

# Data Analytics Assignment 2

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## Problem Statement:

Upload the dataset to Cognos Analytics, prepare the data, explore and Create Interactive Dashboard, Report and Story.

**Dataset Link:** <https://www.kaggle.com/datasets/rhuebner/human-resources-data-set>

## Steps:

The dataset has been uploaded to IBM Cognos by selecting the add data option.

## Data Cleaning:

The screenshot shows the IBM Cognos Analytics interface. On the left, a 'Data module' pane lists the dataset 'HRDataset\_v14.csv' with its columns: Row Id, Employee\_Name, EmpID, MarriedID, MaritalStatusID, Gender, and Department. The 'EmpID' column is selected, and a context menu is open, displaying options such as 'Filter...', 'Create calculation...', 'Create data group...', 'Create navigation path...', 'Search for members...', 'Refresh members', 'Hide from users', 'Remove', 'Refresh properties...', 'Format data...', 'Clean...', 'Rename', 'Cut', 'Copy', and 'Properties'. The 'Clean...' option is highlighted. On the right, a table view displays the data for the selected columns, showing employee names, IDs, and marital status.

Employee_Name	EmpID	MarriedID	MaritalStatusID	Gender
Dobrin, Denisa S	10207	0	0	0
Dolan, Linda	10133	1	1	0
Dougall, Eric	10028	0	0	1
Driver, Elle	10006	0	0	0
Dunn, Amy	10105	0	0	0
Dunne, Amy	10211	1	1	0
Eaton, Marianne	10064	1	1	0
Engdahl, Jean	10247	0	0	1

## Data exploration:

## Explore data relationships

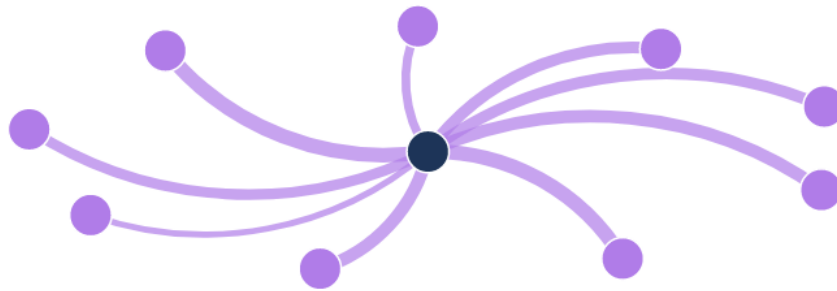
Data Module

[Reset to original](#)

Salary

x

Edit diagram ▾



Relationship diagram ⓘ

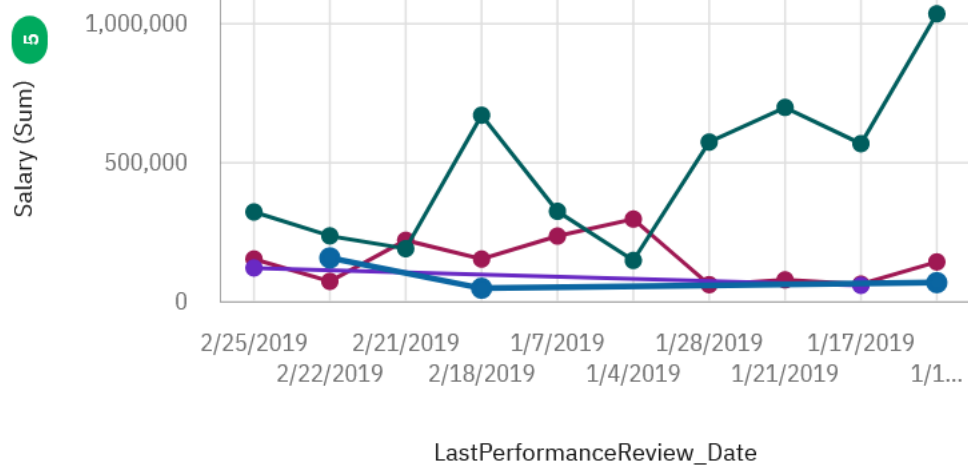
10% ●————● 100%

## Salary by LastPerformanceReview\_Date colored by PerfScoreID

🔍 📈 💡

PerfScoreID

1 2 3 4

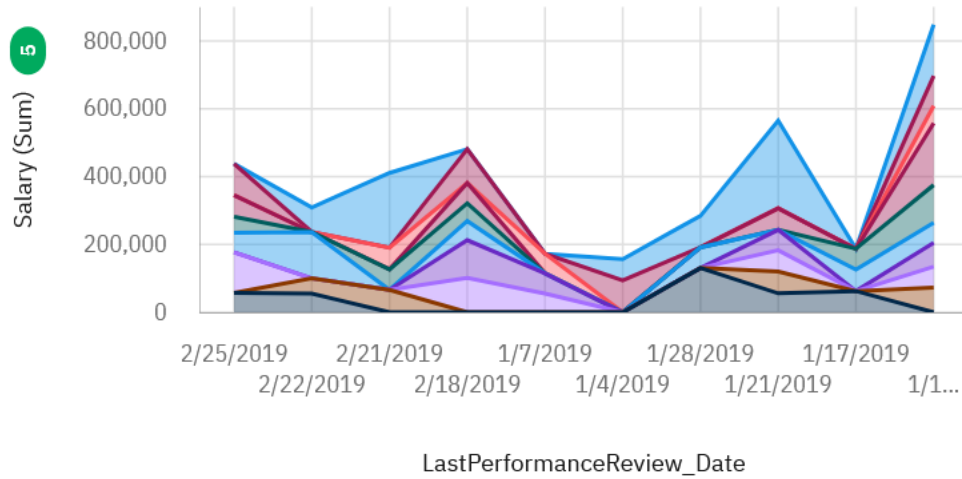


## Salary by LastPerformanceReview\_Date colored by ManagerID



ManagerID

22 20 19 18 16 14 12 11 4 2



## DaysLateLast30 and Salary by EmpSatisfaction

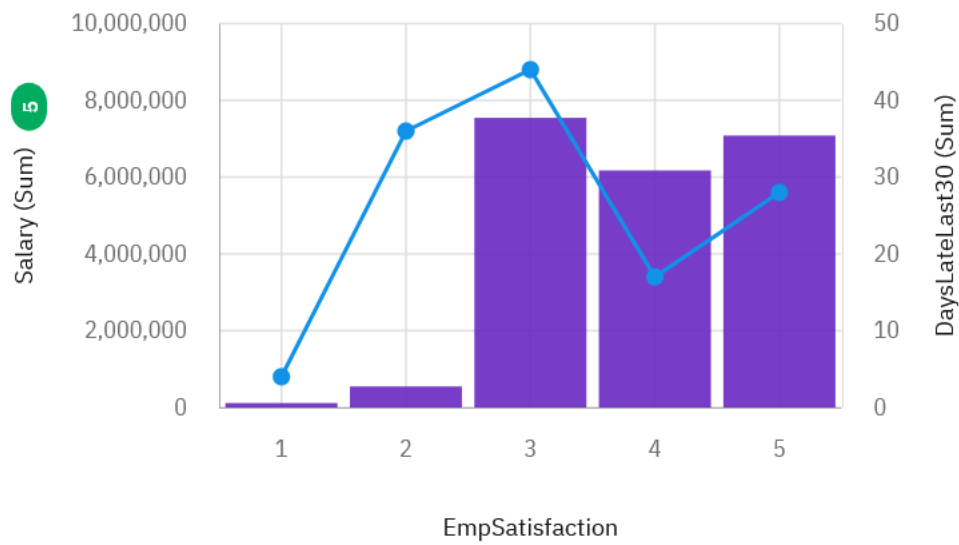


Column

Salary (Sum)

Line

DaysLateLast30 (Sum)

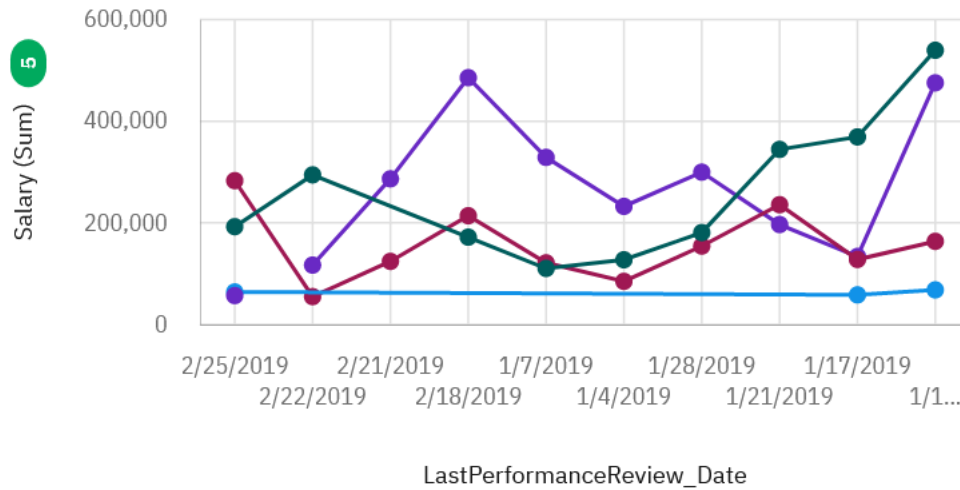


## Salary by LastPerformanceReview\_Date colored by EmpSatisfaction



EmpSatisfaction

1 2 3 4 5

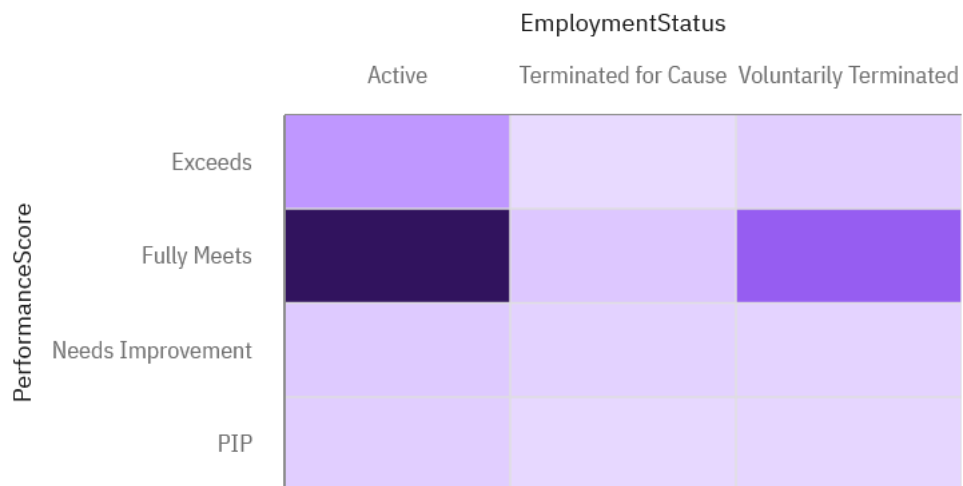


## Salary by PerformanceScore and EmploymentStatus

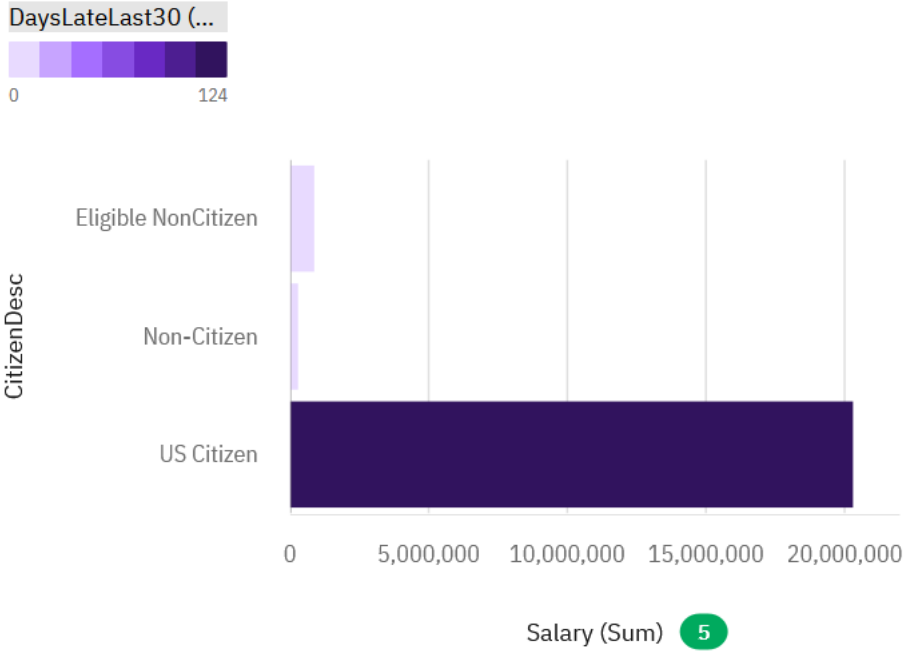
5



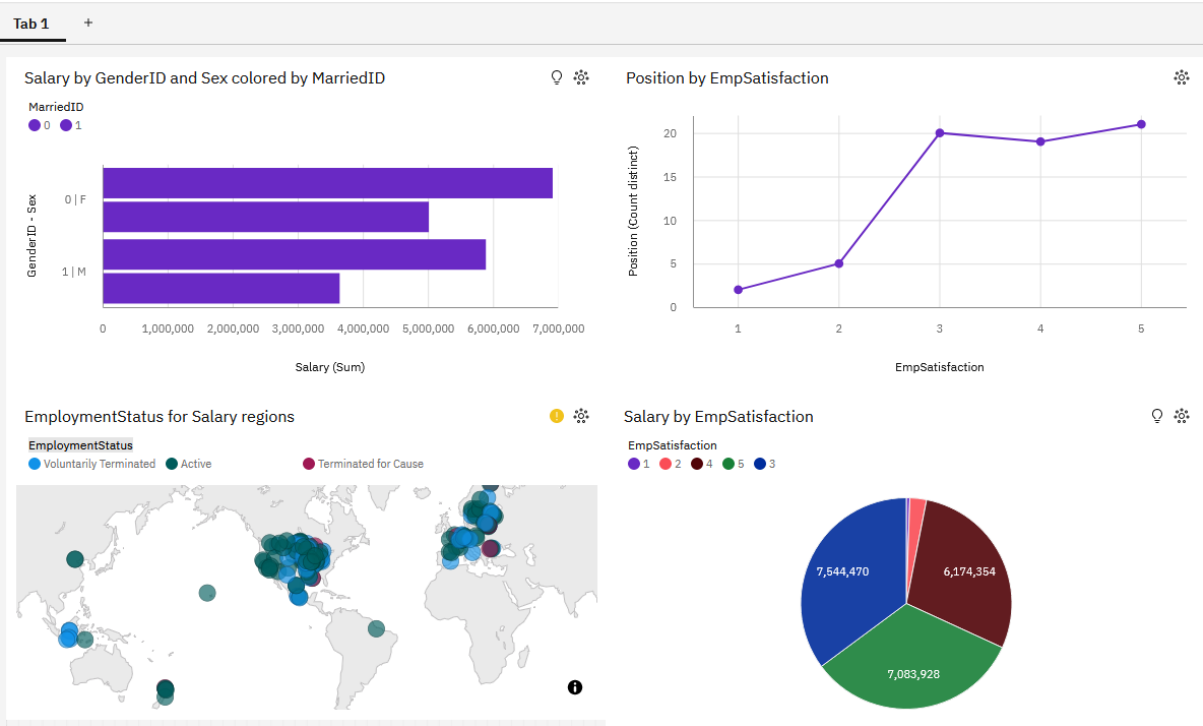
Salary (Sum)



Salary by CitizenDesc colored by DaysLateLast30 5



Dashboard:



Report:

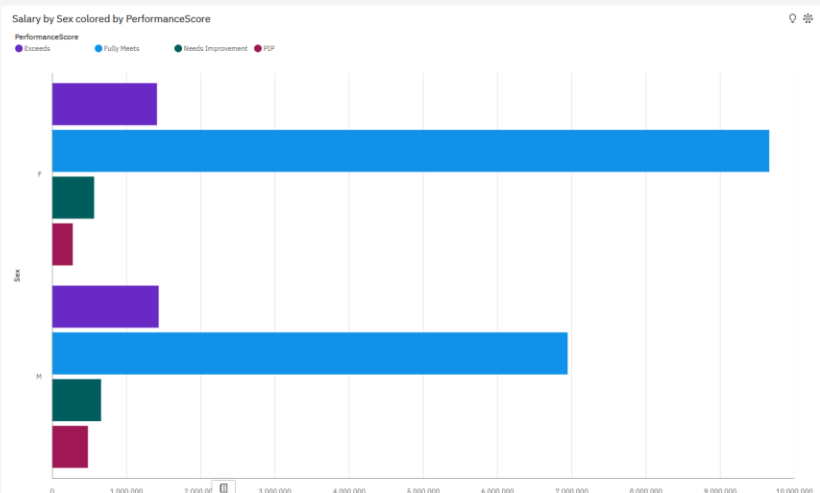


Story:

# Salary

## Human Resources Story

- As one can see from the graph women have performed better than men.
- Also for women who did perform well that is when the requirements are fully met, their salary is high as well.
- Salary is unusually high when PerformanceScore is Fully Meets.
- For Salary, the most significant value of PerformanceScore is Fully Meets, whose respective Salary values add up to nearly 17 million, or 77.4 % of the total.



Result:

Thus the following has been performed on the given dataset.