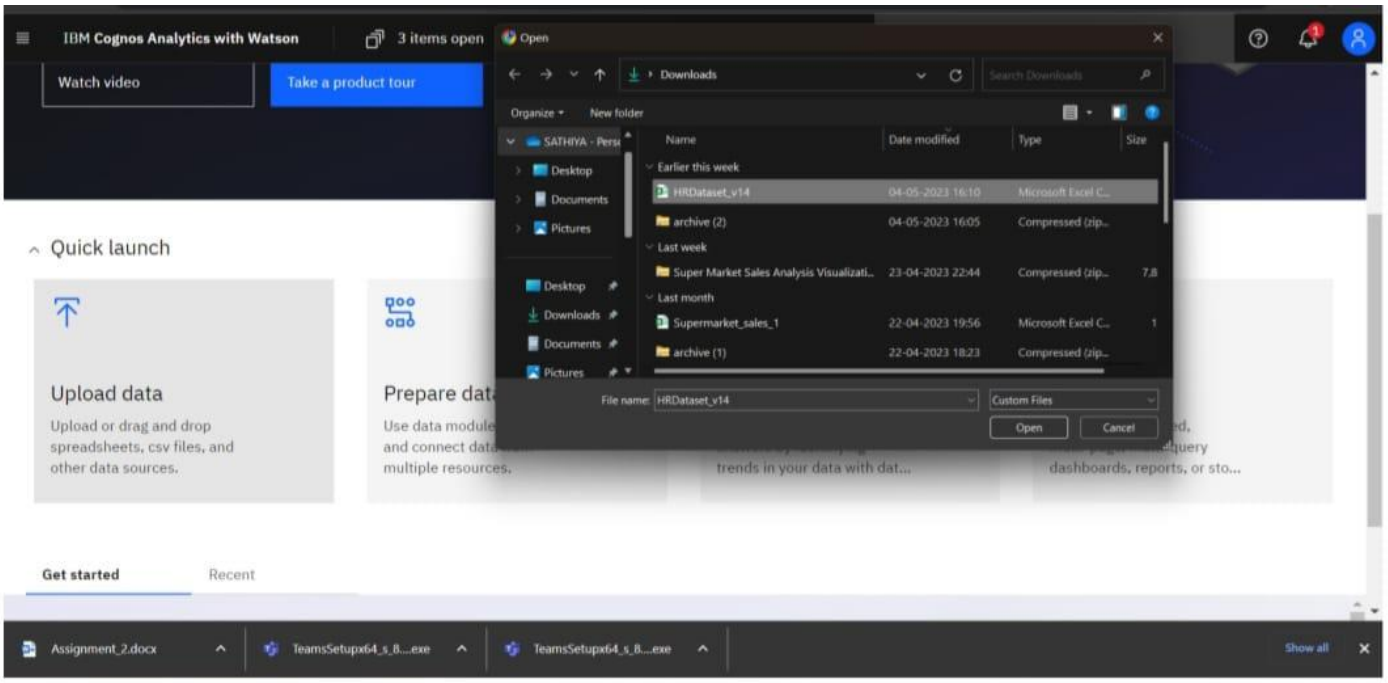
HR DATA ANALYSIS VISUALIZATION

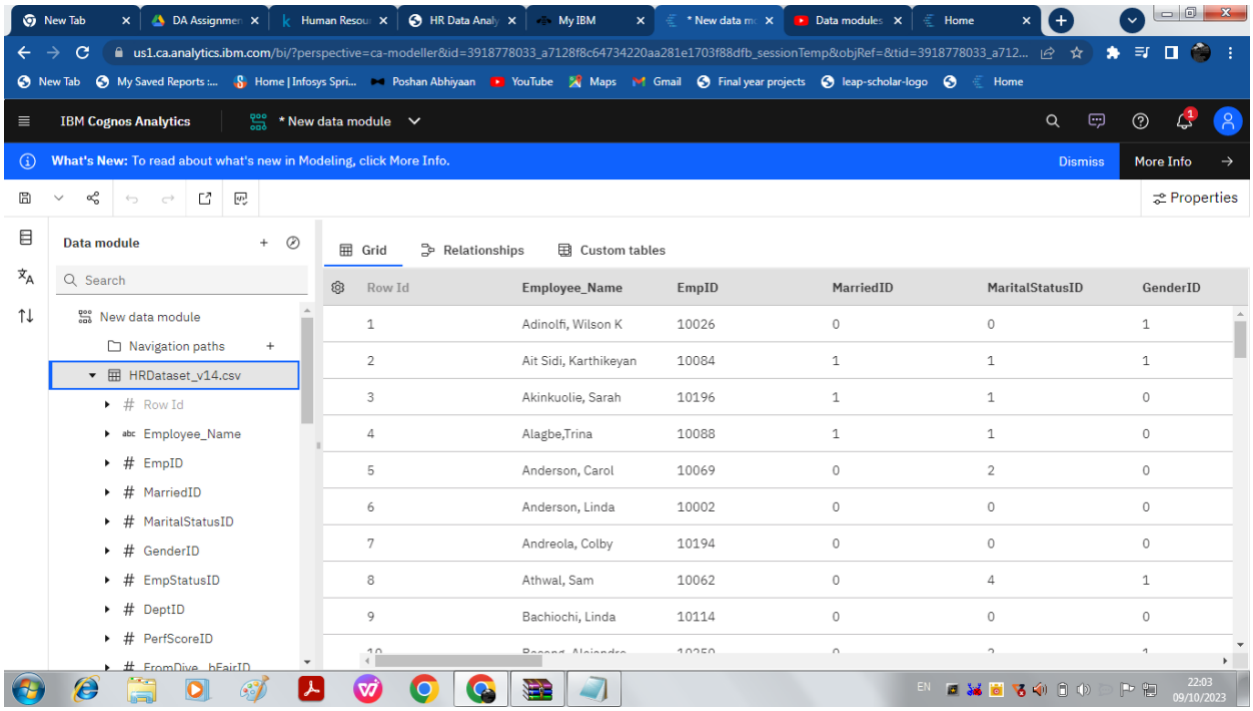
NAME: Soundarya S

Step 1: Upload the data



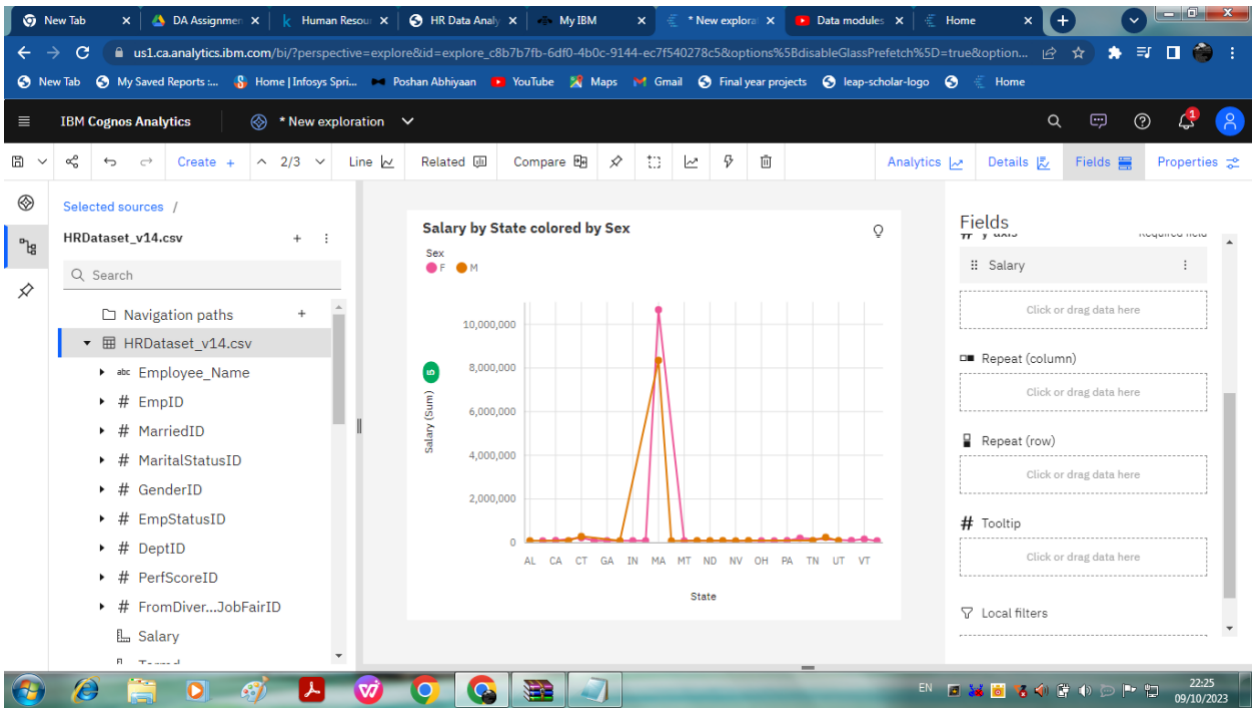
Upload the csv data file which we downloaded from the given link on the assignment.

Step 2: Prepare the Data

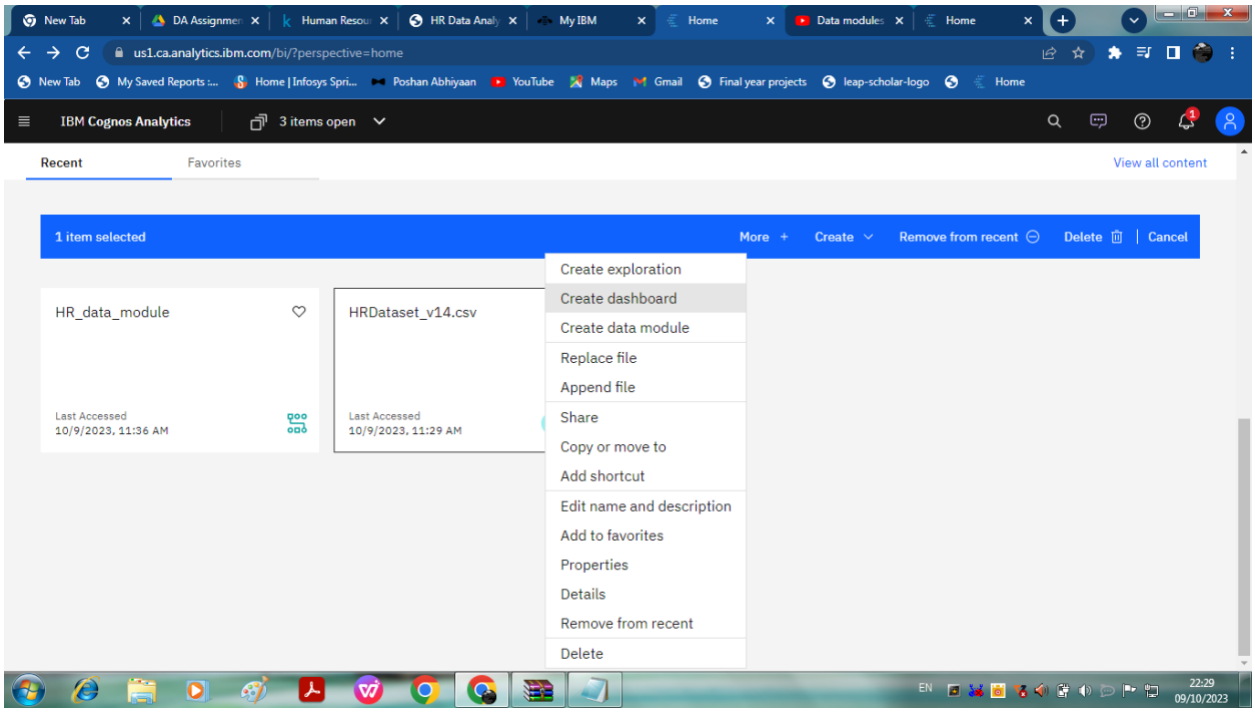


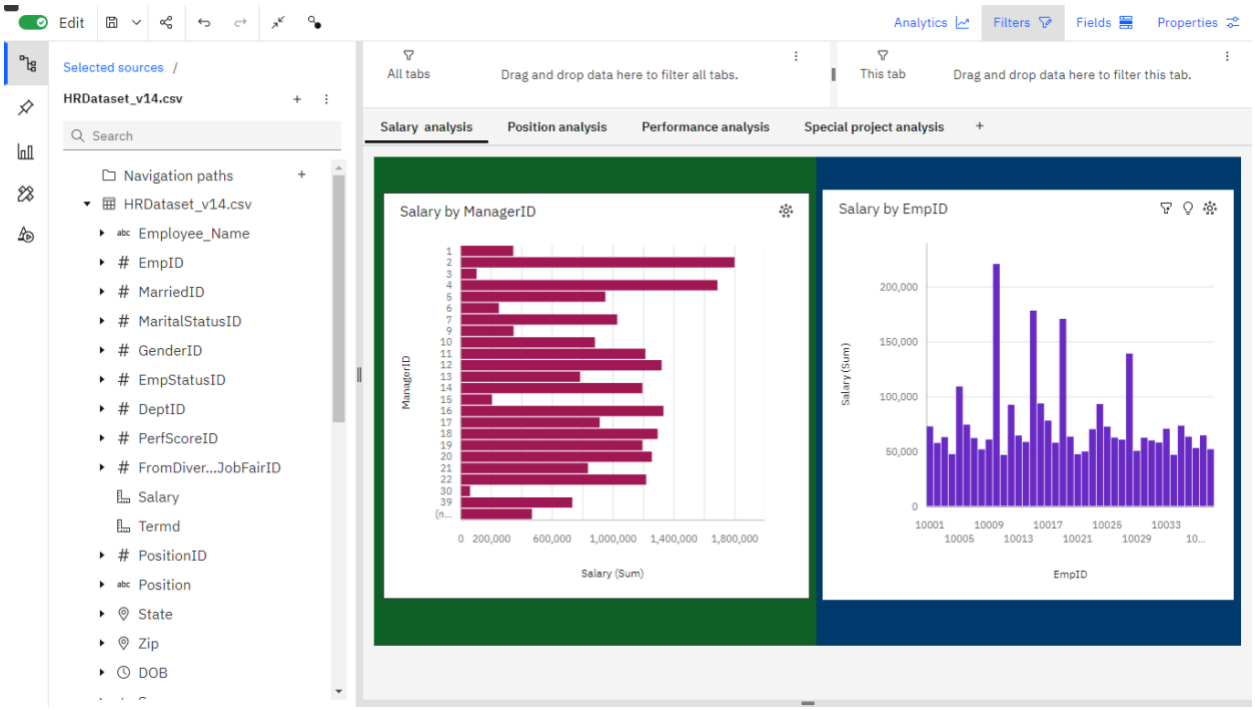
Remove the unnecessary columns and check for the missing values. In my case, there is no missing case. After removing,save the new data module in a required name.

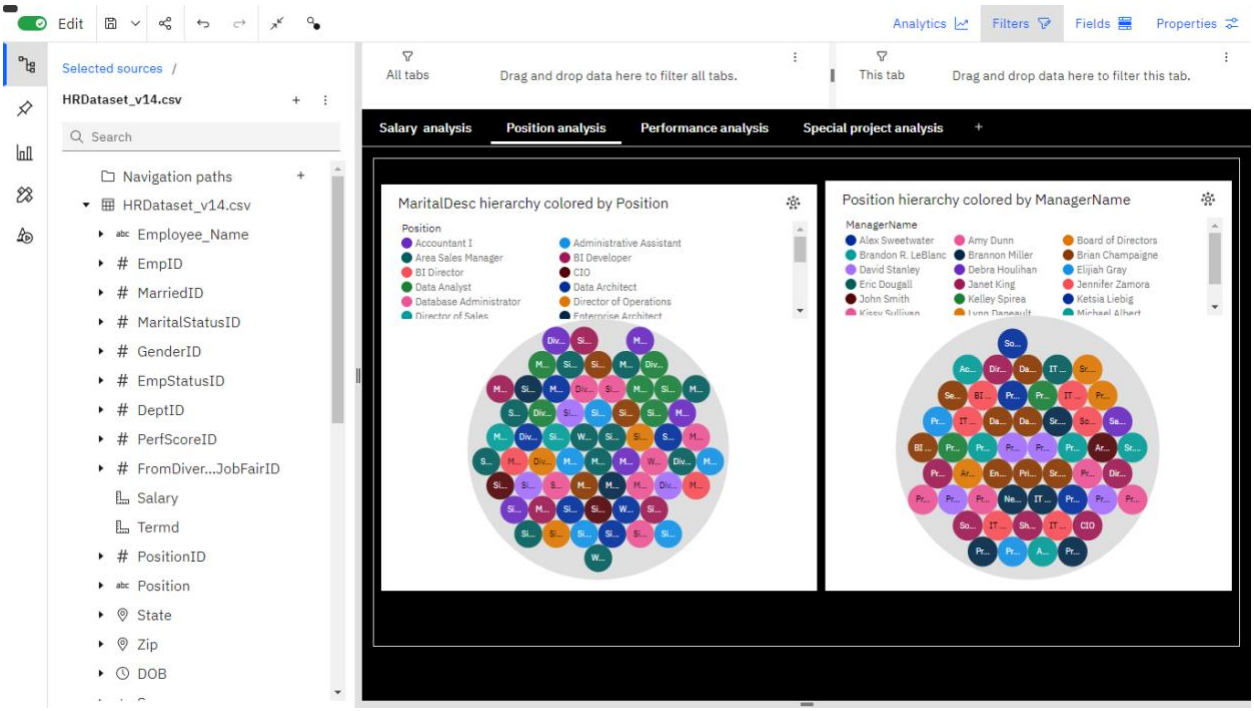
Step 3: Exploring the Data

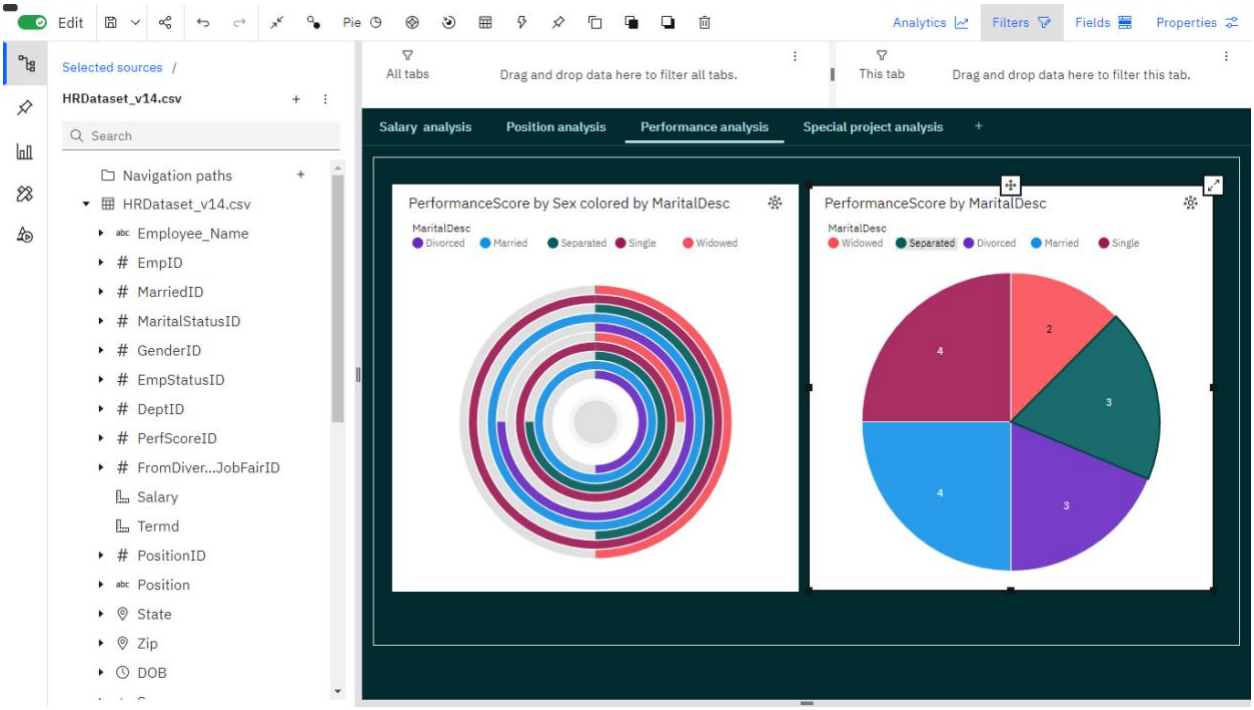


Step 4: Create Interactive Dashboard






Edit
Analytics
Filters
Fields
Properties
Selected sources /
HRDataset_v14.csv
Search
Navigation paths
HRDataset_v14.csv
Employee_Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiver...JobFairID
Salary
Termd
PositionID
Position
State
Zip
DOB
All tabs
Drag and drop data here to filter all tabs.
This tab
Drag and drop data here to filter this tab.
Salary analysis
Position analysis
Performance analysis
Special project analysis
MaritalDesc hierarchy colored by Position
Position
Accountant I
Administrative Assistant
Area Sales Manager
BI Developer
BI Director
CIO
Data Analyst
Data Architect
Database Administrator
Director of Operations
Position hierarchy colored by ManagerName
ManagerName
Alex Sweetwater
Amy Dunn
Board of Directors
Brandon R. LeBlanc
Brannon Miller
Brian Champaigne
David Stanley
Debra Houlihan
Elijiah Gray
Eric Dougall
Janet King
Jennifer Zamora
John Smith
Kelley Spirea
Ketsia Liebig


Edit
Pie
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Selected sources /
HRDataset_v14.csv
Search
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Employee_Name
EmpID
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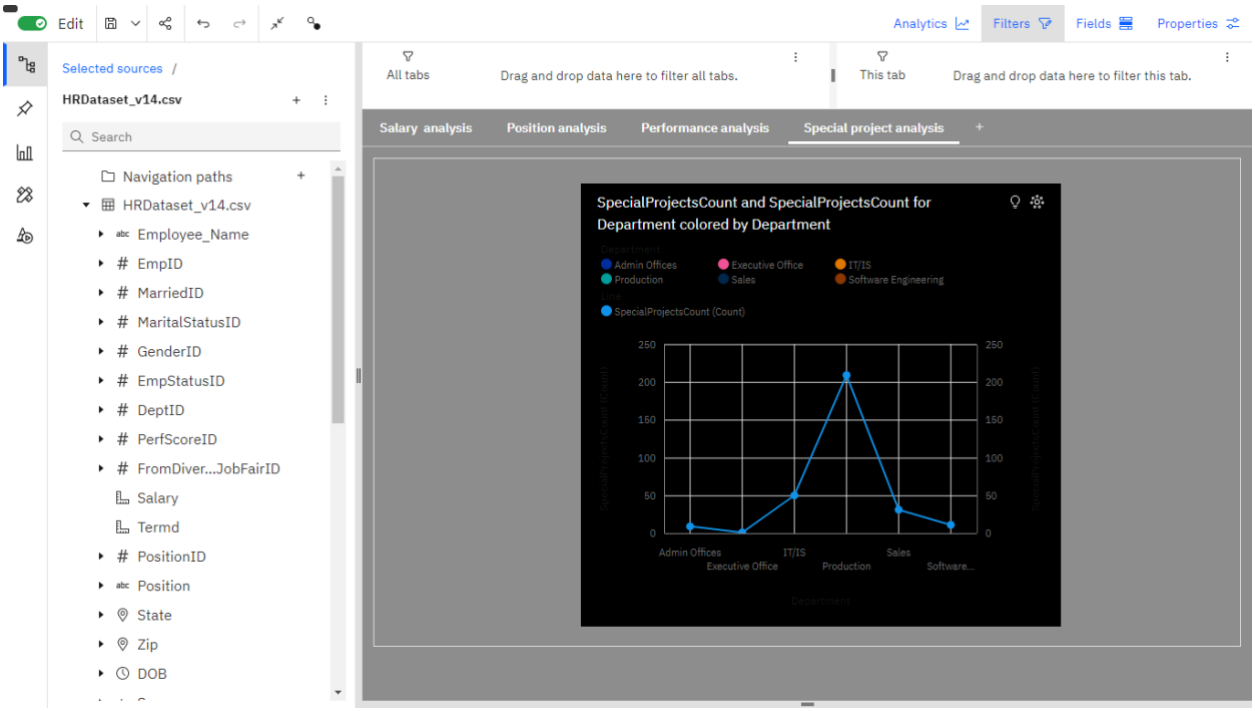
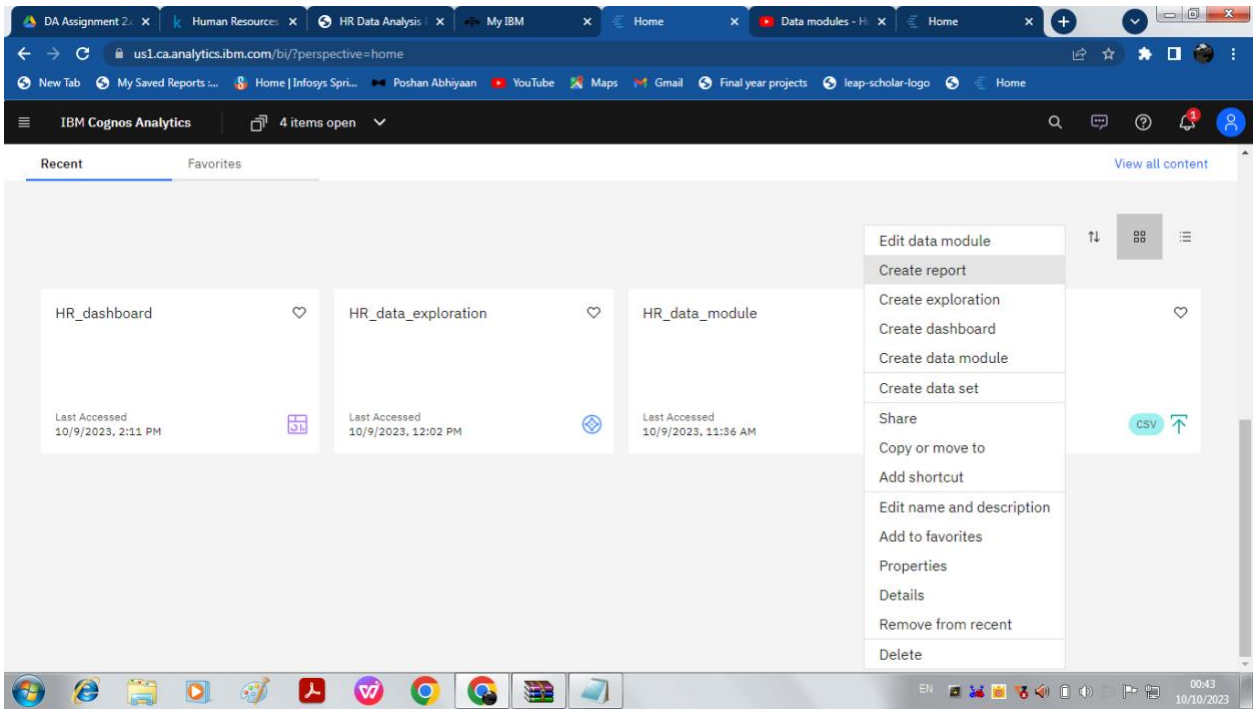
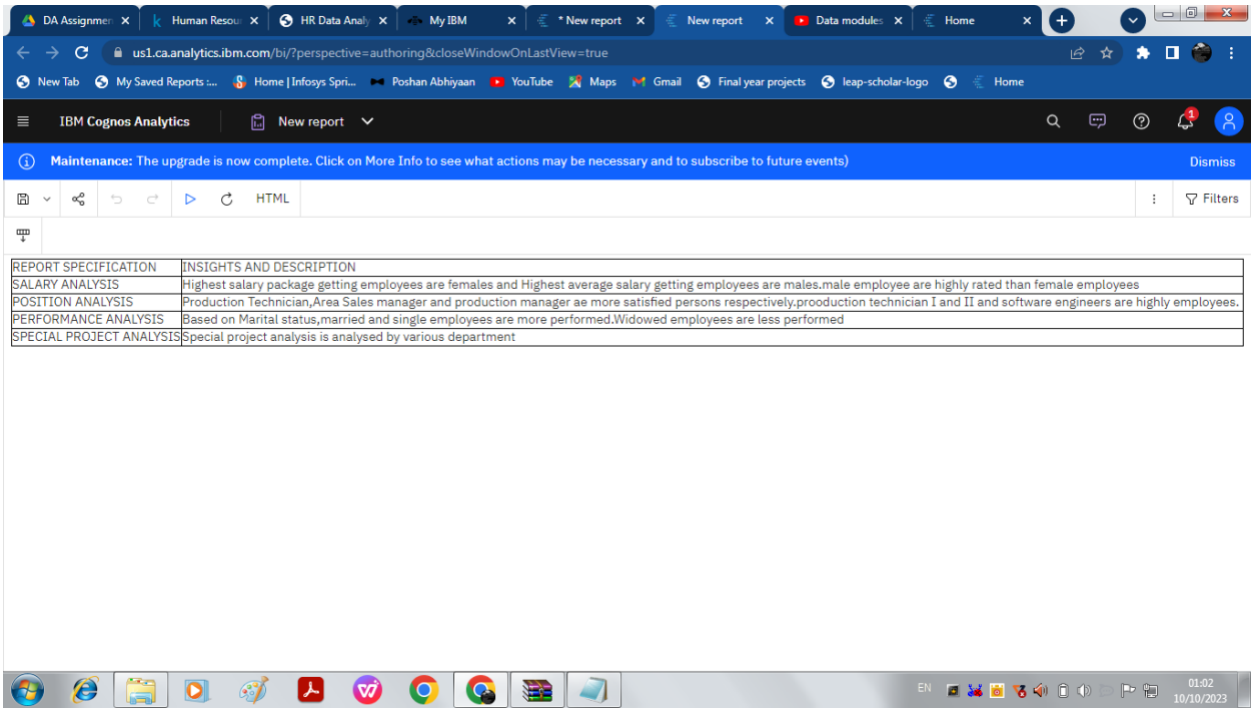
PerfScoreID
FromDiver...JobFairID
Salary
Termd
PositionID
Position
State
Zip
DOB
All tabs
Drag and drop data here to filter all tabs.
This tab
Drag and drop data here to filter this tab.
Salary analysis
Position analysis
Performance analysis
Special project analysis
PerformanceScore by Sex colored by MaritalDesc
MaritalDesc
Divorced
Married
Separated
Single
Widowed
PerformanceScore by MaritalDesc
MaritalDesc
Widowed
Separated
Divorced
Married
Single
2
3
4
4
3



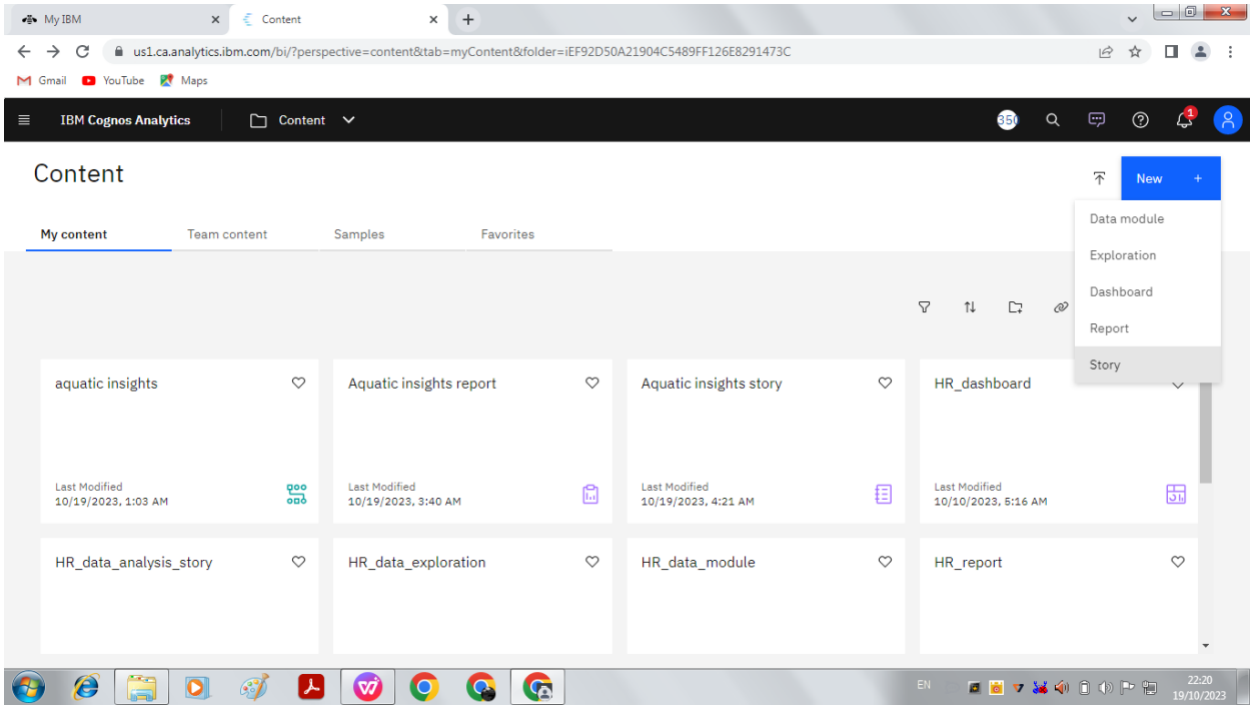
Step 5: Creating Report





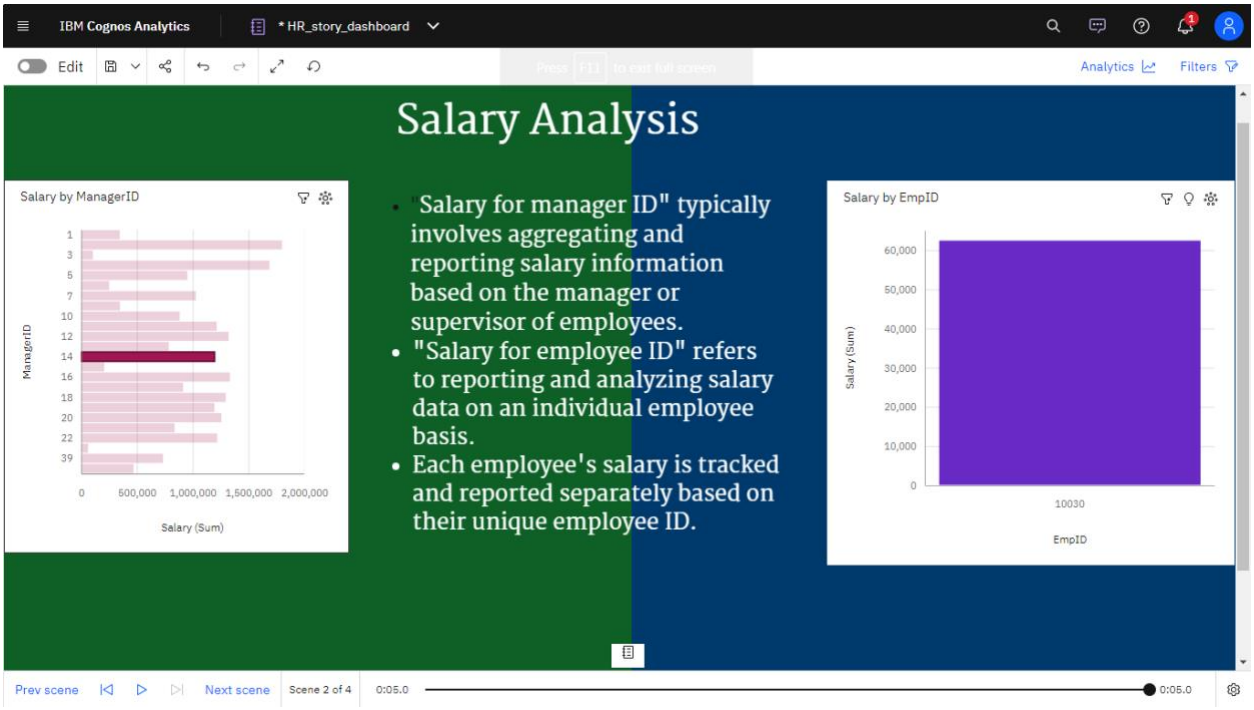
REPORT SPECIFICATION	INSIGHTS AND DESCRIPTION
SALARY ANALYSIS	Highest salary package getting employees are females and Highest average salary getting employees are males.male employee are highly rated than female employees
POSITION ANALYSIS	Production Technician,Area Sales manager and production manager ae more satisfied persons respectively.prooduction technician I and II and software engineers are highly employees.
PERFORMANCE ANALYSIS	Based on Marital status,married and single employees are more performed.Widowed employees are less performed
SPECIAL PROJECT ANALYSIS	Special project analysis is analysed by various department

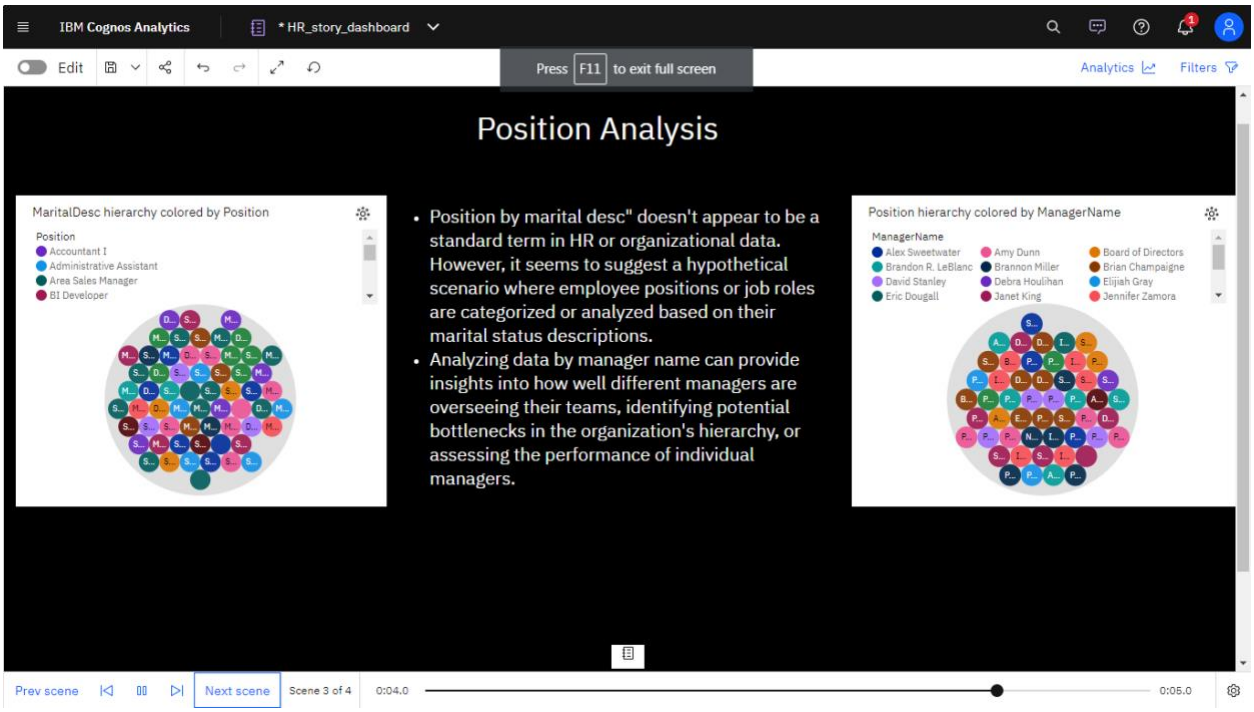
Step 6: Creating Story

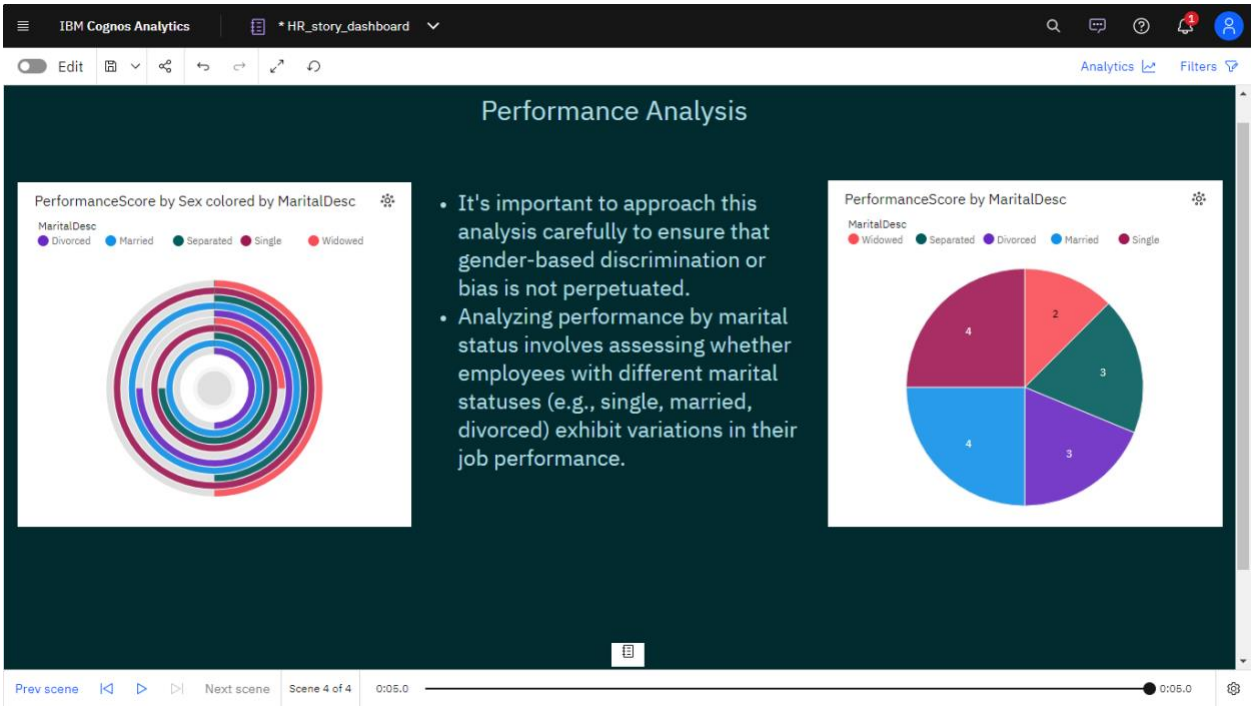


Here is the Completed story

IBM Cognos Analytics
* HR_story_dashboard
Edit
Analytics
Filters
HR Data Analysis Using IBM Cognos Analysis
Prev scene
Next scene
Scene 1 of 4
0:05.0
0:05.0


IBM Cognos Analytics
* HR_story_dashboard
Edit
Analytics
Filters
Salary Analysis
Salary by ManagerID
ManagerID
Salary (Sum)
0
500,000
1,000,000
1,500,000
2,000,000
Salary for manager ID" typically involves aggregating and reporting salary information based on the manager or supervisor of employees.
"Salary for employee ID" refers to reporting and analyzing salary data on an individual employee basis.
Each employee's salary is tracked and reported separately based on their unique employee ID.
Salary by EmpID
Salary (Sum)
60,000
50,000
40,000
30,000
20,000
10,000
0
10030
EmpID
Prev scene
Next scene
Scene 2 of 4
0:05.0
0:05.0





Save story as per required name .Finally make sure everything has been saved.