

# NM ASSIGNMENT 2

Done By

Samuel Rufus M

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

## 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

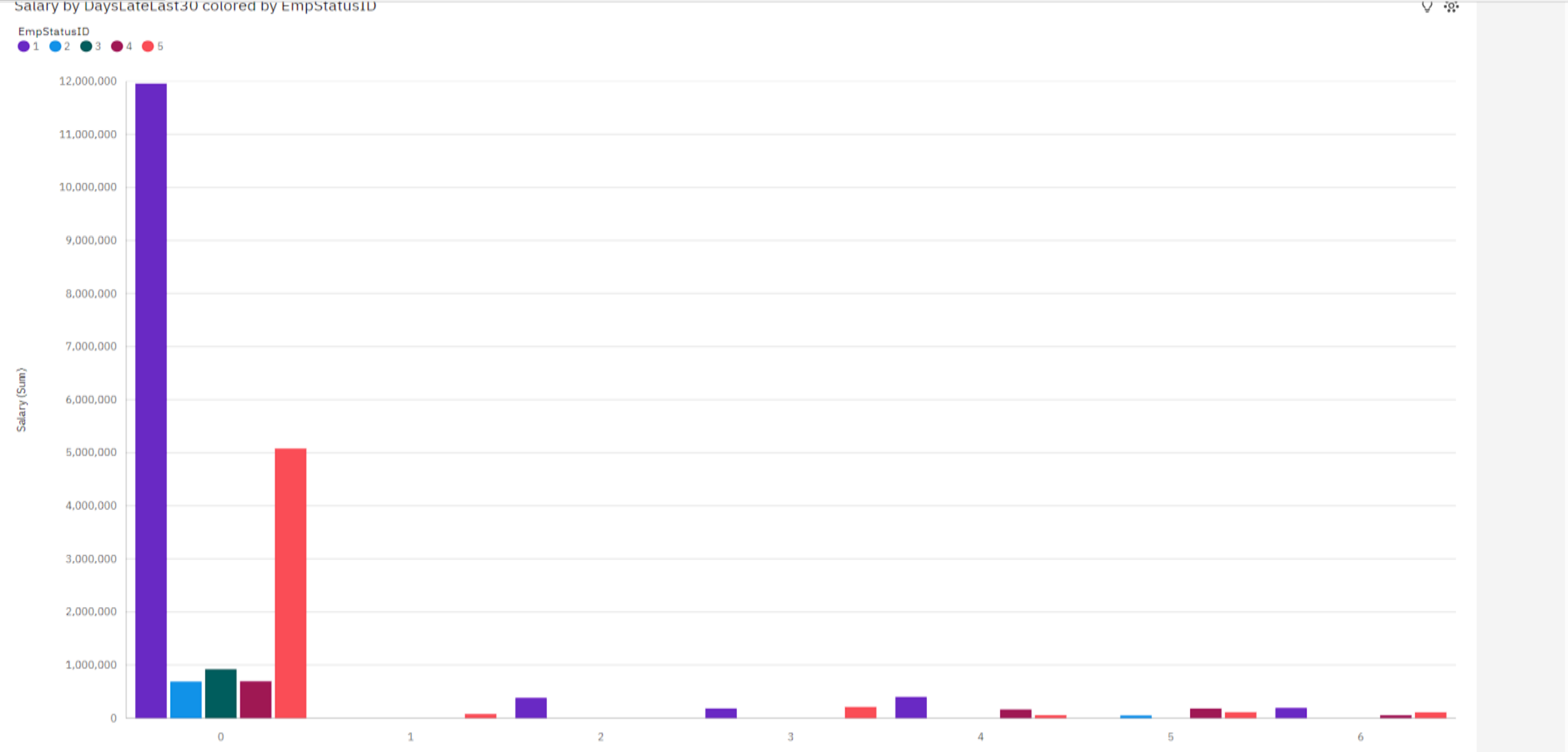
Over all **dates** and **quantities**, the average of **Unit price** is 59.63.

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

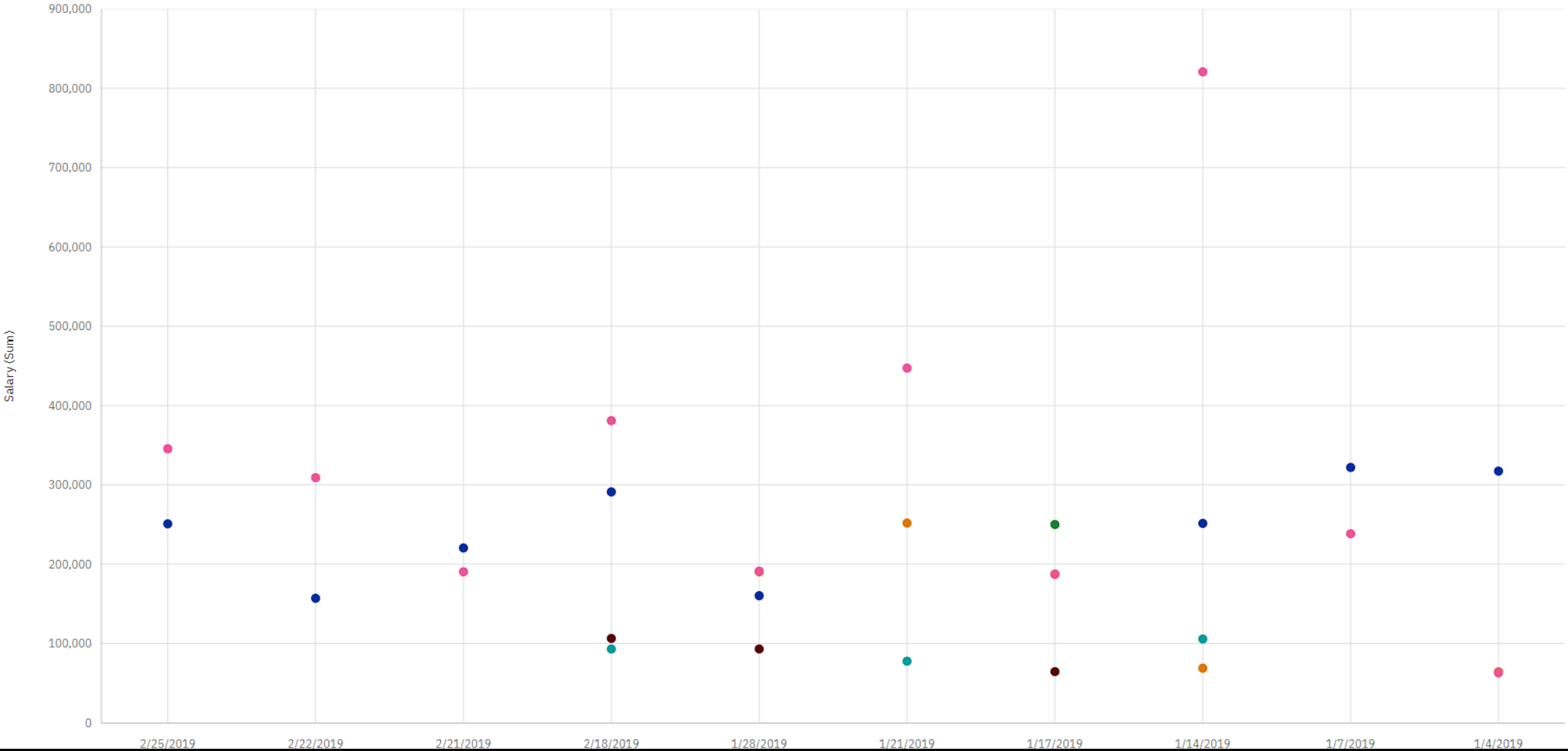


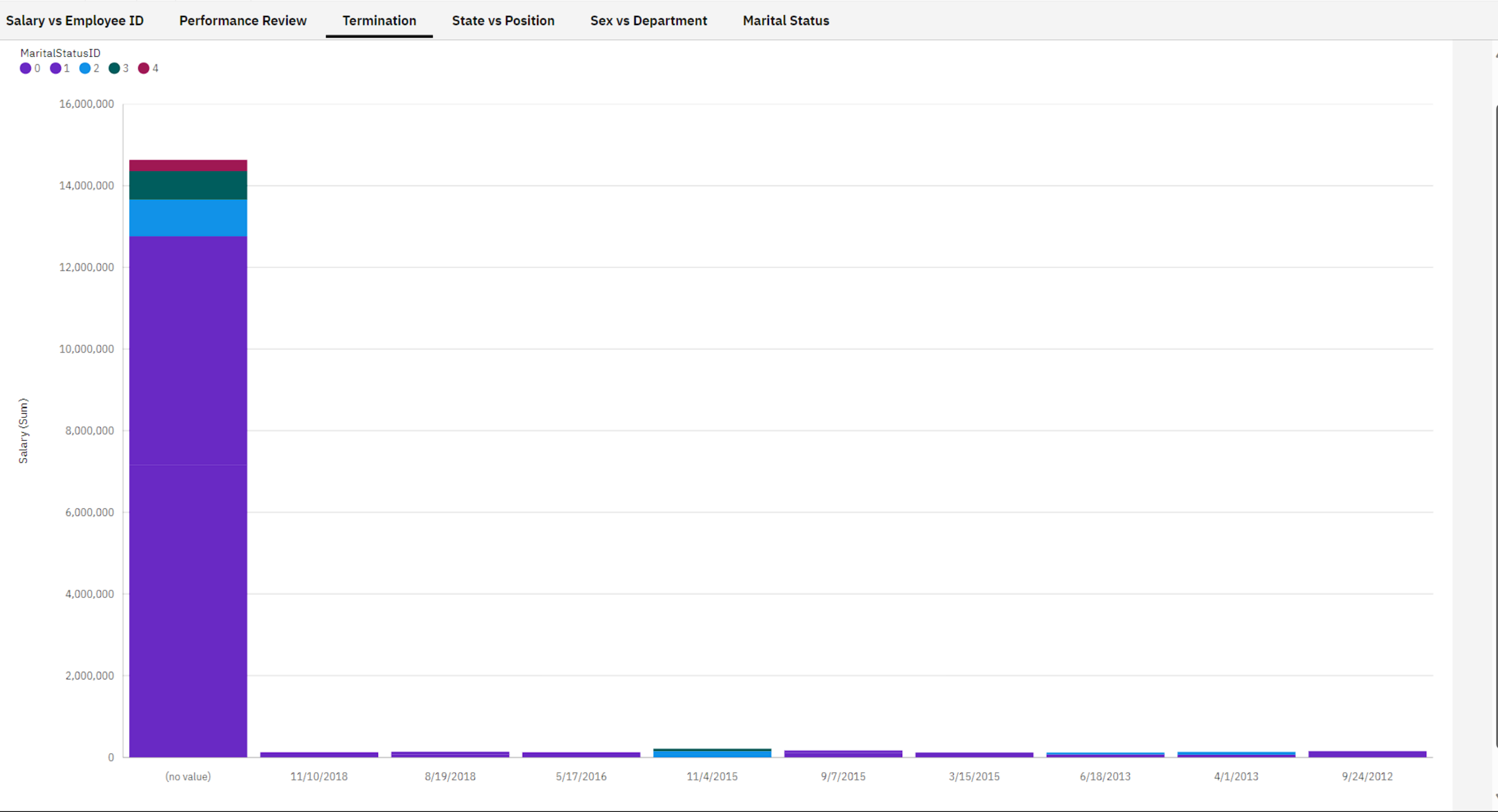
Salary vs Employee ID
Performance Review
Termination
State vs Position
Sex vs Department
Marital Status

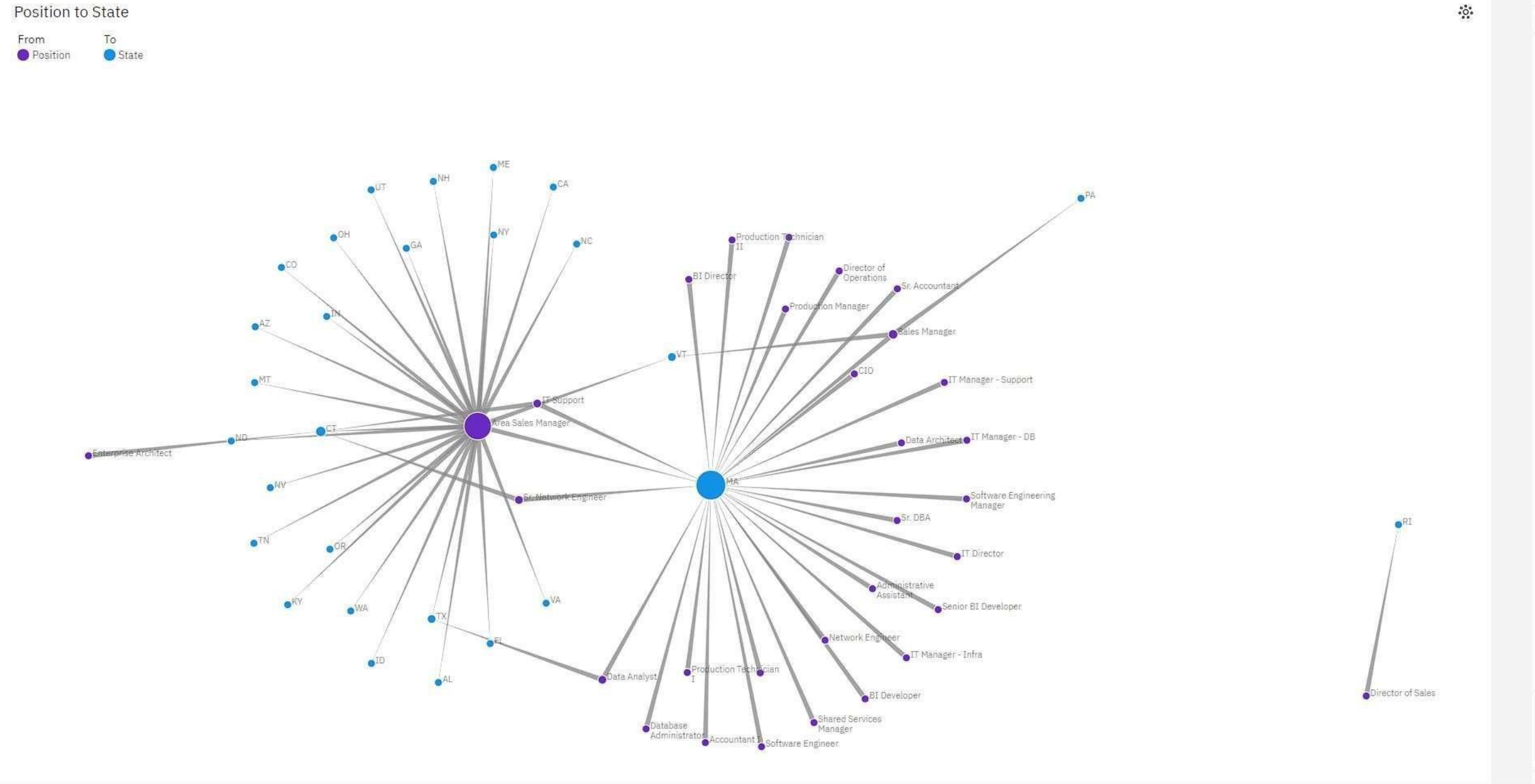
Salary by LastPerformanceReview\_Date colored by Department

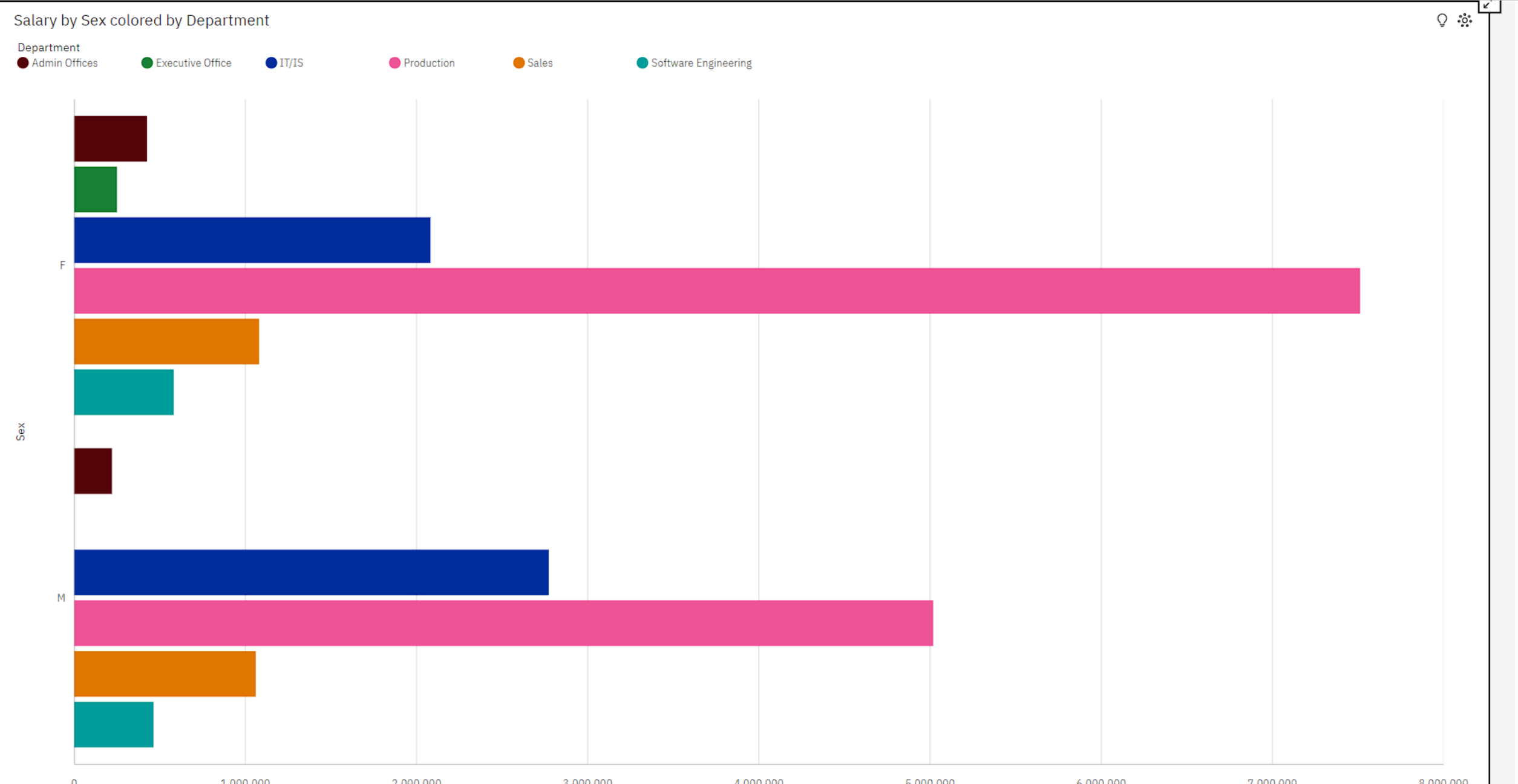
Filter
Line
Light
Grid

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





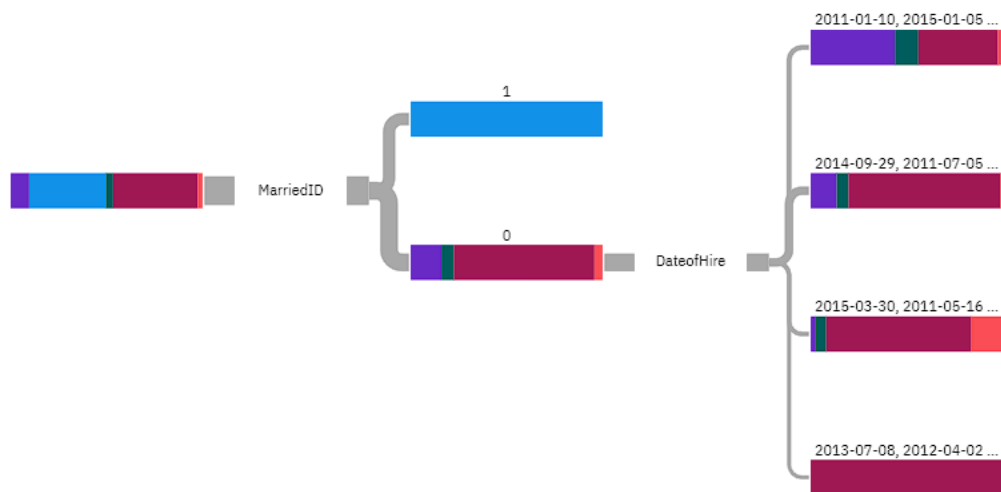




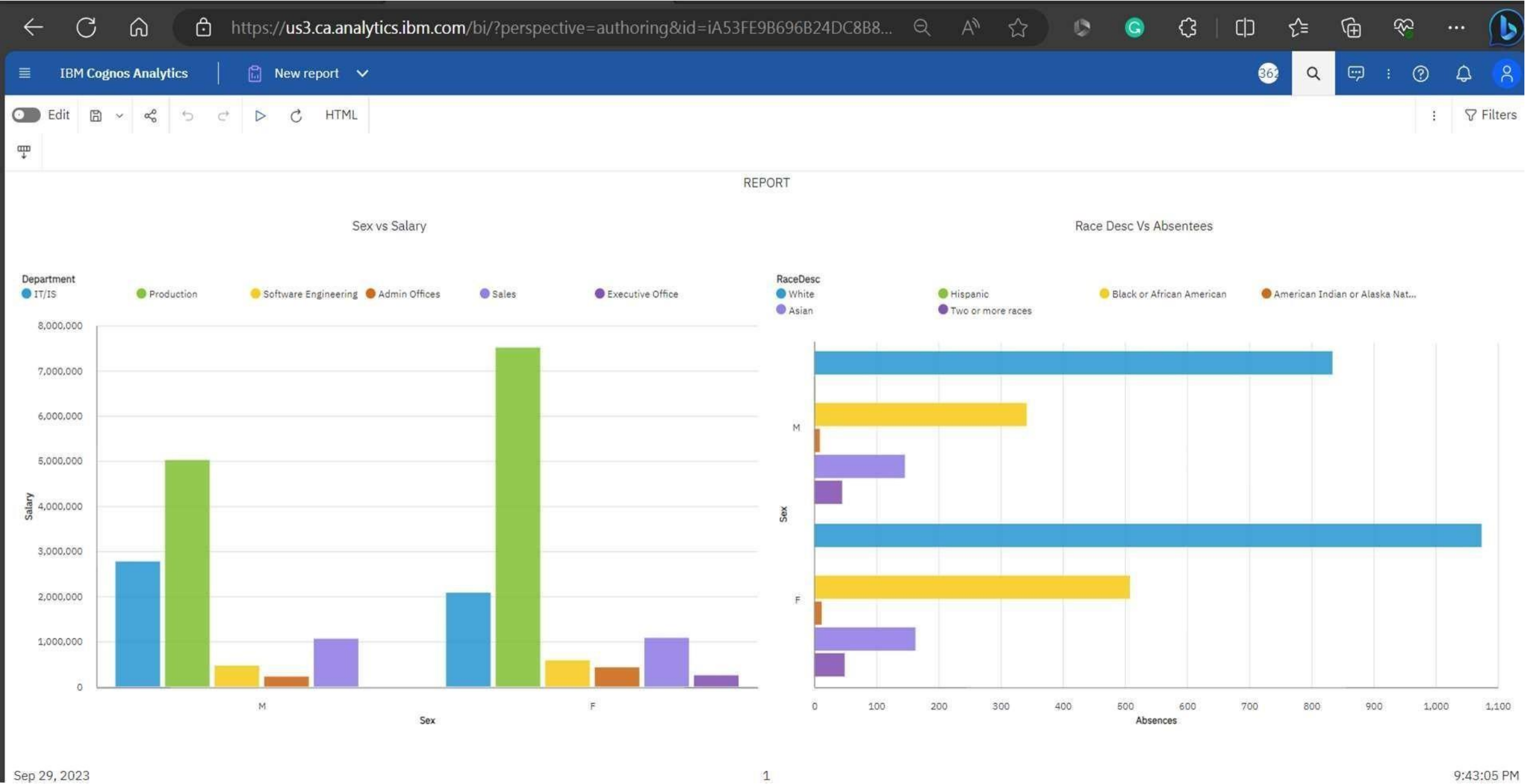


MaritalDesc

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.

AnalyticsFilters

# 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

EmpStatusID

1345

Salary (Sum)

1,000,000900,000800,000700,000600,000500,000400,000300,000200,000100,0000

3/30/20152/16/20151/5/201511/10/20149/29/20147/7/20141/9/20127/5/20115/16/20111/10/2011

DateofHire

Prev sceneNext scene

Scene 1 of 5

0:00.00:05.0

# 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.

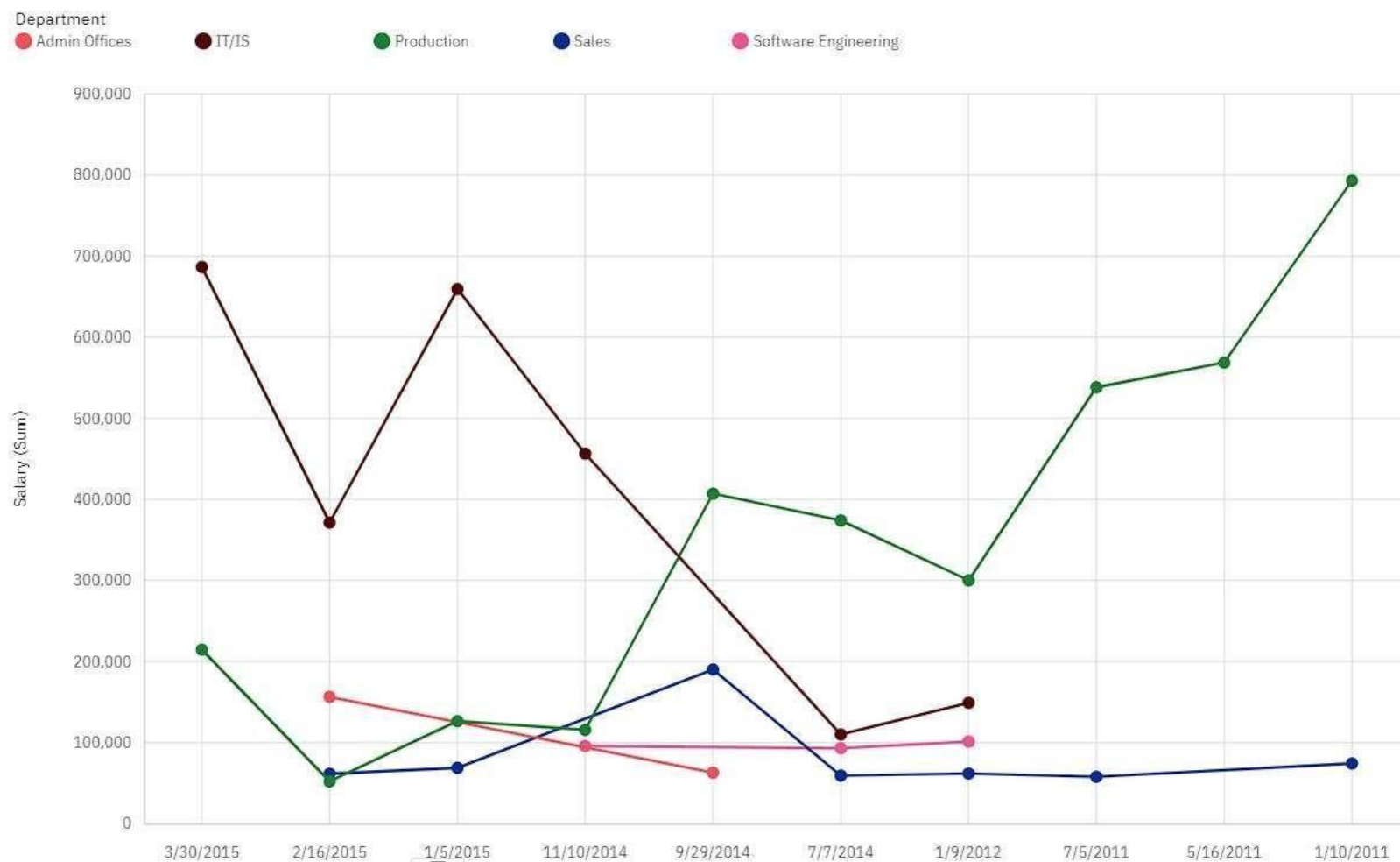
Salary by DateofHire colored by EmpStatusID

DateofHire	EmpStatusID 1	EmpStatusID 3	EmpStatusID 4	EmpStatusID 5
3/30/2015	797,000	100,000	100,000	100,000
2/16/2015	350,000	100,000	100,000	100,000
1/5/2015	450,000	100,000	100,000	100,000
11/10/2014	500,000	100,000	100,000	100,000
9/29/2014	650,000	100,000	100,000	100,000
7/7/2014	450,000	100,000	100,000	100,000
1/9/2012	250,000	100,000	100,000	100,000
7/5/2011	150,000	100,000	100,000	100,000
5/16/2011	50,000	100,000	100,000	100,000
1/10/2011	150,000	100,000	100,000	500,000

# 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.

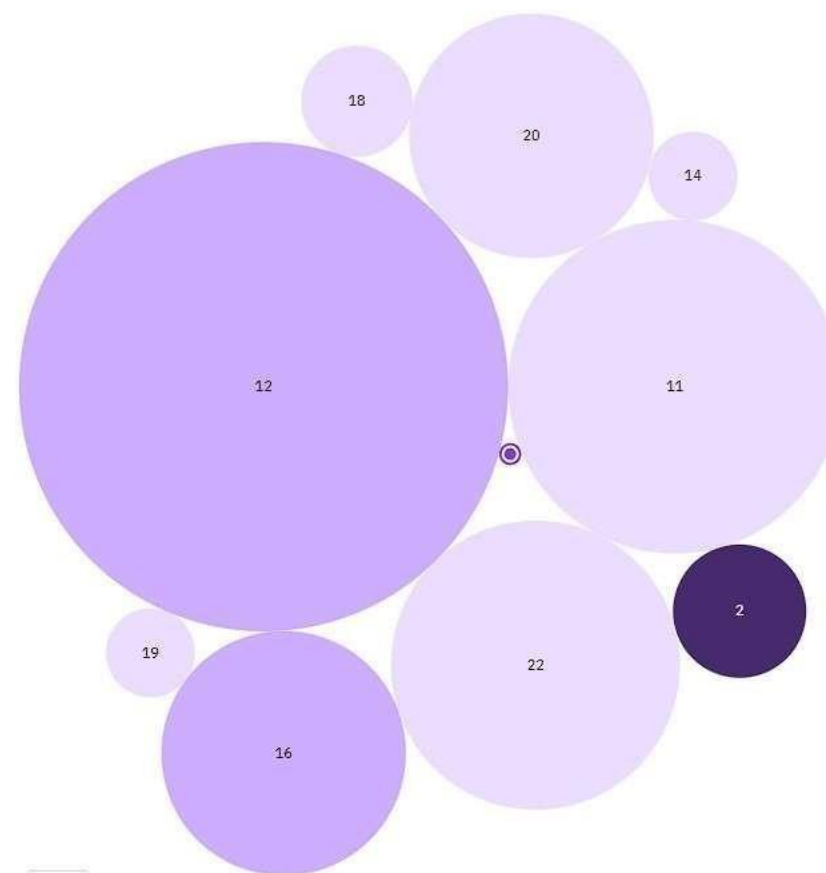
Salary by DateofHire colored by Department



# 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.

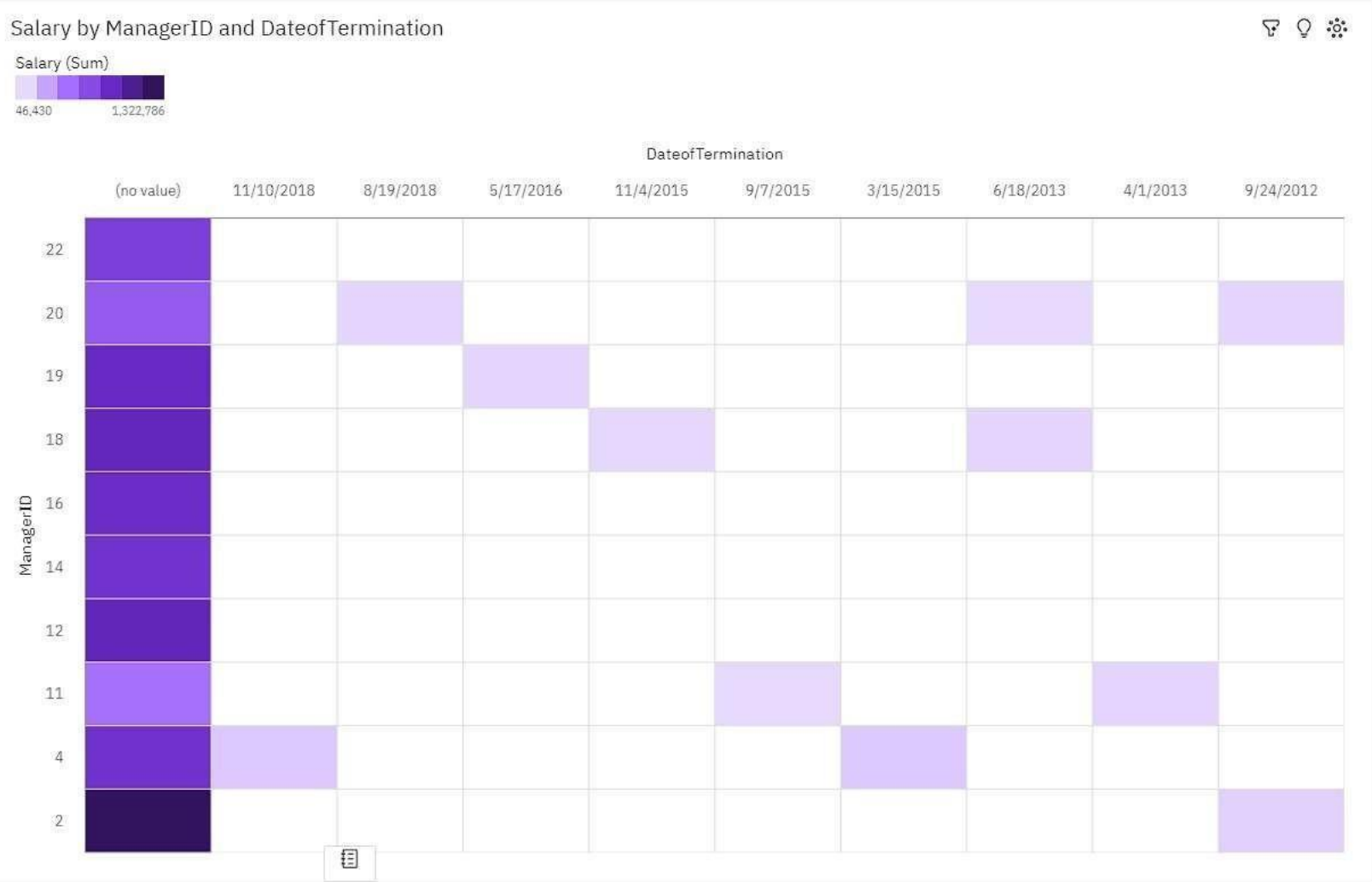
ManagerID colored by Salary sized by DaysLateLast30





# 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

