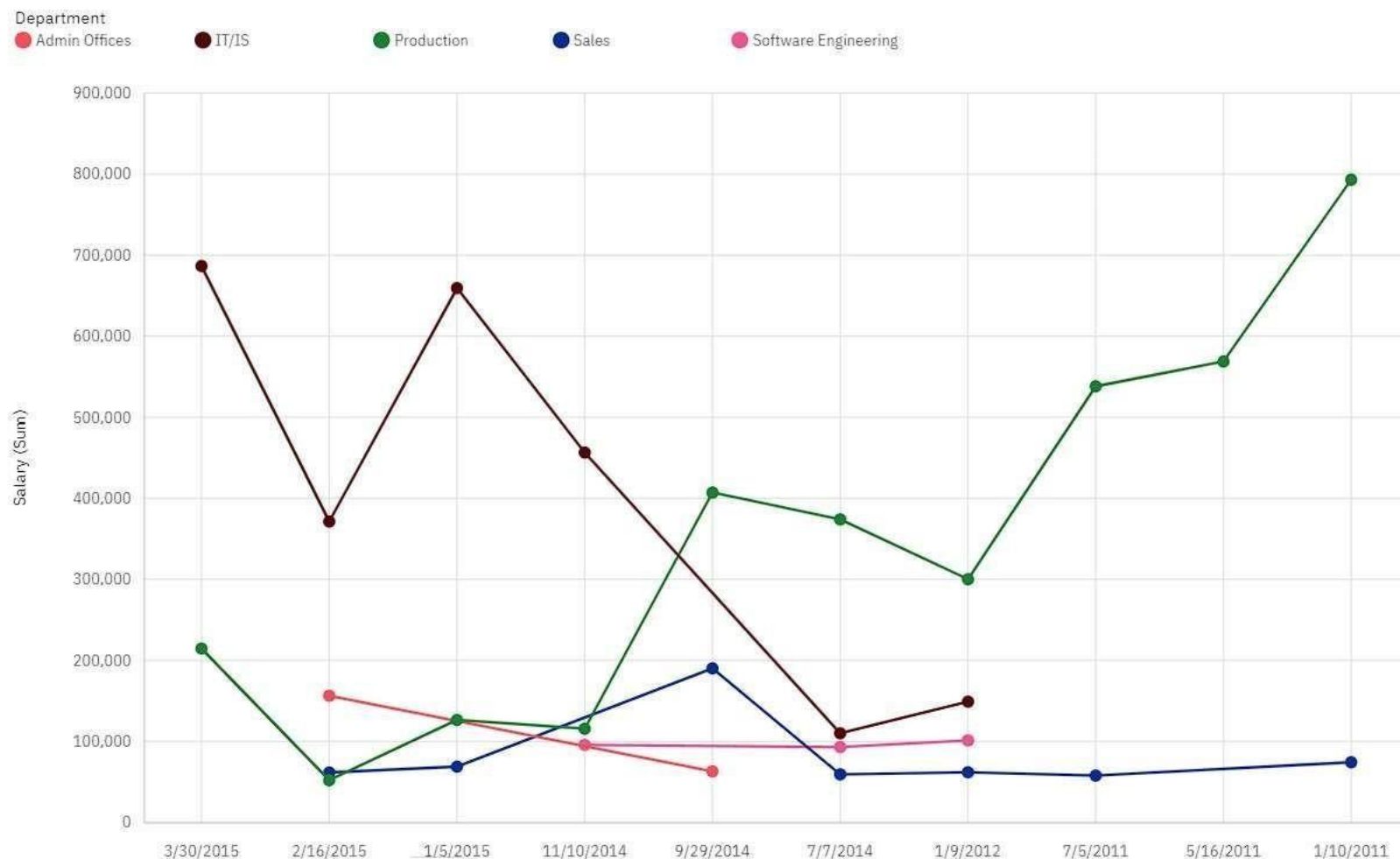
Salary by DateofHire colored by EmpStatusID



Department VS Salary

- Department Production has the highest total Salary due to DateofHire 2011-01-10.
- Salary is unusually high when Department is Production.
- 2019-01-14 LastPerformanceReview_Date accounted for 7% of Production Salary compared to 5% for IT/IS.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which Department IT/IS contributed the most at almost 687 thousand.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which ManagerID 4 contributed the most at over 375 thousand.
- LastPerformanceReview_Date 2019-01-14 has the highest Salary at over 1.2 million, out of which Department Production contributed the most at nearly 821 thousand.

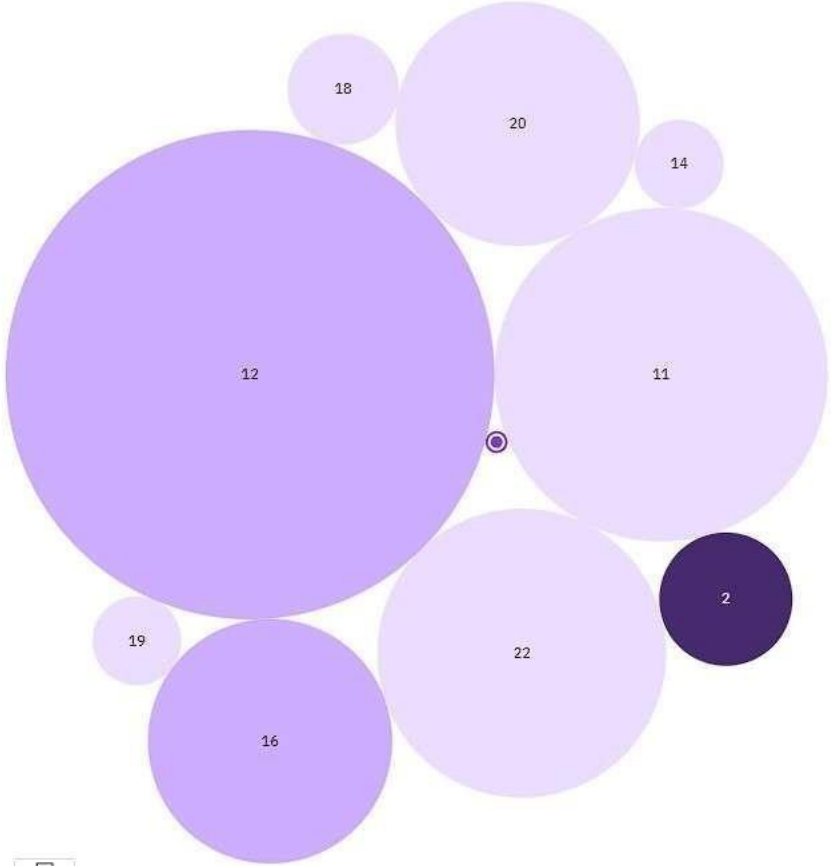
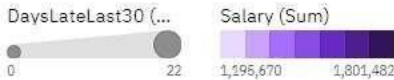
Salary by DateofHire colored by Department



Last 30 Days Salary

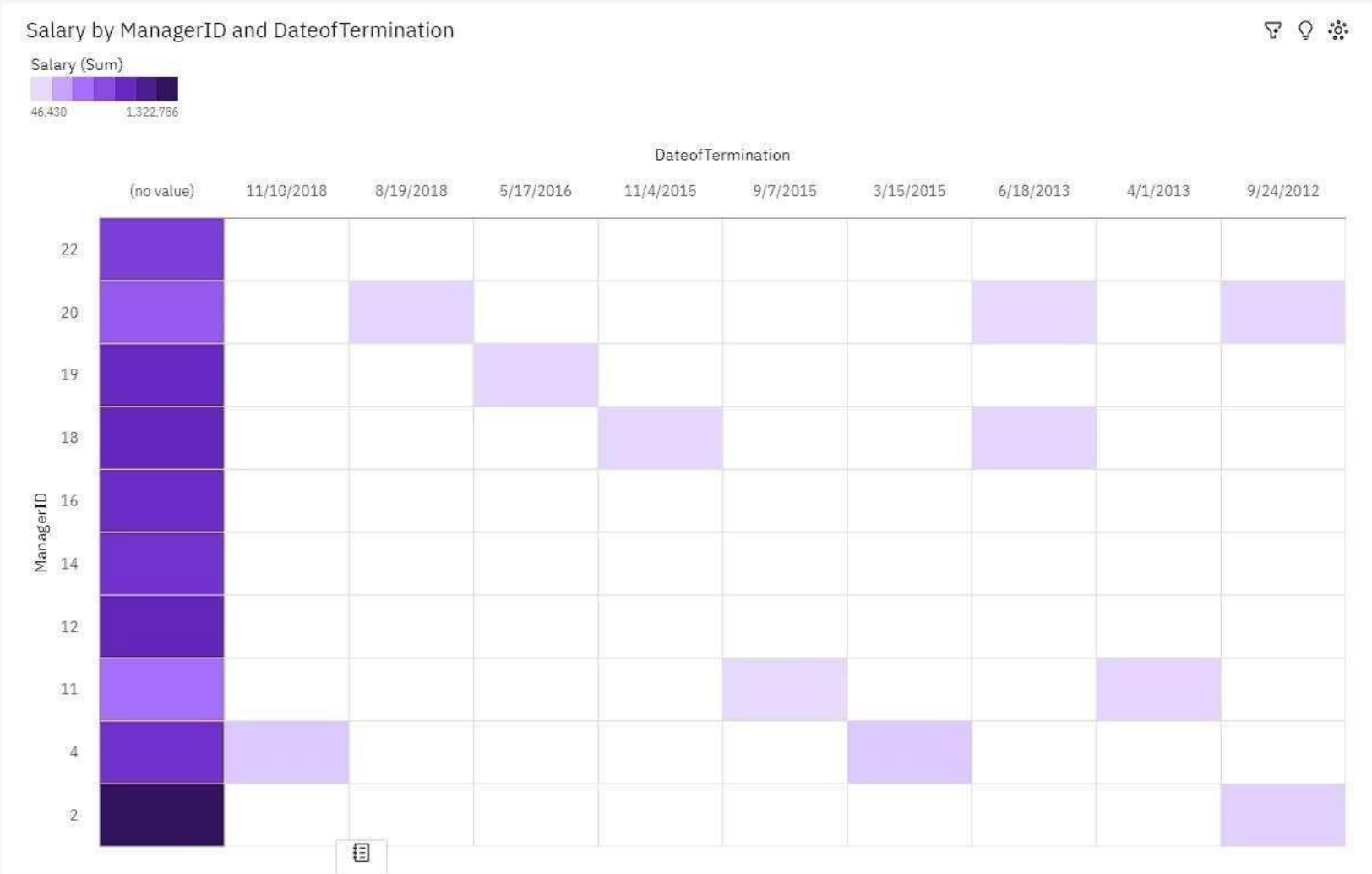
- ManagerID 2 has the highest Total Salary but is ranked #6 in Total DaysLateLast30.
- ManagerID 12 has the highest Total DaysLateLast30 but is ranked #4 in Total Salary.
- From 2018-03-09 to 2018-04-02, 20's DaysLateLast30 dropped by 6.
- Over all values of ManagerID, the sum of DaysLateLast30 is 91.
- DaysLateLast30 ranges from 0, when ManagerID is 4, to 22, when ManagerID is 12.

ManagerID colored by Salary sized by DaysLateLast30



Termination VS Salary

- ManagerID 2 has the highest total Salary due to DateofHire 2010-04-10.
- Salary is unusually high when the combination of ManagerID and DateofTermination is 2 and (no value).
- Salary is unusually high when DateofTermination is (no value).
- 4 has a Salary of over 402 thousand for DateofHire 2015-01-05.



Date of Hire VS Salary

- DateofHire 2012-07-09 has the lowest average Salary at over 46 thousand, followed by 2007-11-05 at over 47 thousand.
- DateofHire 2010-04-10 has the highest average Salary at over 220 thousand, followed by 2011-04-15 at 178 thousand.
- From 2009-10-26 to 2010-04-10, Salary increased by 245%.

Salary

● 1 Driver ● 2 Drivers

