

NM ASSIGNMENT 2

Done By Sneha.M

Data Set Link: [Human Resources Data Set \(kaggle.com\)](https://www.kaggle.com/datasets/hr/hr-data)

Step 1 : Create a new data module from the uploaded CSV file for visualizing data.

My IBM

New data module

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

IBM Cognos Analytics

New data module

36°

Search

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.

Step 2 : Using data module , create more explorations and pin it.

My IBM

* New exploration

https://us3.ca.analytics.ibm.com/bi/?perspective=explore&id=explore_9bd76044-15fc-4...

IBM Cognos Analytics

* New exploration

362

Analytics

Details

Fields

Properties

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

Unit price by Date colored by Quantity 4

Quantity

1 2 3 4 5 6 7 8 9 10

Unit price (Average)

110 100 90 80 70 60 50 40 30 20 10 0

3/20/2019 3/14/2019 3/9/2019 3/5/2019 3/2/2019 2/25/2019 2/15/2019 2/7/2019 1/25/2019 1/23/2019

Date

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).

Step 3 : Using the pins, create Dashboard

Salary vs Employee ID

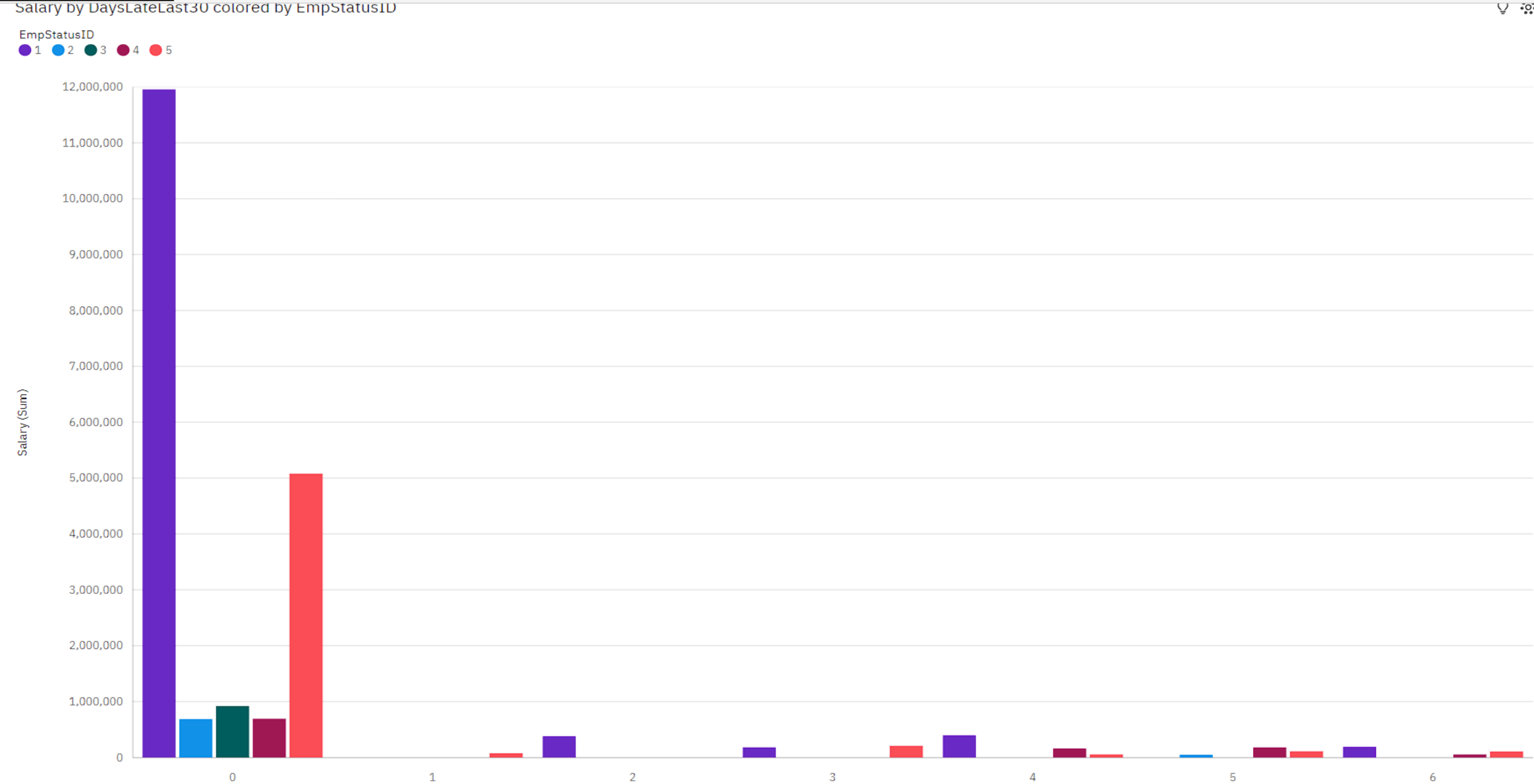
Performance Review

Termination

State vs Position

Sex vs Department

Marital Status



Salary by LastPerformanceReview_Date colored by Department

Department

● Admin Offices

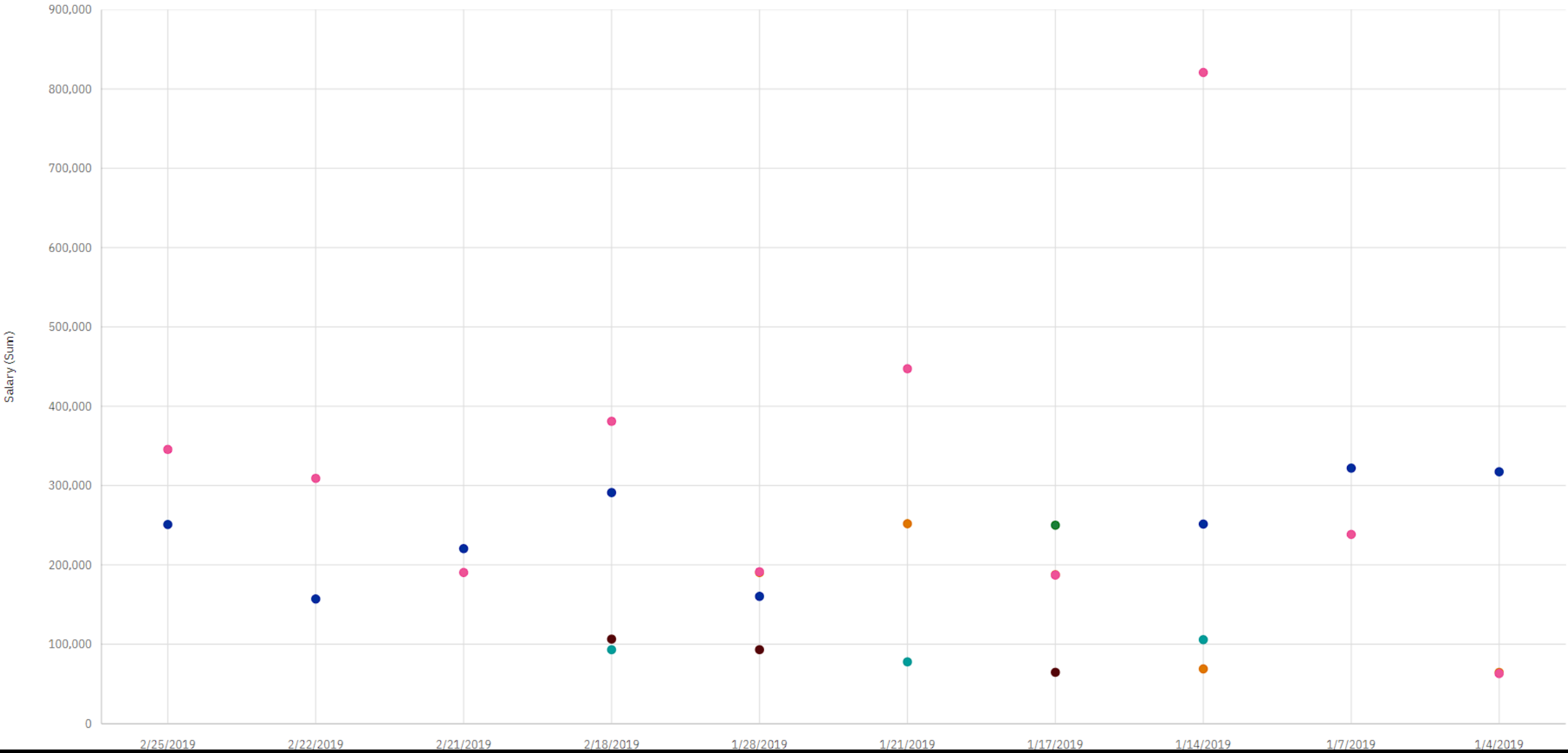
● Executive Office

● IT/IS

● Production

● Sales

● Software Engineering



Salary vs Employee ID

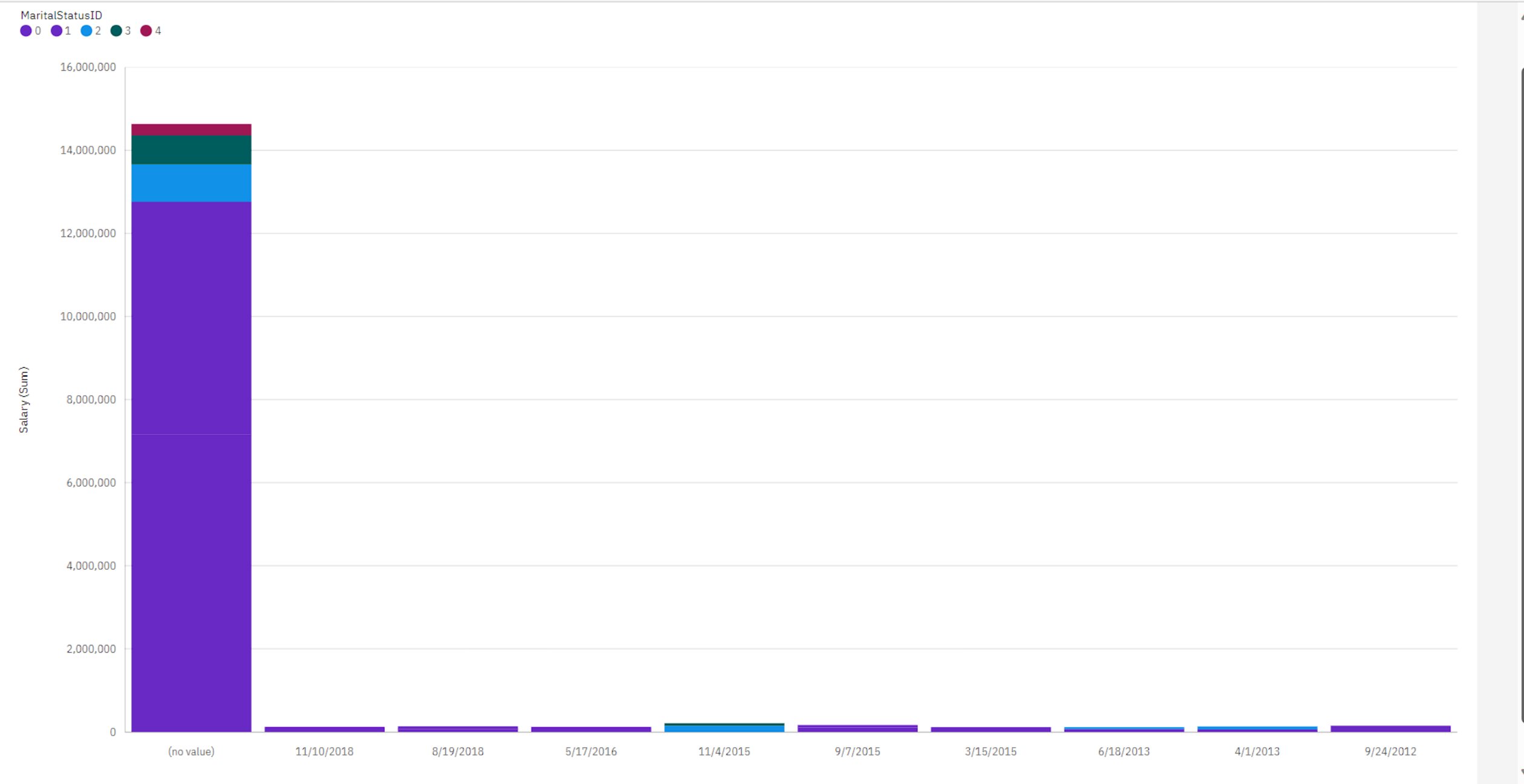
Performance Review

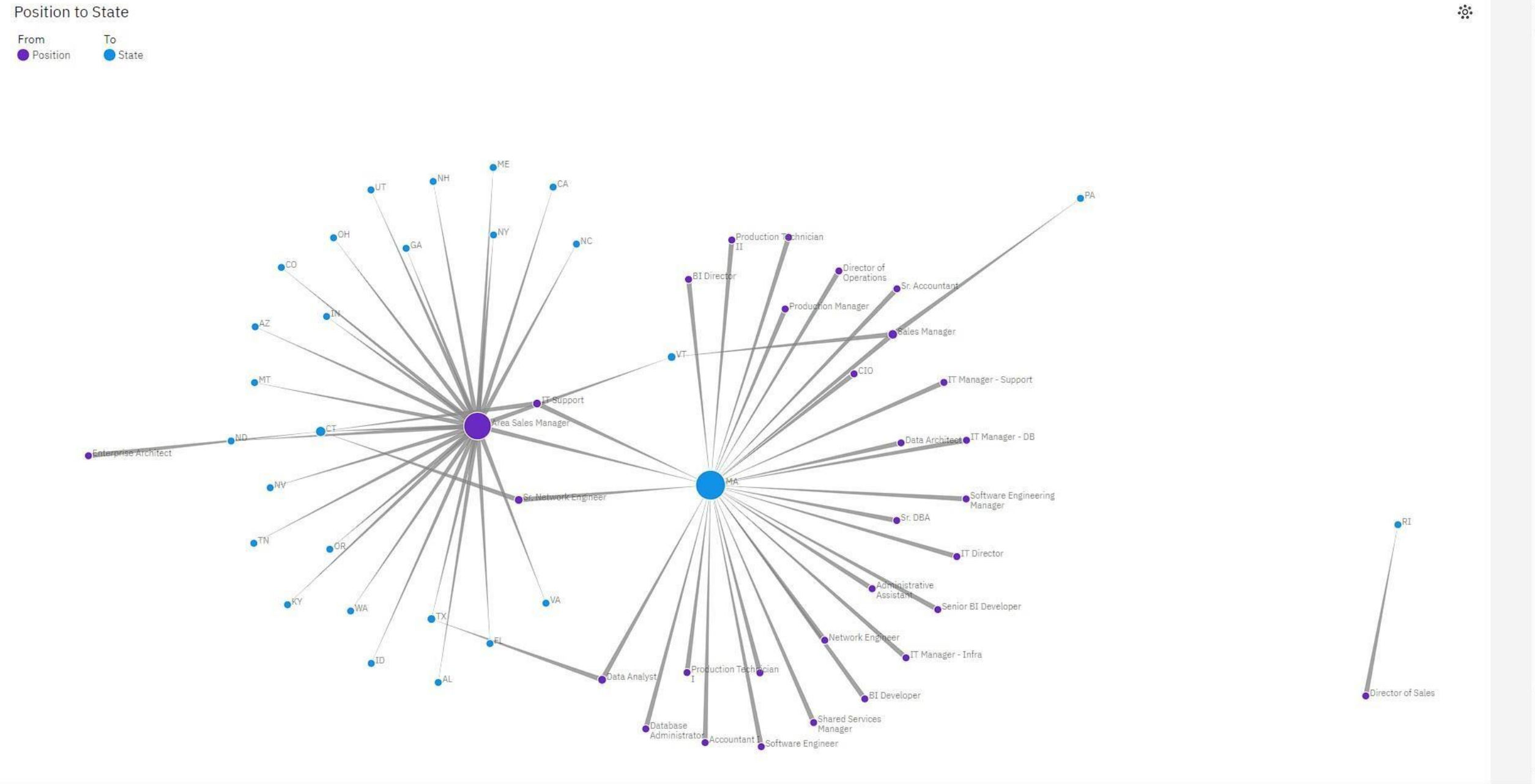
Termination

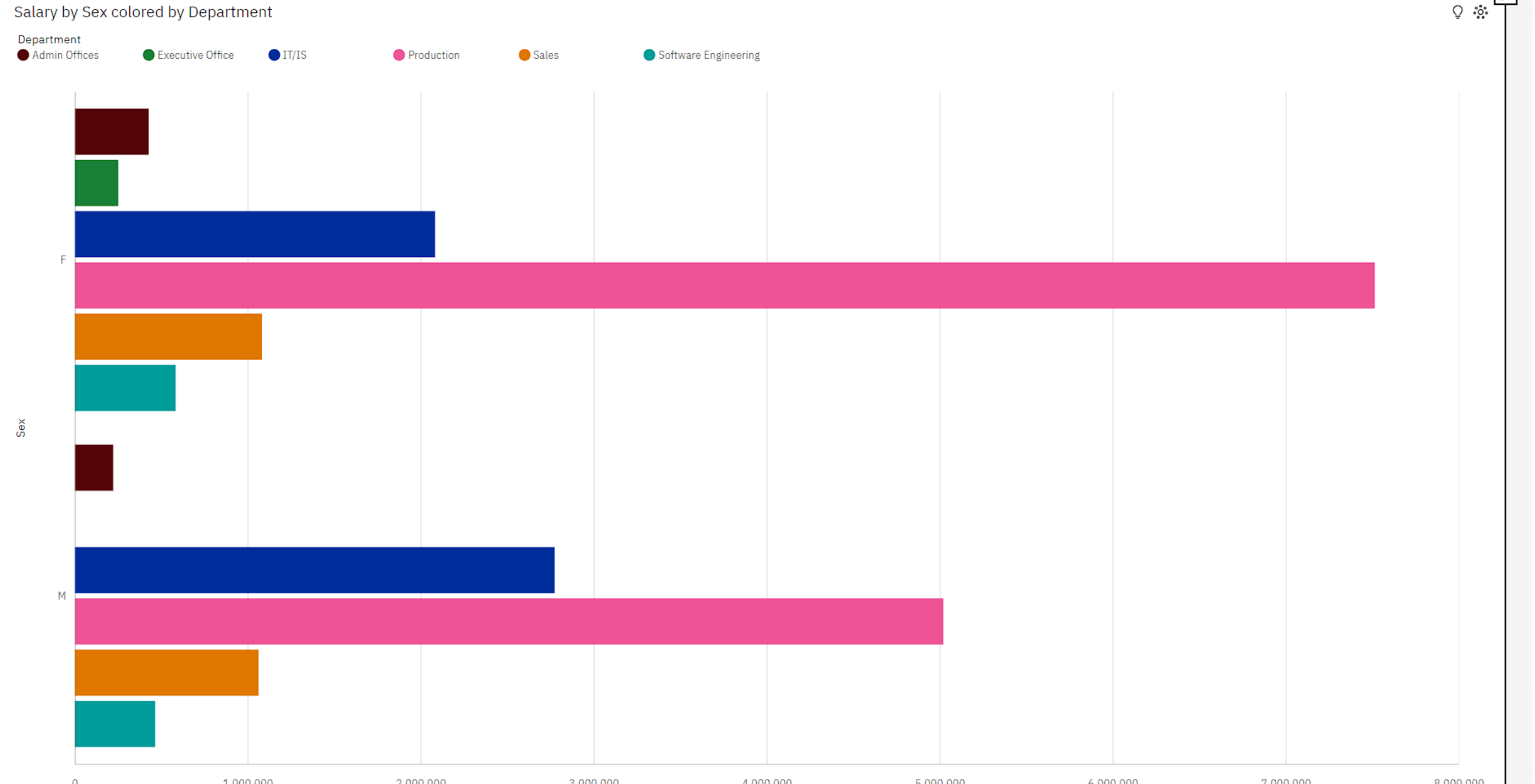
State vs Position

Sex vs Department

Marital Status

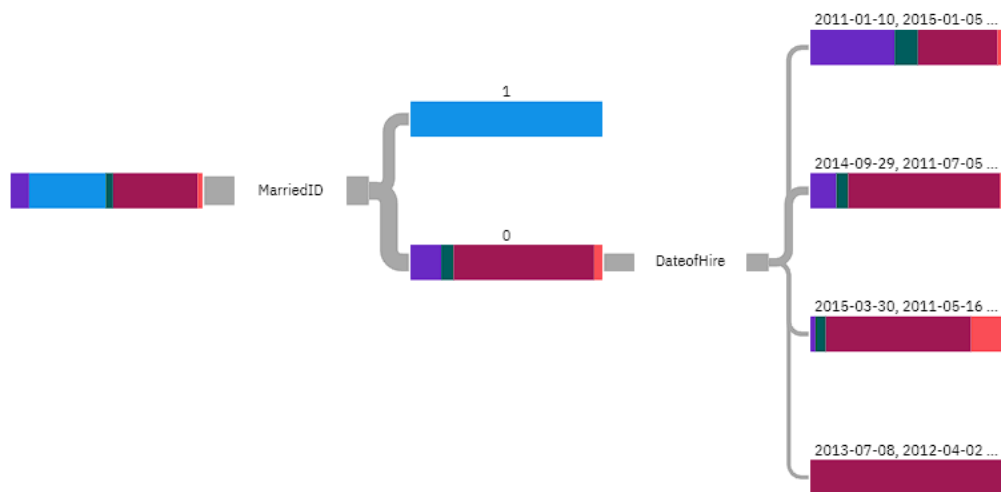




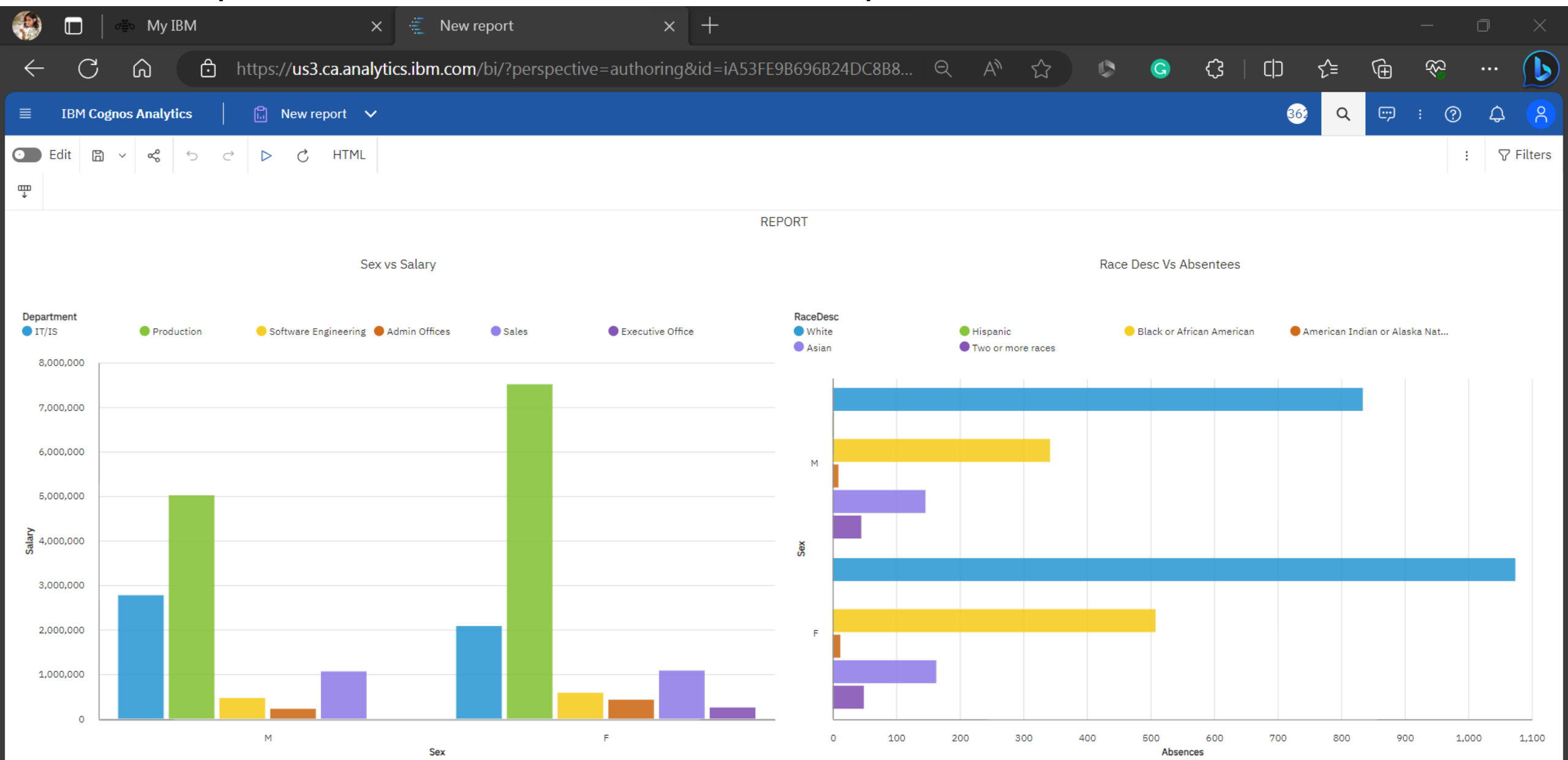


MaritalDesc

Nodes
 Target category
 MaritalDesc
 All
 Divorced
 Married
 Separated
 Single
 Widowed



Step 4 : After done with that dashboard, Now create a report.



Step 5: After done with that report, Create a story to view our visualizations in the form of slides.

AnalyticsFilters

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

| DateofHire | EmpStatusID 1 | EmpStatusID 3 | EmpStatusID 4 | EmpStatusID 5 |
|------------|---------------|---------------|---------------|---------------|
| 3/30/2015 | 797,000 | 0 | 0 | 104,000 |
| 2/16/2015 | 360,000 | 50,000 | 20,000 | 210,000 |
| 1/5/2015 | 460,000 | 100,000 | 0 | 290,000 |
| 11/10/2014 | 480,000 | 180,000 | 0 | 0 |
| 9/29/2014 | 650,000 | 0 | 0 | 0 |
| 7/7/2014 | 450,000 | 100,000 | 100,000 | 0 |
| 1/9/2012 | 270,000 | 80,000 | 0 | 250,000 |
| 7/5/2011 | 180,000 | 0 | 0 | 420,000 |
| 5/16/2011 | 50,000 | 0 | 0 | 530,000 |
| 1/10/2011 | 180,000 | 0 | 150,000 | 570,000 |

Prev sceneNext scene

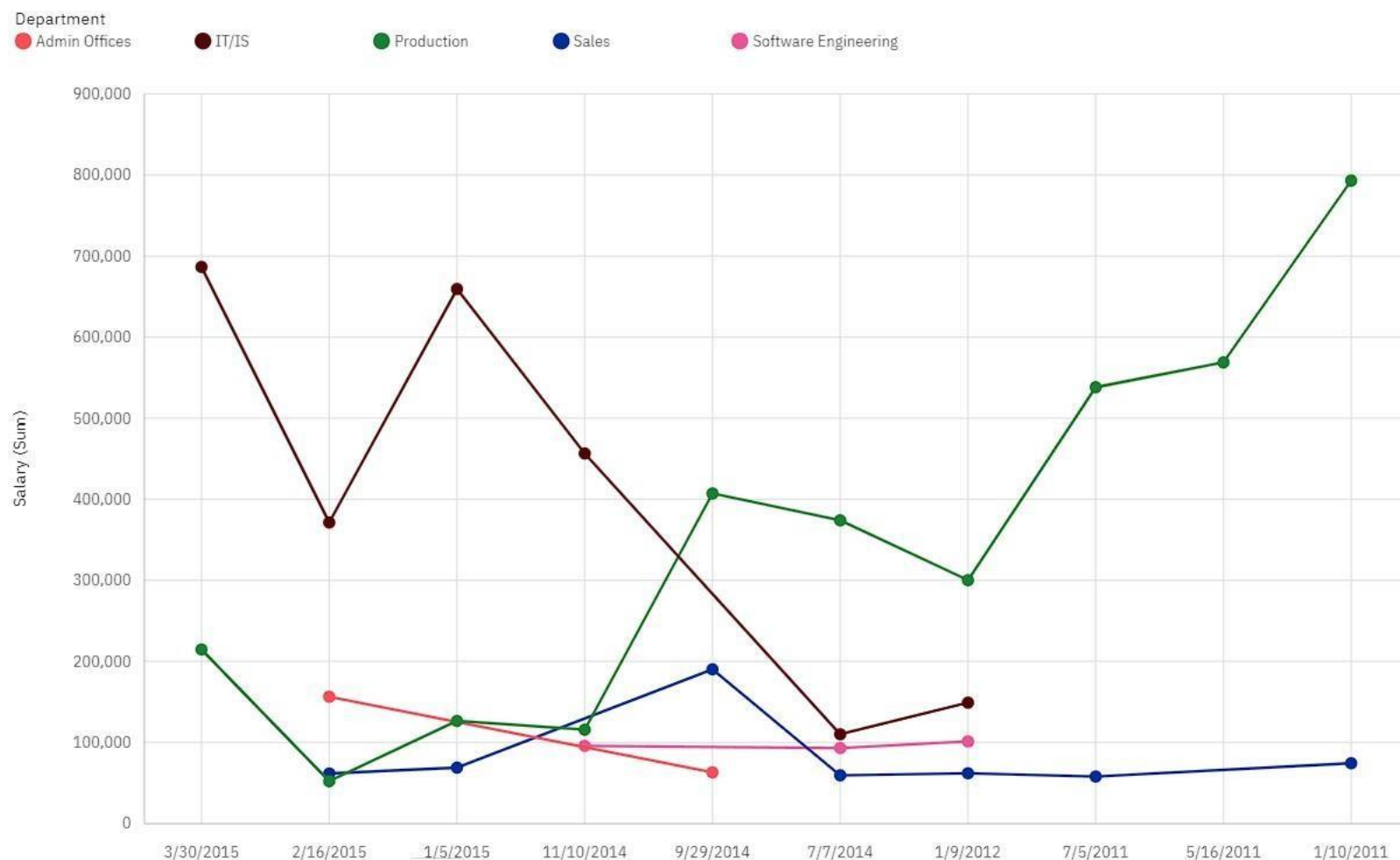
Scene 1 of 5

0:00.00:05.0

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.

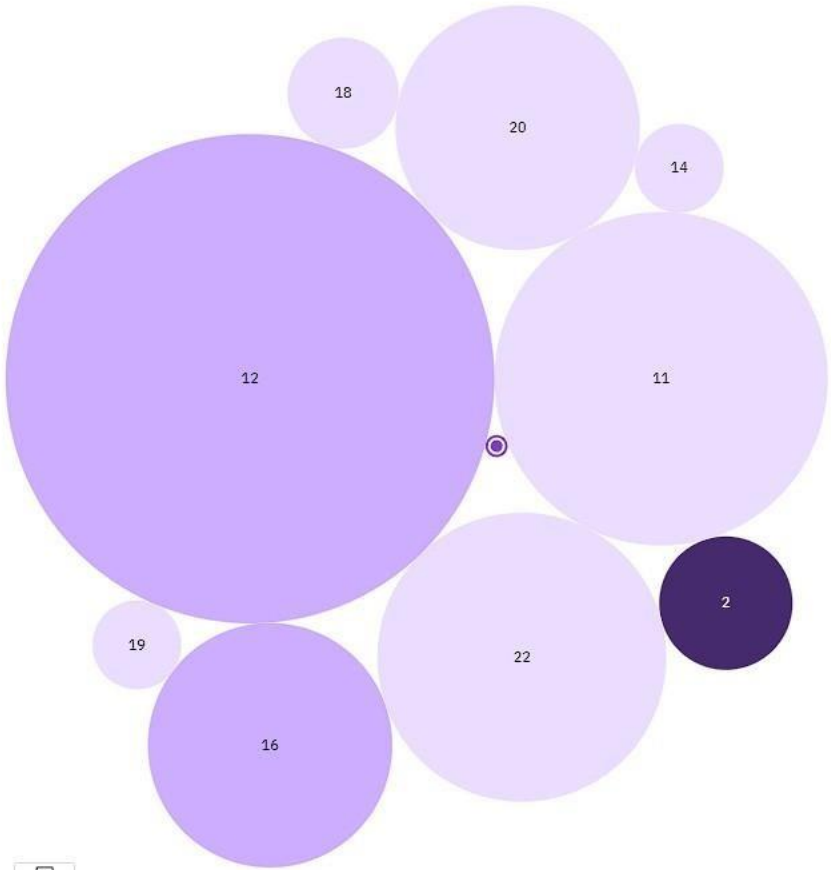
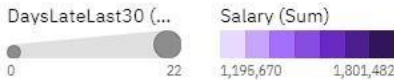
Salary by DateofHire colored by Department



Last 30 Days Salary

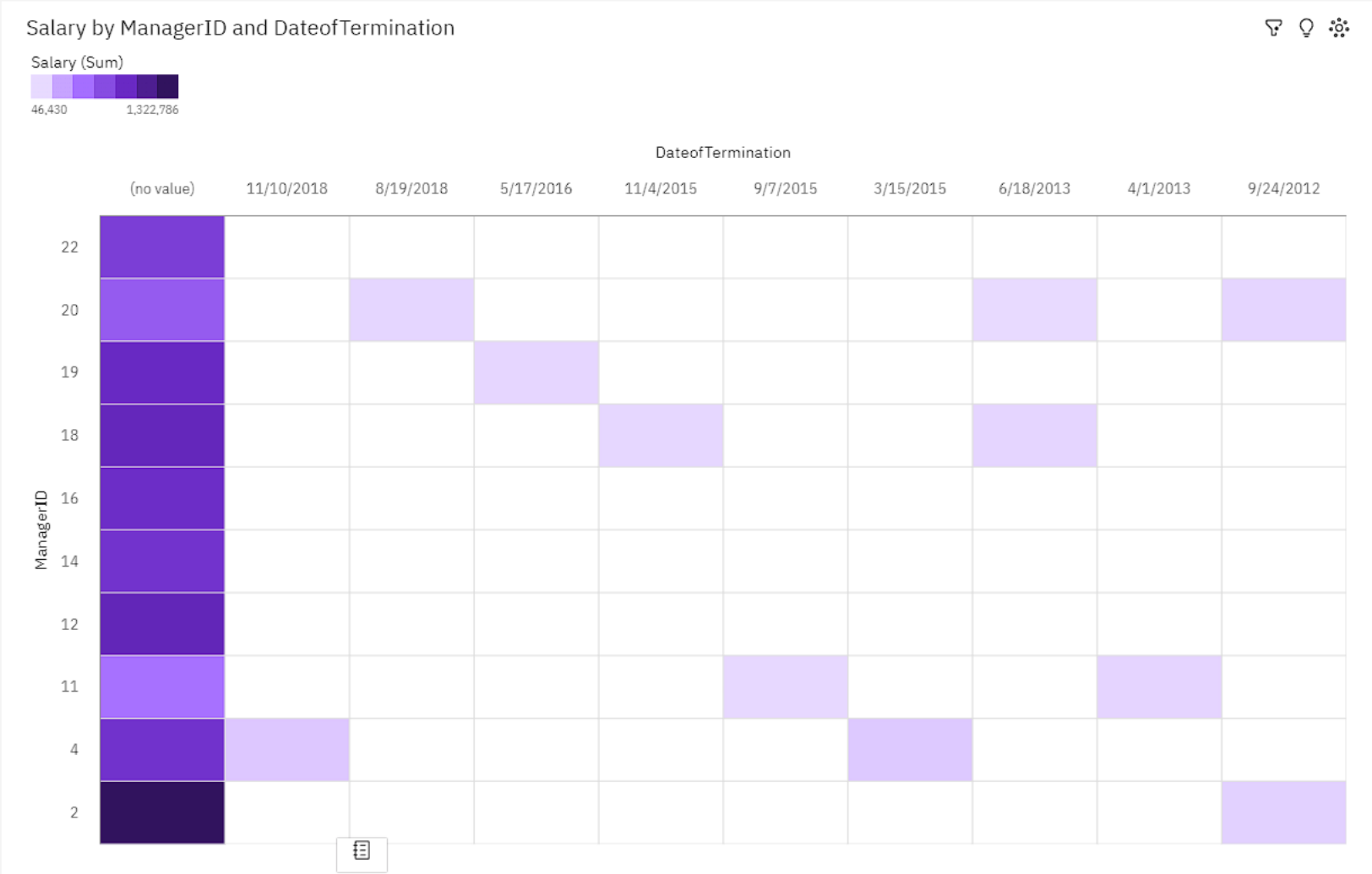
- ManagerID 2 has the highest Total Salary but is ranked #6 in Total DaysLateLast30.
- ManagerID 12 has the highest Total DaysLateLast30 but is ranked #4 in Total Salary.
- From 2018-03-09 to 2018-04-02, 20's DaysLateLast30 dropped by 6.
- Over all values of ManagerID, the sum of DaysLateLast30 is 91.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

ManagerID colored by Salary sized by DaysLateLast30



Termination VS Salary

- 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

