

# **THE COGNOS HR SCORECARD MEASURING SUCCESS IN TALENT MANAGEMENT**

**By : S.BHARATH**

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## Create a view of tables

Select items to be included in the table.

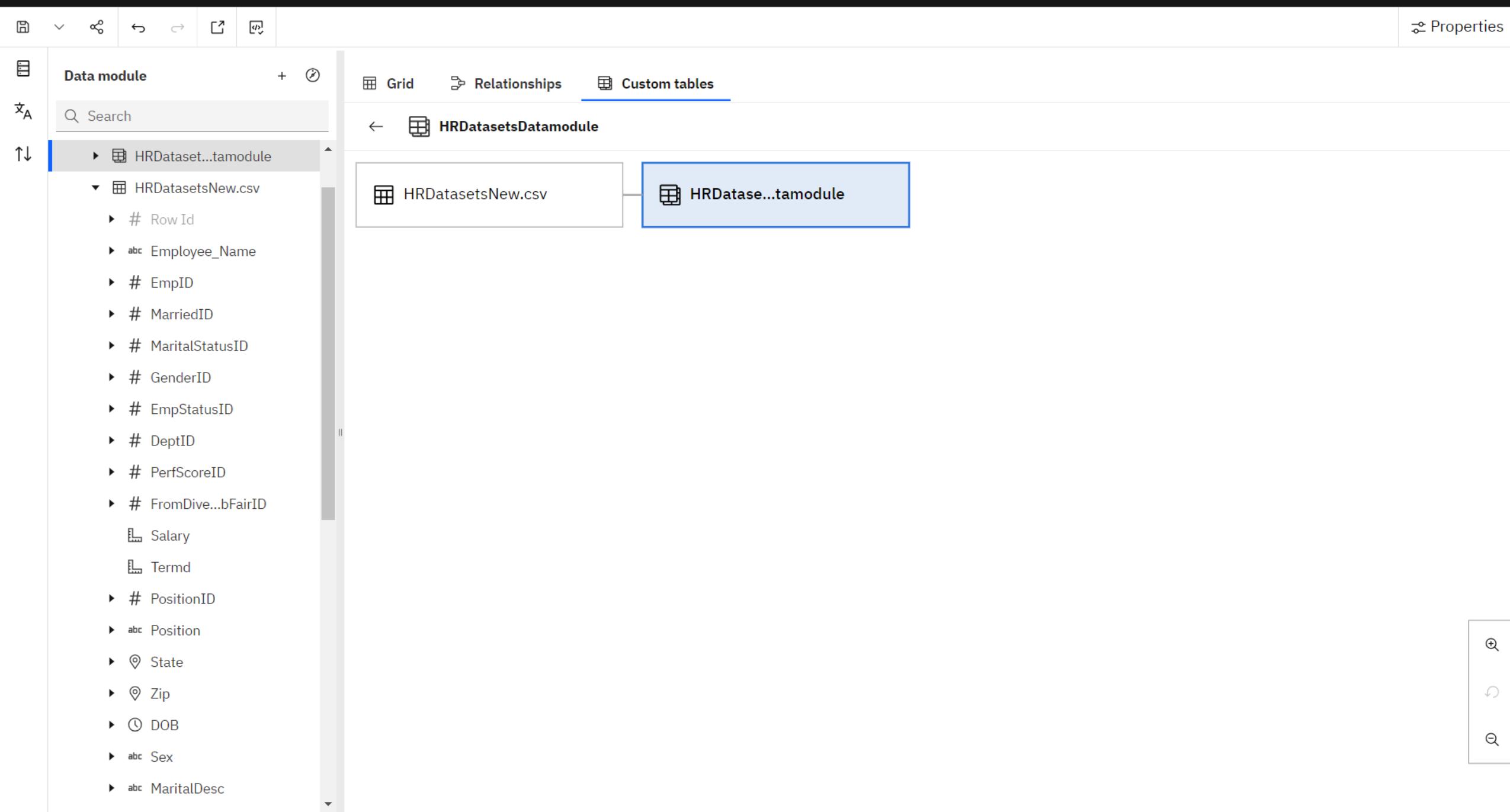
Table name: HRDatasetsDatamodule

Reference tables		Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID
		Adinolfi, Wilson K	10026	0	0	1	1	
		Ait Sidi, Karthikeyan	10084	1	1	1	5	
	# Row Id	Akinkuolie, Sarah	10196	1	1	0	5	
	Employee_Name	Alagbe,Trina	10088	1	1	0	1	
	# EmpID	Anderson, Carol	10069	0	2	0	5	
	# MarriedID	Anderson, Linda	10002	0	0	0	1	
	# MaritalStatusID	Andreola, Colby	10194	0	0	0	1	
	# GenderID	Athwal, Sam	10062	0	4	1	1	
	# EmpStatusID	Bachiochi, Linda	10114	0	0	0	3	
	# DeptID	Bacong, Alejandro	10250	0	2	1	1	
	# PerfScoreID	Baczenski, Rachael	10252	1	1	0	5	
	# FromDivers...JobFairID	Barbara, Thomas	10242	1	1	1	5	
	Salary							
	Termd							
	# PositionID							
	the_Position							

Previous

Cancel

Finish



# **EXPLORATION**

IBM Cognos Analytics \* New exploration 17 Q ? 🔔

Cards

- Employee\_Name and EmpID
- MarriedID colored by MarriedID
- MaritalStatusID
- MaritalStatusID
- Data relationships

Employee\_Name and EmpID

Employee_Name	EmpID
Valentin,Jackie	10205
Veera, Abdellah	10014
Vega, Vincent	10144
Villanueva, Noah	10253
Voldemort, Lord	10118
Volk, Colleen	10022
Von Massenbach, Anna	10183
Walker, Roger	10190
Wallace, Courtney E	10274
Wallace, Theresa	10293
Wang, Charlie	10172
Warfield, Sarah	10127
Whittier, Scott	10072
Wilber, Barry	10048
Wilkes, Annie	10204
Williams, Jacquelyn	10264
Winthrop, Jordan	10033
Wolk, Hang T	10174
Woodson, Jason	10135

Fields

Columns\* Required field

- Employee\_Name
- EmpID

Click or drag data here

Local filters

Click or drag data here

IBM Cognos Analytics | \* New exploration

Packed bubble Related Compare Analytics Details Fields Properties

Cards

- Employee\_Name and EmpID
- MarriedID colored by MarriedID
- MaritalStatusID
- MaritalStatusID
- Data relationships

MarriedID colored by MarriedID

MarriedID

0 1

Fields

- Bubbles\* Required field
  - MarriedID
- Size
  - Click or drag data here
- Color
  - MarriedID
- Repeat (column)
  - Click or drag data here
- Repeat (row)
  - Click or drag data here
- Tooltip
  - Click or drag data here
- Local filters

IBM Cognos Analytics | \* New exploration

17 🔍 🚧 ⚡ 1 📡

Cards

Employee\_Name and EmpID

MaritalStatusID

MaritalStatusID
0
1
2
3
4

MarriedID colored by MarriedID

MaritalStatusID

Data relationships

Fields

Columns\* Required field

MaritalStatusID

Local filters

Click or drag data here

Click or drag data here

Analytics 🔗 Details 🔗 Fields 🔗 Properties 🔗

IBM Cognos Analytics | \* New exploration

17 🔍 🚧 ⚡ 1 📡

Cards

MaritalStatusID

MaritalStatusID
0
1
2
3
4

MaritalStatusID

EmpStatusID

Data relationships

Fields

Columns\* Required field

MaritalStatusID

Click or drag data here

Local filters

Click or drag data here

Analytics 🔗 Details 🔗 Fields 🔗 Properties 🔗

IBM Cognos Analytics | \* New exploration

17 🔍 🚧 ⚡ 1 🚀

Cards

Table Related Compare Fields Properties

EmpStatusID

EmpStatusID
1
2
3
4
5

Fields

Columns\* Required field

EmpStatusID

Click or drag data here

Local filters

Click or drag data here

EmpStatusID by DeptID red by DeptID

EmpID by PerfScoreID by PerfScoreID

Data relationships



IBM Cognos Analytics \* New exploration

Analytics Details Fields Properties

### Cards

- EmpID by PerfScoreID colored by PerfScoreID
- EmpID by FromD...y PerfScoreID
- EmpID by FromD...y JobFairID
- Salary

21.5M

### Data relationships

Related Compare

### Fields

- Bars
- # Length\* Required field
- # EmpID
- # y-start
- # Target
- Color
- Repeat (column)

PerfScoreID

1 2 3 4

1

2

3

4

EmpID (Count distinct)

PerfScoreID	EmpID (Count distinct)
1	~15
2	~18
3	~250
4	~35

IBM Cognos Analytics | \* New exploration

17 🔍 🚧 ⚡ 📈 🌐

Cards

- EmpID by PertScoreID
- EmpID by FromD...ityJobFairID
- Salary 5
- Salary
- Termd by EmpI...ored by Termd
- Data relationships

Summary Related Compare

Analytics Details Fields Properties

Fields

# Value\* Required field

Salary

Local filters

Click or drag data here

# 21.5M

Salary

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17 🔍 🚫 ⚡ 1 🚤

Cards

EmpID by FromD...sityJobFairID

Salary

21.5M

Termd by EmpID colored by Termd

Termd (Sum)

0 1

EmpID

10085  
10089  
10093  
10097  
10101  
10105  
10109  
10113  
10117  
10121  
10125  
10129  
10133  
10137  
10141  
10145  
10149  
10153  
10157  
10161  
10165  
10169  
10173  
10177  
10181  
10185  
10189  
10193  
10197

Termd:

1

Termd (Sum) 5

Fields

Bars

EmpID

Length\*

y-start

Target

Color

Termd

Repeat (column)

IBM Cognos Analytics | \* New exploration

17 🔍 🚧 ⚡ 1 🌐

Cards

PositionID

PositionID

EmpID by Position

Employee\_Nam...and RaceDesc

Data relationships

Table Related Compare Details Fields Properties

Analytics

Fields

Columns\* Required field

PositionID

Click or drag data here

Local filters

Click or drag data here

10

11

12

13

14

15

16

17

18

19

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17 | Search | Help | Notifications | User

Cards

PositionID

EmpID by Position colored by Position

Position

- Accountant I
- BI Director
- Database Administrator
- IT Director
- IT Support
- Production Manager
- Senior BI Developer
- Sr. Accountant
- Administrative Assistant
- CIO
- Director of Operations
- IT Manager - DB
- Network Engineer
- Production Technician I
- Shared Services Manager
- Sr. DBA
- Area Sales Manager
- Data Analyst
- Director of Sales
- IT Manager - Infra
- Network Engineer
- President & CEO
- Production Technician II
- Software Engineer
- Sr. Network Engineer
- BI Developer
- Data Architect
- Enterprise Architect
- IT Manager - Support
- Principal Data Architect
- Sales Manager
- Software Engineering Manager

EmpID (Count distinct)

Position

Production Technician I  
EmpID (Count distinct): 137

Employee\_Nam...and RaceDesc

Data relationships

Fields

x-axis\* Required field

Position

Color

Position

y-axis\* Required field

EmpID

Repeat (column)

Click or drag data here

Repeat (row)

Click or drag data here

Tooltip

Click or drag data here

The screenshot shows the IBM Cognos Analytics interface with a dashboard titled 'EmpID by Position colored by Position'. The dashboard includes a legend mapping colors to specific positions, a bar chart showing the count of distinct employees by position, and a tooltip for 'Production Technician I' indicating 137 distinct employees. To the left, there are cards for 'PositionID', 'EmpID by Position colored by Position', 'Employee\_Nam...and RaceDesc', and 'Data relationships'. On the right, the 'Fields' panel is open, showing sections for x-axis, color, y-axis, repeat (column), repeat (row), and tooltip, each with a placeholder 'Click or drag data here'.

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Table Related Compare Analytics Details Fields Properties

**Cards**

11 EmpID by Position

12 Employee\_Nam...and RaceDesc

Employee Name	Race Desc	Count
Adinolfi, Wilson K	White	1
Ait Sidi, Karthike...	White	1
Akinkuolie, Sarah	White	1
Alagbe, Trina	White	1
Anderson, Carol	White	1
Anderson, Linda	White	1
Andreola, Colby	White	1
Athwal, Sam	White	1
Bachiochi, Linda	Black or African ...	1
Bacong, Alejandro	White	1
Baczynski, Rach...	Black or African ...	1
Barbara, Thomas	Black or African ...	1
Barbossa, Hector	Black or African ...	1
Barone, Frances...	Two or more rac...	1
Barton, Nader	White	1
Bates, Norman	White	1
Beak, Kimberly	White	1
Beatrice, Courtney	White	1
Becker, Renee	White	1

13 Employee\_Name...fTermination

Employee Name	Termination Date	Termination Reason	Termination Description
Adinolfi, Wilson K	2010-01-01	Terminated	Terminated
Ait Sidi, Karthike...	2010-01-01	Terminated	Terminated
Akinkuolie, Sarah	2010-01-01	Terminated	Terminated
Alagbe, Trina	2010-01-01	Terminated	Terminated
Anderson, Carol	2010-01-01	Terminated	Terminated
Anderson, Linda	2010-01-01	Terminated	Terminated
Andreola, Colby	2010-01-01	Terminated	Terminated
Athwal, Sam	2010-01-01	Terminated	Terminated
Bachiochi, Linda	2010-01-01	Terminated	Terminated
Bacong, Alejandro	2010-01-01	Terminated	Terminated
Baczynski, Rach...	2010-01-01	Terminated	Terminated
Barbara, Thomas	2010-01-01	Terminated	Terminated
Barbossa, Hector	2010-01-01	Terminated	Terminated
Barone, Frances...	2010-01-01	Terminated	Terminated
Barton, Nader	2010-01-01	Terminated	Terminated
Bates, Norman	2010-01-01	Terminated	Terminated
Beak, Kimberly	2010-01-01	Terminated	Terminated
Beatrice, Courtney	2010-01-01	Terminated	Terminated
Becker, Renee	2010-01-01	Terminated	Terminated

14 Data relationships

**Employee\_Nam..., Zip, DOB, Sex, MaritalDesc, CitizenDesc and RaceDesc**

Employee Name	Position	State	Zip	DOB	Sex	MaritalDesc	CitizenDesc	RaceDesc
Adinolfi, Wilson K	Production Tech...	MA	1960	7/10/1983	M	Single	US Citizen	White
Ait Sidi, Karthike...	Sr. DBA	MA	2148	5/5/1975	M	Married	US Citizen	White
Akinkuolie, Sarah	Production Tech...	MA	1810	9/19/1988	F	Married	US Citizen	White
Alagbe, Trina	Production Tech...	MA	1886	9/27/1988	F	Married	US Citizen	White
Anderson, Carol	Production Tech...	MA	2169	9/8/1989	F	Divorced	US Citizen	White
Anderson, Linda	Production Tech...	MA	1844	5/22/1977	F	Single	US Citizen	White
Andreola, Colby	Software Engineer	MA	2110	5/24/1979	F	Single	US Citizen	White
Athwal, Sam	Production Tech...	MA	2199	2/18/1983	M	Widowed	US Citizen	White
Bachiochi, Linda	Production Tech...	MA	1902	2/11/1970	F	Single	US Citizen	Black or African ...
Bacong, Alejandro	IT Support	MA	1886	1/7/1988	M	Divorced	US Citizen	White
Baczynski, Rach...	Production Tech...	MA	1902	1/12/1974	F	Married	US Citizen	Black or African ...
Barbara, Thomas	Production Tech...	MA	2062	2/21/1974	M	Married	US Citizen	Black or African ...
Barbossa, Hector	Data Analyst	TX	78230	7/4/1988	M	Divorced	US Citizen	Black or African ...
Barone, Frances...	Production Tech...	MA	1810	7/20/1983	M	Single	US Citizen	Two or more rac...
Barton, Nader	Production Tech...	MA	2747	7/15/1977	M	Divorced	US Citizen	White
Bates, Norman	Production Tech...	MA	2050	10/18/1981	M	Single	US Citizen	White
Beak, Kimberly	Production Tech...	MA	2145	4/17/1966	F	Married	US Citizen	White
Beatrice, Courtney	Production Tech...	MA	1915	10/27/1970	F	Single	Eligible NonCitizen	White
Becker, Renee	Database Admin...	MA	2026	4/4/1986	F	Single	US Citizen	White

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Cards

11 EmpID by Position

12 Employee\_Nam...and RaceDesc

13 Employee\_Name...fTermination

14 Data relationships

Employee\_Name, DateofHire, EmploymentStatus and DateofTermination

Employee_Name	DateofHire	EmploymentStatus	DateofTermination
Adinolfi, Wilson K	7/5/2011	Active	(no value)
Ait Sidi, Karthikeyan	3/30/2015	Voluntarily Terminated	6/16/2016
Akinkuolie, Sarah	7/5/2011	Voluntarily Terminated	9/24/2012
Alagbe,Trina	1/7/2008	Active	(no value)
Anderson, Carol	7/11/2011	Voluntarily Terminated	9/6/2016
Anderson, Linda	1/9/2012	Active	(no value)
Andreola, Colby	11/10/2014	Active	(no value)
Athwal, Sam	9/30/2013	Active	(no value)
Bachiochi, Linda	7/6/2009	Active	(no value)
Bacong, Alejandro	1/5/2015	Active	(no value)
Baczenski, Rachael	1/10/2011	Voluntarily Terminated	1/12/2017
Barbara, Thomas	4/2/2012	Voluntarily Terminated	9/19/2016
Barbossa, Hector	11/10/2014	Active	(no value)
Barone, Francesco A	2/20/2012	Active	(no value)
Barton, Nader	9/24/2012	Voluntarily Terminated	4/6/2017
Bates, Norman	2/21/2011	Terminated for Cause	8/4/2017
Beak, Kimberly	7/21/2016	Active	(no value)
Beatrice, Courtney	4/4/2011	Active	(no value)
Becker, Renee	7/7/2014	Terminated for Cause	9/12/2015

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Cards

13 Employee\_Name...fTermination

14 EmpID by Department

15 Position by TermReason

Data relationships

**EmpID by Department**

Department

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

Production  
EmpID (Count distinct): 209

209

50

31

11

9

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Cards

Position by TermReason

Position (Count distinct)

TermReason

TermReason	Position (Count distinct)
Another position	6
Fatal attraction	1
Learned that he is a gangster	1
N/A-Still Employed	29
attendance	4
career change	5
gross misconduct	1
hours	4
maternity leave - did not return	3
medical issues	3
military	2
more money	2
no-call, no-show	3
performance	3
relocation out of area	3
retiring	3
return to school	2
unhappy	3

Fields

x-axis\* Required field

TermReason

Color

y-axis\* Required field

Position

Repeat (column)

Repeat (row)

Tooltip

Local filters

Analytics | Details | Fields | Properties

Cards

ManagerID and ManagerName

EmpID by RecruitmentSource

Data relationships

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Cards

15 Position by TermReason

16 ManagerID and ManagerName

17 EmpID by RecruitmentSource

18 Data relationships

17/20 Table Related Compare Analytics Details Fields Properties

**ManagerID and ManagerName**

ManagerID	ManagerName
1	Brandon R. LeBlanc
2	Janet King
3	Brandon R. LeBlanc
4	Simon Roup
5	Jennifer Zamora
6	Eric Dougall
7	Peter Monroe
9	Board of Directors
10	Alex Sweetwater
11	Amy Dunn
12	Brannon Miller
13	Brian Champagne
14	David Stanley
15	Debra Houlahan
16	Elijah Gray
17	John Smith
18	Kelley Spirea
19	Ketsia Liebig
20	Kissy Sullivan

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17 🔍 ⚡ ⓘ 1 📡

Cards

Position by TermReason

ManagerID and ManagerName

EmpID by RecruitmentSource colored by RecruitmentSource

RecruitmentSource

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

RecruitmentSource

RecruitmentSource	EmpID (Count distinct)
CareerBuilder	~25
Diversity Job Fair	~28
Employee Referral	~32
Google Search	~48
Indeed	~88
LinkedIn	~75
On-line Web application	~1
Other	~2
Website	~12

Fields

Bars

- RecruitmentSource

# Length\* Required field

- EmpID

# y-start

- Click or drag data here

Target

- Click or drag data here

Color

- RecruitmentSource

Repeat (column)

- Click or drag data here

IBM Cognos Analytics    \* New exploration

17    19/20    Pie    Related    Compare    Analytics    Details    Fields    Properties

Cards

17

EmpID by PerformanceScore

PerformanceScore

- PIP
- Needs Improvement
- Exceeds
- Fully Meets

PerformanceScore	Percentage
Fully Meets	37%
Exceeds	18%
Needs Improvement	18%
PIP	13%

18

EmpID by RecruitmentSource

19

EmpID by PerformanceScore

EngagementSurvey

Data relationships

Fields

Segments\* Required field

PerformanceScore

Click or drag data here

Size\* Required field

EmpID

Repeat (column)

Click or drag data here

Repeat (row)

Click or drag data here

Tooltip

Click or drag data here

Local filters

Click or drag data here

IBM Cognos Analytics \* New exploration 17

Cards

EngagementSurvey

EmpID by RecruitmentSource

EmpID by PerformanceScore

EngagementSurvey: 1.28K

1.28K

EngagementSurvey

Fields

# Value\* Required field

EngagementSurvey

Local filters

Click or drag data here

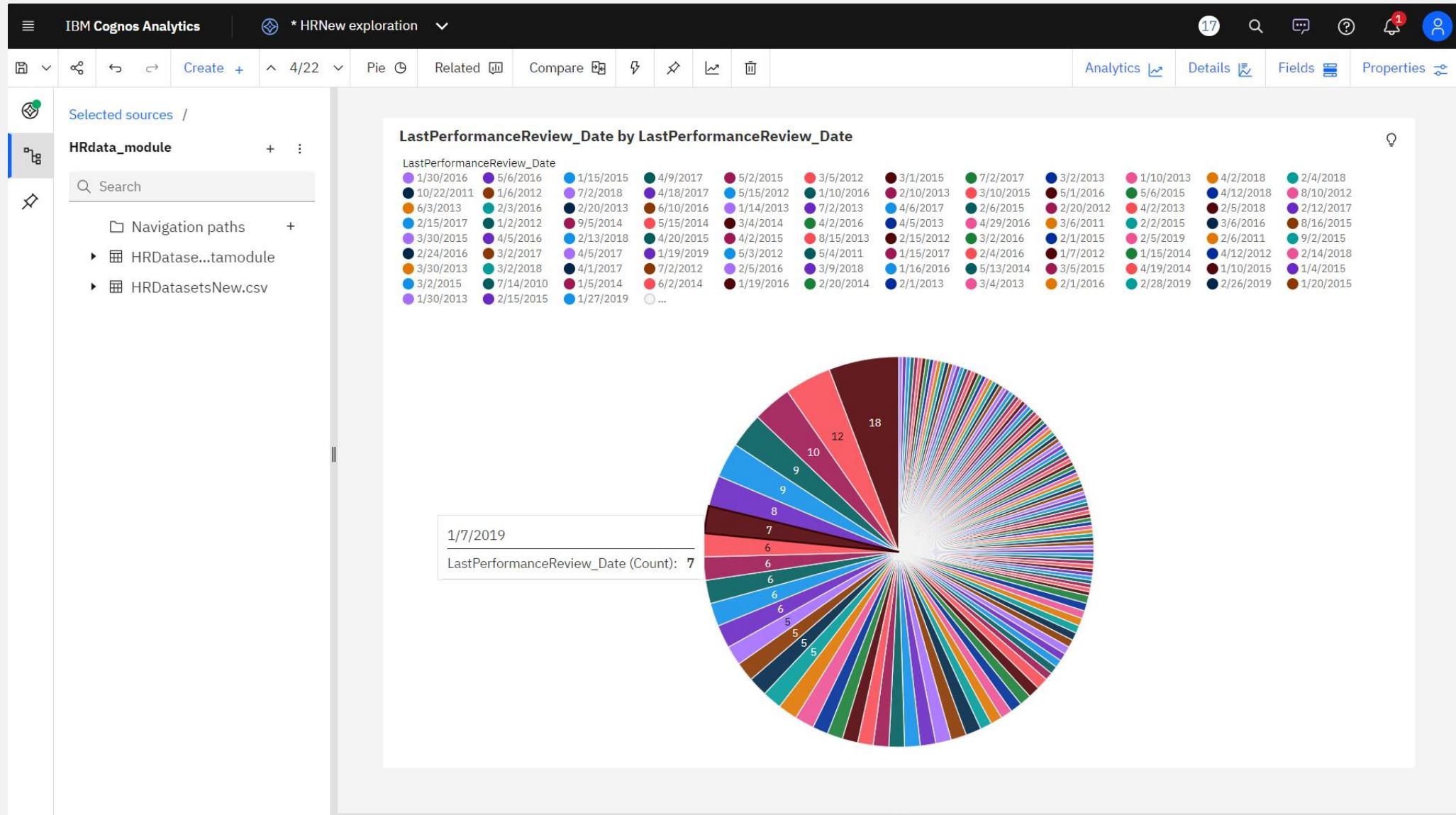
Analytics Details Fields Properties

Cards

EngagementSurvey

EngagementSurvey

Data relationships



IBM Cognos Analytics | \* HRNew exploration | 192 | ? ? ? ?

Cards

- LastPerformanceReview\_Date
- EmpID and Spe...unt for EmpID
- EmpSatisfactio...!ProjectsCount
- EmpID by DaysLateLast30
- Data relationships

LastPerformanceReview\_Date

LastPerformanceReview_Date
7/14/2010
2/6/2011
3/6/2011
5/4/2011
10/22/2011
1/2/2012
1/6/2012
1/7/2012
2/15/2012
2/20/2012
3/5/2012
4/12/2012
5/3/2012
5/15/2012
7/2/2012
8/10/2012
1/10/2013
1/14/2013
1/30/2013

Fields

Columns\* Required field

LastPerformanceReview\_Date

Click or drag data here

Local filters

Click or drag data here

IBM Cognos Analytics | \* HRNew exploration

192 | Search | Help | Notifications | User

Cards

- LastPerformanceReview\_Date
- EmpID and Spe...unt for EmpID
- EmpSatisfactio...lProjectsCount
- EmpID by DaysLateLast30
- Data relationships

Bubble | Related | Compare |

Analytics | Details | Fields | Properties

**EmpID and SpecialProjectsCount with SpecialProjectsCount and SpecialProjectsCount for EmpID**

SpecialProjectsCo... SpecialProjectsCo...

1 1 1

SpecialProjectsCount (Count) 5

< >

10126 10291 10157 10302 10090 10030 10278 10147 10266 10161 10287 10144

EmpID

Fields

Points

- EmpID

x-axis\* Required field

- EmpID

y-axis\* Required field

- SpecialProjectsCount

Size\* Required field

- SpecialProjectsCount

Color

- SpecialProjectsCount

Repeat (column)

IBM Cognos Analytics | \* HRNew exploration

192 | Search | Help | Notifications | User

Cards

- LastPerformanceReview\_Date
- EmpID and Spe...unt for EmpID
- EmpSatisfaction vs SpecialProjectsCount
- EmpID by DaysLateLast30
- Data relationships

**EmpSatisfaction and Position by SpecialProjectsCount colored by SpecialProjectsCount**

SpecialProjectsCount - Measures

SpecialProjectsCount	Measure	Value
0	EmpSatisfaction	5.0
0	Position	10.0
1	EmpSatisfaction	1.0
1	Position	3.0
2	EmpSatisfaction	1.0
2	Position	2.0
3	EmpSatisfaction	2.0
3	Position	3.0
4	EmpSatisfaction	3.0
4	Position	3.0
5	EmpSatisfaction	3.0
5	Position	13.0
6	EmpSatisfaction	4.0
6	Position	13.0
7	EmpSatisfaction	3.0
7	Position	10.0
8	EmpSatisfaction	2.0
8	Position	1.0

x-axis\* Required field

SpecialProjectsCount

Color

SpecialProjectsCount

Measures group (2)

y-axis\* Required field

EmpSatisfaction

Position

Repeat (column)

Repeat (row)

SpecialProjectsCount	EmpSatisfaction	Position
0	5.0	10.0
1	1.0	3.0
2	1.0	2.0
3	2.0	3.0
4	3.0	3.0
5	3.0	13.0
6	4.0	13.0
7	3.0	10.0
8	2.0	1.0

IBM Cognos Analytics | \* HRNew exploration

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Analytics Details Fields Properties

### Cards

25 EmpSatisfaction...lProjectsCount

26 EmpID by DaysLateLast30

27 Absences by EmpID

Data relationships

### EmpID by DaysLateLast30

DaysLateLast30	EmpID (Count distinct)
0	~280
1	~5
2	~10
3	~10
4	~10
5	~10
6	~10

### Fields

- Bars: DaysLateLast30
- # Length\*: Required field: EmpID
- # y-start: Click or drag data here
- Target: Click or drag data here
- Color: Click or drag data here
- Repeat (column): Click or drag data here
- Repeat (row):

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Cards

25 EmpSatisfaction...lProjectsCount

26 EmpID by DaysLateLast30

27 Absences by EmpID

28 Data relationships

Absences by EmpID

EmpID

10025	10129	10121	10024	10141	10026	10066	10056	10100	10276	10273	10031
10218	10036	10220	10193	10122	10051	10156	10116	10169	10039	10069	10311
10309	10244	10297	10126	10226	10199	10098	10232	10042	10229	10271	10107
10065	10240	10282	10235	10038	10303	10294	10261	10196	10146	10168	10080
10018	10256	10208	10114	10154	10105	10289	10140	10027	10081	10150	10028
10112	10201	10138	10266	10190	10077	10020	10295	10248	10206	10131	10065
10123	10301	10083	10299	10307	10306	10104	10274	10111	10267	10029	10007
10171	10270	10094	10163	10214	10151	10057	10130	10269	10143	10284	10170
10013	10177	10211	...								

10180  
Absences: 13

Fields

Segments\* Required field

EmpID

Click or drag data here

# Size\* Required field

Absences

Repeat (column)

Click or drag data here

Repeat (row)

Click or drag data here

# Tooltip

Click or drag data here

Local filters

Click or drag data here

IBM Cognos Analytics | \* HRNew exploration

Maintenance: Scheduled Secure Gateway maintenance on October 4th, 2023. Click More Info for details and to subscribe to future events

Pie 2/24 | Related | Compare | Analytics | Details | Fields | Properties

Selected sources / HRdata\_module

Search: Navigation paths +

- HRDatabase...tamodule
- HRDatasetsNew.csv

### EmpID by Absences

Absences

Absence Count	Color
12	Dark Blue
18	Cyan
10	Pink
8	Green
5	Light Purple
9	Brown
1	Dark Purple
20	Dark Teal
11	Dark Brown
17	Light Blue
19	Red
6	Light Green
3	Dark Teal
14	Light Purple
13	Dark Teal
15	Dark Teal
2	Cyan
7	Dark Blue
4	Brown
16	Dark Brown

Fields

- Segments\*: Absences
- Size\*: EmpID
- Repeat (column)
- Repeat (row)
- Tooltip
- Local filters

# **DASHBOARD**

IBM Cognos Analytics | \* New dashboard

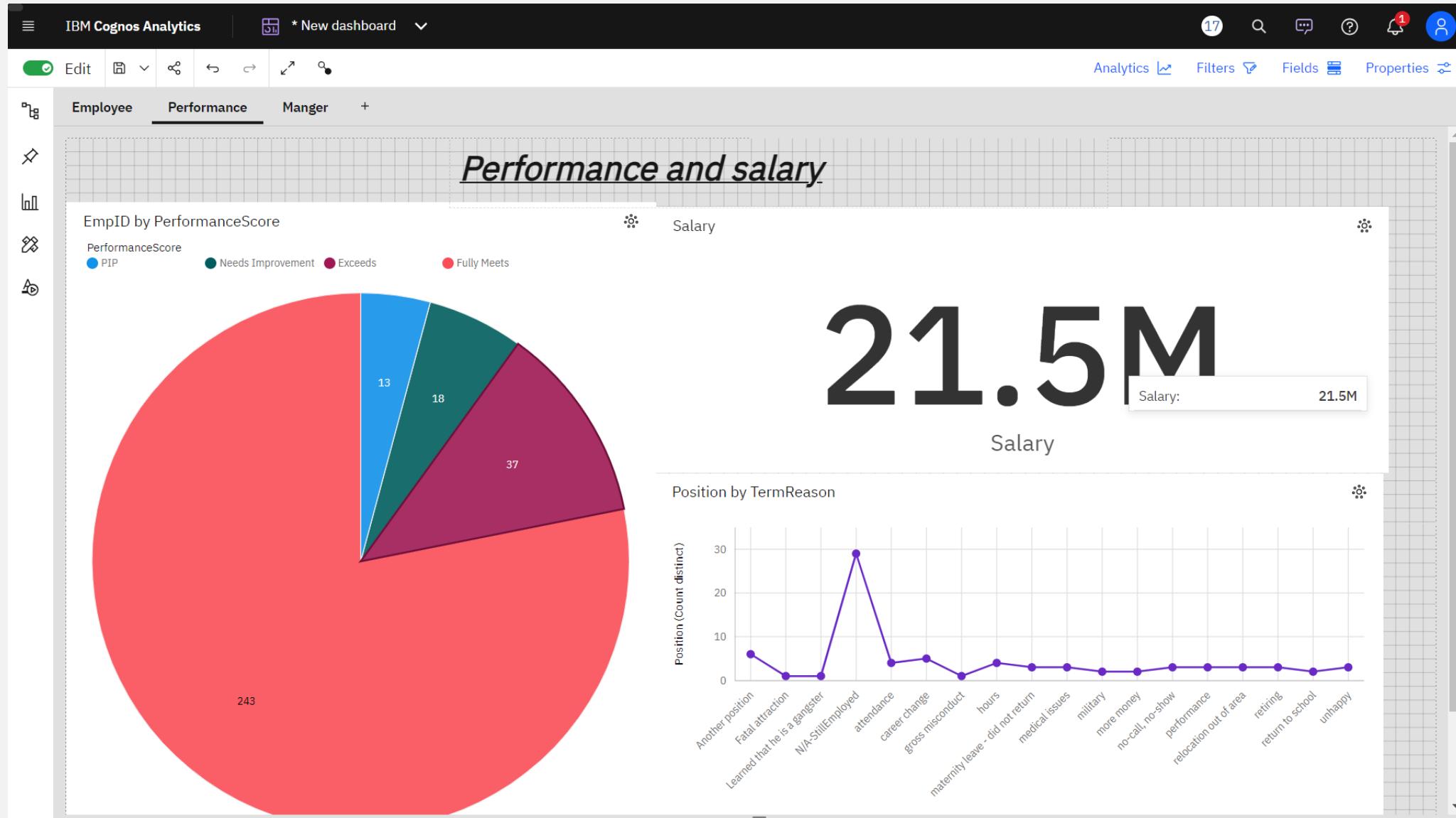
Edit | Analytics | Filters | Fields | Properties

Employee Performance Manager +

## Employee Data

Employee_Name	DateofHire	EmploymentStatus	DateofTermination
Adinolfi, Wilson K	7/5/2011	Active	(no value)
Ait Sidi, Karthikeyan	3/30/2015	Voluntarily Terminated	6/16/2016
Akinkuolie, Sarah	7/5/2011	Voluntarily Terminated	9/24/2012
Alagbe,Trina	1/7/2008	Active	(no value)
Anderson, Carol	7/11/2011	Voluntarily Terminated	9/6/2016
Anderson, Linda	1/9/2012	Active	(no value)
Andreola, Colby	11/10/2014	Active	(no value)
Athwal, Sam	9/30/2013	Active	(no value)
Bachiochi, Linda	7/6/2009	Active	(no value)
Bacong, Alejandro	1/5/2015	Active	(no value)
Baczenski, Rachael	1/10/2011	Voluntarily Terminated	1/12/2017
Barbara, Thomas	4/2/2012	Voluntarily Terminated	9/19/2016
Barbossa, Hector	11/10/2014	Active	(no value)
Barone, Francesco A	2/20/2012	Active	(no value)
Barton, Nader	9/24/2012	Voluntarily Terminated	4/6/2017
Bates, Norman	2/21/2011	Terminated for Cause	8/4/2017
Beak, Kimberly	7/21/2016	Active	(no value)
Beatrice, Courtney	4/4/2011	Active	(no value)

Employee_Name	EmpID
Akinkuolie, Sarah	10196



IBM Cognos Analytics | \* New dashboard

Edit Table + Analytics Filters Fields Properties

Employee Performance Manager +

## Manager Details and position Id

ManagerID and ManagerName

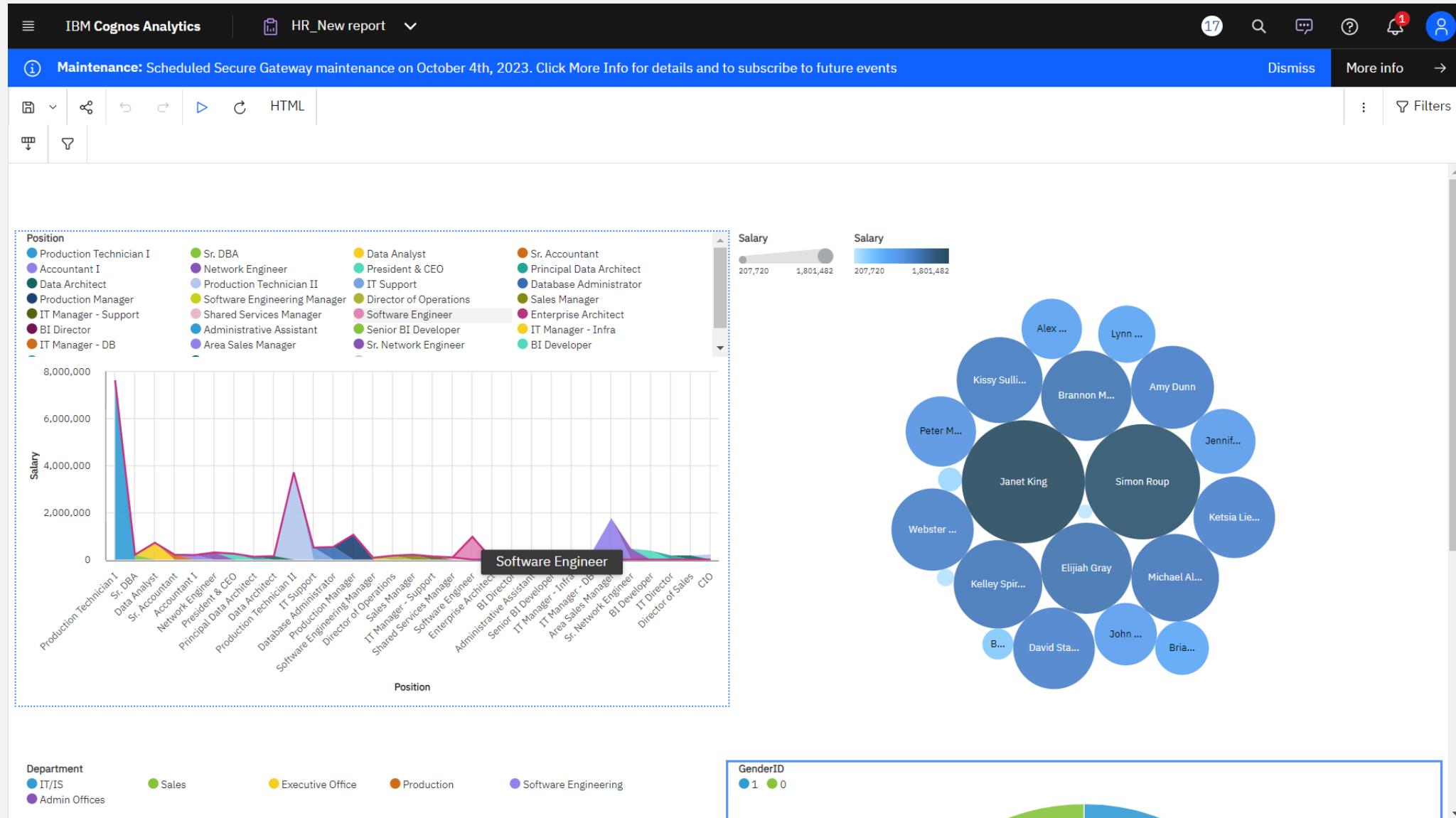
ManagerID	ManagerName
1	Brandon R. LeBlanc
2	Janet King
3	Brandon R. LeBlanc
4	Simon Roup
5	Jennifer Zamora
6	Eric Dougall
7	Peter Monroe
9	Board of Directors
10	Alex Sweetwater
11	Amy Dunn
12	Brannon Miller
13	Brian Champaigne
14	David Stanley
15	Debra Houlihan
16	Elijah Gray
17	John Smith
18	Wally Coopers

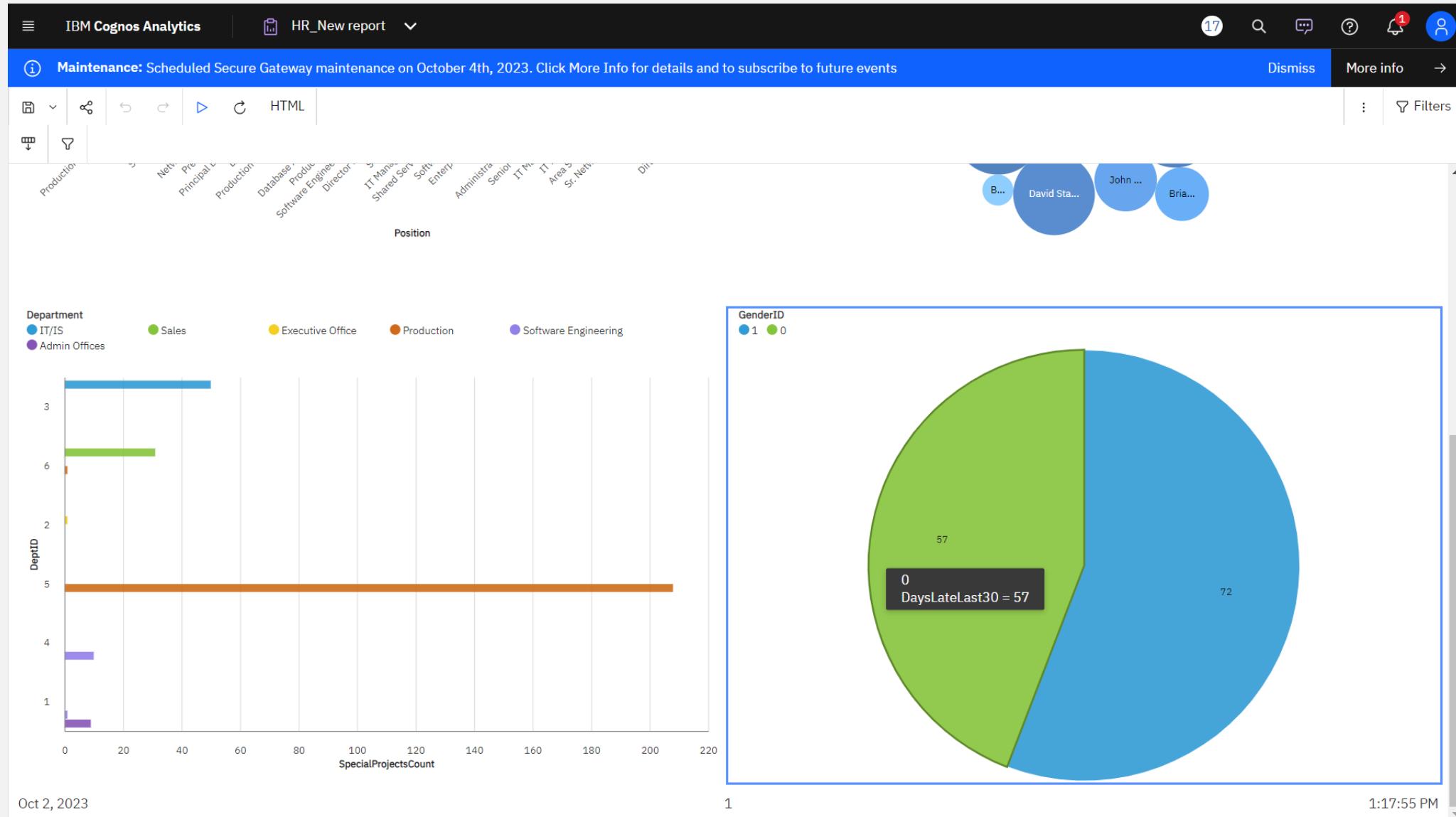
PositionID

PositionID
8
9
27
29
30

```
graph LR; ManagerID[ManagerID and ManagerName] --- PositionID[PositionID]
```

# **REPORT**





# **STORY**

IBM Cognos Analytics \* New story

17 🔍 🚫 🌐 ⏱️ 📡 1 🚙 🚙

Analytics 1.0 Filters Fields Properties

Select a source

My content Team content

Name Type Last Modified

Name	Type	Last Modified
HRdata_module	Data module	10/2/2023, 9:40 AM
HRDatasetsNew.csv CSV	Uploaded file	10/2/2023, 9:38 AM

Select a source

Click select a source to add data to a dashboard.

Select a source +

Cancel Add

Prev scene ⏪ ⏩ Next scene Scene 1 of 1 0:00.0 0:05.0 ⚙️

The screenshot shows the IBM Cognos Analytics interface. A modal dialog box titled "Select a source" is open in the center. It has tabs for "My content" (which is selected) and "Team content". Below the tabs is a table with columns "Name", "Type", and "Last Modified". The table contains two rows: "HRdata\_module" (Data module, last modified 10/2/2023, 9:40 AM) and "HRDatasetsNew.csv CSV" (Uploaded file, last modified 10/2/2023, 9:38 AM). At the bottom of the dialog are "Cancel" and "Add" buttons. The background of the main interface is dimmed, showing a blurred view of a dashboard with a cube icon and a large letter "e". The top navigation bar includes the IBM Cognos Analytics logo, a search bar, and various user and system status indicators. The bottom navigation bar includes "Prev scene", "Next scene", "Scene 1 of 1", a timeline from "0:00.0" to "0:05.0", and a settings gear icon.

IBM Cognos Analytics | HRNew story

Edit | Drag and drop data here to filter all scenes. | This scene | Drag and drop data here to filter this scene.

# Employee Id for Department ID

The overall number of results for EmpID is 311. 5 is the most frequently occurring category of DeptID with a count of 208 items with EmpID values (66.9 % of the total).

EmpID by DeptID colored by DeptID

DeptID

DeptID	Count (distinct)
1	~10
2	~5
3	~50
4	~10
5	208
6	~35

Prev scene | Next scene | Scene 1 of 4 | 0:00.0 | 0:05.0 |

IBM Cognos Analytics | HRNew story

Edit | Drag and drop data here to filter all scenes. | This scene | Drag and drop data here to filter this scene.

# Position of Employee

• The overall number of results for EmpID is 311.

• Production Technician I is the most frequently occurring category of Position with a count of 137 items with EmpID values (44.1 % of the total).

EmpID by Position colored by Position

EmpID (Count distinct)

Position

Accountant I  
Administrative Assistant  
Area Sales Manager  
BI Developer  
BI Director  
CIO  
Data Analyst  
Data Architect  
Database Administrator  
Director of Operations  
Director of Sales  
Enterprise Architect  
IT Director  
IT Manager - DB  
IT Manager - Infra  
IT Manager - Support  
IT Support  
Network Engineer  
President & CEO  
Principal Data Architect  
Production Manager  
Production Technician I  
Production Technician II  
Sales Manager  
Senior BI Developer  
Shared Services Manager  
Software Engineer  
Software Engineering Manager  
Sr. Accountant  
Sr. DBA  
Sr. Network Engineer

Prev scene | Next scene | Scene 2 of 4 | 0:00.0 | 0:05.0 | Edit | Analytics | Filters | Fields | Properties

IBM Cognos Analytics | HRNew story

Edit | Drag and drop data here to filter all scenes. | This scene | Drag and drop data here to filter this scene.

# TermReason for position of employee

- The total number of results for Position, across all TermReason, is 311.
- N/A-StillEmployed is the most frequently occurring category of TermReason with a count of 207 items with Position values (66.6 % of the total).

Position by TermReason

TermReason	Position (Count distinct)
Another pos...	6
Fatal attraction	1
N/A-StillEmployed	29
Learned that he i...	1
attendance	4
gross misconduct	1
maternity leave - ...	3
military	2
no-call, no-show	3
no-money	2
performance	3
location	3
out of ...	3
return to school	3
retiring	3
unhappy	3

Prev scene | Next scene | Scene 3 of 4 | 0:00.0 | 0:05.0 |

IBM Cognos Analytics | HRNew story

Edit | Drag and drop data here to filter all scenes. | This scene | Drag and drop data here to filter this scene.

# Recruitmentsources of Employee

- The overall number of results for Employee ID is 311.
- Indeed (28 %) and LinkedIn (24.4 %) are the most frequently occurring categories of Recruitment Source with a combined count of 163 items with Employee ID values (52.4 % of the total).

EmpID by RecruitmentSource colored by RecruitmentSource

RecruitmentSource

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

A horizontal bar chart titled "EmpID by RecruitmentSource colored by RecruitmentSource". The y-axis is labeled "RecruitmentSource" and lists eight categories: CareerBuilder, Diversity Job Fair, Employee Referral, Google Search, Indeed, LinkedIn, On-line Web application, and Other. The x-axis is labeled "EmpID (Count distinct)" and ranges from 0 to 90. The bars are colored according to the legend: CareerBuilder (orange), Diversity Job Fair (teal), Employee Referral (dark blue), Google Search (brown), Indeed (purple), LinkedIn (dark purple), On-line Web application (light blue), Other (dark teal), and Website (maroon). The chart shows that Indeed and LinkedIn have the highest counts, followed by Google Search, Employee Referral, Diversity Job Fair, and Website.

RecruitmentSource	EmpID (Count distinct)
CareerBuilder	~23
Diversity Job Fair	~29
Employee Referral	~31
Google Search	~49
Indeed	~87
LinkedIn	~76
On-line Web application	~1
Other	~2
Website	~13

Prev scene | Next scene | Scene 4 of 4 | 0:00.0 | 0:05.0 |

**THANK YOU**