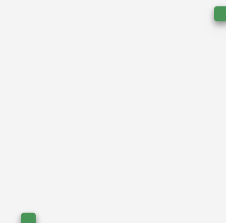# The Cognos HR Scorecard

Measuring Success in Talent Management

What is the distribution of employees' salaries in the company?

- To analyze the distribution of employees' salaries in the company, you can follow these steps:
- Access the dataset containing employee data, specifically the "Salary" field.
- Calculate descriptive statistics for the "Salary" variable, including measures such as mean, median, standard deviation, minimum, and maximum values.
- Visualize the distribution of salaries using appropriate charts, such as a histogram or box plot.
- Group the salaries into salary ranges or bins to get a clearer understanding of the distribution.
- Analyze any outliers or unusual patterns in the salary distribution.
- Consider segmenting the salary distribution by relevant variables such as department, position, or employee status to identify any variations.
- Summarize the findings, highlighting the central tendency and spread of salaries, as

Salary by Department
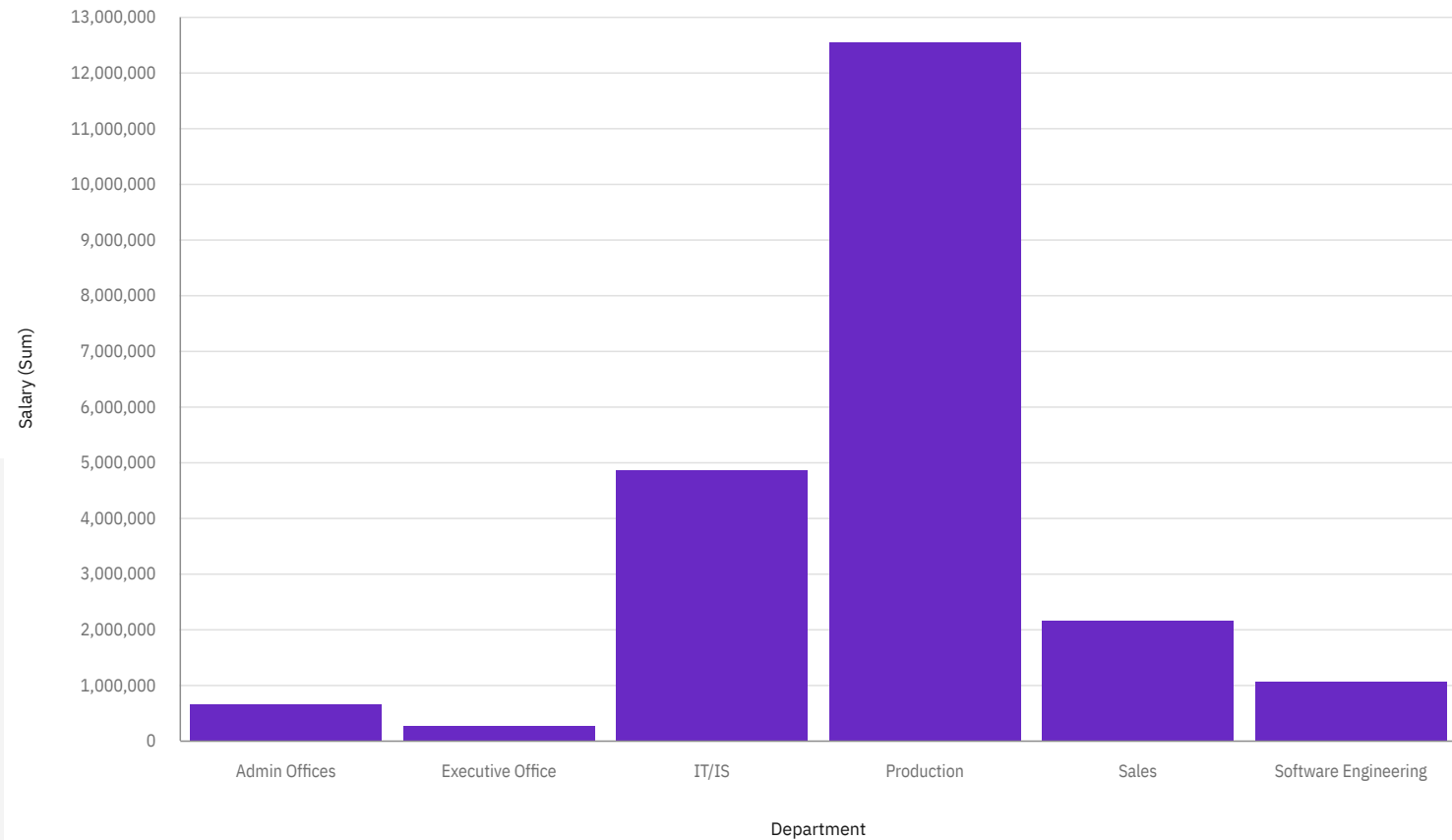
Is there a correlation between employee satisfaction scores and their performance scores?

- To determine if there is a correlation between employee satisfaction scores and their performance scores, you can perform a correlation analysis using the following steps:
- Access the dataset containing employee data, specifically the "EmpSatisfaction" and "PerformanceScore" fields.
- Select the subset of data that includes both satisfaction scores and performance scores for employees.
- Calculate the correlation coefficient between the two variables. Common correlation coefficients include Pearson's correlation coefficient (for linear relationships) and Spearman's rank correlation coefficient (for monotonic relationships).
- Perform a statistical test to determine if the correlation coefficient is statistically significant. This helps determine if the observed correlation is likely due to chance or if it is a meaningful relationship.

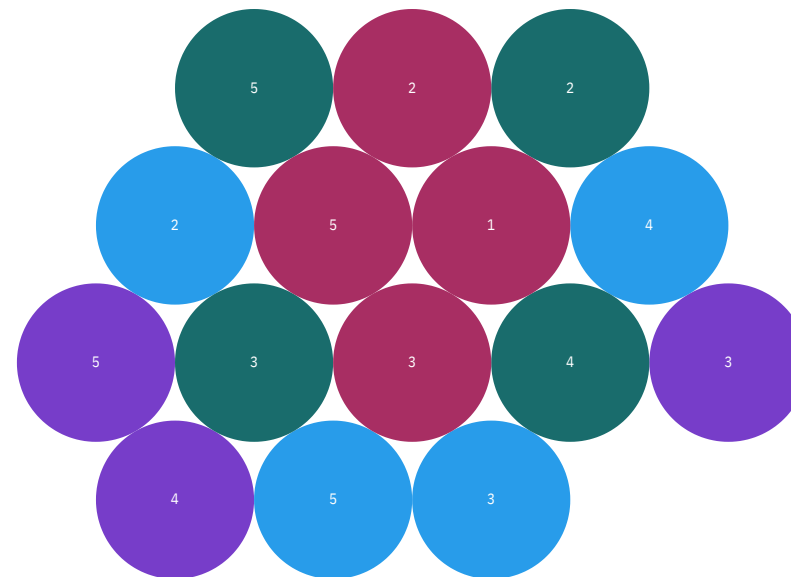EmpSatisfaction colored by PerformanceScore

PerformanceScore
- Exceeds
- Fully Meets
- Needs Improvement
- PIP

How does the engagement survey results correlate with employee absences and tardiness?

- To analyze the correlation between engagement survey results and employee absences and tardiness, you can follow these steps:
- Access the dataset containing employee data, including fields for engagement survey results, absences, and tardiness.
- Select the subset of data that includes both engagement survey results and records of absences and tardiness for employees.
- Calculate the correlation coefficient between the engagement survey results and the variables representing absences and tardiness. Pearson's correlation coefficient or Spearman's rank correlation coefficient can be used depending on the nature of the relationship.
- Perform a statistical test to determine if the correlation coefficient is statistically significant, indicating whether the observed correlation is likely due to chance or if it is a meaningful relationship.
- Visualize the relationship between

EngagementSurvey and Salary by Termd

Column
- Salary (Sum)

Line
- EngagementSurvey (Sum)