Assignment-2

Name: M.Bhanu prakash

Reg No: 21BCB7050

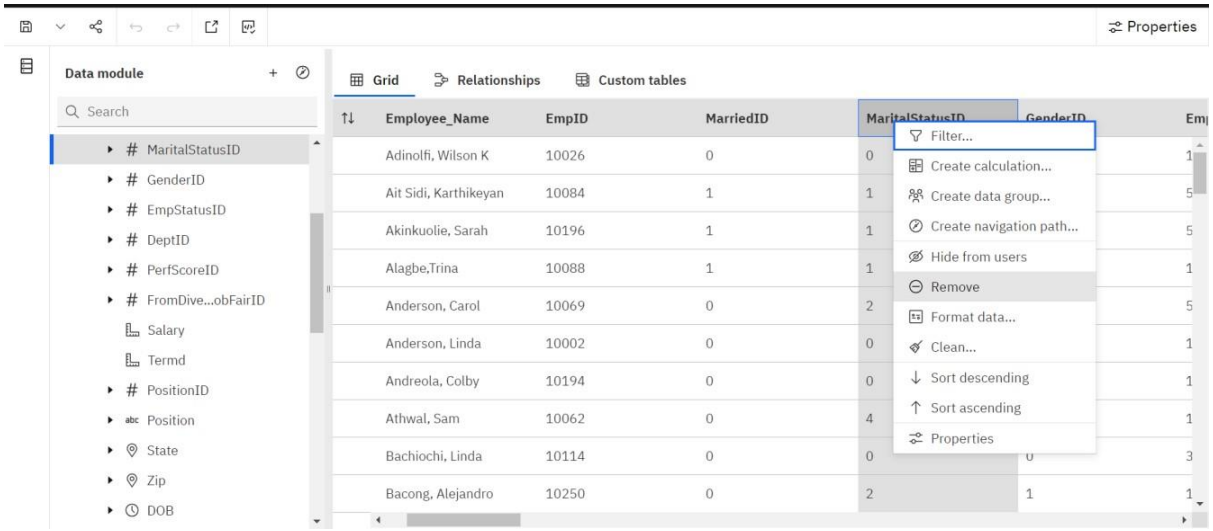
Course: Data Analytics with IBM cognos Analytics

Branch: VIT-AP

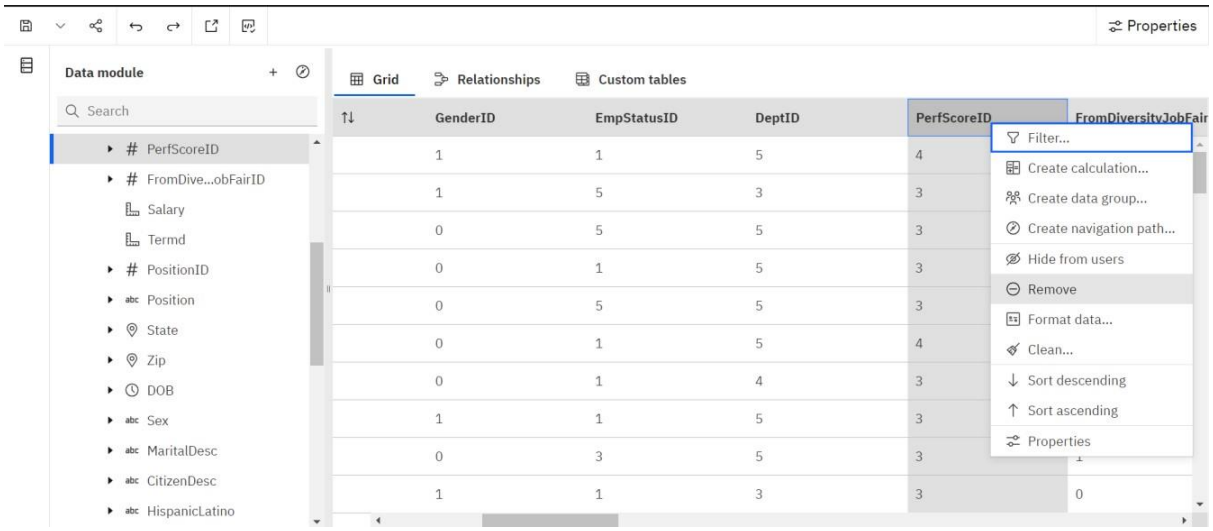
Data Module

Deleting Unwanted column and rows

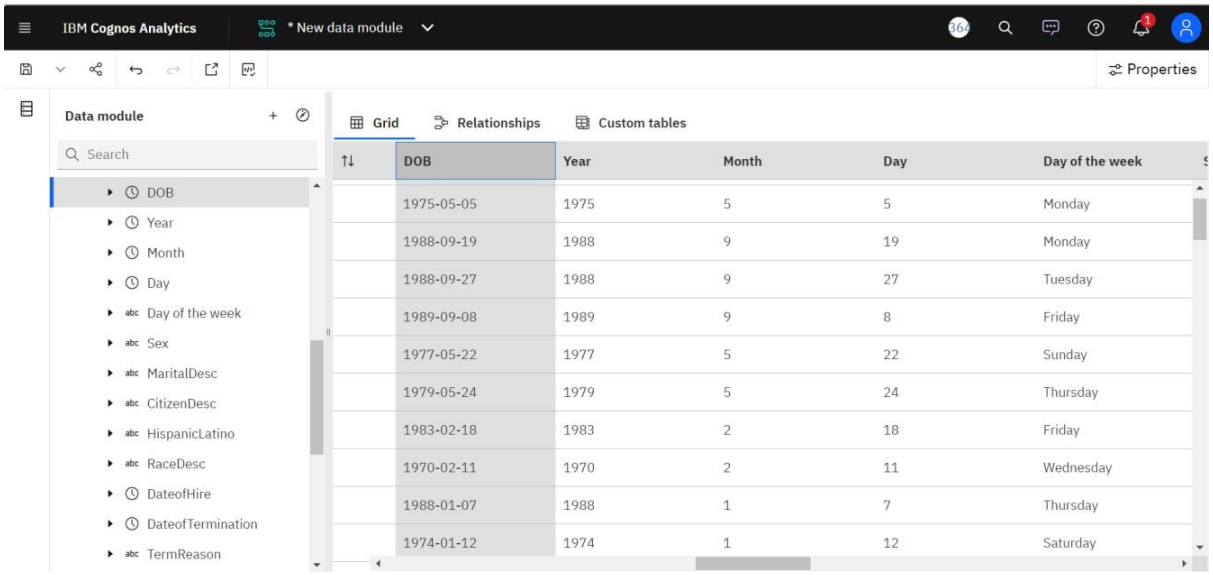
Deleting Martialstatusid



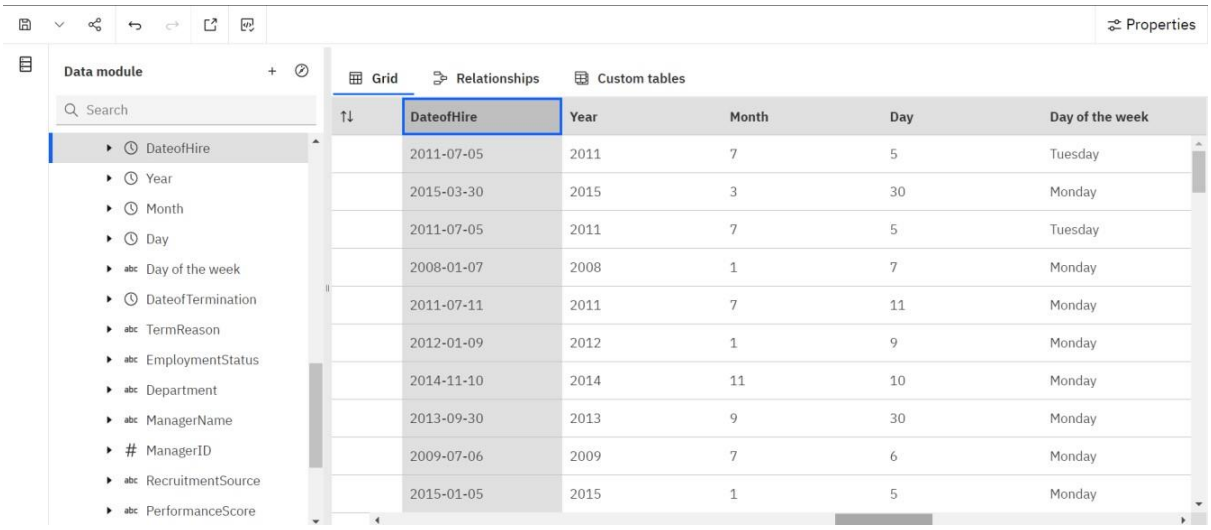
Deleting Prefscoreid



Splitting DOB into Year, Month, Date



Splitting Date of Hire

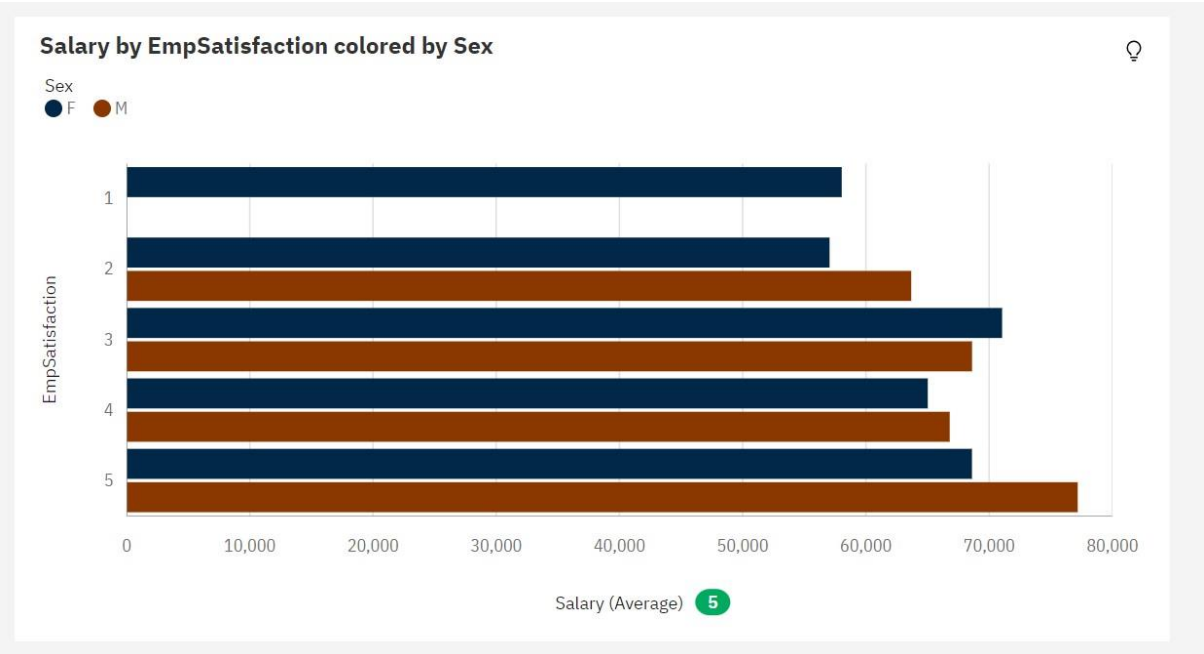


DateofHire	Year	Month	Day	Day of the week
2011-07-05	2011	7	5	Tuesday
2015-03-30	2015	3	30	Monday
2011-07-05	2011	7	5	Tuesday
2008-01-07	2008	1	7	Monday
2011-07-11	2011	7	11	Monday
2012-01-09	2012	1	9	Monday
2014-11-10	2014	11	10	Monday
2013-09-30	2013	9	30	Monday
2009-07-06	2009	7	6	Monday
2015-01-05	2015	1	5	Monday

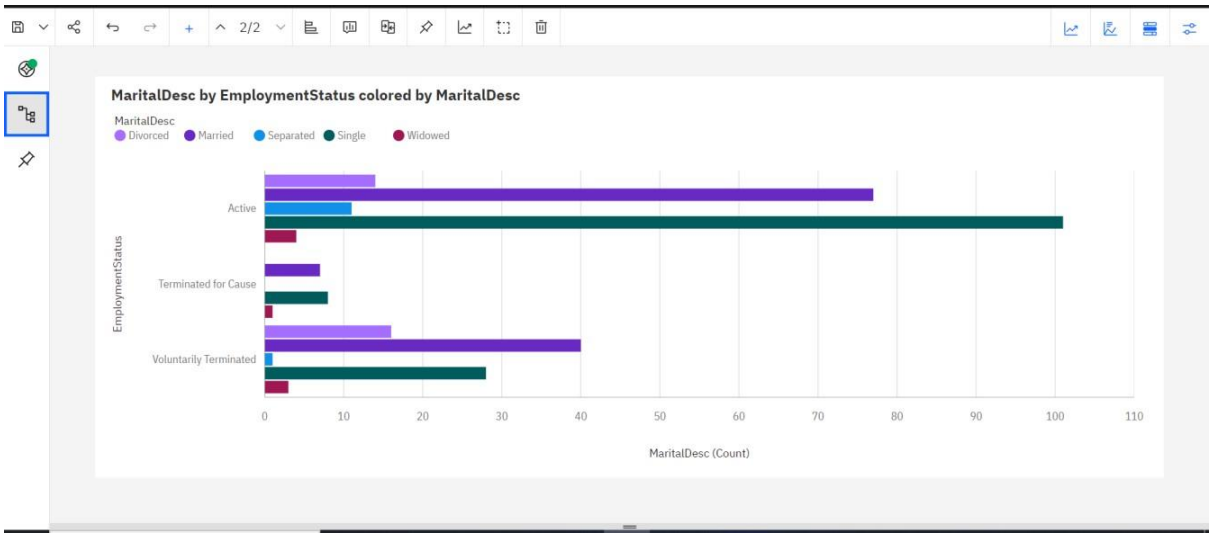
Exploration

Bar Chart

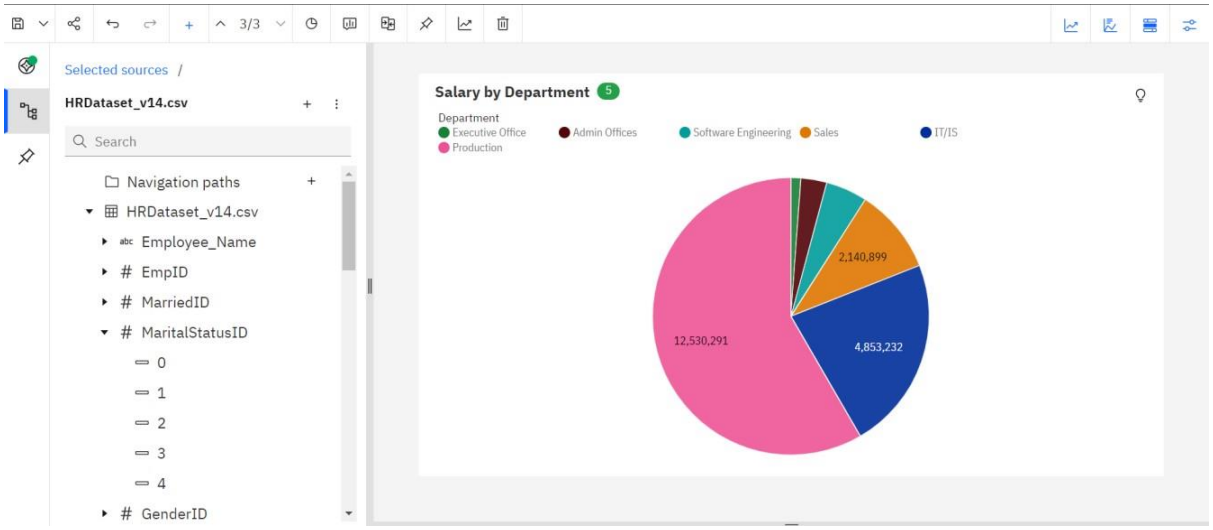
1.



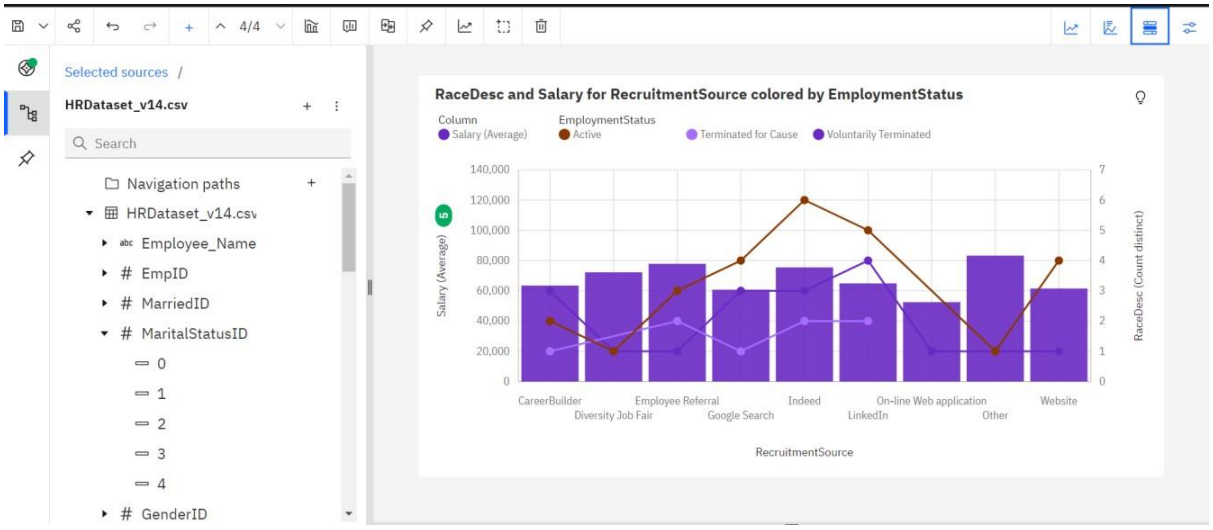
2.MaritalDesc by EmploymentStatus colored by MaritalDesc

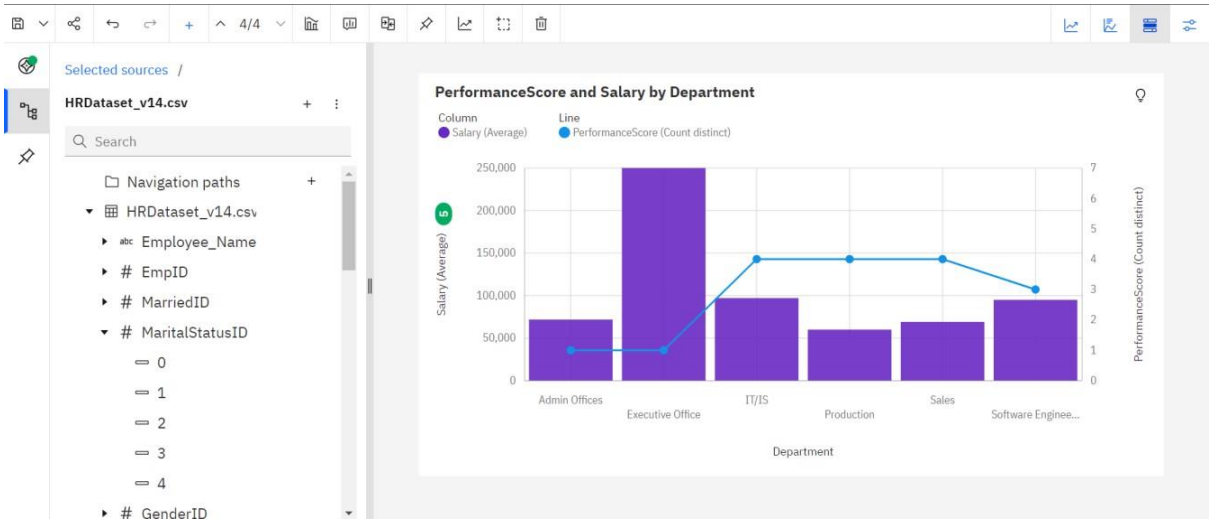


Pie Chart

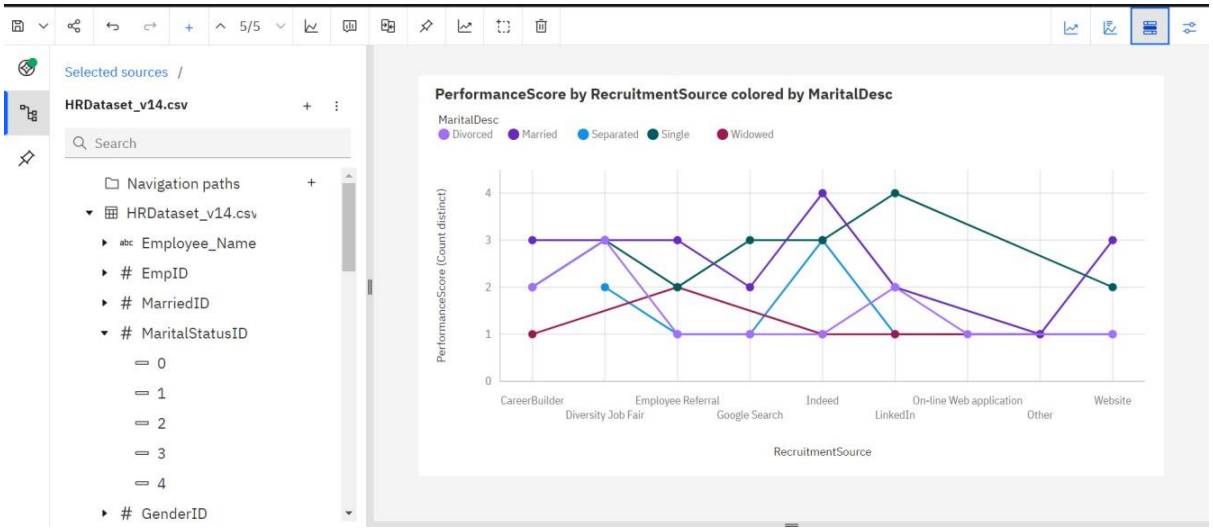


Line and Column Chart

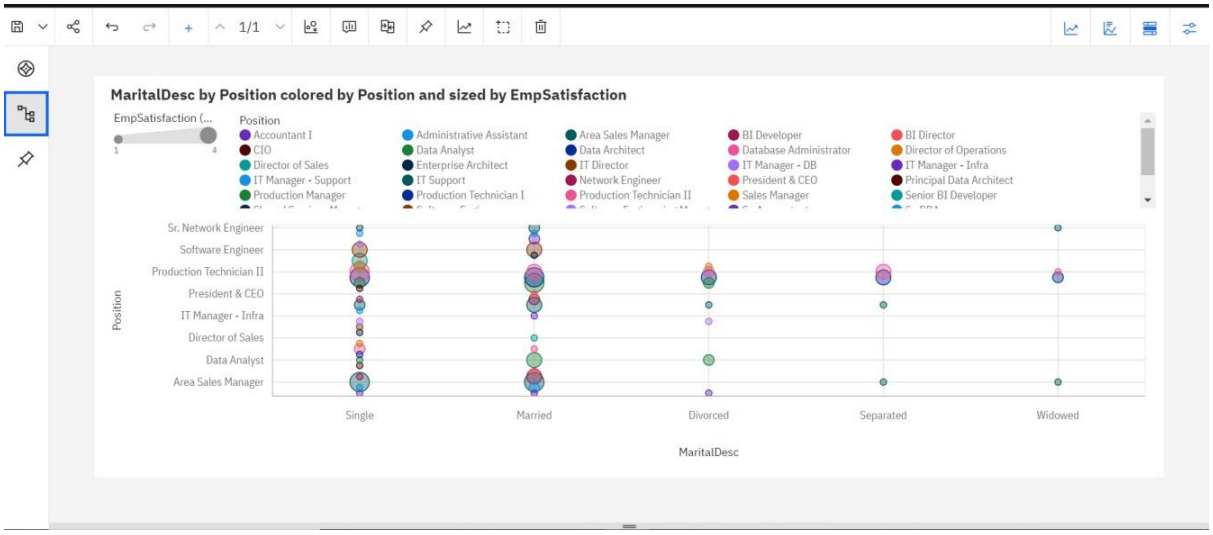




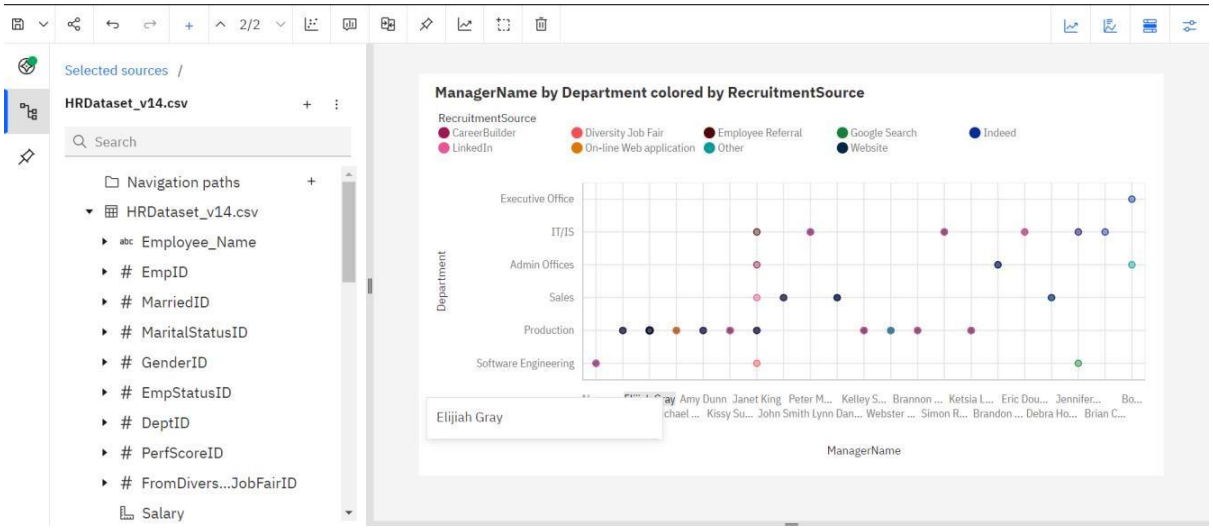
Line Chart



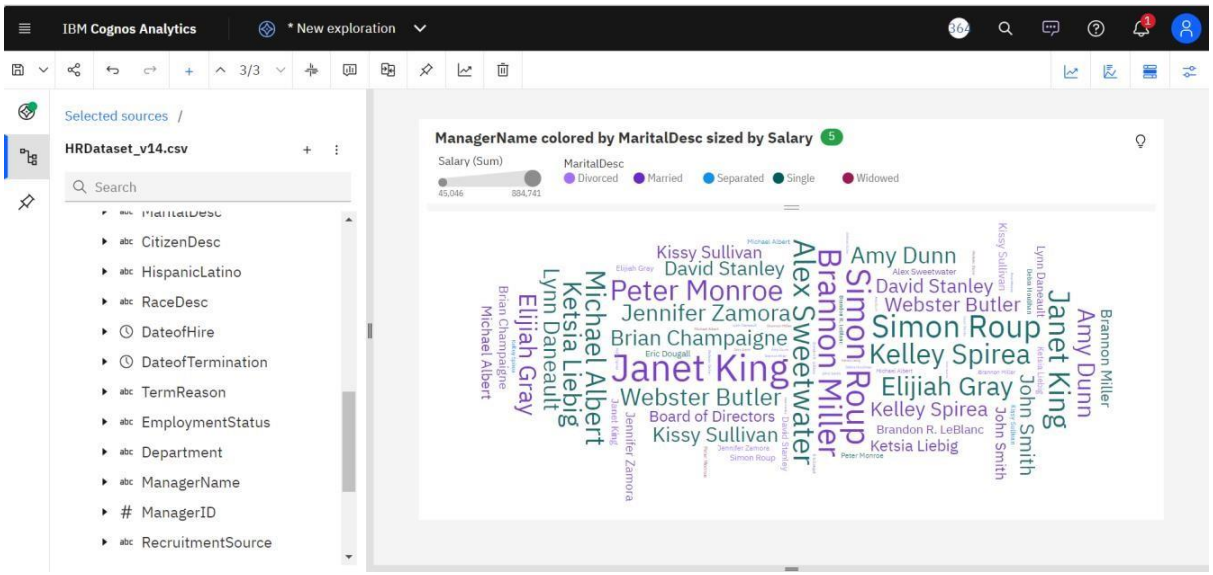
Bubble Chart



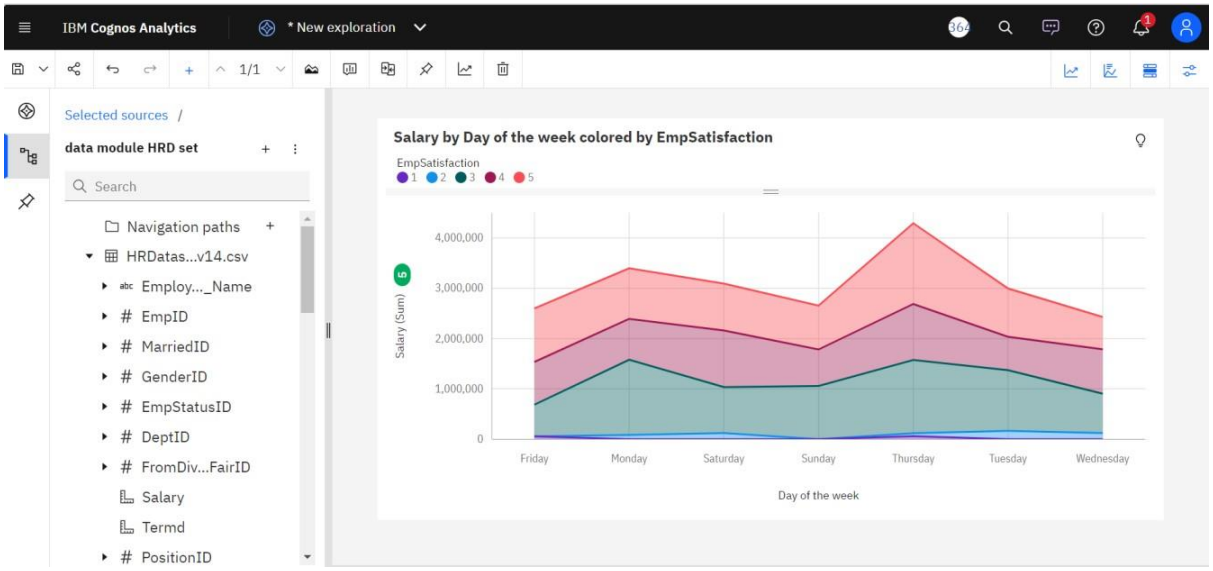
Scatter Plot



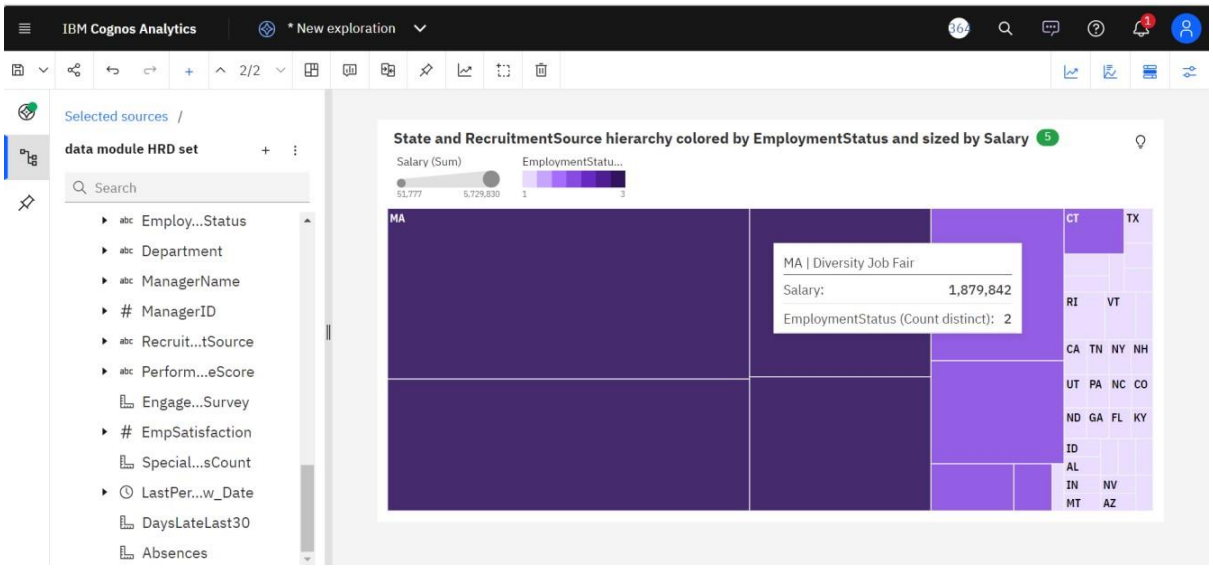
Word Cloud



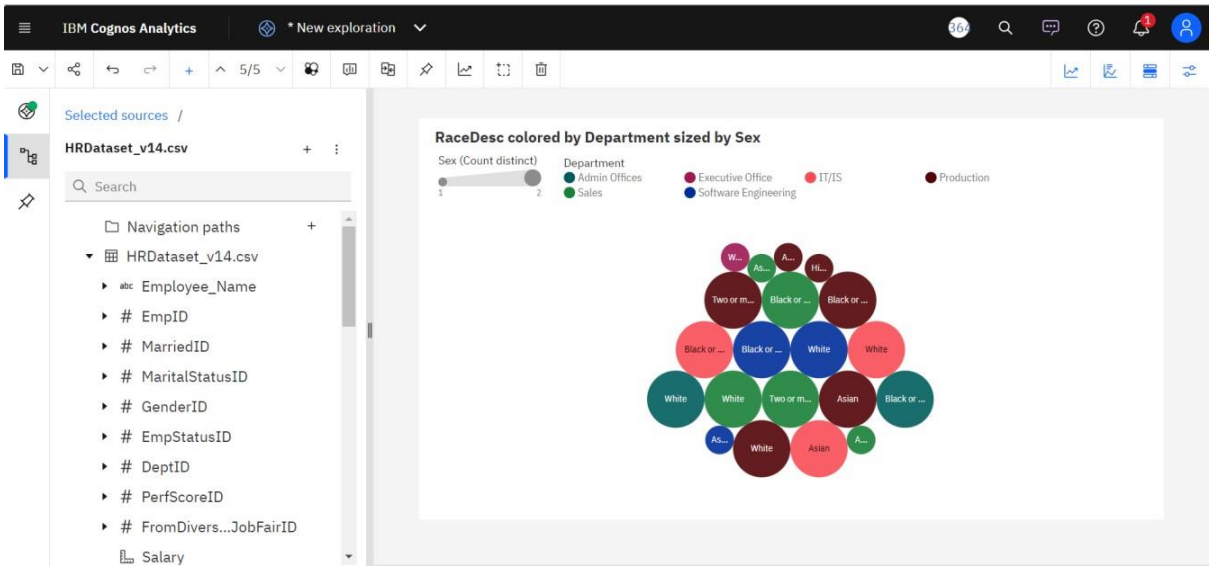
Area chart



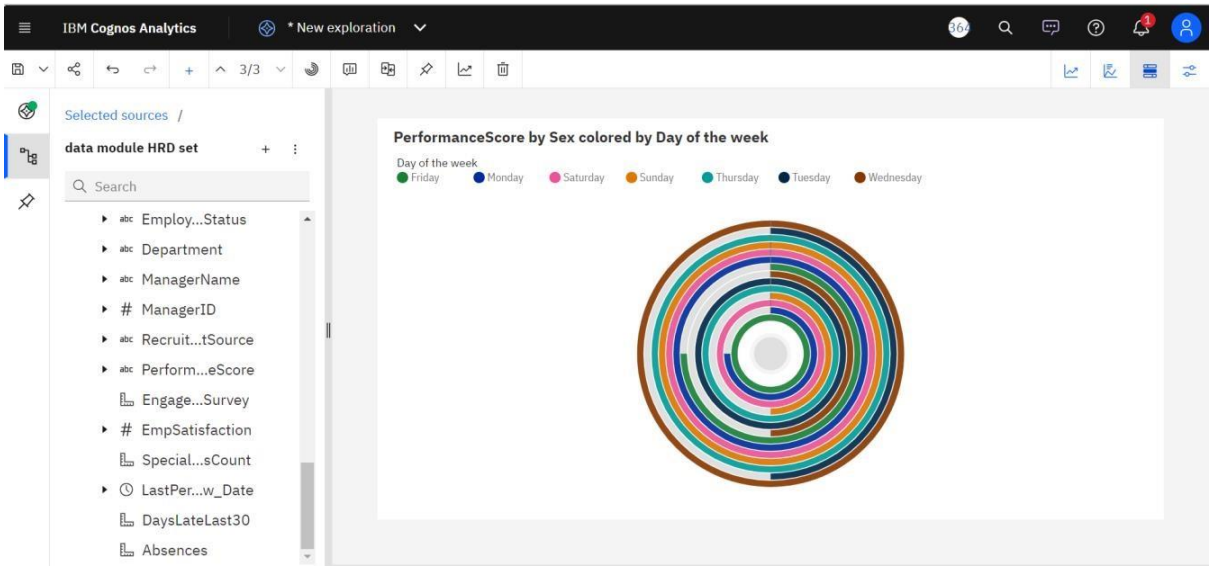
Tree Map



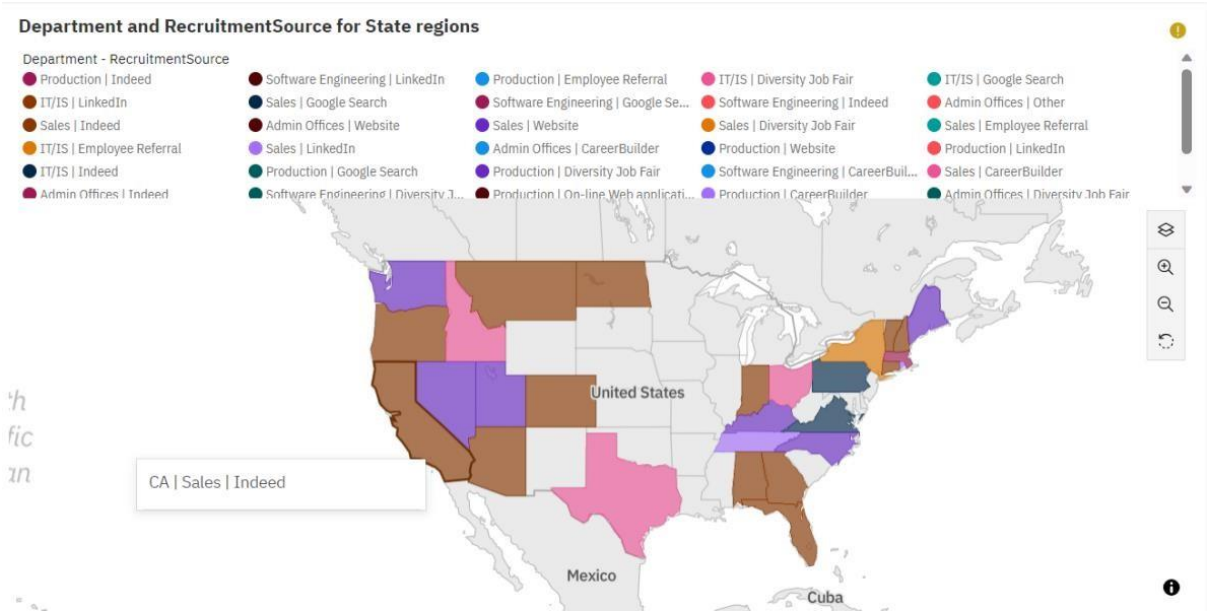
Packed Bubble



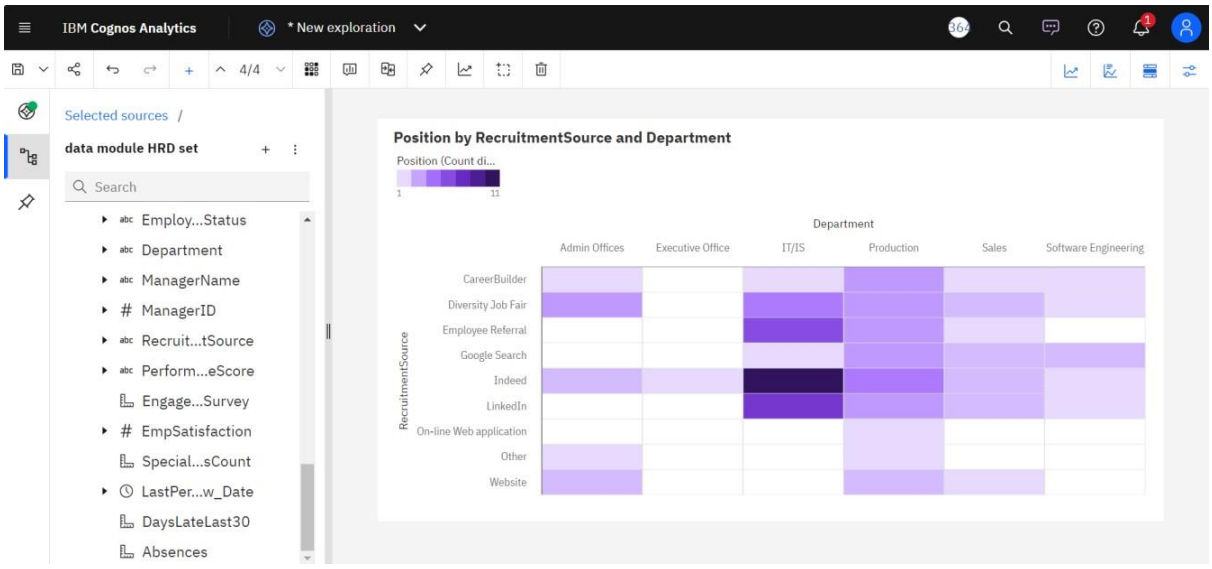
Radial Chart



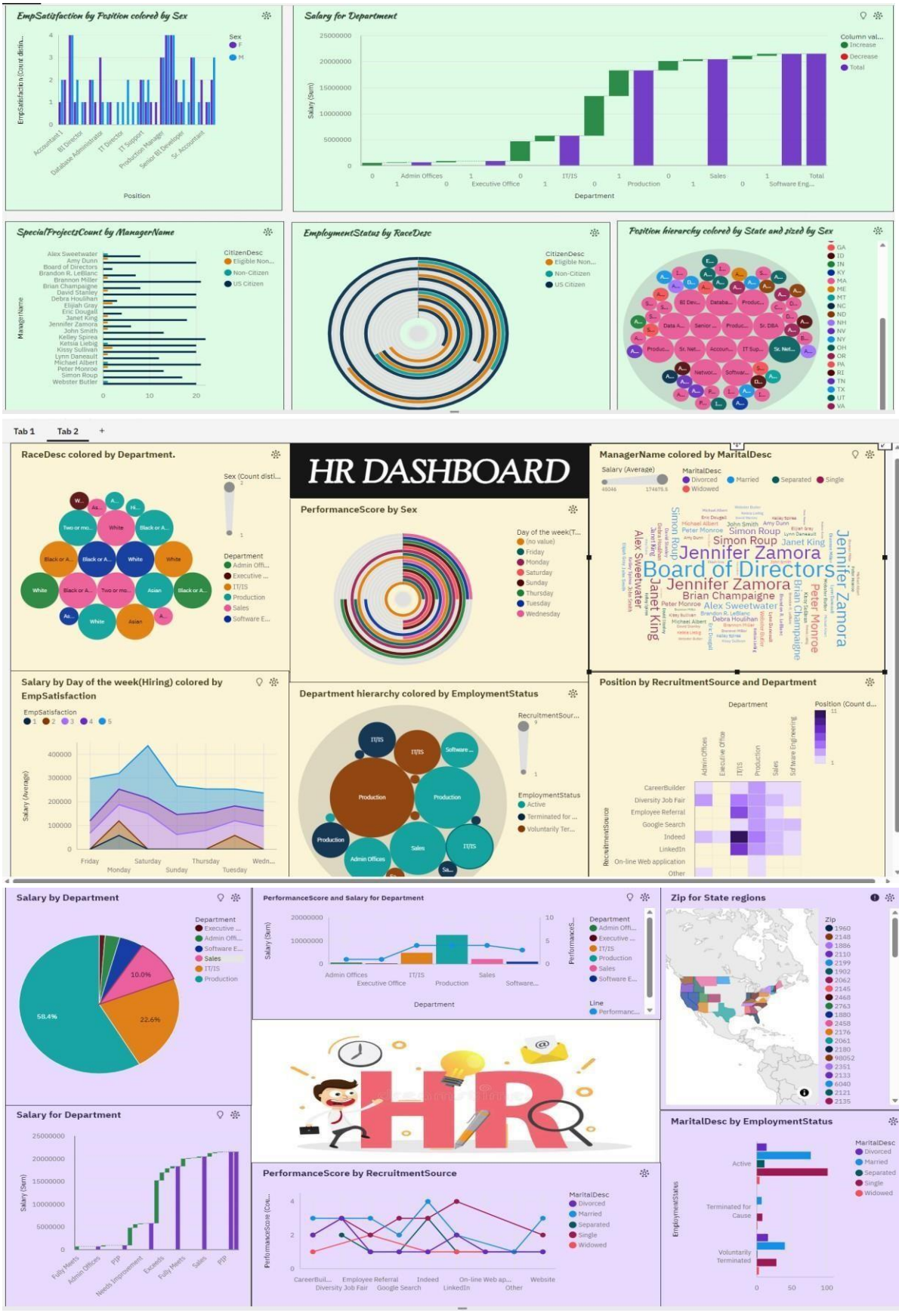
Map Chart



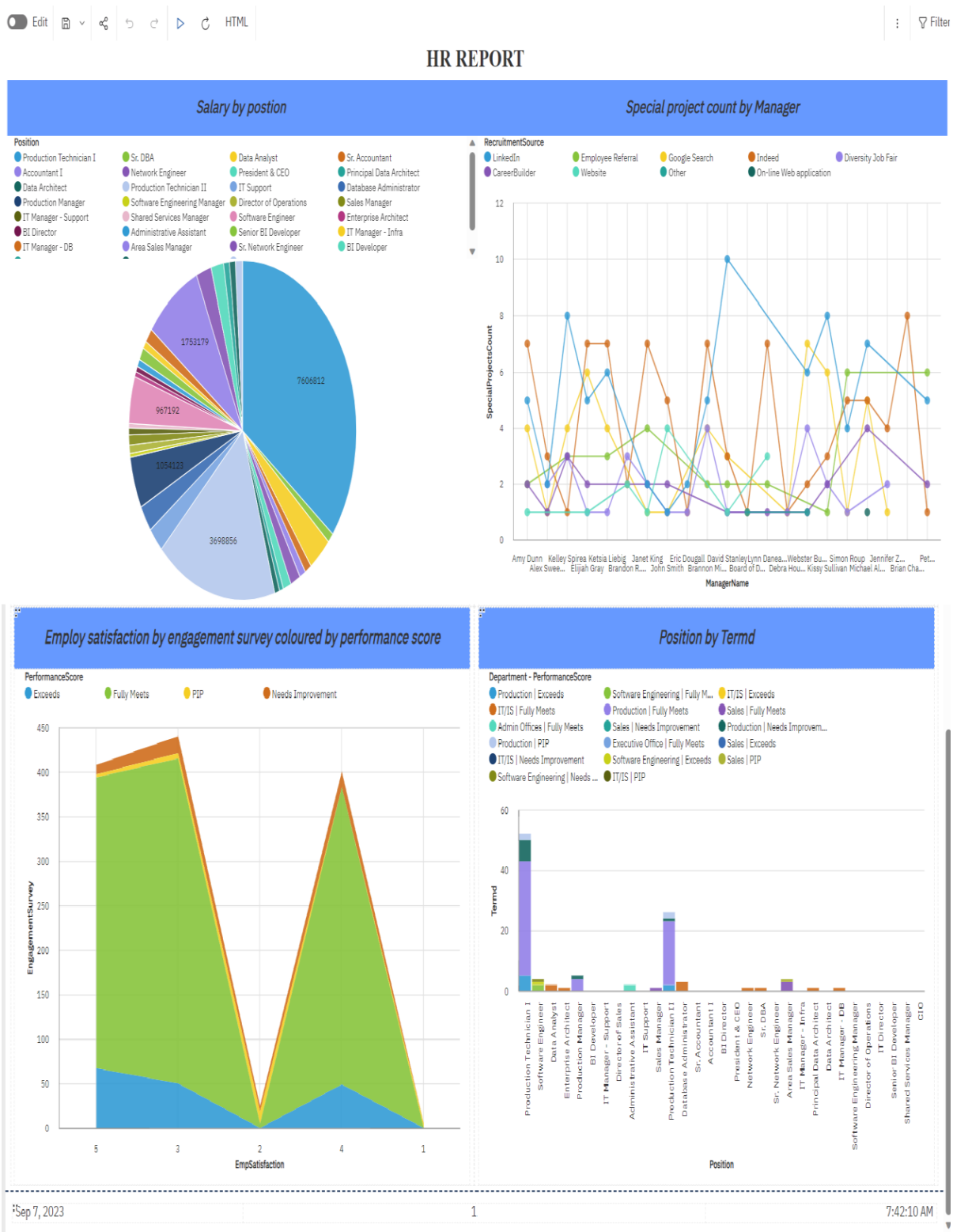
Heat Map



Dashboards


EmpSatisfaction by Position colored by Sex
Salary for Department
SpecialProjectsCount by ManagerName
EmploymentStatus by RaceDesc
Position hierarchy colored by State and sized by Sex
Tab 1
Tab 2
RaceDesc colored by Department.
HR DASHBOARD
ManagerName colored by MaritalDesc
PerformanceScore by Sex
Salary by Day of the week(Hiring) colored by EmpSatisfaction
Department hierarchy colored by EmploymentStatus
Position by RecruitmentSource and Department
Salary by Department
PerformanceScore and Salary for Department
Zip for State regions
Salary for Department
PerformanceScore by RecruitmentSource
MaritalDesc by EmploymentStatus

Reports


Edit
HTML
Filter
HR REPORT
Salary by postion
Position
Production Technician I
Sr. DBA
Data Analyst
Sr. Accountant
Accountant I
Network Engineer
President & CEO
Principal Data Architect
Data Architect
Production Technician II
IT Support
Database Administrator
Production Manager
Software Engineering Manager
Director of Operations
Sales Manager
IT Manager - Support
Shared Services Manager
Software Engineer
Enterprise Architect
BI Director
Administrative Assistant
Senior BI Developer
IT Manager - Infra
IT Manager - DB
Area Sales Manager
Sr. Network Engineer
BI Developer
7606812
1753179
967192
1054123
3698856
Special project count by Manager
RecruitmentSource
LinkedIn
Employee Referral
Google Search
Indeed
Diversity Job Fair
CareerBuilder
Website
Other
On-line Web application
SpecialProjectsCount
ManagerName
Employ satisfaction by engagement survey coloured by performance score
PerformanceScore
Exceeds
Fully Meets
PIP
Needs Improvement
EngagementSurvey
EmpSatisfaction
Position by Termd
Department - PerformanceScore
Production | Exceeds
Software Engineering | Fully M...
IT/IS | Exceeds
IT/IS | Fully Meets
Production | Fully Meets
Sales | Fully Meets
Admin Offices | Fully Meets
Sales | Needs Improvement
Production | Needs Improvem...
Production | PIP
Executive Office | Fully Meets
Sales | Exceeds
IT/IS | Needs Improvement
Software Engineering | Exceeds
Sales | PIP
Software Engineering | Needs ...
IT/IS | PIP
Termd
Position
Sep 7, 2023
1
7:42:10 AM

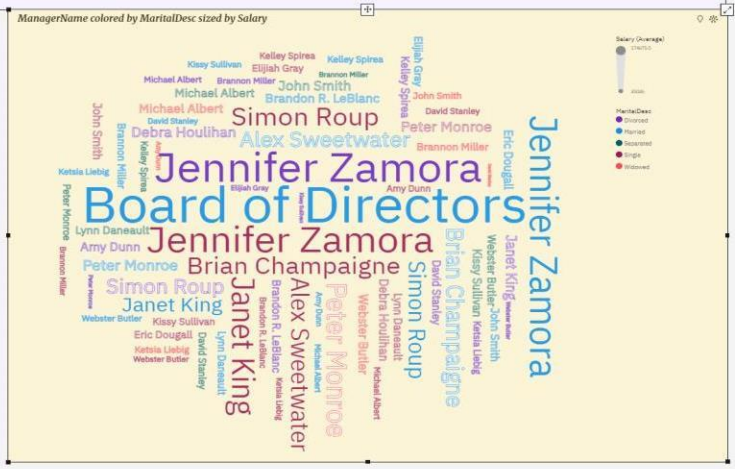
Stories

Heat map

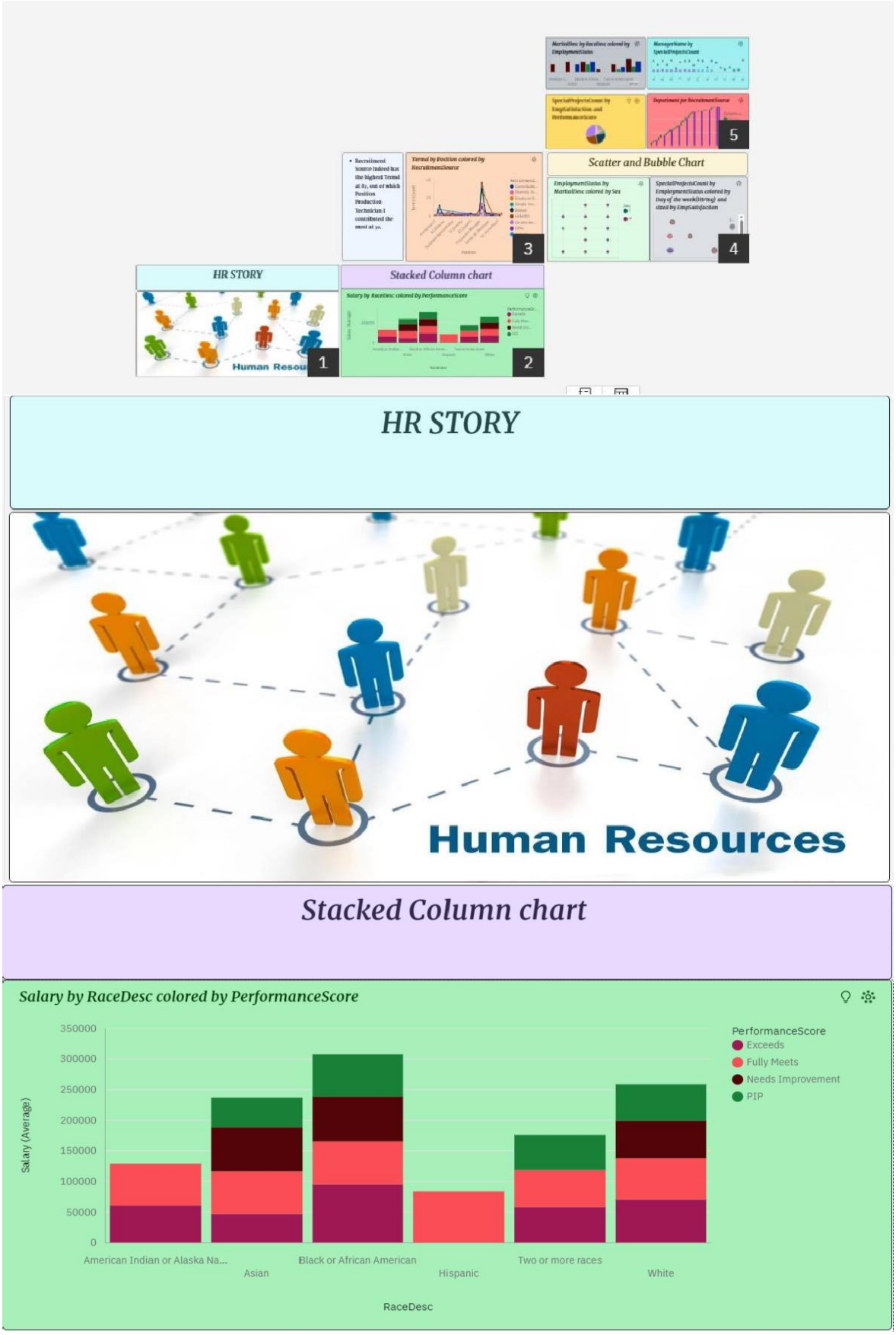
- Department IT/IS having the highest Position at 30, out of which RecruitmentSource Indeed contributed the most at 11.
- RecruitmentSource Indeed Position from Department IT/IS is 11, whereas LinkedIn is only 7.
- RecruitmentSource Indeed has the highest Position due to Department IT/IS.

Word cloud

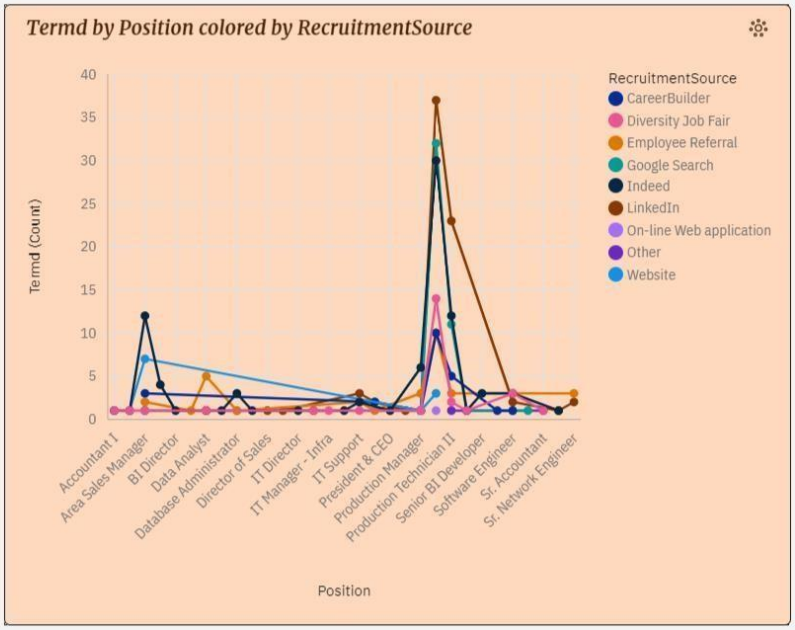
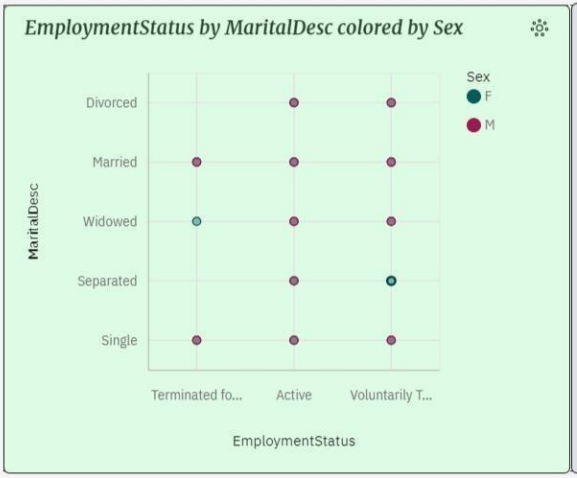
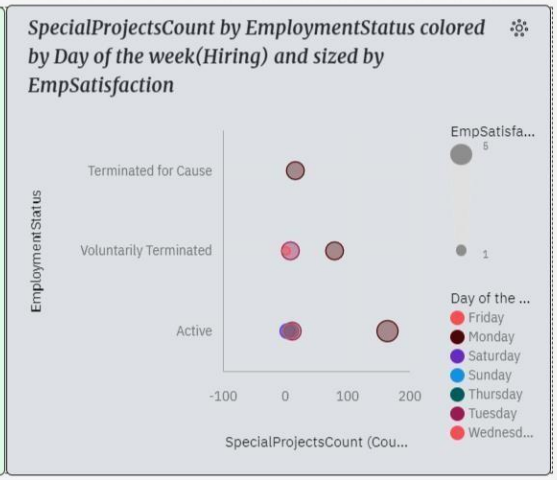
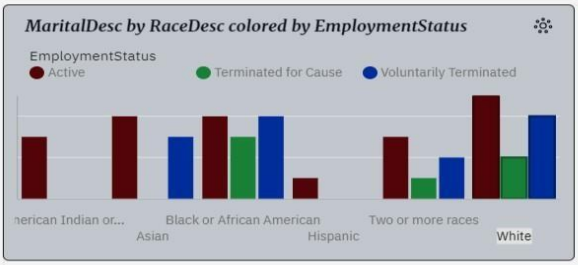
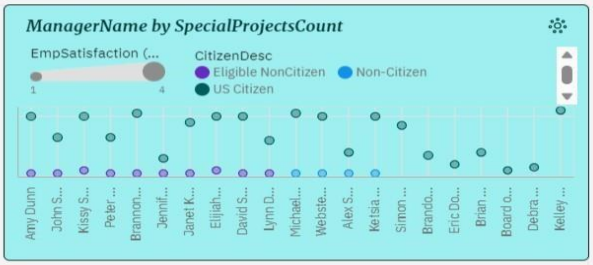
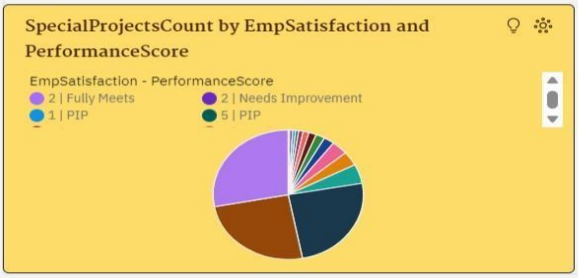
- Manager Name Brannon Miller has the highest RaceDesc due to DOB 1958-11-07.
- Salary is unusually high when Manager Name is Board of Directors.
- Manager Name and MaritalDesc strongly affect Salary (100%).
- ManagerName moderately affects Salary (59%).
- John Smith has a RaceDesc of 1 for DOB 1954-10-12.



Story


HR STORY
Stacked Column chart
Scatter and Bubble Chart
1
2
3
4
5
HR STORY
Human Resources
Stacked Column chart
Salary by RaceDesc colored by PerformanceScore
Salary (Average)
350000
300000
250000
200000
150000
100000
50000
0
American Indian or Alaska Na...
Asian
Black or African American
Hispanic
Two or more races
White
RaceDesc
PerformanceScore
Exceeds
Fully Meets
Needs Improvement
PIP

- Recruitment Source Indeed has the highest Termd at 87, out of which Position Production Technician I contributed the most at 30.



Scatter and Bubble Chart