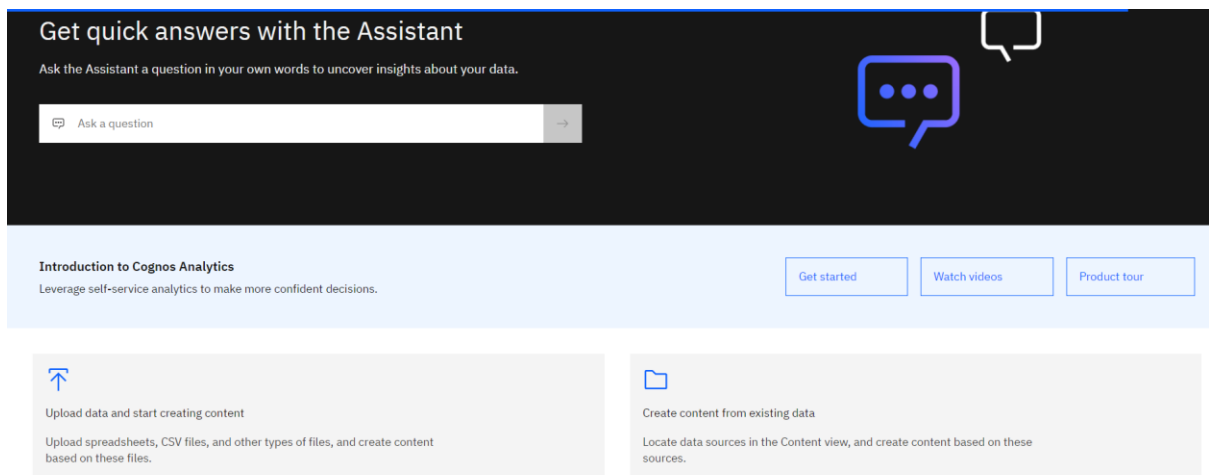


DA Assignment – 2

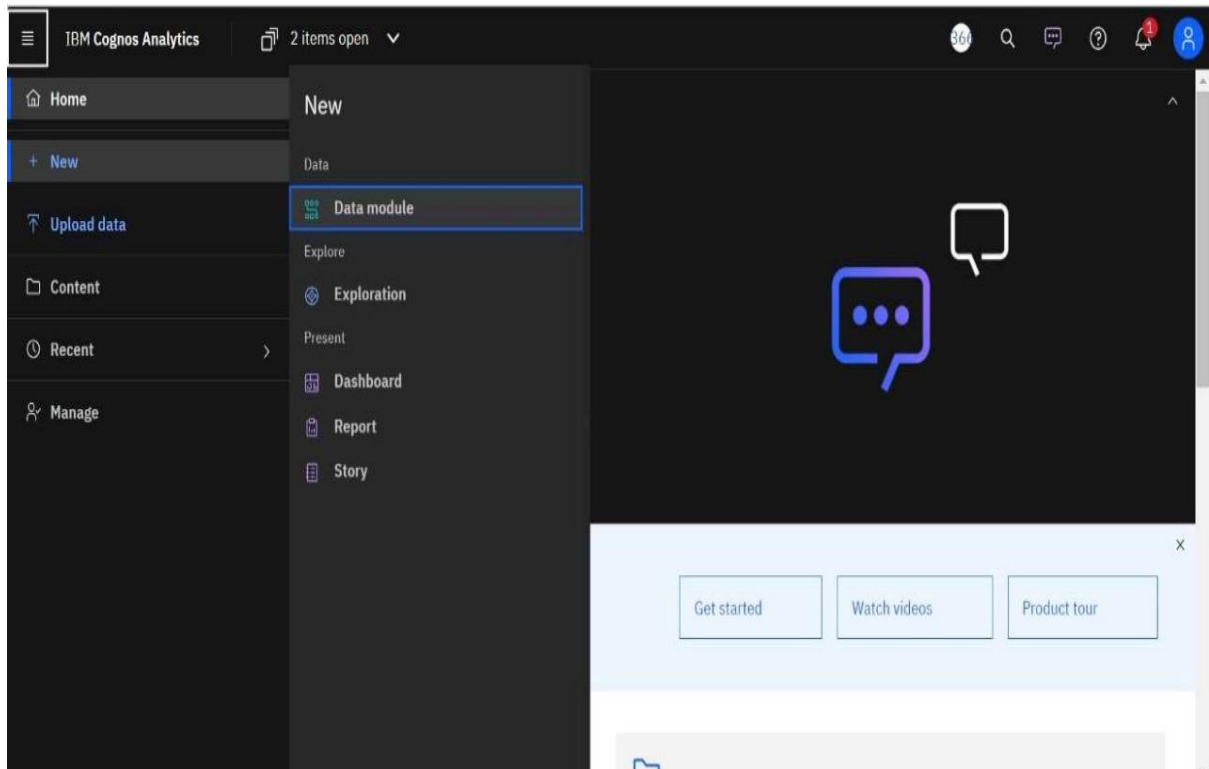
Human Resources Data Set

Task 1: Upload the Dataset to Cognos, Delete Unnecessary Columns.

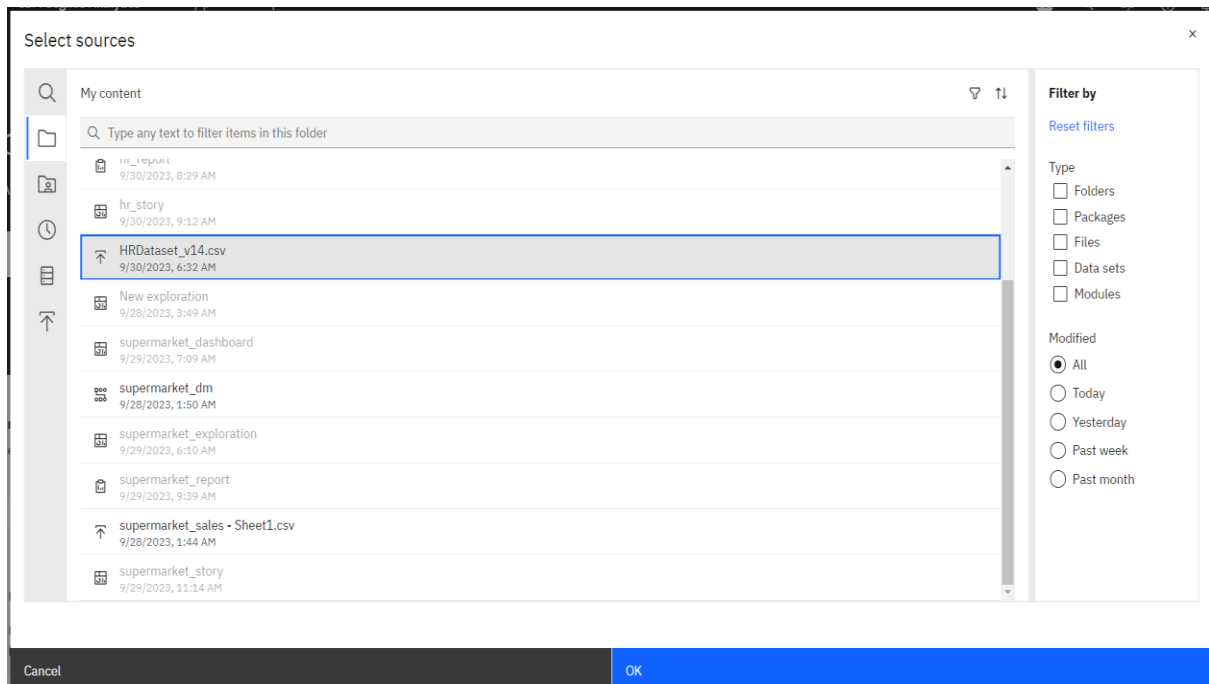
Step 1 : Upload the DataSet



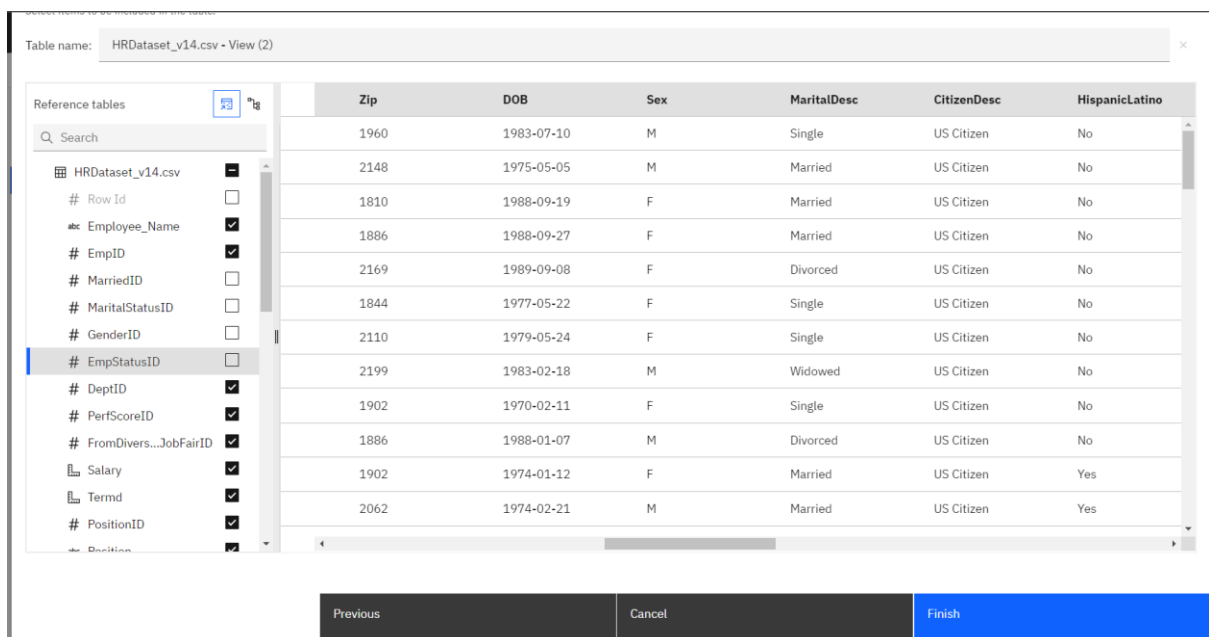
Step 2: Create DataModule



Step 3: Select the CSV file

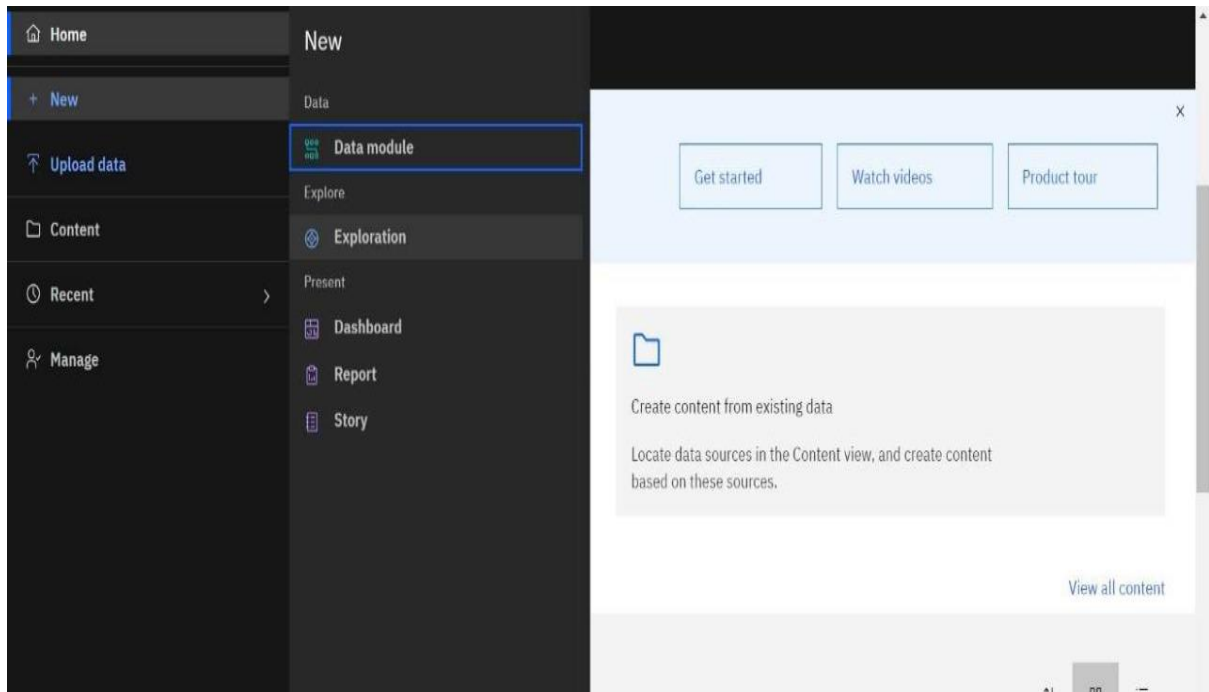


Step 4: Remove Unnecessary columns

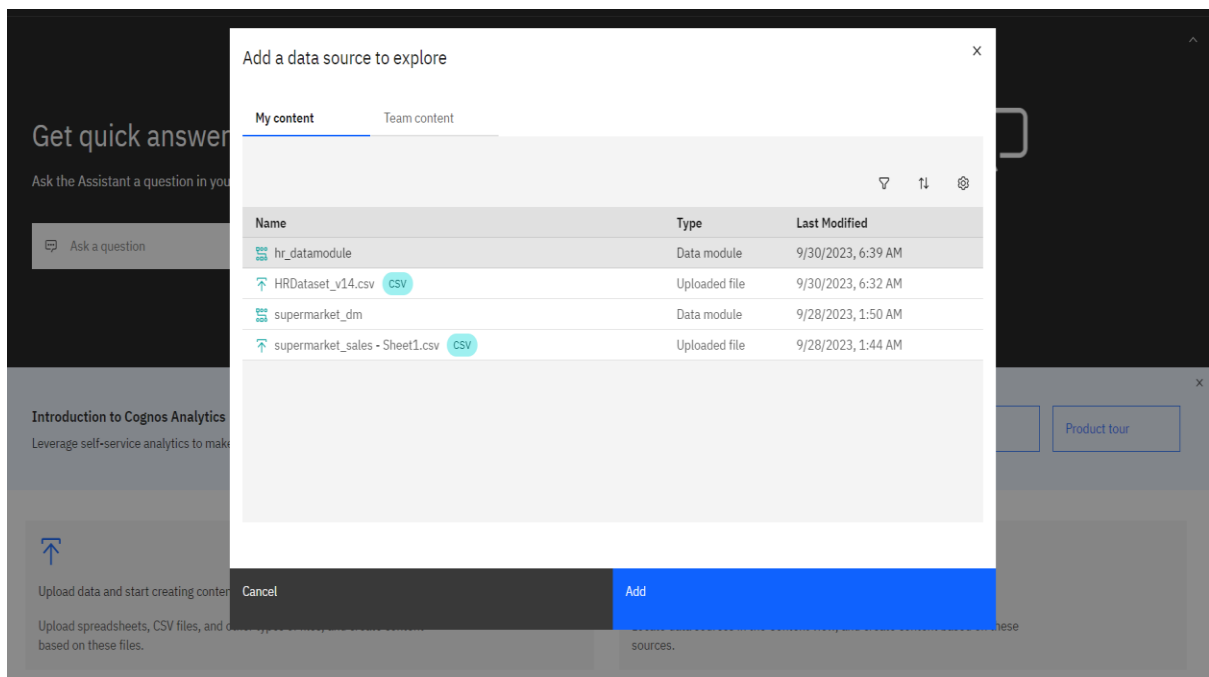


Task 2: Select the dataset to explore

Step 1: Select the exploration



Step 2: Select dataset to explore

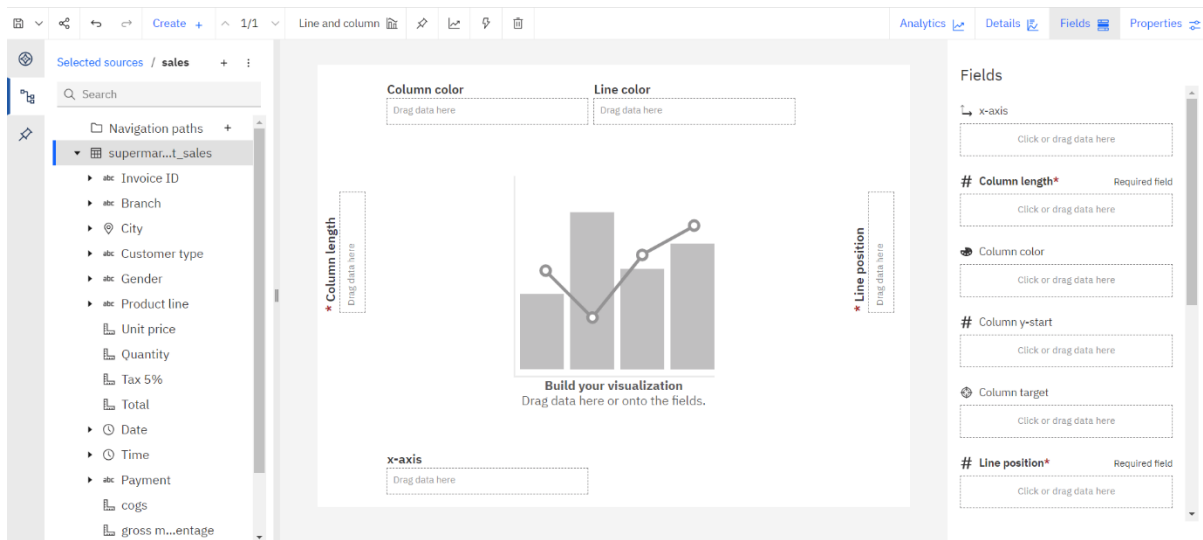


Step 3: Explore the dataset



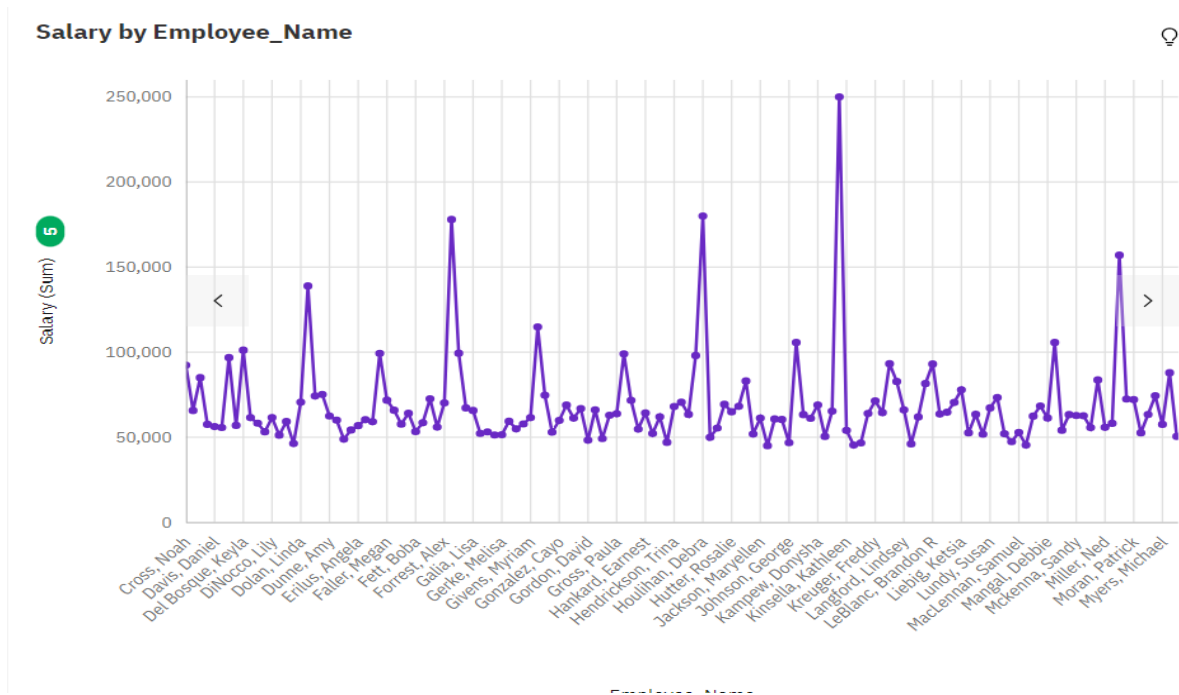
Task 3: Visualize the Data Set.

Step 1: Select Visualization type



VISUALIZATIONS

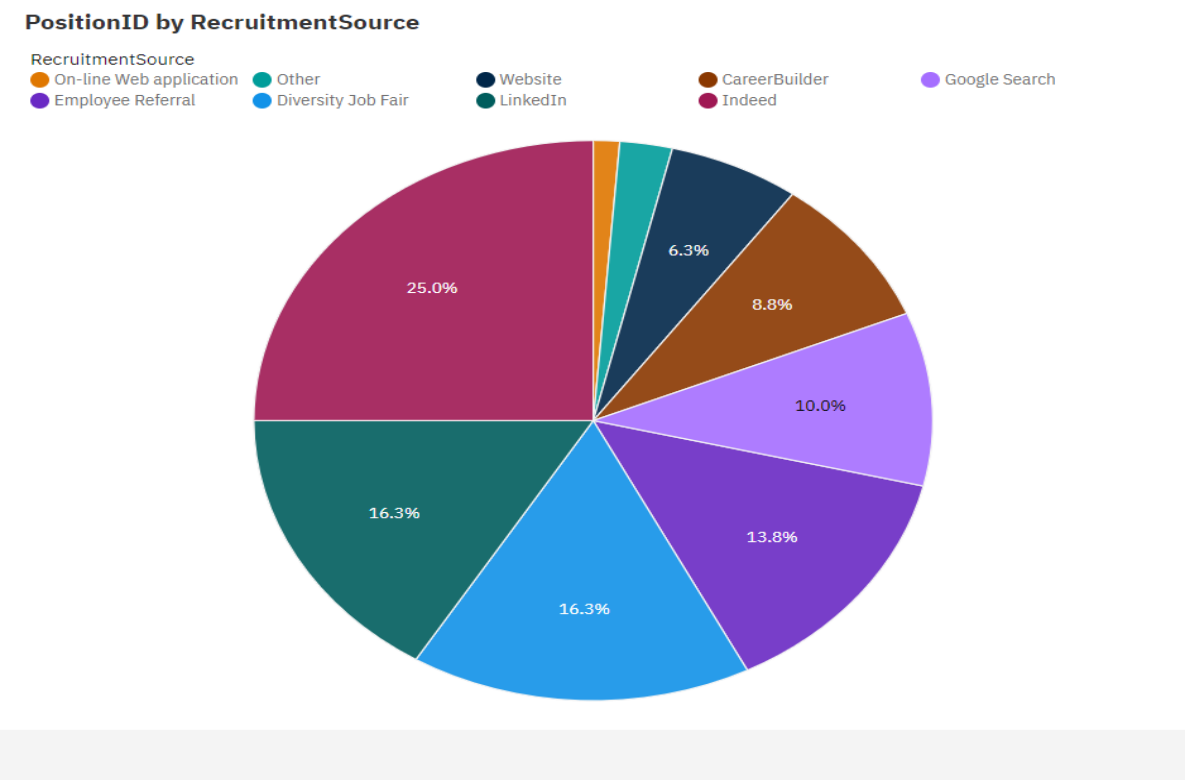
Salary by Employee_Name



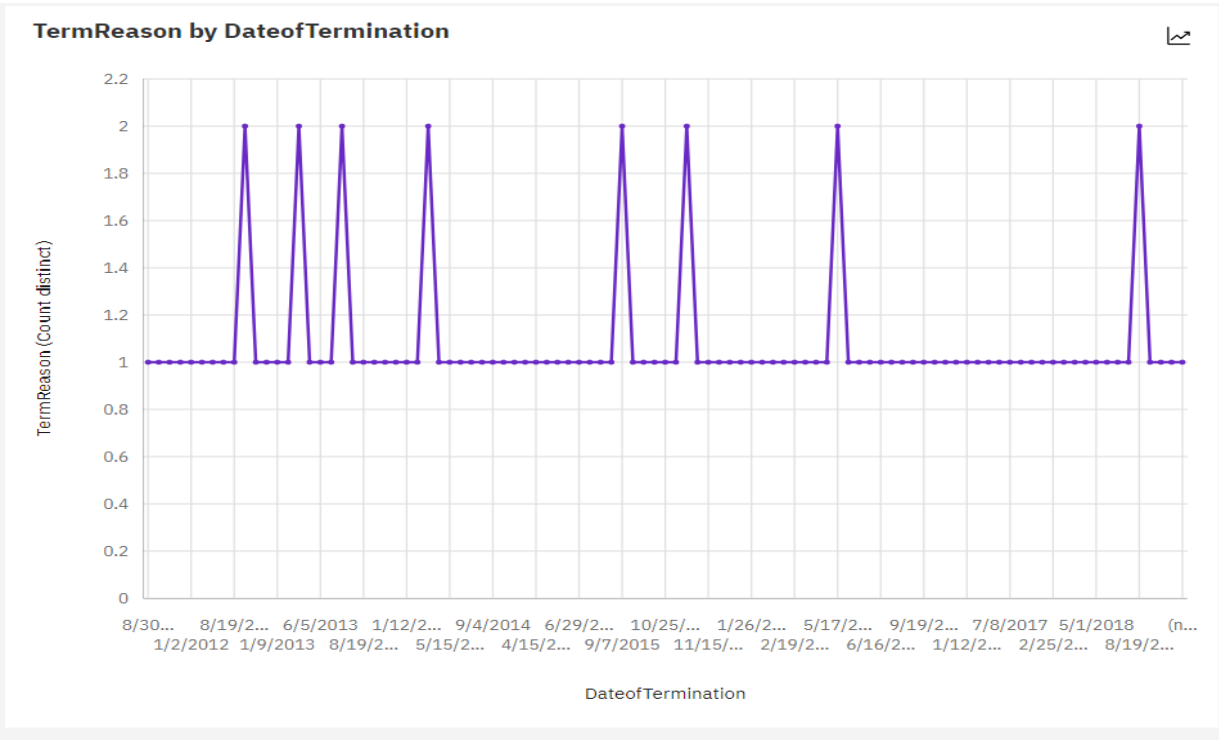
Department hierarchy colored by EmploymentStatus



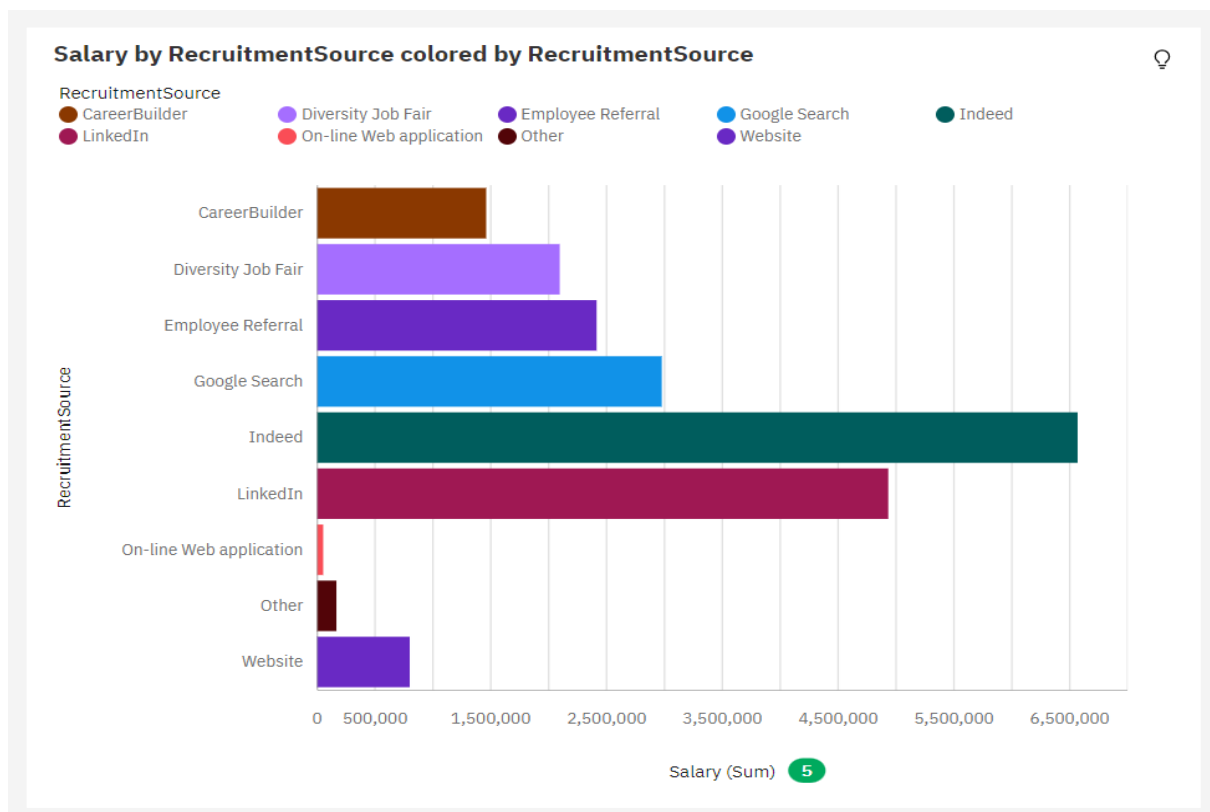
PositionID by RecuritmentSource



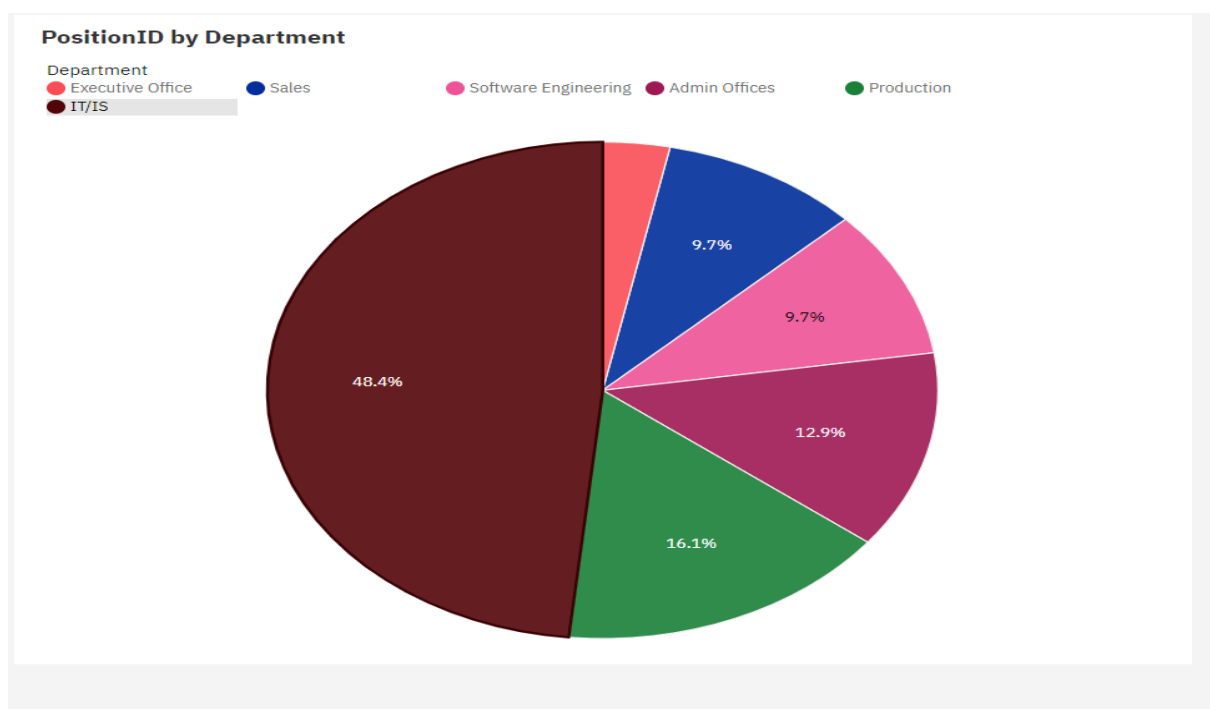
TermReason by DateofTermination



Salary by Recruitment Source



PositionID by Department

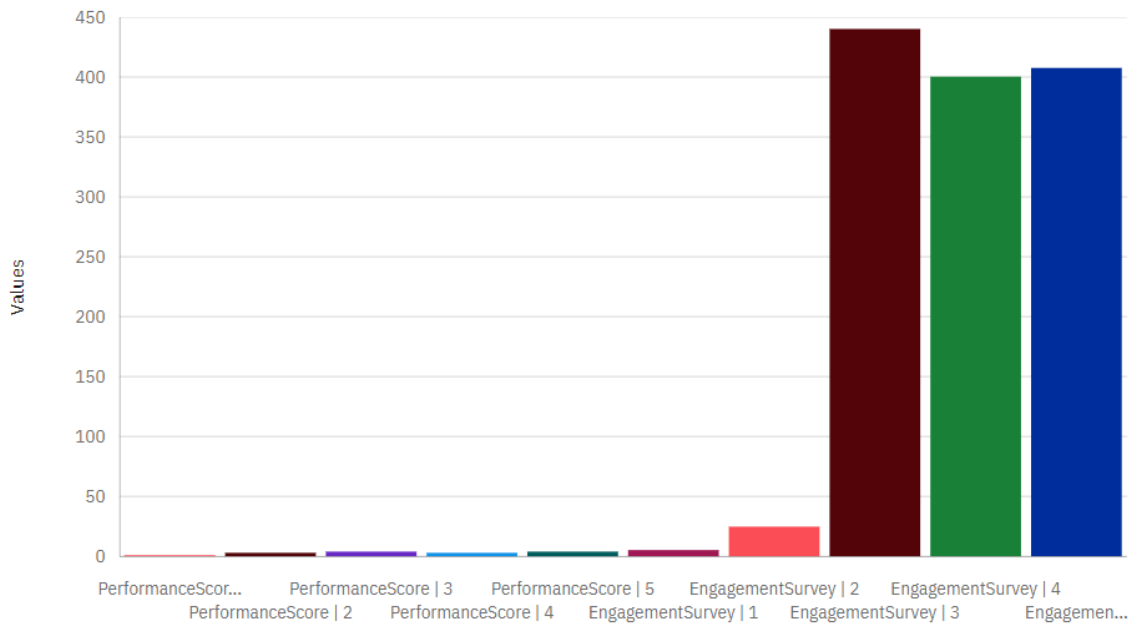


PerformanceScore,EngagementSurvey

PerformanceScore, EngagementSurvey, EmpSatisfaction

Measures - EmpSatisfaction

PerformanceScore | 1 PerformanceScore | 2 PerformanceScore | 3 PerformanceScore | 4 PerformanceScore | 5
 EngagementSurvey | 1 EngagementSurvey | 2 EngagementSurvey | 3 EngagementSurvey | 4 EngagementSurvey | 5



Measures - EmpSatisfaction

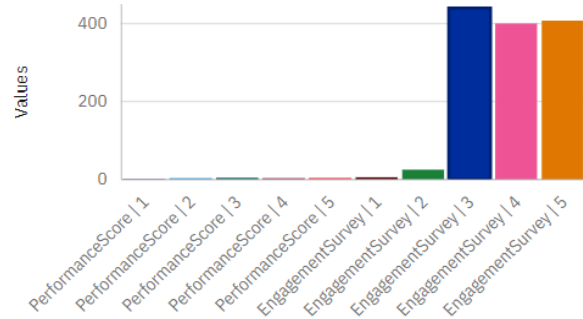
Task 4: Create a Dashboard

Tab 1: Department

PerformanceScore, EngagementSurvey, EmpSatisfaction

Measures - EmpSatisfaction

PerformanceScore | 1 PerformanceScore | 2 PerformanceScore | 3 PerformanceScore | 4 PerformanceScore | 5
 EngagementSurvey | 1 EngagementSurvey | 2 EngagementSurvey | 3 EngagementSurvey | 4 EngagementSurvey | 5

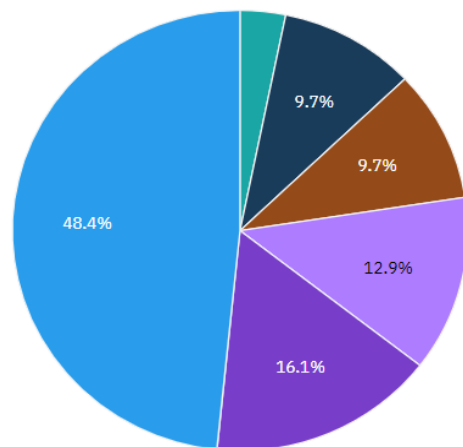


Measures - EmpSatisfaction

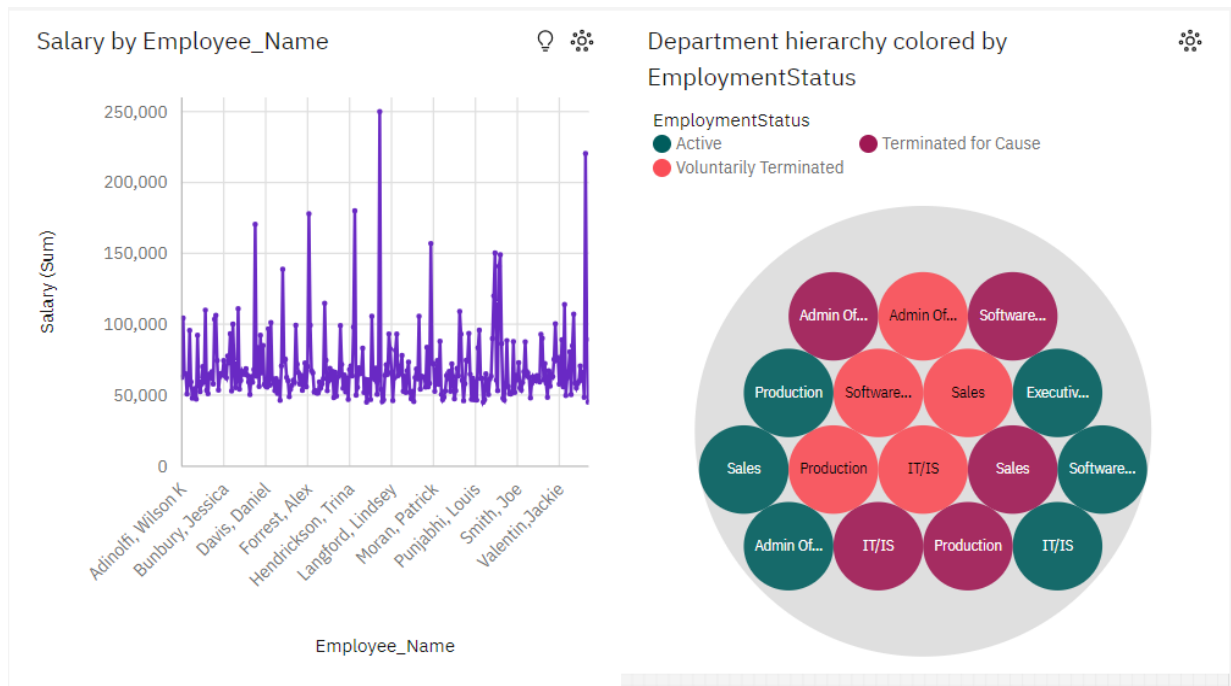
PositionID by Department

Department

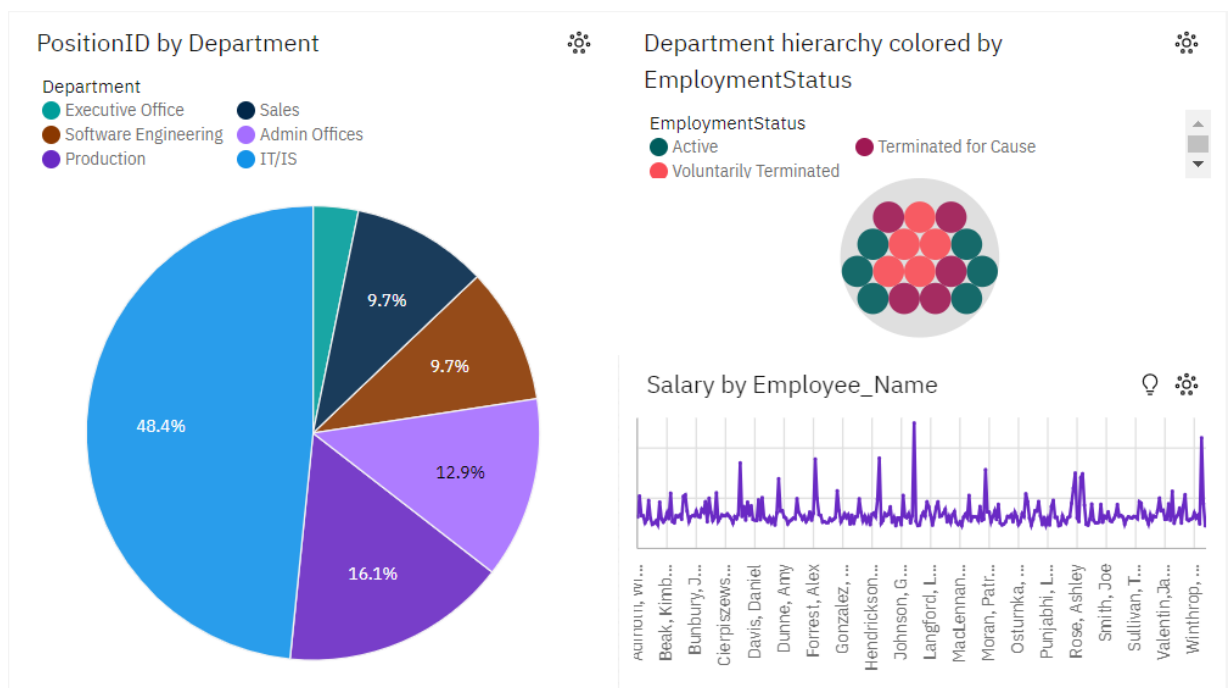
Executive Office Sales
 Software Engineering Admin Offices
 Production IT/IS

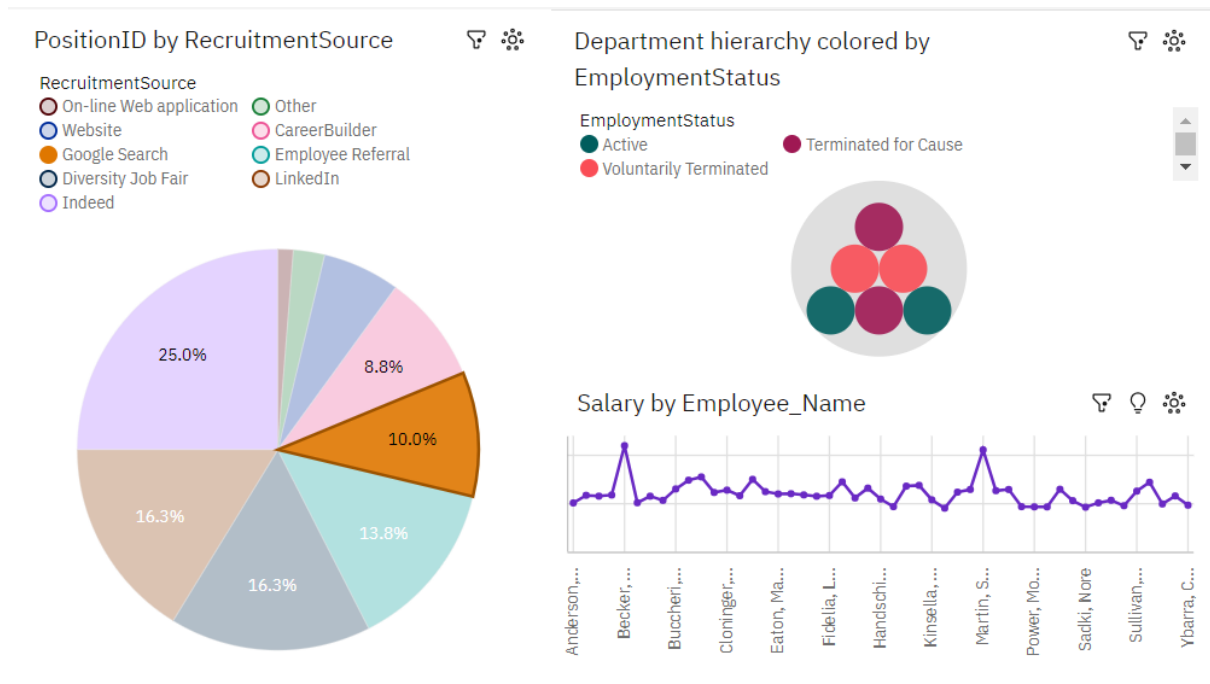


Tab 2: Salary Report

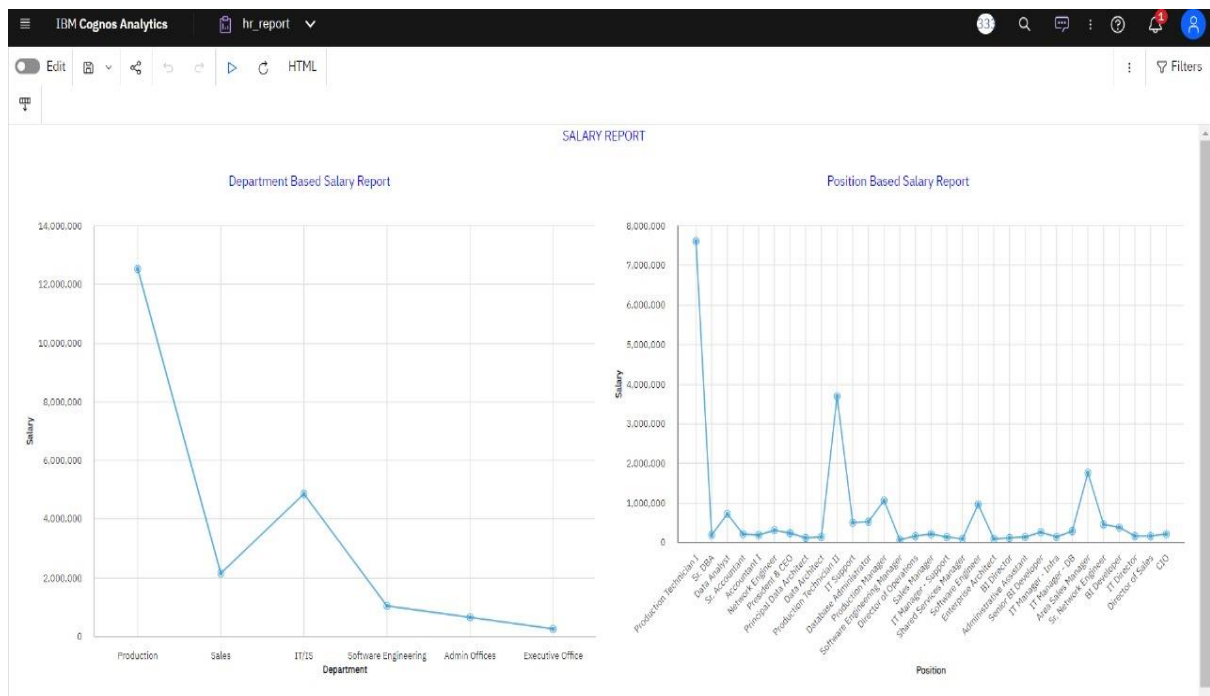


Tab 3: Positions based on performance

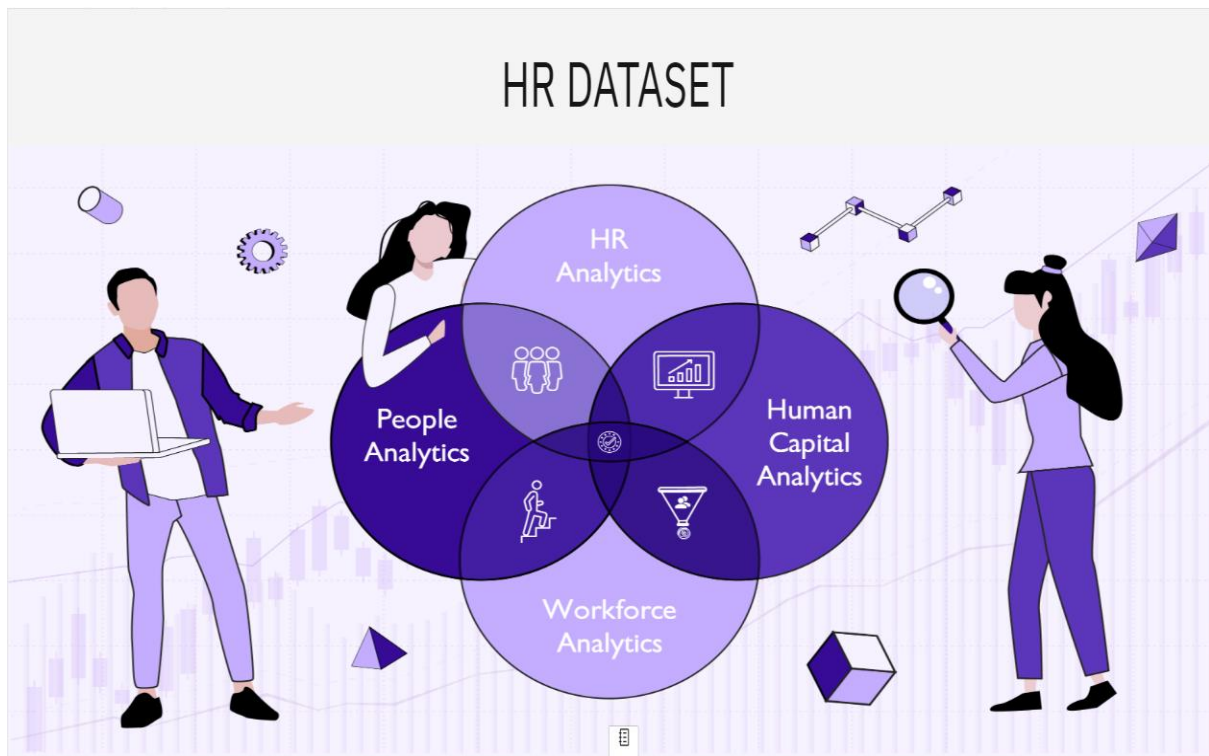




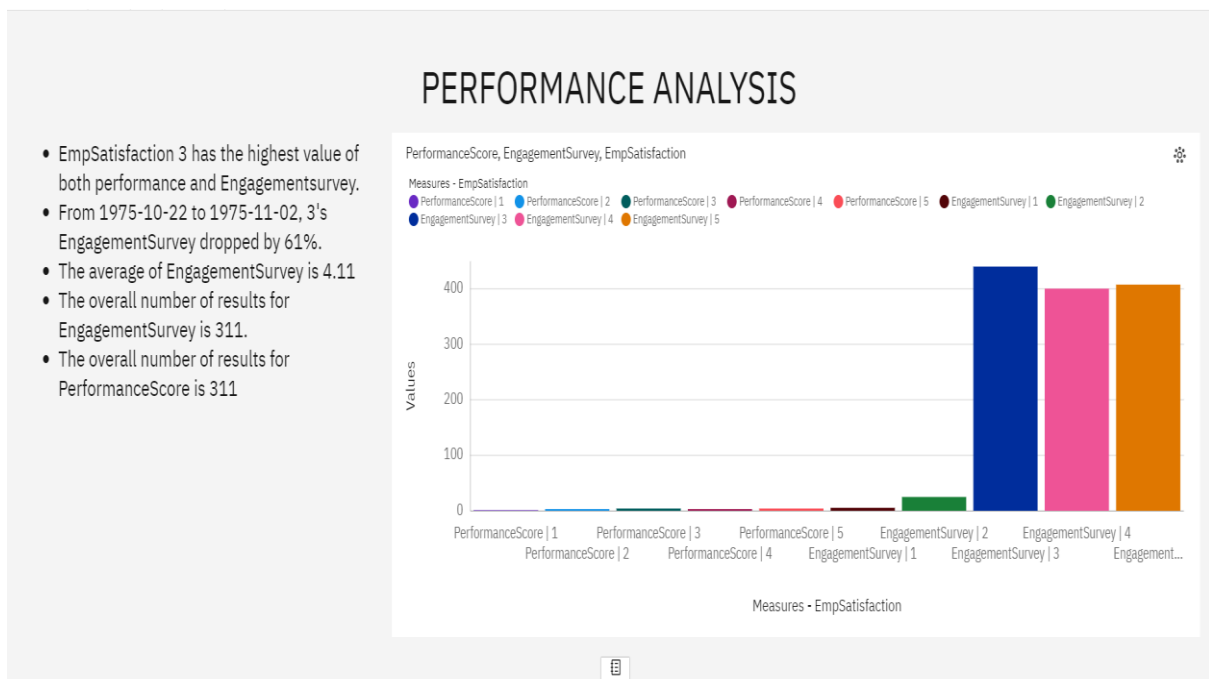
Task 5: Create a Report



Task 6: Create a Story



Scene 1:

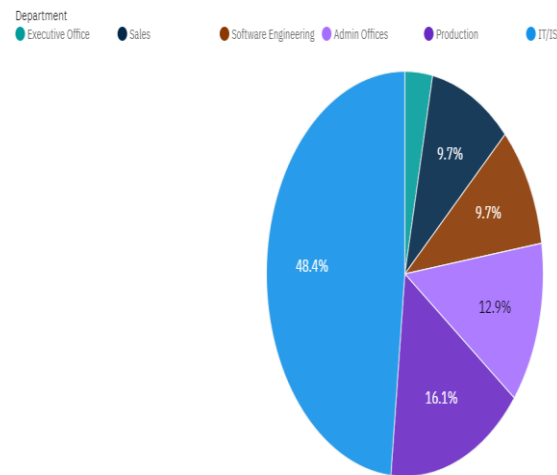


Scene 2:

DEPARMENT ANALYSIS

- From 1976-08-25 to 1976-09-22, Production's PositionID increased by 100%.
- Production is the most frequently occurring category of Department with a count of 209 items with positionID values(67.2% of the total).
- The total number of results for PositionID, across all departments, is 311.

PositionID by Department

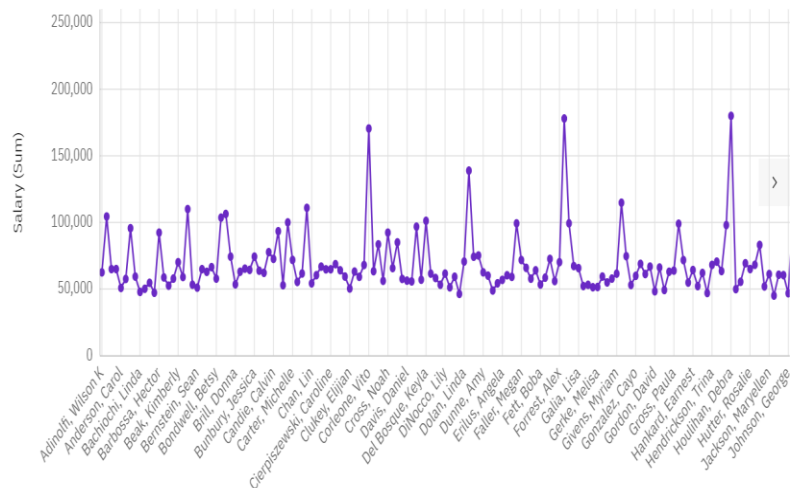


Scene 3:

Employee Salary Analysis

- Employee_Name King, Janet the highest total Salary due to DOB 1954- 09-21.
- Across all values of Employee_Name, the sum of Salary is over 21 million.
- Salary ranges over 45 thousand, when Employee_Name is Zima, Colleen, to 250 thousand, when Employee_Name is King, Janet.
- For Salary, the most significant values of Employee Name are King, Janet and Zamora, Jennifer, whose respective Salary values add up to over 470 thousand, or 2.2 % of the total.

Salary by Employee_Name

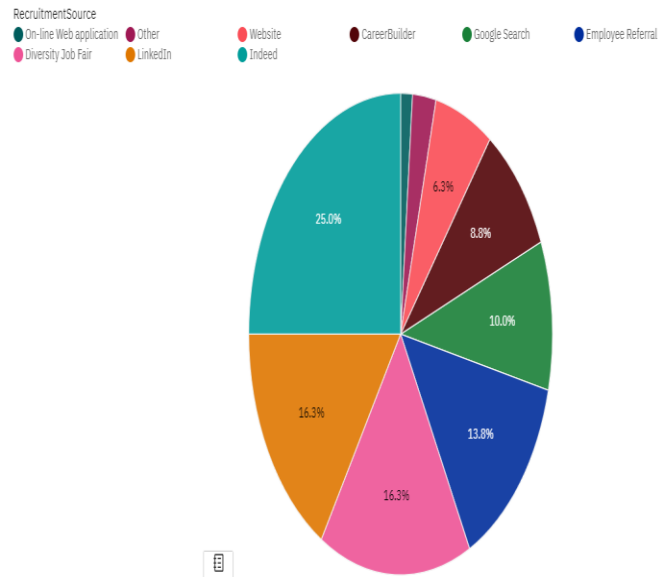


Scene 4:

Recruitment source Analysis

- RecruitmentSource Indeed has the highest PositionID due to DOB 1954- 09-21.
- DOB 1965-09-09 has the highest PositionID at 2, out of which RecruitmentSource Website contributed the most at 1.
- Google Search has a PositionID of 1 for DOB 1951-01-02.
- Indeed (28%) and LinkedIn (24.4 %) are the most frequently occurring categories of RecruitmentSource with a combined count of 163 items with PositionID values (52.4 % of the total).
- The total number of results for PositionID, across all RecruitmentSource, is 311.

PositionID by RecruitmentSource



Scene 5:

EMPLOYEE STATUS ANALYSIS

- EmploymentStatus Active has the highest Salary at nearly 15 million, out of which Department Production contributed the most at over 7.6 million.
- Department Production Salary from EmploymentStatus Active is over 7.6 million, whereas IT/IS is only nearly 3.8 million.
- Department Production has the highest total Salary due to EmploymentStatus Active.

Department hierarchy colored by EmploymentStatus

EmploymentStatus

- Active
- Terminated for Cause
- Voluntarily Terminated

