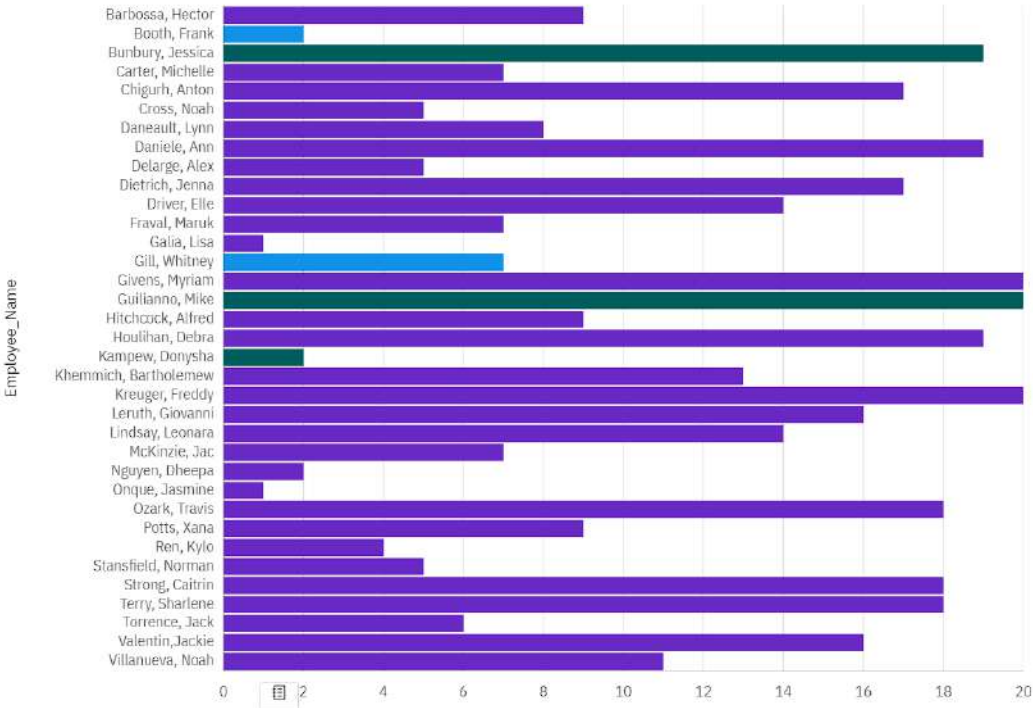




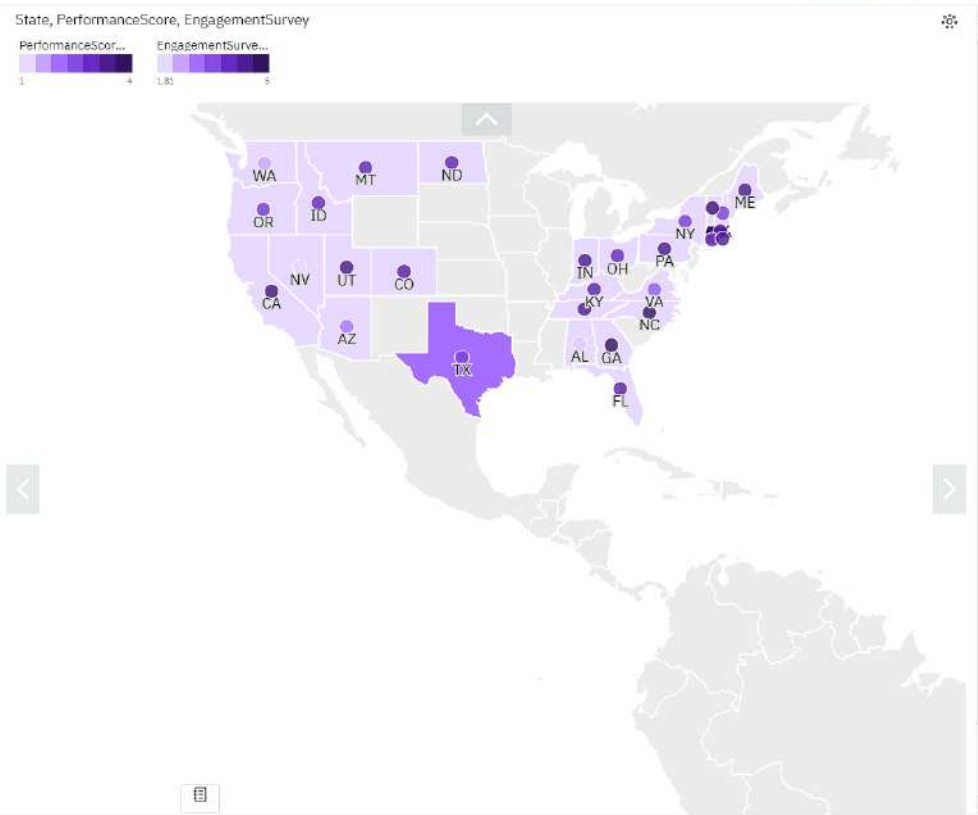
• This visualization includes data of all states except MA

Absences by Employee_Name colored by EmploymentStatus

EmploymentStatus
 Active
 Terminated for Cause
 Voluntarily Terminated

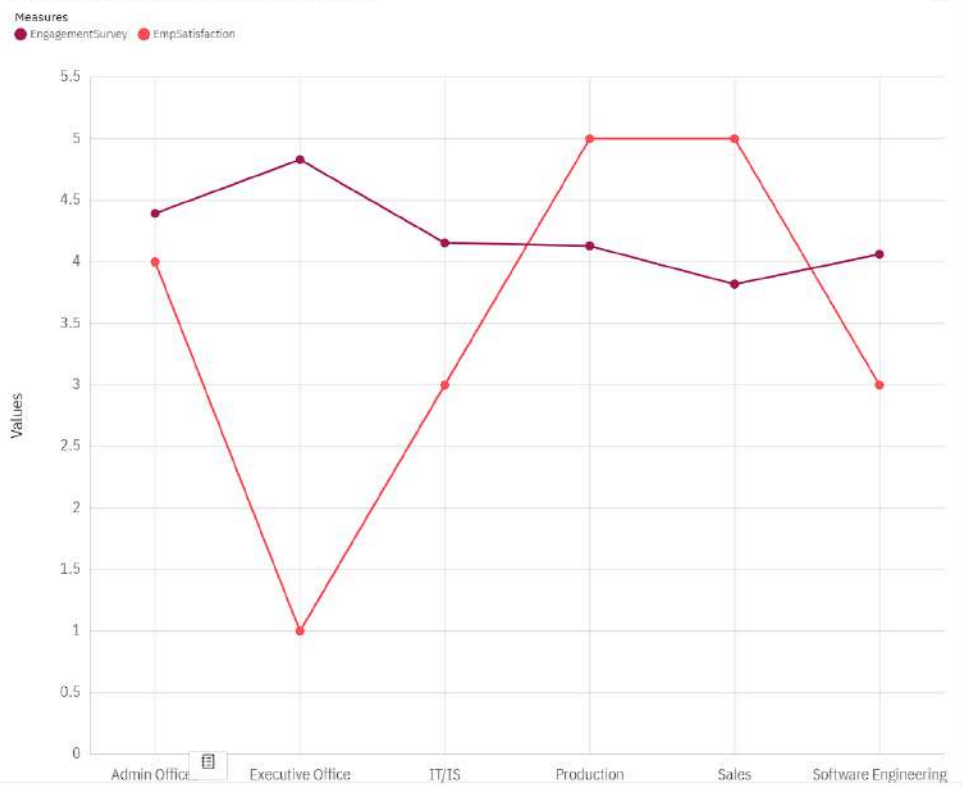


- State GA has the highest Average Engagement Survey
- State MA has the highest Total Salary
- The total number of results for EngagementSurvey, across all states, is 311.

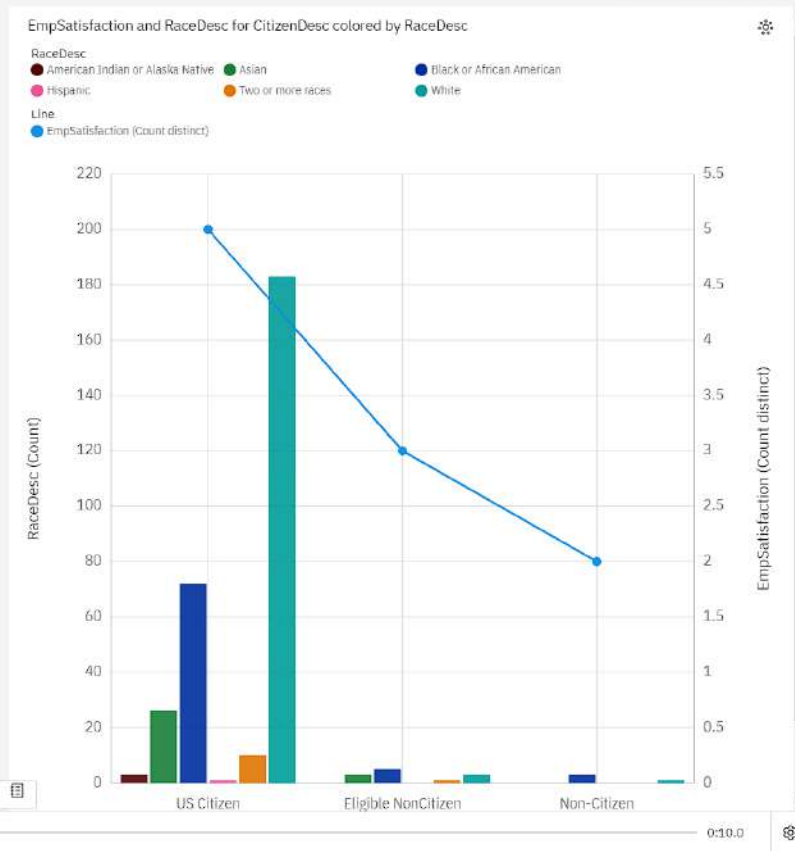


- Department Production has the highest values of both EmpSatisfaction and Salary.
- Production is the most frequently occurring category of Department with a count of 209 items with Engagement Survey

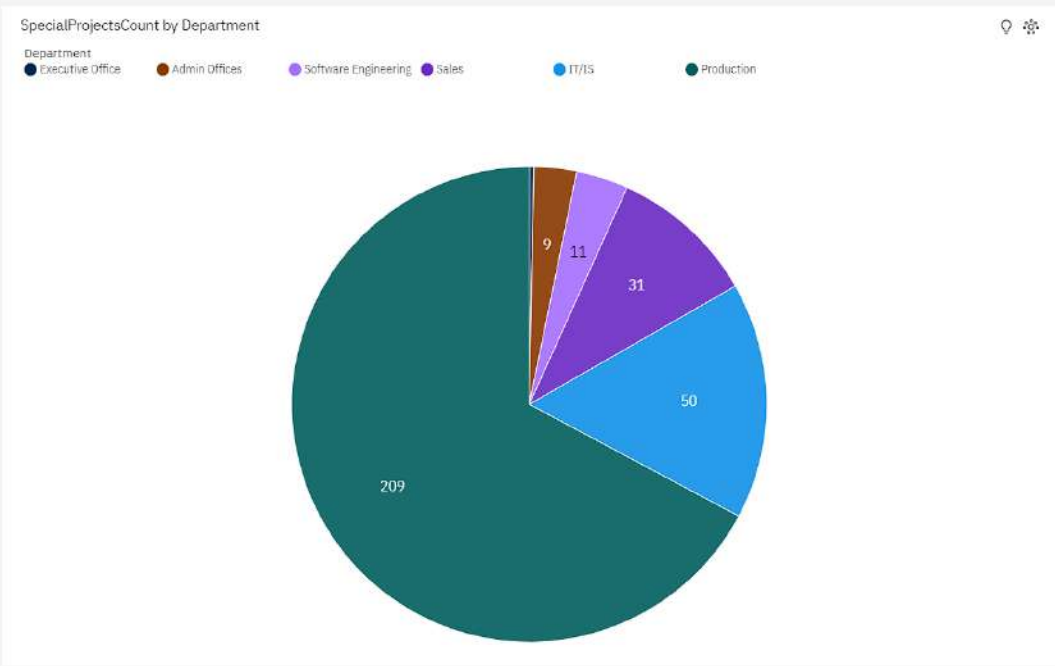
EngagementSurvey and EmpSatisfaction by Department



- US Citizen is the most frequently occurring category of CitizenDesc with a count of 295 items with RaceDesc values
- White is the most frequently occurring category of RaceDesc with a count of 187 items with RaceDesc values



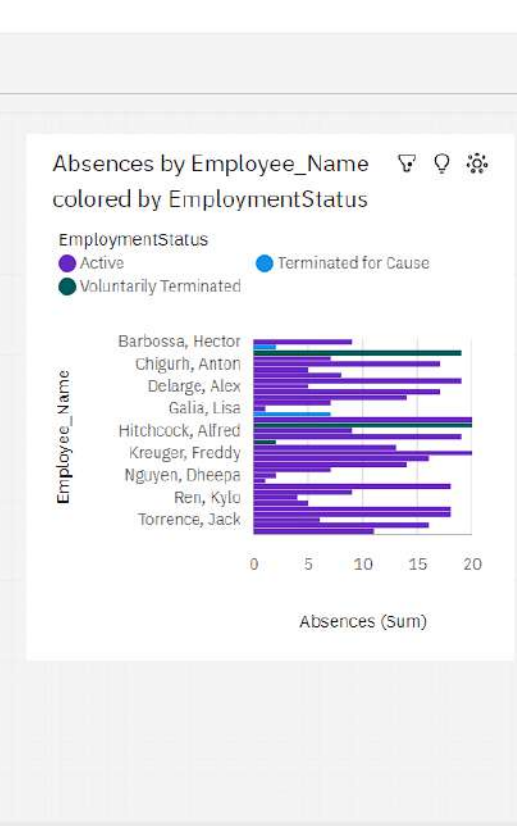
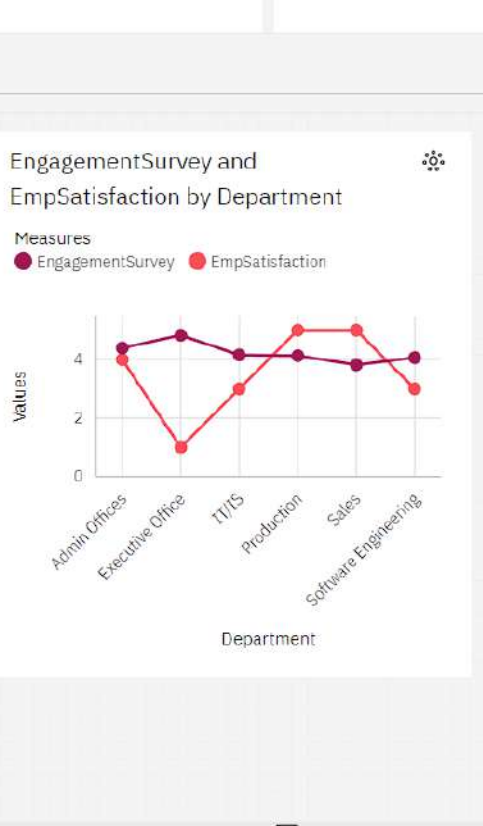
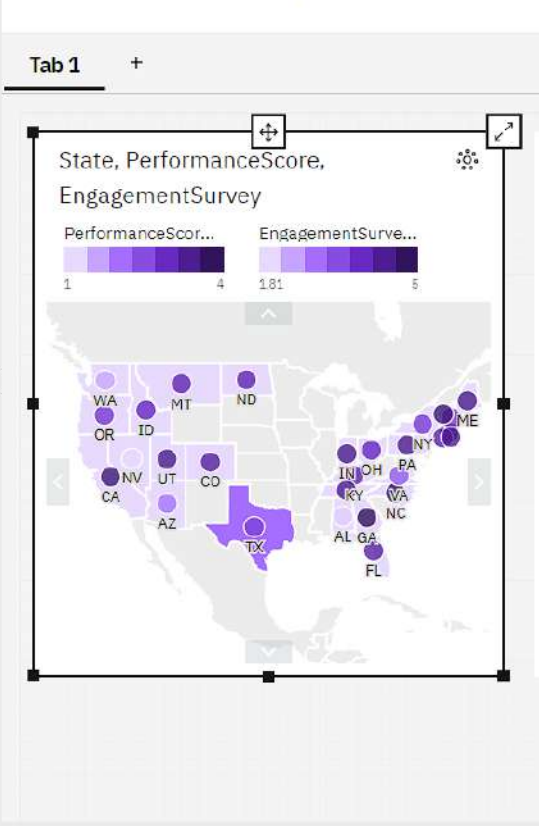
- Production is the most frequently occurring category of Department with a count of 209 items with Special Projects Count values
- The total number of results for Special Projects Count, across all departments, is 311.



HR(assignment 2)

Search

- Navigation paths
- HRDataset_v14.csv
 - Employee_Name
 - DeptID
 - Salary
 - Position
 - State
 - DOB
 - Year
 - Sex
 - MaritalDesc
 - CitizenDesc
 - HispanicLatino
 - RaceDesc
 - DateofTermination



State, PerformanceSurvey map

New exploration, 9/8/2023, 5:44 AM

Salary summary value

New exploration, 9/8/2023, 5:38 AM

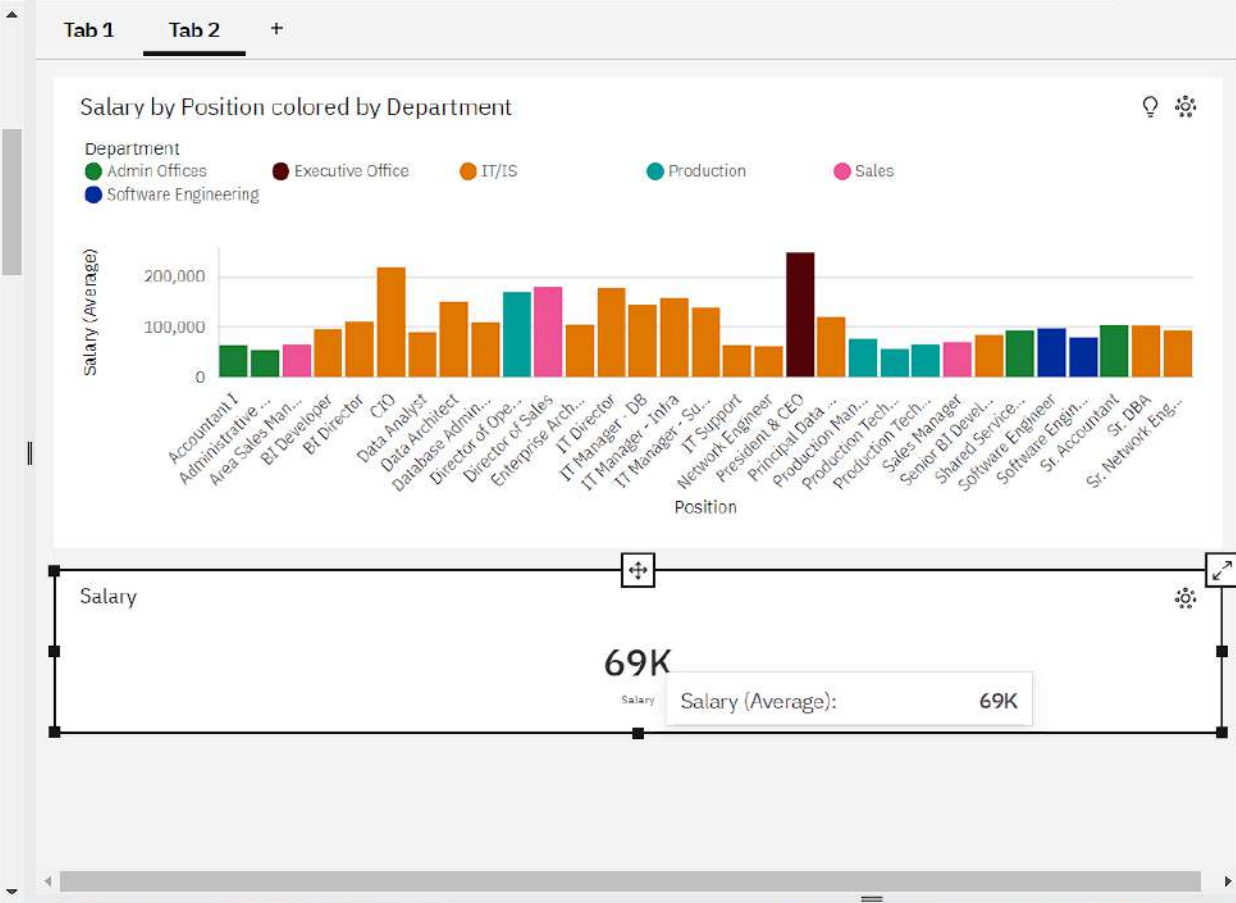
69K

EmpSatisfaction...Score heat map

New exploration, 9/8/2023, 2:13 AM

EngagementSurve...ent line chart

New exploration, 9/8/2023, 1:38 AM



Narrative insights

Favorite insights (0)

Click the star icon for a suggested insight to add it as a favorite.

Suggested Insights (4)

DateofHire 2012-07-09 has the lowest average **Salary** at **over 46 thousand**, followed by **2007-11-05** at **over 47 thousand**.

DateofHire 2010-04-10 has the highest average **Salary** at **over 220 thousand**, followed by **2011-04-15** at **178 thousand**.

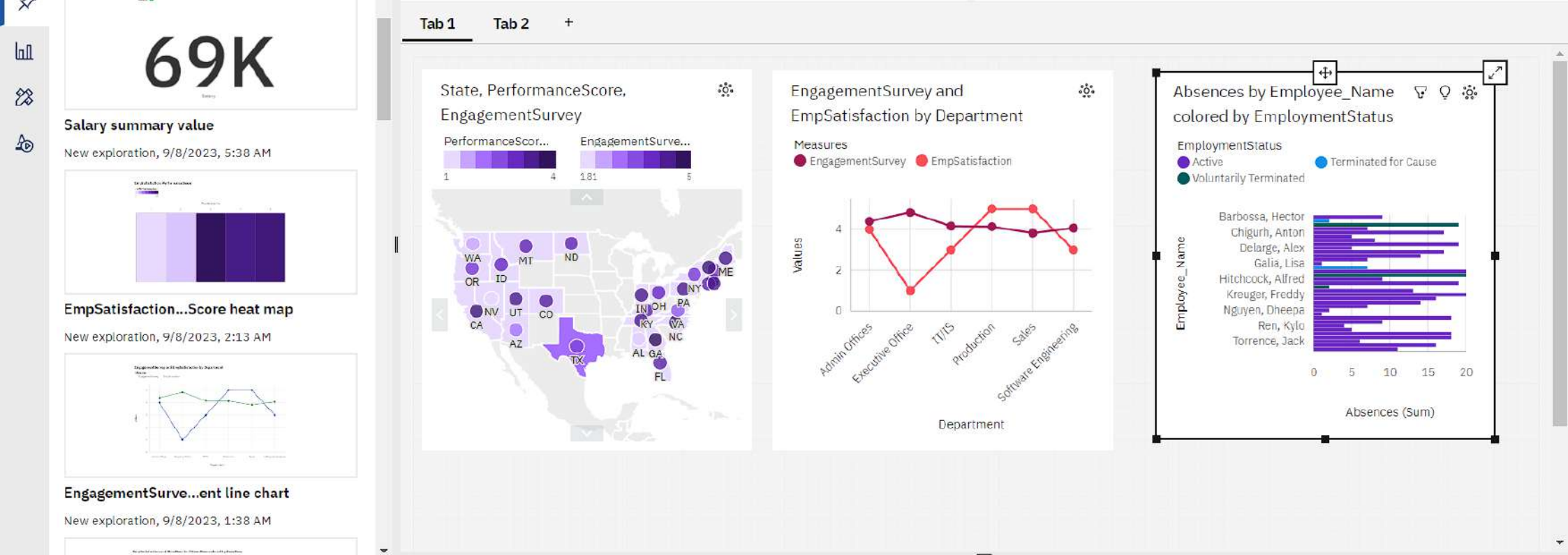
From **2009-10-26** to **2010-04-10**, **Salary** increased by **245%**.

The overall number of results for **Salary** is **244**.


State, Performance...mentSurvey map
New exploration, 9/8/2023, 5:44 AM

All tabs Drag and drop data here to filter all tabs.


This tab Drag and drop data here to filter this tab.




EmpSatisfaction...nd column chart
New exploration, 9/8/2023, 1:17 AM



SpecialProjectsC...tment pie chart
New exploration, 9/8/2023, 12:55 AM



Absences for De..._Name crosstab
New exploration, 9/8/2023, 12:16 AM

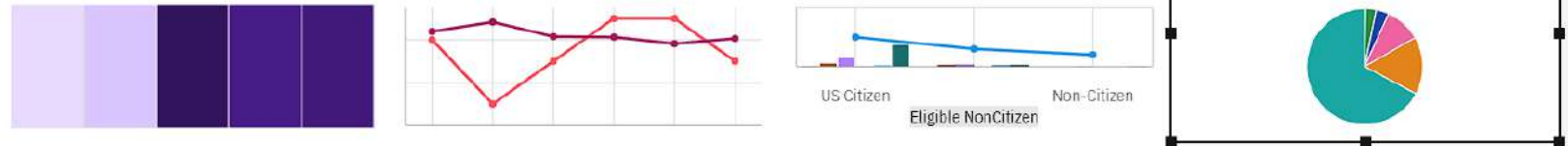


Employee_Name ...ary word cloud
New exploration, 9/7/2023, 1:06 PM

All tabs Drag and drop data here to filter all tabs. This tab Drag and drop data here to filter this tab.

Tab 1 Tab 2 Tab 3 +


EmpSatisfaction, PerformanceScore EngagementSurvey and EmpSatisfaction by Department EmpSatisfaction and RaceDesc for CitizenDesc colored by RaceDesc SpecialProjectsCount by Department



Employee_Name colored by PerformanceScore sized by Salary

Salary (Average) PerformanceScore

Exceeds Fully Meets Needs Improvement PIP

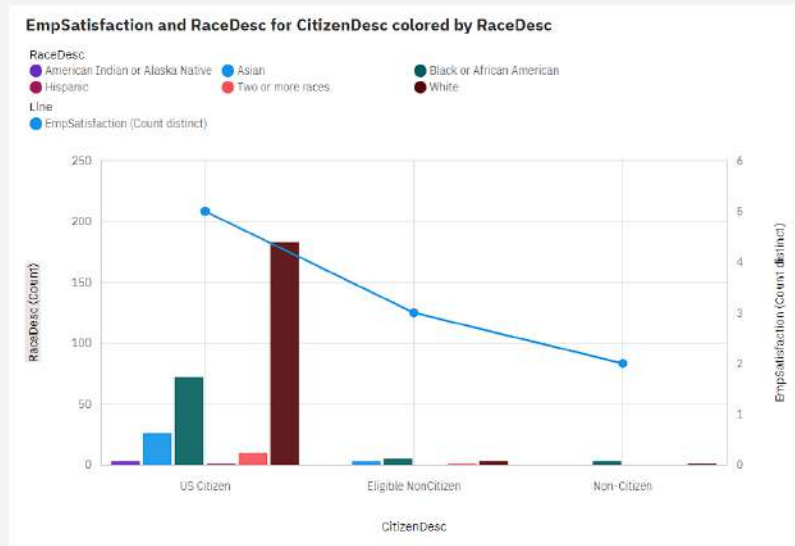


Cards

Employee Name...zed by Salary

Absences by E...loymentStatus

Data relationships



Fields

X-axis:

- CitizenDesc

Column length* Required field

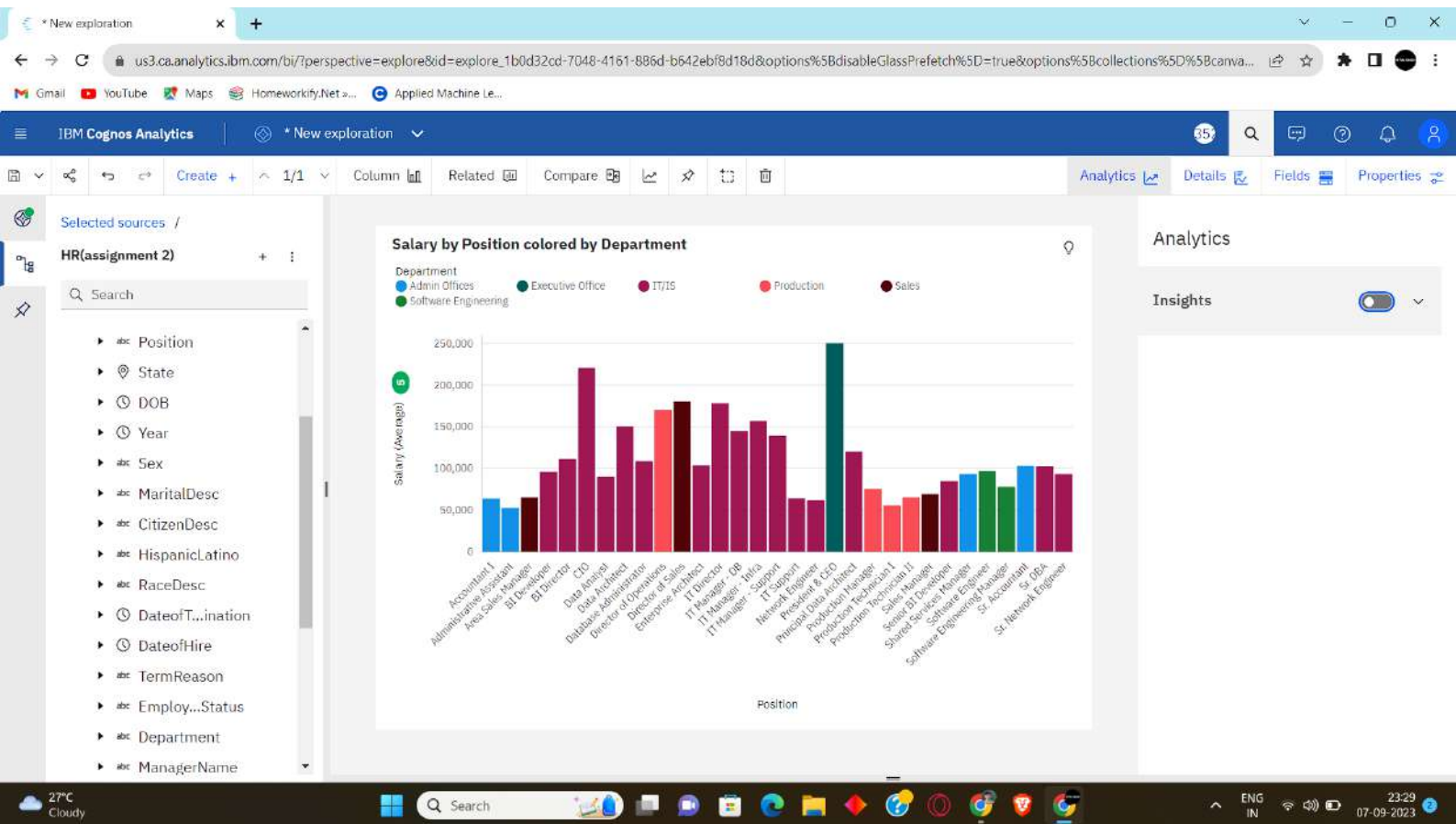
- RaceDesc

Column color

- RaceDesc

Line position* Required field

- EmpSatisfaction



New exploration

us3.ca.analytics.ibm.com/bi/?perspective=explore&id=explore_1b0d32cd-7048-4161-886d-b542ebf8d18d&options%5BdisableGlassPrefetch%5D=true&options%5Bcollections%5D%5Bcanva...

Gmail YouTube Maps Homeworkify.Net Applied Machine Le...

IBM Cognos Analytics

New exploration

Analytics Details Fields Properties

Selected sources /

HR(assignment 2)

Search

abc Position

abc State

abc DOB

abc Year

abc Sex

abc MaritalDesc

abc CitizenDesc

abc HispanicLatino

abc RaceDesc

abc DateofT...ination

abc DateofHire

abc TermReason

abc Employ...Status

abc Department

abc ManagerName

Employee_Name colored by PerformanceScore sized by Salary

Salary (Average)

PerformanceScore

Fully Meets

Needs Improvement

PIP

Fields

Words*

Required field

Employee_Name

Click or drag data here

Size

Salary

Color

PerformanceScore

Click or drag data here

Repeat (column)

Click or drag data here

Repeat (row)

Click or drag data here

27°C Cloudy

Search

ENG IN

23:36 07-09-2023

New exploration

us3.ca.analytics.ibm.com/bi/?perspective=explore&id=explore_80dc5b16-bc55-4ec9-9c18-1c0142f040b5&options%5BdisableGlassPrefetch%5D=true&options%5Bcollections%5D%5Bcanvas...

Gmail YouTube Maps Homeworkify.Net... Applied Machine Le...

IBM Cognos Analytics

New exploration

Create1/1CrosstabRelatedCompare

AnalyticsDetailsFieldsProperties

Selected sources /

HR(assignment 2)

Search

Navigation paths

HRData...v14.csv

Employ..._Name

DeptID

Salary

Position

State

DOB

Year

Sex

MaritalDesc

CitizenDesc

HispanicLatino

RaceDesc

DateofT...ination

Absences for Department and Employee_Name

Absences	IT/IS	Production	Sales	Software Engine...	Summary
Adinolfi, Wilson K	(no value)	1	(no value)	(no value)	1
Alagbe,Trina	(no value)	15	(no value)	(no value)	15
Anderson, Linda	(no value)	15	(no value)	(no value)	15
Andreola, Colby	(no value)	(no value)	(no value)	19	19
Athwal, Sam	(no value)	19	(no value)	(no value)	19
Bachlochi, Linda	(no value)	4	(no value)	(no value)	4
Bacong, Alejandro	16	(no value)	(no value)	(no value)	16
Barbossa, Hector	9	(no value)	(no value)	(no value)	9
Berone, Francesc...	(no value)	7	(no value)	(no value)	7
Beak, Kimberly	(no value)	16	(no value)	(no value)	16
Beatrice, Courtney	(no value)	12	(no value)	(no value)	12
Becker, Scott	(no value)	13	(no value)	(no value)	13
Bernstein, Sean	(no value)	13	(no value)	(no value)	13
Blden, Lowan M	(no value)	7	(no value)	(no value)	7

Details

Absences is unusually high when Department is Production.

Across all values of Department and Employee_Name, the sum of Absences is over two thousand.

The summed values of Absences range from 1 to 20.

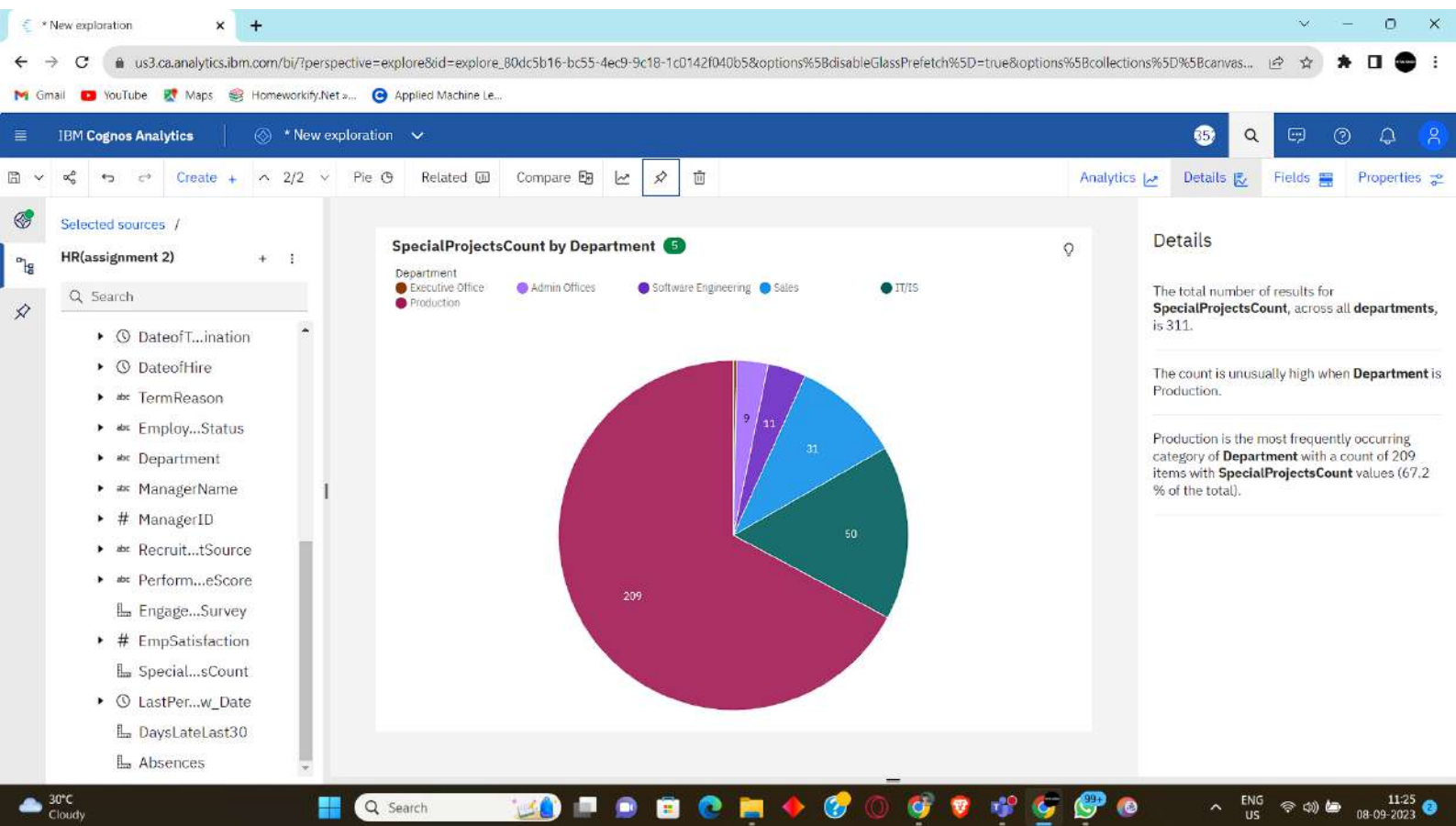
For Absences, the most significant values of Employee_Name are Sparks, Taylor, Good, Susan, LeBlanc, Brandon R, McKenna, Sandy, and Hankard, Earnest, whose respective Absences values add up to 100, or 4.9 % of the total.

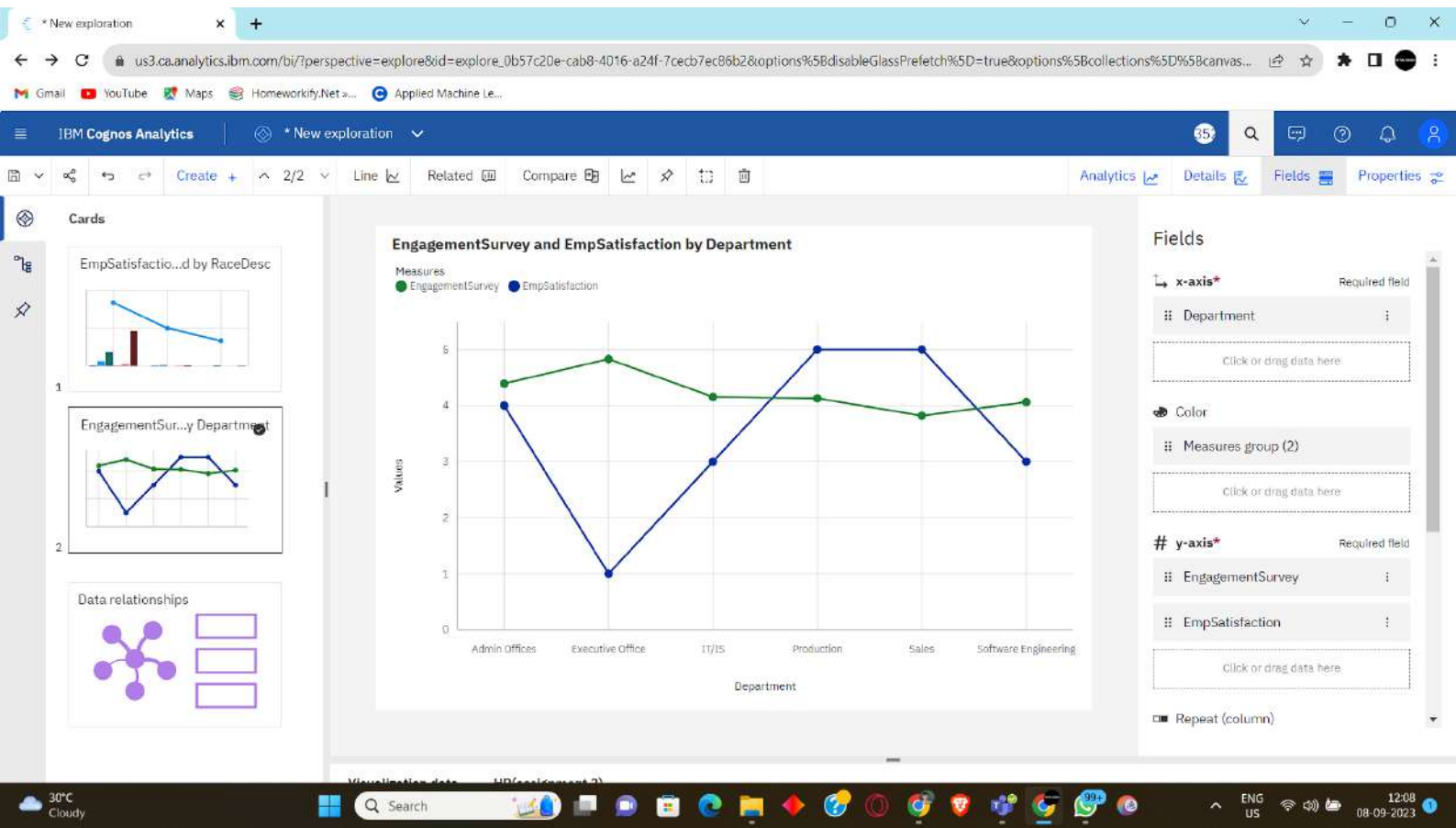
For Absences, the most significant value of Department is Production, whose respective Absences values add up to over a thousand, or 58.6 % of the total.

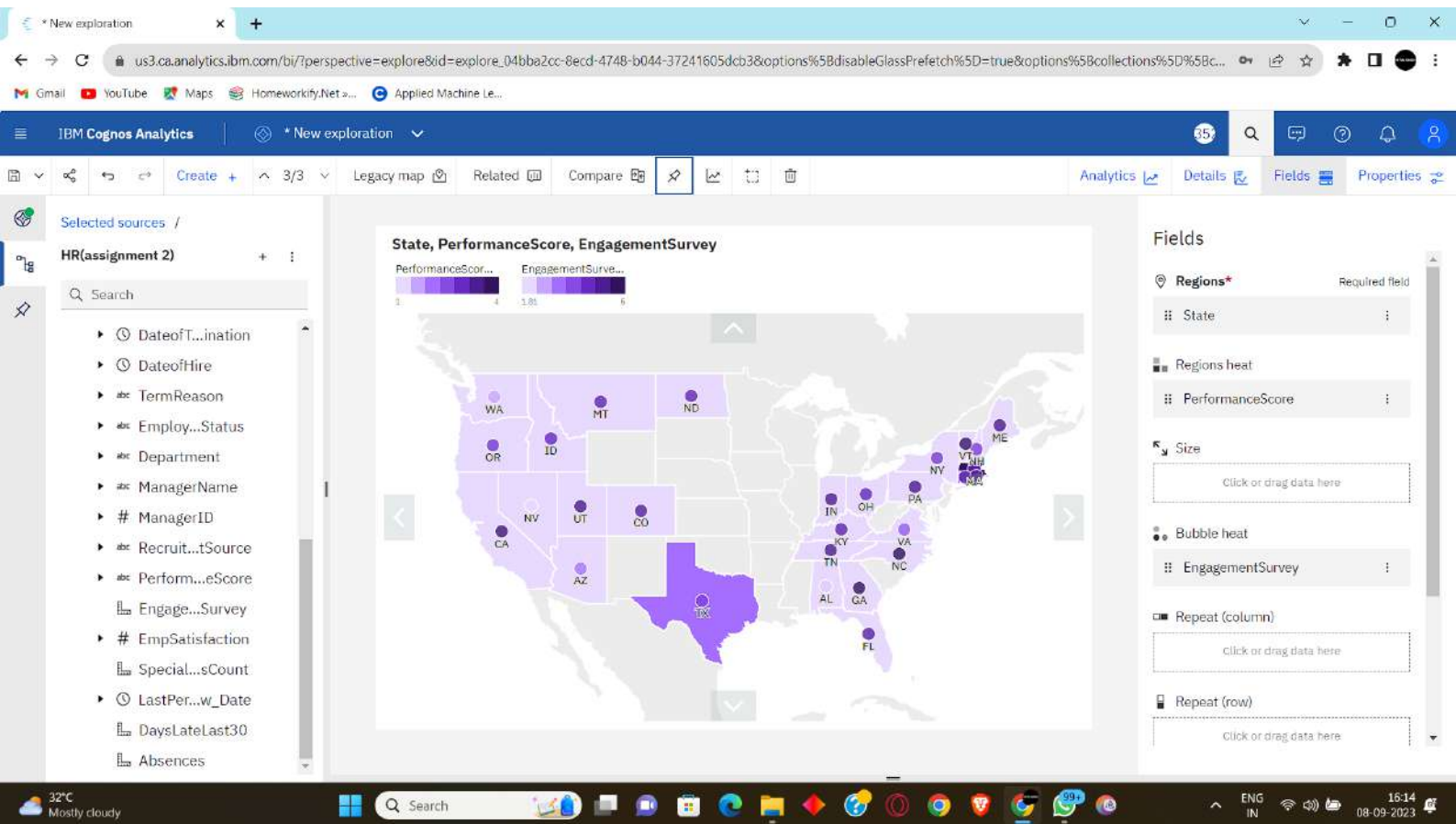
29°C Cloudy

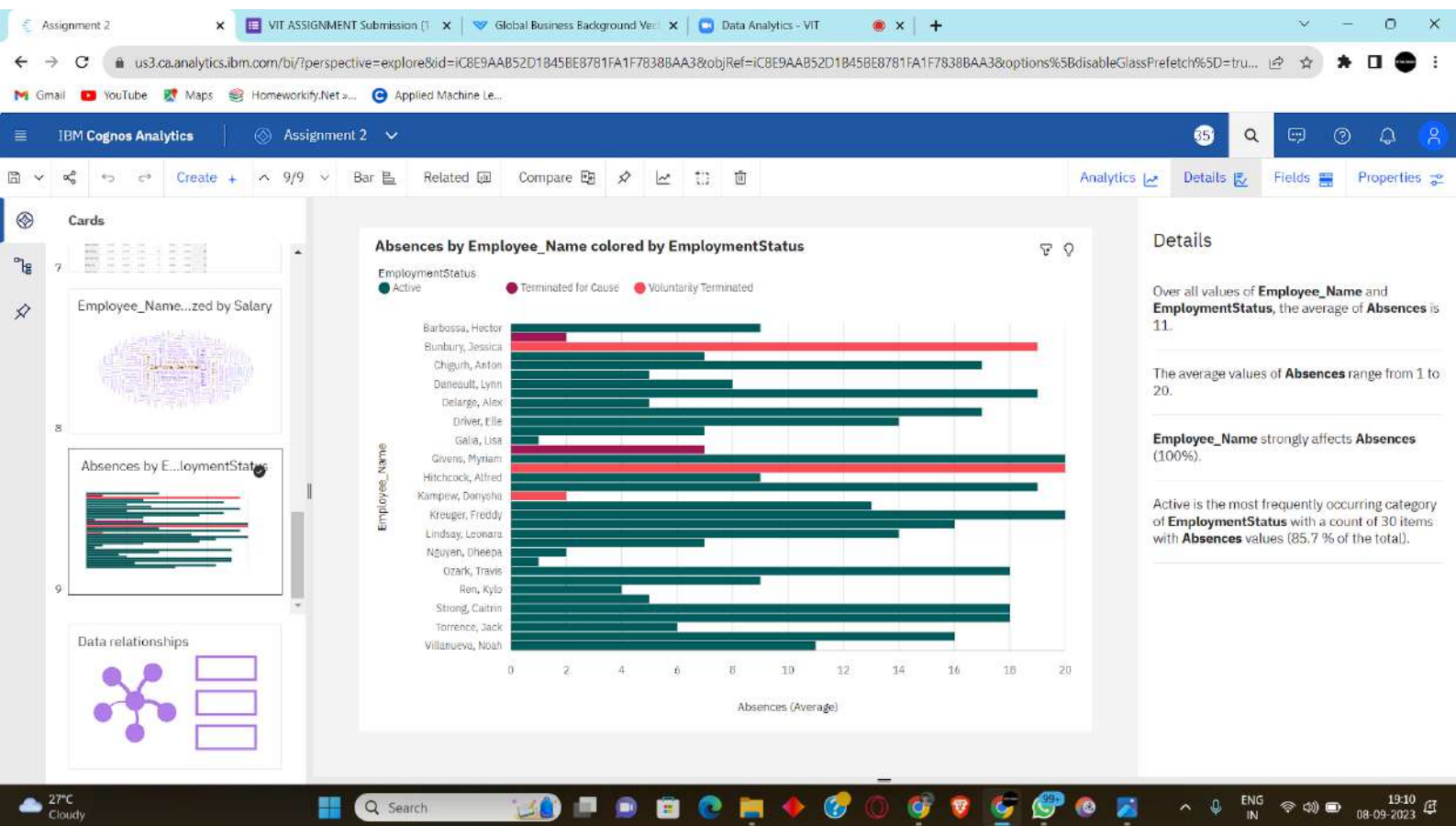
Search

ENG US10:4608-09-2023

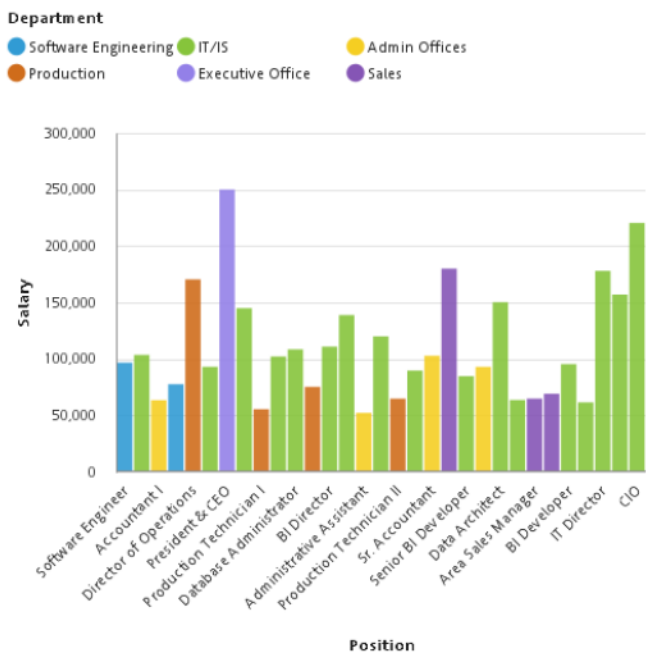








Salary by Position



No. of projects by Department

