Smartinternz externship

Data Analytics with IBM cognos Analytics

Assignment 2

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DATASET MODIFICATIONS

For the given dataset, before beginning with the visualizations, I have modified the table by deleting some attributes and modifying the others. Given below are the details for the same :

1. Deletion

Several attributes like Department ID, Performance ID, etc have been removed in order to reduce redundancy since there were pre-existing text attributes with detailed explanation for the respective attributes.

2. ***Modification***

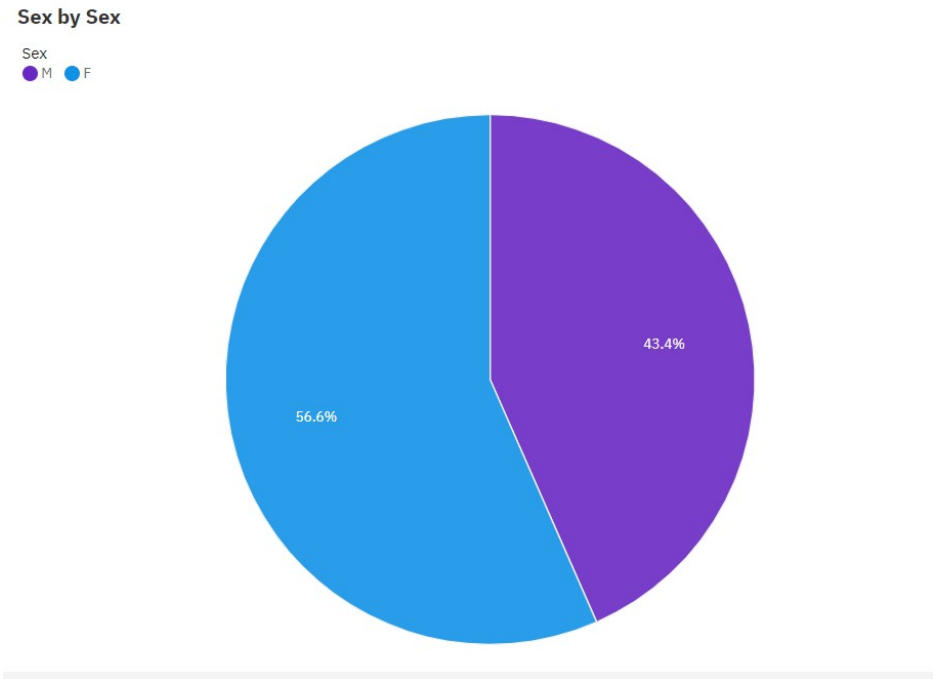
Certain attributes like the HispanicLatino attribute has been cleaned in order to avoid confusion between the same entries entered in different cases (upper and lower). Below is the link to this data module:
https://us3.ca.analytics.ibm.com/bi/?perspective=ca-modeller&pathRef=.my_folders%2FAssignment%2B2%2FHR%2BData%2BModule

VISUALIZATIONS

1. Gender Ratio

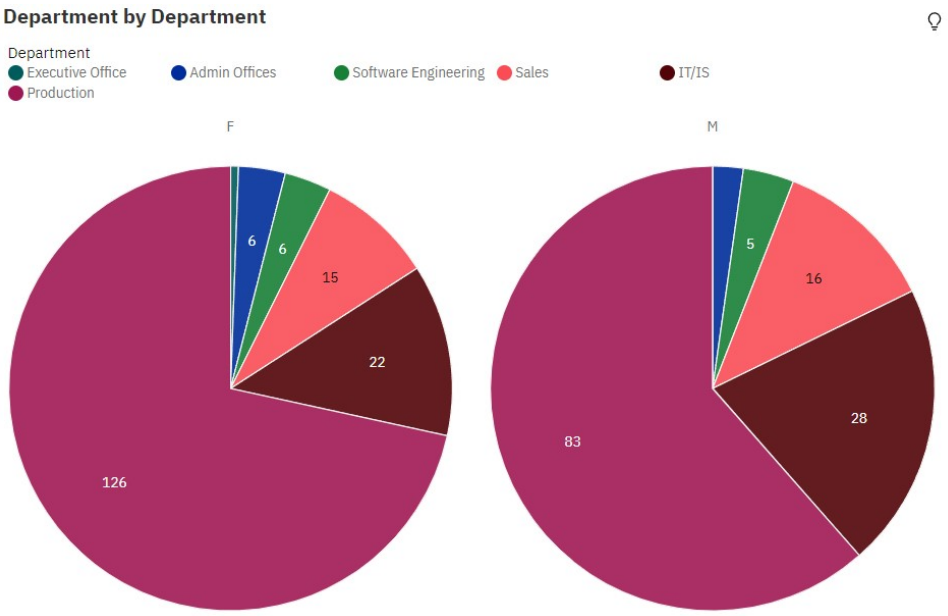
Segments - Sex

Size - Sex



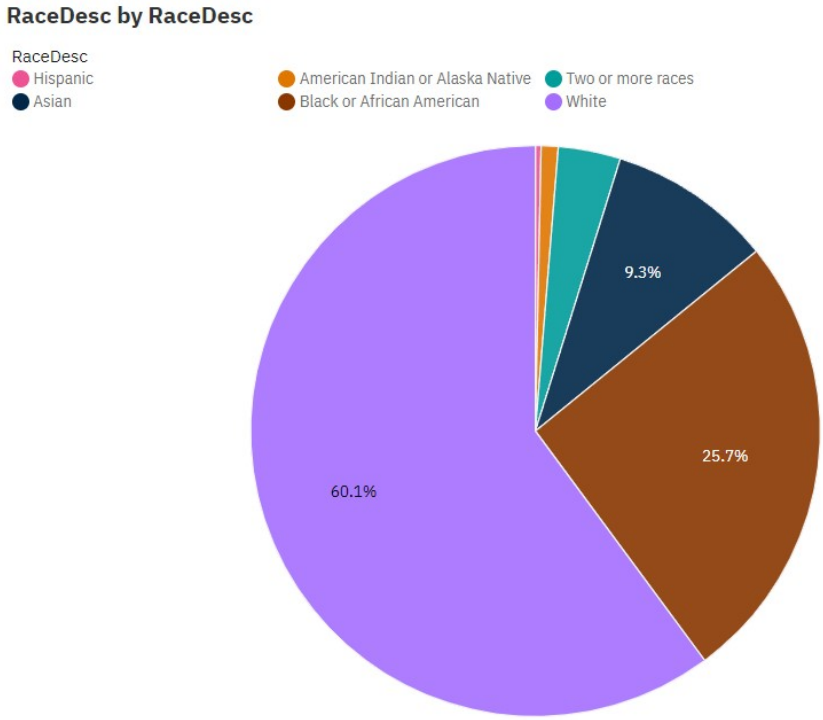
2. Gender Distribution in Different Departments

Segments - Deparment
Size - Deparment
Repeat (column) - Sex



3. Racial Distribution

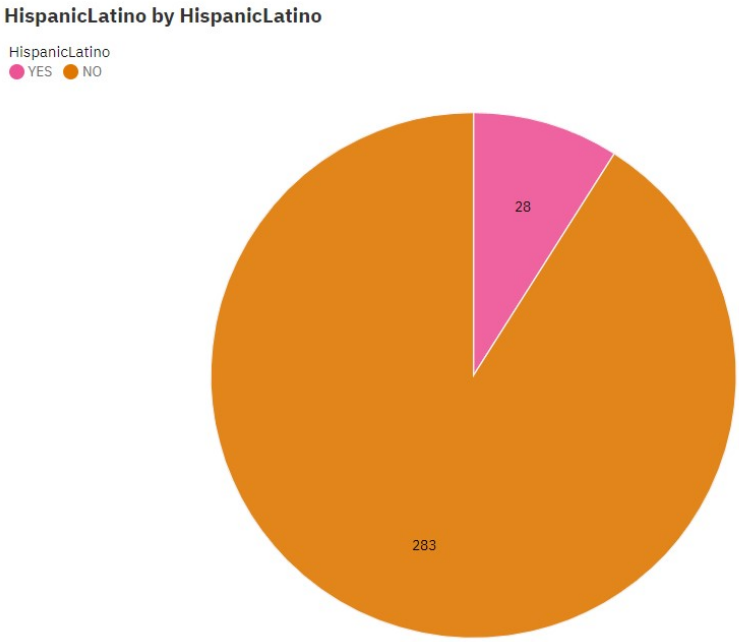
Segments - RaceDesc
Size - RaceDesc



4. Hispanic Latino ratio

Segments - HispanicLatino

Size - HispanicLatino

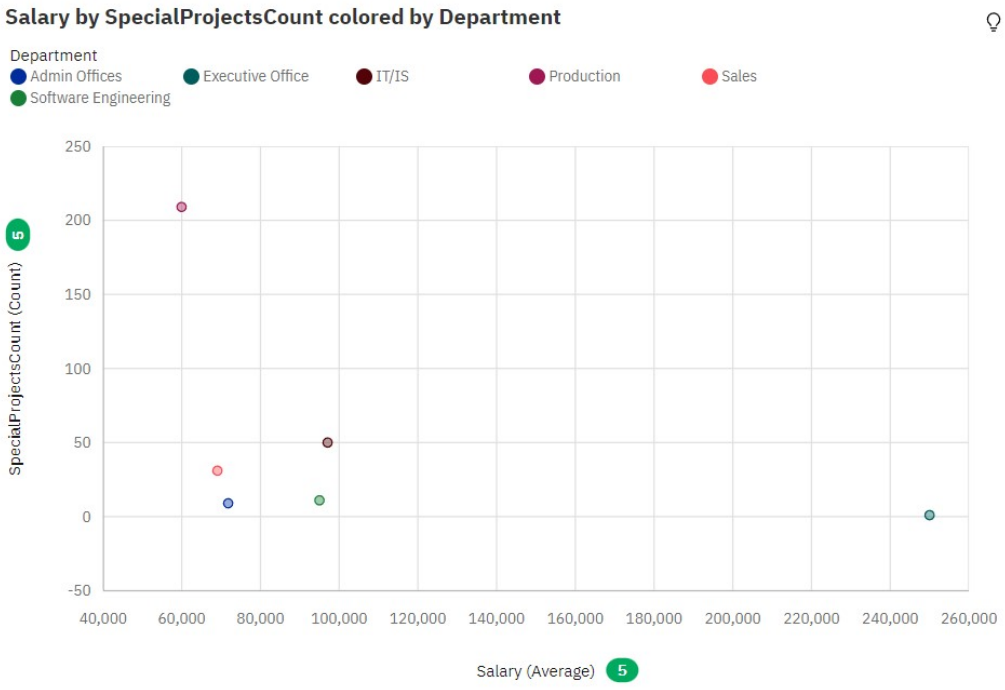


5. Salary dependent on Special Project Count per Department

x axis - Salary

y axis - SpecialProjectsCount

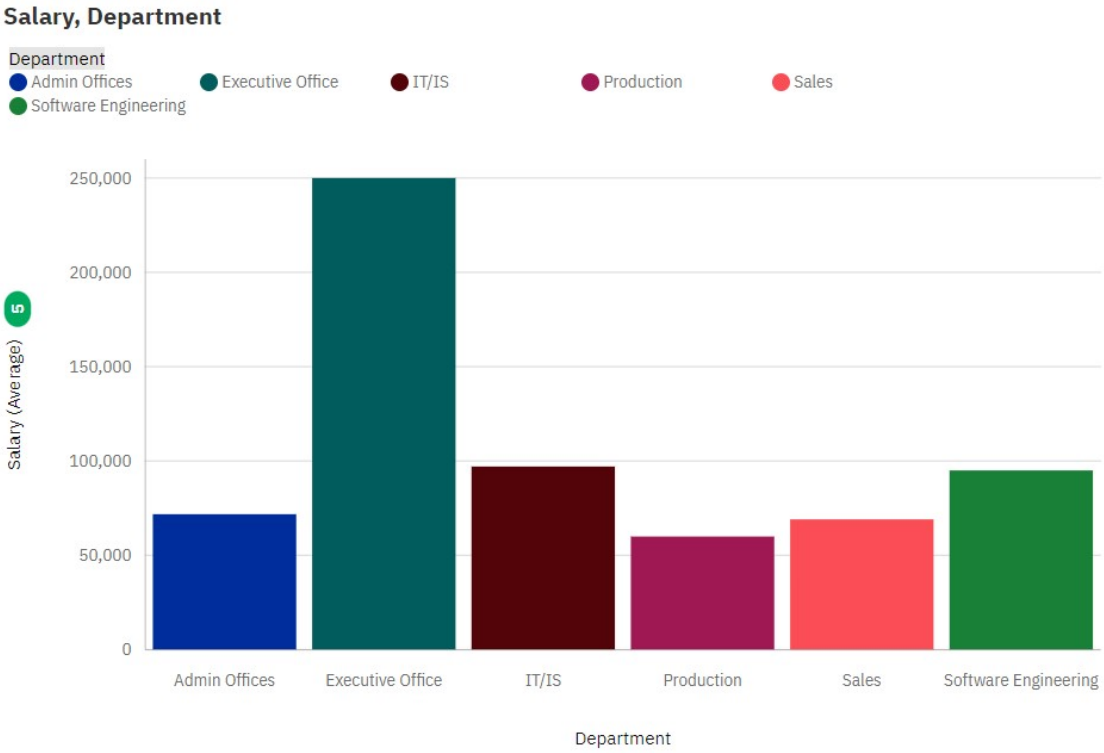
Color - Department



6. ***Department - wise Salary Distribution***

Length - Salary

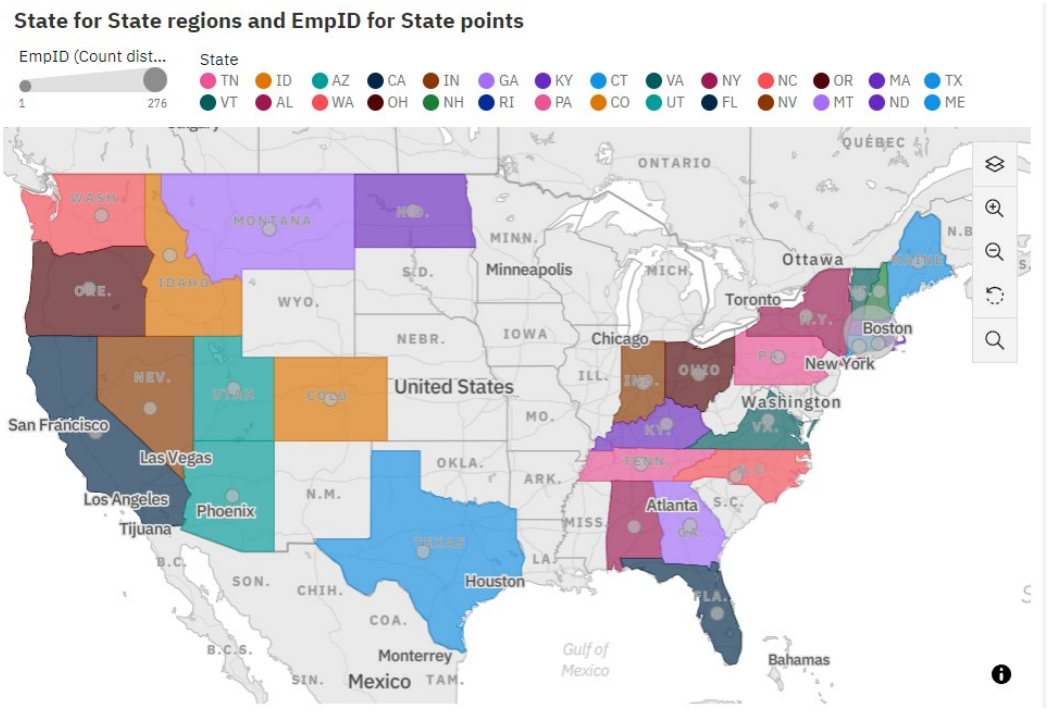
Color - Department



7. State - wise distribution of Employees

Locations - State

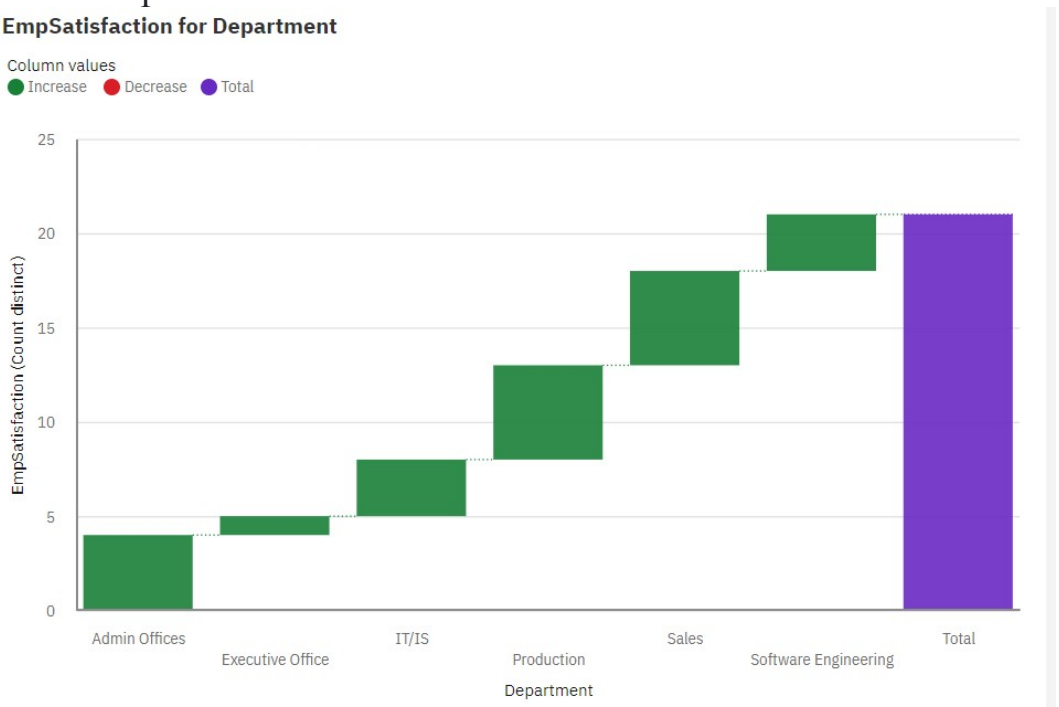
Color - State



8. Employee satisfaction rate for employees in each Department

x axis - Department

y axis - EmpSatisfaction



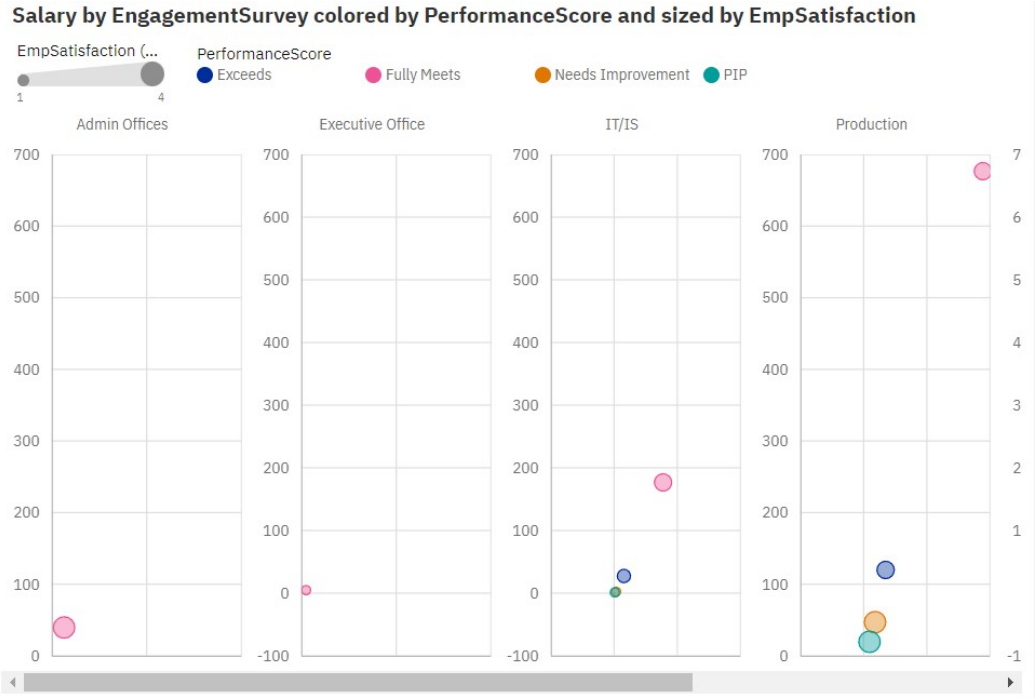
9. Salary differentiated by Performance score for each department keeping the engagement survey in mind

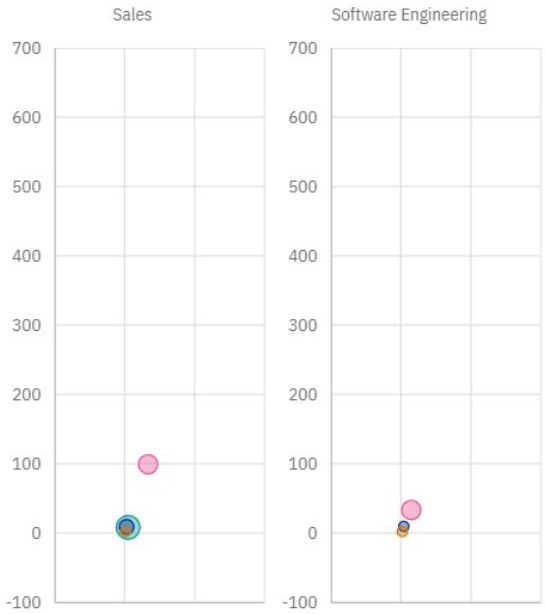
Size - EmpSatisfaction , Repeat (column) - Department

x axis - Salary

y axis - EngagementSurvery

Color - PerformanceScore



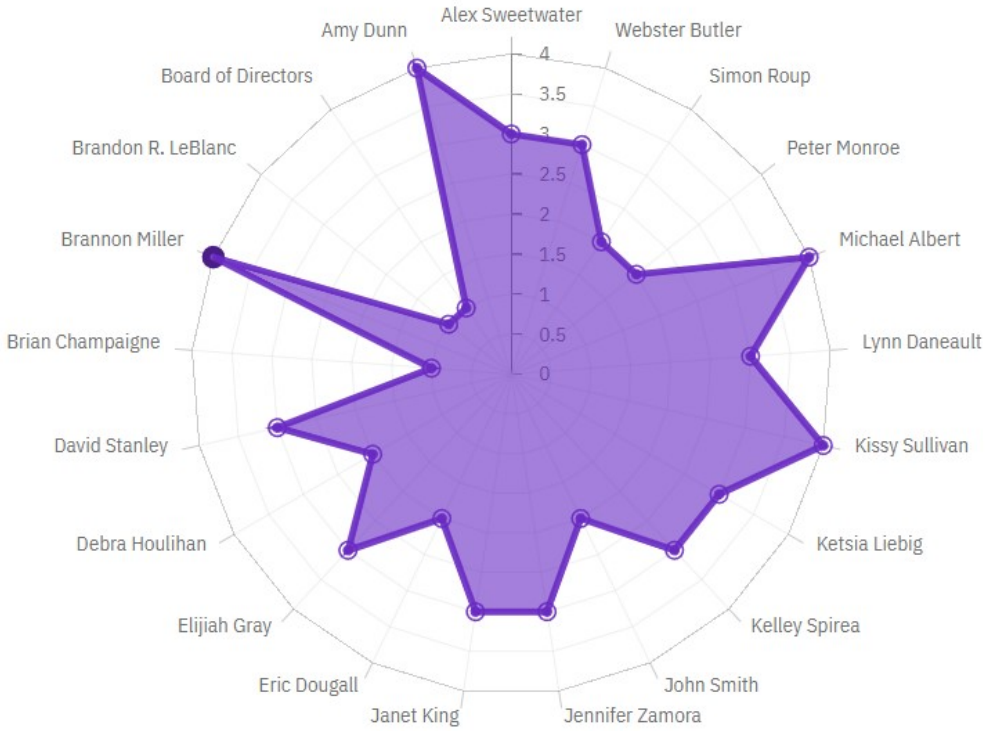


10. Performance of all Mangers according to their Performance Scores

x axis - ManagerName

y axis - PerformanceScore

PerformanceScore by ManagerName



11. Termination Reasons

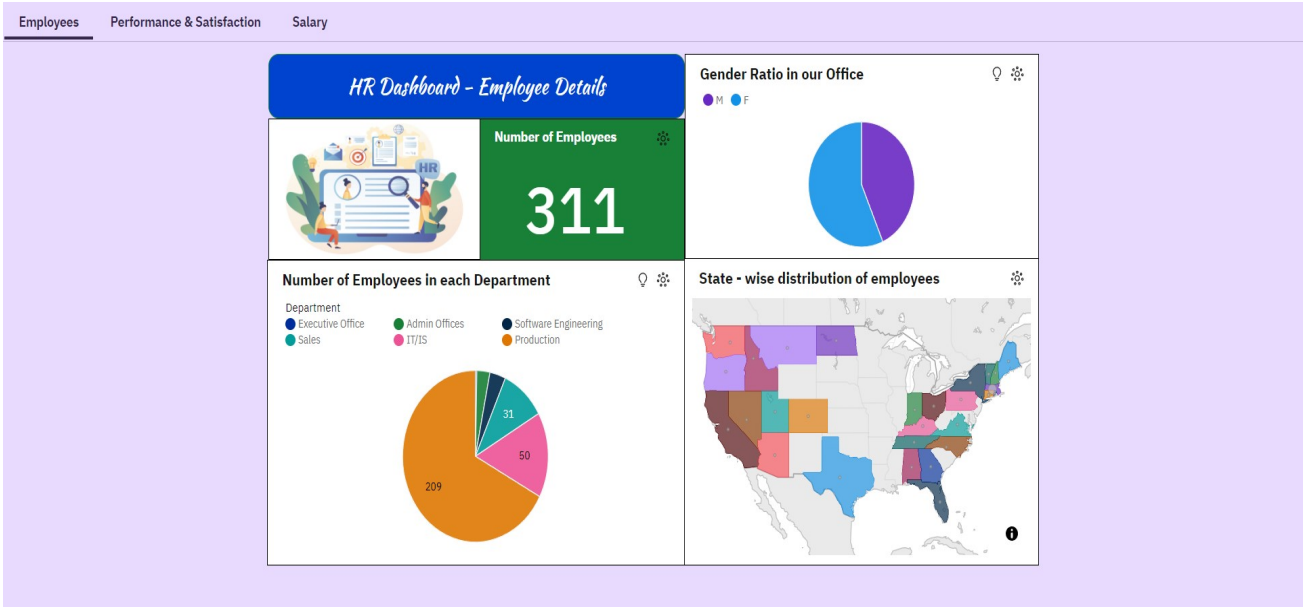
Words - TermReason

Size - TermReason

TermReason sized by TermReason

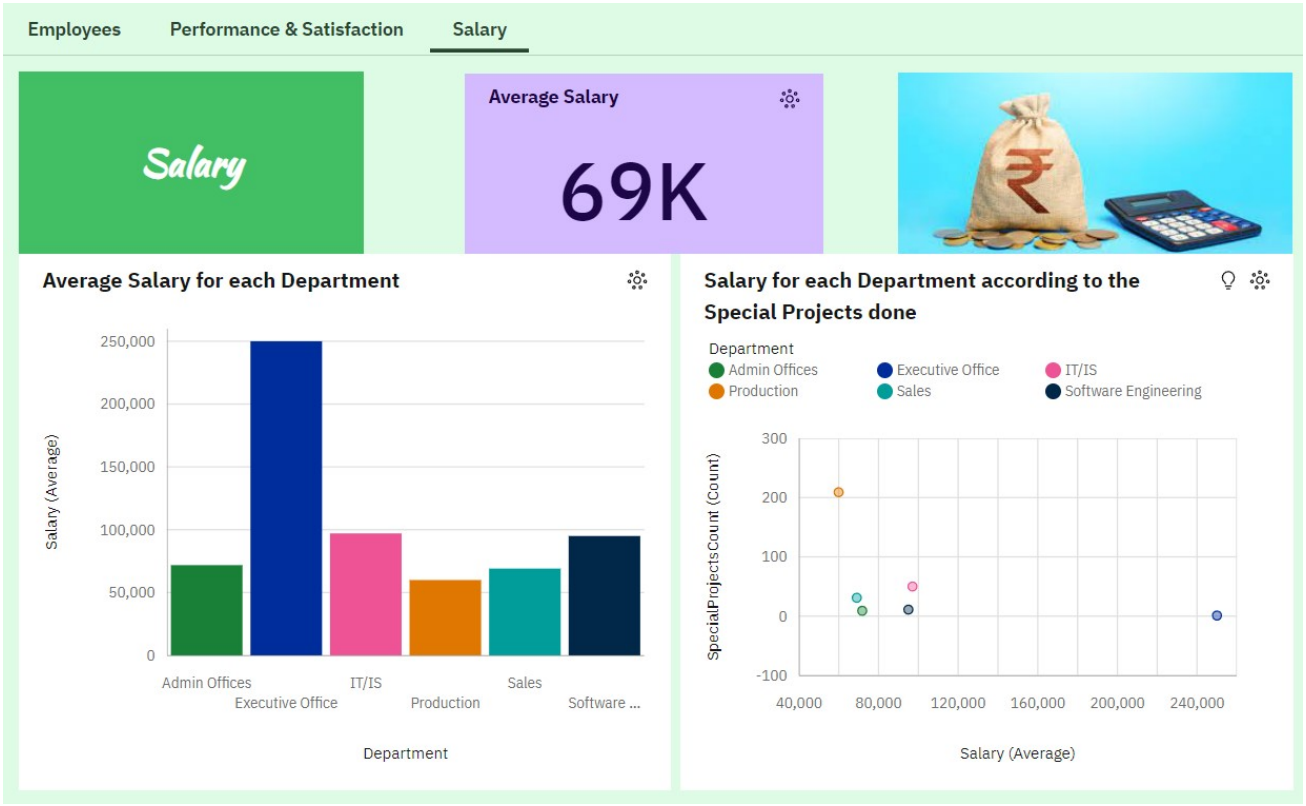
DASHBOARD

1. General Employee Details - Employee count, sexual and racial distribution, state - wise distribution

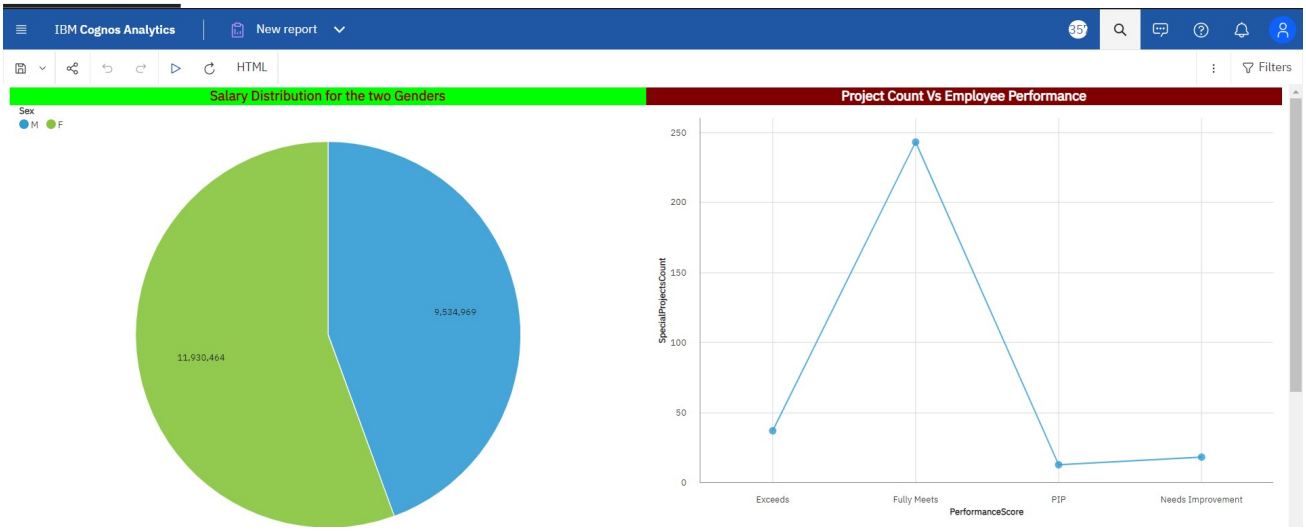


2. Employee Performance and Satisfaction - Special Projects count, Performance Score, Average Survey count, Employee Satisfaction in each Department

3. Salary Distribution - Average Salary, Department wise average salary, effect of special projects on salary



REPORT


IBM Cognos Analytics
New report
HTML
Filters
Salary Distribution for the two Genders
Sex
M
F
9,534,969
11,930,464
Project Count Vs Employee Performance
SpecialProjectsCount
PerformanceScore
Exceeds
Fully Meets
PIP
Needs Improvement

IBM Cognos Analytics
New report
HTML
Filters
Deparment - wise Salary Distribution
Department
Production
Sales
IT/IS
Software Engineering
Admin Offices
Executive Office
Salary
Salary Level of employees Recruited from different sources
RecruitmentSource
Employee Referral
Diversity Job Fair
Indeed
Google Search
LinkedIn
On-line Web application
CareerBuilder
Website
Other
Indeed
Employee Referral
LinkedIn
CareerBuilder
Diversity Job Fair
Google Search
Website

IBM Cognos Analytics
New report
HTML
Filters
Termination vs Involvement in Engagement Survey
EngagementSurvey
TermReason
RETURN TO SCHOOL
HOURS
MILITARY
ATTENDANCE
N/A-STILLEMPLOYED
RELOCATION OUT OF AREA
PERFORMANCE
ANOTHER POSITION
MATERNITY LEAVE - DID NOT ...
RETIRING
CAREER CHANGE
NO-CALL, NO-SHOW
MORE MONEY
UNHAPPY
MEDICAL ISSUES
GROSS MISCONDUCT
LEARNED THAT HE IS A GANG...
FATAL ATTRACTION
N/A-STILLEMPLOYED
Salary dependent on Special Project Count per Department
Department
Production
Sales
IT/IS
Software Engineering
Admin Offices
Executive Office
SpecialProjectsCount
Salary

STORY

HR Census Results

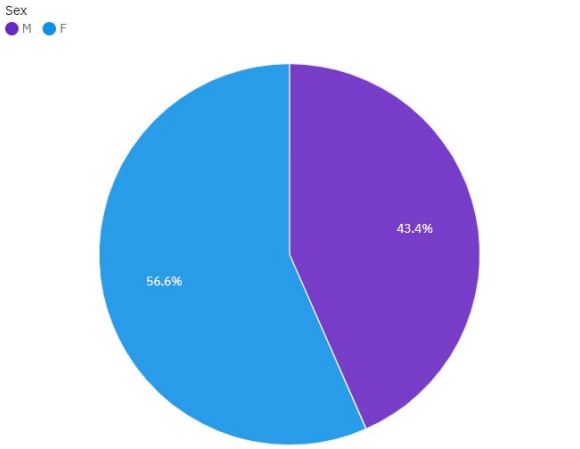
Prev scene | Next scene | Scene 1 of 7 | 0:01.8 | 0:05.0

General Employee Detais

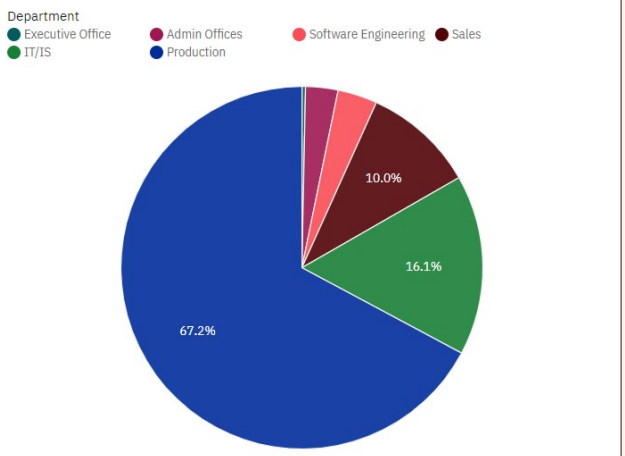
Gender Distribution

Department Distribution

Gender Ratio in the Company

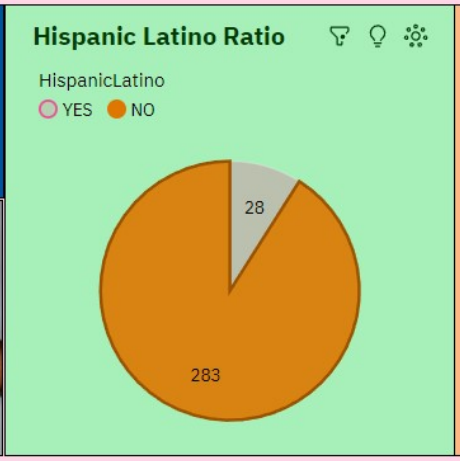


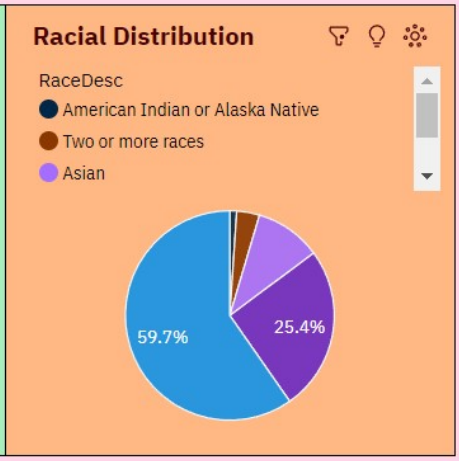
Department - wise distribution of Employees



United by the Racial Differences

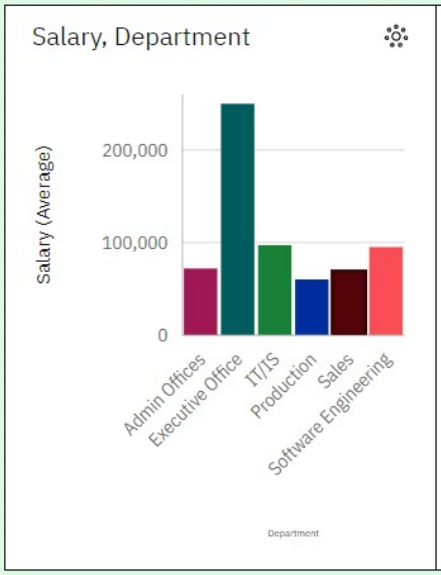
Our company has people from various backgrounds, yet the harmony remains intact

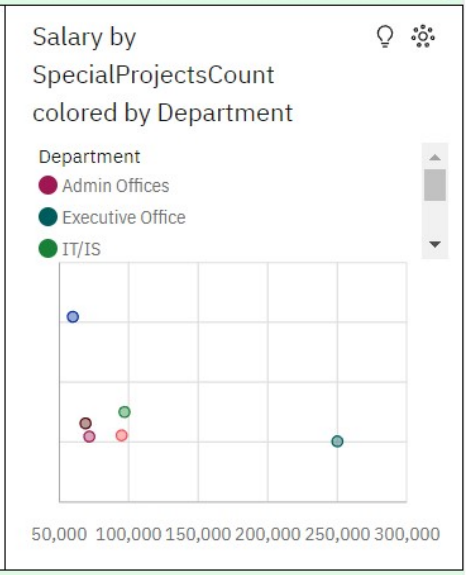


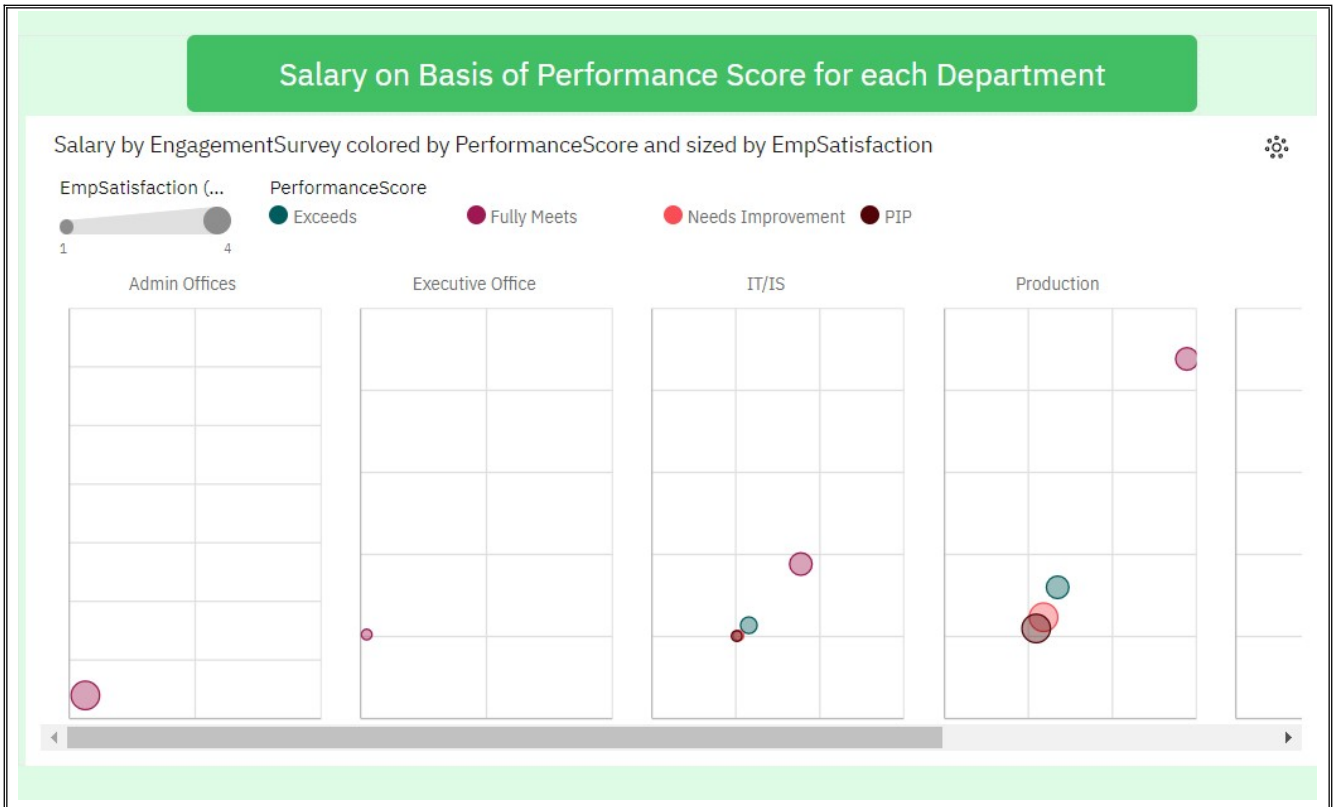


Salary Distribution & Factors Affecting Salary of Employees

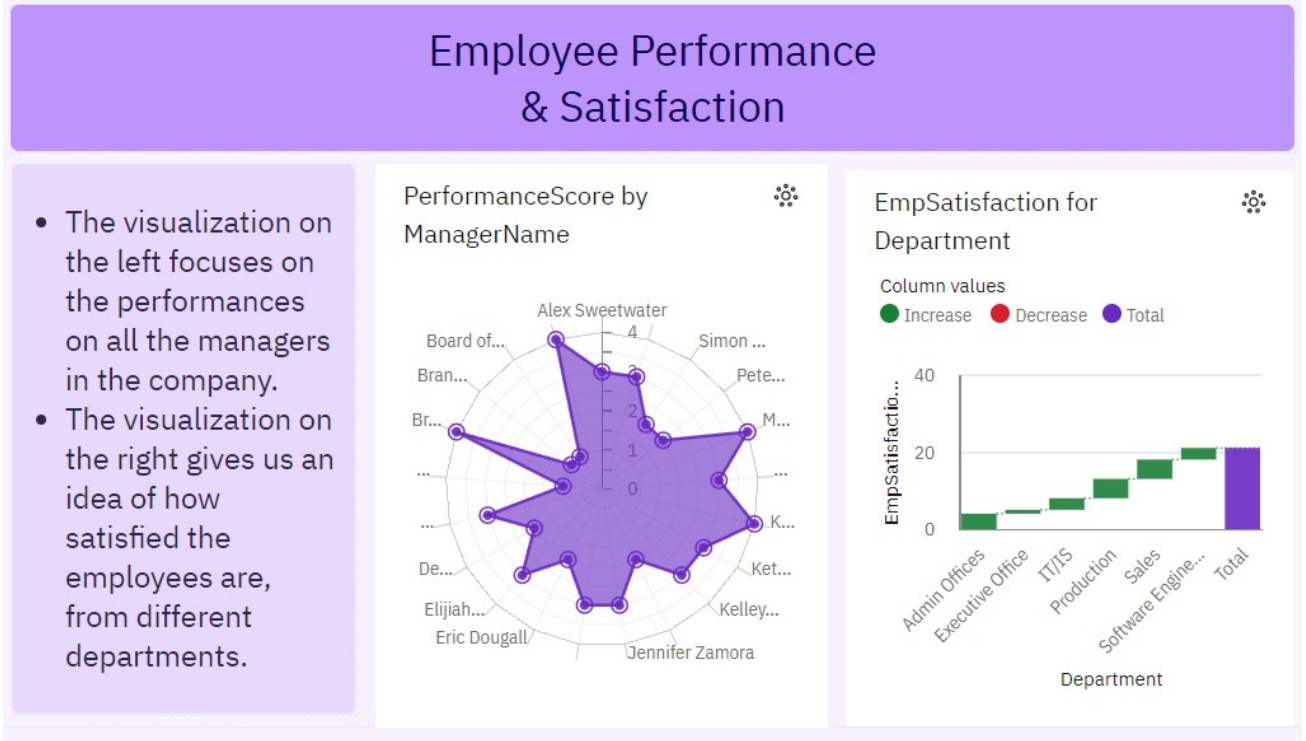
- The visualization on the left depicts the average salary of employees working in each department.
- The visualization on the right depicts how special projects in each department affect the average salaries in the departments.







(scrollable graph)



Termination of Employees

On selecting the reasons for termination from the filter dropdown, we can assess the count of people terminated from our organization for the selected reason. This can help in accessing the different reasons for termination and also check if there is anything that the organization can do in order to reduce certain

Termination Reason

MORE MONEY

Number of Employees Terminated

1