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CLASS	B.Tech – IT
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	ASSIGNMENT - 2

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

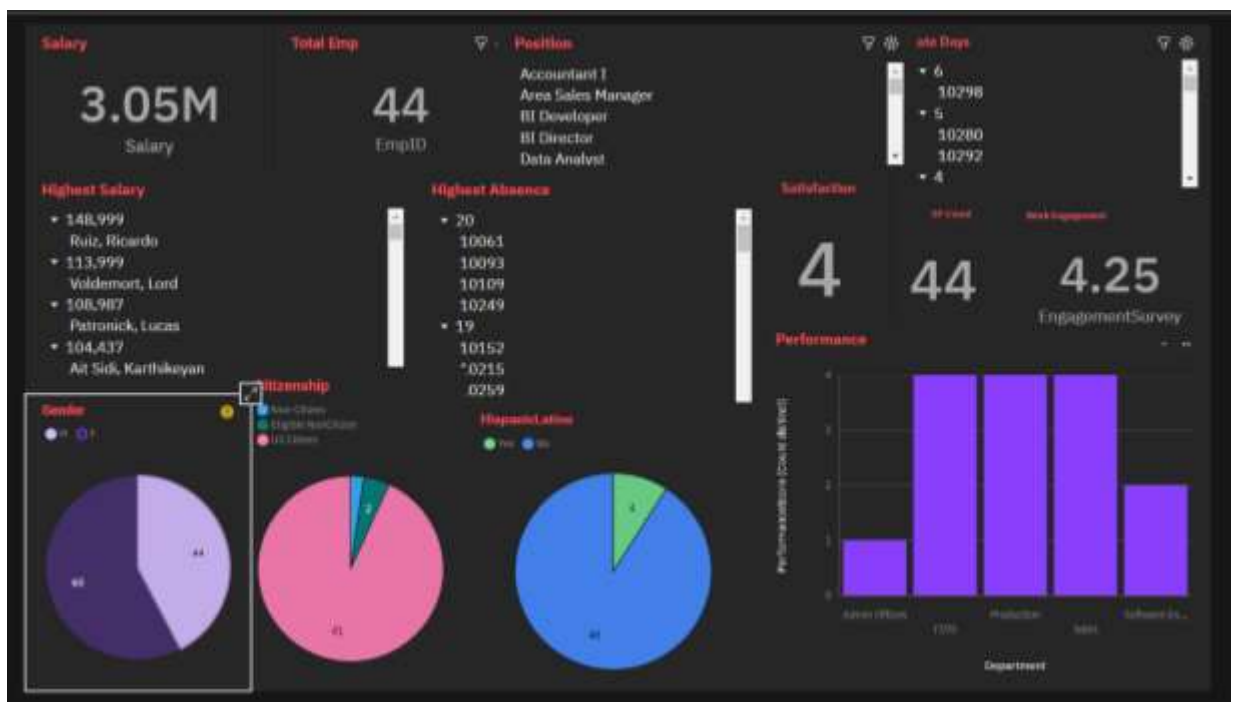
Overall Dashboard



Female Employees



Male Employees



Data Analyst Employee



US Citizen Employees



Non Citizen Employees



Eligible Non Citizen Employees



Search Dashboard

Employee ID	Employee Name	Department
10001	Adinolfi, Wilson K	Admin Offices
10002	Air Sidi, Karthikayan	Executive Office
10003	Akinkuolie, Sarah	IT/IS
10004	Alaghe,Tina	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	
10015	Date of Birth	Date of Join Date of Termination
10016		
10017	1/2/1961	1/9/2006 (no value)
10018	2/25/1961	6/25/2007 8/30/2010
10019	1/18/1962	11/5/2007 5/30/2011
10020	2/11/1962	1/7/2008 9/26/2011
10021	8/18/1962	9/2/2008 10/22/2011
10022	6/24/1963	10/22/2008 1/31/2012
10023	Score	Survey Salary
10024	Exceeds	5 250,000
10025	Fully Meets	4.96 220,450
10026	Needs Improvement	4.94 180,000
10027	PIP	4.9 178,000
10028		4.88 170,500
10029		4.84 157,000
10030		4.83 150,290
10031		

Search with Employee ID

Employee ID	Employee Name	Department
10001	Lynch, Lindsay	Production
10002		
10003		
10004		
10005		
10006		
10007		
10008		
10009	Production Technician I	F
10010		
10011		
10012		
10013		
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10028		
10029		
10030		
10031		

Search with Marital Status

Employee ID	Employee Name	Department	Position	Gender	Marital Status	Date of Birth	Date of Join	Date of Termination	Score	Survey	Salary
10003	Air Sid, Karthikeyan	Admin Offices									
10007	Akinkusole, Sarah	Executive Office									
10011	Alaghe, Trina	IT/IS									
10016	Baczynski, Rachael	Production									
10017	Barbara, Thomas	Sales									
10021	Beak, Kimberly	Software Engineering									
10022											
10023											
10029	Accountant I			F	Divorced						
10032	Administrative Assistant			M	Married						
10034	Area Sales Manager				Separated						
10044	HR Developer				Single						
10045	HR Director				Widowed						
10047	Data Analyst										
10048											
10049											
10050	1/18/1952					1/7/2008		(no value)			
10051	2/13/1952					10/27/2008		5/30/2011			
10052	5/24/1953					1/5/2009		9/26/2011			
10053	9/23/1954					1/8/2009		1/2/2012			
10056	10/12/1954					4/27/2009		2/8/2012			
10057	4/14/1955					4/26/2010		4/7/2012			
10063											
10064											
10070	Exceeds		5					750,000			
10073	Fully Meets		4.96					180,000			
10077	Needs Improvement		4.9					157,000			
10078	PIP		4.84					113,999			
10080			4.83					110,929			
10081			4.81					106,367			
10084			4.78					105,700			

Search with Performance Score

Employee ID	Employee Name	Department	Position	Gender	Marital Status	Date of Birth	Date of Join	Date of Termination	Score	Survey	Salary
10280	Blount, Dianna	IT/IS									
10281	Cole, Spencer	Production									
10282	Corleone, Michael	Sales									
10283	DiNocco, Lily	Software Engineering									
10284	Estremera, Miguel										
10285	Fernandez, Ariel										
10286											
10287											
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	6/6/1968					7/20/2010		(no value)			
10297	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			
	10/17/1979					7/4/2011		4/16/2016			
	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	Exanth, 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			