

# DA ASSIGNMENT – 2

## HUMAN RESOURCES

**Task 1: Upload the Dataset to Cognos, Delete Unnecessary Columns.**

**Step 1: Upload the Dataset:**

The screenshot displays the IBM Cognos Analytics user interface. At the top, a blue header bar contains the 'IBM Cognos Analytics' logo, a notification bell with '10' alerts, and search and help icons. Below the header, a dark-themed section titled 'Get quick answers with the Assistant' prompts users to ask questions. A light blue banner below this section provides an 'Introduction to Cognos Analytics' with buttons for 'Get started', 'Watch videos', and 'Product tour'. The main content area is divided into two panels: 'Upload data and start creating content' (highlighted with a pink background) and 'Create content from existing data'. The 'Upload data' panel includes instructions on supported file types and a file upload area. A green success message at the top of this panel states 'HR DATASET.zip was uploaded successfully.' Below the instructions, a file named 'HR DATASET.zip' is shown in a list. At the bottom of the interface, a navigation bar contains 'Cancel', 'Back', and 'Next' buttons.

IBM Cognos Analytics

Get quick answers with the Assistant

Ask the Assistant a question in your own words to uncover insights about your data.

Ask a question

Introduction to Cognos Analytics

Leverage self-service analytics to make more confident decisions.

Get started Watch videos Product tour

Upload data and start creating content

Upload spreadsheets, CSV files, and other types of files, and create content based on these files.

Create content from existing data

Locate data sources in the Content view, and create content based on these sources.

HR DATASET.zip was uploaded successfully. Hide Details

Upload data and start creating content

You can upload supported file types that are stored in any location to which your computer has local or LAN access.

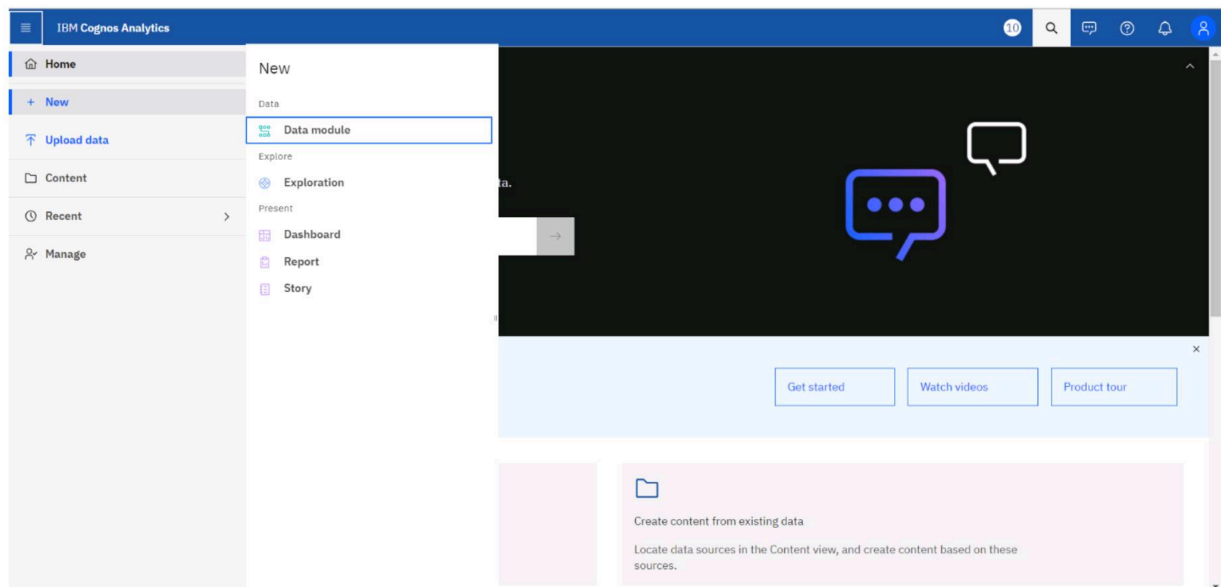
Drag and drop file here or click to upload

HR DATASET.zip

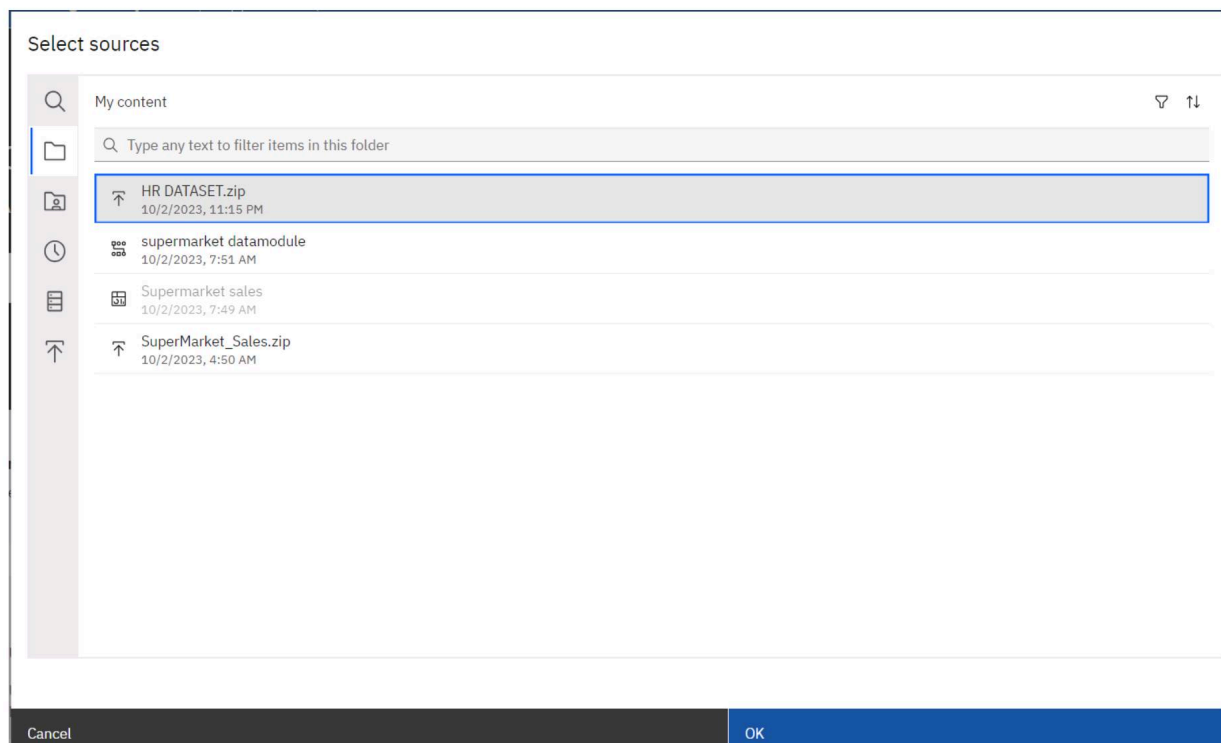
Want to know more about uploading data? [Learn more](#)

Cancel Back Next

## Step 2: Create DataModule



## Step3: Select the CSV File



## Step 4: Remove Unnecessary Columns

Table name: HR DATASET.zip - View (1)

| Reference tables         | Employee_Name         | EmpID | MarriedID | MaritalStatusID | GenderID | EmpStatusID | De |
|--------------------------|-----------------------|-------|-----------|-----------------|----------|-------------|----|
| Q Search                 | Adinolfi, Wilson K    | 10026 | 0         | 0               | 1        | 1           |    |
| HR DATASET.zip           | Ait Sidi, Karthikeyan | 10084 | 1         | 1               | 1        | 5           |    |
| # Row Id                 | Akinkuolie, Sarah     | 10196 | 1         | 1               | 0        | 5           |    |
| Employee_Name            | Alagbe,Trina          | 10088 | 1         | 1               | 0        | 1           |    |
| # EmpID                  | Anderson, Carol       | 10069 | 0         | 2               | 0        | 5           |    |
| # MarriedID              | Anderson, Linda       | 10002 | 0         | 0               | 0        | 1           |    |
| # MaritalStatusID        | Andreola, Colby       | 10194 | 0         | 0               | 0        | 1           |    |
| # GenderID               | Athwal, Sam           | 10062 | 0         | 4               | 1        | 1           |    |
| # EmpStatusID            | Bachiochi, Linda      | 10114 | 0         | 0               | 0        | 3           |    |
| # DeptID                 | Bacong, Alejandro     | 10250 | 0         | 2               | 1        | 1           |    |
| # PerfScoreID            | Baczinski, Rachael    | 10252 | 1         | 1               | 0        | 5           |    |
| # FromDivers...JobFairID | Barbara, Thomas       | 10242 | 1         | 1               | 1        | 5           |    |
| Salary                   |                       |       |           |                 |          |             |    |
| Termd                    |                       |       |           |                 |          |             |    |
| # PositionID             |                       |       |           |                 |          |             |    |
| Position                 |                       |       |           |                 |          |             |    |

Previous Cancel Finish

## Task 2: Select the Dataset to explore

### Step 1: Select the exploration





The screenshot shows the Microsoft Power BI interface. On the left is a navigation pane with options: Home, New, Upload data, Content, Recent, and Manage. The 'New' menu is open, showing options: Data, Data module, Explore, Exploration, Present, Dashboard, Report, and Story. The 'Exploration' option is highlighted. The main area displays a large black rectangle with a blue speech bubble icon and a white speech bubble icon. Below this, there are three buttons: 'Get started', 'Watch videos', and 'Product tour'. At the bottom, there is a section titled 'Create content from existing data' with a subtext: 'Locate data sources in the Content view, and create content based on these sources.'

## Step 2: Select Dataset to explore

Add a data source to explore

My content

Team content

| Name   | Type          | Last Modified       |
|--|---------------|---------------------|
|  HR datamodule          | Data module   | 10/2/2023, 11:30 PM |
|  HR DATASET.zip         | Uploaded file | 10/2/2023, 11:15 PM |
|  supermarket datamodule | Data module   | 10/2/2023, 7:51 AM  |
|  SuperMarket_Sales.zip  | Uploaded file | 10/2/2023, 4:50 AM  |


Cancel

Add

## Step 3: Explore the Dataset

Cards

Data relationships



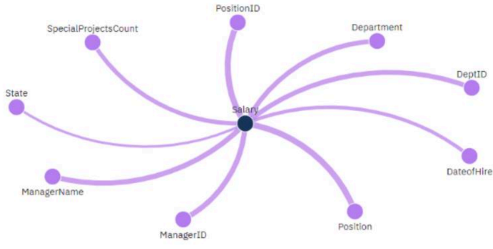
Explore data relationships

HR DATASET.zip

Reset to original

Q Salary

Edit diagram



Select single or multiple nodes to see visualizations.

Relationship diagram ⓘ

10% 100%

Select a visualization

Explore visualizations related to 'Salary'

Salary

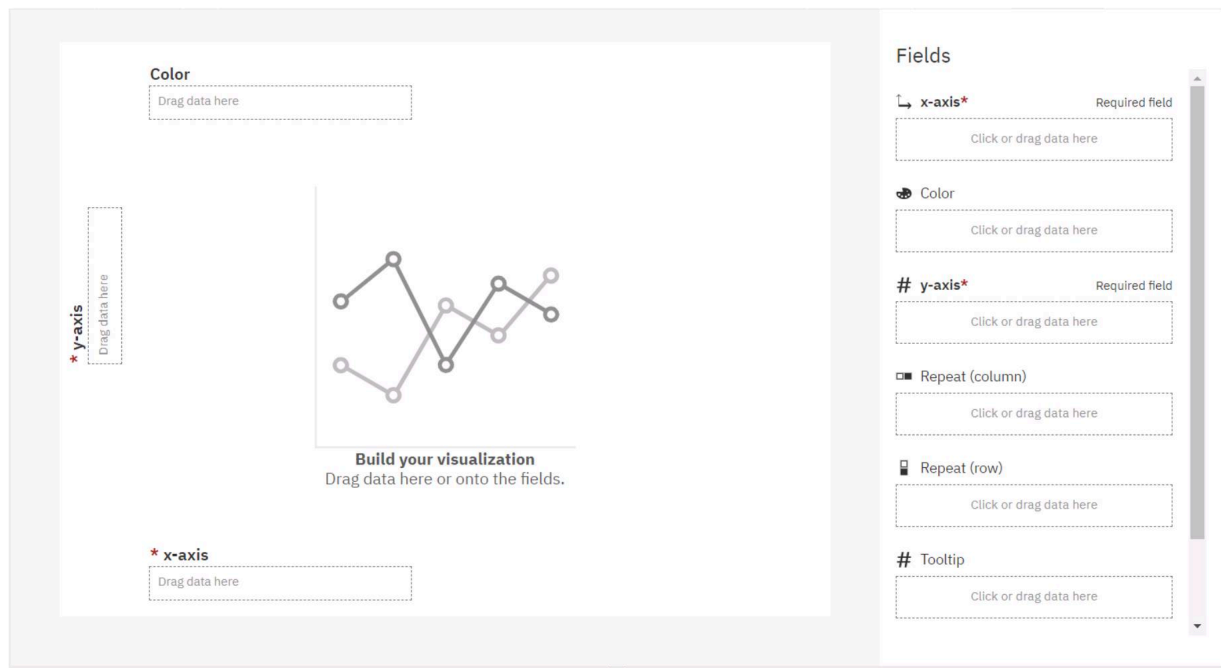
21.5M

Salary

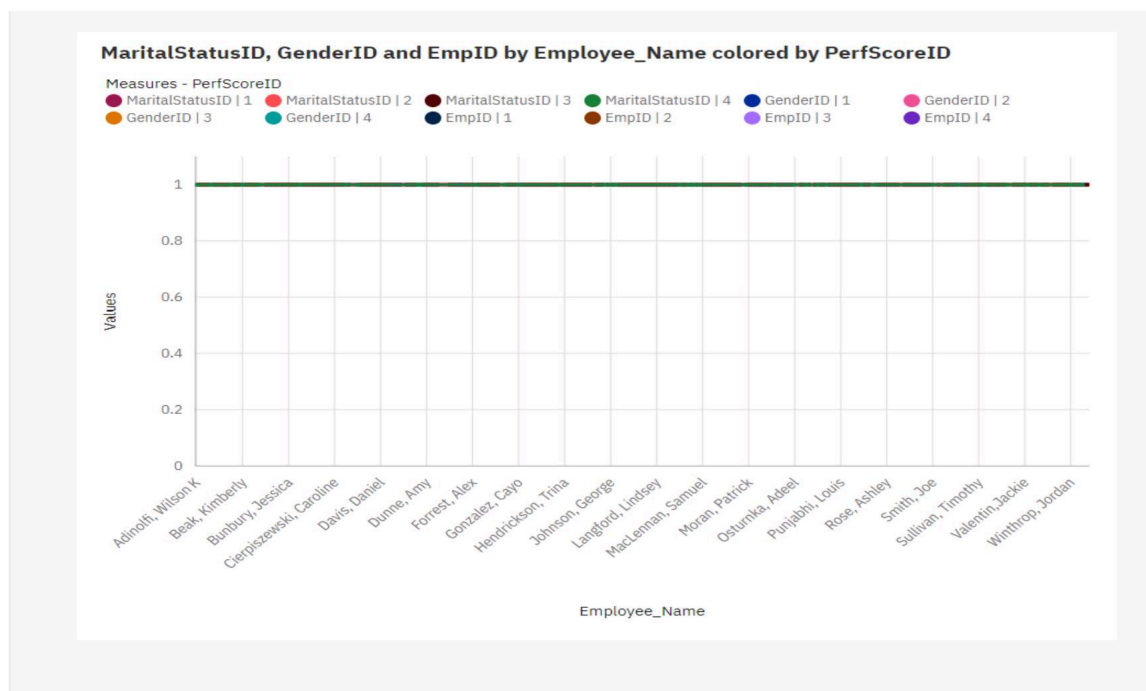
DaysLateLast30 and Salary by Department

## Task 3: Visualize the Dataset

### Step1: Select Visualization type

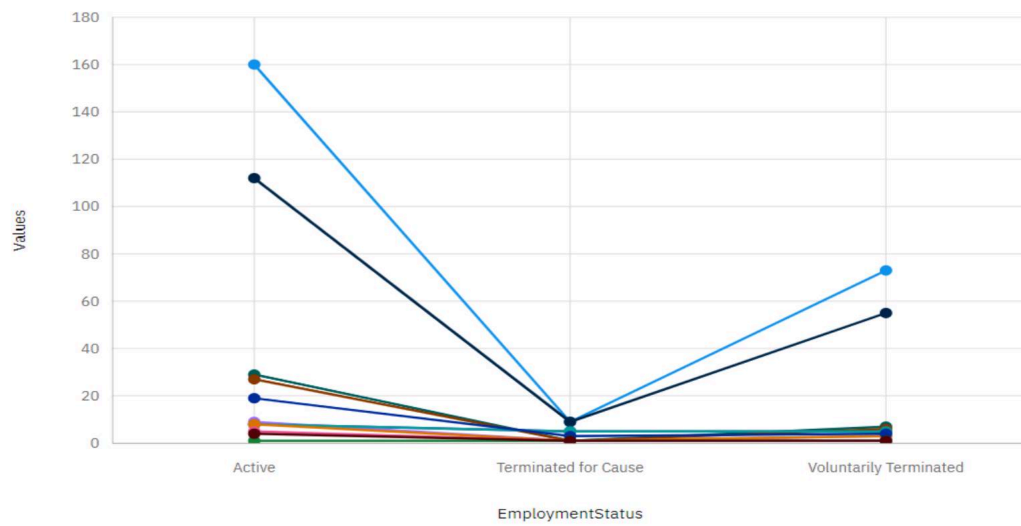


## VISUALIZATIONS



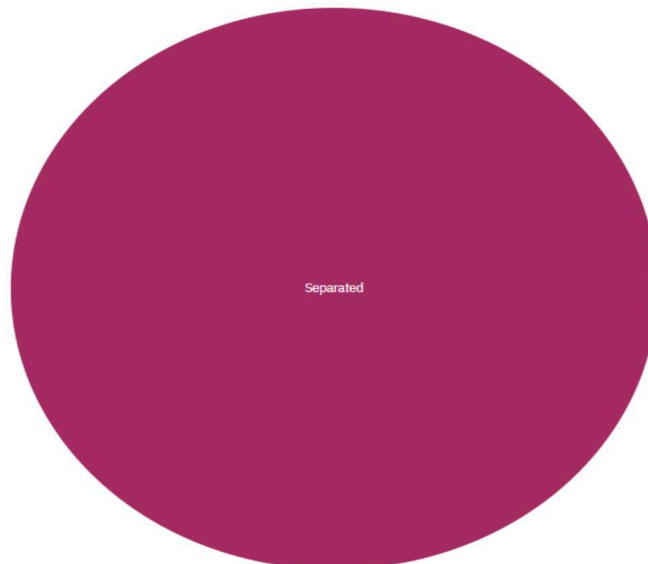
State, Zip and DOB by EmploymentStatus colored by PerfScoreID

Measures - PerfScoreID  
 State | 1 State | 2 State | 3 State | 4 Zip | 1 Zip | 2 Zip | 3 Zip | 4 DOB | 1 DOB | 2 DOB | 3 DOB | 4




MaritalDesc hierarchy colored by CitizenDesc and sized by MaritalDesc

MaritalDesc (Count)  
 12 12  
 CitizenDesc  
 US Citizen

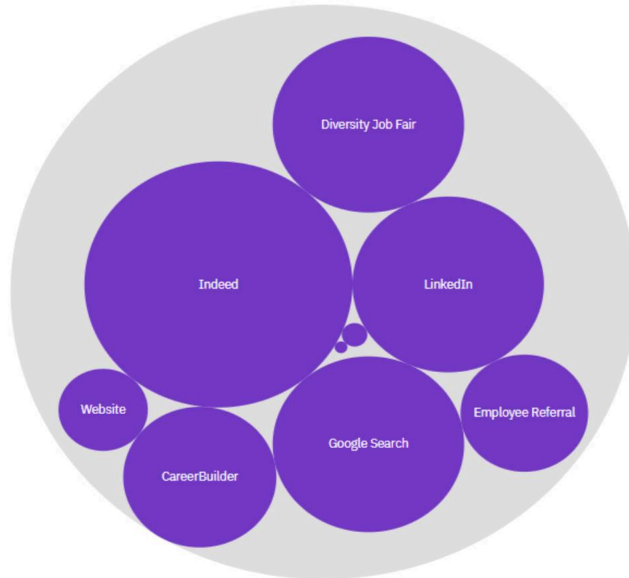


### RecruitmentSource, ManagerName

ManagerName (C...




1 21



### Employee\_Name, MaritalDesc, Position, DOB

DOB (Count distin...



1 1

