Data Analytics with IBM Cognos

College:

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Submitted to:

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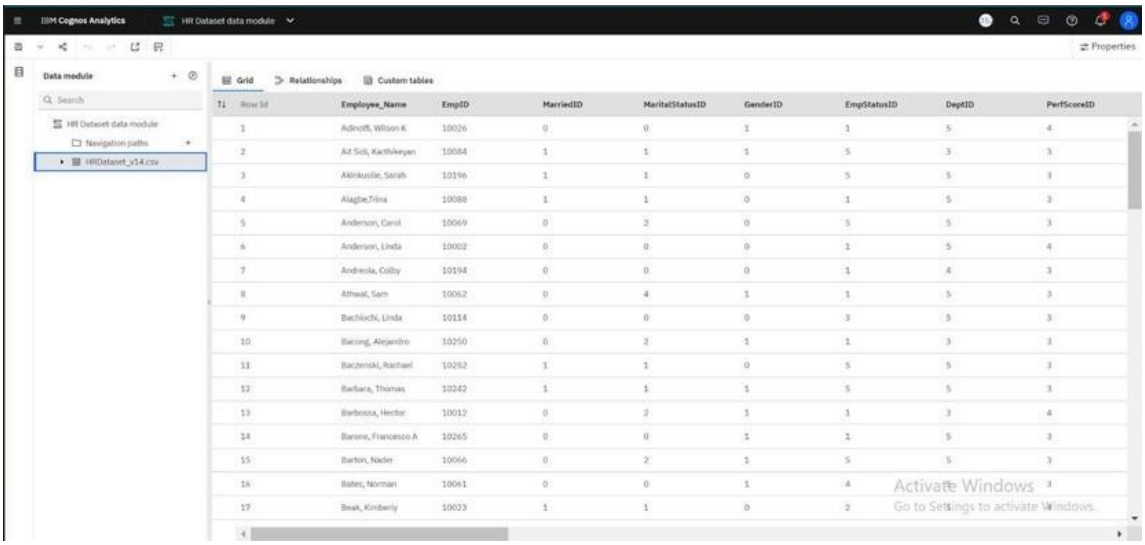
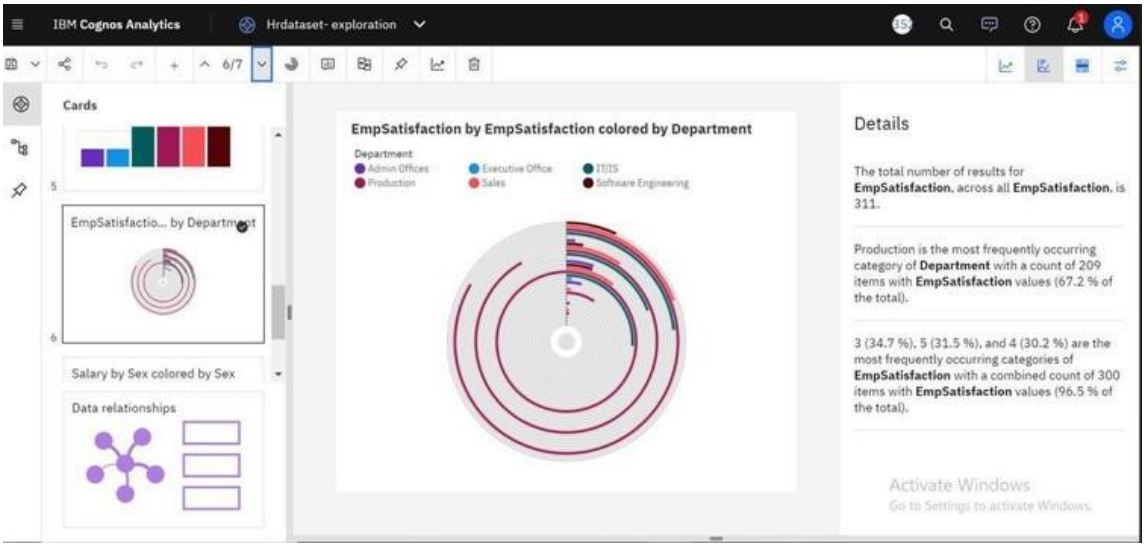
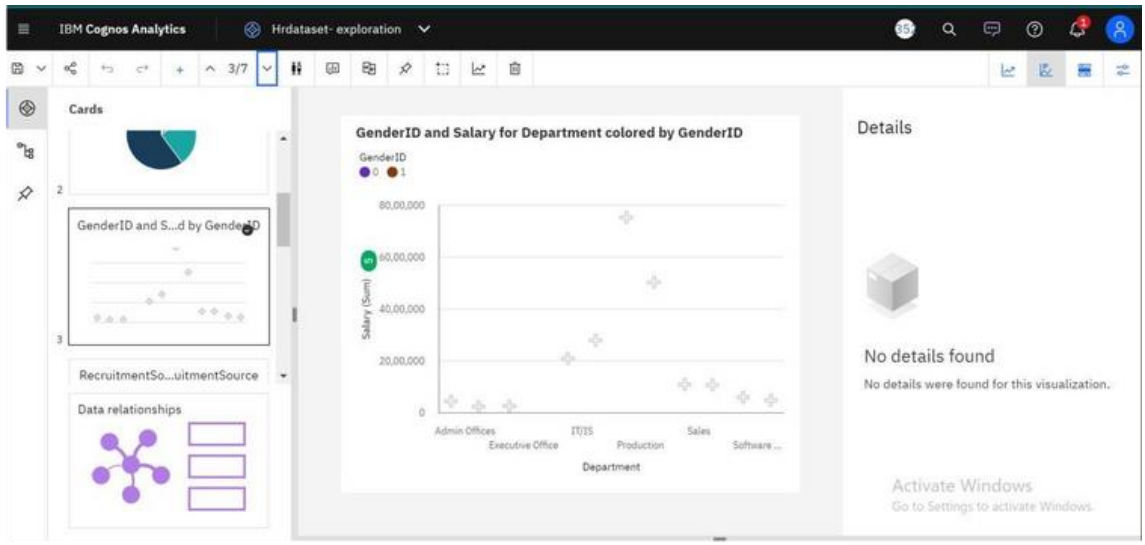
21BCE8988

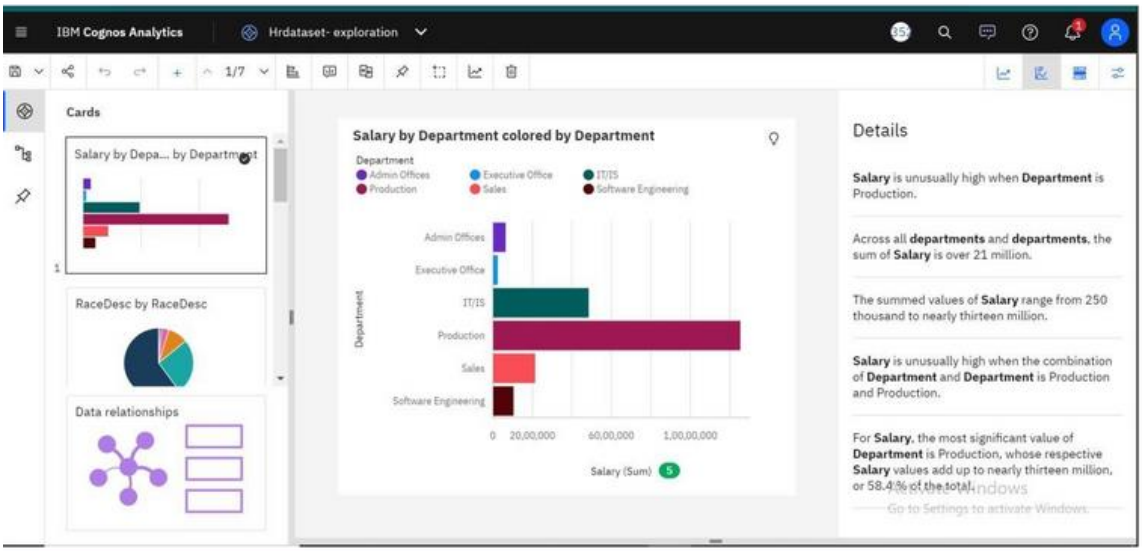
HRDATASET-MODULE:

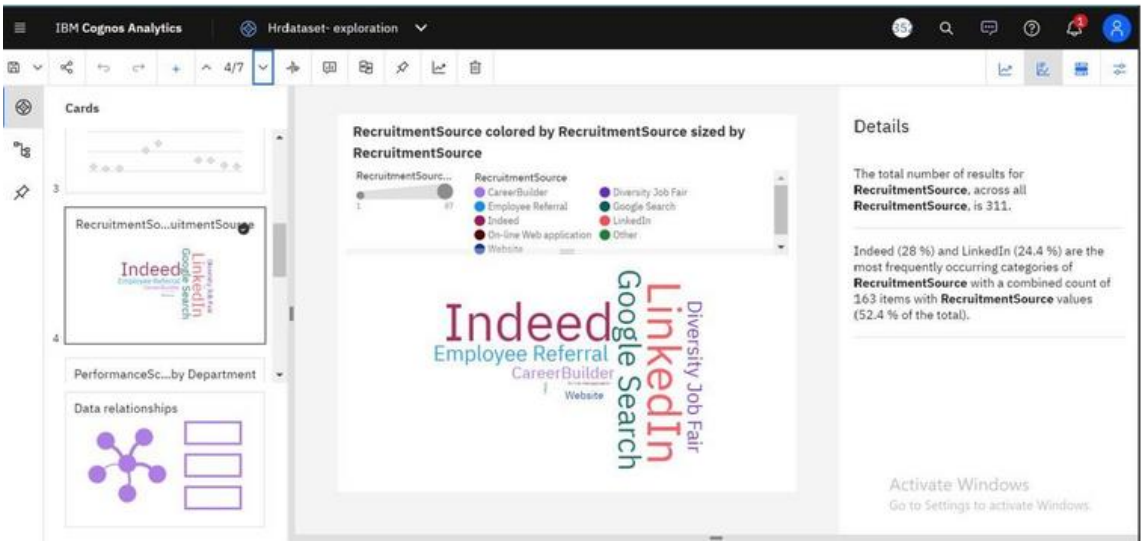


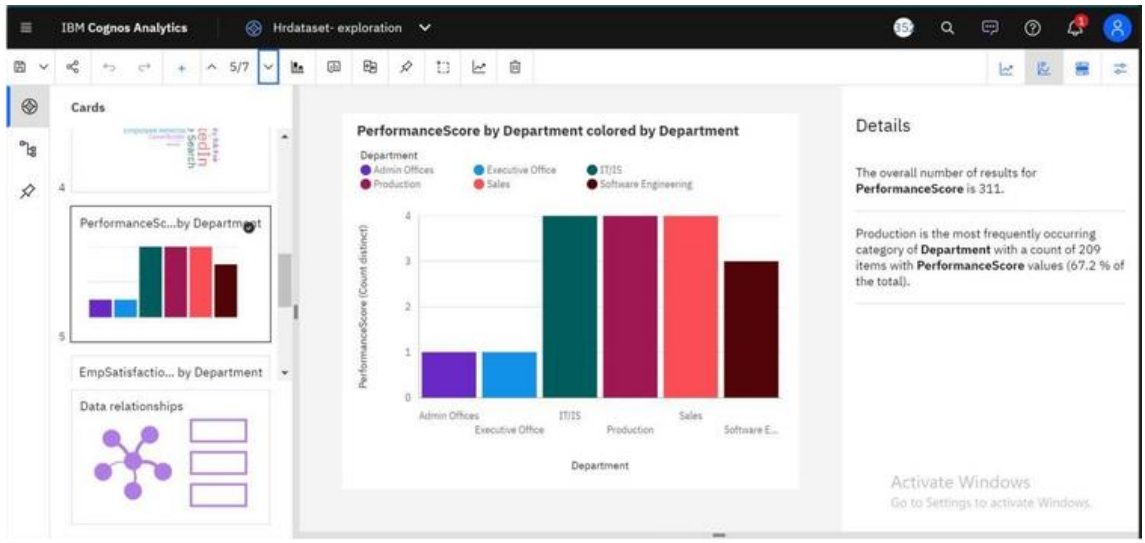
HRDATASET-EXPLORATION:

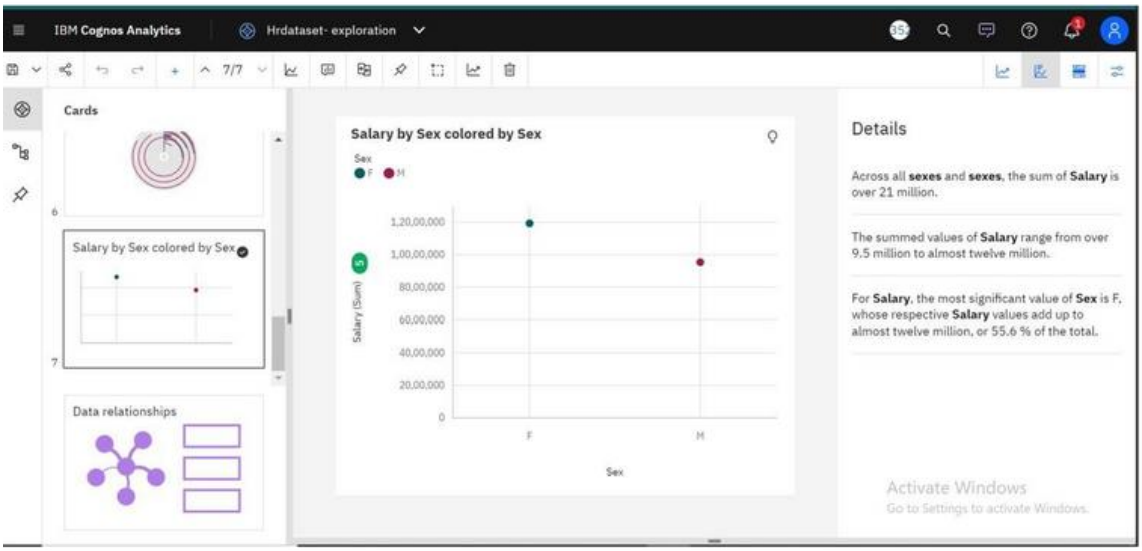


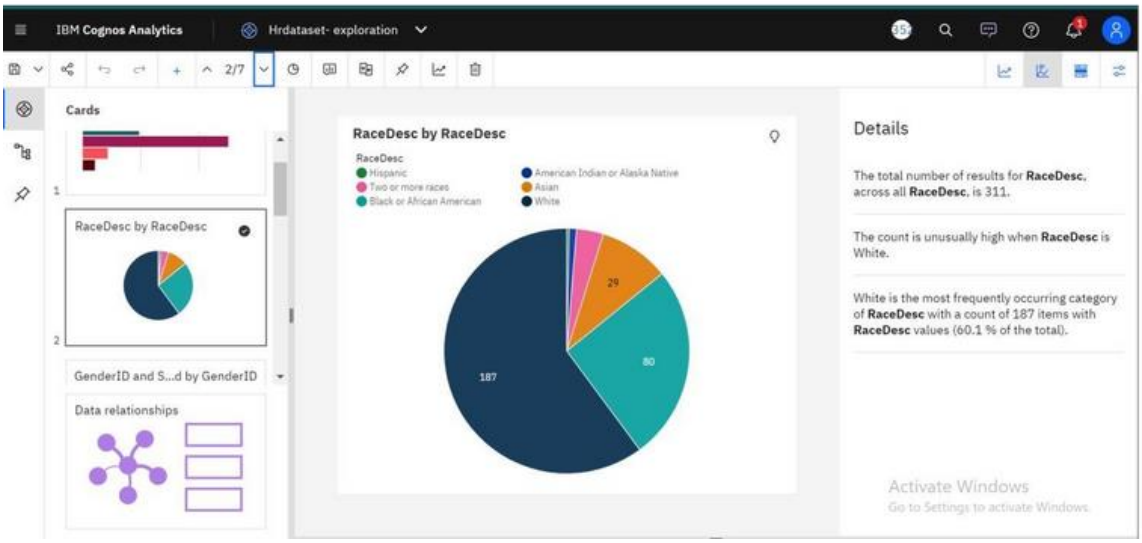

IBM Cognos Analytics
Hrdataset- exploration
3/7
Cards
GenderID and S...d by GenderID
RecruitmentSo...uitmentSource
Data relationships
GenderID and Salary for Department colored by GenderID
GenderID
0
1
Salary (Sum)
80,00,000
60,00,000
40,00,000
20,00,000
0
Admin Offices
Executive Office
IT/IS
Production
Sales
Software ...
Department
Details
No details found
No details were found for this visualization.
Activate Windows
Go to Settings to activate Windows.


IBM Cognos Analytics
Hrdataset- exploration
1/7
Cards
Salary by Depa... by Department
RaceDesc by RaceDesc
Data relationships
Salary by Department colored by Department
Department
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering
Department
0
20,00,000
60,00,000
1,00,00,000
Salary (Sum)
5
Details
Salary is unusually high when Department is Production.
Across all departments and departments, the sum of Salary is over 21 million.
The summed values of Salary range from 250 thousand to nearly thirteen million.
Salary is unusually high when the combination of Department and Department is Production and Production.
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.
Activate Windows
Go to Settings to activate Windows.

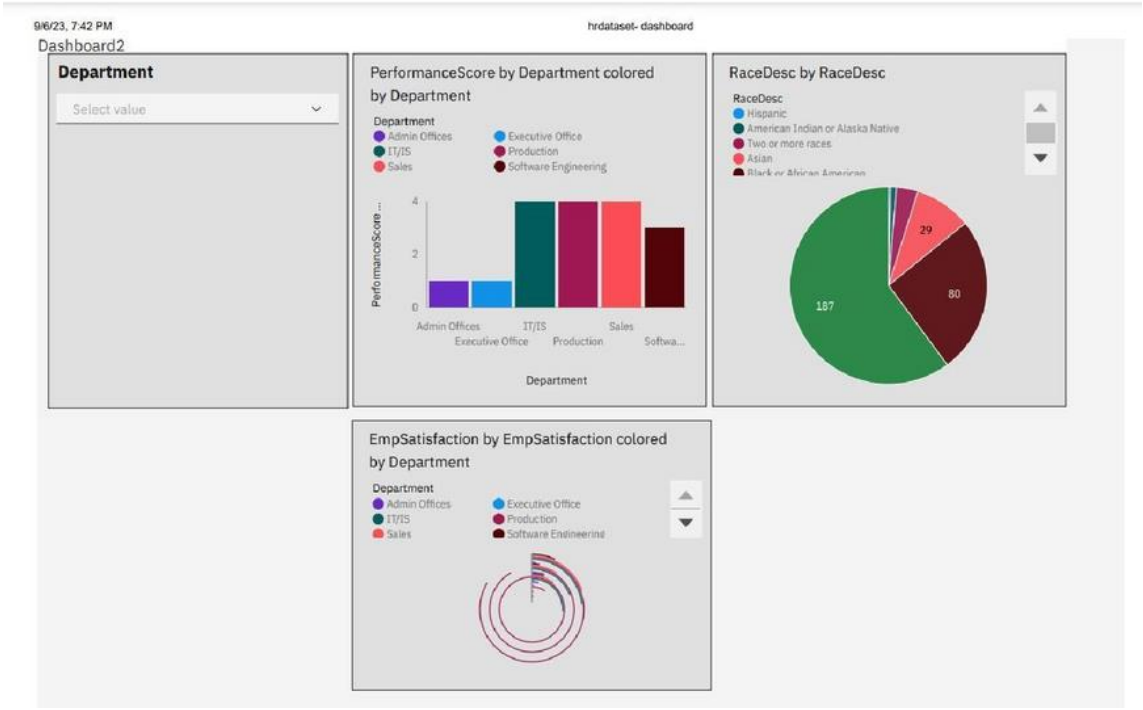

IBM Cognos Analytics
Hrdataset- exploration
4/7
Cards
RecruitmentSo...uitmentSource
PerformanceSc...by Department
Data relationships
RecruitmentSource colored by RecruitmentSource sized by RecruitmentSource
RecruitmentSource
CareerBuilder
Diversity Job Fair
Employee Referral
Google Search
Indeed
LinkedIn
On-line Web application
Other
Website
Indeed
Employee Referral
CareerBuilder
Website
Google Search
LinkedIn
Diversity Job Fair
Details
The total number of results for RecruitmentSource, across all RecruitmentSource, is 311.
Indeed (28 %) and LinkedIn (24.4 %) are the most frequently occurring categories of RecruitmentSource with a combined count of 163 items with RecruitmentSource values (52.4 % of the total).
Activate Windows
Go to Settings to activate Windows.


IBM Cognos Analytics
Hrdataset- exploration
5/7
Cards
PerformanceSc...by Department
EmpSatisfactio... by Department
Data relationships
PerformanceScore by Department colored by Department
Department
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering
PerformanceScore (Count distinct)
Details
The overall number of results for PerformanceScore is 311.
Production is the most frequently occurring category of Department with a count of 209 items with PerformanceScore values (67.2 % of the total).
Activate Windows
Go to Settings to activate Windows.


IBM Cognos Analytics
Hrdataset- exploration
7/7
Cards
Salary by Sex colored by Sex
Data relationships
Salary by Sex colored by Sex
Sex
F
M
Salary (Sum)
Details
Across all sexes and sexes, the sum of Salary is over 21 million.
The summed values of Salary range from over 9.5 million to almost twelve million.
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.
Activate Windows
Go to Settings to activate Windows.


IBM Cognos Analytics
Hrdataset- exploration
2/7
Cards
RaceDesc by RaceDesc
GenderID and S...d by GenderID
Data relationships
RaceDesc by RaceDesc
RaceDesc
Hispanic
American Indian or Alaska Native
Two or more races
Asian
Black or African American
White
29
80
187
Details
The total number of results for RaceDesc, across all RaceDesc, is 311.
The count is unusually high when RaceDesc is White.
White is the most frequently occurring category of RaceDesc with a count of 187 items with RaceDesc values (60.1 % of the total).
Activate Windows
Go to Settings to activate Windows.

HRDATASET-DASHBOARD:



https://us1.ca.analytics.ibm.com/bi/?perspective=dashboard&id=i1CC09C493BD34D1E9010459B2E582BF3&objRef=i1CC09C493BD34D1E9010459B2E582BF3&options%5BdisableGlassPrefetch%5D=true&options…

HRDATASET-REPORT:

HRDATASET-STORY:

Recruitment of employees of different sources

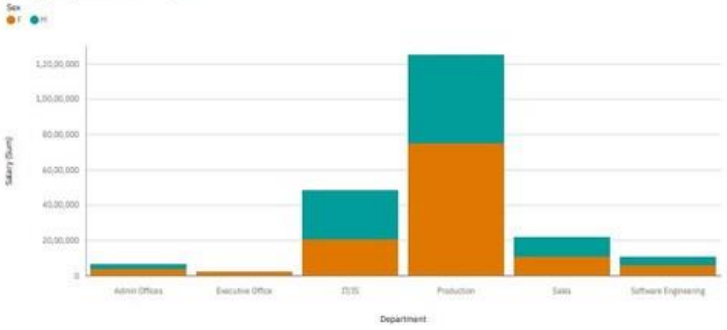
- This word cloud describes employee count

RecruitmentSource colored by RecruitmentSource sized by RecruitmentSource

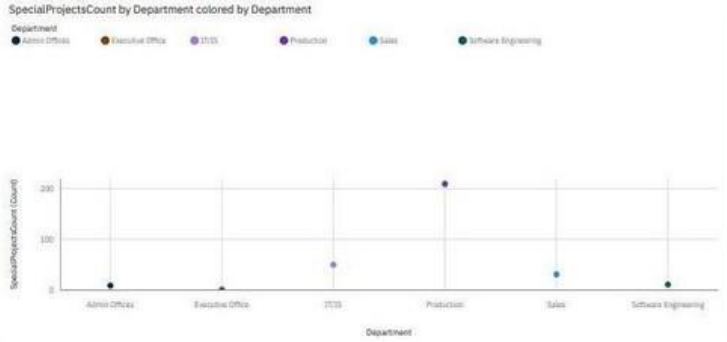
Salary in different departments based on gender

- This denotes Salary in different departments based on gender

Salary by Department colored by Sex



Special project count by department

- This shows Special project count by department

SpecialProjectsCount by Department colored by Department