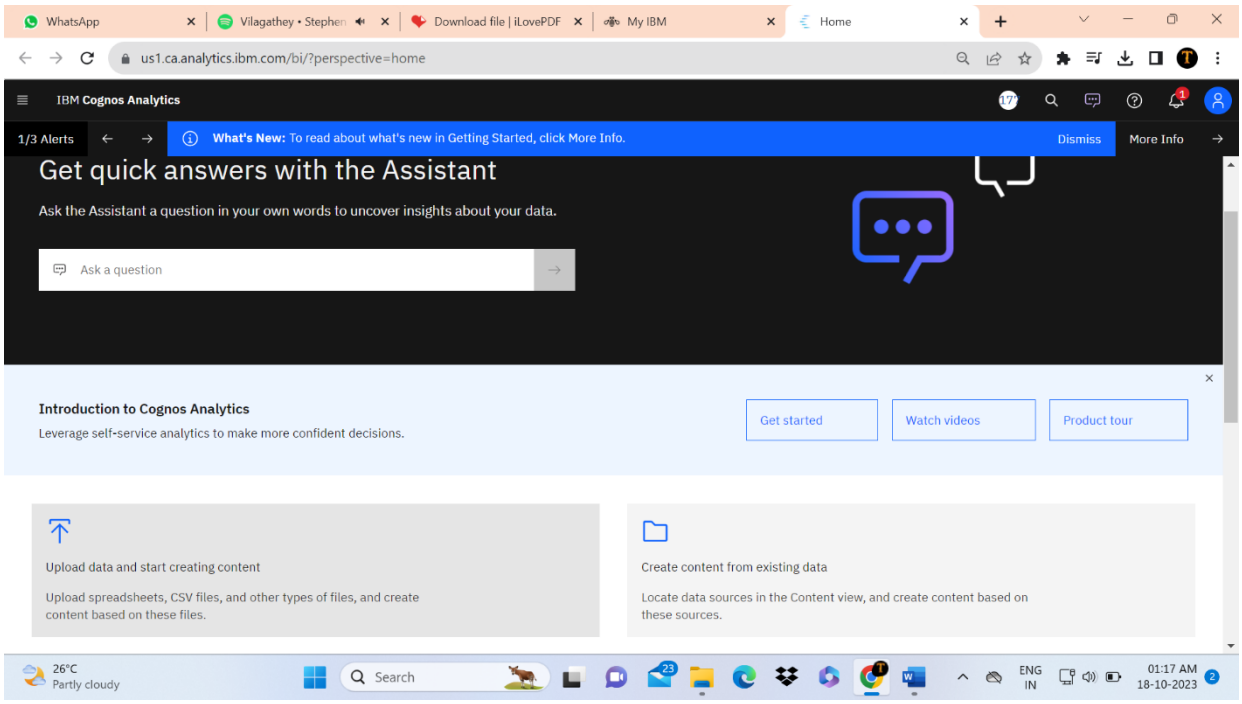
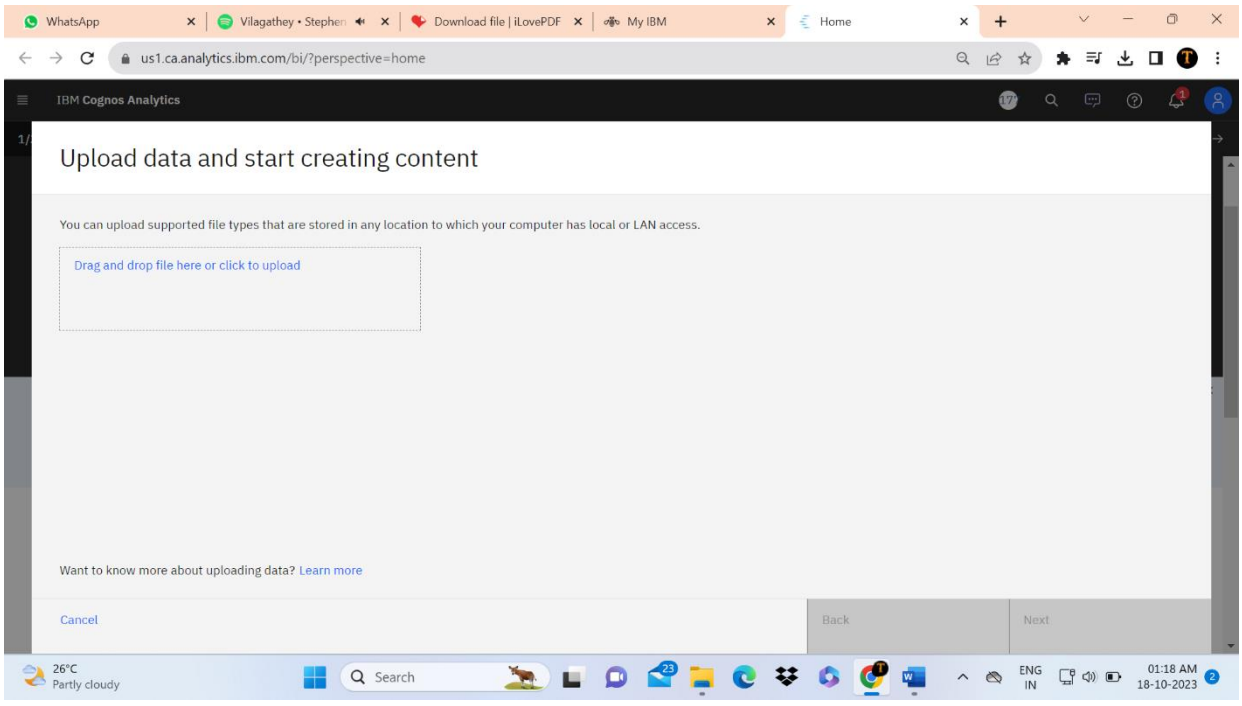
ASSIGNMENT – 2

NAME: TAMIZHARASAN K

NM ID: au611220104161

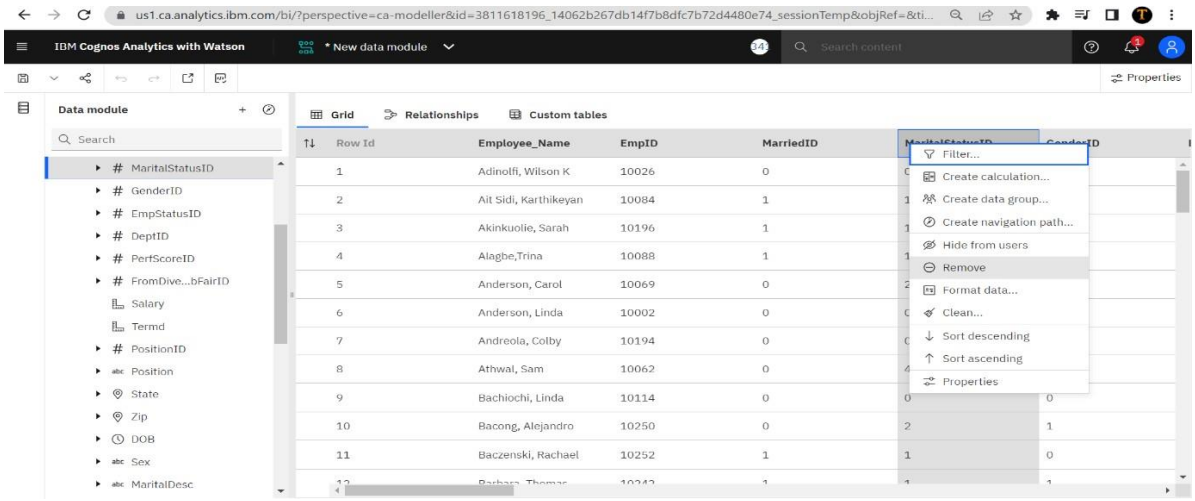
Upload the given data which is in csv format into an IBM cognos analytics



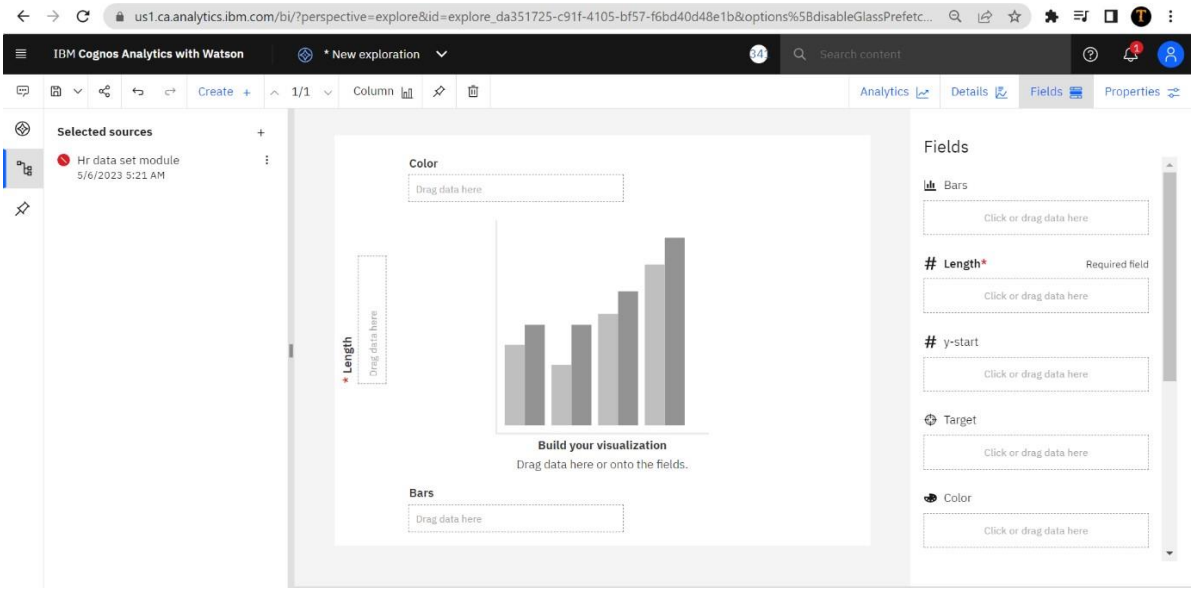


Then prepare the given data

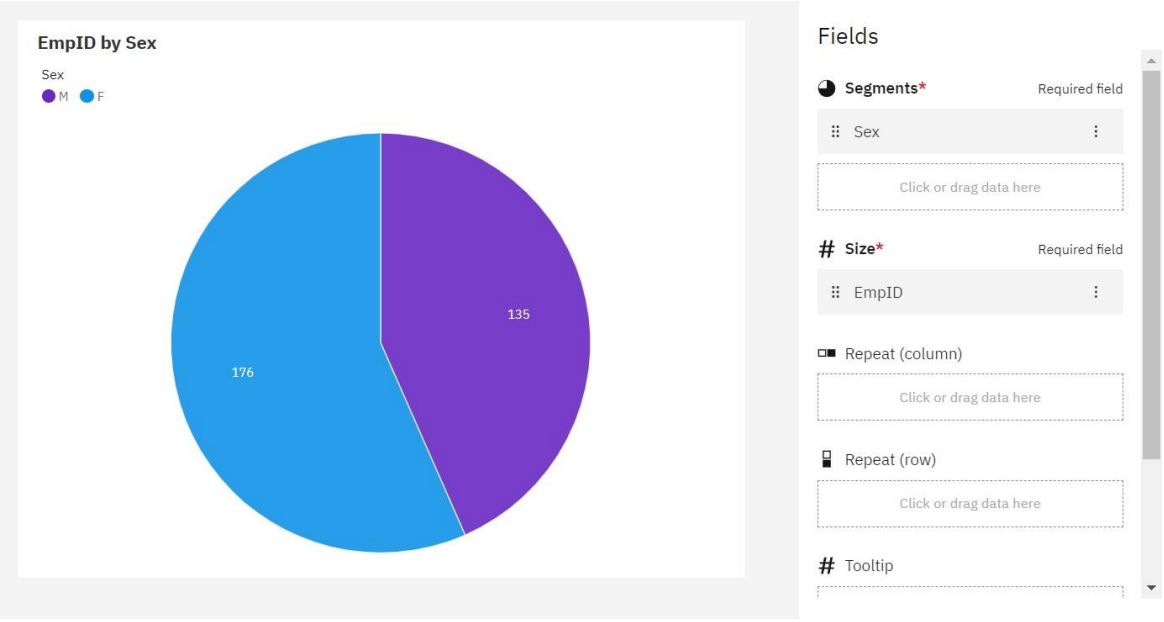
Remove the unnecesary attributes in the data set.then save that file.



Then enter to exploration of data
We explore data as per we need



For example here we create a pie chart for exploring the data . here we need to add the neccesary attributes in the fields.

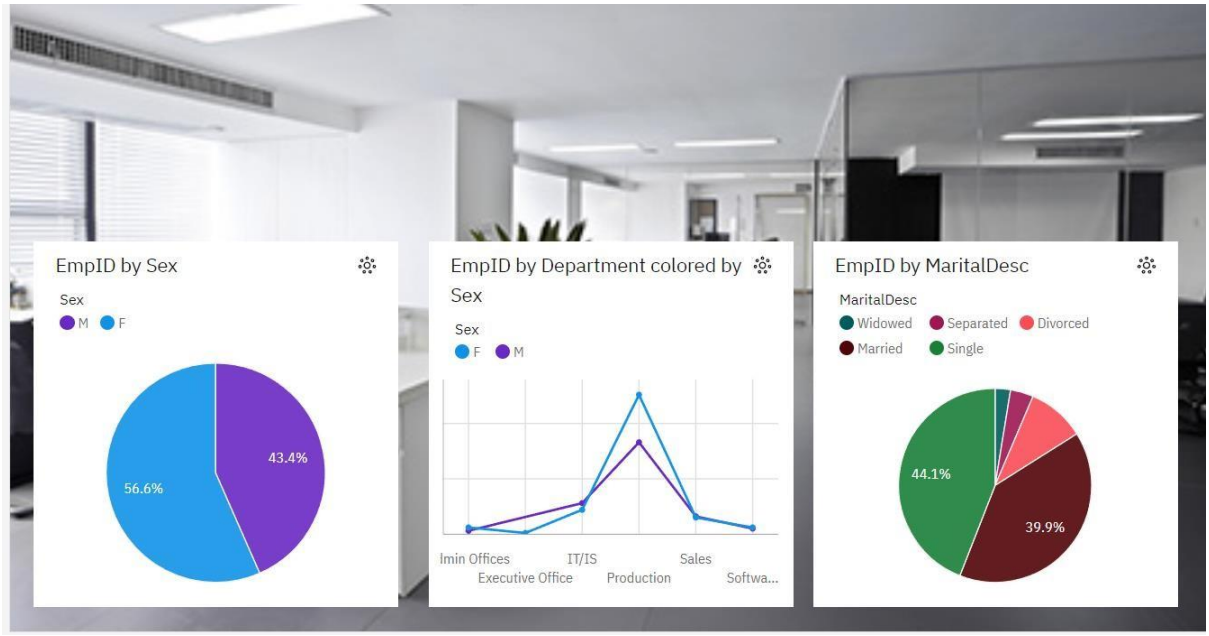


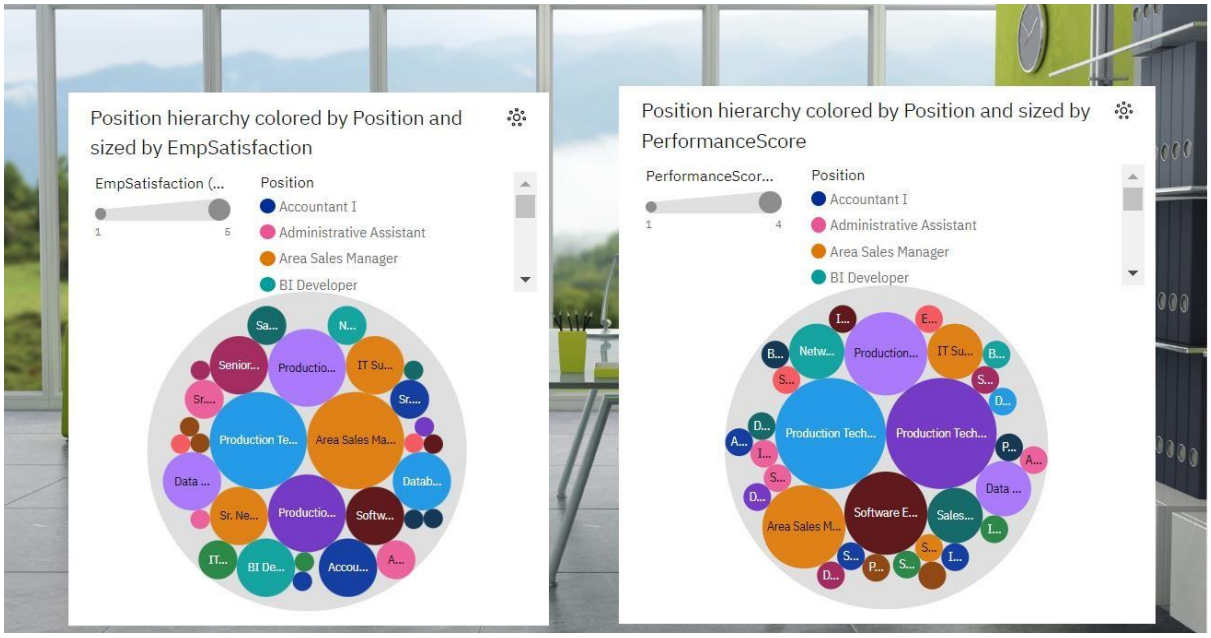
After exploring the data we get into the final phase which is presenting the data and visualize the data.

We visualize the data on presenting the data .Here we create the in three types which is dashboard,report and story.

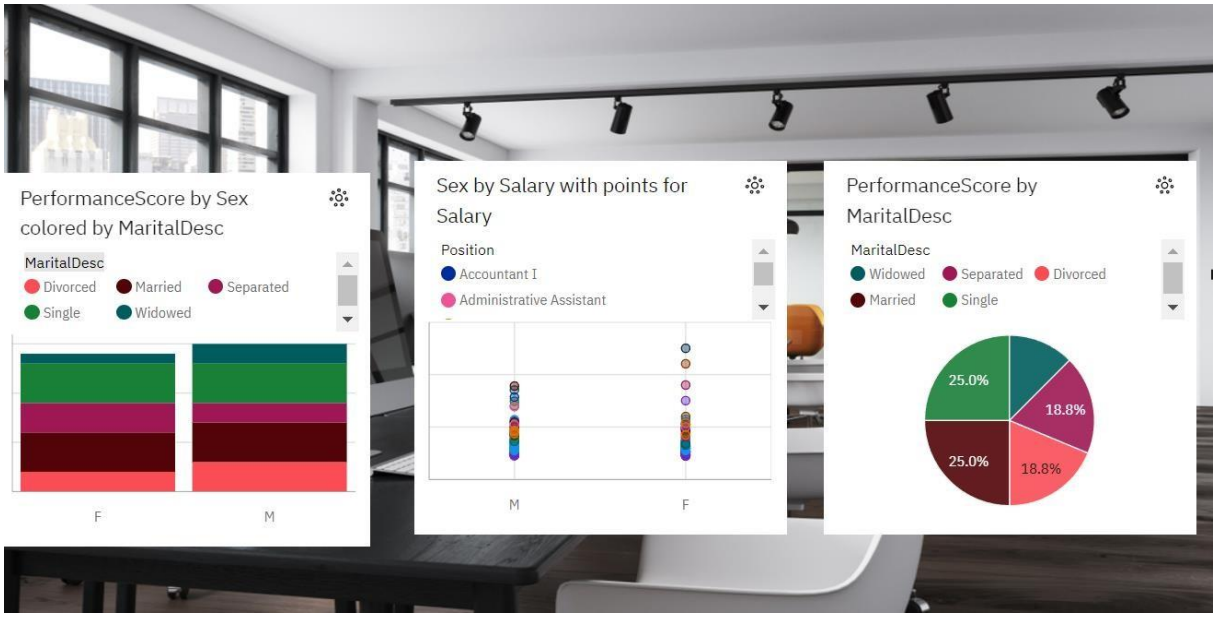
DASHBOARD :

Gender based Analysis and Position based analysis

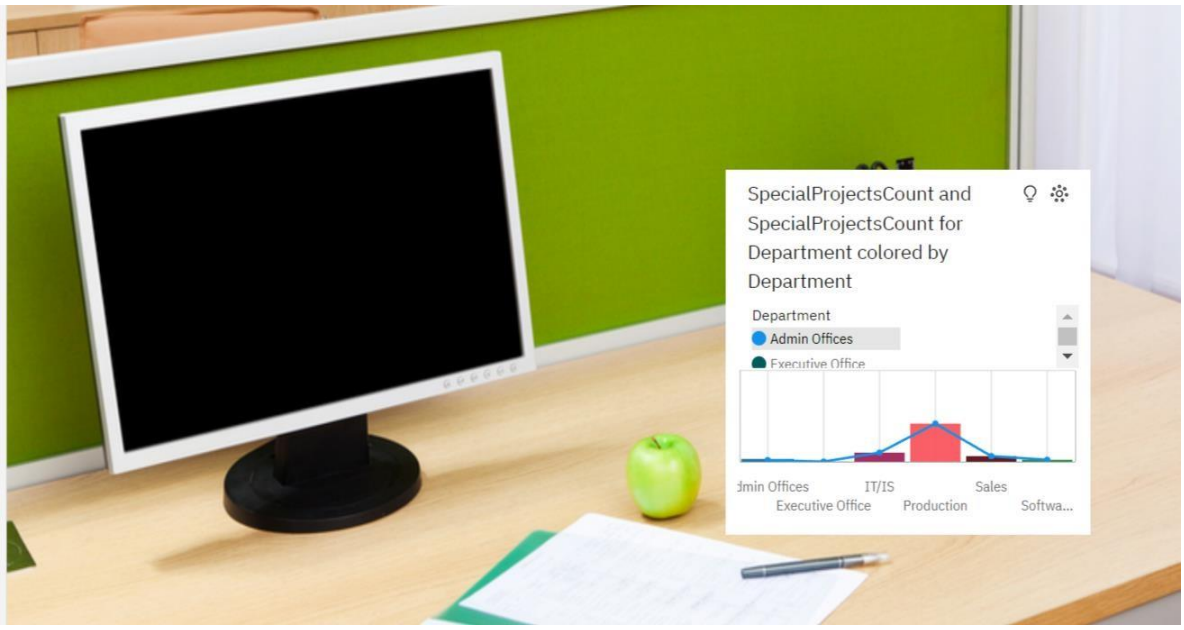




Performance, salary analysis and Recruitement analysis



State wise requirement analysis and special project wise analysis

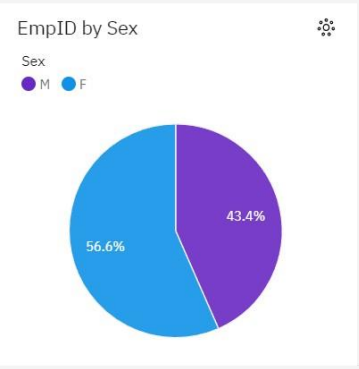


REPORT:

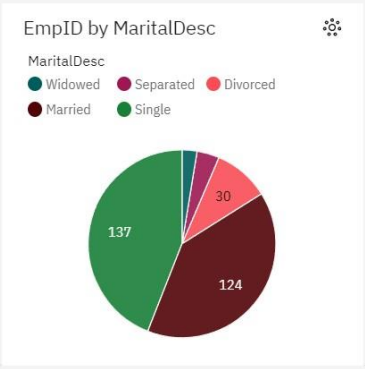
REPORT SPECIFICATION	INSIGHTS AND DESCRIPTION
BASED ON GENDER	41.9% male and 58.1%are female employees Except the executive office and IT/Is department,female employees are high in other departments Most of the employees are single and married
POSITION BASED ANALYSIS	production technician,Area sales manager and production manager are more satisfied persons respectively Production Technician I and II and software engineers are the highly performing employees
PERFORMANCE AND SALARY ANALYSIS	Highest salary getting employees are females and highest average salary getting employees are males Male employees are highly rated than female employees Based on the marital status,married or single employees are more performed widowed employees are less performed.
RECRITMENT ANALYSIS	Employees performing well are recruited from the linkedin,employee-referral and indeed. Production department has higher employees strength. Linked in and indeed plays major role in the recruitment process
STATE WISE ANALYSIS	stateMA,CT and CD has the high recruited peoples. State MA is providing more number of employees to the company Most of the MA are recruited by linked in and indeed

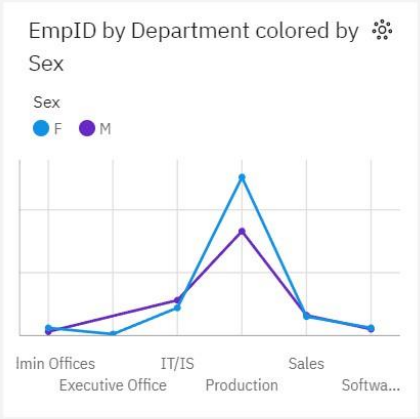
STORY:

Gender based analysis



>More number of the employees are females.
>Married and single employees are more in overall.

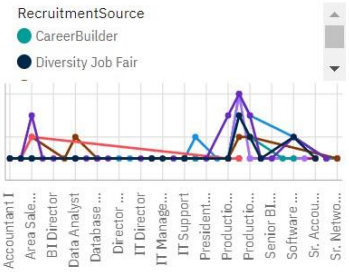




:>employees performed well are recruited from linkedin, employee-referral and indeed.
:>production department has higher employees strength.

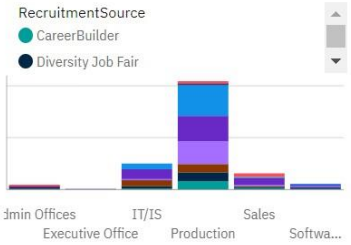
Recruitement based analysis

PerformanceScore by Position colored by RecruitmentSource



*Employees performing well are recruited from linked in, employee-referral and indeed.
*Production department has higher employees strength.
*Linked in and indeed plays major role in the recruitment process.
*State KY and AL also has a good performance recruitement may raised on those areas.

RecruitmentSource by Department colored by RecruitmentSource

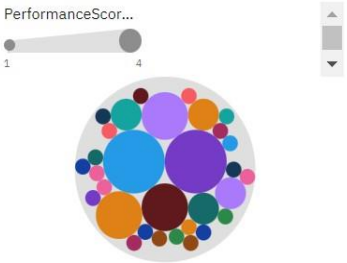


position based analysis

Position hierarchy colored by Position and sized by EmpSatisfaction

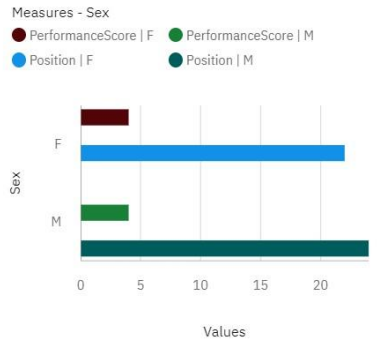
*Production technician,area sales manager and production manager are more satisfied persons respectively

Position hierarchy colored by Position and sized by PerformanceScore



Gender wise performance analysis

PerformanceScore and Position by Sex colored by Sex



:>41.9% male and 58.1% are female employees.
:>Except the executive office and IT/IS department, female employees are high in other departments.
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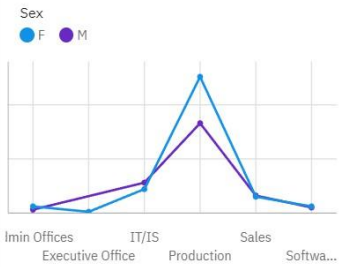
EmpID by Department colored by Sex