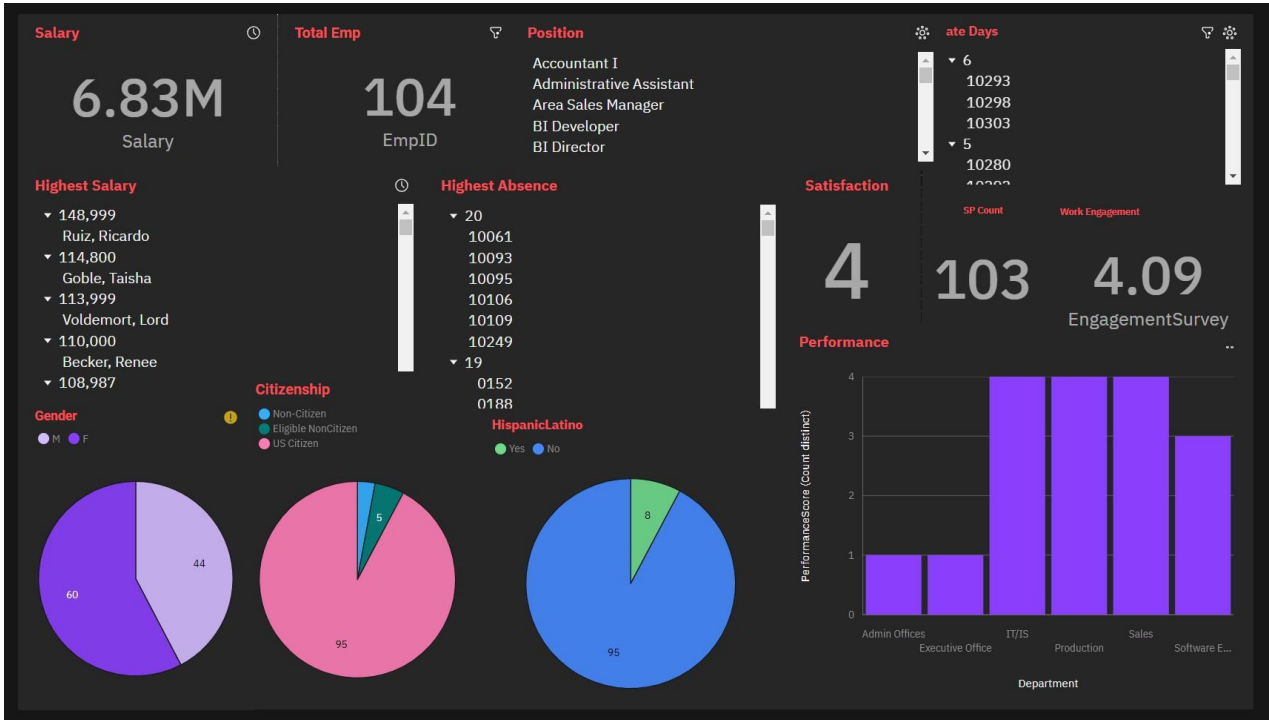| NAME	SWETHA M
REG NO	311520104050
CLASS	B.E – CSE
EMAIL ID	swetha21.vm@gmail.com
	ASSIGNMENT - 2

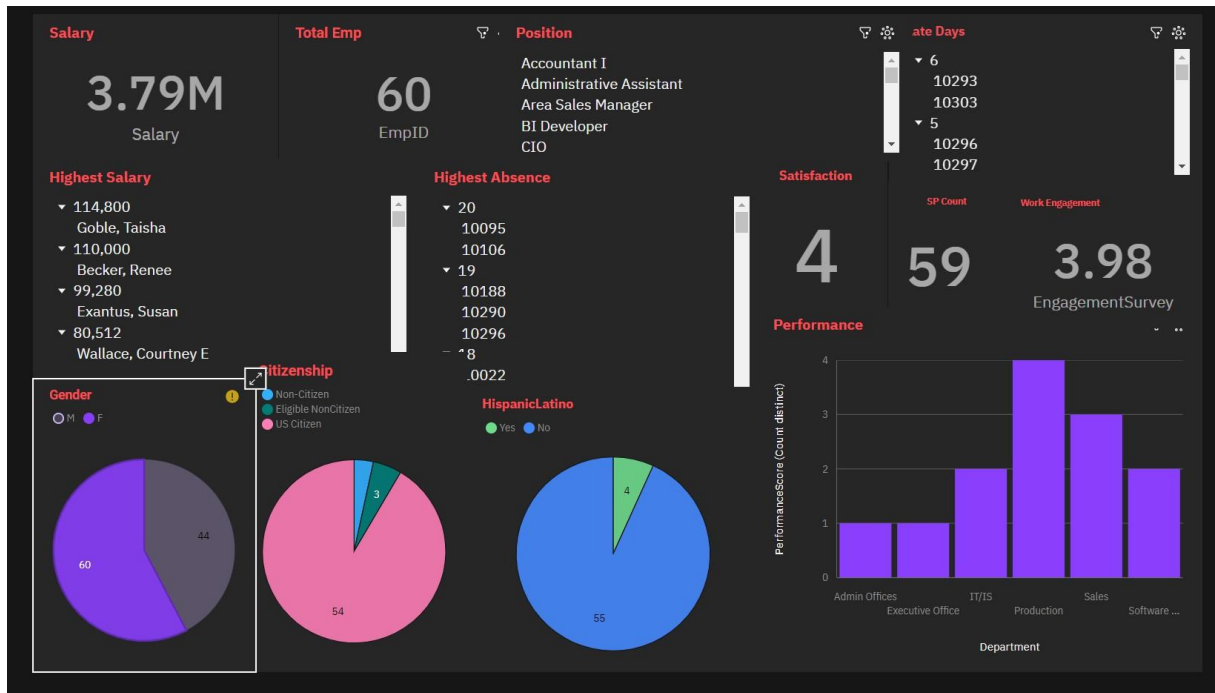| Task	Upload the dataset to Cognos Analytics, prepare the data, explore and create Interactive Dashboard, report and Story

Problem Statement:-

HR data can be hard to come by, and HR professionals generally lag behind with respect to analytics and data visualization competency. We use the data set to teach HR students how to use and analyze the data in Cognos - a data visualization tool that's easy to learn.
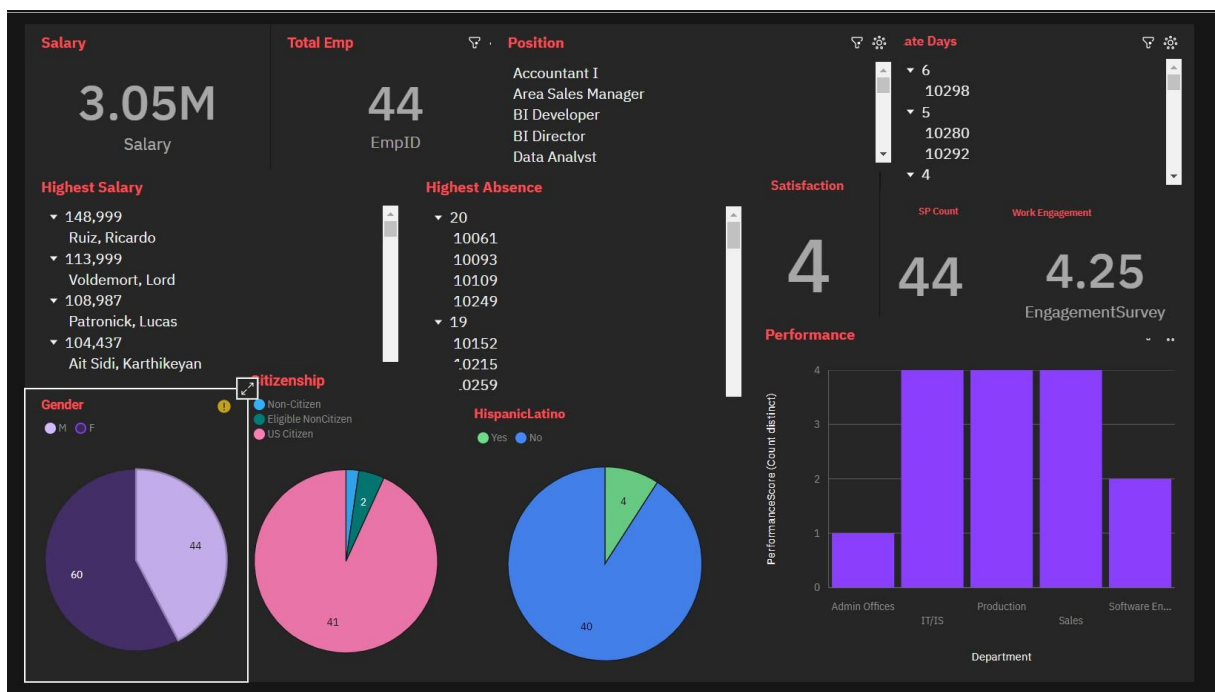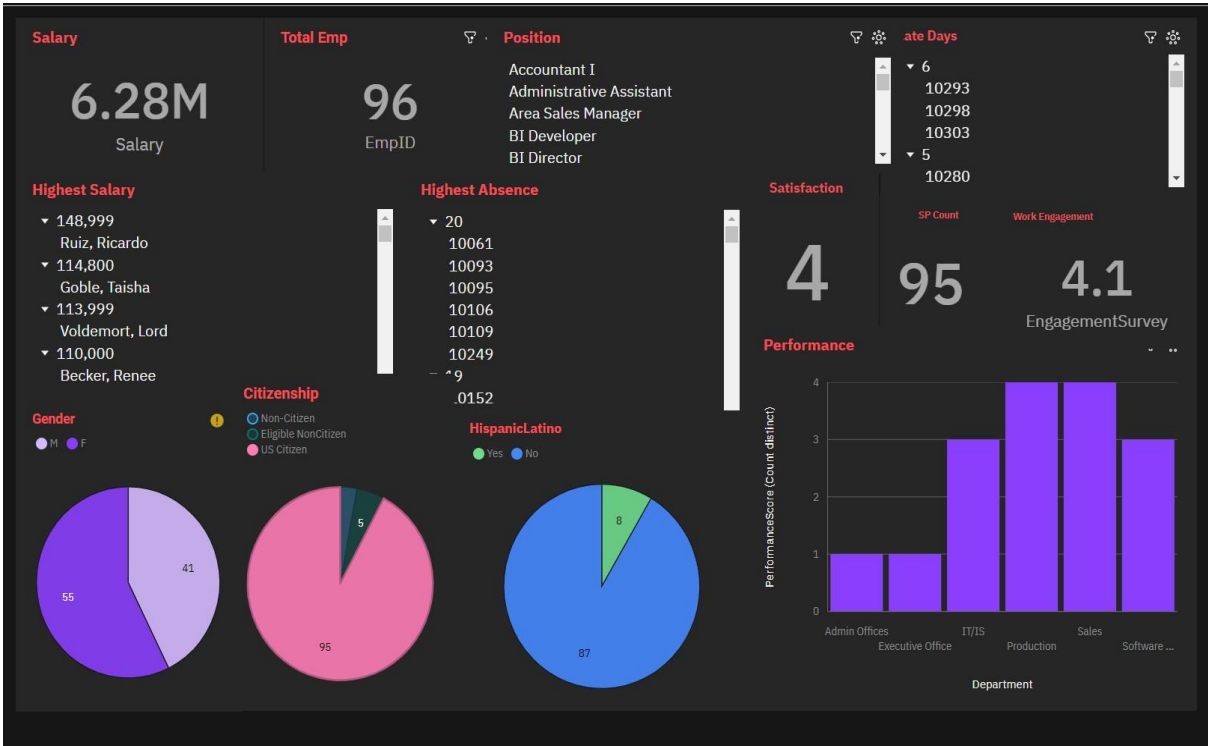
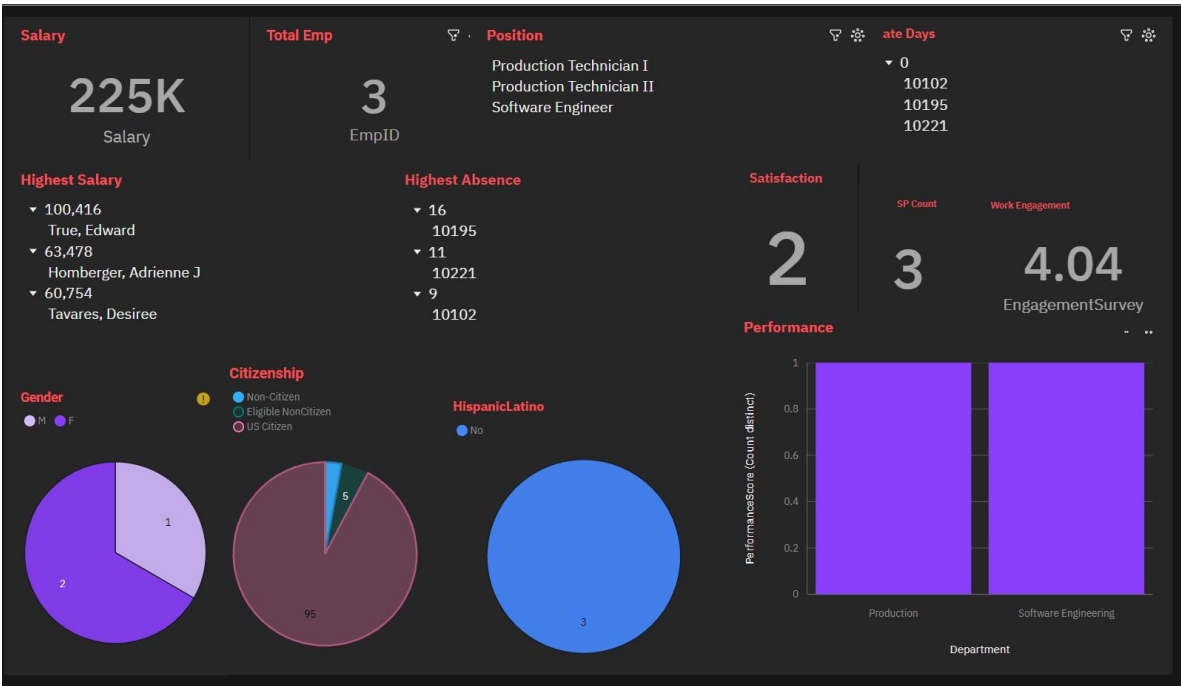**Output:-**

Overall Dashboard

Female Employees

Salary

3.79M
Salary

Total Emp

60
EmpID

Position

Accountant I
Administrative Assistant
Area Sales Manager
BI Developer
CIO

ate Days

▼ 6
  10293
  10303
▼ 5
  10296
  10297

Highest Salary

▼ 114,800
  Goble, Taisha
▼ 110,000
  Becker, Renee
▼ 99,280
  Exantus, Susan
▼ 80,512
  Wallace, Courtney E

Highest Absence

▼ 20
  10095
  10106
▼ 19
  10188
  10290
  10296
− ˙8
  .0022

Satisfaction

SP Count

Work Engagement

4

59

3.98
EngagementSurvey

Performance

Gender
○ M ● F

60 / 44

itizenship
● Non-Citizen
● Eligible NonCitizen
● US Citizen

3 / 54

HispanicLatino
● Yes ● No

4 / 55

Performance chart — Department axis: Admin Offices, Executive Office, IT/IS, Production, Sales, Software ...

Male Employees

Salary

3.05M
Salary

Total Emp

44
EmpID

Position

Accountant I
Area Sales Manager
BI Developer
BI Director
Data Analyst

ate Days

▼ 6
  10298
▼ 5
  10280
  10292
▼ 4

Highest Salary

▼ 148,999
  Ruiz, Ricardo
▼ 113,999
  Voldemort, Lord
▼ 108,987
  Patronick, Lucas
▼ 104,437
  Ait Sidi, Karthikeyan

Highest Absence

▼ 20
  10061
  10093
  10109
  10249
▼ 19
  10152
  ·0215
  .0259

Satisfaction

SP Count

Work Engagement

4

44

4.25
EngagementSurvey

Performance

Gender
● M ○ F

60 / 44

itizenship
● Non-Citizen
● Eligible NonCitizen
● US Citizen

2 / 41

HispanicLatino
● Yes ● No

4 / 40

Performance chart — Department axis: Admin Offices, IT/IS, Production, Sales, Software En...

Data Analyst Employee

US Citizen Employees

Non Citizen Employees

Salary

225K
Salary

Total Emp

3
EmpID

Position

Production Technician I
Production Technician II
Software Engineer

ate Days

▼ 0
 10102
 10195
 10221

Highest Salary

▼ 100,416
 True, Edward
▼ 63,478
 Homberger, Adrienne J
▼ 60,754
 Tavares, Desiree

Highest Absence

▼ 16
 10195
▼ 11
 10221
▼ 9
 10102

Satisfaction

2

SP Count

3

Work Engagement

4.04
EngagementSurvey

Performance

Gender
● M ● F

Citizenship
● Non-Citizen
○ Eligible NonCitizen
○ US Citizen

HispanicLatino
● No

Eligible Non Citizen Employees

Salary

325K
Salary

Total Emp

5
EmpID

Position

Area Sales Manager
IT Manager - Infra
Network Engineer
Production Technician I
Production Technician II

ate Days

▼ 1
 10188
▼ 0
 10048
 10131
 10187

Highest Salary

▼ 83,363
 Quinn, Sean
▼ 74,326
 Bunbury, Jessica
▼ 64,971
 Roberson, May
▼ 55,140
 Wilber, Barry

Highest Absence

▼ 19
 10188
▼ 14
 10187
▼ 10
 10230
▼ 7
 048

Satisfaction

3

SP Count

5

Work Engagement

3.99
EngagementSurvey

Performance

Gender
● M ● F

Citizenship
○ Non-Citizen
● Eligible NonCitizen
○ US Citizen

HispanicLatino
● No

Search Dashboard

Employee ID	Employee Name	Department
10001	Adinolfi, Wilson K	Admin Offices
10002	Ait Sidi, Karthikeyan	Executive Office
10003	Akinkuolie, Sarah	IT/IS
10004	Alagbe,Trina	Production
10005	Anderson, Carol	Sales
10006	Anderson, Linda	Software Engineering
10007		
10008	**Position**	**Gender** **Marital Status**
10009	Accountant I	F Divorced
10010	Administrative Assistant	M Married
10011	Area Sales Manager	Separated
10012	BI Developer	Single
10013	BI Director	Widowed
10014	CIO	

Date of Birth   **Date of Join**   **Date of Terminated**

Date of Birth	Date of Join	Date of Terminated
1/2/1951	1/9/2006	(no value)
2/25/1951	6/25/2007	8/30/2010
1/18/1952	11/5/2007	5/30/2011
2/11/1952	1/7/2008	9/26/2011
8/18/1952	9/2/2008	10/22/2011
5/24/1953	10/27/2008	1/2/2012

Score   **Survey**   **Salary**

Score	Survey	Salary
Exceeds	5	250,000
Fully Meets	4.96	220,450
Needs Improvement	4.94	180,000
PIP	4.9	178,000
	4.88	170,500
	4.84	157,000
	4.83	150,290

(Employee ID list: 10001–10031)

Search with Employee ID

Employee ID	Employee Name	Department
10001	Lynch, Lindsay	Production
10002		
10003		
10004		

Position   **Gender**   **Marital Status**

Production Technician I   F   Single

Date of Birth   **Date of Join**   **Date of Terminated**

2/14/1973   11/7/2011   11/14/2015

Score   **Survey**   **Salary**

Exceeds   5   47,434

(Employee ID list: 10001–10031, with 10004 highlighted)

Search with Marital Status

Employee ID	Employee Name	Department
10003	Ait Sidi, Karthikeyan	Admin Offices
10007	Akinkuolie, Sarah	Executive Office
10011	Alagbe,Trina	IT/IS
10016	Baczenski, Rachael	Production
10017	Barbara, Thomas	Sales
10021	Beak, Kimberly	Software Engineering
10022		
10023	**Position**	**Gender** **Marital Status**
10029	Accountant I	F Divorced
10032	Administrative Assistant	M Married
10034	Area Sales Manager	Separated
10044	BI Developer	Single
10045	BI Director	Widowed
10047	Data Analyst	

Date of Birth	Date of Join	Date of Terminated
1/18/1952	1/7/2008	(no value)
2/11/1952	10/27/2008	5/30/2011
5/24/1953	1/5/2009	9/26/2011
9/21/1954	1/8/2009	1/2/2012
10/12/1954	4/27/2009	2/8/2012
4/14/1955	4/26/2010	4/7/2012

Score	Survey	Salary
Exceeds	5	250,000
Fully Meets	4.96	180,000
Needs Improvement	4.9	157,000
PIP	4.84	113,999
	4.83	110,929
	4.81	106,367
	4.78	105,700

Employee IDs: 10048, 10049, 10050, 10051, 10052, 10053, 10056, 10057, 10063, 10064, 10070, 10073, 10077, 10078, 10080, 10081, 10084

Search with Performance Score

Employee ID	Employee Name	Department
10280	Blount, Dianna	IT/IS
10281	Cole, Spencer	Production
10282	Corleone, Michael	Sales
10283	DiNocco, Lily	Software Engineering
10284	Estremera, Miguel	
10285	Evensen, April	
10286		
10287	**Position**	**Gender** **Marital Status**
10288	IT Manager - Infra	F Divorced
10289	Production Manager	M Married
10290	Production Technician I	Single
10291	Production Technician II	
10292	Sales Manager	
10293	Software Engineer	
10294		
10295		
10296		
10297		

Date of Birth	Date of Join	Date of Terminated
6/6/1968	7/20/2010	(no value)
8/9/1974	1/10/2011	9/24/2012
12/17/1975	2/21/2011	6/5/2013
11/15/1976	4/4/2011	6/25/2015
12/2/1978	5/2/2011	9/1/2015
8/12/1979	7/5/2011	9/15/2015

Score	Survey	Salary
Exceeds	5	157,000
Fully Meets	4.25	99,280
Needs Improvement	4.13	83,082
PIP	3.97	72,992
	3.88	68,051
	3.6	66,441
	3.54	63,025

Search with Survey Performance and Department

Employee ID	Employee Name	Department
10220	Clayton, Rick	IT/IS
10259	Galia, Lisa	Production
10273	Pearson, Randall	

Position		Gender	Marital Status
Data Analyst		F	Married
IT Support		M	Single

Date of Birth	Date of Join	Date of Terminated
7/6/1968	5/1/2010	5/1/2016
9/5/1984	9/5/2012	(no value)
9/5/1985	12/1/2014	

Score	Survey	Salary
Fully Meets	5	93,093
	4.96	68,678
	4.94	65,707
	4.7	
	4.64	
	4.61	
	4.6	

Search with Multiple Attributes

Employee ID	Employee Name	Department
10290	Exantus, Susan	Production
		Software Engineering

Position		Gender	Marital Status
Software Engineer		F	Married

Date of Birth	Date of Join	Date of Terminated
5/15/1987	5/2/2011	6/5/2013

Score	Survey	Salary
Fully Meets	2.1	99,280
Needs Improvement		