

IBM Cognos Data Analytics Assignment-2

Name: K.Subash
Reg no: 21BCB7066

➤ Data Cleaning

1. Deleted unwanted column Employee_Name

Grid Relationships Custom tables

↑↓	Row Id	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID
1	Adinolfi, Wilson K	Filter...			0	1	1
2	Ait Sidi, Karthikeyan	Create data group...			1	1	5
3	Akinkuolie, Sarah	Create navigation path...			1	0	5
4	Alagbe,Trina	Split...			1	0	1
5	Anderson, Carol	Hide from users			2	0	5
6	Anderson, Linda	Remove			0	0	1
7	Andreola, Colby	Format data...			0	0	1
8	Athwal, Sam	Clean...			4	1	1
9	Bachiochi, Linda	Sort descending			0	0	3
10	Bacong, Alejandro	Sort ascending	10250	0	2	1	1
11	Baczinski, Rachael	Properties	10252	1	1	0	5
12	Barbara, Thomas		10242	1	1	1	5
13	Barbossa, Hector		10012	0	2	1	1

2. Deleted unwanted column MaritalStatusID

Grid

Relationships

Custom tables

↑↓	Row Id	Employee_Name	EmpID	MarriedID	MaritalStatusID	Filter...	GenderID	EmpStatusID
	1	Adinolfi, Wilson K	10026	0	0	Create calculation...		
	2	Ait Sidi, Karthikeyan	10084	1	1	Create data group...		
	3	Akinkuolie, Sarah	10196	1	1	Create navigation path...		
	4	Alagbe,Trina	10088	1	1	Hide from users		
	5	Anderson, Carol	10069	0	2	Remove		
	6	Anderson, Linda	10002	0	0	Format data...		
	7	Andreola, Colby	10194	0	0	Clean...		
	8	Athwal, Sam	10062	0	4	Sort descending		
	9	Bachiochi, Linda	10114	0	0	Sort ascending	0	3
	10	Bacong, Alejandro	10250	0	2	Properties	1	1
	11	Baczinski, Rachael	10252	1	1		0	5
	12	Barbara, Thomas	10242	1	1		1	5
	13	Barbossa, Hector	10012	0	2		1	1

3. Deleted unwanted column GenderID

Grid

Relationships

Custom tables

Employee Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID
fi, Wilson K	10026	0	0	1		
i, Karthikeyan	10084	1	1	1		
ollie, Sarah	10196	1	1	0		
Trina	10088	1	1	0		
son, Carol	10069	0	2	0		
son, Linda	10002	0	0	0		
ola, Colby	10194	0	0	0		
l, Sam	10062	0	4	1		
chi, Linda	10114	0	0	0	3	5
g, Alejandro	10250	0	2	1	1	3
nski, Rachael	10252	1	1	0	5	5
ra, Thomas	10242	1	1	1	5	5
ssa, Hector	10012	0	2	1	1	3

Filter...

Create calculation...

Create data group...

Create navigation path...

Hide from users

Remove

Format data...

Clean...

Sort descending

Sort ascending

Properties

4. Deleted unwanted column performance score id

Grid			Relationships			Custom tables		
↑↓	EmpStatusID	DeptID	PerfScoreID	EmpDiversityJobFairID	Salary	Termd	Positic	
	1	5	4		506	0	19	
	5	3	3		4437	1	27	
	5	5	3		955	1	20	
	1	5	3		991	0	19	
	5	5	3		825	1	19	
	1	5	4		568	0	19	
	1	4	3		660	0	24	
	1	5	3		365	0	19	
	3	5	3	1	47837	0	19	
	1	3	3	0	50178	0	14	
	5	5	3	1	54670	1	19	
	5	5	3	1	47211	1	19	
	1	3	4	1	92328	0	9	

5. Splitted column DOB into the year, month, date, day of week

DOB	Year	Month	Day	Day of the week
10/7/83	1983	7	10	Sunday
5/5/75	1975	5	5	Monday
19/9/88	1988	9	19	Monday
27/9/88	1988	9	27	Tuesday
8/9/89	1989	9	8	Friday
22/5/77	1977	5	22	Sunday
24/5/79	1979	5	24	Thursday
18/2/83	1983	2	18	Friday
11/2/70	1970	2	11	Wednesday
7/1/88	1988	1	7	Thursday
12/1/74	1974	1	12	Saturday
21/2/74	1974	2	21	Thursday
4/7/88	1988	7	4	Monday

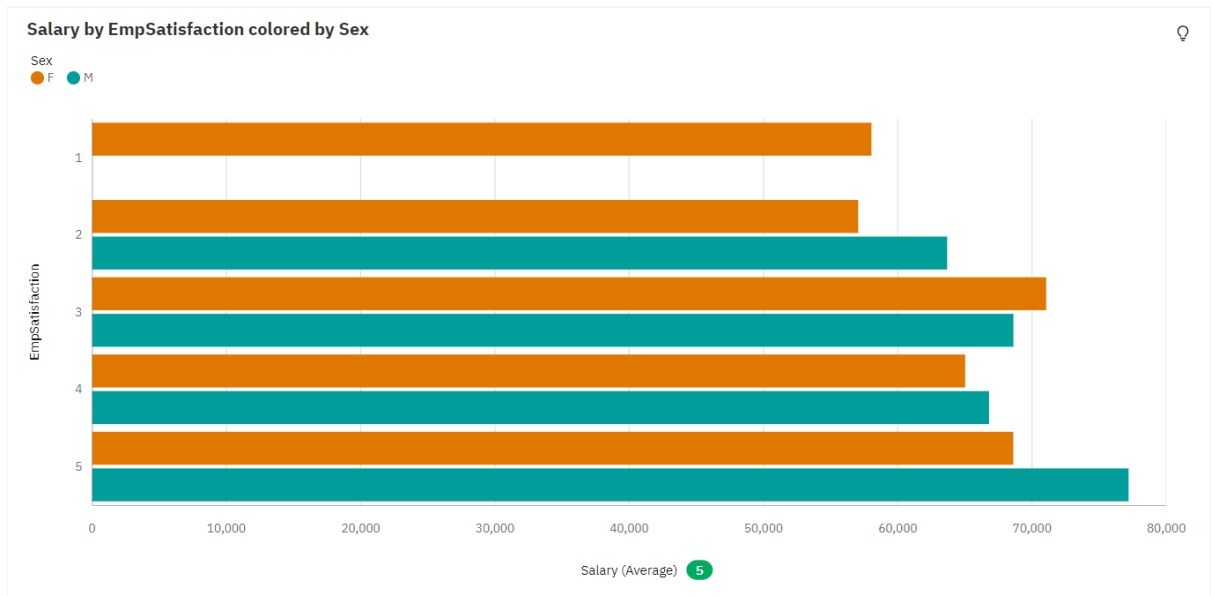
6. Splitted column DateofHire into the year, month, date, day of week

DateofHire	Year	Month	Day	Day of the week
5/7/11	2011	7	5	Tuesday
30/3/15	2015	3	30	Monday
5/7/11	2011	7	5	Tuesday
7/1/08	2008	1	7	Monday
11/7/11	2011	7	11	Monday
9/1/12	2012	1	9	Monday
10/11/14	2014	11	10	Monday
30/9/13	2013	9	30	Monday
6/7/09	2009	7	6	Monday
5/1/15	2015	1	5	Monday
10/1/11	2011	1	10	Monday
2/4/12	2012	4	2	Monday
10/11/14	2014	11	10	Monday

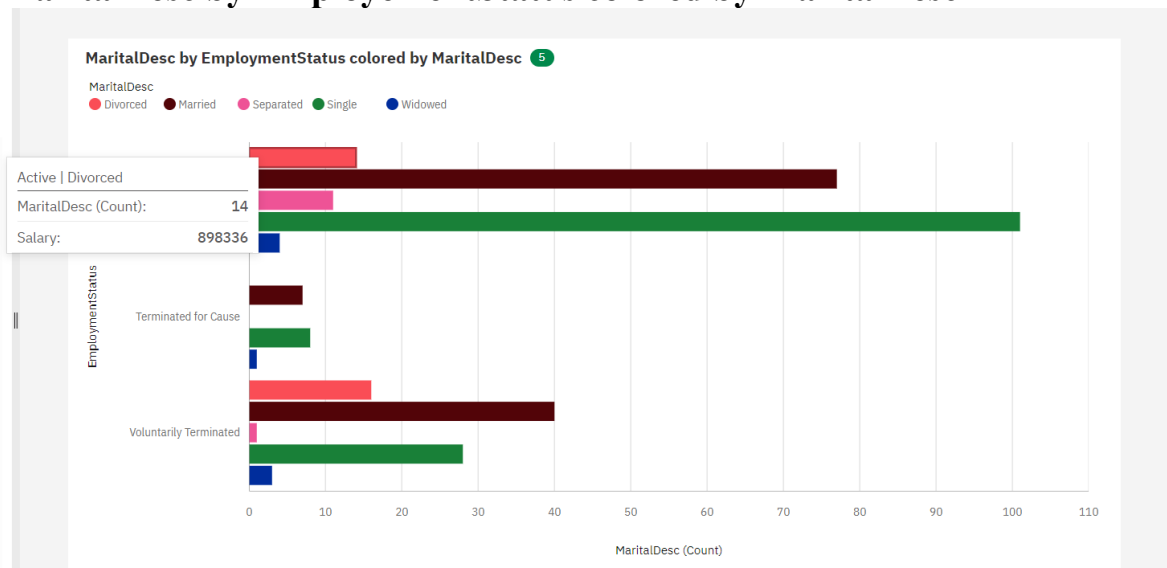
➤ EXPLORATIONS

1. Bar chart

Salary by Emp Satisfaction colored by Sex.

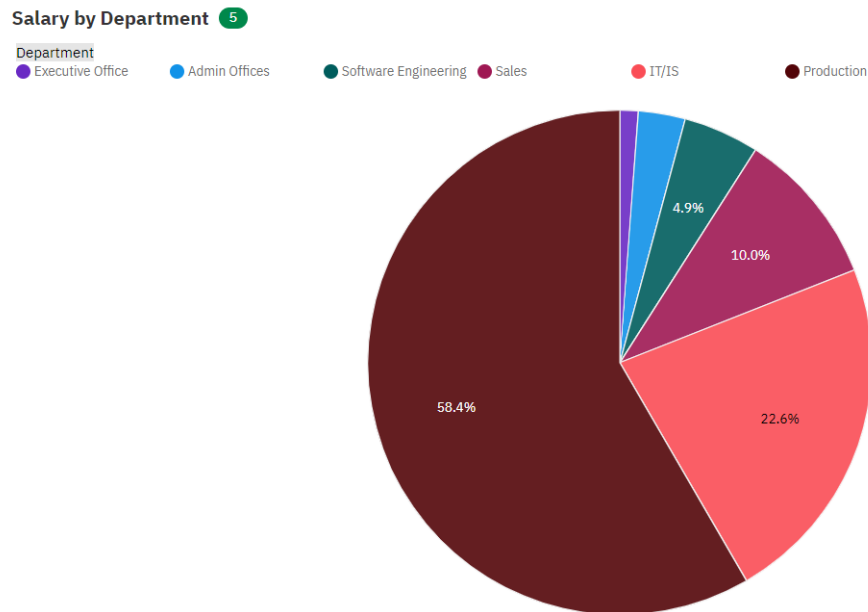


MaritalDesc by EmploymentStatus colored by MaritalDesc



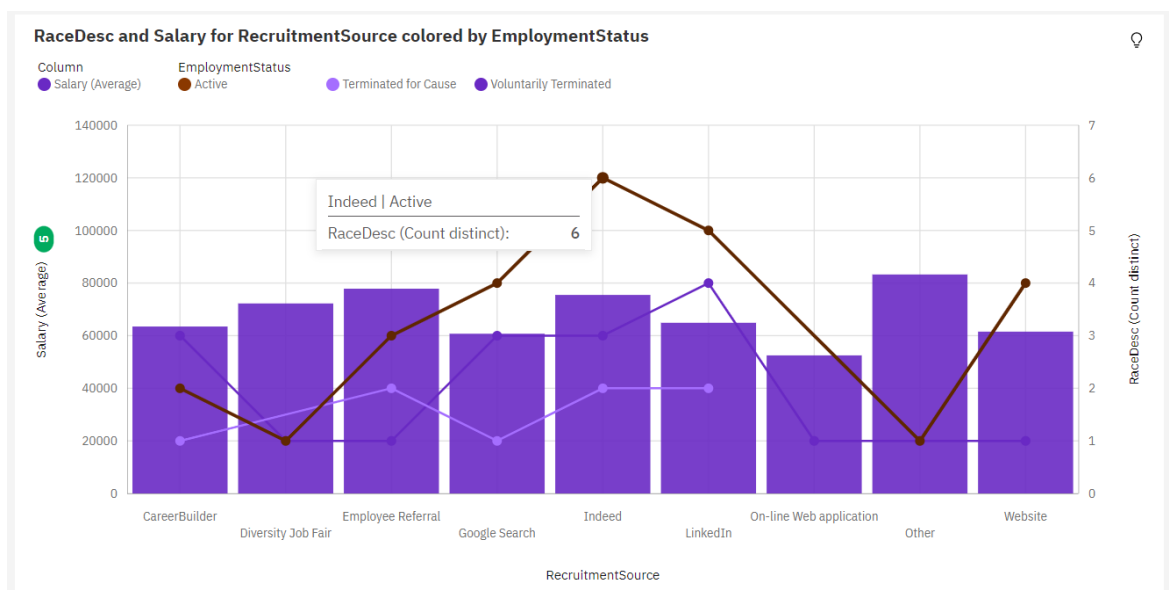
2. Pie chart

Salary by Department

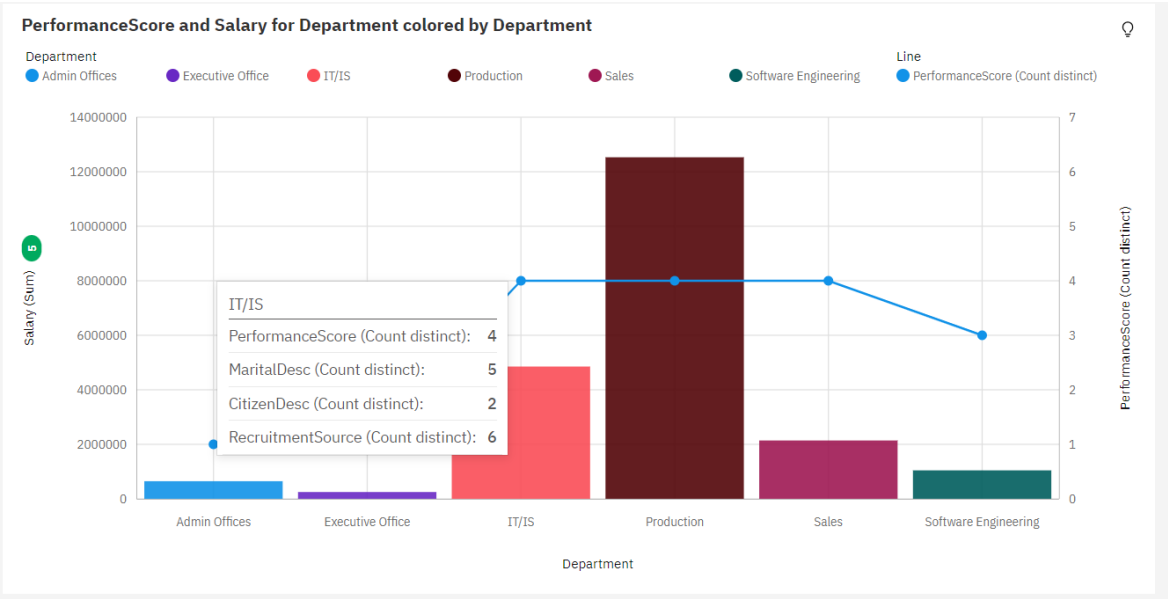


3. Line and column chart

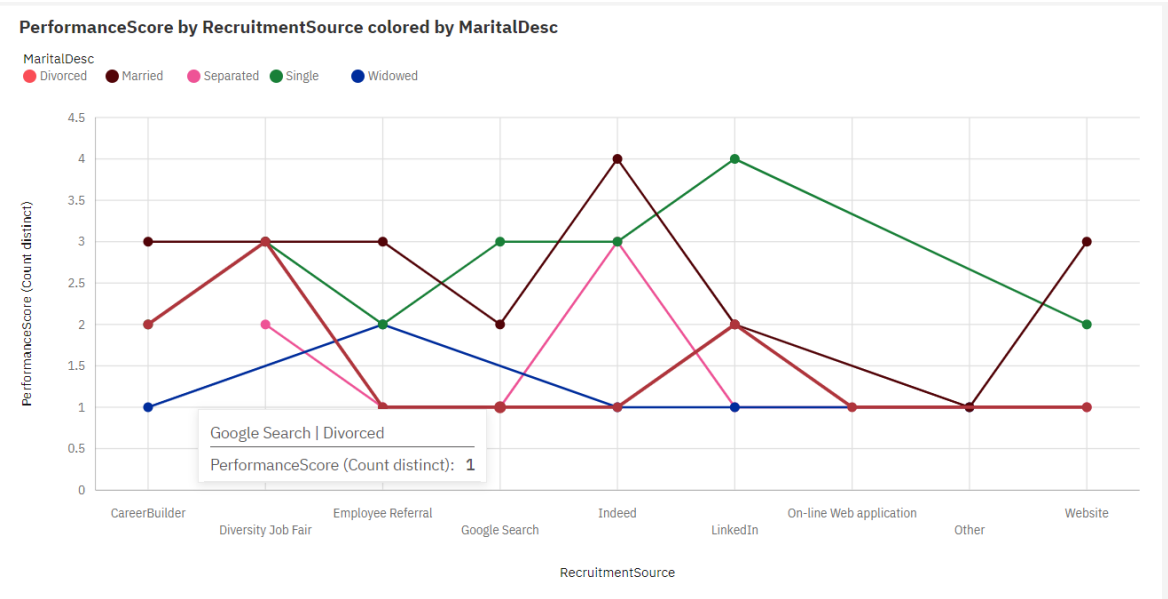
RaceDesc and Salary for RecruitmentSource colored by EmploymentStatus



Line and column chart for Performance Score and Salary for Department colored by Department

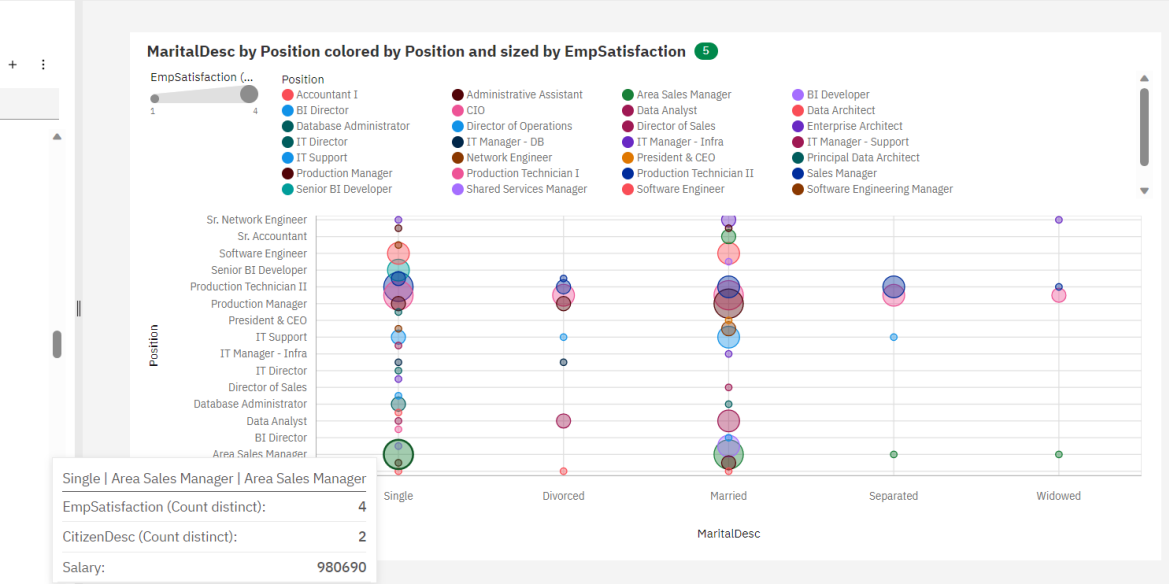


4. Line chart Performance Score by RecruitmentSource colored by MaritalDesc



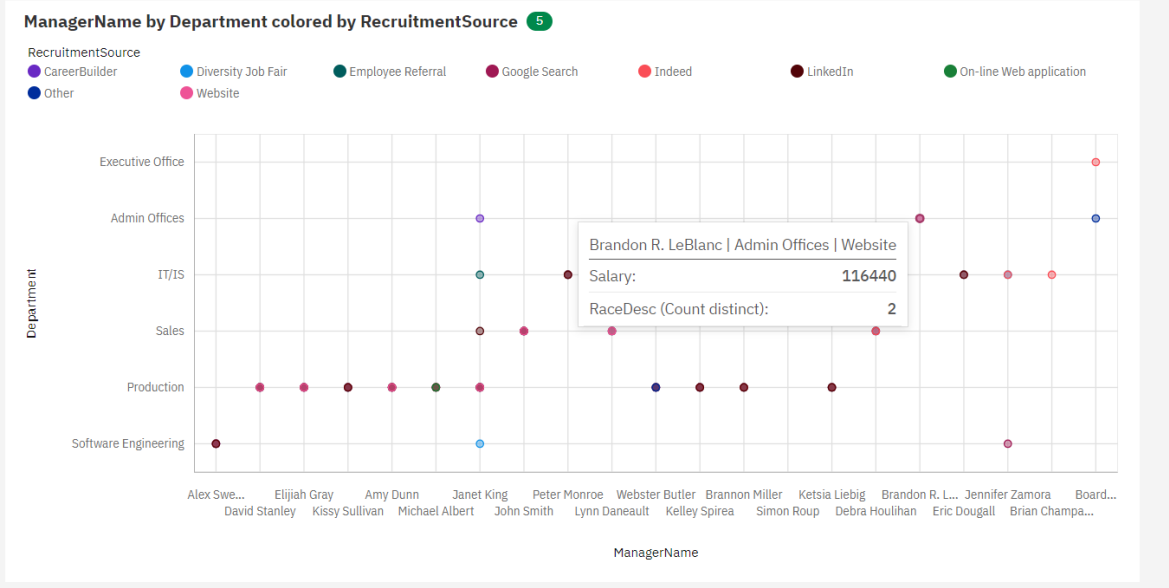
5. Bubble chart

MaritalDesc by Position colored by Position and sized by EmpSatisfaction



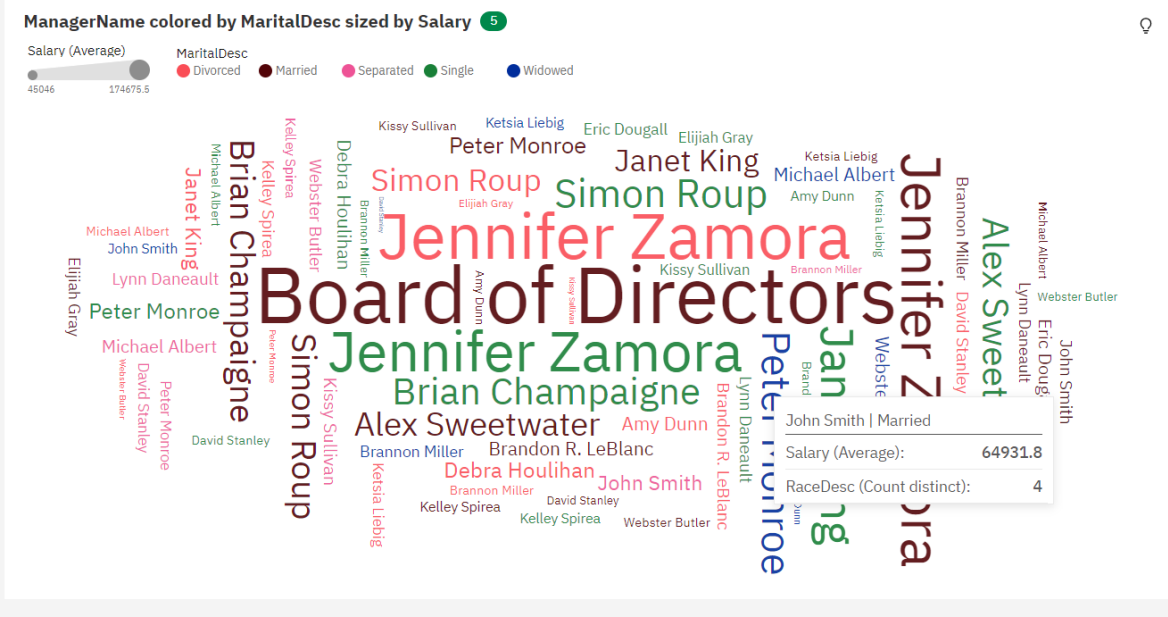
6. Scatter Plot

ManagerName by Department colored by RecruitmentSource



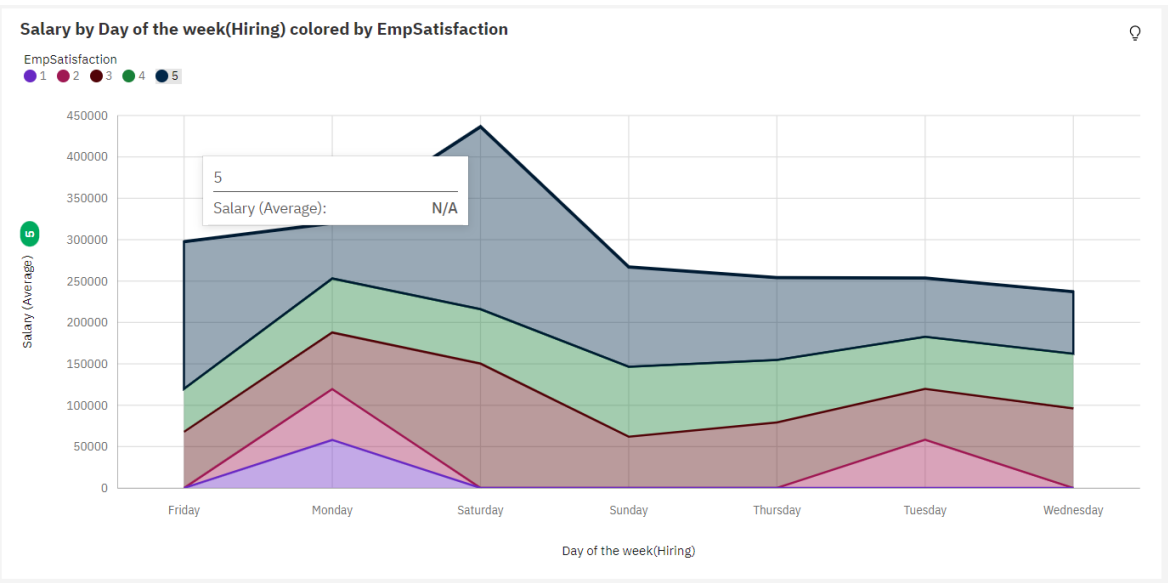
7. Word Cloud

Manager Name colored by MaritalDesc sized by Salary



8. Area chart

Salary by Day of the week (Hiring) colored by EmpSatisfaction



9. Crosstab

TermReason and Position for MaritalDesc and Department

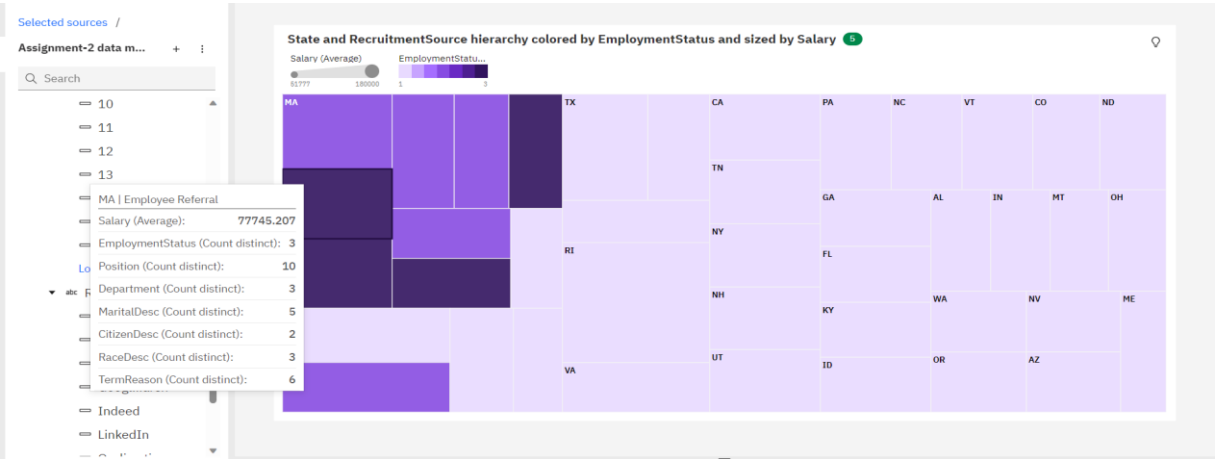
TermReason and Position for MaritalDesc and Department								
	Divorced		Married		Separated		Single	
	TermReason	Position	TermReason	Position	TermReason	Position	TermReason	Position
Admin Offices	1	1	3	4	(no value)	(no value)	1	2
Executive Office	(no value)	(no value)	1	1	(no value)	(no value)	(no value)	(no value)
IT/IS	2	3	5	9	1	1	5	15
Production	8	3	10	3	2	2	13	4
Sales	1	1	3	2	1	1	3	2
Software Engine...	(no value)	(no value)	3	1	(no value)	(no value)	3	2
Summary	8	8	14	20	2	4	14	25

TermReason and Position for MaritalDesc and Department

	Separated		Single		Widowed		Summary		
	TermReason	Position	TermReason	Position	TermReason	Position	TermReason	Position	
Admin Offices	1	(no value)	(no value)	1	2	(no value)	(no value)	3	4
Executive Office	1	(no value)	(no value)	(no value)	(no value)	(no value)	(no value)	1	1
IT/IS	9	1	1	5	15	1	1	8	17
Production	3	2	2	13	4	4	2	16	4
Sales	2	1	1	3	2	1	1	6	3
Software Engine...	1	(no value)	(no value)	3	2	(no value)	(no value)	5	2
Summary	3	2	4	14	25	5	4	18	31

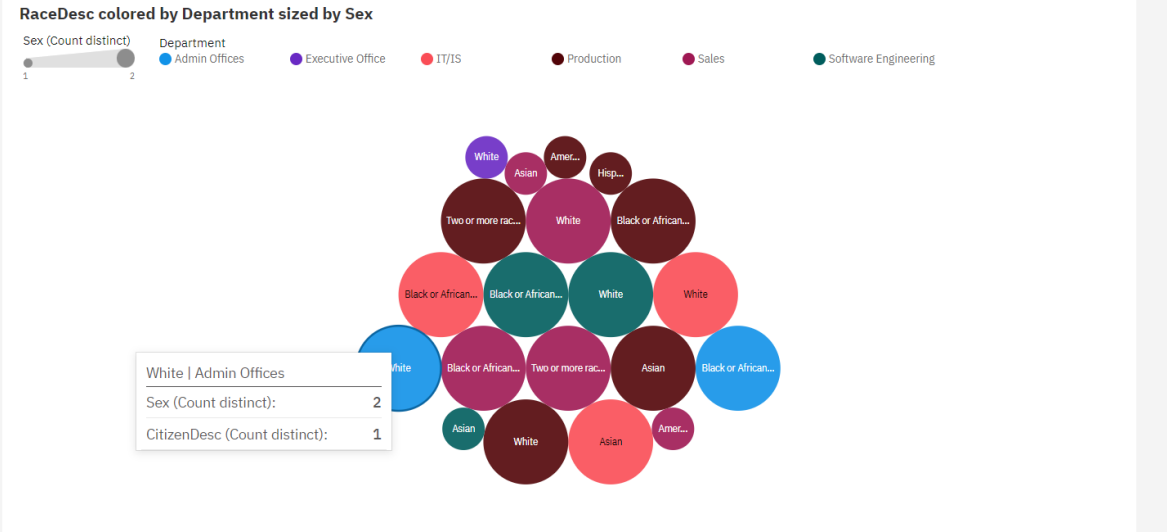
10. Tree Map

State and RecruitmentSource hierarchy colored by EmploymentStatus and sized by Salary



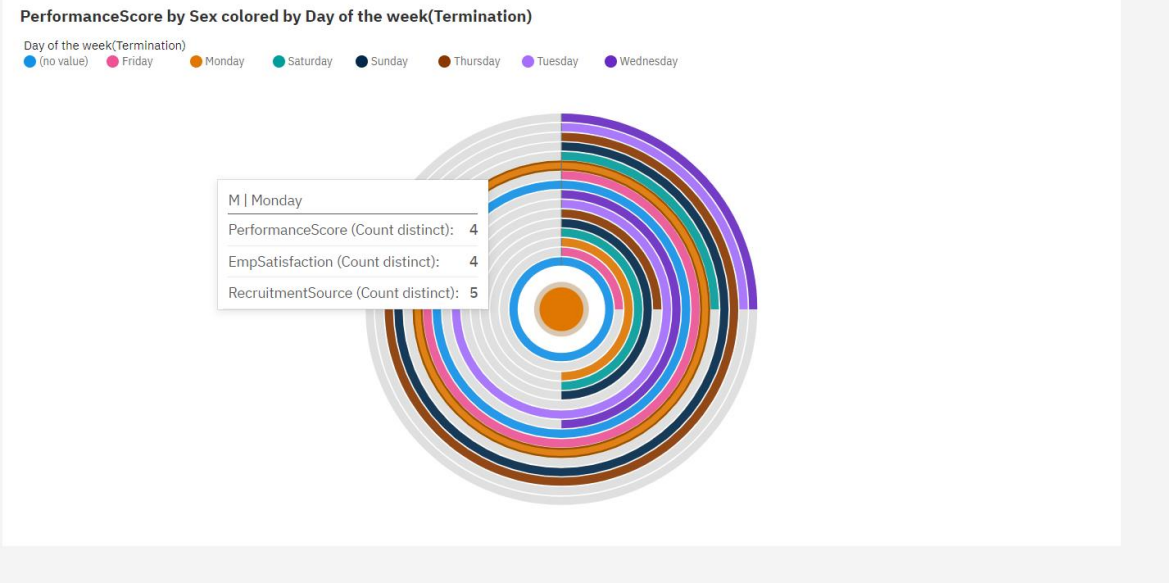
11.Packed Bubble

RaceDesc colored by Department sized by Sex



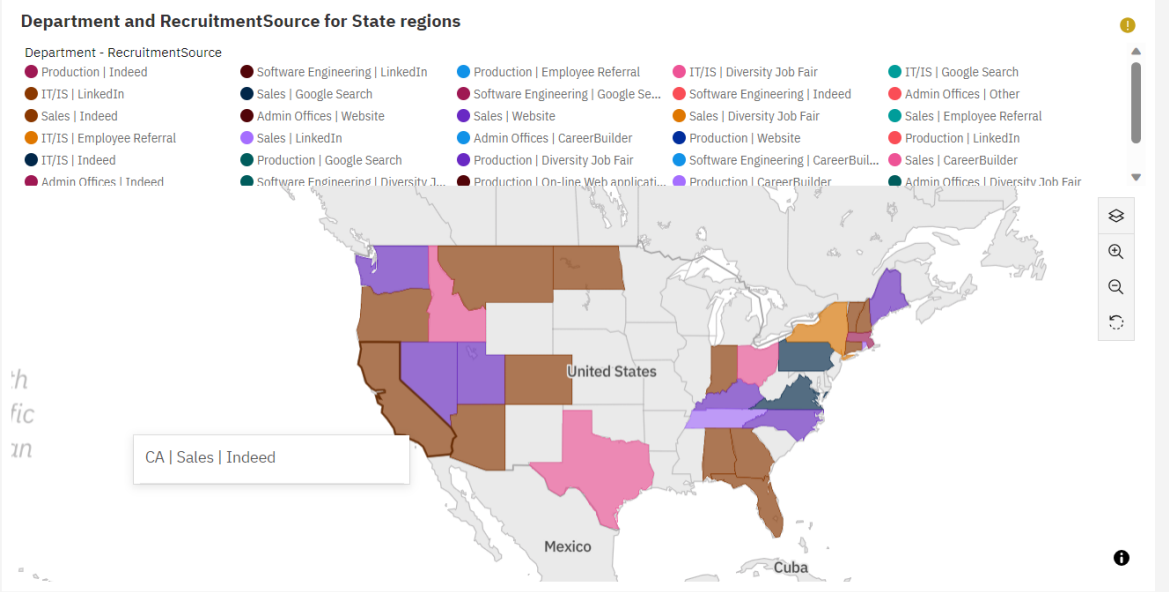
12. Radial chart

PerformanceScore by Sex colored by Day of the week(Termination)



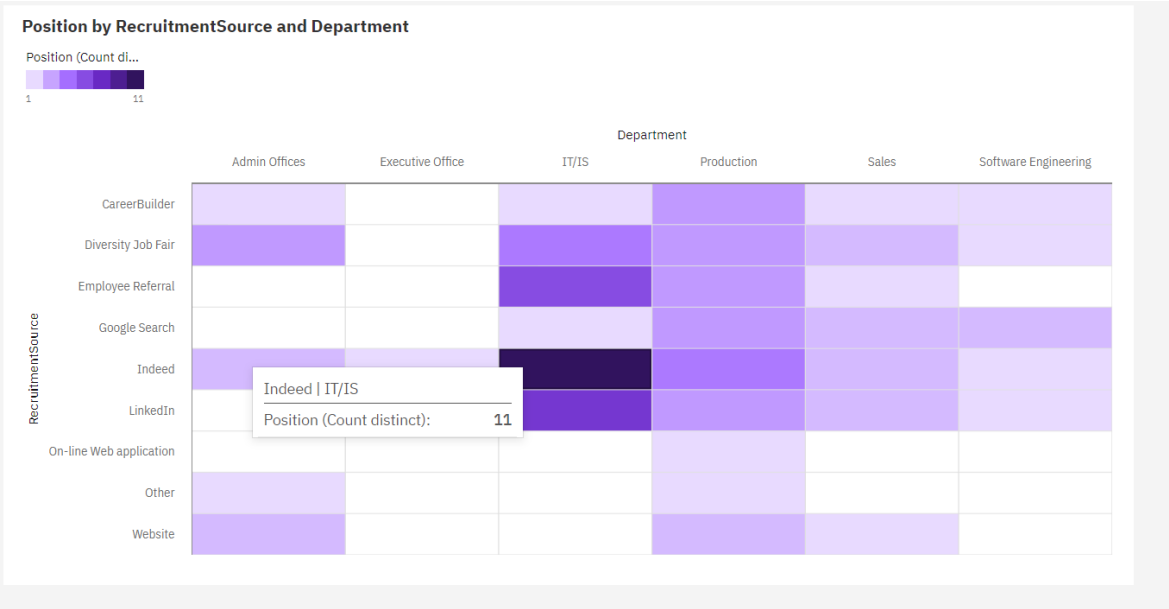
13.Map chart

Department and RecruitmentSource for State regions

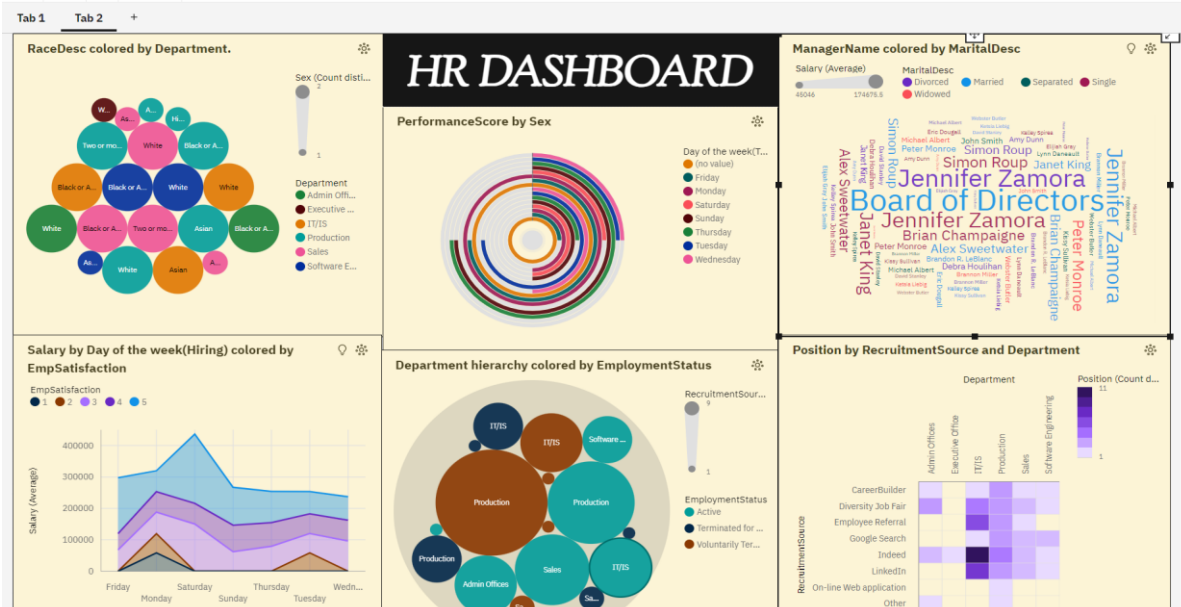
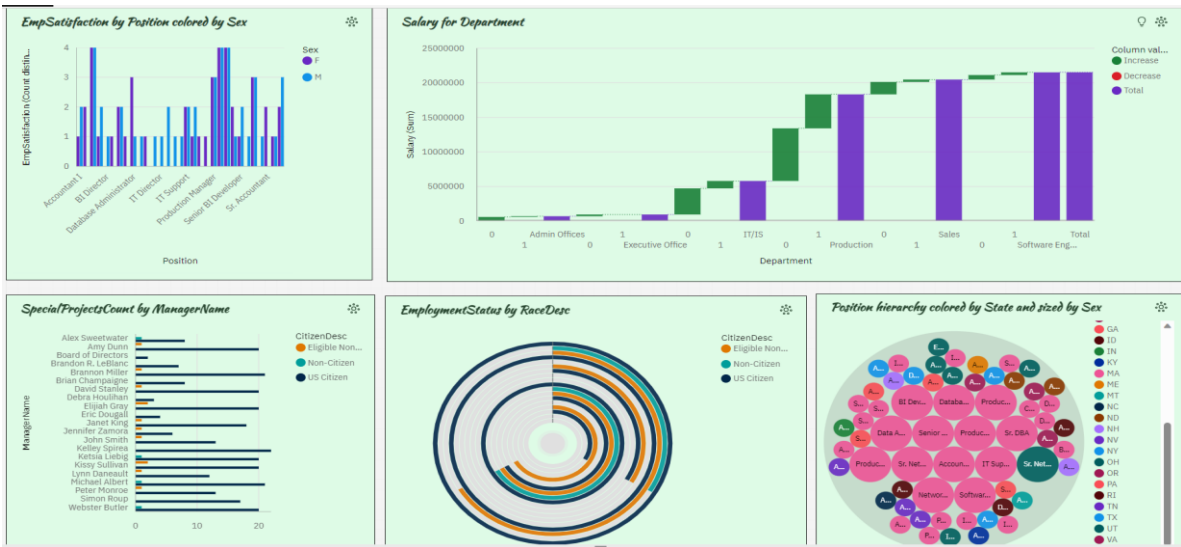


14.Heatmap

Position by RecruitmentSource and Department

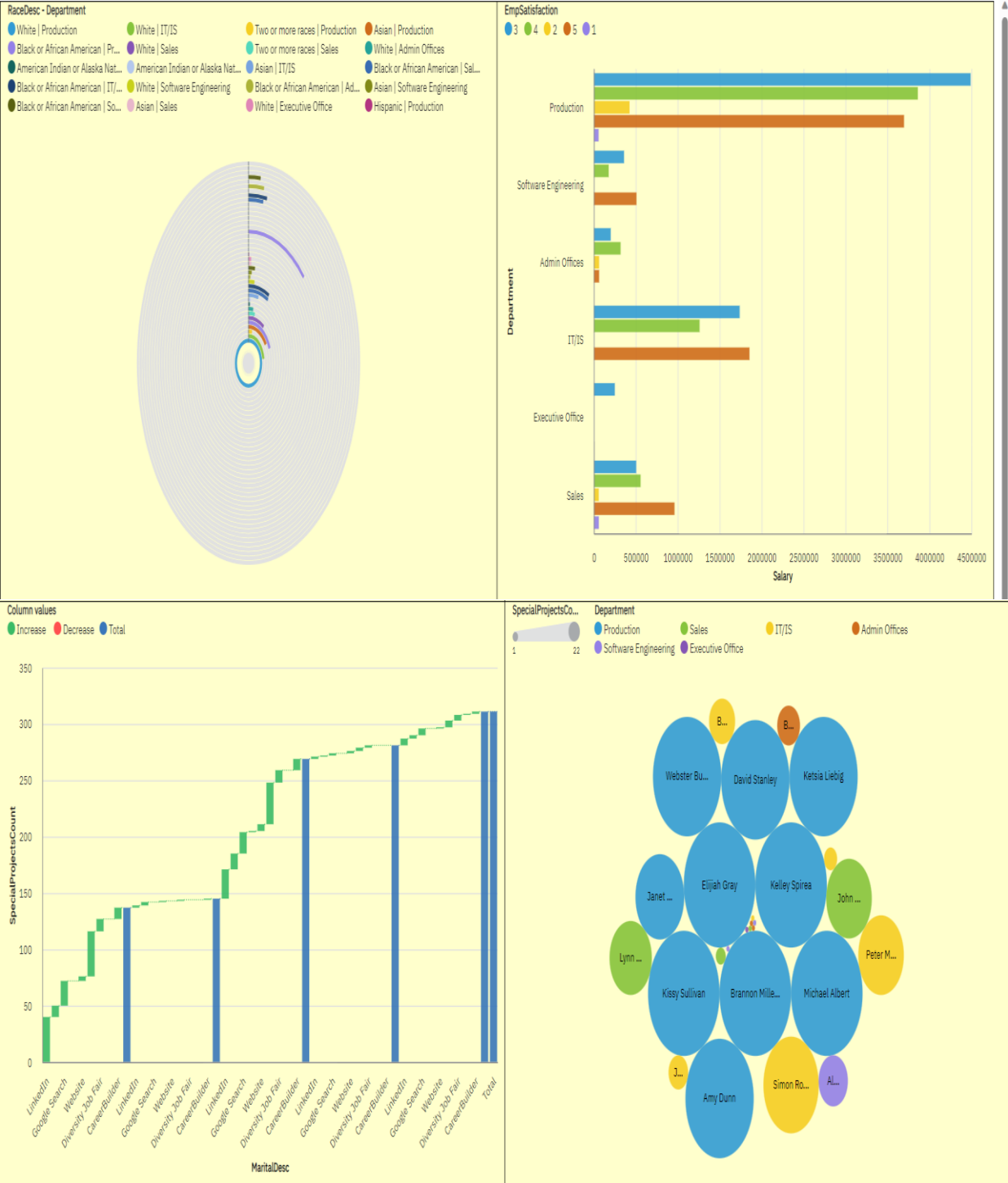


➤ Dashboards



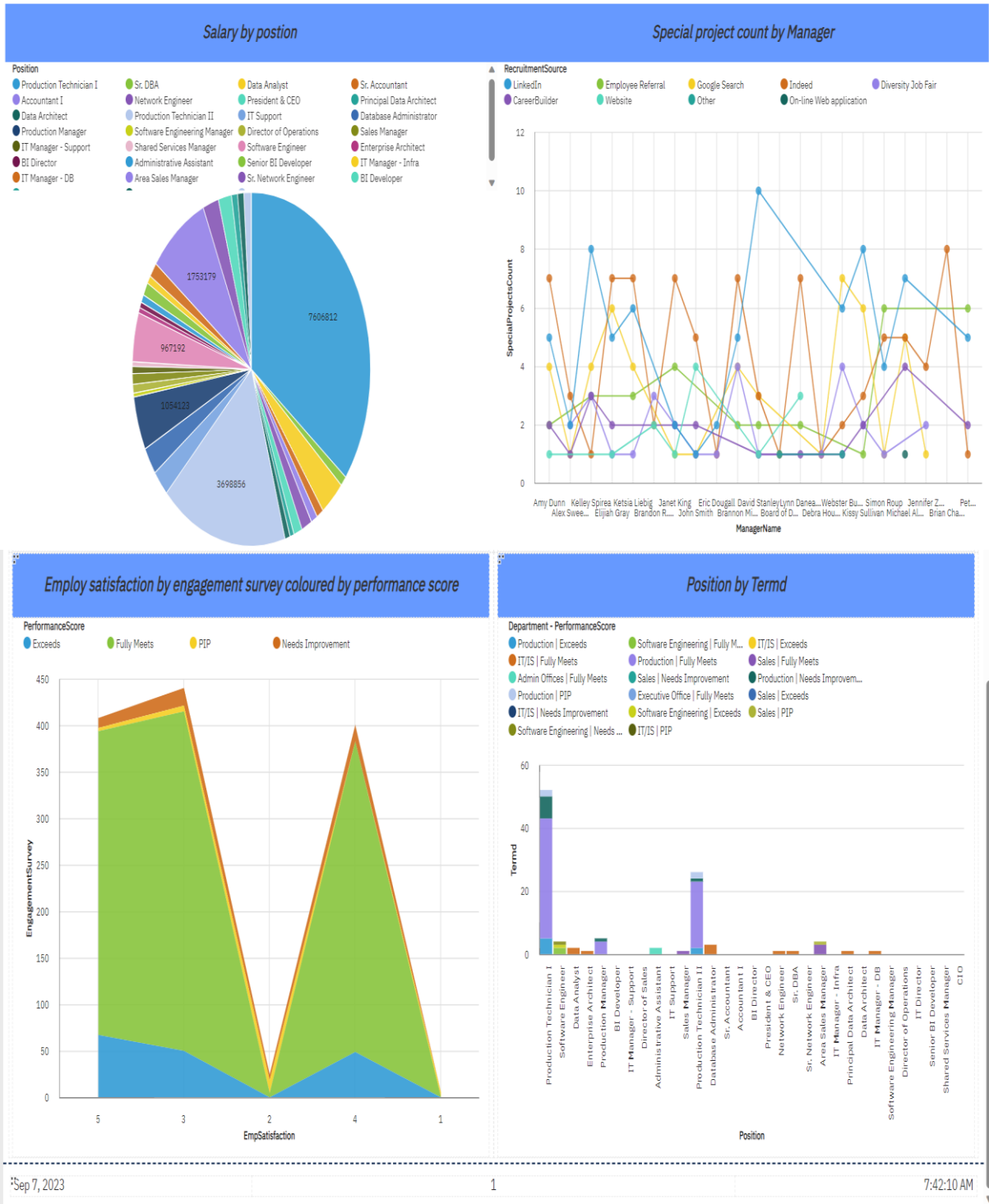
➤ Reports

Report-1



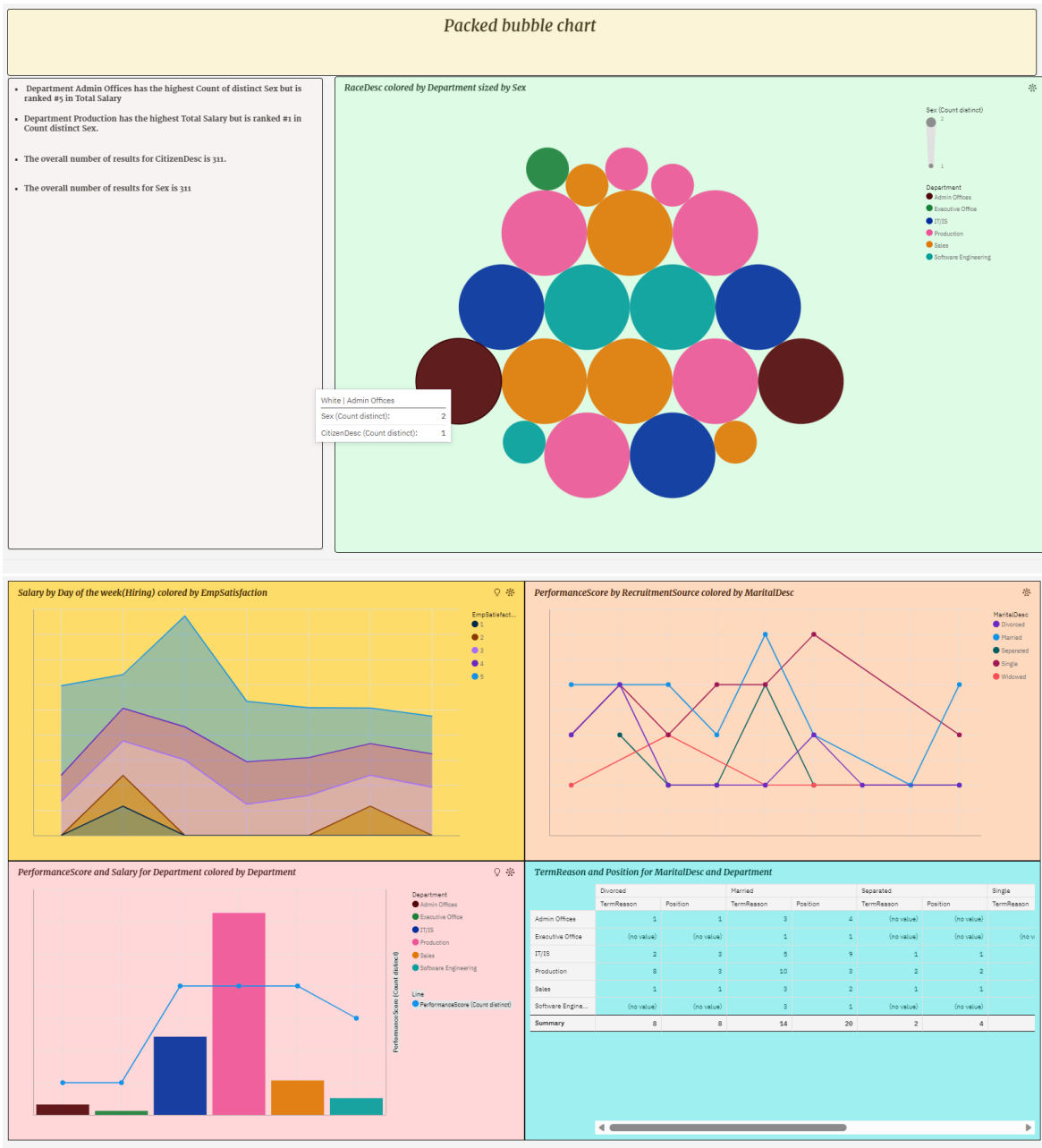
Report-2

HR REPORT



► Stories

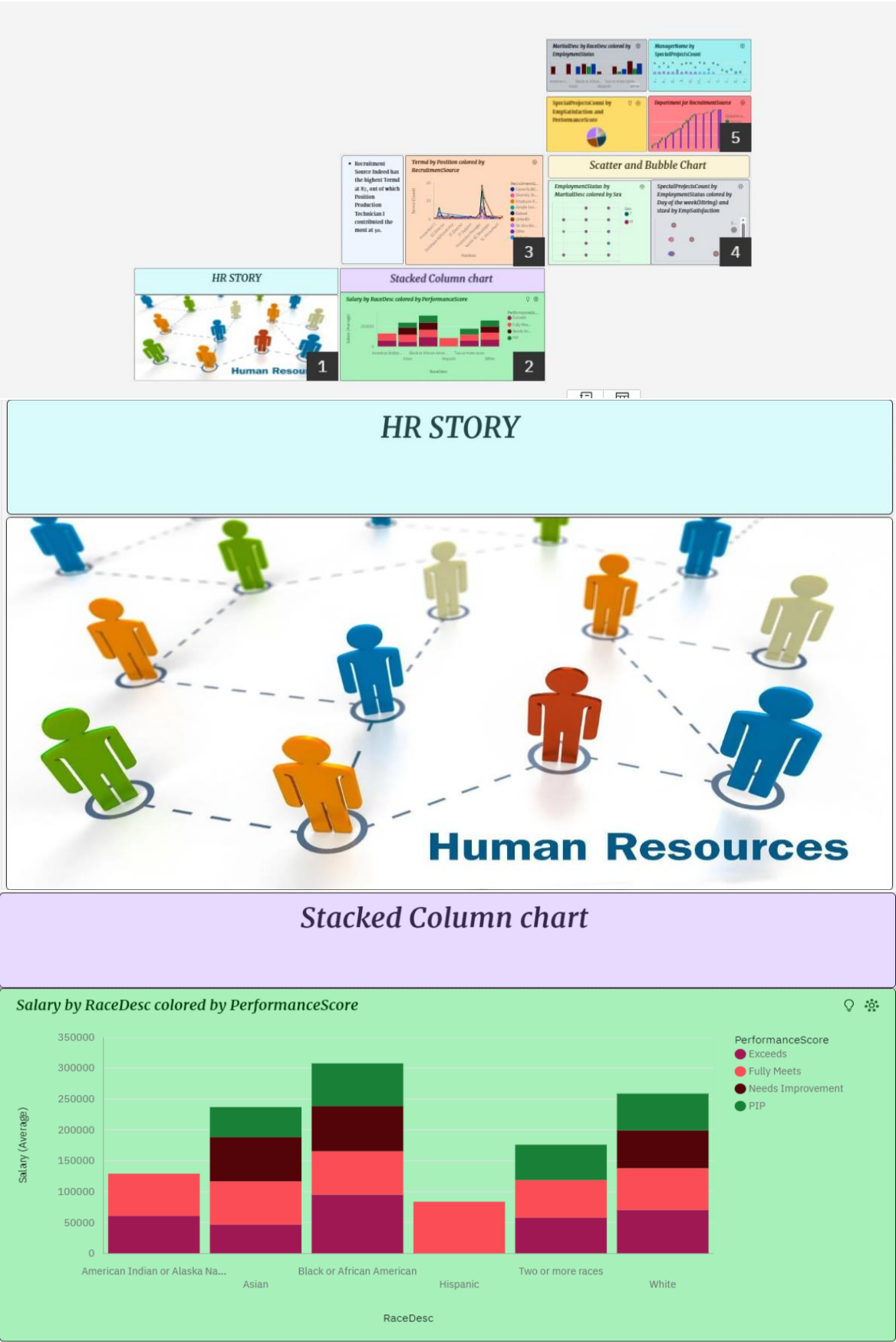




_ Assignment-2 story
and 9 more pages - F

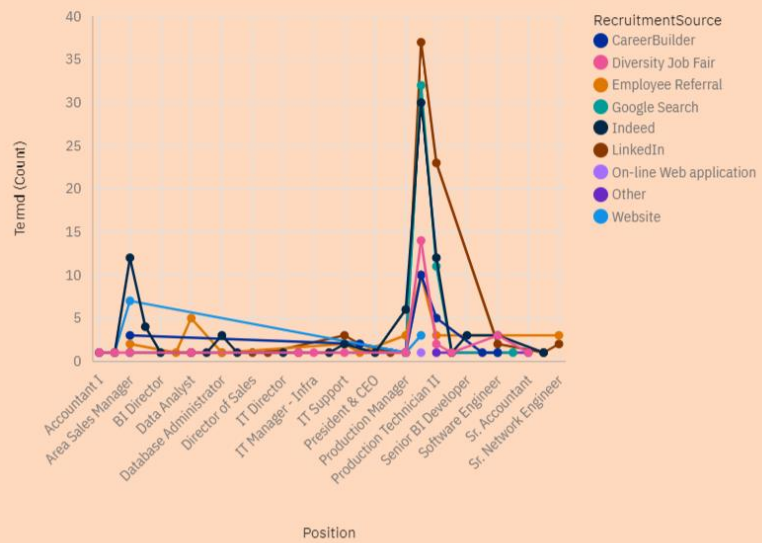
Figure 1Recording

Story 2



- Recruitment Source Indeed has the highest Termd at 87, out of which Position Production Technician I contributed the most at 30.

Termd by Position colored by RecruitmentSource



Scatter and Bubble Chart

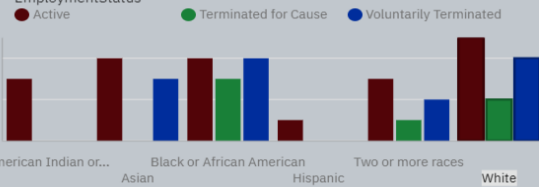
EmploymentStatus by MaritalDesc colored by Sex



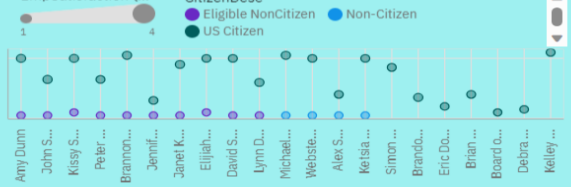
SpecialProjectsCount by EmploymentStatus colored by Day of the week(Hiring) and sized by EmpSatisfaction



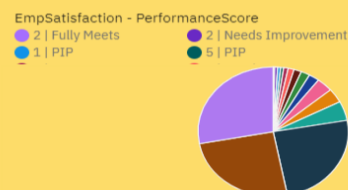
MaritalDesc by RaceDesc colored by EmploymentStatus



ManagerName by SpecialProjectsCount



SpecialProjectsCount by EmpSatisfaction and PerformanceScore



Department for RecruitmentSource

