

# Data Visualization on HR Analysis

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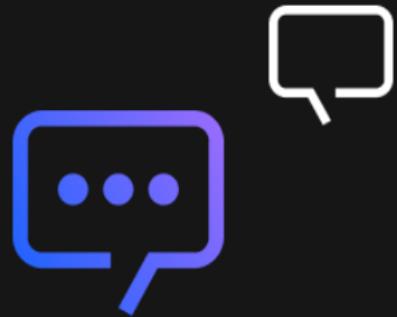
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Leverage self-service analytics to make more confident decisions.

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IBM Cognos Analytics HR New data module 32 Properties

What's New: To read about what's new in Modeling, click More Info. Dismiss More Info →

Grid Relationships Custom tables

	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID
	Adinolfi, Wilson K	10026	0	0	1	1	5
	Ait Sidi, Karthikeyan	10084	1	1	1	5	3
	Akinkuolie, Sarah	10196	1	1	0	5	5
	Alagbe,Trina	10088	1	1	0	1	5
	Anderson, Carol	10069	0	2	0	5	5
	Anderson, Linda	10002	0	0	0	1	5
	Andreola, Colby	10194	0	0	0	1	4
	Athwal, Sam	10062	0	4	1	1	5
	Bachiochi, Linda	10114	0	0	0	3	5
	Bacong, Alejandro	10250	0	2	1	1	3
	Baczenski, Rachael	10252	1	1	0	5	5
	Barbara, Thomas	10242	1	1	1	5	5

# VISUALISATION

What's New: To read about what's new in Explore, click More Info.

Cards

1 Salary by PerfScoreID colored by Salary

2 EmpStatusID by EmpID

3 Data relationships

Salary by PerfScoreID colored by Salary

5

Salary

45,046	45,069	45,115	45,395	45,433	45,998	46,120	46,335	46,428	46,430	46,654	46,664	46,738	46,799	46,837	46,998	47,001
47,211	47,414	47,434	47,750	47,837	47,961	48,285	48,413	48,495	48,513	48,888	49,256	49,773	49,920	50,178	50,274	50,373
50,428	50,470	50,482	50,750	50,825	50,923	51,044	51,259	51,337	51,505	51,777	51,908	51,920	52,057	52,087	52,177	52,249
52,505	52,599	52,624	52,674	52,788	52,846	52,984	53,018	53,060	53,171	53,180	53,189	53,250	53,366	53,492	53,564	54,005
54,132	54,237	54,285	54,670	54,828	54,933	55,000	55,140	55,315	55,425	55,578	55,688	55,722	55,800	55,875	55,965	56,147
56,149	56,294	56,339	56,847	56,991	57,568	57,575	57,583	57,748	57,815	57,834	57,859	57,954	57,975	...		

Salary (sum)

PerfScoreID

My IBM

HR exploration

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us1.ca.analytics.ibm.com/bi/?perspective=explore&id=i14DEBB47793441769DDD62811F33E23F&objRef=i14DEBB47793441769DDD62811F33E23F&options%5BdisableGlassPrefetch%5D=true

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IBM Cognos Analytics HR exploration

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Dismiss More Info

Create + Pie Related Compare Analytics Details Fields Properties

Cards

Salary by PerfScore...ored by Salary

EmpStatusID by EmpID

EmpID

10085	10282	10132	10083	10105	10299	10189	10305	10159	10283	10289	10156	10176	10038	10249	10219	10164	10187
10011	10230	10054	10039	10027	10119	10173	10268	10044	10204	10114	10250	10061	10107	10082	10220	10019	10094
10193	10310	10296	10255	10097	10214	10106	10151	10078	10021	10285	10095	10117	10221	10127	10265	10154	10240
10064	10235	10163	10142	10051	10234	10236	10191	10076	10288	10025	10185	10303	10140	10058	10169	10241	10200
10212	10122	10272	10160	10103	10017	10128	10116	10223	10152	10307	10209	10293	10069	10003	10294	10099	10306
10129	10167	10138	10244	10057	10259	10297	10262	10302	...								

1

2

Data relationships

Analytics Details Fields Properties

32+ Search Chat Bell User

Large circular sunburst chart showing hierarchical data distribution across multiple categories.

What's New: To read about what's new in Explore, click More Info. Dismiss More Info →

Create + Bar Related Compare Details Fields Properties

Cards

TermReason by CitizenDesc colored by Department

Department

- Admin Offices
- Executive Office
- IT/IS
- Production
- Sales
- Software Engineering

TermReason by...by Department

State to Zip

Data relationships

TermReason by CitizenDesc colored by Department

Eligible NonCitizen

Non-Citizen

US Citizen

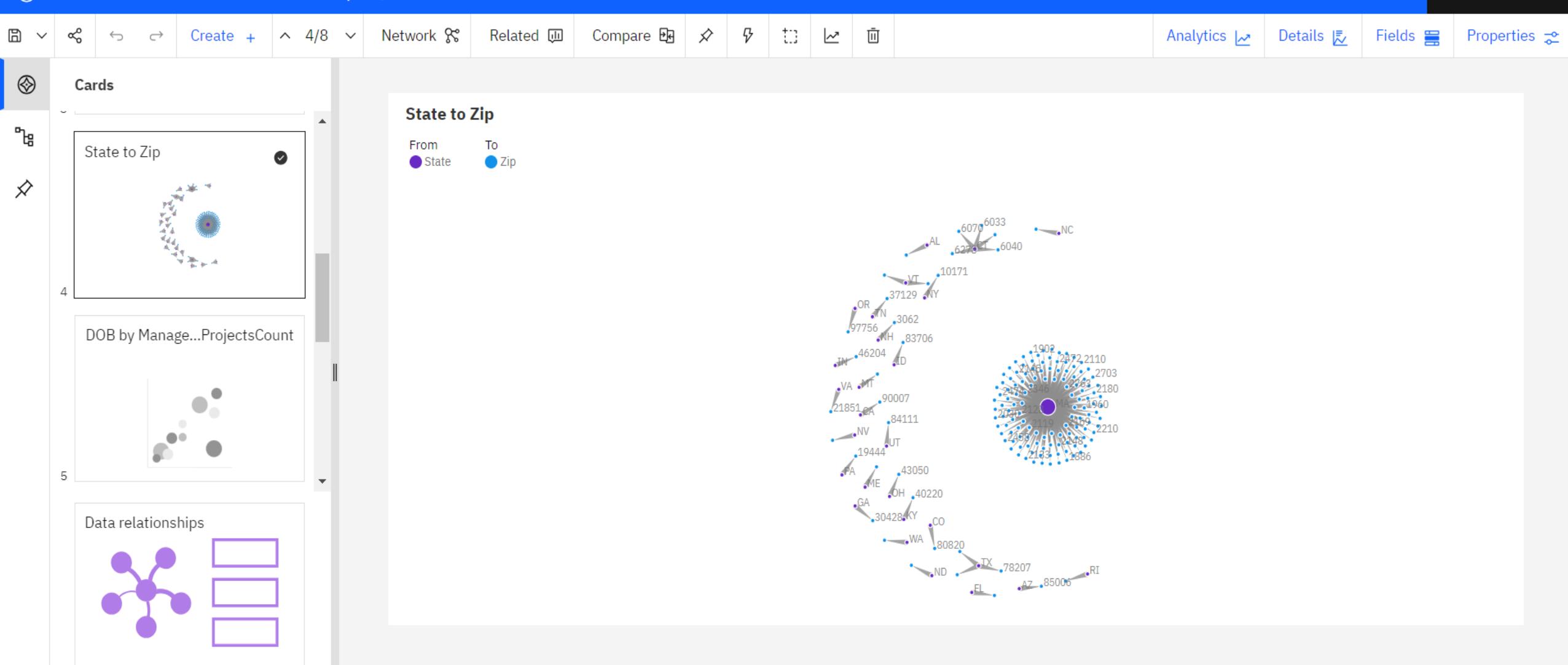
TermReason (Count distinct)

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More Info

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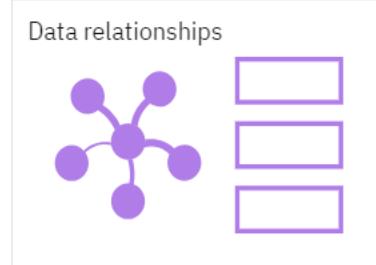
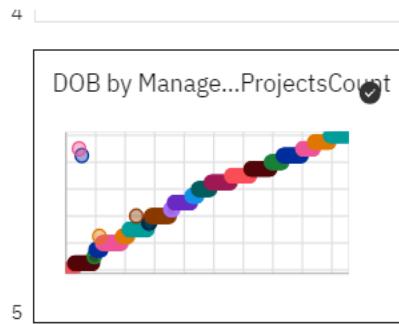


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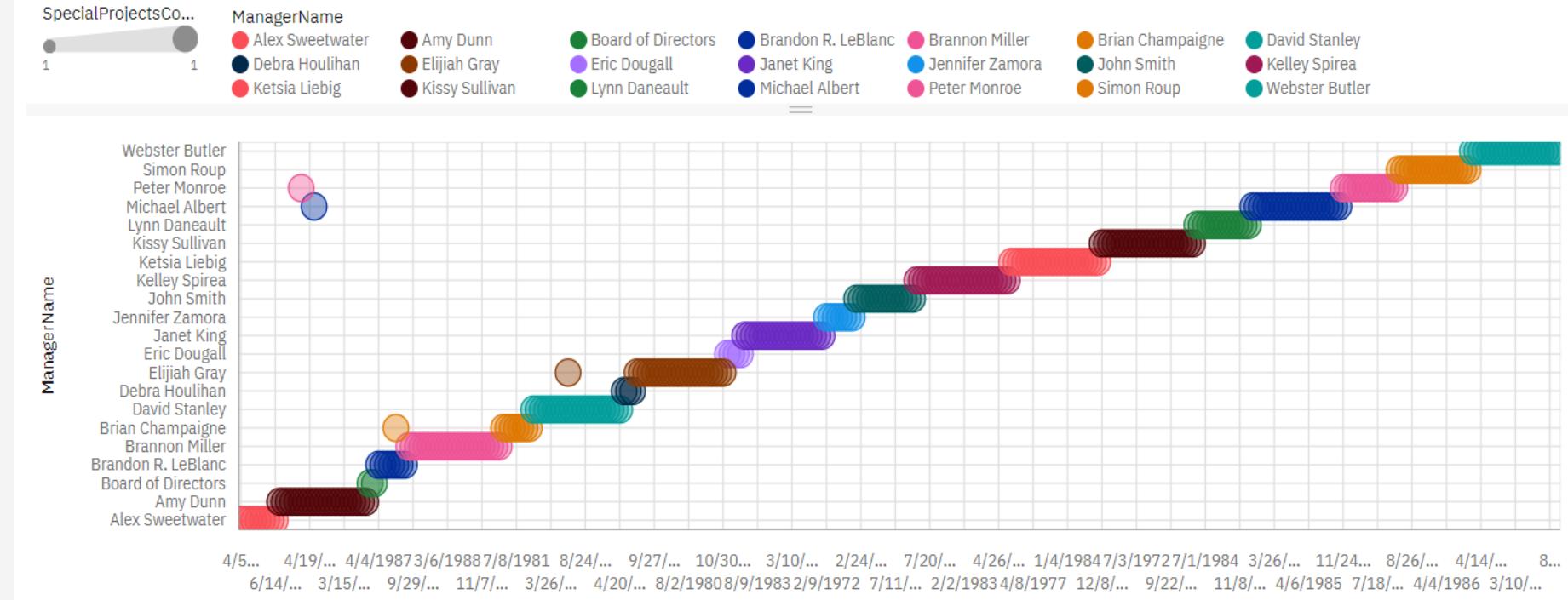
Create + ^ 5/8 v Bubble Related Compare Filter Zoom Details Fields Properties



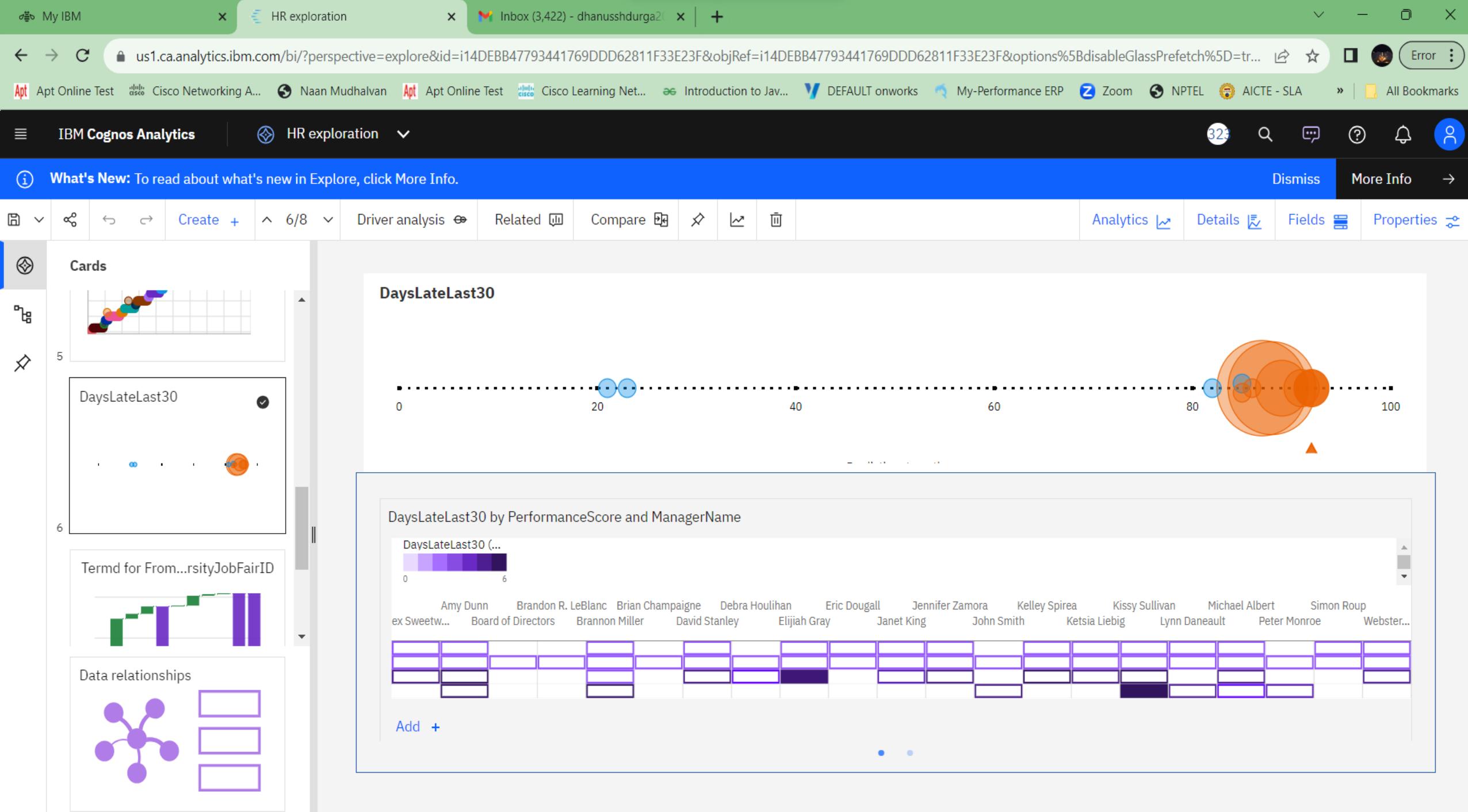
## Cards



## DOB by ManagerName colored by ManagerName and sized by SpecialProjectsCount



DOB



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HR exploration

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32 32

Analytics Details Fields Properties

Cards

Termd for FromDiversityJobFairID

Column values: Increase (Green), Decrease (Red), Total (Purple)

Termd (Sum)

PIP Fully Meets Exceeds Needs Improvement 0 PIP Fully Meets Exceeds Needs Improvement 1 Total

FromDiversityJobFairID

DaysLateLast30

Data relationships

The screenshot shows a dashboard titled 'Termd for FromDiversityJobFairID' with a bar chart. The Y-axis is labeled 'Termd (Sum)' and ranges from 0 to 120. The X-axis categories are 'PIP', 'Fully Meets', 'Exceeds', 'Needs Improvement', '0', 'PIP', 'Fully Meets', 'Exceeds', 'Needs Improvement', '1', and 'Total'. The bars are colored green for 'Increase', purple for 'Decrease', and blue for 'Total'. Below the chart is a donut chart titled 'DaysLateLast30'. To the left, there are three cards: 'Termd for FromDiversityJobFairID' (with a small preview), 'DaysLateLast30', and 'Data relationships'. The top navigation bar includes links like 'Waterfall', 'Related', 'Compare', and 'Fields'.

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HR exploration

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32 32

Create + Sunburst Related Compare Filter Delete Analytics Details Fields Properties

#### Cards

6

Termd for From...rsityJobFairID

7

DaysLateLast30

8

Data relationships

#### DaysLateLast30

Tree sunburst Tree diagram Rules

DaysLateLast30 Nodes All

Needs Improve...

All

PerformanceScore

Exceeds, Fully Meets

# DASHBOARD

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HR dashboard

us1.ca.analytics.ibm.com/bi/?perspective=dashboard&id=i6DCEE115E9E54BC79E95DF658CE534D7&objRef=i6DCEE115E9E54BC79E95DF658CE534D7&options%5BdisableGlassPrefetch%5D... Error

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IBM Cognos Analytics HR dashboard

32 Analytics Filters Fields Properties

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 Tab 4 +

# DASHBOARD

Salary by PerfScoreID colored by Salary

Salary

45,046	45,069	45,115	45,395	45,433	45,998	46,120
46,335	46,428	46,430	46,654	46,664	46,738	46,799
46,837	46,998	47,001	47,211	47,414	47,434	47,750
47,837	47,961	48,285	48,413	48,495	48,513	48,888
49,256	49,773	49,920	50,178	50,274	50,373	50,428

PerfScoreID

Salary (Sum)

EmpStatusID by EmpID

EmpID

10085	10282	10132	10083	10105	10299	10189
10305	10159	10283	10289	10156	10176	10038
10249	10219	10164	10187	10011	10230	10054
10039	10027	10119	10173	10268	10044	10204
10114	10250	10061	10107	10082	10220	10019
10094	10193	10310	10296	10255	10097	10214
10106	10151	10078	10021	10285	10095	10117
10221	10127	10245	10154	10240	10064	10225

IBM Cognos Analytics

HR dashboard

Analytics Filters Fields Properties

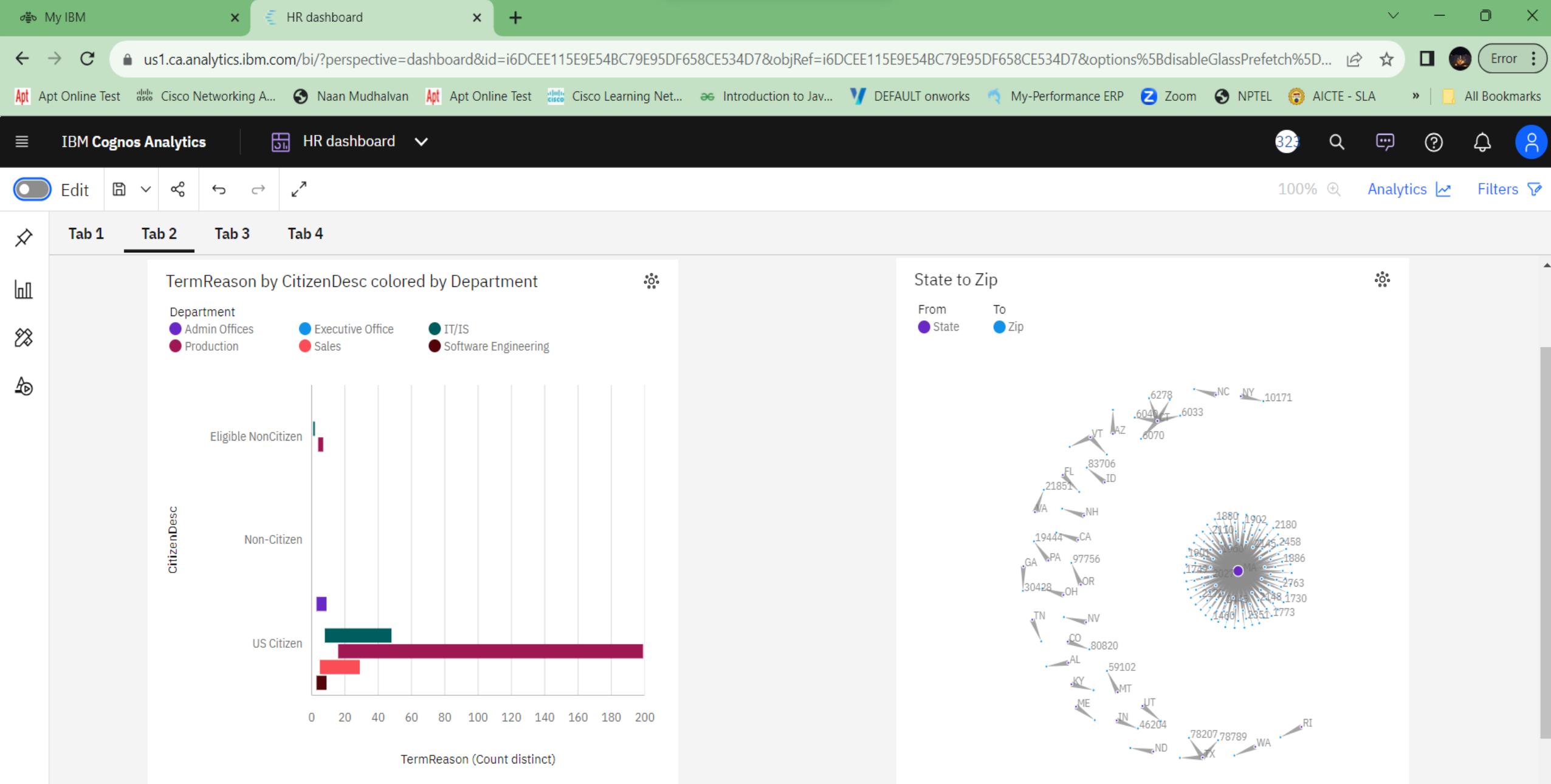
32

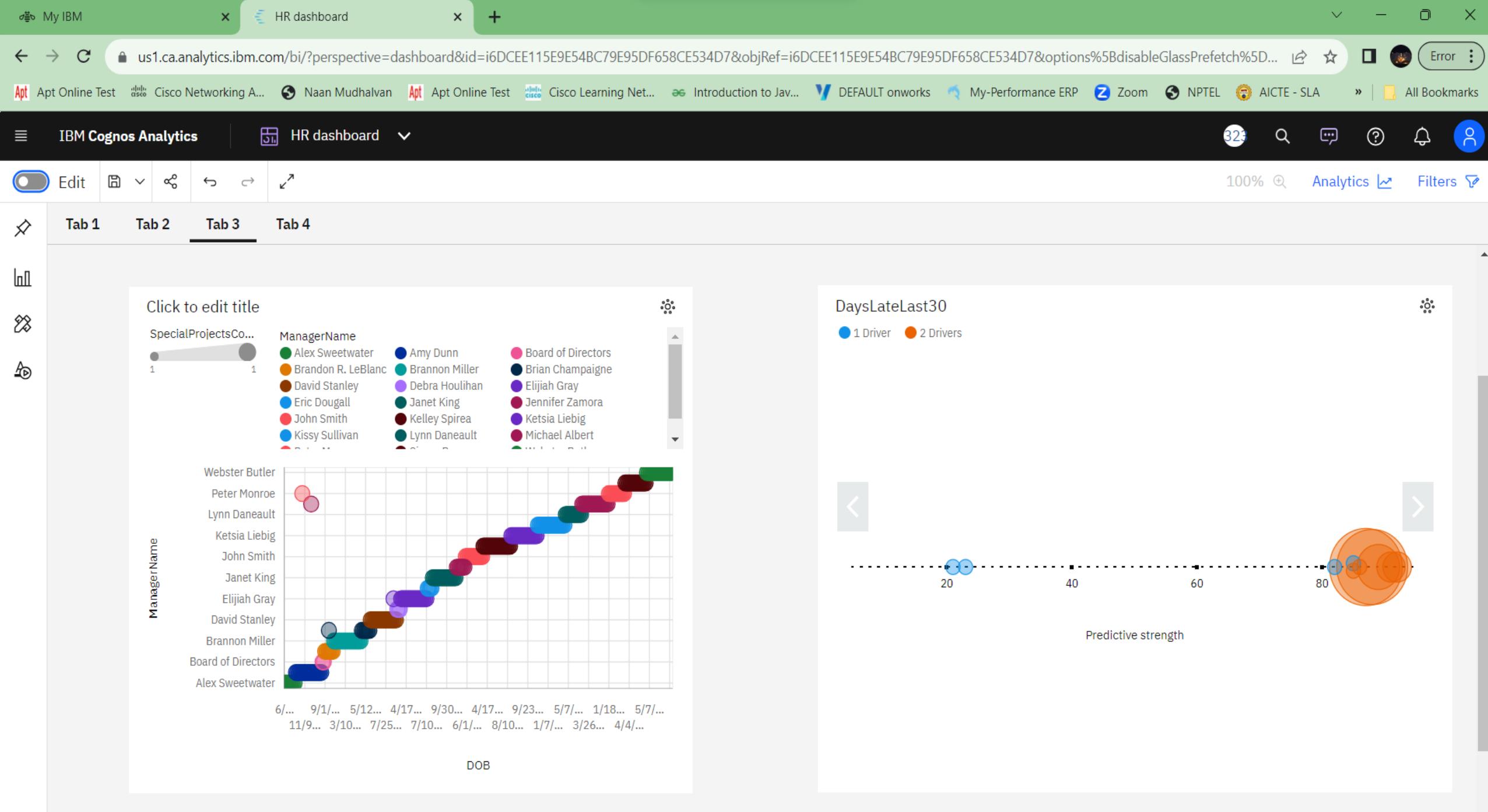
Search icon

Help icon

Notification icon

Logout icon





## IBM Cognos Analytics

## HR dashboard

32 100% Analytics Filters



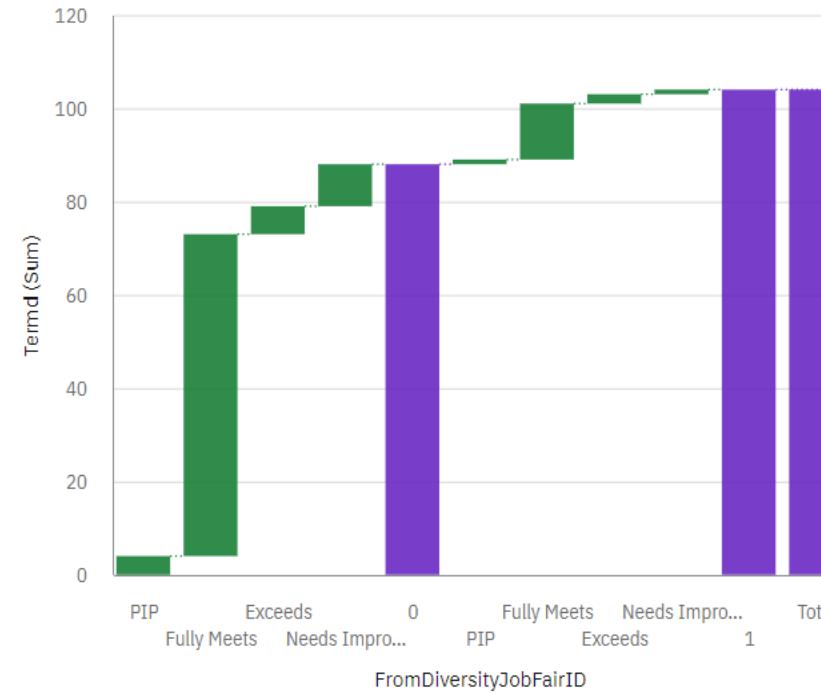
Edit



Tab 1 Tab 2 Tab 3 Tab 4



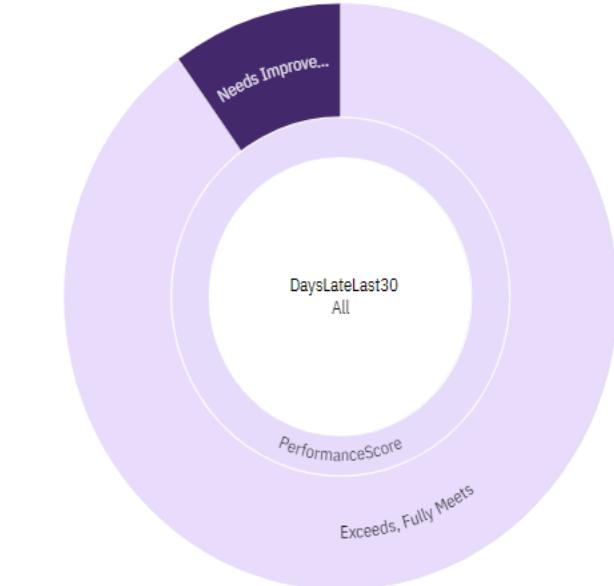
## TermId for FromDiversityJobFairID

Column values  
Increase ● Decrease ● Total ●

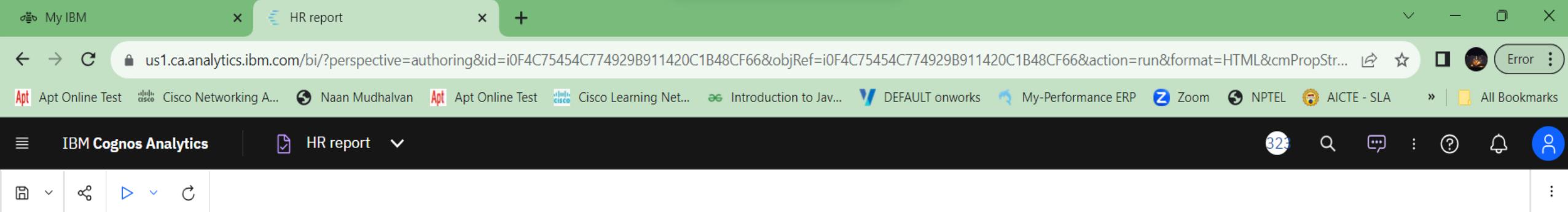
## DaysLateLast30

DaysLateLast30  
Nodes  
0.02 4

All



# REPORT



My IBM

HR report

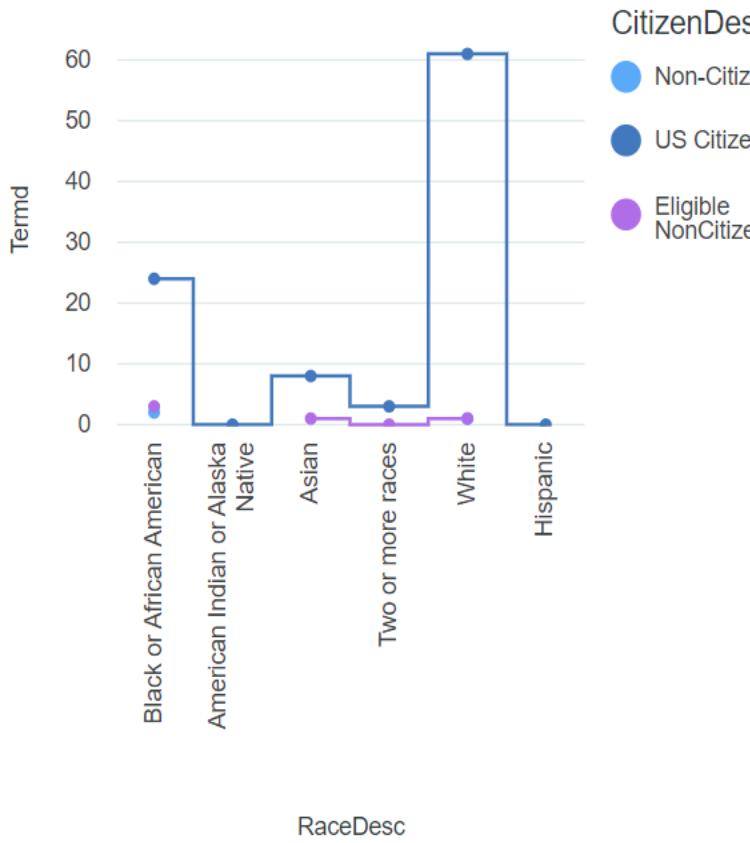
us1.ca.analytics.ibm.com/bi/?perspective=authoring&id=i0F4C75454C774929B911420C1B48CF66&objRef=i0F4C75454C774929B911420C1B48CF66&action=run&format=HTML&cmPropStr... Error

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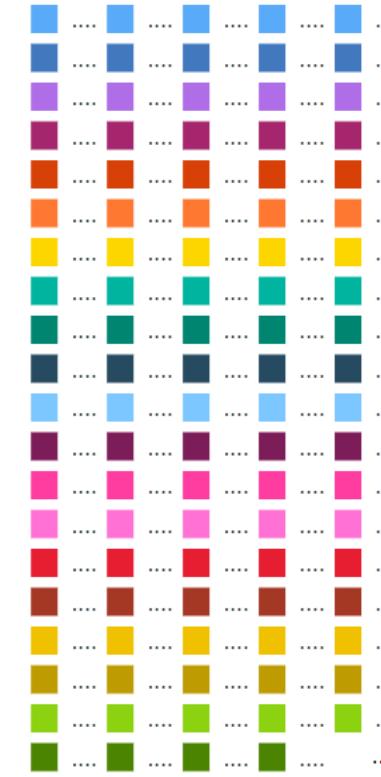
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HR report



DOB



STORY

My IBM

HR story

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IBM Cognos Analytics HR story

32+ Search Help Notifications User

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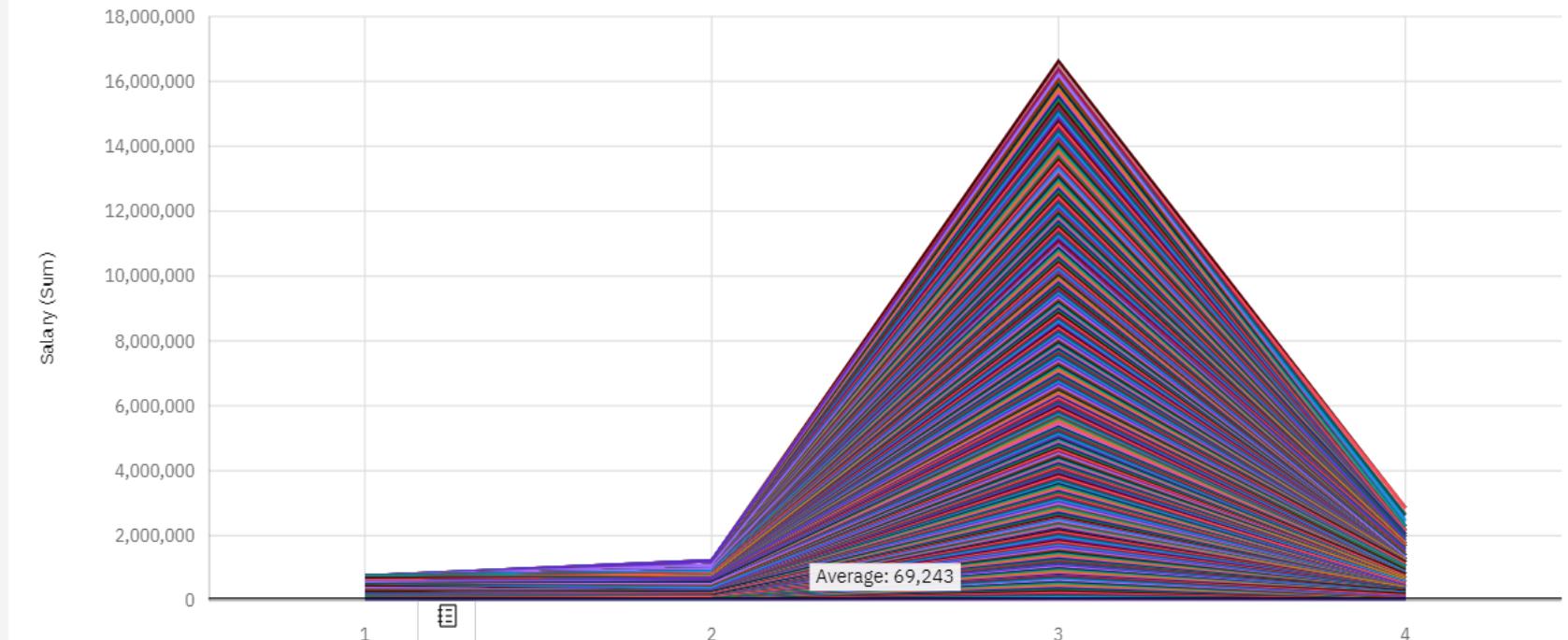
Edit

- Salary is unusually high when PerfScoreID is 3.
- Over all values of PerfScoreID and Salary, the sum of Salary is almost 48 thousand.
- The summed values of Salary range from 0 to 307.
- For Salary, the most significant values of Salary are 250000 and 220450, whose respective Salary values add up to over 470 thousand, or 2.2 % of the total.

Salary by PerfScoreID colored by Salary

Salary

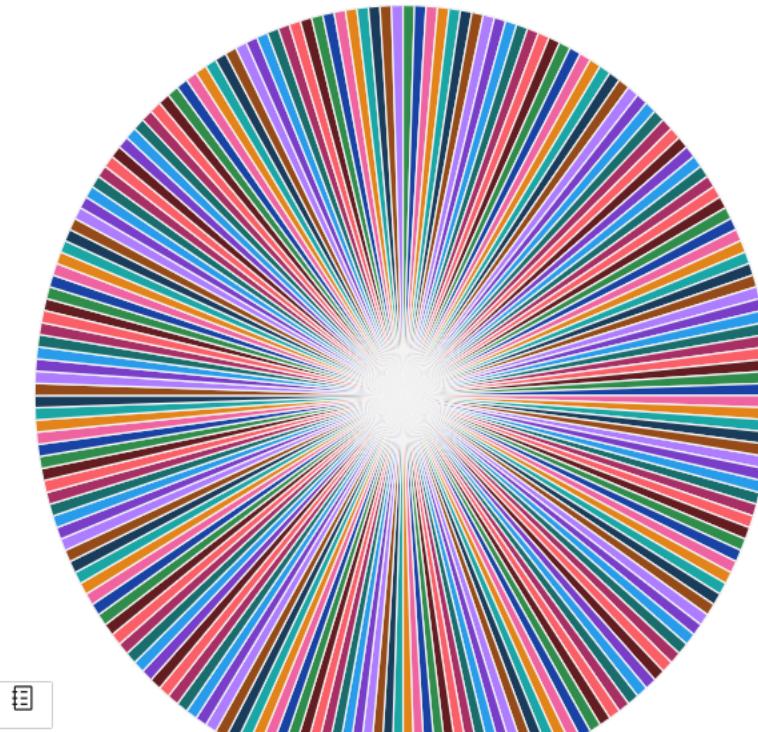
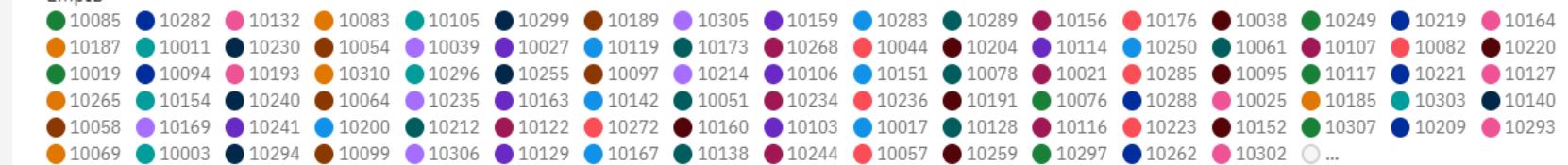
45,046	45,069	45,115	45,395	45,433	45,998	46,120	46,335	46,428	46,430	46,654	46,664	46,738	46,799	46,837	46,998
47,001	47,211	47,414	47,434	47,750	47,837	47,961	48,285	48,413	48,495	48,513	48,888	49,256	49,773	49,920	50,178
50,274	50,373	50,428	50,470	50,482	50,750	50,825	50,923	51,044	51,259	51,337	51,505	51,777	51,908	51,920	52,057
52,087	52,177	52,249	52,505	52,599	52,624	52,674	52,788	52,846	52,984	53,018	53,060	53,171	53,180	53,189	53,250
53,366	53,492	53,564	54,005	54,132	54,237	54,285	54,670	54,828	54,933	55,000	55,140	55,315	55,425	55,578	55,688
55,722	55,800	55,875	55,965	56,147	56,149	56,294	56,339	56,847	56,991	57,568	57,575	57,583	57,748	57,815	57,834
57,859	57,954	57,975	...												



- EmpID 10013 has the highest EmpStatusID due to DateofHire 2006-01-09.
- DateofHire 2011-01-10 has the highest EmpStatusID at 14, out of which EmpID 10286 contributed the most at 1.
- The total number of results for EmpStatusID, across all EmpID, is 311.

EmpStatusID by EmpID

EmpID



Edit

- DateofHire 2011-05-16 has the highest Count distinct TermReason but is ranked #5 in Count Department.
- The overall number of results for TermReason is 311.

TermReason by CitizenDesc colored by Department

Department  
Admin Offices

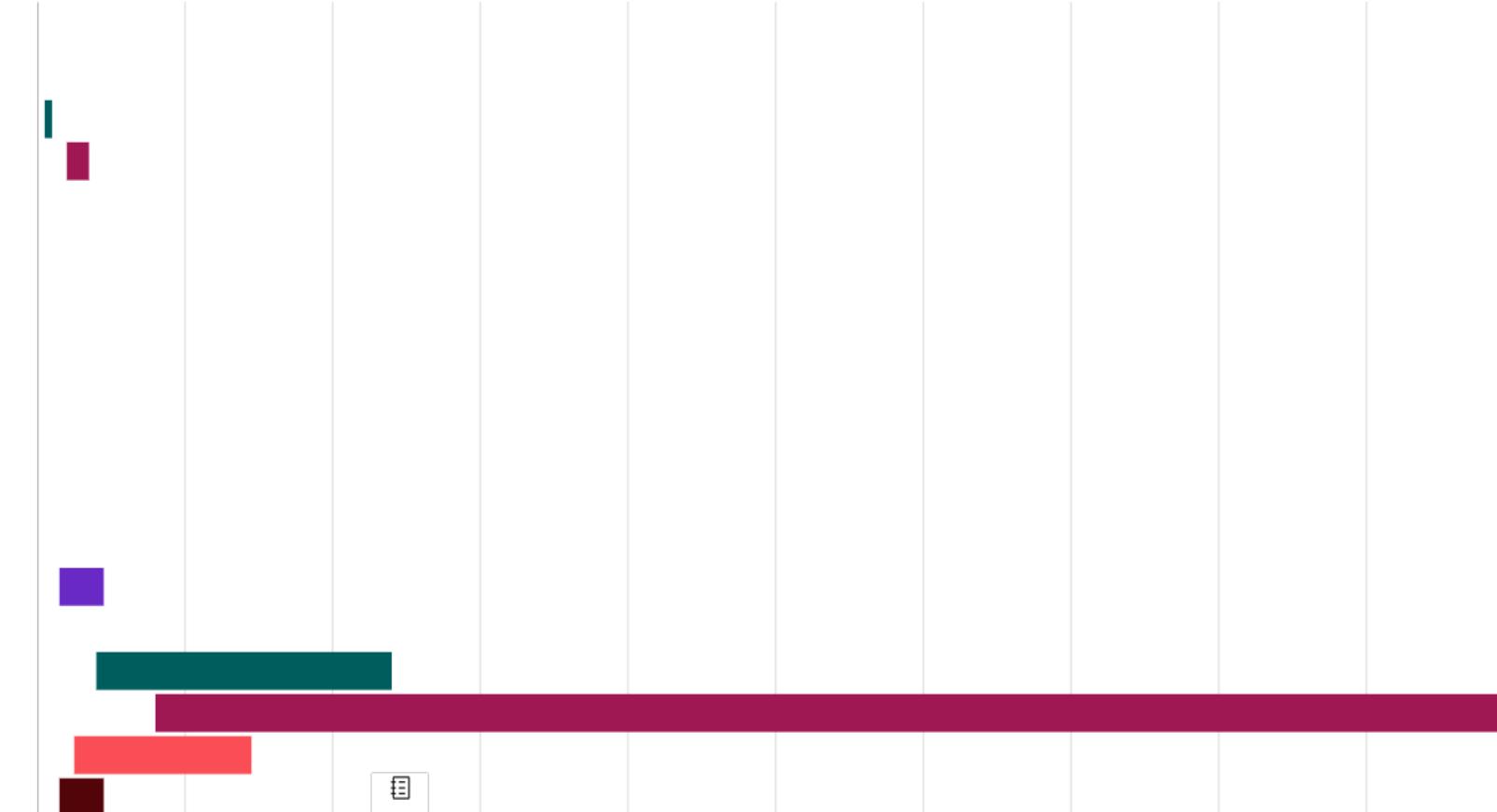
Executive Office

IT/IS

Production

Sales

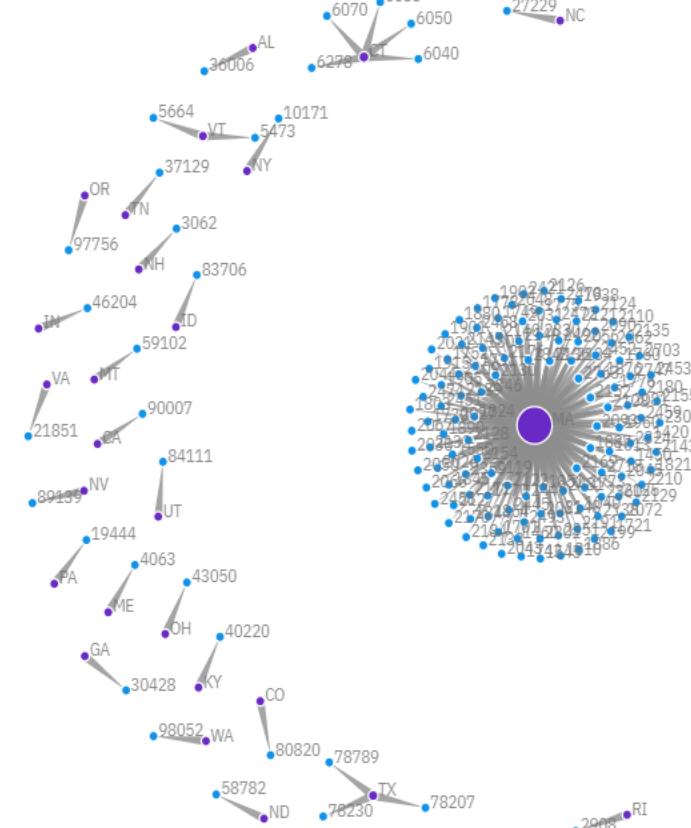
Software Engineering



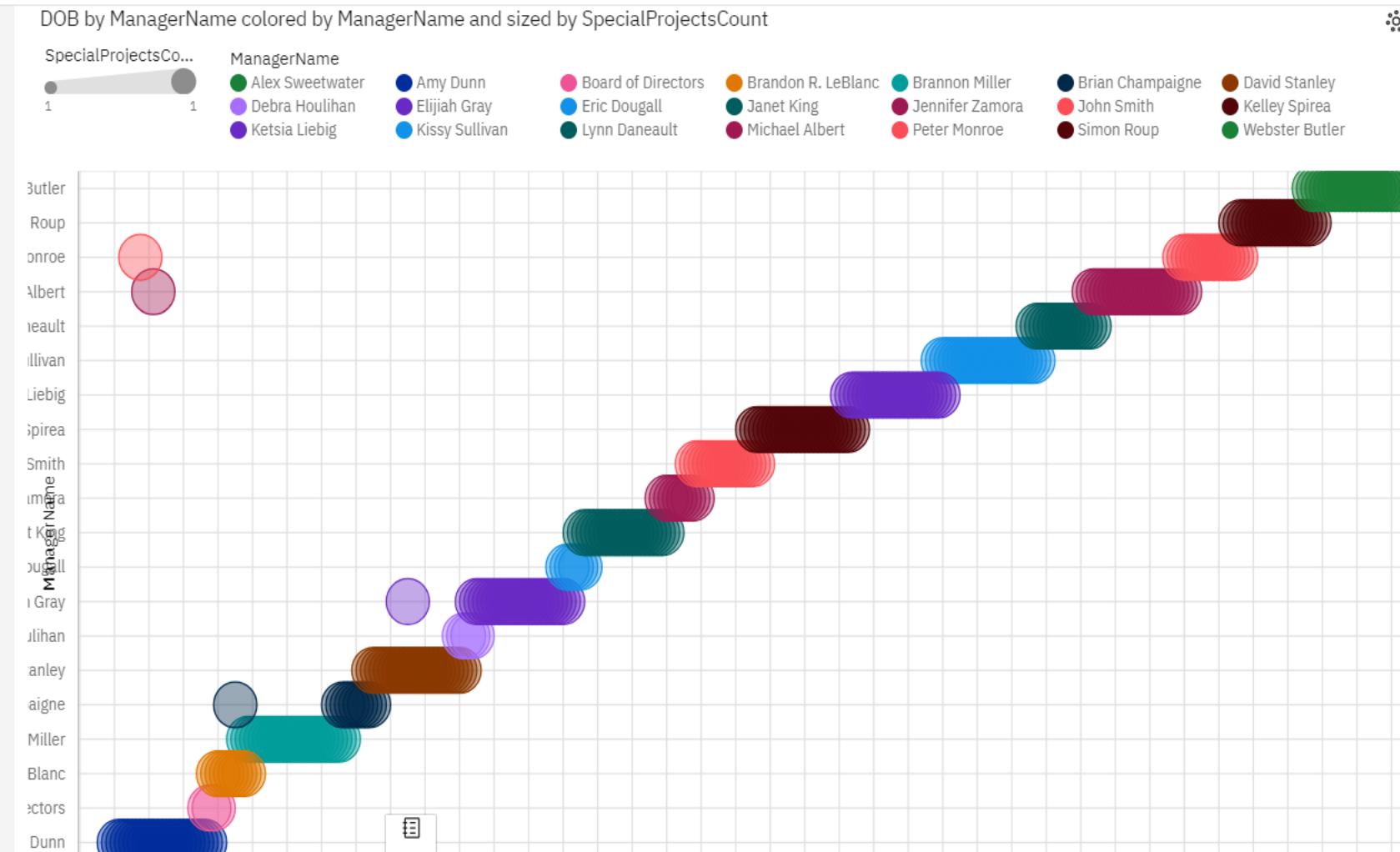
- State MA has the highest total EngagementSurvey due to Zip 1886.

### State to Zip

From State To Zip



- The overall number of results for ManagerName is 311.





- LastPerformanceReview\_Date 2013-01-14 and 2014-09-05 have the highest average DaysLateLast30 at 6.0.
- From 2013-01-10 to 2013-01-14, DaysLateLast30 increased by 6.

DaysLateLast30

1 Driver 2 Drivers



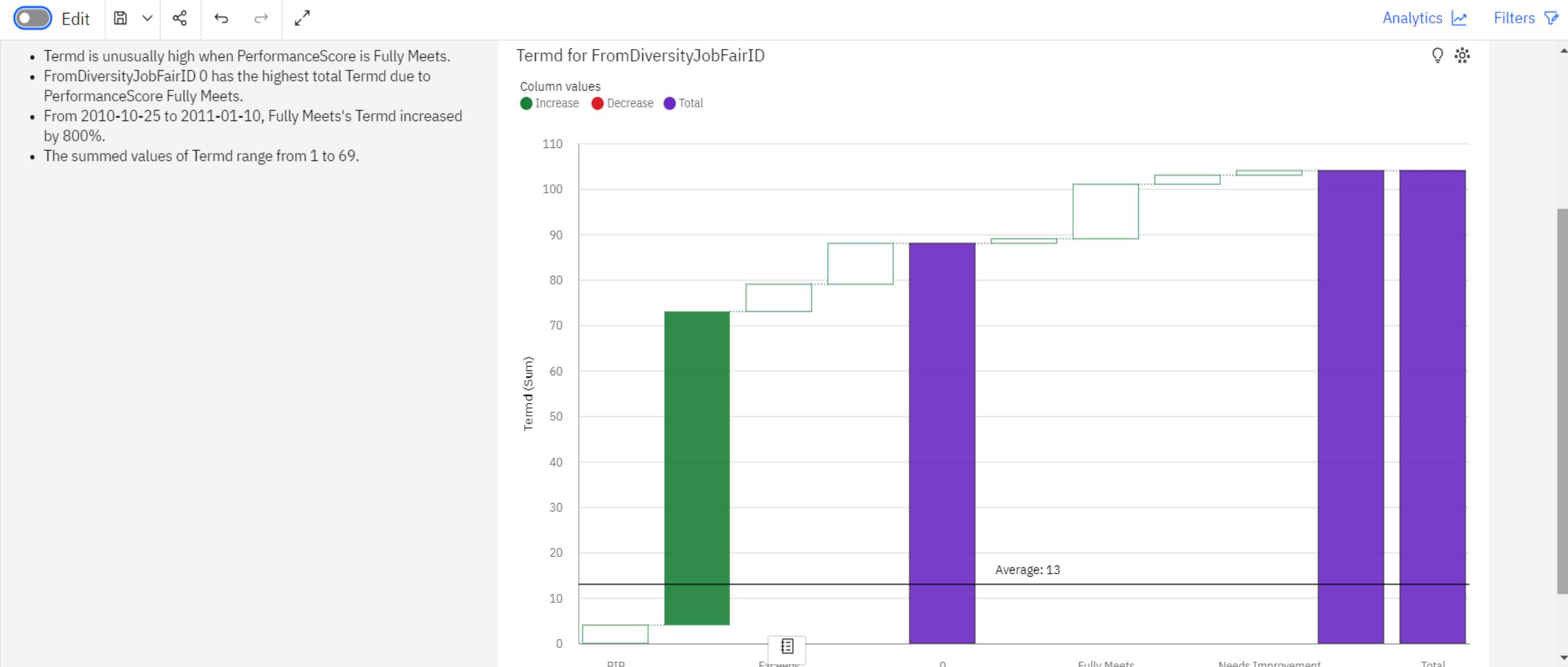
20

40

60

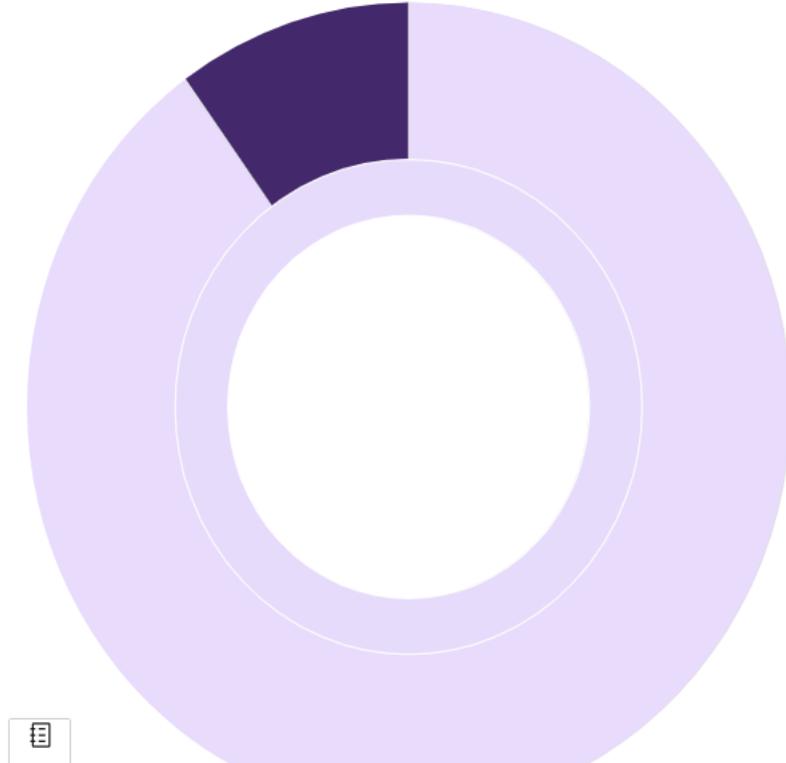
80





Edit

- LastPerformanceReview\_Date 2010-07-14 and 2011-02-06 have the lowest average DaysLateLast30 at 0.0.
- LastPerformanceReview\_Date 2013-01-14 and 2014-09-05 have the highest average DaysLateLast30 at 6.0.
- From 2013-01-10 to 2013-01-14, DaysLateLast30 increased by 6.



THANK YOU