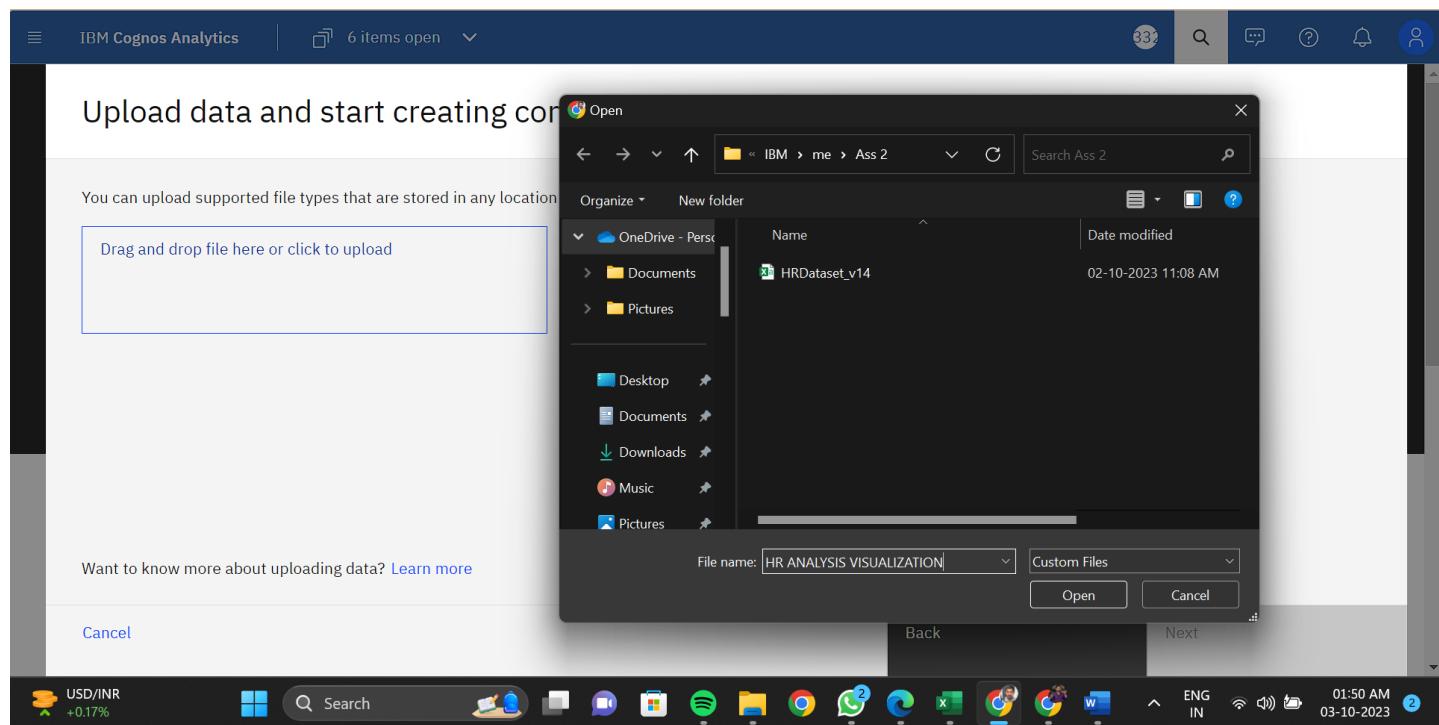
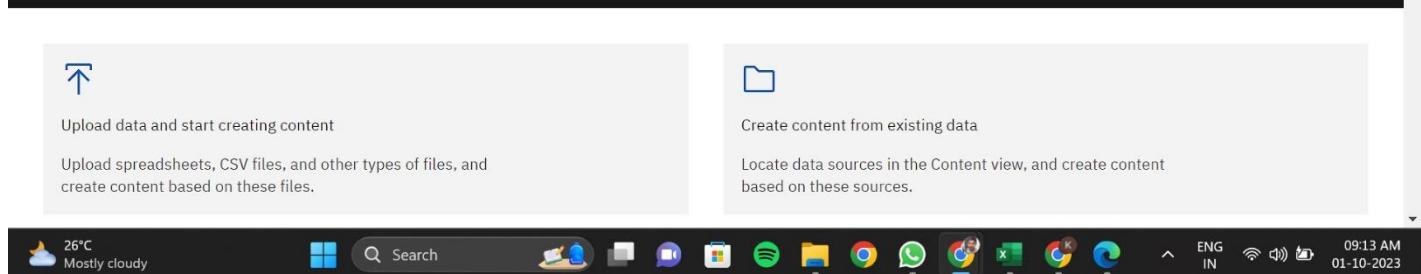
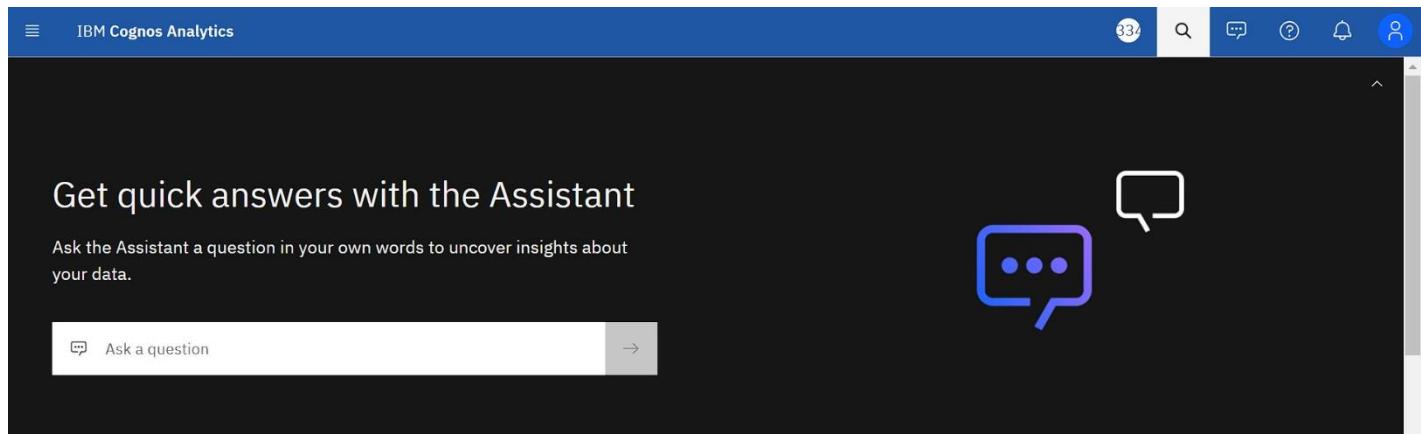


HR ANALYSIS VISUALIZATION

NAME : KAVYA P

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



2: CREATE DATA MODULE

The screenshot shows the IBM Cognos Analytics interface. On the left, there's a navigation bar with links for Home, New (which is highlighted in blue), Upload data, Content, Recent, and Manage. The main area is titled 'New' and has a sub-section 'Data' with 'Data module' selected. Below this, there are sections for 'Explore', 'Present', 'Dashboard', 'Report', and 'Story'. A large blue speech bubble icon is visible on the right. At the bottom, there's a task pane with a folder icon and the text 'Create content from existing data' followed by 'Locate data sources in the Content view, and create content based on these sources.' The system tray at the bottom shows various icons and the date/time.

DELETE OR REMOVE UNNECESSARY VALUES OR COLUMNS:

The screenshot shows the IBM Cognos Analytics interface with 'Data module 2' selected. On the left, there's a sidebar with a tree view of columns: DOB, Sex, MaritalDesc, CitizenDesc, and HispanicLatino. The 'DOB' node is expanded, showing sub-items like abc_Sex, abc_MaritalDesc, etc. The main area shows a grid of data with columns for DOB, Sex, MaritalDesc, CitizenDesc, and HispanicLatino. A context menu is open over the 'DOB' column header, with options like '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.

3: EXPLORATION OF DATASET

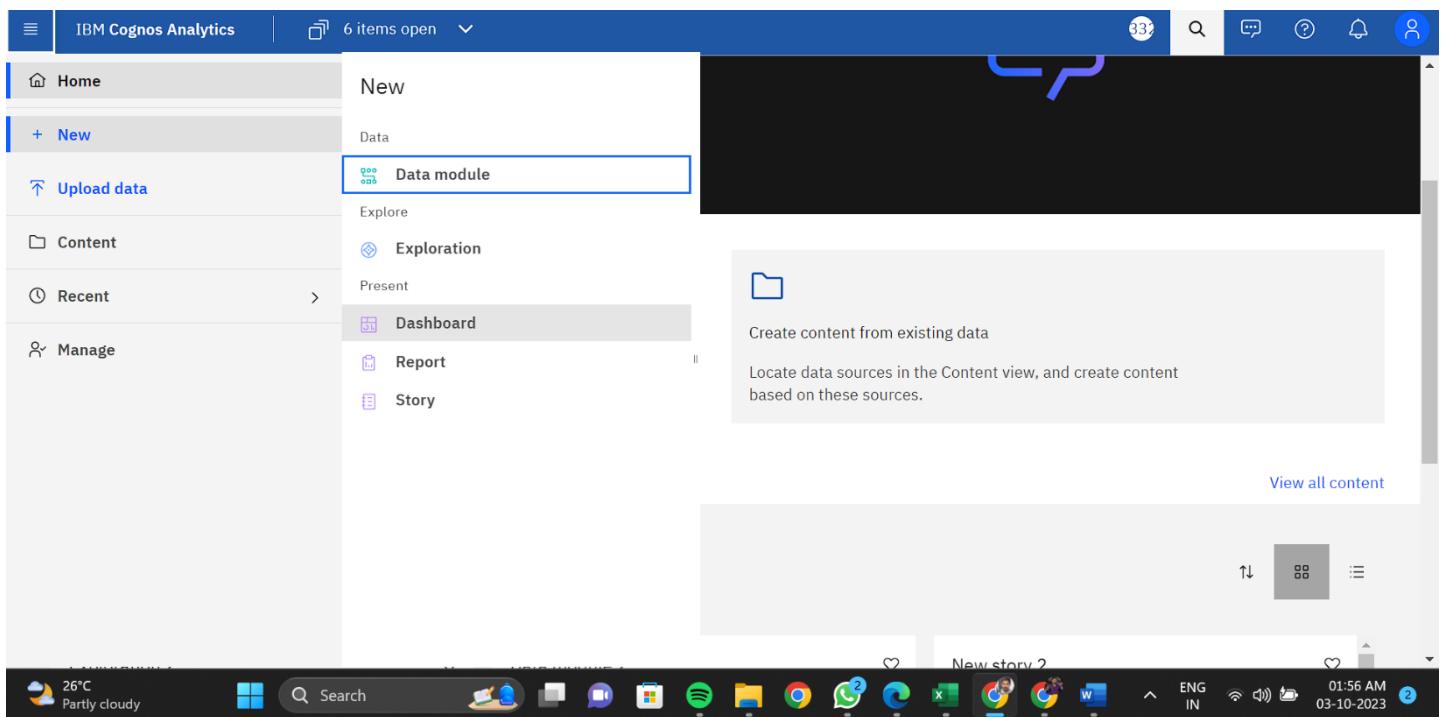
SELECT EXPLORATION:

The screenshot shows the IBM Cognos Analytics interface. The top navigation bar has a blue header with the text "IBM Cognos Analytics" and "6 items open". On the right side of the header are various icons for notifications, search, help, and user profile. The main content area is titled "New" and contains a sidebar with categories: Home, New, Upload data, Content, Recent, and Manage. Under "New", there are sub-options: Data (with "Data module" highlighted and surrounded by a blue box), Explore (with "Exploration" highlighted and surrounded by a blue box), Present, Dashboard, Report, and Story. To the right of the sidebar is a large black area with two white speech bubble icons. Below the sidebar is a "Create content from existing data" section with a folder icon, a brief description, and a note about locating data sources. At the bottom of the screen is a Windows taskbar showing the date and time (03-10-2023, 01:54 AM), weather (26°C Partly cloudy), and various pinned application icons.

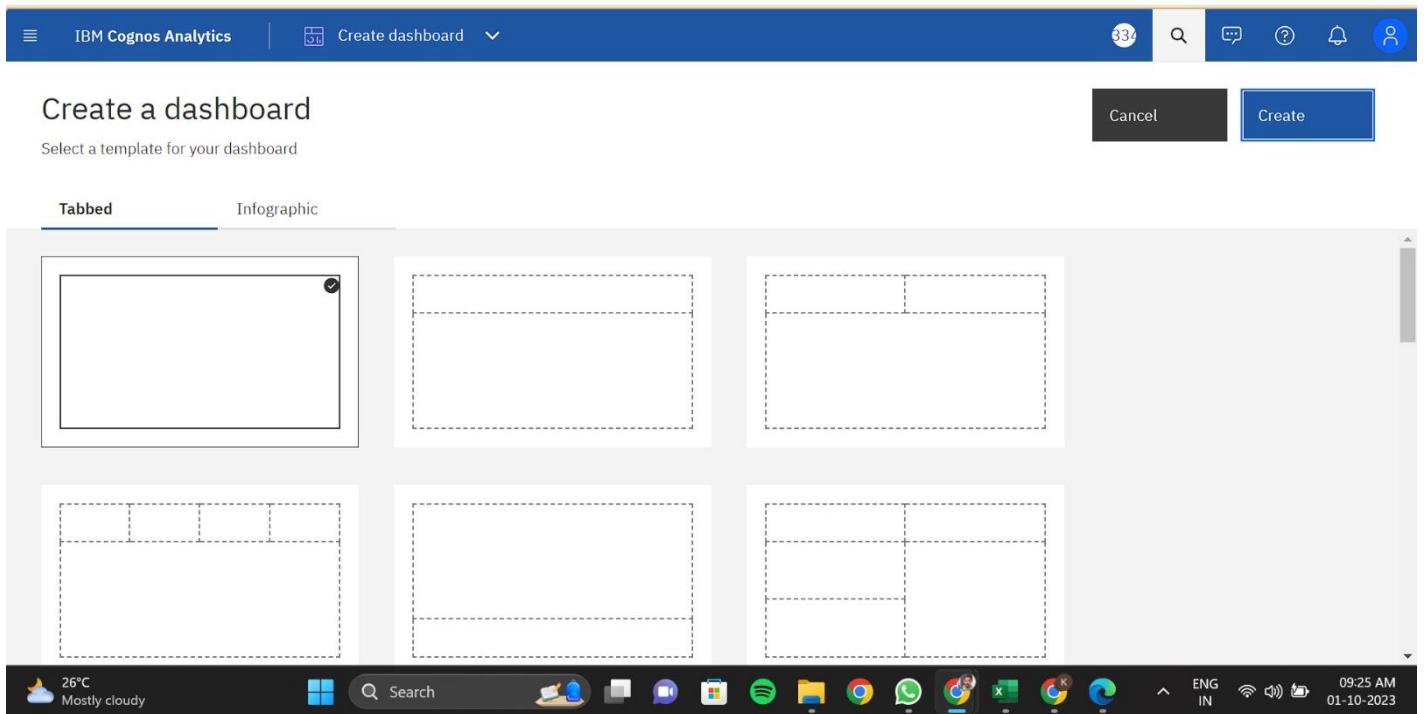
The screenshot shows the IBM Cognos Analytics interface with the title "Exploration 2" in the top bar. The top navigation bar is identical to the previous screenshot. The main content area displays a dashboard titled "DaysLateLast30 and Salary by Department". This dashboard includes a chart with two data series: "Salary (Sum)" represented by purple bars and "DaysLateLast30 (Sum)" represented by a blue line. The chart is grouped by department: Admin Offices, Executive Office, IT/IS, Production, Sales, and Software Engineering. The Y-axis for "Salary (Sum)" ranges from 0 to 14,000,000, and the Y-axis for "DayslateLast30 (Sum)" ranges from 0 to 140. To the left of the chart, there is a "Cards" section containing three cards: "DaysLateLast30...by Department" (a bar chart), "Salary by Date...by EmpStatusID" (a line chart), and "Data relationships" (represented by a network diagram). The bottom of the screen features a Windows taskbar with the same information as the first screenshot.

4. VISUALIZATION OF DATASET

CREATE DASHBOARD:



CHOOSE TEMPLATE:

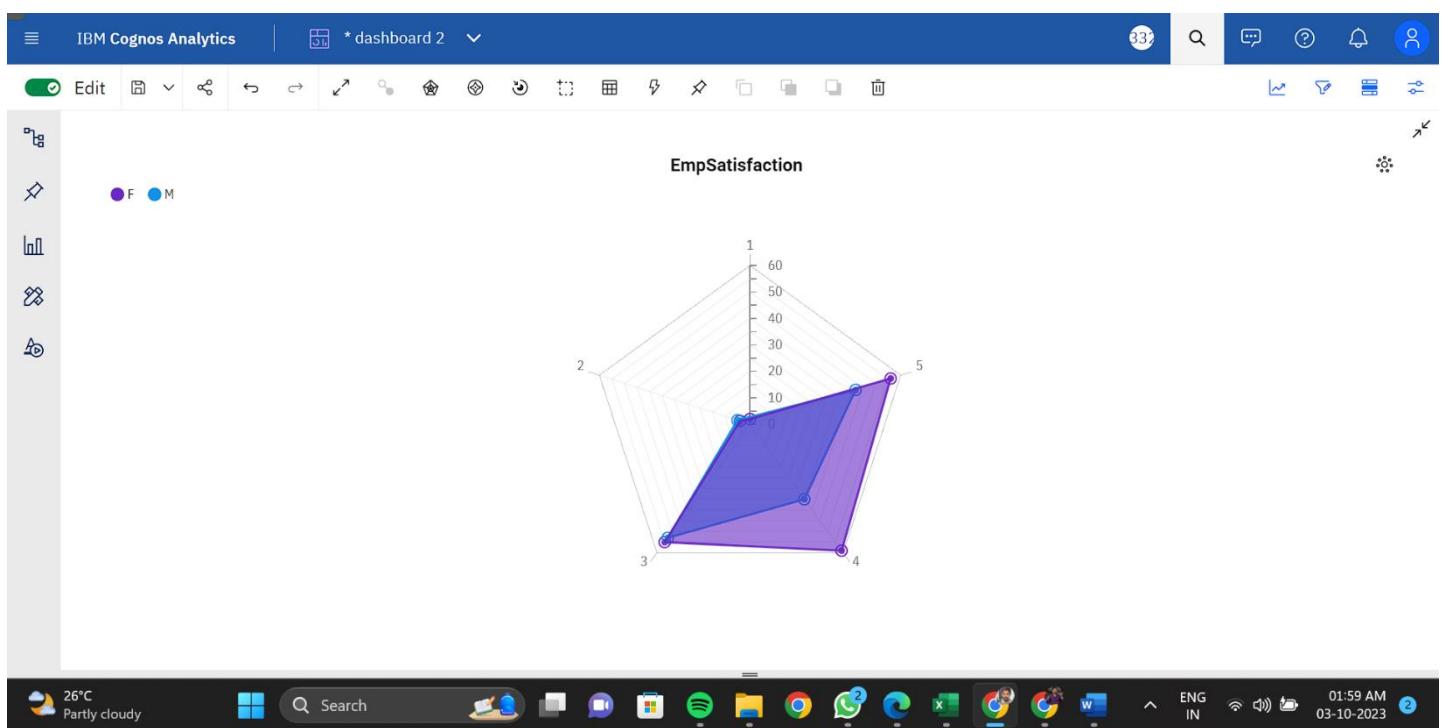
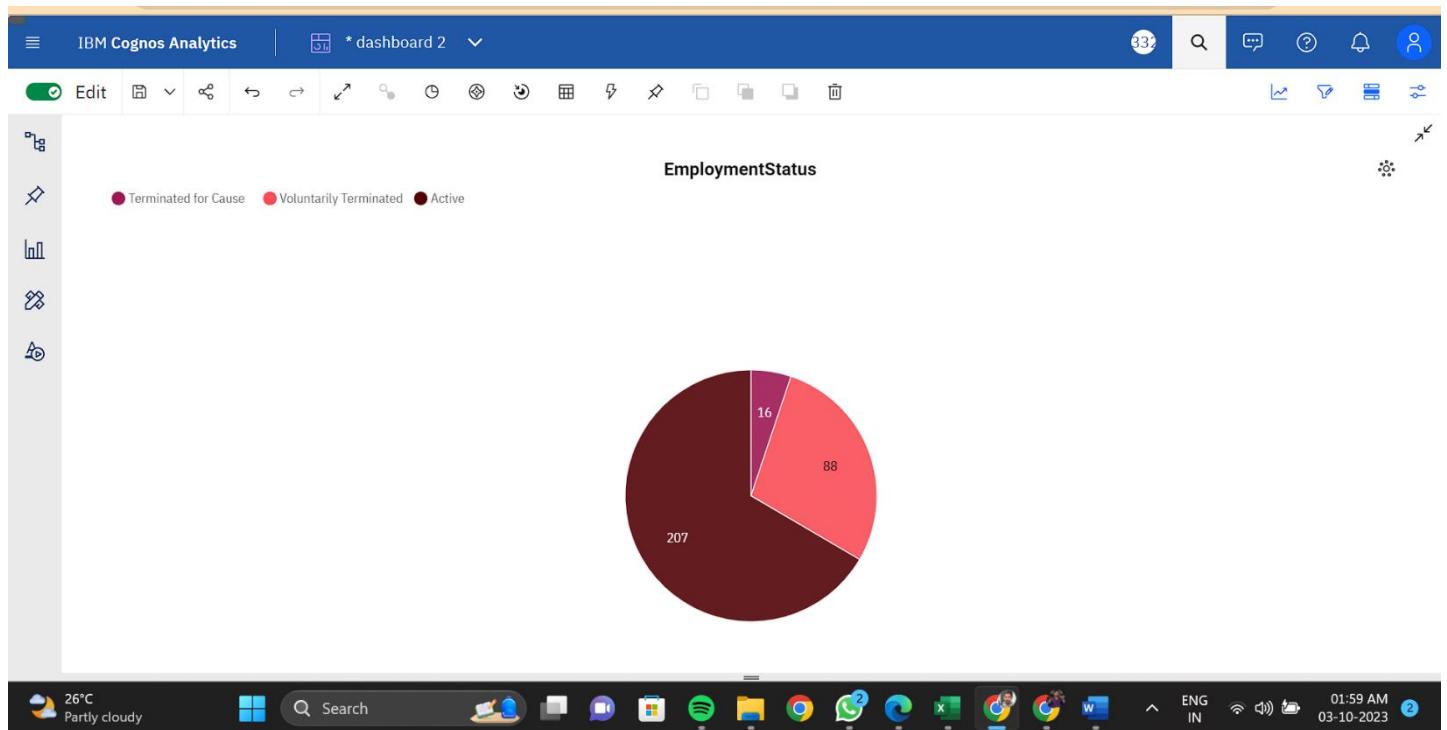


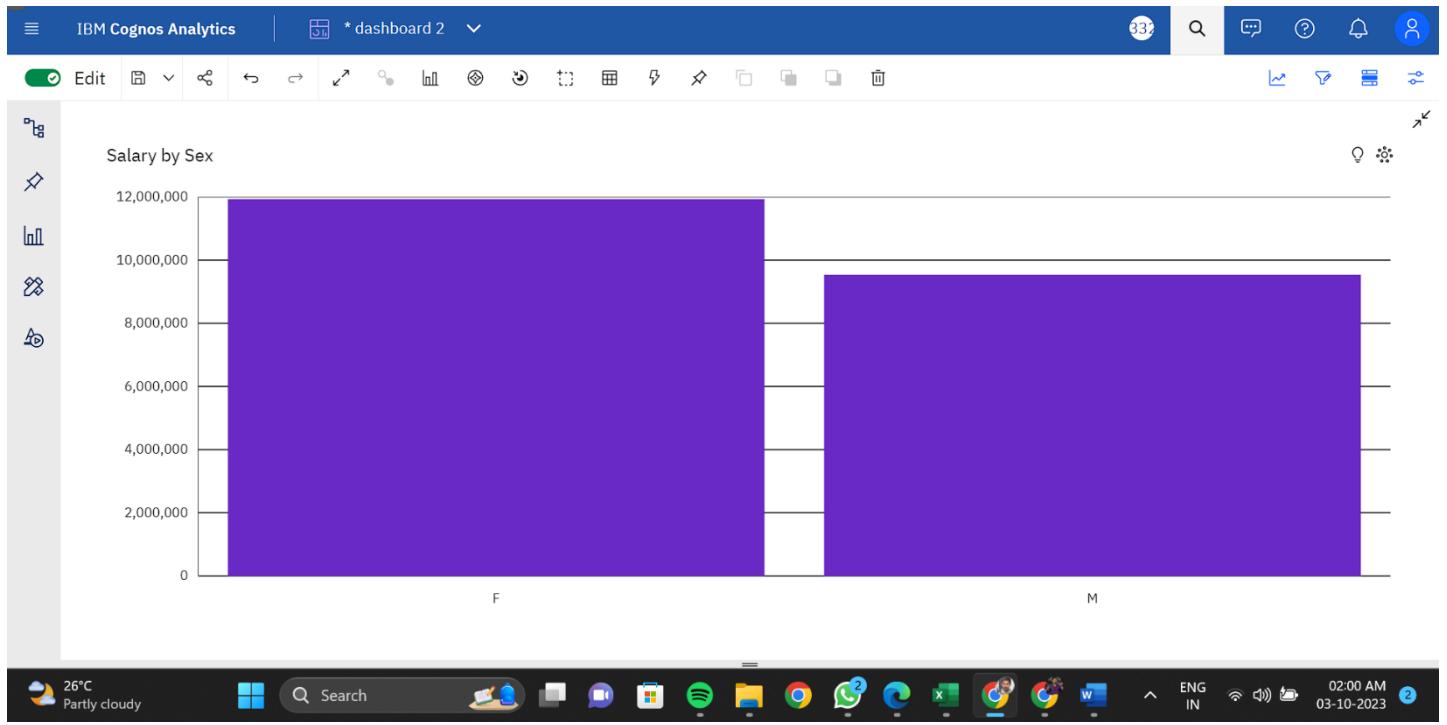
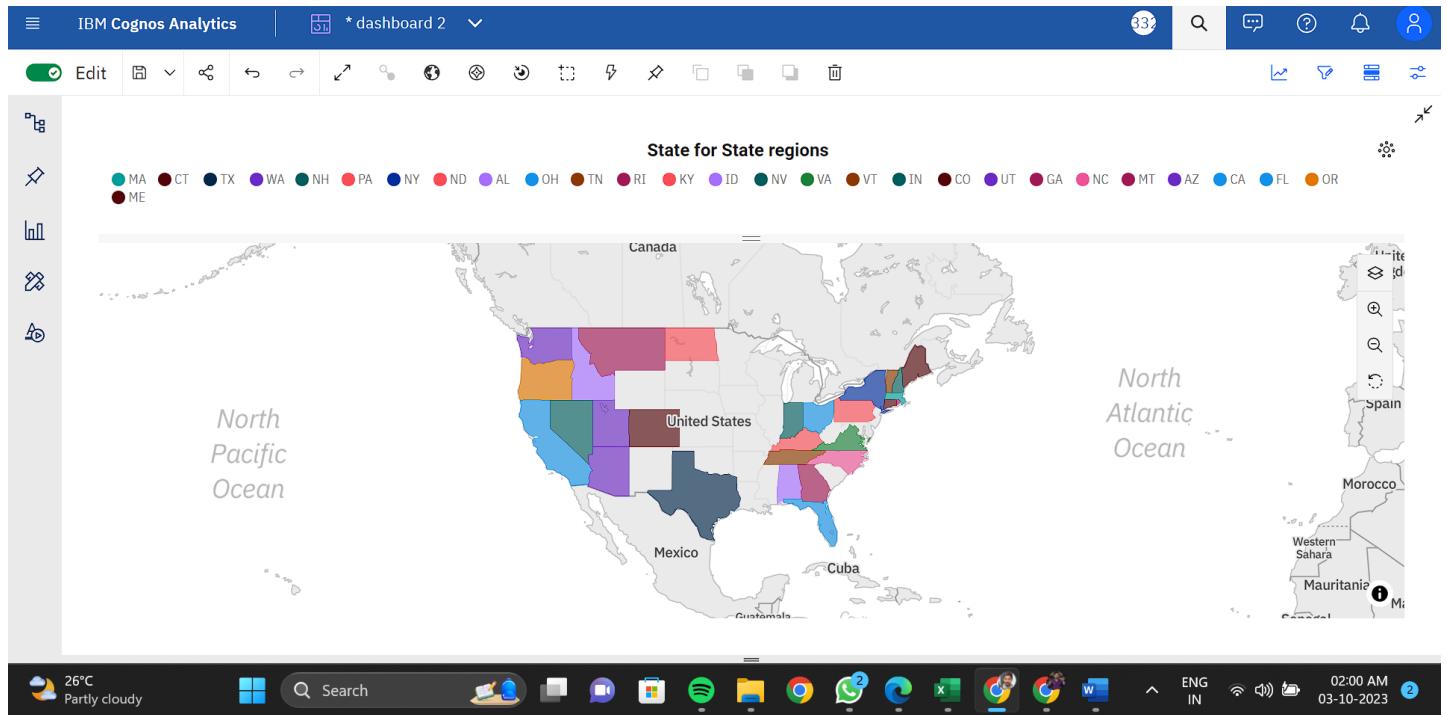
CHOOSE VISUALIZATION TYPE:

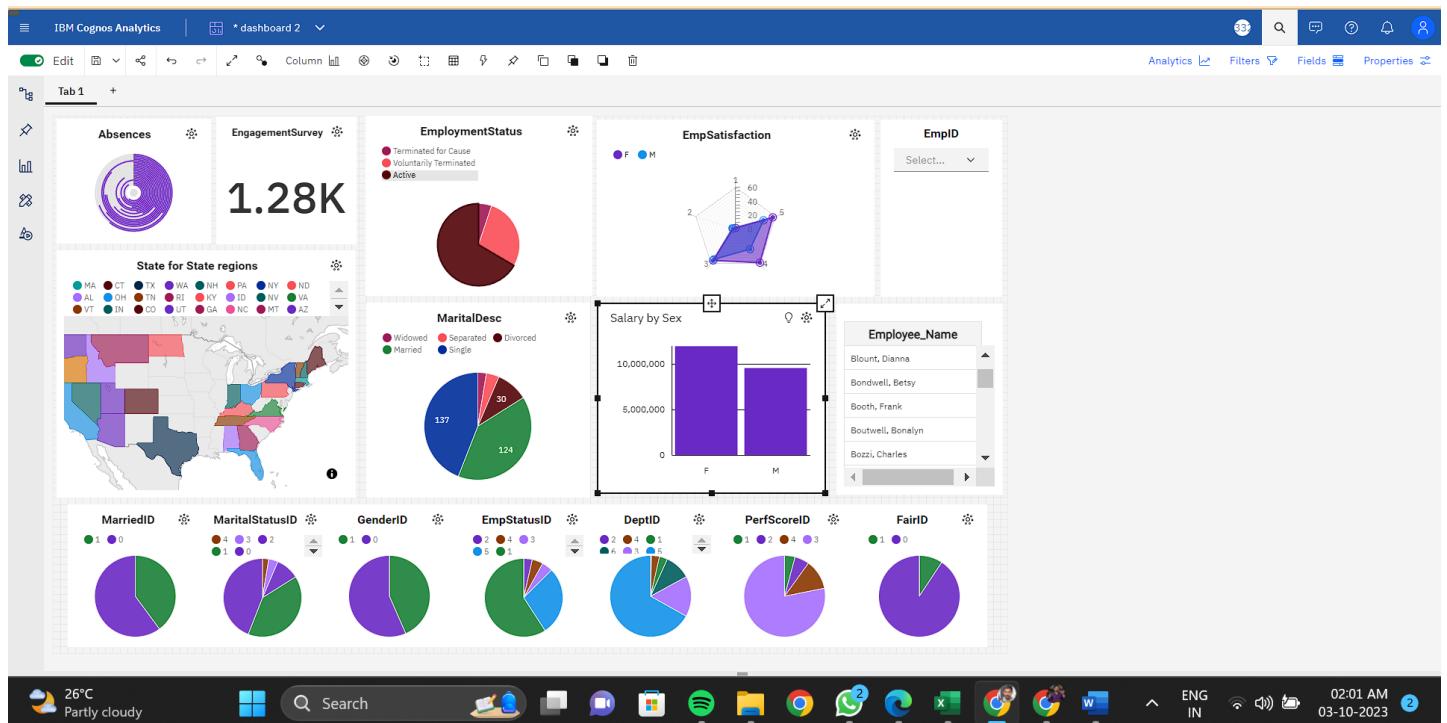
The screenshot shows the IBM Cognos Analytics interface. On the left, the 'Selected sources /' pane displays 'HRDataset_v14.csv' with various columns listed. The main workspace contains a bar chart titled 'Color' with four bars. A tooltip 'Length' points to one of the bars. To the right, a sidebar lists visualization components: 'Bars', '# Length*', '# y-start', 'Target', 'Color', and 'Repeat (column)'. Each component has a placeholder box labeled 'Click or drag data here'. The bottom taskbar shows the Windows Start button, a search bar, and various pinned application icons.

CREATE VISUALIZATION USING DATA SETS:(SOME VISUALIZATIONS)

The screenshot shows the IBM Cognos Analytics interface. The main workspace features a sunburst chart titled 'Absences'. The taskbar at the bottom includes the Windows Start button, a search bar, and pinned application icons for various Microsoft Office and productivity tools.







5. STORY GENERATION

CREATE A STORY FOR HR DATASET:

The screenshot shows the IBM Cognos Analytics interface with the following elements:

- Top Bar:** Shows "IBM Cognos Analytics" and "6 items open".
- Sidebar:**
 - Home:** Home icon.
 - New:** New icon, currently selected.
 - Upload data:** Upload data icon.
 - Content:** Content icon.
 - Recent:** Recent icon.
 - Manage:** Manage icon.
- Central Area:**
 - Data:** Data icon.
 - Explore:** Exploration icon.
 - Present:** Present icon.
 - Dashboard:** Dashboard icon.
 - Report:** Report icon.
 - Story:** Story icon.
- Callout Bubble:** A large blue callout bubble on the right side with the text "Create content from existing data" and "Locate data sources in the Content view, and create content based on these sources."
- Bottom Bar:** Shows weather (25°C Partly cloudy), search, and various application icons.

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.

State regions

- TN
- ID
- AZ
- CA
- IN
- GA
- KY
- CT
- VA
- NY
- NC
- OR
- MA
- TX
- VT
- AL
- WA
- OH
- NH
- RI
- PA
- CO
- UT
- FL
- NV
- MT
- ND
- ME

Canada
United States
Mexico
Cuba
Venezuela
Colombia
Ecuador
Peru
Brazil
North Atlantic Ocean
Morocco
Mauritania
Senegal
Mali

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.

Absences

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

BASED ON EMPLOYEE ID WITH THERE EMPLOYMENT STATUS

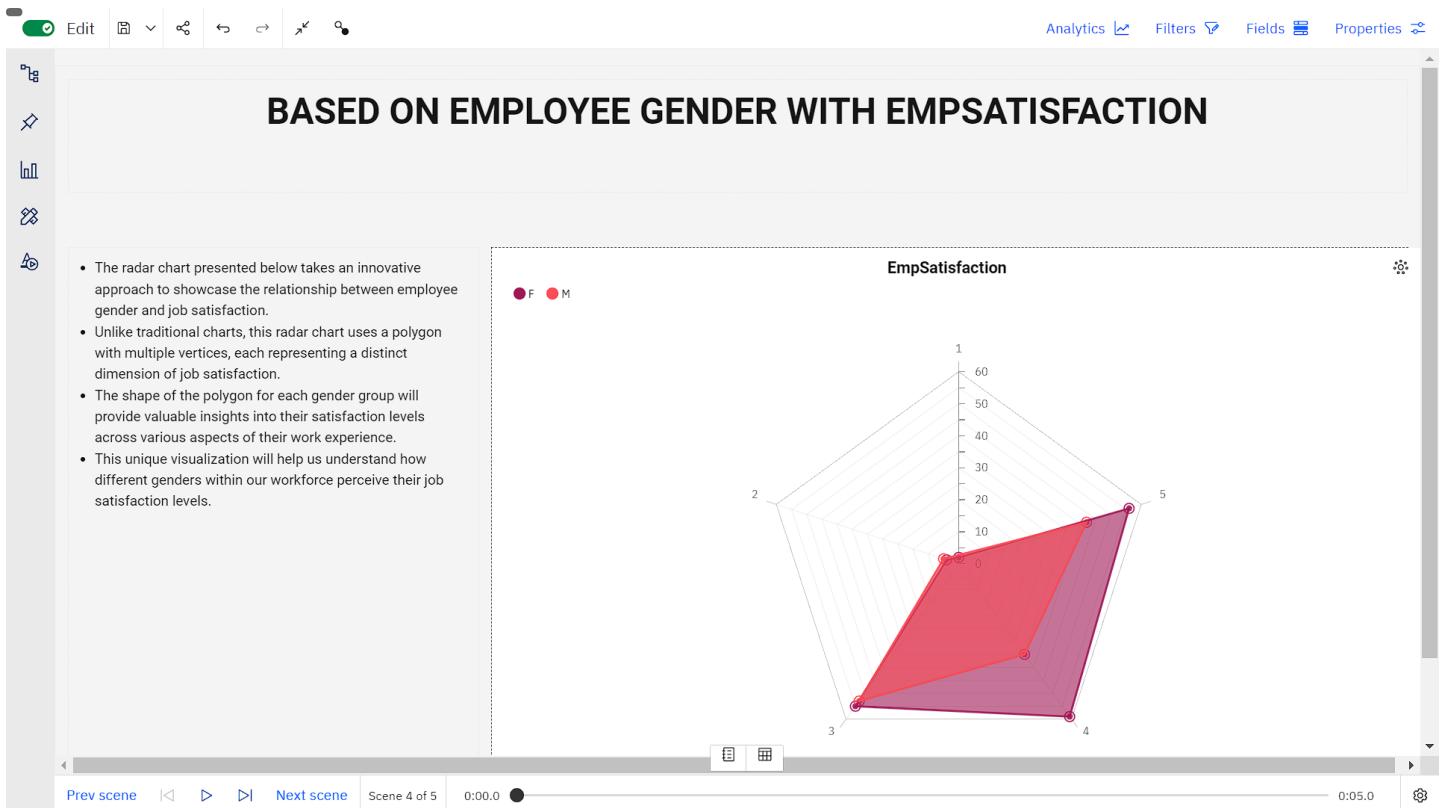
- Start by giving the pie chart a descriptive title, such as Employee Employment Status Distribution.
- Describe the pie chart itself. Mention that it is a circular chart divided into segments (slices), where each segment represents an employee.
- Highlight the categories represented in the chart. In 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
Male (M)	~9,500,000
Female (F)	~11,500,000



6. REPORT GENERATION

CREATE A REPORT FOR HR DATA MODULE

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

Cloud icon 25°C Partly cloudy Search Eng IN 02:19 AM 03-10-2023

IBM Cognos Analytics | New report 2

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

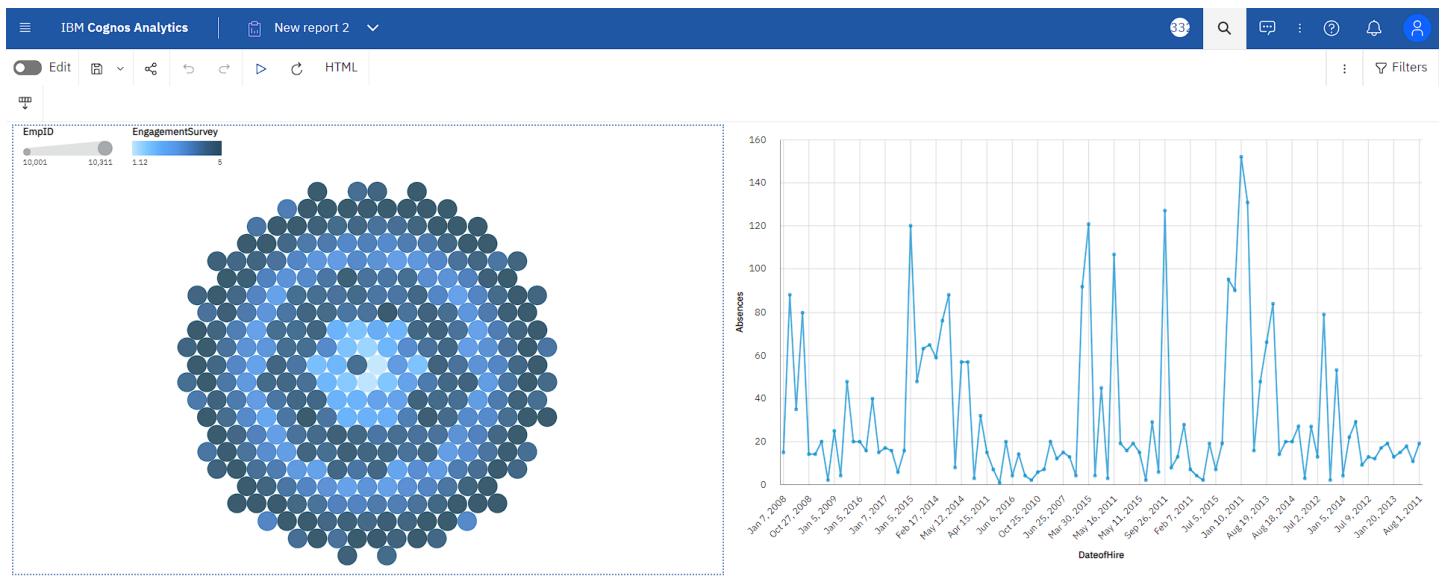
HTML

Sex

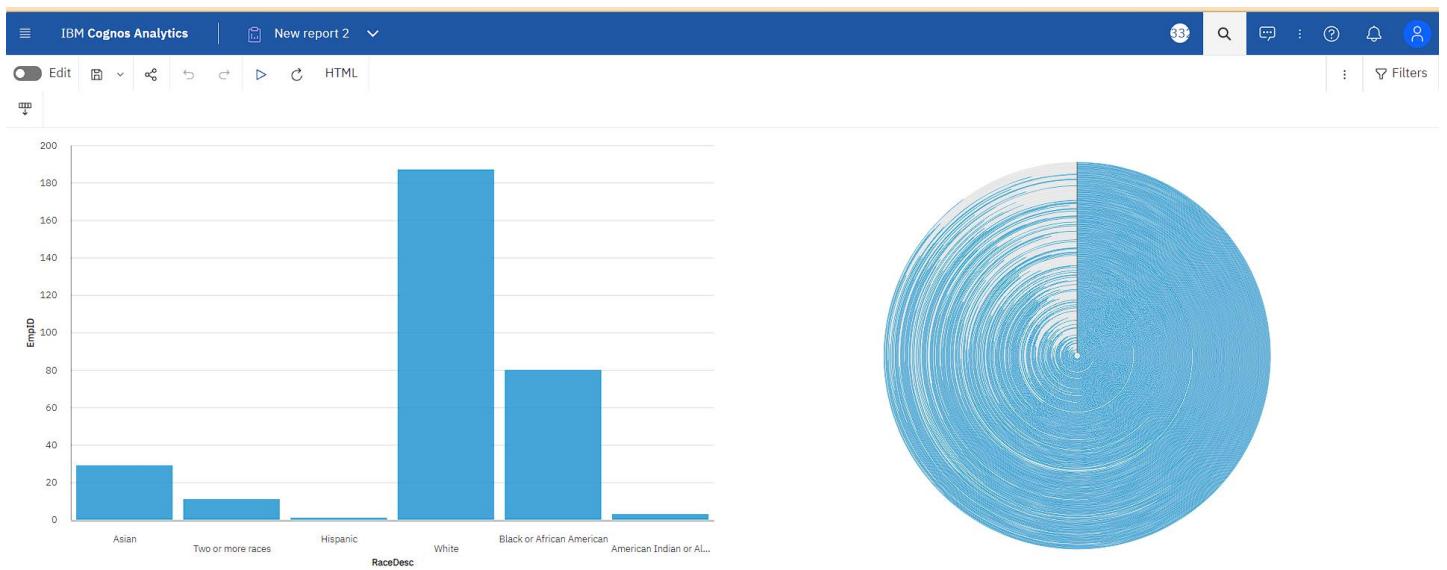
M F

Top Page up Page down Bottom

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

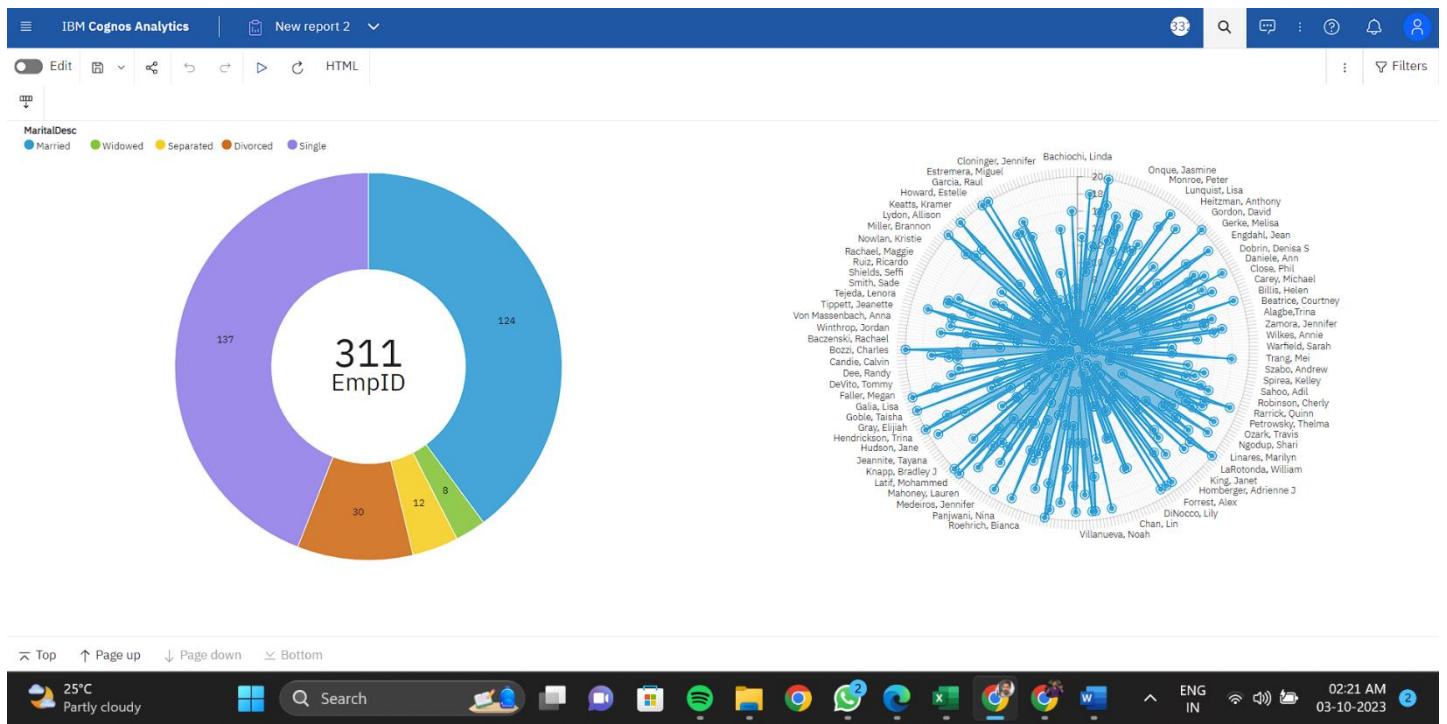


Top Page up Page down Bottom



Top Page up Page down Bottom





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