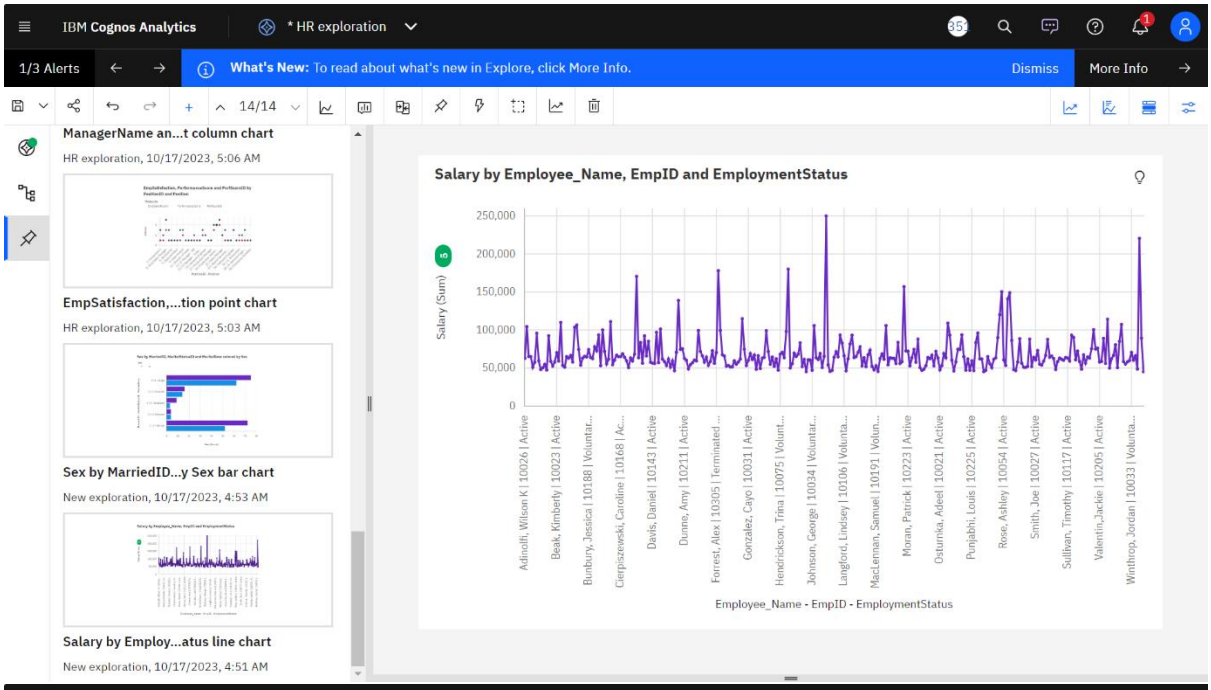
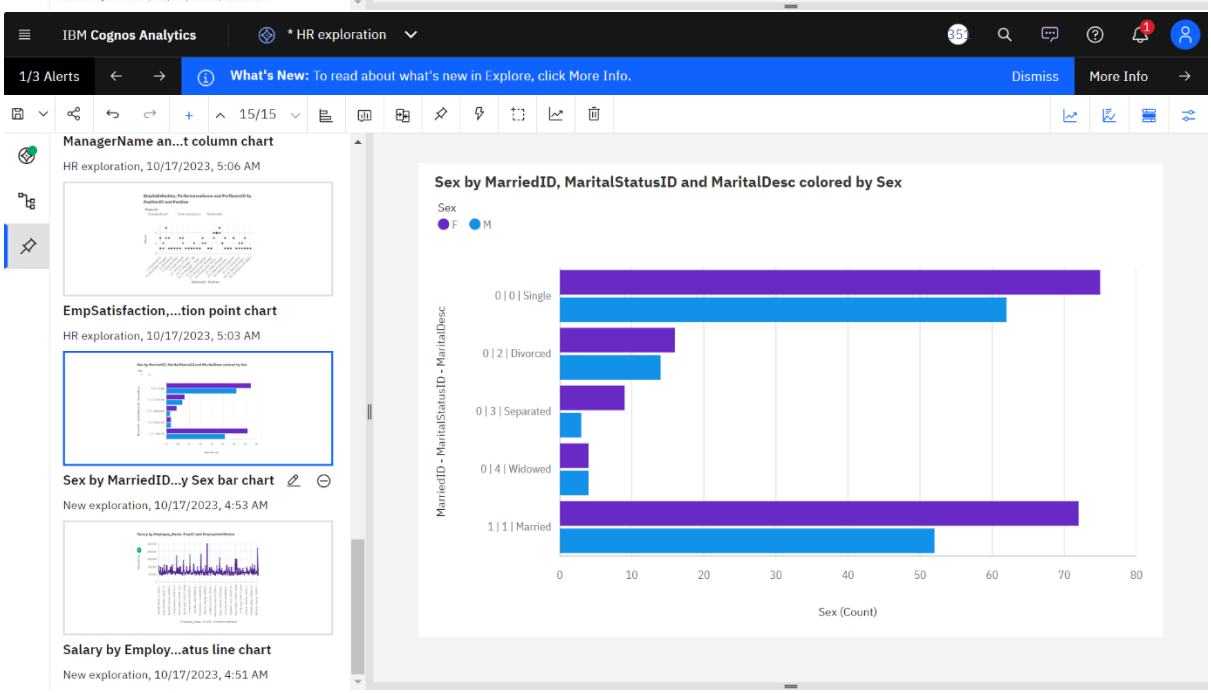
THE COGNOS HR SCORECARD:

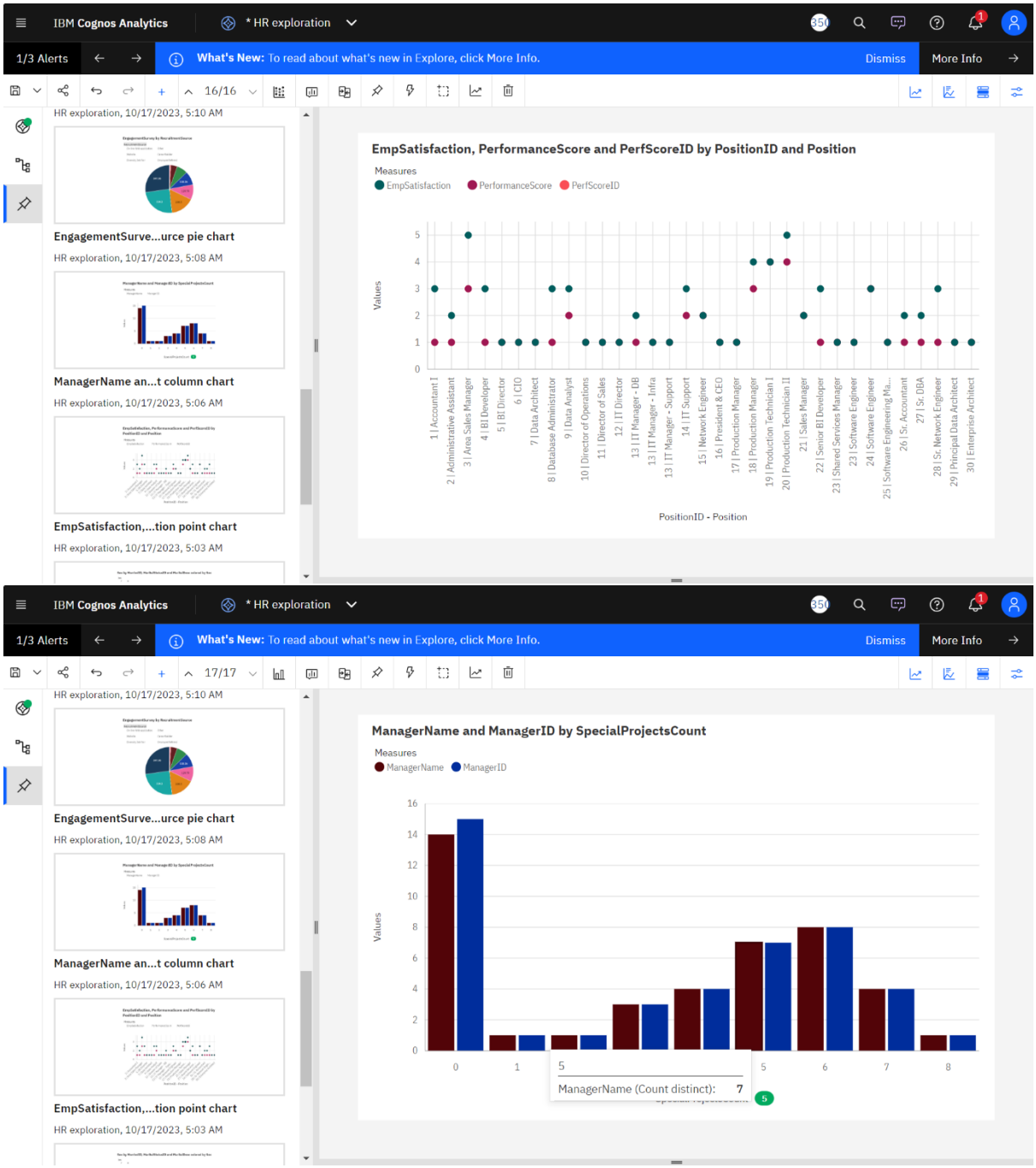
MEASURING SUCCESS IN TALENT MANAGEMENT

Name: GOKUL RAJA R

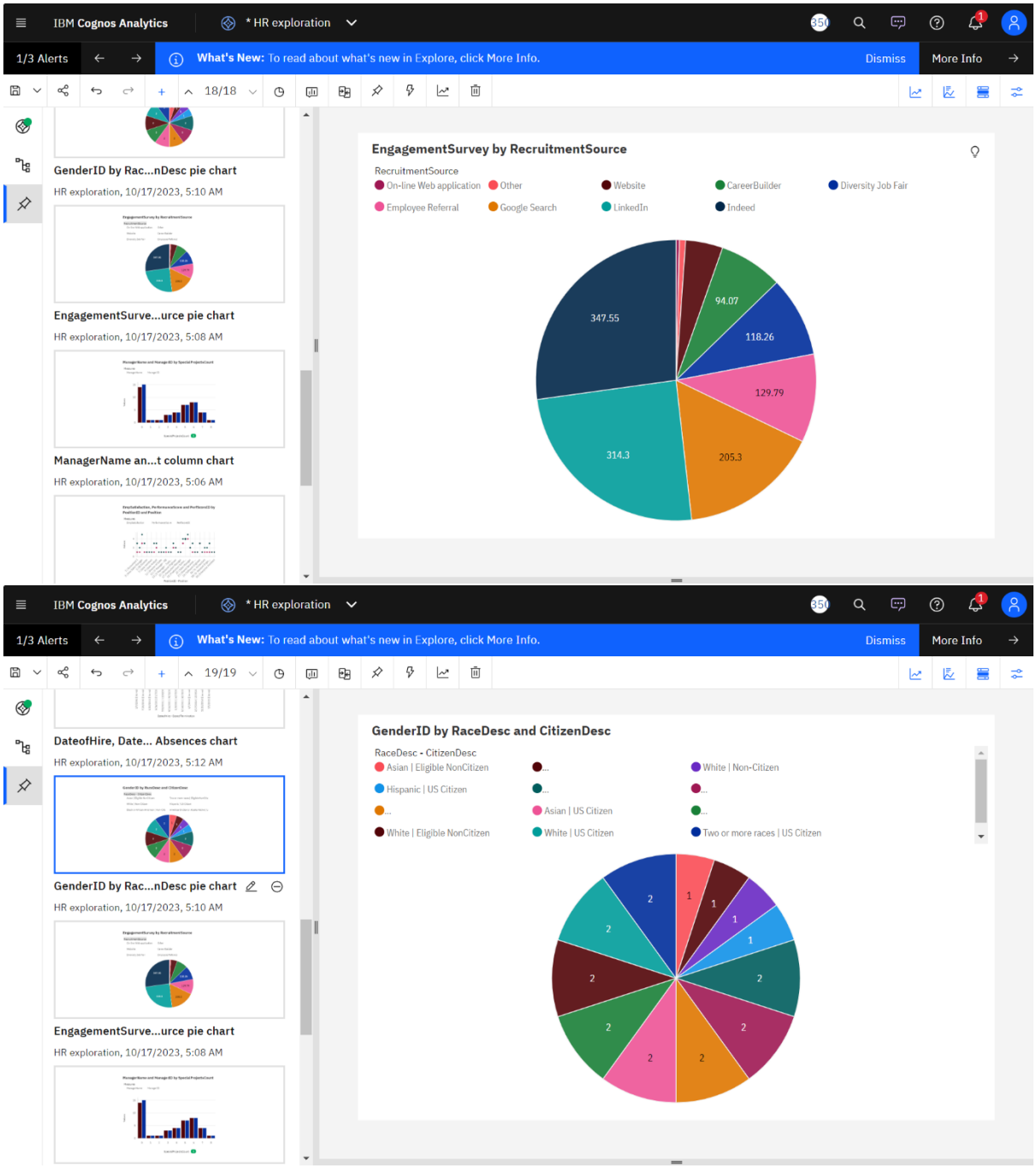
ID:2k20cse049@kiot.ac.in

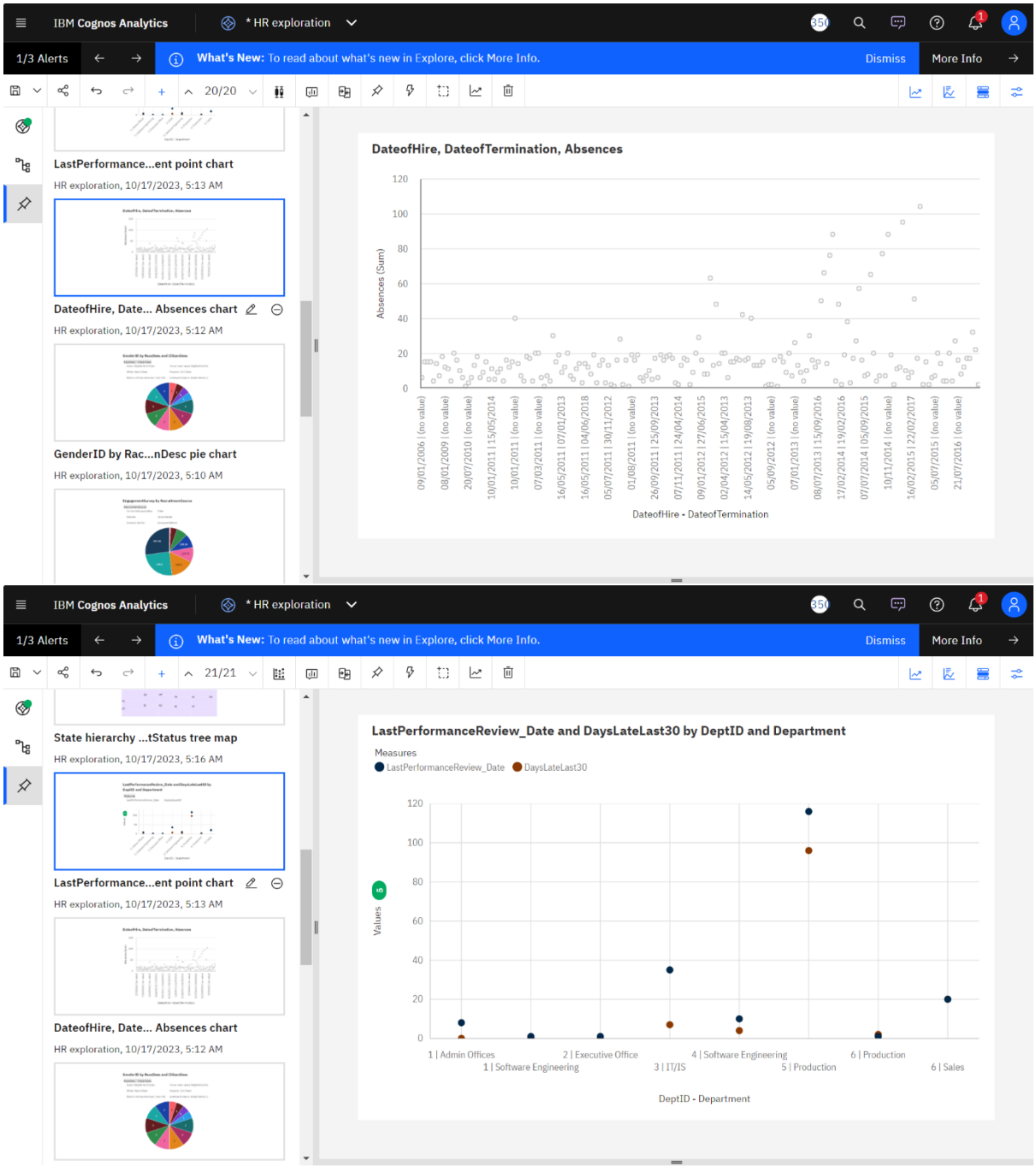

IBM Cognos Analytics
* HR exploration
1/3 Alerts
What's New: To read about what's new in Explore, click More Info.
Dismiss
More Info
14/14
ManagerName an...t column chart
HR exploration, 10/17/2023, 5:06 AM
EmpSatisfaction,...tion point chart
HR exploration, 10/17/2023, 5:03 AM
Sex by MarriedID...y Sex bar chart
New exploration, 10/17/2023, 4:53 AM
Salary by Employ...atus line chart
New exploration, 10/17/2023, 4:51 AM
Salary by Employee_Name, EmpID and EmploymentStatus
Salary (Sum)
250,000
200,000
150,000
100,000
50,000
0
Employee_Name - EmpID - EmploymentStatus

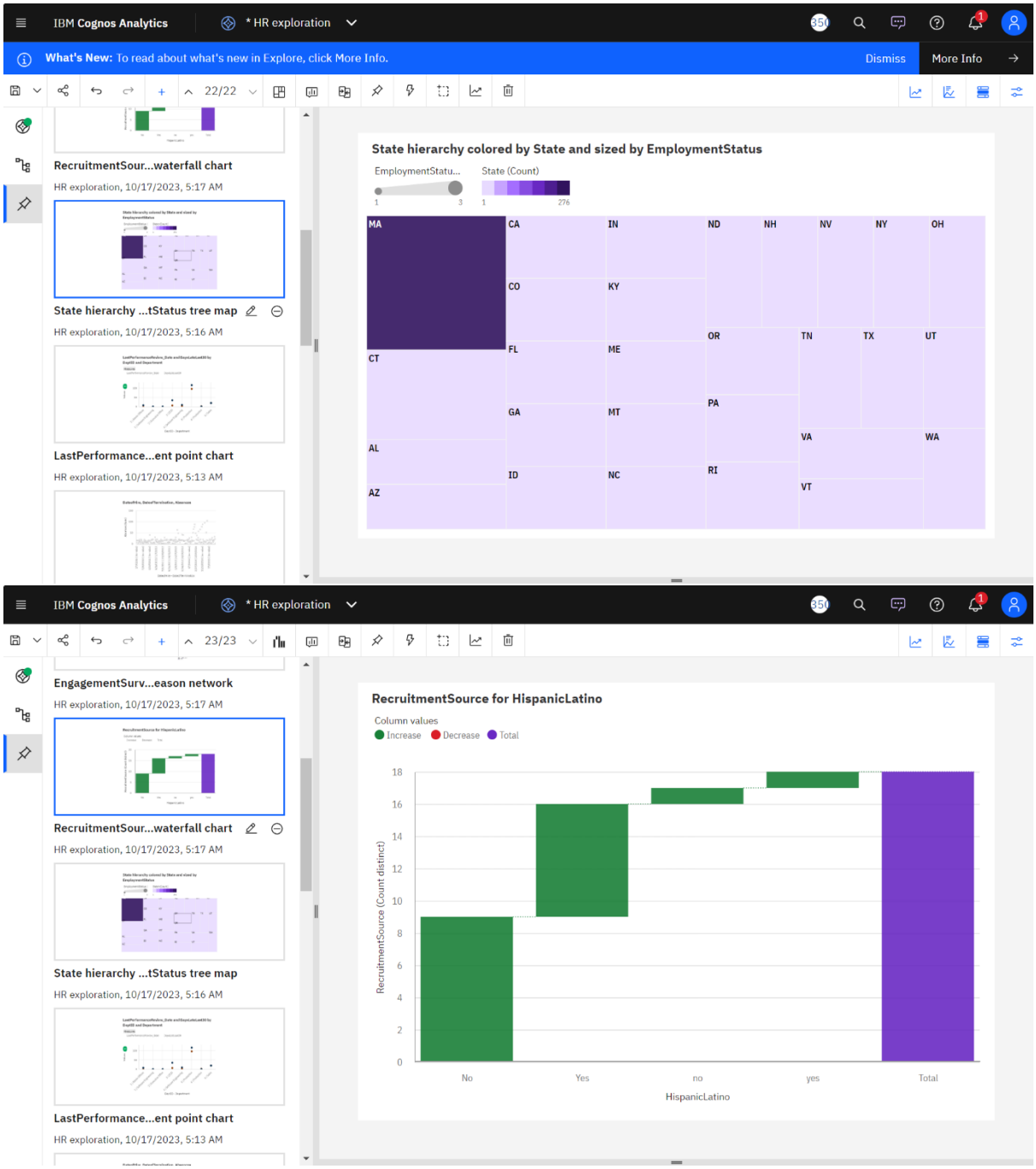

IBM Cognos Analytics
* HR exploration
1/3 Alerts
What's New: To read about what's new in Explore, click More Info.
Dismiss
More Info
15/15
ManagerName an...t column chart
HR exploration, 10/17/2023, 5:06 AM
EmpSatisfaction,...tion point chart
HR exploration, 10/17/2023, 5:03 AM
Sex by MarriedID...y Sex bar chart
New exploration, 10/17/2023, 4:53 AM
Salary by Employ...atus line chart
New exploration, 10/17/2023, 4:51 AM
Sex by MarriedID, MaritalStatusID and MaritalDesc colored by Sex
Sex
F
M
MarriedID - MaritalStatusID - MaritalDesc
0 | 0 | Single
0 | 2 | Divorced
0 | 3 | Separated
0 | 4 | Widowed
1 | 1 | Married
0
10
20
30
40
50
60
70
80
Sex (Count)

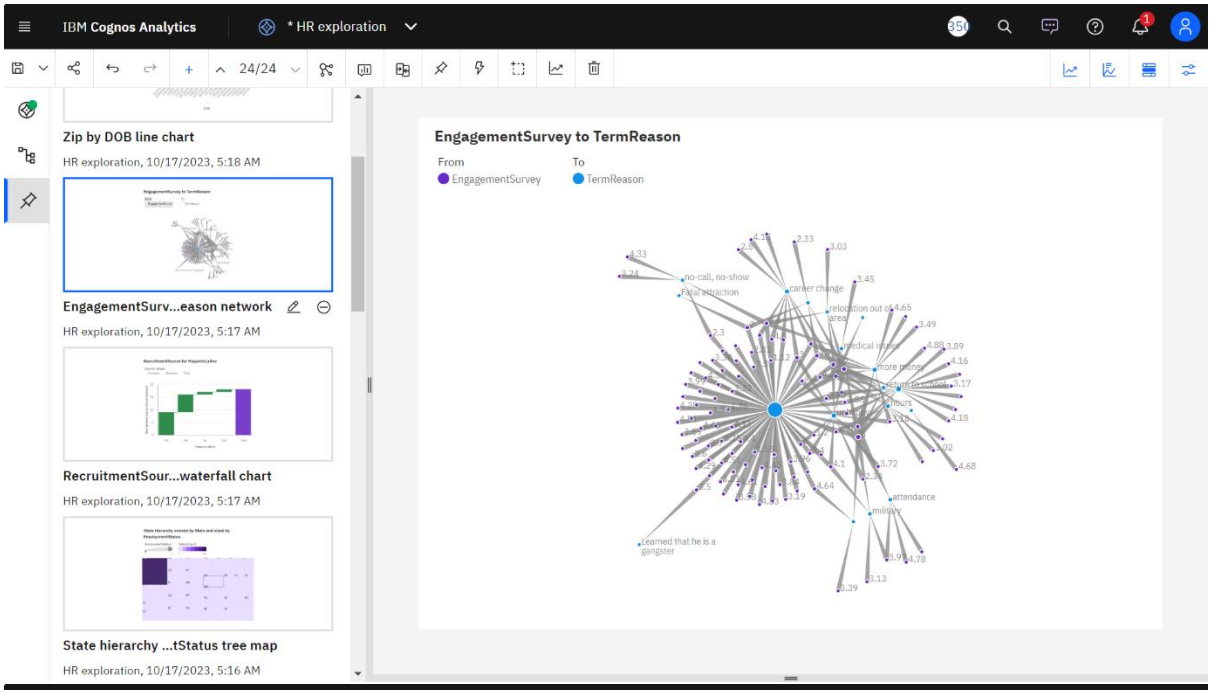

IBM Cognos Analytics
* HR exploration
1/3 Alerts
What's New: To read about what's new in Explore, click More Info.
Dismiss
More Info
16/16
HR exploration, 10/17/2023, 5:10 AM
EngagementSurve...urce pie chart
HR exploration, 10/17/2023, 5:08 AM
ManagerName an...t column chart
HR exploration, 10/17/2023, 5:06 AM
EmpSatisfaction,...tion point chart
HR exploration, 10/17/2023, 5:03 AM
EmpSatisfaction, PerformanceScore and PerfScoreID by PositionID and Position
Measures
EmpSatisfaction
PerformanceScore
PerfScoreID
Values
PositionID - Position

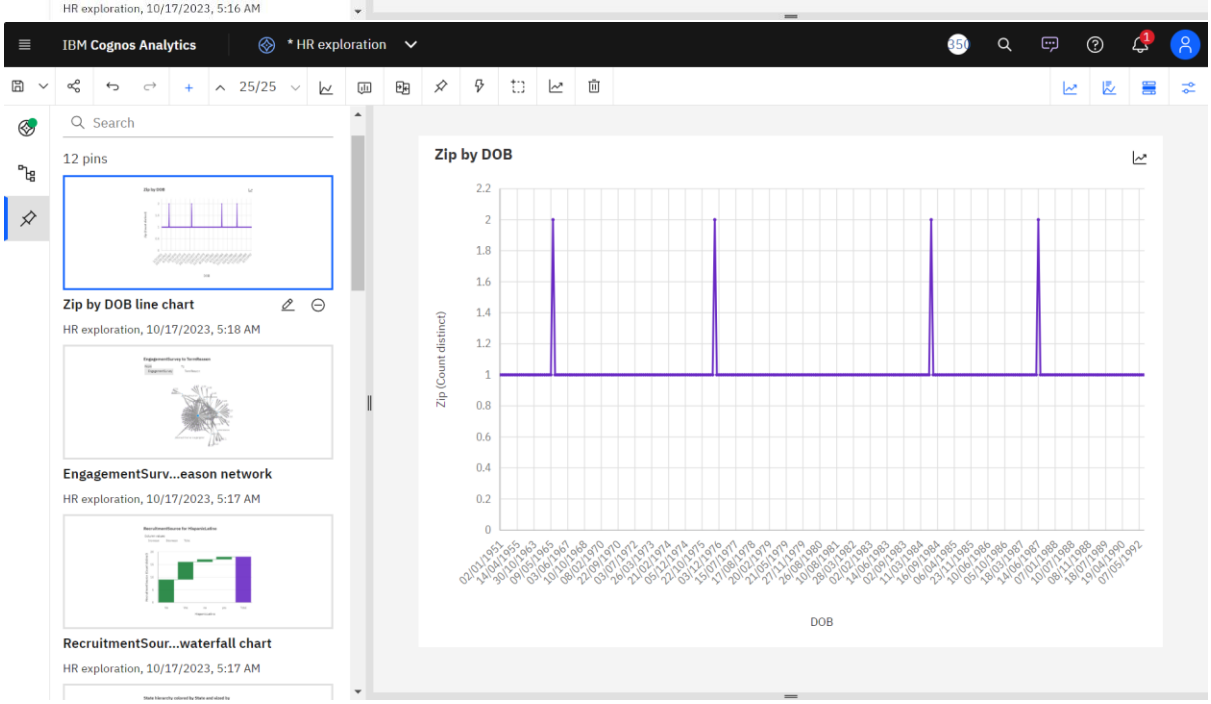
IBM Cognos Analytics
* HR exploration
1/3 Alerts
What's New: To read about what's new in Explore, click More Info.
Dismiss
More Info
17/17
HR exploration, 10/17/2023, 5:10 AM
EngagementSurve...urce pie chart
HR exploration, 10/17/2023, 5:08 AM
ManagerName an...t column chart
HR exploration, 10/17/2023, 5:06 AM
EmpSatisfaction,...tion point chart
HR exploration, 10/17/2023, 5:03 AM
ManagerName and ManagerID by SpecialProjectsCount
Measures
ManagerName
ManagerID
Values
ManagerName (Count distinct): 7

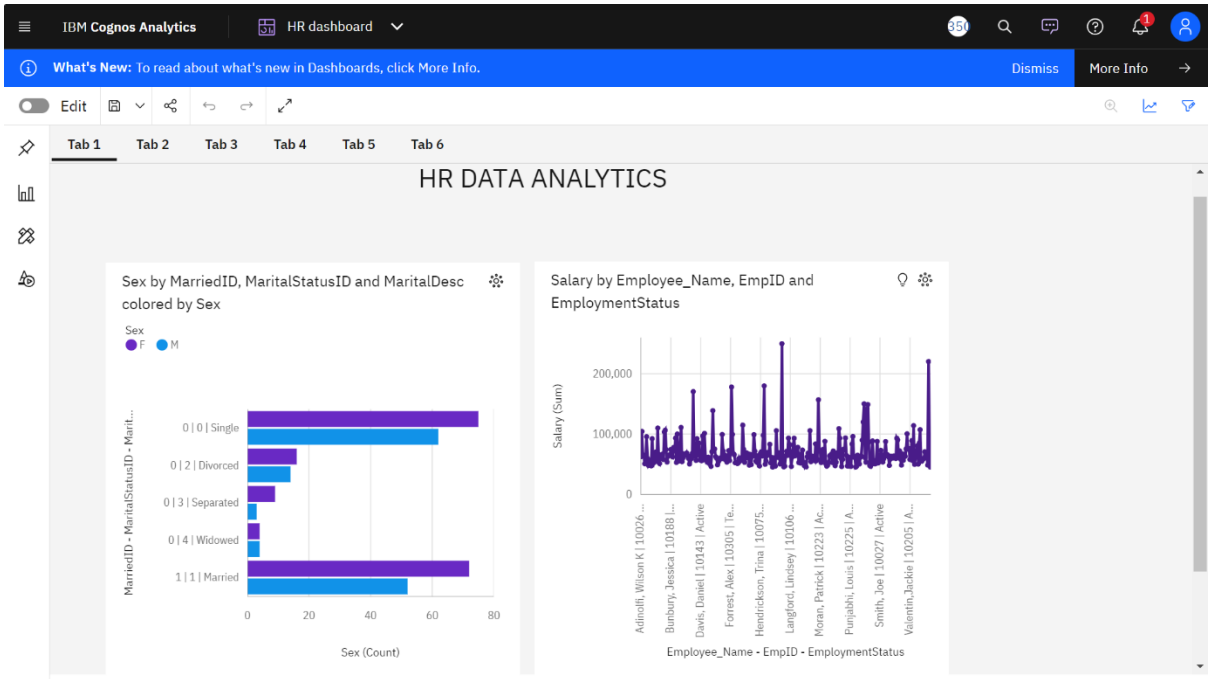

IBM Cognos Analytics
* HR exploration
1/3 Alerts
What's New: To read about what's new in Explore, click More Info.
Dismiss
More Info
18/18
GenderID by Rac...nDesc pie chart
HR exploration, 10/17/2023, 5:10 AM
EngagementSurve...urce pie chart
HR exploration, 10/17/2023, 5:08 AM
ManagerName an...t column chart
HR exploration, 10/17/2023, 5:06 AM
EngagementSurvey by RecruitmentSource
RecruitmentSource
On-line Web application
Other
Website
CareerBuilder
Diversity Job Fair
Employee Referral
Google Search
LinkedIn
Indeed
347.55
94.07
118.26
129.79
314.3
205.3
IBM Cognos Analytics
* HR exploration
1/3 Alerts
What's New: To read about what's new in Explore, click More Info.
Dismiss
More Info
19/19
DateofHire, Date... Absences chart
HR exploration, 10/17/2023, 5:12 AM
GenderID by Rac...nDesc pie chart
HR exploration, 10/17/2023, 5:10 AM
EngagementSurve...urce pie chart
HR exploration, 10/17/2023, 5:08 AM
GenderID by RaceDesc and CitizenDesc
RaceDesc - CitizenDesc
Asian | Eligible NonCitizen
White | Non-Citizen
Hispanic | US Citizen
Asian | US Citizen
White | Eligible NonCitizen
White | US Citizen
Two or more races | US Citizen

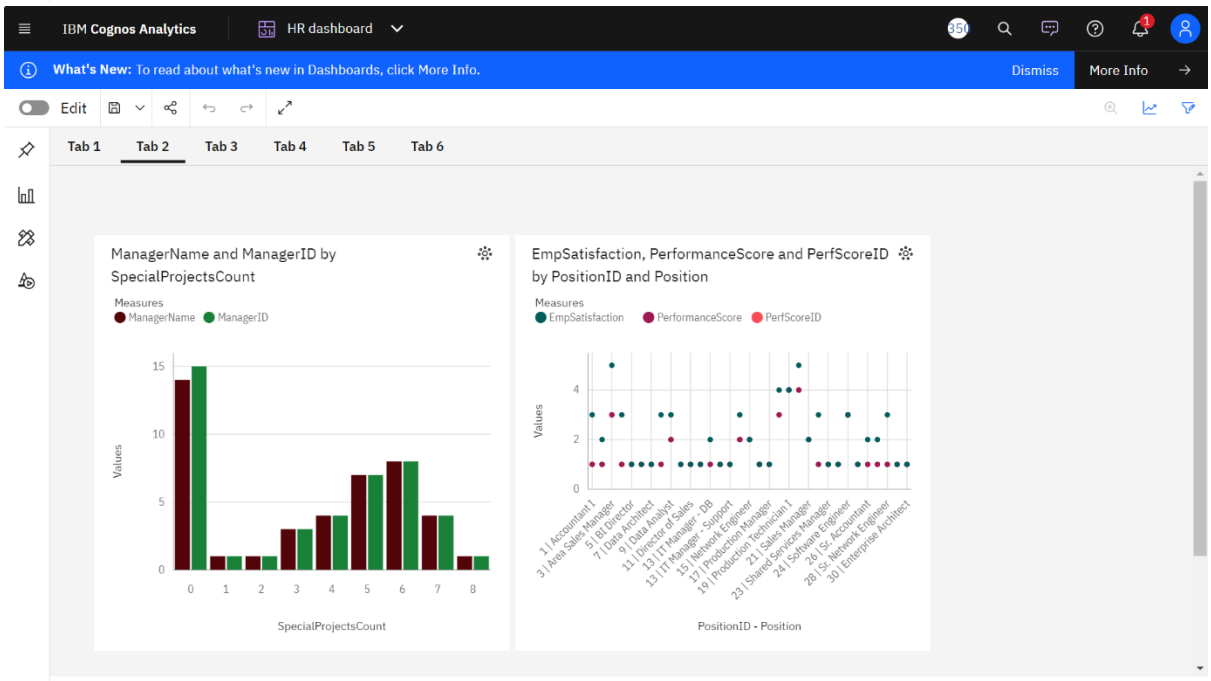

IBM Cognos Analytics
* HR exploration
1/3 Alerts
What's New: To read about what's new in Explore, click More Info.
Dismiss
More Info
20/20
LastPerformance...ent point chart
HR exploration, 10/17/2023, 5:13 AM
DateofHire, Date... Absences chart
HR exploration, 10/17/2023, 5:12 AM
GenderID by Rac...nDesc pie chart
HR exploration, 10/17/2023, 5:10 AM
DateofHire, DateofTermination, Absences
Absences (Sum)
DateofHire - DateofTermination
IBM Cognos Analytics
* HR exploration
1/3 Alerts
What's New: To read about what's new in Explore, click More Info.
Dismiss
More Info
21/21
State hierarchy ...tStatus tree map
HR exploration, 10/17/2023, 5:16 AM
LastPerformance...ent point chart
HR exploration, 10/17/2023, 5:13 AM
DateofHire, Date... Absences chart
HR exploration, 10/17/2023, 5:12 AM
LastPerformanceReview_Date and DaysLateLast30 by DeptID and Department
Measures
LastPerformanceReview_Date
DaysLateLast30
Values
1 | Admin Offices
1 | Software Engineering
2 | Executive Office
3 | IT/IS
4 | Software Engineering
5 | Production
6 | Production
6 | Sales
DeptID - Department

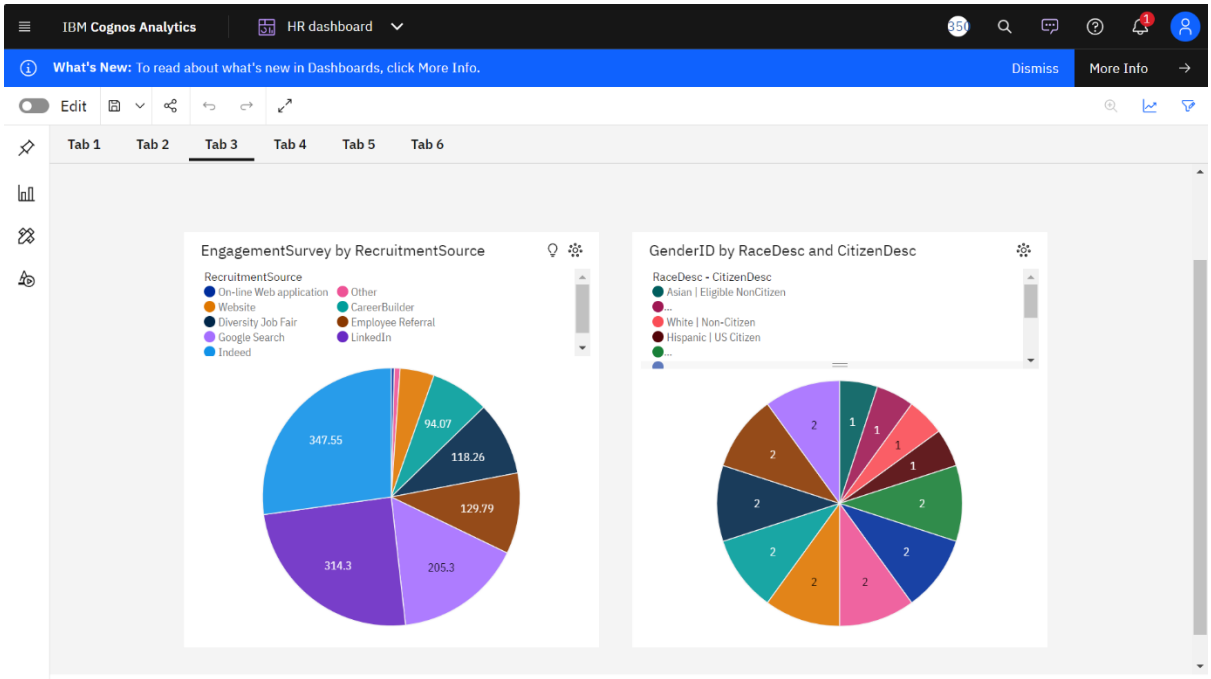

IBM Cognos Analytics
* HR exploration
What's New: To read about what's new in Explore, click More Info.
Dismiss
More Info
22/22
RecruitmentSour...waterfall chart
HR exploration, 10/17/2023, 5:17 AM
State hierarchy ...tStatus tree map
HR exploration, 10/17/2023, 5:16 AM
LastPerformance...ent point chart
HR exploration, 10/17/2023, 5:13 AM
State hierarchy colored by State and sized by EmploymentStatus
EmploymentStatu...
State (Count)
1
3
1
276
MA
CA
IN
ND
NH
NV
NY
OH
CO
KY
OR
TN
TX
UT
CT
FL
ME
PA
GA
MT
VA
WA
AL
ID
NC
RI
AZ
VT
IBM Cognos Analytics
* HR exploration
23/23
EngagementSurv...eason network
HR exploration, 10/17/2023, 5:17 AM
RecruitmentSour...waterfall chart
HR exploration, 10/17/2023, 5:17 AM
State hierarchy ...tStatus tree map
HR exploration, 10/17/2023, 5:16 AM
LastPerformance...ent point chart
HR exploration, 10/17/2023, 5:13 AM
RecruitmentSource for HispanicLatino
Column values
Increase
Decrease
Total
RecruitmentSource (Count distinct)
0
2
4
6
8
10
12
14
16
18
No
Yes
no
yes
Total
HispanicLatino

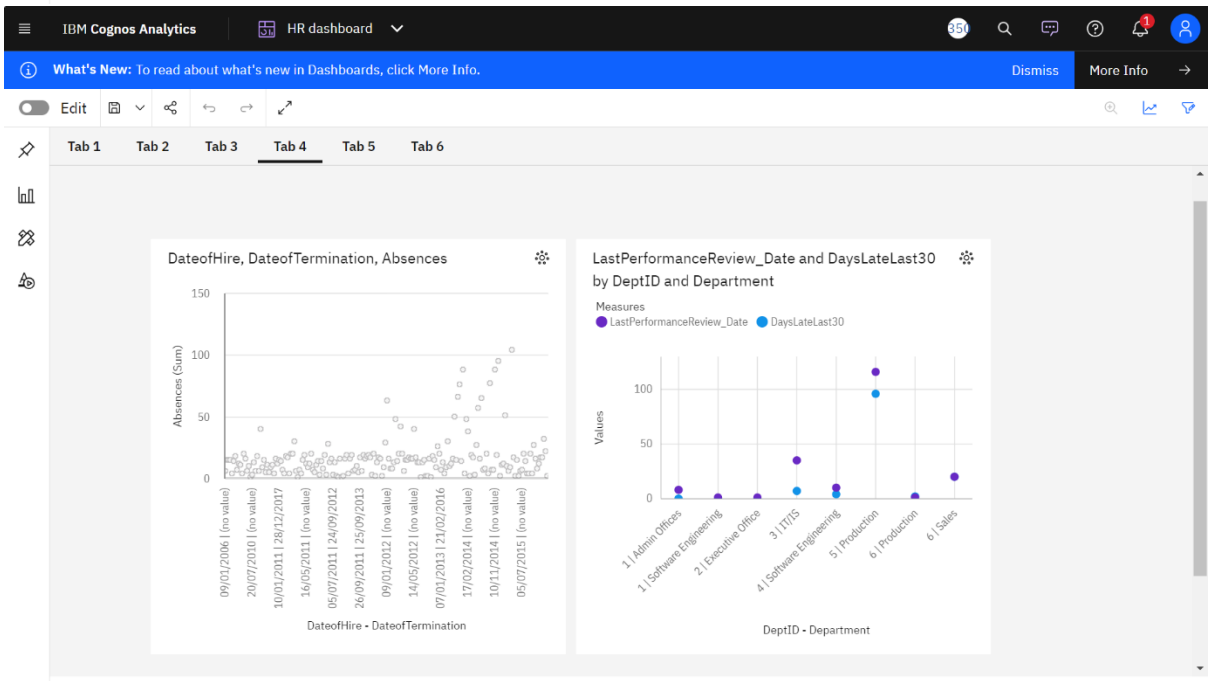

IBM Cognos Analytics
* HR exploration
24/24
Zip by DOB line chart
HR exploration, 10/17/2023, 5:18 AM
EngagementSurv...eason network
HR exploration, 10/17/2023, 5:17 AM
RecruitmentSour...waterfall chart
HR exploration, 10/17/2023, 5:17 AM
State hierarchy ...tStatus tree map
HR exploration, 10/17/2023, 5:16 AM
EngagementSurvey to TermReason
From
EngagementSurvey
To
TermReason
no-call, no-show
career change
Fatal attraction
more money
hours
attendance
military
Learned that he is a gangster

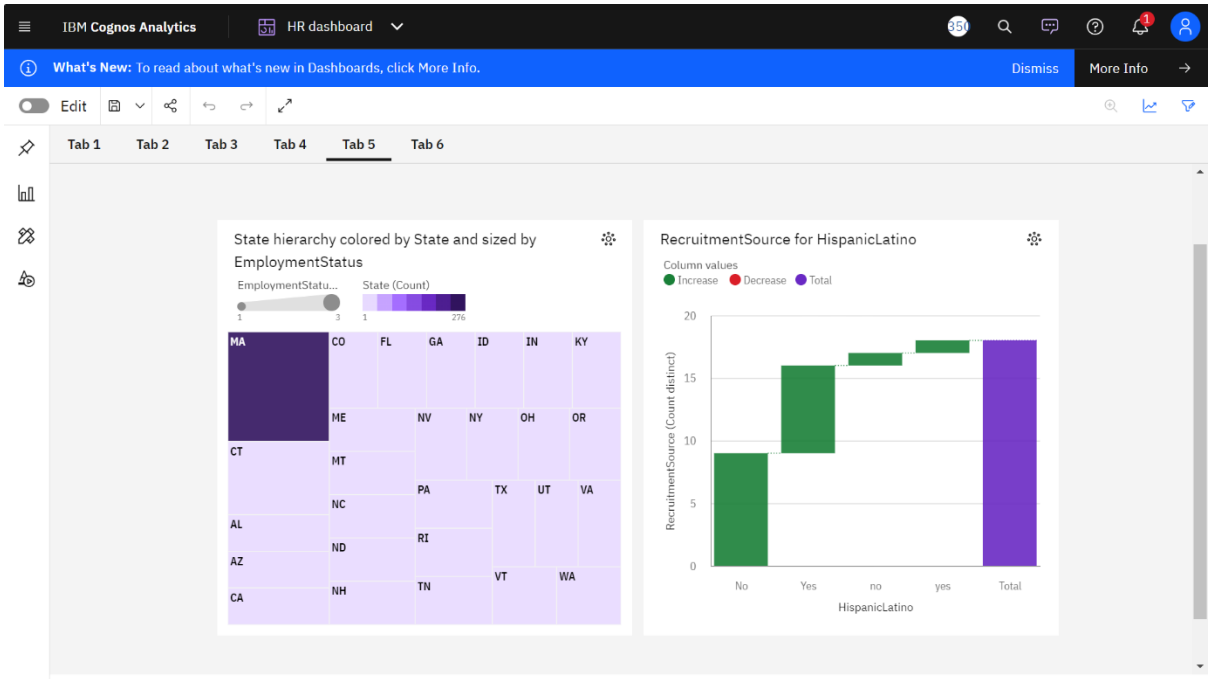

IBM Cognos Analytics
* HR exploration
25/25
Search
12 pins
Zip by DOB line chart
HR exploration, 10/17/2023, 5:18 AM
EngagementSurv...eason network
HR exploration, 10/17/2023, 5:17 AM
RecruitmentSour...waterfall chart
HR exploration, 10/17/2023, 5:17 AM
Zip by DOB
Zip (Count distinct)
DOB

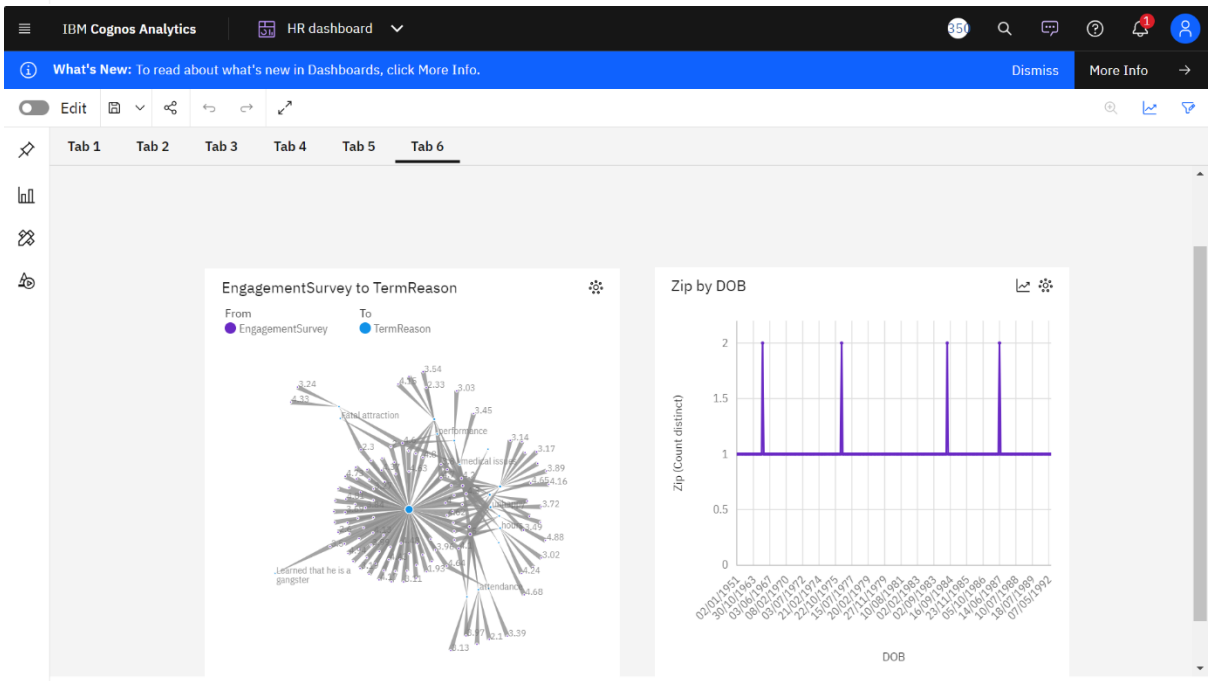

IBM Cognos Analytics
HR dashboard
What's New: To read about what's new in Dashboards, click More Info.
Dismiss
More Info
Edit
Tab 1
Tab 2
Tab 3
Tab 4
Tab 5
Tab 6
HR DATA ANALYTICS
Sex by MarriedID, MaritalStatusID and MaritalDesc colored by Sex
Sex
F
M
MarriedID - MaritalStatusID - Marit...
0 | 0 | Single
0 | 2 | Divorced
0 | 3 | Separated
0 | 4 | Widowed
1 | 1 | Married
0
20
40
60
80
Sex (Count)
Salary by Employee_Name, EmpID and EmploymentStatus
Salary (Sum)
200,000
100,000
0
Adinolfi, Wilson K | 10026 ...
Bunbury, Jessica | 10188 |...
Davis, Daniel | 10143 | Active
Forrest, Alex | 10305 | Te...
Hendrickson, Trina | 10075...
Langford, Lindsey | 10106 ...
Moran, Patrick | 10223 | Ac...
Punjabhi, Louis | 10225 | A...
Smith, Joe | 10027 | Active
Valentin,Jackie | 10205 | A...
Employee_Name - EmpID - EmploymentStatus


IBM Cognos Analytics
HR dashboard
What's New: To read about what's new in Dashboards, click More Info.
Dismiss
More Info
Edit
Tab 1
Tab 2
Tab 3
Tab 4
Tab 5
Tab 6
ManagerName and ManagerID by SpecialProjectsCount
Measures
ManagerName
ManagerID
Values
15
10
5
0
0
1
2
3
4
5
6
7
8
SpecialProjectsCount
EmpSatisfaction, PerformanceScore and PerfScoreID by PositionID and Position
Measures
EmpSatisfaction
PerformanceScore
PerfScoreID
Values
4
2
0
1 | Accountant I
3 | Area Sales Manager
5 | BI Director
7 | Data Architect
9 | Data Analyst
11 | Director of Sales
13 | IT Manager - DB
15 | IT Manager - Support
17 | Network Engineer
19 | Production Manager
21 | Production Technician I
23 | Sales Manager
24 | Shared Services Manager
26 | Software Engineer
28 | Sr. Accountant
30 | Sr. Network Engineer
32 | Enterprise Architect
PositionID - Position


IBM Cognos Analytics
HR dashboard
What's New: To read about what's new in Dashboards, click More Info.
Dismiss
More Info
Edit
Tab 1
Tab 2
Tab 3
Tab 4
Tab 5
Tab 6
EngagementSurvey by RecruitmentSource
RecruitmentSource
On-line Web application
Other
Website
CareerBuilder
Diversity Job Fair
Employee Referral
Google Search
LinkedIn
Indeed
347.55
94.07
118.26
129.79
314.3
205.3
GenderID by RaceDesc and CitizenDesc
RaceDesc - CitizenDesc
Asian | Eligible NonCitizen
White | Non-Citizen
Hispanic | US Citizen

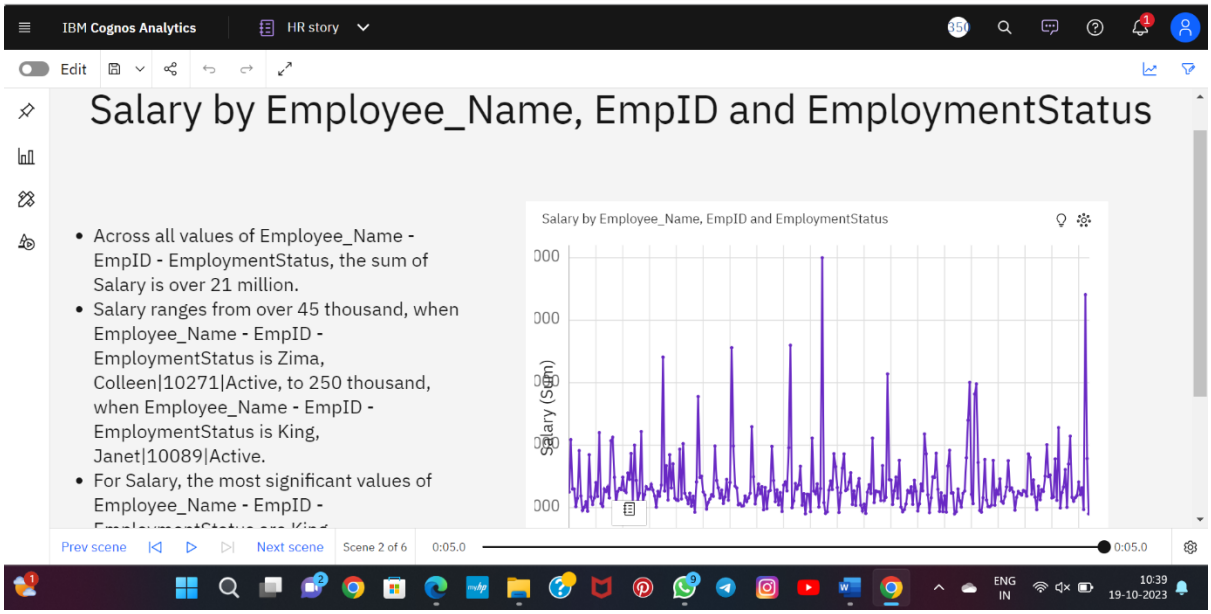

IBM Cognos Analytics
HR dashboard
What's New: To read about what's new in Dashboards, click More Info.
Dismiss
More Info
Edit
Tab 1
Tab 2
Tab 3
Tab 4
Tab 5
Tab 6
DateofHire, DateofTermination, Absences
Absences (Sum)
150
100
50
0
09/01/2006 | (no value)
20/07/2010 | (no value)
10/01/2011 | 28/12/2017
16/05/2011 | (no value)
05/07/2011 | 24/09/2012
26/09/2011 | 25/09/2013
09/01/2012 | (no value)
14/05/2012 | (no value)
07/01/2013 | 21/02/2016
17/02/2014 | (no value)
10/11/2014 | (no value)
05/07/2015 | (no value)
DateofHire - DateofTermination
LastPerformanceReview_Date and DaysLateLast30 by DeptID and Department
Measures
LastPerformanceReview_Date
DaysLateLast30
Values
100
50
0
1 | Admin Offices
1 | Software Engineering
2 | Executive Office
3 | ITIS
4 | Software Engineering
5 | Production
6 | Production
6 | Sales
DeptID - Department

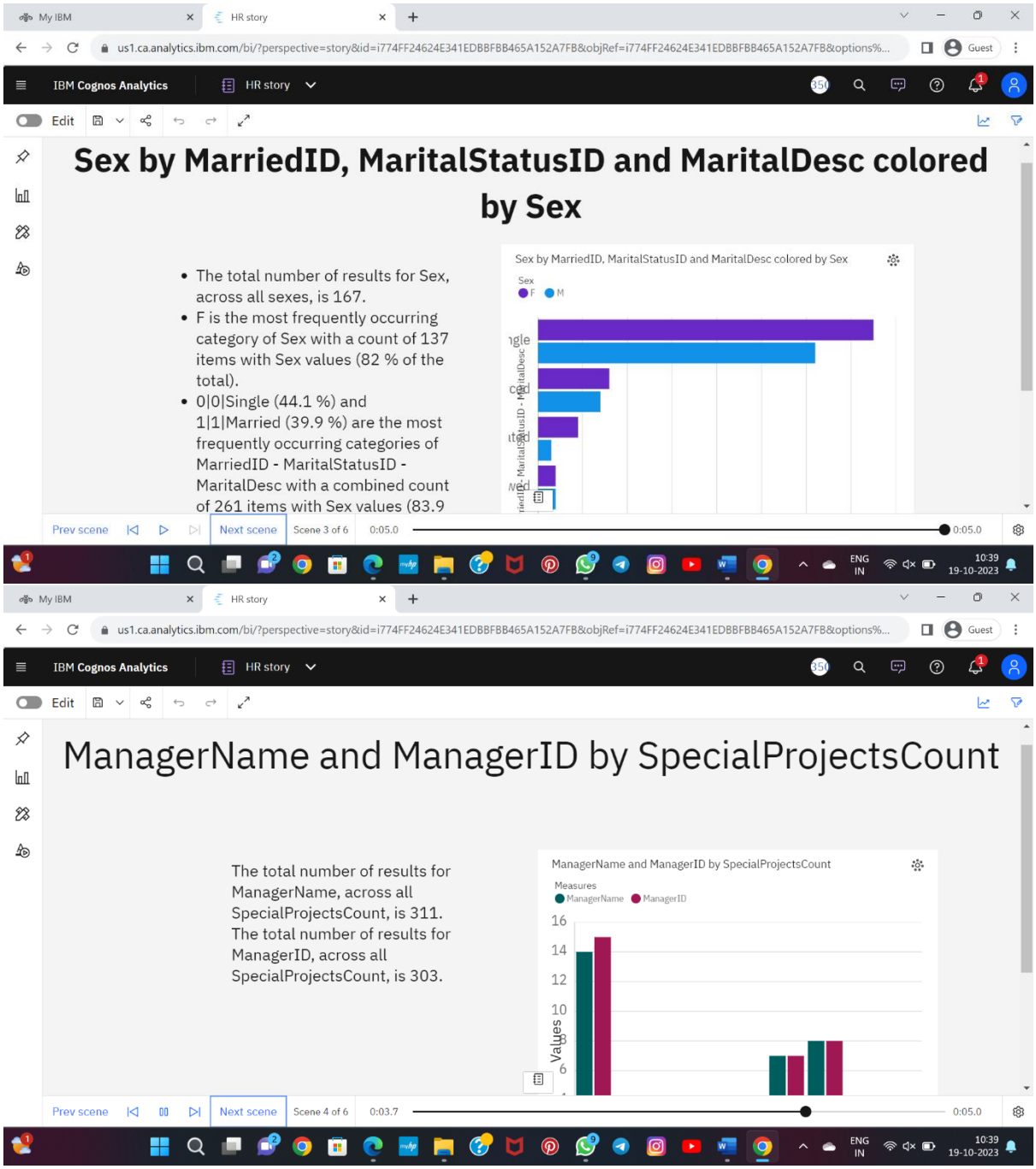

IBM Cognos Analytics
HR dashboard
What's New: To read about what's new in Dashboards, click More Info.
Dismiss
More Info
Edit
Tab 1
Tab 2
Tab 3
Tab 4
Tab 5
Tab 6
State hierarchy colored by State and sized by EmploymentStatus
EmploymentStatu...
State (Count)
MA
CO
FL
GA
ID
IN
KY
ME
NV
NY
OH
OR
CT
MT
PA
TX
UT
VA
NC
AL
RI
ND
AZ
VT
WA
CA
NH
TN
RecruitmentSource for HispanicLatino
Column values
Increase
Decrease
Total
RecruitmentSource (Count distinct)
HispanicLatino
No
Yes
no
yes
Total


IBM Cognos Analytics
HR dashboard
What's New: To read about what's new in Dashboards, click More Info.
Dismiss
More Info
Edit
Tab 1
Tab 2
Tab 3
Tab 4
Tab 5
Tab 6
EngagementSurvey to TermReason
From
EngagementSurvey
To
TermReason
Zip by DOB
Zip (Count distinct)
DOB

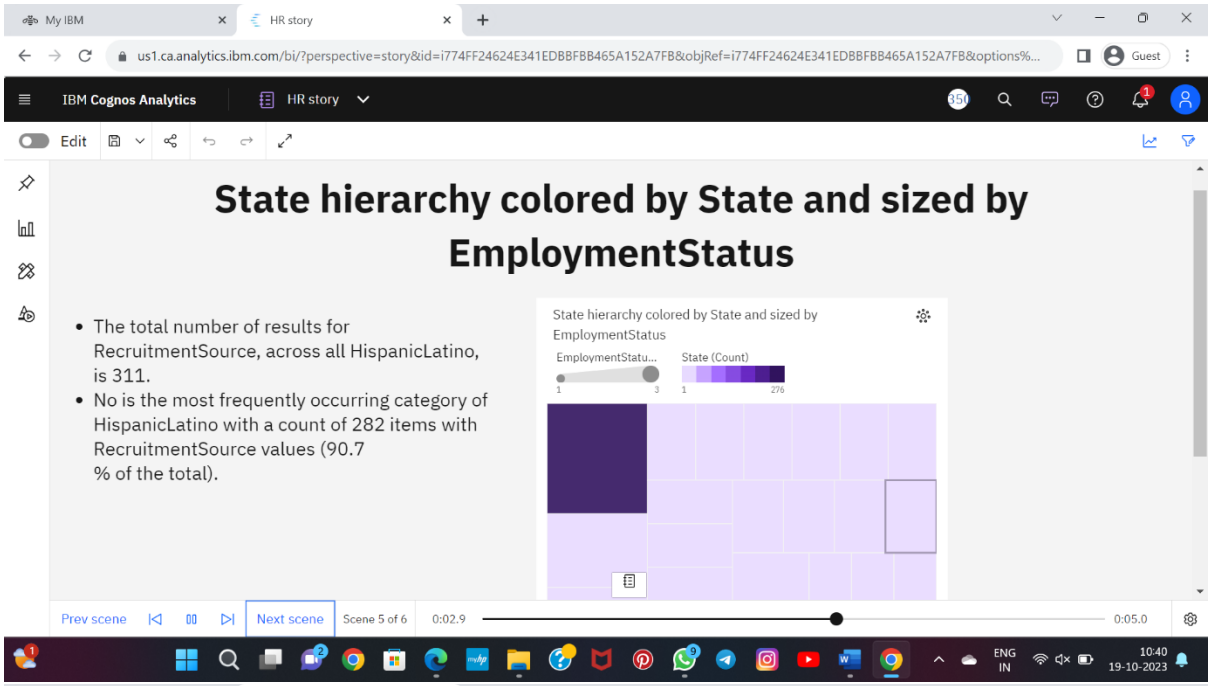
IBM Cognos Analytics
HR report
What's New: To read about what's new in Reporting, click More Info.
Dismiss
More Info
Edit
HTML
Filters
Termd
Position
Salary
EmpID
IBM Cognos Analytics
HR report
What's New: To read about what's new in Reporting, click More Info.
Dismiss
More Info
Edit
HTML
Filters
CitizenDesc
US Citizen
Eligible NonCitizen
Non-Citizen
12
4
295
Absences
ManagerID
19 Oct 2023
1
00:07:07

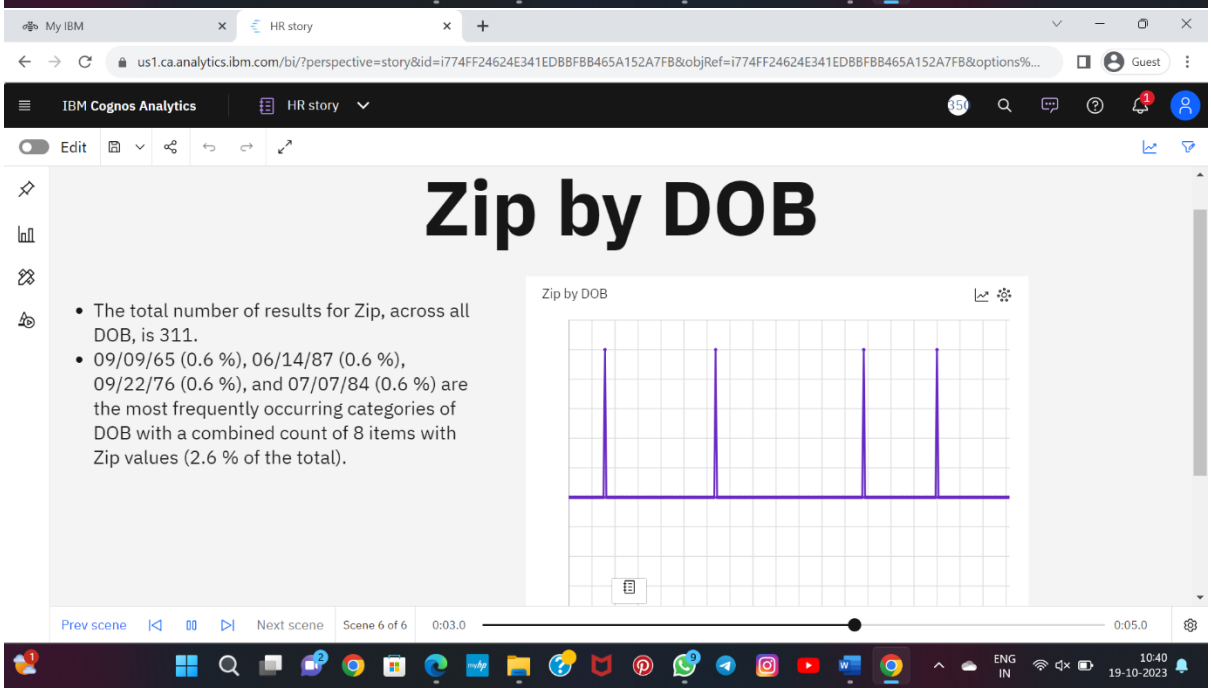
IBM Cognos Analytics
HR story
Edit
How to measure SUCCESS?
Prev scene
Next scene
Scene 1 of 6
0:00.0
0:05.0
My IBM
HR story
us1.ca.analytics.ibm.com/bi/?perspective=story&id=i774FF24624E341EDBBFBB465A152A7FB&objRef=i774FF24624E341EDBBFBB465A152A7FB&options%...
Guest


IBM Cognos Analytics
HR story
Edit
Salary by Employee_Name, EmpID and EmploymentStatus
Across all values of Employee_Name - EmpID - EmploymentStatus, the sum of Salary is over 21 million.
Salary ranges from over 45 thousand, when Employee_Name - EmpID - EmploymentStatus is Zima, Colleen|10271|Active, to 250 thousand, when Employee_Name - EmpID - EmploymentStatus is King, Janet|10089|Active.
For Salary, the most significant values of Employee_Name - EmpID -
Salary by Employee_Name, EmpID and EmploymentStatus
Salary (Sum)
Prev scene
Next scene
Scene 2 of 6
0:05.0
0:05.0
ENG
IN
10:39
19-10-2023


My IBM
HR story
us1.ca.analytics.ibm.com/bi/?perspective=story&id=i774FF24624E341EDBBFBB465A152A7FB&objRef=i774FF24624E341EDBBFBB465A152A7FB&options%...
Guest
IBM Cognos Analytics
HR story
Edit
Sex by MarriedID, MaritalStatusID and MaritalDesc colored by Sex
The total number of results for Sex, across all sexes, is 167.
F is the most frequently occurring category of Sex with a count of 137 items with Sex values (82 % of the total).
0|0|Single (44.1 %) and 1|1|Married (39.9 %) are the most frequently occurring categories of MarriedID - MaritalStatusID - MaritalDesc with a combined count of 261 items with Sex values (83.9
Sex by MarriedID, MaritalStatusID and MaritalDesc colored by Sex
Sex
F
M
Prev scene
Next scene
Scene 3 of 6
0:05.0
0:05.0
ENG
IN
10:39
19-10-2023

My IBM
HR story
us1.ca.analytics.ibm.com/bi/?perspective=story&id=i774FF24624E341EDBBFBB465A152A7FB&objRef=i774FF24624E341EDBBFBB465A152A7FB&options%...
Guest
IBM Cognos Analytics
HR story
Edit
ManagerName and ManagerID by SpecialProjectsCount
The total number of results for ManagerName, across all SpecialProjectsCount, is 311.
The total number of results for ManagerID, across all SpecialProjectsCount, is 303.
ManagerName and ManagerID by SpecialProjectsCount
Measures
ManagerName
ManagerID
16
14
12
10
6
Values
Prev scene
Next scene
Scene 4 of 6
0:03.7
0:05.0
ENG
IN
10:39
19-10-2023


My IBM
HR story
us1.ca.analytics.ibm.com/bi/?perspective=story&id=i774FF24624E341EDBBFBB465A152A7FB&objRef=i774FF24624E341EDBBFBB465A152A7FB&options%...
Guest
IBM Cognos Analytics
HR story
Edit
State hierarchy colored by State and sized by EmploymentStatus
The total number of results for RecruitmentSource, across all HispanicLatino, is 311.
No is the most frequently occurring category of HispanicLatino with a count of 282 items with RecruitmentSource values (90.7 % of the total).
State hierarchy colored by State and sized by EmploymentStatus
EmploymentStatu...
State (Count)
1
3
1
276
Prev scene
Next scene
Scene 5 of 6
0:02.9
0:05.0
ENG
IN
10:40
19-10-2023


My IBM
HR story
us1.ca.analytics.ibm.com/bi/?perspective=story&id=i774FF24624E341EDBBFBB465A152A7FB&objRef=i774FF24624E341EDBBFBB465A152A7FB&options%...
Guest
IBM Cognos Analytics
HR story
Edit
Zip by DOB
The total number of results for Zip, across all DOB, is 311.
09/09/65 (0.6 %), 06/14/87 (0.6 %), 09/22/76 (0.6 %), and 07/07/84 (0.6 %) are the most frequently occurring categories of DOB with a combined count of 8 items with Zip values (2.6 % of the total).
Zip by DOB
Prev scene
Next scene
Scene 6 of 6
0:03.0
0:05.0
ENG
IN
10:40
19-10-2023