

# NM ASSIGNMENT 2

**Done by**

Hariharrasudhan.V

Data Set Link: [Human Resources Data Set \(kaggle.com\)](https://www.kaggle.com/datasets/hariharrasudhan/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

110  
100  
90  
80  
70  
60  
50  
40  
30  
20  
10  
0

3/20/2019 3/14/2019 3/9/2019 3/5/2019 3/2/2019 2/25/2019 2/15/2019 2/7/2019 1/25/2019 1/23/2019

Date

Details

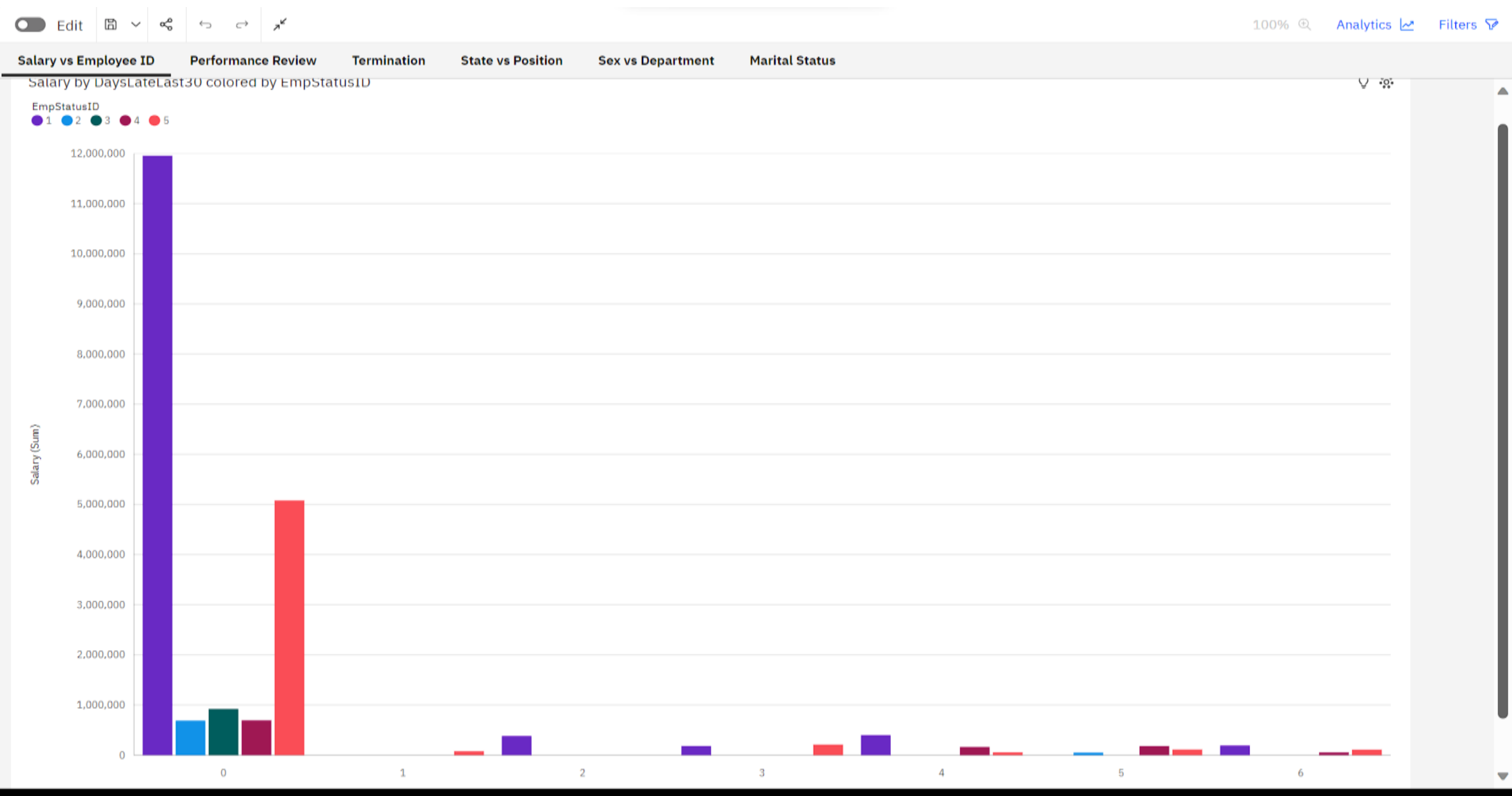
Over all **dates** and **quantities**, the average of **Unit price** is 59.63.

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

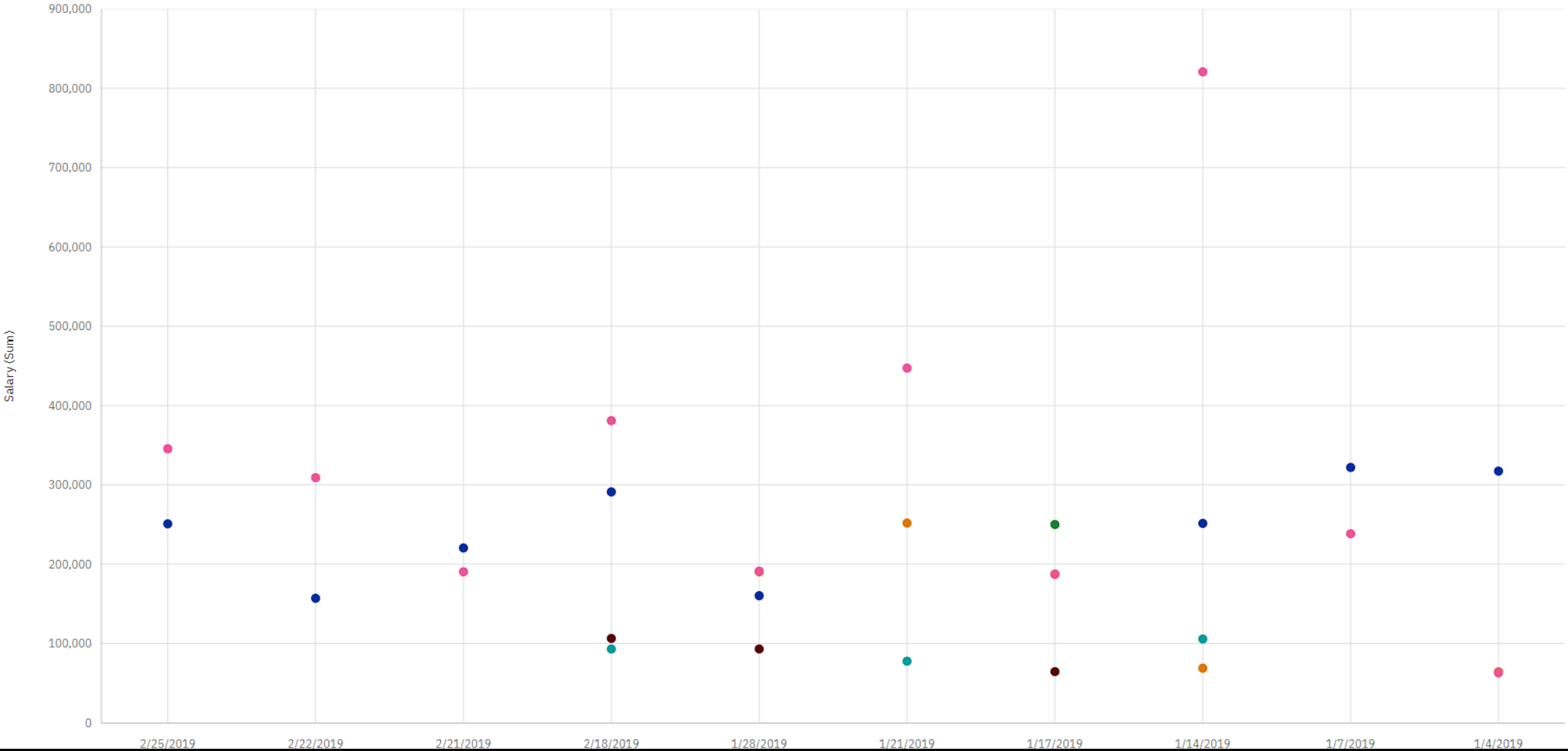


Salary by LastPerformanceReview\_Date colored by Department

Filter
Line
Light
Grid

Department

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



Salary vs Employee ID

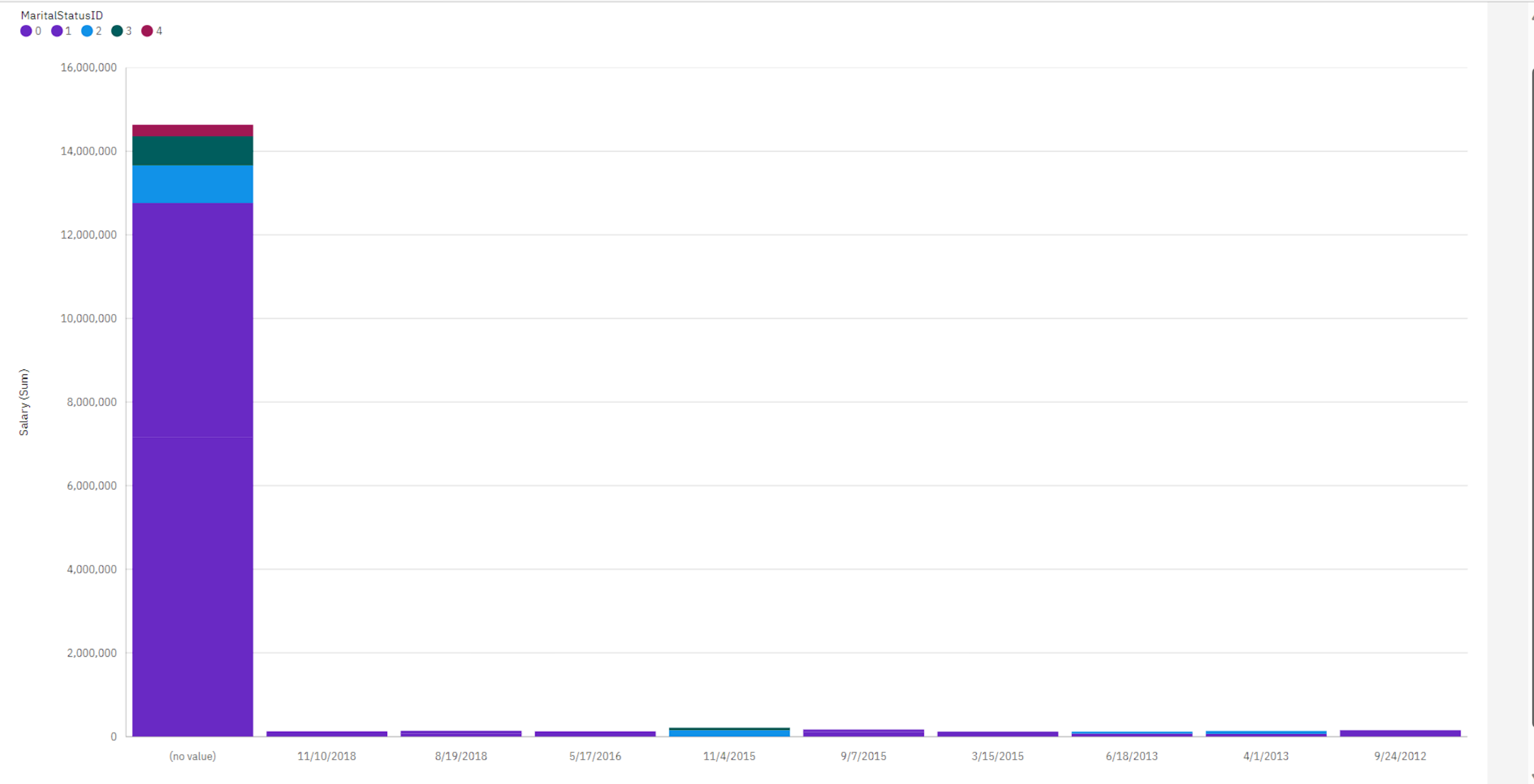
Performance Review

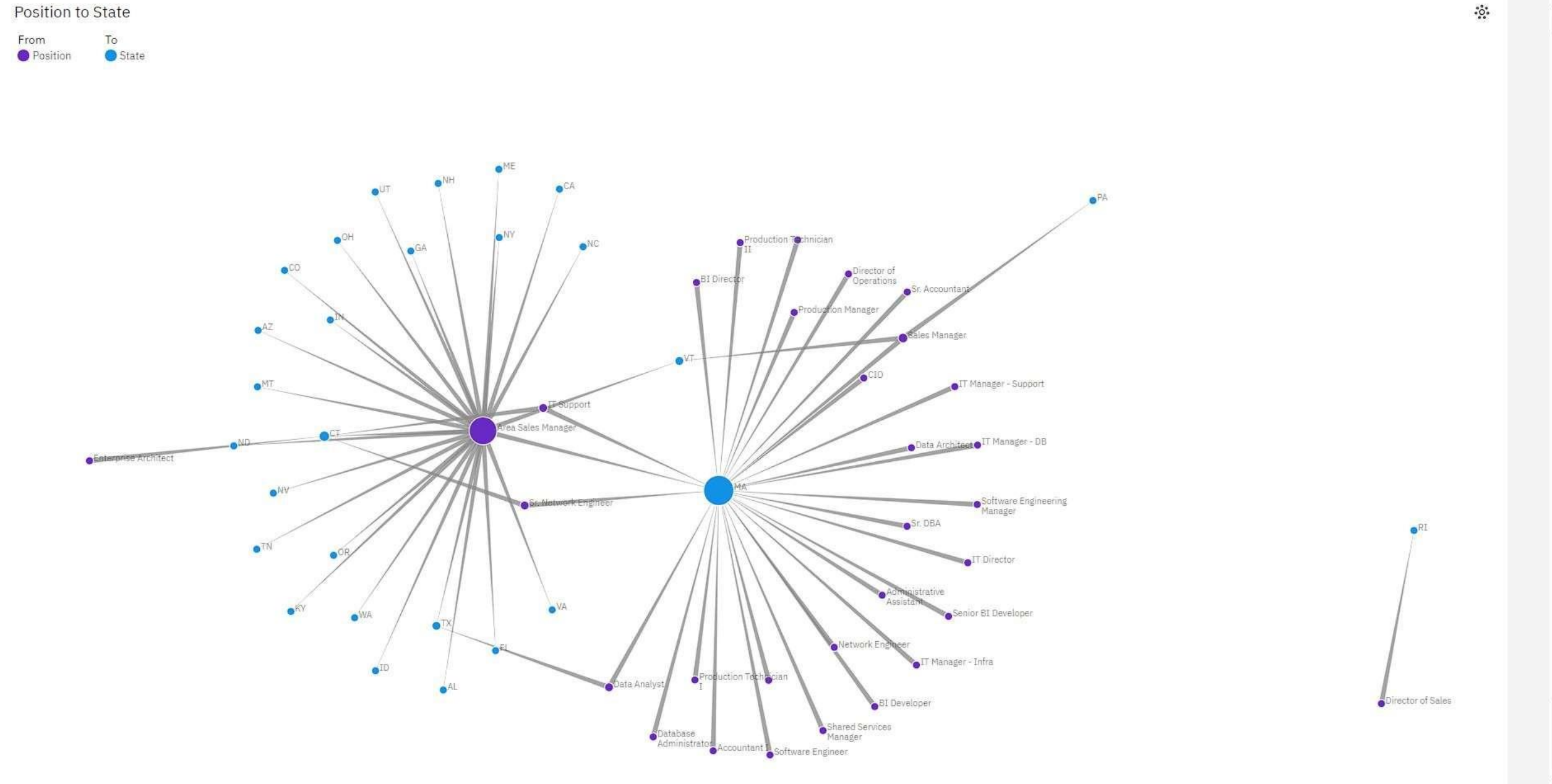
Termination

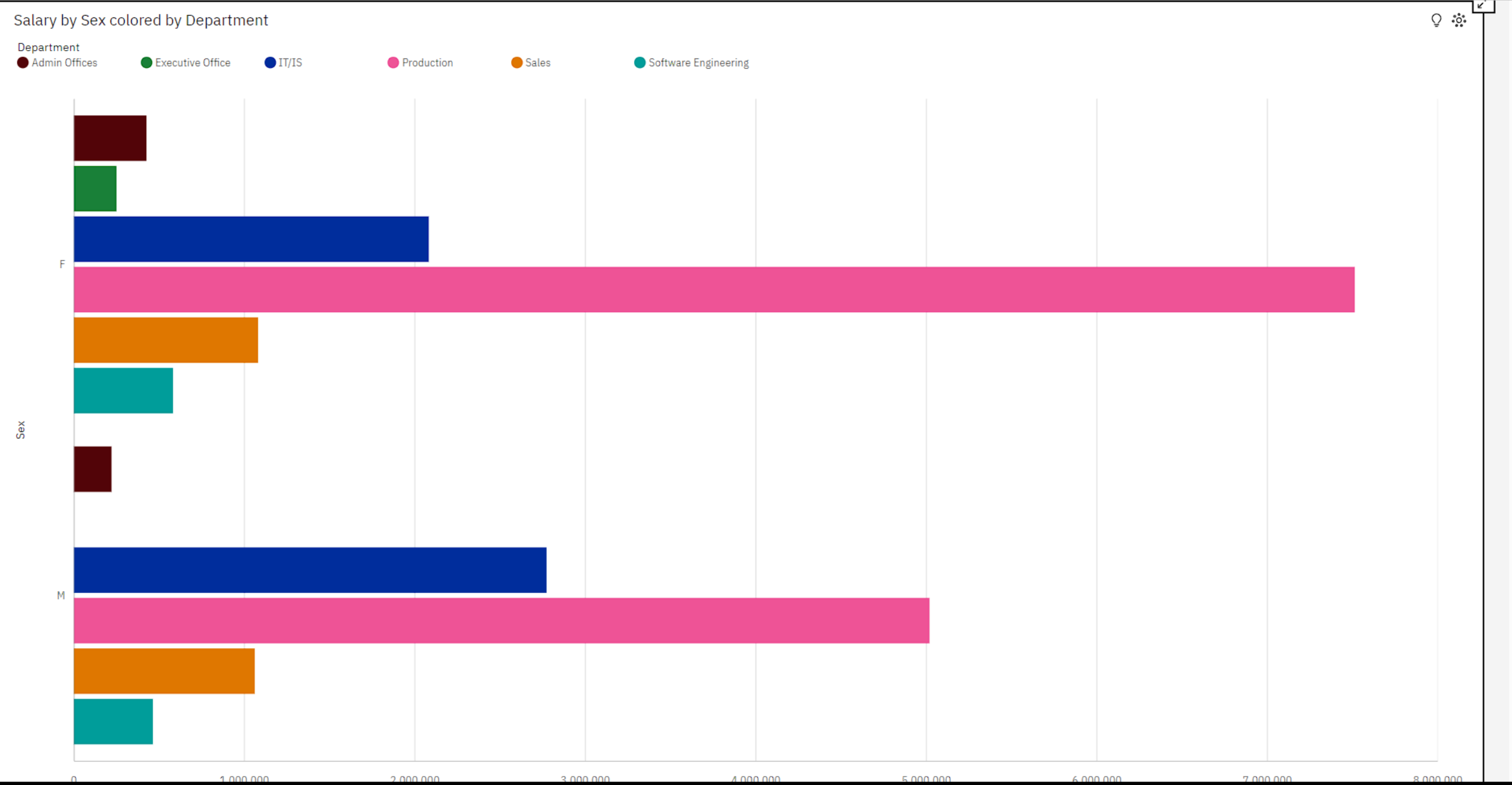
State vs Position

Sex vs Department

Marital Status







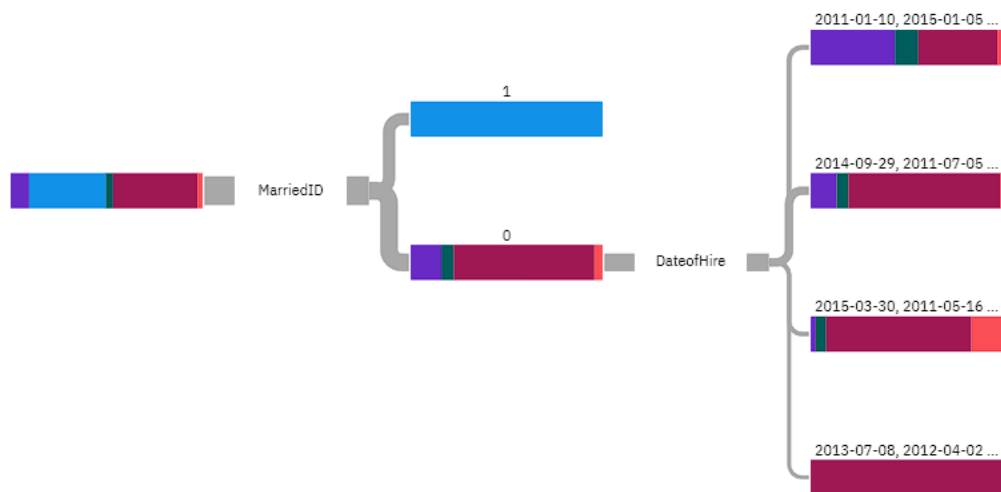


MaritalDesc

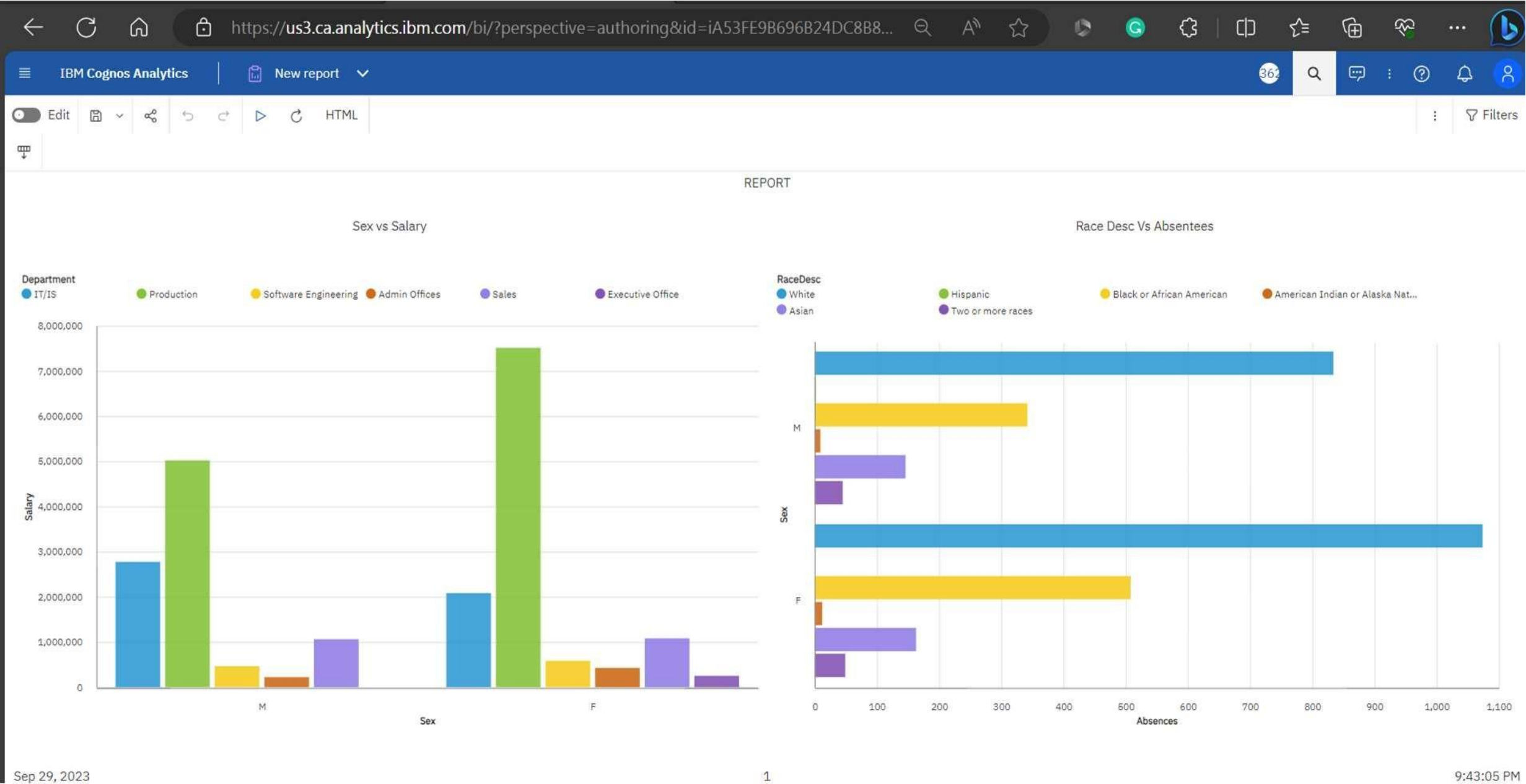
Nodes  
 All

Target category  
 Divorced

MaritalDesc  
 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

DateofHire	EmpStatusID 1	EmpStatusID 3	EmpStatusID 4	EmpStatusID 5
3/30/2015	797,000	0	0	104,000
2/16/2015	360,000	50,000	230,000	160,000
1/5/2015	460,000	100,000	0	290,000
11/10/2014	480,000	180,000	0	0
9/29/2014	660,000	0	0	0
7/7/2014	450,000	100,000	180,000	0
1/9/2012	270,000	80,000	0	250,000
7/5/2011	180,000	0	0	420,000
5/16/2011	50,000	0	0	530,000
1/10/2011	180,000	0	150,000	570,000

Prev scene

Next scene

Scene 1 of 5

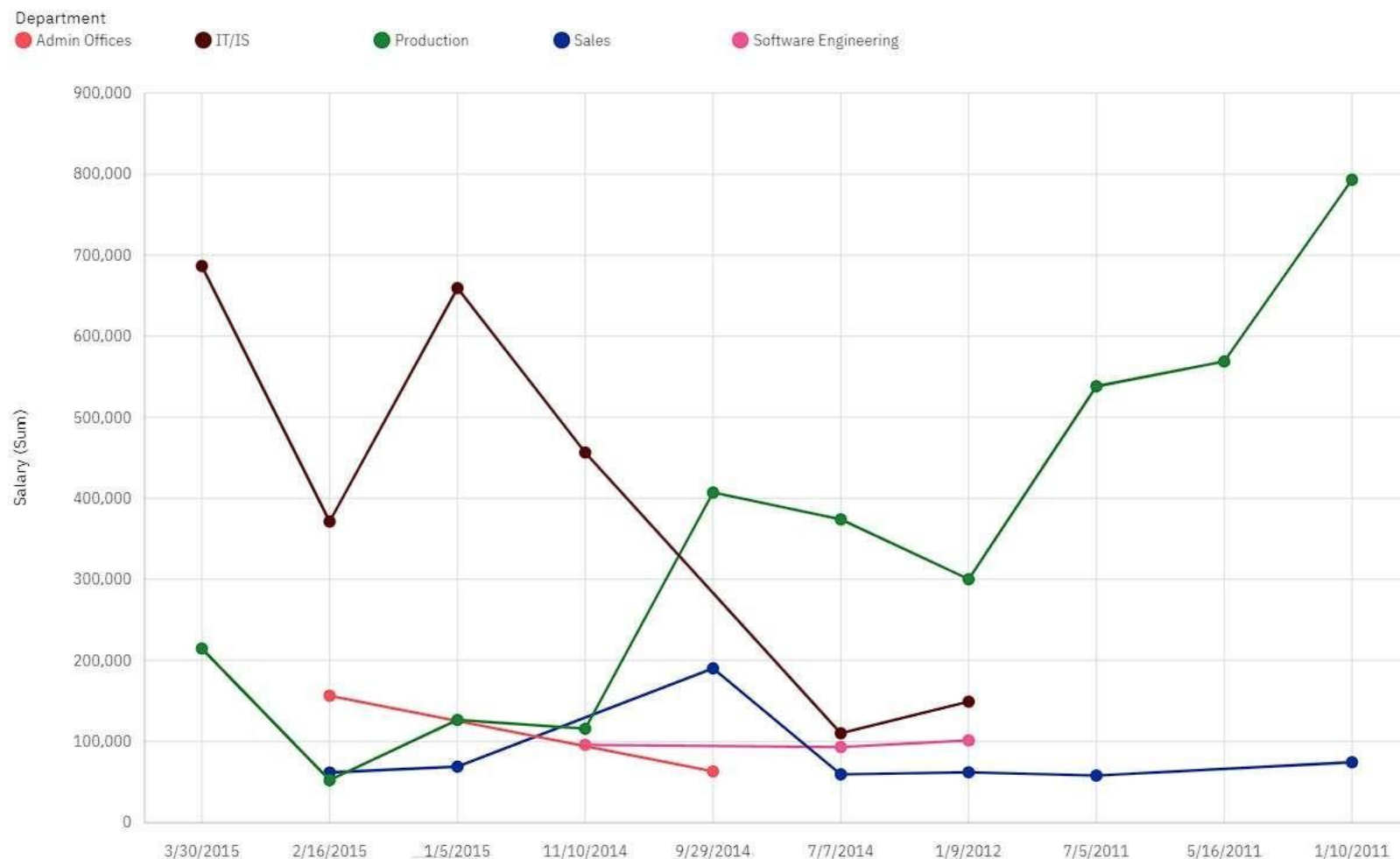
0:00.0

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.

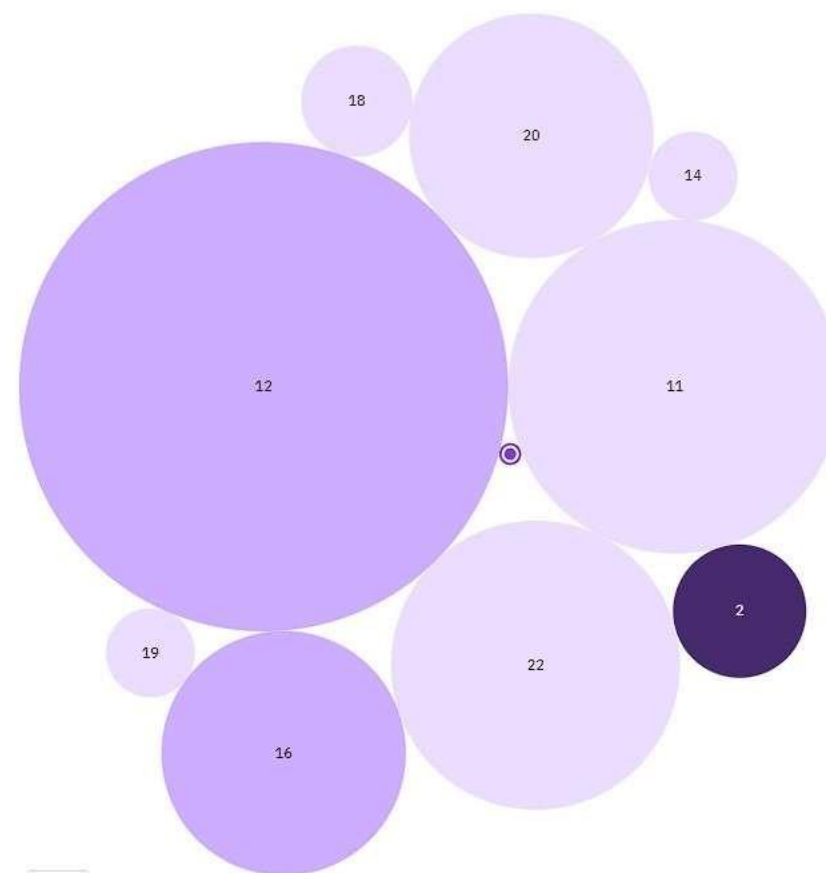
Salary by DateofHire colored by Department



# Last 30 Days Salary

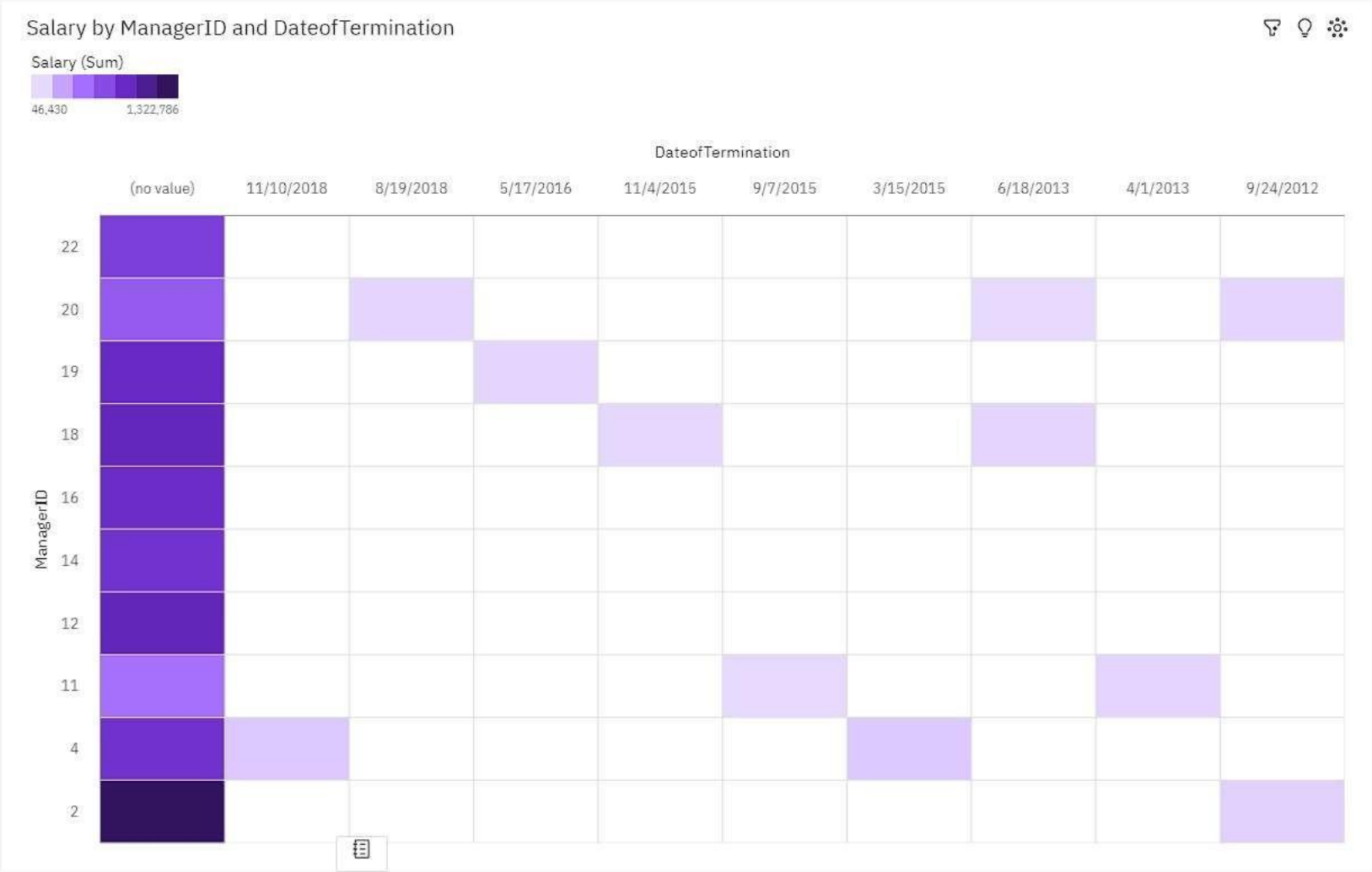
- ManagerID 2 has the highest Total Salary but is ranked #6 in Total DaysLateLast30.
- ManagerID 12 has the highest Total DaysLateLast30 but is ranked #4 in Total Salary.
- From 2018-03-09 to 2018-04-02, 20's DaysLateLast30 dropped by 6.
- Over all values of ManagerID, the sum of DaysLateLast30 is 91.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

