

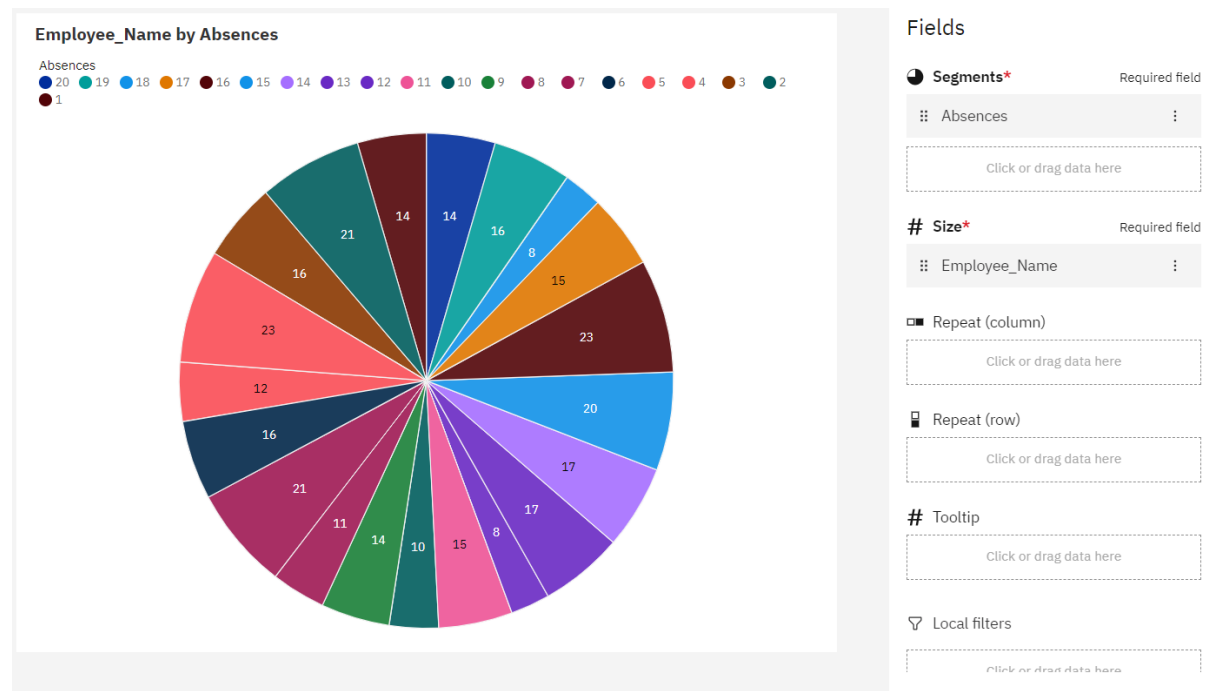
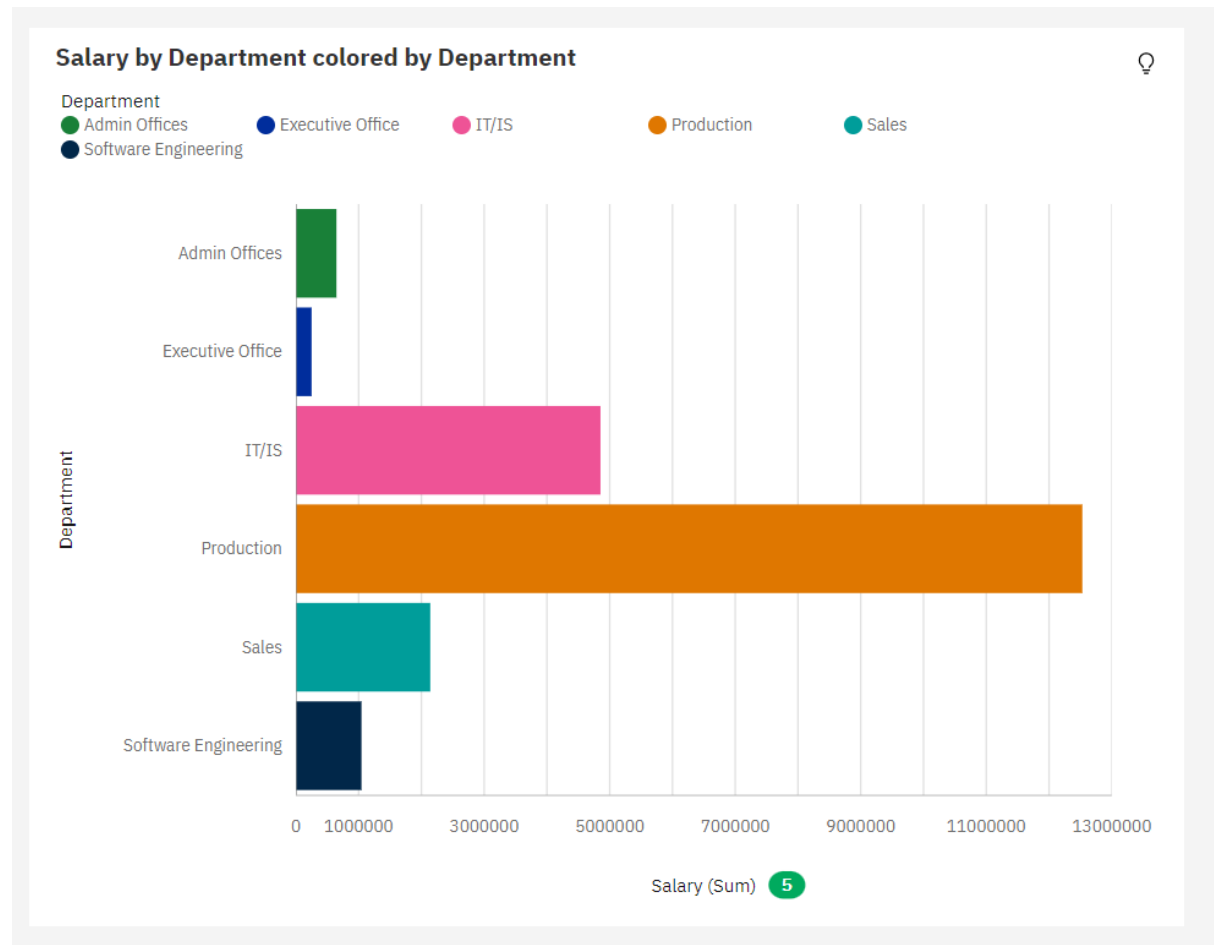
ASSIGNMENT-2

Data Analytics with IBM Cognos

Name: J.Abhiram

RegNo: 21BCB7107

Creating visualisations:



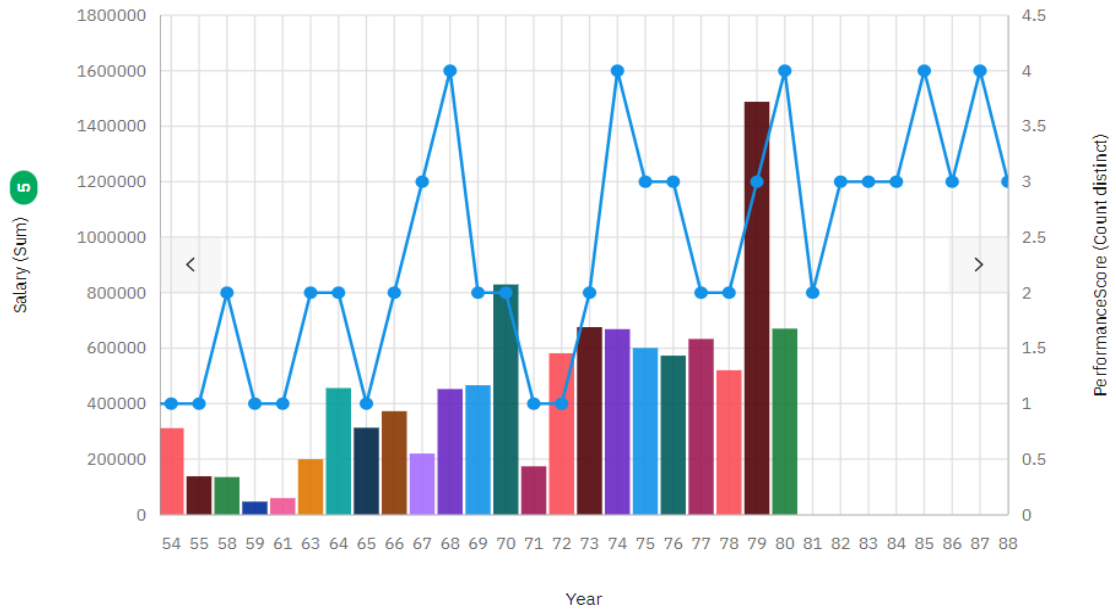
PerformanceScore and Salary for Year colored by Year

Year

51 52 53 54 55 58 59 61 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88

Line

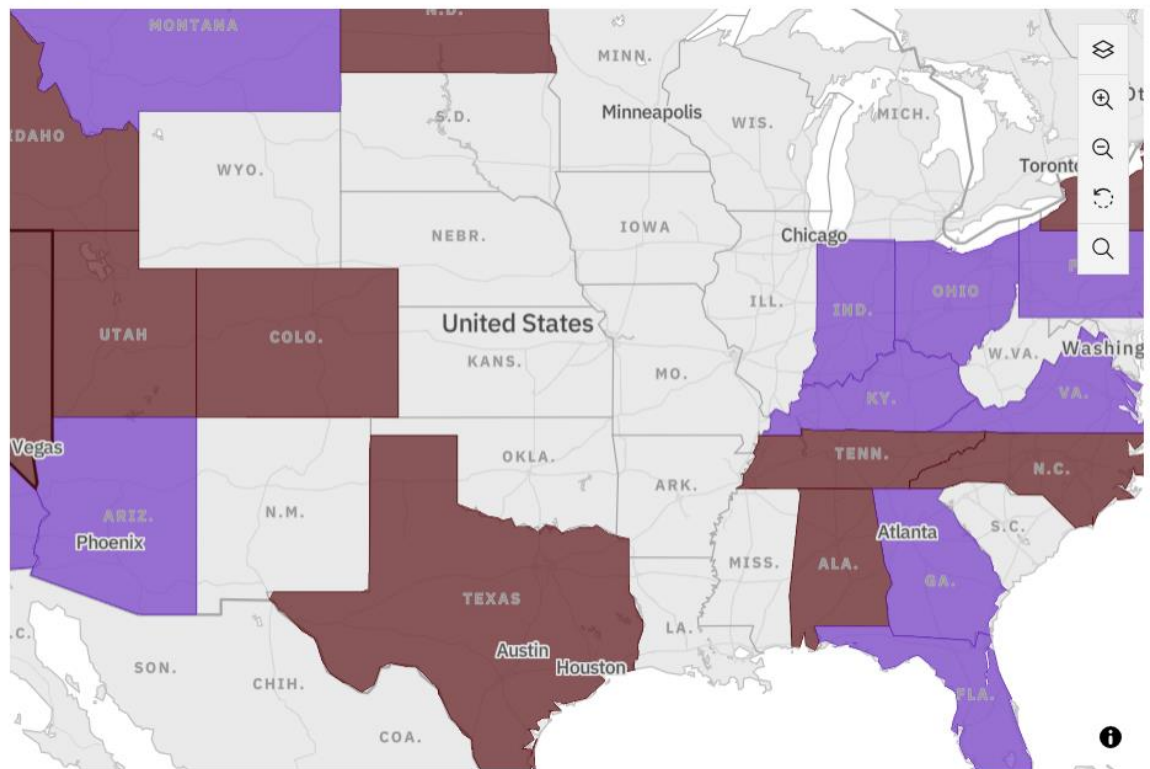
PerformanceScore (Count distinct)



GenderID for State regions

GenderID

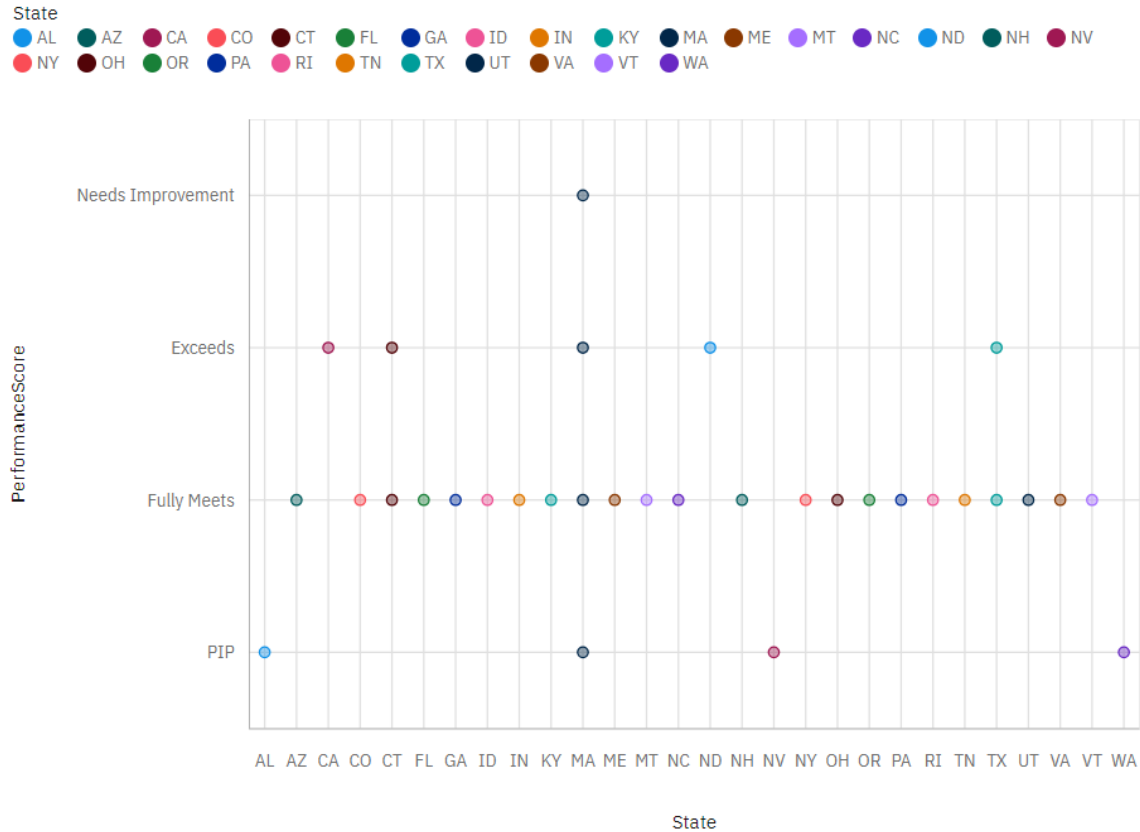
1 0



5



State by PerformanceScore colored by State



Creating a Interactive Dash Boards:

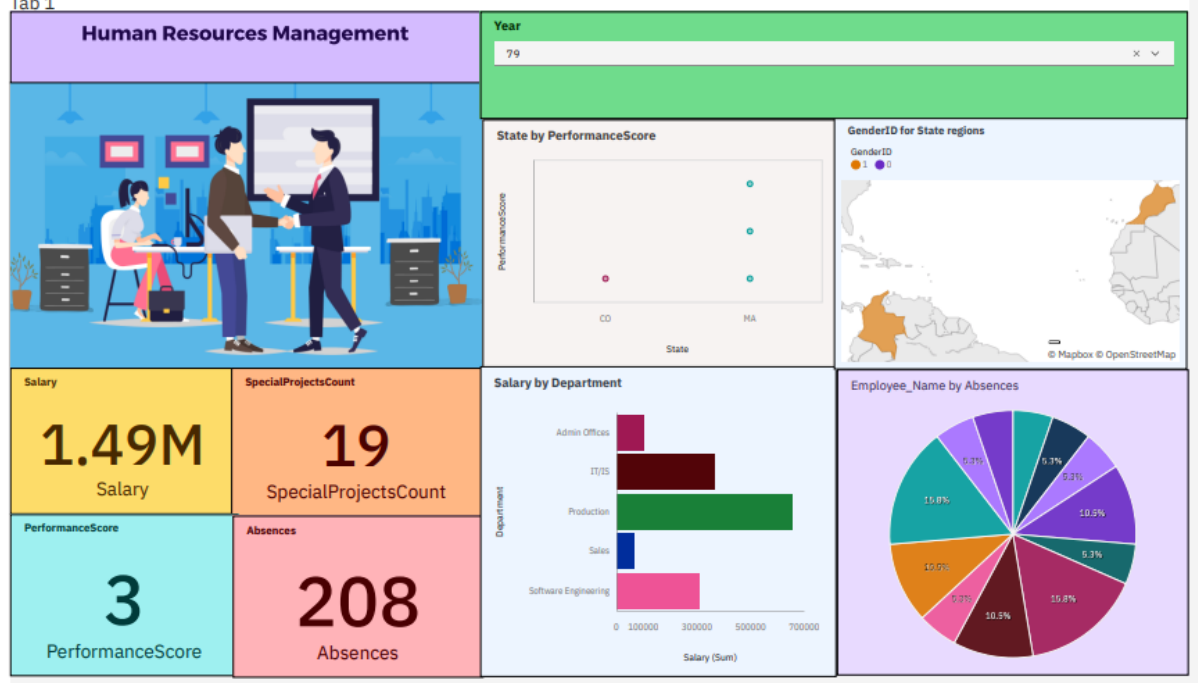
A dashboard in IBM Cognos is a visual representation of data that helps users monitor and analyze key performance indicators (KPIs) at a glance. Dashboards can be used to track data from a variety of sources, including operational data, financial data, and customer data.

IBM Cognos dashboards are highly customizable and can be tailored to the specific needs of each user or organization. Users can choose from a variety of visualizations, including charts, graphs, and tables, and they can also add filters, drill-downs, and other interactive features.

Dashboards can be used to track a wide variety of metrics, including sales, revenue, customer satisfaction, and operational efficiency. They can also be used to identify trends, patterns, and outliers in data. By providing a clear and concise view of key data, dashboards can help users make better decisions and improve their business performance.

Dash Board-1

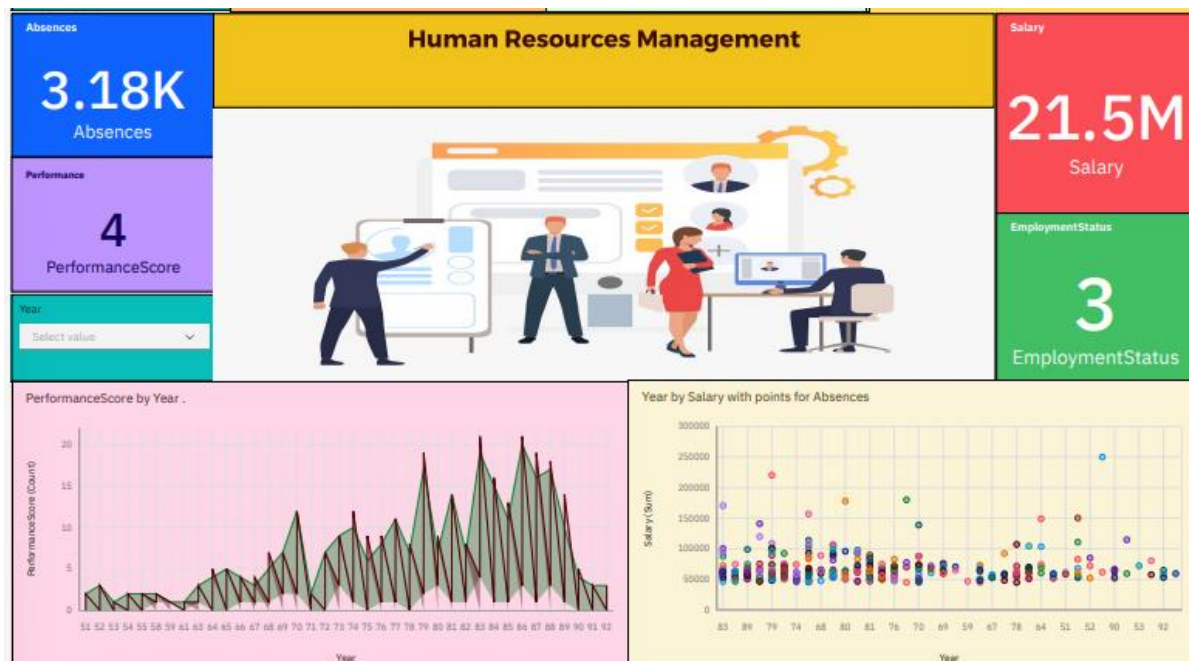
Tab 1



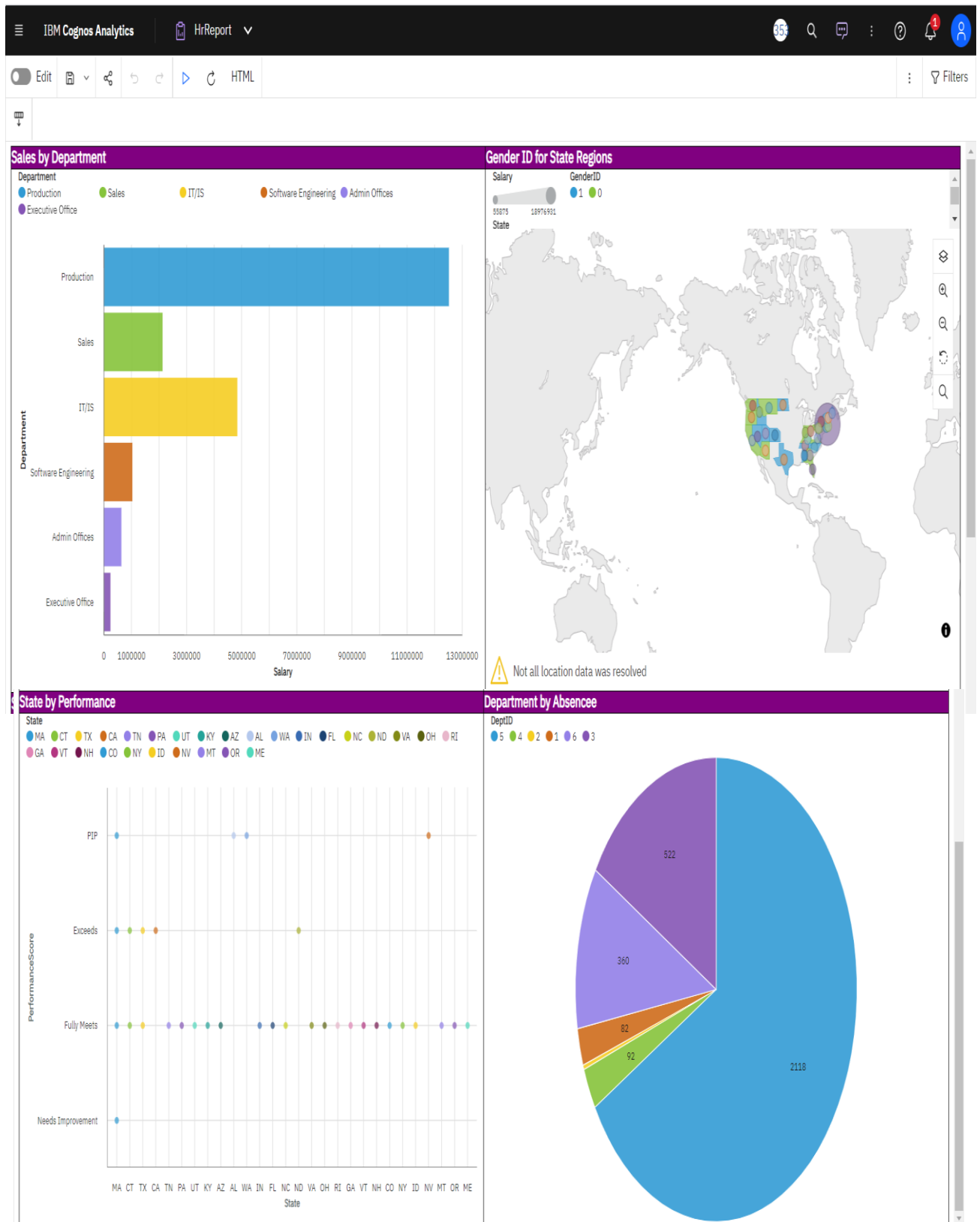
Dash Board-2



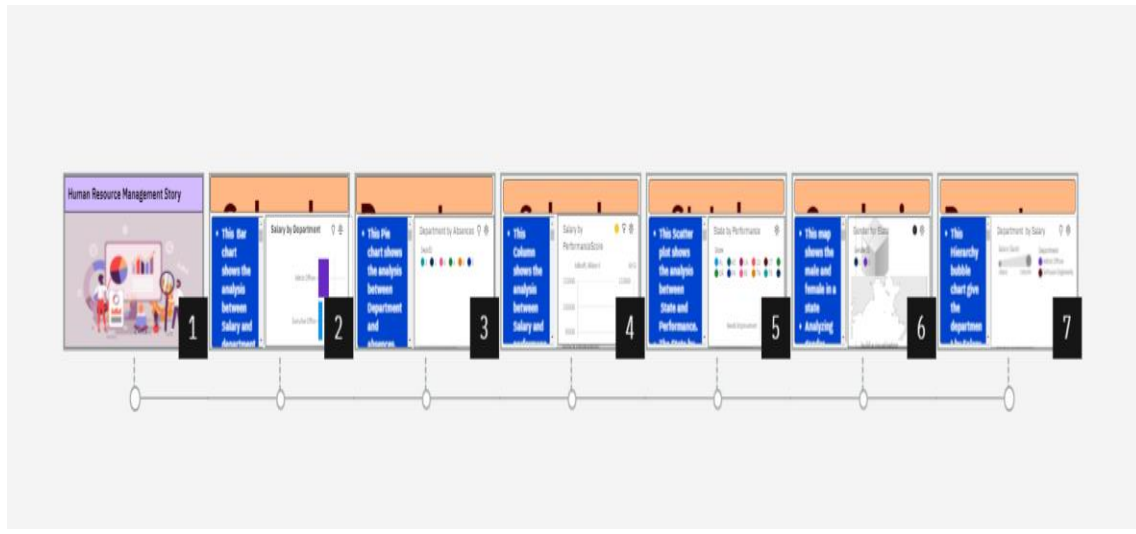
DashBoard-3



Creating a Report:



Creating a Story:



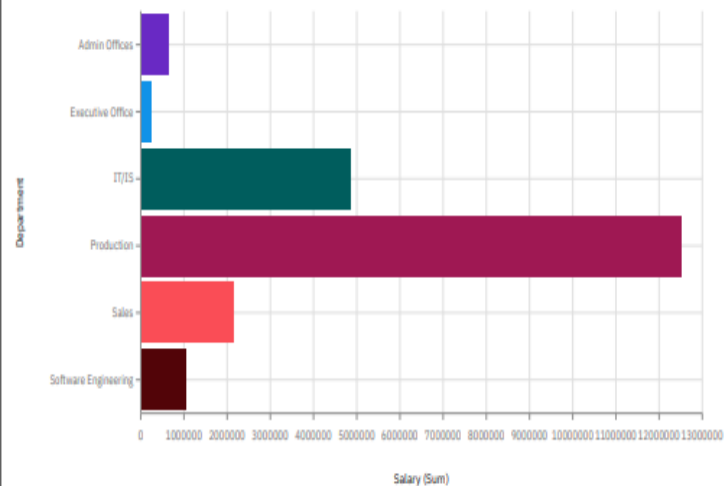
Human Resource Management Story



Salary by Department

- This Bar chart shows the analysis between Salary and department
- The salary by department bar graph provides a clear overview of how compensation is distributed across different departments within the organization. It reveals that the engineering department has the highest average salary, followed by marketing, finance, and human resources. This data can be valuable for making informed decisions about resource allocation, talent retention, and ensuring equitable compensation practices within the company.

Salary by Department

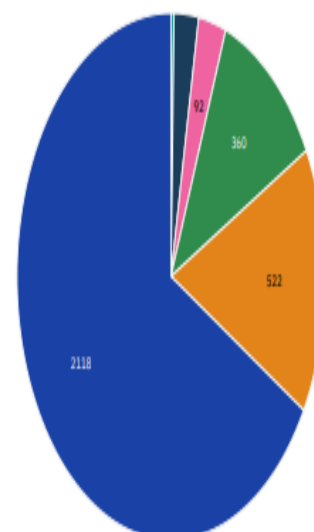


Department by Attendance

- This Pie chart shows the analysis between Department and absences.
- The Department by Attendance chart illustrates the varying levels of employee attendance across different departments, with the operations department consistently showing the highest attendance rates. In contrast, the research and development department appears to have the lowest attendance rates among all departments.
- A pie chart representing Department by Attendance showcases the percentage distribution of employee attendance across various departments. This visual representation allows for a quick assessment of attendance patterns, revealing that the Sales department has the highest attendance rate, while the Research and Development department has the lowest.

Department by Absences

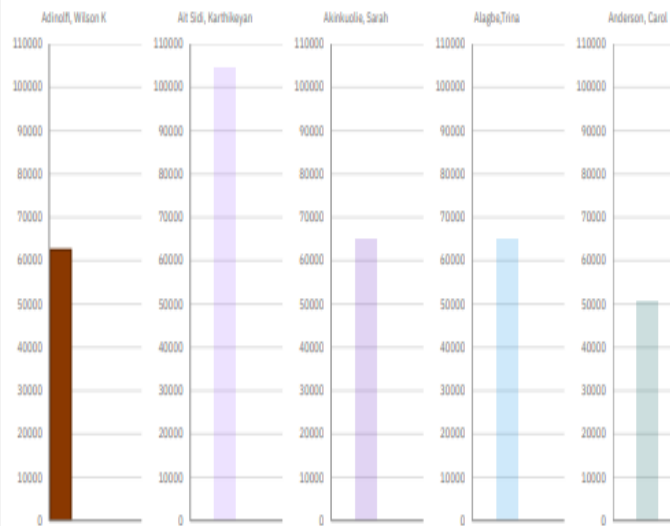
DeptID
 1 2 3 4 5 6



Salary by Performance

- This Column shows the analysis between Salary and performance score
- The Salary by Performance chart demonstrates a clear correlation between performance ratings and salary levels, with employees rated as "excellent" consistently earning higher salaries than those with lower performance ratings. This data highlights the organization's commitment to rewarding high-performing individuals with competitive compensation packages.
- The Salary by Performance analysis highlights the link between employee performance and compensation, demonstrating that high-performing individuals tend to earn higher salaries within the organization. This data underscores the importance of recognizing and rewarding exceptional performance as part of the company's compensation strategy.

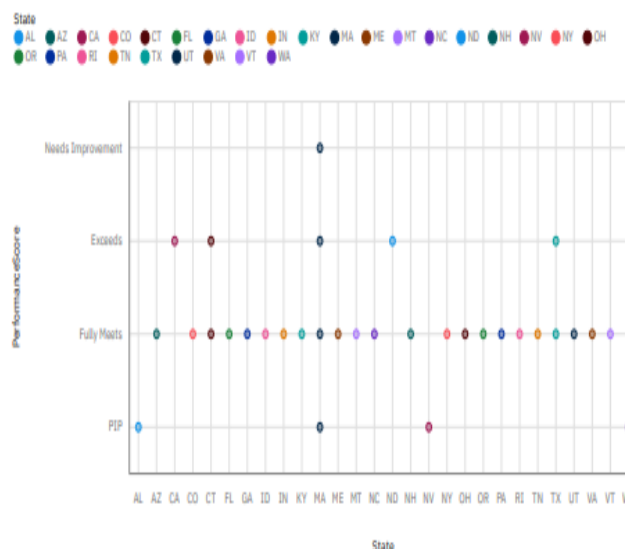
Salary by PerformanceScore



State by Performance

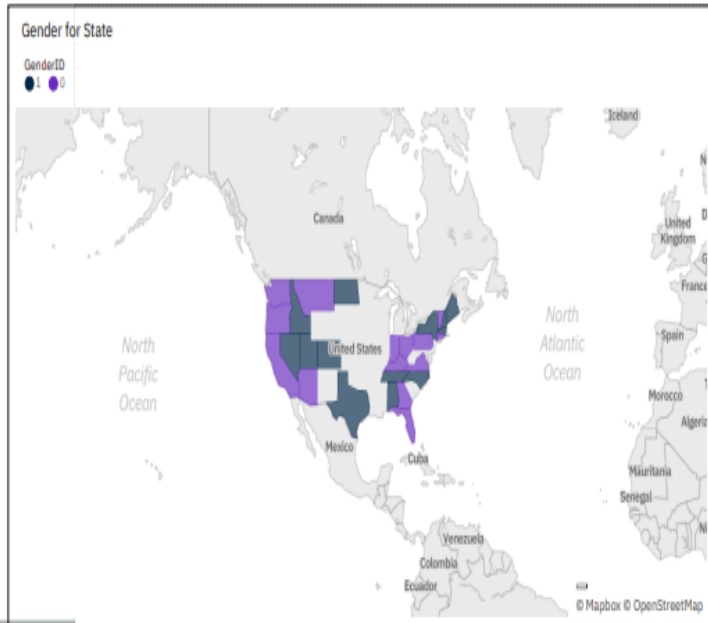
- This Scatter plot shows the analysis between State and Performance.
- The State by Performance analysis reveals significant variations in employee performance levels across different geographical regions, with the Western states consistently outperforming the Eastern states. This insight can help organizations tailor their strategies and resources to enhance performance in regions where it is comparatively weaker.
- Analyzing performance data by state reveals significant disparities in employee performance levels across different geographical regions. Understanding these variations can help organizations tailor their strategies and support systems to improve overall performance and employee engagement in specific states or regions.

State by Performance



Gender in a state

- This map shows the male and female in a state
- Analyzing gender distribution within a specific state, we observe a relatively balanced representation, with men and women fairly evenly distributed in terms of employment. This data suggests a commitment to gender diversity within the workforce in that particular state.
- Examining gender representation within a specific state's workforce shows that there is a relatively balanced distribution of male and female employees. This suggests a commitment to gender diversity and equal employment opportunities within that particular state. Such data can be instrumental in assessing progress toward gender equity goals and ensuring an inclusive work environment.



Department by Salary

- This Hierarchy bubble chart give the department by Salary.
- The bubble chart depicting department by salary visually represents the disparities in compensation across various departments, with larger bubbles indicating higher average salaries. It offers an intuitive way to compare salary distributions and identify areas where potential salary adjustments or restructuring may be needed to ensure equitable pay within the organization.
- The Department by Salary analysis provides insights into the salary structures across different departments within the organization. It allows for a quick comparison of compensation levels, revealing which departments have higher or lower average salaries, which can be valuable for budgeting and HR decision-making.

