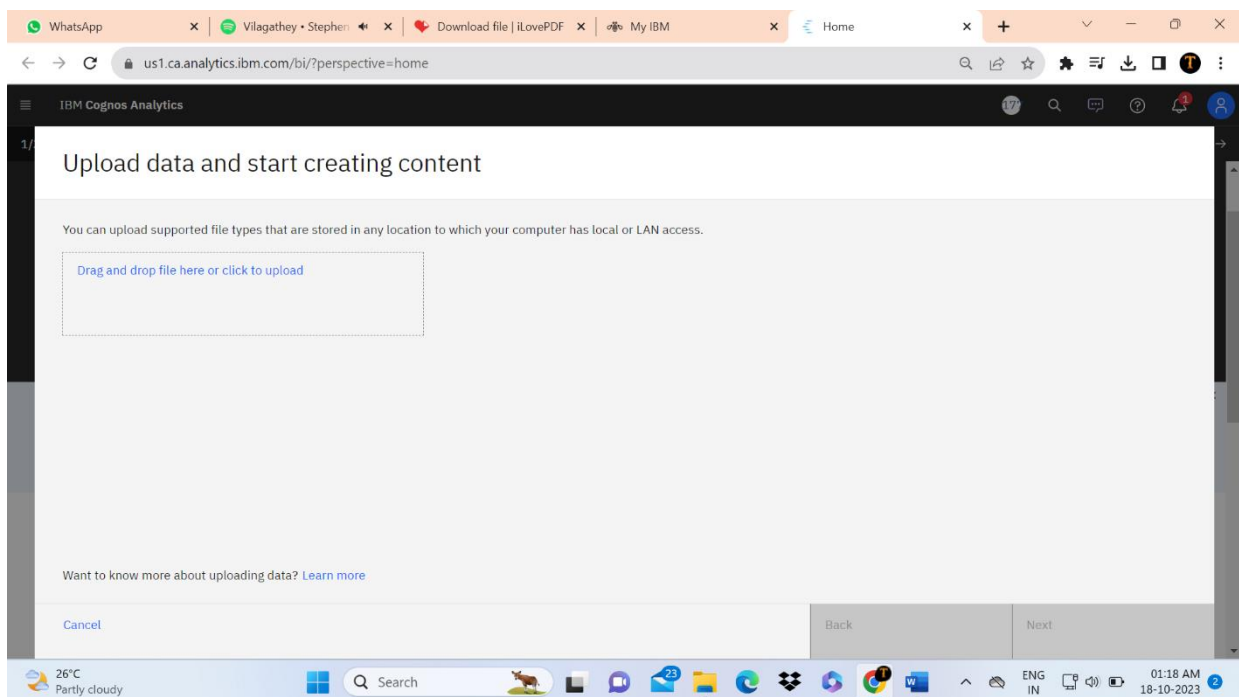
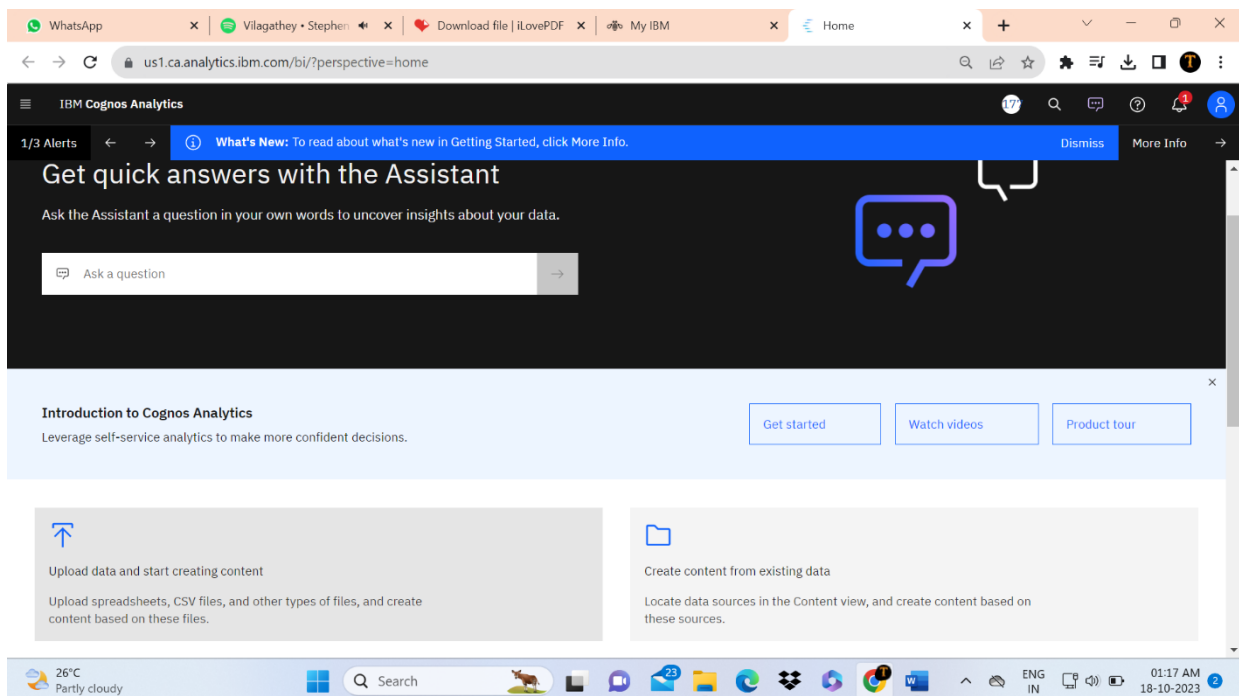


ASSIGNMENT – 2

NAME: TAMIZHARASAN K

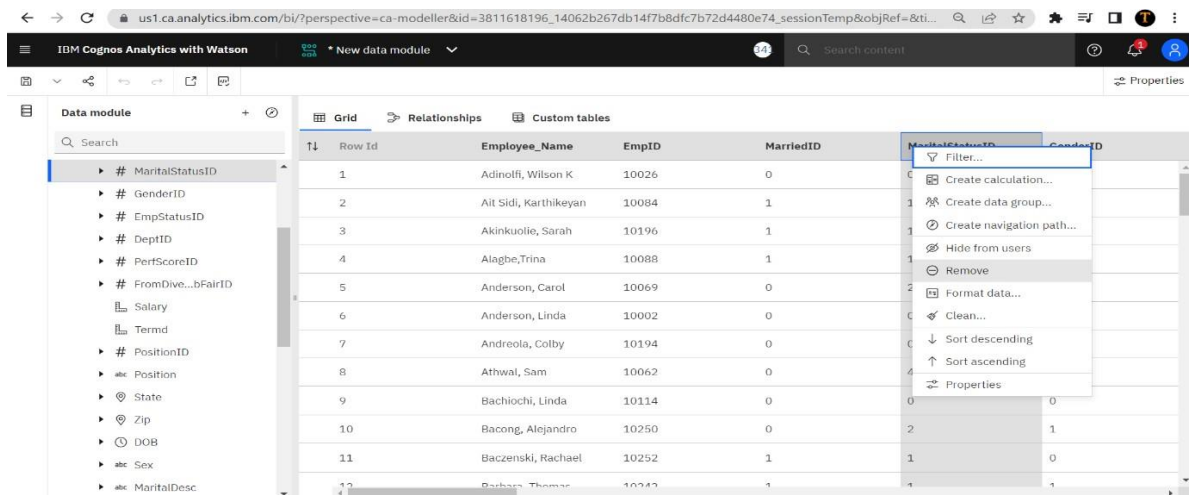
NM ID: au611220104161

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



Then prepare the given data

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

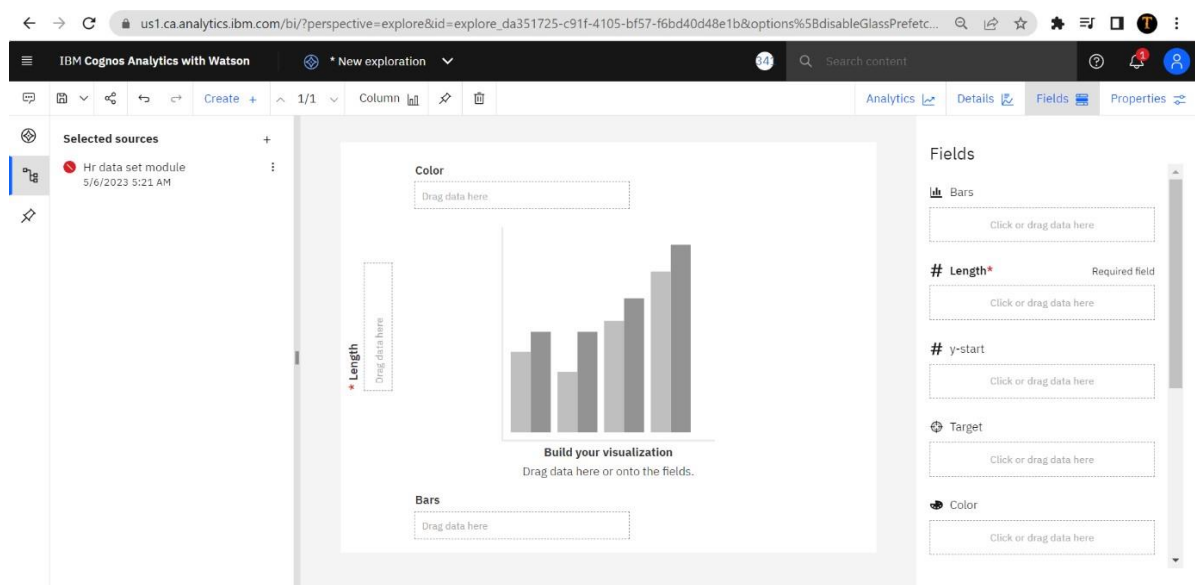


The screenshot shows the IBM Cognos Analytics interface. On the left, a 'Data module' pane lists various attributes: MaritalStatusID, GenderID, EmpStatusID, DeptID, PerfScoreID, FromDive...bFairID, Salary, TermID, PositionID, Position, State, Zip, DOB, Sex, and MaritalDesc. The main area displays a 'Grid' view of employee data. A context menu is open over the 'MaritalStatusID' column, showing options like Filter, Create calculation, Create data group, Create navigation path, Hide from users, Remove, Format data, Clean, Sort descending, Sort ascending, and Properties.

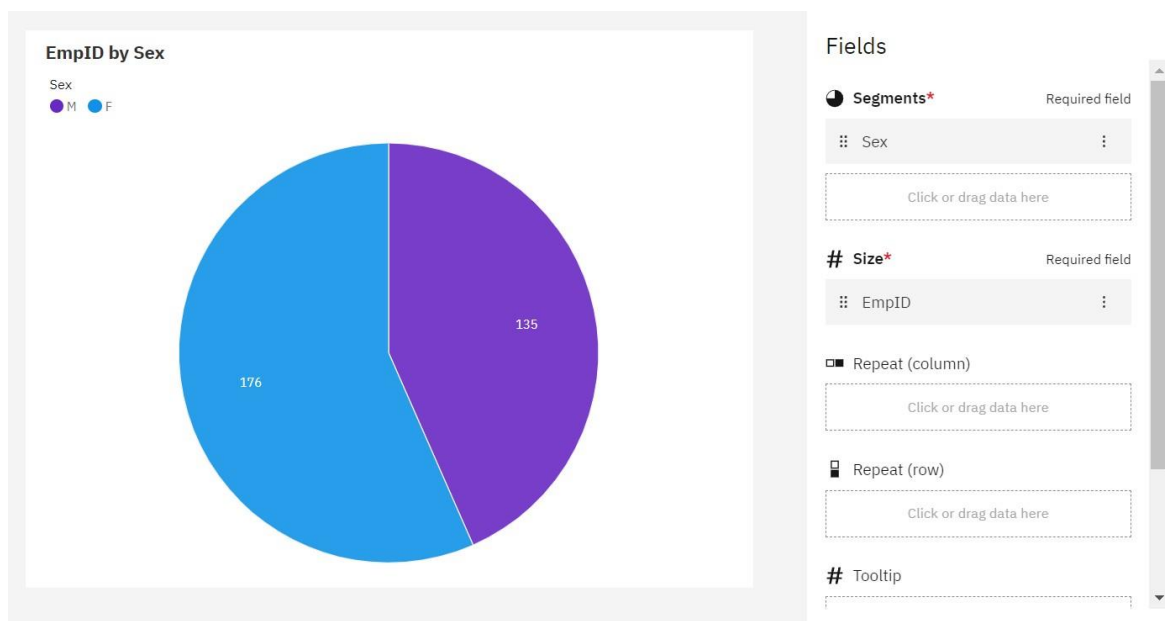
Row Id	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID
1	Adinolfi, Wilson K	10026	0	0	0
2	Ait Sidi, Karthikeyan	10084	1	1	1
3	Akinkuolie, Sarah	10196	1	1	1
4	Alagbe,Trina	10088	1	1	1
5	Anderson, Carol	10069	0	0	0
6	Anderson, Linda	10002	0	0	0
7	Andreola, Colby	10194	0	0	0
8	Athwal, Sam	10062	0	0	0
9	Bachiochi, Linda	10114	0	0	0
10	Bacong, Alejandro	10250	0	2	1
11	Baczinski, Rachael	10252	1	1	0
12	Barbara, Thomas	10243	1	1	1

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 necessary attributes in the fields.

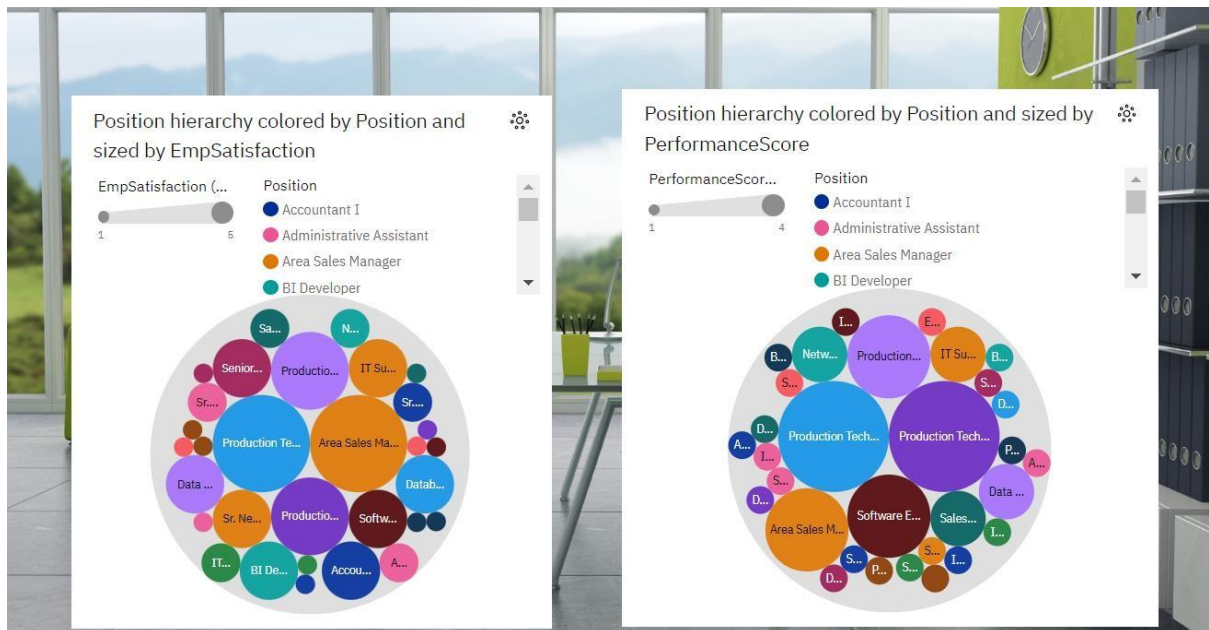
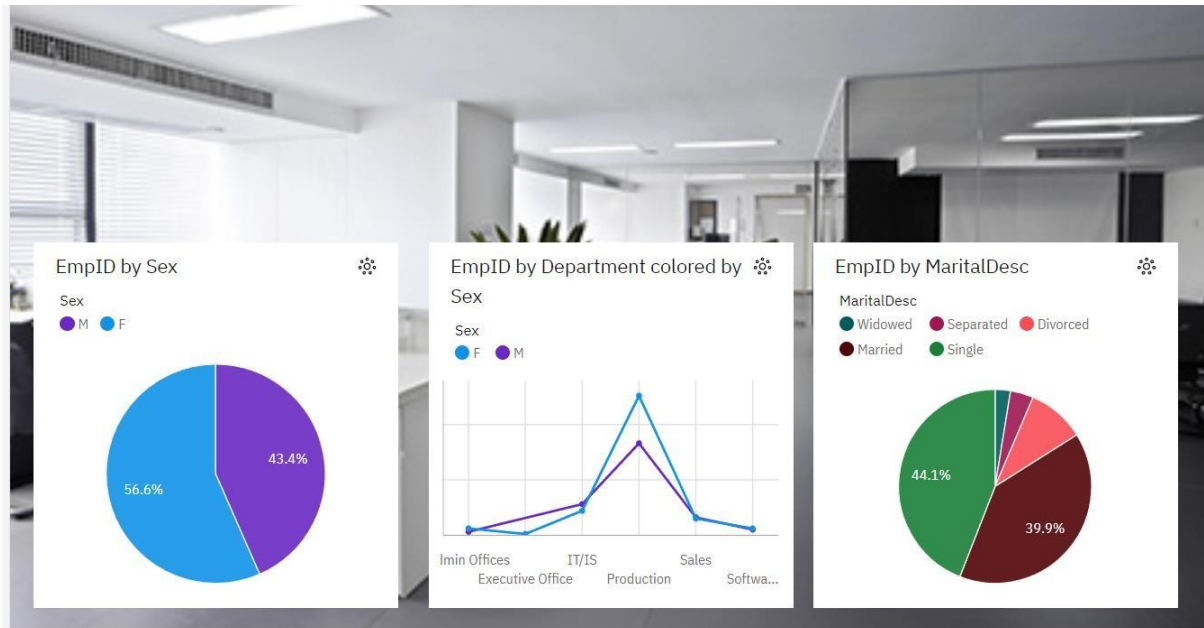


After exploring the data we get into the final phase which is presenting the data and visualize the data.

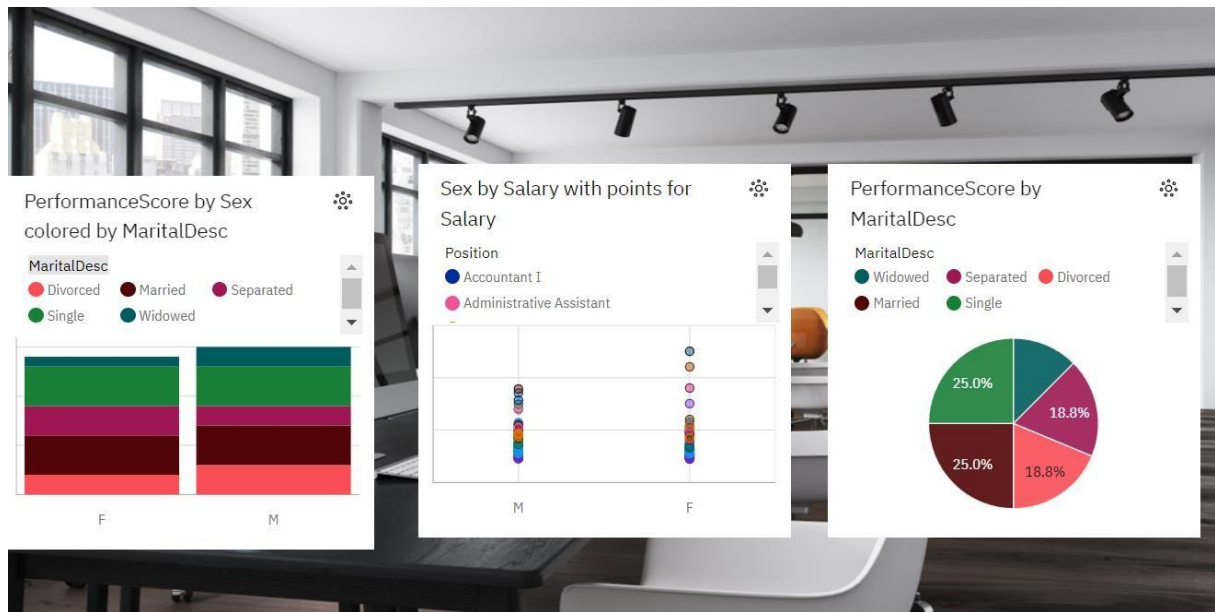
We visualize the data on presenting the data .Here we create the in three types which is dashboard,report and story.

DASHBOARD :

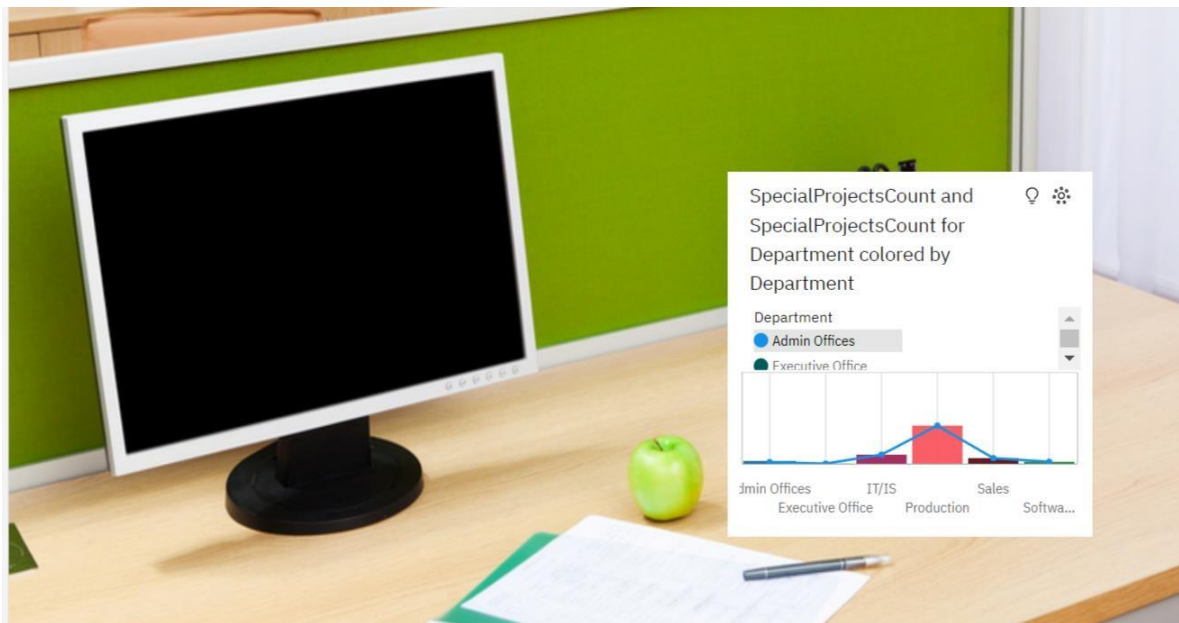
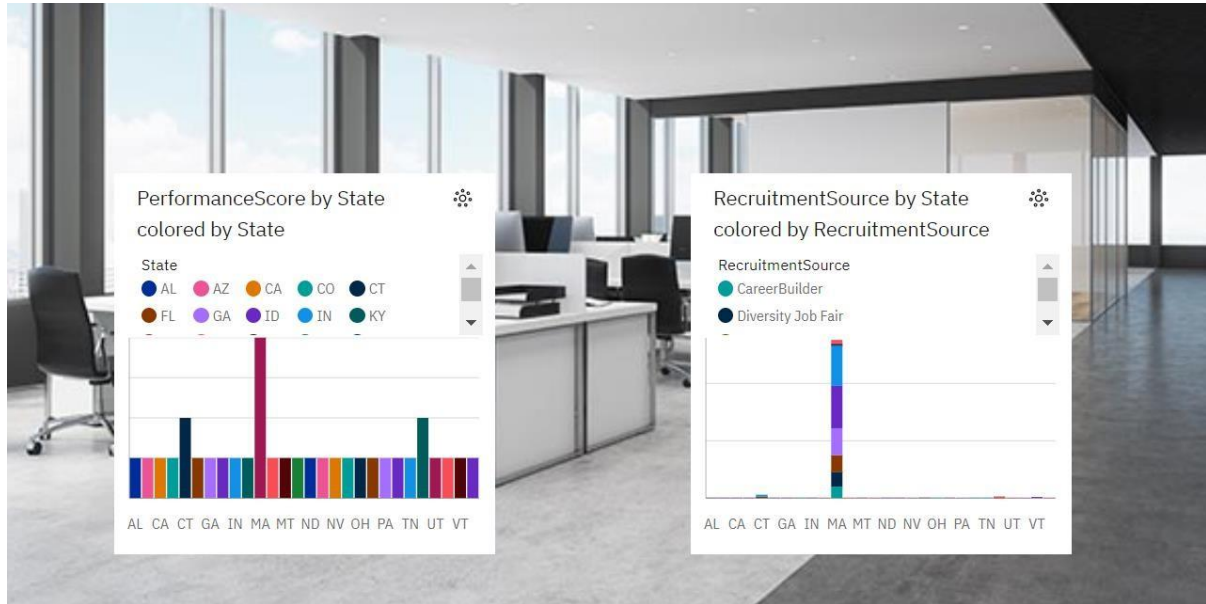
Gender based Analysis and Position based analysis



Performance, salary analysis and Recruitment analysis



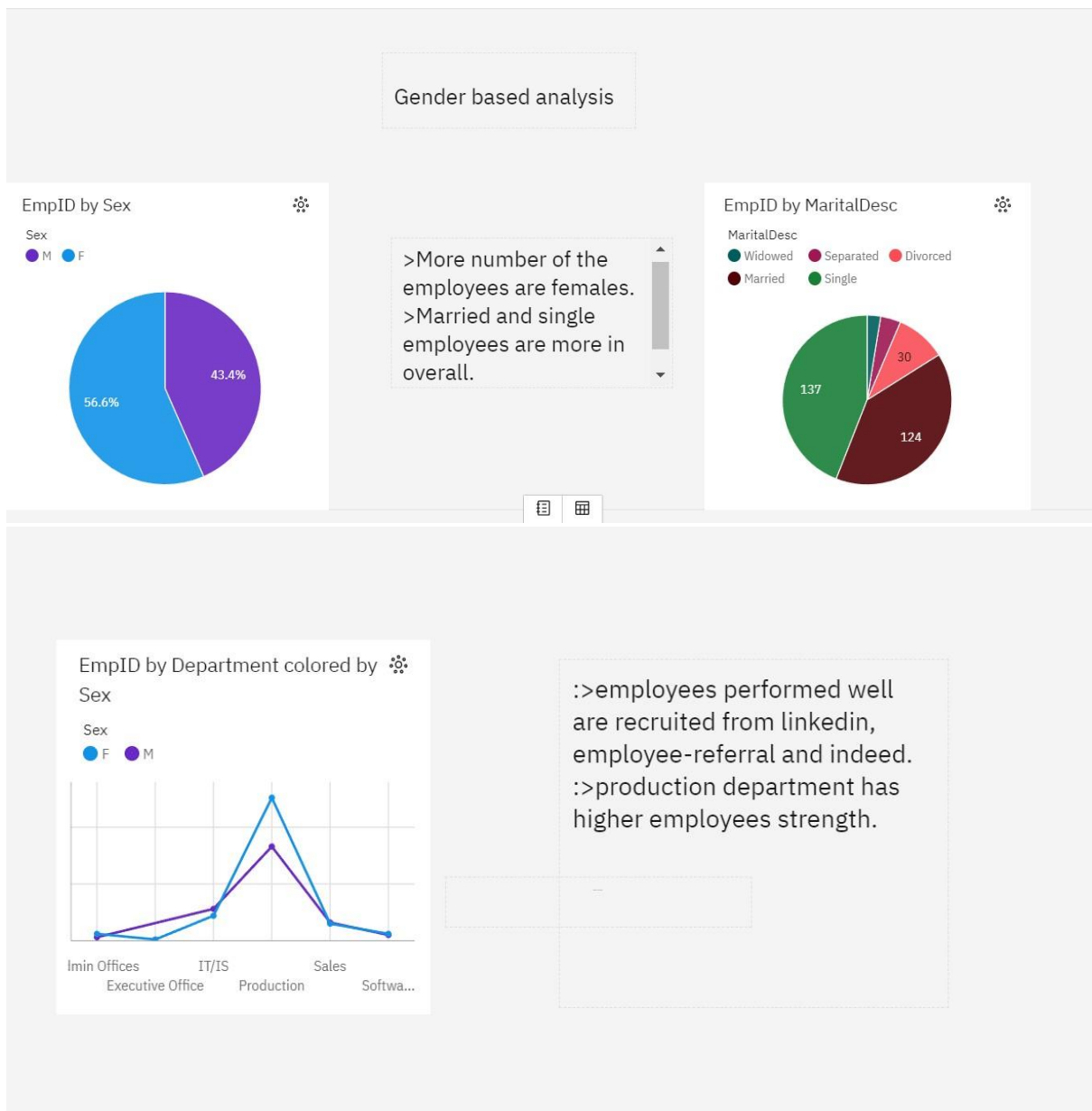
State wise requirement analysis and special project wise analysis



REPORT:

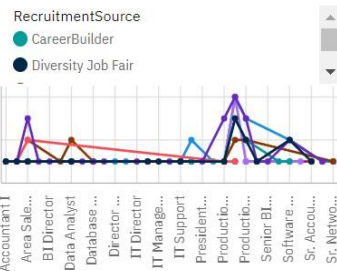
REPORT SPECIFICATION	INSIGHTS AND DESCRIPTION
	41.9% male and 58.1%are female employees
BASED ON GENDER	Except the executive office and IT/Is department,female employees are high in other departments
	Most of the employees are single and married
POSITION BASED ANALYSIS	production technician,Area sales manager and production manager are more satisfied persons respectively
	Production Technician and and software engineers are the highly performing employees
	Highest salary getting employees are females and highest average salary getting employees are males
PERFORMANCE AND SALARY ANALYSIS	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
	stateMA,CT and CD has the high recruited peoples.
STATE WISE ANALYSIS	State MA is providing more number of employees to the company
	Most of the MA are recruited by linked in and indeed

STORY:



Recruitment based analysis

PerformanceScore by Position
colored by RecruitmentSource



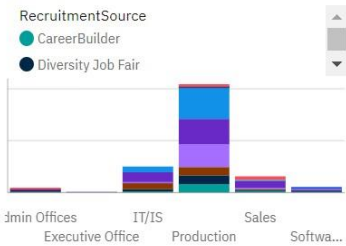
*Employees performing well are recruited from linked in, employee-referral and indeed.

*Production department has higher employees strength.

*Linked in and indeed plays major role in the recruitment process.

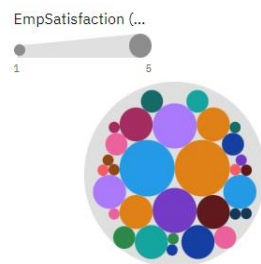
*State KY and AL also has a good performance recruitment may raised on those areas.

RecruitmentSource by
Department colored by
RecruitmentSource



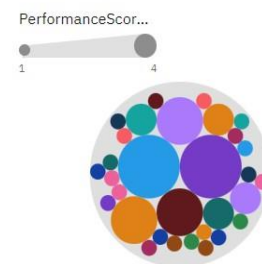
position based analysis

Position hierarchy colored by
Position and sized by
EmpSatisfaction



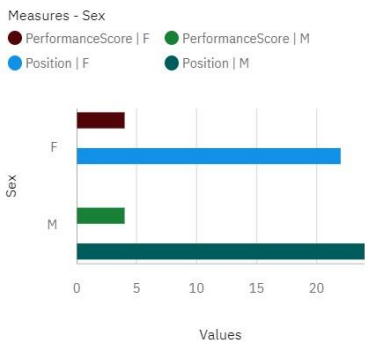
*Production technician, area sales manager and production manager are more satisfied persons respectively

Position hierarchy colored by
Position and sized by
PerformanceScore



Gender wise performance analysis

PerformanceScore and Position by Sex



:>41.9% male and 58.1% are female employees.
:>Except the executive office and IT/IS department, female employees are high in other departments.
:>Male employees are highly rated than female employees
:>Based on the marital status, married and single employees are more performed.

EmpID by Department colored by Sex

