

NM ASSIGNMENT 2

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

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

IBM Cognos Analytics

New data module

Grid Relationships Custom tables

Data module


Search

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



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.

IBM Cognos Analytics | * New exploration

https://us3.ca.analytics.ibm.com/bi/?perspective=explore&id=explore_9bd76044-15fc-4...

Analytics | Details | Fields | Properties

My pins

Search

20 pins

Tax 5% by Tim...e point chart
New exploration, 9/29/2023, 8:09 PM

Unit price by D...ity line chart
New exploration, 9/29/2023, 8:09 PM

Total and Uni... column chart

Unit price by Date colored by Quantity 4

Quantity

1 2 3 4 5 6 7 8 9 10

Unit price (Average)

Date

Details

Over all **dates** and **quantities**, the average of **Unit price** is 59.63.

The average values of **Unit price** range from 15.69 to 99.47.

3 (12.1 %) and 10 (12.1 %) are the most frequently occurring categories of **Quantity** with a combined count of 42 items with **Unit price** values (24.3 % of the total).

2019-02-07 (11.6 %) and 2019-02-15 (11 %) are the most frequently occurring categories of **Date** with a combined count of 39 items with **Unit price** values (22.5 % of the total).

Step 3 : Using the pins, create Dashboard

Salary vs Employee ID

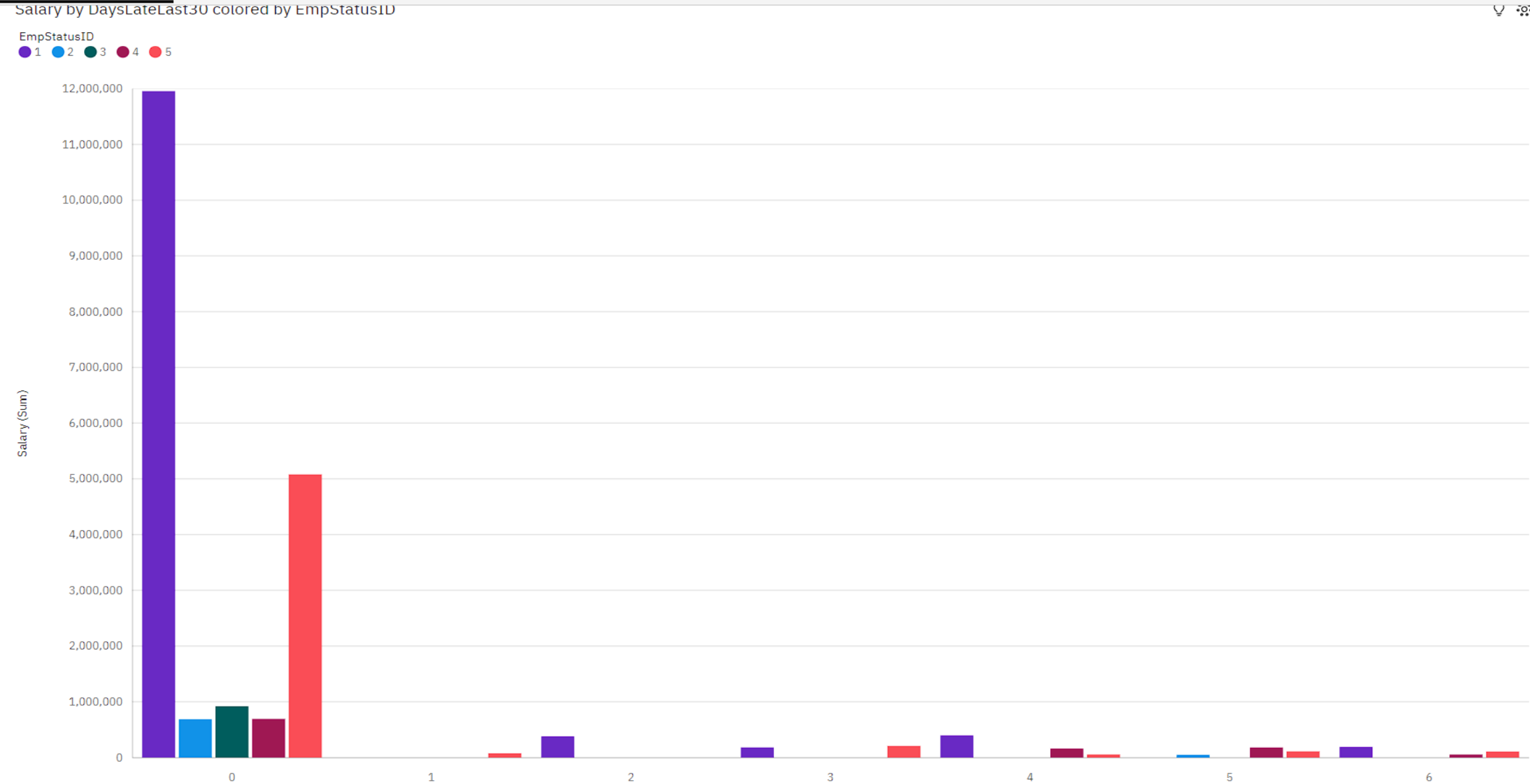
Performance Review

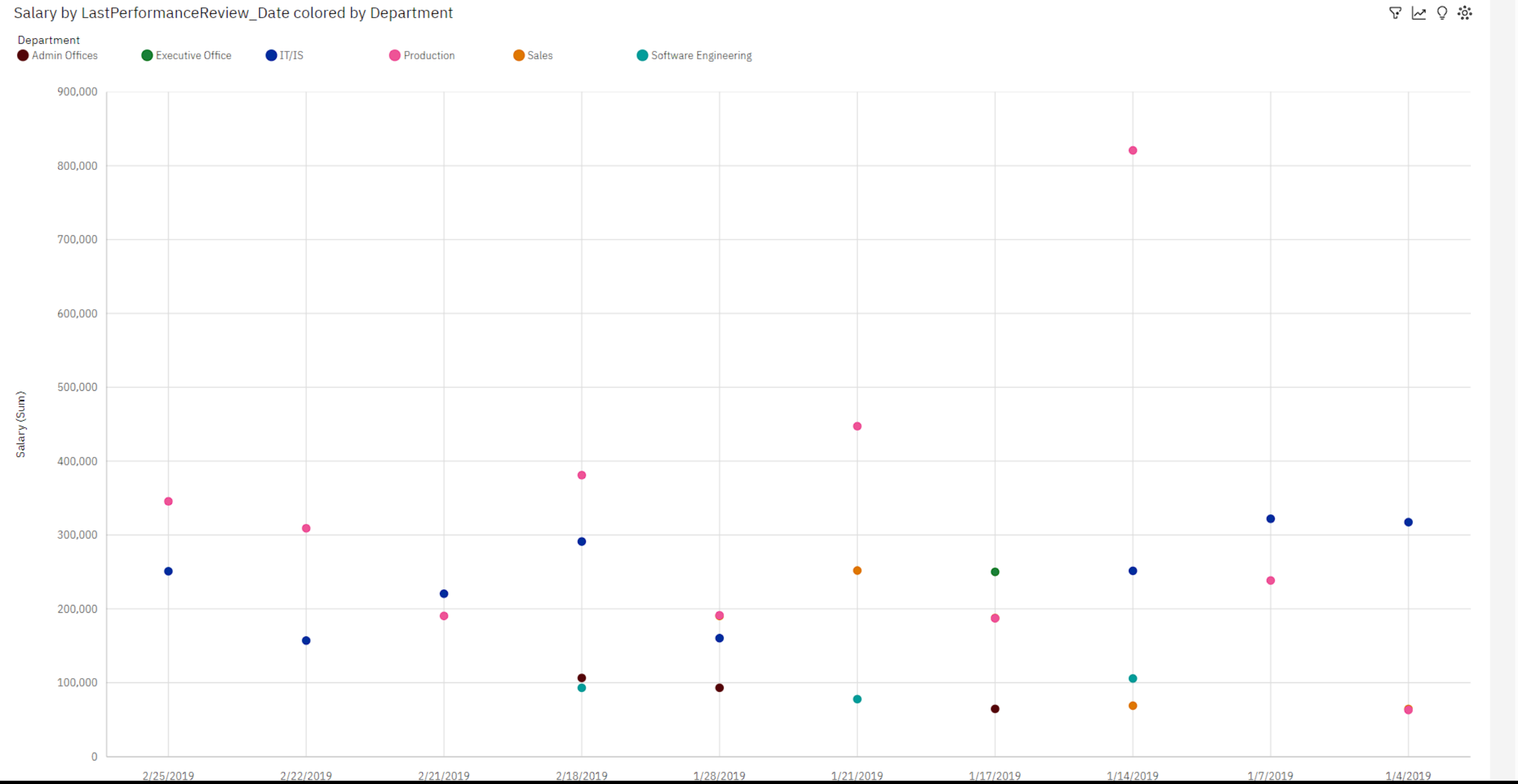
Termination

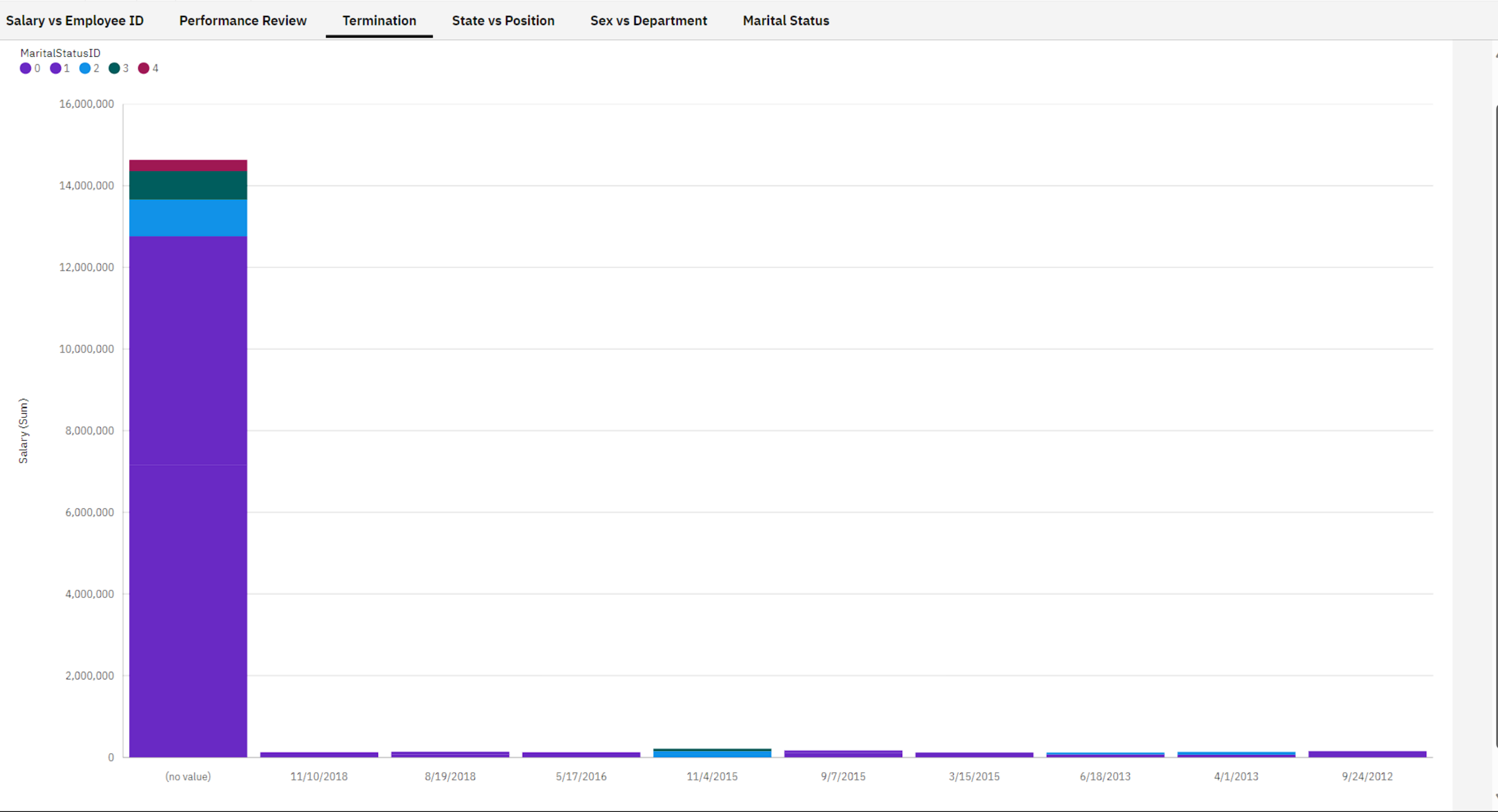
State vs Position

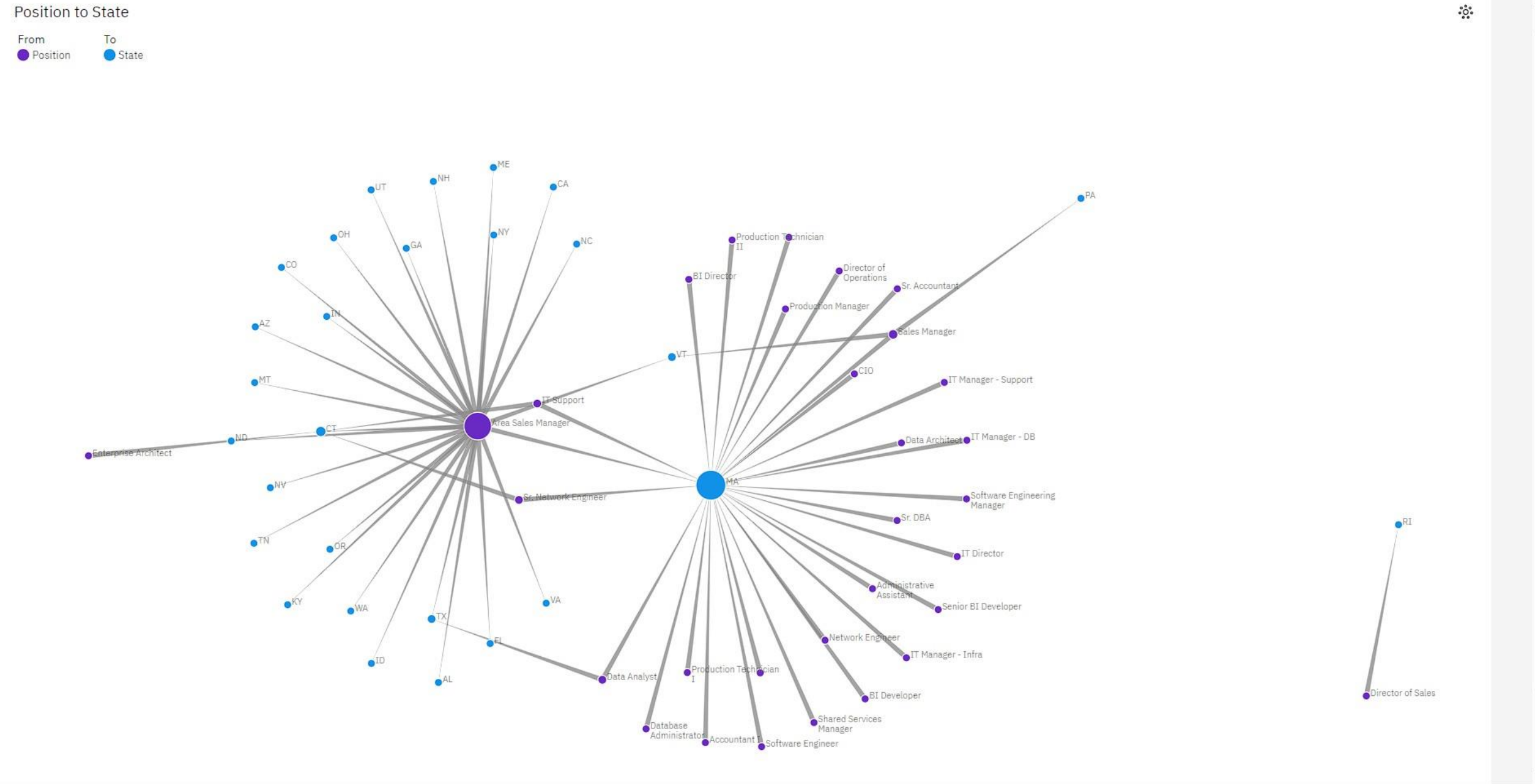
Sex vs Department

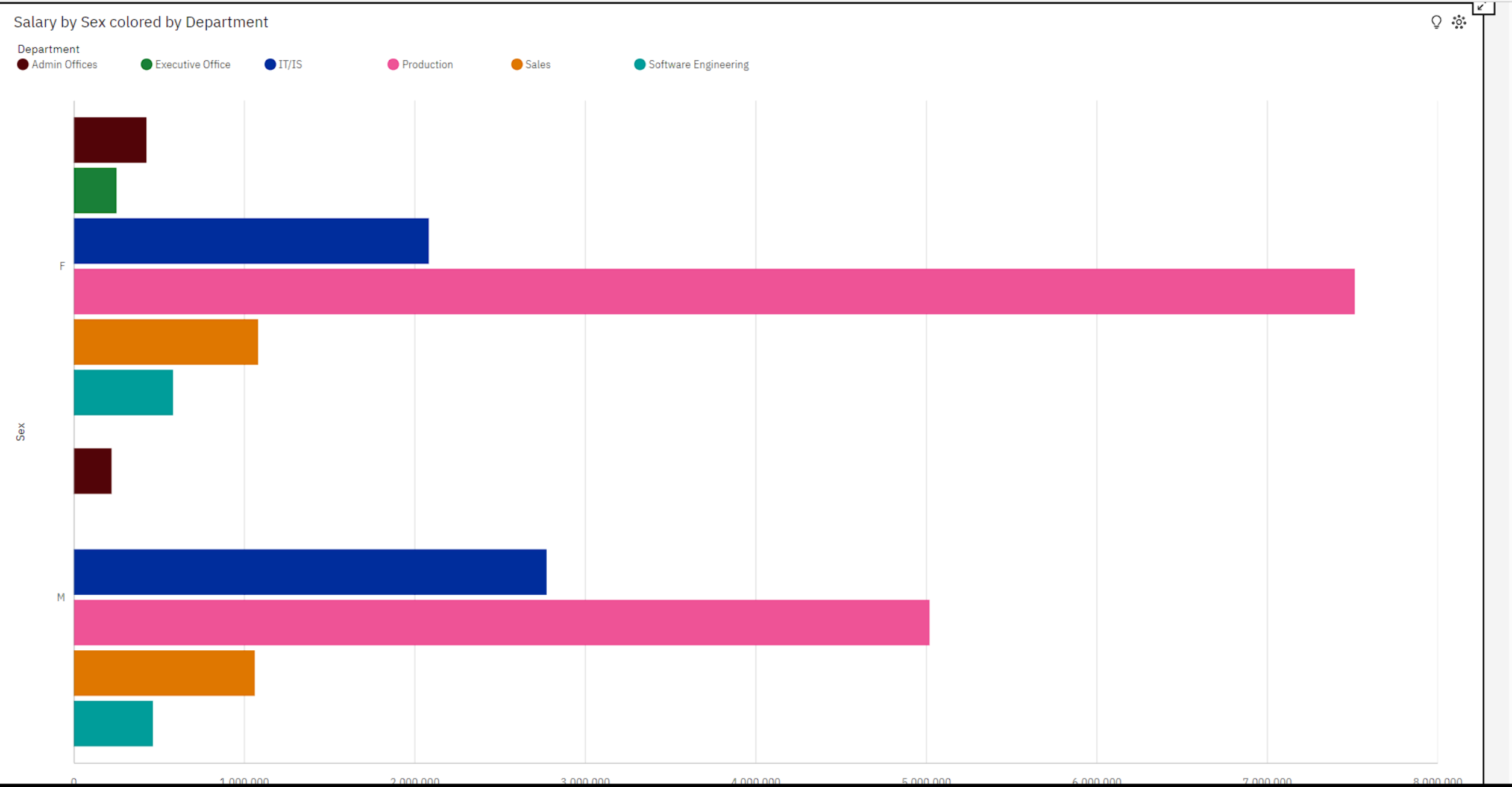
Marital Status





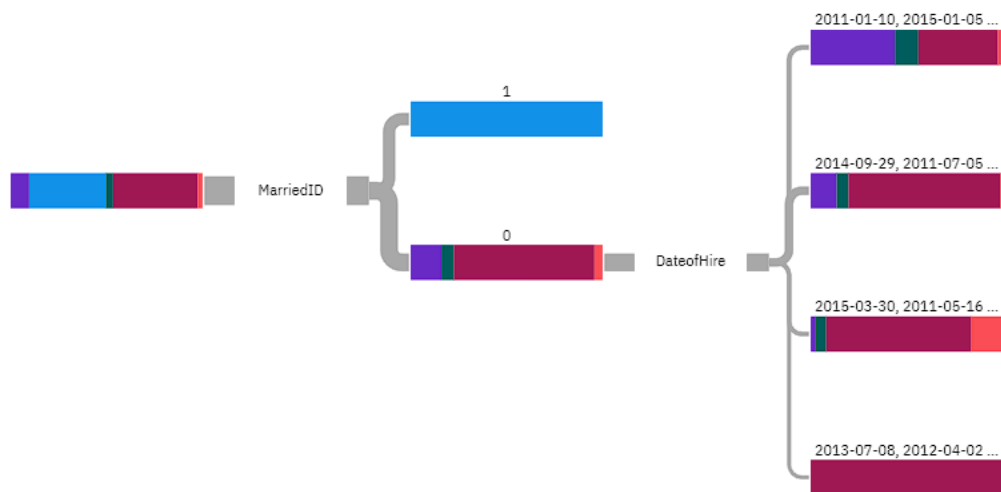




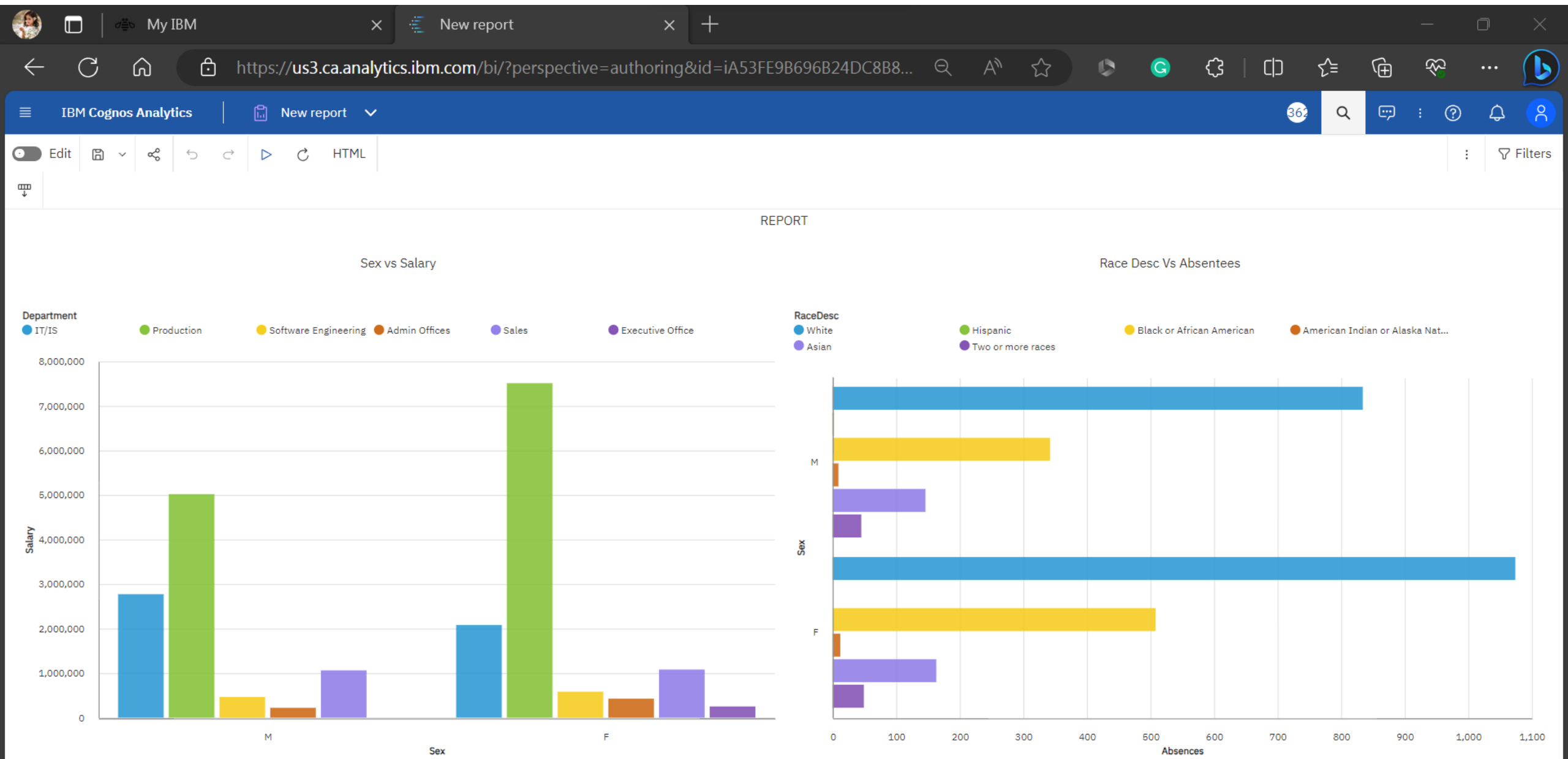


MaritalDesc

Nodes
 Target category
 MaritalDesc
 All
 Divorced
 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 of slides.

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

DateofHire	EmpStatusID 1	EmpStatusID 3	EmpStatusID 4	EmpStatusID 5
3/30/2015	797,000	0	0	104,000
2/16/2015	360,000	50,000	20,000	210,000
1/5/2015	460,000	100,000	0	290,000
11/10/2014	480,000	180,000	0	0
9/29/2014	650,000	0	0	0
7/7/2014	450,000	100,000	100,000	0
1/9/2012	270,000	80,000	0	250,000
7/5/2011	180,000	0	0	420,000
5/16/2011	50,000	0	0	530,000
1/10/2011	180,000	0	150,000	470,000

Prev scene

Next scene

Scene 1 of 5

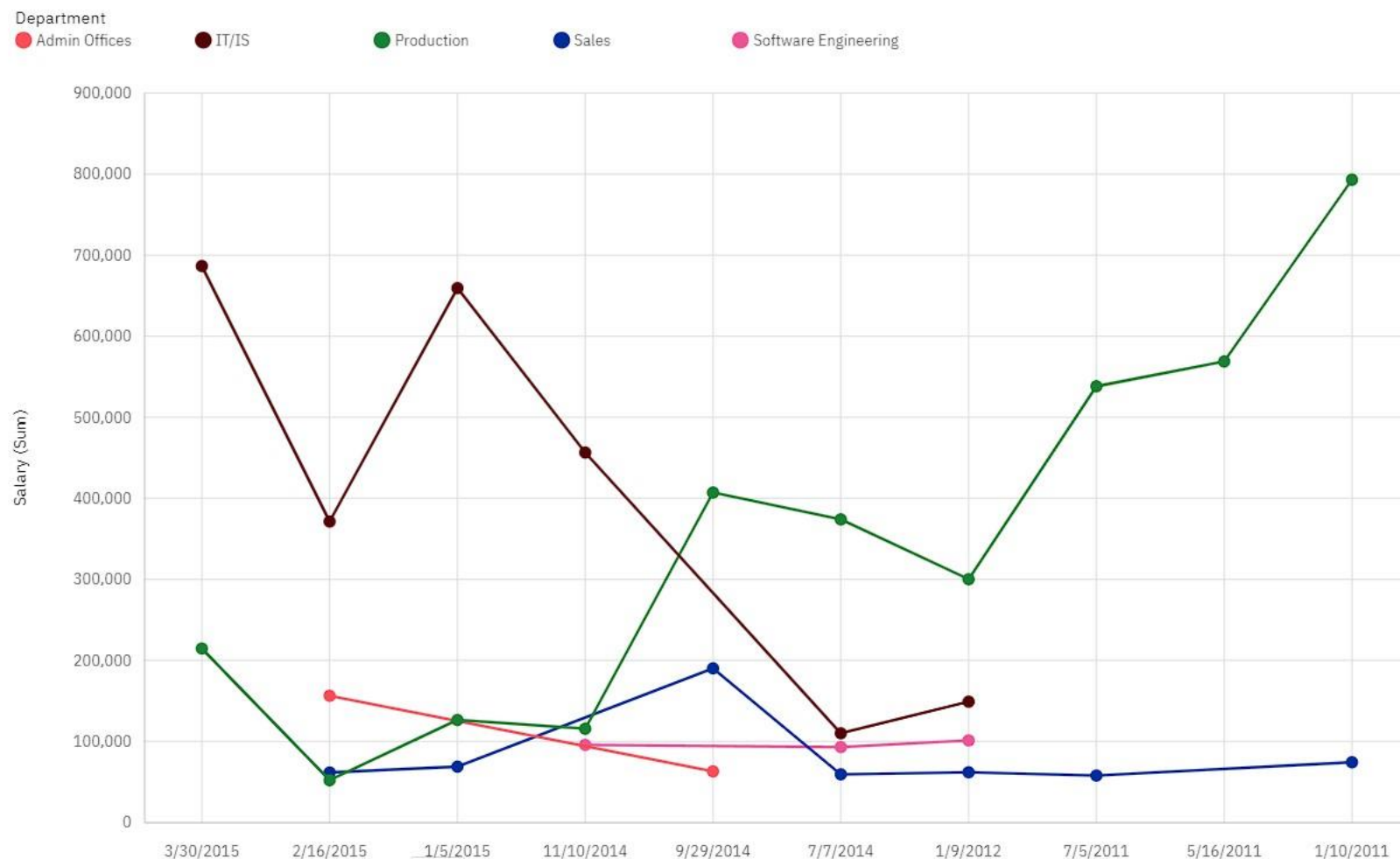
0:00.0

0:05.0

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.

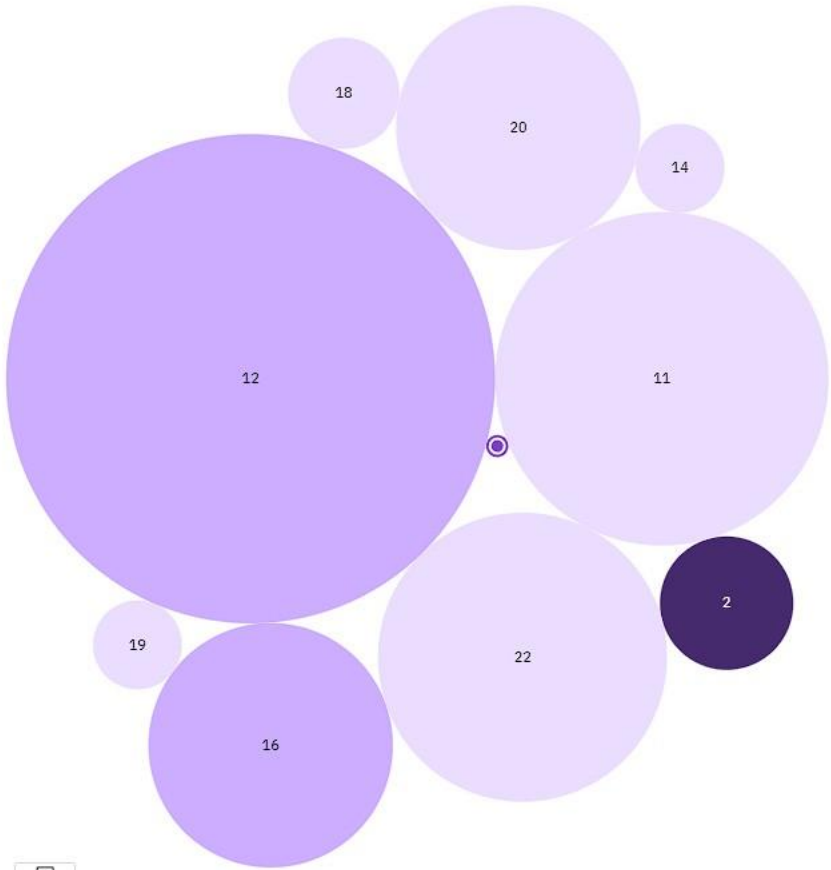
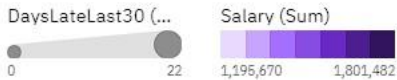
Salary by DateofHire colored by Department



Last 30 Days Salary

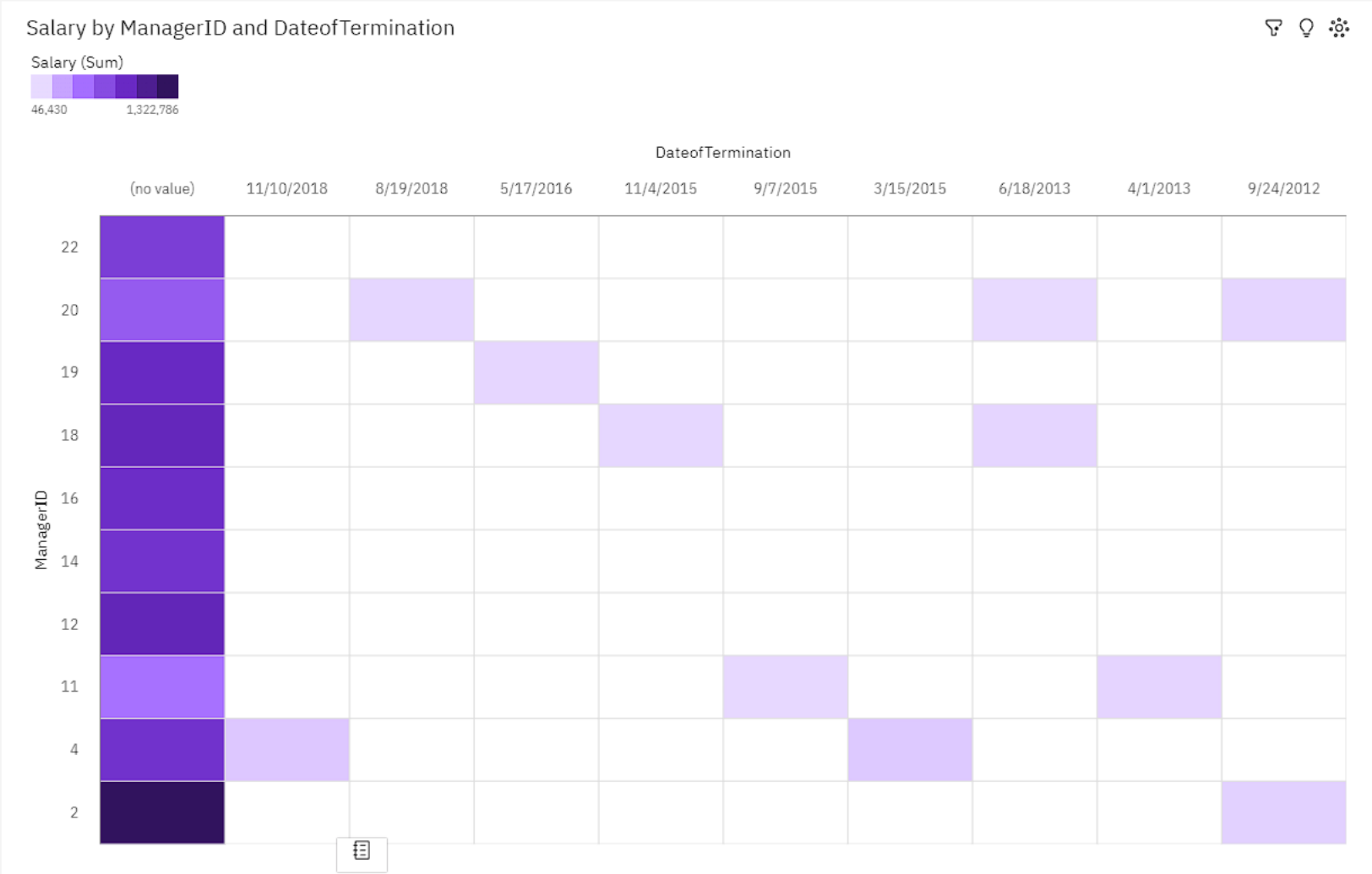
- ManagerID 2 has the highest Total Salary but is ranked #6 in Total DaysLateLast30.
- ManagerID 12 has the highest Total DaysLateLast30 but is ranked #4 in Total Salary.
- From 2018-03-09 to 2018-04-02, 20's DaysLateLast30 dropped by 6.
- Over all values of ManagerID, the sum of DaysLateLast30 is 91.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

