

NM ASSIGNMENT 2

Done By

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Data Set Link: [Human Resources Data Set \(kaggle.com\)](https://www.kaggle.com/datasets/rohitkumar9405/human-resources-dataset)

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.

IBM Cognos Analytics

https://us3.ca.analytics.ibm.com/bi/?perspective=explore&id=explore_9bd76044-15fc-4...

36

Analytics Details Fields Properties

My pins All

Search

20 pins

Tax 5% by Tim...e point chart
New exploration, 9/29/2023, 8:09 PM

Unit price by D...ity line chart
New exploration, 9/29/2023, 8:09 PM

Total and Uni... column chart

Unit price by Date colored by Quantity 4

Quantity

1 2 3 4 5 6 7 8 9 10

Unit price (Average)

Date

Details

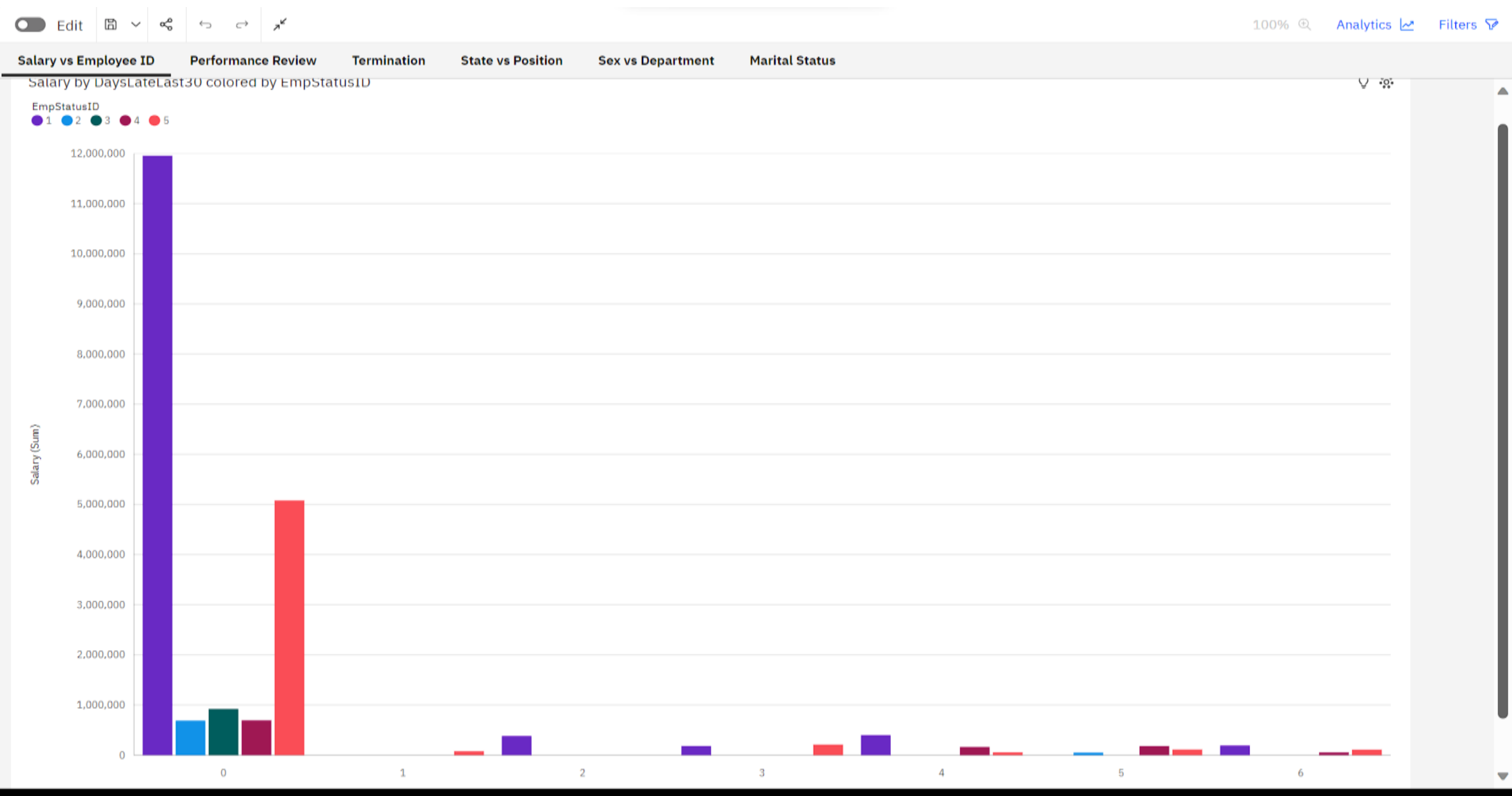
Over all **dates** and **quantities**, the average of **Unit price** is 59.63.

The average values of **Unit price** range from 15.69 to 99.47.

3 (12.1 %) and 10 (12.1 %) are the most frequently occurring categories of **Quantity** with a combined count of 42 items with **Unit price** values (24.3 % of the total).

2019-02-07 (11.6 %) and 2019-02-15 (11 %) are the most frequently occurring categories of **Date** with a combined count of 39 items with **Unit price** values (22.5 % of the total).

Step 3 : Using the pins, create Dashboard

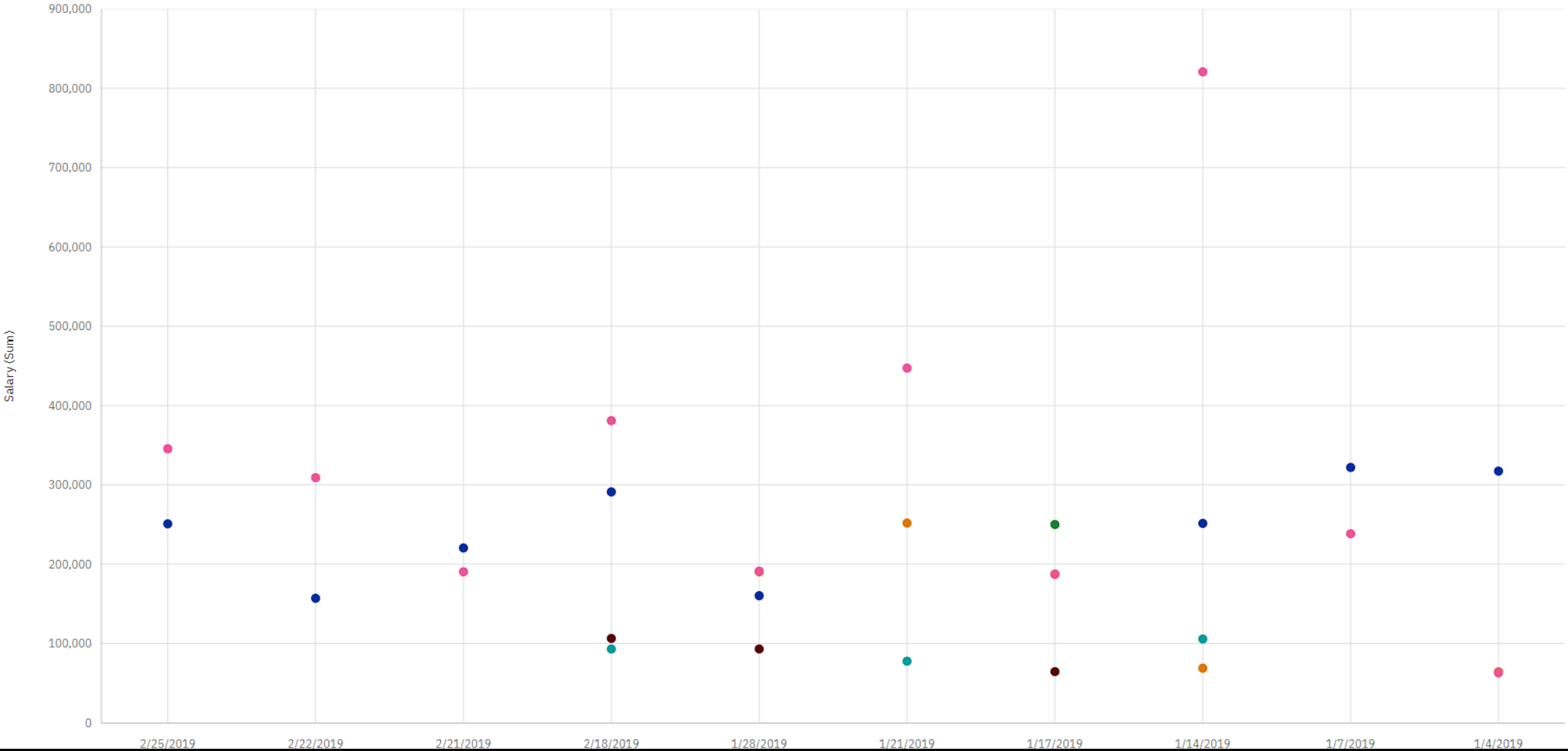


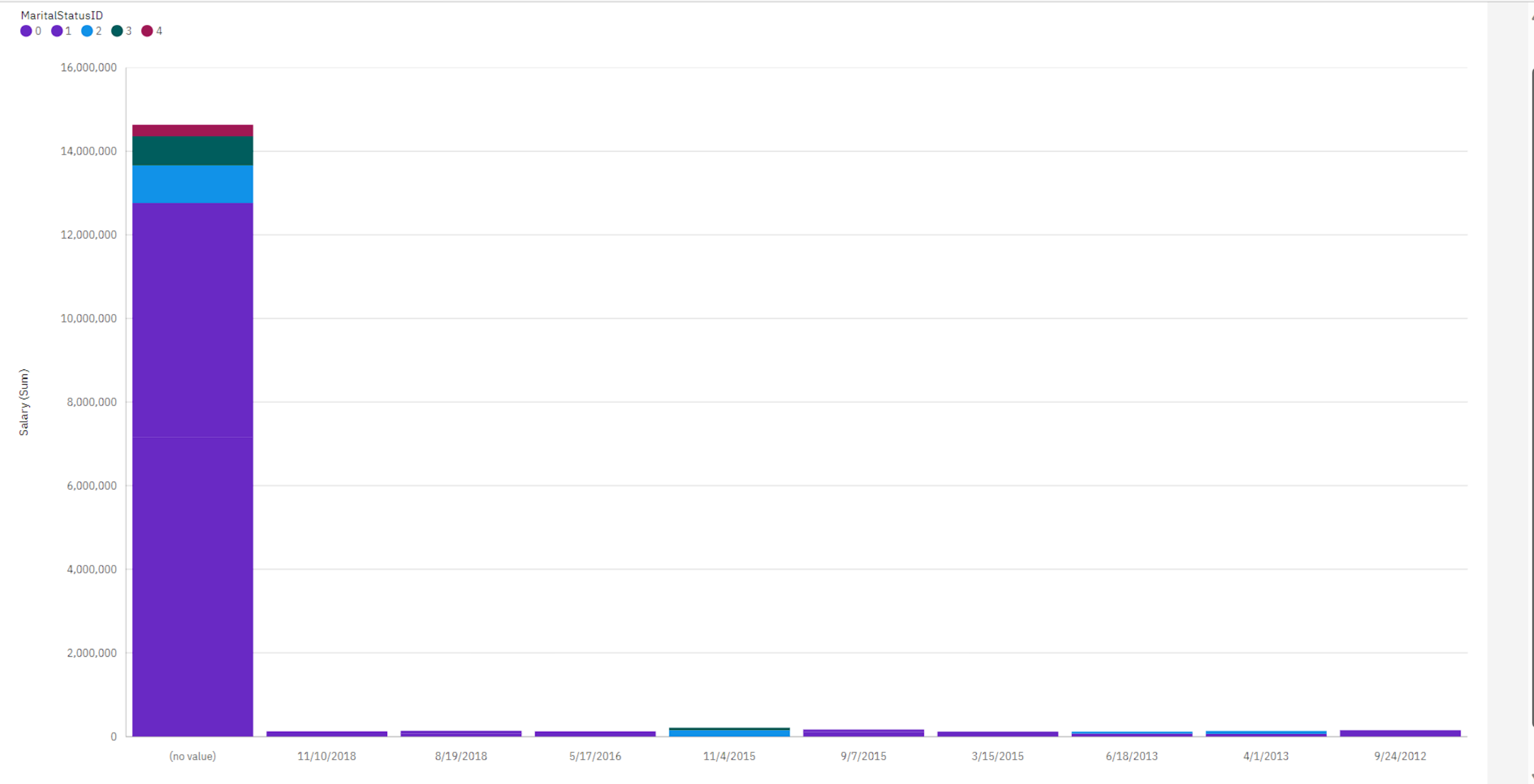
Salary by LastPerformanceReview_Date colored by Department

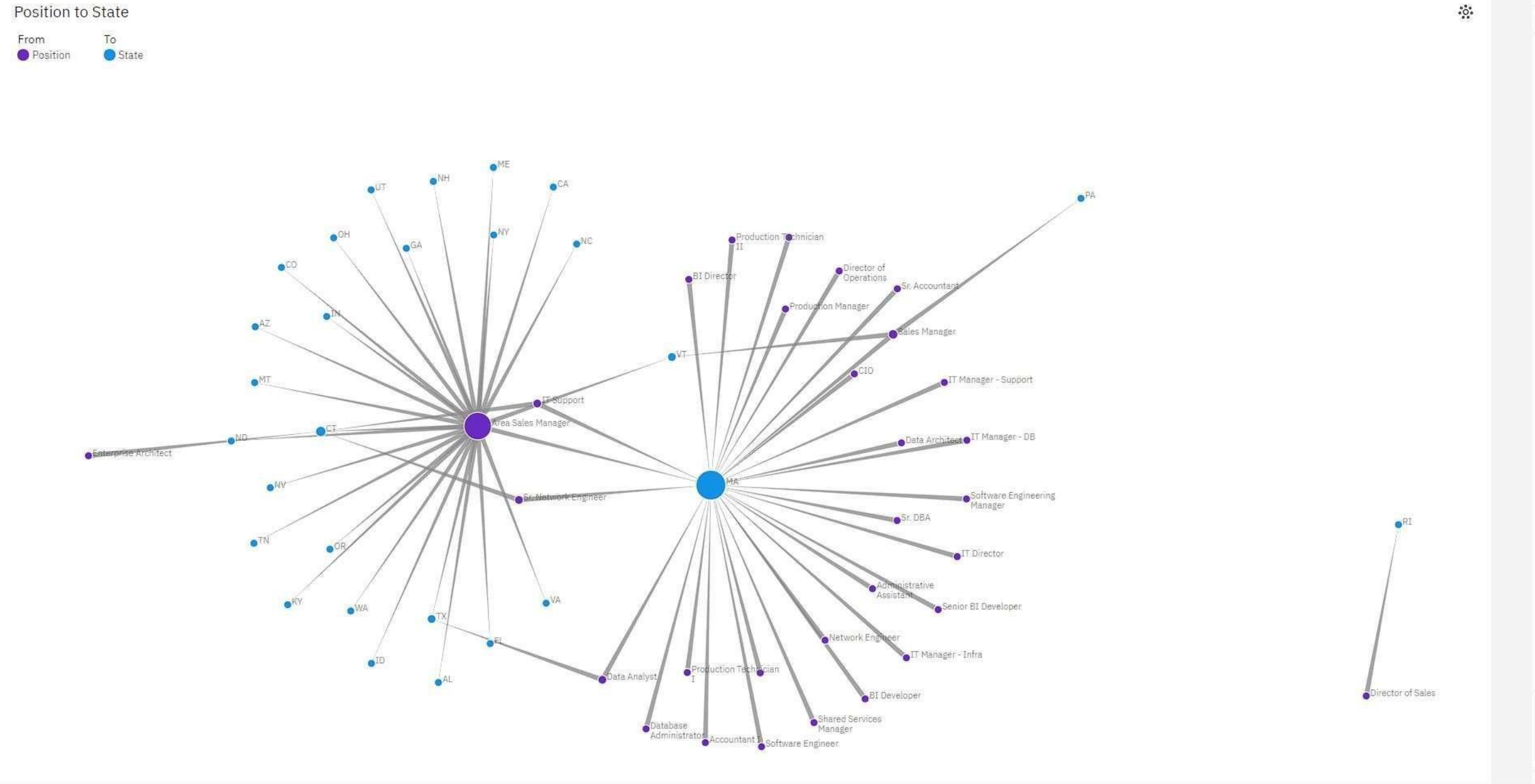
Filter
Line
Light
Grid

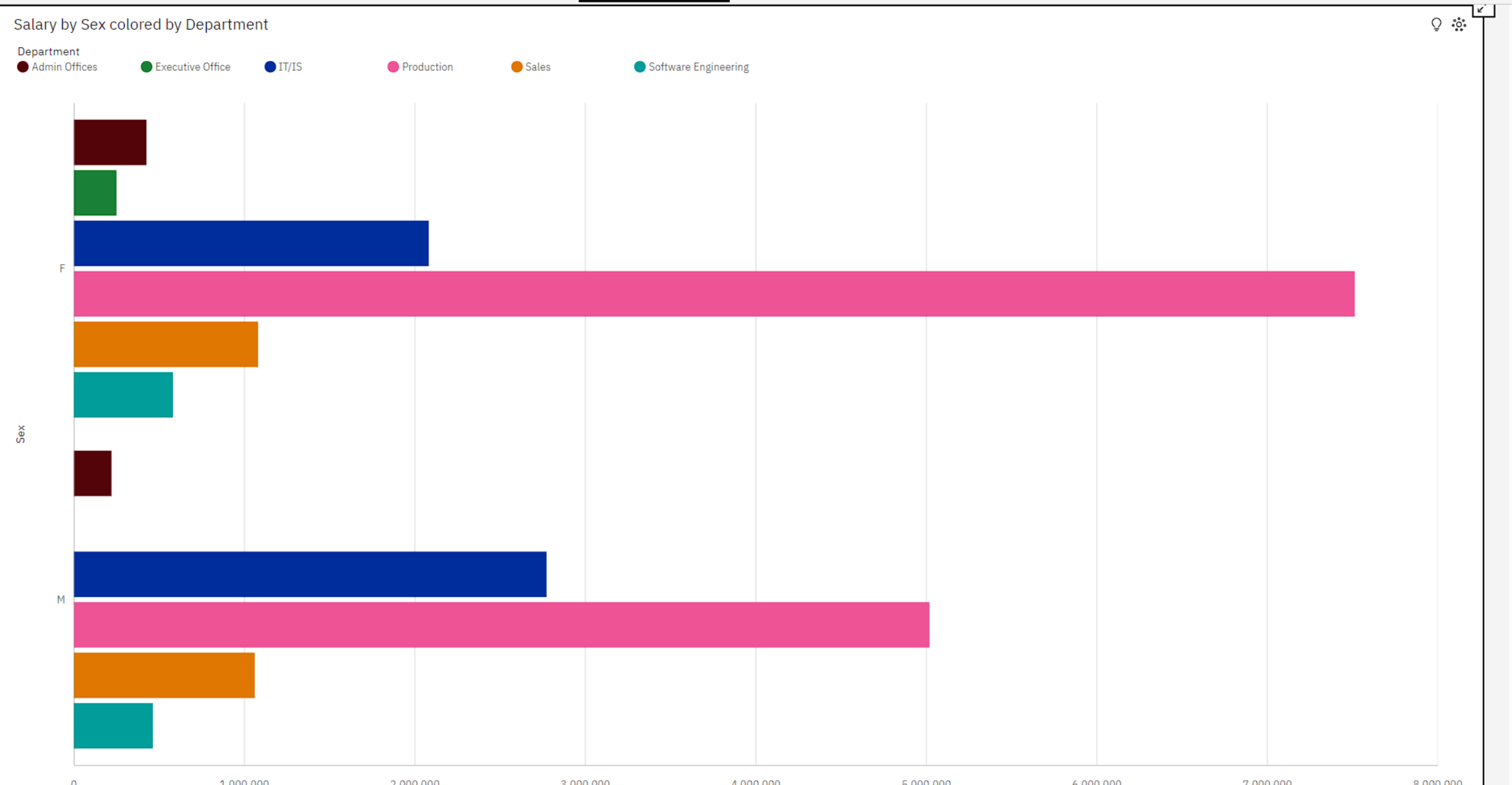
Department

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



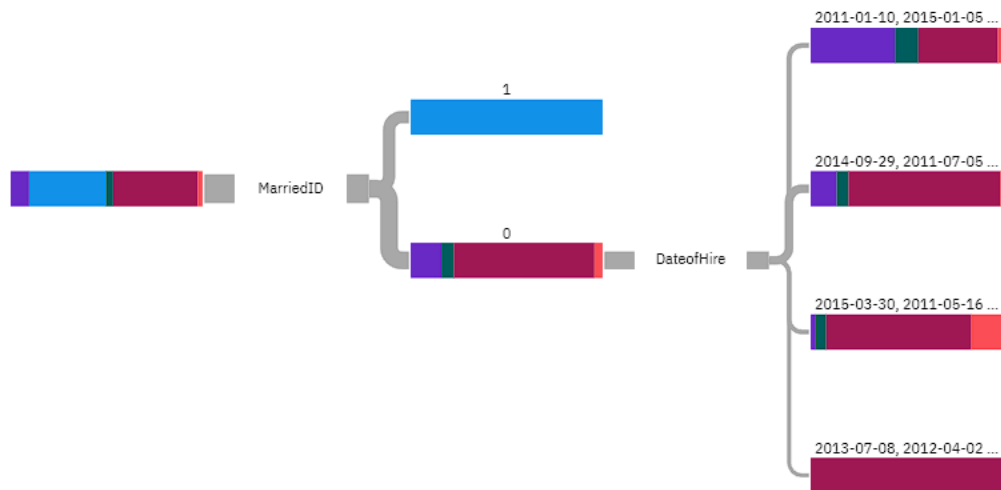




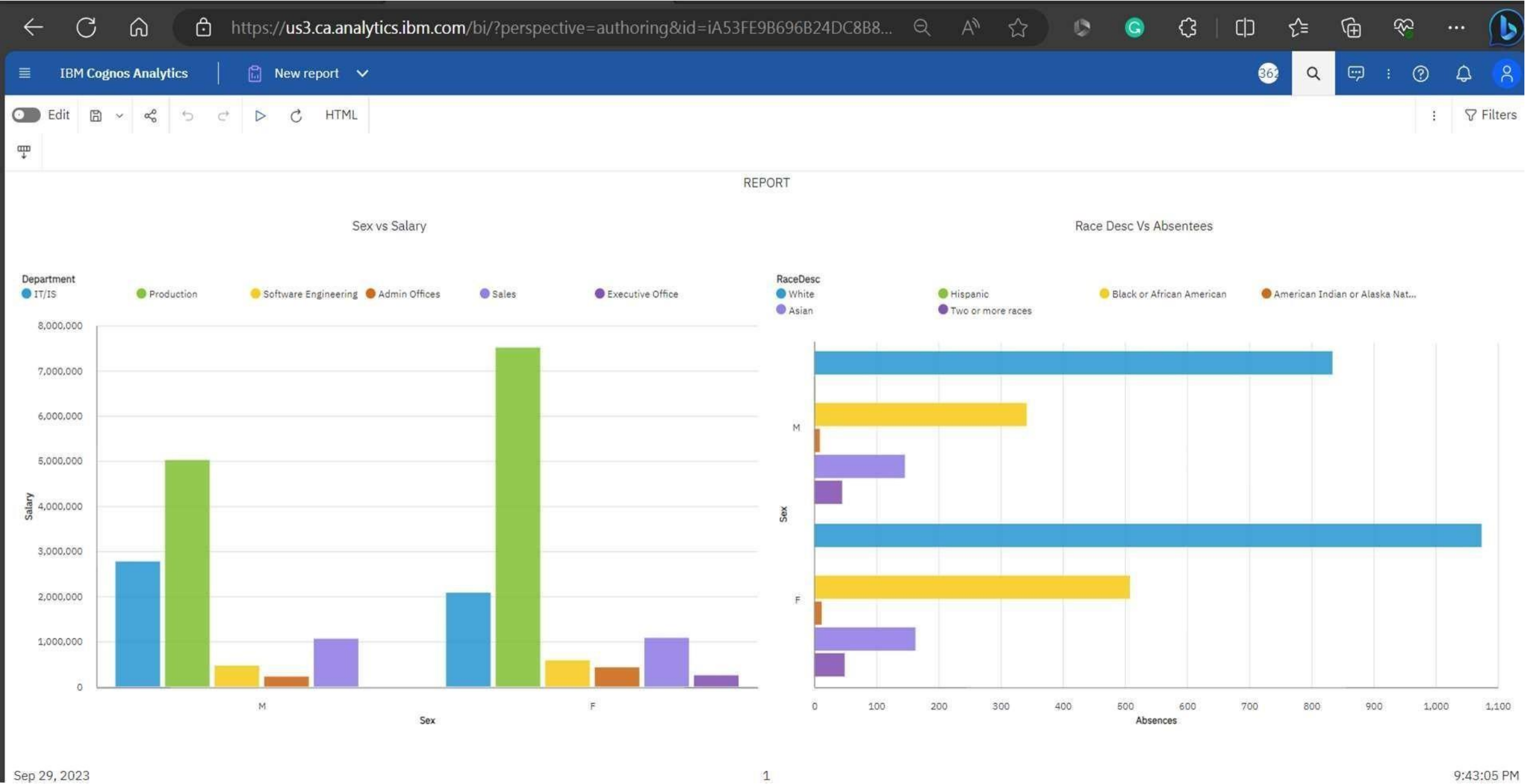


MaritalDesc

Nodes
 Target category
 MaritalDesc
 All
 Divorced
 Divorced
 Married
 Separated
 Single
 Widowed



Step 4 : After done with that dashboard, Now create a report.



Step 5: After done with that report, Create a story to view our visualizations in the form of slides.

Analytics Filters

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

DateofHire	EmpStatusID 1	EmpStatusID 3	EmpStatusID 4	EmpStatusID 5
3/30/2015	797,000	0	0	104,000
2/16/2015	360,000	0	0	280,000
1/5/2015	460,000	0	0	380,000
11/10/2014	480,000	180,000	0	0
9/29/2014	660,000	0	0	0
7/7/2014	450,000	0	180,000	0
1/9/2012	270,000	0	80,000	250,000
7/5/2011	180,000	0	0	420,000
5/16/2011	50,000	0	0	530,000
1/10/2011	180,000	0	150,000	570,000

Prev scene

Next scene

Scene 1 of 5

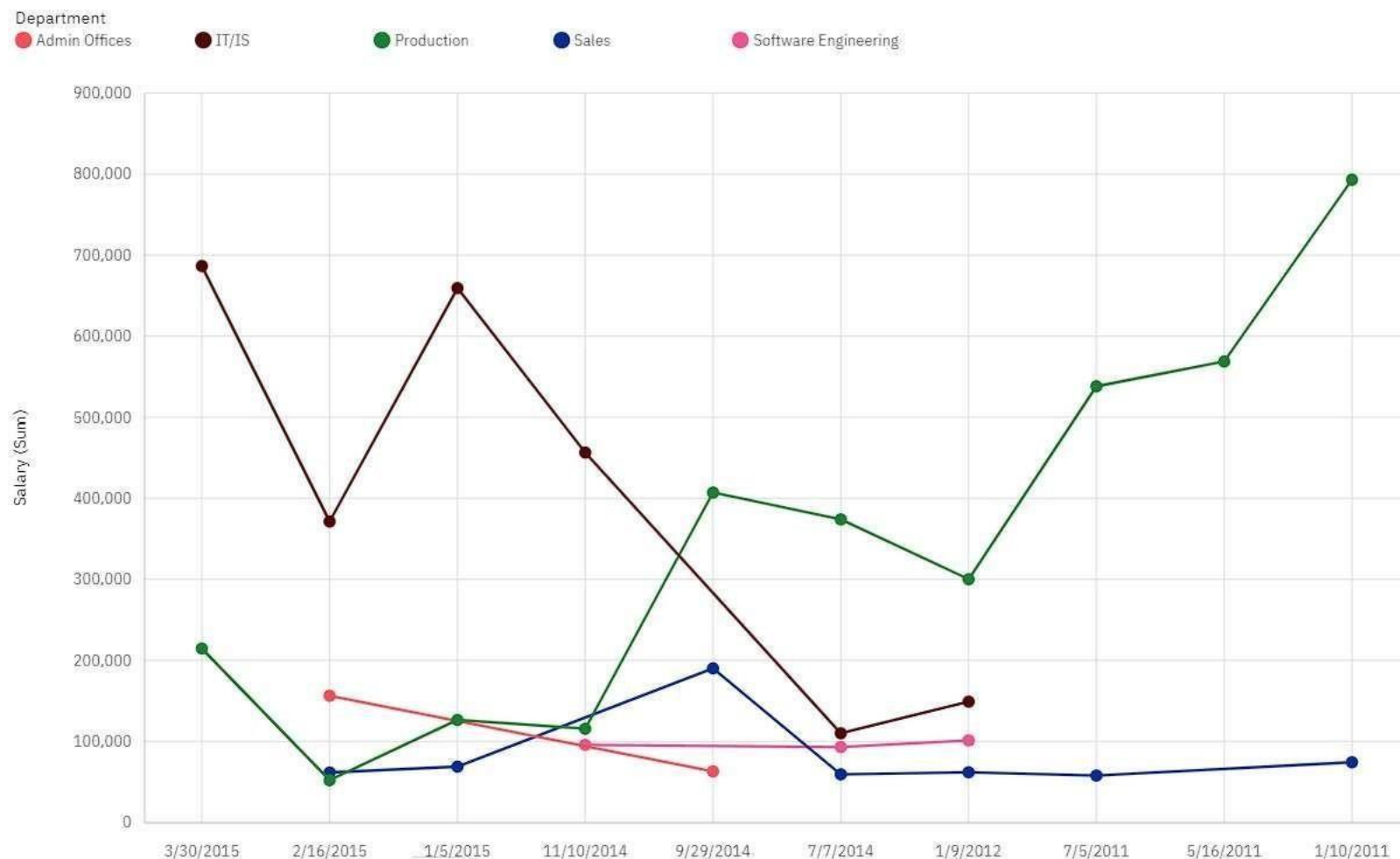
0:00.0

0:05.0

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.

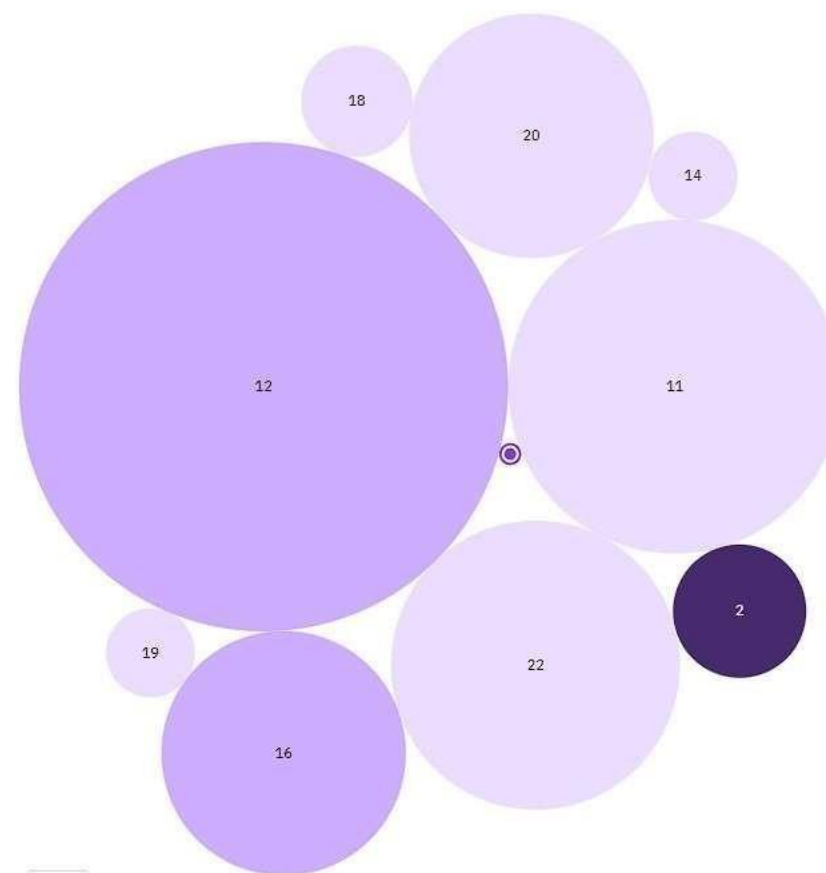
Salary by DateofHire colored by Department



Last 30 Days Salary

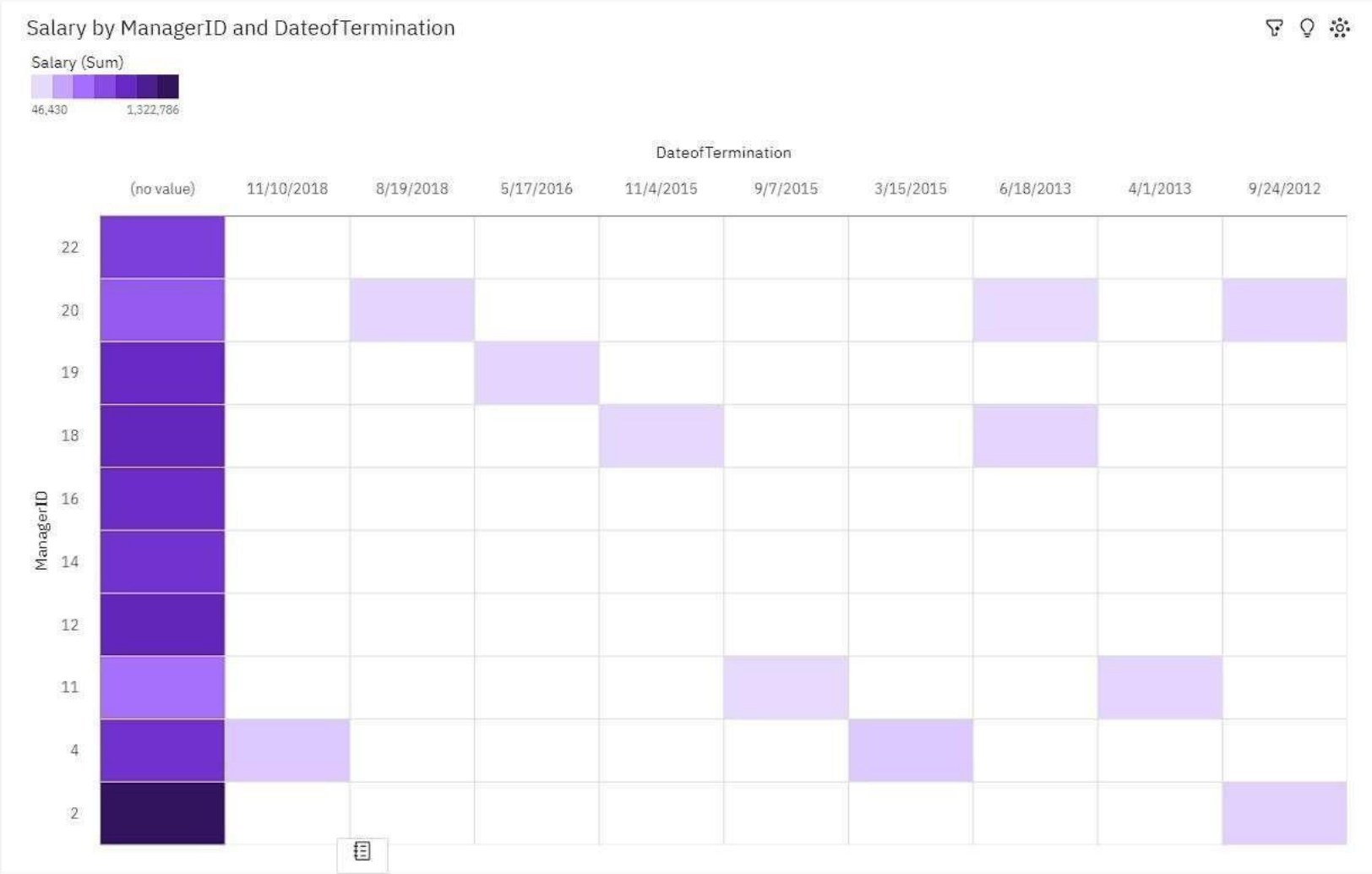
- ManagerID 2 has the highest Total Salary but is ranked #6 in Total DaysLateLast30.
- ManagerID 12 has the highest Total DaysLateLast30 but is ranked #4 in Total Salary.
- From 2018-03-09 to 2018-04-02, 20's DaysLateLast30 dropped by 6.
- Over all values of ManagerID, the sum of DaysLateLast30 is 91.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

