

# The Cognos HR Scorecard : Measuring Success in Talent Management

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My IBM    New data module

us3.ca.analytics.ibm.com/bi/?perspective=ca-modeller&id=2728170734\_8485dff8bb9d4712a81fc2bc520bab47\_sessionTemp&objRef=&tid=2728170734\_8485dff8bb9d4712a81fc2bc520...

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IBM Cognos Analytics \* New data module

Maintenance: The upgrade is now complete. Click on More Info to see what actions may be necessary and to subscribe to future events

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Properties

Data module +

Search

New data module

Navigation paths

HRDataset\_v14.csv

# Row Id

Employee\_Name

EmpID

MarriedID

MaritalStatusID

GenderID

EmpStatusID

# DeptID

# PerfScoreID

# FromDive...bFairID

Salary

Termd

# PositionID

abc Position

Grid Relationships Custom tables

Row Id	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID
1	Adinolfi, Wilson K	10026	0	0	1	1
2	Ait Sidi, Karthikeyan	10084	1	1	1	5
3	Akinkuolie, Sarah	10196	1	1	0	5
4	Alagbe,Trina	10088	1	1	0	1
5	Anderson, Carol	10069	0	2	0	5
6	Anderson, Linda	10002	0	0	0	1
7	Andreola, Colby	10194	0	0	0	1
8	Athwal, Sam	10062	0	4	1	1
9	Bachiochi, Linda	10114	0	0	0	3
10	Bacong, Alejandro	10250	0	2	1	1
11	Baczenski, Rachael	10252	1	1	0	5
12	Barbara, Thomas	10242	1	1	1	5
13	Barbossa, Hector	10012	0	2	1	1

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Dismiss More info

Data module +

HRDataset\_v14.csv

Employee\_Name EmpID MarriedID MaritalStatusID GenderID EmpStatusID DeptID

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
Barbossa, Hector	10012	0	2	1	1	3

IBM Cognos Analytics | HR\_New exploration

194 |

EmpID by Marriage status pie chart

HR\_New exploration, 5/7/2023, 3:06 AM

PerformanceScore column chart

HR\_New exploration, 5/7/2023, 3:01 AM

PositionID, Department table

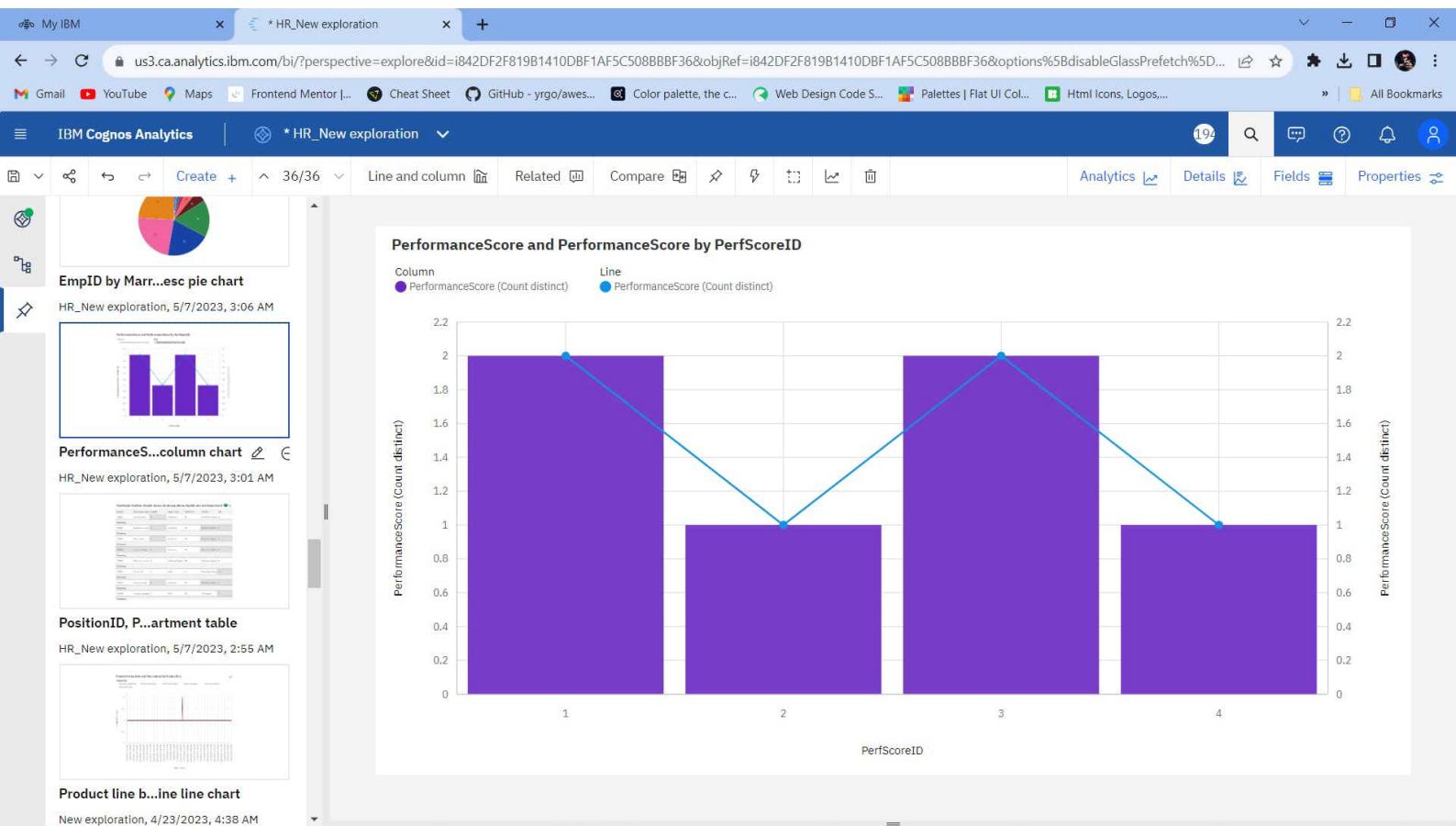
HR\_New exploration, 5/7/2023, 2:55 AM

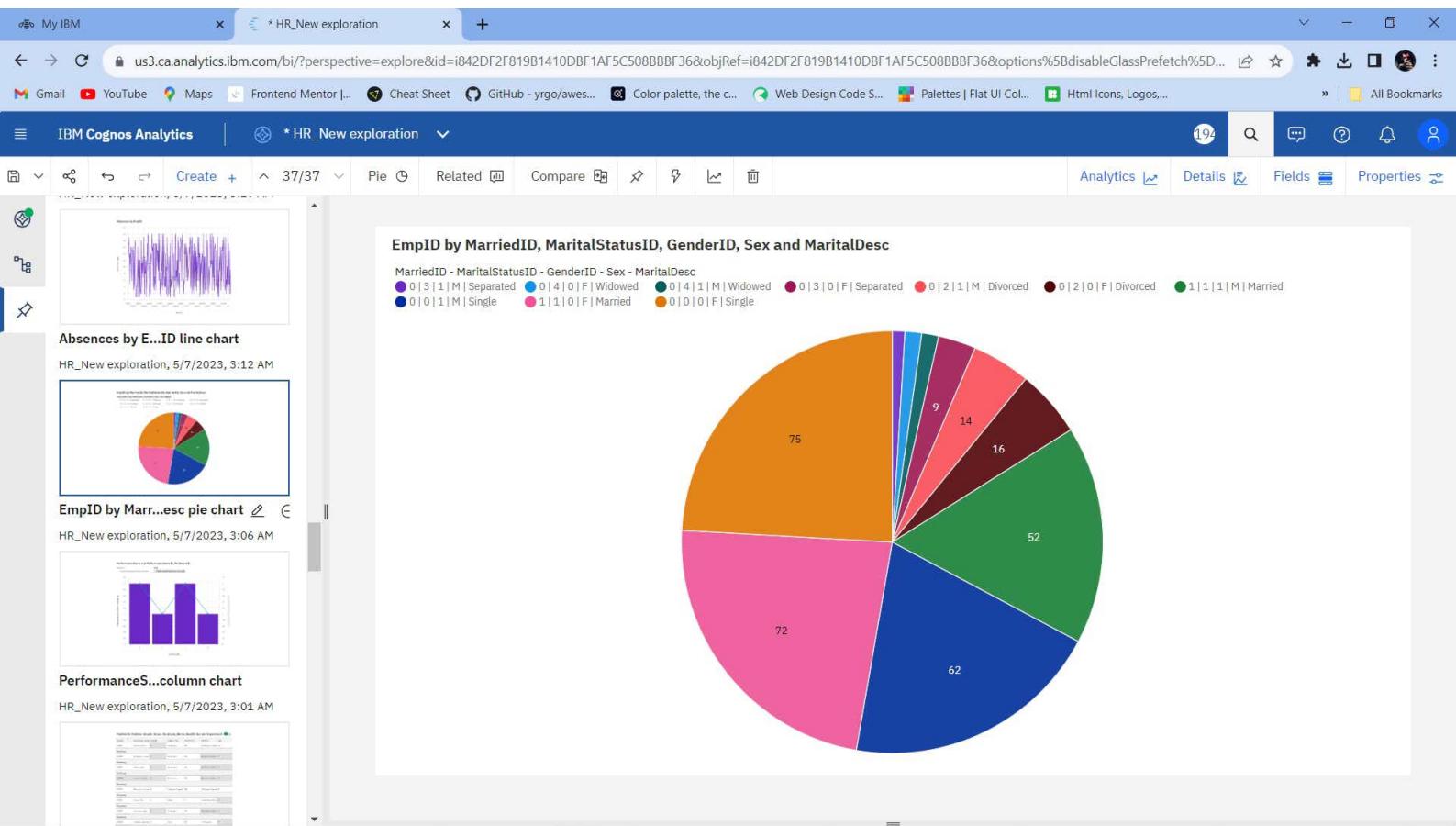
Product line box line chart

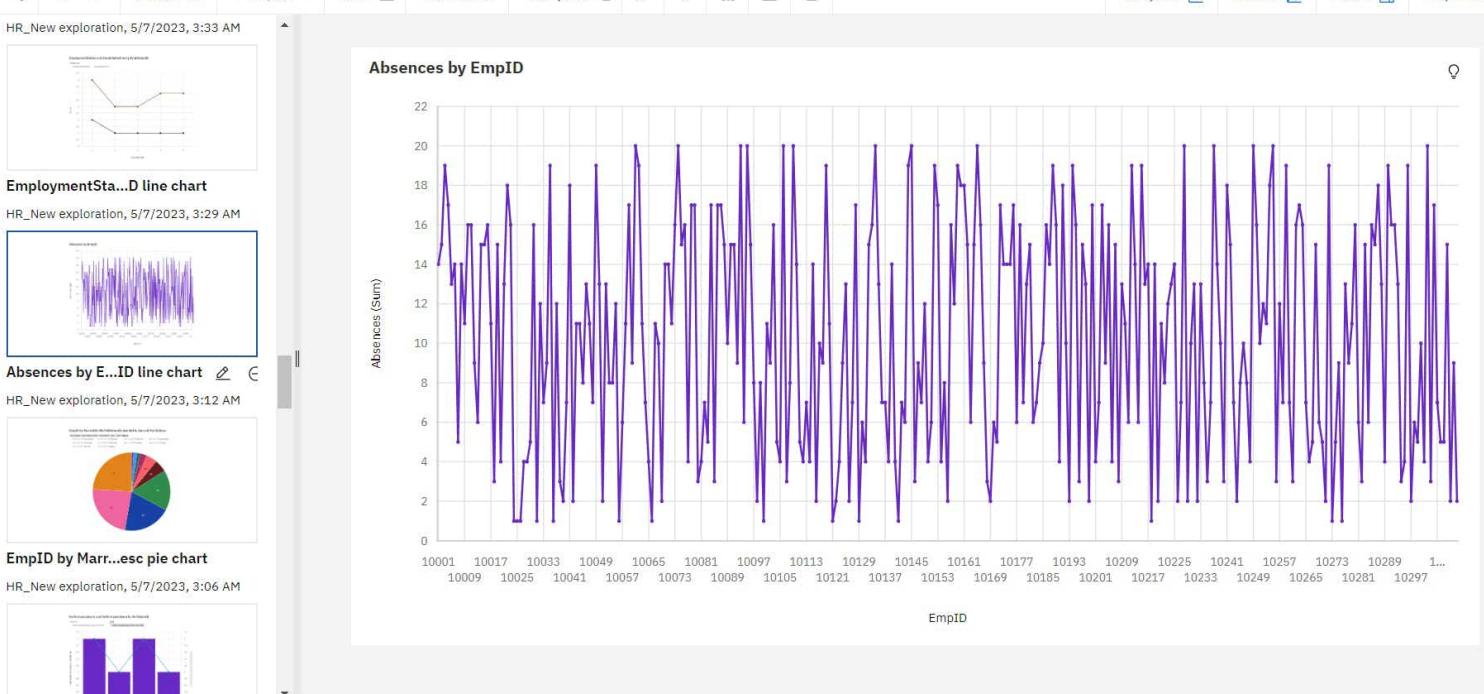
New exploration, 4/23/2023, 4:38 AM

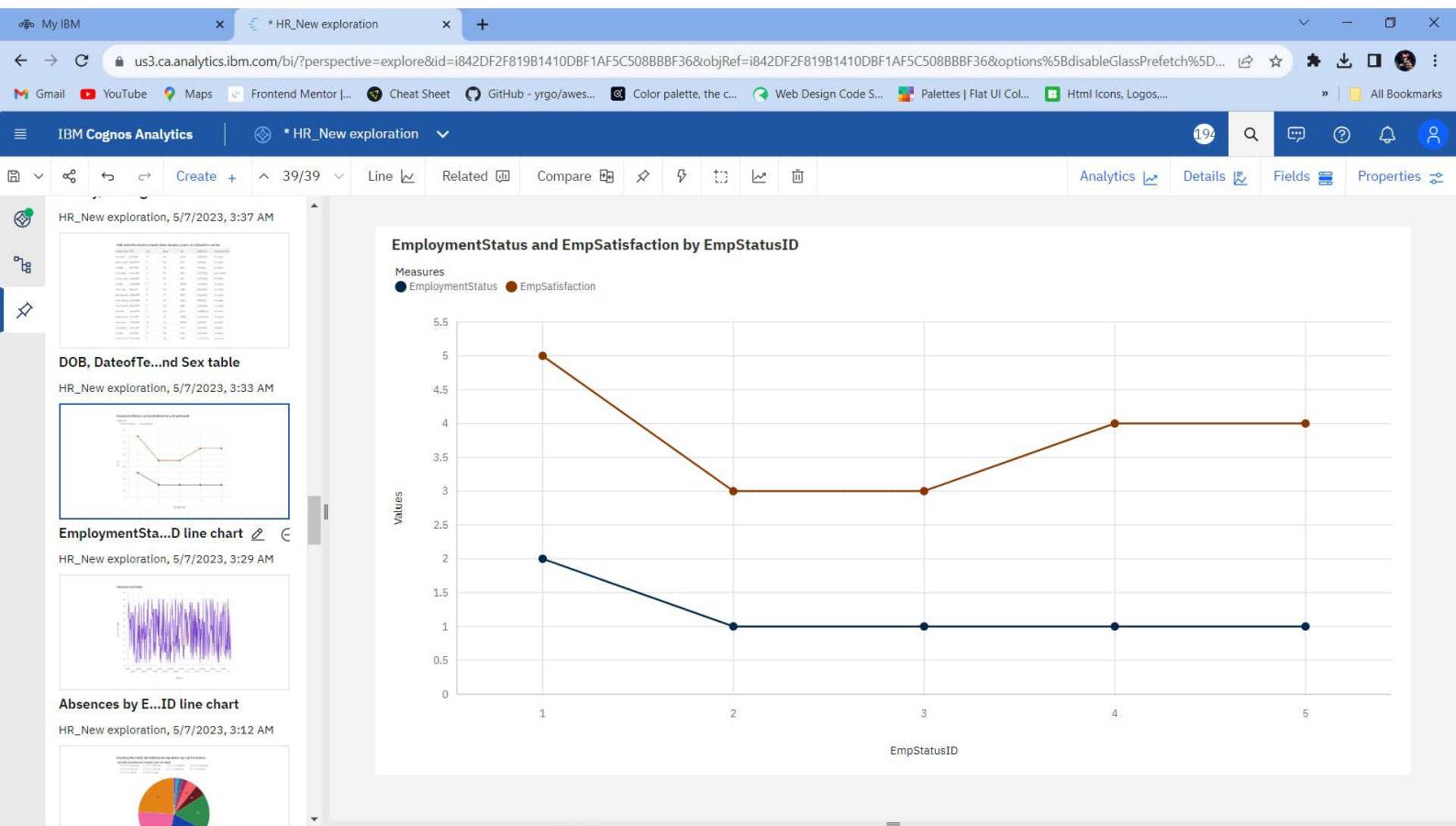
**EmpID, Employee\_Name, DeptID, Department, PositionID, Position, Sex and Salary** 5

EmpID	Employee_Name	DeptID	Department	PositionID	Position	Sex	Salary
10001	Candie, Calvin	5	Production	18	Production Manager	M	72,640
<b>Summary</b>							
10002	Anderson, Linda	5	Production	19	Production Technici...	F	57,568
<b>Summary</b>							
10003	Billis, Helen	5	Production	19	Production Technici...	F	62,910
<b>Summary</b>							
10004	Lynch, Lindsay	5	Production	19	Production Technici...	F	47,434
<b>Summary</b>							
10005	Patronick, Lucas	4	Software Engineering	24	Software Engineer	M	108,987
<b>Summary</b>							
10006	Driver, Elle	6	Sales	3	Area Sales Manager	F	74,241
<b>Summary</b>							
10007	Harrison, Kara	5	Production	19	Production Technici...	F	62,065
<b>Summary</b>							
10008	Lindsay, Leonara	3	IT/IS	14	IT Support	F	51,777
<b>Summary</b>							









IBM Cognos Analytics | HR\_New exploration

State, EmpID,...icLatino map

HR\_New exploration, 5/7/2023, 3:49 AM

Salary, ManagerName table

HR\_New exploration, 5/7/2023, 3:37 AM

DOB, DateofTermination Sex table

HR\_New exploration, 5/7/2023, 3:33 AM

EmploymentStatus line chart

HR\_New exploration, 5/7/2023, 3:29 AM

**EmpID, Employee\_Name, DOB, Sex, State, Zip, DateofHire and DateofTermination**

EmpID	Employee_Name	DOB	Sex	State	Zip	DateofHire	DateofTermination
10001	Candie, Calvin	8/9/1983	M	MA	2169	1/28/2016	(no value)
10002	Anderson, Linda	5/22/1977	F	MA	1844	1/9/2012	(no value)
10003	Billis, Helen	9/1/1989	F	MA	2031	7/7/2014	(no value)
10004	Lynch, Lindsay	2/14/1973	F	MA	1844	11/7/2011	11/14/2015
10005	Patronick, Lucas	2/20/1979	M	MA	1844	11/7/2011	9/7/2015
10006	Driver, Elle	11/8/1988	F	CA	90007	1/10/2011	(no value)
10007	Harrison, Kara	5/2/1974	F	MA	1886	5/12/2014	(no value)
10008	Lindsay, Leonara	10/5/1988	F	CT	6070	1/21/2011	(no value)
10009	Jeannite, Tayana	11/6/1986	F	MA	1821	7/5/2011	(no value)
10010	Zamora, Jennifer	8/30/1979	F	MA	2067	4/10/2010	(no value)
10011	Rivera, Haley	1/12/1973	F	MA	2171	11/28/2011	(no value)
10012	Barbossa, Hector	7/4/1988	M	TX	78230	11/10/2014	(no value)
10013	Torrence, Jack	1/15/1968	M	ND	58782	1/9/2006	(no value)
10014	Veera, Abdellah	1/31/1987	M	MA	2171	8/13/2012	2/5/2016
10015	Foss, Jason	7/5/1980	M	MA	1460	4/15/2011	(no value)
10016	Peterson, Thelma	8/16/1981	F	MA	1001	11/10/2014	(no value)

Waiting for us3.ca.analytics.ibm.com...

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IBM Cognos Analytics \* HR\_New exploration 194

State, EmpID,...icLatino map

HR\_New exploration, 5/7/2023, 3:54 AM

DOB, TermRea...nd Sex table

HR\_New exploration, 5/7/2023, 3:53 AM

State, EmpID,...icLatino map

HR\_New exploration, 5/7/2023, 3:49 AM

Salary, Manag...erName table

HR\_New exploration, 5/7/2023, 3:37 AM

State, EmpID, CitizenDesc, RaceDesc, HispanicLatino

Eligible NonCitizen | Asian | No Eligible NonCitizen | Black or African A... Eligible NonCitizen | Black or African A... Eligible NonCitizen | Two or more races... Eligible NonCitizen | White | No Non-Citizen

State, EmpID, CitizenDesc, RaceDesc, HispanicLatino

Eligible NonCitizen | Asian | No Eligible NonCitizen | Black or African A... Eligible NonCitizen | Black or African A... Eligible NonCitizen | Two or more races... Eligible NonCitizen | White | No Non-Citizen

IBM Cognos Analytics | HR\_New exploration

194 |

RecruitmentS...column chart

HR\_New exploration, 5/7/2023, 4:20 AM

State, EmpID,...icLatino map

HR\_New exploration, 5/7/2023, 3:54 AM

DOB, TermRea...nd Sex table

HR\_New exploration, 5/7/2023, 3:53 AM

State, EmpID,...icLatino map

HR\_New exploration, 5/7/2023, 3:49 AM

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**EmpID, Employee\_Name, DOB, Sex, DateofHire, DateofTermination, Termd and TermReason**

EmpID	Employee_Name	DOB	Sex	DateofHire	DateofTermination	Termd	TermReason
10001	Candie, Calvin	8/9/1983	M	1/28/2016	(no value)	0	N/A-StillEmployed
<b>Summary</b>							
10002	Anderson, Linda	5/22/1977	F	1/9/2012	(no value)	0	N/A-StillEmployed
<b>Summary</b>							
10003	Billis, Helen	9/1/1989	F	7/7/2014	(no value)	0	N/A-StillEmployed
<b>Summary</b>							
10004	Lynch, Lindsay	2/14/1973	F	11/7/2011	11/14/2015	1	Another position
<b>Summary</b>							
10005	Patronick, Lucas	2/20/1979	M	11/7/2011	9/7/2015	1	Another position
<b>Summary</b>							
10006	Driver, Elle	11/8/1988	F	1/10/2011	(no value)	0	N/A-StillEmployed
<b>Summary</b>							
10007	Harrison, Kara	5/2/1974	F	5/12/2014	(no value)	0	N/A-StillEmployed
<b>Summary</b>							
10008	Lindsay, Leonara	10/5/1988	F	1/21/2011	(no value)	0	N/A-StillEmployed
<b>Summary</b>							

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\* HR\_New exploration

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Create + 44/44 Legacy map Related Compare Details Fields Properties

EngagementS...summary value

HR\_New exploration, 5/7/2023, 4:22 AM

RecruitmentS...column chart

HR\_New exploration, 5/7/2023, 4:20 AM

State, EmpID, CitizenDesc, RaceDesc, HispanicLatino

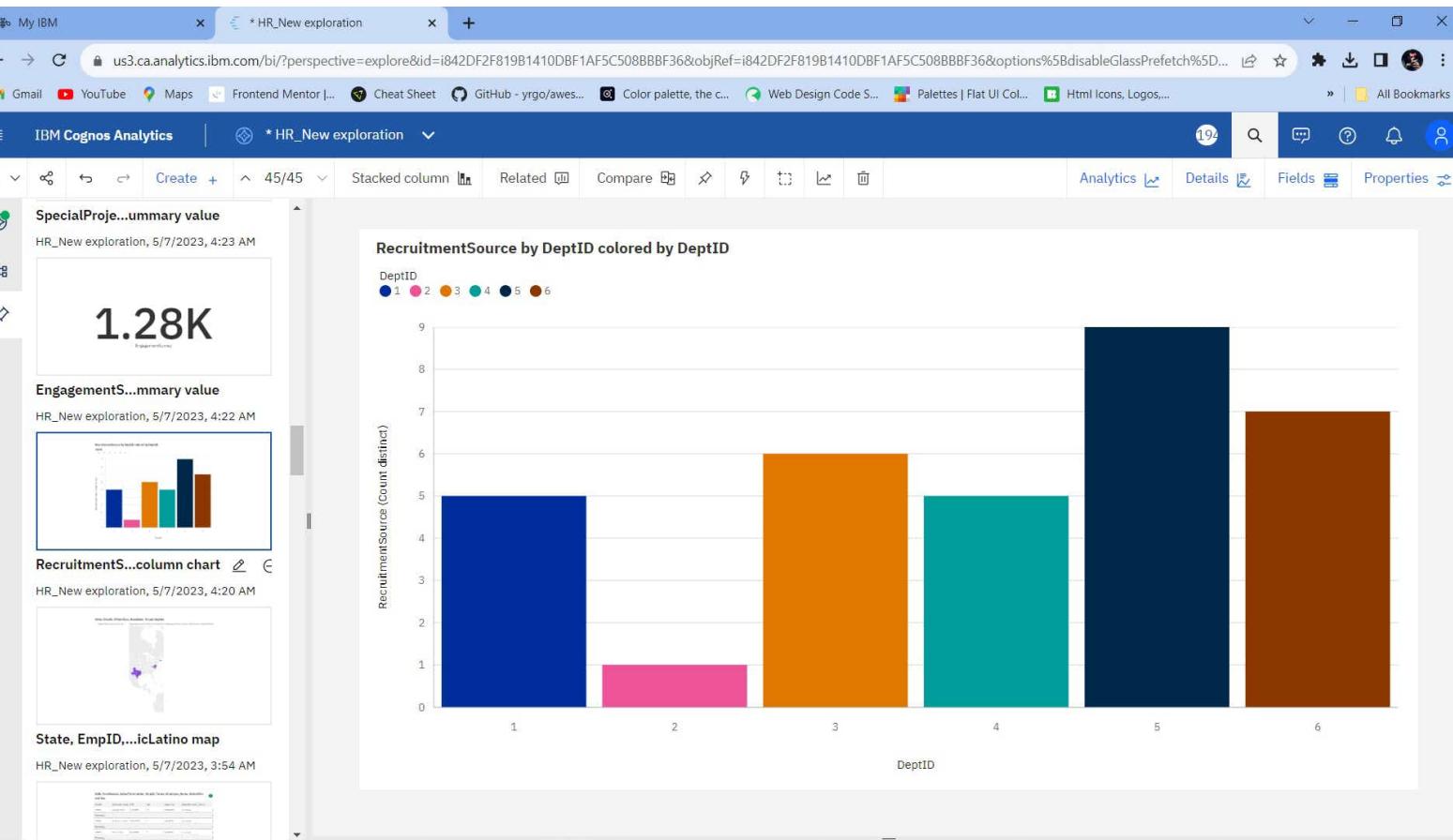
Eligible NonCitizen | Asian | No Eligible NonCitizen | Black or African A... Eligible NonCitizen | Black or African A... Eligible NonCitizen | Two or more races... Eligible NonCitizen | White | No Non-Citizen

State, EmpID,...icLatino map

HR\_New exploration, 5/7/2023, 3:54 AM

DOB, TermRea...nd Sex table

HR\_New exploration, 5/7/2023, 3:53 AM



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HR\_New exploration

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IBM Cognos Analytics HR\_New exploration 194

HR\_New exploration, 5/7/2023, 4:43 AM

SpecialProj...summary value

HR\_New exploration, 5/7/2023, 4:23 AM

Engagements...summary value

HR\_New exploration, 5/7/2023, 4:22 AM

RecruitmentS...column chart

HR\_New exploration, 5/7/2023, 4:20 AM

EngagementSurvey

311

1.28K

1.28K

EngagementSurvey

IBM Cognos Analytics | HR\_New exploration

FromDiversity... bubble chart

HR\_New exploration, 5/7/2023, 4:49 AM

SpecialProjectsCount

311

SpecialProj...summary value

HR\_New exploration, 5/7/2023, 4:23 AM

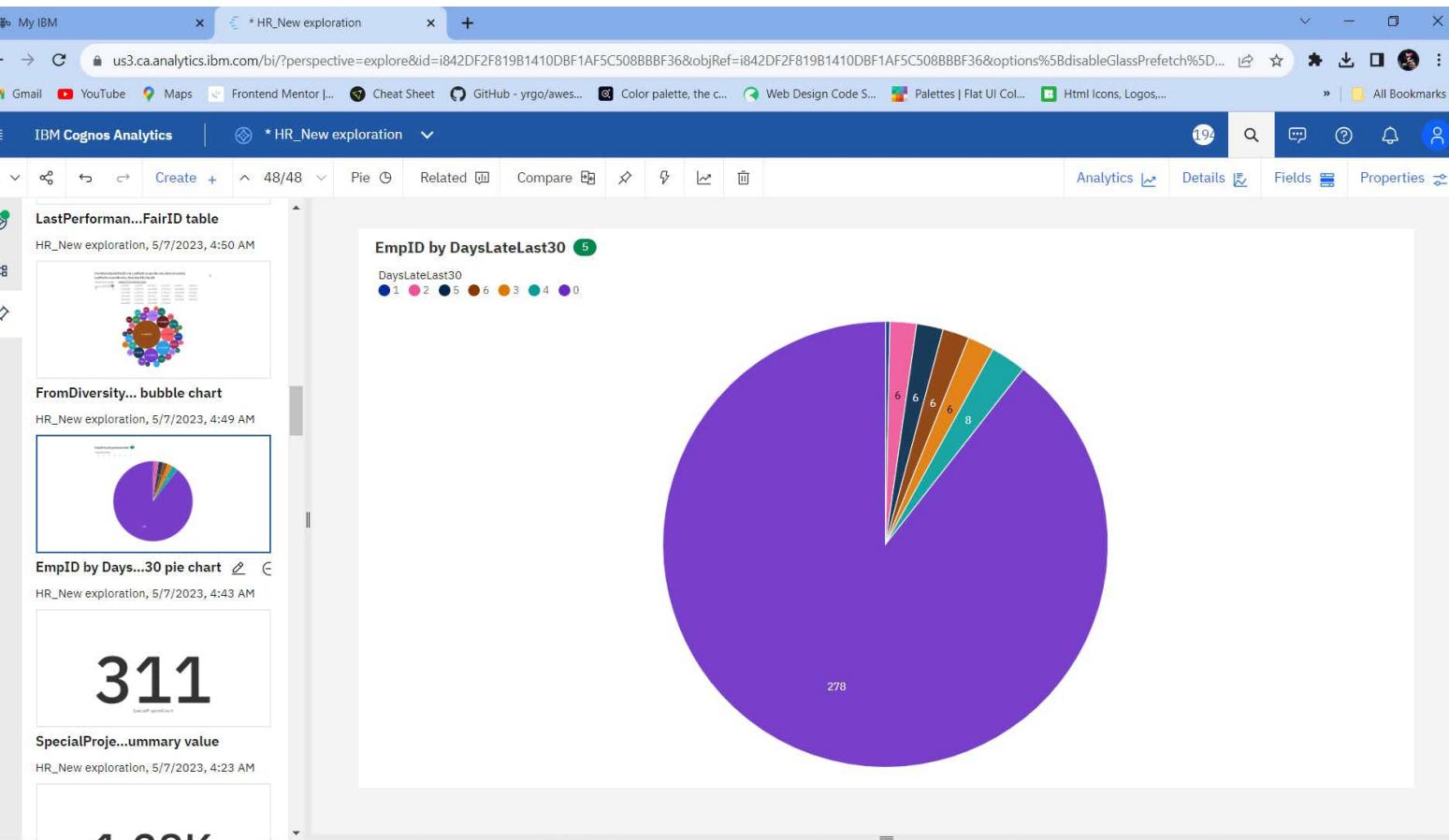
1.28K

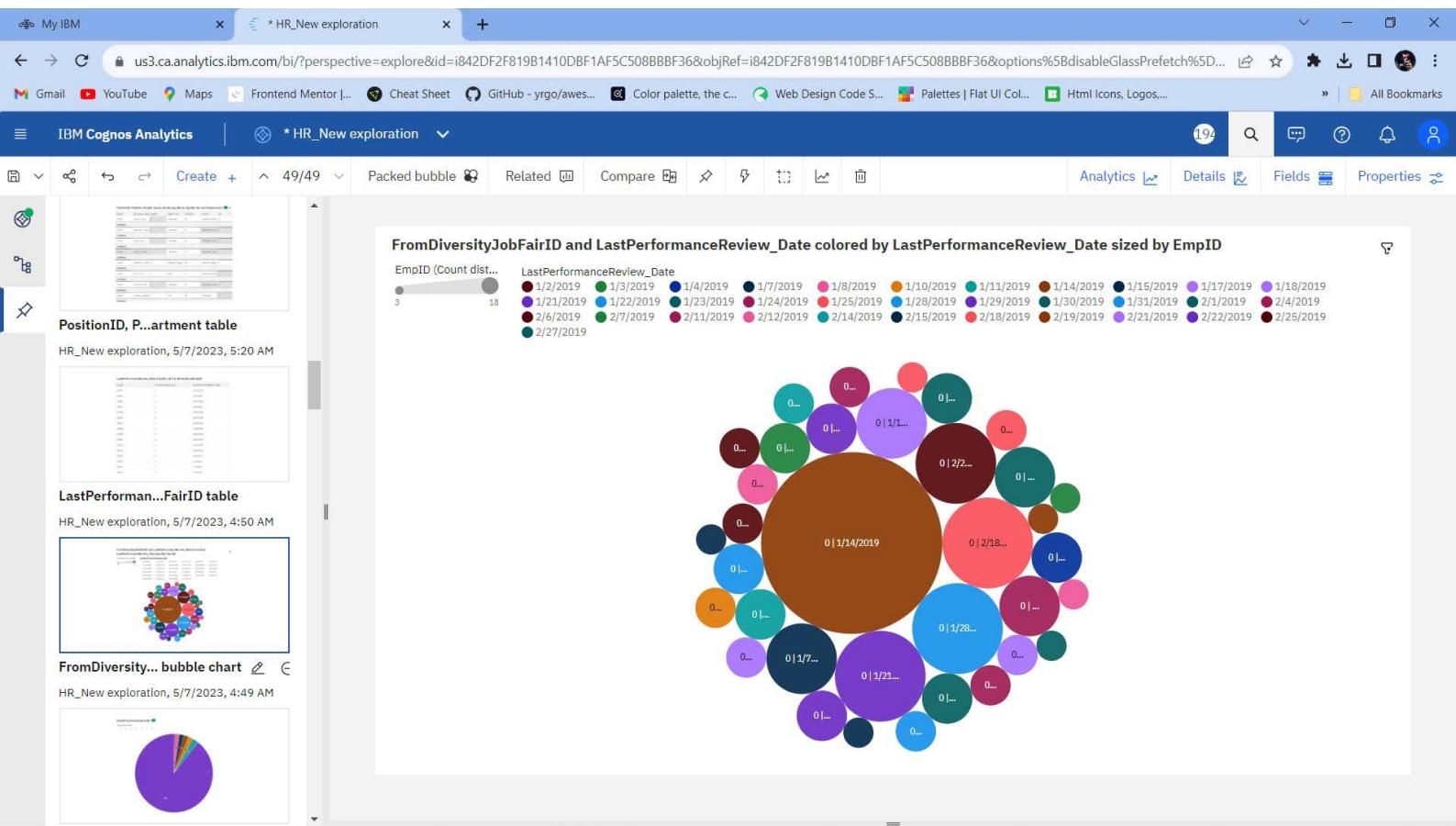
EngagementS...summary value

HR\_New exploration, 5/7/2023, 4:22 AM

311

SpecialProjectsCount





IBM Cognos Analytics | HR\_New exploration

4,574.31

distance\_km summary value

New exploration, 5/15/2023, 5:58 AM

PositionID, P...partment table

HR\_New exploration, 5/7/2023, 5:20 AM

LastPerforman...FairID table

HR\_New exploration, 5/7/2023, 4:50 AM

FromDiversity... bubble chart

Waiting for us3.ca.analytics.ibm.com...

**EmpID, FromDiversityJobFairID and LastPerformanceReview\_Date**

EmpID	FromDiversityJobFairID	LastPerformanceReview_Date
10001	0	2/22/2019
10002	0	1/7/2019
10003	0	2/27/2019
10004	1	2/2/2015
10005	1	8/16/2015
10006	0	1/27/2019
10007	0	2/15/2019
10008	1	1/25/2019
10009	0	2/25/2019
10010	0	2/21/2019
10011	0	2/11/2019
10012	1	2/25/2019
10013	0	1/4/2019
10014	0	2/1/2016
10015	0	1/7/2019
10016	0	1/1/2020

# DASHBOARD

The Cognos HR Scorecard : Measuring Success in Talent Management

PositionID, Position, EmpID, Salary, Employee\_Name, DeptID, Sex and Department

EmpID	Employee_N...	DeptID
10001	Candie, Calvin	5
10002	Anderson, Lin...	5

Summary

Salary, ManagerID and ManagerName

ManagerID	ManagerName	Salary
1	Brandon R. L...	1,
2	Janet King	1,
3	Brandon R. L...	1,

Summary

DOB, DateofTermination, EmpID, State, Employee\_Name, Zip, DateofHire and Sex

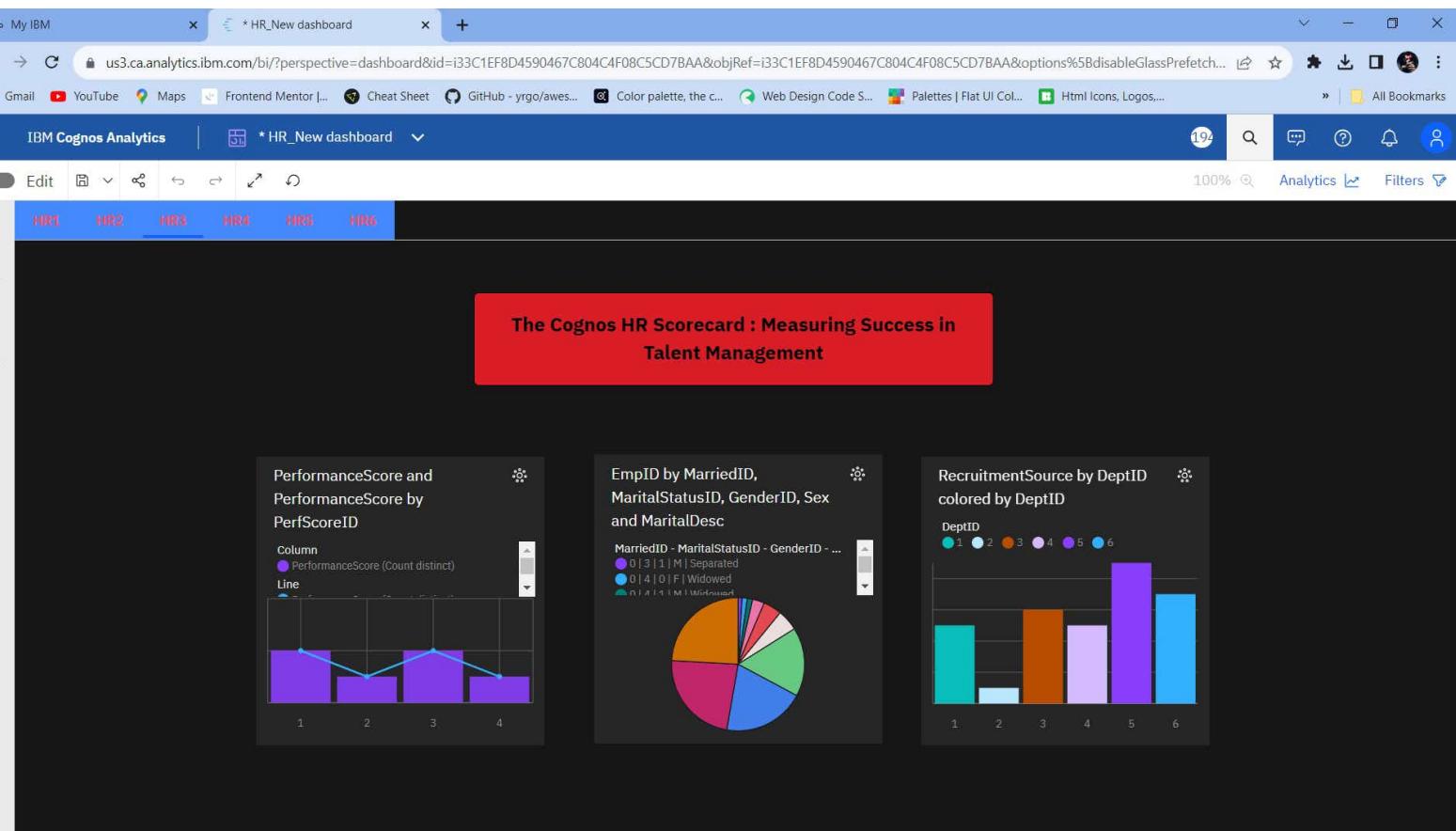
EmpID	Employee_N...	DOB
10001	Candie, Calvin	8/9/19
10002	Anderson, Lin...	5/22/19
10003	Billis, Helen	9/1/19
10004	Lynch, Lindsay	2/14/19

The Cognos HR Scorecard : Measuring Success in Talent Management

EngagementSurvey  
1.28K  
EngagementSurvey

State, EmpID, CitizenDesc, RaceDesc, HispanicLatino  
Eligible NonCitizen | Asian | No  
Eligible NonCiti  

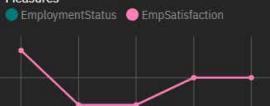

SpecialProjectsCount  
311  
SpecialProjectsCount



The Cognos HR Scorecard : Measuring Success in Talent Management

EmpID	Employee_N...	DOB
10001	Candie, Calvin	8/9/1983
<b>Summary</b>		
10002	Anderson, Lin...	5/22/197
<b>Summary</b>		

EmpID	FromDiversit...	LastPerform...
10001	0	2/22/201
10002	0	1/7/2019
10003	0	2/27/201
10004	1	2/2/2015
10005	1	8/16/201

EmploymentStatus and EmpSatisfaction by EmpStatusID	
Measures	
EmploymentStatus	EmpSatisfaction
	

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HR\_New dashboard

us3.ca.analytics.ibm.com/bi/?perspective=dashboard&id=i33C1EF8D4590467C804C4F08C5CD7BAA&objRef=i33C1EF8D4590467C804C4F08C5CD7BAA&options%5BdisableGlassPrefetch... ☆ 🔍 🌐

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Edit 100% 🔍 Analytics Filters

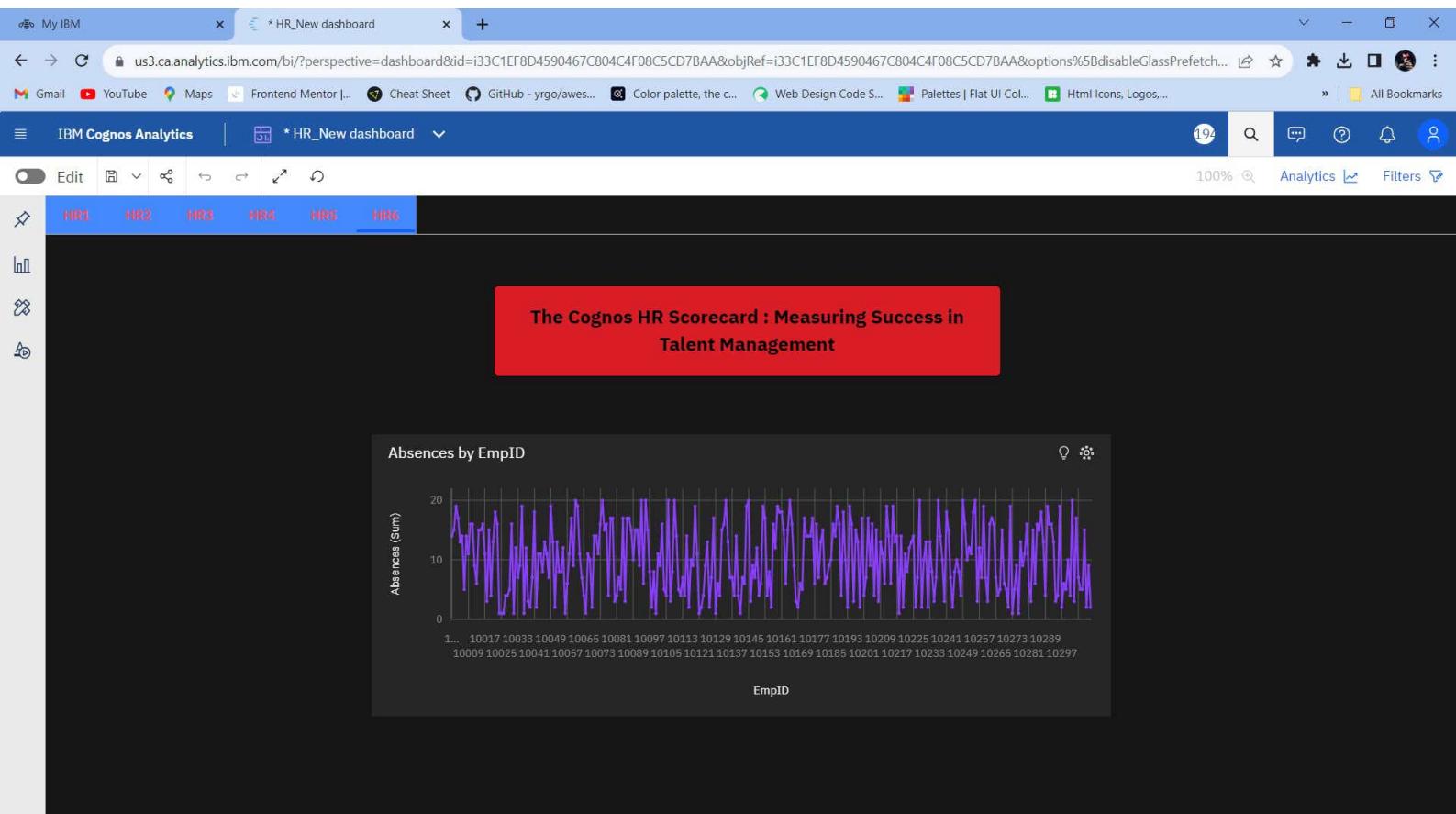
HR1 HR2 HR3 HR4 HR5 HR6

The Cognos HR Scorecard : Measuring Success in Talent Management

From DiversityJobFairID and LastPerformanceReview\_Date colored by LastPerformanceReview\_Date sized by EmpID EmpID (Count dist...) 3 18

DaysLateLast30

278



STORY

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HR\_New story

us3.ca.analytics.ibm.com/bi/?perspective=story&id=i68991895718D46168CD07768CE80025D&objRef=i68991895718D4616BCD07768CE80025D&options%5BdisableGlassPrefetch%5D=...

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IBM Cognos Analytics \* HR\_New story

194

Edit

Selected sources /

HR\_New data module

Search

Navigation paths

- HRDataset\_v14.csv
  - Employee\_Name
  - # EmpID
  - # MarriedID
  - # MaritalStatusID
  - # GenderID
  - # EmpStatusID
  - # DeptID
  - # PerfScoreID
  - # FromDiver...JobFairID
    - Salary
    - Termd
  - # PositionID
  - Position
  - State

The Cognos HR Scorecard : Measuring Success in Talent Management

Prev scene ▶▶ Next scene Scene 1 of 11 0:00.0 0:05.0

The Cognos HR Scorecard : Measuring Success in Talent Management

Selected sources /

HR\_New data module

Search

Navigation paths

- HRDataset\_v14.csv
  - Employee\_Name
  - # EmpID
  - # MarriedID
  - # MaritalStatusID
  - # GenderID
  - # EmpStatusID
  - # DeptID
  - # PerfScoreID
  - # FromDiver...JobFairID
    - Salary
    - Termd
  - # PositionID
  - Position
  - State

0 has the highest EmpID due to 19 PositionID.  
 19 PositionID has the highest EmpID at 137, out of which 0 contributed the most at 83.  
 0|0|0|F|Single (24.1 %), 1|1|0|F|Married (23.2 %), 0|0|1|M|Single (19.9 %), and 1|1|1|M|Married (16.7 %) are the most frequently occurring categories of MarriedID - MaritalStatusID - GenderID - Sex - MaritalDesc with a combined count of 261 items with EmpID values (83.9 % of the total).  
 The total number of results for EmpID, across all MarriedID - MaritalStatusID - GenderID - Sex - MaritalDesc, is 311.

EmpID by MarriedID, MaritalStatusID, GenderID, Sex and MaritalDesc

MarriedID - MaritalStatusID - GenderID - Sex - MaritalDesc

Category	Count			
0 3 1 M Separated	9			
0 4 0 F Widowed	14			
0 4 1 M Widowed	16			
0 3 0 F Separated	52			
0 2 1 M Divorced	75			
0 2 0 F Divorced	72			
1 1 1 M Married	62			
0 0 1 M Single	0 1 0 F Married	0 0 0 F Single	0 0 0 F Single	0 0 0 F Single

Prev scene | Next scene | Scene 2 of 11 | 0:00.0 | 0:05.0

The Cognos HR Scorecard : Measuring Success in Talent Management

Absences by EmpID

Selected sources /

HR\_New data module

Navigation paths

- HRDataset\_v14.csv
  - Employee\_Name
  - # EmpID
  - # MarriedID
  - # MaritalStatusID
  - # GenderID
  - # EmpStatusID
  - # DeptID
  - # PerfScoreID
  - # FromDiver...JobFairID
    - Salary
    - Termd
  - # PositionID
  - Position
  - State

Prev scene |<|>| Next scene Scene 3 of 11 0:00.0 0:05.0

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HR\_New story

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Search

Navigation paths

- HRDataset\_v14.csv
  - Employee\_Name
  - # EmpID
  - # MarriedID
  - # MaritalStatusID
  - # GenderID
  - # EmpStatusID
  - # DeptID
  - # PerfScoreID
  - # FromDiver...JobFairID
    - Salary
    - Termd
  - # PositionID
  - Position
  - State

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

The total number of results for EmploymentStatus, across all EmpStatusID, is 311.

EmploymentStatus and EmpSatisfaction by EmpStatusID

Measures

EmploymentStatus EmpSatisfaction

EmpStatusID	EmploymentStatus	EmpSatisfaction
1	High	Medium
2	Medium	Low
3	Low	Low
4	Medium	Medium
5	High	High

Prev scene Next scene Scene 4 of 11 0:00.0 0:05.0

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HR\_New story

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Edit Analytics Filters Fields Properties

Selected sources /

HR\_New data module

Search

The Cognos HR Scorecard : Measuring Success in Talent Management

Navigation paths

- HRDataset\_v14.csv
  - Employee\_Name
  - # EmpID
  - # MarriedID
  - # MaritalStatusID
  - # GenderID
  - # EmpStatusID
  - # DeptID
  - # PerfScoreID
  - # FromDiver...JobFairID
    - Salary
    - Termd
  - # PositionID
  - Position
  - State

MA is the most frequently occurring category of State with a count of 276 items with EmpID values (88.7 % of the total).  
The overall number of results for EmpID is 311.

State, EmpID, CitizenDesc, RaceDesc, HispanicLatino

Eligible NonCitizen | Asian | No Eligible NonCitizen | Black or African A... Eligible NonCitizen | Black or African A... Eligible NonCitizen | Two or...



Prev scene < > Next scene Scene 5 of 11 0:00.0 0:05.0

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HR\_New story

us3.ca.analytics.ibm.com/bi/?perspective=story&id=i68991895718D46168CD07768CE80025D&objRef=i68991895718D4616BCD07768CE80025D&options%5BdisableGlassPrefetch%5D=...

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Search

Navigation paths

- HRDataset\_v14.csv
  - Employee\_Name
  - # EmpID
  - # MarriedID
  - # MaritalStatusID
  - # GenderID
  - # EmpStatusID
  - # DeptID
  - # PerfScoreID
  - # FromDiver...JobFairID
    - Salary
    - Termd
  - # PositionID
  - Position
  - State

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

The total number of results for EmploymentStatus, across all EmpStatusID, is 311.

EmploymentStatus and EmpSatisfaction by EmpStatusID

Measures

EmploymentStatus EmpSatisfaction

EmpStatusID	EmploymentStatus	EmpSatisfaction
1	High	Low
2	Medium	Very Low
3	Medium	Very Low
4	Medium	Very Low
5	High	Low
6	High	Low

Prev scene Next scene Scene 6 of 11 0:00.0 0:05.0

IBM Cognos Analytics | \* HR\_New story

The Cognos HR Scorecard : Measuring Success in Talent Management

Selected sources /

HR\_New data module

Search

Navigation paths

- HRDataset\_v14.csv
  - Employee\_Name
  - # EmpID
  - # MarriedID
  - # MaritalStatusID
  - # GenderID
  - # EmpStatusID
  - # DeptID
  - # PerfScoreID
  - # FromDiver...JobFairID
    - Salary
    - Termd
  - # PositionID
  - Position
  - State

5 is the most frequently occurring category of DeptID with a count of 208 items with RecruitmentSource values (66.9 % of the total).  
The overall number of results for RecruitmentSource is 311.

RecruitmentSource by DeptID colored by DeptID

DeptID

1 2 3 4 5 6

DeptID	RecruitmentSource	Count
1	RecruitmentSource 1	208
2	RecruitmentSource 2	10
4	RecruitmentSource 4	10
5	RecruitmentSource 5	208
6	RecruitmentSource 6	10

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My IBM

HR\_New story

us3.ca.analytics.ibm.com/bi/?perspective=story&id=i68991895718D46168CD07768CE80025D&objRef=i68991895718D4616BCD07768CE80025D&options%5BdisableGlassPrefetch%5D=...

Gmail YouTube Maps Frontend Mentor Cheat Sheet GitHub - yrgo/awes... Color palette, the c... Web Design Code S... Palettes | Flat UI Col... HTML Icons, Logos... All Bookmarks

IBM Cognos Analytics HR\_New story

194

Edit

Selected sources /

HR\_New data module

Search

Navigation paths

- HRDataset\_v14.csv
  - Employee\_Name
  - # EmpID
  - # MarriedID
  - # MaritalStatusID
  - # GenderID
  - # EmpStatusID
  - # DeptID
  - # PerfScoreID
  - # FromDiver...JobFairID
    - Salary
    - Termd
  - # PositionID
  - Position
  - State

The overall number of results for EngagementSurvey is 311.

EngagementSurvey

# 1.28K

EngagementSurvey

Prev scene ▶▶ Next scene Scene 8 of 11 0:00.0 0:05.0

The Cognos HR Scorecard : Measuring Success in Talent Management

• The overall number of results for EngagementSurvey is 311.

EngagementSurvey

1.28K

EngagementSurvey

Prev scene ▶▶ Next scene Scene 8 of 11 0:00.0 0:05.0

My IBM

HR\_New story

us3.ca.analytics.ibm.com/bi/?perspective=story&id=i68991895718D46168CD07768CE80025D&objRef=i68991895718D4616BCD07768CE80025D&options%5BdisableGlassPrefetch%5D=...

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IBM Cognos Analytics \* HR\_New story 194

Edit Analytics Filters Fields Properties

Selected sources /

HR\_New data module

Search

Navigation paths

- HRDataset\_v14.csv
  - Employee\_Name
  - # EmpID
  - # MarriedID
  - # MaritalStatusID
  - # GenderID
  - # EmpStatusID
  - # DeptID
  - # PerfScoreID
  - # FromDiver...JobFairID
    - Salary
    - Termd
  - # PositionID
  - Position
  - State

The overall number of results for SpecialProjectsCount is 311.

SpecialProjectsCount

# 311

SpecialProjectsCount

Prev scene < > Next scene Scene 9 of 11 0:00.0 0:05.0

My IBM

HR\_New story

us3.ca.analytics.ibm.com/bi/?perspective=story&id=i68991895718D46168CD07768CE80025D&objRef=i68991895718D4616BCD07768CE80025D&options%5BdisableGlassPrefetch%5D=...

Gmail YouTube Maps Frontend Mentor Cheat Sheet GitHub - yrgo/awes... Color palette, the c... Web Design Code S... Palettes | Flat UI Col... HTML Icons, Logos... All Bookmarks

IBM Cognos Analytics HR\_New story

194

Edit

Selected sources /

HR\_New data module

Search

Navigation paths

- HRDataset\_v14.csv
  - Employee\_Name
  - # EmpID
  - # MarriedID
  - # MaritalStatusID
  - # GenderID
  - # EmpStatusID
  - # DeptID
  - # PerfScoreID
  - # FromDiver...JobFairID
    - Salary
    - Termd
  - # PositionID
  - Position
  - State

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EmpID by DaysLateLast30

DaysLateLast30

DaysLateLast30	Count
1	1
2	1
5	1
6	1
4	1
0	278
Total	311

0:00.0 0:05.0

Scene 10 of 11

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A large purple pie chart representing the distribution of EmpID by DaysLateLast30. The chart is almost entirely purple, indicating that 89.4% of employees have 0 days late last 30 days. Smaller slices represent 1, 2, 4, 5, and 6 days late, which together account for the remaining 10.6%.

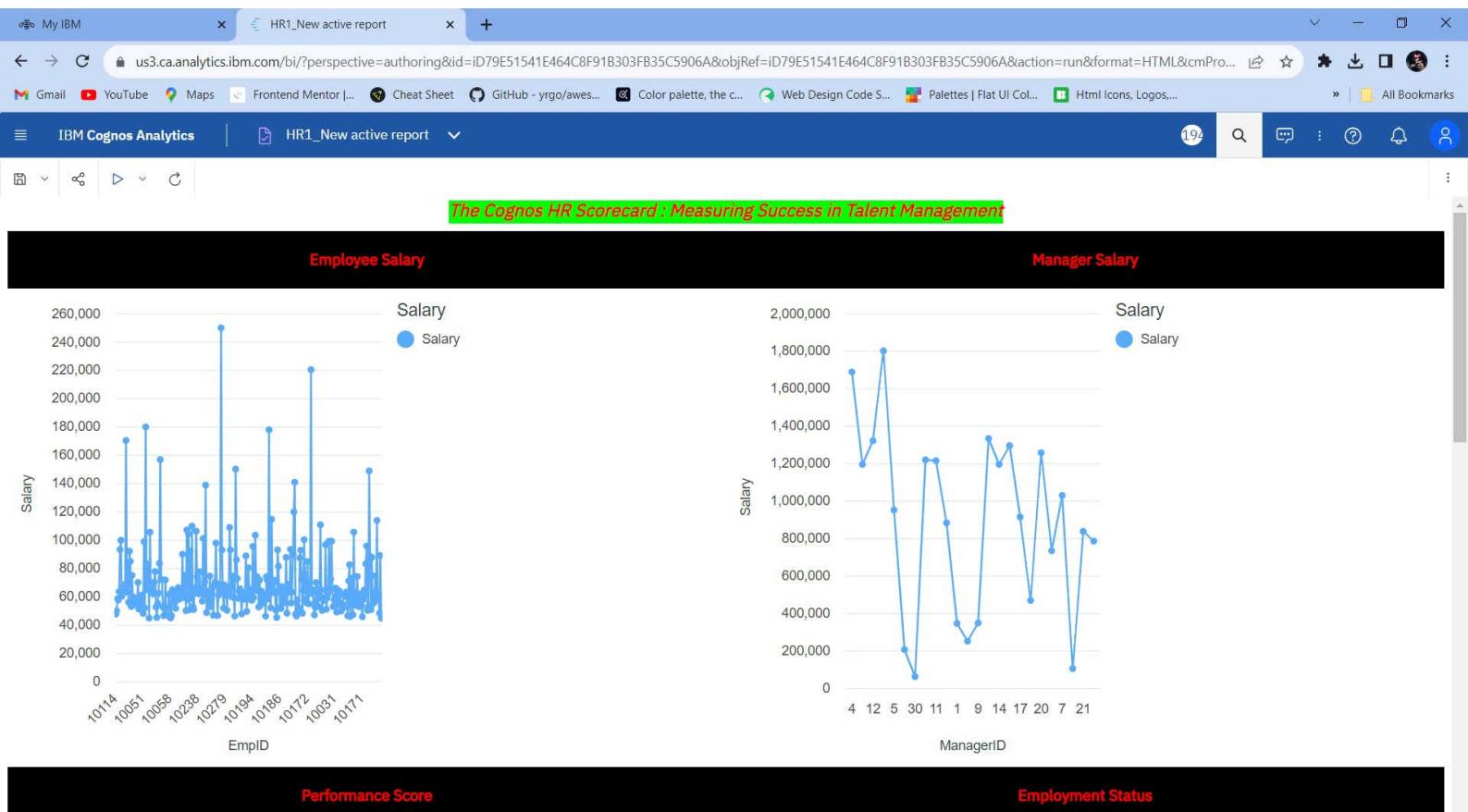
The Cognos HR Scorecard : Measuring Success in Talent Management

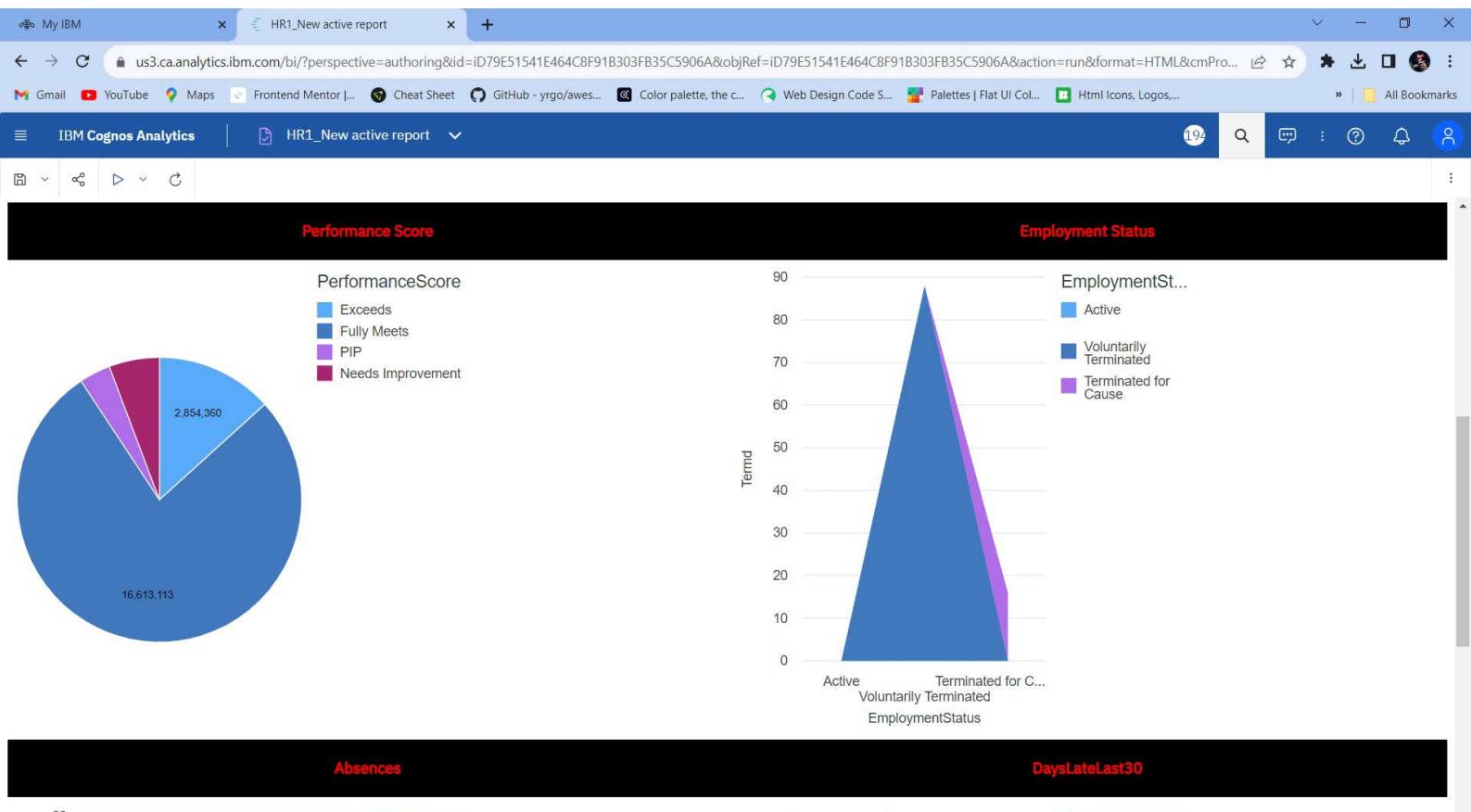
FromDiversityJobFairID and LastPerformanceReview\_Date colored by LastPerformanceReview\_Date sized by EmpID

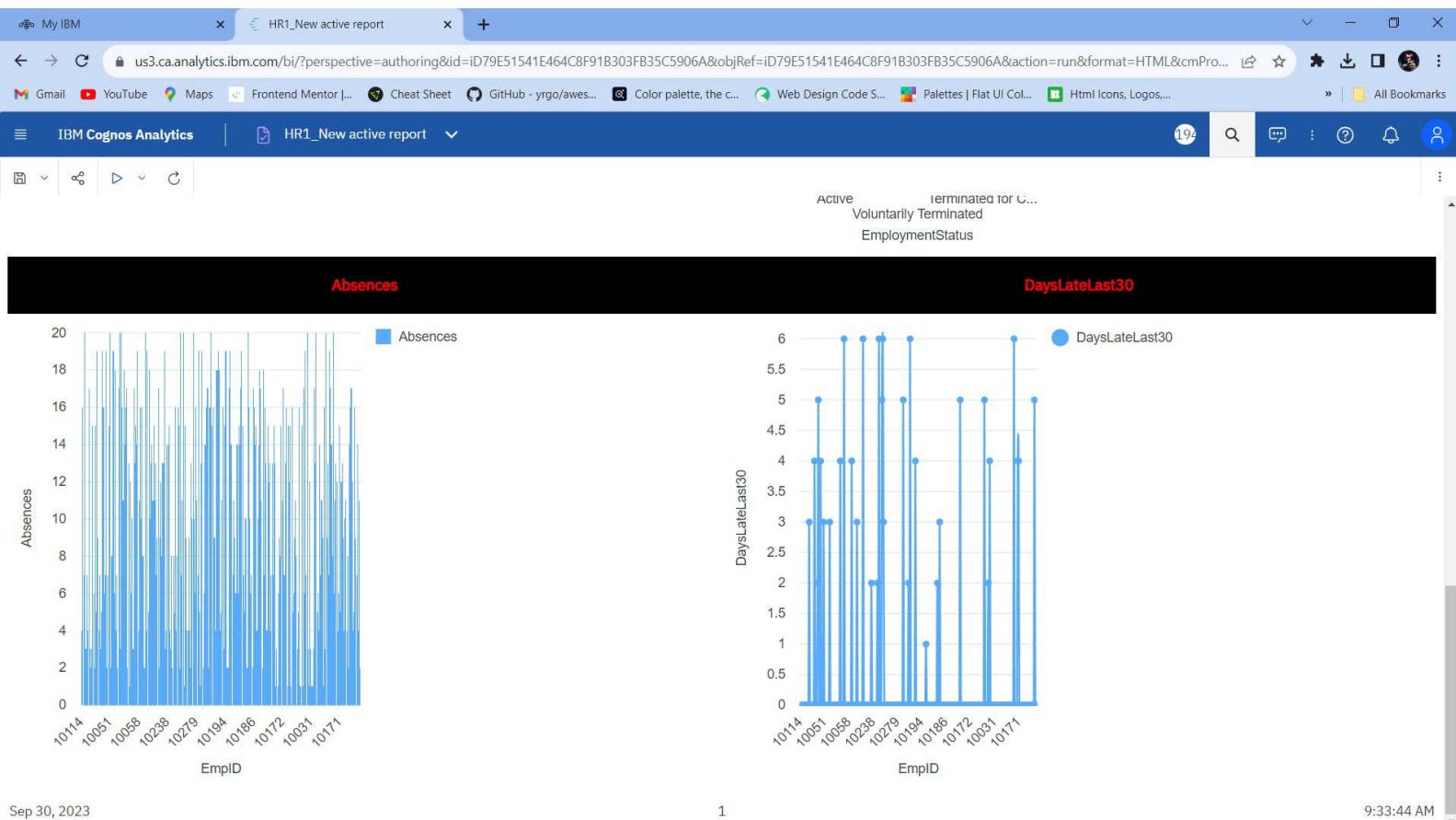
EmpID (Count dist...)	LastPerformanceReview_Date
3	1/2/2019
18	1/3/2019
	1/4/2019
	1/7/2019
	1/8/2019
	1/10/2019
	1/11/2019
	1/14/2019
	1/15/2019
	1/17/2019
	1/18/2019
	1/21/2019
	1/22/2019
	1/23/2019
	1/24/2019
	1/25/2019
	1/28/2019
	1/29/2019
	1/30/2019
	1/31/2019
	2/1/2019
	2/4/2019
	2/6/2019
	2/7/2019
	2/11/2019
	2/12/2019
	2/14/2019
	2/15/2019
	2/19/2019
	2/21/2019
	2/22/2019
	2/25/2019
	2/27/2019

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REPORT







Thank You