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	ASSIGNMENT - 2

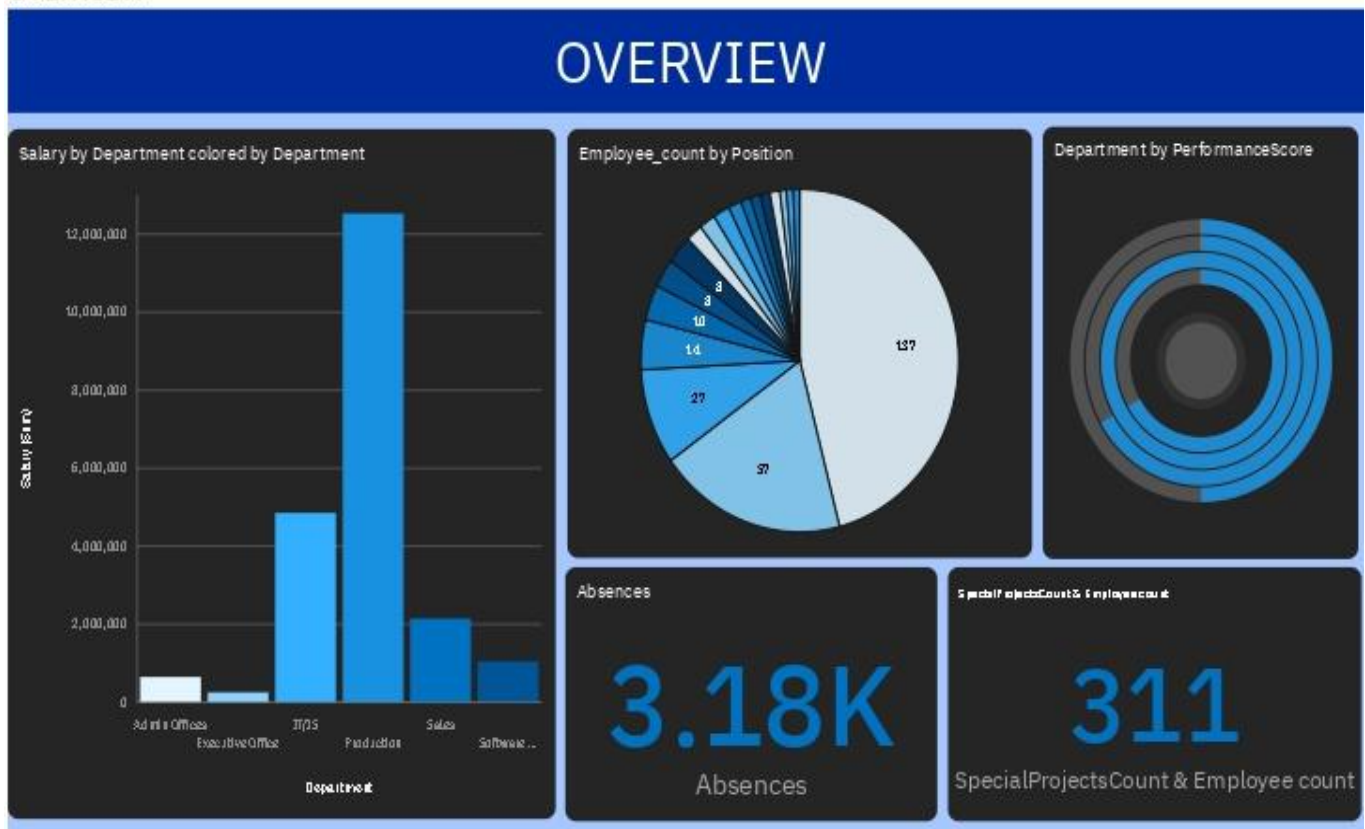
Task	Upload the dataset to Cognos Analytics, prepare the data, explore and create Interactive Dashboard, report and Story
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Problem Statement:-

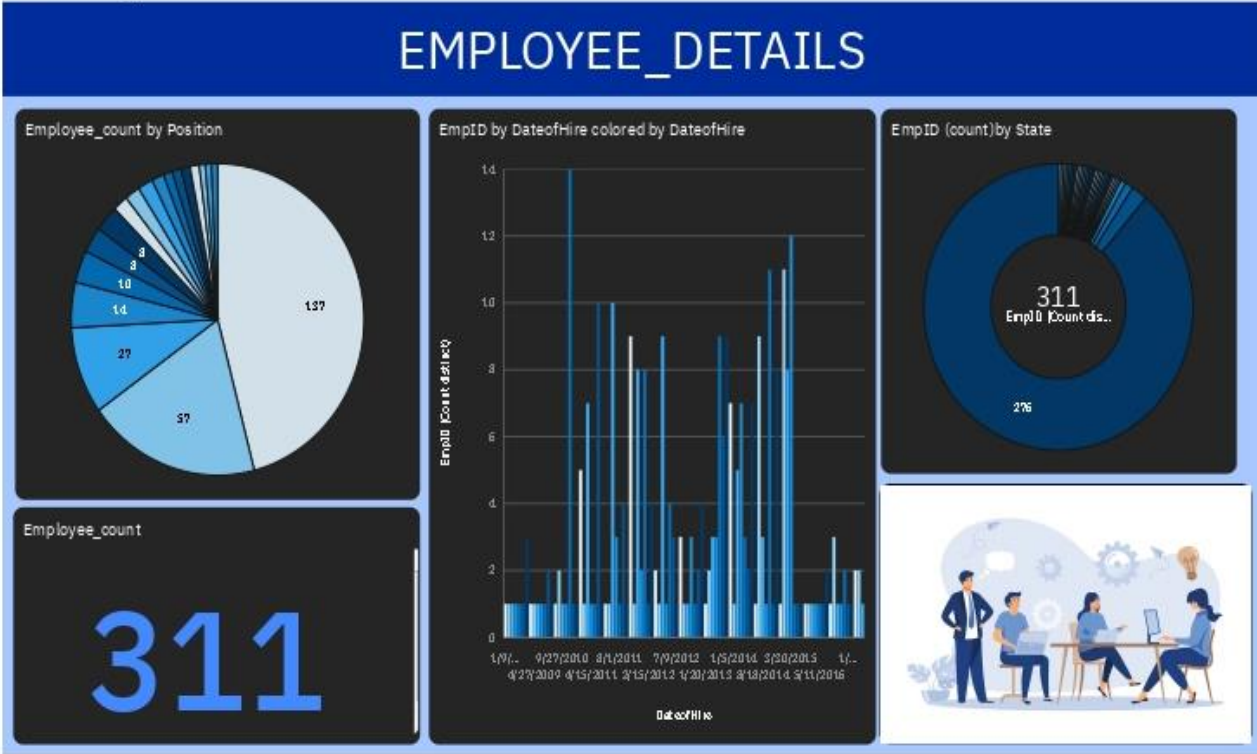
HR data can be hard to come by, and HR professionals generally lag behind with respect to analytics and data visualization competency. We use the data set to teach HR students how to use and analyze the data in Cognos - a data visualization tool that's easy to learn.

Output:-

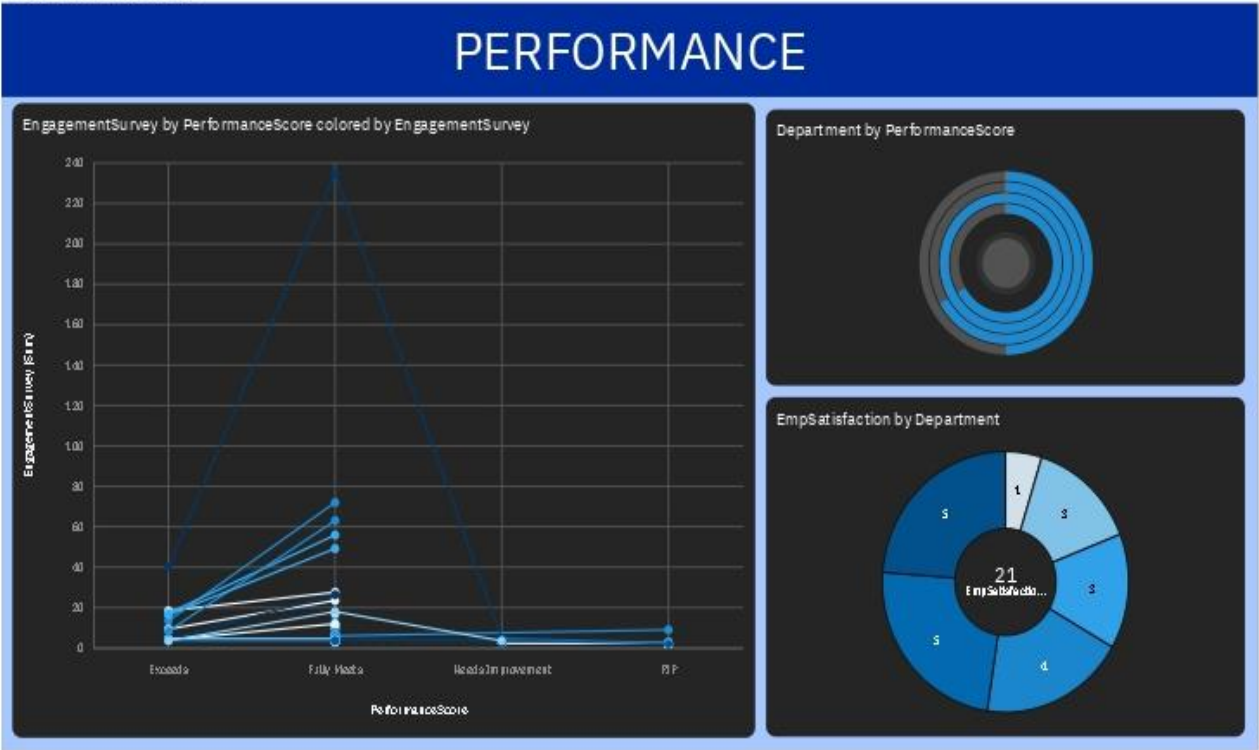
OVERVIEW



EMPLOYEE_DETAILS



PERFORMANCES



ABSENCES

The dashboard consists of three main visualizations:

- Absences and Salary by ManagerID:** A dual-axis chart. The x-axis represents ManagerID (18, 20, 22, 14, 12, 16, 11, 2, 19, 17). The left y-axis represents Salary (\$M) from 0 to 2,600,000. The right y-axis represents Absences (Sum) from 0 to 260. The chart shows salary as blue bars and absences as a blue line with markers.
- Absences by Department:** A donut chart showing the distribution of absences by department. The total is 3,184 Absences (Sum). The segments are: 2,120 (blue), 322 (orange), 15 (green), and 96 (red).
- Absences colored by GENDER sized by GENDER:** A bubble chart where the size of each bubble represents the number of absences and the color represents the gender (blue for male, orange for female). The bubbles are labeled with their respective counts.

Year	Sales (\$m)	Moving Average
1998	1,300,000	24.5
1999	1,250,000	23.5
2000	1,250,000	22.5
2001	1,200,000	21.5
2002	1,200,000	20.5
2003	1,800,000	20.0
2004	1,300,000	19.5
2005	1,350,000	19.0
2006	1,350,000	18.5
2007	1,200,000	18.0
2008	1,200,000	17.5
2009	1,200,000	17.0
2010	900,000	16.5
2011	900,000	16.0
2012	900,000	15.5
2013	900,000	15.0
2014	900,000	14.5
2015	900,000	14.0
2016	900,000	13.5
2017	900,000	13.0

Month	Absences (Sum)
June	2,120
May	922
April	358
March	96
Total	3,184

The bubble chart displays the following data points (Age, Gender, Count):

Age	Gender	Count
14	Male	14
17	Male	11
18	Male	18
20	Male	7
22	Male	2
24	Male	3
26	Male	13
28	Male	17
30	Male	3
32	Male	14
34	Male	19
36	Male	2
38	Male	13
40	Male	1
42	Male	9
44	Male	20
46	Male	4
48	Male	11
50	Male	12
52	Male	1
54	Male	2
56	Male	1
58	Male	1
60	Male	1
62	Male	1
64	Male	1
66	Male	1
68	Male	1
70	Male	1
72	Male	1
74	Male	1
76	Male	1
78	Male	1
80	Male	1
82	Male	1
84	Male	1
86	Male	1
88	Male	1
90	Male	1
92	Male	1
94	Male	1
96	Male	1
98	Male	1
100	Male	1
102	Male	1
104	Male	1
106	Male	1
108	Male	1
110	Male	1
112	Male	1
114	Male	1
116	Male	1
118	Male	1
120	Male	1
122	Male	1
124	Male	1
126	Male	1
128	Male	1
130	Male	1
132	Male	1
134	Male	1
136	Male	1
138	Male	1
140	Male	1
142	Male	1
144	Male	1
146	Male	1
148	Male	1
150	Male	1
152	Male	1
154	Male	1
156	Male	1
158	Male	1
160	Male	1
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200	Male	1
202	Male	1
204	Male	1
206	Male	1
208	Male	1
210	Male	1
212	Male	1
214	Male	1
216	Male	1
218	Male	1
220	Male	1
222	Male	1
224	Male	1
226	Male	1
228	Male	1
230	Male	1
232	Male	1
234	Male	1
236	Male	1
238	Male	1
240	Male	1
242	Male	1
244	Male	1
246	Male	1
248	Male	1
250	Male	1
252	Male	1
254	Male	1
256	Male	1
258	Male	1
260	Male	1
262	Male	1
264	Male	1
266	Male	1
268	Male	1
270	Male	1
272	Male	1
274	Male	1
276	Male	1
278	Male	1
280	Male	1
282	Male	1
284	Male	1
286	Male	1
288	Male	1
290	Male	1
292	Male	1
294	Male	1
296	Male	1
298	Male	1
300	Male	1
302	Male	1
304	Male	1
306	Male	1
308	Male	1
310	Male	1
312	Male	1
314	Male	1
316	Male	1
318	Male	1
320	Male	1
322	Male	1
324	Male	1
326	Male	1
328	Male	1
330	Male	1
332	Male	1

3.18K
Absences

SALARY

The figure consists of four charts arranged in a 2x2 grid, all using a blue and white color scheme.

- Top Left: Salary**
A bar chart showing the total salary. The y-axis is labeled "Salary (\$M)" and ranges from 0 to 12. The x-axis is labeled "Department". The bar for "Total" reaches approximately 21.5M.

Department	Salary (\$M)
Total	21.5
- Top Right: Salary by Sex**
A donut chart showing the distribution of salary by sex. The chart is divided into two segments: "Male" (light blue) and "Female" (dark blue). The "Male" segment represents approximately 75% of the total salary, and the "Female" segment represents approximately 25%.

Sex	Salary (\$M)
Male	16.125
Female	5.375
- Bottom Left: Salary by Department**
A bar chart showing the salary by department. The y-axis is labeled "Salary (\$M)" and ranges from 0 to 12. The x-axis is labeled "Department". The bars represent the salary for each department: Administrative (1.5M), Executive Office (0.5M), IT/IS (5.0M), Production (12.0M), Sales (2.0M), and Software (1.0M).

Department	Salary (\$M)
Administrative	1.5
Executive Office	0.5
IT/IS	5.0
Production	12.0
Sales	2.0
Software	1.0
- Bottom Right: ManagerName colored by Salary sized by Salary**
A bubble chart showing the salary by manager. The bubbles are arranged in a circular pattern. The size of each bubble represents the salary of the manager, and the color represents the manager's name. The bubbles are labeled with the manager's name: "John", "Michael", "James", "Robert", "David", "Linda", "Margaret", "Steven", "John", "James", "Robert", "David", "Linda", "Margaret", "Steven". The bubbles are arranged in a circular pattern, with the largest bubbles (highest salary) in the center and smaller bubbles (lower salary) on the outer edge.

21.5M
Salary

Department	Average Salary (€)
Administrative Offices	~500,000
Executive Office	~200,000
IT/IS	~4,800,000
Production	~12,500,000
Sales	~2,200,000
Software	~1,000,000

Category	Count
Included Studies	10
Excluded Studies	10