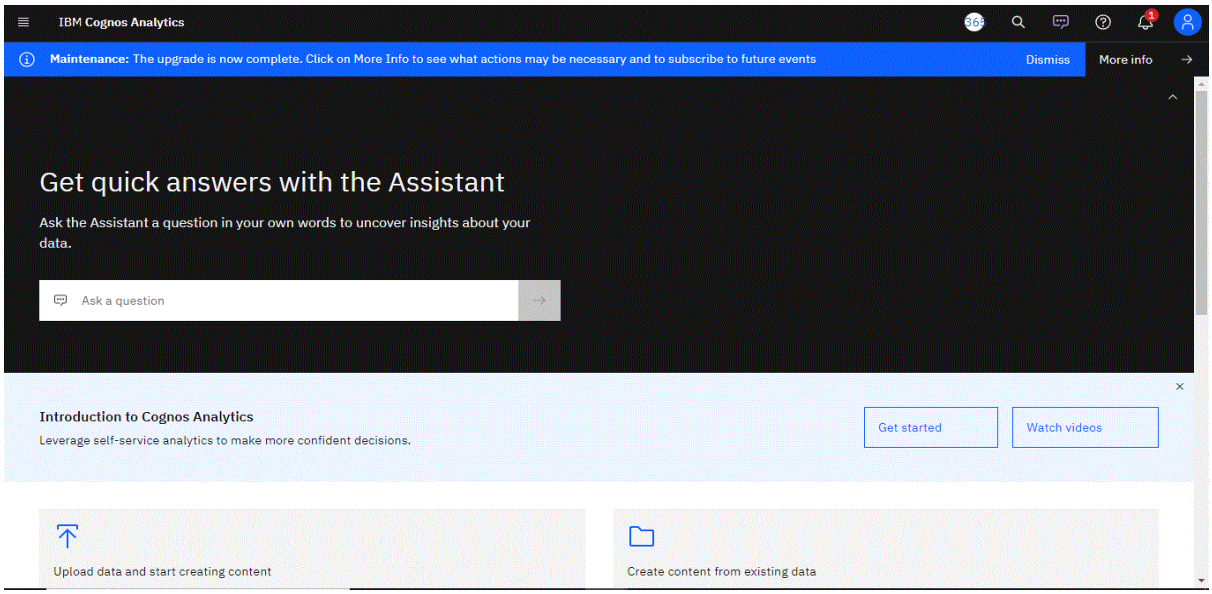
HR DATA ANALYSIS

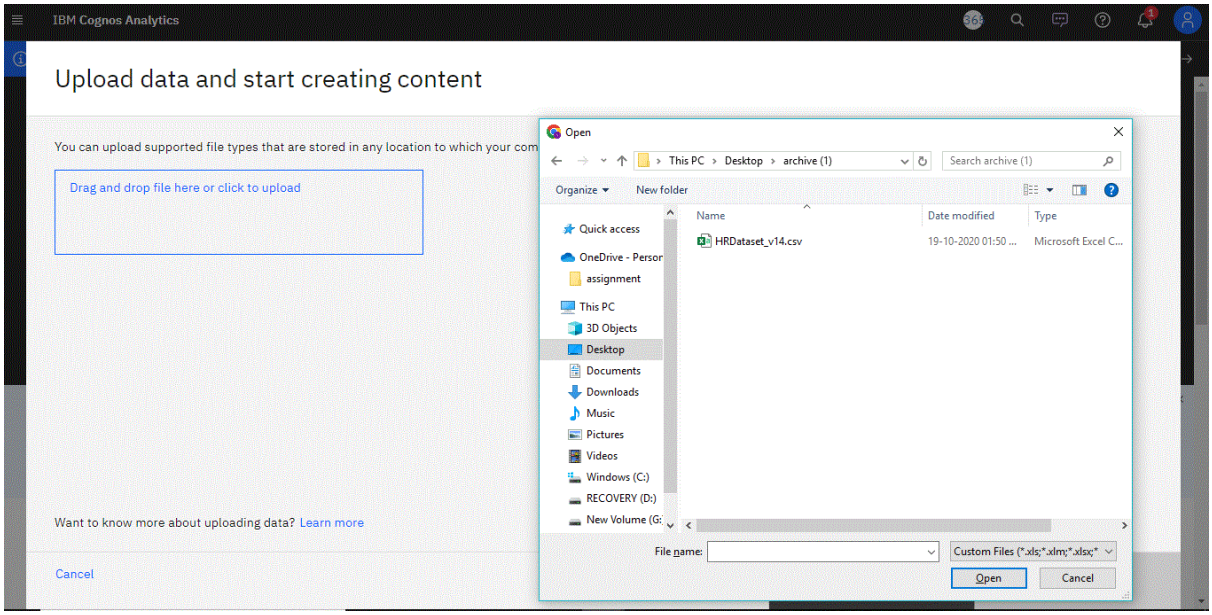
NAME: KIRUTHIKAA N

TASK 1: Upload the Dataset to Cognos Analytics.

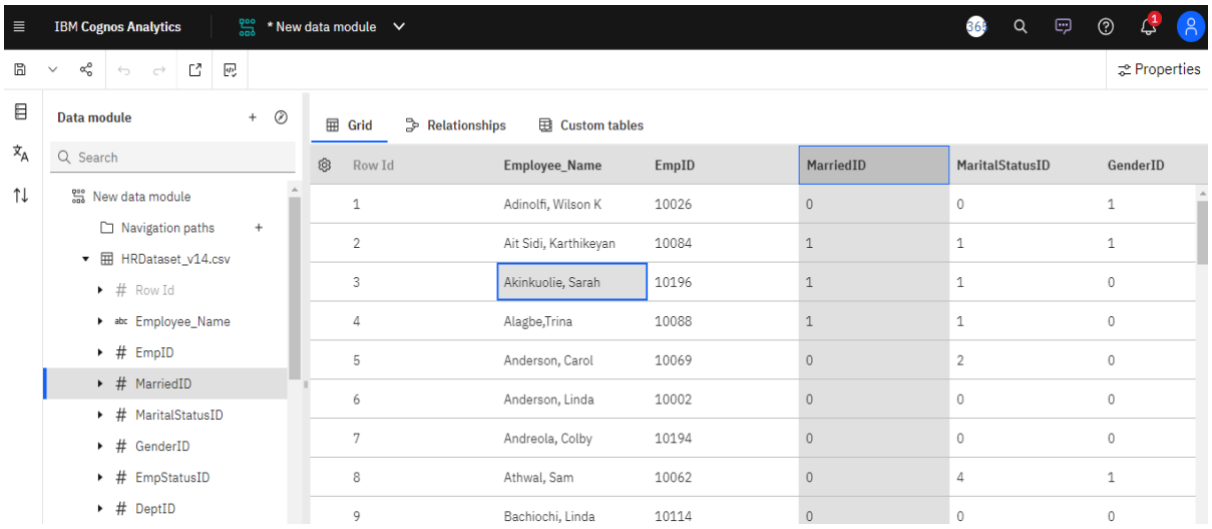
STEP 1



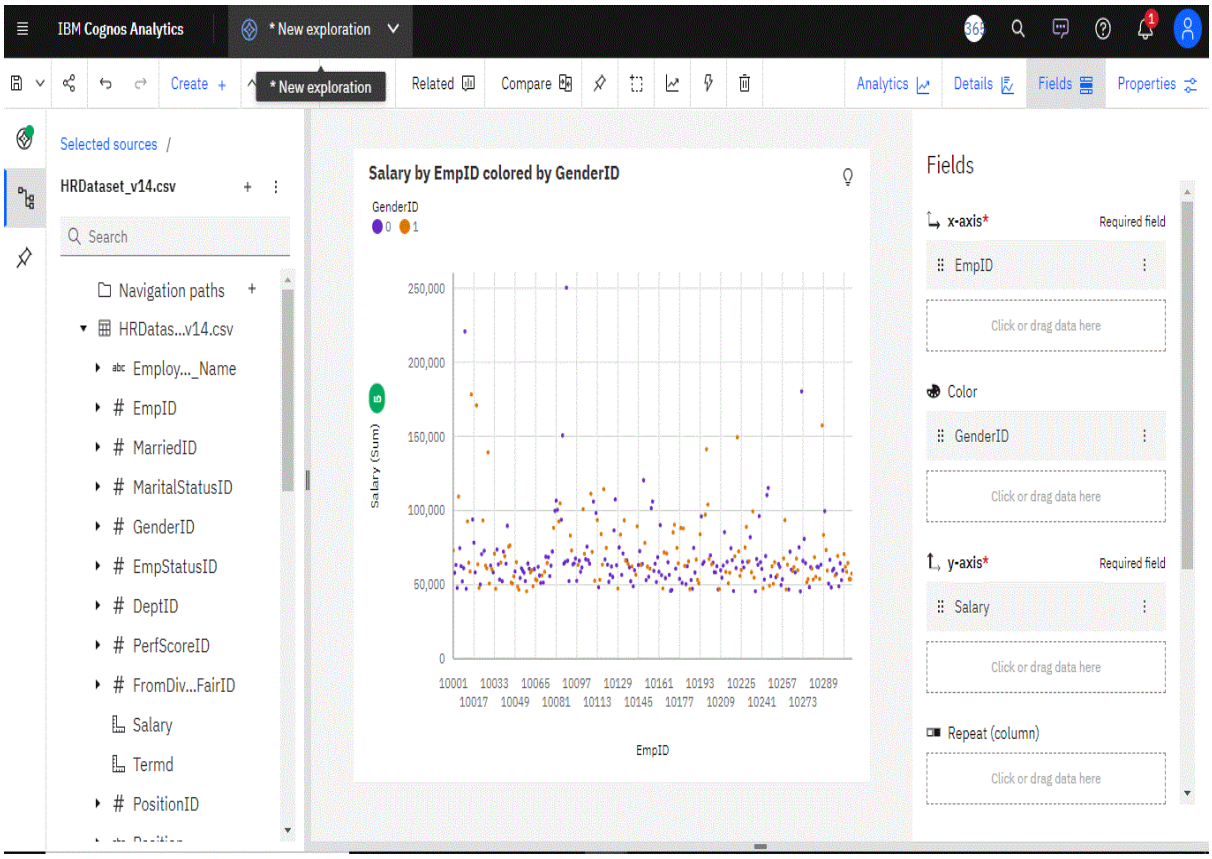
STEP 2

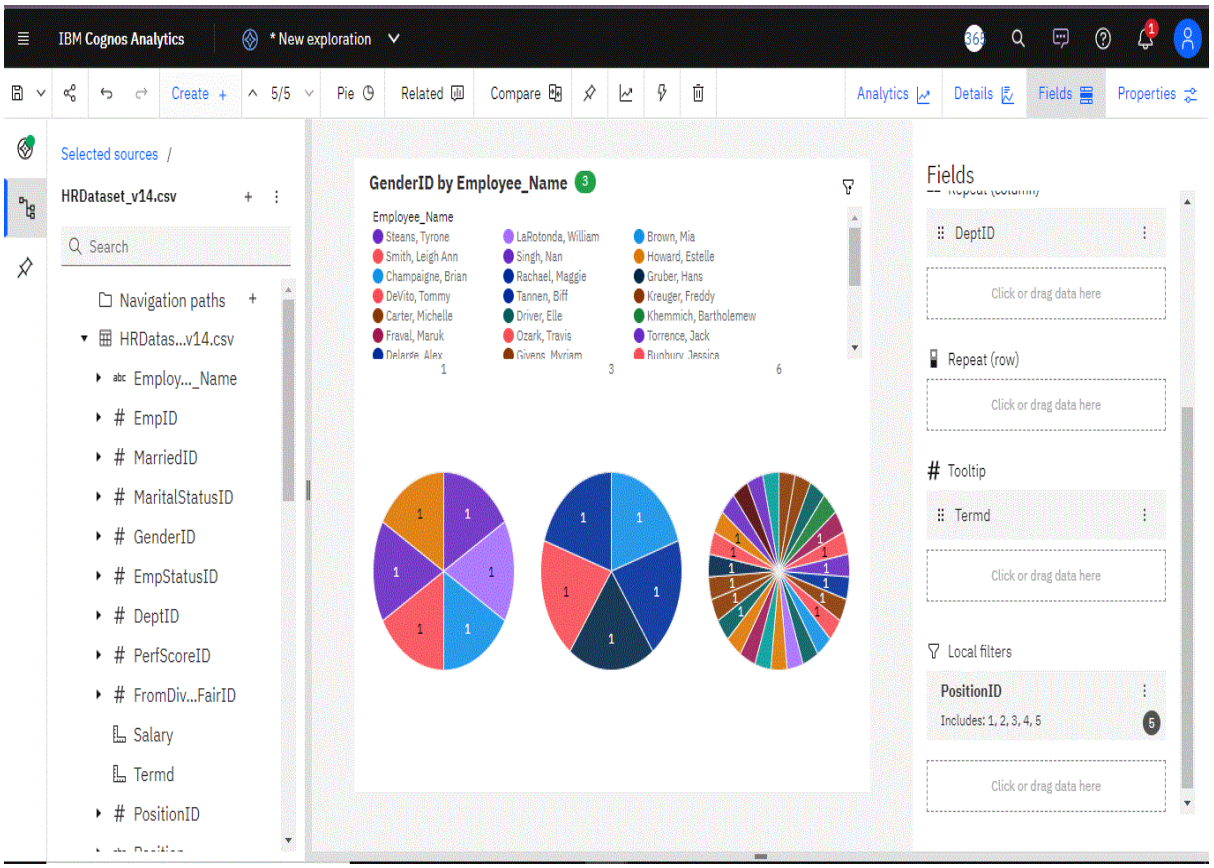


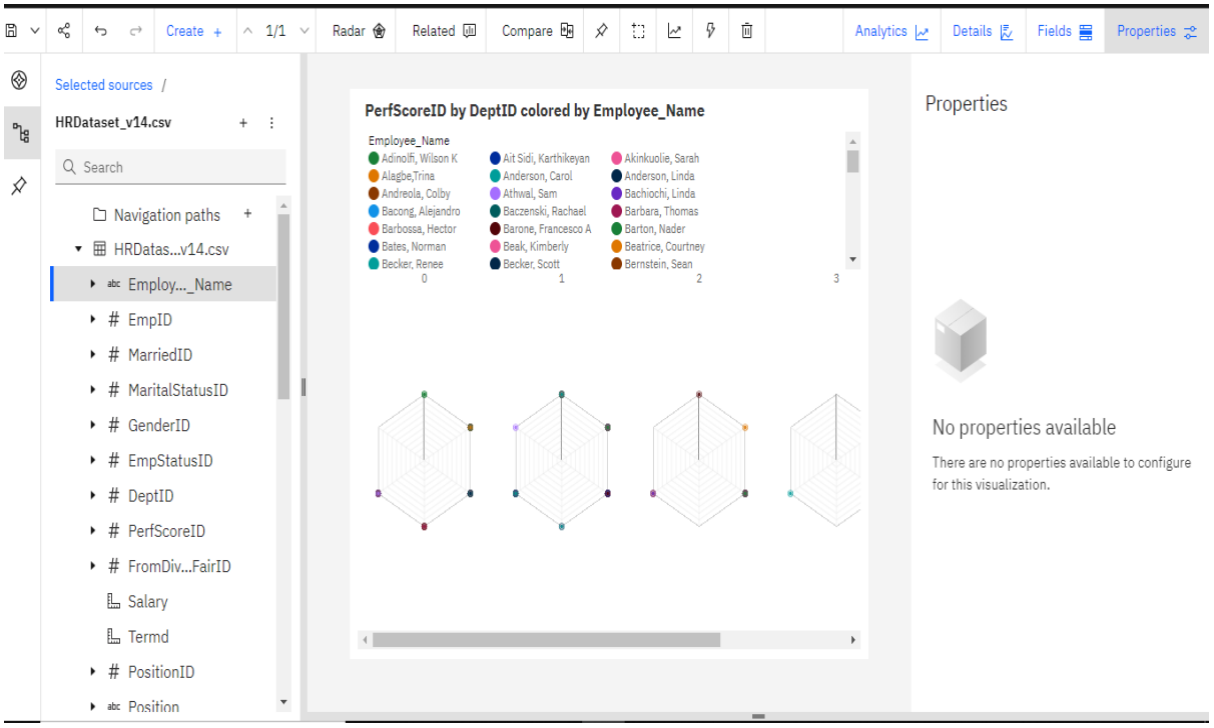
TASK 2: Prepare the Data Module



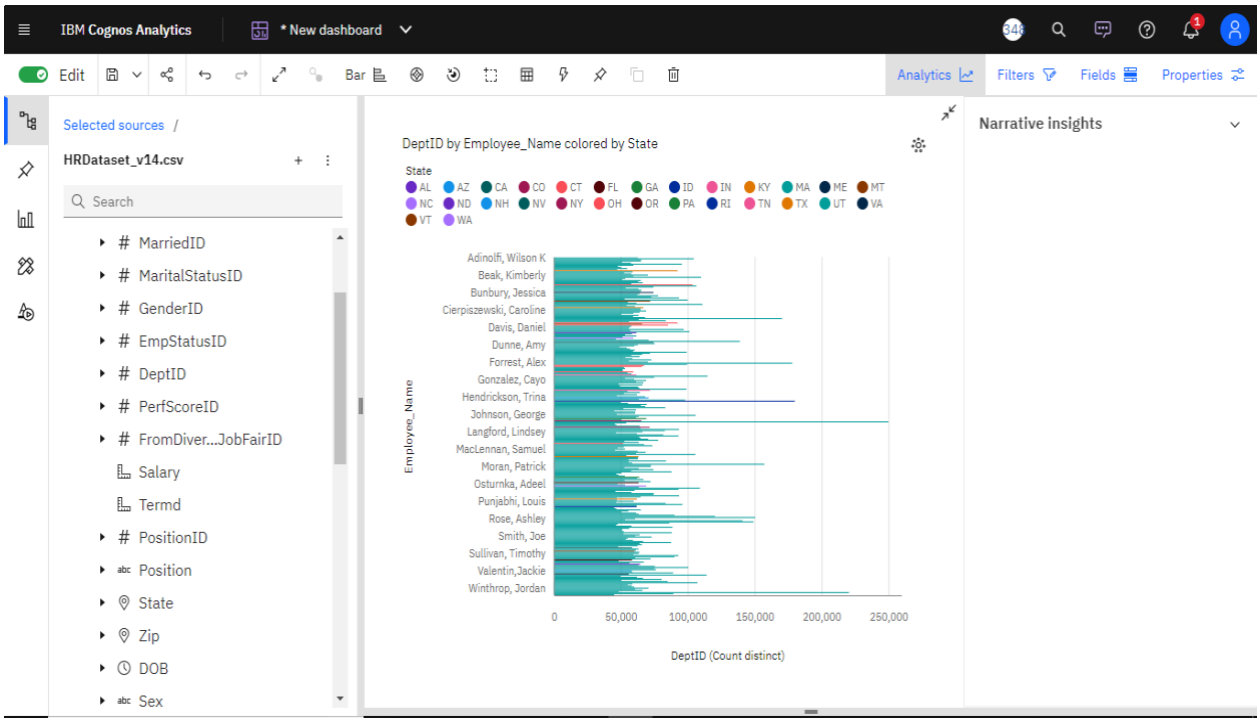
TASK 3: Data Exploration

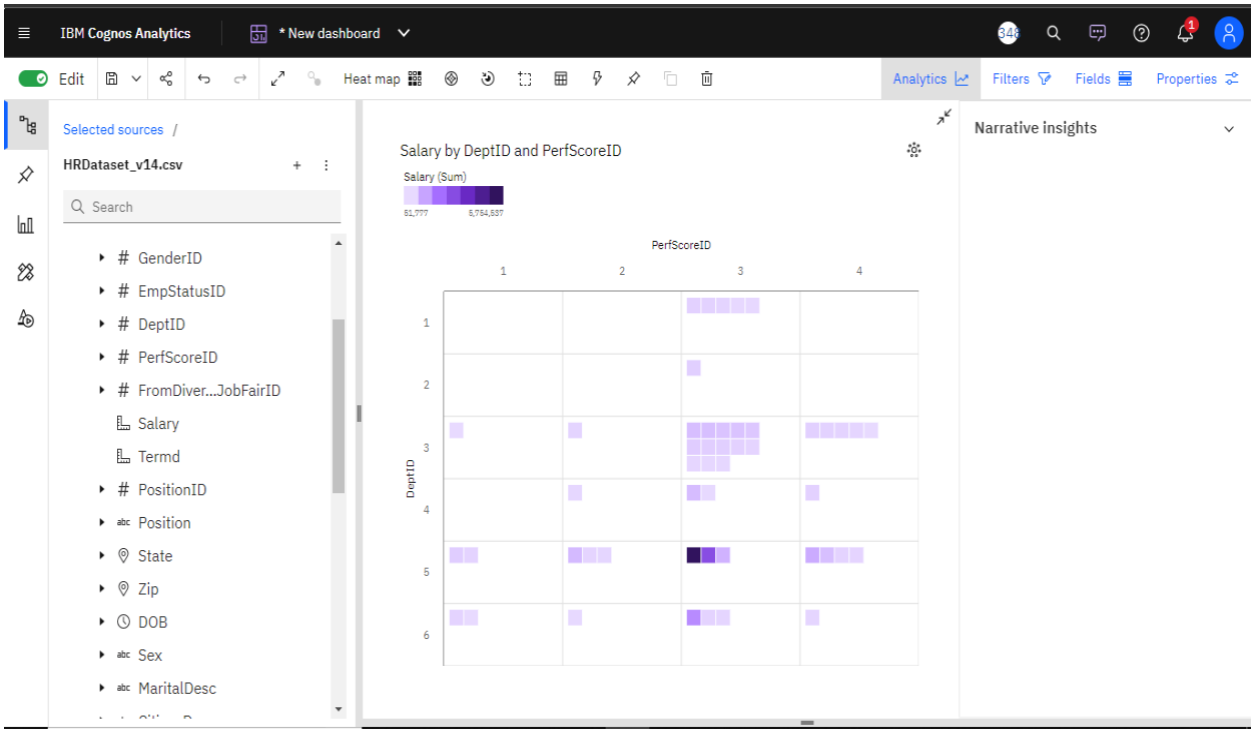


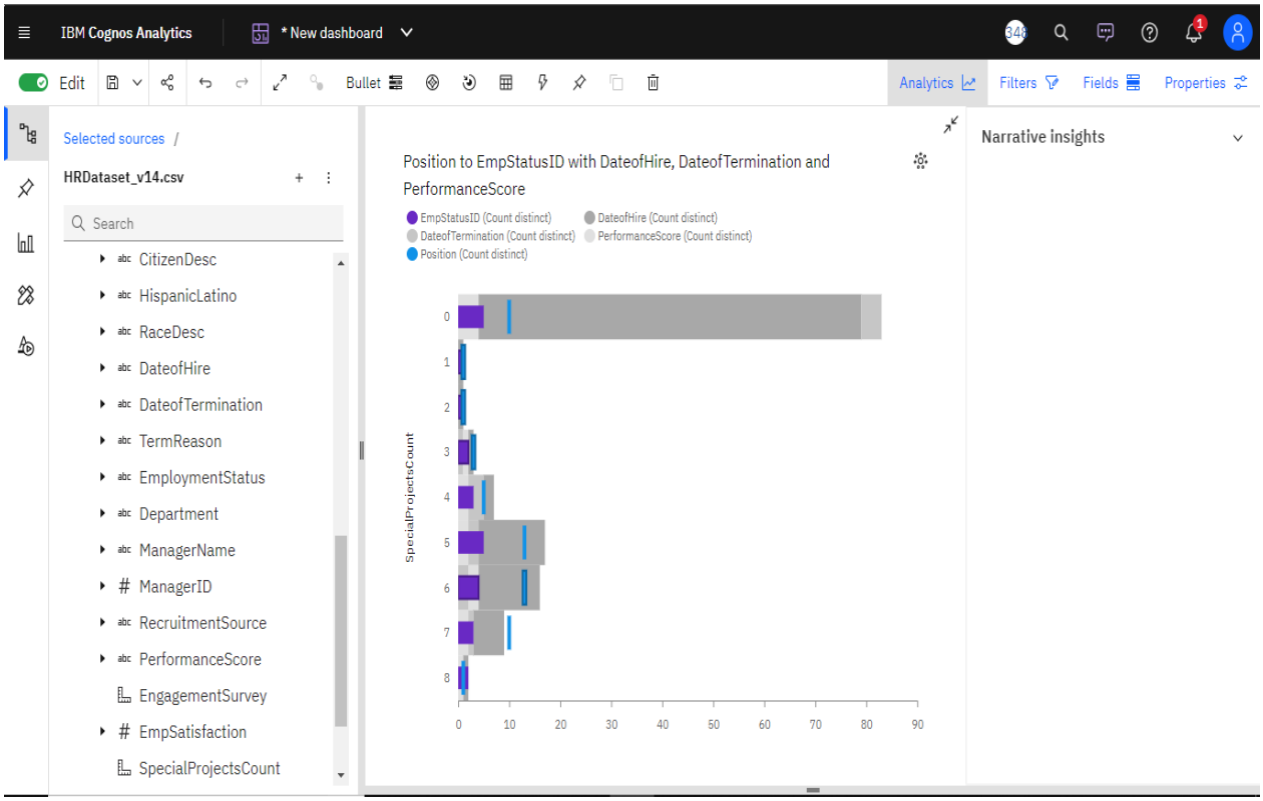

IBM Cognos Analytics
* New exploration
Create
5/5
Pie
Related
Compare
Analytics
Details
Fields
Properties
Selected sources /
HRDataset_v14.csv
Search
Navigation paths
HRDatas...v14.csv
Employ..._Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiv...FairID
Salary
Termd
PositionID
GenderID by Employee_Name
Employee_Name
Steans, Tyrone
Smith, Leigh Ann
Champaigne, Brian
DeVito, Tommy
Carter, Michelle
Fraval, Maruk
LaRotonda, William
Singh, Nan
Rachael, Maggie
Tannen, Biff
Driver, Elle
Ozark, Travis
Brown, Mia
Howard, Estelle
Gruber, Hans
Kreuger, Freddy
Khemmich, Bartholemew
Torrence, Jack
Fields
DeptID
Click or drag data here
Repeat (row)
Click or drag data here
Tooltip
Termd
Click or drag data here
Local filters
PositionID
Includes: 1, 2, 3, 4, 5
Click or drag data here

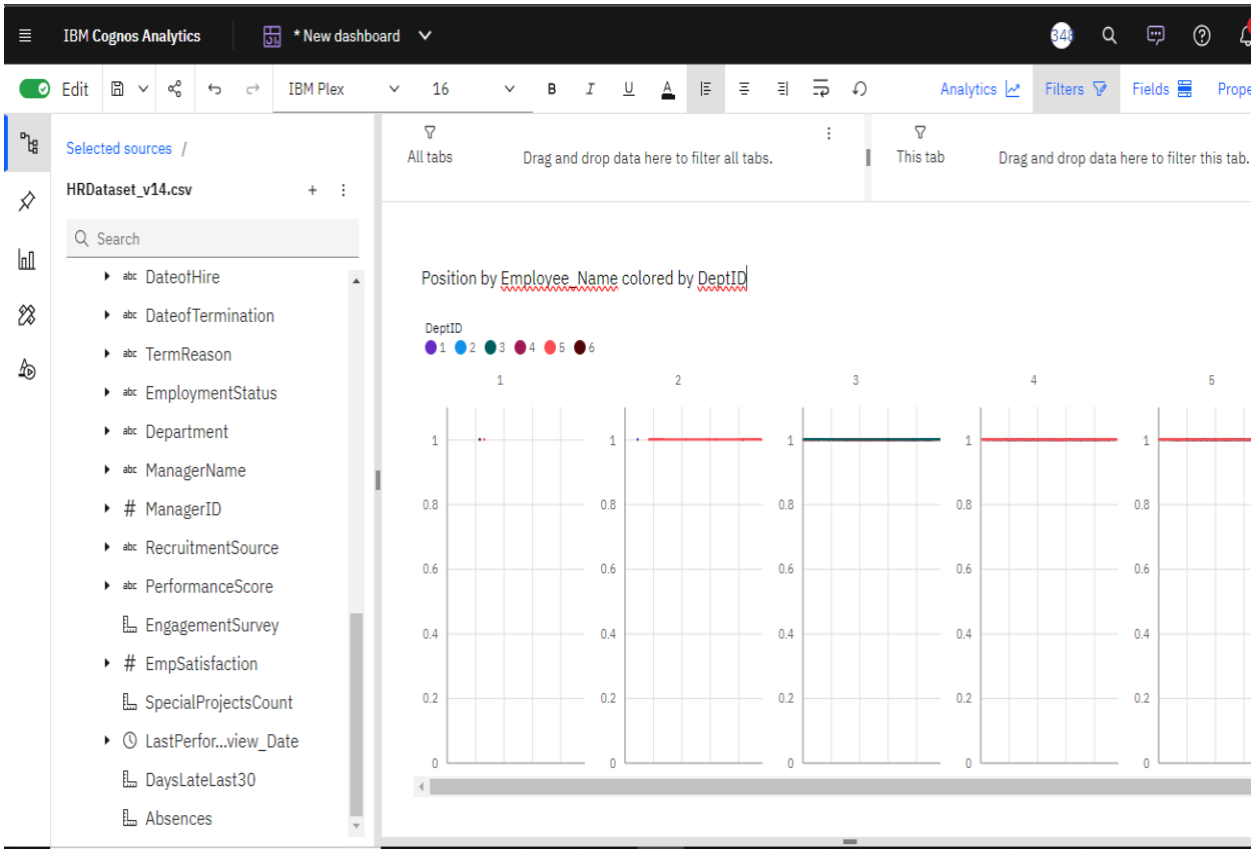

Create
1/1
Radar
Related
Compare
Analytics
Details
Fields
Properties
Selected sources /
HRDataset_v14.csv
Search
Navigation paths
HRDatas...v14.csv
Employ..._Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiv...FairID
Salary
Termd
PositionID
Position
PerfScoreID by DeptID colored by Employee_Name
Employee_Name
Adinolfi, Wilson K
Alagbe,Trina
Andreola, Colby
Bacong, Alejandro
Barbossa, Hector
Bates, Norman
Becker, Renee
Ait Sidi, Karthikeyan
Anderson, Carol
Athwal, Sam
Baczenski, Rachael
Barone, Francesco A
Beak, Kimberly
Becker, Scott
Akinkuolie, Sarah
Anderson, Linda
Bachiochi, Linda
Barbara, Thomas
Barton, Nader
Beatrice, Courtney
Bernstein, Sean
Properties
No properties available
There are no properties available to configure for this visualization.

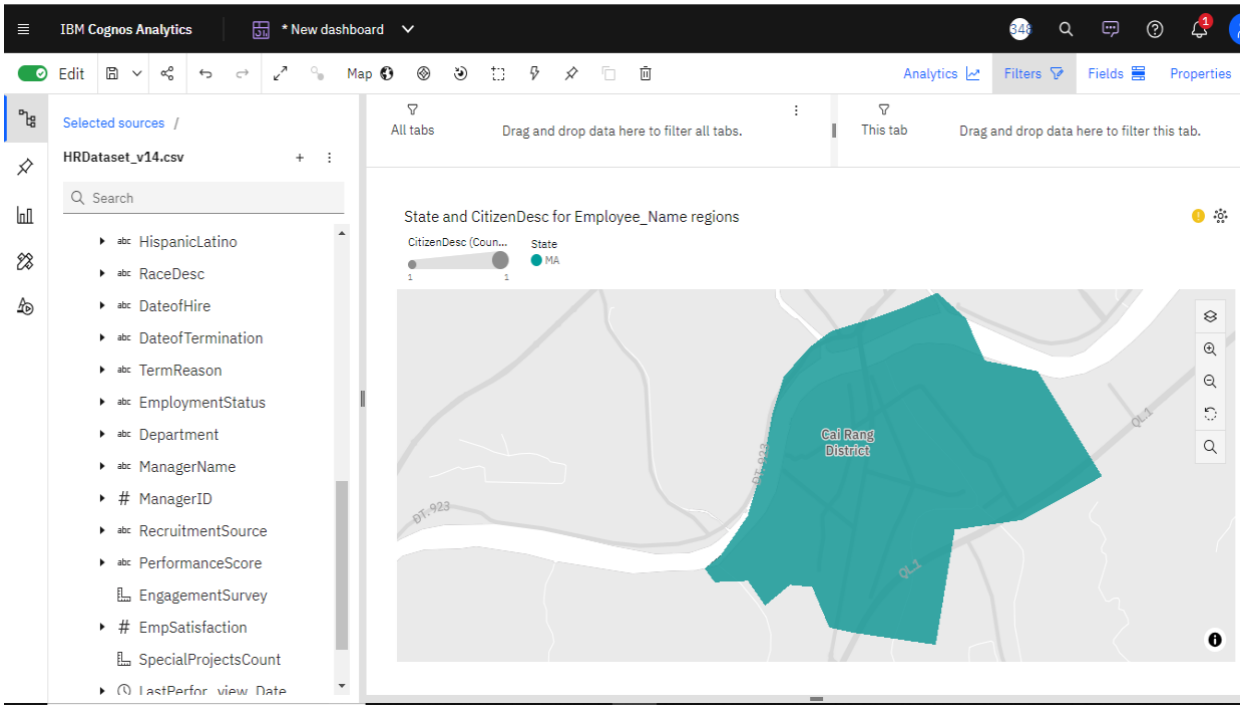
TASK 3: Interactive Dashboard



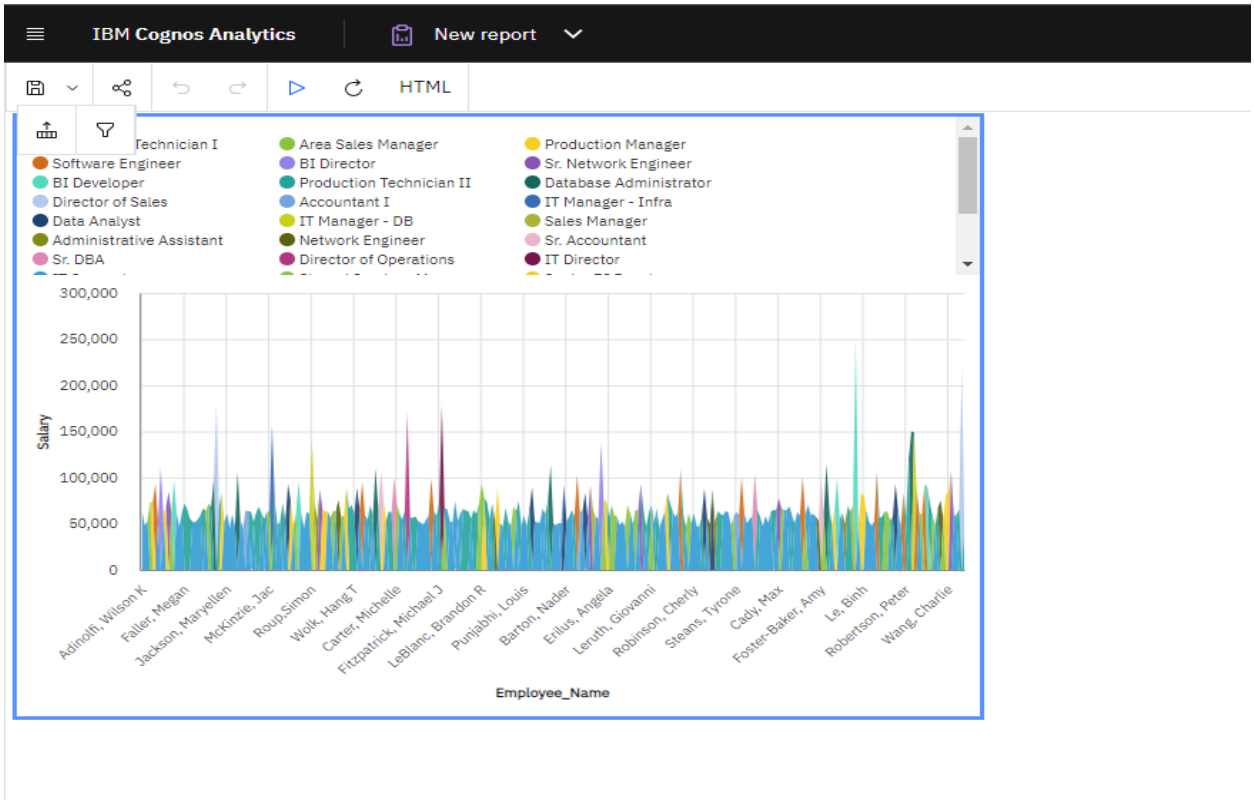


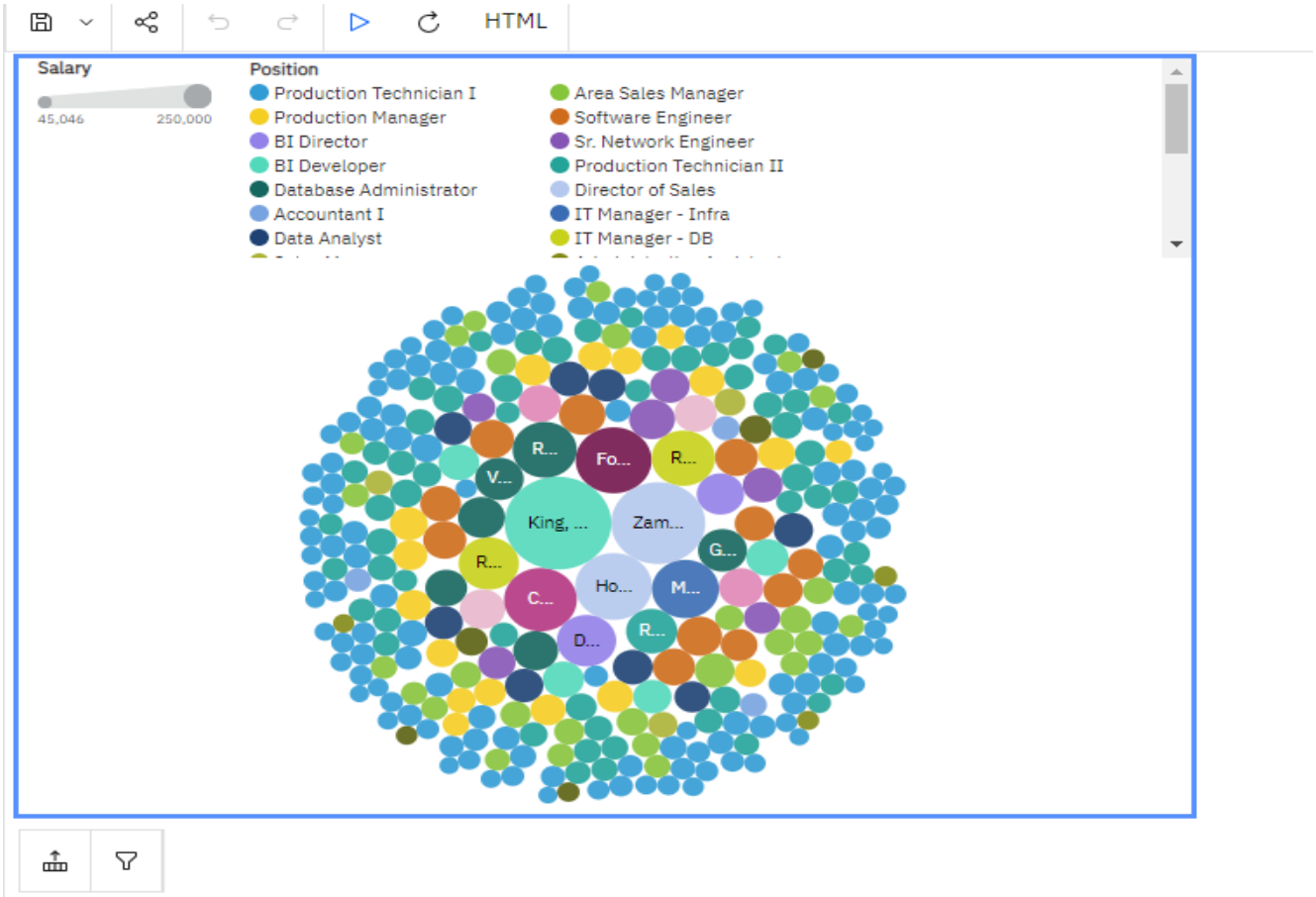

IBM Cognos Analytics
* New dashboard
Edit
Bullet
Analytics
Filters
Fields
Properties
Selected sources /
HRDataset_v14.csv
Search
CitizenDesc
HispanicLatino
RaceDesc
DateofHire
DateofTermination
TermReason
EmploymentStatus
Department
ManagerName
ManagerID
RecruitmentSource
PerformanceScore
EngagementSurvey
EmpSatisfaction
SpecialProjectsCount
Position to EmpStatusID with DateofHire, DateofTermination and PerformanceScore
EmpStatusID (Count distinct)
DateofHire (Count distinct)
DateofTermination (Count distinct)
PerformanceScore (Count distinct)
Position (Count distinct)
SpecialProjectsCount
0 10 20 30 40 50 60 70 80 90
Narrative insights

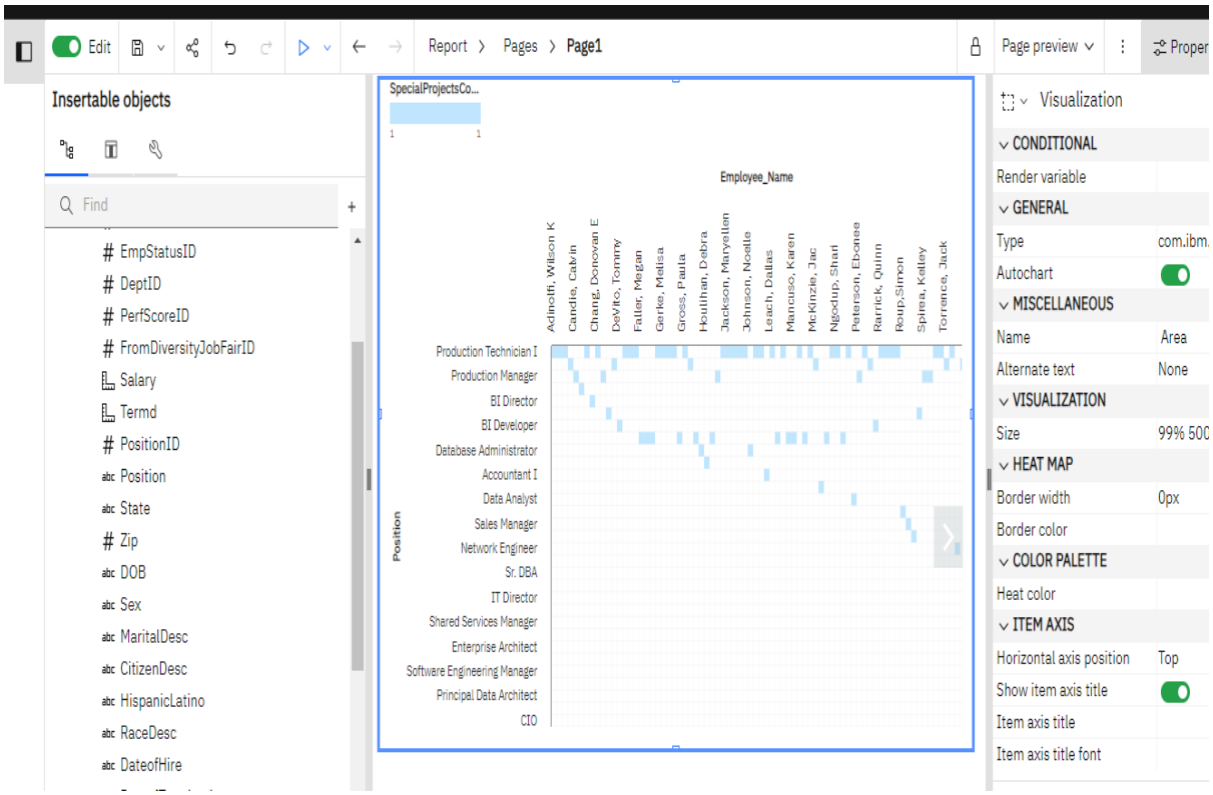

IBM Cognos Analytics
* New dashboard
Edit
IBM Plex
16
Analytics
Filters
Fields
Selected sources /
HRDataset_v14.csv
Search
DateofHire
DateofTermination
TermReason
EmploymentStatus
Department
ManagerName
ManagerID
RecruitmentSource
PerformanceScore
EngagementSurvey
EmpSatisfaction
SpecialProjectsCount
LastPerfor...view_Date
DaysLateLast30
Absences
All tabs
Drag and drop data here to filter all tabs.
This tab
Drag and drop data here to filter this tab.
Position by Employee_Name colored by DeptID
DeptID
1 2 3 4 5 6
1 2 3 4 5
0 0.2 0.4 0.6 0.8 1



TASK 4: Generate Report




HTML
Salary
45,046
250,000
Position
Production Technician I
Production Manager
BI Director
BI Developer
Database Administrator
Accountant I
Data Analyst
Area Sales Manager
Software Engineer
Sr. Network Engineer
Production Technician II
Director of Sales
IT Manager - Infra
IT Manager - DB
R...
Fo...
R...
V...
King, ...
Zam...
G...
R...
Ho...
M...
C...
D...
R...


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
SpecialProjectsCo...
Employee_Name
Adinolfi, Wilson K
Candie, Calvin
Chang, Donovan E
DeVito, Tommy
Faller, Megan
Gerke, Melisa
Gross, Paula
Houlihan, Debra
Jackson, Maryellen
Johnson, Noelle
Leach, Dallas
Mancuso, Karen
McKinzie, Jac
Ngodup, Shari
Peterson, Ebonee
Rarrick, Quinn
Roup,Simon
Spima, Kelley
Torrence, Jack
Production Technician I
Production Manager
BI Director
BI Developer
Database Administrator
Accountant I
Data Analyst
Sales Manager
Network Engineer
Sr. DBA
IT Director
Shared Services Manager
Enterprise Architect
Software Engineering Manager
Principal Data Architect
CIO
Position
Visualization
CONDITIONAL
Render variable
GENERAL
Type
com.ibm.
Autochart
MISCELLANEOUS
Name
Area
Alternate text
None
VISUALIZATION
Size
99% 500
HEAT MAP
Border width
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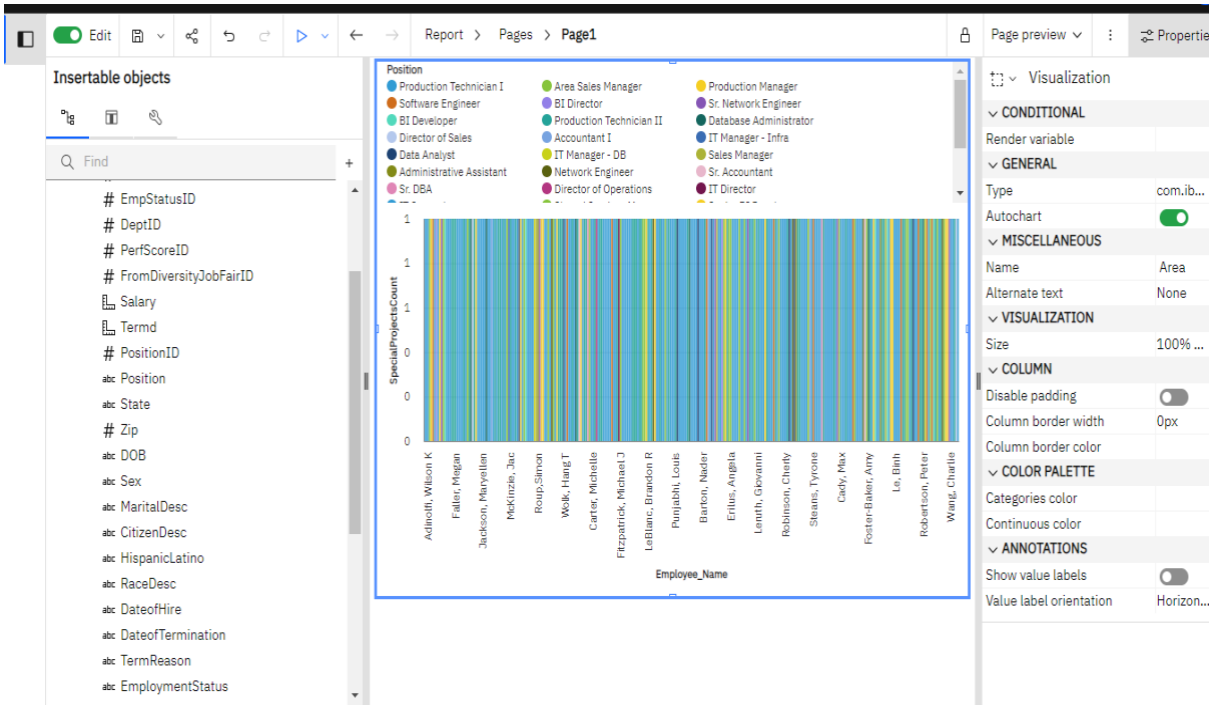
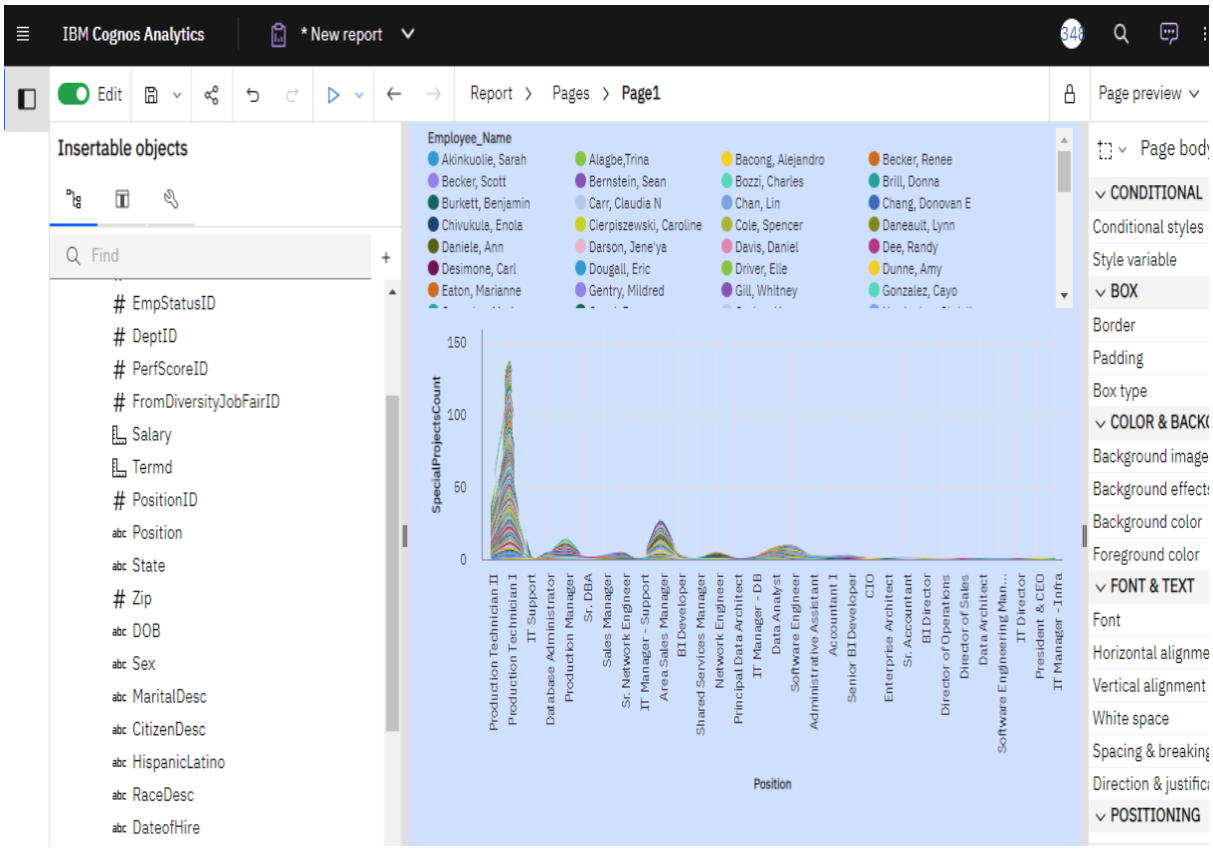
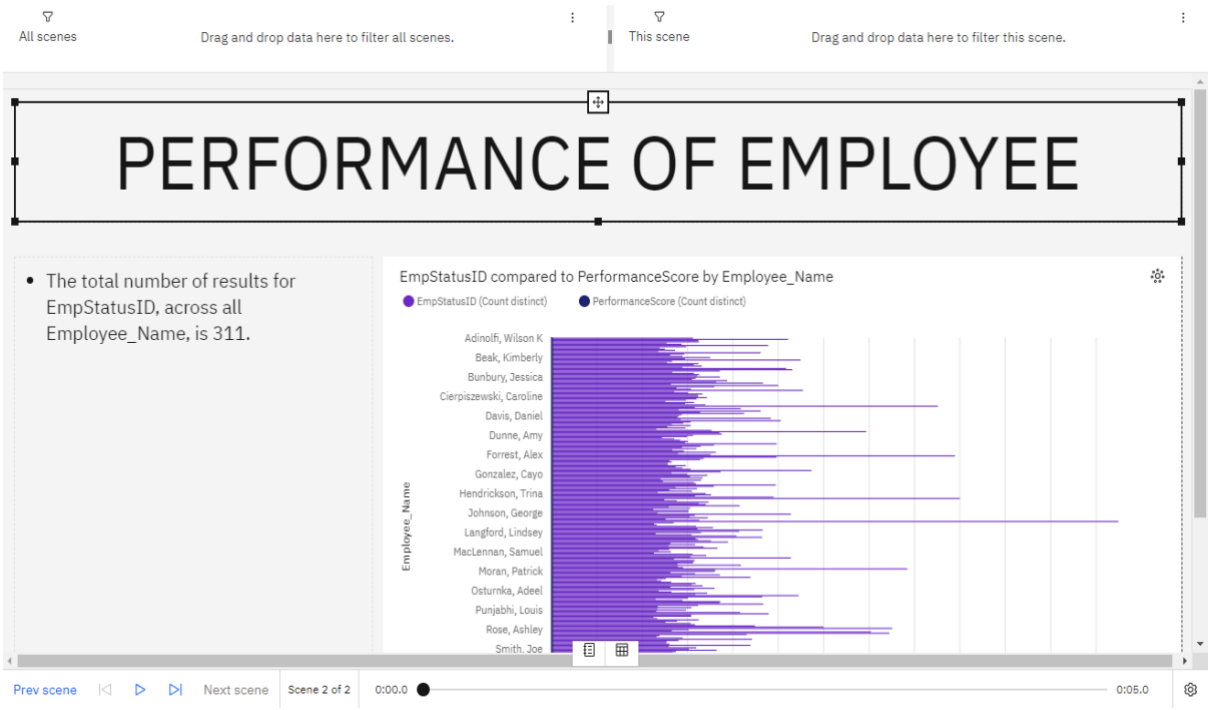
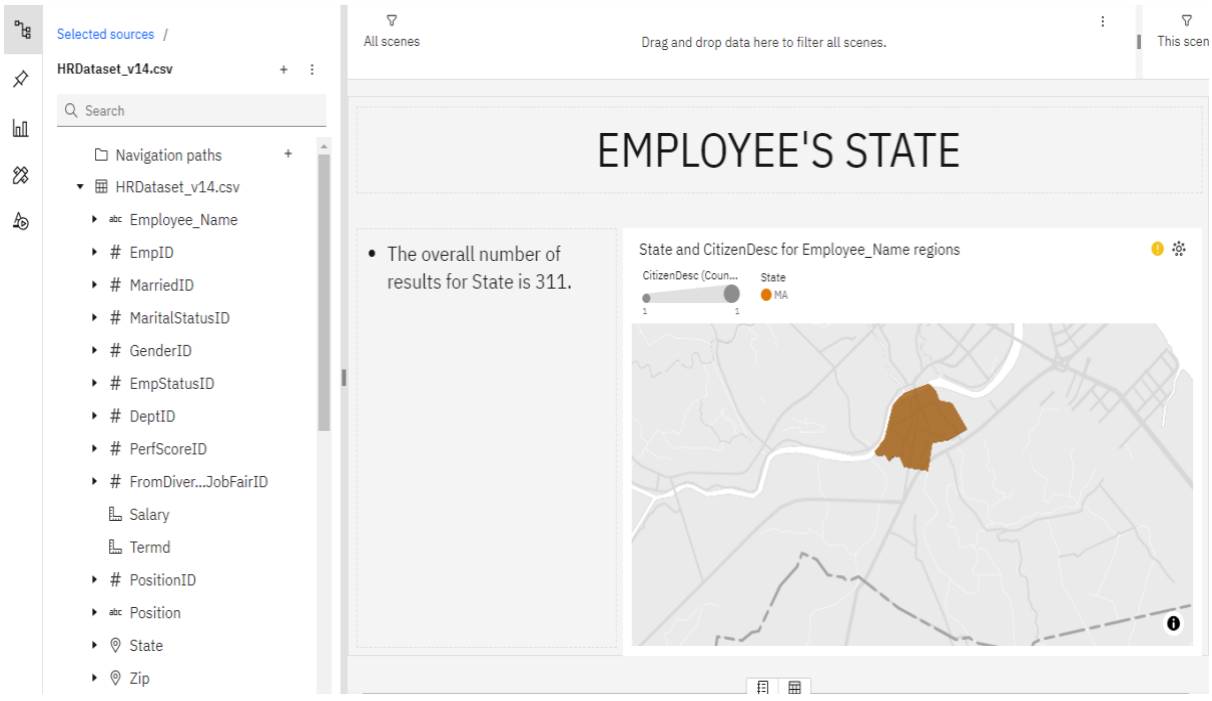
Border color
COLOR PALETTE
Heat color
ITEM AXIS
Horizontal axis position
Top
Show item axis title
Item axis title
Item axis title font

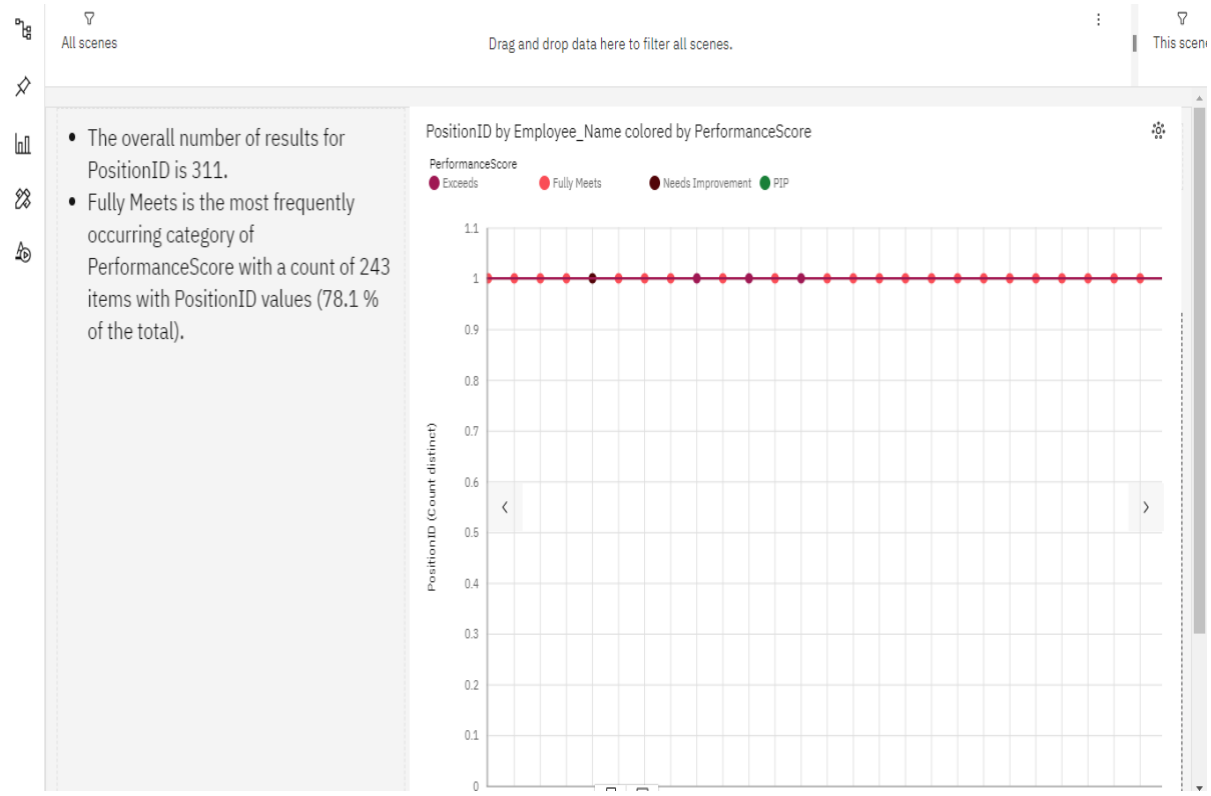

Edit
Report > Pages > Page1
Page preview
Insertable objects
Find
EmpStatusID
DeptID
PerfScoreID
FromDiversityJobFairID
Salary
Termd
PositionID
Position
State
Zip
DOB
Sex
MaritalDesc
CitizenDesc
HispanicLatino
RaceDesc
DateofHire
DateofTermination
TermReason
EmploymentStatus
Position
Production Technician I
Software Engineer
BI Developer
Director of Sales
Data Analyst
Administrative Assistant
Sr. DBA
Area Sales Manager
BI Director
Production Technician II
Accountant I
IT Manager - DB
Network Engineer
Director of Operations
Production Manager
Sr. Network Engineer
Database Administrator
IT Manager - Infra
Sales Manager
Sr. Accountant
IT Director
SpecialProjectsCount
Employee_Name
Visualization
CONDITIONAL
Render variable
GENERAL
Type
com.ib...
Autochart
MISCELLANEOUS
Name
Area
Alternate text
None
VISUALIZATION
Size
100% ...
COLUMN
Disable padding
Column border width
0px
Column border color
COLOR PALETTE
Categories color
Continuous color
ANNOTATIONS
Show value labels
Value label orientation
Horizon...

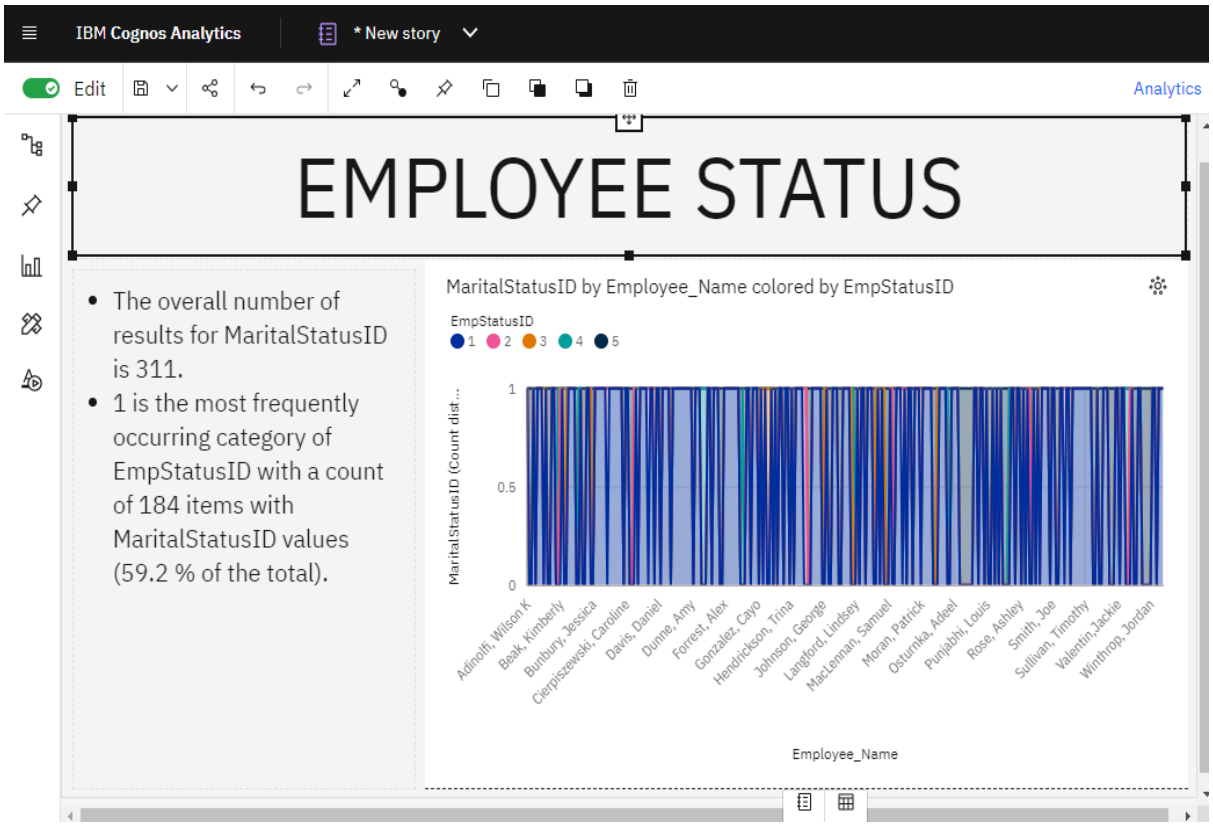

IBM Cognos Analytics
* New report
Edit
Report > Pages > Page1
Page preview
Insertable objects
Find
EmpStatusID
DeptID
PerfScoreID
FromDiversityJobFairID
Salary
Termd
PositionID
Position
State
Zip
DOB
Sex
MaritalDesc
CitizenDesc
HispanicLatino
RaceDesc
DateofHire
Employee_Name
Akinkuolie, Sarah
Becker, Scott
Burkett, Benjamin
Chivukula, Enola
Daniele, Ann
Desimone, Carl
Eaton, Marianne
Alagbe,Trina
Bernstein, Sean
Carr, Claudia N
Cierpiszewski, Caroline
Darson, Jene'ya
Dougall, Eric
Gentry, Mildred
Bacong, Alejandro
Bozzi, Charles
Chan, Lin
Cole, Spencer
Davis, Daniel
Driver, Elle
Gill, Whitney
Becker, Renee
Brill, Donna
Chang, Donovan E
Daneault, Lynn
Dee, Randy
Dunne, Amy
Gonzalez, Cayo
SpecialProjectsCount
Position
Page body
CONDITIONAL
Conditional styles
Style variable
BOX
Border
Padding
Box type
COLOR & BACK
Background image
Background effect
Background color
Foreground color
FONT & TEXT
Font
Horizontal alignme
Vertical alignment
White space
Spacing & breaking
Direction & justific
POSITIONING

TASK 4: GENERATE STORY






All scenes
Drag and drop data here to filter all scenes.
This scen
The overall number of results for PositionID is 311.
Fully Meets is the most frequently occurring category of PerformanceScore with a count of 243 items with PositionID values (78.1 % of the total).
PositionID by Employee_Name colored by PerformanceScore
PerformanceScore
Exceeds
Fully Meets
Needs Improvement
PIP
PositionID (Count distinct)
1.1
1
0.9
0.8
0.7
0.6
0.5
0.4
0.3
0.2
0.1
0


IBM Cognos Analytics
* New story
Edit
Analytics
EMPLOYEE STATUS
The overall number of results for MaritalStatusID is 311.
1 is the most frequently occurring category of EmpStatusID with a count of 184 items with MaritalStatusID values (59.2 % of the total).
MaritalStatusID by Employee_Name colored by EmpStatusID
EmpStatusID
1
2
3
4
5
MaritalStatusID (Count dist...
1
0.5
0
Adinolfi, Wilson K
Beak, Kimberly
Bunbury, Jessica
Cierpiszewski, Caroline
Davis, Daniel
Dunne, Amy
Forrest, Alex
Gonzalez, Cayo
Hendrickson, Trina
Johnson, George
Langford, Lindsey
MacLennan, Samuel
Moran, Patrick
Osturnka, Adeel
Punjabhi, Louis
Rose, Ashley
Smith, Joe
Sullivan, Timothy
Valentin,Jackie
Winthrop, Jordan
Employee_Name