

NAAN MUDHALVAN ASSIGNMENT 2

Done By NANDHINI.D

Data Set Link: [Human Resources Data Set \(kaggle.com\)](#)

My IBM

New data module

+

https://us3.ca.analytics.ibm.com/bi/?perspective=ca-modeller&id=i9EEB1002C64143F8B...

IBM Cognos Analytics

New data module

36°

Q

...

Properties

Data module

+

🕒

🔍 Search

↕

New data module

⋮

Navigation paths

+

HRDataset_v14.csv

▶ # Row Id

▶ abc Employee_Name

▶ # EmpID

▶ # MarriedID

▶ # MaritalStatusID

▶ # GenderID

▶ # EmpStatusID

▶ # DeptID

▶ # PerfScoreID

▶ # FromDive...bFairID

📄 Salary

📄 Termd

▶ # PositionID

▶ abc Position

▶ 📍 State

▶ 📍 Zip

Grid

Relationships

Custom tables

Preview data
To preview data, select a table, a column in a table, or a folder that contains columns.

My pins All

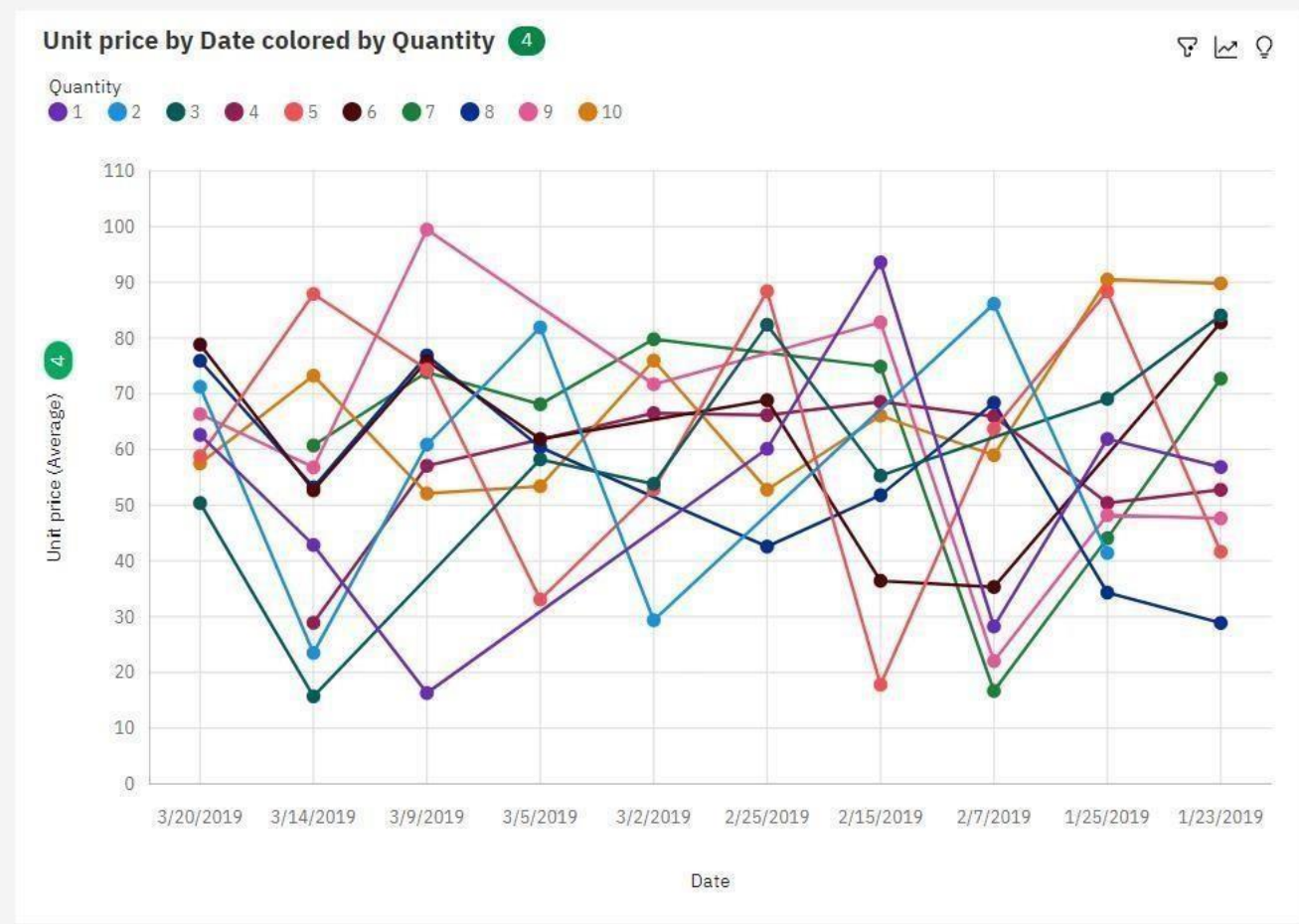
Search

20 pins

Tax 5% by Tim...e point chart
New exploration, 9/29/2023, 8:09 PM

Unit price by D...ity line chart
New exploration, 9/29/2023, 8:09 PM

Total and Uni... column chart



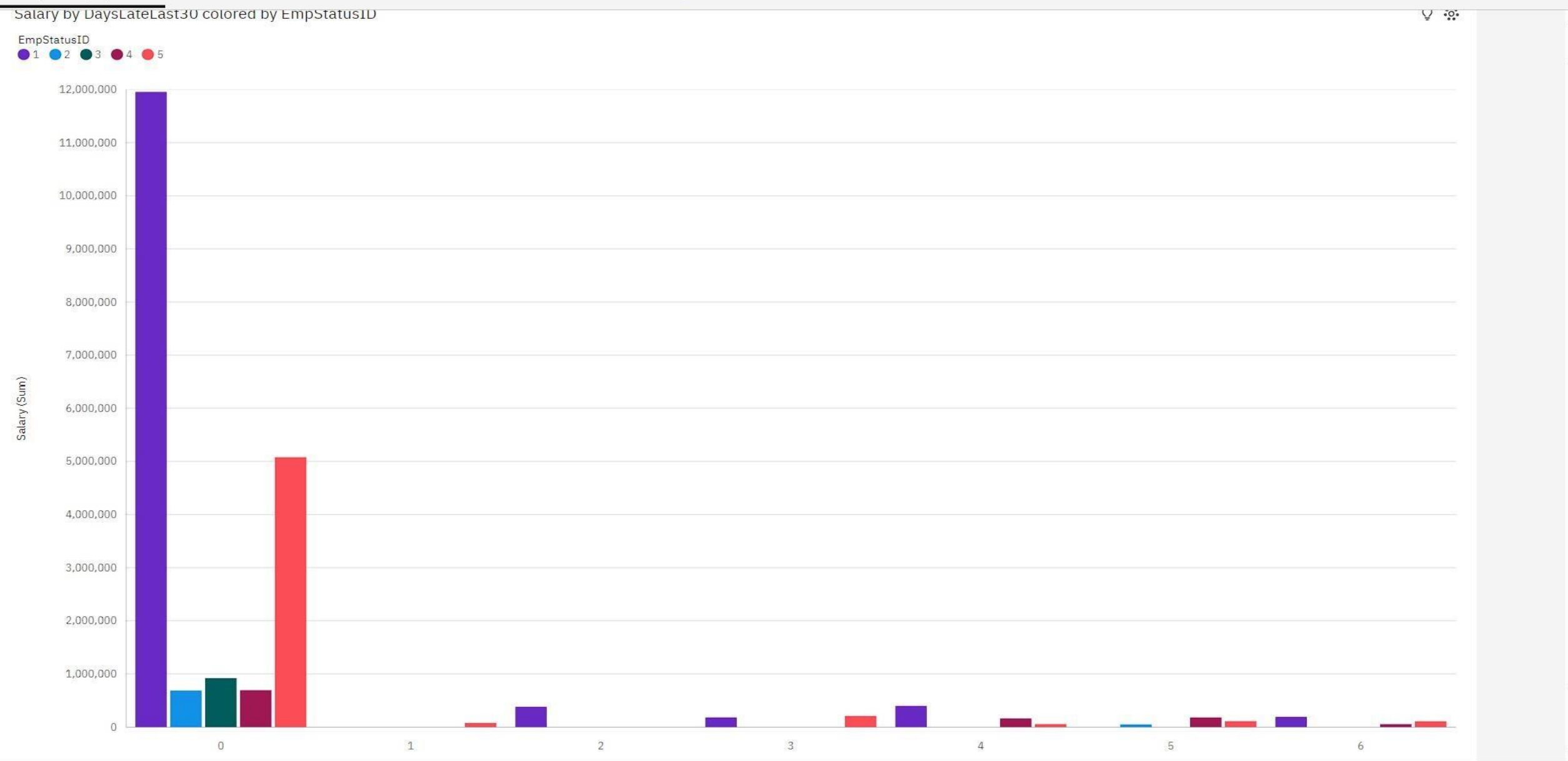
Details

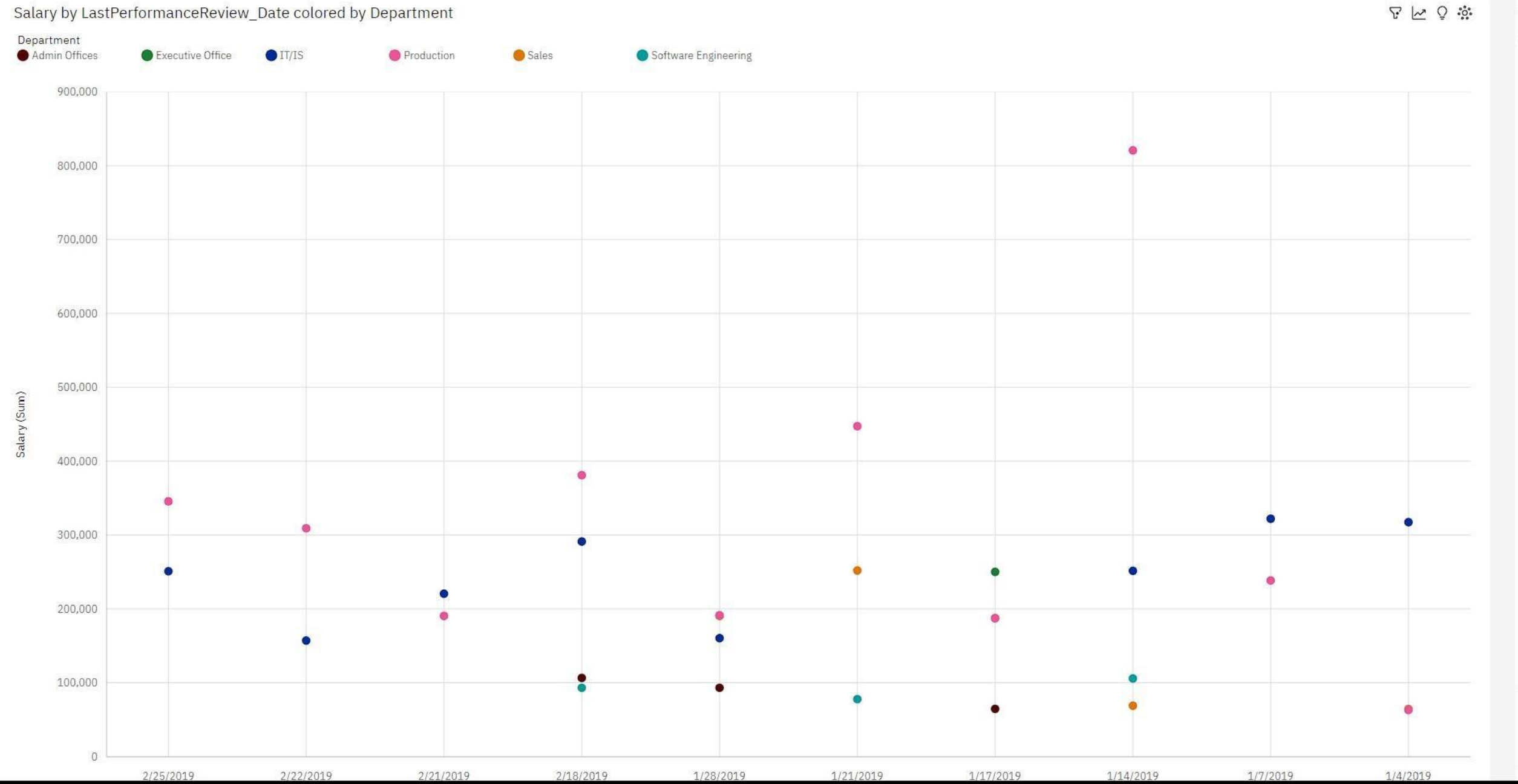
Over all **dates** and **quantities**, the average of **Unit price** is 59.63.

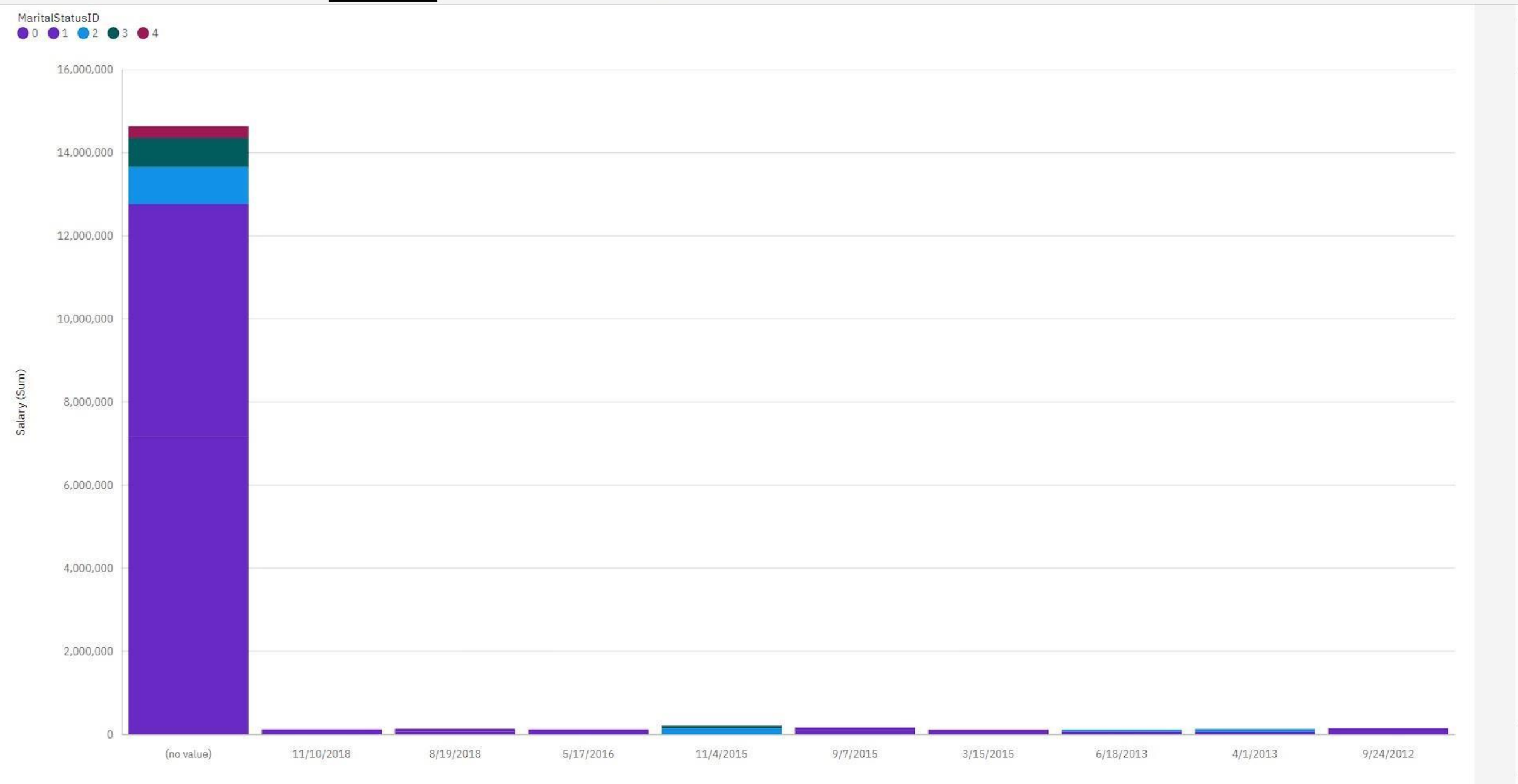
The average values of **Unit price** range from 15.69 to 99.47.

3 (12.1 %) and 10 (12.1 %) are the most frequently occurring categories of **Quantity** with a combined count of 42 items with **Unit price** values (24.3 % of the total).

2019-02-07 (11.6 %) and 2019-02-15 (11 %) are the most frequently occurring categories of **Date** with a combined count of 39 items with **Unit price** values (22.5 % of the total).

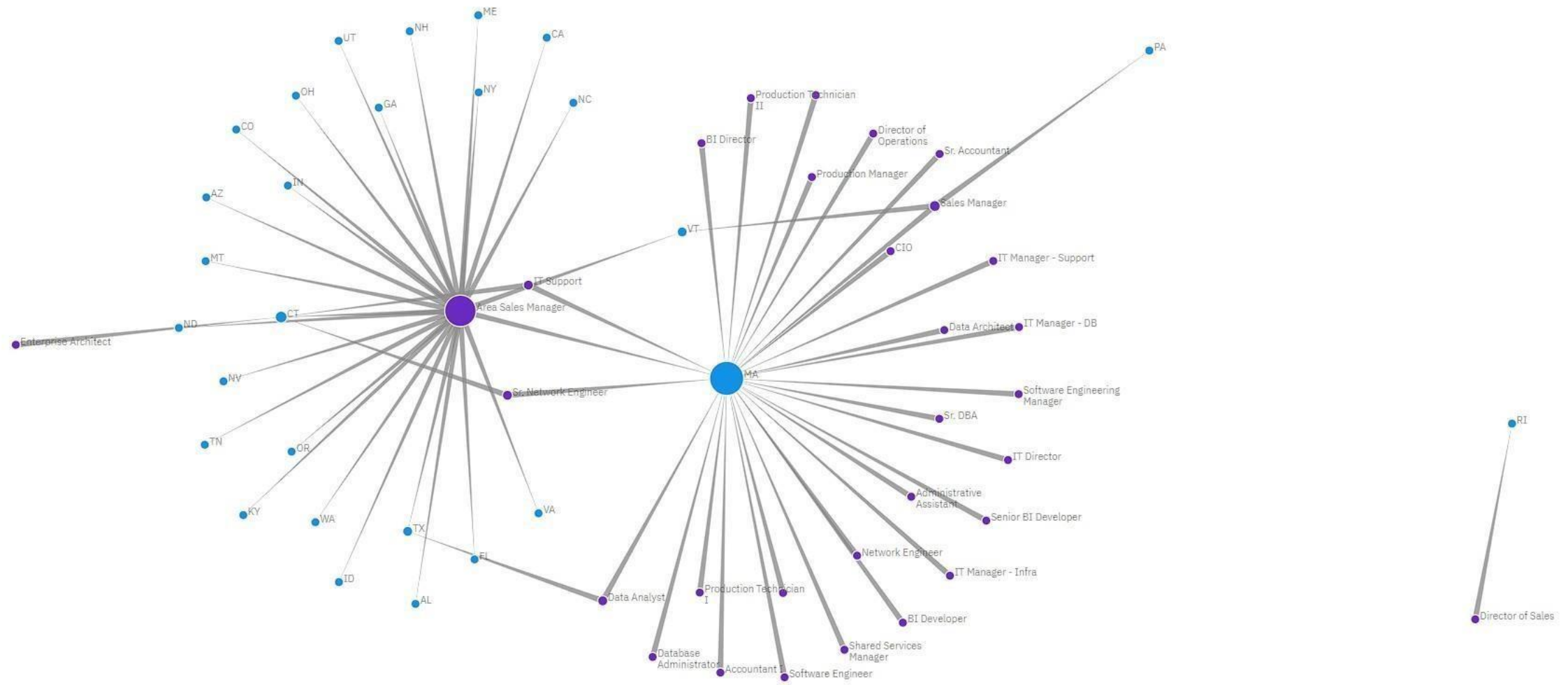




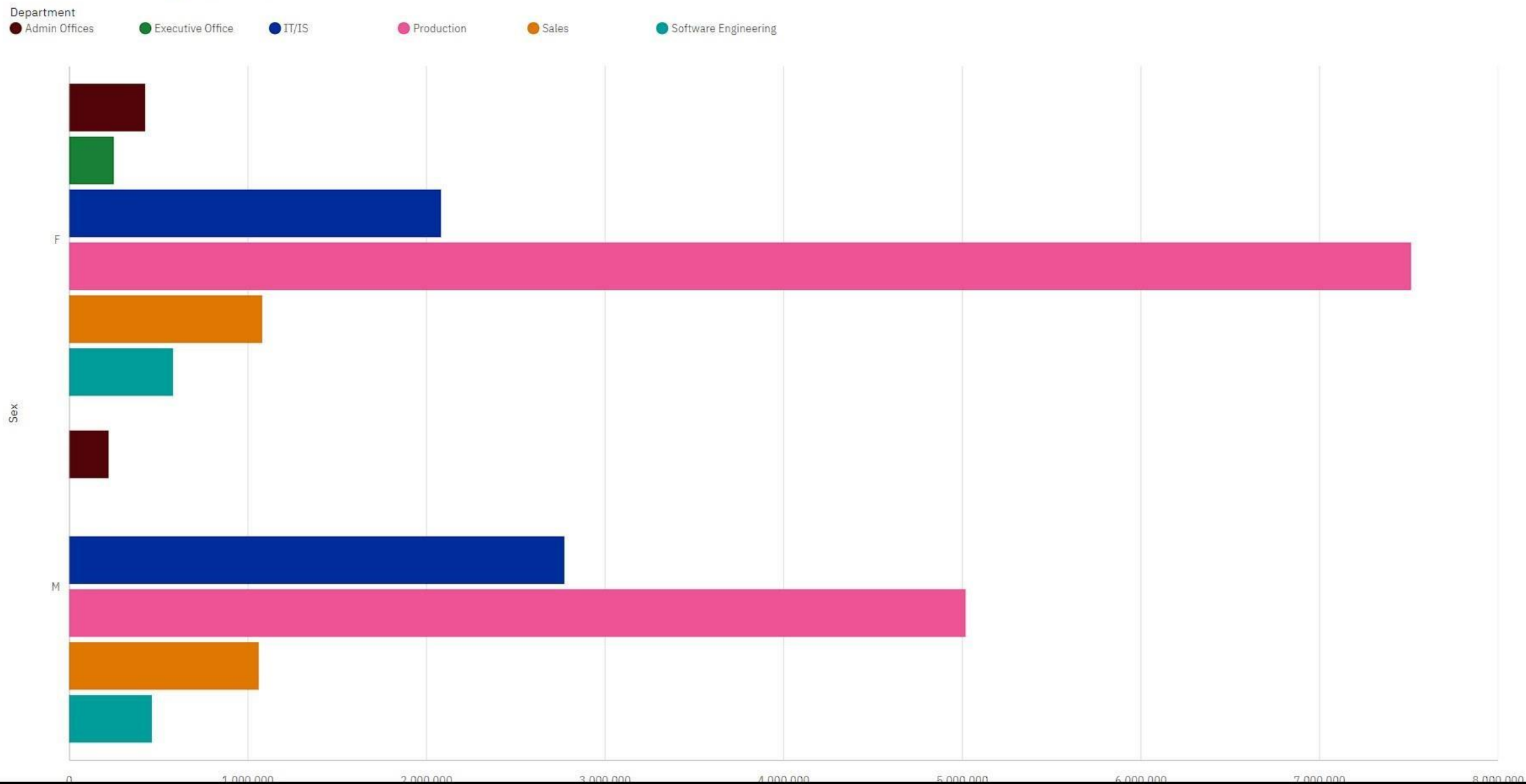


From To

● Position ● State



Salary by Sex colored by Department



MaritalDesc

Nodes

All

Target category

Divorced

MaritalDesc

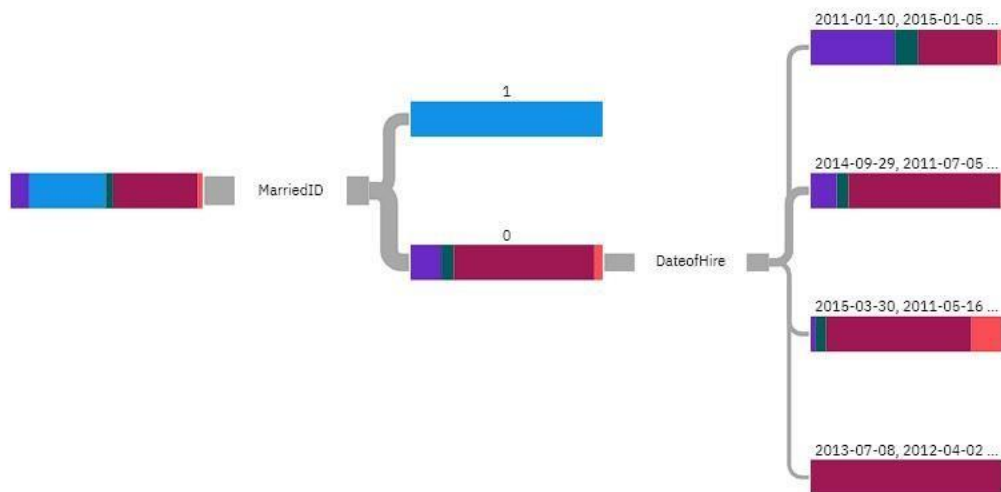
Divorced

Married

Separated

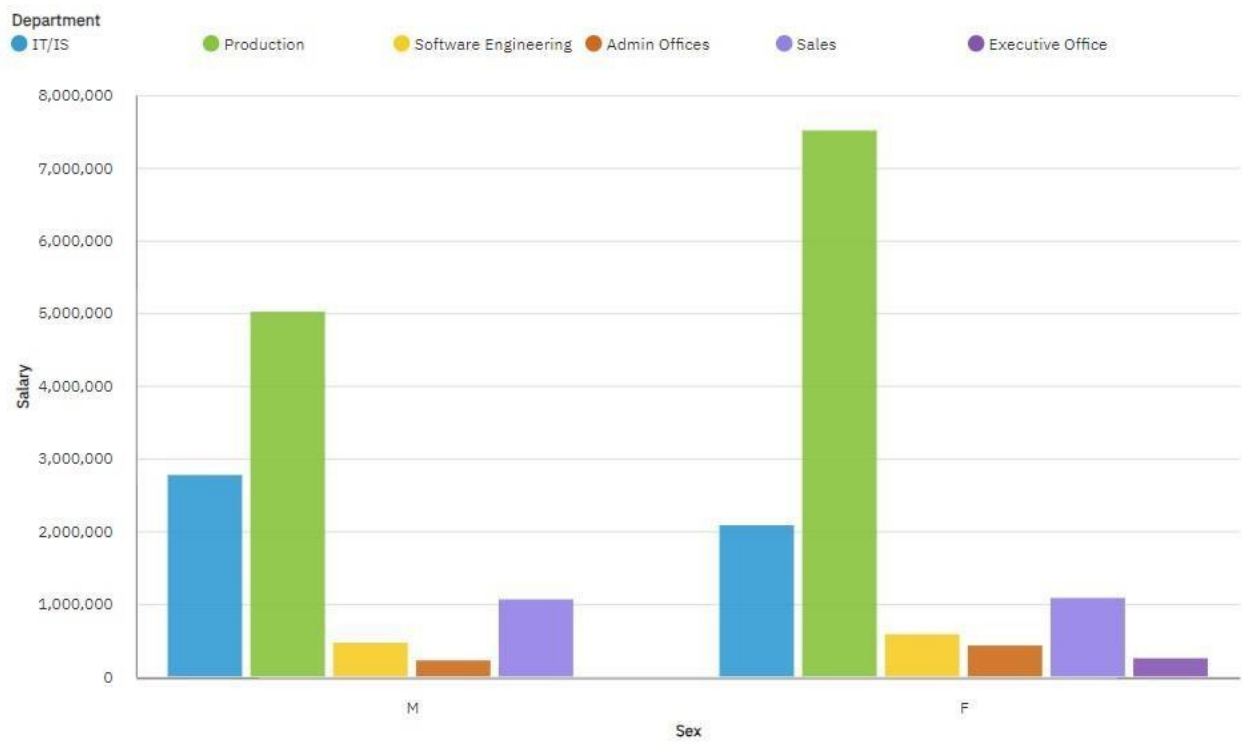
Single

Widowed

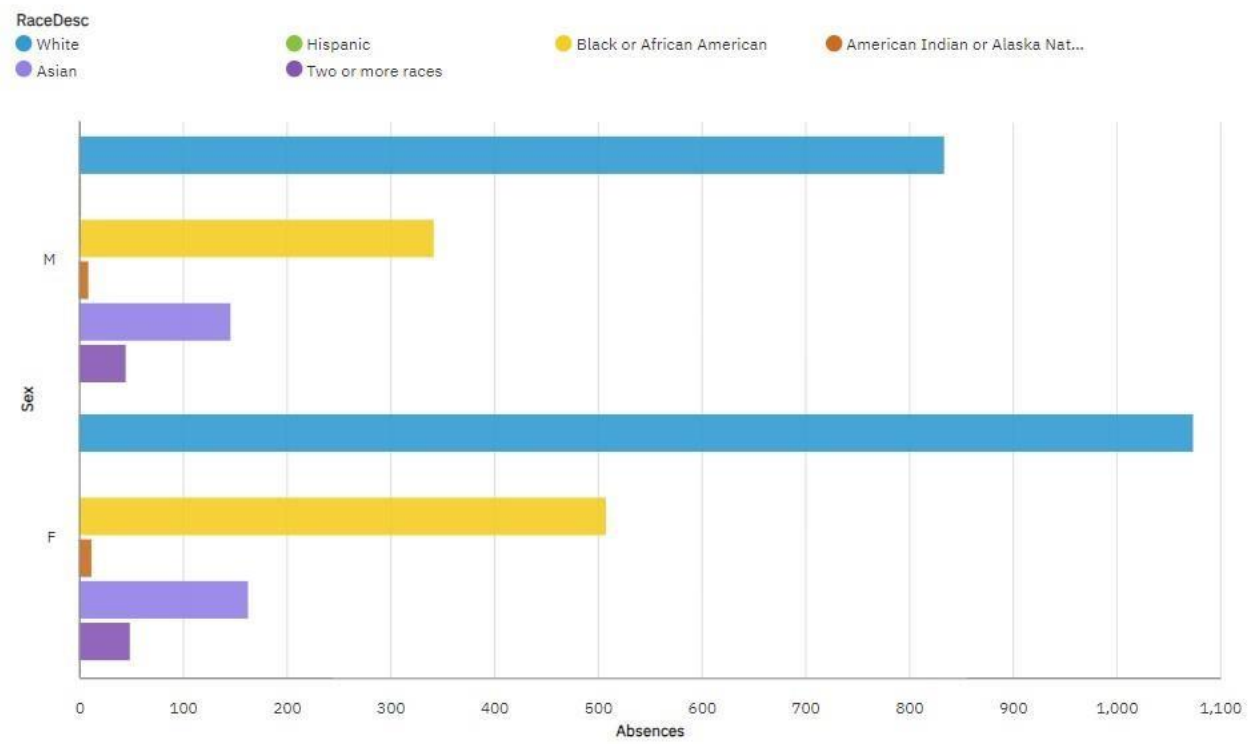


REPORT

Sex vs Salary



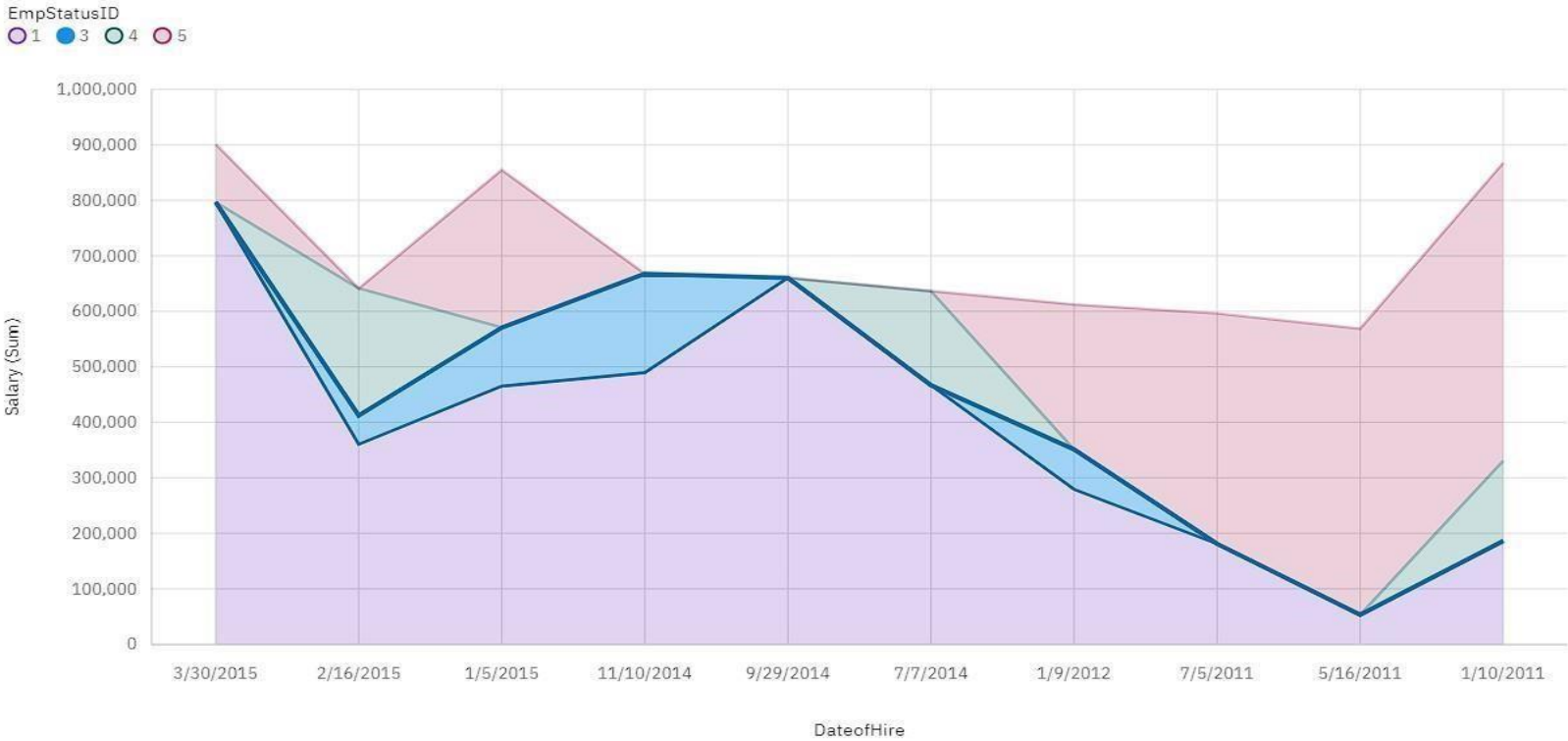
Race Desc Vs Absentees



SALARY

- EmpStatusID 1 has the highest total Salary due to LastPerformanceReview_Date 2019-01-14.
- Salary is unusually high when the combination of DateofHire and EmpStatusID is 2015-03-30 and 1.
- 2015-03-30 DateofHire accounted for 20% of 1 Salary compared to 5% for 5.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which EmpStatusID 1 contributed the most at almost 797 thousand.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which ManagerID 4 contributed the most at over 375 thousand.

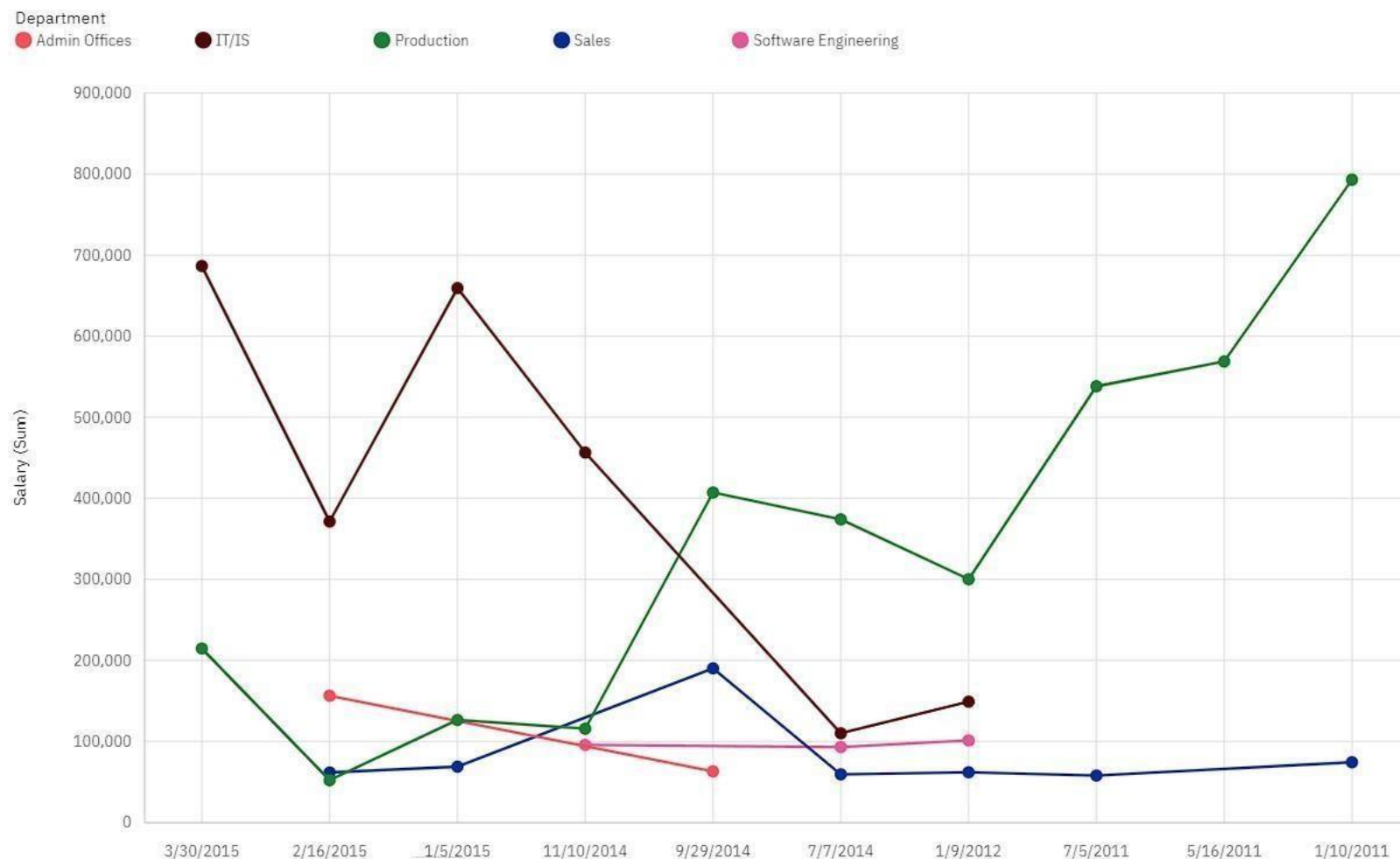
Salary by DateofHire colored by EmpStatusID



Department VS Salary

- Department Production has the highest total Salary due to DateofHire 2011-01-10.
- Salary is unusually high when Department is Production.
- 2019-01-14 LastPerformanceReview_Date accounted for 7% of Production Salary compared to 5% for IT/IS.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which Department IT/IS contributed the most at almost 687 thousand.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which ManagerID 4 contributed the most at over 375 thousand.
- LastPerformanceReview_Date 2019-01-14 has the highest Salary at over 1.2 million, out of which Department Production contributed the most at nearly 821 thousand.

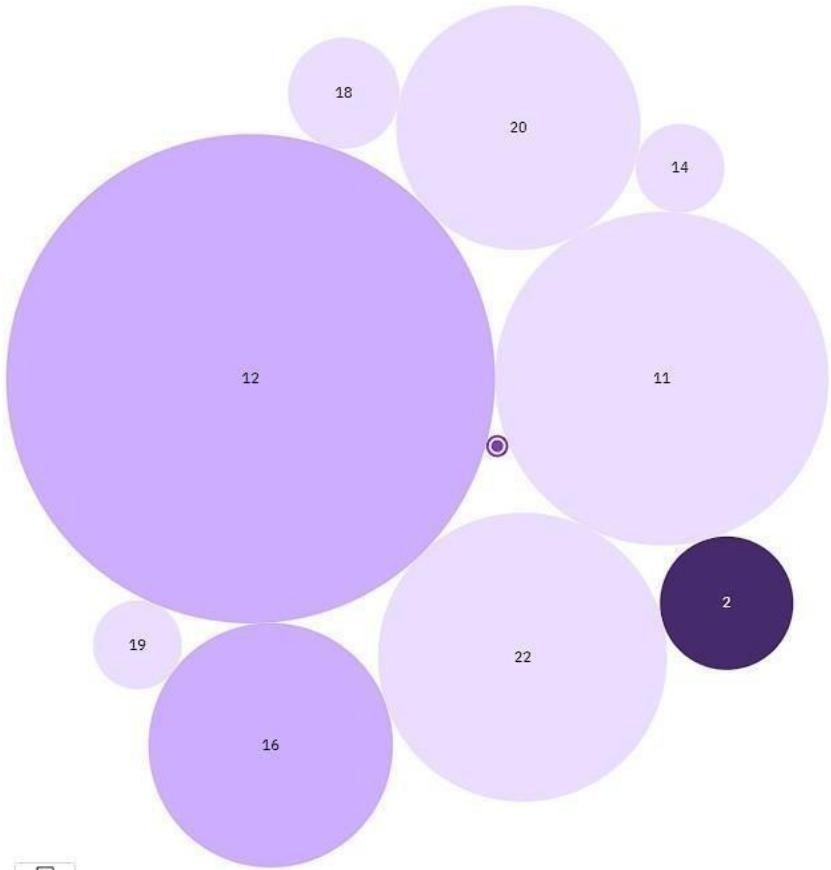
Salary by DateofHire colored by Department



Last 30 Days Salary

- ManagerID 2 has the highest Total Salary but is ranked #6 in Total DaysLateLast30.
- ManagerID 12 has the highest Total DaysLateLast30 but is ranked #4 in Total Salary.
- From 2018-03-09 to 2018-04-02, 20's DaysLateLast30 dropped by 6.
- Over all values of ManagerID, the sum of DaysLateLast30 is 91.
- DaysLateLast30 ranges from 0, when ManagerID is 4, to 22, when ManagerID is 12.

ManagerID colored by Salary sized by DaysLateLast30



- ManagerID 2 has the highest total Salary due to DateofHire 2010-04-10.
- Salary is unusually high when the combination of ManagerID and DateofTermination is 2 and (no value).
- Salary is unusually high when DateofTermination is (no value).
- 4 has a Salary of over 402 thousand for DateofHire 2015-01-05.



Date of Hire VS Salary

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

Salary

● 1 Driver ● 2 Drivers

