THE COGNOS HR SCORECARD: Measuring Success in HR Management

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IBM Cognos Analytics

Get quick answers with the Assistant

Ask the Assistant a question in your own words to uncover insights about your data.

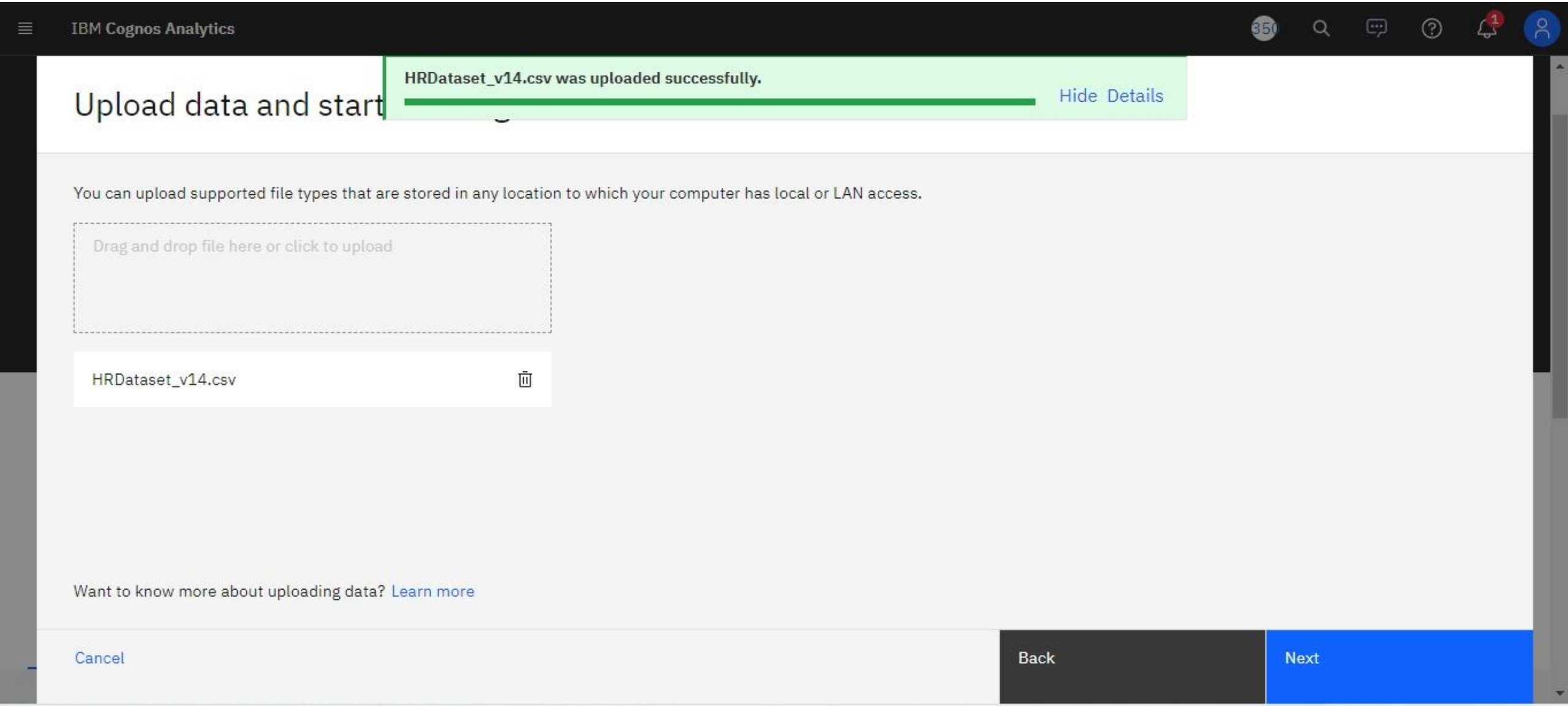
Ask a question

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.


IBM Cognos Analytics
HRDataset_v14.csv was uploaded successfully.
Hide Details
Upload data and start
You can upload supported file types that are stored in any location to which your computer has local or LAN access.
Drag and drop file here or click to upload
HRDataset_v14.csv
Want to know more about uploading data? Learn more
Cancel
Back
Next

IBM Cognos Analytics

* New data module

Properties

Data module

Search

New data module

Navigation paths

HRDataset_v14.csv

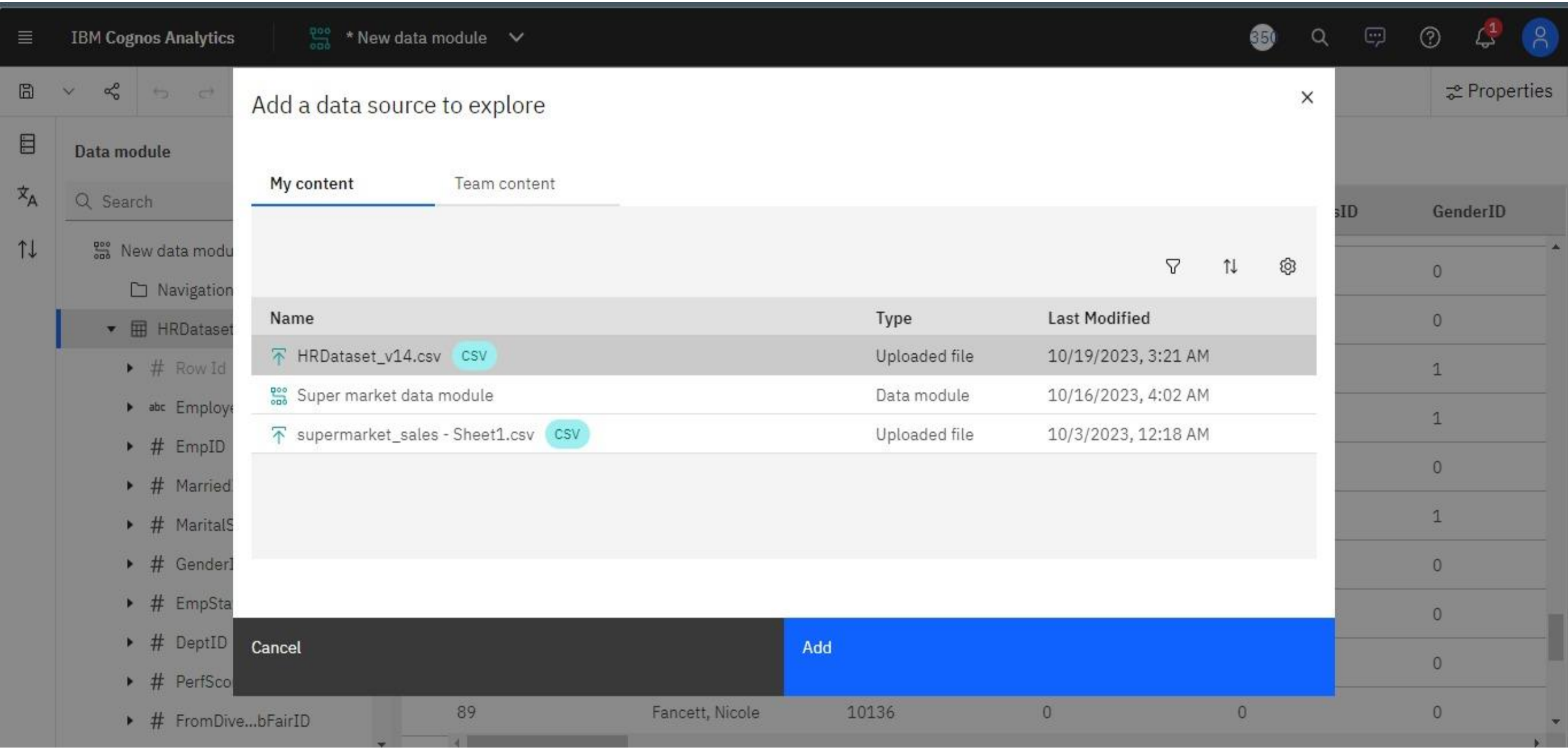
- Row Id
- Employee_Name
- EmpID
- MarriedID
- MaritalStatusID
- GenderID
- EmpStatusID
- DeptID
- PerfScoreID
- FromDive...bFairID

Grid | Relationships | Custom tables

Preview data

To preview data, select a table, a column in a table, or a folder that contains columns.

VISUALIZATION


IBM Cognos Analytics
* New data module
Properties
Data module
Search
New data modu
Navigation
HRDataset
Row Id
Employe
EmpID
Married
MaritalS
GenderI
EmpSta
DeptID
PerfSco
FromDive...bFairID
GenderID
0
0
1
1
0
1
0
0
0
0
89
Fancett, Nicole
10136
0
0
Add a data source to explore
My content
Team content
Name
Type
Last Modified
HRDataset_v14.csv
CSV
Uploaded file
10/19/2023, 3:21 AM
Super market data module
Data module
10/16/2023, 4:02 AM
supermarket_sales - Sheet1.csv
CSV
Uploaded file
10/3/2023, 12:18 AM
Cancel
Add

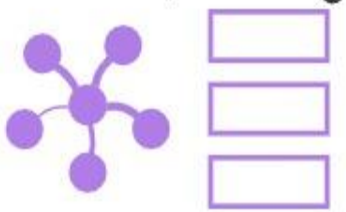
IBM Cognos Analytics

* New exploration

Create +

Cards

Data relationships



Select a starting point

Every exploration includes a data relationships card.

Skip

Start with any column. You can always change it later.

Enter data column. Not sure? Try Salary, MaritalStatusID

Try starting with one of these...

Salary | MaritalStatusID | EngagementSurvey | EmpStatusID | Absences | DaysLateLast30

EmploymentStatus | EmpSatisfaction | Termd | PerfScoreID | SpecialProjectsCount | PerformanceScore

IBM Cognos Analytics | * HR exploration

Create | 10/10 | KPI | Related | Compare | Analytics | Details | Fields | Properties

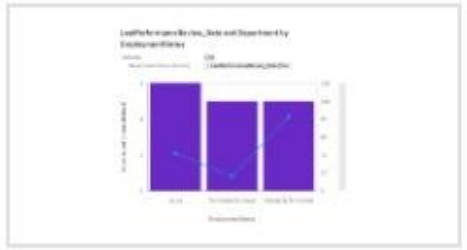
My pins | All

Search

18 pins

EngagementSu...eLast30 KPI

New exploration, 10/19/2023, 4:32 AM



LastPerforma...column chart

New exploration, 10/19/2023, 4:25 AM

EngagementSurvey compared to DaysLateLast30 5

1.28K ↑

EngagementSurvey

129 (+890.86%)

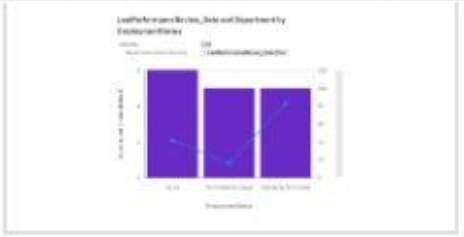
DaysLateLast30

Details

The overall number of results for **DaysLateLast30** is 311.

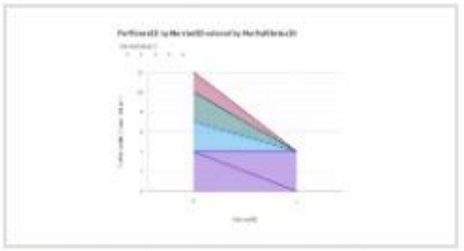
IBM Cognos Analytics | * HR exploration

Create | 11/11 | Line and column | Related | Compare | Analytics | Details | Fields | Properties



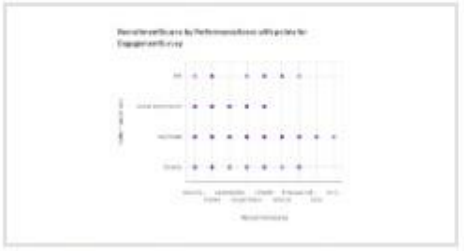
LastPerforma...column chart

New exploration, 10/19/2023, 4:25 AM



PerfScoreID b...ID area chart

New exploration, 10/19/2023, 4:19 AM



RecruitmentSo... scatter plot

Details

The total number of results for **Department**, across all **EmploymentStatus**, is 311.

Active is the most frequently occurring category of **EmploymentStatus** with a count of 207 items with **Department** values (66.6 % of the total).

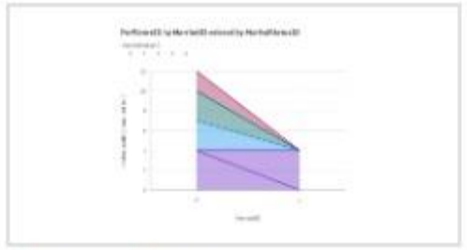
The total number of results for **LastPerformanceReview_Date**, across all **EmploymentStatus**, is 311.

IBM Cognos Analytics | * HR exploration

Create | 12/12 | Area | Related | Compare | Analytics | Details | Fields | Properties

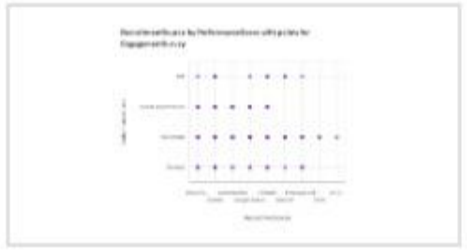
LastPerforma...column chart

New exploration, 10/19/2023, 4:25 AM



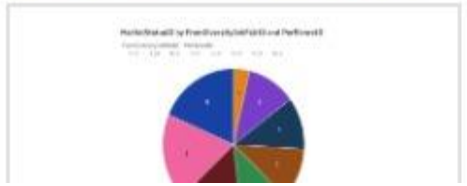
PerfScoreID b...ID area chart

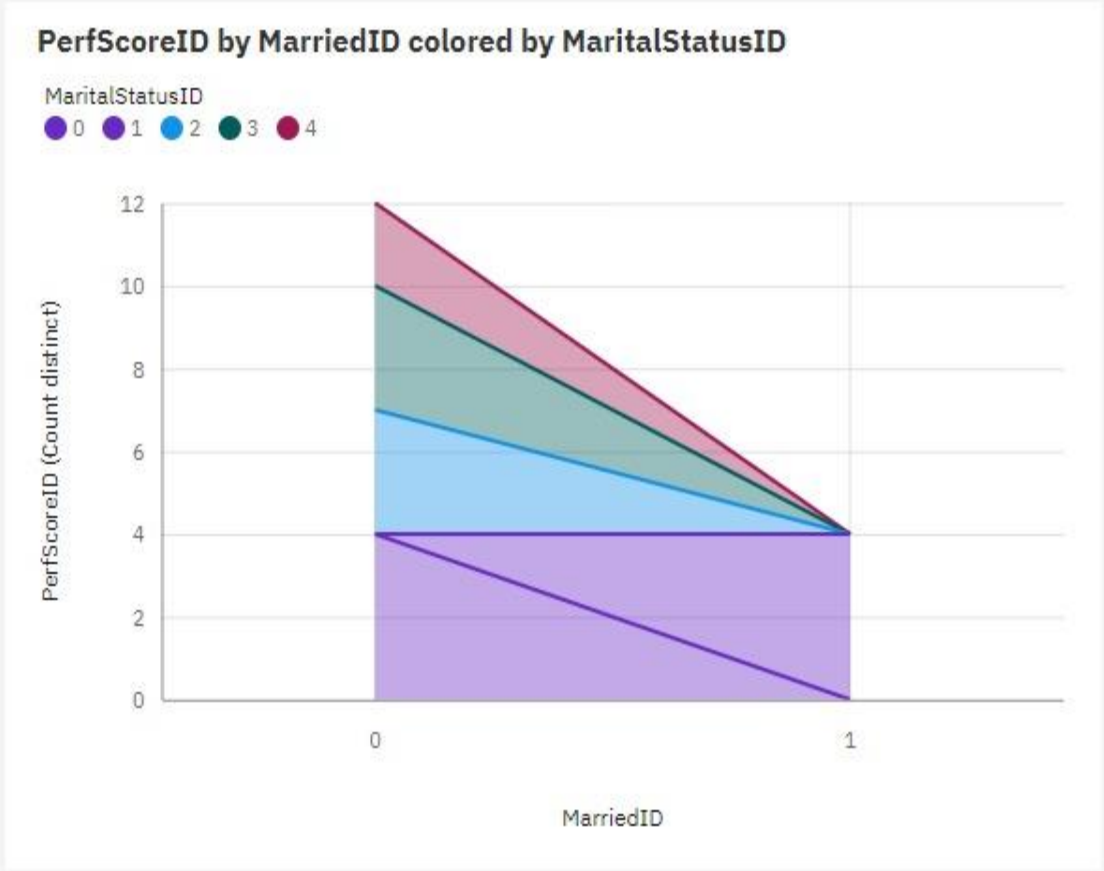
New exploration, 10/19/2023, 4:19 AM



RecruitmentSo... scatter plot

New exploration, 10/19/2023, 4:17 AM





Details

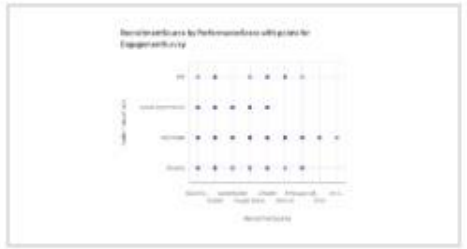
The overall number of results for **PerfScoreID** is 311.

0 is the most frequently occurring category of **MarriedID** with a count of 187 items with **PerfScoreID** values (60.1 % of the total).

0 (44.1 %) and 1 (39.9 %) are the most frequently occurring categories of **MaritalStatusID** with a combined count of 261 items with **PerfScoreID** values (83.9 % of the total).

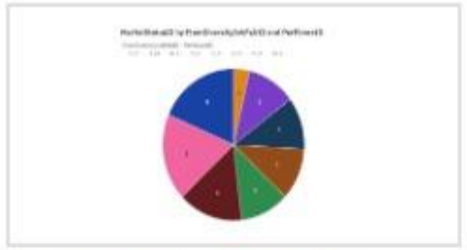
IBM Cognos Analytics | * HR exploration

Create | 13/13 | Scatter | Related | Compare | Analytics | Details | Fields | Properties



RecruitmentSo... scatter plot

New exploration, 10/19/2023, 4:17 AM



MaritalStatusI...eID pie chart

New exploration, 10/19/2023, 3:52 AM

SpecialProje...ummary value

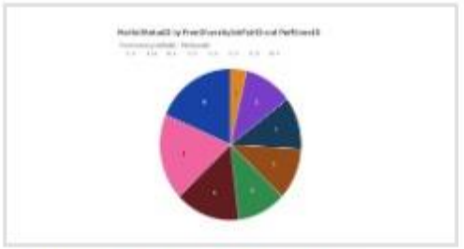
RecruitmentSource by PerformanceScore with points for EngagementSurvey

Details

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

IBM Cognos Analytics | * HR exploration

Create | 14/14 | Pie | Related | Compare | Analytics | Details | Fields | Properties

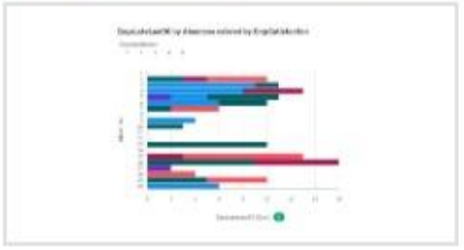


MaritalStatusI...eID pie chart

New exploration, 10/19/2023, 3:52 AM

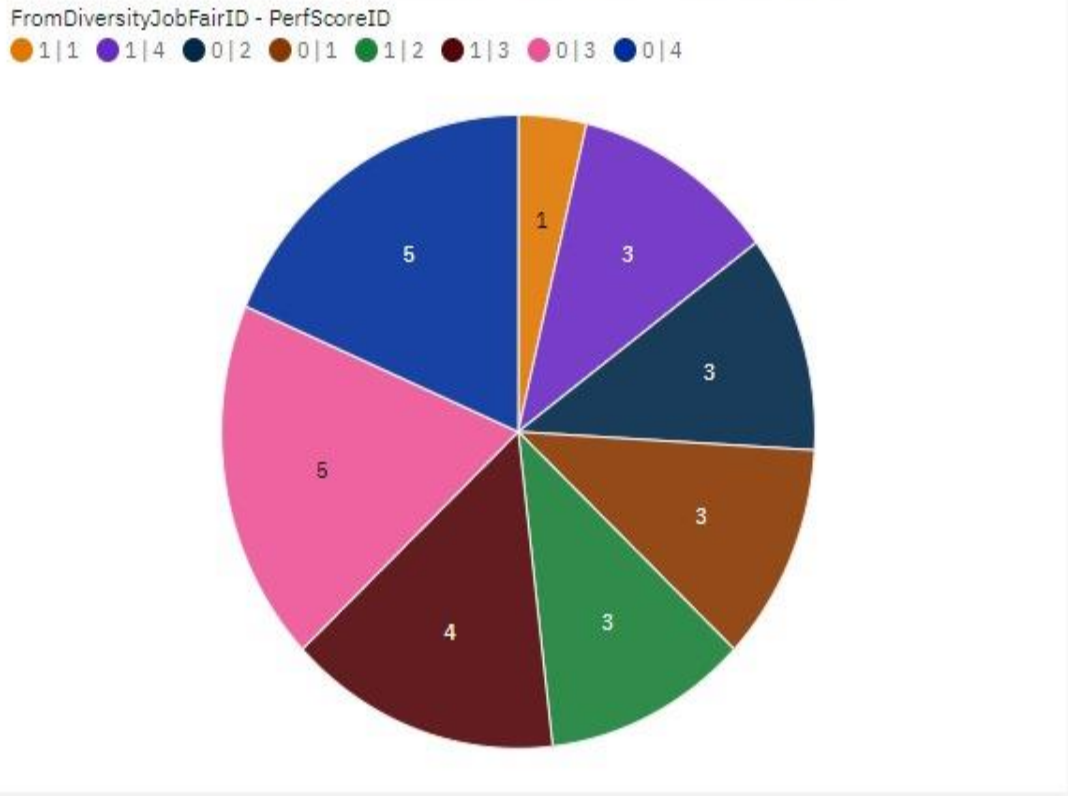
SpecialProje...ummary value

New exploration, 10/19/2023, 3:49 AM



DaysLateLast3...ed bar chart

MaritalStatusID by FromDiversityJobFairID and PerfScoreID



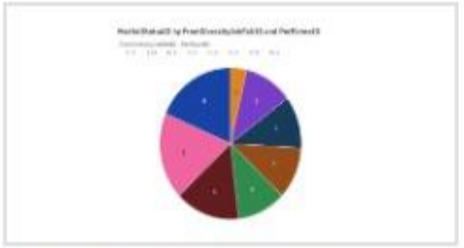
Details

The total number of results for **MaritalStatusID**, across all **FromDiversityJobFairID - PerfScoreID**, is 311.

0|3 is the most frequently occurring category of **FromDiversityJobFairID - PerfScoreID** with a count of 225 items with **MaritalStatusID** values (72.3 % of the total).

IBM Cognos Analytics | * HR exploration

Create | 15/15 | Summary | Related | Compare | Analytics | Details | Fields | Properties

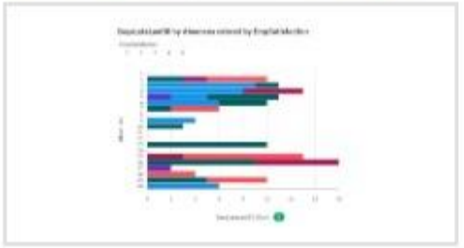


MaritalStatusI...eID pie chart

New exploration, 10/19/2023, 3:52 AM

SpecialProje...ummary value

New exploration, 10/19/2023, 3:49 AM



DaysLateLast3...ed bar chart

SpecialProjectsCount 5

311

SpecialProjectsCount

Details

No details found

No details were found for this visualization.

IBM Cognos Analytics | * HR exploration

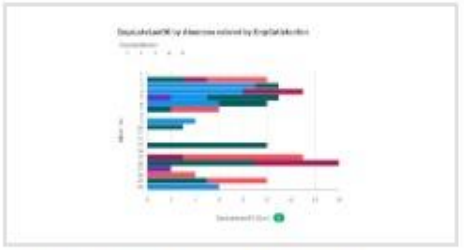
Create | 16/16 | Stacked bar | Related | Compare | Analytics | Details | Fields | Properties

MaritalStatusI...eID pie chart

New exploration, 10/19/2023, 3:52 AM

SpecialProje...ummary value

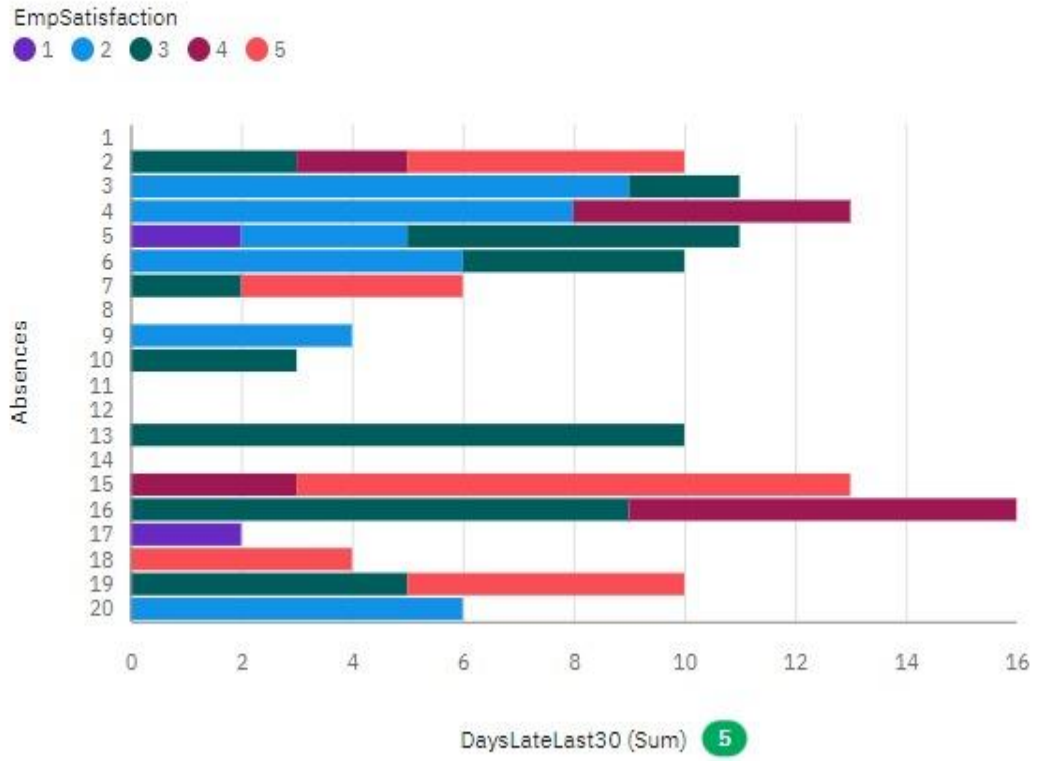
New exploration, 10/19/2023, 3:49 AM



DaysLateLast3...ed bar chart

New exploration, 10/19/2023, 3:48 AM

DaysLateLast30 by Absences colored by EmpSatisfaction



Details

Over all values of **Absences** and **EmpSatisfaction**, the sum of **DaysLateLast30** is 129.

The summed values of **DaysLateLast30** range from 0 to 10.

For **DaysLateLast30**, the most significant value of **Absences** is 16, whose respective **DaysLateLast30** values add up to 16, or 12.4 % of the total.

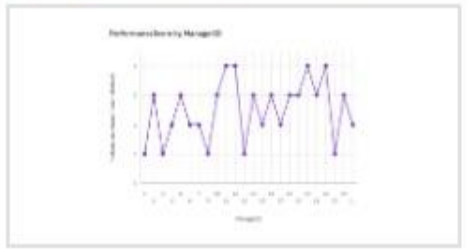
For **DaysLateLast30**, the most significant values of **EmpSatisfaction** are 3, 2, 5, and 4, whose respective **DaysLateLast30** values add up to 125, or 96.9 % of the total.

IBM Cognos Analytics | * HR exploration

Create | 17/17 | Line | Related | Compare | Analytics | Details | Fields | Properties

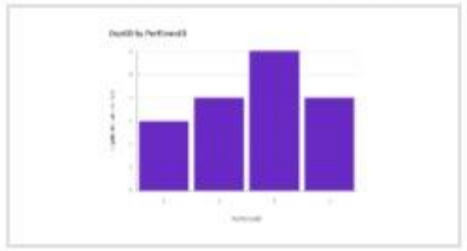
DaysLateLast3...ed bar chart

New exploration, 10/19/2023, 3:48 AM



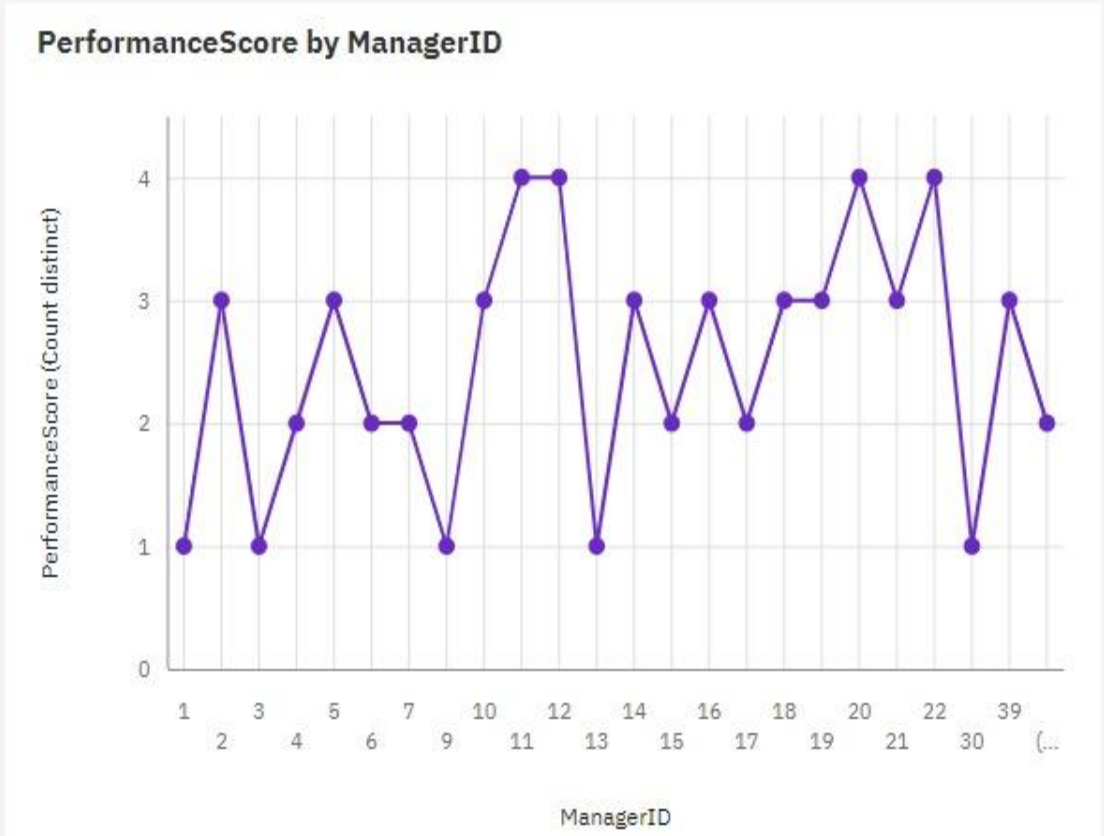
PerformanceSc...D line chart

New exploration, 10/19/2023, 3:42 AM



DeptID by Per...column chart

New exploration, 10/19/2023, 3:31 AM



Details

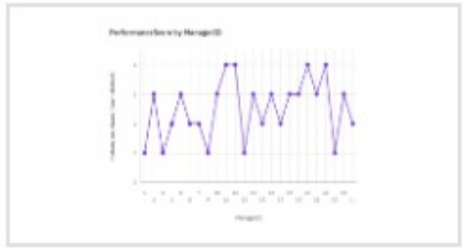
The total number of results for **PerformanceScore**, across all **ManagerID**, is 311.

12 (7.1 %), 16 (7.1 %), 18 (7.1 %), 20 (7.1 %), and 11 (6.8 %) are the most frequently occurring categories of **ManagerID** with a combined count of 109 items with **PerformanceScore** values (35 % of the total) .

IBM Cognos Analytics | * HR exploration

Create | 18/18 | Column | Related | Compare | Analytics | Details | Fields | Properties

New exploration, 10/19/2023, 3:48 AM



PerformanceSc...D line chart

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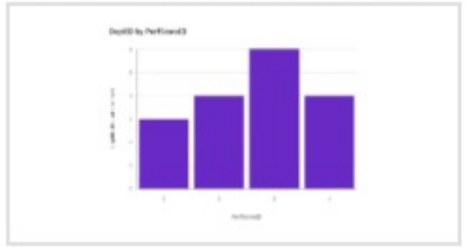
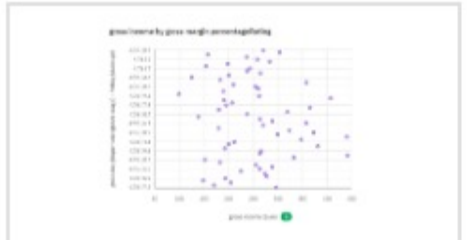
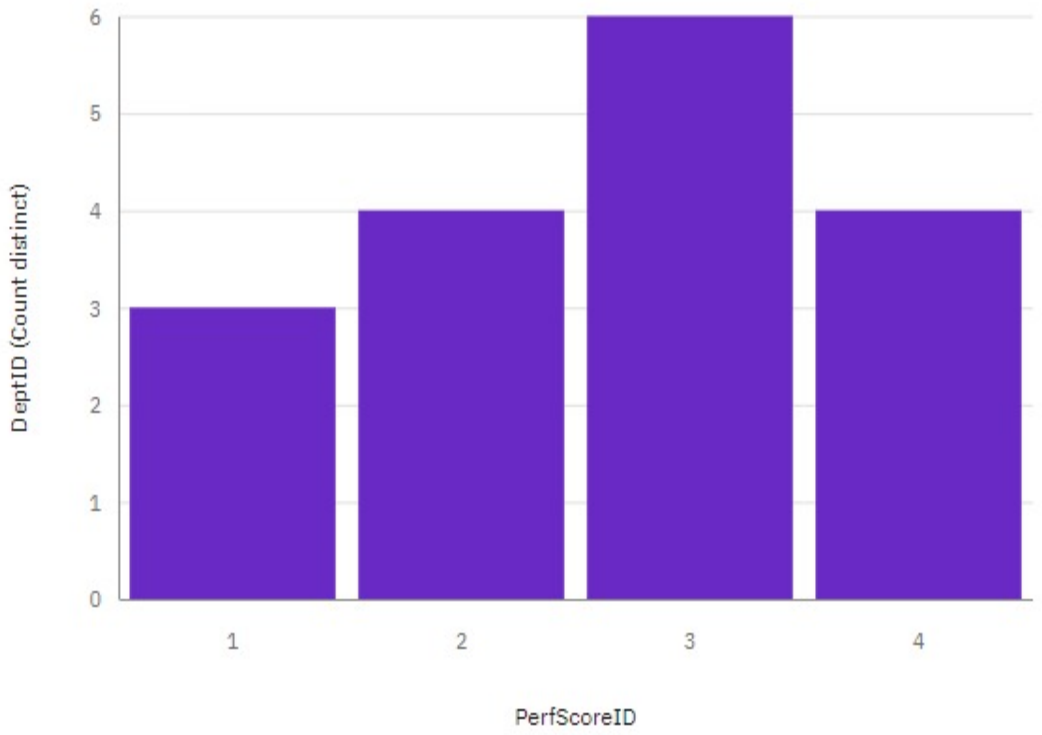


DeptID by Per...column chart

New exploration, 10/19/2023, 3:31 AM



DeptID by PerfScoreID



Details

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

3 is the most frequently occurring category of **PerfScoreID** with a count of 243 items with **DeptID** values (78.1 % of the total).

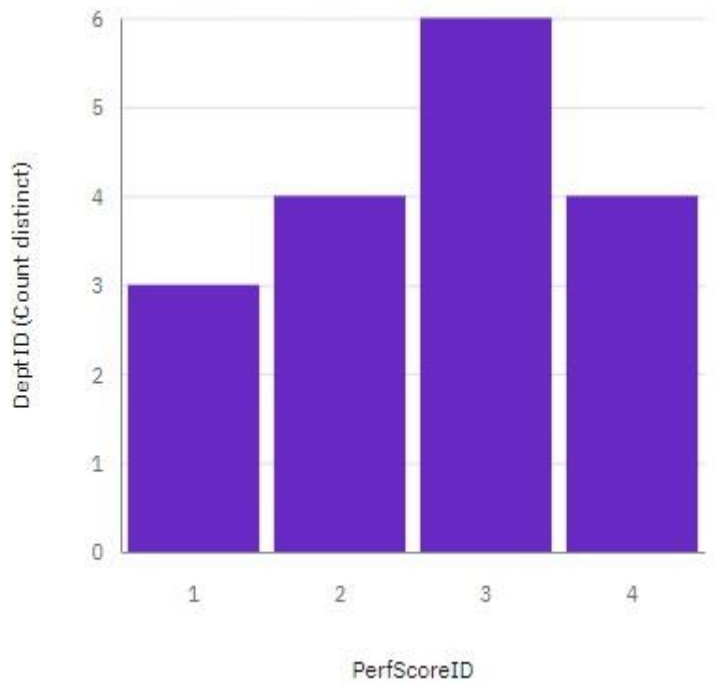
IBM Cognos Analytics | HR dashboard

Edit | 100% | Analytics | Filters

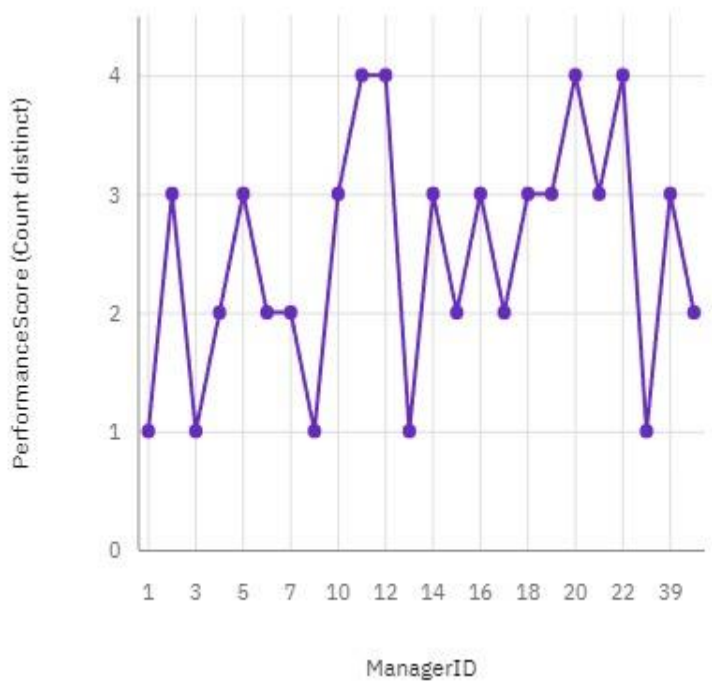
Tab 1 | Tab 2 | Tab 3

HR DATA ANALYSIS

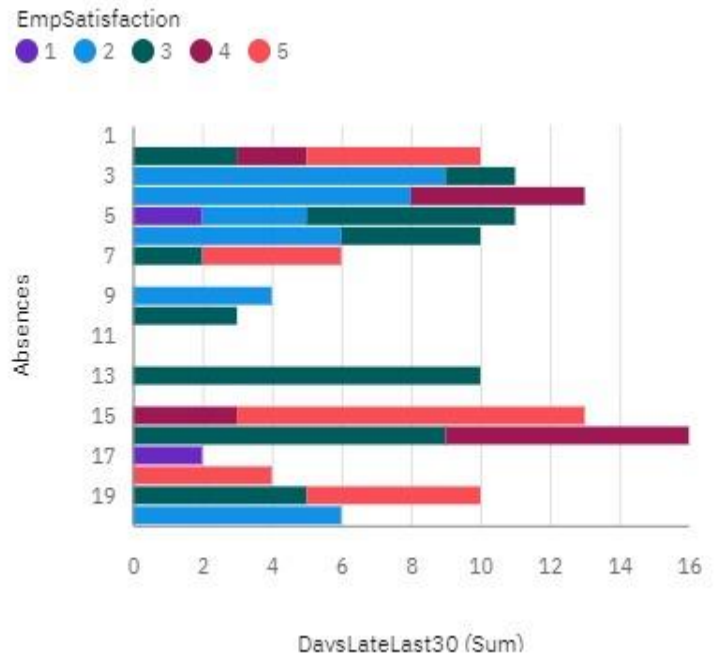
DeptID by PerfScoreID



PerformanceScore by ManagerID



DaysLateLast30 by Absences colored by EmpSatisfaction



IBM Cognos Analytics | * HR dashboard

Edit | 100% | Analytics | Filters

Tab 1 | Tab 2 | Tab 3

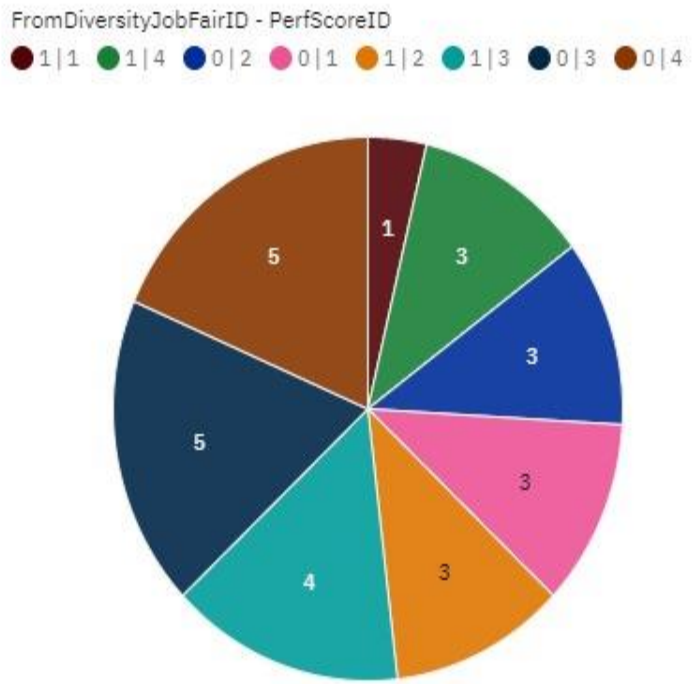
HR DATA ANALYSIS

SpecialProjectsCount

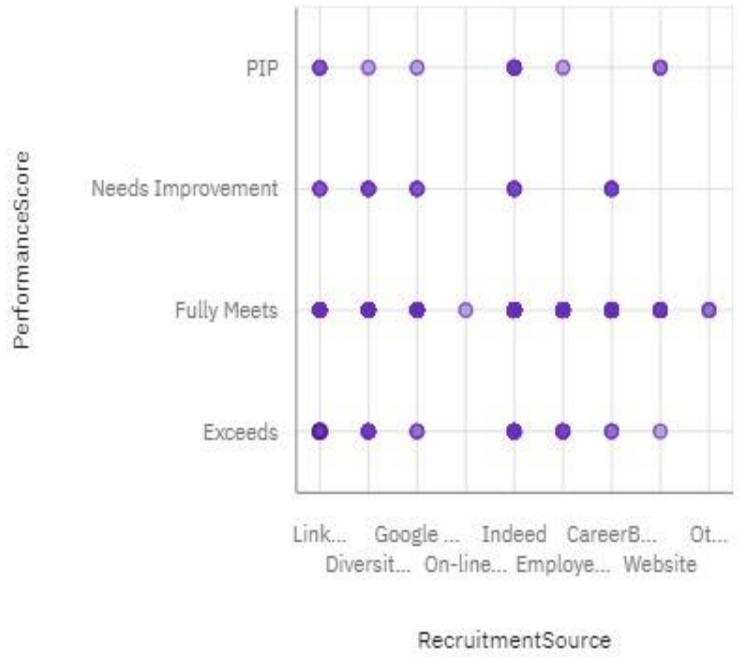
311

SpecialProjectsCount

MaritalStatusID by FromDiversityJobFairID and PerfScoreID



RecruitmentSource by PerformanceScore with points for EngagementSurvey



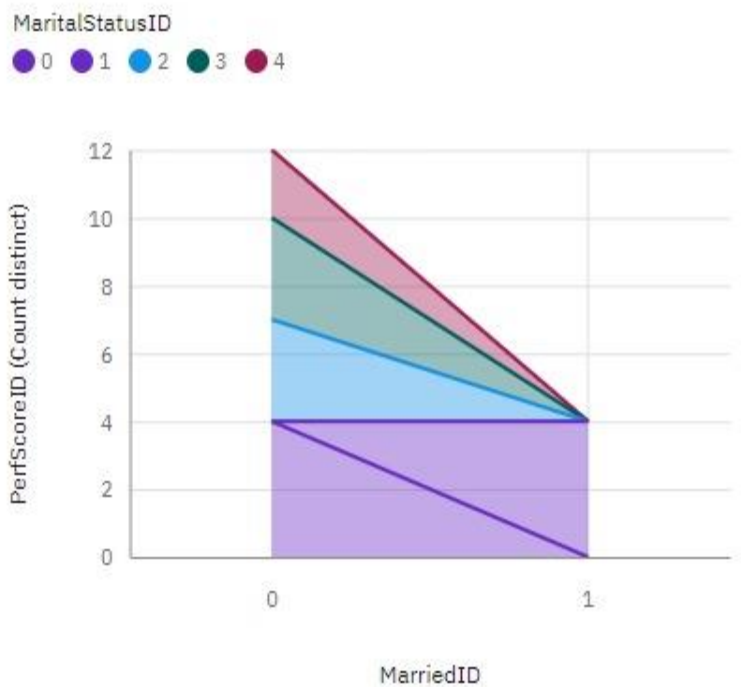
IBM Cognos Analytics | * HR dashboard

Edit | 100% | Analytics | Filters

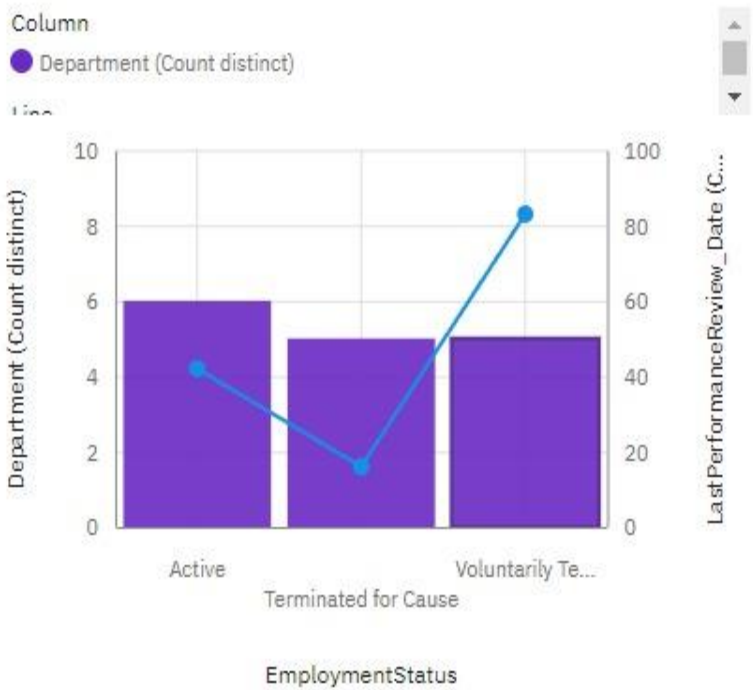
Tab 1 | Tab 2 | Tab 3

HR DATA ANALYSIS

PerfScoreID by MarriedID colored by MaritalStatusID



LastPerformanceReview_Date and Department by EmploymentStatus



EngagementSurvey compared to DaysLateLast30

1.28K ↑

EngagementSurvey

129 (+890.86%)

DaysLateLast30

STORY

IBM Cognos Analytics | * HR story

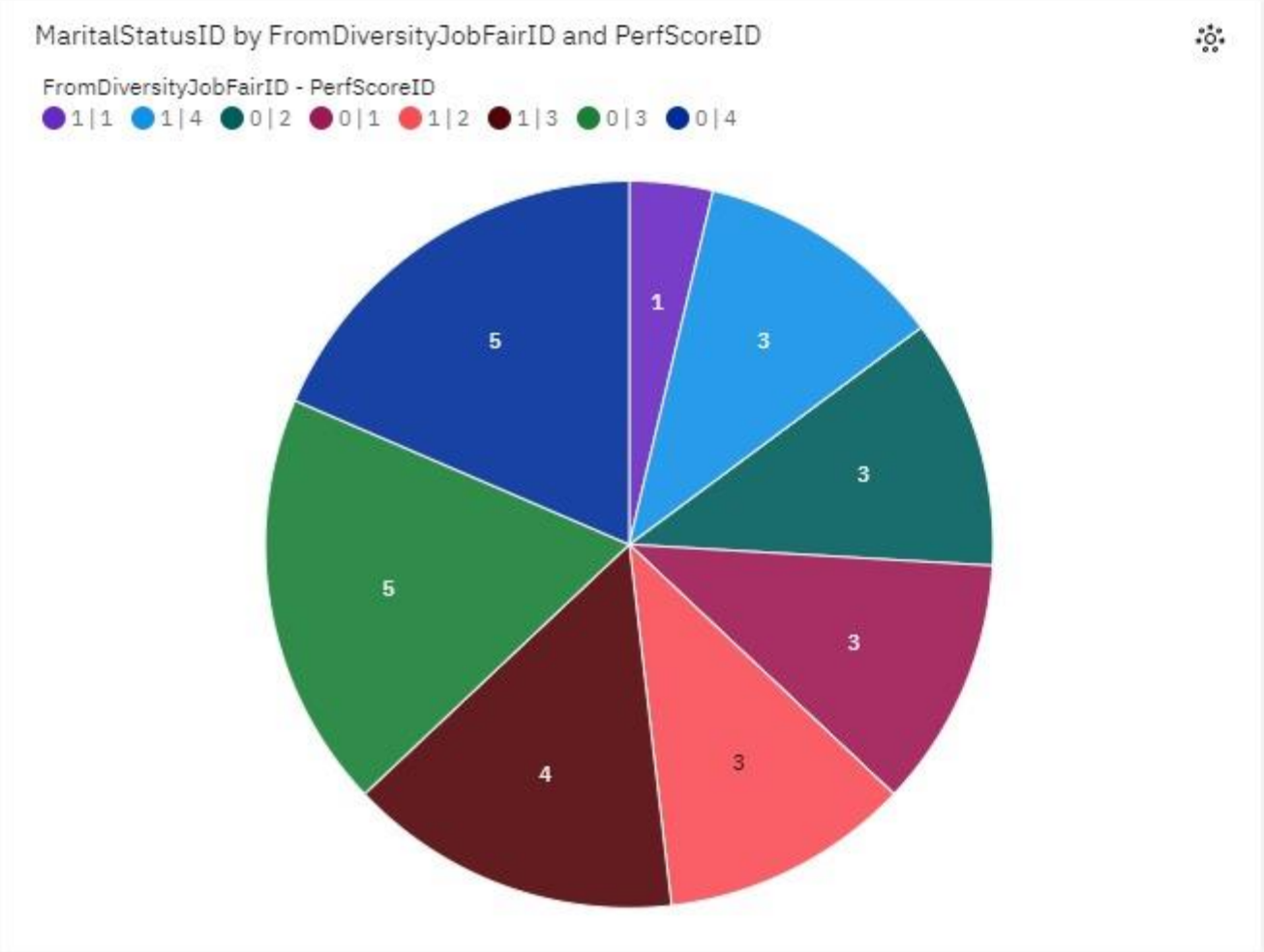
Edit | Analytics | Filters

HR DATA ANALYSIS

Prev scene | Next scene | Scene 1 of 5 | 0:00.0 | 0:05.0

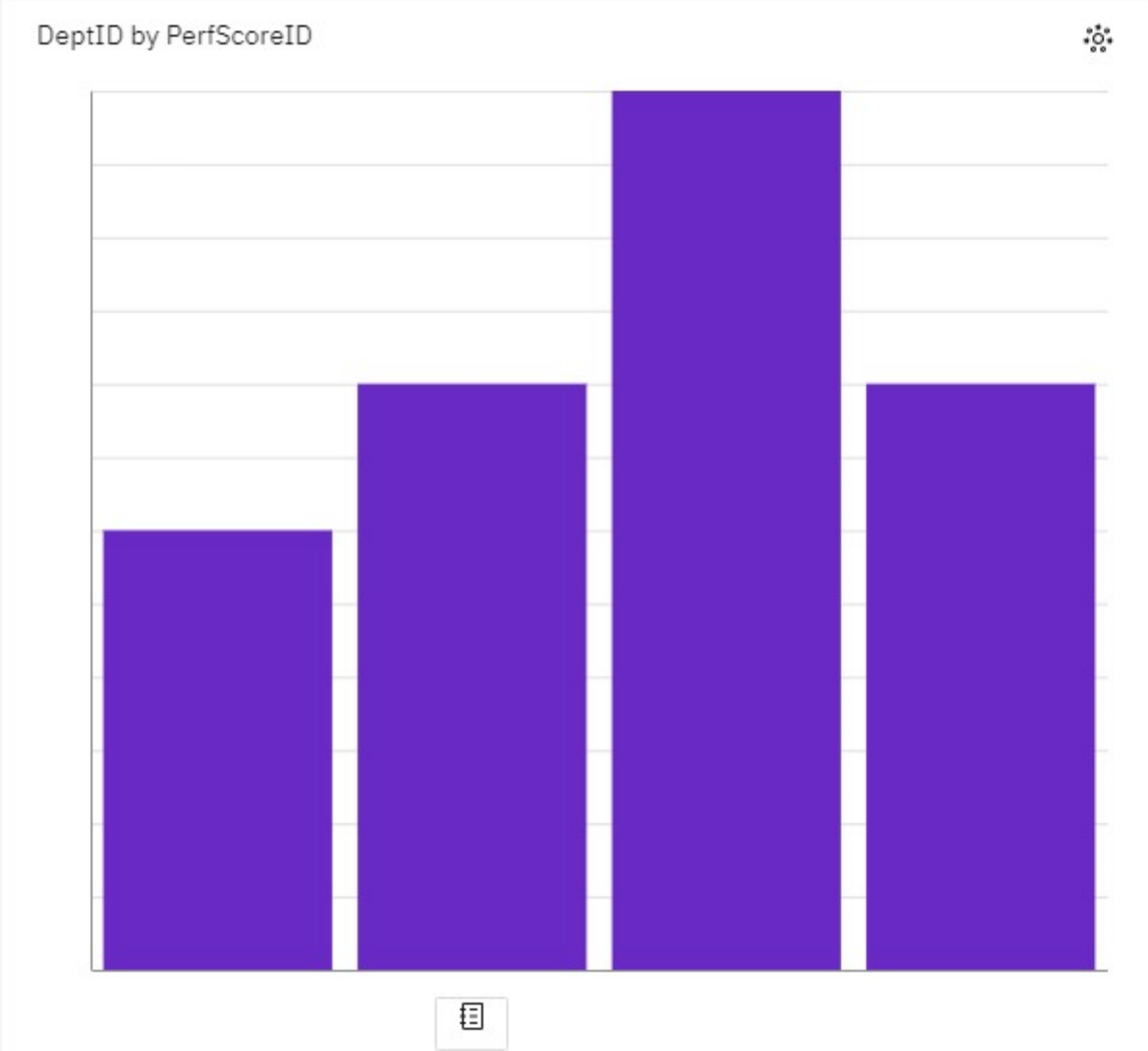
HR DATA ANALYSIS

- The total number of results for MaritalStatusID, across all FromDiversityJobFairID - PerfScoreID, is 311.
- 0|3 is the most frequently occurring category of FromDiversityJobFairID - PerfScoreID with a count of 225 items with MaritalStatusID values (72.3 % of the total).



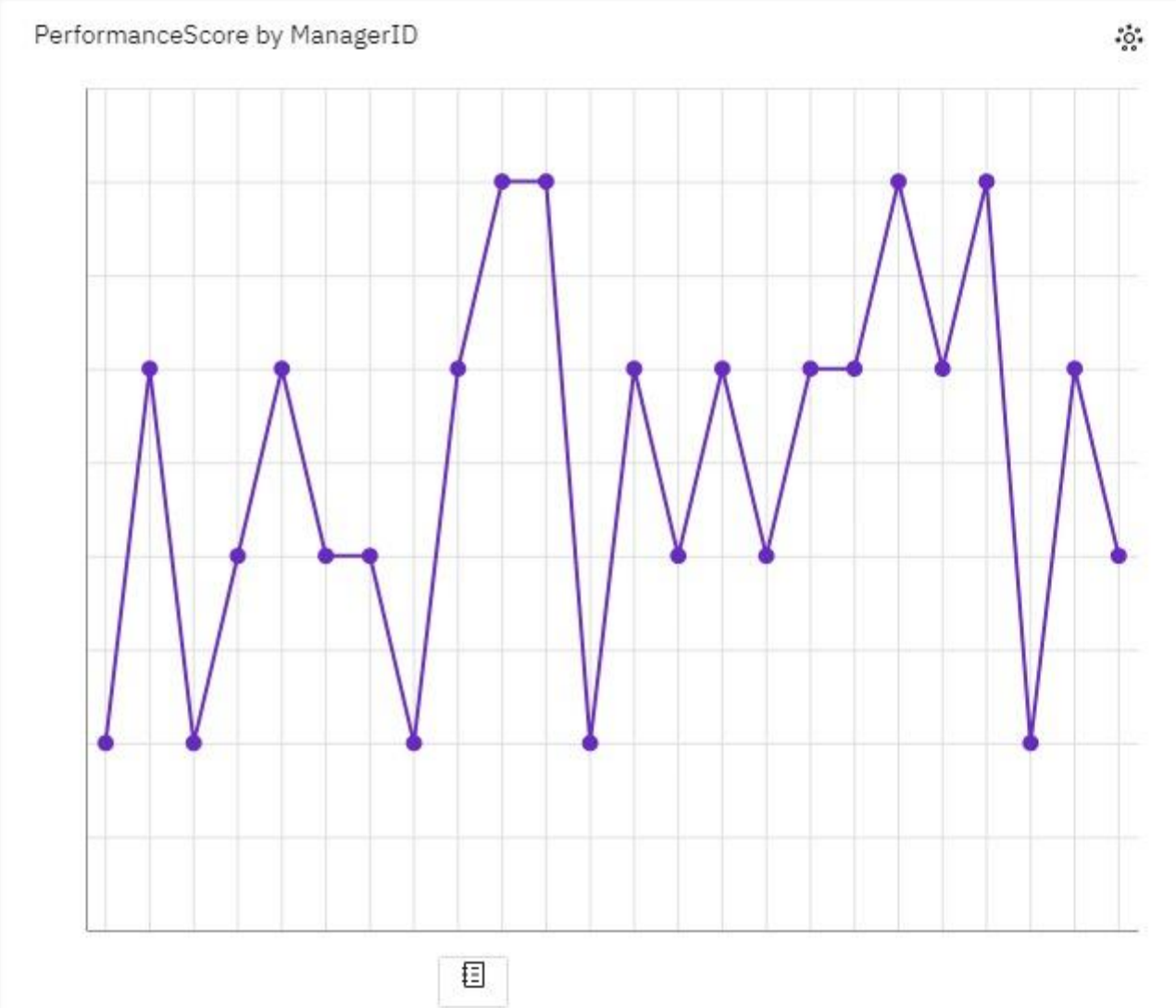
HR DATA ANALYSIS

- The total number of results for DeptID, across all PerfScoreID, is 311.
- 3 is the most frequently occurring category of PerfScoreID with a count of 243 items with DeptID values (78.1 % of the total).



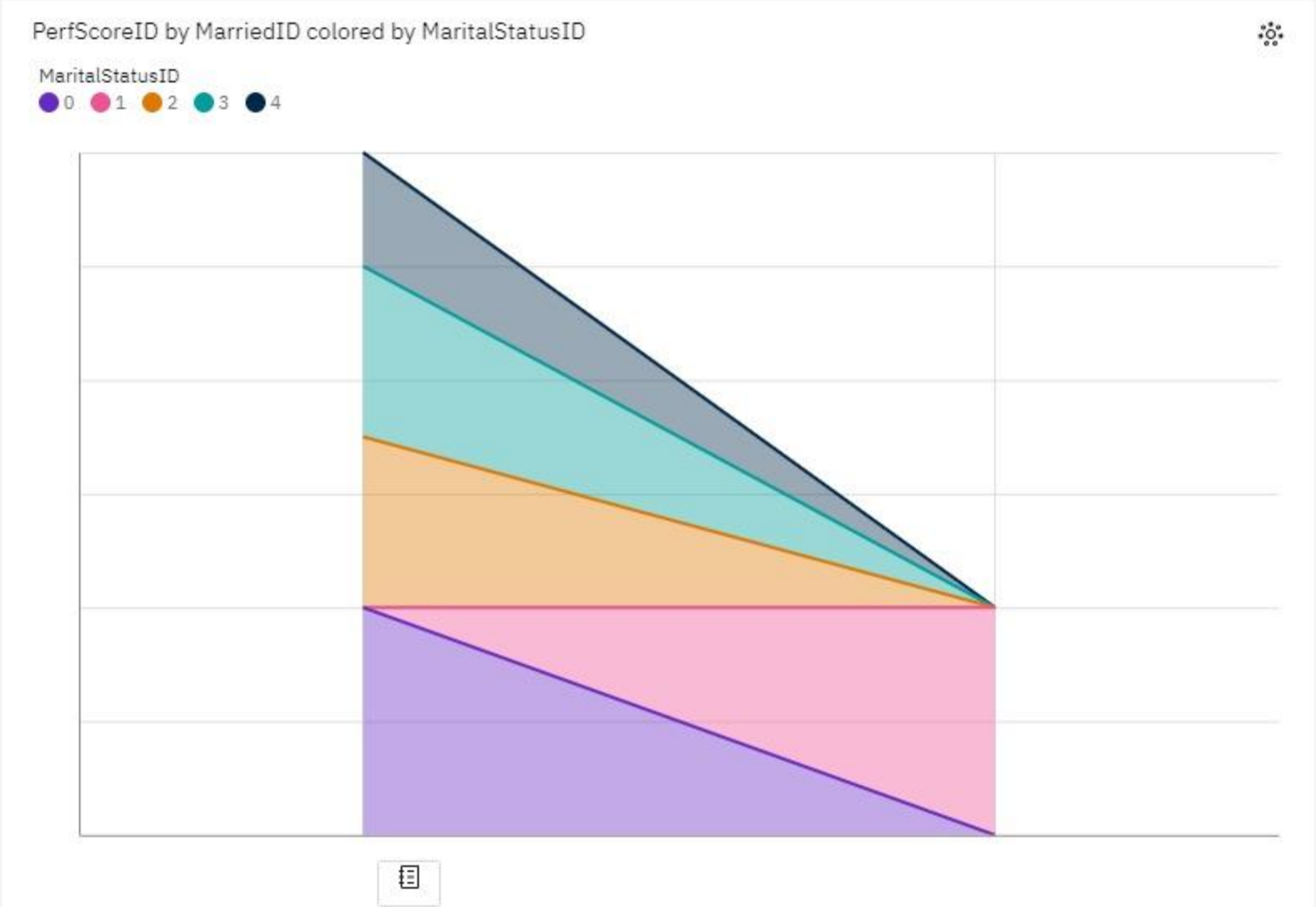
HR DATA ANALYSIS

- The total number of results for PerformanceScore, across all ManagerID, is 311.
- 12 (7.1 %), 16 (7.1 %), 18 (7.1 %), 20 (7.1 %), and 11 (6.8 %) are the most frequently occurring categories of ManagerID with a combined count of 109 items with PerformanceScore values (35 % of the total).

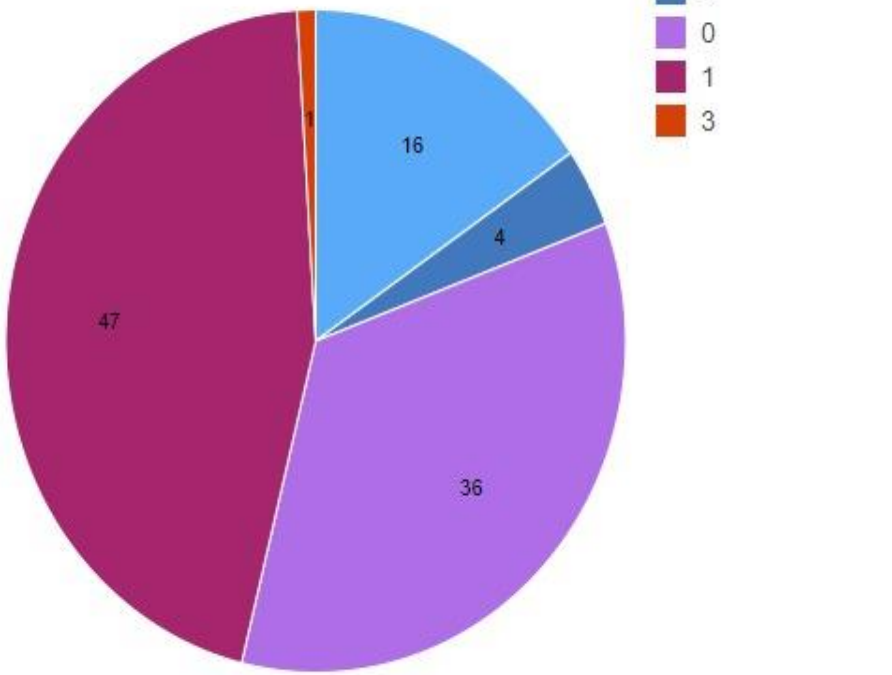


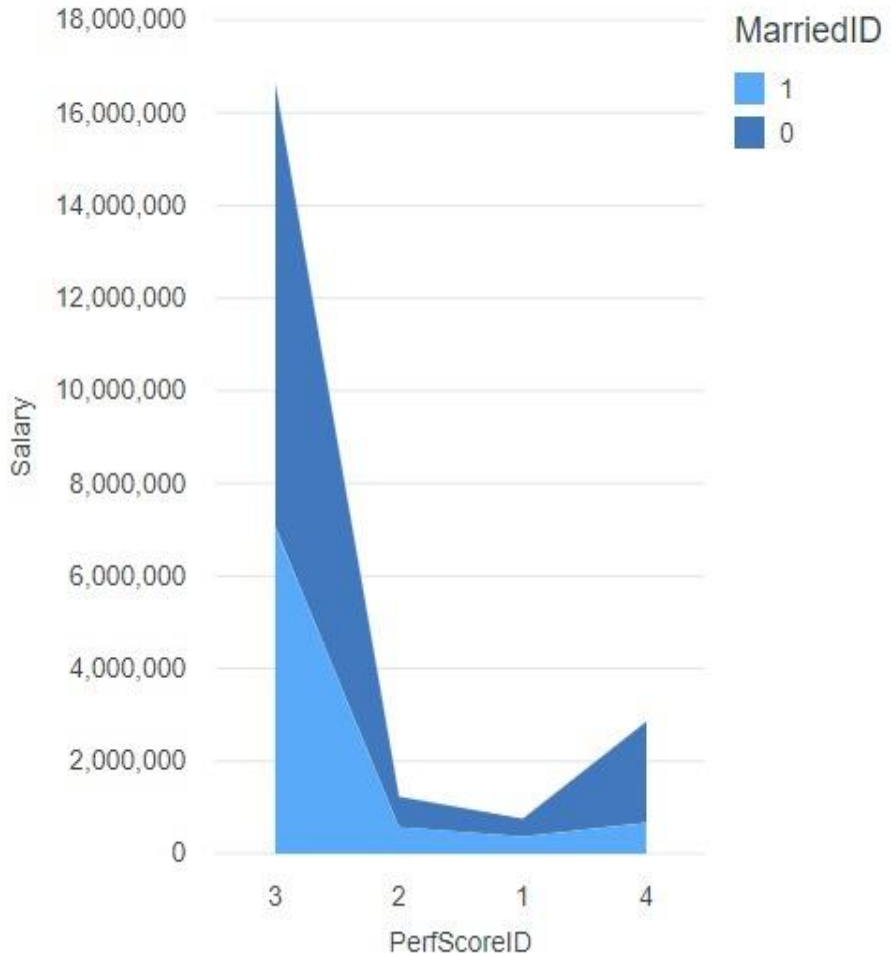
HR DATA ANALYSIS

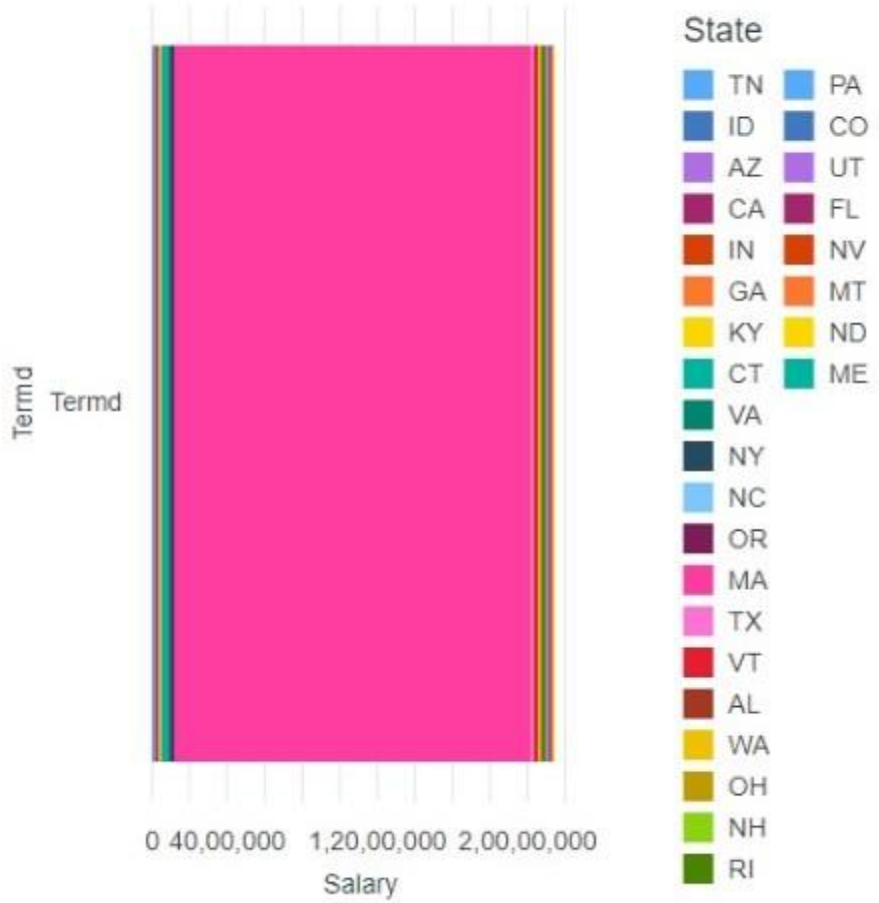
- 0 is the most frequently occurring category of MarriedID with a count of 187 items with PerfScoreID values (60.1 % of the total).
- 0 (44.1 %) and 1 (39.9 %) are the most frequently occurring categories of MaritalStatusID with a combined count of 261 items with PerfScoreID values (83.9 % of the total).



REPORT


MaritalStatusID
2
4
0
1
3
16
4
36
47
1


MarriedID
1
0
18,000,000
16,000,000
14,000,000
12,000,000
10,000,000
8,000,000
6,000,000
4,000,000
2,000,000
0
Salary
3
2
1
4
PerfScoreID


Termd
Termd
0
40,00,000
1,20,00,000
2,00,00,000
Salary

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

ManagerID
19
18
22
11
2
17
16
21
12
14
20
13
6
7
39
9
5
10
4
15
1
30
3