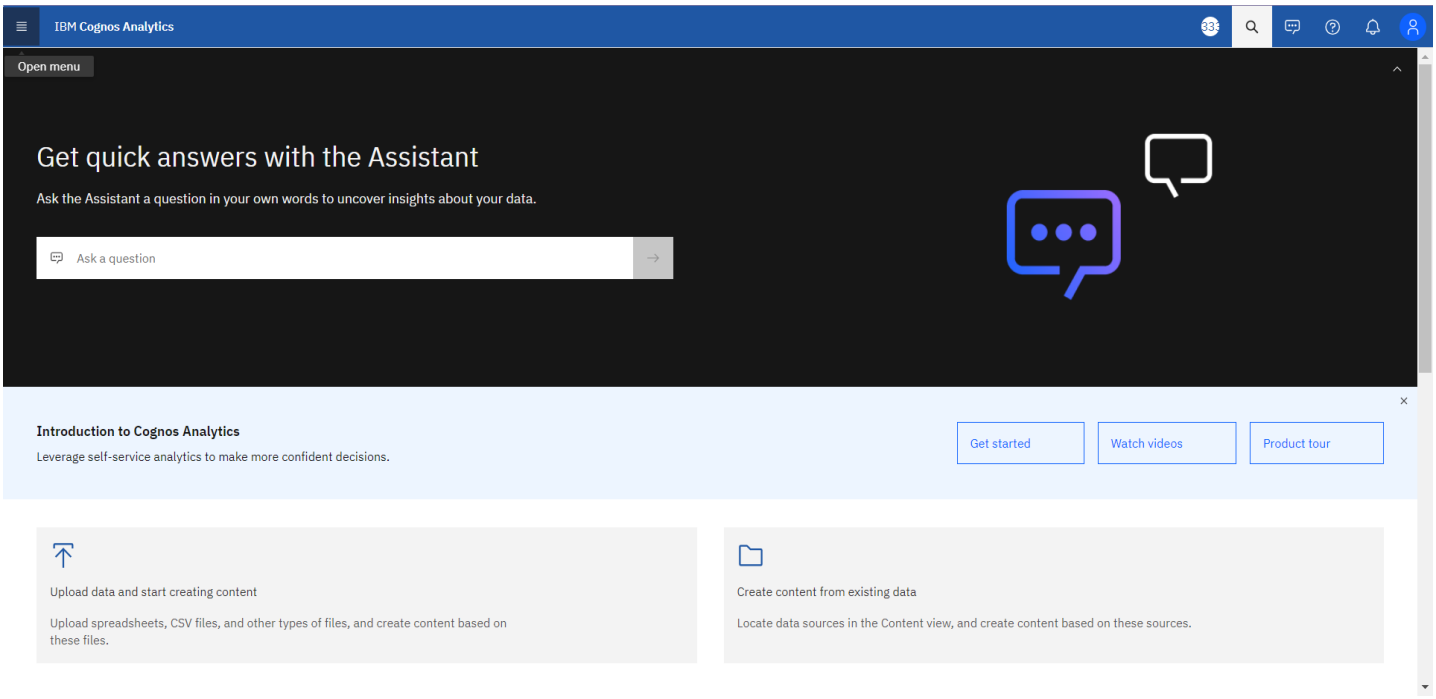
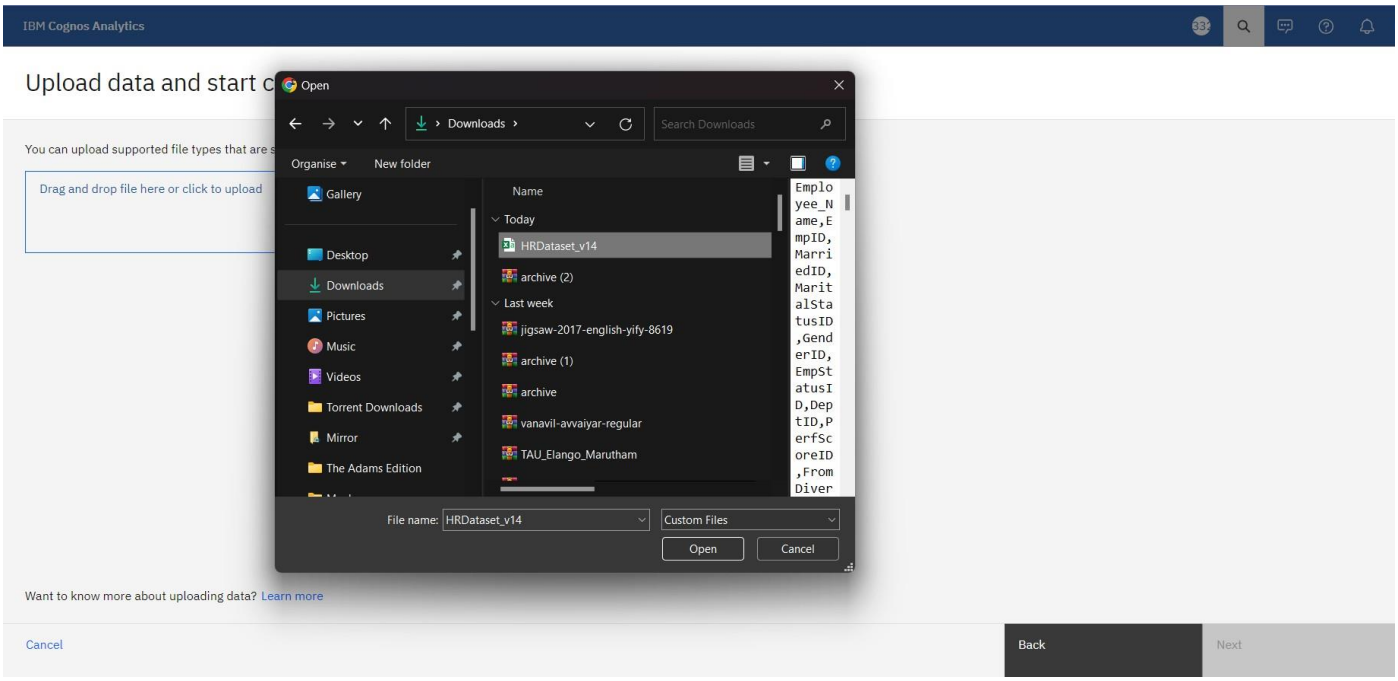
HR ANALYSIS VISUALIZATION

NAME: NIGESH G

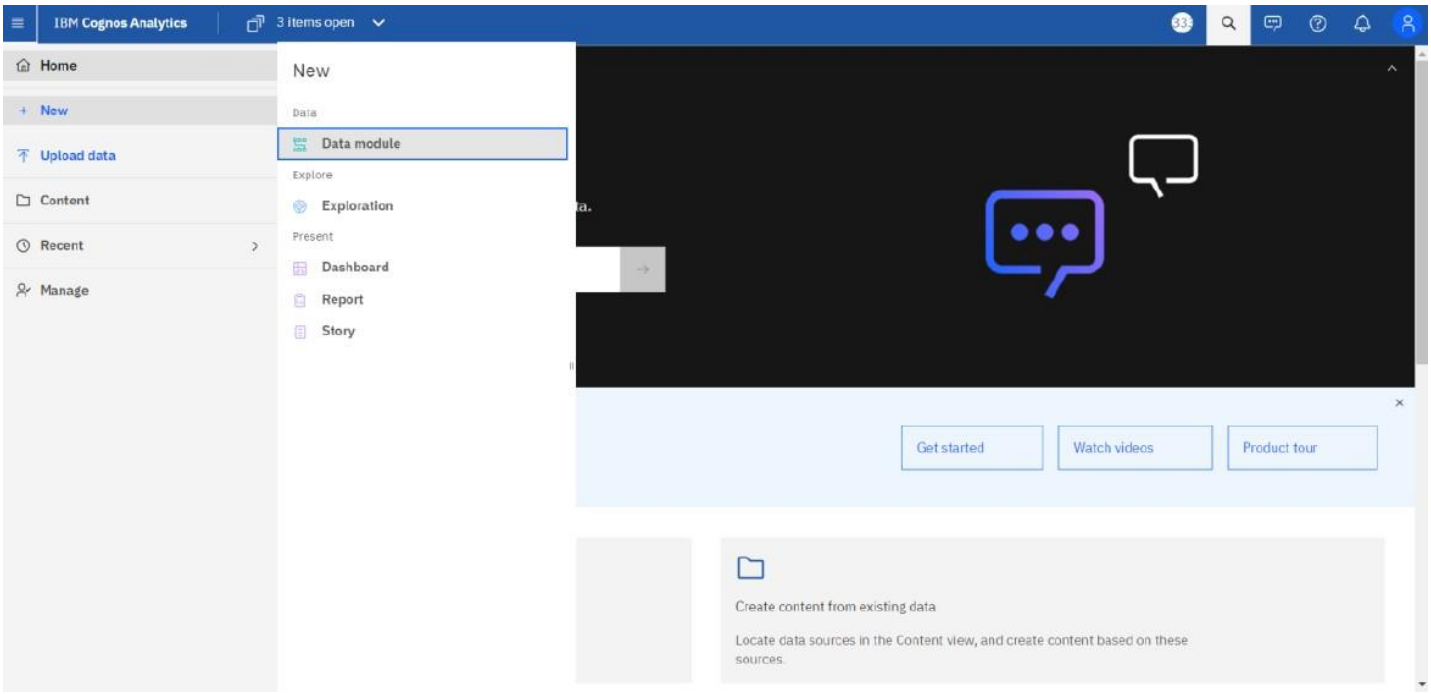
UPLOAD THE DATASET, DELETE UNNECESSARY COLUMN AND CREATE DATA MODULE.

Step 1: Upload The Data(CSV File) In The Cognos .

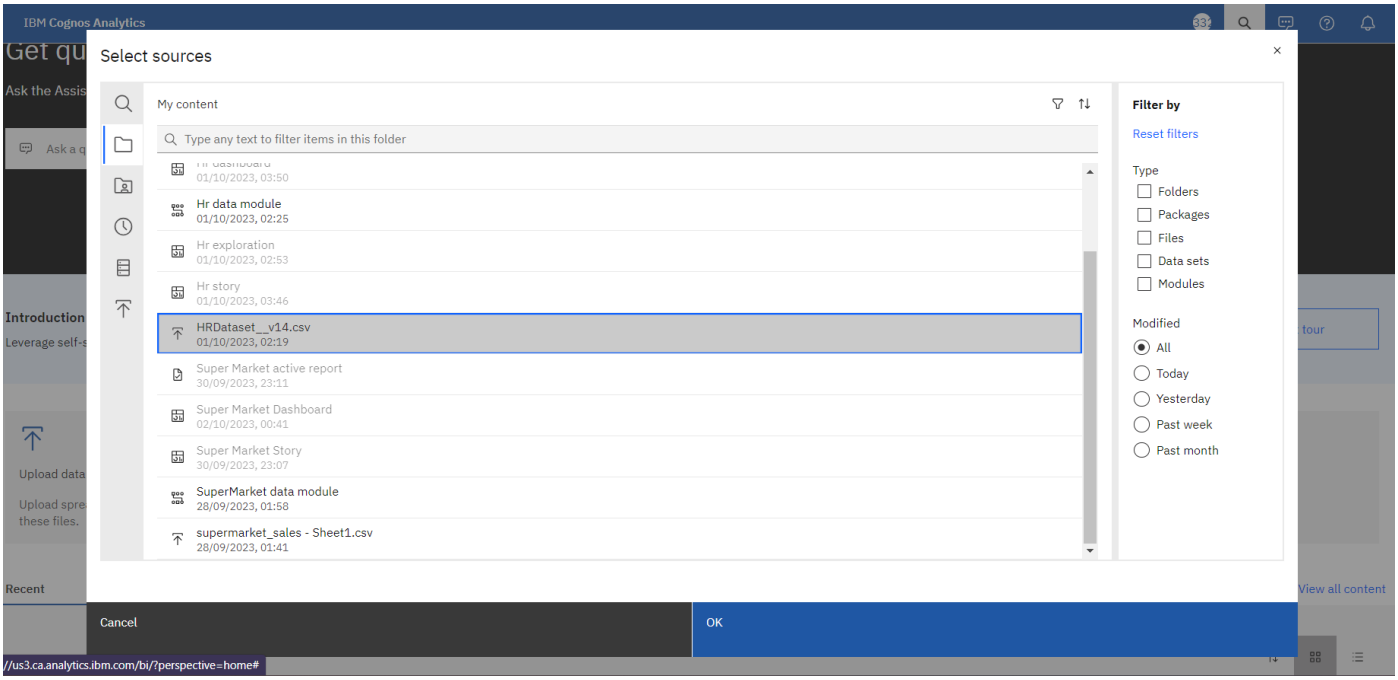




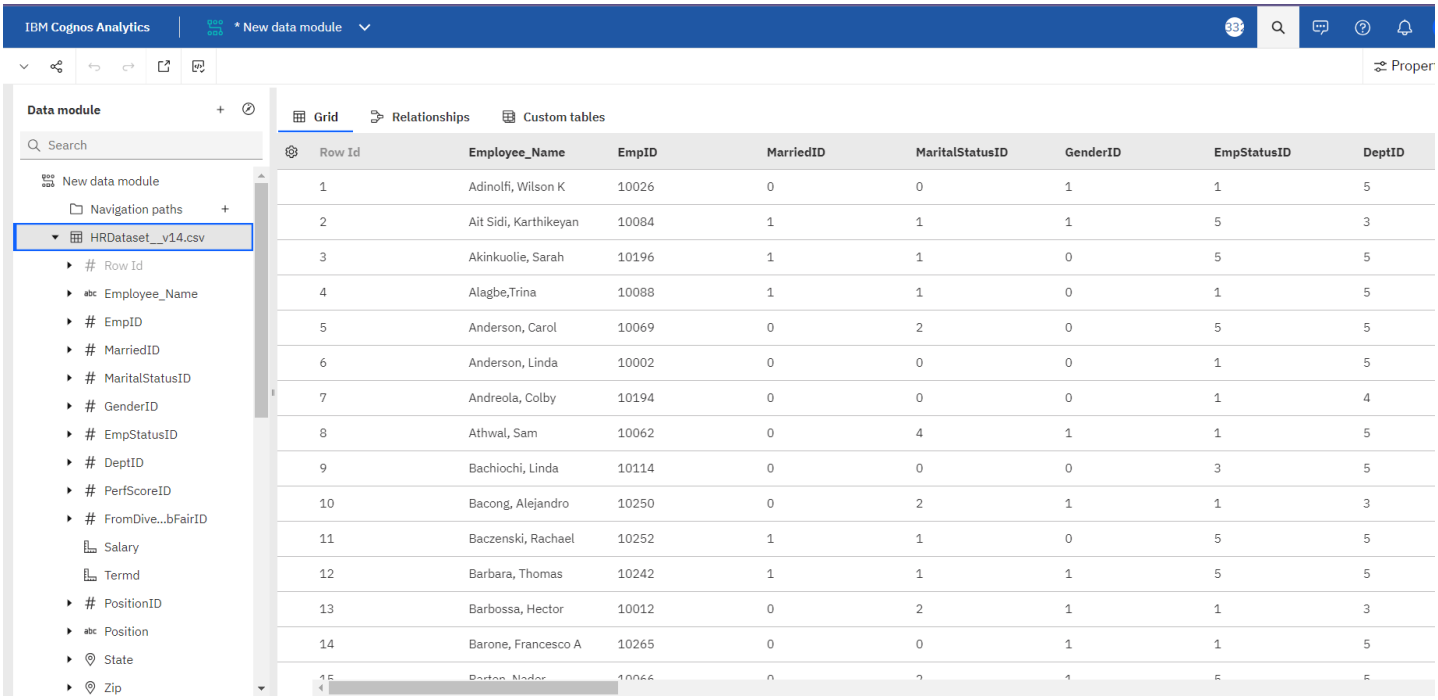
Step 2: Create Data Module.

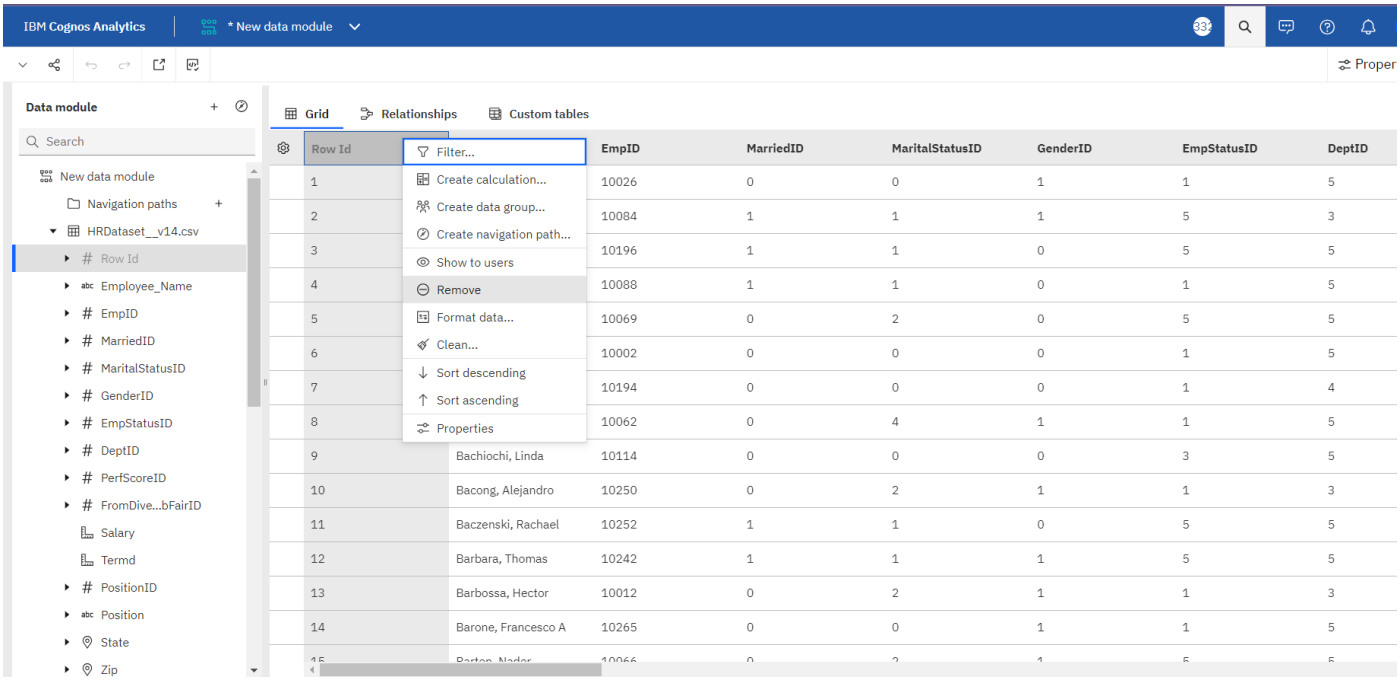


Step 3 : Select The Source CSV File.



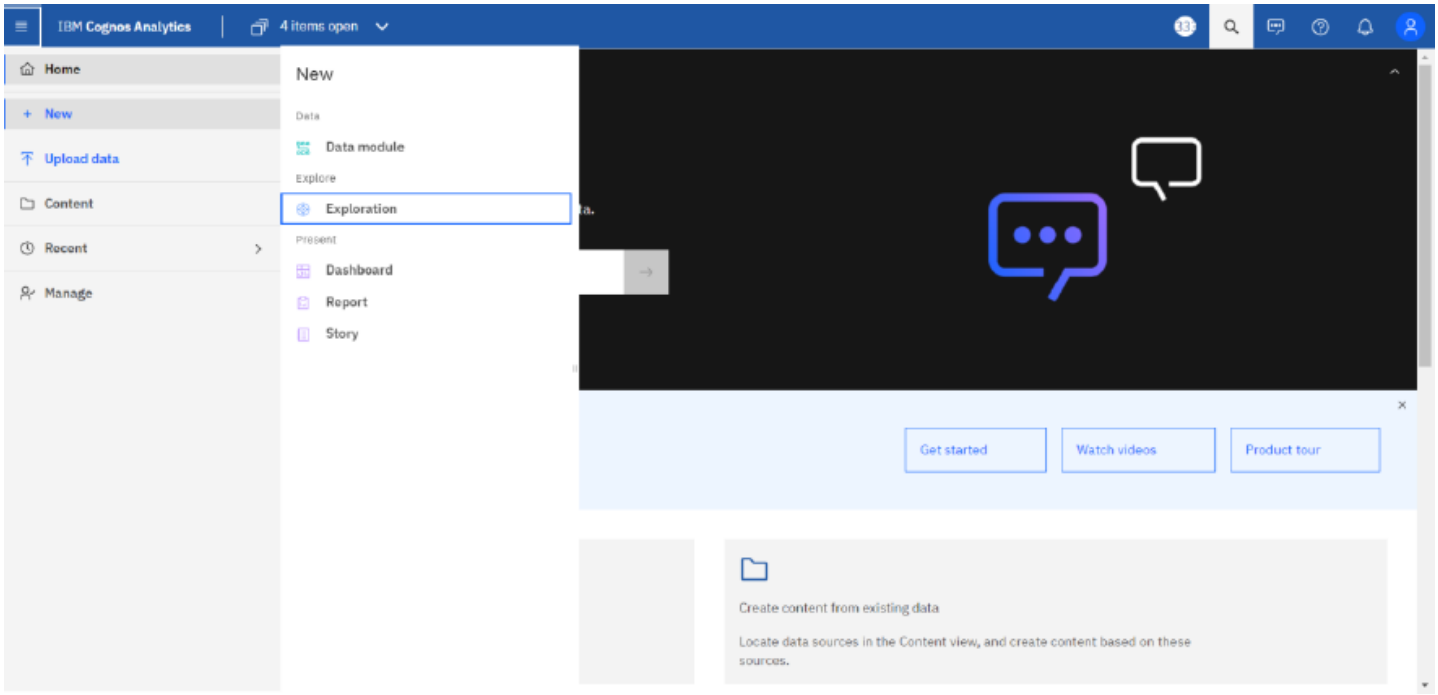
Step 4: After Uploading, Grid Displays The Table Value Of The CSV File. In That We Able To Delete Or Remove The Unnecessary Values.



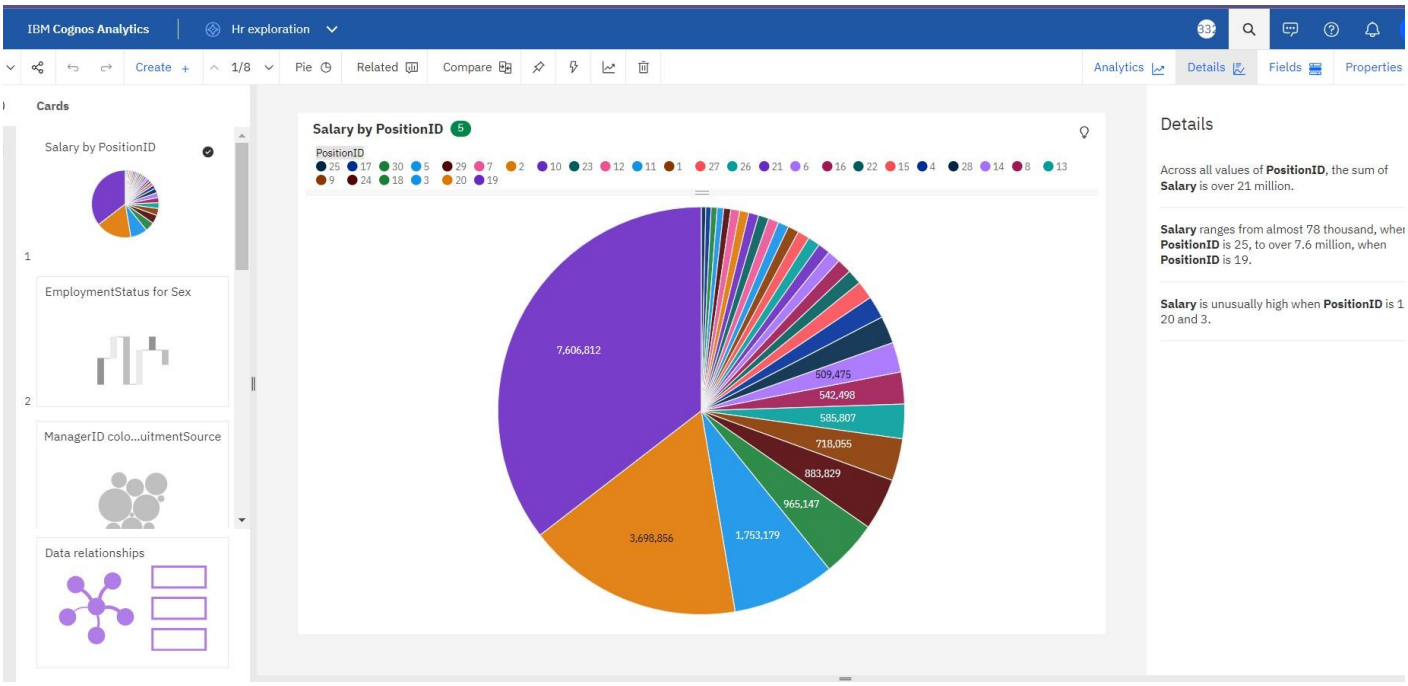


Explore The Dataset:

Step1: Select The Exploration.

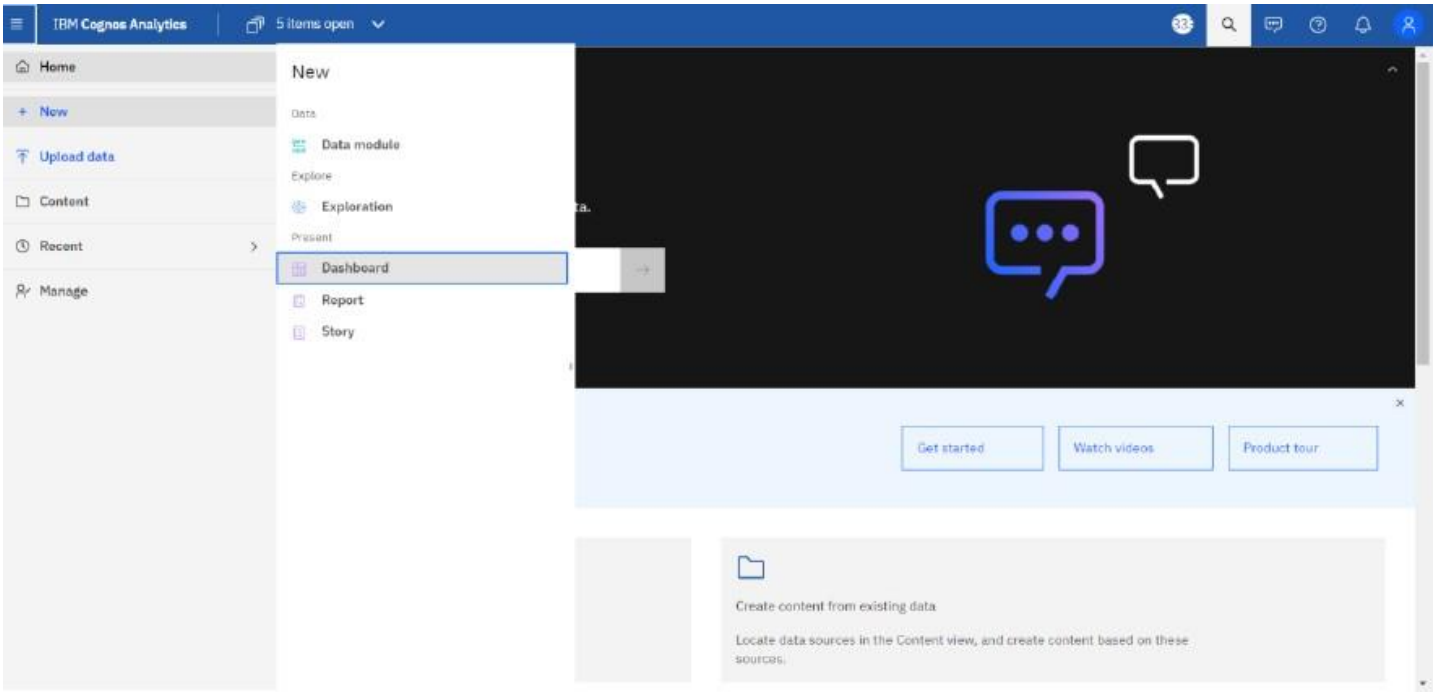


Step2: Explore The Dataset

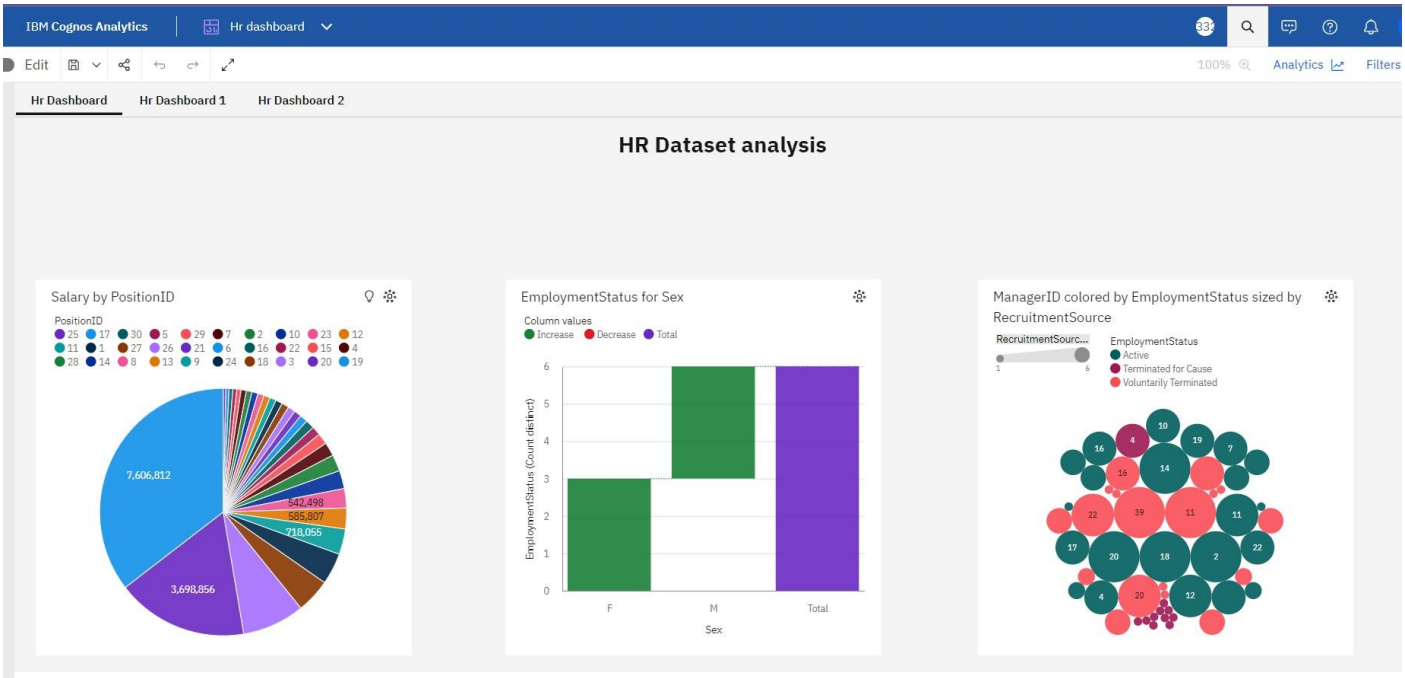


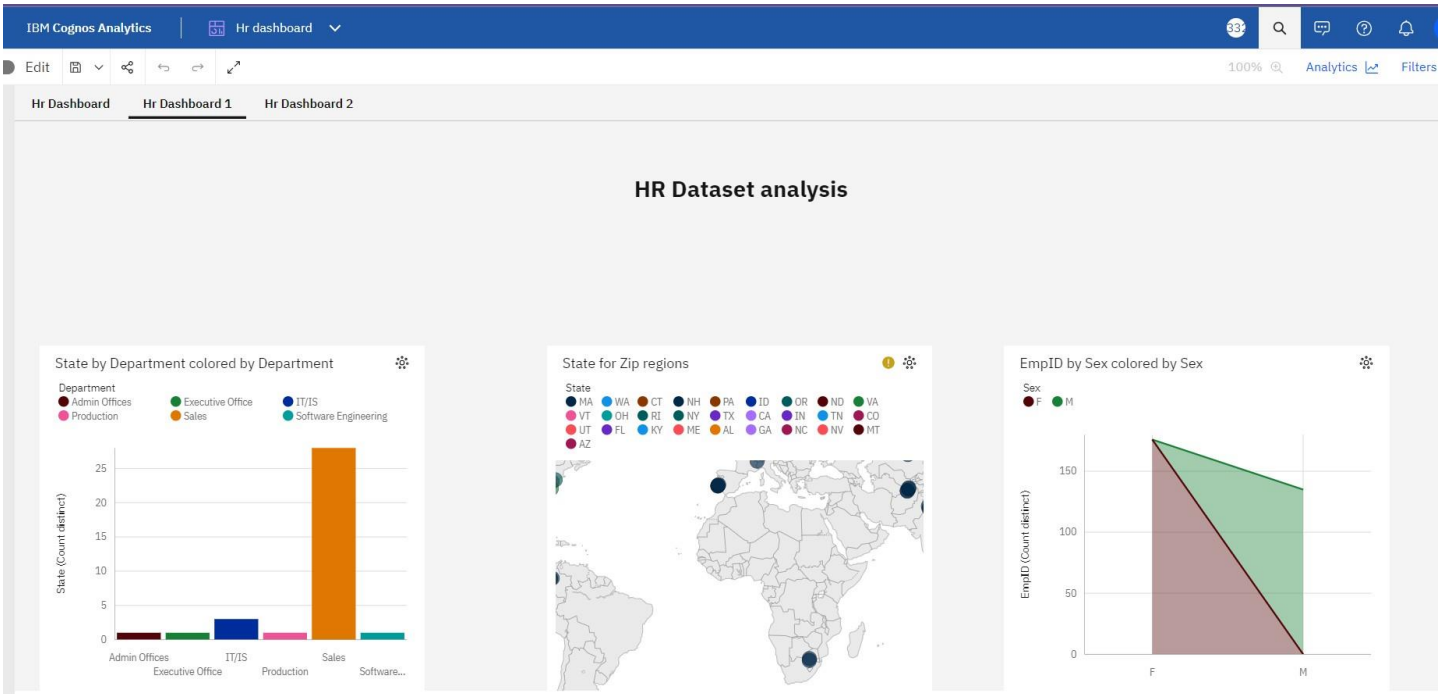
Visualize The Dataset:

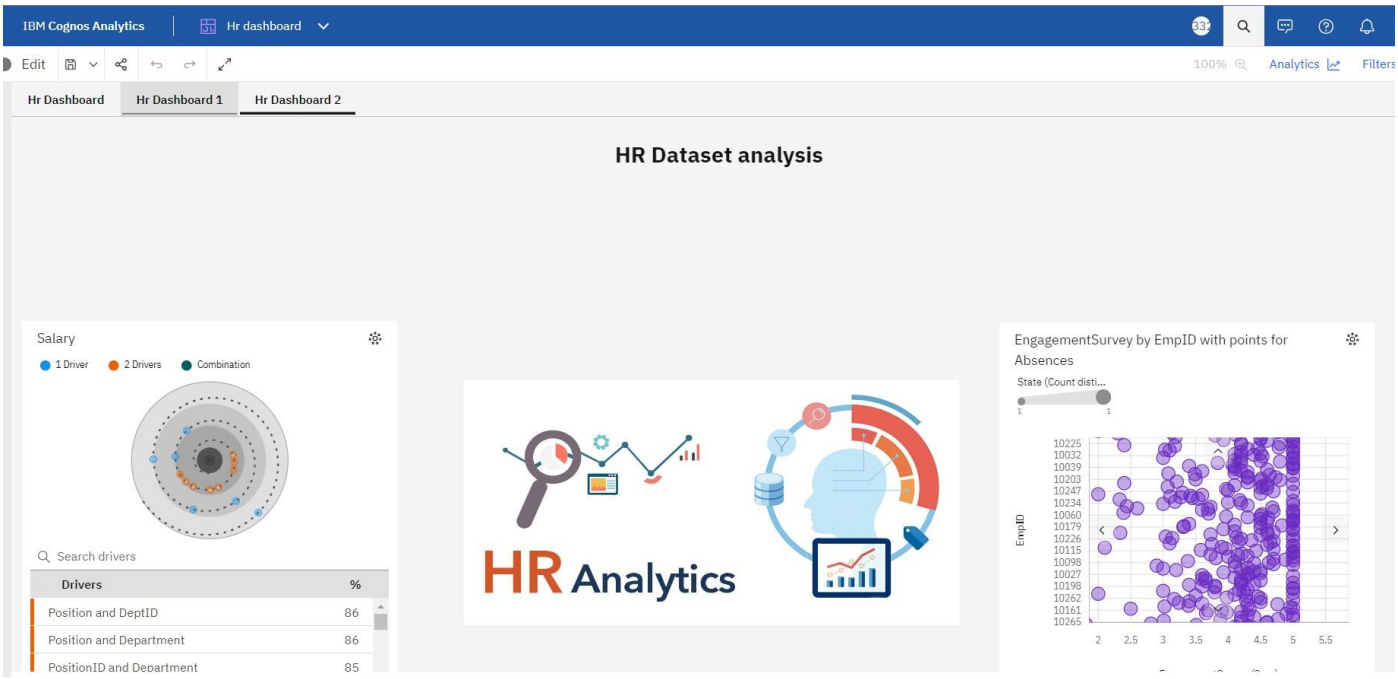
Step 1: Create The Dashboard.



Step 2: Create Visualization Charts And Save It. Present The Data Sets.

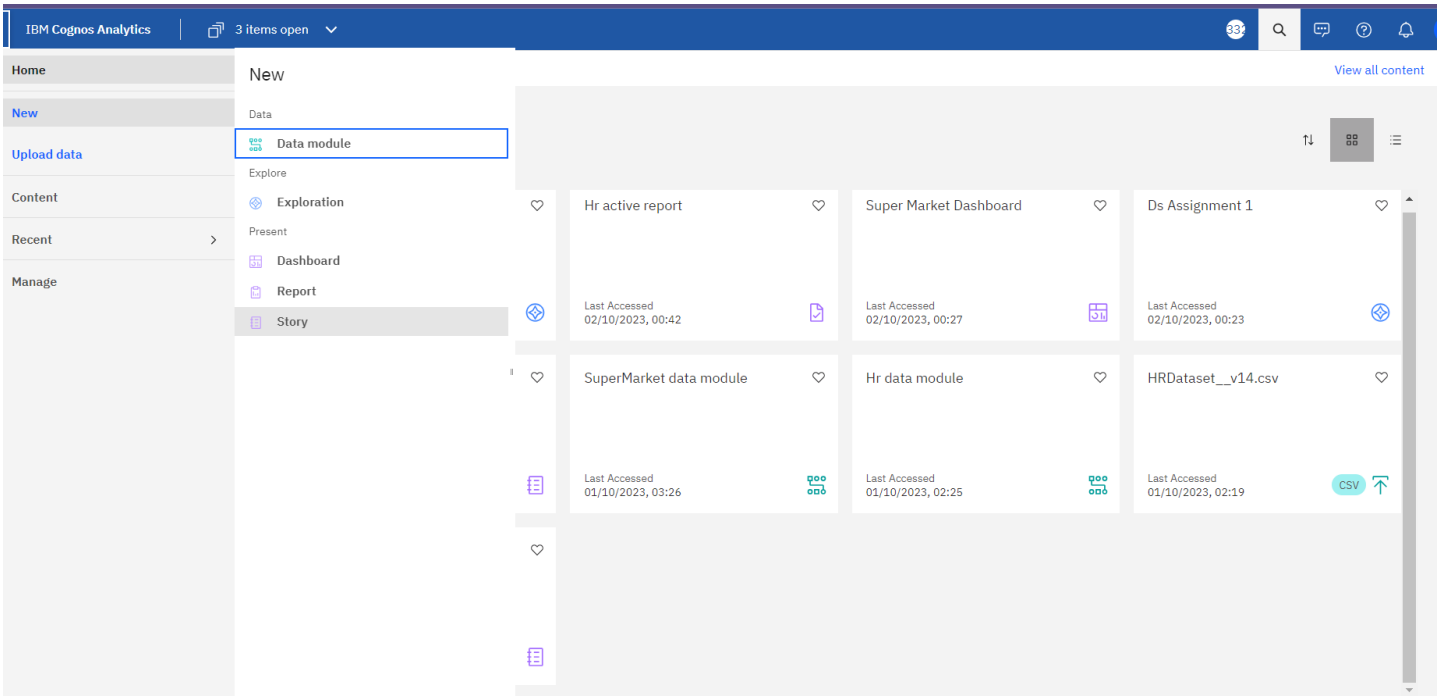



IBM Cognos Analytics
Hr dashboard
Edit
Analytics
Filters
Hr Dashboard
Hr Dashboard 1
Hr Dashboard 2
HR Dataset analysis
State by Department colored by Department
Department
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering
State (Count distinct)
Admin Offices
Executive Office
IT/IS
Production
Sales
Software...
State for Zip regions
State
EmpID by Sex colored by Sex
Sex
F
M
EmpID (Count distinct)

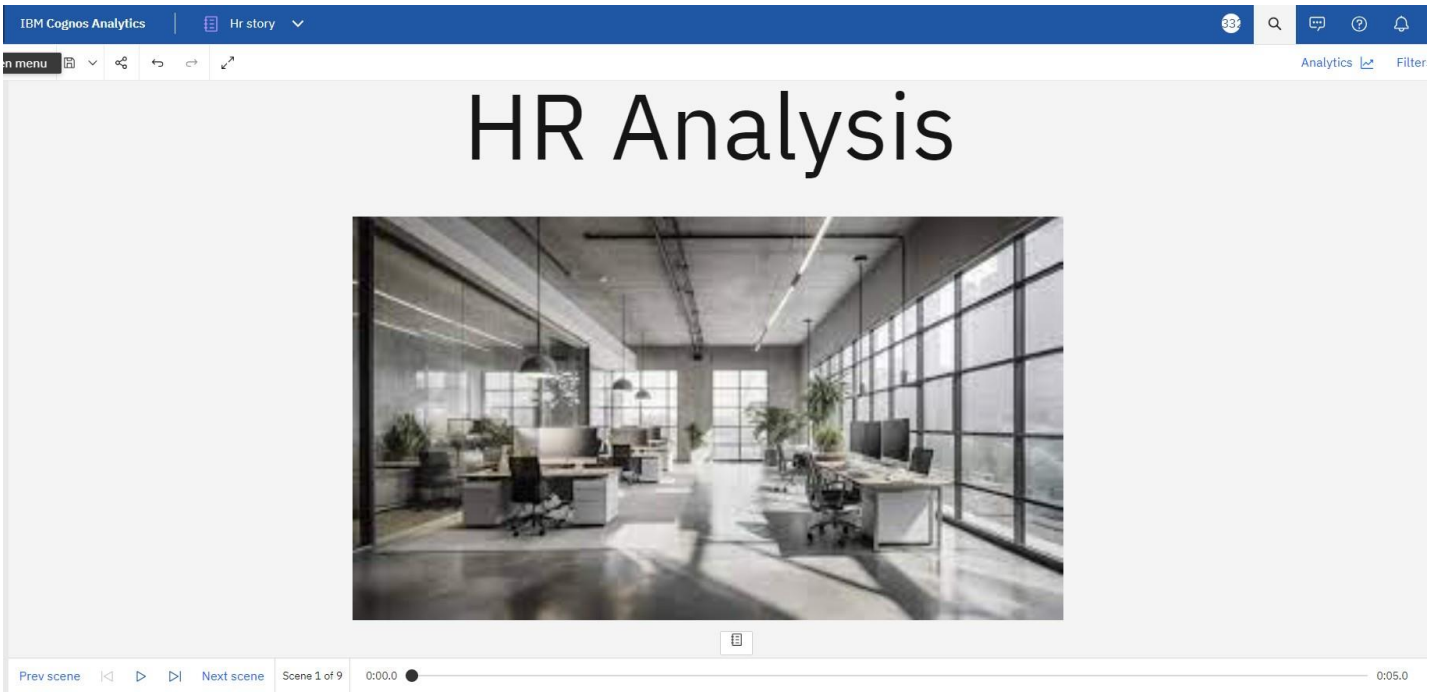

IBM Cognos Analytics
Hr dashboard
Edit
Analytics
Filters
Hr Dashboard
Hr Dashboard 1
Hr Dashboard 2
HR Dataset analysis
Salary
1 Driver
2 Drivers
Combination
Search drivers
Drivers
%
Position and DeptID
86
Position and Department
86
PositionID and Department
85
HR Analytics
EngagementSurvey by EmpID with points for Absences
State (Count disti...
EmpID

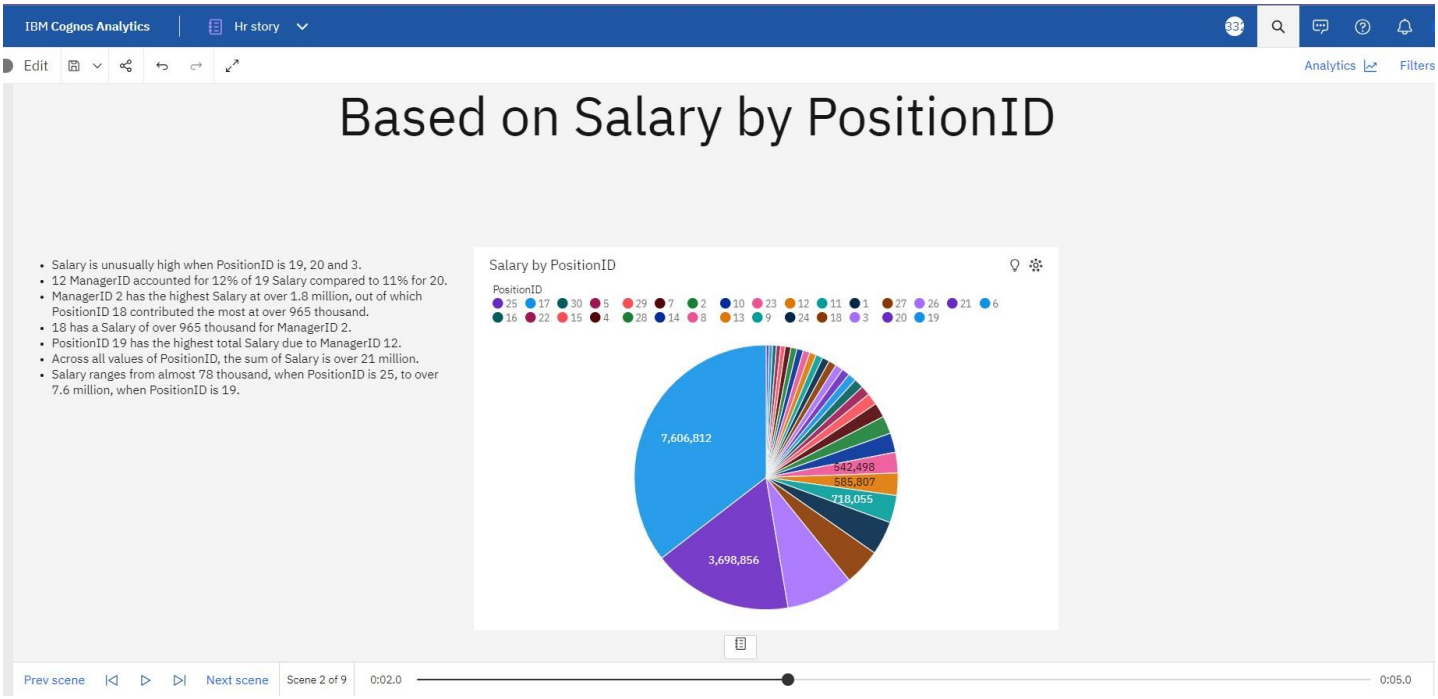
Story Generation:

Step 1: Create A Story For Hr Dataset.

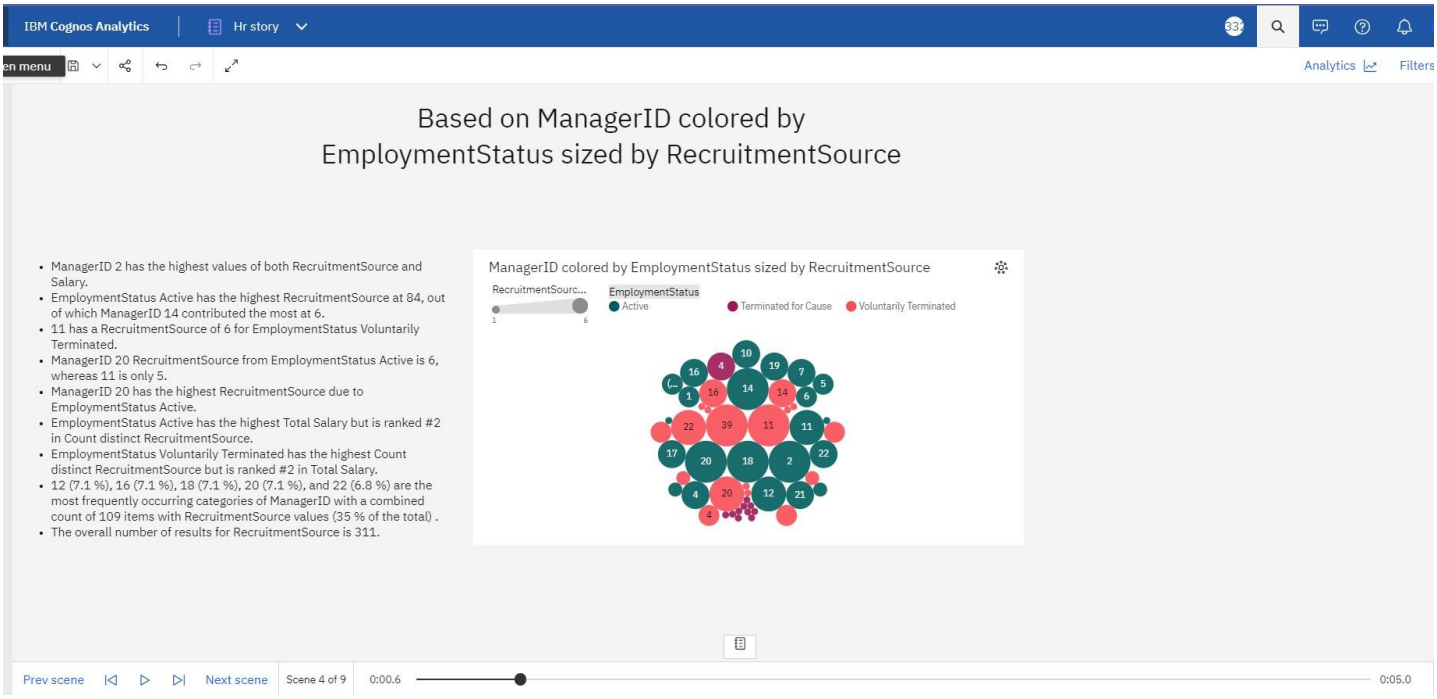


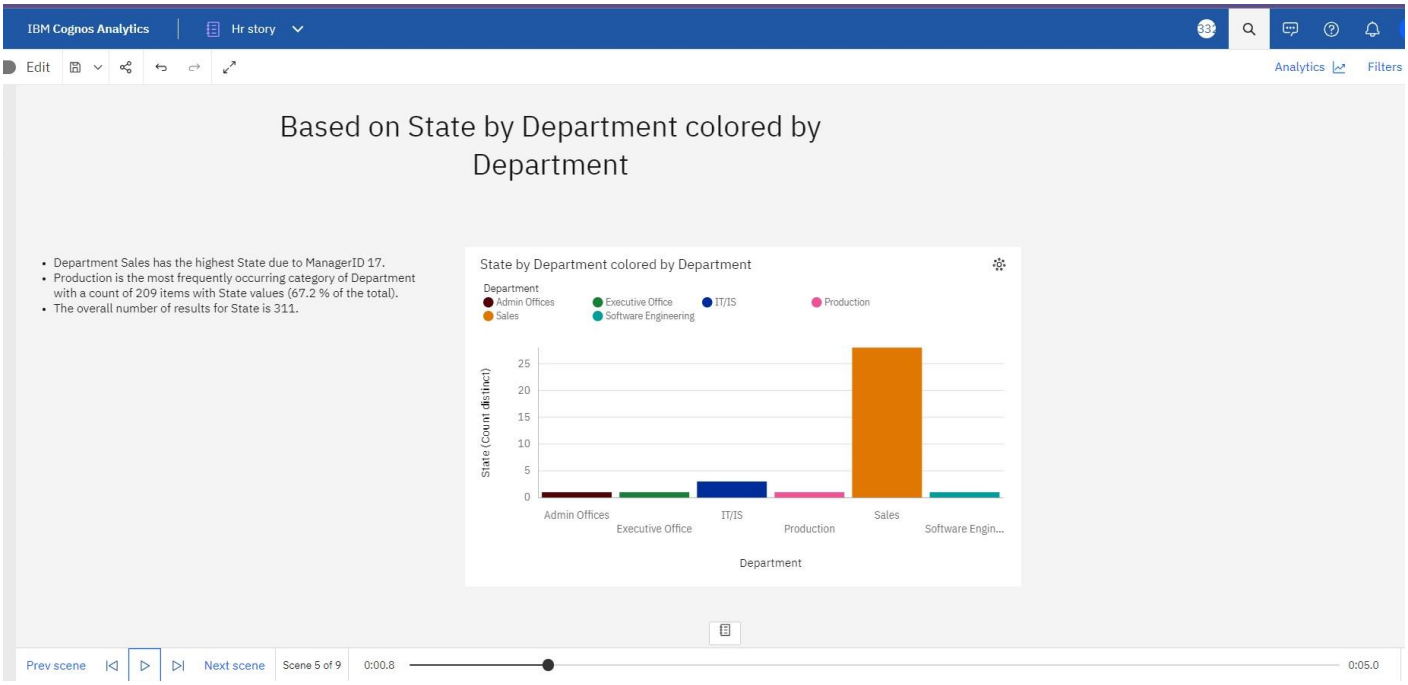
Step 2: Create A Storyboard And Save It. Present The Story.




IBM Cognos Analytics
Hr story
Edit
Analytics
Filters
Based on Salary by PositionID
Salary is unusually high when PositionID is 19, 20 and 3.
12 ManagerID accounted for 12% of 19 Salary compared to 11% for 20.
ManagerID 2 has the highest Salary at over 1.8 million, out of which PositionID 18 contributed the most at over 965 thousand.
18 has a Salary of over 965 thousand for ManagerID 2.
PositionID 19 has the highest total Salary due to ManagerID 12.
Across all values of PositionID, the sum of Salary is over 21 million.
Salary ranges from almost 78 thousand, when PositionID is 25, to over 7.6 million, when PositionID is 19.
Salary by PositionID
PositionID
25 17 30 5 29 7 2 10 23 12 11 1 27 26 21 6
16 22 15 4 28 14 8 13 9 24 18 3 20 19
7,606,812
542,498
585,807
718,055
3,698,856
Prev scene
Next scene
Scene 2 of 9
0:02.0
0:05.0

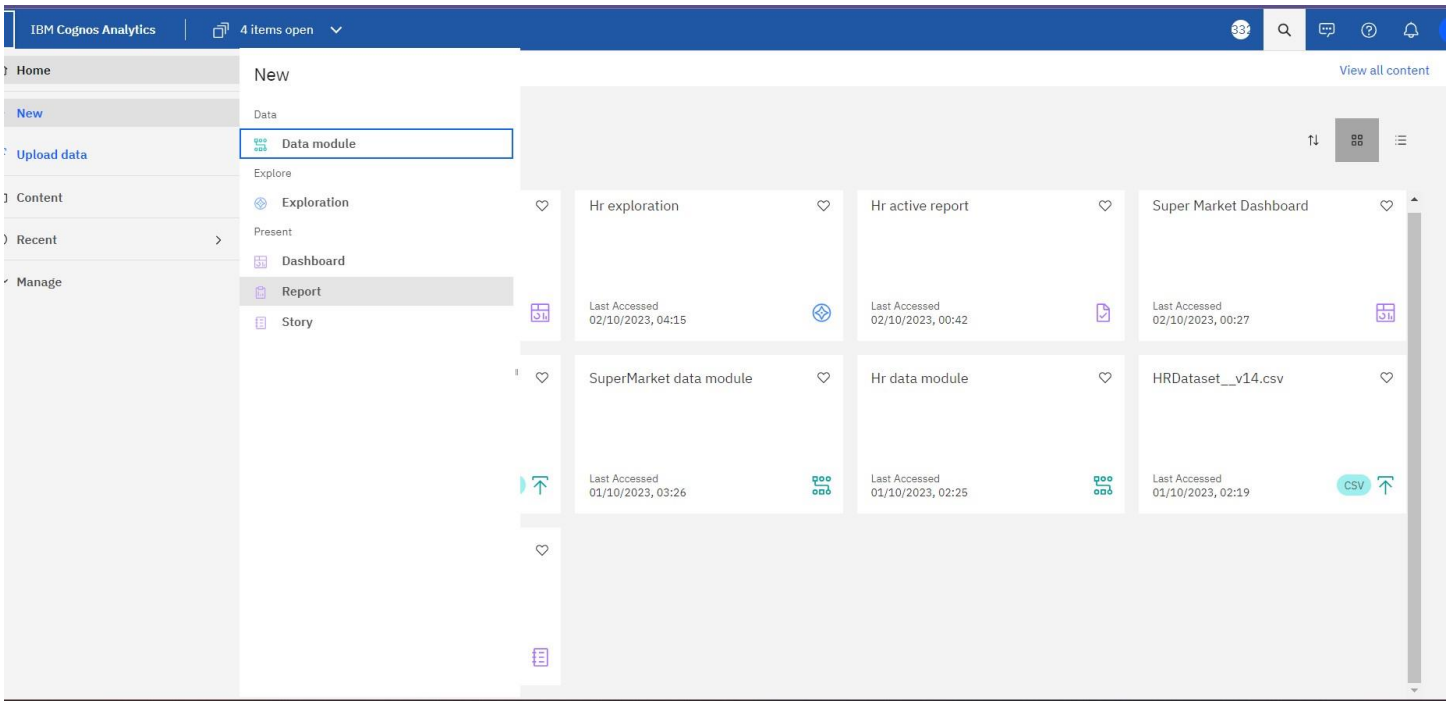
IBM Cognos Analytics
Hr story
Edit
Analytics
Based on EmploymentStatus for Sex
Sex F has the highest values of both EmploymentStatus and Salary.
F is the most frequently occurring category of Sex with a count of 176 items with EmploymentStatus values (56.6 % of the total).
The total number of results for EmploymentStatus, across all sexes, is 311.
EmploymentStatus for Sex
Column values
Increase
Decrease
Total
EmploymentStatus (Count distinct)
0
1
2
3
4
5
6
F
M
Total
Sex
Prev scene
Next scene
Scene 3 of 9
0:02.2
0:05.0


IBM Cognos Analytics
Hr story
Analytics
Filters
Based on ManagerID colored by EmploymentStatus sized by RecruitmentSource
ManagerID 2 has the highest values of both RecruitmentSource and Salary.
EmploymentStatus Active has the highest RecruitmentSource at 84, out of which ManagerID 14 contributed the most at 6.
11 has a RecruitmentSource of 6 for EmploymentStatus Voluntarily Terminated.
ManagerID 20 RecruitmentSource from EmploymentStatus Active is 6, whereas 11 is only 5.
ManagerID 20 has the highest RecruitmentSource due to EmploymentStatus Active.
EmploymentStatus Active has the highest Total Salary but is ranked #2 in Count distinct RecruitmentSource.
EmploymentStatus Voluntarily Terminated has the highest Count distinct RecruitmentSource but is ranked #2 in Total Salary.
12 (7.1 %), 16 (7.1 %), 18 (7.1 %), 20 (7.1 %), and 22 (6.8 %) are the most frequently occurring categories of ManagerID with a combined count of 109 items with RecruitmentSource values (35 % of the total) .
The overall number of results for RecruitmentSource is 311.
ManagerID colored by EmploymentStatus sized by RecruitmentSource
RecruitmentSourc...
EmploymentStatus
Active
Terminated for Cause
Voluntarily Terminated
Prev scene
Next scene
Scene 4 of 9
0:00.6
0:05.0

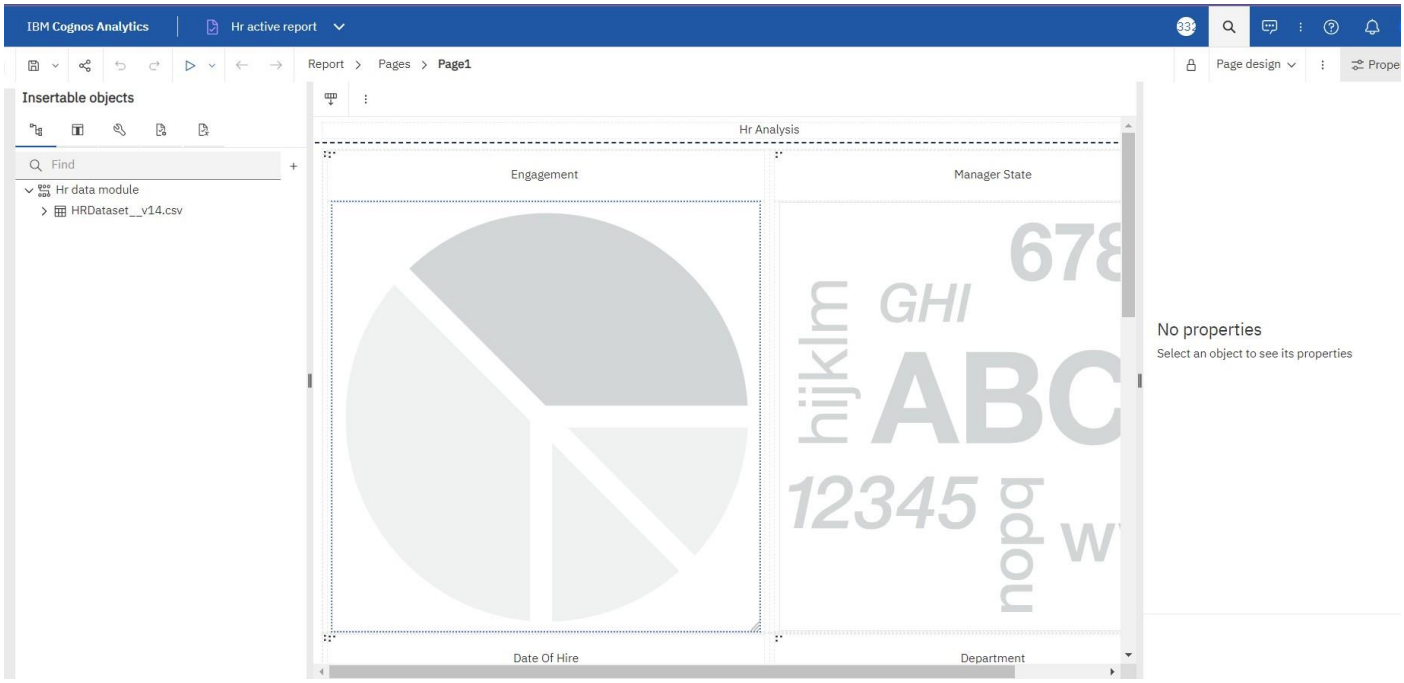

IBM Cognos Analytics
Hr story
Edit
Analytics
Filters
Based on State by Department colored by Department
Department Sales has the highest State due to ManagerID 17.
Production is the most frequently occurring category of Department with a count of 209 items with State values (67.2 % of the total).
The overall number of results for State is 311.
State by Department colored by Department
Department
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering
State (Count distinct)
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engin...
Department
Prev scene
Next scene
Scene 5 of 9
0:00.8
0:05.0

Report Generation:

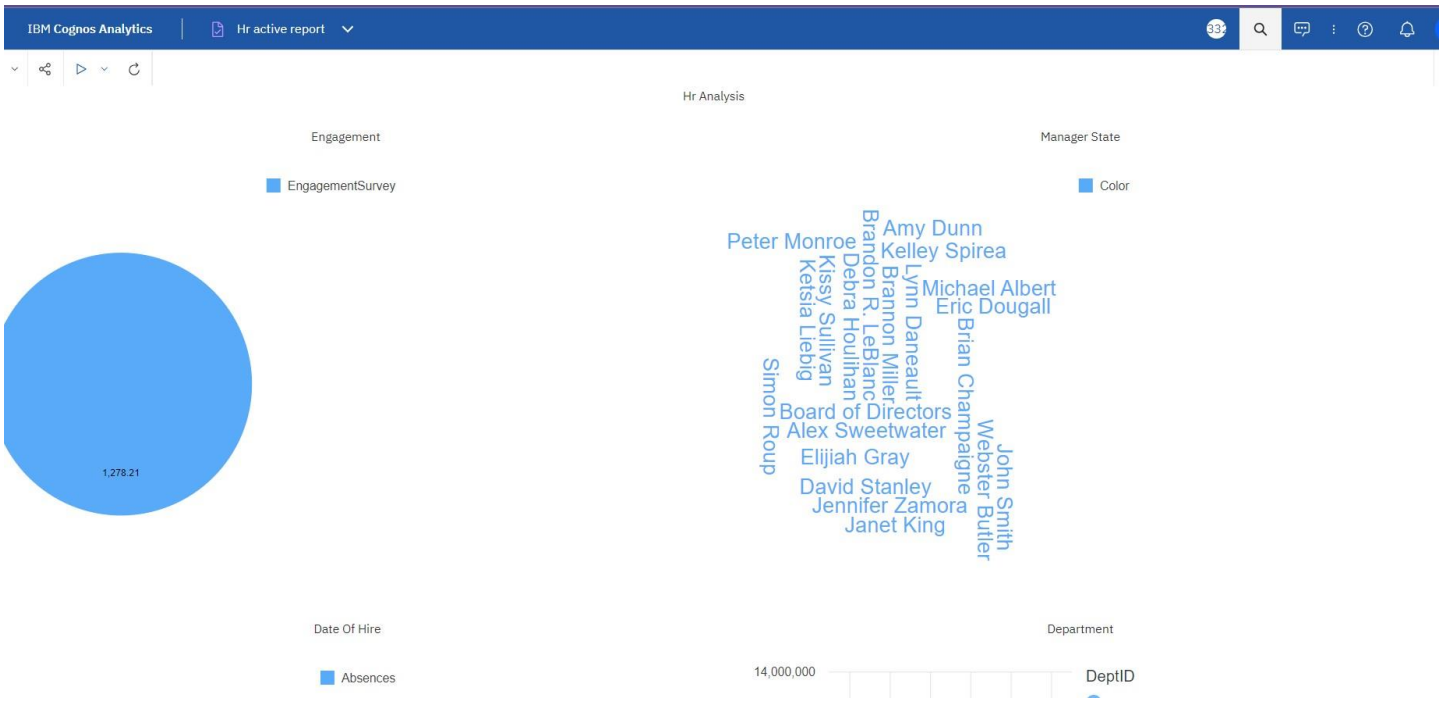
Step 1: Create A Report For Hr Data Module

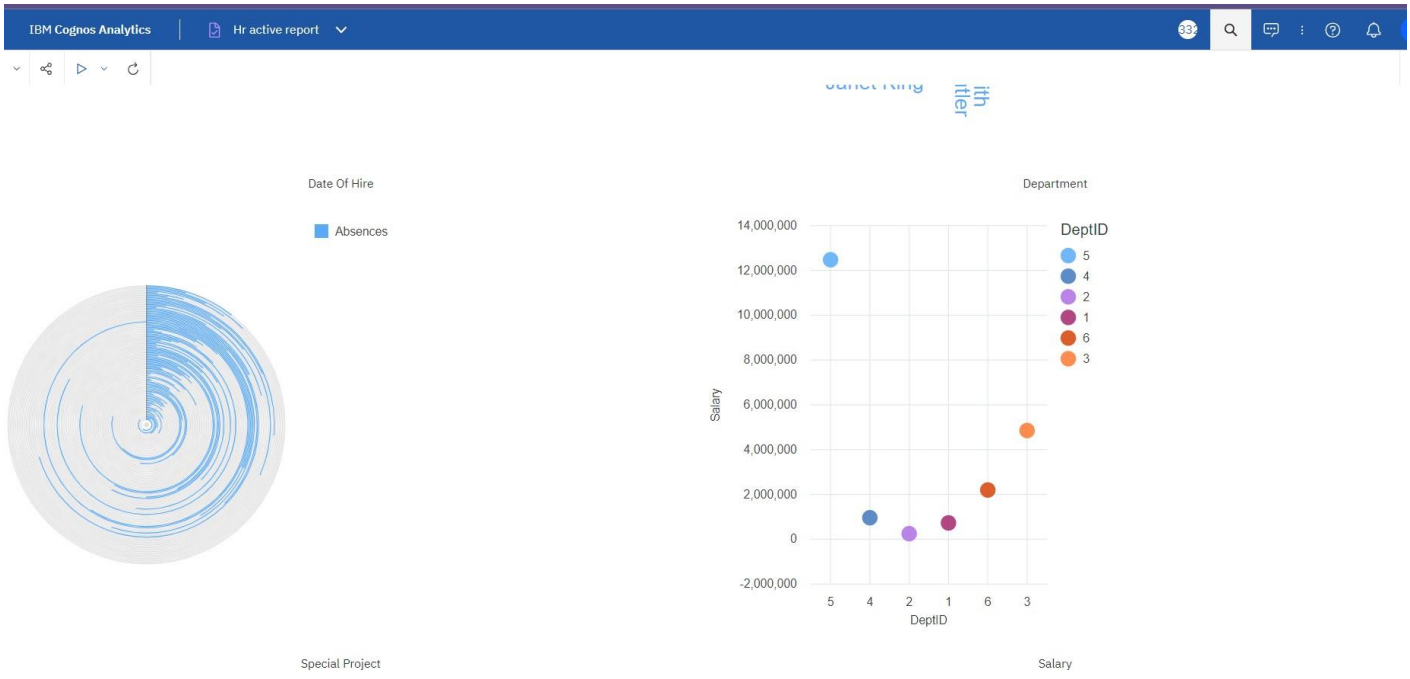


Step 2: Create A 2 By 3 Active Report And Save It. Present The Visualization



Step 3: Run The Active Report





IBM Cognos Analytics
Hr active report
-2,000,000
5 4 2 1 6 3
DeptID
Special Project
SpecialProjects...
SpecialProjects...
24,000,000
22,000,000
20,000,000
18,000,000
16,000,000
14,000,000
12,000,000
10,000,000
8,000,000
6,000,000
4,000,000
2,000,000
0
-2,000,000
-100 0 50 150 250 350
SpecialProjectsCount
Salary
Salary
Salary
260,000
240,000
220,000
200,000
180,000
160,000
140,000
120,000
100,000
80,000
60,000
40,000
20,000
0
10114 10051 10058 10238 10279 10194 10186 10172 10031 10171
EmpID