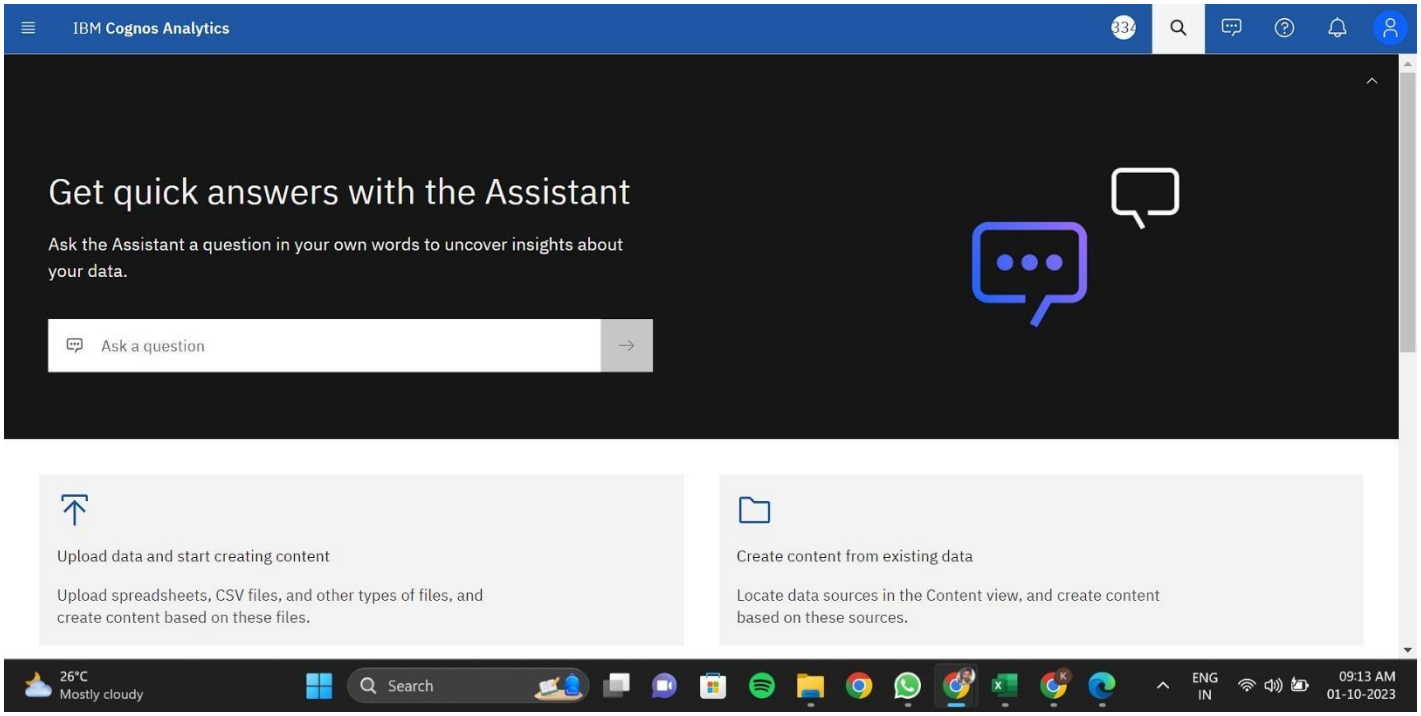
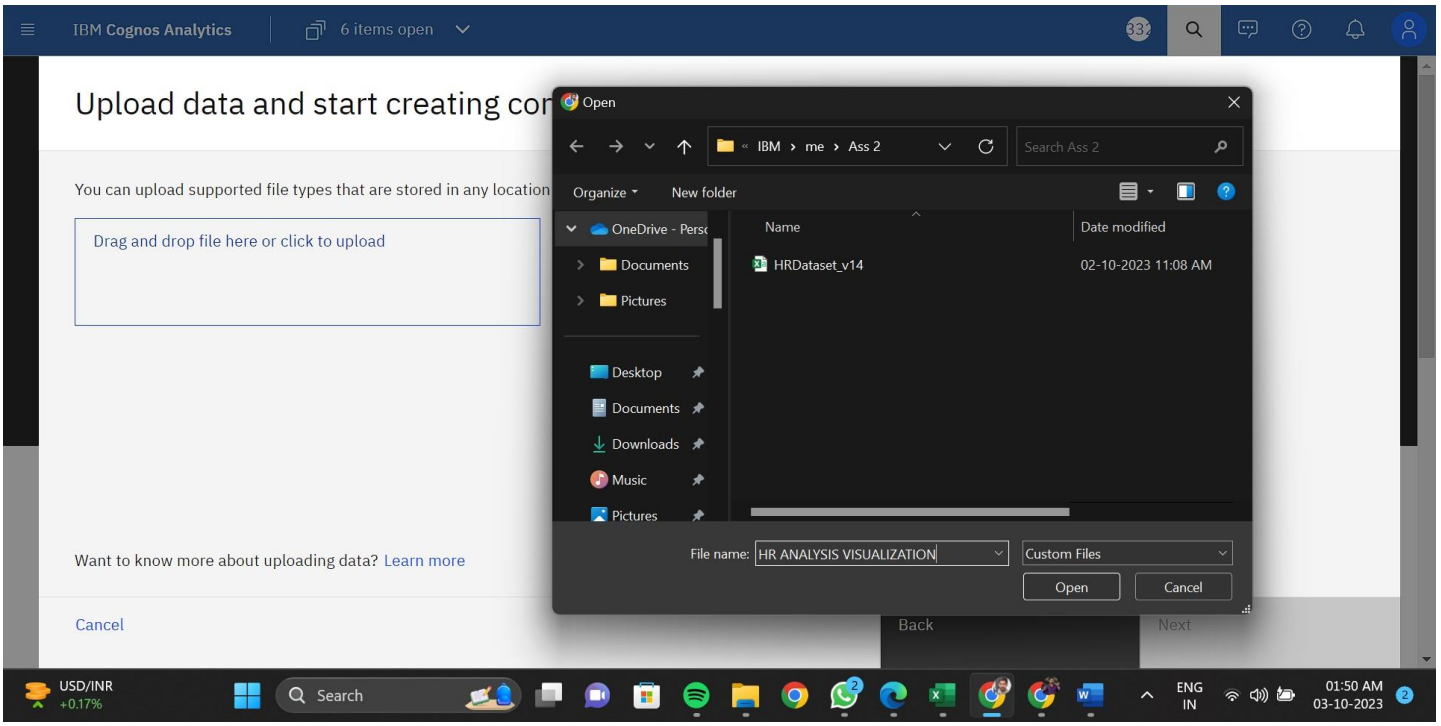
HR ANALYSIS VISUALIZATION

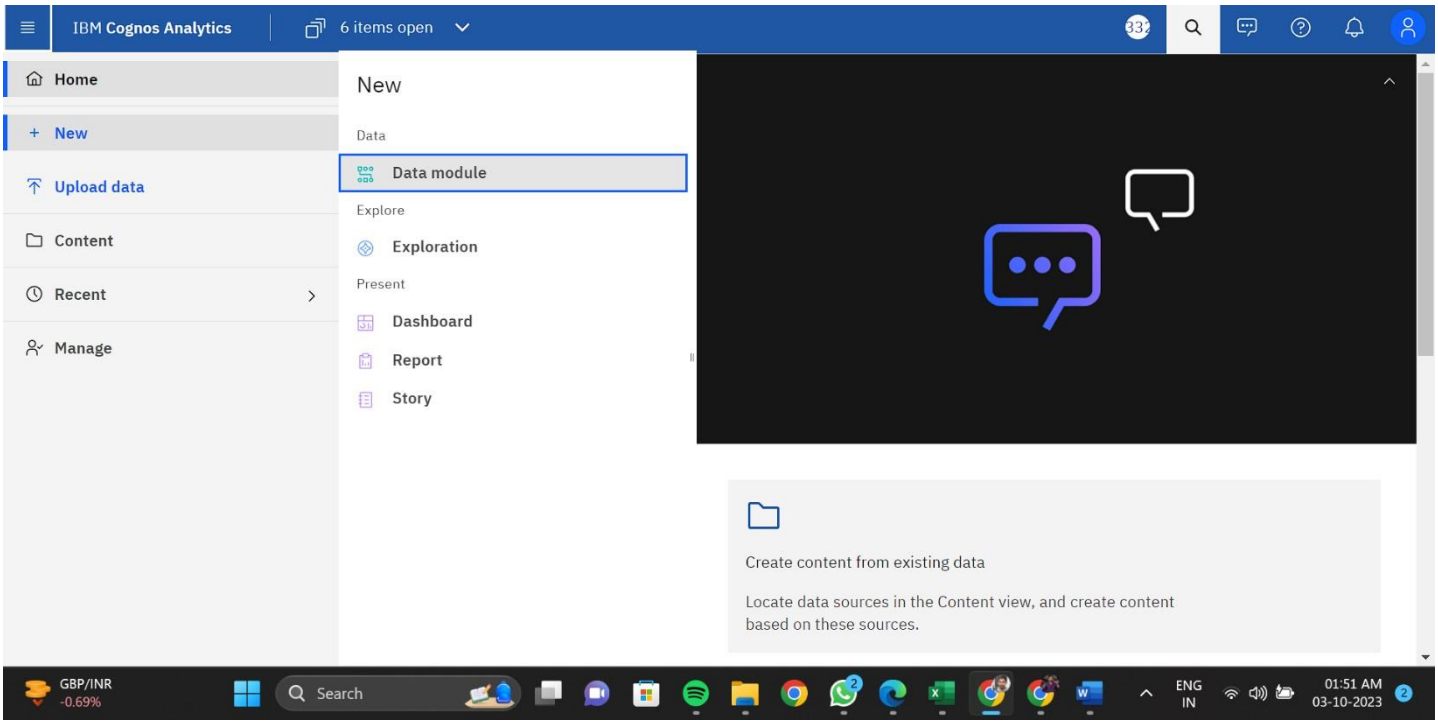
NAME : MANJUREKHA R

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

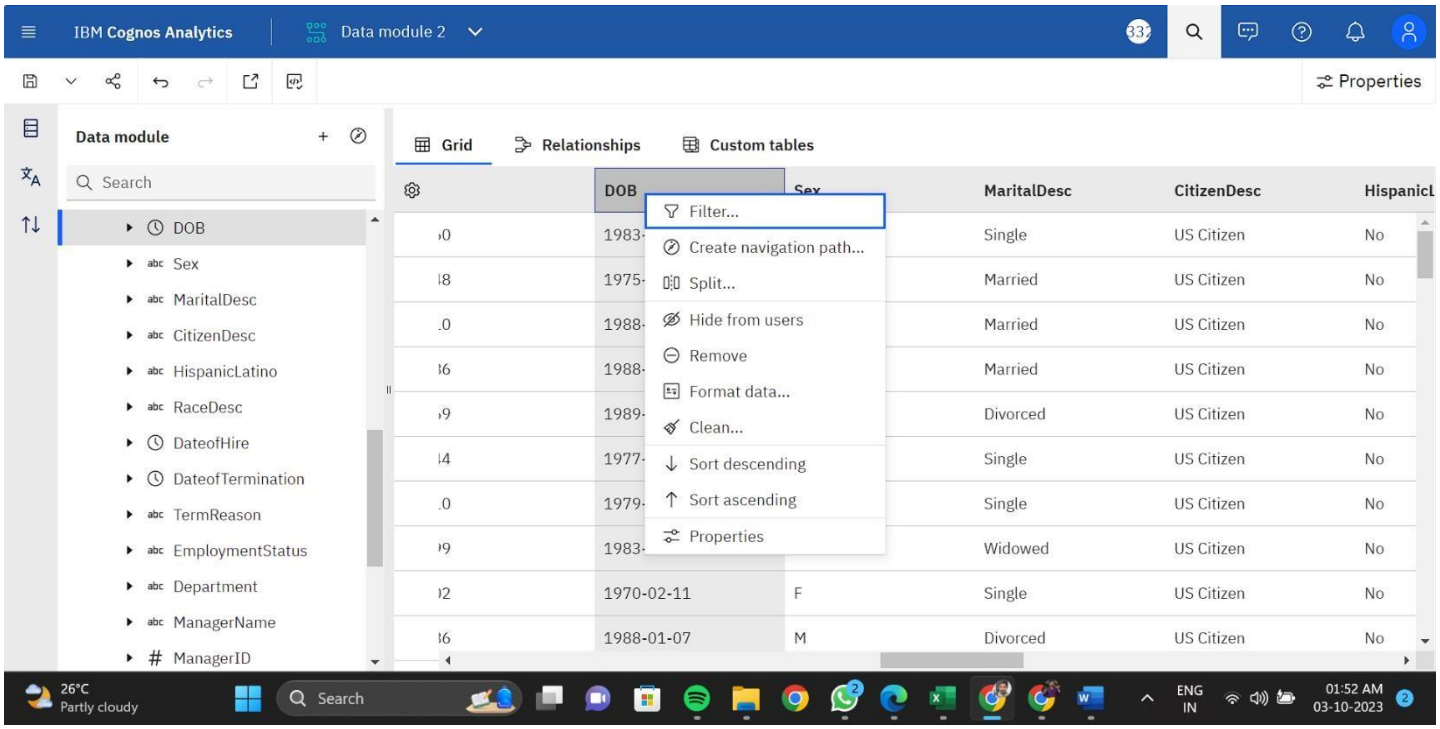




2: CREATE DATA MODULE

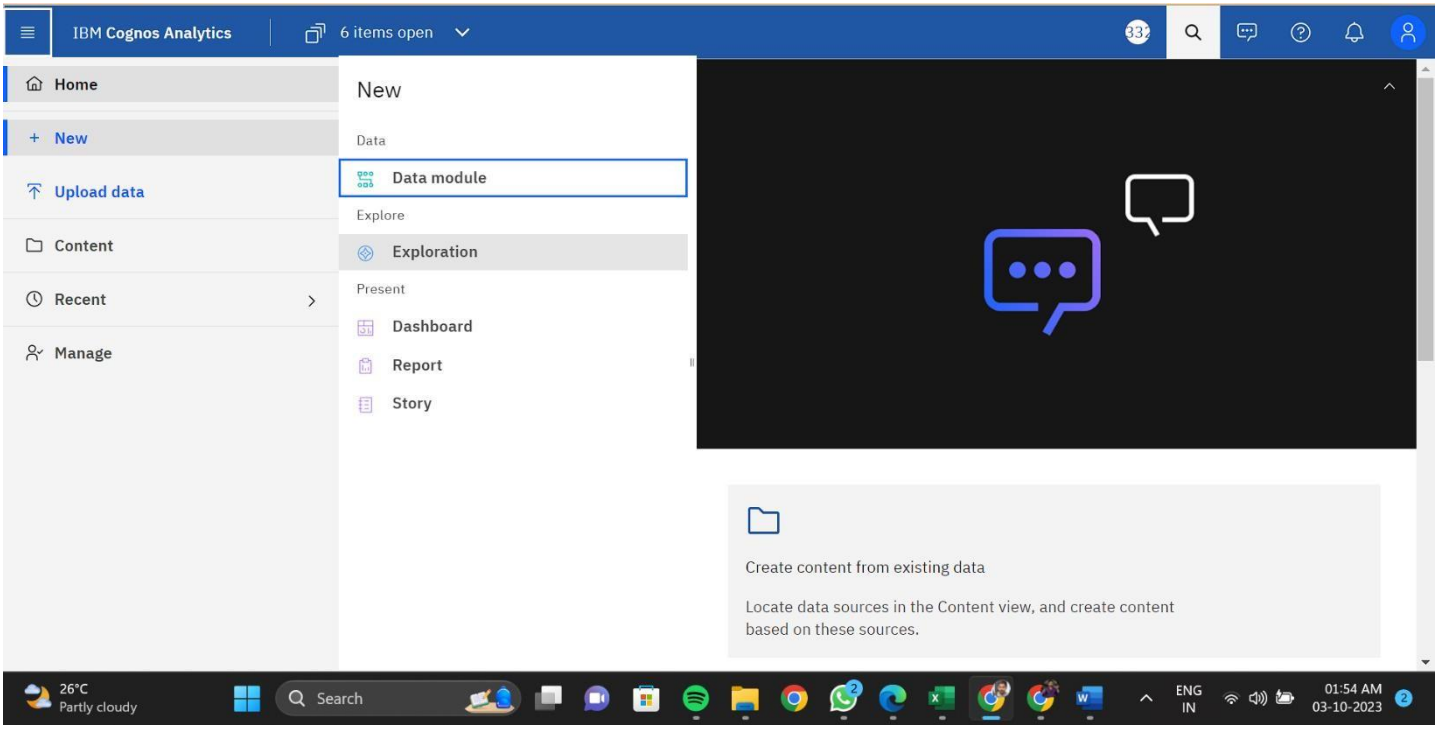


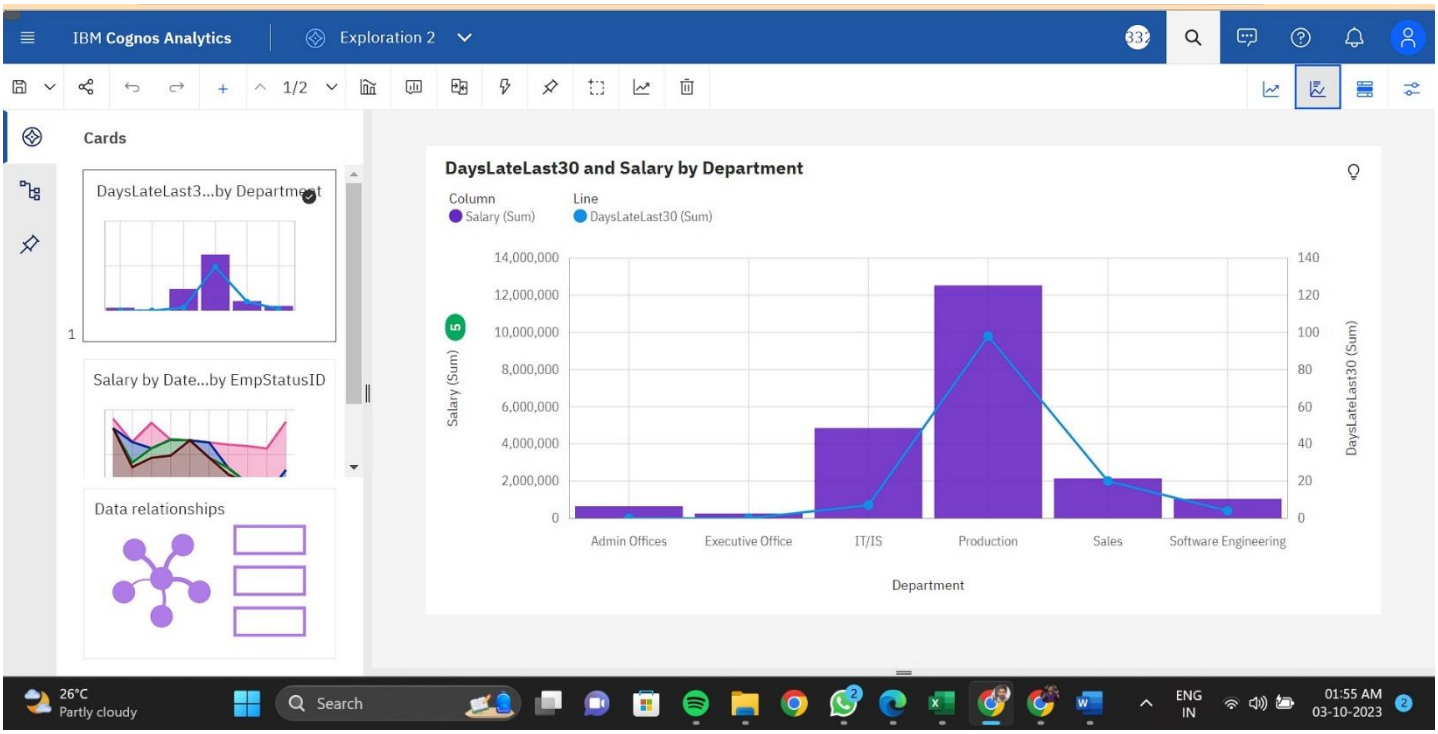
DELETE OR REMOVE UNNECESSARY VALUES OR COLUMNS:



3: EXPLORATION OF DATASET

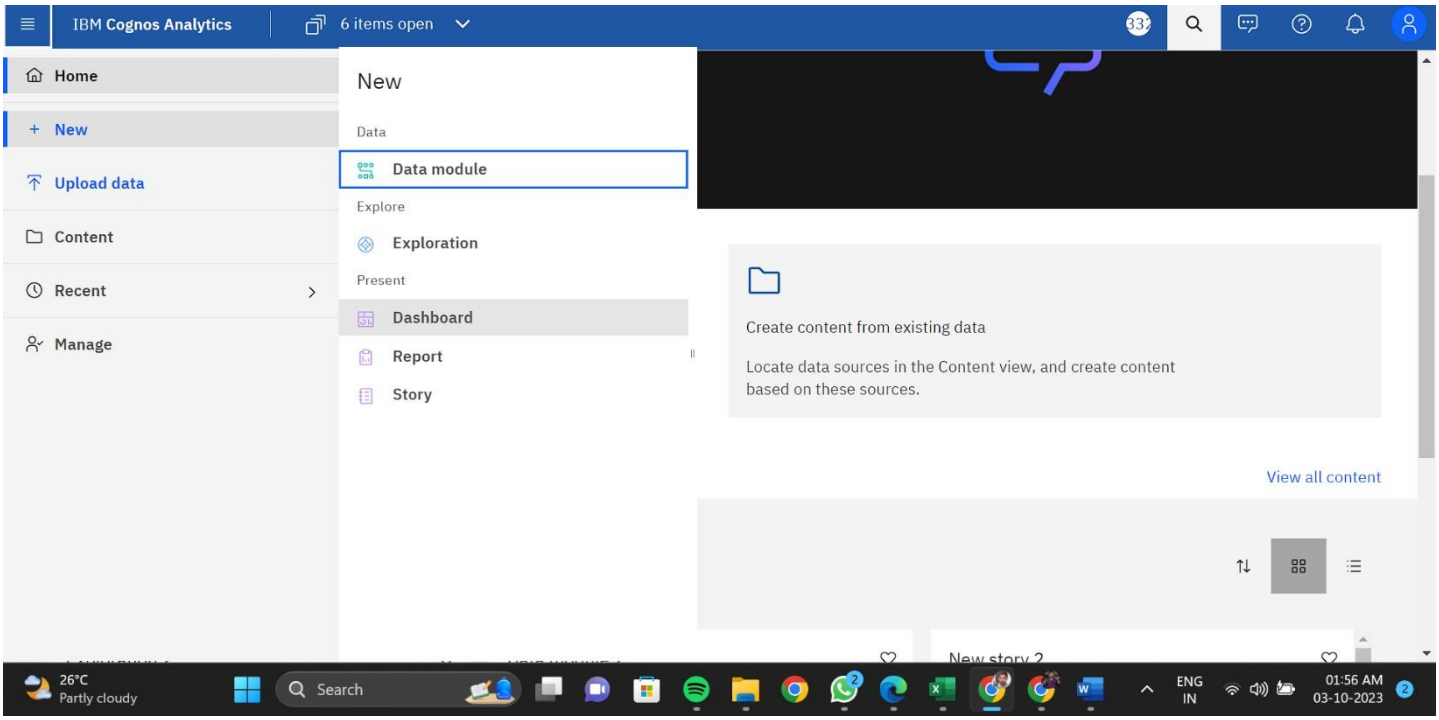
SELECT EXPLORATION:



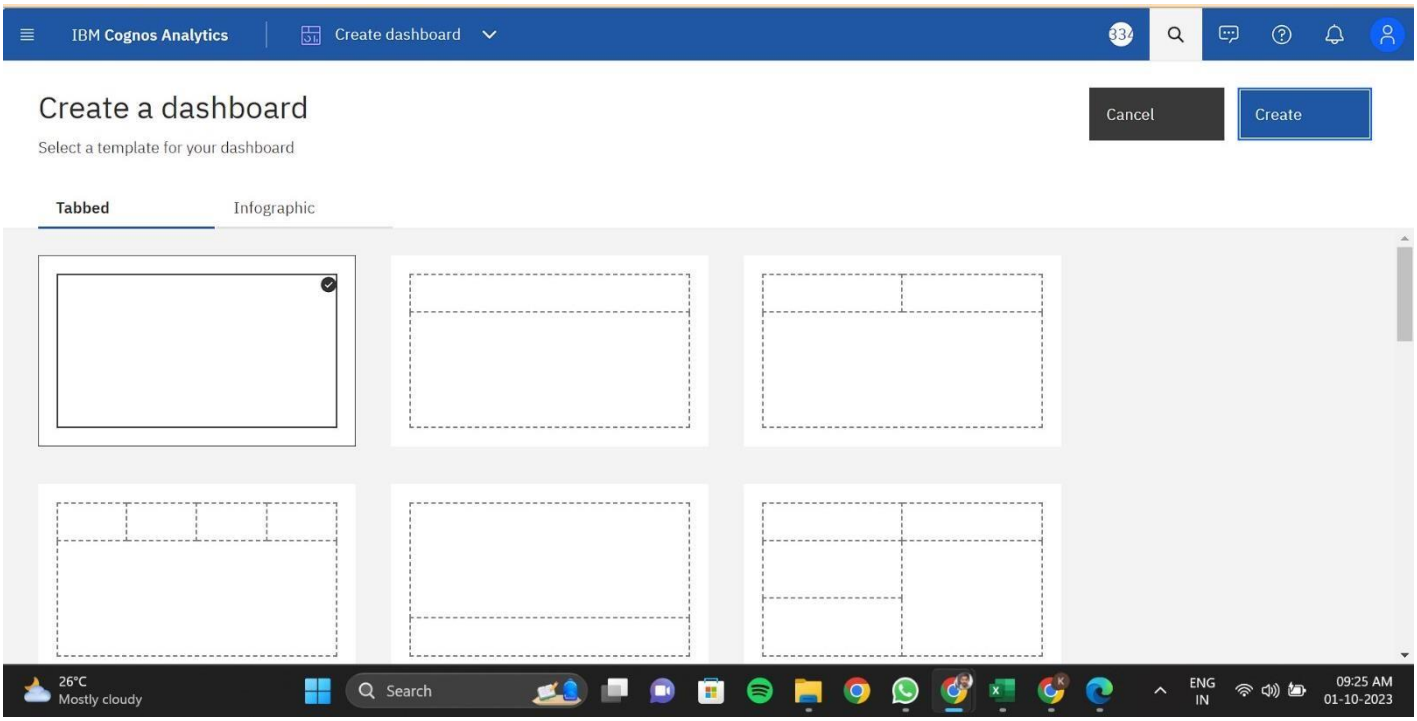


4. VISUALIZATION OF DATASET

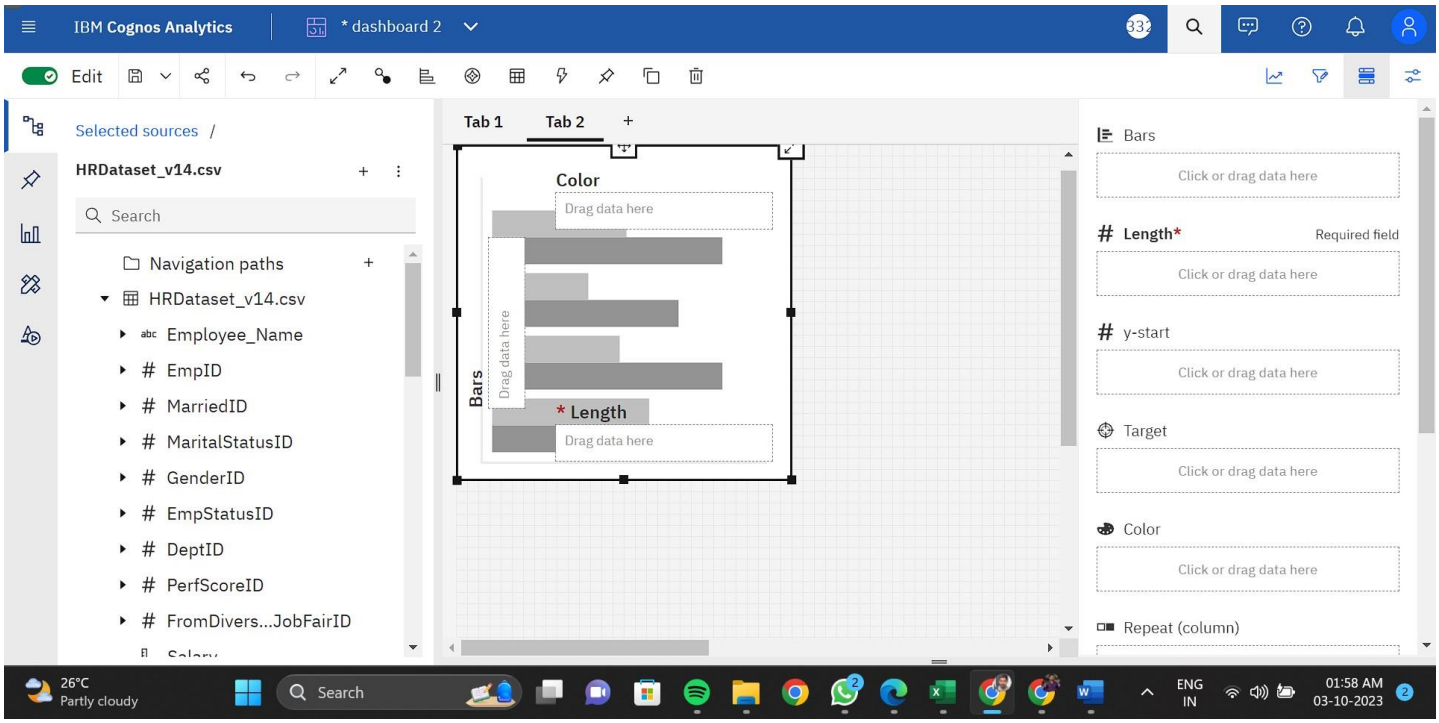
CREATE DASHBOARD:



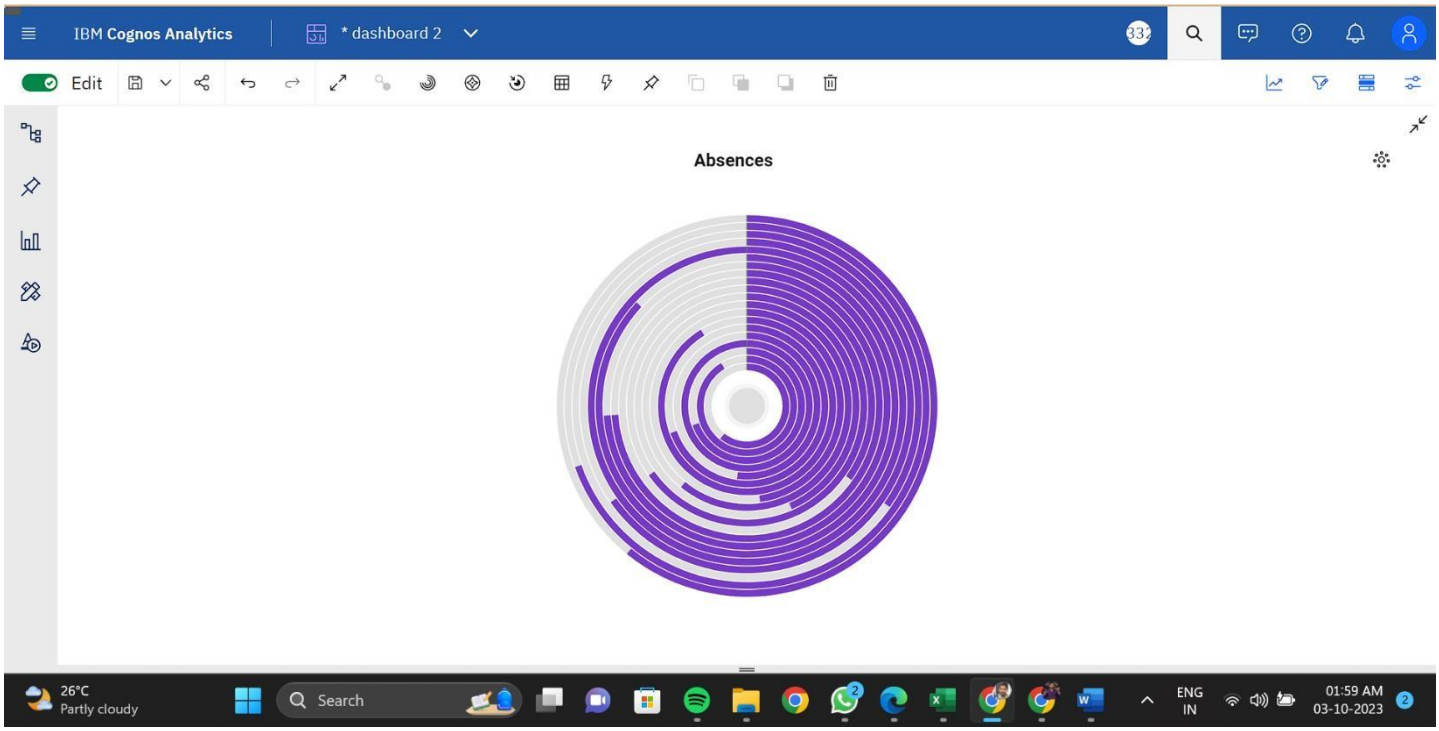
CHOOSE TEMPLATE:

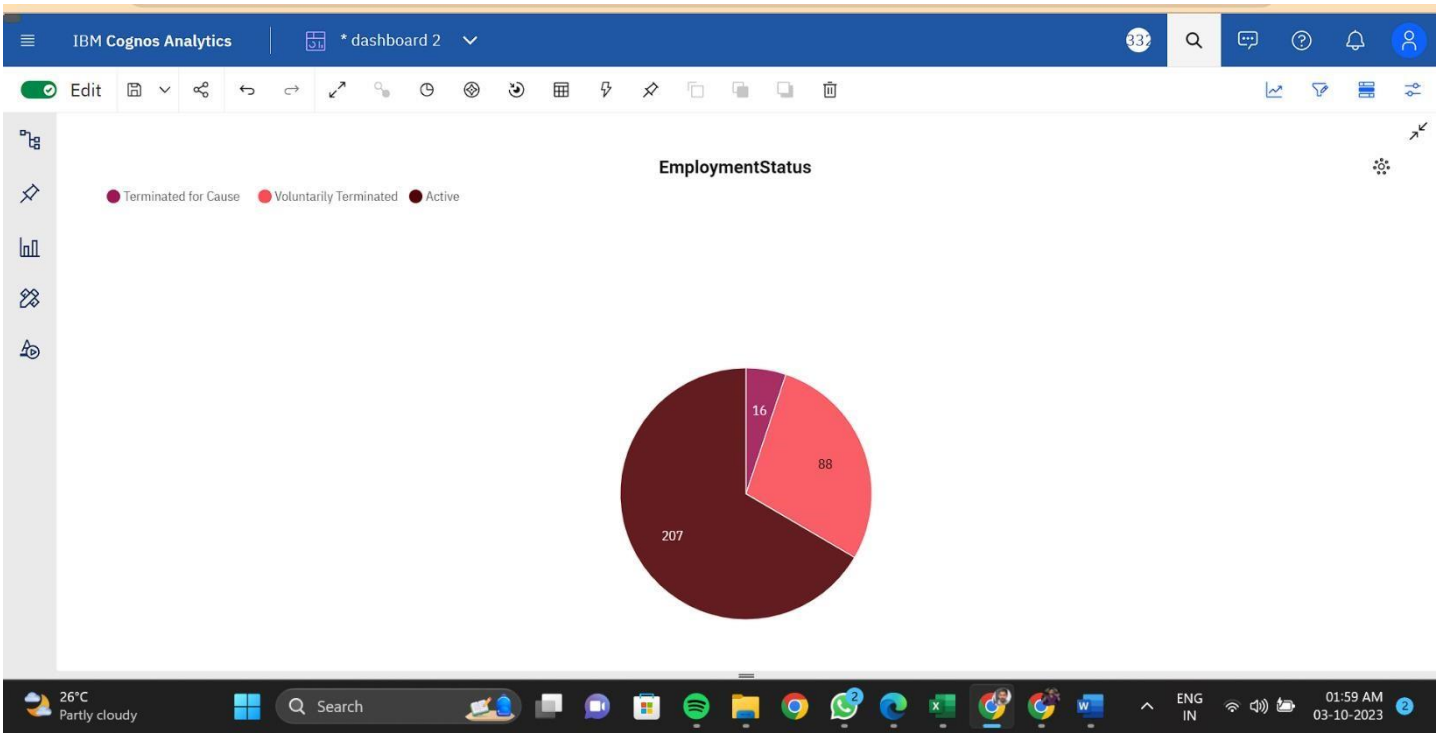


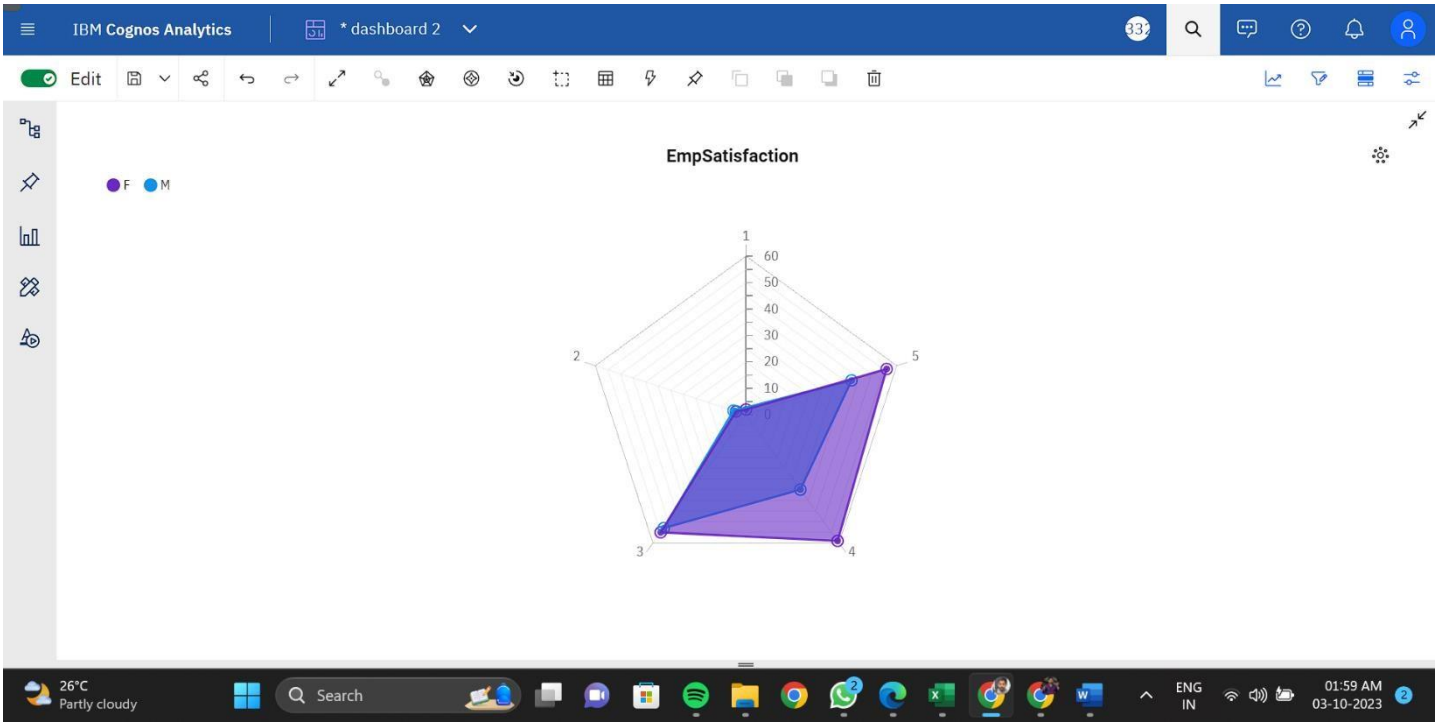
CHOOSE VISUALIZATION TYPE:



CREATE VISUALIZATION USING DATA SETS:(SOME VISUALIZATIONS)




IBM Cognos Analytics
* dashboard 2
Edit
EmploymentStatus
Terminated for Cause
Voluntarily Terminated
Active
16
88
207
26°C
Partly cloudy
Search
ENG
IN
01:59 AM
03-10-2023


IBM Cognos Analytics
* dashboard 2
Edit
EmpSatisfaction
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M
1
2
3
4
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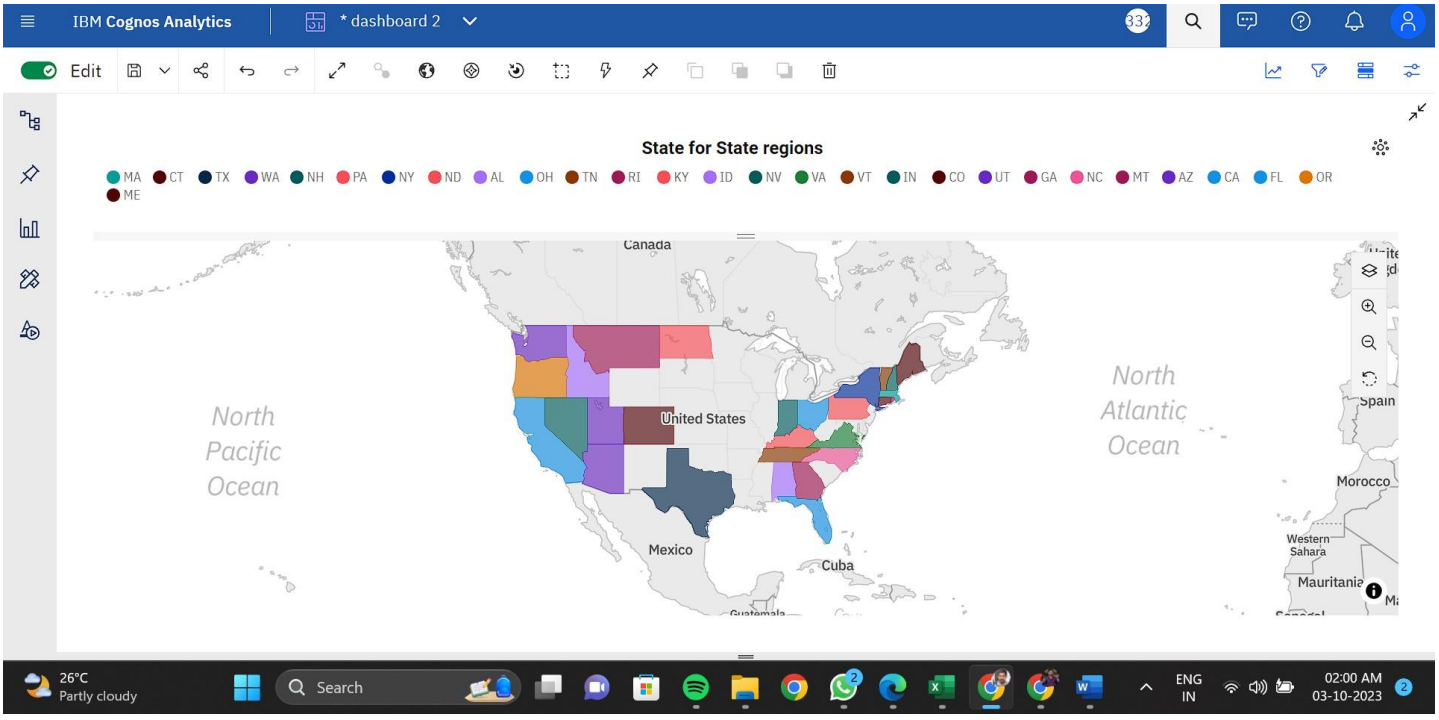
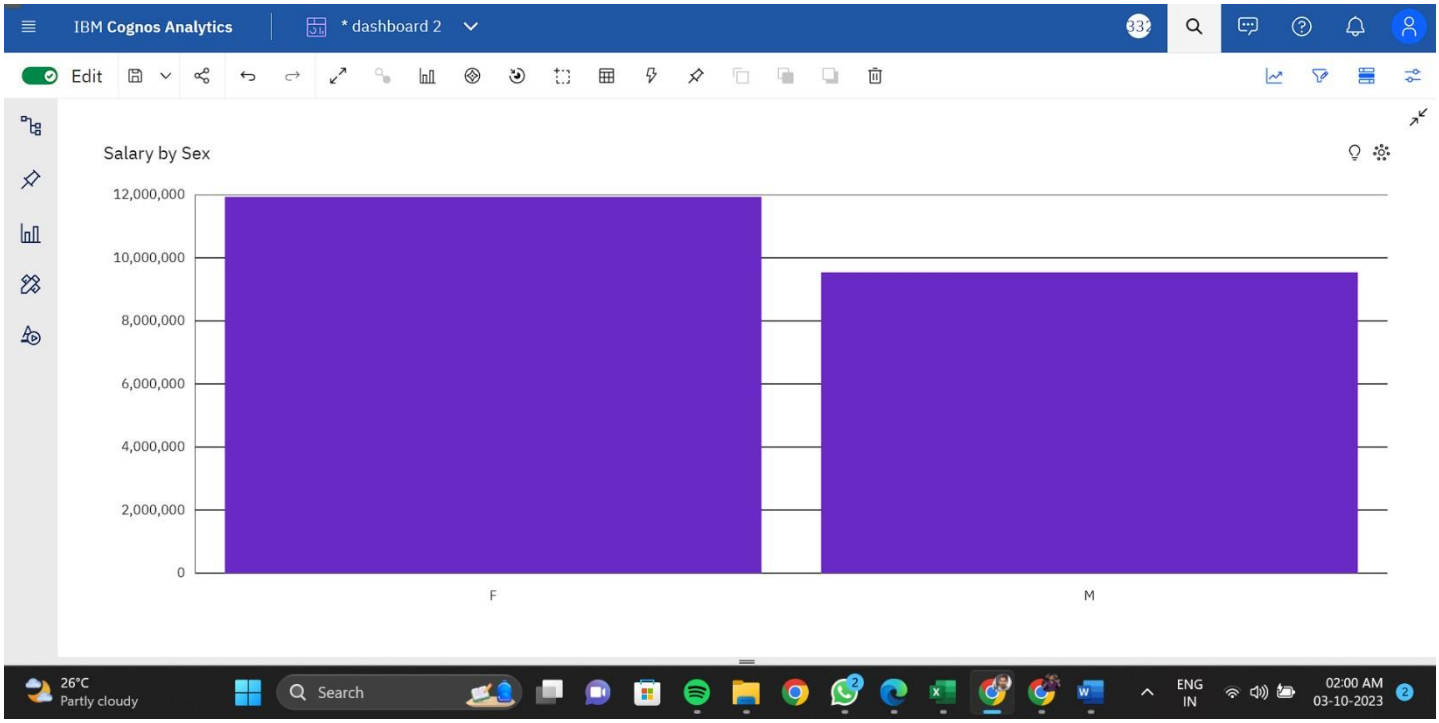
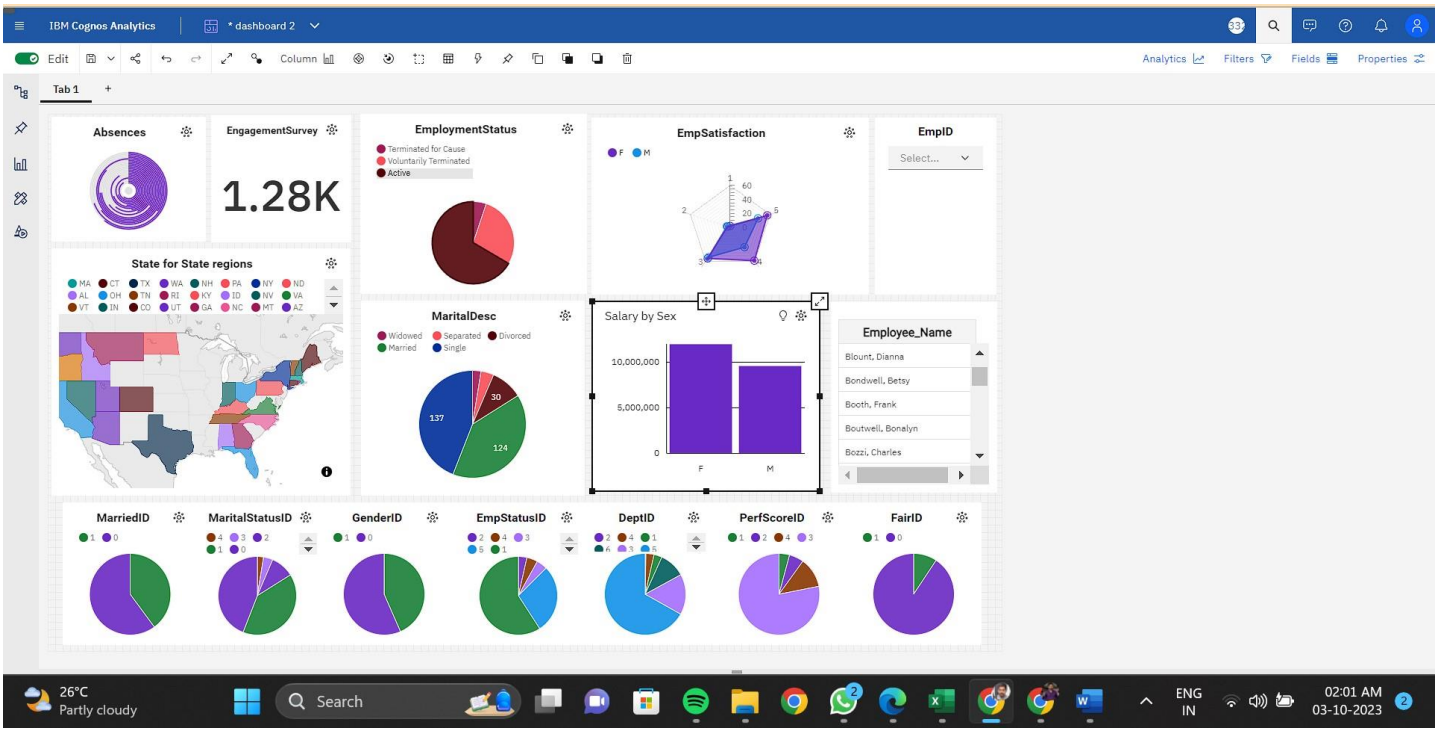
26°C
Partly cloudy
Search
ENG
IN
01:59 AM
03-10-2023

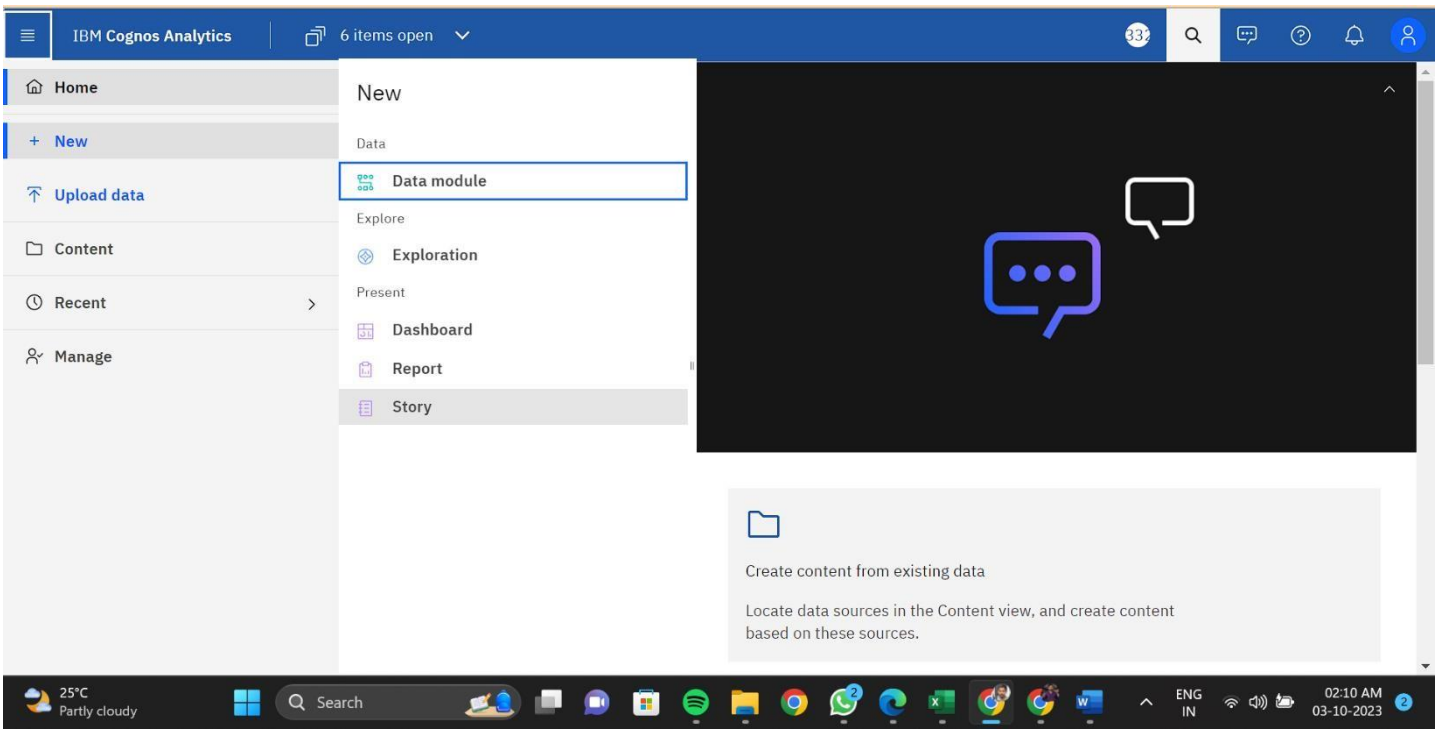

IBM Cognos Analytics
* dashboard 2
Edit
State for State regions
MA CT TX WA NH PA NY ND AL OH TN RI KY ID NV VA VT IN CO UT GA NC MT AZ CA FL OR ME
Canada
North Pacific Ocean
United States
Mexico
Cuba
North Atlantic Ocean
Spain
Morocco
Western Sahara
Mauritania
26°C
Partly cloudy
Search
ENG
IN
02:00 AM
03-10-2023


IBM Cognos Analytics
* dashboard 2
Edit
Salary by Sex
12,000,000
10,000,000
8,000,000
6,000,000
4,000,000
2,000,000
0
F
M
26°C
Partly cloudy
Search
ENG
IN
02:00 AM
03-10-2023



5. STORY GENERATION

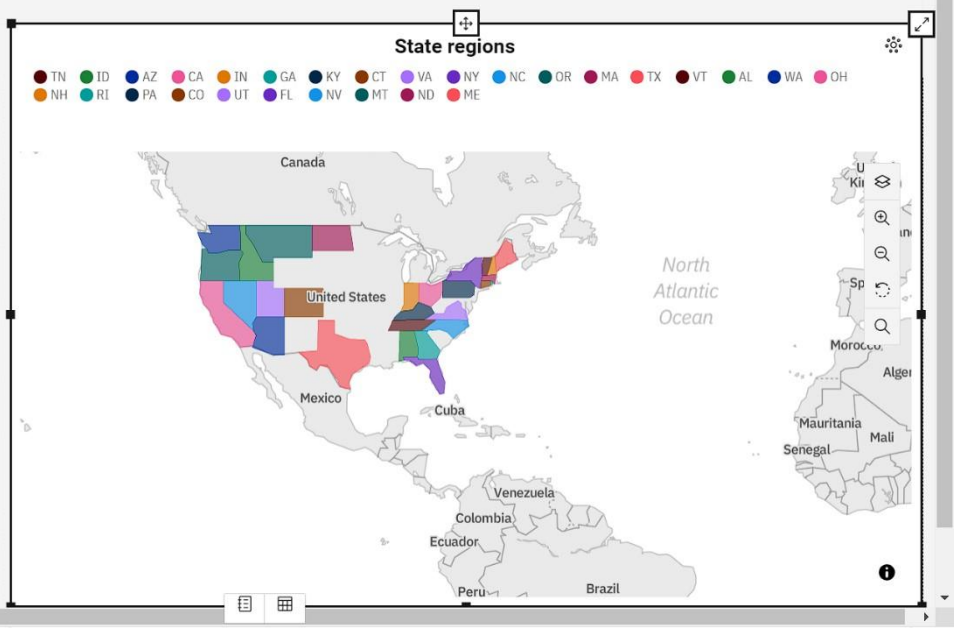
CREATE A STORY FOR HR DATASET:



Edit

BASED ON THE EMPLOYEE STATE

- 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

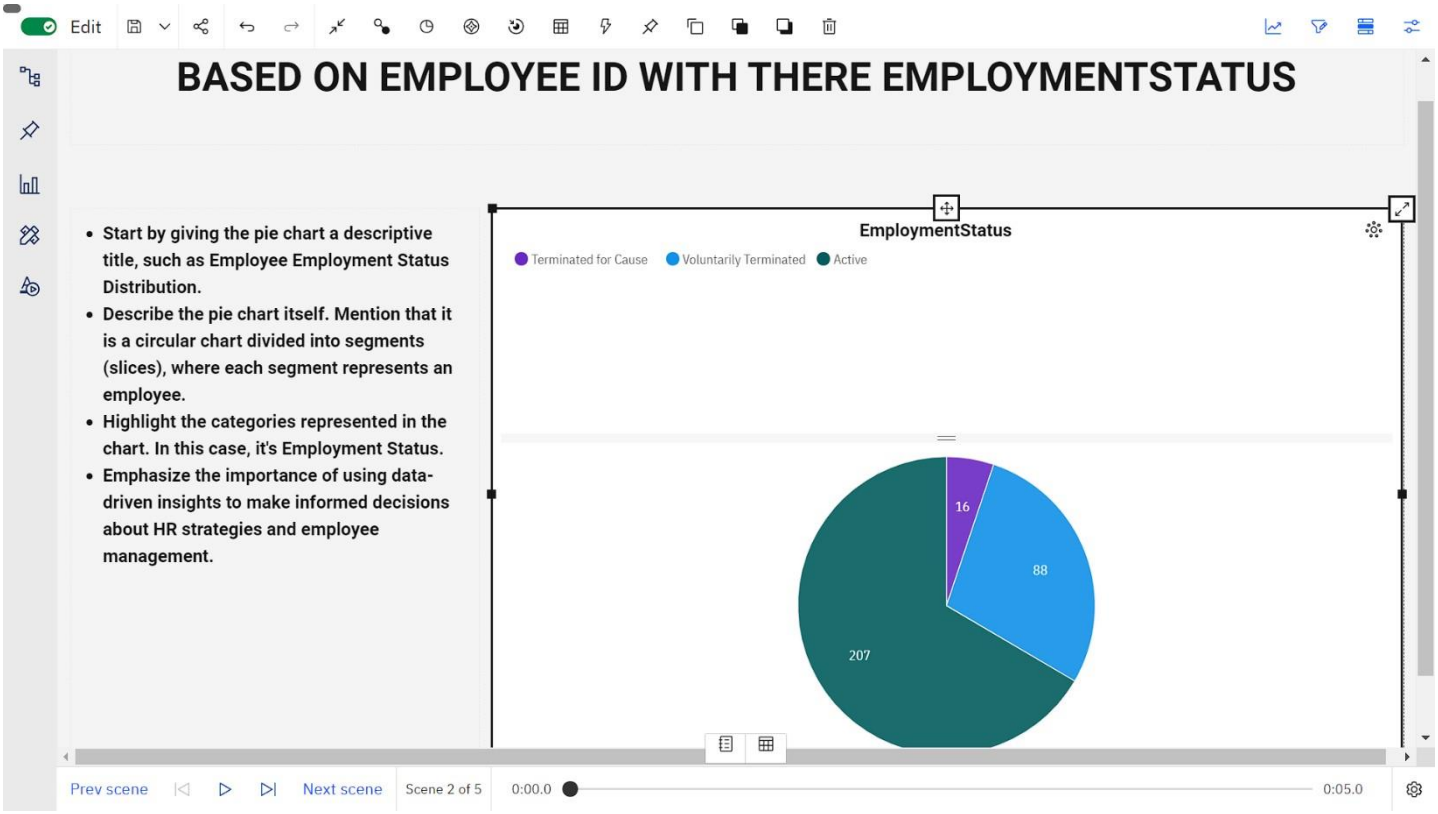
BASED ON ID BY THE ABSENCES

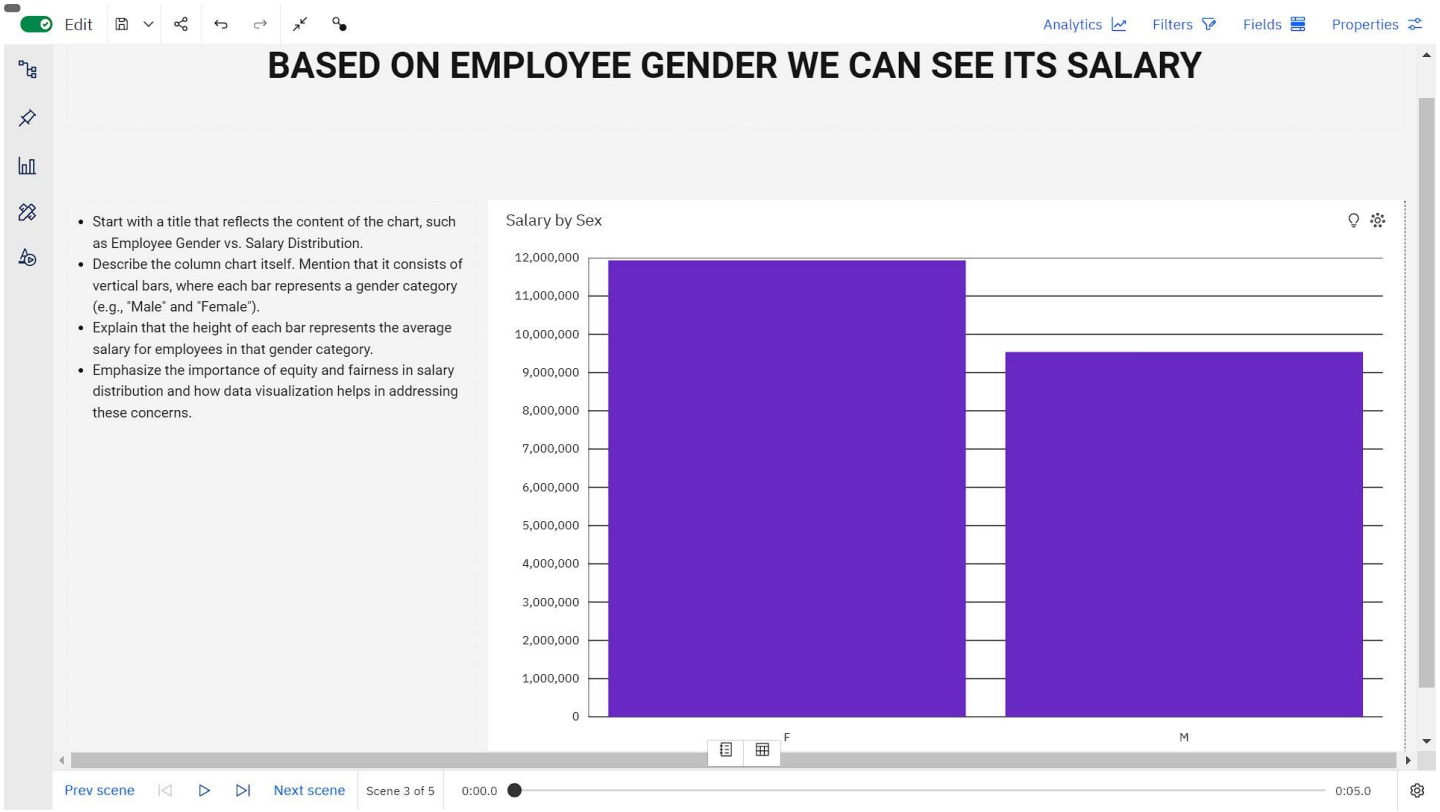
- Employee IDs are plotted along the circumference of the circle.
- The number of days absent is represented by the distance of each segment from the center of the circle.
- A longer segment indicates more days of absence for a particular employee.

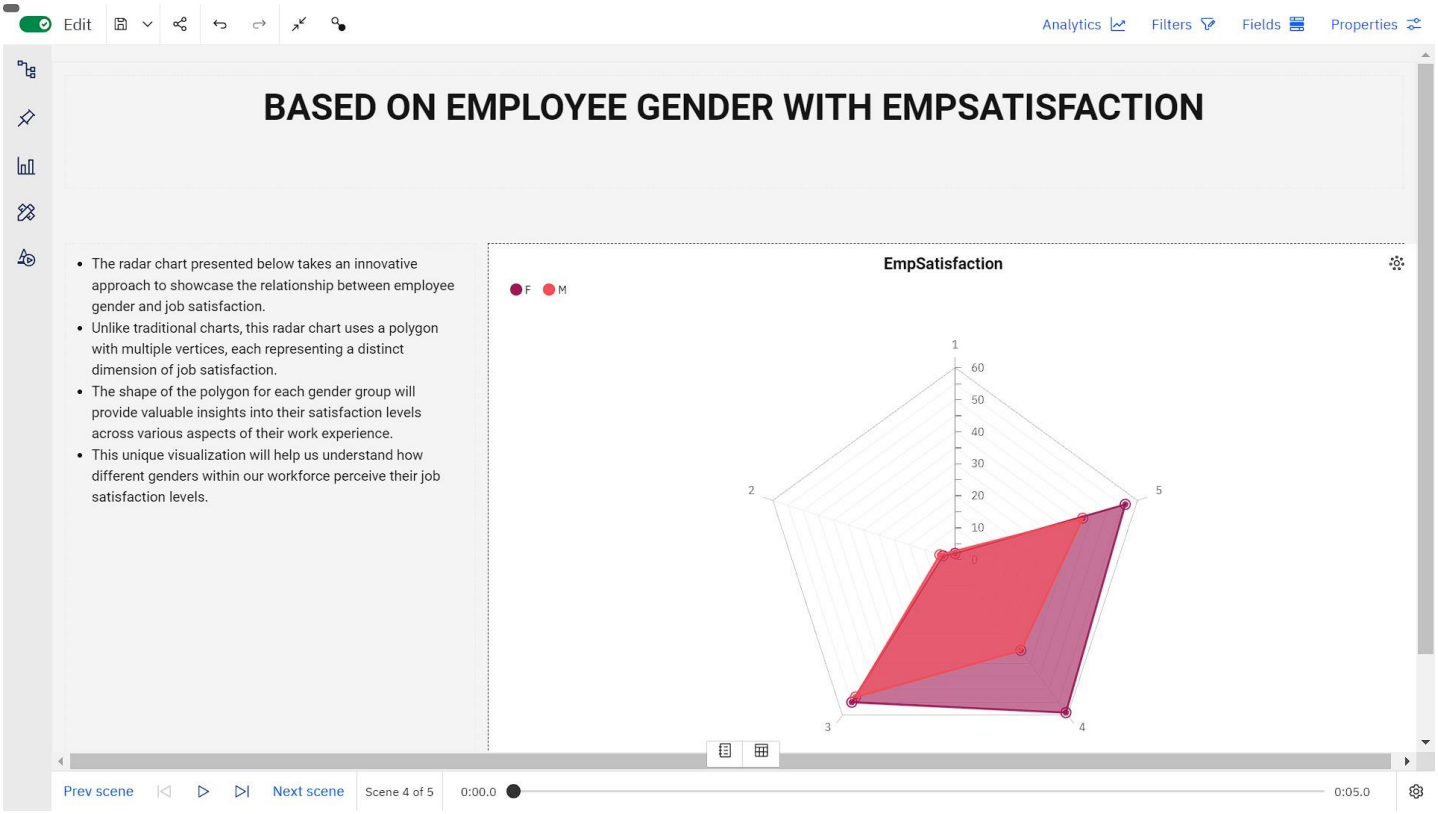
- Interactivity:

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

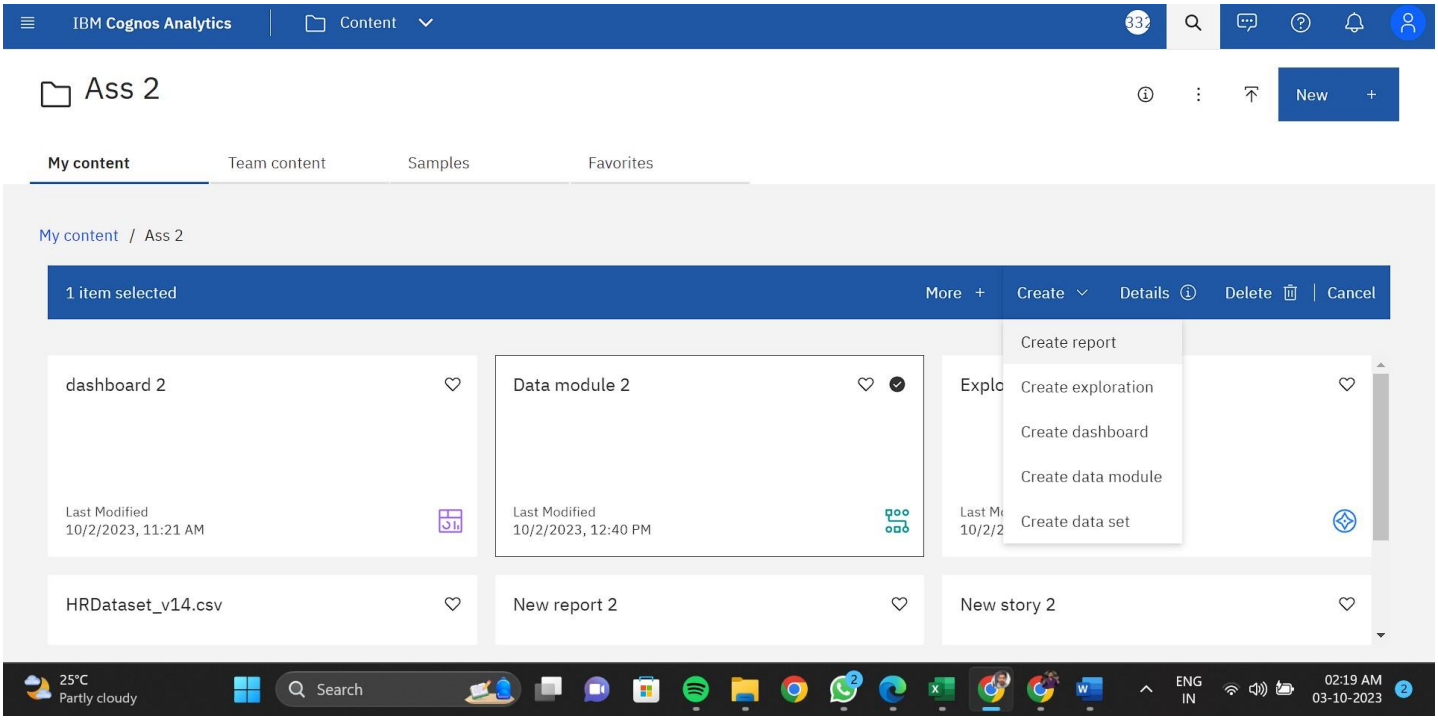

Edit
BASED ON EMPLOYEE ID WITH THERE EMPLOYMENTSTATUS
Start by giving the pie chart a descriptive title, such as Employee Employment Status Distribution.
Describe the pie chart itself. Mention that it is a circular chart divided into segments (slices), where each segment represents an employee.
Highlight 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.
EmploymentStatus
Terminated for Cause
Voluntarily Terminated
Active
16
88
207
Prev scene
Next scene
Scene 2 of 5
0:00.0
0:05.0

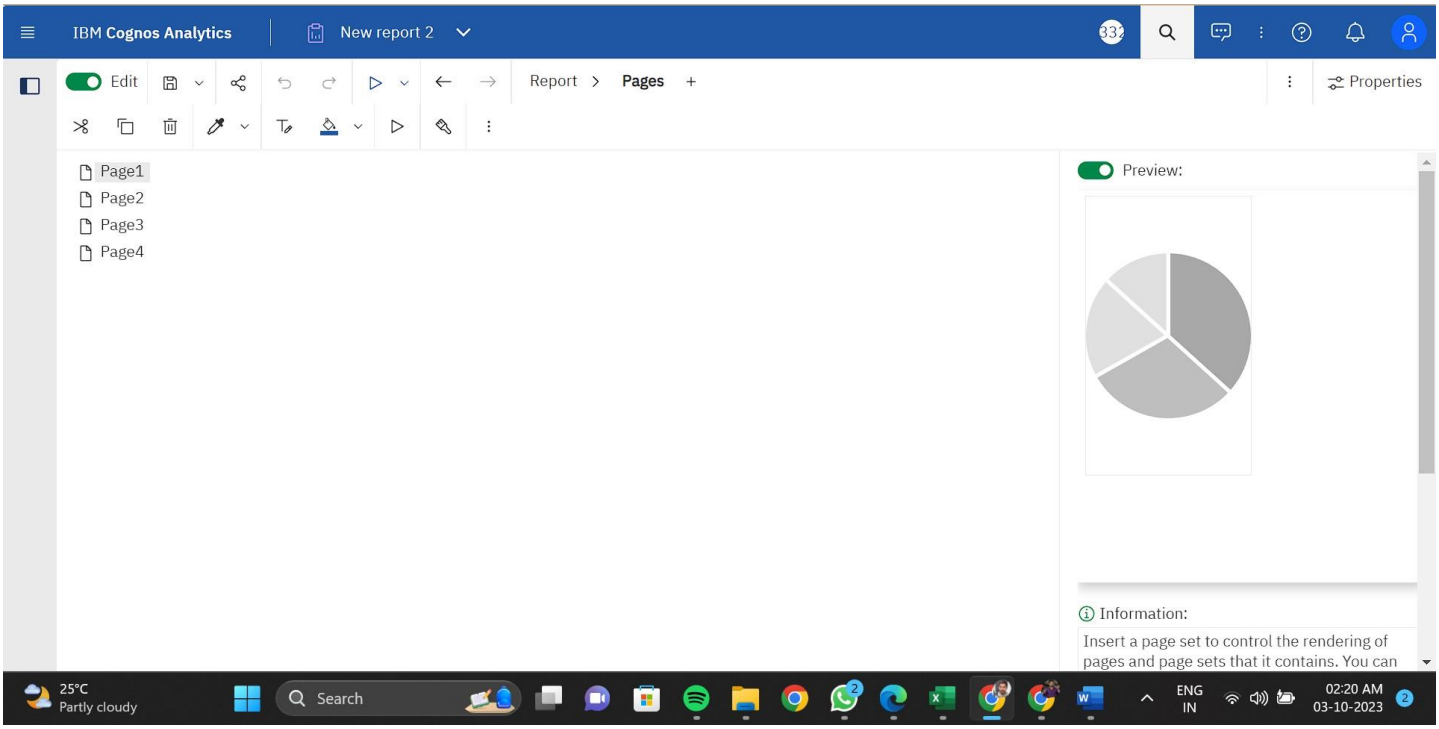

Edit
Analytics
Filters
Fields
Properties
BASED ON EMPLOYEE GENDER WE CAN SEE ITS SALARY
Start with a title that reflects the content of the chart, such as Employee Gender vs. Salary Distribution.
Describe the column chart itself. Mention that it consists of vertical bars, where each bar represents a 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.
Salary by Sex
12,000,000
11,000,000
10,000,000
9,000,000
8,000,000
7,000,000
6,000,000
5,000,000
4,000,000
3,000,000
2,000,000
1,000,000
0
F
M
Prev scene
Next scene
Scene 3 of 5
0:00.0
0:05.0

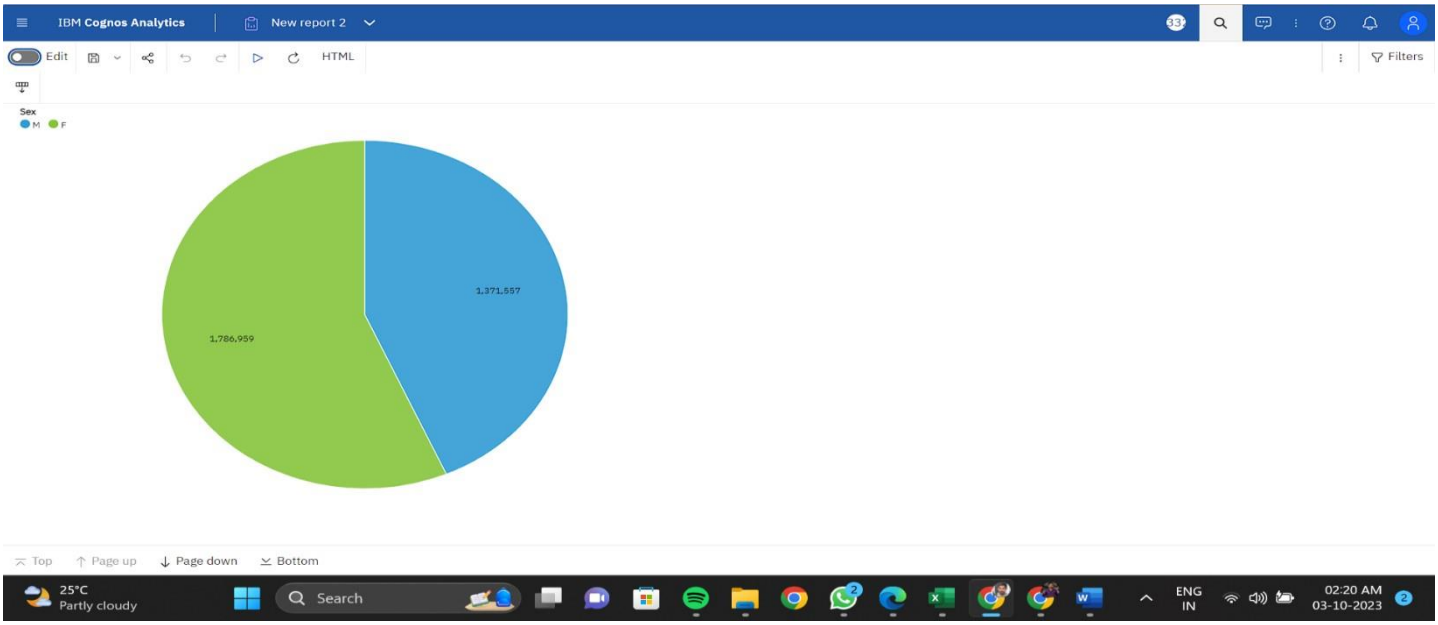


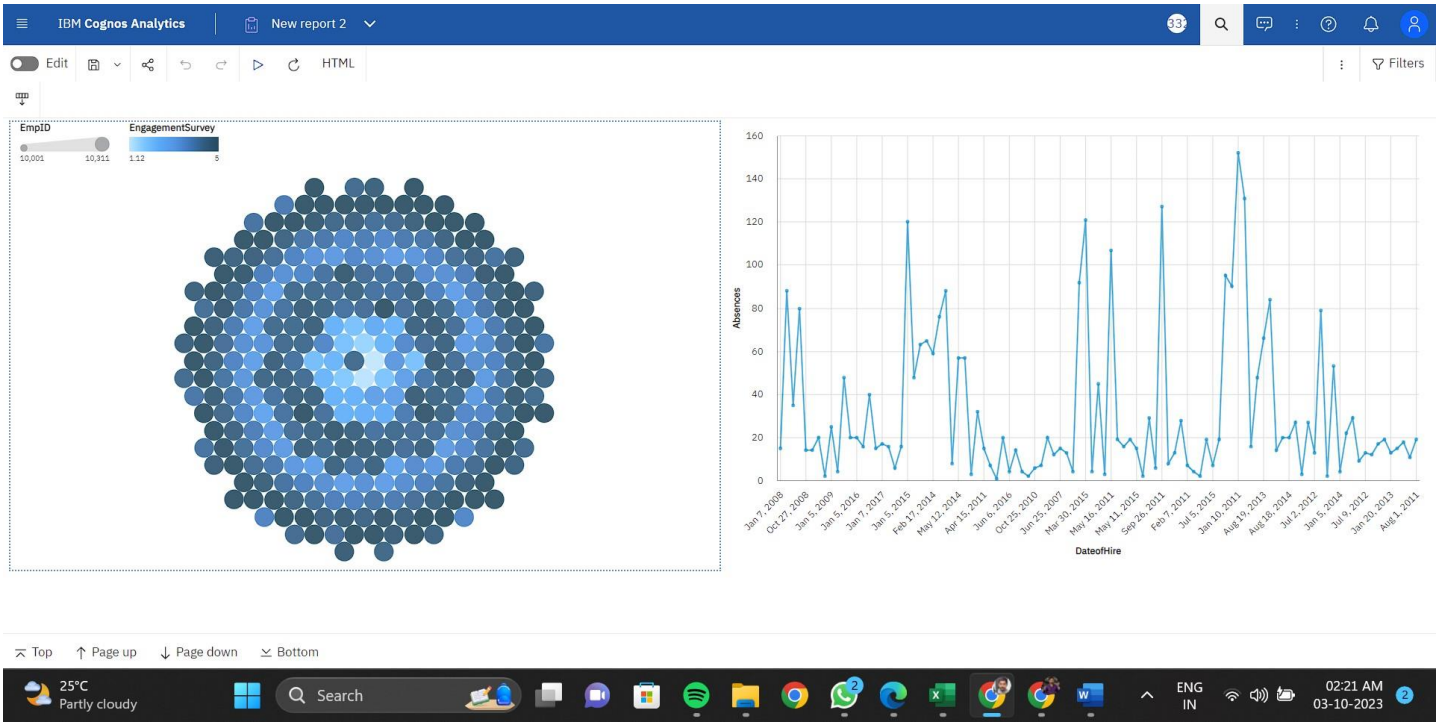
6. REPORT GENERATION

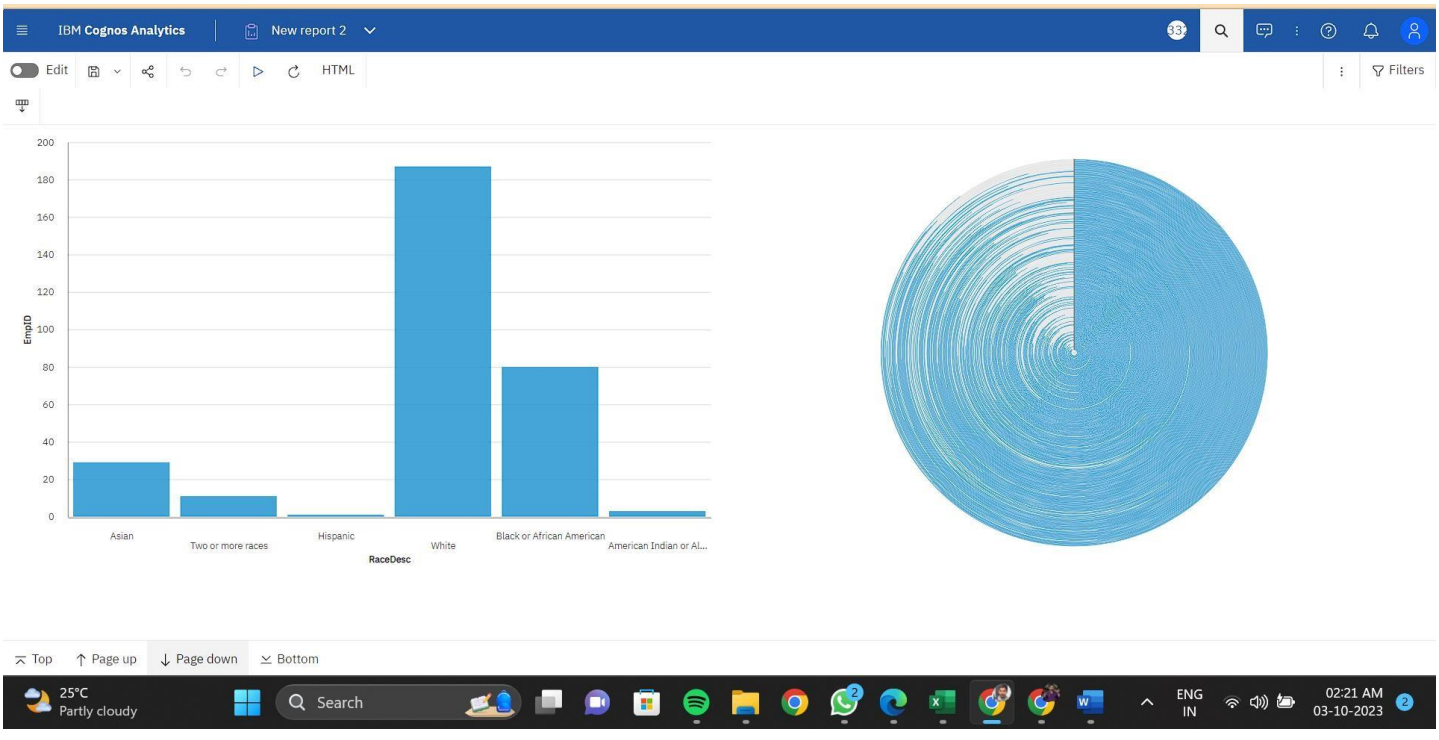
CREATE A REPORT FOR HR DATA MODULE

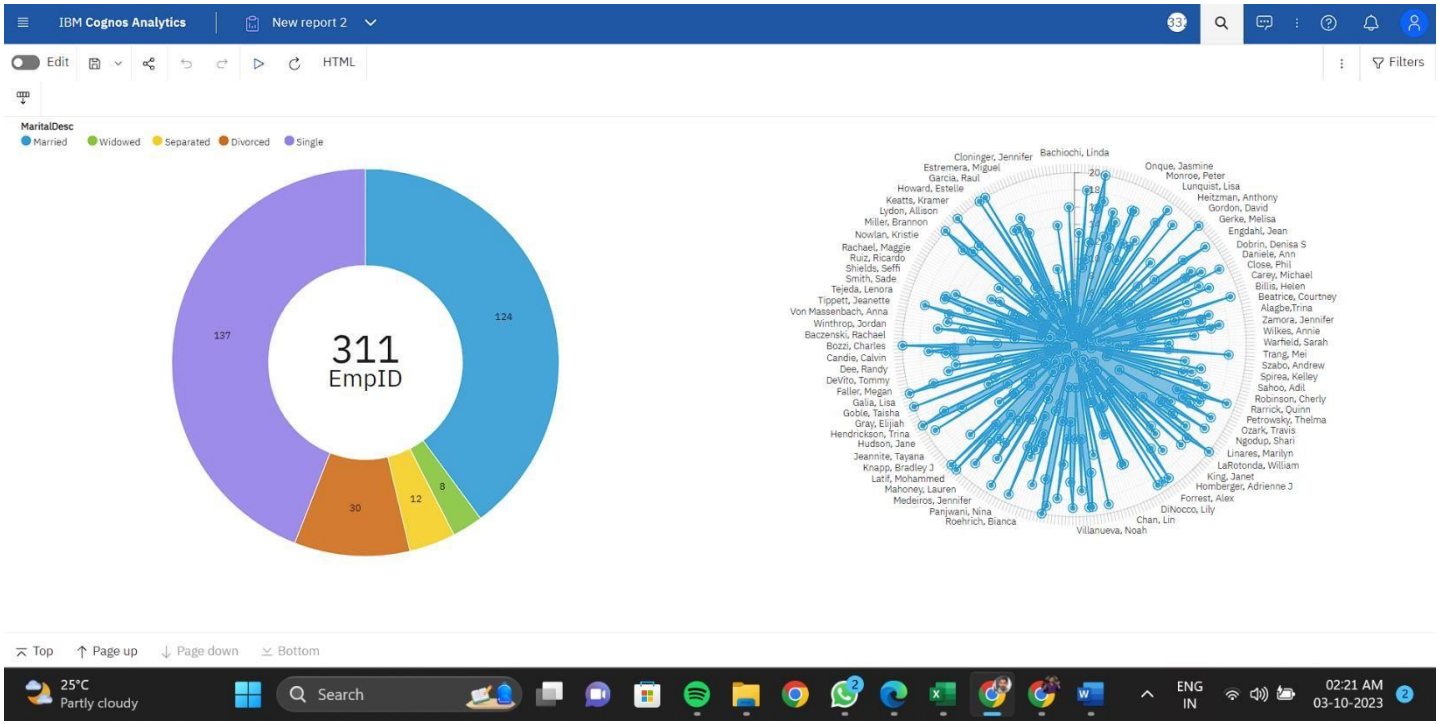



IBM Cognos Analytics
New report 2
Edit
Report
Pages
Properties
Page1
Page2
Page3
Page4
Preview:
Information:
Insert a page set to control the rendering of pages and page sets that it contains. You can
25°C
Partly cloudy
Search
ENG
IN
02:20 AM
03-10-2023


IBM Cognos Analytics
New report 2
Edit
HTML
Filters
Sex
M
F
1,371,557
1,786,959
Top
Page up
Page down
Bottom
25°C
Partly cloudy
Search
ENG
IN
02:20 AM
03-10-2023


IBM Cognos Analytics
New report 2
Edit
HTML
Filters
EmpID
10,001
10,311
EngagementSurvey
1.12
5
Absences
DateofHire
Top
Page up
Page down
Bottom
25°C
Partly cloudy
Search
ENG
IN
02:21 AM
03-10-2023


IBM Cognos Analytics
New report 2
Edit
HTML
Filters
EmpID
RaceDesc
Asian
Two or more races
Hispanic
White
Black or African American
American Indian or Al...
Top
Page up
Page down
Bottom
25°C
Partly cloudy
Search
ENG
IN
02:21 AM
03-10-2023


IBM Cognos Analytics
New report 2
Edit
HTML
Filters
MaritalDesc
Married
Widowed
Separated
Divorced
Single
124
8
12
30
137
311
EmpID
Bachiochi, Linda
Onque, Jasmine
Monroe, Peter
Lunquist, Lisa
Heitzman, Anthony
Gordon, David
Gerke, Melisa
Engdahl, Jean
Dobrin, Denisa S
Daniele, Ann
Close, Phil
Carey, Michael
Billis, Helen
Beatrice, Courtney
Alagbe,Trina
Zamora, Jennifer
Wilkes, Annie
Warfield, Sarah
Trang, Mei
Szabo, Andrew
Spirea, Kelley
Sahoo, Adil
Robinson, Cherly
Rarrick, Quinn
Petrowsky, Thelma
Ozark, Travis
Ngodup, Shari
Linares, Marilyn
LaRotonda, William
King, Janet
Homberger, Adrienne J
Forrest, Alex
DiNocco, Lily
Chan, Lin
Villanueva, Noah
Roehrich, Bianca
Panjwani, Nina
Medeiros, Jennifer
Mahoney, Lauren
Latif, Mohammed
Knapp, Bradley J
Jeannite, Tayana
Hudson, Jane
Hendrickson, Trina
Gray, Elijah
Goble, Taisha
Galia, Lisa
Faller, Megan
DeVito, Tommy
Dee, Randy
Candie, Calvin
Bozzi, Charles
Baczenski, Rachael
Von Massenbach, Anna
Winthrop, Jordan
Tippett, Jeanette
Tejeda, Lenora
Smith, Sade
Shields, Seffi
Ruiz, Ricardo
Rachael, Maggie
Nowlan, Kristie
Miller, Brannon
Lydon, Allison
Keatts, Kramer
Howard, Estelle
Garcia, Raul
Estremera, Miguel
Cloninger, Jennifer
Top
Page up
Page down
Bottom
25°C
Partly cloudy
Search
ENG
IN
02:21 AM
03-10-2023