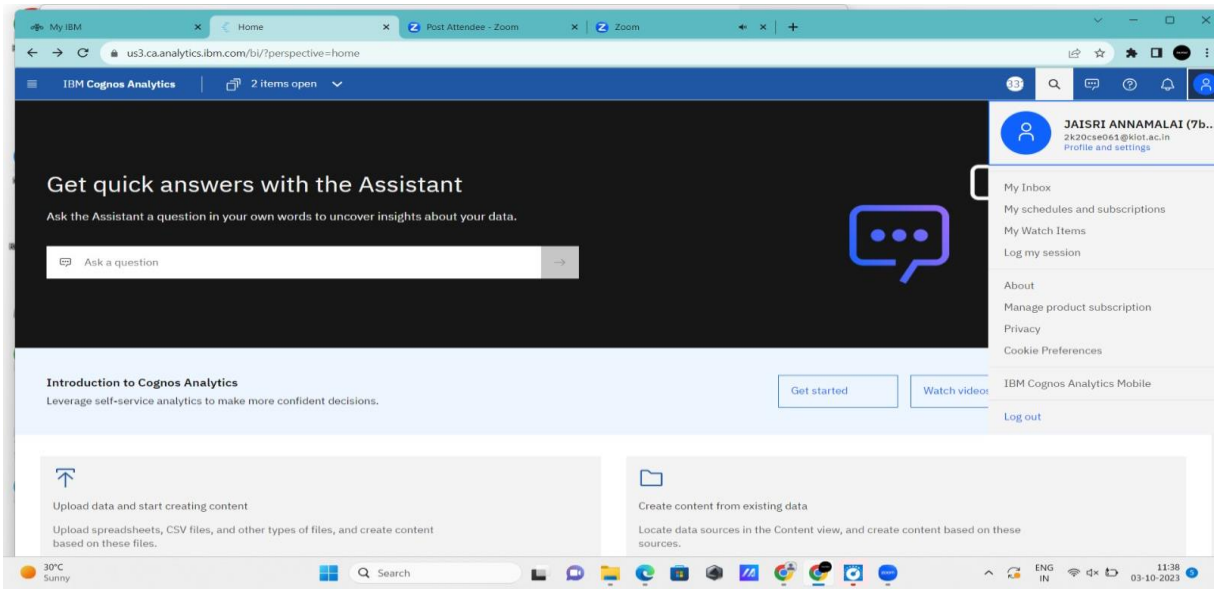
HR DATA ANALYSIS

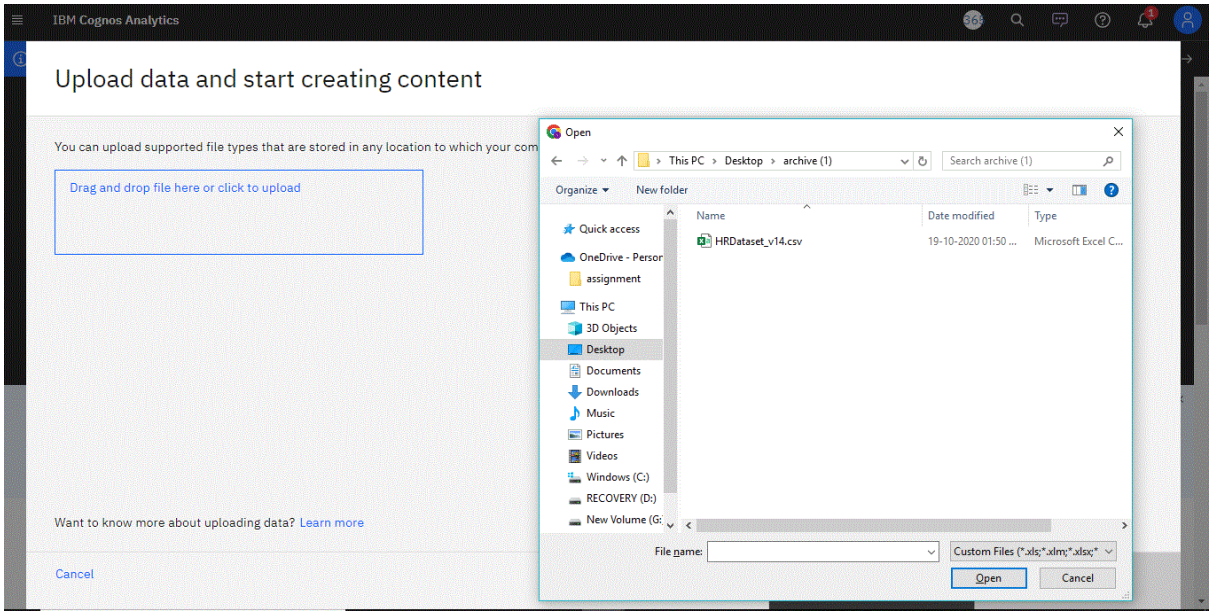
NAME: JAISRI A R

TASK 1: Upload the Dataset to Cognos Analytics.

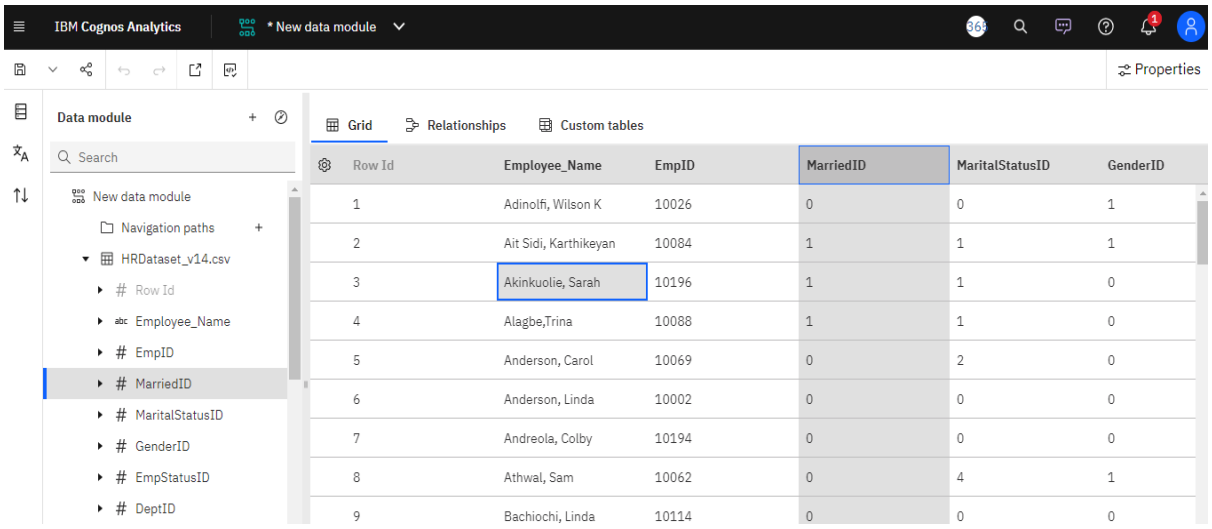
STEP 1



STEP 2

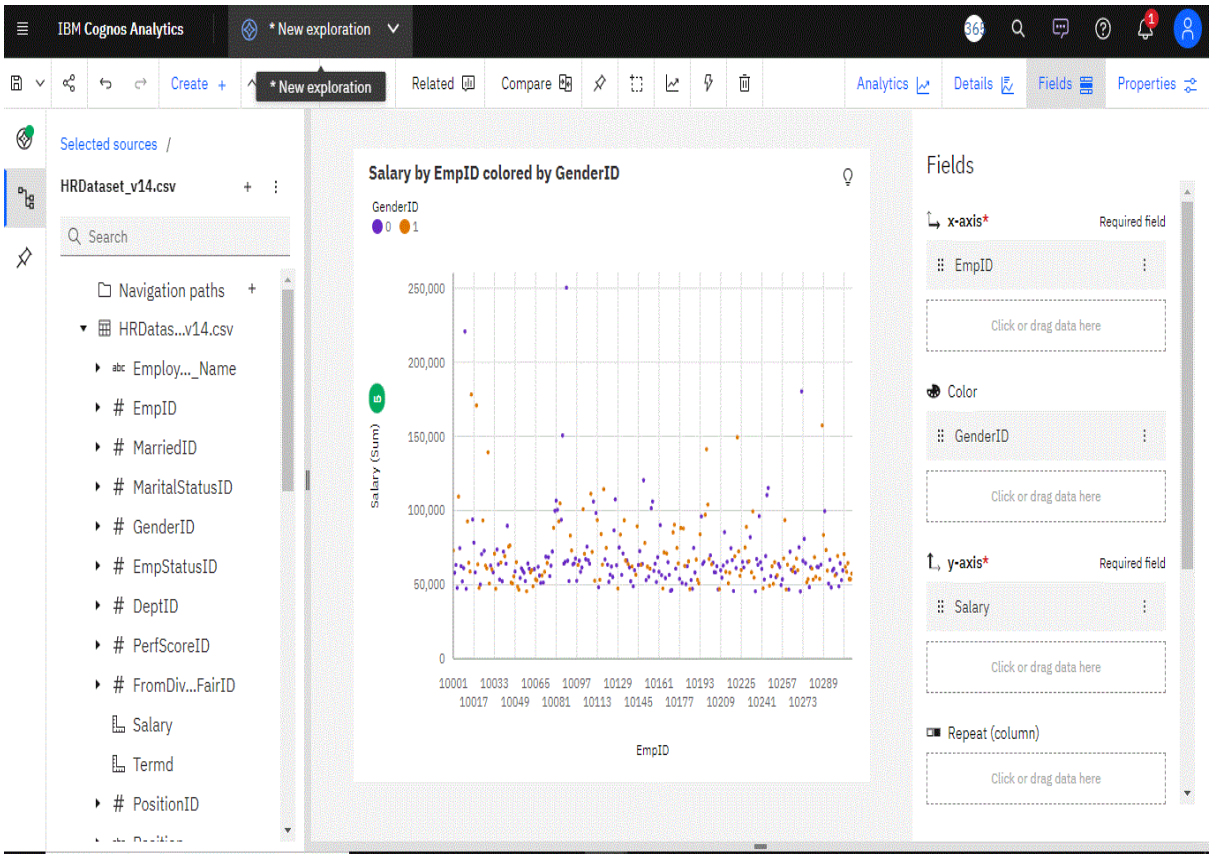


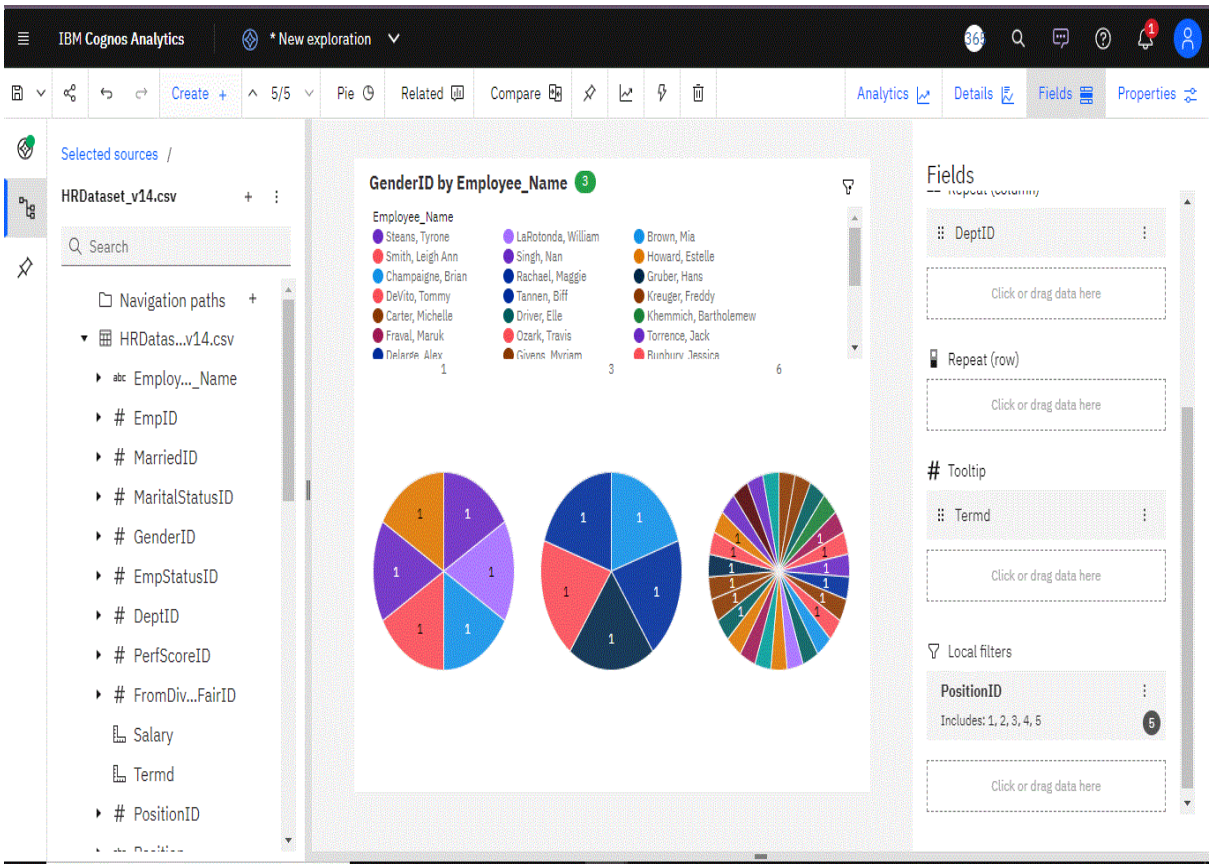
TASK 2: Prepare the Data Module

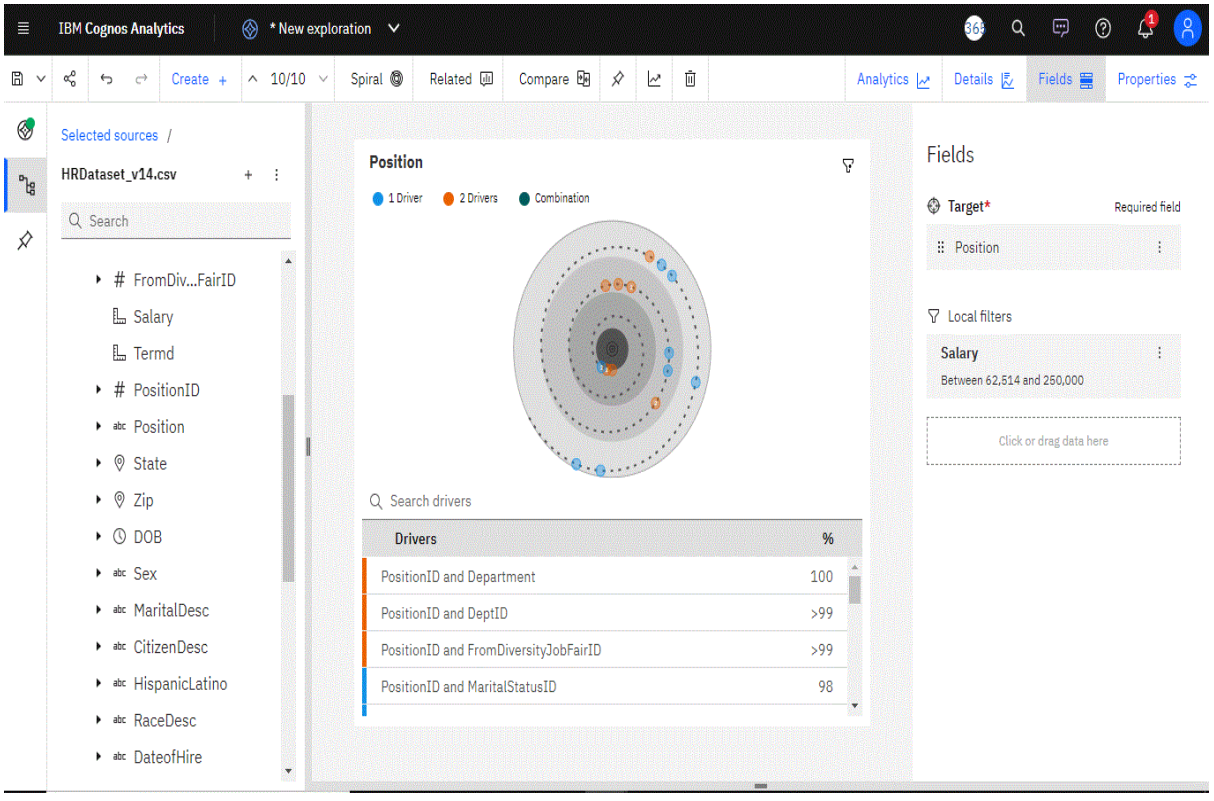


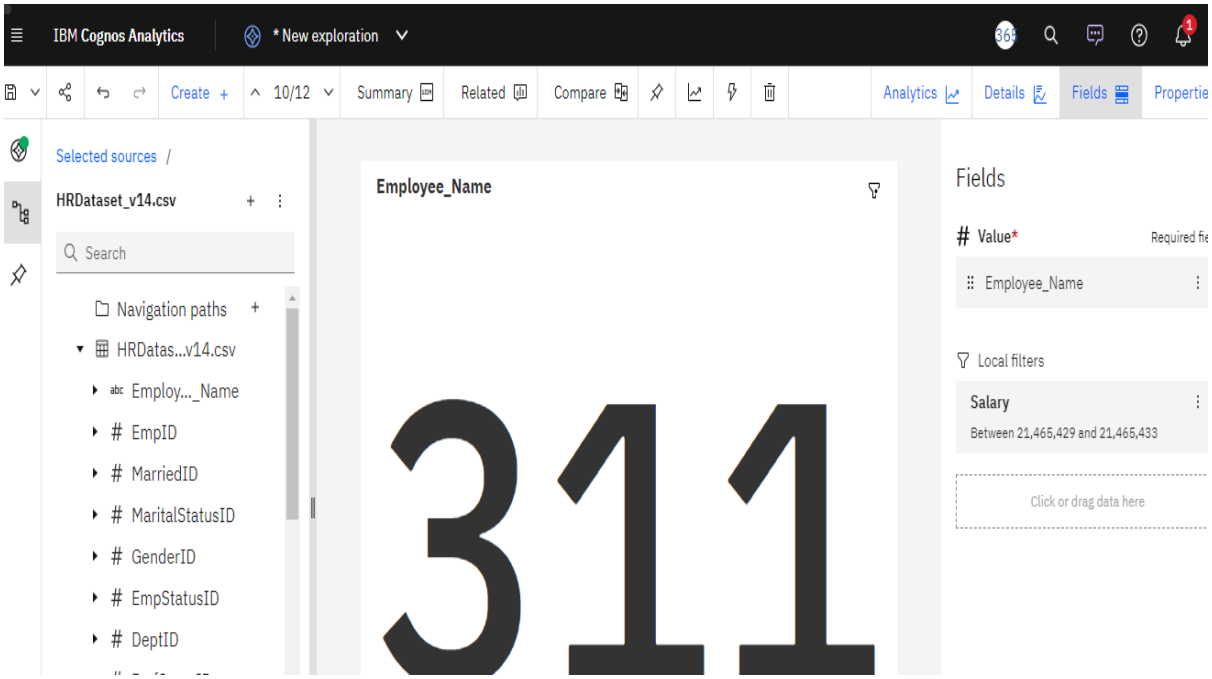
Row Id	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID
1	Adinolfi, Wilson K	10026	0	0	1
2	Ait Sidi, Karthikeyan	10084	1	1	1
3	Akinkuolie, Sarah	10196	1	1	0
4	Alagbe,Trina	10088	1	1	0
5	Anderson, Carol	10069	0	2	0
6	Anderson, Linda	10002	0	0	0
7	Andreola, Colby	10194	0	0	0
8	Athwal, Sam	10062	0	4	1
9	Bachiochi, Linda	10114	0	0	0

TASK 3: Data Exploration

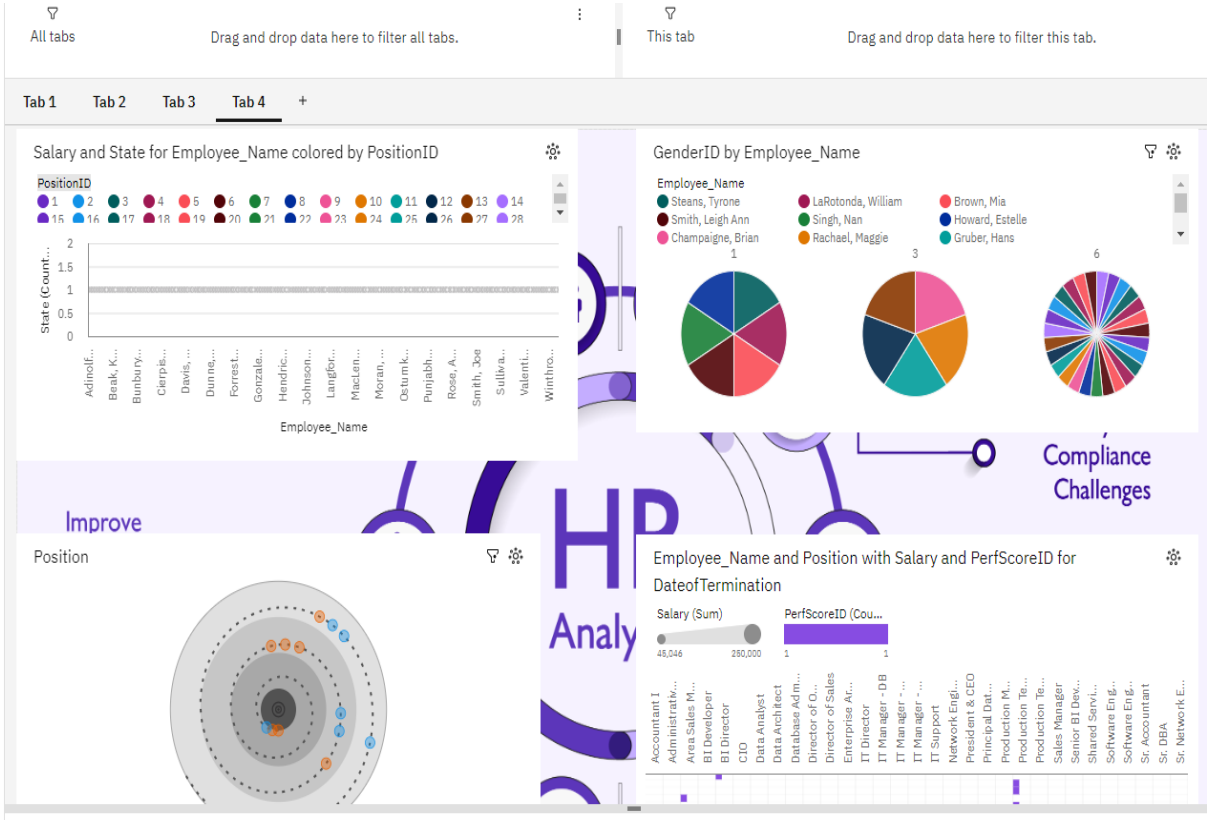



IBM Cognos Analytics
* New exploration
Create
5/5
Pie
Related
Compare
Analytics
Details
Fields
Properties
Selected sources /
HRDataset_v14.csv
Search
Navigation paths
HRDatas...v14.csv
Employ..._Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiv...FairID
Salary
Termd
PositionID
GenderID by Employee_Name
Employee_Name
Steans, Tyrone
Smith, Leigh Ann
Champaigne, Brian
DeVito, Tommy
Carter, Michelle
Fraval, Maruk
LaRotonda, William
Singh, Nan
Rachael, Maggie
Tannen, Biff
Driver, Elle
Ozark, Travis
Brown, Mia
Howard, Estelle
Gruber, Hans
Kreuger, Freddy
Khemmich, Bartholemew
Torrence, Jack
Fields
DeptID
Click or drag data here
Repeat (row)
Tooltip
Termd
Local filters
PositionID
Includes: 1, 2, 3, 4, 5


IBM Cognos Analytics
* New exploration
Create
10/10
Spiral
Related
Compare
Analytics
Details
Fields
Properties
Selected sources /
HRDataset_v14.csv
Search
FromDiv...FairID
Salary
Termd
PositionID
Position
State
Zip
DOB
Sex
MaritalDesc
CitizenDesc
HispanicLatino
RaceDesc
DateofHire
Position
1 Driver
2 Drivers
Combination
Search drivers
Drivers
%
PositionID and Department
100
PositionID and DeptID
>99
PositionID and FromDiversityJobFairID
>99
PositionID and MaritalStatusID
98
Fields
Target*
Required field
Position
Local filters
Salary
Between 62,514 and 250,000



TASK 3: Interactive Dashboard



All tabs Drag and drop data here to filter all tabs.

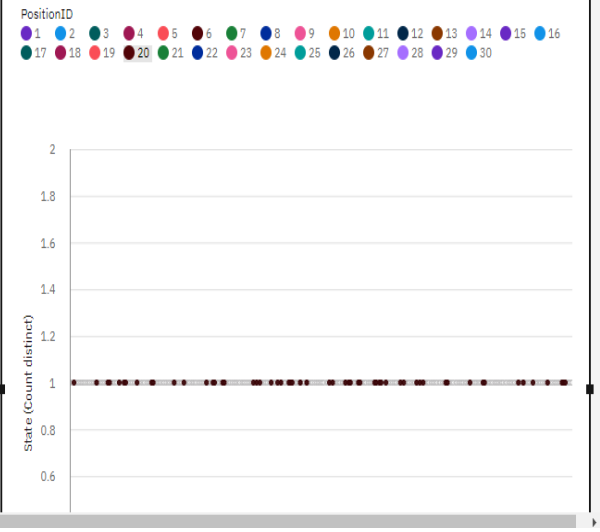
This tab Drag and drop data here to filter this tab.

Tab 1 +

DOB for Employee_Name and Salary

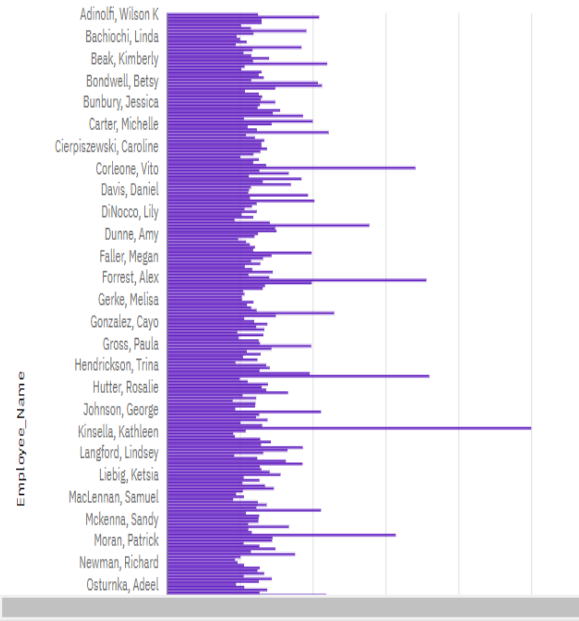
DOB	...	Trzeciak, Cybil	Whittier, Scott	Wilkes, Annie	Summary
47,961	1	(no value)	(no value)	(no value)	1
50,428	e)	(no value)	(no value)	(no value)	1
53,564	e)	(no value)	(no value)	(no value)	1
54,670	e)	(no value)	(no value)	(no value)	1
57,815	e)	(no value)	(no value)	(no value)	1
58,062	e)	(no value)	(no value)	1	1
58,371	e)	(no value)	1	(no value)	1
61,154	e)	(no value)	(no value)	(no value)	1
61,422	e)	(no value)	(no value)	(no value)	1
63,973	e)	(no value)	(no value)	(no value)	1
68,099	e)	(no value)	(no value)	(no value)	1
74,241	e)	(no value)	(no value)	(no value)	1

Salary and State for Employee_Name colored by PositionID

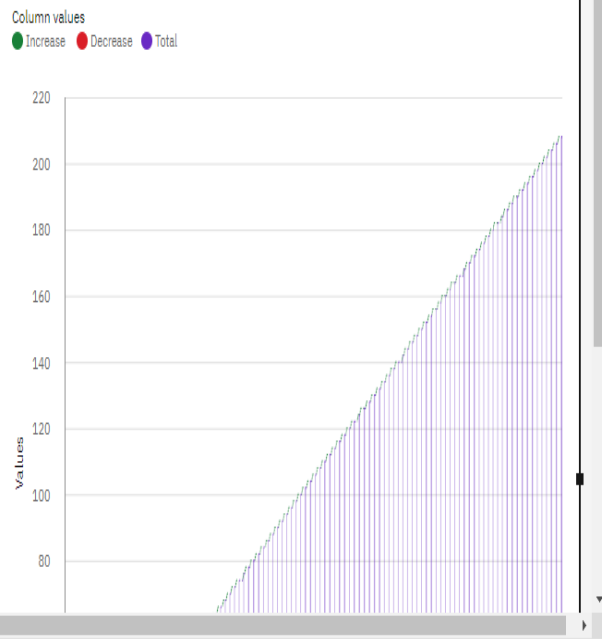


Tab 1 Tab 2 +

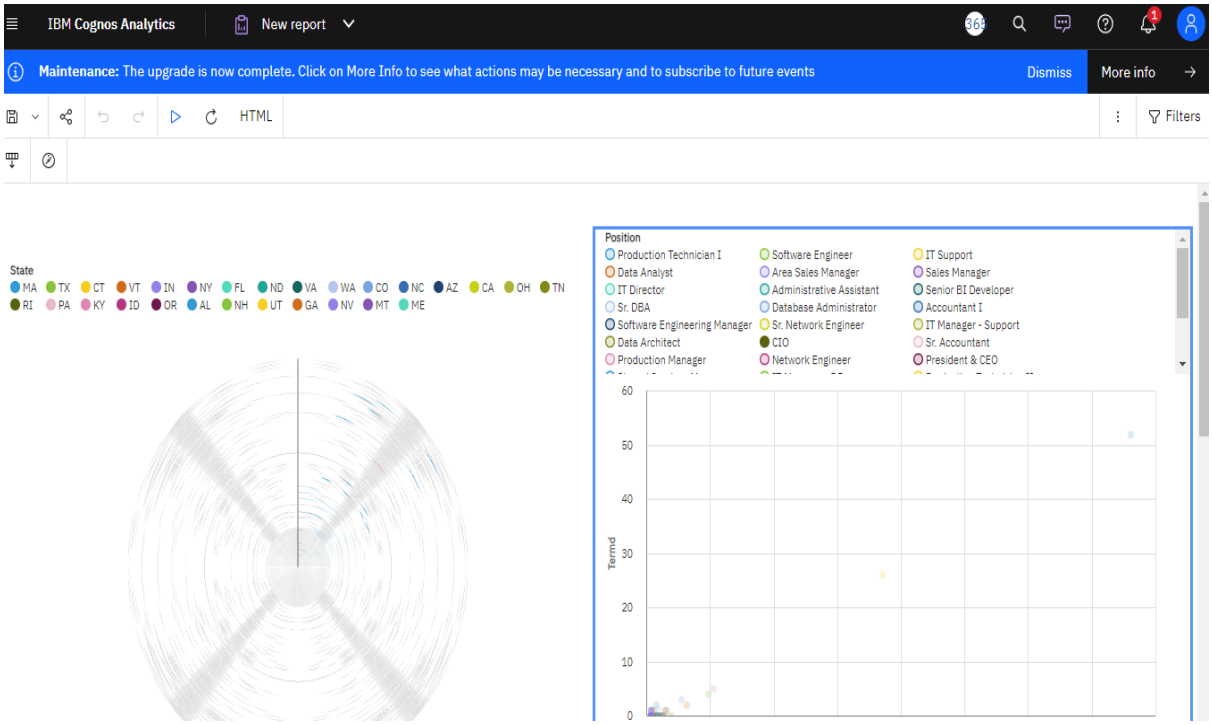
Salary by Employee_Name

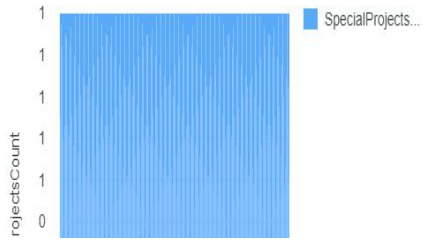


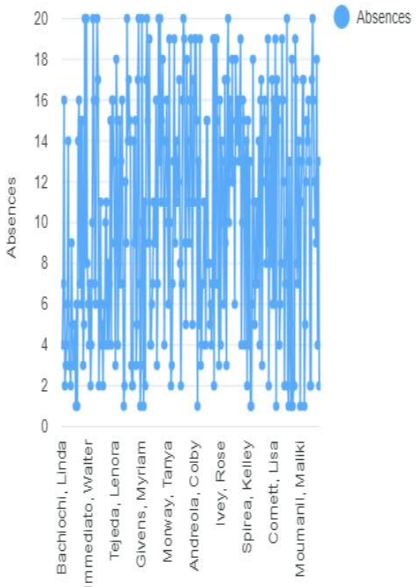
EmpStatusID and Position for Employee_Name and PerfScoreID

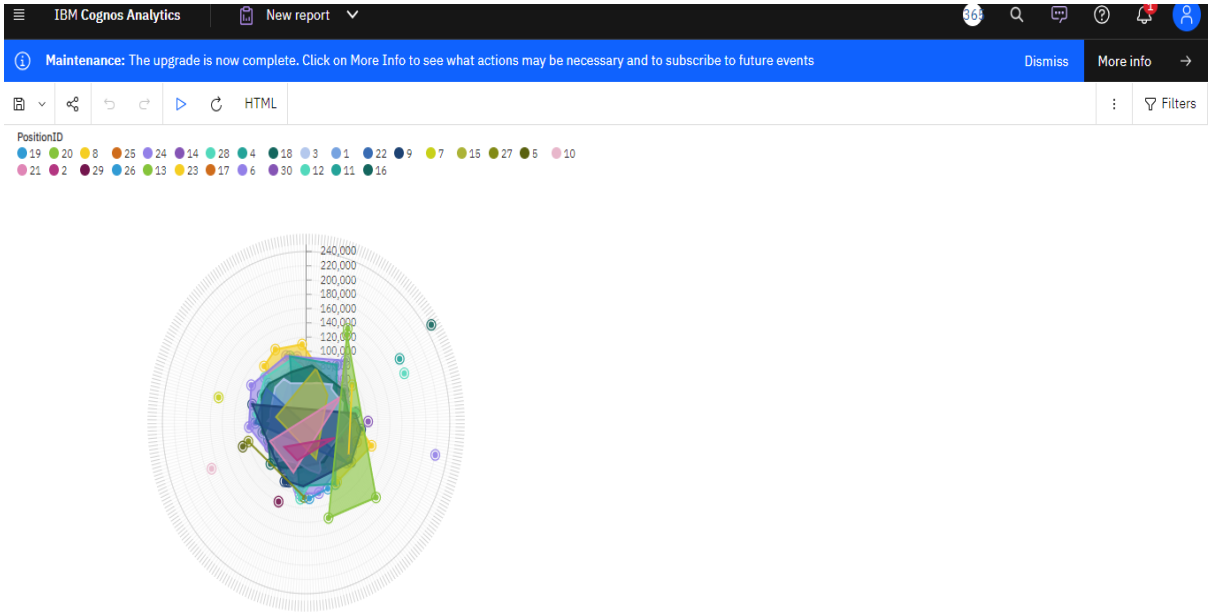


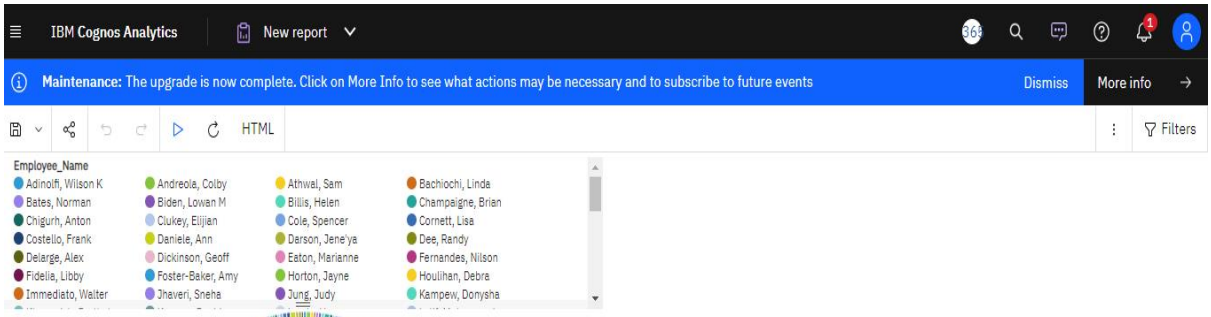
TASK 4: Generate Report

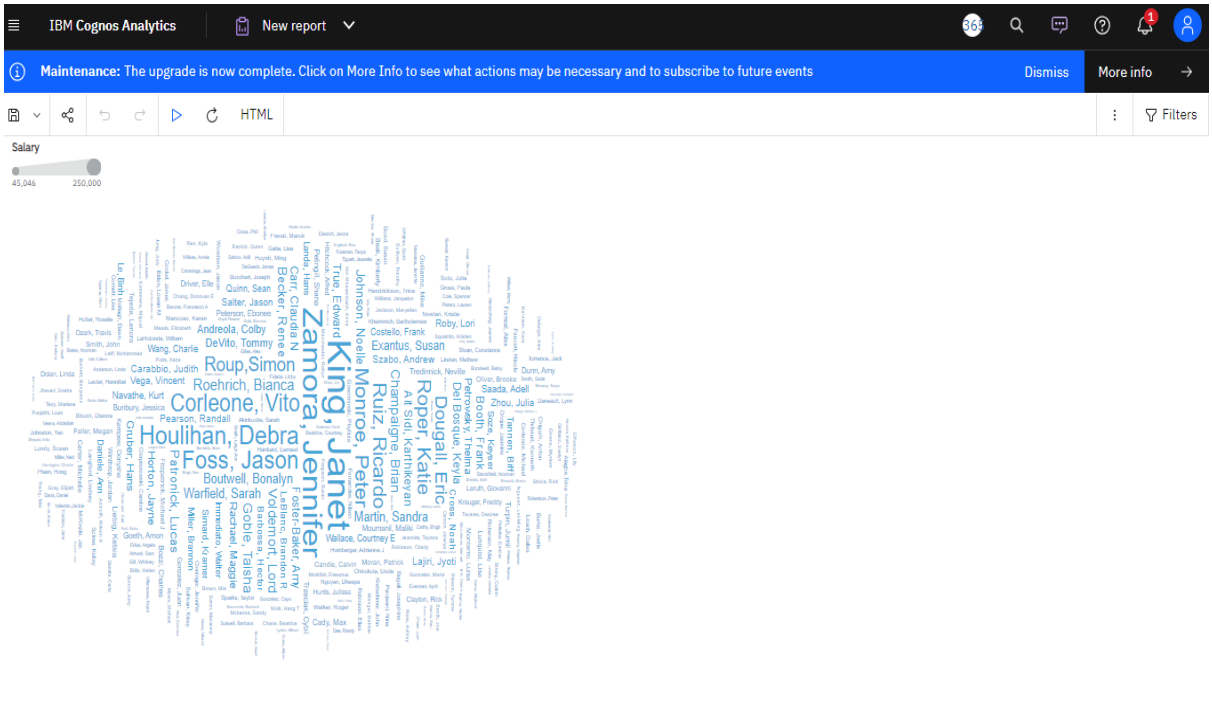


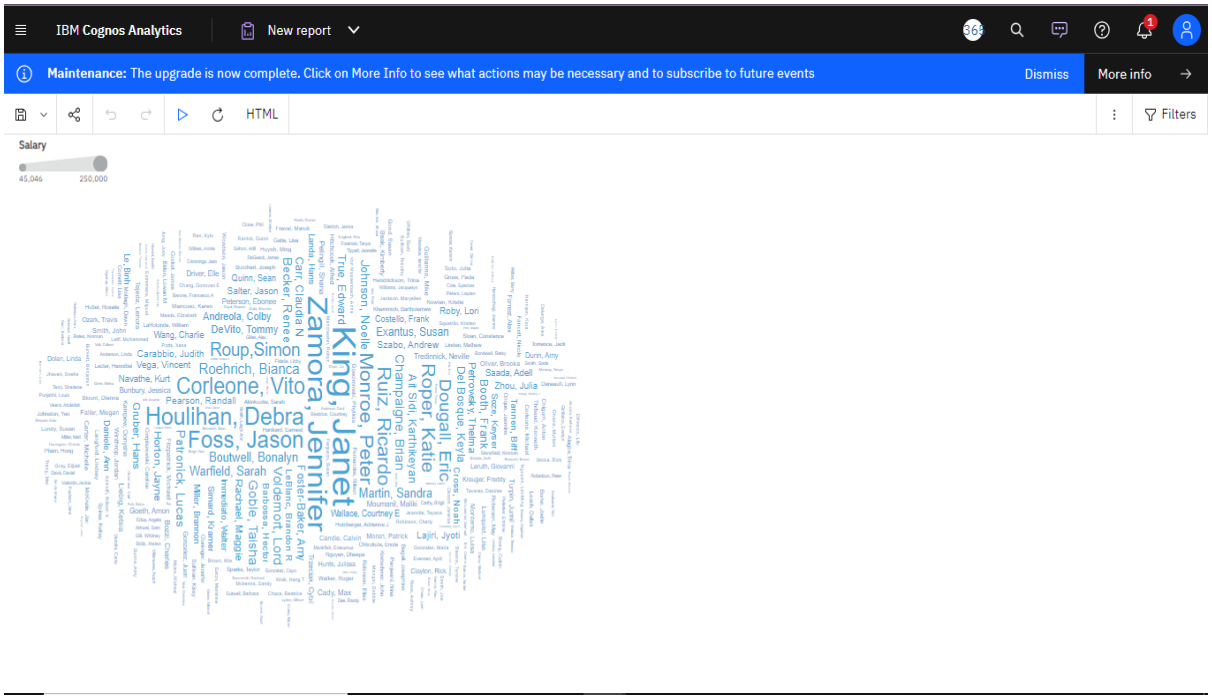

SpecialProjects...
rojectsCount
1
1
1
1
1
0


Absences
Absences
20
18
16
14
12
10
8
6
4
2
0
Bachiochi, Linda
Immediato, Walter
Tejeda, Lenora
Givens, Myriam
Monway, Tanya
Andreola, Colby
Ivey, Rose
Spirea, Kelley
Comett, Lisa
Moumanil, Mailki

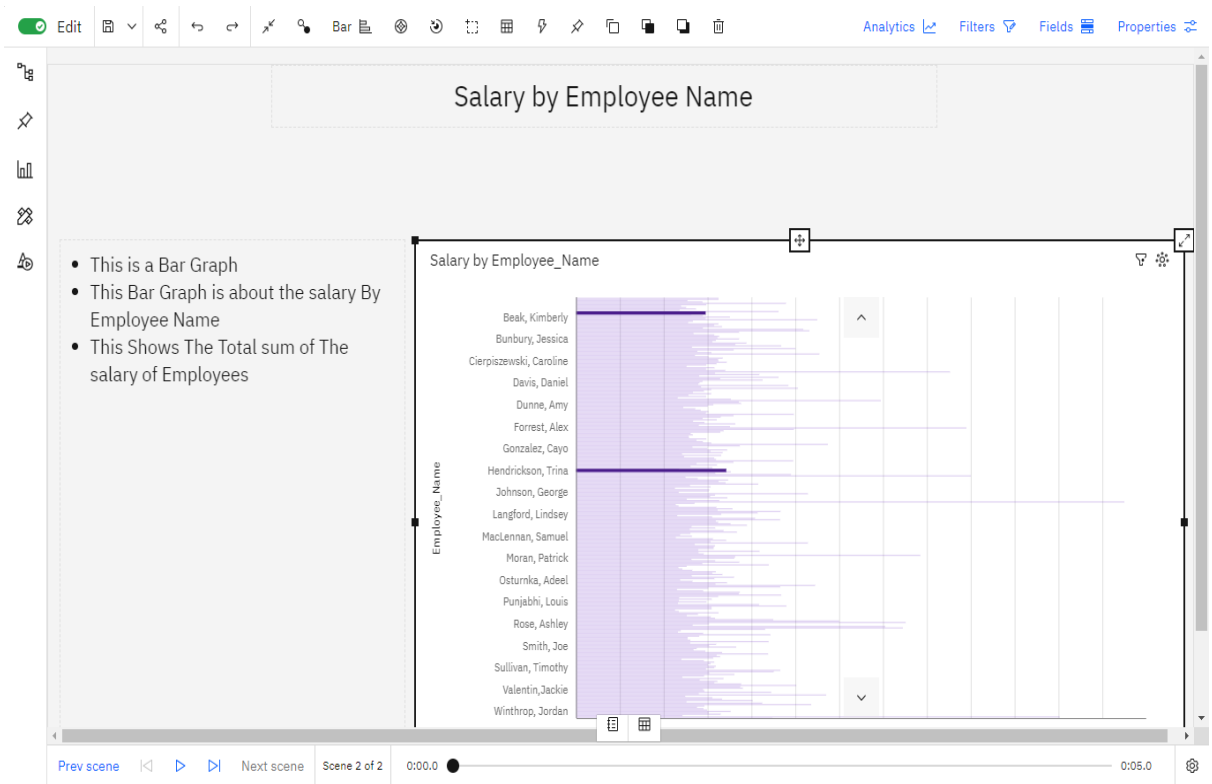

IBM Cognos Analytics
New report
Maintenance: The upgrade is now complete. Click on More Info to see what actions may be necessary and to subscribe to future events
Dismiss
More info
HTML
Filters
PositionID
19 20 8 25 24 14 28 4 18 3 1 22 9 7 15 27 5 10
21 2 29 26 13 23 17 6 30 12 11 16
240,000
220,000
200,000
180,000
160,000
140,000
120,000
100,000

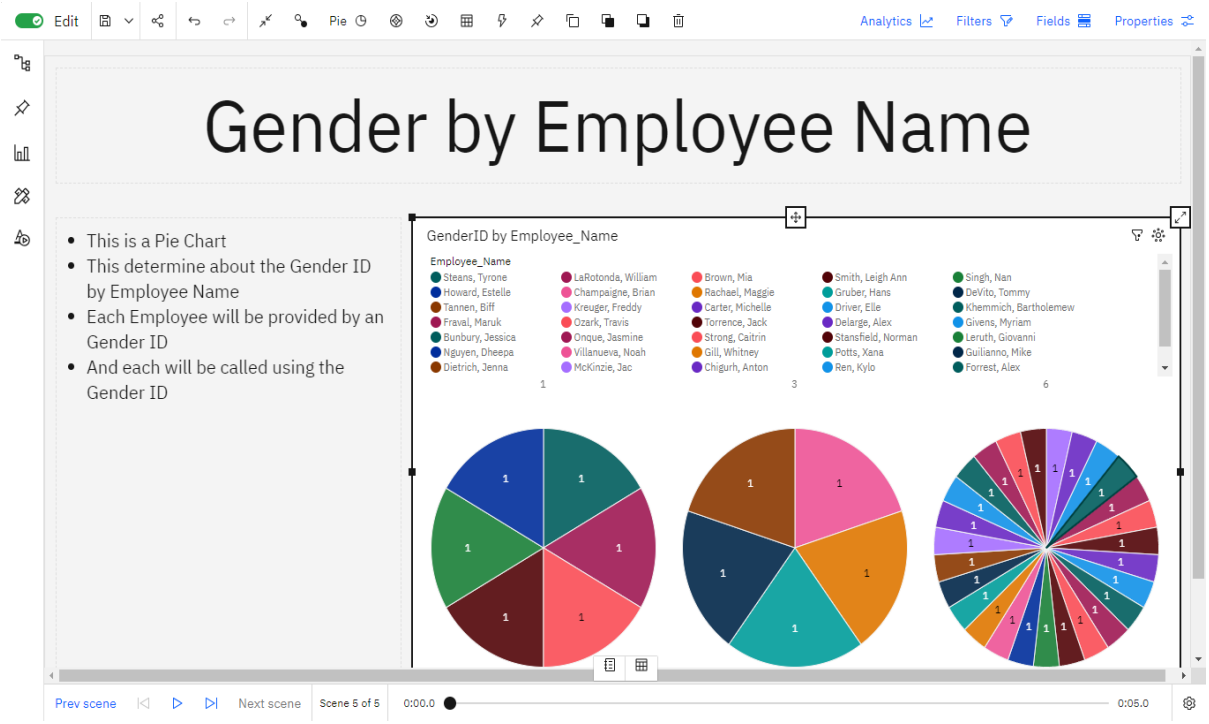

IBM Cognos Analytics
New report
Maintenance: The upgrade is now complete. Click on More Info to see what actions may be necessary and to subscribe to future events
Dismiss
More info
HTML
Filters
Employee_Name
Adinolfi, Wilson K
Andreola, Colby
Athwal, Sam
Bachiochi, Linda
Bates, Norman
Biden, Lowan M
Billis, Helen
Champagne, Brian
Chigurh, Anton
Clukey, Eijian
Cole, Spencer
Cornett, Lisa
Costello, Frank
Daniele, Ann
Darson, Jene'ya
Dee, Randy
Delarge, Alex
Dickinson, Geoff
Eaton, Marianne
Fernandes, Nilson
Fidelia, Libby
Foster-Baker, Amy
Horton, Jayne
Houlihan, Debra
Immediato, Walter
Jhaveri, Sneha
Jung, Judy
Kampew, Donysha

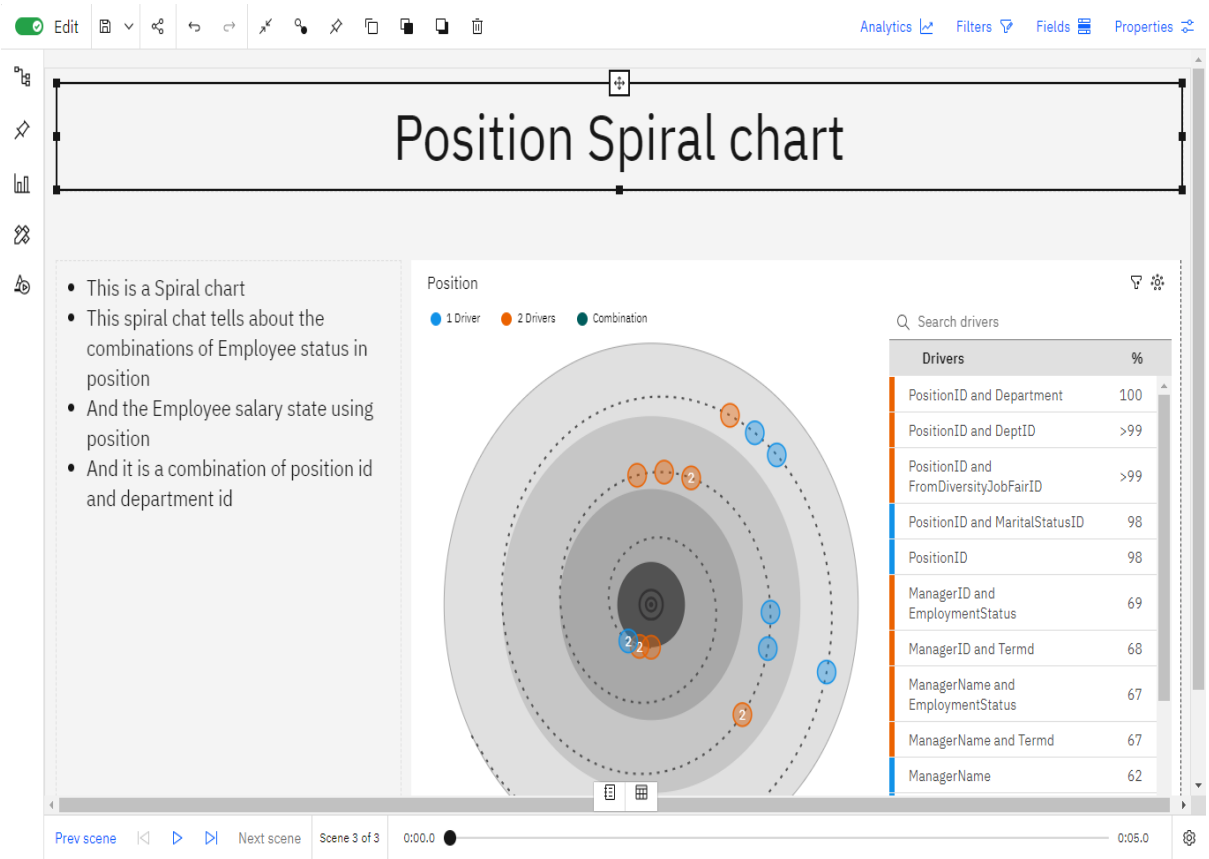

IBM Cognos Analytics
New report
Maintenance: The upgrade is now complete. Click on More Info to see what actions may be necessary and to subscribe to future events
Dismiss
More info
HTML
Filters
Salary
45,046
250,000
King, Janet
Zamora, Jennifer
Houlihan, Debra
Foss, Jason
Corleone, Vito
Roup, Simon
Roper, Katie
Dougall, Eric
Ruiz, Ricardo
Monroe, Peter
Johnson, Noelle
Roehrich, Bianca
Carabbio, Judith
Vega, Vincent
Navathe, Kurt
Bunbury, Jessica
Pearson, Randall
Boutwell, Bonalyn
Warfield, Sarah
Patronick, Lucas
Horton, Jayne
Gruber, Hans
Daniele, Ann
Goth, Amon
Immediato, Walter
Rachael, Maggie
Goble, Tasha
Voldemort, Lord
LeBlanc, Brandon R
Foster-Baker, Amy
Martin, Sandra
Wallace, Courtney E
Champagne, Brian
Alt Sidi, Karthikeyan
Lajiri, Jyoti
Cady, Max
Truelove, Opal
Hurtis, Julissa
Clayton, Rick
Moran, Patrick
Candia, Calvin
Gonzalez, Mario
Svensen, April
Robertson, Cheryl
Moumanil, Malik
Homberger, Adrienne J
Sparks, Taylor
Brown, Ida
Walker, Roger
Gonzalez, Cayo
Nguyen, Dheepa
Mcmanus, Sandy
Sidwell, Barbara
Chuck, Beatrice
Lopez, Mauro
Ngo, Hang T
Mcmanus, Barbara
Miller, Barmonster J
Smith, Jeff
Gilbert, Angela
Atwal, Sam
Gill, Whitney
Bibbs, Helen
Charles
Lopez, Jose
Ortiz, Jose
Ramos, Jose
Ramirez, Jose
Gonzalez, Jose
Hernandez, Jose
Martinez, Jose
Perez, Jose
Rodriguez, Jose
Sanchez, Jose
Torres, Jose
Flores, Jose
Rivera, Jose
Gomez, Jose
Diaz, Jose
Reyes, Jose
Cruz, Jose
Morales, Jose
Ortiz, Jose
Gutierrez, Jose
Chavez, Jose
Ramos, Jose
Ramirez, Jose
Gonzalez, Jose
Hernandez, Jose
Martinez, Jose
Perez, Jose
Rodriguez, Jose
Sanchez, Jose
Torres, Jose
Flores, Jose
Rivera, Jose
Gomez, Jose
Diaz, Jose
Reyes, Jose
Cruz, Jose
Morales, Jose
Ortiz, Jose
Gutierrez, Jose
Chavez, Jose

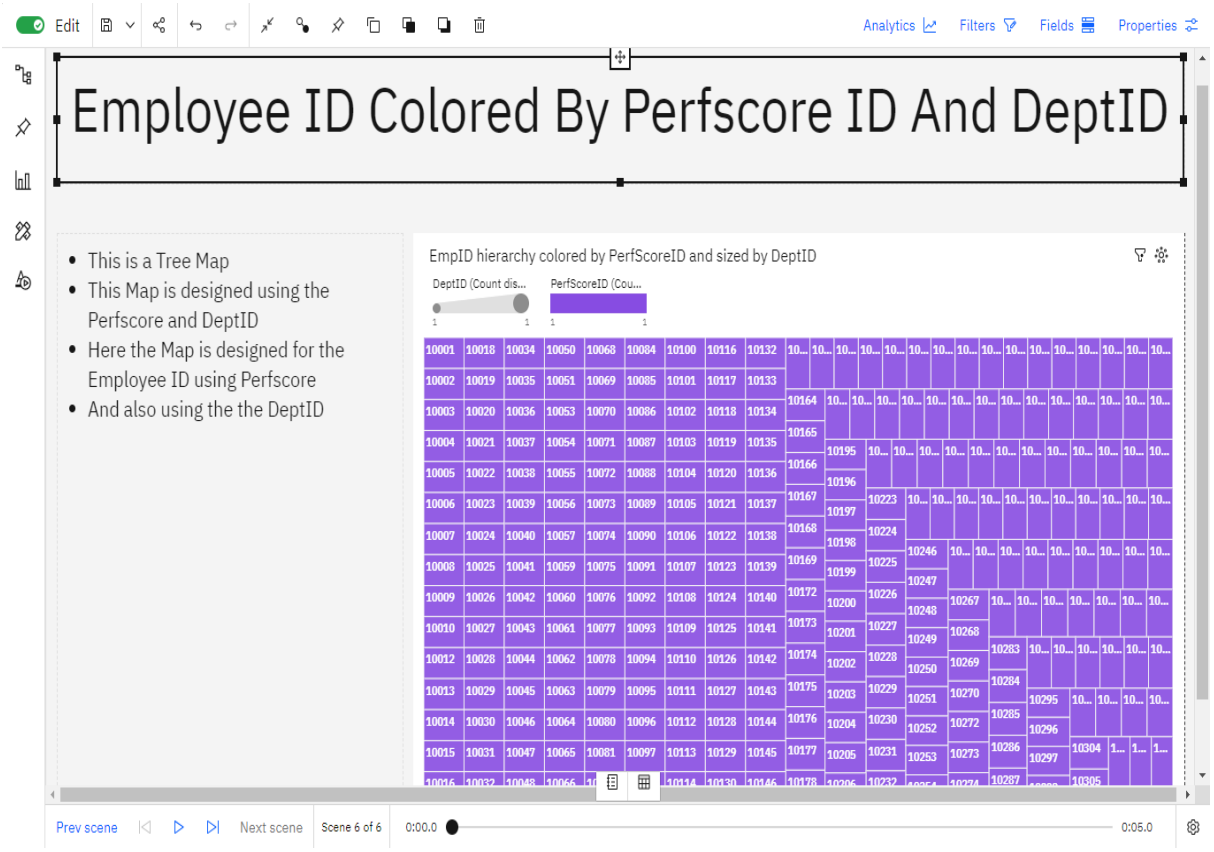


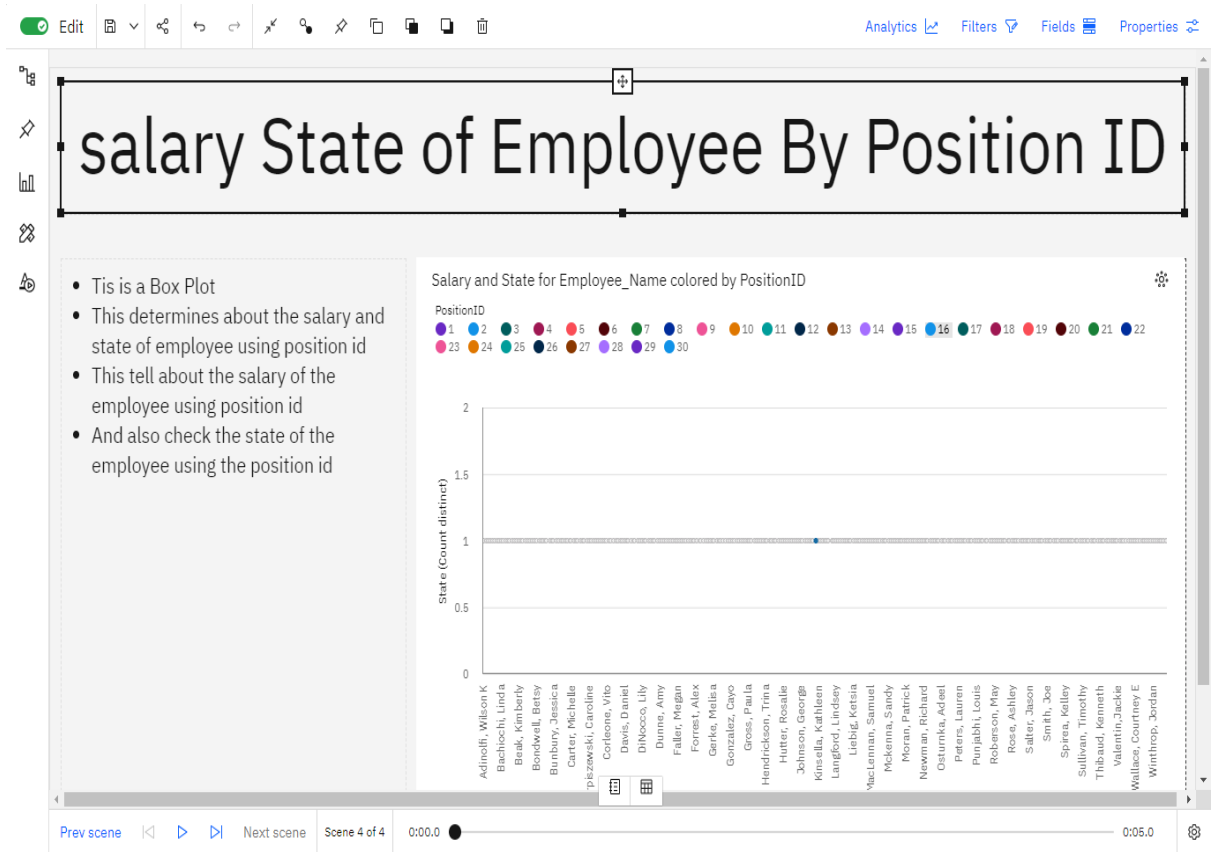
TASK 5: Generate Story




Edit
Pie
Analytics
Filters
Fields
Properties
Gender by Employee Name
This is a Pie Chart
This determine about the Gender ID by Employee Name
Each Employee will be provided by an Gender ID
And each will be called using the Gender ID
GenderID by Employee_Name
Employee_Name
Steans, Tyrone
Howard, Estelle
Tannen, Biff
Fraval, Maruk
Bunbury, Jessica
Nguyen, Dheepa
Dietrich, Jenna
LaRotonda, William
Champaigne, Brian
Kreuger, Freddy
Ozark, Travis
Onque, Jasmine
Villanueva, Noah
McKinzie, Jac
Brown, Mia
Rachael, Maggie
Carter, Michelle
Torrence, Jack
Strong, Caitrin
Gill, Whitney
Chigurh, Anton
Smith, Leigh Ann
Gruber, Hans
Driver, Elle
Delarge, Alex
Stansfield, Norman
Potts, Xana
Ren, Kylo
Singh, Nan
DeVito, Tommy
Khemmich, Bartholemew
Givens, Myriam
Leruth, Giovanni
Guilianno, Mike
Forrest, Alex
Prev scene
Next scene
Scene 5 of 5
0:00.0
0:05.0


Edit
Analytics
Filters
Fields
Properties
Position Spiral chart
This is a Spiral chart
This spiral chat tells about the combinations of Employee status in position
And the Employee salary state using position
And it is a combination of position id and department id
Position
1 Driver
2 Drivers
Combination
Search drivers
Drivers
%
PositionID and Department 100
PositionID and DeptID >99
PositionID and FromDiversityJobFairID >99
PositionID and MaritalStatusID 98
PositionID 98
ManagerID and EmploymentStatus 69
ManagerID and Termd 68
ManagerName and EmploymentStatus 67
ManagerName and Termd 67
ManagerName 62
Prev scene
Next scene
Scene 3 of 3
0:00.0
0:05.0


Edit
Analytics
Filters
Fields
Properties
Employee ID Colored By Perfscore ID And DeptID
This is a Tree Map
This Map is designed using the Perfscore and DeptID
Here the Map is designed for the Employee ID using Perfscore
And also using the the DeptID
EmpID hierarchy colored by PerfScoreID and sized by DeptID
DeptID (Count dis...
PerfScoreID (Cou...
Prev scene
Next scene
Scene 6 of 6
0:00.0
0:05.0


Edit
Analytics
Filters
Fields
Properties
salary State of Employee By Position ID
Tis is a Box Plot
This determines about the salary and state of employee using position id
This tell about the salary of the employee using position id
And also check the state of the employee using the position id
Salary and State for Employee_Name colored by PositionID
PositionID
State (Count distinct)
Prev scene
Next scene
Scene 4 of 4
0:00.0
0:05.0