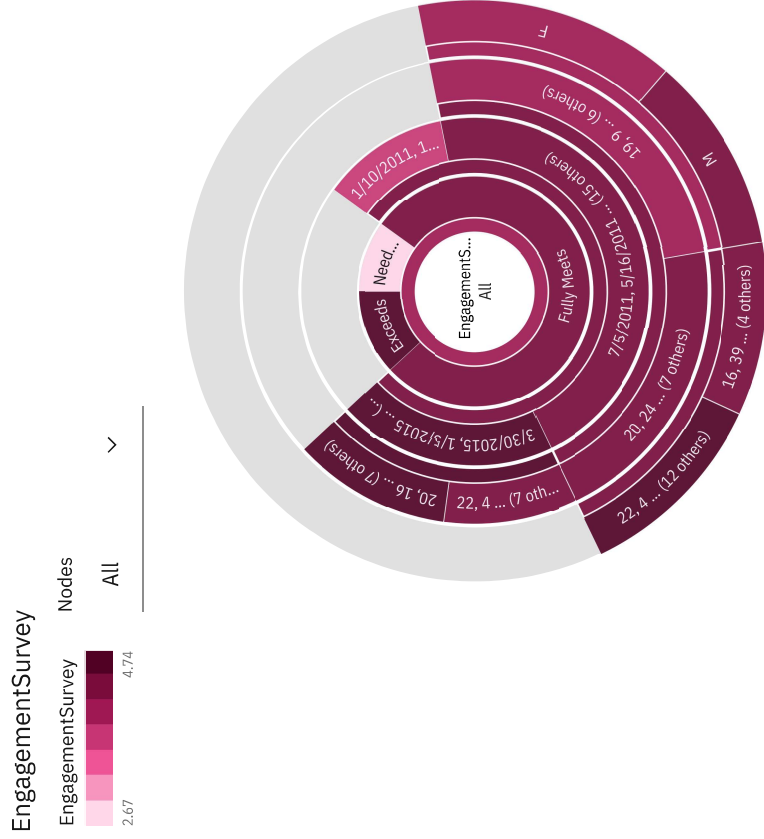Tab 1

ASSIGNMENT 2

The Cognos HR Scorecard: Measuring Success in Talent Management

In today's data-driven world, effective talent management is crucial for an organization's success. Human Resources professionals often face challenges in harnessing the power of data and analytics. This dataset provides a unique opportunity for HR students to learn how to navigate HR data and draw meaningful insights using Cognos Analytics

EngagementSurvey

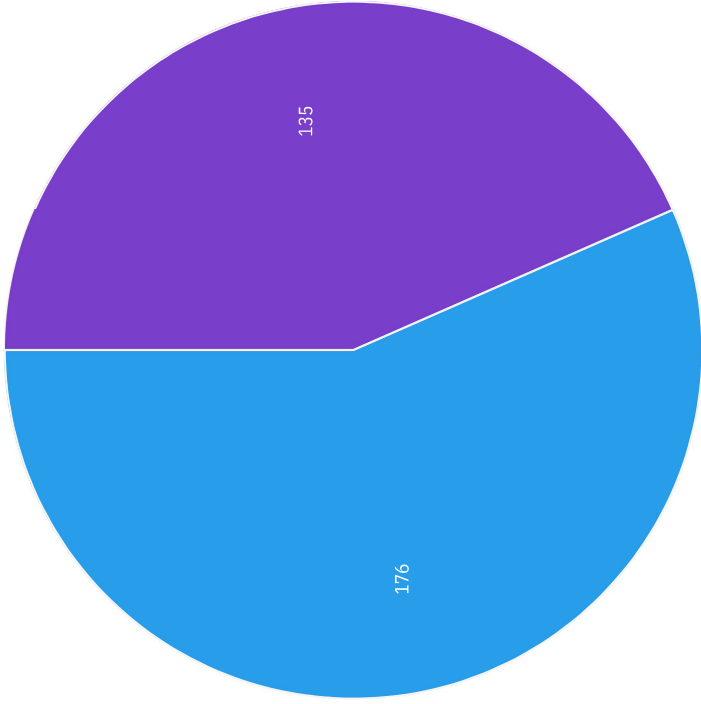EngagementSurvey
2.67 — 4.74

Nodes

All

Exploring Employee Demographics

Let's start by delving into the demographics of the employees. Understanding the composition of the workforce is fundamental to tailoring HR strategies. By analyzing the marital status, gender, ethnicity, and age distribution, we gain insights into the diversity within the organization.
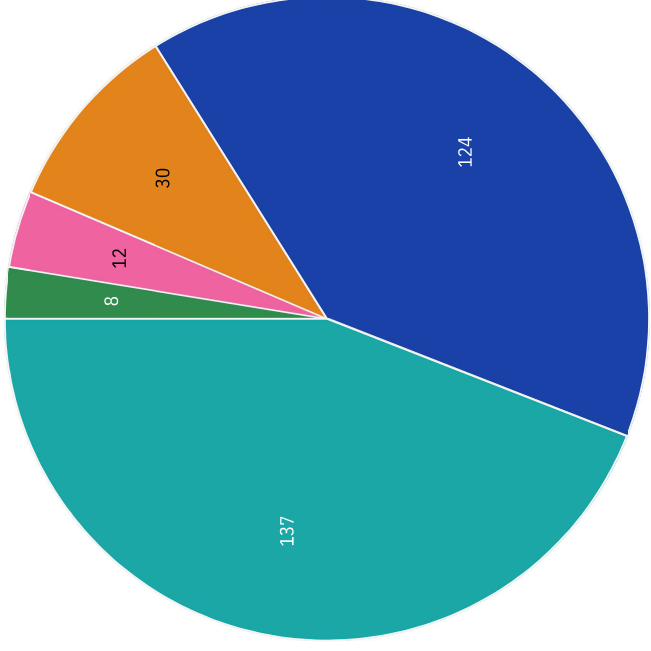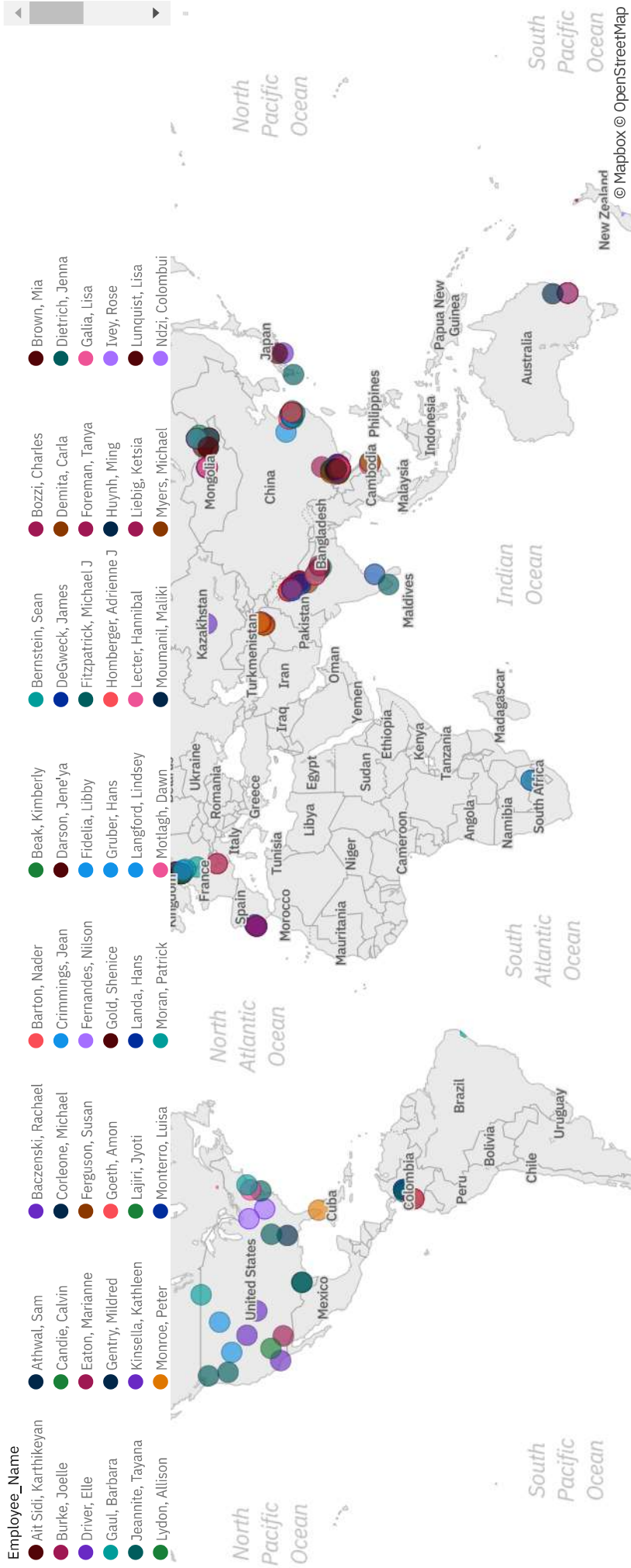
Sex by Sex

Sex
● M ● F

EmpID by MaritalDesc

MaritalDesc
● Widowed ● Separated ● Divorced ● Married ● Single

Performance Analysis

Performance evaluation is a critical aspect of talent management. By examining the performance scores and their relationship with various factors like engagement survey results and special projects count, we can identify patterns that may contribute to employee success. Recognizing these patterns allows HR professionals to refine performance evaluation criteria and strategies.

Employee_Name for Zip regions

Employee_Name

- Ait Sidi, Karthikeyan
- Burke, Joelle
- Driver, Elle
- Gaul, Barbara
- Jeannite, Tayana
- Lydon, Allison

- Baczenski, Rachael
- Corleone, Michael
- Ferguson, Susan
- Goeth, Amon
- Kinsella, Kathleen
- Monterro, Luisa

- Athwal, Sam
- Candie, Calvin
- Eaton, Marianne
- Gentry, Mildred
- Lajiri, Jyoti
- Monroe, Peter

- Barton, Nader
- Crimmings, Jean
- Fernandes, Nilson
- Gold, Shenice
- Landa, Hans
- Moran, Patrick

- Beak, Kimberly
- Darson, Jene'ya
- Fidelia, Libby
- Gruber, Hans
- Langford, Lindsey
- Mottagh, Dawn

- Bernstein, Sean
- DeGweck, James
- Fitzpatrick, Michael J
- Homberger, Adrienne J
- Lecter, Hannibal
- Moumanil, Maliki

- Bozzi, Charles
- Demita, Carla
- Foreman, Tanya
- Huynh, Ming
- Liebig, Ketsia
- Myers, Michael

- Brown, Mia
- Dietrich, Jenna
- Galia, Lisa
- Ivey, Rose
- Lunquist, Lisa
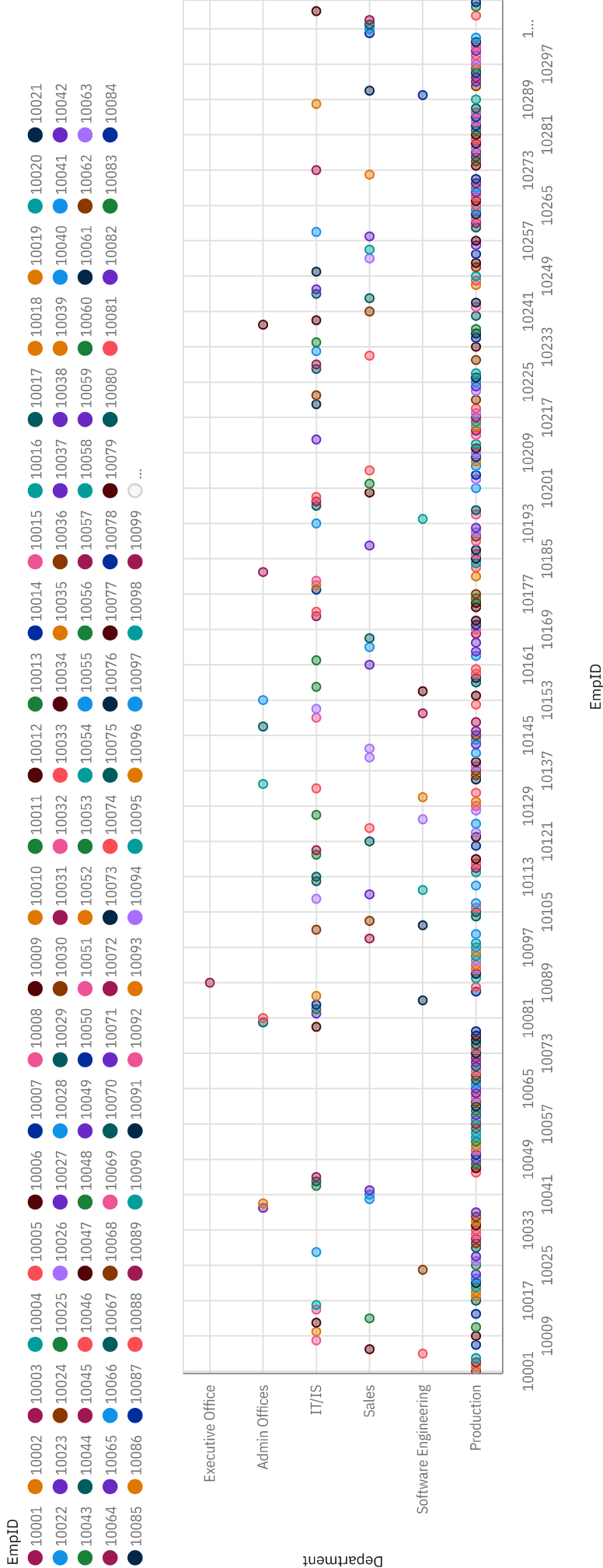- Ndzi, Colombui

© Mapbox © OpenStreetMap

Employee Engagement and Satisfaction

Engaged and satisfied employees are more likely to contribute positively to an organization. The engagement survey results and employee satisfaction ratings can offer valuable insights into the employees' overall sentiment and contentment within the workplace. Monitoring these metrics over time can guide HR strategies to enhance employee engagement and job satisfaction.

Recruitment Sources and Performance

Understanding the recruitment sources that yield the most successful hires is essential. By analyzing the recruitment source data and correlating it with performance scores, we can identify the most effective channels for talent acquisition. This information aids HR in optimizing recruitment strategies and allocating resources efficiently.

EmpID by Department with points for TermReason

Identifying Factors Leading to Termination

Examining the termination data and associated reasons can shed light on the organizational areas that may need improvement. Identifying recurring patterns in terminations allows HR professionals to address potential issues proactively, leading to higher employee retention rates.

Time Analysis: Late Arrivals and Absences

Monitoring employee punctuality and attendance is crucial for productivity and work culture. Analyzing the number of late arrivals and absences over a specific period can highlight trends and potential issues that need to be addressed. HR can take appropriate actions to foster a punctual and efficient work environment.

Salary by EmpID colored by Sex