DATA ANALYTICS WITH IBM COGNOS ANALYTICS

NAME: KESAVARSHINI APPIKATLA

REG NUM: 21BCE7074

ASSIGNMENT-2: HR DATA ANALYSIS

HR DATA MODULE:

Grid | Relationships | Custom tables

Row Id	Employee_Name	EmpID	MarriedID	EmpStatusID
1	Adinolfi, Wilson K	10026	0	1
2	Ait Sidi, Karthikeyan	10084	1	5
3	Akinkuolie, Sarah	10196	1	5
4	Alagbe,Trina	10088	1	1
5	Anderson, Carol	10069	0	5
6	Anderson, Linda	10002	0	1
7	Andreola, Colby	10194	0	1
8	Athwal, Sam	10062	0	1
9	Bachiochi, Linda	10114	0	3

Grid | Relationships | Custom tables

FromDiversityJobFairID	Salary	Position	State	Zip
0	62506	Production Technician I	MA	1960
0	104437	Sr. DBA	MA	2148
0	64955	Production Technician II	MA	1810
0	64991	Production Technician I	MA	1886
0	50825	Production Technician I	MA	2169
0	57568	Production Technician I	MA	1844
0	95660	Software Engineer	MA	2110
0	59365	Production Technician I	MA	2199
1	47837	Production Technician I	MA	1902

Grid | Relationships | Custom tables

DOB	Year Of Birth	Sex	MaritalDesc	CitizenDesc
1983-07-10	1983	M	Single	US Citizen
1975-05-05	1975	M	Married	US Citizen
1988-09-19	1988	F	Married	US Citizen
1988-09-27	1988	F	Married	US Citizen
1989-09-08	1989	F	Divorced	US Citizen
1977-05-22	1977	F	Single	US Citizen
1979-05-24	1979	F	Single	US Citizen
1983-02-18	1983	M	Widowed	US Citizen
1970-02-11	1970	F	Single	US Citizen

Grid | Relationships | Custom tables

HispanicLatino	RaceDesc	DateofHire	Year Of Hire	DateofTermination
No	White	2011-07-05	2011	Null
No	White	2015-03-30	2015	2016-06-16
No	White	2011-07-05	2011	2012-09-24
No	White	2008-01-07	2008	Null
No	White	2011-07-11	2011	2016-09-06
No	White	2012-01-09	2012	Null
No	White	2014-11-10	2014	Null
No	White	2013-09-30	2013	Null
No	Black or African American	2009-07-06	2009	Null

Grid | Relationships | Custom tables

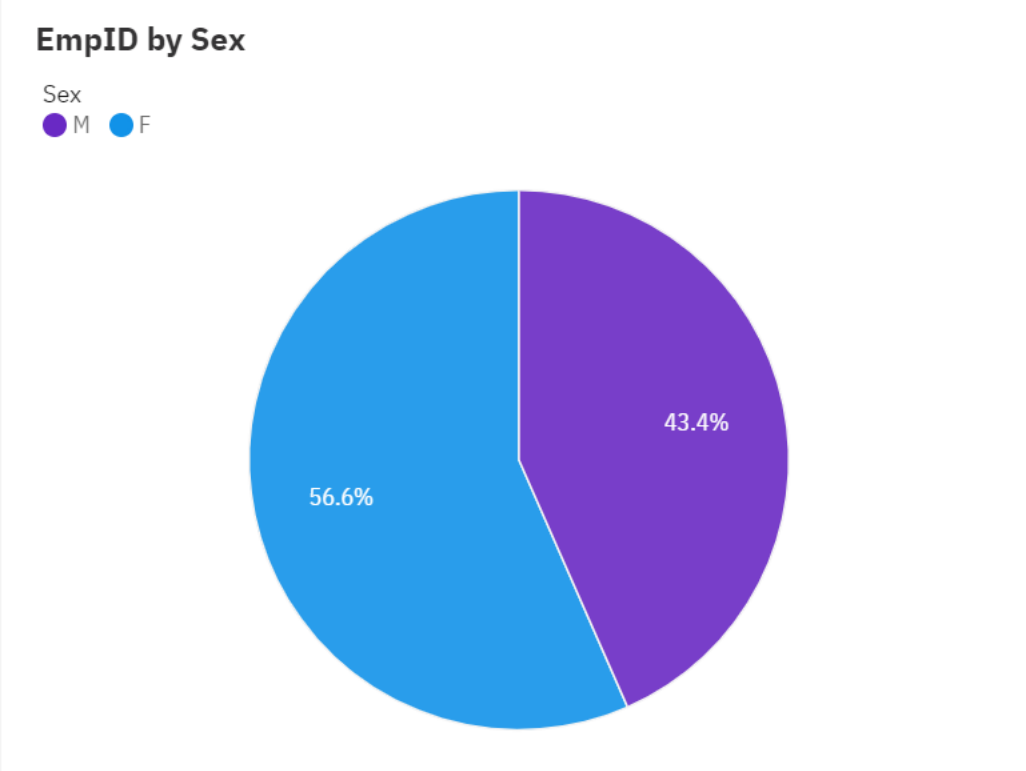
Year Of Termination	TermReason	EmploymentStatus	Department	ManagerName
Null	N/A-StillEmployed	Active	Production	Michael Albert
2016	career change	Voluntarily Terminated	IT/IS	Simon Roup
2012	hours	Voluntarily Terminated	Production	Kissy Sullivan
Null	N/A-StillEmployed	Active	Production	Elijiah Gray
2016	return to school	Voluntarily Terminated	Production	Webster Butler
Null	N/A-StillEmployed	Active	Production	Amy Dunn
Null	N/A-StillEmployed	Active	Software Engineering	Alex Sweetwater
Null	N/A-StillEmployed	Active	Production	Ketsia Liebig
Null	N/A-StillEmployed	Active	Production	Brannon Miller

Grid | Relationships | Custom tables

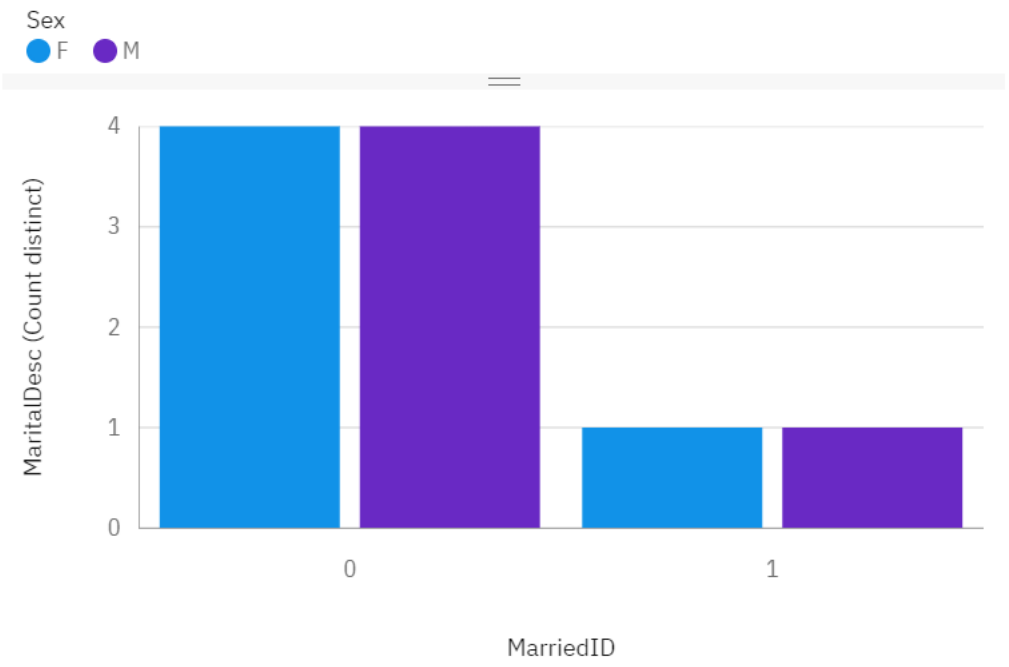
RecruitmentSource	PerformanceScore	EngagementSurvey	EmpSatisfaction	SpecialProjectsCount
LinkedIn	Exceeds	4.6	5	0
Indeed	Fully Meets	4.96	3	6
LinkedIn	Fully Meets	3.02	3	0
Indeed	Fully Meets	4.84	5	0
Google Search	Fully Meets	5	4	0
LinkedIn	Exceeds	5	5	0
LinkedIn	Fully Meets	3.04	3	4
Employee Referral	Fully Meets	5	4	0
Diversity Job Fair	Fully Meets	4.46	3	0

LastPerfor...eview_Date	DaysLateLast30	Absences
2019-01-17	0	1
2016-02-24	0	17
2012-05-15	0	3
2019-01-03	0	15
2016-02-01	0	2
2019-01-07	0	15
2019-01-02	0	19
2019-02-25	0	19
2019-01-25	0	4

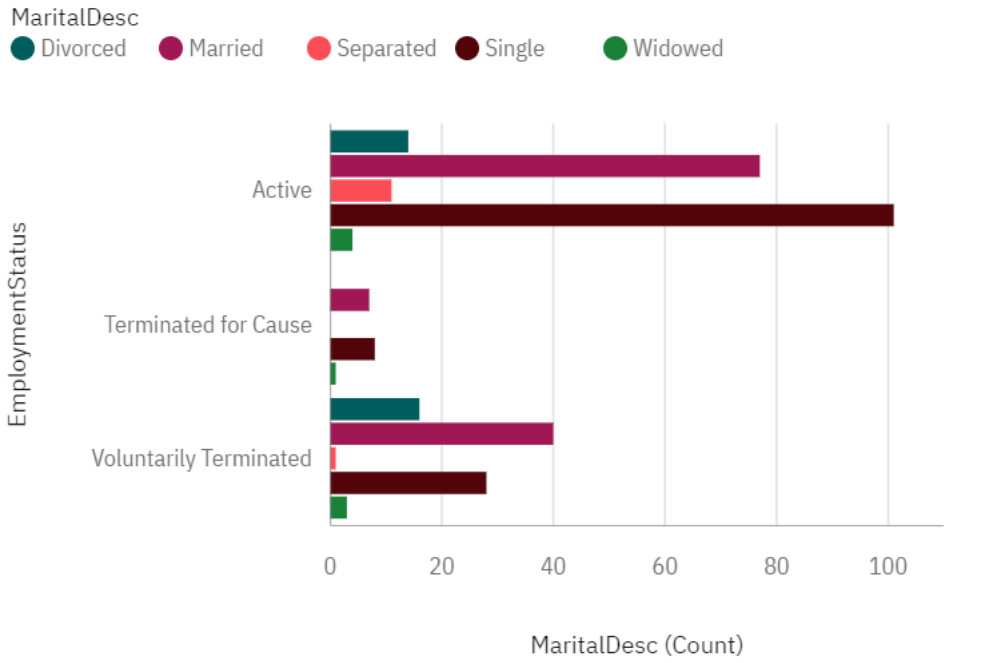
HR EXPLORATION:



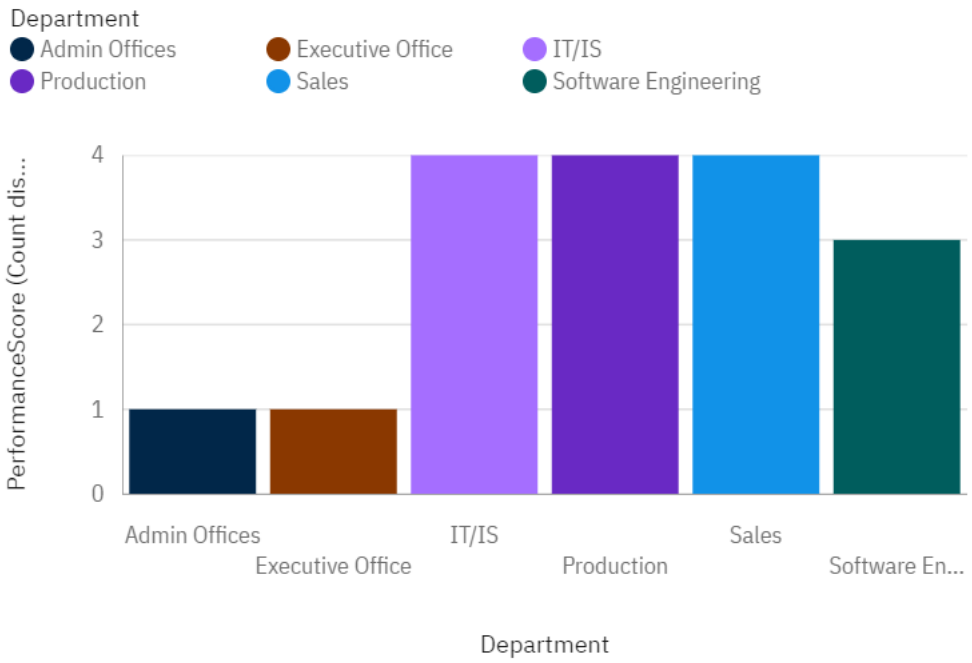
MaritalDesc by MarriedID colored by Sex



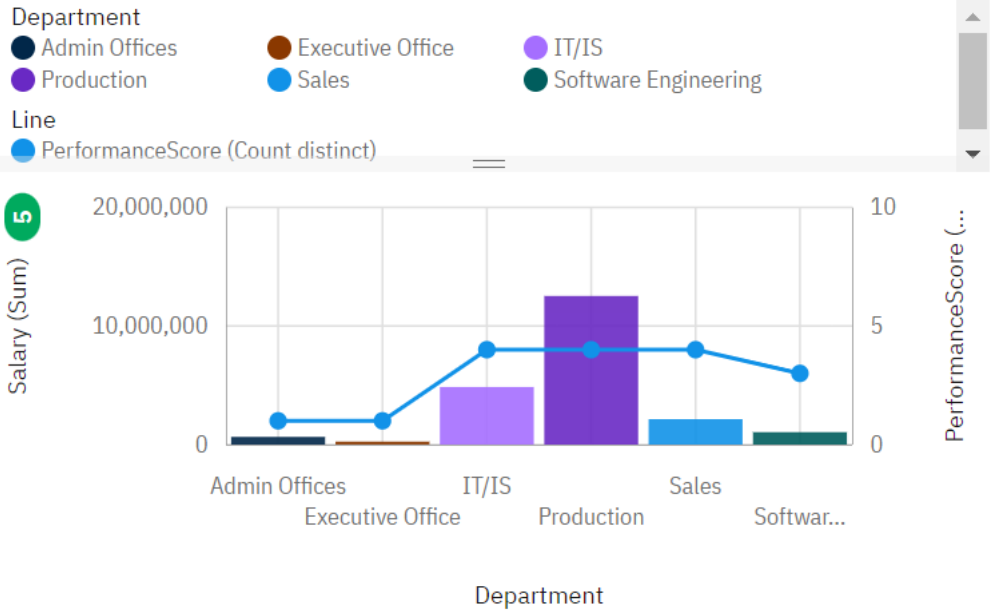
MaritalDesc by EmploymentStatus colored by MaritalDesc



PerformanceScore by Department colored by Department



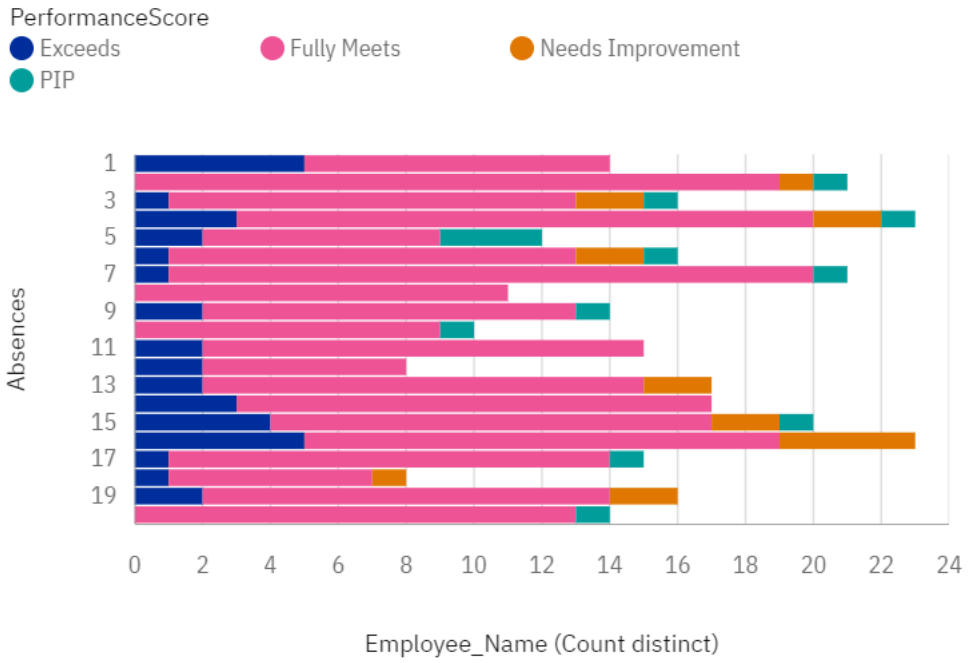
PerformanceScore and Salary for Department colored by Department



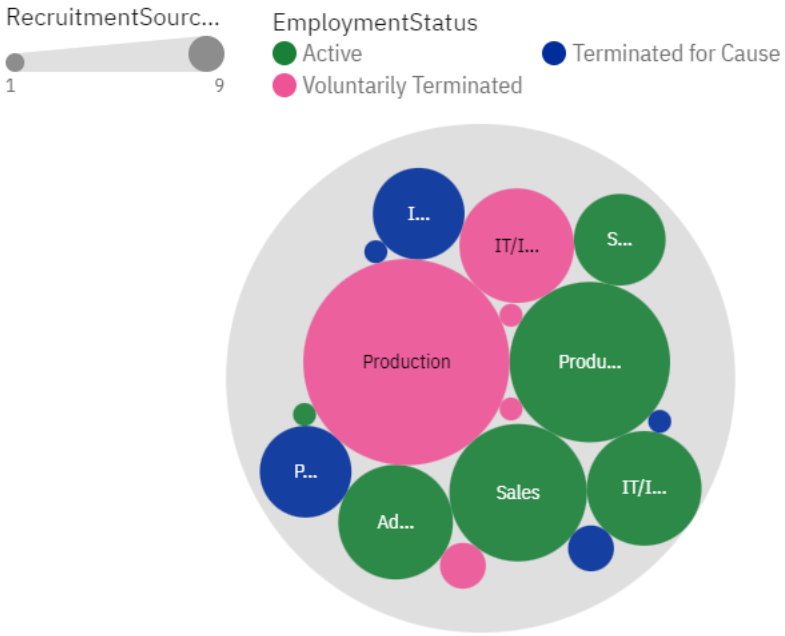
DateofTermination, EmpID and DateofHire

EmpID	DateofHire	DateofTermination
10001	1/28/2016	(no value)
10002	1/9/2012	(no value)
10003	7/7/2014	(no value)
10004	11/7/2011	11/14/2015
10005	11/7/2011	9/7/2015
10006	1/10/2011	(no value)
10007	5/12/2014	(no value)
10008	1/21/2011	(no value)
10009	7/5/2011	(no value)
10010	4/10/2010	(no value)

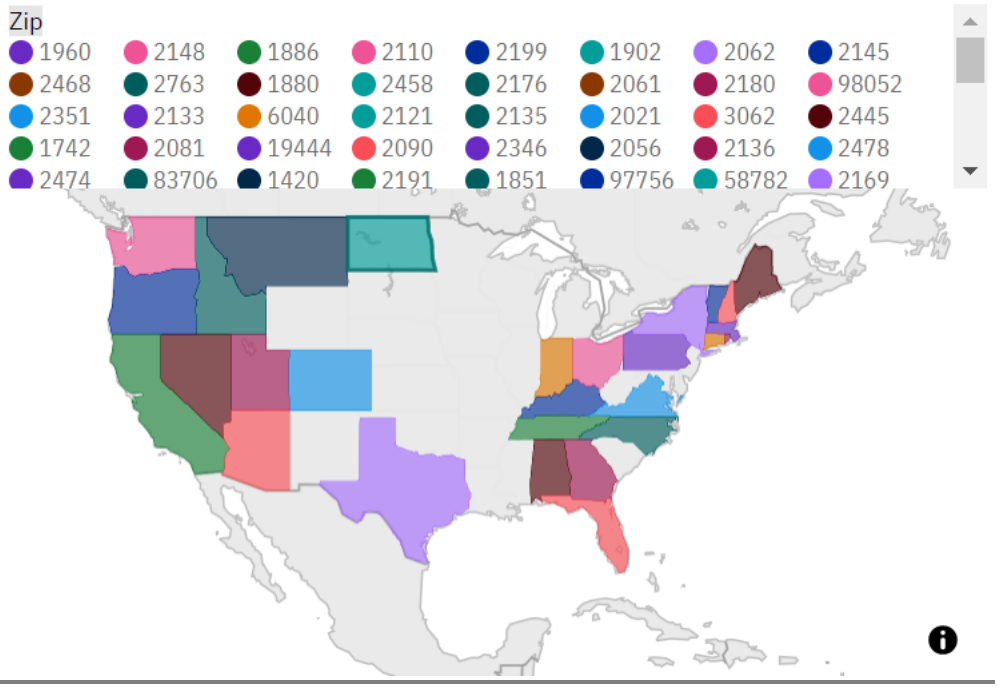
Employee_Name by Absences colored by PerformanceScore



Department hierarchy colored by EmploymentStatus and sized by RecruitmentSource



Zip for State regions



RecruitmentSource colored by EmpSatisfaction sized by SpecialProjectsCount

5

SpecialProjectsCo...

1 33

EmpSatisfaction

1 2 3 4 5

Department for SpecialProjectsCount hierarchy

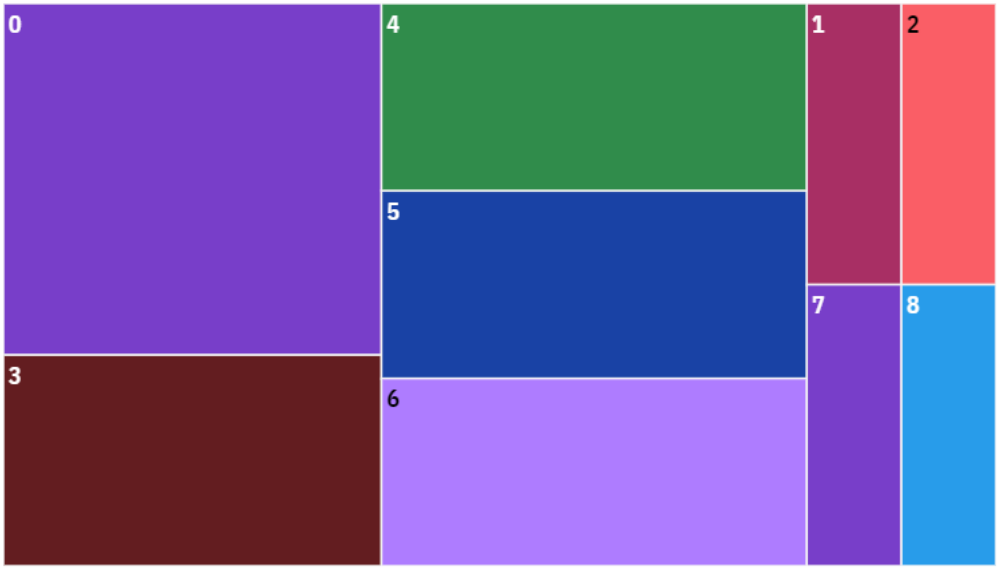
5

Department (Coun...

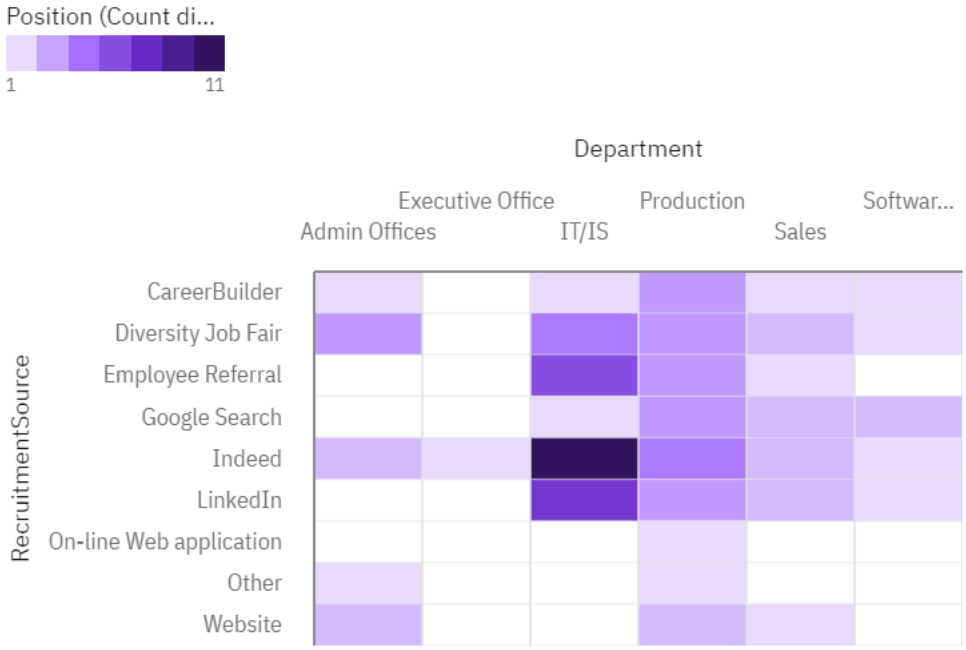
1 5

SpecialProjectsCount

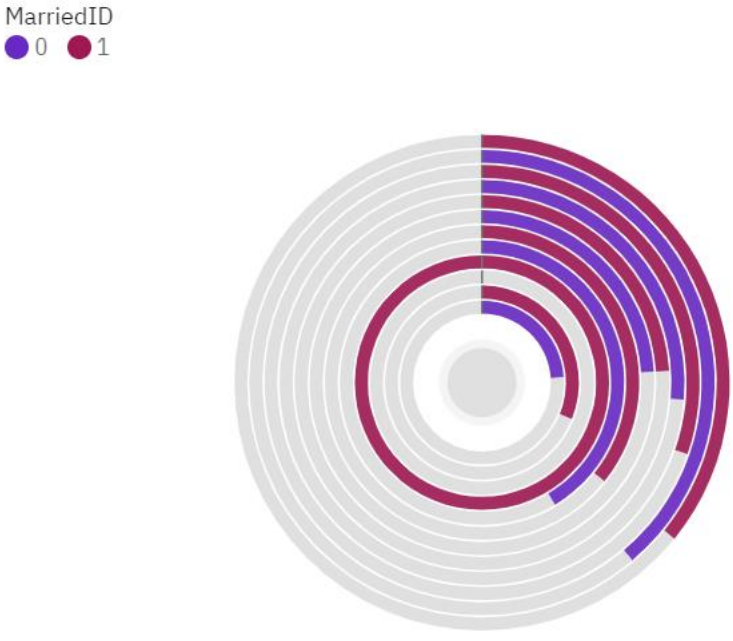
0 1 2 3 4 5 6 7 8



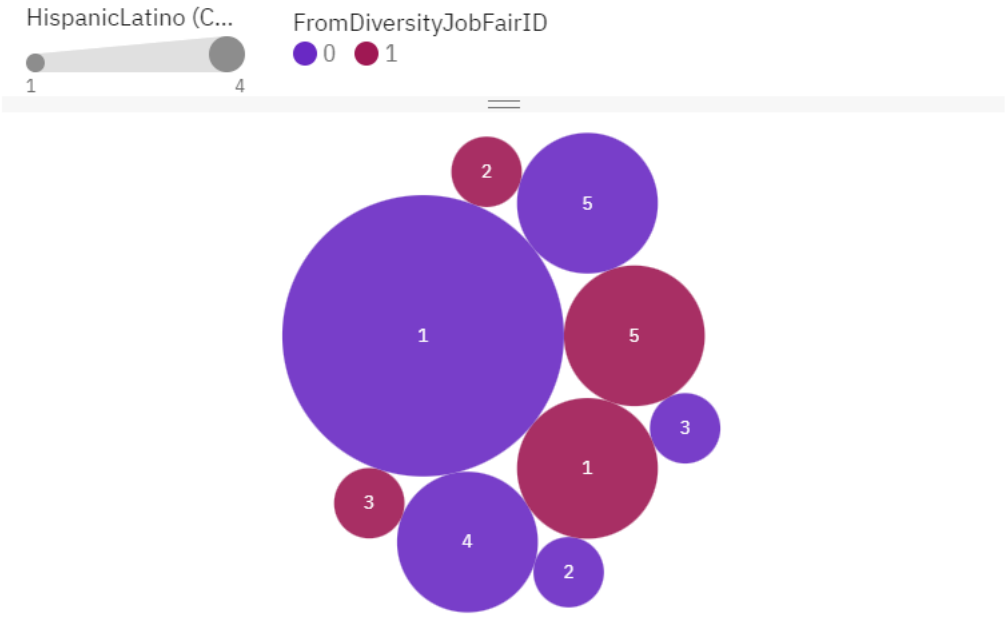
Position by RecruitmentSource and Department



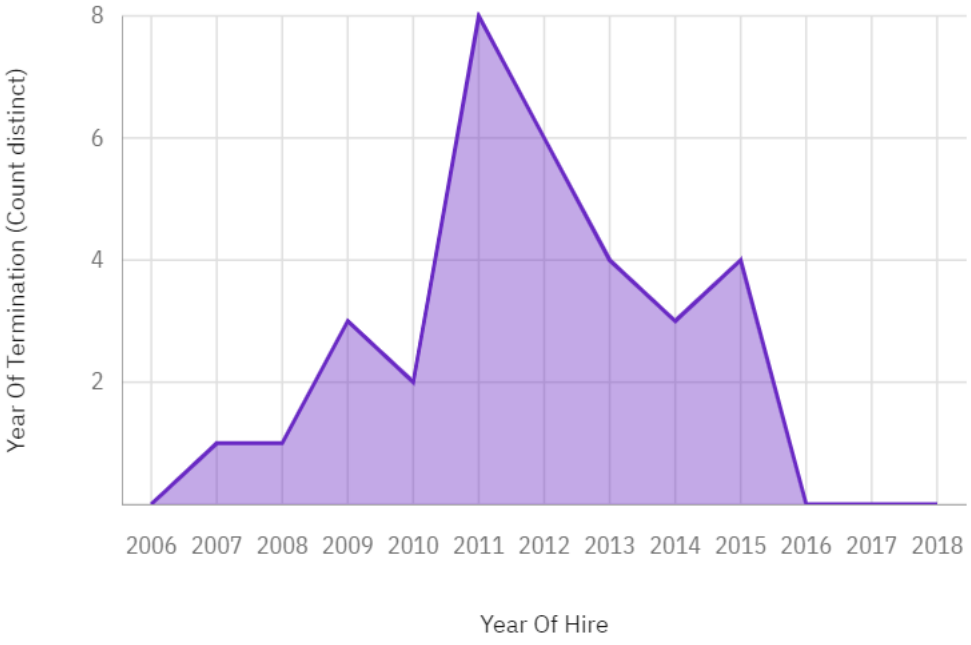
Salary by Department colored by MarriedID 5



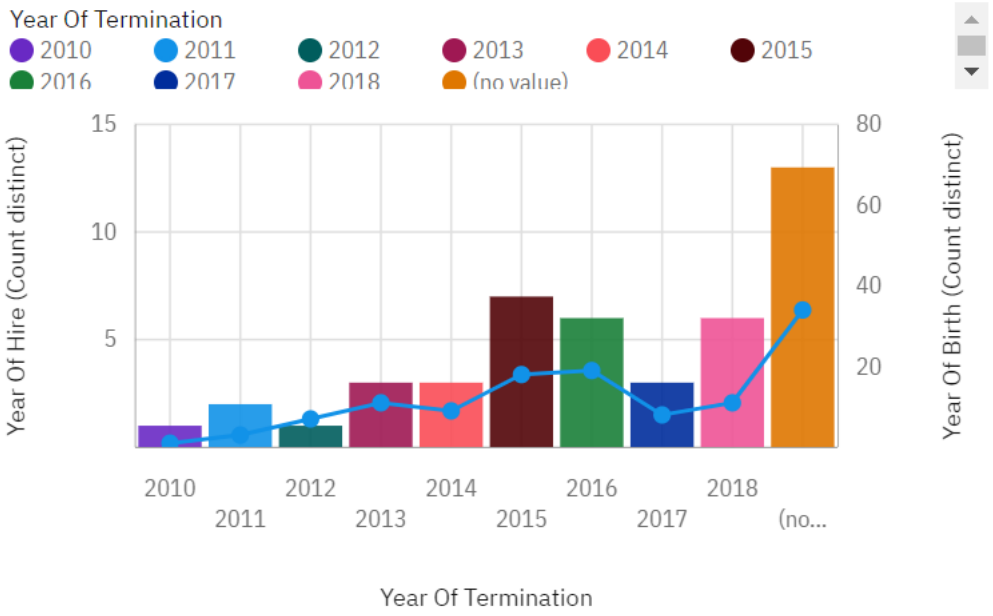
EmpStatusID colored by FromDiversityJobFairID sized by HispanicLatino



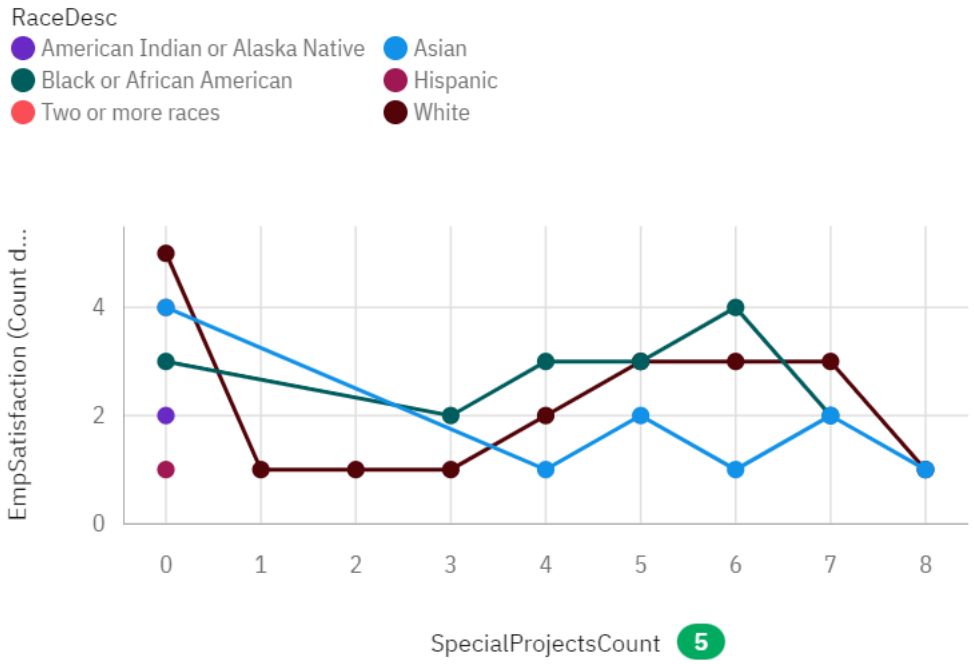
Year Of Termination by Year Of Hire



Year Of Birth and Year Of Hire for Year Of Termination colored by Year Of Termination



EmpSatisfaction by SpecialProjectsCount colored by RaceDesc



Position, Department, RecruitmentSource

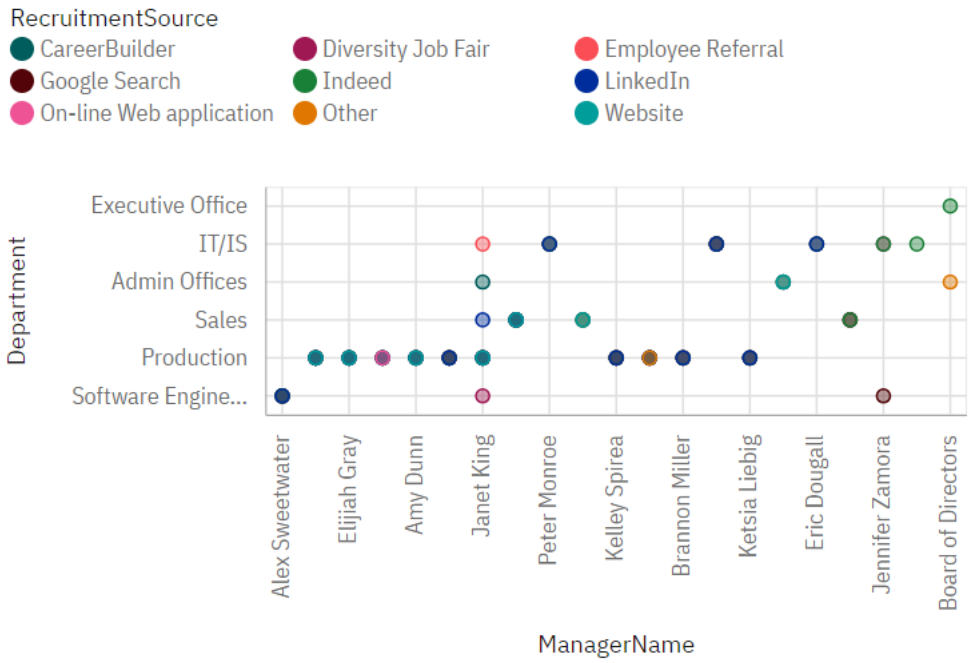
- Accountant I
  - Admin Offices
    - Diversity Job Fair
    - Indeed
    - Website
- Administrative Assistant
  - Admin Offices
    - Diversity Job Fair
    - Indeed
    - Website
- Area Sales Manager
  - Sales
    - CareerBuilder
    - Diversity Job Fair
    - Employee Referral
    - Google Search
    - Indeed
    - LinkedIn
    - Website
- BI Developer

EngagementSurvey

4.11

EngagementSurvey

ManagerName by Department colored by RecruitmentSource

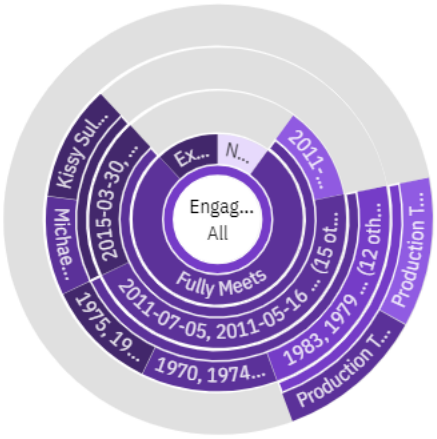


EngagementSurvey

Tree sunburst | Tree diagram | Rules

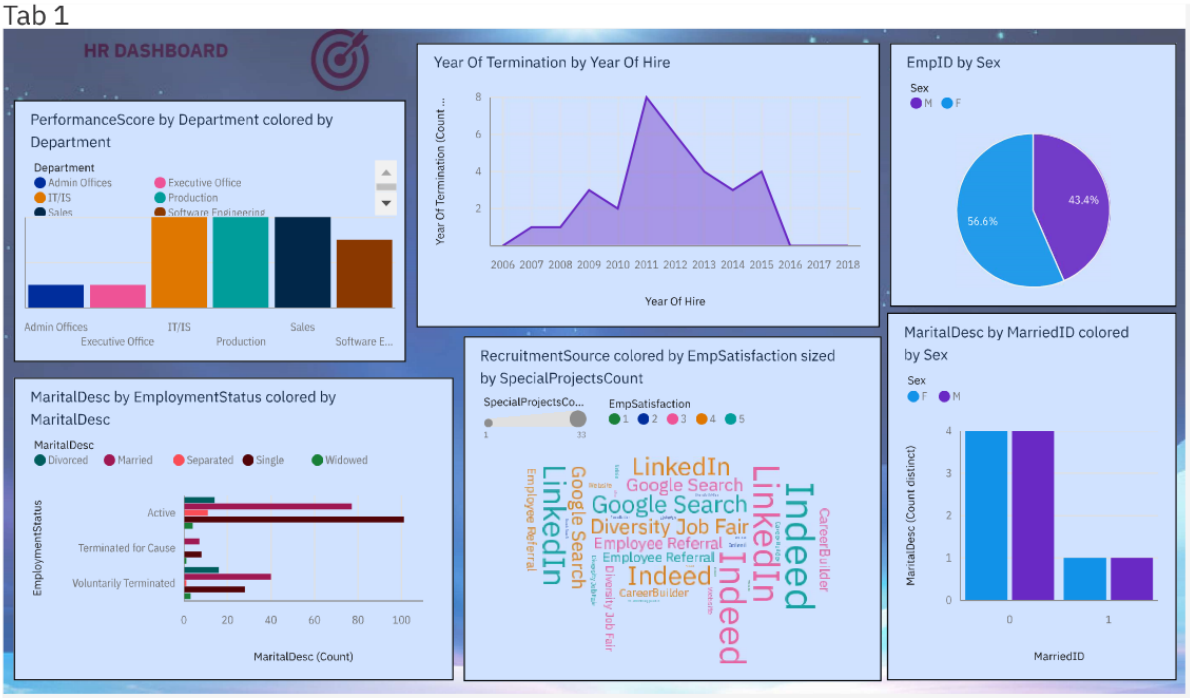
Nodes

All



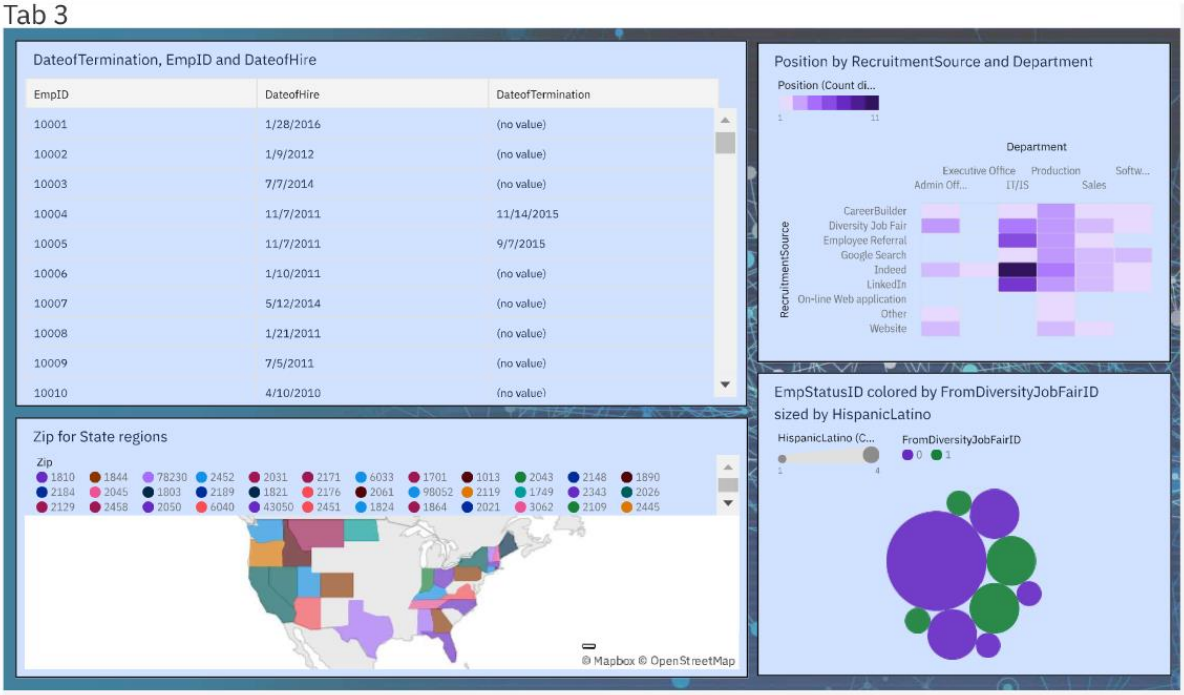
HR DASHBOARD:

Tab 1

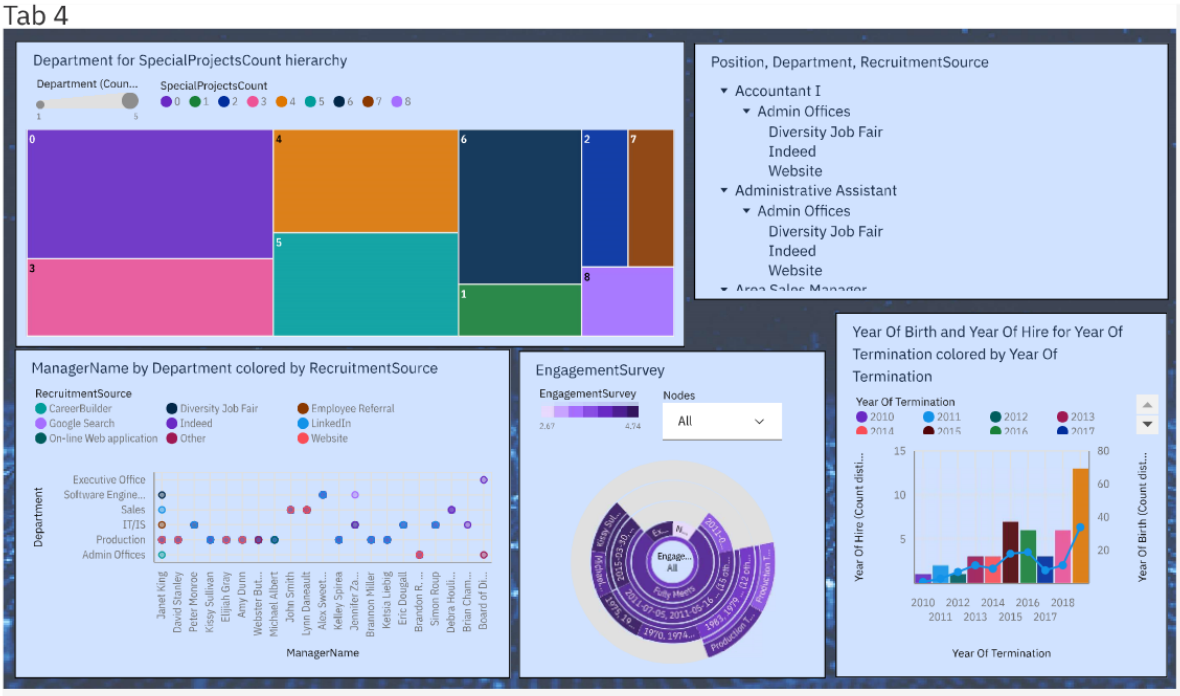


Tab 2

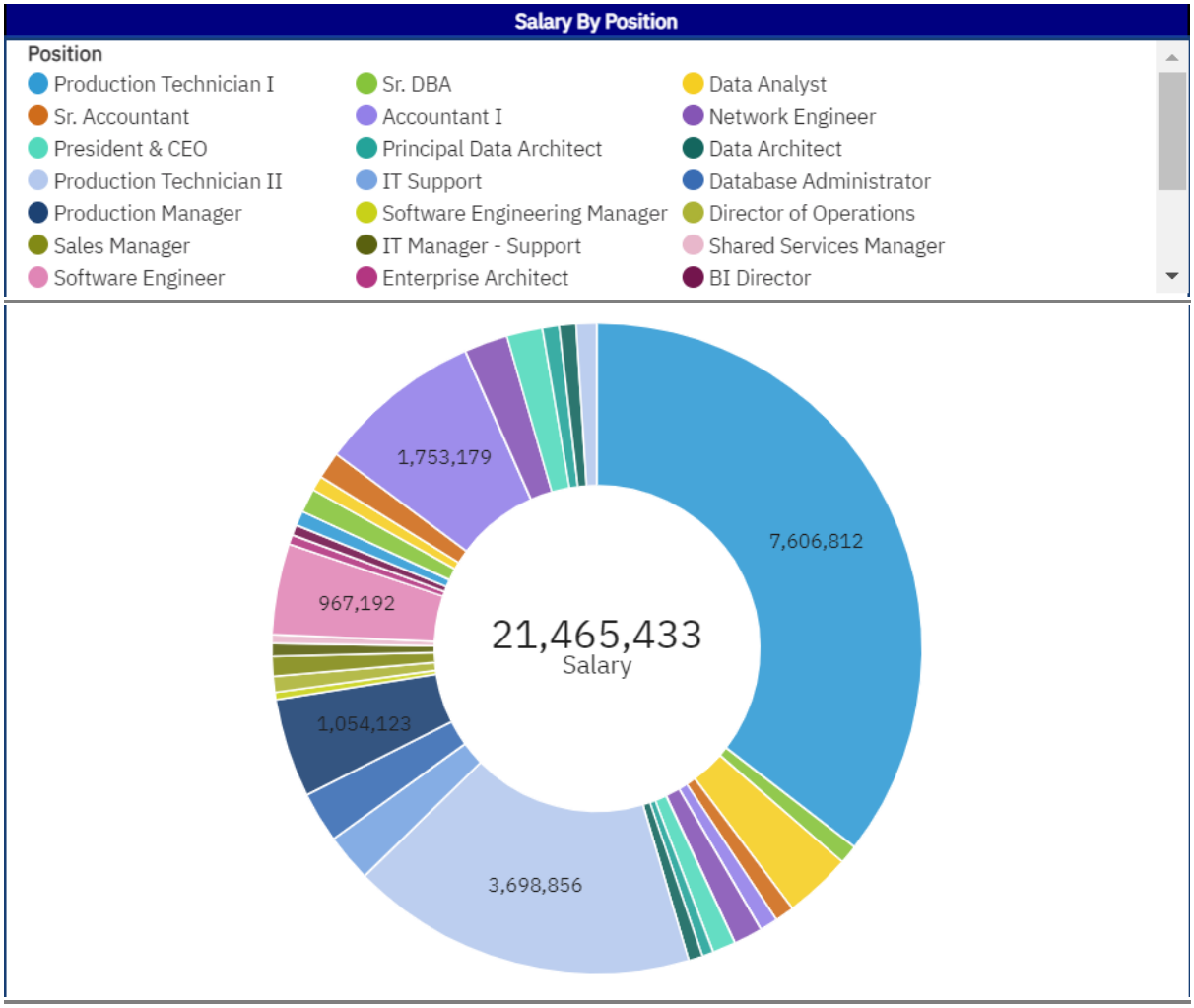
Tab 3

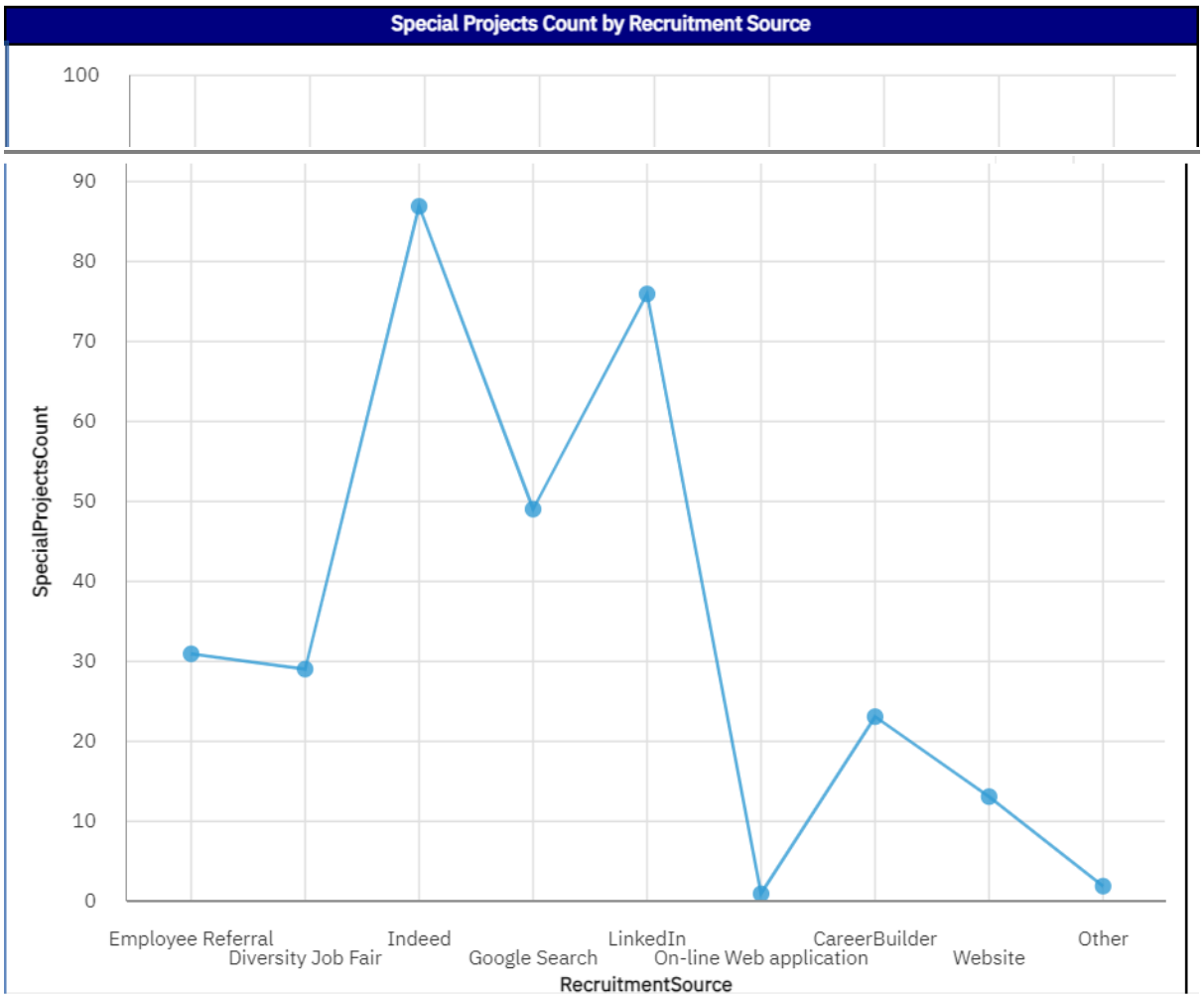

DateofTermination, EmpID and DateofHire
EmpID
DateofHire
DateofTermination
10001 1/28/2016 (no value)
10002 1/9/2012 (no value)
10003 7/7/2014 (no value)
10004 11/7/2011 11/14/2015
10005 11/7/2011 9/7/2015
10006 1/10/2011 (no value)
10007 5/12/2014 (no value)
10008 1/21/2011 (no value)
10009 7/5/2011 (no value)
10010 4/10/2010 (no value)
Position by RecruitmentSource and Department
Position (Count di...
Department
Executive Office
Production
Softw...
Admin Off...
IT/IS
Sales
RecruitmentSource
CareerBuilder
Diversity Job Fair
Employee Referral
Google Search
Indeed
LinkedIn
On-line Web application
Other
Website
Zip for State regions
Zip
1810 1844 78230 2452 2031 2171 6033 1701 1013 2043 2148 1890
2184 2045 1803 2189 1821 2176 2061 98052 2119 1749 2343 2026
2129 2458 2050 6040 43050 2451 1824 1864 2021 3062 2109 2445
© Mapbox © OpenStreetMap
EmpStatusID colored by FromDiversityJobFairID sized by HispanicLatino
HispanicLatino (C...
FromDiversityJobFairID
0 1

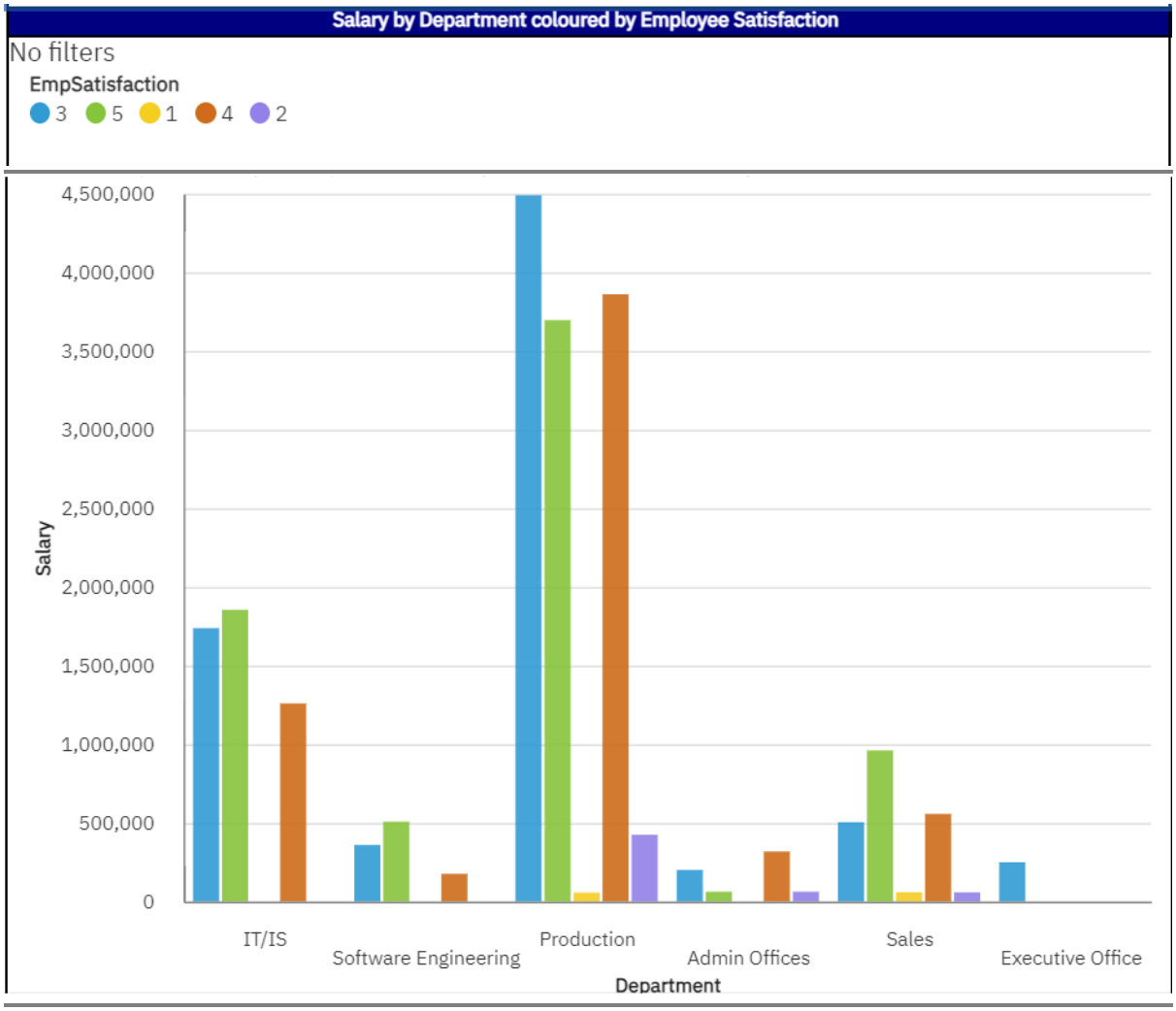
Tab 4

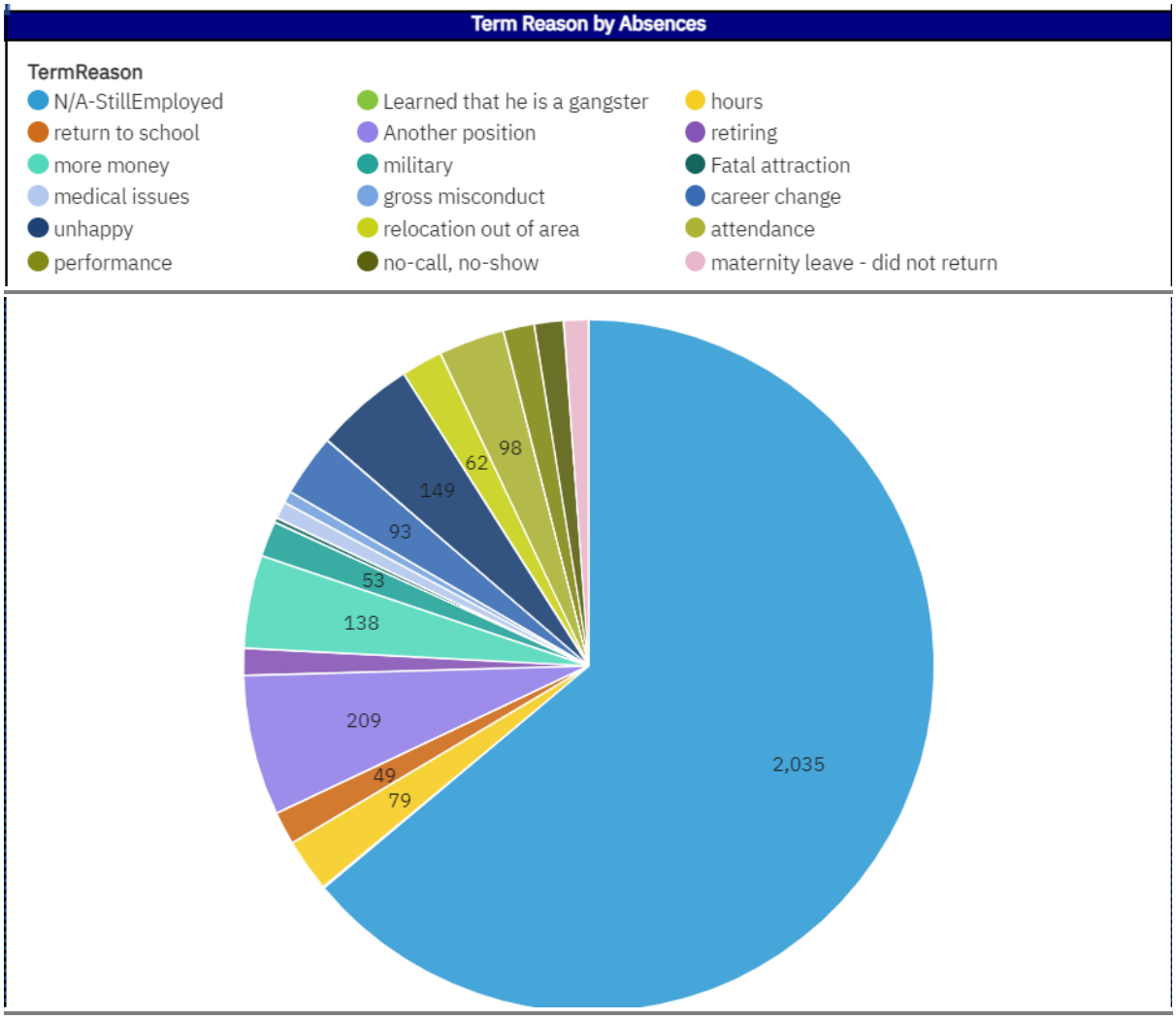

Department for SpecialProjectsCount hierarchy
Department (Coun...
SpecialProjectsCount
0 1 2 3 4 5 6 7 8
Position, Department, RecruitmentSource
Accountant I
Admin Offices
Diversity Job Fair
Indeed
Website
Administrative Assistant
Admin Offices
Diversity Job Fair
Indeed
Website
ManagerName by Department colored by RecruitmentSource
RecruitmentSource
CareerBuilder
Diversity Job Fair
Employee Referral
Google Search
Indeed
LinkedIn
On-line Web application
Other
Website
Department
Executive Office
Software Engine...
Sales
IT/IS
Production
Admin Offices
ManagerName
EngagementSurvey
EngagementSurvey
Nodes
All
Year Of Birth and Year Of Hire for Year Of Termination colored by Year Of Termination
Year Of Termination
2010 2011 2012 2013
Year Of Hire (Count disti...
Year Of Birth (Count dist...
Year Of Termination

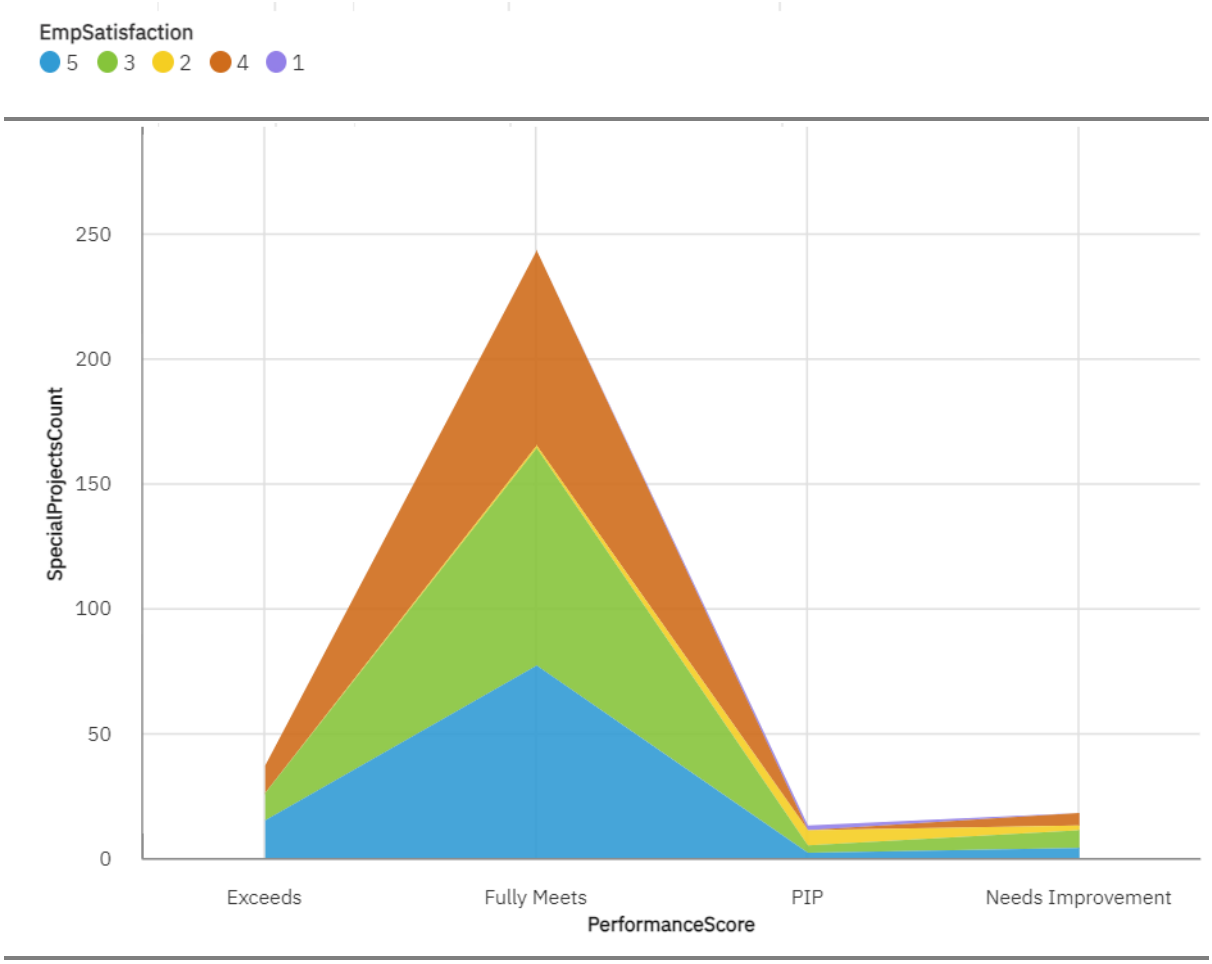
HR REPORT:


Salary By Position
Position
Production Technician I
Sr. DBA
Data Analyst
Sr. Accountant
Accountant I
Network Engineer
President & CEO
Principal Data Architect
Data Architect
Production Technician II
IT Support
Database Administrator
Production Manager
Software Engineering Manager
Director of Operations
Sales Manager
IT Manager - Support
Shared Services Manager
Software Engineer
Enterprise Architect
BI Director
1,753,179
7,606,812
967,192
21,465,433
Salary
1,054,123
3,698,856


Special Projects Count by Recruitment Source
100
90
80
70
60
50
40
30
20
10
0
SpecialProjectsCount
Employee Referral
Diversity Job Fair
Indeed
Google Search
LinkedIn
On-line Web application
CareerBuilder
Website
Other
RecruitmentSource


Salary by Department coloured by Employee Satisfaction
No filters
EmpSatisfaction
3
5
1
4
2
4,500,000
4,000,000
3,500,000
3,000,000
2,500,000
2,000,000
1,500,000
1,000,000
500,000
0
Salary
IT/IS
Software Engineering
Production
Admin Offices
Sales
Executive Office
Department

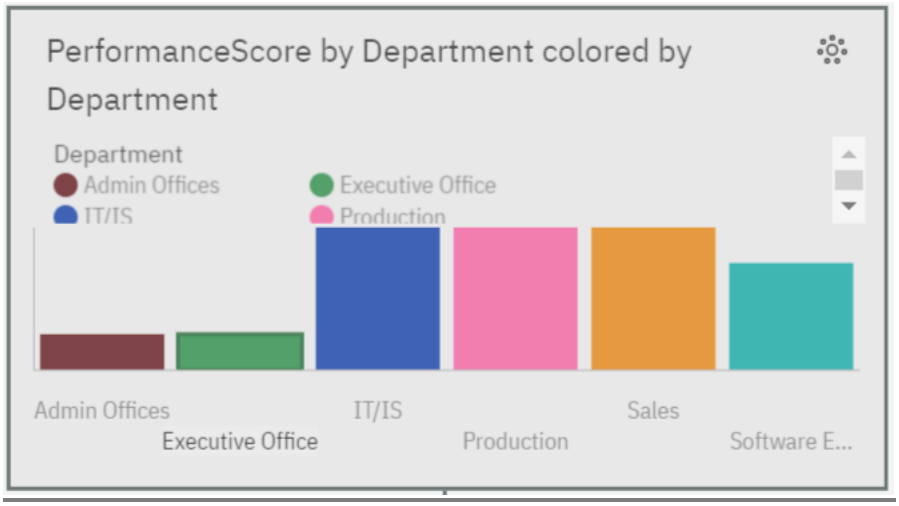

Term Reason by Absences
TermReason
N/A-StillEmployed
Learned that he is a gangster
hours
return to school
Another position
retiring
more money
military
Fatal attraction
medical issues
gross misconduct
career change
unhappy
relocation out of area
attendance
performance
no-call, no-show
maternity leave - did not return
2,035
79
49
209
138
53
93
149
62
98

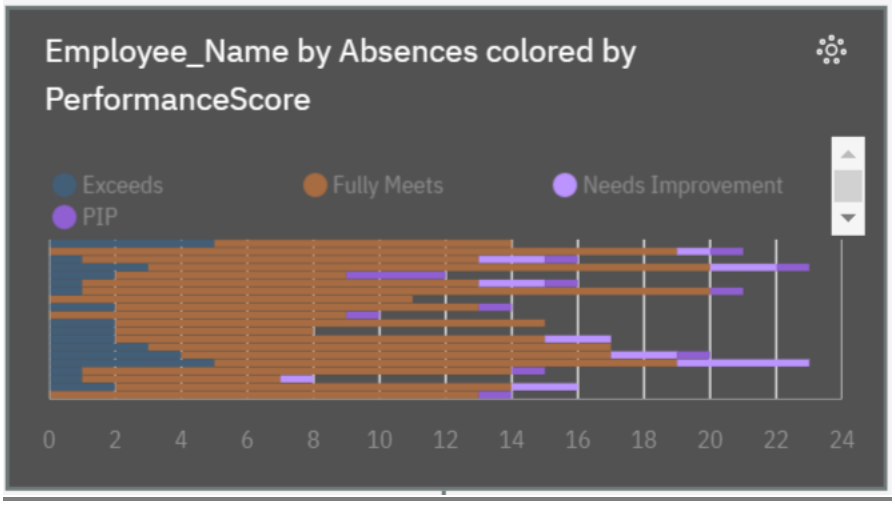

EmpSatisfaction
5
3
2
4
1
250
200
150
100
50
0
SpecialProjectsCount
Exceeds
Fully Meets
PIP
Needs Improvement
PerformanceScore

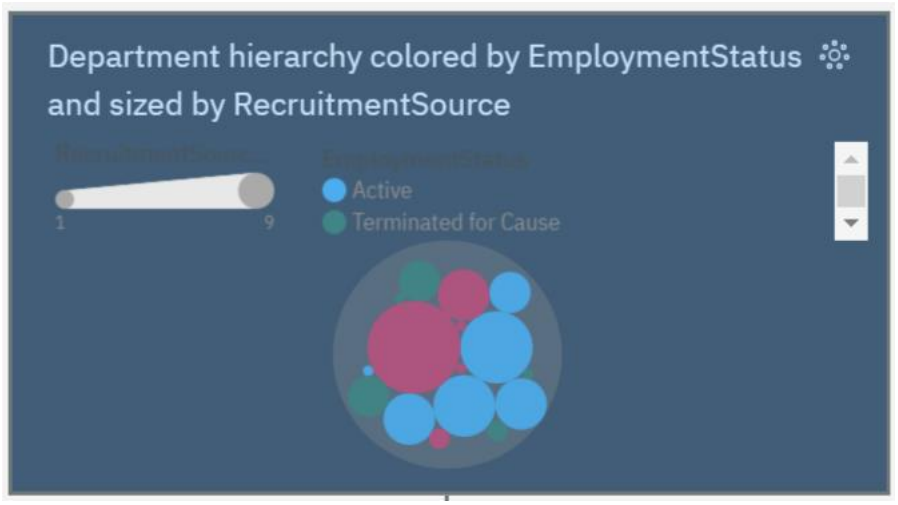
HR STORY:

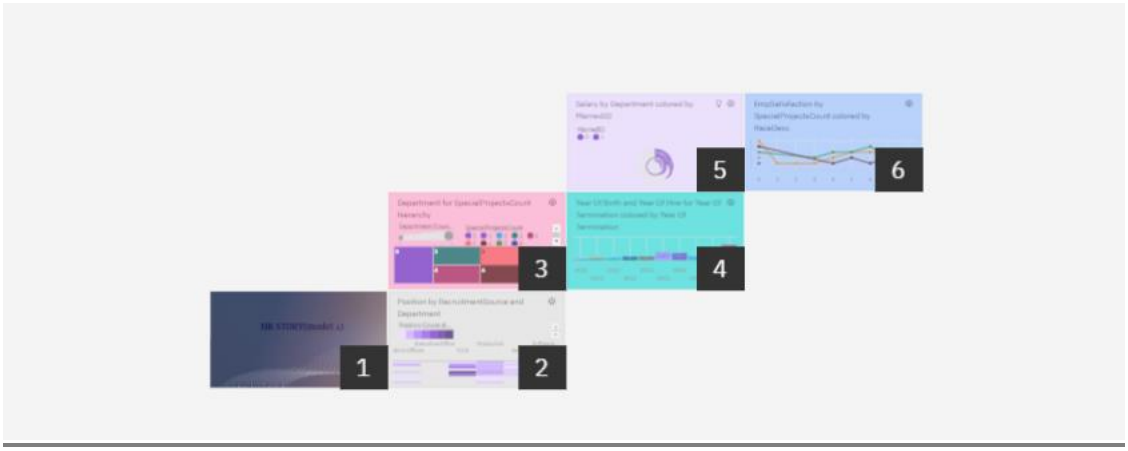
HR STORY
PerformanceScore by Department colored by Department
Employee_Name by Absences colored by PerformanceScore
Department hierarchy colored by EmploymentStatus and sized by

HR STORY

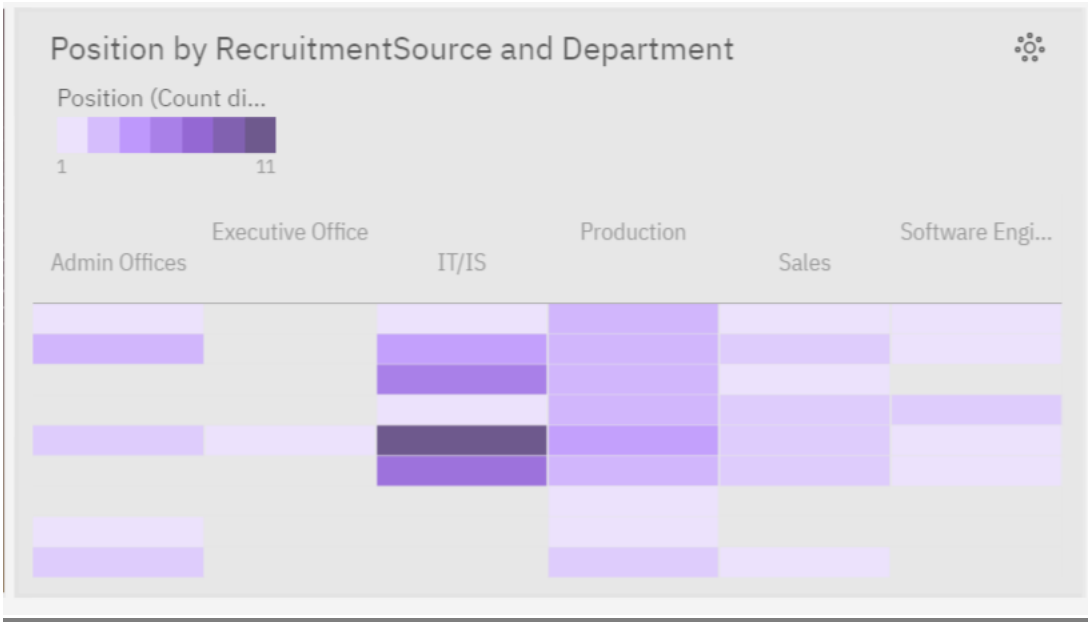

PerformanceScore by Department colored by Department
Department
Admin Offices
Executive Office
IT/IS
Production
Admin Offices
Executive Office
IT/IS
Production
Sales
Software E...

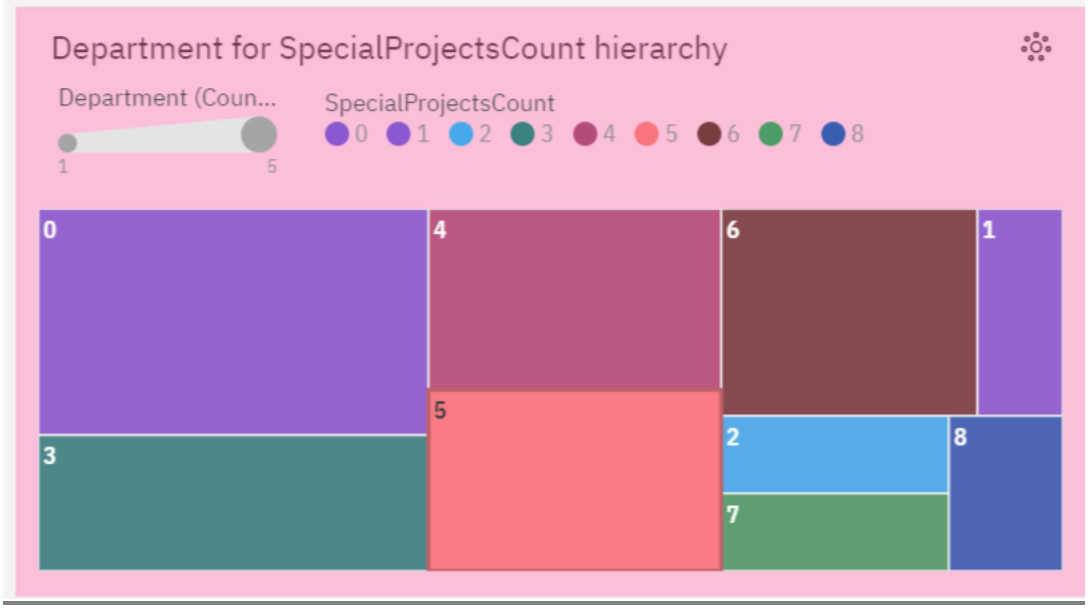

Employee_Name by Absences colored by PerformanceScore
Exceeds
Fully Meets
Needs Improvement
PIP
0
2
4
6
8
10
12
14
16
18
20
22
24

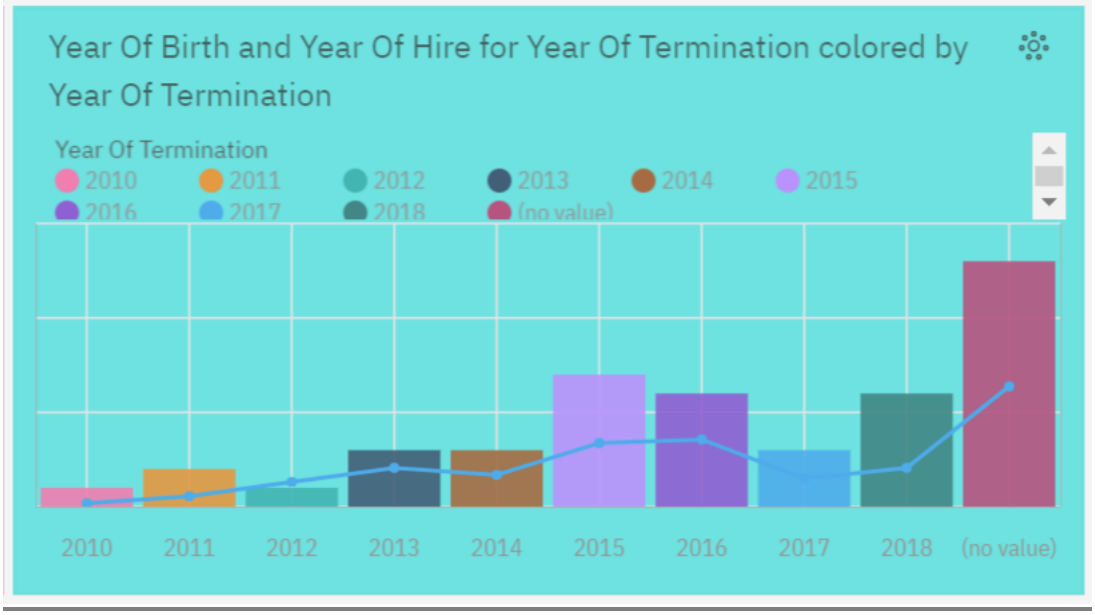

Department hierarchy colored by EmploymentStatus and sized by RecruitmentSource
1
9
Active
Terminated for Cause


1
2
3
4
5
6

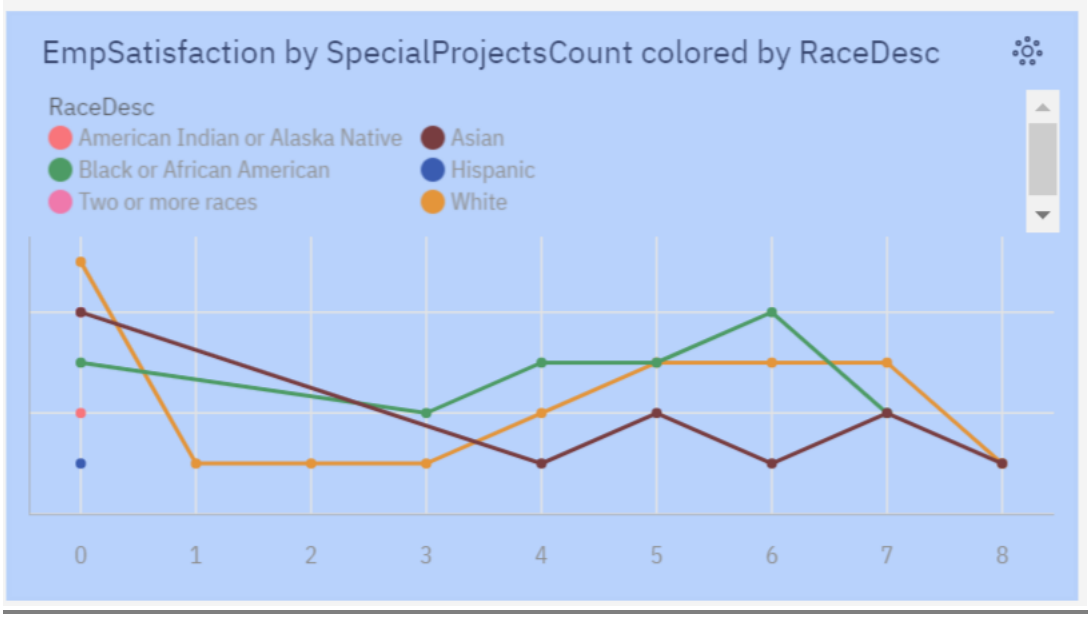
HR STORY(model 2)


Position by RecruitmentSource and Department
Position (Count di...
1
11
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engi...


Department for SpecialProjectsCount hierarchy
Department (Coun...
1
5
SpecialProjectsCount
0
1
2
3
4
5
6
7
8
0
4
6
1
5
3
2
8
7


Year Of Birth and Year Of Hire for Year Of Termination colored by Year Of Termination
Year Of Termination
2010
2011
2012
2013
2014
2015
2016
2017
2018
(no value)
2010
2011
2012
2013
2014
2015
2016
2017
2018
(no value)

Salary by Department colored by MarriedID
MarriedID
0
1


EmpSatisfaction by SpecialProjectsCount colored by RaceDesc
RaceDesc
American Indian or Alaska Native
Asian
Black or African American
Hispanic
Two or more races
White
0
1
2
3
4
5
6
7
8