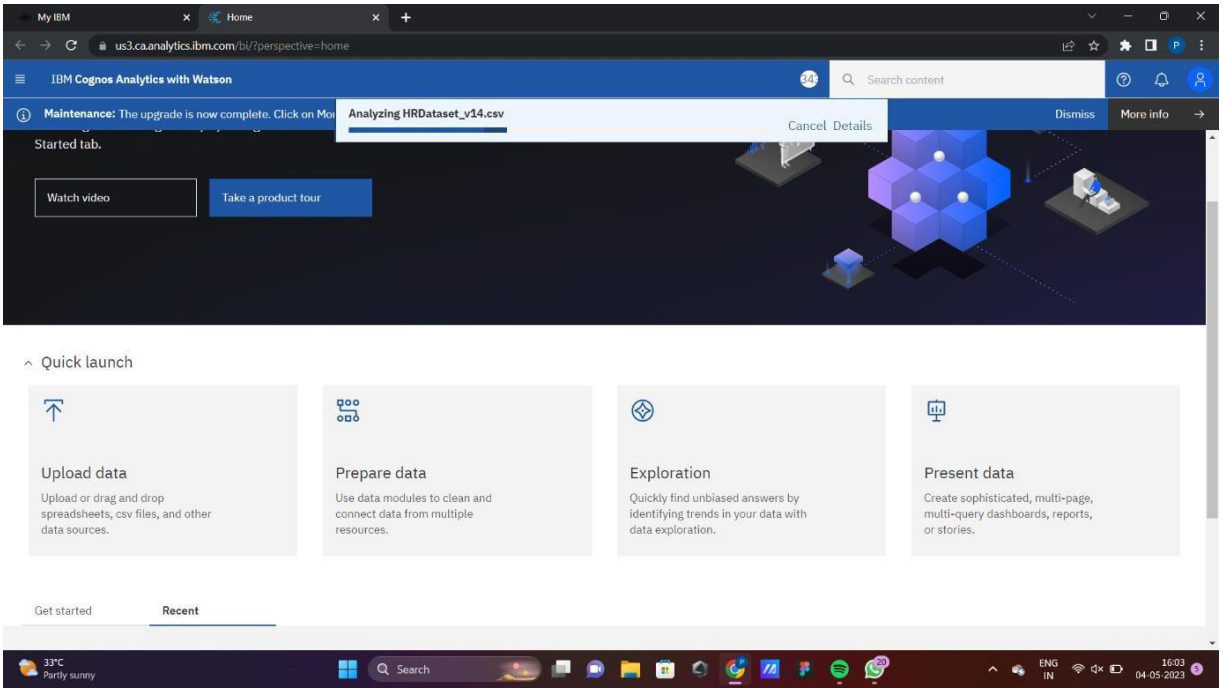
# HR DATA ANALYSIS

**NAME:** PAVITHRA S

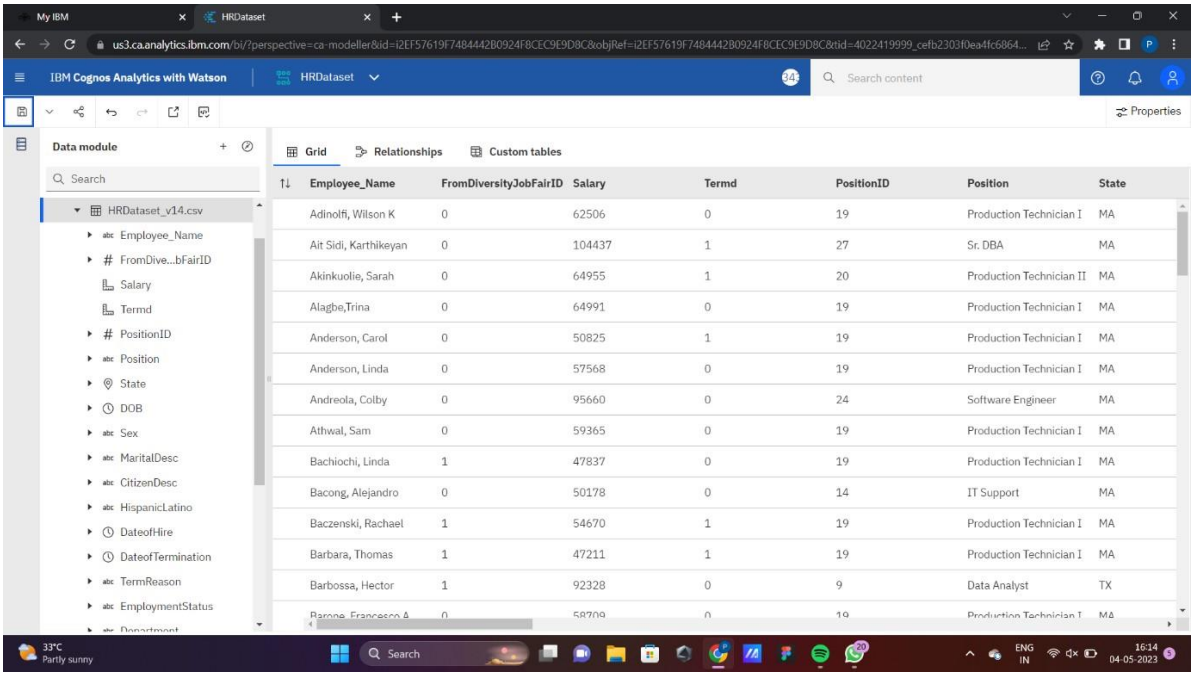
**TEAM ID:** NM2023TMID02095

## TASKS:

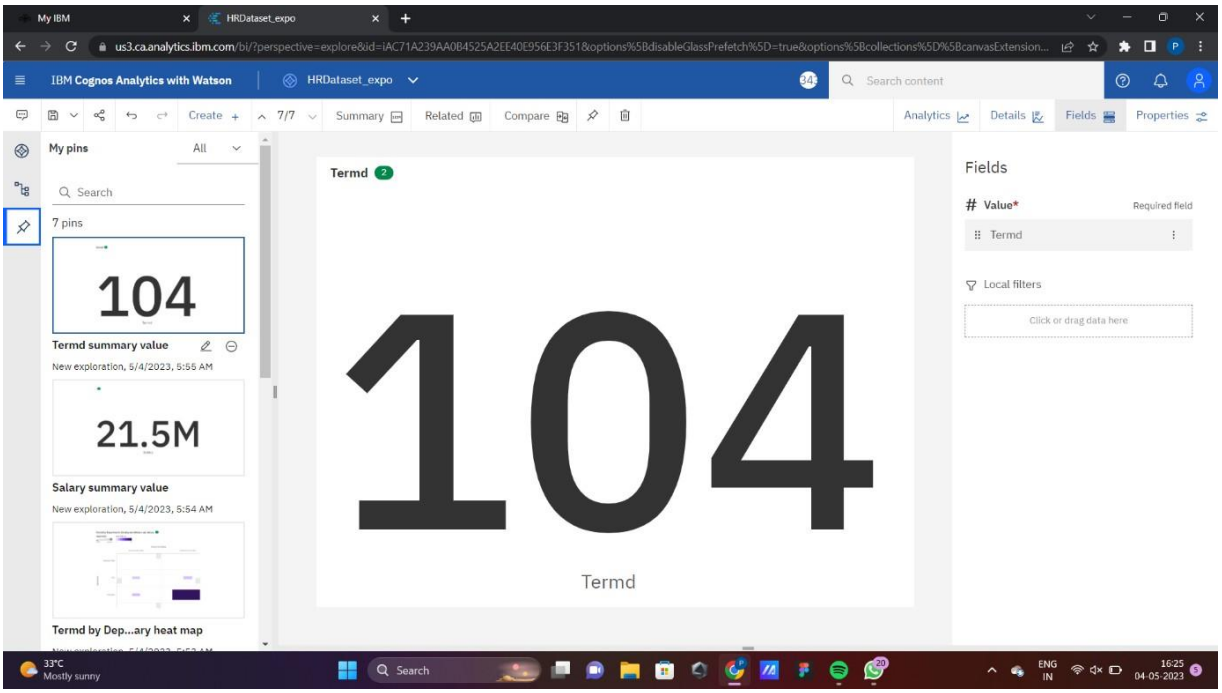
1. UPLOADING THE DATA SET




2. CREATING DATA MODULE:

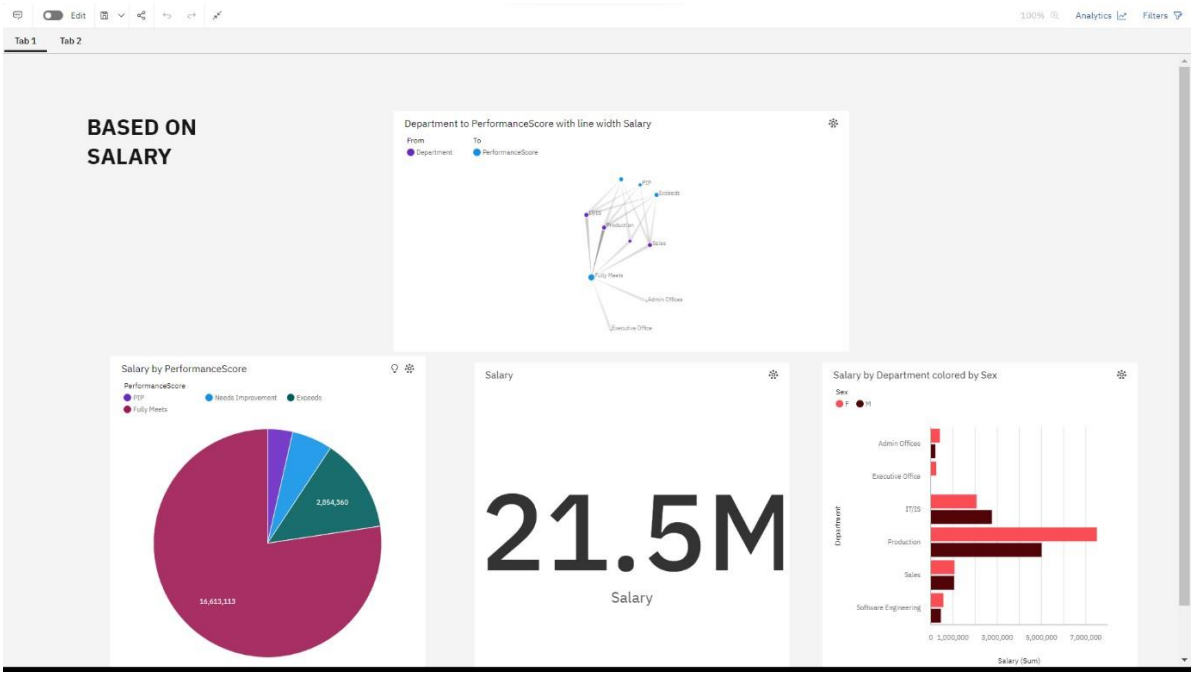


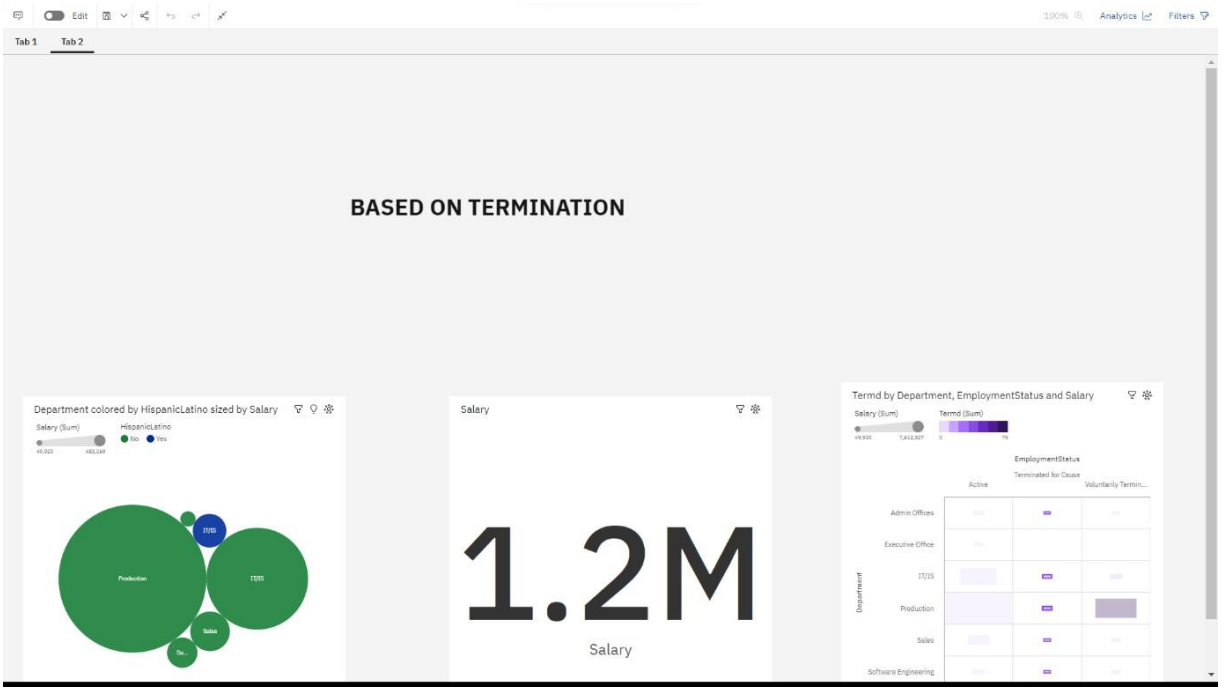
## 3. DATA EXPLORATION



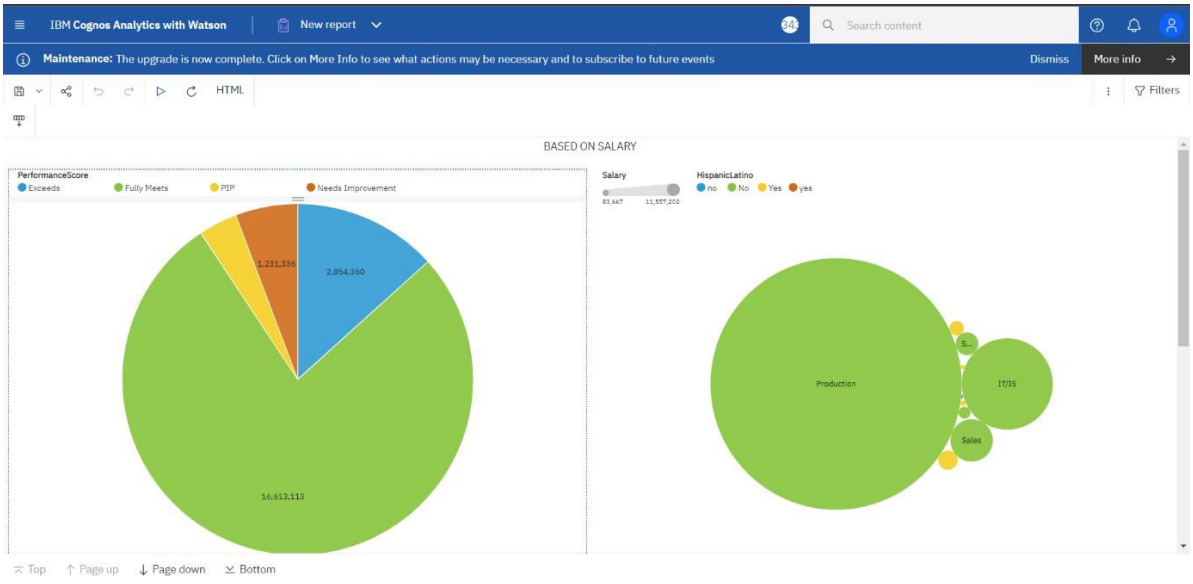

## 4. DATA VISUALIZATION

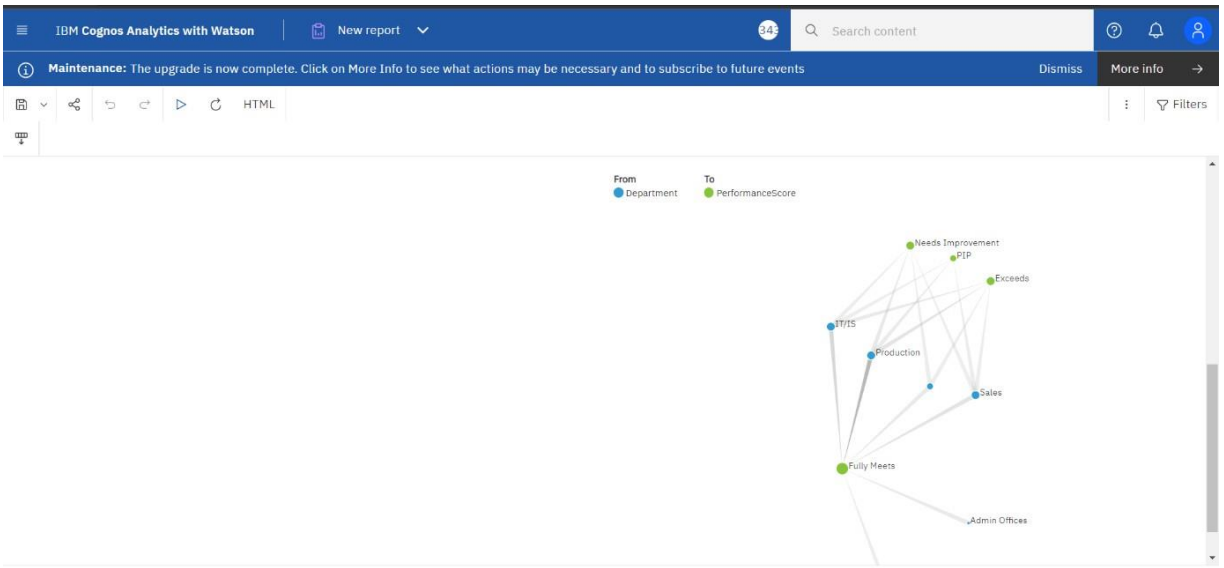
### a) DASHBOARD

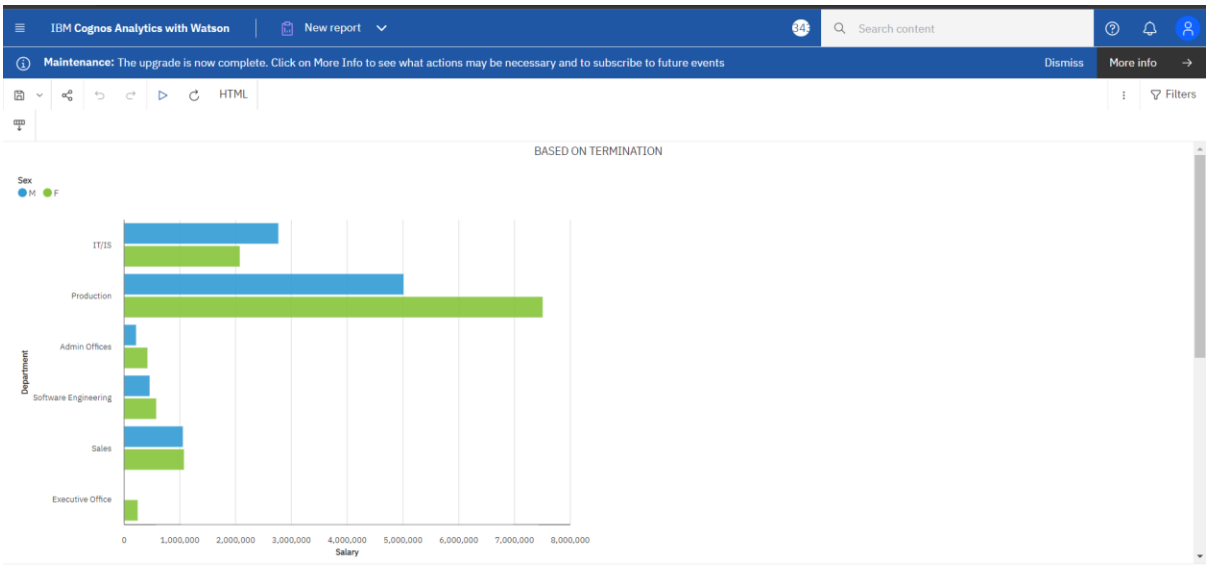


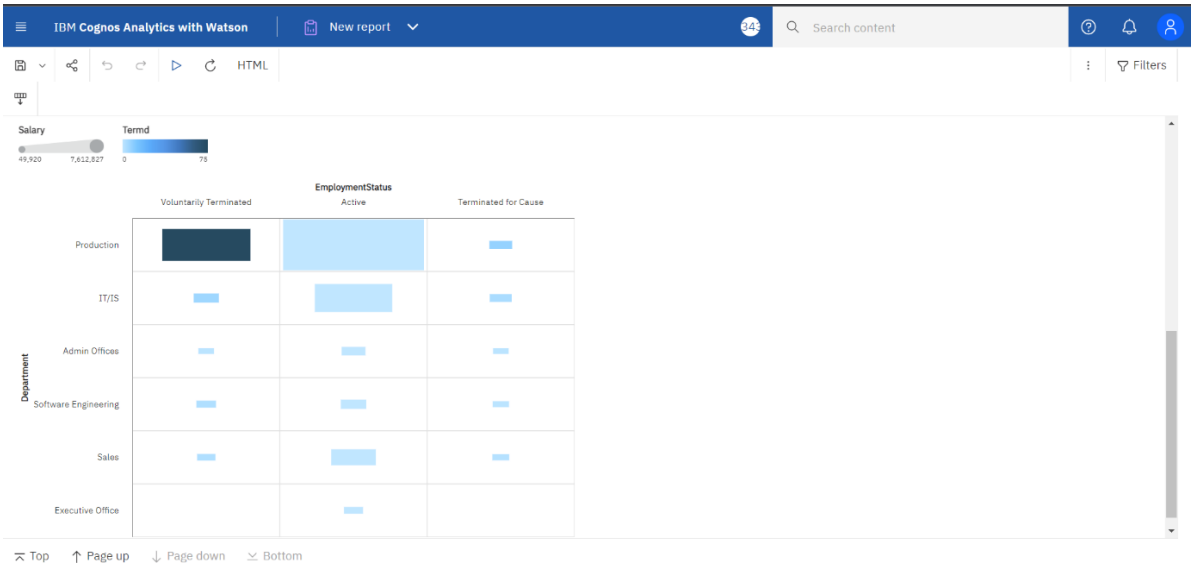



## b) REPORT GENERATION

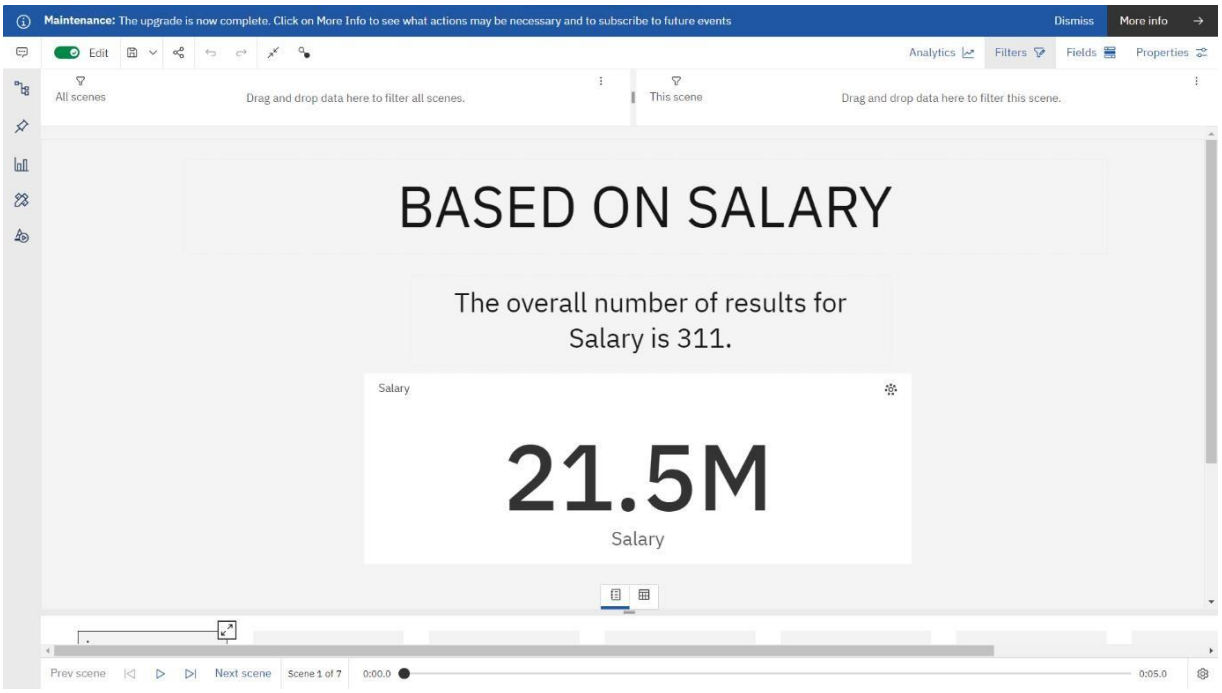


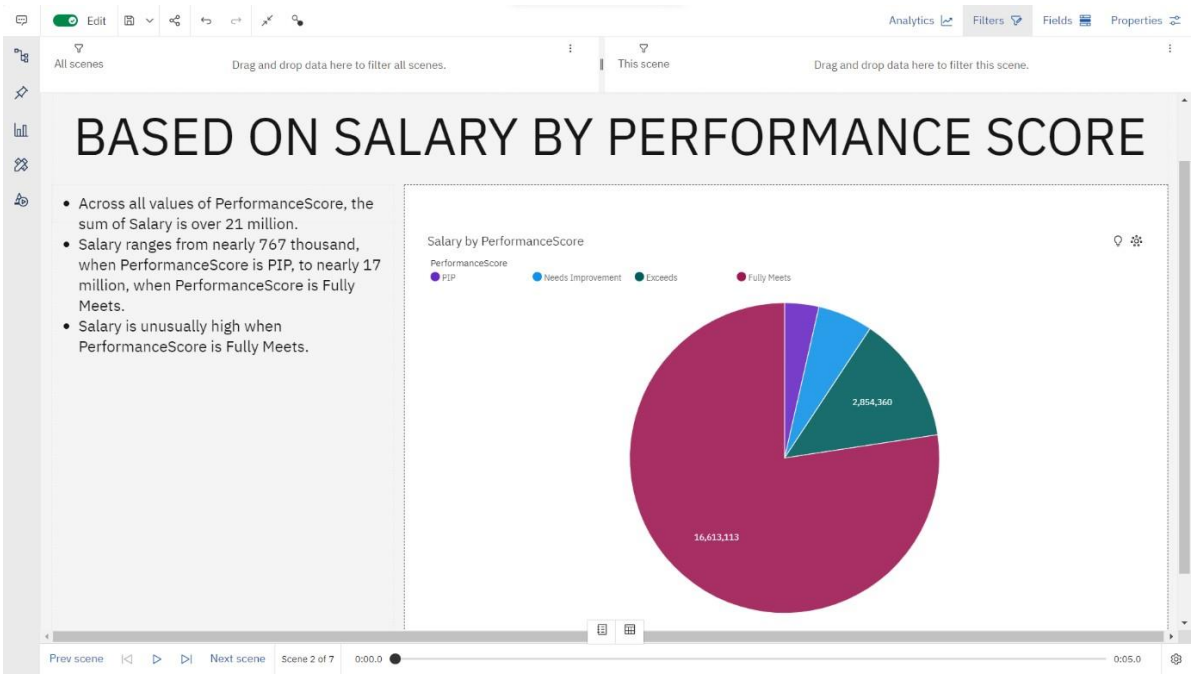

IBM Cognos Analytics with Watson
New report
Search content
Maintenance: The upgrade is now complete. Click on More Info to see what actions may be necessary and to subscribe to future events
Dismiss
More info
HTML
Filters
From
Department
To
PerformanceScore
Needs Improvement
PIP
Exceeds
IT/IS
Production
Sales
Fully Meets
Admin Offices
Top
Page up
Page down
Bottom


IBM Cognos Analytics with Watson
New report
Search content
Maintenance: The upgrade is now complete. Click on More Info to see what actions may be necessary and to subscribe to future events
Dismiss
More info
HTML
Filters
BASED ON TERMINATION
Sex
M
F
IT/IS
Production
Admin Offices
Software Engineering
Sales
Executive Office
Department
0
1,000,000
2,000,000
3,000,000
4,000,000
5,000,000
6,000,000
7,000,000
8,000,000
Salary
Top
Page up
Page down
Bottom


IBM Cognos Analytics with Watson
New report
Search content
HTML
Filters
Salary
49,920
7,612,827
Termd
0
75
EmploymentStatus
Voluntarily Terminated
Active
Terminated for Cause
Production
IT/IS
Admin Offices
Software Engineering
Sales
Executive Office
Department
Top
Page up
Page down
Bottom

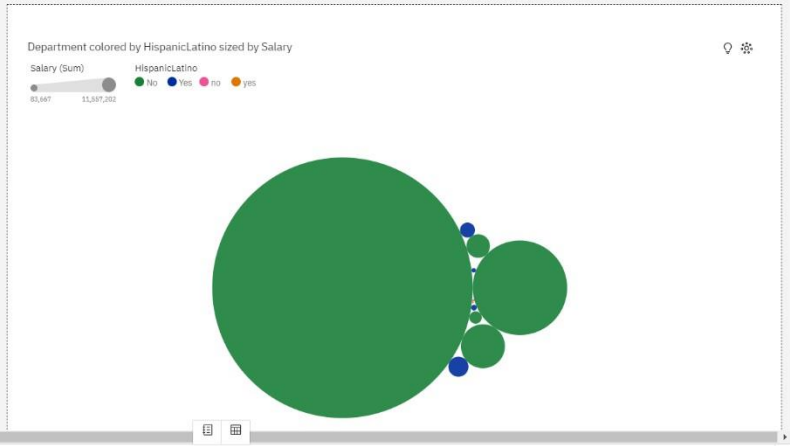
c) STORY GENERATION



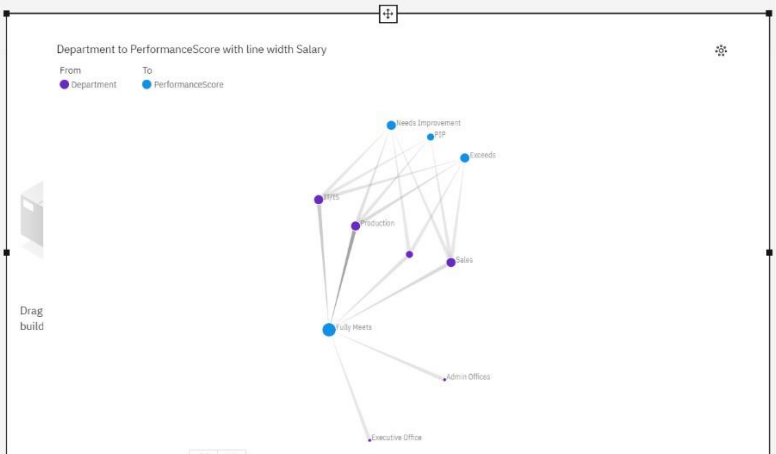
# BASED ON SALARY AND DEPARTMENT

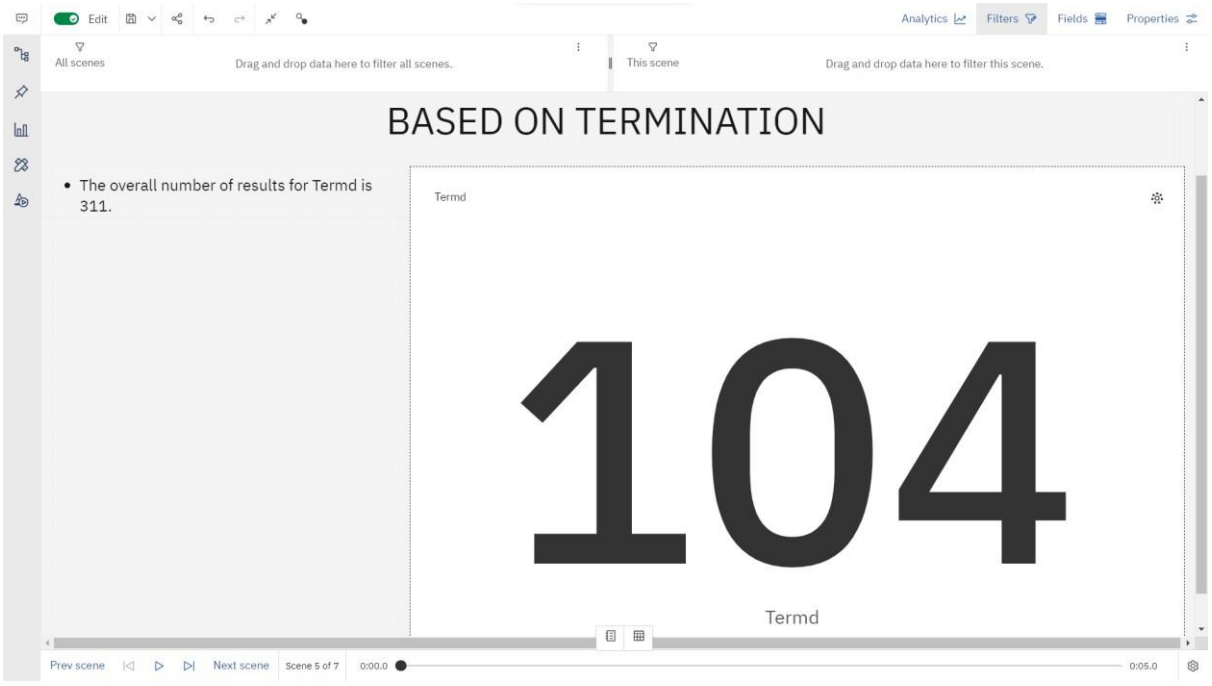
- Salary is unusually high when HispanicLatino is No.
- Salary is unusually high when Department is Production.
- Across all values of Department and HispanicLatino, the sum of Salary is over 21 million.
- The summed values of Salary range from nearly 84 thousand to nearly 12 million.
- Salary is unusually high when the combination of Department and HispanicLatino is Production and No.
- For Salary, the most significant value of HispanicLatino is No, whose respective Salary values add up to over 19 million, or 89.9 % of the total.
- For Salary, the most significant value of Department is Production, whose respective Salary values add up to nearly 13 million, or 58.4 % of the total.

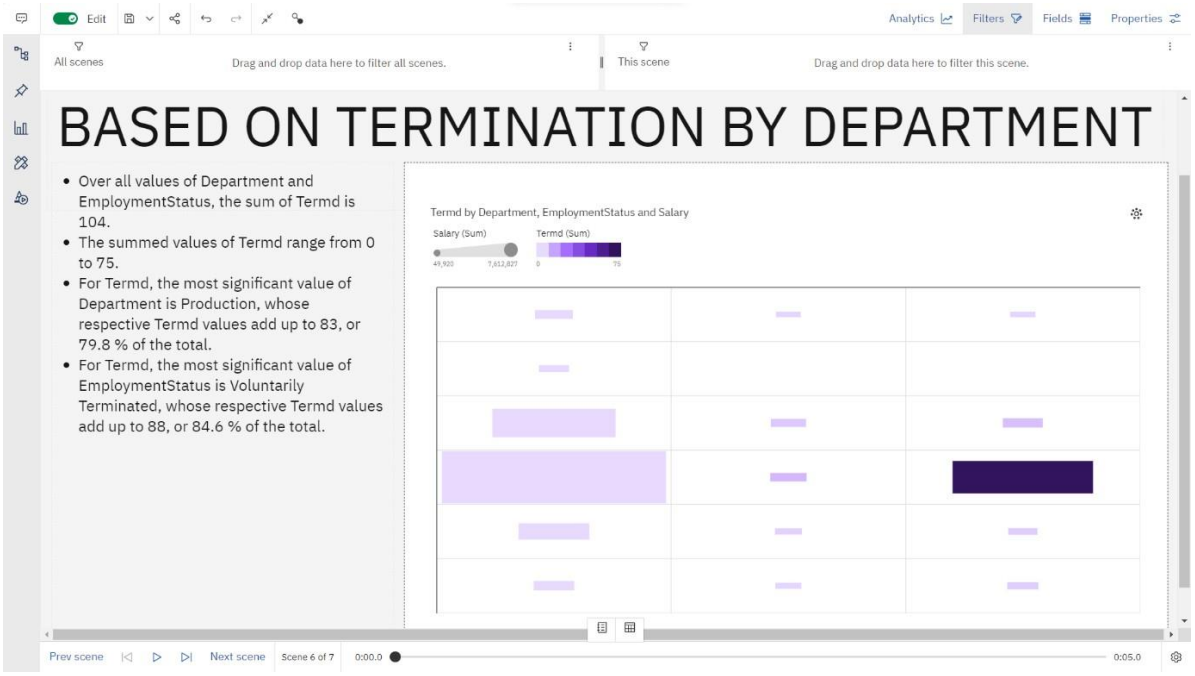


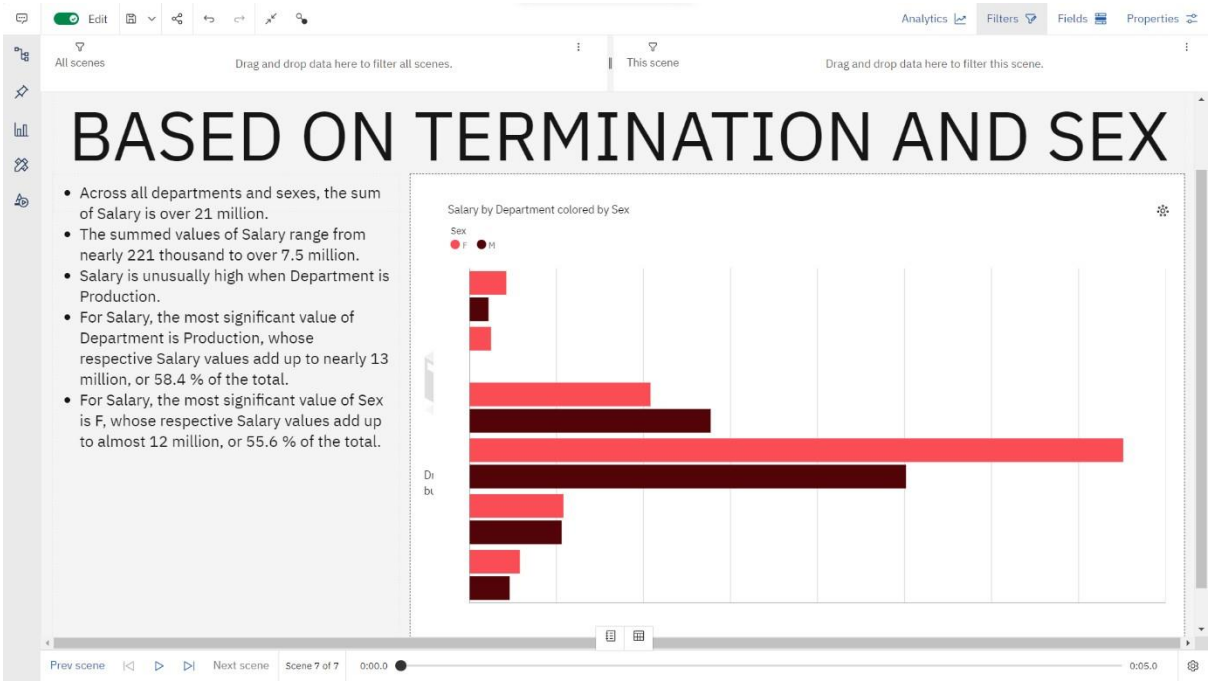

# BASED ON SALARY AND PERFORMANCE SCORE

- Salary is unusually high when PerformanceScore is Fully Meets.
- Across all values of Department and PerformanceScore, the sum of Salary is over 21 million.
- The summed values of Salary range from over 53 thousand to over 9.4 million.
- Salary is unusually high when the combination of Department and PerformanceScore is Production and Fully Meets.
- Salary is unusually high when Department is Production.
- For Salary, the most significant value of PerformanceScore is Fully Meets, whose respective Salary values add up to nearly 17 million, or 77.4 % of the total.
- For Salary, the most significant value of Department is Production, whose respective Salary values add up to nearly 13 million, or 58.4 % of the total.




Edit
Analytics
Filters
Fields
Properties
All scenes
Drag and drop data here to filter all scenes.
This scene
Drag and drop data here to filter this scene.
BASED ON TERMINATION
• The overall number of results for Termd is 311.
Termd
104
Termd
Prev scene
Next scene
Scene 5 of 7
0:00.0
0:05.0


Edit
Analytics
Filters
Fields
Properties
All scenes
Drag and drop data here to filter all scenes.
This scene
Drag and drop data here to filter this scene.
BASED ON TERMINATION BY DEPARTMENT
• Over all values of Department and EmploymentStatus, the sum of Termd is 104.
• The summed values of Termd range from 0 to 75.
• For Termd, the most significant value of Department is Production, whose respective Termd values add up to 83, or 79.8 % of the total.
• For Termd, the most significant value of EmploymentStatus is Voluntarily Terminated, whose respective Termd values add up to 88, or 84.6 % of the total.
Termd by Department, EmploymentStatus and Salary
Salary (Sum)
49,920
7,612,827
Termd (Sum)
0
75
Prev scene
Next scene
Scene 6 of 7
0:00.0
0:05.0


Edit
Analytics
Filters
Fields
Properties
All scenes
Drag and drop data here to filter all scenes.
This scene
Drag and drop data here to filter this scene.
BASED ON TERMINATION AND SEX
Across all departments and sexes, the sum of Salary is over 21 million.
The summed values of Salary range from nearly 221 thousand to over 7.5 million.
Salary is unusually high when Department is Production.
For Salary, the most significant value of Department is Production, whose respective Salary values add up to nearly 13 million, or 58.4 % of the total.
For Salary, the most significant value of Sex is F, whose respective Salary values add up to almost 12 million, or 55.6 % of the total.
Salary by Department colored by Sex
Sex
F
M
Prev scene
Next scene
Scene 7 of 7
0:00.0
0:05.0