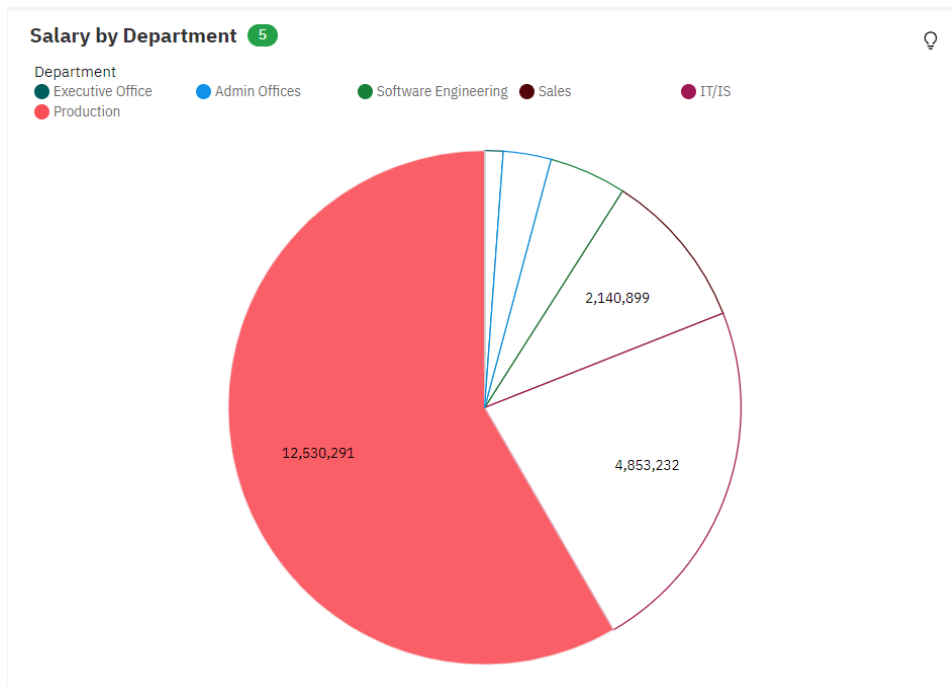# Data Analytics

Assignment-2

Submitted by-

Rohan Saxena

- **Data Module**

https://us1.ca.analytics.ibm.com/bi/?perspective=ca-modeller&pathRef=.my_folders%2FAssignment2_Smartbridge%2FHR%2BData%2BModule
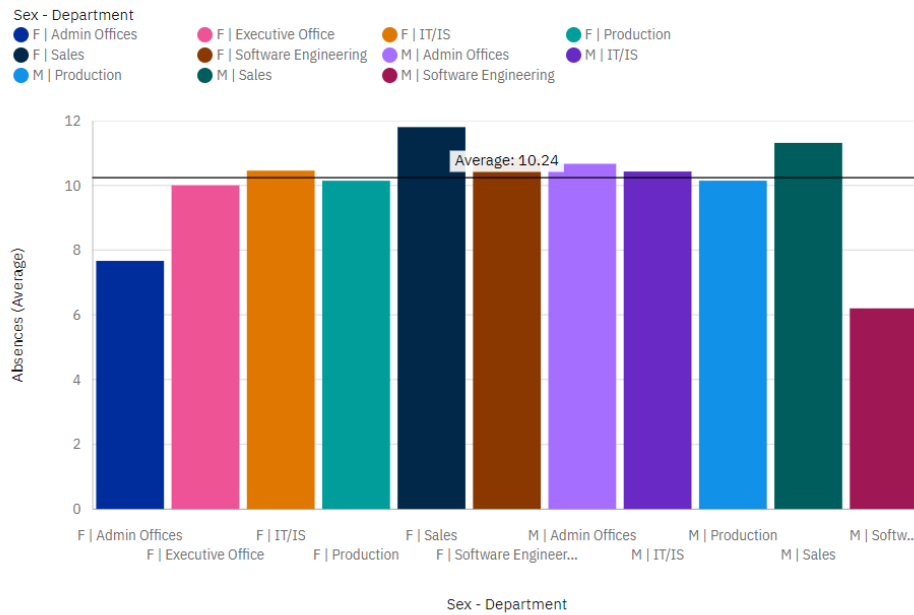
- **Data Exploration**
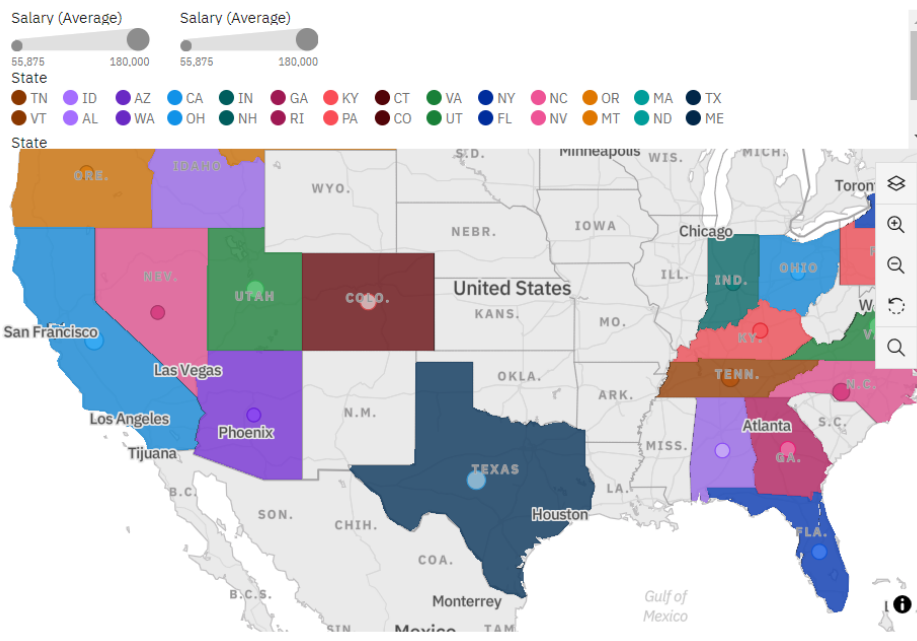 - **Pie Chart (Total Salary by Department)**

  - **Column Chart (Absences by Sex and Department)**

Absences by Sex and Department colored by Sex and Department

Sex - Department
- ● F | Admin Offices
- ● F | Executive Office
- ● F | IT/IS
- ● F | Production
- ● F | Sales
- ● F | Software Engineering
- ● M | Admin Offices
- ● M | IT/IS
- ● M | Production
- ● M | Sales
- ● M | Software Engineering

Average: 10.24

Absences (Average)

Sex - Department

○ **Geographical map (Salary by State Regions)**

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

Salary (Average) 55,875 — 180,000
Salary (Average) 55,875 — 180,000

State
- ● TN ● ID ● AZ ● CA ● IN ● GA ● KY ● CT ● VA ● NY ● NC ● OR ● MA ● TX
- ● VT ● AL ● WA ● OH ● NH ● RI ● PA ● CO ● UT ● FL ● NV ● MT ● ND ● ME

State

○ **Area Chart (Salary by Recruitment Source)**

Salary by RecruitmentSource colored by RecruitmentSource

RecruitmentSource
- CareerBuilder
- Diversity Job Fair
- Employee Referral
- Google Search
- Indeed
- LinkedIn
- On-line Web application
- Other
- Website

Average: 69,021
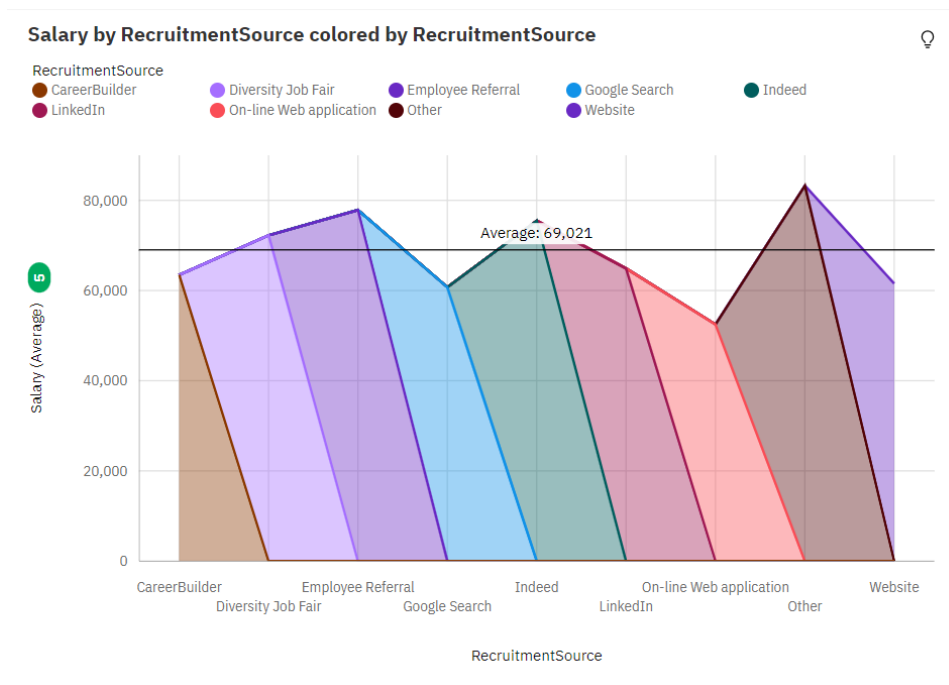
o **Line Chart (Salary by Sex and Department)**

Department and Salary with Salary and Sex, Department for Sex, Department

Salary (Average)
59,620.421   250,000

Sex - Department
- F | Admin Offices
- F | Executive Office
- F | IT/IS
- F | Production
- F | Sales
- F | Software Engineering
- M | Admin Offices
- M | IT/IS
- M | Production
- M | Sales
- M | Software Engineering
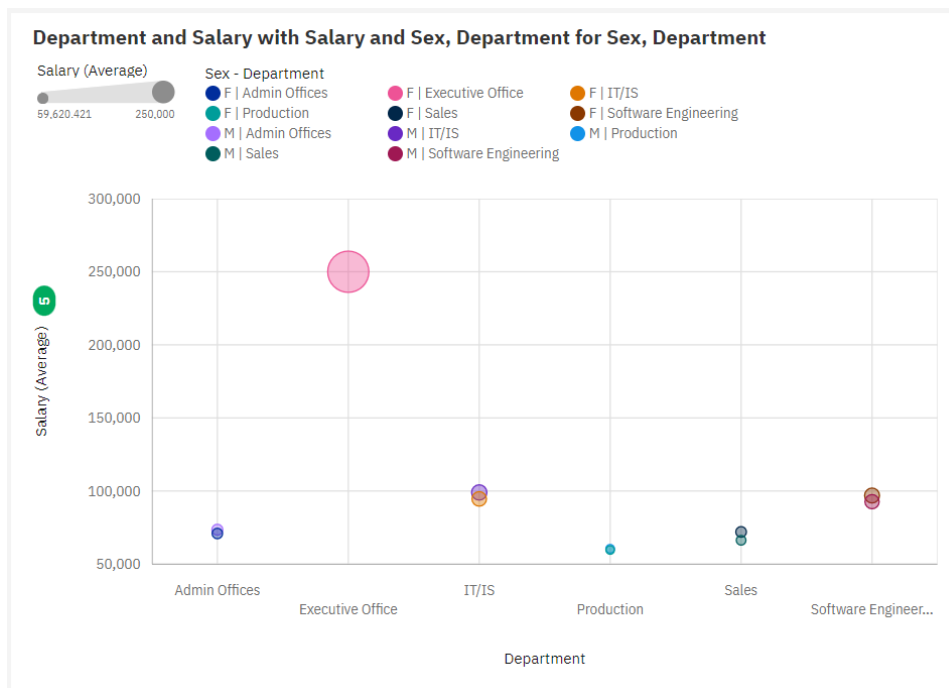
o **Packed Bubble Chart (Salary by Race and Department)**

RaceDesc and Department hierarchy colored by RaceDescDepartment and sized by Salary

Salary (Average)

55,875 — 250,000

RaceDesc - Department

- ... (red)
- Asian | IT/IS (green)
- Asian | Sales (pink)
- ... (dark red/brown)
- ... (brown)
- ... (purple)
- Two or more races | Production (dark green)

- ... (dark maroon)
- Asian | Production (dark blue)
- Asian | Software Engineering (orange)
- Black or African American | IT/IS (dark navy)
- Black or African American | Sales (light purple)
- Hispanic | Production (light blue)
- Two or more races | Sales (magenta)

o **Column Chart (Salary by Performance Score)**

Salary by PerformanceScore colored by Department

Department (Count)

13 — 243

PerformanceScore

- **Data Dashboard**

- **Data Report**

Total salary by Gender

Sex
● M ● F

9,534,969

11,930,464

Salary by Performance

PerformanceScore
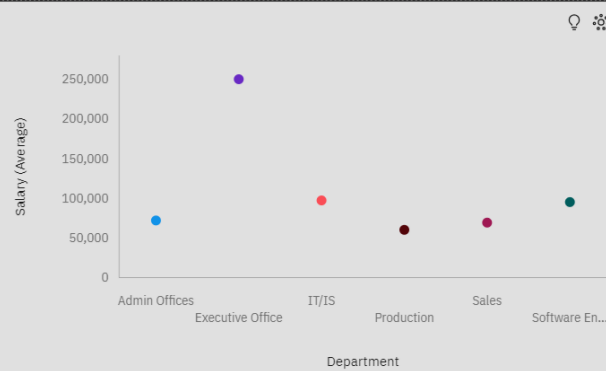● Exceeds   ● Fully Meets   ● PIP   ● Needs Improvement
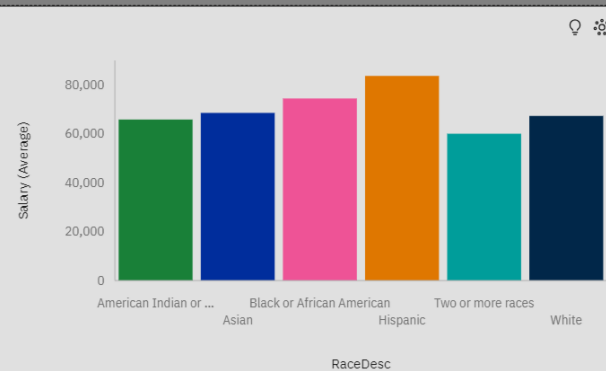
- **Data Story**

HR STORY

Salary by Department

- This is a line chart.
- This shows that executive office pays the highest and production pays the lowest.

Salary by Race

- This is a column chart.
- This demonstrates that Hispanics receive the highest salary amongst all the races.

Salary by States

- This is a geographical map.
- The values of Salary range from 56 thousand in ME to 180 thousand in RI.