

NM ASSIGNMENT 2

Done by

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Data Set Link: [Human Resources Data Set \(kaggle.com\)](https://www.kaggle.com/datasets/humandata/human-resources-data)

Step 1 : Create a new data module from the uploaded CSV file for visualizing data.

IBM Cognos Analytics

https://us3.ca.analytics.ibm.com/bi/?perspective=ca-modeller&id=i9EEB1002C64143F8B...

New data module


Grid Relationships Custom tables

Data module

Search

New data module

- Navigation paths
- HRDataset_v14.csv
 - Row Id
 - Employee_Name
 - EmpID
 - MarriedID
 - MaritalStatusID
 - GenderID
 - EmpStatusID
 - DeptID
 - PerfScoreID
 - FromDive...bFairID
 - Salary
 - Termd
 - PositionID
 - Position
 - State
 - Zip



Preview data

To preview data, select a table, a column in a table, or a folder that contains columns.

Step 2 : Using data module , create more explorations and pin it.

← ↻ 🏠 🔒 https://us3.ca.analytics.ibm.com/bi/?perspective=explore&id=explore_9bd76044-15fc-4... 🔍 🔊 ☆ 🔄 🌐 🛠️ 📄 ☆ 🗑️ 🔄 ... 👤

IBM Cognos Analytics | * New exploration ▾ 36 🔍 🗨️ ? 🔔 👤

📄 ▾ 🔗 ↶ ↷ Create + ^ 1/1 ▾ Line 📈 Related 📊 Compare 📊 🔗 🔄 ⚡ 🗑️

Analytics 📈 Details 📊 Fields 📋 Properties ⚙️

My pins All ▾ 🔍 Search 20 pins

Tax 5% by Tim...e point chart
New exploration, 9/29/2023, 8:09 PM

Unit price by D...ity line chart
New exploration, 9/29/2023, 8:09 PM

Total and Uni... column chart

Unit price by Date colored by Quantity 4 🔍 📈 🔍

Quantity
● 1 ● 2 ● 3 ● 4 ● 5 ● 6 ● 7 ● 8 ● 9 ● 10

Unit price (Average) 4

Date	1	2	3	4	5	6	7	8	9	10
3/20/2019	62	75	50	78	65	78	68	65	68	58
3/14/2019	43	23	15	53	88	53	61	43	57	73
3/9/2019	16	61	75	75	100	75	68	75	75	52
3/5/2019	33	82	58	62	33	58	68	58	62	53
3/2/2019	53	29	53	66	72	53	80	53	72	76
2/25/2019	60	43	82	68	88	68	68	43	68	53
2/15/2019	94	52	55	36	18	36	75	52	83	66
2/7/2019	28	86	16	35	22	35	68	28	68	59
1/25/2019	62	42	69	50	88	34	44	34	50	90
1/23/2019	57	28	72	53	42	83	83	28	48	90

Details

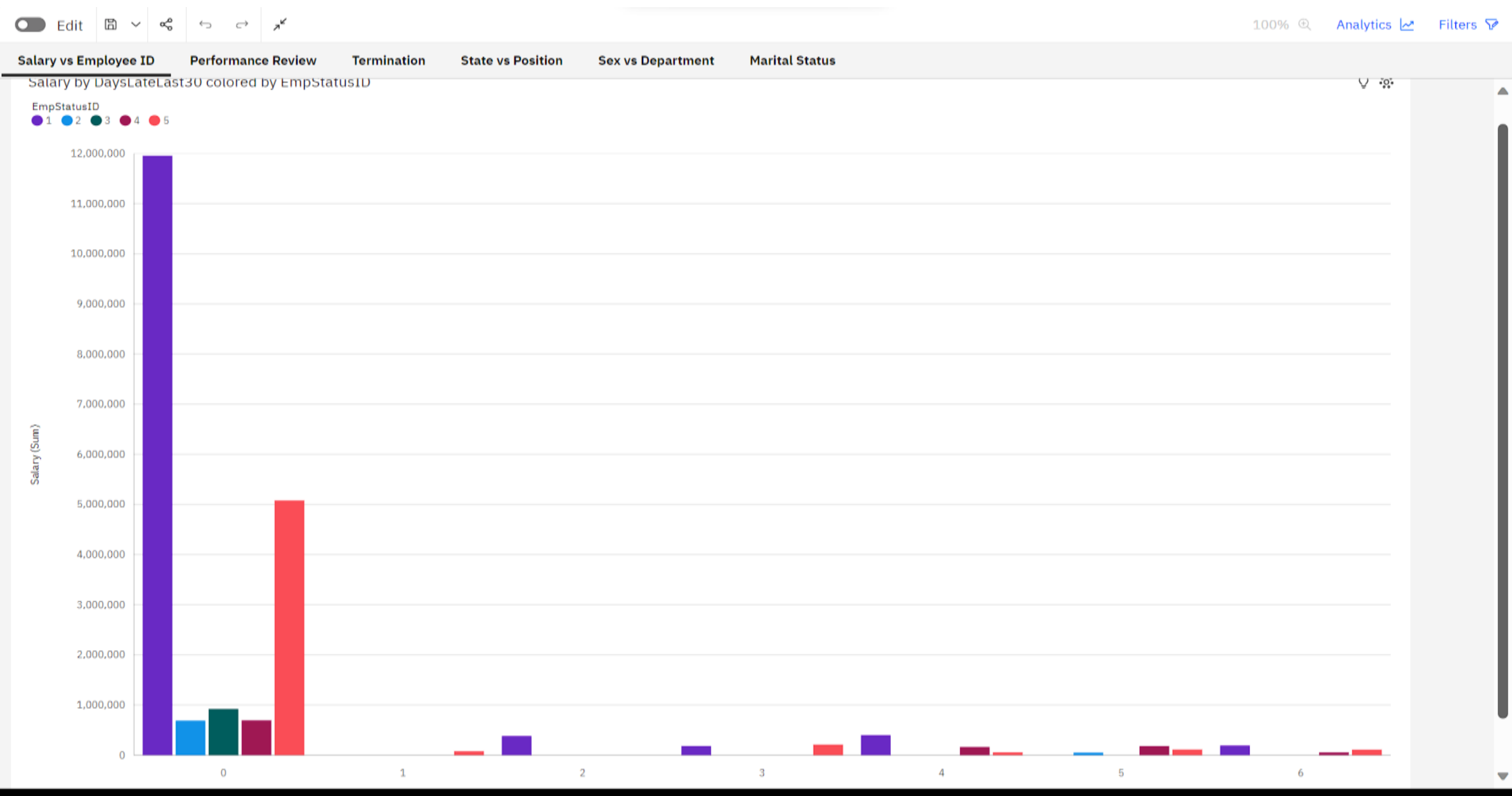
Over all **dates** and **quantities**, the average of **Unit price** is 59.63.

The average values of **Unit price** range from 15.69 to 99.47.

3 (12.1 %) and 10 (12.1 %) are the most frequently occurring categories of **Quantity** with a combined count of 42 items with **Unit price** values (24.3 % of the total).

2019-02-07 (11.6 %) and 2019-02-15 (11 %) are the most frequently occurring categories of **Date** with a combined count of 39 items with **Unit price** values (22.5 % of the total).

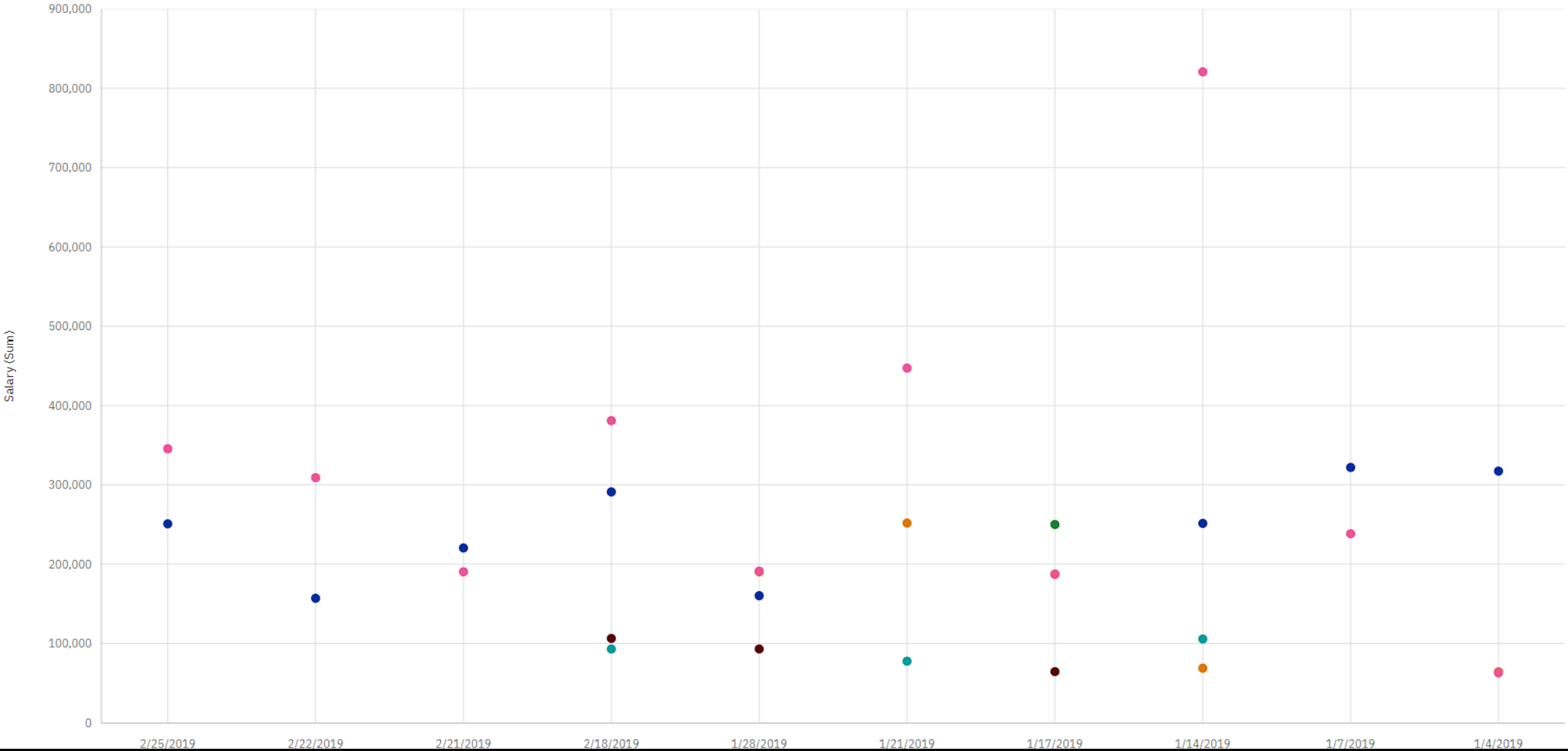
Step 3 : Using the pins, create Dashboard

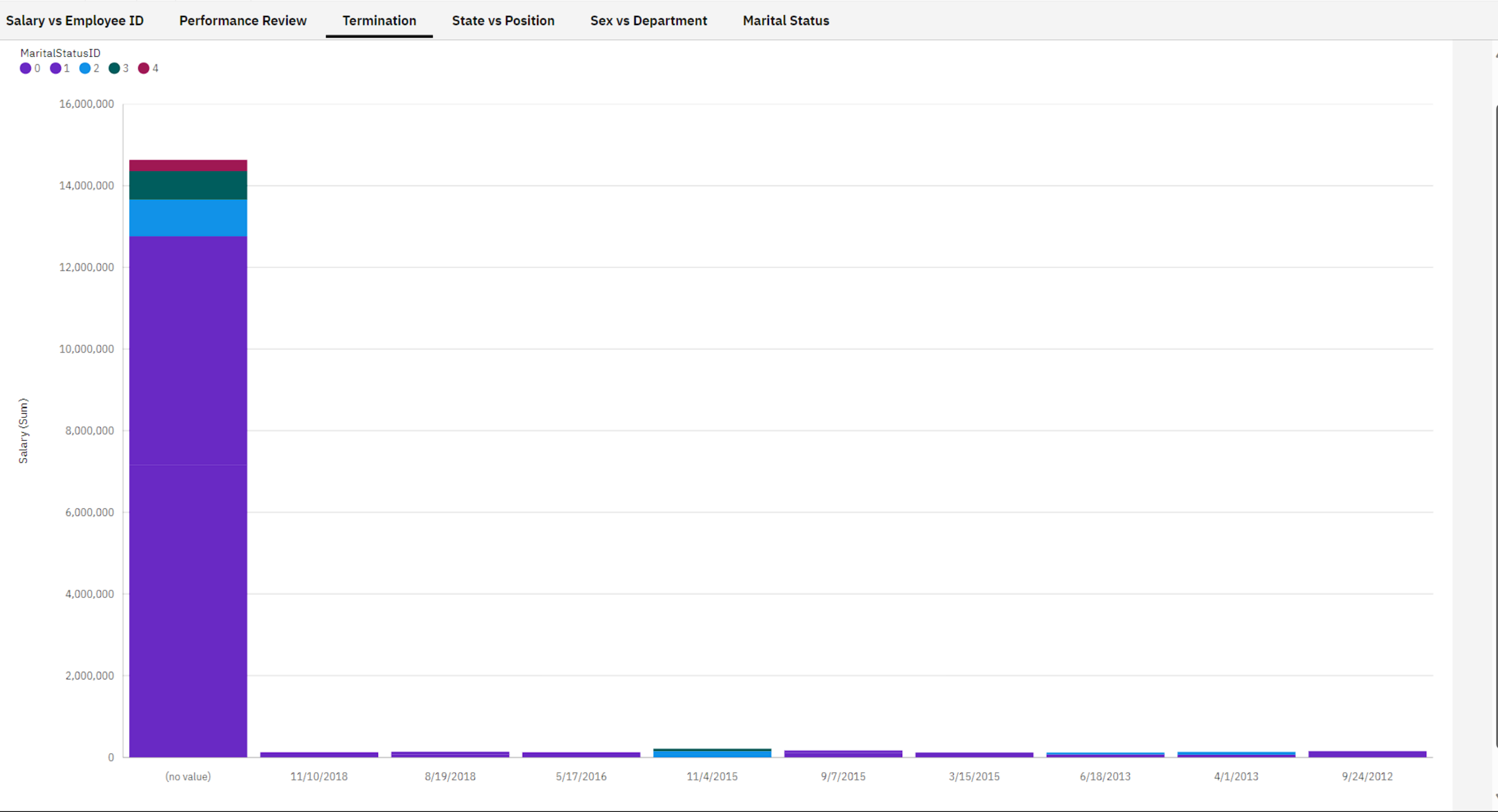


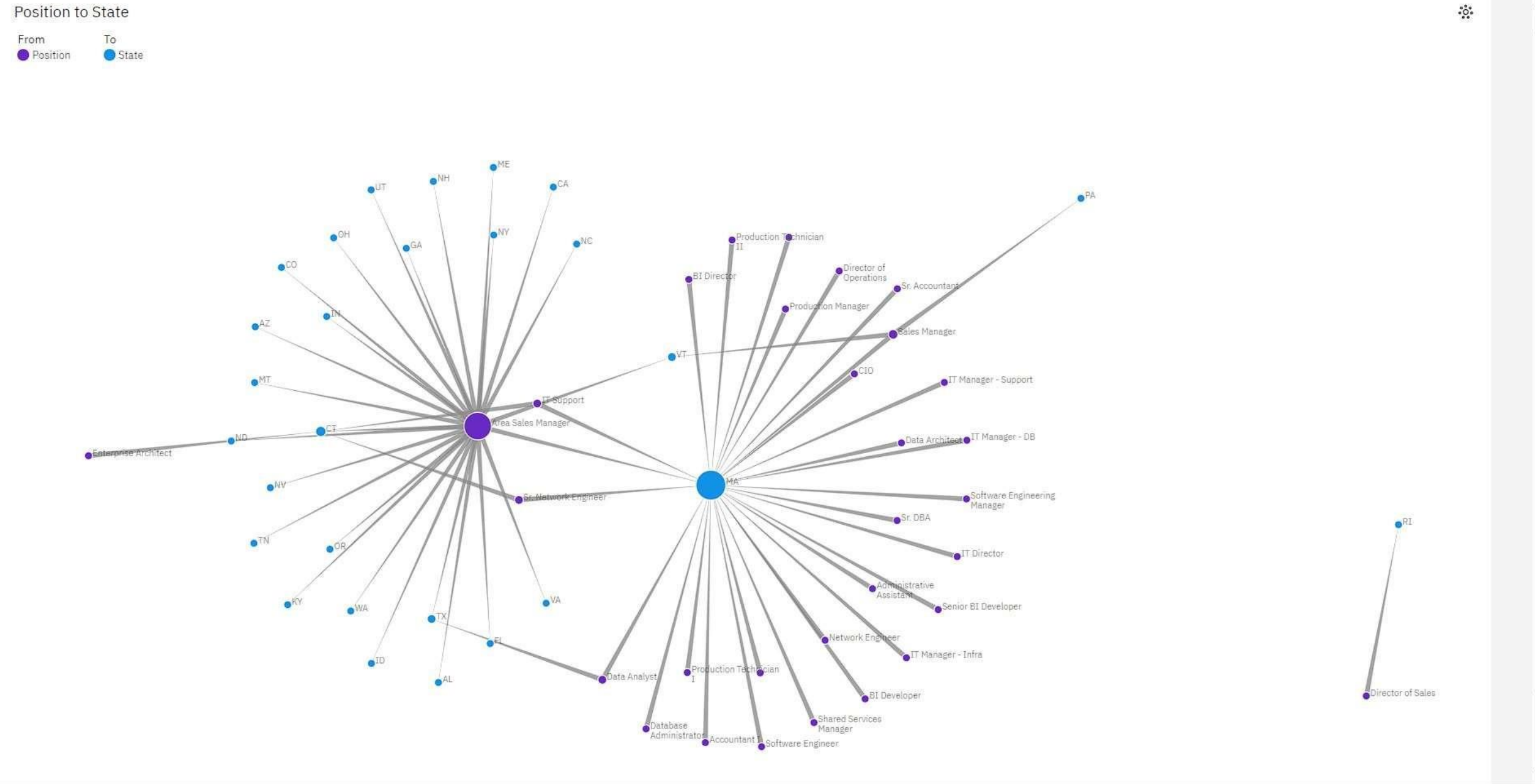
Salary by LastPerformanceReview_Date colored by Department

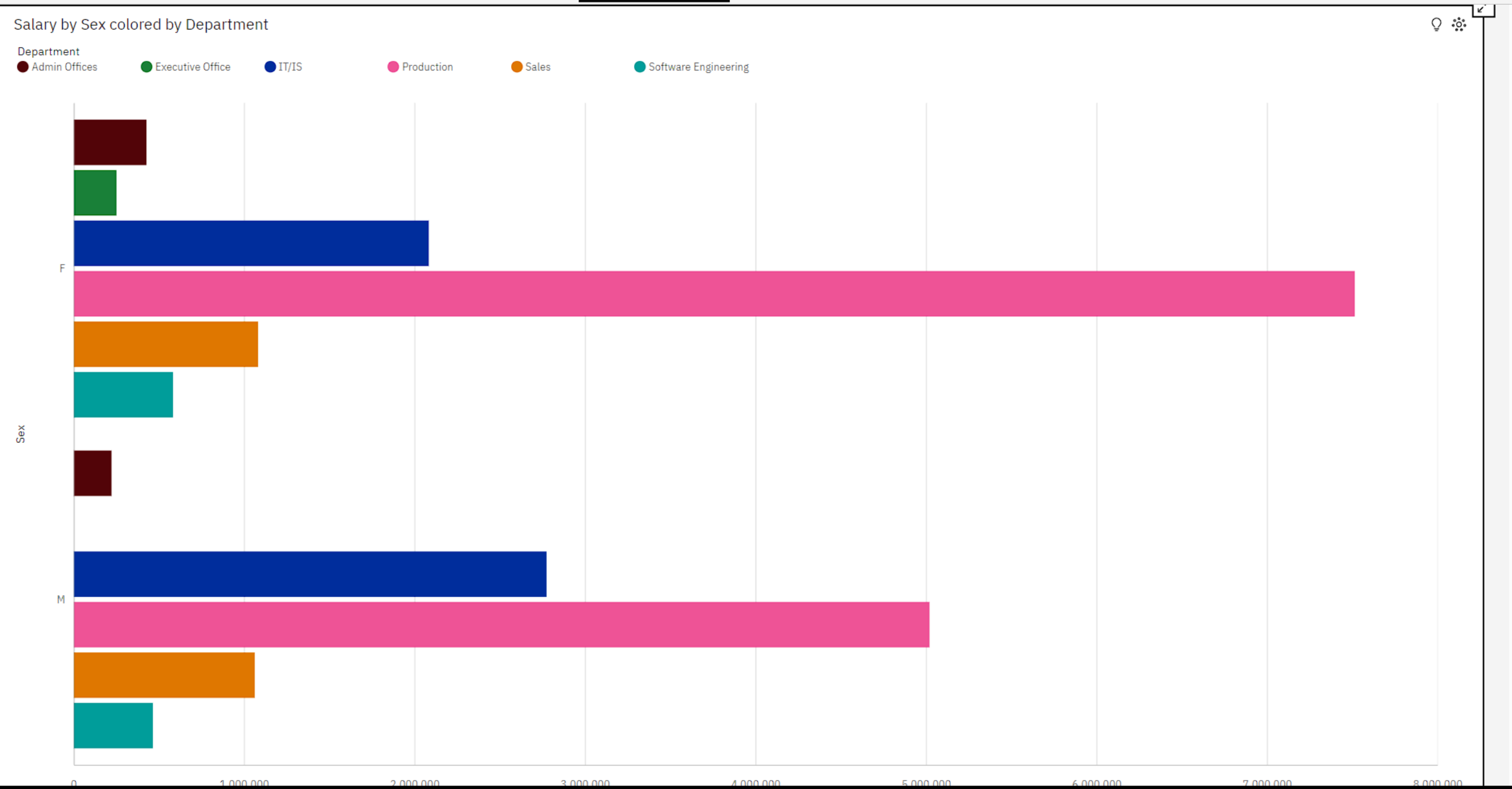
Filter
Line
Light
Grid

Department
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering



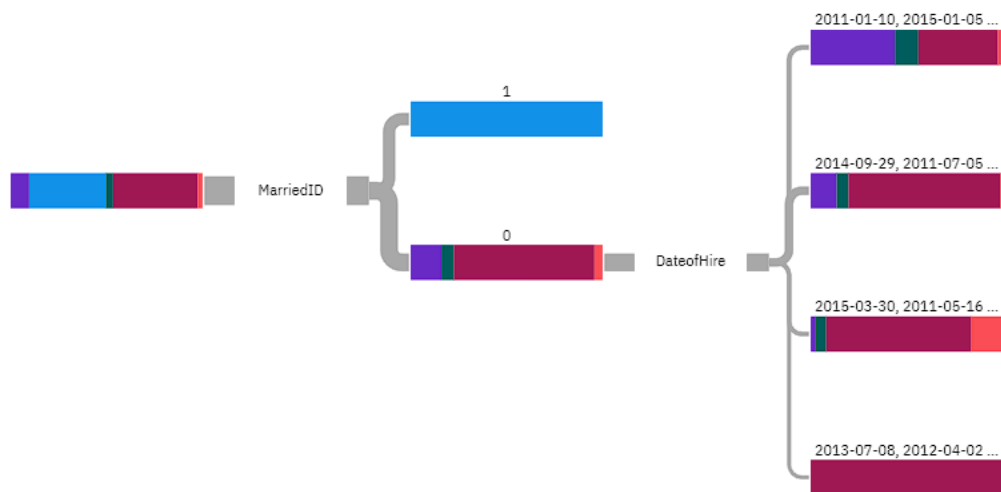




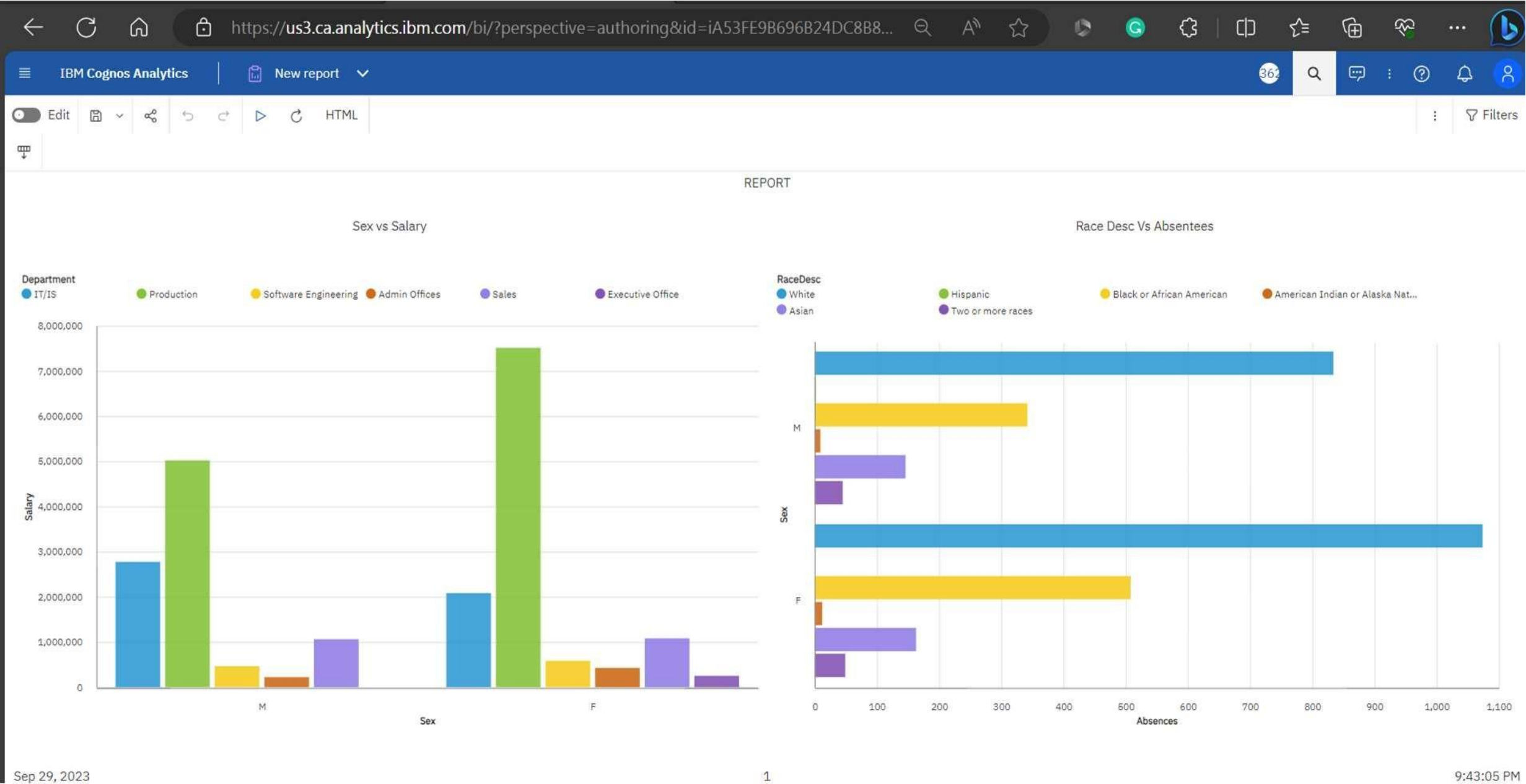


MaritalDesc

Nodes
 Target category
 MaritalDesc
 All
 Divorced
 Divorced
 Married
 Separated
 Single
 Widowed



Step 4 : After done with that dashboard, Now create a report.



Step 5: After done with that report, Create a story to view our visualizations in the form of slides.

Analytics

Filters

SALARY

- EmpStatusID 1 has the highest total Salary due to LastPerformanceReview_Date 2019-01-14.
- Salary is unusually high when the combination of DateofHire and EmpStatusID is 2015-03-30 and 1.
- 2015-03-30 DateofHire accounted for 20% of 1 Salary compared to 5% for 5.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which EmpStatusID 1 contributed the most at almost 797 thousand.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which ManagerID 4 contributed the most at over 375 thousand.

Salary by DateofHire colored by EmpStatusID

EmpStatusID

1 3 4 5

Salary (Sum)

1,000,000

900,000

800,000

700,000

600,000

500,000

400,000

300,000

200,000

100,000

0

3/30/2015

2/16/2015

1/5/2015

11/10/2014

9/29/2014

7/7/2014

1/9/2012

7/5/2011

5/16/2011

1/10/2011

DateofHire

Prev scene

Next scene

Scene 1 of 5

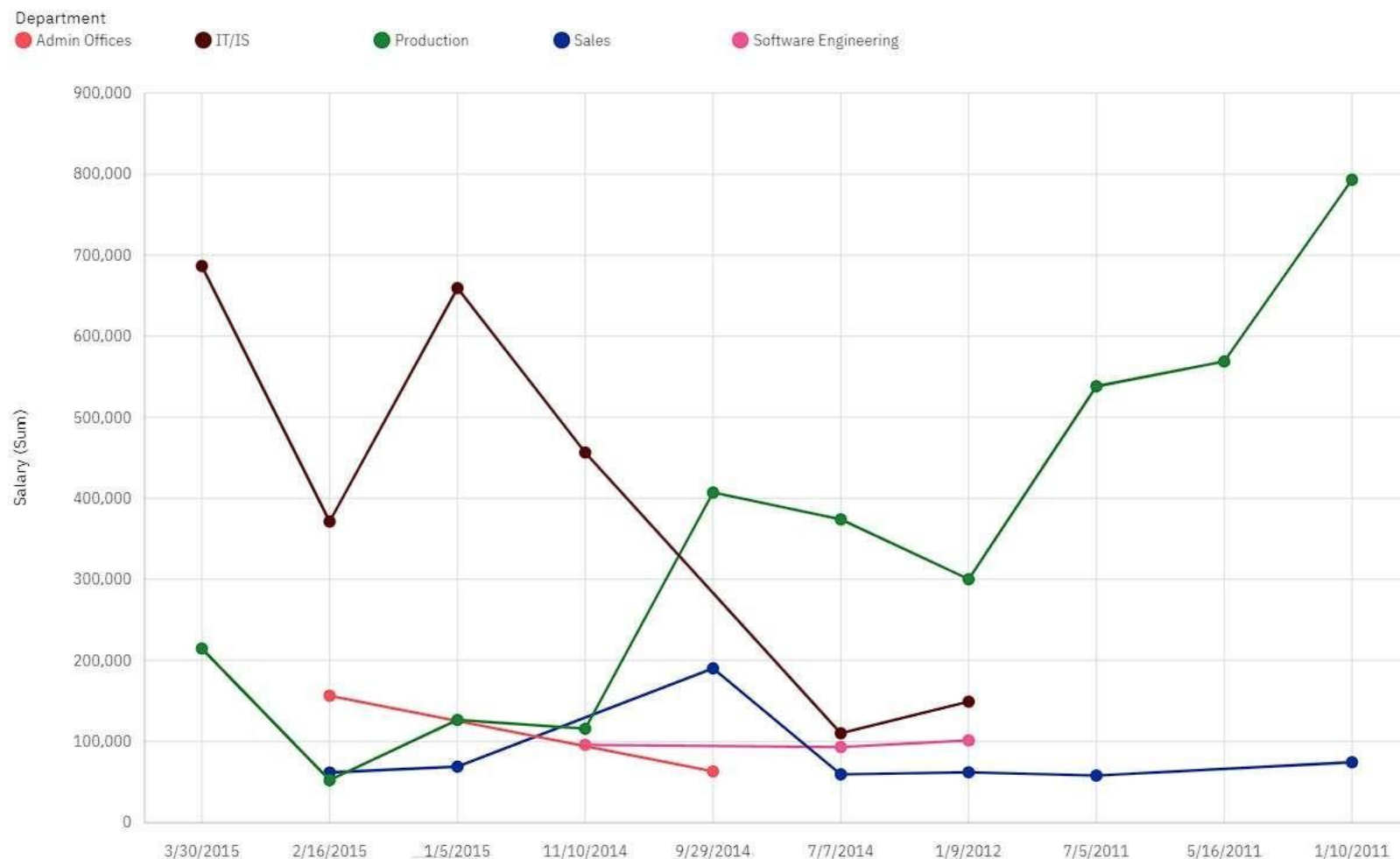
0:00.0

0:05.0

Department VS Salary

- Department Production has the highest total Salary due to DateofHire 2011-01-10.
- Salary is unusually high when Department is Production.
- 2019-01-14 LastPerformanceReview_Date accounted for 7% of Production Salary compared to 5% for IT/IS.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which Department IT/IS contributed the most at almost 687 thousand.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which ManagerID 4 contributed the most at over 375 thousand.
- LastPerformanceReview_Date 2019-01-14 has the highest Salary at over 1.2 million, out of which Department Production contributed the most at nearly 821 thousand.

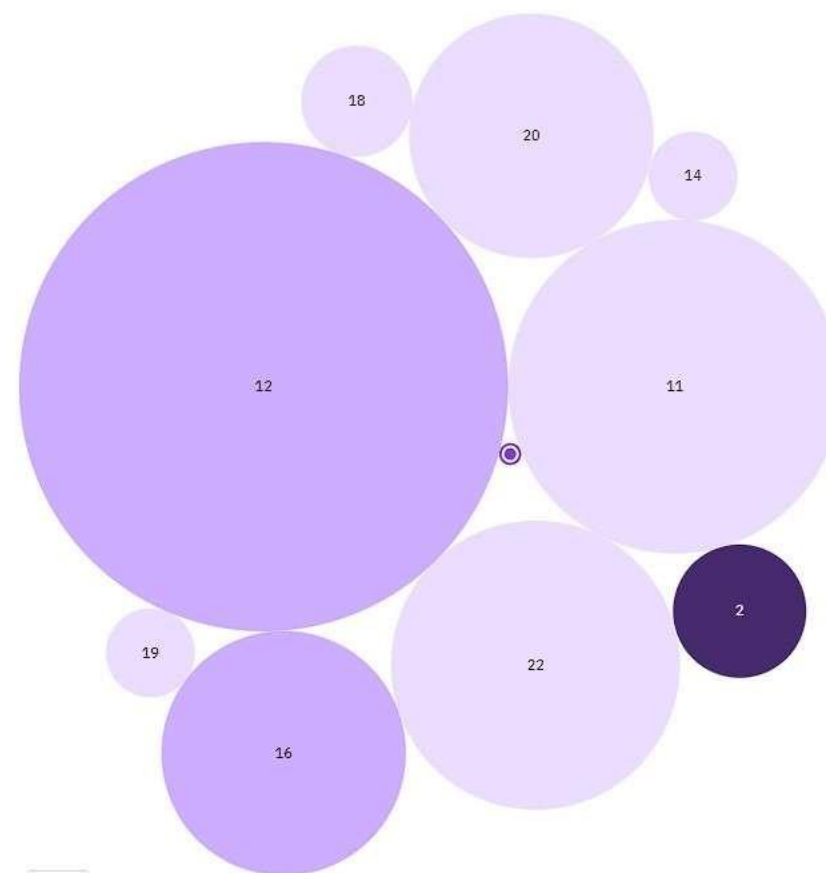
Salary by DateofHire colored by Department



Last 30 Days Salary

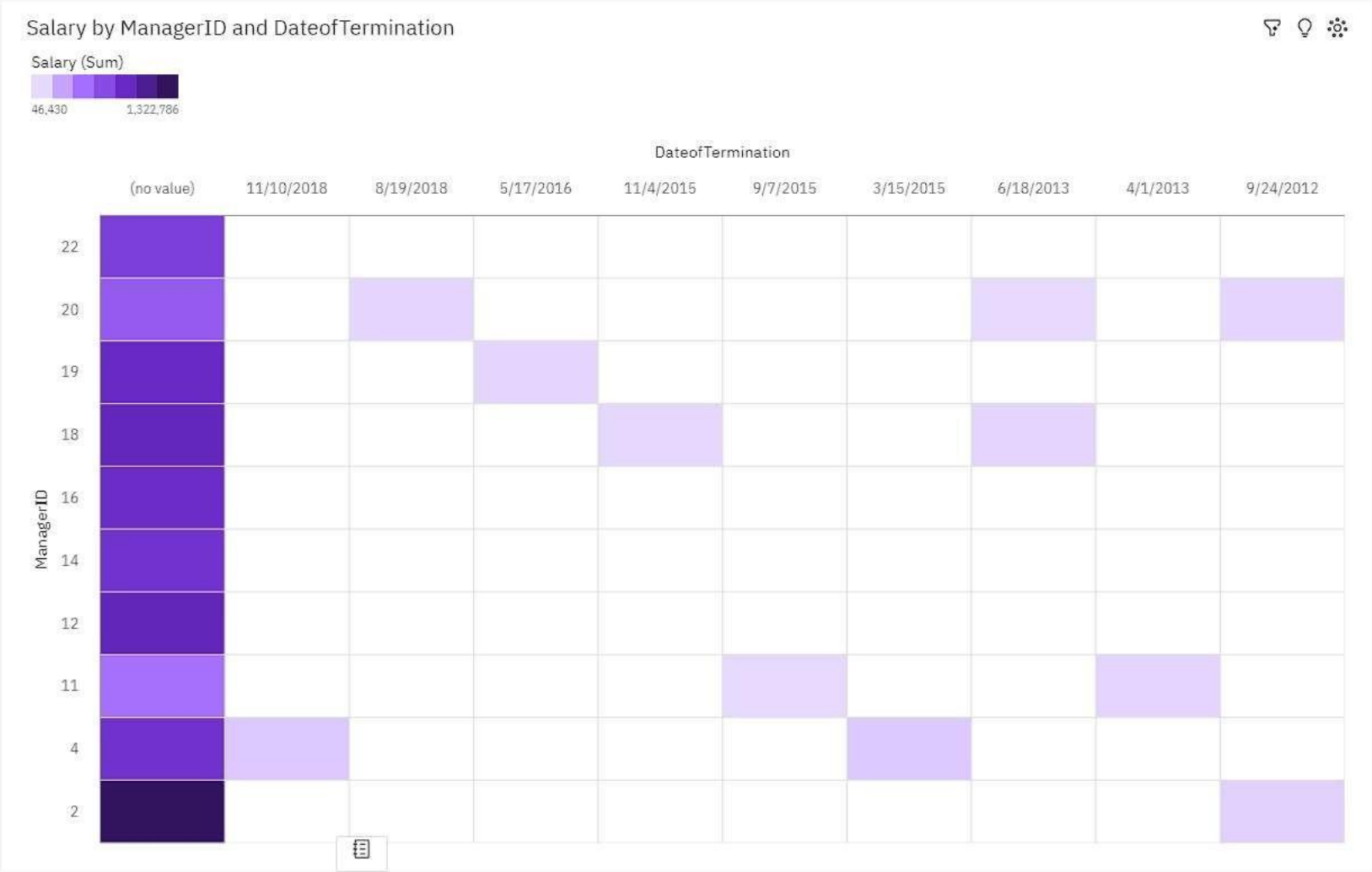
- ManagerID 2 has the highest Total Salary but is ranked #6 in Total DaysLateLast30.
- ManagerID 12 has the highest Total DaysLateLast30 but is ranked #4 in Total Salary.
- From 2018-03-09 to 2018-04-02, 20's DaysLateLast30 dropped by 6.
- Over all values of ManagerID, the sum of DaysLateLast30 is 91.
- DaysLateLast30 ranges from 0, when ManagerID is 4, to 22, when ManagerID is 12.

ManagerID colored by Salary sized by DaysLateLast30



Termination VS Salary

- ManagerID 2 has the highest total Salary due to DateofHire 2010-04-10.
- Salary is unusually high when the combination of ManagerID and DateofTermination is 2 and (no value).
- Salary is unusually high when DateofTermination is (no value).
- 4 has a Salary of over 402 thousand for DateofHire 2015-01-05.



Date of Hire VS Salary

- DateofHire 2012-07-09 has the lowest average Salary at over 46 thousand, followed by 2007-11-05 at over 47 thousand.
- DateofHire 2010-04-10 has the highest average Salary at over 220 thousand, followed by 2011-04-15 at 178 thousand.
- From 2009-10-26 to 2010-04-10, Salary increased by 245%.

Salary

● 1 Driver ● 2 Drivers

