

# The Cognos HR Scorecard: Measuring Success in Talent Management

Name: DHANASEKARAN B

IBM id: 2k20cse029@kiot.ac.in

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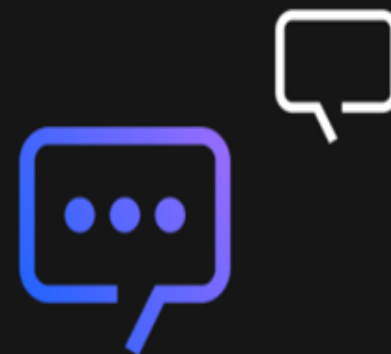
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# Get quick answers with the Assistant

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## Introduction to Cognos Analytics

Leverage self-service analytics to make more confident decisions.

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### Upload data and start creating content

Upload spreadsheets, CSV files, and other types of files, and create content based on these files.



### Create content from existing data

Locate data sources in the Content view, and create content based on these sources.

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us3.ca.analytics.ibm.com/bi/?perspective=ca-modeller&id=2178461645\_aacf77fe8c734216952407b3b1033a66\_sessionTemp&objRef=&tid=2178461645\_aacf77fe8...

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IBM Cognos Analytics

🔗 \* New data module

340 🔍 💬 ? 🔔 👤

📘 What's New: To read about what's new in Modeling, click More Info.

Dismiss More Info →

📁 ⌵ 🔗 ↶ ↷ ↗ ↘

🔗 Properties

Data module

+

🕒

🔍 Search

🔗 New data module

📁 Navigation paths

+

▶ 📄 HRDataset\_\_v14.csv

⋮

📄 Grid

⚙️

🔗 Relationships

📄 Custom tables

⚙️	Row Id	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID
	1	Adinolfi, Wilson K	10026	0	0	1
	2	Ait Sidi, Karthikeyan	10084	1	1	1
	3	Akinkuolie, Sarah	10196	1	1	0
	4	Alagbe,Trina	10088	1	1	0
	5	Anderson, Carol	10069	0	2	0
	6	Anderson, Linda	10002	0	0	0
	7	Andreola, Colby	10194	0	0	0
	8	Athwal, Sam	10062	0	4	1
	9	Bachiochi, Linda	10114	0	0	0
	10	Bacong, Alejandro	10250	0	2	1



## Properties

# PositionID


Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID
Adinolfi, Wilson K	10026	0	0	1	1
Ait Sidi, Karthikeyan	10084	1	1	1	5
Akinkuolie, Sarah	10196	1	1	0	5
Alagbe,Trina	10088	1	1	0	1
Anderson, Carol	10069	0	2	0	5
Anderson, Linda	10002	0	0	0	1
Andreola, Colby	10194	0	0	0	1
Athwal, Sam	10062	0	4	1	1
Bachiochi, Linda	10114	0	0	0	3
Bacong, Alejandro	10250	0	2	1	1

# VISUALISATIONS

**Cards**

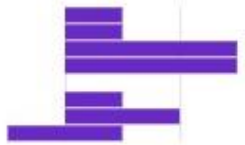
1

DeptID by EmpStatusID




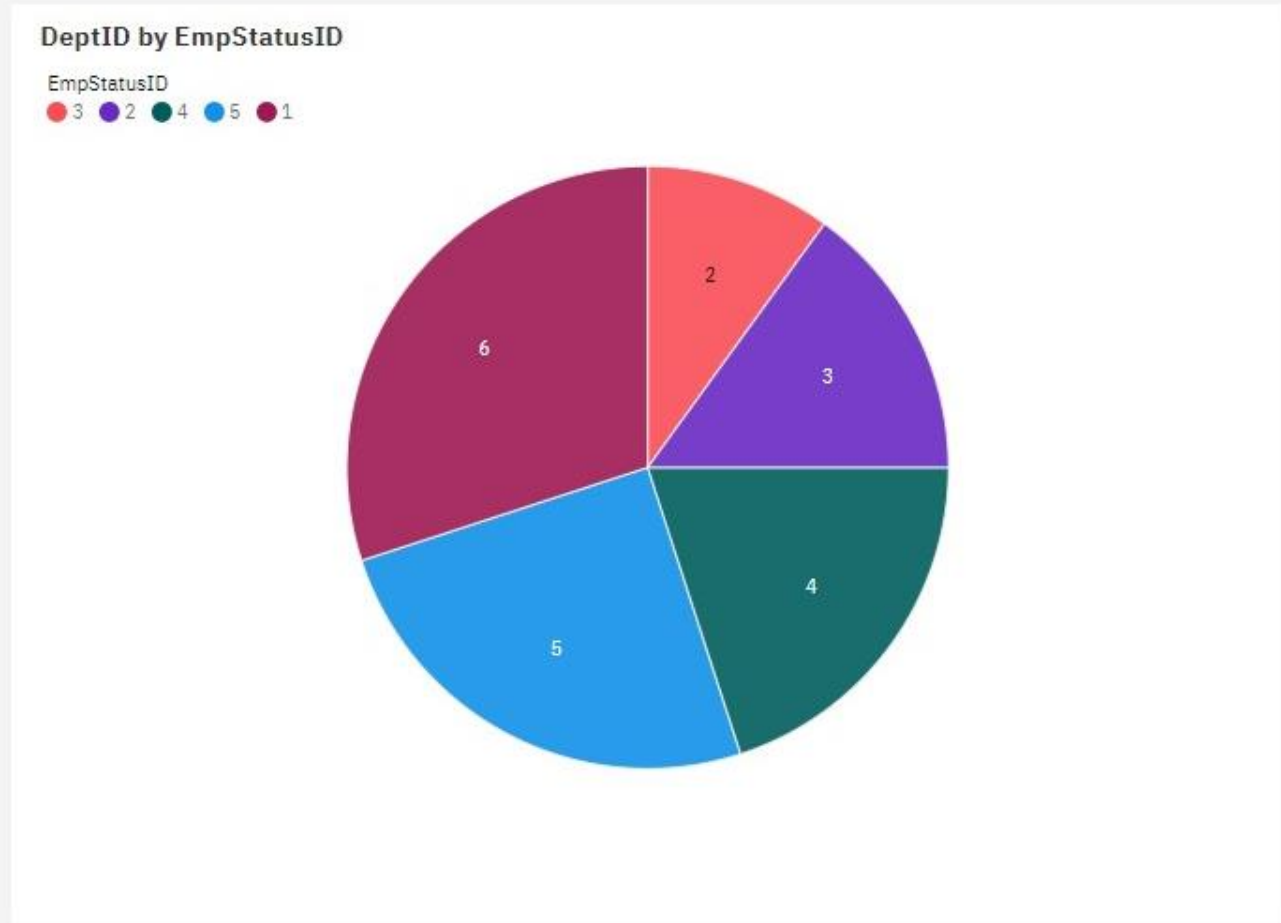
2

MarriedID by F...nd PerfScoreID



Data relationships





### Fields

**Segments\*** Required field

EmpStatusID

Click or drag data here

**# Size\*** Required field

DeptID

Click or drag data here

**Repeat (column)**

Click or drag data here

**Repeat (row)**

Click or drag data here


**# Tooltip**

Click or drag data here

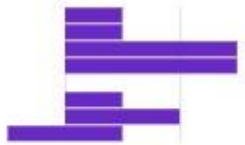
**Local filters**

**Cards**

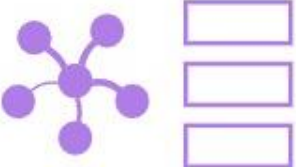
DeptID by EmpStatusID

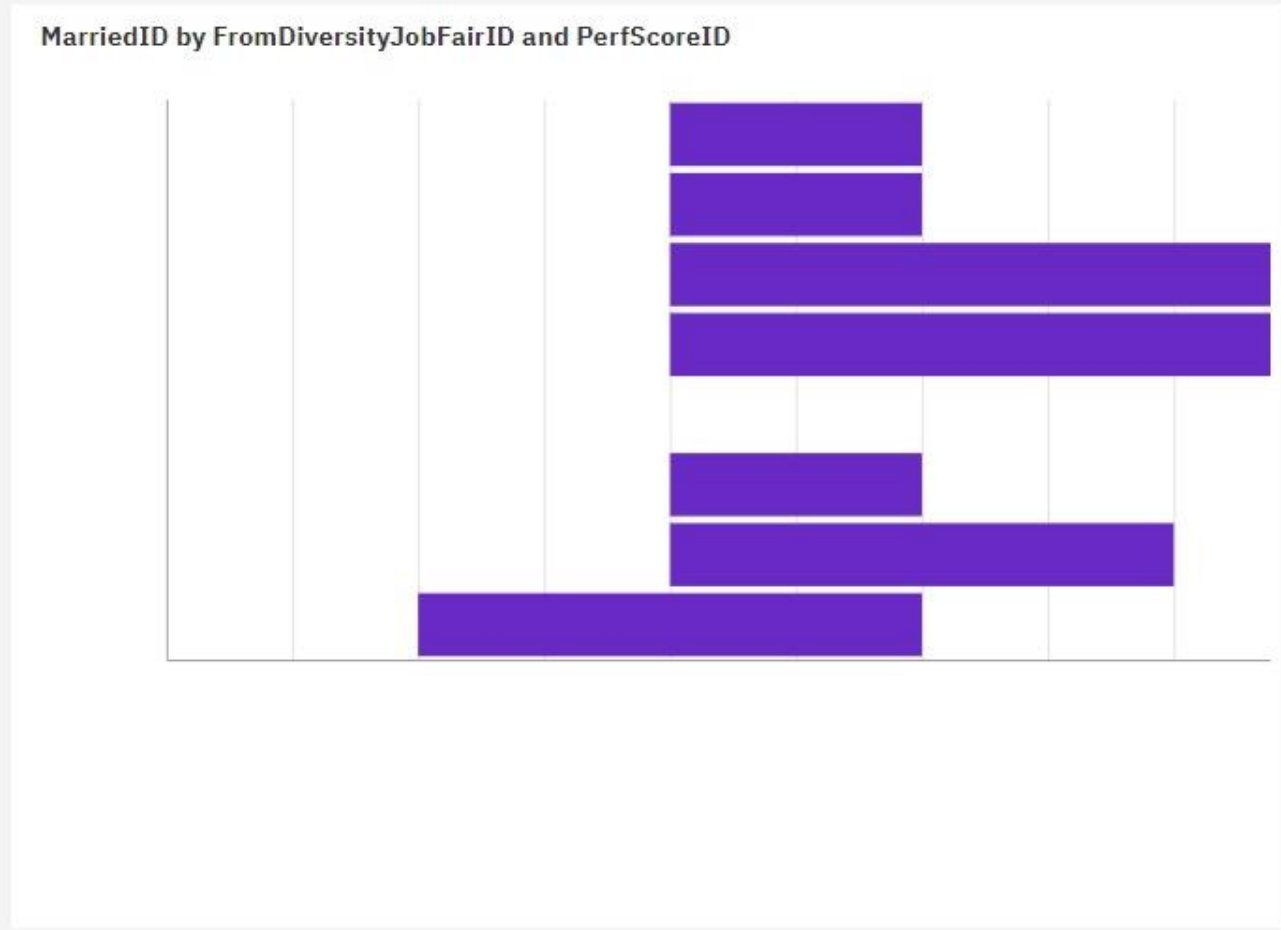


MarriedID by F...nd PerfScoreID



Data relationships





**Fields**

**Bars**

- FromDiversityJobFairID
- PerfScoreID

Click or drag data here

**# Length\*** Required field

- MarriedID

Click or drag data here

**# y-start**

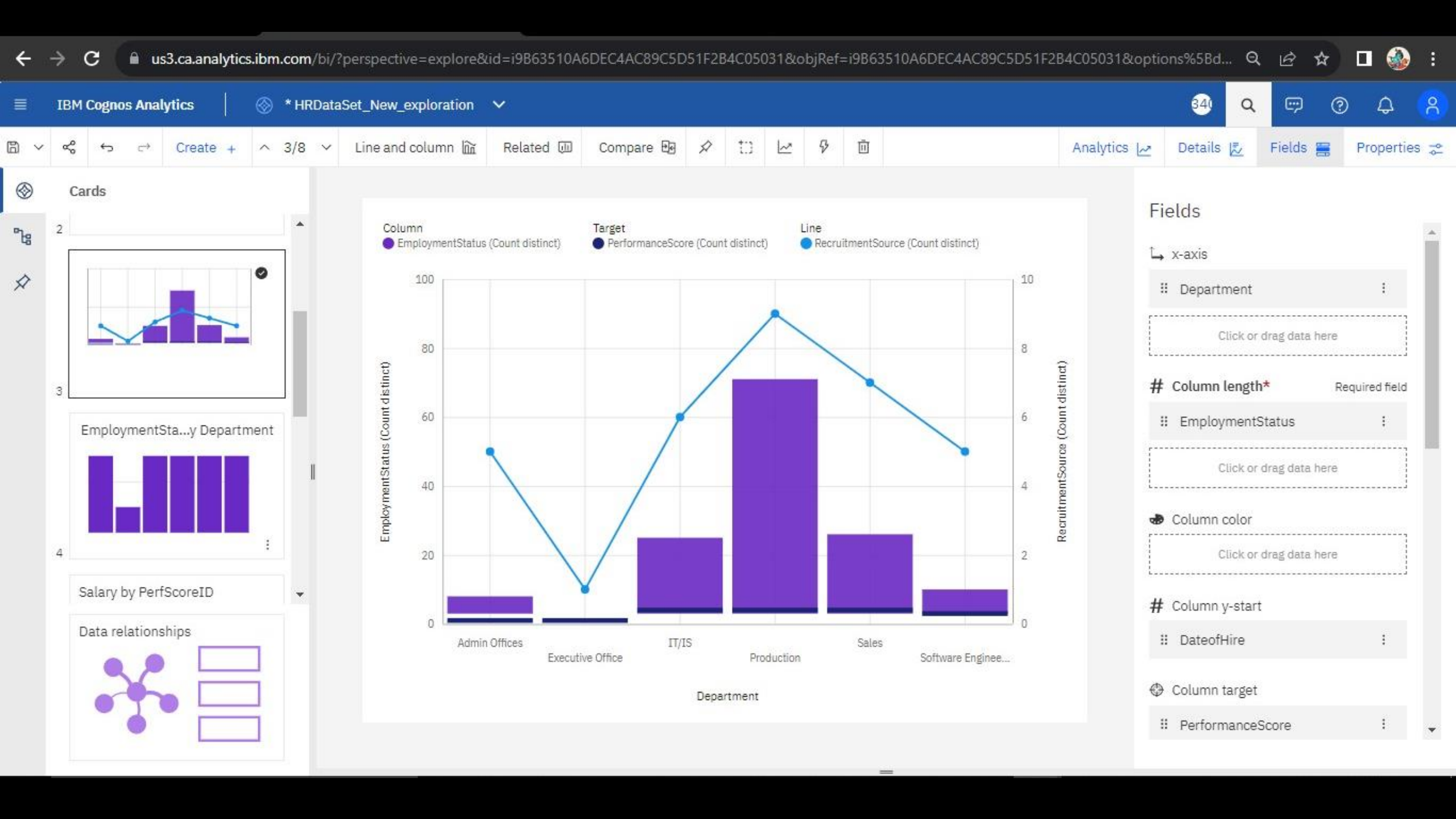
- MaritalStatusID

**Target**

Click or drag data here

**Color**





**Cards**

2



3

EmploymentSta...y Department

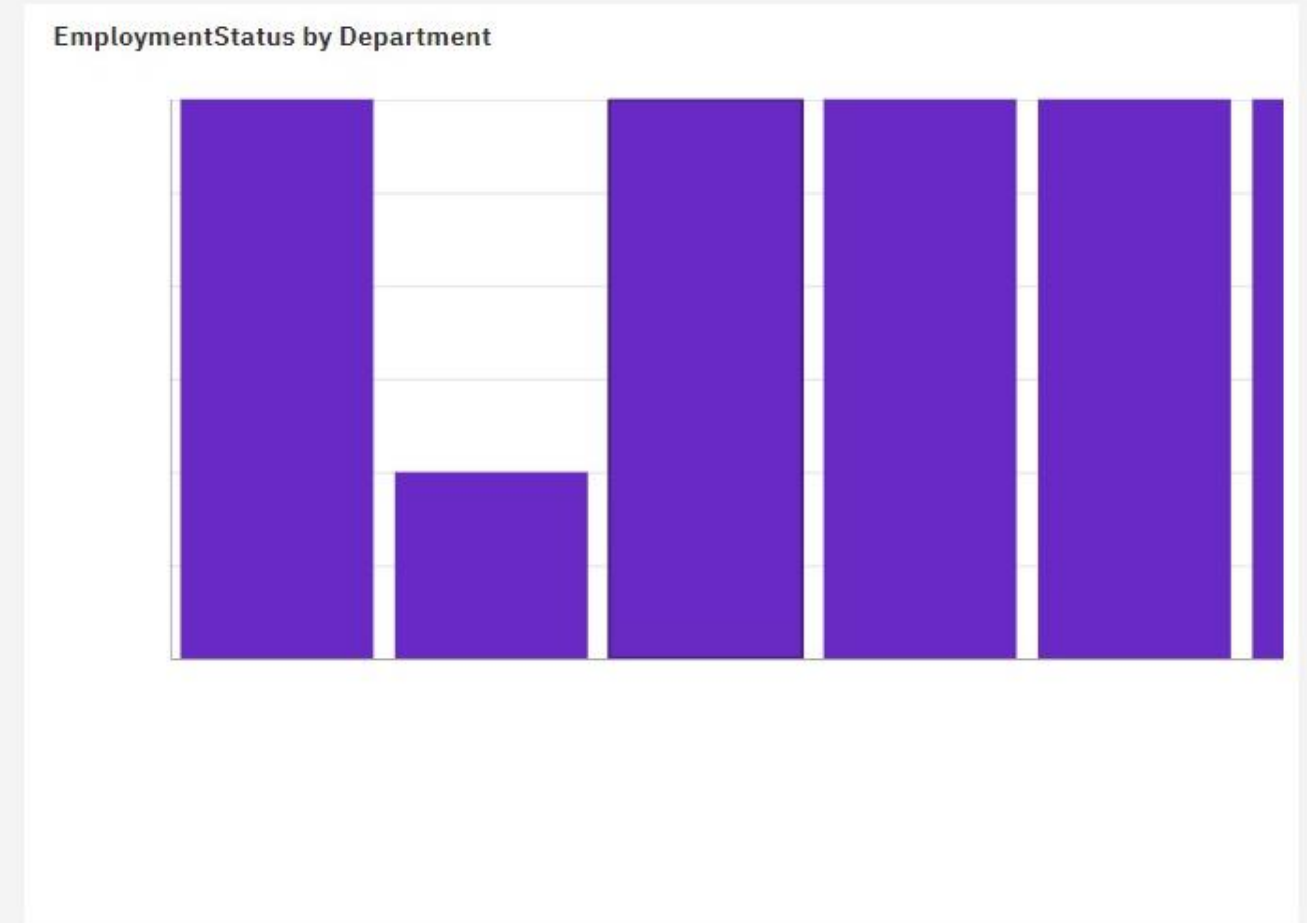


4

Salary by PerfScoreID

Data relationships





### Fields

**Bars**

Department

Click or drag data here

**# Length\*** Required field

EmploymentStatus

Click or drag data here

**Color**

Click or drag data here

**Repeat (column)**

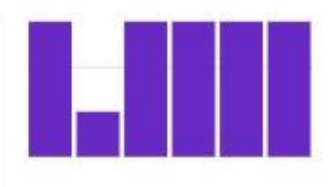
Click or drag data here

**Repeat (row)**

Click or drag data here

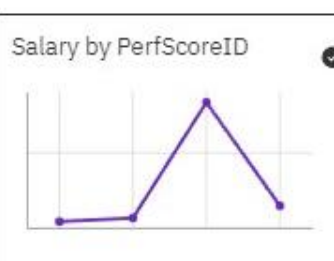
**Cards**

4

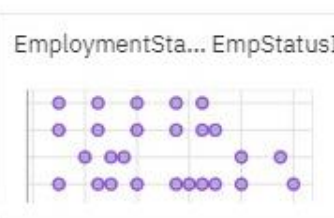


5

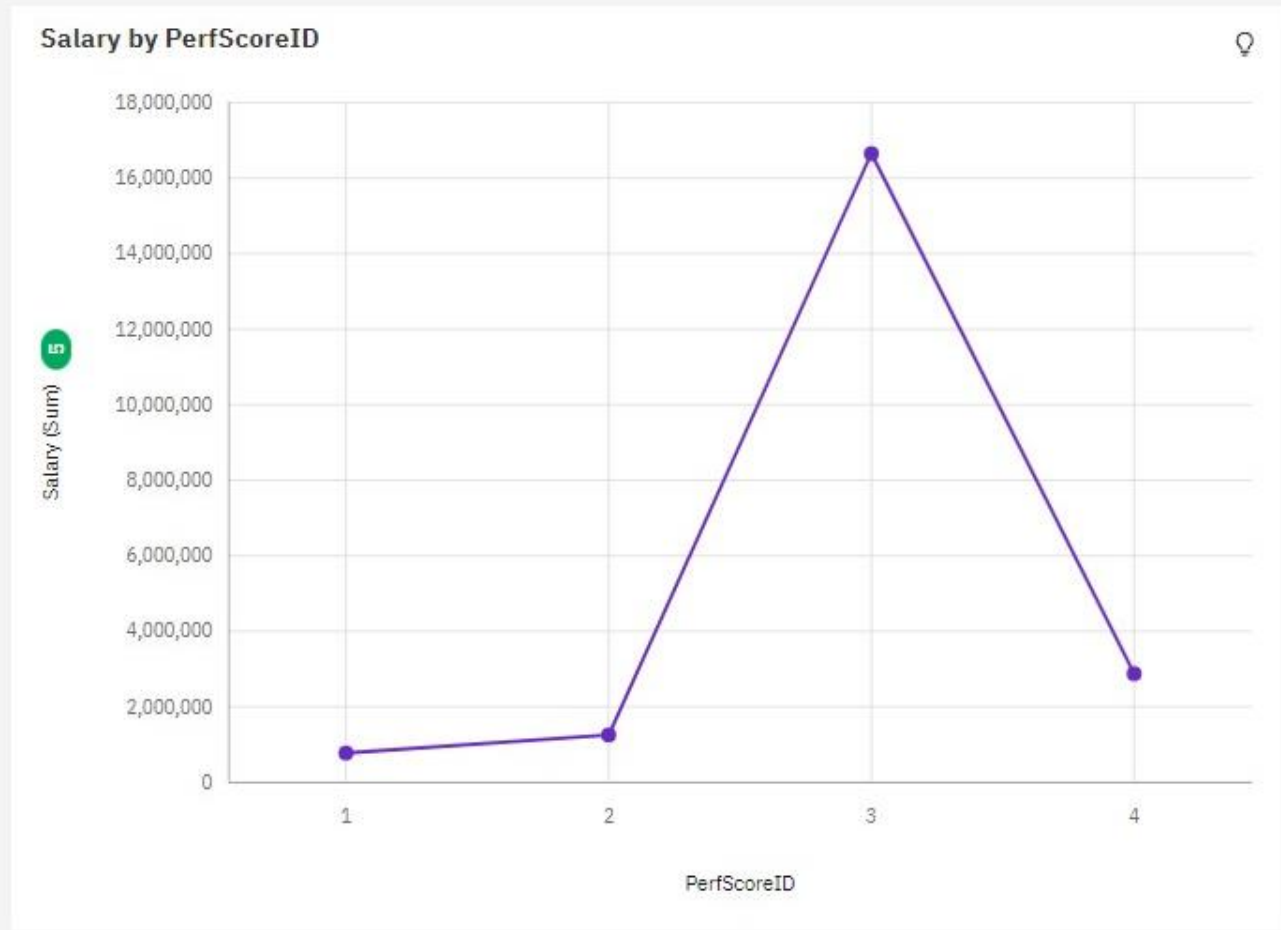
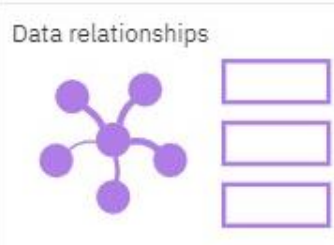
Salary by PerfScoreID



EmploymentSta... EmpStatusID



Data relationships



### Fields

**x-axis\*** Required field

PerfScoreID

Click or drag data here

**Color**

Click or drag data here

**y-axis\*** Required field

Salary

Click or drag data here

**Repeat (column)**

Click or drag data here

**Repeat (row)**

Click or drag data here

**Cards**

Salary by PerfScoreID

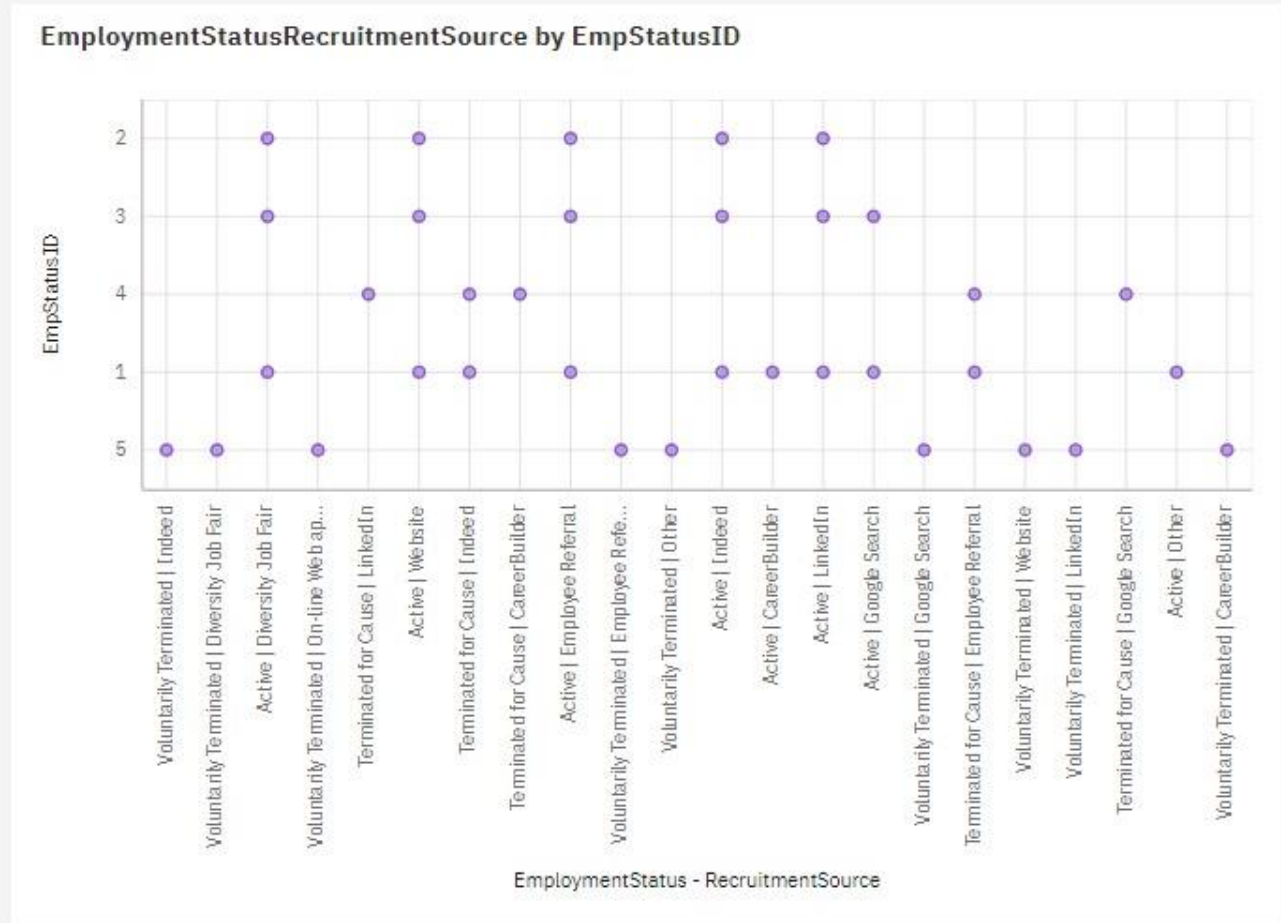
5

EmploymentSta... EmpStatusID

6

Absences for ManagerID

Data relationships



### Fields

Points

Click or drag data here

x-axis\* Required field

EmploymentStatus

RecruitmentSource

Click or drag data here

y-axis\* Required field

EmpStatusID

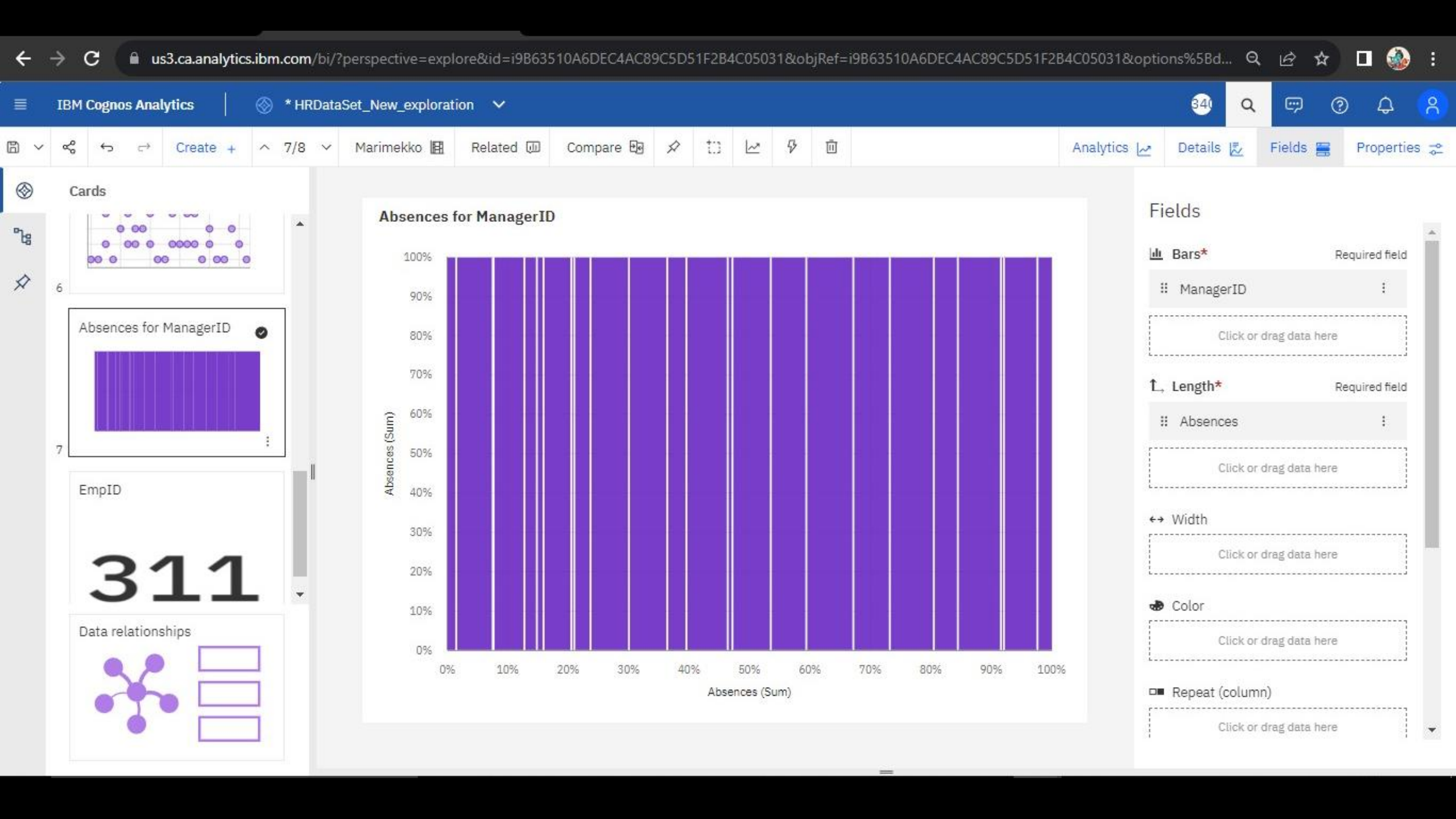
Click or drag data here

Color

Click or drag data here

Repeat (column)





← → ↺

us3.ca.analytics.ibm.com/bi/?perspective=explore&id=i9B63510A6DEC4AC89C5D51F2B4C05031&objRef=i9B63510A6DEC4AC89C5D51F2B4C05031&options%5Bd...

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IBM Cognos Analytics

\* HRDataSet\_New\_exploration

34 🔍 ⋮ 🔔 👤

📄 ⌵ 🔗 ↶ ↷ Create + ^ 8/8 ⌵ Summary 📄 Related 📄 Compare 📄 🔗 📈 ⚡ 🗑️

Analytics 📈 Details 📄 Fields 📄 Properties 🔗

📄 Cards

6

7

Absences for ManagerID

8

EmpID

311

Data relationships

EmpID

311

EmpID

Fields

# Value\*Required field

⋮ EmpID⋮

🔍 Local filters

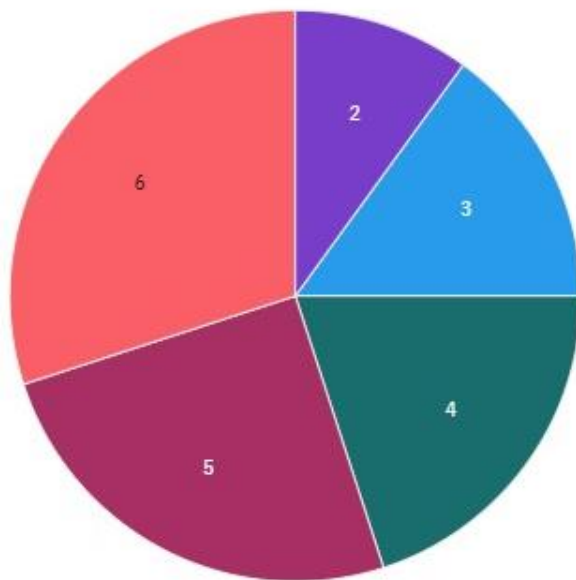
Click or drag data here

# DASHBOARD

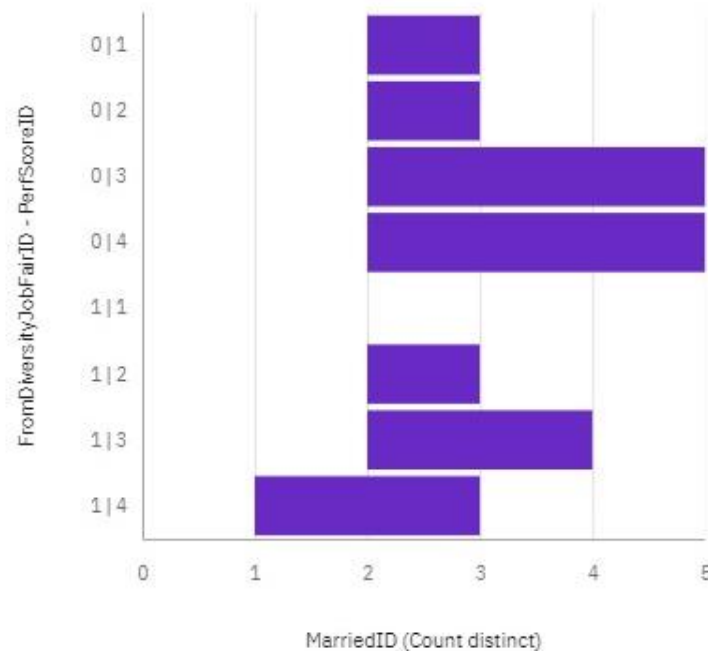
## HR\_Dataset\_Module

DeptID by EmpStatusID

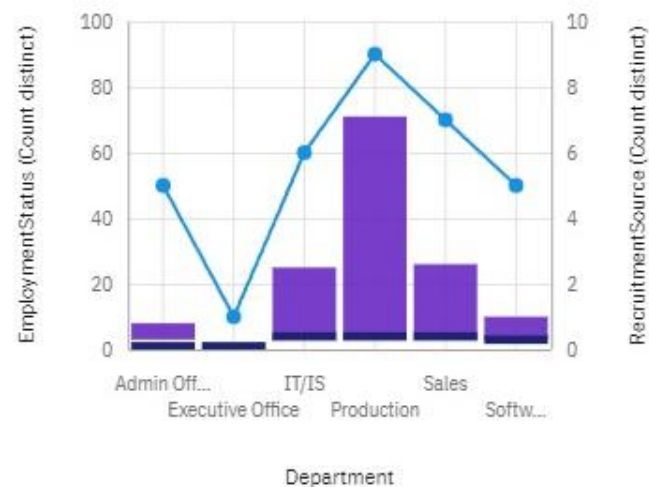
EmpStatusID  
3 2 4 5 1



MarriedID by FromDiversityJobFairID and PerfScoreID



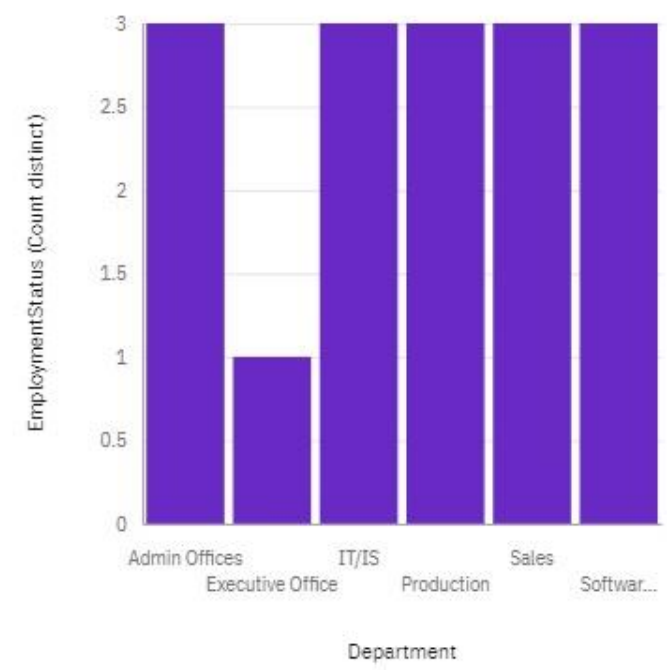
Column  
EmploymentStatus (Count distinct)  
Target  
PerformanceScore (Count distinct)  
Line  
RecruitmentSource (Count distinct)



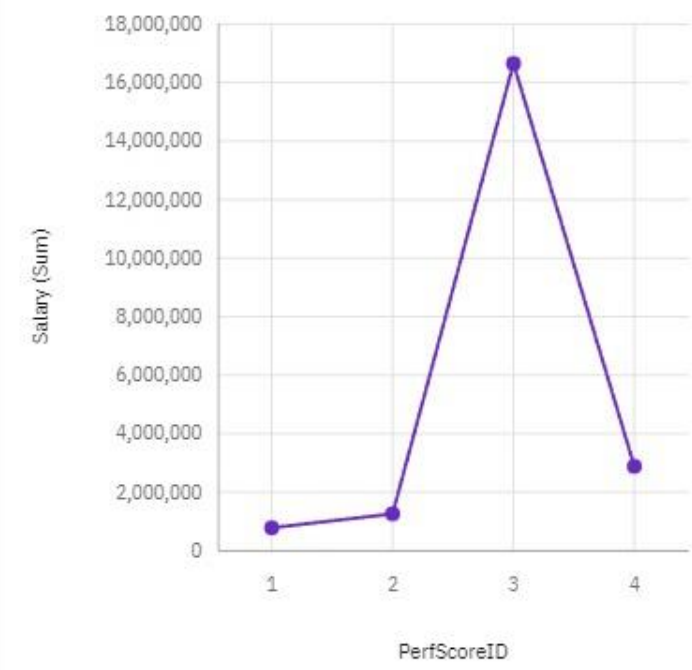


# HR\_Dataset\_Module

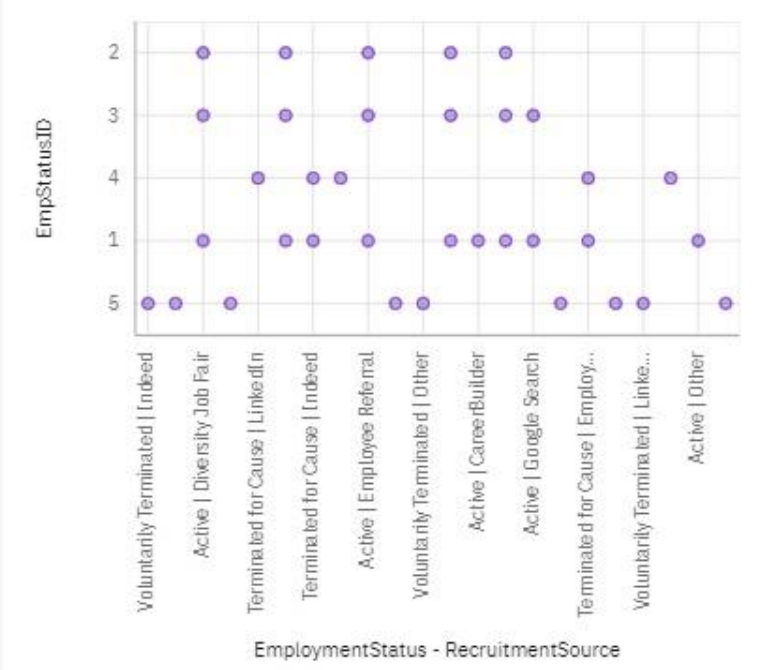
EmploymentStatus by Department



Salary by PerfScoreID

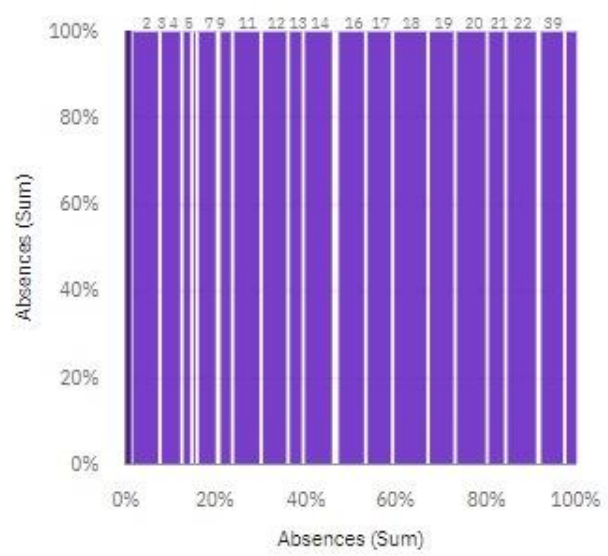


EmploymentStatusRecruitmentSource by EmpStatusID



HR\_Dataset\_Module

Absences for ManagerID

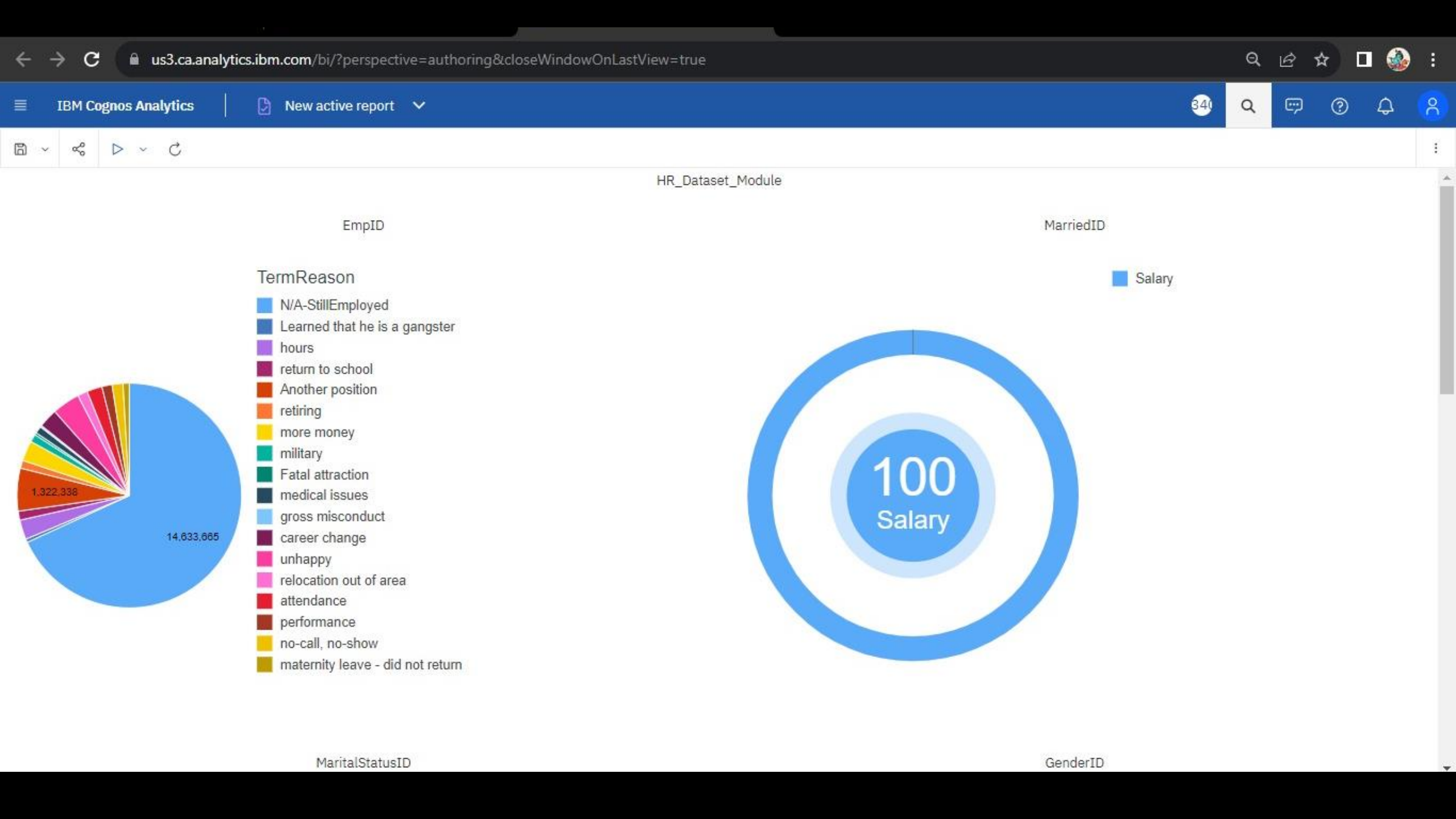


EmpID

311

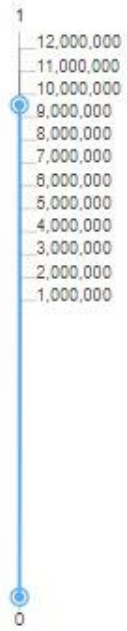
EmpID

REPORT



MaritalStatusID

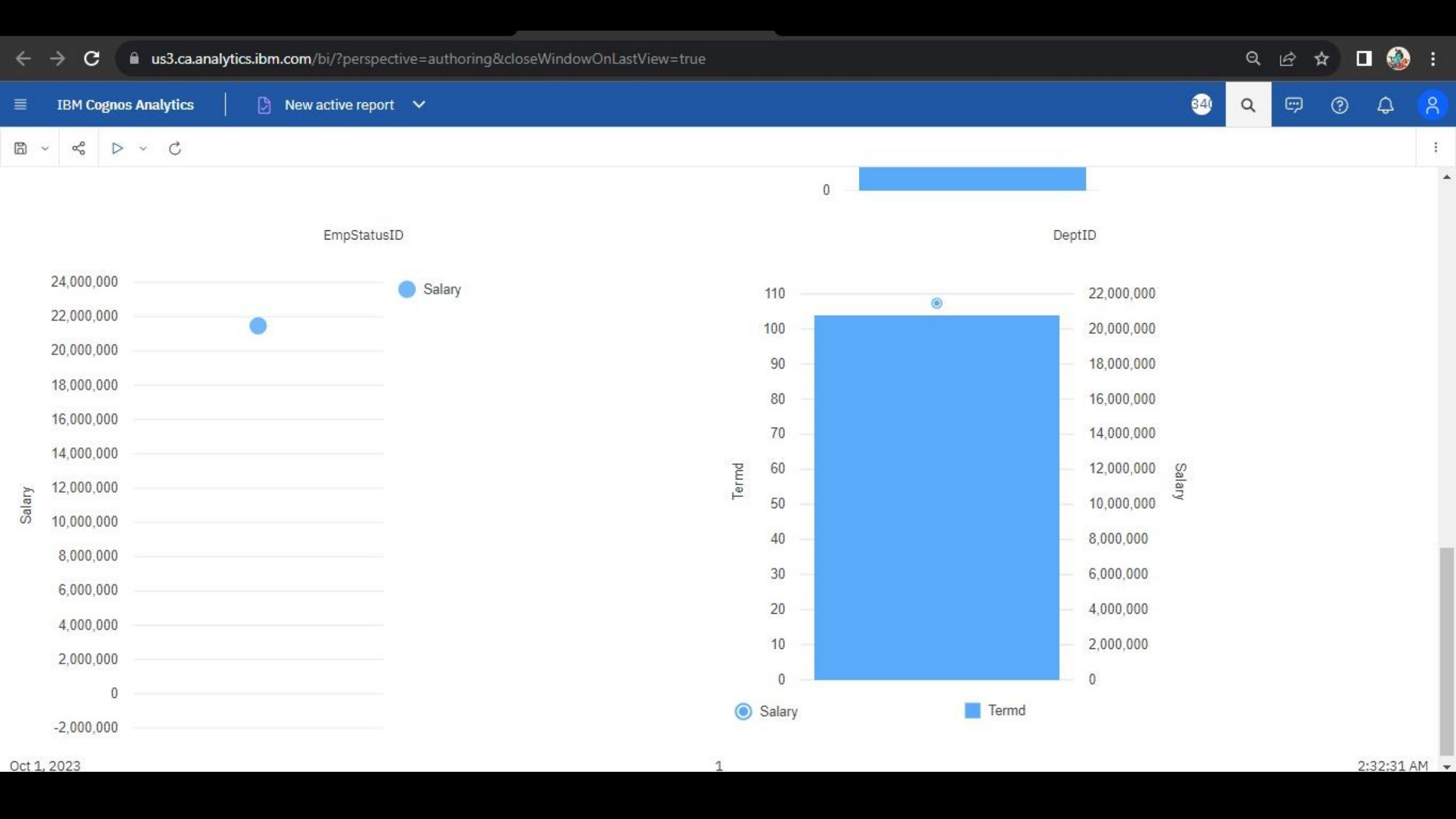
Salary



GenderID

Termd





STORY



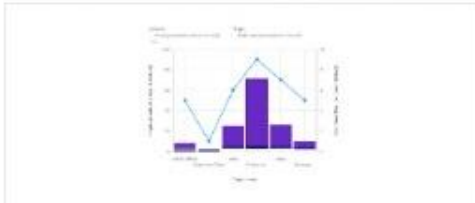
# HR Dataset Module





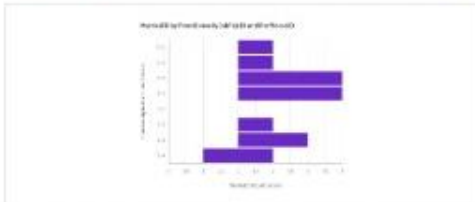
### EmploymentStat...d column chart

HRDataSet\_New\_exploration, 10/1/2023, 1:24 AM



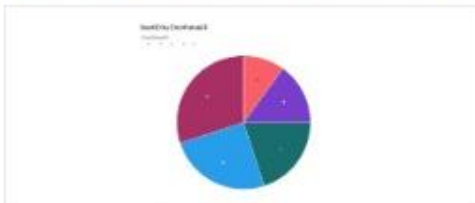
### Department by E...d column chart

HRDataSet\_New\_exploration, 10/1/2023, 1:20 AM



### MarriedID by Fro...oreID bar chart

HRDataSet\_New\_exploration, 10/1/2023, 1:18 AM



### DeptID by EmpStatusID pie chart

HRDataSet\_New\_exploration, 10/1/2023, 1:14 AM

# HR Dataset Module

- From 2011-11-28 to 2012-01-09, 1's DeptID increased by 200%.
- 1 is the most frequently occurring category of EmpStatusID with a count of 184 items with DeptID values (59.2 % of the total).
- The total number of results for DeptID, across all EmpStatusID, is 311.

## DeptID by EmpStatusID

EmpStatusID  
3 2 4 5 1



EmploymentStat...d column chart  
HRDataSet\_New\_exploration, 10/1/2023, 1:24 AM

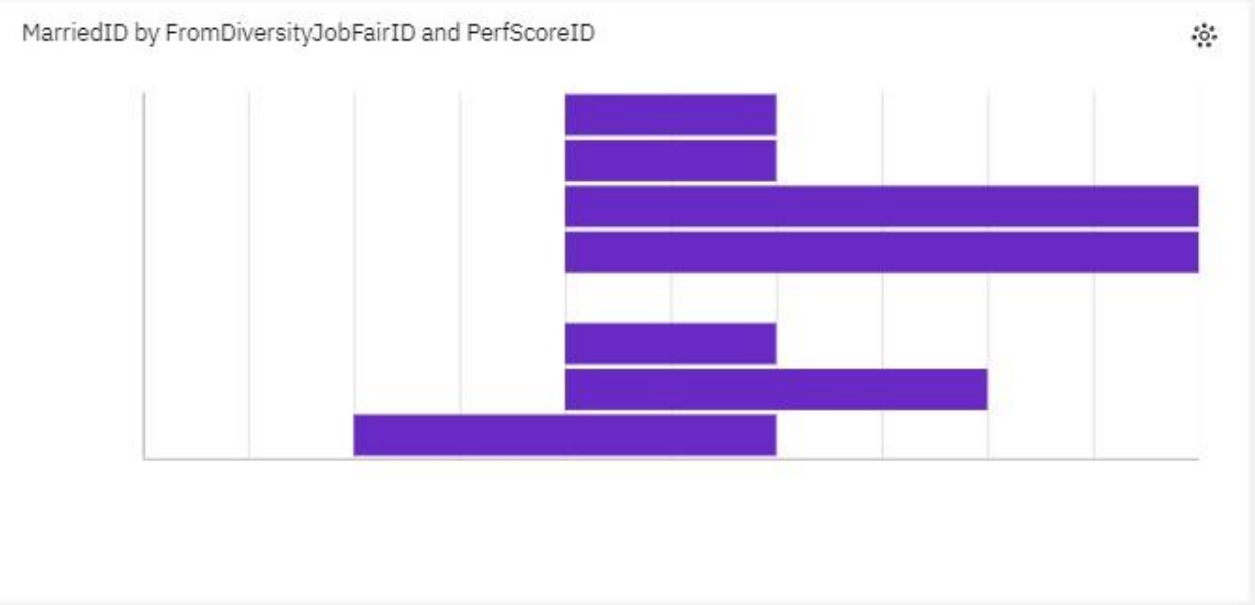
Department by E...d column chart  
HRDataSet\_New\_exploration, 10/1/2023, 1:20 AM

MarriedID by Fro...oreID bar chart  
HRDataSet\_New\_exploration, 10/1/2023, 1:18 AM

DeptID by EmpStatusID pie chart  
HRDataSet\_New\_exploration, 10/1/2023, 1:14 AM

# HR Dataset Module

- From 2019-01-04 to 2019-01-07, 4's MaritalStatusID dropped by 67%.
- 0|3 is the most frequently occurring category of FromDiversityJobFairID - PerfScoreID with a count of 225 items with MarriedID values (72.3 % of the total).
- The total number of results for MarriedID, across all FromDiversityJobFairID - PerfScoreID, is 311.



EmploymentStat...d column chart  
HRDataSet\_New\_exploration, 10/1/2023, 1:24 AM

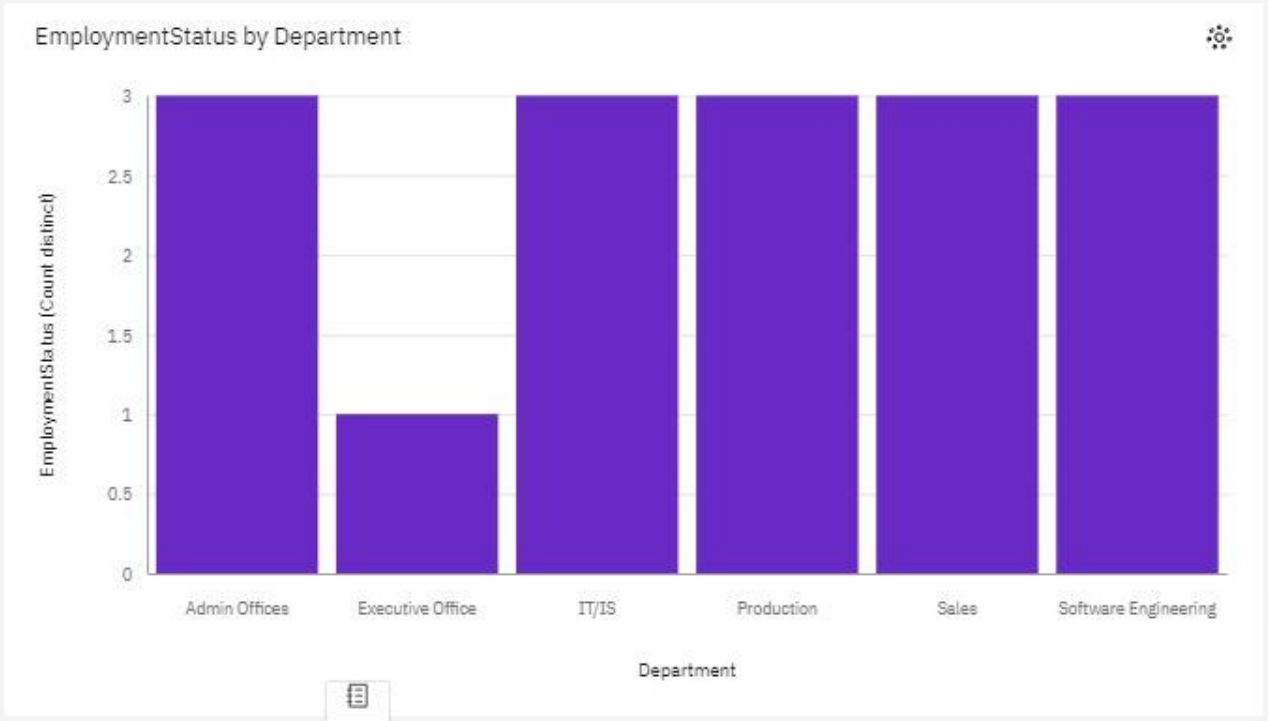
Department by E...d column chart  
HRDataSet\_New\_exploration, 10/1/2023, 1:20 AM

MarriedID by Fro...oreID bar chart  
HRDataSet\_New\_exploration, 10/1/2023, 1:18 AM

DeptID by EmpStatusID pie chart  
HRDataSet\_New\_exploration, 10/1/2023, 1:14 AM

# HR Dataset Module

- From 2010-10-25 to 2011-01-10, Production's EmploymentStatus increased by 200%.
- Production is the most frequently occurring category of Department with a count of 209 items with EmploymentStatus values (67.2 % of the total).
- The total number of results for EmploymentStatus, across all departments, is 311.



us3.ca.analytics.ibm.com/bi/?perspective=story&id=iD1A8CB25A00E4B409EA54B792CB1E47C&objRef=iD1A8CB25A00E4B409EA54B792CB1E47C&options%5Bdisa...

IBM Cognos Analytics

HR\_Dataset\_Story

34

Analytics

Filters

EmploymentStat...d column chart

HRDataSet\_New\_exploration, 10/1/2023, 1:24 AM

Department by E...d column chart

HRDataSet\_New\_exploration, 10/1/2023, 1:20 AM

MarriedID by Fro...oreID bar chart

HRDataSet\_New\_exploration, 10/1/2023, 1:18 AM

DeptID by EmpStatusID pie chart

HRDataSet\_New\_exploration, 10/1/2023, 1:14 AM

# HR Dataset Module

Column

● EmploymentStatus (Count distinct)

Target

● PerformanceScore (Count distinct)

Line

● RecruitmentSource (Count distinct)

EmploymentStatus (Count distinct)

RecruitmentSource (Count di...)

Department

Department	EmploymentStatus (Count distinct)	RecruitmentSource (Count distinct)
Admin Offices	10	5
Executive Office	5	2
IT/IS	30	6
Production	75	9
Sales	30	7
Software Engineering	10	5

Prev scene

Next scene

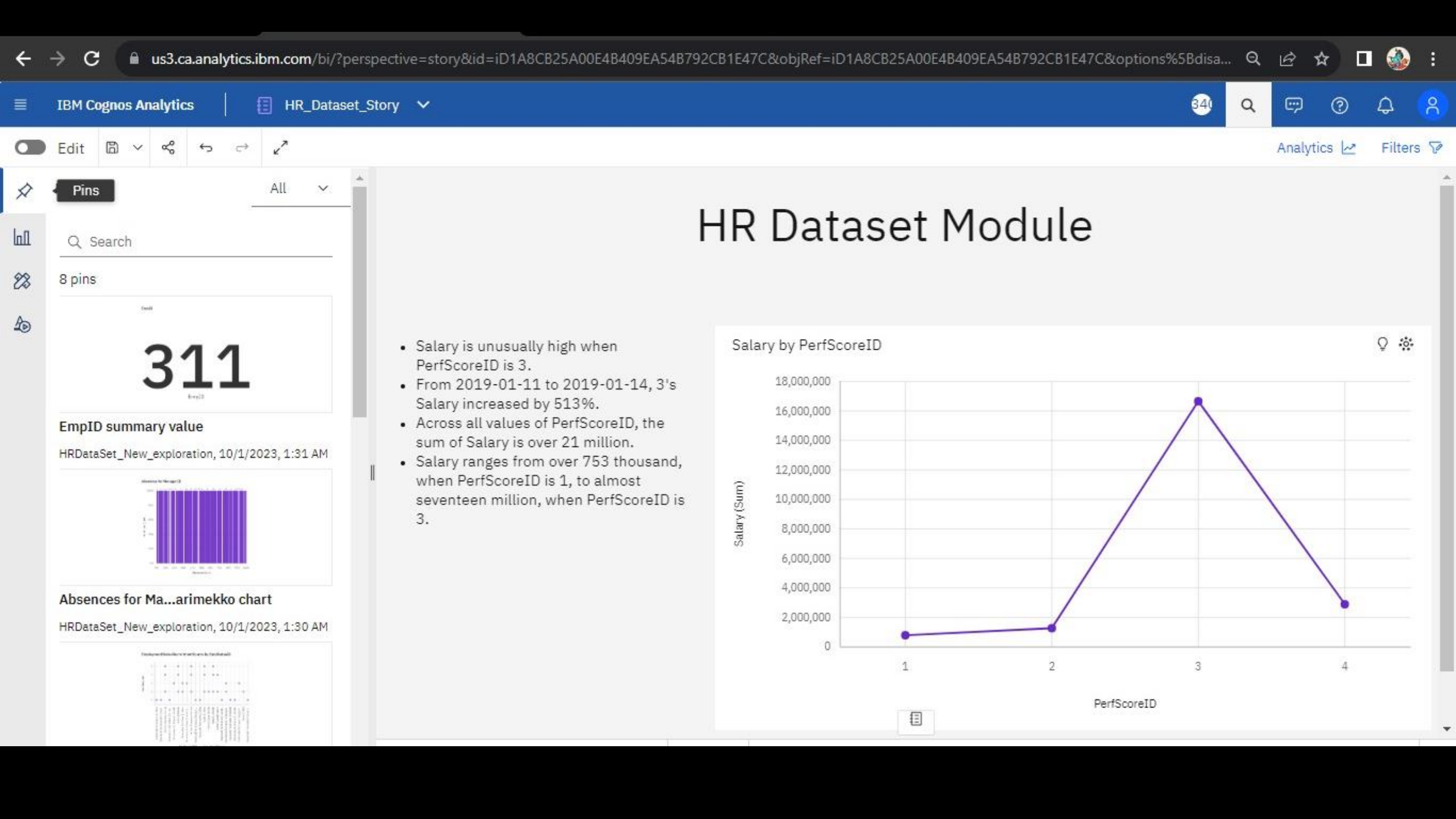
Scene 4 of 9

0:00.4

0:05.0

- Production is the most frequently occurring category of Department with a count of 209 items with EmploymentStatus values (67.2 % of the total).
- The total number of results for EmploymentStatus, across all departments, is 311.
- From 2010-10-25 to 2011-01-10, Production's RecruitmentSource increased by 500%.
- Production is the most frequently occurring category of Department with a count of 209 items with RecruitmentSource values (67.2 % of the total).
- The total number of results for RecruitmentSource, across all departments, is 311.





us3.ca.analytics.ibm.com/bi/?perspective=story&id=iD1A8CB25A00E4B409EA54B792CB1E47C&objRef=iD1A8CB25A00E4B409EA54B792CB1E47C&options%5Bdisa...

IBM Cognos Analytics

HR\_Dataset\_Story

34

Analytics

Filters

My pins

All

8 pins

311

EmpID

EmpID summary value

HRDataSet\_New\_exploration, 10/1/2023, 1:31 AM

Absences for Ma...arimekko chart

HRDataSet\_New\_exploration, 10/1/2023, 1:30 AM

EmploymentStatu...ID scatter plot

HR Dataset Module

EmploymentStatusRecruitmentSource by EmpStatusID

• EmploymentStatus Active has the highest EmpStatusID due to DateofHire 2015-06-05.

• DateofHire 2015-02-16 has the highest EmpStatusID at 5, out of which EmploymentStatus Terminated for Cause contributed the most at 3.

• The total number of results for EmpStatusID, across all EmploymentStatus - RecruitmentSource, is 311.


Prev scene

Next scene

Scene 7 of 9

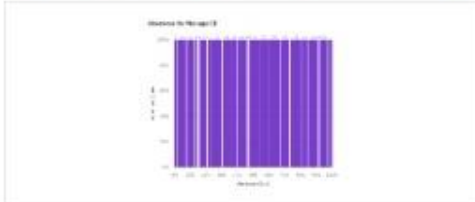
0:01.2

0:05.0

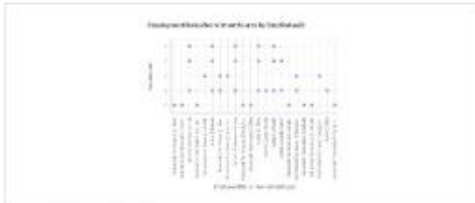


311  
EmpID


EmpID summary value  
HRDataSet\_New\_exploration, 10/1/2023, 1:31 AM



Absences for Ma...arimekko chart  
HRDataSet\_New\_exploration, 10/1/2023, 1:30 AM



EmploymentStatu...ID scatter plot  
HRDataSet\_New\_exploration, 10/1/2023, 1:28 AM



All scenes Drag and drop data here to filter all scenes.

This scene Drag and drop data here to filter this scene.

# HR Dataset Module

- The overall number of results for EmpID is 311.

EmpID

# 311

EmpID

Prev scene | 00 | Next scene | Scene 9 of 9 | 0:00.9 | 0:05.0

THANK YOU