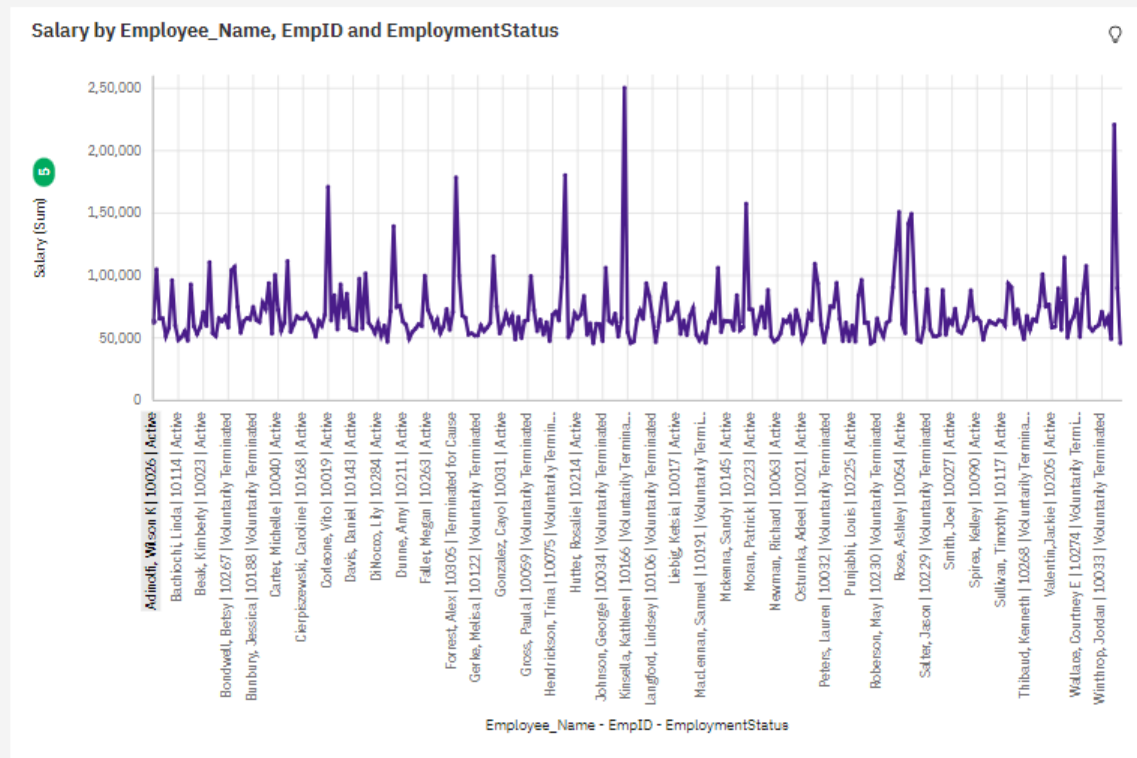
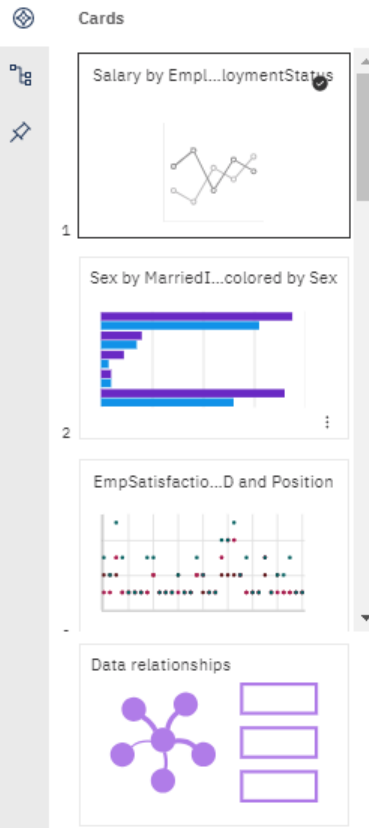


The Cognos HR Scorecard: Measuring Success in Talent Management

By : DHINESH KUMAR T

ID : 2k20cse038@kiot.ac.in



Details

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 - EmploymentStatus** are King, Janet|10089|Active and Zamora, Jennifer|10010|Active, whose respective **Salary** values add up to over 470 thousand, or 2.2 % of the total.

My IBM

* New report

HR exploration

+

us3.ca.analytics.ibm.com/bi/?perspective=explore&id=i09ECE962CABF416C8193E4004280D157&objRef=i09ECE962CABF416C8193E4004280D157&options%5Bdis...

IBM Cognos Analytics

HR exploration

34°

Analytics

Details

Fields

Properties

1

Salary by Empl...loymentStatus

2

Sex by MarriedI...colored by Sex

EmpSatisfactio...D and Position

Data relationships

Sex by MarriedID, MaritalStatusID and MaritalDesc colored by Sex

Sex

F

M

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)

Details

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 % of the total).

F is the most frequently occurring category of **Sex** with a count of 176 items with **Sex** values (56.6 % of the total).

27°C

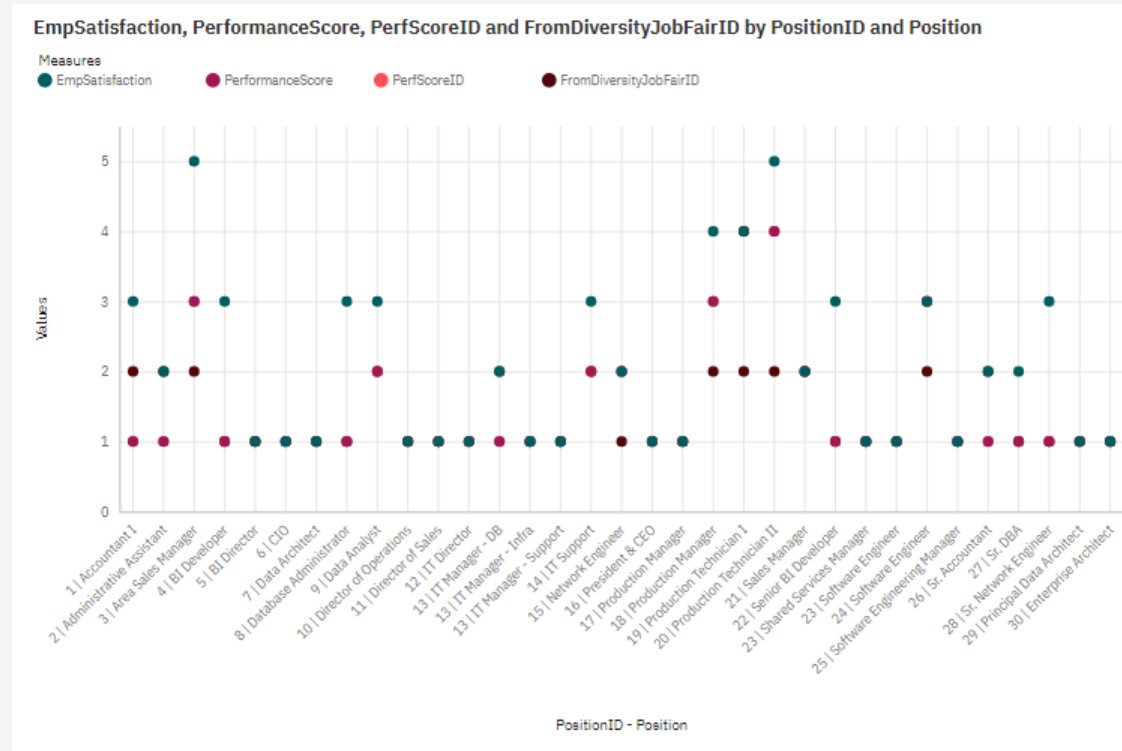
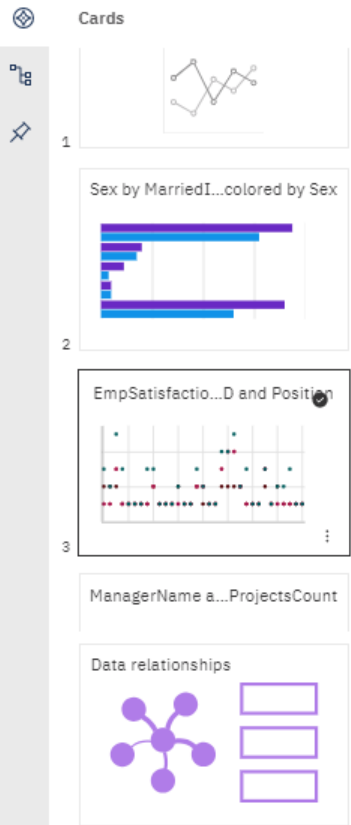
Partly sunny

Search

ENG IN

10:07

20-10-2023



Details

The total number of results for **EmpSatisfaction**, across all **positionid** - **positions**, is 311.

The total number of results for `PerformanceScore`, across all `positionid` - positions, is 311.

The total number of results for **PerfScoreID**, across all **positionid - positions**, is 311.

The total number of results for **FromDiversityJobFairID**, across all **positionid - positions**, is 311.

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HR exploration

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us3.ca.analytics.ibm.com/bi/?perspective=explore&id=i09ECE962CABF416C8193E4004280D157&objRef=i09ECE962CABF416C8193E4004280D157&options%5Bdis...

IBM Cognos Analytics

HR exploration

345

Analytics

Details

Fields

Properties

Cards

3

ManagerName a...ProjectsCount

4

EngagementSur...uitmentSource

5

GenderID by Ci... and RaceDesc

Data relationships

ManagerName and ManagerID by SpecialProjectsCount

Measures

● ManagerName ● ManagerID

| SpecialProjectsCount | ManagerName | ManagerID |
|----------------------|-------------|-----------|
| 0 | 14 | 15 |
| 1 | 1 | 1 |
| 2 | 1 | 1 |
| 3 | 3 | 3 |
| 4 | 4 | 4 |
| 5 | 7 | 7 |
| 6 | 8 | 8 |
| 7 | 4 | 4 |
| 8 | 1 | 1 |

SpecialProjectsCount 5

Details

The total number of results for **ManagerName**, across all **SpecialProjectsCount**, is 311.

The total number of results for **ManagerID**, across all **SpecialProjectsCount**, is 303.

27°C Partly sunny

Search

ENG IN

10:07 20-10-2023

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* New report

HR exploration

+

us3.ca.analytics.ibm.com/bi/?perspective=explore&id=i09ECE962CABF416C8193E4004280D157&objRef=i09ECE962CABF416C8193E4004280D157&options%5Bdis...

IBM Cognos Analytics

HR exploration

34°

Analytics

Details

Fields

Properties

Cards

3

ManagerName a...ProjectsCount

4

EngagementSur...uitmentSource

5

GenderID by Ci... and RaceDesc

Data relationships

EngagementSurvey by RecruitmentSource

RecruitmentSource

On-line Web application

Google Search

Other

LinkedIn

Website

Indeed

CareerBuilder

Diversity Job Fair

Employee Referral

347.55

54.84

94.07

118.26

129.79

205.3

314.3

Details

Over all values of **RecruitmentSource**, the sum of **EngagementSurvey** is almost 1500.

EngagementSurvey ranges from 5, when **RecruitmentSource** is On-line Web application, to 347.6, when **RecruitmentSource** is Indeed.

EngagementSurvey is unusually high when **RecruitmentSource** is Indeed and LinkedIn.

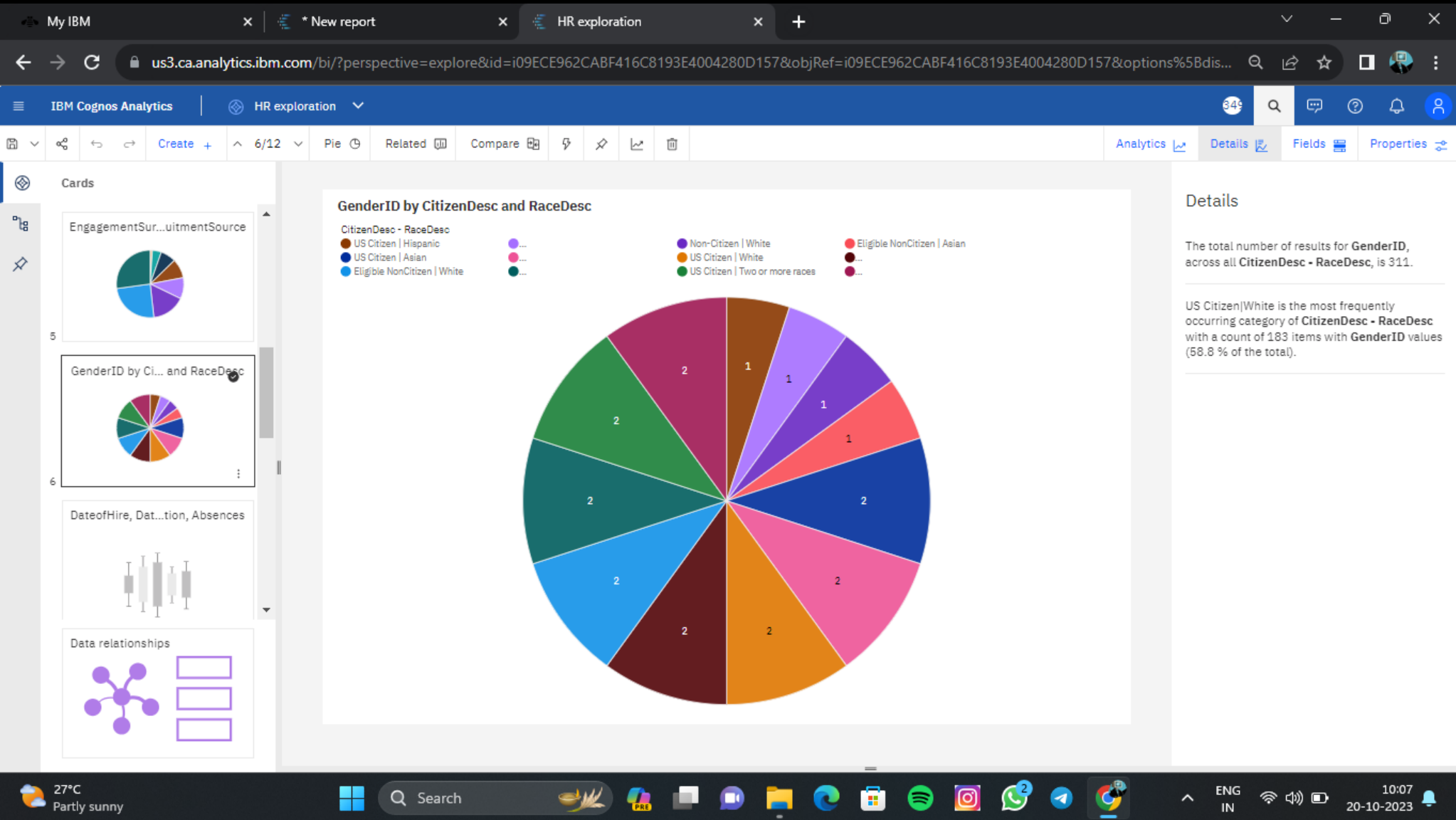
For **EngagementSurvey**, the most significant values of **RecruitmentSource** are Indeed and LinkedIn, whose respective **EngagementSurvey** values add up to 661.8, or 51.8 % of the total.

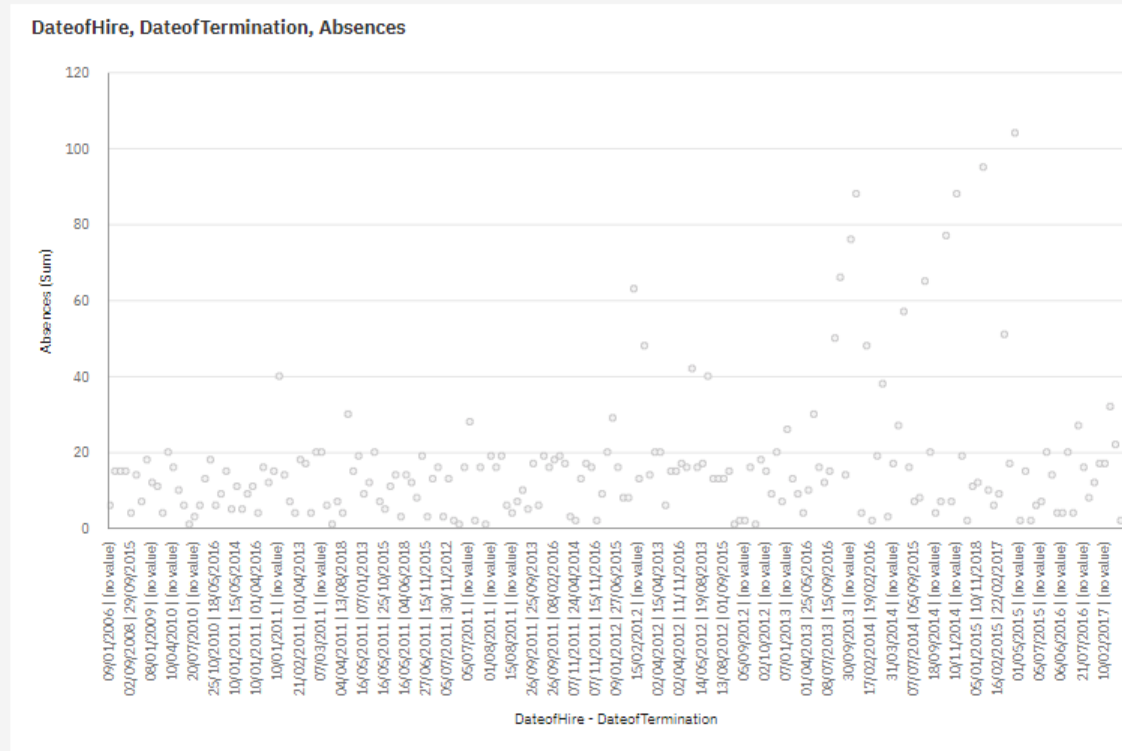
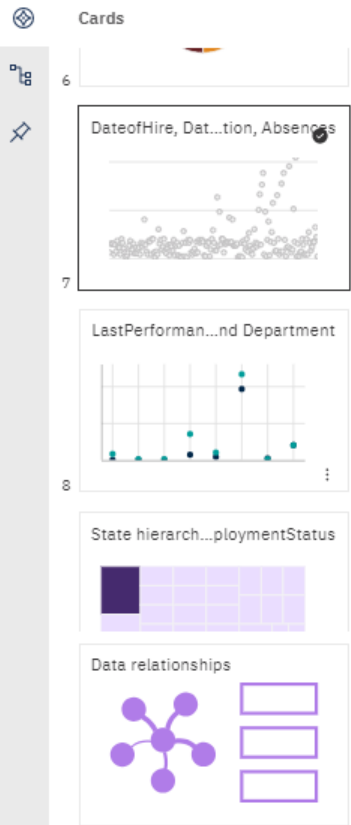
27°C
Partly sunny

Search

ENG
IN

10:07
20-10-2023



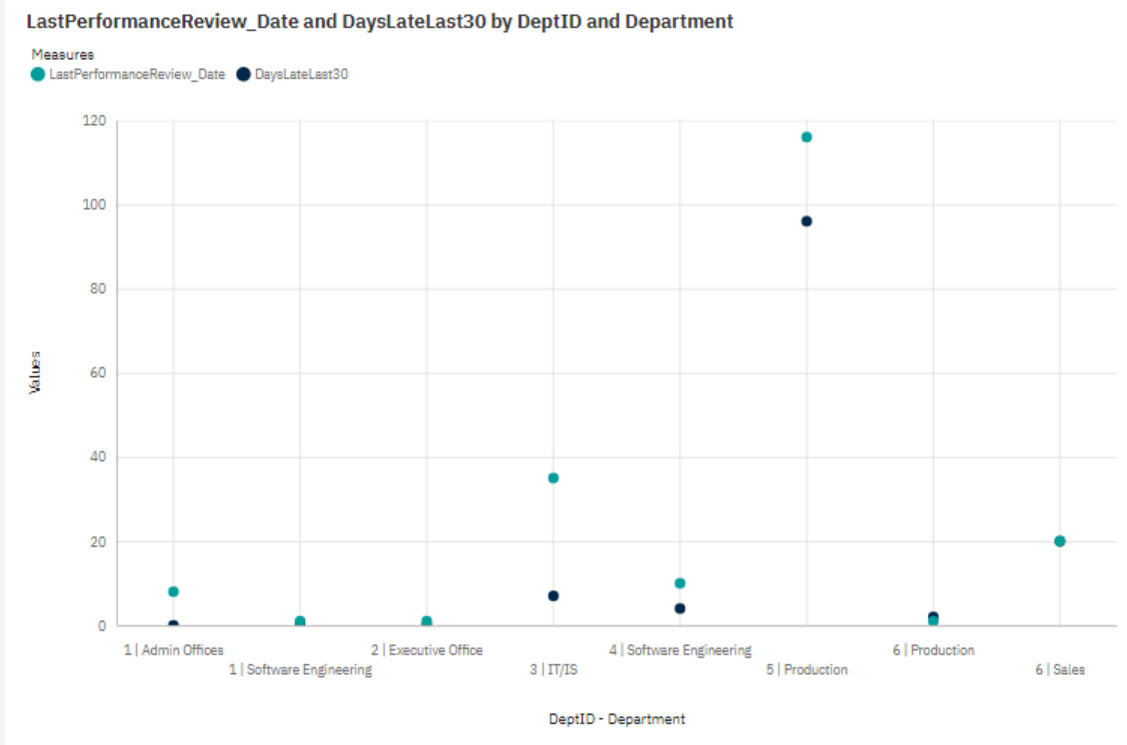
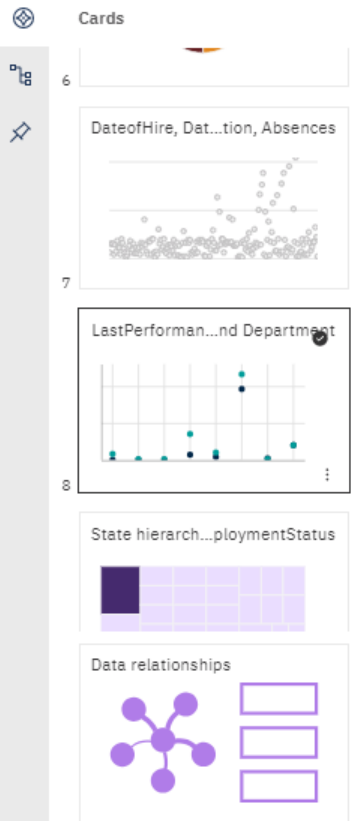


Details




No details found

No details were found for this visualization.



Details

 Loading details...

Cards

8

State hierarch...ploymentStatus

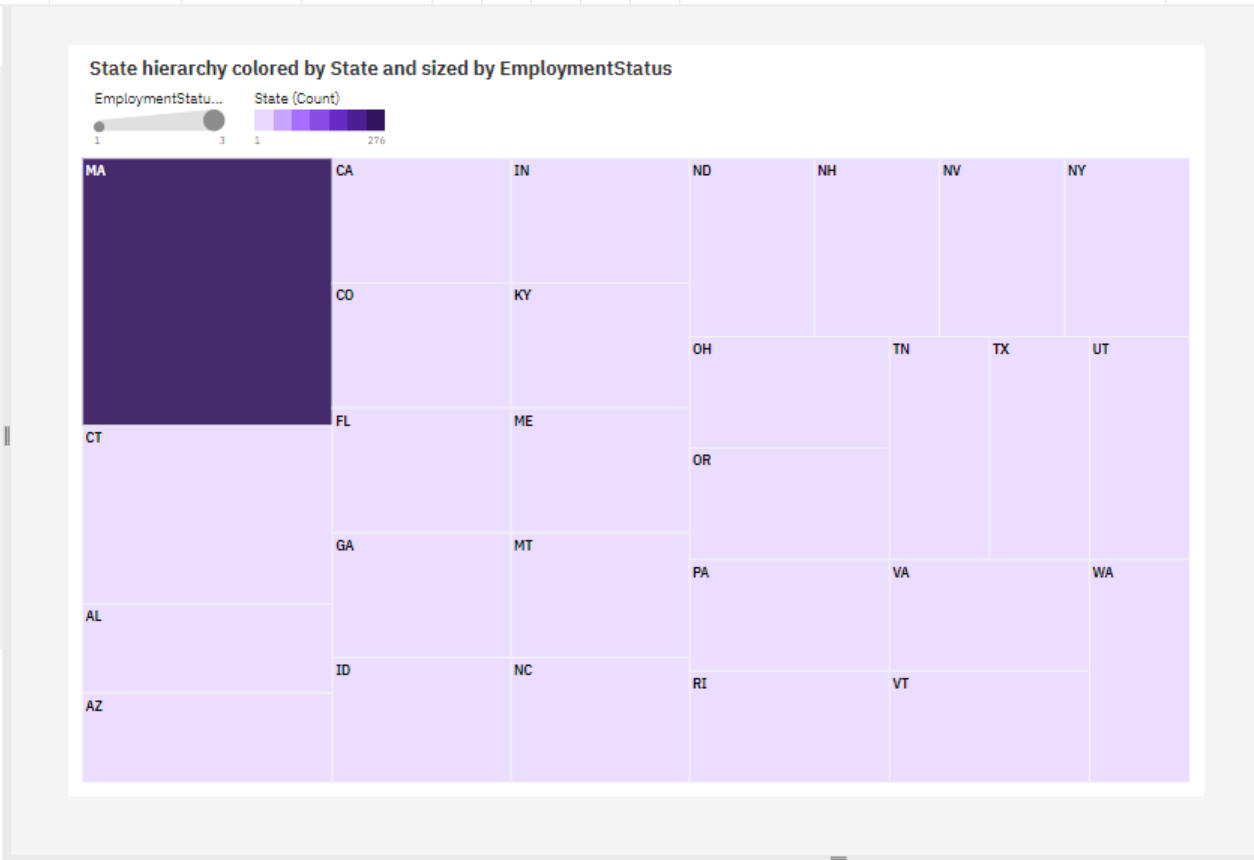
9

RecruitmentSou...ispanicLatino

10

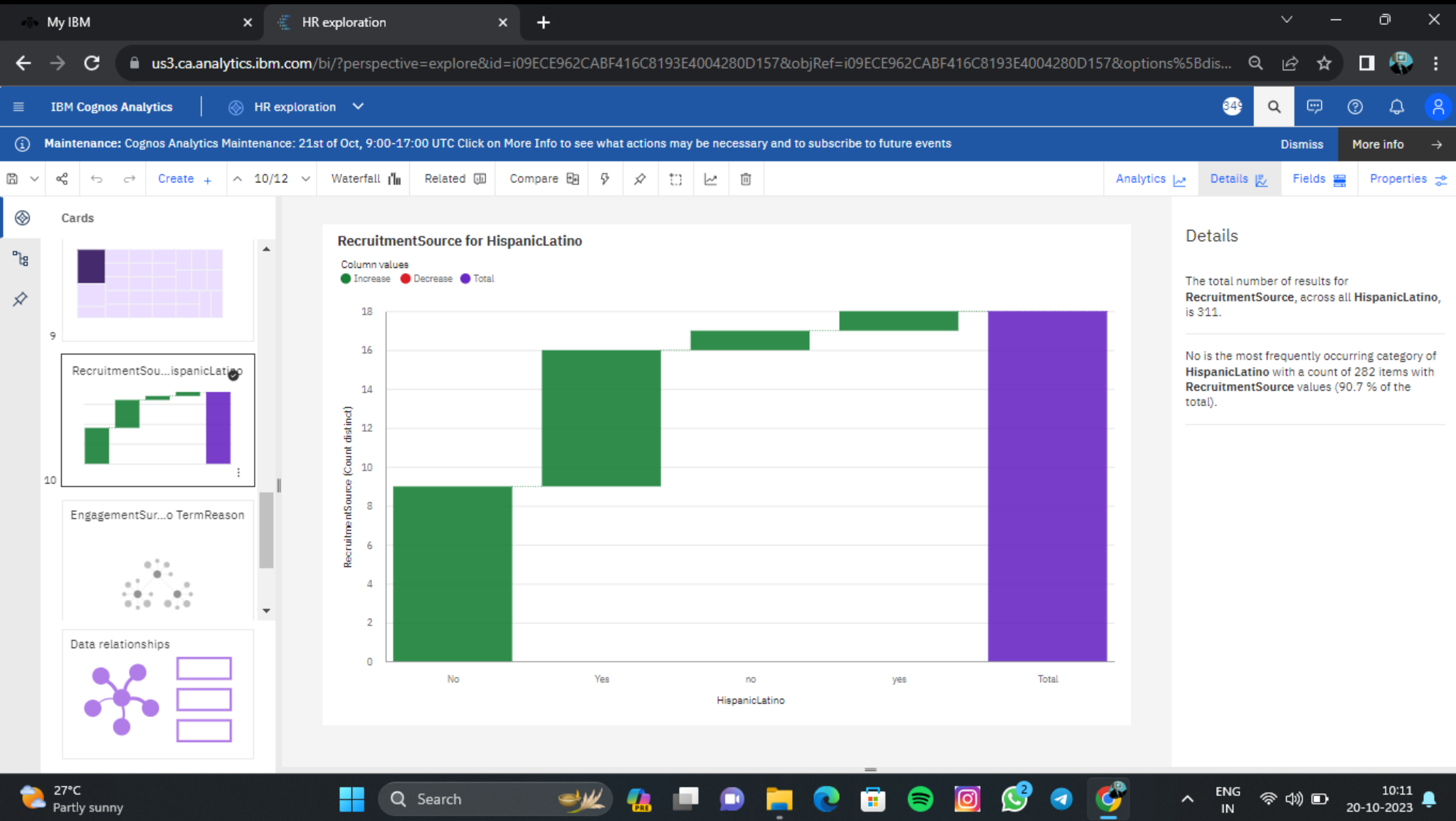
EngagementSur...o TermReason

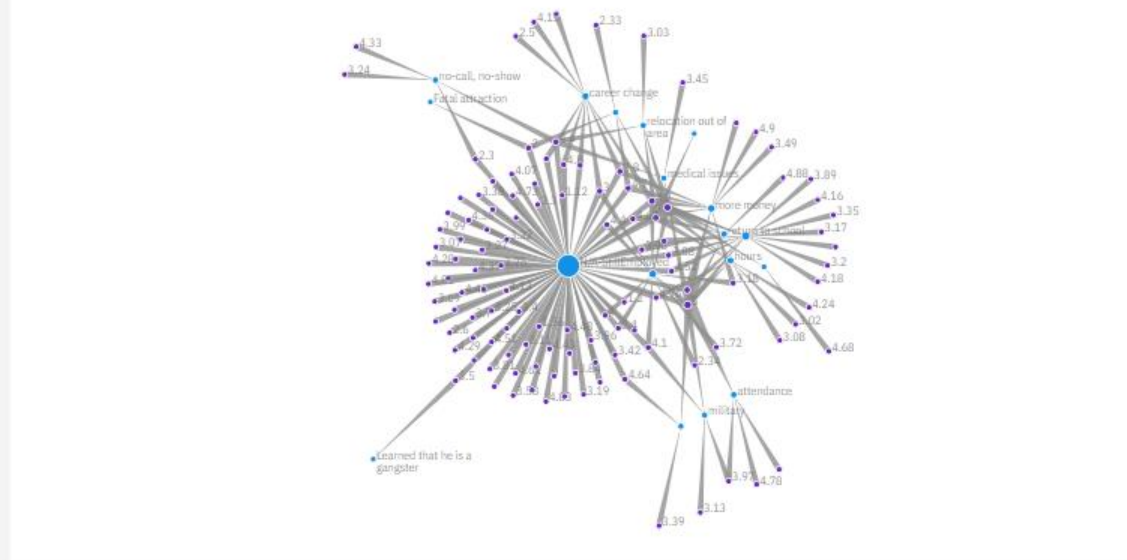
Data relationships



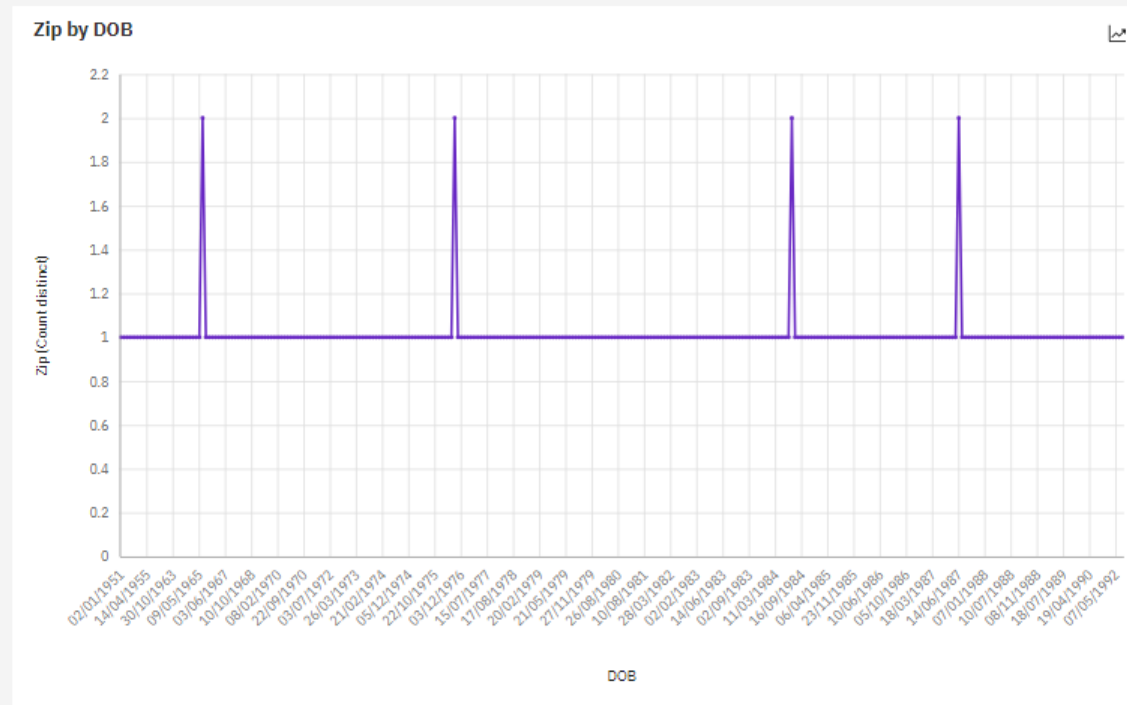
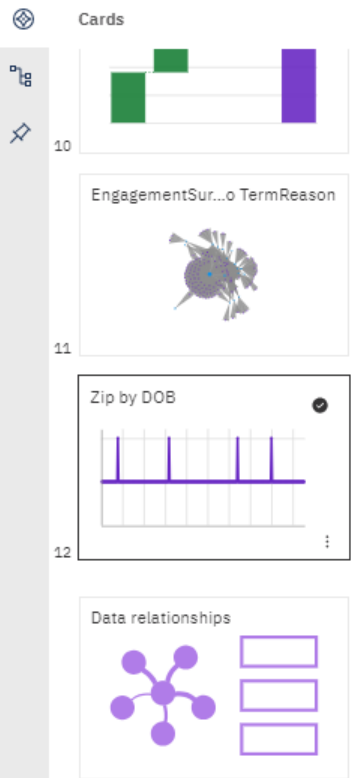
Details

Loading details...





No details were found for this visualization.

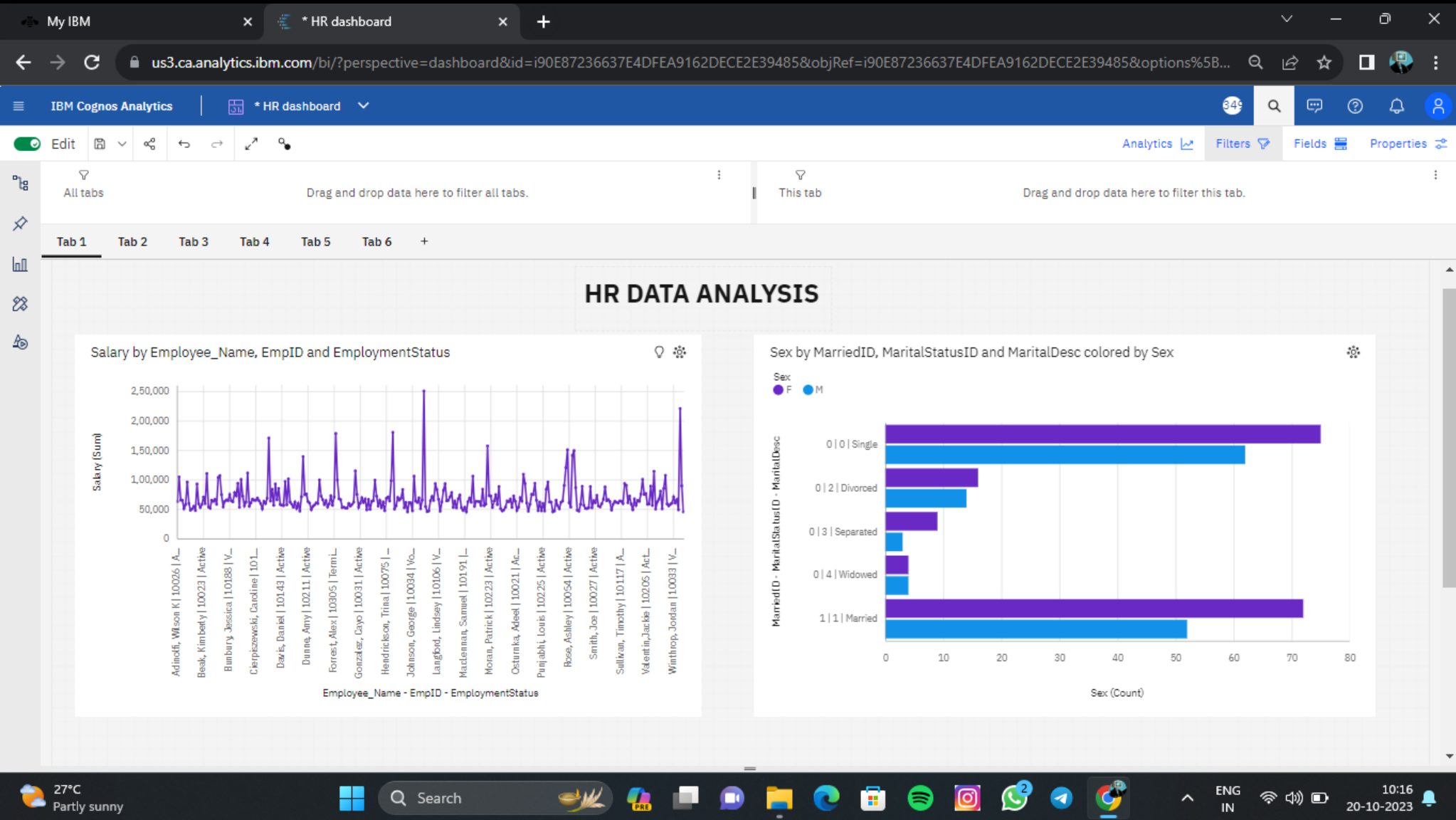


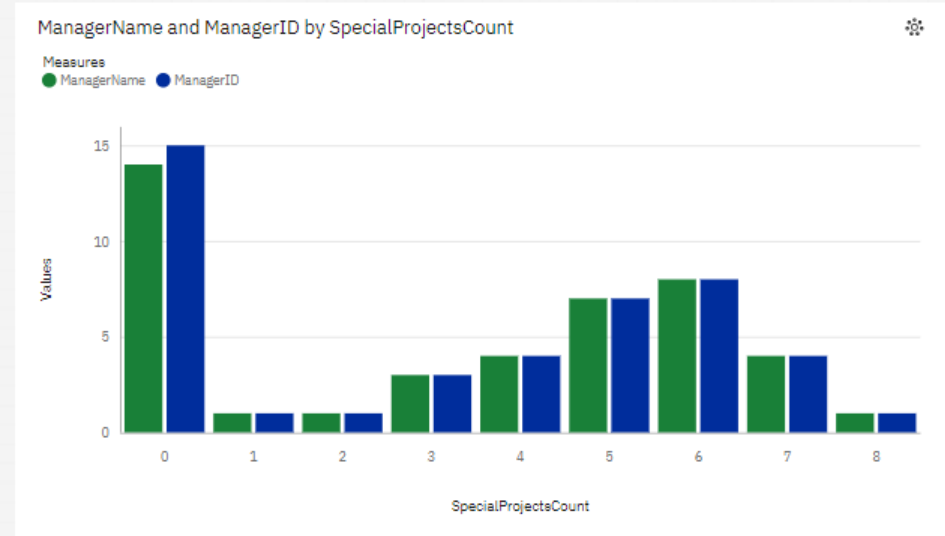
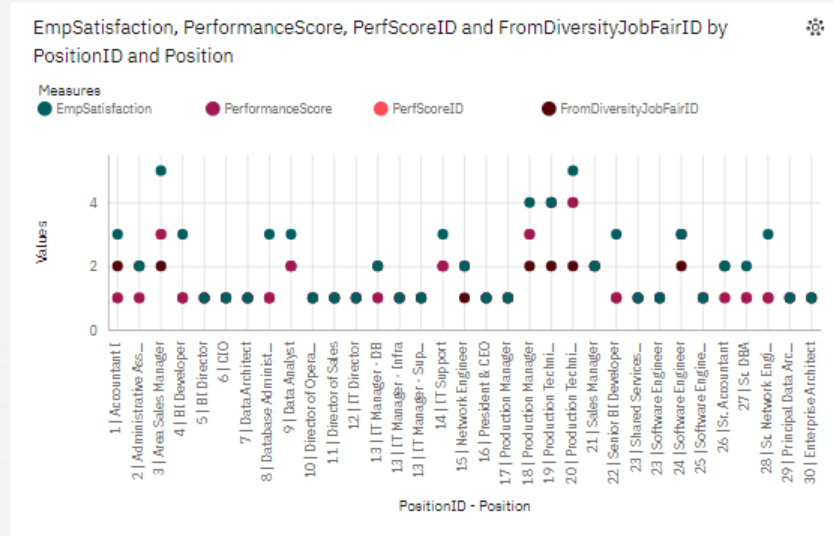
Details

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

1965-09-09 (0.6 %), 1987-06-14 (0.6 %), 1976-09-22 (0.6 %), and 1984-07-07 (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).

DASHBOARD





My IBM

* HR dashboard

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us3.ca.analytics.ibm.com/bi/?perspective=dashboard&iid=i90E87236637E4DFA9162DECE2E39485&objRef=i90E87236637E4DFA9162DECE2E39485&options%5B...

IBM Cognos Analytics

* HR dashboard

34°

Analytics

Filters

Fields

Properties

Edit

▼

↶

↷

↺

↻

⚙

All tabs

Tab 4

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

Tab 5

Tab 6

+

EngagementSurvey by RecruitmentSource

RecruitmentSource

On-line Web application

Other

Diversity Job Fair

Indeed

Website

Employee Referral

Google Search

CareerBuilder

LinkedIn

347.55

94.07

118.26

129.79

205.3

314.3

GenderID by CitizenDesc and RaceDesc

CitizenDesc - RaceDesc

US Citizen | Hispanic

US Citizen | Asian

US Citizen | White

US Citizen | Two or more races

Non-Citizen | White

Eligible NonCitizen | White

Eligible NonCitizen | Asian

2

2

2

2

2

2

2

1

1

1

1

27°C

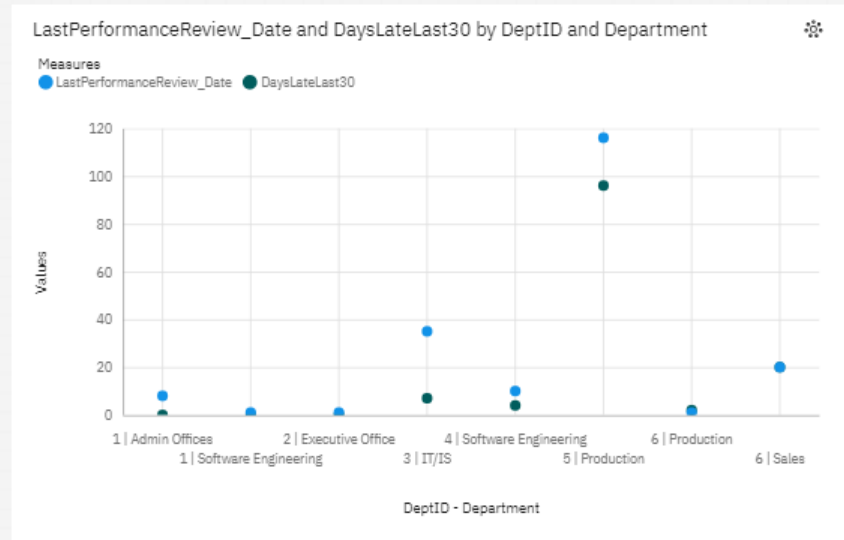
Partly sunny

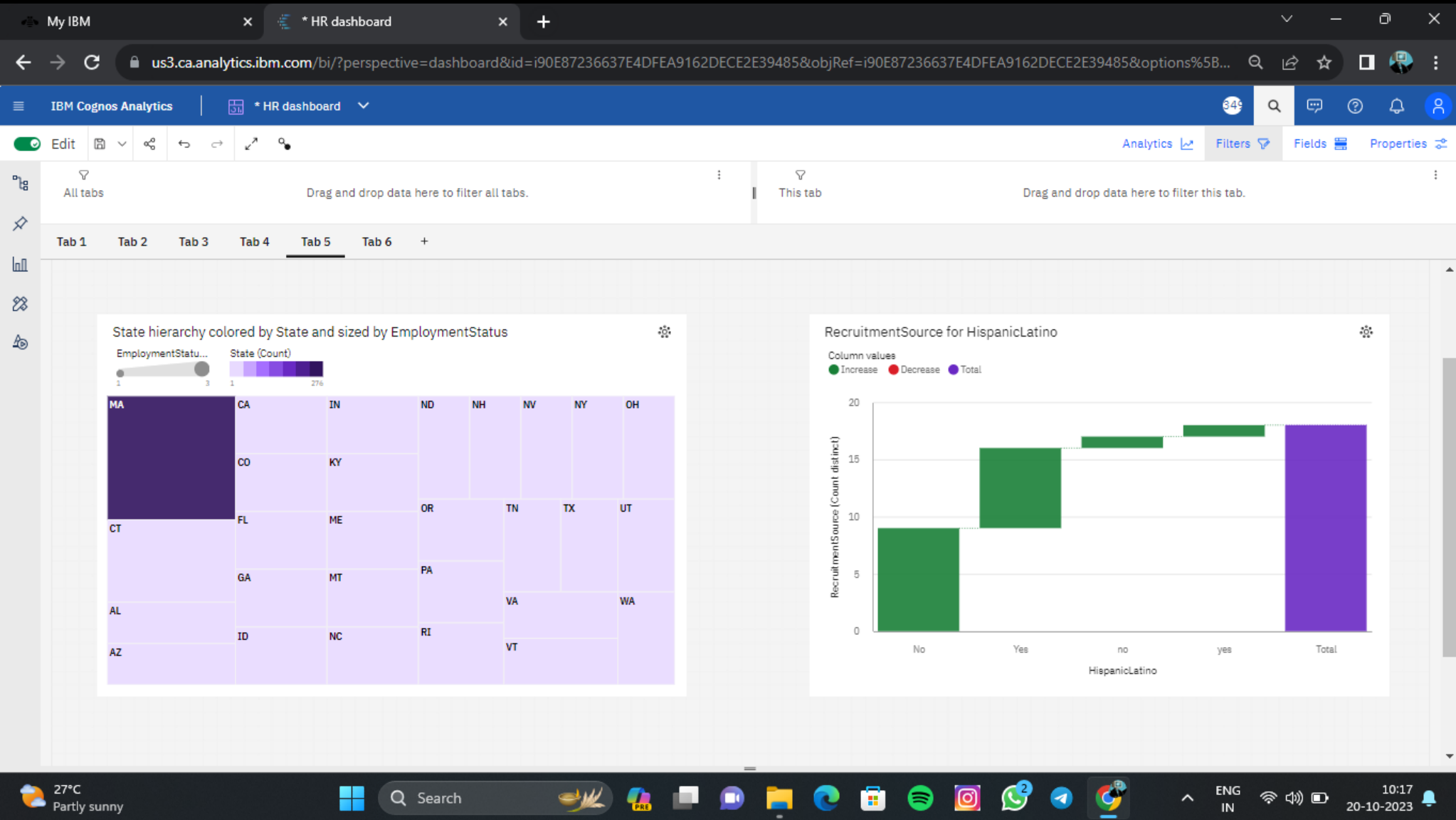
Search

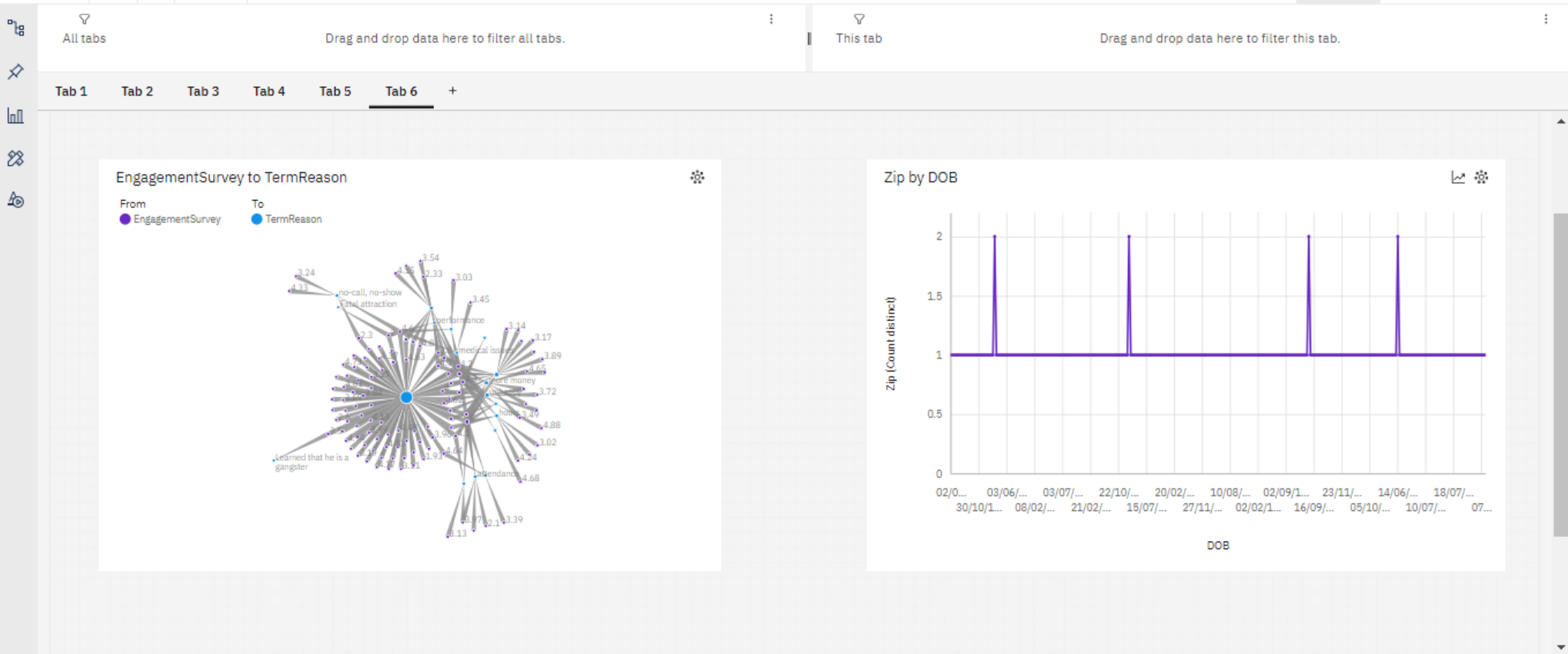
ENG IN

10:16

20-10-2023







REPORT



Maintenance: Cognos Analytics Maintenance: 21st of Oct, 9:00-17:00 UTC Click on More I...o to see what actions may be necessary and to subscribe to future events

Dismiss

More info



HTML

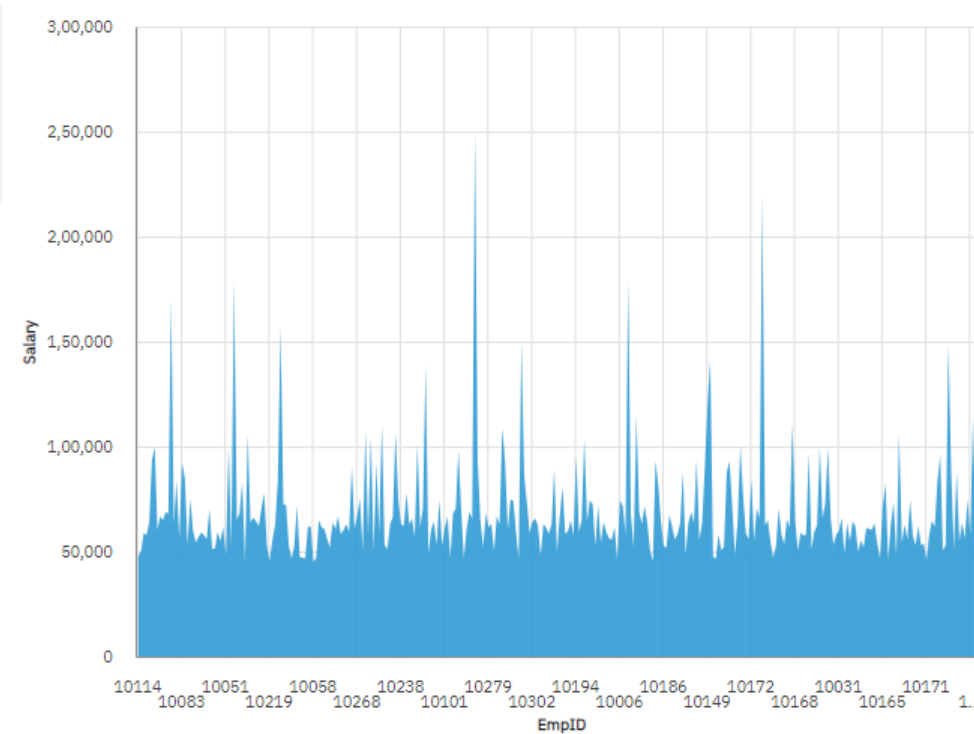
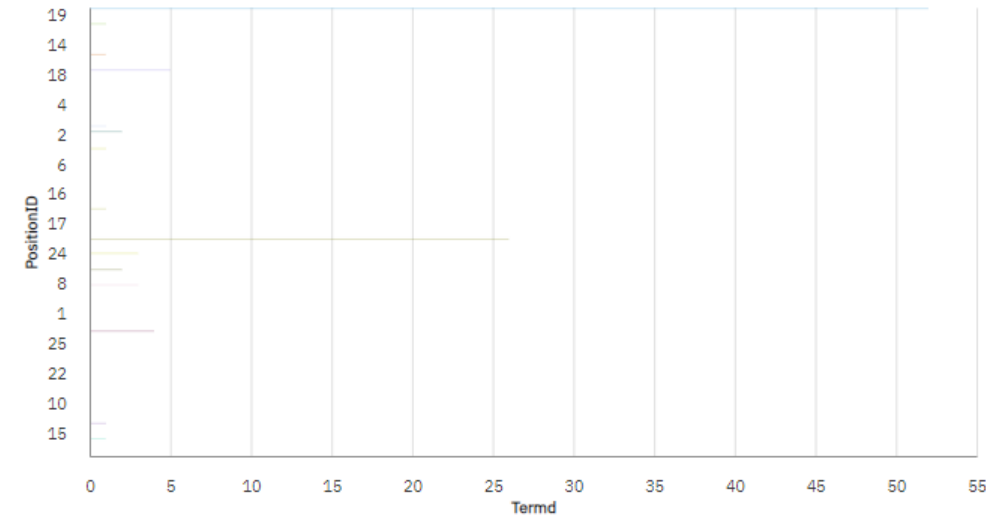


Filters



Position

- | | | |
|----------------------------|------------------------|----------------------------|
| ● Production Technician I | ● Sr. DBA | ● IT Support |
| ● Enterprise Architect | ● Production Manager | ● Sr. Network Engineer |
| ● BI Developer | ● IT Manager - Support | ● Administrative Assistant |
| ● Shared Services Manager | ● CIO | ● IT Director |
| ● President & CEO | ● Software Engineer | ● Principal Data Architect |
| ● Production Technician II | ● Data Analyst | ● Database Administrator |
| ● Sr. Accountant | ● Accountant I | ● Area Sales Manager |



Maintenance: Cognos Analytics Maintenance: 21st of Oct, 9:00-17:00 UTC Click on More Info to see what actions may be necessary and to subscribe to future events

Dismiss

More info →

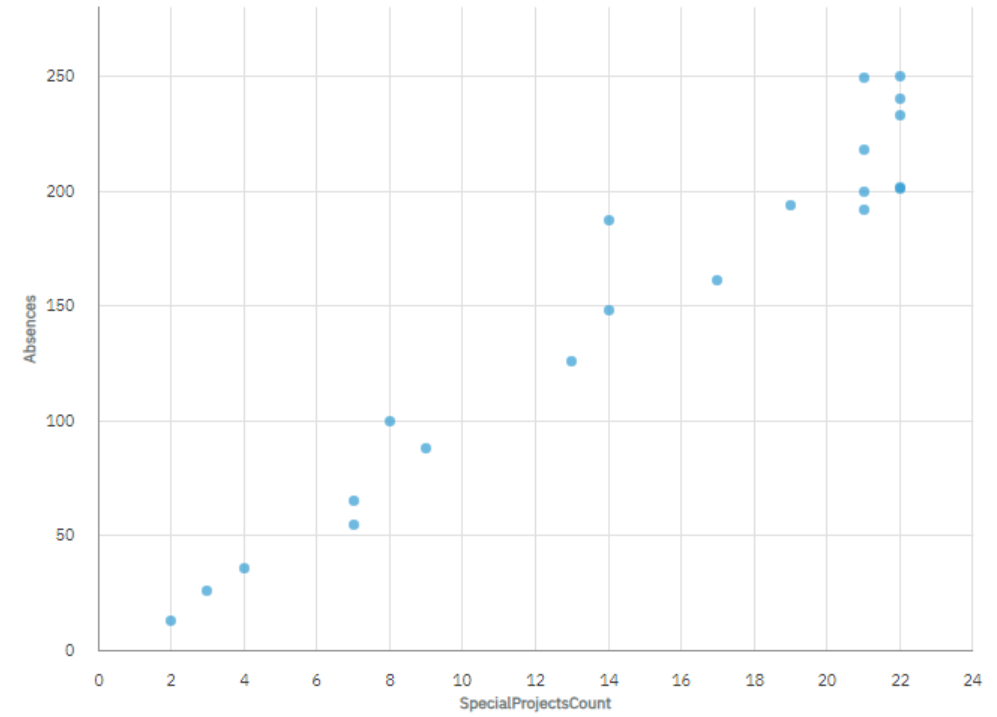
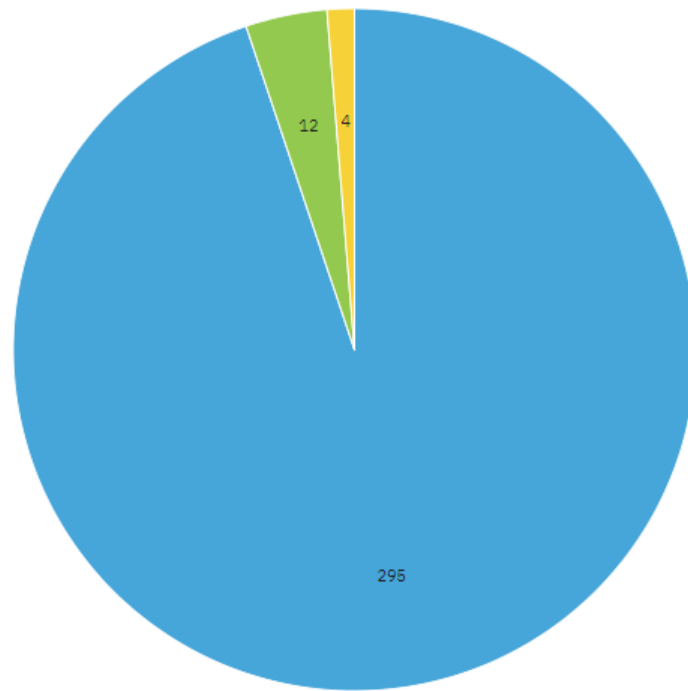
HTML

Filters



CitizenDesc
● US Citizen

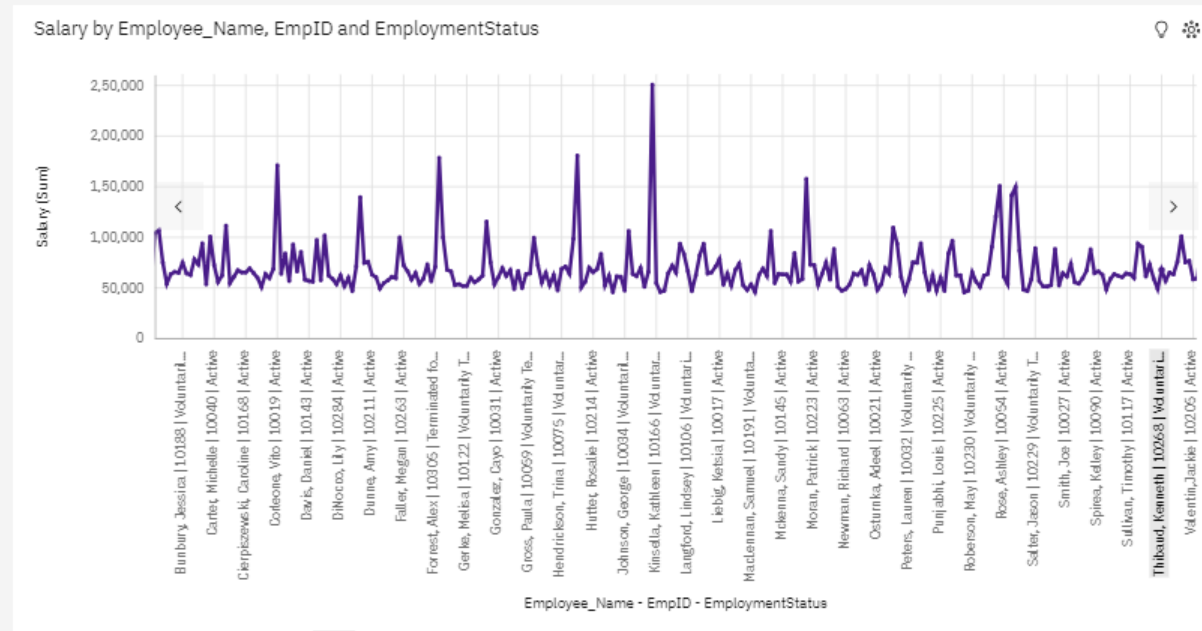
● Eligible NonCitizen ● Non-Citizen



STORY

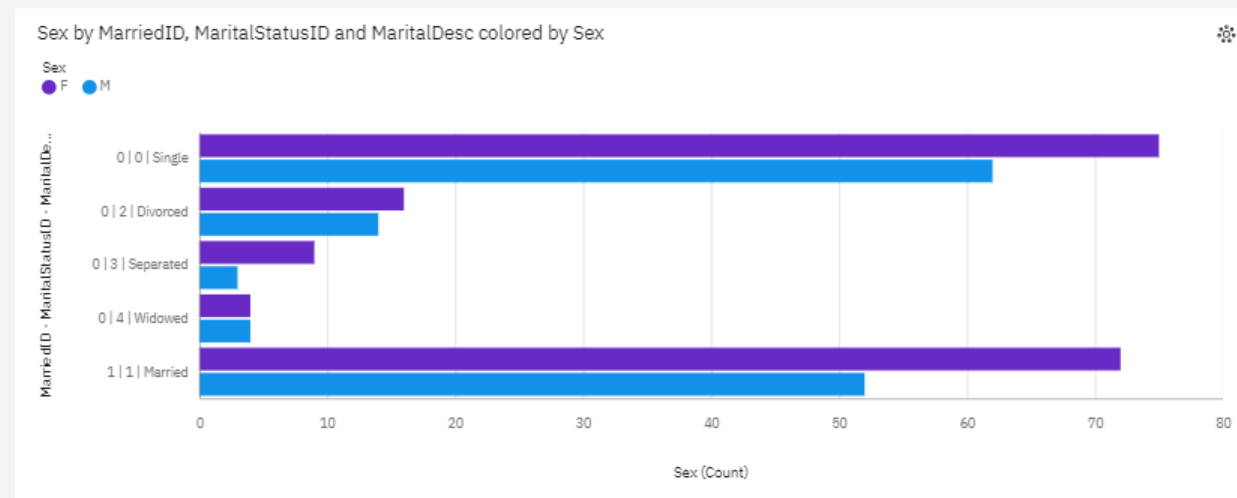
Salary by Employee_Name, EmpID and EmploymentStatus

- 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 - EmploymentStatus are King, Janet|10089|Active and Zamora, Jennifer|10010|Active, whose respective Salary values add up to over 470 thousand, or 2.2 % of the total.



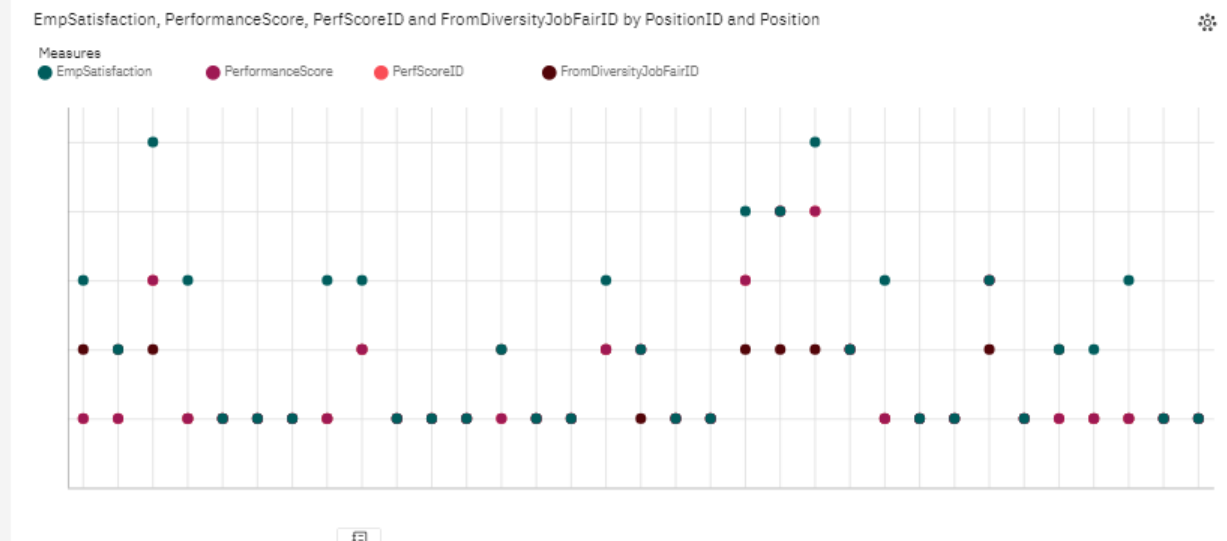
Sex by MarriedID, MaritalStatusID and MaritalDesc colored by Sex

- 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 % of the total).
- F is the most frequently occurring category of Sex with a count of 176 items with Sex values (56.6 % of the total).



EmpSatisfaction, PerformanceScore, PerfScoreID and FromDiversityJobFairID by PositionID and Position

- The total number of results for EmpSatisfaction, across all positionid - positions, is 311.
- The total number of results for PerformanceScore, across all positionid - positions, is 311.
- The total number of results for PerfScoreID, across all positionid - positions, is 311.
- The total number of results for FromDiversityJobFairID, across all positionid - positions, is 311.



My IBM

* HR story

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us3.ca.analytics.ibm.com/bi/?perspective=story&id=i5A0BC022CCFD45E7A5196BA16077A7CF&objRef=i5A0BC022CCFD45E7A5196BA16077A7CF&options%5Bdisa...

IBM Cognos Analytics

* HR story

345

Analytics

Filters

Edit

311

303

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

| SpecialProjectsCount | ManagerName | ManagerID |
|----------------------|-------------|-----------|
| 1 | 31 | 29 |
| 2 | 1 | 1 |
| 3 | 1 | 1 |
| 4 | 2 | 2 |
| 5 | 3 | 3 |
| 6 | 5 | 5 |
| 7 | 4 | 4 |
| 8 | 6 | 6 |
| 9 | 3 | 3 |
| 10 | 1 | 1 |

Prev scene

Next scene

Scene 5 of 7

0:05.0

0:05.0

27°C Partly sunny

Search

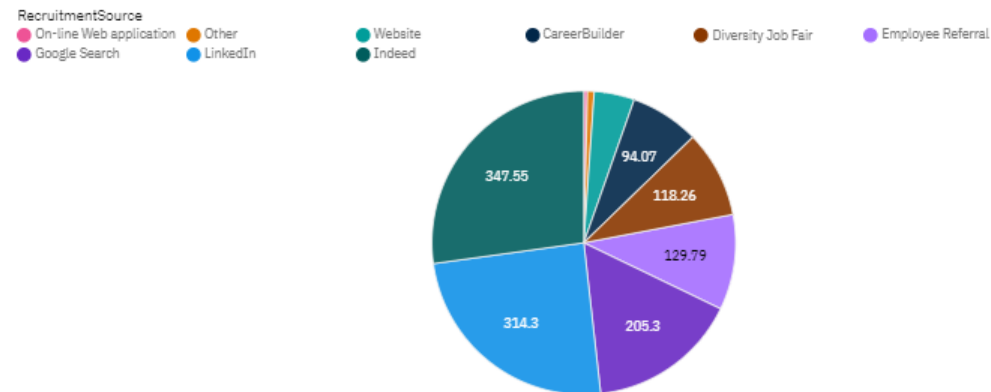
ENG IN

10:31 20-10-2023

EngagementSurvey by RecruitmentSource

- Over all values of RecruitmentSource, the sum of EngagementSurvey is almost 1500.
- EngagementSurvey ranges from 5, when RecruitmentSource is On-line Web application, to 347.6, when RecruitmentSource is Indeed.
- EngagementSurvey is unusually high when RecruitmentSource is Indeed and LinkedIn.
- For EngagementSurvey, the most significant values of RecruitmentSource are Indeed and LinkedIn, whose respective EngagementSurvey values add up to 661.8, or 51.8 % of the total.

EngagementSurvey by RecruitmentSource



Prev scene

Scene 6 of 7

0:05.0

0:05.0

27°C
Partly sunny



Search



GenderID by CitizenDesc and RaceDesc

- The total number of results for GenderID, across all CitizenDesc - RaceDesc, is 311.
- US Citizen|White is the most frequently occurring category of CitizenDesc - RaceDesc with a count of 183 items with GenderID values (58.8 % of the total).

