

The Cognos HR Scorecard: Measuring Success in Talent Management

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IBMid: devaarun2003@gmail.com

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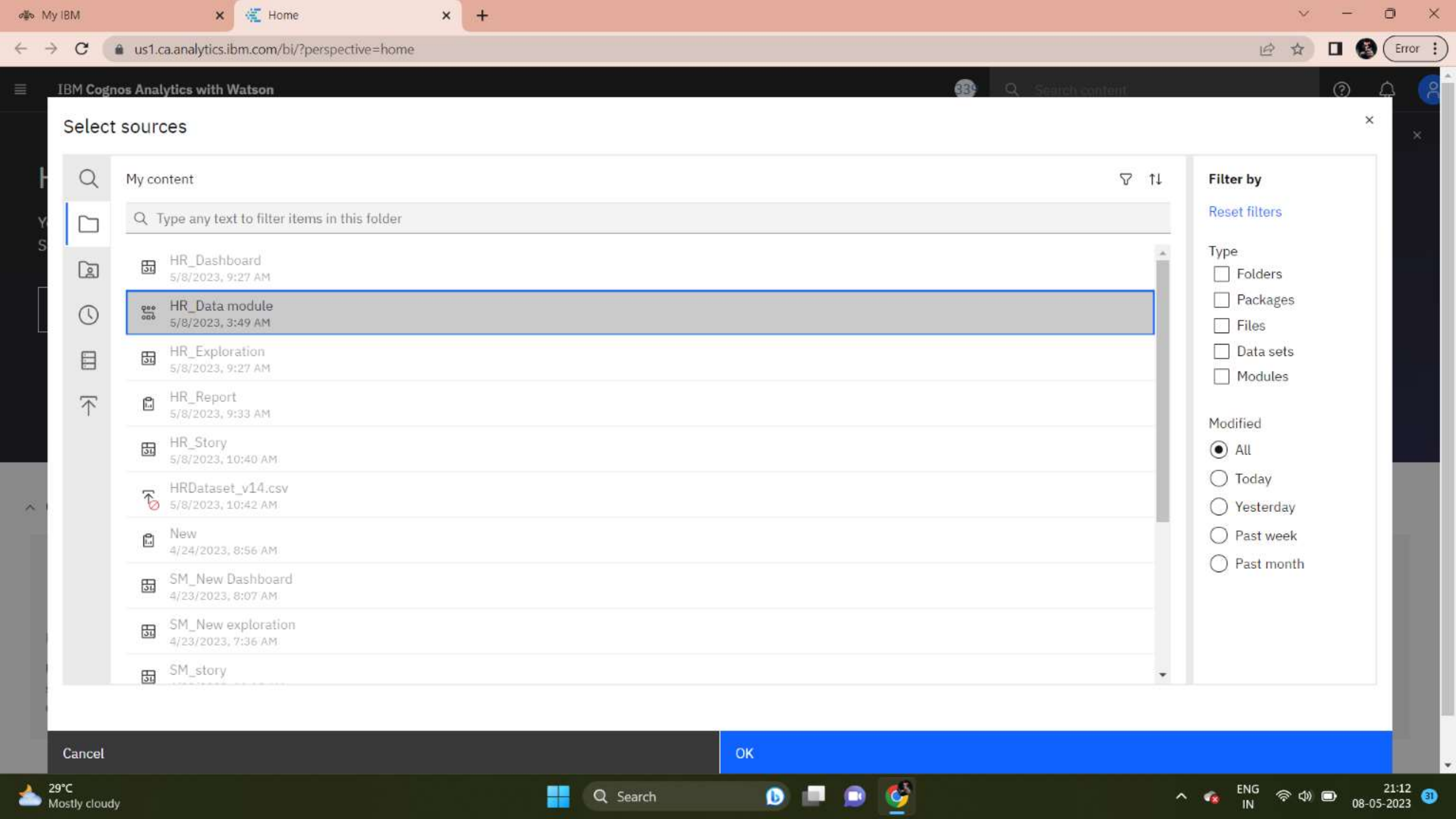
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HR_Dashboard
5/8/2023, 9:27 AM



HR_Data module
5/8/2023, 3:49 AM



HR_Exploration
5/8/2023, 9:27 AM



HR_Report
5/8/2023, 9:33 AM



HR_Story
5/8/2023, 10:40 AM



HRDataset_v14.csv
5/8/2023, 10:42 AM



New
4/24/2023, 8:56 AM



SM_New Dashboard
4/23/2023, 8:07 AM



SM_New exploration
4/23/2023, 7:36 AM



SM_story

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us1.ca.analytics.ibm.com/bi/?perspective=ca-modeller&id=2680335566_08fc14efa5274e1ba904e87341a30494_sessionTemp&objRef=&tid=2680335566_08fc14efa5274e1ba904e87341a304...

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New data module

Properties

Data module

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New data module

Navigation paths

HRDataset_v14.csv

Employee_Name

EmpID

MarriedID

MaritalStatusID

GenderID

EmpStatusID

DeptID

PerfScoreID

FromDive...bFairID

Salary

Termd

PositionID

Position

State

7in

Grid

Relationships

Custom tables

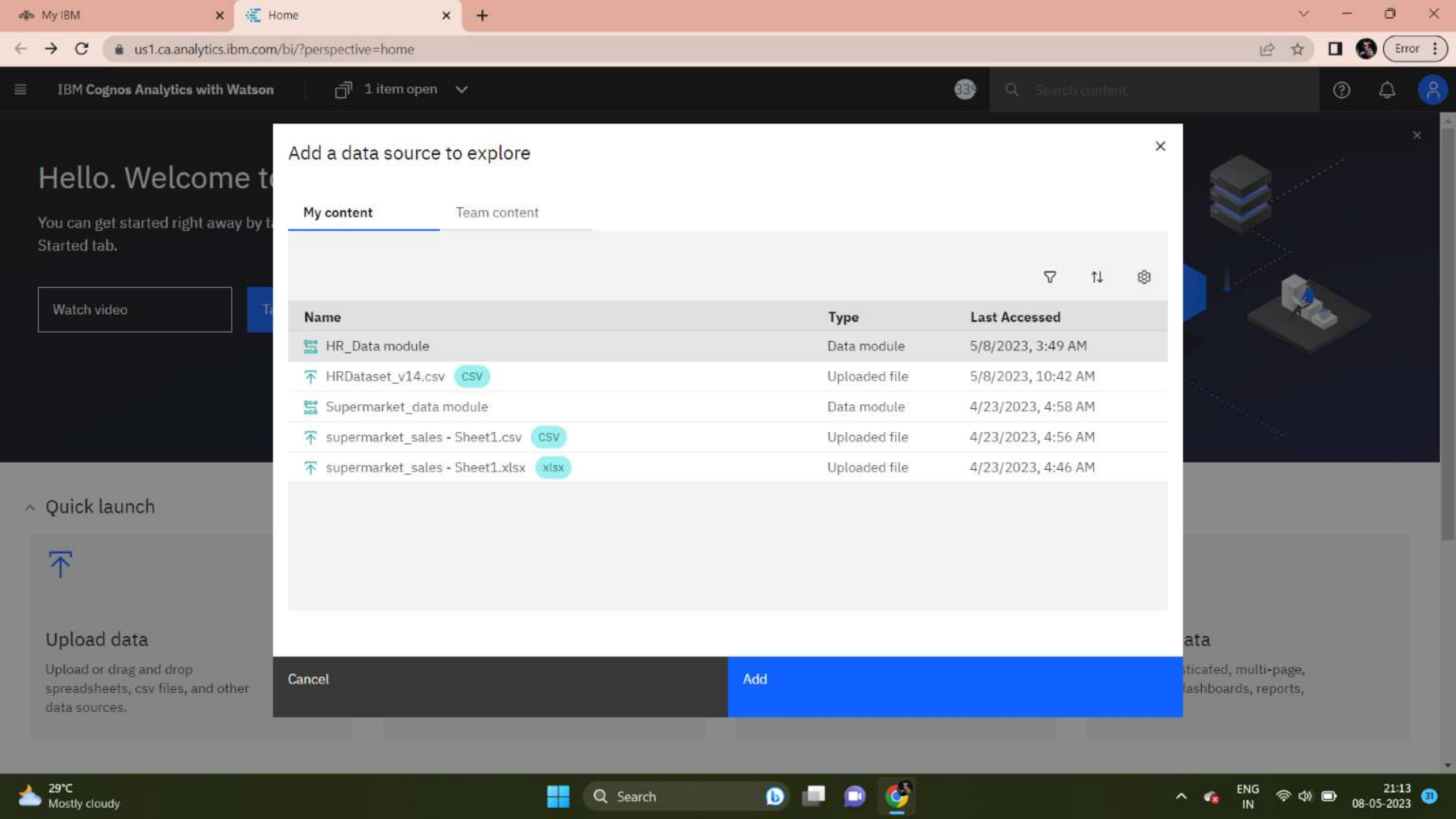
	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID
	Adinolfi, Wilson K	10026	0	0	1	1	5
	Ait Sidi, Karthikeyan	10084	1	1	1	5	3
	Akinkuolie, Sarah	10196	1	1	0	5	5
	Alagbe,Trina	10088	1	1	0	1	5
	Anderson, Carol	10069	0	2	0	5	5
	Anderson, Linda	10002	0	0	0	1	5
	Andreola, Colby	10194	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
	Baczinski, Rachael	10252	1	1	0	5	5
	Barbara, Thomas	10242	1	1	1	5	5
	Barbossa, Hector	10012	0	2	1	1	3

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ENG IN

21:13 08-05-2023



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Name	Type	Last Accessed
 HR_Data module	Data module	5/8/2023, 3:49 AM
 HRDataset_v14.csv CSV	Uploaded file	5/8/2023, 10:42 AM
 Supermarket_data module	Data module	4/23/2023, 4:58 AM
 supermarket_sales - Sheet1.csv CSV	Uploaded file	4/23/2023, 4:56 AM
 supermarket_sales - Sheet1.xlsx xlsx	Uploaded file	4/23/2023, 4:46 AM

Cancel

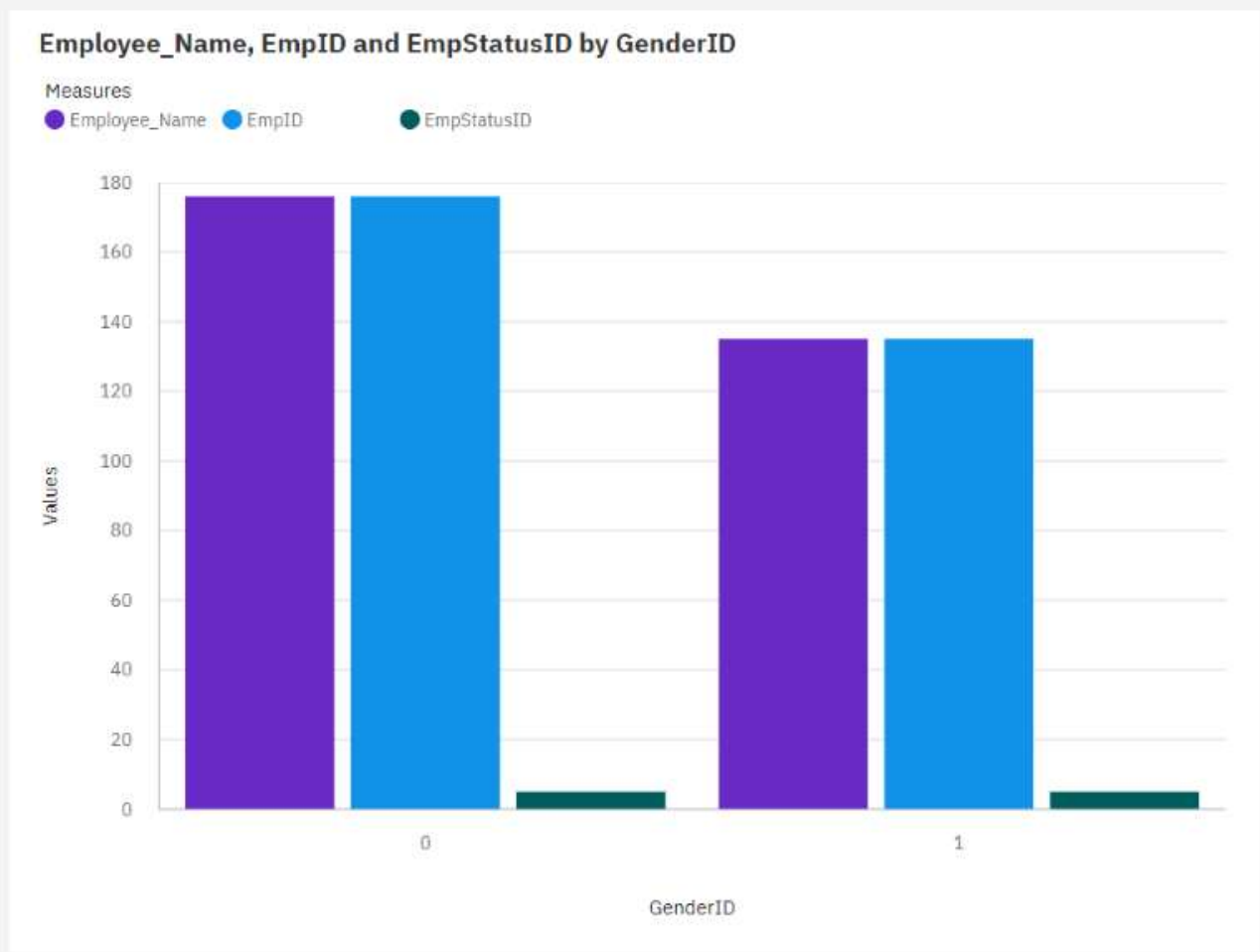
Add

EmpSatisfacti...column chart
New exploration, 5/8/2023, 8:18 AM

Absences and ...ore bar chart
New exploration, 5/8/2023, 8:16 AM

DOB and Stat...column chart
New exploration, 5/8/2023, 8:12 AM

Employee_Nam...olumn chart
New exploration, 5/8/2023, 3:58 AM



Details

The total number of results for **Employee_Name**, across all **GenderID**, is 311.

The total number of results for **EmpID**, across all **GenderID**, is 311.

The total number of results for **EmpStatusID**, across all **GenderID**, is 10.

EmpSatisfacti...column chart

New exploration, 5/8/2023, 8:18 AM

Absences and ...ore bar chart

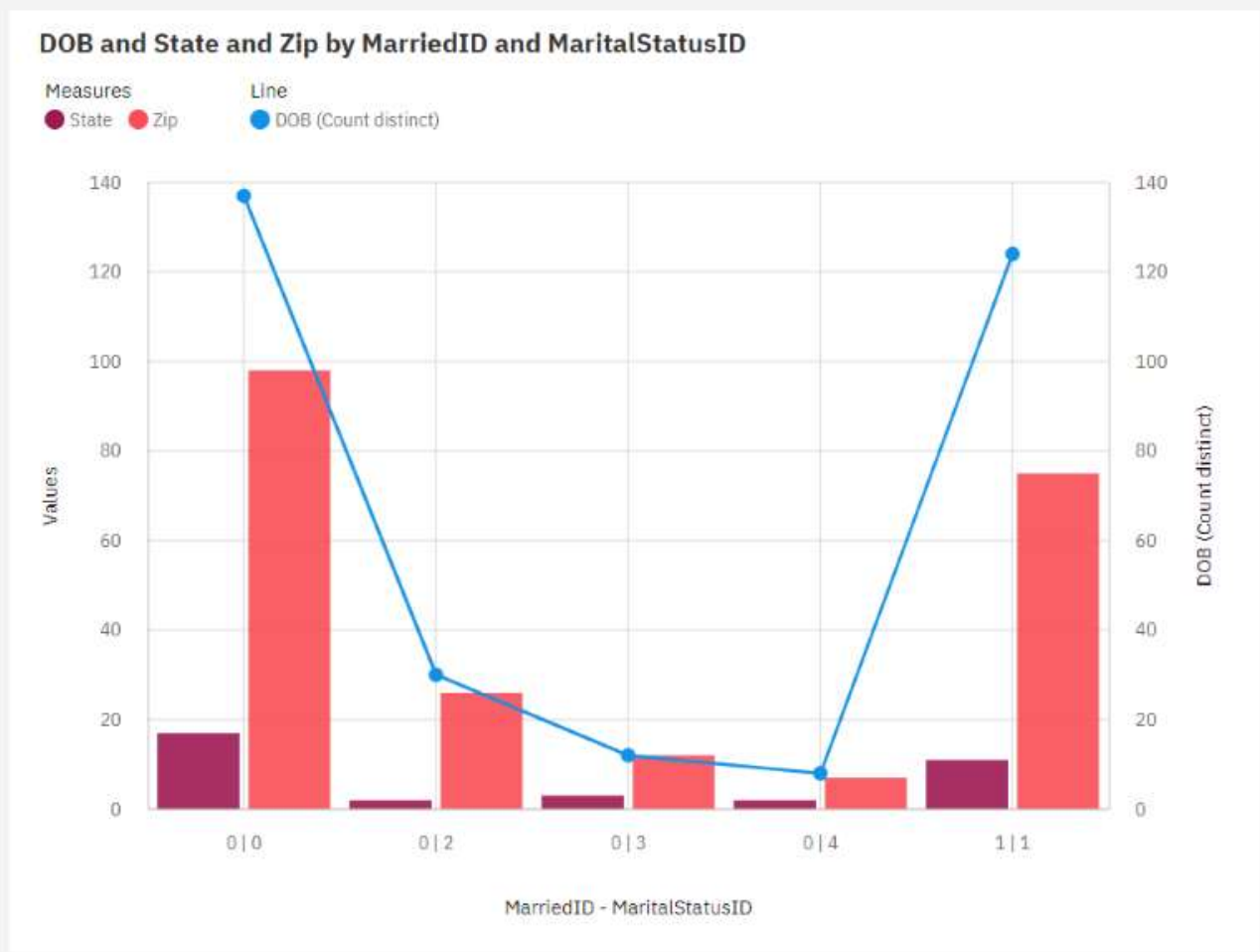
New exploration, 5/8/2023, 8:16 AM

DOB and Stat...column chart

New exploration, 5/8/2023, 8:12 AM

Employee_Nam...olumn chart

New exploration, 5/8/2023, 3:58 AM

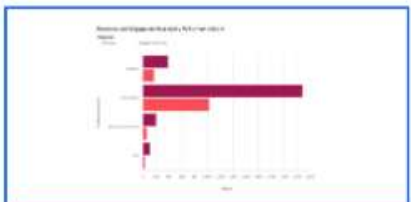


Details

Loading details...

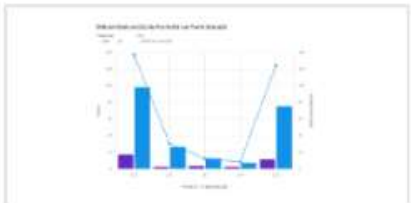
EmpSatisfacti...column chart

New exploration, 5/8/2023, 8:18 AM



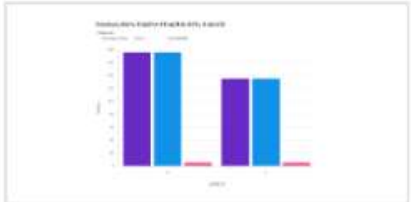
Absences and ...ore bar chart

New exploration, 5/8/2023, 8:16 AM




DOB and Stat...column chart

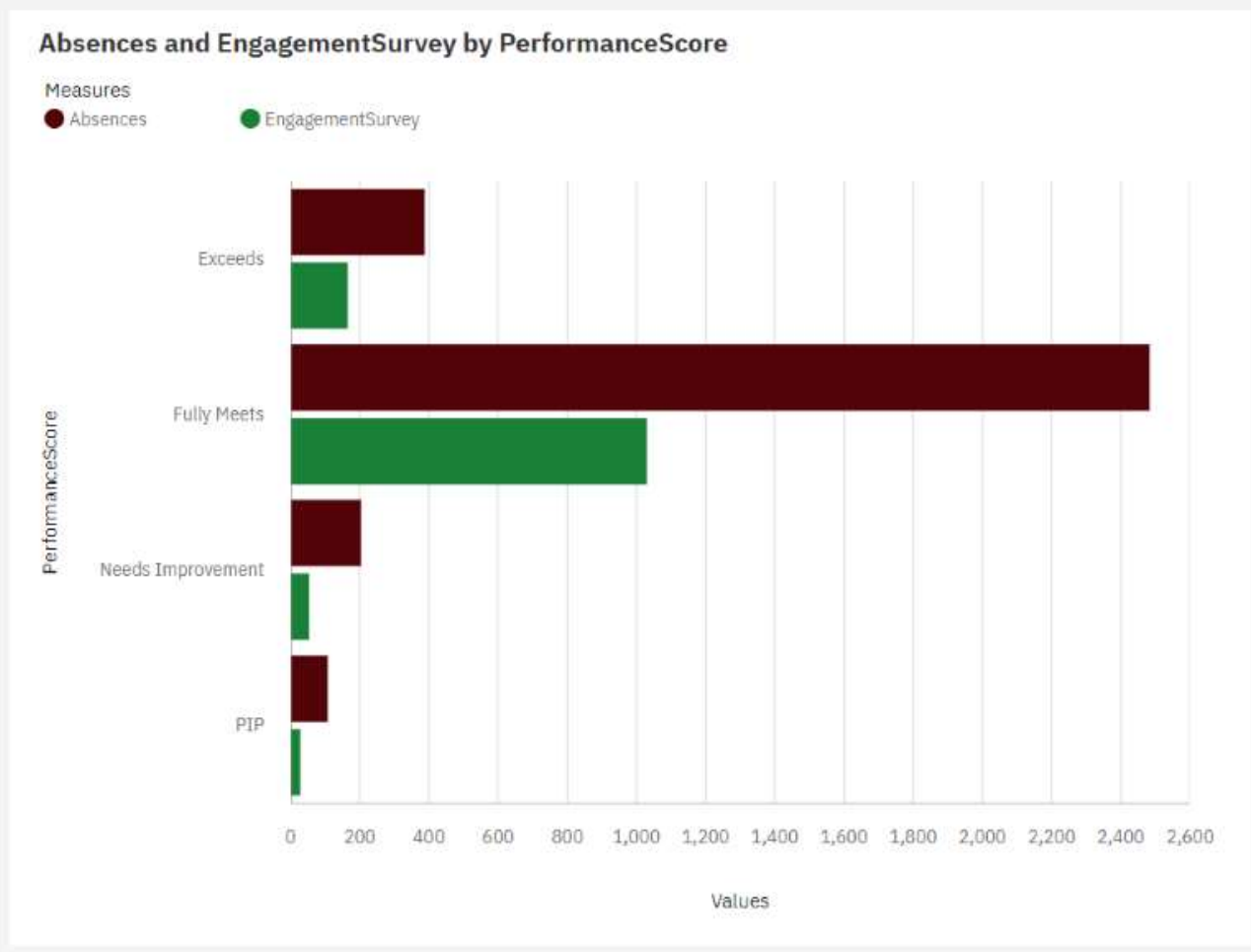
New exploration, 5/8/2023, 8:12 AM



Employee_Nam...olumn chart

New exploration, 5/8/2023, 3:58 AM





Details

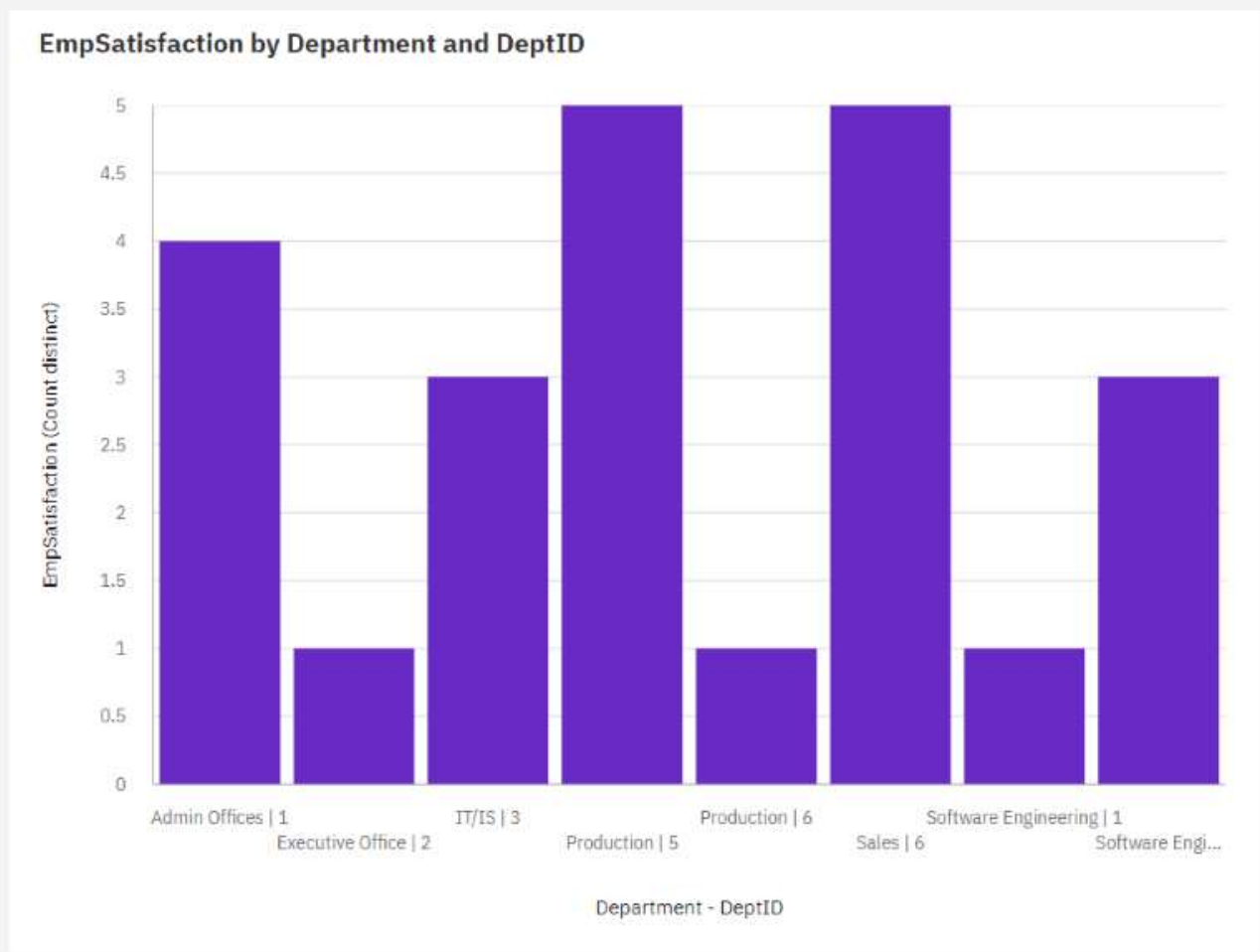
Loading details...

PerfScoreID a...D point chart
New exploration, 5/8/2023, 9:09 AM

DateofHireDate... scatter plot
New exploration, 5/8/2023, 8:37 AM

PositionID and...terfall chart
New exploration, 5/8/2023, 8:30 AM

EmpSatisfacti...column chart
New exploration, 5/8/2023, 8:18 AM




Details

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PerfScoreID a...D point chart

New exploration, 5/8/2023, 9:09 AM



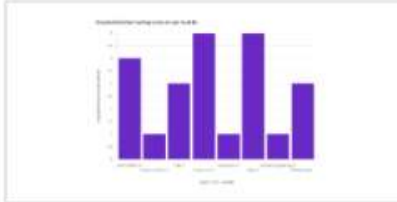
DateofHireDate... scatter plot

New exploration, 5/8/2023, 8:37 AM




PositionID and...terfall chart

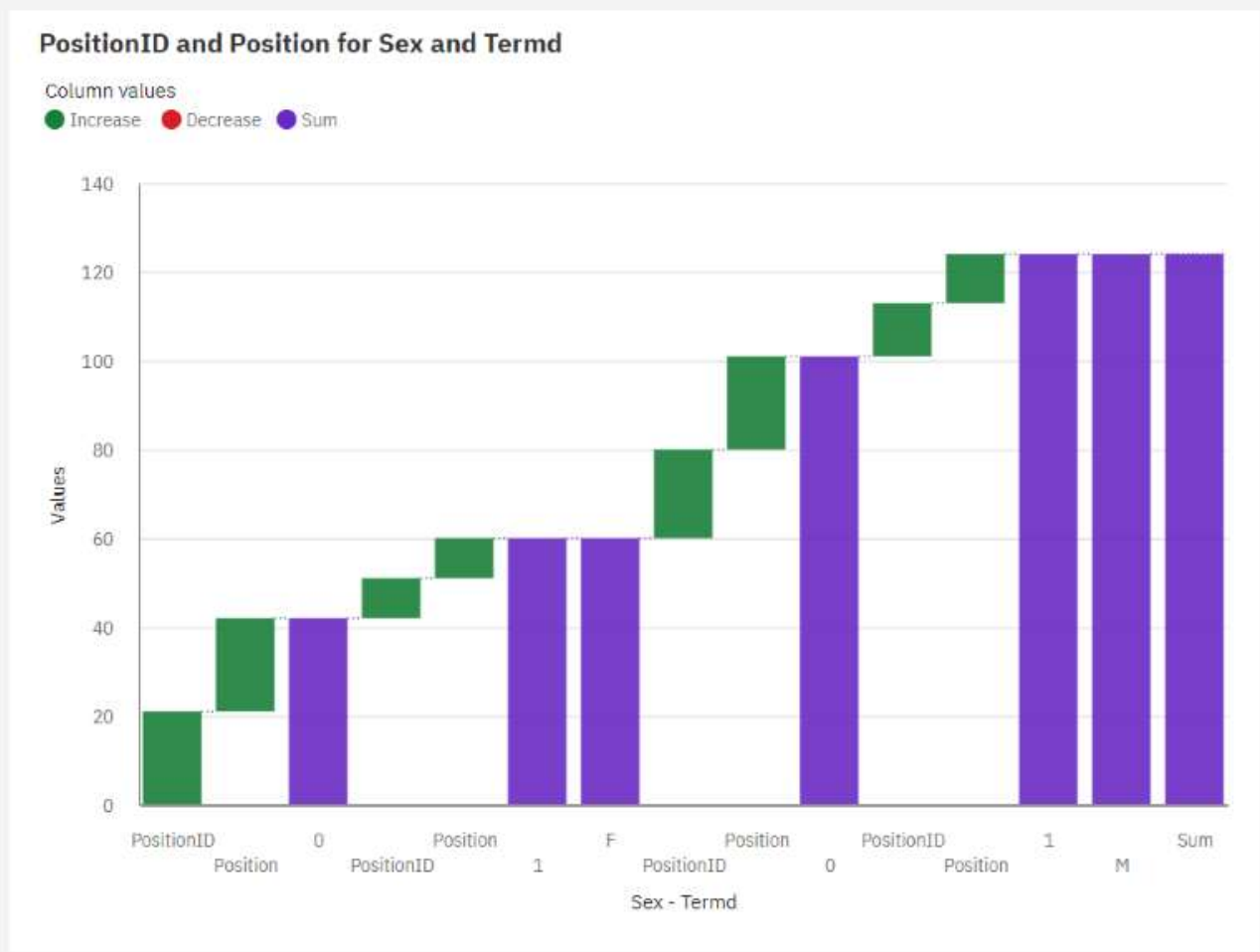
New exploration, 5/8/2023, 8:30 AM



EmpSatisfacti...column chart

New exploration, 5/8/2023, 8:18 AM





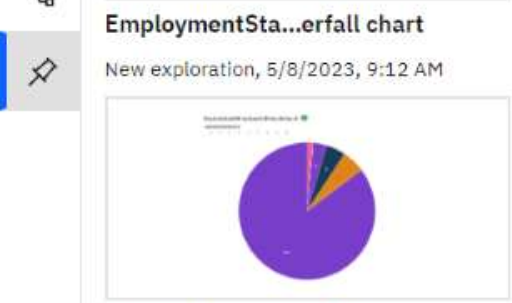
Details

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EmploymentSta...erfall chart

New exploration, 5/8/2023, 9:12 AM



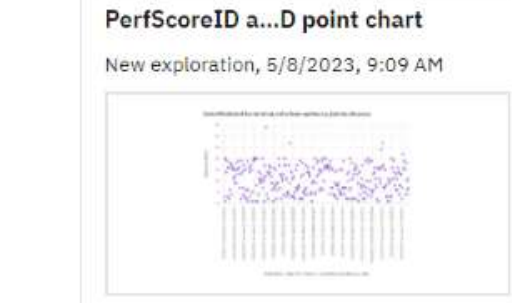
DaysLateLast3...unt pie chart

New exploration, 5/8/2023, 9:11 AM



PerfScoreID a...D point chart

New exploration, 5/8/2023, 9:09 AM



DateofHireDate... scatter plot

DateofHireDateofTerminationLastPerformanceReview_Date by Absences



Details

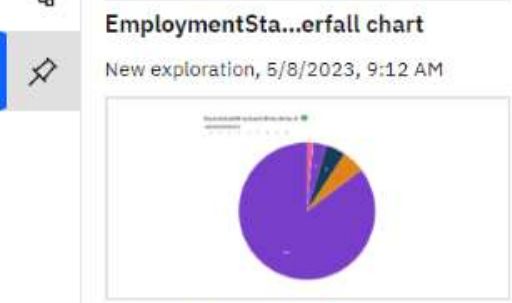


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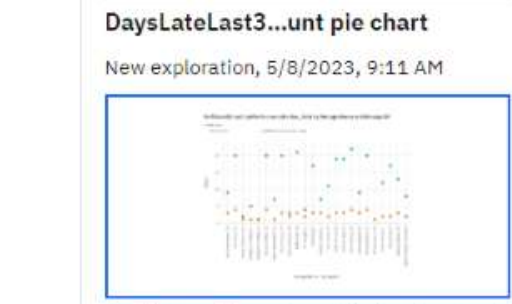
EmploymentSta...erfall chart

New exploration, 5/8/2023, 9:12 AM



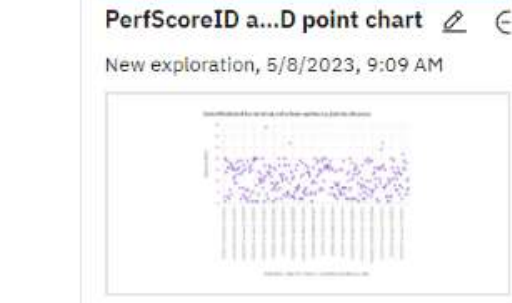
DaysLateLast3...unt pie chart

New exploration, 5/8/2023, 9:11 AM



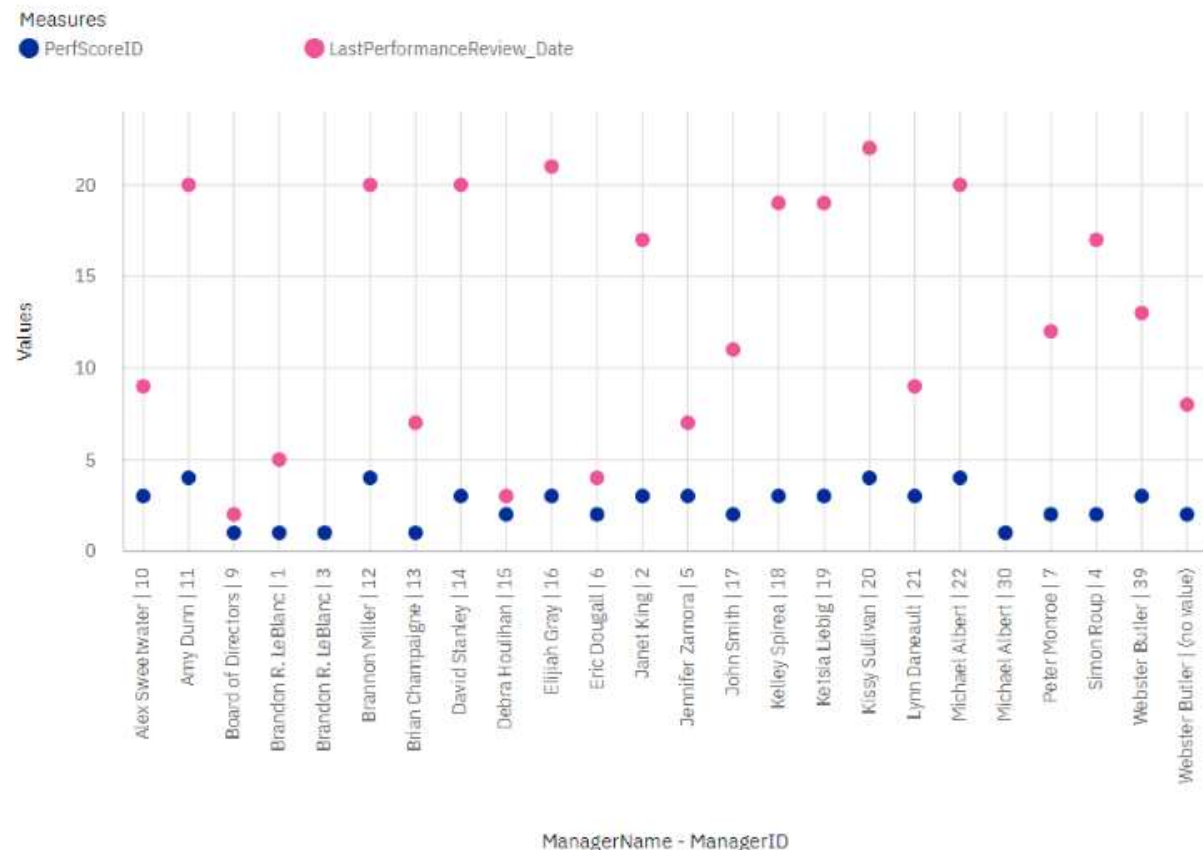
PerfScoreID a...D point chart

New exploration, 5/8/2023, 9:09 AM



DateofHireDate... scatter plot

PerfScoreID and LastPerformanceReview_Date by ManagerName and ManagerID



Details

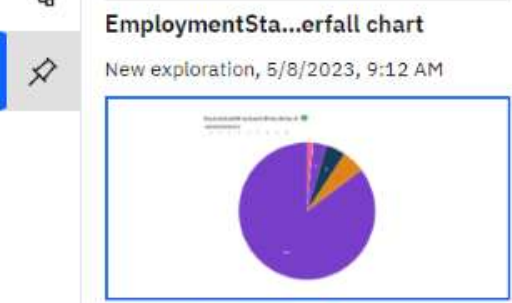


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EmploymentSta...erfall chart

New exploration, 5/8/2023, 9:12 AM



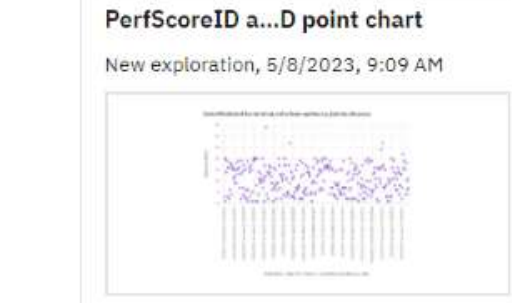
DaysLateLast3...unt pie chart

New exploration, 5/8/2023, 9:11 AM

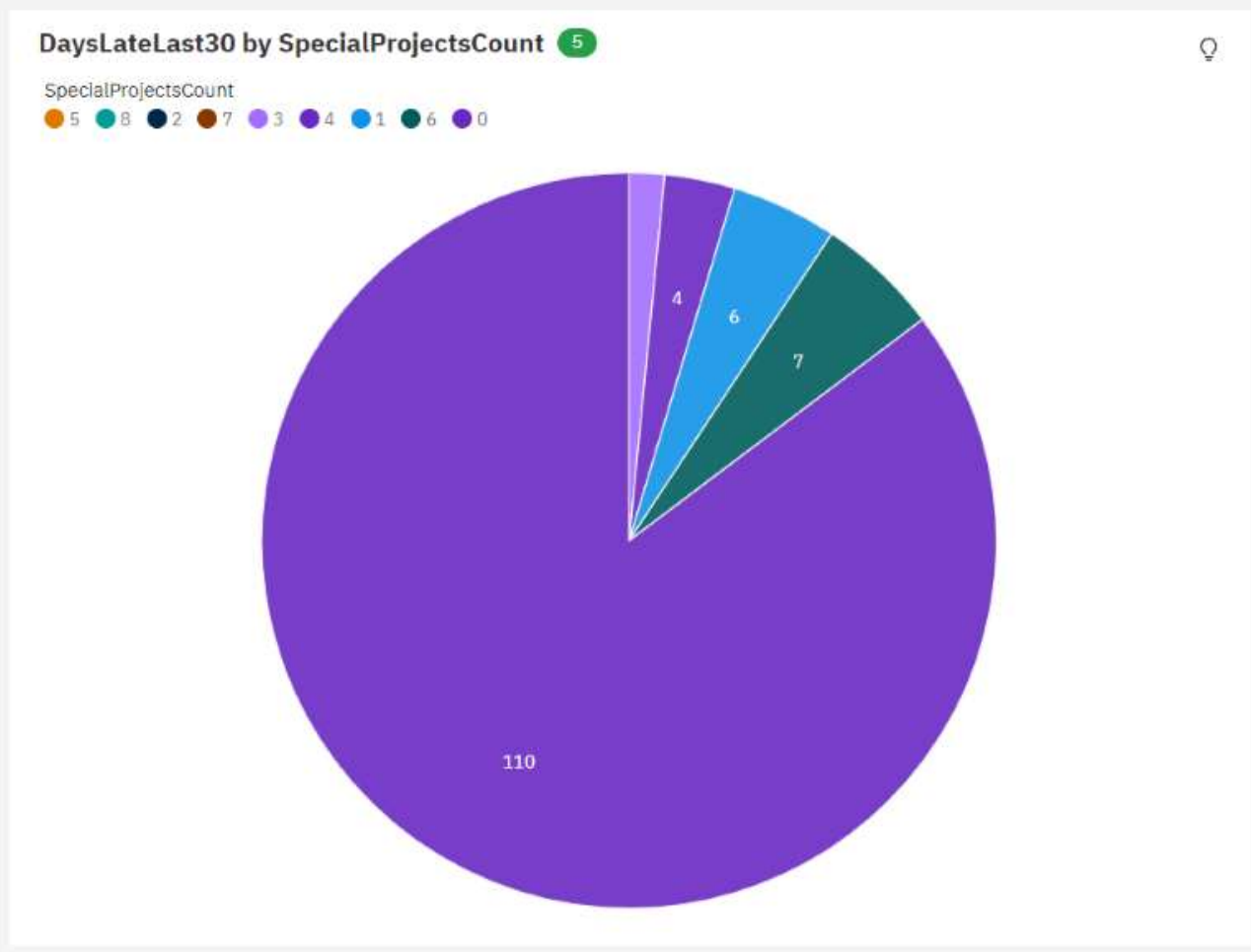


PerfScoreID a...D point chart

New exploration, 5/8/2023, 9:09 AM



DateofHireDate... scatter plot



Details

Over all values of **SpecialProjectsCount**, the sum of **DaysLateLast30** is 129.

DaysLateLast30 ranges from 0, when **SpecialProjectsCount** is 5, to 110, when **SpecialProjectsCount** is 0.

DaysLateLast30 is unusually high when **SpecialProjectsCount** is 0.

TermReason b...esc heat map
New exploration, 5/8/2023, 9:14 AM

EmploymentSta...erfall chart
New exploration, 5/8/2023, 9:12 AM

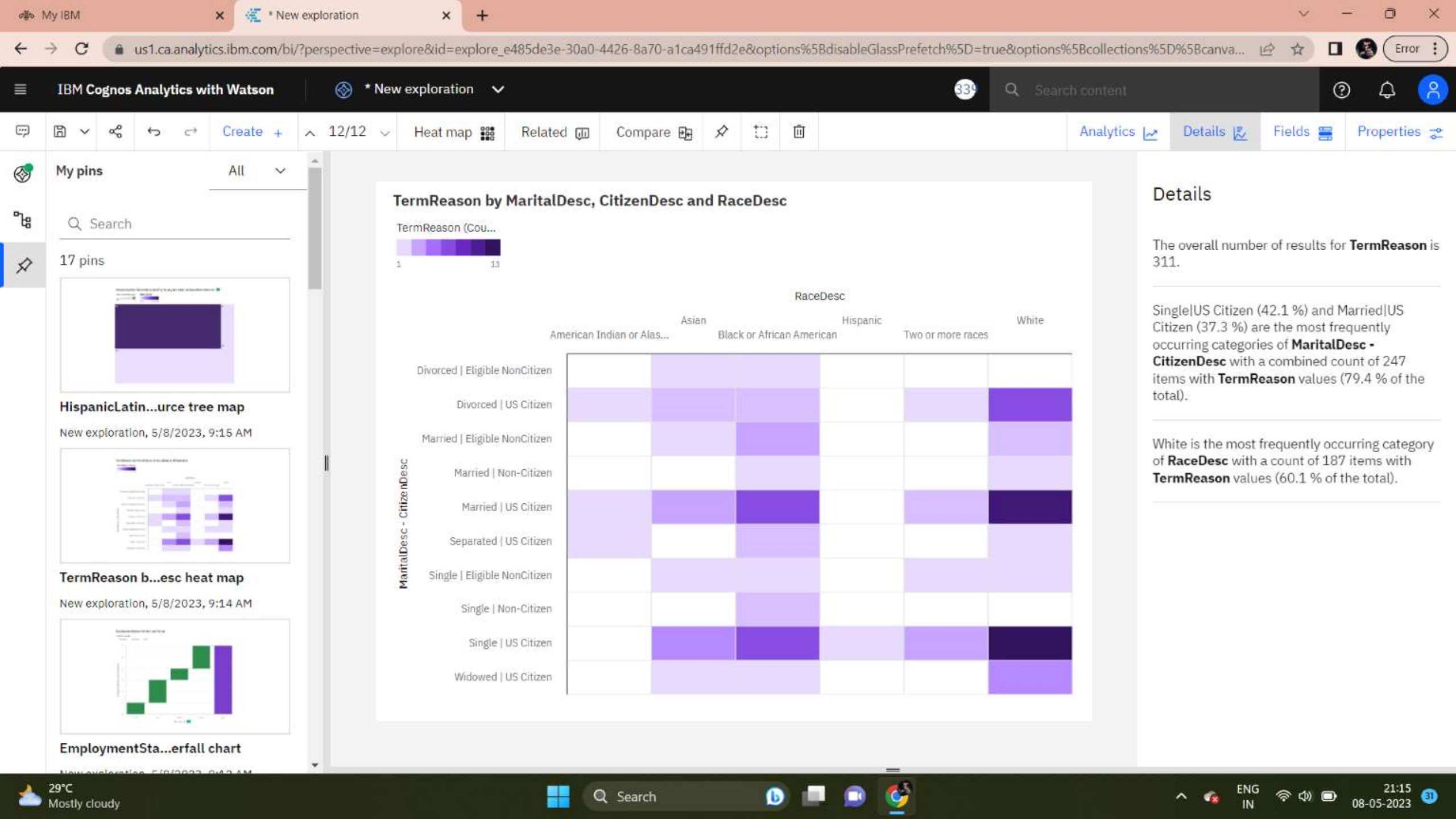
DaysLateLast3...unt pie chart
New exploration, 5/8/2023, 9:11 AM

PerfScoreID a...D point chart



Details

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My pins All

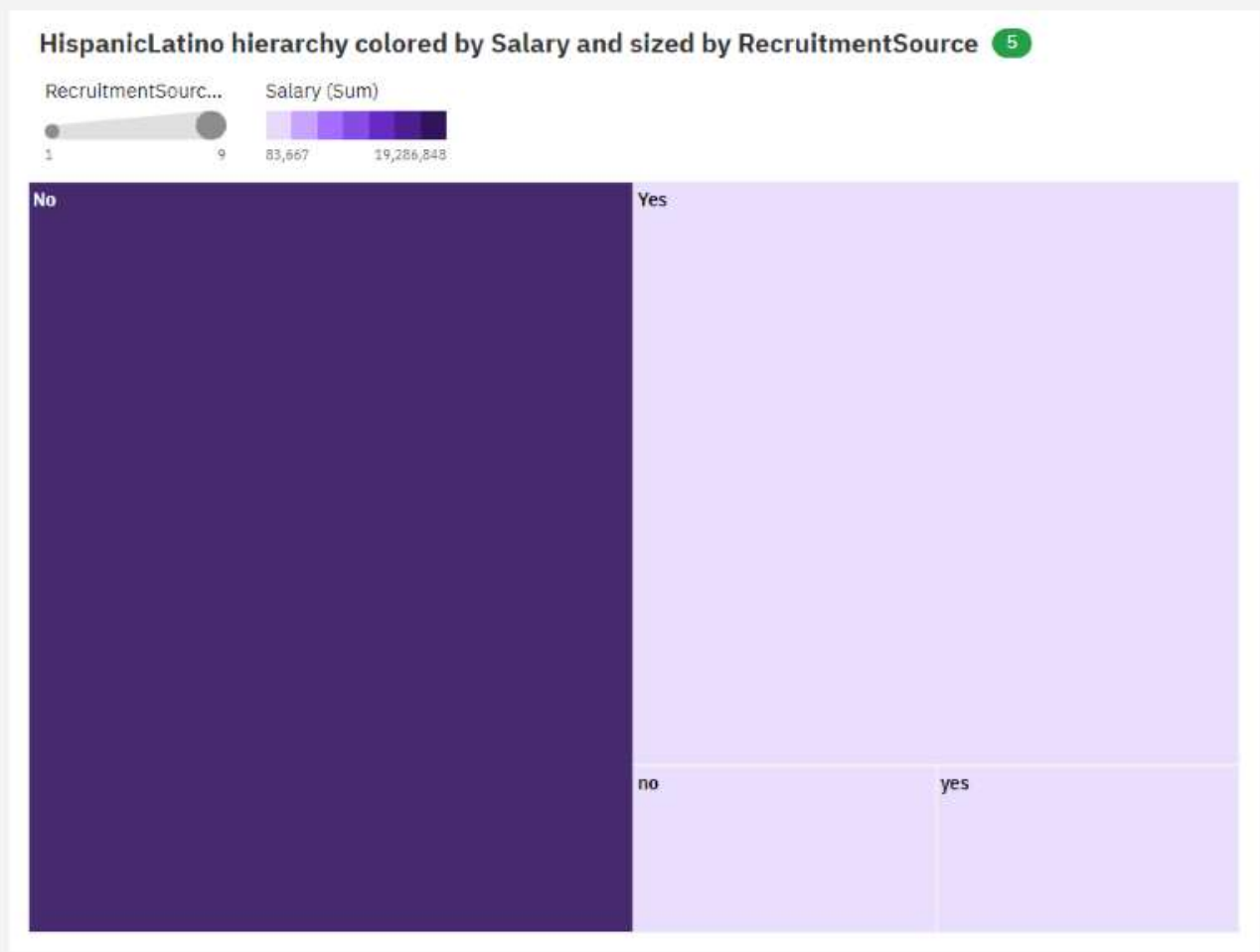
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17 pins

HispanicLatin...urce tree map
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TermReason b...esc heat map
New exploration, 5/8/2023, 9:14 AM

EmploymentSta...erfall chart
New exploration, 5/8/2023, 9:13 AM



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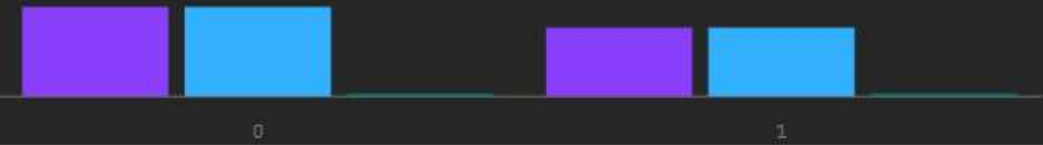
<div>HR_Dashboard</div> <div>Last Accessed 5/8/2023, 9:27 AM</div> <div>📅</div>	<div>HR_Data module</div> <div>Last Accessed 5/8/2023, 3:49 AM</div> <div>🔗</div>	<div>HR_Exploration</div> <div>Last Accessed 5/8/2023, 9:27 AM</div> <div>🔗</div>	<div>HR_Report</div> <div>Last Accessed 5/8/2023, 9:33 AM</div> <div>📅</div>
<div>HR_Story</div> <div>Last Accessed 5/8/2023, 10:40 AM</div> <div>📅</div>	<div>HRDataset_v14.csv</div> <div>Last Accessed 5/8/2023, 10:42 AM</div> <div>CSV ↑</div>	<div>New</div> <div>Last Accessed 4/24/2023, 8:56 AM</div> <div>📅</div>	<div>SM_New Dashboard</div> <div>Last Accessed 4/23/2023, 8:07 AM</div> <div>📅</div>
<div>SM New exploration</div>	<div>SM story</div>	<div>Supermarket data module</div>	<div>supermarket exploration</div>

DASHBOARD

HR DATA ANALYSIS

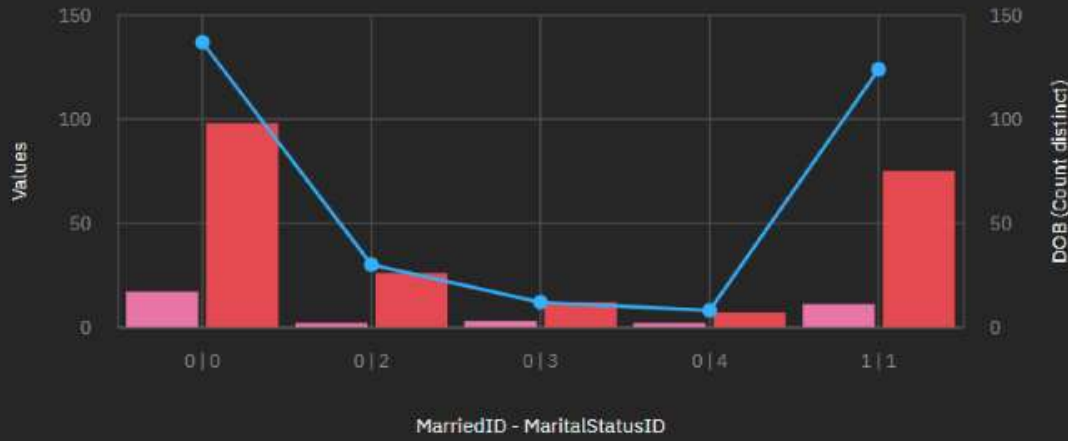
Employee_Name, EmpID and EmpStatusID by GenderID

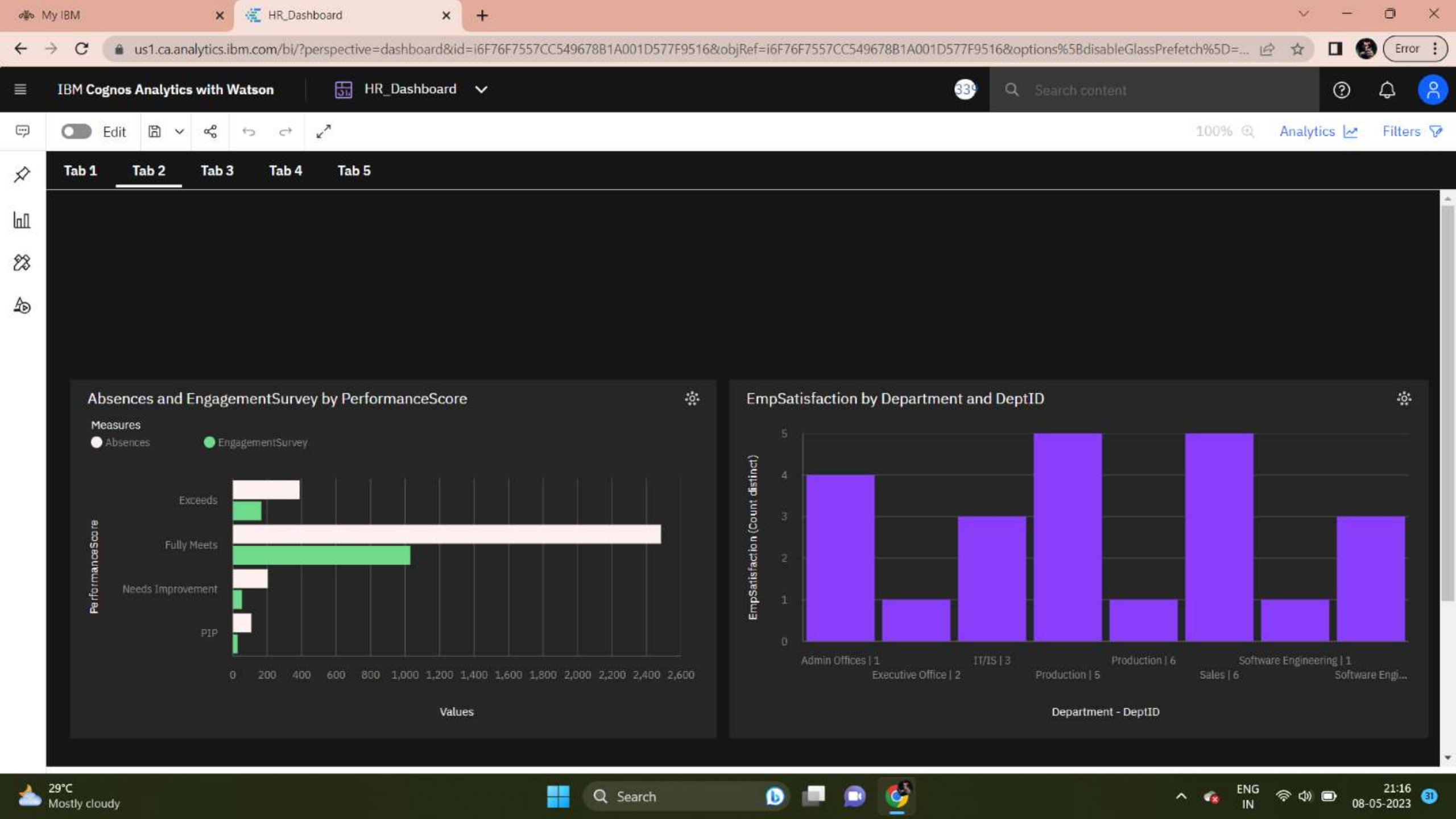
Measures
Employee_Name EmpID EmpStatusID

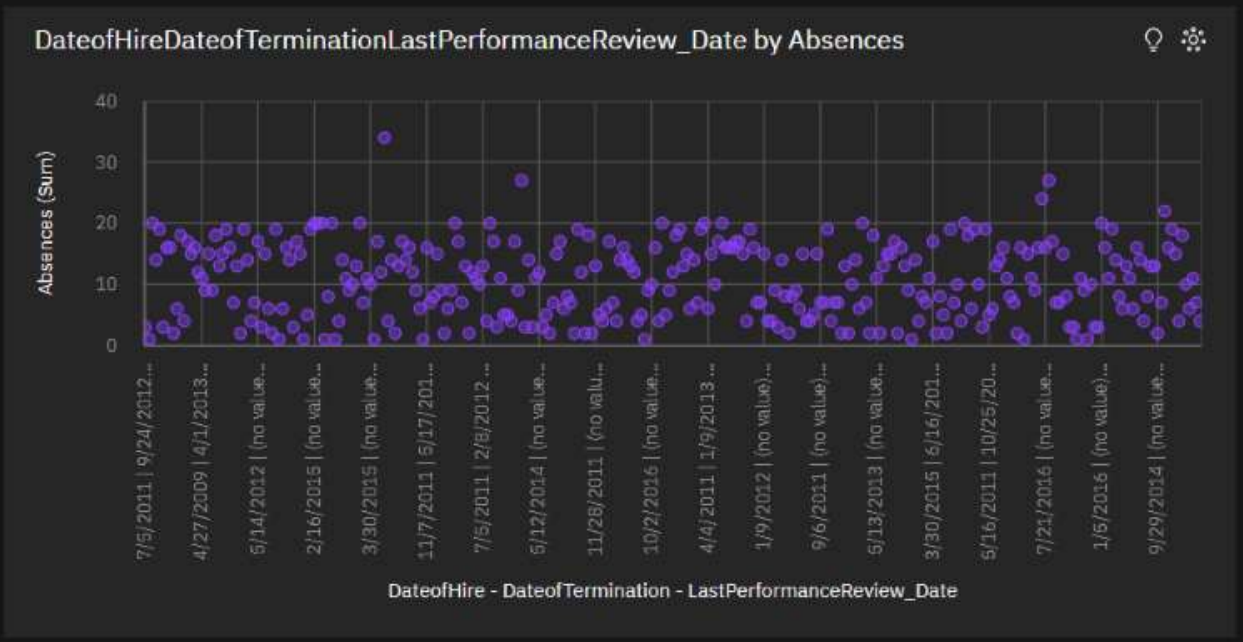


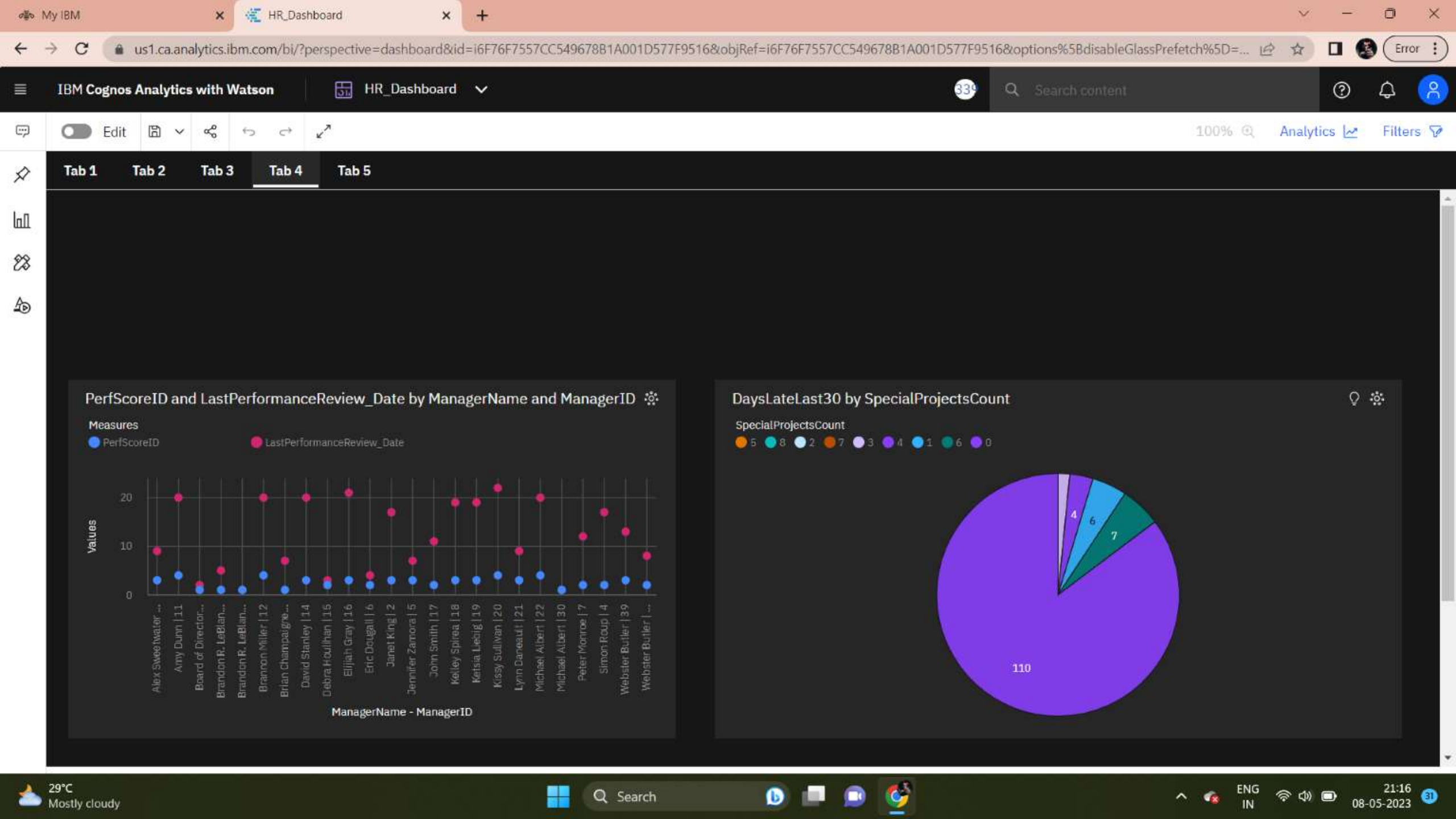
DOB and State and Zip by MarriedID and MaritalStatusID

Measures
State Zip DOB (Count distinct)



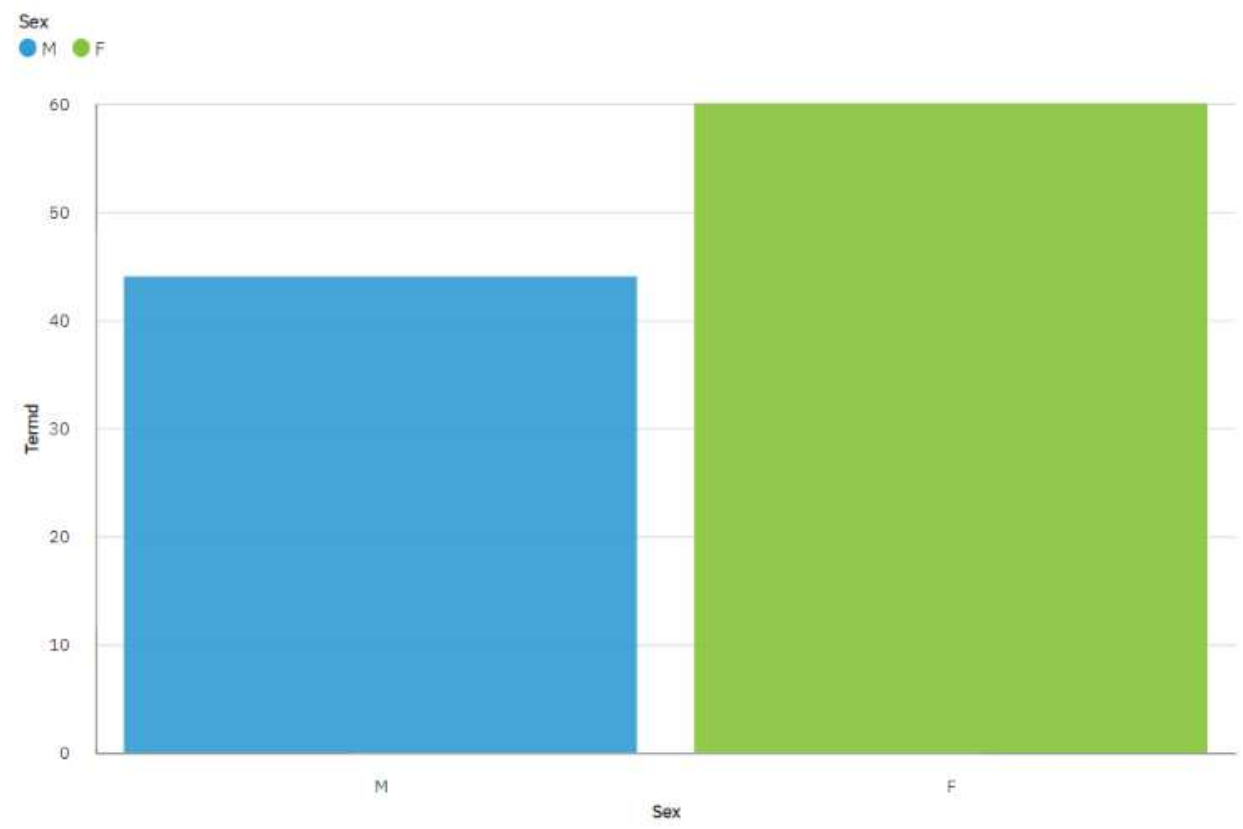
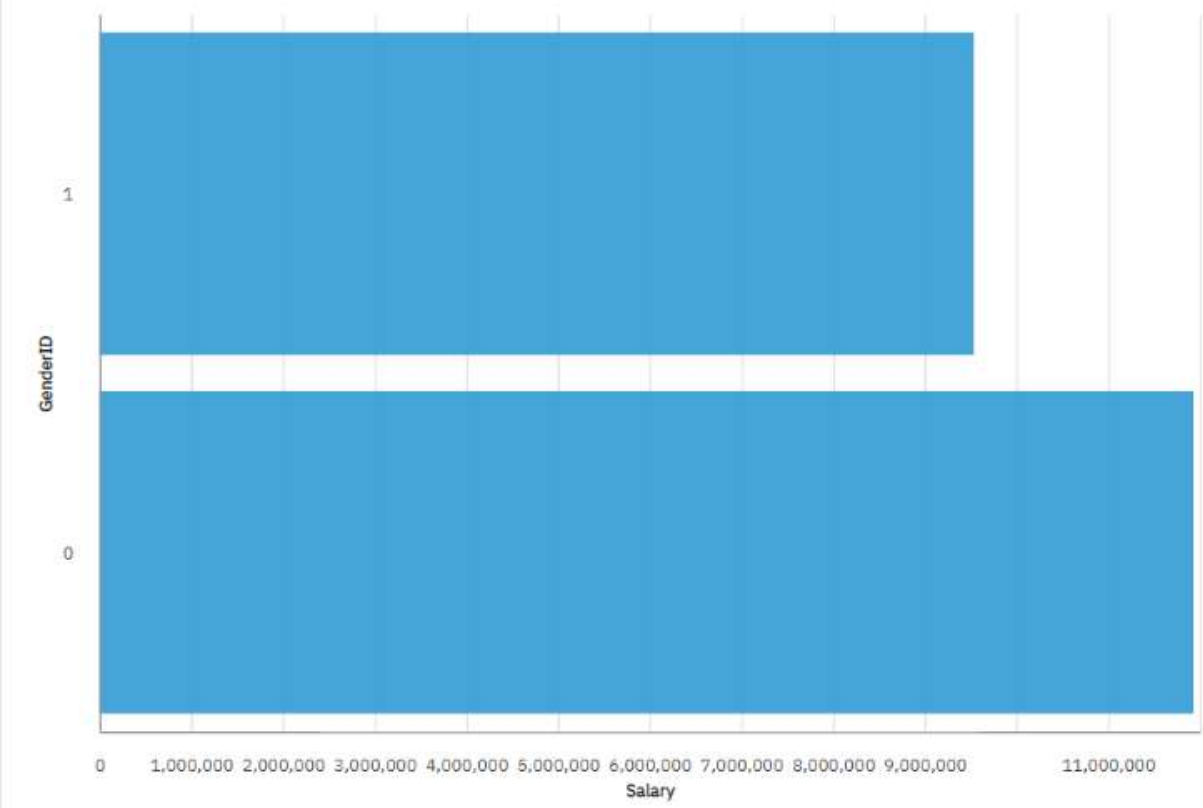


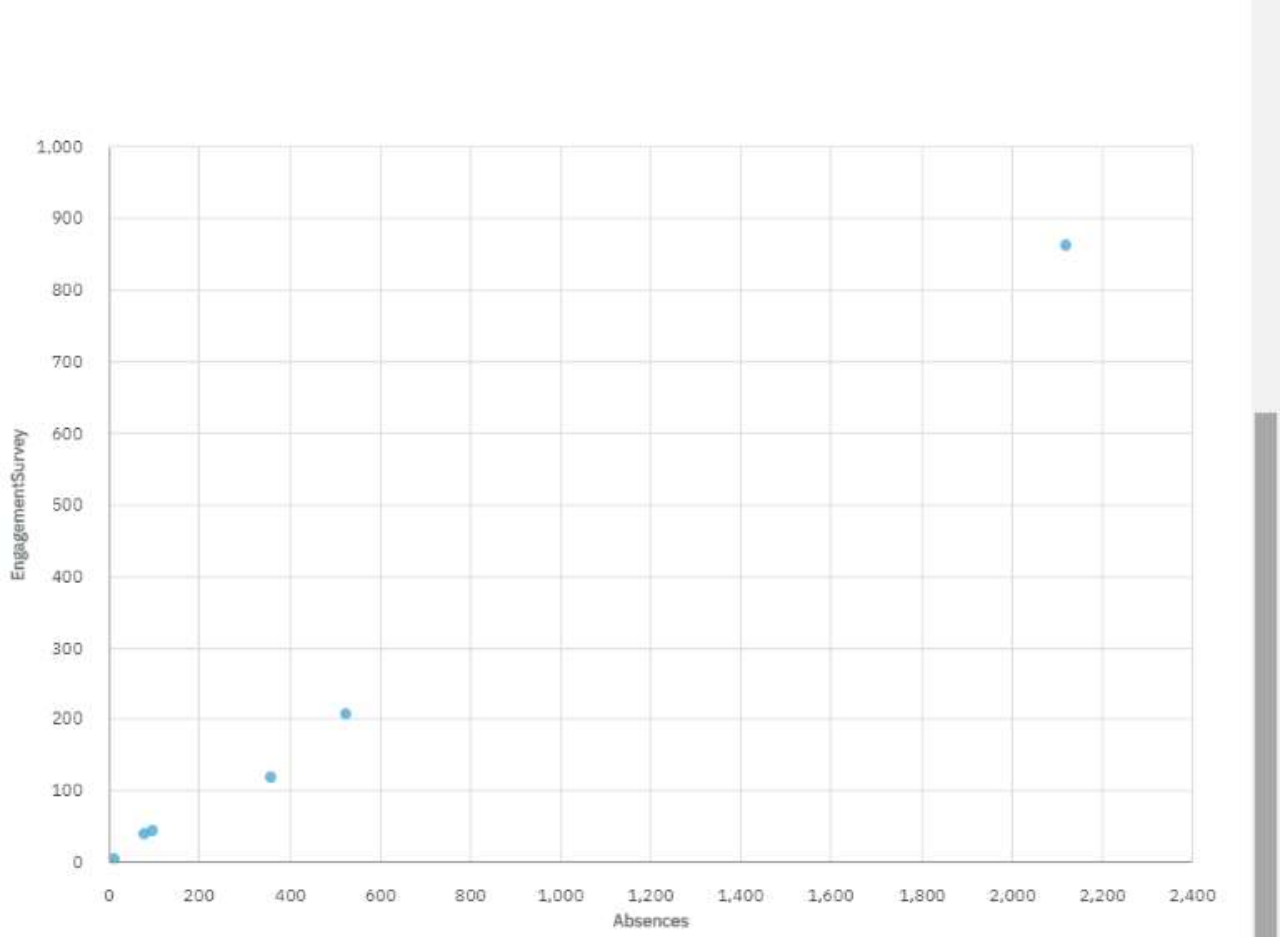
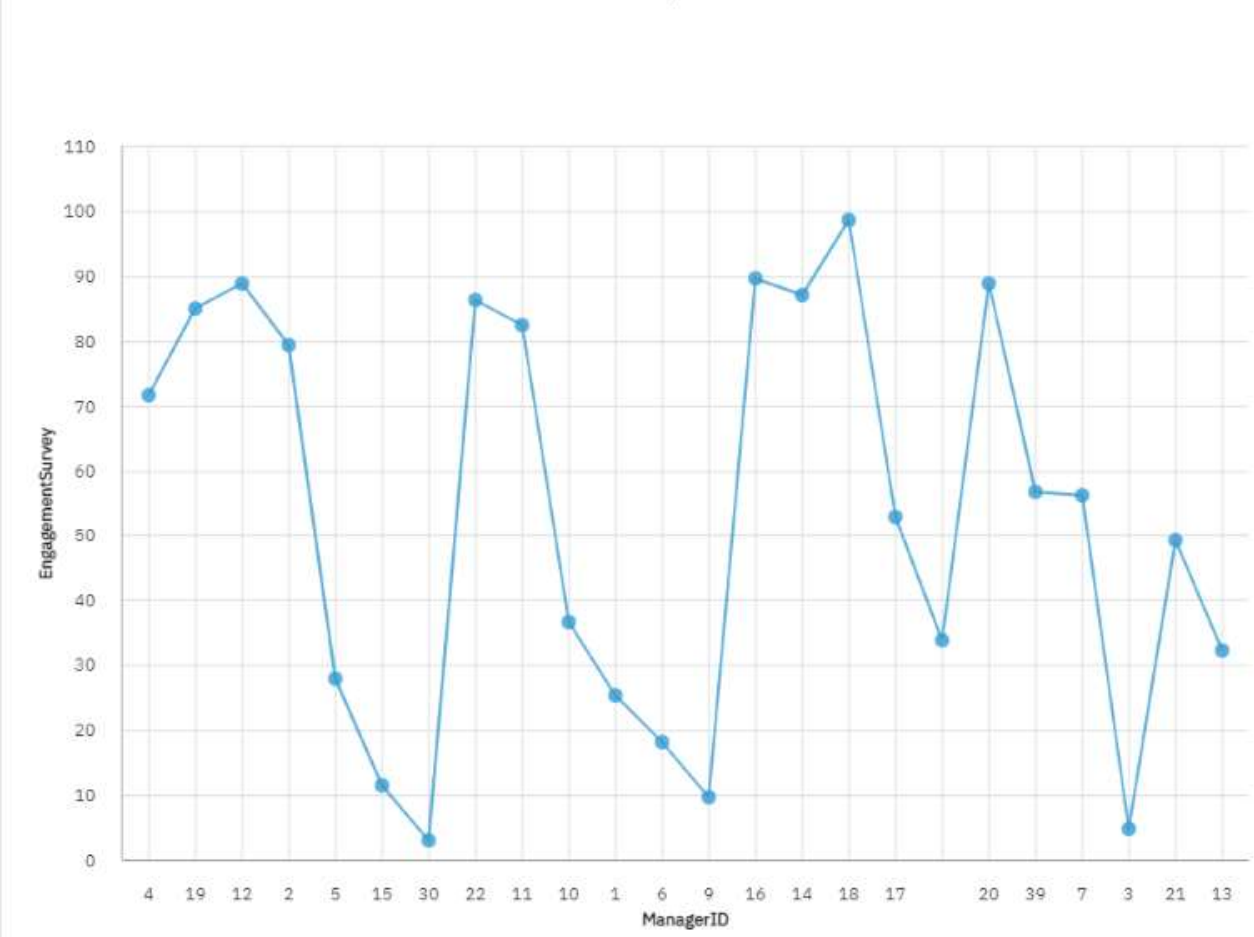






REPORT





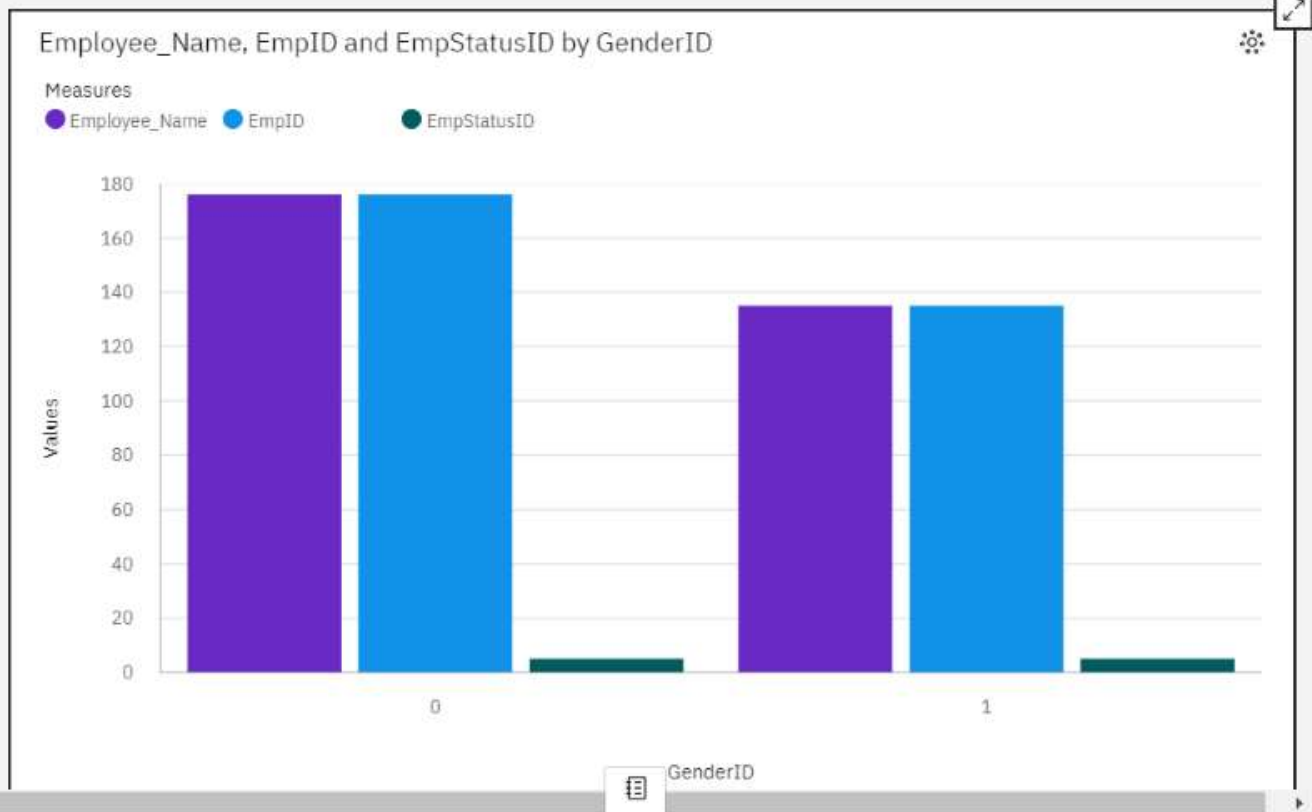
STORY



The Cognos HR Scorecard:
Measuring Success in Talent
Management

Employee_Name, EmpID and EmpStatusID by GenderID

- GenderID 0 has the highest values of both EmpStatusID and Salary.
- The total number of results for EmpID, across all GenderID, is 311.
- The total number of results for EmpStatusID, across all GenderID, is 311.
- The total number of results for Employee_Name, across all GenderID, is 311.



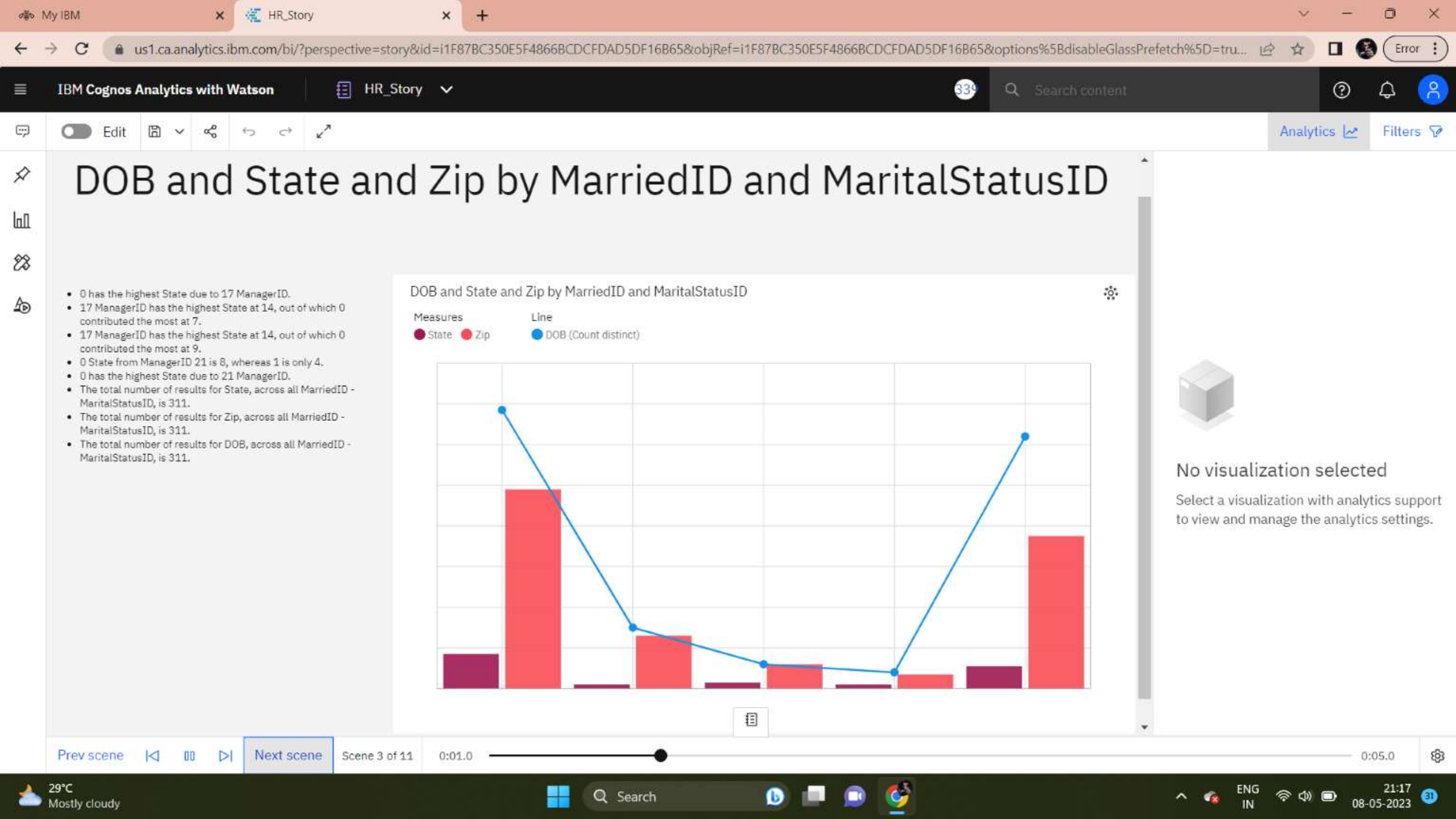
Narrative insights

Suggested insights (3)

GenderID 0 has the highest values of both EmpStatusID and Salary.

The total number of results for EmpID, across all GenderID, is 311.

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



DOB and State and Zip by MarriedID and MaritalStatusID

0 has the highest State due to 17 ManagerID.

17 ManagerID has the highest State at 14, out of which 0 contributed the most at 7.

17 ManagerID has the highest State at 14, out of which 0 contributed the most at 9.

0 State from ManagerID 21 is 8, whereas 1 is only 4.

0 has the highest State due to 21 ManagerID.

The total number of results for State, across all MarriedID - MaritalStatusID, is 311.

The total number of results for Zip, across all MarriedID - MaritalStatusID, is 311.

The total number of results for DOB, across all MarriedID - MaritalStatusID, is 311.

DOB and State and Zip by MarriedID and MaritalStatusID

Measures

Line

State Zip DOB (Count distinct)



📄

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Prev scene

Next scene

Scene 3 of 11

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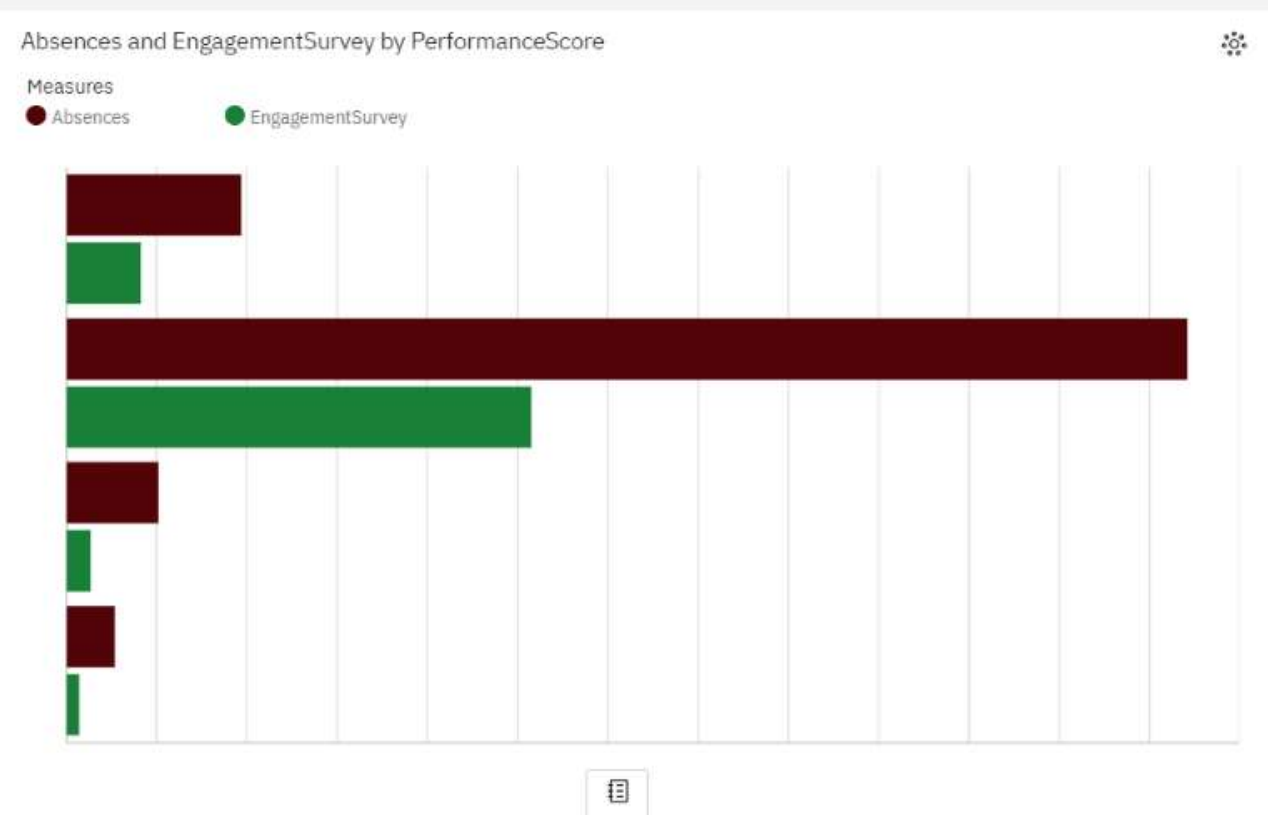
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Absences and EngagementSurvey by PerformanceScore

- Absences is unusually high when PerformanceScore is Fully Meets.
- Fully Meets is the most frequently occurring category of PerformanceScore with a count of 243 items with Absences values (78.1 % of the total).
- Fully Meets is the most frequently occurring category of PerformanceScore with a count of 243 items with EngagementSurvey values (78.1 % of the total).
- Over all values of PerformanceScore, the average of Absences is 10.24.
- Over all values of PerformanceScore, the average of EngagementSurvey is 4.11.
- The total number of results for Absences, across all PerformanceScore, is 311.
- The total number of results for EngagementSurvey, across all PerformanceScore, is 311.
- Absences ranges from 108, when PerformanceScore is PIP, to almost 2500, when PerformanceScore is Fully Meets.
- EngagementSurvey ranges from 28.85, when PerformanceScore is PIP, to over a thousand, when PerformanceScore is Fully Meets.



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HR_Story

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Error

IBM Cognos Analytics with Watson

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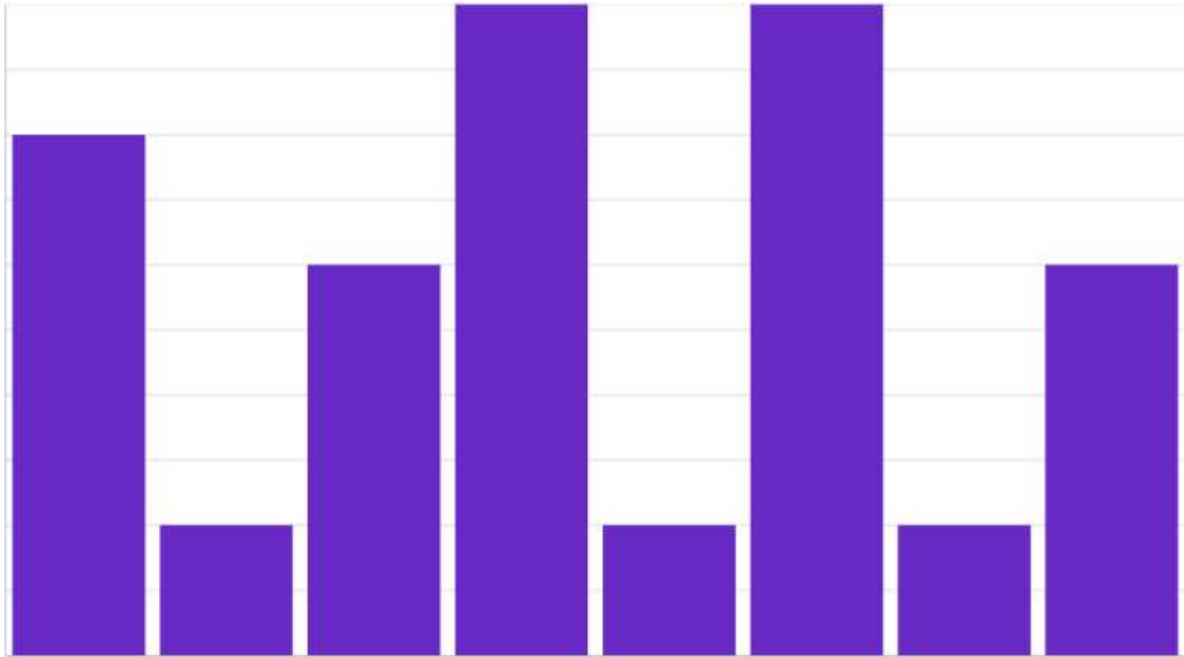
Analytics

Filters

EmpSatisfaction by Department and DeptID

- Department Production has the highest values of both EmpSatisfaction and Salary.
- Production|5 is the most frequently occurring category of Department - DeptID with a count of 208 items with EmpSatisfaction values (66.9 % of the total).
- The total number of results for EmpSatisfaction, across all Department - DeptID, is 311.

EmpSatisfaction by Department and DeptID



Department - DeptID	EmpSatisfaction (approx. count)
Production 5	208
Production 4	104
Production 3	152
Production 2	208
Production 1	104
Production 0	208
Production -1	104
Production -2	152

No visualization selected

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Prev scene

Next scene

Scene 5 of 11

0:00.7

0:05.0

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PositionID and Position for Sex and Termd

- Sex F has the highest Total Salary but is ranked #2 in Count distinct PositionID.
- Sex M has the highest Count distinct PositionID but is ranked #2 in Total Salary.
- The total number of results for PositionID, across all Sex - Termd, is 311.
- The total number of results for Position, across all Sex - Termd, is 311.

PositionID and Position for Sex and Termd

Column values

● Increase ● Decrease ● Sum

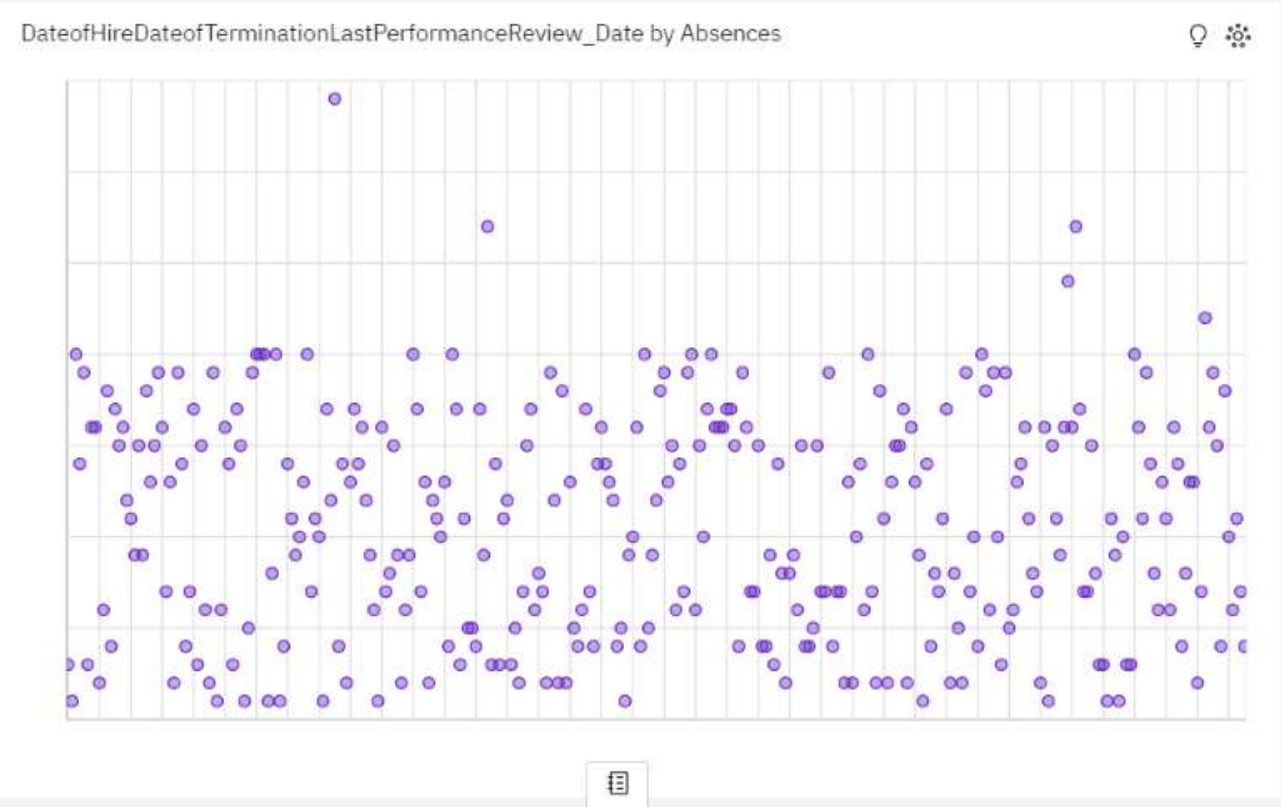


No visualization selected

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DateofHireDateofTerminationLastPerformanceReview_Date by Absences

- Across all values of DateofHire - DateofTermination - LastPerformanceReview_Date, the sum of Absences is over three thousand.
- Absences ranges from 1, when DateofHire - DateofTermination - LastPerformanceReview_Date is 2012-09-24|2017-04-06|2017-03-02, to 34, when DateofHire - DateofTermination - LastPerformanceReview_Date is 2015-01-05|(no value)|2019-01-14.



No visualization selected

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PerfScoreID and LastPerformanceReview_Date by ManagerName and ManagerID

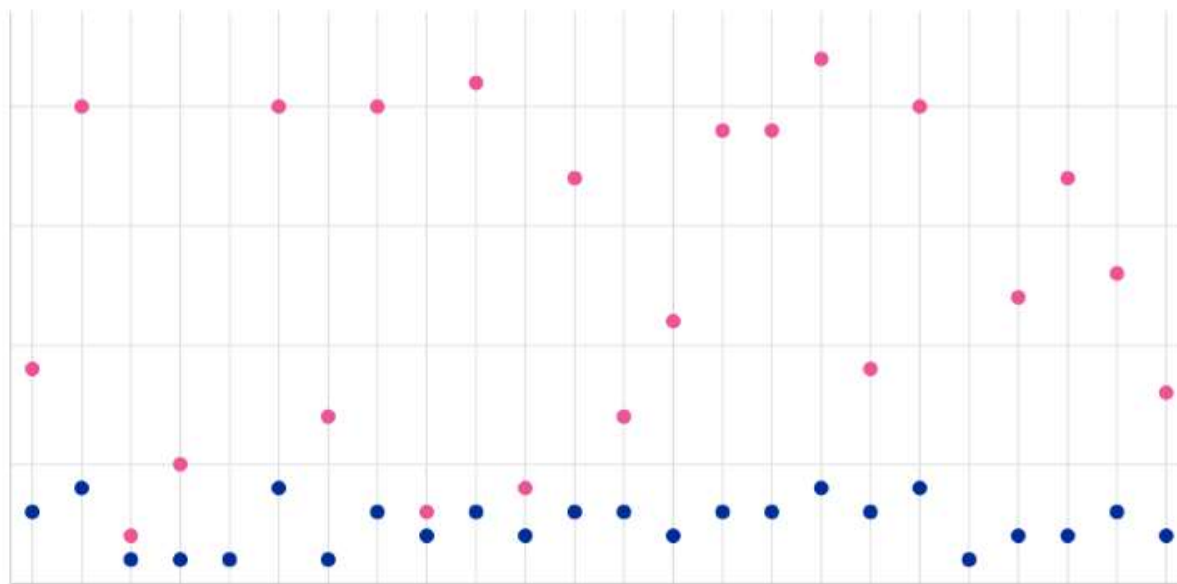
- ManagerName Amy Dunn has the highest Count distinct PerfScoreID but is ranked #8 in Total Salary.
- ManagerID 11 has the highest Count distinct PerfScoreID but is ranked #8 in Total Salary.
- ManagerName Janet King has the highest Total Salary but is ranked #5 in Count distinct PerfScoreID.
- ManagerID 2 has the highest Total Salary but is ranked #5 in Count distinct PerfScoreID.
- Elijah Gray(16 (7.1 %), Kelley Spinea(16 (7.1 %), Kissy Sullivan(20 (7.1 %), Brannon Miller(12 (7.1 %), and David Stanley(14 (6.8 %)) are the most frequently occurring categories of ManagerName - ManagerID with a combined count of 109 items with PerfScoreID values (35 % of the total).
- The total number of results for LastPerformanceReview_Date, across all ManagerName - ManagerID, is 311.
- The total number of results for PerfScoreID, across all ManagerName - ManagerID, is 311.

PerfScoreID and LastPerformanceReview_Date by ManagerName and ManagerID

Measures

PerfScoreID

LastPerformanceReview_Date



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HR_Story

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Filters

DaysLateLast30 by SpecialProjectsCount

DaysLateLast30 by SpecialProjectsCount

SpecialProjectsCount

5

8

2

7

3

4

1

6

0

No visualization selected

Select a visualization with analytics support to view and manage the analytics settings.

Prev scene

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Scene 9 of 11

0:00.7

0:05.0

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31

TermReason by MaritalDesc, CitizenDesc and RaceDesc

- Single|US Citizen (42.1 %) and Married|US Citizen (37.3 %) are the most frequently occurring categories of MaritalDesc - CitizenDesc with a combined count of 247 items with TermReason values (79.4 % of the total).
- The overall number of results for TermReason is 311.



No visualization selected

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HR_Story

us1.ca.analytics.ibm.com/bi/?perspective=story&id=i1F87BC350E5F4866BCDCFDAD5DF16B65&objRef=i1F87BC350E5F4866BCDCFDAD5DF16B65&options%5BdisableGlassPrefetch%5D=tru...

Error

IBM Cognos Analytics with Watson

HR_Story

33°

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Analytics

Filters

HispanicLatino hierarchy colored by Salary and sized by RecruitmentSource

RecruitmentSource...

Salary (Sum)

19

83,667

19,266,848

No is the most frequently occurring category of HispanicLatino with a count of 282 items with RecruitmentSource values (90.7 % of the total).

The total number of results for RecruitmentSource, across all HispanicLatino, is 311.

No visualization selected

Select a visualization with analytics support to view and manage the analytics settings.

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Scene 11 of 11

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