

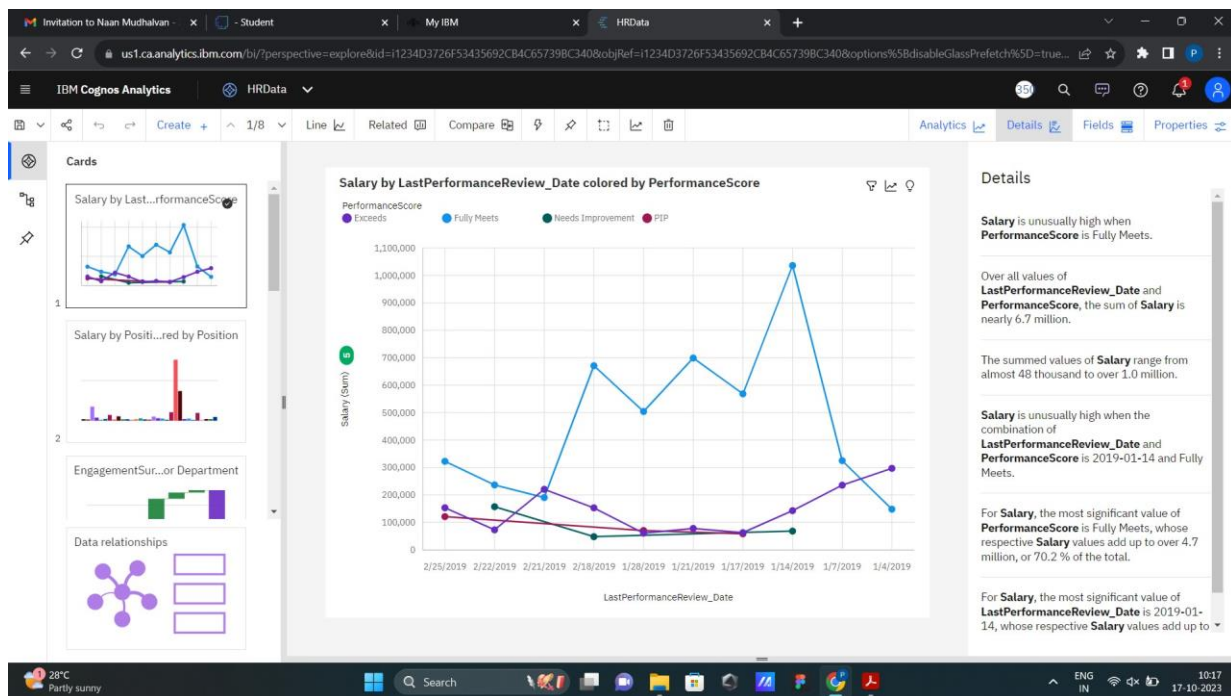
# HR DATA ANALYSIS

NAME: KISHORE K

TEAM ID: NM2023TMID02095

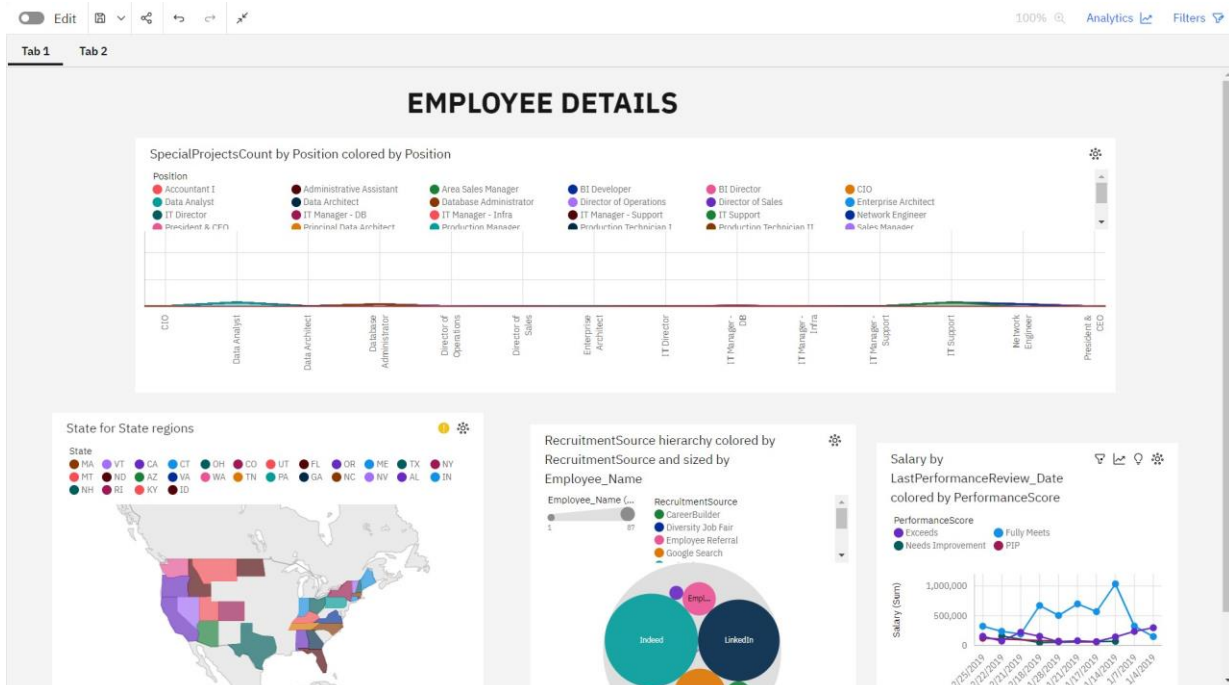
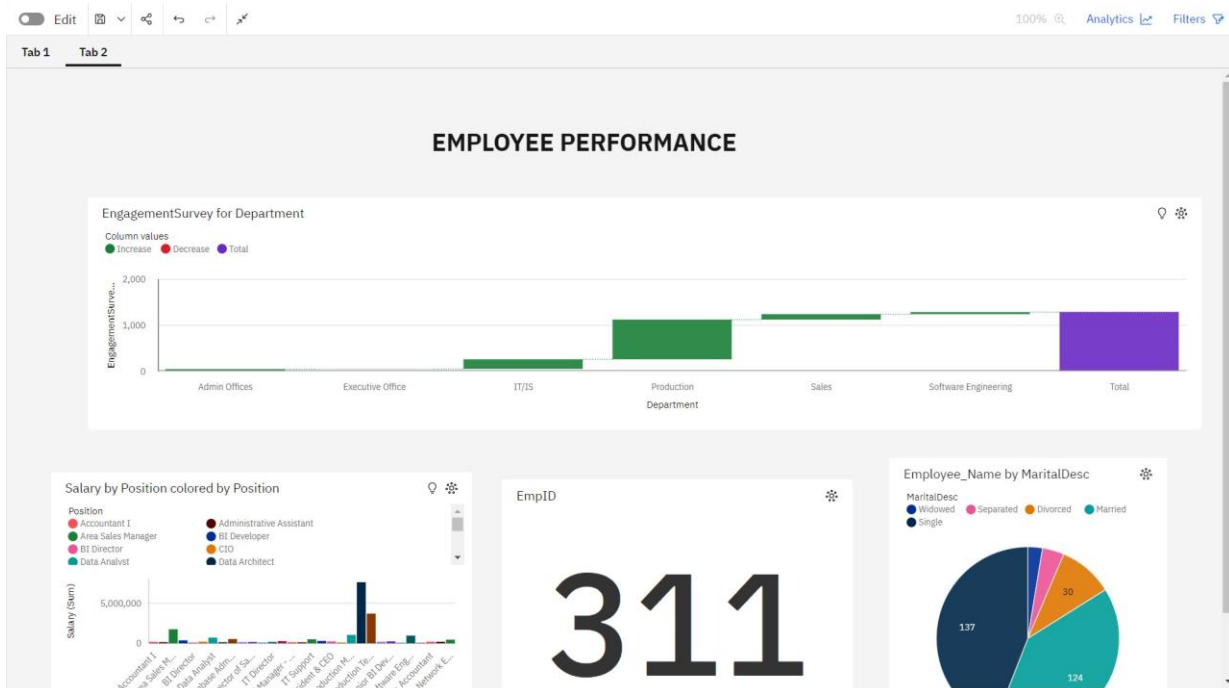
TASKS:

## 1.DATA EXPLORATION MODULE:

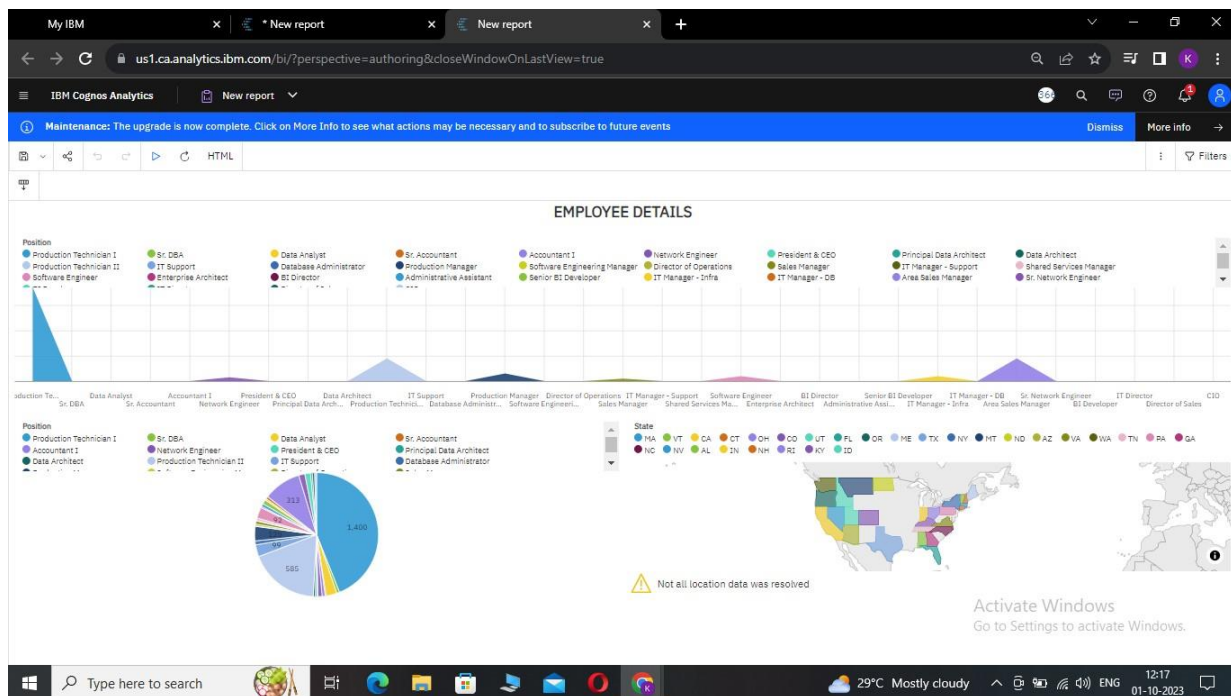
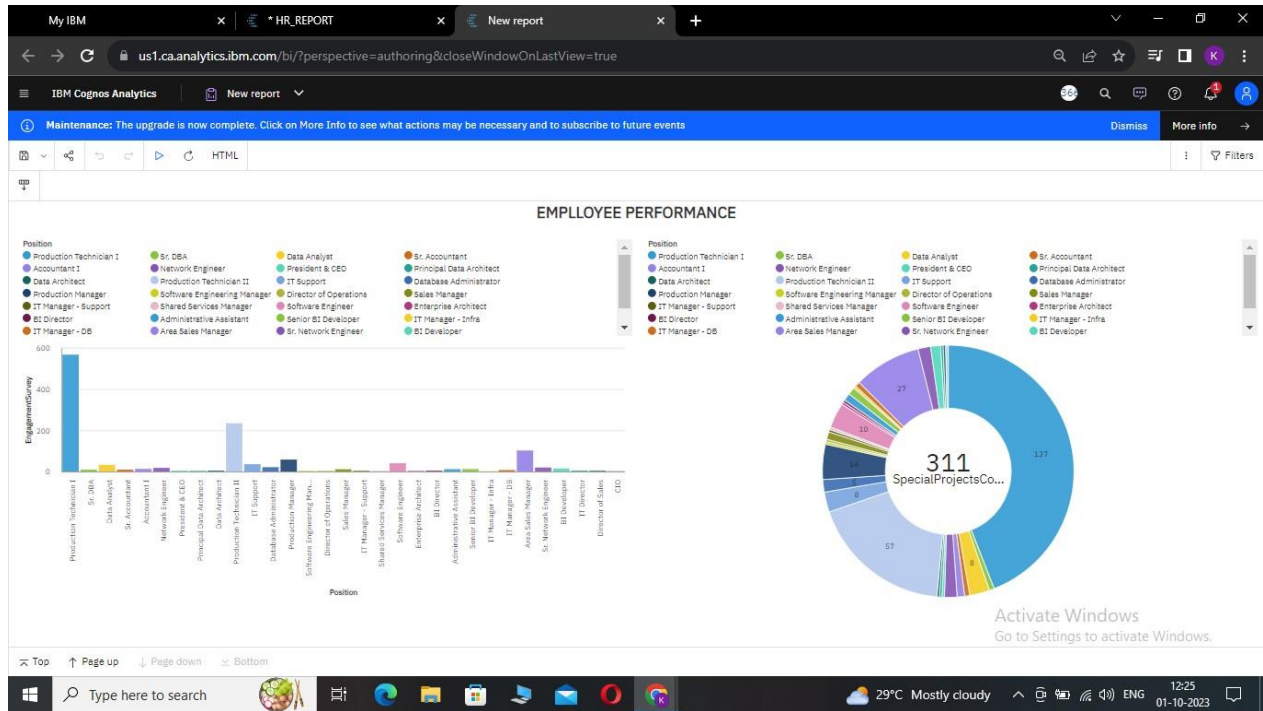


## 2. DATA VISUALIZATION

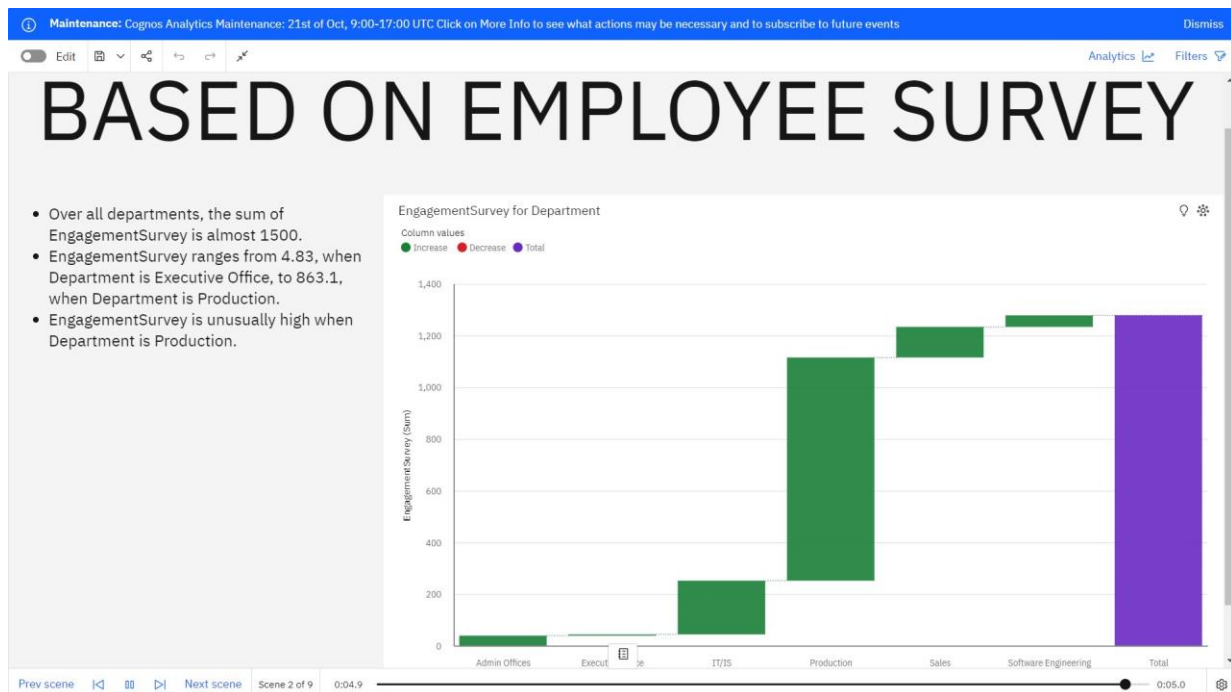
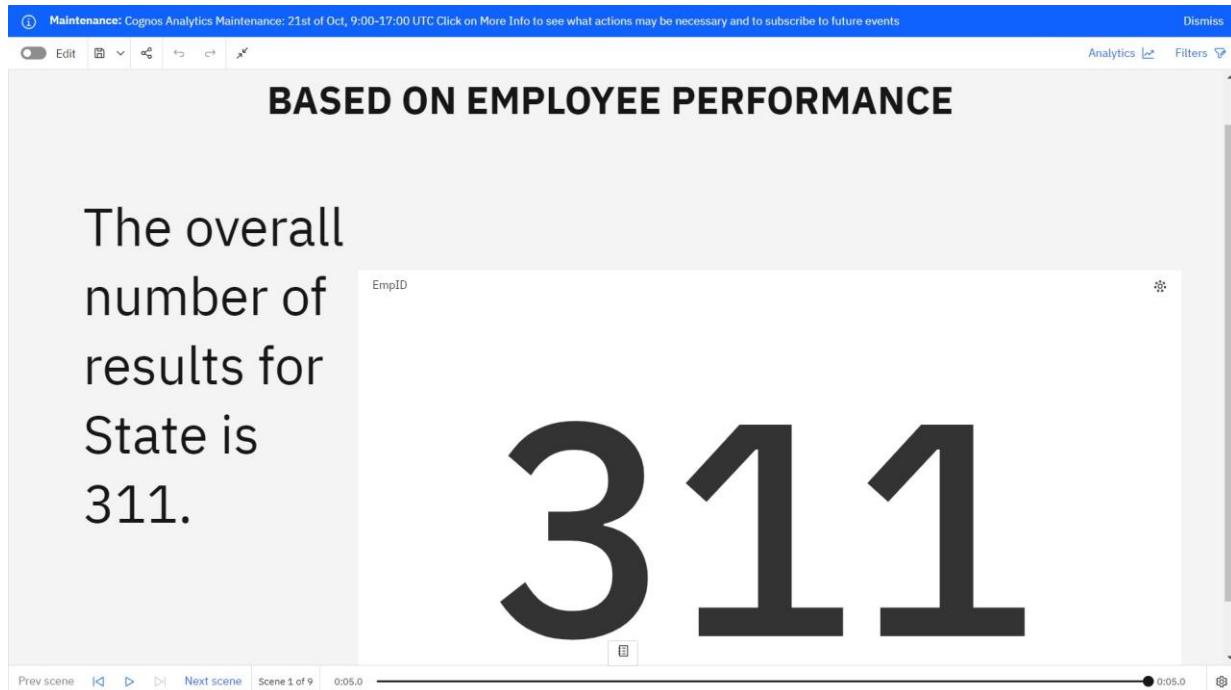
### a) DASHBOARD:



## b) REPORT GENERATION:

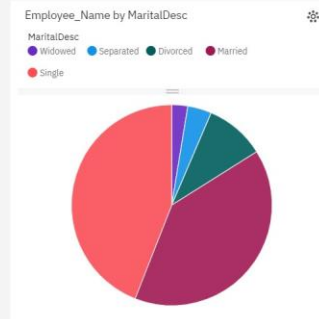


### c) STORY GENERATION:



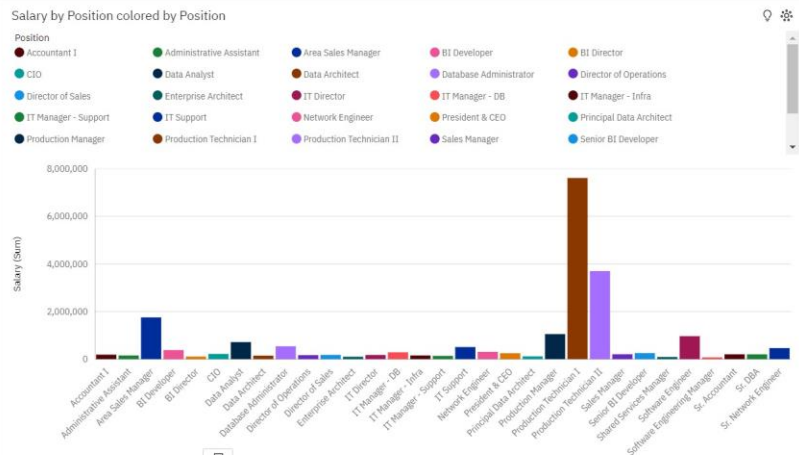
# BASED ON EMPLOYEE NAME

- The total number of results for Employee\_Name, across all MaritalDesc, is 311.
- Single (44.1 %) and Married (39.9 %) are the most frequently occurring categories of MaritalDesc with a combined count of 261 items with Employee\_Name values (83.9 % of the total).



# BASED ON EMPLOYEE SALARY

- Salary is unusually high when Position is Production Technician I, Production Technician II and Area Sales Manager.
- Across all positions and positions, the sum of Salary is over 21 million.
- The summed values of Salary range from almost 78 thousand to over 7.6 million.
- Salary is unusually high when the combinations of Position and Position are Production Technician I and Production Technician I, Production Technician II and Production Technician II and Area Sales Manager and Area Sales Manager.
- For Salary, the most significant value of Position is Production Technician I, whose respective Salary values add up to over 7.6 million, or 35.4 % of the total.



Maintenance: Cognos Analytics Maintenance: 21st of Oct, 9:00-17:00 UTC Click on More Info to see what actions may be necessary and to subscribe to future events
Dismiss

Edit
Analytics
Filters

# BASED ON EMPLOYEE DETAILS

Prev scene
Next scene
Scene 5 of 9
0:04.7
0:05.0

Maintenance: Cognos Analytics Maintenance: 21st of Oct, 9:00-17:00 UTC Click on More Info to see what actions may be necessary and to subscribe to future events
Dismiss

Edit
Analytics
Filters

# BASED ON EMPLOYEE LAST PERFORMANCE

- Salary is unusually high when PerformanceScore is Fully Meets.
- Over all values of LastPerformanceReview\_Date and PerformanceScore, the sum of Salary is nearly 6.7 million.
- The summed values of Salary range from almost 48 thousand to over 1.0 million.
- Salary is unusually high when the combination of LastPerformanceReview\_Date and PerformanceScore is 2019-01-14 and Fully Meets.
- For Salary, the most significant value of PerformanceScore is Fully Meets, whose respective Salary values add up to over 4.7 million, or 70.2 % of the total.
- For Salary, the most significant value of LastPerformanceReview\_Date is 2019-01-14, whose respective Salary values add up to over 1.2 million, or 18.6 % of the total.

### Salary by LastPerformanceReview\_Date colored by PerformanceScore

PerformanceScore

- Exceeds
- Fully Meets
- Needs Improvement
- FSP

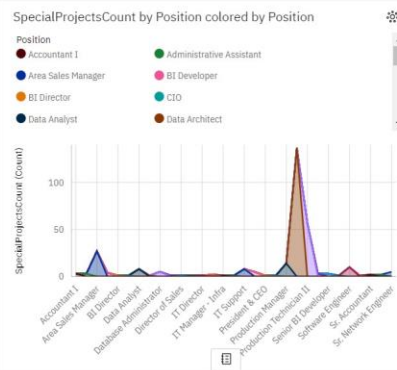
LastPerformanceReview_Date	Exceeds	Fully Meets	Needs Improvement	FSP
2/25/2019	150,000	350,000	100,000	100,000
2/22/2019	100,000	250,000	150,000	100,000
2/21/2019	200,000	200,000	100,000	100,000
2/18/2019	150,000	700,000	50,000	100,000
1/28/2019	50,000	500,000	50,000	100,000
1/21/2019	50,000	700,000	50,000	100,000
1/17/2019	50,000	550,000	50,000	100,000
1/14/2019	100,000	1,050,000	50,000	100,000
1/7/2019	250,000	300,000	50,000	100,000
1/4/2019	300,000	150,000	50,000	100,000

Prev scene
Next scene
Scene 6 of 9
0:01.2
0:05.0



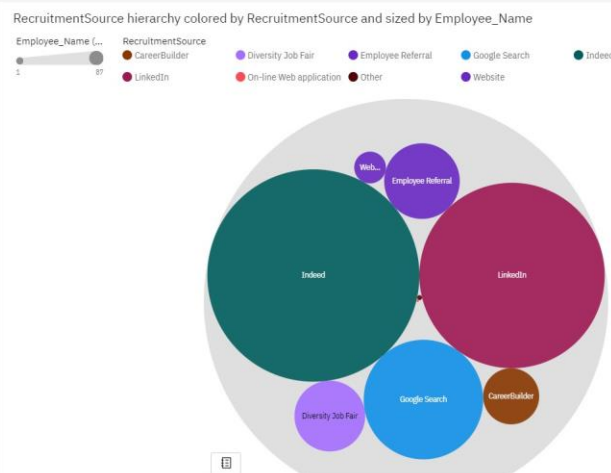
## BASED ON EMPLOYEE SPECIAL PROJECTS COUNT

- The total number of results for SpecialProjectsCount, across all positions, is 311.
- Production Technician I is the most frequently occurring category of Position with a count of 137 items with SpecialProjectsCount values (44.1 % of the total).



## BASED ON EMPLOYEE RECRUITMENT

- The overall number of results for Employee\_Name is 311.
- Indeed (28 %) and LinkedIn (24.4 %) are the most frequently occurring categories of RecruitmentSource with a combined count of 163 items with Employee\_Name values (52.4 % of the total).



# BASED ON EMPLOYEE STATE

- The overall number of results for State is 311

State for State regions

