

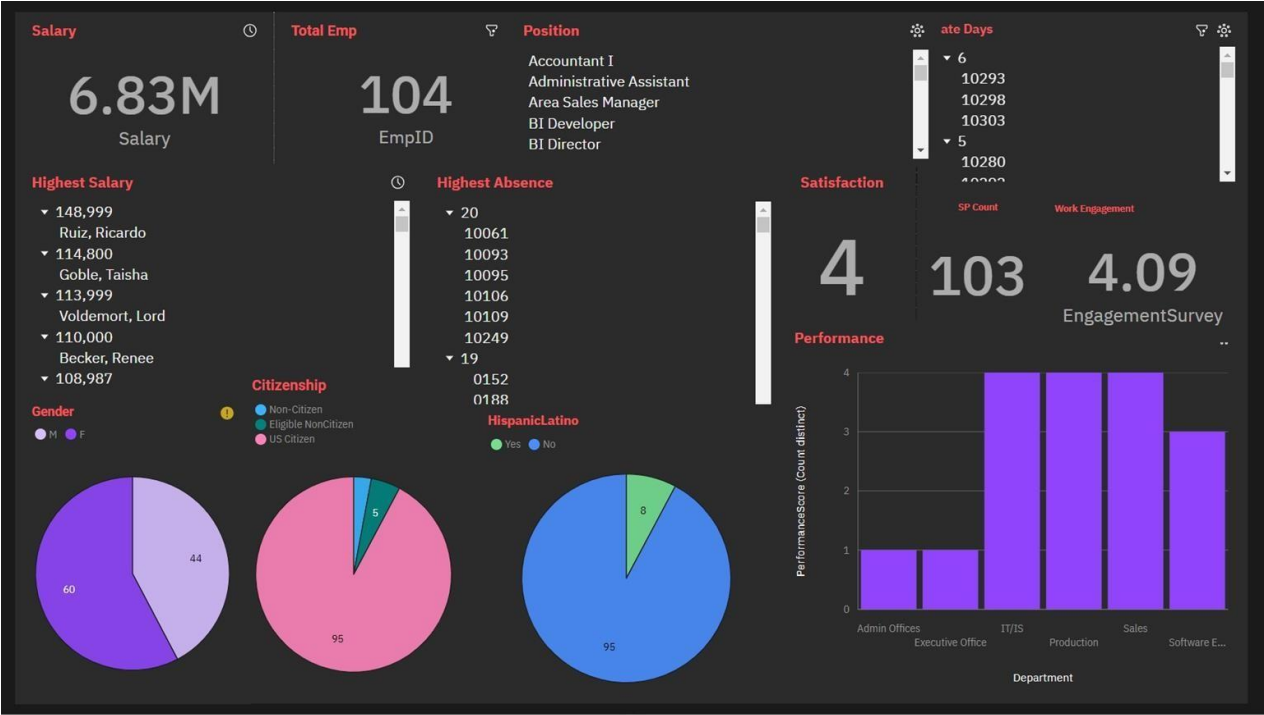
|                        |                                  |
|------------------------|----------------------------------|
| <b>NAME</b>            | DEVADHARSHNI.AL                  |
| <b>REGISTER NUMBER</b> | 911720104008                     |
| <b>NM ID</b>           | 5393A9DBCF898299B64471B51C4CFDC1 |
| <b>TEAM ID</b>         | NM2023TMID06830                  |
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| <b>ASSIGNMENT-2</b>    |                                  |

**Problem Statement:-**

The Cognos HR Scorecard: Measuring Success in Talent Management.

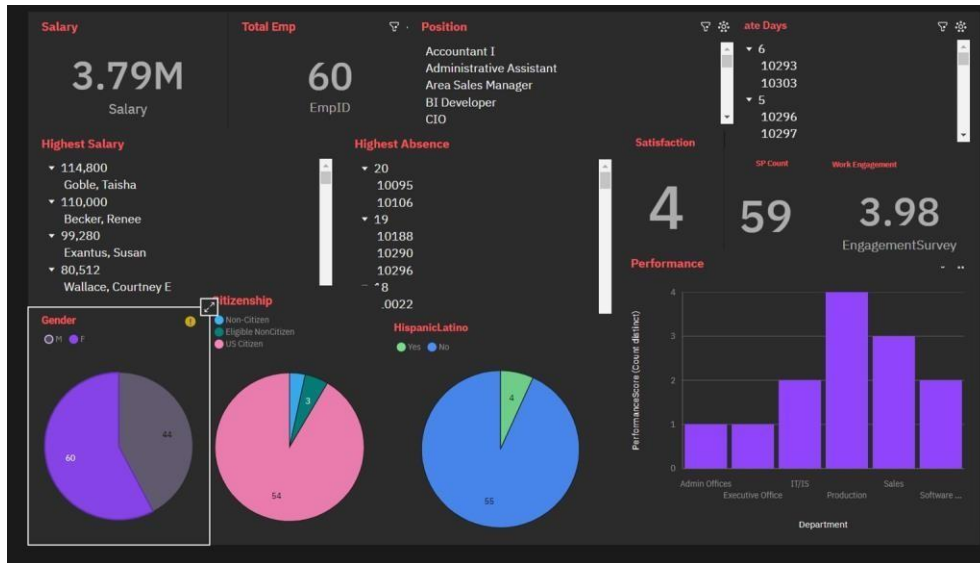
HR data can be hard to come by, and HR professionals generally lag behind with respect to analytics and data visualization competency. We use the data set to teach HR students how to use and analyze the data in Cognos - a data visualization tool that's easy to learn.

Overall

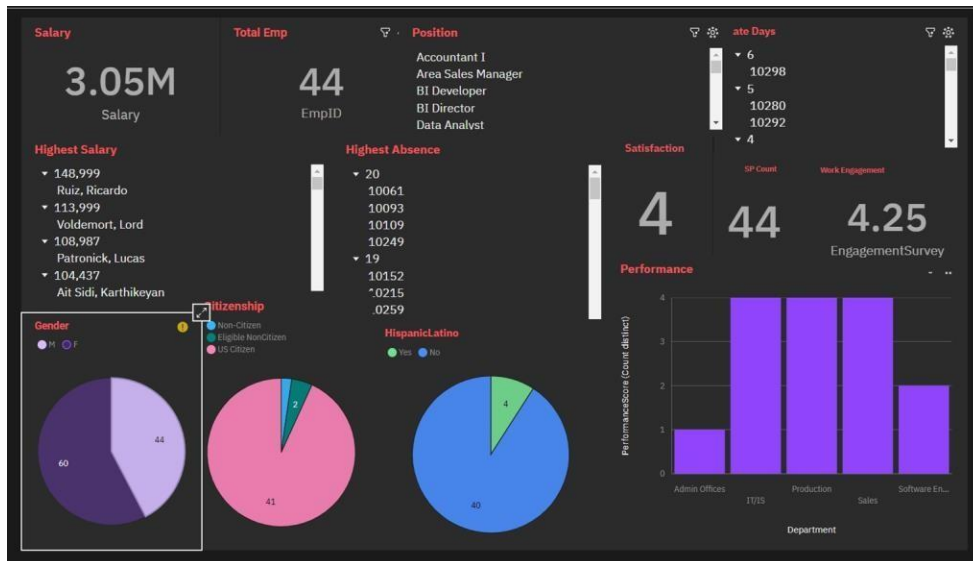


Dashboard

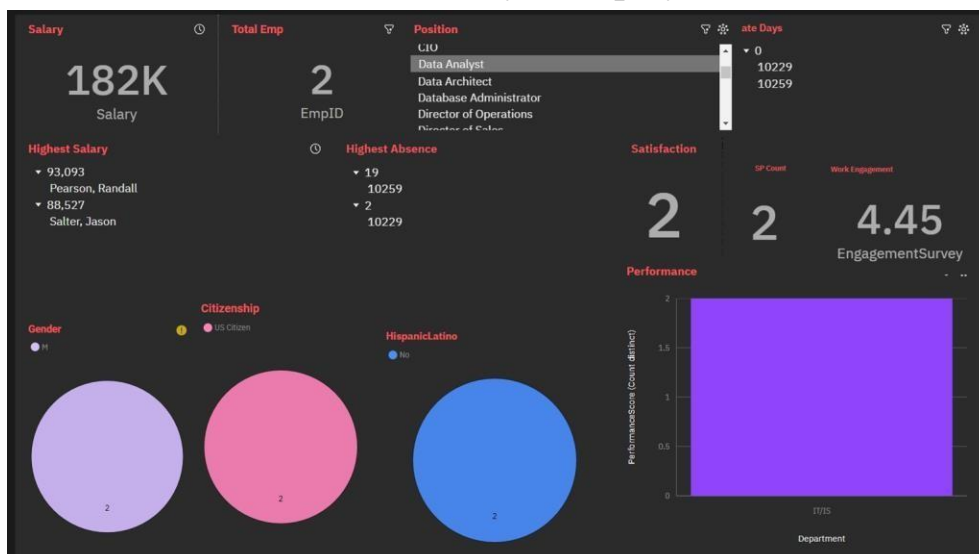
## Female Employees



## Male Employees



## Data Analyst Employee



# Search Dashboard

| Employee ID | Employee Name            | Department           | Gender     | Marital Status |
|-------------|--------------------------|----------------------|------------|----------------|
| 10001       | Adinolfi, Wilson K       | Admin Offices        | F          | Divorced       |
| 10002       | Ait Sidi, Karthikeyan    | Executive Office     | M          | Married        |
| 10003       | Akinkuolite, Sarah       | IT/IS                |            | Separated      |
| 10004       | Alagbe, Trina            | Production           |            | Single         |
| 10005       | Andersson, Carol         | Sales                |            | Widowed        |
| 10006       | Anderson, Linda          | Software Engineering |            |                |
| 10007       |                          |                      |            |                |
| 10008       |                          |                      |            |                |
| 10009       | Accountant I             |                      |            |                |
| 10010       | Administrative Assistant |                      |            |                |
| 10011       | Area Sales Manager       |                      |            |                |
| 10012       | BI Developer             |                      |            |                |
| 10013       | BI Director              |                      |            |                |
| 10014       | CIO                      |                      |            |                |
| 10015       |                          |                      |            |                |
| 10016       |                          |                      |            |                |
| 10017       | 1/2/1951                 | 1/9/2006             | (no value) |                |
| 10018       | 2/25/1951                | 6/25/2007            | 8/30/2010  |                |
| 10019       | 1/18/1952                | 11/5/2007            | 5/30/2011  |                |
| 10020       | 2/11/1952                | 1/7/2008             | 9/26/2011  |                |
| 10021       | 8/18/1952                | 9/2/2008             | 10/22/2011 |                |
| 10022       | 5/24/1953                | 10/27/2008           | 1/2/2012   |                |
| 10023       |                          |                      |            |                |
| 10024       |                          |                      |            |                |
| 10025       | Exceeds                  | 5                    | 250,000    |                |
| 10026       | Fully Meets              | 4.96                 | 220,450    |                |
| 10027       | Needs Improvement        | 4.94                 | 180,000    |                |
| 10028       | PIP                      | 4.9                  | 178,000    |                |
| 10029       |                          | 4.88                 | 170,500    |                |
| 10030       |                          | 4.84                 | 157,000    |                |
| 10031       |                          | 4.83                 | 150,290    |                |

## Search with Employee ID

| Employee ID | Employee Name  | Department |
|-------------|----------------|------------|
| 10001       | Lynch, Lindsay | Production |
| 10002       |                |            |
| 10003       |                |            |
| 10004       |                |            |
| 10005       |                |            |
| 10006       |                |            |
| 10007       |                |            |
| 10008       |                |            |
| 10009       |                |            |
| 10010       |                |            |
| 10011       |                |            |
| 10012       |                |            |
| 10013       |                |            |
| 10014       |                |            |
| 10015       |                |            |
| 10016       |                |            |
| 10017       |                |            |
| 10018       |                |            |
| 10019       |                |            |
| 10020       |                |            |
| 10021       |                |            |
| 10022       |                |            |
| 10023       |                |            |
| 10024       |                |            |
| 10025       |                |            |
| 10026       |                |            |
| 10027       |                |            |
| 10028       |                |            |
| 10029       |                |            |
| 10030       |                |            |
| 10031       |                |            |

## Search with Performance Score

| Employee ID       | Employee Name            | Department           | Position            | Gender | Marital Status |
|-------------------|--------------------------|----------------------|---------------------|--------|----------------|
| 10280             | Blount, Dianna           | IT/IS                |                     |        |                |
| 10281             | Cole, Spencer            | Production           |                     |        |                |
| 10282             | Corleone, Michael        | Sales                |                     |        |                |
| 10283             | DiNocco, Lily            | Software Engineering |                     |        |                |
| 10284             | Estremera, Miguel        |                      |                     |        |                |
| 10285             | Fvensen, Anril           |                      |                     |        |                |
| 10286             |                          |                      |                     |        |                |
| 10287             |                          |                      |                     |        |                |
| 10288             | IT Manager - Infra       |                      | F                   |        | Divorced       |
| 10289             | Production Manager       |                      | M                   |        | Married        |
| 10290             | Production Technician I  |                      |                     |        | Single         |
| 10291             | Production Technician II |                      |                     |        |                |
| 10292             | Sales Manager            |                      |                     |        |                |
| 10293             | Software Engineer        |                      |                     |        |                |
| 10294             |                          |                      |                     |        |                |
| 10295             |                          |                      |                     |        |                |
| 10296             |                          |                      |                     |        |                |
| 10297             |                          |                      |                     |        |                |
|                   | Date of Birth            | Date of Join         | Date of Termination |        |                |
|                   | 6/6/1968                 | 7/20/2010            | (no value)          |        |                |
|                   | 8/9/1974                 | 1/10/2011            | 9/24/2012           |        |                |
|                   | 12/17/1975               | 2/21/2011            | 6/5/2013            |        |                |
|                   | 11/15/1976               | 4/4/2011             | 6/25/2015           |        |                |
|                   | 12/2/1978                | 5/2/2011             | 9/1/2015            |        |                |
|                   | 8/12/1979                | 7/5/2011             | 9/15/2015           |        |                |
| Score             | Survey                   | Salary               |                     |        |                |
| Exceeds           | 5                        | 157,000              |                     |        |                |
| Fully Meets       | 4.25                     | 99,280               |                     |        |                |
| Needs Improvement | 4.13                     | 83,082               |                     |        |                |
| PIP               | 3.97                     | 72,992               |                     |        |                |
|                   | 3.88                     | 68,051               |                     |        |                |
|                   | 3.6                      | 66,441               |                     |        |                |
|                   | 3.54                     | 63,025               |                     |        |                |