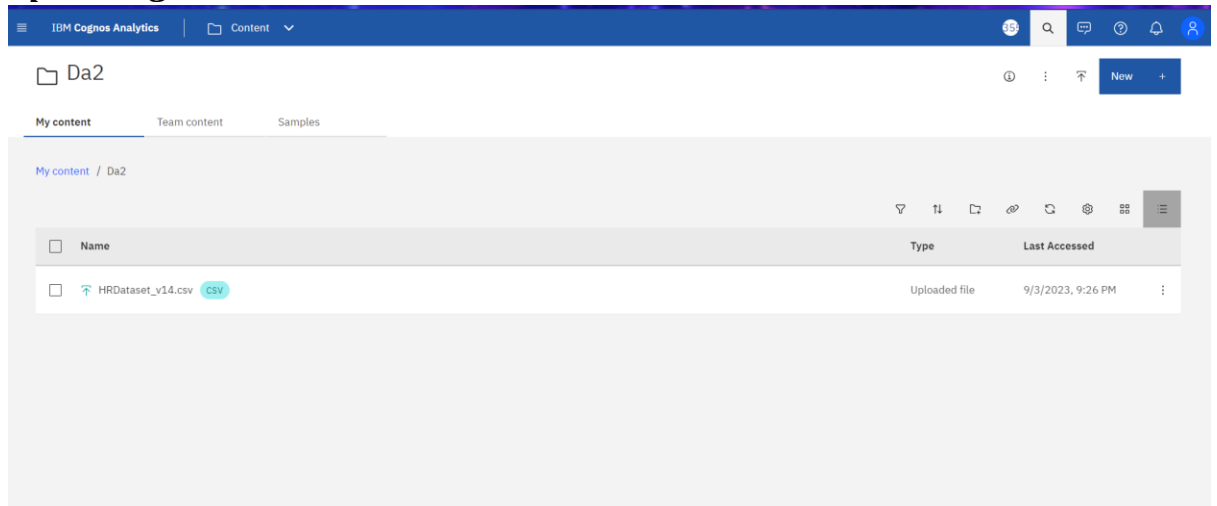


**AYUSHI GUPTA 21BCE5509**

## **HR DATASET:-**

### **1. Uploading the dataset:**



### **2. Exploring the dataset and making appropriate changes in it:**

- **Splitting the DOB column into years,months,dates**

The screenshot shows the IBM Cognos Analytics interface with the 'Data module' tab selected. The 'Grid' view is active, displaying a table with columns: 'DOB', 'Year', 'Month', 'Day', 'Sex', 'MaritalDesc', and 'CitizenDesc'. The 'DOB' column is highlighted, and its values are being split into the 'Year', 'Month', and 'Day' columns. The table contains 15 rows of data.

DOB	Year	Month	Day	Sex	MaritalDesc	CitizenDesc
1975-05-05	1975	5	5	M	Married	US Citizen
1988-09-19	1988	9	19	F	Married	US Citizen
1988-09-27	1988	9	27	F	Married	US Citizen
1989-09-08	1989	9	8	F	Divorced	US Citizen
1977-05-22	1977	5	22	F	Single	US Citizen
1979-05-24	1979	5	24	F	Single	US Citizen
1983-02-18	1983	2	18	M	Widowed	US Citizen
1970-02-11	1970	2	11	F	Single	US Citizen
1988-01-07	1988	1	7	M	Divorced	US Citizen
1974-01-12	1974	1	12	F	Married	US Citizen
1974-02-21	1974	2	21	M	Married	US Citizen
1988-07-04	1988	7	4	M	Divorced	US Citizen
1983-07-20	1983	7	20	M	Single	US Citizen
1977-07-15	1977	7	15	M	Divorced	US Citizen
1981-10-18	1981	10	18	M	Single	US Citizen

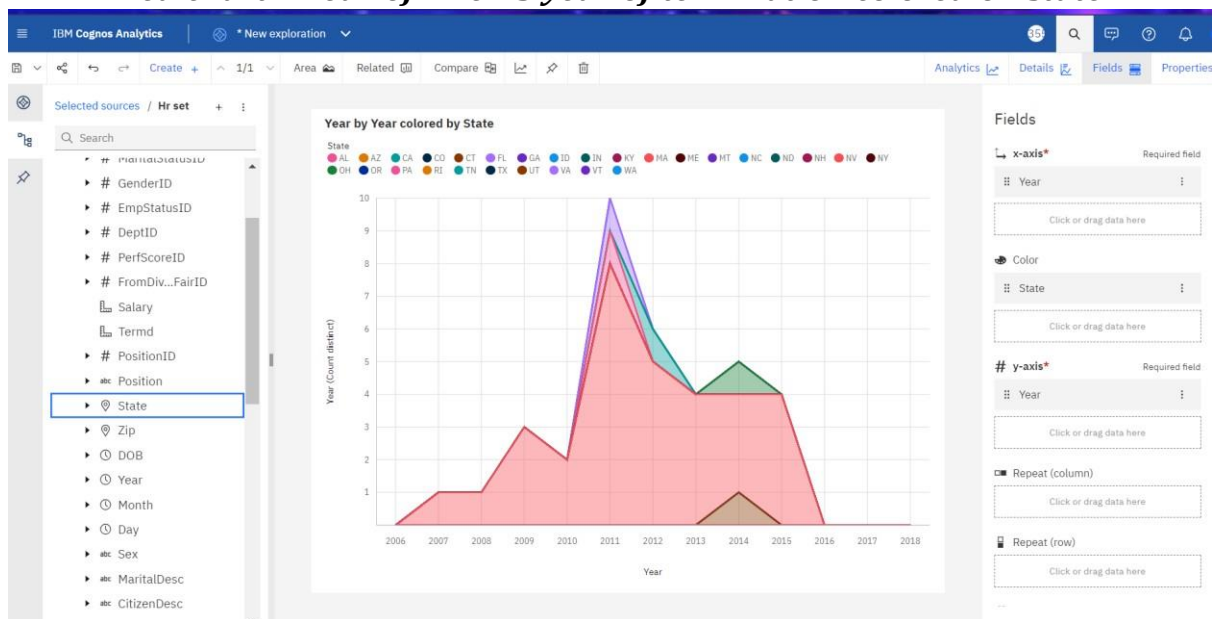
- **Splitting the Date of hire and date of termination**

	DateofHire	Year	Month	Day of the week	DateofTermination	Year	Month
	2011-07-05	2011	7	Tuesday	Null	Null	Null
	2015-03-30	2015	3	Monday	2016-06-16	2016	6
	2011-07-05	2011	7	Tuesday	2012-09-24	2012	9
	2008-01-07	2008	1	Monday	Null	Null	Null
	2011-07-11	2011	7	Monday	2016-09-06	2016	9
	2012-01-09	2012	1	Monday	Null	Null	Null
	2014-11-10	2014	11	Monday	Null	Null	Null
	2013-09-30	2013	9	Monday	Null	Null	Null
	2009-07-06	2009	7	Monday	Null	Null	Null
	2015-01-05	2015	1	Monday	Null	Null	Null
	2011-01-10	2011	1	Monday	2017-01-12	2017	1
	2012-04-02	2012	4	Monday	2016-09-19	2016	9
	2014-11-10	2014	11	Monday	Null	Null	Null
	2012-02-20	2012	2	Monday	Null	Null	Null
	2012-09-24	2012	9	Monday	2017-04-06	2017	4

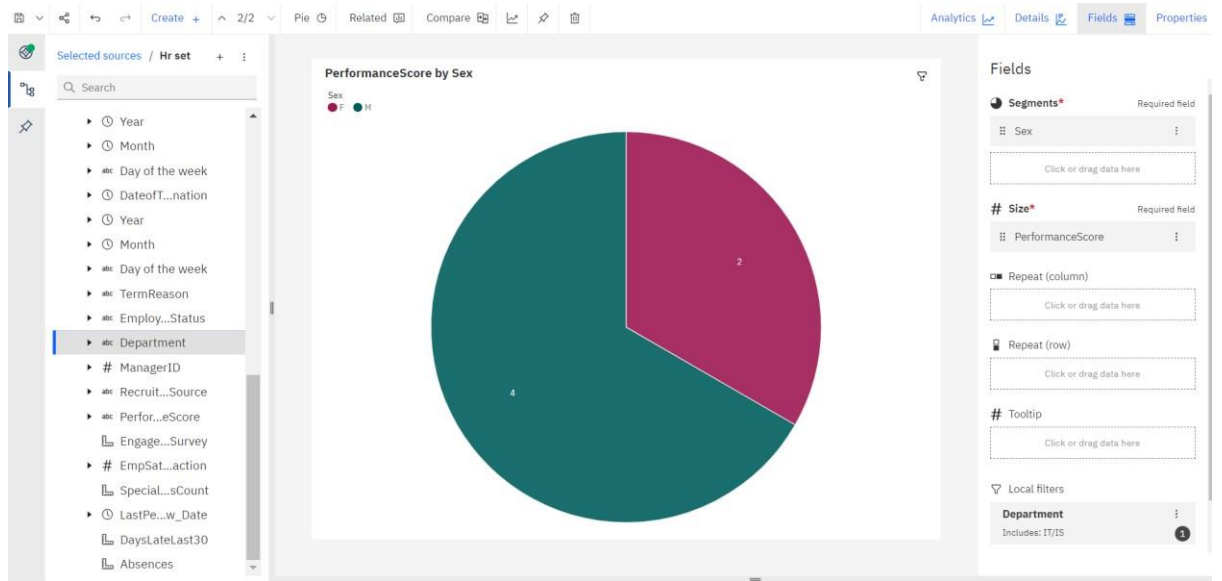
- **Remove columns such as Emp Name and Manager name.**

### 3. Creating visualizations:

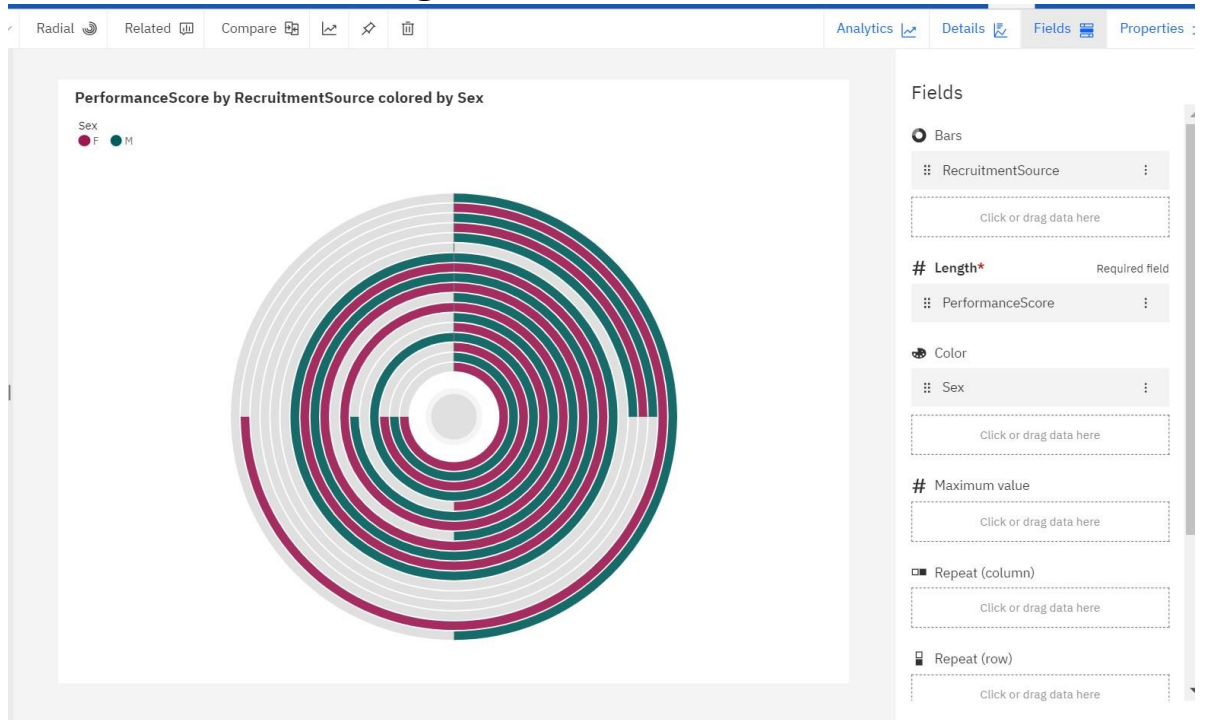
- **Area chart - Year of hire VS year of termination colored on state**



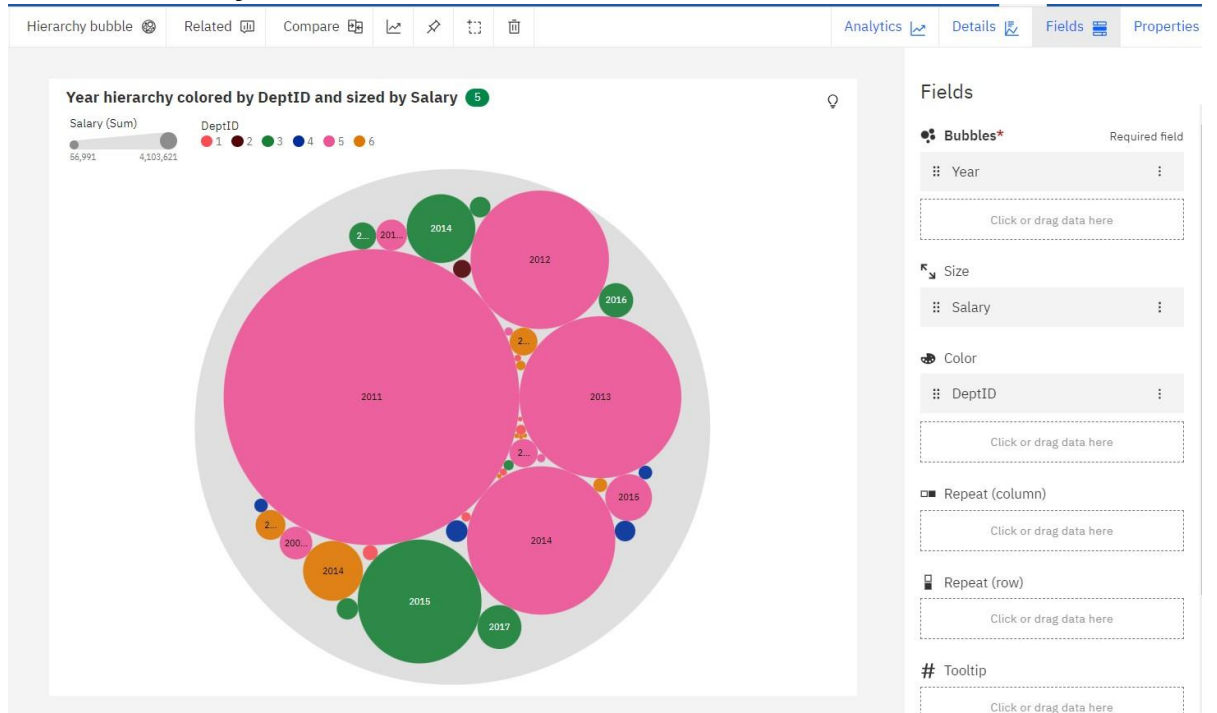
- ***Pie chart depicting that male tend to do more IT services than female***



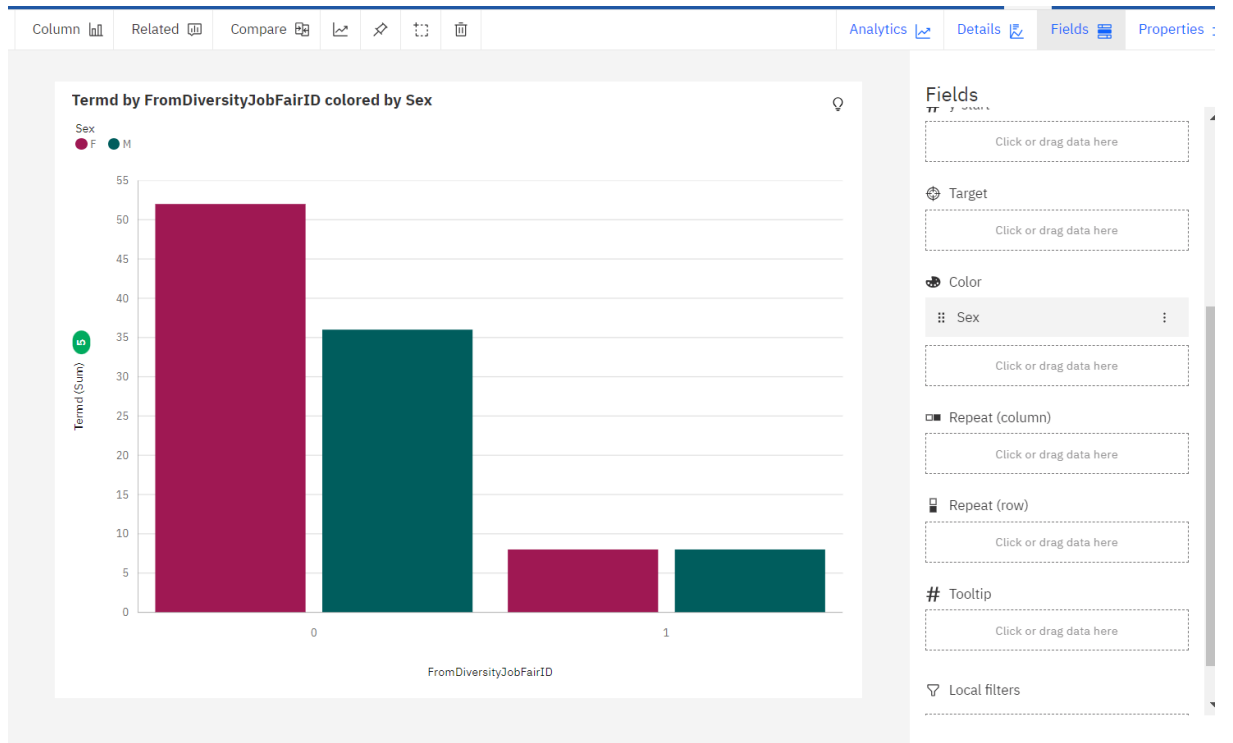
- ***Radial chart showing the recruitment score***



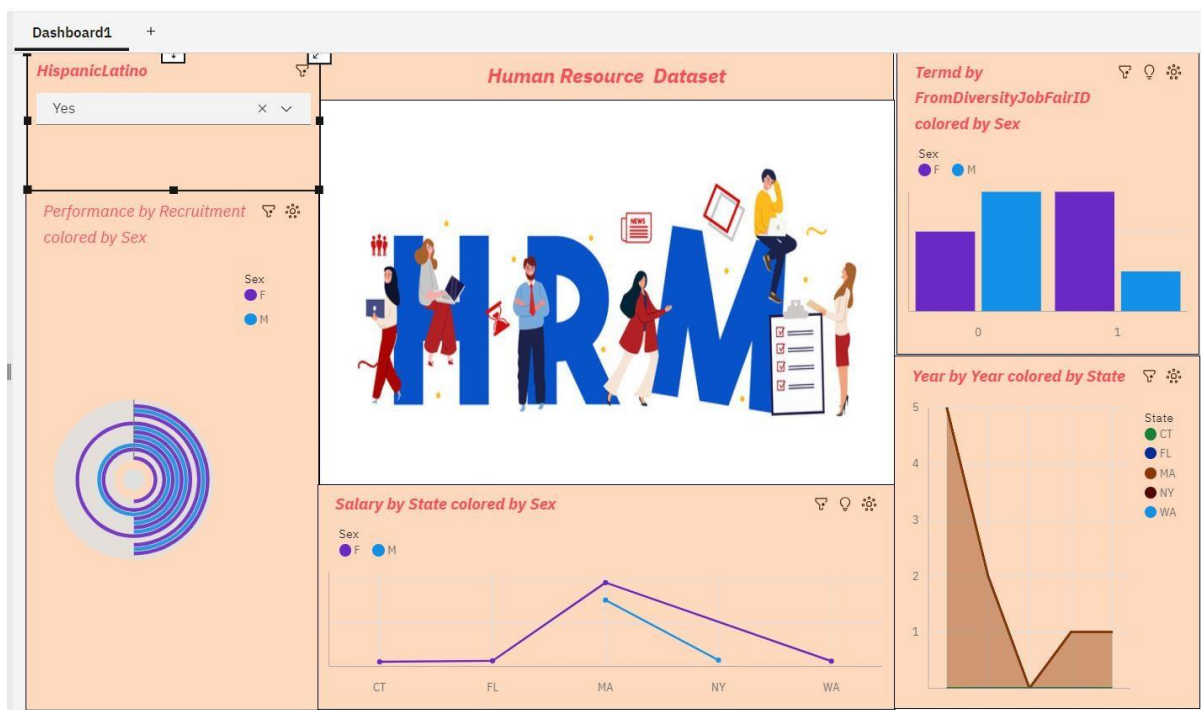
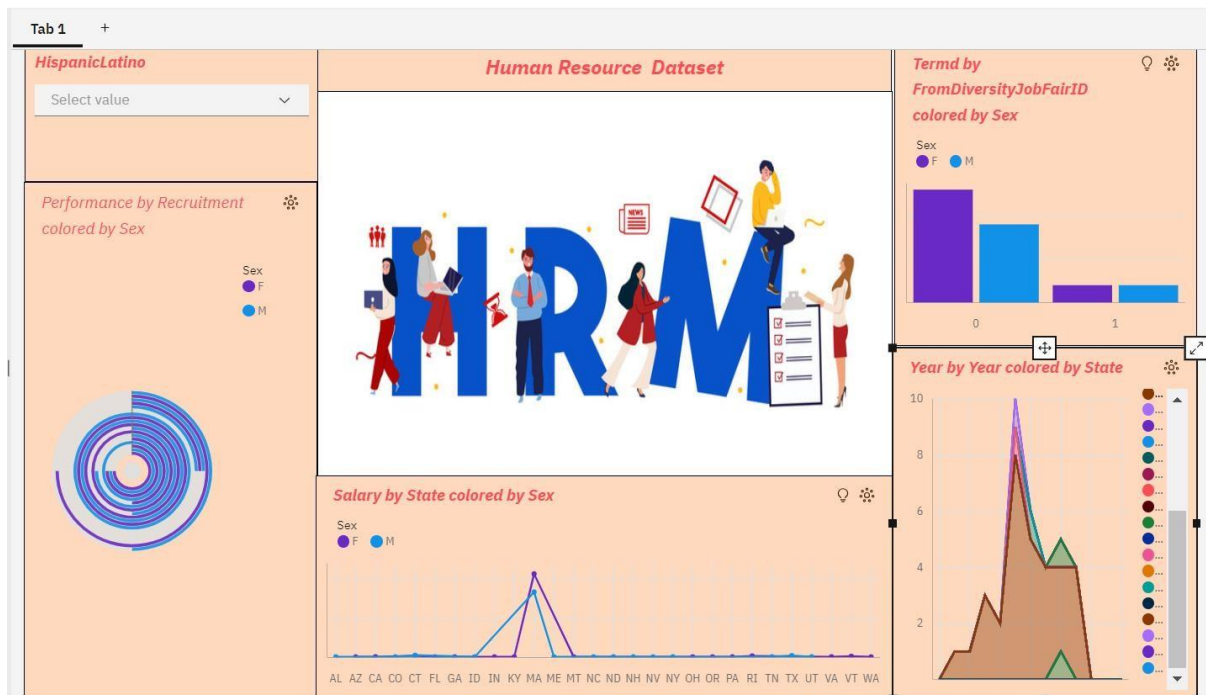
## • *Hierarchy bubble*



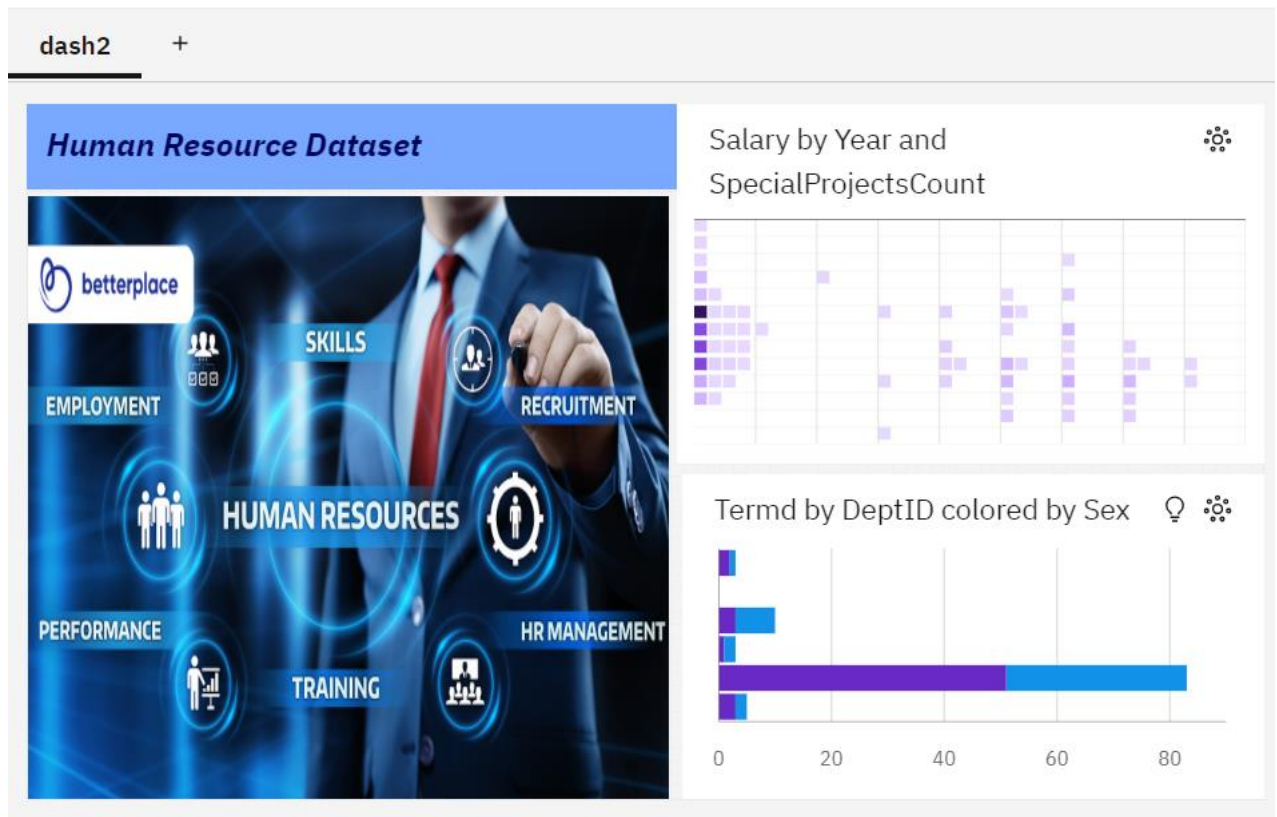
## • *Column chart*



#### 4. Creating dashboard:



- 2<sup>nd</sup> Dashboard

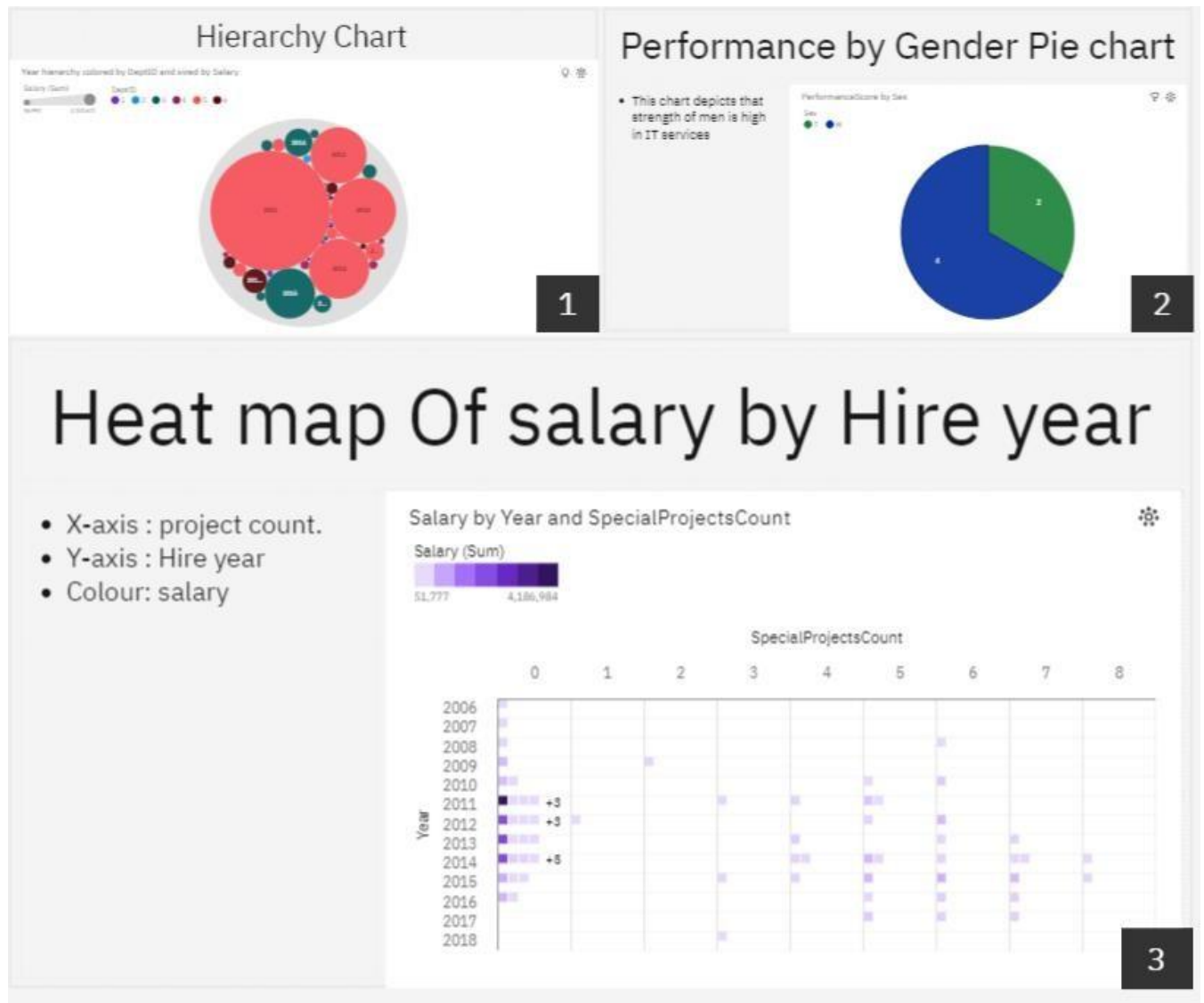


## 5. Creating Report:

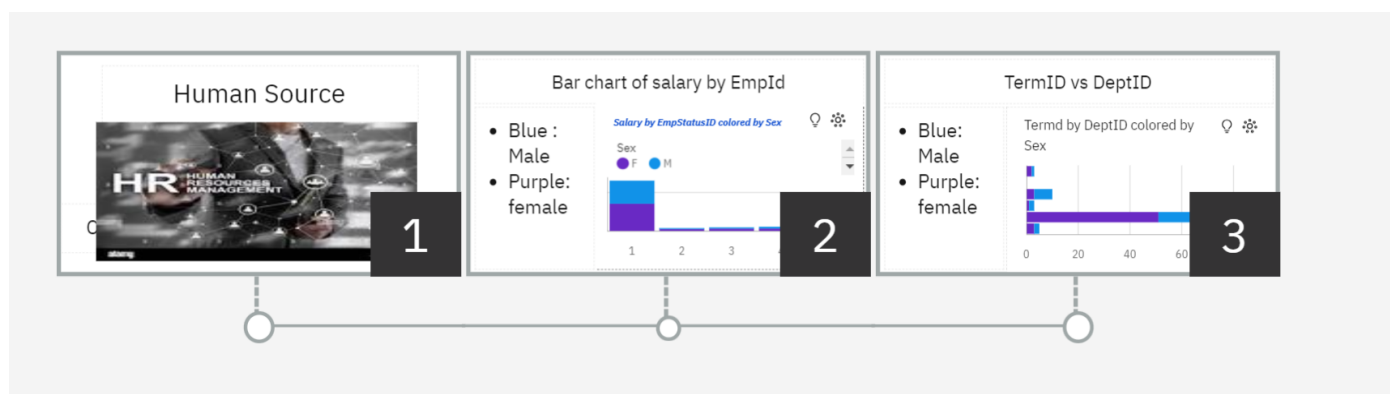




## 6. Creating story



### • 2<sup>nd</sup> story



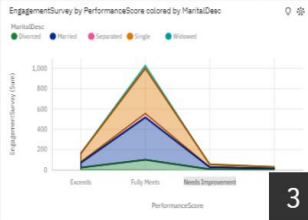
• 3<sup>rd</sup> story



1

Area chart : Engagement survey Vs PerformanceScore

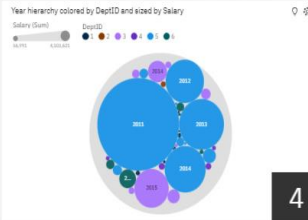
- The chart given is area chart coloured by Marital Description.



3

Hierarchy bubble chart sized by salary

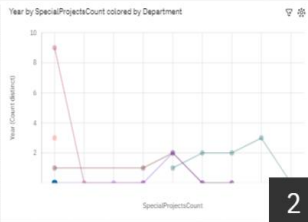
- The bubble chart is coloured by Department ID.



4

Line chart for Termination year by DepartmentID

- Colour represents the department.



2



