Data Analytics Assignment 2

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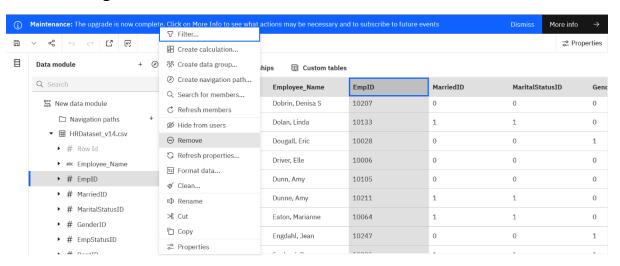
Problem Statement:

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

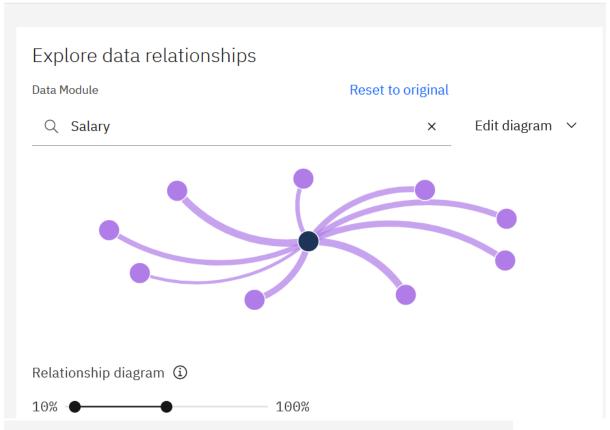## Dataset Link: https://www.kaggle.com/datasets/rhuebner/human-resources-data-set

Steps:
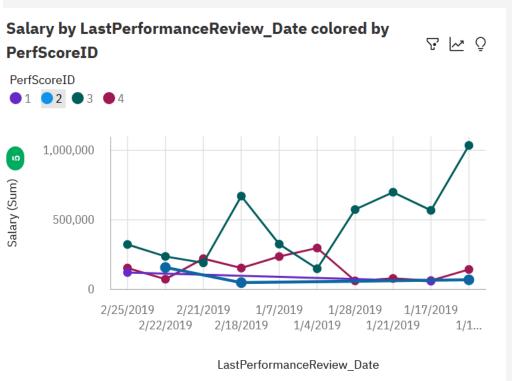
The dataset has been uploaded to IBM Cognos by selecting the add data option.
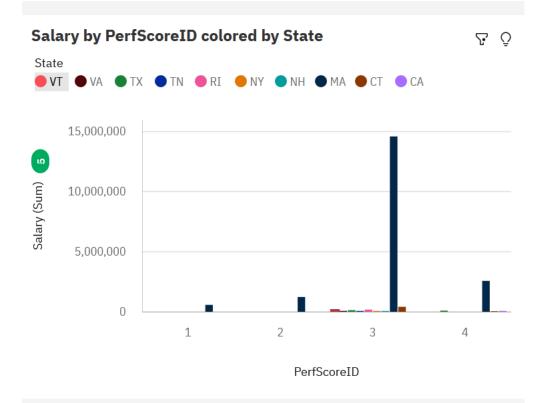
Data Cleaning:

Data exploration:

Explore data relationships

Data Module

🔍 Salary ✕   Edit diagram ⌄

Relationship diagram ⓘ

10% ●━━━━━●━━━━━ 100%

Salary by LastPerformanceReview_Date colored by PerfScoreID

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PerfScoreID
● 1   ● 2   ● 3   ● 4

Salary (Sum)

LastPerformanceReview_Date

Salary by PerfScoreID colored by State

State
● VT ● VA ● TX ● TN ● RI ● NY ● NH ● MA ● CT ● CA

PerfScoreID

Salary by LastPerformanceReview_Date colored by ManagerID

ManagerID
● 22 ● 20 ● 19 ● 18 ● 16 ● 14 ● 12 ● 11 ● 4 ● 2

LastPerformanceReview_Date

DaysLateLast30 and Salary by EmpSatisfaction

Column
- Salary (Sum)

Line
- DaysLateLast30 (Sum)

Salary by LastPerformanceReview_Date colored by EmpSatisfaction

EmpSatisfaction
- 1
- 2
- 3
- 4
- 5

EmpSatisfaction colored by Salary sized by Absences ⬤5

Absences (Sum)

22   1,079

Salary (Sum)

116,078   7,544,470

DaysLateLast30 and Salary by PerformanceScore   ◌

Column
⬤ Salary (Sum)

Line
⬤ DaysLateLast30 (Sum)

Salary by PerformanceScore and EmploymentStatus 5   ♀

Salary (Sum)

49,773   11,221,290

	EmploymentStatus		
	Active	Terminated for Cause	Voluntarily Terminated
Exceeds			
Fully Meets			
Needs Improvement			
PIP			

Dashboard:

Report:

Analysis of Salary

Salary wrt Gender

Salary wrt Department

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.

Salary by Sex colored by PerformanceScore

PerformanceScore
● Exceeds ● Fully Meets ● Needs Improvement ● PIP

Result:

Thus the following has been performed on the given dataset.