

The Cognos HR Scorecard: Measuring Success in Talent Management

Name: Arun R G

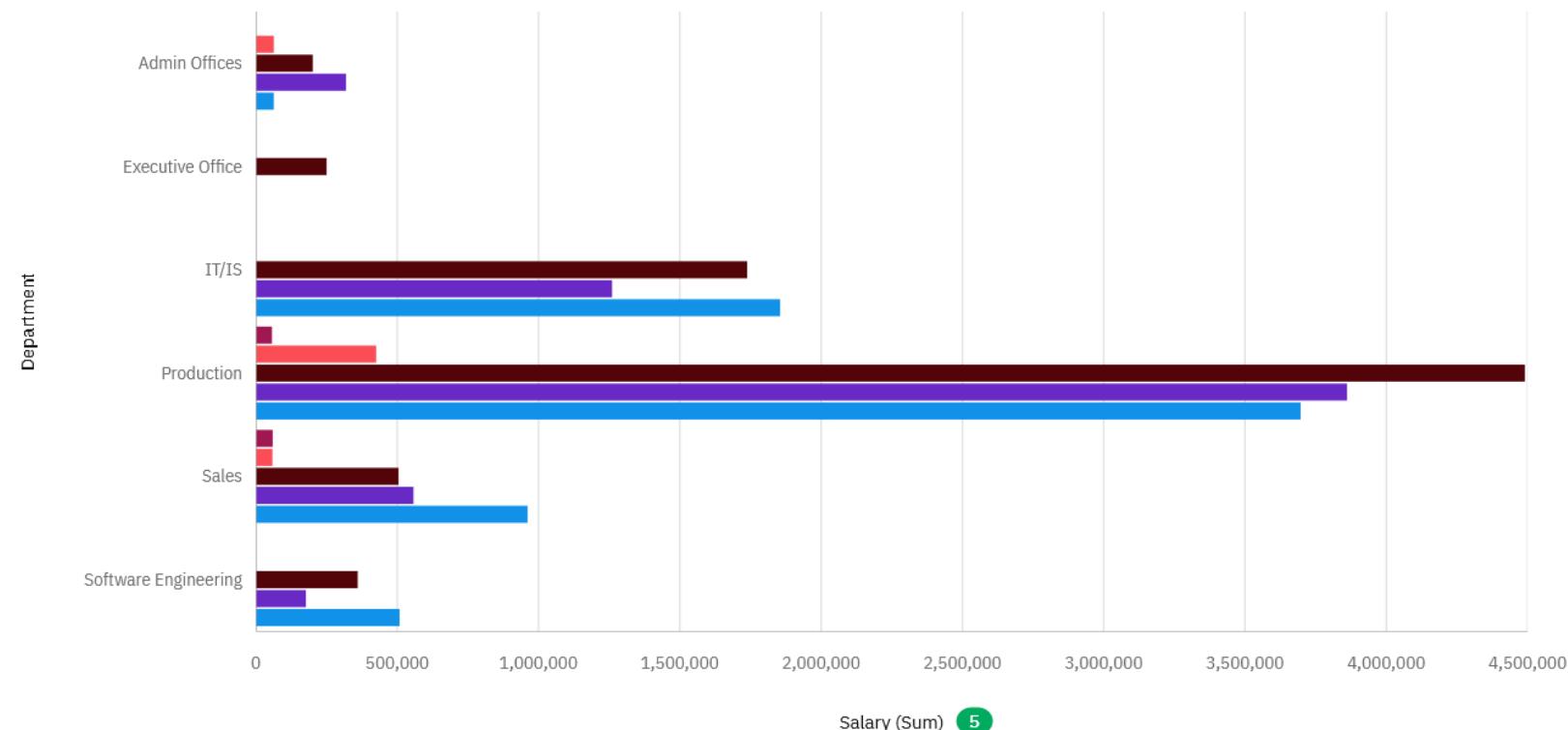
IBMID: 2k20cse006@kiot.ac.in

EXPLORATION



Salary by Department colored by EmpSatisfaction

EmpSatisfaction
1 2 3 4 5



Details

Salary is unusually low when **EmpSatisfaction** is 1 and 2.

Salary is unusually high when **Department** is Production.

Across all values of **Department** and **EmpSatisfaction**, the sum of **Salary** is over 21 million.

The summed values of **Salary** range from almost 57 thousand to nearly 4.5 million.

Salary is unusually high when the combinations of **Department** and **EmpSatisfaction** are Production and 3, Production and 4 and Production and 5.

For **Salary**, the most significant values of **EmpSatisfaction** are 3, 5, and 4, whose respective **Salary** values add up to nearly 21 million, or 96.9 % of the total.

For **Salary**, the most significant value of **Department** is Production, whose respective **Salary** values add up to nearly thirteen million, or 58.4 % of the total.

Salary by EmpSatisfaction colored by Sex

Sex
F M



Details

Salary is unusually low when **EmpSatisfaction** is 1 and 2.

Across all values of **EmpSatisfaction** and **Sex**, the sum of **Salary** is over 21 million.

The summed values of **Salary** range from over 116 thousand to over 3.9 million.

Salary is unusually low when the combinations of **EmpSatisfaction** and **Sex** are 1 and F, 2 and F and 2 and M.

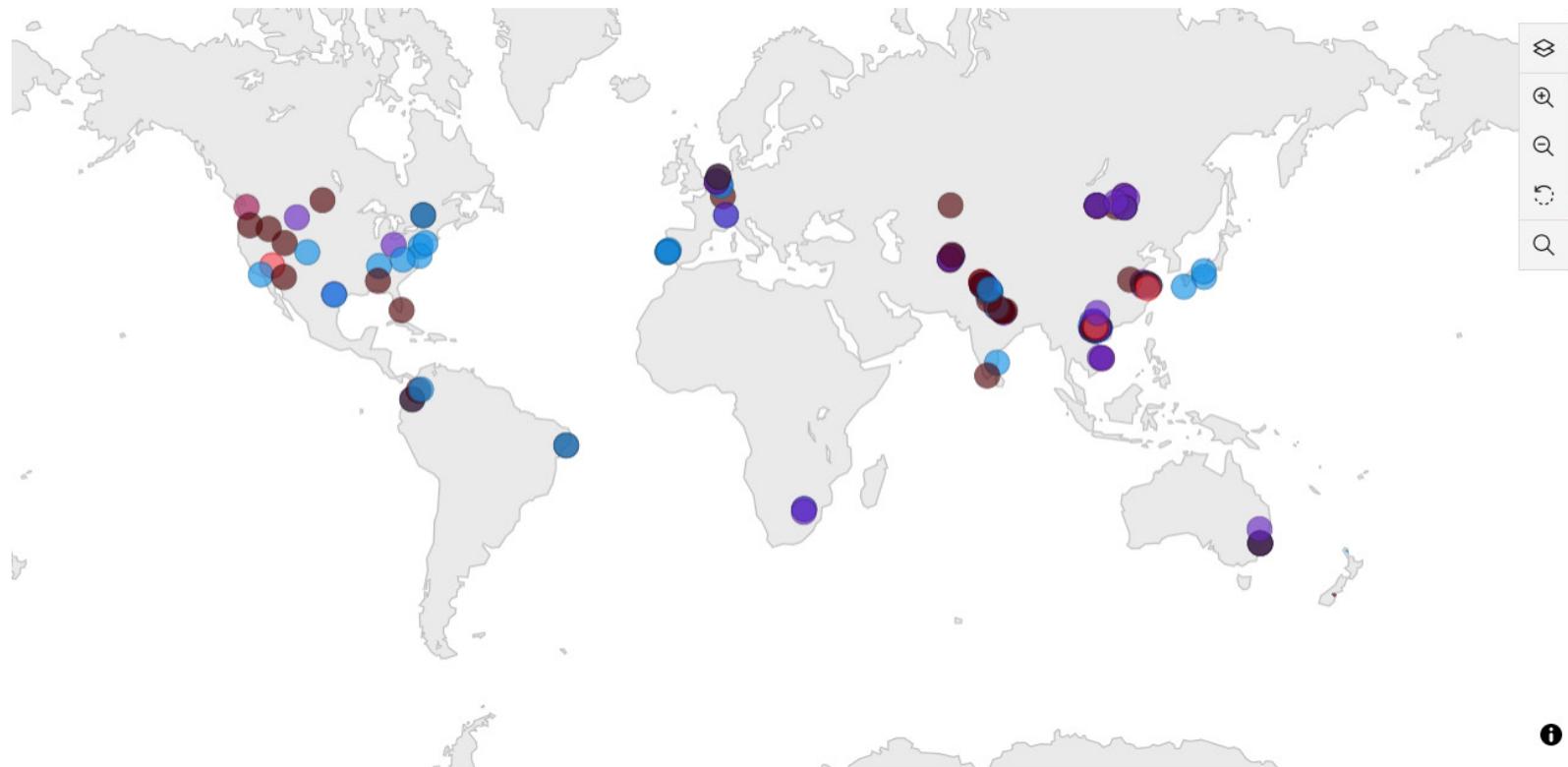
For **Salary**, the most significant values of **EmpSatisfaction** are 3, 5, and 4, whose respective **Salary** values add up to nearly 21 million, or 96.9 % of the total.

For **Salary**, the most significant value of **Sex** is F, whose respective **Salary** values add up to almost twelve million, or 55.6 % of the total.

EmpSatisfaction for Zip regions

EmpSatisfaction

- 5
- 3
- 4
- 1
- 2

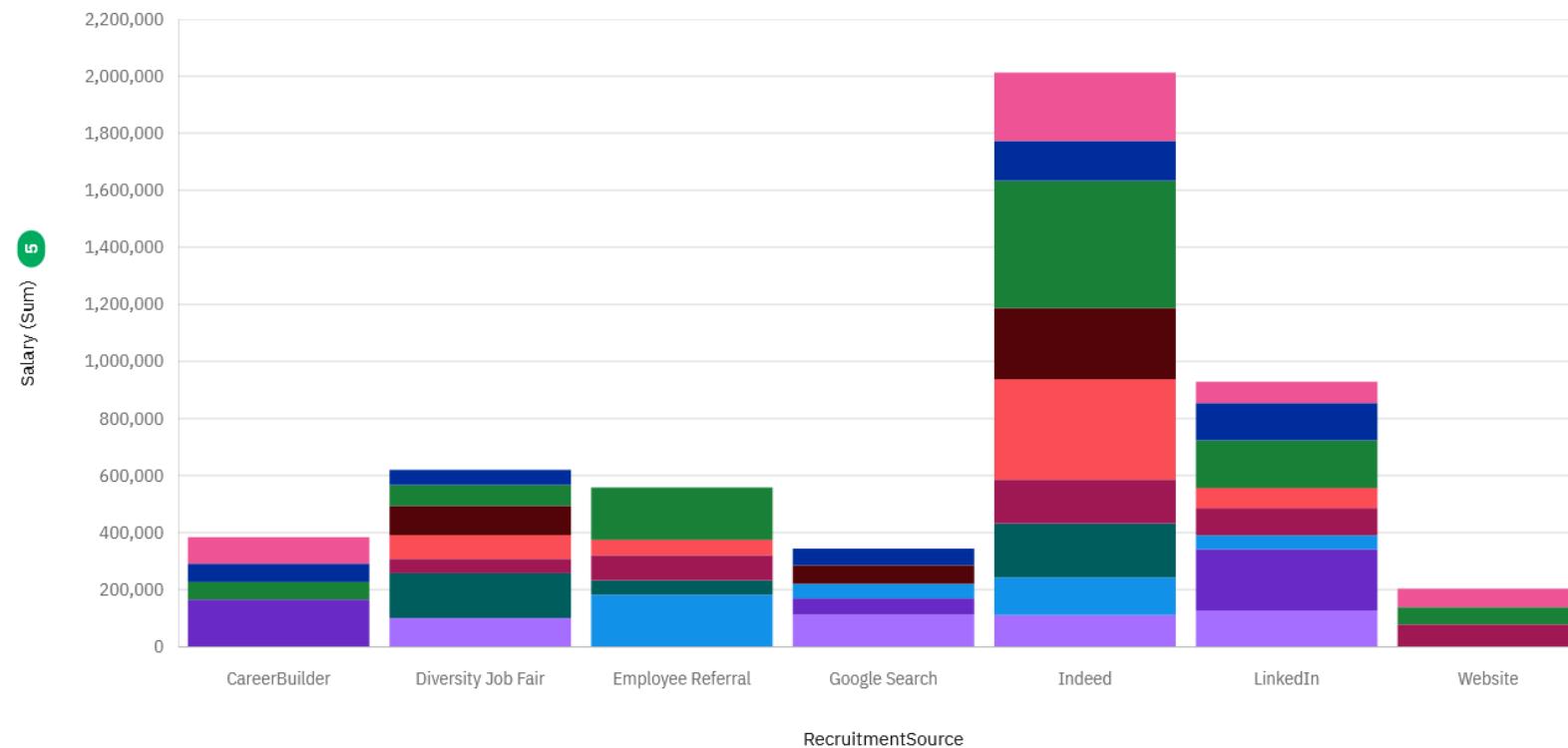


Details

The total number of results for **EmpSatisfaction**, across all **Zip**, is 311.

Salary by RecruitmentSource colored by Zip

Zip
2451 ● 2176 ● 2169 ● 2134 ● 2110 ● 2045 ● 1902 ● 1886 ● 1810 ● 1460



Details

Across all values of **RecruitmentSource** and **Zip**, the sum of **Salary** is over 5.0 million.

The summed values of **Salary** range from over 48 thousand to over 446 thousand.

Salary is unusually high when **RecruitmentSource** is Indeed.

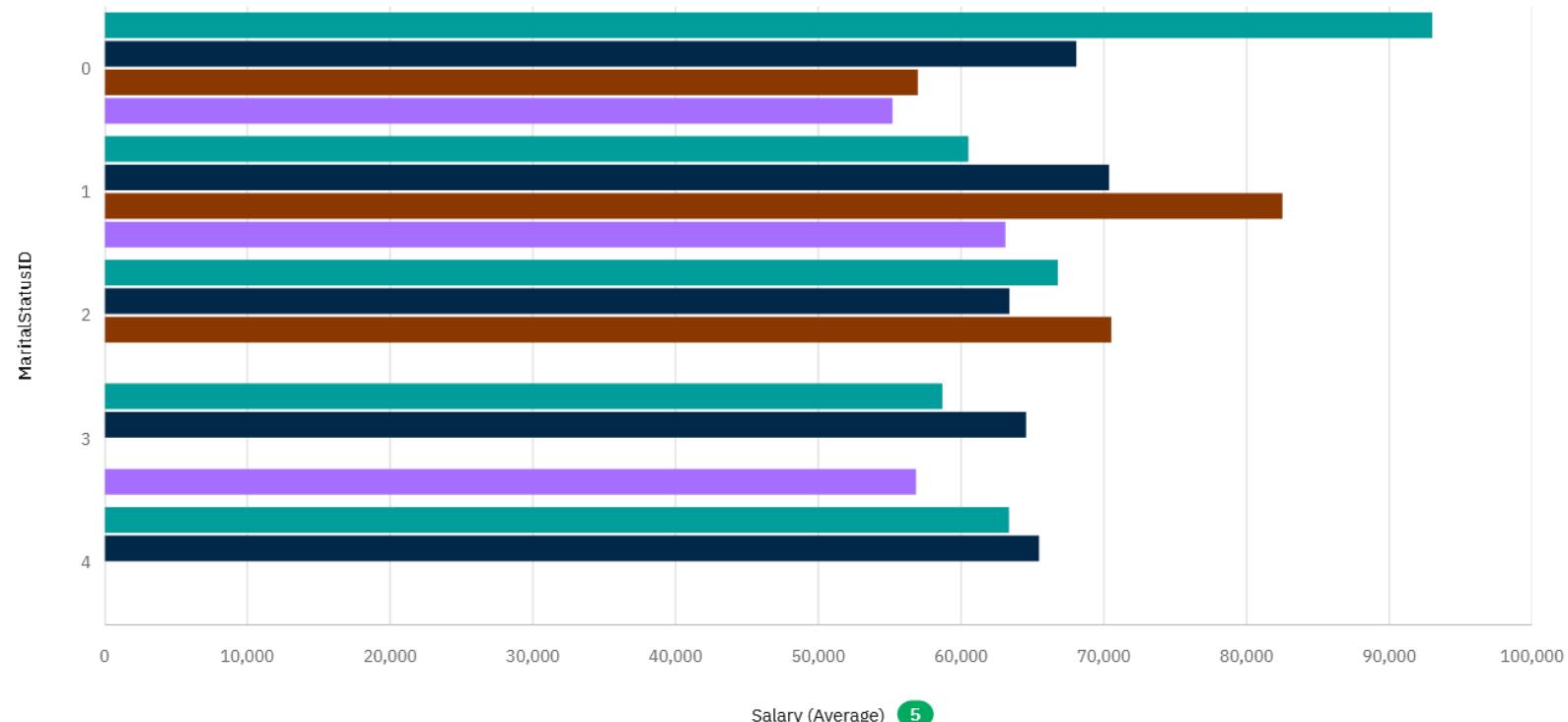
For **Salary**, the most significant value of **Zip** is 1886, whose respective **Salary** values add up to over 992 thousand, or 19.6 % of the total.

For **Salary**, the most significant value of **RecruitmentSource** is Indeed, whose respective **Salary** values add up to over 2.0 million, or 39.9 % of the total.

Salary by MaritalStatusID colored by PerformanceScore

PerformanceScore

Exceeds Fully Meets Needs Improvement PIP



Details

Across all values of **MaritalStatusID** and **PerformanceScore**, the average of **Salary** is over 69 thousand.

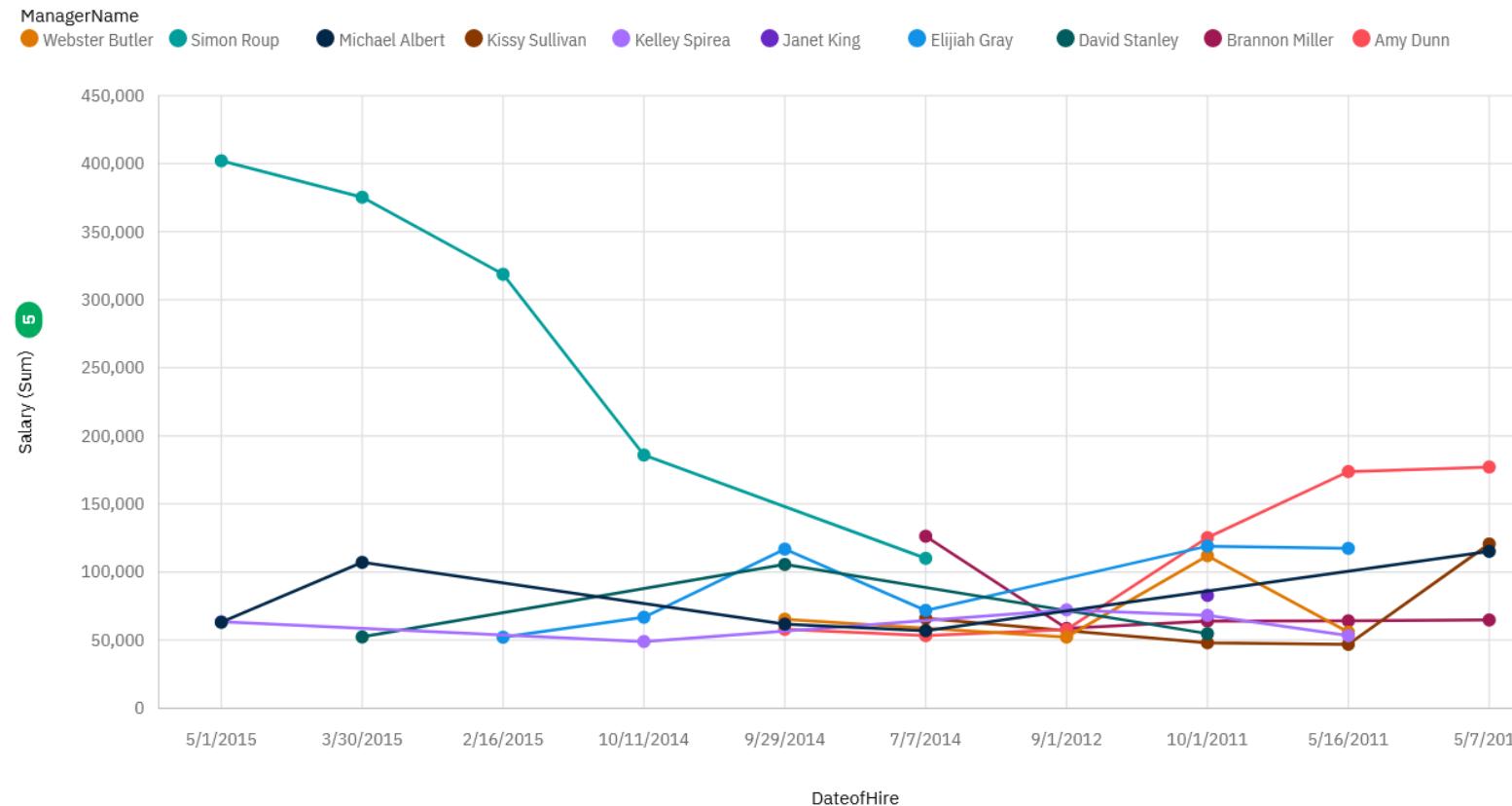
The average values of **Salary** range from over 55 thousand to over 93 thousand.

Salary is unusually high when the combination of **MaritalStatusID** and **PerformanceScore** is 0 and Exceeds.

0 (44.1 %) and 1 (39.9 %) are the most frequently occurring categories of **MaritalStatusID** with a combined count of 261 items with **Salary** values (83.9 % of the total).

Fully Meets is the most frequently occurring category of **PerformanceScore** with a count of 243 items with **Salary** values (78.1 % of the total).

Salary by DateofHire colored by ManagerName



Details

Across all values of **DateofHire** and **ManagerName**, the sum of **Salary** is over 4.5 million.

The summed values of **Salary** range from nearly 47 thousand to over 402 thousand.

Salary is unusually high when the combinations of **DateofHire** and **ManagerName** are 2015-05-01 and Simon Roup and 2015-03-30 and Simon Roup.

Salary is unusually high when **ManagerName** is Simon Roup.

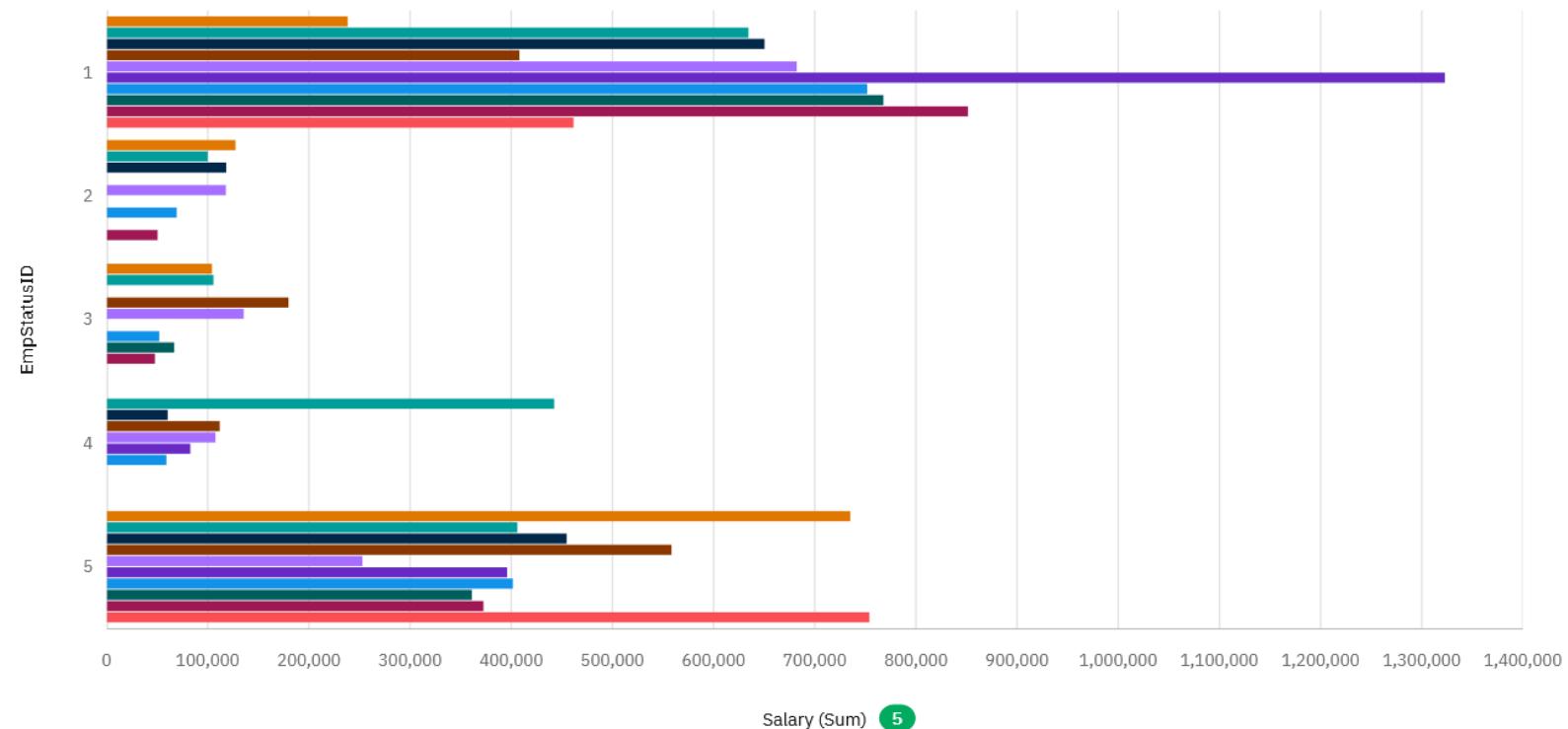
For **Salary**, the most significant value of **DateofHire** is 2011-10-01, whose respective **Salary** values add up to almost 674 thousand, or 14.9 % of the total.

For **Salary**, the most significant value of **ManagerName** is Simon Roup, whose respective **Salary** values add up to almost 1.4 million, or 30.7 % of the total.

Salary by EmpStatusID colored by ManagerName

ManagerName

Webster Butler Simon Roup Michael Albert Kissy Sullivan Kelley Spirea Janet King Elijah Gray David Stanley Brannon Miller Amy Dunn



Details

Salary is unusually high when **EmpStatusID** is 1.

Over all values of **EmpStatusID** and **ManagerName**, the sum of **Salary** is almost fourteen million.

The summed values of **Salary** range from almost 48 thousand to over 1.3 million.

Salary is unusually high when the combinations of **EmpStatusID** and **ManagerName** are 1 and Janet King and 1 and Brannon Miller.

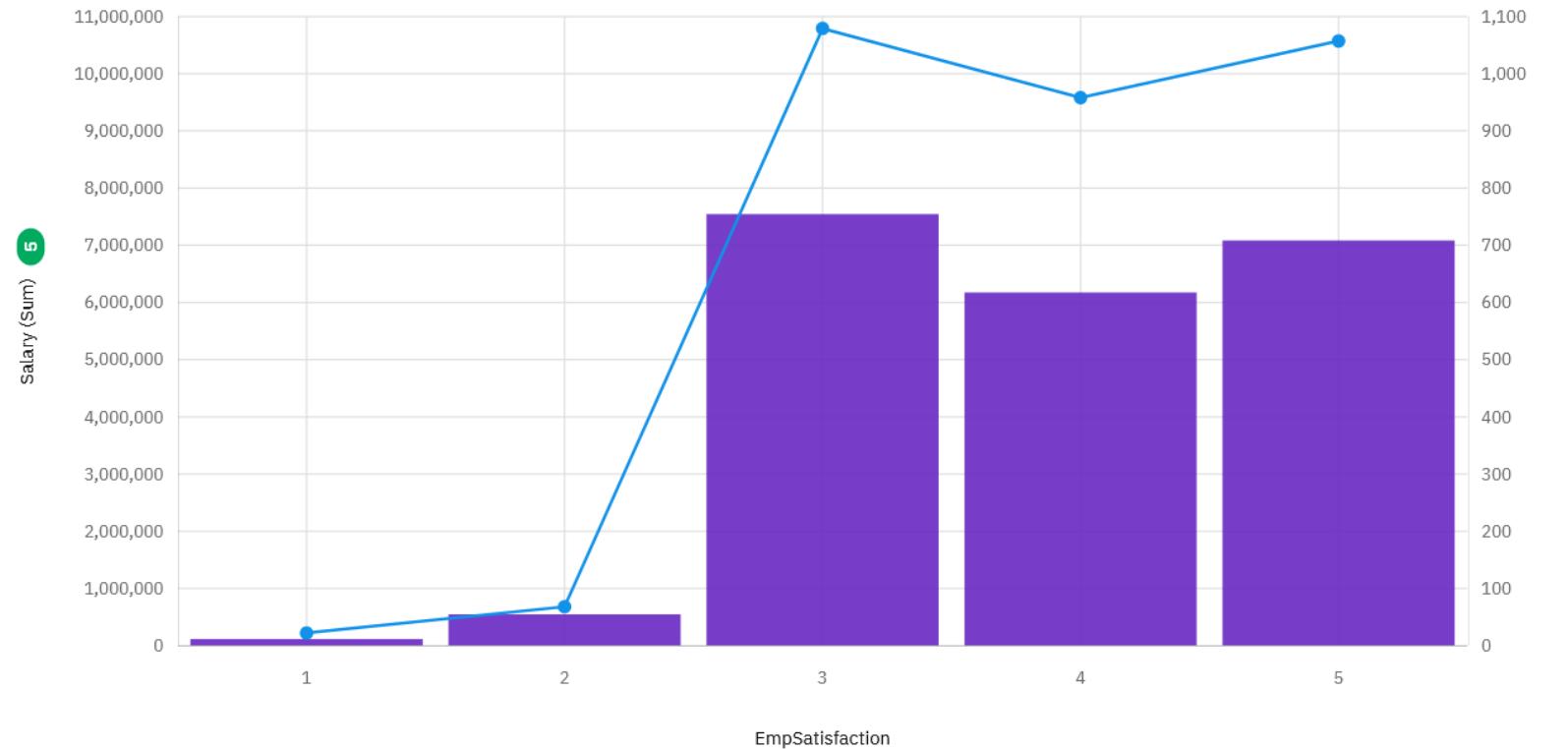
For **Salary**, the most significant values of **EmpStatusID** are 1 and 5, whose respective **Salary** values add up to over eleven million, or 84.3 % of the total.

For **Salary**, the most significant values of **ManagerName** are Janet King and Simon Roup, whose respective **Salary** values add up to almost 3.5 million, or 25.7 % of the total.

Absences and Salary by EmpSatisfaction

Column
● Salary (Sum)

Line
● Absences (Sum)



Details

Across all values of **EmpSatisfaction**, the sum of **Salary** is over 21 million.

Salary ranges from over 116 thousand, when **EmpSatisfaction** is 1, to over 7.5 million, when **EmpSatisfaction** is 3.

Salary is unusually low when **EmpSatisfaction** is 1 and 2.

For **Salary**, the most significant values of **EmpSatisfaction** are 3, 5, and 4, whose respective **Salary** values add up to nearly 21 million, or 96.9 % of the total.

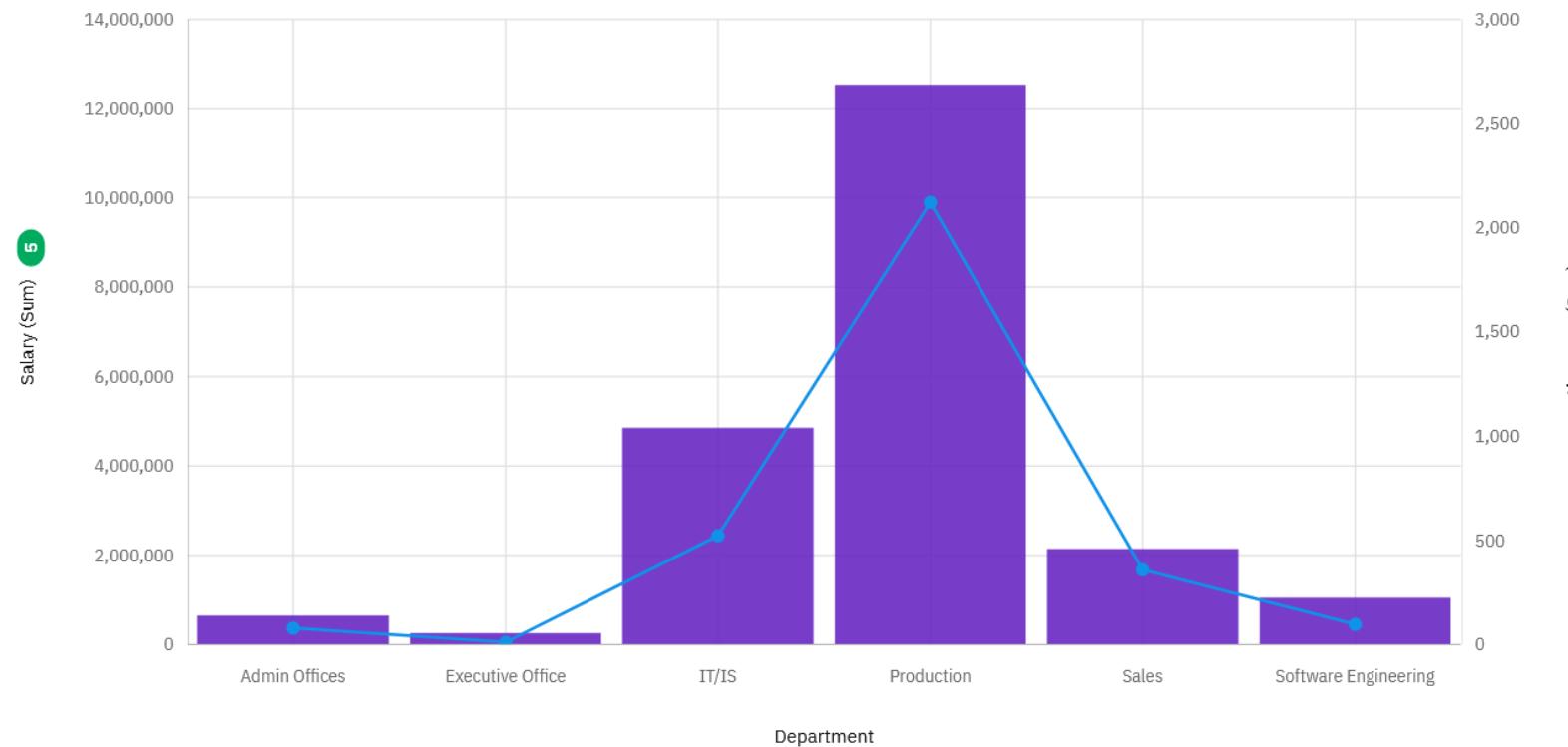
Across all values of **EmpSatisfaction**, the sum of **Absences** is over three thousand.

Absences ranges from 22, when **EmpSatisfaction** is 1, to over a thousand, when **EmpSatisfaction** is 3.

Absences is unusually low when **EmpSatisfaction** is 1 and 2.

Absences and Salary by Department

Column
● Salary (Sum)
Line
● Absences (Sum)



Details

Across all **departments**, the sum of **Salary** is over 21 million.

Salary ranges from 250 thousand, when **Department** is Executive Office, to nearly thirteen million, when **Department** is Production.

Salary is unusually high when **Department** is Production.

Across all **departments**, the sum of **Absences** is over three thousand.

Absences ranges from 10, when **Department** is Executive Office, to over two thousand, when **Department** is Production.

Absences is unusually high when **Department** is Production.

Salary by ManagerName colored by Sex

Sex
F M



Details

Across all values of **ManagerName** and **Sex**, the sum of **Salary** is over 21 million.

The summed values of **Salary** range from almost 69 thousand to nearly 1.2 million.

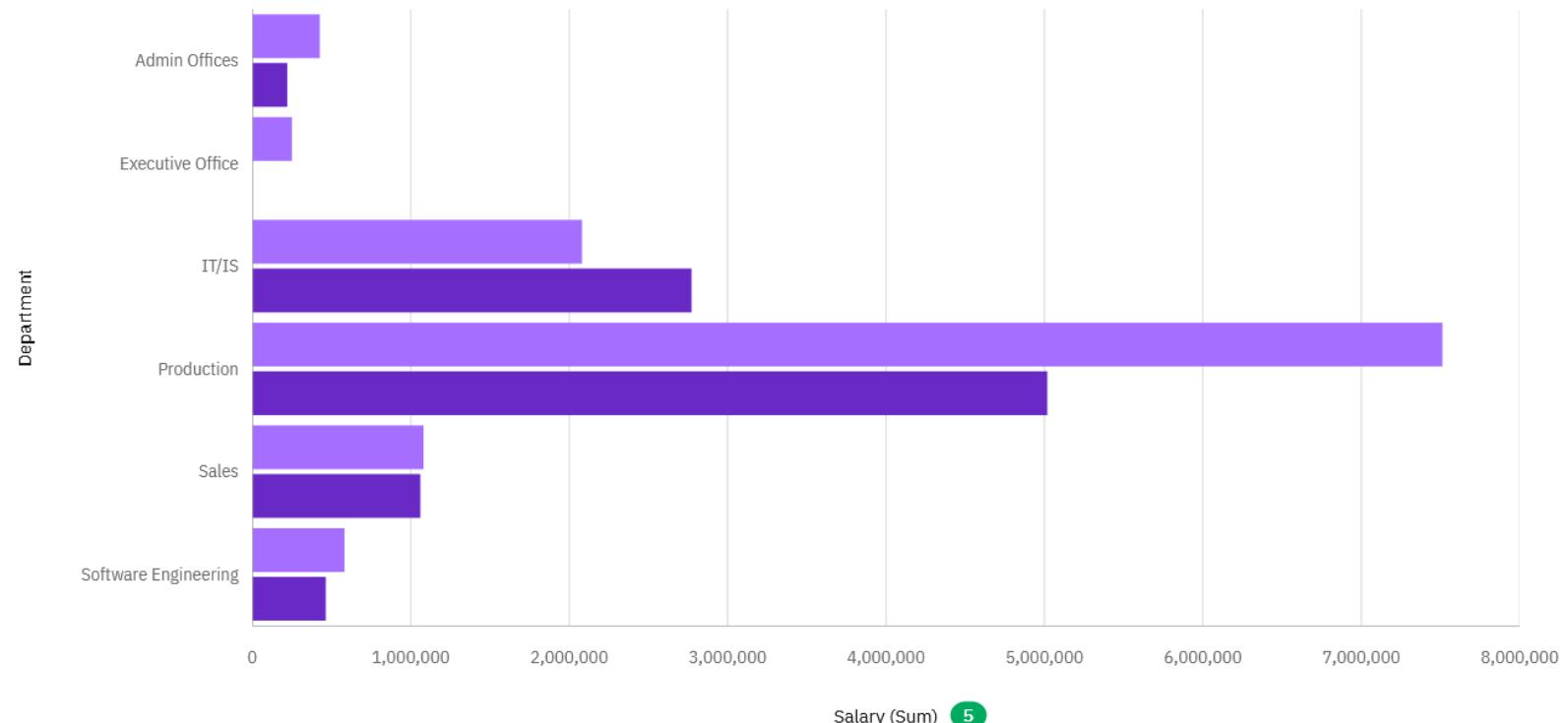
Salary is unusually low when **ManagerName** is Debra Houlihan.

For **Salary**, the most significant value of **Sex** is F, whose respective **Salary** values add up to almost twelve million, or 55.6 % of the total.

For **Salary**, the most significant values of **ManagerName** are Janet King and Simon Roup, whose respective **Salary** values add up to almost 3.5 million, or 16.3 % of the total.

Salary by Department colored by Sex

Sex
F M



Details

Salary is unusually high when **Department** is Production.

Across all **departments** and **sexes**, the sum of **Salary** is over 21 million.

The summed values of **Salary** range from nearly 221 thousand to over 7.5 million.

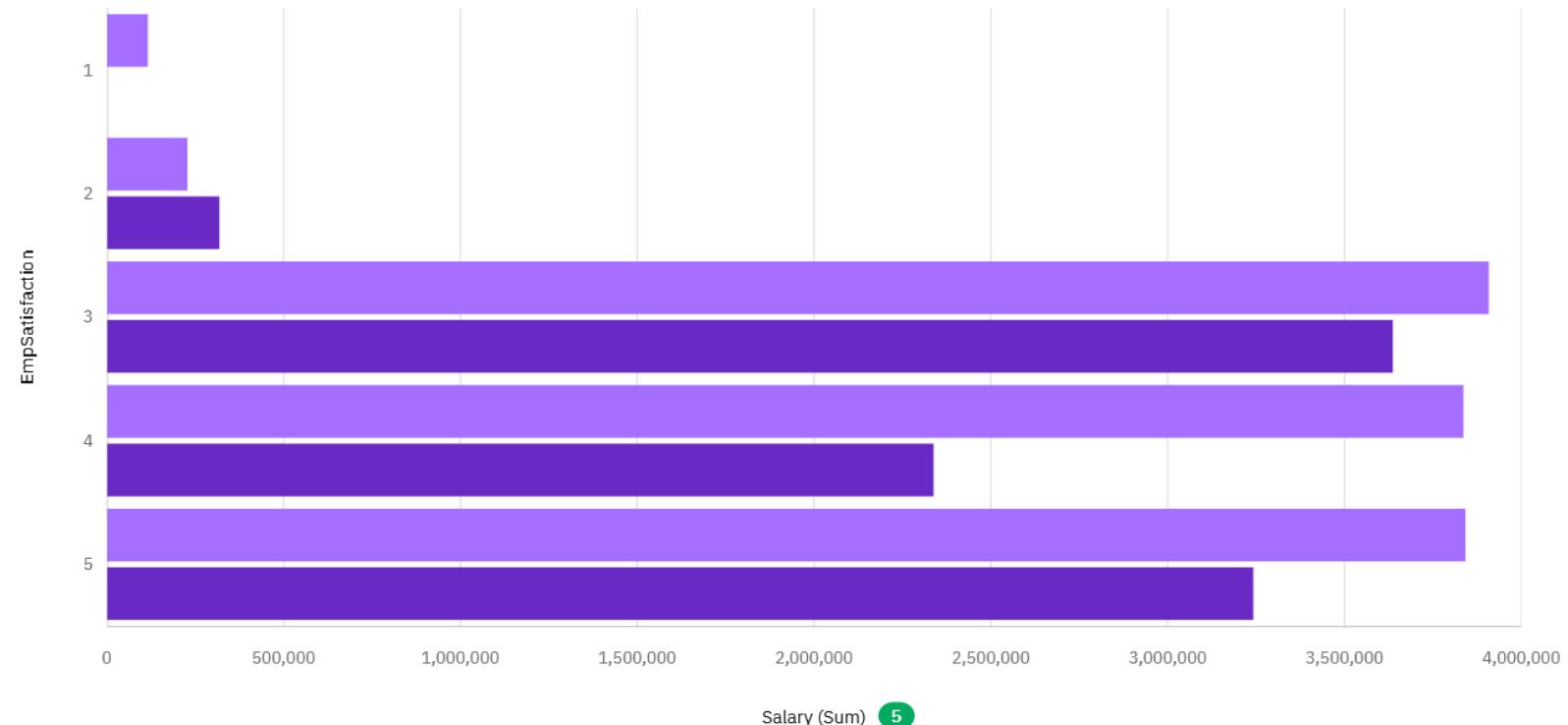
Salary is unusually high when the combination of **Department** and **Sex** is Production and F.

For **Salary**, the most significant value of **Department** is Production, whose respective **Salary** values add up to nearly thirteen million, or 58.4 % of the total.

For **Salary**, the most significant value of **Sex** is F, whose respective **Salary** values add up to almost twelve million, or 55.6 % of the total.

Salary by EmpSatisfaction colored by Sex

Sex
F M



Details

Across all values of **EmpSatisfaction** and **Sex**, the sum of **Salary** is over 21 million.

The summed values of **Salary** range from over 116 thousand to over 3.9 million.

Salary is unusually low when the combinations of **EmpSatisfaction** and **Sex** are 1 and F, 2 and F and 2 and M.

Salary is unusually low when **EmpSatisfaction** is 1 and 2.

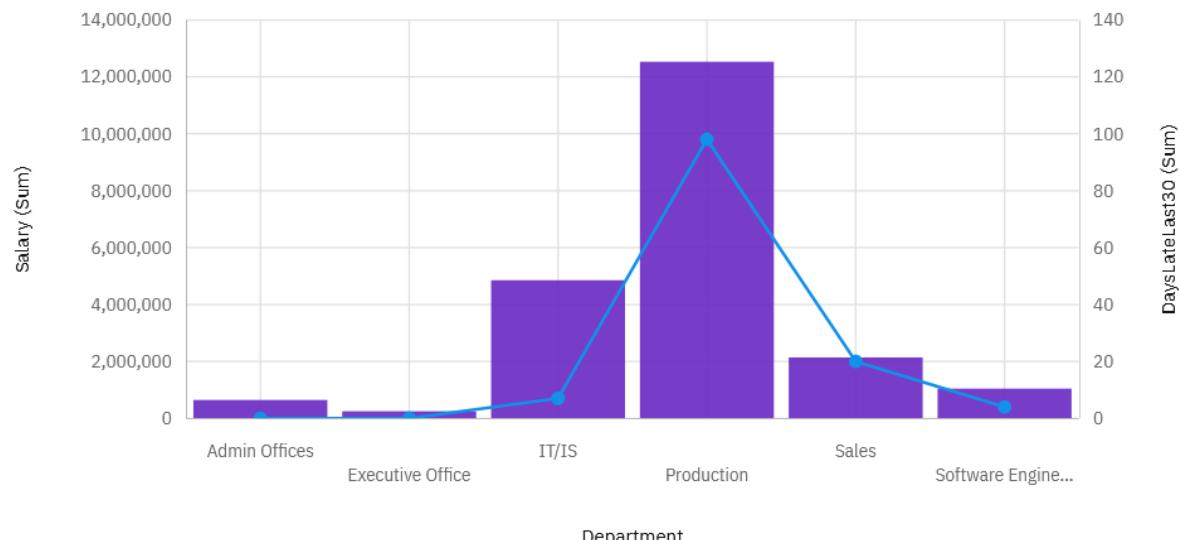
For **Salary**, the most significant values of **EmpSatisfaction** are 3, 5, and 4, whose respective **Salary** values add up to nearly 21 million, or 96.9 % of the total.

For **Salary**, the most significant value of **Sex** is F, whose respective **Salary** values add up to almost twelve million, or 55.6 % of the total.

DASHBOARD

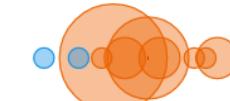
Salary **MaritalStatusID** **EngagementSurvey**

DaysLateLast30 and Salary by Department

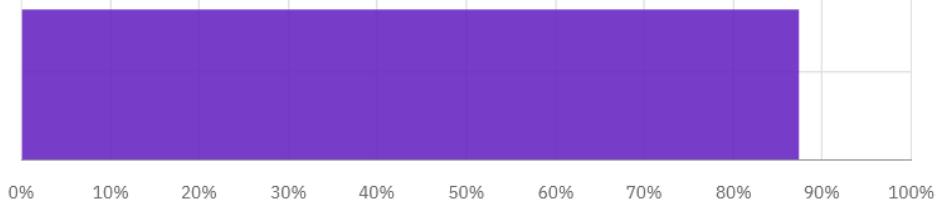


Column
● Salary (Sum)
Line
● DaysLateLast30 (Sum)

Salary



EngagementSurvey and Salary for DateofTermination



EngagementSurvey and Salary for Zip regions

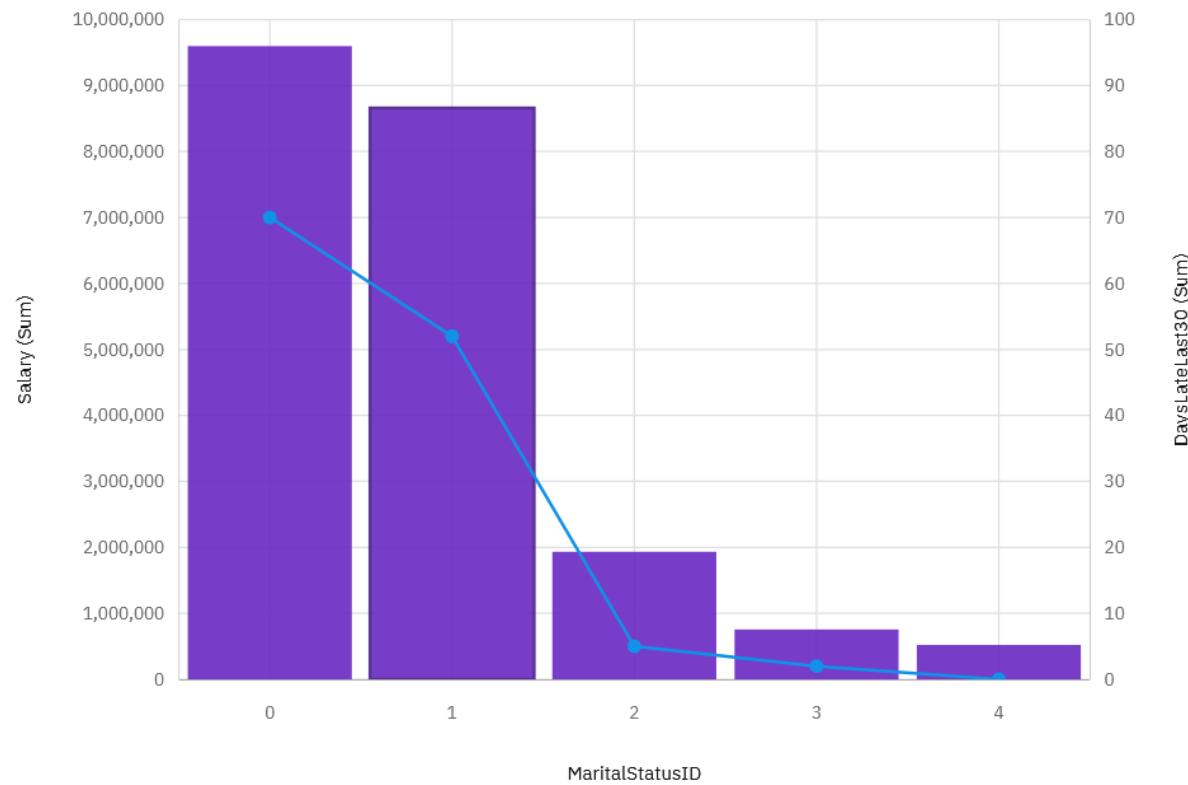


Salary by DateofHire



Salary MaritalStatusID EngagementSurvey

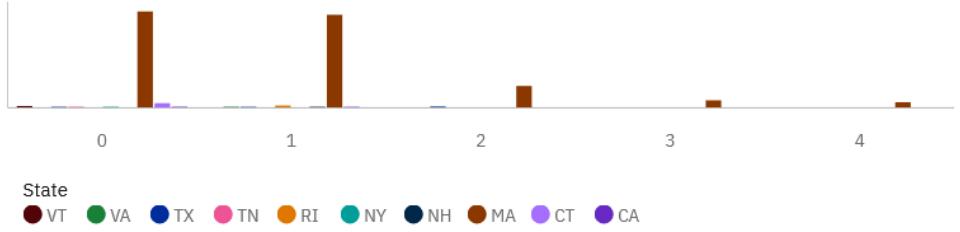
DaysLateLast30 and Salary by MaritalStatusID



Column
Salary (Sum)

Line
DaysLateLast30 (Sum)

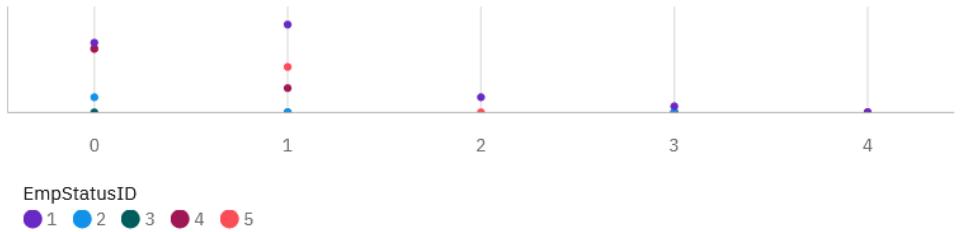
Salary by MaritalStatusID colored by State



Salary by EmpStatusID colored by MaritalStatusID

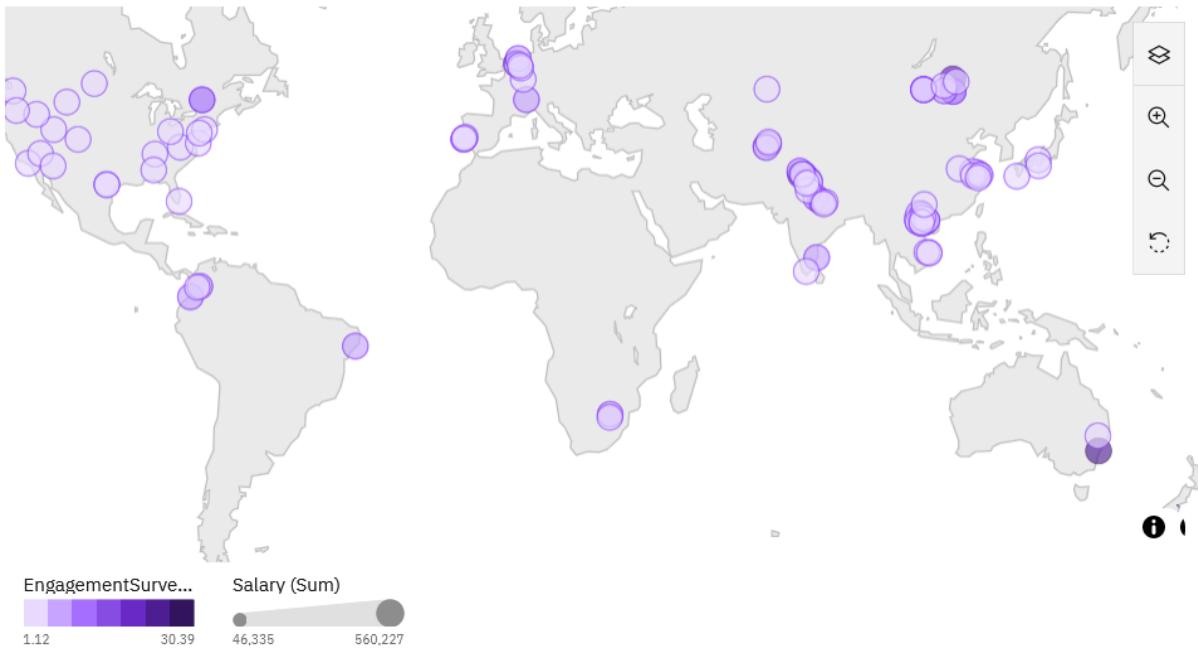


DaysLateLast30 by MaritalStatusID colored by EmpStatusID



Salary MaritalStatusID EngagementSurvey

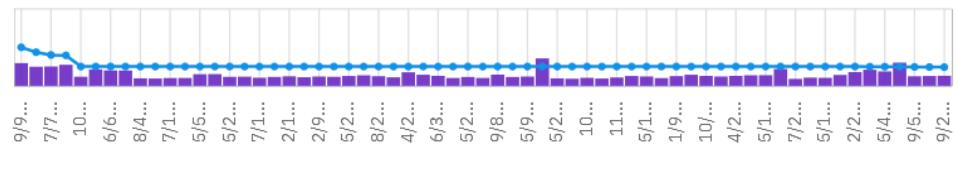
EngagementSurvey and Salary for Zip regions



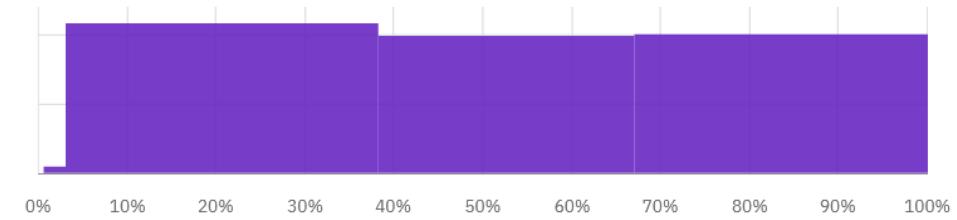
EngagementSurvey



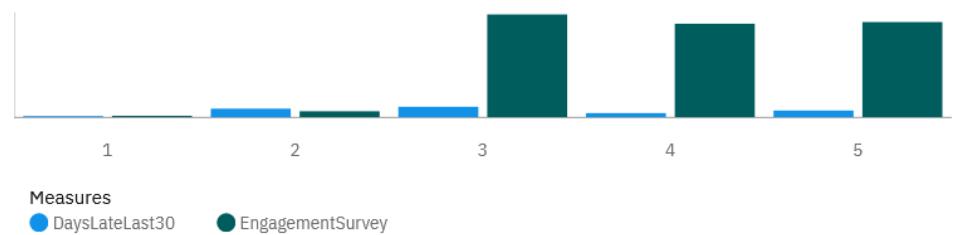
EngagementSurvey and Salary by DOB



EngagementSurvey and Salary for EmpSatisfaction



EngagementSurvey and DaysLateLast30 by EmpSatisfaction



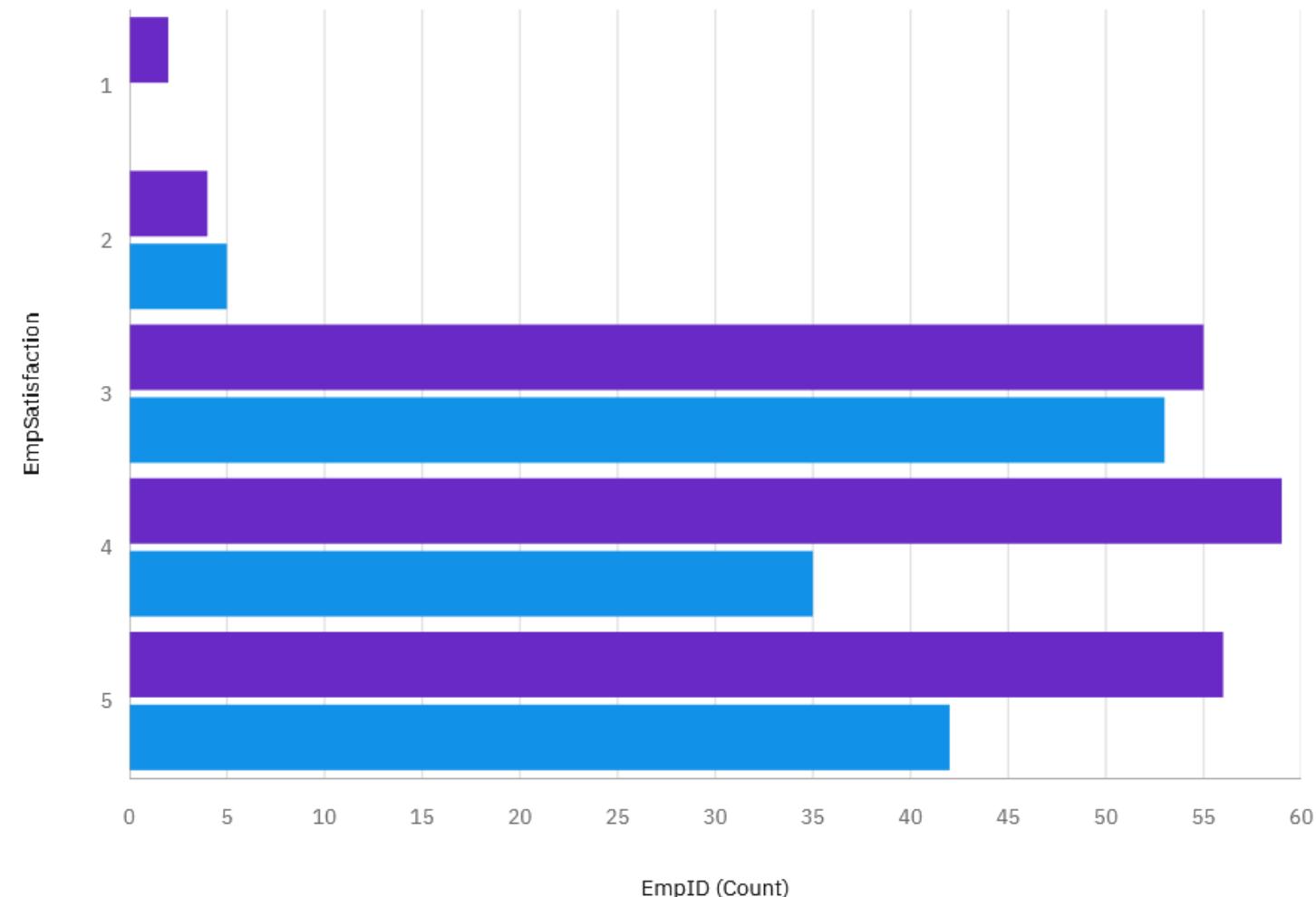
STORY



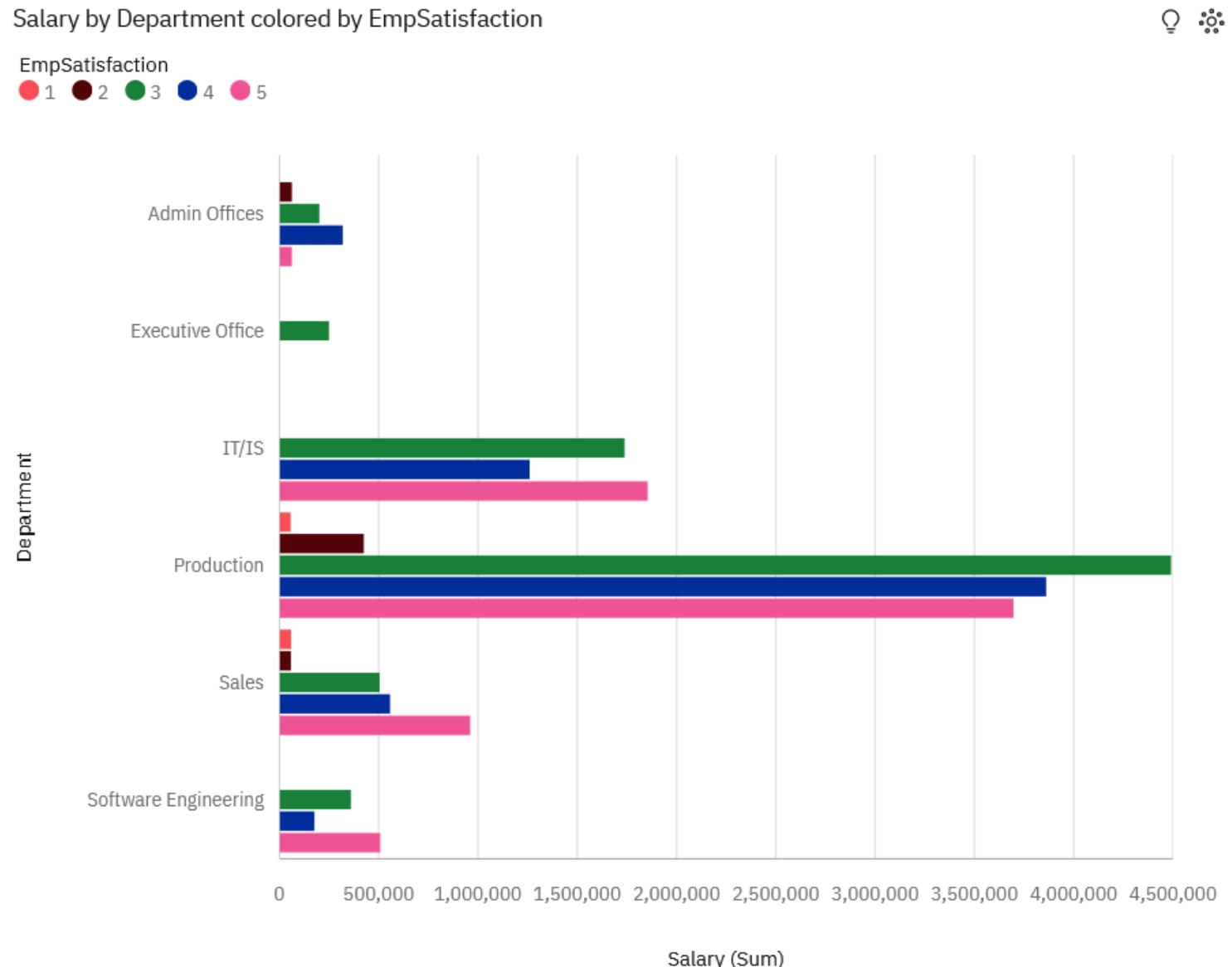
- Sex F has the highest EmpID at 176, out of which EmpSatisfaction 4 contributed the most at 59.
- EmpSatisfaction 3 has the highest values of both EmpID and Salary.
- 3 (34.7 %), 5 (31.5 %), and 4 (30.2 %) are the most frequently occurring categories of EmpSatisfaction with a combined count of 300 items with EmpID values (96.5 % of the total).
- The total number of results for EmpID, across all EmpSatisfaction, is 311.

EmpID by EmpSatisfaction colored by Sex

Sex
F M



- Salary is unusually high when the combinations of Department and EmpSatisfaction are Production and 3, Production and 4 and Production and 5.
- EmpSatisfaction 3 has the highest Salary at over 7.5 million, out of which Department Production contributed the most at nearly 4.5 million.
- For Salary, the most significant value of Department is Production, whose respective Salary values add up to nearly thirteen million, or 58.4 % of the total.



- PerformanceScore Exceeds has the highest Salary at over 342 thousand, out of which MaritalStatusID 0 contributed the most at over 93 thousand.
- Salary is unusually high when the combination of MaritalStatusID and PerformanceScore is 0 and Exceeds.
- MaritalStatusID 1 Salary from PerformanceScore Needs Improvement is nearly 83 thousand, whereas 0 is only almost 57 thousand.
- 0 has a Salary of over 93 thousand for PerformanceScore Exceeds.

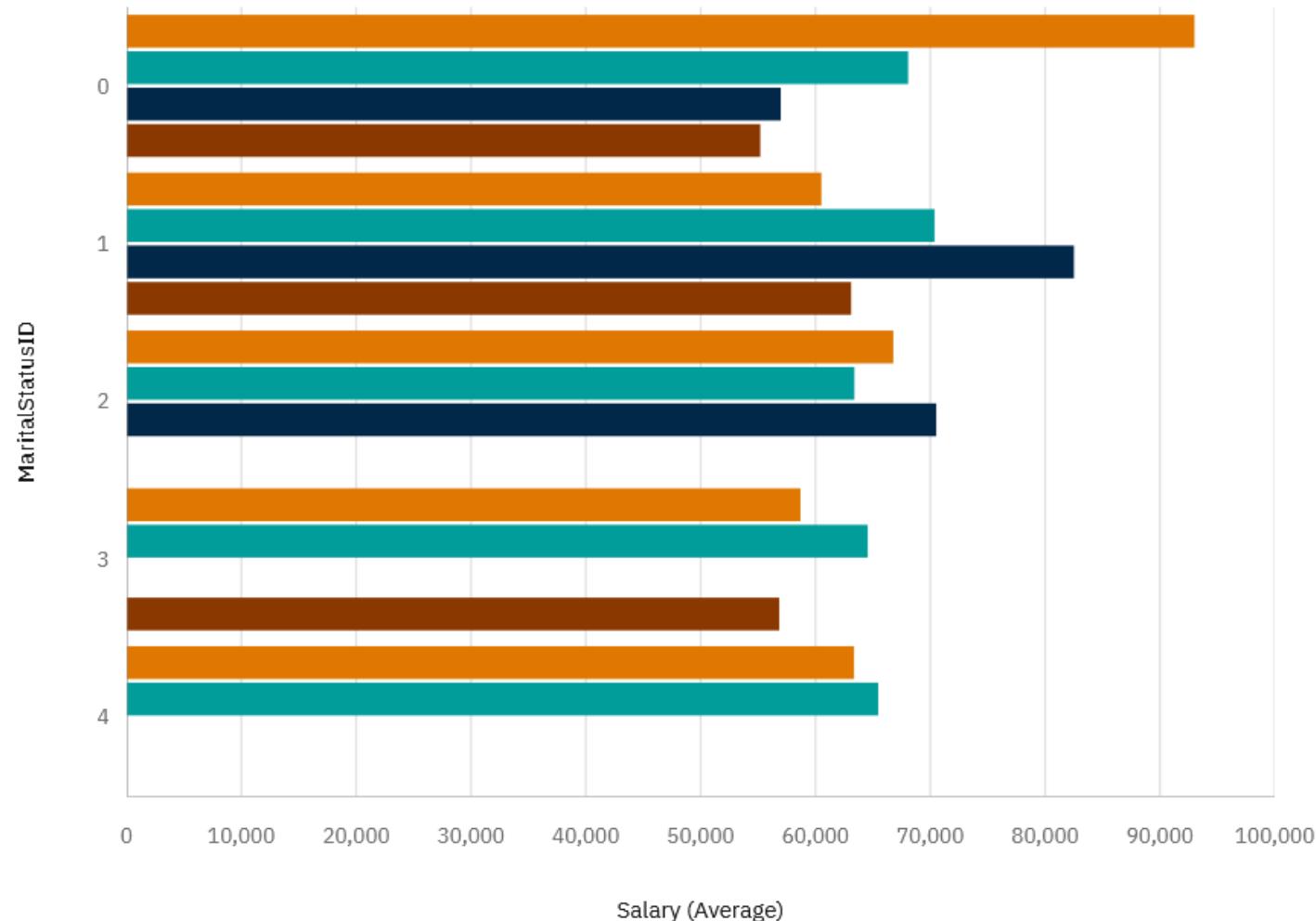
Salary by MaritalStatusID colored by PerformanceScore

PerformanceScore

Exceeds

Fully Meets

Needs Improvement PIP

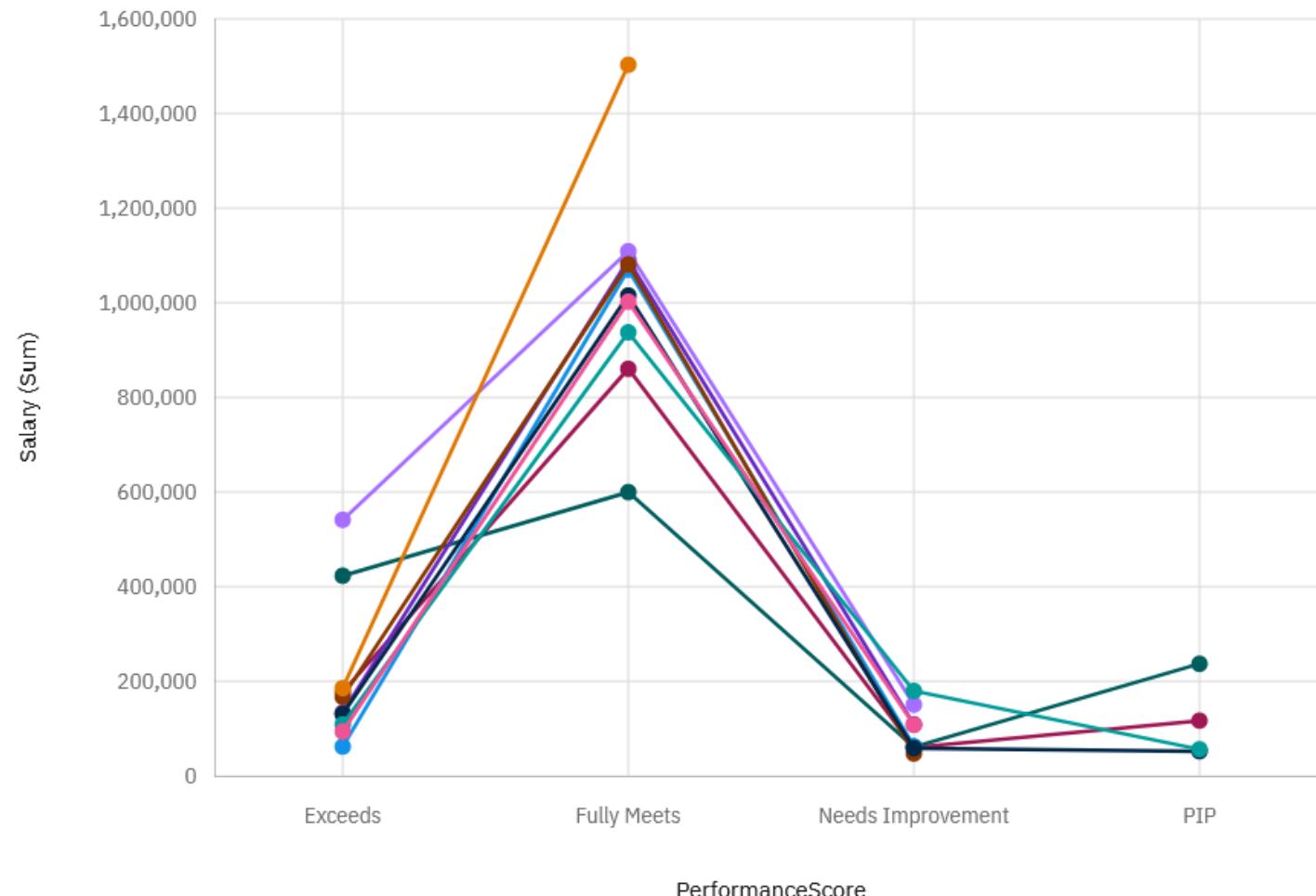


- Salary is unusually high when the combinations of PerformanceScore and ManagerName are Fully Meets and Simon Roup, Fully Meets and Janet King, Fully Meets and Elijah Gray, Fully Meets and Kelley Spirea, Fully Meets and David Stanley and more.
- ManagerName Janet King has the highest Salary at over 1.8 million, out of which PerformanceScore Fully Meets contributed the most at over 1.1 million.
- The summed values of Salary range from almost 48 thousand to over 1.5 million.

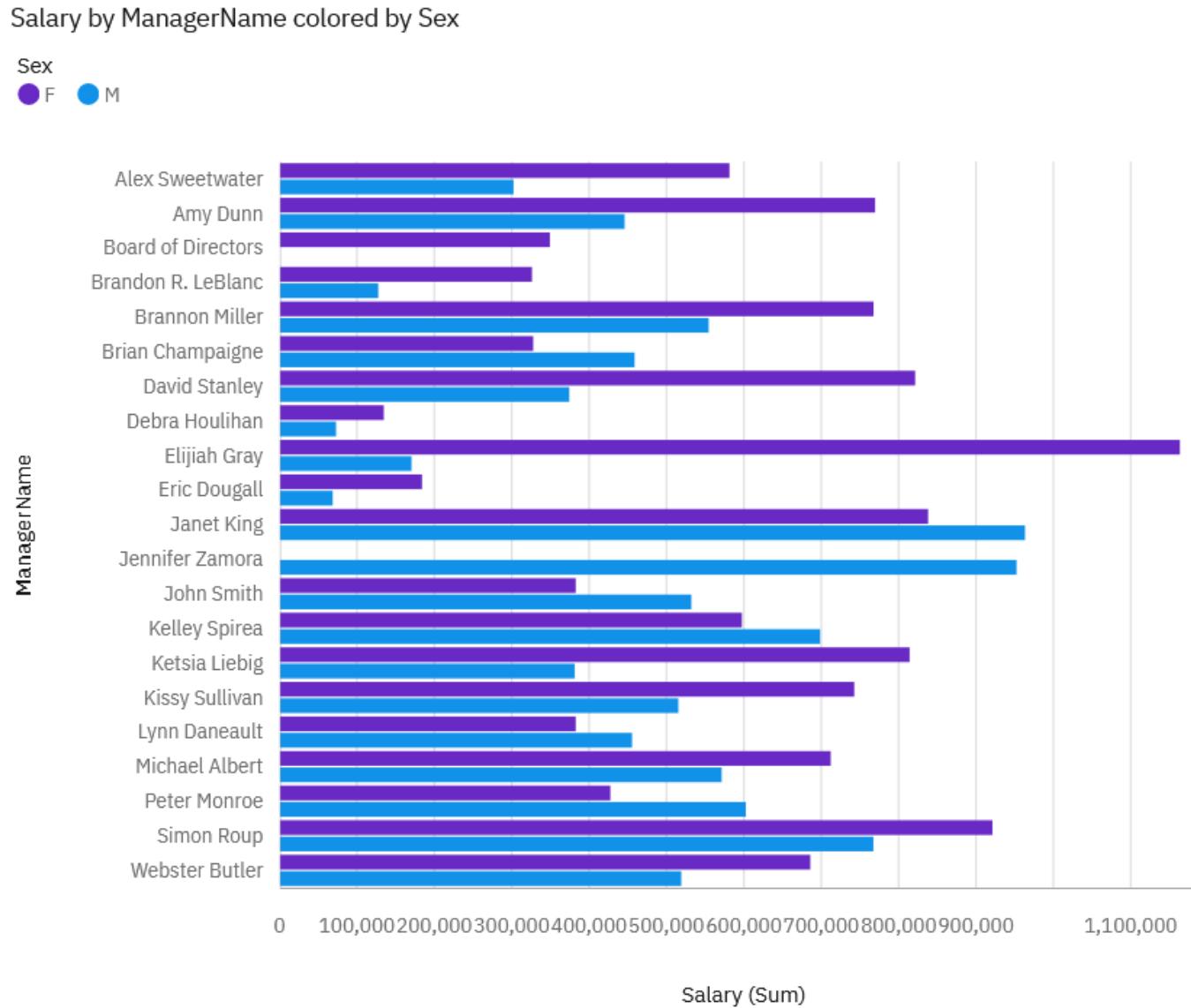
Salary by PerformanceScore colored by ManagerName

ManagerName

Webster Butler Simon Roup Michael Albert Kissy Sullivan Kelley Spirea Janet King
 Elijah Gray David Stanley Brannon Miller Amy Dunn



- M Sex accounted for 53% of Janet King Salary compared to 45% for Simon Roup.
- Sex F has the highest Salary at almost 12 million, out of which ManagerName Elijah Gray contributed the most at nearly 1.2 million.
- For Salary, the most significant values of ManagerName are Janet King and Simon Roup, whose respective Salary values add up to almost 3.5 million, or 16.3 % of the total.
- ManagerName Janet King has the highest total Salary due to Sex M.



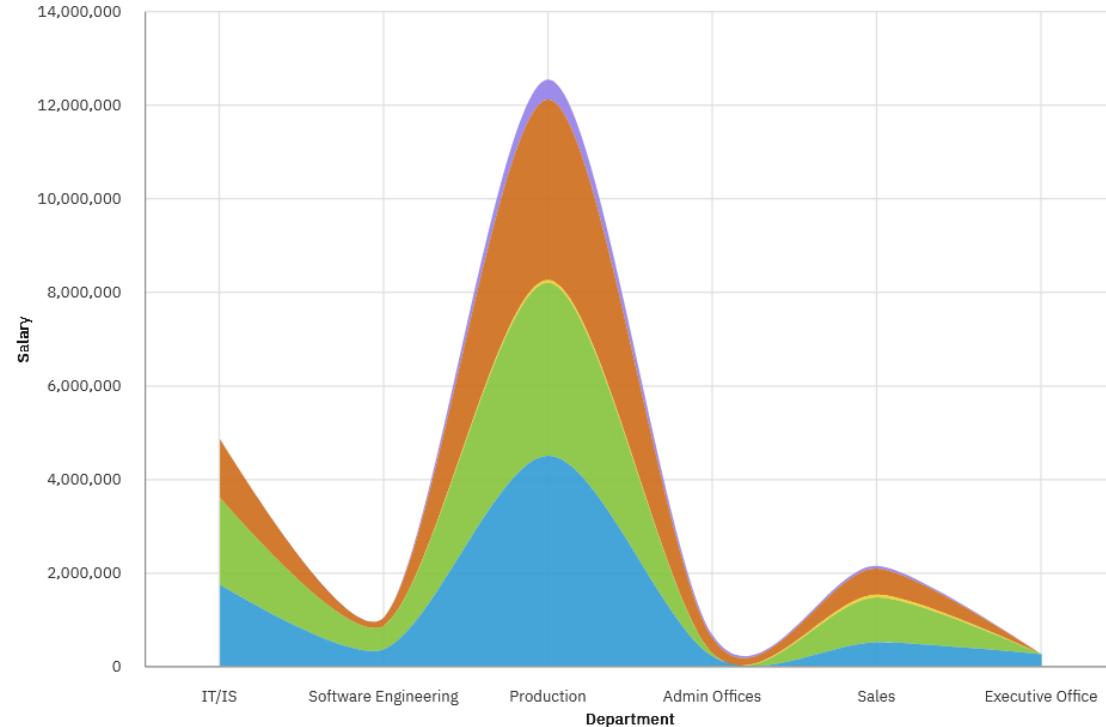
REPORT



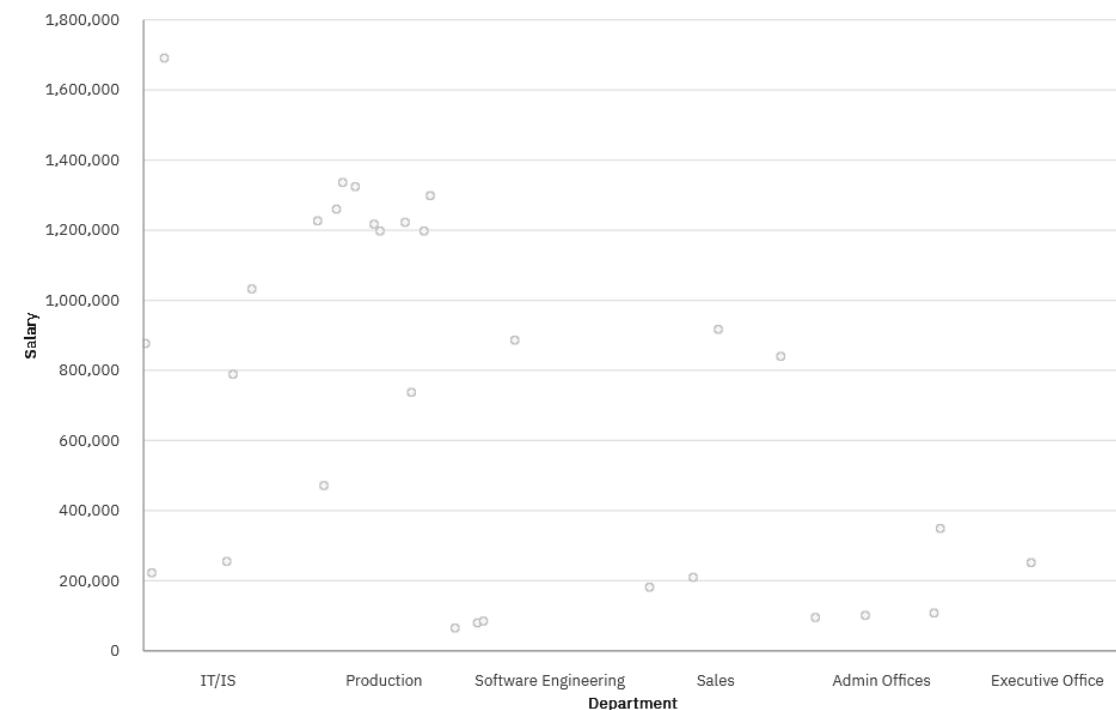
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⋮ Filters

EmpSatisfaction
3 5 1 4 2

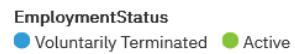


ManagerID
5 2 4 20 16 10 12 15 9 11 19 17 6 13 22 39 7 14 18
3 1 21 30



HTML

Filter



Terminated for Cause

