The Cognos HR Scorecard: Measuring Success in Talent Management

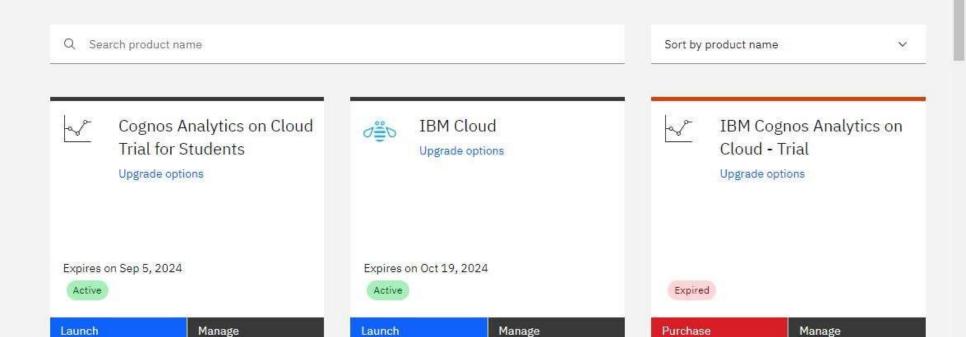
Name: Balakrishnan C

IBMid:2k20cse016@kiot.ac.in

Trials

3 offerings

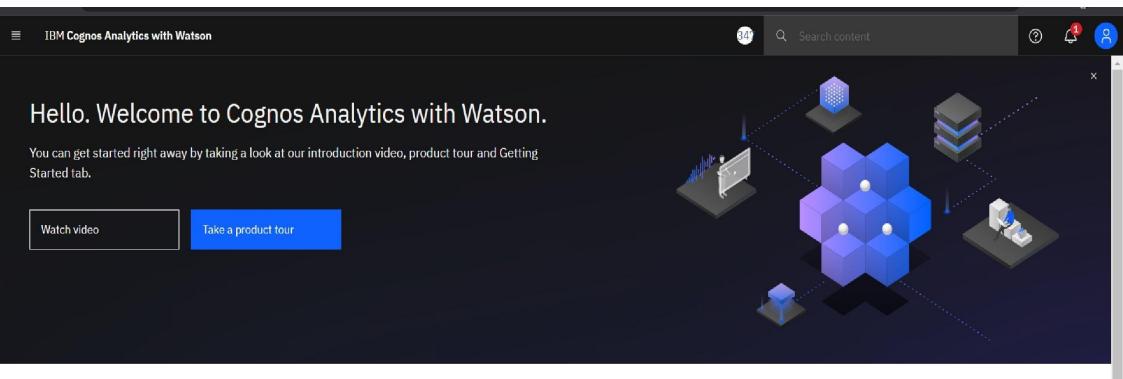
My products



Subscriptions

0 offerings





Quick launch



Upload data

Upload or drag and drop spreadsheets, csv files, and other data sources.

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Prepare data

Use data modules to clean and connect data from multiple resources.



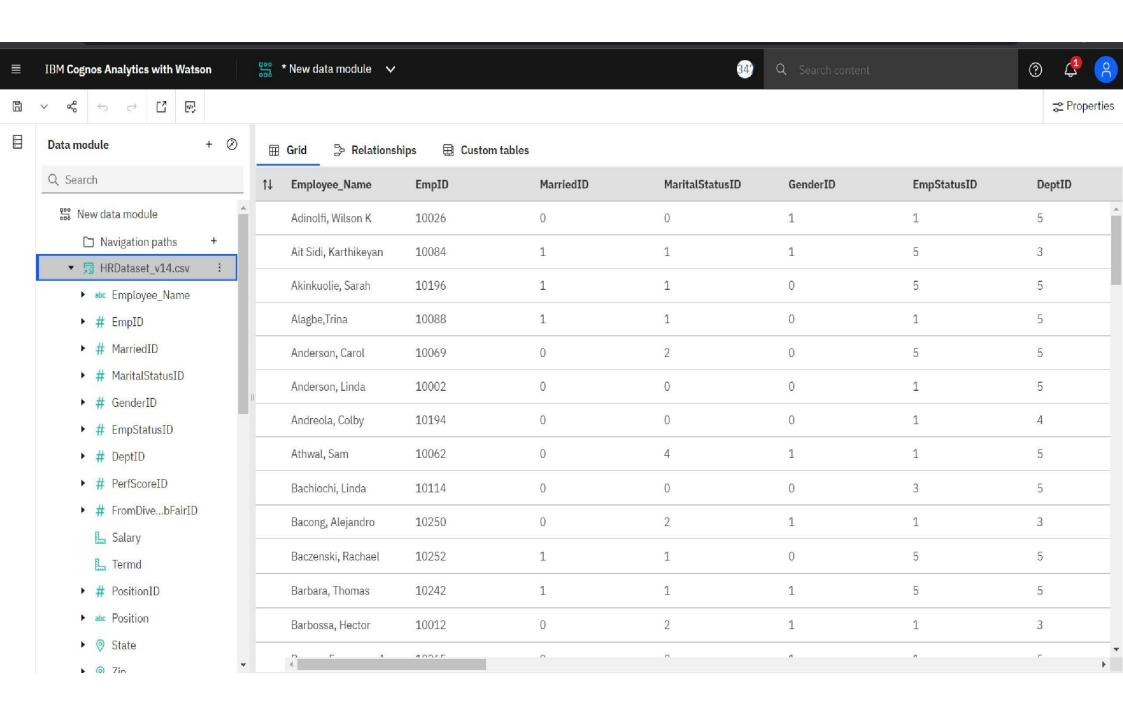
Exploration

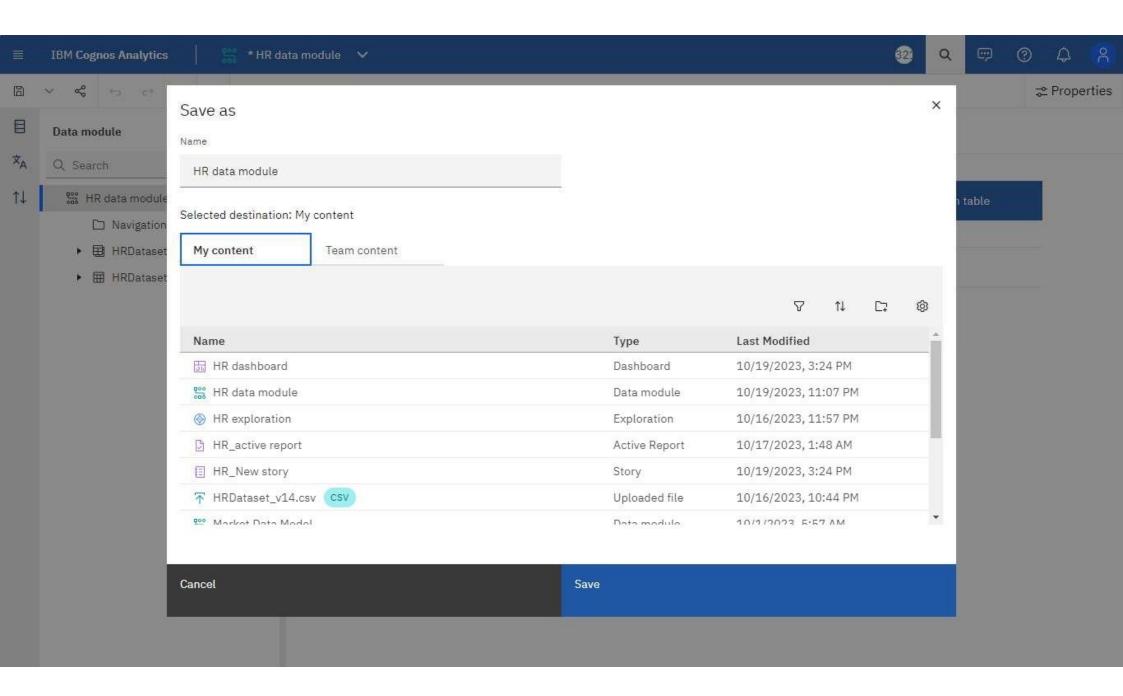
Quickly find unbiased answers by identifying trends in your data with data exploration.



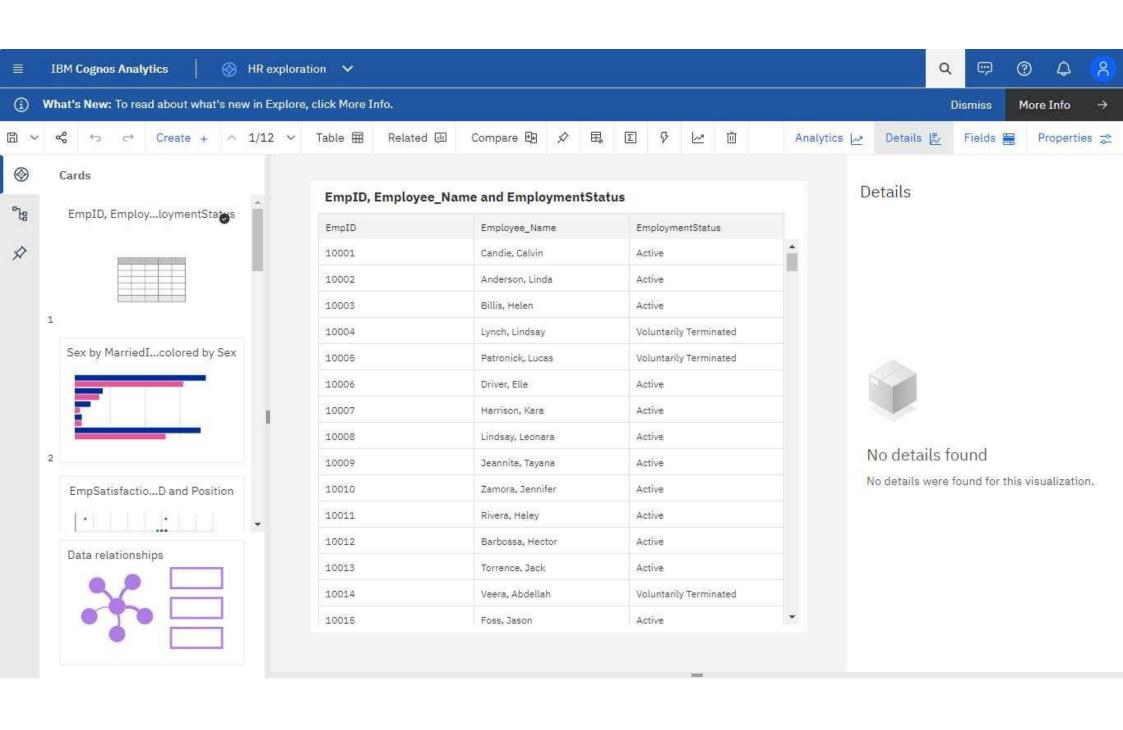
Present data

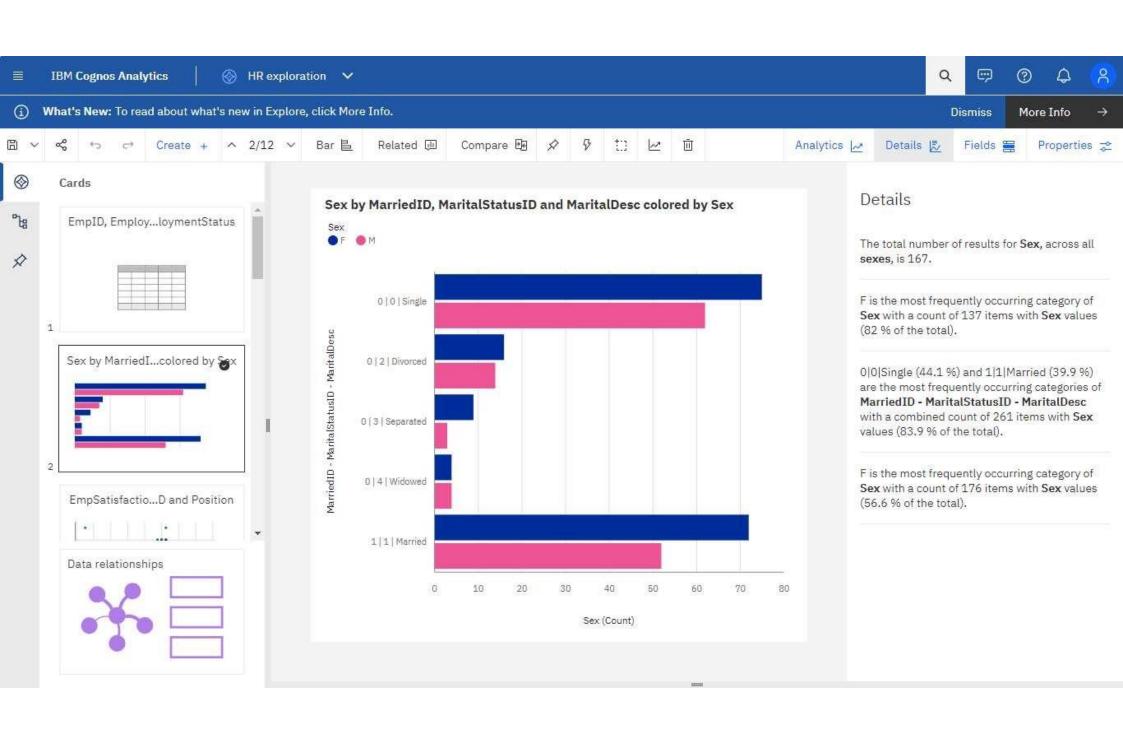
Create sophisticated, multi-page, multi-query dashboards, reports, or stories.

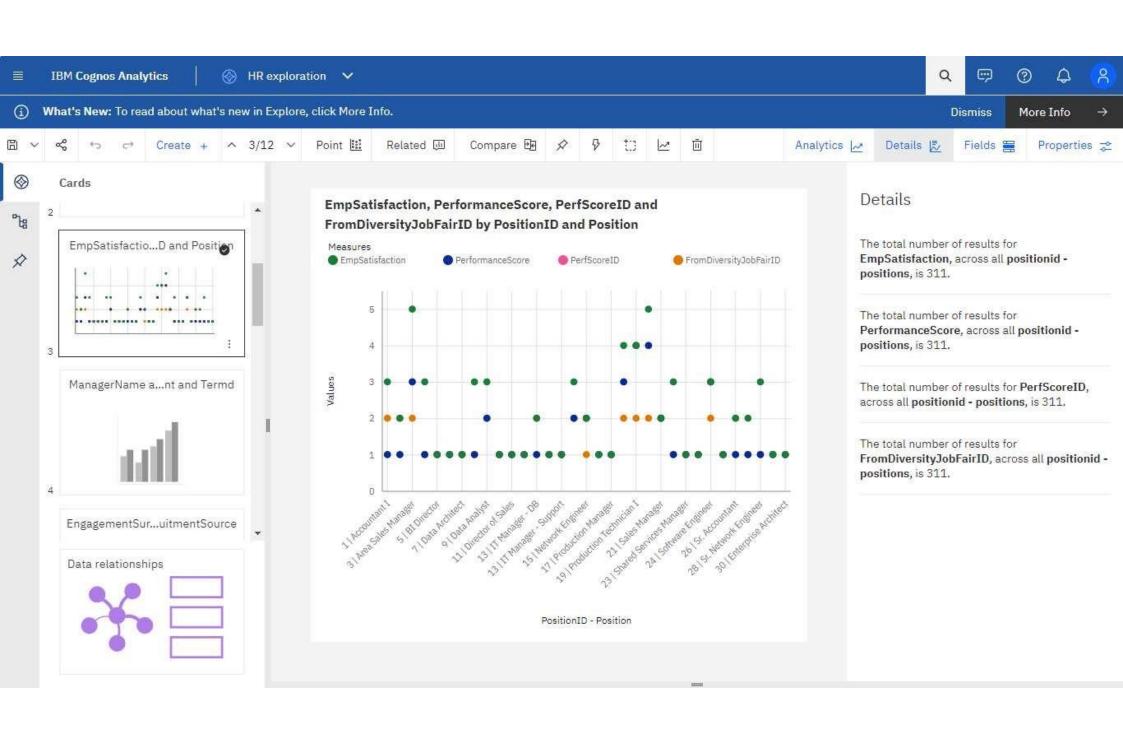


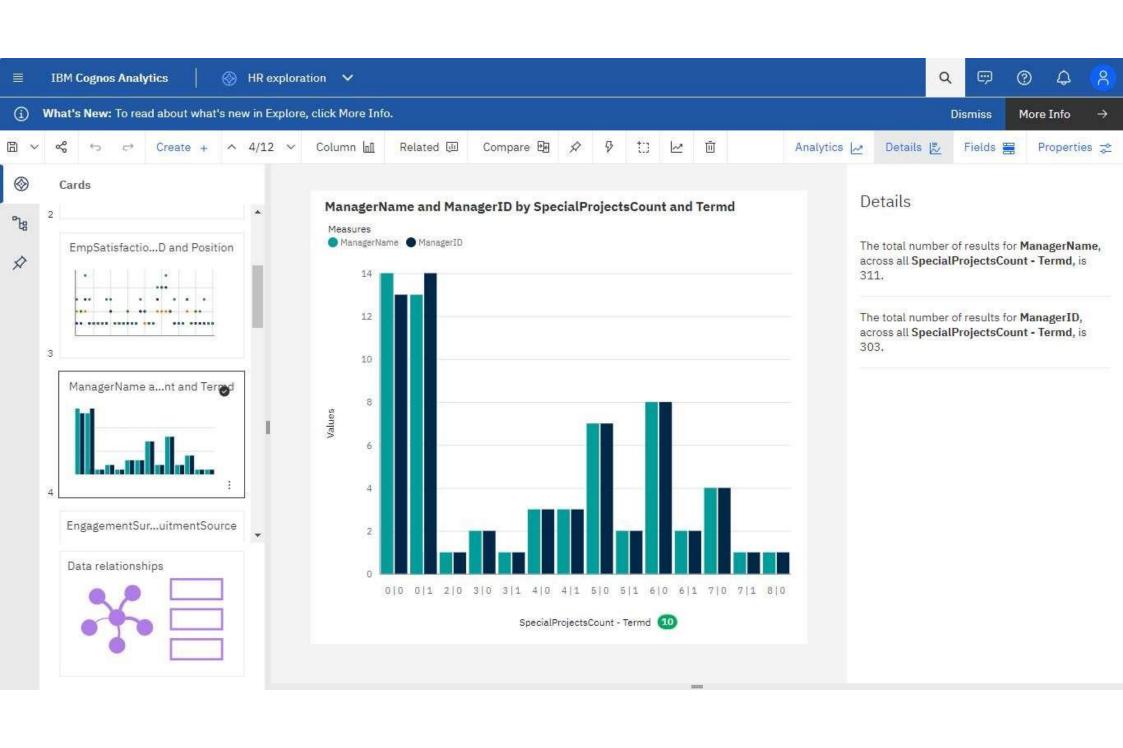


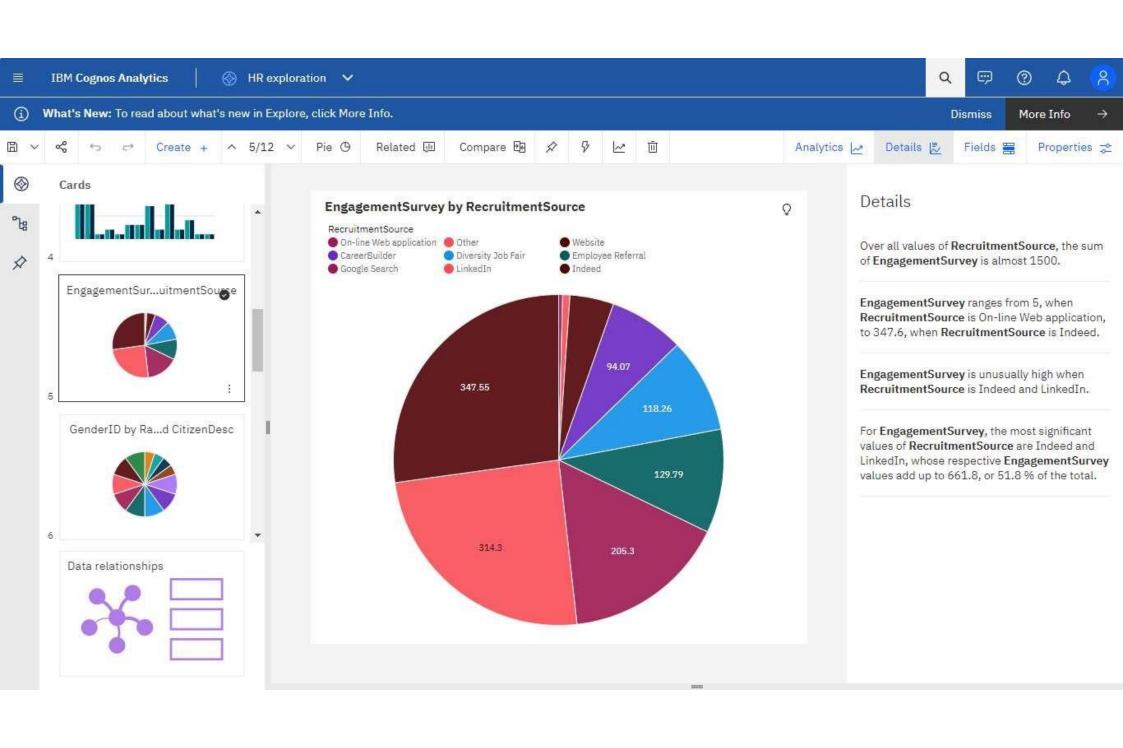
EXPLORATION

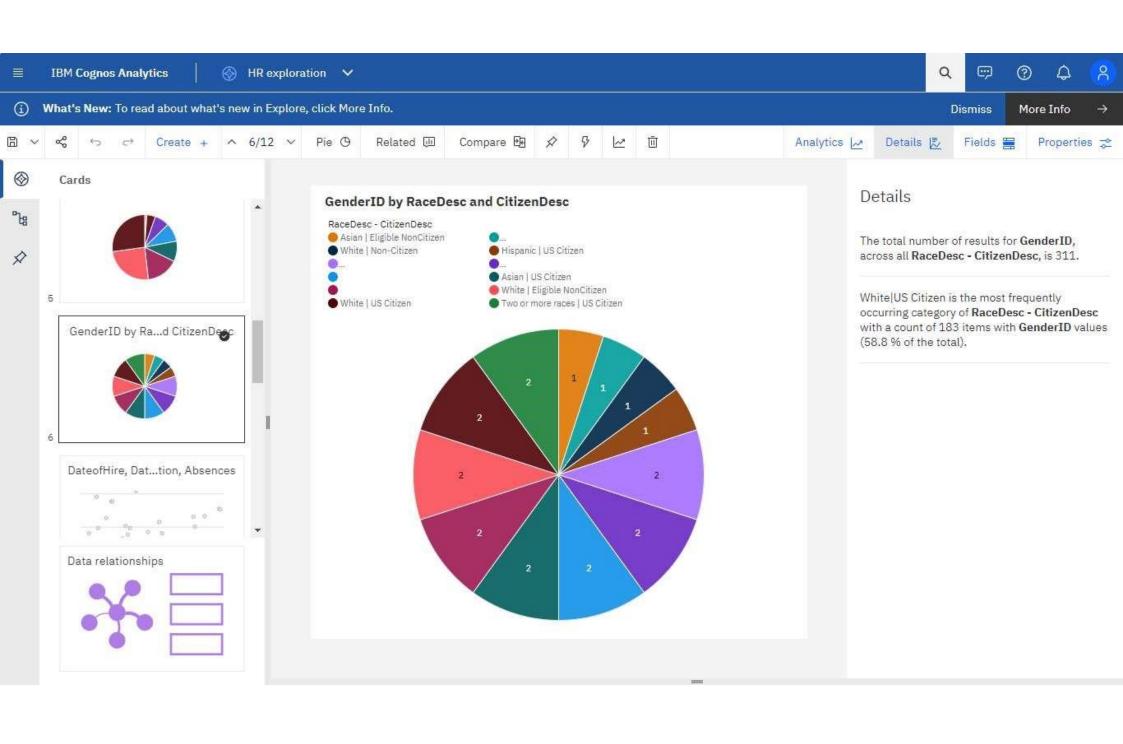


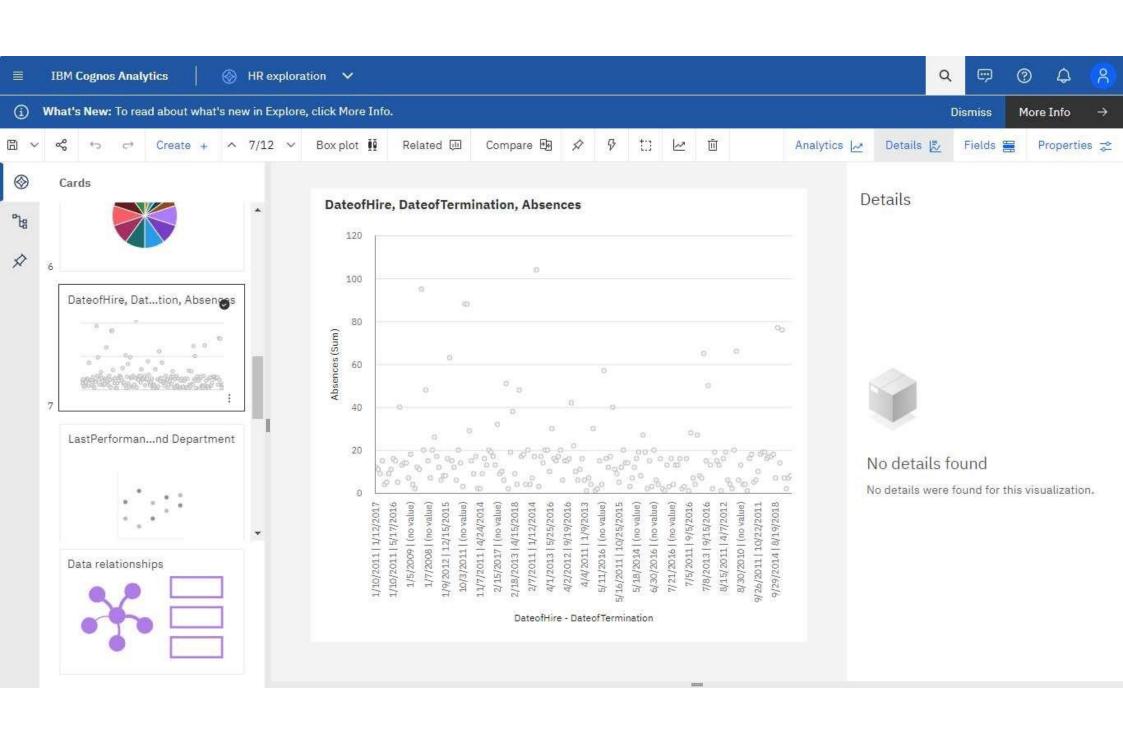


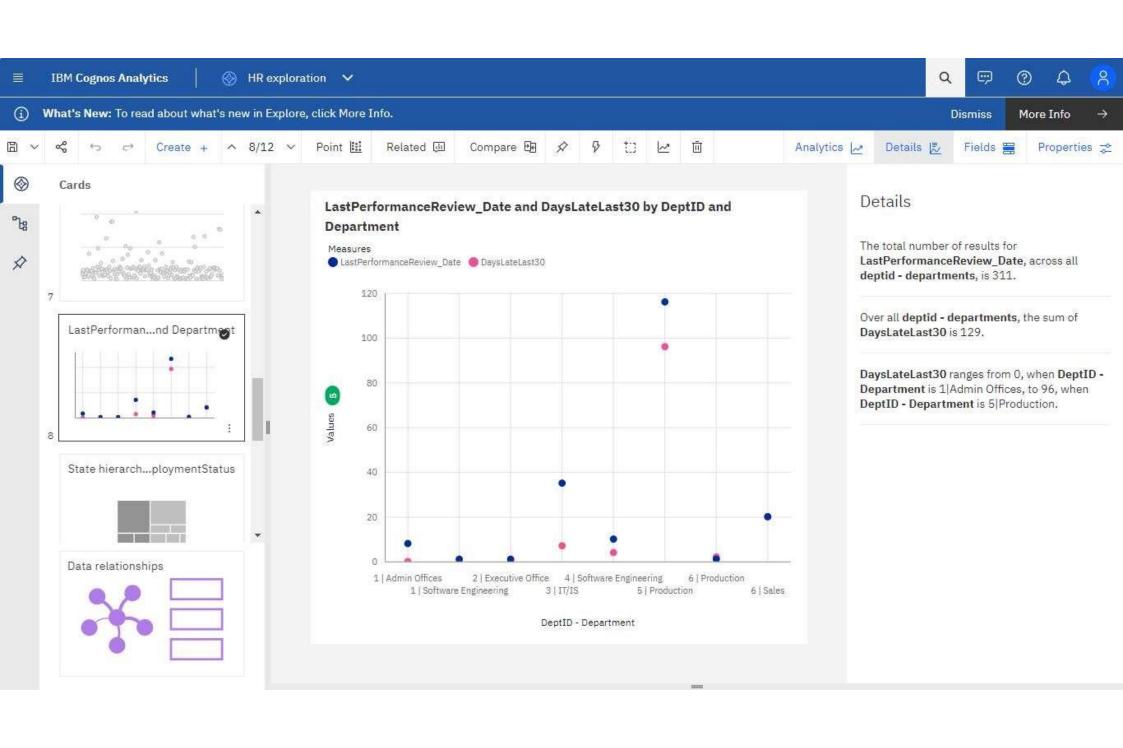


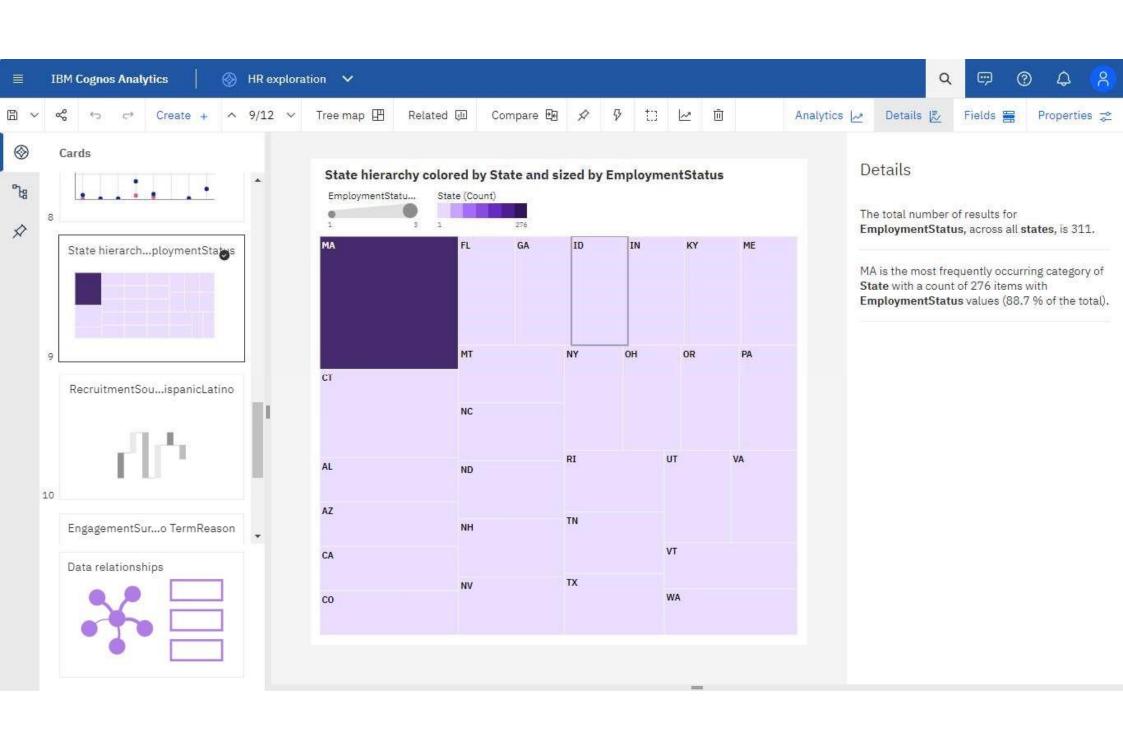


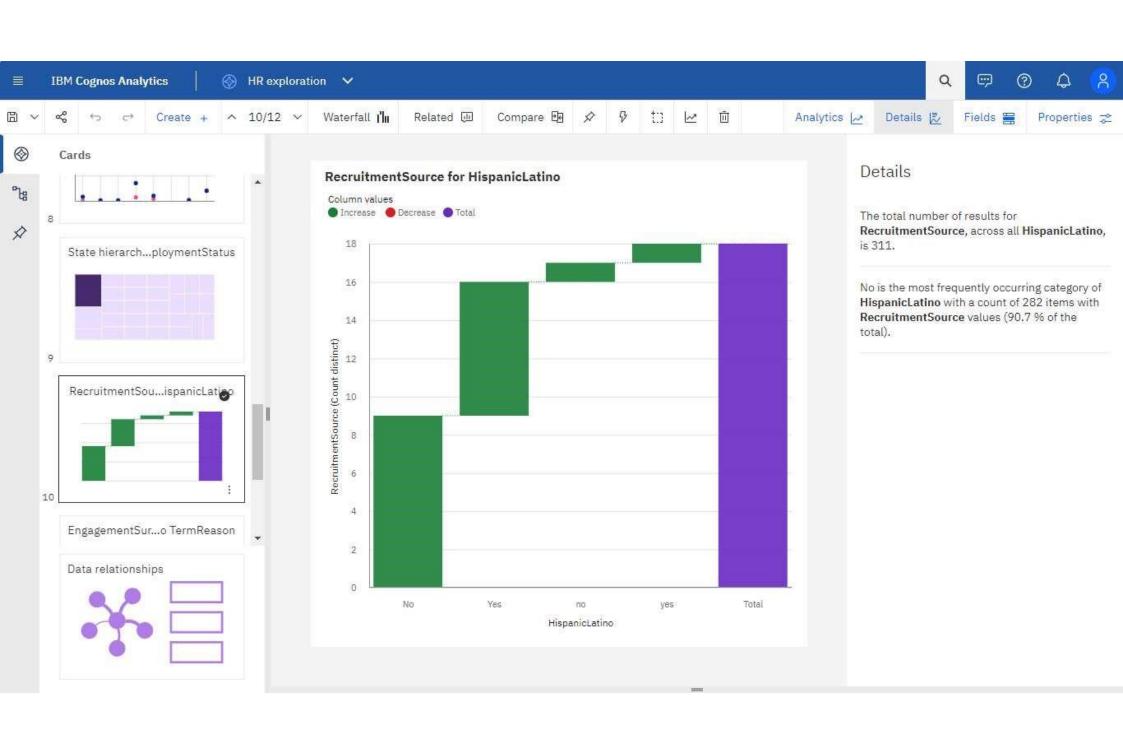


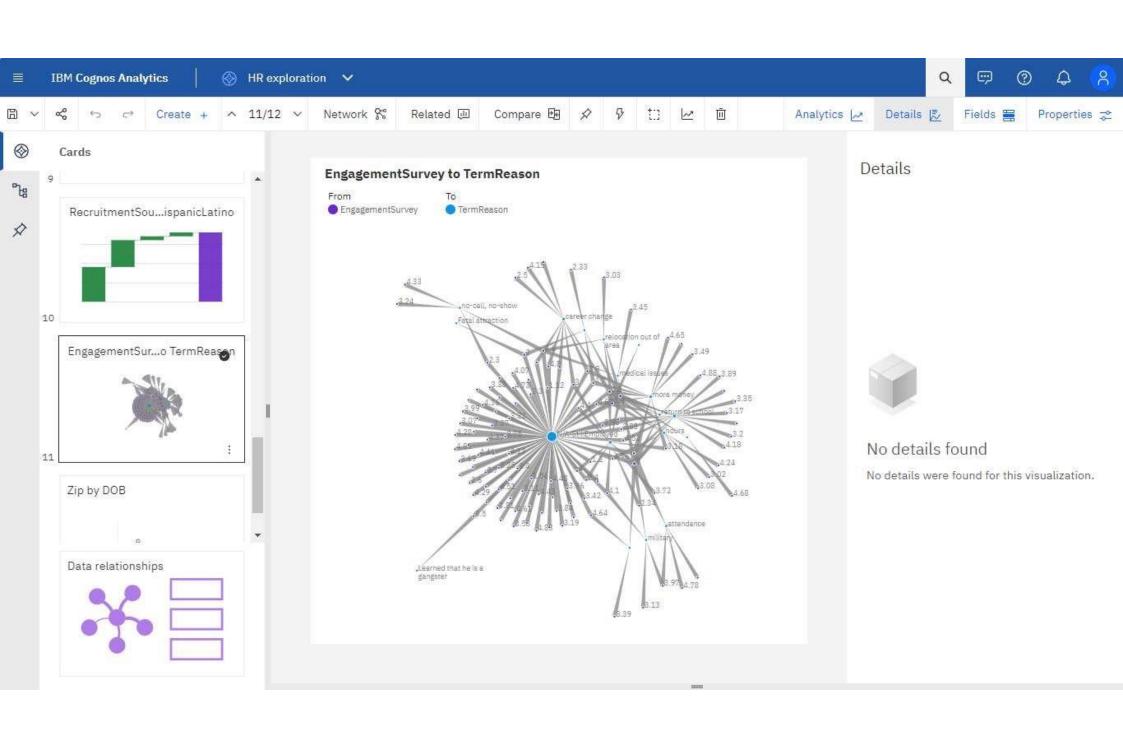


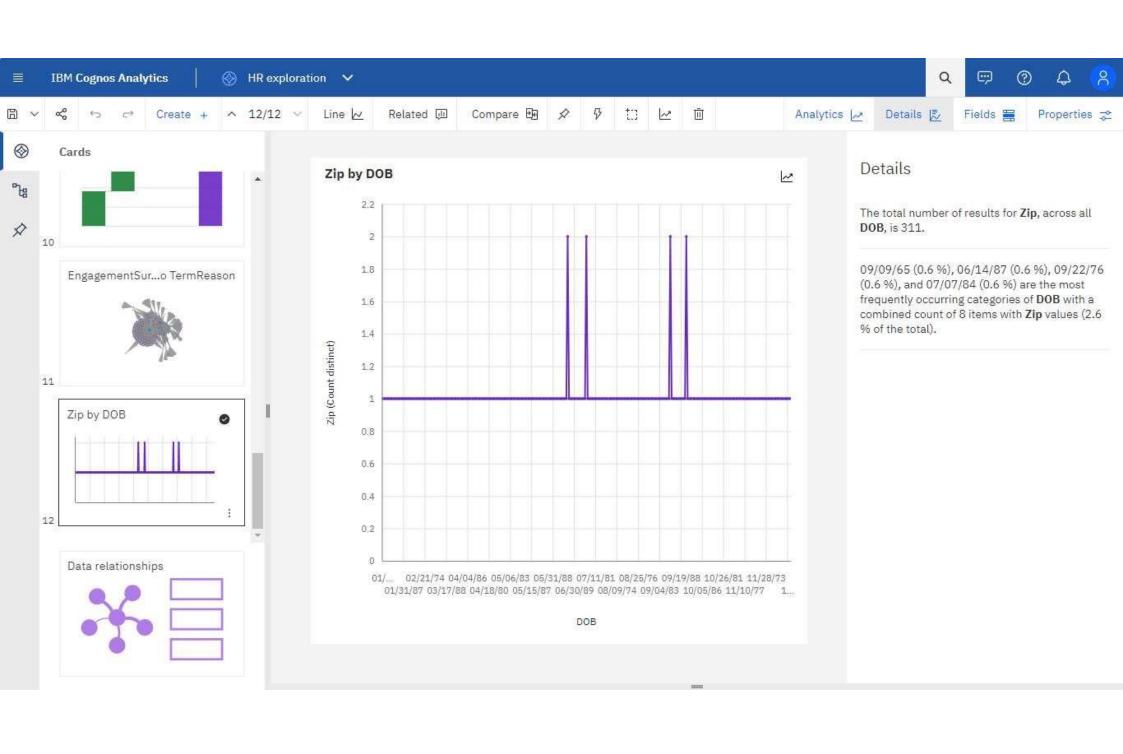




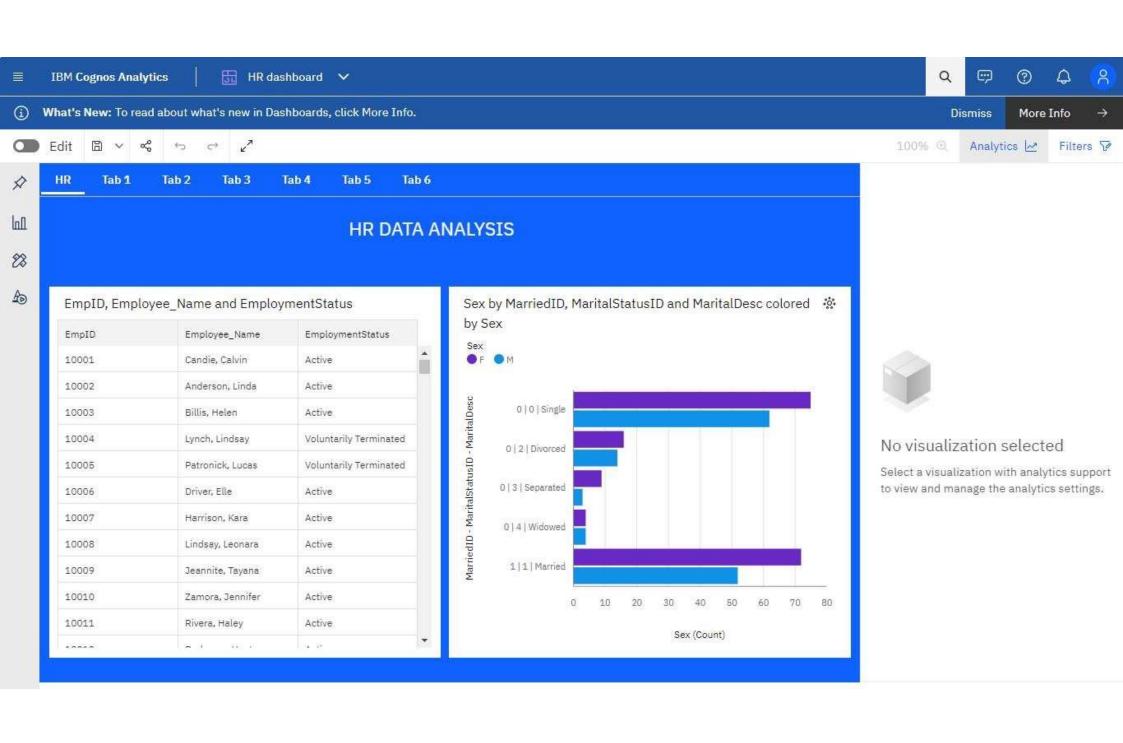


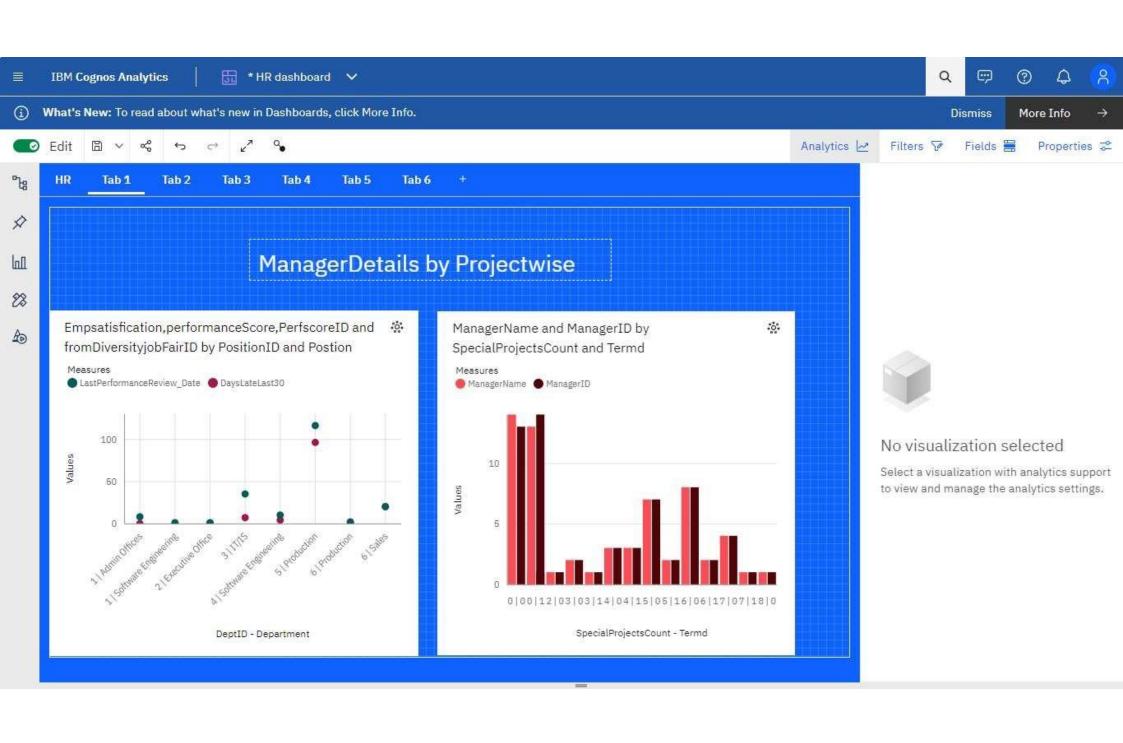


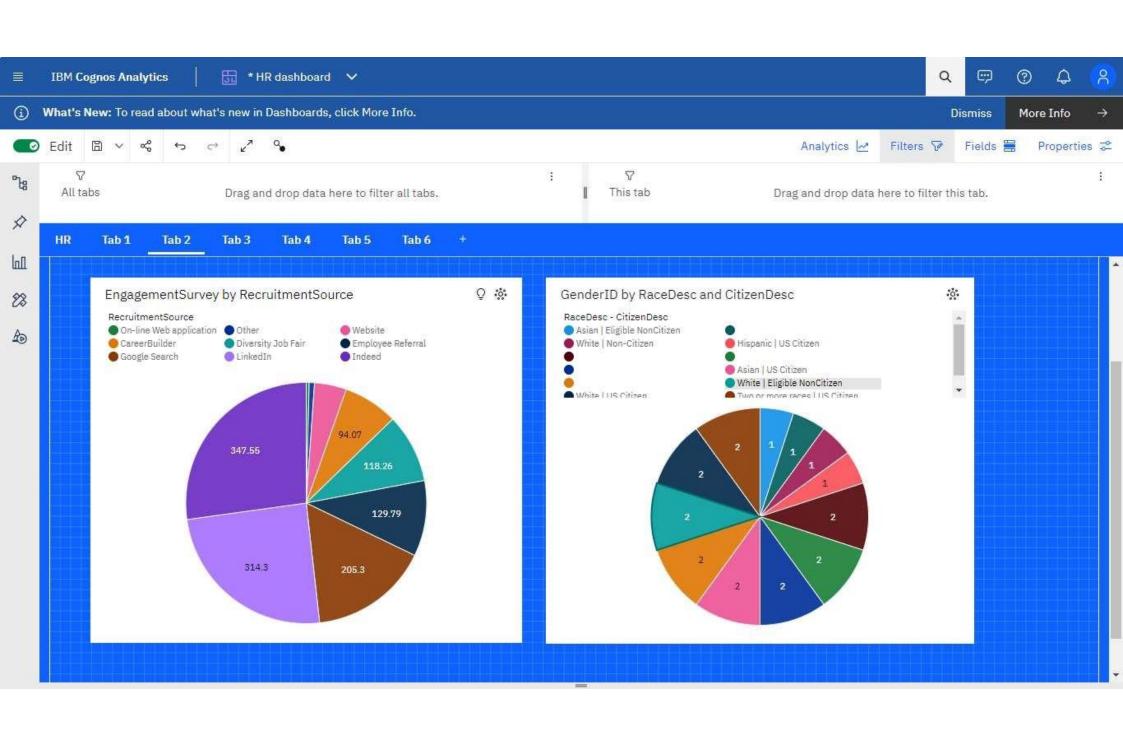


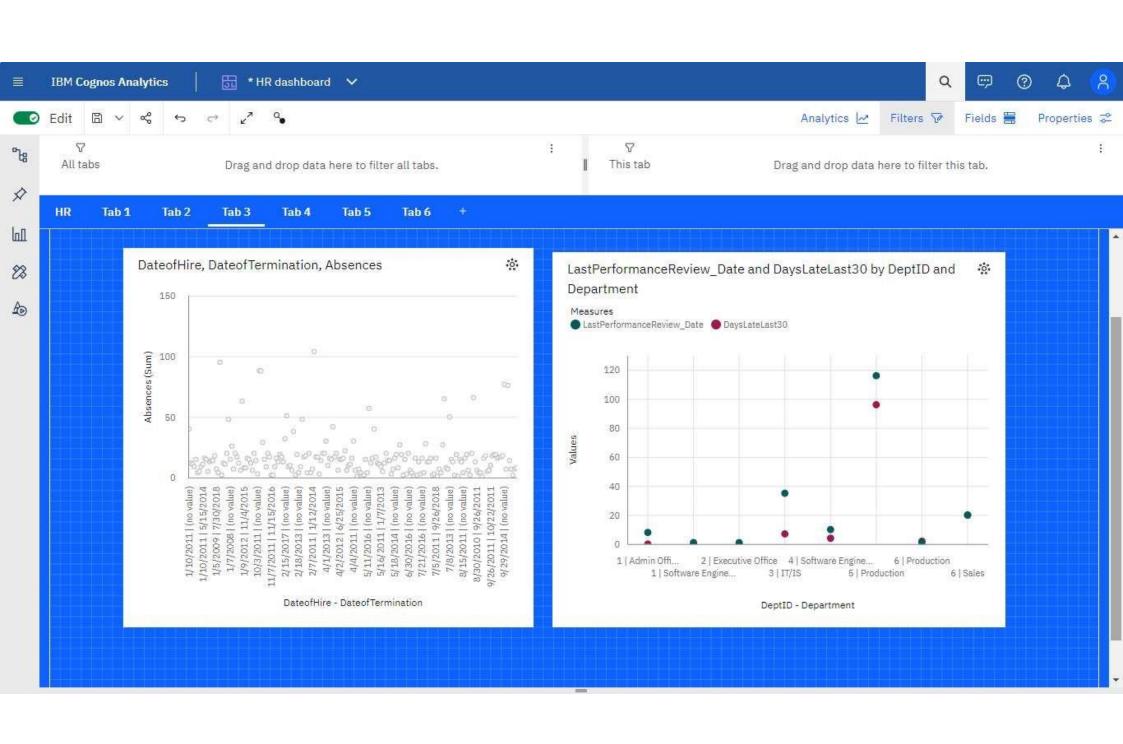


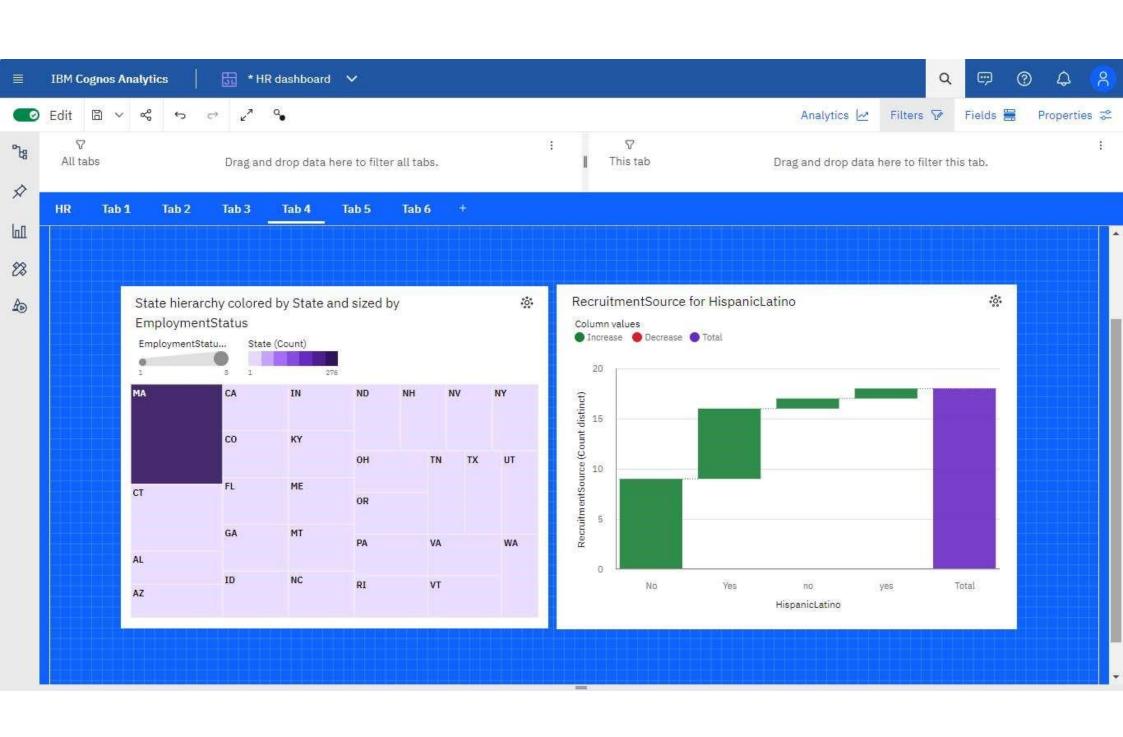
DASHBOARD

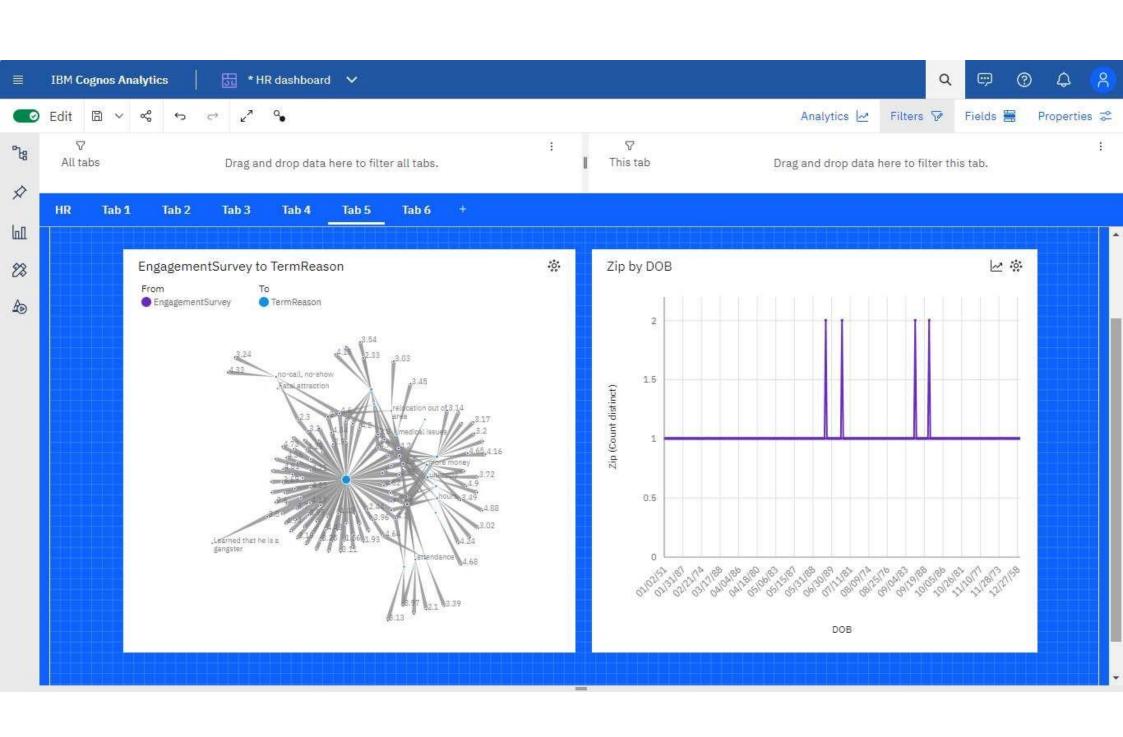




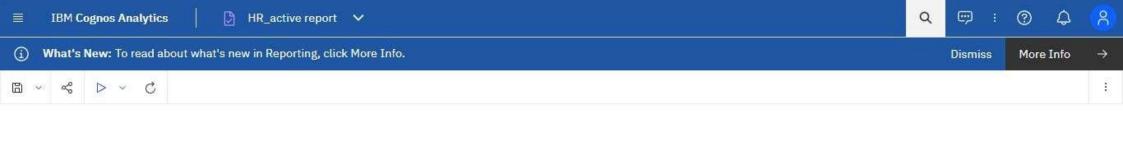


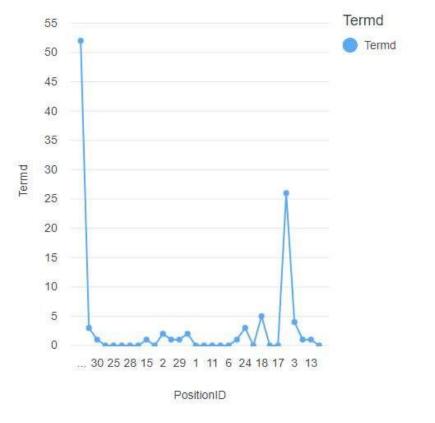


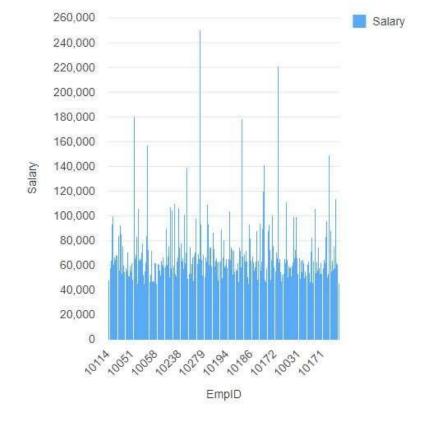




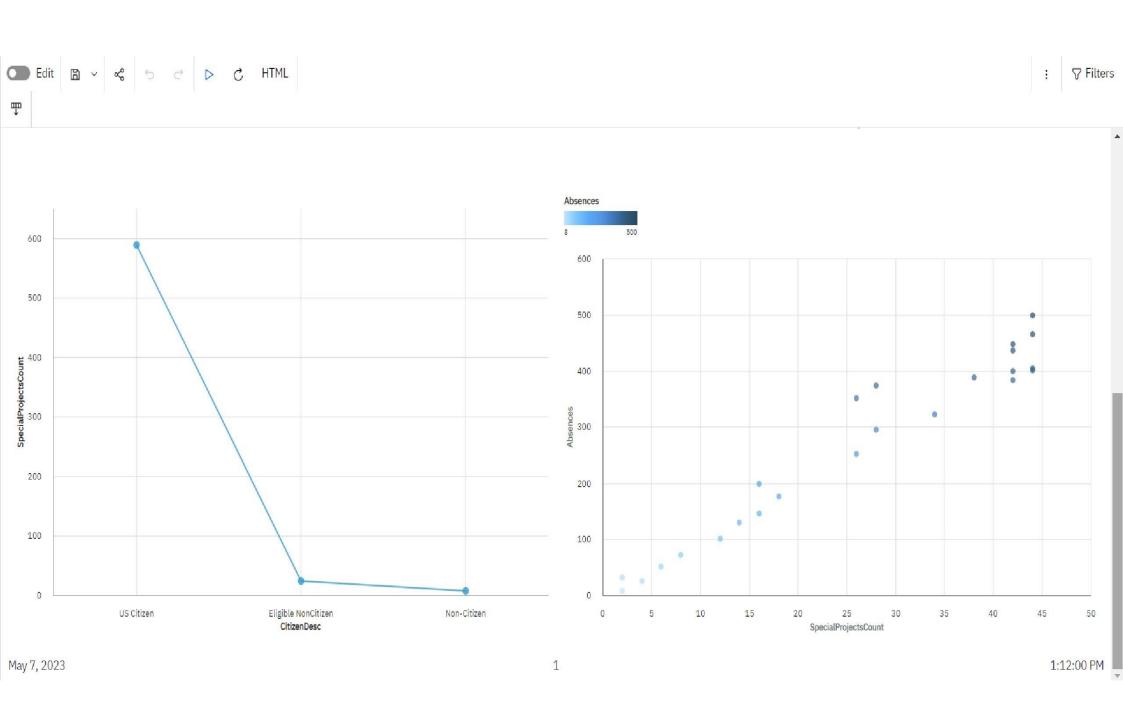
REPORT



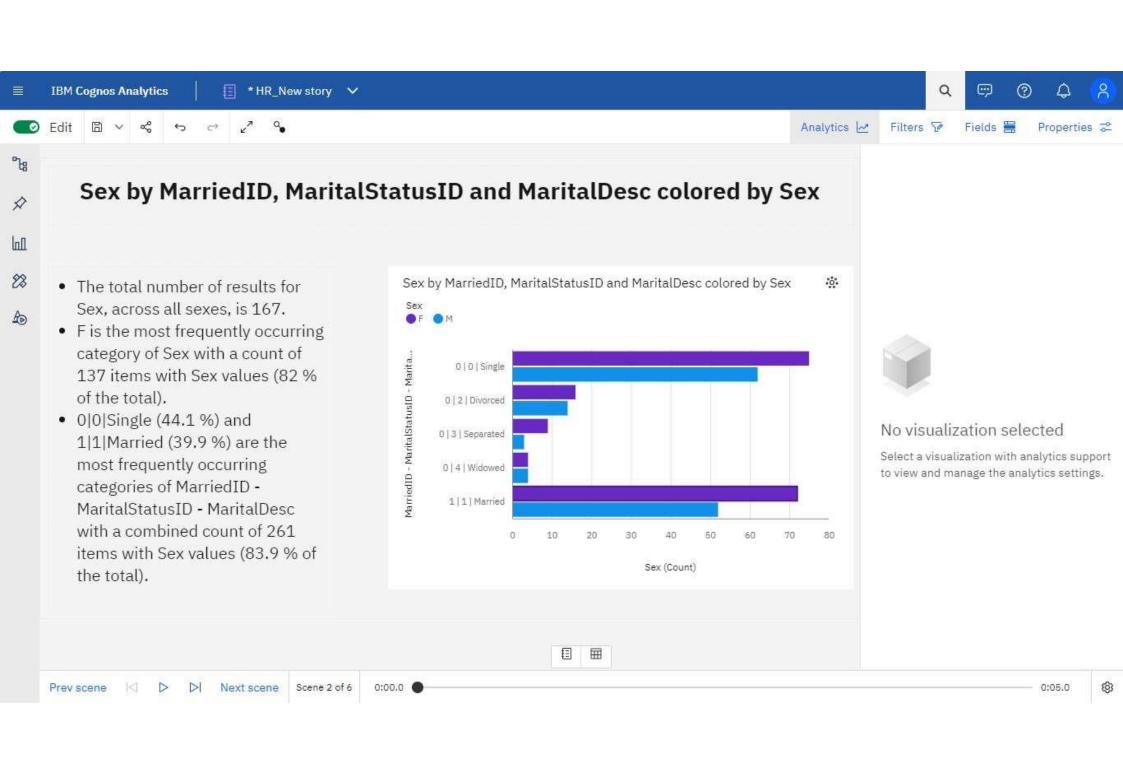




Oct 19, 2023 3:05:41 PM



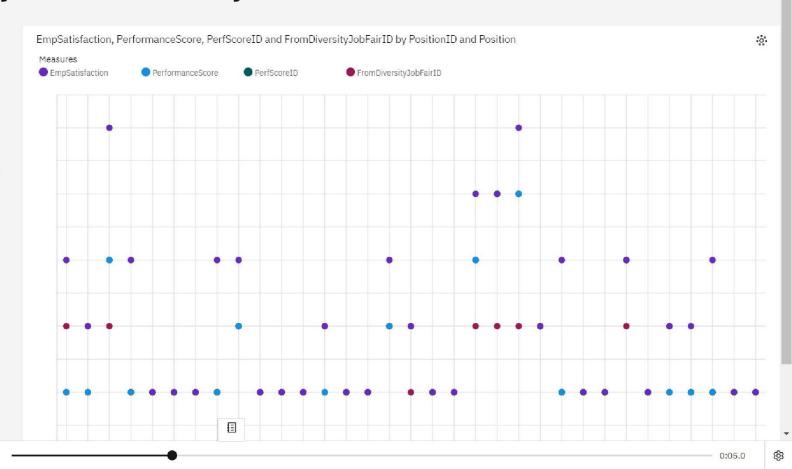
STORY





EmpSatisfaction, PerformanceScore, PerfScoreID and From Diversity Job Fair ID by Position ID and Position

- · PositionID 19 has the highest Total Salary but is ranked #3 in Count distinct EmpSatisfaction.
- · PositionID 3 has the highest Count distinct EmpSatisfaction but is ranked #3 in Total Salary.
- · The total number of results for EmpSatisfaction, across all positionid positions, is 311.
- · The total number of results for FromDiversityJobFairID, across all positionid - positions, is 311.
- · The total number of results for PerfScoreID, across all positionid -
- · The total number of results for PerformanceScore, across all positionid - positions, is 311.



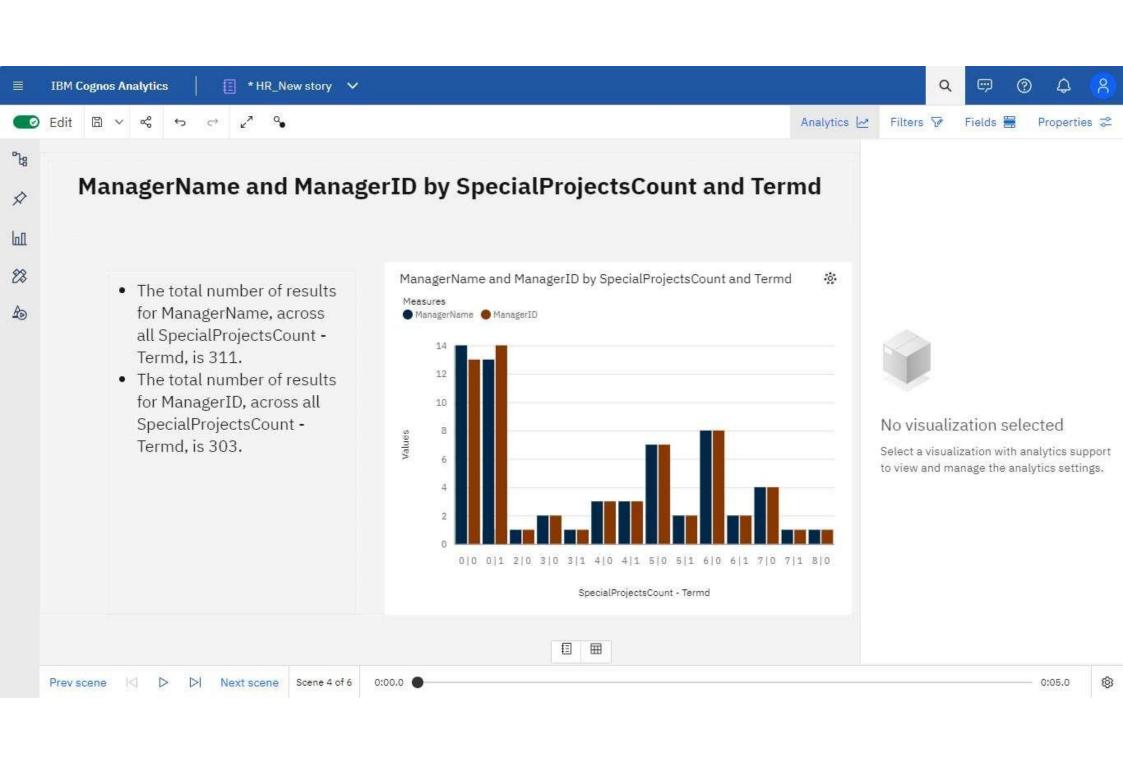


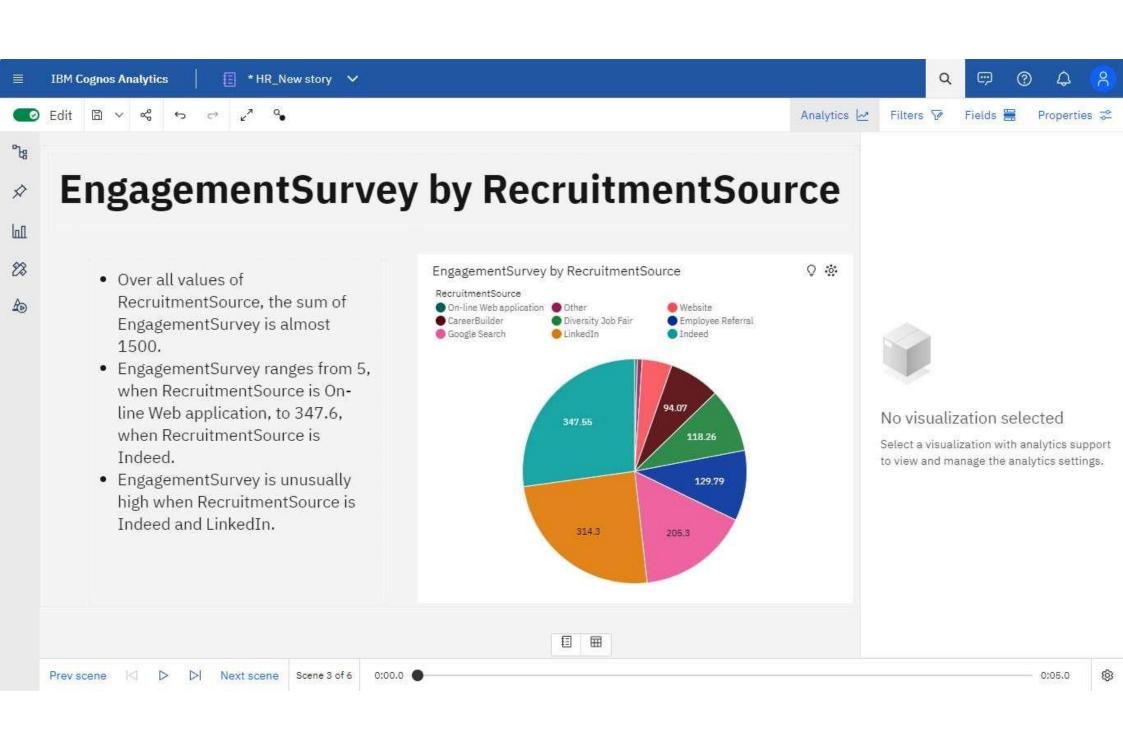


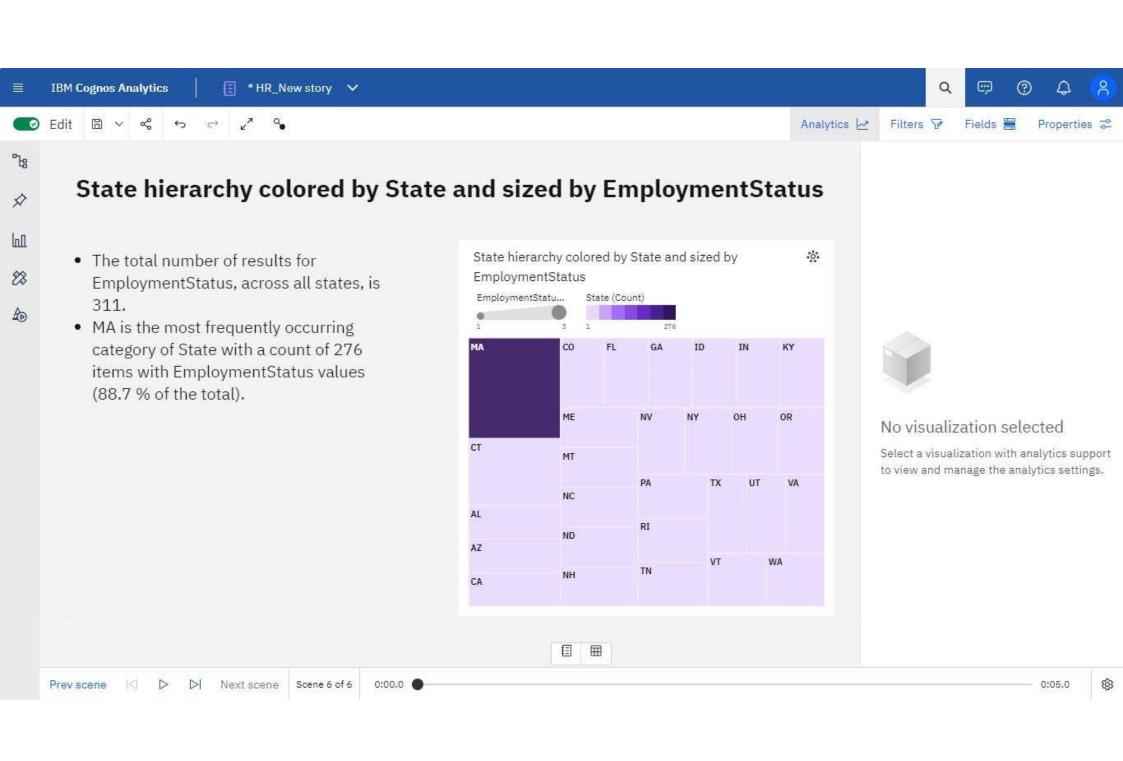




Scene 4 of 13









RecruitmentSource for HispanicLatino

- · HispanicLatino No has the highest values of both RecruitmentSource and Salary.
- 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.







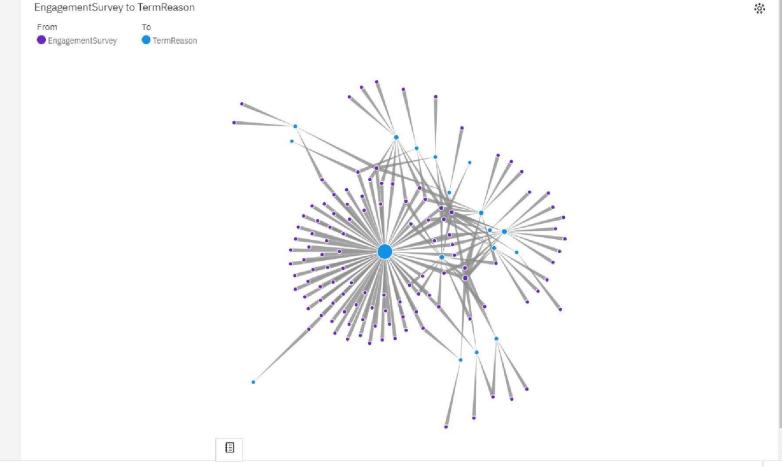






EngagementSurvey to TermReason

- · 5.0 EngagementSurvey has the highest Salary at almost 3.7 million, out of which N/A-StillEmployed contributed the most at over 2.4 million.
- N/A-StillEmployed Salary from EngagementSurvey 5.0 is over 2.4 million, whereas Another position is only nearly 331 thousand.
- N/A-StillEmployed has the highest total Salary due to 5.0 EngagementSurvey.













Zip by DOB

- 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).
- · Add insight to favorites
- The total number of results for Zip, across all DOB, is 311.











THANK YOU