

# DATA ANALYTICS HR DATASET

## ASSIGNMENT 2

Name: Sivakarthikeyan .S

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1 offerings



Cognos Analytics on Cloud Trial  
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Active

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## Subscriptions

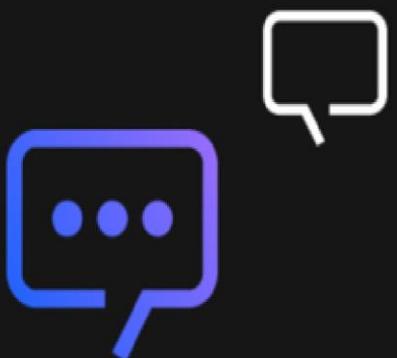
0 offerings

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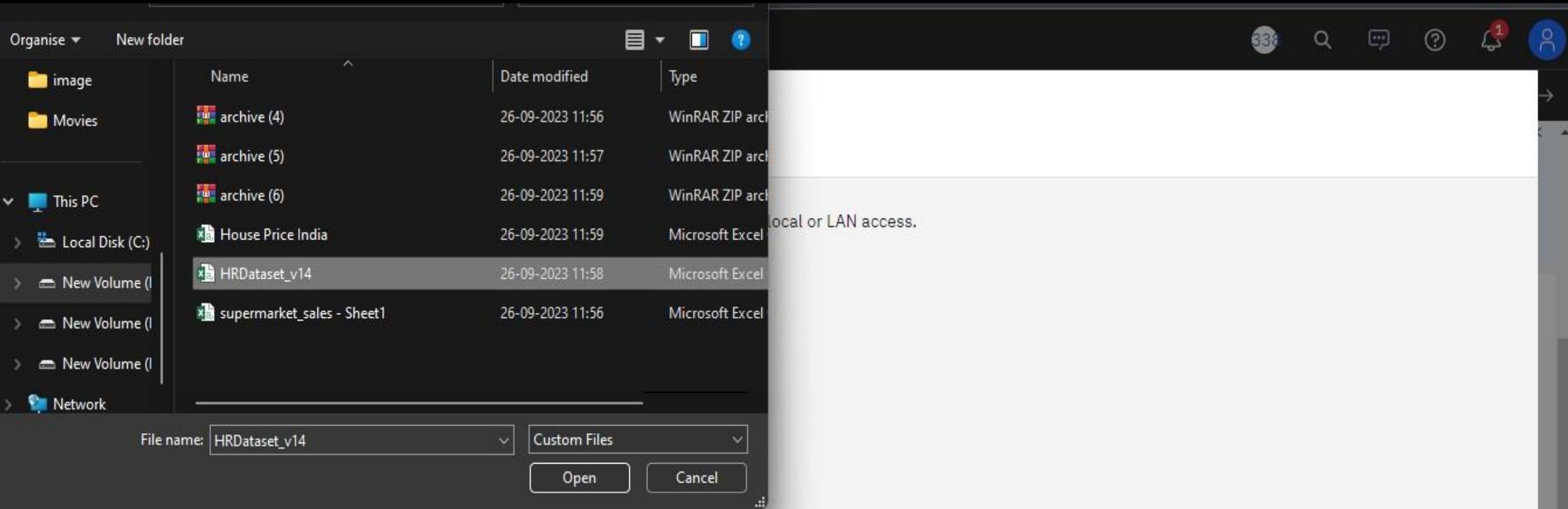
Upload data and start creating content

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Create content from existing data

Locate data sources in the Content view, and create content based on these sources.



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Properties

Data module

Grid Relationships Custom tables

Search

New data module

Navigation paths

HRDataset\_v14.csv

# Row Id Employee\_Name EmpID MarriedID MaritalStatusID GenderID

#	Row Id	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID
1		Adinolfi, Wilson K	10026	0	0	1
2		Ait Sidi, Karthikeyan	10084	1	1	1
3		Akinkuolie, Sarah	10196	1	1	0
4		Alagbe,Trina	10088	1	1	0
5		Anderson, Carol	10069	0	2	0
6		Anderson, Linda	10002	0	0	0
7		Andreola, Colby	10194	0	0	0
8		Athwal, Sam	10062	0	4	1
9		Bachiochi, Linda	10114	0	0	0
10		Bacong, Alejandro	10250	0	2	1
11		Baczynski, Rachael	10252	1	1	0
12		Barbara, Thomas	10242	1	1	1

Properties

Data module + ⏎

Grid Relationships Custom tables

Search

HRDataset\_v14.csv

- Employee\_Name
- # EmpID
- # MarriedID
- # MaritalStatusID
- # GenderID
- # EmpStatusID
- # DeptID
- # PerfScoreID
- # FromDive...bFairID
- Salary
- Termd
- # PositionID
- # Position
- State
- Zip

Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID
Adinolfi, Wilson K	10026	0	0	1	1
Ait Sidi, Karthikeyan	10084	1	1	1	5
Akinkuolie, Sarah	10196	1	1	0	5
Alagbe,Trina	10088	1	1	0	1
Anderson, Carol	10069	0	2	0	5
Anderson, Linda	10002	0	0	0	1
Andreola, Colby	10194	0	0	0	1
Athwal, Sam	10062	0	4	1	1
Bachiochi, Linda	10114	0	0	0	3
Bacong, Alejandro	10250	0	2	1	1
Baczenski, Rachael	10252	1	1	0	5
Barbara, Thomas	10242	1	1	1	5

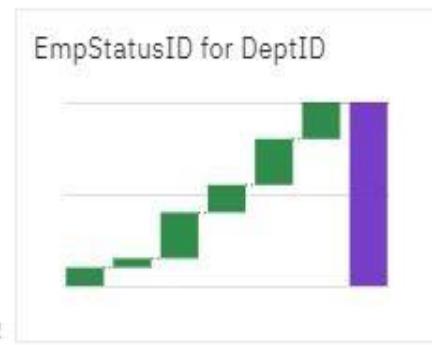
# VISUALISATIONS



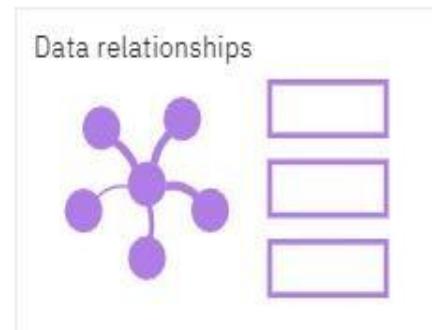
## Cards



1



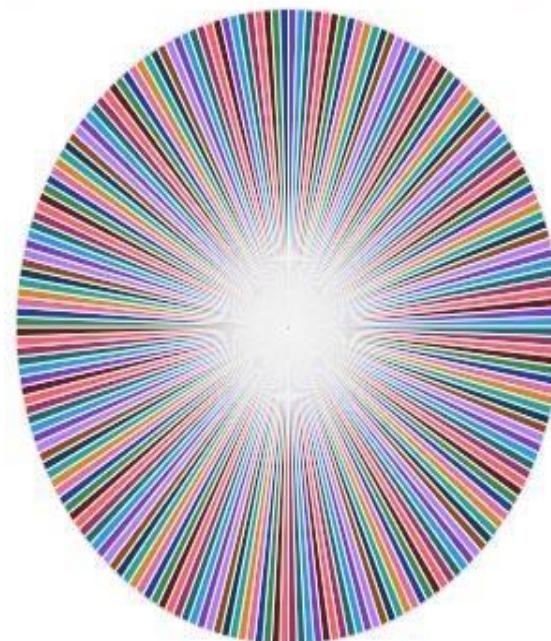
2



## PositionID by Salary 5

## Salary

50,178	62,910	170,500	65,729	75,188	99,020	70,545	180,000
69,340	105,700	93,046	54,132	55,688	46,664	48,495	148,999
47,750	63,682	58,370	59,026	74,312	63,000	60,380	53,189
70,621	58,530	97,999	46,837	63,322	50,482	46,654	45,395
83,667	57,575	71,966	61,844	95,920	55,578	51,920	50,825
57,568	72,640	100,031	58,275	60,340	54,933	59,892	63,813



## Details

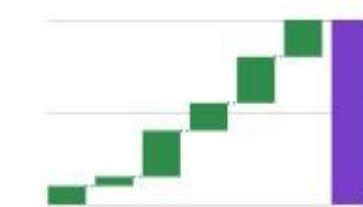
The total number of results for **PositionID**, across all **salaries**, is 311.

61242 (0.6 %), 57815 (0.6 %), and 63025 (0.6 %) are the most frequently occurring categories of **Salary** with a combined count of 6 items with **PositionID** values (1.9 % of the total).

## Cards

1

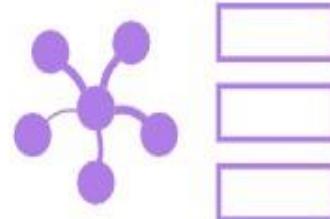
EmpStatusID for DeptID



2

ManagerID color: uitmentSource

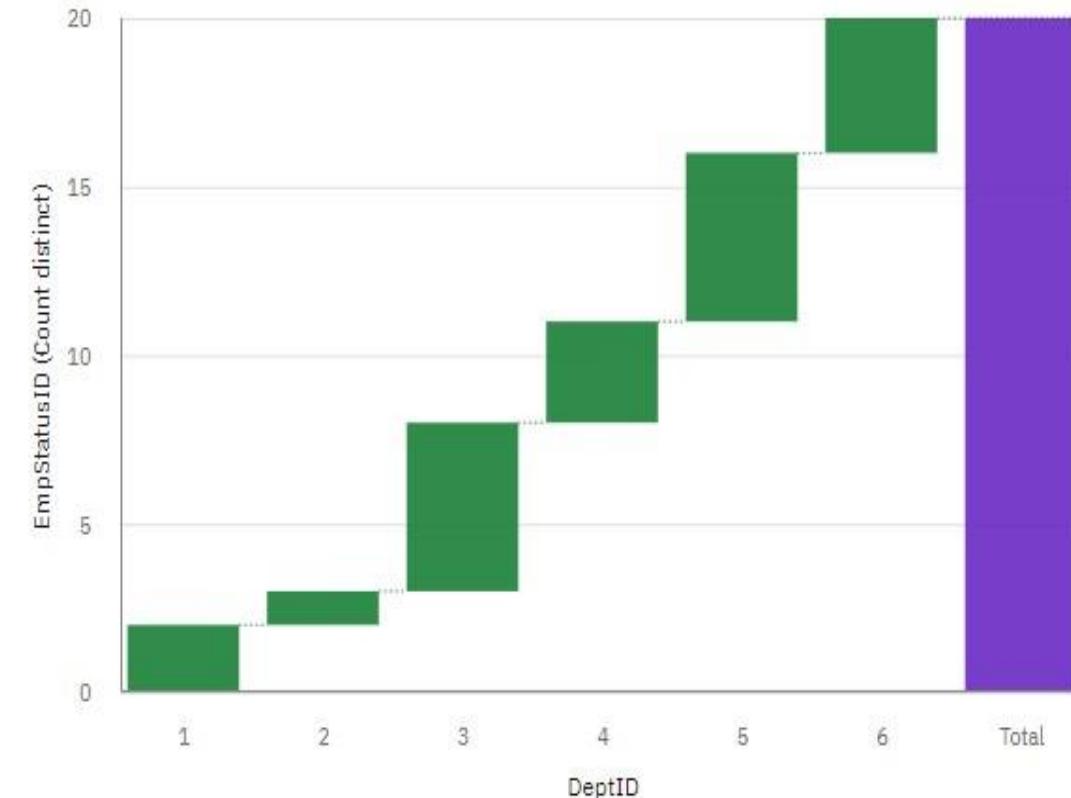
## Data relationships



**EmpStatusID for DeptID**

### Column value

● Increase ● Decrease ● Total



## Details

The total number of results for **EmpStatusID**, across all **DeptID**, is 311.

5 is the most frequently occurring category of DeptID with a count of 208 items with EmpStatusID values (66.9 % of the total).

## Cards

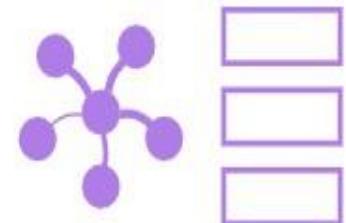


ManagerID colo...uitmentSource

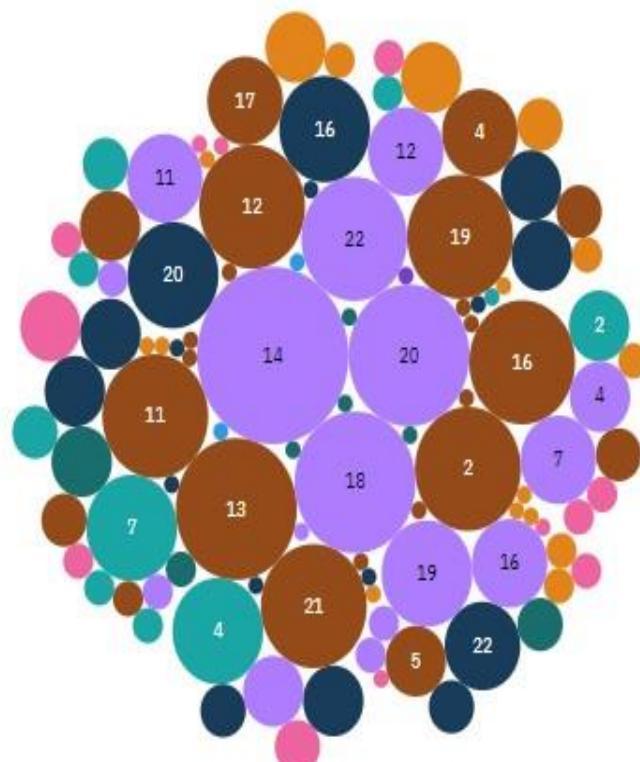


**State by Depar... by Department**

## Data relationships



ManagerID colored by RecruitmentSource sized by RecruitmentSource



## Details

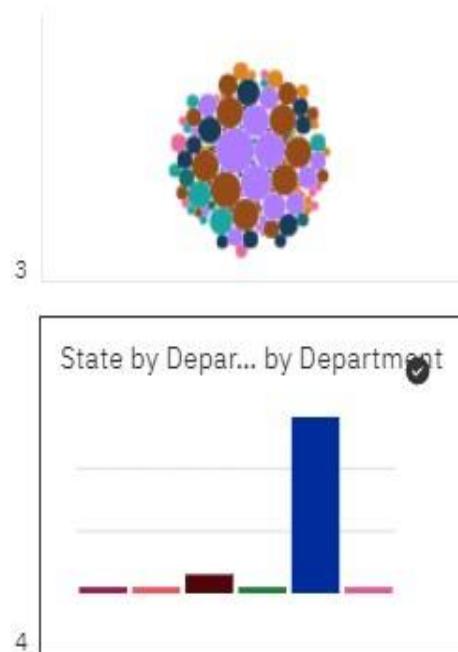
The total number of results for **RecruitmentSource**, across all **ManagerID**, is 311.

Indeed (28 %) and LinkedIn (24.4 %) are the most frequently occurring categories of **RecruitmentSource** with a combined count of 163 items with **RecruitmentSource** values (52.4 % of the total).

12 (7.1 %), 16 (7.1 %), 18 (7.1 %), 20 (7.1 %), and 22 (6.8 %) are the most frequently occurring categories of **ManagerID** with a combined count of 109 items with **RecruitmentSource** values (35 % of the total).

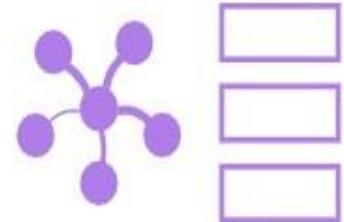


## Cards



State for Zip regions

Data relationships



## State by Department colored by Department

## Department

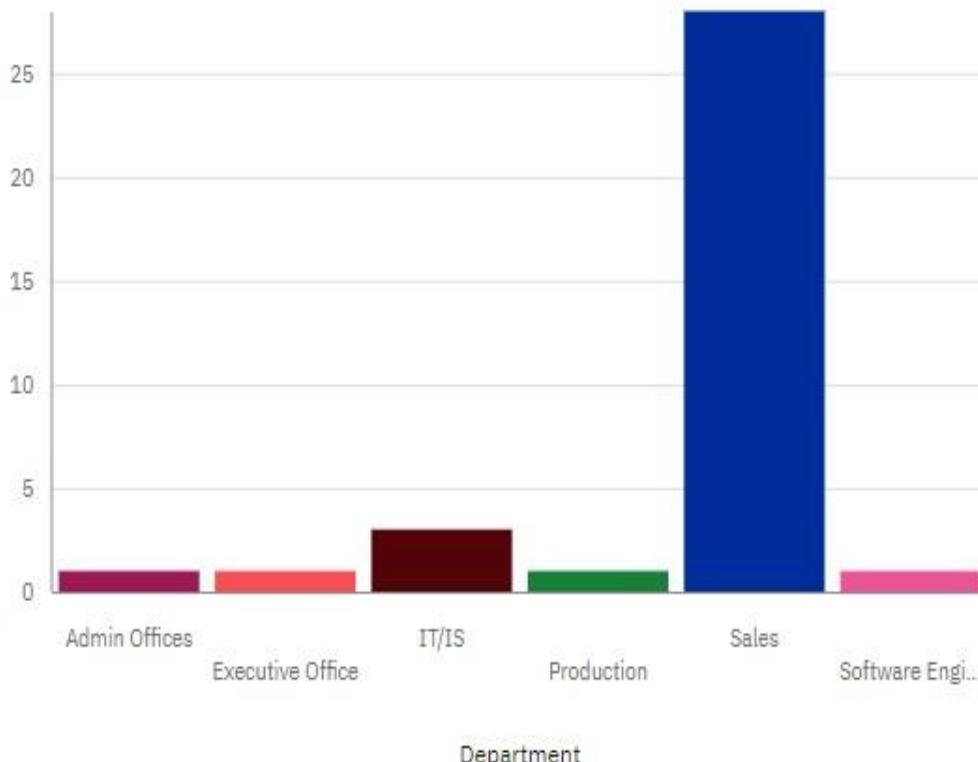
- Admin Offices
- Sales

- Executive Office
- Software Engineering

- IT/IS

- Production

State (Count distinct)

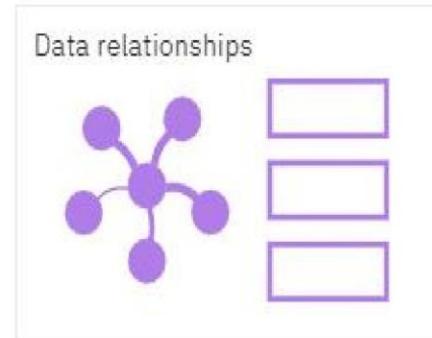
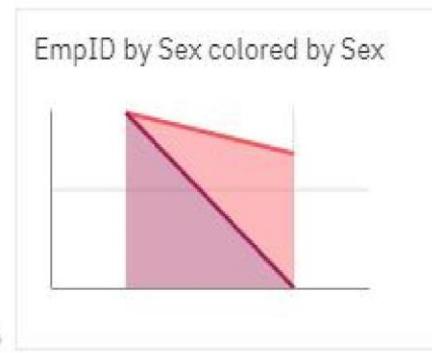


## Details

The overall number of results for **State** is 311.

Production is the most frequently occurring category of **Department** with a count of 209 items with **State** values (67.2 % of the total).

Cards



### **State for Zip regions**

Stat

A horizontal legend bar consisting of a series of colored circles, each representing a US state. The states are grouped into four regions: Northeast (orange), West Coast (teal), Midwest (purple), and South (blue). The legend includes all 50 states, though some are only partially visible.

- Northeast: MA, CT, CA, IN, TN, RI, CO, UT, ND, TX, WA, NY, NC
- West Coast: NV, MT, VA, ID, VT, AL, OH, NH, PA, GA, FL, KY, OR
- Midwest: AZ, ME



## Details

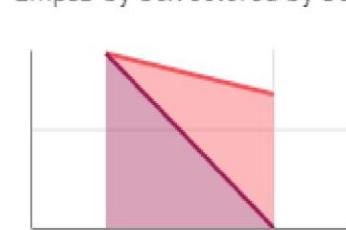
The total number of results for **State**, across all **Zip**, is 311.



Cards

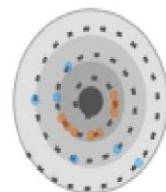
5

EmpID by Sex colored by Sex

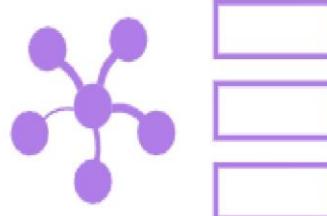


6

Salary

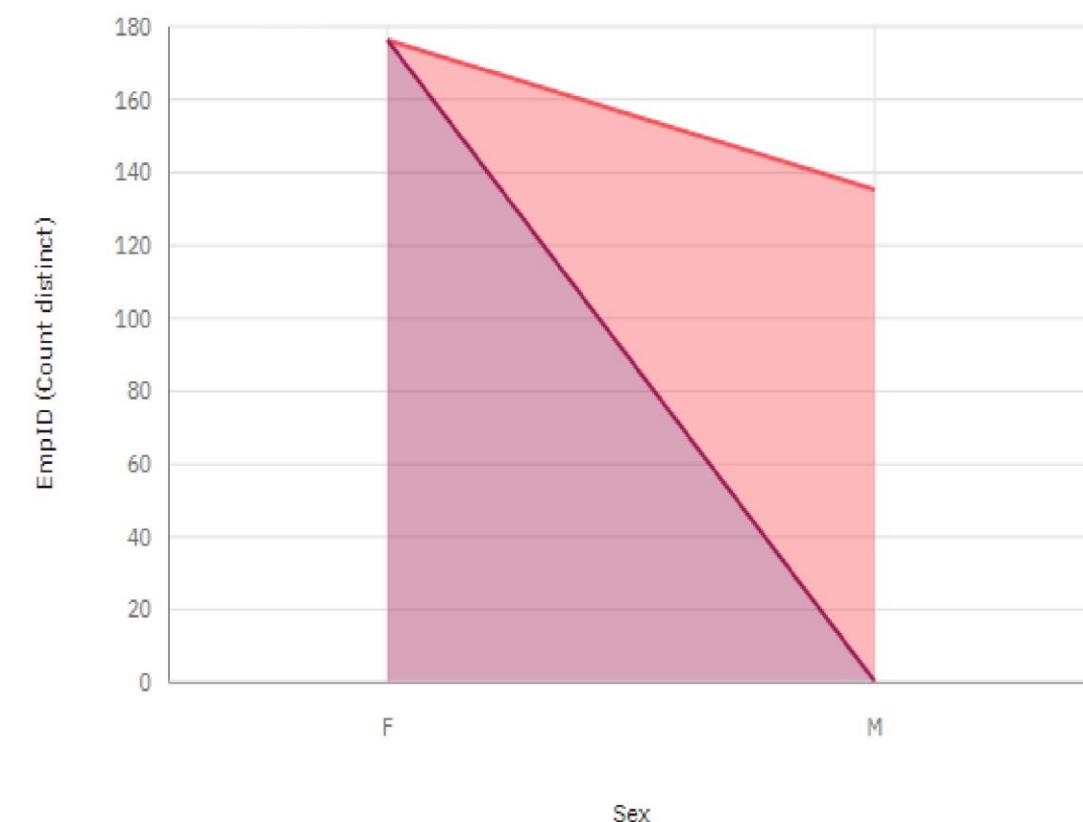


Data relationships



### EmpID by Sex colored by Sex

Sex

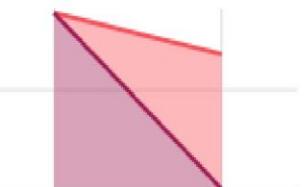
● F   ● M

### Details

The overall number of results for EmpID is 311.

F is the most frequently occurring category of Sex with a count of 176 items with EmpID values (56.6 % of the total).

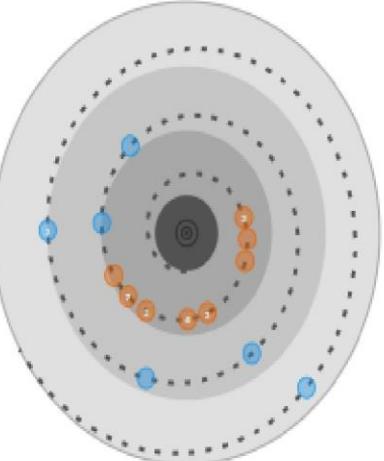
### Cards



6

### Salary

1 Driver    2 Drivers    Combination



Search drivers

Drivers	%
Position and DeptID	86
Position and Department	86
PositionID and Department	85
PositionID and DeptID	84

Details

>Loading details...

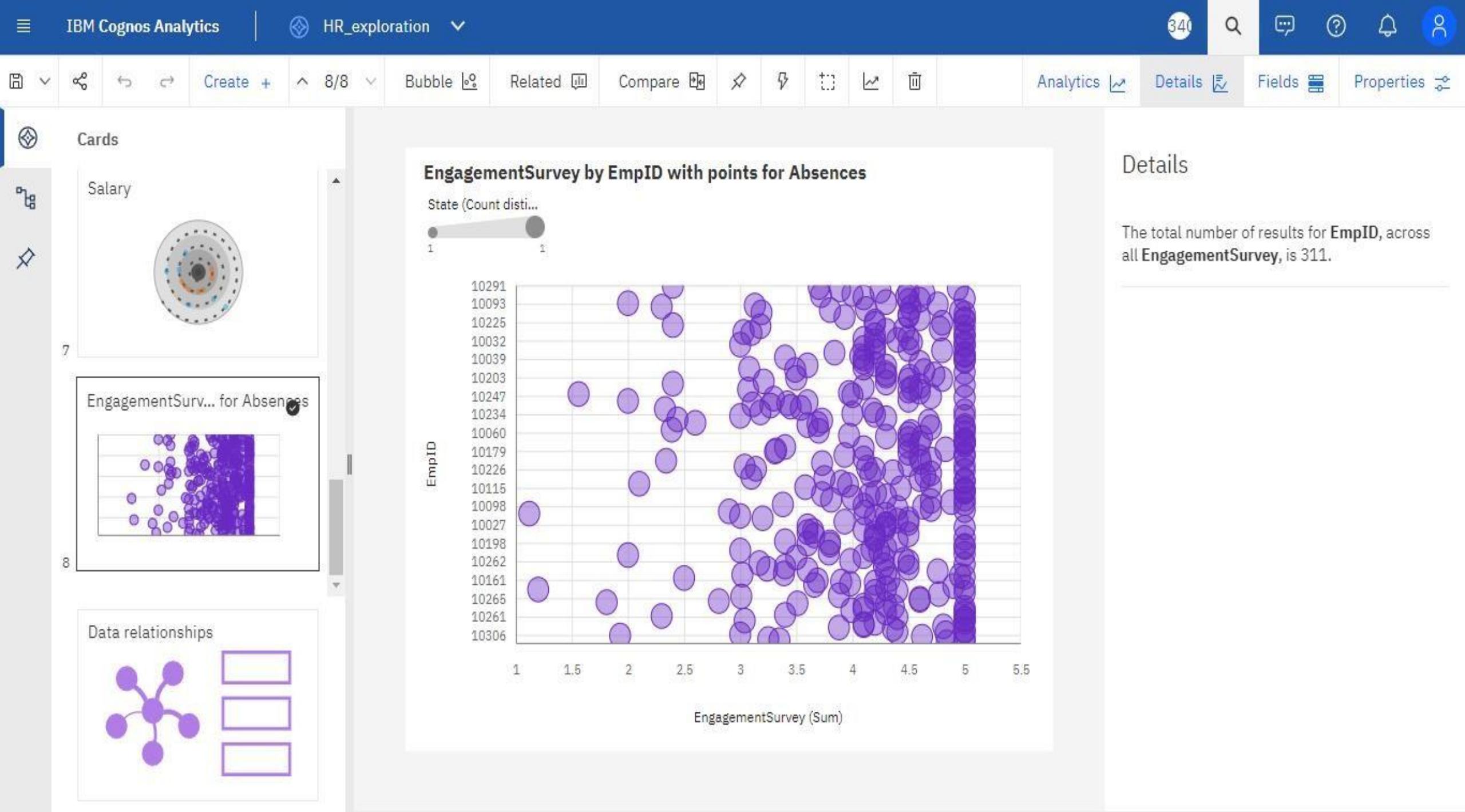
7

Salary

EngagementSurv... for Absences

Data relationships





# DASHBOARD

Edit Print Export Search Refresh Save Cancel

100%

Analytics

Filters

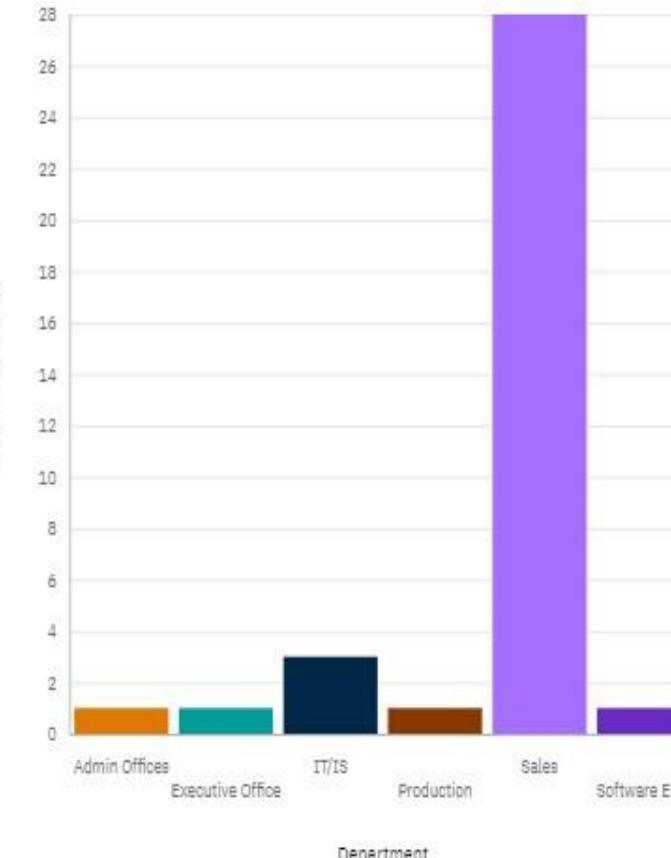
HR DashBoard HR Dashboard 1 HR Dashboard 2

## HR Dataset Analysis

**State by Department colored by Department**

Department

Admin Offices	Executive Office	IT/IS
Production	Sales	Software Engineering

**State for Zip regions**

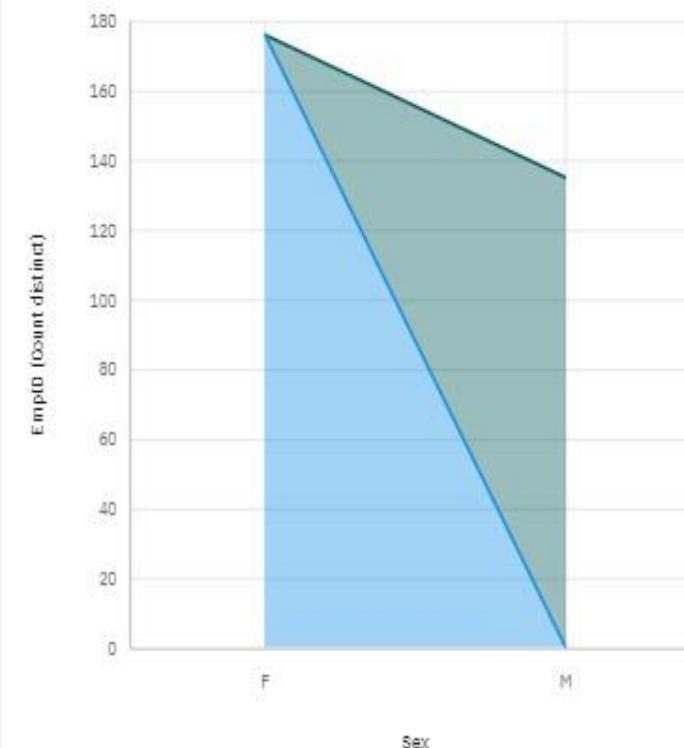
State

MA	WA	CT	NH	PA	ID	OR	ND	VA	VT	OH	RI
NY	TX	CA	IN	TN	CO	UT	FL	KY	ME	AL	GA
NC	NV	MT	AZ								

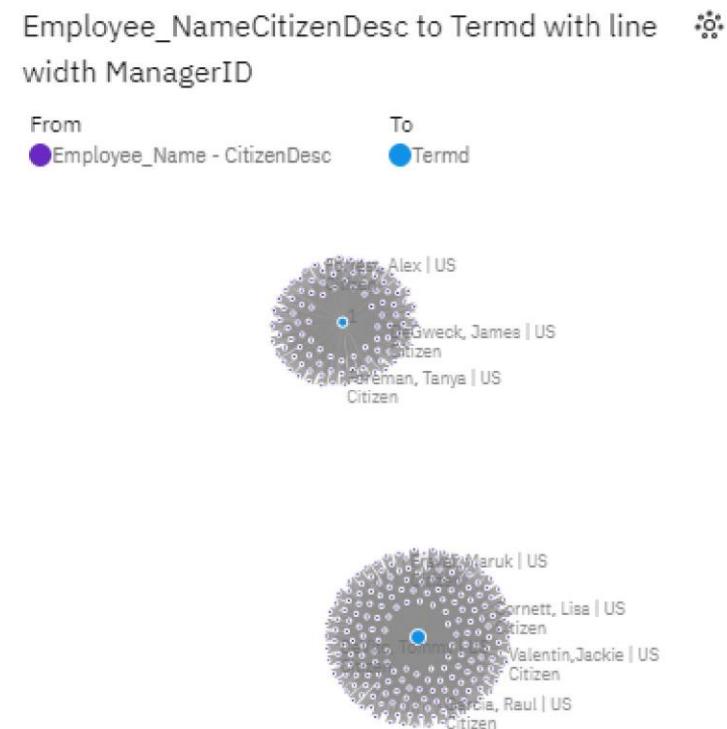
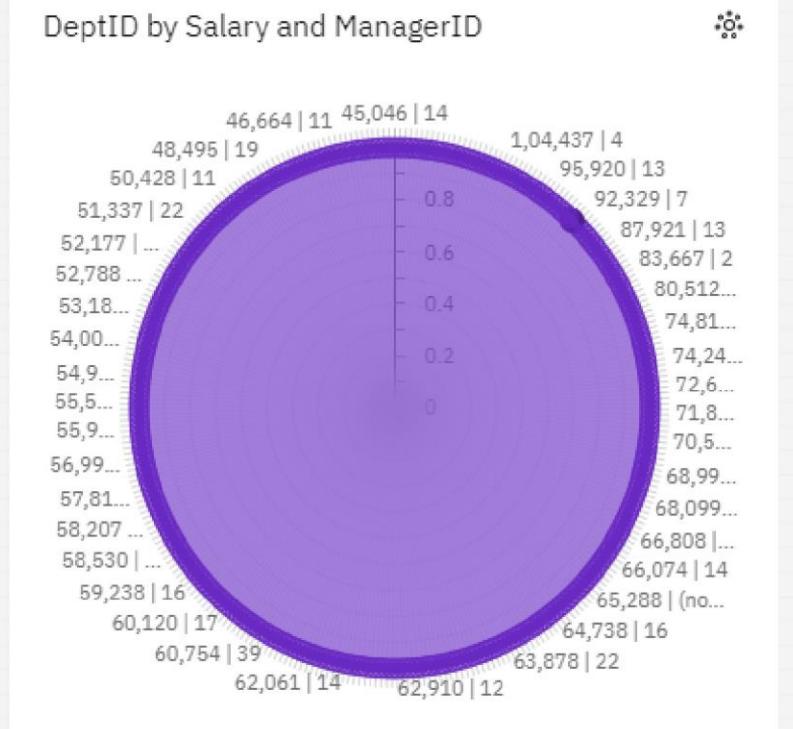
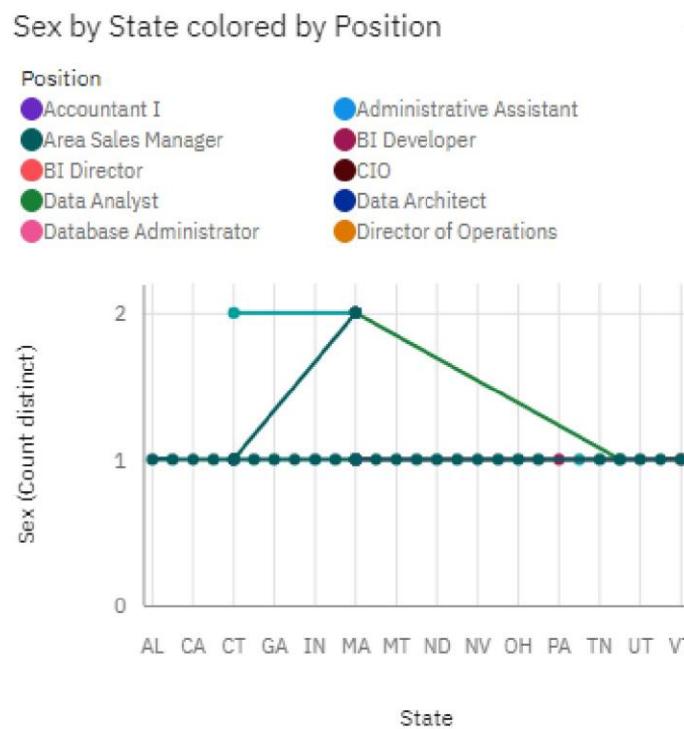
**EmpID by Sex colored by Sex**

Sex

F	M
---	---



## HR Data Set Module



Edit Home Search Back Forward New Save

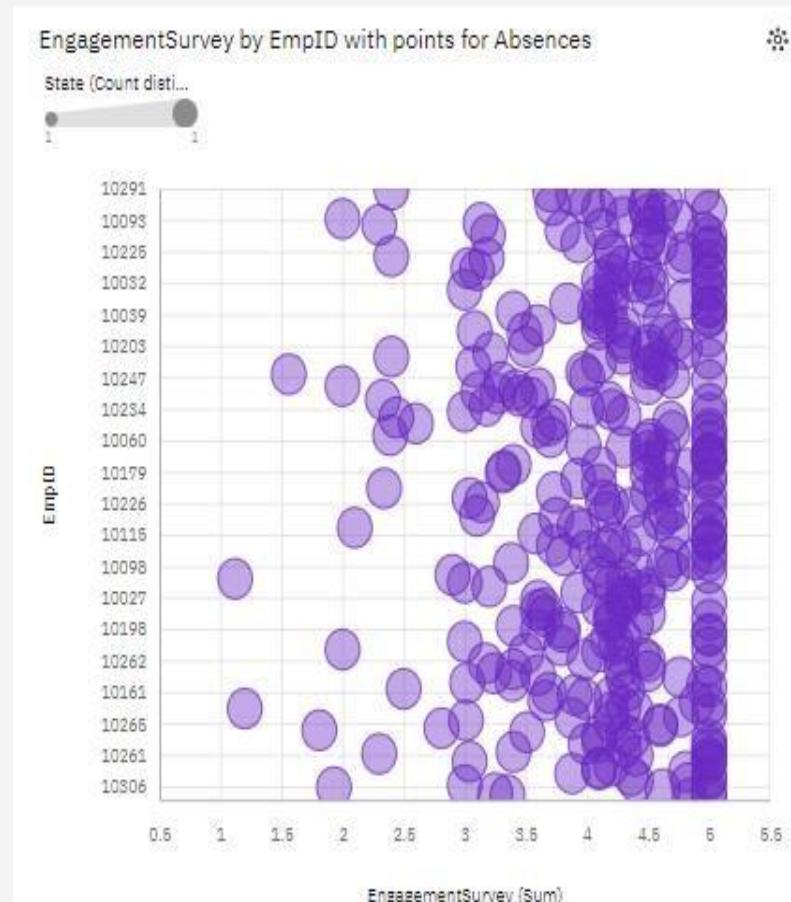
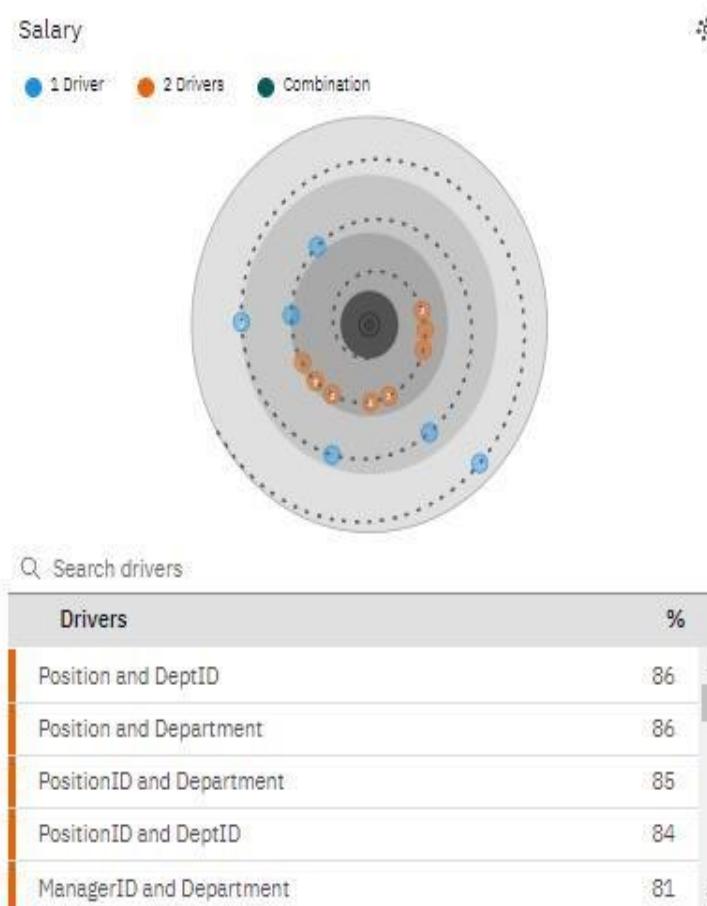
100%

Analytics

Filters

HR DashBoard HR Dashboard 1 HR Dashboard 2

## HR Dataset Analysis



# REPORT

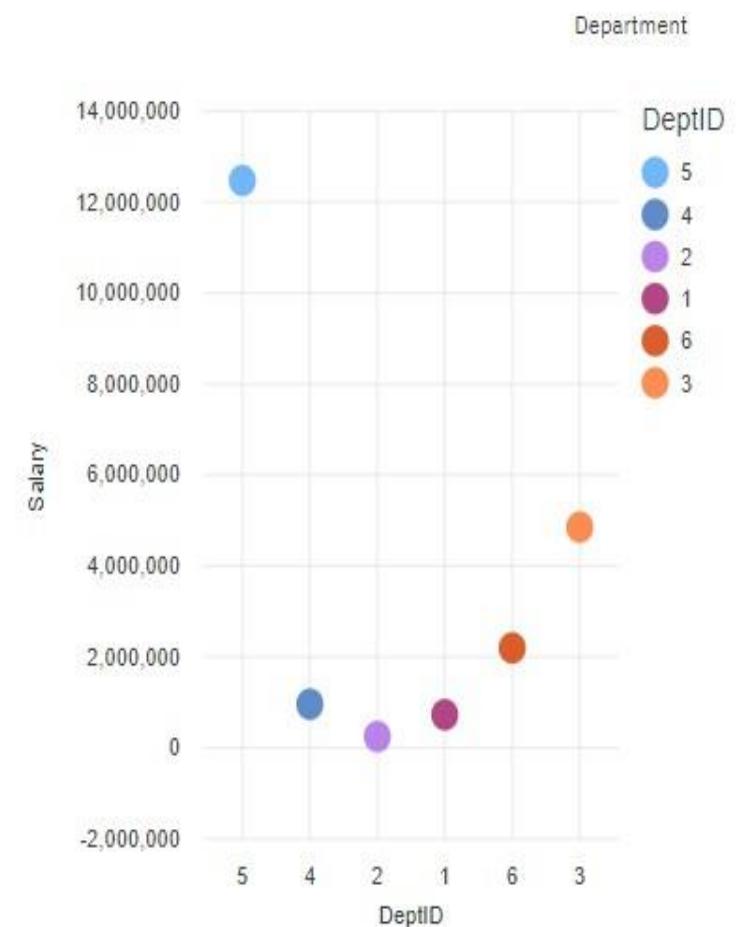
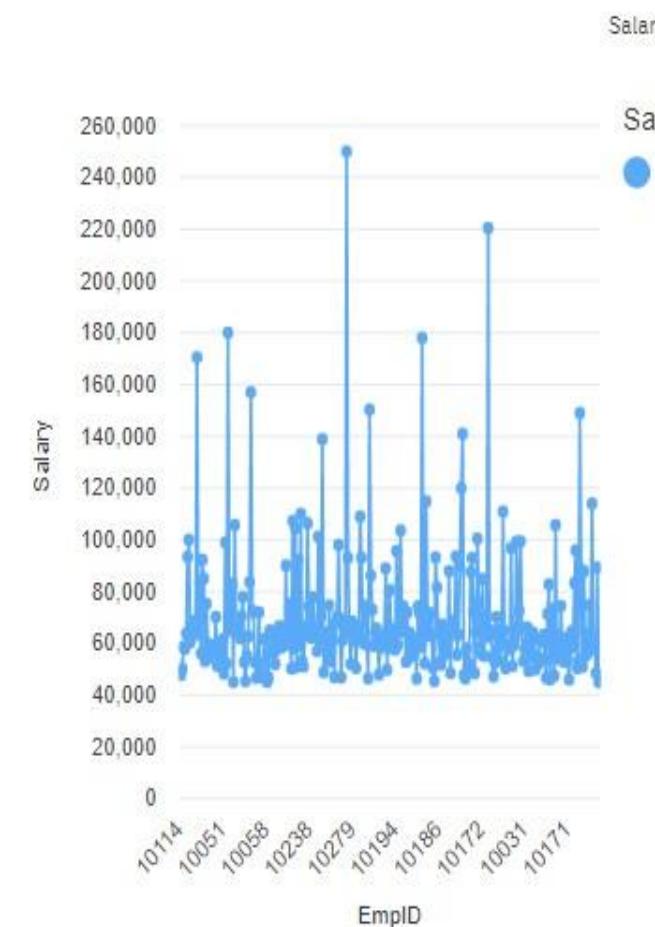
ⓘ Maintenance: The upgrade is now complete. Click on More Info to see what actions may be necessary and to subscribe to future events

Dismiss

More info →



## HR Analysis



## Employee Engagement

EmpID

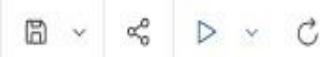
## Date of Hire

Absences

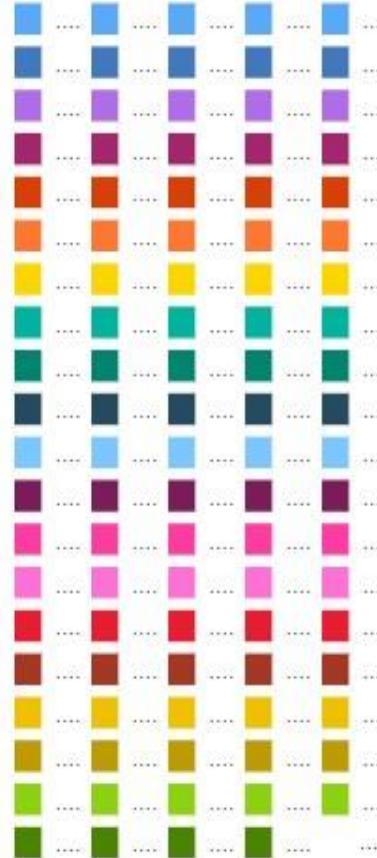
Maintenance: The upgrade is now complete. Click on More Info to see what actions may be necessary and to subscribe to future events

Dismiss

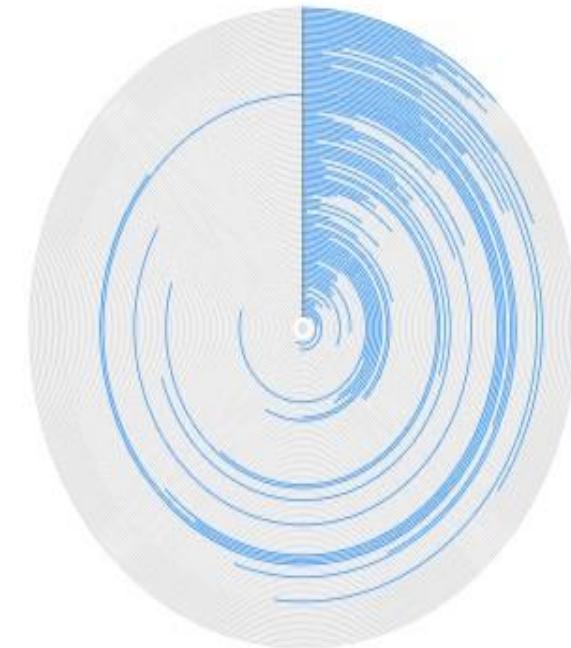
More info



EmplID



Absences



Special Projects

*(i)* Maintenance: The upgrade is now complete. Click on More Info to see what actions may be necessary and to subscribe to future events

Dismiss

More info



## Special Projects



# STORY



# HR Analysis

Salary 57815 has the highest PositionID due to DateofHire 2011-01-10.

Add insight to favorites

DateofHire 2011-01-10 has the highest PositionID at 14, out of which Salary

61422 contributed the most at 1.

Add insight to favorites

64397 has a PositionID of 1 for DateofHire 2006-01-09.

Add insight to favorites

61242 (0.6 %), 57815 (0.6 %), and 63025 (0.6 %) are the most frequently occurring categories of Salary with a combined count of 6 items with PositionID values (1.9 % of the total).

Add insight to favorites

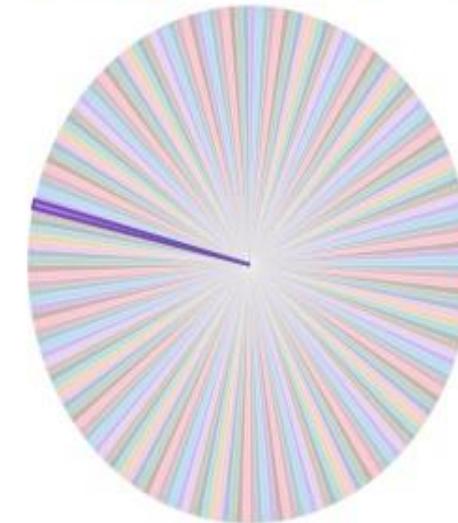
The total number of results for PositionID, across all salaries, is 311.

Add insight to favorites

PositionID by Salary

Salary

50,178	62,910	170,500	65,729	75,188	99,020	70,545	180,000	69,340
105,700	93,046	54,132	55,688	46,664	48,495	148,999	47,750	63,682
58,370	59,026	74,312	63,000	60,380	53,189	70,621	58,530	97,999
46,837	63,322	50,482	46,654	45,395	83,667	57,575	71,966	61,844
95,920	55,578	51,920	50,825	57,568	72,640	100,031	58,275	60,340
54,993	59,892	63,813	54,006	77,915	72,106	63,430	52,984	63,695



HR Analysis

- From 2010-10-26 to 2011-01-10, 5's EmpStatusID increased by 200%.
  - Add insight to favorites
  - 5 is the most frequently occurring category of DeptID with a count of 208 items with EmpStatusID values (66.9 % of the total).
  - Add insight to favorites
  - The total number of results for EmpStatusID, across all DeptID, is 311.
  - Add insight to favorites



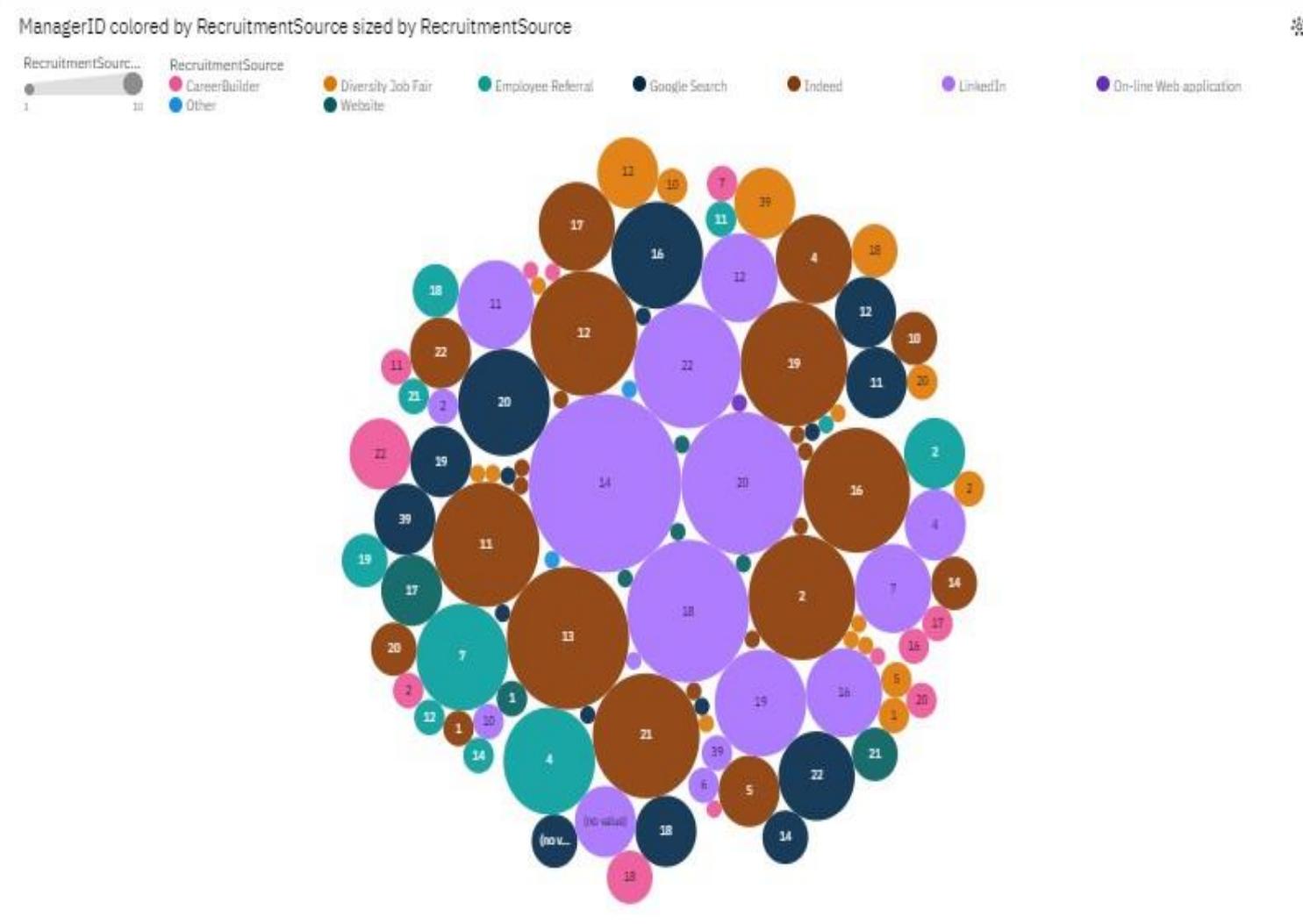
## HR Analysis

- State MA has the highest total EngagementSurvey due to Zip 1886.
- Add insight to favorites
- The total number of results for State, across all Zip, is 311.
- 



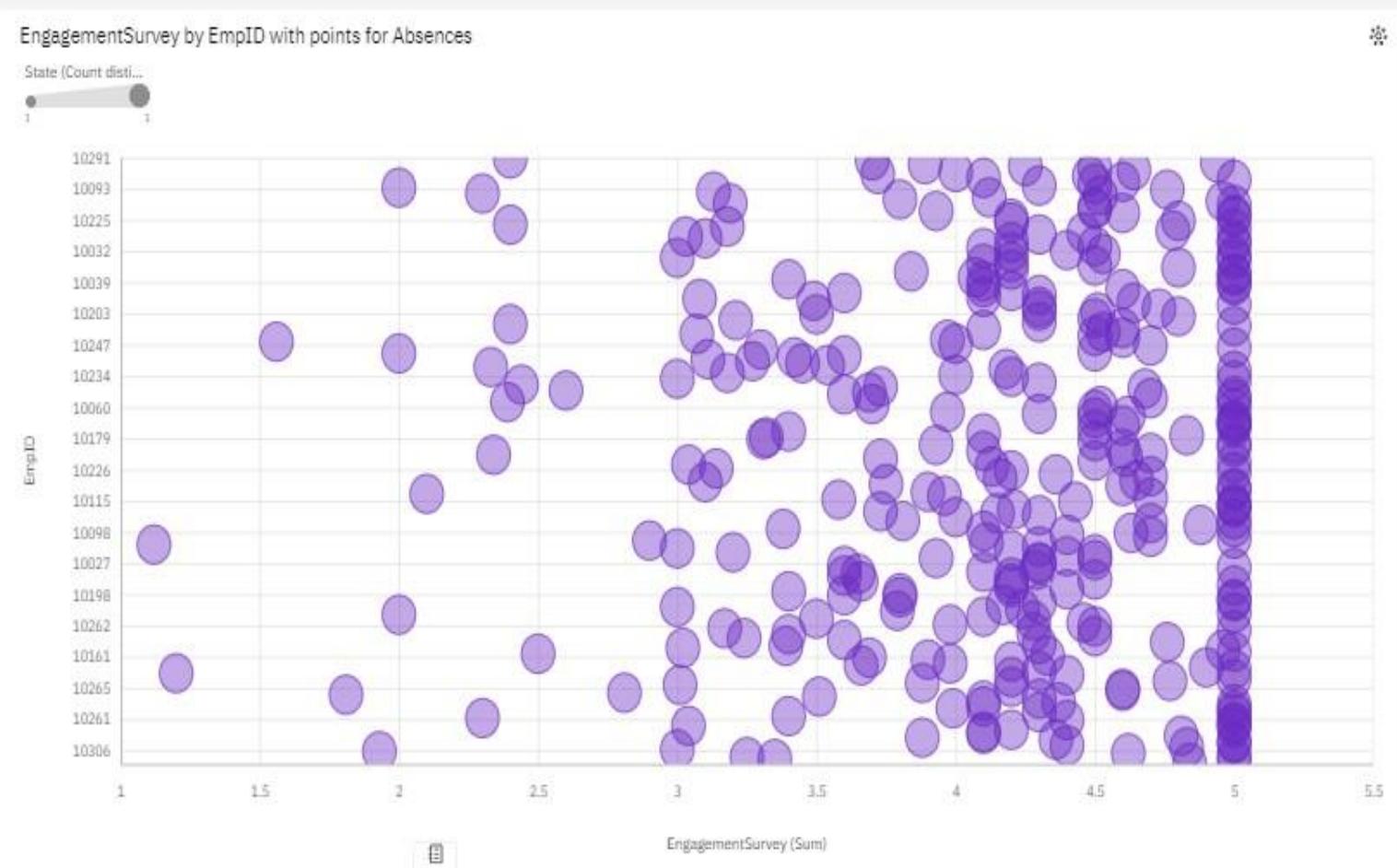
- 12 (7.1 %), 16 (7.1 %), 18 (7.1 %), 20 (7.1 %), and 22 (6.8 %) are the most frequently occurring categories of ManagerID with a combined count of 109 items with RecruitmentSource values (35 % of the total).
- Add insight to favorites
- Indeed (28 %) and LinkedIn (24.4 %) are the most frequently occurring categories of RecruitmentSource with a combined count of 163 items with RecruitmentSource values (52.4 % of the total).
- Add insight to favorites
- The total number of results for RecruitmentSource, across all ManagerID, is 311.
- Add insight to favorites
- \*

## HR Analysis



HR Analysis

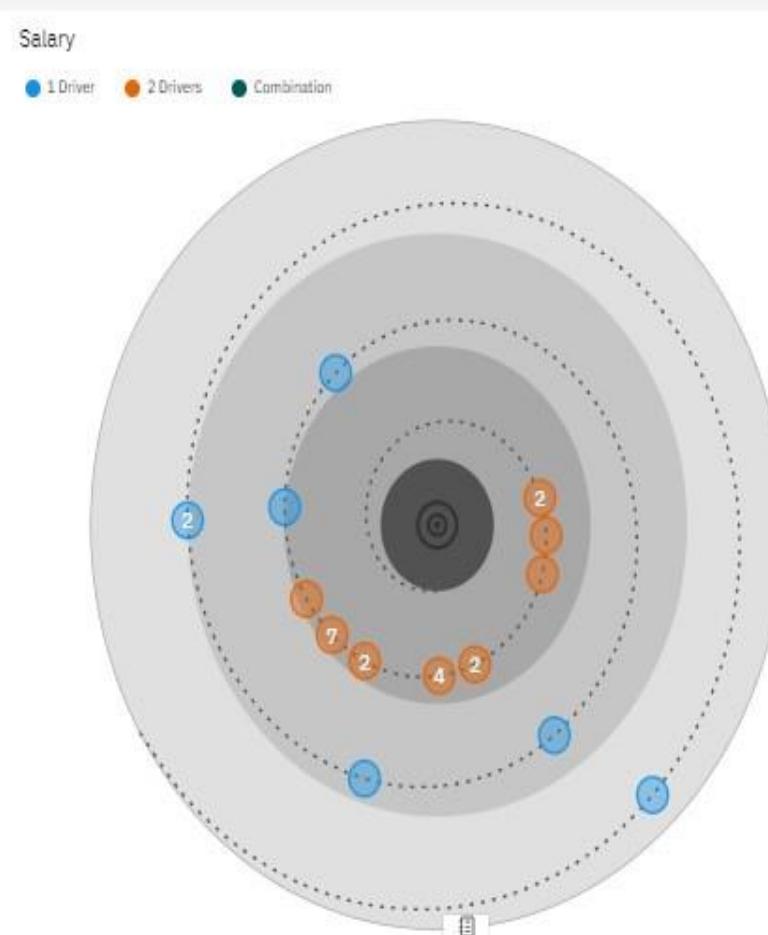
- From 2011-07-05 to 2011-07-11, 16's State dropped by 50%.
  - Add insight to favorites
  - The total number of results for EmpID, across all EngagementSurvey, is 311.
  - Add insight to favorites





HR Analysis

- DateofHire 2012-07-09 has the lowest average Salary at over 46 thousand, followed by 2007-11-05 at over 47 thousand.
  - Add insight to favorites
  - DateofHire 2010-04-10 has the highest average Salary at over 220 thousand, followed by 2011-04-15 at 178 thousand.
  - Add insight to favorites
  - From 2009-10-26 to 2010-04-10, Salary increased by 245%.

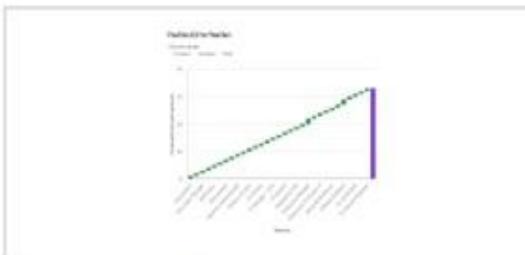


Drivers	%
PositionID and Department	85
PositionID and DeptID	84
ManagerID and Department	81
ManagerID and DeptID	81
Position and RecruitmentSource	80
ManagerName and Department	80
ManagerName and DeptID	80
Position and DateofHire	80
Position and ManagerName	78
Position and Absences	78
Position and SpecialProjectsCount	77
PositionID and DateofHire	77
PositionID and Absences	77
PositionID and PerfScoreID	77
PositionID and PerformanceScore	77
Position and PerfScoreID	77

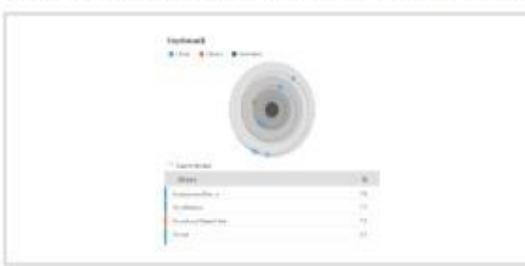
Edit

Analytics Filters Fields Properties

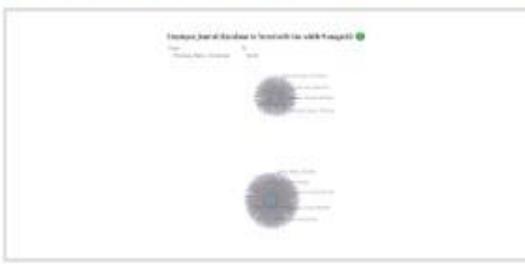
16 pins



HRDataSet\_New exploration, 10/1/2023, 1:30 AM



HRDataSet\_New exploration, 10/1/2023, 1:29 AM



HRDataSet\_New exploration, 10/1/2023, 1:27 AM

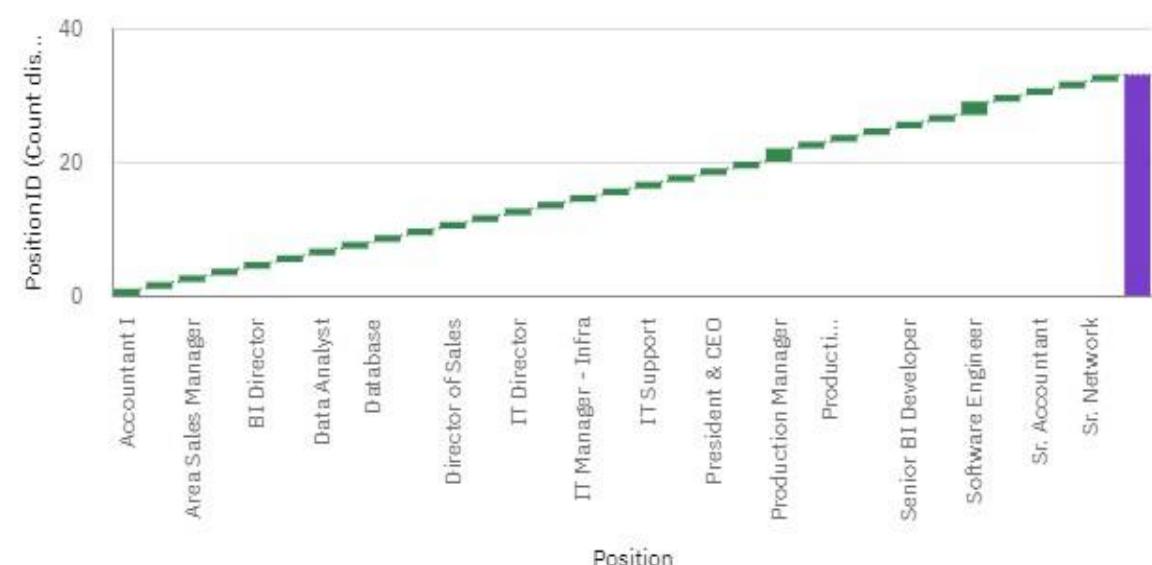
# HR Data Set Module

- Position Production Manager has the highest Count distinct PositionID but is ranked #4 in Total Salary.
- Position Production Technician I has the highest Total Salary but is ranked #3 in Count distinct PositionID.
- Production Technician I is the most frequently occurring category of Position with a count of 137 items with PositionID values (44.1 % of the total).
- 

## PositionID for Position

Column values

Increase Decrease Total



Prev scene



Next scene

Scene 9 of 9

0:00.0

0:05.0



