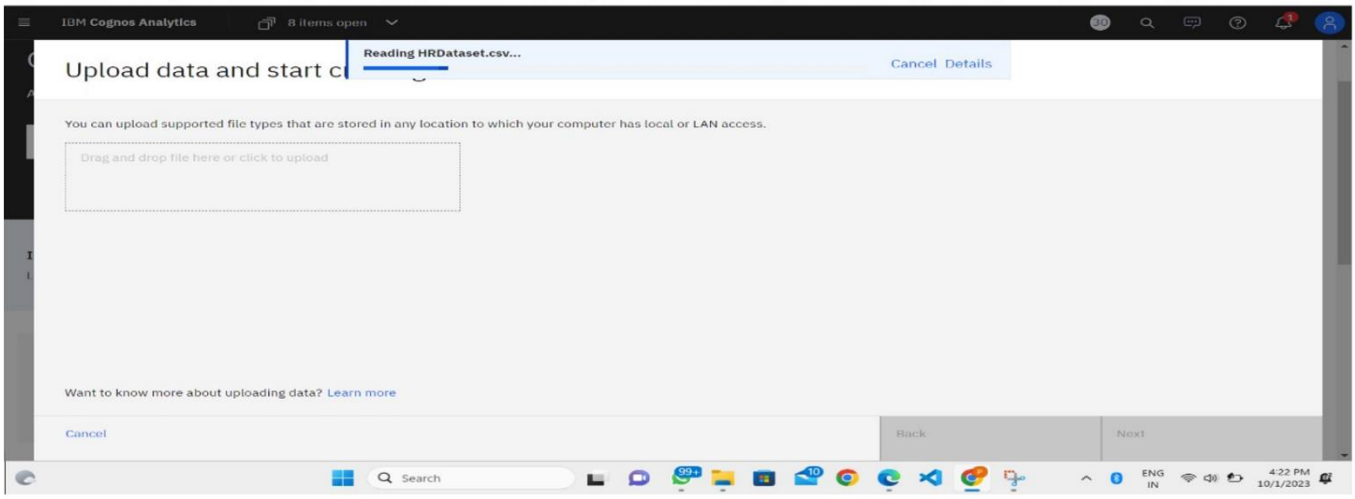
HR DATA ANALYSIS

IBM ID: 2k20cse002@kiot.ac.in

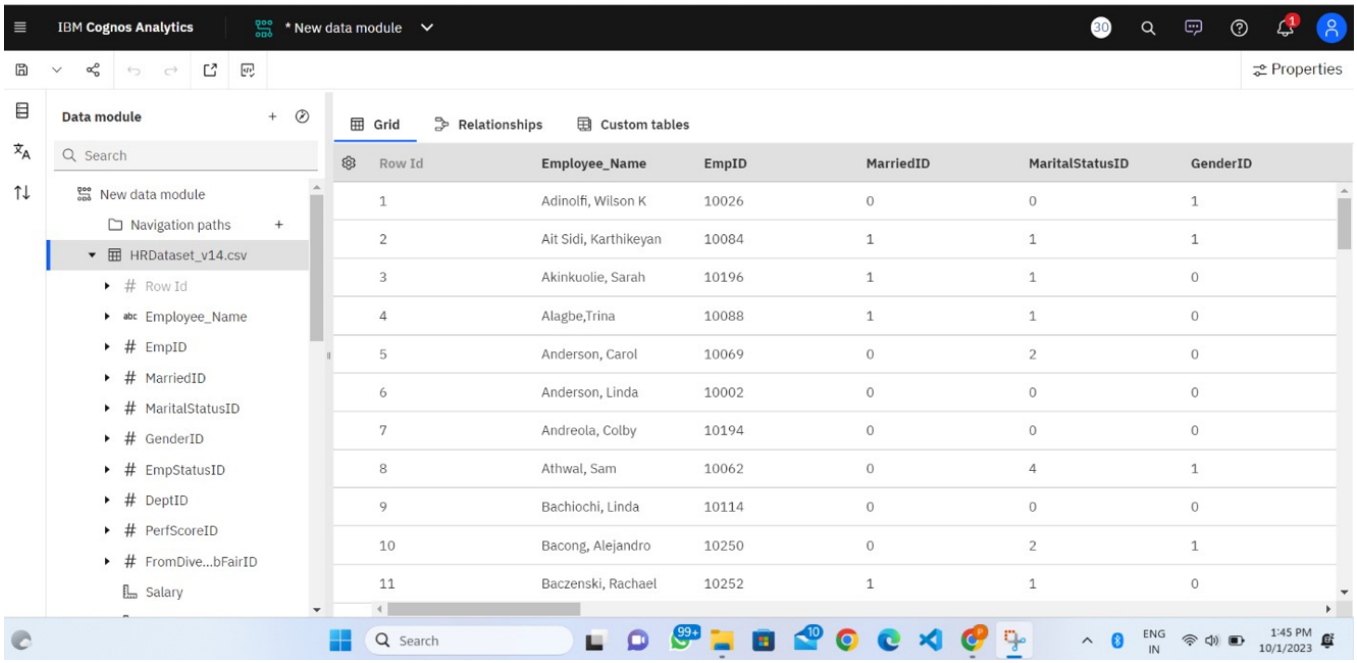
NAME: AHALYA S

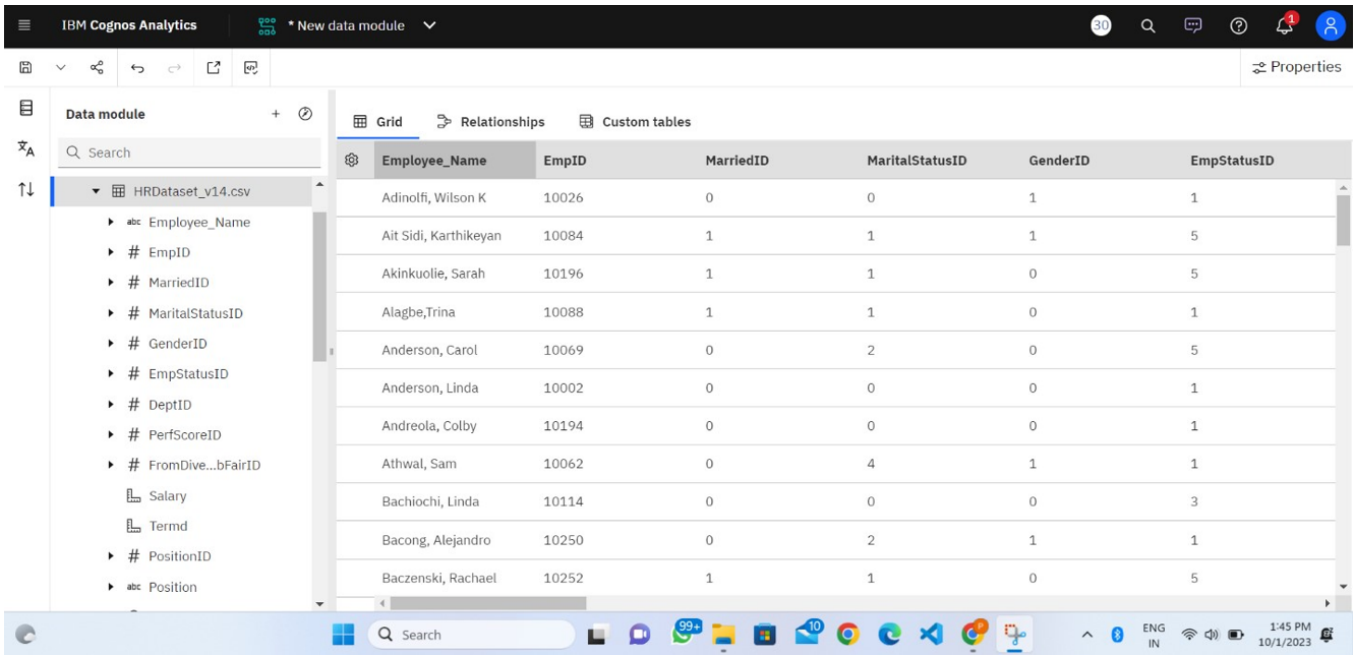
TASK:

1: UPLOADING DATA SET

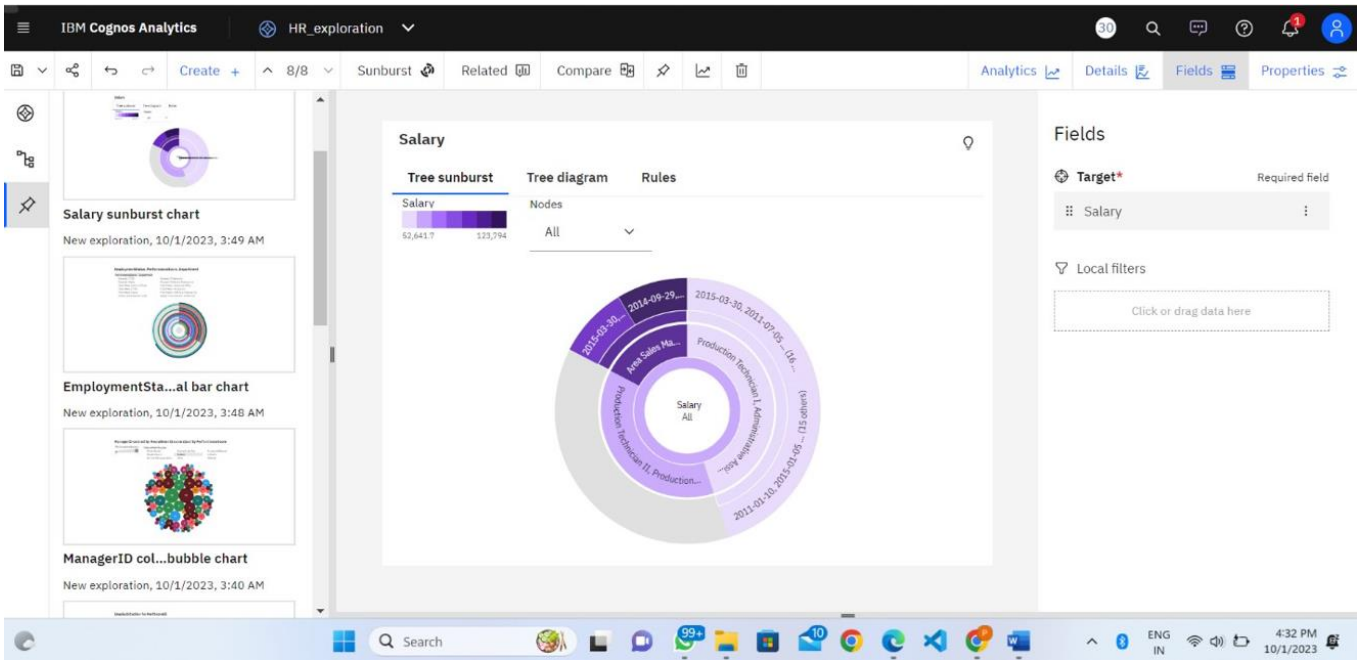


2: CREATING DATA MODULE



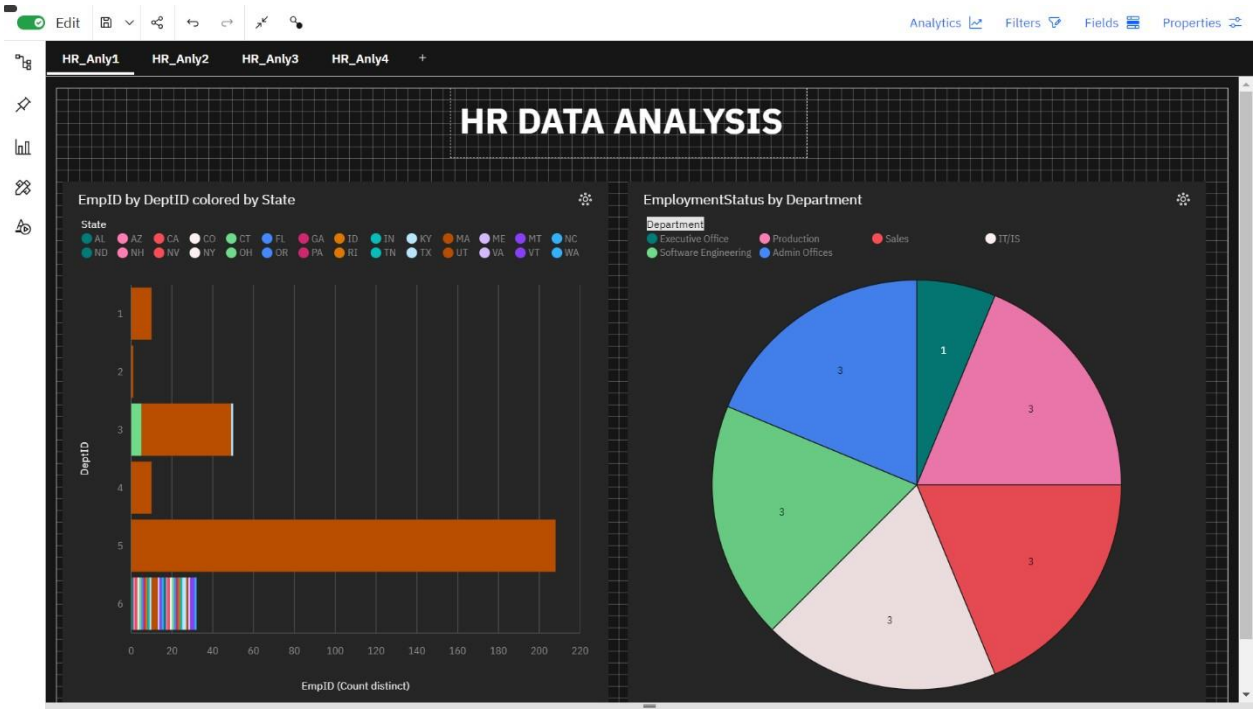


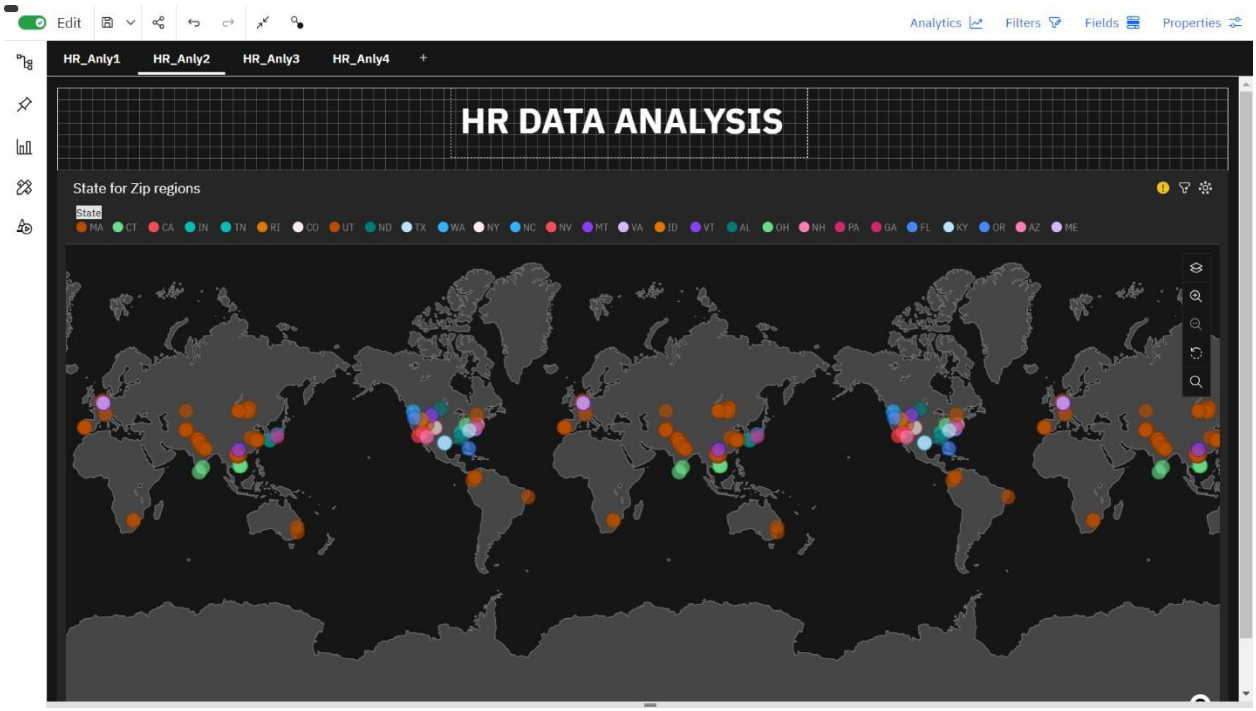
3:DATA EXPLORATION

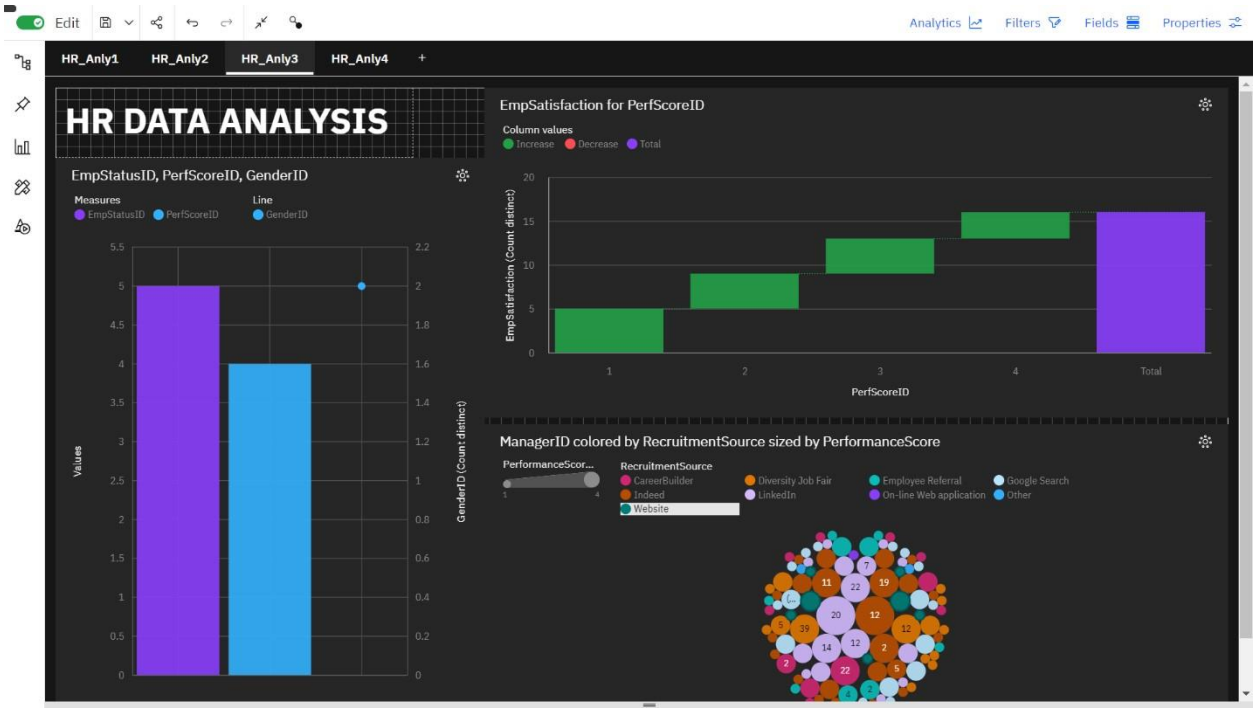


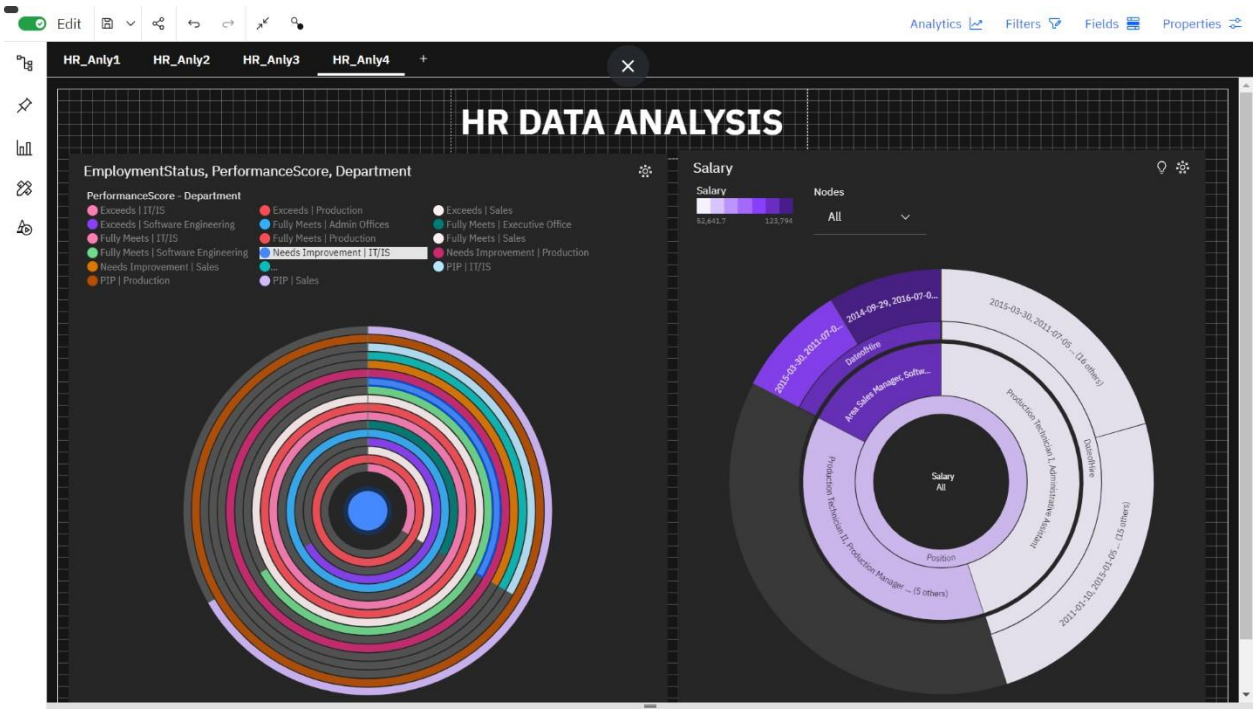
4:DATA VISUALIZATION A)

DASHBOARD:

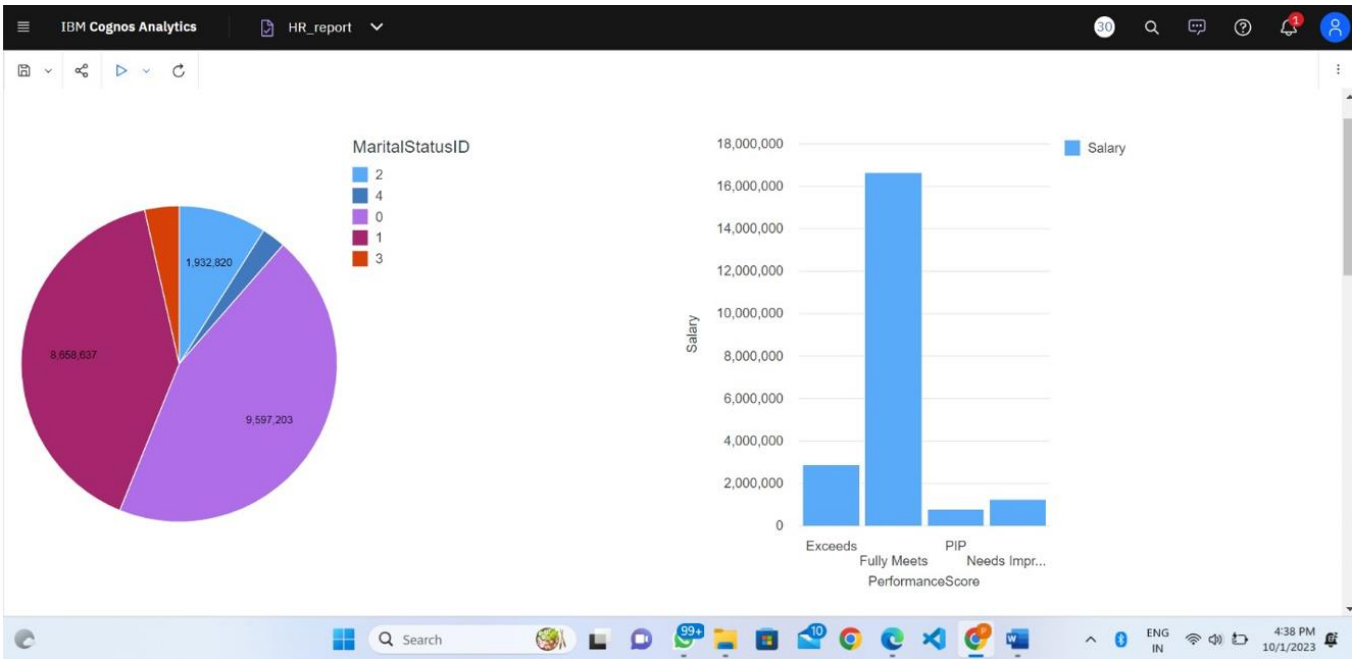

Edit
Analytics
Filters
Fields
Properties
HR_Anly1
HR_Anly2
HR_Anly3
HR_Anly4
HR DATA ANALYSIS
EmpID by DeptID colored by State
State
AL AZ CA CO CT FL GA ID IN KY MA ME MT NC
ND NH NV NY OH OR PA RI TN TX UT VA VT WA
DeptID
1
2
3
4
5
6
0 20 40 60 80 100 120 140 160 180 200 220
EmpID (Count distinct)
EmploymentStatus by Department
Department
Executive Office
Production
Sales
IT/IS
Software Engineering
Admin Offices
1
3
3
3
3
3

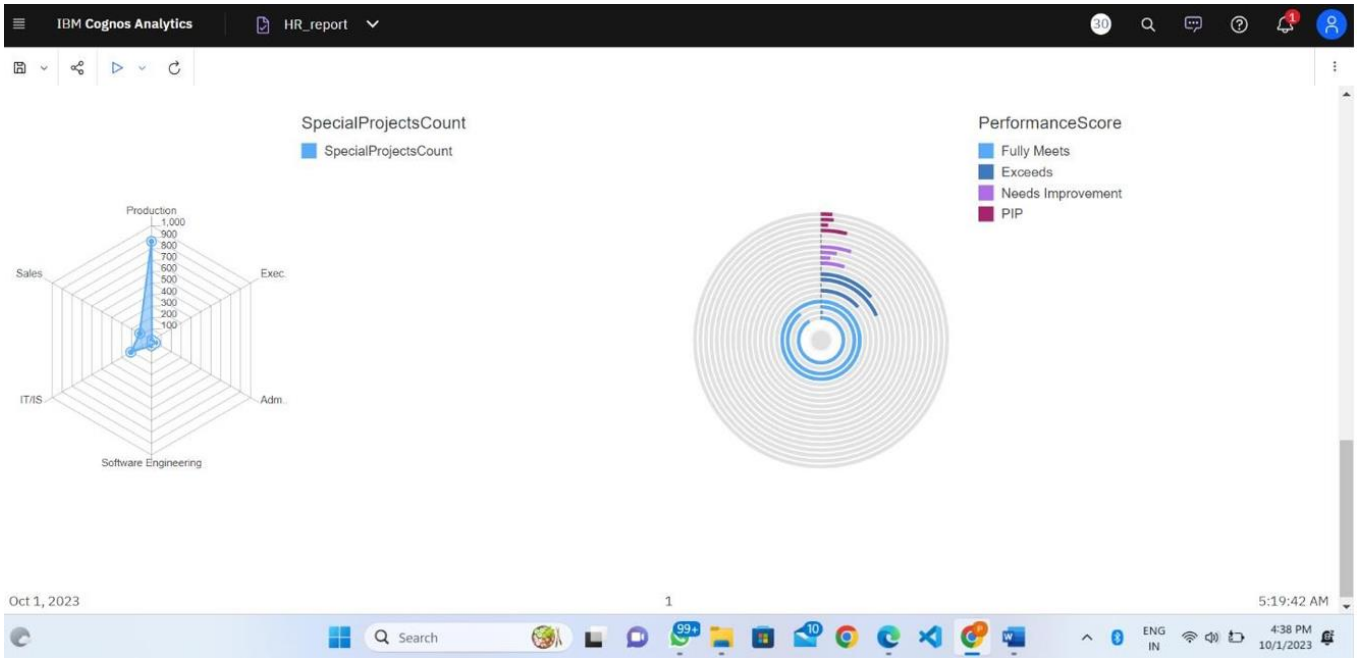

Edit
Analytics
Filters
Fields
Properties
HR_Anly1
HR_Anly2
HR_Anly3
HR_Anly4
HR DATA ANALYSIS
State for Zip regions
State
MA CT CA IN TN RI CO UT ND TX WA NY NC NV MT VA ID VT AL OH NH PA GA FL KY OR AZ ME

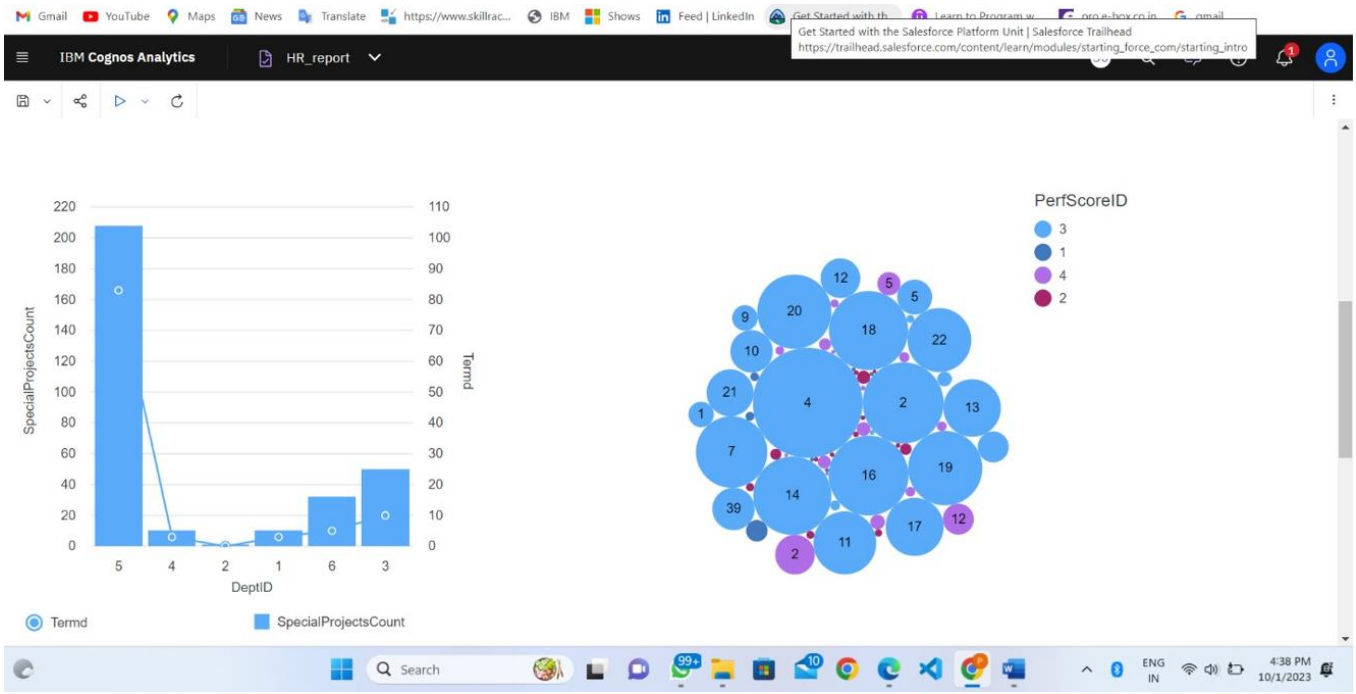




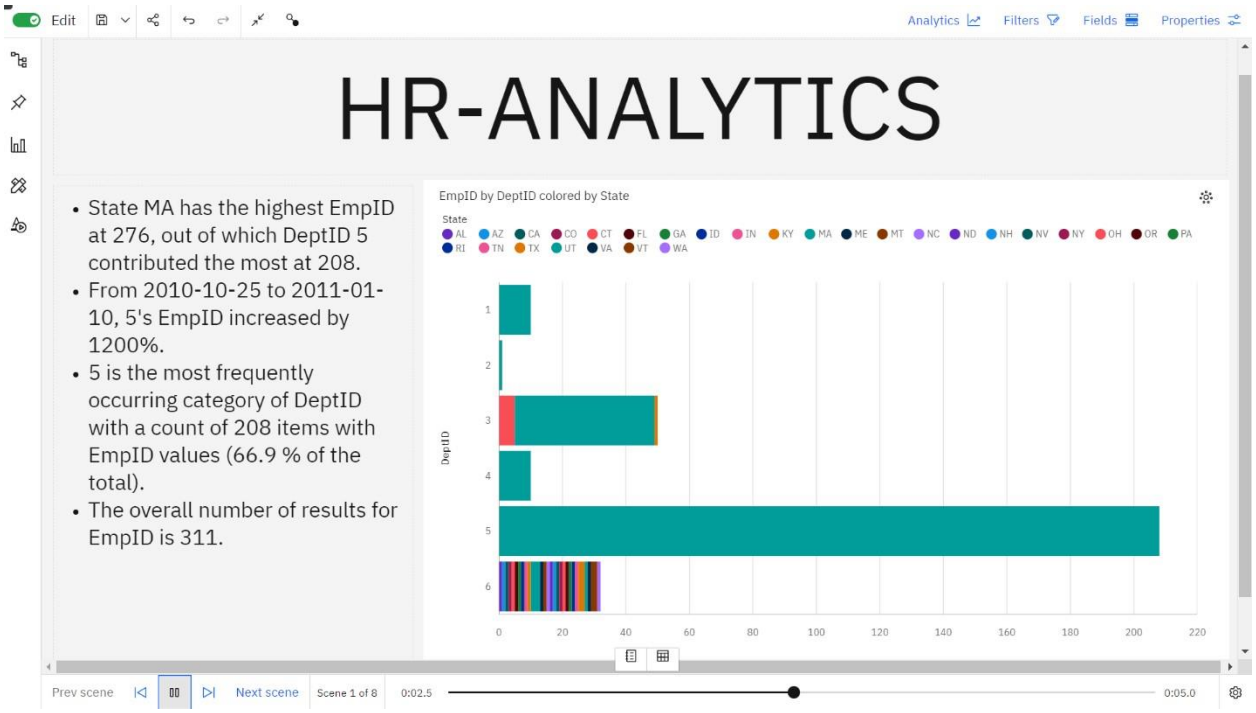
B) REPORT GENERATION:

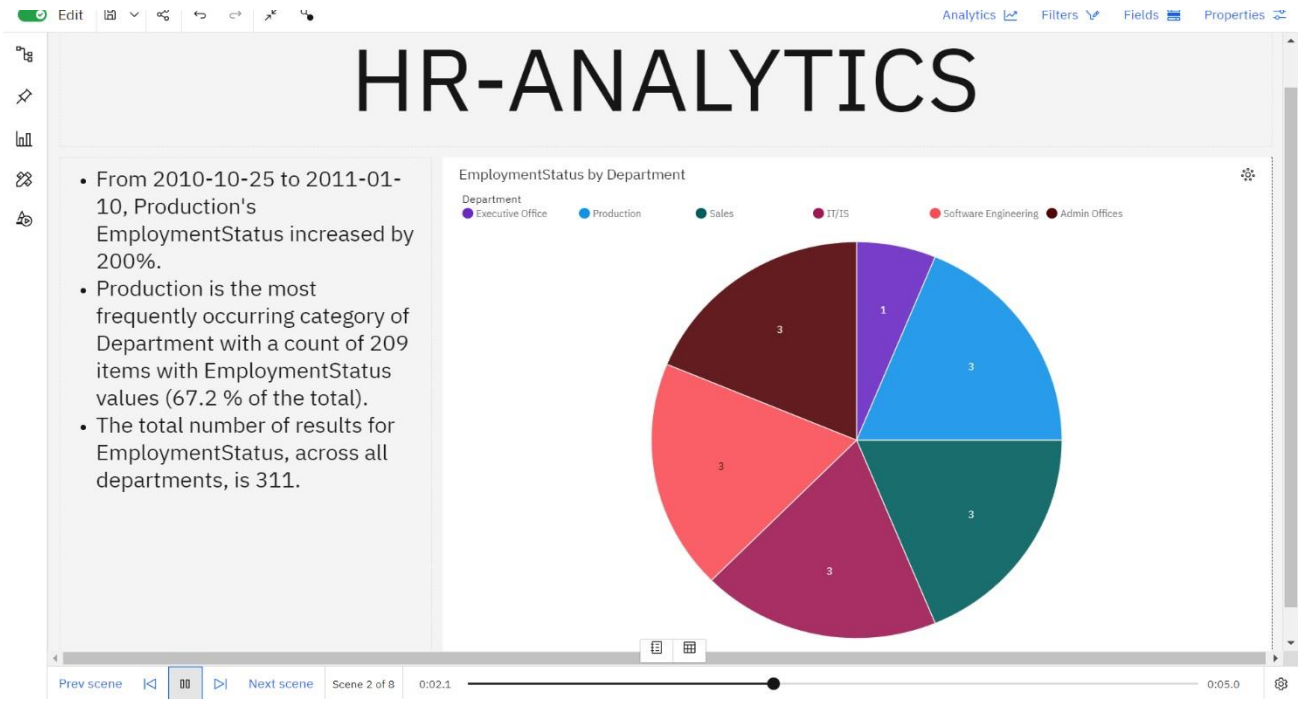

IBM Cognos Analytics
HR_report
MaritalStatusID
2
4
0
1
3
1,932,820
8,658,637
9,597,203
Salary
18,000,000
16,000,000
14,000,000
12,000,000
10,000,000
8,000,000
6,000,000
4,000,000
2,000,000
0
Salary
Exceeds
Fully Meets
PIP
Needs Impr...
PerformanceScore
Search
ENG
IN
4:38 PM
10/1/2023

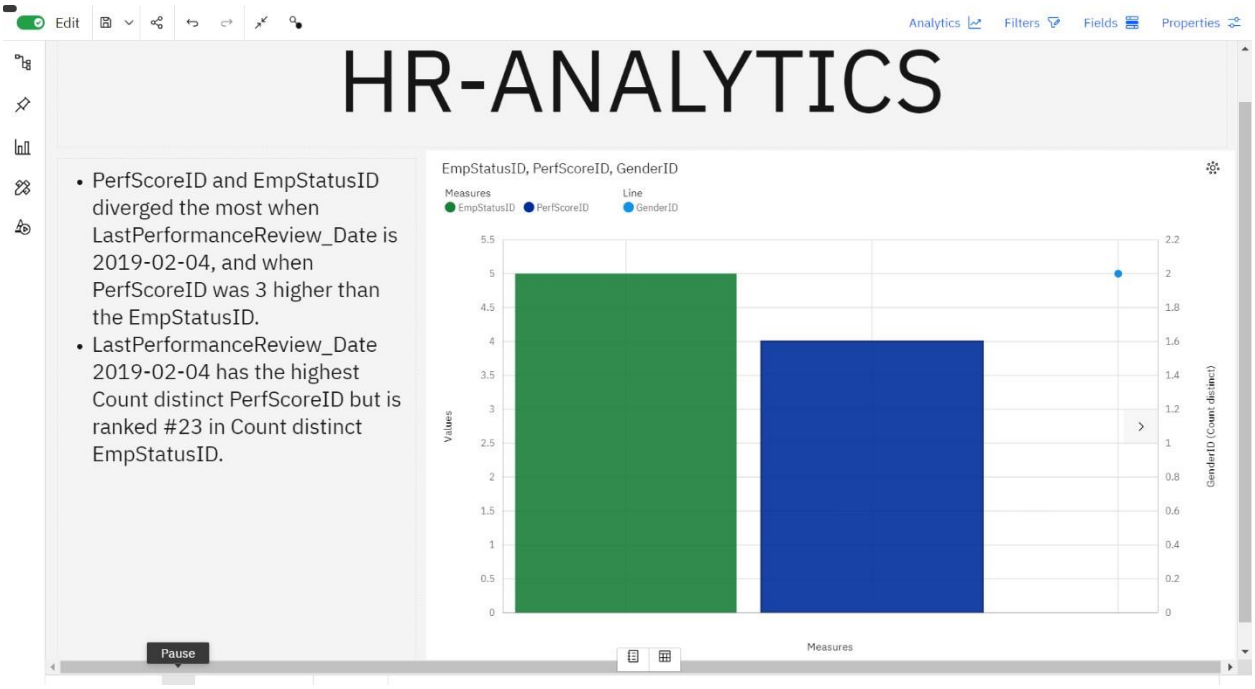

IBM Cognos Analytics
HR_report
SpecialProjectsCount
SpecialProjectsCount
Production
1,000
900
800
700
600
500
400
300
200
100
Sales
Exec.
IT/IS
Adm.
Software Engineering
PerformanceScore
Fully Meets
Exceeds
Needs Improvement
PIP
Oct 1, 2023
1
5:19:42 AM
Search
ENG
IN
4:38 PM
10/1/2023

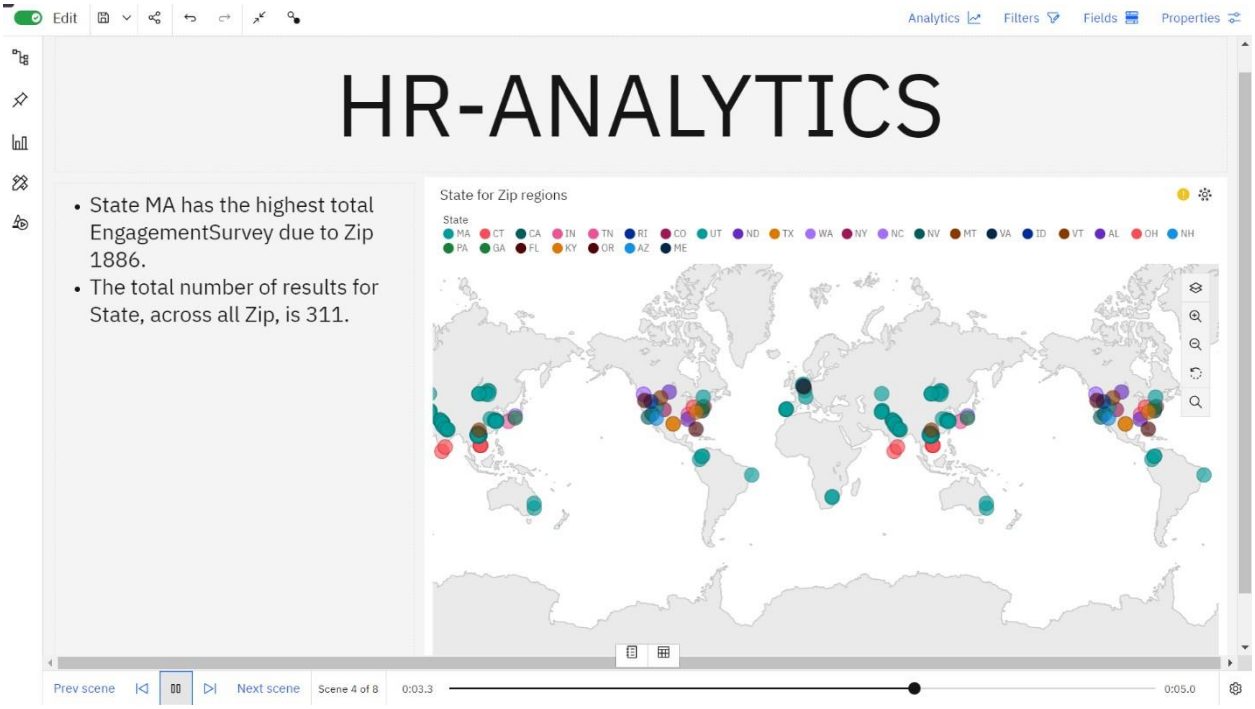


C)STORY GENERATION:

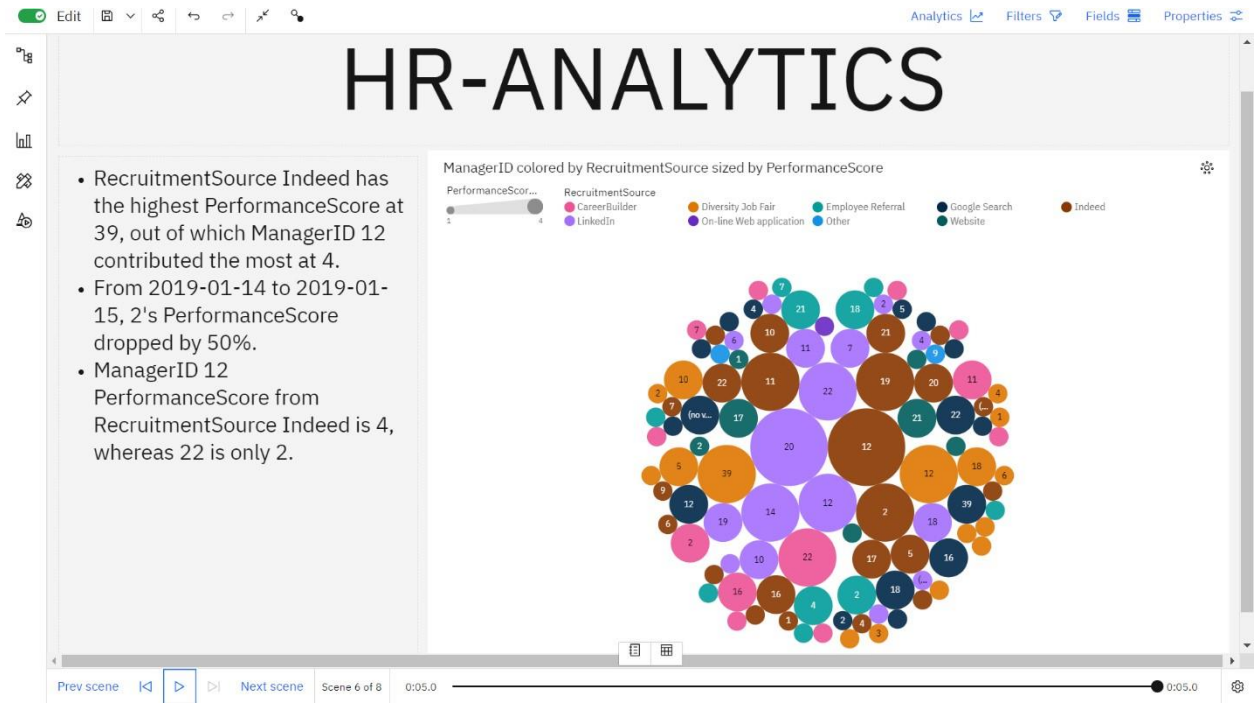


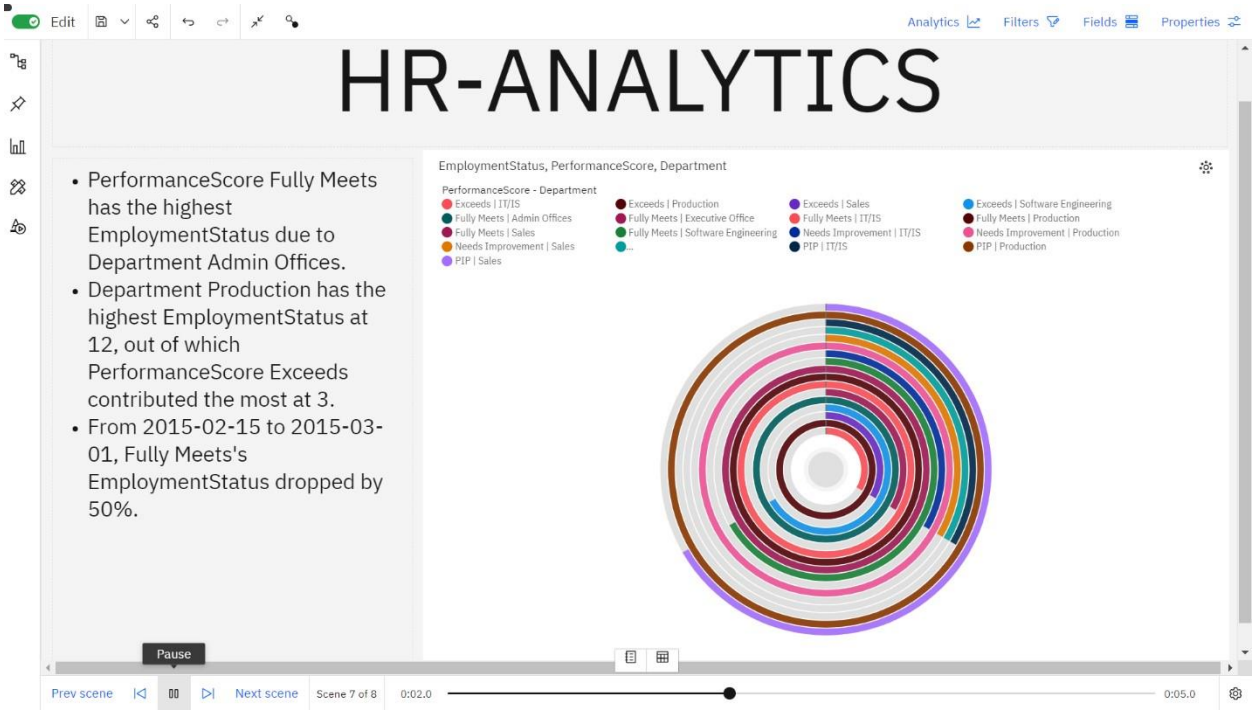

Edit
Analytics
Filters
Fields
Properties
HR-ANALYTICS
• From 2010-10-25 to 2011-01-10, Production's EmploymentStatus increased by 200%.
• Production is the most frequently occurring category of Department with a count of 209 items with EmploymentStatus values (67.2 % of the total).
• The total number of results for EmploymentStatus, across all departments, is 311.
EmploymentStatus by Department
Department
Executive Office
Production
Sales
IT/IS
Software Engineering
Admin Offices
1
3
3
3
3
3
Prev scene
Next scene
Scene 2 of 8
0:02.1
0:05.0


Edit
Analytics
Filters
Fields
Properties
HR-ANALYTICS
• PerfScoreID and EmpStatusID diverged the most when LastPerformanceReview_Date is 2019-02-04, and when PerfScoreID was 3 higher than the EmpStatusID.
• LastPerformanceReview_Date 2019-02-04 has the highest Count distinct PerfScoreID but is ranked #23 in Count distinct EmpStatusID.
EmpStatusID, PerfScoreID, GenderID
Measures
EmpStatusID
PerfScoreID
Line
GenderID
Values
GenderID (Count distinct)
Measures
Pause


Edit
Analytics
Filters
Fields
Properties
HR-ANALYTICS
• State MA has the highest total EngagementSurvey due to Zip 1886.
• The total number of results for State, across all Zip, is 311.
State for Zip regions
State
MA CT CA IN TN RI CO UT ND TX WA NY NC NV MT VA ID VT AL OH NH
PA GA FL KY OR AZ ME
Prev scene
Next scene
Scene 4 of 8
0:03.3
0:05.0

Edit
Analytics
Filters
Fields
Properties
HR-ANALYTICS
• PerfScoreID 1 has the highest Count distinct EmpSatisfaction but is ranked #4 in Total Salary.
• PerfScoreID 3 has the highest Total Salary but is ranked #2 in Count distinct EmpSatisfaction.
• 3 is the most frequently occurring category of PerfScoreID with a count of 243 items with EmpSatisfaction values (78.1 % of the total).
EmpSatisfaction for PerfScoreID
Column values
Increase
Decrease
Total
EmpSatisfaction (Count distinct)
0
2
4
6
8
10
12
14
16
1
2
3
4
Total
Prev scene
Next scene
Scene 5 of 8
0:02.0
0:05.0


Edit
Analytics
Filters
Fields
Properties
HR-ANALYTICS
• RecruitmentSource Indeed has the highest PerformanceScore at 39, out of which ManagerID 12 contributed the most at 4.
• From 2019-01-14 to 2019-01-15, 2's PerformanceScore dropped by 50%.
• ManagerID 12 PerformanceScore from RecruitmentSource Indeed is 4, whereas 22 is only 2.
ManagerID colored by RecruitmentSource sized by PerformanceScore
PerformanceScor...
RecruitmentSource
CareerBuilder
Diversity Job Fair
Employee Referral
Google Search
Indeed
LinkedIn
On-line Web application
Other
Website
Prev scene
Next scene
Scene 6 of 8
0:05.0
0:05.0


Edit
Analytics
Filters
Fields
Properties
HR-ANALYTICS
• PerformanceScore Fully Meets has the highest EmploymentStatus due to Department Admin Offices.
• Department Production has the highest EmploymentStatus at 12, out of which PerformanceScore Exceeds contributed the most at 3.
• From 2015-02-15 to 2015-03-01, Fully Meets's EmploymentStatus dropped by 50%.
EmploymentStatus, PerformanceScore, Department
PerformanceScore - Department
Exceeds | IT/IS
Exceeds | Production
Exceeds | Sales
Exceeds | Software Engineering
Fully Meets | Admin Offices
Fully Meets | Executive Office
Fully Meets | IT/IS
Fully Meets | Production
Fully Meets | Sales
Fully Meets | Software Engineering
Needs Improvement | IT/IS
Needs Improvement | Production
Needs Improvement | Sales
PIP | IT/IS
PIP | Production
PIP | Sales
Pause
Prev scene
Next scene
Scene 7 of 8
0:02.0
0:05.0