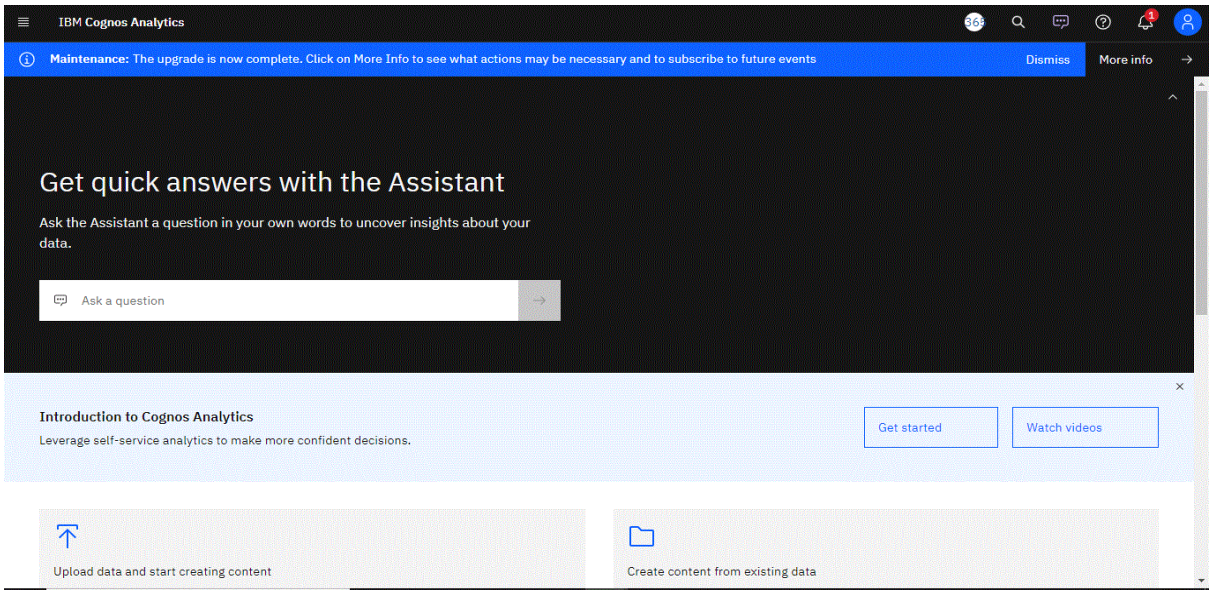
HR DATA ANALYSIS

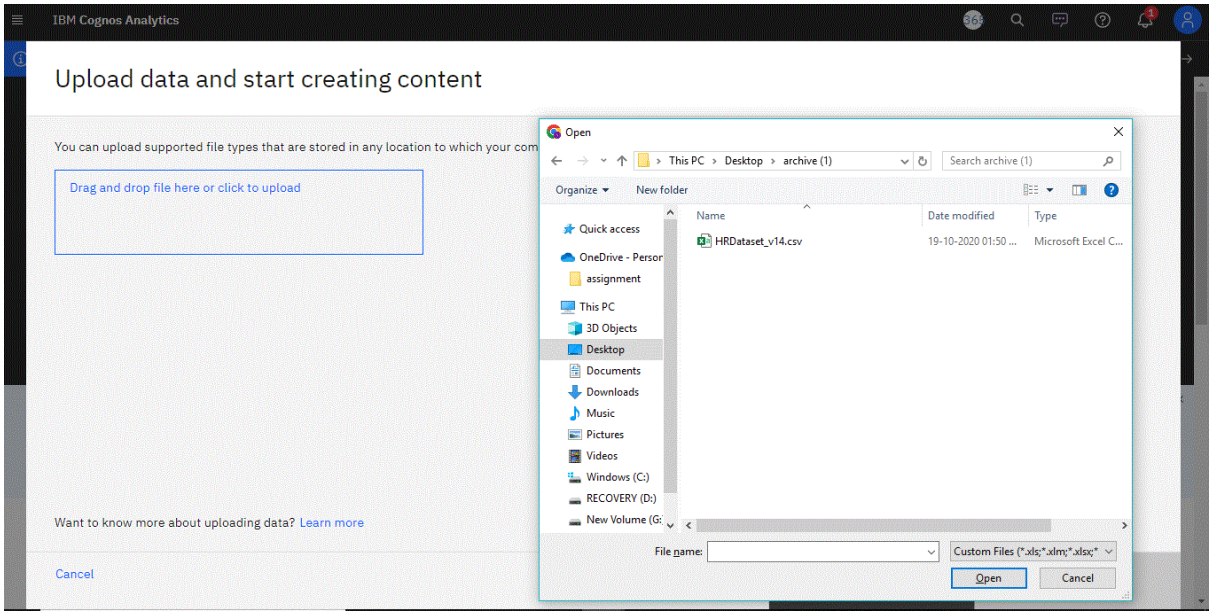
NAME: MOUNIKA G

TASK 1: Upload the Dataset to Cognos Analytics.

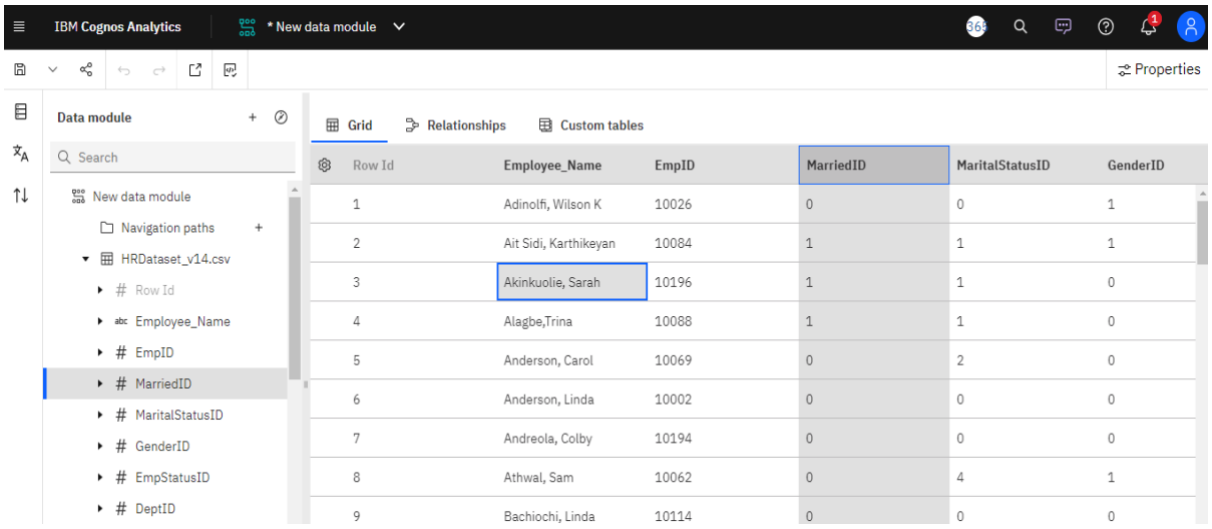
STEP 1



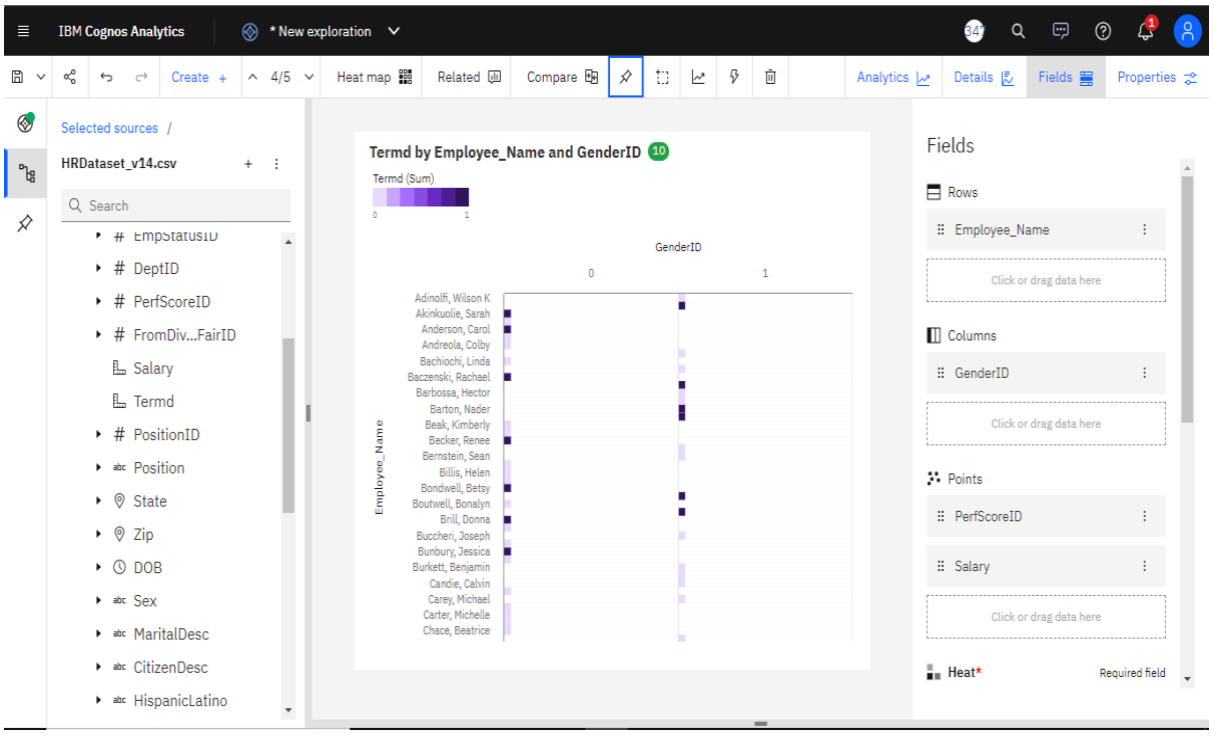
STEP 2

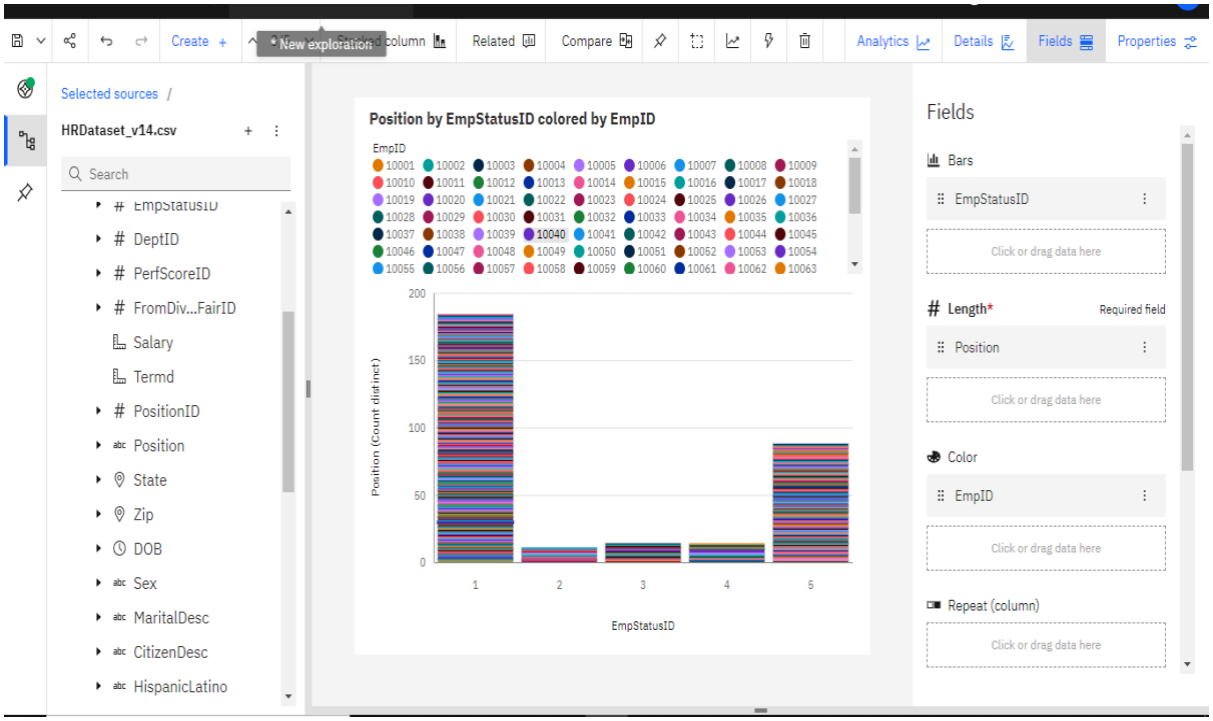


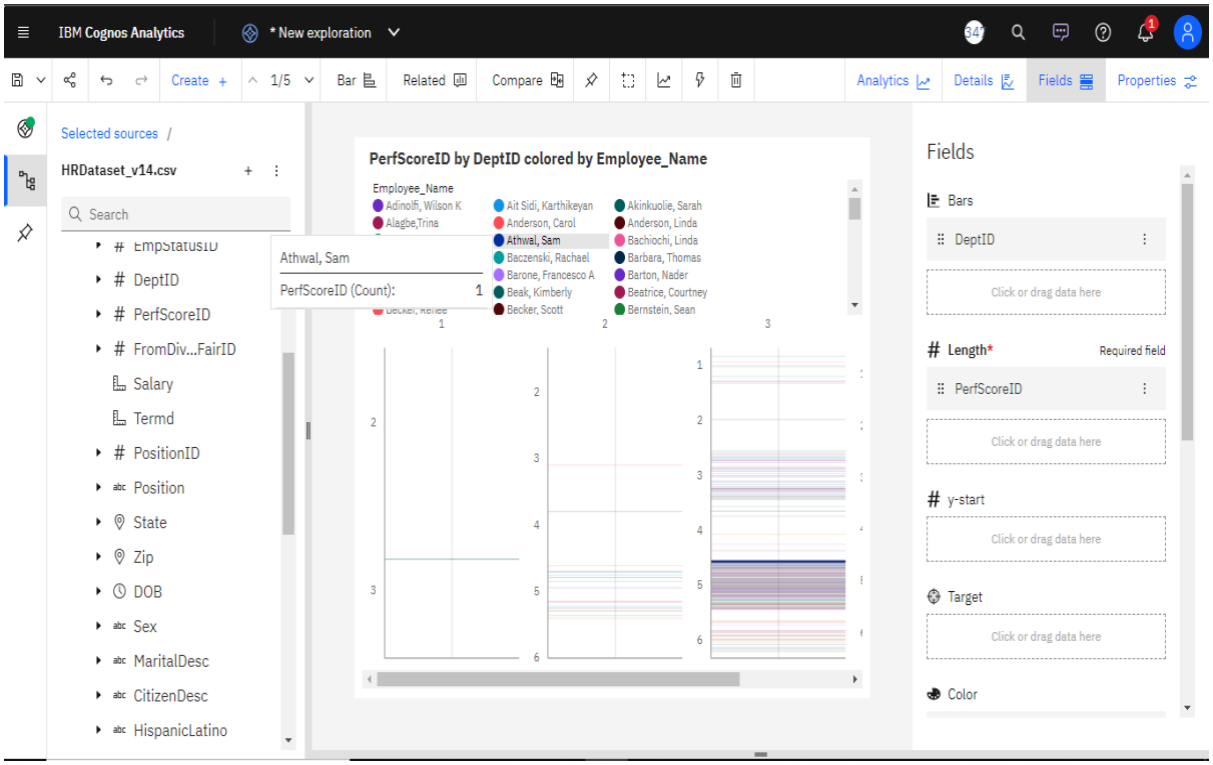
TASK 2: Prepare the Data Module



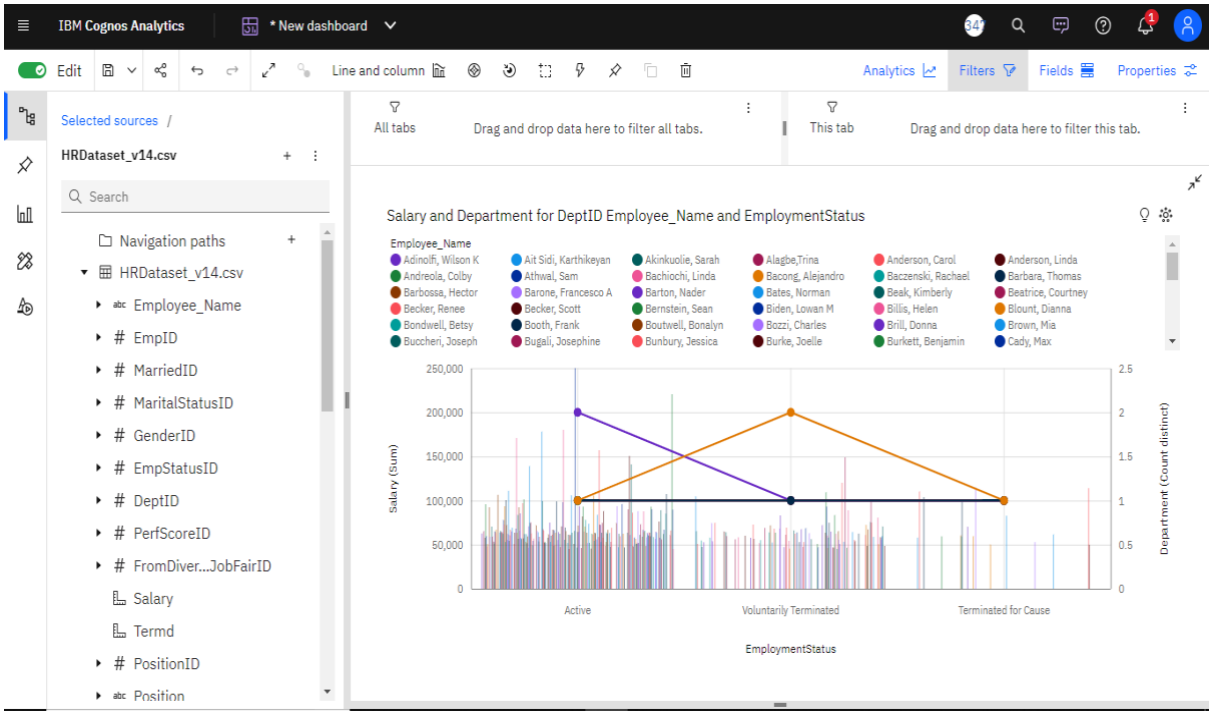
TASK 3: Data Exploration

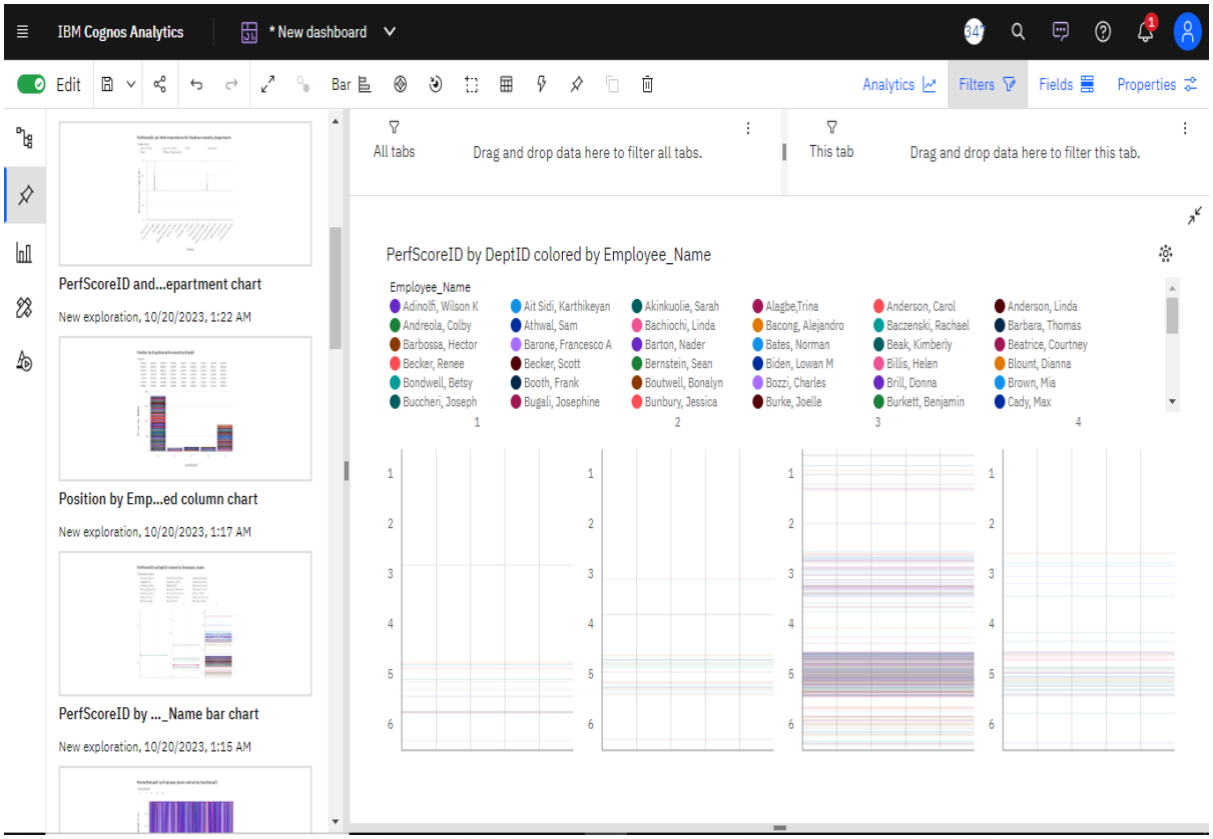


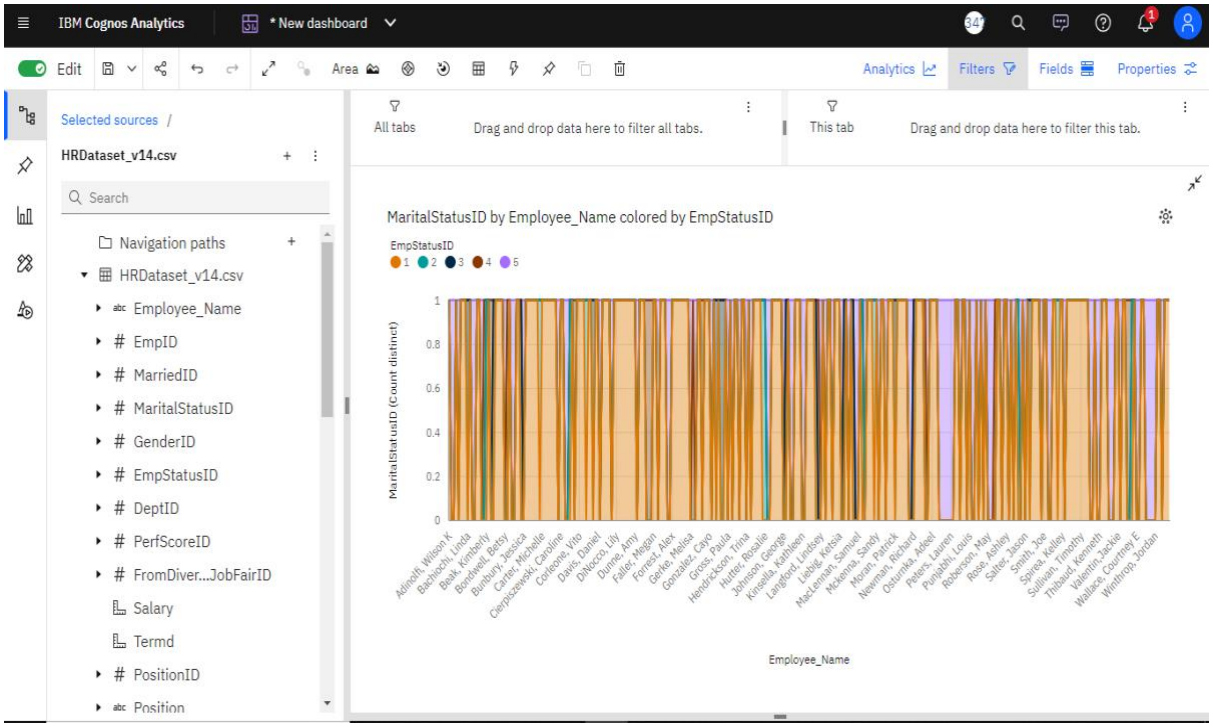

Create
* New exploration
Related
Compare
Analytics
Details
Fields
Properties
Selected sources /
HRDataset_v14.csv
Search
EmpStatusID
DeptID
PerfScoreID
FromDiv...FairID
Salary
Termd
PositionID
Position
State
Zip
DOB
Sex
MaritalDesc
CitizenDesc
HispanicLatino
Position by EmpStatusID colored by EmpID
EmpID
Position (Count distinct)
EmpStatusID
Fields
Bars
EmpStatusID
Length*
Required field
Position
Color
EmpID
Repeat (column)
Click or drag data here

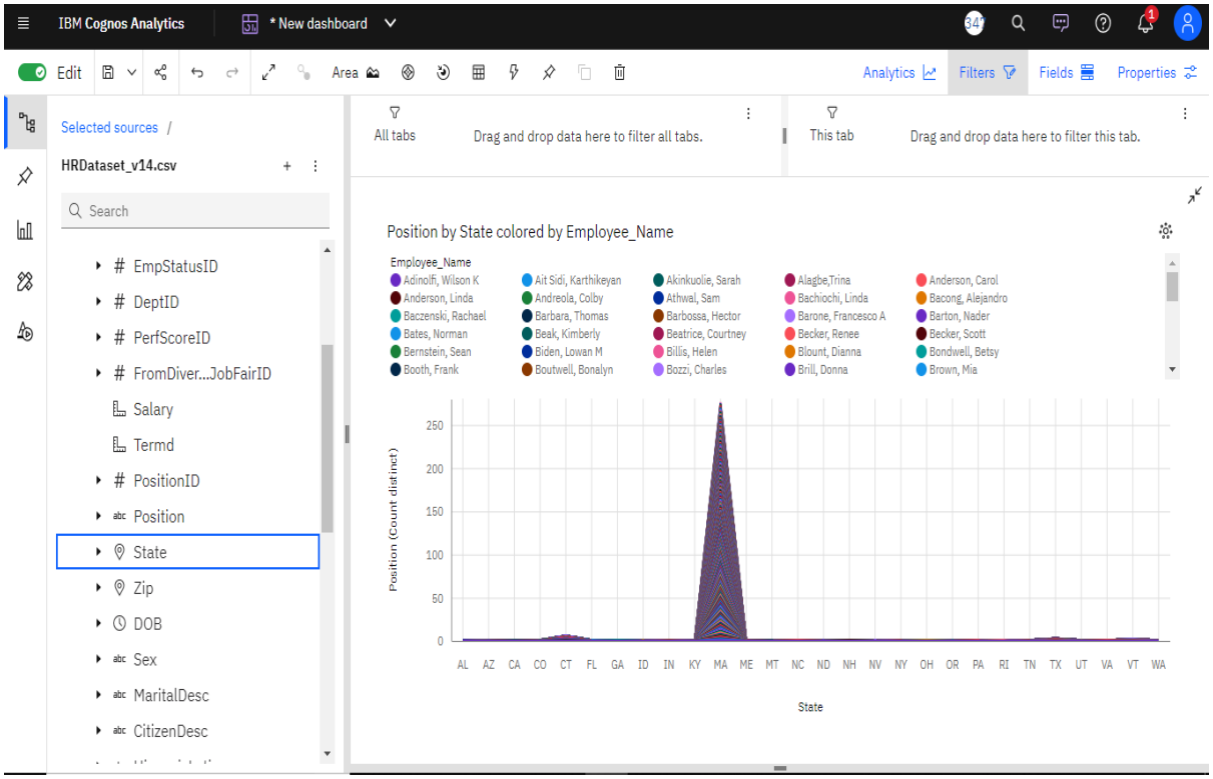

IBM Cognos Analytics
* New exploration
Create
1/5
Bar
Related
Compare
Analytics
Details
Fields
Properties
Selected sources /
HRDataset_v14.csv
Search
EmpStatusID
DeptID
PerfScoreID
FromDiv...FairID
Salary
Termd
PositionID
Position
State
Zip
DOB
Sex
MaritalDesc
CitizenDesc
HispanicLatino
PerfScoreID by DeptID colored by Employee_Name
Employee_Name
Athwal, Sam
PerfScoreID (Count): 1
Fields
Bars
DeptID
Length*
Required field
PerfScoreID
y-start
Target
Color
Click or drag data here

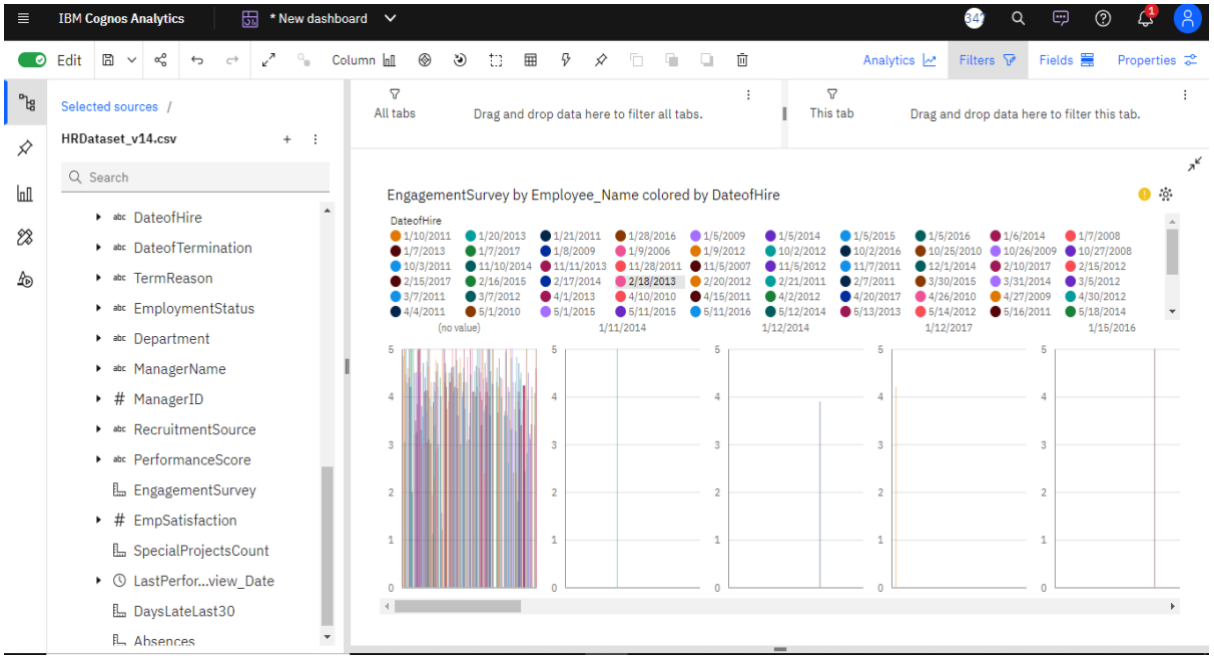
TASK 3: Interactive Dashboard



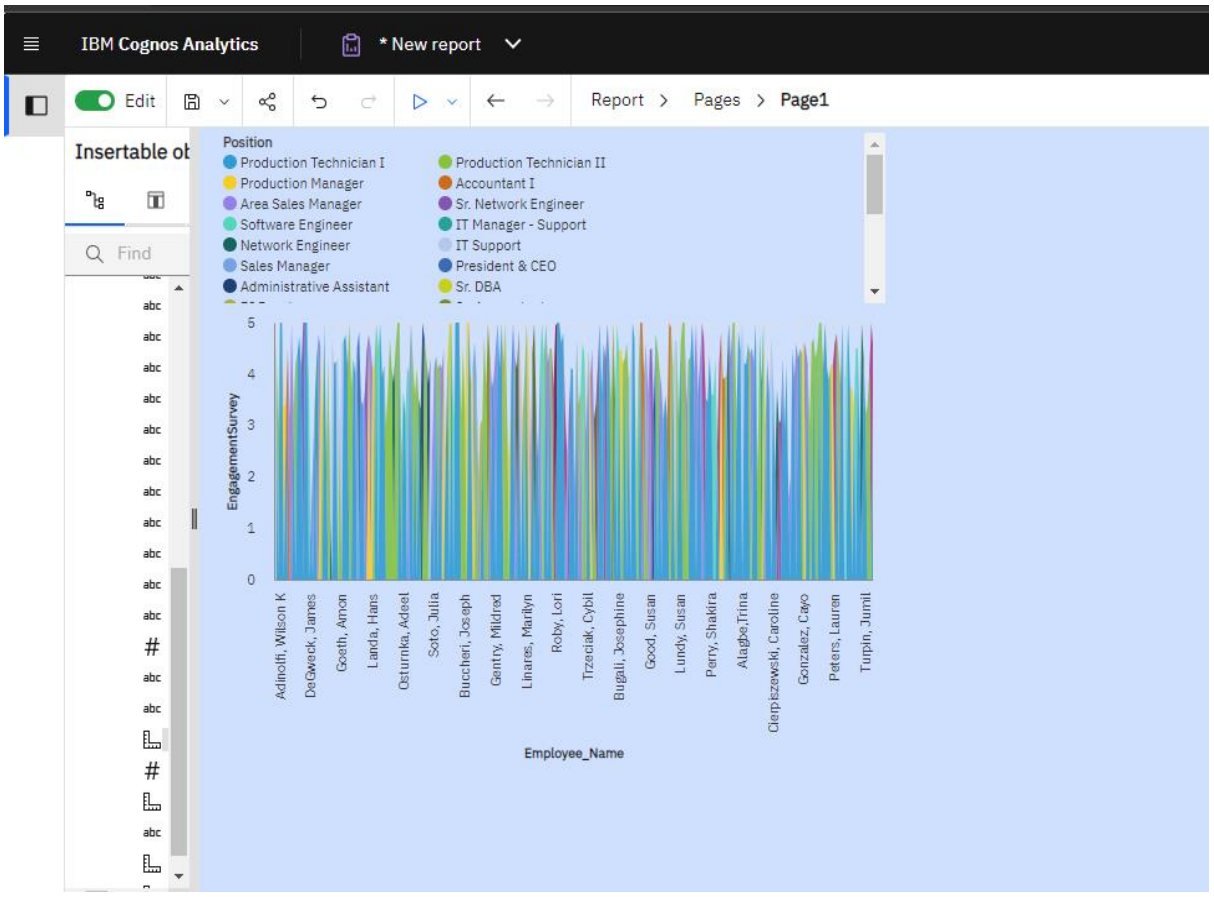


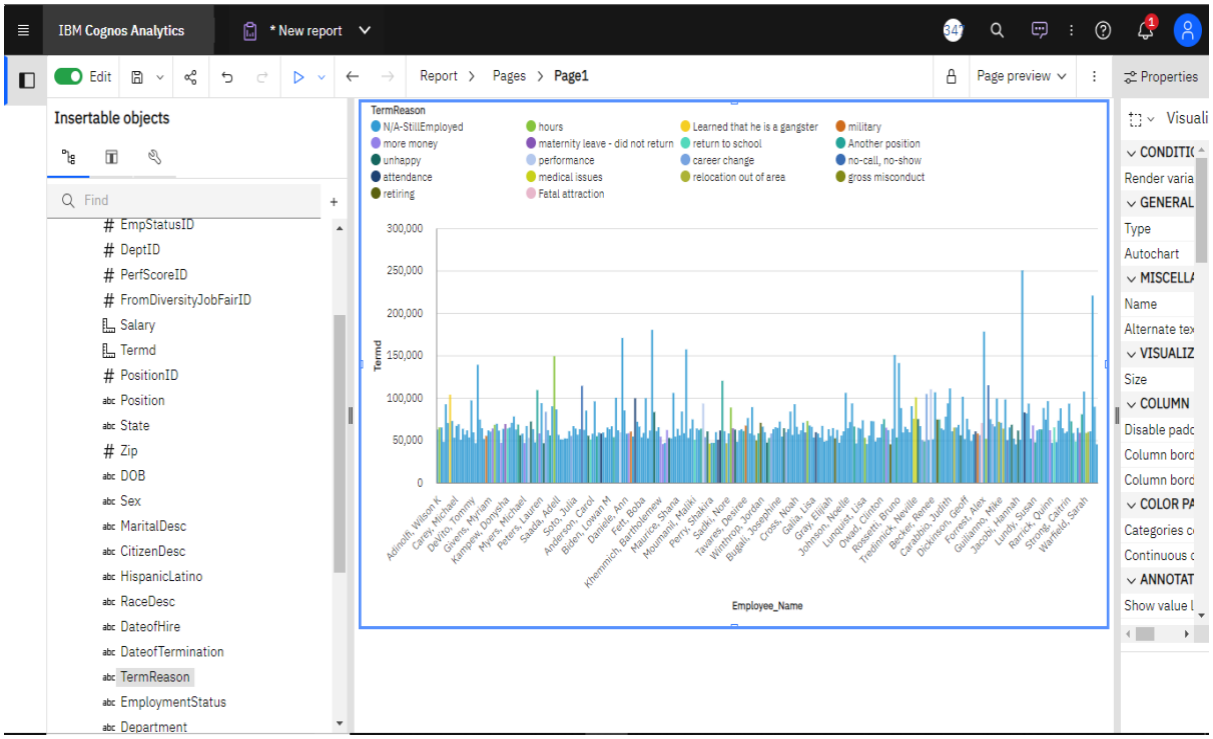

IBM Cognos Analytics
* New dashboard
Edit
Area
Analytics
Filters
Fields
Properties
Selected sources /
HRDataset_v14.csv
Search
Navigation paths
HRDataset_v14.csv
Employee_Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiver...JobFairID
Salary
Termd
PositionID
Position
All tabs
Drag and drop data here to filter all tabs.
This tab
Drag and drop data here to filter this tab.
MaritalStatusID by Employee_Name colored by EmpStatusID
EmpStatusID
1
2
3
4
5
MaritalStatusID (Count distinct)
Employee_Name

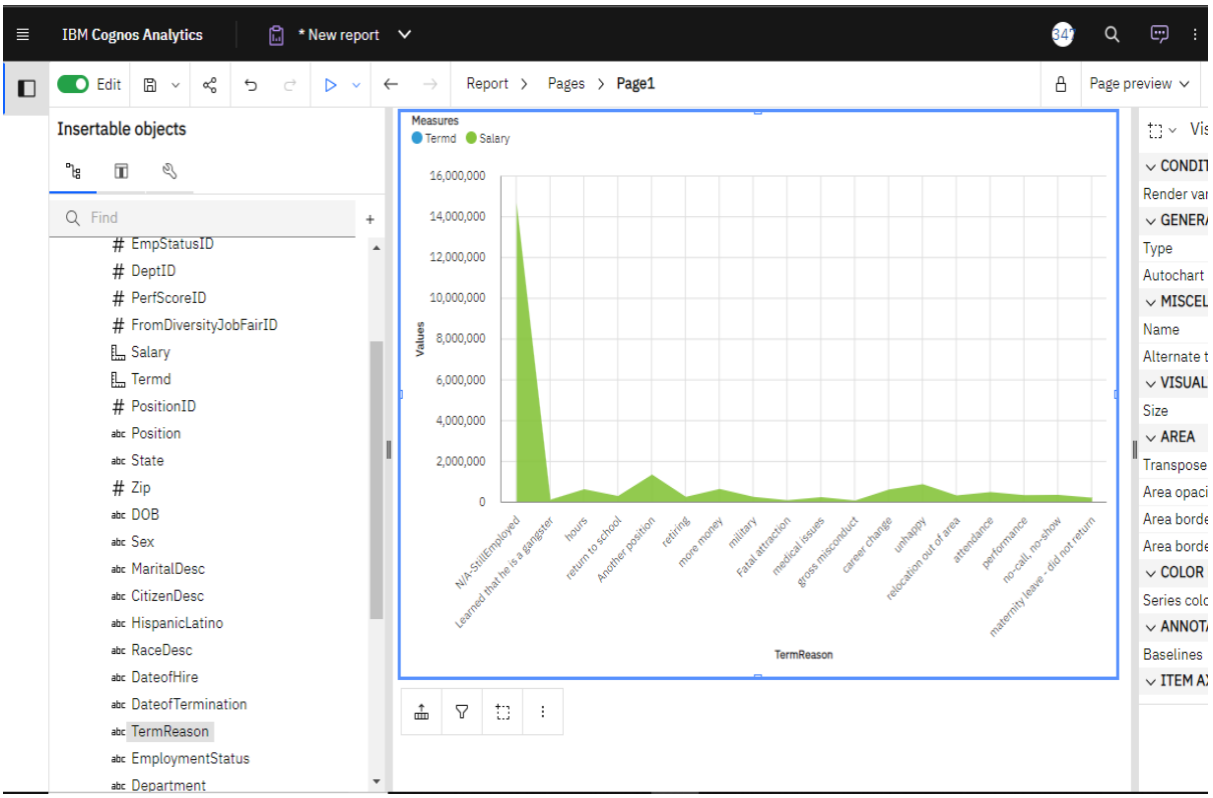

IBM Cognos Analytics
* New dashboard
Edit
Area
Analytics
Filters
Fields
Properties
Selected sources /
HRDataset_v14.csv
Search
EmpStatusID
DeptID
PerfScoreID
FromDiver...JobFairID
Salary
Termd
PositionID
Position
State
Zip
DOB
Sex
MaritalDesc
CitizenDesc
All tabs
Drag and drop data here to filter all tabs.
This tab
Drag and drop data here to filter this tab.
Position by State colored by Employee_Name
Employee_Name
Position (Count distinct)
AL AZ CA CO CT FL GA ID IN KY MA ME MT NC ND NH NV NY OH OR PA RI TN TX UT VA VT WA
State

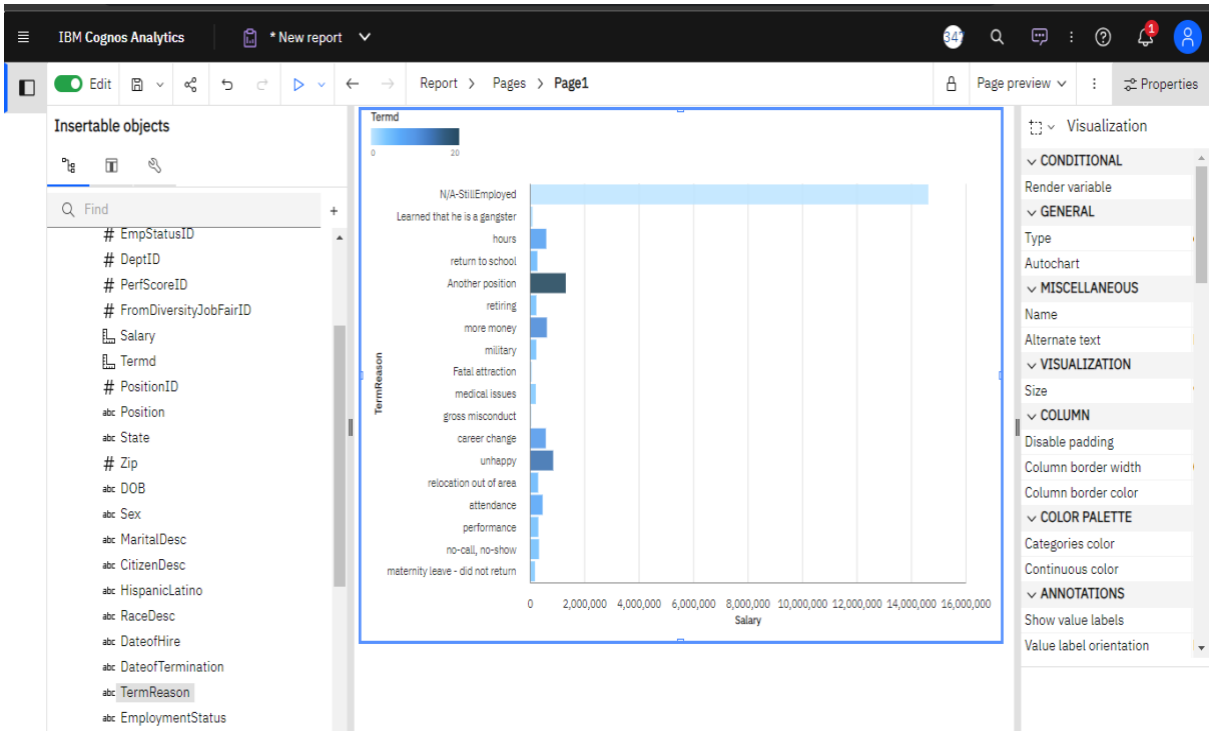


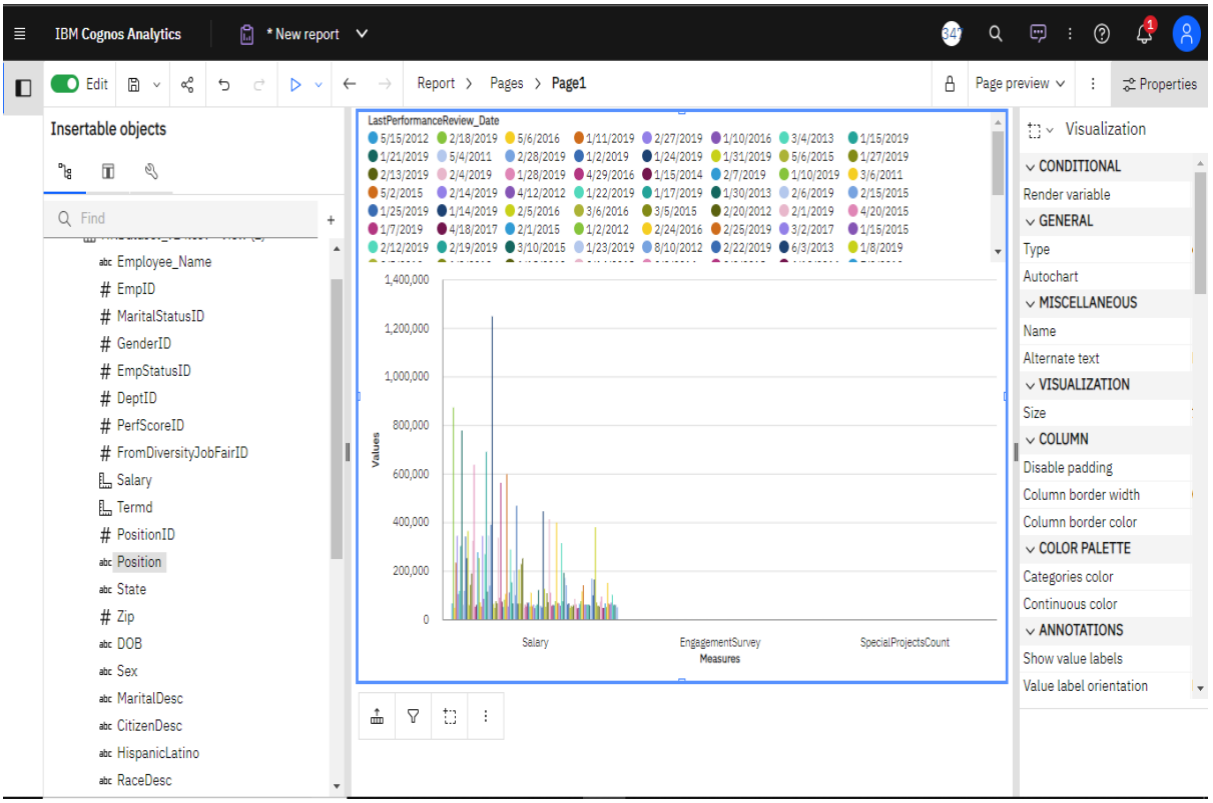
TASK 4: Generate Report



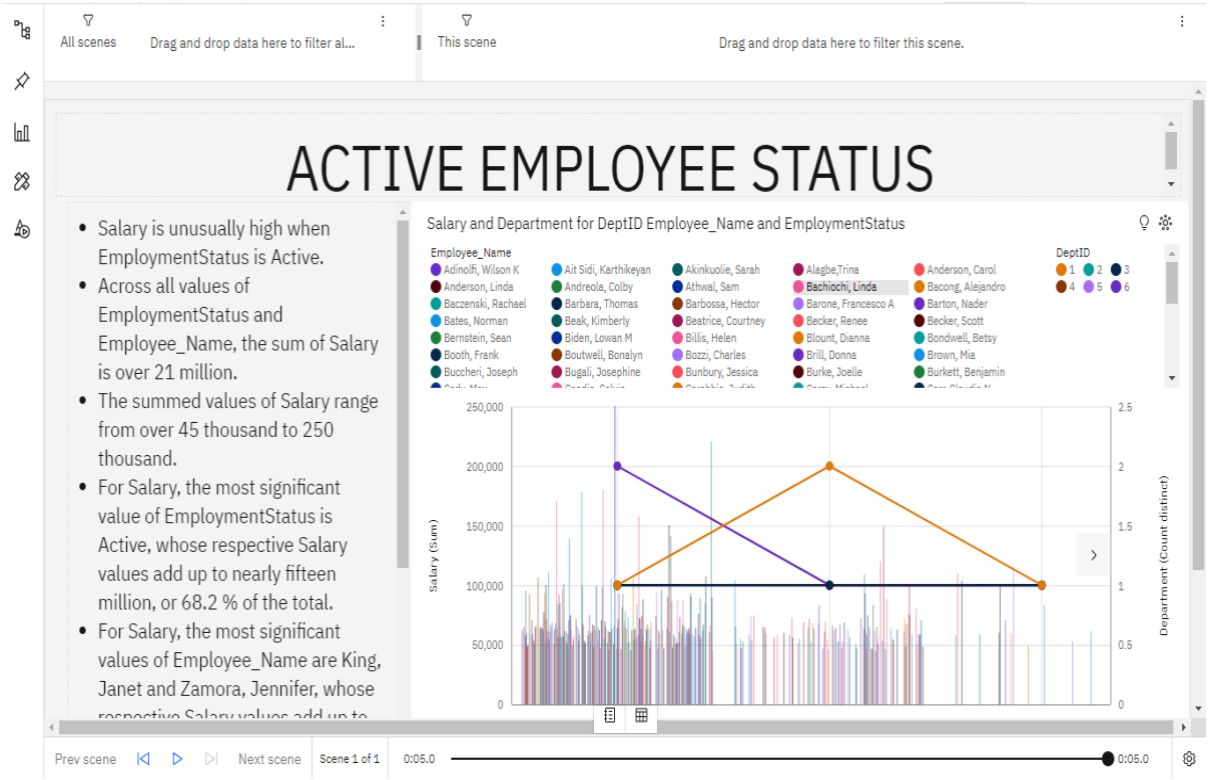

IBM Cognos Analytics
* New report
Edit
Report > Pages > Page1
Page preview
Properties
Insertable objects
Find
EmpStatusID
DeptID
PerfScoreID
FromDiversityJobFairID
Salary
Termd
PositionID
Position
State
Zip
DOB
Sex
MaritalDesc
CitizenDesc
HispanicLatino
RaceDesc
DateofHire
DateofTermination
TermReason
EmploymentStatus
Department
TermReason
N/A-StillEmployed
hours
Learned that he is a gangster
military
more money
maternity leave - did not return
return to school
Another position
unhappy
performance
career change
no-call, no-show
attendance
medical issues
relocation out of area
gross misconduct
retiring
Fatal attraction
300,000
250,000
200,000
150,000
100,000
50,000
0
Termd
Employee_Name

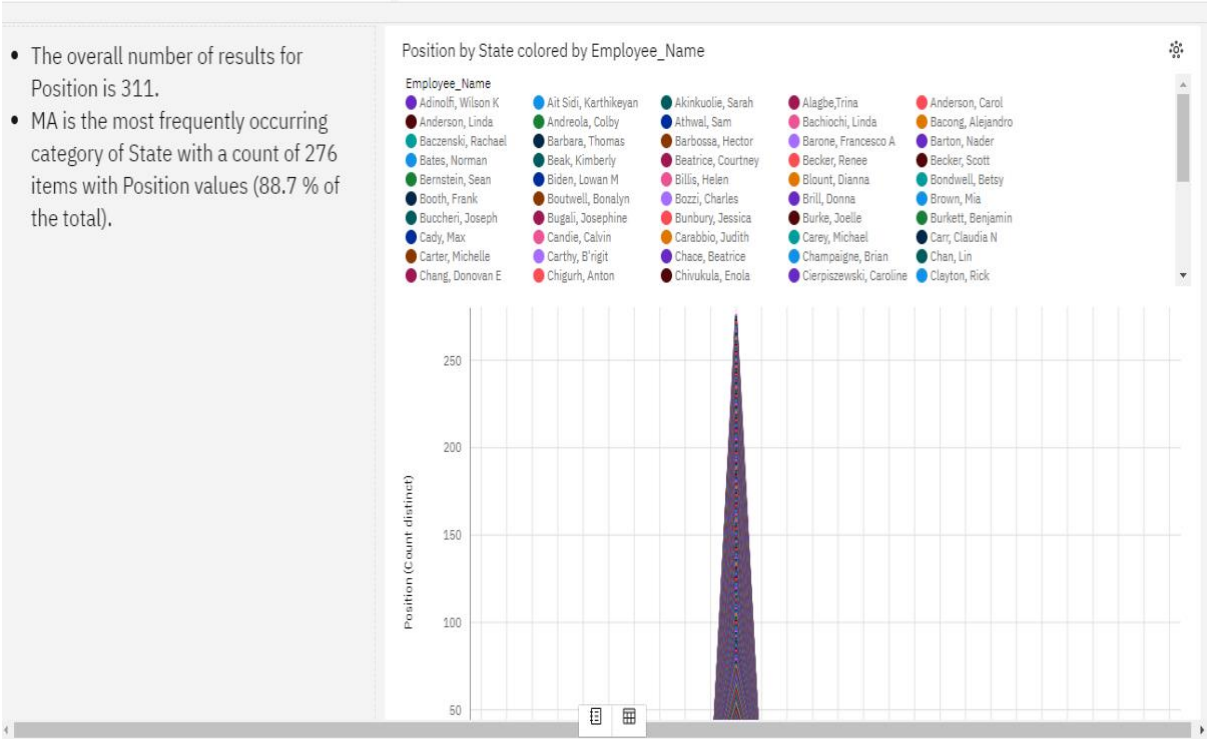

IBM Cognos Analytics
* New report
Edit
Report > Pages > Page1
Page preview
Insertable objects
Find
EmpStatusID
DeptID
PerfScoreID
FromDiversityJobFairID
Salary
Termd
PositionID
Position
State
Zip
DOB
Sex
MaritalDesc
CitizenDesc
HispanicLatino
RaceDesc
DateofHire
DateofTermination
TermReason
EmploymentStatus
Department
Measures
Termd
Salary
16,000,000
14,000,000
12,000,000
10,000,000
8,000,000
6,000,000
4,000,000
2,000,000
0
Values
N/A-StillEmployed
Learned that he is a gangster
hours
return to school
Another position
retiring
more money
military
Fatal attraction
medical issues
gross misconduct
career change
unhappy
relocation out of area
attendance
performance
no-call, no-show
maternity leave - did not return
TermReason


IBM Cognos Analytics
* New report
Edit
Report > Pages > Page1
Page preview
Properties
Insertable objects
Find
EmpStatusID
DeptID
PerfScoreID
FromDiversityJobFairID
Salary
Termd
PositionID
Position
State
Zip
DOB
Sex
MaritalDesc
CitizenDesc
HispanicLatino
RaceDesc
DateofHire
DateofTermination
TermReason
EmploymentStatus
Termd
0
20
N/A-StillEmployed
Learned that he is a gangster
hours
return to school
Another position
retiring
more money
military
Fatal attraction
medical issues
gross misconduct
career change
unhappy
relocation out of area
attendance
performance
no-call, no-show
maternity leave - did not return
TermReason
0
2,000,000
4,000,000
6,000,000
8,000,000
10,000,000
12,000,000
14,000,000
16,000,000
Salary
Visualization
CONDITIONAL
Render variable
GENERAL
Type
Autochart
MISCELLANEOUS
Name
Alternate text
VISUALIZATION
Size
COLUMN
Disable padding
Column border width
Column border color
COLOR PALETTE
Categories color
Continuous color
ANNOTATIONS
Show value labels
Value label orientation


IBM Cognos Analytics
* New report
Edit
Report > Pages > Page1
Page preview
Properties
Insertable objects
Find
Employee_Name
EmpID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiversityJobFairID
Salary
Termd
PositionID
Position
State
Zip
DOB
Sex
MaritalDesc
CitizenDesc
HispanicLatino
RaceDesc
LastPerformanceReview_Date
1,400,000
1,200,000
1,000,000
800,000
600,000
400,000
200,000
0
Values
Salary
EngagementSurvey
SpecialProjectsCount
Measures
Visualization
CONDITIONAL
Render variable
GENERAL
Type
Autochart
MISCELLANEOUS
Name
Alternate text
VISUALIZATION
Size
COLUMN
Disable padding
Column border width
Column border color
COLOR PALETTE
Categories color
Continuous color
ANNOTATIONS
Show value labels
Value label orientation

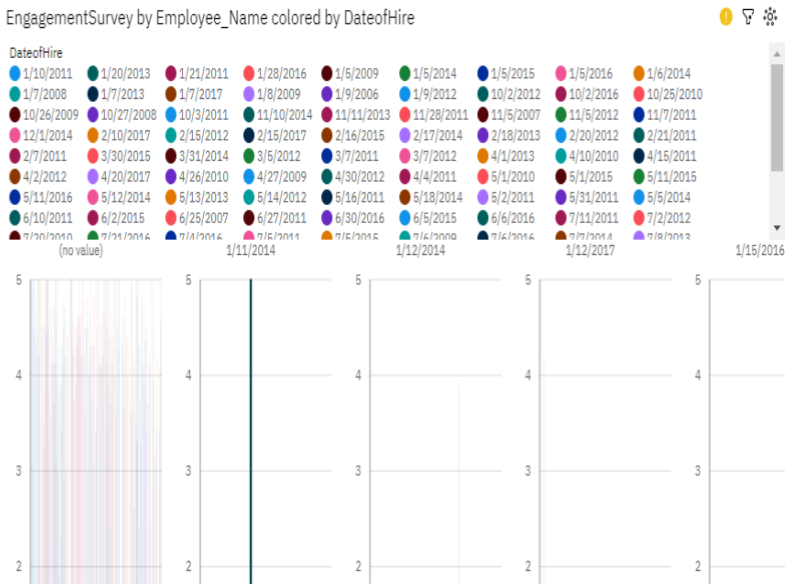
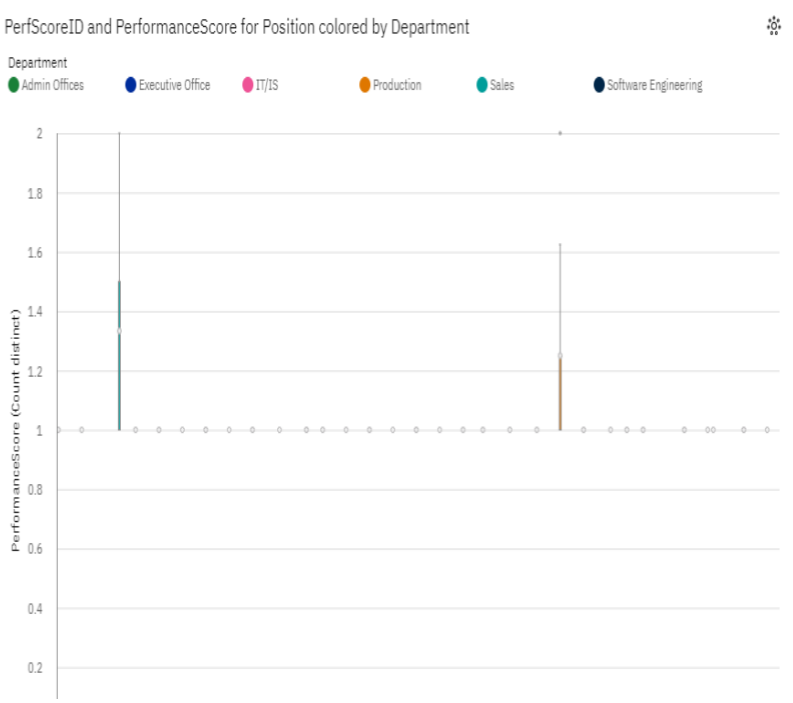
TASK 4: GENERATE STORY





ENGAGEMENT SURVEY

- EngagementSurvey is unusually high when DateofTermination is (no value).
- EngagementSurvey is unusually high when the values of DateofHire are 1/10/2011, 3/30/2015, 1/5/2015, 5/16/2011, 9/29/2014 and more.
- Over all values of Employee_Name, DateofHire, and DateofTermination, the sum of EngagementSurvey is almost 1500.
- The summed values of EngagementSurvey range from 1.12 to 5.
- For EngagementSurvey, the most significant value of DateofTermination is (no value)



- Over all values of Employee_Name and GenderID, the sum of Termd is 104.
- The summed values of Termd range from 0 to 1.
- For Termd, the most significant value of GenderID is 0, whose respective Termd values add up to 60, or 57.7 % of the total.
- For Termd, the most significant value of GenderID is 0, whose respective Termd values add up to over 27 thousand, or 56.7 % of the total.