

# The Cognos HR Scorecard: Measuring Success in Talent Management

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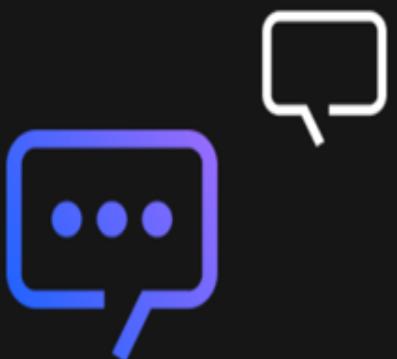
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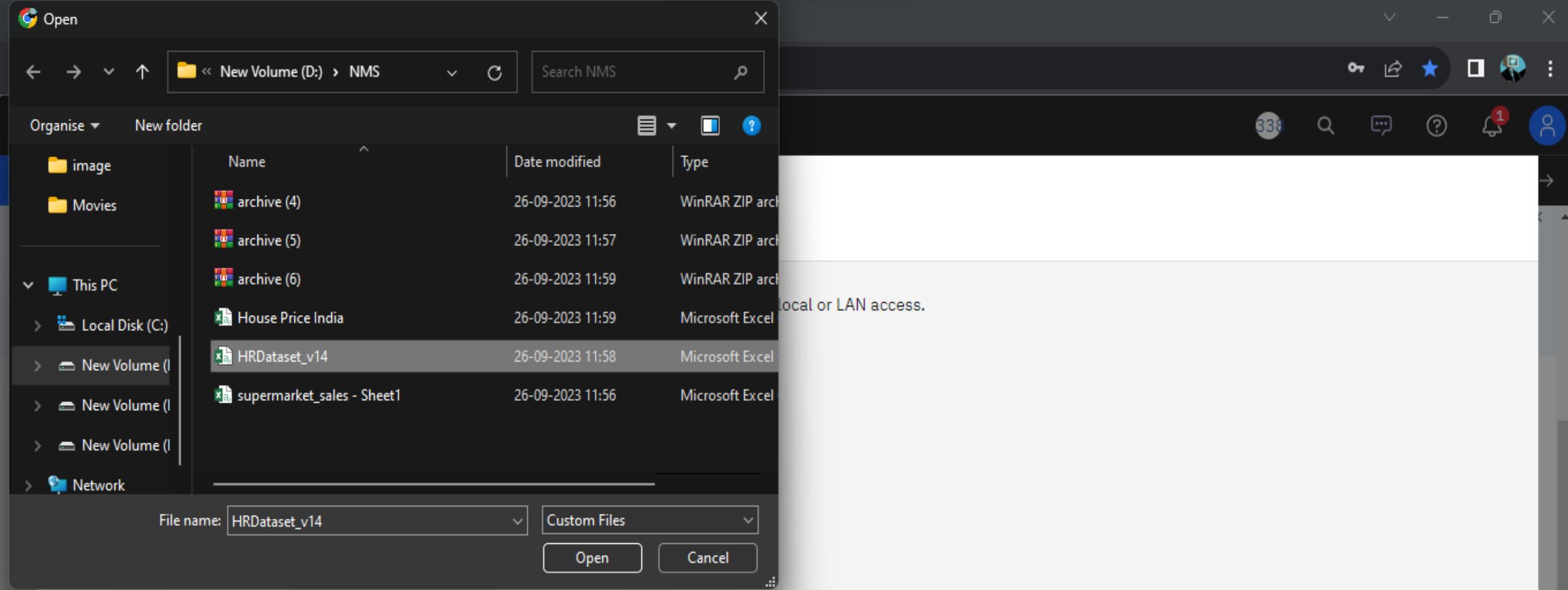
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Properties

## Data module



Grid

Relationships

Custom tables

Search

New data module

Navigation paths

HRDataset\_v14.csv

# Row Id

# Employee\_Name

# EmpID

# MarriedID

# MaritalStatusID

# GenderID

# EmpStatusID

# DeptID

# PerfScoreID

# FromDive...bFairID

Salary

Termd

# PositionID

#	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
	11	Baczenski, Rachael	10252	1	1	0
	12	Barbara, Thomas	10242	1	1	1

							Properties
--	--	--	--	--	--	--	------------

Data module+ ⏎

GridRelationshipsCustom tables

🔍 Search

↑↓HRDataset\_v14.csv

▶ abcEmployee\_Name

▶ #EmpID

▶ #MarriedID

▶ #MaritalStatusID

▶ #GenderID

▶ #EmpStatusID

▶ #DeptID

▶ #PerfScoreID

▶ #FromDive...bFairID

↳Salary

↳Termd

▶ #PositionID

▶ abcPosition

▶ ⓂState

▶ ⓂZip

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
Baczenski, Rachael	10252	1	1	0	5
Barbara, Thomas	10242	1	1	1	5

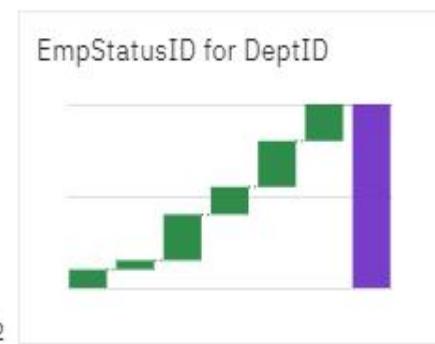
# VISUALISATIONS



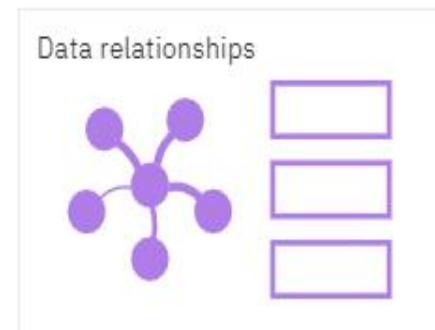
## Cards



1

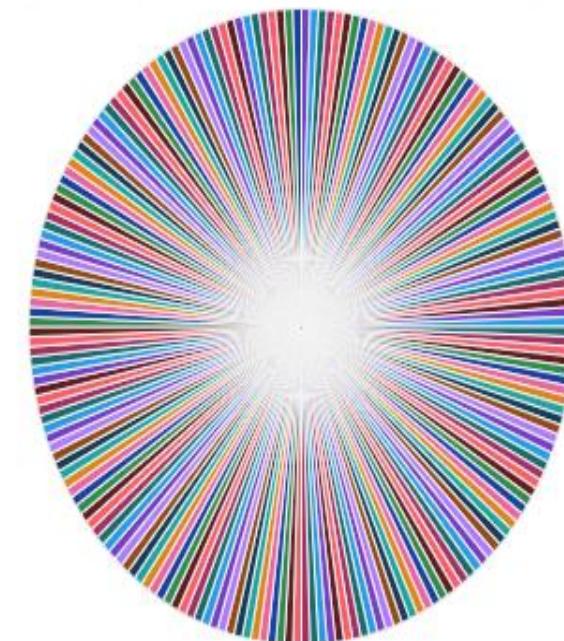


2

PositionID by Salary 5

## Salary

50,178	62,910	170,500	65,729	75,188	99,020	70,545	180,000
69,340	105,700	93,046	54,132	55,688	46,664	48,495	148,999
47,750	63,682	58,370	59,026	74,312	63,000	60,380	53,189
70,621	58,530	97,999	46,837	63,322	50,482	46,654	45,395
83,667	57,575	71,966	61,844	95,920	55,578	51,920	50,825
57,568	72,640	100,031	58,275	60,340	54,933	59,892	63,813



## Details

The total number of results for **PositionID**, across all **salaries**, is 311.

61242 (0.6 %), 57815 (0.6 %), and 63025 (0.6 %) are the most frequently occurring categories of **Salary** with a combined count of 6 items with **PositionID** values (1.9 % of the total).

IBM Cognos Analytics | HR\_exploration | 340 | Search Help Notifications Do

Cards

EmpStatusID for DeptID

Column values  
Increase (Green) Decrease (Red) Total (Purple)

EmpStatusID (Count distinct)

DeptID

DeptID	EmpStatusID (Count distinct)
1	2
2	3
3	8
4	11
5	16
6	20
Total	208

Details

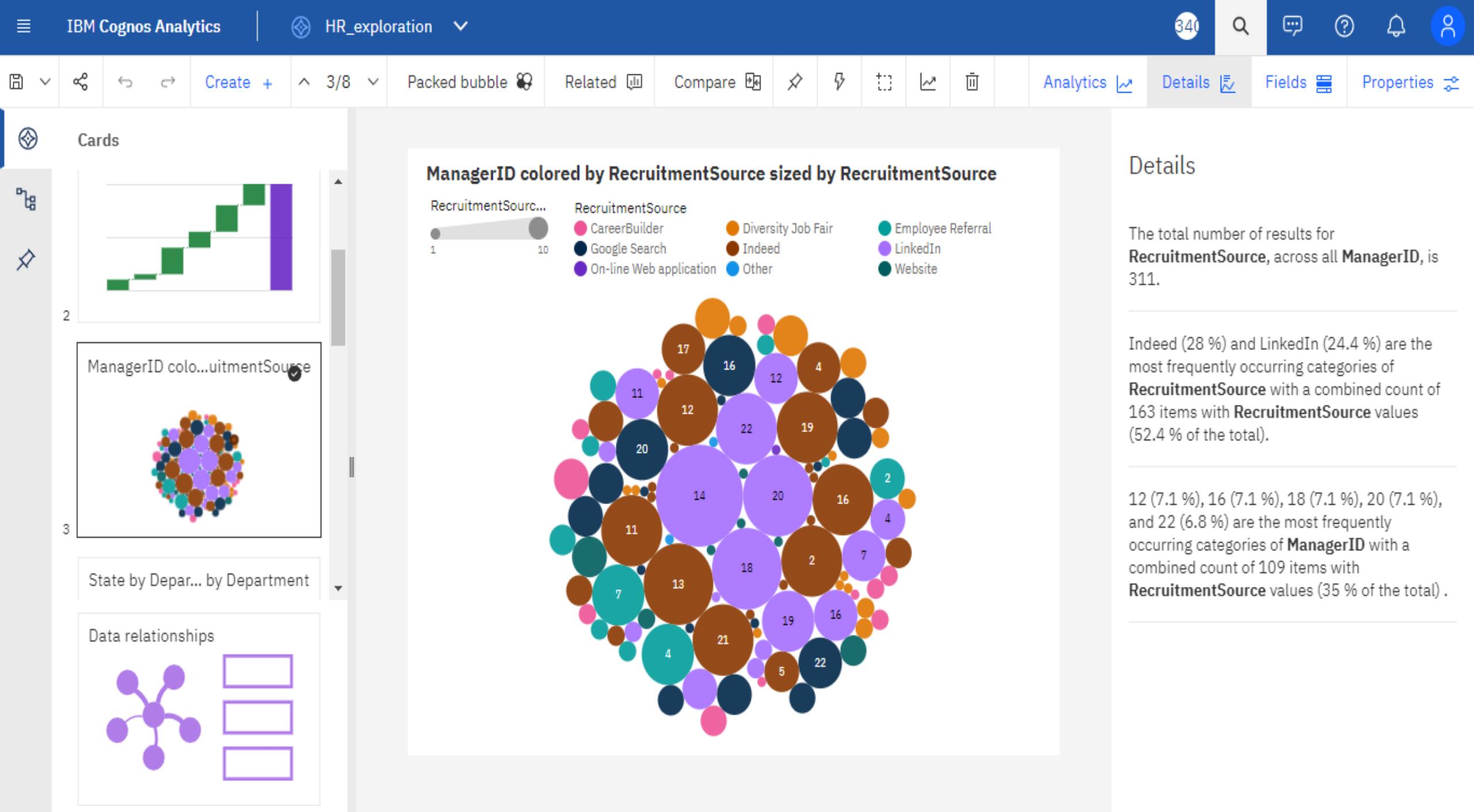
The total number of results for EmpStatusID, across all DeptID, is 311.

5 is the most frequently occurring category of DeptID with a count of 208 items with EmpStatusID values (66.9 % of the total).

ManagerID columnSource

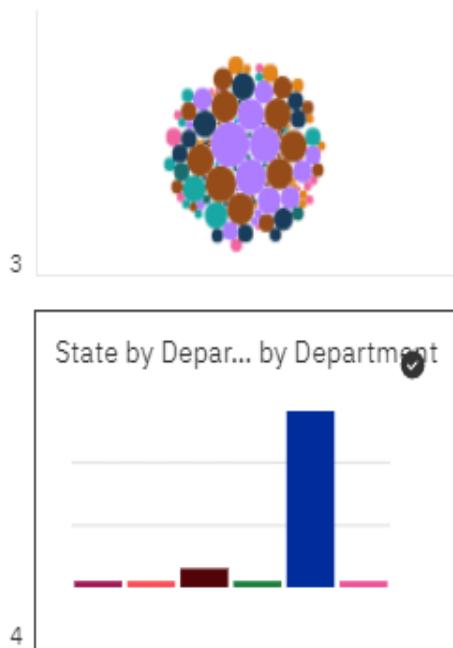
Data relationships





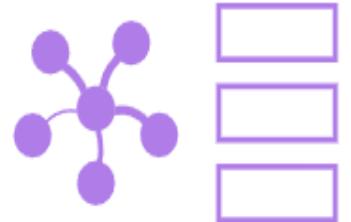


## Cards



State for Zip regions

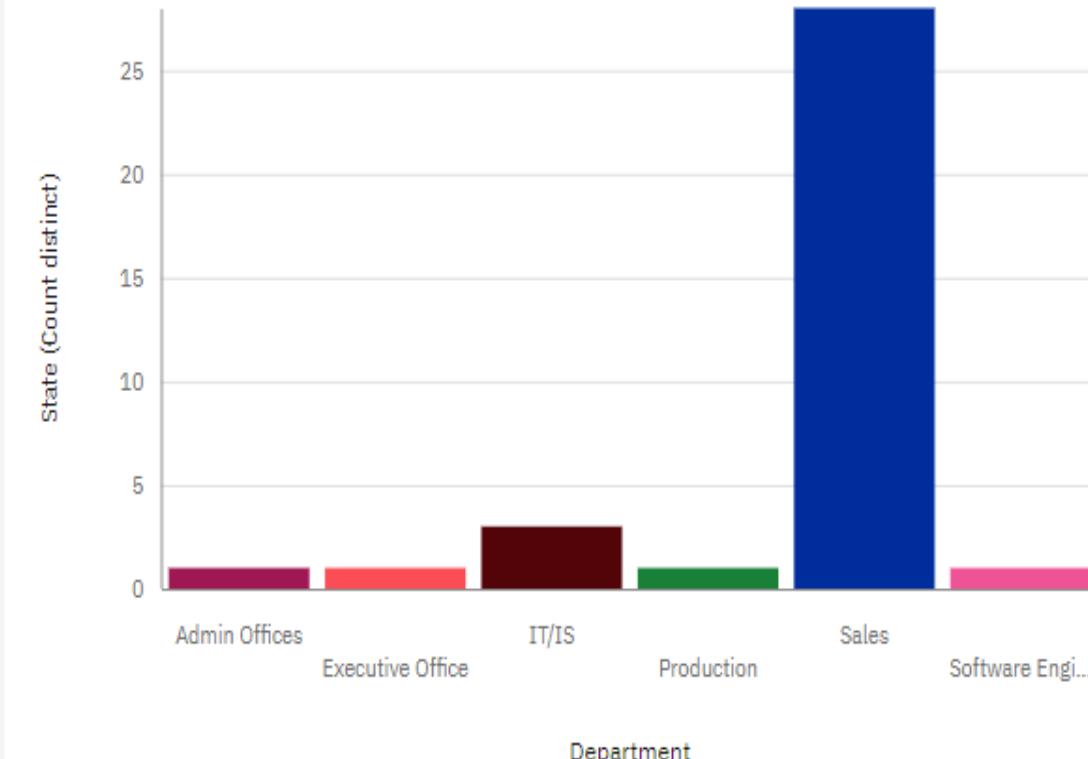
Data relationships



## State by Department colored by Department

## Department

- Admin Offices
- Executive Office
- IT/IS
- Sales
- Software Engineering
- Production



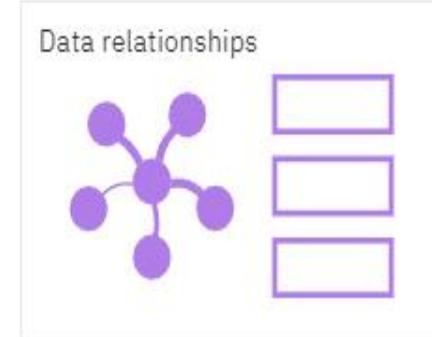
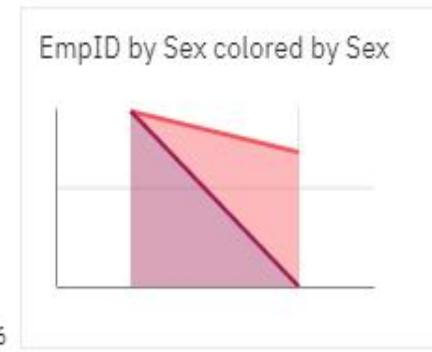
## Details

The overall number of results for **State** is 311.

Production is the most frequently occurring category of **Department** with a count of 209 items with **State** values (67.2 % of the total).



Cards



### State for Zip regions

#### State

MA	CT	CA	IN	TN	RI	CO	UT	ND	TX	WA	NY	NC
NV	MT	VA	ID	VT	AL	OH	NH	PA	GA	FL	KY	OR
AZ	ME											

Atlantic  
Ocean



South  
Atlantic  
Ocean

Indian  
Ocean

### Details

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

### Cards

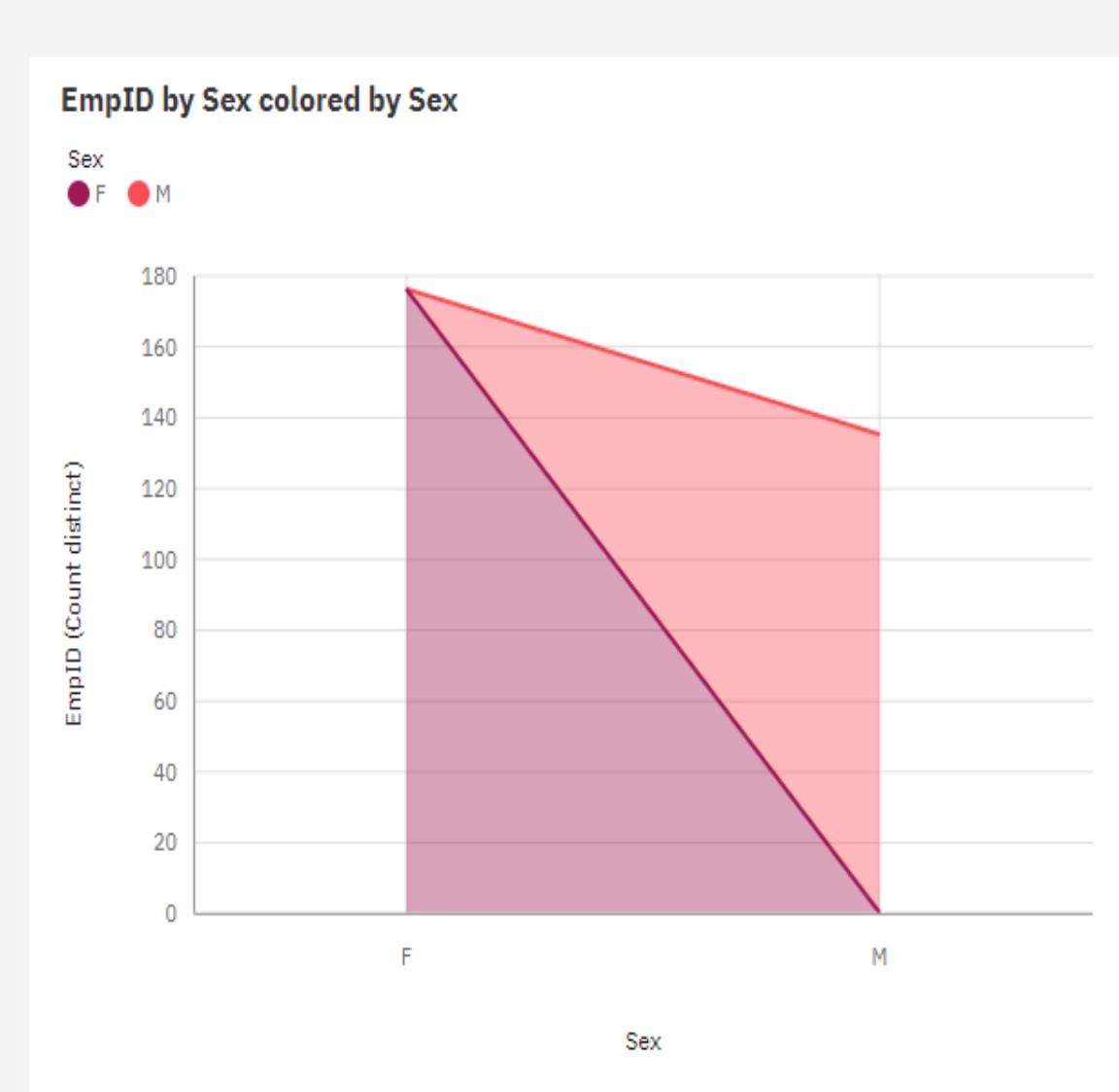
5

EmpID by Sex colored by Sex

6

Salary

Data relationships



### Details

The overall number of results for EmpID is 311.

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

Cards

6

7

Salary

EngagementSurv... for Absences

Data relationships

Salary

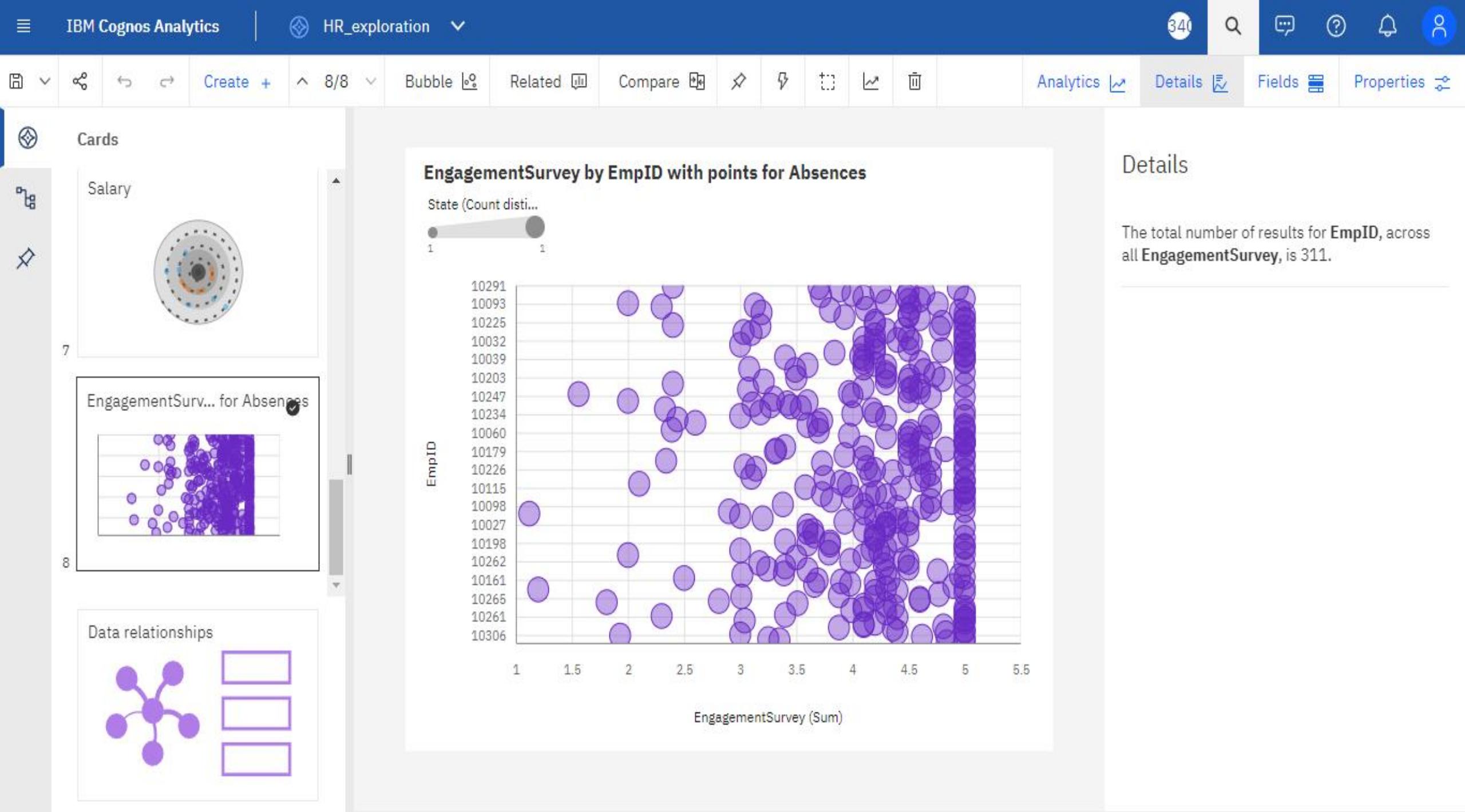
1 Driver    2 Drivers    Combination

Search drivers

Drivers	%
Position and DeptID	86
Position and Department	86
PositionID and Department	85
PositionID and DeptID	84

Details

Loading details...



# DASHBOARD

Edit Print Export Search Refresh Save Cancel

100%

Analytics

Filters

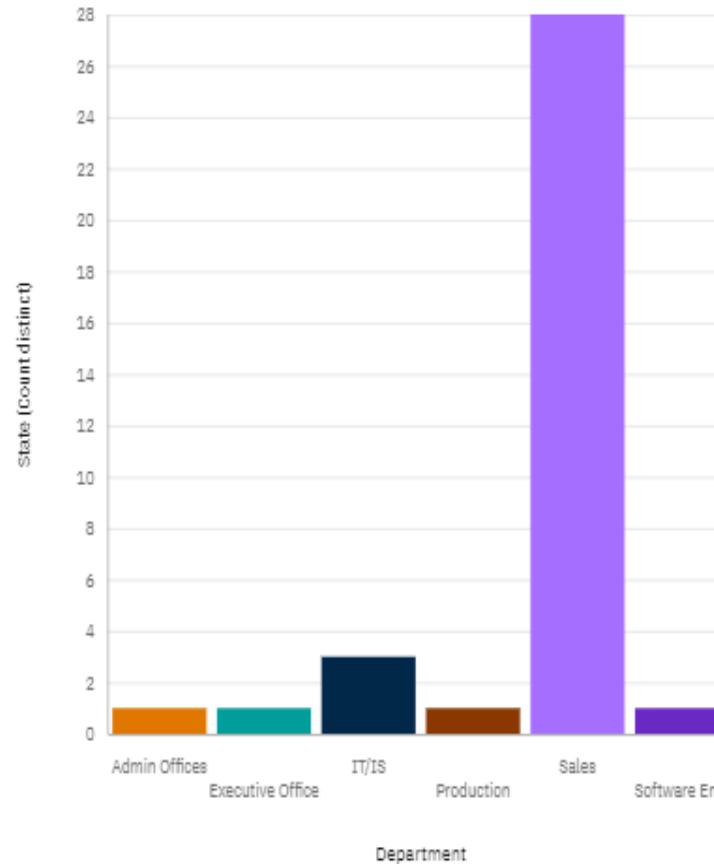
HR DashBoard HR Dashboard 1 HR Dashboard 2

## HR Dataset Analysis

**State by Department colored by Department**

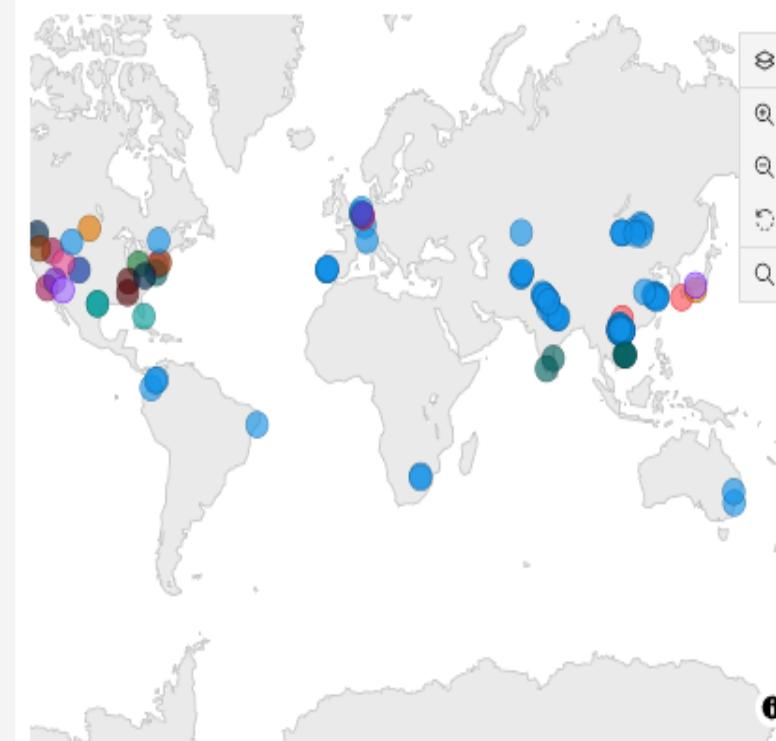
Department

- Admin Offices
- Production
- Executive Office
- Sales
- IT/IS
- Software Engineering

**State for Zip regions**

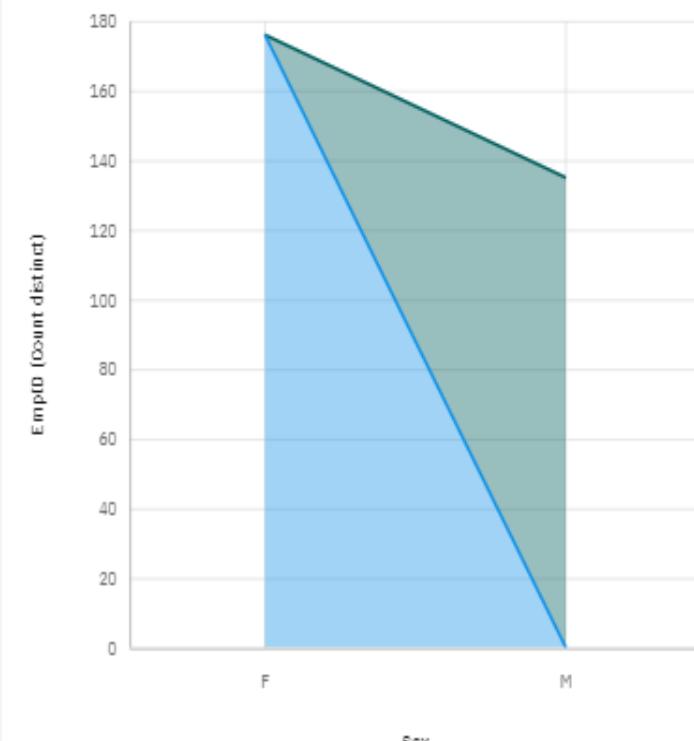
State

- MA
- NY
- NC
- TX
- NV
- WA
- CT
- CA
- IN
- MT
- NH
- PA
- IN
- UT
- ND
- CO
- ID
- OR
- FL
- KY
- VT
- VA
- OH
- RI
- AL
- GA

**EmpID by Sex colored by Sex**

Sex

- F
- M



All tabs

Drag and drop data here to filter all tabs.

This tab

Drag and drop data here to filter this tab.

HR data 1

HR Data2

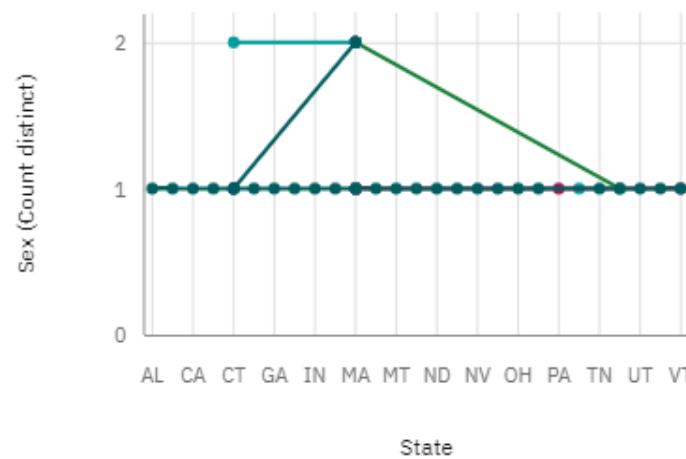
HR Data3

+

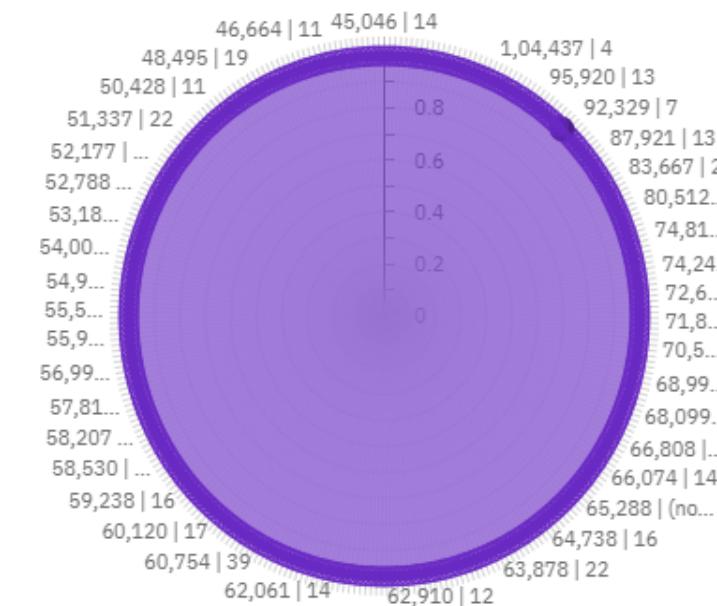
# HR Data Set Module

Sex by State colored by Position

- Position
- Accountant I
  - Area Sales Manager
  - BI Director
  - Data Analyst
  - Database Administrator
  - Administrative Assistant
  - BI Developer
  - CIO
  - Data Architect
  - Director of Operations

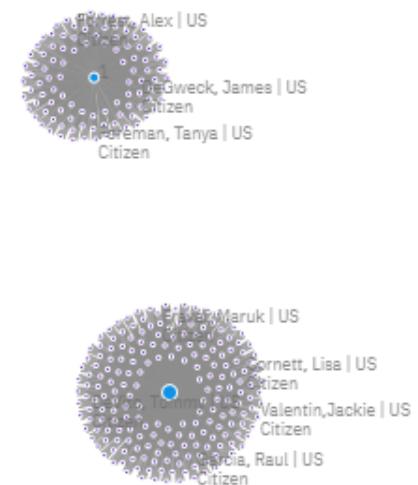


DeptID by Salary and ManagerID



Employee\_NameCitizenDesc to Termd with line width ManagerID

- From Employee\_Name - CitizenDesc To Termd

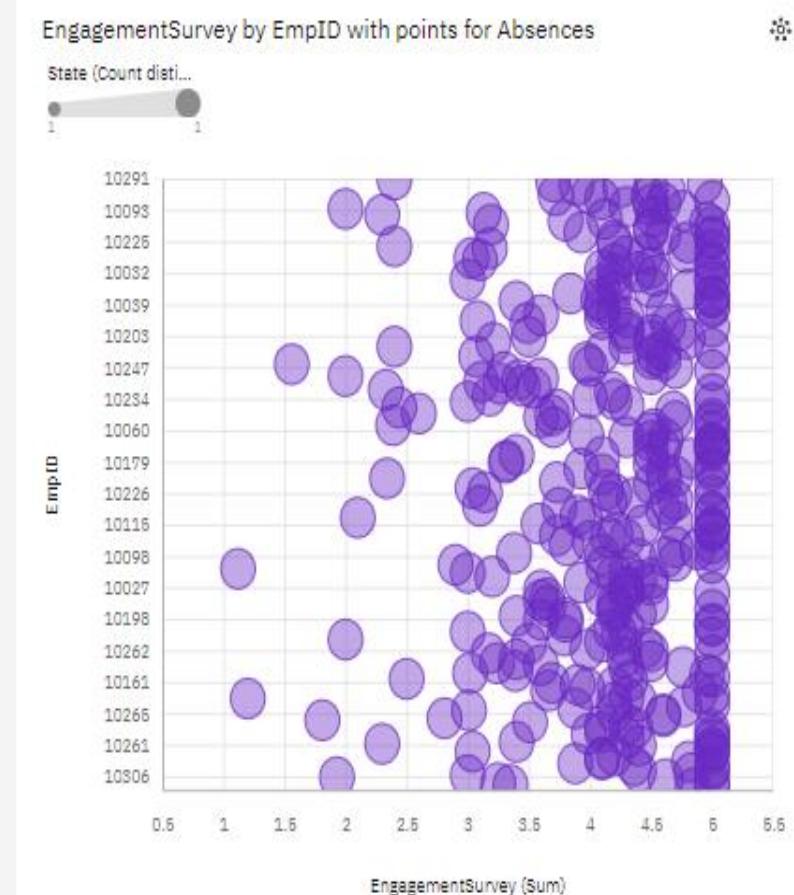
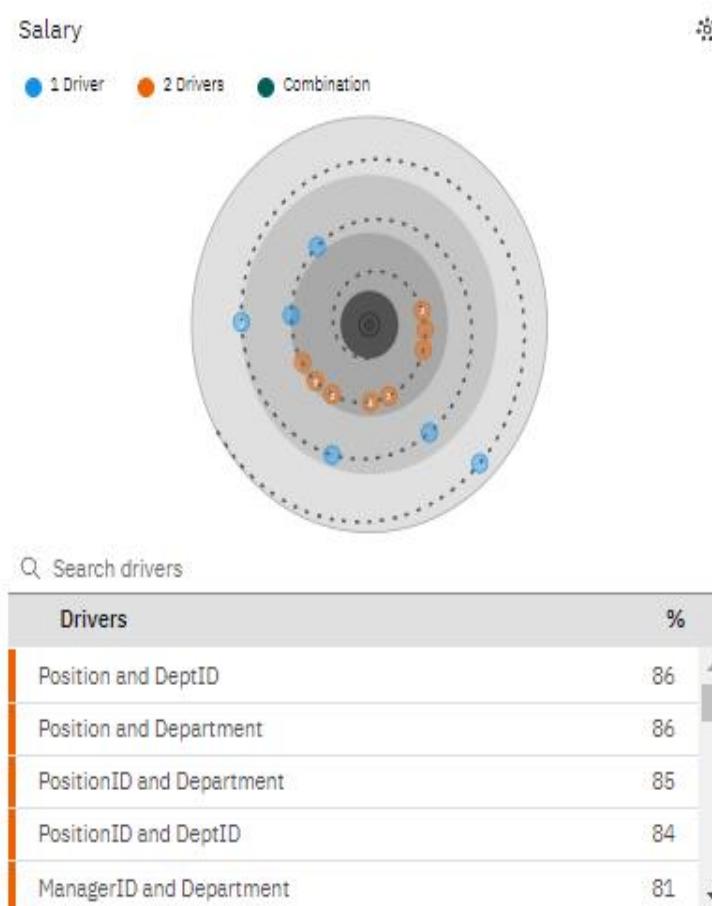


Edit Home Search New Save Cancel Print

100% Analytics Filters

HR DashBoard HR Dashboard 1 HR Dashboard 2

## HR Dataset Analysis



# REPORT

ⓘ Maintenance: The upgrade is now complete. Click on More Info to see what actions may be necessary and to subscribe to future events

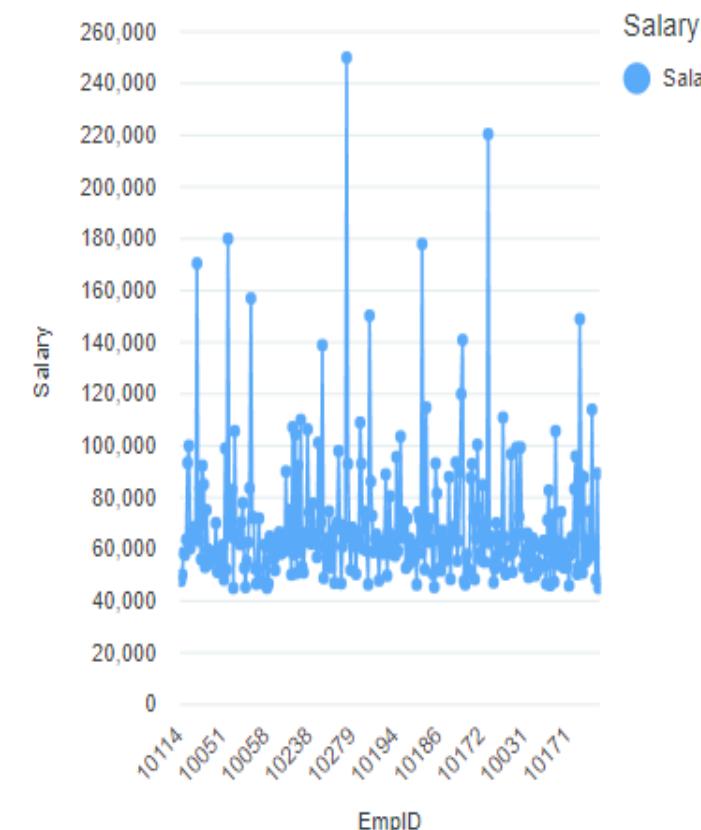
Dismiss

More info

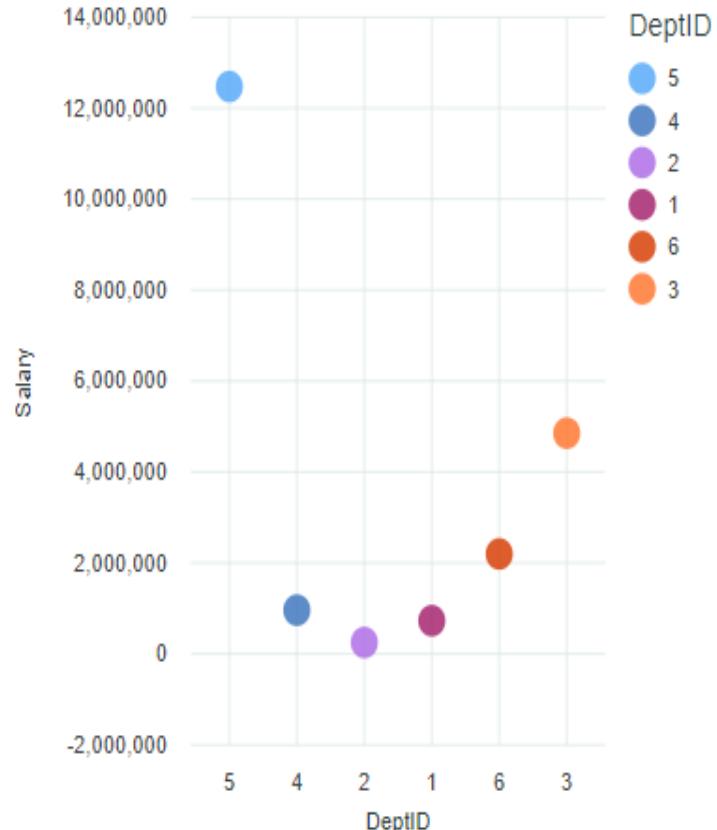


## HR Analysis

Salary



Department



Employee Engagement

EmplD

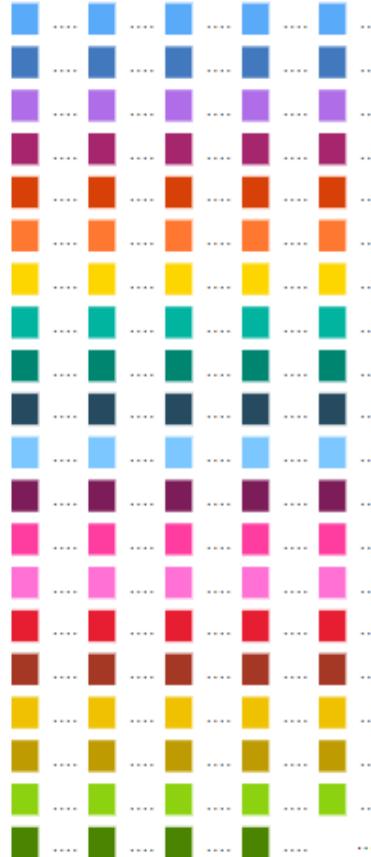
Date of Hire

Absences

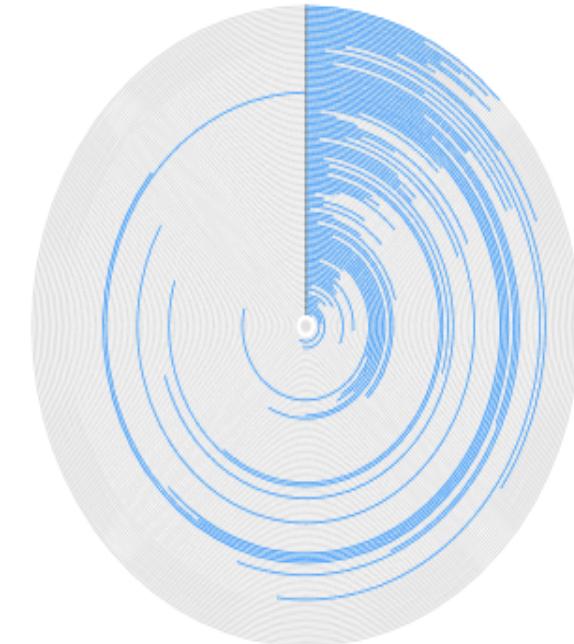
Maintenance: The upgrade is now complete. Click on More Info to see what actions may be necessary and to subscribe to future events

[Dismiss](#)[More info](#)

EmplID



Absences



Special Projects

*(i)* Maintenance: The upgrade is now complete. Click on More Info to see what actions may be necessary and to subscribe to future events

Dismiss More info →



STORY

## My pins

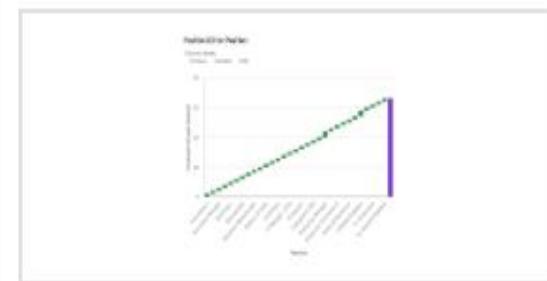
All



Search

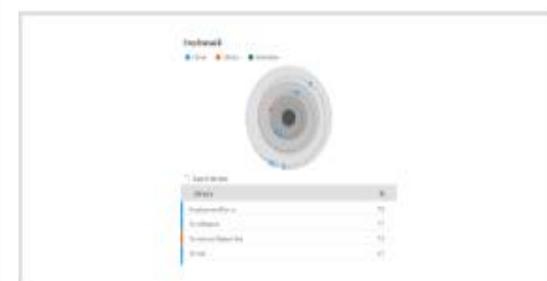


16 pins



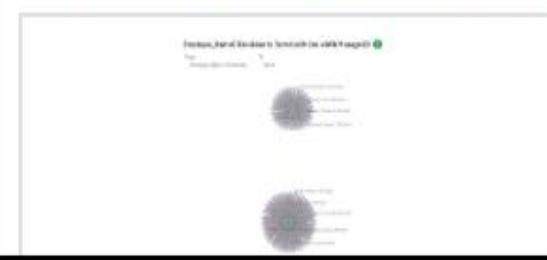
PositionID for Po... waterfall chart

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



EmpStatusID spiral chart

HRDataSet\_New exploration, 10/1/2023, 1:29 AM



# HR Data Set Module



Prev scene



Next scene

Scene 1 of 9

0:02.6

0:05.0



# HR Analysis

Salary 57815 has the highest PositionID due to DateofHire 2011-01-10.

Add insight to favorites

DateofHire 2011-01-10 has the highest PositionID at 14, out of which Salary

61422 contributed the most at 1.

Add insight to favorites

64397 has a PositionID of 1 for DateofHire 2006-01-09.

Add insight to favorites

61242 (0.6 %), 57815 (0.6 %), and 63025 (0.6 %) are the most frequently occurring categories of Salary with a combined count of 6 items with PositionID values (1.9 % of the total).

Add insight to favorites

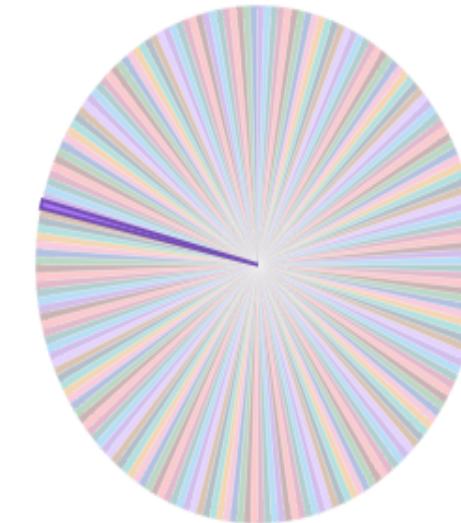
The total number of results for PositionID, across all salaries, is 311.

Add insight to favorites

PositionID by Salary

Salary

50,178	62,910	170,500	65,729	75,188	99,020	70,545	180,000	69,340
105,700	93,046	54,132	55,688	46,664	48,495	148,999	47,750	63,682
58,370	59,026	74,312	63,000	60,380	53,189	70,621	58,530	97,999
46,837	63,322	50,482	46,654	45,395	83,667	57,575	71,966	61,844
95,920	55,578	51,920	50,825	57,568	72,640	100,031	58,275	60,340
54,933	59,892	63,813	54,006	77,915	72,106	63,430	52,984	63,695



## HR Analysis

- From 2010-10-26 to 2011-01-10, 5's EmpStatusID increased by 200%.
- Add insight to favorites
- 5 is the most frequently occurring category of DeptID with a count of 206 items with EmpStatusID values (66.9 % of the total).
- Add insight to favorites
- The total number of results for EmpStatusID, across all DeptID, is 311.
- Add insight to favorites
- 

EmpStatusID for DeptID

Column values

● Increase ● Decrease ● Total



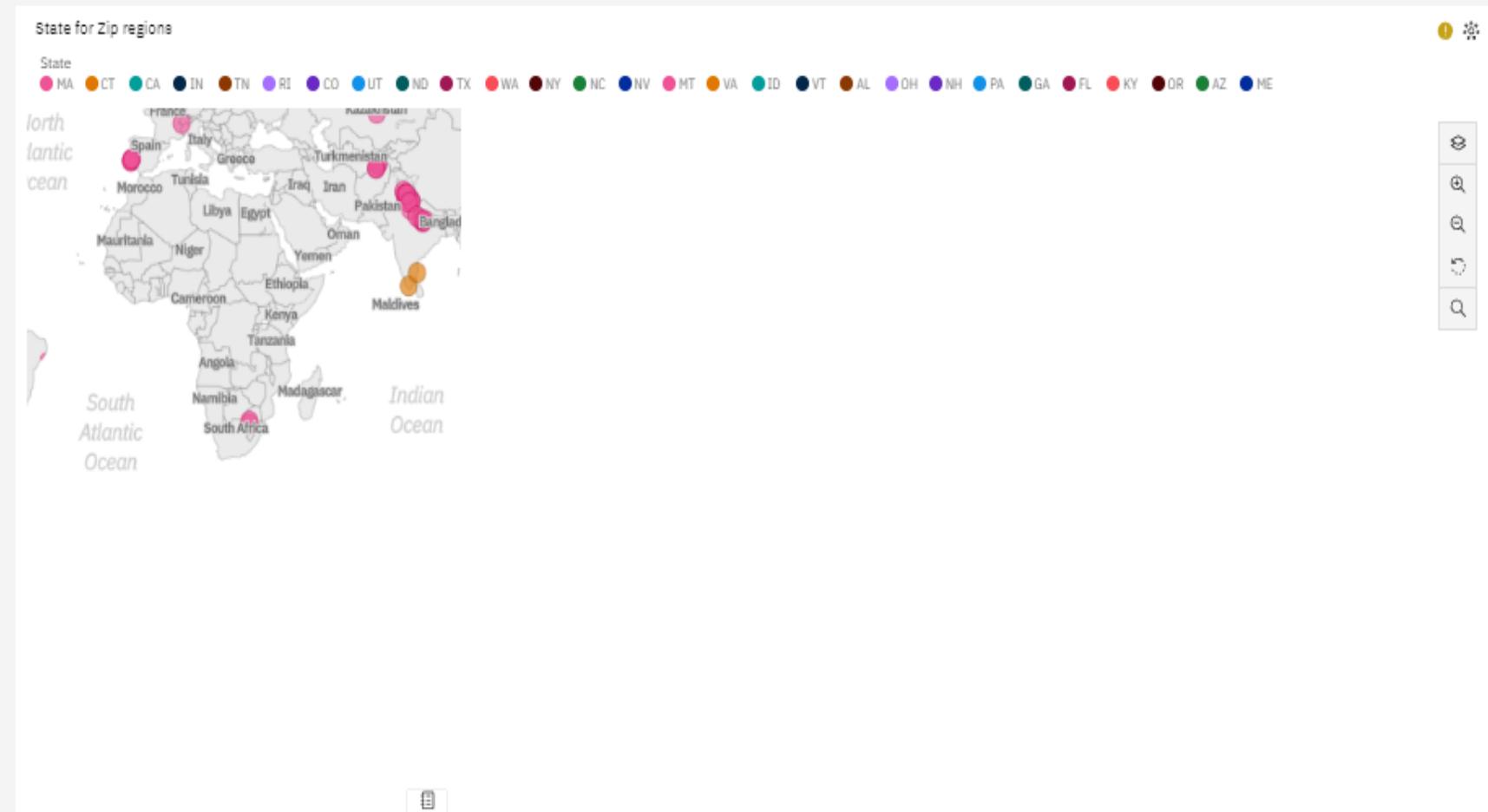
Edit

Analytics

Filters

## HR Analysis

- State MA has the highest total EngagementSurvey due to Zip 1886.
- Add insight to favorites
- The total number of results for State, across all Zip, is 311.
- 

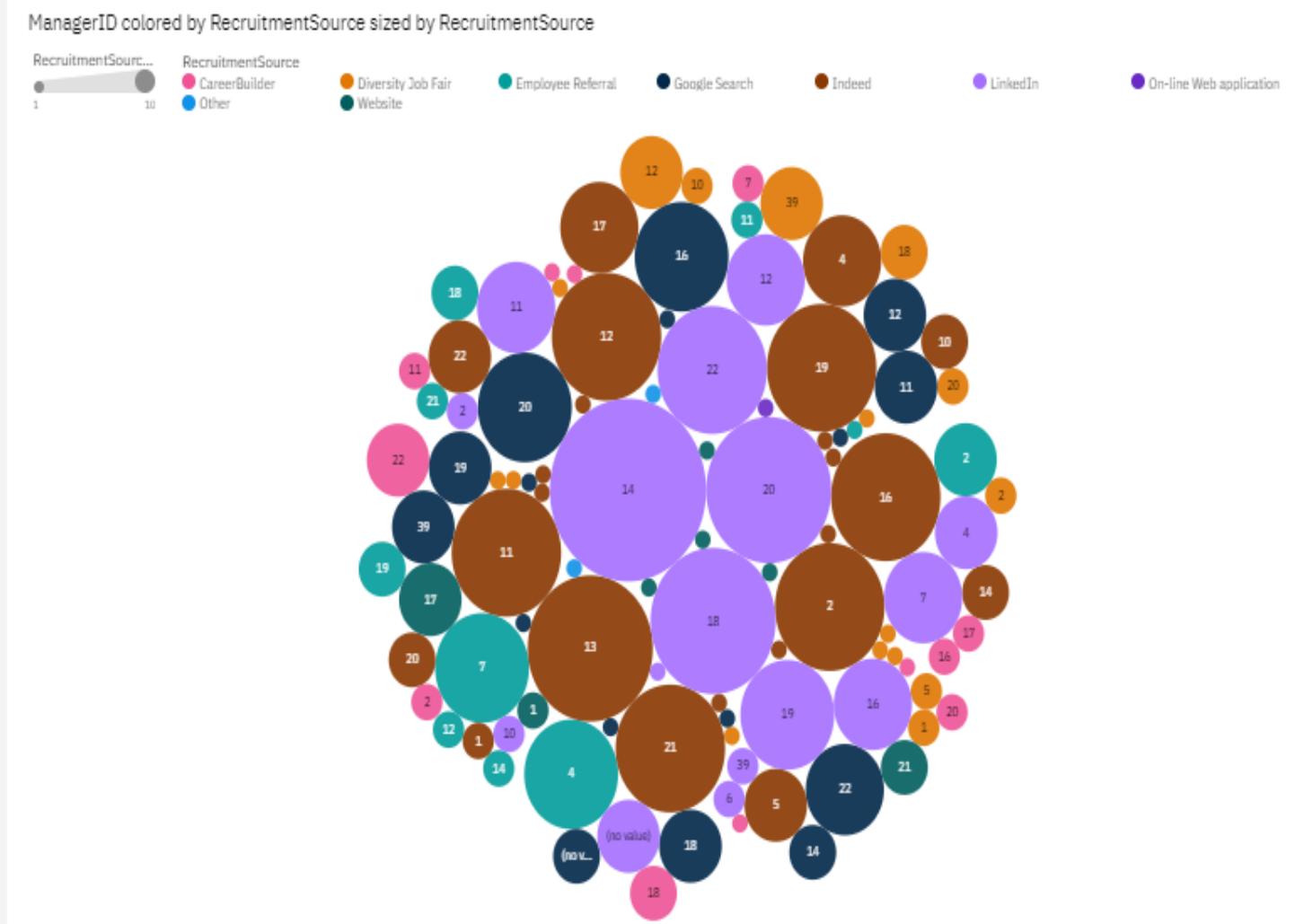


Edit

Analytics Filters

- 12 (7.1 %), 16 (7.1 %), 18 (7.1 %), 20 (7.1 %), and 22 (6.8 %) are the most frequently occurring categories of ManagerID with a combined count of 109 items with RecruitmentSource values (35 % of the total).
- Add insight to favorites
- Indeed (28 %) and LinkedIn (24.4 %) are the most frequently occurring categories of RecruitmentSource with a combined count of 163 items with RecruitmentSource values (62.4 % of the total).
- Add insight to favorites
- The total number of results for RecruitmentSource, across all ManagerID, is 311.
- Add insight to favorites
- \*

## HR Analysis



Edit

Analytics

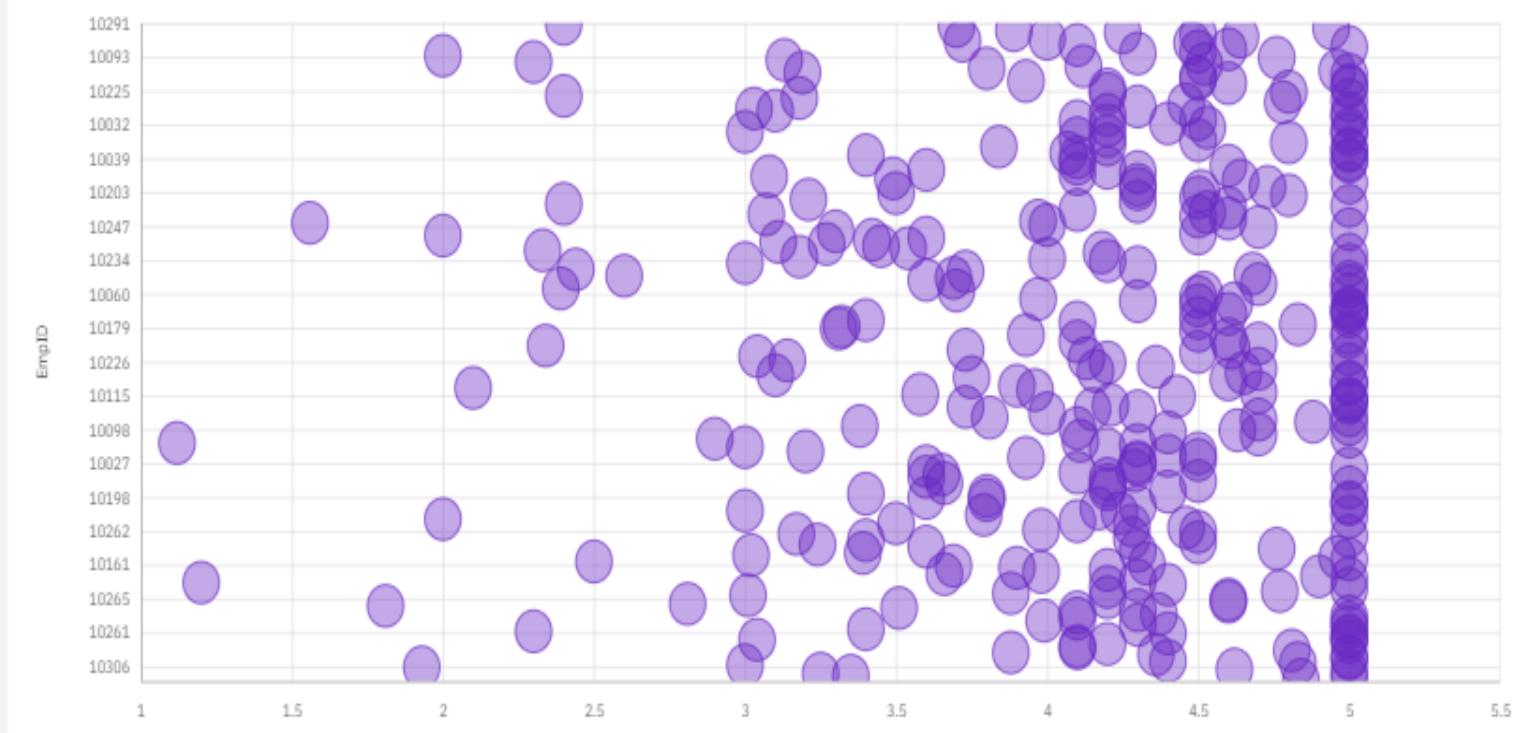
Filters

## HR Analysis

- From 2011-07-05 to 2011-07-11, 16's State dropped by 50%.
- Add insight to favorites
- The total number of results for EmpID, across all EngagementSurvey, is 311.
- Add insight to favorites

EngagementSurvey by EmpID with points for Absences

State (Count disti...



Edit

Analytics Filters

## HR Analysis

State by Department colored by Department

Department

● Admin Offices

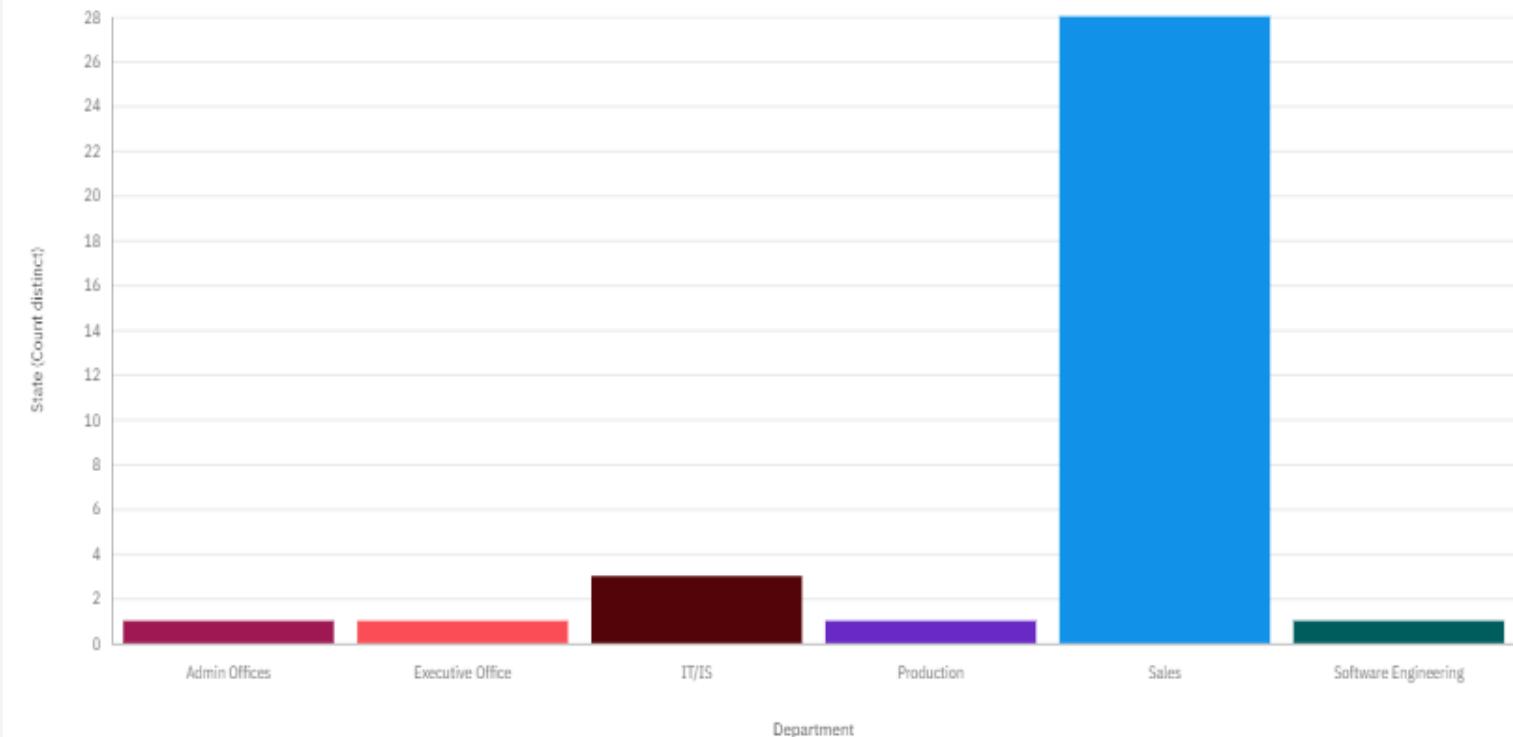
● Executive Office

● IT/IS

● Production

● Sales

● Software Engineering



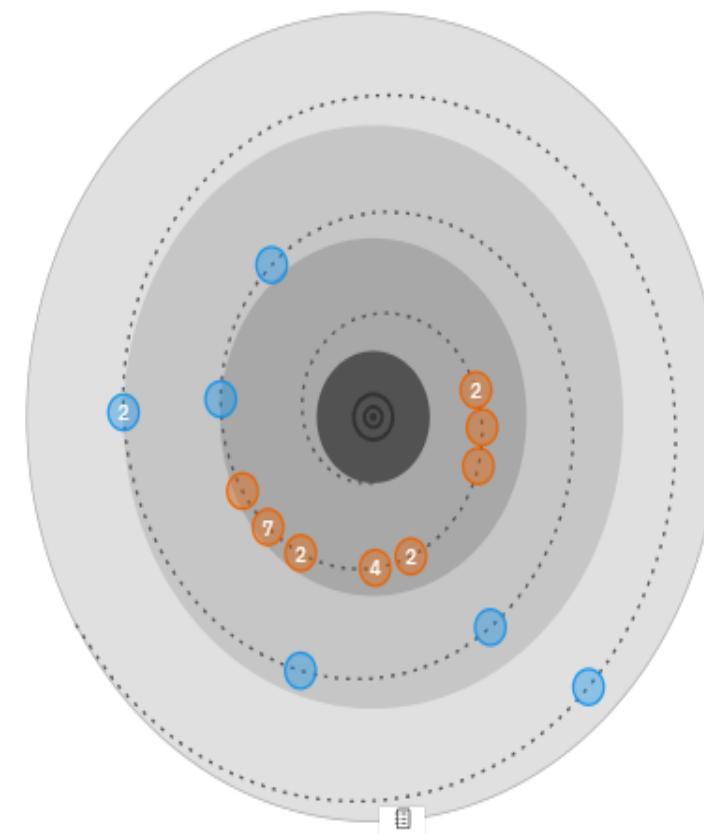
- Department Sales has the highest State due to ManagerID 17.
- Add insight to favorites
- Production is the most frequently occurring category of Department with a count of 209 items with State values (67.2 % of the total).
- Add insight to favorites
- The overall number of results for State is 311.
- Add insight to favorites
-

## HR Analysis

- DateofHire 2012-07-09 has the lowest average Salary at over 46 thousand, followed by 2007-11-06 at over 47 thousand.
- Add insight to favorites
- DateofHire 2010-04-10 has the highest average Salary at over 220 thousand, followed by 2011-04-16 at 178 thousand.
- Add insight to favorites
- From 2009-10-26 to 2010-04-10, Salary increased by 245%.
- 

Salary

● 1 Driver   ● 2 Drivers   ● Combination



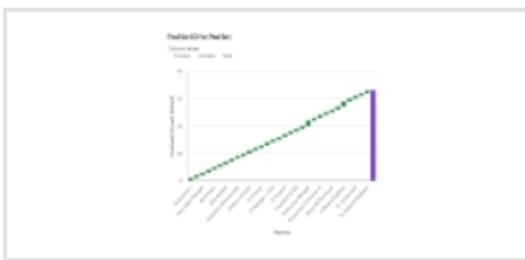
Q Search drivers

Drivers	%
PositionID and Department	86
PositionID and DeptID	84
ManagerID and Department	81
ManagerID and DeptID	81
Position and RecruitmentSource	80
ManagerName and Department	80
ManagerName and DeptID	80
Position and DateofHire	80
Position and ManagerName	78
Position and Absences	78
Position and SpecialProjectsCount	77
PositionID and DateofHire	77
PositionID and Absences	77
PositionID and PerfScoreID	77
PositionID and PerformanceScore	77
Position and PerfScoreID	77

Edit

Analytics Filters Fields Properties

16 pins



PositionID for Po... waterfall chart

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



EmpStatusID spiral chart

HRDataSet\_New exploration, 10/1/2023, 1:29 AM



Employee\_NameC...gerID network

HRDataSet\_New exploration, 10/1/2023, 1:27 AM

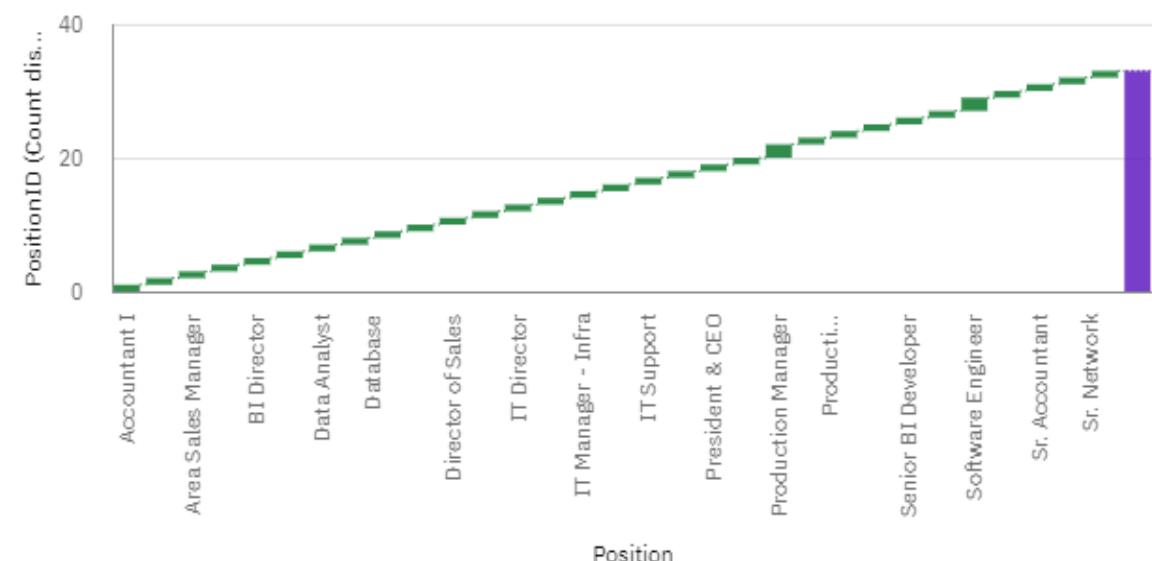
# HR Data Set Module

- Position Production Manager has the highest Count distinct PositionID but is ranked #4 in Total Salary.
- Position Production Technician I has the highest Total Salary but is ranked #3 in Count distinct PositionID.
- Production Technician I is the most frequently occurring category of Position with a count of 137 items with PositionID values (44.1 % of the total).

## PositionID for Position

Column values

Increase Decrease Total



Prev scene



Next scene

Scene 9 of 9

0:00.0

0:05.0



THANK YOU