

The Cognos HR Scorecard: Measuring Success in HR Management

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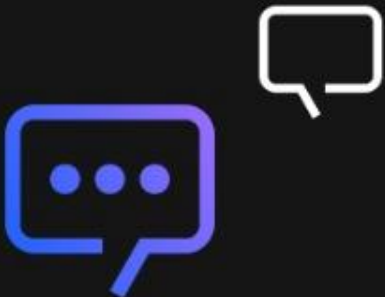


Get quick answers with the Assistant

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.

My IBM

* New data module

Content

us1.ca.analytics.ibm.com/bi/?perspective=ca-modeller&id=3786810775_5ec95f890fb241b5942e5f8aff9b98d4_sessionTemp&objRef=&tid=3786810775_5ec95f890fb241b5942e5f8aff9b98d4_s...

IBM Cognos Analytics

360

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

Dismiss

More info

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

Salary

Termd

PositionID

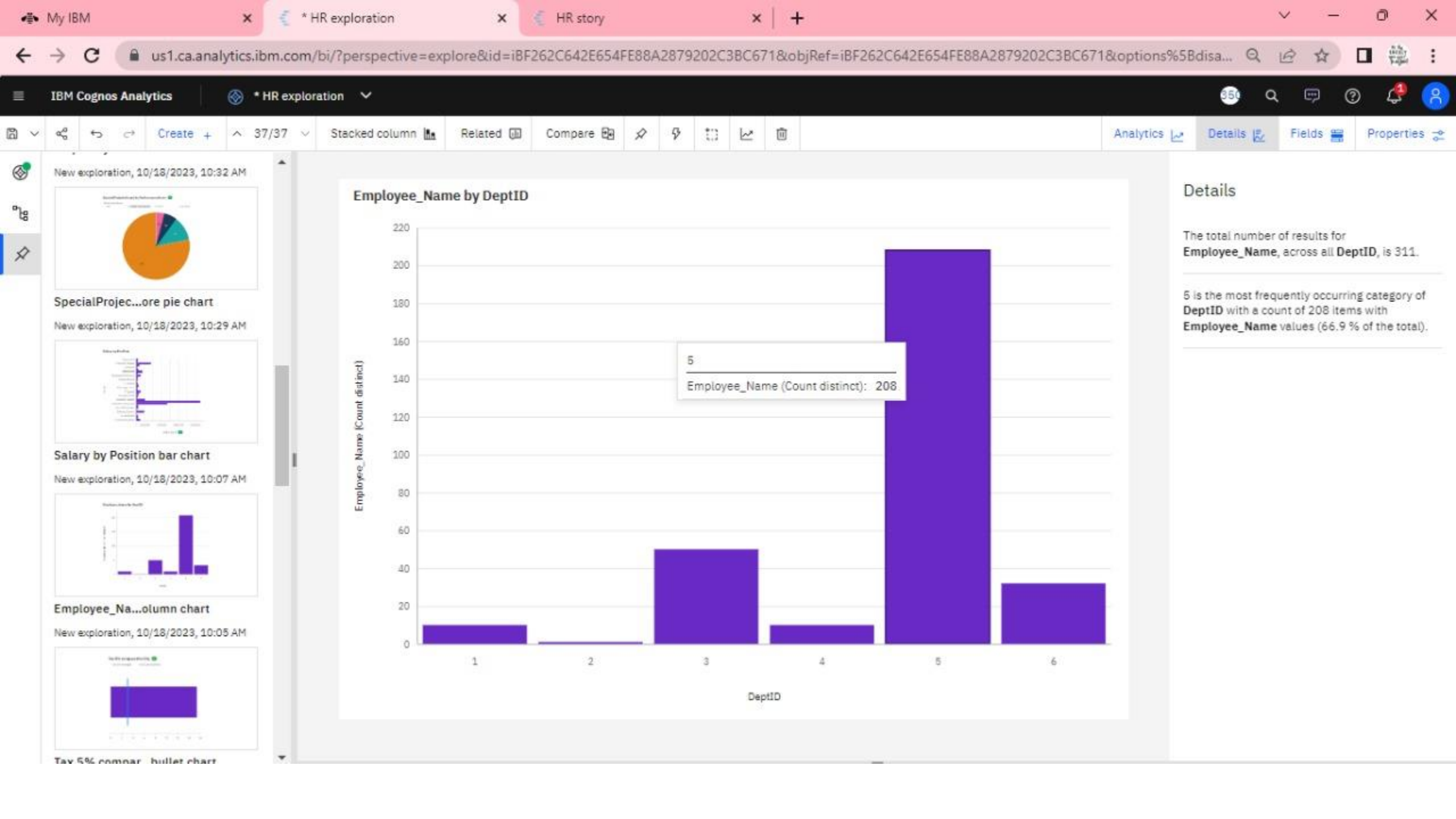
Grid

Relationships

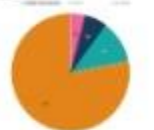
Custom tables

Row Id	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID
1	Adinolfi, Wilson K	10026	0	0	1	1
2	Ait Sidi, Karthikeyan	10084	1	1	1	5
3	Akinkuolie, Sarah	10196	1	1	0	5
4	Alagbe,Trina	10088	1	1	0	1
5	Anderson, Carol	10069	0	2	0	5
6	Anderson, Linda	10002	0	0	0	1
7	Andreola, Colby	10194	0	0	0	1
8	Athwal, Sam	10062	0	4	1	1
9	Bachiochi, Linda	10114	0	0	0	3
10	Bacong, Alejandro	10250	0	2	1	1
11	Baczenski, Rachael	10252	1	1	0	5
12	Barbara, Thomas	10242	1	1	1	5

VISUALIZATIONS




New exploration, 10/18/2023, 10:32 AM




SpecialProjec...ore pie chart

New exploration, 10/18/2023, 10:29 AM




Salary by Position bar chart

New exploration, 10/18/2023, 10:07 AM

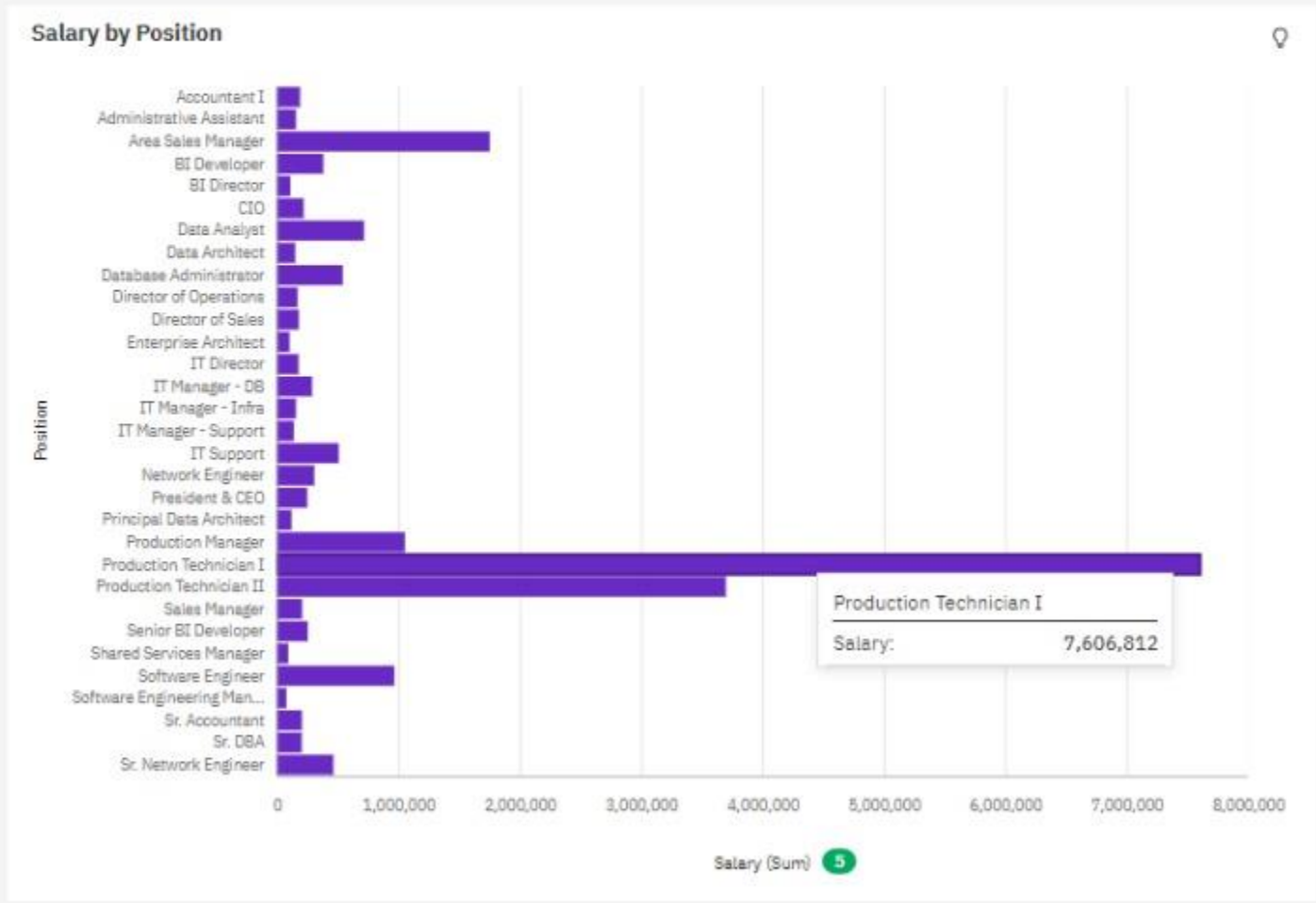


Employee_Na...olumn chart

New exploration, 10/18/2023, 10:05 AM



Tax 5% compar... bar chart

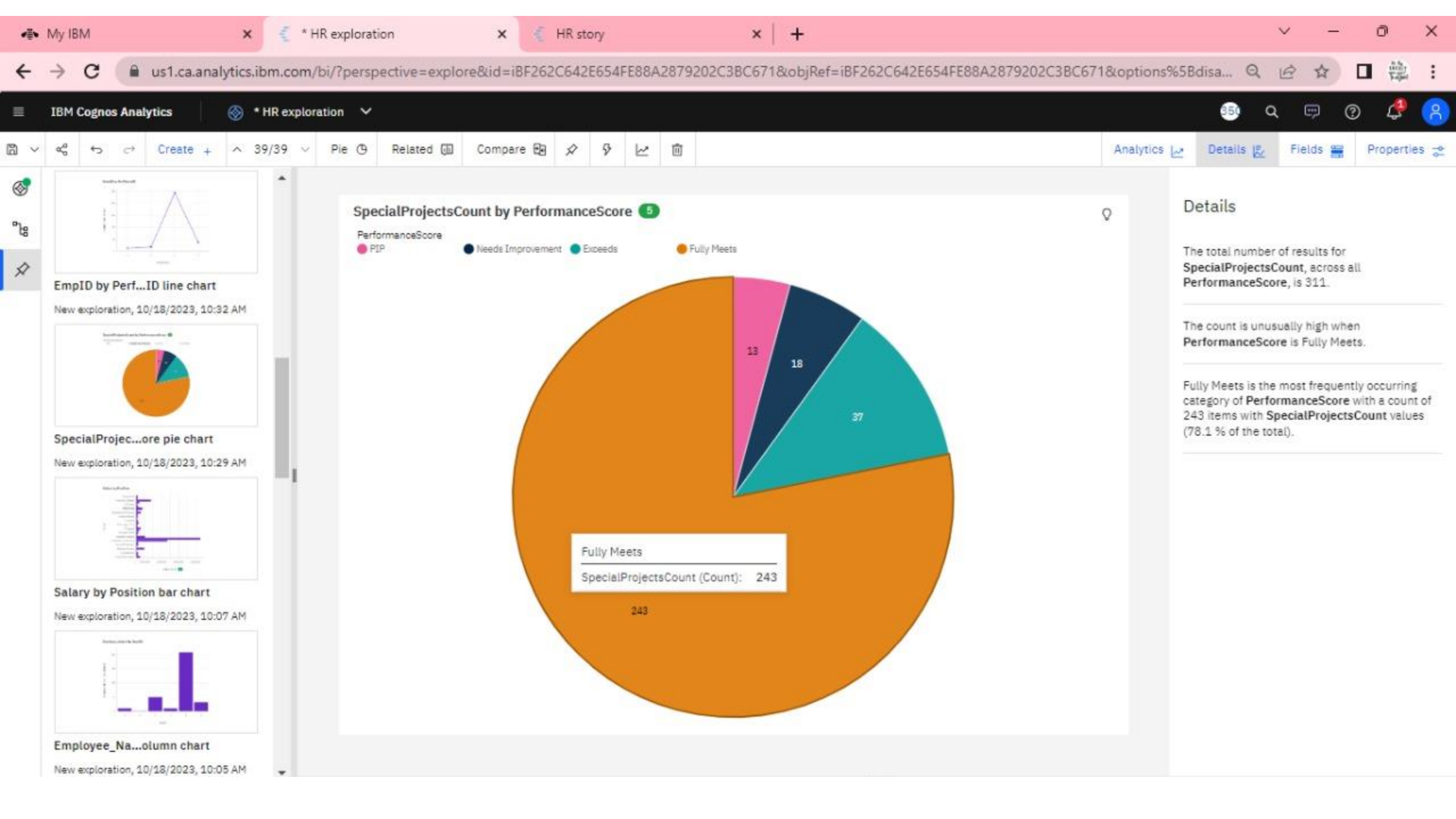


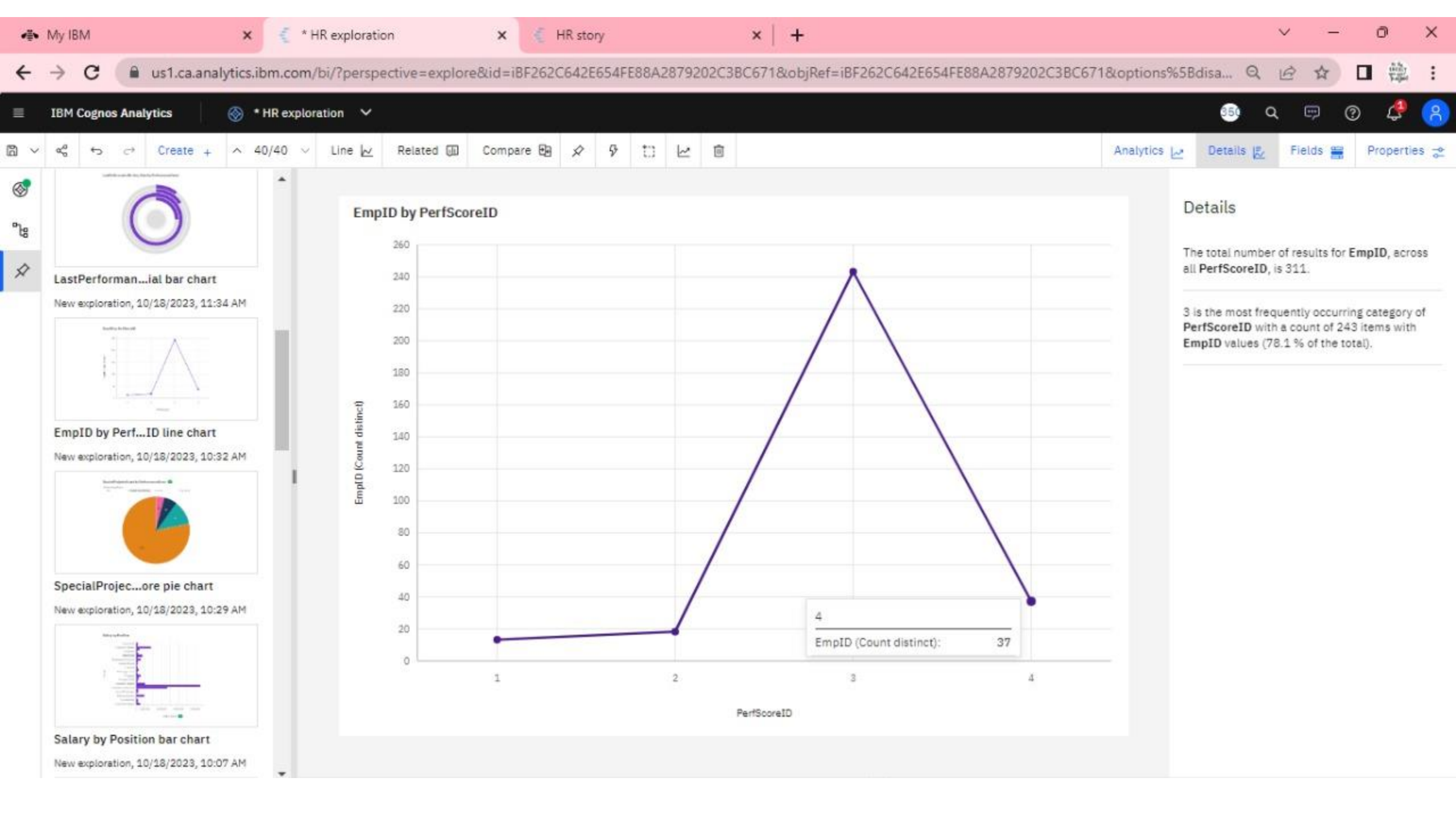
Details

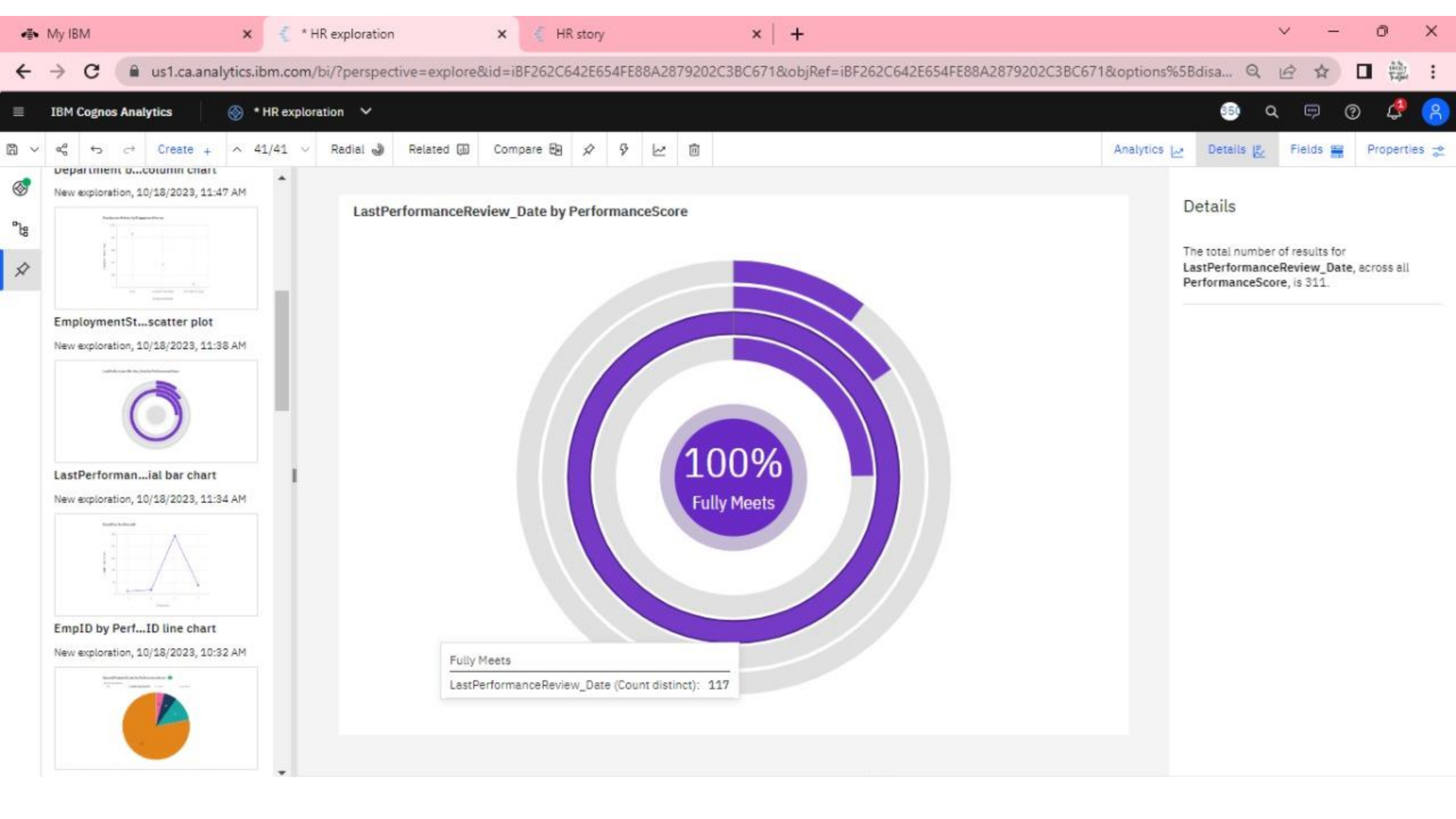
Across all **positions**, the sum of **Salary** is over 21 million.

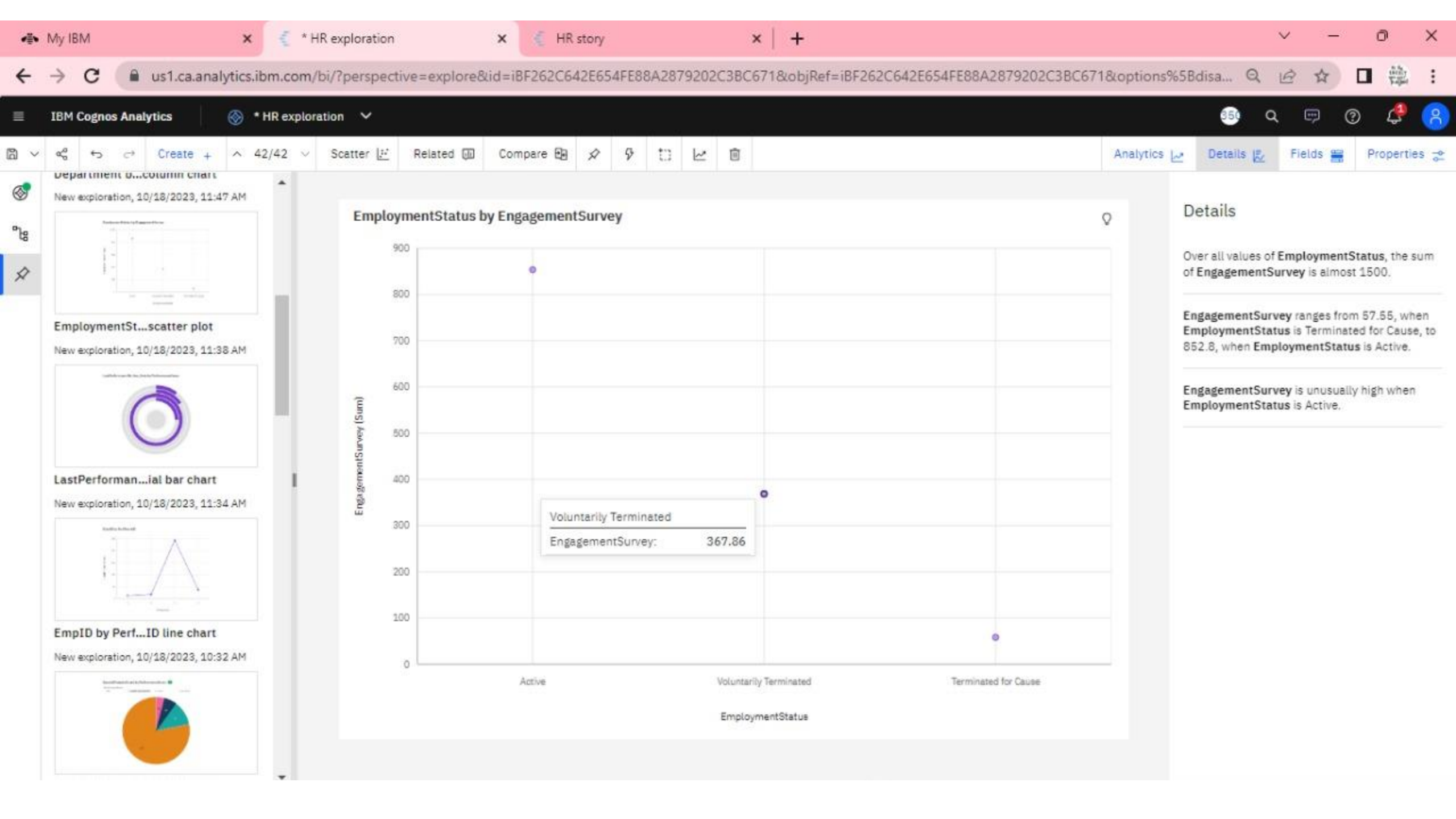
Salary ranges from almost 78 thousand, when **Position** is Software Engineering Manager, to over 7.6 million, when **Position** is Production Technician I.

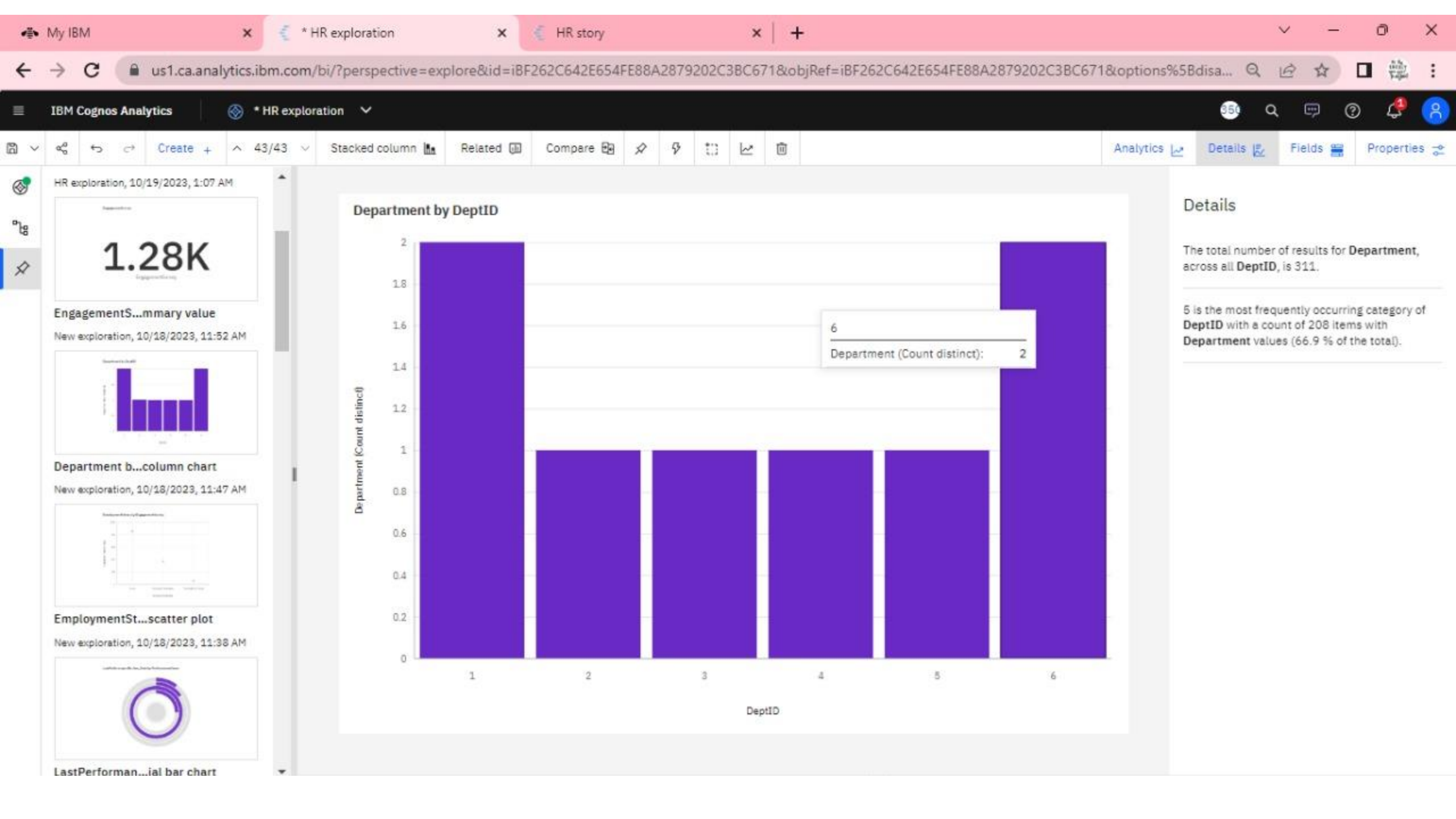
Salary is unusually high when **Position** is Production Technician I, Production Technician II and Area Sales Manager.











My IBM

* HR exploration

HR story

us1.ca.analytics.ibm.com/bi/?perspective=explore&id=iBF262C642E654FE88A2879202C3BC671&objRef=iBF262C642E654FE88A2879202C3BC671&options%5Bdisa...

IBM Cognos Analytics

* HR exploration

Create +

44/44

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Search

18 pins



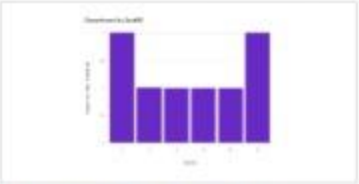
EmploymentSt...olumn chart

HR exploration, 10/19/2023, 1:07 AM

1.28K


EngagementS...mmary value

New exploration, 10/18/2023, 11:52 AM



Department b...column chart

New exploration, 10/18/2023, 11:47 AM



EngagementSurvey

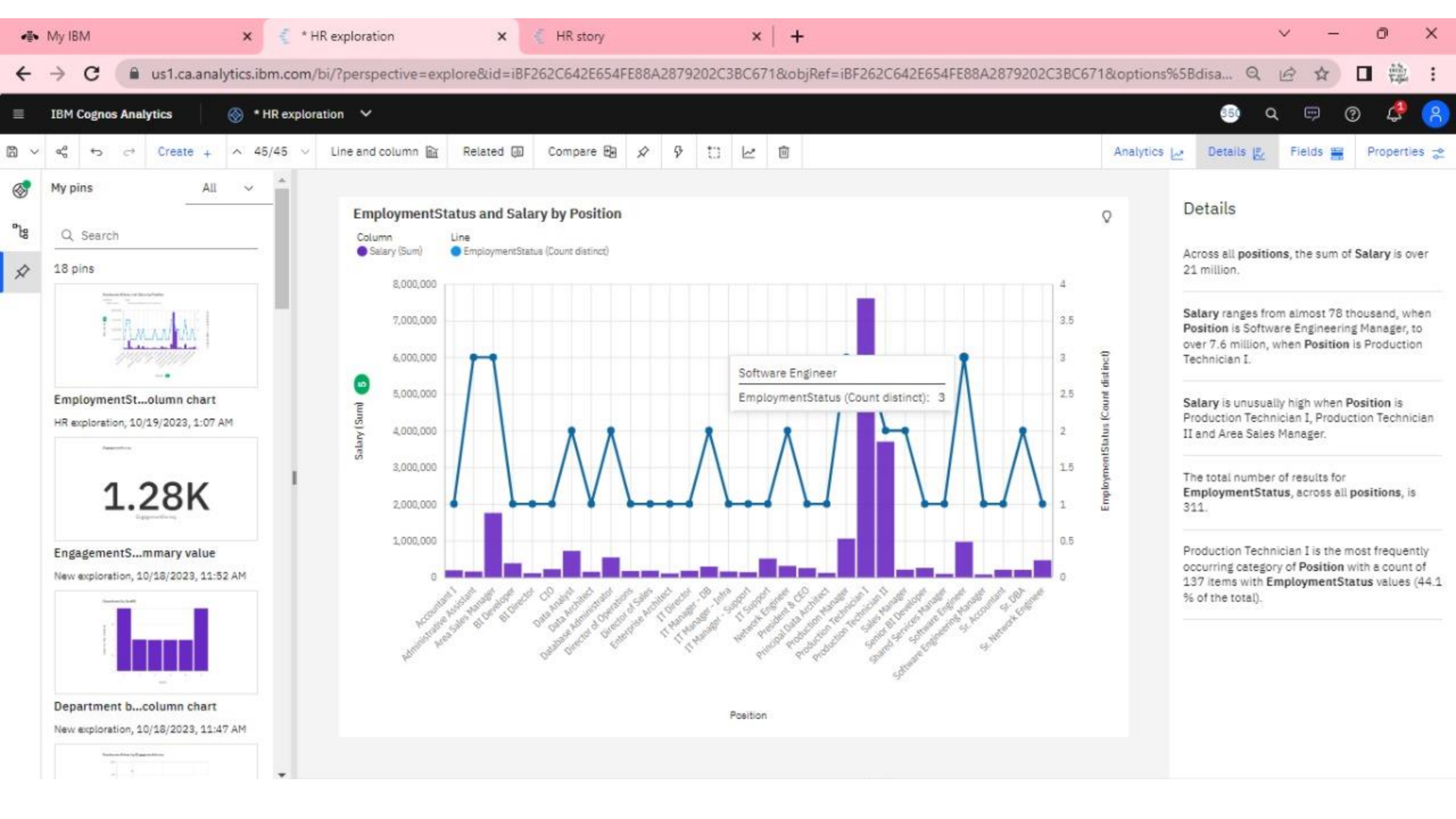
1.28K

EngagementSurvey

EngagementSurvey: 1.28K

Details

The overall number of results for EngagementSurvey is 311.

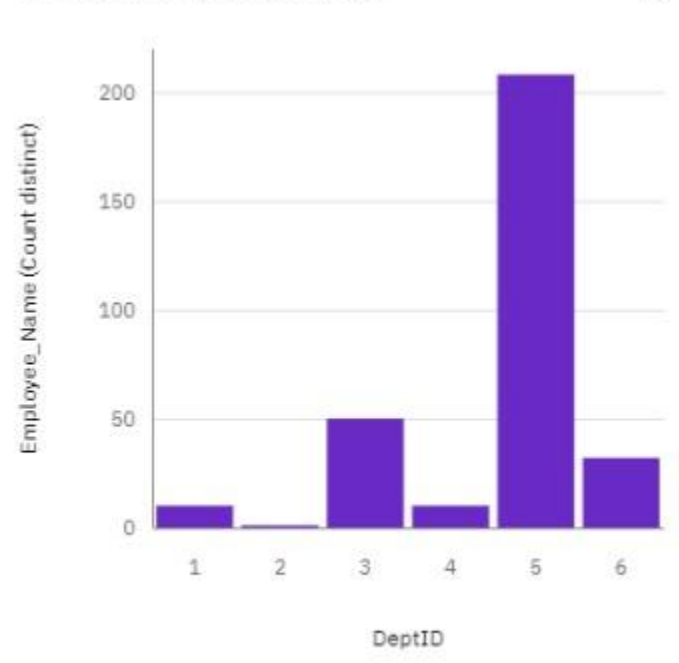


DASHBOARD

HR1 HR2 HR3

HR ANALYSIS

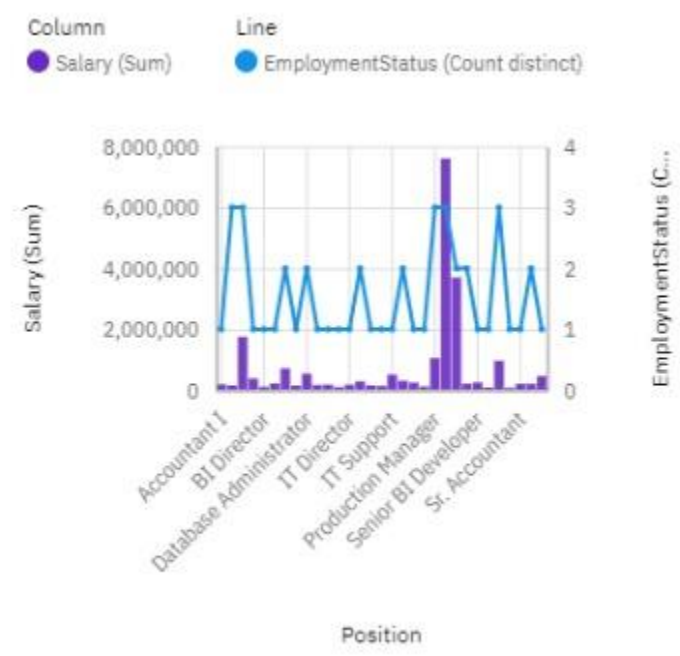
Employee_Name by DeptID



Salary by Position



EmploymentStatus and Salary by Position



HR1

HR2

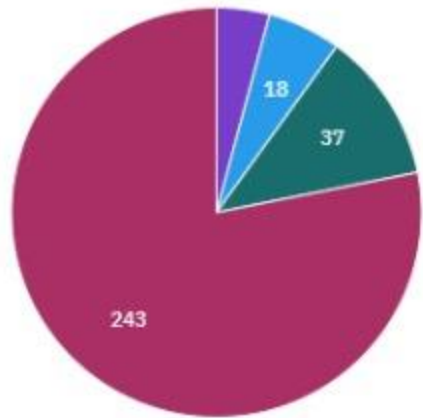
HR3

HR ANALYSIS

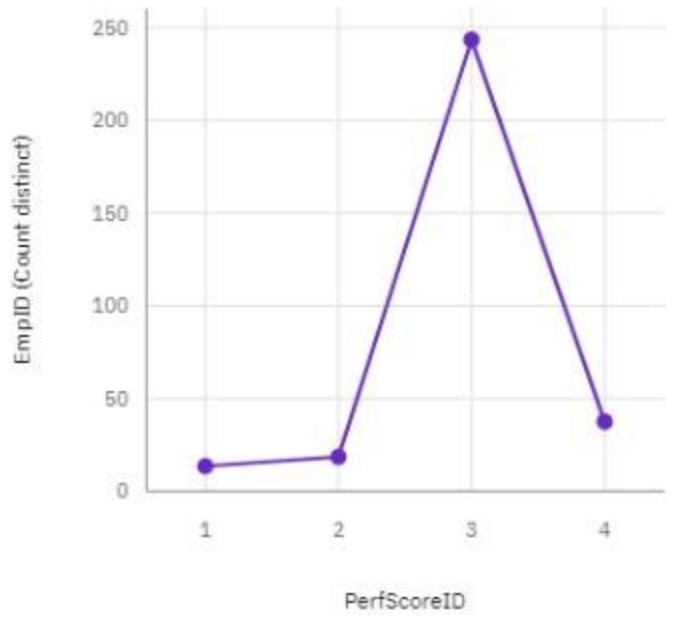
SpecialProjectsCount by PerformanceScore

PerformanceScore

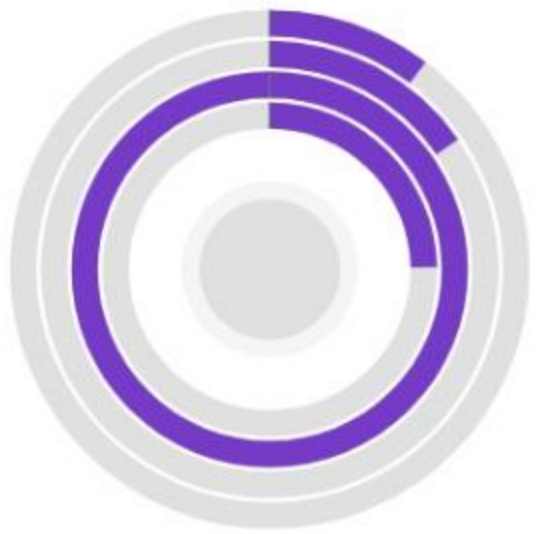
- PIP
- Needs Improvement
- Exceeds
- Fully Meets



EmpID by PerfScoreID

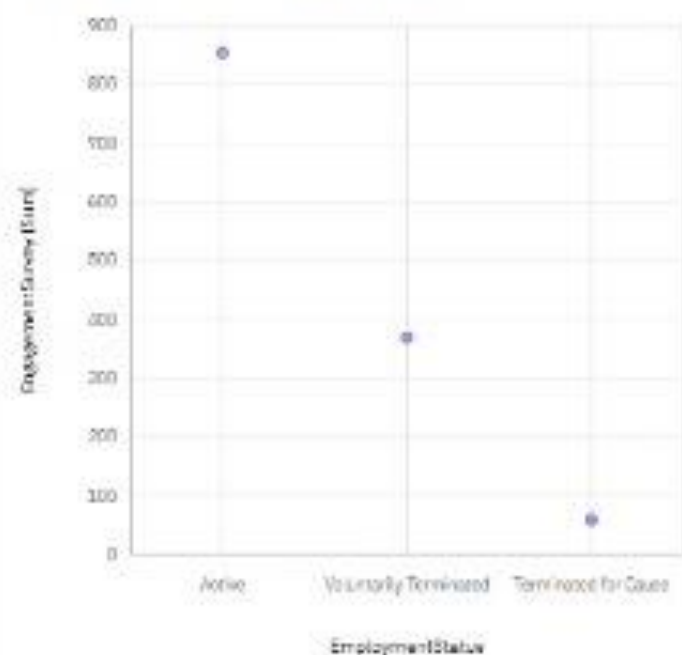


LastPerformanceReview_Date by PerformanceScore

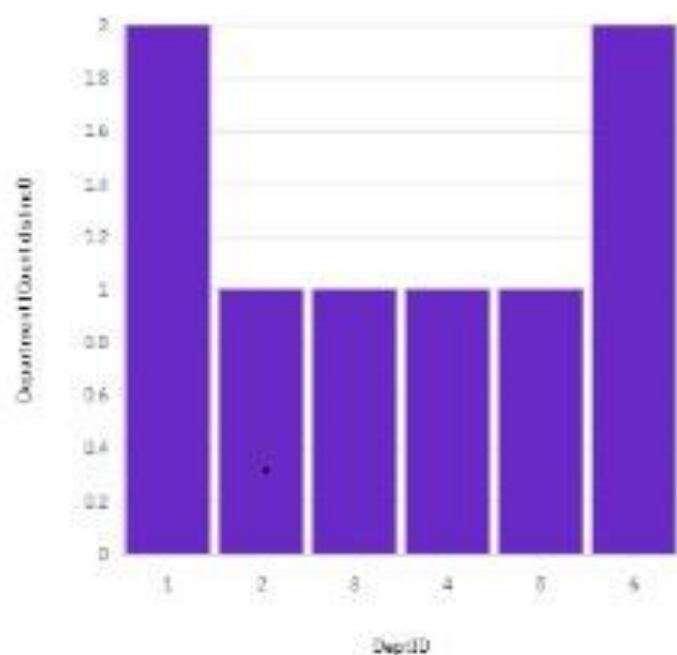


HR ANALYSIS

EmploymentStatus by EngagementSurvey



Department by DeptID



EngagementSurvey

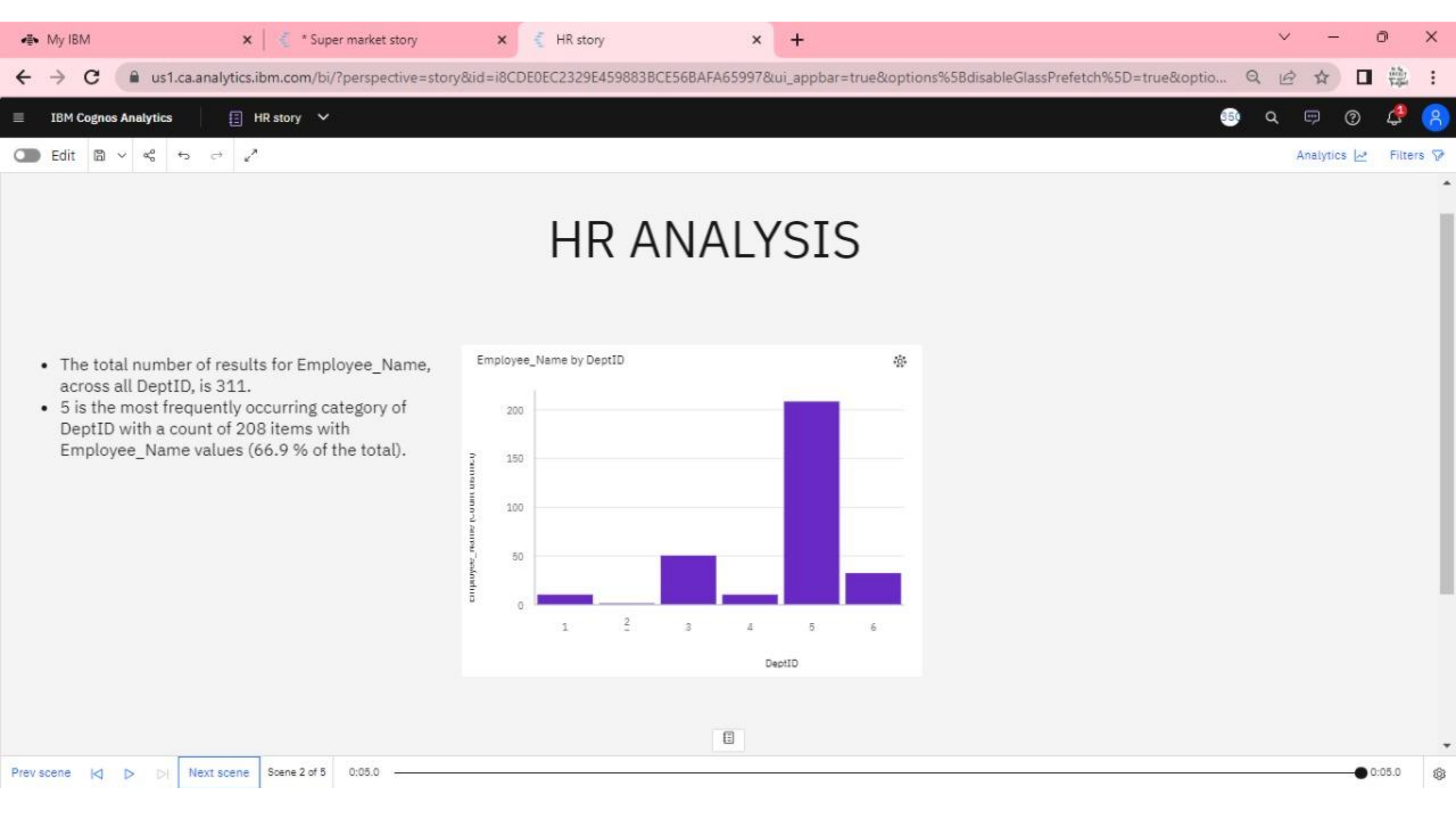
1.28K

EngagementSurvey

STORY

HR ANALYSIS

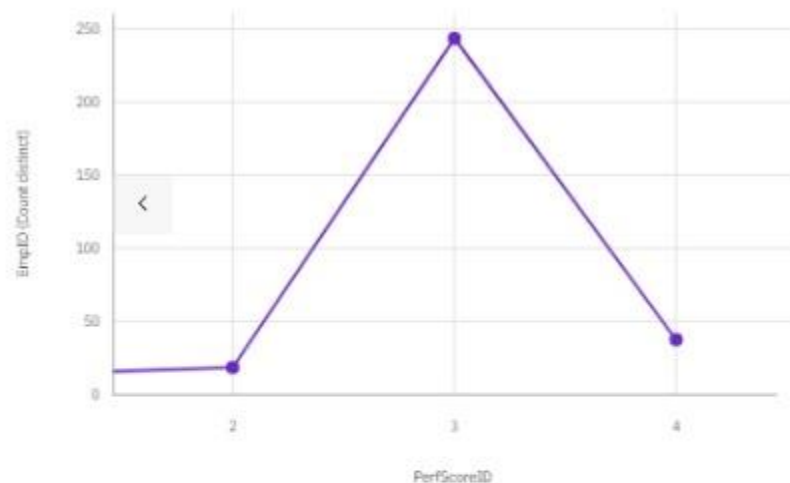


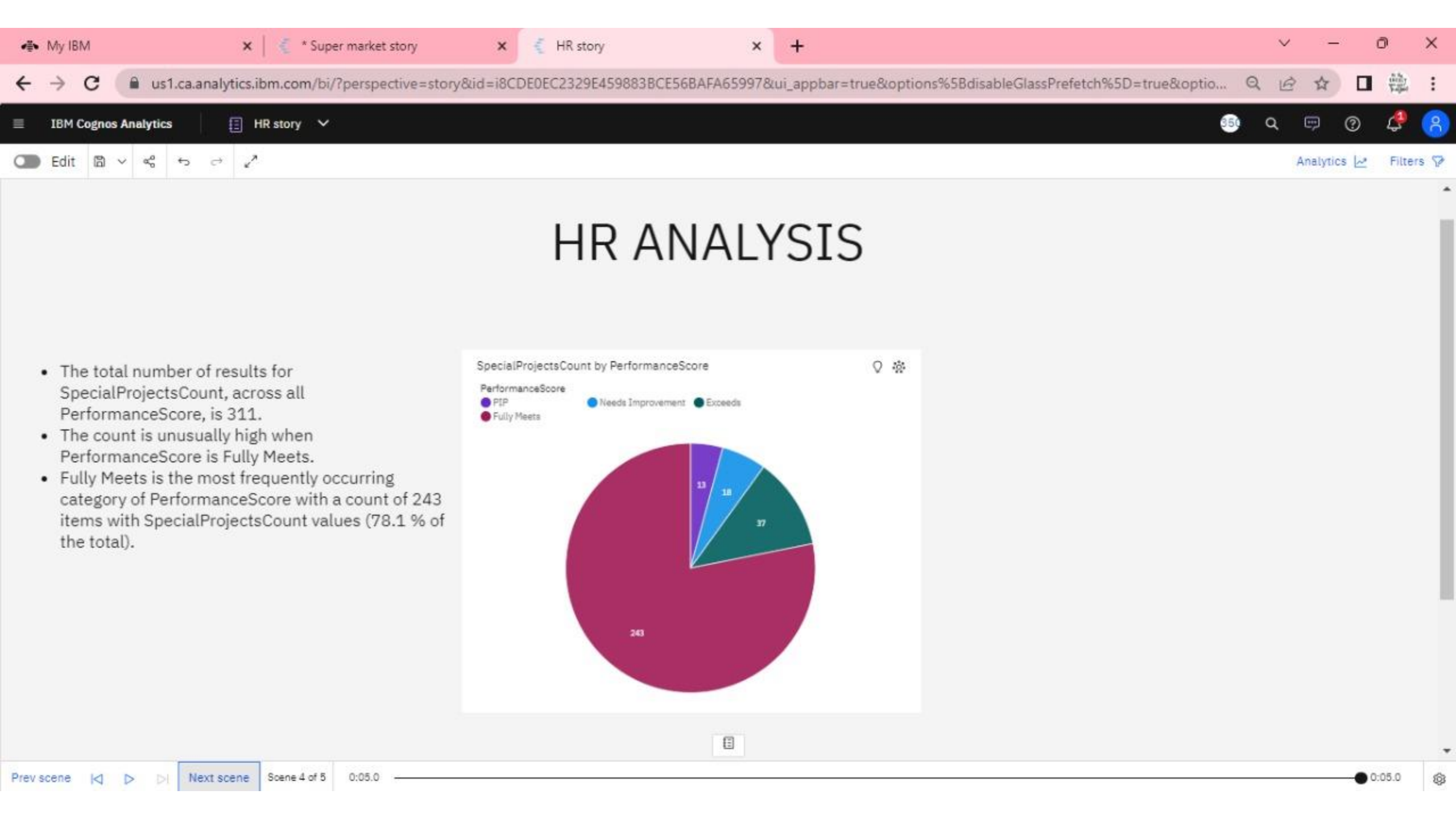


HR ANALYSIS

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

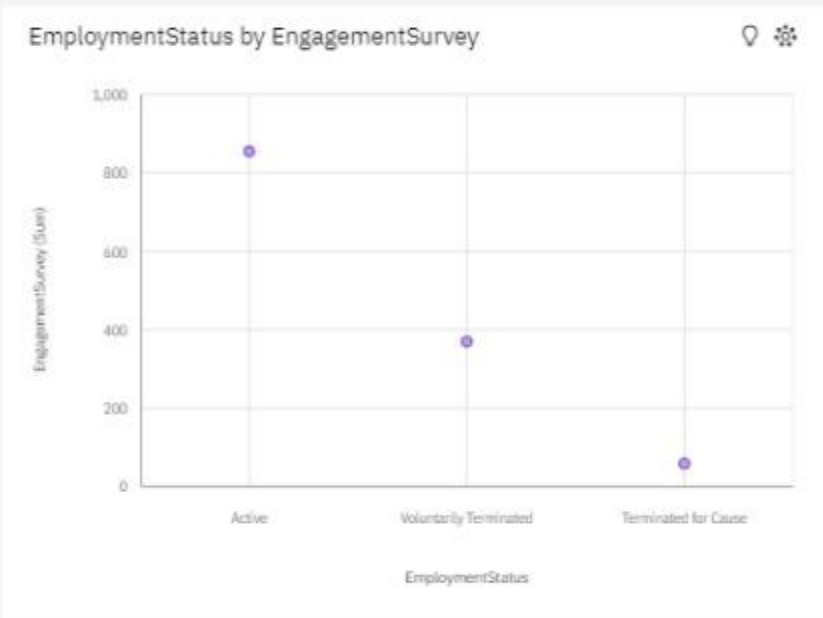
EmpID by PerfScoreID



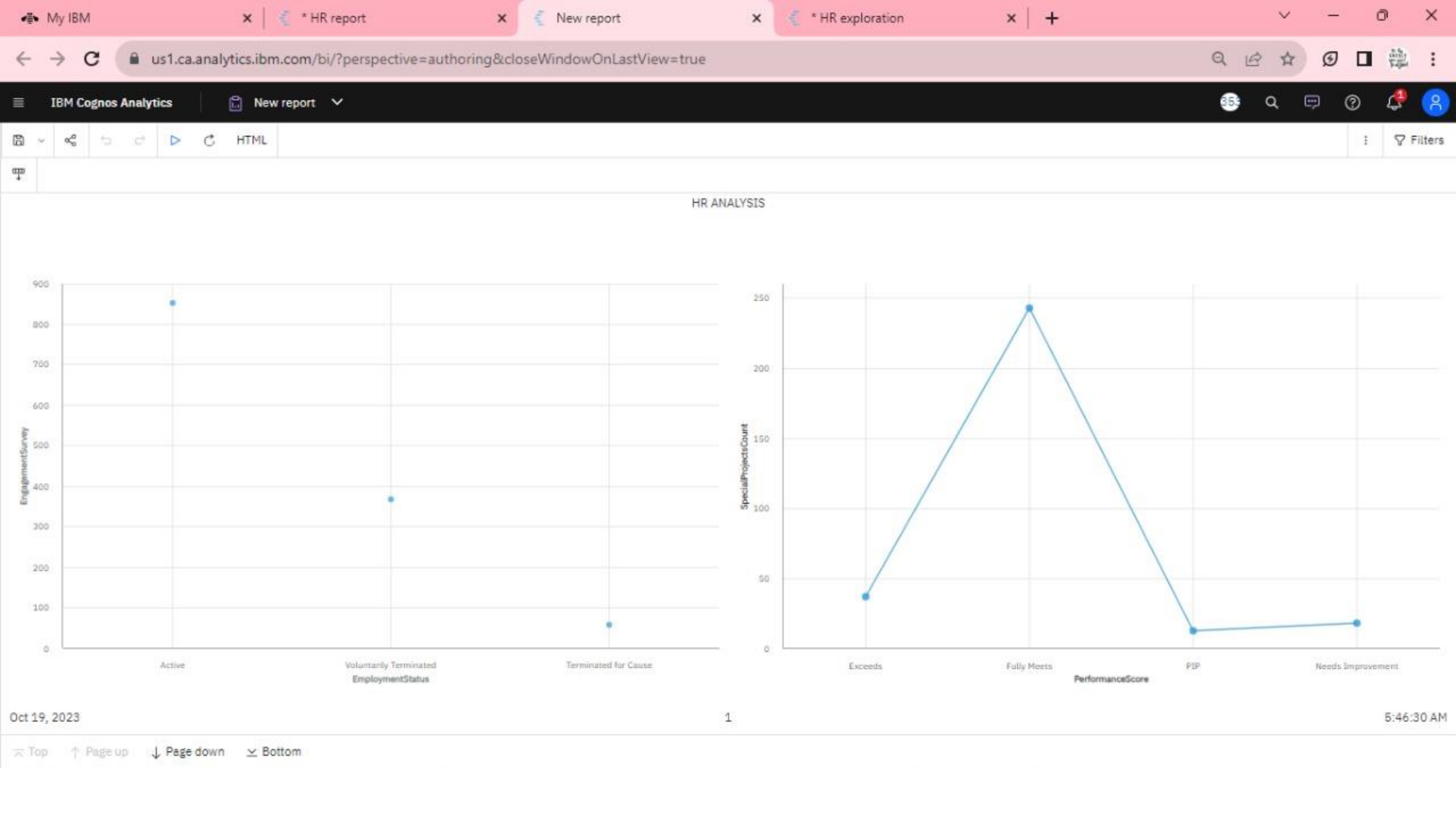


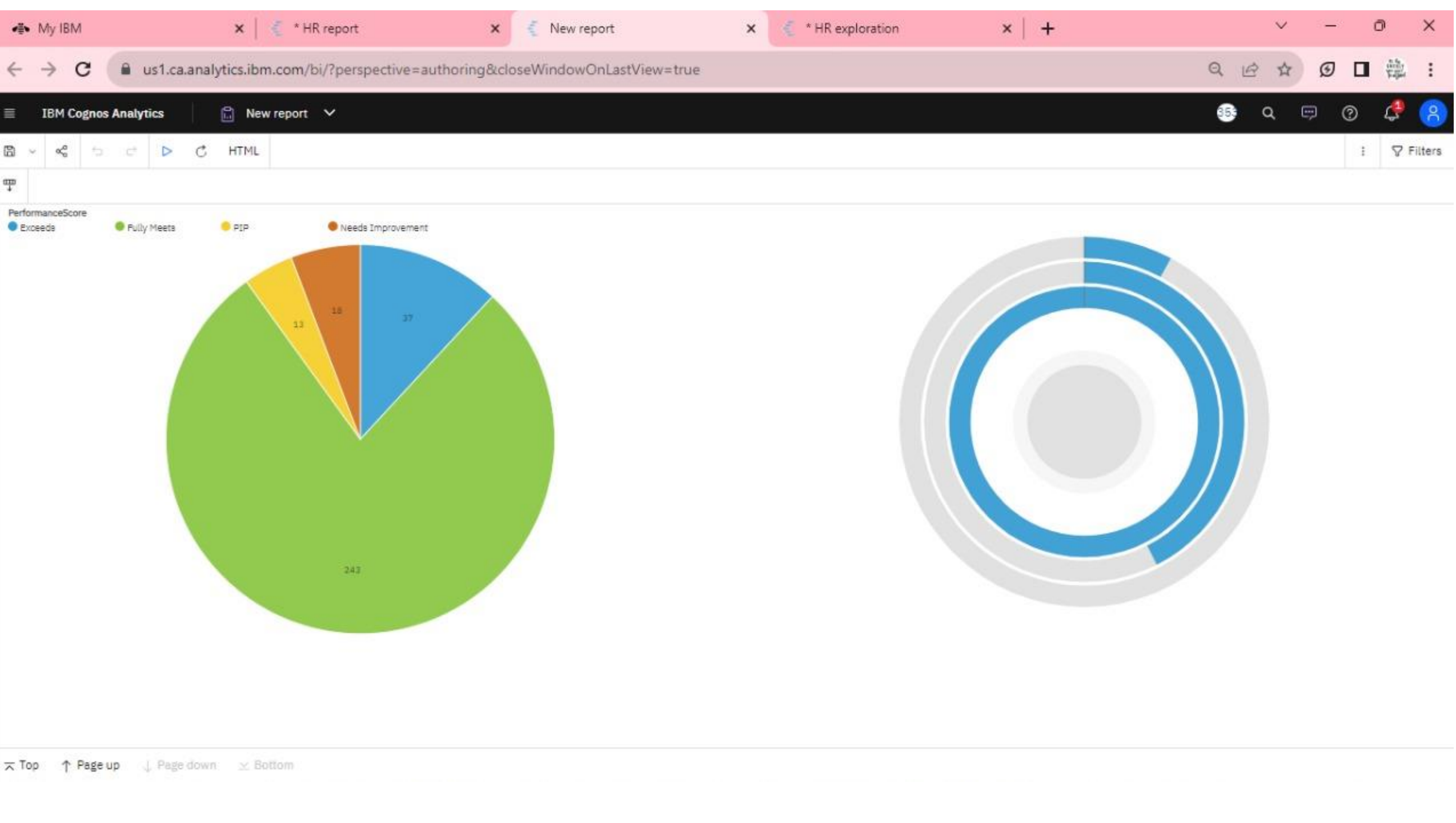
HR ANALYSIS

- Over all values of EmploymentStatus, the sum of EngagementSurvey is almost 1500.
- EngagementSurvey ranges from 57.55, when EmploymentStatus is Terminated for Cause, to 852.8, when EmploymentStatus is Active.
- EngagementSurvey is unusually high when EmploymentStatus is Active.



REPORT





THANK YOU