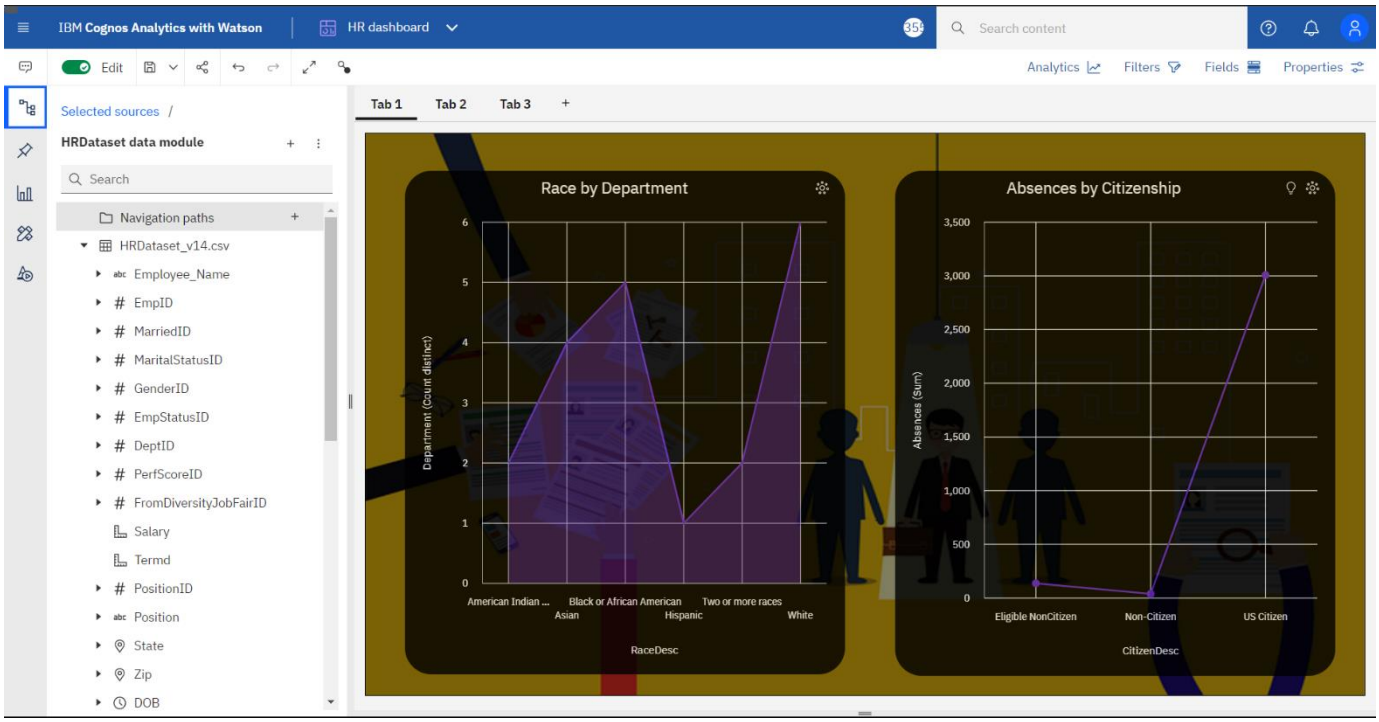
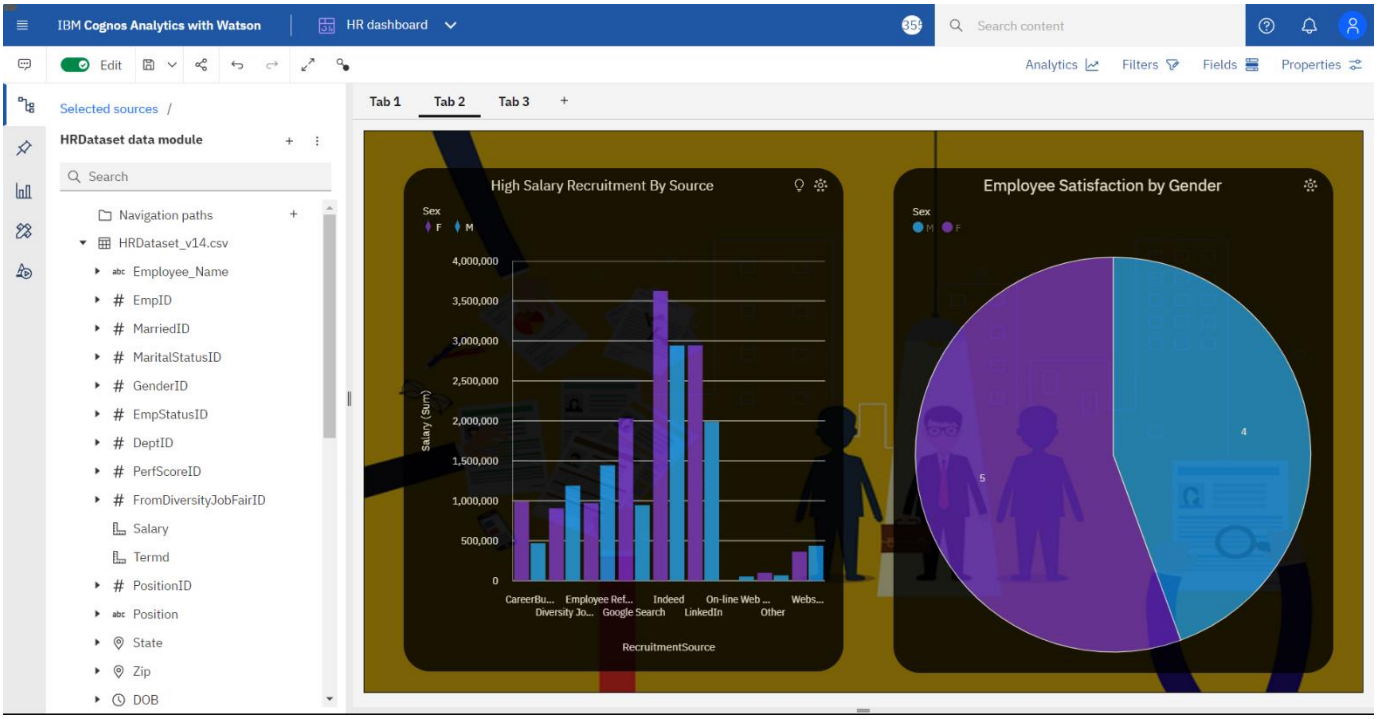
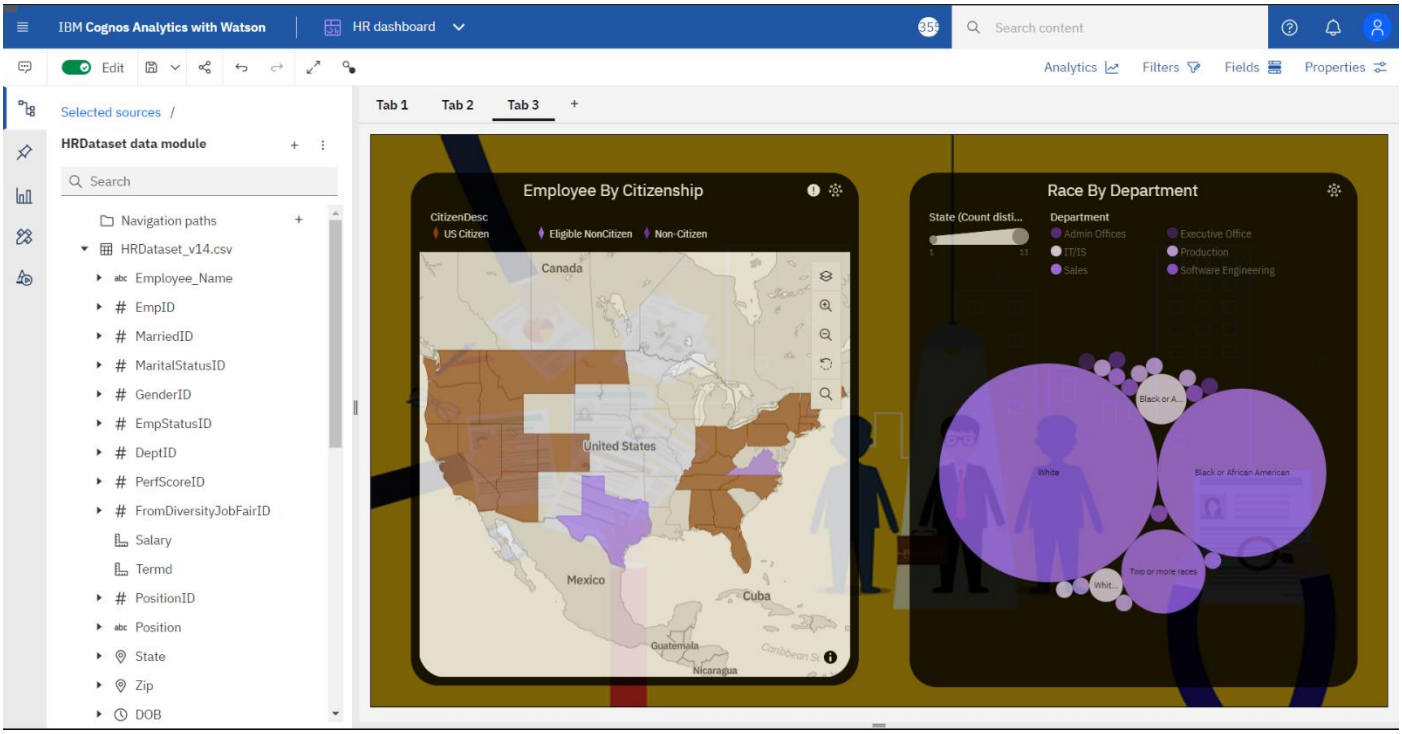
Assignment 2

HR Dataset Analysis

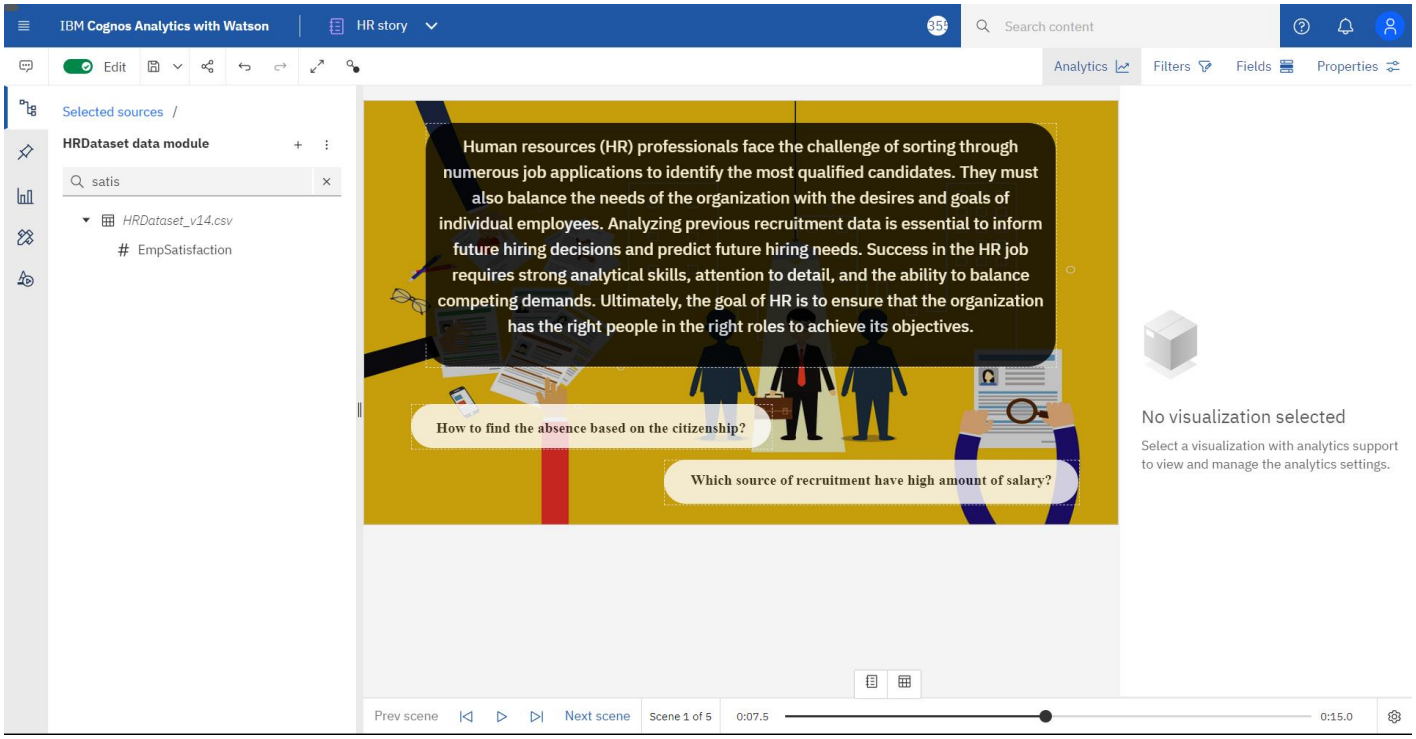
Dashboard :

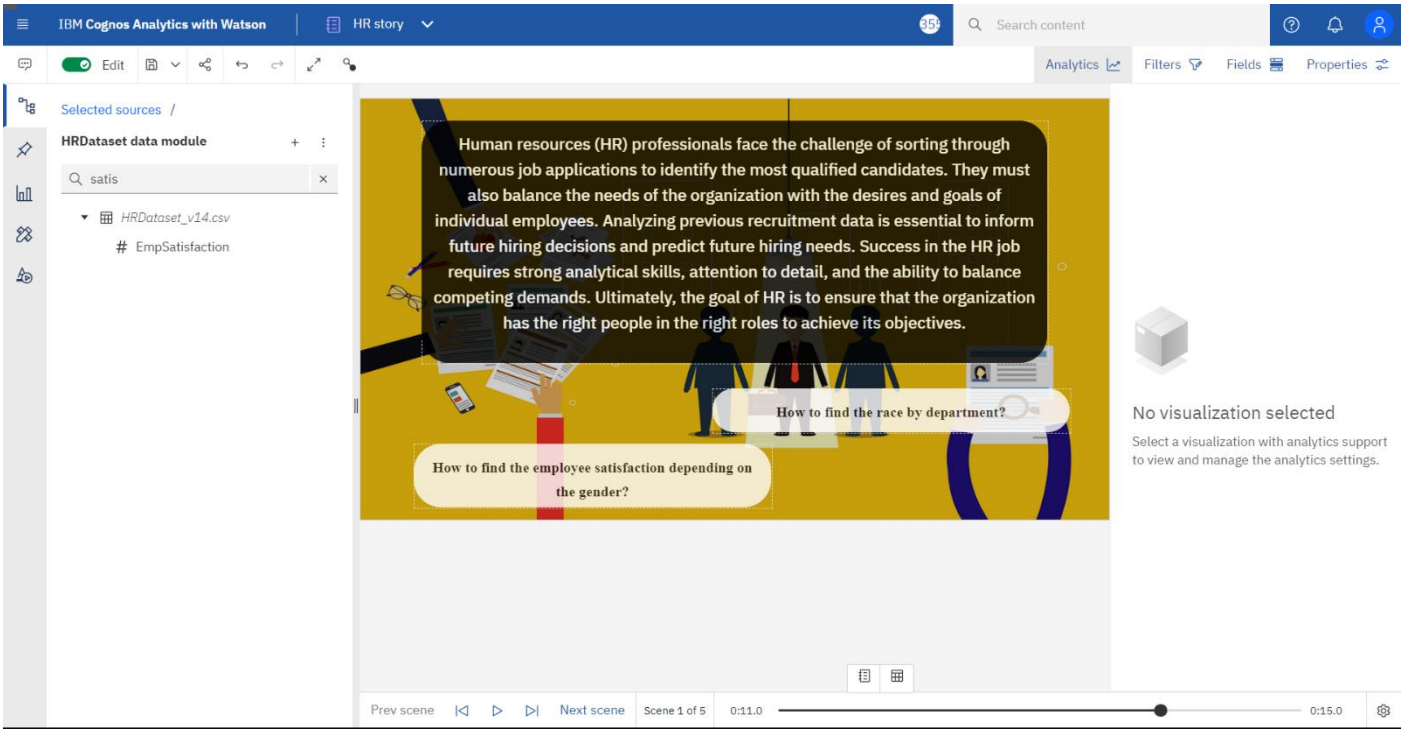





IBM Cognos Analytics with Watson
HR dashboard
Search content
Edit
Analytics
Filters
Fields
Properties
Selected sources /
HRDataset data module
Search
Navigation paths
HRDataset_v14.csv
Employee_Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiversityJobFairID
Salary
Termd
PositionID
Position
State
Zip
DOB
Tab 1
Tab 2
Tab 3
Employee By Citizenship
CitizenDesc
US Citizen
Eligible NonCitizen
Non-Citizen
Canada
United States
Mexico
Cuba
Guatemala
Nicaragua
Race By Department
State (Count disti...
Department
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering
White
Black or African American
Two or more races

Story :


IBM Cognos Analytics with Watson
HR story
Search content
Edit
Analytics
Filters
Fields
Properties
Selected sources /
HRDataset data module
satis
HRDataset_v14.csv
EmpSatisfaction
Human resources (HR) professionals face the challenge of sorting through numerous job applications to identify the most qualified candidates. They must also balance the needs of the organization with the desires and goals of individual employees. Analyzing previous recruitment data is essential to inform future hiring decisions and predict future hiring needs. Success in the HR job requires strong analytical skills, attention to detail, and the ability to balance competing demands. Ultimately, the goal of HR is to ensure that the organization has the right people in the right roles to achieve its objectives.
How to find the absence based on the citizenship?
Which source of recruitment have high amount of salary?
No visualization selected
Select a visualization with analytics support to view and manage the analytics settings.
Prev scene
Next scene
Scene 1 of 5
0:07.5
0:15.0


IBM Cognos Analytics with Watson
HR story
Search content
Edit
Analytics
Filters
Fields
Properties
Selected sources /
HRDataset data module
satis
HRDataset_v14.csv
EmpSatisfaction
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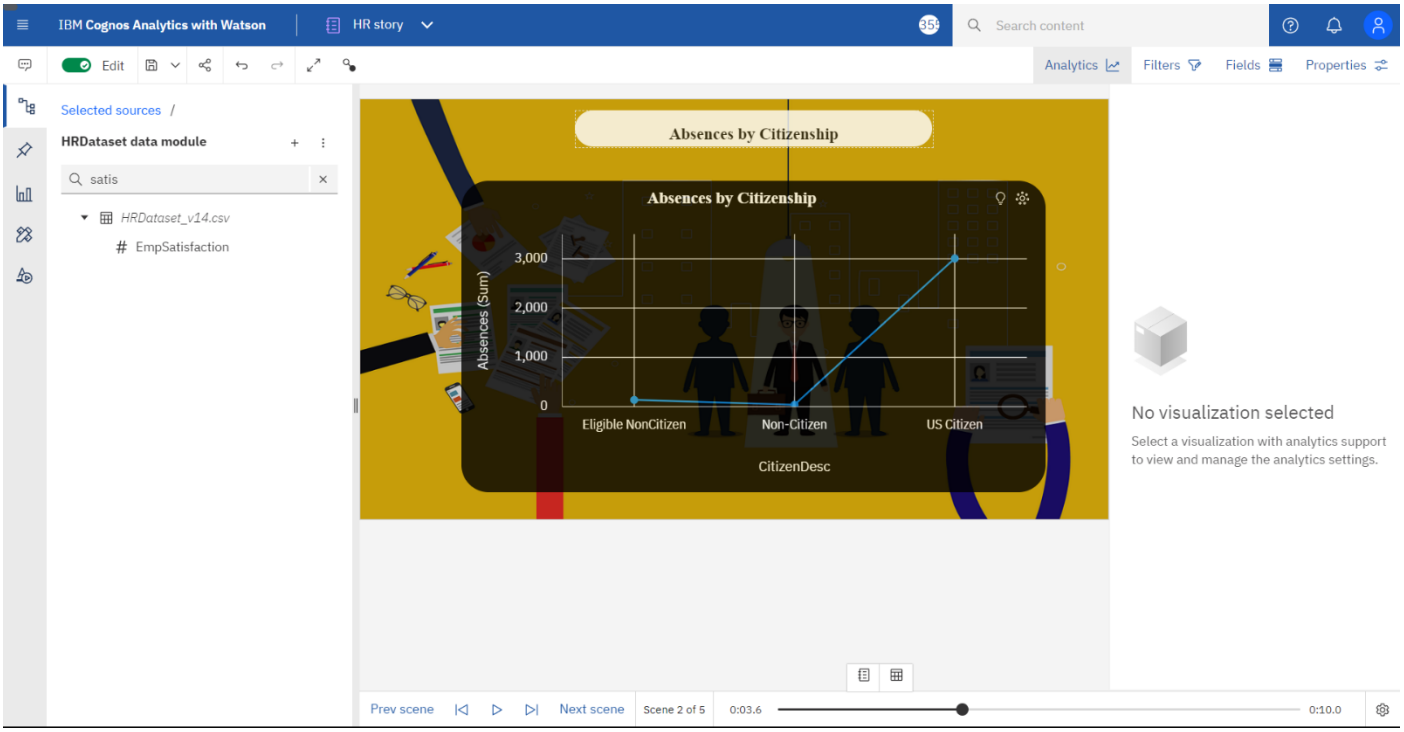
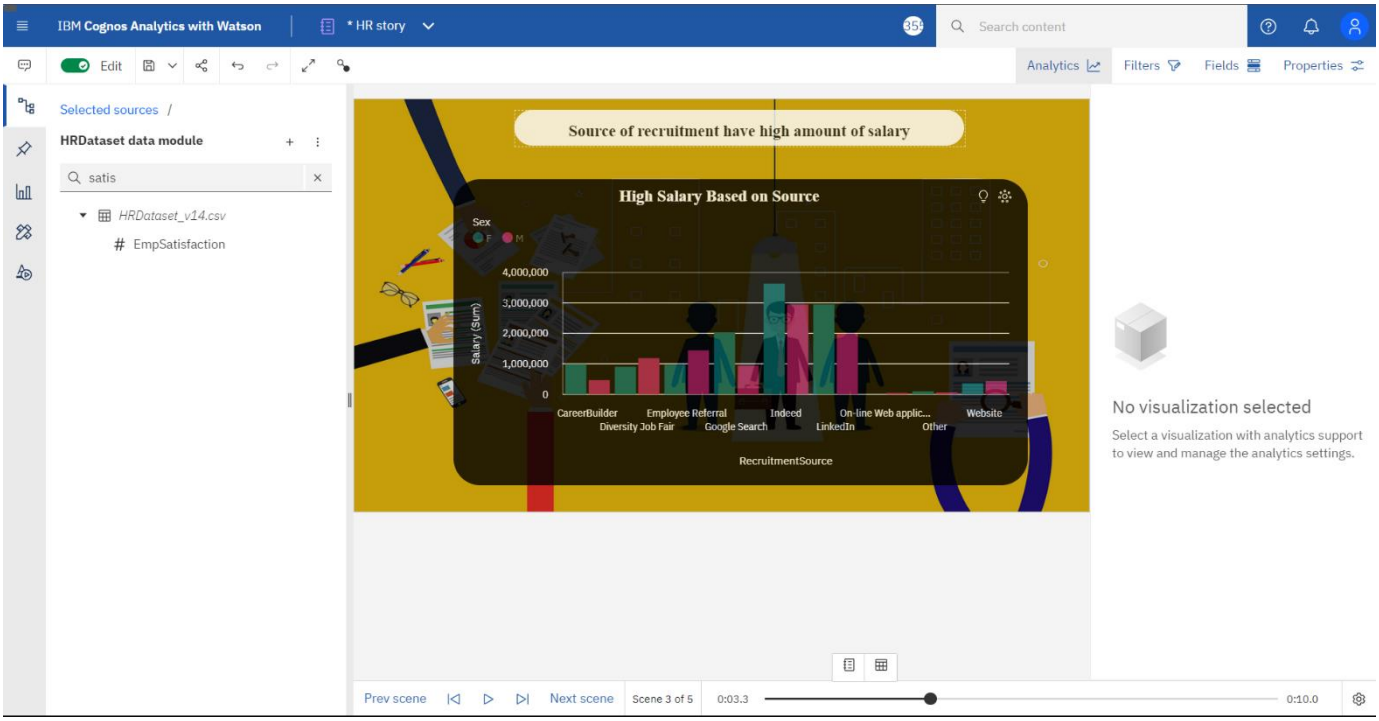
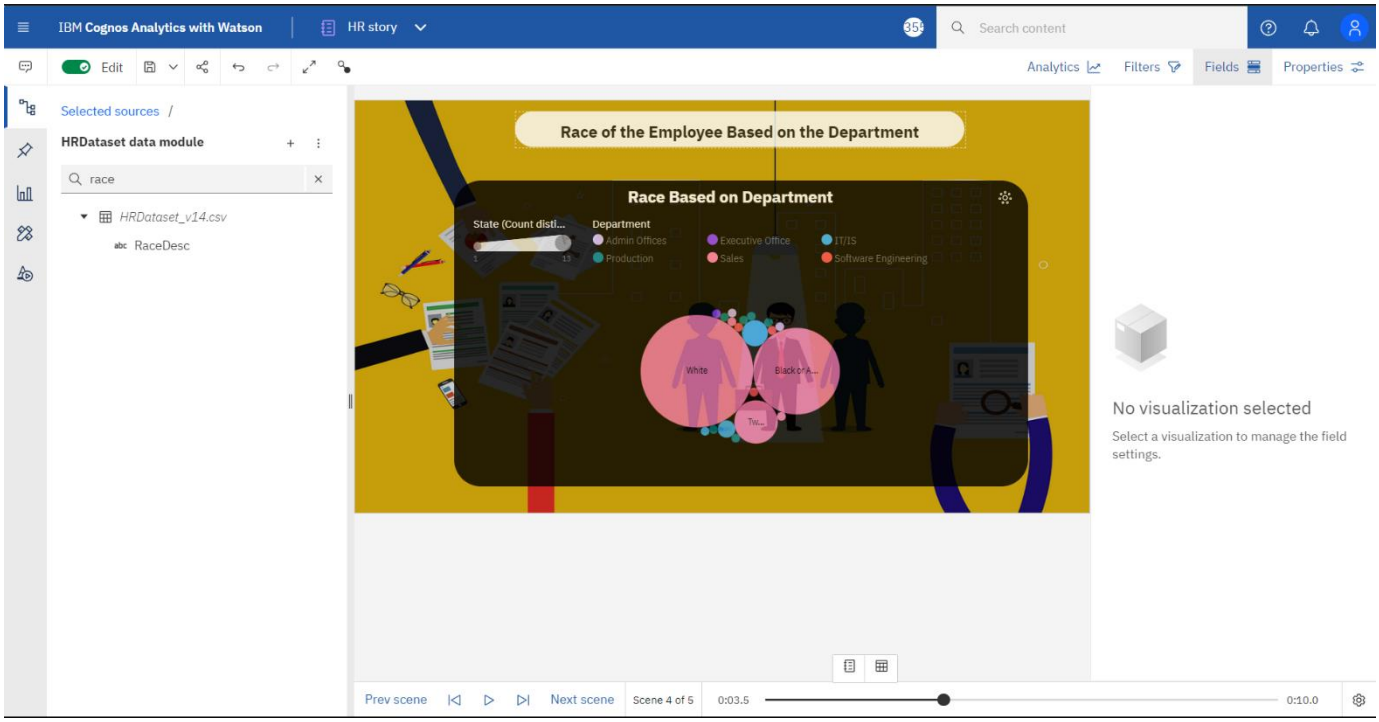
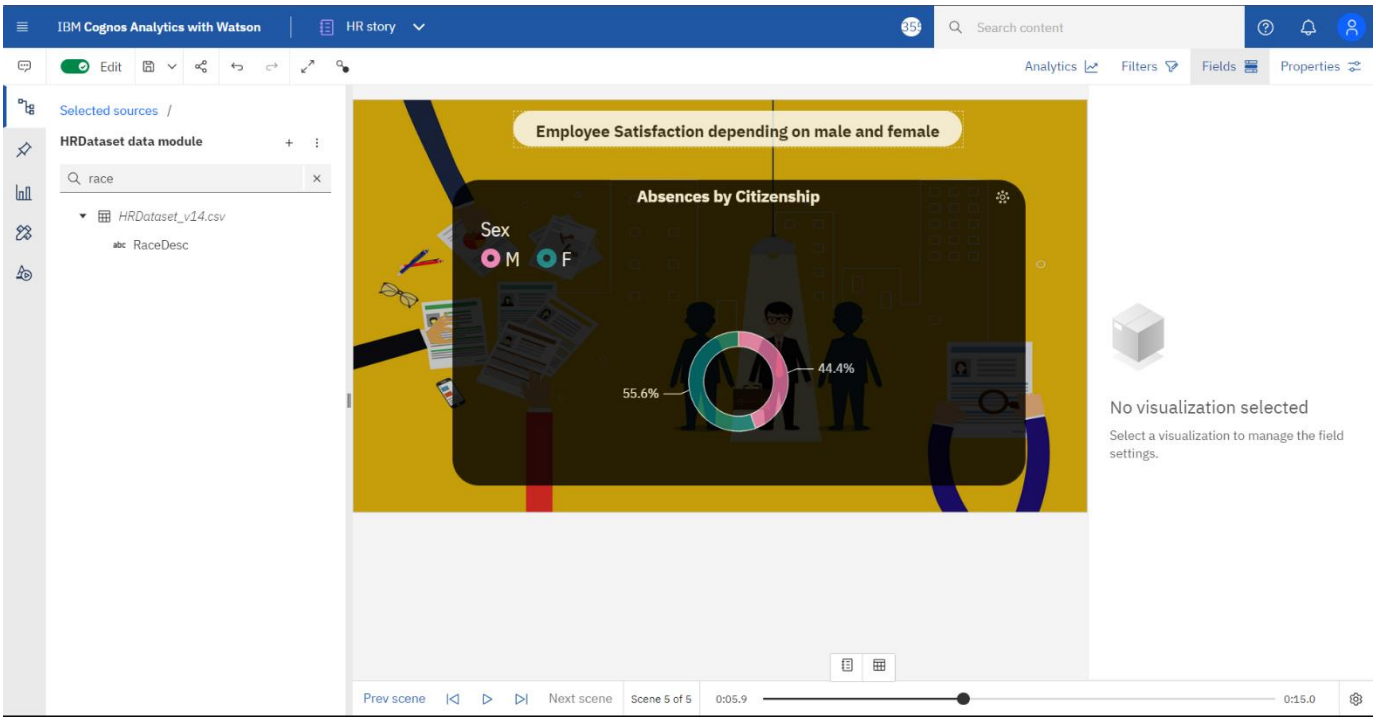
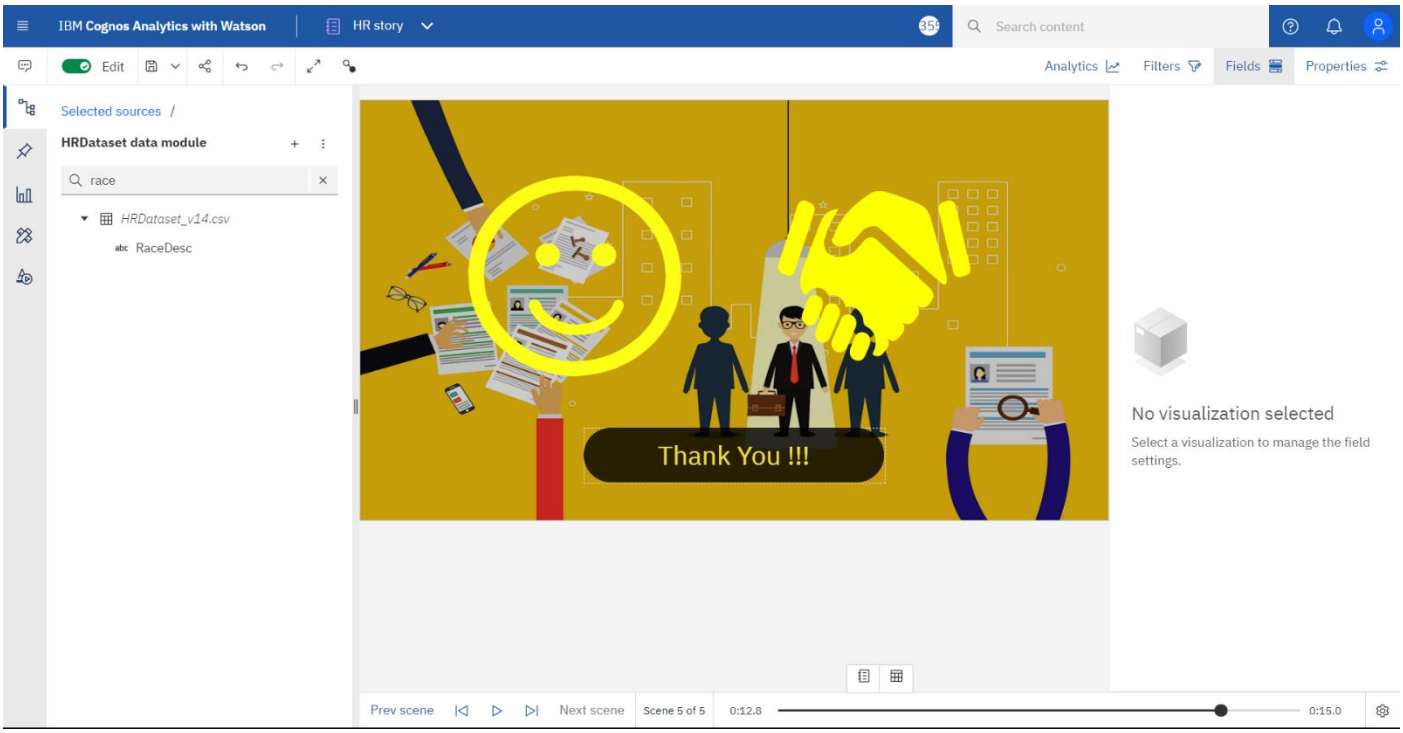
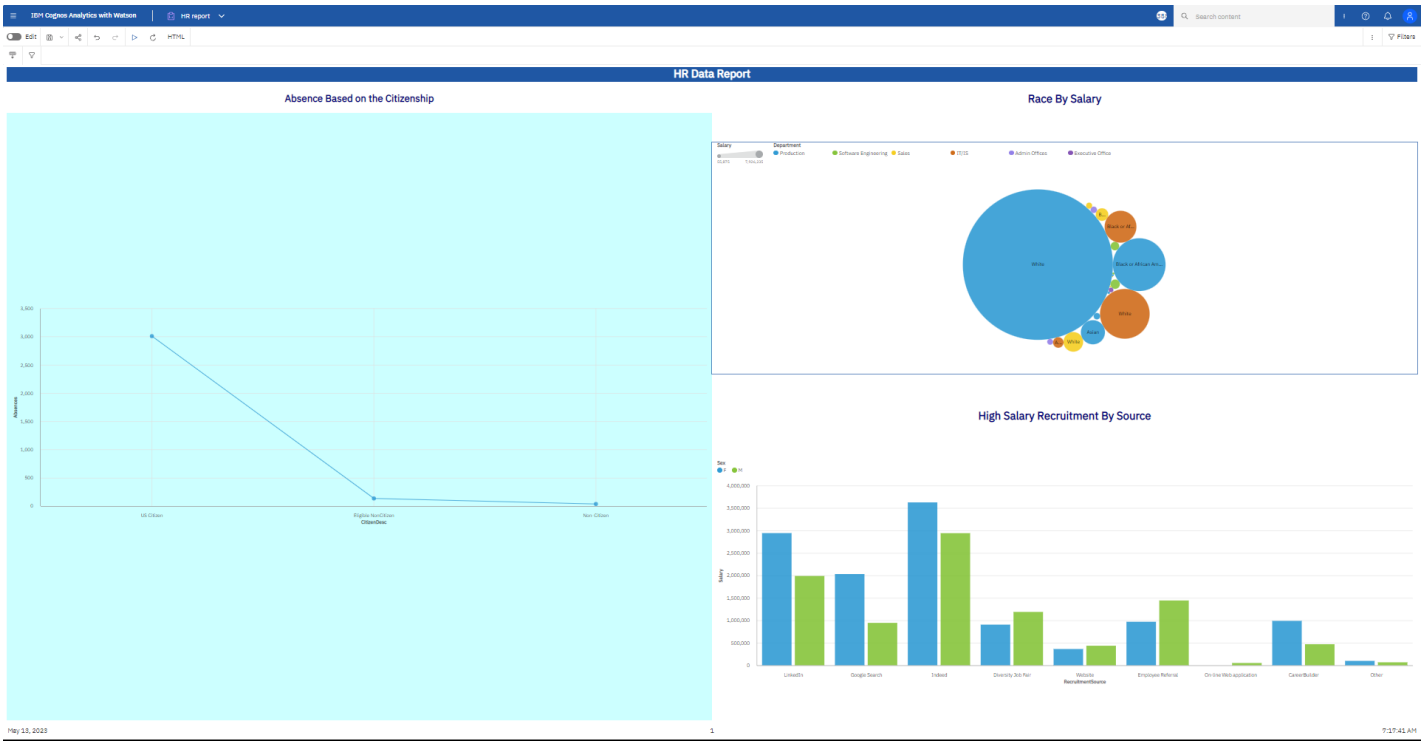
How to find the race by department?
How to find the employee satisfaction depending on the gender?
No visualization selected
Select a visualization with analytics support to view and manage the analytics settings.
Prev scene
Next scene
Scene 1 of 5
0:11.0
0:15.0


IBM Cognos Analytics with Watson
HR story
Search content
Edit
Analytics
Filters
Fields
Properties
Selected sources /
HRDataset data module
satis
HRDataset_v14.csv
EmpSatisfaction
Absences by Citizenship
Absences by Citizenship
Absences (Sum)
3,000
2,000
1,000
0
Eligible NonCitizen
Non-Citizen
US Citizen
CitizenDesc
No visualization selected
Select a visualization with analytics support to view and manage the analytics settings.
Prev scene
Next scene
Scene 2 of 5
0:03.6
0:10.0


IBM Cognos Analytics with Watson
* HR story
Search content
Edit
Analytics
Filters
Fields
Properties
Selected sources /
HRDataset data module
satis
HRDataset_v14.csv
EmpSatisfaction
Source of recruitment have high amount of salary
High Salary Based on Source
Sex
F
M
Salary (Sum)
4,000,000
3,000,000
2,000,000
1,000,000
0
CareerBuilder
Diversity Job Fair
Employee Referral
Google Search
Indeed
LinkedIn
On-line Web applic...
Other
Website
RecruitmentSource
No visualization selected
Select a visualization with analytics support to view and manage the analytics settings.
Prev scene
Next scene
Scene 3 of 5
0:03.3
0:10.0


IBM Cognos Analytics with Watson
HR story
Search content
Edit
Analytics
Filters
Fields
Properties
Selected sources /
HRDataset data module
race
HRDataset_v14.csv
RaceDesc
Race of the Employee Based on the Department
Race Based on Department
State (Count disti...
Department
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering
White
No visualization selected
Select a visualization to manage the field settings.
Prev scene
Next scene
Scene 4 of 5
0:03.5
0:10.0


IBM Cognos Analytics with Watson
HR story
Search content
Edit
Analytics
Filters
Fields
Properties
Selected sources /
HRDataset data module
race
HRDataset_v14.csv
RaceDesc
Employee Satisfaction depending on male and female
Absences by Citizenship
Sex
M
F
55.6%
44.4%
No visualization selected
Select a visualization to manage the field settings.
Prev scene
Next scene
Scene 5 of 5
0:05.9
0:15.0


IBM Cognos Analytics with Watson
HR story
Search content
Edit
Analytics
Filters
Fields
Properties
Selected sources /
HRDataset data module
race
HRDataset_v14.csv
RaceDesc
Thank You !!!
No visualization selected
Select a visualization to manage the field settings.
Prev scene
Next scene
Scene 5 of 5
0:12.8
0:15.0

HR Data Report :