



DATA VISUALIZATION ON HR ANALYSIS

NAME : DHIVYA K



My products

Search product name

Sort by product name

Trials 3 offerings

Cognos Analytics on Cloud Trial for Students

[Upgrade options](#)

Expires on 5 Sept 2024

Active

[Launch](#)[Manage](#)

IBM Cloud

[Upgrade options](#)

Active

[Launch](#)[Manage](#)

IBM Cognos Analytics on Cloud - Trial

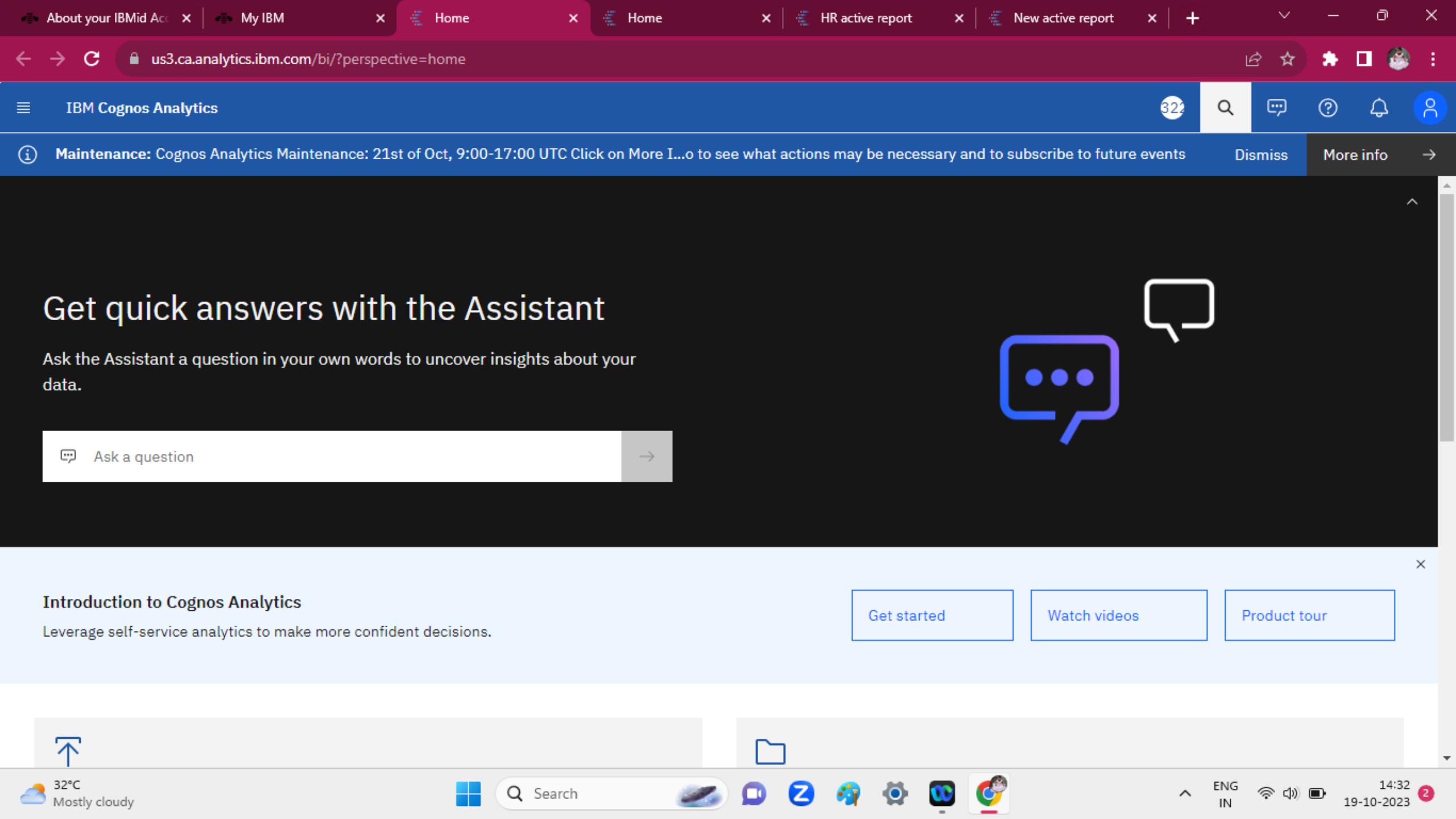
[Upgrade options](#)

Expired

[Purchase](#)[Manage](#)

Site feedback

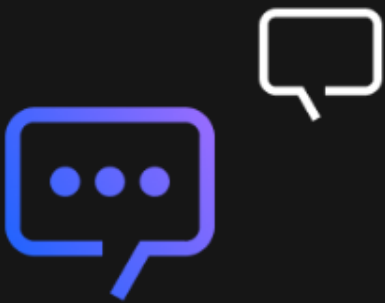
Let's talk



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

About your IBMId Acc x

My IBM x

HR data module x

Home x

HR active report x

New active report x

+ v - □

us3.ca.analytics.ibm.com/bi/?perspective=ca-modeller&id=i5B0A8496CDF94980B225DA1F27C6DF11&objRef=i5B0A8496CDF94980B225DA1F27C6DF11&tid=2716... ☆ ⚙ □ 👤 ⋮

IBM Cognos Analytics

HR data module ▾

322 🔍 💬 ? 🔔 👤

📁 ▾ 🔗 ↶ ↷ ↗ ↘

Properties

Data module + ⓘ

🔍 Search

📁 HR data module

📁 Navigation paths +

📄 HRDataset_v14.csv

▶ abc Employee_Name

▶ # EmpID

▶ # MarriedID

▶ # MaritalStatusID

▶ # GenderID

▶ # EmpStatusID

▶ # DeptID

▶ # PerfScoreID

▶ # FromDive...bFairID

📄 Salary

📄 Termd

📄 Grid

📄 Relationships

📄 Custom tables

⚙	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID
	Adinolfi, Wilson K	10026	0	0	1	1
	Ait Sidi, Karthikeyan	10084	1	1	1	5
	Akinkuolie, Sarah	10196	1	1	0	5
	Alagbe,Trina	10088	1	1	0	1
	Anderson, Carol	10069	0	2	0	5
	Anderson, Linda	10002	0	0	0	1
	Andreola, Colby	10194	0	0	0	1
	Athwal, Sam	10062	0	4	1	1
	Bachiochi, Linda	10114	0	0	0	3
	Bacong, Alejandro	10250	0	2	1	1
	Baczinski, Rachael	10252	1	1	0	5

32°C Mostly cloudy

🪟 🔍 Search


🐡 🗣 Z 🎨 ⚙ 🌐 📄

ENG IN 🔊 🔋 16:00 19-10-2023 2

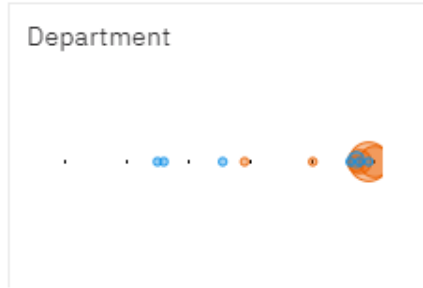
EXPLORATION

Cards

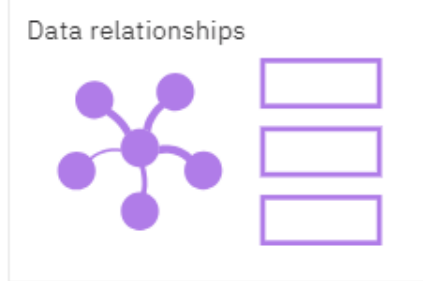
MarriedID for Employee_Name

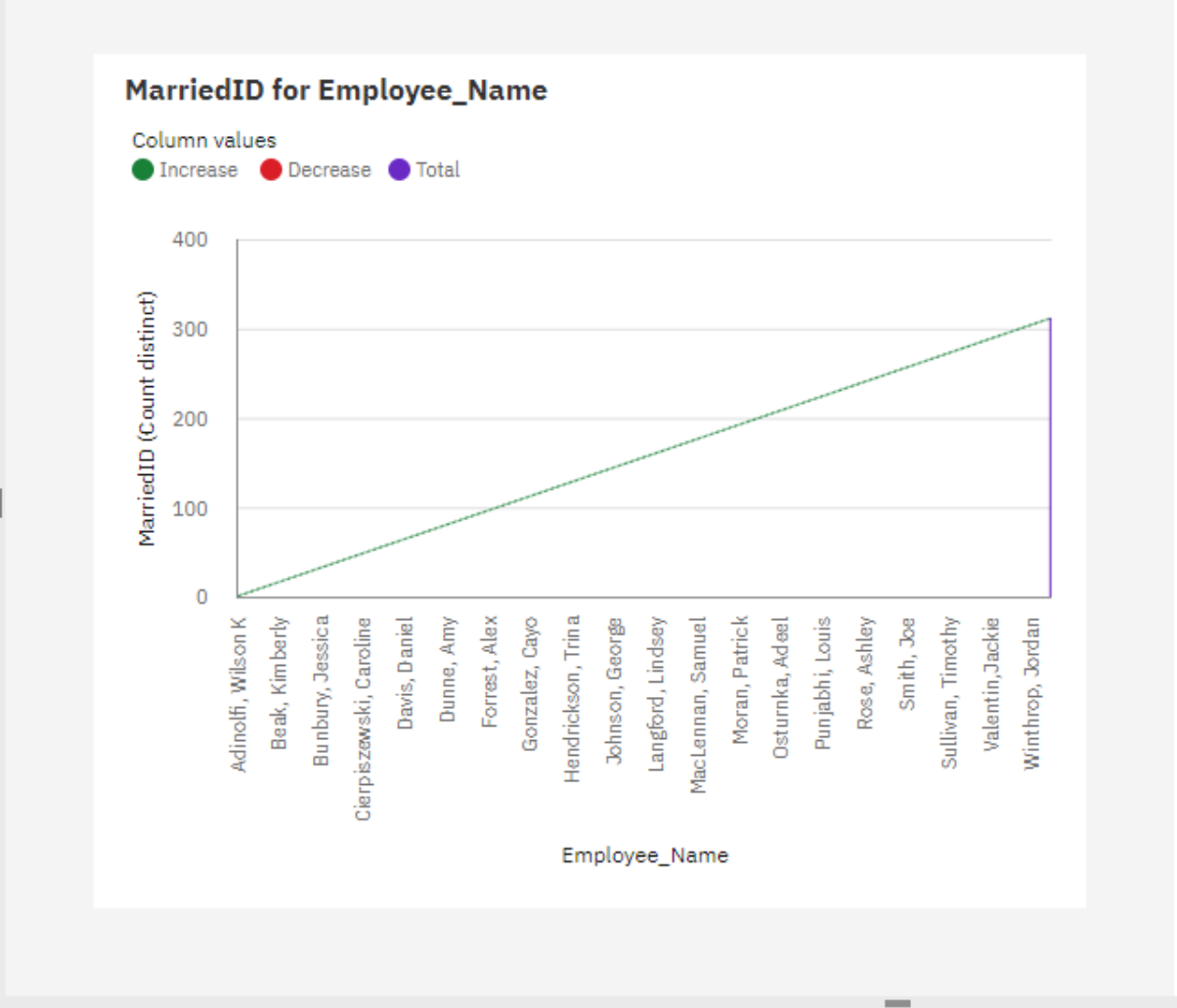


Department



Data relationships






Details

The total number of results for **MarriedID**, across all **Employee_Name**, is 311.


The total number of results for **EmpStatusID**, across all **Employee_Name**, is 311.

Cards



1


Department

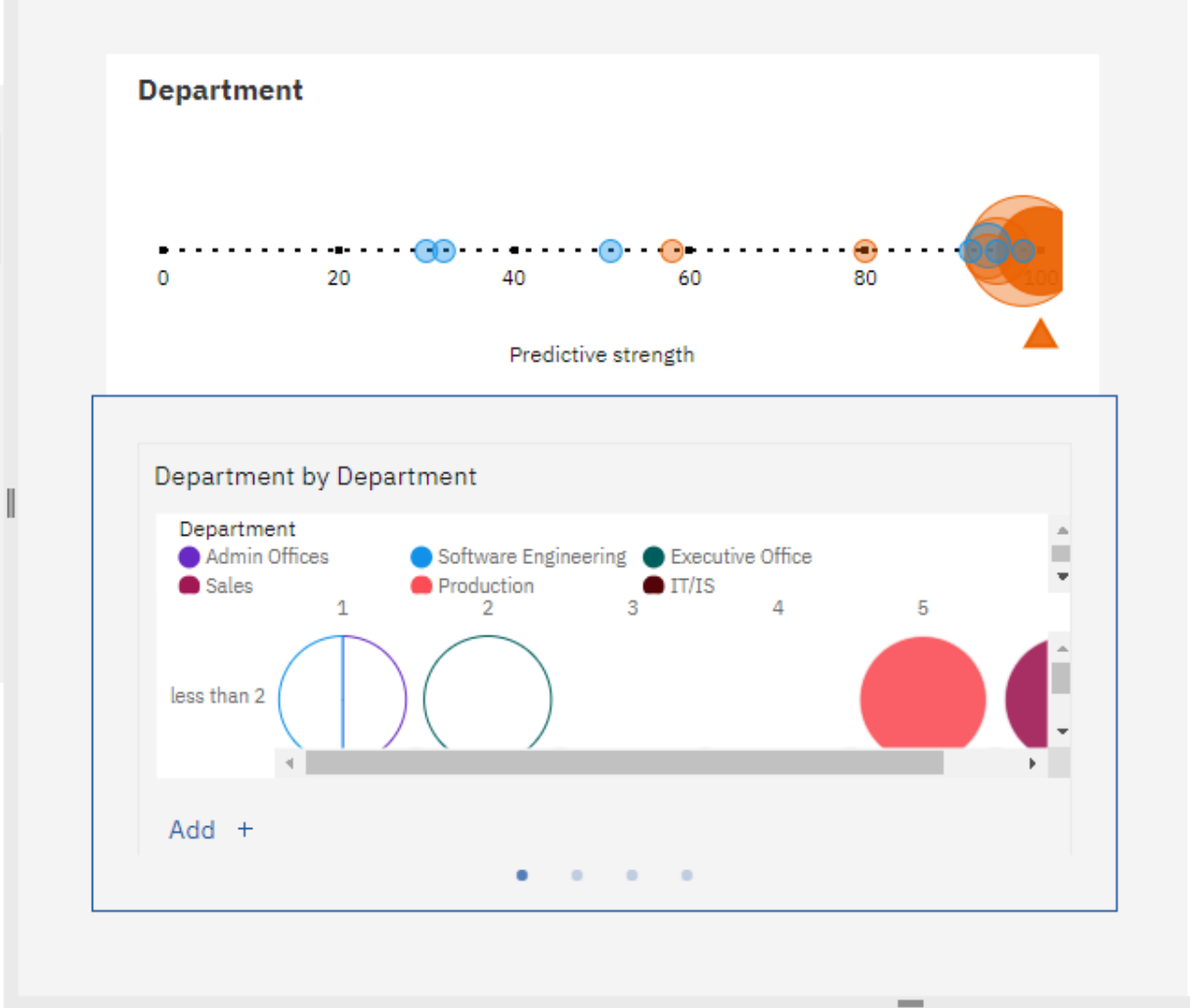


2


ManagerName b...ProjectsCount

Data relationships





Details



No details found

No details were found for this visualization.

Cards

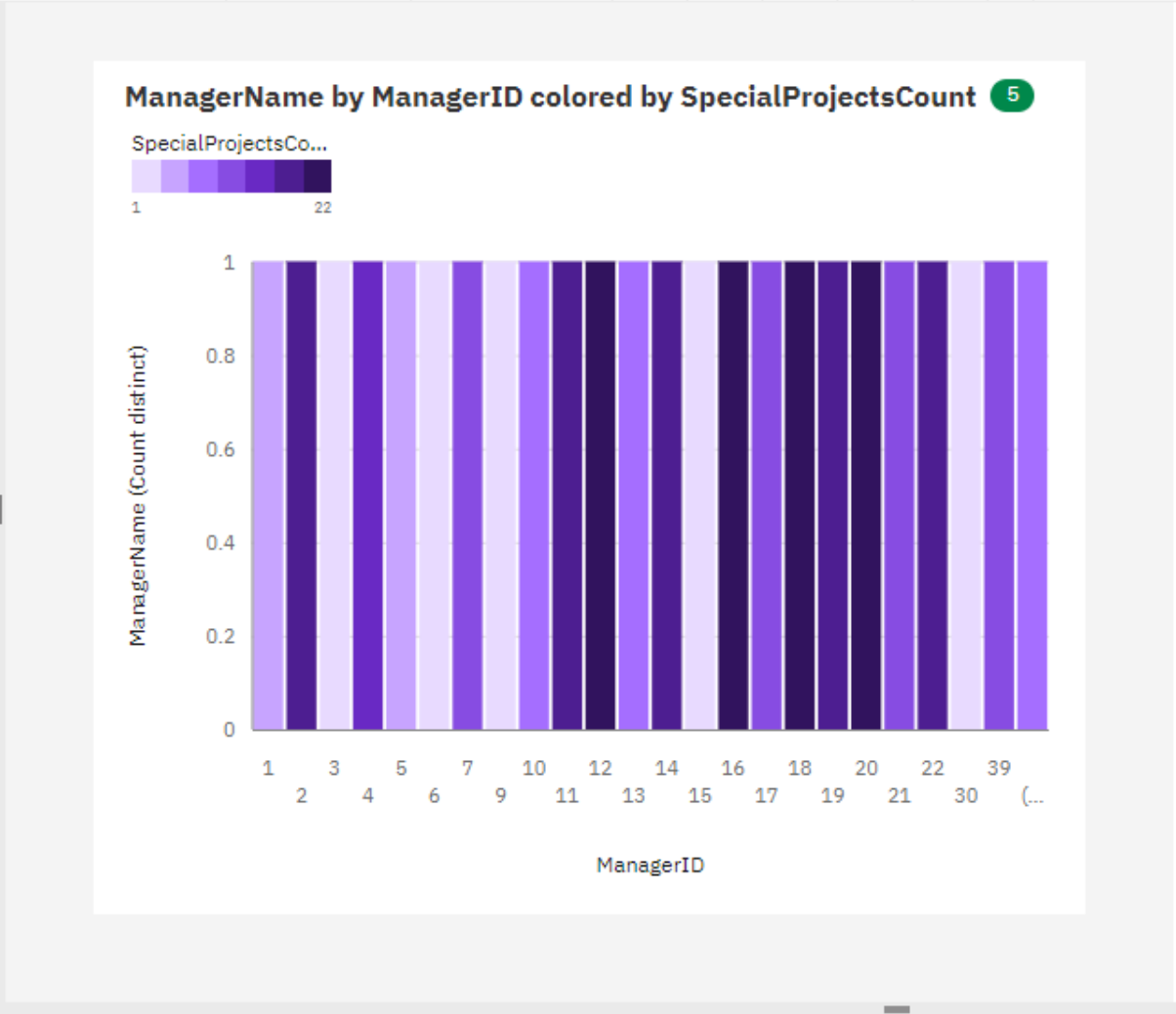
2

ManagerName b...ProjectsCount

3

State by EmpID

Data relationships



Details

The overall number of results for **ManagerName** is 311.

The overall number of results for **SpecialProjectsCount** is 311.

About your IBMId AccMy IBMHR explorationHomeHR active reportNew active report

us3.ca.analytics.ibm.com/bi/?perspective=explore&id=iE293FB9220EB4E5981DAA45AE519E68C&objRef=iE293FB9220EB4E5981DAA45AE519E68C&options%5Bdis...

IBM Cognos AnalyticsHR exploration32

Create +4/8PieRelatedCompareAnalyticsDetailsFieldsProperties

3

State by EmpID

4

PerformanceSc...d by Absences

Data relationships

State by EmpID

EmpID

102001001910094101931008310105100641029910159101221027210025101851016910039102091012710250102651028210235101891030510255100511009710160102891023610156102491001710076102231002110140100581005410095103071022110204100611010710154102401022010296

Details

The total number of results for State, across all EmpID, is 311.

33°CPartly sunny

Search

ENG IN16:1519-10-2023

Cards

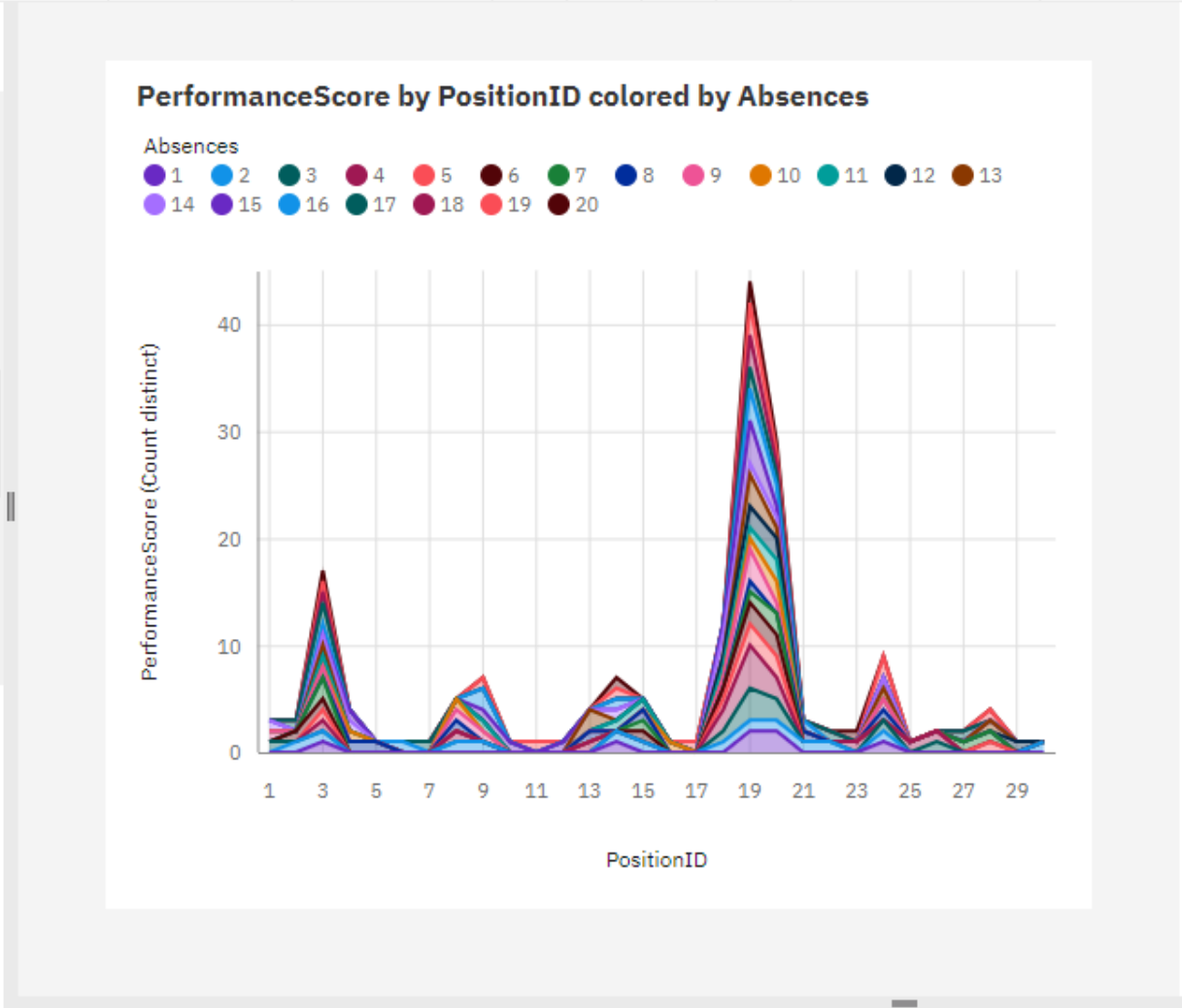
4

PerformanceSc...d by Absences

5

TermReason hi... by ManagerID

Data relationships



Details


The overall number of results for **PerformanceScore** is 311.

19 is the most frequently occurring category of **PositionID** with a count of 137 items with **PerformanceScore** values (44.1 % of the total).

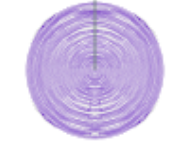
16 (7.4 %), 4 (7.4 %), 2 (6.8 %), 7 (6.8 %), and 15 (6.4 %) are the most frequently occurring categories of **Absences** with a combined count of 108 items with **PerformanceScore** values (34.7 % of the total) .

Cards


TermReason hi... by ManagerID

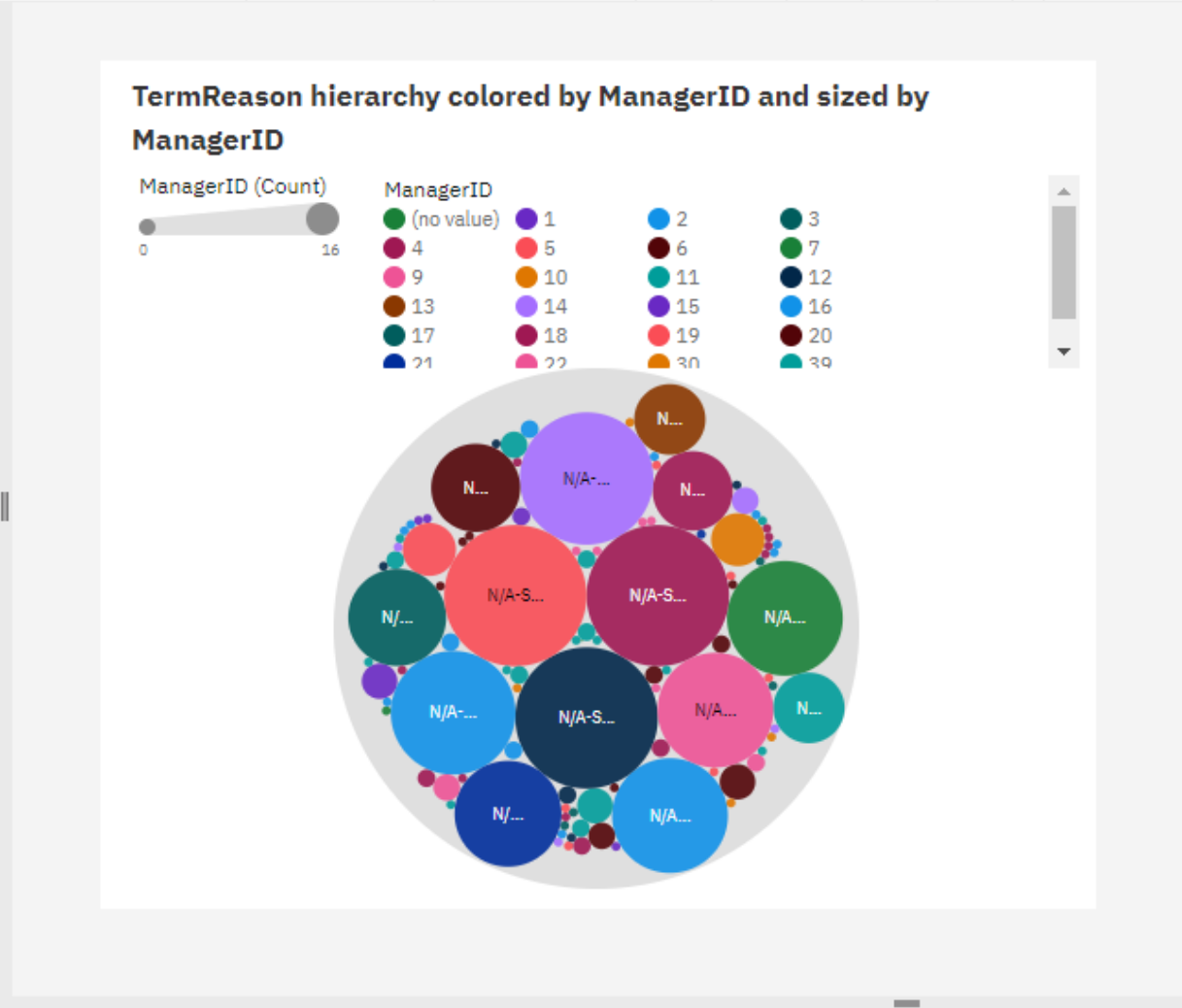


GenderID by Em... by MarriedID



Data relationships





Details

Across all values of **TermReason**, the sum of **Absences** is over three thousand.

Absences is most unusual when **TermReason** is N/A-StillEmployed, Learned that he is a gangster, Fatal attraction, gross misconduct and medical issues.


The summed values of **Absences** range from 1 to 162.

The total number of results for **ManagerID**, across all **TermReason**, is 303.

For **Absences**, the most significant value of **TermReason** is N/A-StillEmployed, whose respective **Absences** values add up to over two thousand, or 63.9 % of the total.


For **Absences**, the most significant value of

Cards



6


GenderID by Em... by MarriedID

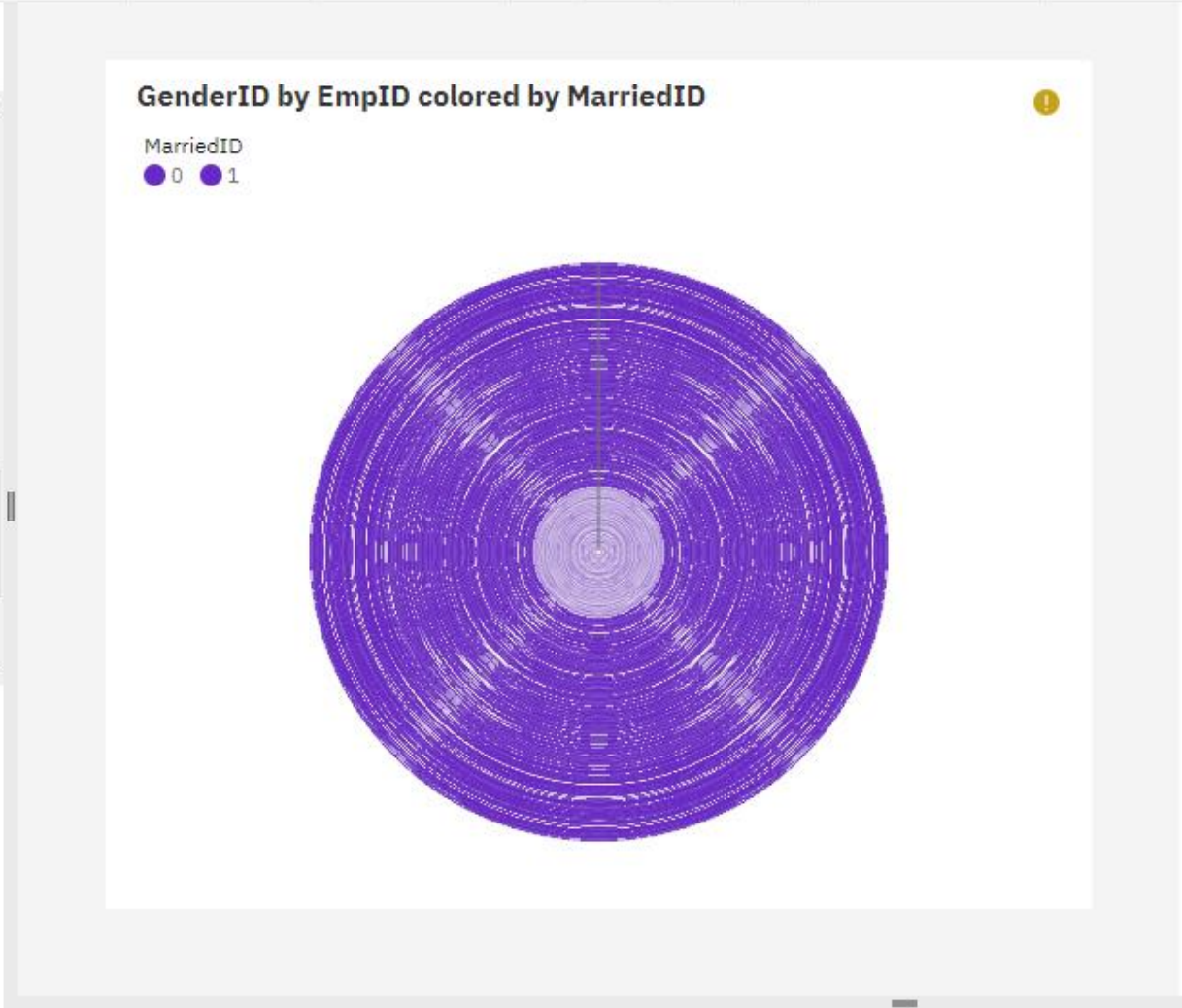


7

EmploymentSta...gementSurvey

Data relationships





Details

The overall number of results for **GenderID** is 311.

About your IBMid AccMy IBMHR explorationHomeHR active reportNew active report

us3.ca.analytics.ibm.com/bi/?perspective=explore&id=iE293FB9220EB4E5981DAA45AE519E68C&objRef=iE293FB9220EB4E5981DAA45AE519E68C&options%5Bdis...

IBM Cognos AnalyticsHR exploration322

Create +8/8Heat mapRelatedCompare

AnalyticsDetailsFieldsProperties

Cards

GenderID by Em... by marriedID

7

EmploymentSta...gementSurvey

8

Data relationships

EmploymentStatus and ManagerName with ManagerID and Absences for EngagementSurvey

ManagerID (Count...Absences (Sum)

02161

ManagerName

ActiveTerminated for CauseVoluntarily Terminated

Alex SweetwaterAmy DunnBoard of DirectorsBrandon R. LeBlancBrannon MillerBrian ChampaigneDavid StanleyDebra HoulihanElijah GrayEric DougallJanet KingJennifer ZamoraJohn SmithKelley SpireaKatsia LiebigKissy SullivanLynn DaneaultMichael AlbertPeter MonroeSimon RoupWebster Butler

Details

Across all values of **EmploymentStatus**, the sum of **Absences** is over three thousand.

The overall number of results for **EmpSatisfaction** is 311.

The summed values of **Absences** range from 1 to 61.

For **Absences**, the most significant values of **ManagerName** are Kelley Spirea, Webster Butler, Michael Albert, Kissy Sullivan, and David Stanley, whose respective **Absences** values add up to over a thousand, or 37.4 % of the total.

For **Absences**, the most significant value of **EmploymentStatus** is Active, whose respective **Absences** values add up to over two thousand, or 63.9 % of the total.

33°CPartly sunny

Search

ENG IN16:1519-10-20232

DASHBOARD

About your IBMid AccMy IBMHR dashboardHomeHR active reportNew active report

us3.ca.analytics.ibm.com/bi/?perspective=dashboard&id=i87CCD3ACFAC547FEAD641F084B0FFB1B&objRef=i87CCD3ACFAC547FEAD641F084B0FFB1B&options%5...

IBM Cognos AnalyticsHR dashboard

322

AnalyticsFilters

Edit

100%

HR AnalysisHR AnalysisHR Analysis

HR Analysis

HR Analysis

State by EmpID

EmpID

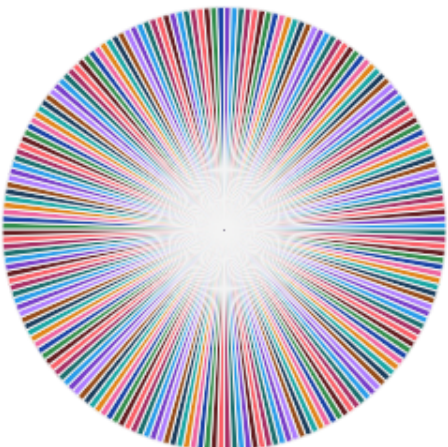
102001001910094101931008310105

100641029910159101221027210025

101851016910039102091012710250

102651028210235101891030510255

100511009710160102891023610156



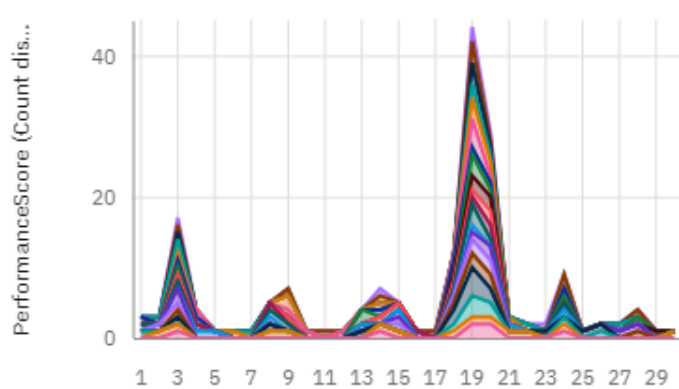
PerformanceScore by PositionID colored by Absences

Absences

123456789

101112131415161718

1920



TermReason hierarchy colored by ManagerID and sized by ManagerID

ManagerID (Count)

016

ManagerID

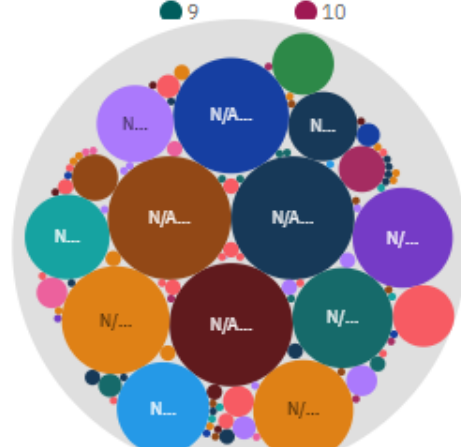
(no value)1

23

45

67

910



33°CPartly sunny

Search

ENG IN

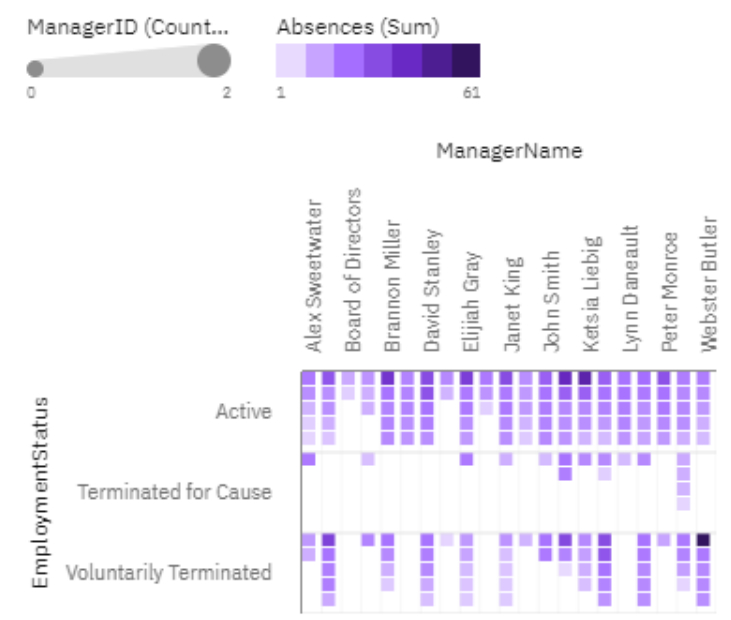
16:1619-10-2023



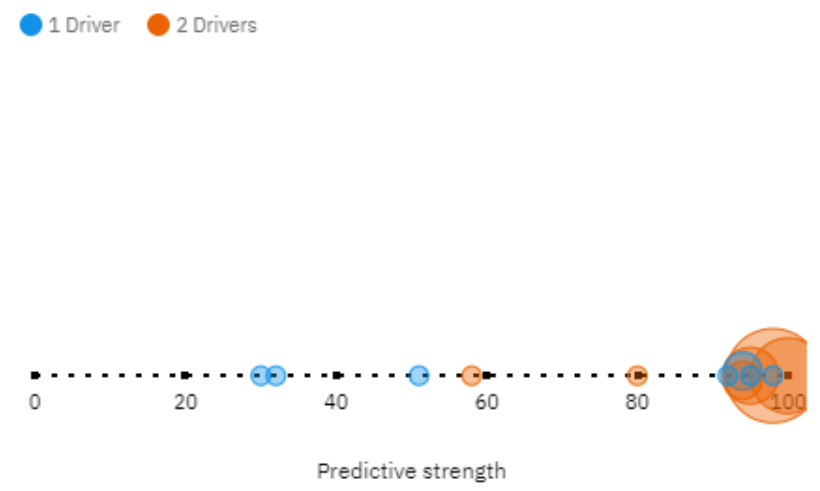
HR Analysis | HR Analysis | HR Analysis

HR Analysis

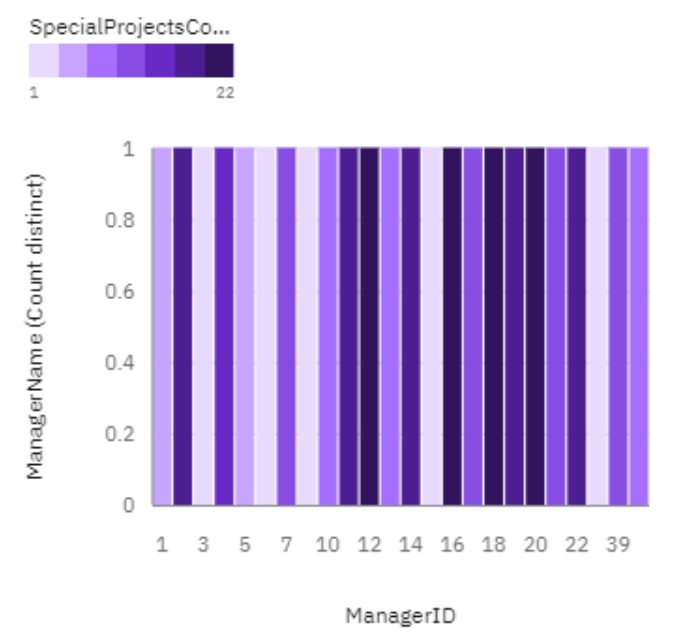
EmploymentStatus and ManagerName with ManagerID and Absences for EngagementSurvey



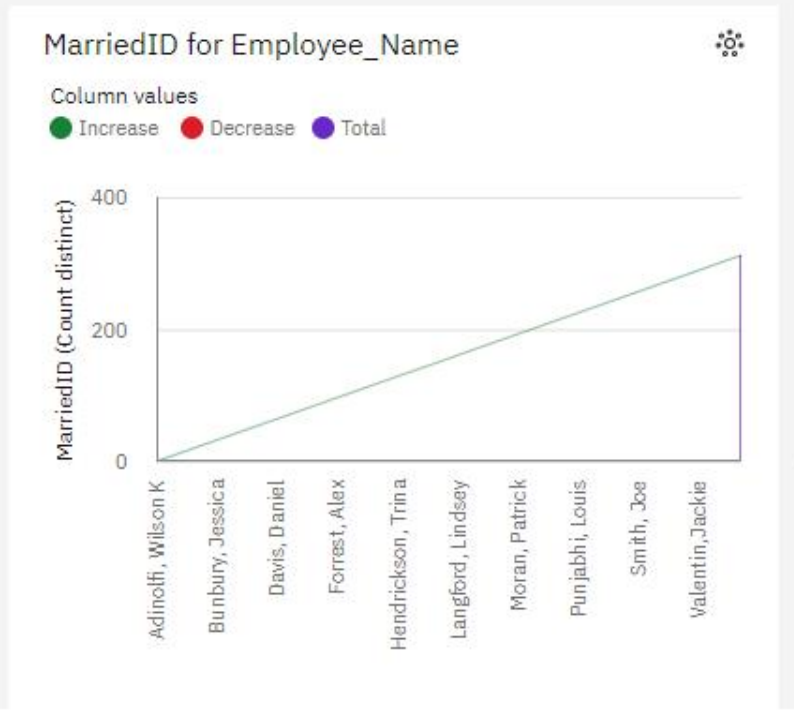
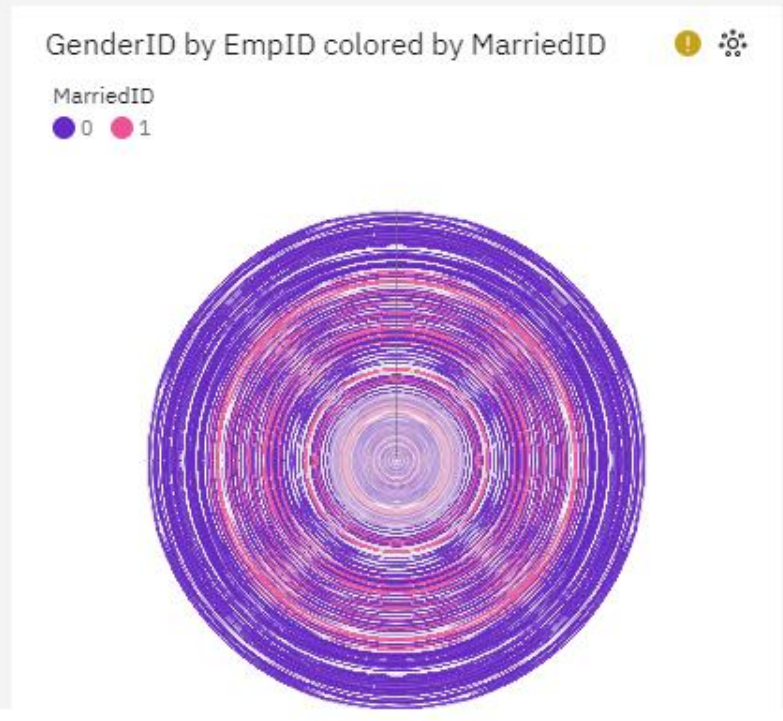
Department



ManagerName by ManagerID colored by SpecialProjectsCount



HR Analysis





STORY

About your IBMid Acc

My IBM

* HR story

Home

HR active report

New active report

us3.ca.analytics.ibm.com/bi/?perspective=story&id=i7DA57B5EB34444F9BB38713C7CF0F731&objRef=i7DA57B5EB34444F9BB38713C7CF0F731&options%5Bdisabl...

IBM Cognos Analytics

* HR story


32

Edit

Analytics

Filters

HR Analysis



Prev scene

Next scene

Scene 1 of 9

0:03.8

0:05.0

33°C

Partly sunny

Search

ENG

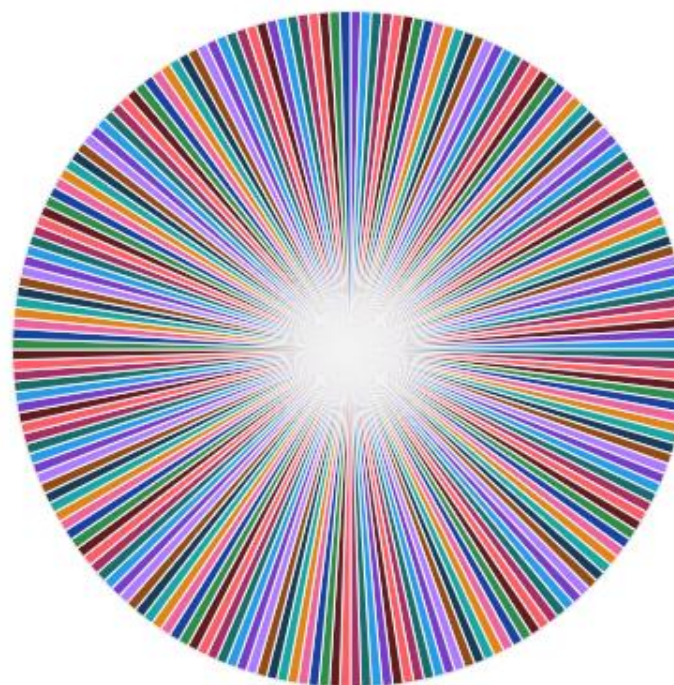
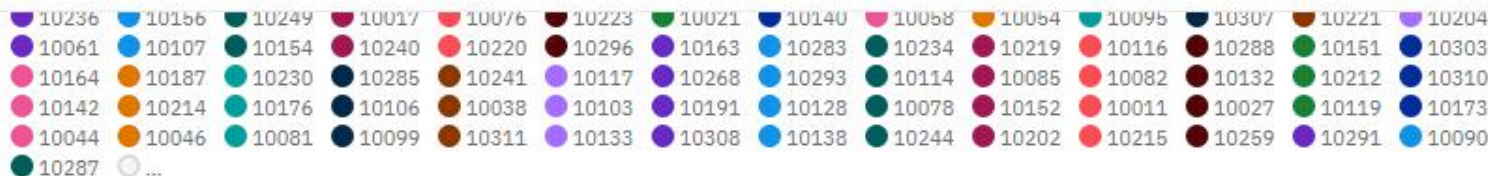
IN

16:18

19-10-2023

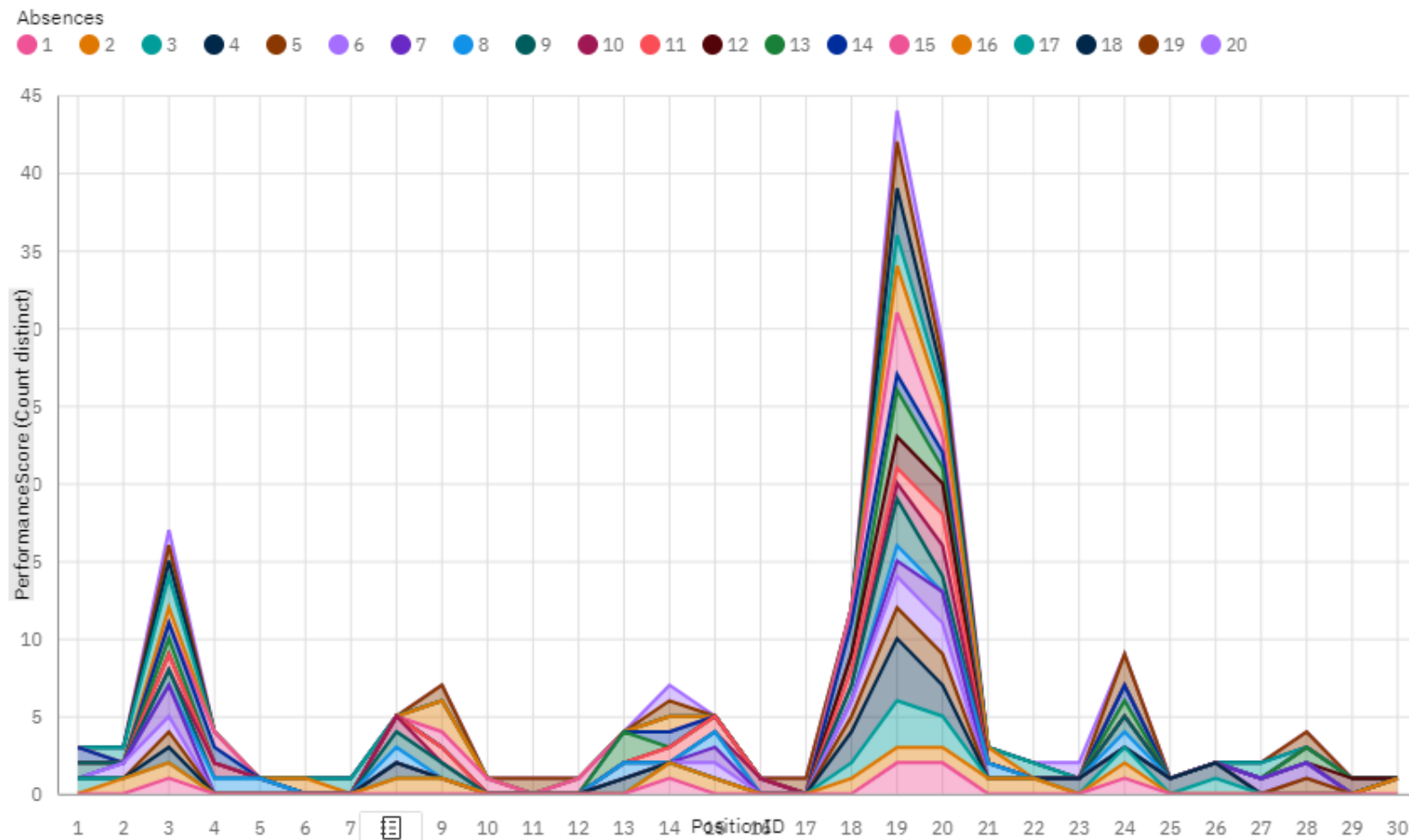
2

- PositionID 19 PerformanceScore from Absences 4 is 4, whereas 20 is only 2.
- PositionID 19 has the highest PerformanceScore due to Absences 4.
- 19 is the most frequently occurring category of PositionID with a count of 137 items with PerformanceScore values (44.1 % of the total).
- The overall number of results for PerformanceScore is 311.

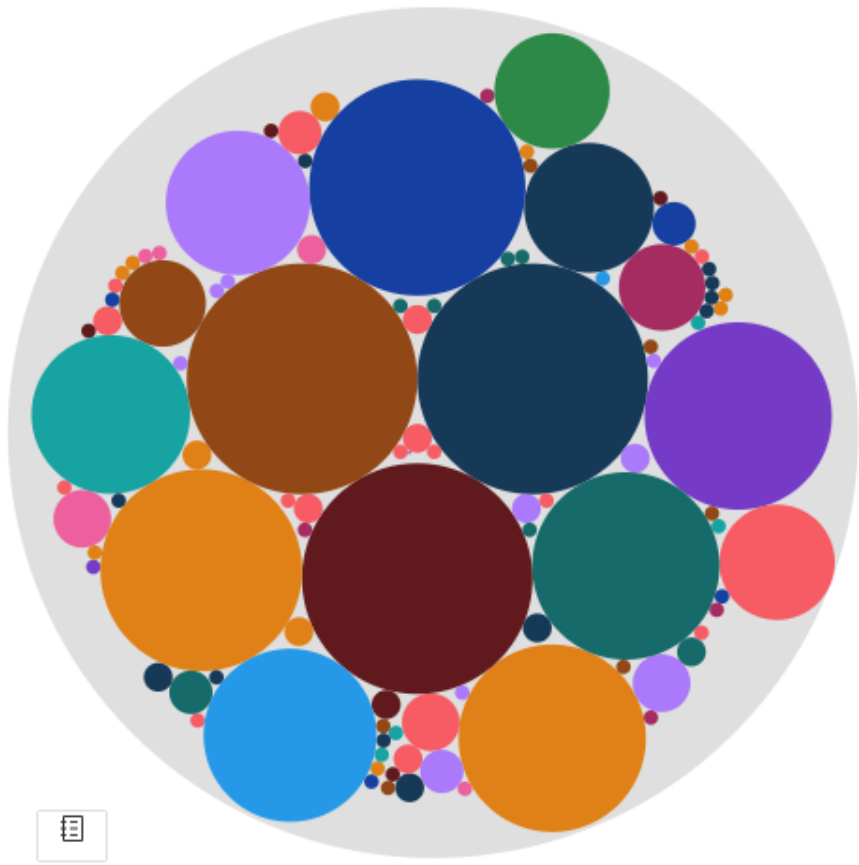
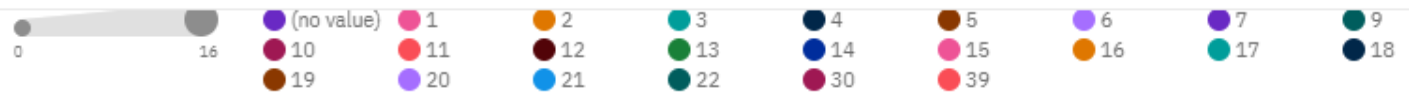


PerformanceScore and Salary.

- Absences 4 has the highest PerformanceScore at 14, out of which PositionID 19 contributed the most at 4.
- PositionID 19 PerformanceScore from Absences 4 is 4, whereas 20 is only 2.
- PositionID 19 has the highest PerformanceScore due to Absences 4.
- 19 is the most frequently occurring category of PositionID with a count of 137 items with PerformanceScore values (44.1 % of the total).
- The overall number of results for PerformanceScore is 311.



- attraction, gross misconduct and medical issues.
- N/A-StillEmployed is the most frequently occurring category of TermReason with a count of 207 items with Absences values (66.6 % of the total).
- 12 (7.3 %), 16 (7.3 %), 18 (7.3 %), 20 (7.3 %), and 11 (6.9 %) are the most frequently occurring categories of ManagerID with a combined count of 109 items with ManagerID values (36 % of the total) .
- N/A-StillEmployed is the most frequently occurring category of TermReason with a count of 199 items with ManagerID values (65.7 % of the total).
- The total number of results for ManagerID, across all TermReason, is 303.
- Across all values of TermReason, the sum of Absences is over three thousand.



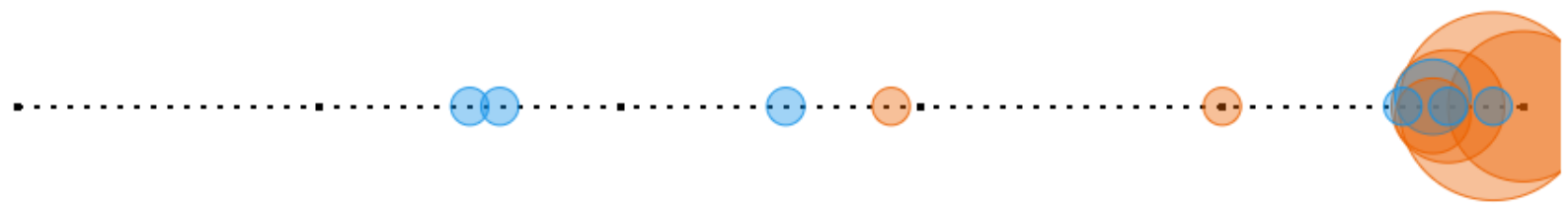
- but is ranked #9 in Total Absences.
- EngagementSurvey 3.0 has the highest Count distinct EmpSatisfaction but is ranked #11 in Total Salary.
 - ManagerName Kelley Spirea has the highest Total Absences but is ranked #5 in Total Salary.
 - 5.0 EngagementSurvey accounted for 38% of Kelley Spirea Absences compared to 32% for Webster Butler.
 - EngagementSurvey 5.0 has the highest Absences at 605, out of which ManagerName Kelley Spirea contributed the most at 94.
 - EngagementSurvey 5.0 has the highest Total Salary but is ranked #3 in Count distinct EmpSatisfaction.
 - ManagerName Kelley Spirea has the highest total Absences due to EngagementSurvey 5.0.



- Department Executive Office has the lowest total Salary at 250 thousand, followed by Admin Offices at over 646 thousand.
- Department Production has the highest total Salary at nearly 13 million, followed by IT/IS at almost 4.9 million.

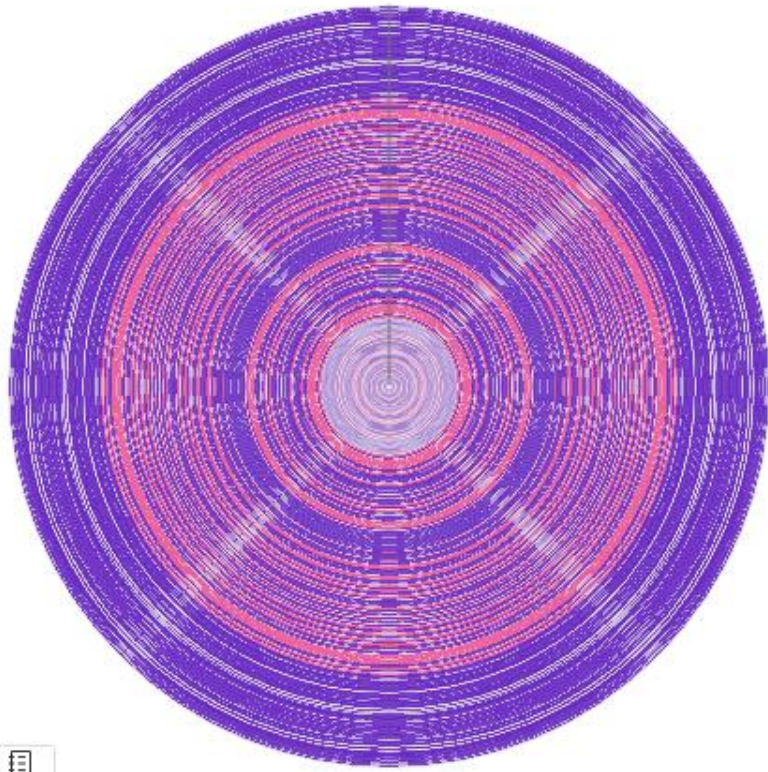
Department

1 Driver 2 Drivers

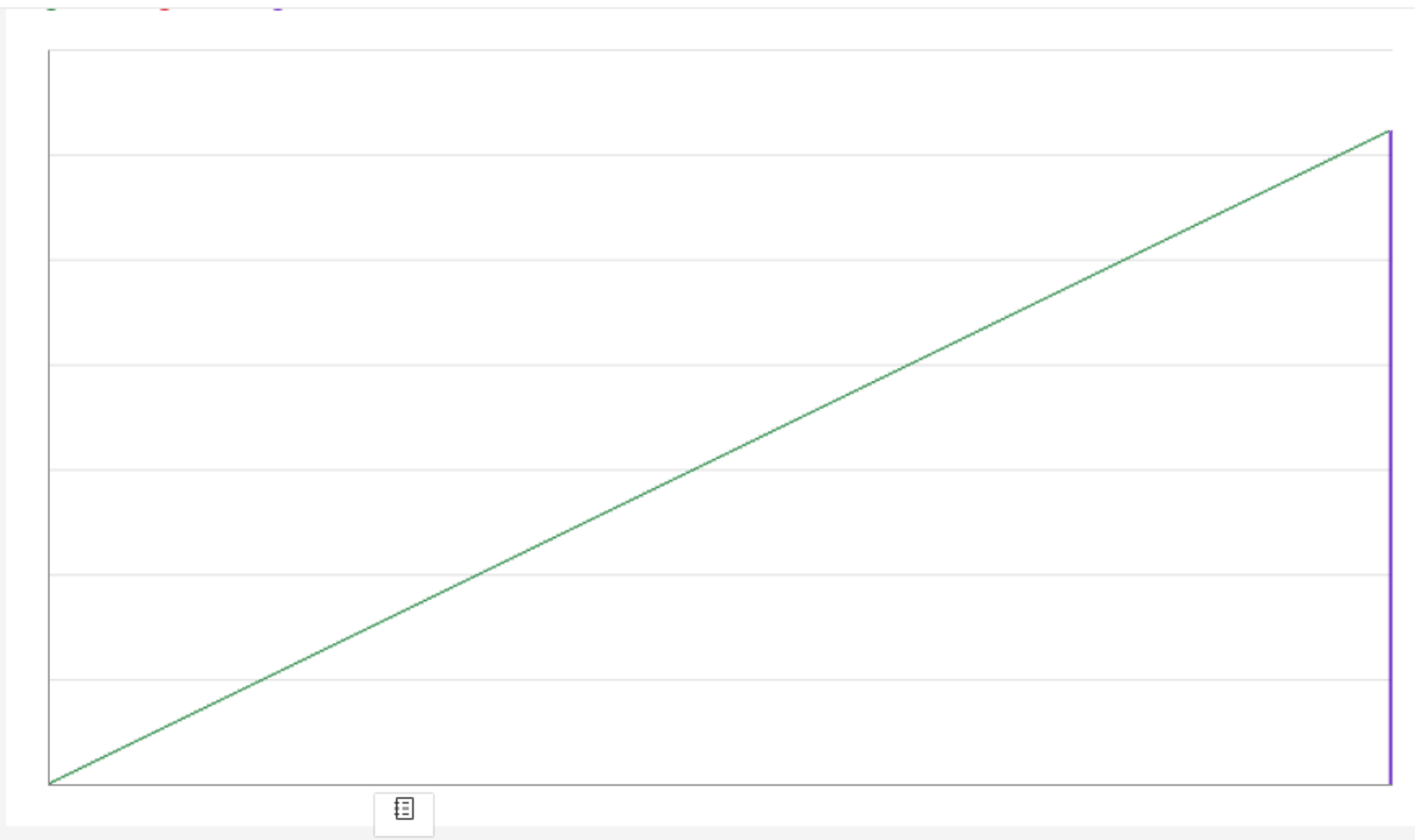


- MarriedID 0 has the highest MaritalStatusID due to ManagerID 7.
- ManagerID 7 has the highest MaritalStatusID at 5, out of which MarriedID 0 contributed the most at 4.
- The overall number of results for GenderID is 311.

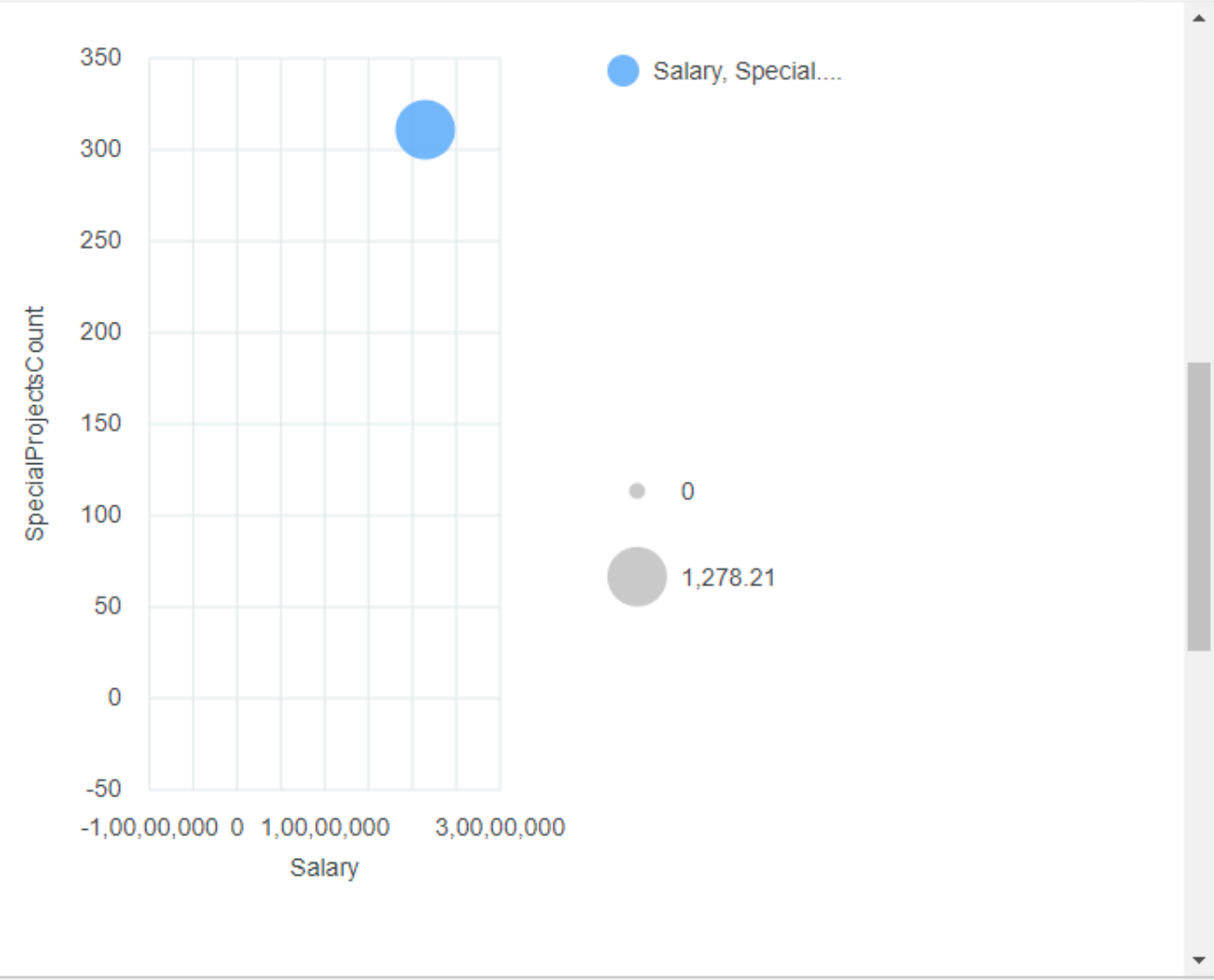
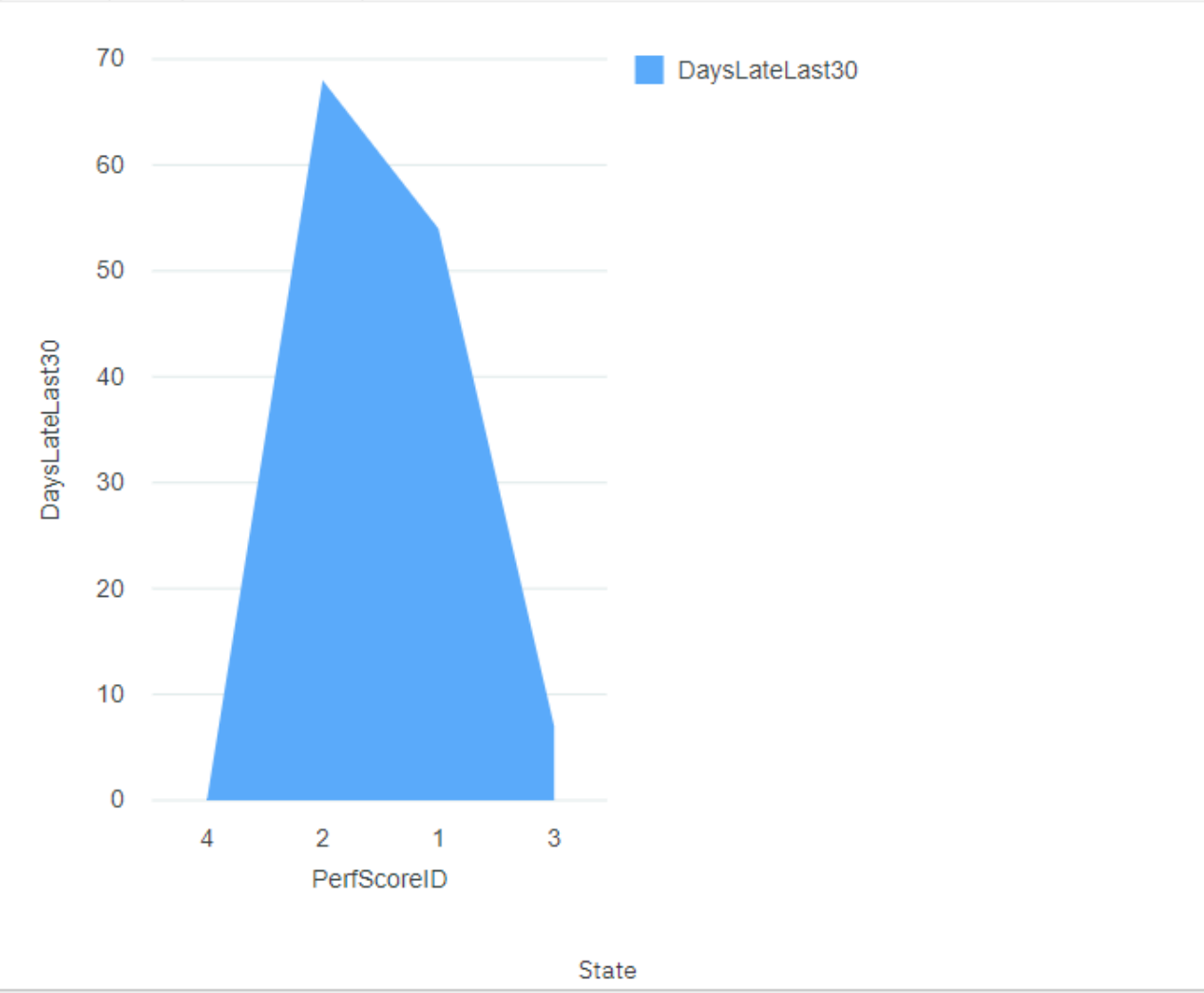
MarriedID
● 0 ● 1

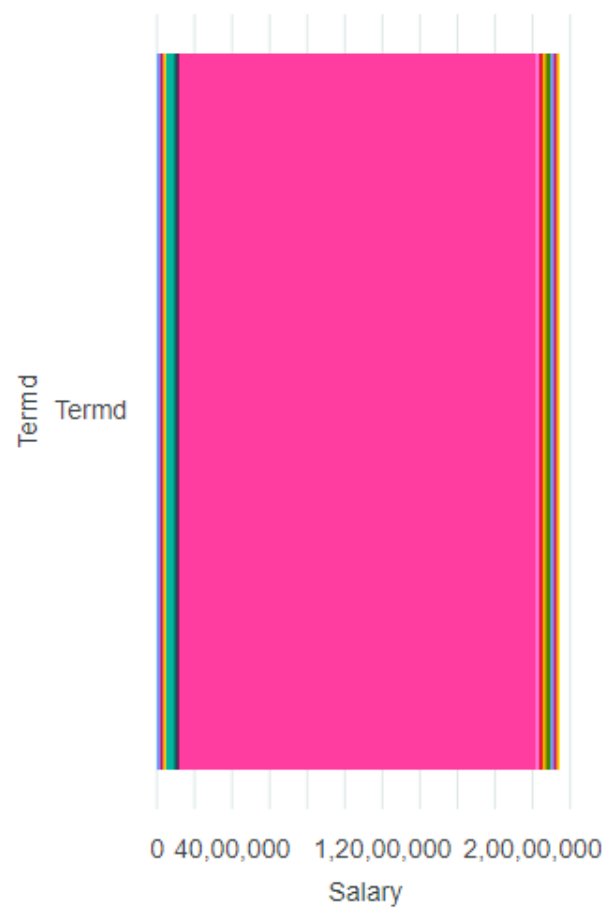


- EmpStatusID and MarriedID diverged the most when ManagerID is 16, and when EmpStatusID was 3 higher than the MarriedID.
- ManagerID 1 has the highest Count distinct MarriedID but is ranked #14 in Count distinct EmpStatusID.



REPORT





- State
- | | |
|----|----|
| TN | PA |
| ID | CO |
| AZ | UT |
| CA | FL |
| IN | NV |
| GA | MT |
| KY | ND |
| CT | ME |
| VA | |
| NY | |
| NC | |
| OR | |
| MA | |
| TX | |
| VT | |
| AL | |
| WA | |
| OH | |
| NH | |
| RI | |



- ManagerID
- | | |
|----|----|
| 19 | 1 |
| 18 | |
| 22 | 30 |
| 11 | 3 |
| 2 | |
| 17 | |
| 16 | |
| 21 | |
| 12 | |
| 14 | |
| 20 | |
| 13 | |
| 6 | |
| 7 | |
| 39 | |
| 9 | |
| 5 | |
| 10 | |
| 4 | |
| 15 | |



THANK YOU