

The Cognos HR Scorecard: Measuring Success in Talent Management

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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.

IBM Cognos Analytics with Watson

* New data module

347

Search content

Properties

Data module

Grid Relationships Custom tables

Employee_Name EmpID MarriedID MaritalStatusID GenderID EmpStatusID DeptID

Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID
Adinolfi, Wilson K	10026	0	0	1	1	5
Ait Sidi, Karthikeyan	10084	1	1	1	5	3
Akinkuolie, Sarah	10196	1	1	0	5	5
Alagbe,Trina	10088	1	1	0	1	5
Anderson, Carol	10069	0	2	0	5	5
Anderson, Linda	10002	0	0	0	1	5
Andreola, Colby	10194	0	0	0	1	4
Athwal, Sam	10062	0	4	1	1	5
Bachiochi, Linda	10114	0	0	0	3	5
Bacong, Alejandro	10250	0	2	1	1	3
Baczenski, Rachael	10252	1	1	0	5	5
Barbara, Thomas	10242	1	1	1	5	5
Barbossa, Hector	10012	0	2	1	1	3

IBM Cognos Analytics | * HR data module | 821 | Search | Help | Notifications | User

Save as

Name: HR data module

Selected destination: My content

My content Team content

Name	Type	Last Modified
HR dashboard	Dashboard	10/19/2023, 3:24 PM
HR data module	Data module	10/19/2023, 11:07 PM
HR exploration	Exploration	10/16/2023, 11:57 PM
HR_active report	Active Report	10/17/2023, 1:48 AM
HR_New story	Story	10/19/2023, 3:24 PM
HRDataset_v14.csv CSV	Uploaded file	10/16/2023, 10:44 PM
Market Data Model	Data module	10/1/2023, 5:57 AM

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EXPLORATION

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● Cards

EmpID, Employee...loymentStatus



1

Sex by MarriedI...colored by Sex



2

EmpSatisfactio...D and Position



Data relationships



EmpID, Employee Name and EmploymentStatus

EmpID	Employee_Name	EmploymentStatus
10001	Candie, Calvin	Active
10002	Anderson, Linda	Active
10003	Billis, Helen	Active
10004	Lynch, Lindsay	Voluntarily Terminated
10005	Patronick, Lucas	Voluntarily Terminated
10006	Driver, Elle	Active
10007	Harrison, Kara	Active
10008	Lindsay, Leonara	Active
10009	Jeannite, Tayana	Active
10010	Zamora, Jennifer	Active
10011	Rivera, Haley	Active
10012	Barbossa, Hector	Active
10013	Torrence, Jack	Active
10014	Veera, Abdellah	Voluntarily Terminated
10015	Foss, Jason	Active

Details

No details found

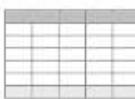
No details were found for this visualization.

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Create + ^ 2/12 Bar Related Compare Analytics Details Fields Properties

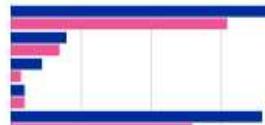
Cards

EmpID, EmploymentStatus



1

Sex by MarriedID...colored by Sex

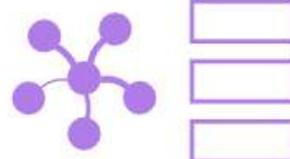


2

EmpSatisfactio...D and Position



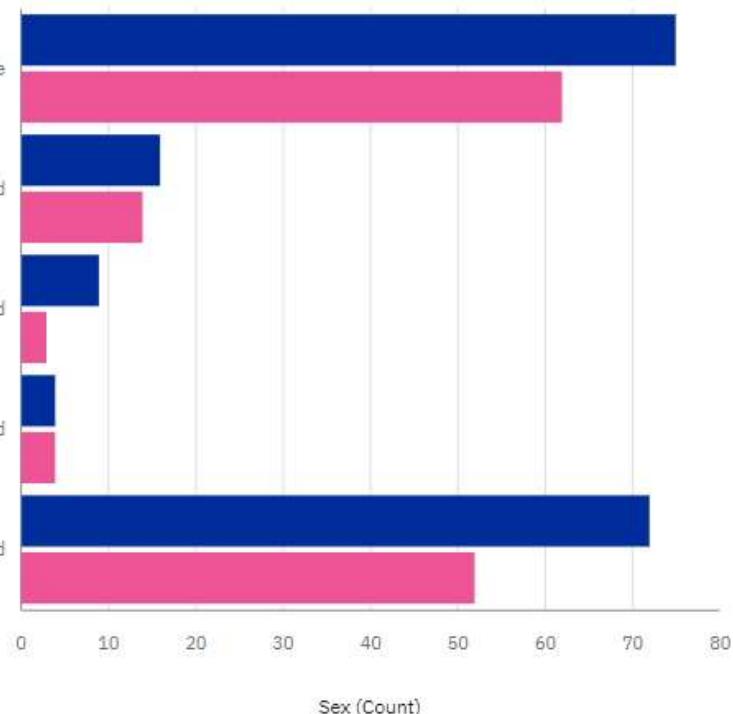
Data relationships



Sex by MarriedID, MaritalStatusID and MaritalDesc colored by Sex

Sex
● F ● M

MarriedID - MaritalStatusID - MaritalDesc
0 | 0 | Single
0 | 2 | Divorced
0 | 3 | Separated
0 | 4 | Widowed
1 | 1 | Married



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).

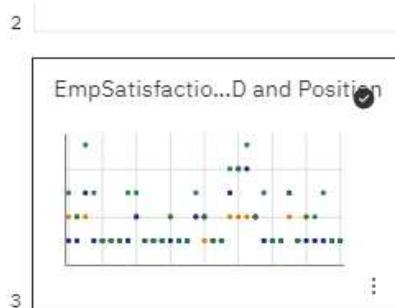
F is the most frequently occurring category of **Sex** with a count of 176 items with **Sex** values (56.6 % of the total).

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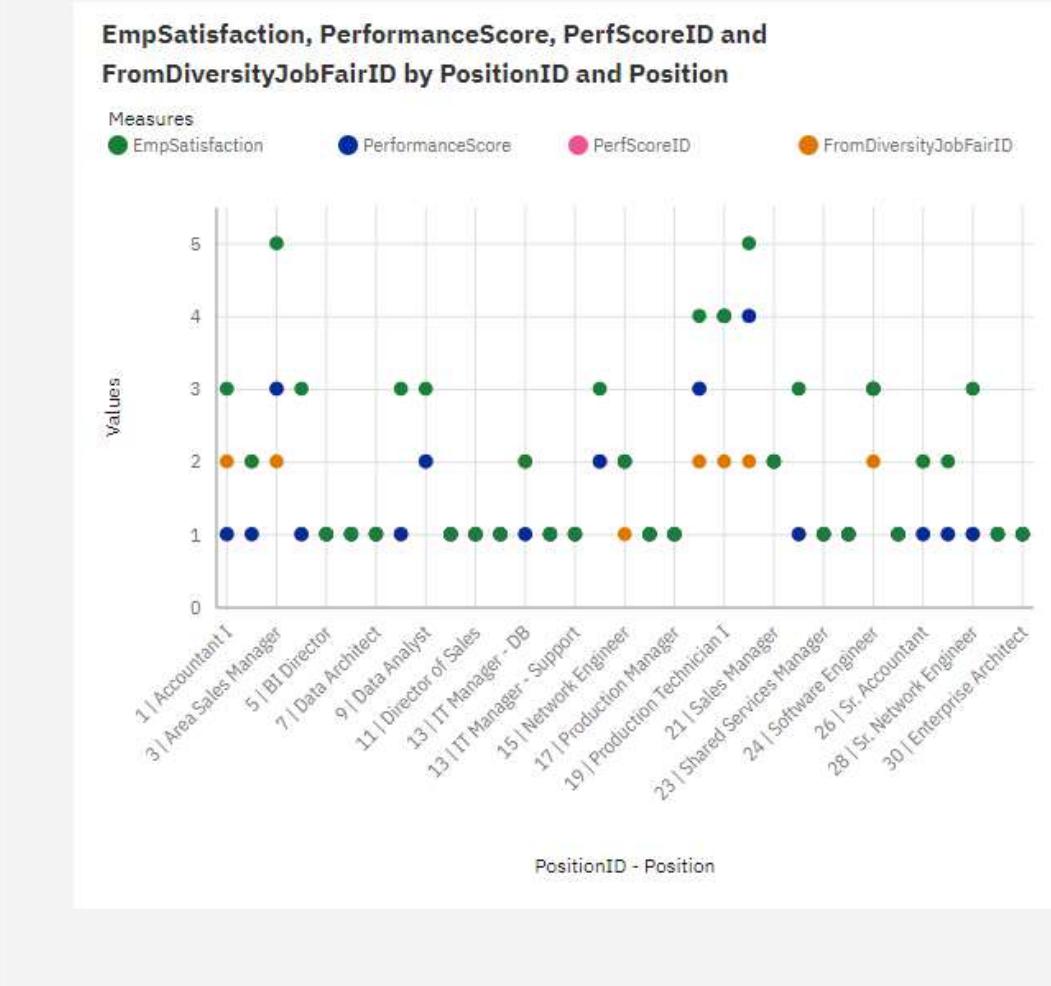
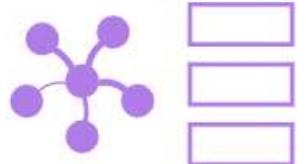
Dismiss More Info ? Notification User

Home Search Back Forward Create Add Up 3/12 Down Point Related Compare Filter Sort Group Analytics Details Fields Properties

Cards



Data relationships



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.

 What's New: To read about what's new in Explore, click [More Info](#).

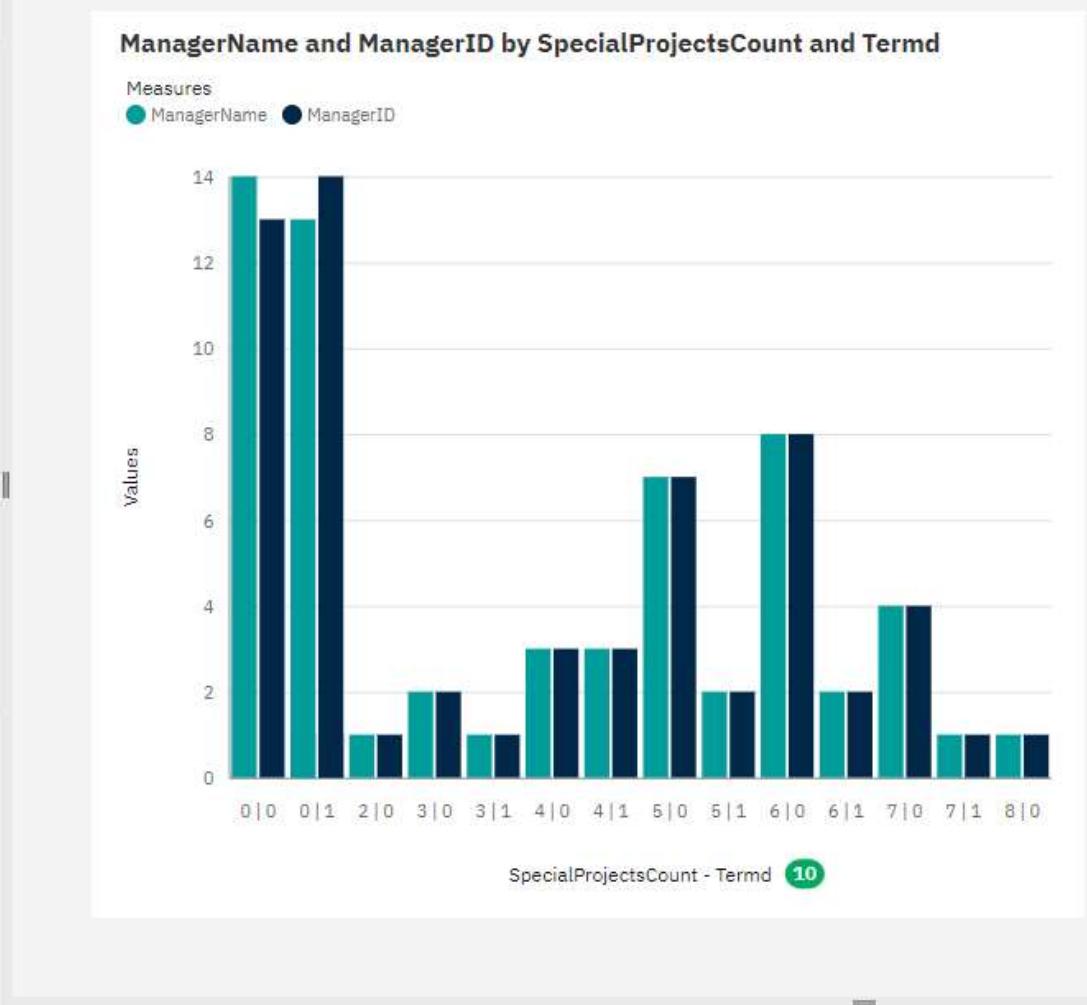
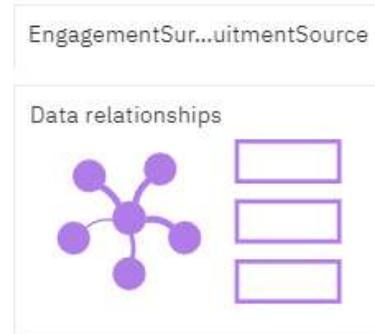
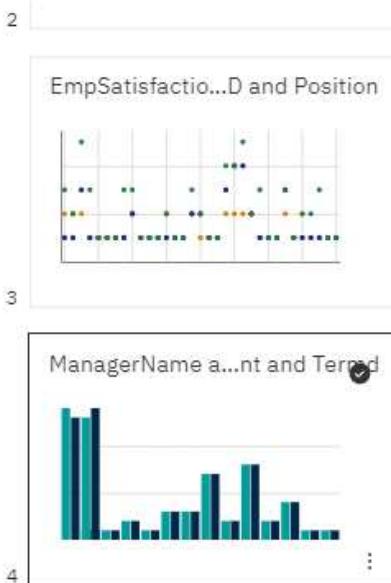
Dismiss

More Info

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File Create + 4/12 Column Related Compare Analytics Details Fields Properties

Cards



Details

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

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

IBM Cognos Analytics | HR exploration

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Dismiss More Info →

Create + 5/12 Pie Related Compare Details Fields Properties

Cards

EngagementSurvey by RecruitmentSource

RecruitmentSource

- On-line Web application
- CareerBuilder
- Google Search
- Other
- Diversity Job Fair
- LinkedIn
- Website
- Employee Referral
- Indeed

EngagementSurvey by RecruitmentSource

RecruitmentSource	EngagementSurvey
On-line Web application	61.8
CareerBuilder	11.8
Google Search	205.3
Other	11.8
Diversity Job Fair	118.26
LinkedIn	314.3
Website	94.07
Employee Referral	129.79
Indeed	347.55

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.

GenderID by Race CitizenDesc

Data relationships

① **What's New:** To read about what's new in Explore, click [More Info](#).

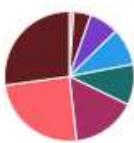
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More Info

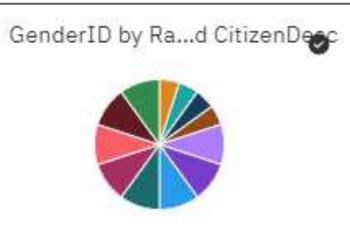
→



Cards



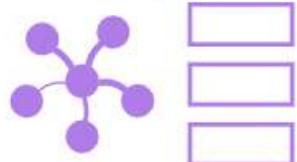
65



6



Data relationships



GenderID by RaceDesc and CitizenDesc

RaceDesc - CitizenDesc

- Asian | Eligible NonCitizen
 - White | Non-Citizen
 - ...
 - White | US Citizen

- ...
 - Hispanic | US Citizen
 - ...
 - Asian | US Citizen
 - White | Eligible NonCitizen
 - Two or more races | US Citizen



Details

The total number of results for **GenderID**, across all **RaceDesc - CitizenDesc**, is 311.

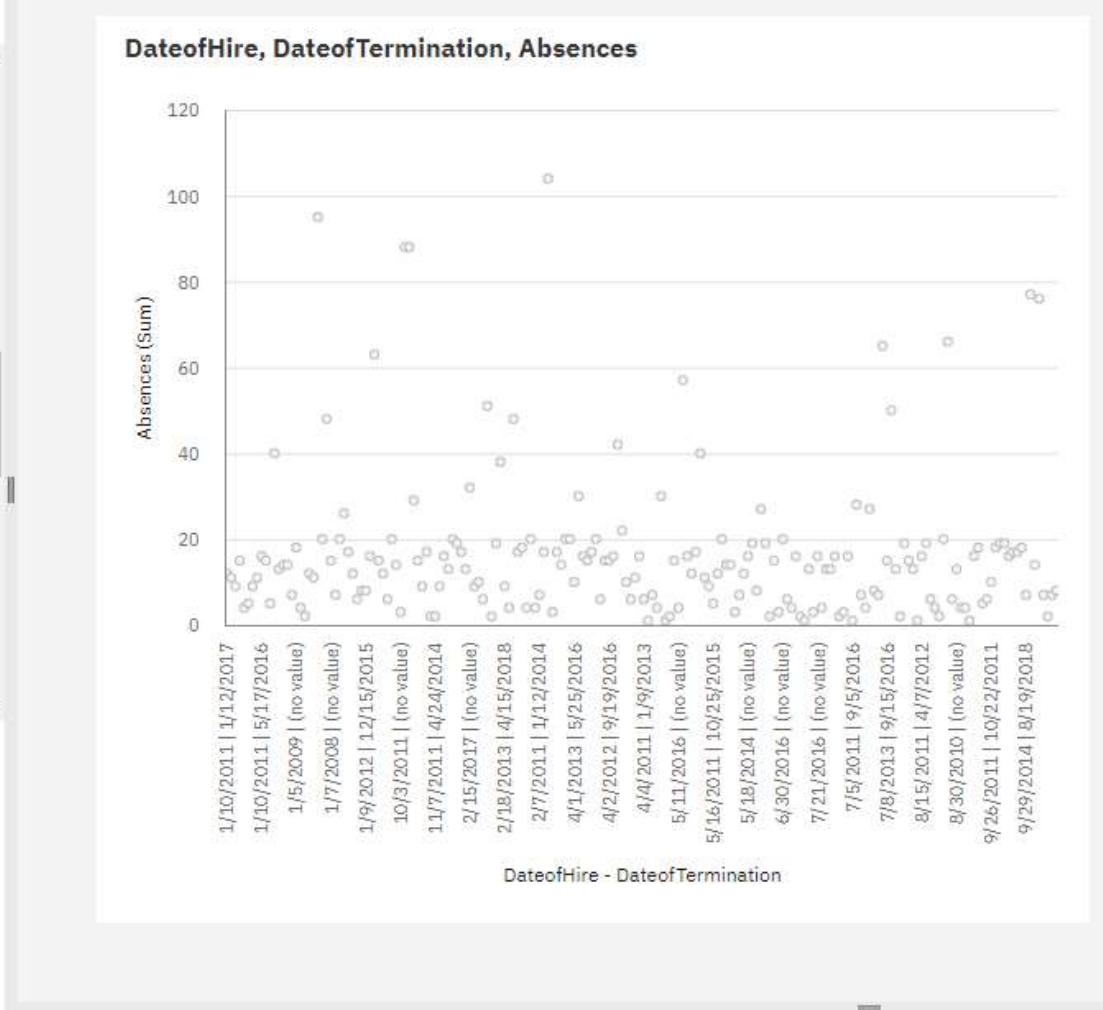
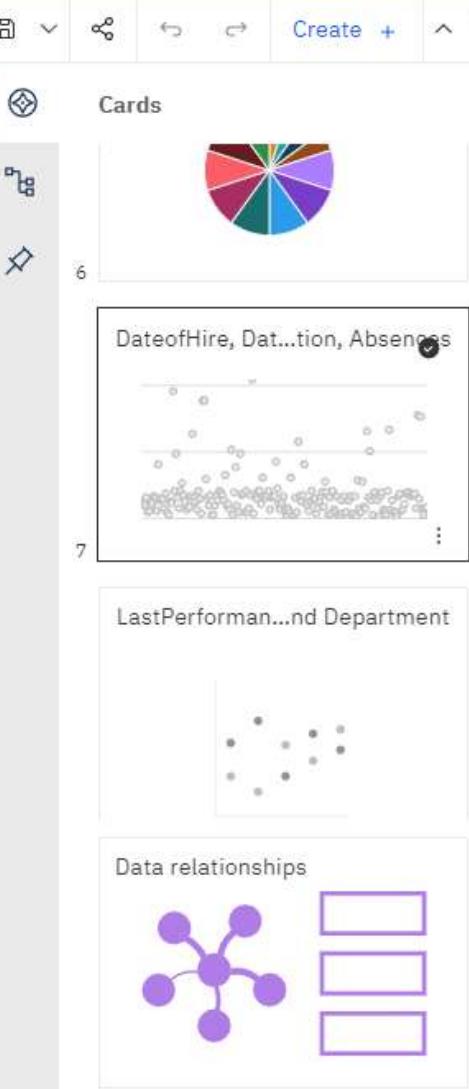
White|US Citizen is the most frequently occurring category of **RaceDesc - CitizenDesc** with a count of 183 items with **GenderID** values (58.8 % of the total).

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Details

No details found

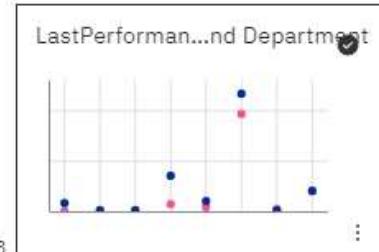
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Cards



State hierarchy...ploymentStatus



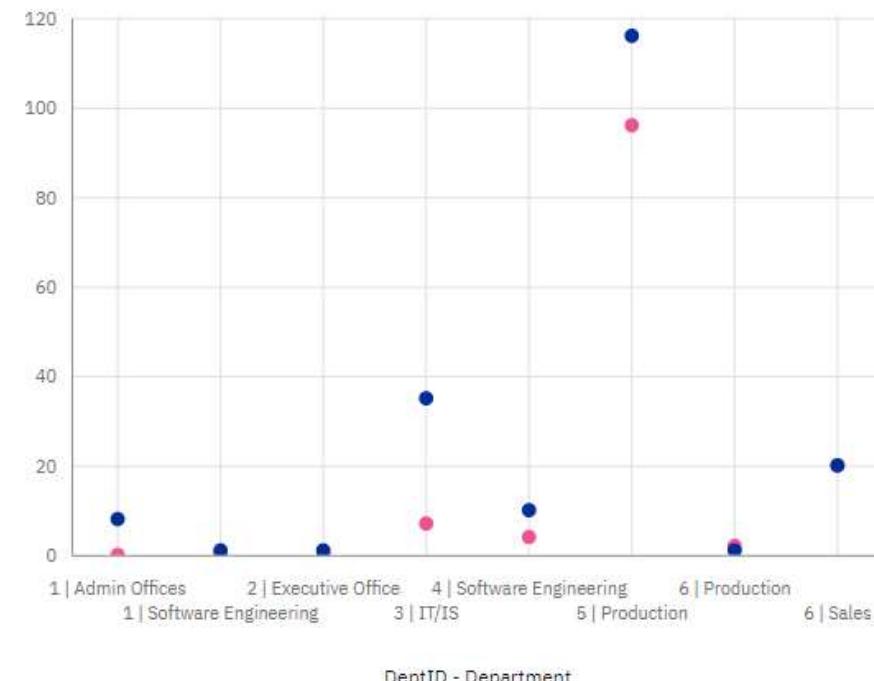
Data relationships



LastPerformanceReview_Date and DaysLateLast30 by DeptID and Department

Measures

● LastPerformanceReview_Date ● DaysLateLast30

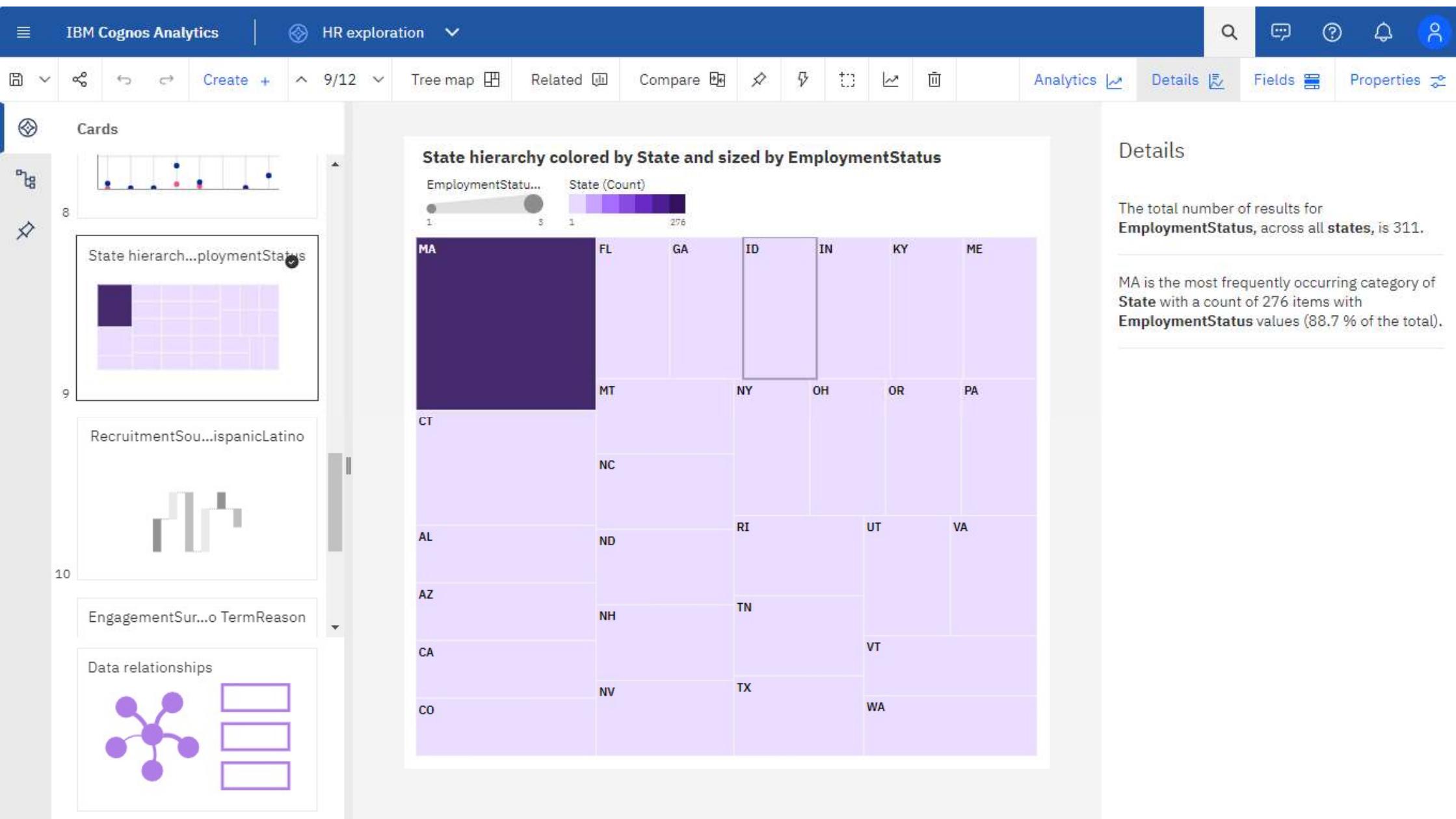


Details

The total number of results for **LastPerformanceReview_Date**, across all **DeptID - departments**, is 311.

Over all **DeptID - departments**, the sum of **DaysLateLast30** is 129.

DaysLateLast30 ranges from 0, when **DeptID - Department** is 1|Admin Offices, to 96, when **DeptID - Department** is 5|Production.



IBM Cognos Analytics | HR exploration | 10/12 | Waterfall | Related | Compare | Details | Fields | Properties

Cards

- 8 RecruitmentSource for HispanicLatino
- 9 State hierarchy...plementStatus
- 10 RecruitmentSou...ispanicLatino
- EngagementSur...o TermReason
- Data relationships

RecruitmentSource for HispanicLatino

Column values
● Increase ● Decrease ● Total

RecruitmentSource (Count distinct)

No Yes no yes Total

HispanicLatino

The total number of results for **RecruitmentSource**, across all **HispanicLatino**, is 311.

No is the most frequently occurring category of **HispanicLatino** with a count of 282 items with **RecruitmentSource** values (90.7 % of the total).

IBM Cognos Analytics | HR exploration

11/12 Network Related Compare Details Fields Properties

Cards

RecruitmentSou...ispanicLatino

EngagementSur...o TermReason

Zip by DOB

Data relationships

EngagementSurvey to TermReason

From EngagementSurvey To TermReason

Details

No details found

No details were found for this visualization.

The network diagram illustrates the relationship between different reasons for leaving employment. The central node is 'Still Employed', which is connected to numerous other nodes representing various reasons. The connections are weighted, with values ranging from approximately 2.00 to 4.88. Some of the highest-weight connections include 'no-call, no-show' (weight 4.33), 'Fatal attraction' (weight 4.15), 'career.change' (weight 3.03), 'relocation out of area' (weight 3.45), 'medical issues' (weight 4.65), 'more money' (weight 4.88), 'return to school' (weight 3.89), 'hours' (weight 3.35), 'attendance' (weight 4.24), 'military' (weight 4.08), and 'Learned that he is a gangster' (weight 3.39). Other nodes like 'other' and 'Learned that he is a gangster' have lower connection weights.

IBM Cognos Analytics | HR exploration | 12/12 | Line | Related | Compare | Analytics | Details | Fields | Properties

Cards

EngagementSurveyTermReason

Zip by DOB

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

09/09/65 (0.6 %), 06/14/87 (0.6 %), 09/22/76 (0.6 %), and 07/07/84 (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).

Zip (Count distinct)

DOB

DOB	Zip (Count distinct)
01/01/87	1
02/21/74	1
04/04/86	1
05/06/83	1
05/31/88	1
07/11/81	1
08/25/76	1
09/19/88	1
10/26/81	1
11/28/73	1
01/31/87	1
03/17/88	1
04/18/80	1
05/15/87	1
06/30/89	1
08/09/74	1
09/04/83	1
10/05/86	1
11/10/77	1

Details

Data relationships

DASHBOARD

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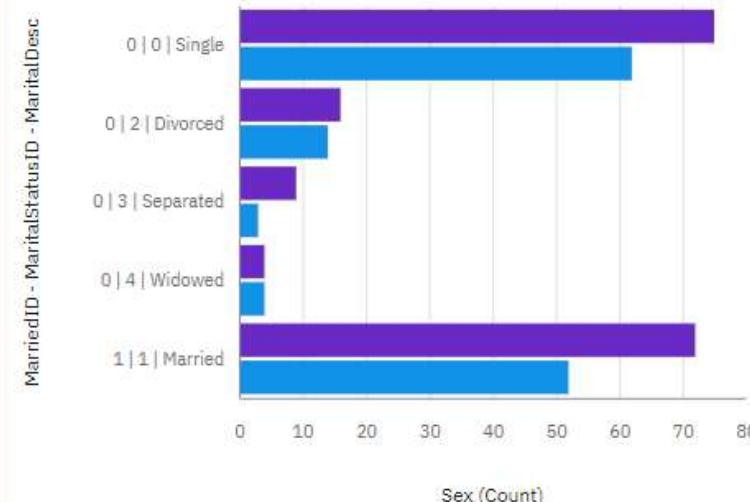
HR DATA ANALYSIS

EmpID, Employee_Name and EmploymentStatus

EmpID	Employee_Name	EmploymentStatus
10001	Candie, Calvin	Active
10002	Anderson, Linda	Active
10003	Billis, Helen	Active
10004	Lynch, Lindsay	Voluntarily Terminated
10005	Patronick, Lucas	Voluntarily Terminated
10006	Driver, Elle	Active
10007	Harrison, Kara	Active
10008	Lindsay, Leonara	Active
10009	Jeannite, Tayana	Active
10010	Zamora, Jennifer	Active
10011	Rivera, Haley	Active
...

Sex by MarriedID, MaritalStatusID and MaritalDesc colored by Sex

Sex
● F ● M



No visualization selected

Select a visualization with analytics support to view and manage the analytics settings.

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HR

Tab 1

Tab 2

Tab 3

Tab 4

Tab 5

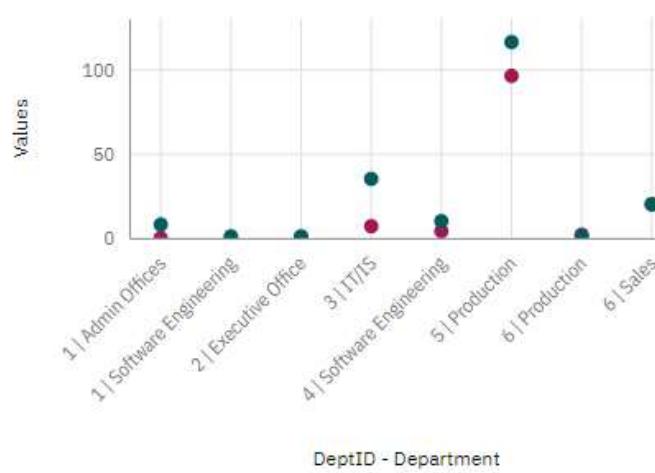
Tab 6



ManagerDetails by Projectwise

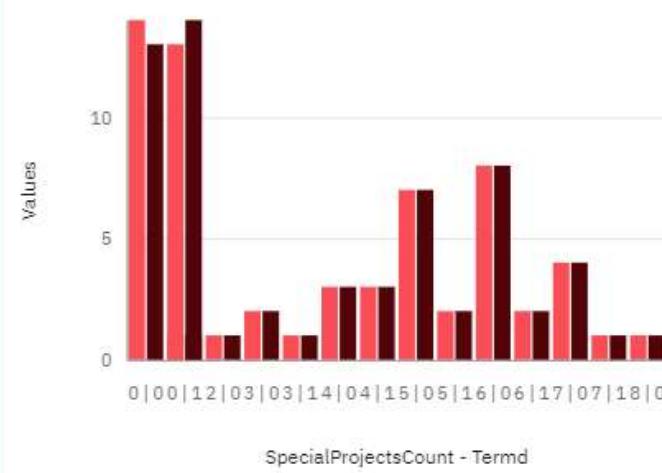
Empsatisfaction, performanceScore, PerfscoreID and
fromDiversity jobFairID by PositionID and Postion

Measures
● LastPerformanceReview_Date ● DaysLateLast30



ManagerName and ManagerID by
SpecialProjectsCount and Termd

Measures
● ManagerName ● ManagerID



No visualization selected

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IBM Cognos Analytics | * HR dashboard

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Edit Filters Fields Properties

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

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

HR Tab 1 Tab 2 Tab 3 Tab 4 Tab 5 Tab 6 +

EngagementSurvey by RecruitmentSource

RecruitmentSource

- On-line Web application
- CareerBuilder
- Google Search
- Other
- Diversity Job Fair
- LinkedIn
- Website
- Employee Referral
- Indeed

RecruitmentSource	Value
On-line Web application	347.55
Google Search	314.3
LinkedIn	205.3
Other	129.79
Diversity Job Fair	118.26
CareerBuilder	94.07
Website	11.826
Employee Referral	1.2979
Indeed	0.07

GenderID by RaceDesc and CitizenDesc

RaceDesc - CitizenDesc

- Asian | Eligible NonCitizen
- White | Non-Citizen
- White | US Citizen
- Hispanic | US Citizen
- Asian | US Citizen
- White | Eligible NonCitizen
- Two or more races | US Citizen
- White | US Citizen

RaceDesc - CitizenDesc	Count
White US Citizen	2
Hispanic US Citizen	1
Asian US Citizen	1
Two or more races US Citizen	2
Asian Eligible NonCitizen	2
White Eligible NonCitizen	1
White Non-Citizen	2
White US Citizen	1

Edit

Analytics

Filters

Fields

Properties



All tabs

Drag and drop data here to filter all tabs.

HR

Tab 1

Tab 2

Tab 3

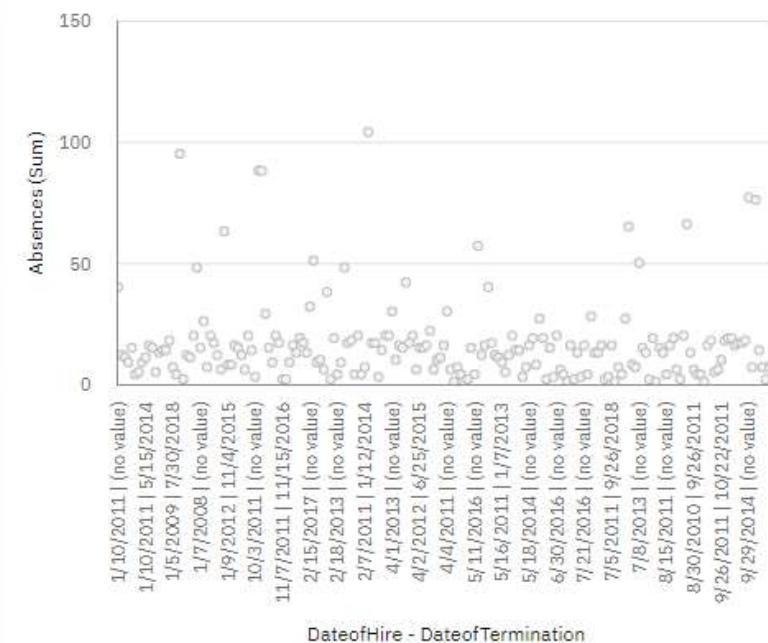
Tab 4

Tab 5

Tab 6

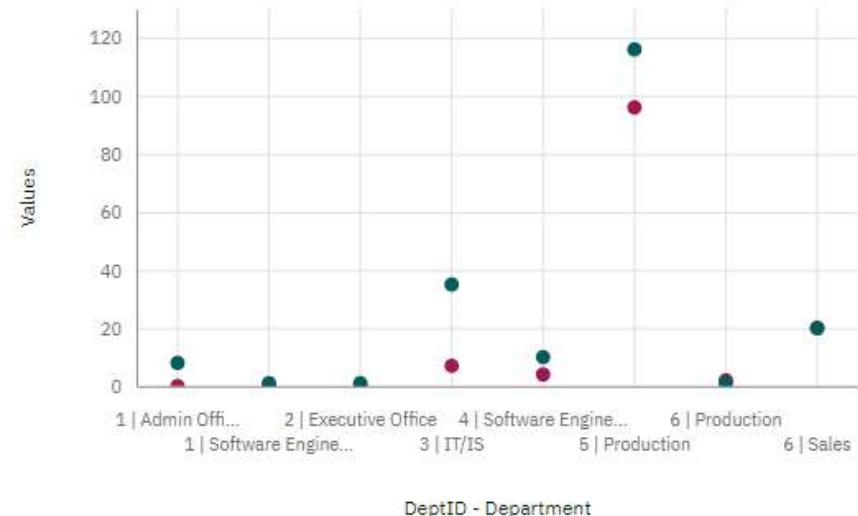


DateofHire, DateofTermination, Absences



LastPerformanceReview_Date and DaysLateLast30 by DeptID and Department

Measures
● LastPerformanceReview_Date ● DaysLateLast30



Edit

Analytics

Filters

Fields

Properties



All tabs

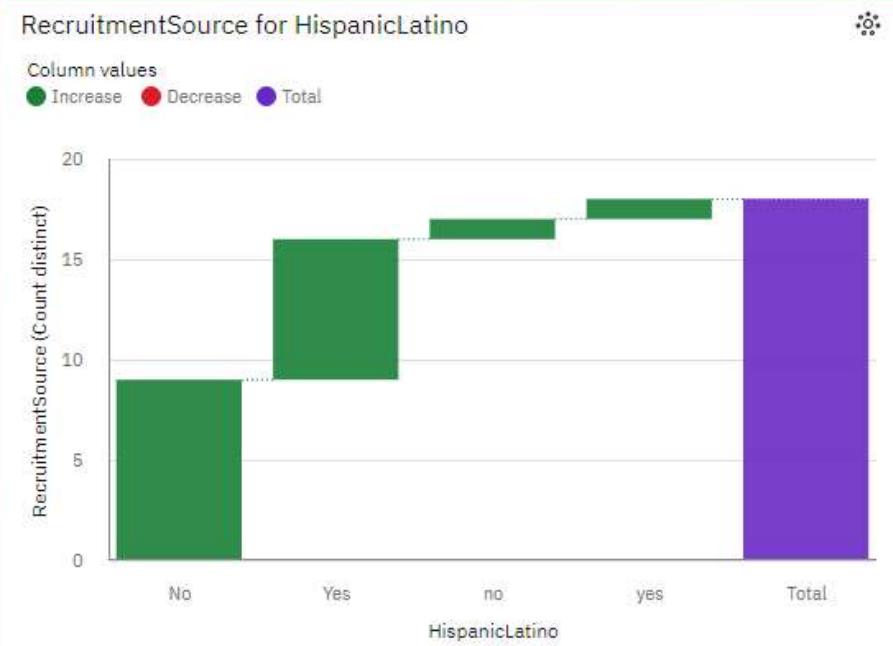
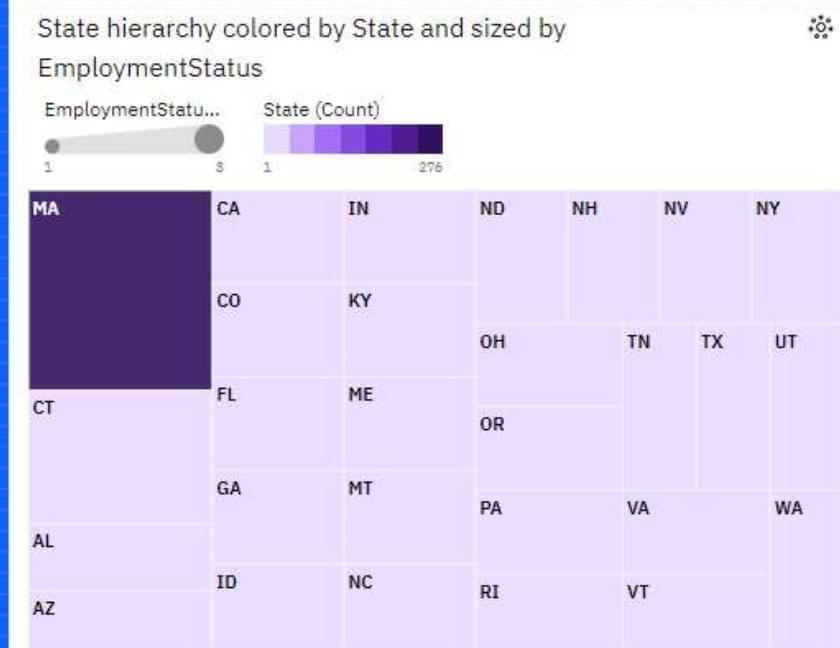
Drag and drop data here to filter all tabs.

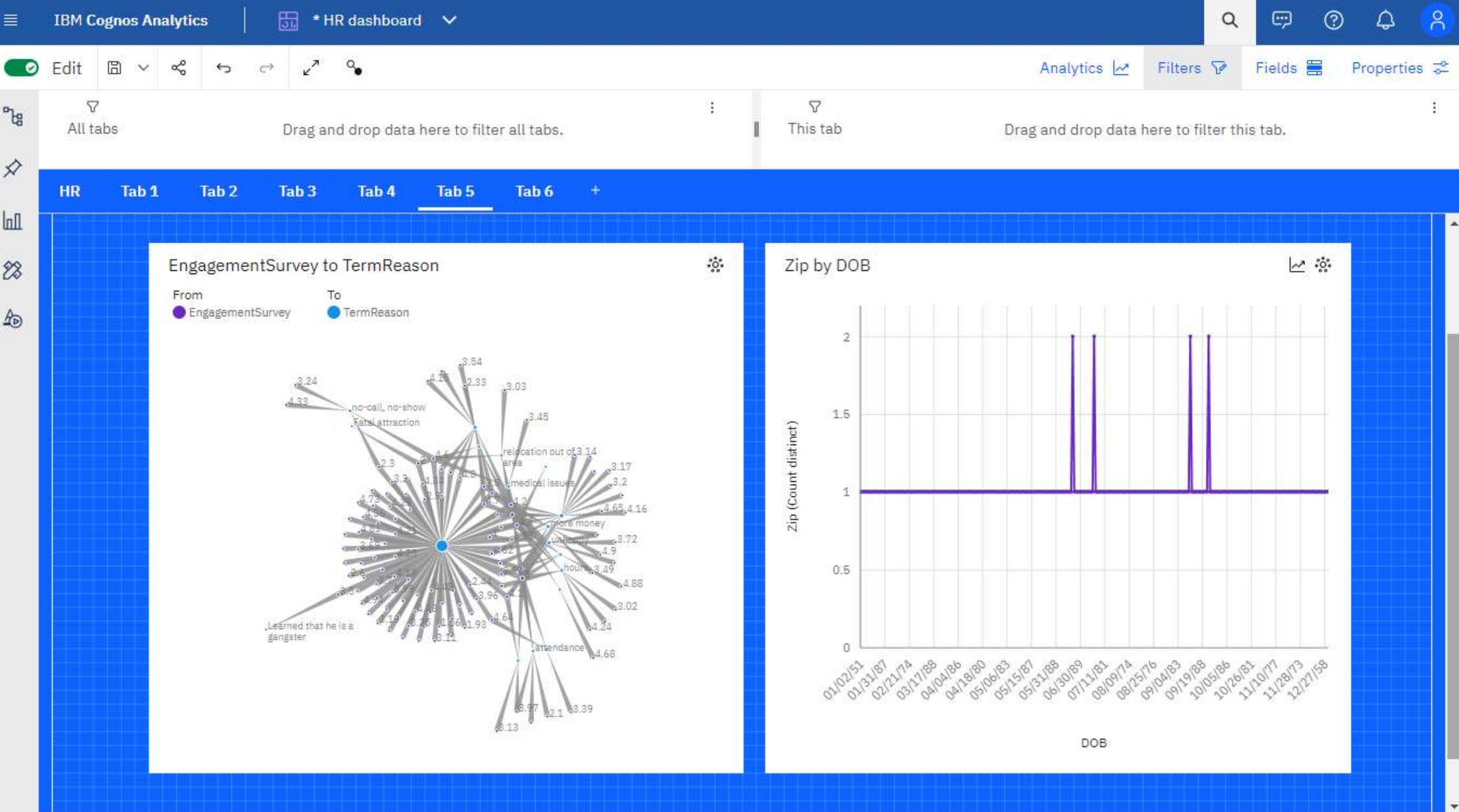


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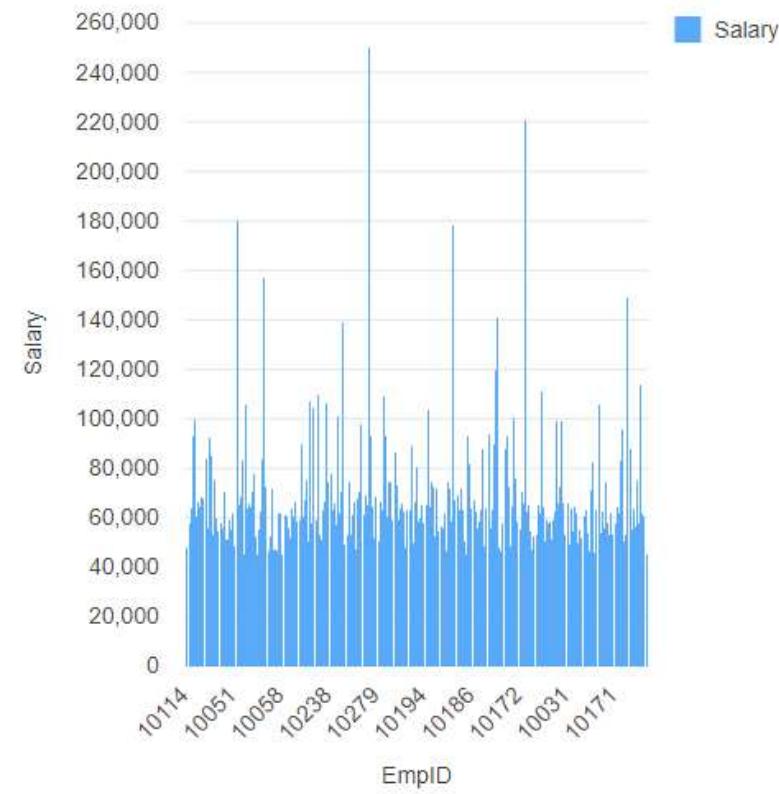
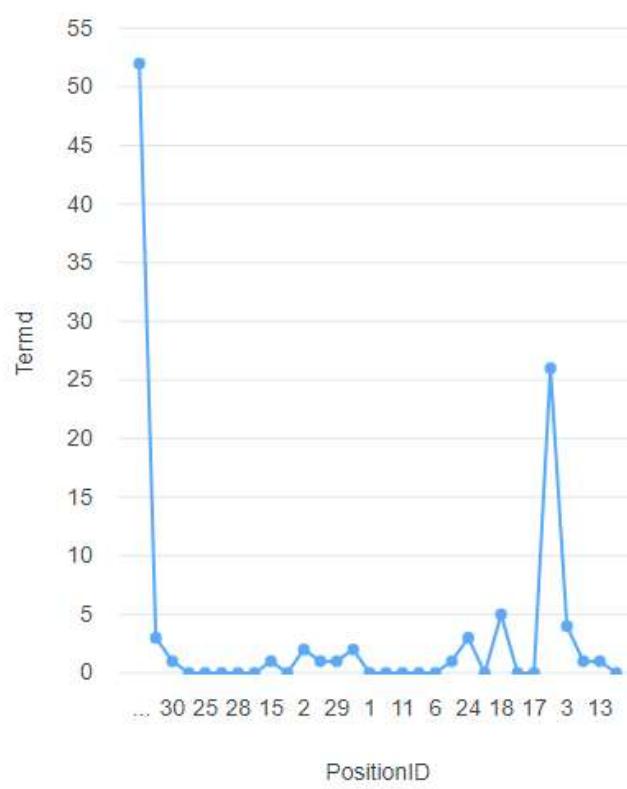
Drag and drop data here to filter this tab.

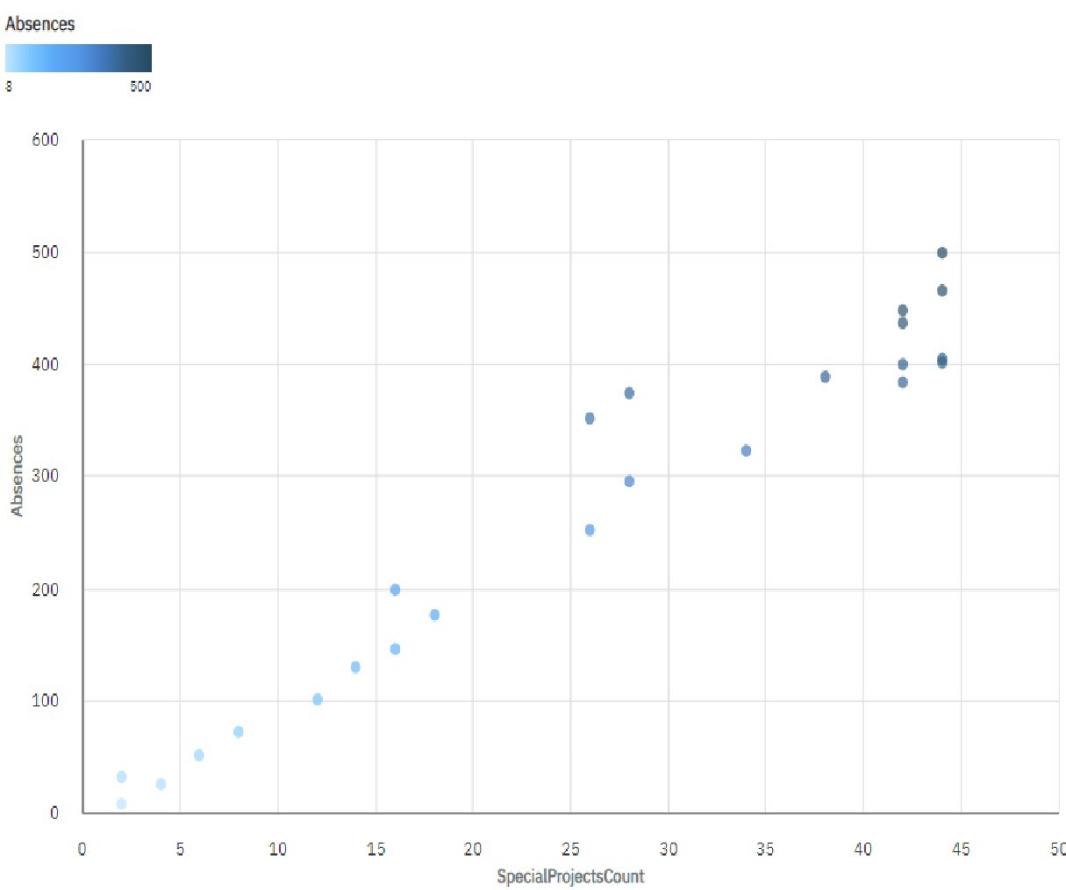
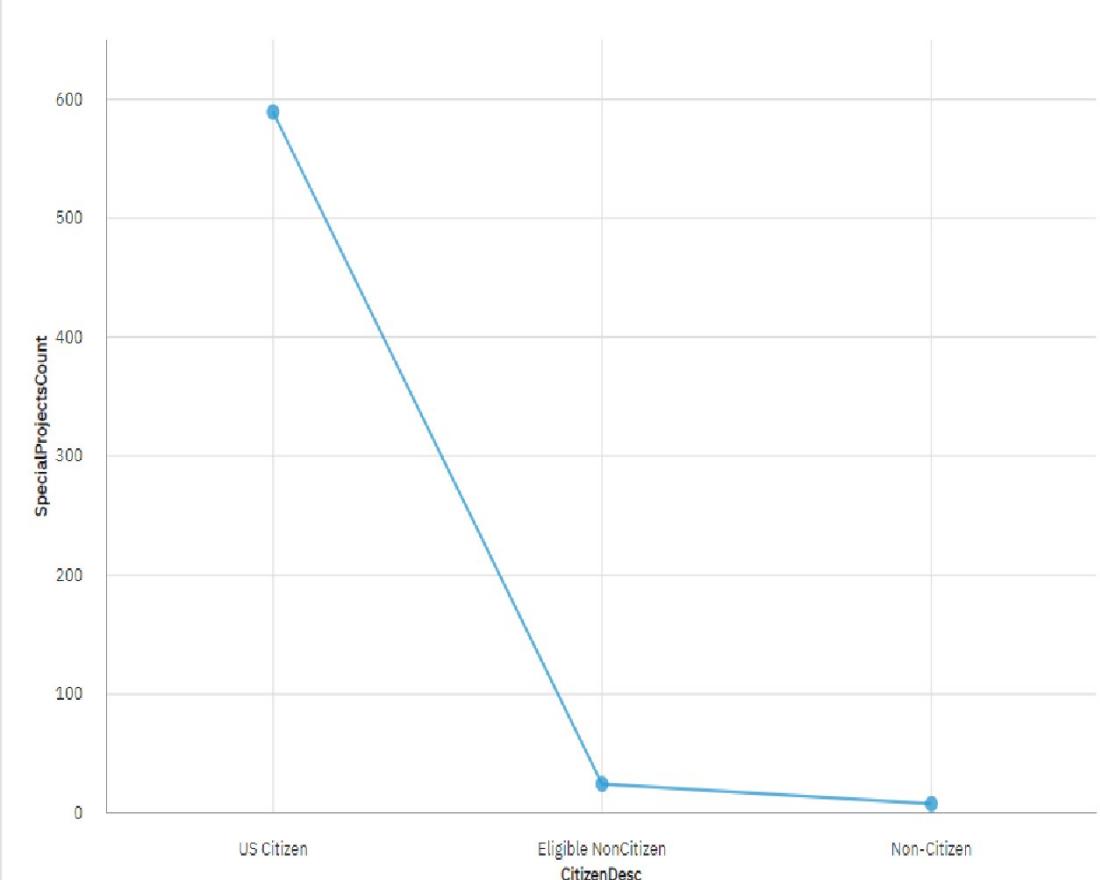
HR Tab 1 Tab 2 Tab 3 Tab 4 Tab 5 Tab 6 +





REPORT



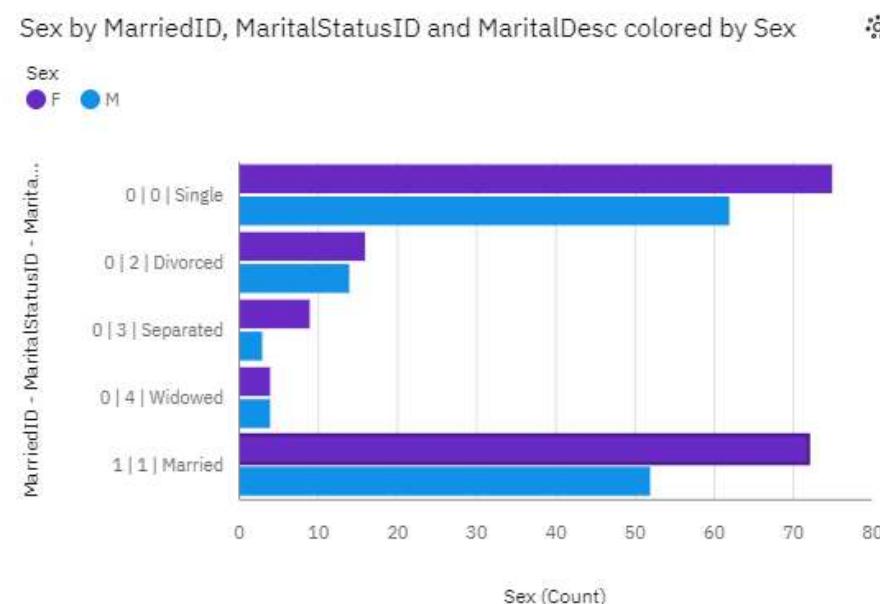


STORY

Checkmark icon Edit Table icon Filter icon Copy icon Link icon Search iconAnalytics Graph icon Filters Filter icon Fields Table icon Properties Properties icon

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).

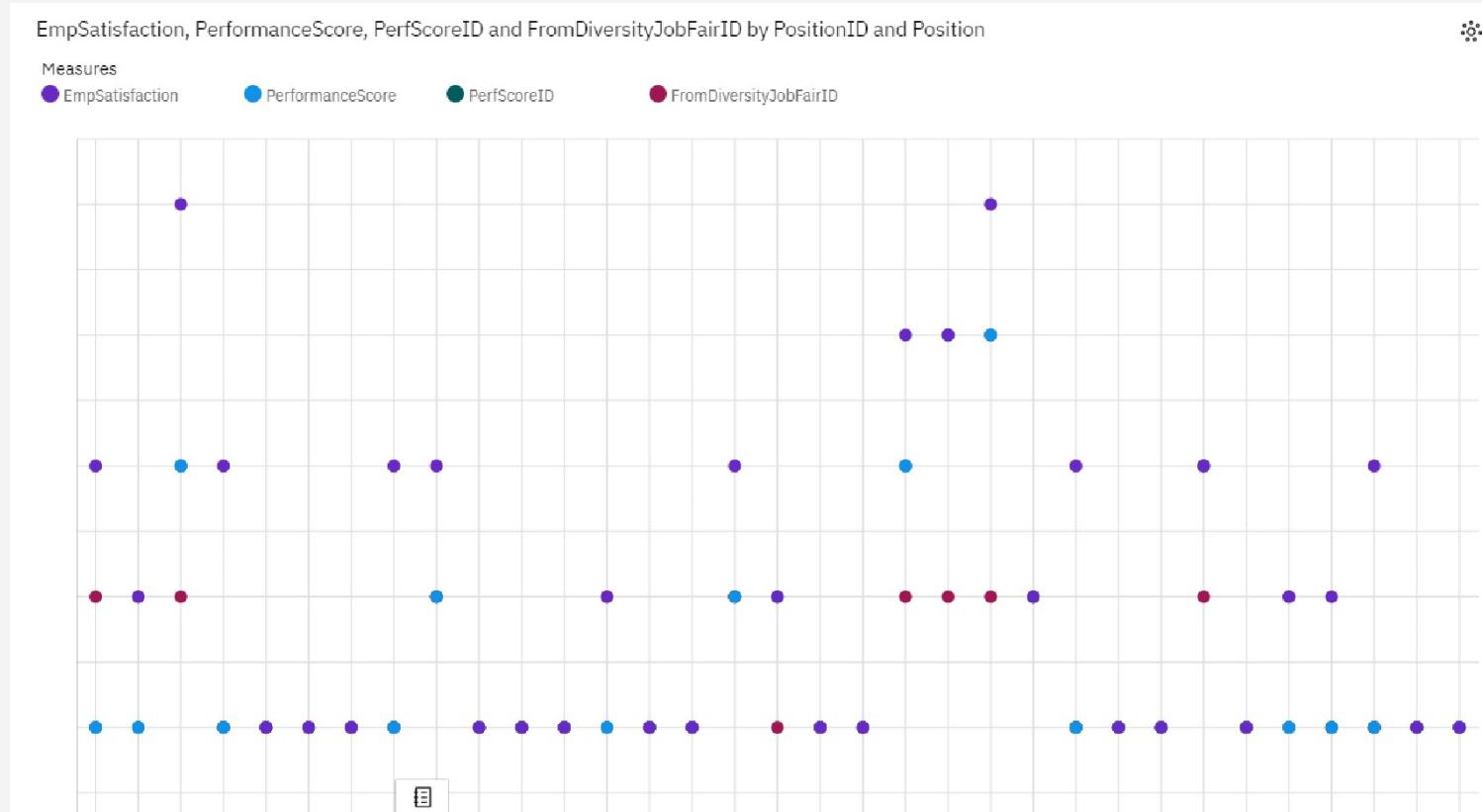


No visualization selected

Select a visualization with analytics support to view and manage the analytics settings.

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



Edit

Analytics

Filters

Fields

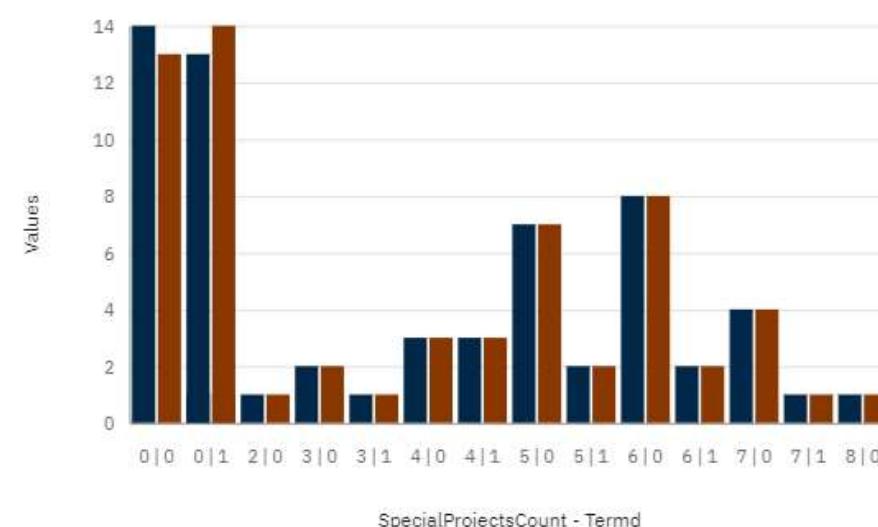
Properties

ManagerName and ManagerID by SpecialProjectsCount and Termd

- The total number of results for ManagerName, across all SpecialProjectsCount - Termd, is 311.
- The total number of results for ManagerID, across all SpecialProjectsCount - Termd, is 303.

ManagerName and ManagerID by SpecialProjectsCount and Termd

Measures
● ManagerName ● ManagerID



No visualization selected

Select a visualization with analytics support to view and manage the analytics settings.

Edit

Analytics

Filters

Fields

Properties

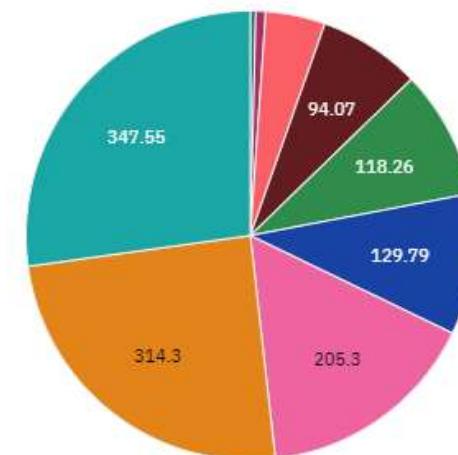
EngagementSurvey by RecruitmentSource

- 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.

EngagementSurvey by RecruitmentSource

RecruitmentSource

On-line Web application	Other
CareerBuilder	Diversity Job Fair
Google Search	LinkedIn
	Website
	Employee Referral
	Indeed

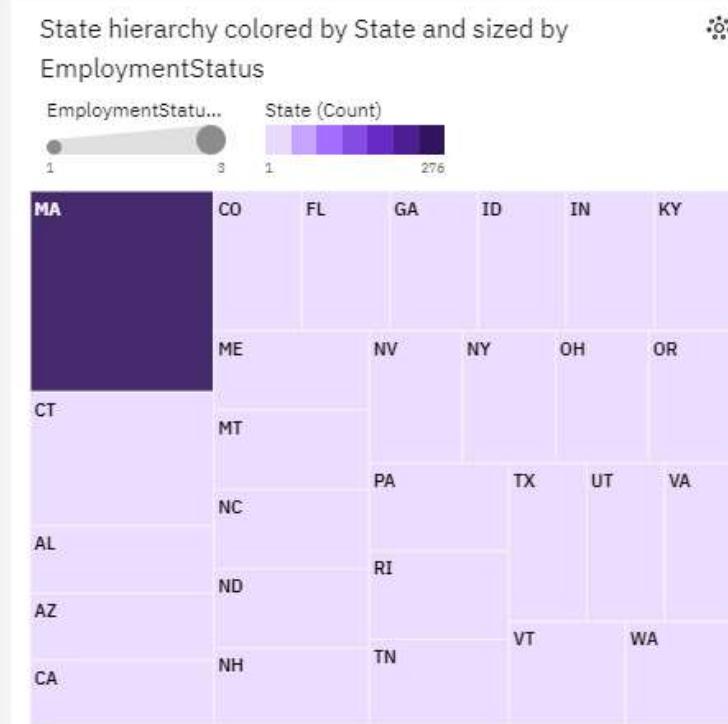


No visualization selected

Select a visualization with analytics support to view and manage the analytics settings.

State hierarchy colored by State and sized by EmploymentStatus

- The total number of results for EmploymentStatus, across all states, is 311.
 - MA is the most frequently occurring category of State with a count of 276 items with EmploymentStatus values (88.7 % of the total).

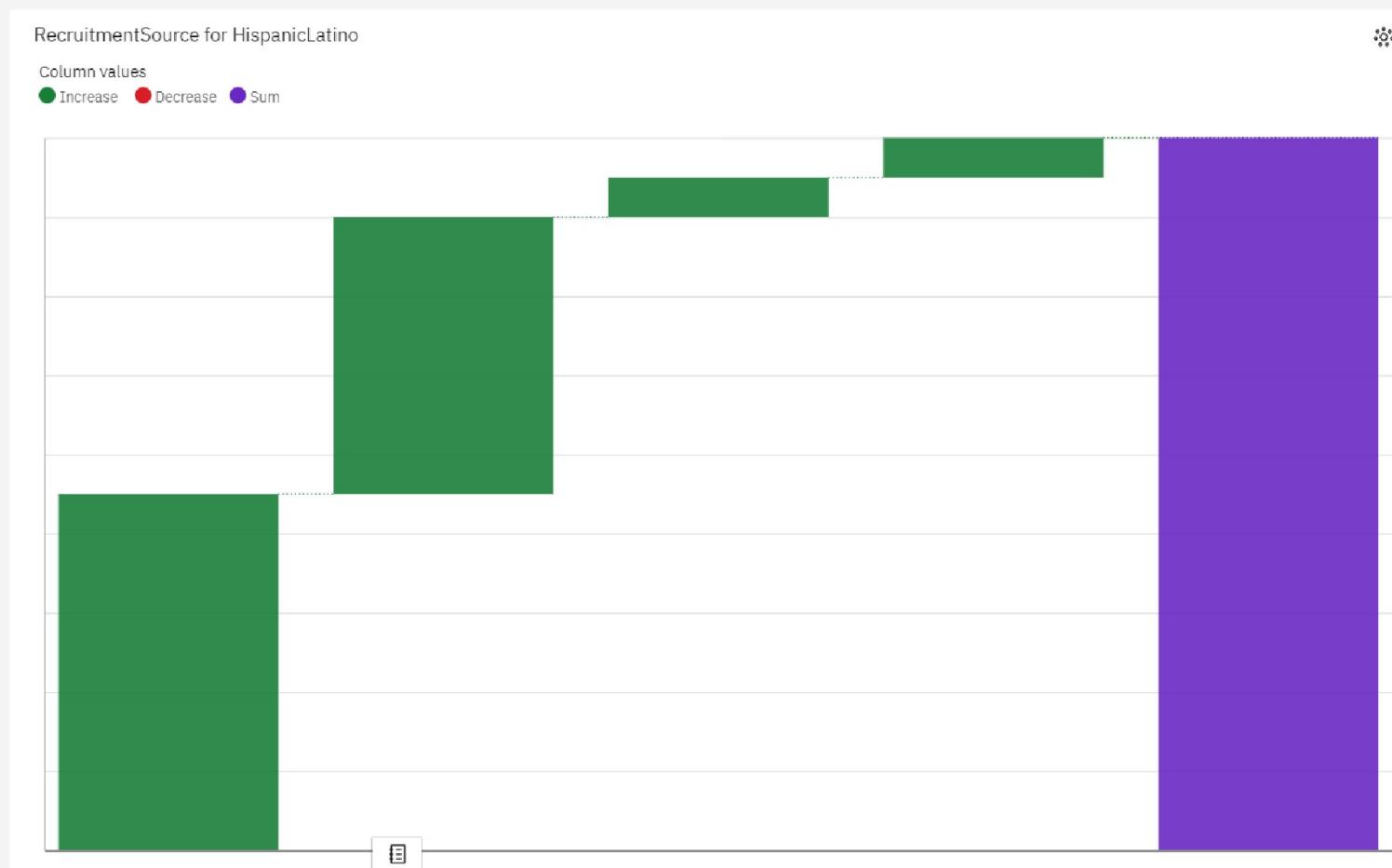


No visualization selected

Select a visualization with analytics support to view and manage the analytics settings.

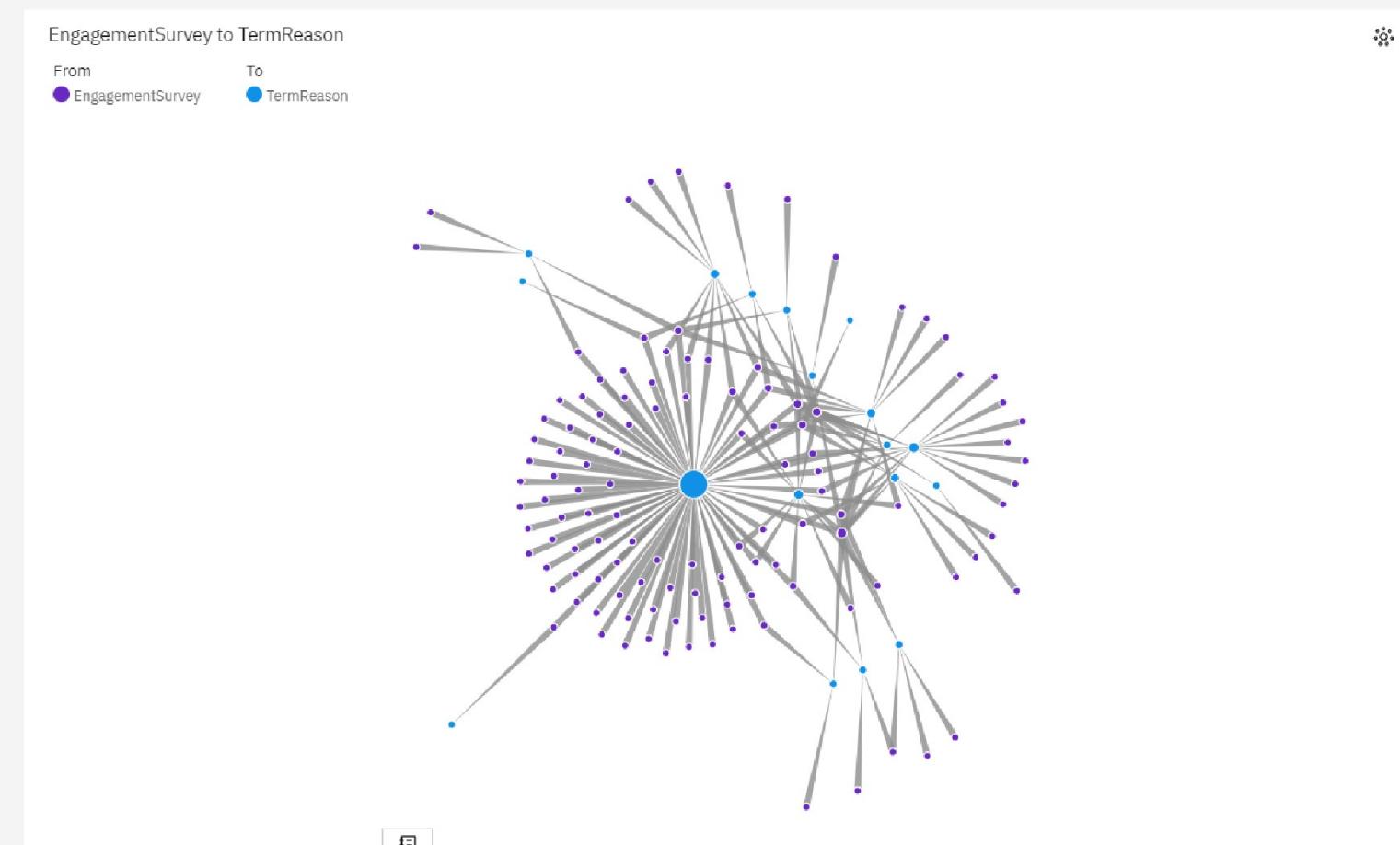
RecruitmentSource for HispanicLatino

- 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.

Zip by DOB



THANK YOU