

HR DATAANALYSIS

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TASK:

1: UPLOADING DATA SET

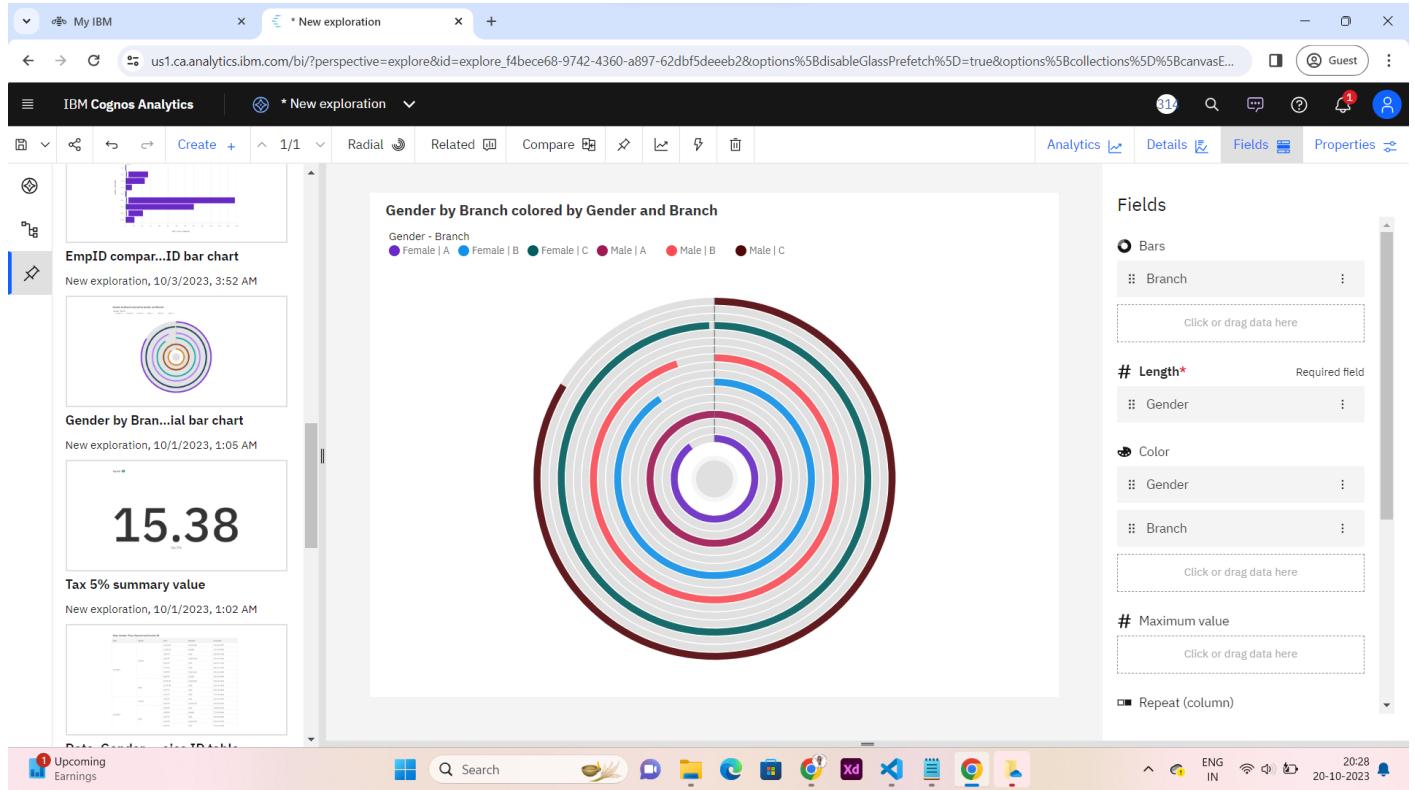
The screenshot shows the IBM Cognos Analytics interface. The main title is "Upload data and start creating content". Below it, a message says "You can upload supported file types that are stored in any location to which your computer has local or LAN access." There is a dashed rectangular area labeled "Drag and drop file here or click to upload". At the bottom, there is a note: "Want to know more about uploading data? [Learn more](#)". A "Cancel" button is on the left, and "Back" and "Next" buttons are at the bottom right. The status bar at the bottom shows "AUS - PAK Starting soon" and the date "20-10-2023".

2: CREATING DATA MODULE

The screenshot shows the IBM Cognos Analytics interface with the title "HR data module". On the left, there is a sidebar with a tree view of the data module structure, including "HR data module", "Navigation paths", and "HRDataset_v14.csv". The main area is a "Grid" view showing a table with columns: Employee_Name, EmpID, MarriedID, MaritalStatusID, GenderID, EmpStatusID, and DeptID. The table contains 15 rows of employee data. The status bar at the bottom shows "AUS - PAK Live" and the date "20-10-2023".

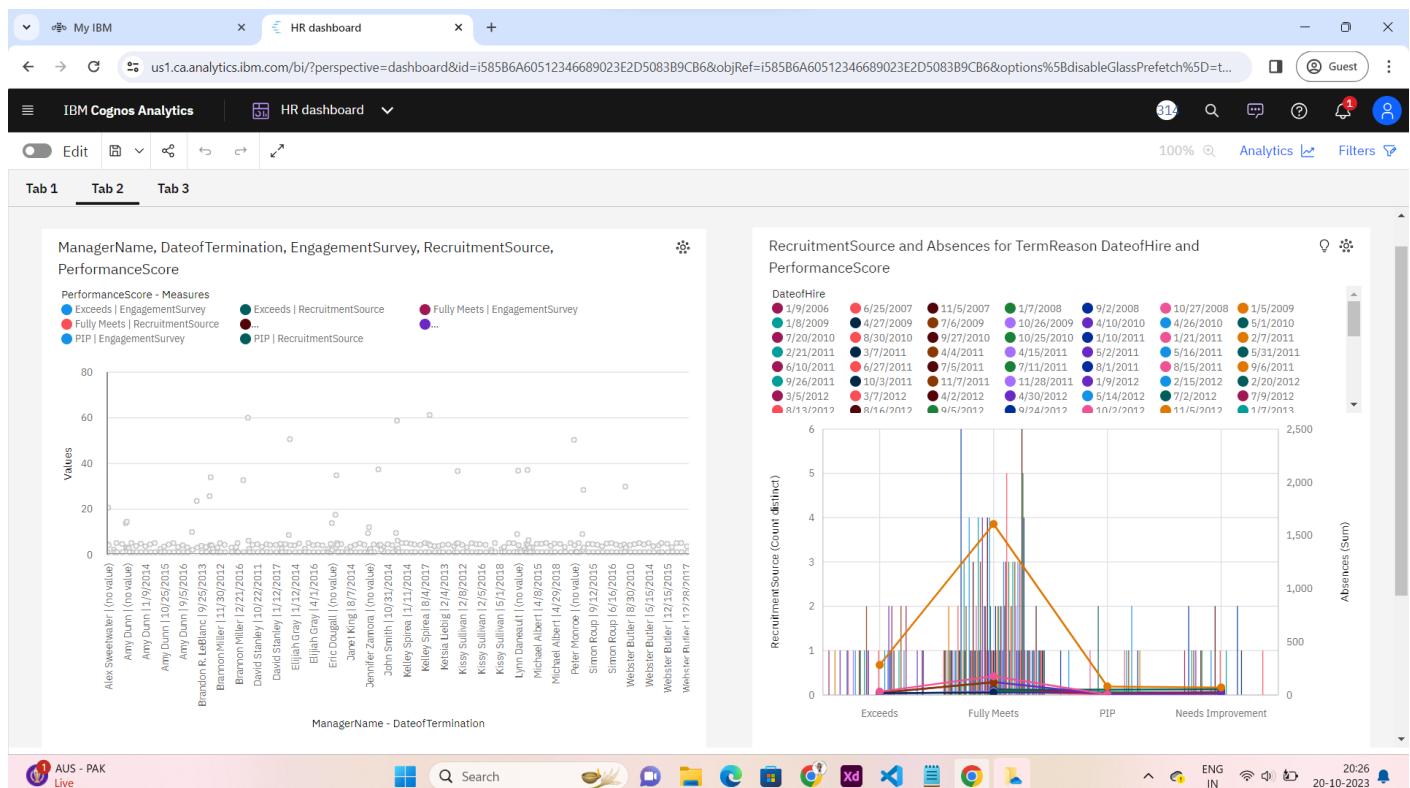
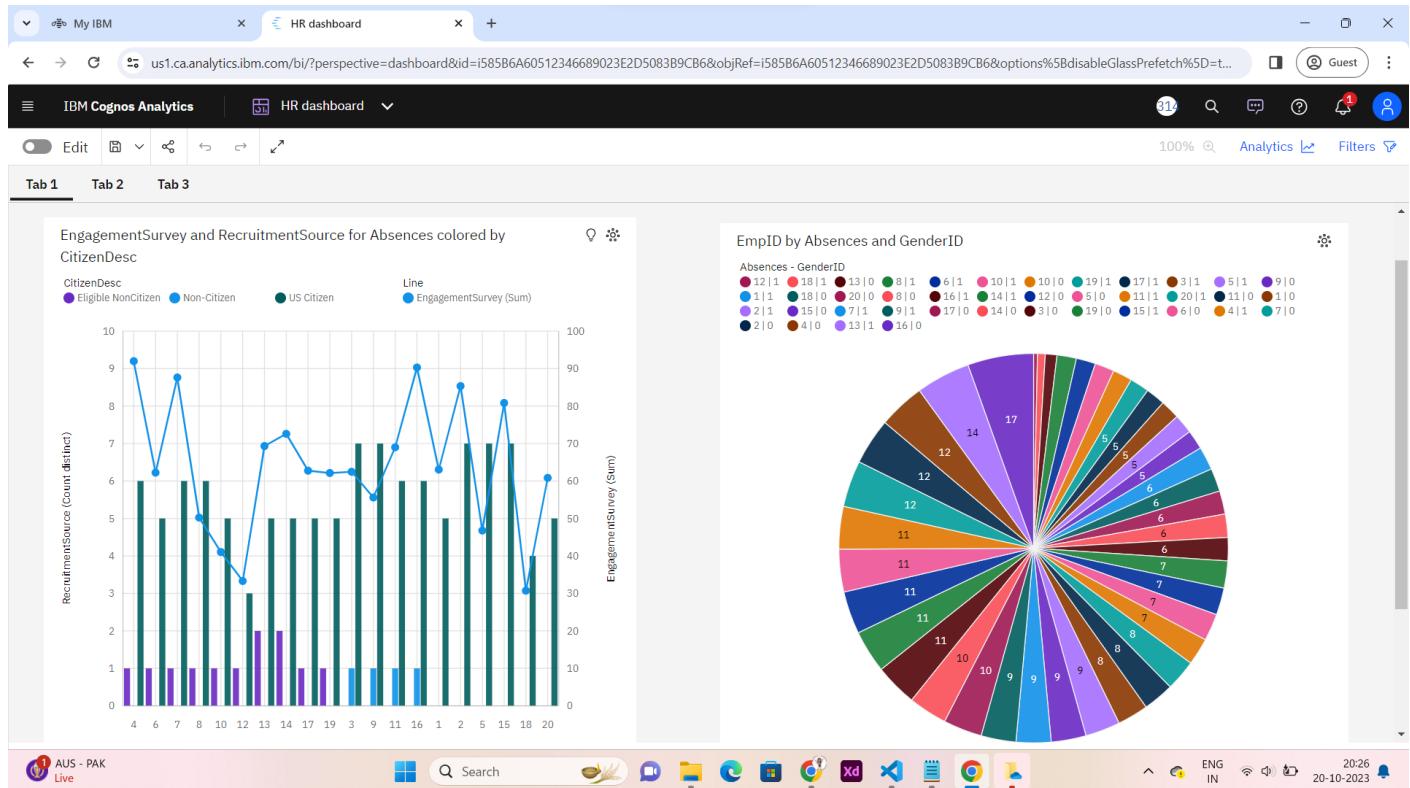
Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID
Adinolfi, Wilson K	10026	0	0	1	1	5
Ait Sidi, Karthikeyan	10084	1	1	1	5	3
Akinkuolie, Sarah	10196	1	1	0	5	5
Alagbe,Trina	10088	1	1	0	1	5
Anderson, Carol	10069	0	2	0	5	5
Anderson, Linda	10002	0	0	0	1	5
Andreola, Colby	10194	0	0	0	1	4
Athwal, Sam	10062	0	4	1	1	5
Bachiochi, Linda	10114	0	0	0	3	5
Bacong, Alejandro	10250	0	2	1	1	3
Baczenski, Rachael	10252	1	1	0	5	5
Barbara, Thomas	10242	1	1	1	5	5
Barbossa, Hector	10012	0	2	1	1	3

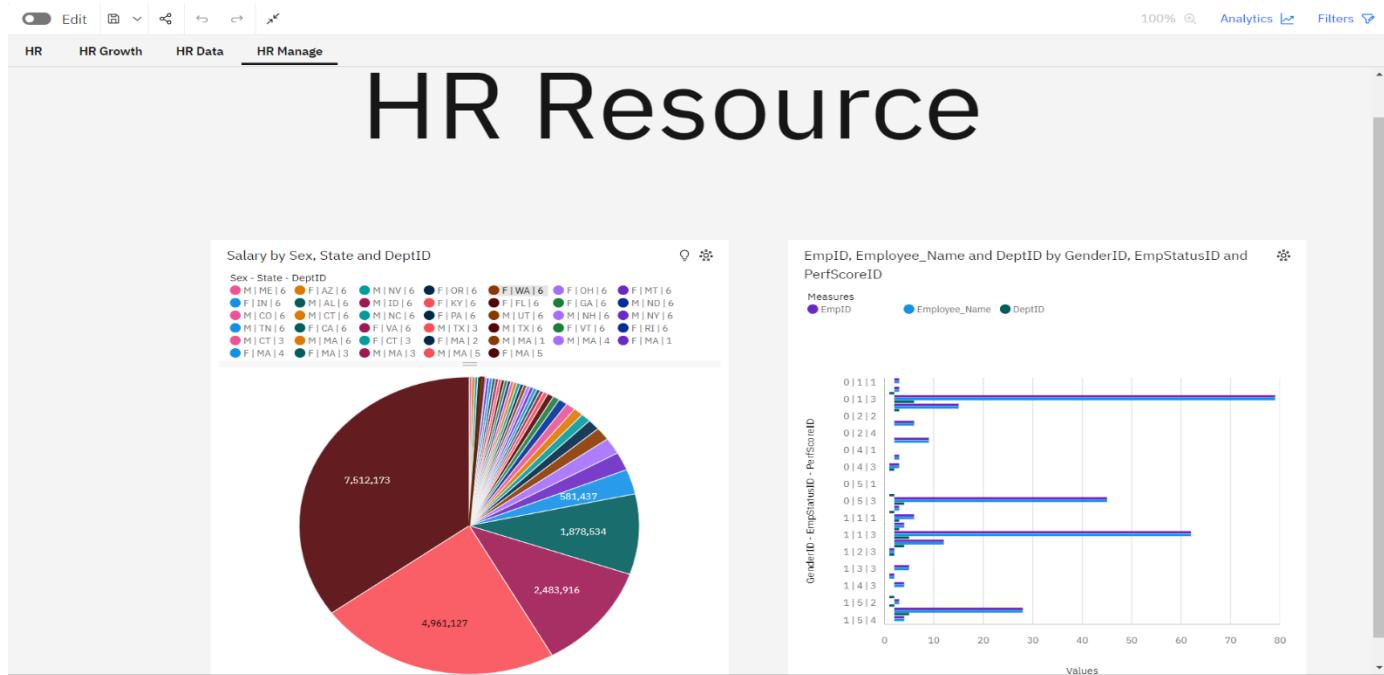
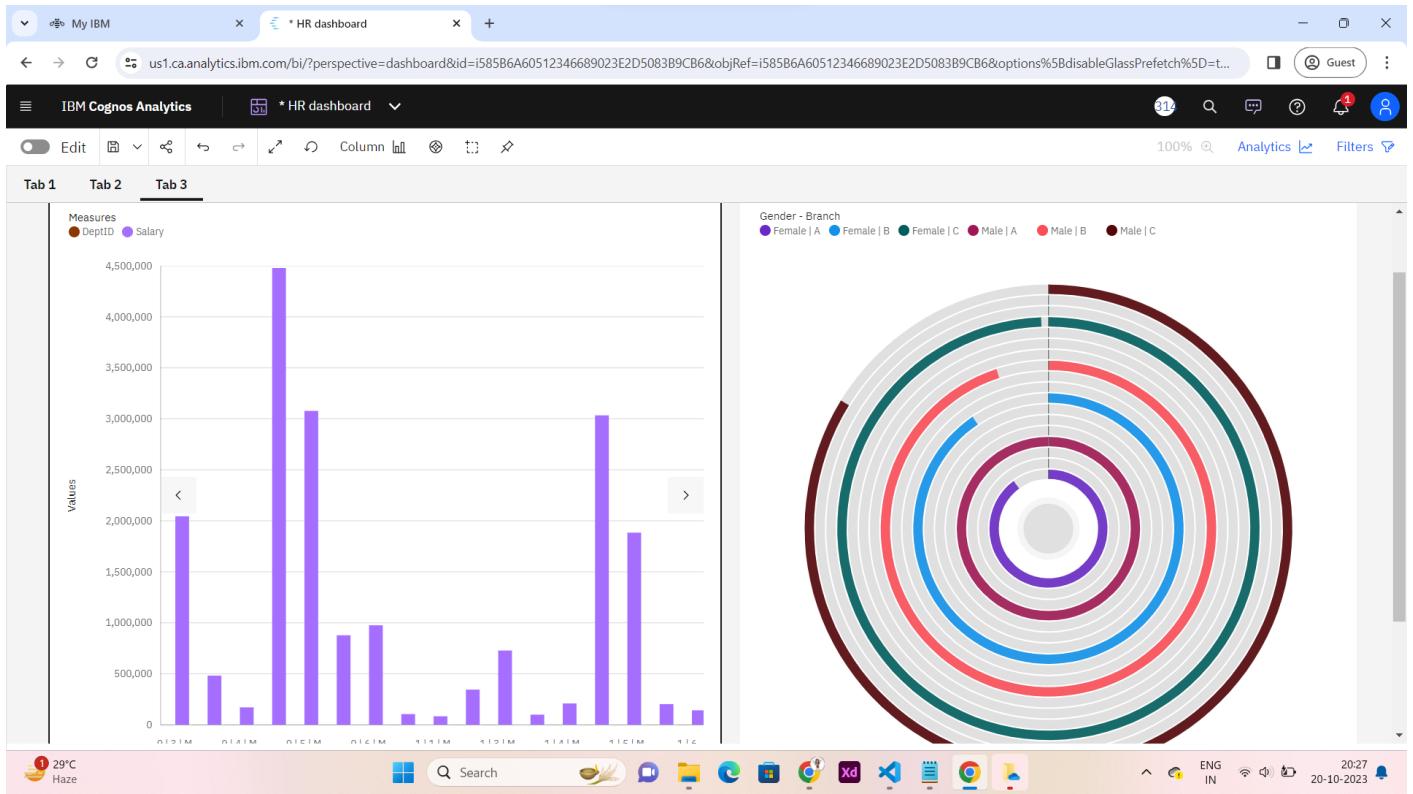
3:DATA EXPLORATION



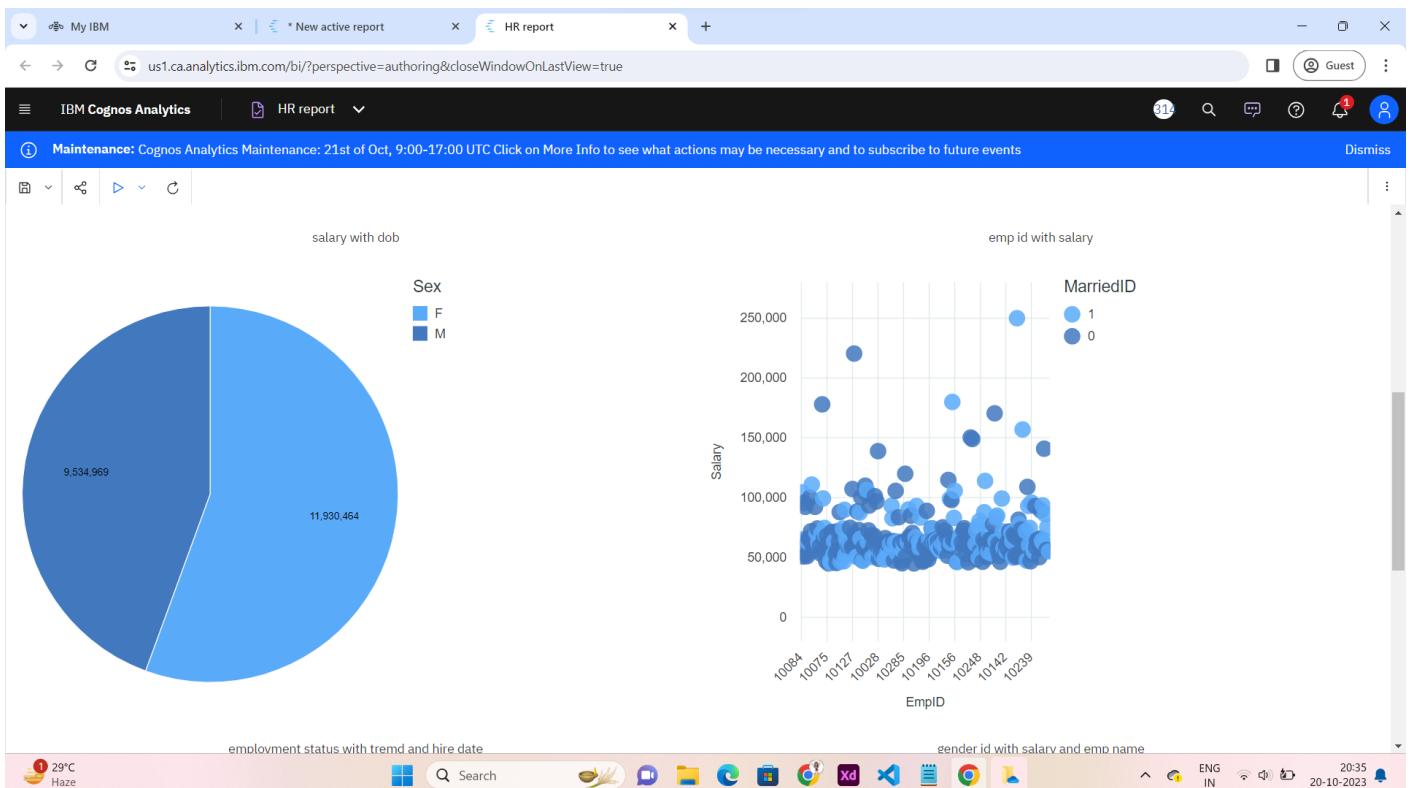
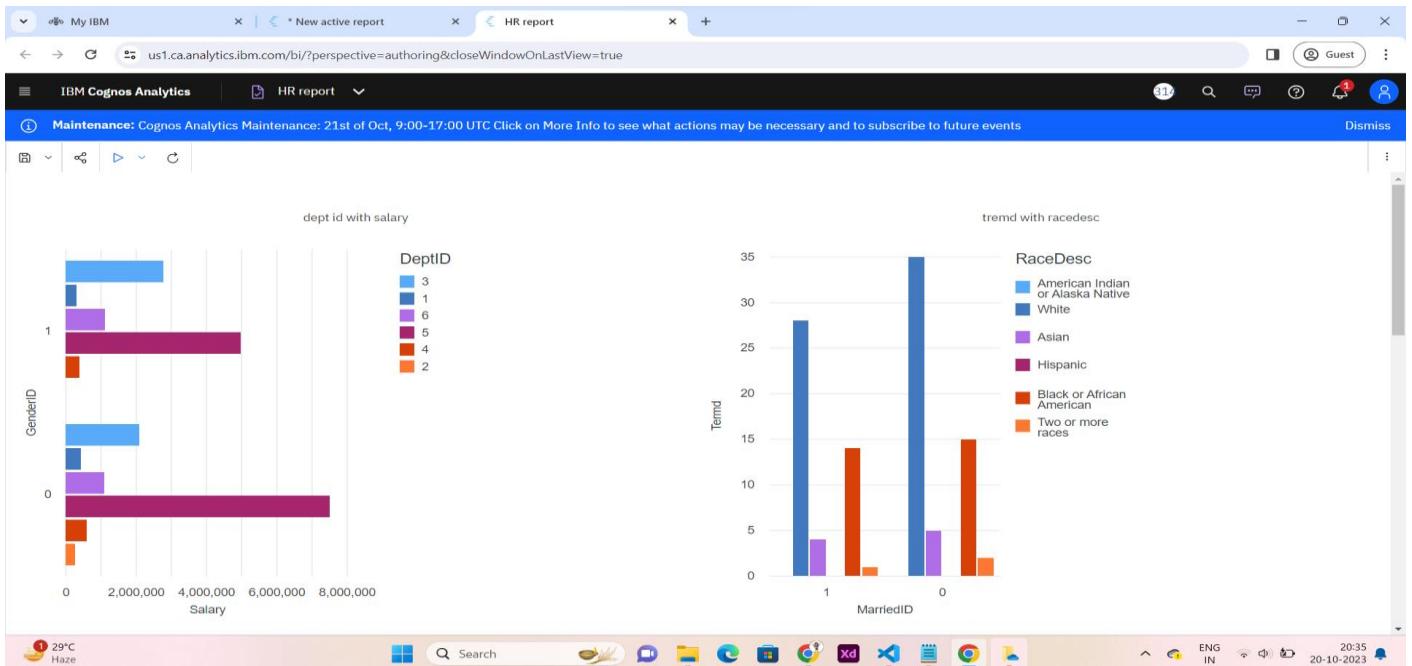
4:DATA VISUALIZATION

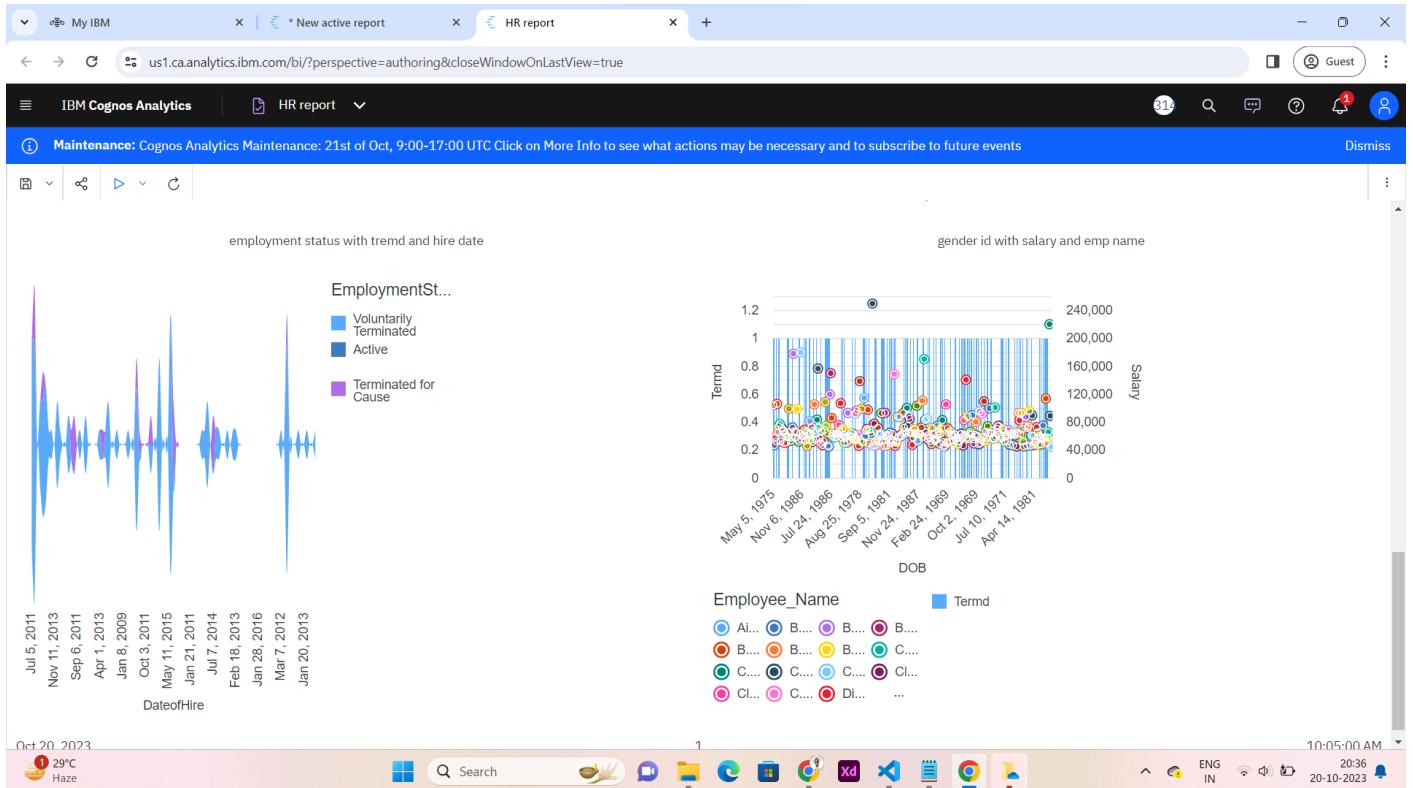
A) DASHBOARD:





B) REPORT GENERATION:





C) STORY GENERATION:

The screenshot shows the IBM Cognos Analytics HR story generation interface. The top navigation bar includes 'My IBM', 'New active report', and 'HR story'. The main workspace is a canvas with a large placeholder text 'HR STORY' in the center. On the left, there are icons for scene navigation (Prev scene, Next scene, Scene 1 of 7, 0:00:00, 0:05:00). On the right, there is a message: 'No visualization selected. Select a visualization with analytics support to view and manage the analytics settings.' The bottom of the screen shows a Windows taskbar with various icons and a system tray indicating the date as Oct 20, 2023, at 20:46.

My IBM * New active report * HR story +

us1.ca.analytics.ibm.com/bi/?perspective=story&id=i55E9025807854D99A4B703BAB8526C76&options%5BdisableGlassPrefetch%5D=true&options%5Bcollections%5D%5BcanvasExtension%5D...

Guest

IBM Cognos Analytics * HR story

Edit IBM Plex Auto B I U A Line

Analytics ↗ Filters ↗ Fields ↗ Properties ↗

Absences 3 has the highest RecruitmentSource due to CitizenDesc US Citizen.

CitizenDesc US Citizen has the highest Recruitment Source at 112, out of which Absences 2 contributed the most at 7.

From 2015-01-05 to 2015-02-16, 6's RecruitmentSource increased by 200%.

EngagementSurvey and RecruitmentSource for Absences colored by CitizenDesc

EngagementSurvey (Sum)

RecruitmentSource (Col...)

Line

CitizenDesc
Eligible NonCitizen Non-Citizen
US Citizen

EngagementSurvey (Sum)

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20

Absences

Prev scene ▶▶ Next scene Scene 2 of 7 0:00.0 0:05.0

29°C Haze Search ENG IN 20-10-2023

The visualization selected does not use forecasting or analytic insights

Select a visualization with analytics support to view and manage the analytics settings.

My IBM * New active report * HR story +

us1.ca.analytics.ibm.com/bi/?perspective=story&id=i55E9025807854D99A4B703BAB8526C76&options%5BdisableGlassPrefetch%5D=true&options%5Bcollections%5D%5BcanvasExtension%5D...

Guest

IBM Cognos Analytics * HR story

Edit IBM Plex Auto B I U A Line

Analytics ↗ Filters ↗ Fields ↗ Properties ↗

20 has a higher RecruitmentSource from DateofTermination (no value) than 11.

ManagerName Janet King has the highest Total Salary but is ranked #10 in Total EngagementSurvey.

ManagerName Kelley Spirea has the highest Total EngagementSurvey but is ranked #5 in Total Salary.

DateofTermination (no value) has the highest RecruitmentSource at 84, out of which ManagerID 2 contributed the most at 6.

ManagerName, DateofTermination, EngagementSurvey, RecruitmentSource, PerformanceScore

PerformanceScore - Measures

- Exceeds | EngagementSurvey
- Fully Meets | RecruitmentSource
- PIP | EngagementSurvey
- PIP | RecruitmentSource

Values

ManagerName - DateofTermination

ManagerName - DateofTermination

Prev scene ▶▶ Next scene Scene 3 of 7 0:00.0 0:05.0

29°C Haze Search ENG IN 20-10-2023

The visualization selected does not use forecasting or analytic insights

Select a visualization with analytics support to view and manage the analytics settings.

My IBM * New active report * HR story + us1.ca.analytics.ibm.com/bi/?perspective=story&id=i55E9025807854D99A4B703BAB8526C76&options%5BdisableGlassPrefetch%5D=true&options%5Bcollections%5D%5BcanvasExtension%5D... Guest

IBM Cognos Analytics * HR story Edit Filters Fields Properties

Absences 4 has the highest EmpID due to GenderID 0.

GenderID 0 has the highest EmpID at 176, out of which Absences 16 contributed the most at 17.

From 2011-07-05 to 2011-07-11, 16's EmpID dropped by 67%.

16|0 is the most frequently occurring category of Absences - GenderID with a count of 17 items with EmpID values (5.5 % of the total).

The total number of results for EmpID, across all Absences - GenderID, is 311.

EmpID by Absences and GenderID

Absences - GenderID

No visualization selected
Select a visualization with analytics support to view and manage the analytics settings.

Prev scene ▶▶ Next scene Scene 4 of 7 0:00.0 0:05.0

29°C Haze Search ENG IN 20-10-2023

My IBM * New active report * HR story + us1.ca.analytics.ibm.com/bi/?perspective=story&id=i55E9025807854D99A4B703BAB8526C76&options%5BdisableGlassPrefetch%5D=true&options%5Bcollections%5D%5BcanvasExtension%5D... Guest

IBM Cognos Analytics * HR story Edit Filters Fields Properties

From 2011-06-27 to 2011-07-05, 11's RecruitmentSource increased by 200%.

From 2010-10-25 to 2011-01-10, Fully Meets's RecruitmentSource increased by 500%.

Fully Meets is the most frequently occurring category of PerformanceScore with a count of 243 items with RecruitmentSource values (78.1 % of the total).

The overall number of results for RecruitmentSource is 311.

RecruitmentSource and Absences for TermReason DateofHire and PerformanceScore

RecruitmentSource (Count distinct)

No visualization selected
Select a visualization with analytics support to view and manage the analytics settings.

Prev scene ▶▶ Next scene Scene 5 of 7 0:00.0 0:05.0

29°C Haze Search ENG IN 20-10-2023

My IBM * New active report * HR story +

us1.ca.analytics.ibm.com/bi/?perspective=story&id=i55E9025807854D99A4B703BAB8526C76&options%5BdisableGlassPrefetch%5D=true&options%5Bcollections%5D%5BcanvasExtension%5...

Guest

IBM Cognos Analytics * HR story

Edit Filters Fields Properties

DeptID and Salary by TermId, DeptID and Sex

Measures
DeptID Salary

Values

TermId	Value (approx.)
0 ...	200,000
0 2 F	1,800,000
0 3 F	2,000,000
0 4 ...	500,000
0 5 ...	3,100,000
0 6 ...	1,000,000
1 1 ...	100,000
1 3 ...	500,000
1 4 ...	100,000
1 5 ...	3,000,000
1 6 ...	200,000
0 1 ...	100,000
0 3 F 0 4 F 0 5 F 0 6 F 1 1 F 1 3 F 1 4 F 1 5 F 1 6 F	100,000

Termd - DeptID - Sex

No visualization selected
Select a visualization with analytics support to view and manage the analytics settings.

Prev scene < > Next scene Scene 6 of 7 0:00.0 0:05.0 20-10-2023

29°C Haze Search ENG IN 20:47 20-10-2023

My IBM * New active report * HR story +

us1.ca.analytics.ibm.com/bi/?perspective=story&id=i55E9025807854D99A4B703BAB8526C76&options%5BdisableGlassPrefetch%5D=true&options%5Bcollections%5D%5BcanvasExtension%5...

Guest

IBM Cognos Analytics * HR story

Edit Filters Fields Properties

Gender by Branch colored by Gender and Branch

Gender - Branch
Female | A Female | B Female | C Male | A Male | B Male | C

No visualization selected
Select a visualization with analytics support to view and manage the analytics settings.

Prev scene < > Next scene Scene 7 of 7 0:00.0 0:05.0 20-10-2023

29°C Haze Search ENG IN 20:47 20-10-2023

