# Data Analytics with IBM Cognos Analytics

## Assignment-2
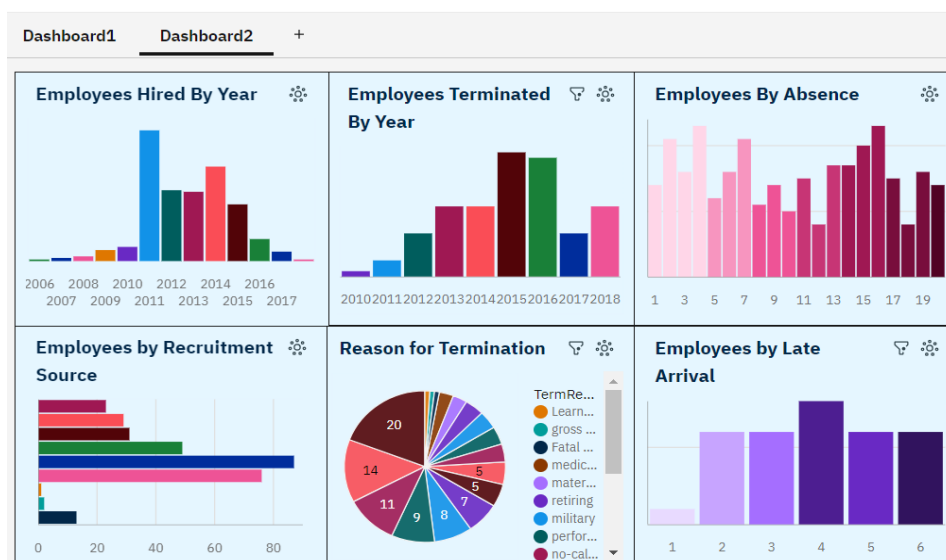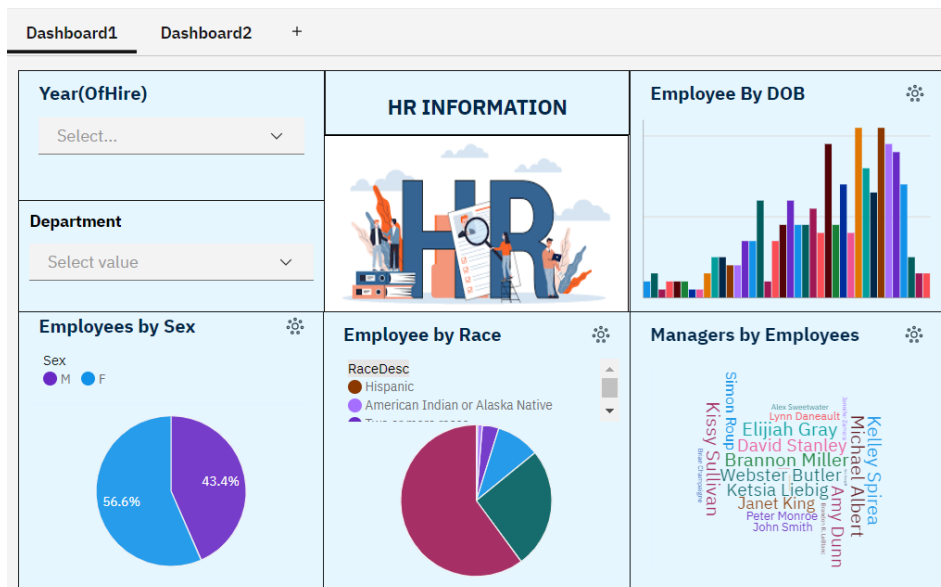
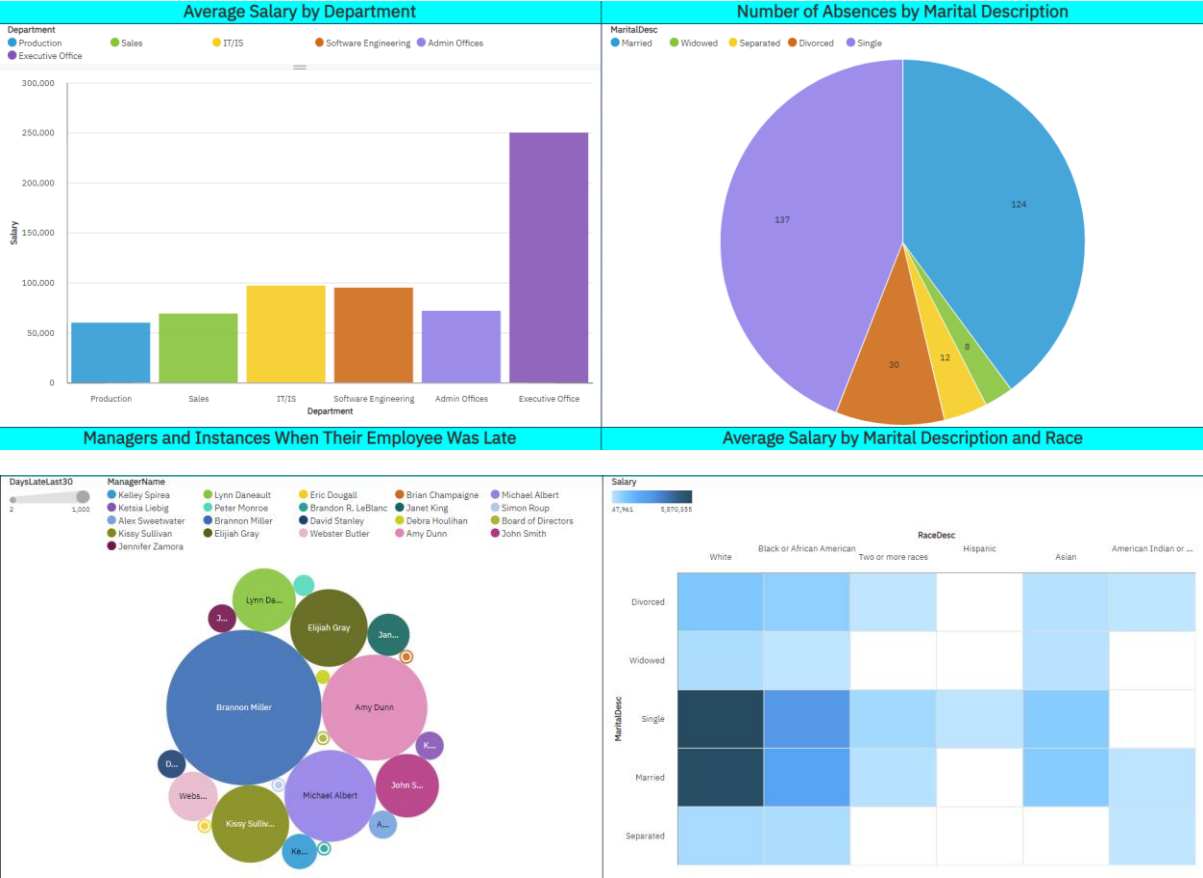**~Soumajit Pal**

**(21BCE7214)**

**VIT-AP**

**Challenge:-** Upload the dataset to Cognos Analytics, prepare the data, explore and Create Interactive Dashboard, Report and Story.

## Dashboard-

# Report-

## Average Salary by Department

Department
● Production  ● Sales  ● IT/IS  ● Software Engineering  ● Admin Offices  ● Executive Office



## Number of Absences by Marital Description

MaritalDesc
● Married  ● Widowed  ● Separated  ● Divorced  ● Single



## Managers and Instances When Their Employee Was Late

DaysLateLast30
2 ——— 1,000

ManagerName
● Kelley Spirea  ● Lynn Daneault  ● Eric Dougall  ● Brian Champaigne  ● Michael Albert
● Ketsia Liebig  ● Peter Monroe  ● Brandon R. LeBlanc  ● Janet King  ● Simon Roup
● Alex Sweetwater  ● Brannon Miller  ● David Stanley  ● Debra Houlihan  ● Board of Directors
● Kissy Sullivan  ● Elijiah Gray  ● Webster Butler  ● Amy Dunn  ● John Smith
● Jennifer Zamora



## Average Salary by Marital Description and Race
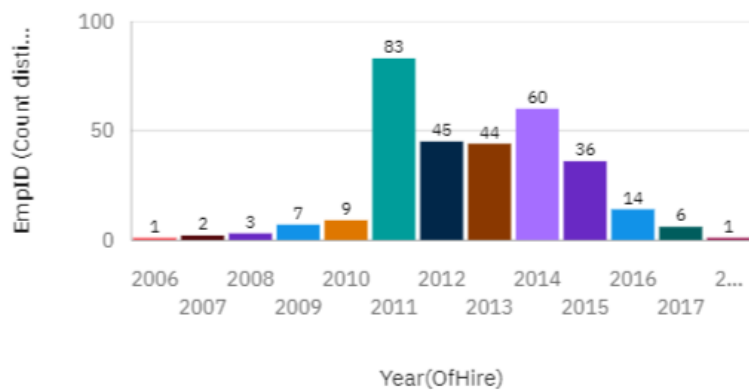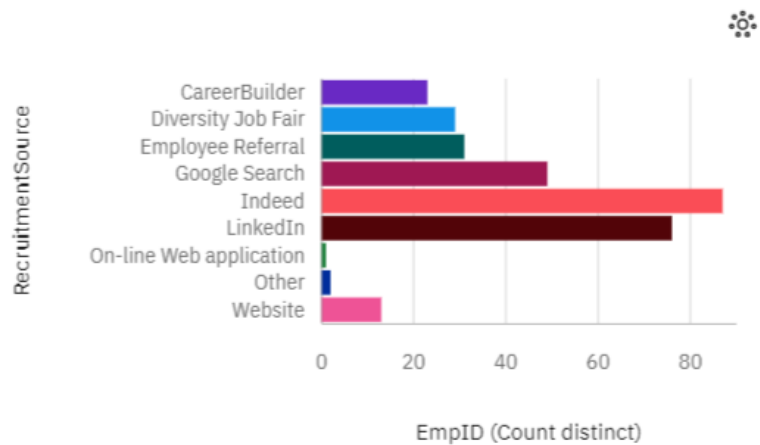
**Story-**



# HR Information

# Employee by Year Hired

- **2011 had the most number of hires (83) which is 26.7 % of the total employees hired.**
- **There is an increasing trend in hiring till 2011 where it was maximum after which it started decreasing and fell drastically by 2016.**
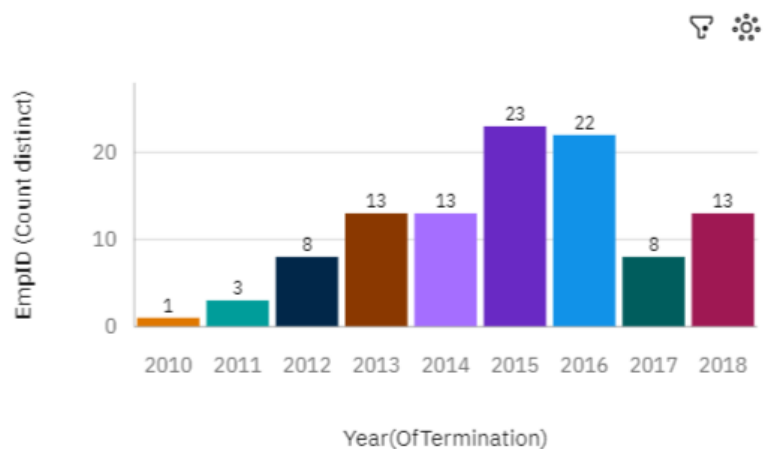
# Employee by Recruitment Source

- **Indeed (28 %) and LinkedIn (24.4 %) are the most frequently recruitment source with a combined count of 163 employees(52.4 % of the total).**



# Employee by Year of Termination

- **2015 (22.1 %) and 2016 (21.2 %) were the years with maximum terminations with 45 employees (43.3 % of the total).**
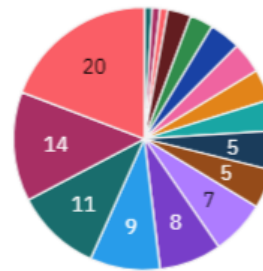
# Employee by Reasons for Termination

- There are a total of 104 people who have been terminated since the starting of the company.
- Another position is the most frequent category of termination with 20 employees(19.2 % ) after which comes unhappy with 14 employees(13.5%).

**TermReason**
- Learned that he is a gangster
- Fatal attraction
- maternity leave - did not return
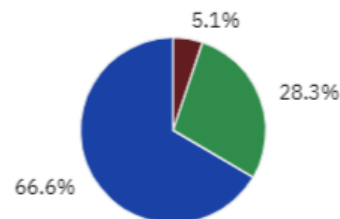- gross misconduct
- medical issues
- retiring



# Employee by Employment Status

- According to the pie chart, 66% of all employees are still active, while voluntarily terminated and terminated cause have 28.3% and 5.1% respectively.
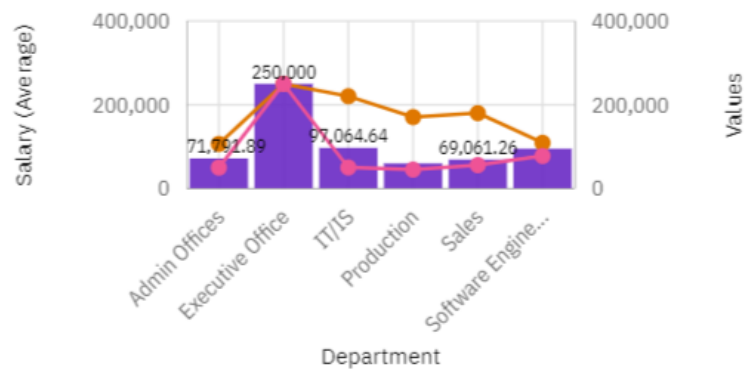
**EmploymentStatus**
- Terminated for Cause
- Voluntarily Terminated
- Active

# Salary by Departments

- **Executive Office has the highest average salary of $250,000 while production had the lowest($59,953,55).**
- **The overall highest salary is for executive office($250,000) while the overall lowest salary is $45,046 for production.**
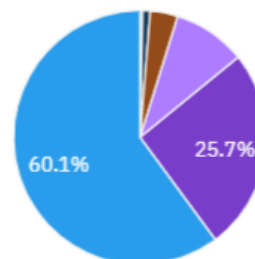
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# Employee by Race

- **White is the most frequently occurring race with a count of 187 (60.1 % of the total).**
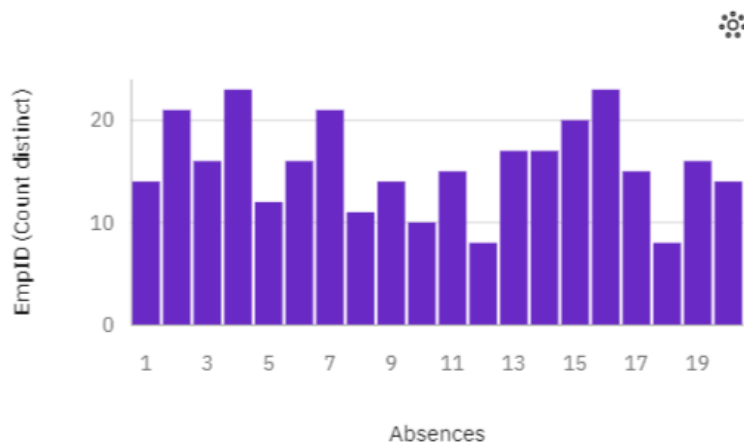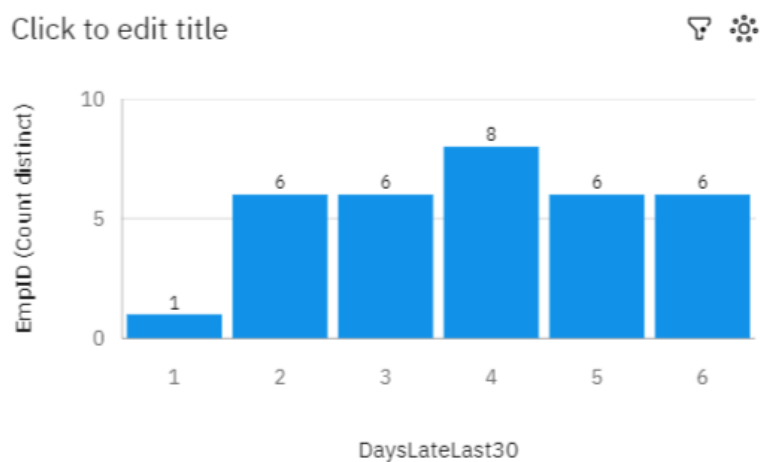- **It is followed by Black or African American with count of 80(25.7%)**

# Employee by Absences(in last 30 days)

- Most of the employees were usually absent for either 4 or 16 days(23 employees), followed by 2 and 7 days(21 employees.



# Employees by Late Days

- The employees that were late generally ranged between 6 to 8 employees and 2 to 6 late days.

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# Employees by Special Project

- There were 21 employees in the category of 5 special projects and 6 special projects(which was 60% of all employees who had done a special project).