Assignment 2

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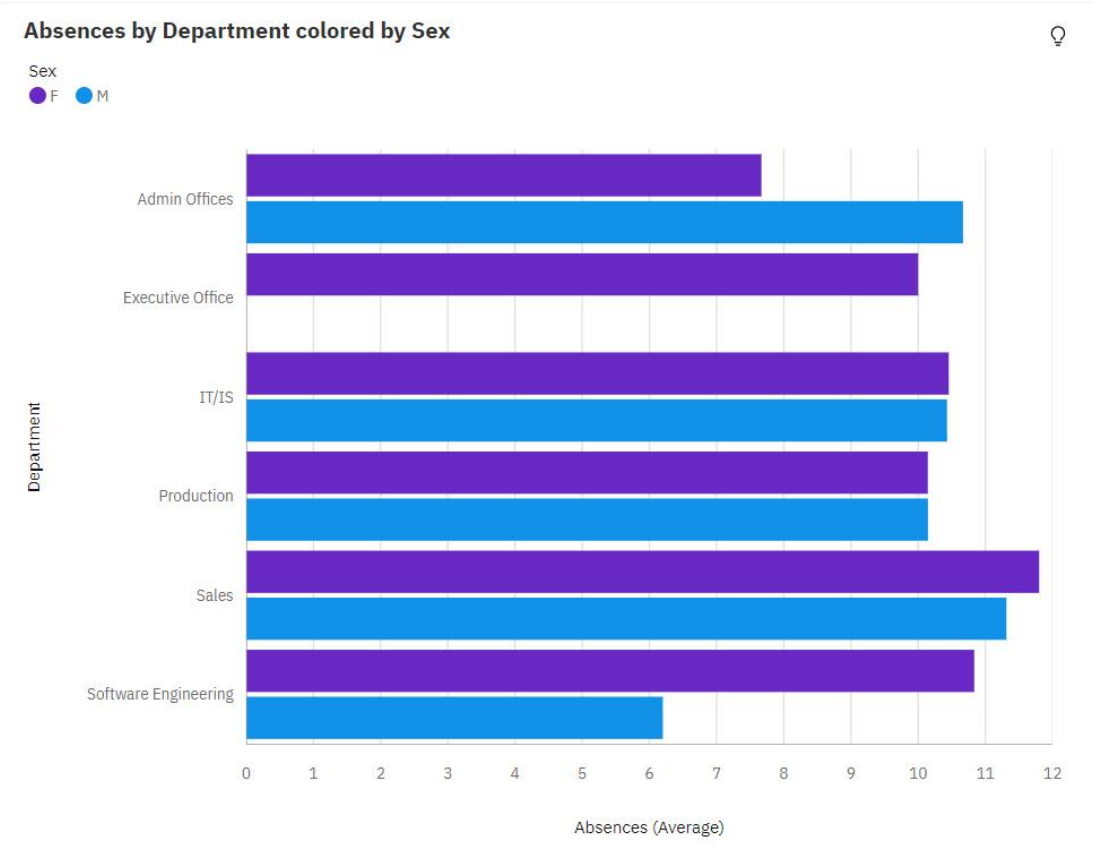
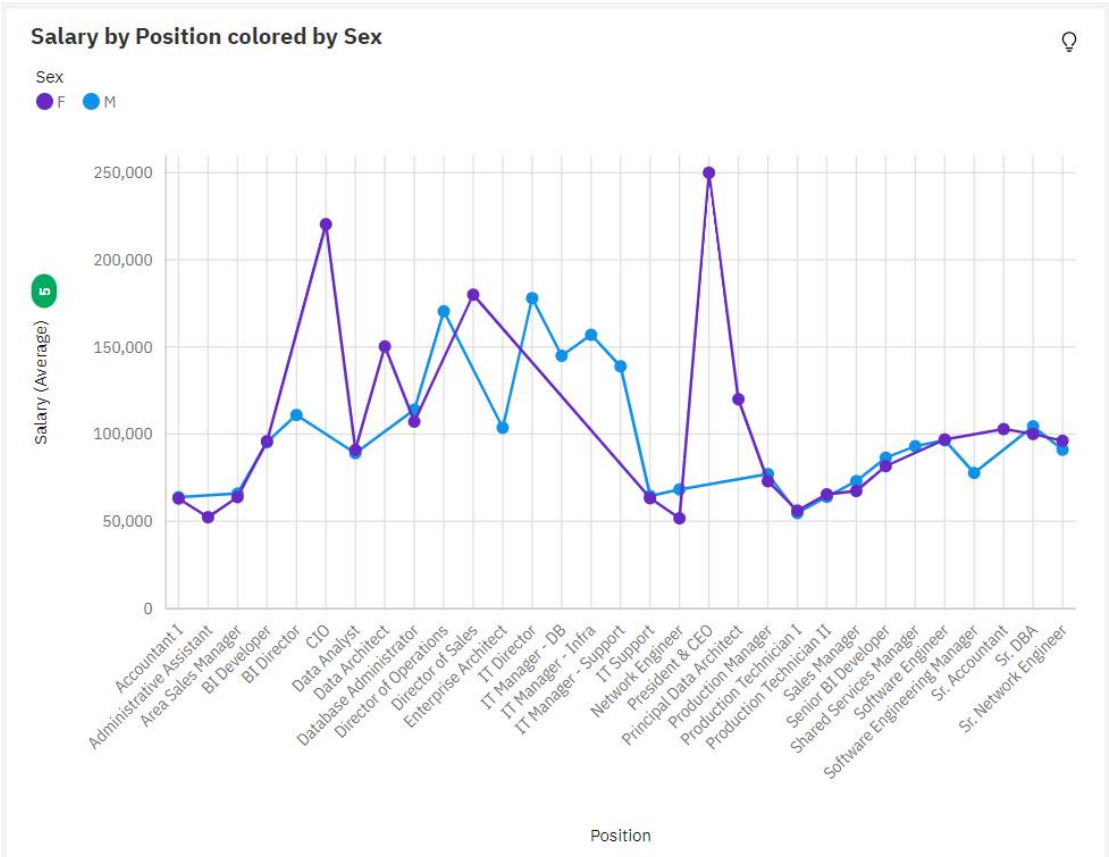
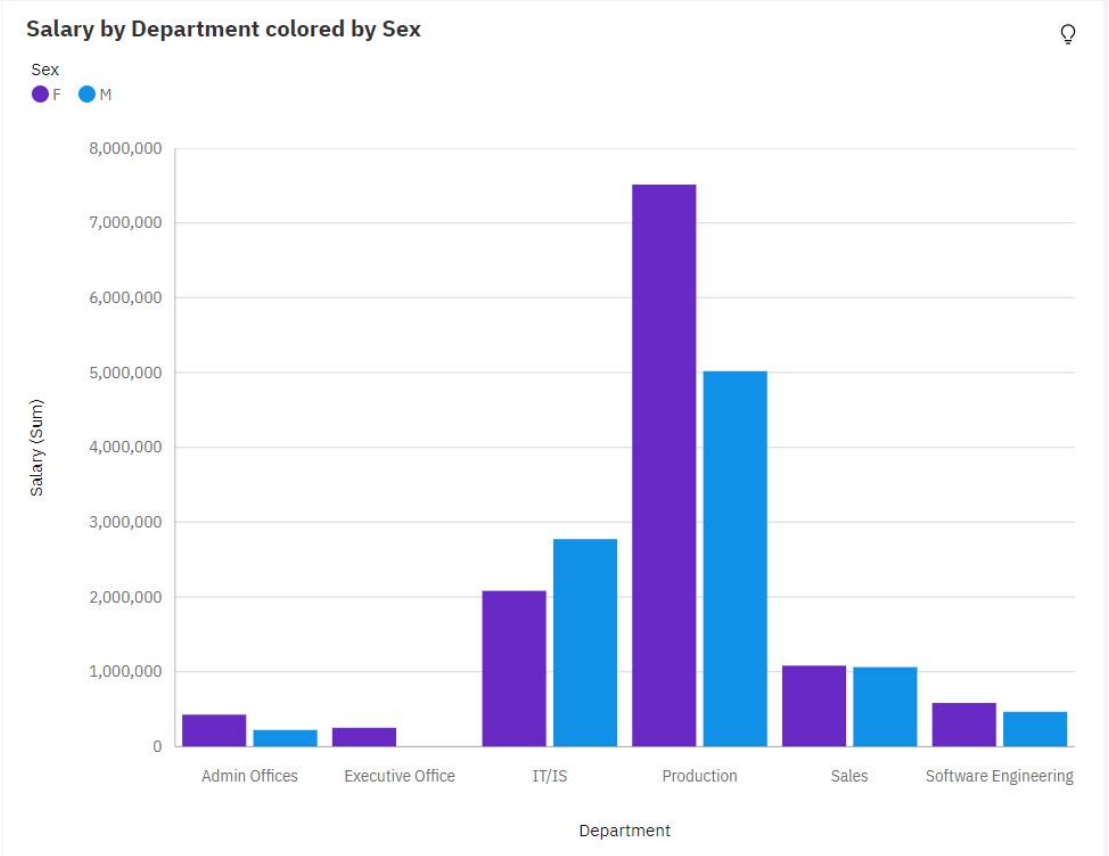
Course: Smartbridge - Data Analytics with IBM Cognos Analytics

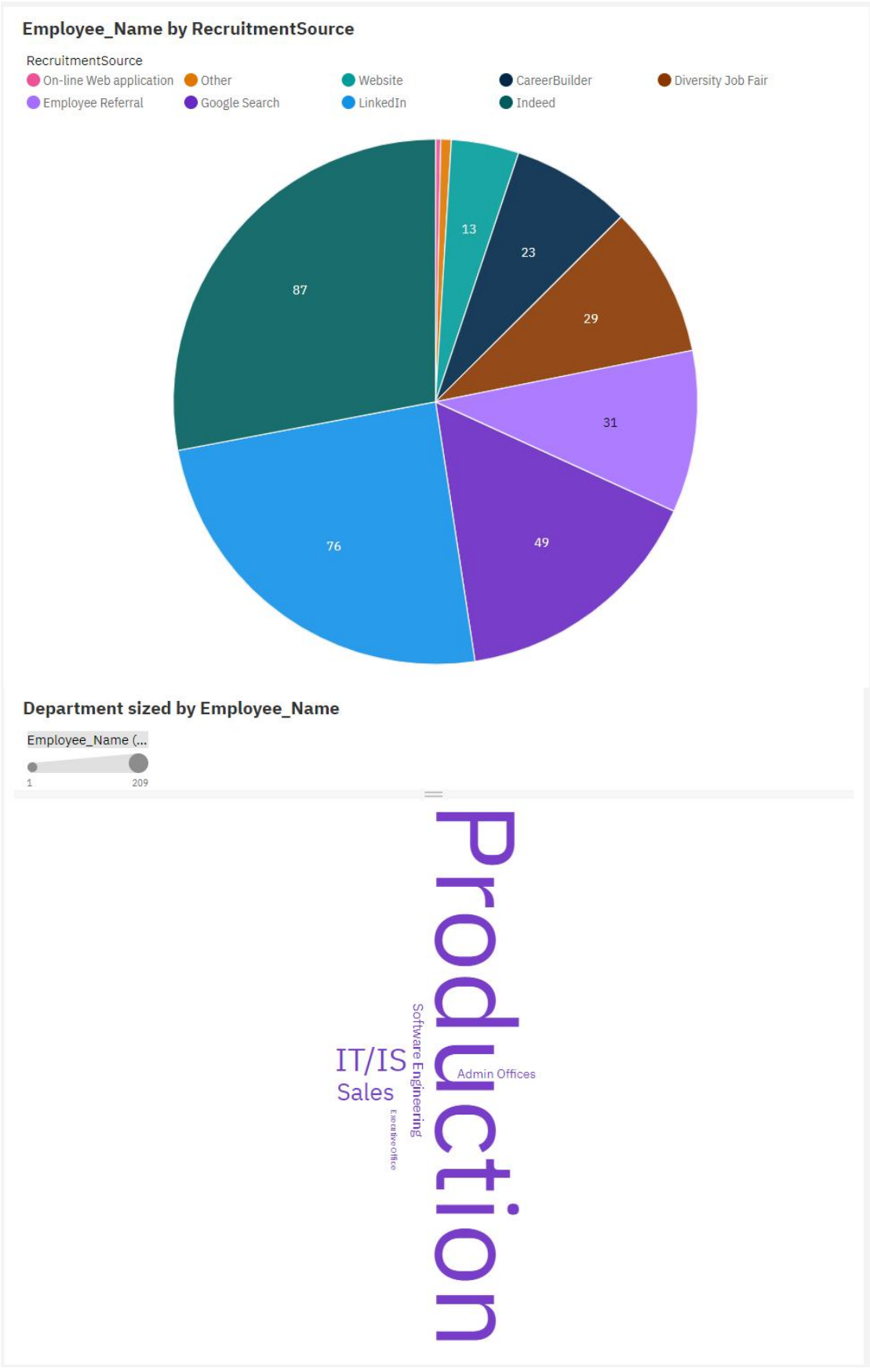
First I have downloaded the database from the given PDF about assignment and I have uploaded the the database in the IBM cognos Analytics website.

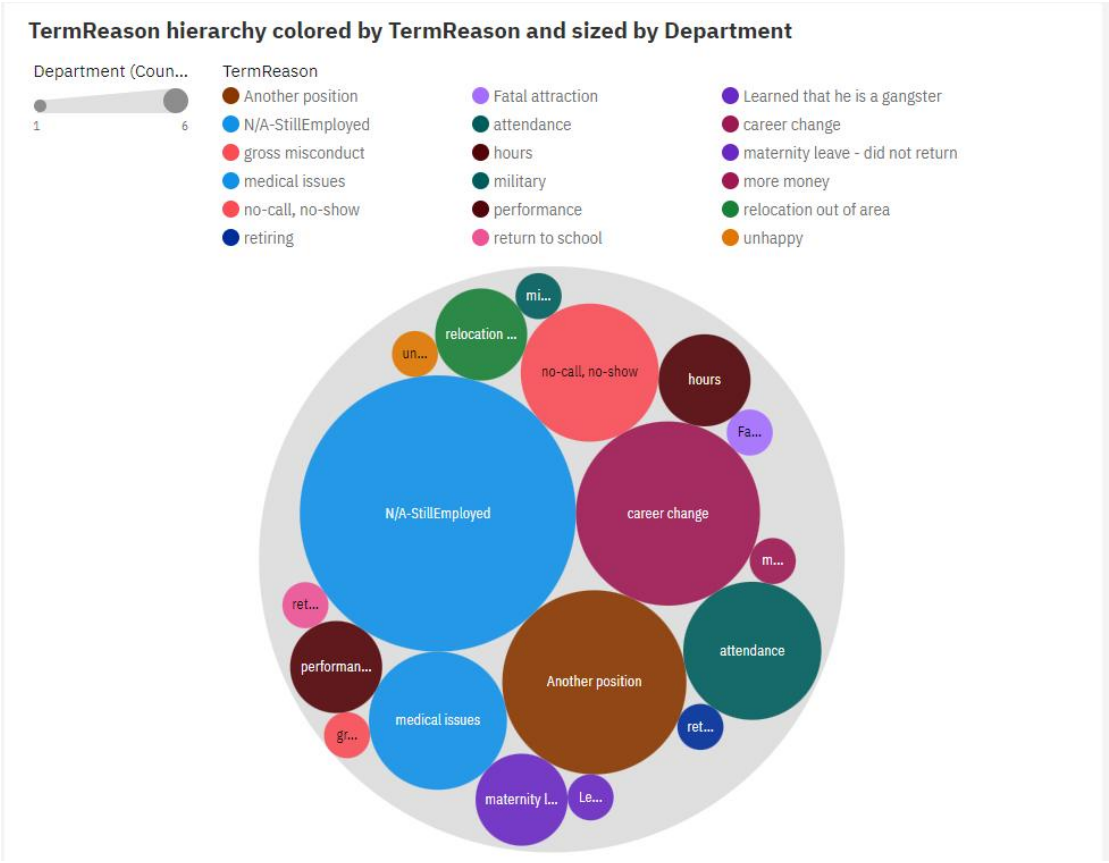
The Visualizations I made are:

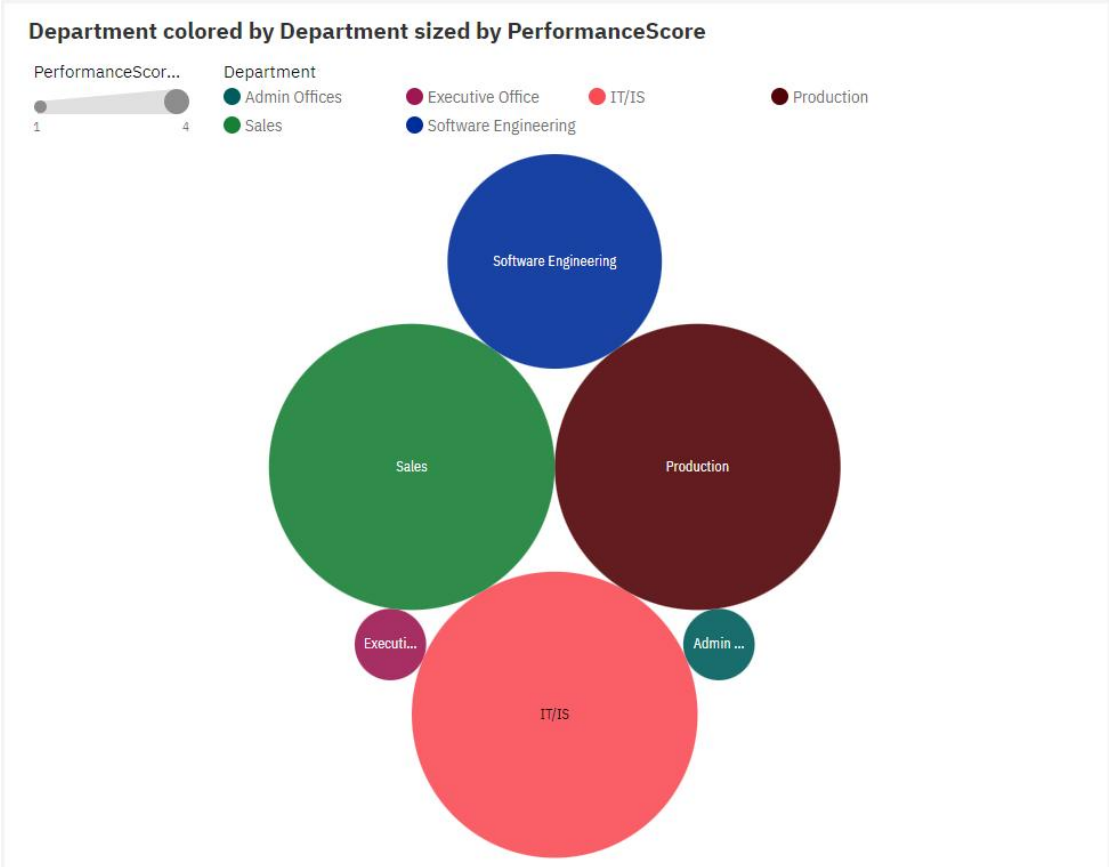


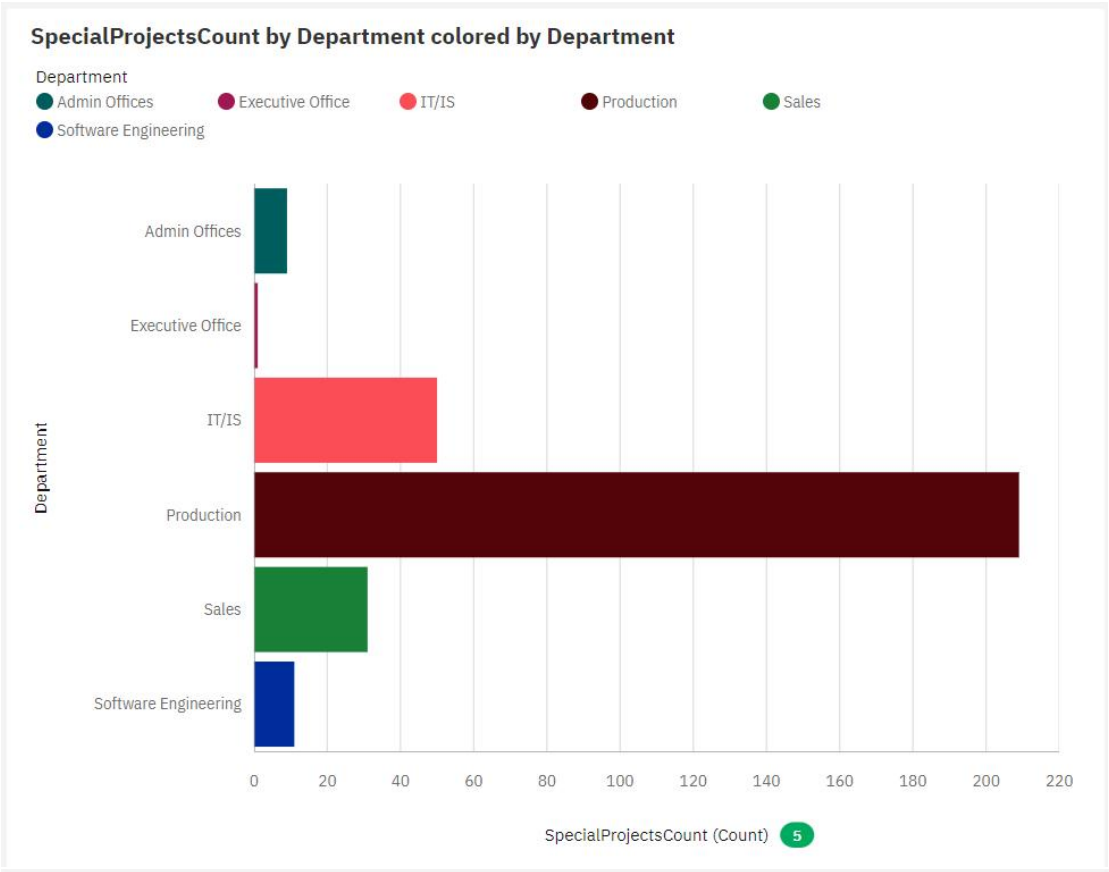

Salary by Position colored by Sex
Sex
F
M
250,000
200,000
150,000
100,000
50,000
0
Salary (Average)
Accountant I
Administrative Assistant
Area Sales Manager
BI Developer
BI Director
CIO
Data Analyst
Data Architect
Database Administrator
Director of Operations
Director of Sales
Enterprise Architect
IT Director
IT Manager - DB
IT Manager - Infra
IT Manager - Support
IT Support
Network Engineer
President & CEO
Principal Data Architect
Production Manager
Production Technician I
Production Technician II
Sales Manager
Senior BI Developer
Shared Services Manager
Software Engineer
Software Engineering Manager
Sr. Accountant
Sr. DBA
Sr. Network Engineer
Position

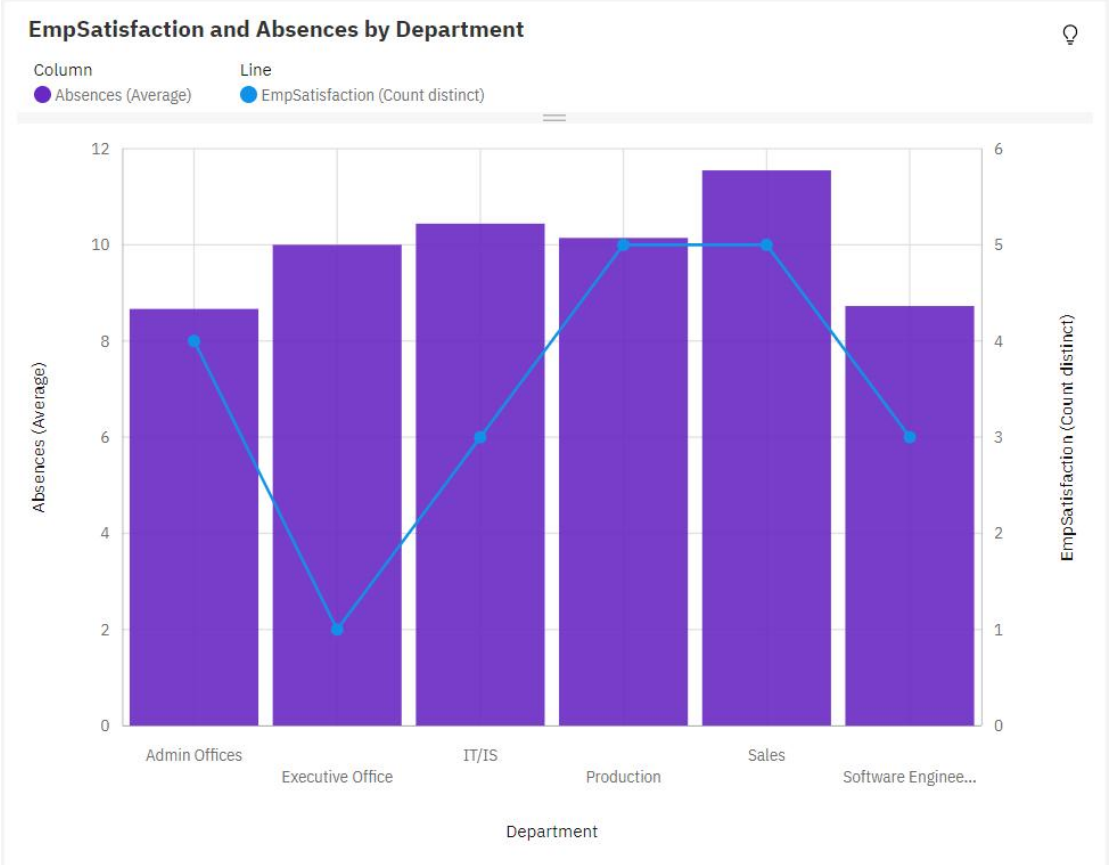

Salary by Department colored by Sex
Sex
F
M
8,000,000
7,000,000
6,000,000
5,000,000
4,000,000
3,000,000
2,000,000
1,000,000
0
Salary (Sum)
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering
Department


Employee_Name by RecruitmentSource
RecruitmentSource
On-line Web application
Other
Website
CareerBuilder
Diversity Job Fair
Employee Referral
Google Search
LinkedIn
Indeed
13
23
29
31
49
76
87
Department sized by Employee_Name
Employee_Name (...
1
209
Production
IT/IS
Sales
Software Engineering
Admin Offices
Executive office

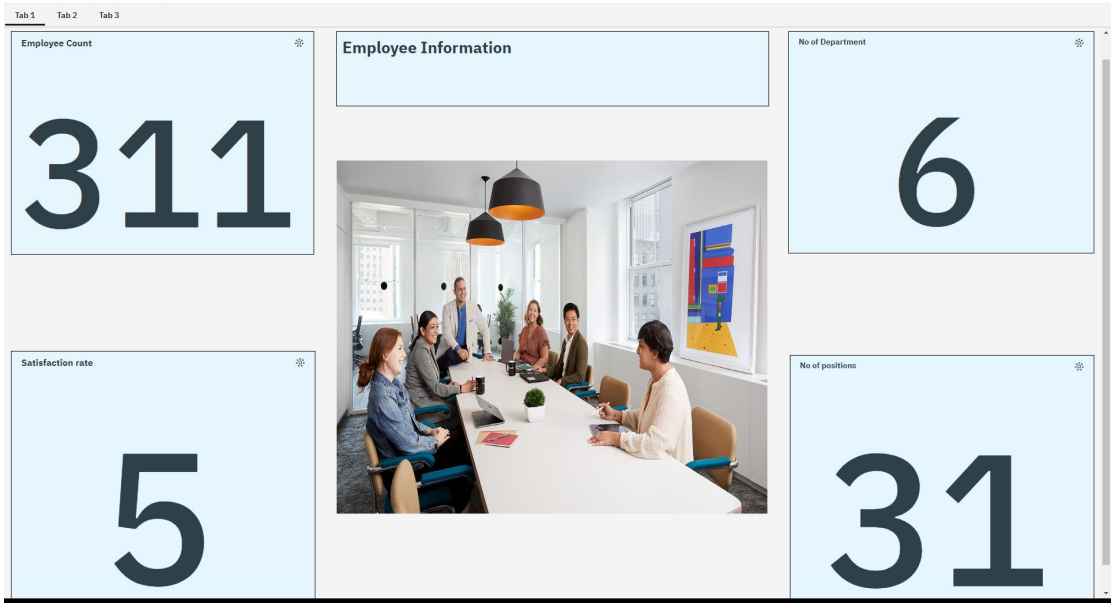

TermReason hierarchy colored by TermReason and sized by Department
Department (Coun...
1
6
TermReason
Another position
Fatal attraction
Learned that he is a gangster
N/A-StillEmployed
attendance
career change
gross misconduct
hours
maternity leave - did not return
medical issues
military
more money
no-call, no-show
performance
relocation out of area
retiring
return to school
unhappy
mi...
relocation ...
un...
no-call, no-show
hours
Fa...
N/A-StillEmployed
career change
m...
ret...
attendance
performan...
Another position
medical issues
ret...
gr...
maternity l...
Le...

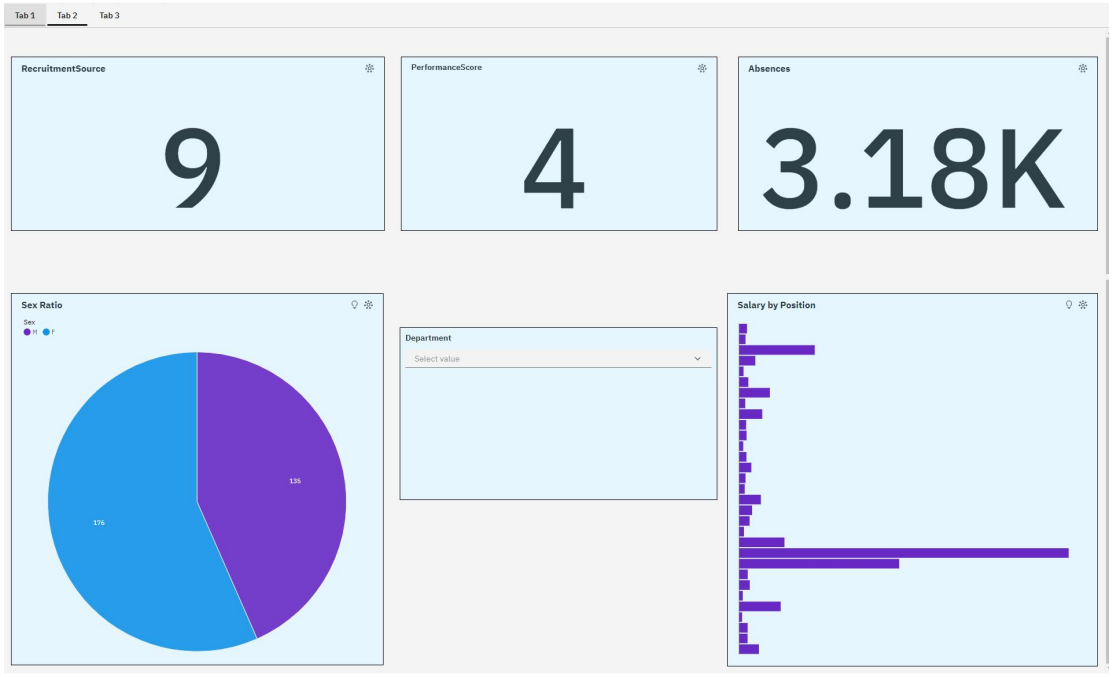

Department colored by Department sized by PerformanceScore
PerformanceScor...
1
4
Department
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering
Software Engineering
Sales
Production
Executi...
Admin ...
IT/IS

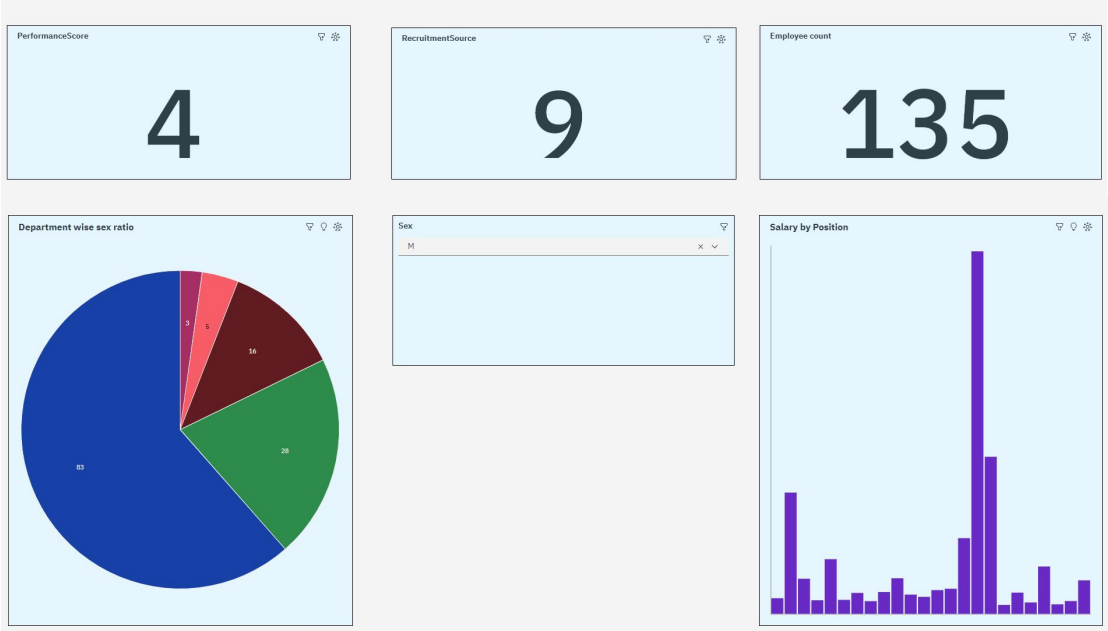

SpecialProjectsCount by Department colored by Department
Department
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering
Department
0
20
40
60
80
100
120
140
160
180
200
220
SpecialProjectsCount (Count)
5


EmpSatisfaction and Absences by Department
Column
Absences (Average)
Line
EmpSatisfaction (Count distinct)
12
10
8
6
4
2
0
Absences (Average)
6
5
4
3
2
1
0
EmpSatisfaction (Count distinct)
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Enginee...
Department

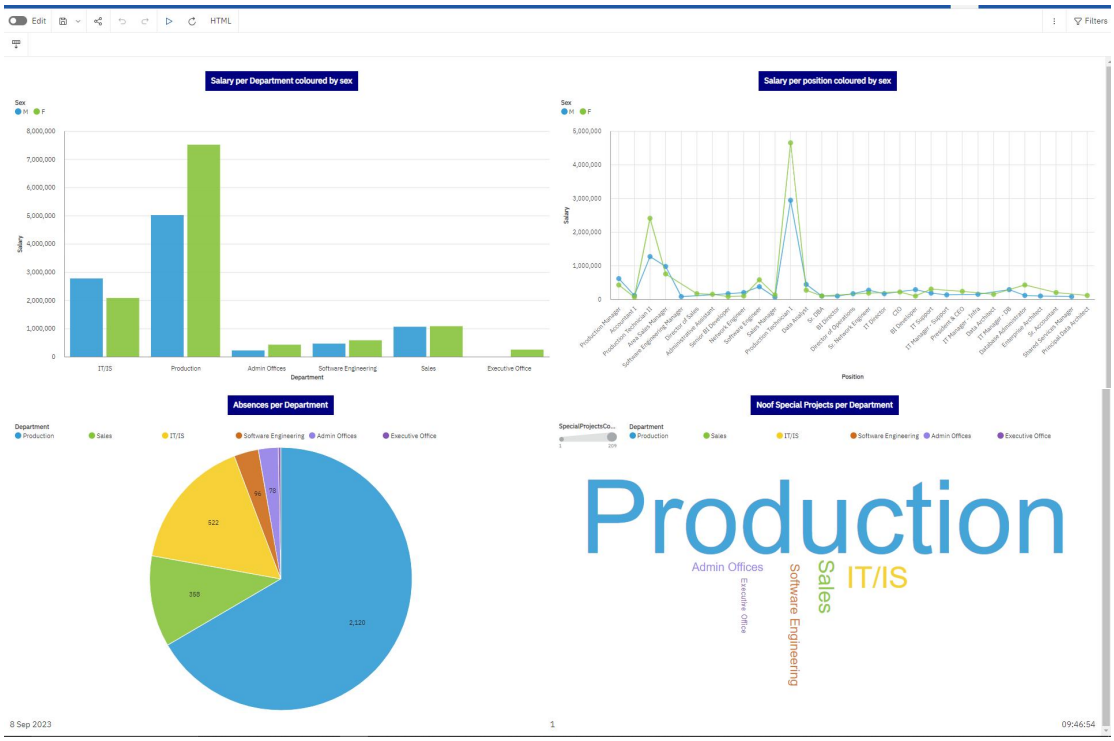
Dashboards:


Tab 1
Tab 2
Tab 3
Employee Count
311
Employee Information
No of Department
6
Satisfaction rate
5
No of positions
31


Tab 1
Tab 2
Tab 3
RecruitmentSource
9
PerformanceScore
4
Absences
3.18K
Sex Ratio
Sex
M
F
135
176
Department
Select value
Salary by Position


PerformanceScore
4
RecruitmentSource
9
Employee count
135
Department wise sex ratio
3
5
16
28
83
Sex
M
Salary by Position

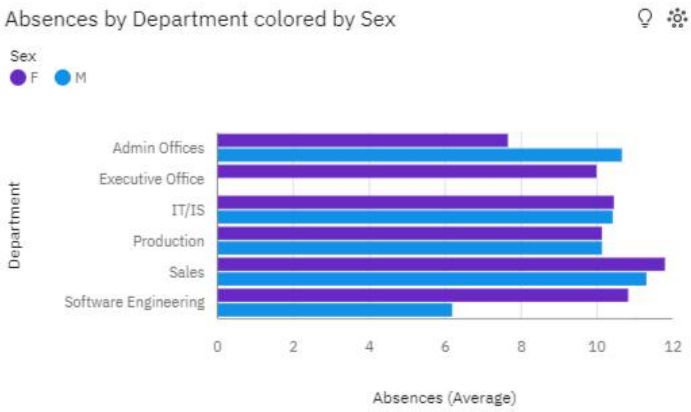
Report:


Edit
HTML
Filters
Salary per Department coloured by sex
Salary per position coloured by sex
Absences per Department
Noof Special Projects per Department
Production
Admin Offices
Sales
IT/IS
Software Engineering
Executive Office
8 Sep 2023
1
09:46:54

Story:

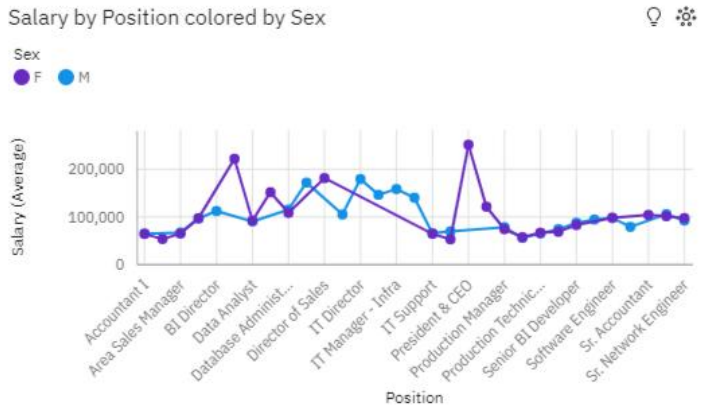
Absences by Department

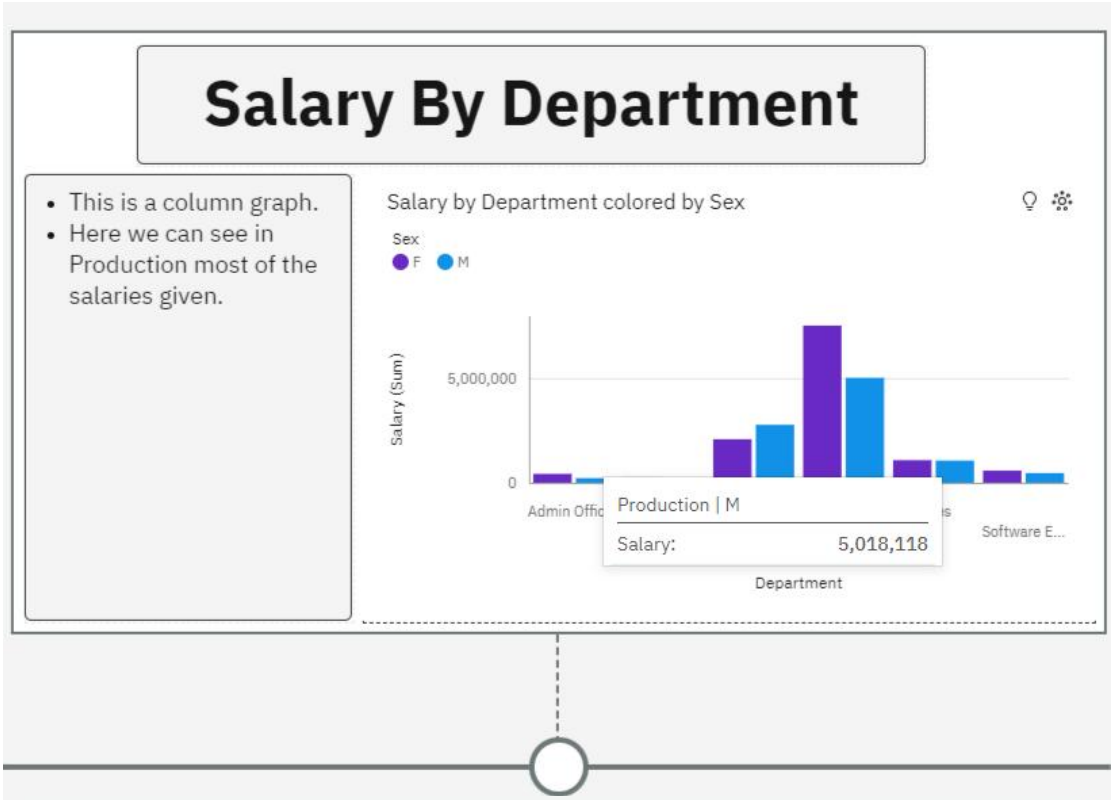
- This is a Bar Graph
- Here we can see Sales Department has more absences

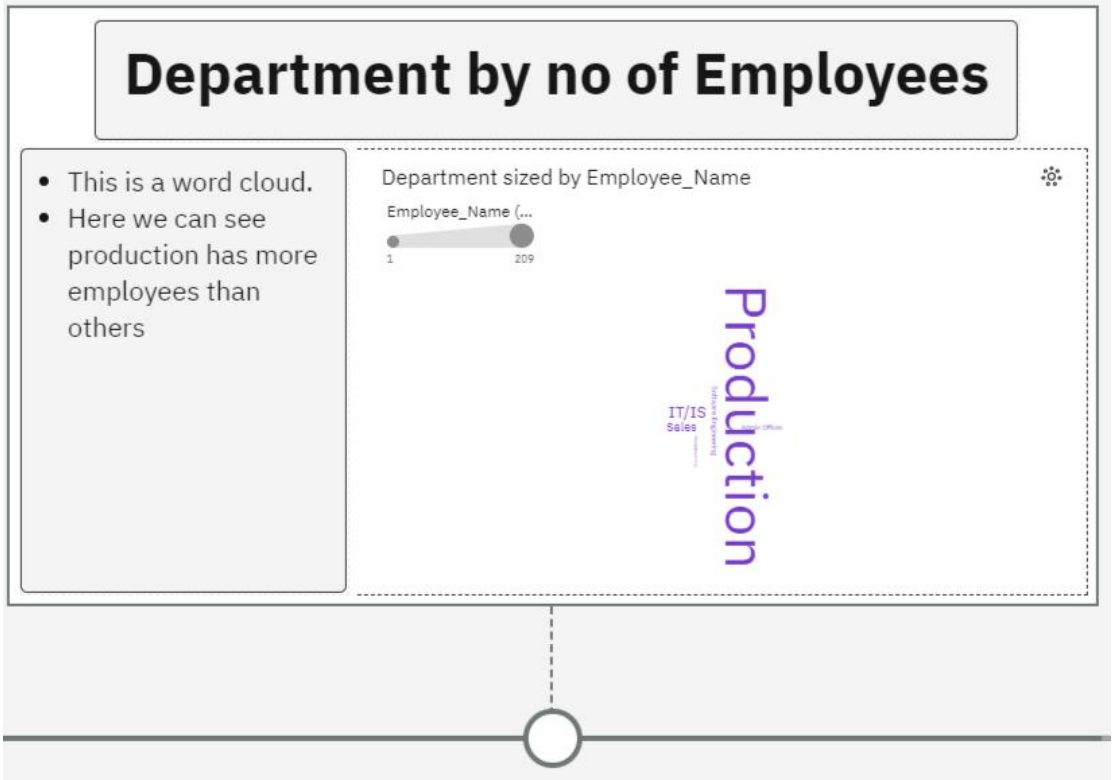


Salary By Position

- This is a Line chart
- Here we can see President and CEO gets more salary

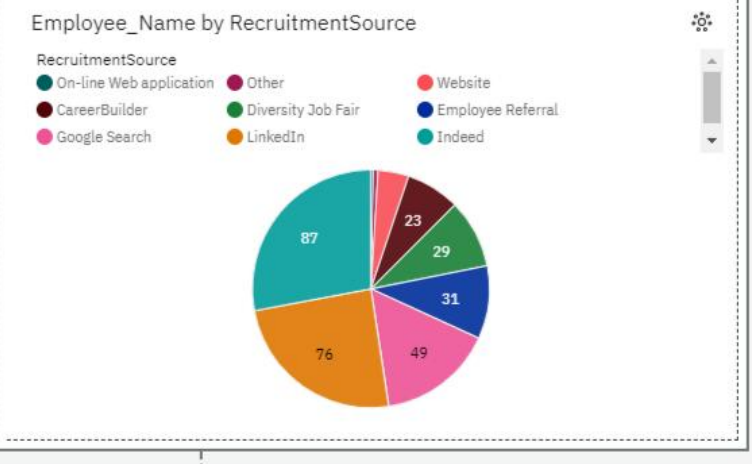



Salary By Department
This is a column graph.
Here we can see in Production most of the salaries given.
Salary by Department colored by Sex
Sex
F
M
Salary (Sum)
5,000,000
0
Admin Offic
Production | M
Salary: 5,018,118
Software E...
Department


Department by no of Employees
This is a word cloud.
Here we can see production has more employees than others
Department sized by Employee_Name
Employee_Name (...
1
209
Production
IT/IS
Sales

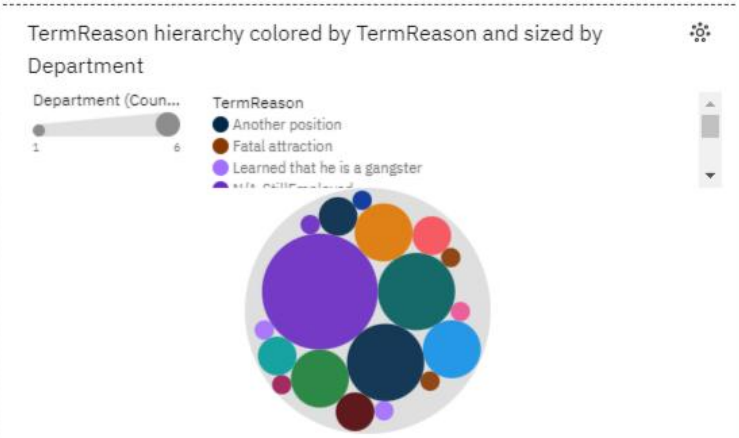
Recruitment source

- This is pie chart.
- Here we can see most of the employees are recruited from the Indeed Platform



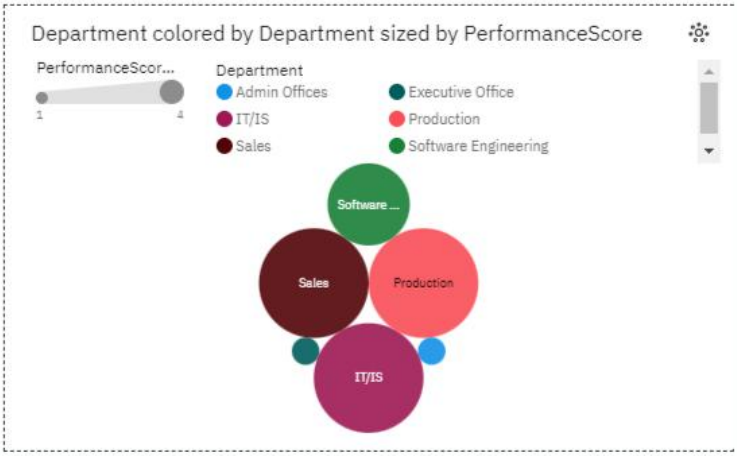
Term Reason by Department

- This is Hierarchy Bubble Chart.
- Here we can see many of the people are terminated due to the career change reason.



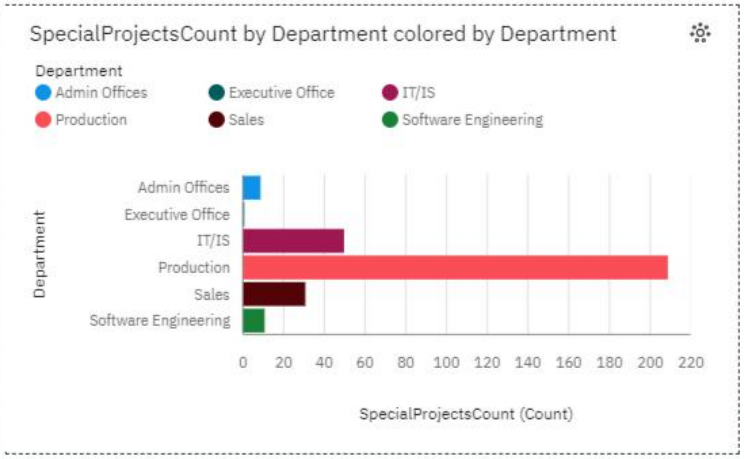
Department by Performance Score

- This is bubble chart.
- Here we can see that Production and sales share equal highest performance score of employees



Special Projects by Department

- This is a Bar graph.
- Here we can see that production department done more special projects



EmpSatisfaction by Department
This is line and column Chart.
Here we can see sales have more absences and production and sales have highest empsatisfaction.
EmpSatisfaction and Absences by Department
Column
Absences (Average)
Line
EmpSatisfaction (Count distinct)
Absences (Average)
EmpSatisfaction (Co...
20
10
0
10
5
0
Admin Offices
Executive Office
IT/IS
Production
Sales
Software ...
Department