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	ASSIGNMENT - 2

Task	Upload the dataset to Cognos Analytics, prepare the data, explore and create Interactive Dashboard, report and Story
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Problem Statement:-

HR data can be hard to come by, and HR professionals generally lag behind with respect to analytics and data visualization competency. We use the data set to teach HR students how to use and analyze the data in Cognos - a data visualization tool that's easy to learn.

Output:-

Overall Dashboard



Female Employees



Male Employees



Data Analyst Employee



US Citizen Employees



Non Citizen Employees



Eligible Non Citizen Employees



Search Dashboard

Employee ID	Employee Name	Department			
10001	Adinolfi, Wilson K	Admin Offices			
10002	Ait Sidi, Karthikeyan	Executive Office			
10003	Akinkuolie, Sarah	IT/IS			
10004	Alagbe,Trina	Production			
10005	Anderson, Carol	Sales			
10006	Anderson, Linda	Software Engineering			
10007					
10008					
10009	Accountant I	F		Divorced	
10010	Administrative Assistant	M		Married	
10011	Area Sales Manager			Separated	
10012	BI Developer			Single	
10013	BI Director			Widowed	
10014	CIO				
10015					
10016					
10017	1/2/1951	1/9/2006		(no value)	
10018	2/25/1951	6/25/2007		8/30/2010	
10019	1/18/1952	11/5/2007		5/30/2011	
10020	2/11/1952	1/7/2008		9/26/2011	
10021	8/18/1952	9/2/2008		10/22/2011	
10022	5/24/1953	10/27/2008		1/2/2012	
10023					
10024					
10025	Exceeds	5		250,000	
10026	Fully Meets	4.96		220,450	
10027	Needs Improvement	4.94		180,000	
10028	PIP	4.9		178,000	
10029		4.88		170,500	
10030		4.84		157,000	
10031		4.83		150,290	

Search with Employee ID

Employee ID	Employee Name	Department
10001	Lynch, Lindsay	Production
10002		
10003		
10004		
10005		
10006		
10007		
10008		
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10029		
10030		
10031		

Search with Marital Status

Employee ID	Employee Name	Department	Position	Gender	Marital Status	Date of Birth	Date of Join	Date of Terminated	Score	Survey	Salary
10003	Ait Sidi, Karthikeyan	Admin Offices									
10007	Akinkuolie, Sarah	Executive Office									
10011	Alagbe,Trina	IT/IS									
10016	Baczinski, Rachael	Production									
10017	Barbara, Thomas	Sales									
10021	Beak. Kimberly	Software Engineering									
10022											
10023											
10029	Accountant I			F	Divorced						
10032	Administrative Assistant			M	Married						
10034	Area Sales Manager				Separated						
10044	BI Developer				Single						
10045	BI Director				Widowed						
10047	Data Analvst										
10048											
10049											
10050	1/18/1952					1/7/2008		(no value)			
10051	2/11/1952					10/27/2008		5/30/2011			
10052	5/24/1953					1/5/2009		9/26/2011			
10053	9/21/1954					1/8/2009		1/2/2012			
10056	10/12/1954					4/27/2009		2/8/2012			
10057	4/14/1955					4/26/2010		4/7/2012			
10063											
10064											
10070	Exceeds		5					250,000			
10073	Fully Meets		4.96					180,000			
10077	Needs Improvement		4.9					157,000			
10078	PIP		4.84					113,999			
10080			4.83					110,929			
10081			4.81					106,367			
10084			4.78					105,700			

Search with Performance Score

Employee ID	Employee Name	Department	Position	Gender	Marital Status	Date of Birth	Date of Join	Date of Terminated	Score	Survey	Salary
10280	Blount, Dianna	IT/IS									
10281	Cole, Spencer	Production									
10282	Corleone, Michael	Sales									
10283	DiNocco, Lily	Software Engineering									
10284	Estremera, Miguel										
10285	Fvensen. Anril										
10286											
10287											
10288	IT Manager - Infra			F	Divorced						
10289	Production Manager			M	Married						
10290	Production Technician I				Single						
10291	Production Technician II										
10292	Sales Manager										
10293	Software Engineer										
10294											
10295											
10296	6/6/1968					7/20/2010		(no value)			
10297	8/9/1974					1/10/2011		9/24/2012			
	12/17/1975					2/21/2011		6/5/2013			
	11/15/1976					4/4/2011		6/25/2015			
	12/2/1978					5/2/2011		9/1/2015			
	4/12/1979					7/5/2011		9/15/2015			
	Exceeds		5					157,000			
	Fully Meets		4.25					99,280			
	Needs Improvement		4.13					83,082			
	PIP		3.97					72,992			
			3.88					68,051			
			3.6					66,441			
			3.54					63,025			

Search with Survey Performance and Department

Employee ID	Employee Name	Department		
10220	Clayton, Rick	IT/IS		
10259	Galia, Lisa	Production		
10273	Pearson, Randall			
		Position	Gender	Marital Status
		Data Analyst	F	Married
		IT Support	M	Single
		Date of Birth	Date of Join	Date of Terminated
		7/6/1968	5/1/2010	5/1/2016
		9/5/1984	9/5/2012	(no value)
		9/5/1985	12/1/2014	
		Score	Survey	Salary
		Fully Meets	5	93,093
			4.96	68,678
			4.94	65,707
			4.7	
			4.64	
			4.61	
			4.6	

Search with Multiple Attributes

Employee ID	Employee Name	Department		
10290	Exantus, Susan	Production		
		Software Engineering		
		Position	Gender	Marital Status
		Software Engineer	F	Married
		Date of Birth	Date of Join	Date of Terminated
		5/15/1987	5/2/2011	6/5/2013
		Score	Survey	Salary
		Fully Meets	2.1	99,280
		Needs Improvement		