

HR Data Analysis

Name: Harini K G



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2 offerings



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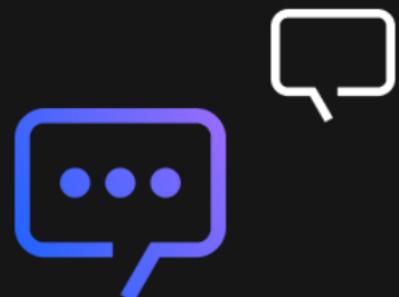
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Get quick answers with the Assistant

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.

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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.

eu2.ca.analytics.ibm.com/bi/?perspective=ca-modeller&id=i2A0BA13D22F1486AA6B4F92D07C7C717&objRef=i2A0BA13D22F1486AA6B4F92D07C7C717&tid=861656506_44c44728cf67... ↗ ⭐ 🧩 ↴ h :

IBM Cognos Analytics | human resource data module

348 🔍 💬 ⓘ 🔍 Properties

Data module + ⏎

Search

human resou...data module

Navigation paths +

archive (1).zip

Employee_Name EmpID MarriedID MaritalStatusID GenderID EmpStatusID DeptID

Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID
Adinolfi, Wilson K	10026	0	0	1	1	5
Ait Sidi, Karthikeyan	10084	1	1	1	5	3
Akinkuolie, Sarah	10196	1	1	0	5	5
Alagbe,Trina	10088	1	1	0	1	5
Anderson, Carol	10069	0	2	0	5	5
Anderson, Linda	10002	0	0	0	1	5
Andreola, Colby	10194	0	0	0	1	4
Athwal, Sam	10062	0	4	1	1	5
Bachiochi, Linda	10114	0	0	0	3	5
Bacong, Alejandro	10250	0	2	1	1	3
Baczenski, Rachael	10252	1	1	0	5	5
Barbara, Thomas	10242	1	1	1	5	5
Barbossa, Hector	10012	0	2	1	1	3
Barone, Francesco A	10265	0	0	1	1	5

Visualization

eu2.ca.analytics.ibm.com/bi/?perspective=explore&id=i19E484C5AB2944AFA73951B14A5C86AD&objRef=i19E484C5AB2944AFA73951B14A5C86AD&options%5BdisableGlassPrefetch%5D=true

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H Cards Create + 1/8 Decision tree Related Compare Details Fields Properties

Cards

- 1 DeptID
- 2 SalaryGenderEmpStatusID
- 3 EmpID and Salary DeptID
- 4 Data relationships

DeptID

Tree sunburst Tree diagram Rules

Nodes All DeptID

Target category 1

Department Software Engineering, A... IT/IS Production

Details

Department predicts DeptID with a strength of 78.6%.

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H Create + Network Related Compare Details Fields Properties

Cards

DeptID

SalaryGenderID to EmpStatusID 5

From: Salary - GenderID To: EmpStatusID

Details

No details found

No details were found for this visualization.

eu2.ca.analytics.ibm.com/bi/?perspective=explore&id=i19E484C5AB2944AFA73951B14A5C86AD&objRef=i19E484C5AB2944AFA73951B14A5C86AD&options%5BdisableGlassPrefetch%5D=true

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H Cards Create + 3/8 Hierarchy bubble Related Compare Details Fields Properties

Cards

1 SalaryGender...o EmpStatusID

2 EmpID and Sala... DeptIDSalary

3 State colored by PositionID

Data relationships

EmpID and Salary hierarchy colored by DeptIDSalary 5

DeptID - Salary (Sum)

1 49,920	1 51,920	1 55,000	1 63,000	1 63,003	1 64,520	1 83,363	1 93,046
1 99,351	1 106,367	2 250,000	3 50,178	3 50,750	3 51,777	3 52,599	3 53,366
3 61,242	3 65,707	3 66,593	3 68,678	3 70,621	3 74,679	3 75,281	3 76,029
3 81,584	3 83,552	3 84,903	3 85,028	3 87,565	3 87,826	3 87,921	3 88,527
3 89,292	3 89,883	3 90,100	3 92,328	3 92,329	3 93,093	3 93,206	3 93,554
3 95,920	3 96,820	3 97,999	3 99,020	3 100,031	3 103,613	3 104,437	3 105,700
3 107,226	3 110,000	3 110,929	3 113,999	3 114,800	3 120,000	3 138,888	3 140,920
3 148,999	3 150,290	3 157,000	3 178,000	3 220,450	3 77,692	3 86,214	3 92,989

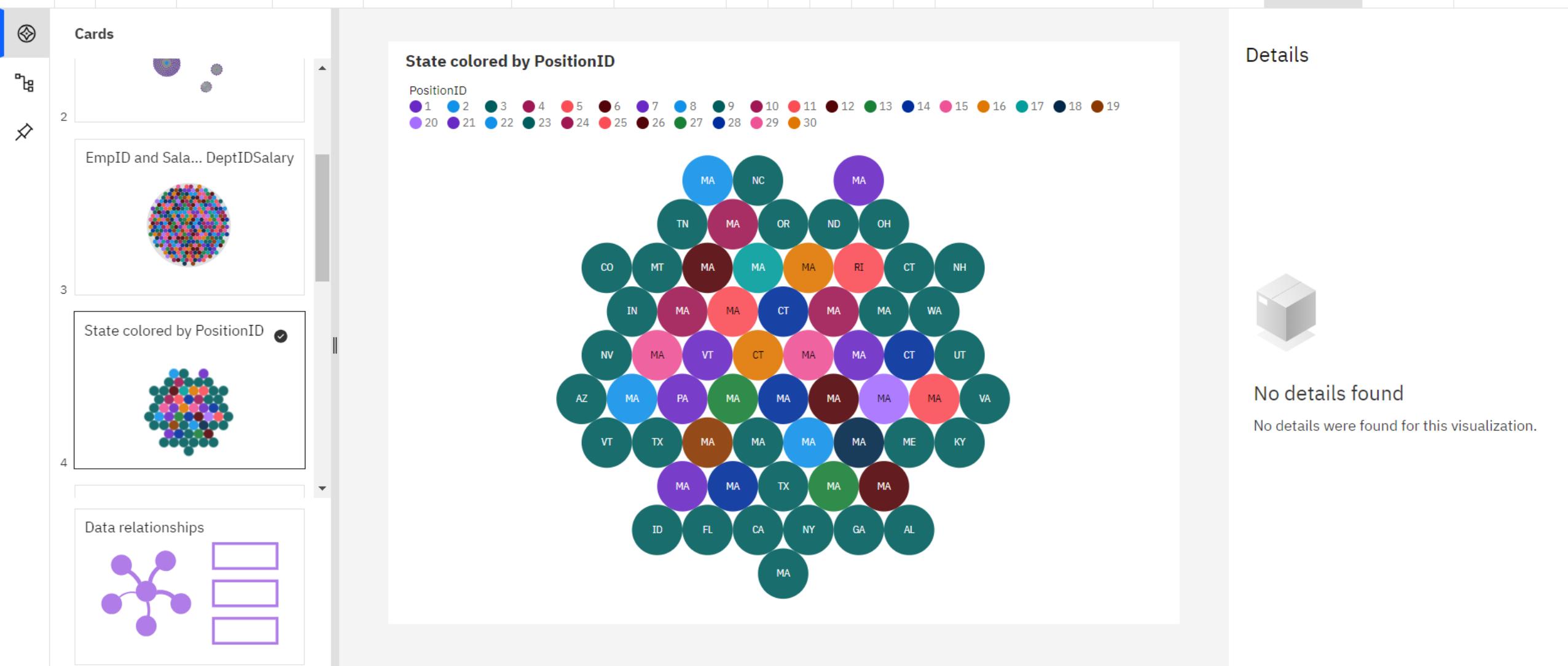
Details

No details found

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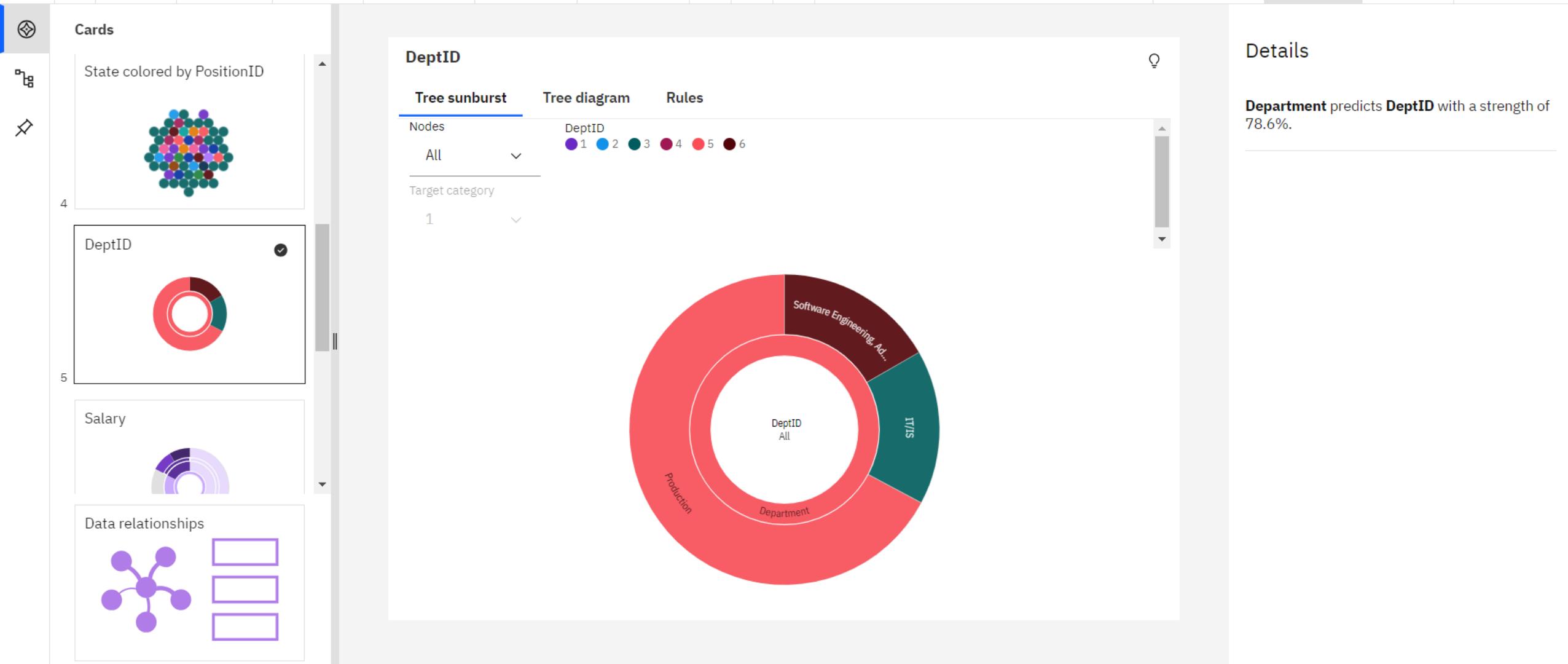
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eu2.ca.analytics.ibm.com/bi/?perspective=explore&id=i19E484C5AB2944AFA73951B14A5C86AD&objRef=i19E484C5AB2944AFA73951B14A5C86AD&options%5BdisableGlassPrefetch%5D=true

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H Create + 5/8 Sunburst Related Compare Details Fields Properties



IBM Cognos Analytics | human resource exploration | 348 | Search | Details | Fields | Properties

Cards

- DeptID
- Salary
- Term by DOB colored by Salary
- Data relationships

Salary

Tree sunburst **Tree diagram** **Rules**

Nodes All

Details

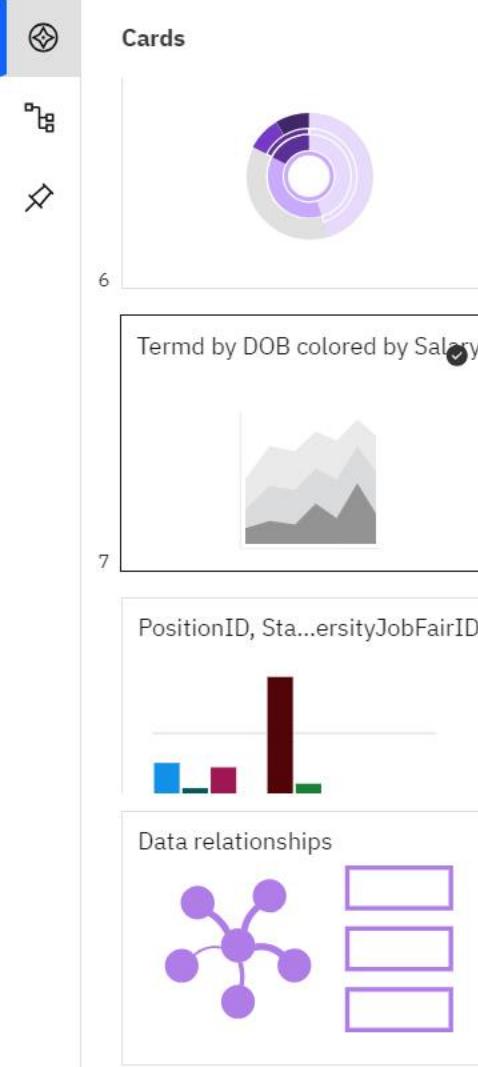
Position and **DateofHire** predict **Salary** with a strength of 66.7%.

Position is the most significant predictor of **Salary** being four times better than any other field.

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IBM Cognos Analytics human resource exploration 348

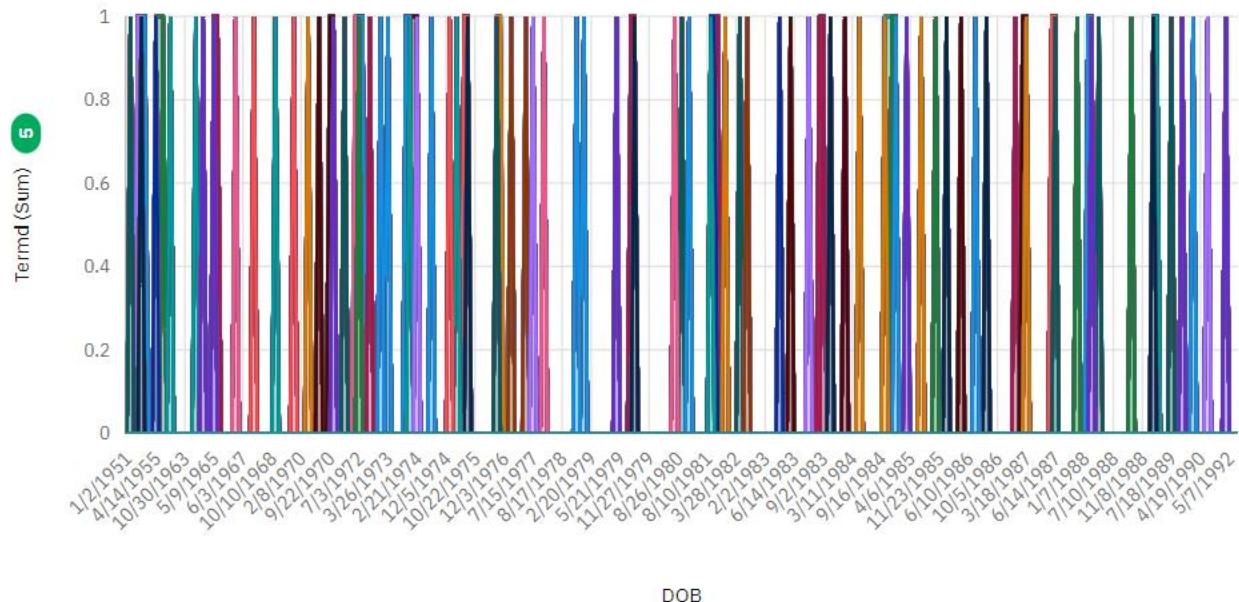
H Create + Area Related Compare Details Fields Properties



Termd by DOB colored by Salary 5

Salary

45,046	45,069	45,115	45,395	45,433	45,998	46,120	46,335	46,428	46,430	46,654
46,664	46,738	46,799	46,837	46,998	47,001	47,211	47,414	47,434	47,750	47,837
47,961	48,285	48,413	48,495	48,513	48,888	49,256	49,773	49,920	50,178	50,274
50,373	50,428	50,470	50,482	50,750	50,825	50,923	51,044	51,259	51,337	51,505
51,777	51,908	51,920	52,057	52,087	52,177	52,249	52,505	52,599	52,624	52,674
52,788	52,846	52,984	53,018	53,060	53,171	53,180	53,189	53,250	53,366	53,492
53,564	54,005	54,132	54,237	54,285	54,670	54,828	54,933	55,000	55,140	55,315
55,125	55,578	55,688	55,722	55,800	55,875	55,965	56,147	56,149	56,291	56,339



Details

Over all values of **DOB** and **Salary**, the sum of **Termd** is 104.

The summed values of **Termd** range from 0 to 1.

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Cards

- 6: Termd by DOB colored by Salary
- 7: PositionID, Sta...ersityJobFairID
- 8: Data relationships

PositionID, State, Termd, DeptID, GenderID, FromDiversityJobFairID

Measures - FromDiversityJobFairID

- PositionID | 0
- PositionID | 1
- State | 0
- State | 1
- Termd | 0
- Termd | 1
- DeptID | 0
- DeptID | 1
- GenderID | 0
- GenderID | 1

Values

A bar chart titled "PositionID, State, Termd, DeptID, GenderID, FromDiversityJobFairID" showing the distribution of values across different measures. The Y-axis is labeled "Values" and ranges from 0 to 90. The X-axis lists the measures: PositionID | 0, PositionID | 1, State | 0, State | 1, Termd | 0, Termd | 1, DeptID | 0, DeptID | 1, GenderID | 0, and GenderID | 1. The bars show the following approximate values: PositionID | 0 (~30), PositionID | 1 (~14), State | 0 (~28), State | 1 (~5), Termd | 0 (~88), Termd | 1 (~16), DeptID | 0 (~7), DeptID | 1 (~6), GenderID | 0 (~2), and GenderID | 1 (~2).

Measure	Value
PositionID 0	~30
PositionID 1	~14
State 0	~28
State 1	~5
Termd 0	~88
Termd 1	~16
DeptID 0	~7
DeptID 1	~6
GenderID 0	~2
GenderID 1	~2

Details

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

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

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

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

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

The average of **Termd** is 0.3344.

Dashboard

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hr view1 hr view2 hr view3 hr view4

DeptID

Nodes

All

Target category

1

Department

Software Engineering, A...
IT/IS
Production

SalaryGenderID to EmpStatusID

From

Salary - GenderID

To

EmpStatusID

26°C Clear

Search

22:26 21-10-2023

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hr view1 hr view2 hr view3 hr view4

EmpID and Salary hierarchy colored by DeptIDSalary

DeptID - Salary (Sum)

- 1 | (no value)
- 2 | (no value)
- 3 | (no value)
- 4 | (no value)
- 5 | (no value)
- 6 | (no value)

State colored by PositionID

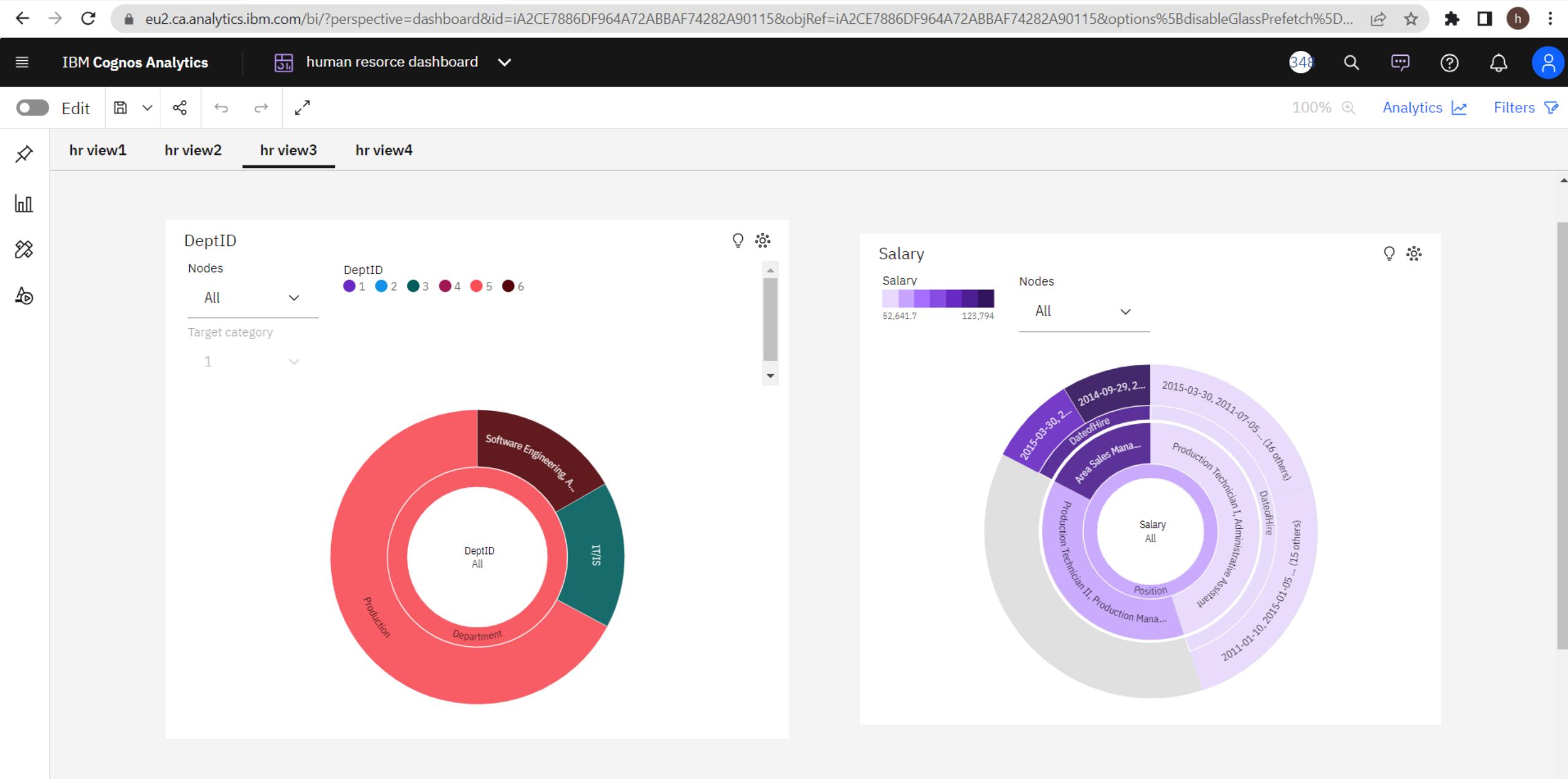
PositionID

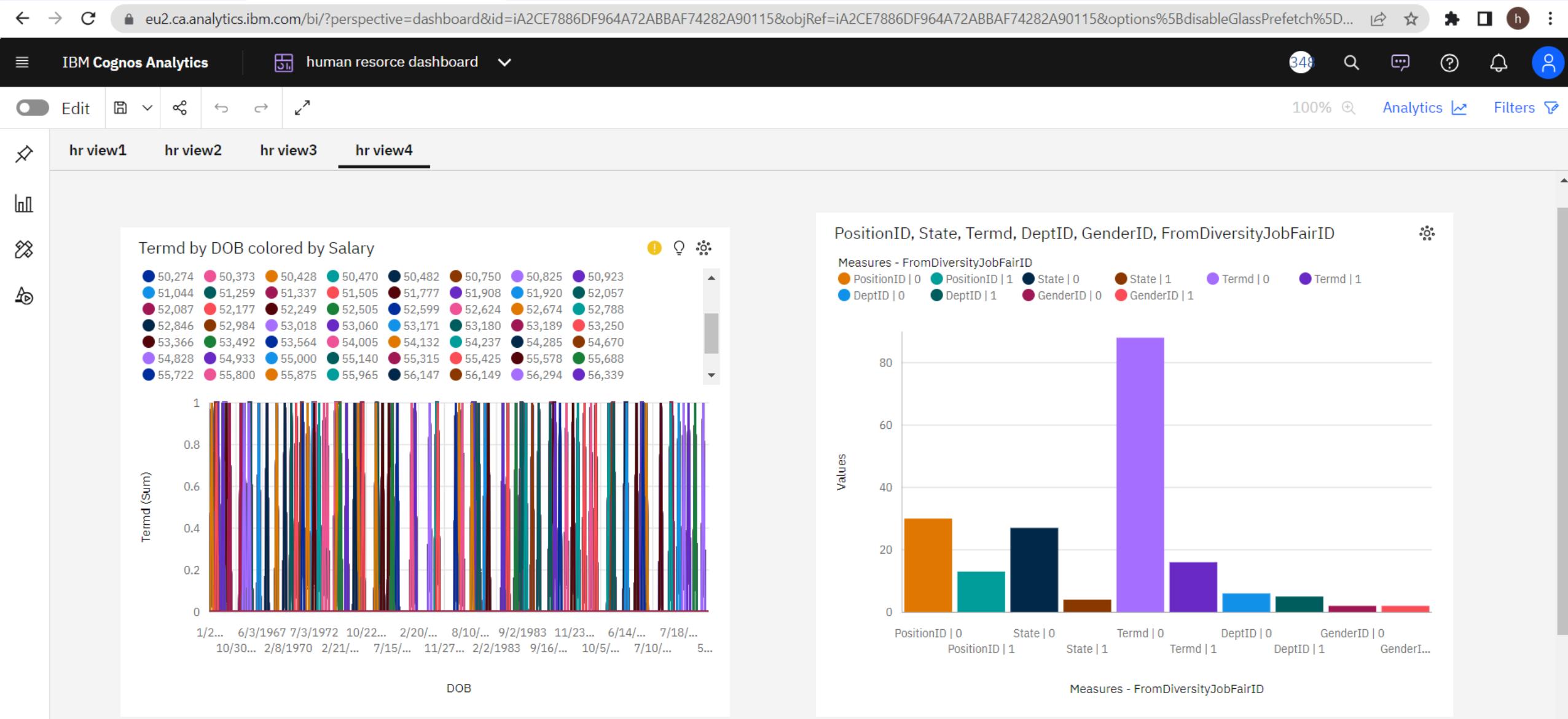
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
17	18	19	20	21	22	23	24	25	26	27	28	29	30		

26°C Clear

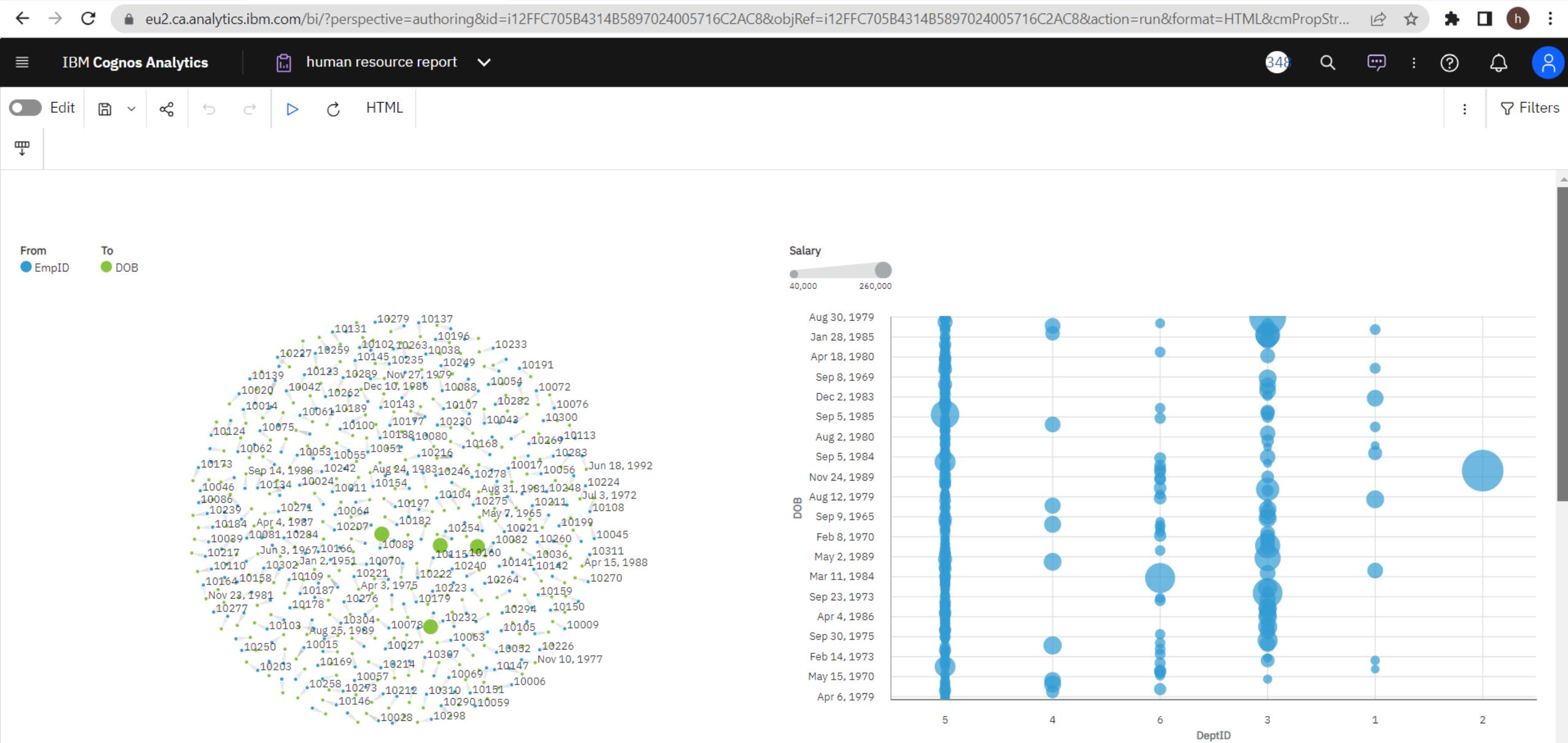
Search

22:26 21-10-2023





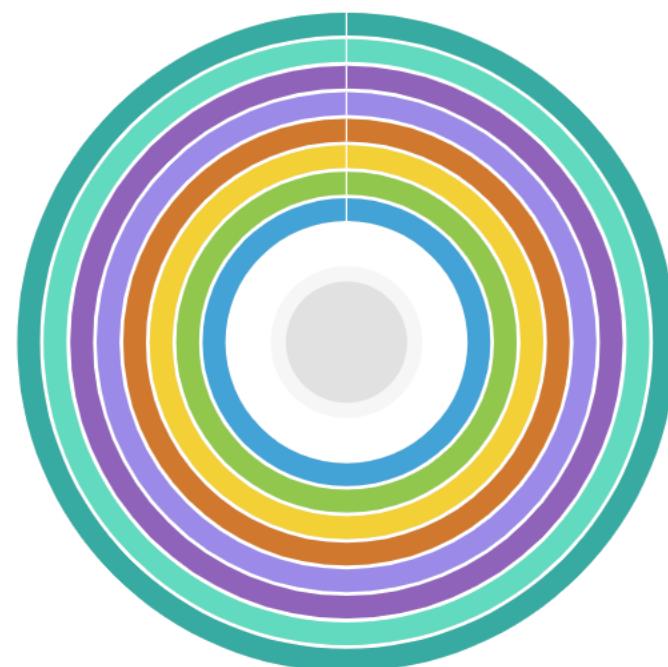
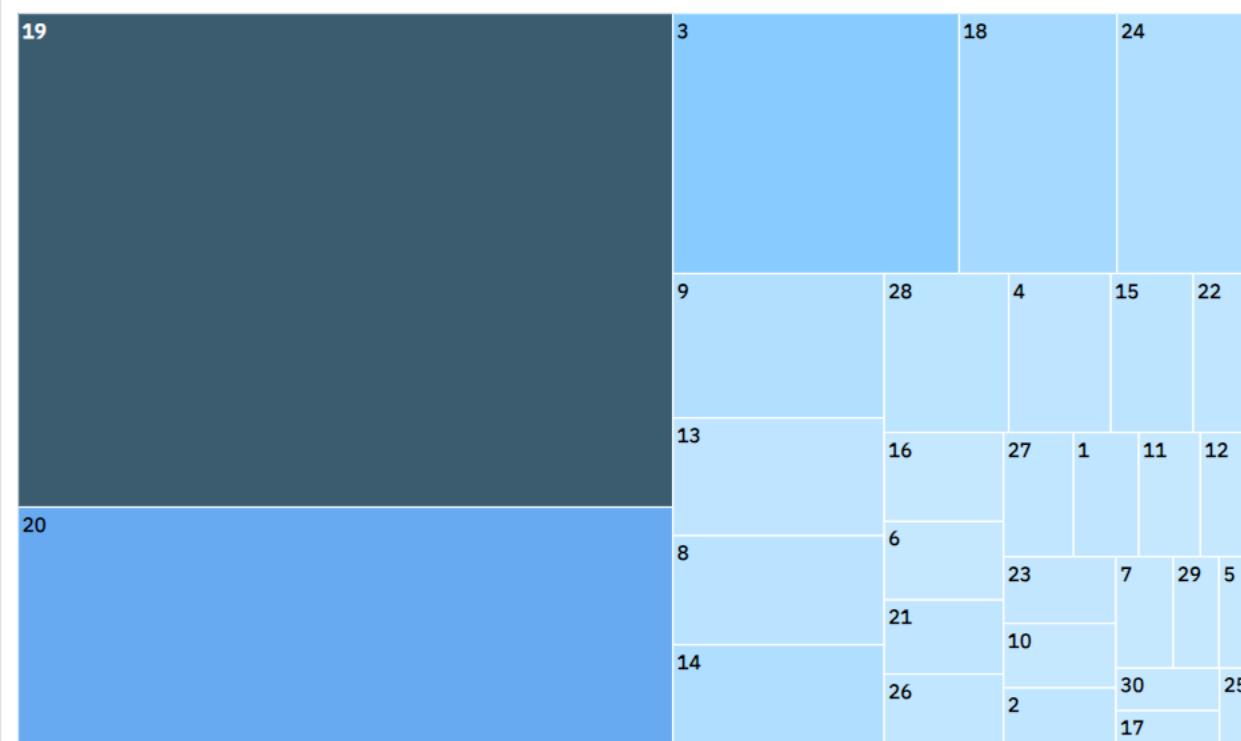
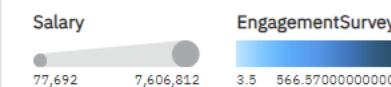
Report



eu2.ca.analytics.ibm.com/bi/?perspective=authoring&id=i12FFC705B4314B5897024005716C2AC8&objRef=i12FFC705B4314B5897024005716C2AC8&action=run&format=HTML&cmPropStr...

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Edit | HTML | Filters



Story

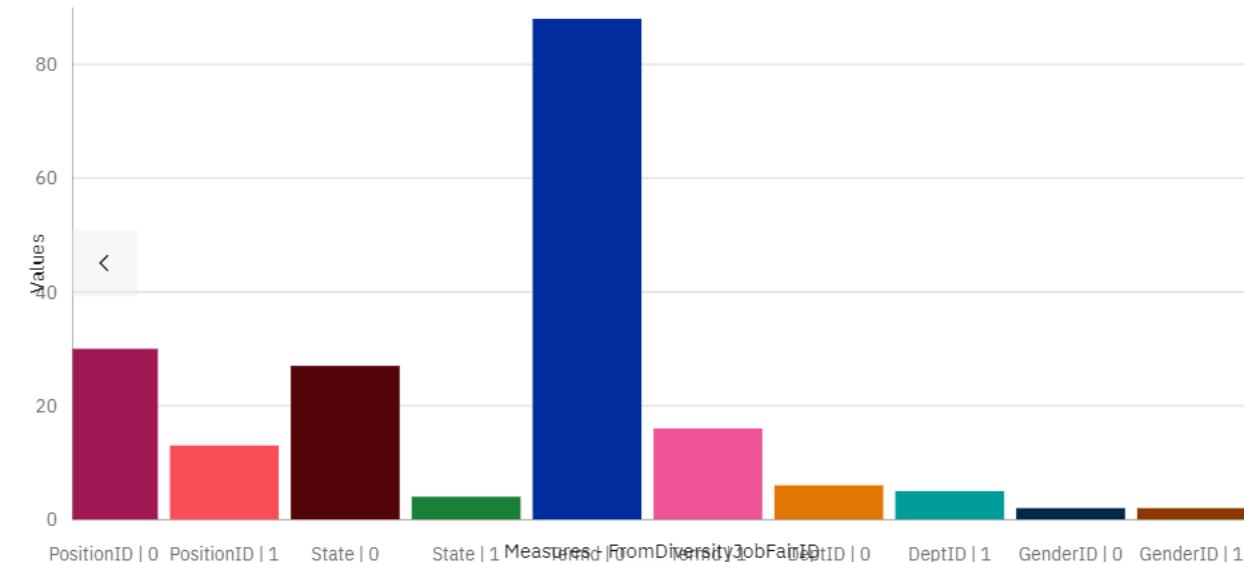
PositionID, State, Termd, DeptID, GenderID, FromDiversityJobFairID

- FromDiversityJobFairID 0 has the highest values of both State and Salary.
- The average of Termd is 0.3344.
- The overall number of results for DeptID is 311.
- The overall number of results for GenderID is 311.

PositionID, State, Termd, DeptID, GenderID, FromDiversityJobFairID

Measures - FromDiversityJobFairID

PositionID | 0 PositionID | 1 State | 0 State | 1 Termd | 0 Termd | 1 DeptID | 0 DeptID | 1
GenderID | 0 GenderID | 1



Prev scene



Next scene

Scene 4 of 6

0:00:0

0:05:0



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Edit Analytics Filters Fields Properties

EmpID and Salary hierarchy colored by DeptIDSalary

- EmpID 10013 has the highest DeptID due to DateofHire 2006-01-09.
- Add insight to favorites
- DateofHire 2011-01-10 has the highest DeptID at 57, out of which EmpID 10006 contributed the most at 5.
- Add insight to favorites
- 10099 has a DeptID of 5 for DateofHire 2014-05-05.

EmpID and Salary hierarchy colored by DeptIDSalary

DeptID - Salary (Sum)

1 49,920	1 51,920	1 55,000	1 63,000	1 63,003	1 64,520	1 83,363	1 93,046
1 99,351	1 106,367	2 250,000	3 50,178	3 50,750	3 51,777	3 52,599	3 53,366
3 61,242	3 65,707	3 66,593	3 68,678	3 70,621	3 74,679	3 75,281	3 76,029
3 81,584	3 83,552	3 84,903	3 85,028	3 87,565	3 87,826	3 87,921	3 88,527
3 89,292	3 89,883	3 90,100	3 92,328	3 92,329	3 93,093	3 93,206	3 93,554

Text properties

Text details Animation General

Font family IBM Plex Regular

Font size Auto

Text color #161616

Styles **B** *I* U

Horizontal alignment

List

Vertical alignment

Indentation

Line height Default

Inner margins (px)

