

DATA
ANALYTICS ON
HUMAN
RESOURCE
DATASET

Name : Arun Kumar S

DATA

Salary for State and Sex



Salary and Sal... by Department



EmpSatisfaction for Department



Data relationships



Salary for State and Sex 5

Salary	AL	AZ	CA	CO	CT	FL
F	(no value)	57,859	74,241	(no value)	202,512	
M	61,568	(no value)	(no value)	65,310	263,193	
Summary	61,568	57,859	74,241	65,310	465,705	

Details

Across all **states** and **sexes**, the sum of **Salary** is over 21 million.

The summed values of **Salary** range from almost 56 thousand to almost eleven million.

Salary is unusually high in MA.

For **Salary**, the most significant value of **State** is MA, whose respective **Salary** values add up to nearly nineteen million, or 88.4 % of the total.

For **Salary**, the most significant value of **Sex** is F, whose respective **Salary** values add up to almost twelve million, or 55.6 % of the total.

IBM Cognos Analytics

* Human Resources exploration

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Messages

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Table

Related

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Details

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Properties

Cards

Employee_Name...pSatisfaction

EmpSatisfaction

5

Data relationships

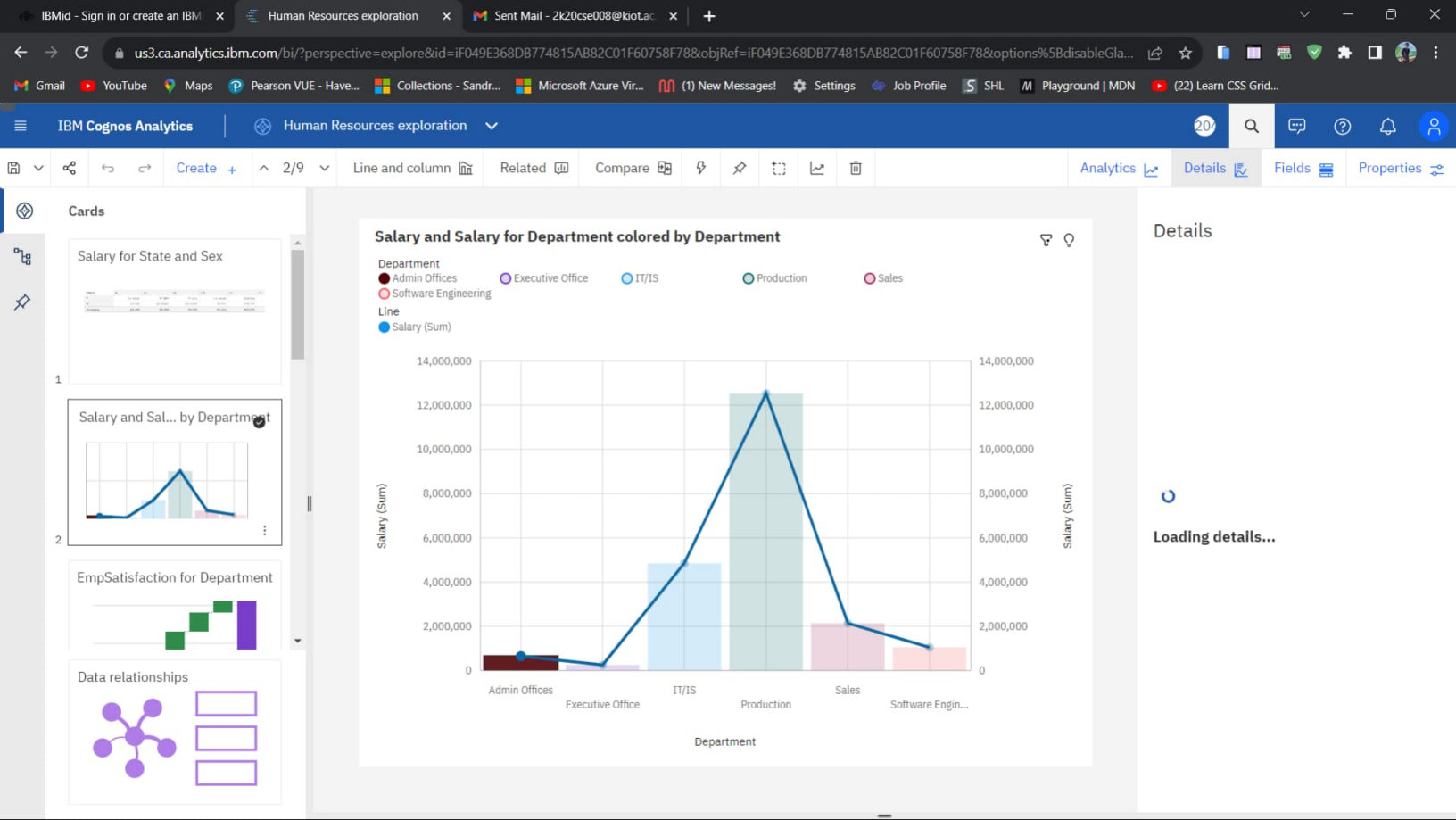
Employee_Name, Salary, Position, Sex and EmpSatisfaction 5

Employee_Name	Salary	Position	Sex	EmpSatisfaction
Summary	64,955			
Alagbe,Trina	64,991	Production Technician I	F	5
Summary	64,991			
Anderson, Carol	50,825	Production Technician I	F	4
Summary	50,825			
Anderson, Linda	57,568	Production Technician I	F	5
Summary	57,568			
Andreola, Colby	95,660	Software Engineer	F	3
Summary	95,660			
Athwal, Sam	59,365	Production Technician I	M	4
Summary	59,365			
Bachiochi, Linda	47,837	Production Technician I	F	3
Summary	47,837			
Bacong, Alejandro	50,178	IT Support	M	5
Summary	50,178			
Bartaneci, Dashaal	54,100	Production Technician I	F	4

No details found

No details were found for this visualization.

EXPLORATIONS



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Analytics

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Cards

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EmpSatisfio...loymentStat

4

MaritalDesc by ... points for Sex

5

Department by ...lored by State

Data relationships

EmpSatisfaction by DateofHire and EmploymentStatus

DateofHire - EmploymentStatus

9/30/2013 | Voluntarily Terminated

8/30/2010 | Voluntarily Terminated

5/2/2011 | Terminated for Cause

9/6/2011 | Active

4/26/2010 | Voluntarily Terminated

8/13/2012 | Active

11/5/2012 | Active

1/5/2009 | Voluntarily Terminated

7/5/2015 | Active

3/7/2011 | Active

5/31/2011 | Active

...

1/5/2015 | Voluntarily Terminated

1/8/2009 | Active

7/20/2010 | Active

7/9/2018 | Active

3/31/2014 | Terminated for Cause

1/7/2017 | Active

2/21/2011 | Terminated for Cause

8/15/2011 | Active

6/5/2015 | Active

7/4/2016 | Active

6/10/2011 | Active

8/18/2014 | Active

5

3

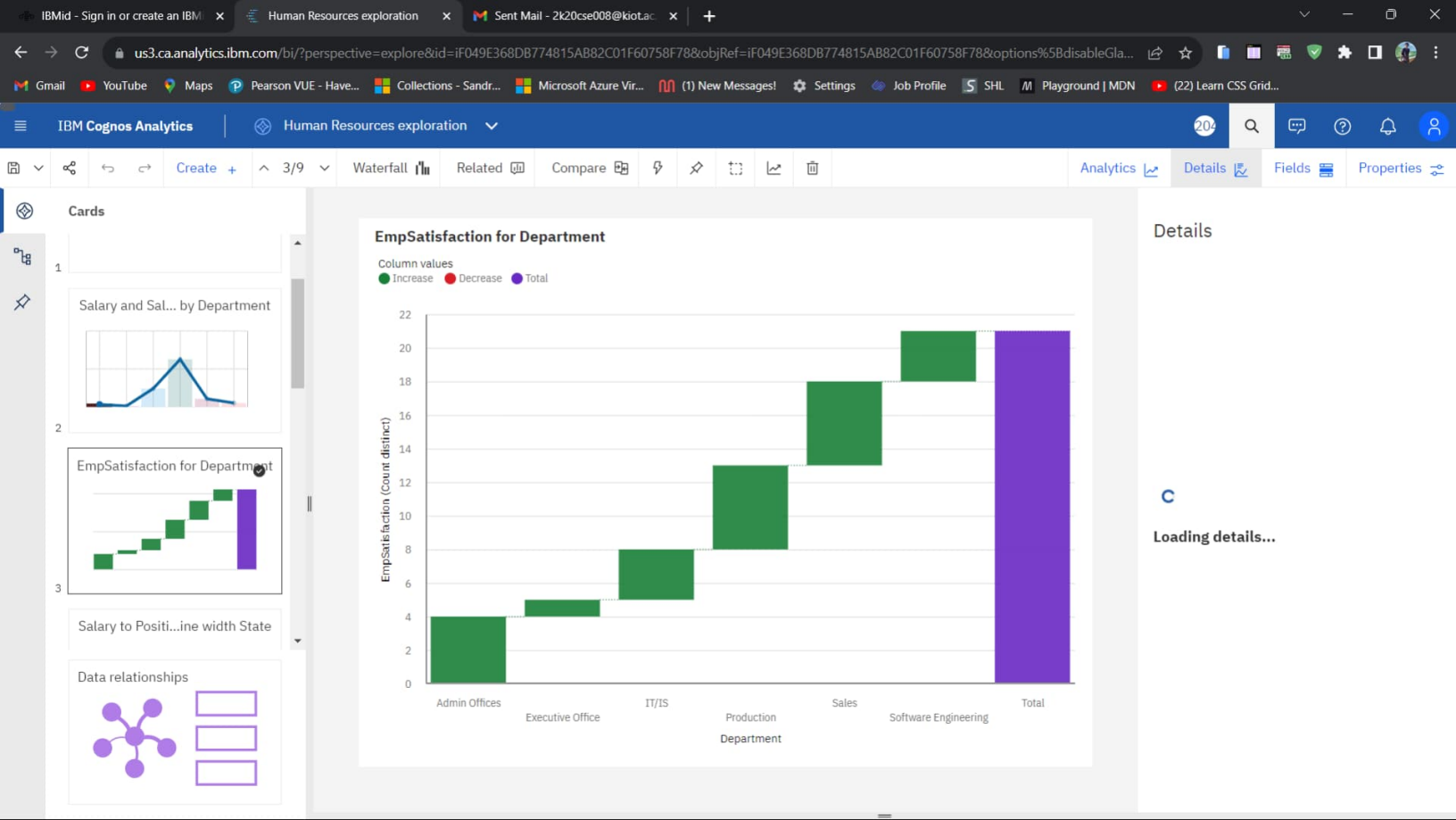
3

3

Details

The total number of results for **EmpSatisfaction**, across all **DateofHire - EmploymentStatus**, is 311.

2015-03-30|Active (3.5 %) and 2014-09-29|Active (3.2 %) are the most frequently occurring categories of **DateofHire - EmploymentStatus** with a combined count of 21 items with **EmpSatisfaction** values (6.8 % of the total).



IBM Cognos Analytics

Human Resources story

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Analytics

Filters

Edit

Position Area Sales Manager has the highest State due to ManagerID 17.

Add insight to favorites

Salary 61242 has the highest State due to ManagerID 7.

Add insight to favorites

Salary 57815 has the highest State due to Position Production Technician II.

Add insight to favorites

ManagerID 12 has the highest State at 22, out of which Salary 59892 contributed the most at 1.

Add insight to favorites

Position Production Technician I has the highest State at 136, out of which Salary 47837 contributed the most at 1.

Add insight to favorites

45998 has a State of 1 for ManagerID 11.

Add insight to favorites

64397 has a State of 1 for Position Area Sales Manager.

Add insight to favorites

61242 (0.6 %), 57815 (0.6 %), and 63025 (0.6 %) are the most frequently occurring categories of Salary with a combined count of 6 items with State values (1.9 % of the total).

Add insight to favorites

The overall number of results for State is 311.

Salary to Position with line width State

From

To

Salary

Position

Prev scene

Next scene

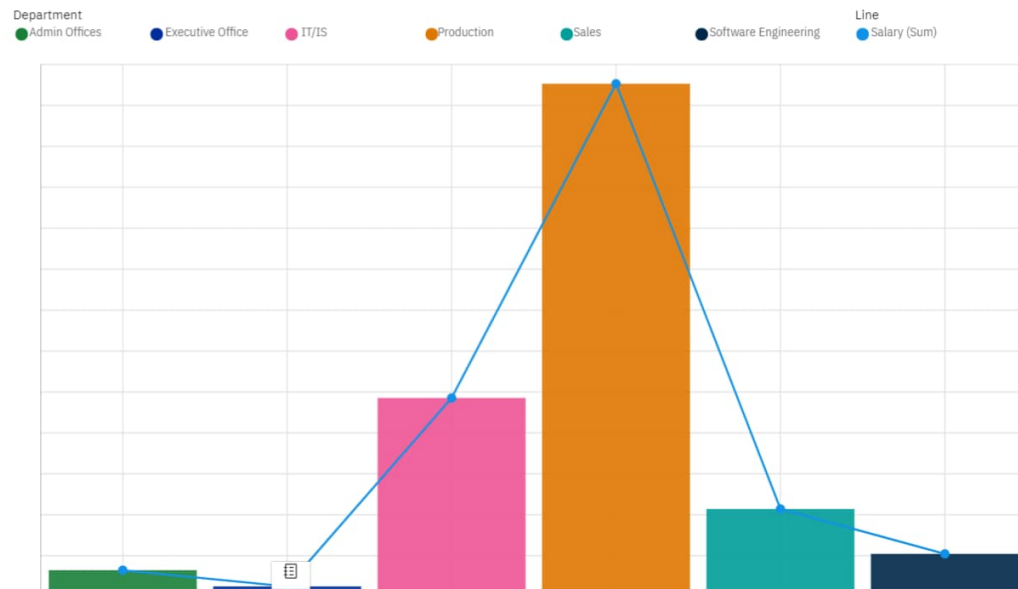
Scene 6 of 8

0:01.5

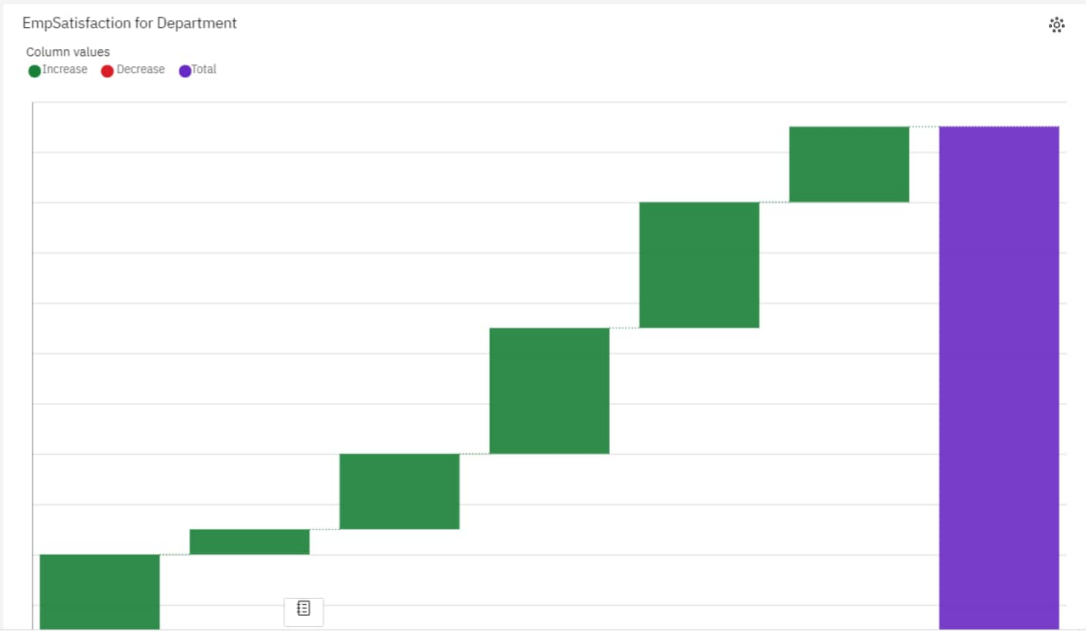
0:05.0

- Salary is unusually high when the combination of Department and Department is Production and Production.
- Add insight to favorites
- From 2010-10-25 to 2011-01-10, Production's Salary increased by 962%.
- Add insight to favorites
- Across all departments and departments, the sum of Salary is over 21 million.
- Add insight to favorites
- The summed values of Salary range from 250 thousand to nearly thirteen million.
- Add insight to favorites
- For Salary, the most significant value of Department is Production, whose respective Salary values add up to nearly thirteen million, or 58.4 % of the total.

Salary and Salary for Department colored by Department



- Department Production has the highest values of both EmpSatisfaction and Salary.
- Add insight to favorites
- Production is the most frequently occurring category of Department with a count of 209 items with EmpSatisfaction values (67.2 % of the total).
- Add insight to favorites
- The total number of results for EmpSatisfaction, across all departments, is 311.



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Department by ...lored by State

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Employee_Name...pSatisfaction

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Data relationships

Department by EmpSatisfaction colored by State

State

AL AZ CA CO CT FL GA ID IN KY MA ME MT NC ND NH NV NY OH OR PA RI TN TX UT VA VT WA

EmpSatisfaction

1 2 3 4 5

Sales IT/IS Production Software Engineering Executive Office Admin Offices

Department

Details

The overall number of results for EmpSatisfaction is 311.

Cards



6

Employee_Name...pSatisfaction

Investment	Year	Value	%	Investment
1990	1990	100	100	1990
1991	1991	100	100	1991
1992	1992	100	100	1992
1993	1993	100	100	1993
1994	1994	100	100	1994
1995	1995	100	100	1995
1996	1996	100	100	1996
1997	1997	100	100	1997
1998	1998	100	100	1998
1999	1999	100	100	1999
2000	2000	100	100	2000
2001	2001	100	100	2001
2002	2002	100	100	2002
2003	2003	100	100	2003
2004	2004	100	100	2004
2005	2005	100	100	2005
2006	2006	100	100	2006
2007	2007	100	100	2007
2008	2008	100	100	2008
2009	2009	100	100	2009
2010	2010	100	100	2010
2011	2011	100	100	2011
2012	2012	100	100	2012
2013	2013	100	100	2013
2014	2014	100	100	2014
2015	2015	100	100	2015
2016	2016	100	100	2016
2017	2017	100	100	2017
2018	2018	100	100	2018
2019	2019	100	100	2019
2020	2020	100	100	2020
2021	2021	100	100	2021
2022	2022	100	100	2022
2023	2023	100	100	2023
2024	2024	100	100	2024
2025	2025	100	100	2025
2026	2026	100	100	2026
2027	2027	100	100	2027
2028	2028	100	100	2028
2029	2029	100	100	2029
2030	2030	100	100	2030
2031	2031	100	100	2031
2032	2032	100	100	2032
2033	2033	100	100	2033
2034	2034	100	100	2034
2035	2035	100	100	2035
2036	2036	100	100	2036
2037	2037	100	100	2037
2038	2038	100	100	2038
2039	2039	100	100	2039
2040	2040	100	100	2040
2041	2041	100	100	2041
2042	2042	100	100	2042
2043	2043	100	100	2043
2044	2044	100	100	2044
2045	2045	100	100	2045
2046	2046	100	100	2046
2047	2047	100	100	2047
2048	2048	100	100	2048
2049	2049	100	100	2049
2050	2050	100	100	2050
2051	2051	100	100	2051
2052	2052	100	100	2052
2053	2053	100	100	2053
2054	2054	100	100	2054
2055	2055	100	100	2055
2056	2056	100	100	2056
2057	2057	100	100	2057
2058	2058	100	100	2058
2059	2059	100	100	2059
2060	2060	100	100	2060
2061	2061	100	100	2061
2062	2062	100	100	2062
2063	2063	100	100	2063

7

EmpSatisfaction

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Data relationships



EmpSatisfaction

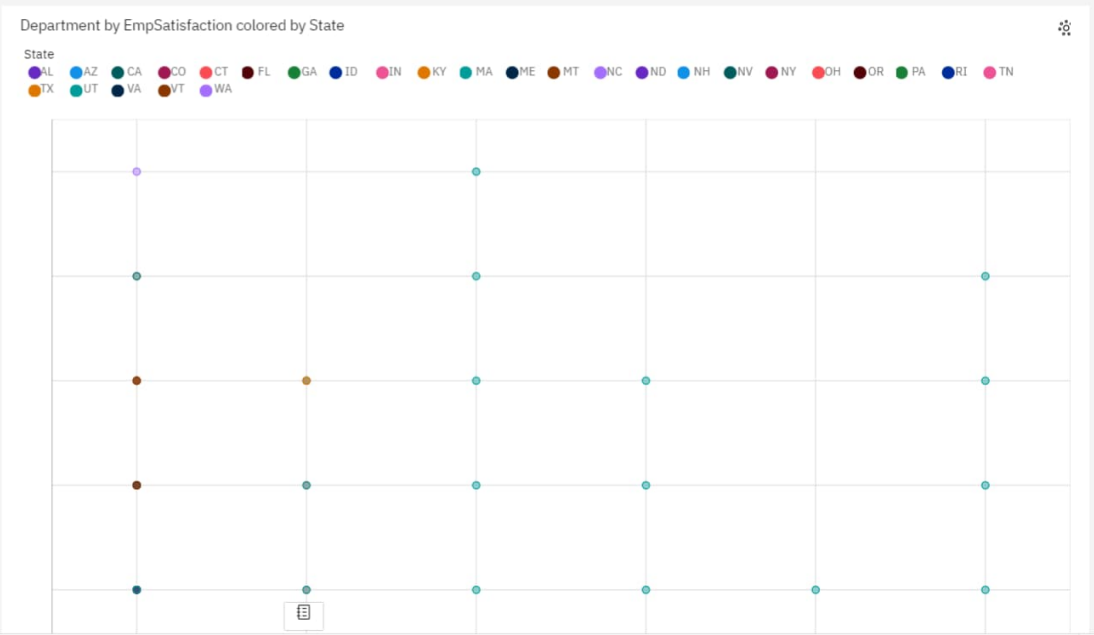
5

EmpSatisfaction

Details

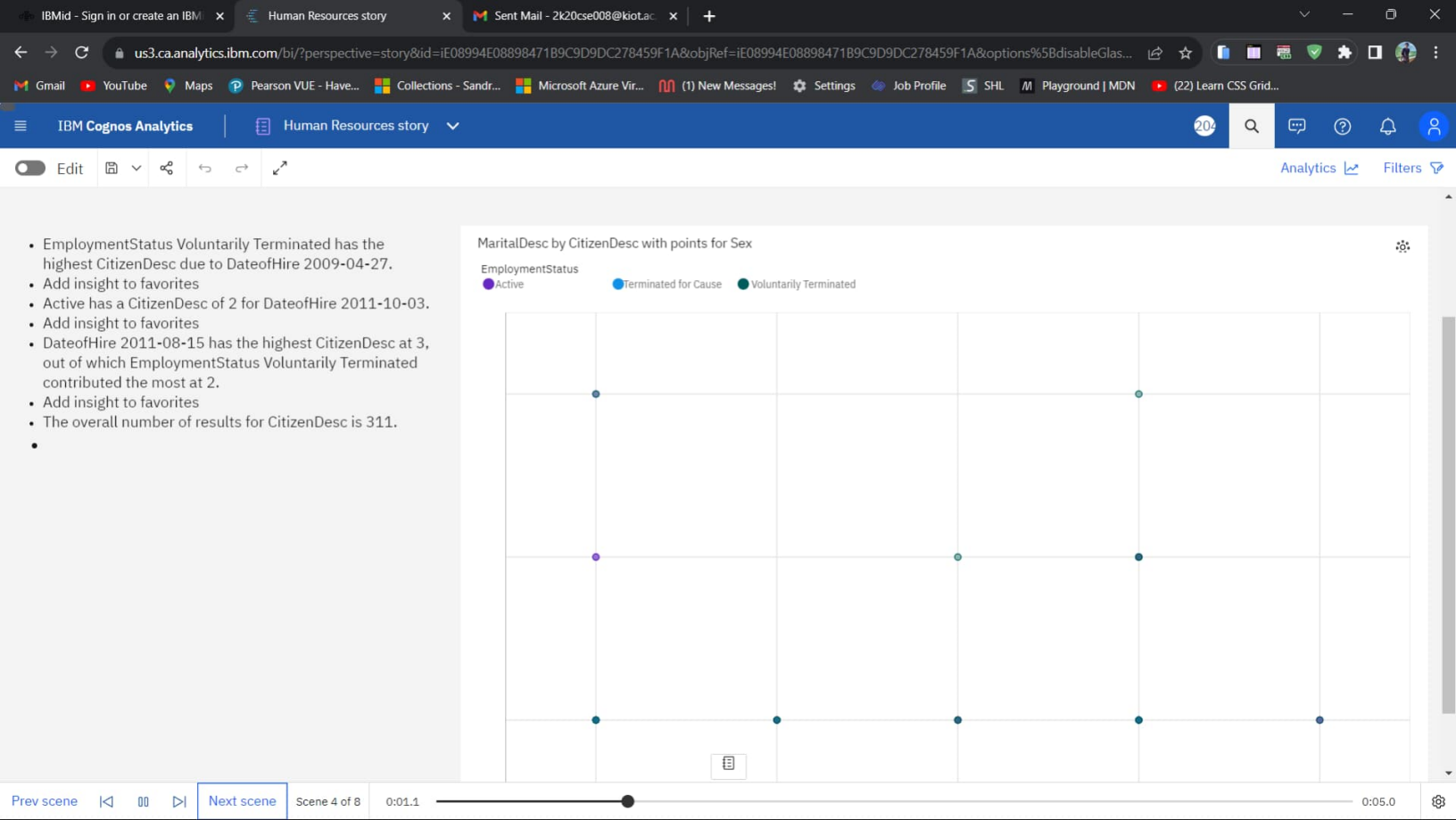
The overall number of results for **EmpSatisfaction** is 311.

- EmpSatisfaction 3 has the highest values of both Department and Salary.
- Add insight to favorites
- The overall number of results for EmpSatisfaction is 311.



- ManagerID 3 and 9 have the lowest EmpSatisfaction at 1.0.
- Add insight to favorites
- ManagerID 1 and 2 have the highest EmpSatisfaction at 4.0.
- Add insight to favorites
- The overall number of results for EmpSatisfaction is 311.



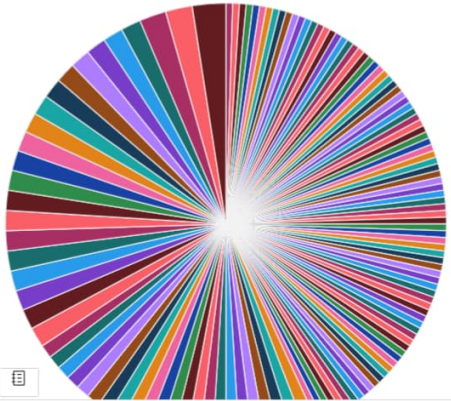


- DateofHire 2011-01-10 has the highest EmpSatisfaction due to EmploymentStatus Voluntarily Terminated.
- Add insight to favorites
- 2014-07-07 has a EmpSatisfaction of 5 for EmploymentStatus Active.
- Add insight to favorites
- DateofHire 2014-07-07 has the highest Count distinct EmpSatisfaction but is ranked #7 in Total Salary.
- Add insight to favorites
- EmploymentStatus Active has the highest EmpSatisfaction at 138, out of which DateofHire 2014-07-07 contributed the most at 5.
- Add insight to favorites
- DateofHire 2015-03-30 has the highest Total Salary but is ranked #4 in Count distinct EmpSatisfaction.
- Add insight to favorites
- 2015-03-30|Active (3.5 %) and 2014-09-29|Active (3.2 %) are the most frequently occurring categories of DateofHire - EmploymentStatus with a combined count of 21 items with EmpSatisfaction values (6.8 % of the total).
- Add insight to favorites
- The total number of results for EmpSatisfaction, across all DateofHire - EmploymentStatus, is 311.

EmpSatisfaction by DateofHire and EmploymentStatus

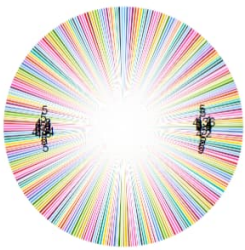
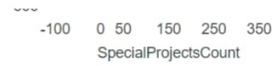
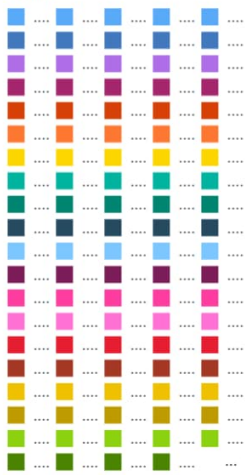
DateofHire - EmploymentStatus

9/30/2013 Voluntarily Terminated	8/30/2010 Voluntarily Terminated	5/2/2011 Terminated for Cause	9/6/2011 Active
4/26/2010 Voluntarily Terminated	8/13/2012 Active	11/5/2012 Active	1/5/2009 Voluntarily Terminated
7/5/2015 Active	3/7/2011 Active	5/31/2011 Active	...
1/5/2015 Voluntarily Terminated	1/8/2009 Active	7/20/2010 Active	7/9/2018 Active
3/31/2014 Terminated for Cause	1/7/2017 Active	2/21/2011 Terminated for Cause	8/15/2011 Active
6/5/2015 Active	7/4/2016 Active	6/10/2011 Active	8/18/2014 Active
5/5/2014 Active	1/5/2014 Active	5/11/2015 Active	7/8/2013 Voluntarily Terminated
2/15/2012 Active	5/13/2013 Voluntarily Terminated	3/30/2015 Voluntarily Terminated	1/7/2008 Active
7/11/2011 Terminated for Cause	7/2/2012 Active	7/9/2012 Active	1/5/2016 Active





EmpID



—	▲	■	⬠
⬡	●	●	◆
■	★	♥	⚙
←	→	↔	↷
>	>>	↗	↘

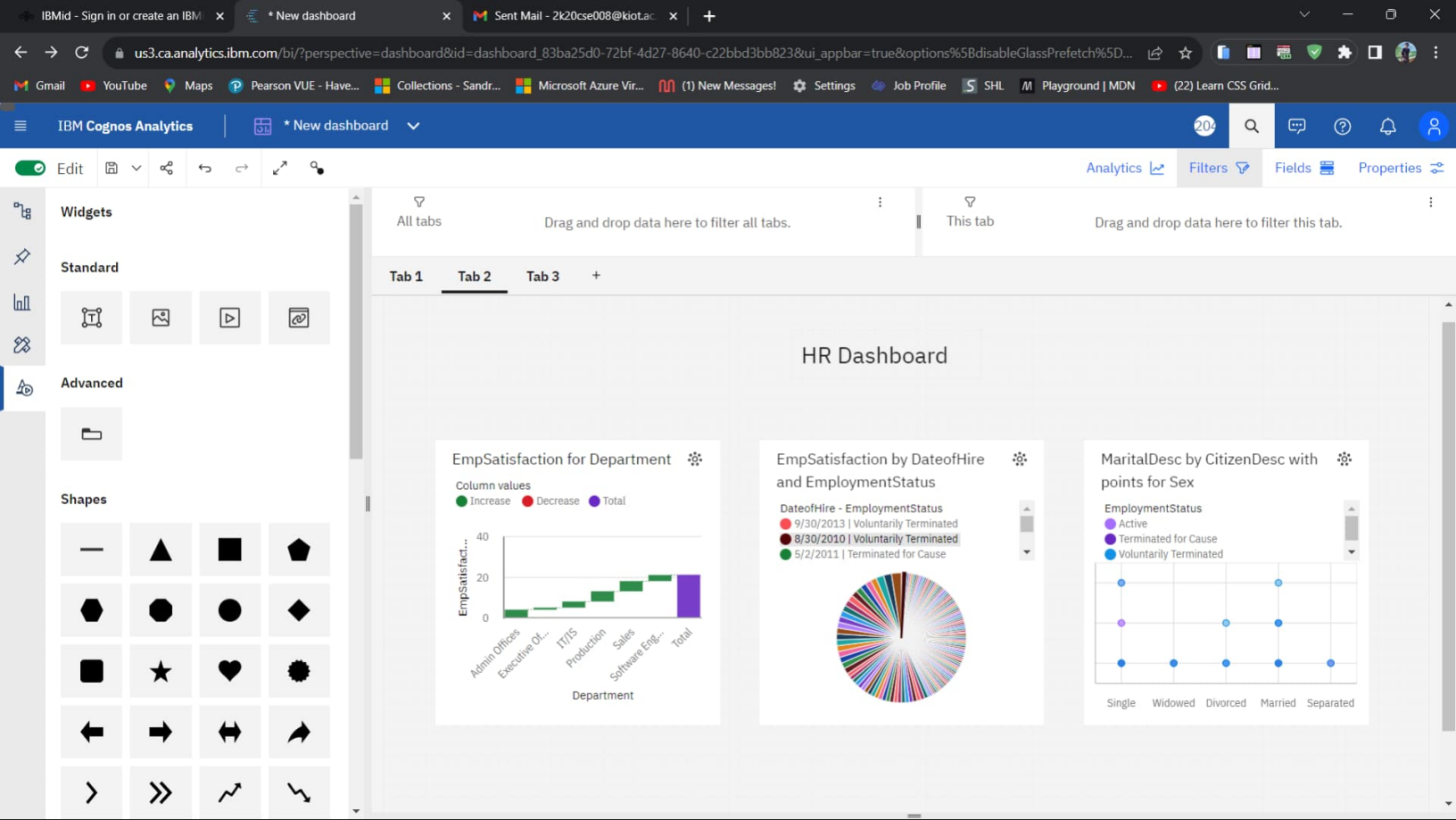
Drag and drop data here to filter this tab.

+

Salary	MA	ME	MT
F	10,647,702	(no value)	
M	8,329,229	55,875	
Summary	18,976,931	55,875	

MaritalStatusID (C...

Line
● Salary (Sum)



Widgets

Standard



Advanced



Shapes



All tabs

Drag and drop data here to filter all tabs.

This tab

Drag and drop data here to filter this tab.

Tab 1

Tab 2

Tab 3

+


HR Dashboard

Employee_Name, Salary, Position,
Sex and EmpSatisfaction

Employee_N...	Salary	Position
Adinolfi, Wils...	62,506	Production
Summary	62,506	
Alt Sidi, Karth...	104,437	Sr. DBA
Summary	104,437	
Akinkuolie, S...	64,955	Production
Summary	64,955	

EmpSatisfaction

5
EmpSatisfaction

Department by EmpSatisfaction 
colored by State

