

Data Visualization on HR Data Analysis

Name: DHANYA U

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Trials

3 offerings

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Active

Launch

Manage

IBM Cloud

Upgrade options

Active

Launch

Manage

IBM Cognos Analytics on Cloud - Trial

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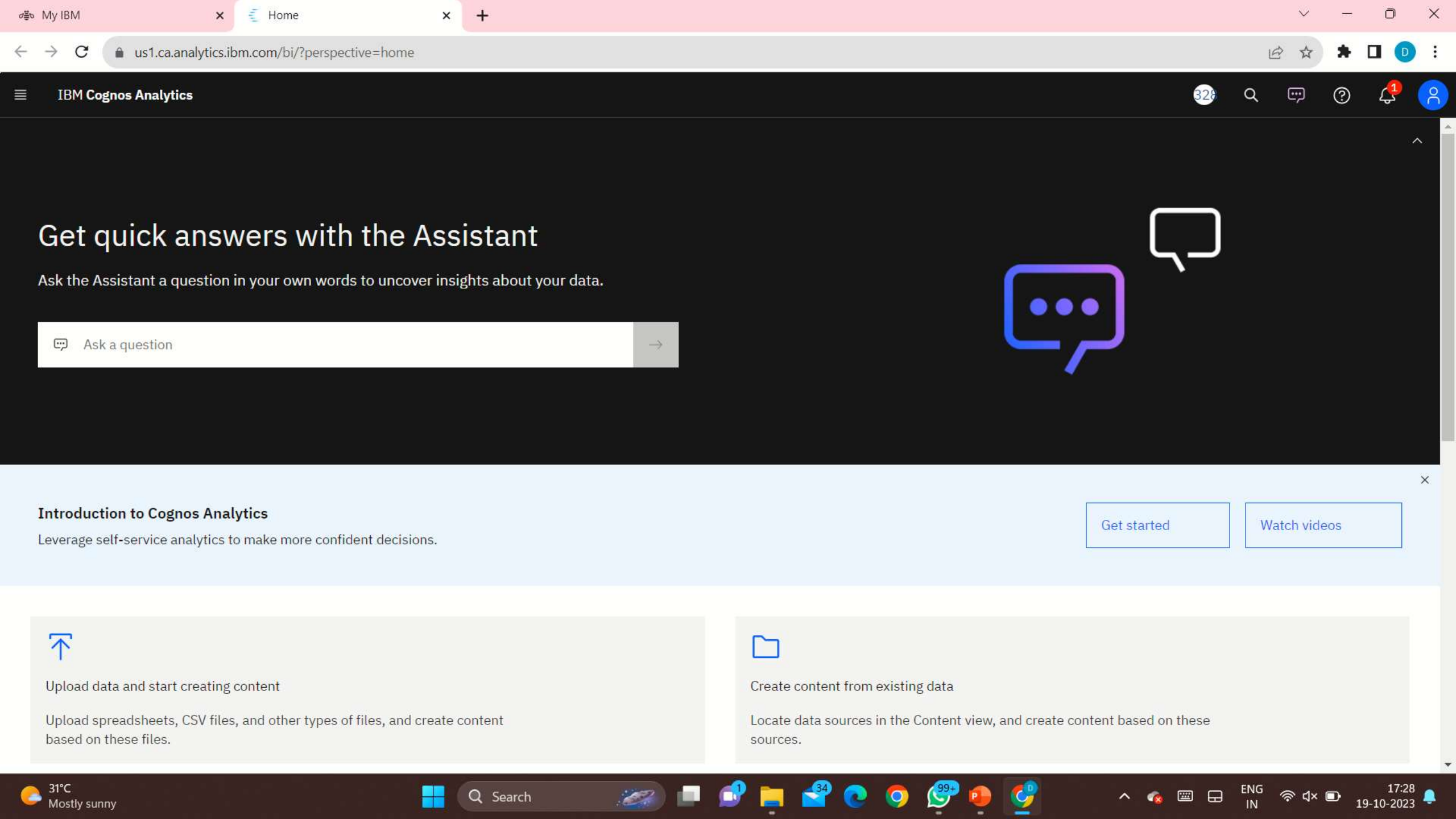
Let's talk

Search

13499+P

ENG IN

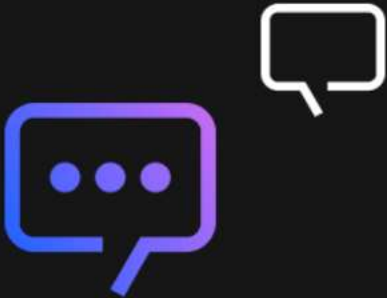
17:26 19-10-2023



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 Ask a question 



Introduction to Cognos Analytics

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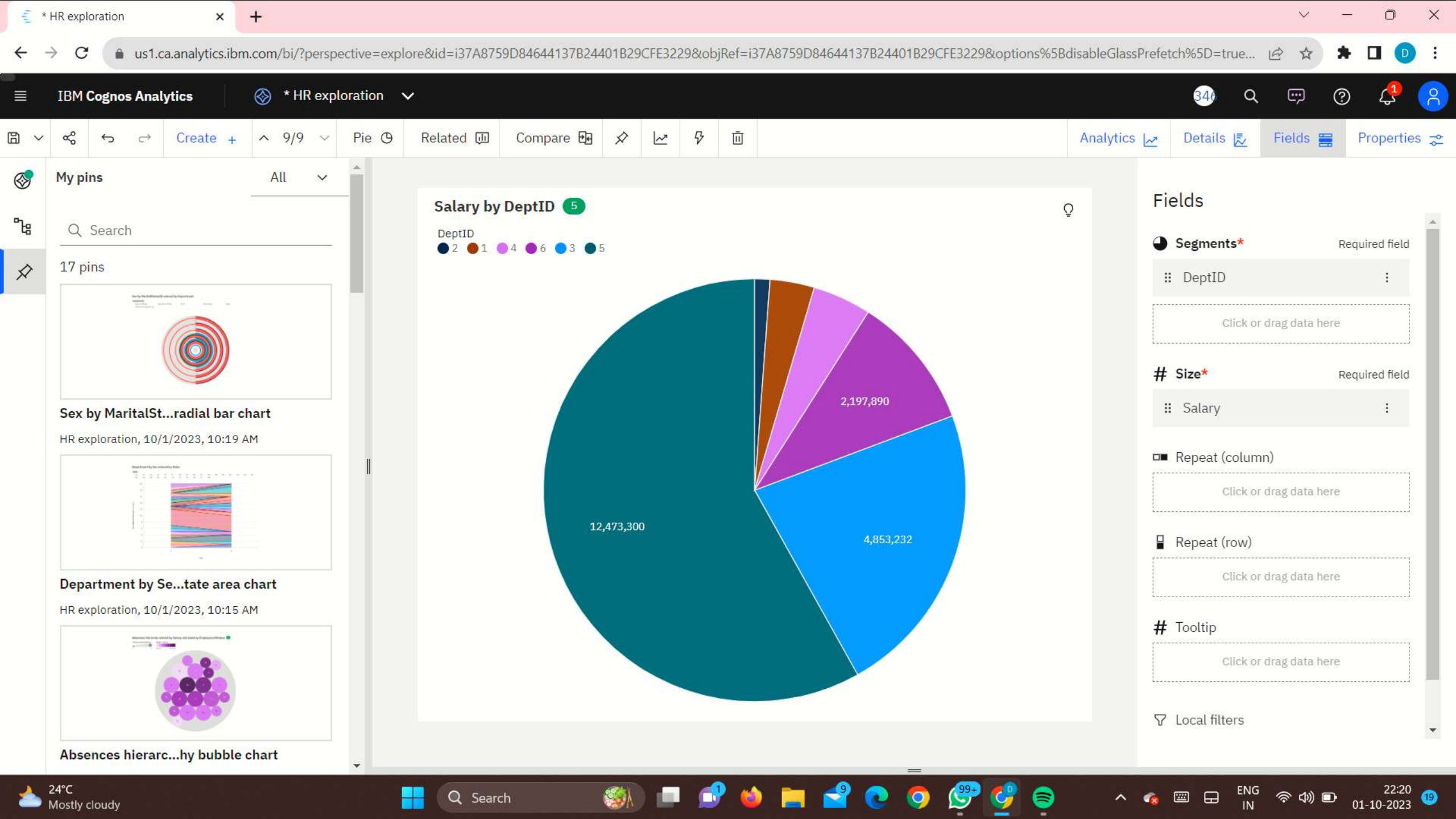
Create content from existing data

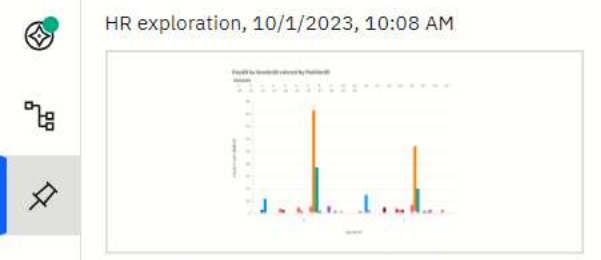
Locate data sources in the Content view, and create content based on these sources.

Data module		Grid Relationships Custom tables					
<input type="text" value="Search"/>							
New data module							
Navigation paths +							
HRDataset_v14.csv							
Employee_Name							
# EmpID							
# MarriedID							
# MaritalStatusID							
# GenderID							
# EmpStatusID							
# DeptID							
# PerfScoreID							
# FromDive...bFairID							
Salary							
Termd							
# PositionID							
Position							
State							

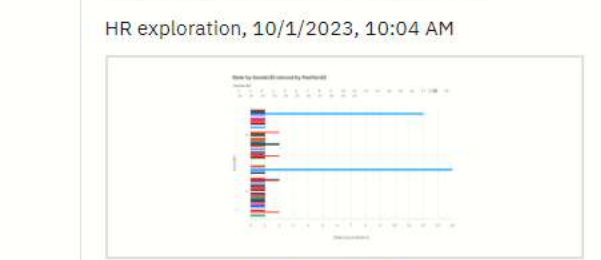
Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID
Adinolfi, Wilson K	10026	0	0	1	1	5
Ait Sidi, Karthikeyan	10084	1	1	1	5	3
Akinkuolie, Sarah	10196	1	1	0	5	5
Alagbe,Trina	10088	1	1	0	1	5
Anderson, Carol	10069	0	2	0	5	5
Anderson, Linda	10002	0	0	0	1	5
Andreola, Colby	10194	0	0	0	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
Baczinski, Rachael	10252	1	1	0	5	5
Barbara, Thomas	10242	1	1	1	5	5
Barbossa, Hector	10012	0	2	1	1	3

VISUALIZATIONS

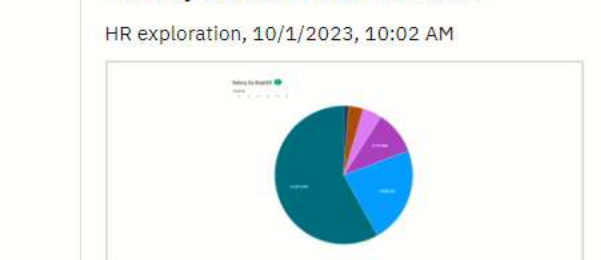




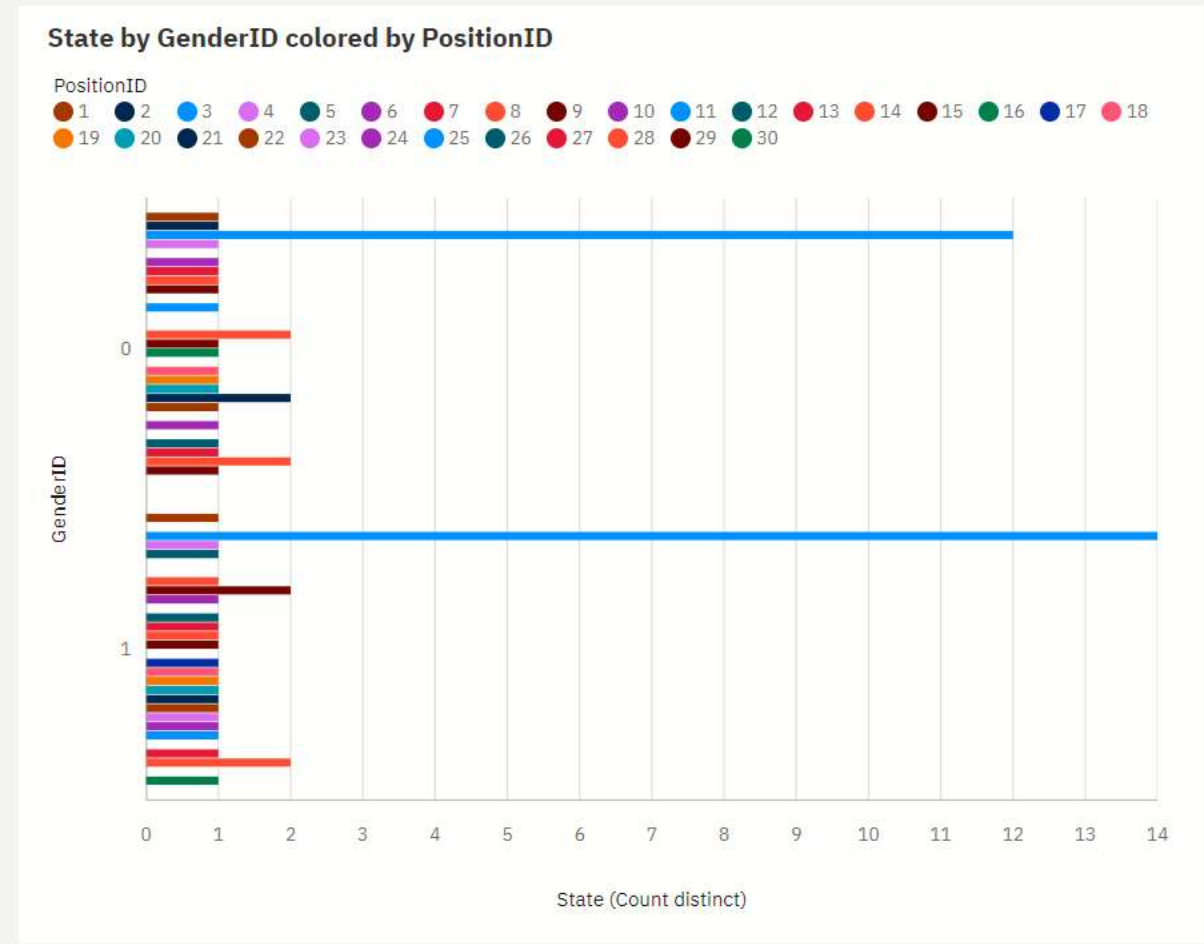
EmpID by Gender...D column chart




State by GenderIntersectionID bar chart



Salary by DeptID pie chart



Fields

 Bars

⋮

GenderID

⋮

Click or drag data here

#

Length*

Required field

⋮

State

⋮

Click or drag data here

#

y-start

Click or drag data here

⊕

Target

Click or drag data here

🎨

Color

⋮

PositionID

⋮

Click or drag data here

HR exploration, 10/1/2023, 10:08 AM

EmpID by Gender...D column chart

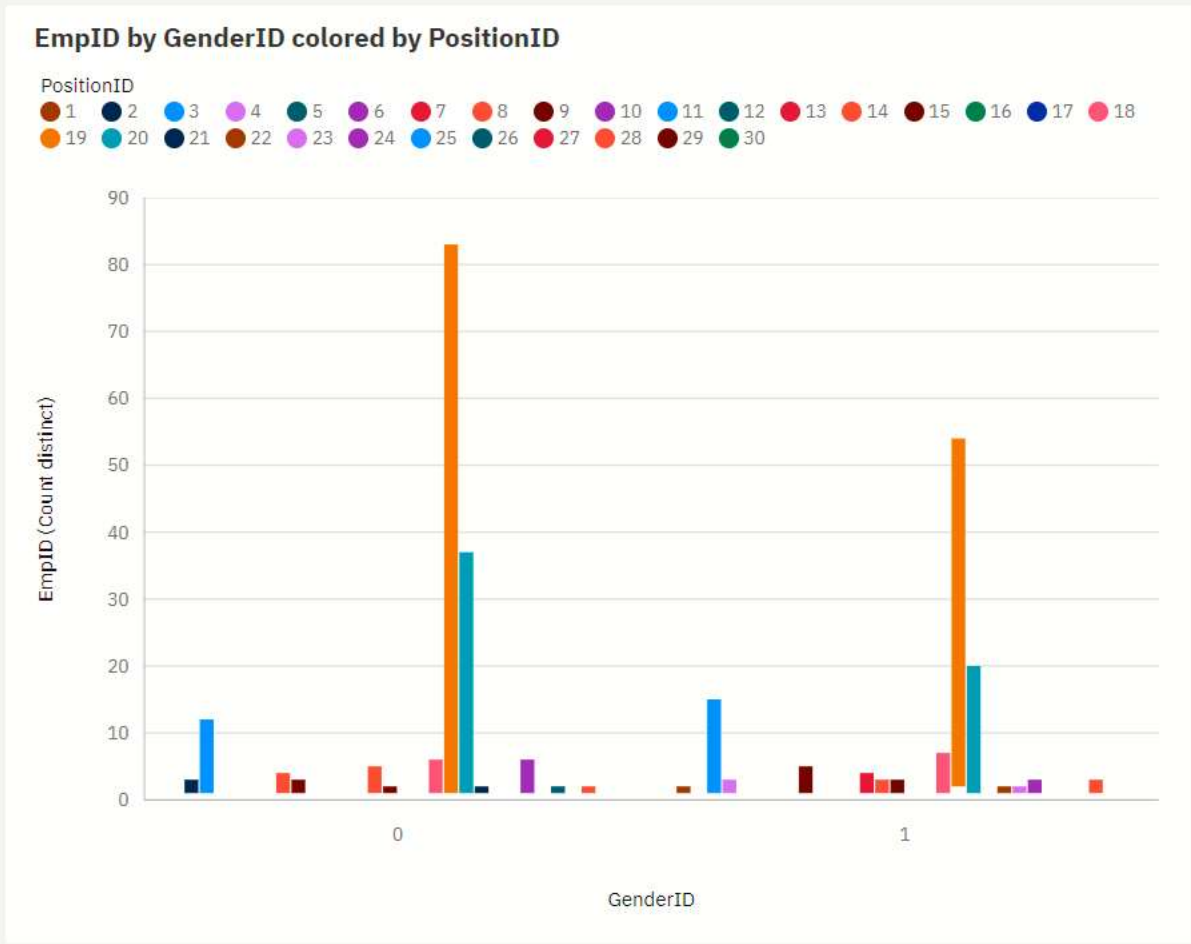
HR exploration, 10/1/2023, 10:04 AM

State by GenderI...ionID bar chart

HR exploration, 10/1/2023, 10:02 AM

Salary by DeptID pie chart

HR exploration, 10/1/2023, 9:59 AM



Fields

Bars

GenderID

Click or drag data here

Length* Required field

EmpID

Click or drag data here

y-start

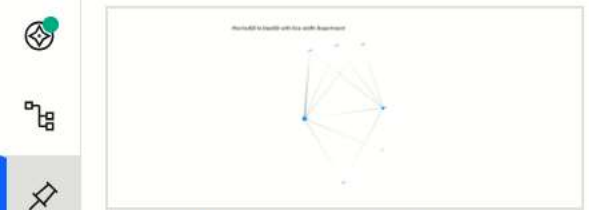
DeptID

Target

Click or drag data here

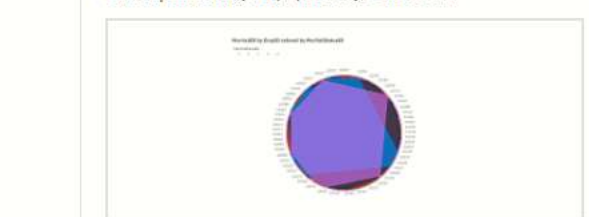
Color

PositionID



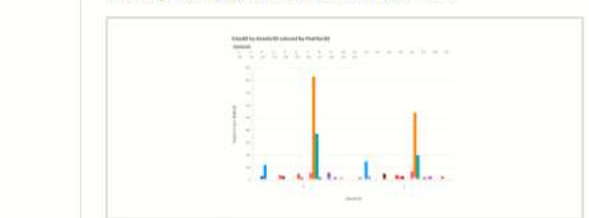
MarriedID to De...artment network

HR exploration, 10/1/2023, 10:11 AM



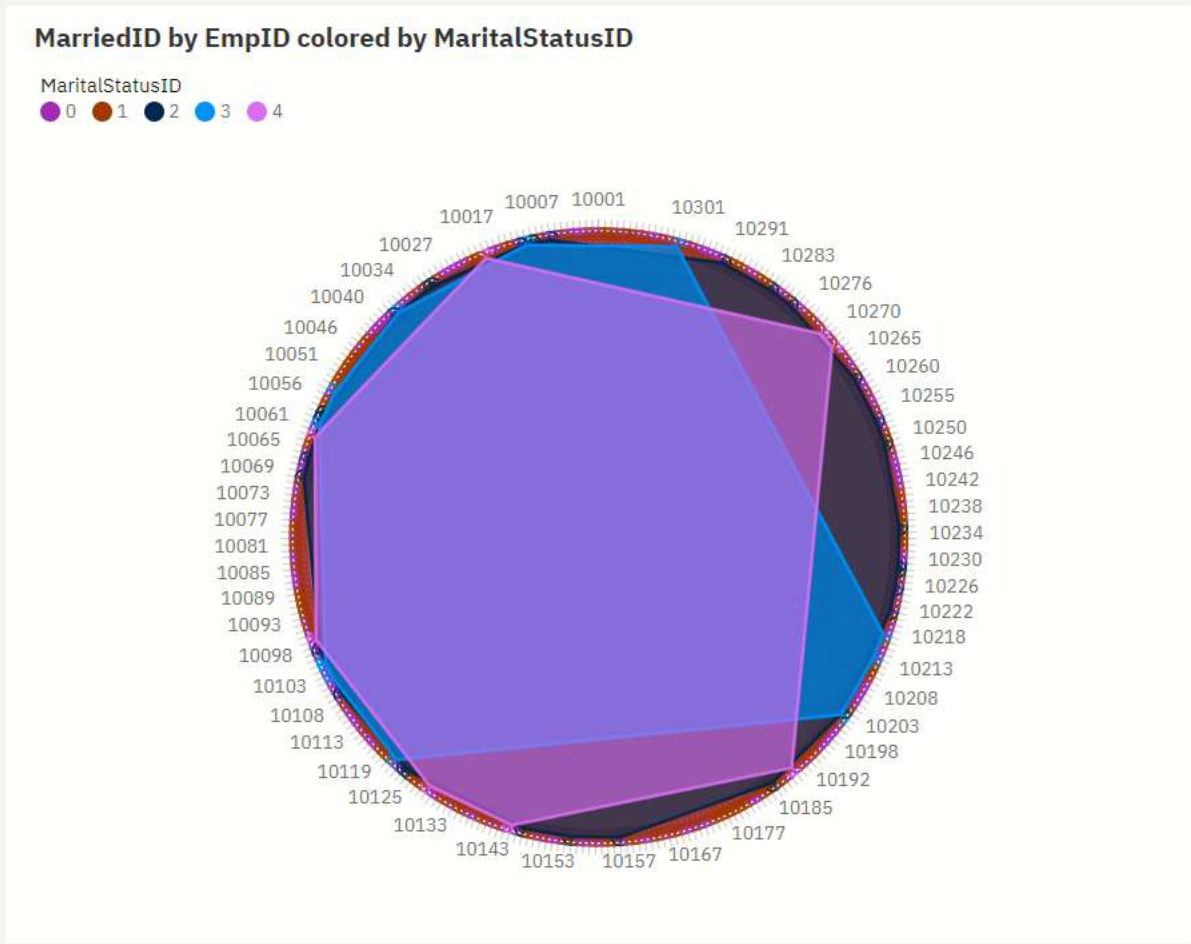
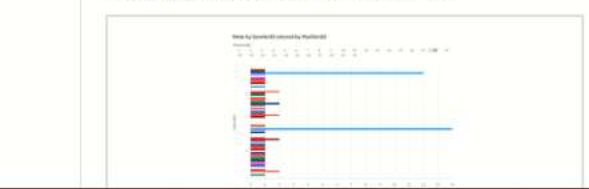
MarriedID by Em...lStatusID chart

HR exploration, 10/1/2023, 10:08 AM



EmpID by Gender...D column chart

HR exploration, 10/1/2023, 10:04 AM



Fields

x-axis

EmpID

Click or drag data here

Color

MaritalStatusID

Click or drag data here

y-axis*

Required field

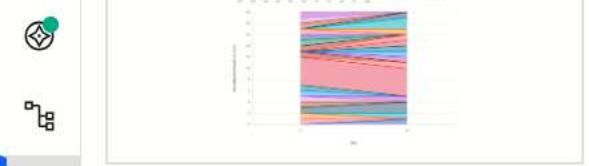
MarriedID

Repeat (column)

Click or drag data here

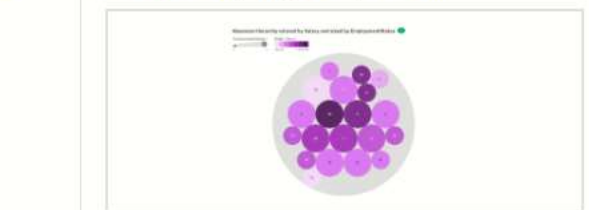
Repeat (row)

Click or drag data here



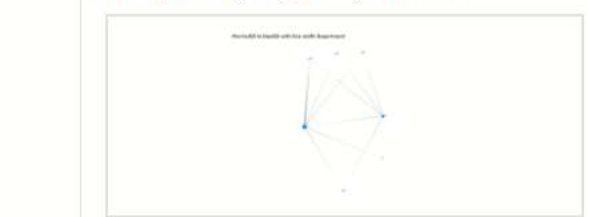
Department by Se...tate area chart

HR exploration, 10/1/2023, 10:15 AM



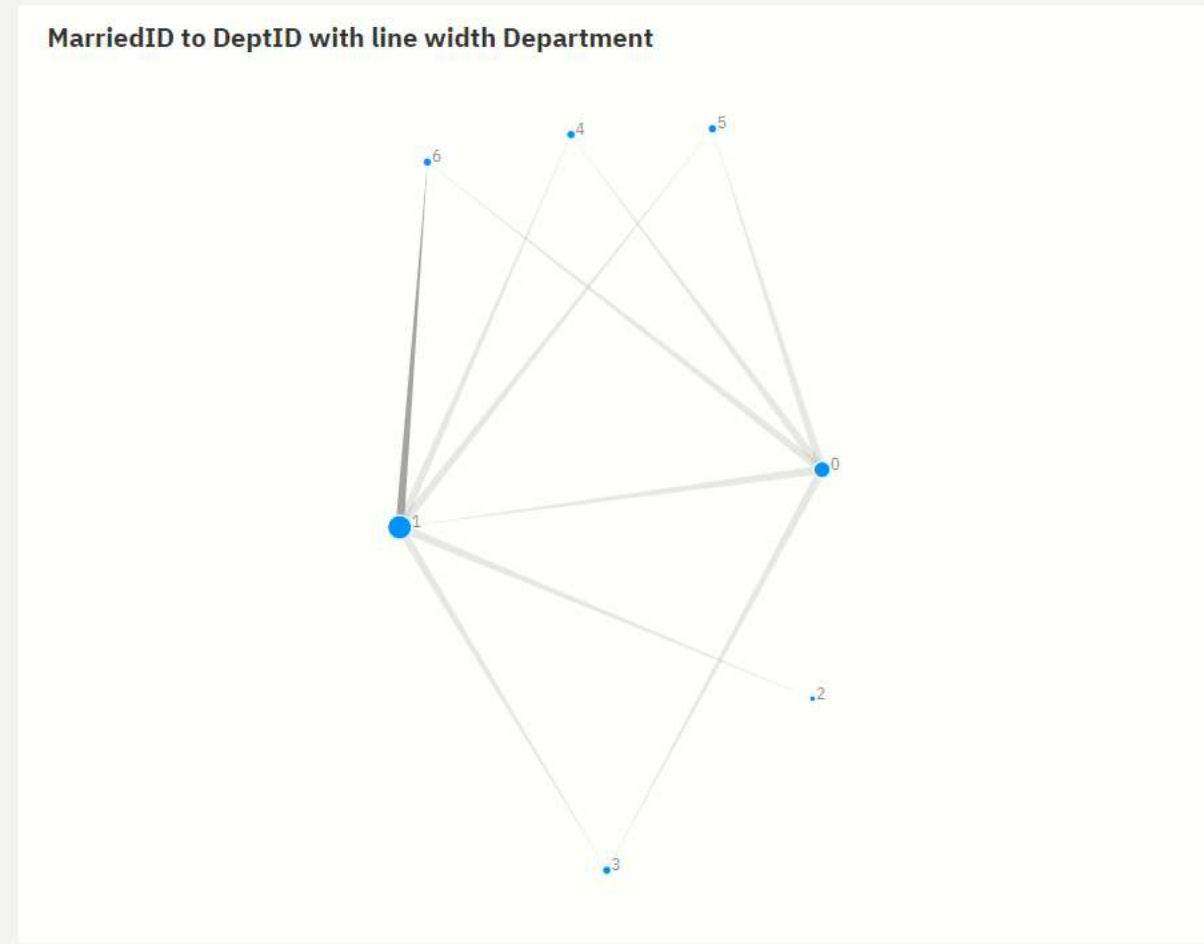
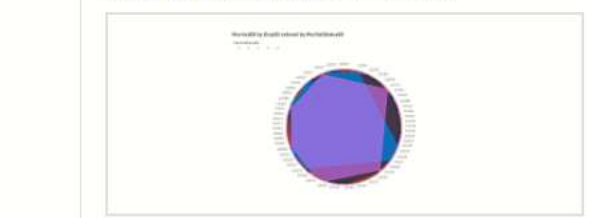
Absences hierarc...hy bubble chart

HR exploration, 10/1/2023, 10:12 AM



MarriedID to De...artment network

HR exploration, 10/1/2023, 10:11 AM



Fields

From* Required field

MarriedID

Click or drag data here

To* Required field

DeptID

Click or drag data here

Line width

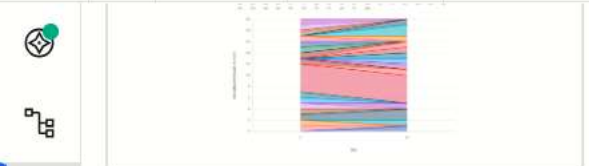
Department

Repeat (column)

Click or drag data here

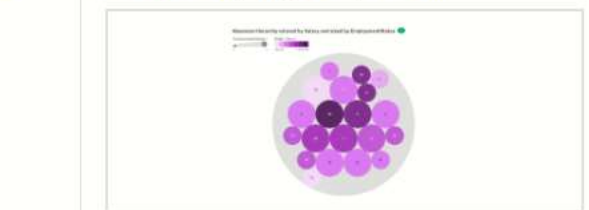
Repeat (row)

Click or drag data here



Department by Se...tate area chart

HR exploration, 10/1/2023, 10:15 AM



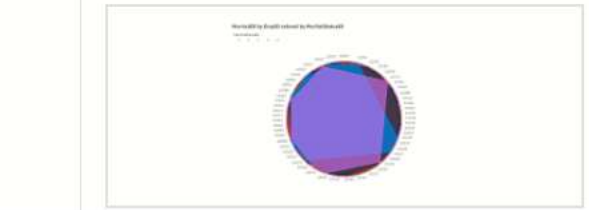
Absences hierarc...hy bubble chart

HR exploration, 10/1/2023, 10:12 AM



MarriedID to De...artment network

HR exploration, 10/1/2023, 10:11 AM



Fields

Bubbles* Required field

Absences

Click or drag data here

Size

EmploymentStatus

Color

Salary

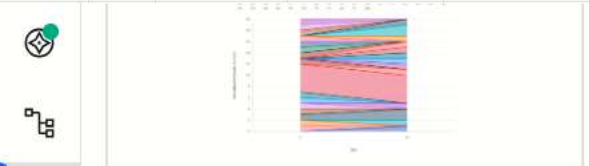
Click or drag data here

Repeat (column)

Click or drag data here

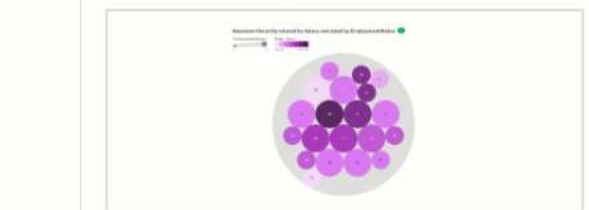
Repeat (row)

Click or drag data here



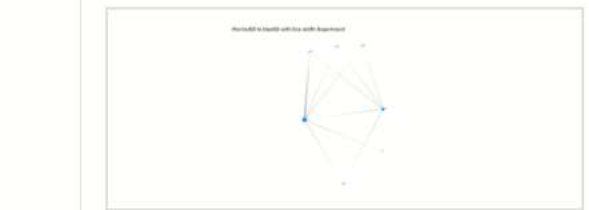
Department by Sex colored by State area chart

HR exploration, 10/1/2023, 10:15 AM



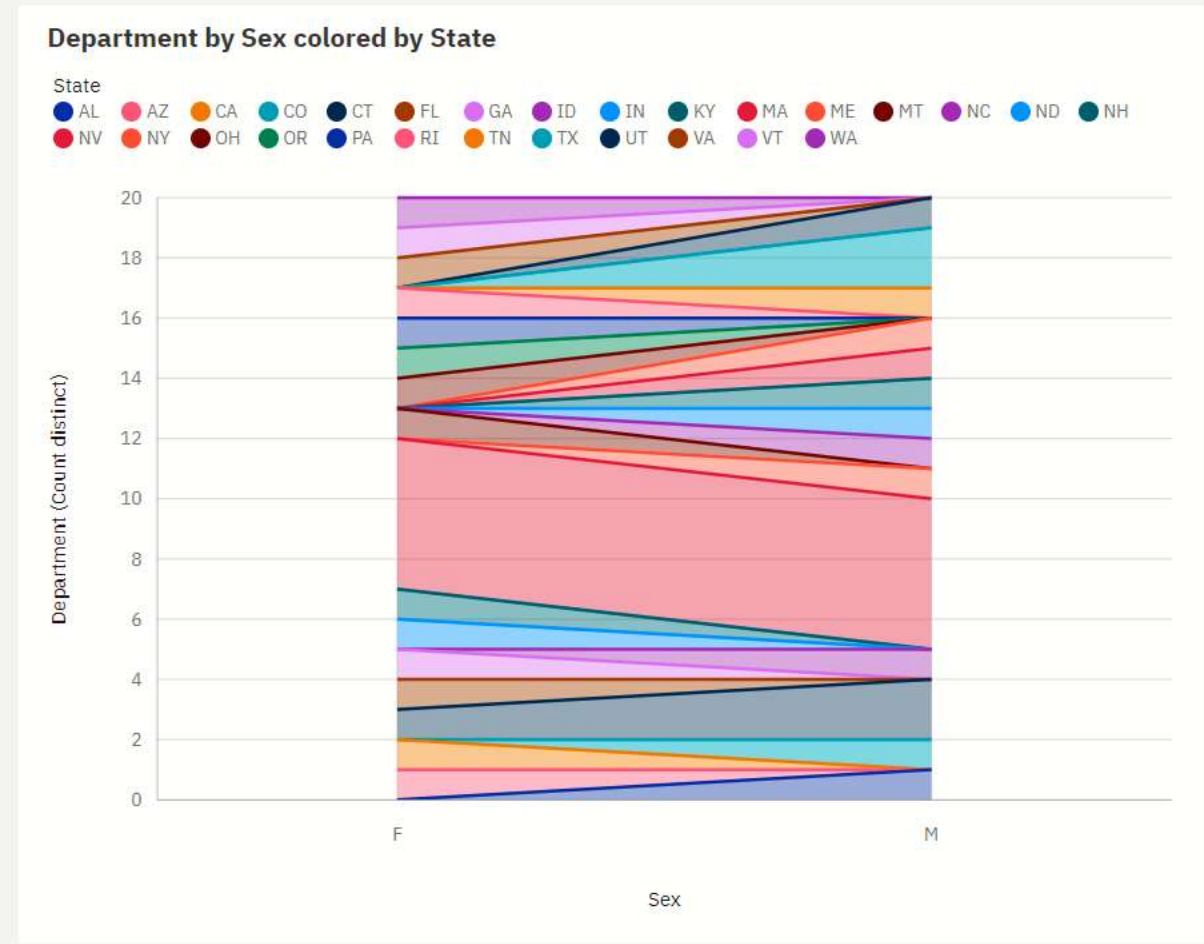
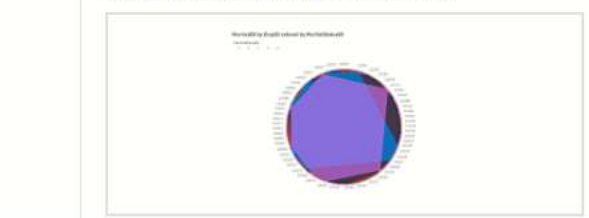
Absences hierarchy bubble chart

HR exploration, 10/1/2023, 10:12 AM



MarriedID to Department network

HR exploration, 10/1/2023, 10:11 AM



Fields

x-axis* Required field

Sex

Click or drag data here

Color

State

Click or drag data here

y-axis* Required field

Department

Click or drag data here

Repeat (column)

Click or drag data here

Repeat (row)

My pins

Search

17 pins

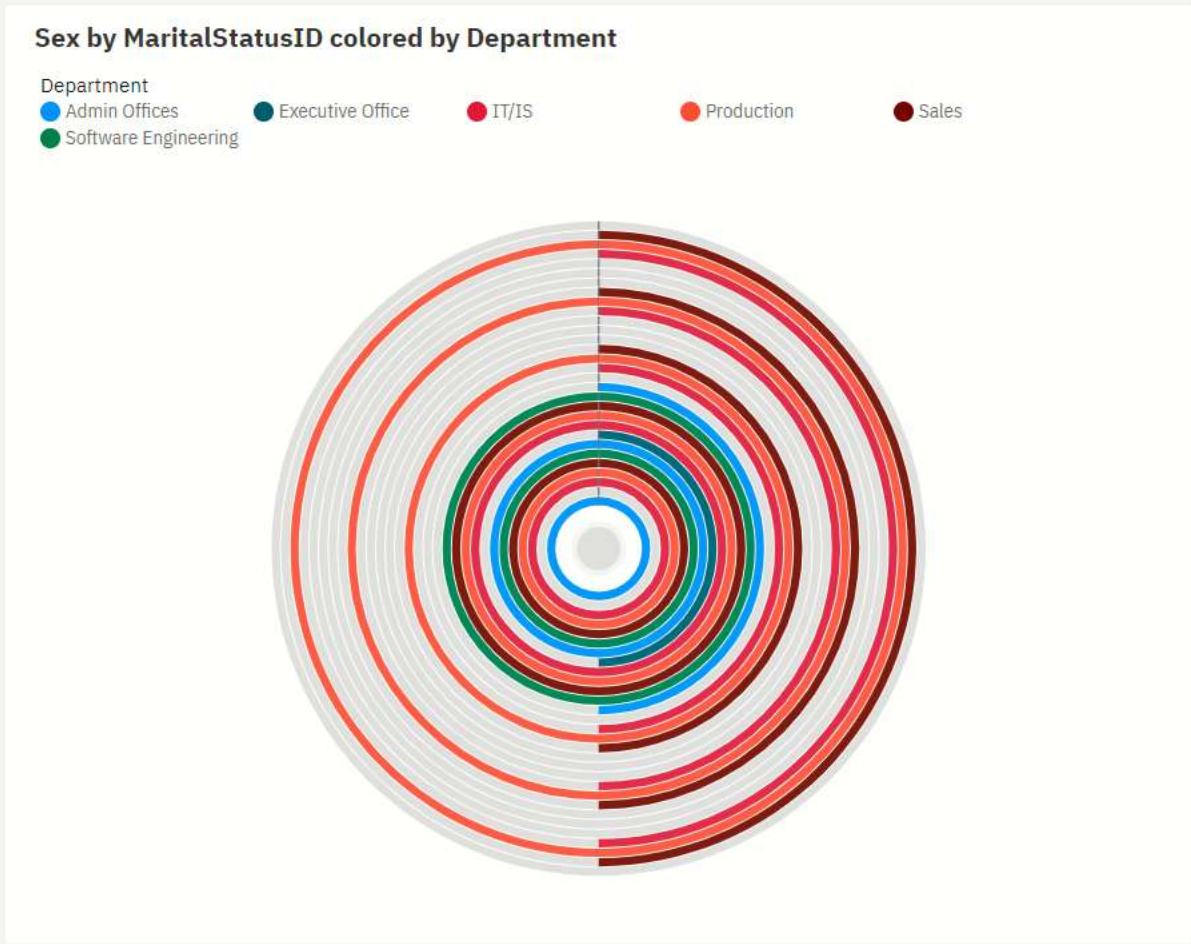
Sex by MaritalSt...radial bar chart

HR exploration, 10/1/2023, 10:19 AM

Department by Se...tate area chart

HR exploration, 10/1/2023, 10:15 AM

Absences hierarc...hy bubble chart



Fields

☒ Bars

MaritalStatusID

Click or drag data here

Length* Required field

Sex

Color

Department

Click or drag data here

Maximum value

Click or drag data here

☐ Repeat (column)

Click or drag data here

DASHBOARD

HR dashboard

us1.ca.analytics.ibm.com/bi/?perspective=dashboard&id=i3517DC3B45FF4DE9BF6F659E472B182F&objRef=i3517DC3B45FF4DE9BF6F659E472B182F&options%5BdisableGlassPrefetch%5D=tr...

IBM Cognos Analytics

HR dashboard

340

Analytics

Filters

Fields

Properties

Edit

HR Analysis 1

HR Analysis 2

HR Analysis 3

HR Analysis

Salary by DeptID

DeptID

2

1

4

6

3

5

12,473,300

2,197,890

4,853,232

State by GenderID 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

GenderID

0

1

State (Count distinct)

EmpID by GenderID 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

EmpID (Count distinct)

GenderID

24°C

Mostly cloudy

Search

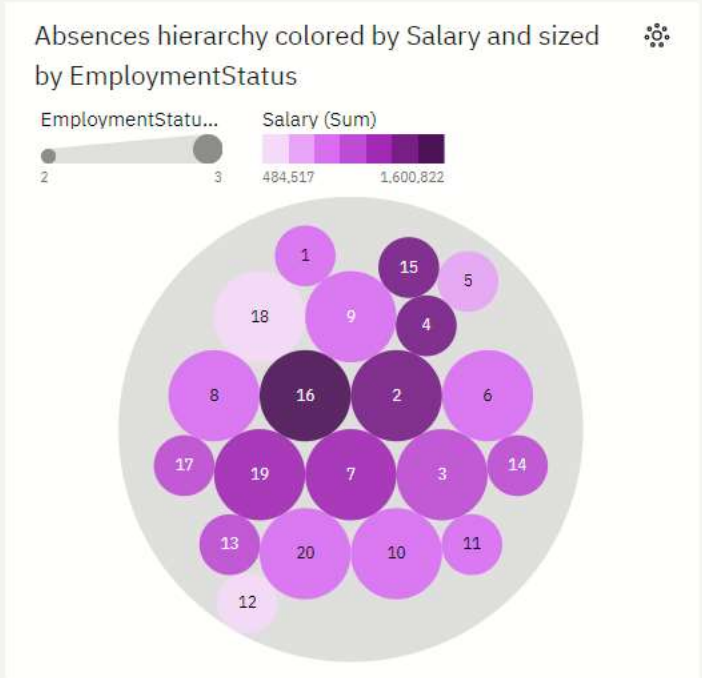
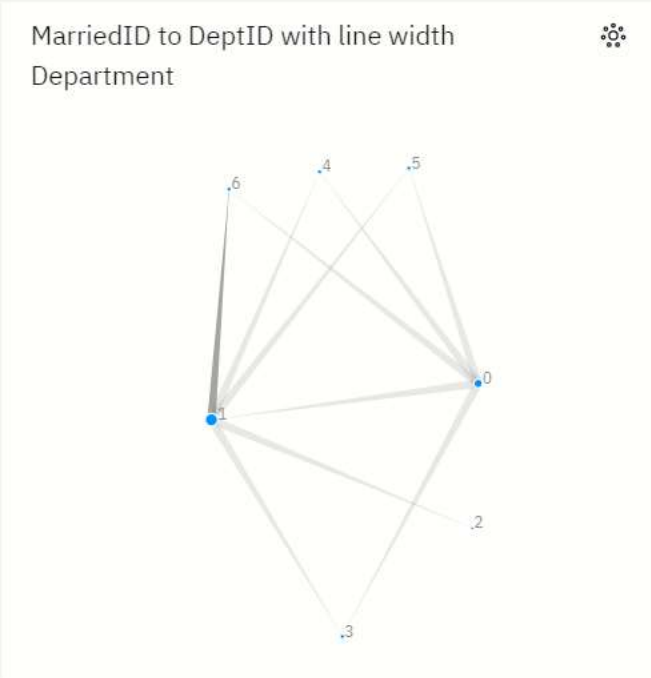
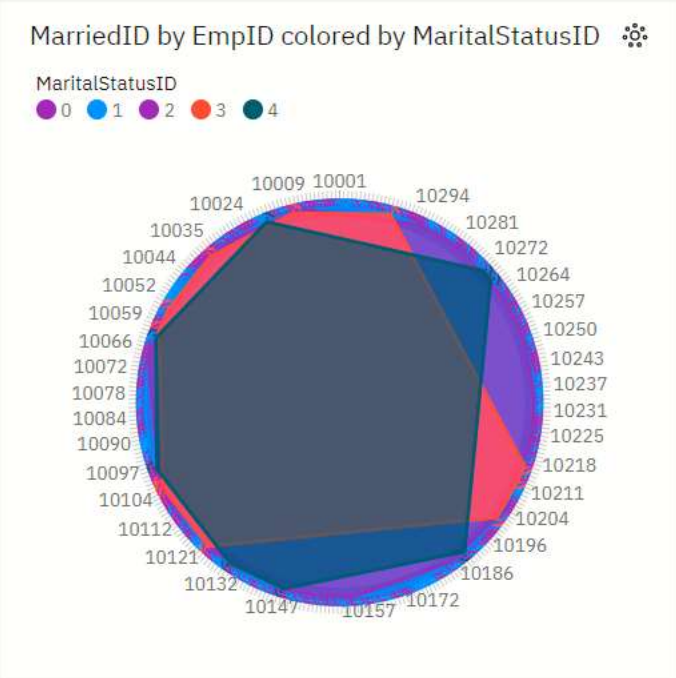
99+

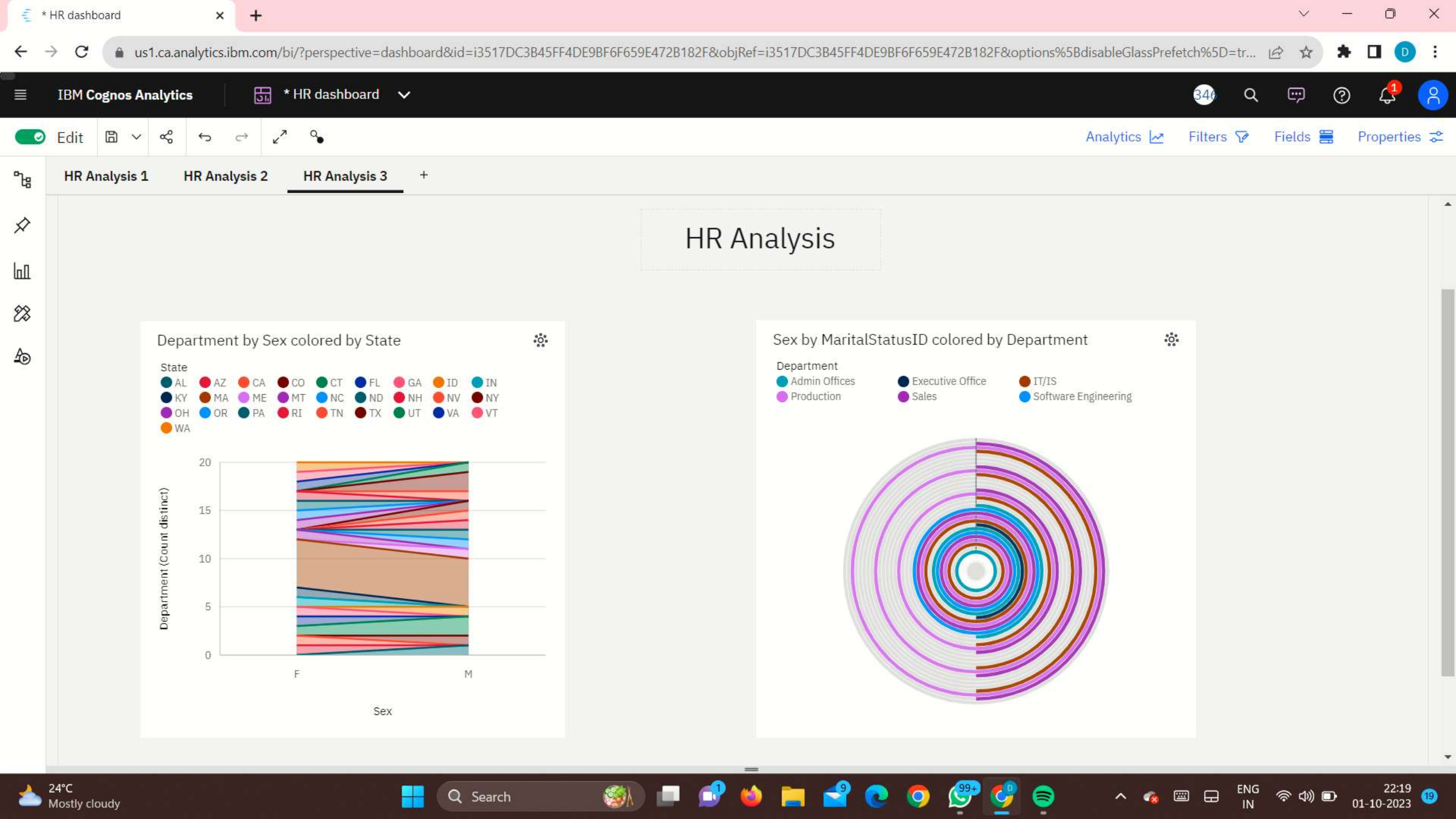
ENG IN

22:19

01-10-2023

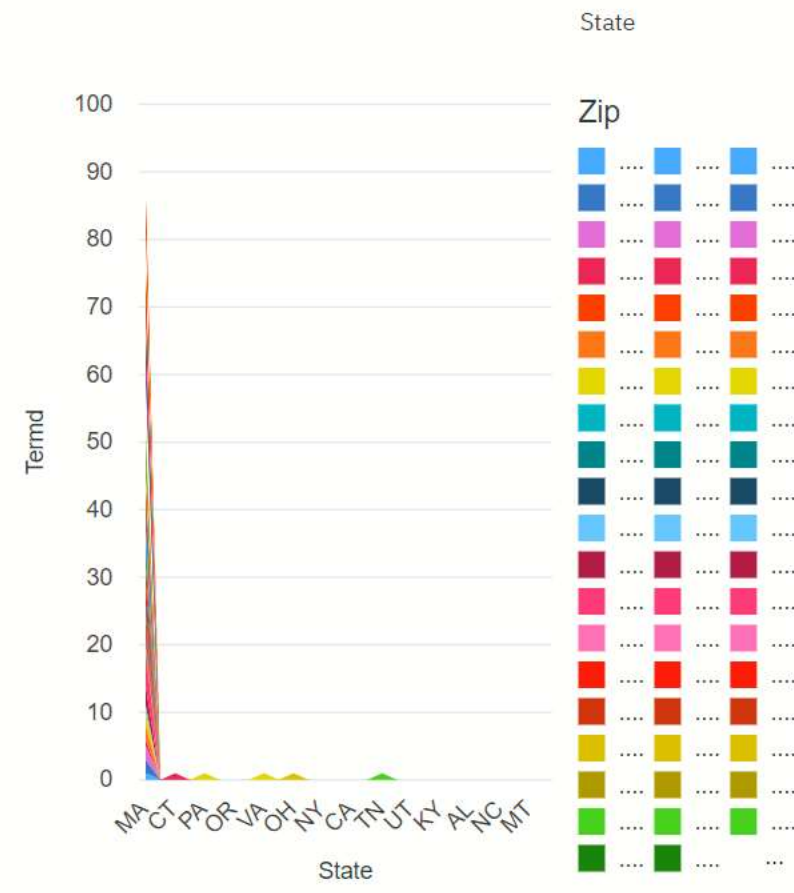
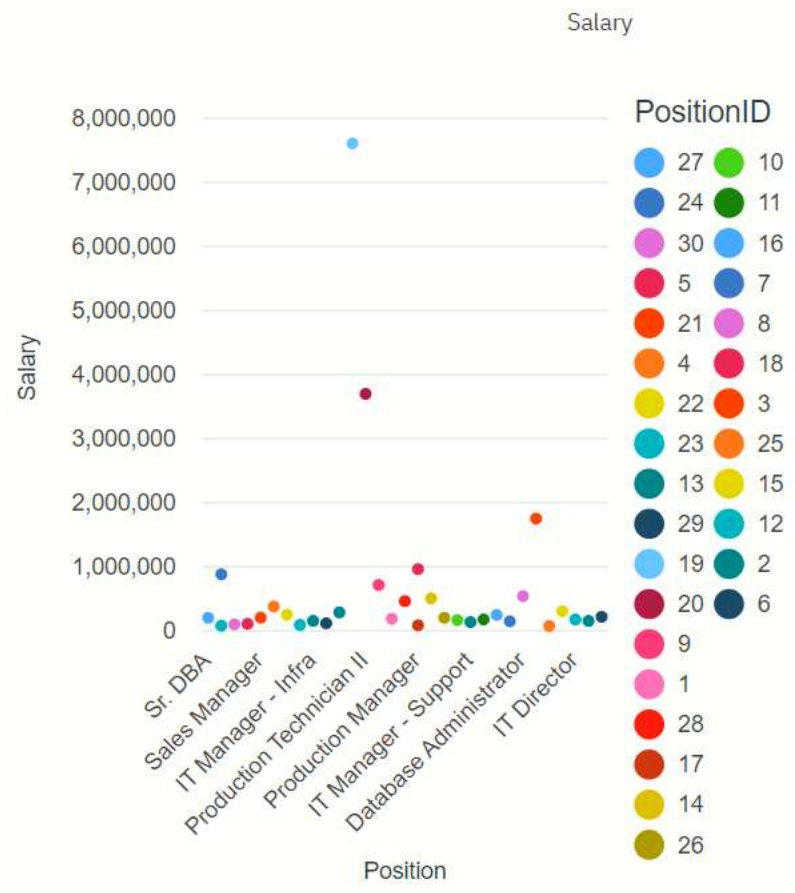
HR Analysis

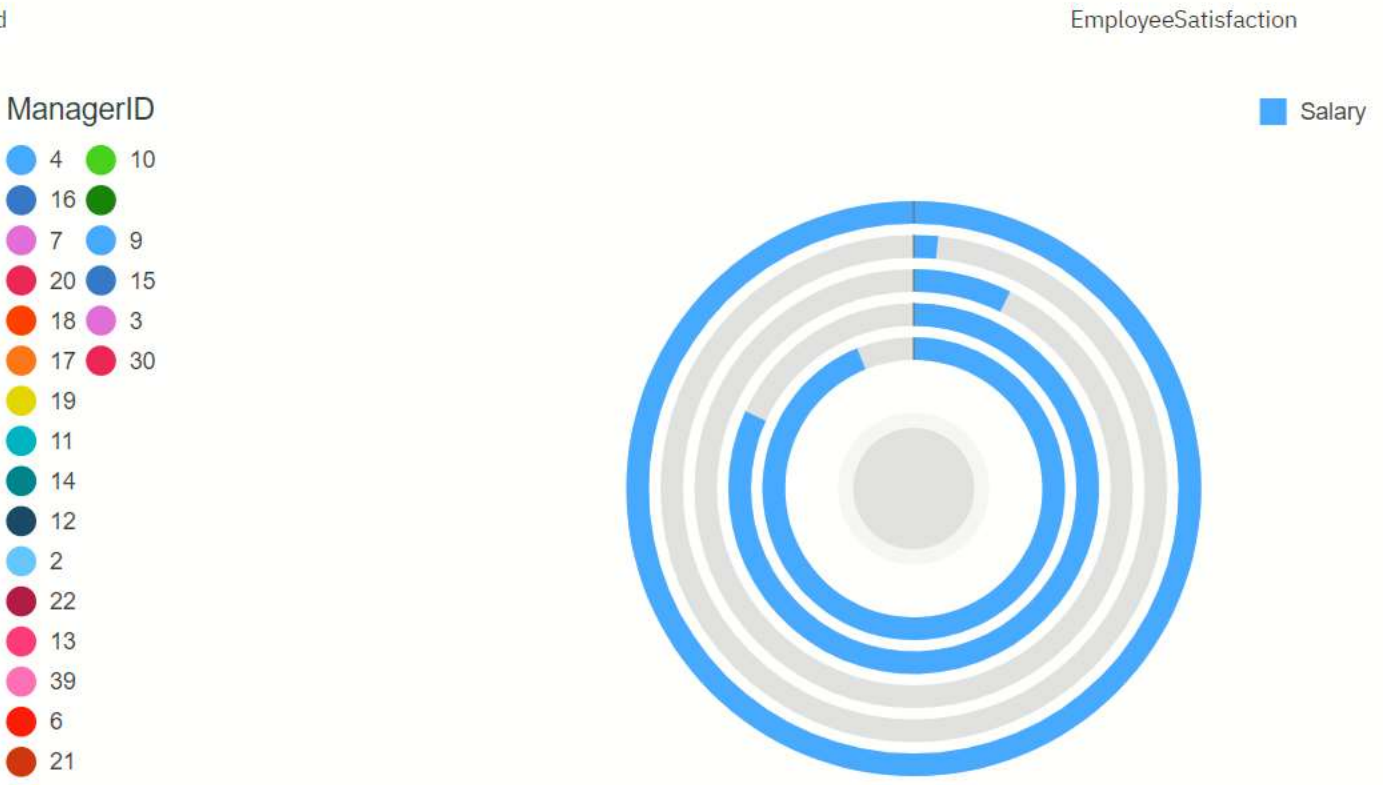
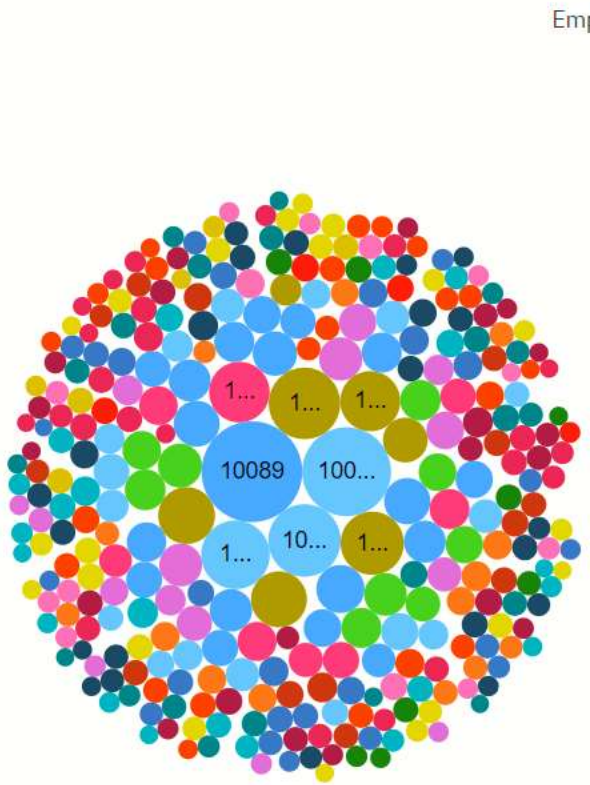




REPORT

HR Analysis

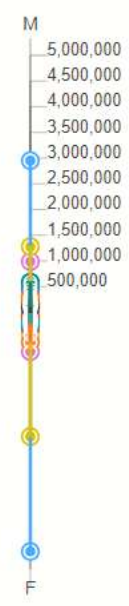




PositionID

EngagementSurvey

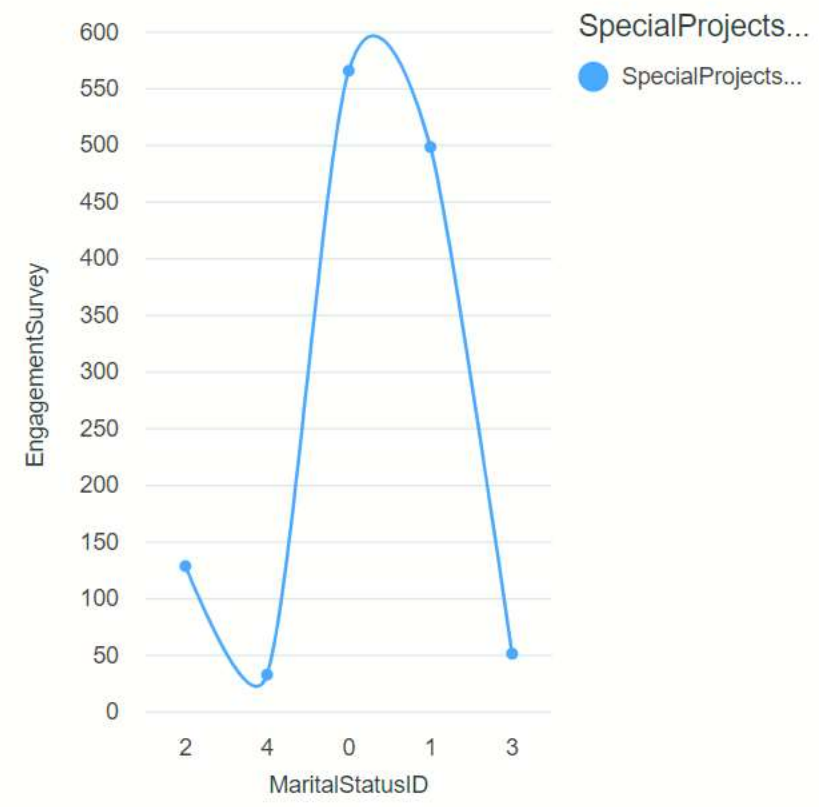
PositionID



PositionID



EngagementSurvey



STORY

HR story

us1.ca.analytics.ibm.com/bi/?perspective=story&id=i834A0D0A10DE48CDB91CFF0E12B1F689&objRef=i834A0D0A10DE48CDB91CFF0E12B1F689&options%5BdisableGlassPrefetch%5D=true...

IBM Cognos Analytics

HR story

340

Analytics


Filters

Fields

Properties

Edit

HR ANALYSIS



No visualization selected

Select a visualization with analytics support to view and manage the analytics settings.

Prev scene

Next scene

Scene 1 of 9

0:00.0

0:05.0

24°C

Mostly cloudy

Search

ENG IN

22:16

01-10-2023

HR story

us1.ca.analytics.ibm.com/bi/?perspective=story&id=i834A0D0A10DE48CDB91CFF0E12B1F689&objRef=i834A0D0A10DE48CDB91CFF0E12B1F689&options%5BdisableGlassPrefetch%5D=true...

IBM Cognos Analytics

HR story

340

Analytics

Filters

Fields

Properties

Edit

HR ANALYSIS

Salary ranges from 250 thousand, when DeptID is 2, to over twelve million, when DeptID is 5.

Across all values of DeptID, the sum of Salary is over 21 million.

From 2010-10-25 to 2011-01-10, 5's Salary increased by 962%.

Salary ranges from 250 thousand, when DeptID is 2, to over twelve million, when DeptID is 5.

Salary by DeptID

DeptID

2

1

4

6

3

5

12,473,300

2,197,890

4,853,232

No visualization selected

Select a visualization with analytics support to view and manage the analytics settings.

Prev scene

Next scene

Scene 2 of 9

0:00.0

0:05.0

24°C Mostly cloudy

Search

ENG IN

22:17 01-10-2023

HR story

us1.ca.analytics.ibm.com/bi/?perspective=story&id=i834A0D0A10DE48CDB91CFF0E12B1F689&objRef=i834A0D0A10DE48CDB91CFF0E12B1F689&options%5BdisableGlassPrefetch%5D=true...

IBM Cognos Analytics

HR story

340

Analytics

Filters

Fields

Properties

Edit

HR ANALYSIS

- GenderID 0 has the highest State due to ManagerID 17.
- GenderID 1 has the highest State due to PositionID 3.
- ManagerID 17 has the highest State at 14, out of which GenderID 1 contributed the most at 8.

State by GenderID 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

GenderID

0

1

0

1

2

3

4

5

6

7

8

9

10

11

12

13

14

State (Count distinct)

No visualization selected

Select a visualization with analytics support to view and manage the analytics settings.

Prev scene

Next scene

Scene 3 of 9

0:00.0

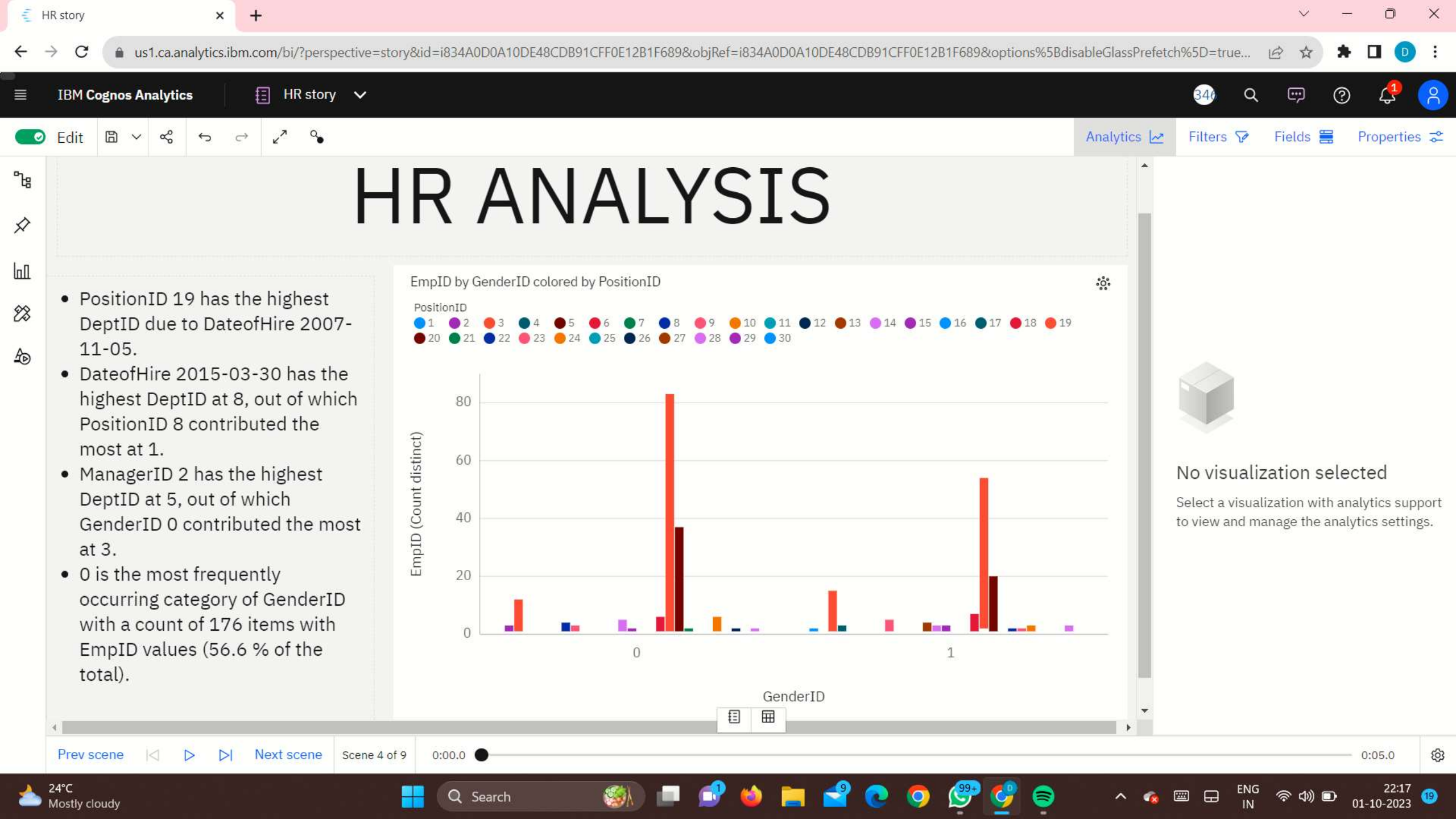
0:05.0

24°C Mostly cloudy

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ENG IN

22:17 01-10-2023



HR story

us1.ca.analytics.ibm.com/bi/?perspective=story&id=i834A0D0A10DE48CDB91CFF0E12B1F689&objRef=i834A0D0A10DE48CDB91CFF0E12B1F689&options%5BdisableGlassPrefetch%5D=true...

IBM Cognos Analytics

HR story

340

Analytics

Filters

Fields

Properties

Edit

HR ANALYSIS

MaritalStatusID 0 has the highest MarriedID due to DateofHire 2007-11-05.

DateofHire 2013-09-30 has the highest MarriedID at 5, out of which MaritalStatusID 0 contributed the most at 1.

MaritalStatusID 0 has the highest MarriedID at 137, out of which EmpID 10001 contributed the most at 1.

MarriedID by EmpID colored by MaritalStatusID

MaritalStatusID

01234

No visualization selected

Select a visualization with analytics support to view and manage the analytics settings.

Prev scene

Next scene

Scene 5 of 9

0:00.0

0:05.0

24°C Mostly cloudy

Search

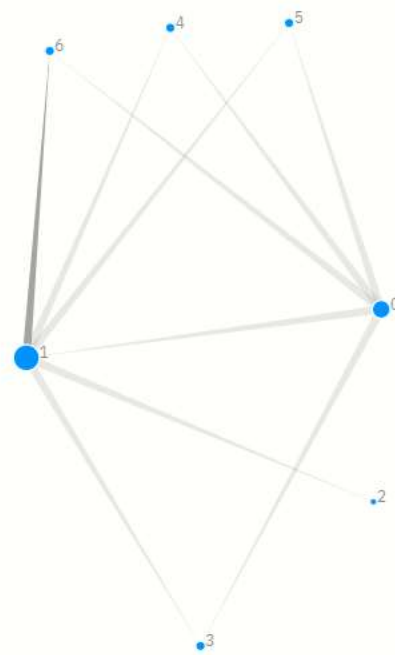
ENG IN

22:17 01-10-2023

HR ANALYSIS

- DeptID 5 has the highest Department due to DateofHire 2007-06-25.
- DateofHire 2012-01-09 has the highest Department at 4, out of which DeptID 6 contributed the most at 1.
- 1 has a Department of 1 for DateofHire 2008-10-27.
- MarriedID 1 has the highest Department due to DeptID 1.

MarriedID to DeptID with line width Department



No visualization selected

Select a visualization with analytics support to view and manage the analytics settings.

HR story

us1.ca.analytics.ibm.com/bi/?perspective=story&id=i834A0D0A10DE48CDB91CFF0E12B1F689&objRef=i834A0D0A10DE48CDB91CFF0E12B1F689&options%5BdisableGlassPrefetch%5D=true...

IBM Cognos Analytics

HR story

340

Analytics

Filters

Fields

Properties

Edit

HR ANALYSIS

- Absences 18 has the highest Count distinct EmploymentStatus but is ranked #20 in Total Salary.
- From 2011-07-05 to 2011-07-11, 1's EmploymentStatus dropped by 50%.
- 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 EmploymentStatus values (34.7 % of the total) .
- The overall number of results for EmploymentStatus is 311.
-

Absences hierarchy colored by Salary and sized by EmploymentStatus

EmploymentStatus... Salary (Sum)

2 3 484,517 1,600,822

No visualization selected

Select a visualization with analytics support to view and manage the analytics settings.

Prev scene

Next scene

Scene 7 of 9

0:00.0

0:05.0

24°C Mostly cloudy

Search

ENG IN

22:17 01-10-2023

HR story

us1.ca.analytics.ibm.com/bi/?perspective=story&id=i834A0D0A10DE48CDB91CFF0E12B1F689&objRef=i834A0D0A10DE48CDB91CFF0E12B1F689&options%5BdisableGlassPrefetch%5D=true...

IBM Cognos Analytics

HR story

340

Analytics

Filters

Fields

Properties

Edit

HR ANALYSIS

State

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

Department (Count distinct)

20 15 10 5 0

F

M

Sex

Prev scene

Next scene

Scene 8 of 9

0:00.0

0:05.0

No visualization selected

Select a visualization with analytics support to view and manage the analytics settings.

24°C Mostly cloudy

Search

ENG IN

22:18 01-10-2023

HR story

us1.ca.analytics.ibm.com/bi/?perspective=story&id=i834A0D0A10DE48CDB91CFF0E12B1F689&objRef=i834A0D0A10DE48CDB91CFF0E12B1F689&options%5BdisableGlassPrefetch%5D=true...

IBM Cognos Analytics

HR story

340

Analytics

Filters

Fields

Properties

Edit

HR ANALYSIS

• Department Admin Offices has the highest Count distinct Sex but is ranked #5 in Total Salary.

• Department Production has the highest Total Salary but is ranked #1 in Count distinct Sex.

• Department Production has the highest Sex at 10, out of which MaritalStatusID 0 contributed the most at 2.

Sex by MaritalStatusID colored by Department

Department

Admin Offices

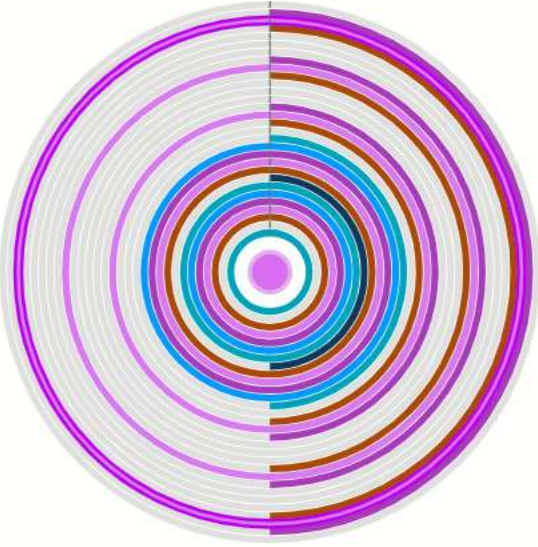
Executive Office

IT/IS

Production

Sales

Software Engineering



No visualization selected

Select a visualization with analytics support to view and manage the analytics settings.

Prev scene

Next scene

Scene 9 of 9

0:00.0

0:05.0

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Search

ENG IN

22:18 01-10-2023

THANK YOU