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	ASSIGNMENT - 2

Task	Upload the dataset to Cognos Analytics, prepare the data, explore and create Interactive Dashboard, report and Story
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Problem Statement:-

HR data can be hard to come by, and HR professionals generally lag behind with respect to analytics and data visualization competency. We use the data set to teach HR students how to use and analyze the data in Cognos - a data visualization tool that's easy to learn.

Output:-

Overall Dashboard



Female Employees



Male Employees



Data Analyst Employee



US Citizen Employees



Non Citizen Employees



Eligible Non Citizen Employees



Search Dashboard

Employee ID

10001

10002

10003

10004

10005

10006

10007

10008

10009

10010

10011

10012

10013

10014

10015

10016

10017

10018

10019

10020

10021

10022

10023

10024

10025

10026

10027

10028

10029

10030

10031

Employee Name

Adinolfi, Wilson K

Ait Sidi, Karthikeyan

Akinkuolie, Sarah

Alagbe,Trina

Anderson, Carol

Anderson, Linda

Position

Accountant I

Administrative Assistant

Area Sales Manager

BI Developer

BI Director

CIO

Date of Birth

1/2/1951

2/25/1951

1/18/1952

2/11/1952

8/18/1952

5/24/1953

Score

Exceeds

Fully Meets

Needs Improvement

PIP

Department

Admin Offices

Executive Office

IT/IS

Production

Sales

Software Engineering

Gender

F

M

Marital Status

Divorced

Married

Separated

Single

Widowed

Date of Join

1/9/2006

6/25/2007

11/5/2007

1/7/2008

9/2/2008

10/27/2008

Survey

5

4.96

4.94

4.9

4.88

4.84

4.83

Date of Terminated

(no value)

8/30/2010

5/30/2011

9/26/2011

10/22/2011

1/2/2012

Salary

250,000

220,450

180,000

178,000

170,500

157,000

150,290

Search with Employee ID

Employee ID	Employee Name	Department
10001	Lynch, Lindsay	Production
10002		
10003		
10004		
10005		
10006		
10007		
10008		
10009		
10010		
10011		
10012		
10013		
10014		
10015		
10016		
10017		
10018		
10019		
10020		
10021		
10022		
10023		
10024		
10025		
10026		
10027		
10028		
10029		
10030		
10031		

Search with Marital Status

Employee ID	Employee Name	Department	Position	Gender	Marital Status	Date of Birth	Date of Join	Date of Terminated	Score	Survey	Salary
10003	Ait Sidi, Karthikeyan	Admin Offices									
10007	Akinkuolie, Sarah	Executive Office									
10011	Alagbe,Trina	IT/IS									
10016	Baczenski, Rachael	Production									
10017	Barbara, Thomas	Sales									
10021	Beak, Kimberly	Software Engineering									
10022											
10023											
10029	Accountant I			F	Divorced						
10032	Administrative Assistant			M	Married						
10034	Area Sales Manager				Separated						
10044	BI Developer				Single						
10045	BI Director				Widowed						
10047	Data Analvst										
10048											
10049											
10050	1/18/1952					1/7/2008		(no value)			
10051	2/11/1952					10/27/2008		5/30/2011			
10052	5/24/1953					1/5/2009		9/26/2011			
10053	9/21/1954					1/8/2009		1/2/2012			
10056	10/12/1954					4/27/2009		2/8/2012			
10057	4/14/1955					4/26/2010		4/7/2012			
10063											
10064											
10070	Exceeds		5					250,000			
10073	Fully Meets		4.96					180,000			
10077	Needs Improvement		4.9					157,000			
10078	PIP		4.84					113,999			
10080			4.83					110,929			
10081			4.81					106,367			
10084			4.78					105,700			

Search with Performance Score

Employee ID	Employee Name	Department	Position	Gender	Marital Status	Date of Birth	Date of Join	Date of Terminated	Score	Survey	Salary
10280	Blount, Dianna	IT/IS									
10281	Cole, Spencer	Production									
10282	Corleone, Michael	Sales									
10283	DiNocco, Lily	Software Engineering									
10284	Estremera, Miguel										
10285	Fvensen, Anril										
10286											
10287											
10288	IT Manager - Infra			F	Divorced						
10289	Production Manager			M	Married						
10290	Production Technician I				Single						
10291	Production Technician II										
10292	Sales Manager										
10293	Software Engineer										
10294											
10295											
10296	6/6/1968					7/20/2010		(no value)			
10297	8/9/1974					1/10/2011		9/24/2012			
	12/17/1975					2/21/2011		6/5/2013			
	11/15/1976					4/4/2011		6/25/2015			
	12/2/1978					5/2/2011		9/1/2015			
	4/12/1979					7/5/2011		9/15/2015			
	Exceeds		5					157,000			
	Fully Meets		4.25					99,280			
	Needs Improvement		4.13					83,082			
	PIP		3.97					72,992			
			3.88					68,051			
			3.6					66,441			
			3.54					63,025			

Search with Survey Performance and Department

Employee ID	Employee Name	Department		
10220	Clayton, Rick	IT/IS		
10259	Galia, Lisa	Production		
10273	Pearson, Randall			
		Position	Gender	Marital Status
		Data Analyst	F	Married
		IT Support	M	Single
		Date of Birth	Date of Join	Date of Terminated
		7/6/1968	5/1/2010	5/1/2016
		9/5/1984	9/5/2012	(no value)
		9/5/1985	12/1/2014	
		Score	Survey	Salary
		Fully Meets	5	93,093
			4.96	68,678
			4.94	65,707
			4.7	
			4.64	
			4.61	
			4.6	

Search with Multiple Attributes

Employee ID	Employee Name	Department		
10290	Exantus, Susan	Production		
		Software Engineering		
		Position	Gender	Marital Status
		Software Engineer	F	Married
		Date of Birth	Date of Join	Date of Terminated
		5/15/1987	5/2/2011	6/5/2013
		Score	Survey	Salary
		Fully Meets	2.1	99,280
		Needs Improvement		