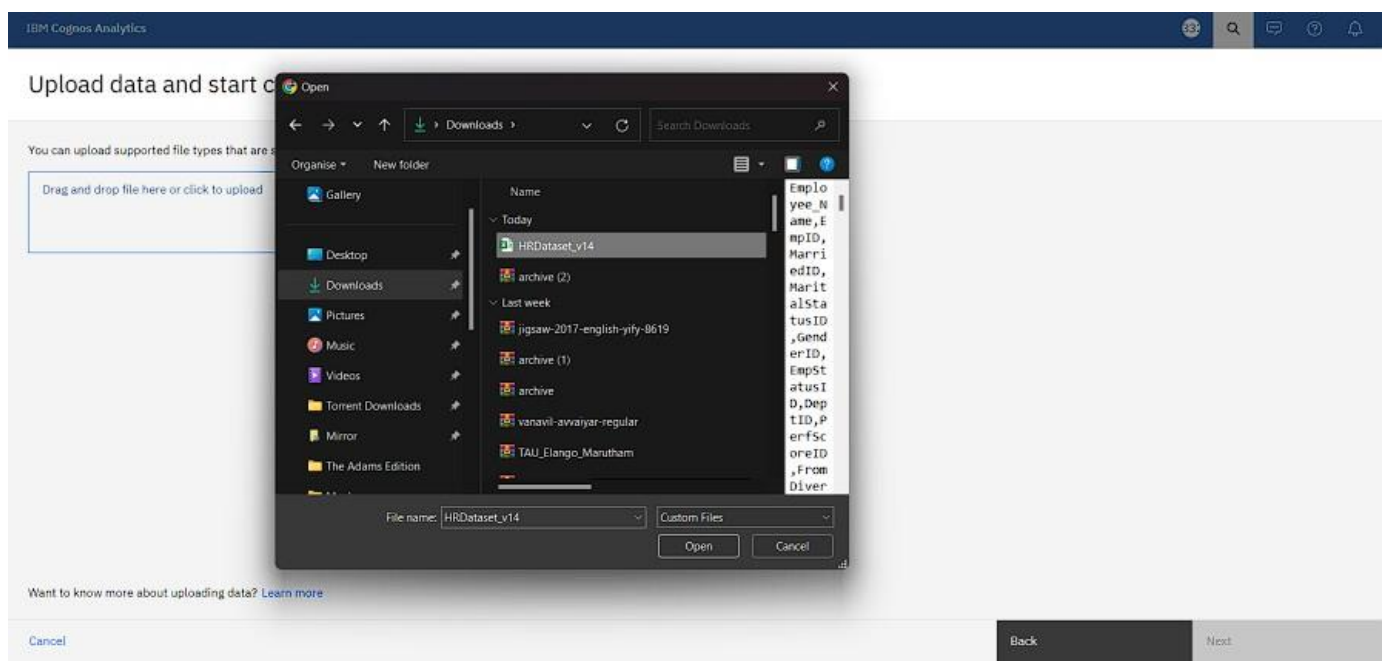
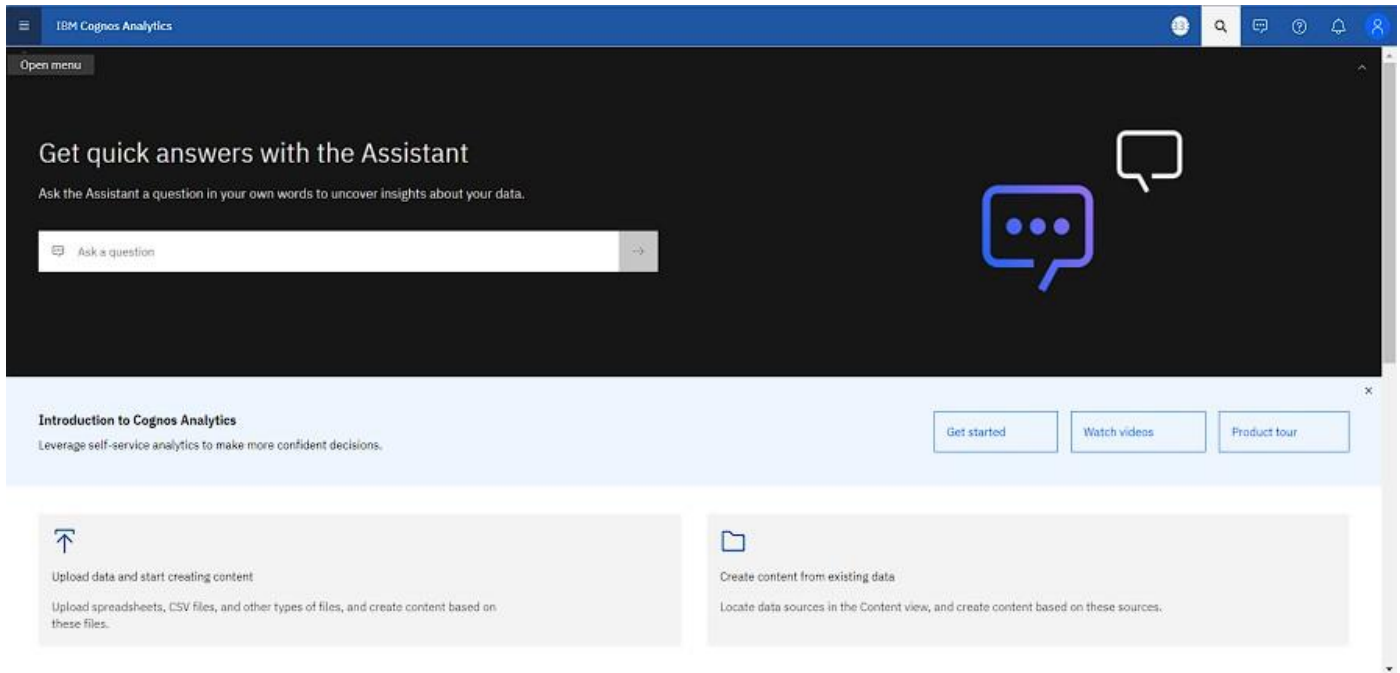


HR ANALYSIS VISUALIZATION

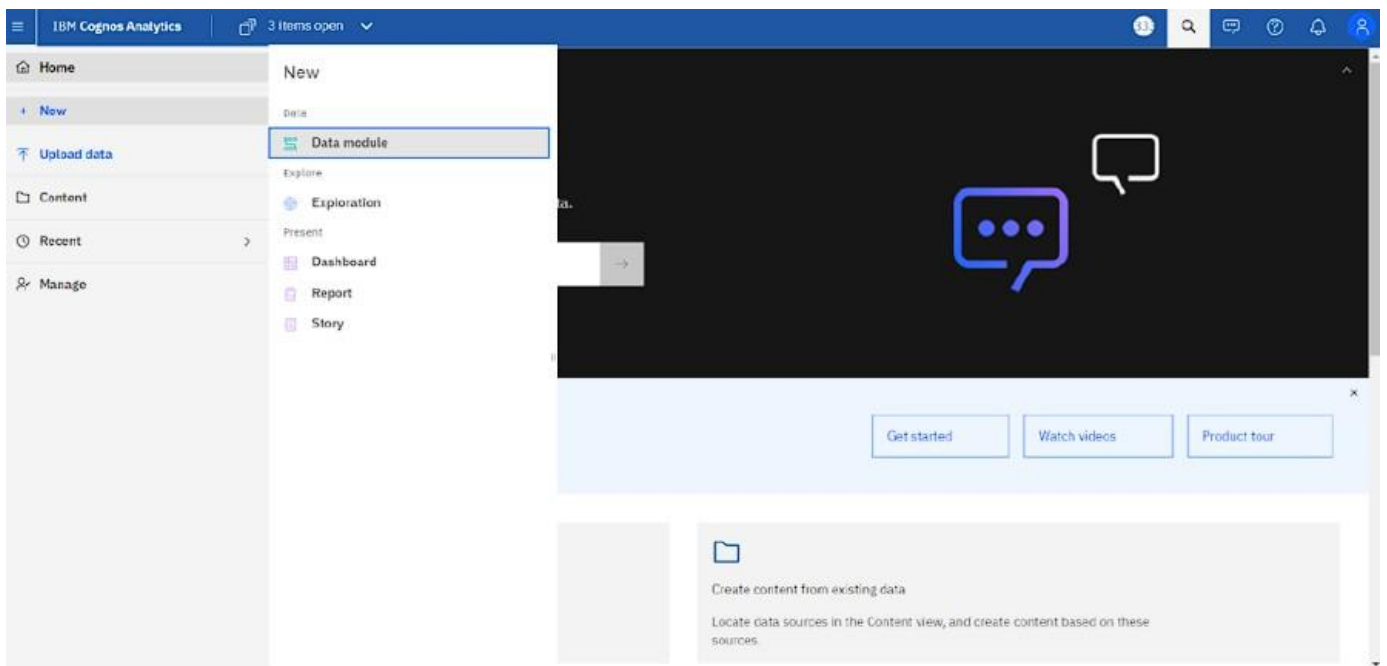
NAME: KAVIYA S

Upload The Dataset, Delete Unnecessary Column and Create Data Module.

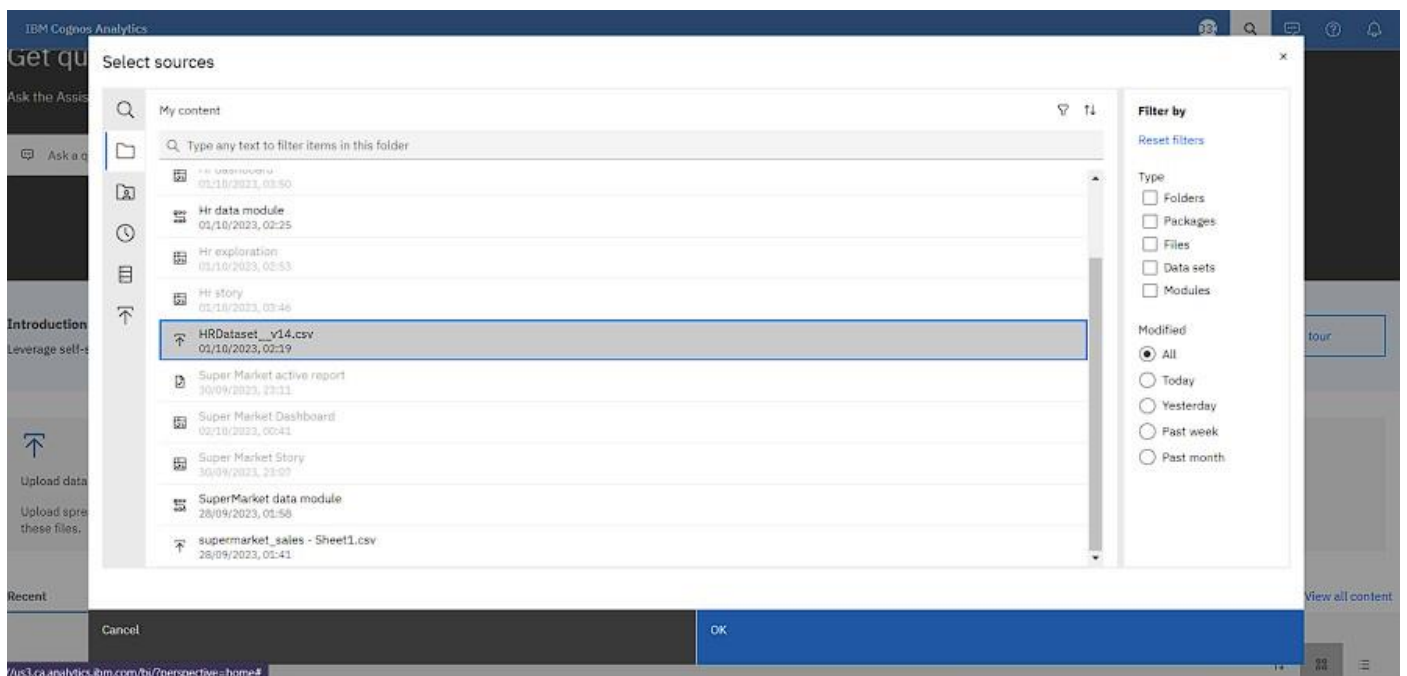
Step -1: Upload the data (CSV file) in the Cognos.



Step 2: Create Data Module.



Step 3 : Select The Source CSV File.



Step 4: After uploading, grid displays the table value of the CSV file. In that we able to delete or remove the unnecessary values.

The screenshot shows the IBM Cognos Analytics interface. On the left, the 'Data module' pane displays a search bar and a list of data sources. 'HRDataset_v14.csv' is selected, showing a hierarchy of fields: Row Id, Employee Name, EmpID, MarriedID, MaritalStatusID, GenderID, EmpStatusID, DeptID, PerfScoreID, FromDive...bFairID, Salary, Termid, PositionID, Position, State, and Zip. The main area shows a 'Grid' view of the data. The grid has columns for Row Id, Employee Name, EmpID, MarriedID, MaritalStatusID, GenderID, EmpStatusID, and DeptID. The data is displayed in a table format with 15 rows.

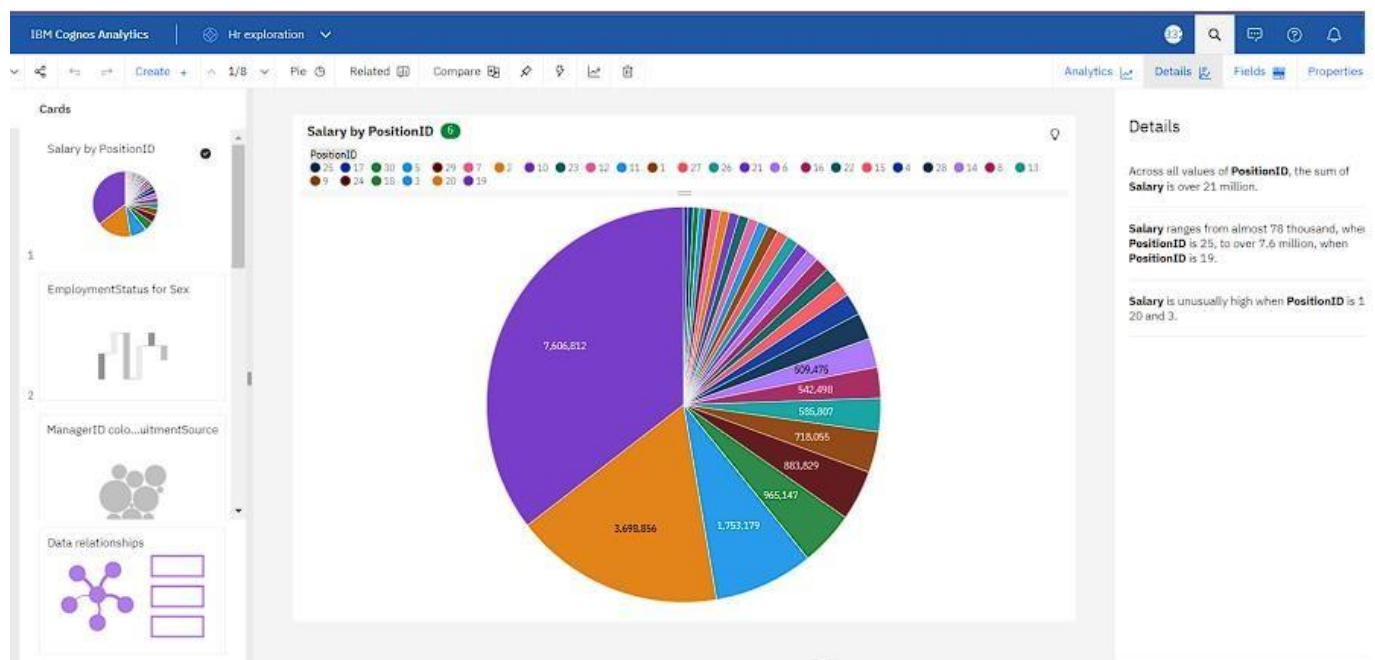
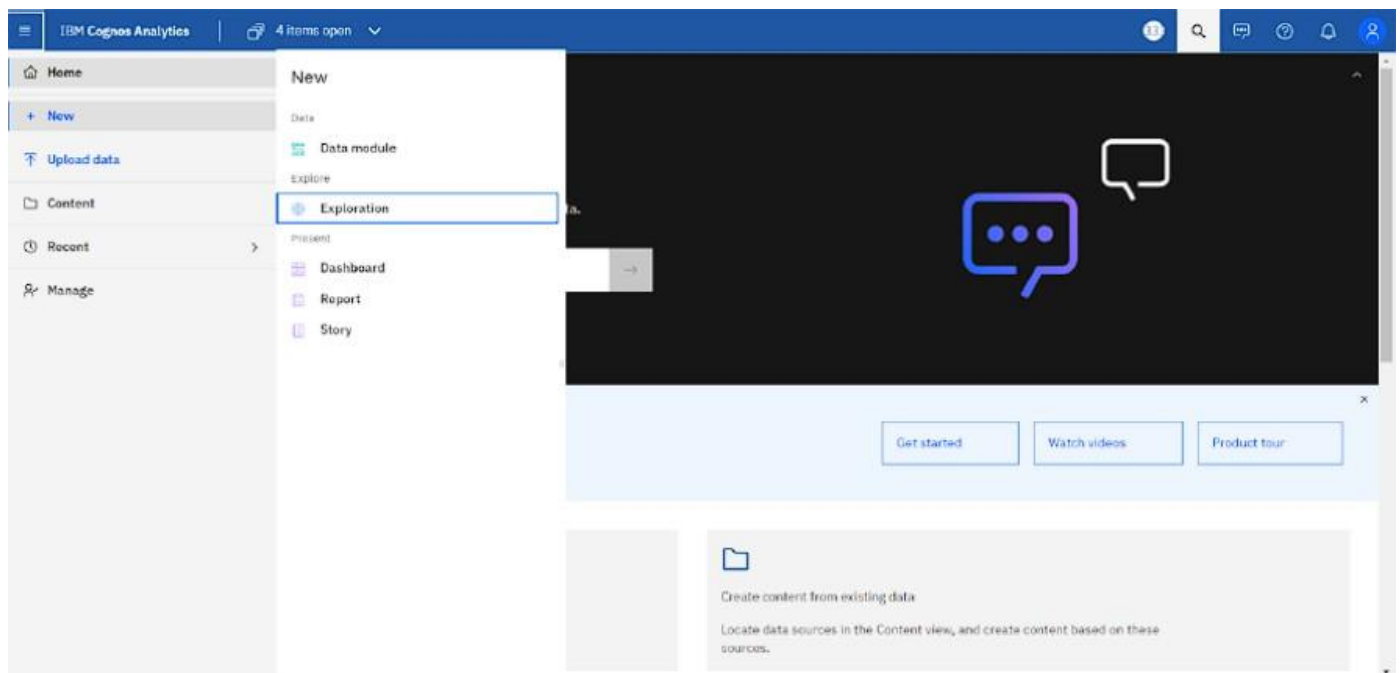
| Row Id | Employee Name | EmpID | MarriedID | MaritalStatusID | GenderID | EmpStatusID | DeptID |
|--------|-----------------------|-------|-----------|-----------------|----------|-------------|--------|
| 1 | Adinolfi, Wilson K | 10026 | 0 | 0 | 1 | 1 | 5 |
| 2 | Alt Sidi, Karthikeyan | 10084 | 1 | 1 | 1 | 5 | 3 |
| 3 | Akinkuolie, Sarah | 10196 | 1 | 1 | 0 | 5 | 5 |
| 4 | Alagbe, Trina | 10088 | 1 | 1 | 0 | 1 | 5 |
| 5 | Anderson, Carol | 10069 | 0 | 2 | 0 | 5 | 5 |
| 6 | Anderson, Linda | 10002 | 0 | 0 | 0 | 1 | 5 |
| 7 | Andreola, Colby | 10194 | 0 | 0 | 0 | 1 | 4 |
| 8 | Athwal, Sam | 10062 | 0 | 4 | 1 | 1 | 5 |
| 9 | Bachiochi, Linda | 10114 | 0 | 0 | 0 | 3 | 5 |
| 10 | Bacong, Alejandro | 10250 | 0 | 2 | 1 | 1 | 3 |
| 11 | Baczinski, Rachael | 10252 | 1 | 1 | 0 | 5 | 5 |
| 12 | Barbara, Thomas | 10242 | 1 | 1 | 1 | 5 | 5 |
| 13 | Barbosa, Hector | 10012 | 0 | 2 | 1 | 1 | 3 |
| 14 | Barone, Francesco A | 10265 | 0 | 0 | 1 | 1 | 5 |
| 15 | Barton, Nadia | 10066 | 0 | 2 | 1 | 5 | 5 |

The screenshot shows the IBM Cognos Analytics interface with a context menu open over the 'Row Id' column. The menu options are: Filter..., Create calculation..., Create data group..., Create navigation path..., Show to users, Remove, Format data..., Clean..., Sort descending, Sort ascending, and Properties. The 'Remove' option is highlighted. The data grid is the same as in the previous screenshot.

| Row Id | Employee Name | EmpID | MarriedID | MaritalStatusID | GenderID | EmpStatusID | DeptID |
|--------|-----------------------|-------|-----------|-----------------|----------|-------------|--------|
| 1 | Adinolfi, Wilson K | 10026 | 0 | 0 | 1 | 1 | 5 |
| 2 | Alt Sidi, Karthikeyan | 10084 | 1 | 1 | 1 | 5 | 3 |
| 3 | Akinkuolie, Sarah | 10196 | 1 | 1 | 0 | 5 | 5 |
| 4 | Alagbe, Trina | 10088 | 1 | 1 | 0 | 1 | 5 |
| 5 | Anderson, Carol | 10069 | 0 | 2 | 0 | 5 | 5 |
| 6 | Anderson, Linda | 10002 | 0 | 0 | 0 | 1 | 5 |
| 7 | Andreola, Colby | 10194 | 0 | 0 | 0 | 1 | 4 |
| 8 | Athwal, Sam | 10062 | 0 | 4 | 1 | 1 | 5 |
| 9 | Bachiochi, Linda | 10114 | 0 | 0 | 0 | 3 | 5 |
| 10 | Bacong, Alejandro | 10250 | 0 | 2 | 1 | 1 | 3 |
| 11 | Baczinski, Rachael | 10252 | 1 | 1 | 0 | 5 | 5 |
| 12 | Barbara, Thomas | 10242 | 1 | 1 | 1 | 5 | 5 |
| 13 | Barbosa, Hector | 10012 | 0 | 2 | 1 | 1 | 3 |
| 14 | Barone, Francesco A | 10265 | 0 | 0 | 1 | 1 | 5 |
| 15 | Barton, Nadia | 10066 | 0 | 2 | 1 | 5 | 5 |

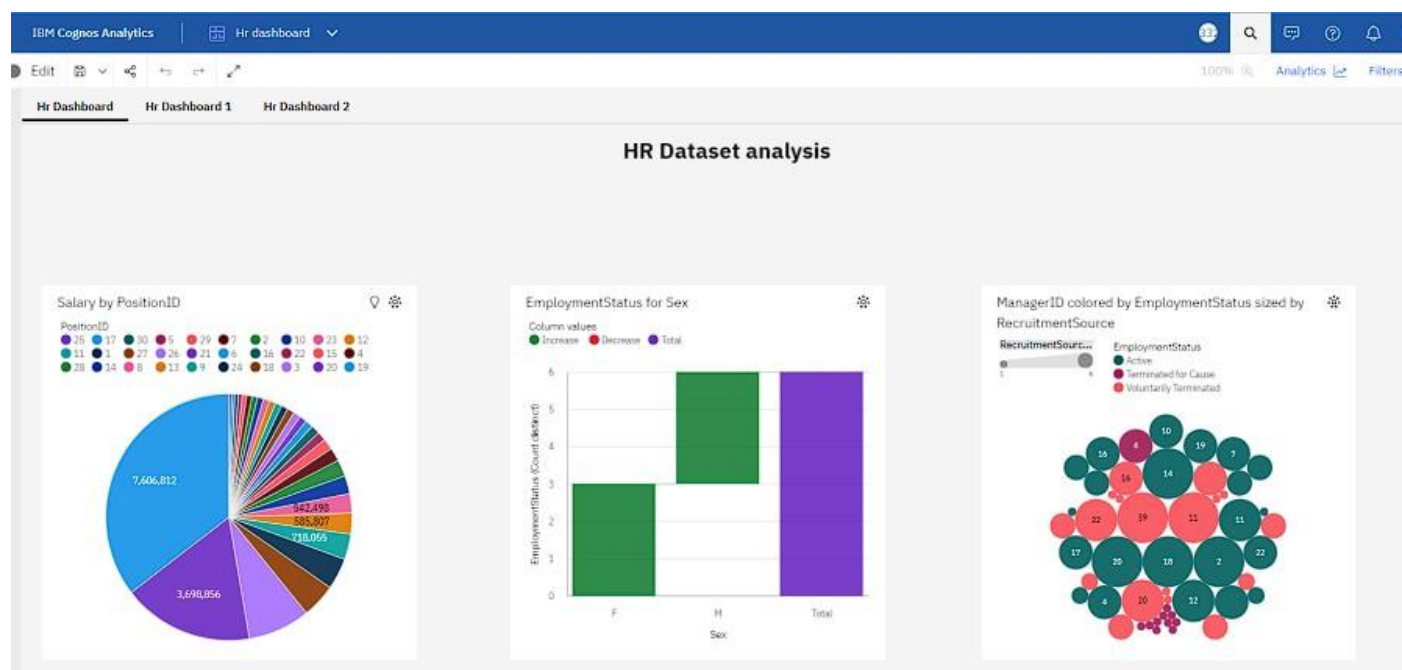
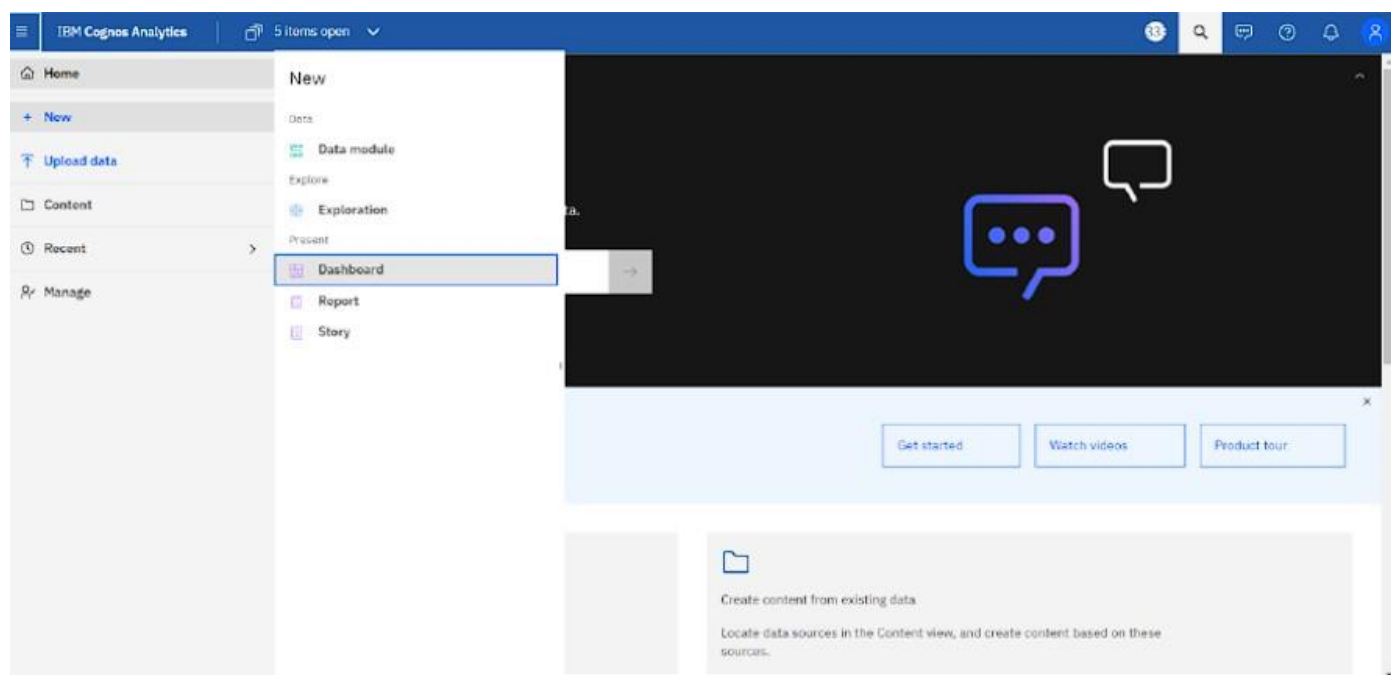
Explore The Dataset:

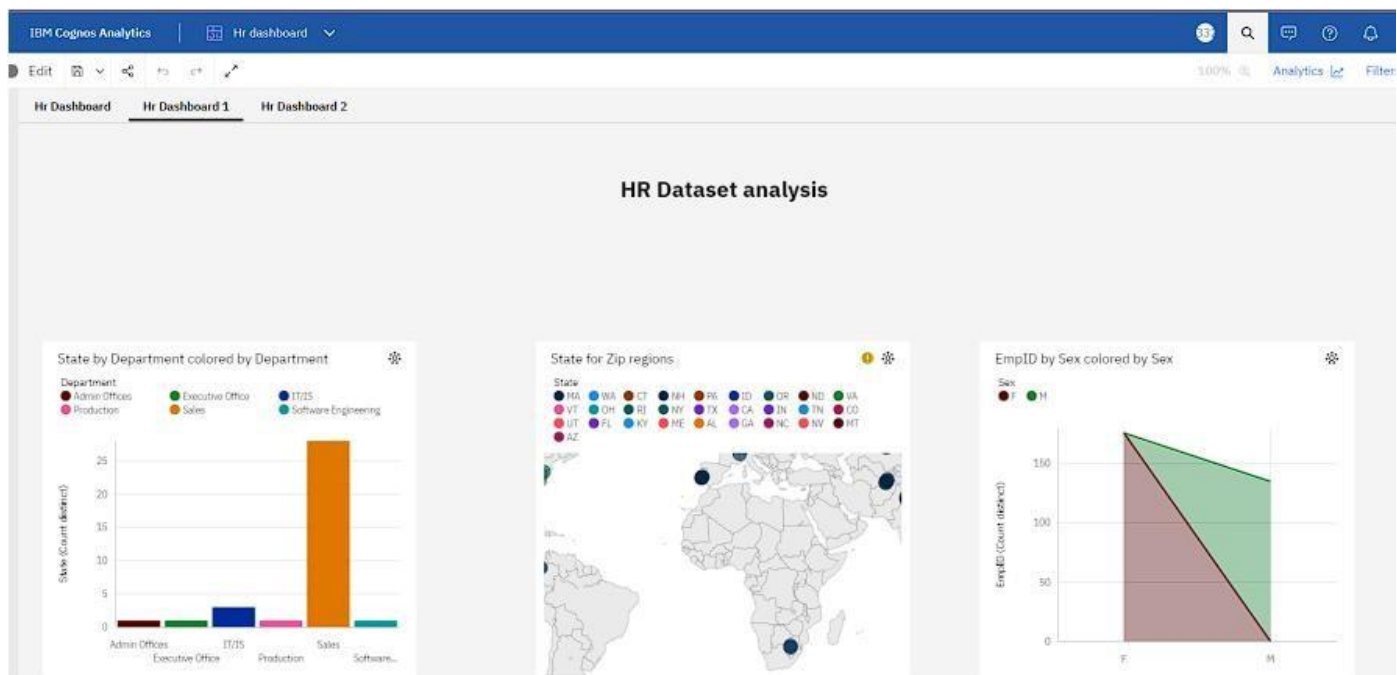
Step1: Select The Exploration.



Visualize The Dataset:

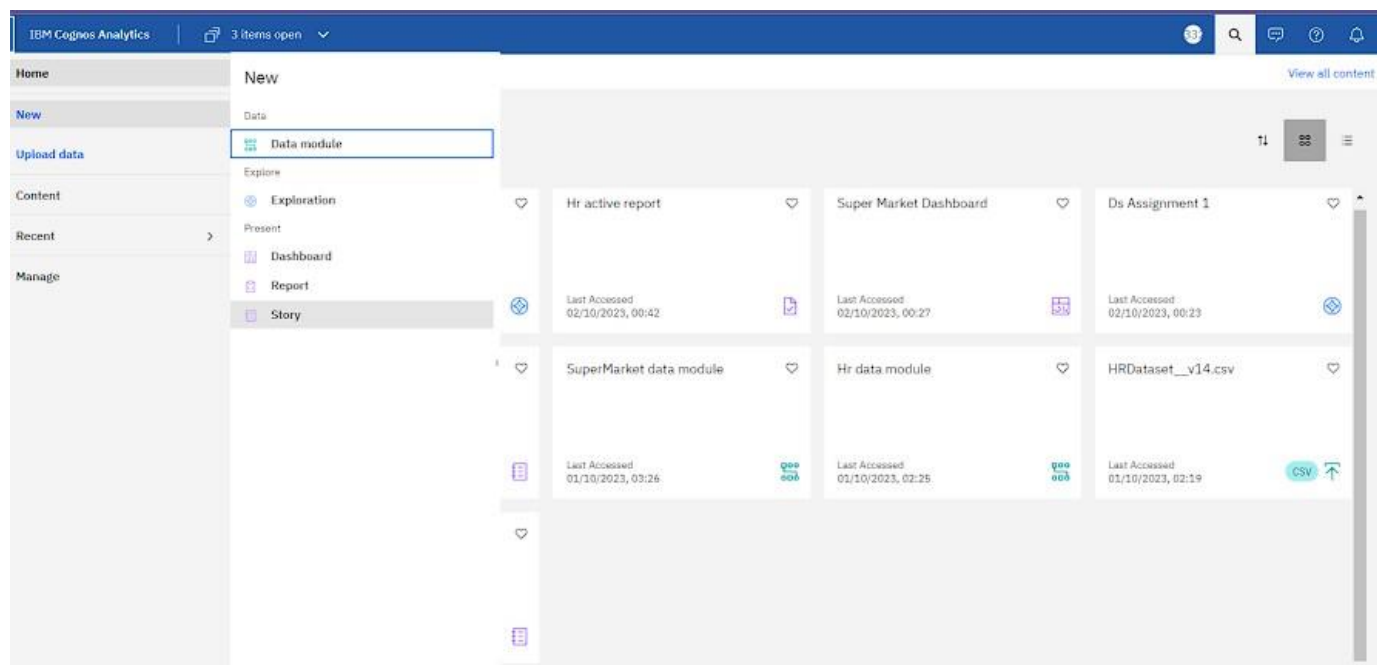
Step 1: Create The Dashboard.





Story Generation:

Step 1: Create A Story for Hr Dataset.



Step 2: Create A Storyboard And Save it. Present The Story.

IBM Cognos Analytics | Hr story

HR Analysis



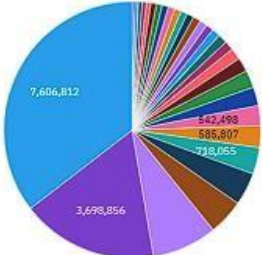
Prev scene | Next scene | Scene 1 of 9 | 0:00.0 | 0:05.0

IBM Cognos Analytics | Hr story

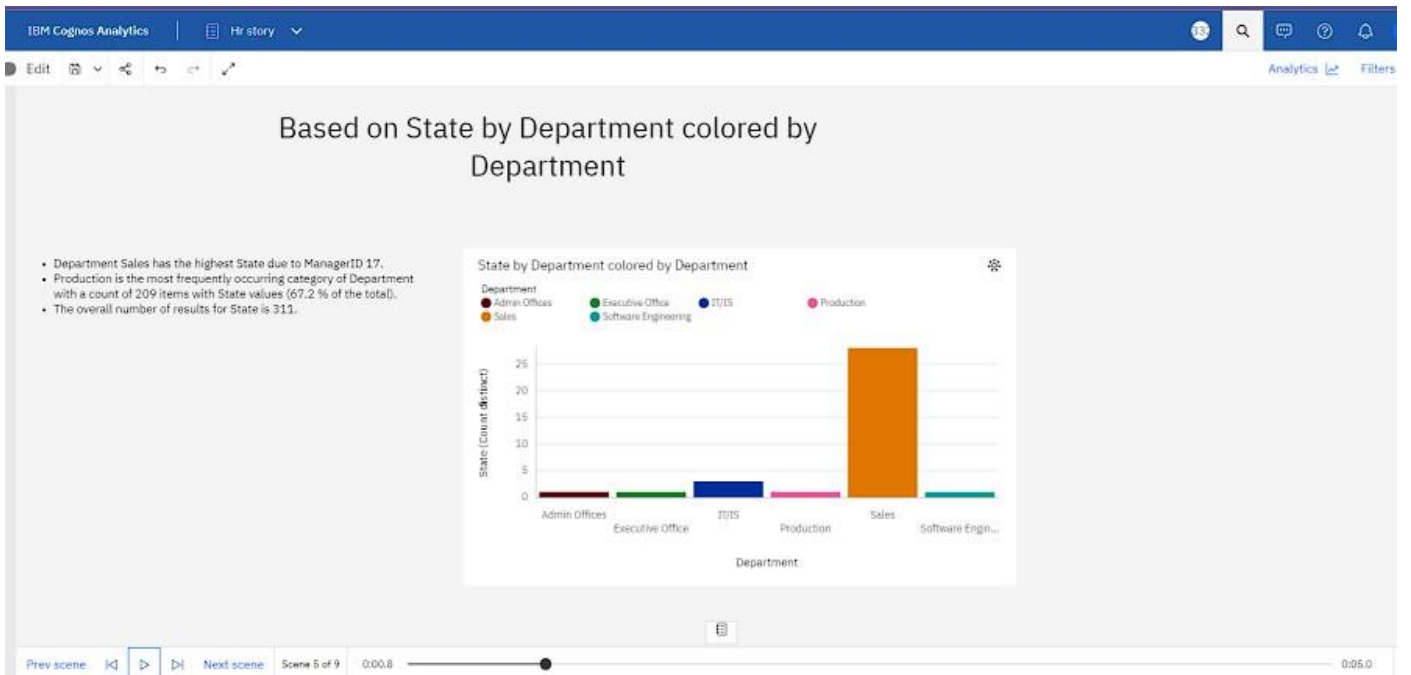
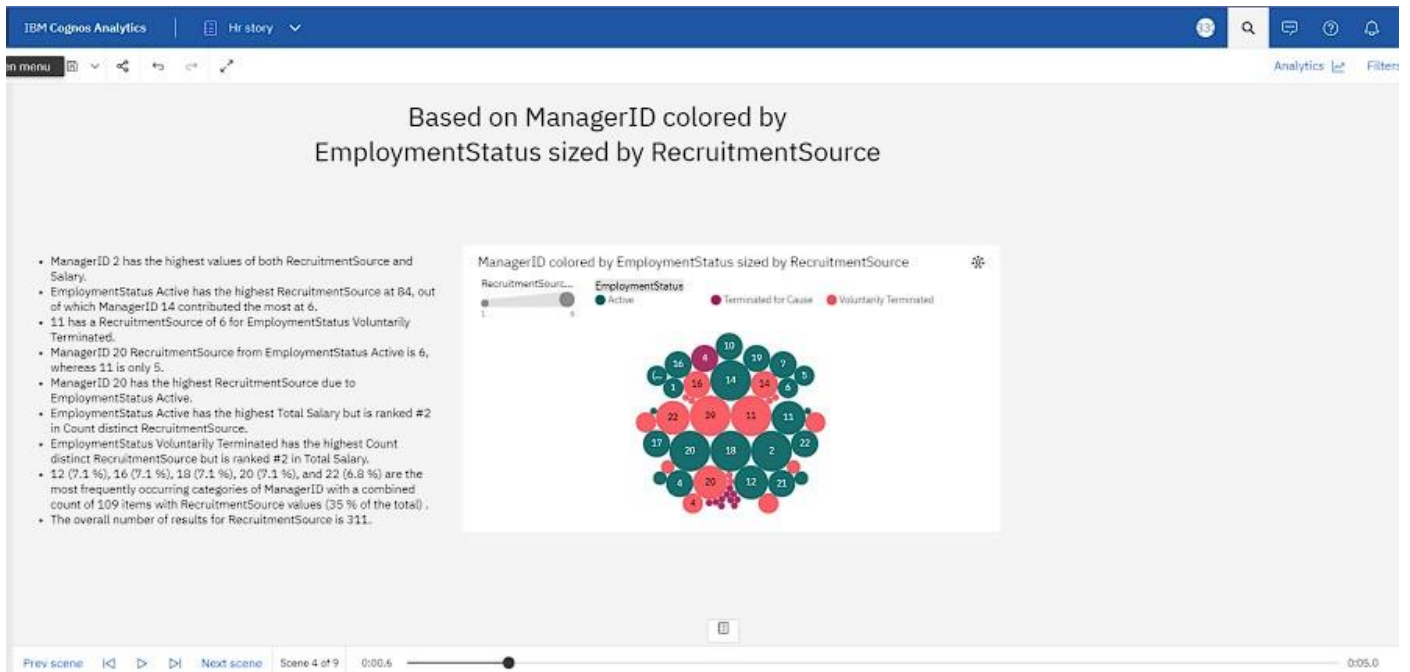
Based on Salary by PositionID

- Salary is unusually high when PositionID is 19, 20 and 3.
- 12 ManagerID accounted for 12% of 19 Salary compared to 11% for 20.
- ManagerID 2 has the highest Salary at over 1.8 million, out of which PositionID 18 contributed the most at over 965 thousand.
- 18 has a Salary of over 965 thousand for ManagerID 2.
- PositionID 19 has the highest total Salary due to ManagerID 12.
- Across all values of PositionID, the sum of Salary is over 21 million.
- Salary ranges from almost 78 thousand, when PositionID is 25, to over 7.6 million, when PositionID is 19.

Salary by PositionID

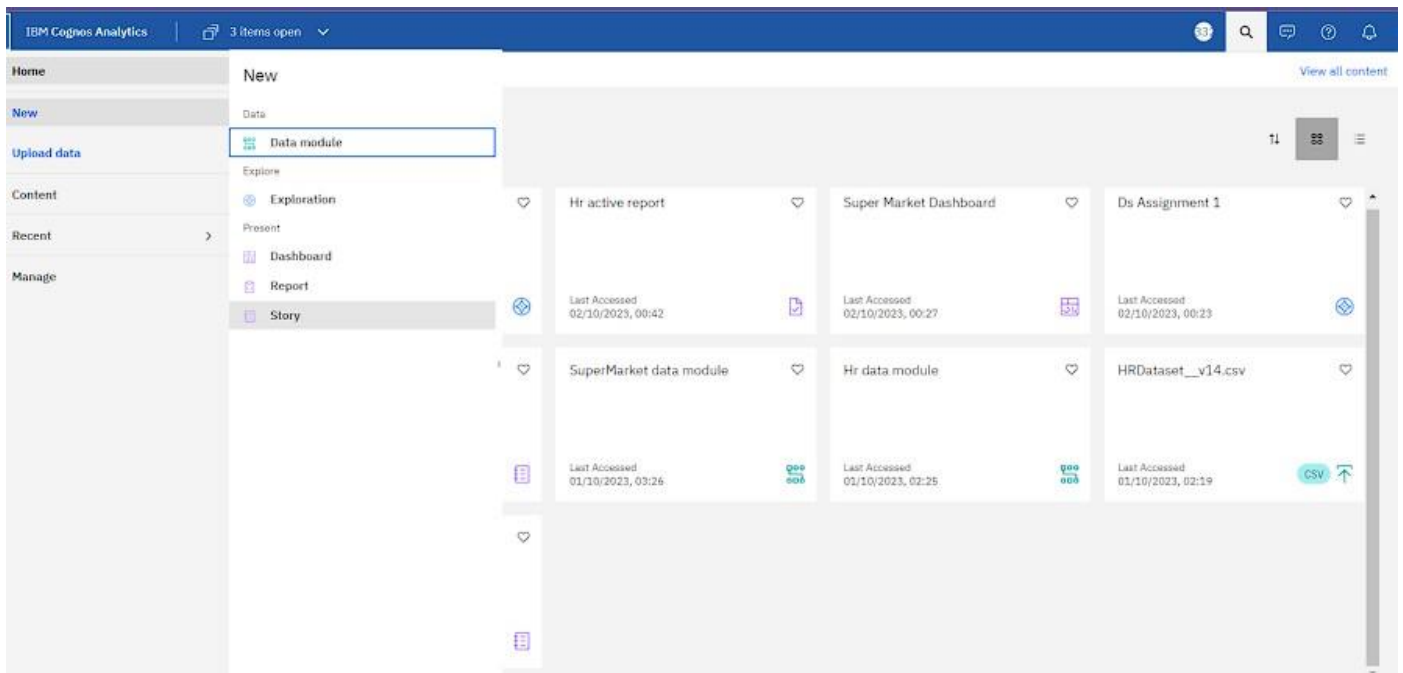


Prev scene | Next scene | Scene 2 of 9 | 0:02.0 | 0:05.0

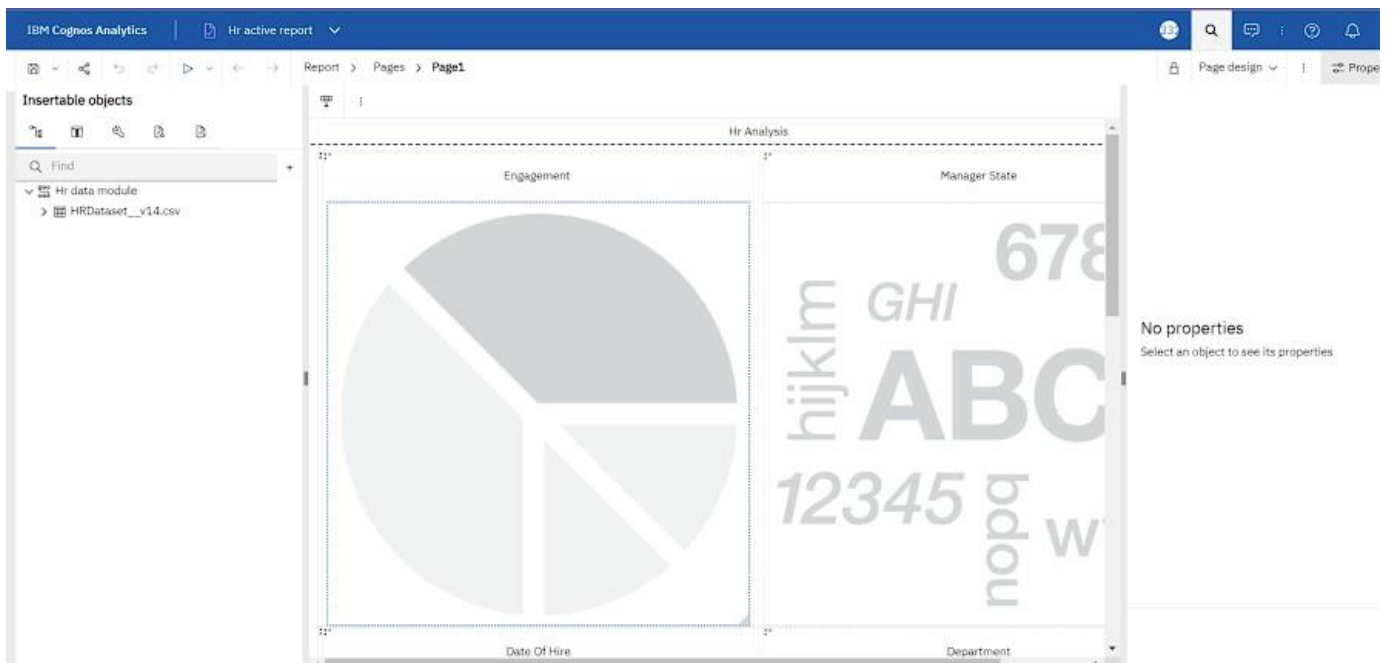


Report Generation:

Step 1: Create a Report For Hr Data Module.



Step 2: Create A 2 By 3 Active Report And Save It. Present The Visualization.



Step 3: Run The Active Report.

