

DATA ANALYTICS ON HUMAN RESOURCE DATASET

NAME - GAYATHRI PRIYANKA R


DATA

+

Q Search

 New data module

Navigation paths

▼  HRDataset v14.csv

► # Row Id

► abc Employee Name

```
▶ # EmpID
```

- ▶ # MarriedID

- ▶ # MaritalStatusID

- ▶ # GenderID

- ▶ # EmpStatusID

► # DeptID

- ▶ # PerfScoreID

- ▶ # FromDive...bFairID

 Salary

Termid

- ▶ # PositionID

► abc Position

► State

►  Zip

► ⌚ DOB

► abc Sex

Relationships

 Custom tables

⚙	Row Id	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID
	1	Adinolfi, Wilson K	10026	0	0	1	1
	2	Ait Sidi, Karthikeyan	10084	1	1	1	5
	3	Akinkuolie, Sarah	10196	1	1	0	5
	4	Alagbe,Trina	10088	1	1	0	1
	5	Anderson, Carol	10069	0	2	0	5
	6	Anderson, Linda	10002	0	0	0	1
	7	Andreola, Colby	10194	0	0	0	1
	8	Athwal, Sam	10062	0	4	1	1
	9	Bachiochi, Linda	10114	0	0	0	3
	10	Bacong, Alejandro	10250	0	2	1	1
	11	Baczenski, Rachael	10252	1	1	0	5
	12	Barbara, Thomas	10242	1	1	1	5
	13	Barbossa, Hector	10012	0	2	1	1
	14	Barone, Francesco A	10265	0	0	1	1
	15	Barton, Nader	10066	0	2	1	5
	16	Bates, Norman	10061	0	0	1	4
	17	Beck, Kimberly	10023	1	1	0	2

IBM Cognos Analytics

New data module

22

Properties

Data module

Search

HRDataset_v14.csv

Employee_Name

EmpID

MarriedID

MaritalStatusID

GenderID

EmpStatusID

DeptID

PerfScoreID

FromDive...bFairID

Salary

Termd

PositionID

Position

State

Zip

DOB

Sex

MaritalDesc

CitizenDesc

HispanicLatino

Grid

Relationships

Custom tables

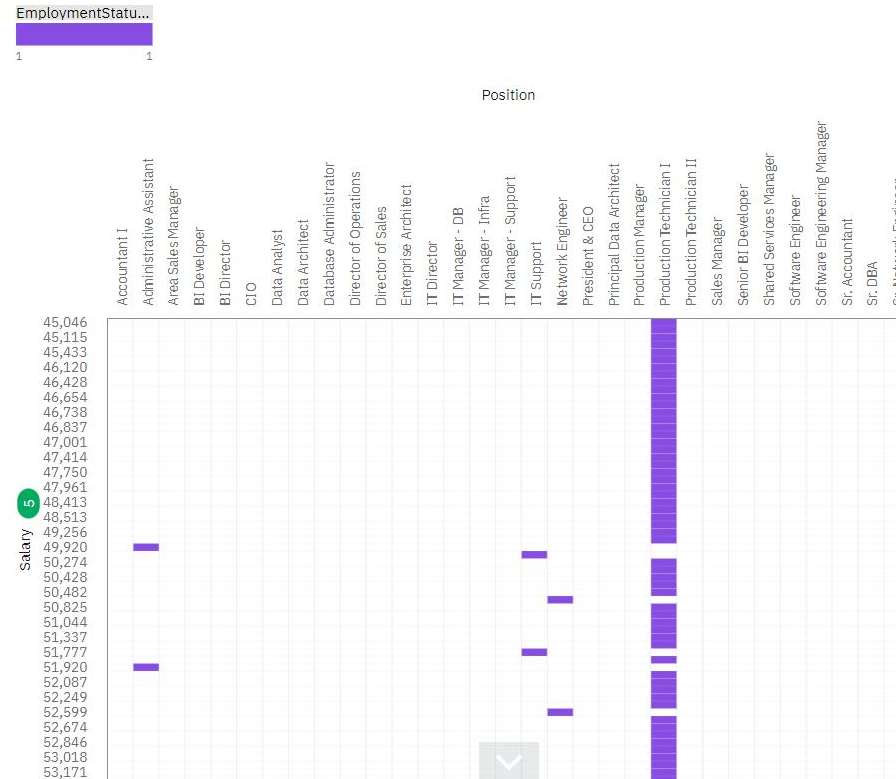
Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID
Adinolfi, Wilson K	10026	0	0	1	1	5
Ait Sidi, Karthikeyan	10084	1	1	1	5	3
Akinkuolie, Sarah	10196	1	1	0	5	5
Alagbe,Trina	10088	1	1	0	1	5
Anderson, Carol	10069	0	2	0	5	5
Anderson, Linda	10002	0	0	0	1	5
Andreola, Colby	10194	0	0	0	1	4
Athwal, Sam	10062	0	4	1	1	5
Bachiochi, Linda	10114	0	0	0	3	5
Bacong, Alejandro	10250	0	2	1	1	3
Baczinski, Rachael	10252	1	1	0	5	5
Barbara, Thomas	10242	1	1	1	5	5
Barbossa, Hector	10012	0	2	1	1	3
Barone, Francesco A	10265	0	0	1	1	5
Barton, Nader	10066	0	2	1	5	5
Bates, Norman	10061	0	0	1	4	5
Beck, Kimberly	10023	1	1	0	2	5

EXPLORATIONS

Q Search

- ▶ # DeptID
- ▶ # PerfScoreID
- ▶ # FromDiv...FairID
 - ↳ Salary
 - ↳ TermId
- ▶ # PositionID
- ▶ abc Position
- ▶ 📍 State
- ▶ 📍 Zip
- ▶ 🕒 DOB
- ▶ abc Sex
- ▶ abc MaritalDesc
- ▶ abc CitizenDesc
- ▶ abc HispanicLatino
- ▶ abc RaceDesc
- ▶ 🕒 DateofHire
- ▶ 🕒 DateofT...ination
- ▶ abc TermReason
- ▶ abc Employ...Status
- ▶ abc Department

EmploymentStatus by Salary and Position



Fields

 Rows

Salary

Click or drag data here

Columns

Position

Click or drag data here

Points

Click or drag data here

Heat*

Required field

⋮ EmploymentStatus

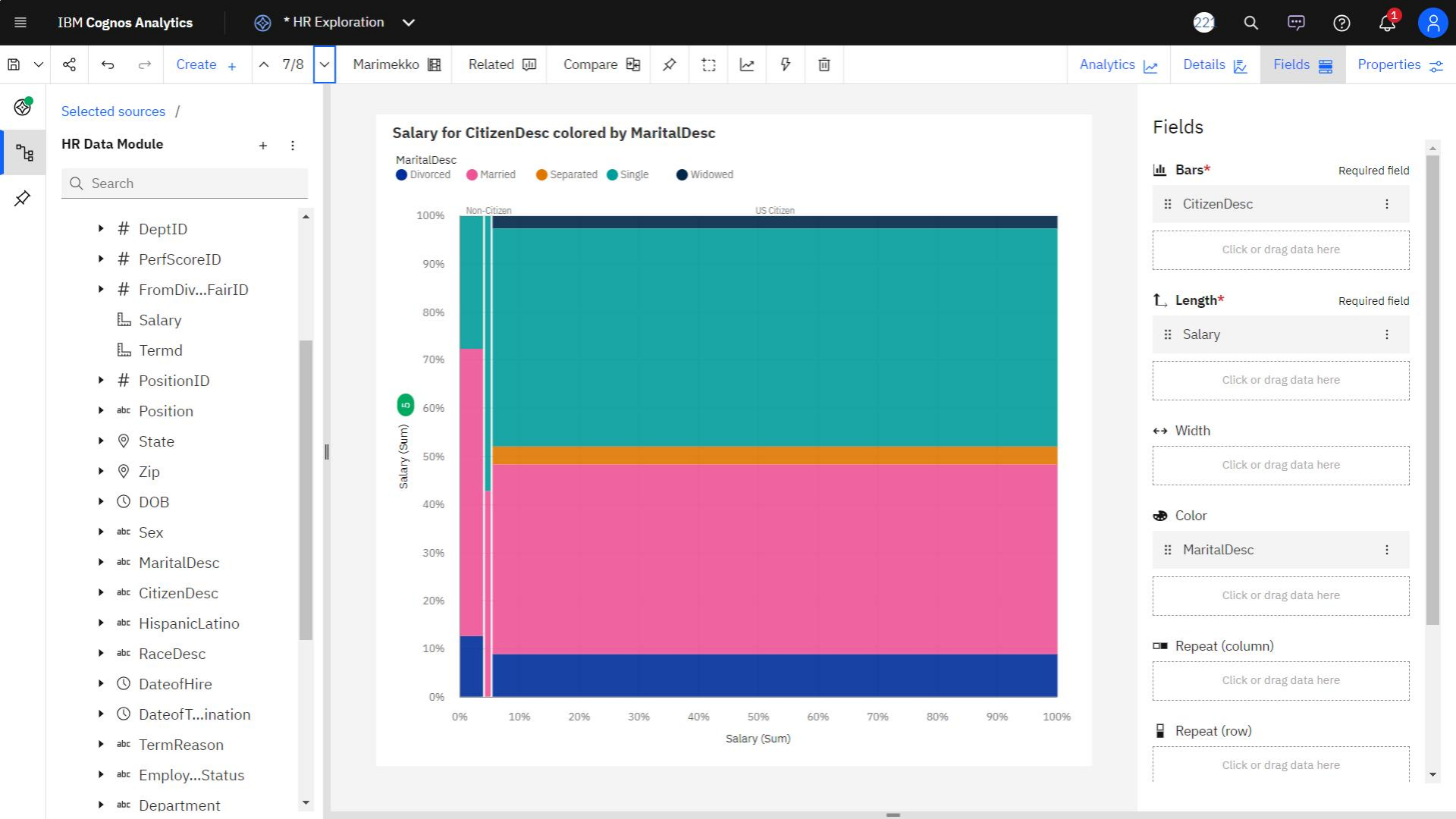
Size

Click or drag data here

- Repeat (column)

Click or drag data here

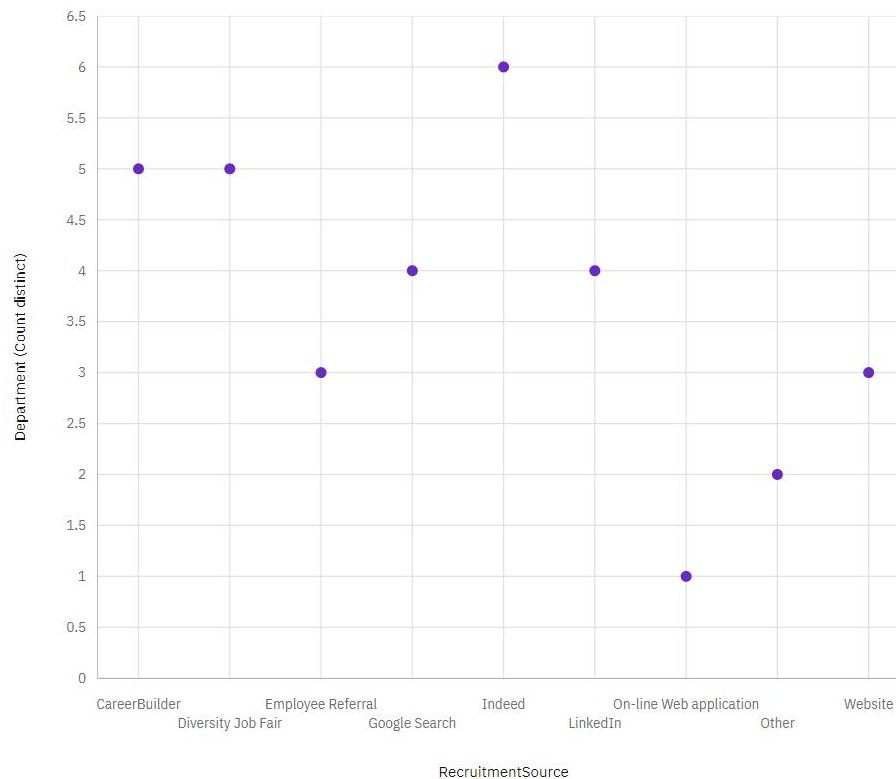
 Repeat (row)



Q Search

- ▶ # DeptID
- ▶ # PerfScoreID
- ▶ # FromDiv...FairID
 - ↳ Salary
 - ↳ TermId
- ▶ # PositionID
- ▶ abc Position
- ▶ 📍 State
- ▶ 📍 Zip
- ▶ 🕒 DOB
- ▶ abc Sex
- ▶ abc MaritalDesc
- ▶ abc CitizenDesc
- ▶ abc HispanicLatino
- ▶ abc RaceDesc
- ▶ 🕒 DateofHire
- ▶ 🕒 DateofT...ination
- ▶ abc TermReason
- ▶ abc Employ...Status
- ▶ abc Department

Department by RecruitmentSource



Fields

 x-axis* Required field

⋮ RecruitmentSource ⋮

Click or drag data here

 Color

Click or drag data here

⬆ y-axis* Required field

Department

Click or drag data here

- Repeat (column)

Click or drag data here

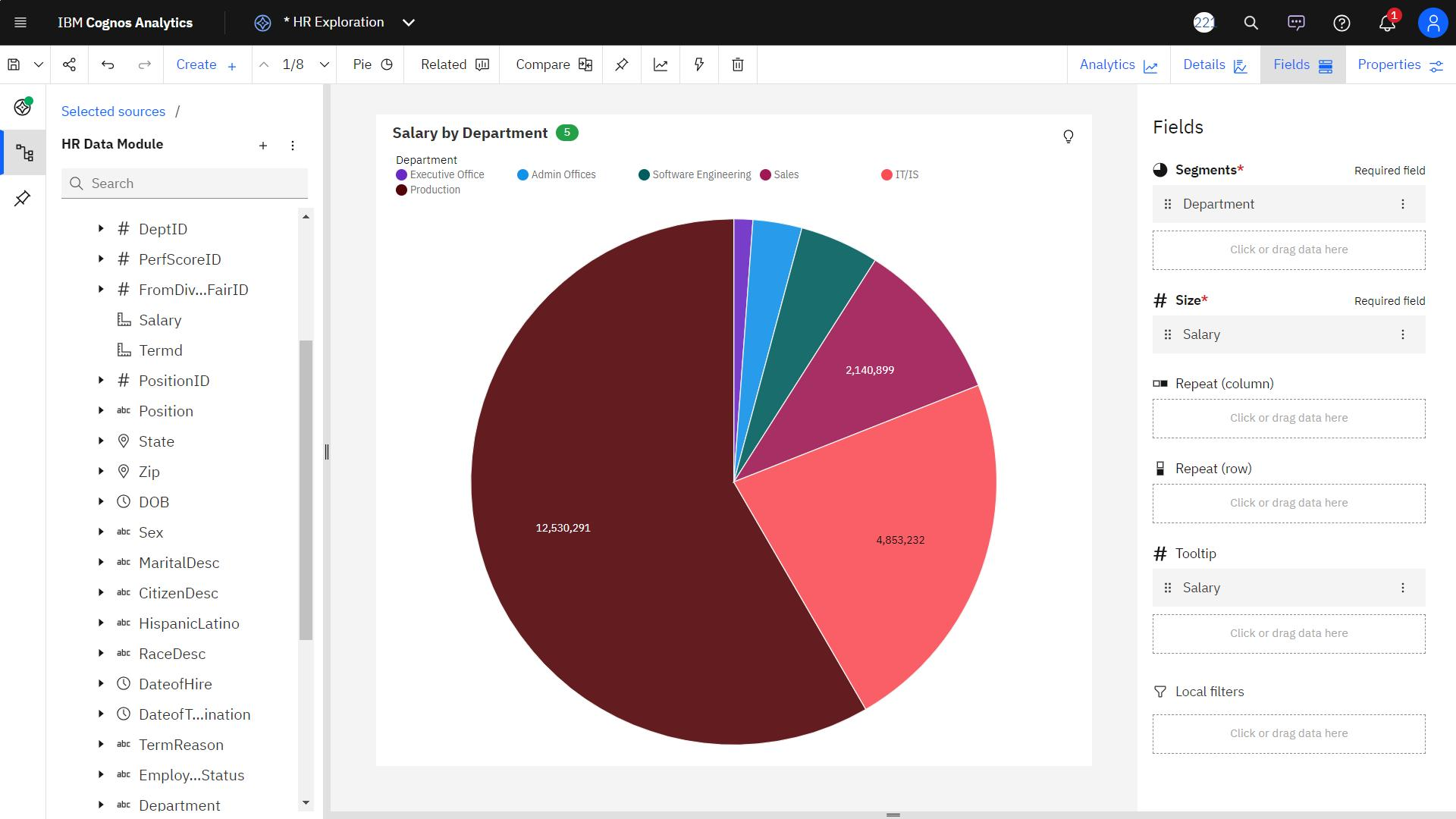
☐ Repeat (row)

Click or drag data here

Tooltip

Click or drag data here

Local filters



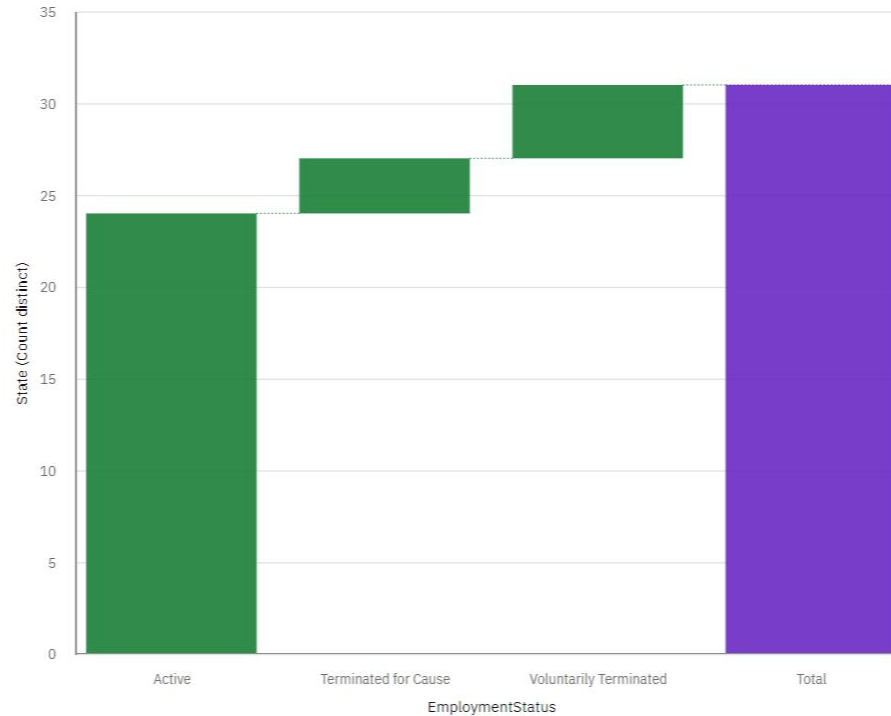
Q Search

- ▶ # DeptID
- ▶ # PerfScoreID
- ▶ # FromDiv...FairID
 - ↳ Salary
 - ↳ TermId
- ▶ # PositionID
- ▶ abc Position
- ▶ 📍 State
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- ▶ abc HispanicLatino
- ▶ abc RaceDesc
- ▶ 🕒 DateofHire
- ▶ 🕒 DateofT...ination
- ▶ abc TermReason
- ▶ abc Employ...Status
- ▶ abc Department

State for EmploymentStatus

Column values

● Increase ● Decrease ● Total



Fields

 x-axis

⋮ EmploymentStatus

Click or drag data here

abc Sub-categories

Click or drag data here

```
# y-axis*
```


Required field

⋮ State

Click or drag data here

- Repeat (column)

Click or drag data here

 Repeat (row)

Click or drag data here

Tooltip

Click or drag data here

Local filters

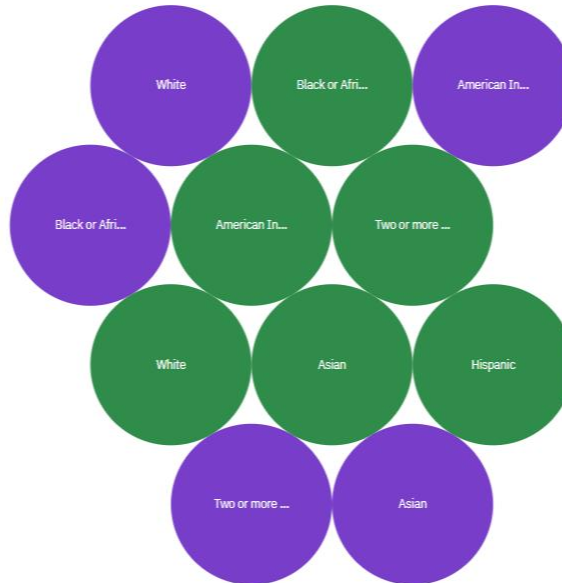
Q Search

- ▶ # DeptID
- ▶ # PerfScoreID
- ▶ # FromDiv...FairID
 - ↳ Salary
 - ↳ TermId
- ▶ # PositionID
- ▶ abc Position
- ▶ 📍 State
- ▶ 📍 Zip
- ▶ 🕒 DOB
- ▶ abc Sex
- ▶ abc MaritalDesc
- ▶ abc CitizenDesc
- ▶ abc HispanicLatino
- ▶ abc RaceDesc
- ▶ 🕒 DateofHire
- ▶ 🕒 DateofT...ination
- ▶ abc TermReason
- ▶ abc Employ...Status
- ▶ abc Department

RaceDesc colored by GenderID

GenderID

● 0 ● 1



Fields

 Bubbles*

Required field

⋮ RaceDesc

Click or drag data here

↖ ↘ Size

Click or drag data here

 Color

GenderID

Click or drag data here

- Repeat (column)

Click or drag data here

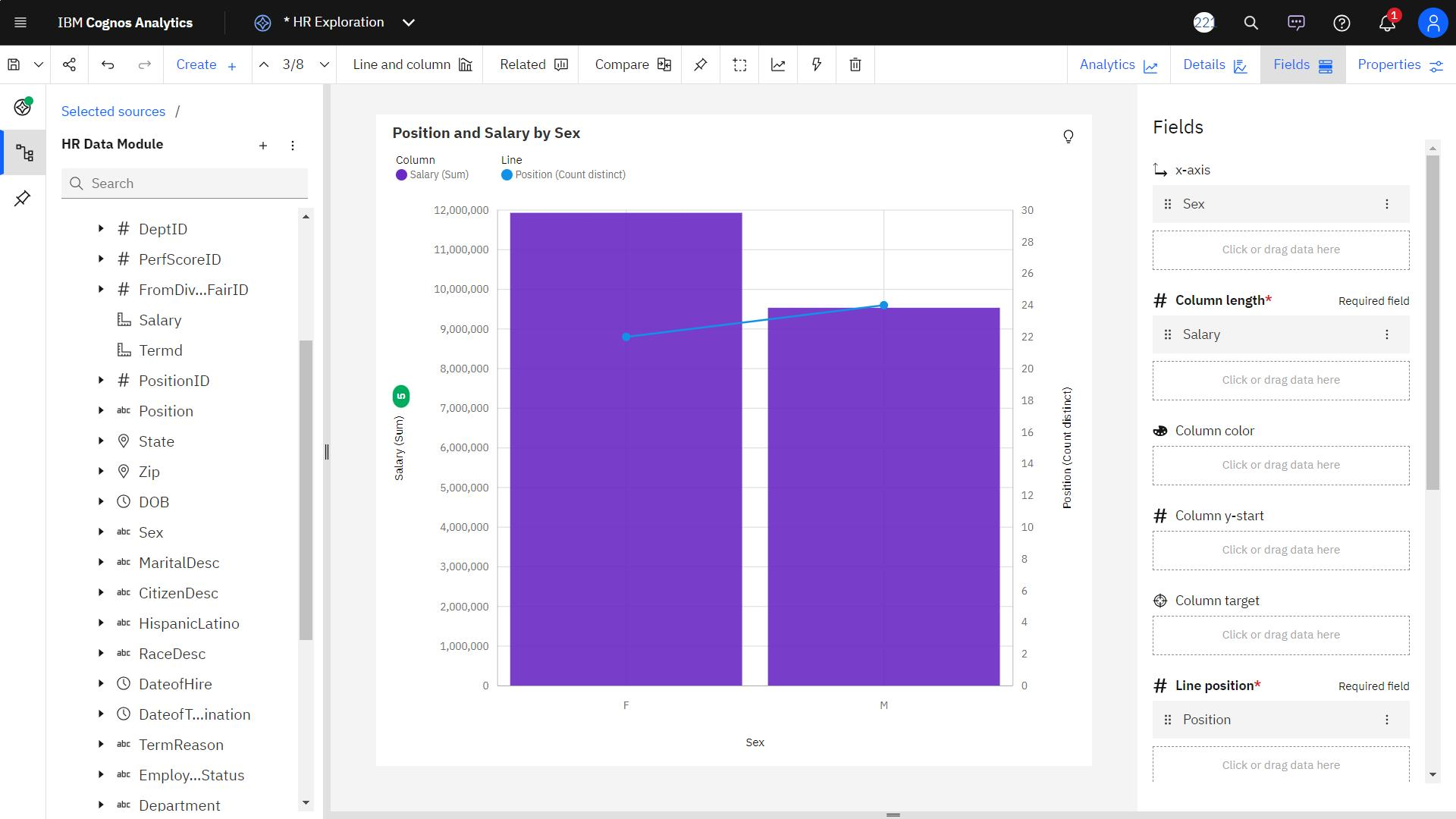
Repeat (row)

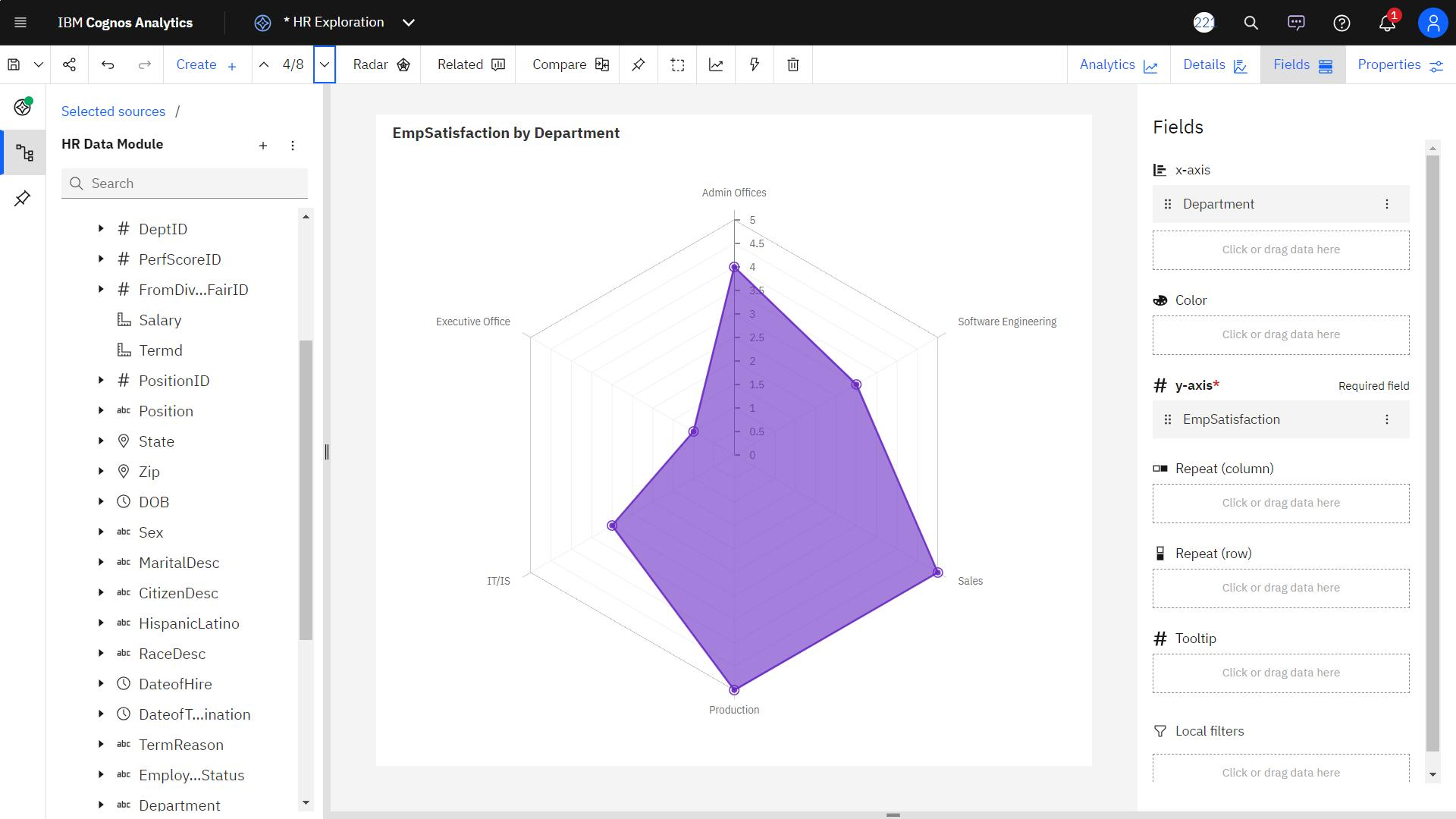
Click or drag data here

Tooltip

Click or drag data here

Local filters





DASHBOARD

🔑

🔗

📊

🔗

🔍

🔍

All tabs

⋮

🔍

This tab

⋮

⋮

Drag and drop data here to filter all tabs.

⋮

⋮

Drag and drop data here to filter this tab.

⋮

Tab 1

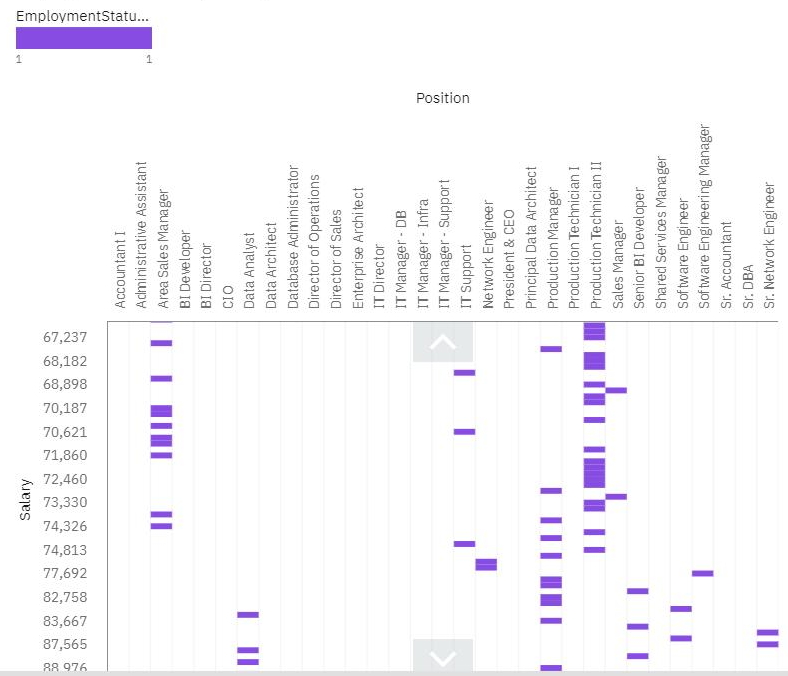
Tab 2

Tab 3

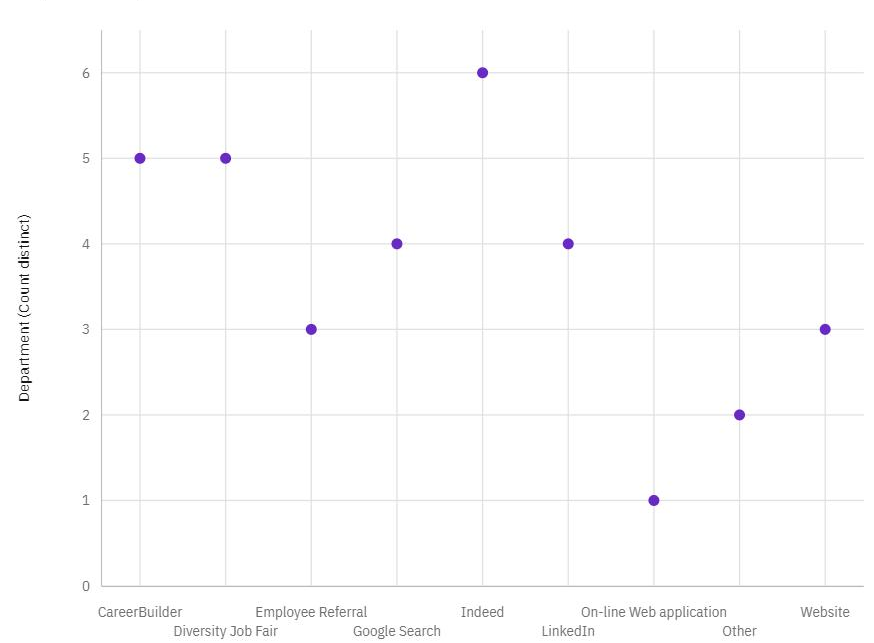
+

HR Dashboard

EmploymentStatus by Salary and Position

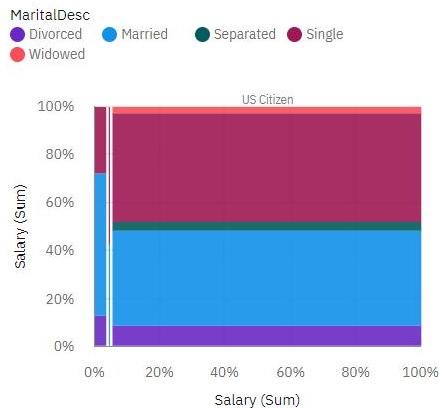


Department by RecruitmentSource

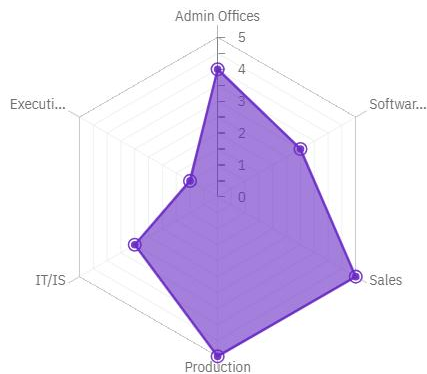


HR Dashboard

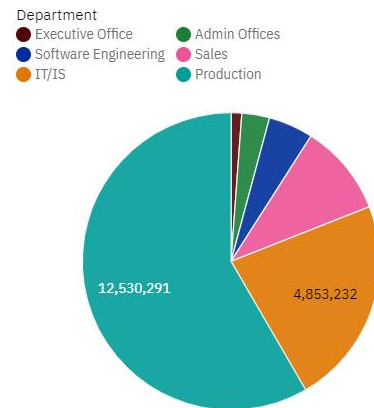
Salary for CitizenDesc colored by MaritalDesc



EmpSatisfaction by Department



Salary by Department



HR Dashboard

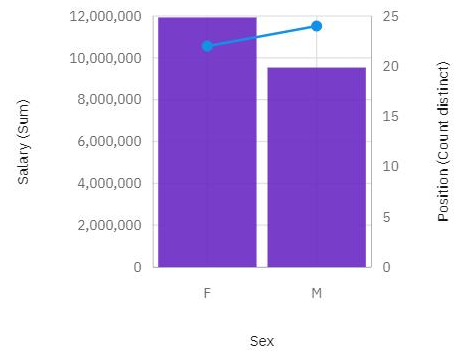
State for EmploymentStatus

Column values
● Increase ● Decrease ● Total



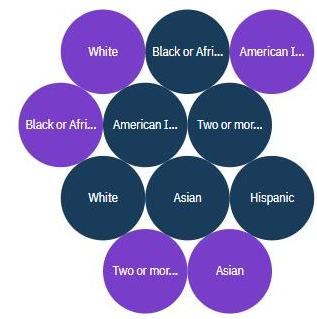
Position and Salary by Sex

Column
● Salary (Sum)
Line
● Position (Count distinct)



RaceDesc colored by GenderID

GenderID
● 0 ● 1

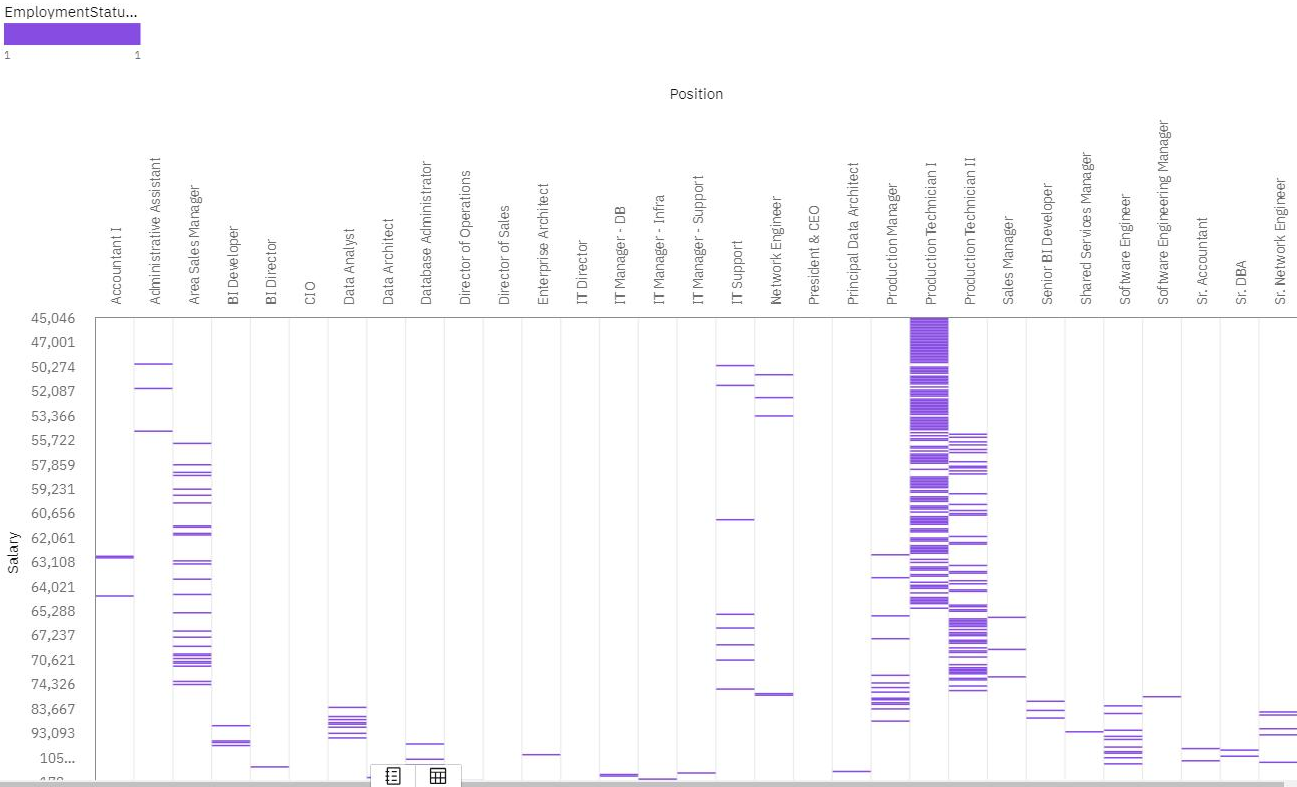


STORY

Employment Status by Salary and Position

- Position Production Technician I has the highest EmploymentStatus at 136, out of which Salary 45046 contributed most at 1.
- Salary 57815 has the highest EmploymentStatus due to DateofHire 2011-01-10.
- 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 EmploymentStatus values (1.9 % of the total).
- The overall number of results for EmploymentStatus is 311.
- DateofHire 2011-01-10 has the highest EmploymentStatus at 14, out of which Salary 47961 contributed the most at 1.
- From 2011-02-07 to 2011-02-21, Production Technician I's EmploymentStatus increased by 100%.
- 45998 has a EmploymentStatus of 1 for DateofHire 2011-05-16

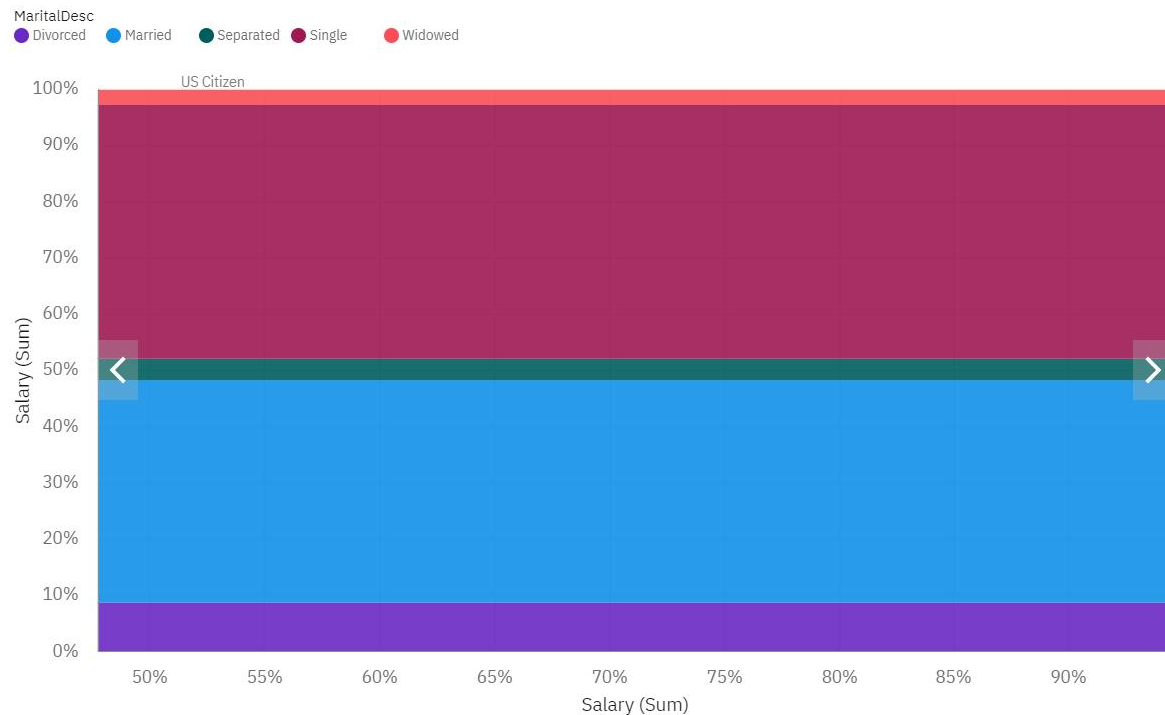
EmploymentStatus by Salary and Position



Salary for CitizenDesc colored by MaritalDesc

- CitizenDesc US Citizen has the highest total Salary due to MaritalDesc Single.
- Salary is unusually high when the combinations of CitizenDesc and MaritalDesc are US Citizen and Single and US Citizen and Married.
- Salary is unusually high when CitizenDesc is US Citizen.
- Salary is unusually high when MaritalDesc is Single.
- MaritalDesc Single has the highest Salary at nearly 9.6 million, out of which CitizenDesc US Citizen contributed the most at almost 9.2 million.
- MaritalDesc Single has the highest Salary at nearly 9.6 million, out of which CitizenDesc US Citizen contributed the most at almost 9.2 million.
- For Salary, the most significant value of CitizenDesc is US Citizen, whose respective Salary values add up to over twenty million, or 94.6 % of the total.

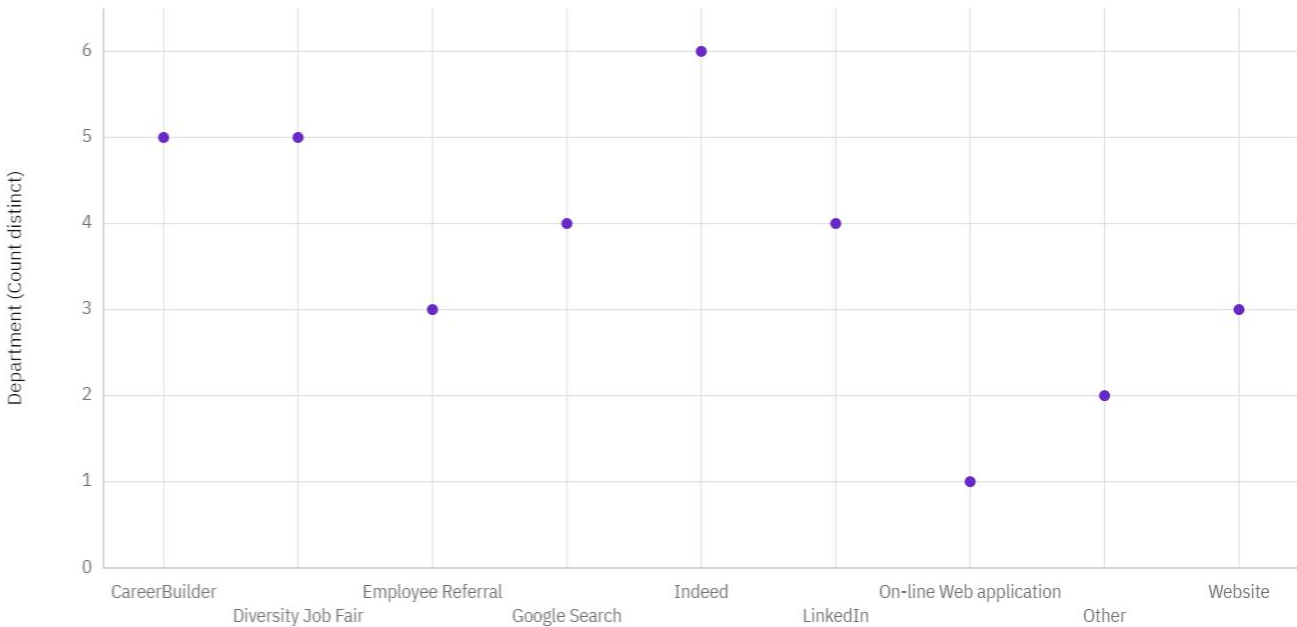
Salary for CitizenDesc colored by MaritalDesc



Department by Recruitment Source

- From 2014-09-30 to 2014-11-10, LinkedIn's Department increased by 200%.
- Indeed (28 %) and LinkedIn (24.4 %) are the most frequently occurring categories of RecruitmentSource with a combined count of 163 items with Department values (52.4 % of the total).
- The total number of results for Department, across all RecruitmentSource, is 311.

Department by RecruitmentSource

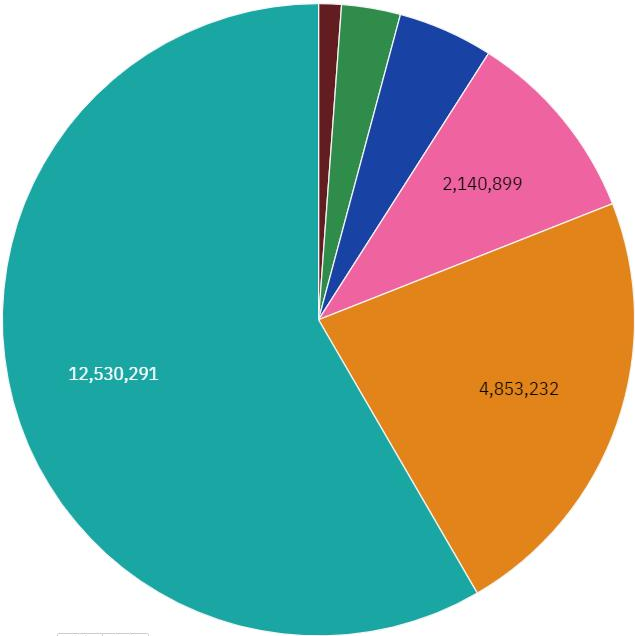


Salary by Department

- Salary ranges from 250 thousand, when Department is Executive Office, to nearly thirteen million, when Department is Production.
- The total number of results for Salary, across all departments, is 311.
- Across all departments, the average of Salary is over 69 thousand.
- Production is the most frequently occurring category of Department with a count of 209 items with Salary values (67.2 % of the total).
- From 2010-10-25 to 2011-01-10, Production's Salary increased by 962%.
- Salary is unusually high when Department is Production.

Salary by Department

Department
Executive Office Admin Offices Software Engineering Sales IT/IS Production





Edit



Analytics



Filters



Fields



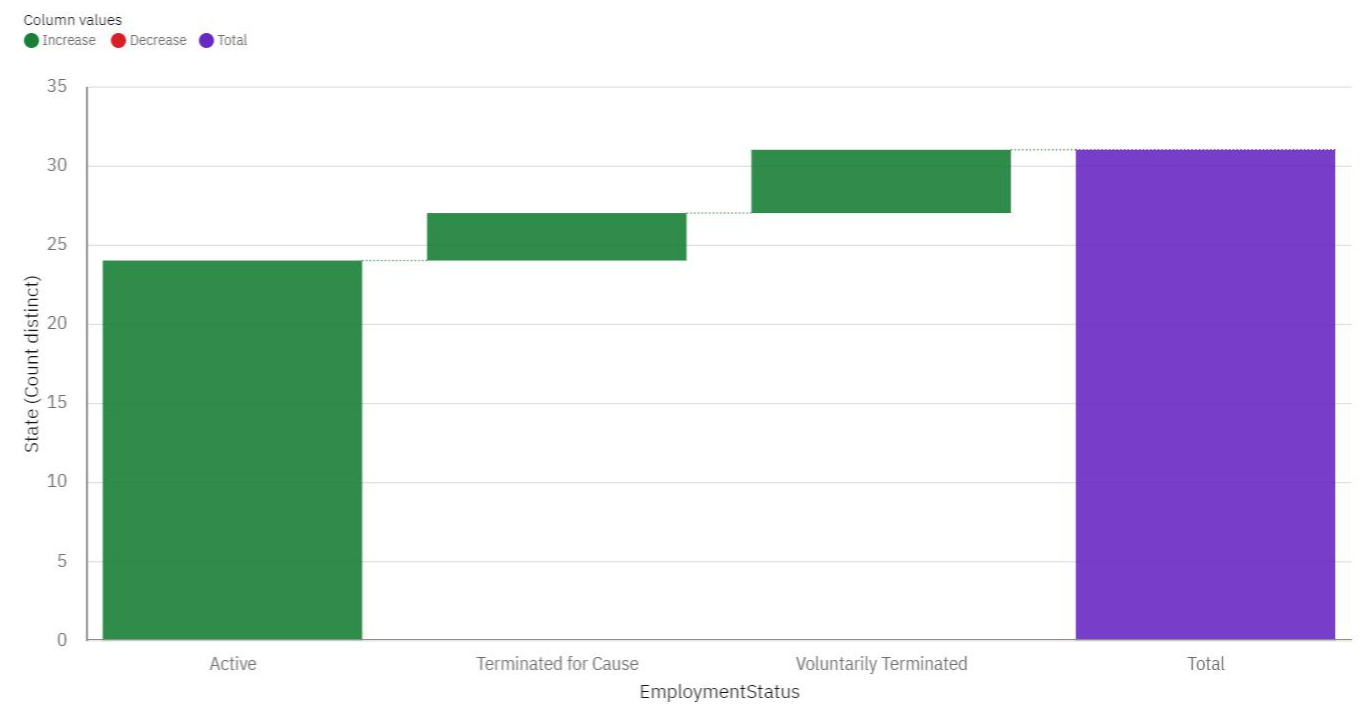
Properties



State for Employment Status

- EmploymentStatus Active has the highest State due to ManagerID 17.
- ManagerID 17 has the highest State at 14, out of which EmploymentStatus Active contributed the most at 11.
- Active is the most frequently occurring category of EmploymentStatus with a count of 207 items with State values (66.6 % of the total).
- The total number of results for State, across all EmploymentStatus, is 311.

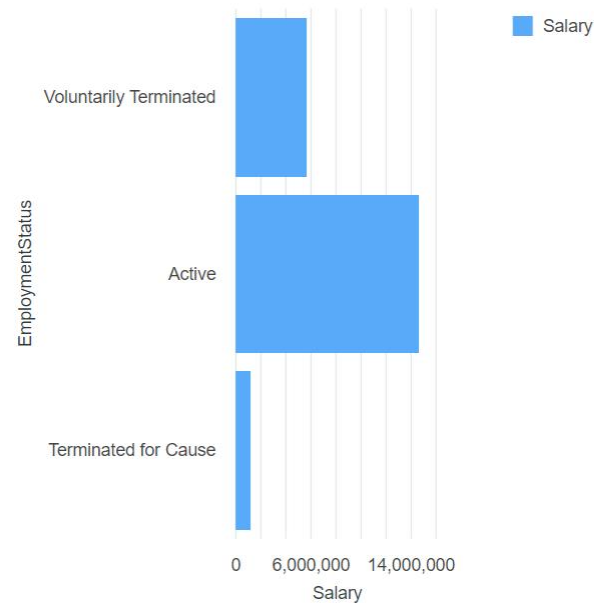
State for EmploymentStatus



REPORT

10

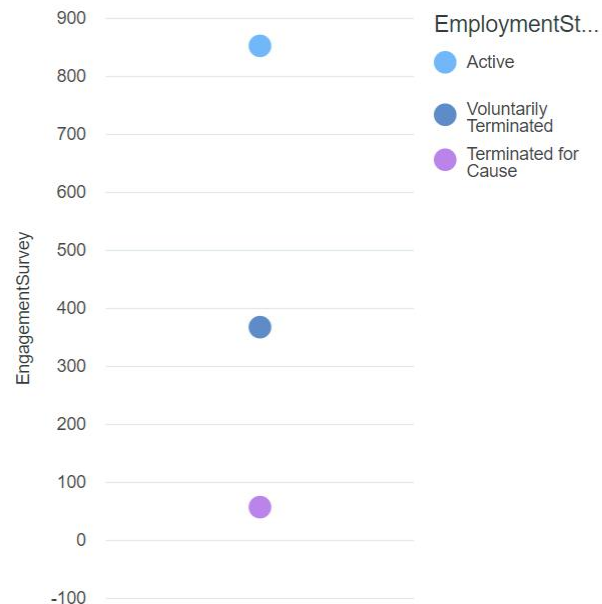
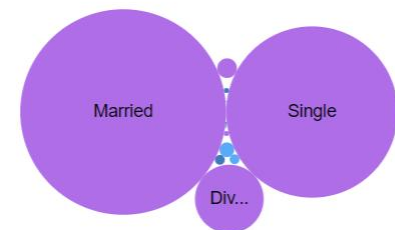
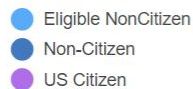
Salary vs Employment Status



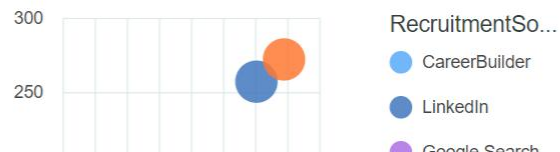
Engagement Survey colored by Employment Status



Dismiss More info →



Salary vs Engagement Survey pointed on Performance Score colored by Recruitment Score

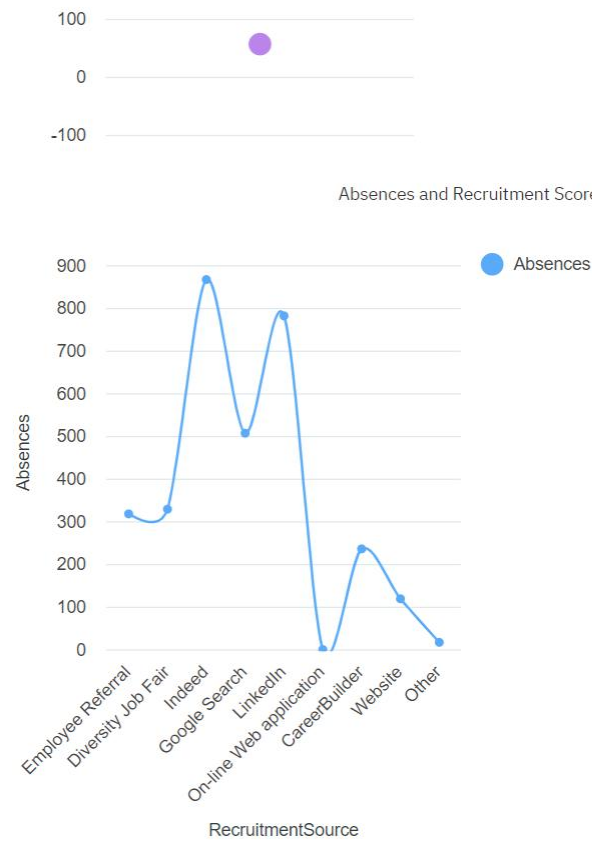


Absences and Recruitment Score





Absences and Recruitment Score



THANK YOU