

IBM Data Analytics

Assignment 2

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21BCE8296

VIT-AP

Data Module

IBM Cognos Analytics

Human resources data module

Grid

Relationships

Custom tables

11

Row Id

Employee_Name

MarriedID

GenderID

FromDiversityJobFairID

Salary

1

Adinolfi, Wilson K

0

1

0

62506

4

Alagbe,Trina

1

0

0

64991

6

Anderson, Linda

0

0

0

57568

10

Bacong, Alejandro

0

1

0

50178

15

Barton, Nader

0

1

0

52505

18

Beatrice, Courtney

0

0

0

59026

25

Bondwell, Betsy

0

0

0

57815

26

Booth, Frank

0

1

0

103613

32

Bugali, Josephine

0

0

1

64375

33

Bunbury, Jessica

1

0

0

74326

Grid

Relationships

Custom tables

Termd

Position

State

Zip

DOB

DOB Year

0

Production Technician I

MA

1960

1983-07-10

1983

0

Production Technician I

MA

1886

1988-09-27

1988

0

Production Technician I

MA

1844

1977-05-22

1977

0

IT Support

MA

1886

1988-01-07

1988

1

Production Technician I

MA

2747

1977-07-15

1977

0

Production Technician I

MA

1915

1970-10-27

1970

1

Production Technician II

MA

2210

1967-01-16

1967

1

Enterprise Architect

CT

6033

1964-07-30

1964

0

Production Technician I

MA

2043

1969-10-30

1969

1

Area Sales Manager

VA

21851

1964-06-01

1964

Grid

Relationships

Custom tables

↑↓	DOB Month	DOB Day	Sex	MaritalDesc	CitizenDesc	HispanicLatin
7	10	M	Single	US Citizen	No	
9	27	F	Married	US Citizen	No	
5	22	F	Single	US Citizen	No	
1	7	M	Divorced	US Citizen	No	
7	15	M	Divorced	US Citizen	No	
10	27	F	Single	Eligible NonCitizen	No	
1	16	F	Single	US Citizen	No	
7	30	M	Single	US Citizen	No	
10	30	F	Separated	US Citizen	No	
6	1	F	Married	Eligible NonCitizen	No	

 Grid	 Relationships	 Custom tables				
↑↓	RaceDesc	DateofHire	Hire Year	Hire Month	Hire Day	Hire Day of the
	White	2011-07-05	2011	7	5	Tuesday
	White	2008-01-07	2008	1	7	Monday
	White	2012-01-09	2012	1	9	Monday
	White	2015-01-05	2015	1	5	Monday
	White	2012-09-24	2012	9	24	Monday
	White	2011-04-04	2011	4	4	Monday
	White	2011-01-10	2011	1	10	Monday
	Black or African American	2014-02-17	2014	2	17	Monday
	Black or African American	2013-11-11	2013	11	11	Monday
	Black or African American	2011-08-15	2011	8	15	Monday

Grid

Relationships

Custom tables

↑↓	DateofTermination	Terminate Year	Terminate Month	Terminate Day	Terminate D...f the week	TermReason
	Null	Null	Null	Null	Null	N/A-StillEmployed
	Null	Null	Null	Null	Null	N/A-StillEmployed
	Null	Null	Null	Null	Null	N/A-StillEmployed
	Null	Null	Null	Null	Null	N/A-StillEmployed
	2017-04-06	2017	4	6	Thursday	Another position
	Null	Null	Null	Null	Null	N/A-StillEmployed
	2014-04-04	2014	4	4	Friday	career change
	2016-02-19	2016	2	19	Friday	Learned that he is gangster
	Null	Null	Null	Null	Null	N/A-StillEmployed
	2014-08-02	2014	8	2	Saturday	Another position

Grid Relationships Custom tables

↕	EmploymentStatus	Department	ManagerName	RecruitmentSource	PerformanceScore	EngagementSurve
	Active	Production	Michael Albert	LinkedIn	Exceeds	4.6
	Active	Production	Elijah Gray	Indeed	Fully Meets	4.84
	Active	Production	Amy Dunn	LinkedIn	Exceeds	5
	Active	IT/IS	Peter Monroe	Indeed	Fully Meets	5
	Voluntarily Terminated	Production	Michael Albert	On-line Web application	Fully Meets	5
	Active	Production	Elijah Gray	Google Search	Fully Meets	5
	Voluntarily Terminated	Production	Elijah Gray	Google Search	Fully Meets	4.8
	Terminated for Cause	IT/IS	Simon Roup	LinkedIn	Fully Meets	3.5
	Active	Production	Kissy Sullivan	Diversity Job Fair	Fully Meets	3.5
	Voluntarily Terminated	Sales	John Smith	Google Search	Fully Meets	3.14

Grid Relationships Custom tables

↕	EmpSatisfaction	SpecialProjectsCount	LastPerfor...review_Date	Review Year	Review Month	Review Day
	5	0	2019-01-17	2019	1	17
	5	0	2019-01-03	2019	1	3
	5	0	2019-01-07	2019	1	7
	5	6	2019-02-18	2019	2	18
	5	0	2017-03-02	2017	3	2
	5	0	2019-01-14	2019	1	14
	5	0	2014-03-04	2014	3	4
	5	7	2016-01-10	2016	1	10
	5	0	2019-01-21	2019	1	21
	5	0	2013-02-10	2013	2	10

DaysLateLast30	Absences
0	1
0	15
0	15
0	16
0	1
0	12
0	5
0	2
0	17
1	19

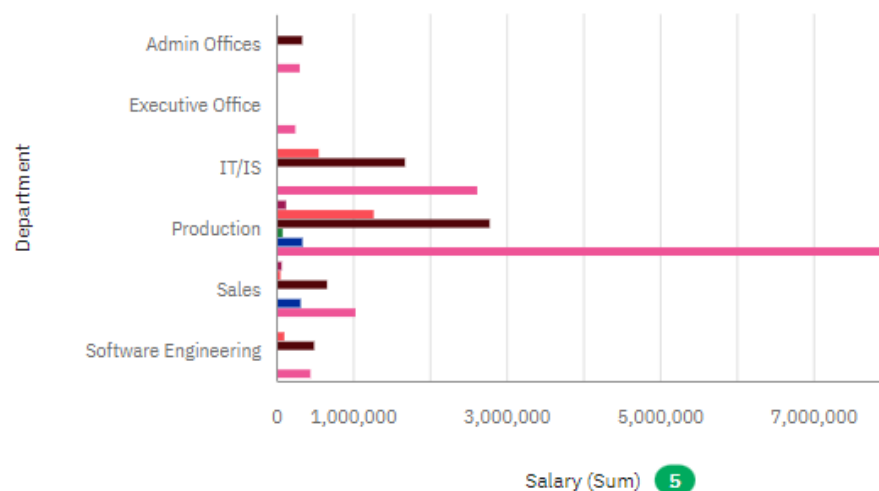
Data Exploration

Salary by Department colored by RaceDesc



RaceDesc

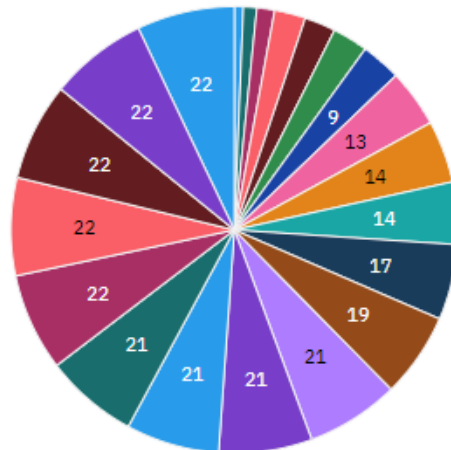
- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic
- Two or more races
- White



SpecialProjectsCount by ManagerName 5

ManagerName

- | | | | |
|--------------------|------------------|-----------------|--------------------|
| Board of Directors | Debra Houlihan | Eric Dougall | Brandon R. LeBlanc |
| Jennifer Zamora | Brian Champaigne | Alex Sweetwater | Lynn Daneault |
| Peter Monroe | John Smith | Simon Roup | Janet King |
| Ketsia Liebig | David Stanley | Webster Butler | Amy Dunn |
| Kelley Spirea | Michael Albert | Brannon Miller | Kissy Sullivan |
| Elisiah Crow | | | |



State and Salary for State regions and Salary for State points 5

Salary (Sum)

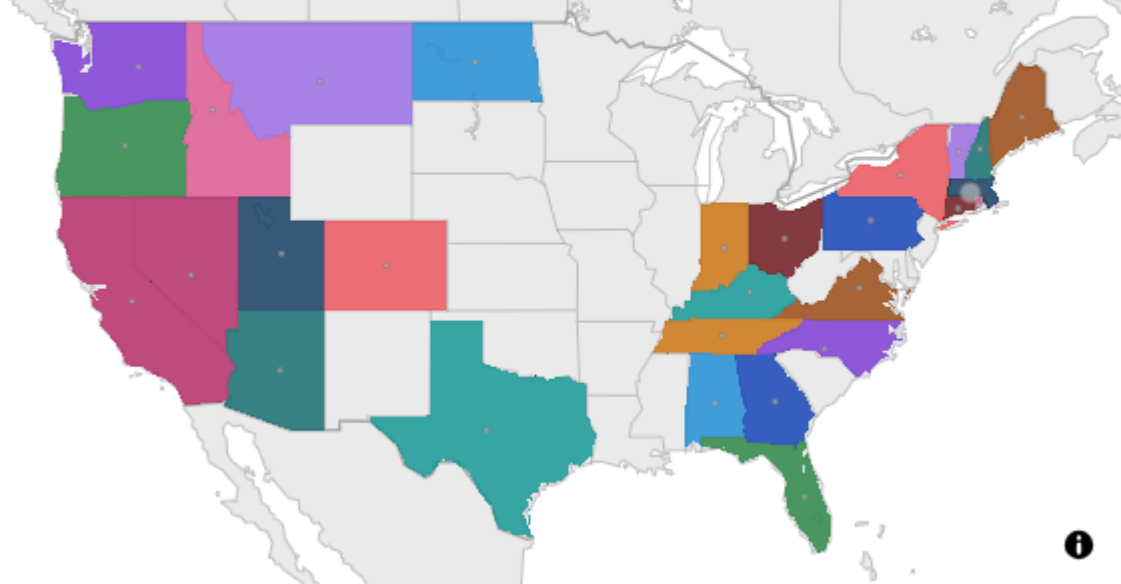


Salary (Sum)

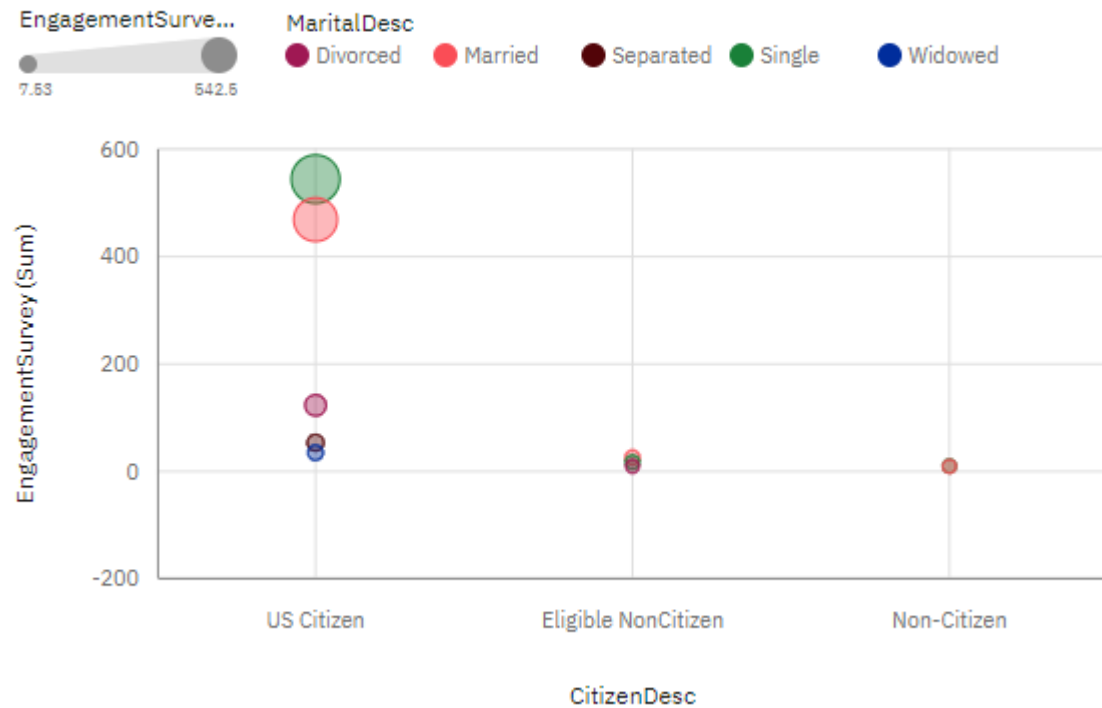


State

- | | | | | | | | | |
|----|----|----|----|----|----|----|----|----|
| TN | ID | AZ | CA | IN | GA | KY | CT | VA |
| NY | NC | OR | MA | TX | VT | AL | WA | OH |



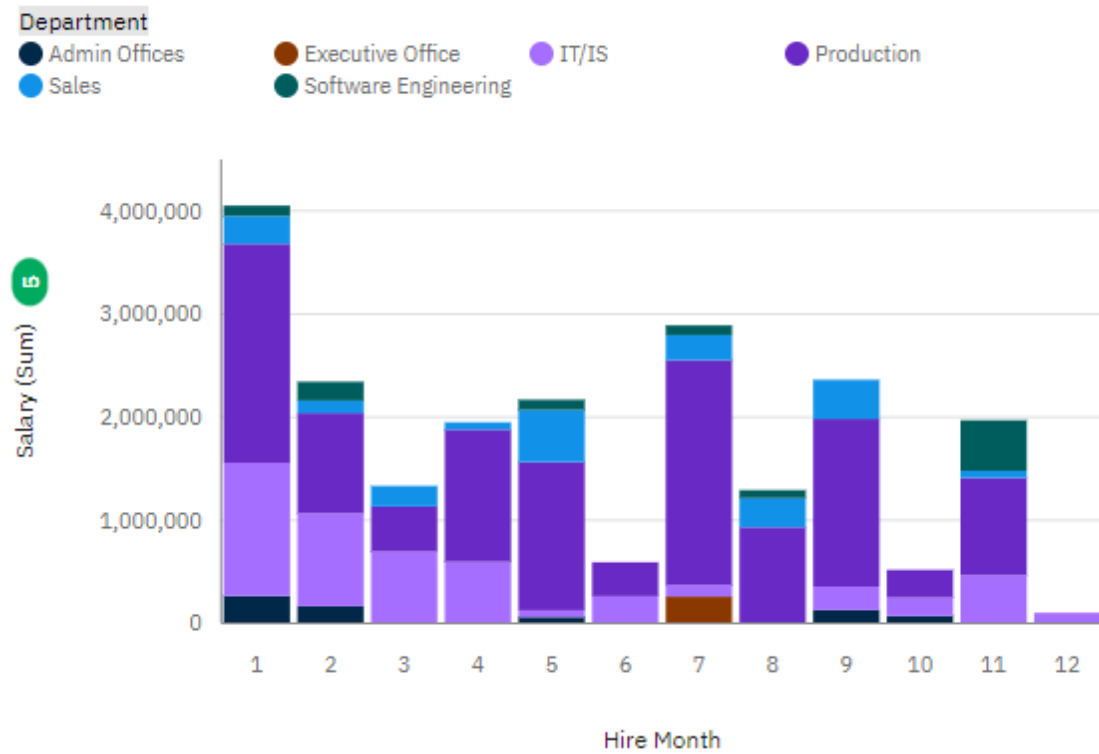
CitizenDesc by EngagementSurvey colored by MaritalDesc and sized by EngagementSurvey



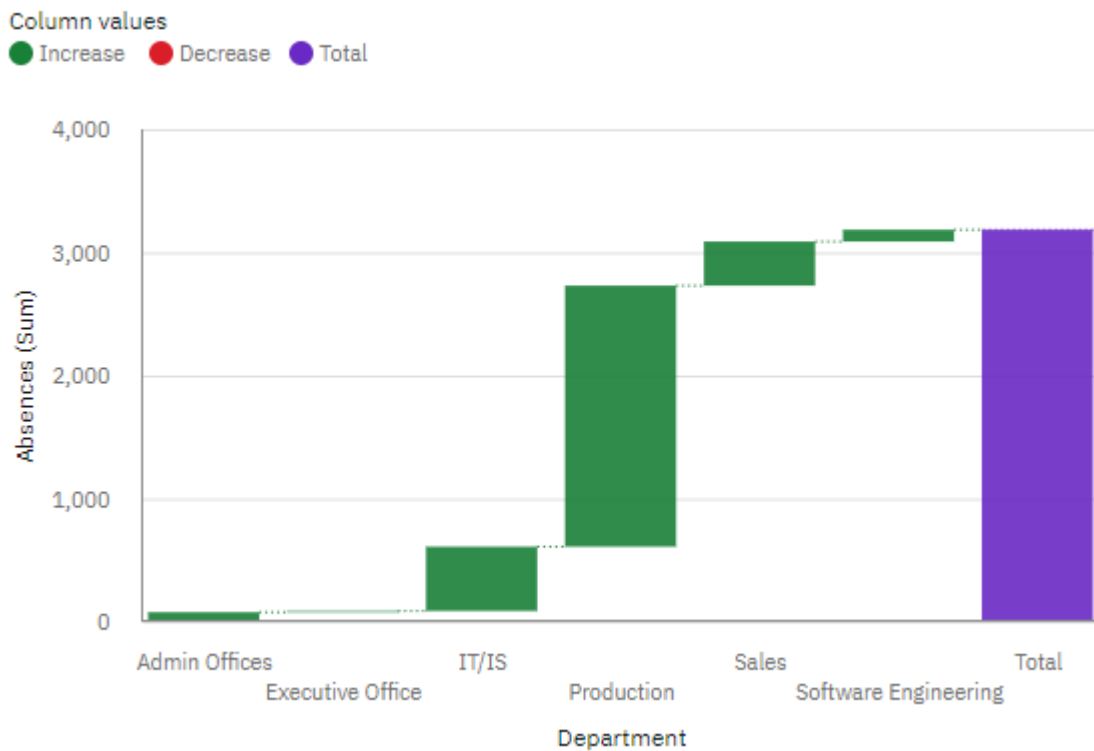
RecruitmentSource colored by Department sized by EmpSatisfaction

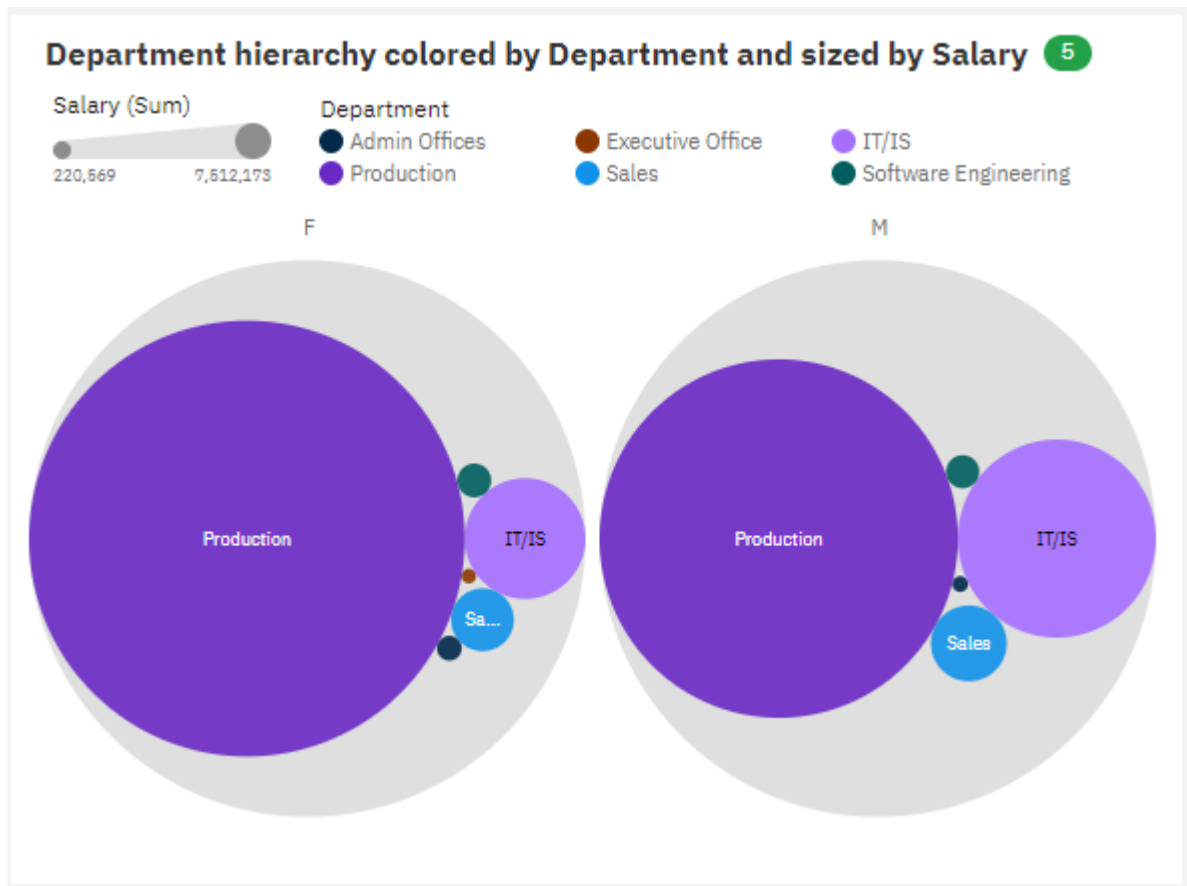


Salary by Hire Month colored by Department

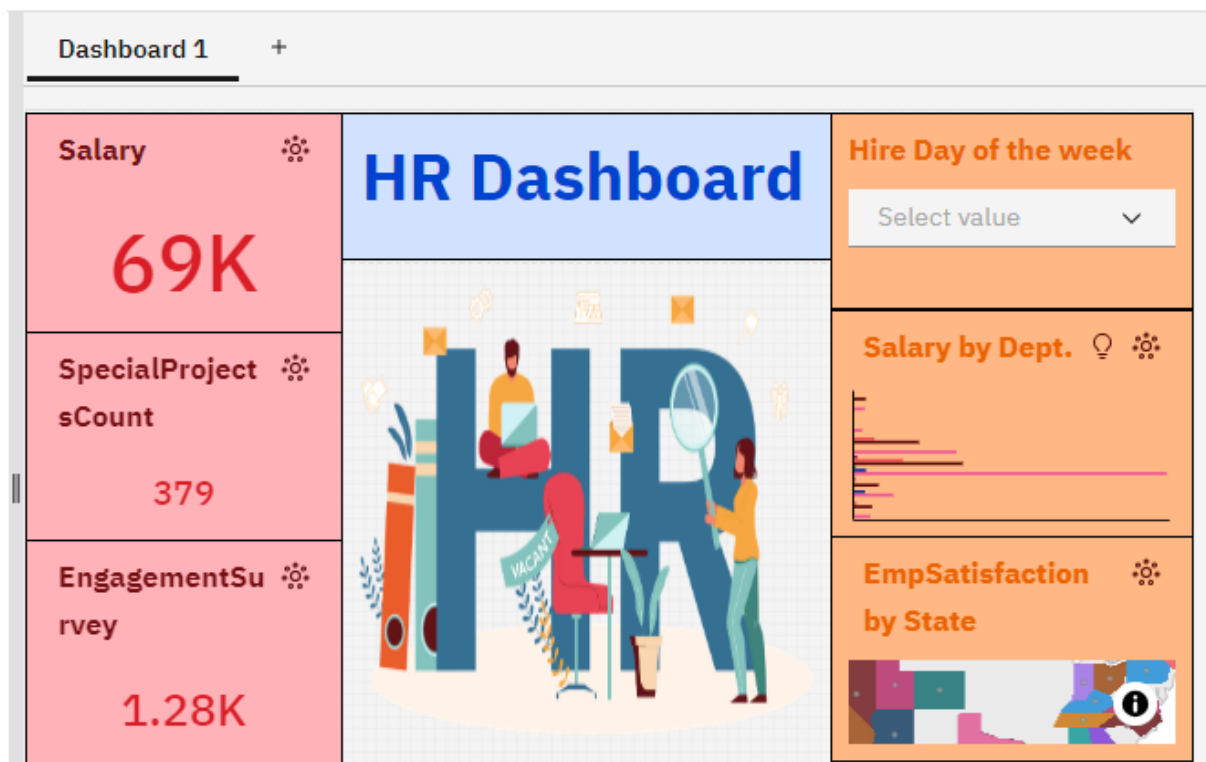


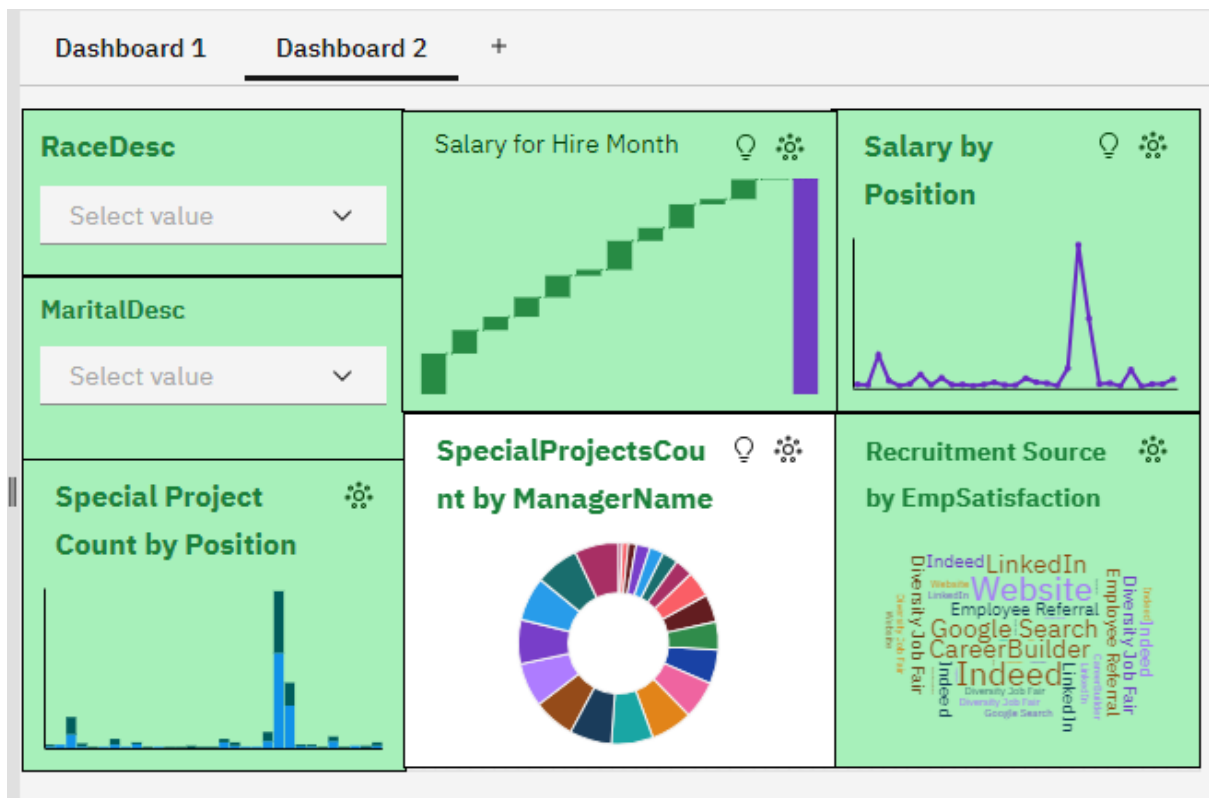
Absences for Department



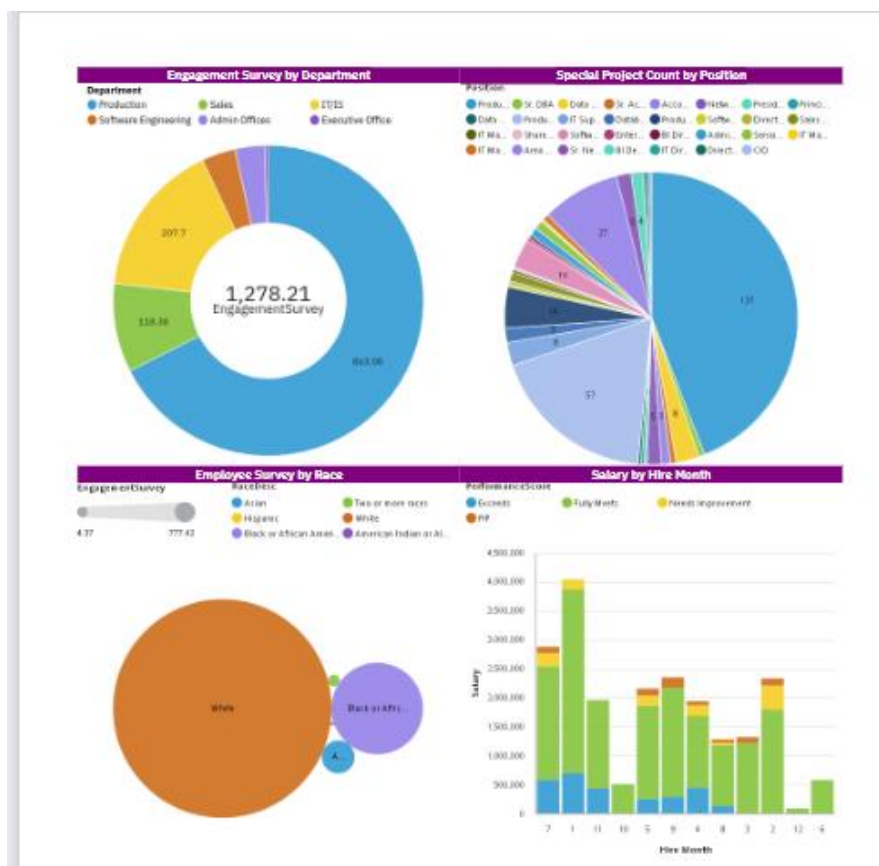


Dashboard





Report



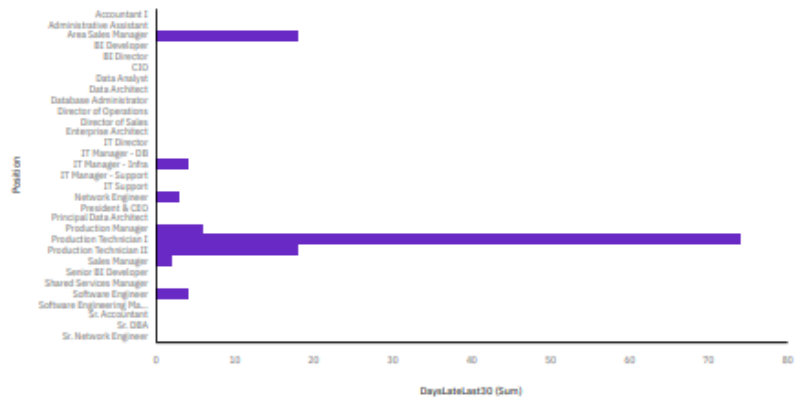
Story



Number of Days Late by Position

- This is a bar chart.
- It can be demonstrated that employees who are Production Technician 1 have been the ones who are mostly late in the last 30 days.

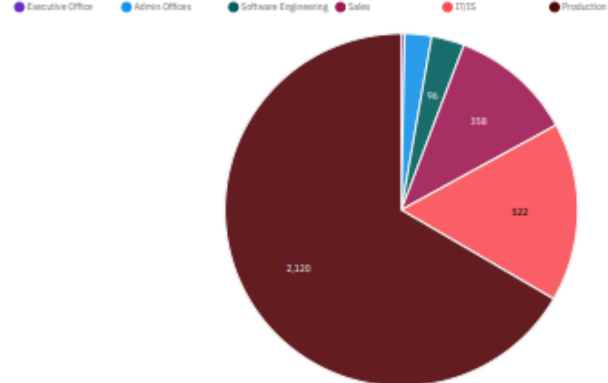
DaysLateLast30 by Position



Absences by Department

- This is a pie chart.
- It can be demonstrated that employees from Sales dept. have taken most leaves.

Department



Engagement Survey by Manager

- This is a word cloud.
- It can be demonstrated that employees managed by Kelley Spirea have highest engagement survey.

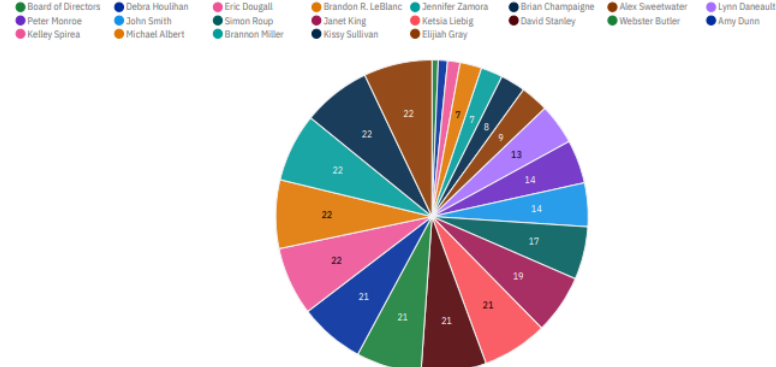
Engagement Surve...



Special Project Count by Manager

- This is a pie chart.
- It can be seen that the number of special project done by employees under managers is almost uniform.

ManagerName



Salary by Performance Score

- This is a bar chart.
- It can be demonstrated that employees whose performance score fully meets is higher than those whose exceeds.

Salary by PerformanceScore

