



# NM ASSIGNMENT 2

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Data Set Link: [Human Resources Data Set \(kaggle.com\)](https://www.kaggle.com/datasets/humanresources/humanresources)

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

IBM Cognos Analytics interface showing the "New data module" process.

The browser address bar shows the URL: <https://us3.ca.analytics.ibm.com/bi/?perspective=ca-modeller&id=i9EEB1002C64143F8B...>

The left sidebar displays the "Data module" section with a search bar and a list of items:

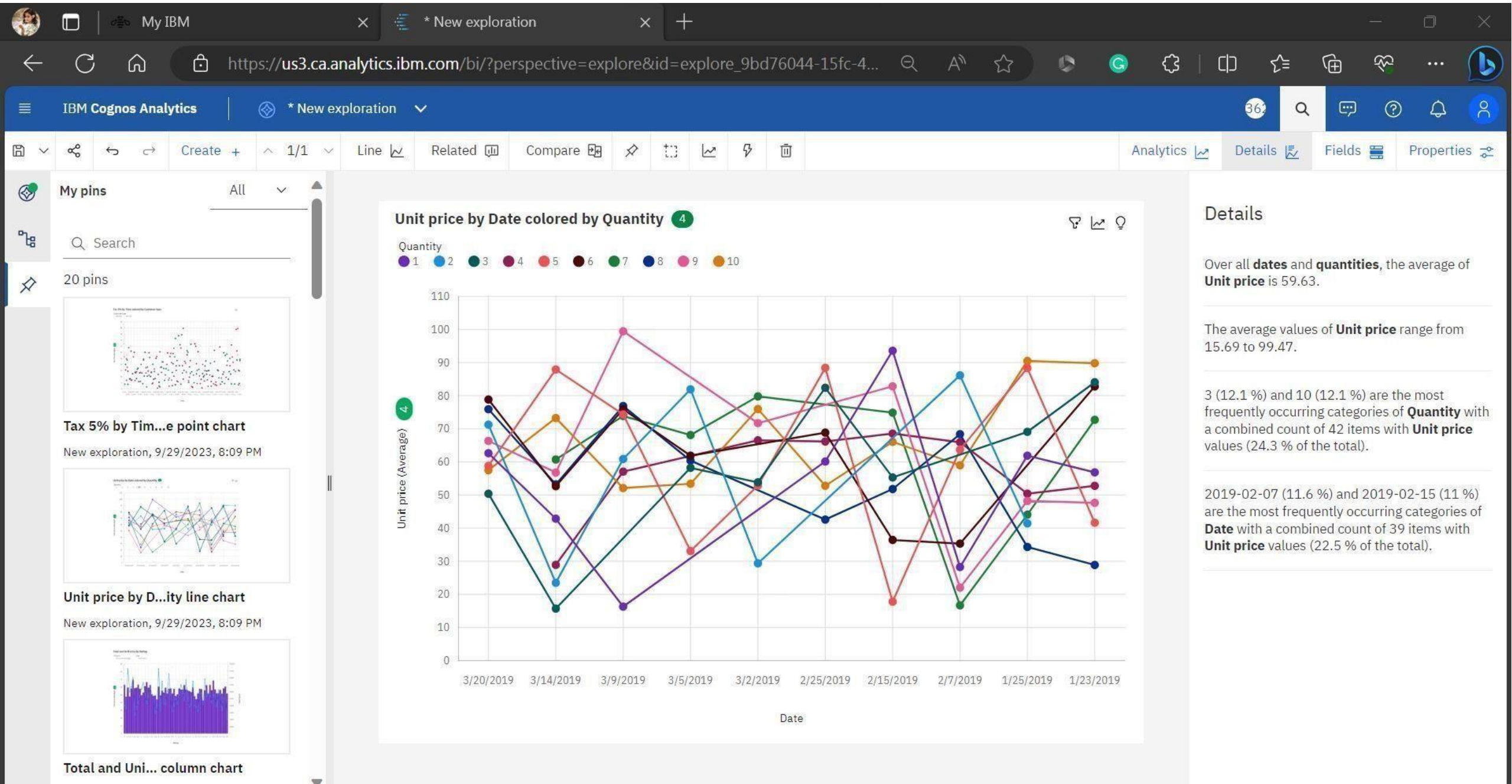
- New data module
- Navigation paths
- HRDataset\_v14.csv
  - # Row Id
  - abc Employee\_Name
  - # EmpID
  - # MarriedID
  - # MaritalStatusID
  - # GenderID
  - # EmpStatusID
  - # DeptID
  - # PerfScoreID
  - # FromDive...bFairID
  - Salary
  - Termd
  - # PositionID
  - abc Position
  - State
  - Zip

The main workspace shows the "Grid" view. A large circular icon with a checkmark and a table symbol is displayed, indicating the "Preview data" step.

**Preview data**

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

Salary vs Employee ID

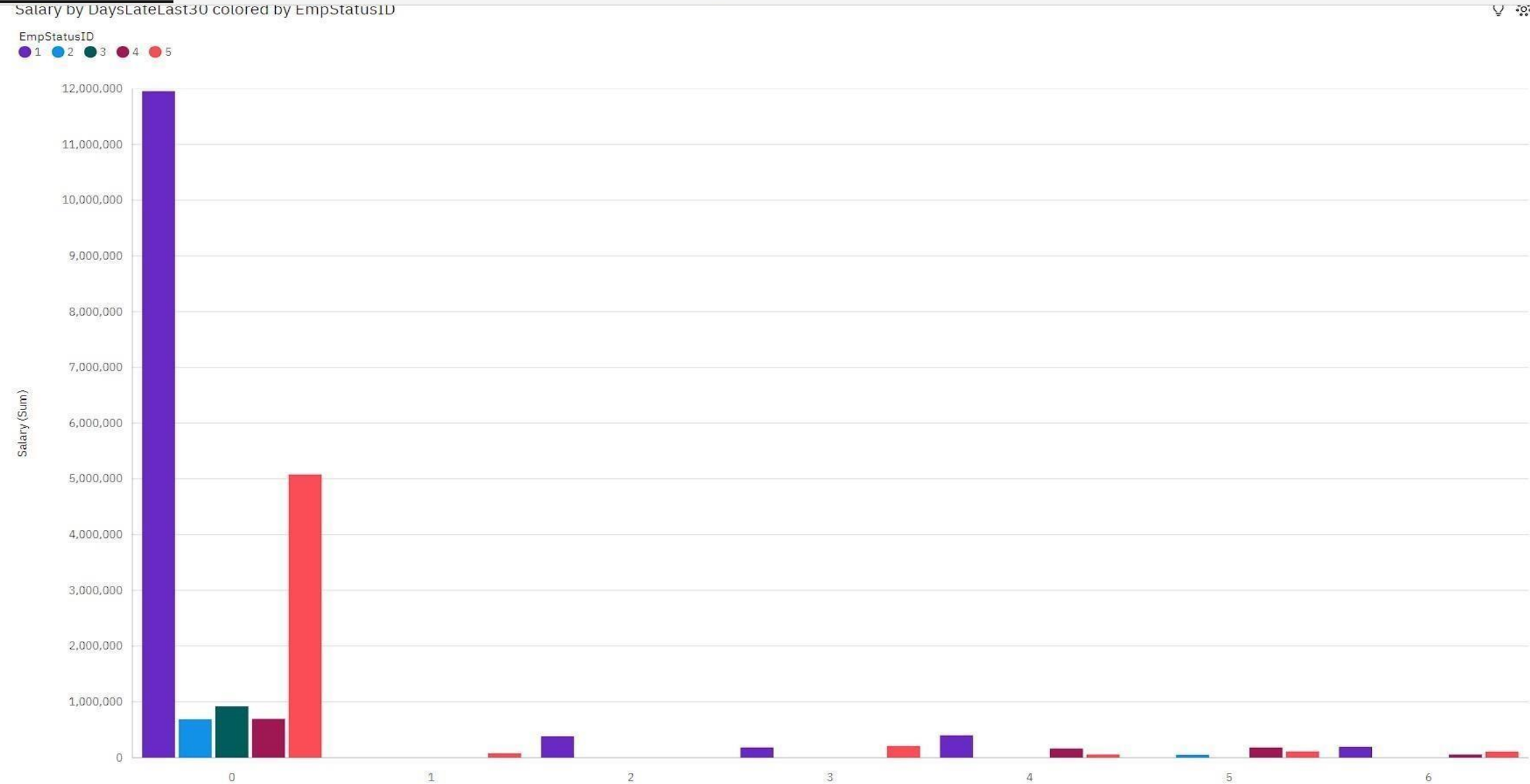
Performance Review

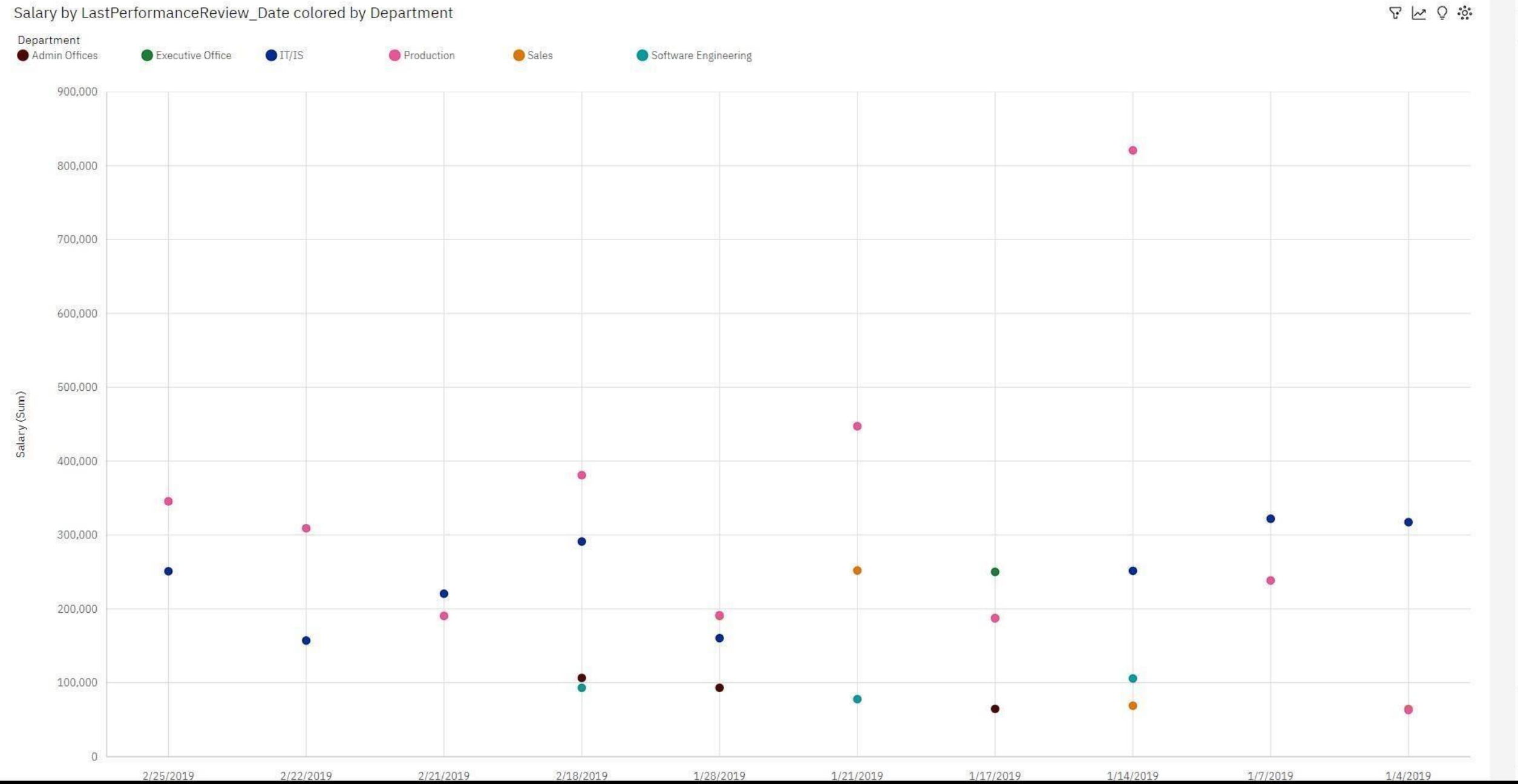
Termination

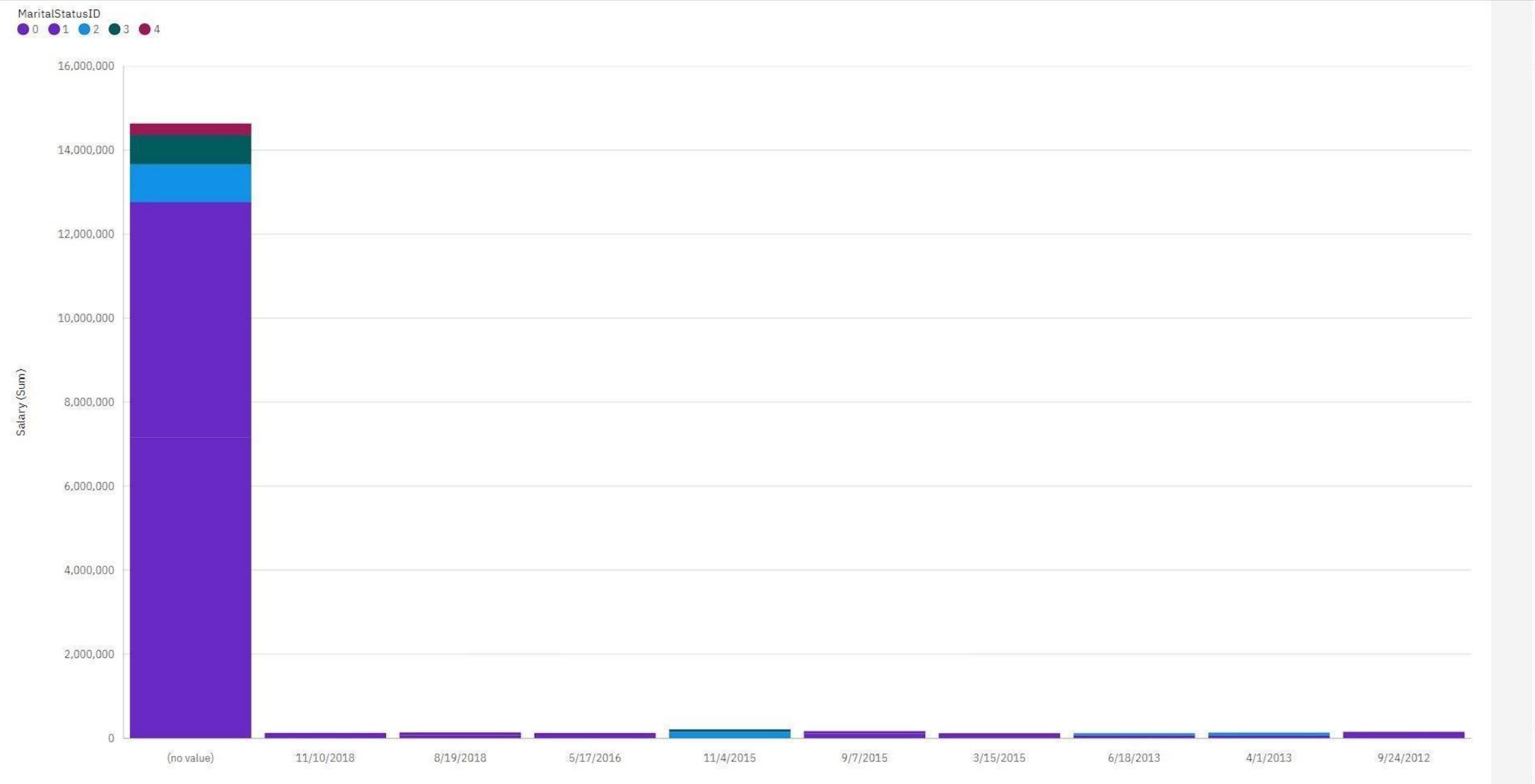
State vs Position

Sex vs Department

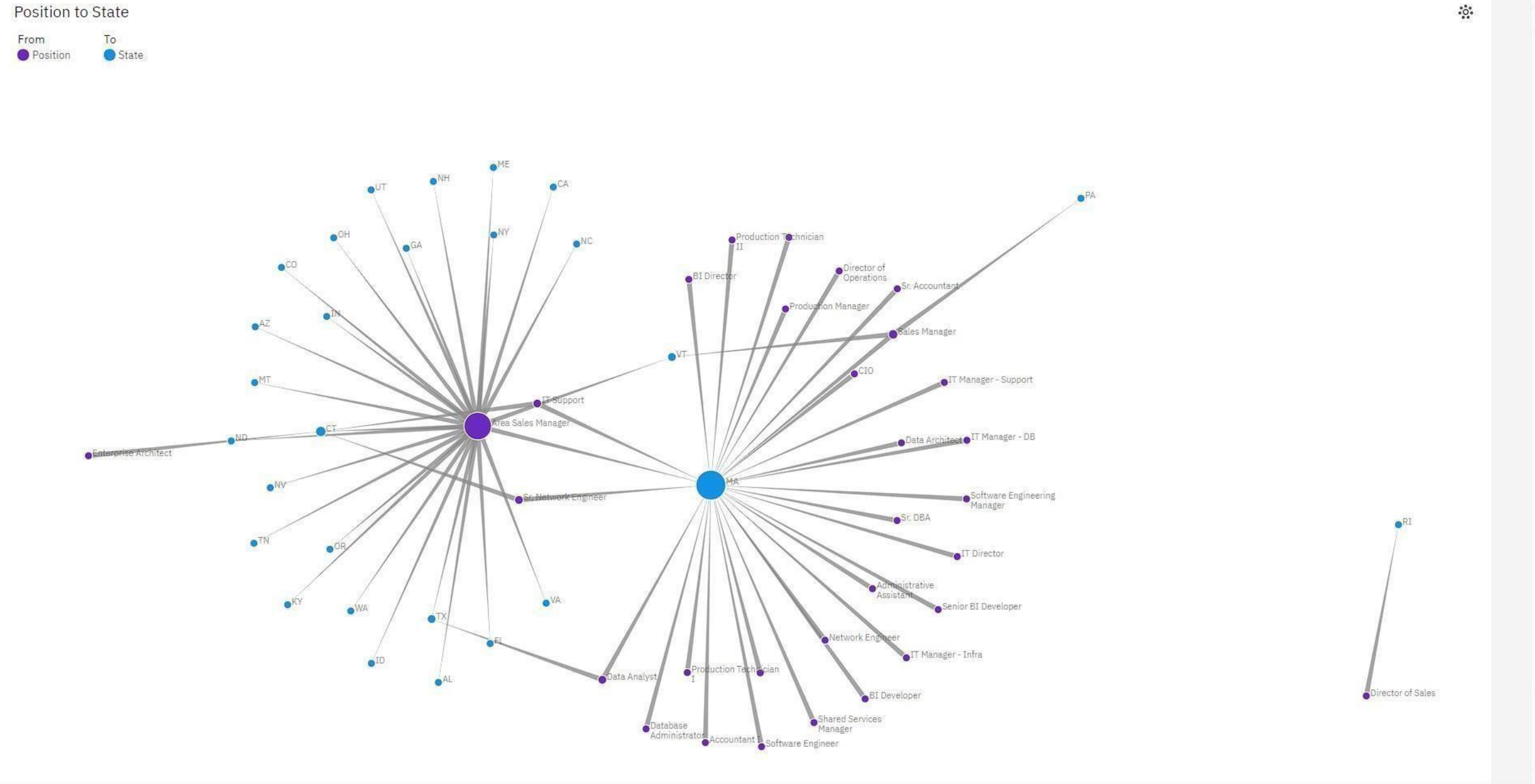
Marital Status













MaritalDesc

Nodes

All

Target category

Divorced

MaritalDesc

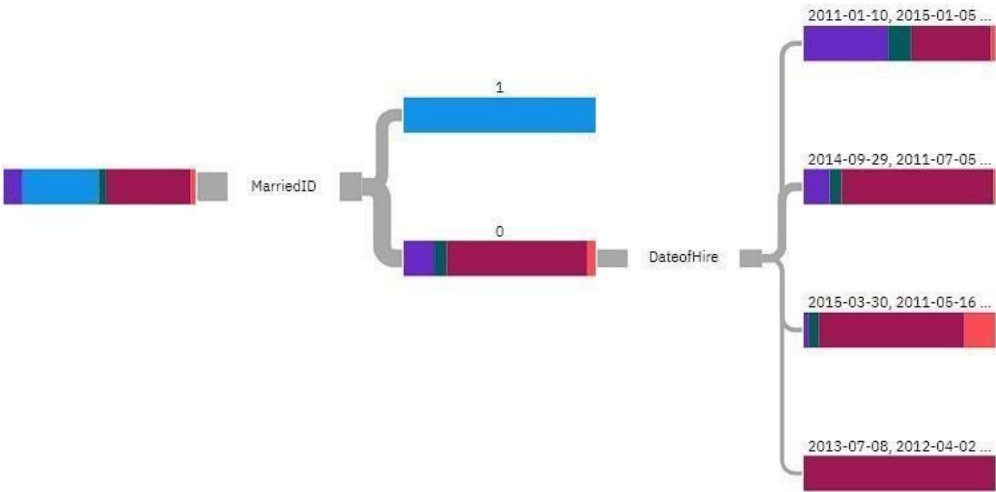
Divorced

Married

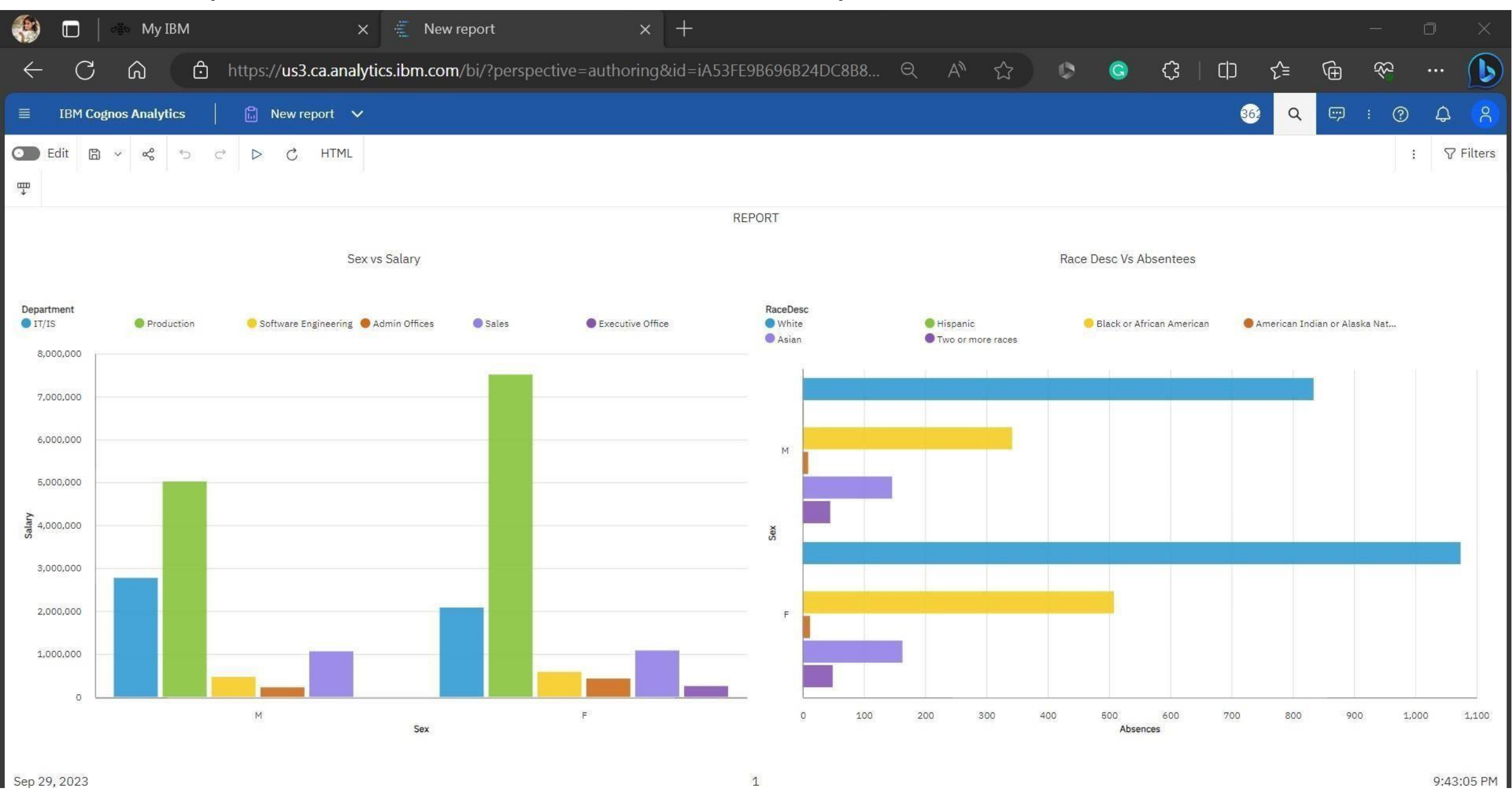
Separated

Single

Widowed



Step 4 : After done with that dashboard, Now create a report.



Step 5: After done with that report, Create a story to view our visualizations in the form

Analytics

Filters

# 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

EmpStatusID

1

3

4

5

Salary (Sum)

1,000,000

900,000

800,000

700,000

600,000

500,000

400,000

300,000

200,000

100,000

0

3/30/2015

2/16/2015

1/5/2015

11/10/2014

9/29/2014

7/7/2014

1/9/2012

7/5/2011

5/16/2011

1/10/2011

DateofHire

Prev scene

Next scene

Scene 1 of 5

0:00.0

0:05.0

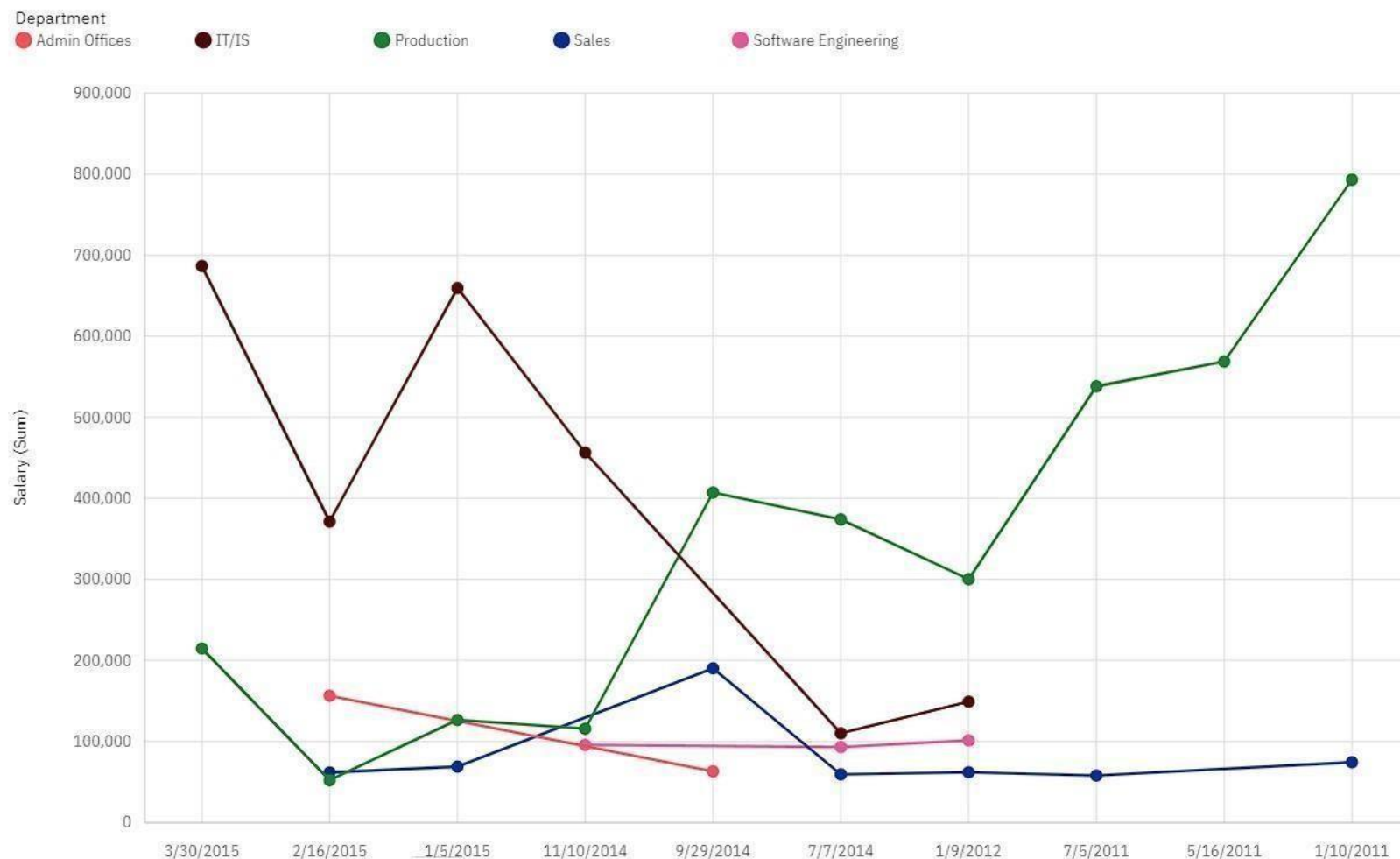
of

**slides.**

# 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

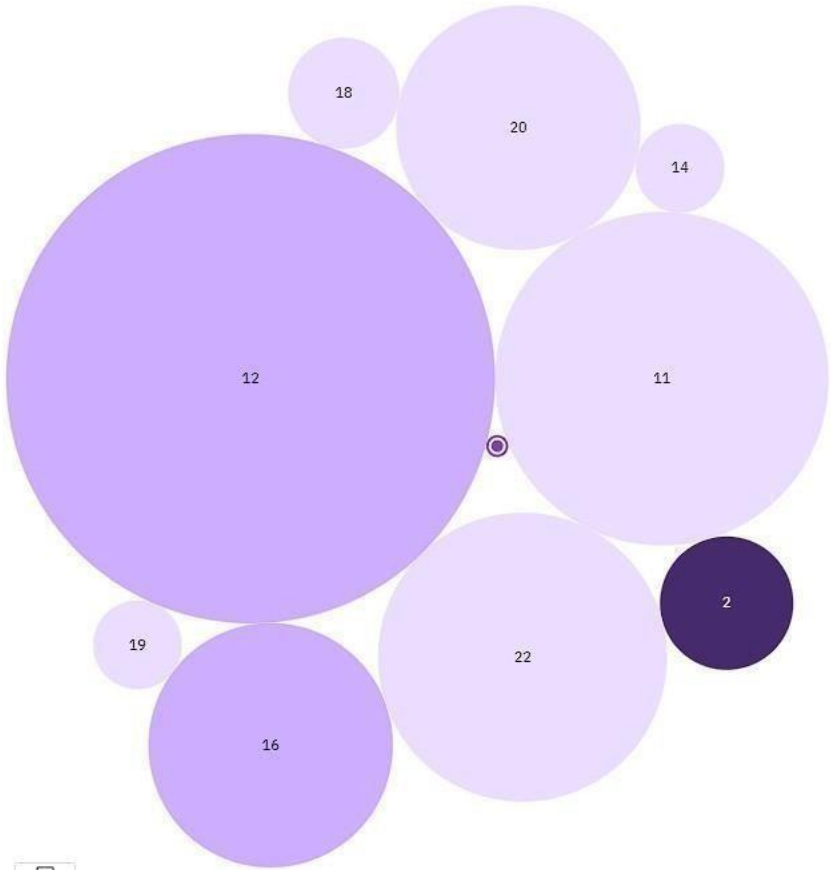




# Last 30 Days Salary

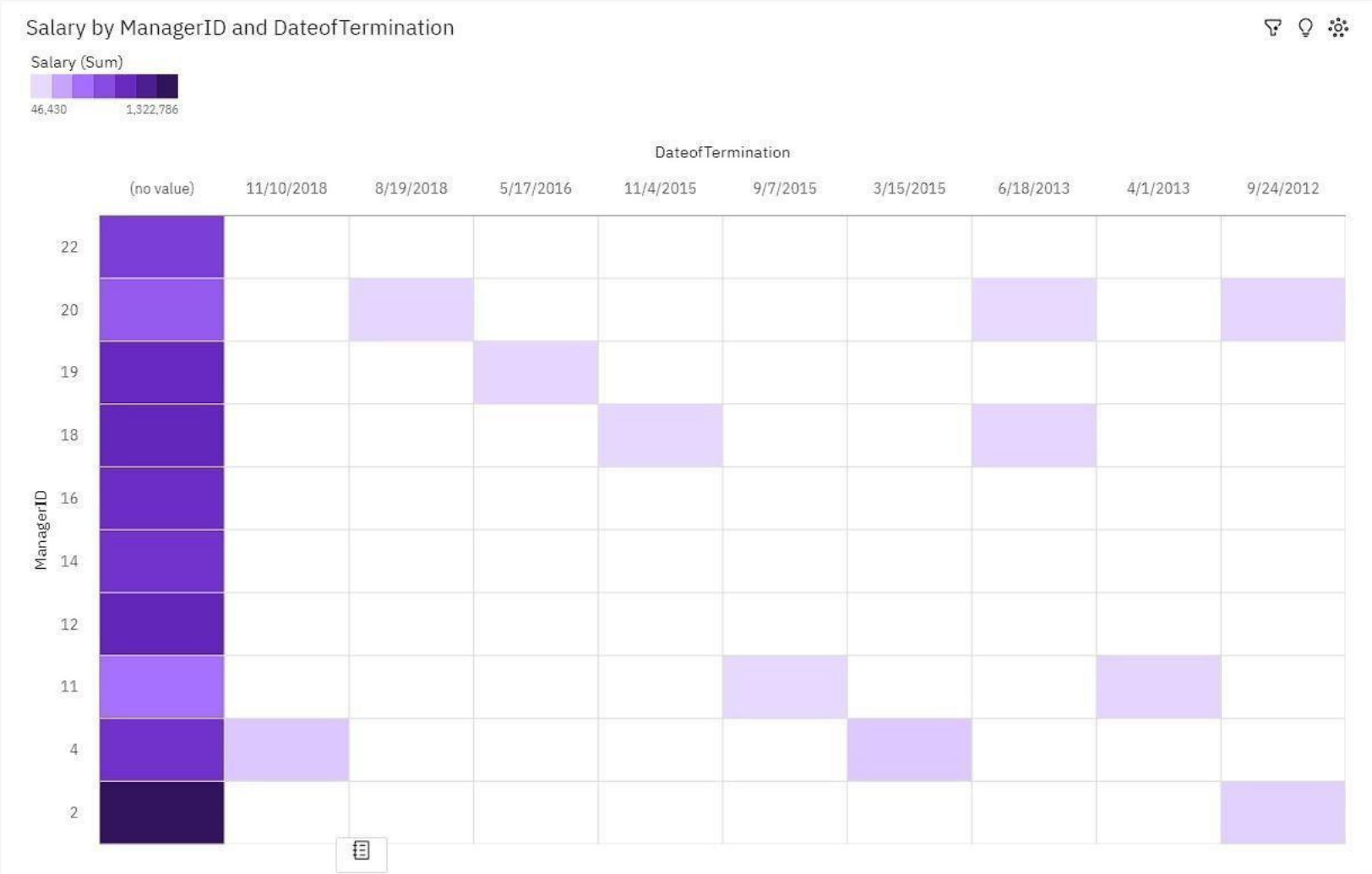
- ManagerID 2 has the highest Total Salary but is ranked #6 in Total DaysLateLast30.
- ManagerID 12 has the highest Total DaysLateLast30 but is ranked #4 in Total Salary.
- From 2018-03-09 to 2018-04-02, 20's DaysLateLast30 dropped by 6.
- Over all values of ManagerID, the sum of DaysLateLast30 is 91.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

