

# NM ASSIGNMENT 2

Done By Saranya R P

Data Set Link: [Human Resources Data Set](#)  
[\(kaggle.com\)](#)

## Step 1 : Create a new data module from the uploaded CSV file for visualizing data.

IBM Cognos Analytics

New data module


Grid Relationships Custom tables

Data module

Search

New data module

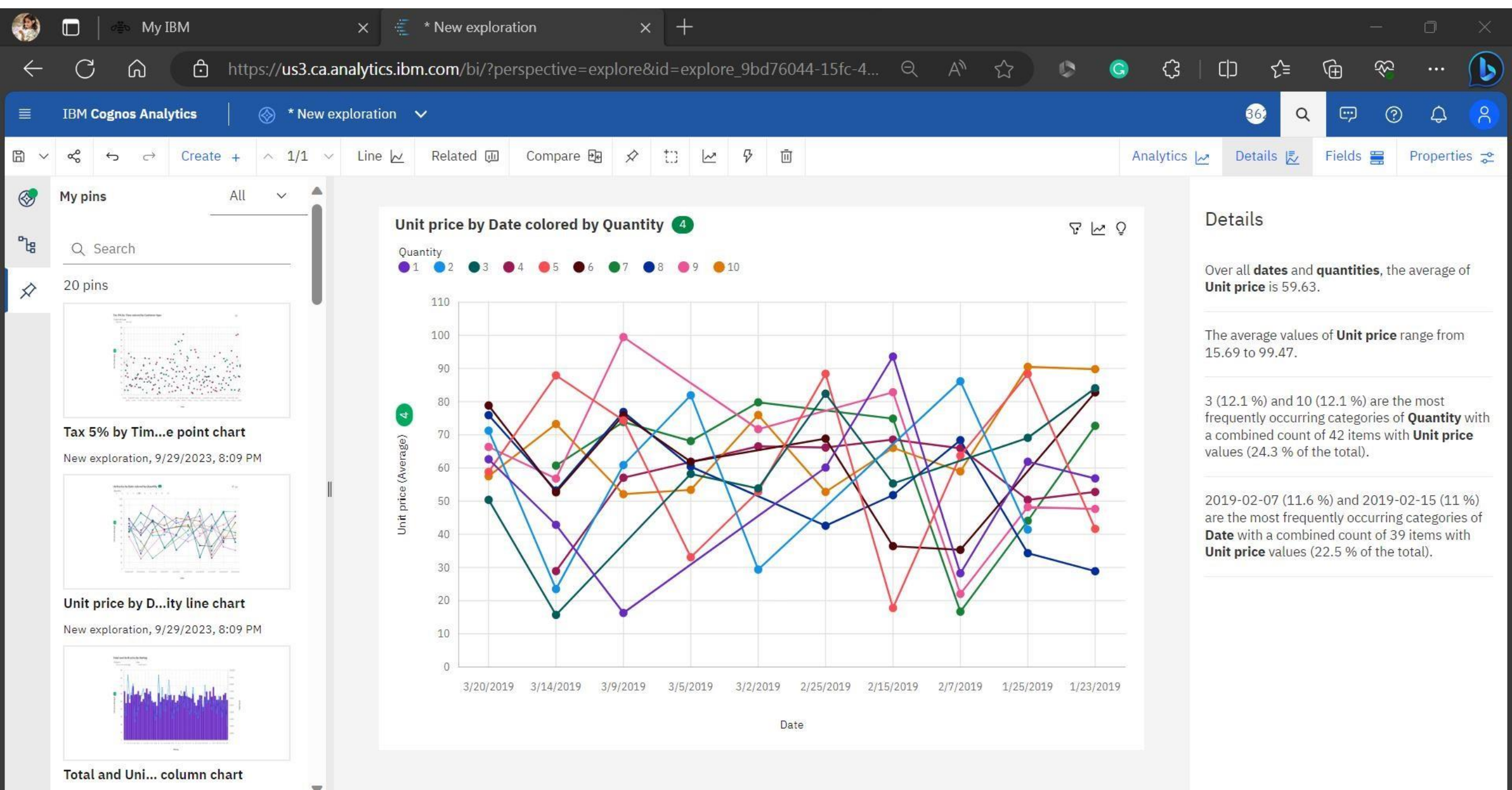
- Navigation paths
- HRDataset\_v14.csv
  - # Row Id
  - abc Employee\_Name
  - # EmpID
  - # MarriedID
  - # MaritalStatusID
  - # GenderID
  - # EmpStatusID
  - # DeptID
  - # PerfScoreID
  - # FromDive...bFairID
  - Salary
  - Termd
  - # PositionID
  - abc Position
  - State
  - Zip



**Preview data**

To preview data, select a table, a column in a table, or a folder that contains columns.

# Step 2 : Using data module , create more explorations and pin it.



# Step 3 : Using the pins, create Dashboard

Salary vs Employee ID

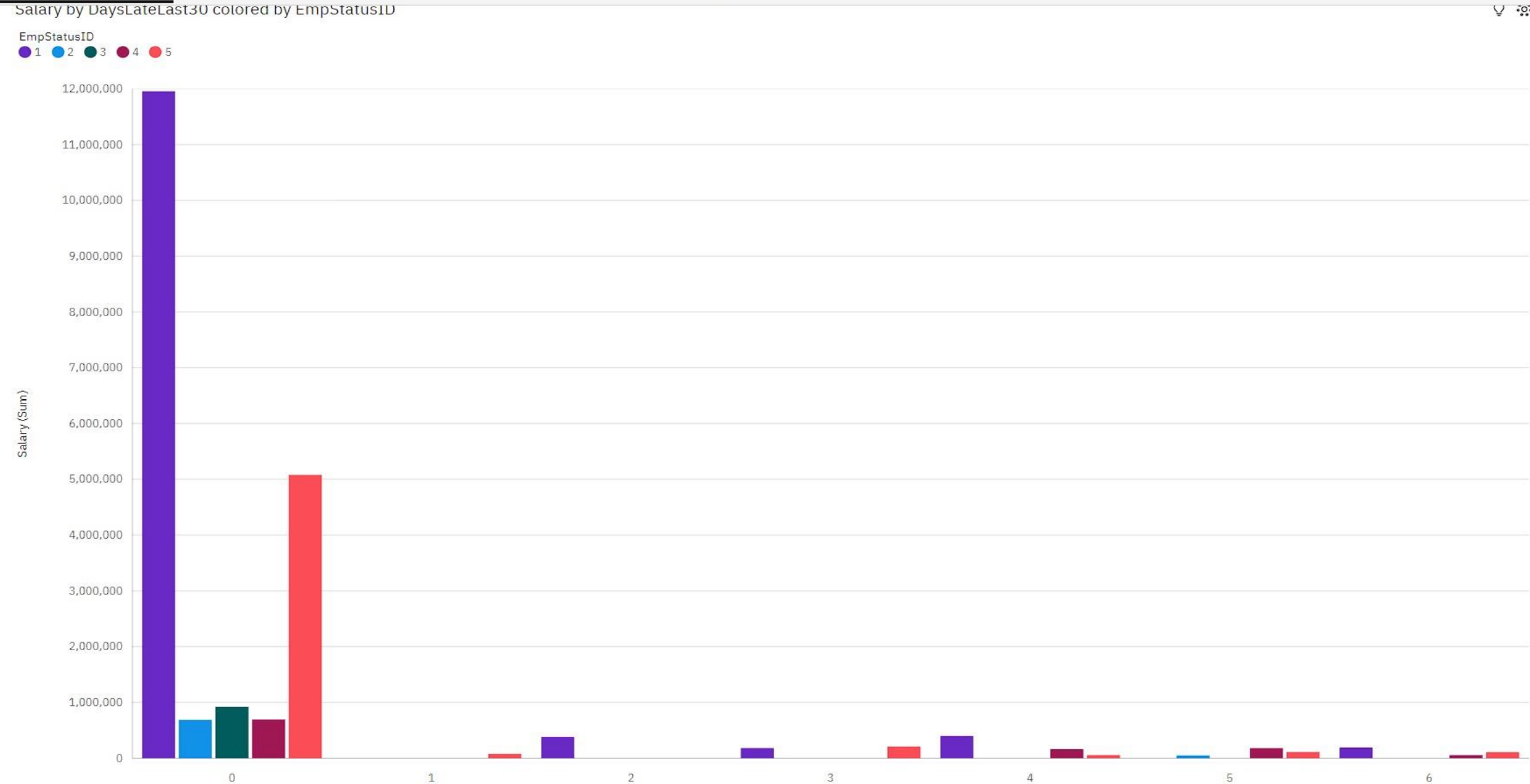
Performance Review

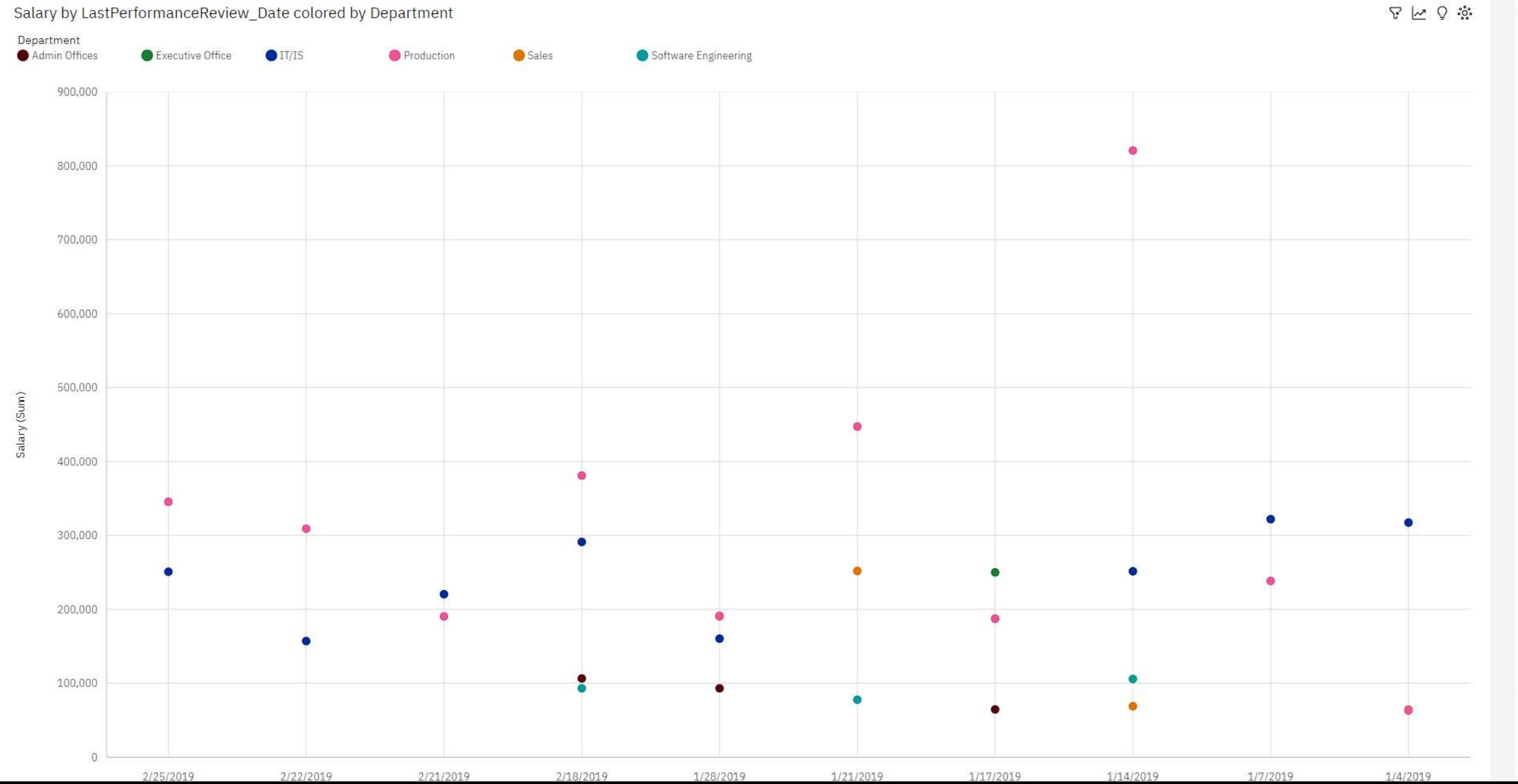
Termination

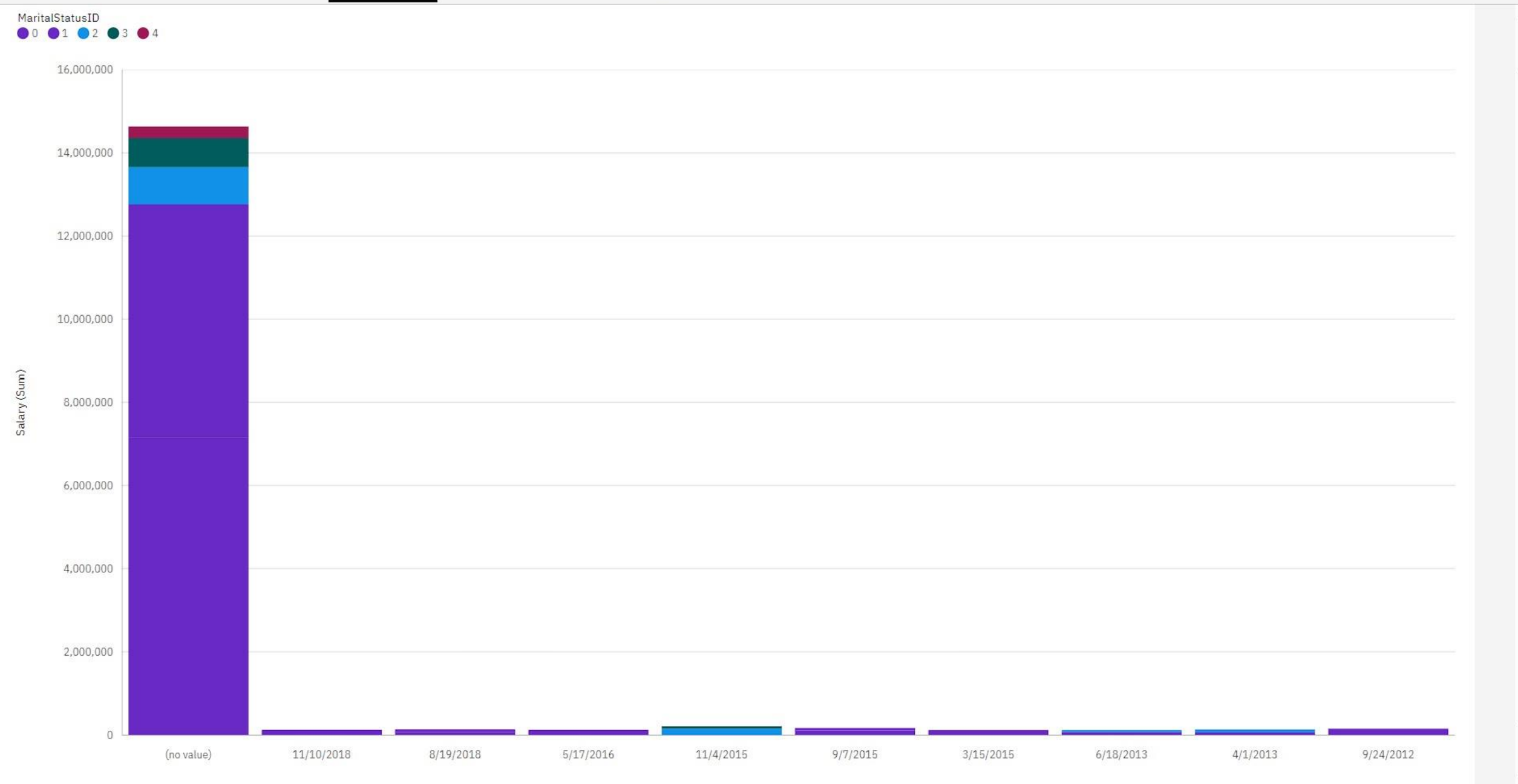
State vs Position

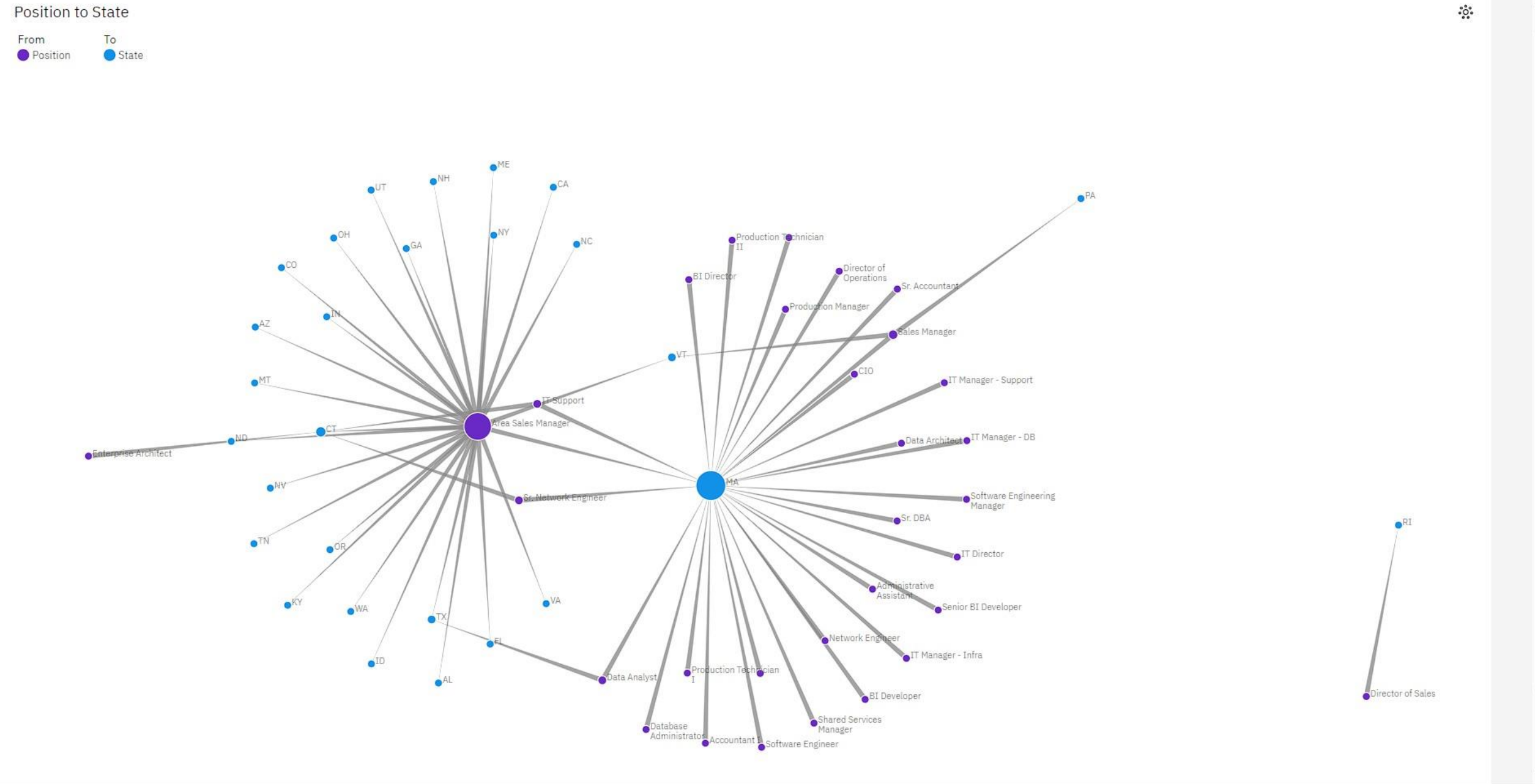
Sex vs Department

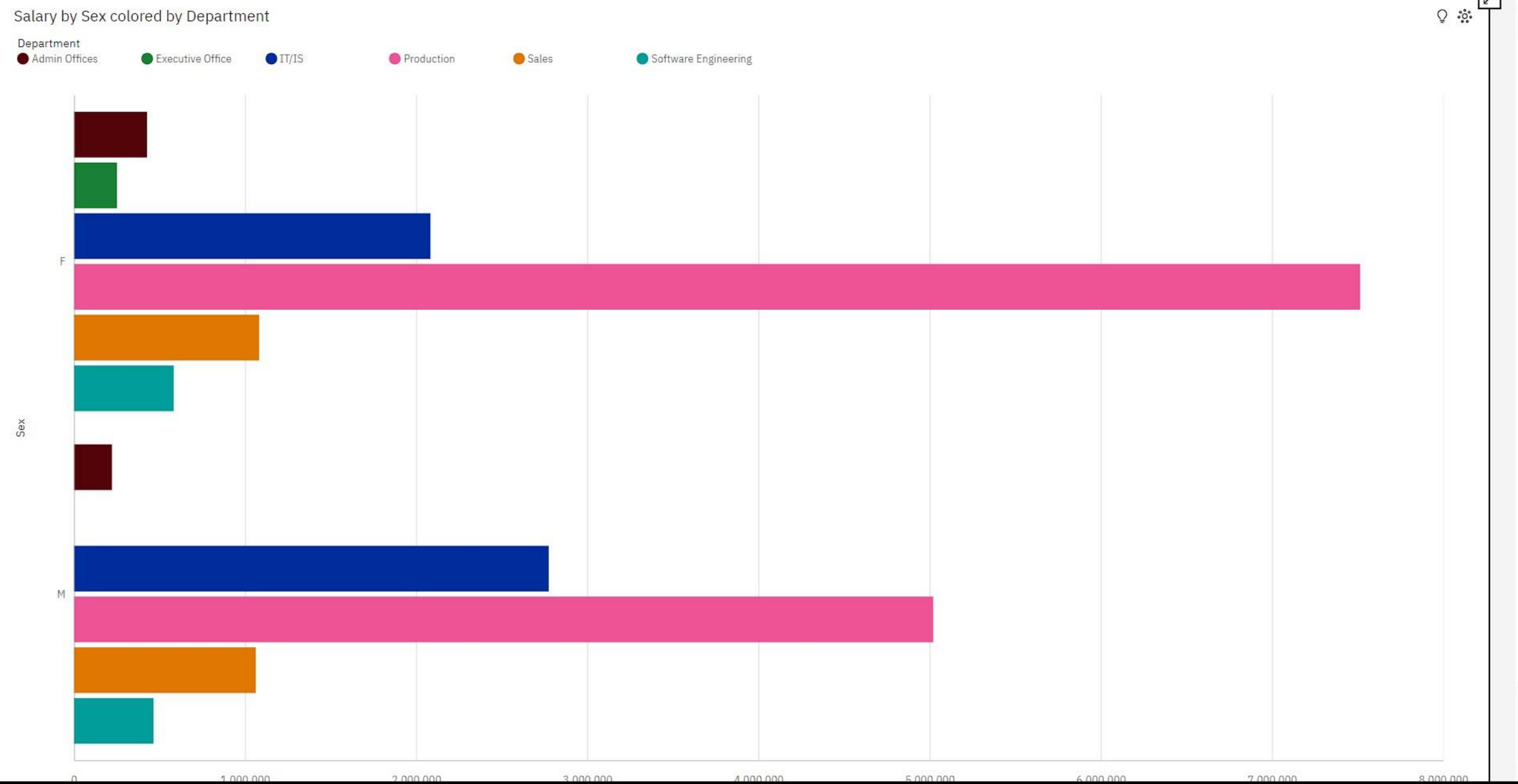
Marital Status













MaritalDesc

Nodes

All

▼

Target category

Divorced

▼

MaritalDesc

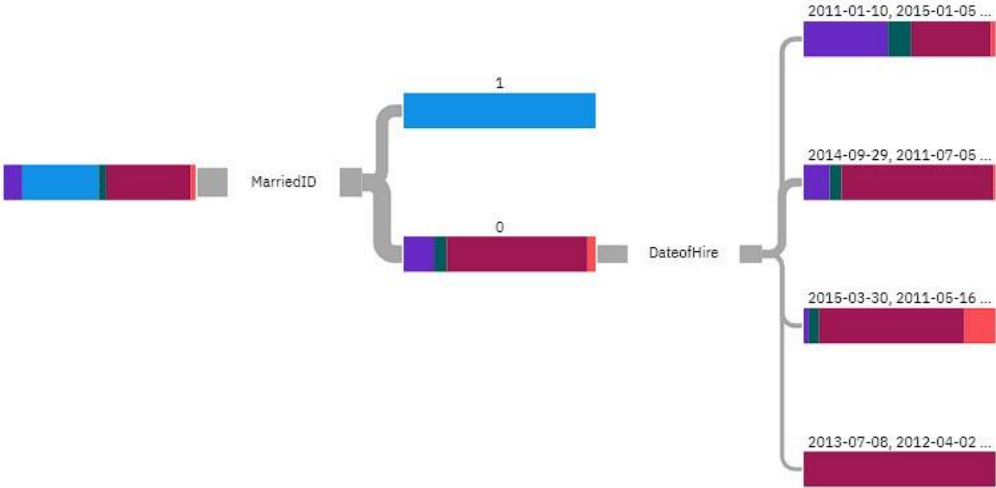
Divorced

Married

Separated

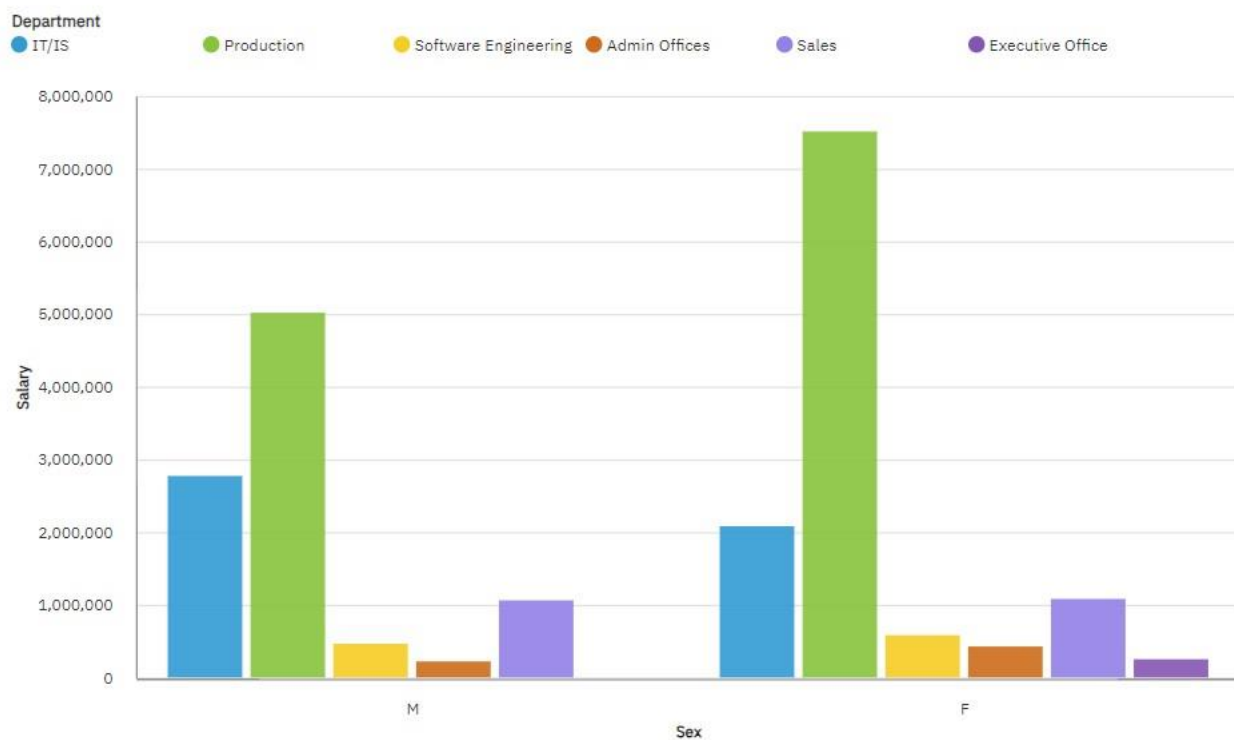
Single

Widowed

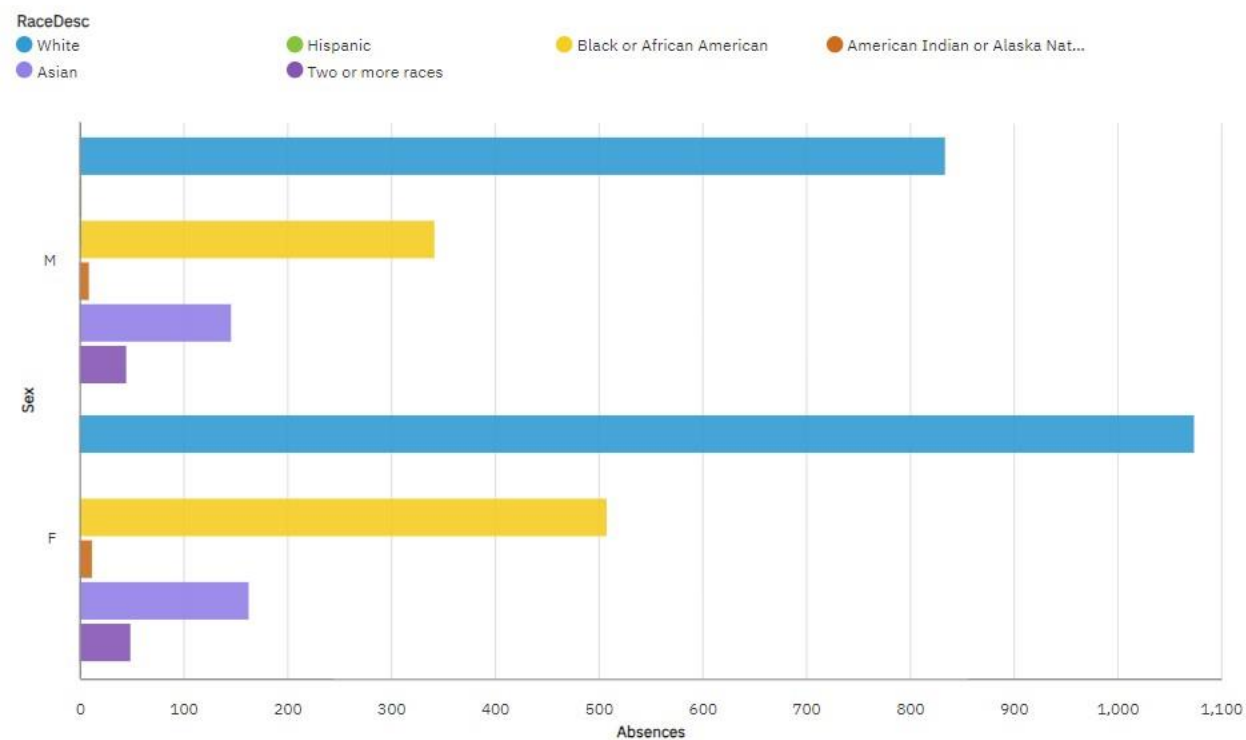


REPORT

Sex vs Salary



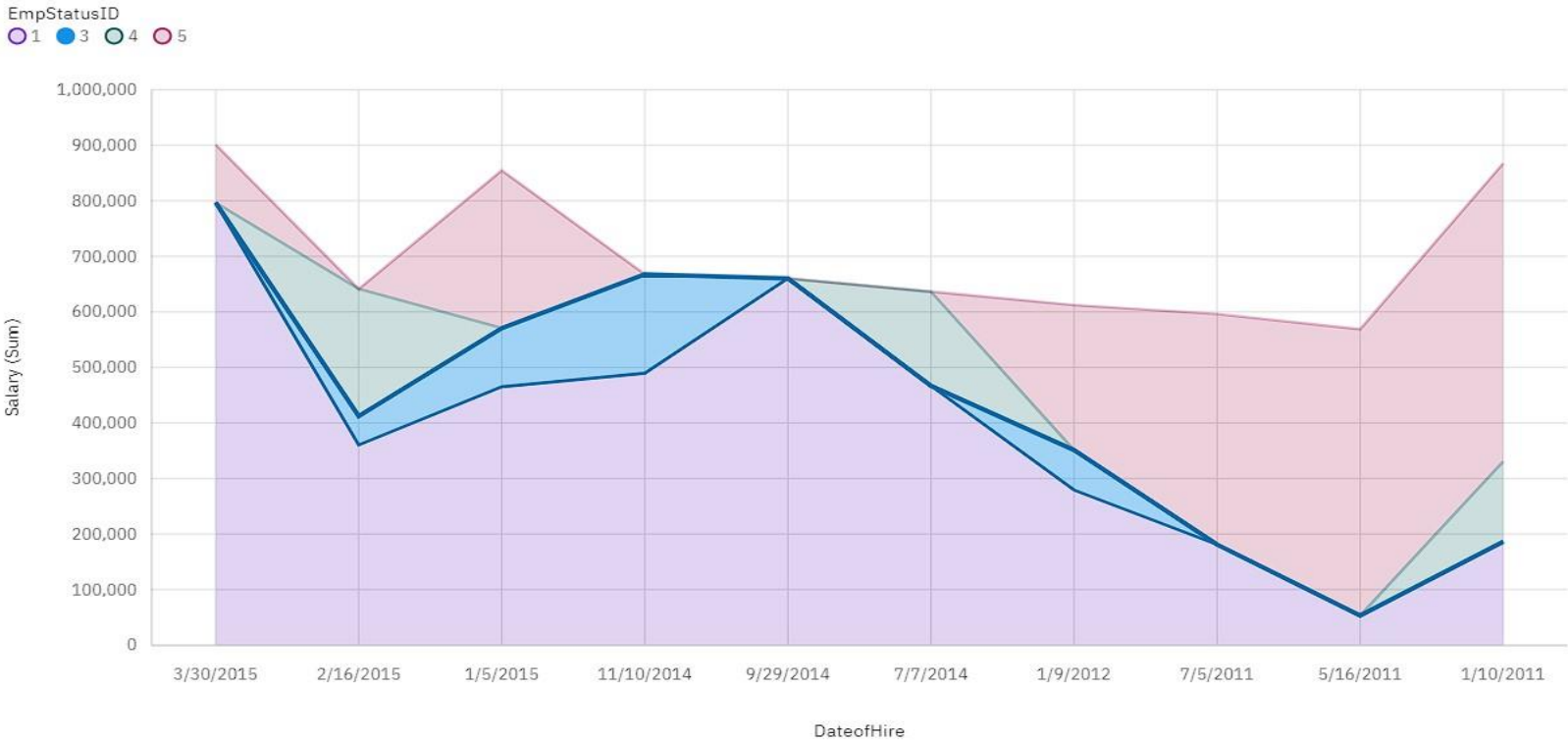
Race Desc Vs Absentees



# SALARY

- EmpStatusID 1 has the highest total Salary due to LastPerformanceReview\_Date 2019-01-14.
- Salary is unusually high when the combination of DateofHire and EmpStatusID is 2015-03-30 and 1.
- 2015-03-30 DateofHire accounted for 20% of 1 Salary compared to 5% for 5.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which EmpStatusID 1 contributed the most at almost 797 thousand.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which ManagerID 4 contributed the most at over 375 thousand.

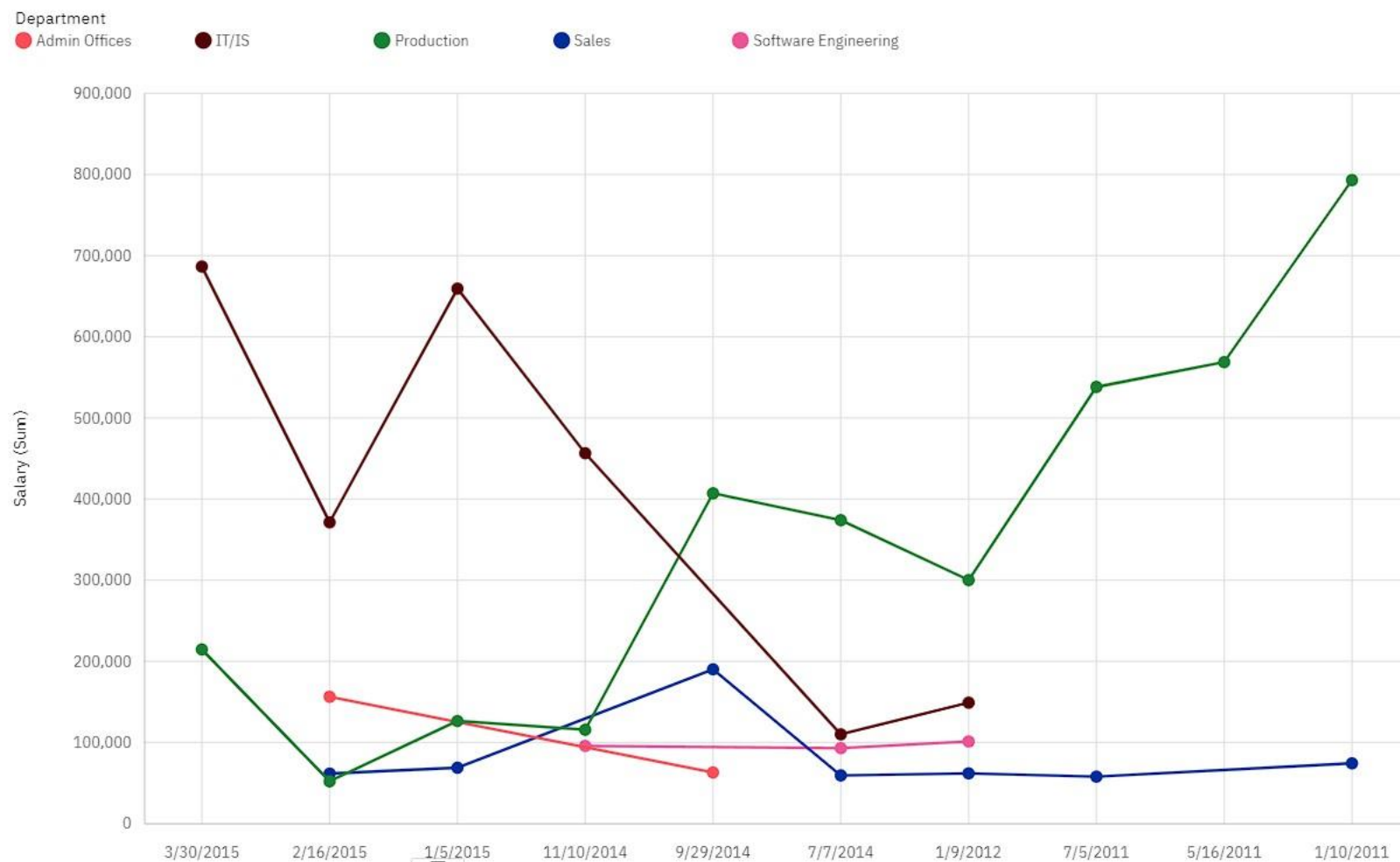
Salary by DateofHire colored by EmpStatusID



# Department VS Salary

- Department Production has the highest total Salary due to DateofHire 2011-01-10.
- Salary is unusually high when Department is Production.
- 2019-01-14 LastPerformanceReview\_Date accounted for 7% of Production Salary compared to 5% for IT/IS.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which Department IT/IS contributed the most at almost 687 thousand.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which ManagerID 4 contributed the most at over 375 thousand.
- LastPerformanceReview\_Date 2019-01-14 has the highest Salary at over 1.2 million, out of which Department Production contributed the most at nearly 821 thousand.

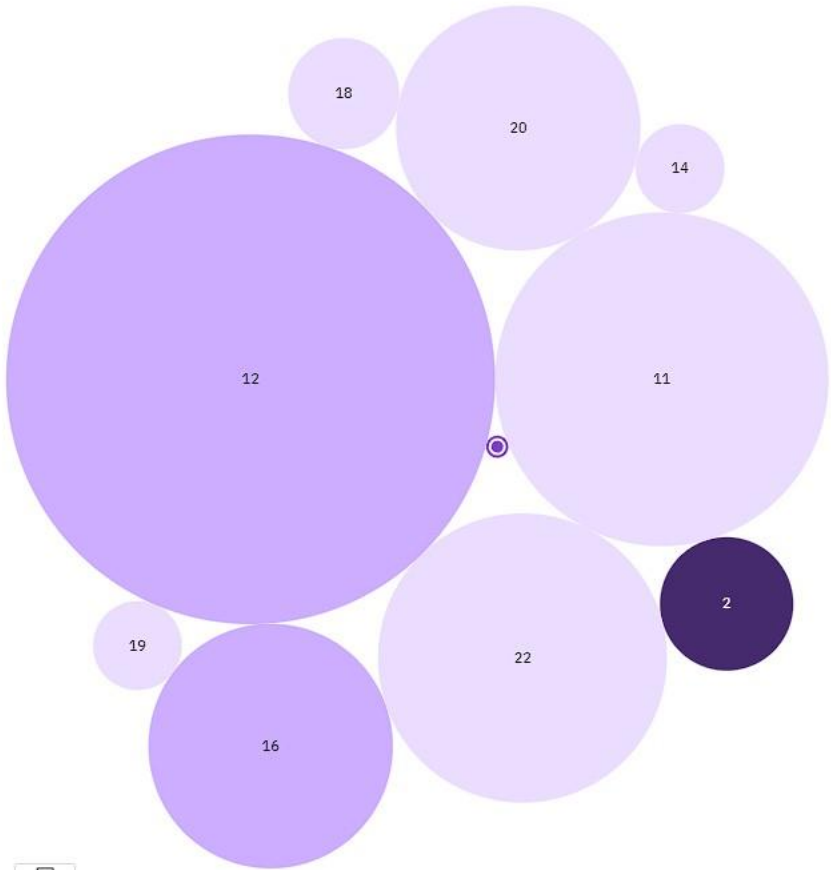
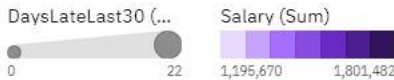
Salary by DateofHire colored by Department



# Last 30 Days Salary

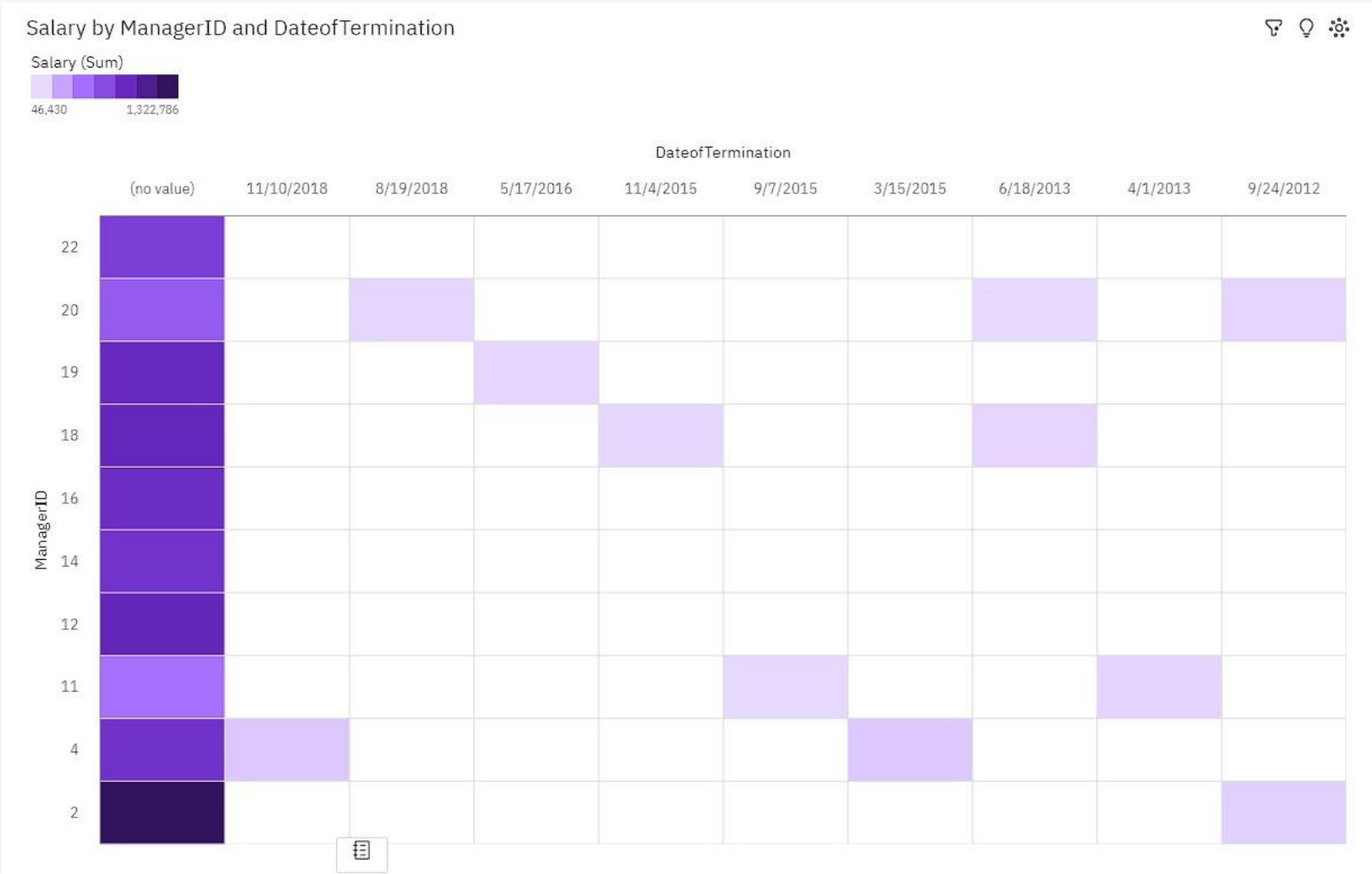
- ManagerID 2 has the highest Total Salary but is ranked #6 in Total DaysLateLast30.
- ManagerID 12 has the highest Total DaysLateLast30 but is ranked #4 in Total Salary.
- From 2018-03-09 to 2018-04-02, 20's DaysLateLast30 dropped by 6.
- Over all values of ManagerID, the sum of DaysLateLast30 is 91.
- DaysLateLast30 ranges from 0, when ManagerID is 4, to 22, when ManagerID is 12.

ManagerID colored by Salary sized by DaysLateLast30



# Termination VS Salary

- ManagerID 2 has the highest total Salary due to DateofHire 2010-04-10.
- Salary is unusually high when the combination of ManagerID and DateofTermination is 2 and (no value).
- Salary is unusually high when DateofTermination is (no value).
- 4 has a Salary of over 402 thousand for DateofHire 2015-01-05.





# Date of Hire VS Salary

- DateofHire 2012-07-09 has the lowest average Salary at over 46 thousand, followed by 2007-11-05 at over 47 thousand.
- DateofHire 2010-04-10 has the highest average Salary at over 220 thousand, followed by 2011-04-15 at 178 thousand.
- From 2009-10-26 to 2010-04-10, Salary increased by 245%.

Salary

● 1 Driver ● 2 Drivers

