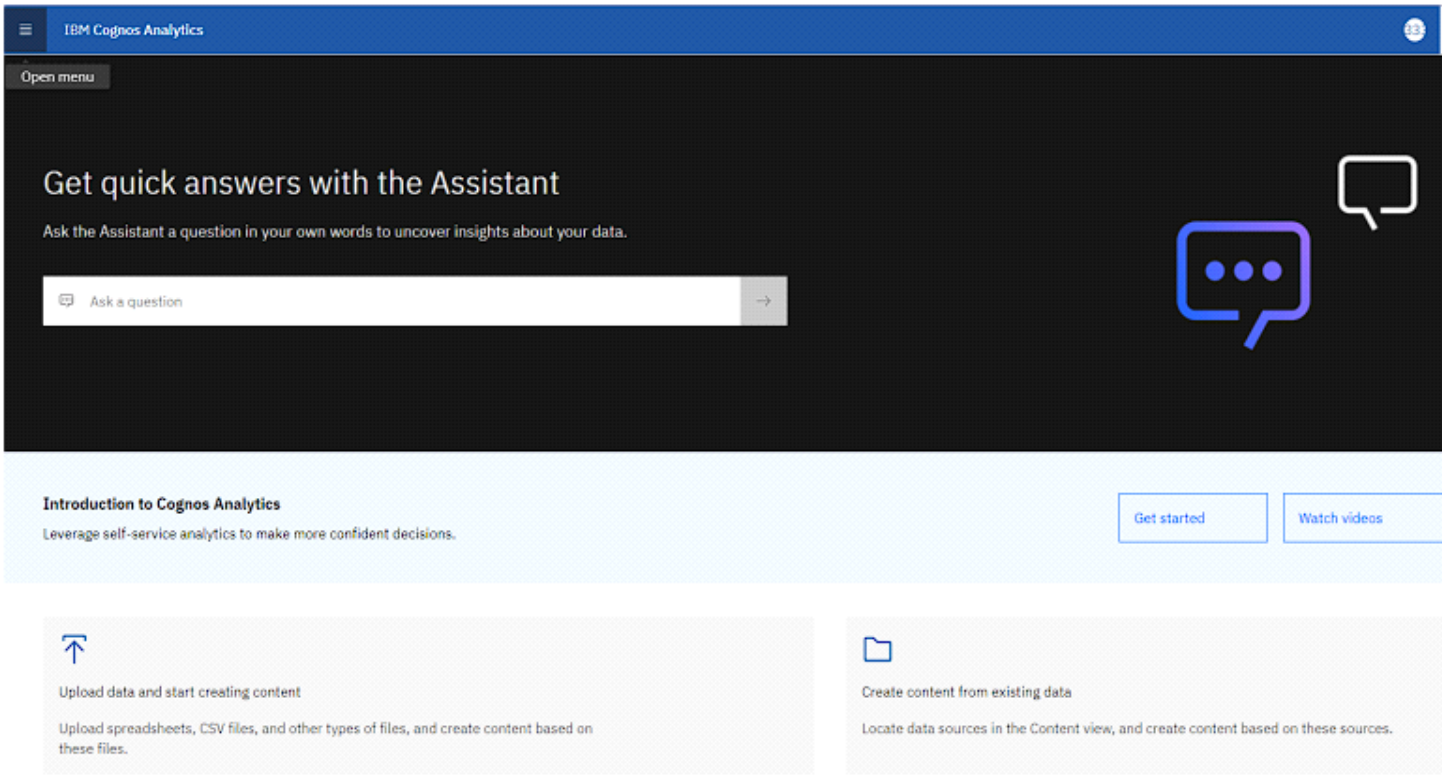
# HR ANALYSIS VISUALIZATION

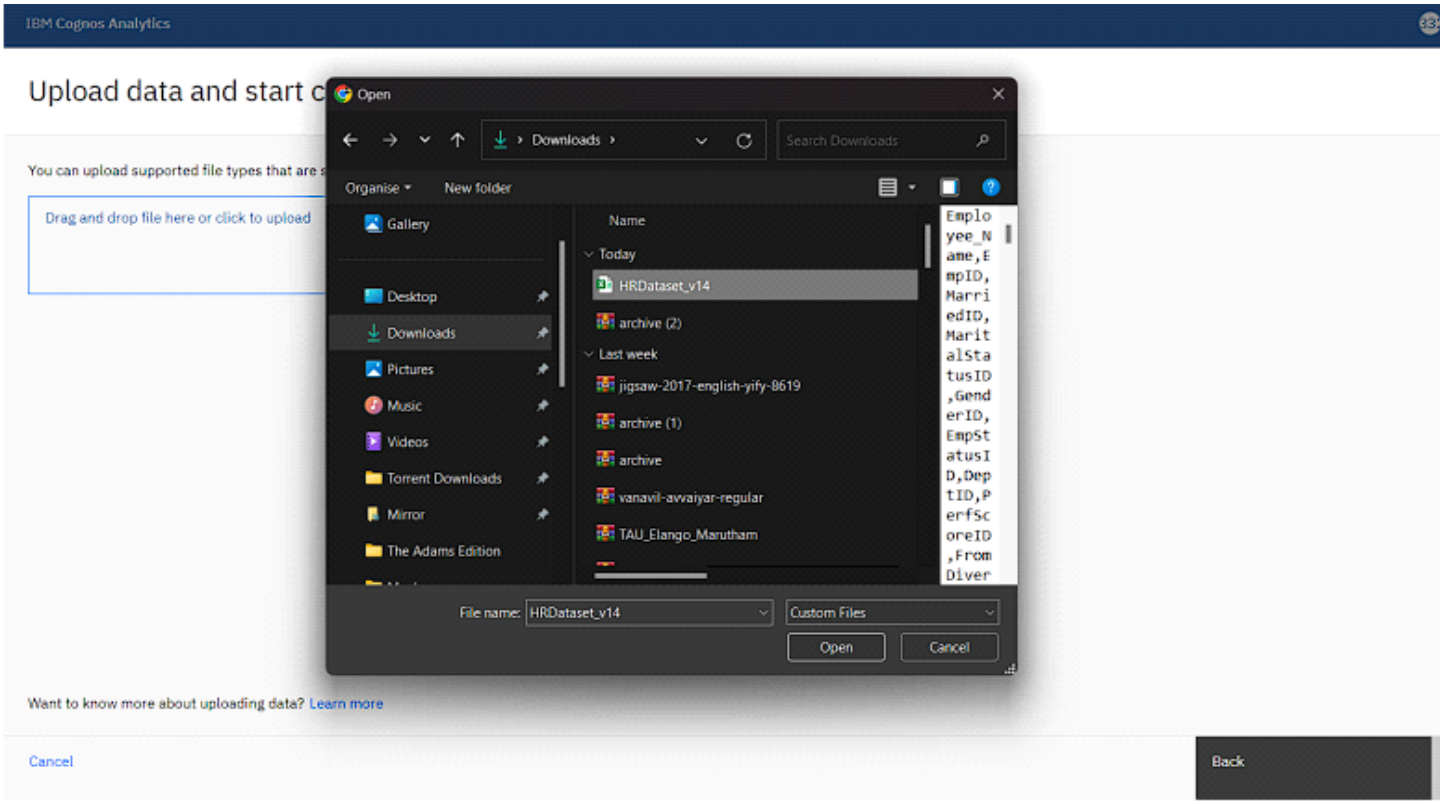
**NAME :**

**NAVIN V**

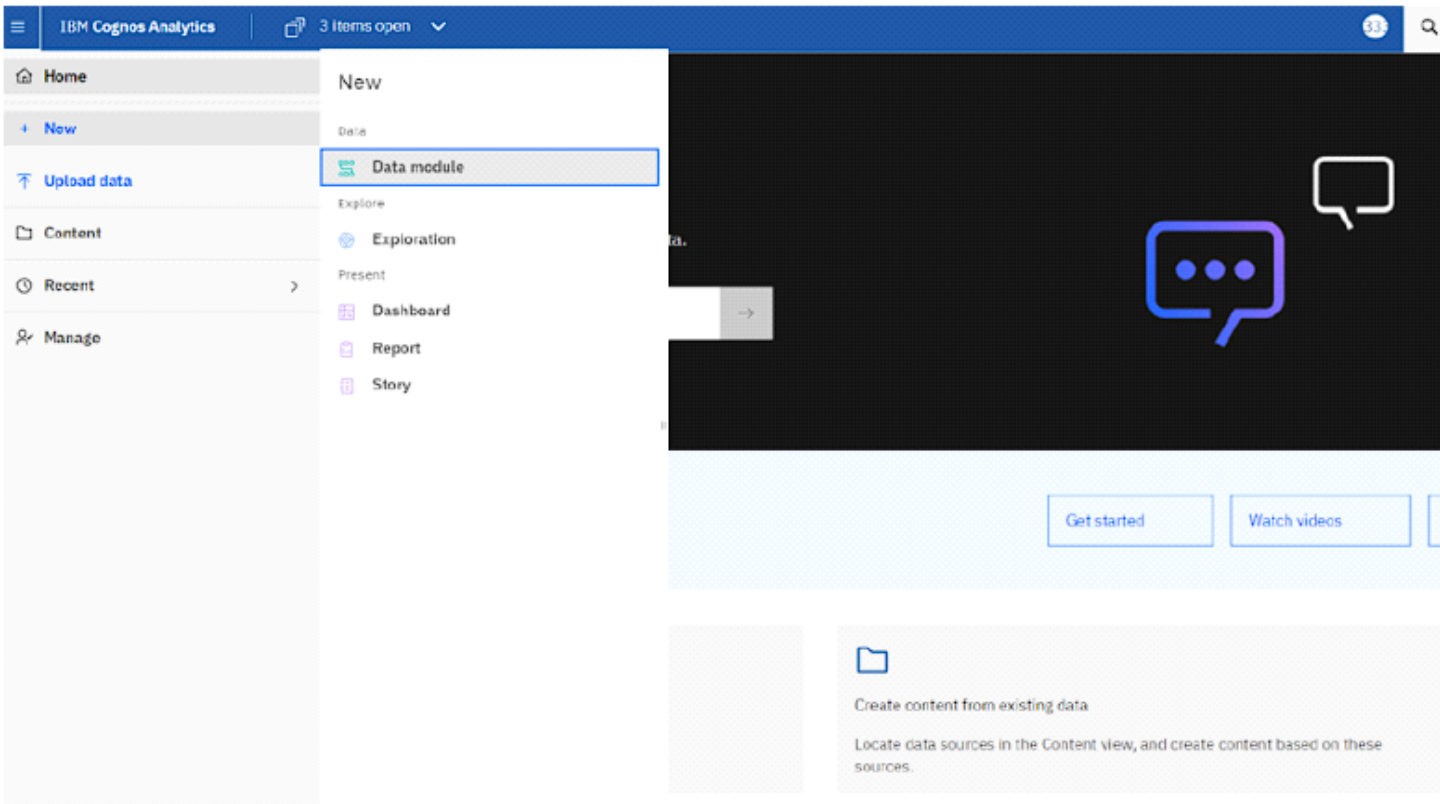
## Upload The Dataset, Delete Unnecessary Column and Create Data Module.

Step -1: Upload the data (CSV file) in the Cognos.

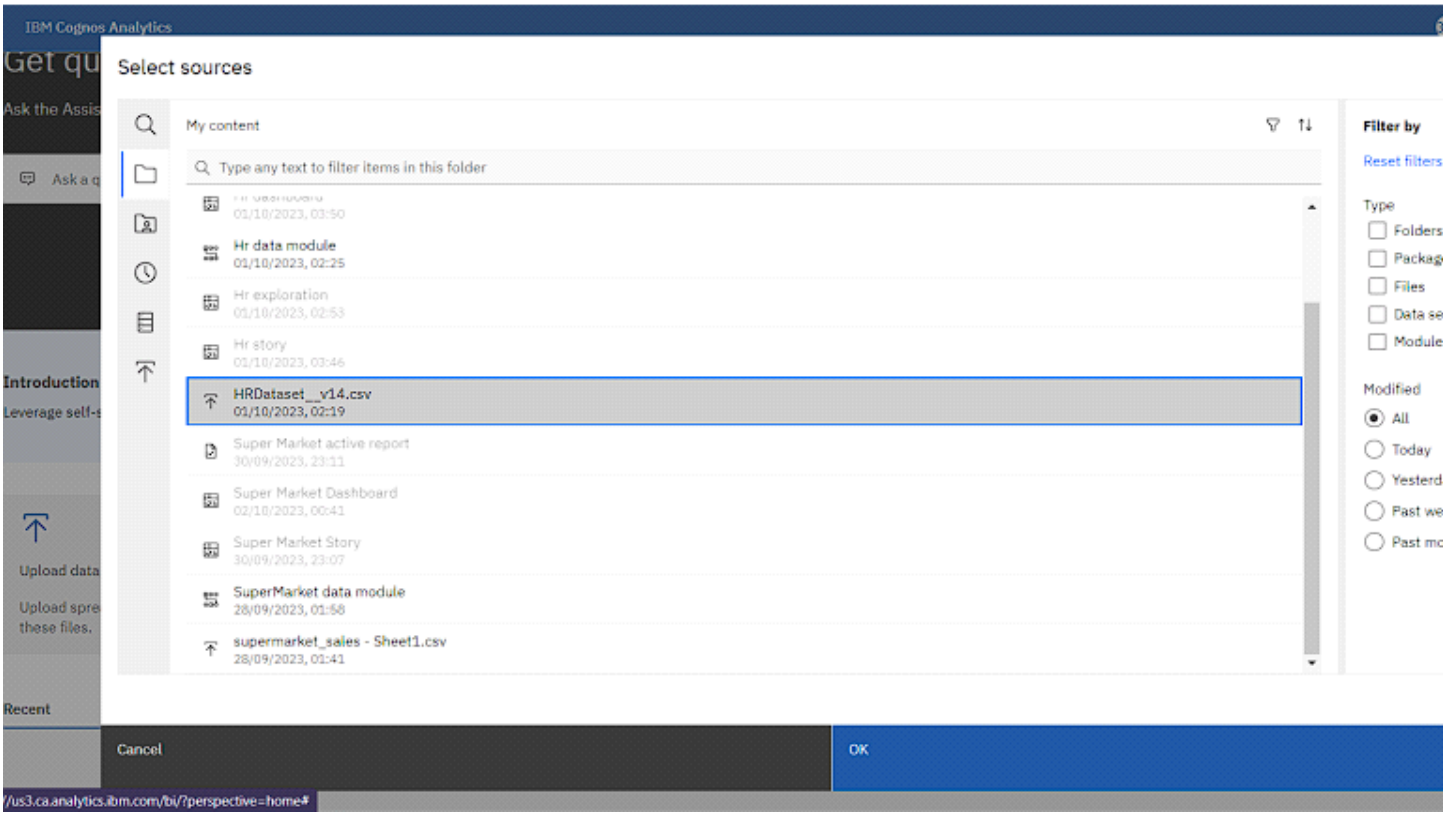




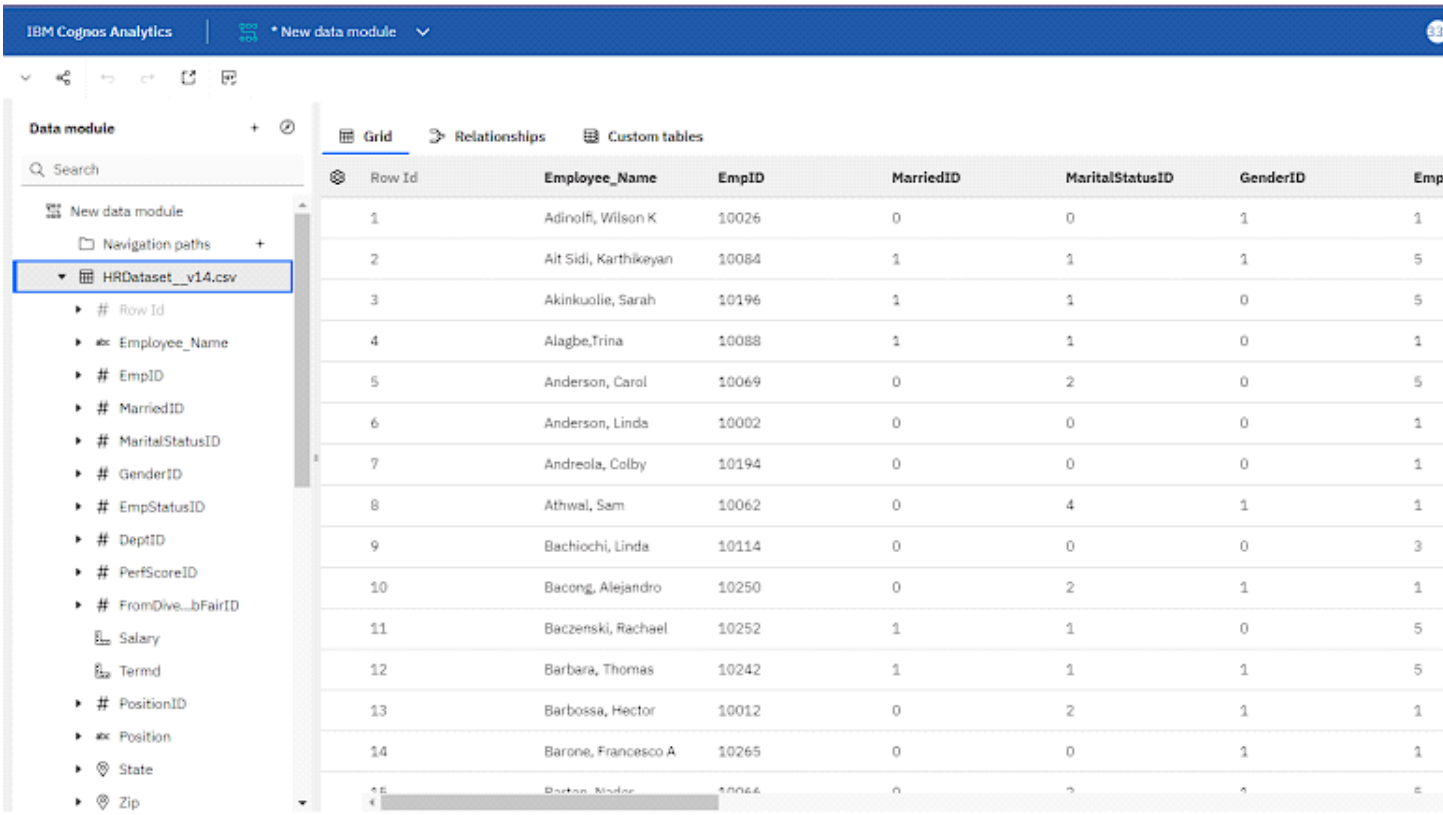

Step 2: Create Data Module.

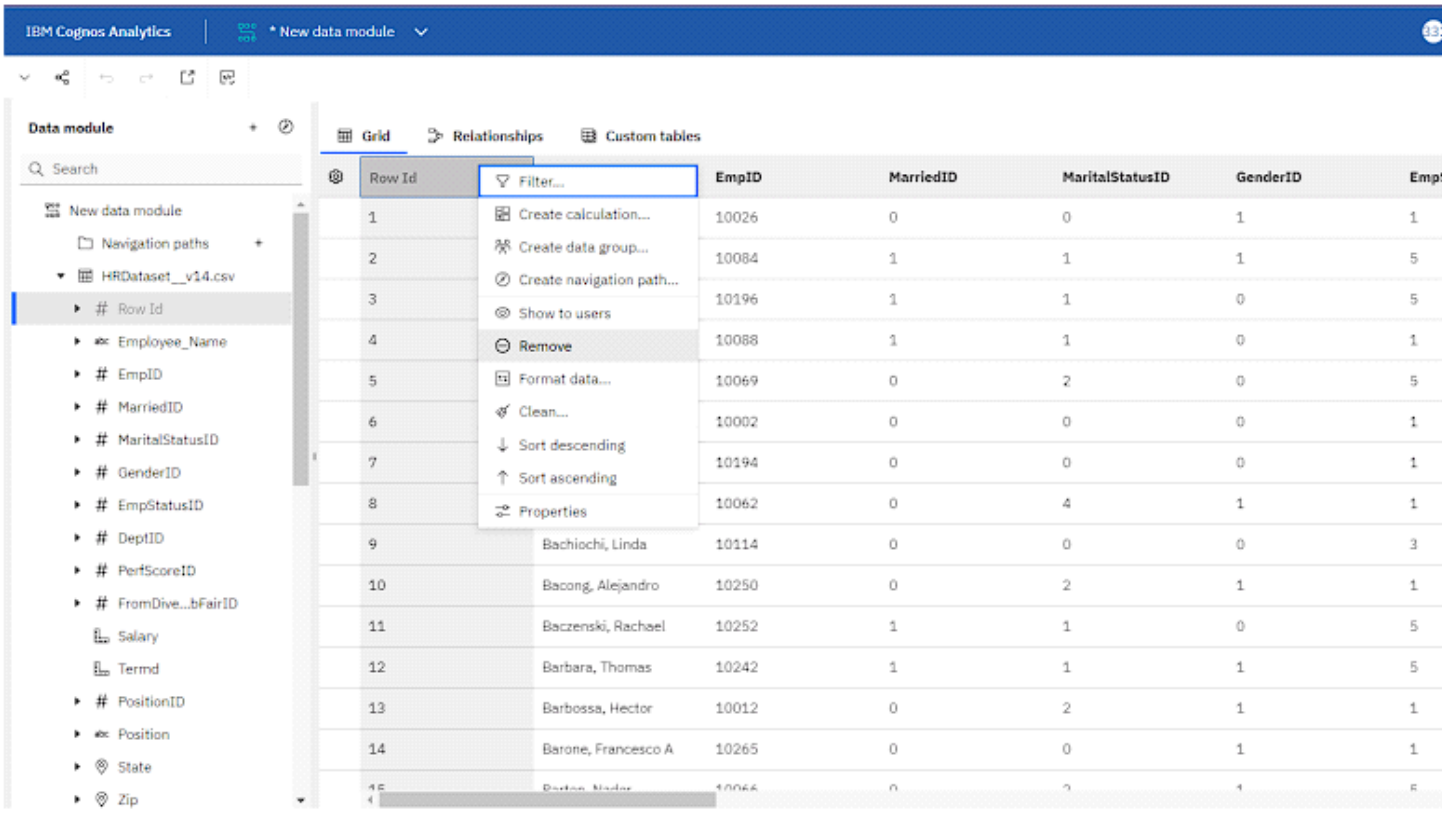



Step 3 : Select The Source CSV File.



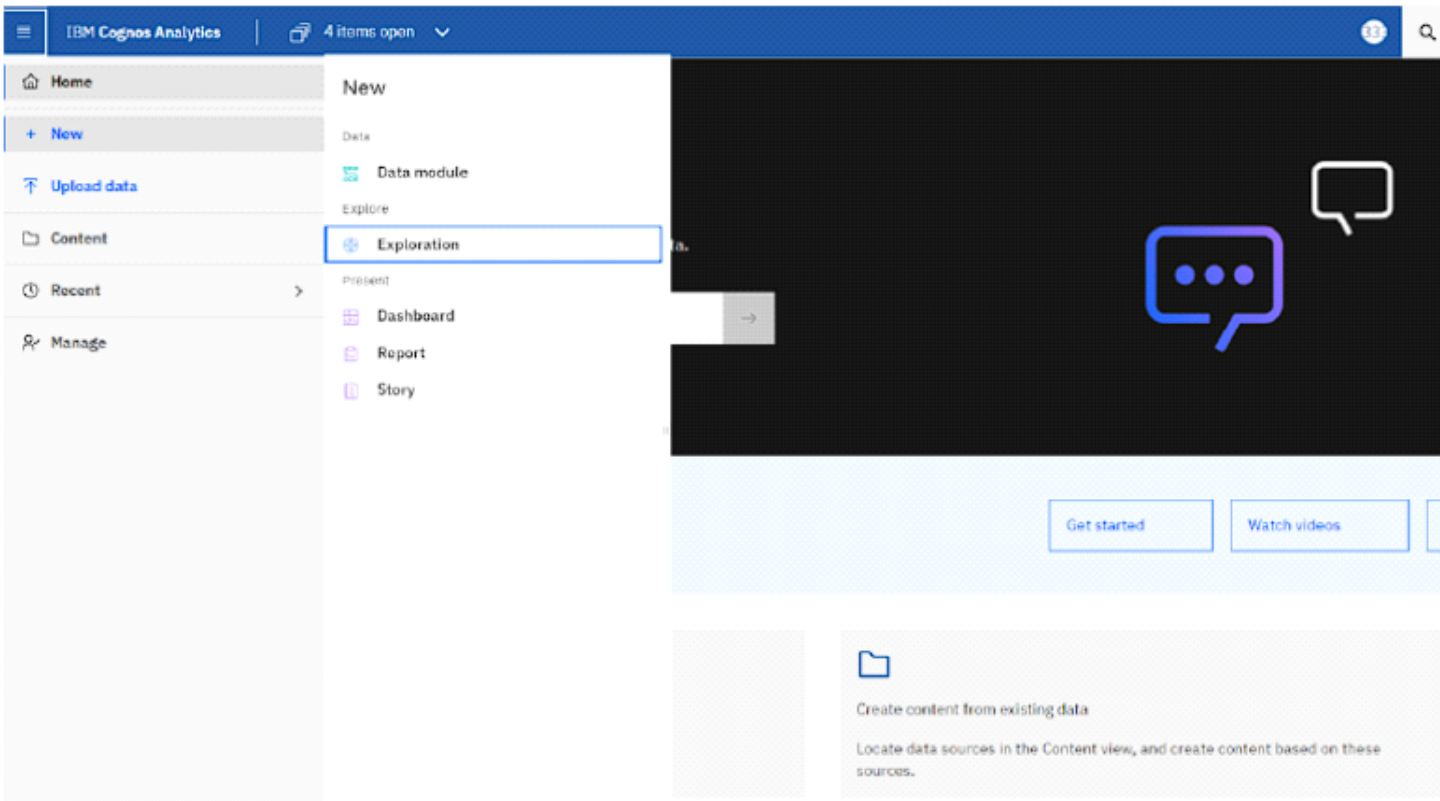

Step 4: After uploading, grid displays the table value of the CSV file. In that we able to delete or remove the unnecessary values.

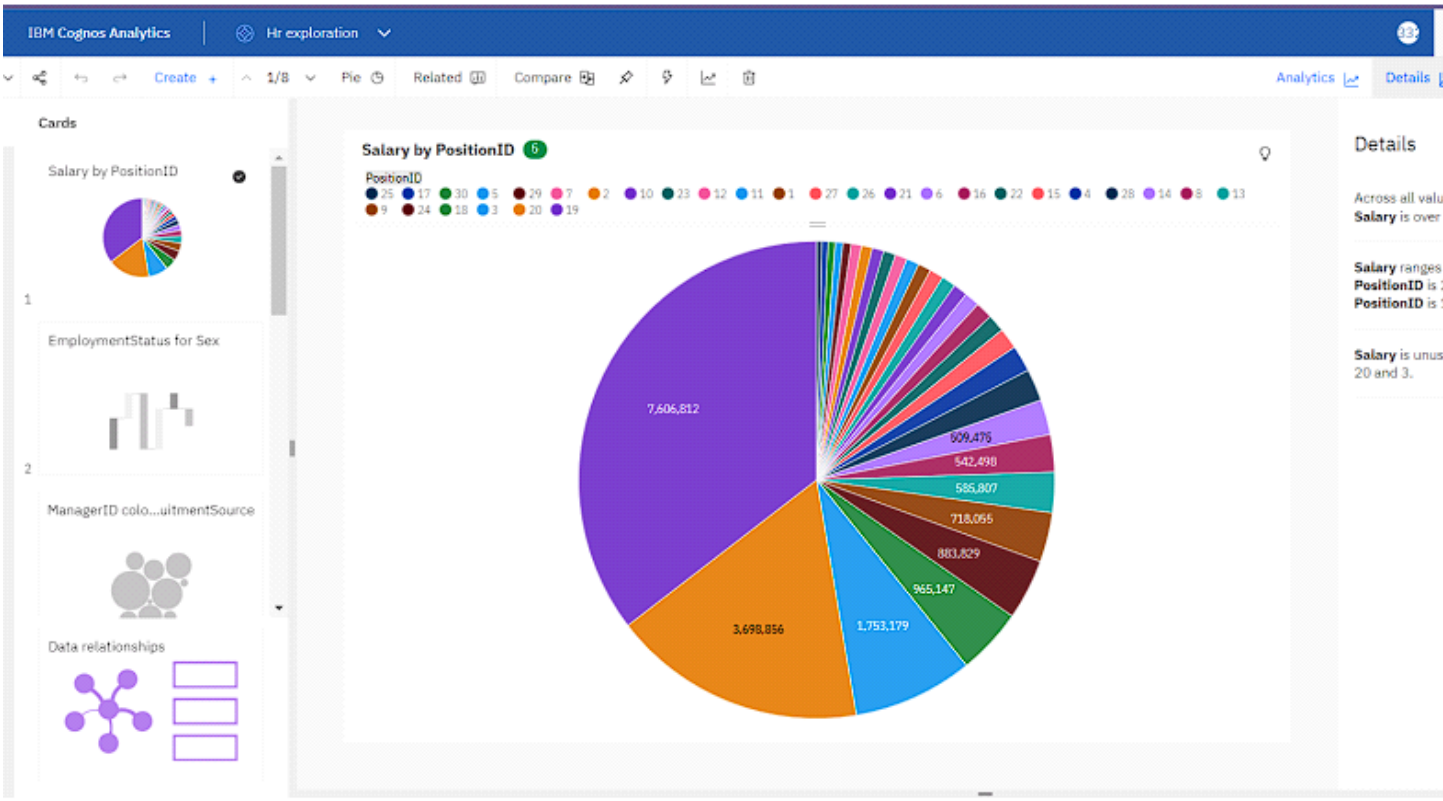

IBM Cognos Analytics
* New data module
Data module
Search
New data module
Navigation paths
HRDataset_v14.csv
Row Id
Employee_Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDive...bFairID
Salary
Termd
PositionID
Position
State
Zip
Grid
Relationships
Custom tables
Row Id
Employee_Name
EmpID
MarriedID
MaritalStatusID
GenderID
Emp
1 Adinolfi, Wilson K 10026 0 0 1 1
2 Ait Sidi, Karthikeyan 10084 1 1 1 5
3 Akinkuolie, Sarah 10196 1 1 0 5
4 Alagbe,Trina 10088 1 1 0 1
5 Anderson, Carol 10069 0 2 0 5
6 Anderson, Linda 10002 0 0 0 1
7 Andreola, Colby 10194 0 0 0 1
8 Athwal, Sam 10062 0 4 1 1
9 Bachiochi, Linda 10114 0 0 0 3
10 Bacong, Alejandro 10250 0 2 1 1
11 Baczenski, Rachael 10252 1 1 0 5
12 Barbara, Thomas 10242 1 1 1 5
13 Barbossa, Hector 10012 0 2 1 1
14 Barone, Francesco A 10265 0 0 1 1




**Explore The Dataset:**

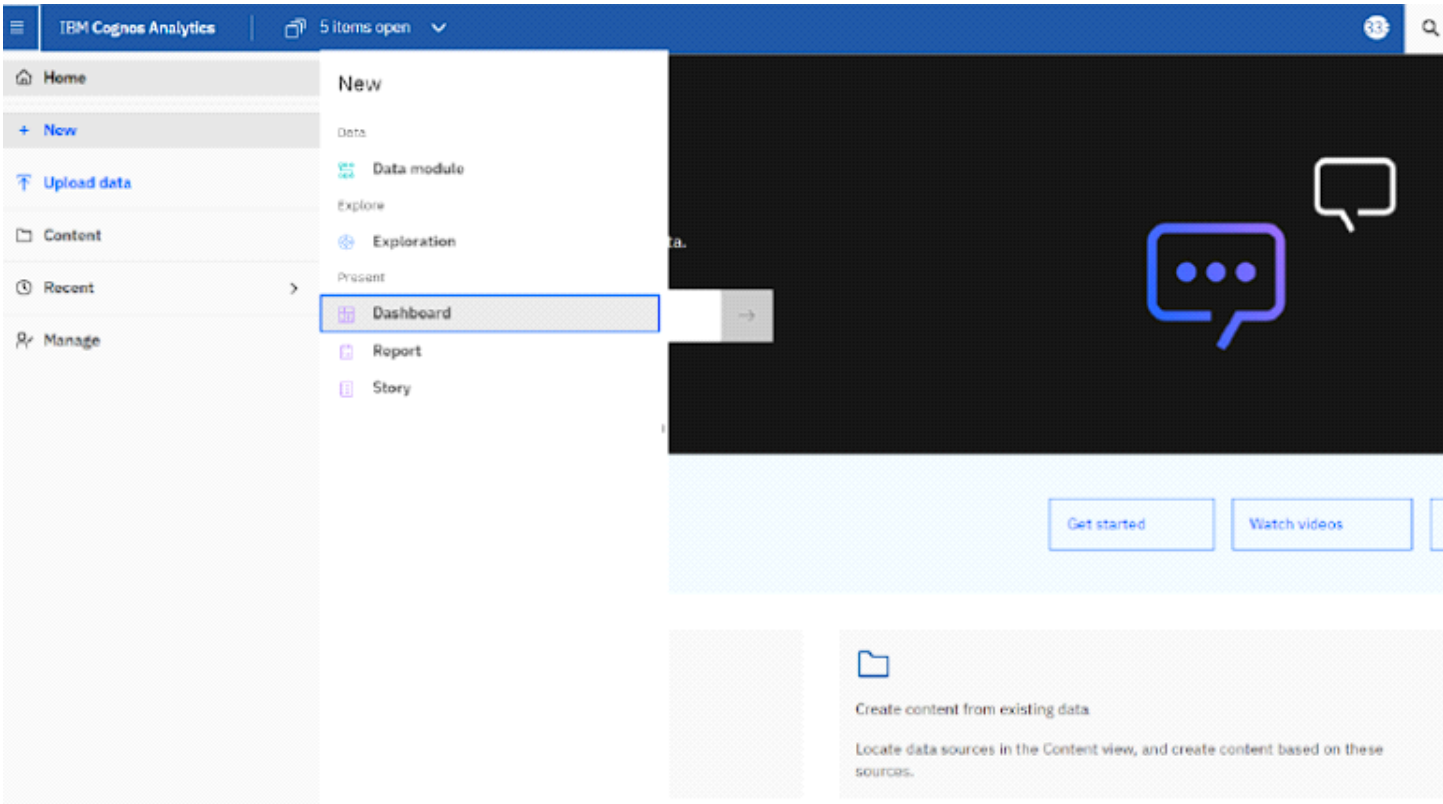
Step1: Select The Exploration.

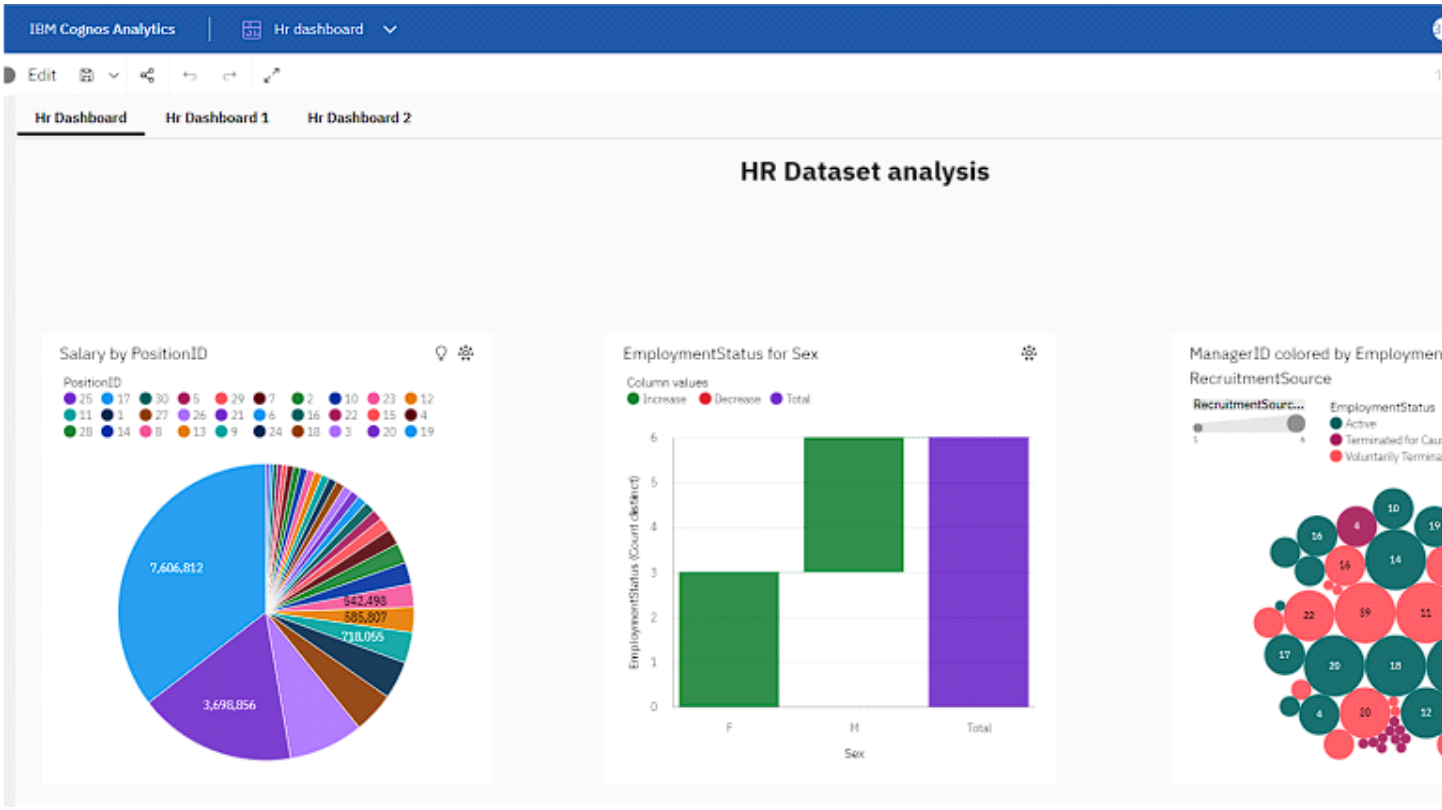

IBM Cognos Analytics
4 items open
Home
New
Upload data
Content
Recent
Manage
New
Data
Data module
Explore
Exploration
Present
Dashboard
Report
Story
Get started
Watch videos
Create content from existing data
Locate data sources in the Content view, and create content based on these sources.

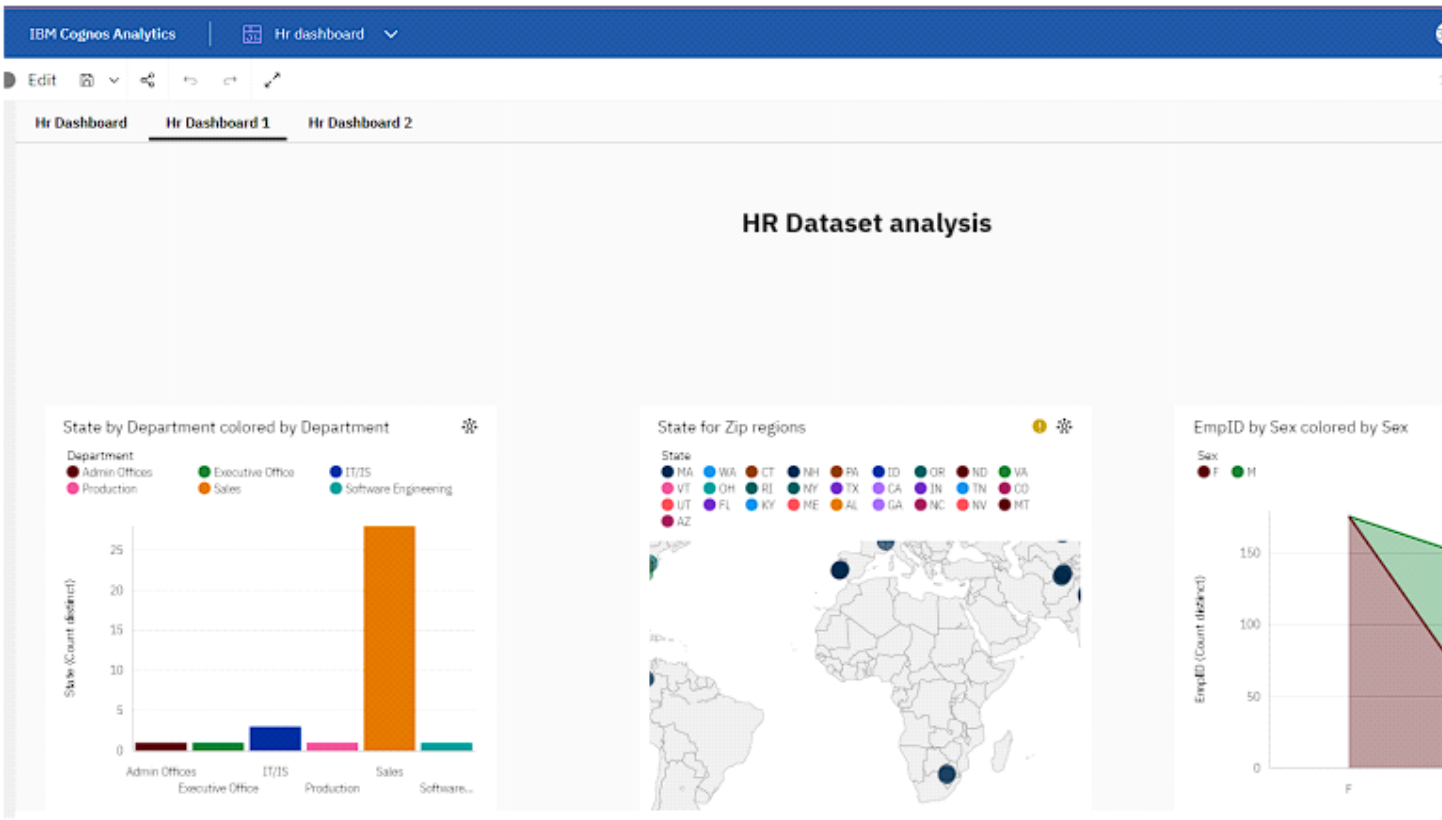



**Visualize The Dataset:**

Step 1: Create The Dashboard.

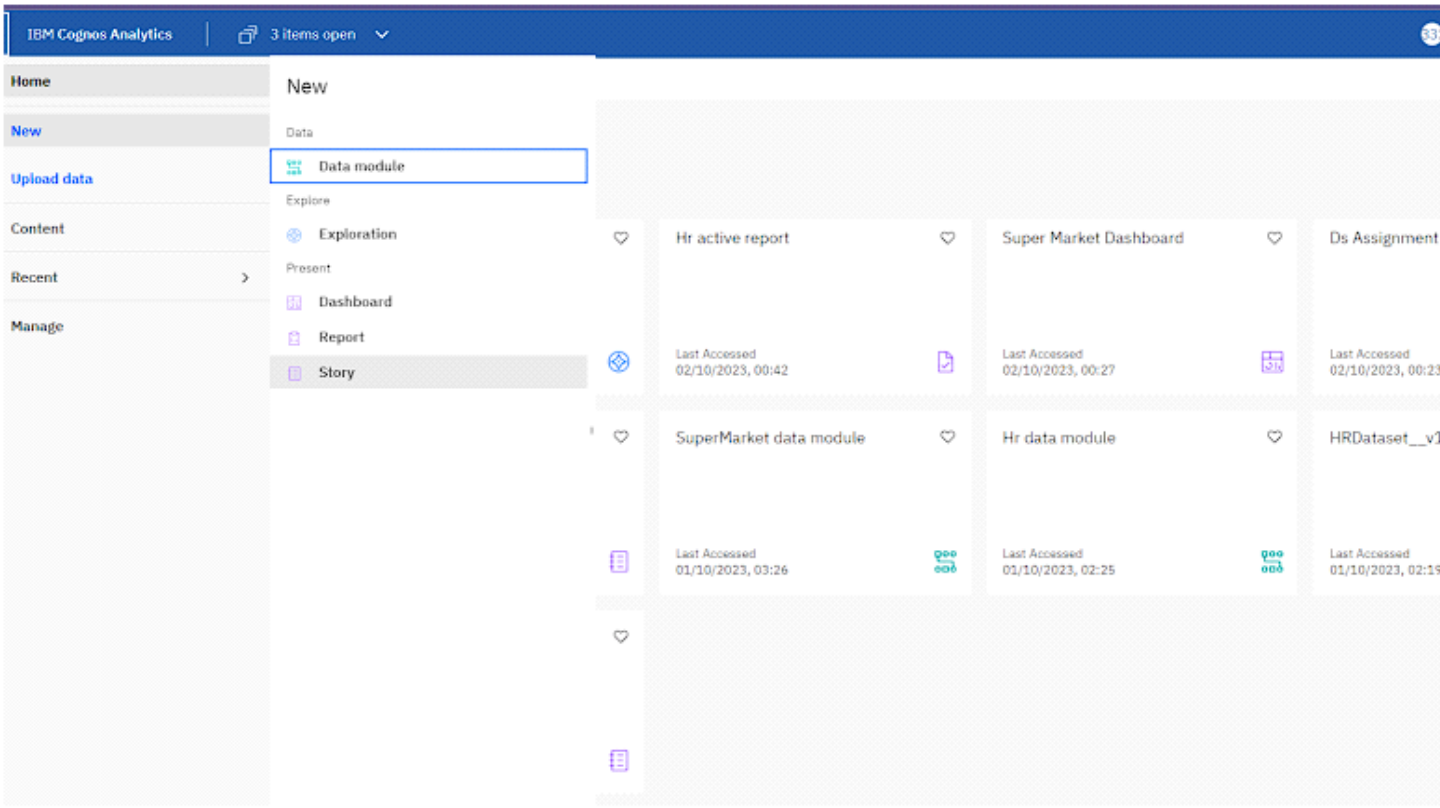

IBM Cognos Analytics
5 items open
Home
New
Upload data
Content
Recent
Manage
New
Data
Data module
Explore
Exploration
Present
Dashboard
Report
Story
Get started
Watch videos
Create content from existing data
Locate data sources in the Content view, and create content based on these sources.


IBM Cognos Analytics
Hr dashboard
Edit
Hr Dashboard
Hr Dashboard 1
Hr Dashboard 2
HR Dataset analysis
Salary by PositionID
PositionID
25 17 30 6 29 7 2 10 23 12
11 1 27 26 21 6 16 22 15 4
28 14 8 13 9 24 18 3 20 19
7,606,812
3,698,856
942,498
585,807
718,065
EmploymentStatus for Sex
Column values
Increase
Decrease
Total
EmploymentStatus (Count distinct)
0
1
2
3
4
5
6
F
M
Total
Sex
ManagerID colored by Employmen
RecruitmentSource
RecruitmentSourc...
EmploymentStatus
Active
Terminated for Cau
Voluntarily Termina




**Story Generation:**

Step 1: Create A Story for Hr Dataset.




Step 2: Create A Storyboard And Save it. Present The Story.

IBM Cognos Analytics | Hr story

n menu

# HR Analysis

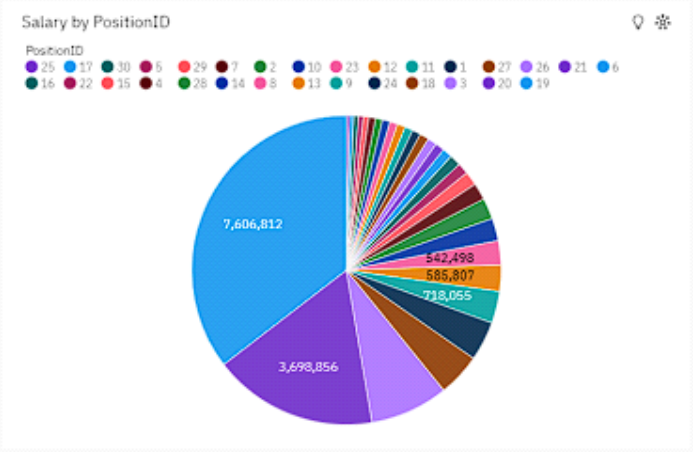
Prev scene | Next scene | Scene 1 of 9 | 0:00.0

IBM Cognos Analytics | Hr story

Edit

# Based on Salary by PositionID

- Salary is unusually high when PositionID is 19, 20 and 3.
- 12 ManagerID accounted for 12% of 19 Salary compared to 11% for 20.
- ManagerID 2 has the highest Salary at over 1.8 million, out of which PositionID 18 contributed the most at over 965 thousand.
- 18 has a Salary of over 965 thousand for ManagerID 2.
- PositionID 19 has the highest total Salary due to ManagerID 12.
- Across all values of PositionID, the sum of Salary is over 21 million.
- Salary ranges from almost 78 thousand, when PositionID is 25, to over 7.6 million, when PositionID is 19.



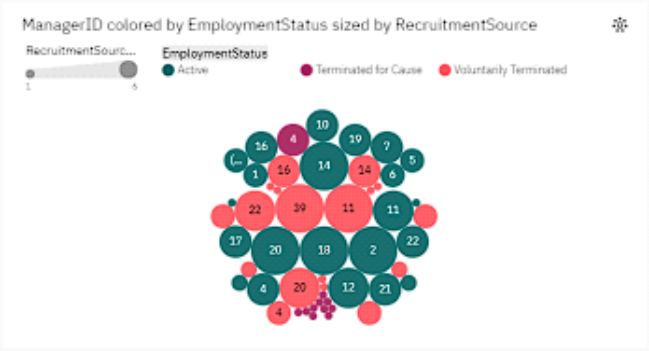

Prev scene | Next scene | Scene 2 of 9 | 0:02.0

IBM Cognos Analytics | Hr story

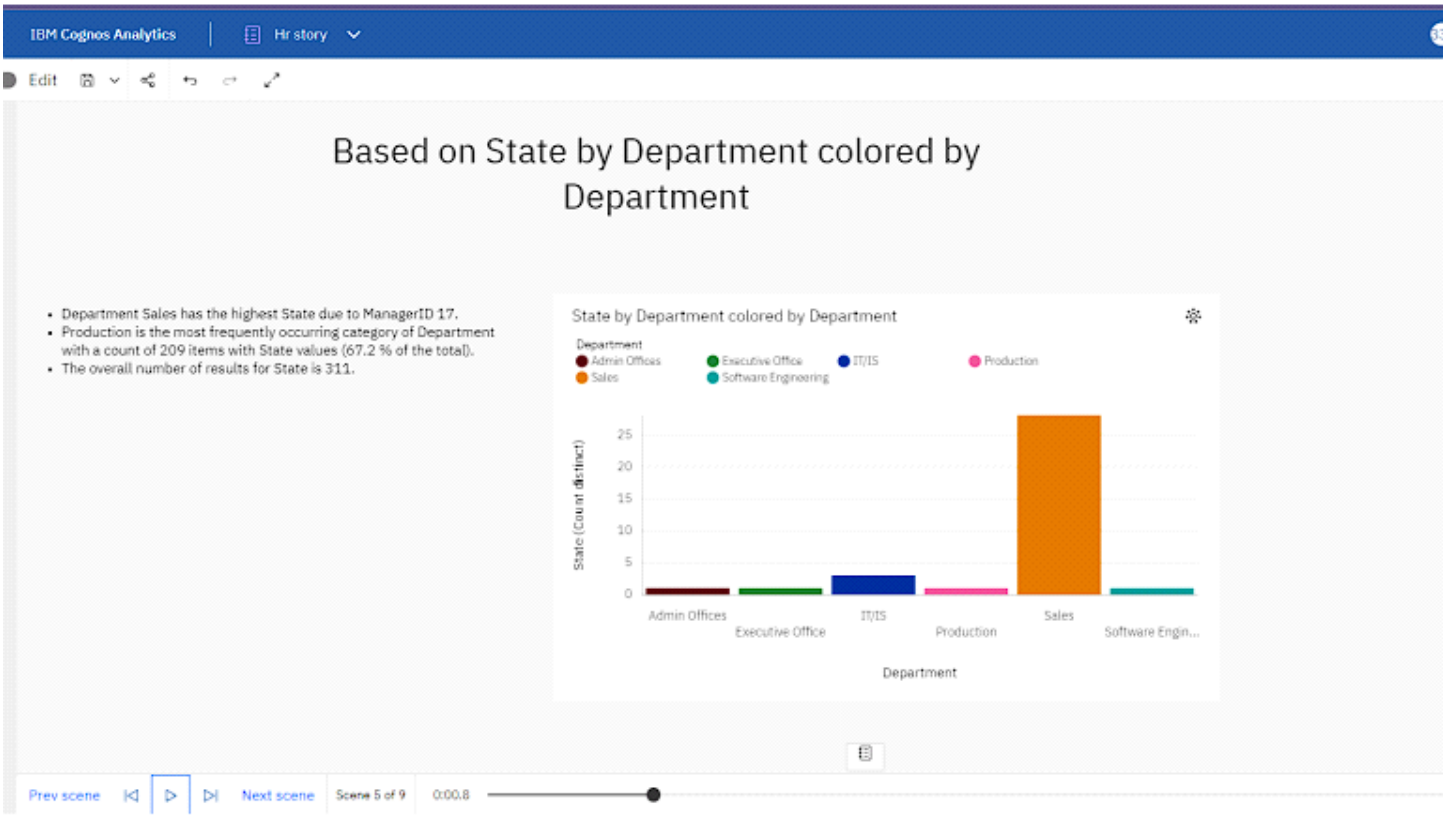
en menu

# Based on ManagerID colored by EmploymentStatus sized by RecruitmentSource

- ManagerID 2 has the highest values of both RecruitmentSource and Salary.
- EmploymentStatus Active has the highest RecruitmentSource at 84, out of which ManagerID 14 contributed the most at 6.
- 11 has a RecruitmentSource of 6 for EmploymentStatus Voluntarily Terminated.
- ManagerID 20 RecruitmentSource from EmploymentStatus Active is 6, whereas 11 is only 5.
- ManagerID 20 has the highest RecruitmentSource due to EmploymentStatus Active.
- EmploymentStatus Active has the highest Total Salary but is ranked #2 in Count distinct RecruitmentSource.
- EmploymentStatus Voluntarily Terminated has the highest Count distinct RecruitmentSource but is ranked #2 in Total Salary.
- 12 (7.1 %), 16 (7.1 %), 18 (7.1 %), 20 (7.1 %), and 22 (6.8 %) are the most frequently occurring categories of ManagerID with a combined count of 109 items with RecruitmentSource values (35 % of the total) .
- The overall number of results for RecruitmentSource is 311.

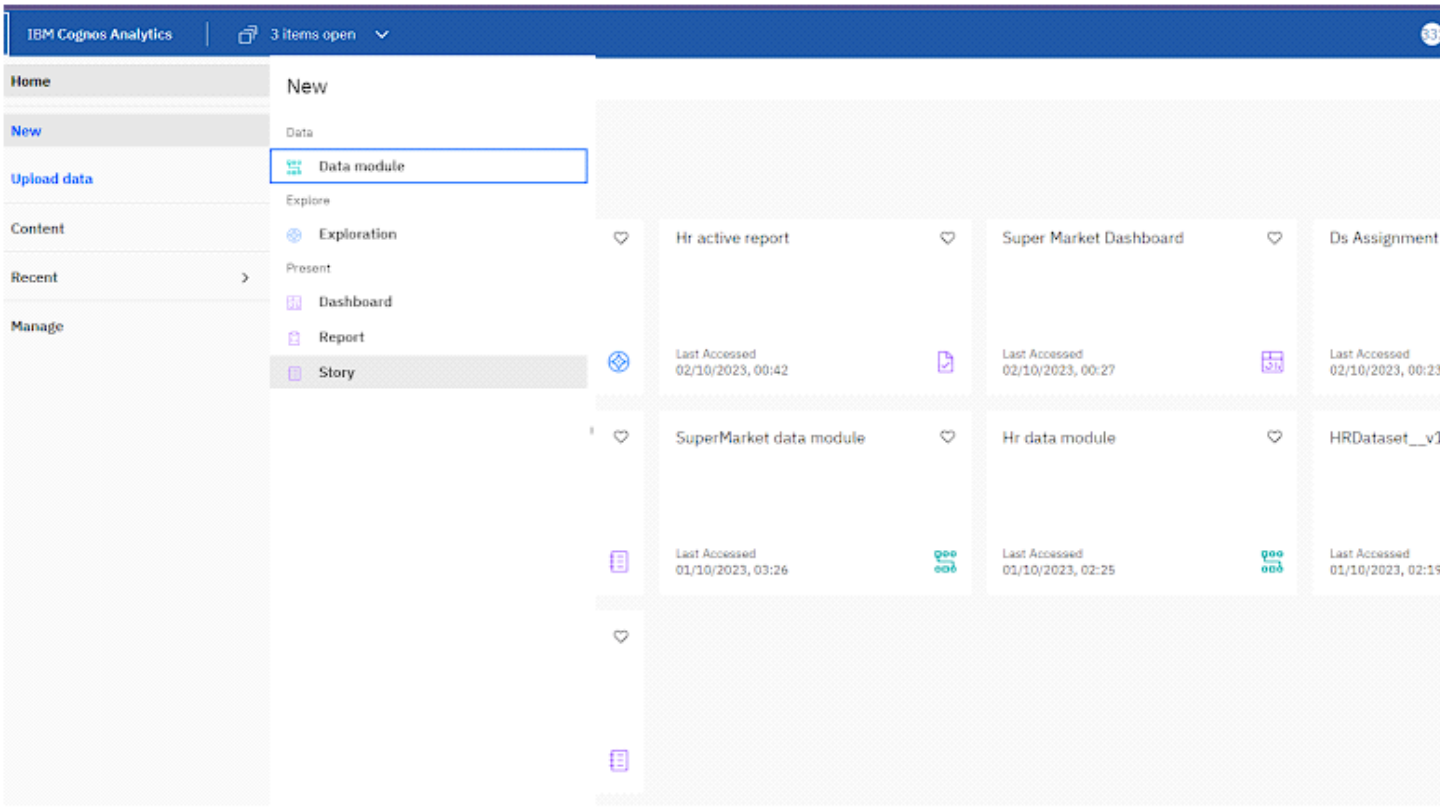



Prev scene | Next scene | Scene 4 of 9 | 0:00.6

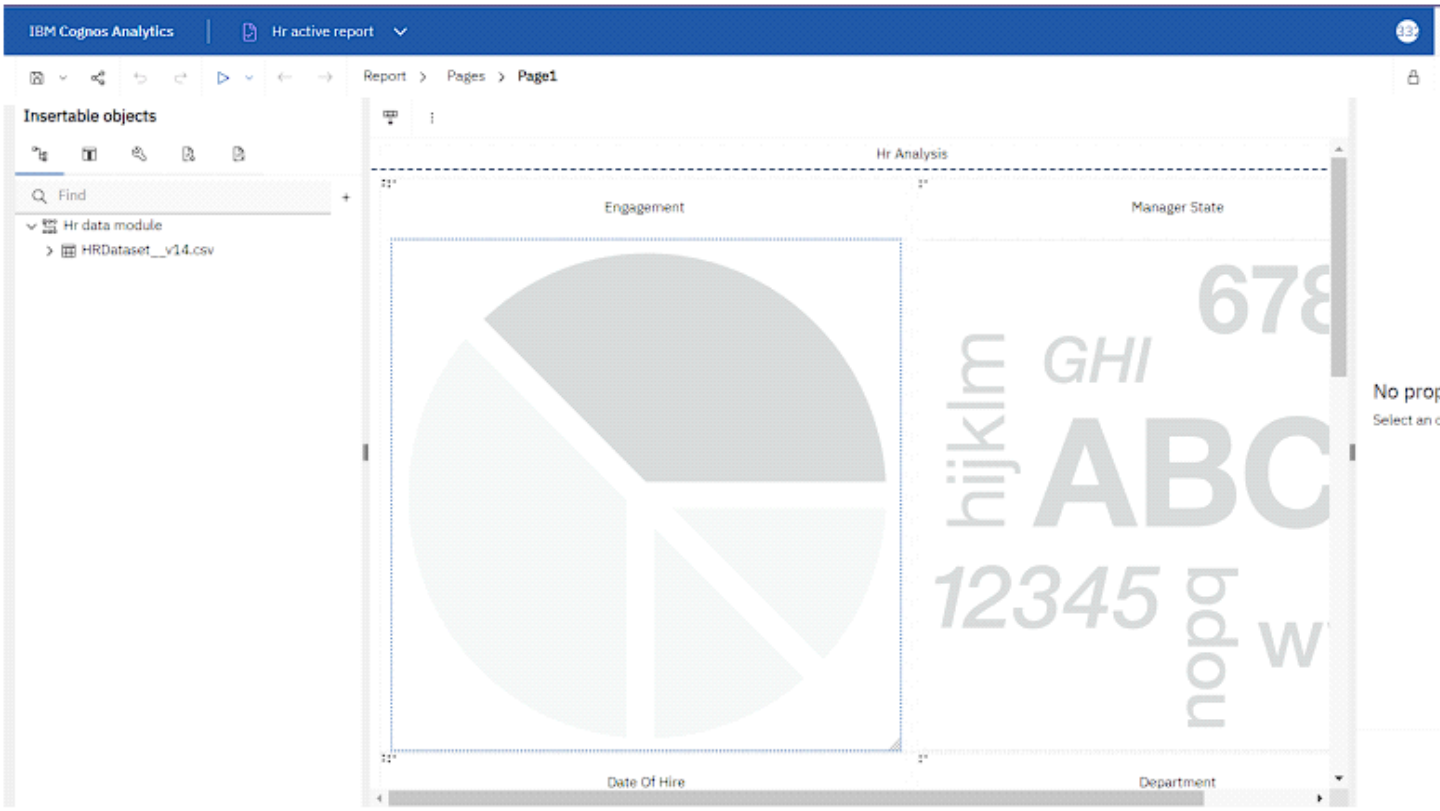



**Report Generation:**

Step 1: Create a Report For Hr Data Module.

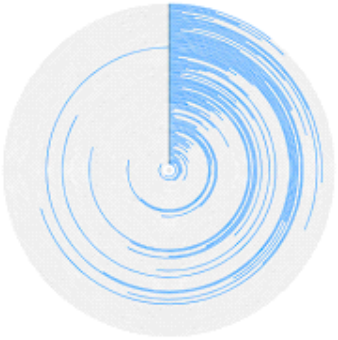



Step 2: Create A 2 By 3 Active Report And Save It. Present The Visualization.



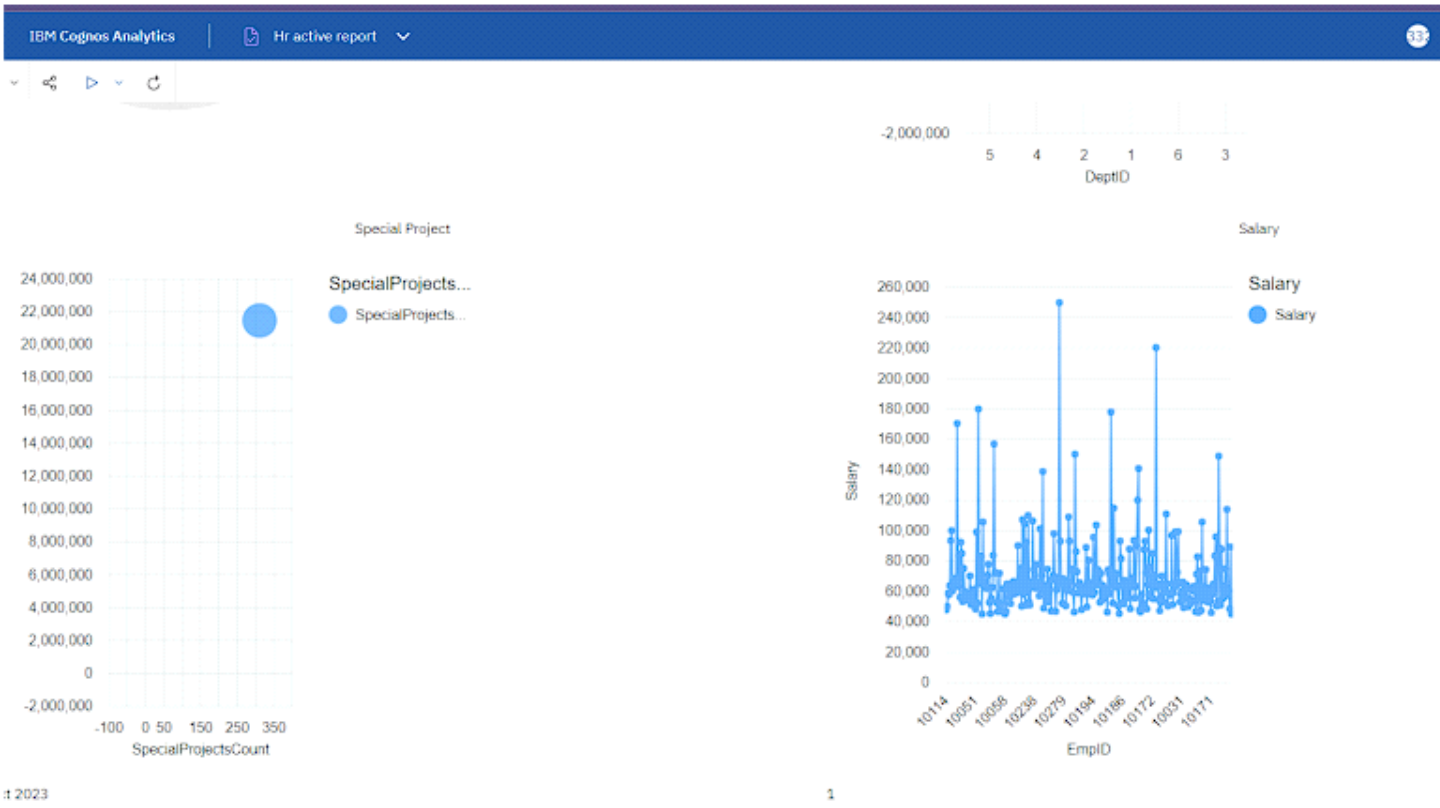

Step 3: Run The Active Report.

IBM Cognos Analytics | Hr active report



Special Project

Salary


IBM Cognos Analytics
Hr active report
-2,000,000
5 4 2 1 6 3
DeptID
Special Project
SpecialProjects...
SpecialProjects...
24,000,000
22,000,000
20,000,000
18,000,000
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
-2,000,000
-100 0 50 150 250 350
SpecialProjectsCount
Salary
Salary
Salary
260,000
240,000
220,000
200,000
180,000
160,000
140,000
120,000
100,000
80,000
60,000
40,000
20,000
0
10114 10051 10058 10238 10279 10194 10186 10172 10031 10171
EmpID