Assignment 2

-Keerthi Kumar E N

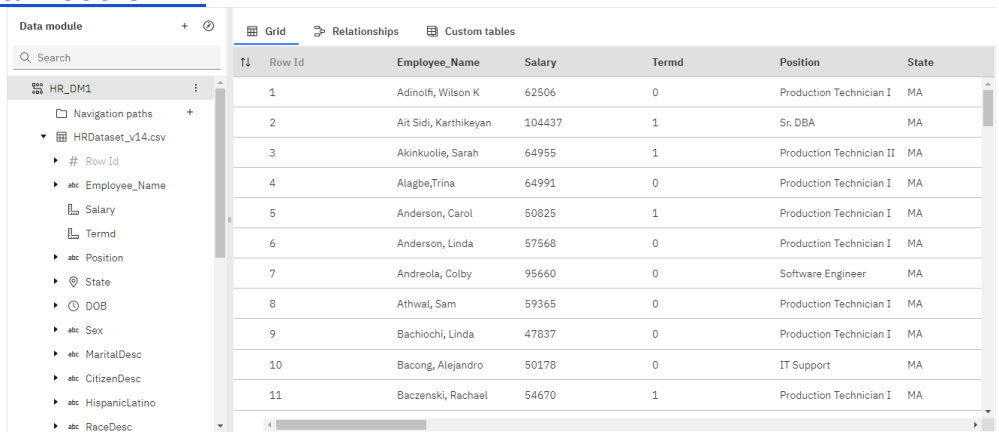
Madras Institute of Technology

Group 1

HR_DATA Analysis and Exploration:

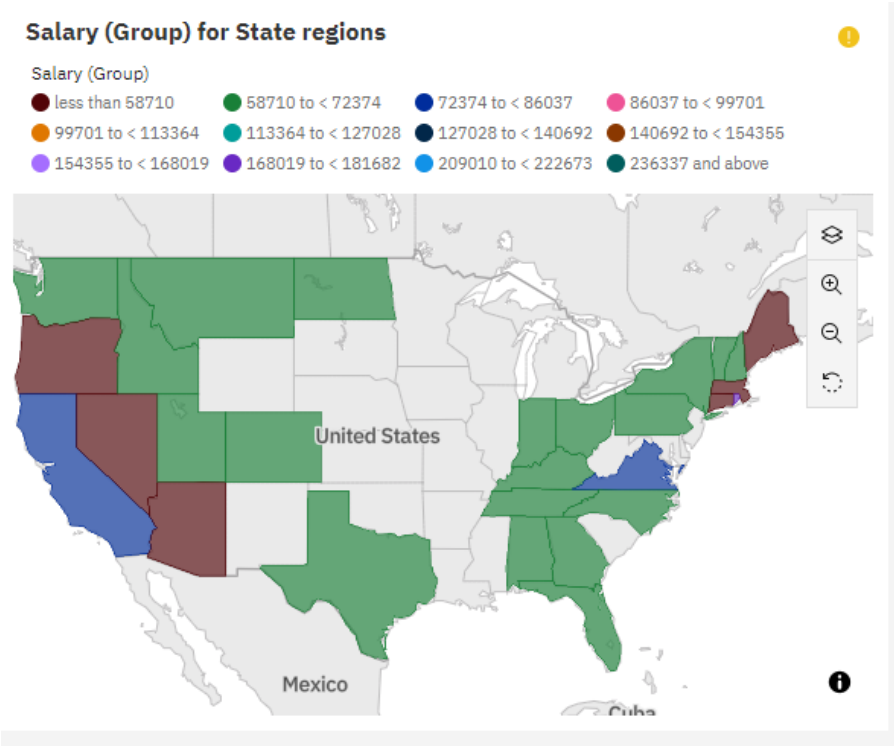
1. Link for the Data Module

Data module link

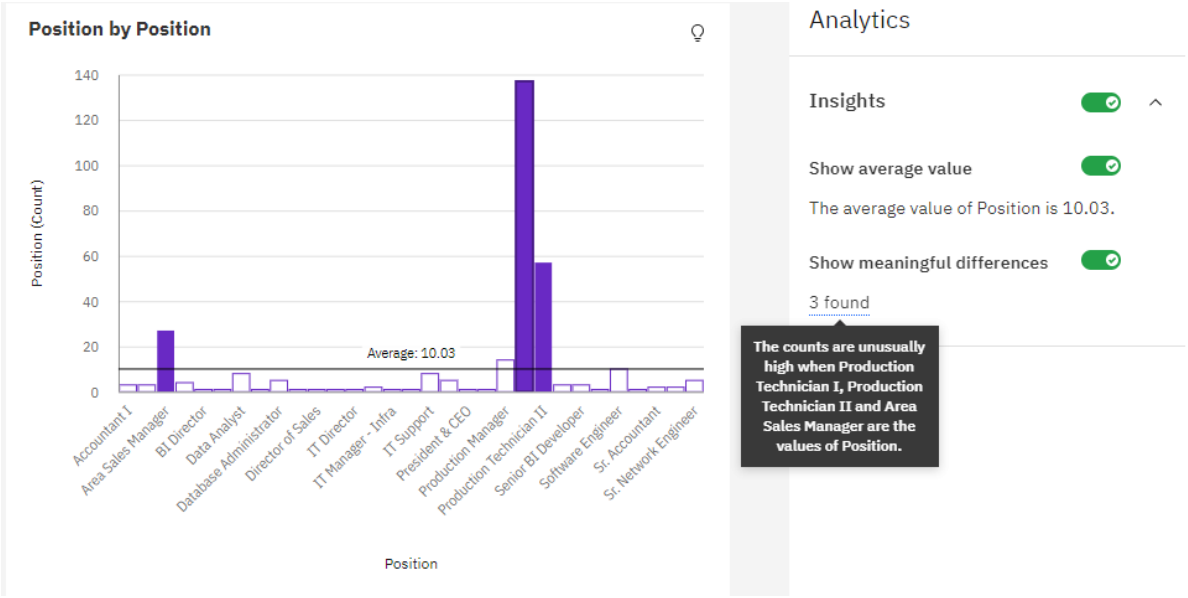


Row Id	Employee_Name	Salary	Termd	Position	State
1	Adinolfi, Wilson K	62506	0	Production Technician I	MA
2	Ait Sidi, Karthikeyan	104437	1	Sr. DBA	MA
3	Akinkuolie, Sarah	64955	1	Production Technician II	MA
4	Alagbe,Trina	64991	0	Production Technician I	MA
5	Anderson, Carol	50825	1	Production Technician I	MA
6	Anderson, Linda	57568	0	Production Technician I	MA
7	Andreola, Colby	95660	0	Software Engineer	MA
8	Athwal, Sam	59365	0	Production Technician I	MA
9	Bachiochi, Linda	47837	0	Production Technician I	MA
10	Bacong, Alejandro	50178	0	IT Support	MA
11	Baczenski, Rachael	54670	1	Production Technician I	MA

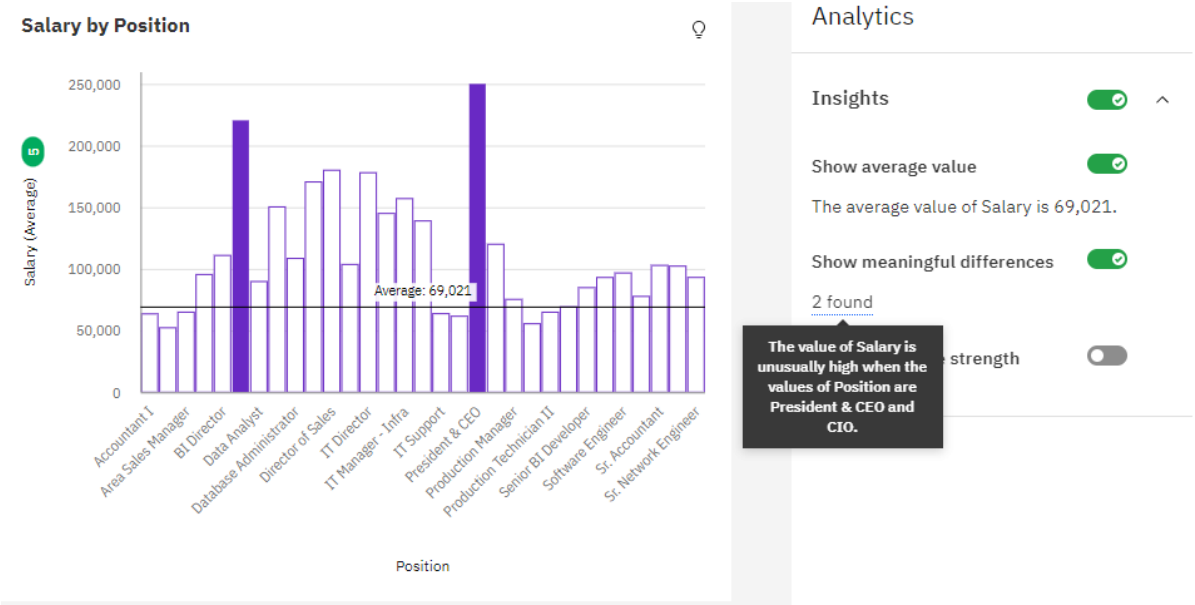
2. Insights



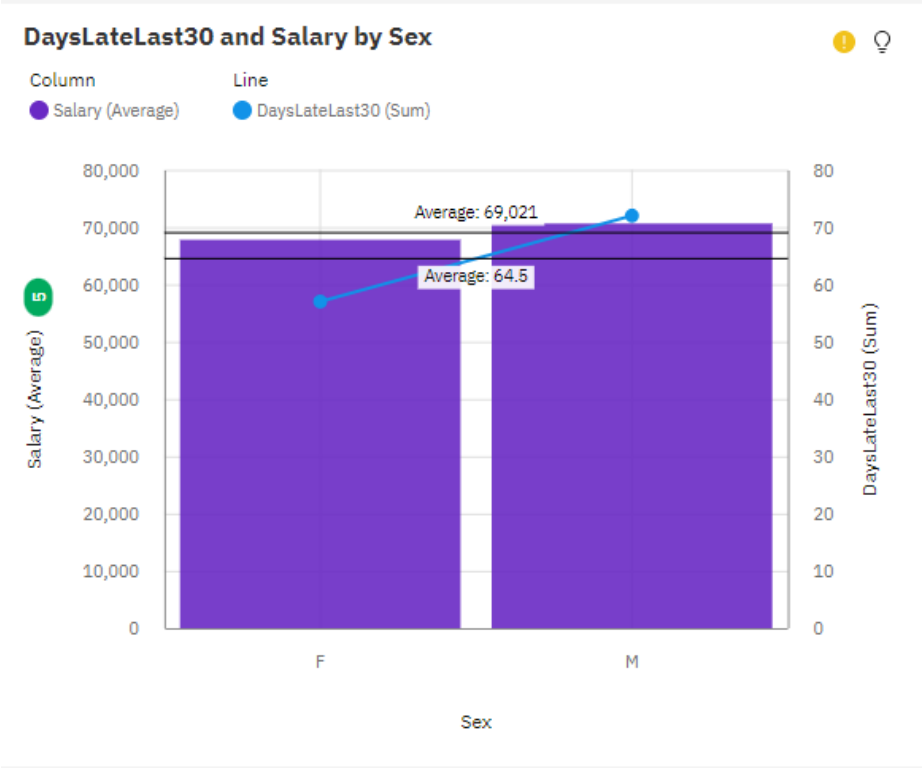
Insight:
In order to go for high pay, it might be better to seek work in California, Rhode Island, or Virginia.



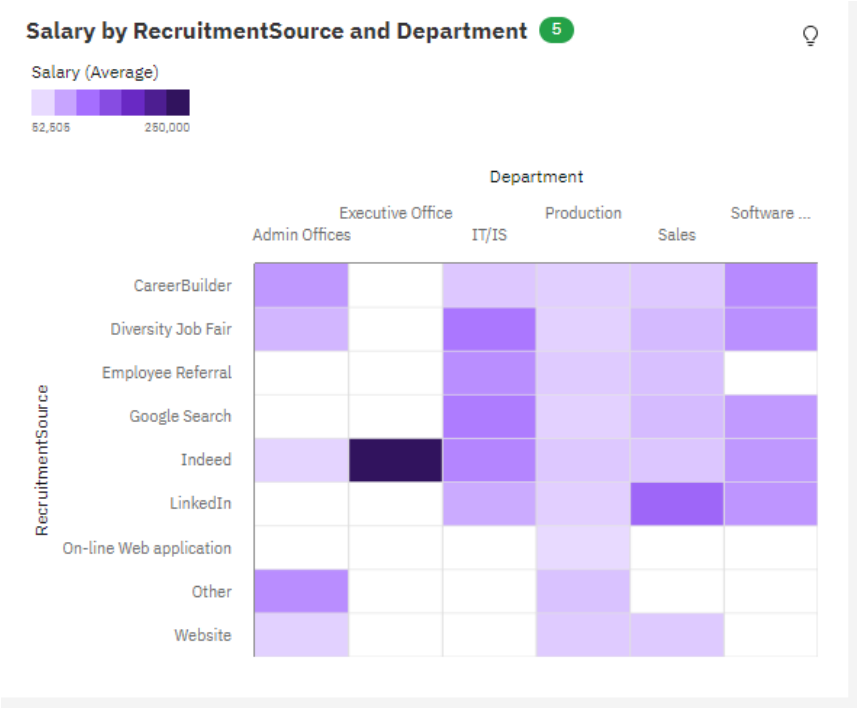
Insight:
The positions where most people work are Production Technician and Area Sales Manager



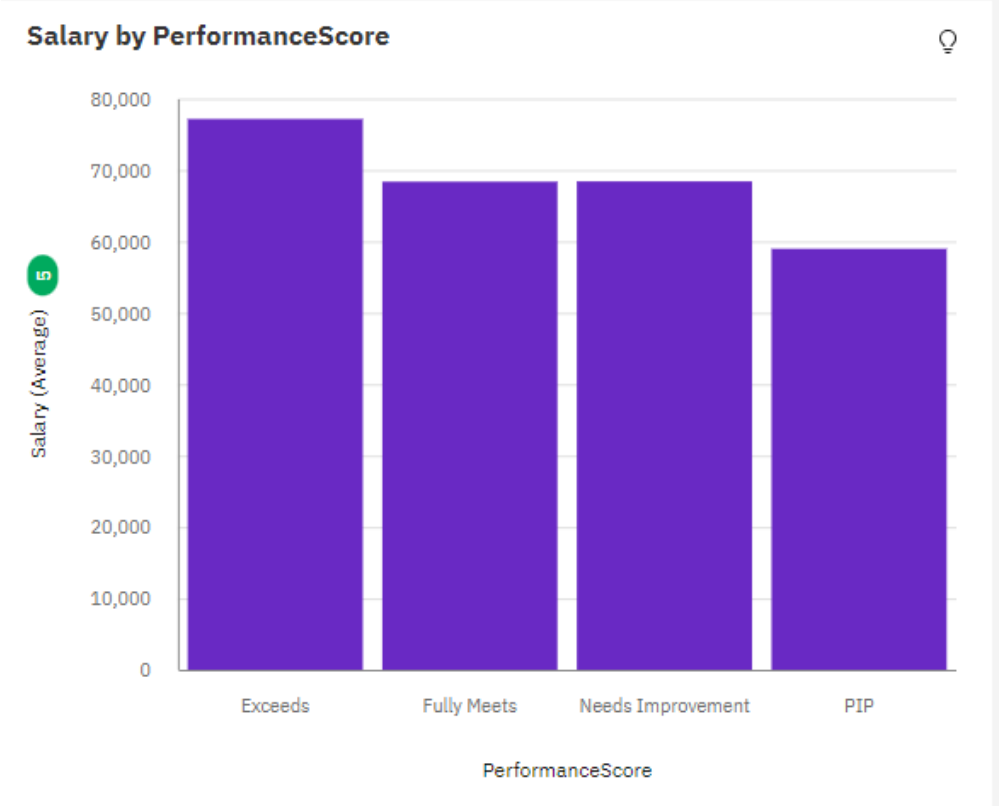
Insight:
Naturally the highest-paid positions are the CEOs and the Presidents.



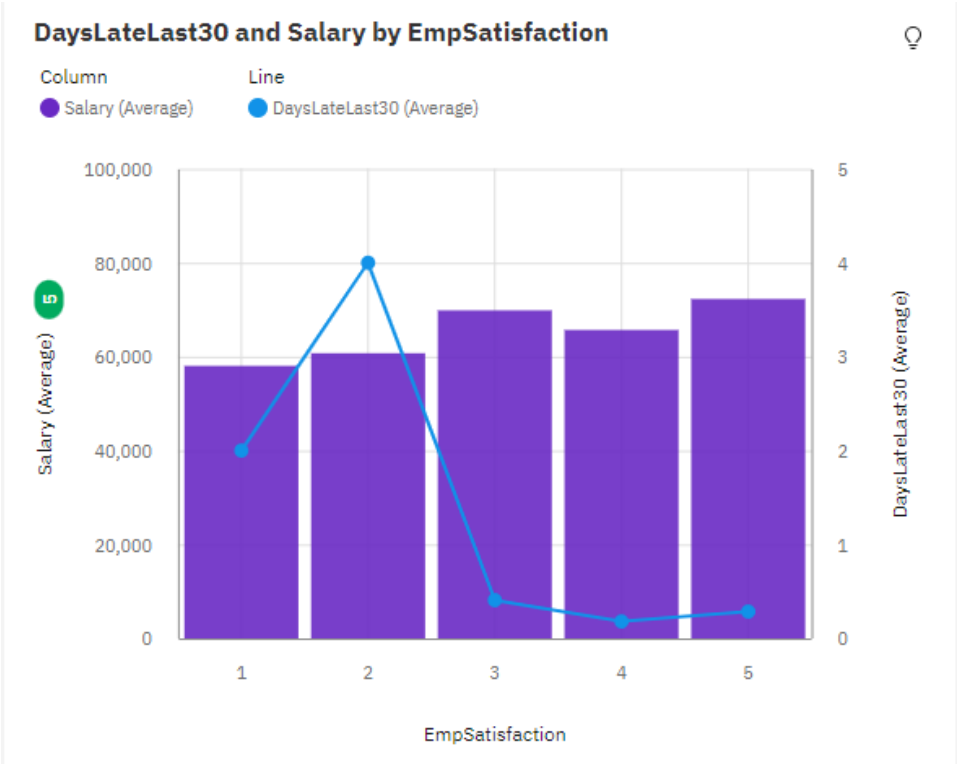
Insight:
Men come late way more often than women, while women are doing well to stay under the average number of late days.There is still pay disparity, as women get paid well below the average salary, and much less than men.



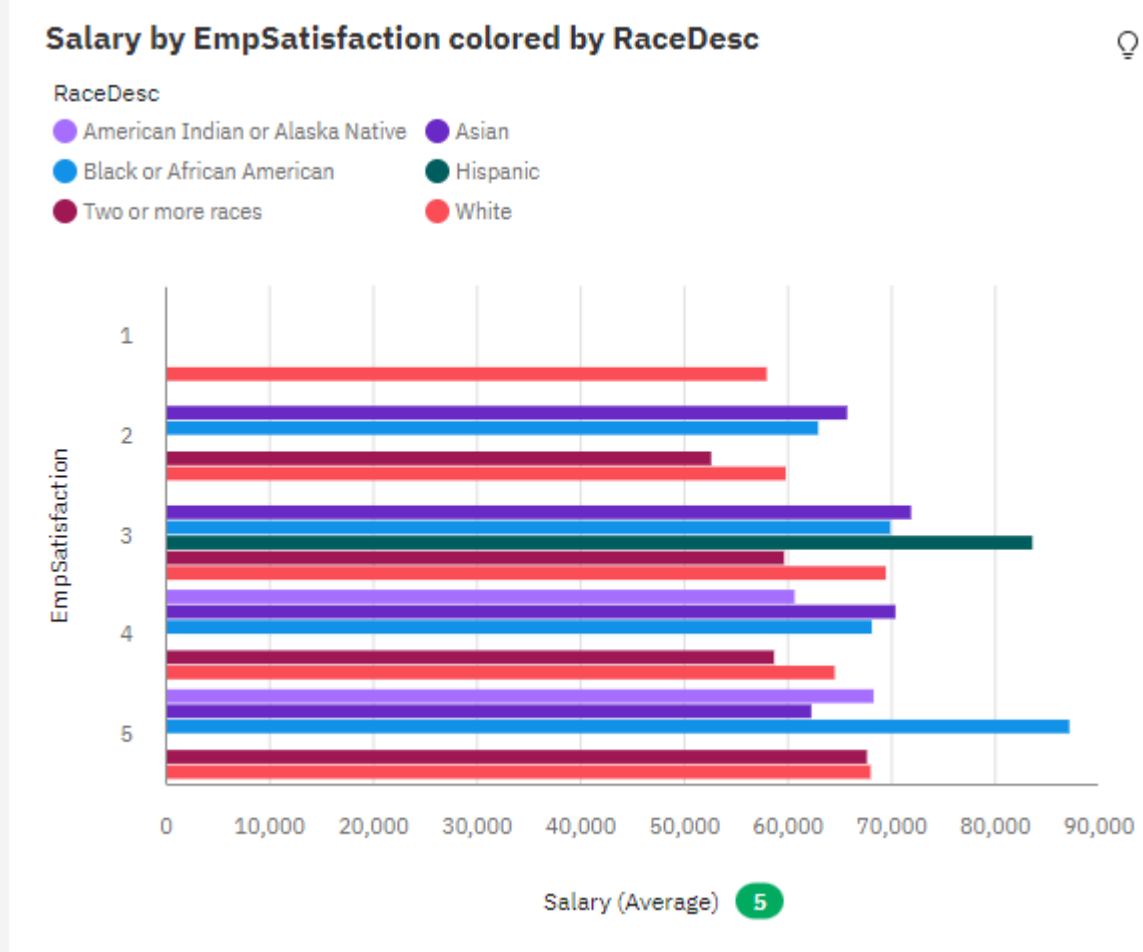
Insight:
People who were recruited through Indeed have generally been paid higher salaries



Insight:
For some weird reason, the average salary for a person with a performance score of needs improvement is more than that of someone who has a fully meet score

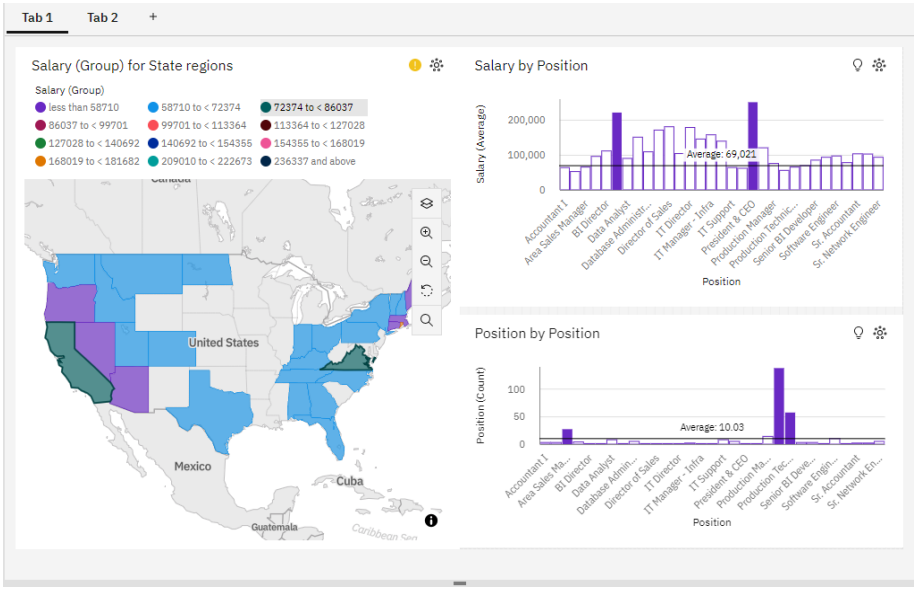


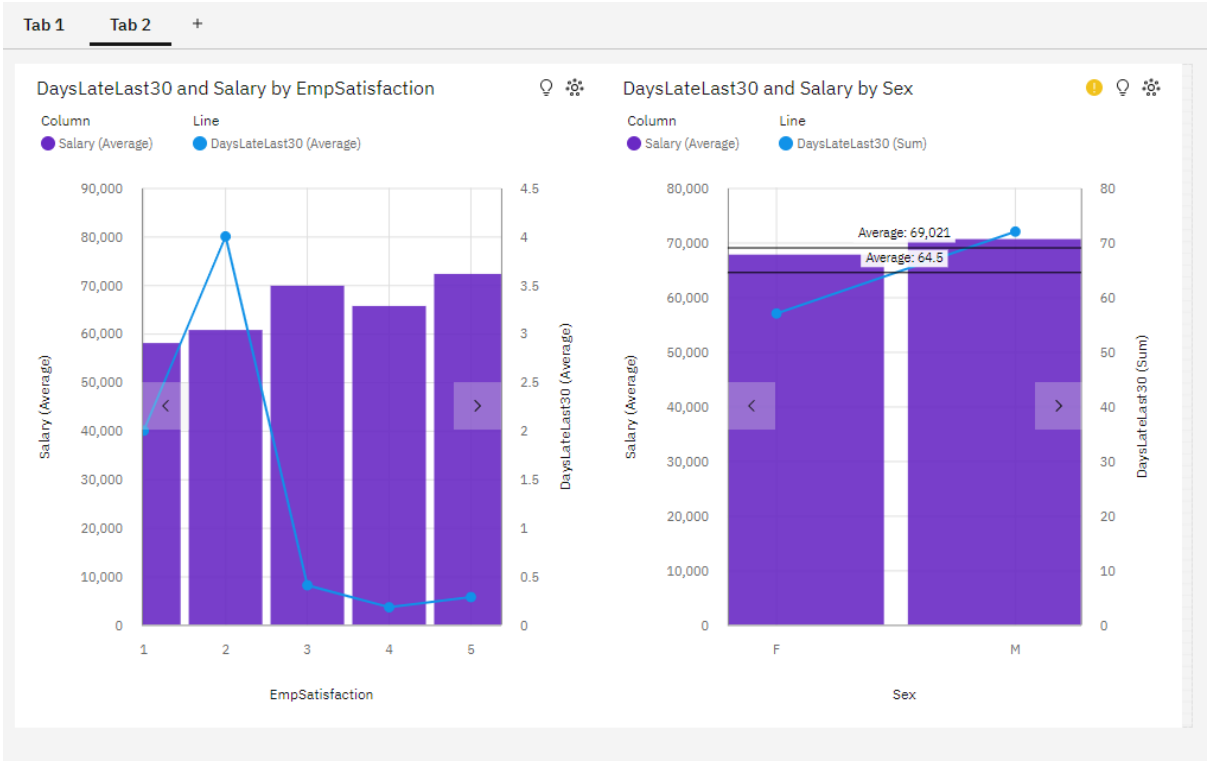
Insight:
Satisfied employees seldom tend to come late, and are generally paid more than employees who are unsatisfied. This might be due to a disparity in what they expected in terms of salary.



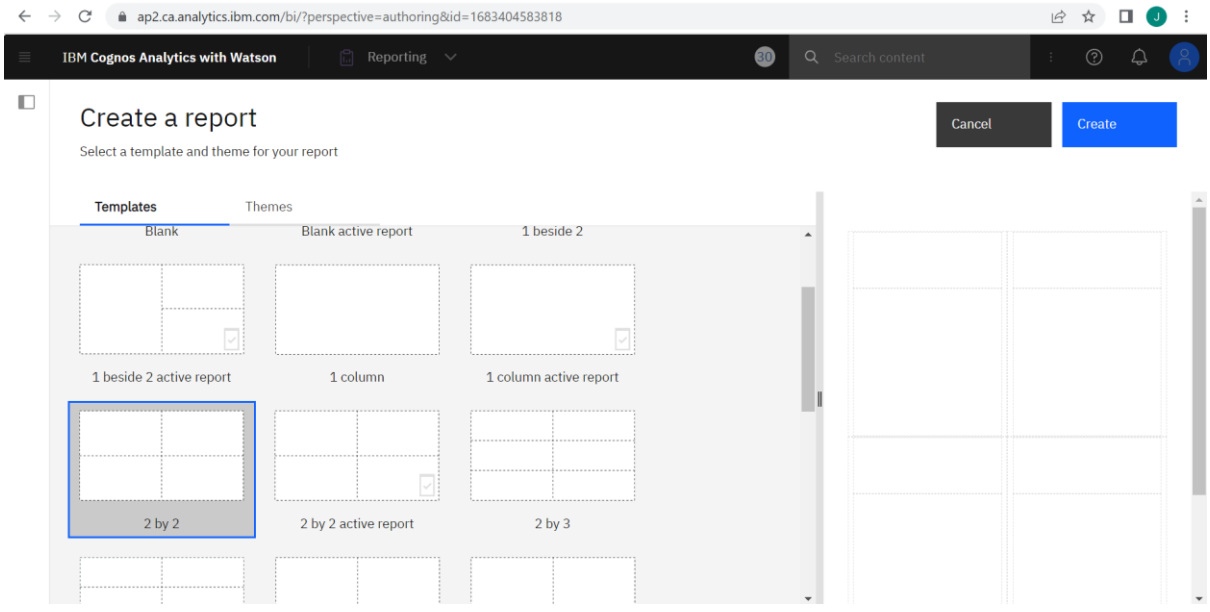
Insight:
Extremely satisfied African Americans are paid the most, followed by fairly satisfied Hispanics.

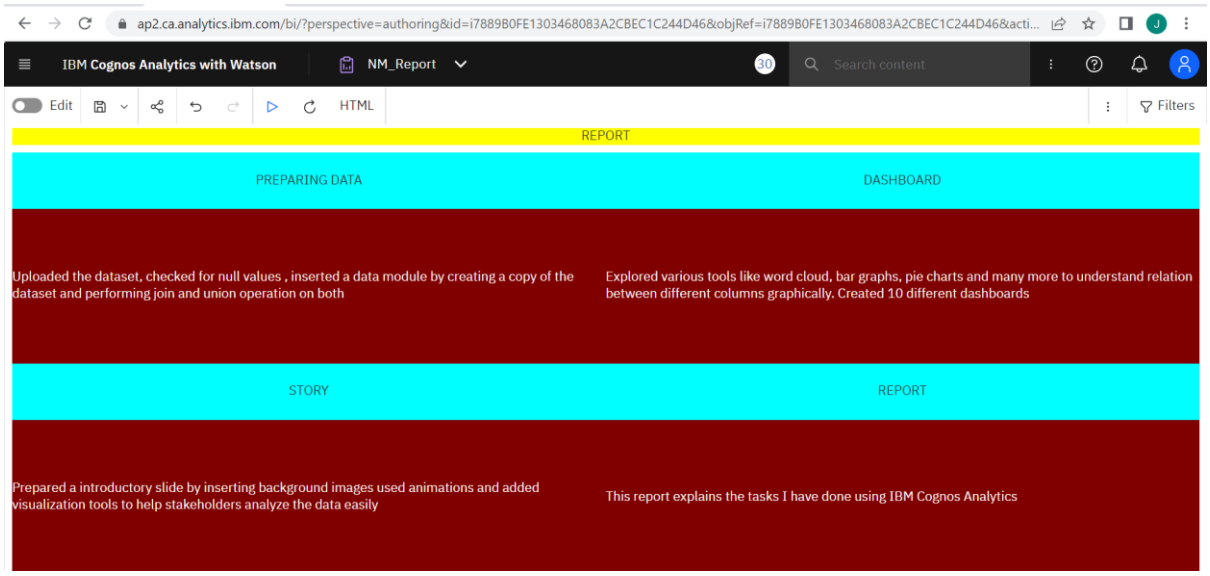
Dashboard Creation:



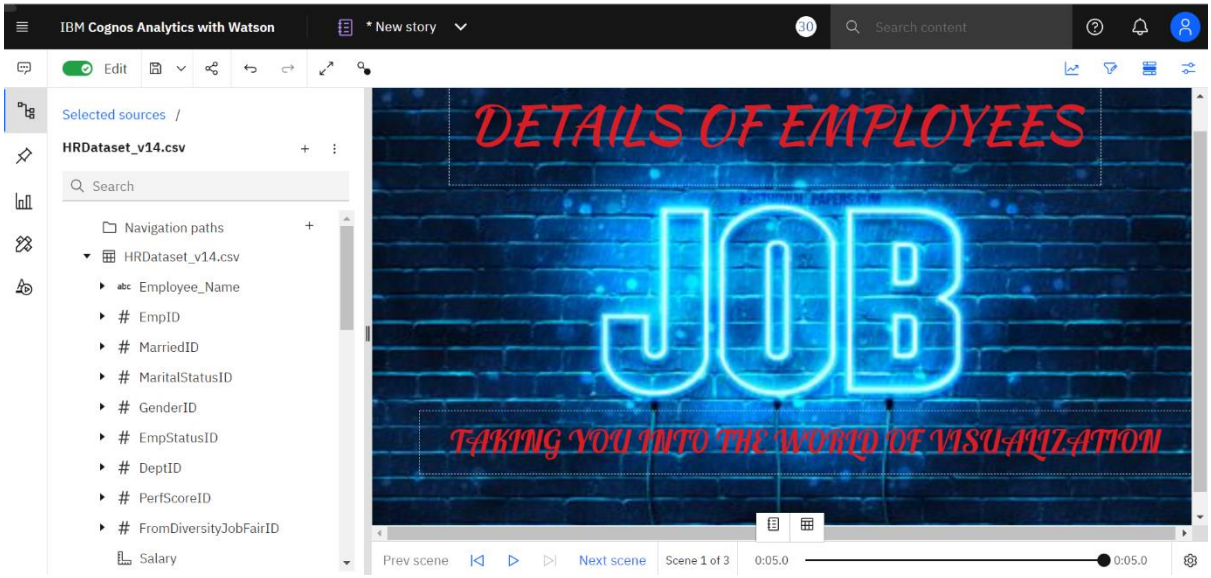

Tab 1
Tab 2
DaysLateLast30 and Salary by EmpSatisfaction
Column
Salary (Average)
Line
DaysLateLast30 (Average)
Salary (Average)
DaysLateLast30 (Average)
EmpSatisfaction
DaysLateLast30 and Salary by Sex
Column
Salary (Average)
Line
DaysLateLast30 (Sum)
Average: 69,021
Average: 64.5
Salary (Average)
DaysLateLast30 (Sum)
Sex

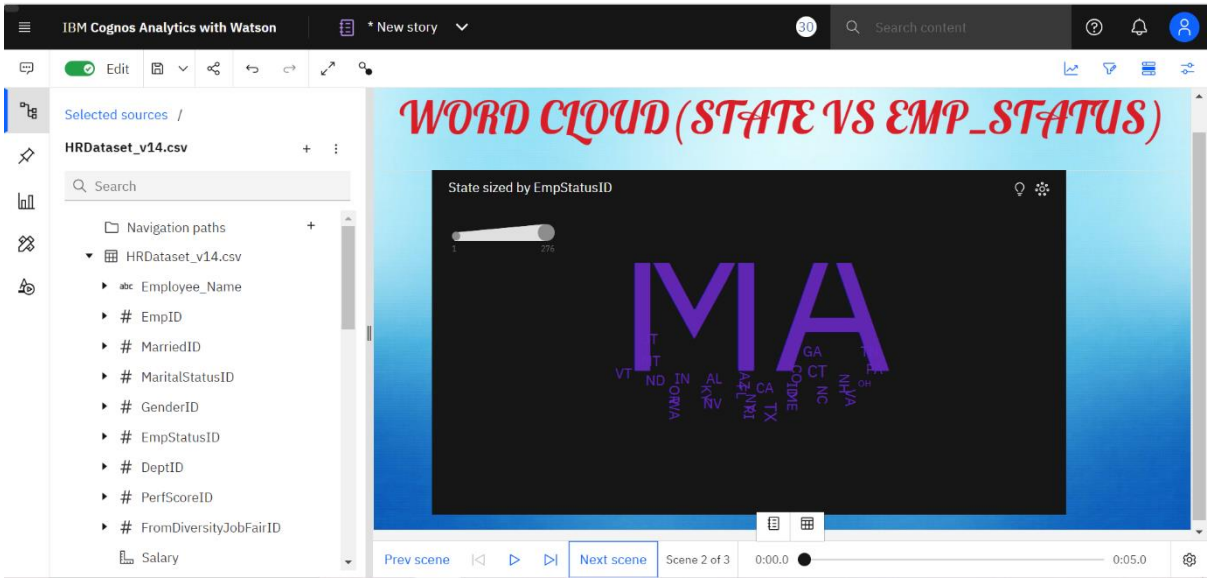
Report:

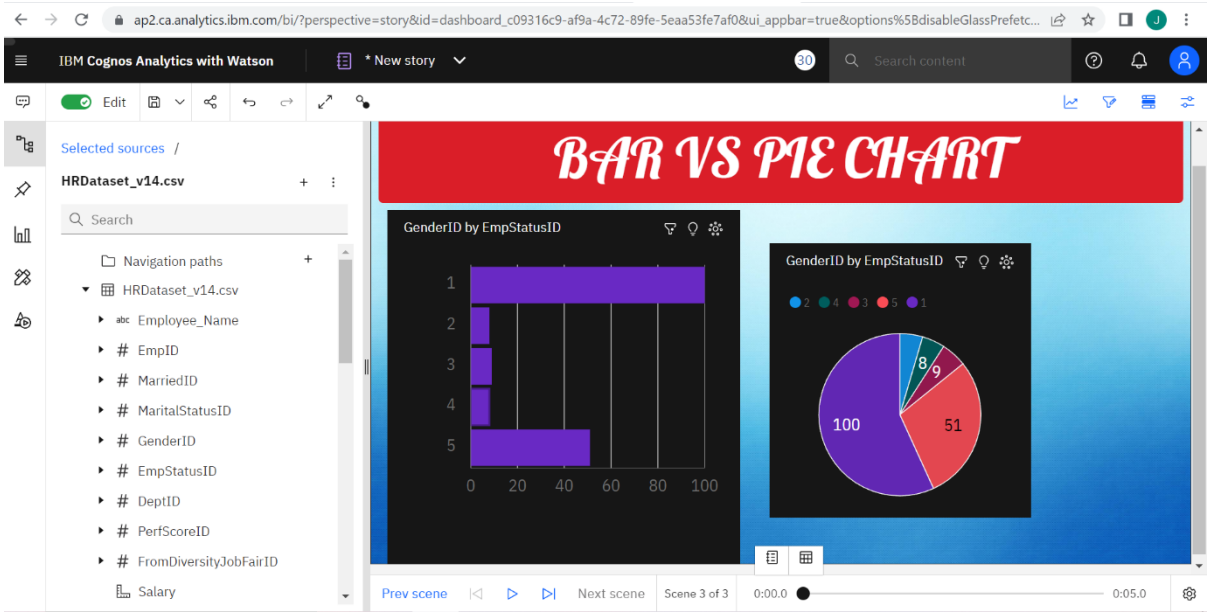

ap2.ca.analytics.ibm.com/bi/?perspective=authoring&id=1683404583818
IBM Cognos Analytics with Watson
Reporting
Search content
Create a report
Select a template and theme for your report
Cancel
Create
Templates
Themes
Blank
Blank active report
1 beside 2
1 beside 2 active report
1 column
1 column active report
2 by 2
2 by 2 active report
2 by 3

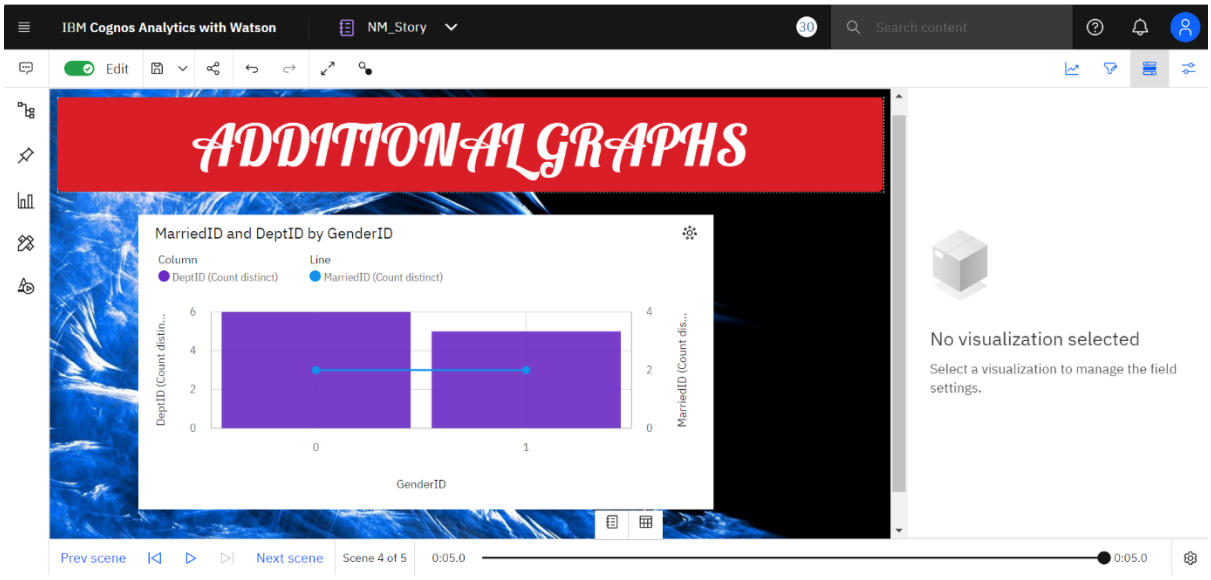

IBM Cognos Analytics with Watson
NM_Report
Edit
HTML
Filters
REPORT
PREPARING DATA
DASHBOARD
Uploaded the dataset, checked for null values , inserted a data module by creating a copy of the dataset and performing join and union operation on both
Explored various tools like word cloud, bar graphs, pie charts and many more to understand relation between different columns graphically. Created 10 different dashboards
STORY
REPORT
Prepared a introductory slide by inserting background images used animations and added visualization tools to help stakeholders analyze the data easily
This report explains the tasks I have done using IBM Cognos Analytics

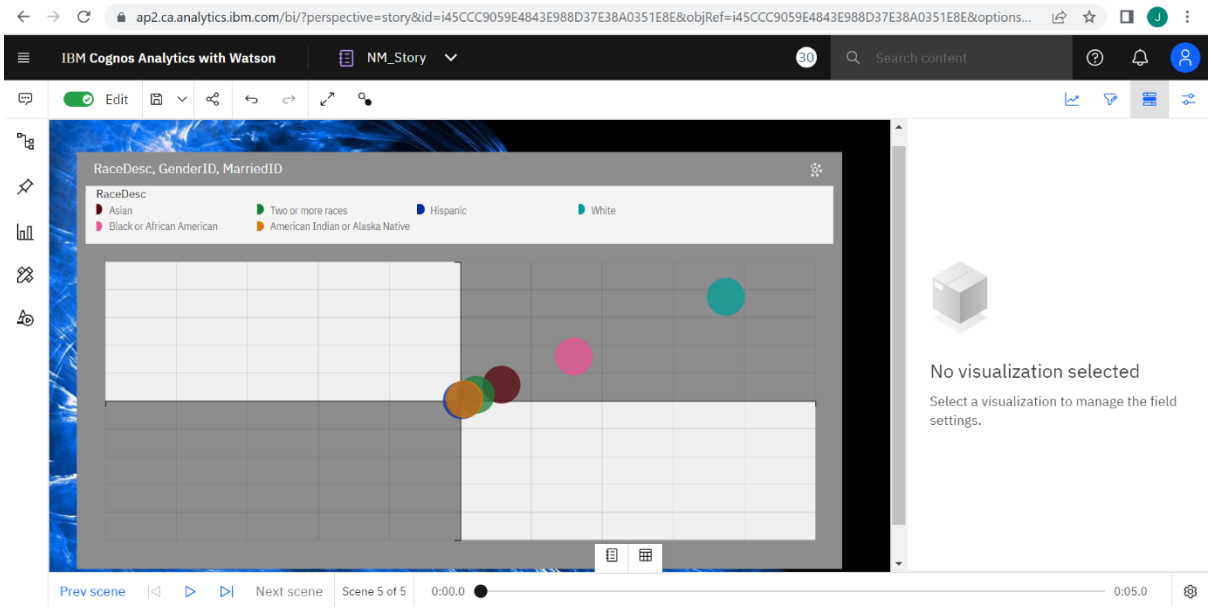
Story:


IBM Cognos Analytics with Watson
* New story
Edit
Selected sources
HRDataset_v14.csv
Search
Navigation paths
HRDataset_v14.csv
Employee_Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiversityJobFairID
Salary
DETAILS OF EMPLOYEES
JOB
TAKING YOU INTO THE WORLD OF VISUALIZATION
Prev scene
Next scene
Scene 1 of 3
0:05.0
0:05.0


IBM Cognos Analytics with Watson
* New story
Edit
Selected sources
HRDataset_v14.csv
Search
Navigation paths
HRDataset_v14.csv
Employee_Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiversityJobFairID
Salary
WORD CLOUD (STATE VS EMP_STATUS)
State sized by EmpStatusID
MA
Prev scene
Next scene
Scene 2 of 3
0:00.0
0:05.0


ap2.ca.analytics.ibm.com/bi/?perspective=story&id=dashboard_c09316c9-af9a-4c72-89fe-5eaa53fe7af0&ui_appbar=true&options%5BdisableGlassPrefetc...
IBM Cognos Analytics with Watson
* New story
Search content
Edit
Selected sources /
HRDataset_v14.csv
Search
Navigation paths
HRDataset_v14.csv
Employee_Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiversityJobFairID
Salary
BAR VS PIE CHART
GenderID by EmpStatusID
1
2
3
4
5
0
20
40
60
80
100
GenderID by EmpStatusID
2
4
3
5
1
8
9
100
51
Prev scene
Next scene
Scene 3 of 3
0:00.0
0:05.0


IBM Cognos Analytics with Watson
NM_Story
Search content
Edit
ADDITIONAL GRAPHS
MarriedID and DeptID by GenderID
Column
DeptID (Count distinct)
Line
MarriedID (Count distinct)
DeptID (Count distin...
MarriedID (Count dis...
6
4
2
0
0
1
GenderID
No visualization selected
Select a visualization to manage the field settings.
Prev scene
Next scene
Scene 4 of 5
0:05.0
0:05.0


ap2.ca.analytics.ibm.com/bi/?perspective=story&id=i45CCC9059E4843E988D37E38A0351E8E&objRef=i45CCC9059E4843E988D37E38A0351E8E&options...
IBM Cognos Analytics with Watson
NM_Story
Search content
Edit
RaceDesc, GenderID, MarriedID
RaceDesc
Asian
Two or more races
Hispanic
White
Black or African American
American Indian or Alaska Native
No visualization selected
Select a visualization to manage the field settings.
Prev scene
Next scene
Scene 5 of 5
0:00.0
0:05.0

Links:

DASHBOARD

https://ap2.ca.analytics.ibm.com/bi/?perspective=dashboard&pathRef=.my_folders%2FHR_Dashboard1&action=view&mode=dashboard&subView=model00000187f454bdf9_00000000

STORY

https://ap2.ca.analytics.ibm.com/bi/?perspective=story&pathRef=.my_folders%2FNM_Story&action=view&mode=dashboard

REPORT

https://ap2.ca.analytics.ibm.com/bi/?pathRef=.my_folders%2FNM_Report