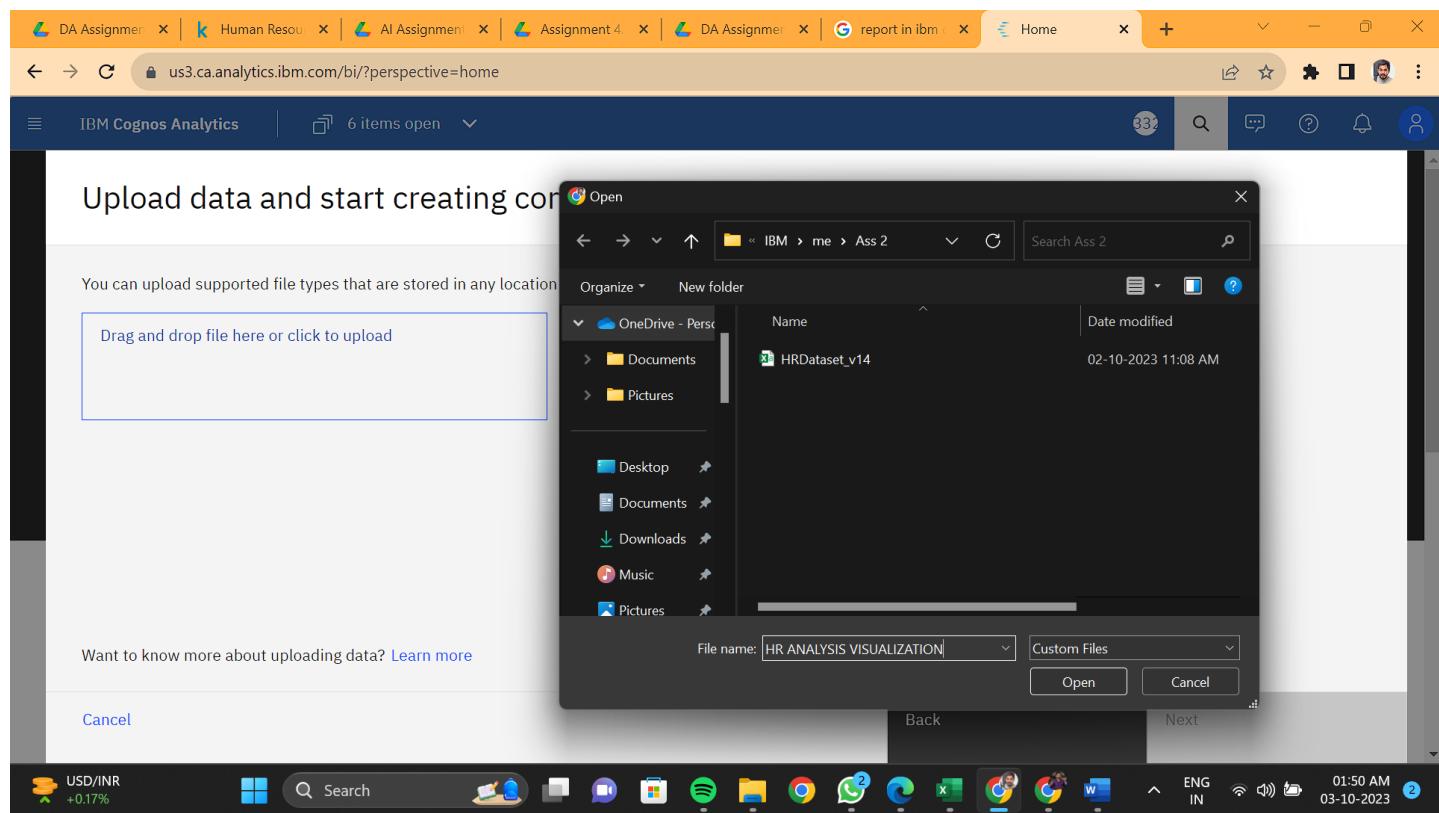
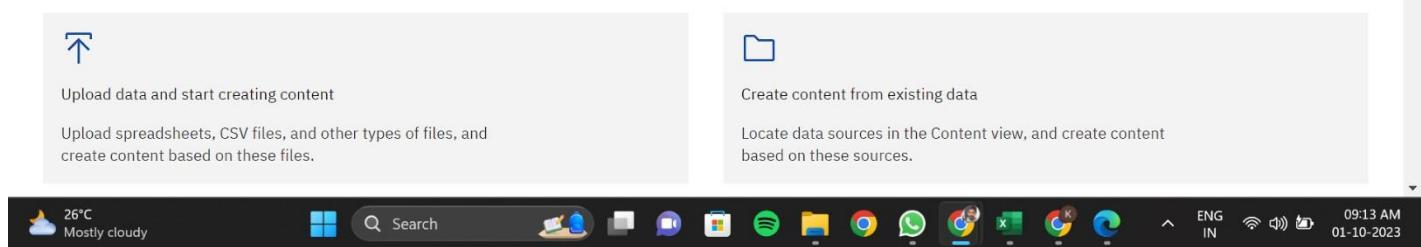
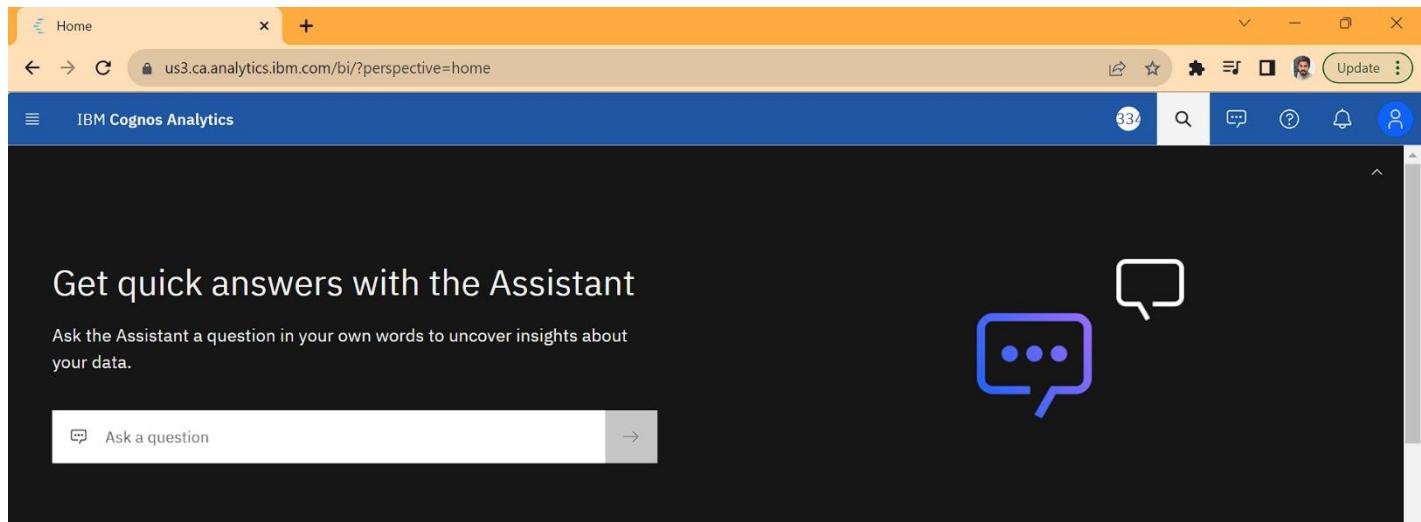


HR ANALYSIS VISUALIZATION

NAME : PARTHASARATHI V

1: UPLOAD THE DATASET(CSV FILE) IN COGNOS.



2: CREATE DATA MODULE

The screenshot shows the IBM Cognos Analytics interface. On the left, there is a navigation sidebar with sections like Home, New, Upload data, Content, Recent, and Manage. The 'New' section is currently active. In the center, under the 'Data' category, 'Data module' is highlighted with a blue border. Below this, there are other options: Exploration, Dashboard, Report, and Story. To the right, there is a dark panel with a speech bubble icon. At the bottom, there is a content creation section with a folder icon and the text 'Create content from existing data'. The system tray at the bottom shows various icons and the date/time: 01:51 AM 03-10-2023.

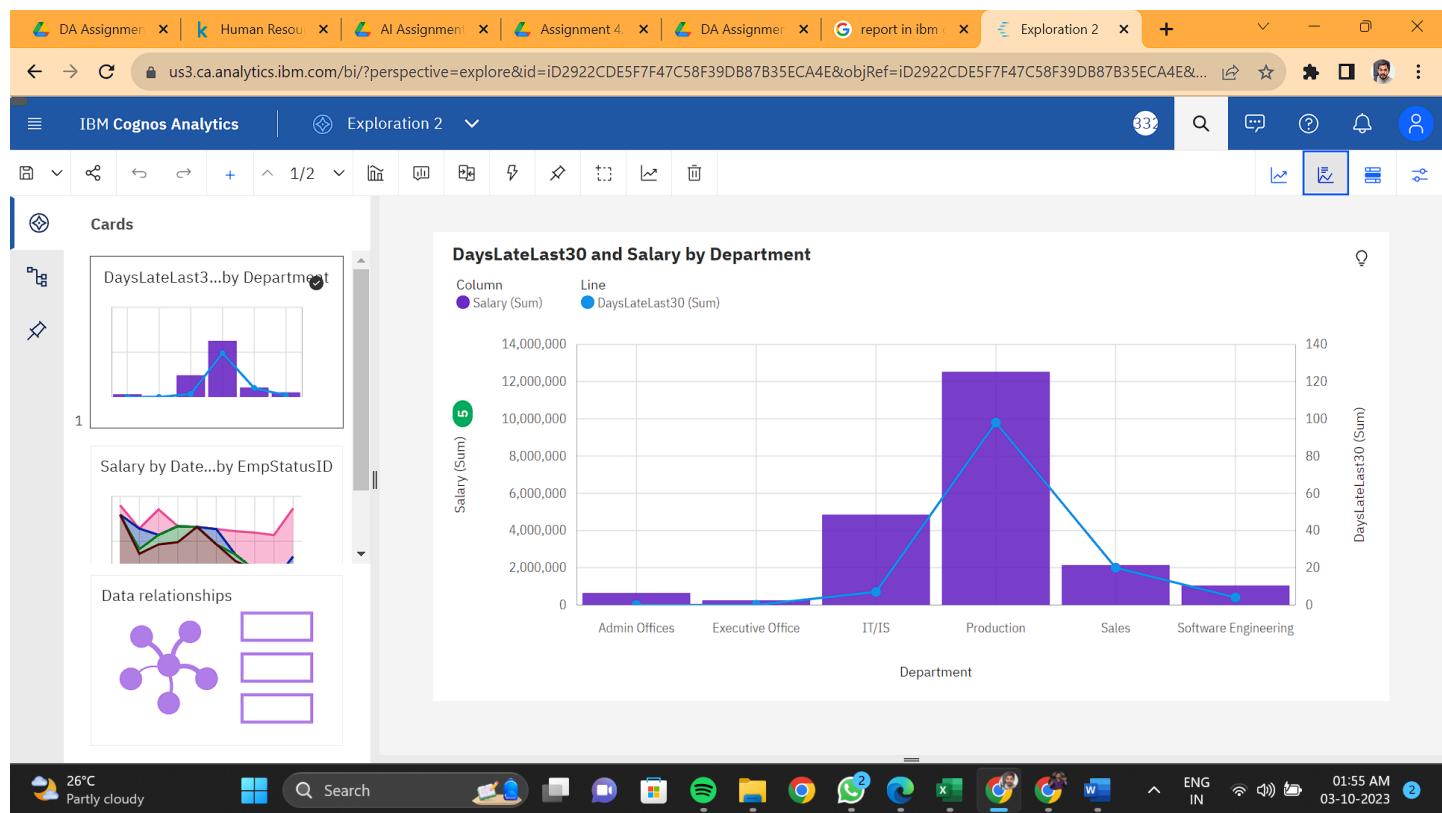
DELETE OR REMOVE UNNECESSARY VALUES OR COLUMNS:

The screenshot shows the IBM Cognos Analytics interface with 'Data module 2' selected. On the left, there is a tree view of the data model with nodes like DOB, Sex, MaritalDesc, CitizenDesc, HispanicLatino, RaceDesc, DateofHire, DateofTermination, TermReason, EmploymentStatus, Department, ManagerName, and ManagerID. In the main area, there is a grid table with columns for DOB, Sex, MaritalDesc, CitizenDesc, and HispanicLatino. A context menu is open over the 'Sex' column, showing options: Filter..., Create navigation path..., Split..., Hide from users, Remove, Format data..., Clean..., Sort descending, Sort ascending, and Properties. The system tray at the bottom shows various icons and the date/time: 01:52 AM 03-10-2023.

3: EXPLORATION OF DATASET

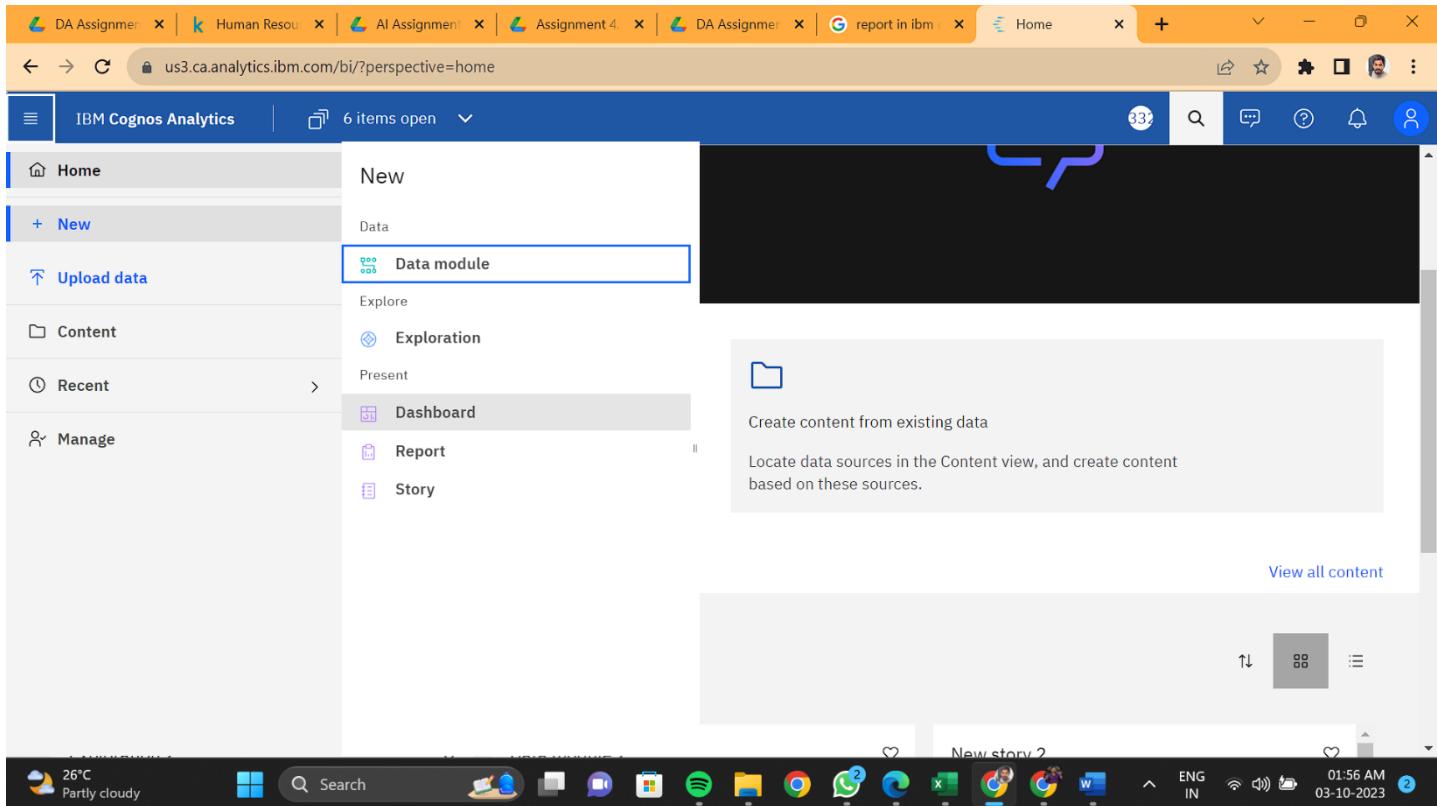
SELECT EXPLORATION:

The screenshot shows the IBM Cognos Analytics interface. On the left, there's a navigation sidebar with options like Home, New (which is currently selected), Upload data, Content, Recent, and Manage. Below this is a 'New' section with categories: Data (selected), Explore, Present, Dashboard, Report, and Story. A large blue callout box highlights the 'Data module' option under 'Data'. To the right, there's a dark-themed workspace with a speech bubble icon. At the bottom, a taskbar shows various application icons and system status.

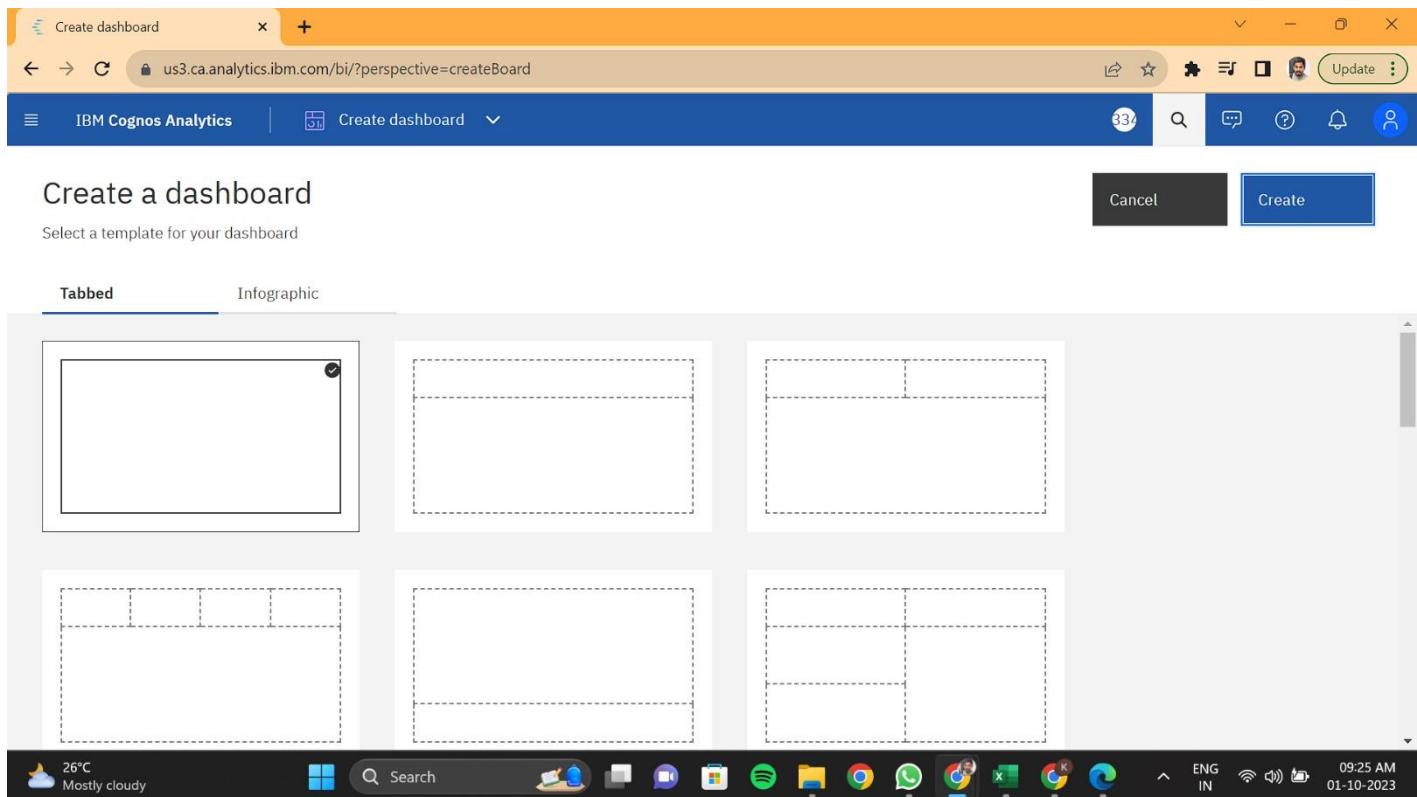


4. VISUALIZATION OF DATASET

CREATE DASHBOARD:



CHOOSE TEMPLATE:

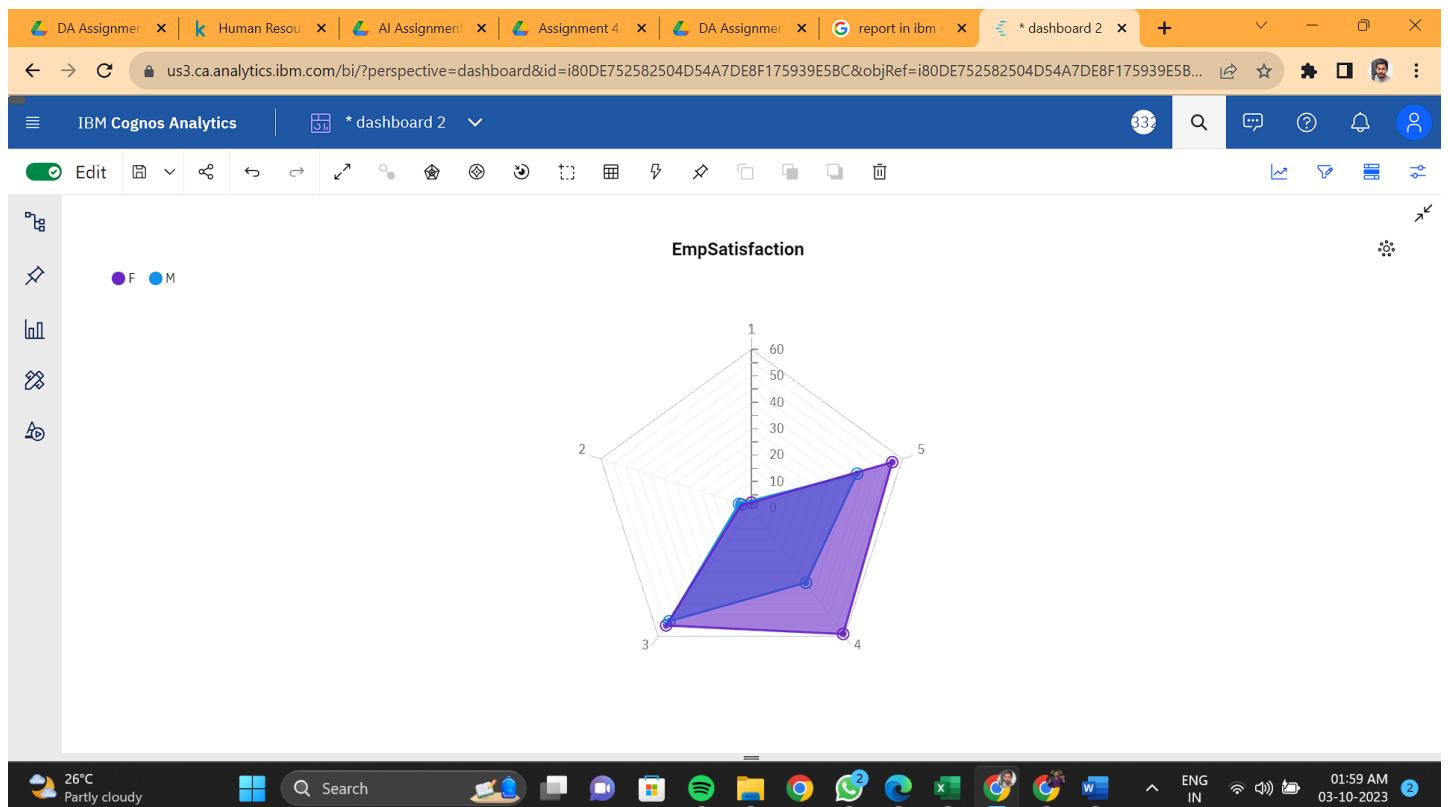
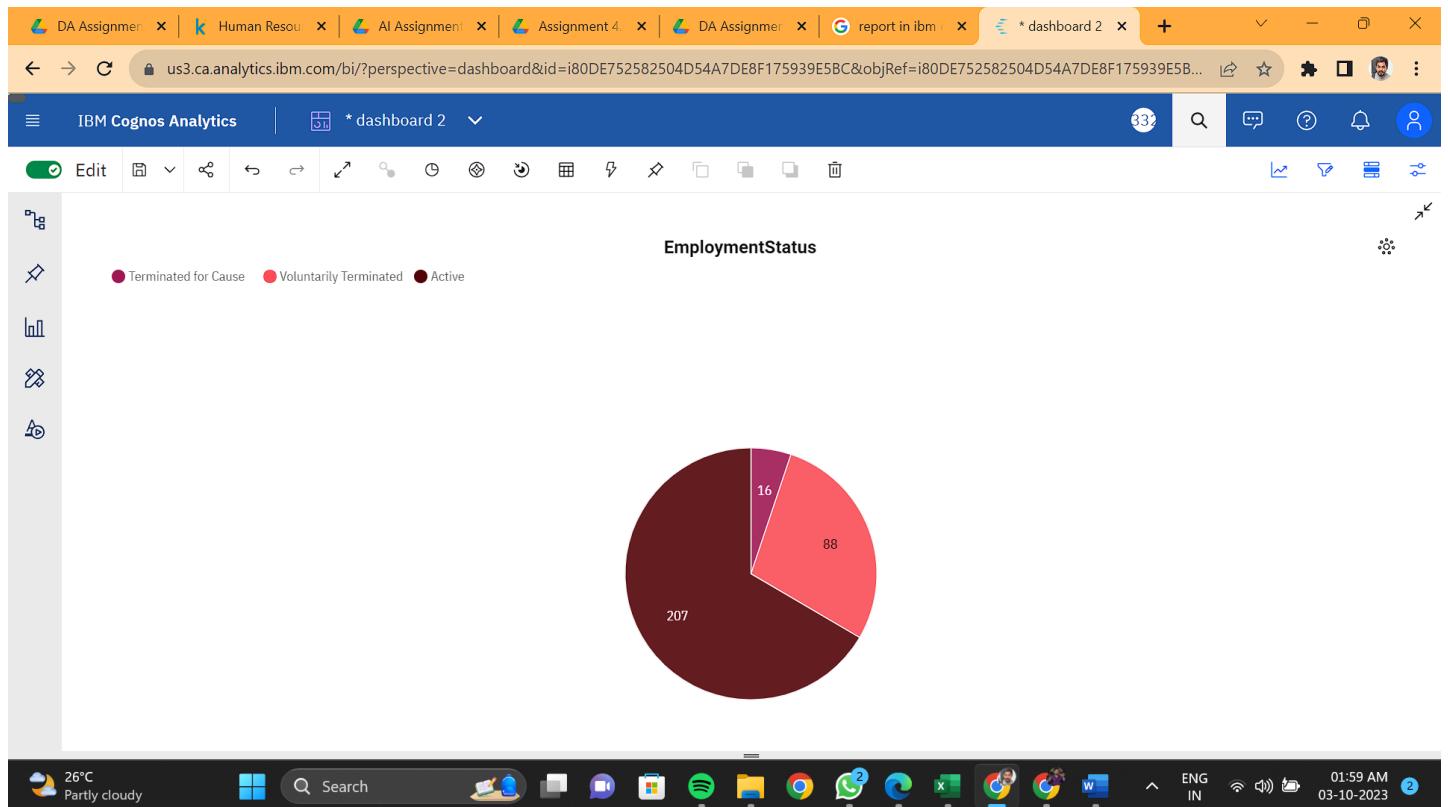


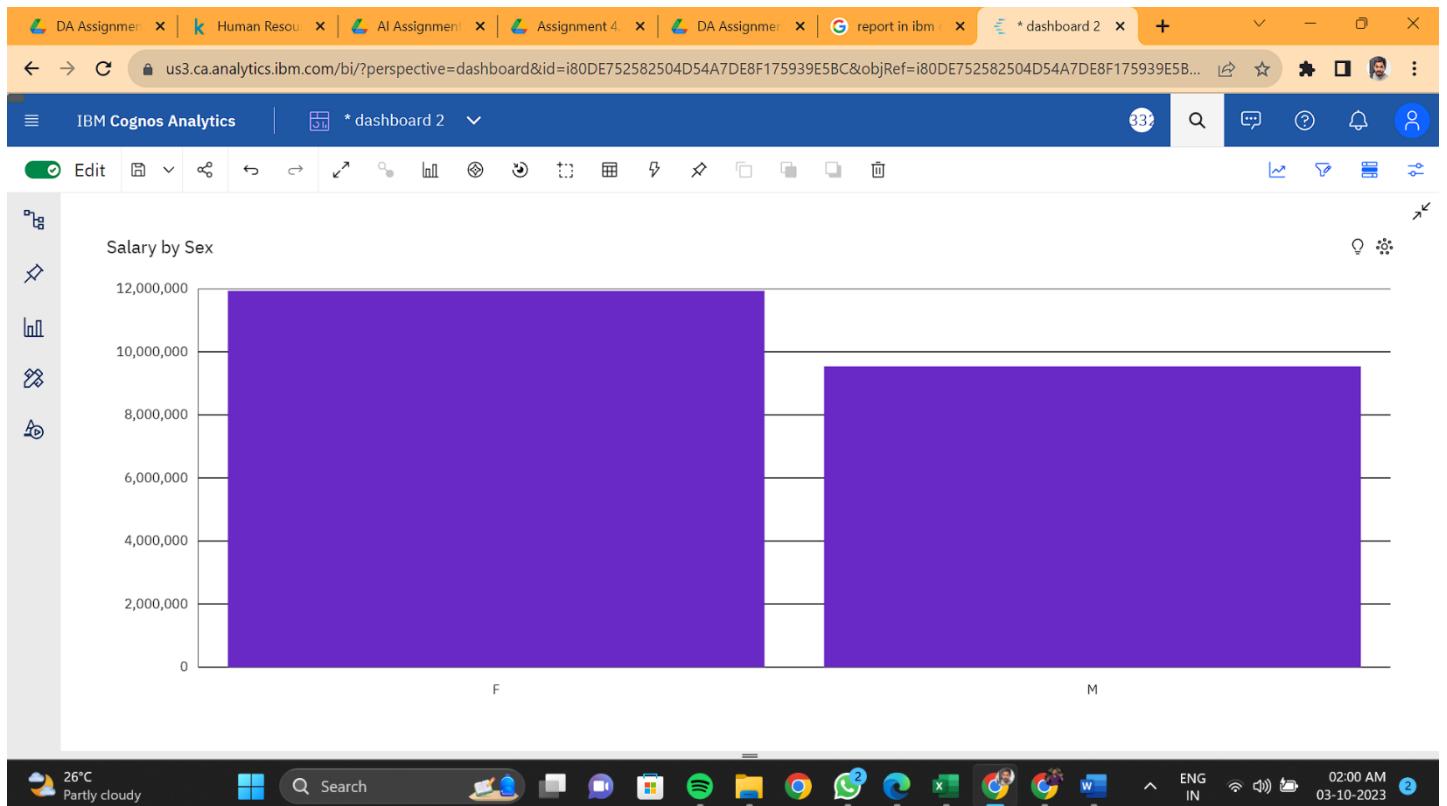
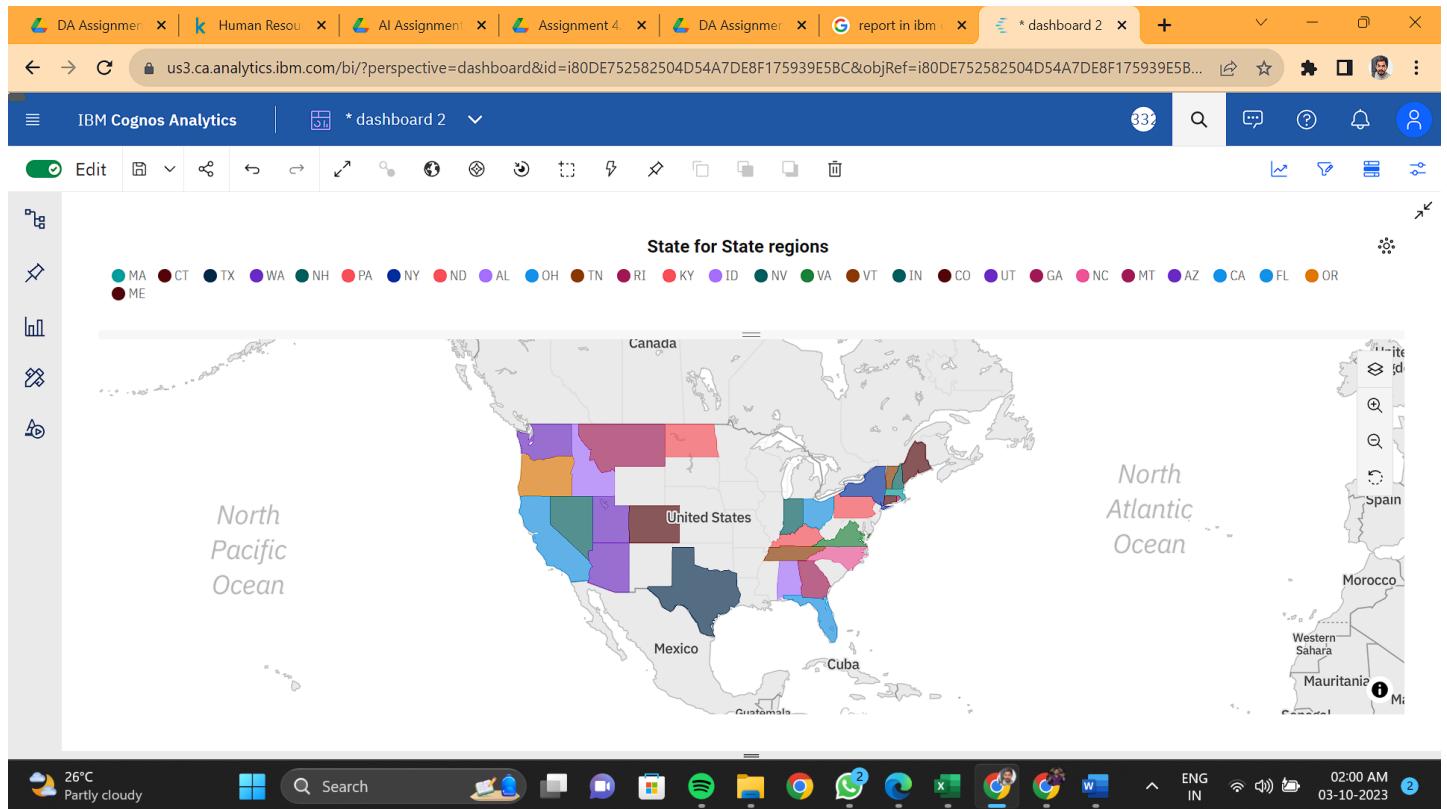
CHOOSE VISUALIZATION TYPE:

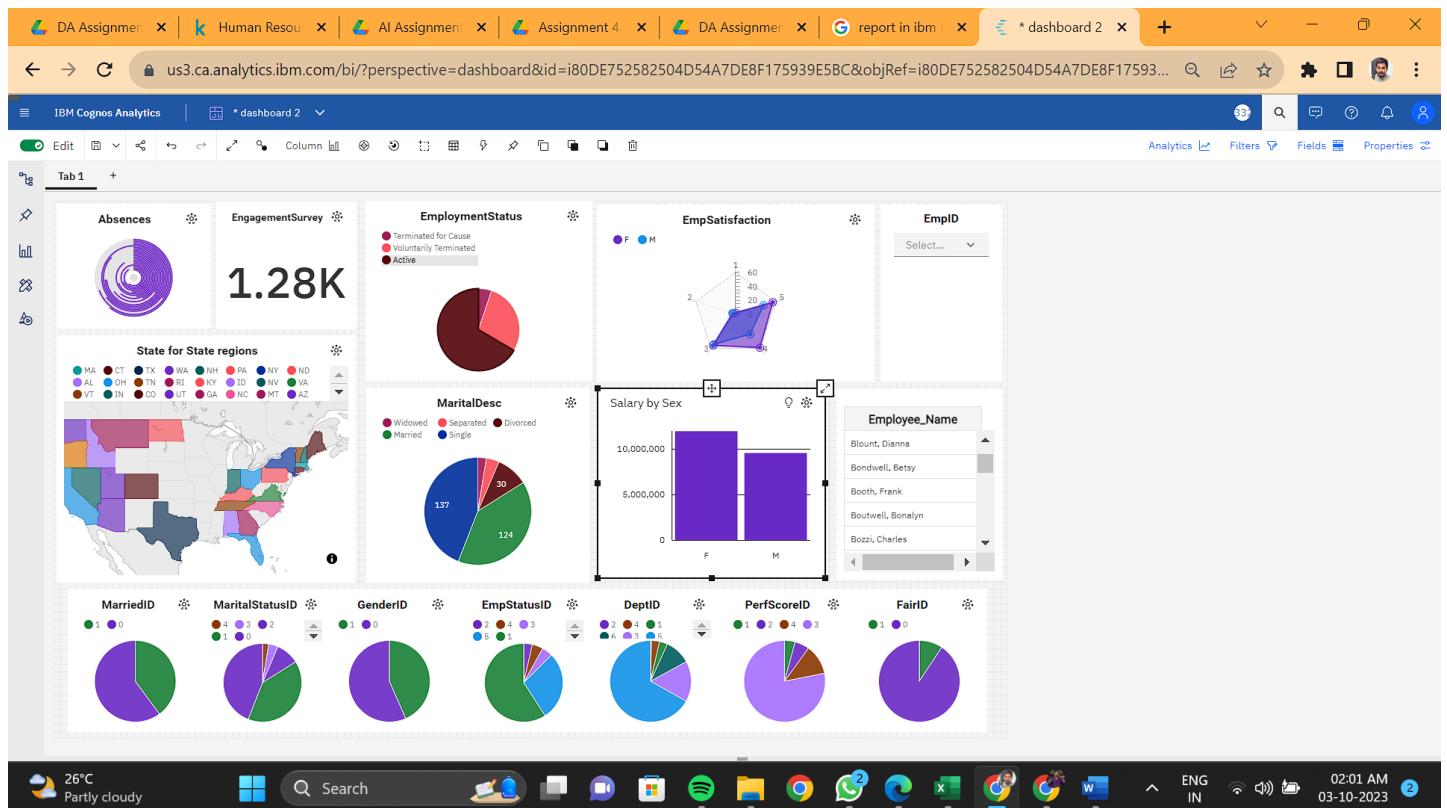
The screenshot shows the IBM Cognos Analytics interface. On the left, the 'Selected sources /' pane displays 'HRDataset_v14.csv' with various columns listed under it. In the center, there are two tabs: 'Tab 1' and 'Tab 2'. 'Tab 1' is active and contains a bar chart with three bars. The bars are labeled 'Color' (top), 'Length' (middle), and 'Bars' (bottom). A tooltip 'Drag data here' is visible over the top bar. To the right of the chart is a configuration panel with several fields: 'Bars' (with a note 'Click or drag data here'), '# Length*' (marked as a required field), '# y-start', 'Target', 'Color', and 'Repeat (column)'. The bottom of the screen shows a Windows taskbar with various icons and system status.

CREATE VISUALIZATION USING DATA SETS:(SOME VISUALIZATIONS)

The screenshot shows the IBM Cognos Analytics interface. The central area features a sunburst chart titled 'Absences'. The chart has three concentric rings, with the innermost ring being white and the outer rings being purple. The bottom of the screen shows a Windows taskbar with various icons and system status.







5. STORY GENERATION

CREATE A STORY FOR HR DATASET:

Edit

BASED ON THE EMPLOYEE STATE

State regions

The map chart below serves as a captivating visual representation of employee placements across the world.

- Each marker on the map represents a specific location where our employees are based.
- The color and size of the markers provide insights into the concentration of employees in different regions.
- Interact with the map by clicking on markers or regions to explore more details about each location. Zoom in to get a closer look at specific offices or zoom out to see the broader distribution.

Prev scene Next scene Scene 5 of 5 0:05.0 0:05.0

Edit

Press **Esc** to exit full screen

BASED ON ID BY THE ABSENCES

Absences

Employee IDs are plotted along the circumference of the circle.

- The number of days absent is represented by the distance of each segment from the center of the circle.
- A longer segment indicates more days of absence for a particular employee.
- Interactivity: Feel free to interact with the chart by clicking on individual segments or hovering over them to access more detailed information about each employee's absence.

Prev scene Next scene Scene 1 of 5 0:00.0 0:05.0

BASED ON EMPLOYEE ID WITH THERE EMPLOYMENT STATUS

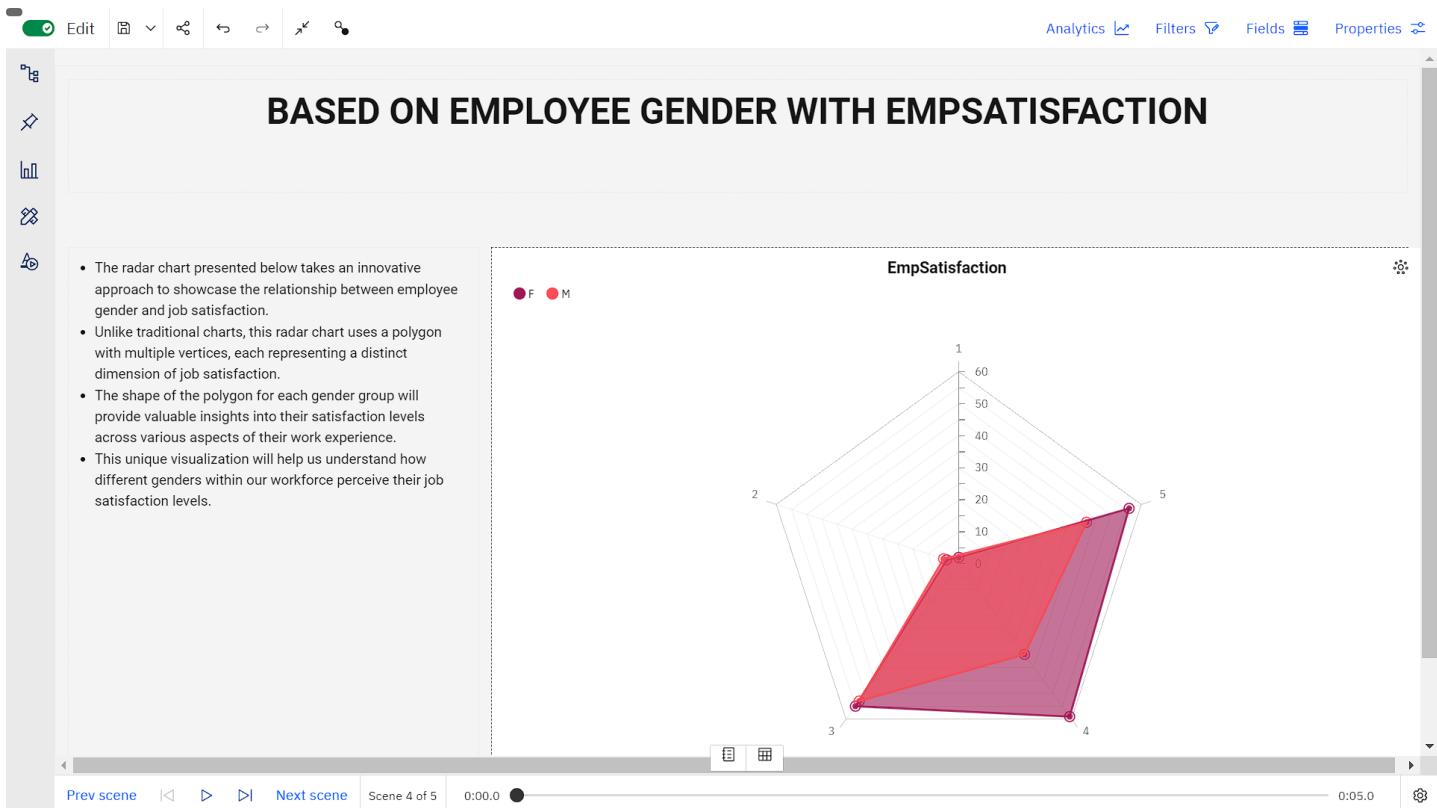
- Start by giving the pie chart a descriptive title, such as Employee Employment Status Distribution.
- Describe the pie chart itself. Mention that it is a circular chart divided into segments (slices), where each segment represents an employee.
- Highlight the categories represented in the chart. In this case, it's Employment Status.
- Emphasize the importance of using data-driven insights to make informed decisions about HR strategies and employee management.

Employment Status	Count
Active	207
Voluntarily Terminated	88
Terminated for Cause	16

BASED ON EMPLOYEE GENDER WE CAN SEE ITS SALARY

- Start with a title that reflects the content of the chart, such as Employee Gender vs. Salary Distribution.
- Describe the column chart itself. Mention that it consists of vertical bars, where each bar represents a gender category (e.g., "Male" and "Female").
- Explain that the height of each bar represents the average salary for employees in that gender category.
- Emphasize the importance of equity and fairness in salary distribution and how data visualization helps in addressing these concerns.

Gender	Average Salary (in millions)
F	~11,000,000
M	~11,000,000



6. REPORT GENERATION

CREATE A REPORT FOR HR DATA MODULE

DA Assignment 1 | Human Resources | AI Assignment 1 | Assignment 4 | DA Assignment 2 | report in ibm | Content +

← → ↻ 🔒 us3.ca.analytics.ibm.com/bi/?perspective=content

IBM Cognos Analytics | Content

Ass 2

My content Team content Samples Favorites

My content / Ass 2

1 item selected

More + Create Details Delete Cancel

dashboard 2	Data module 2	Create report
Last Modified 10/2/2023, 11:21 AM	Last Modified 10/2/2023, 12:40 PM	Create exploration
HRDataset_v14.csv	New report 2	Create dashboard
		Create data module
		Last Modified 10/2/2023
		Create data set

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ENG IN 02:19 AM 03-10-2023

DA Assignment | Human Resources | AI Assignment | Assignment 4 | DA Assignment | report in ibm | New report 2

IBM Cognos Analytics - New report 2

Pages: Page1, Page2, Page3, Page4

Preview: A pie chart divided into three equal segments.

Information: Insert a page set to control the rendering of pages and page sets that it contains. You can

25°C Partly cloudy Search ENG IN 02:20 AM 03-10-2023

DA Assignment | Human Resources | AI Assignment | Assignment 4 | DA Assignment | report in ibm | New report 2

IBM Cognos Analytics - New report 2

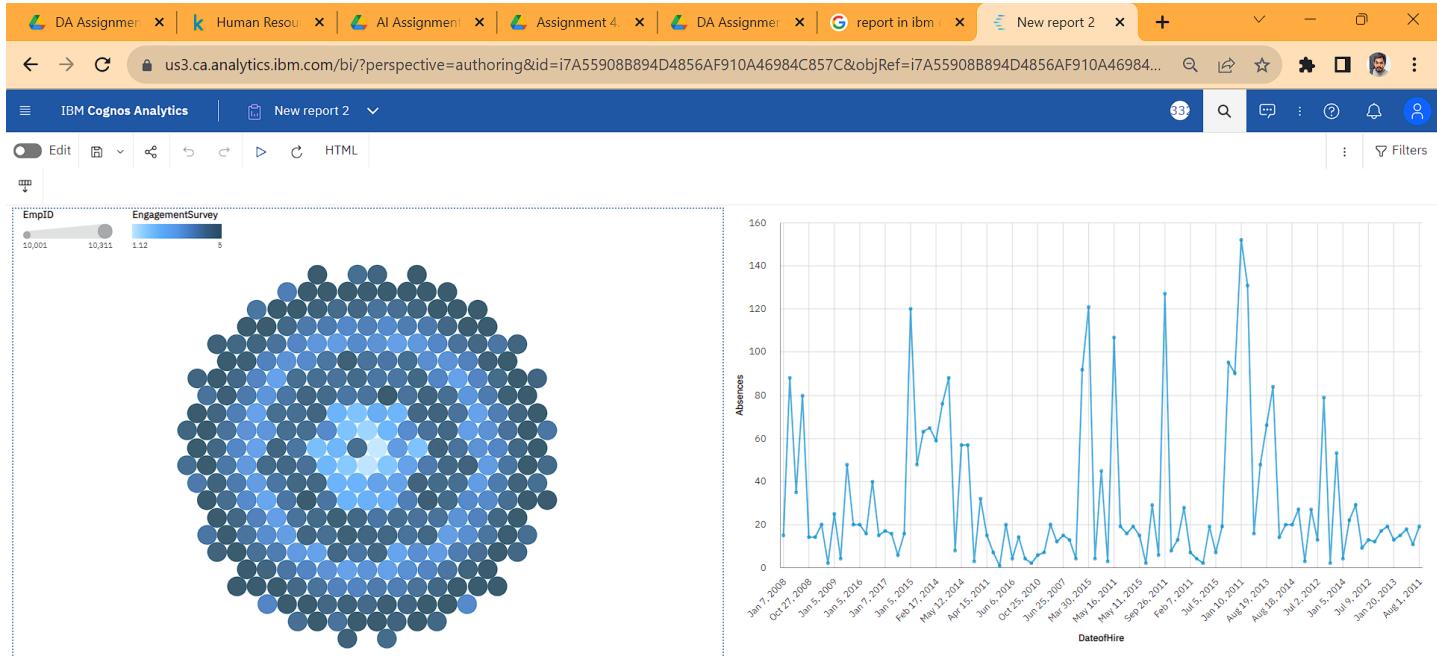
HTML

Sex: M (1,371,557), F (1,786,959)

A pie chart showing the distribution of sex. The green segment represents 1,786,959 and the blue segment represents 1,371,557.

Top Page up Page down Bottom

25°C Partly cloudy Search ENG IN 02:20 AM 03-10-2023



Top Page up Page down Bottom



Top Page up Page down Bottom



