

Data Visualization on HR Analysis

Name: BALAJI S S



My IBM Profile Billing

My products

Search product name

Sort by product name

Trials

3 offerings



Cognos Analytics on Cloud Trial
for Students

[Upgrade options](#)

Expires on Sep 5, 2024

Active

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

IBM Cloud
[Upgrade options](#)

Expires on Sep 28, 2024

Active

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

IBM Cognos Analytics on Cloud
- Trial

[Upgrade options](#)

Expired

[Purchase](#)[Manage](#)[Let's talk](#) **Subscriptions**

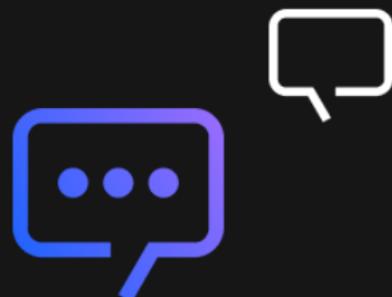
Search



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



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.



Search



ENG
IN



11:35 AM
19-10-2023

IBM Cognos Analytics * New data module

Properties

Data module

Grid Relationships Custom tables

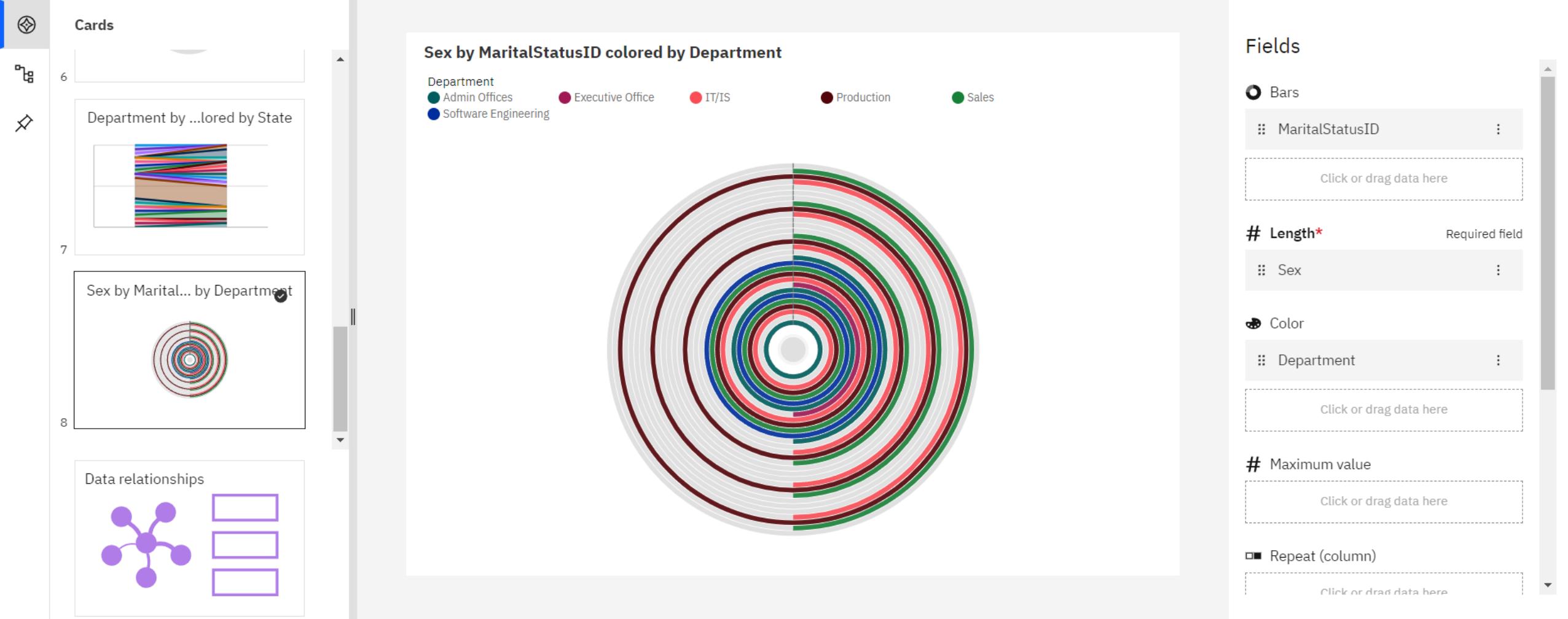
Employee_Name EmpID MarriedID MaritalStatusID GenderID EmpStatusID DeptID

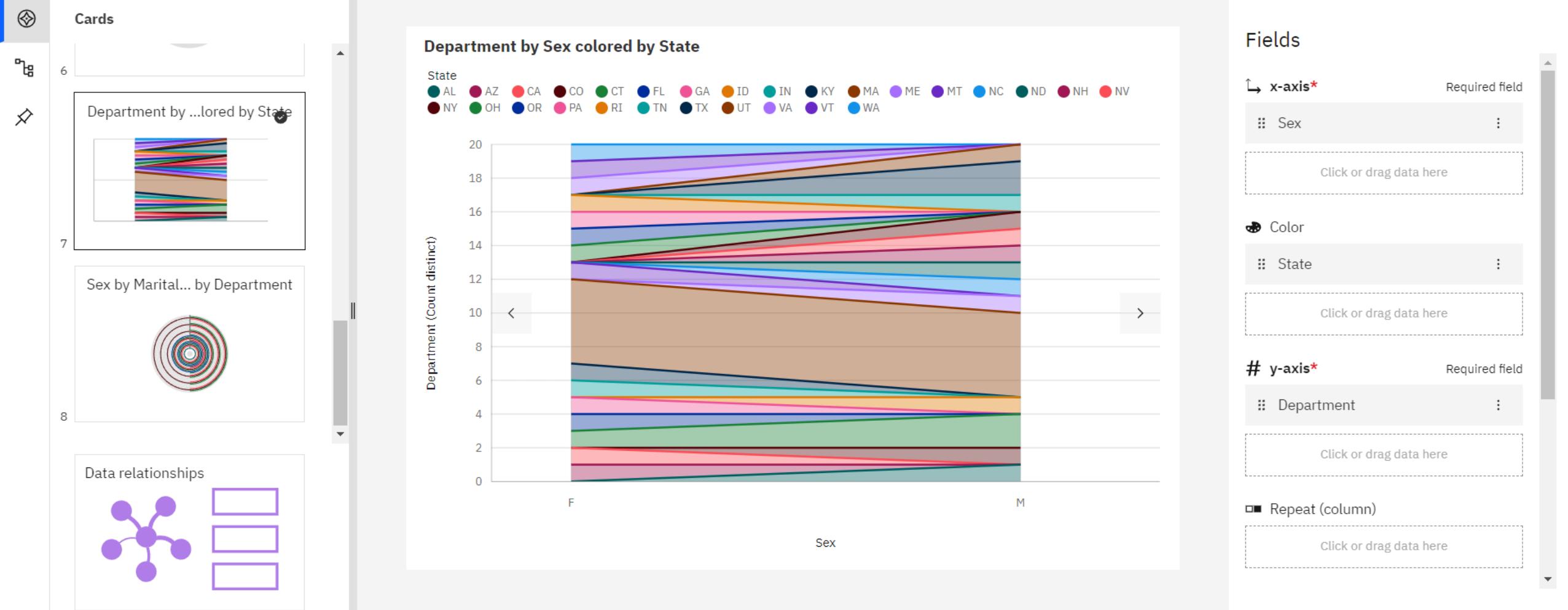
Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID
Adinolfi, Wilson K	10026	0	0	1	1	5
Ait Sidi, Karthikeyan	10084	1	1	1	5	3
Akinkuolie, Sarah	10196	1	1	0	5	5
Alagbe,Trina	10088	1	1	0	1	5
Anderson, Carol	10069	0	2	0	5	5
Anderson, Linda	10002	0	0	0	1	5
Andreola, Colby	10194	0	0	0	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				1	1	3

meet.google.com is sharing your screen. Stop sharing Hide

Search ENG IN 08:04 PM 01-10-2023

VISUALIZATIONS







eu1.ca.analytics.ibm.com/bi/?perspective=explore&id=i2E123ED5899D490686AF9B4EE9DBCC34&objRef=i2E123ED5899D490686AF9B4EE9DBCC34&options%5BdisableGlassPrefetch%5D=true

Gmail YouTube Maps Home - Canva Dashboard | Hacker... Naan Mudhalvan BALAJI SURESH - R... All Bookmarks

IBM Cognos Analytics HR_exploration 340

Cards

MarriedID to DeptID with line width Department

Absences hierarchy by EmploymentStatus

Department by ...ored by State

Data relationships

MarriedID to DeptID with line width Department

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

Search

10:20 PM 01-10-2023

```
graph TD; 0 --- 1; 0 --- 2; 0 --- 3; 0 --- 4; 0 --- 6; 1 --- 4; 4 --- 5; 5 --- 0; 5 --- 6; 6 --- 0; 6 --- 1; 6 --- 4;
```

IBM Cognos Analytics | HR_exploration | 340 | Search | Details | Fields | Properties

Cards

- EmpID by Gender and PositionID
- MarriedID by EmpID colored by MaritalStatusID
- MarriedID to D...dth Department
- Data relationships

MarriedID by EmpID colored by MaritalStatusID

MaritalStatusID
0 1 2 3 4

Fields

x-axis: EmpID

Color: MaritalStatusID

y-axis*: MarriedID

Repeat (column)

Repeat (row)

Search | Home | Maps | YouTube | Gmail | Dashboard | Hacker... | Naan Mudhalvan | BALAJI SURESH - R... | All Bookmarks

10:20 PM 01-10-2023

IBM Cognos Analytics

HR_exploration

340

Analytics Details Fields Properties

Cards

- State by Gender... by PositionID
- EmpID by Gende...nd PositionID
- MarriedID by E...artialStatusID
- Data relationships

Fields

- Bars: GenderID
- # Length*: EmpID
- # y-start: DeptID
- Target
- Color: Sex

EmpID by GenderID colored by Sex and PositionID

Sex - PositionID

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

EmpID (Count distinct)

GenderID

eu1.ca.analytics.ibm.com/bi/?perspective=explore&id=i2E123ED5899D490686AF9B4EE9DBCC34&objRef=i2E123ED5899D490686AF9B4EE9DBCC34&options%5BdisableGlassPrefetch%5D=true

Gmail YouTube Maps Home - Canva Dashboard | Hacker... Naan Mudhalvan BALAJI SURESH - R... All Bookmarks

IBM Cognos Analytics HR_exploration 340

Cards

Salary by DeptID

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

Fields

Bars

GenderID

Length*

State

y-start

Target

Color

PositionID

Analytics Details Fields Properties

1

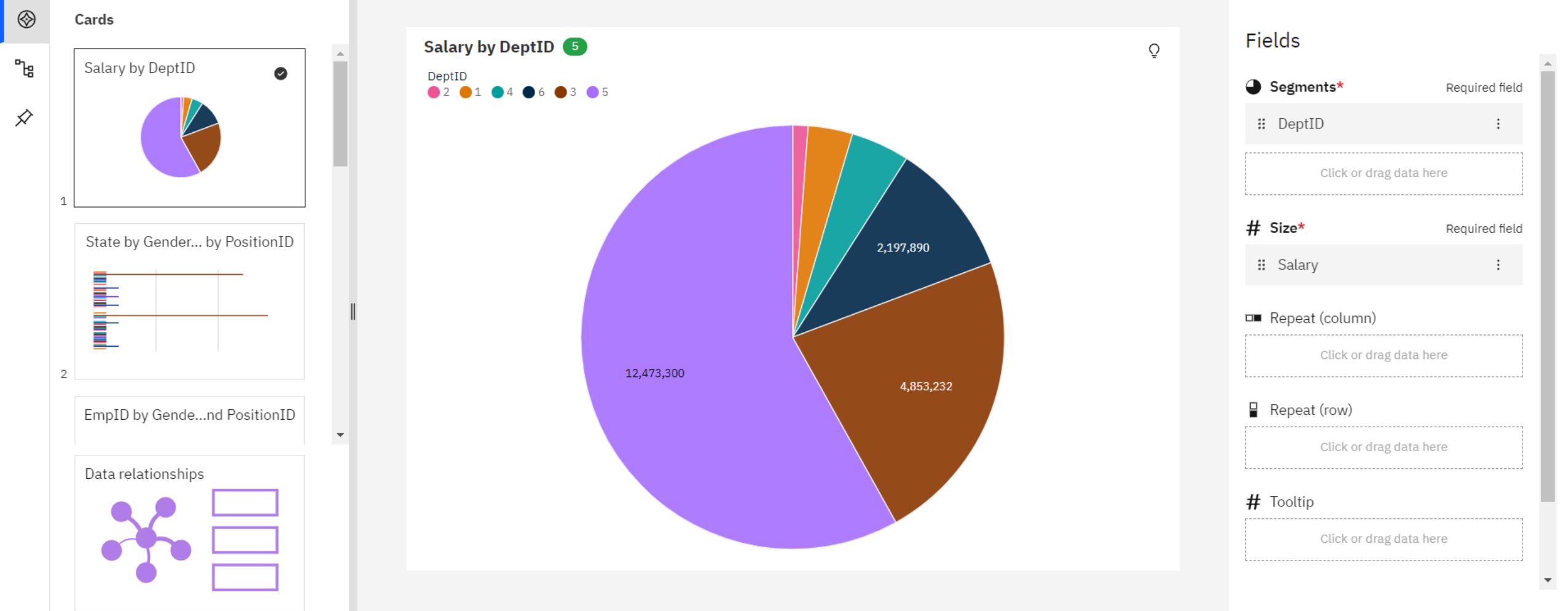
2

EmpID by GenderID and PositionID

Data relationships

Search

10:20 PM
01-10-2023



Search

10:19 PM
01-10-2023

DASHBOARD

IBM Cognos Analytics | HR_Dashboard

Widgets Standard Advanced Shapes

HR Analysis 1 HR Analysis 2 HR Analysis 3 +

HR Analysis

Salary by DeptID

DeptID

- 2
- 1
- 4
- 6
- 3
- 5

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

EmpID by GenderID colored by Sex and PositionID

Sex - PositionID

F 1	F 2	F 3	F 4
F 6	F 7	F 8	F 9
F 11	F 14	F 15	F 16



Search

ENG
IN10:18 PM
01-10-2023

IBM Cognos Analytics | HR_Dashboard | 340 | Search | Filters | Fields | Properties

Widgets

Standard

Advanced

Shapes

HR Analysis 1 | HR Analysis 2 | HR Analysis 3 | +

HR Analysis

MarriedID by EmpID colored by MaritalStatusID

MaritalStatusID: 0, 1, 2, 3, 4

MarriedID to DeptID with line width Department

Absences hierarchy colored by Salary and sized by EmploymentStatus

EmploymentStatus: 2, 3 | Salary (Sum): 484,517, 1,600,822

Search | Home | Maps | YouTube | Gmail | Dashboard | Hacker... | Naan Mudhalvan | BALAJI SURESH - R... | All Bookmarks

ENG IN | 10:19 PM | 01-10-2023

Widgets

Standard

Advanced

Shapes

HR Analysis 1 HR Analysis 2 HR Analysis 3 +

HR Analysis

Department by Sex colored by State

State

	AL	AZ	CA	CO	CT	FL	GA	ID	IN	KY	MA	ME	MT	NC	ND
F															
M															

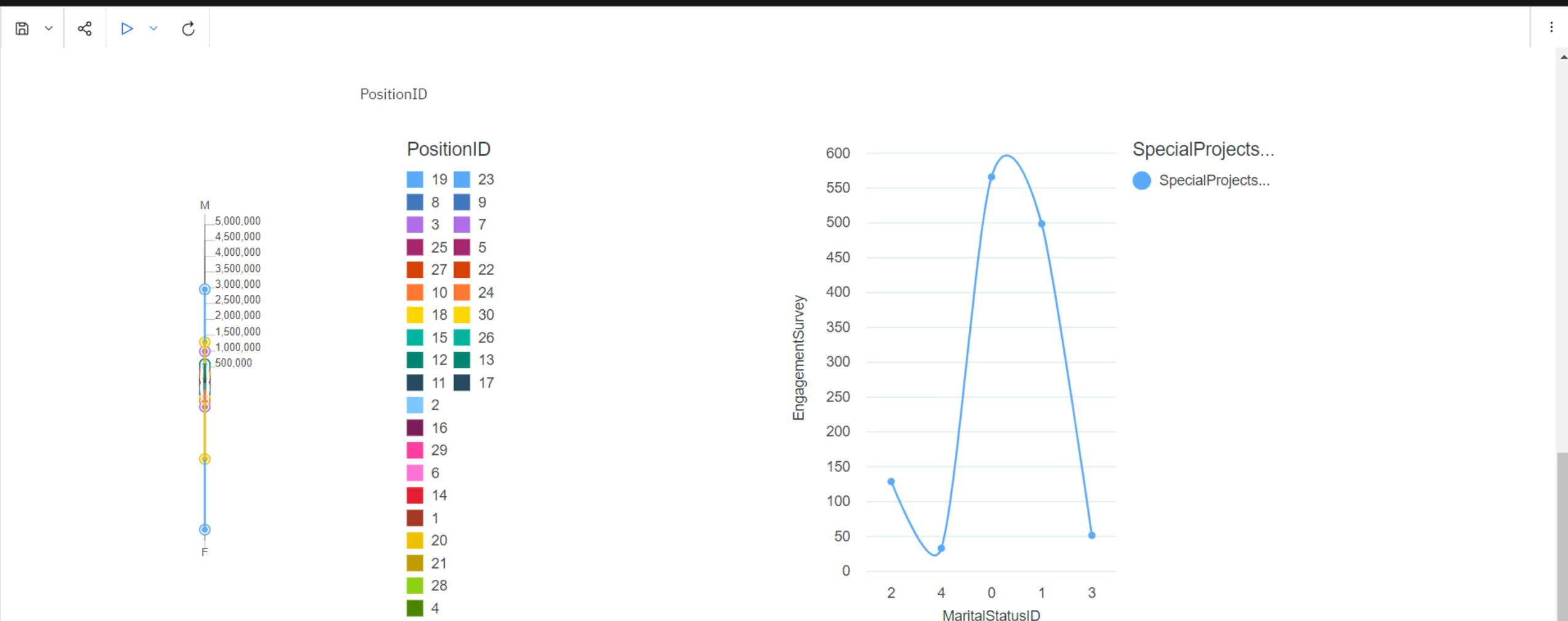
Sex by MaritalStatusID colored by Department

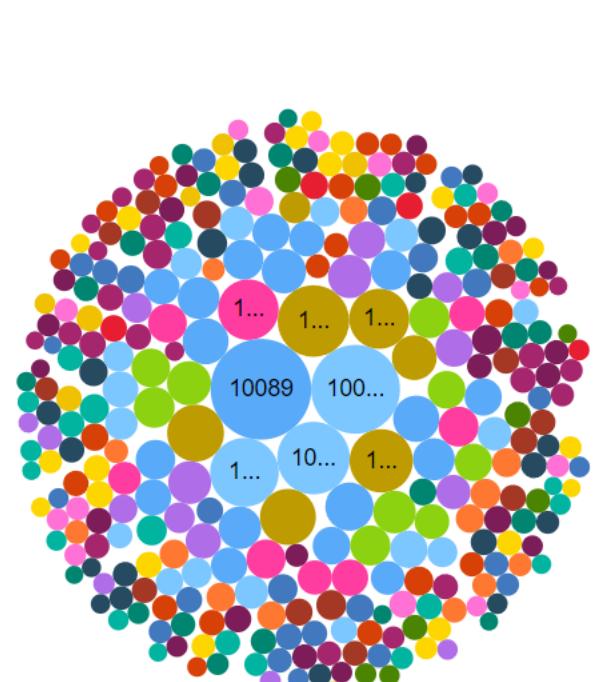
Department

- Admin Offices
- Executive Office
- IT/IS

ENG IN 10:19 PM 01-10-2023

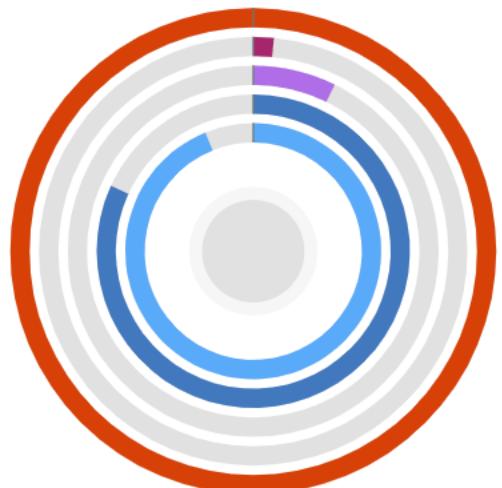
REPORT





ManagerID

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



EmpSatisfaction

5
4
2
1
3

PositionID

PositionID

10 20

600

SpecialProjects...



Search



ENG
IN



10:15 PM
01-10-2023

eu1.ca.analytics.ibm.com/bi/?perspective=authoring&closeWindowOnLastView=true

Gmail YouTube Maps Home - Canva Dashboard | Hacker... Naan Mudhalvan BALAJI SURESH - R... All Bookmarks

IBM Cognos Analytics New active report 340

HR Analysis

Salary

PositionID

PositionID	Approximate Salary (USD)
27	1,000,000
24	1,000,000
30	100,000
5	3,500,000
21	500,000
4	500,000
22	500,000
23	500,000
13	500,000
29	500,000
19	500,000
20	1,000,000
9	500,000
1	500,000
28	1,500,000
17	500,000
14	500,000
26	1,500,000

Position

State

Zip

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

TermID

State

EmpID

EmpSatisfaction

Search

10:15 PM 01-10-2023

STORY

eu1.ca.analytics.ibm.com/bi/?perspective=story&id=i78D26E780BEA425080EF94F3642191CB&objRef=i78D26E780BEA425080EF94F3642191CB&options%5BdisableGlassPrefetch%5D=true&o... ↗ ⭐

Gmail YouTube Maps Home - Canva Dashboard | Hacker... Naan Mudhalvan BALAJI SURESH - R... All Bookmarks

IBM Cognos Analytics HR_Story 340 🔍 ⓘ 🔔

Edit

My pins All

Search

15 pins

Sex by Marital...dial bar chart
HR_exploration, 10/1/2023, 10:19 AM

Department by...te area chart
HR_exploration, 10/1/2023, 10:15 AM

HR ANALYSIS

Prev scene Next scene Scene 1 of 9 0:02.3 — 0:05.0 ⏸

Search ENG IN 10:17 PM 01-10-2023



My pins

All

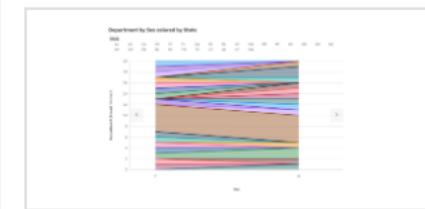
Search

15 pins



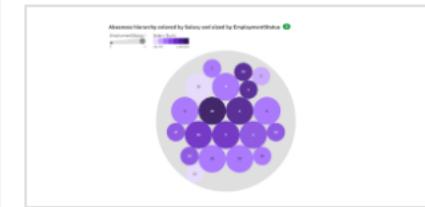
Sex by Marital...dial bar chart

HR_exploration, 10/1/2023, 10:19 AM



Department by...te area chart

HR_exploration, 10/1/2023, 10:15 AM



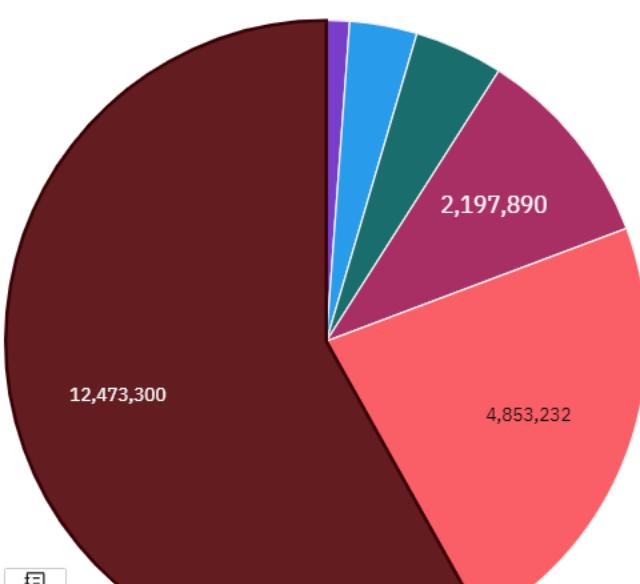
HR ANALYSIS

- Salary is unusually high when DeptID is 5.
- From 2010-10-25 to 2011-01-10, 5's Salary increased by 962%.
- Across all values of DeptID, the sum of Salary is over 21 million.
- 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



Prev scene



Next scene



Scene 2 of 9

0:05.0

0:05.0



Search



ENG

IN

10:17 PM
01-10-2023

My pins | All | Search | 15 pins

Sex by Marital...dial bar chart

HR_exploration, 10/1/2023, 10:19 AM

Department by...te area chart

HR_exploration, 10/1/2023, 10:15 AM

- GenderID 0 has the highest State due to ManagerID 17.
- GenderID 1 has the highest State due to PositionID 3.
- PositionID 3 has the highest State due to ManagerID 17.
- ManagerID 17 has the highest State at 14, out of which GenderID 1 contributed the most at 8.
- 0 is the most frequently occurring category of GenderID with a count of 176 items with State values (56.6 % of the total).

HR ANALYSIS

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



Prev scene | Next scene

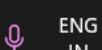
Scene 3 of 9

0:02.6

0:05.0



Search



10:17 PM
01-10-2023

HR ANALYSIS

My pins

All

Search

15 pins

Sex by Marital...dial bar chart

HR_exploration, 10/1/2023, 10:19 AM

Department by...te area chart

HR_exploration, 10/1/2023, 10:15 AM

PositionID 19 has the highest DeptID due to DateofHire 2007-11-05.

GenderID 0 has the highest DeptID due to ManagerID 2.

Sex F has the highest values of both DeptID and Salary.

DateofHire 2015-03-30 has the highest DeptID at 8, out of which PositionID 8 contributed the most at 1.

ManagerID 2 has the highest DeptID at 5, out of which GenderID 0 contributed the most at 3.

EmpID by GenderID colored by Sex and PositionID

Sex - PositionID

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

EmpID (Count distinct)

Prev scene | Next scene | Scene 4 of 9 | 0:05.0 | 0:05.0 | 0:05.0



HR ANALYSIS

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

EmpID 10001 has the highest MarriedID due to MaritalStatusID 0.

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.

The donut chart displays the distribution of MarriedID across various EmpIDs, color-coded by MaritalStatusID. The segments represent different marital statuses: 0 (purple), 1 (blue), 2 (light purple), 3 (red), and 4 (dark blue). The chart shows that EmpID 10001 has the largest segment for MaritalStatusID 0, while EmpID 10009 has the largest segment for MaritalStatusID 4.

EmpID	MaritalStatusID	MarriedID
10001	0	137
10009	4	100
10023	0	10
10034	0	10
10043	0	10
10051	0	10
10058	0	10
10064	0	10
10070	0	10
10076	0	10
10082	0	10
10088	0	10
10094	0	10
10101	0	10
10108	0	10
10116	0	10
10125	0	10
10137	0	10
10151	0	10
10157	0	10
10171	0	10
10203	0	10
10210	0	10
10223	0	10
10229	0	10
10235	0	10
10241	0	10
10247	0	10
10253	0	10
10260	0	10
10267	0	10
10275	0	10
10285	0	10
10300	0	10

IBM Cognos Analytics

HR_Story

340

Edit

Analytics ↗ Filters

HR ANALYSIS

My pins

All

Search

15 pins

Sex by Marital...dial bar chart

HR_exploration, 10/1/2023, 10:19 AM

Department by...te area chart

HR_exploration, 10/1/2023, 10:15 AM

MarriedID to DeptID with line width Department

- DeptID 5 has the highest Department due to DateofHire 2007-06-25.
- MarriedID 1 has the highest Department due to DeptID 1.
- DateofHire 2012-01-09 has the highest Department at 4, out of which DeptID 6 contributed the most at 1.
- DeptID 1 has the highest Department at 3, out of which MarriedID 1 contributed the most at 2.

Prev scene ↲ ↳ Next scene Scene 6 of 9 0:05.0 0:05.0

Search

ENG IN

10:18 PM 01-10-2023

HR ANALYSIS

My pins

All

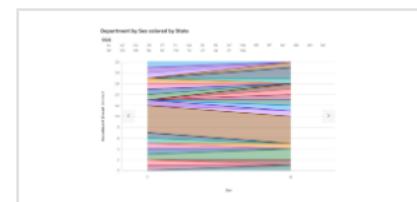
Search

15 pins



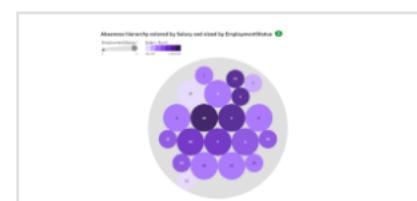
Sex by MaritalStatusID dial bar chart

HR_exploration, 10/1/2023, 10:19 AM



Department by Sex area chart

HR_exploration, 10/1/2023, 10:15 AM

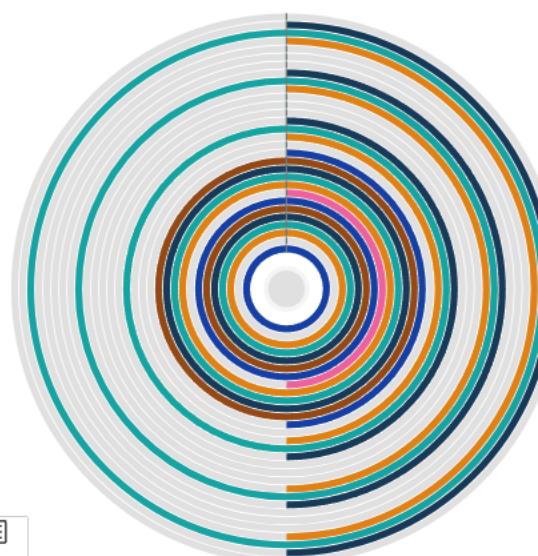


- MaritalStatusID 1 has the highest Sex due to Department Admin Offices.
- MaritalStatusID 0 has the highest values of both Sex and Salary.
- Department Admin Offices has the highest Count distinct Sex but is ranked #5 in Total Salary.
- Department Production has the highest Sex at 10, out of which MaritalStatusID 0 contributed the most at 2.

Sex by MaritalStatusID colored by Department

Department

- Admin Offices
- Executive Office
- IT/IS
- Production
- Sales
- Software Engineering



Prev scene



00



Next scene

Scene 9 of 9

0:02.2

0:05.0



Search



ENG IN



10:18 PM

01-10-2023

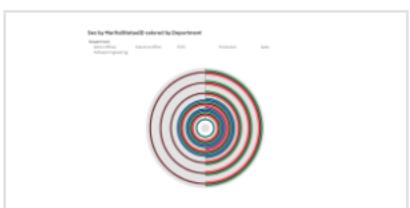
Edit

Analytics Filters

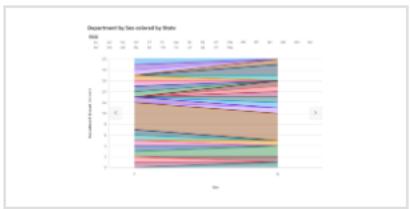
My pins All

Search

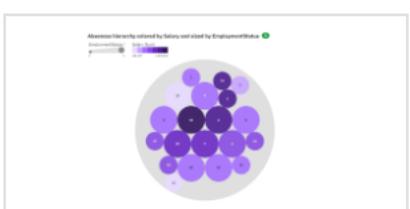
15 pins



HR_exploration, 10/1/2023, 10:19 AM



HR_exploration, 10/1/2023, 10:15 AM



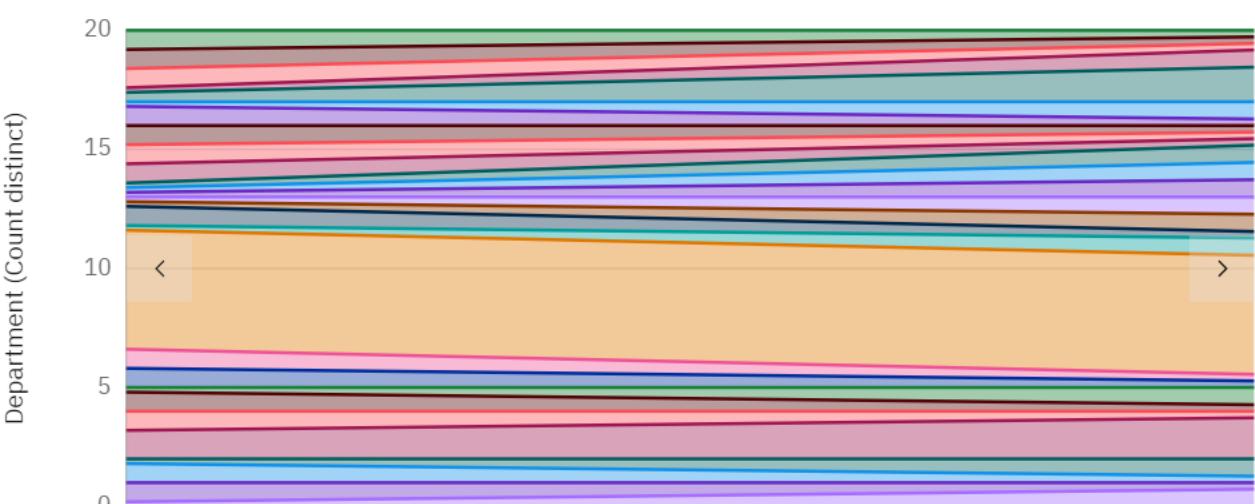
- State MA has the highest Department due to ManagerID 2.
- Sex F has the highest Department due to State MA.
- Sex F has the highest values of both Department and Salary.
- ManagerID 17 has the highest Department at 14, out of which State AL contributed the most at 1.

HR ANALYSIS

Department by Sex colored by State

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								



Prev scene Next scene

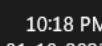
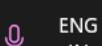
Scene 8 of 9

0:04.1

0:05.0



Search



ENG IN 10:18 PM 01-10-2023

THANK YOU