

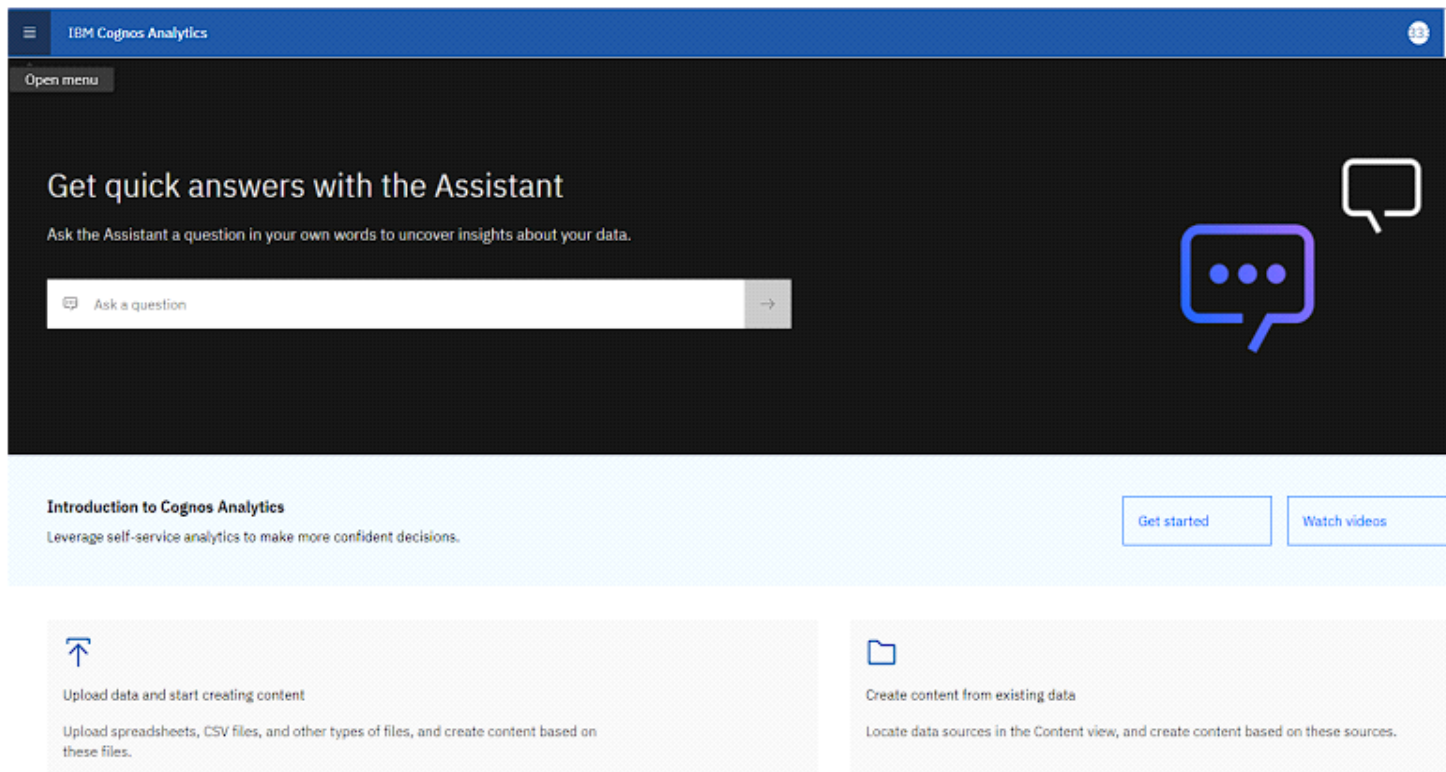
HR ANALYSIS VISUALIZATION

NAME :

PRAVEEN KUMAR N

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

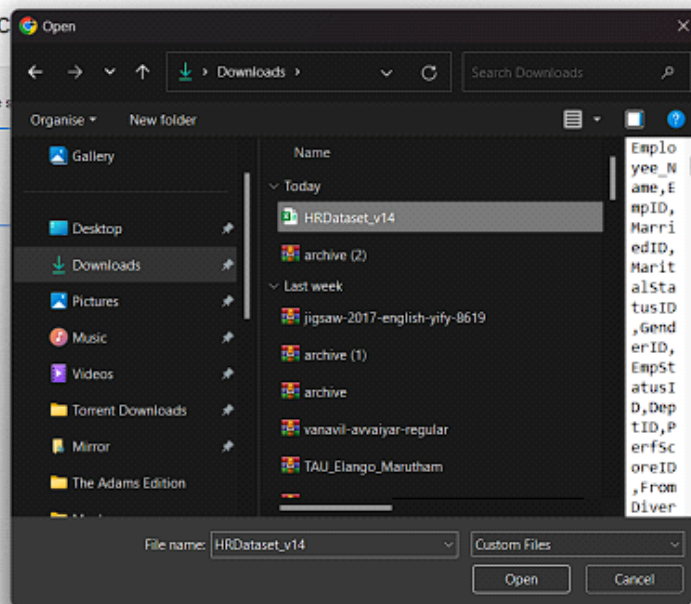
Step -1: Upload the data (CSV file) in the Cognos.



Upload data and start c

You can upload supported file types that are s

Drag and drop file here or click to upload

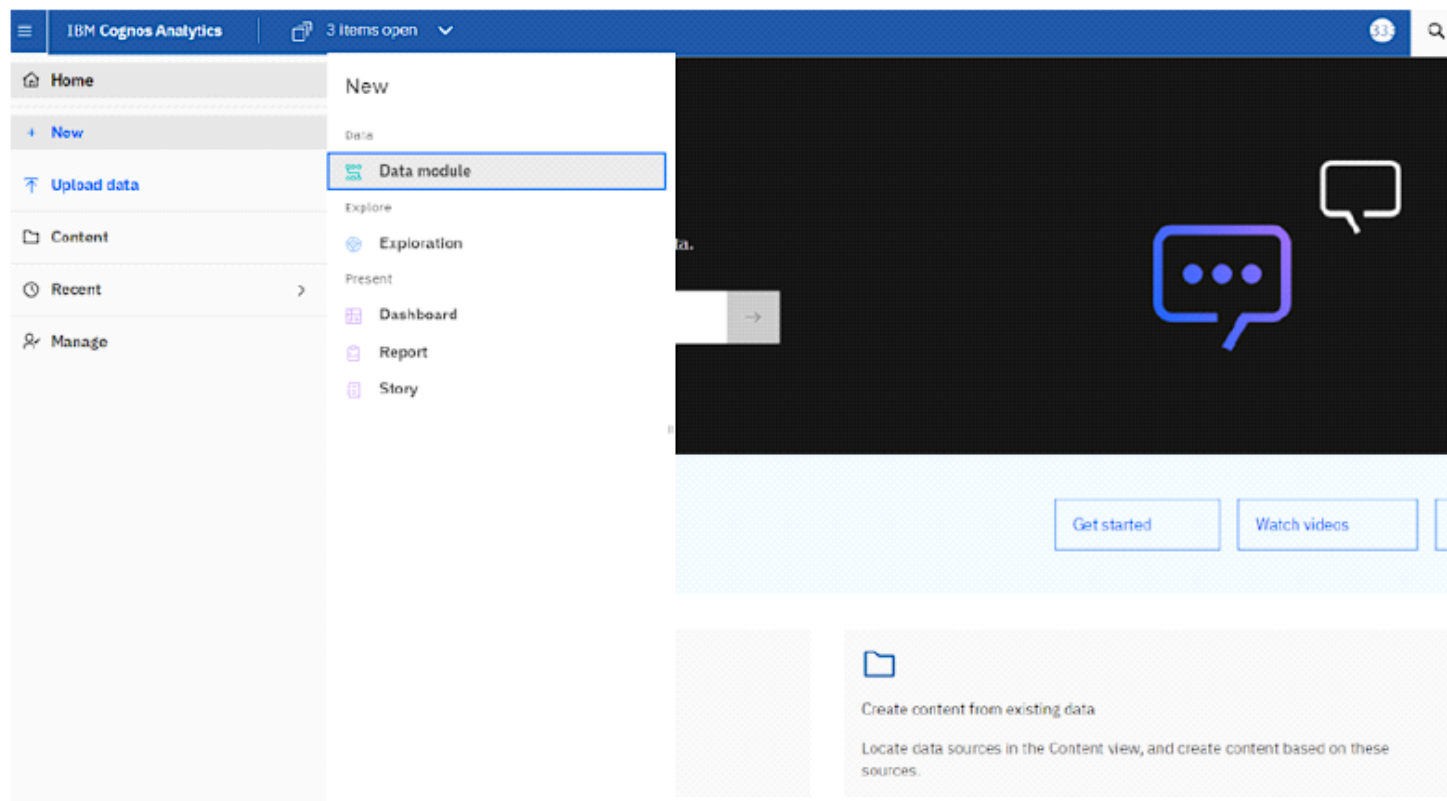


Want to know more about uploading data? [Learn more](#)

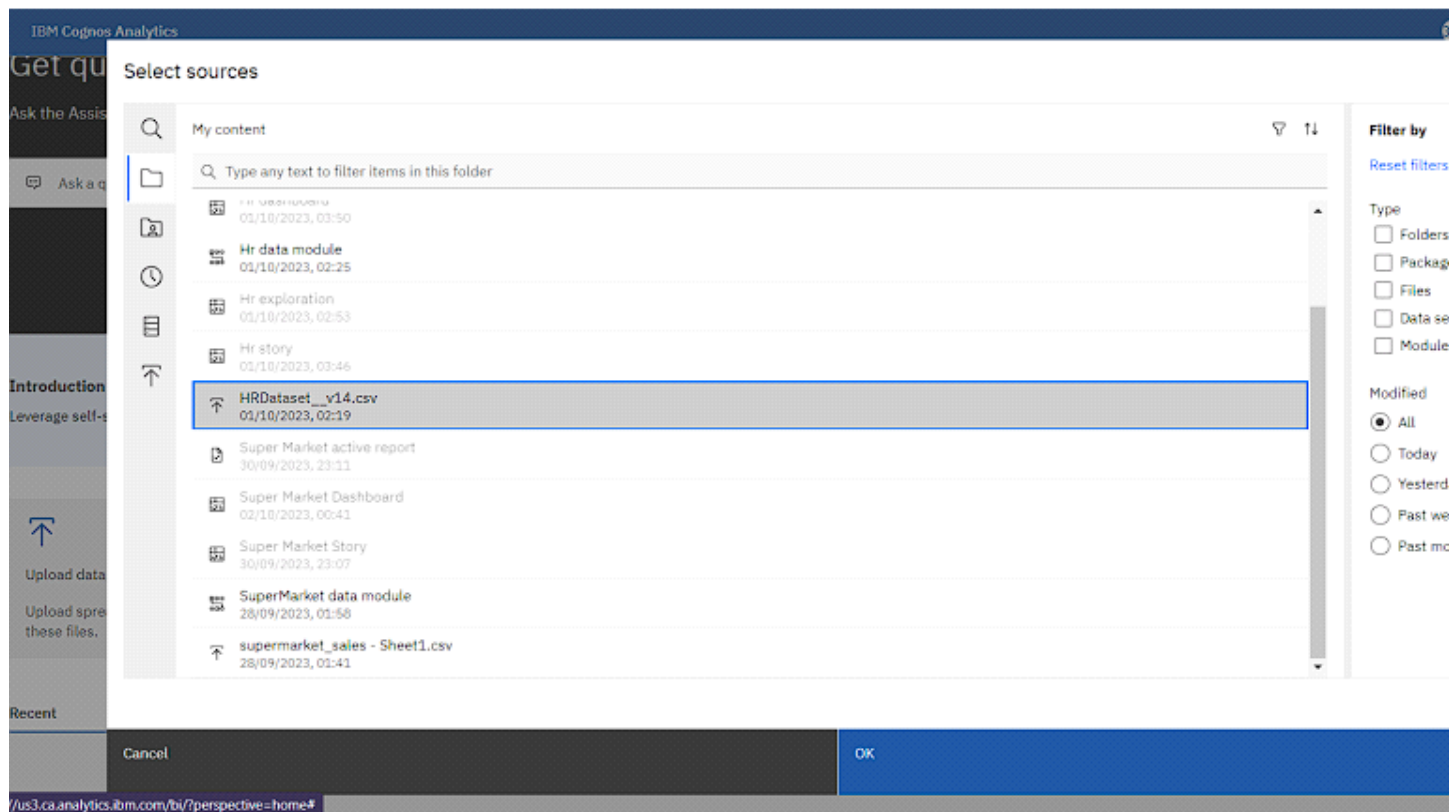
[Cancel](#)

[Back](#)

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.



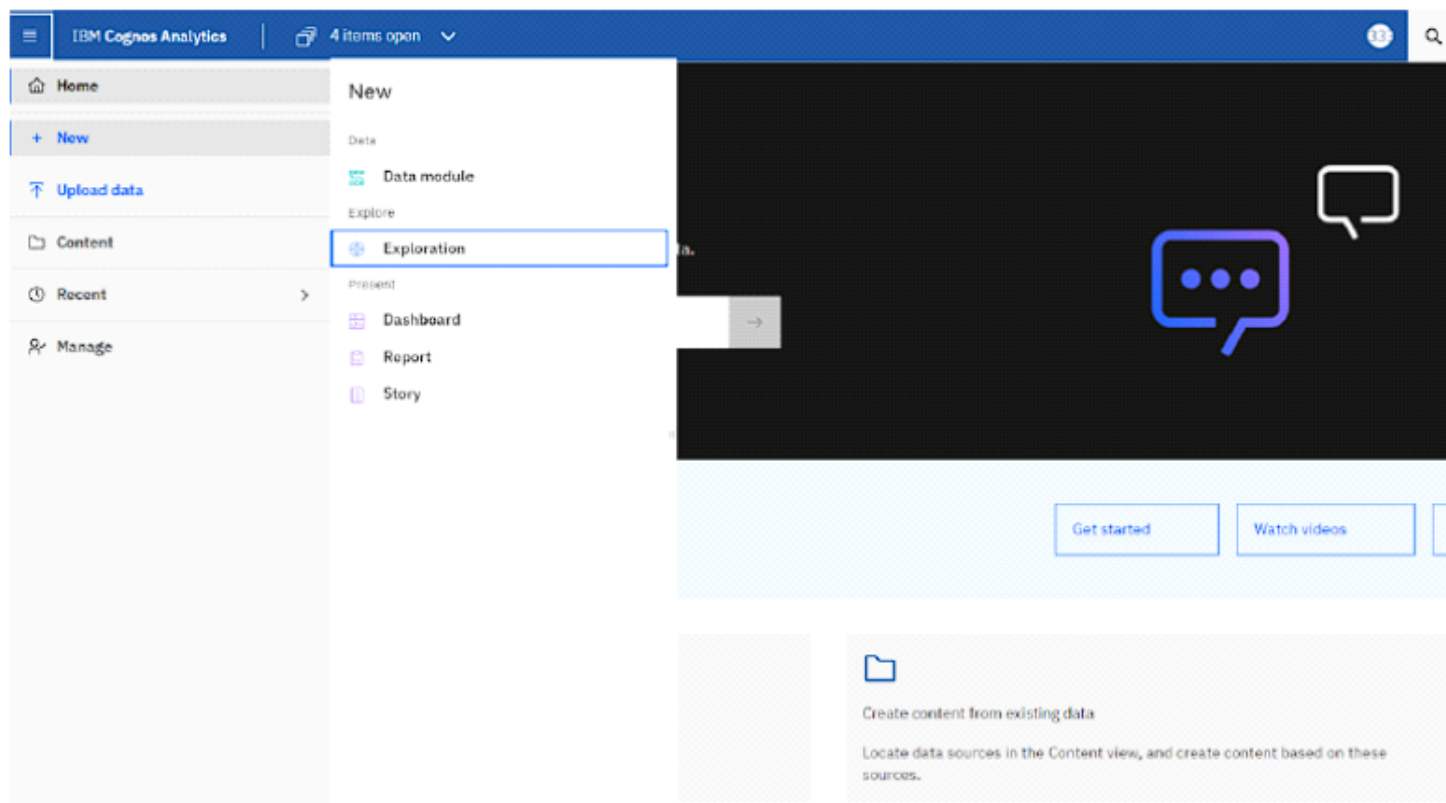
Data module

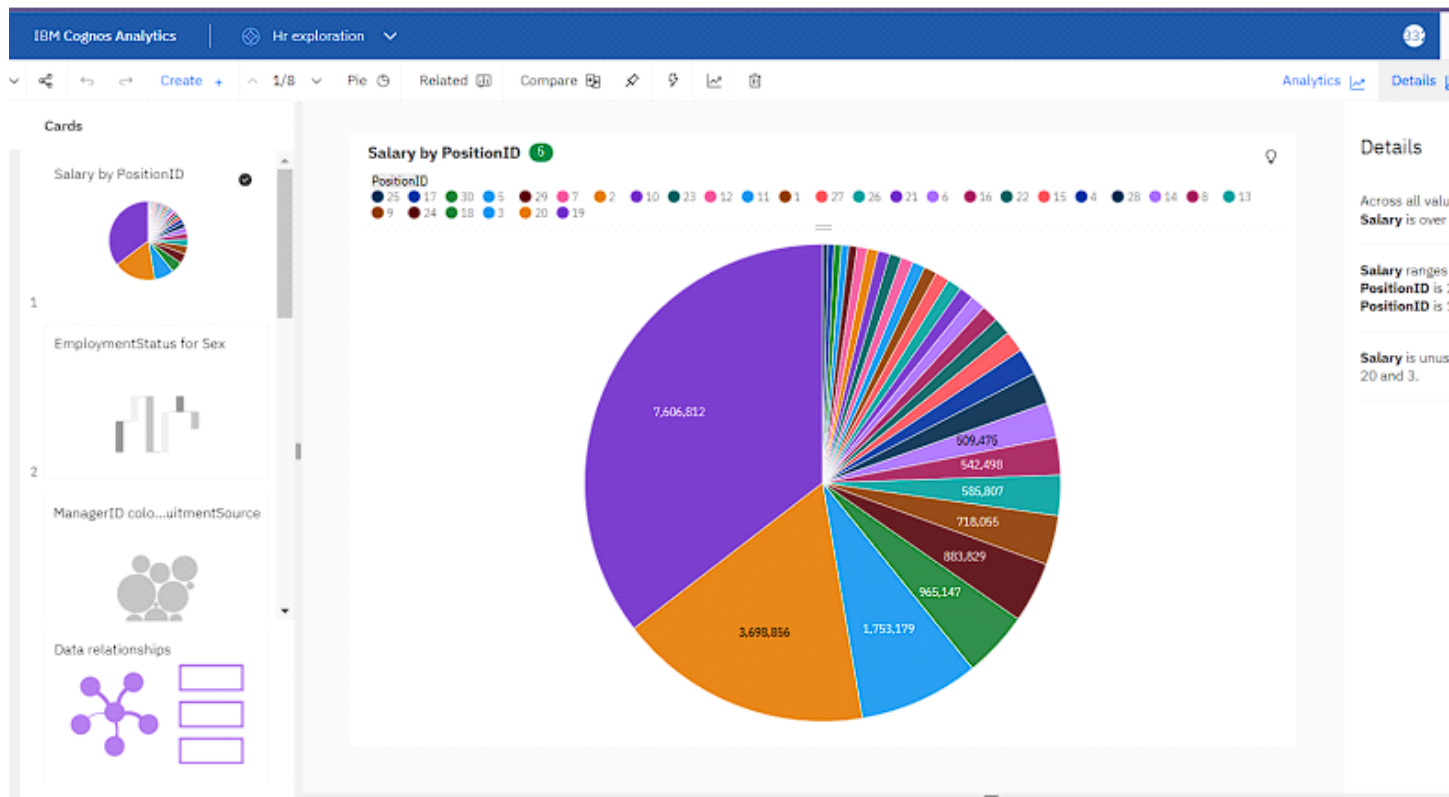
Search

- 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

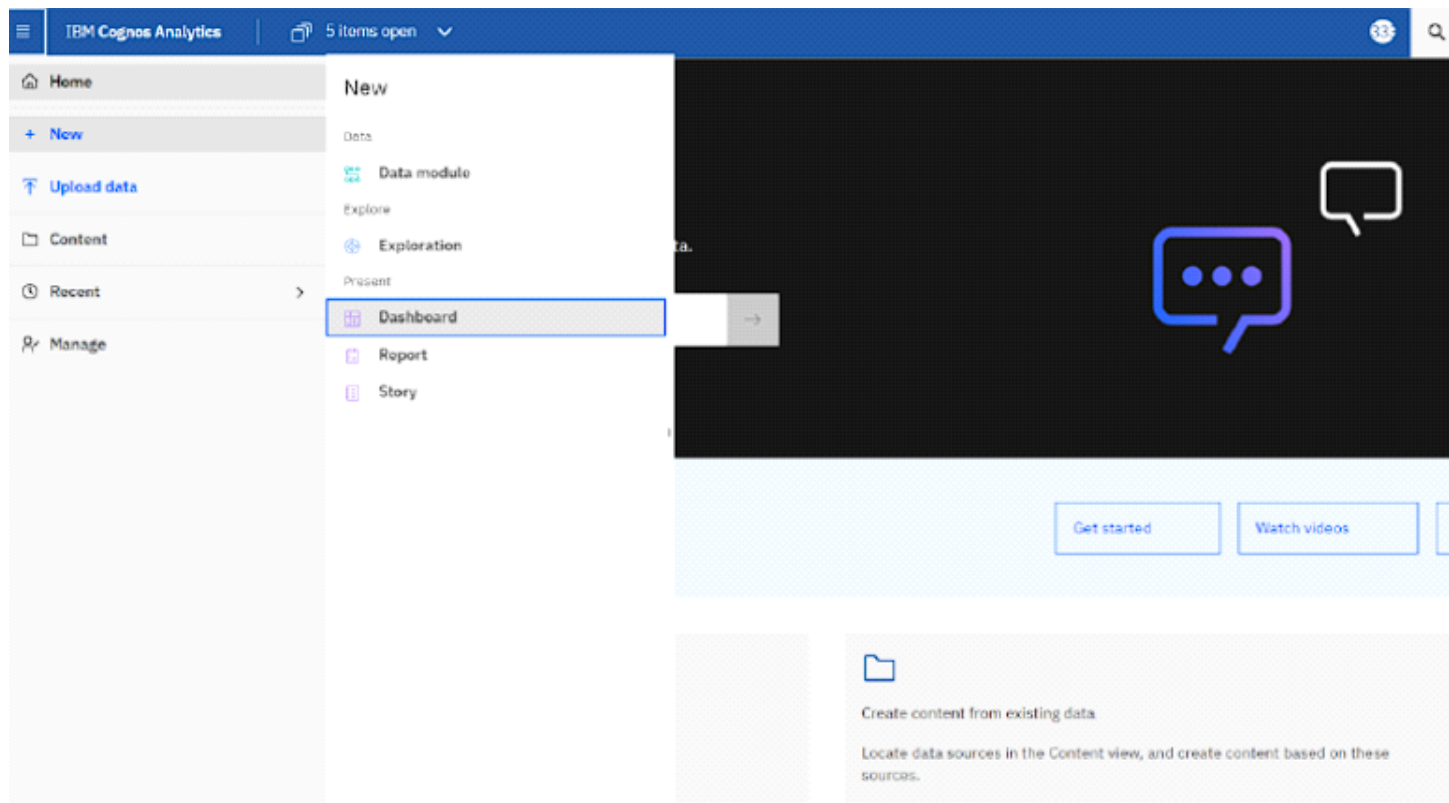
Row Id	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	Emp
1	Adinolfi, Wilson K	10026	0	0	1	1
2	Ait Sidi, Karthikeyan	10084	1	1	1	5
3	Akinkuolie, Sarah	10196	1	1	0	5
4	Alagbe,Trina	10088	1	1	0	1
5	Anderson, Carol	10069	0	2	0	5
6	Anderson, Linda	10002	0	0	0	1
7	Andreola, Colby	10194	0	0	0	1
8	Athwal, Sam	10062	0	4	1	1
9	Bachiochi, Linda	10114	0	0	0	3
10	Bacong, Alejandro	10250	0	2	1	1
11	Baczinski, 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
15	Barton, Mufar	10064	0	2	1	5





Visualize The Dataset:

Step 1: Create The Dashboard.

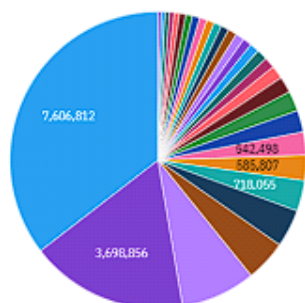


HR Dataset analysis

Salary by PositionID

PositionID

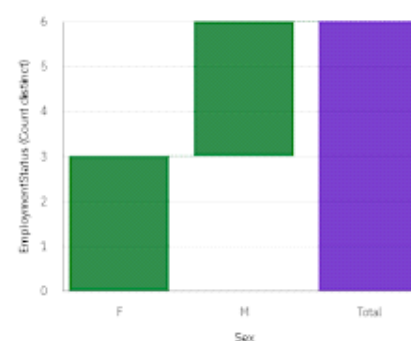
25 17 30 5 29 7 2 10 23 12
11 1 27 26 21 6 16 22 15 4
28 14 8 13 9 34 18 3 20 19



EmploymentStatus for Sex

Column values

Increase Decrease Total



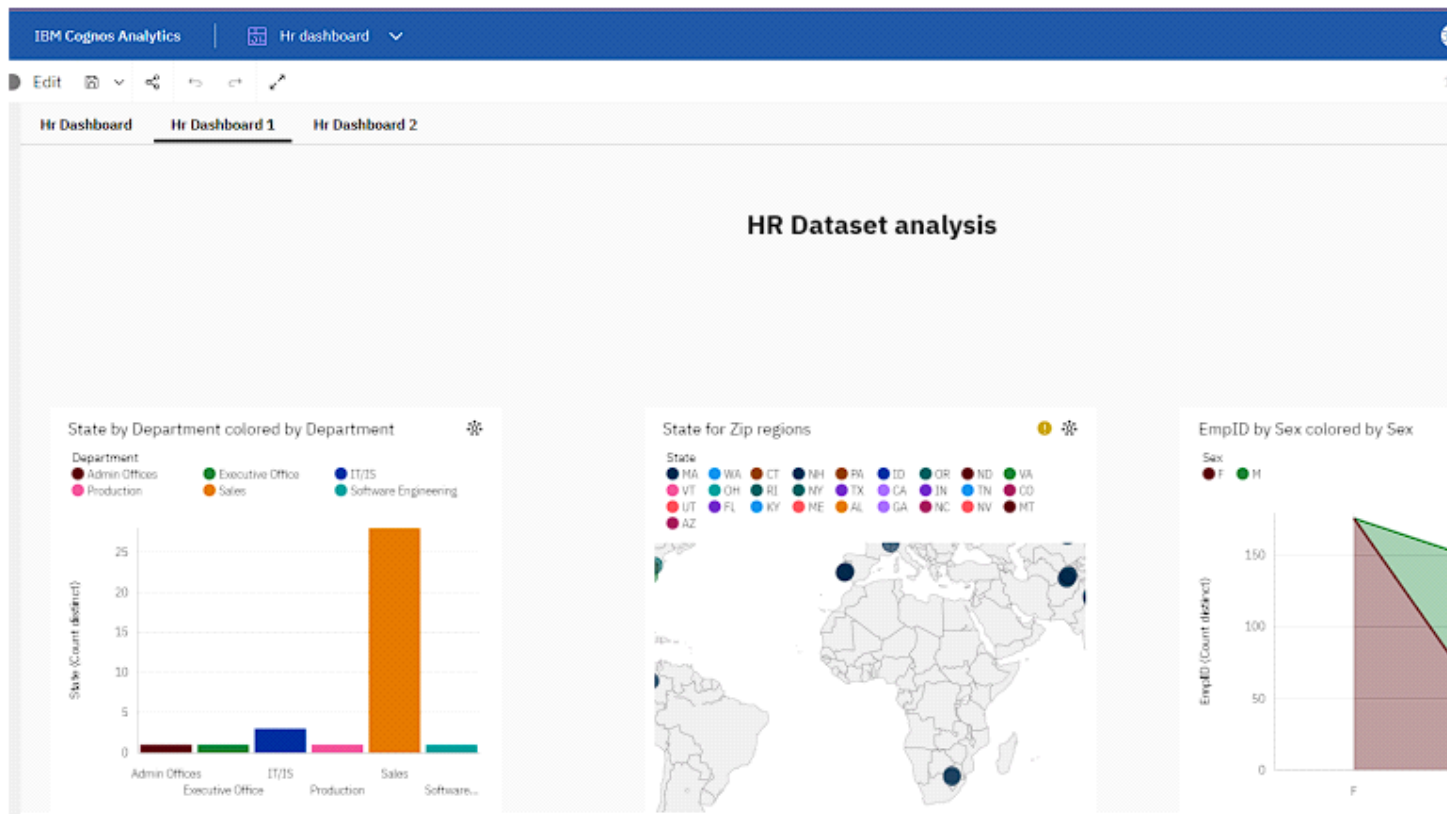
ManagerID colored by EmploymentStatus

RecruitmentSource...

EmploymentStatus

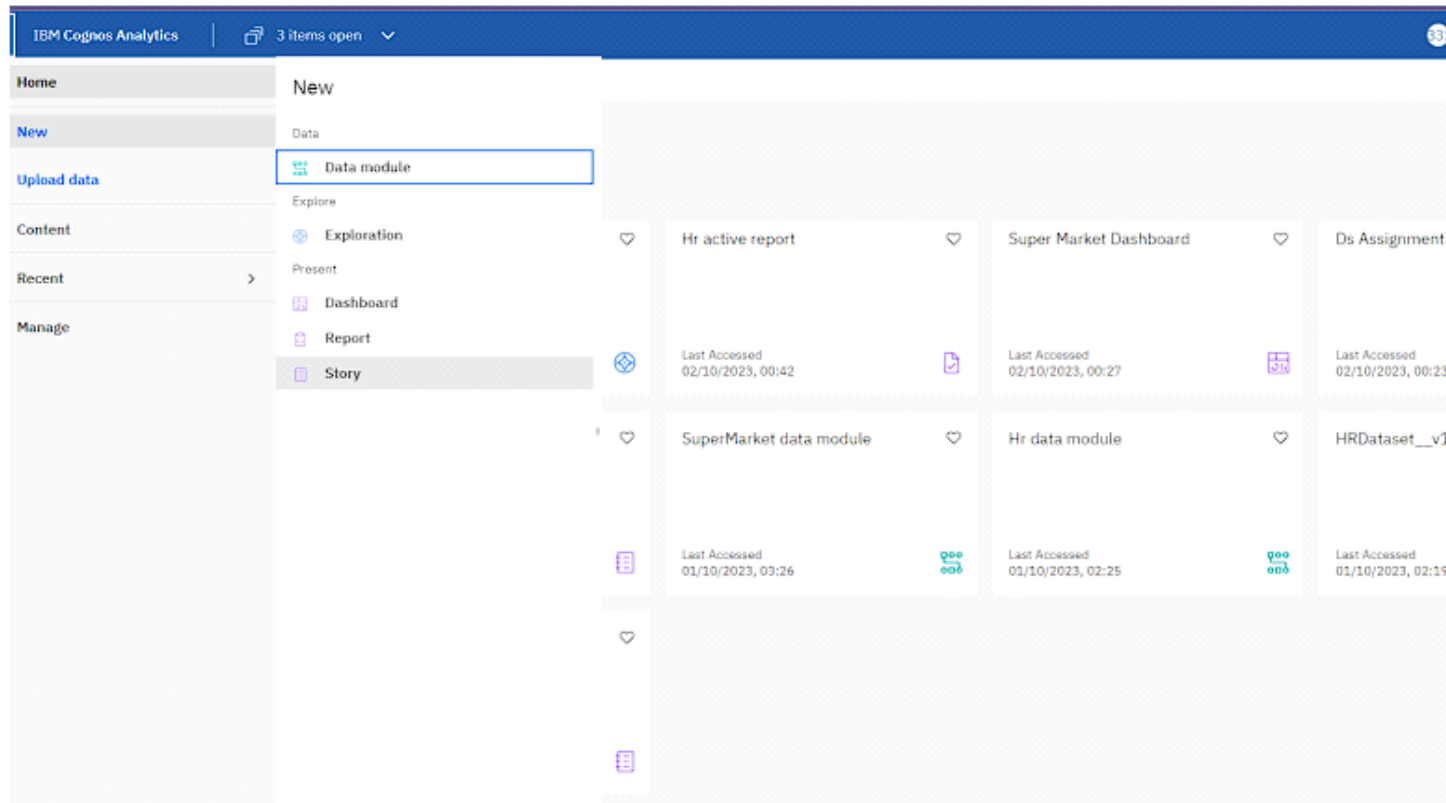
Active
Terminated for Cause
Voluntarily Terminated





Story Generation:

Step 1: Create A Story for Hr Dataset.



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

n menu

HR Analysis

[Prev scene](#)[Next scene](#)

Scene 1 of 9

0:00.0

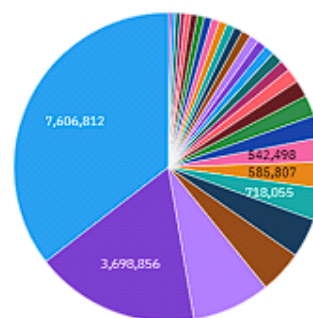
Based on Salary by PositionID

- 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.

Salary by PositionID

PositionID

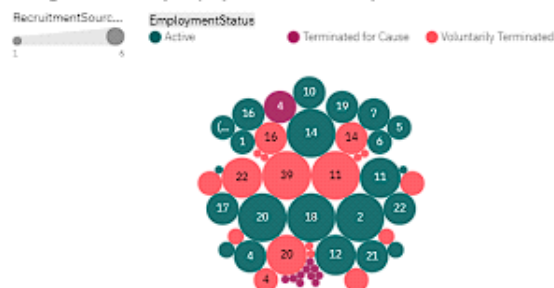
25	17	30	5	29	7	2	10	23	12	11	1	27	26	21	6
16	22	15	4	28	14	8	13	9	24	18	3	20	19		

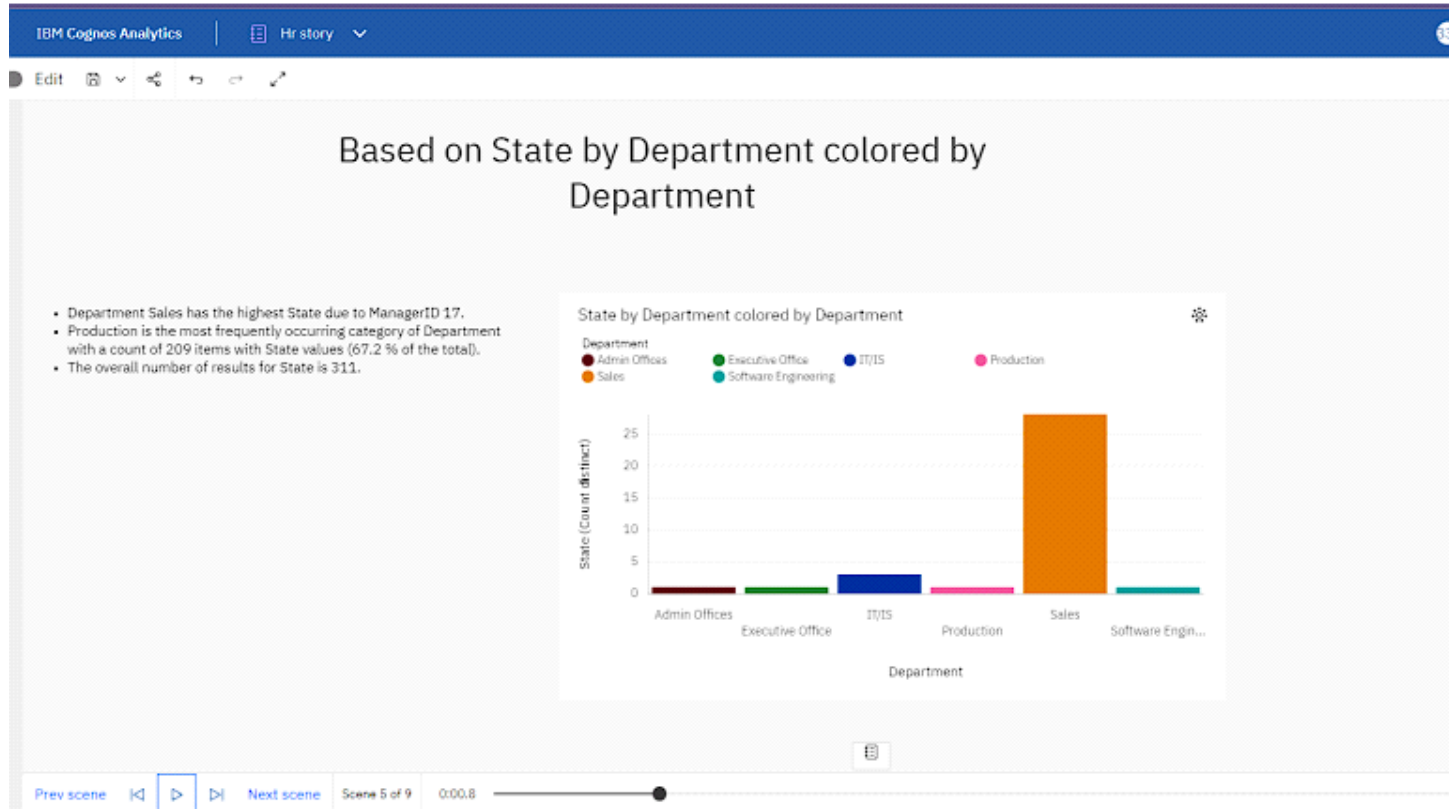


Based on ManagerID colored by EmploymentStatus sized by RecruitmentSource

- 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.

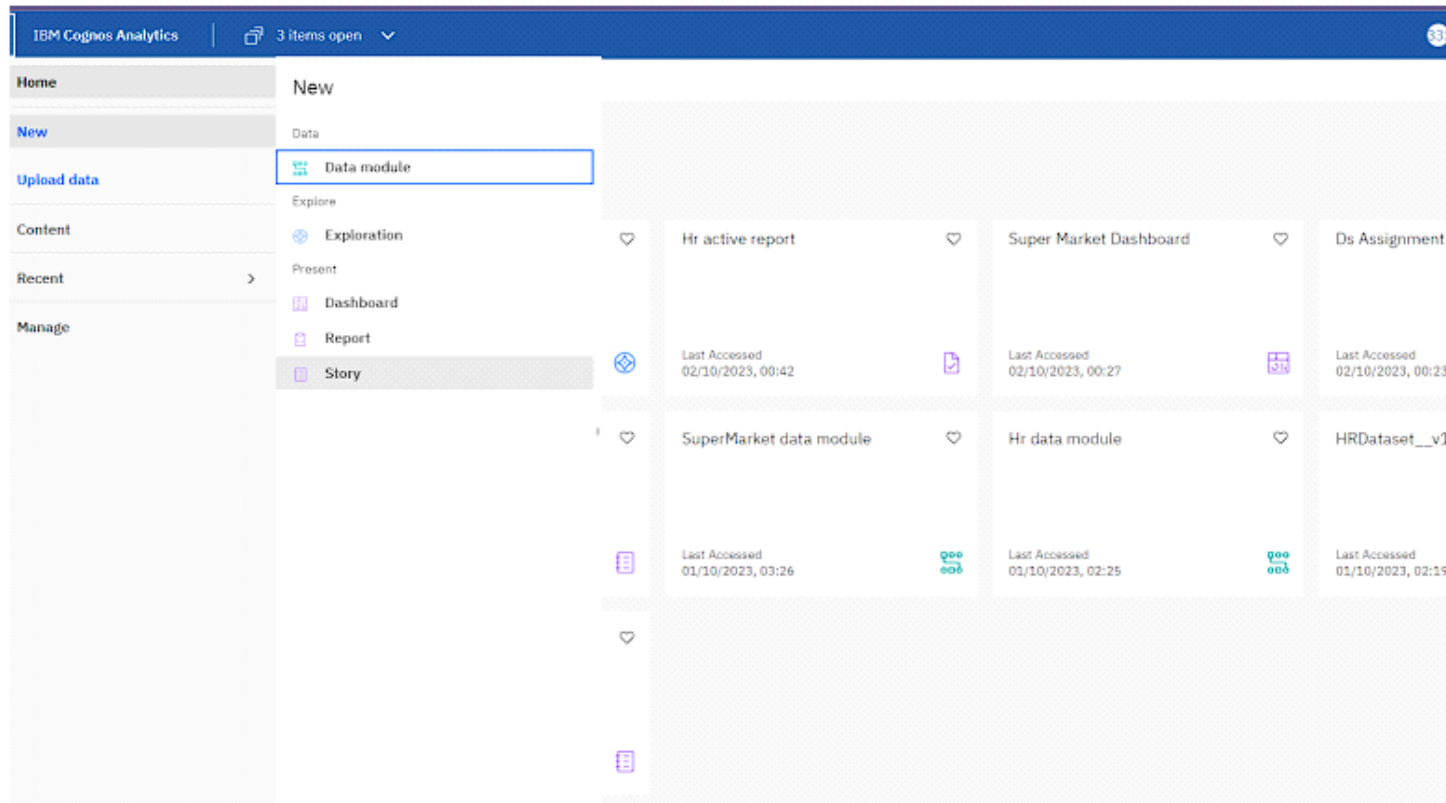
ManagerID colored by EmploymentStatus sized by RecruitmentSource



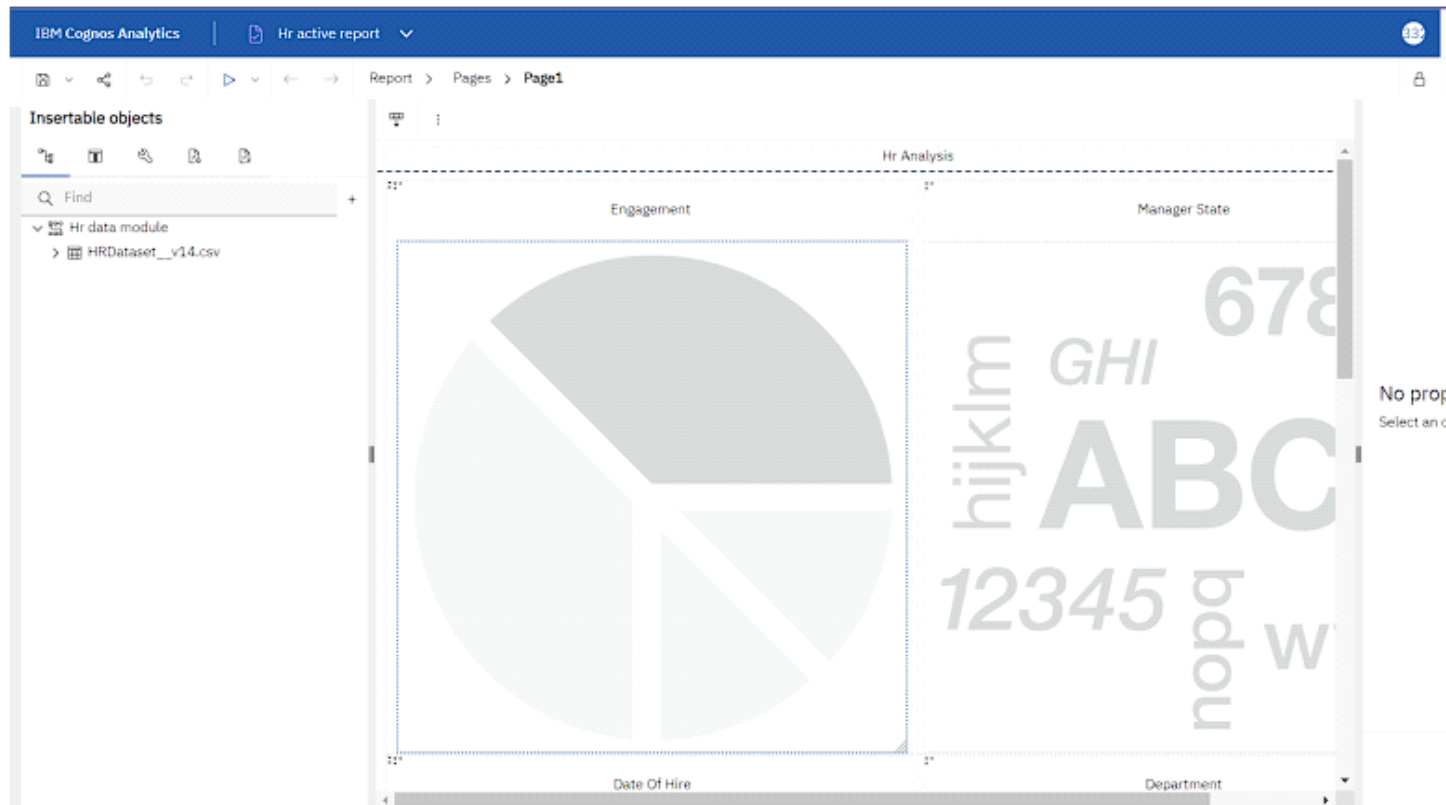


Report Generation:

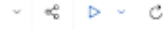
Step 1: Create a Report For Hr Data Module.



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

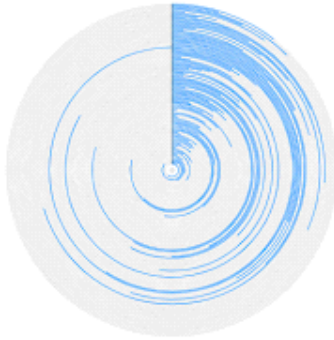


Step 3: Run The Active Report.

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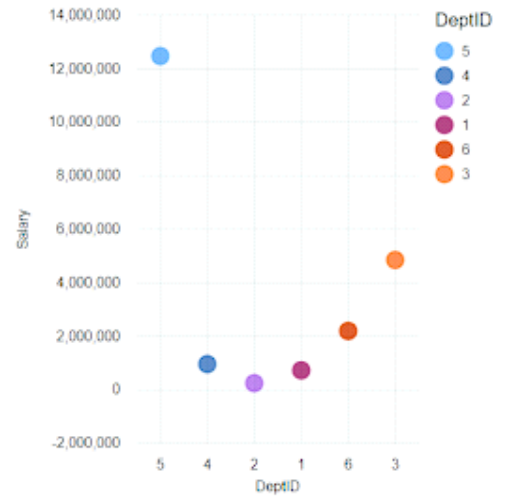
Date Of Hire

■ Absences

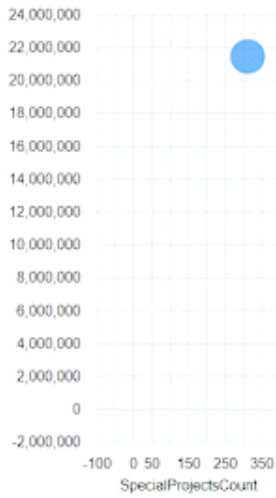


Special Project

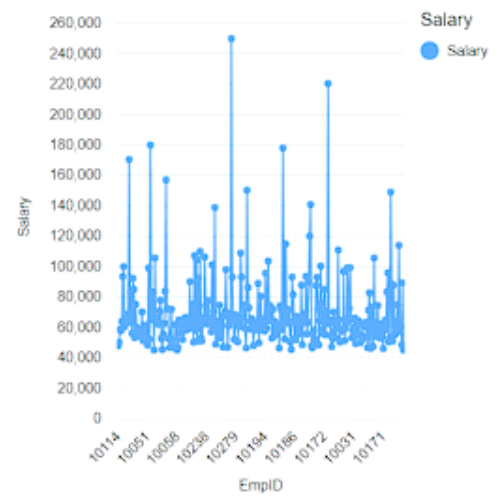
Department



Salary



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