

The Cognos HR Scorecard: Measuring Success in Talent Management

Name: Gokul Hari R

My products

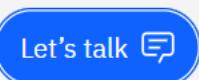
Trials

3 offerings

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 Cognos Analytics on Cloud Trial for Students Upgrade options	 IBM Cloud Upgrade options
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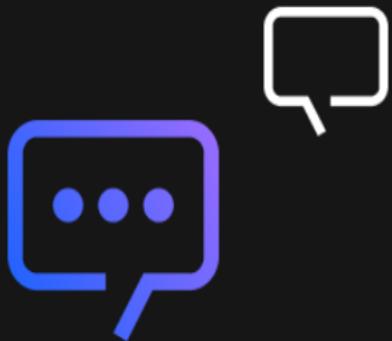
0 offerings



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Ask a question



Introduction to Cognos Analytics

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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.

us3.ca.analytics.ibm.com/bi/?perspective=ca-modeller&id=4224956254_280c27202bbd49a98891483a0b7a3518_sessionTemp&objRef=&tid=4224956254_280c27202bbd49a9...

IBM Cognos Analytics * New data module 366

Data module + ⚡

Search

New data module

Navigation paths

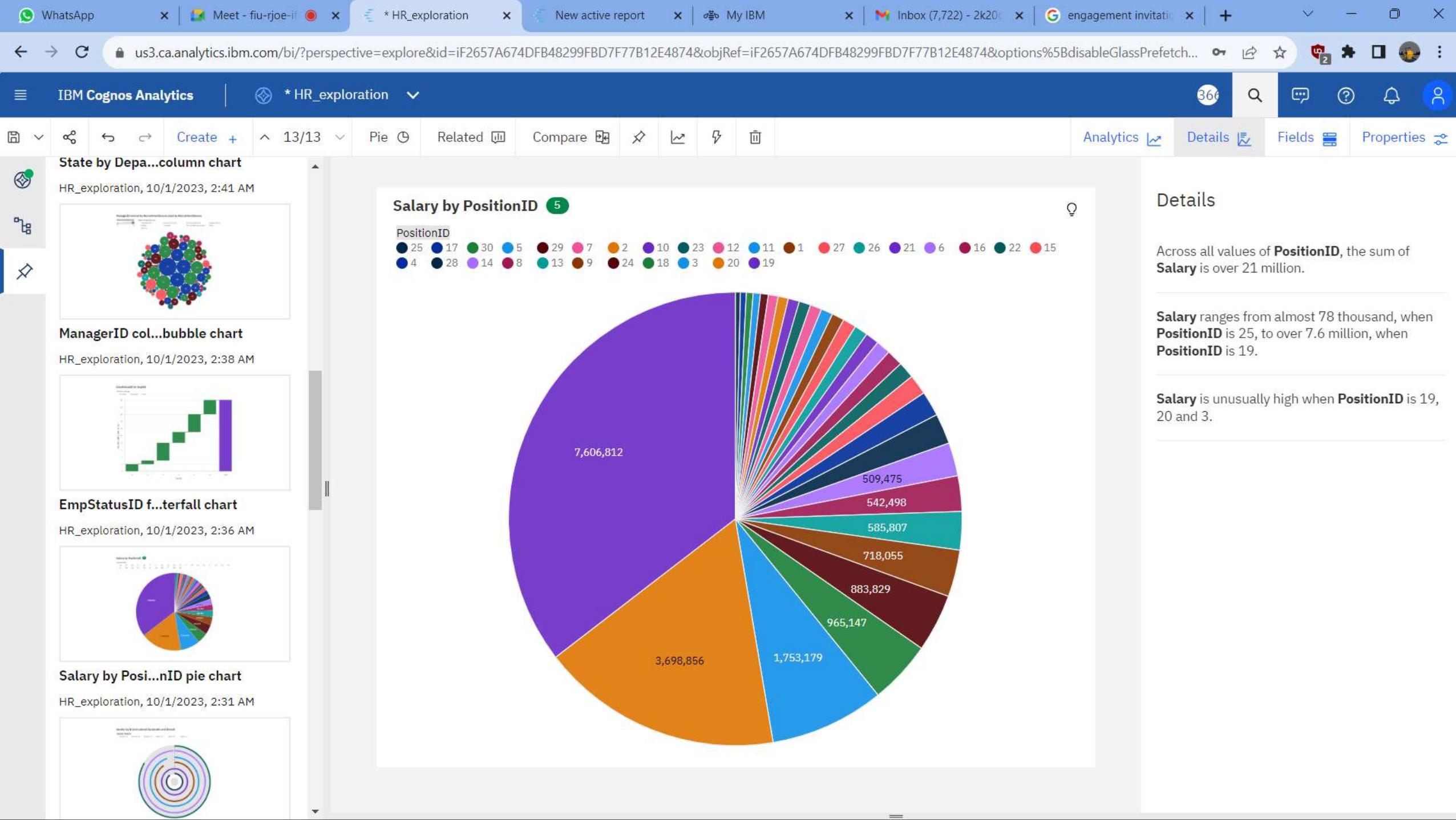
HRDataset_v14.csv

- Employee_Name
- # EmpID
- # MarriedID
- # MaritalStatusID
- # GenderID
- # EmpStatusID
- # DeptID
- # PerfScoreID
- # FromDive...bFairID
- Salary
- Termd
- # PositionID
- # Position
- @ State
- @ Zip
- DOB

Grid Relationships Custom tables

Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID
Adinolfi, Wilson K	10026	0	0	1	1	5
Ait Sidi, Karthikeyan	10084	1	1	1	5	3
Akinkuolie, Sarah	10196	1	1	0	5	5
Alagbe,Trina	10088	1	1	0	1	5
Anderson, Carol	10069	0	2	0	5	5
Anderson, Linda	10002	0	0	0	1	5
Andreola, Colby	10194	0	0	0	1	4
Athwal, Sam	10062	0	4	1	1	5
Bachiochi, Linda	10114	0	0	0	3	5
Bacong, Alejandro	10250	0	2	1	1	3
Baczenski, Rachael	10252	1	1	0	5	5
Barbara, Thomas	10242	1	1	1	5	5
Barbossa, Hector	10012	0	2	1	1	3
Barone, Francesco A	10265	0	0	1	1	5
Barton, Nader	10066	0	2	1	5	5

VISUALISATIONS



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State by Depa...column chart

HR_exploration, 10/1/2023, 2:41 AM

ManagerID col...bubble chart

HR_exploration, 10/1/2023, 2:38 AM

EmpStatusID f...terfall chart

HR_exploration, 10/1/2023, 2:36 AM

Salary by Posi...nID pie chart

HR_exploration, 10/1/2023, 2:31 AM

Waterfall | Related | Compare | Filter | Refresh | Details | Fields | Properties

EmpStatusID for DeptID

Column values

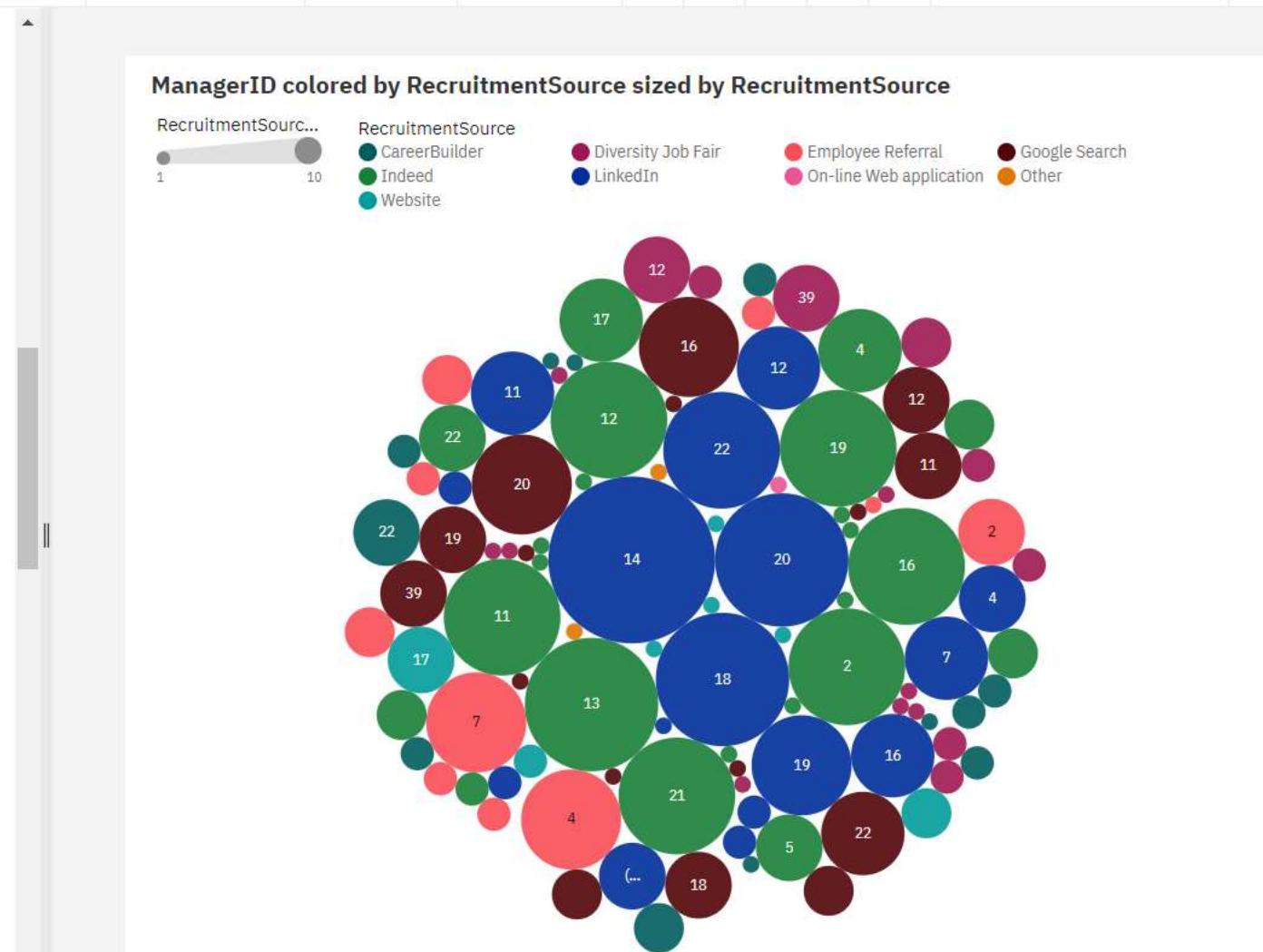
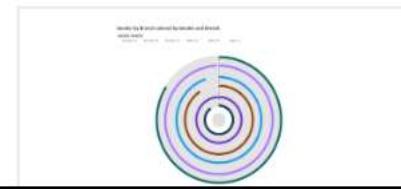
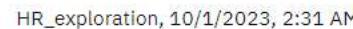
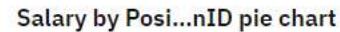
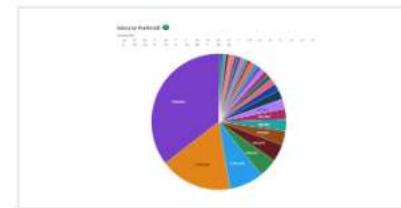
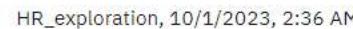
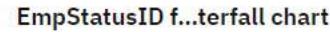
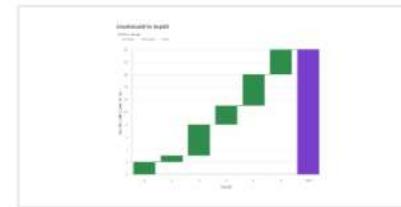
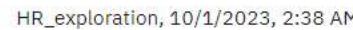
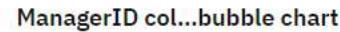
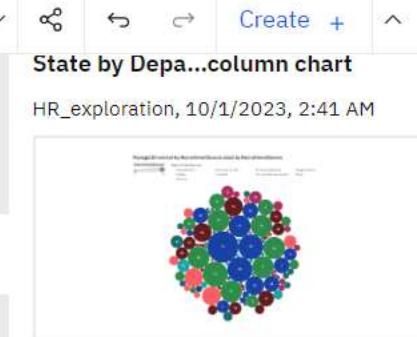
- Increase (Green)
- Decrease (Red)
- Total (Purple)

DeptID	EmpStatusID (Count distinct)
1	2
2	3
3	8
4	11
5	16
6	20
Total	311

Details

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

5 is the most frequently occurring category of **DeptID** with a count of 208 items with **EmpStatusID** values (66.9 % of the total).



Details

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

12 (7.1 %), 16 (7.1 %), 18 (7.1 %), 20 (7.1 %), and 22 (6.8 %) are the most frequently occurring categories of **ManagerID** with a combined count of 109 items with **RecruitmentSource** values (35 % of the total).

Indeed (28 %) and LinkedIn (24.4 %) are the most frequently occurring categories of **RecruitmentSource** with a combined count of 163 items with **RecruitmentSource** values (52.4 % of the total).

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Stacked column | Related | Compare | Filter | Details | Fields | Properties

EmpID by Sex ...ex area chart
HR_exploration, 10/1/2023, 2:48 AM

State for Zip regions map
HR_exploration, 10/1/2023, 2:43 AM

State by Depa...column chart
HR_exploration, 10/1/2023, 2:41 AM

ManagerID col...bubble chart
HR_exploration, 10/1/2023, 2:38 AM

State by Department colored by Department

Department

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

State (Count distinct)

25
20
15
10
5
0

Admin Offices Executive Office IT/IS Production Sales Software Engineering

Department

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

Production is the most frequently occurring category of **Department** with a count of 209 items with **State** values (67.2 % of the total).

Department	State (Count distinct)
Admin Offices	1
Executive Office	1
IT/IS	3
Production	1
Sales	26
Software Engineering	1

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Create + ^ 17/17 Map Related Compare Details Fields Properties

EmpID by Sex ...ex area chart

HR_exploration, 10/1/2023, 2:48 AM

State for Zip regions map

HR_exploration, 10/1/2023, 2:43 AM

State by Depa...column chart

HR_exploration, 10/1/2023, 2:41 AM

ManagerID col...bubble chart

HR_exploration, 10/1/2023, 2:38 AM

State for Zip regions

State

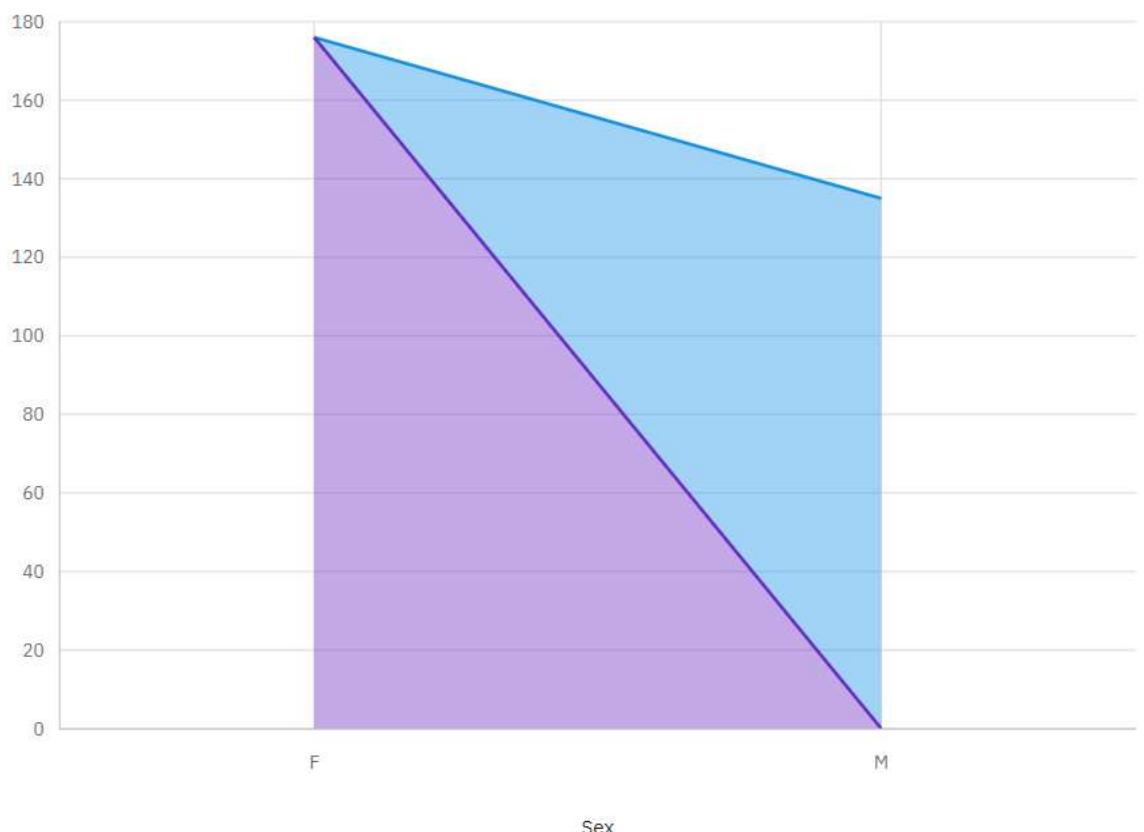
- MA
- CT
- CA
- IN
- TN
- RI
- CO
- UT
- ND
- TX
- WA
- NY
- NC
- NV
- MT
- VA
- ID
- VT
- AL
- OH
- NH
- PA
- GA
- FL
- KY
- OR
- AZ
- ME

Details

The total number of results for **State**, across all **Zip**, is 311.



Sex



Details

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

F is the most frequently occurring category of **Sex** with a count of 176 items with **EmpID** values (56.6 % of the total).

WhatsApp | Meet - fiu-rjoe-if | * HR_exploration | New active report | My IBM | Inbox (7,722) - 2k20 | engagement invitation | +

us3.ca.analytics.ibm.com/bi/?perspective=explore&id=iF2657A674DFB48299FBD7F77B12E4874&objRef=iF2657A674DFB48299FBD7F77B12E4874&options%5BdisableGlassPrefetch...

IBM Cognos Analytics | * HR_exploration | 366 | Search | Chat | Help | Notifications | User

Search | Create + | Date: 19/19 | Spiral | Related | Compare | Filter | Details | Fields | Properties

16 pins

EngagementSu...bble chart

HR_exploration, 10/1/2023, 2:52 AM

Salary spiral chart

HR_exploration, 10/1/2023, 2:49 AM

EmpID by Sex ...ex area chart

HR_exploration, 10/1/2023, 2:48 AM

Salary

● 1 Driver ● 2 Drivers ● Combination

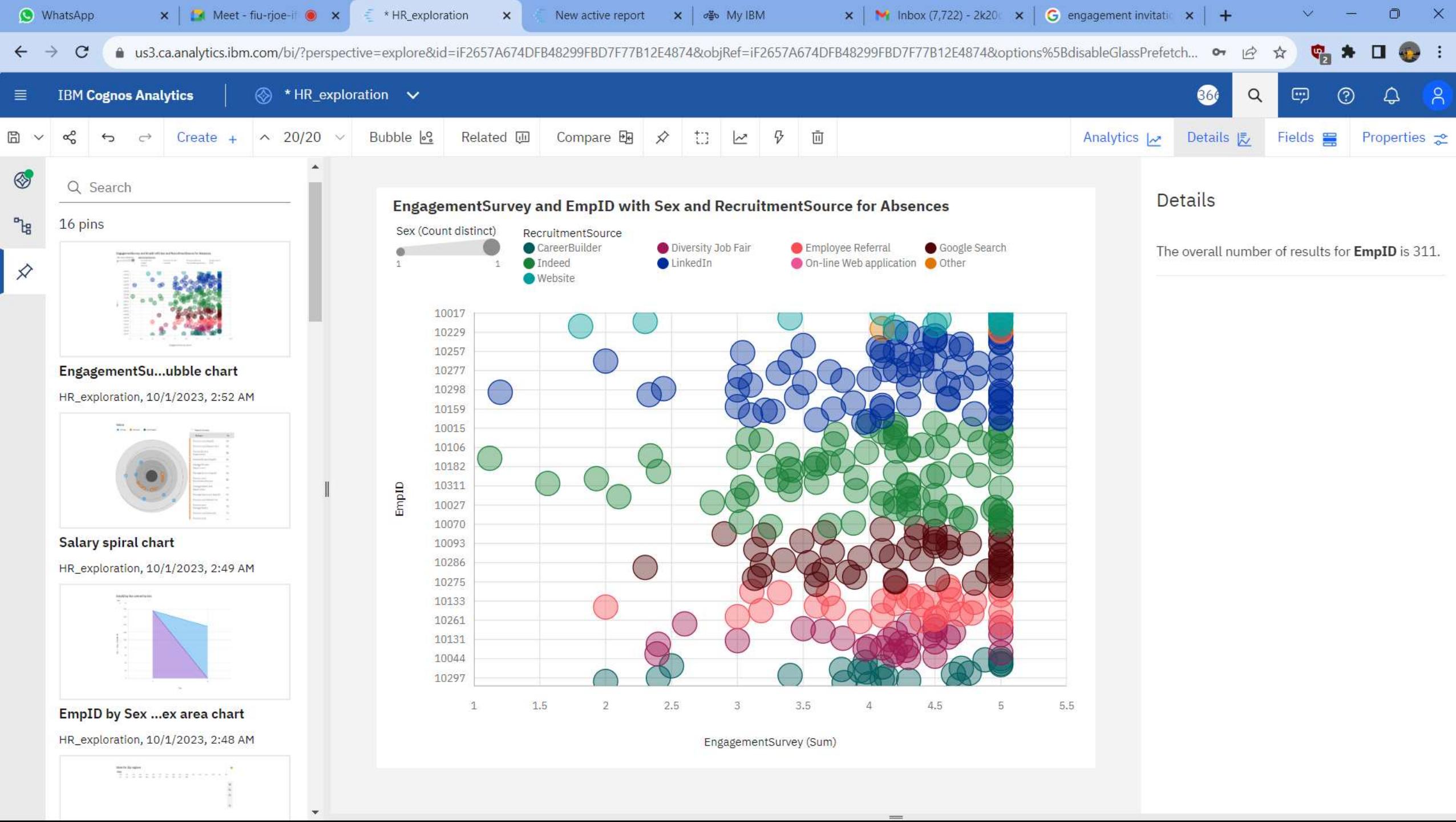
Details

Search drivers

Drivers	%
Position and DeptID	86
Position and Department	86
PositionID and Department	85
PositionID and DeptID	84
ManagerID and Department	81
ManagerID and DeptID	81
Position and RecruitmentSource	80
ManagerName and Department	80
ManagerName and DeptID	80
Position and DateofHire	80
Position and ManagerName	78
Position and Absences	78
Position and	77

No details found

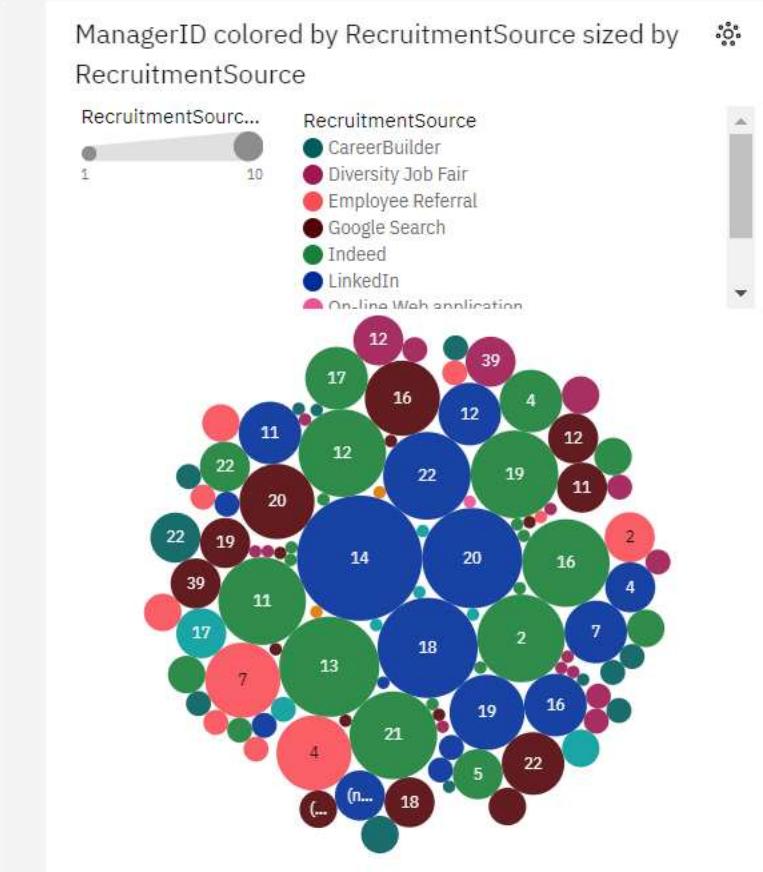
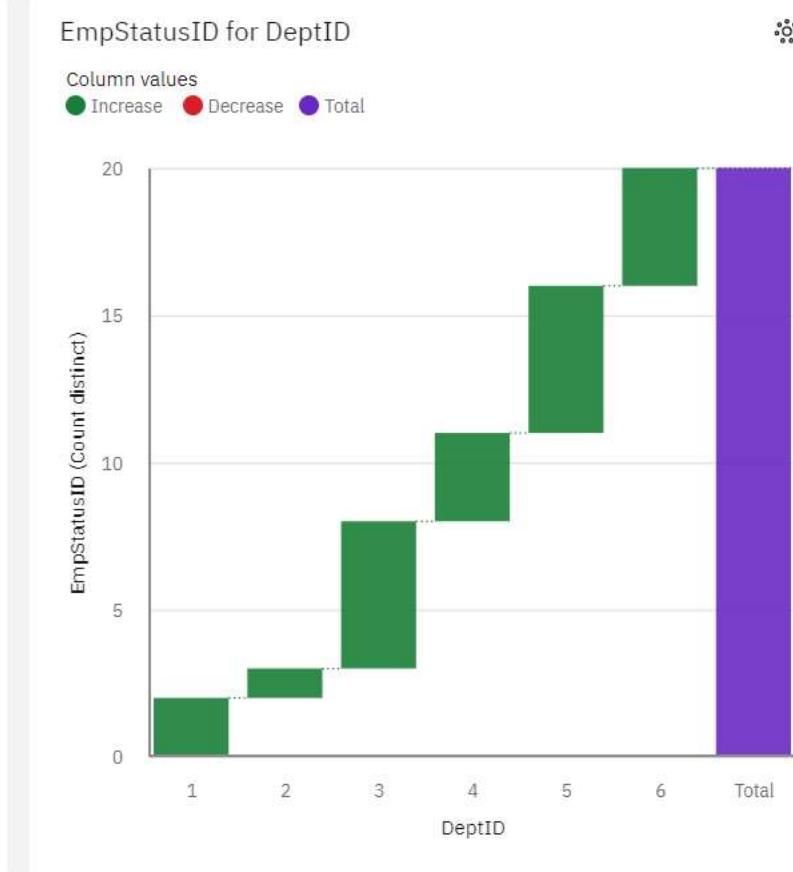
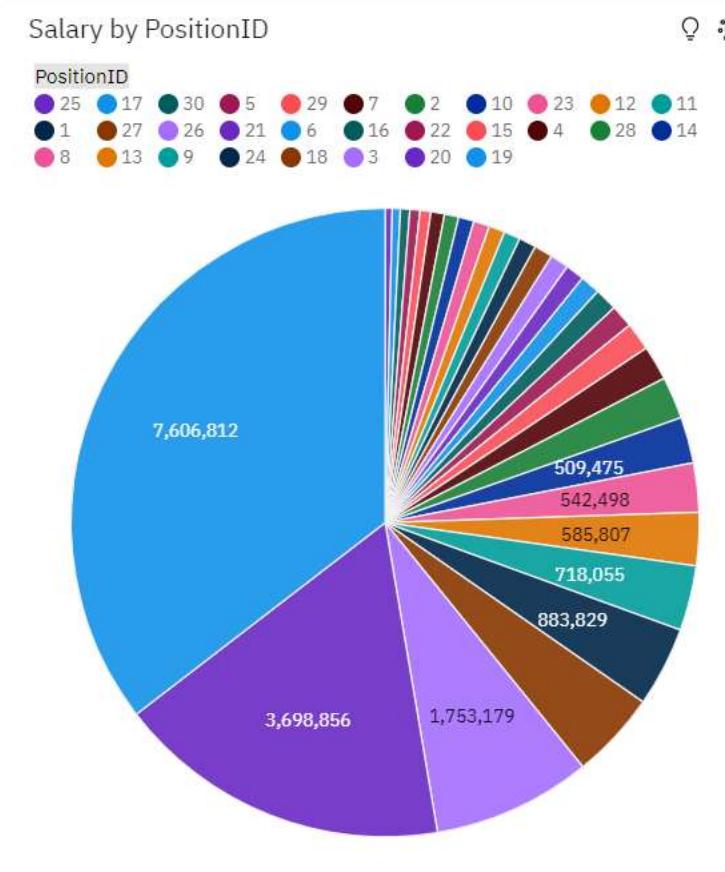
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DASHBOARD

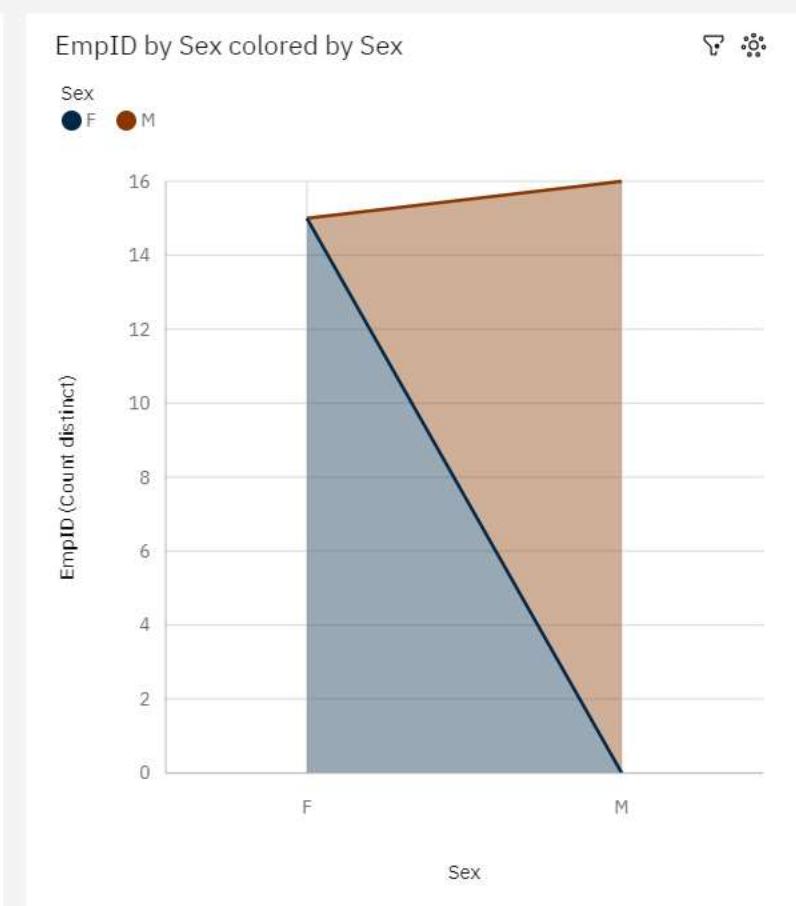
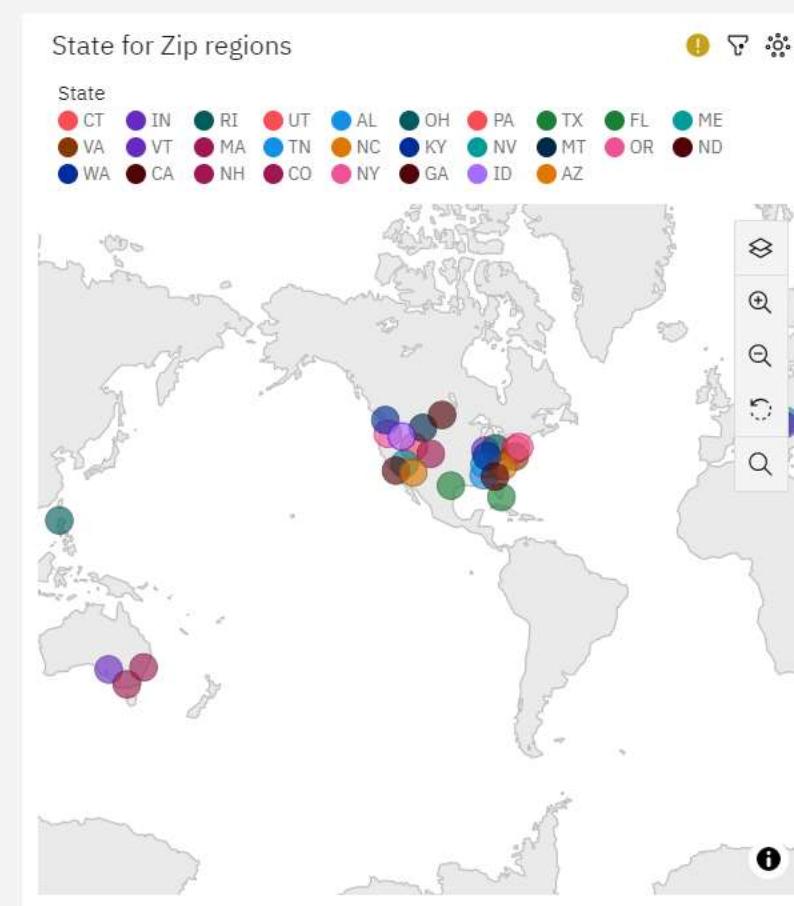
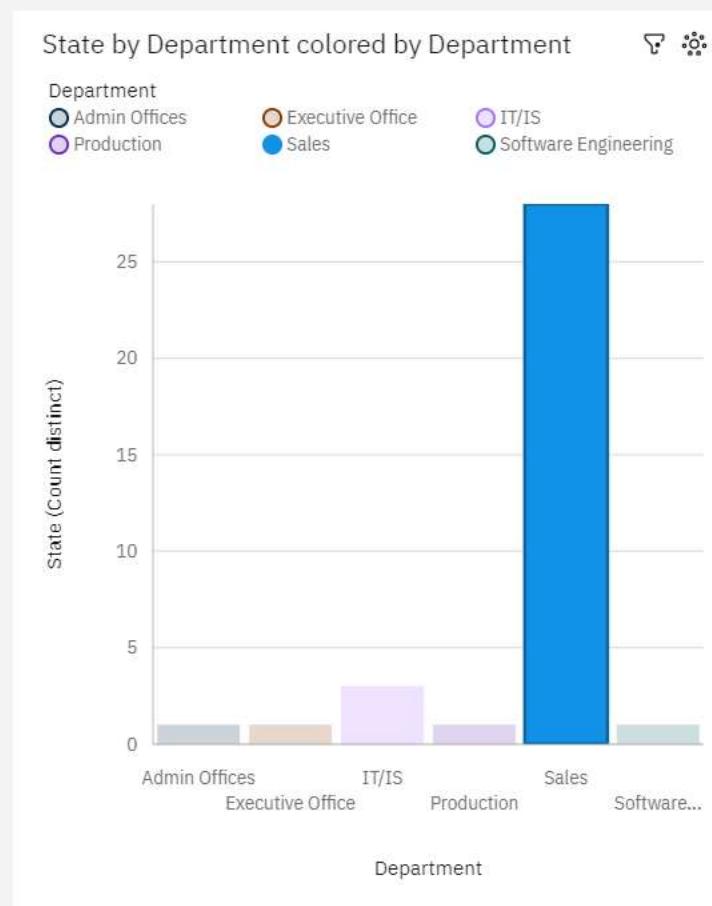
HR HR1 HR2

HR DataAnalysis



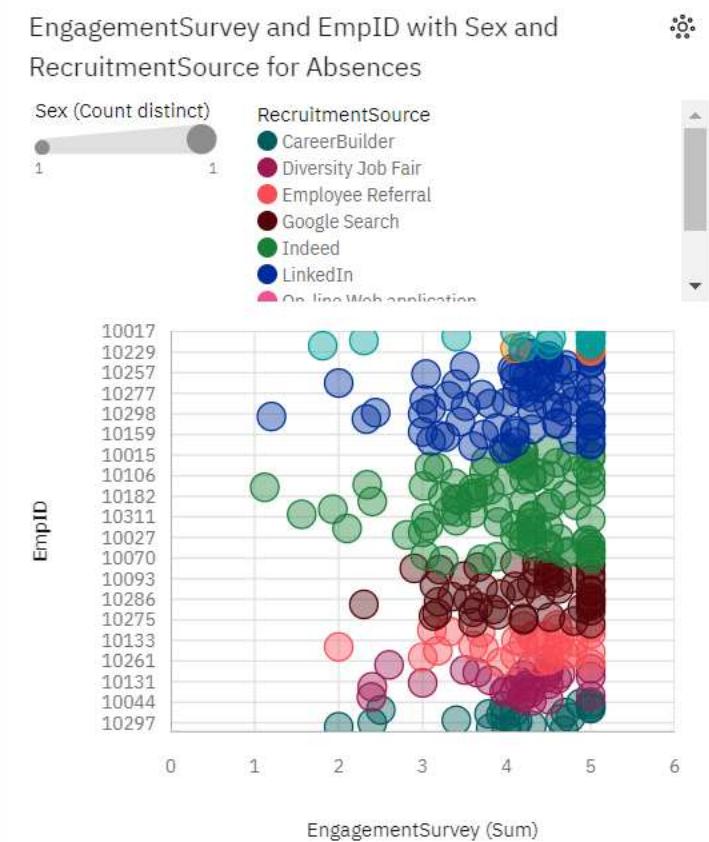
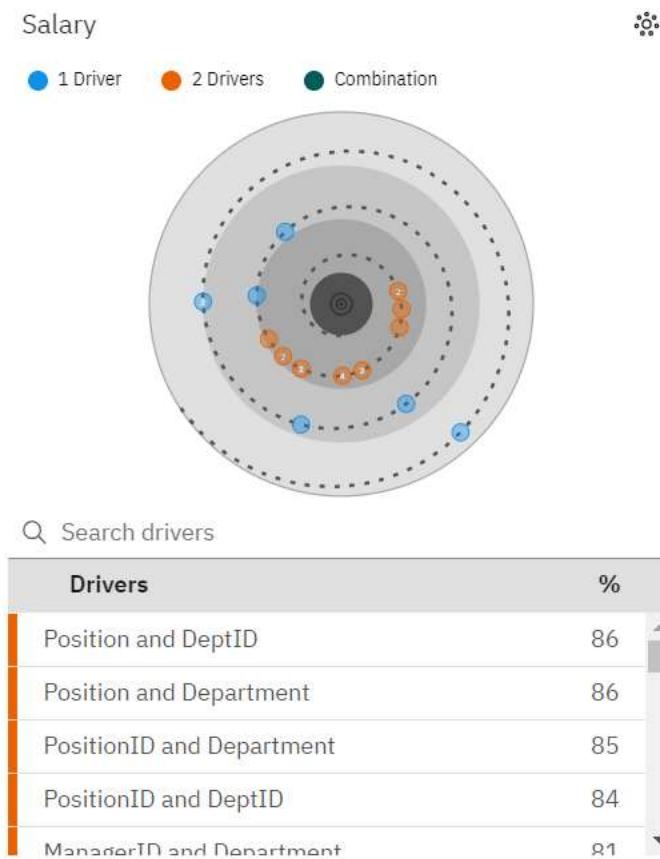
HR HR1 HR2

HR DataAnalysis



HR HR1 HR2

HR DataAnalysis

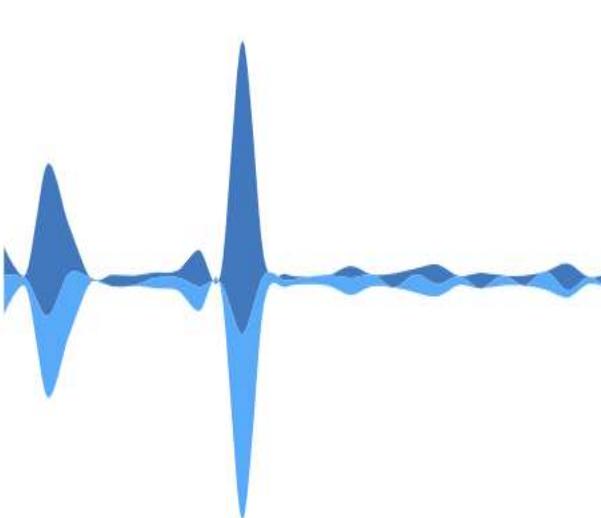


REPORT

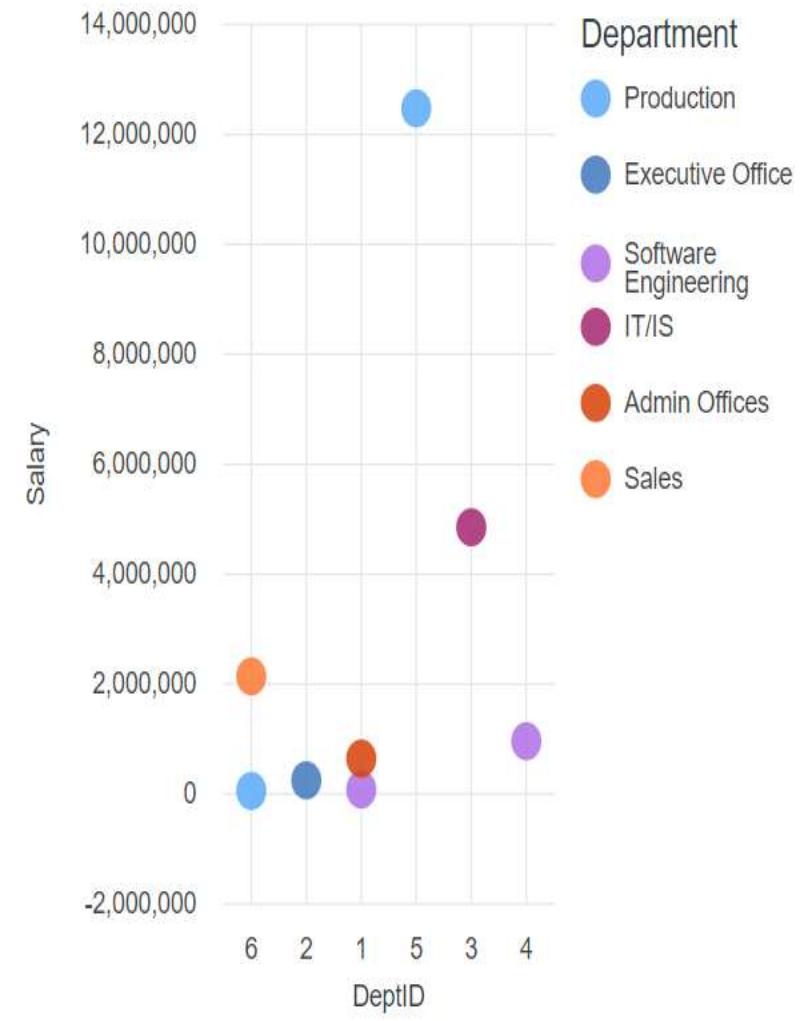


HR ANALYSIS

Sex



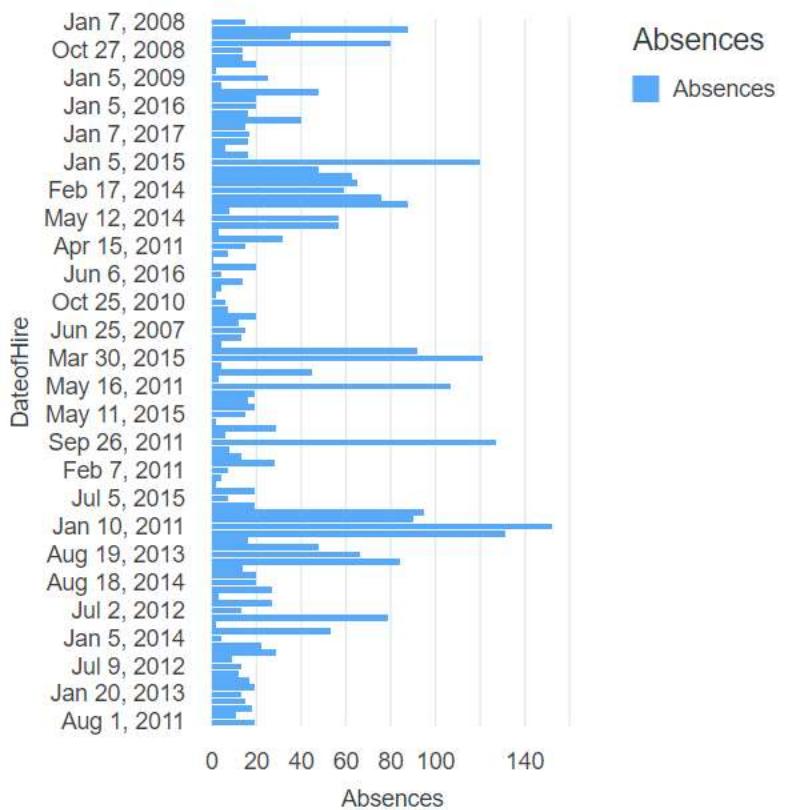
Department

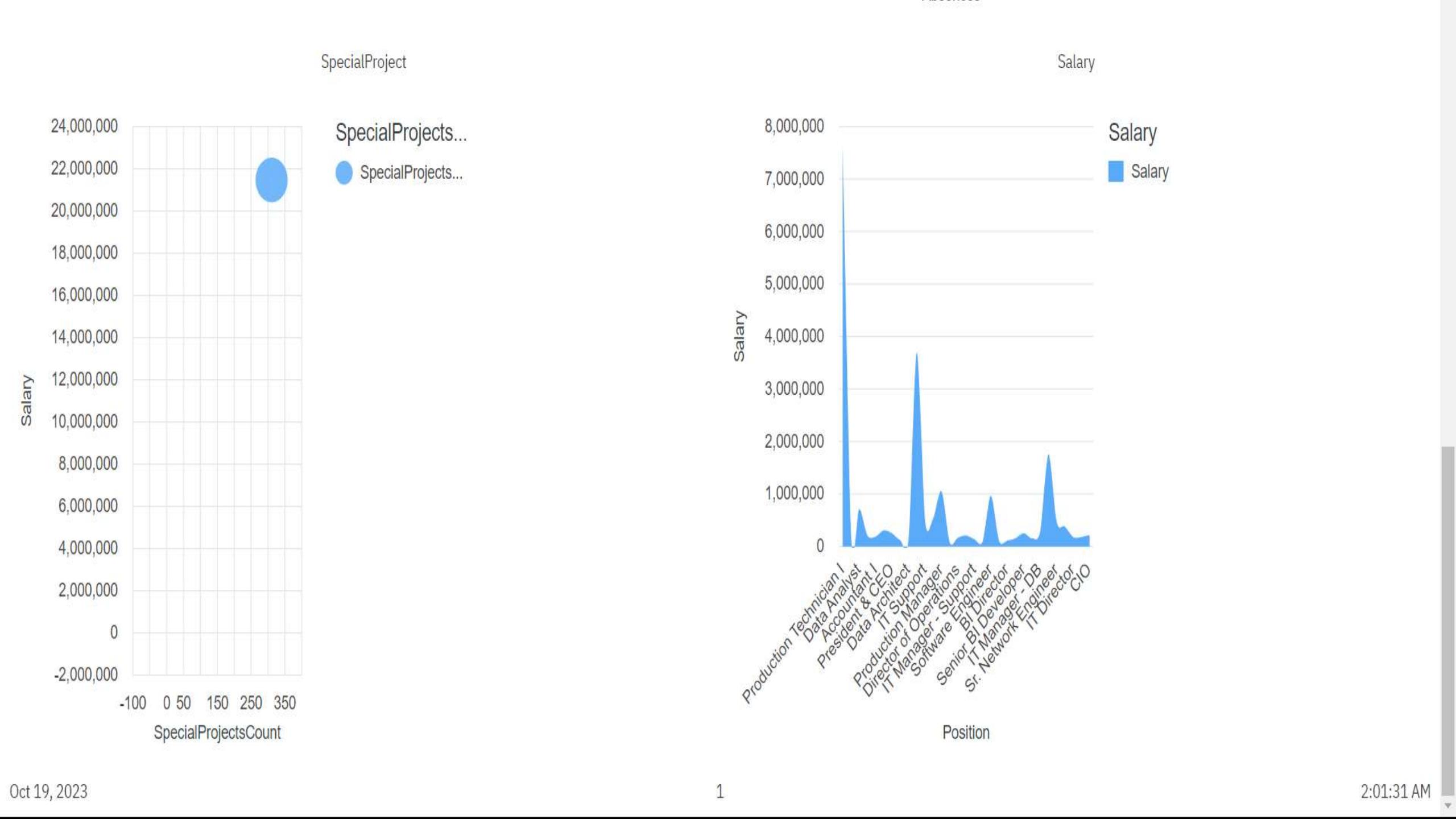


Engagement



DateOfHire





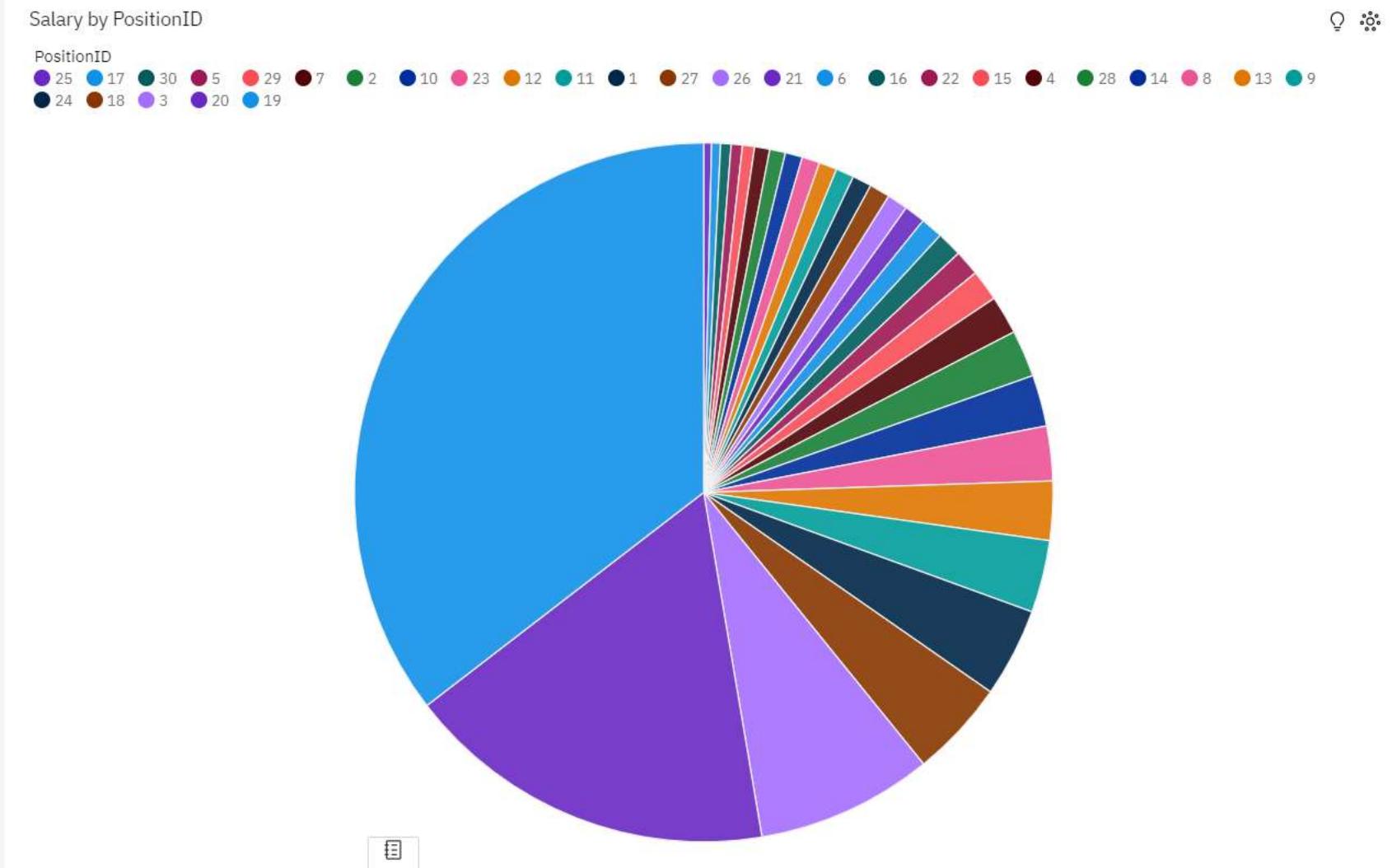
STORY

HR ANALYSIS



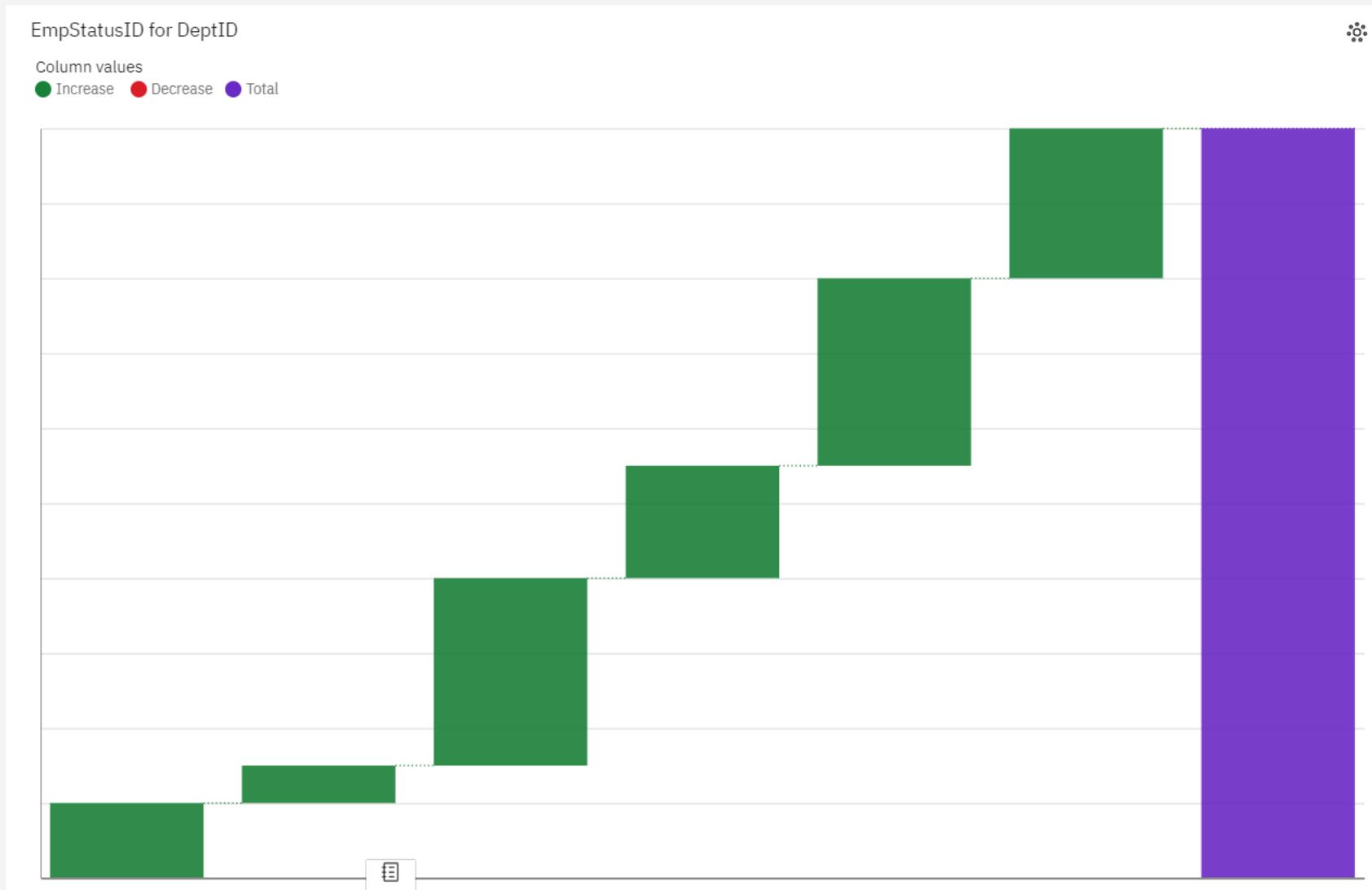
HR Analysis

- Salary is unusually high when PositionID is 19, 20 and 3.
- From 2013-05-13 to 2013-07-08, 19's Salary increased by 476%.
- Across all values of PositionID, the sum of Salary is over 21 million.
- Salary ranges from almost 78 thousand, when PositionID is 25, to over 7.6 million, when PositionID is 19.



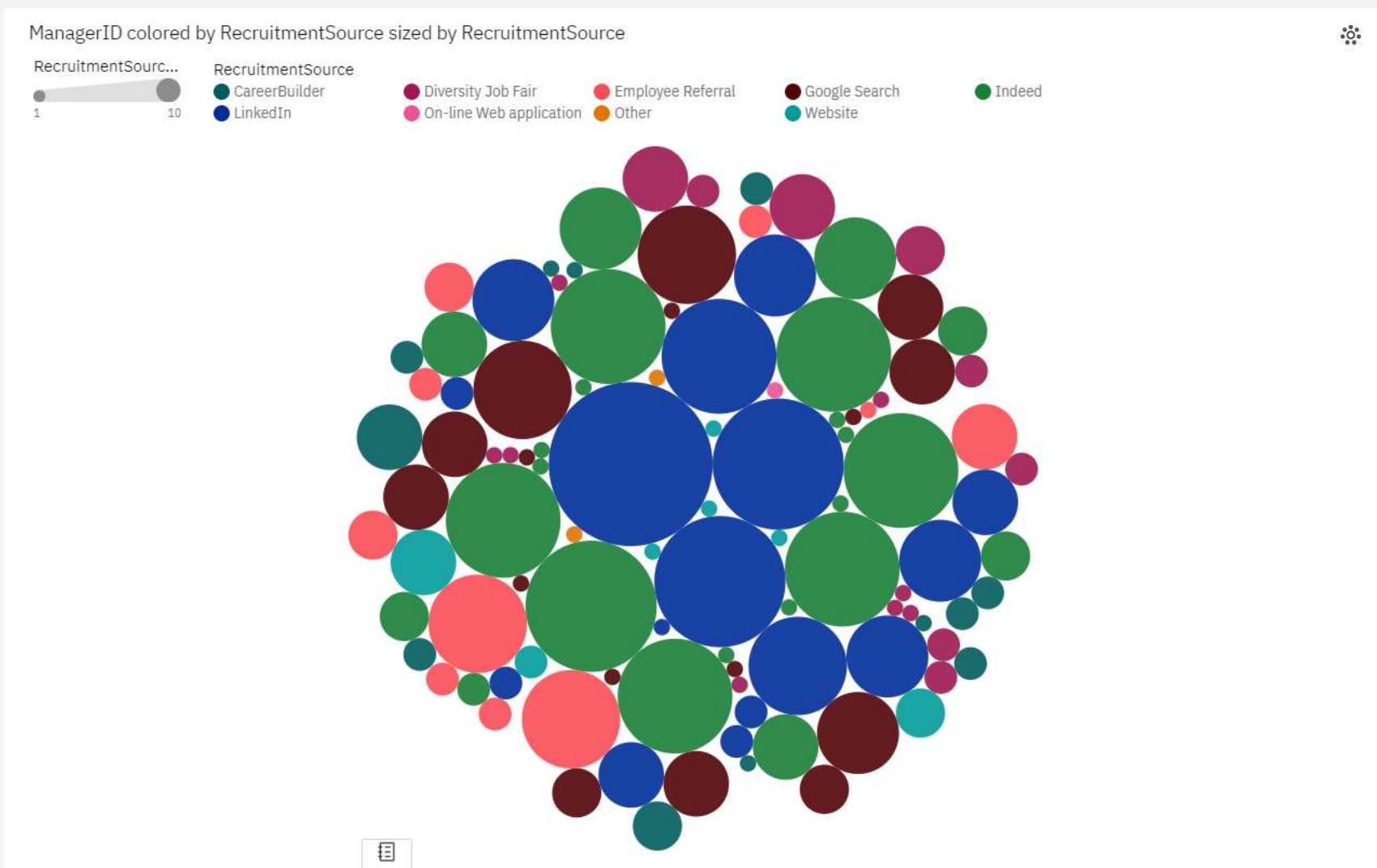
HR Analysis

- From 2010-10-25 to 2011-01-10, 5's EmpStatusID increased by 200%.
- 5 is the most frequently occurring category of DeptID with a count of 208 items with EmpStatusID values (66.9 % of the total).
- The total number of results for EmpStatusID, across all DeptID, is 311.



HR Analysis

- 12 (7.1 %), 16 (7.1 %), 18 (7.1 %), 20 (7.1 %), and 22 (6.8 %) are the most frequently occurring categories of ManagerID with a combined count of 109 items with RecruitmentSource values (35 % of the total).
- Indeed (28 %) and LinkedIn (24.4 %) are the most frequently occurring categories of RecruitmentSource with a combined count of 163 items with RecruitmentSource values (52.4 % of the total).
- The total number of results for RecruitmentSource, across all ManagerID, is 311.



HR Analysis

- Department Sales has the highest State due to ManagerID 17.
- Production is the most frequently occurring category of Department with a count of 209 items with State values (67.2 % of the total).
- The overall number of results for State is 311

State by Department colored by Department

Department

Admin Offices

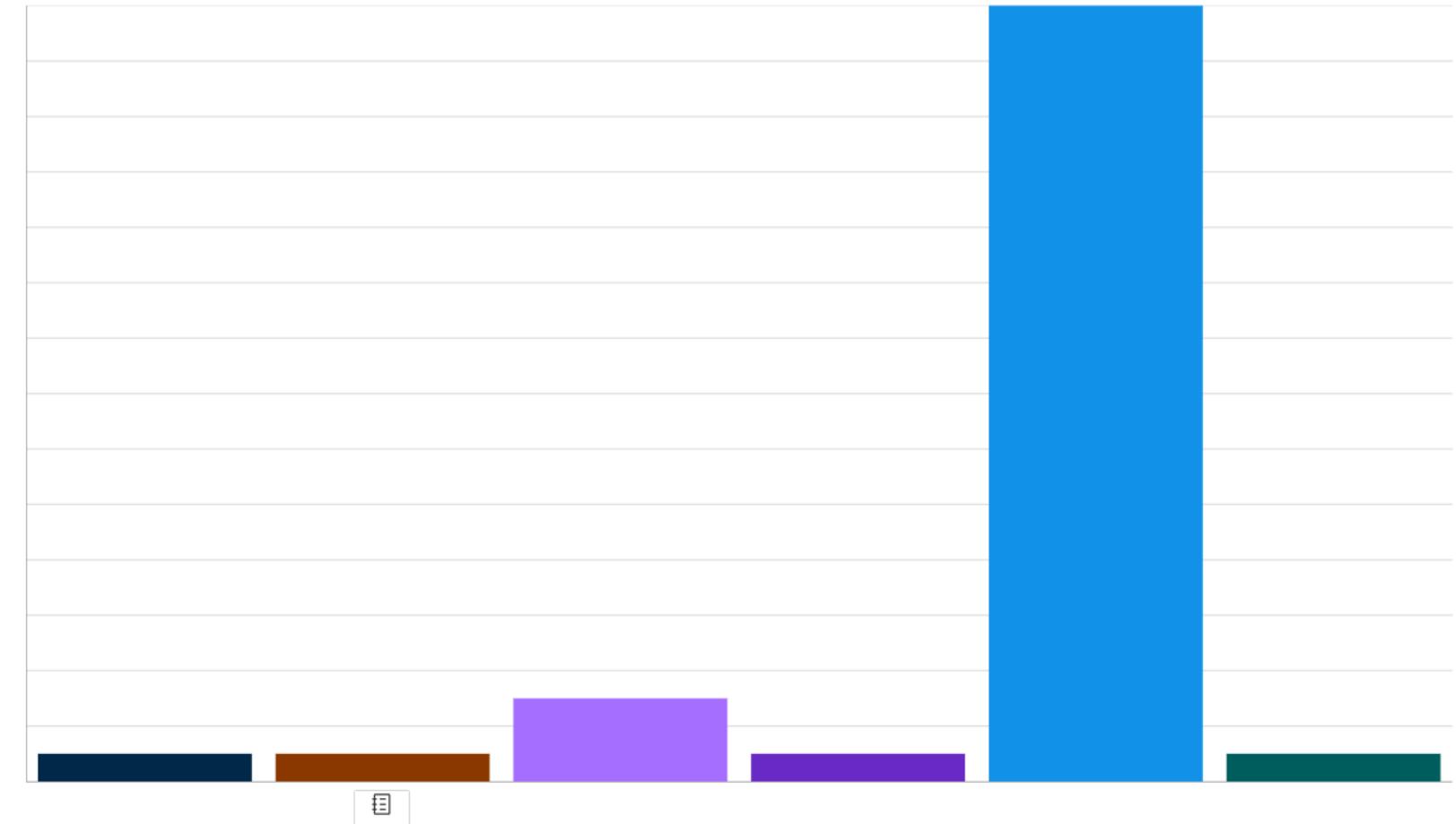
Executive Office

IT/IS

Production

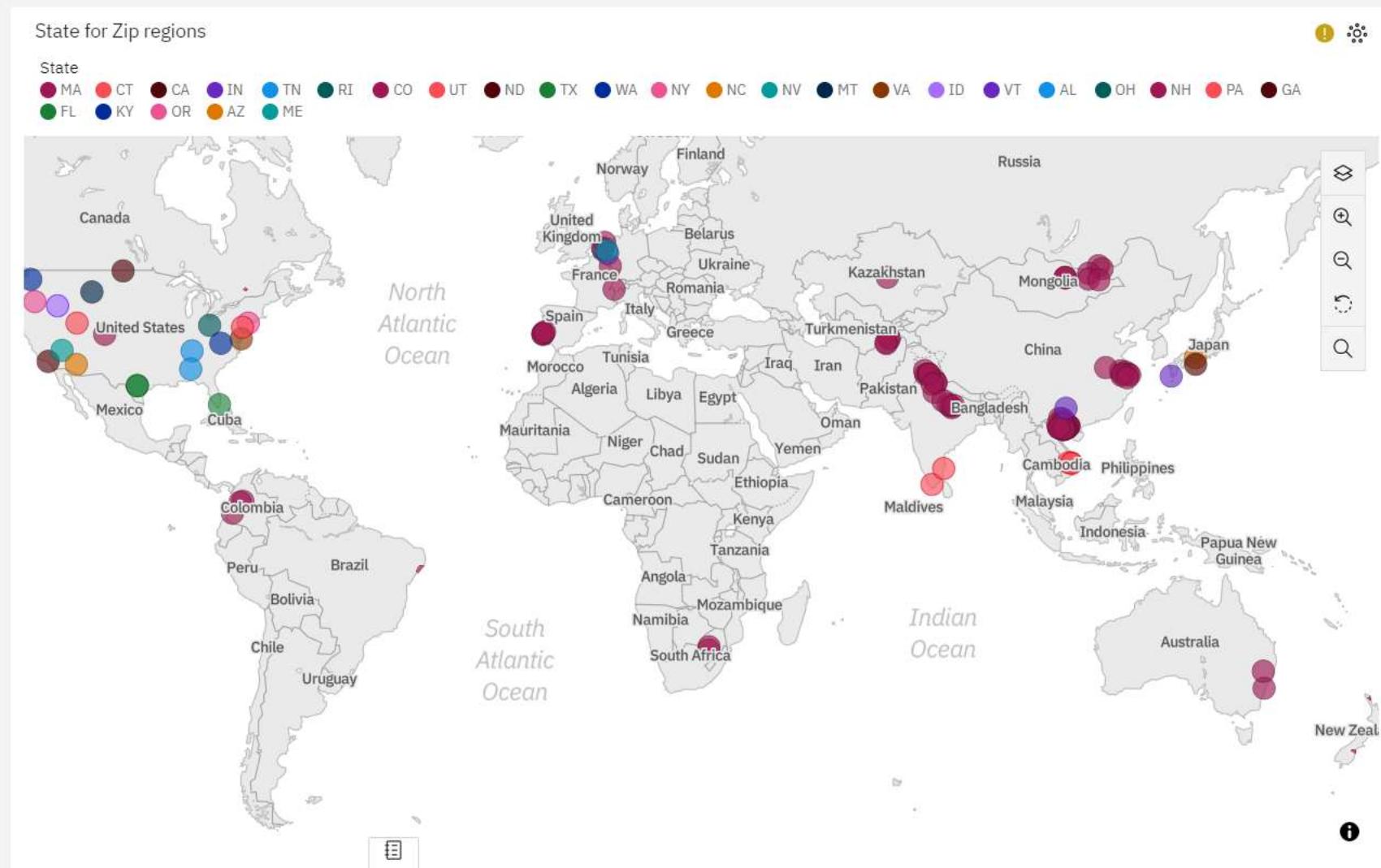
Sales

Software Engineering



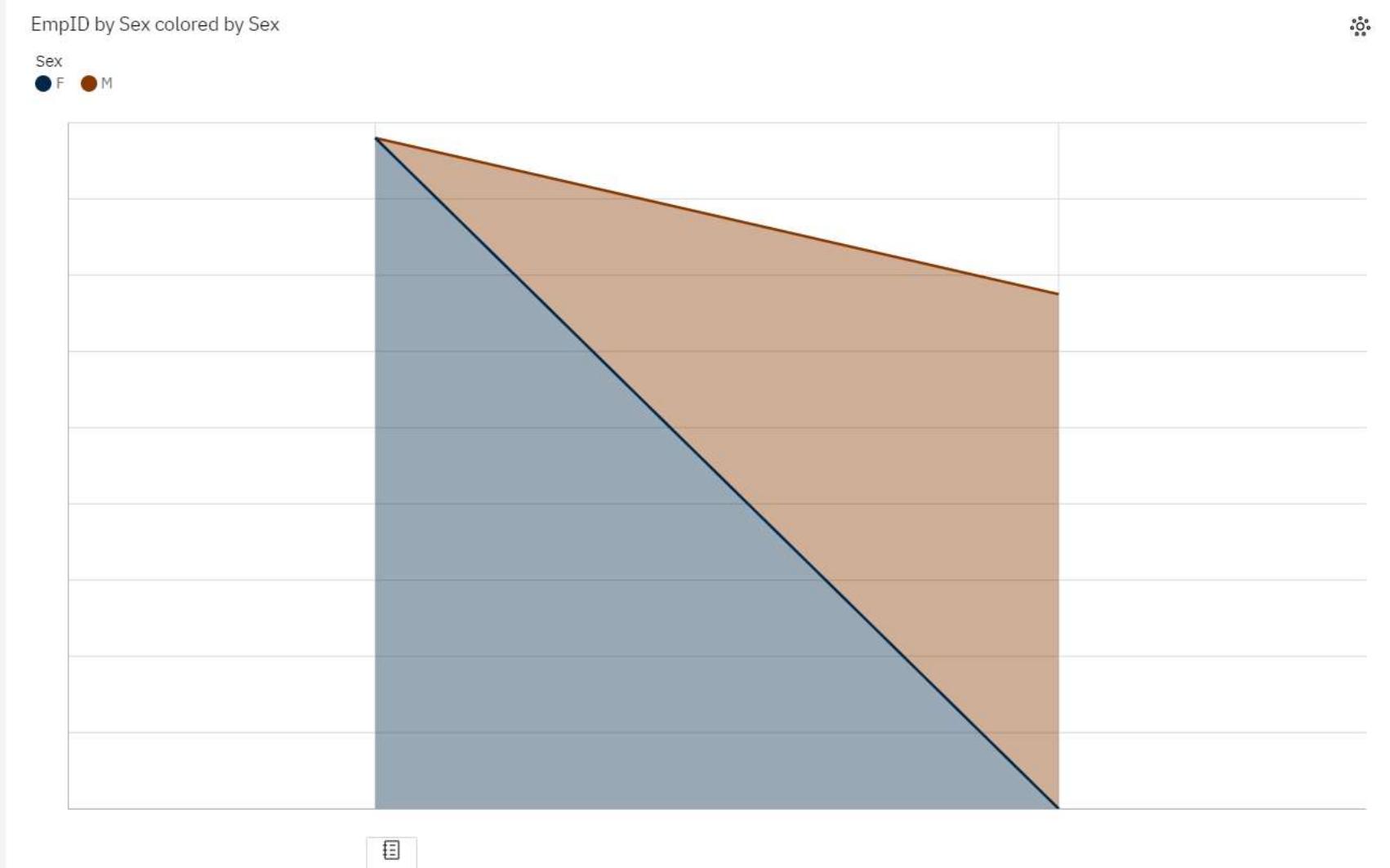
HR Analysis

- State MA has the highest total EngagementSurvey due to Zip 1886.
- The total number of results for State, across all Zip, is 311.



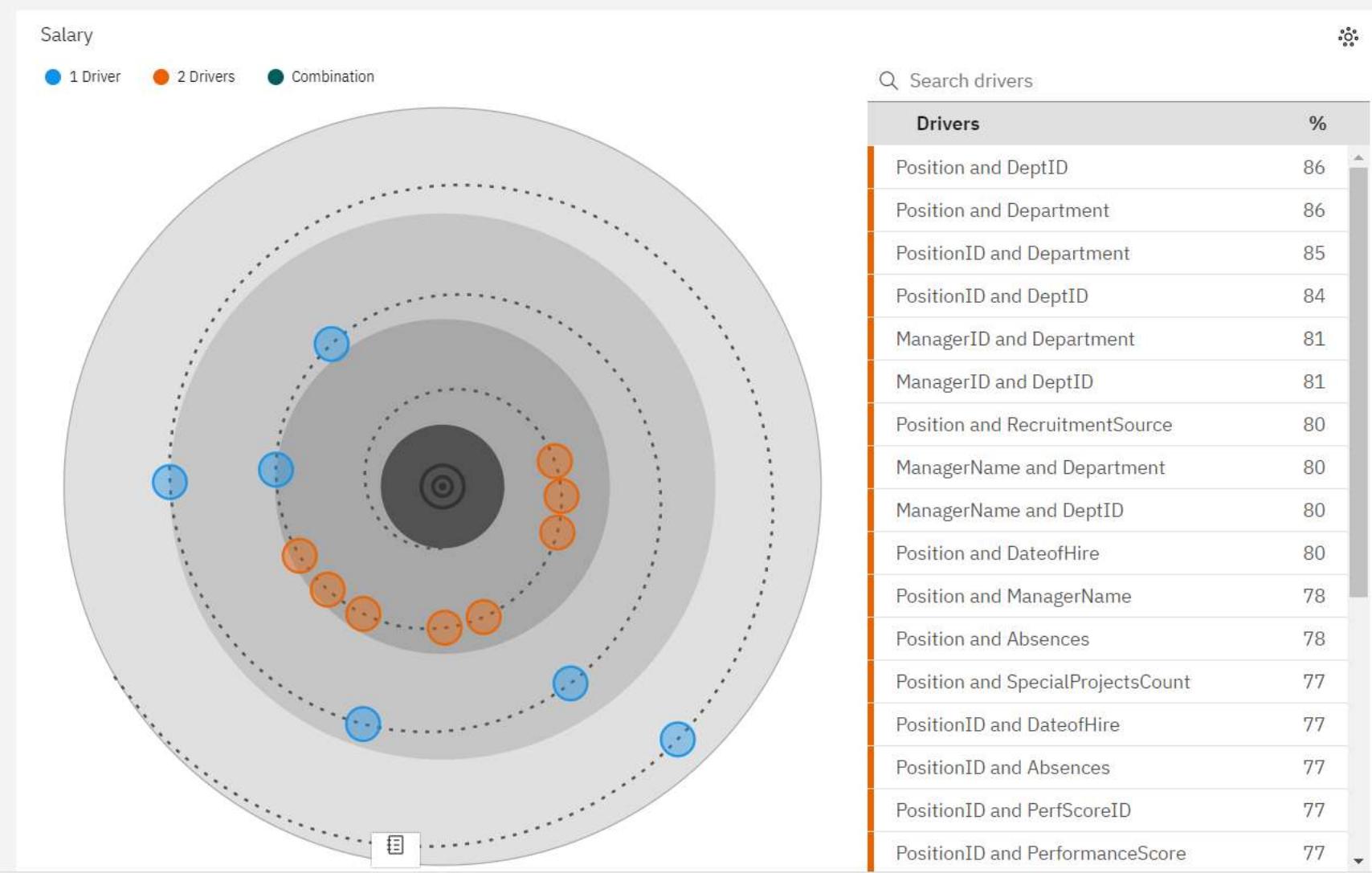
HR Analysis

- F exceeds M in EmpID by 41.
- Sex F has the highest EmpID due to PositionID 19.
- Add insight to favorites
- PositionID 19 has the highest EmpID at 137, out of which Sex F contributed the most at 83.
- F is the most frequently occurring category of Sex with a count of 176 items with EmpID values (56.6 % of the total).
- The overall number of results for EmpID is 311.



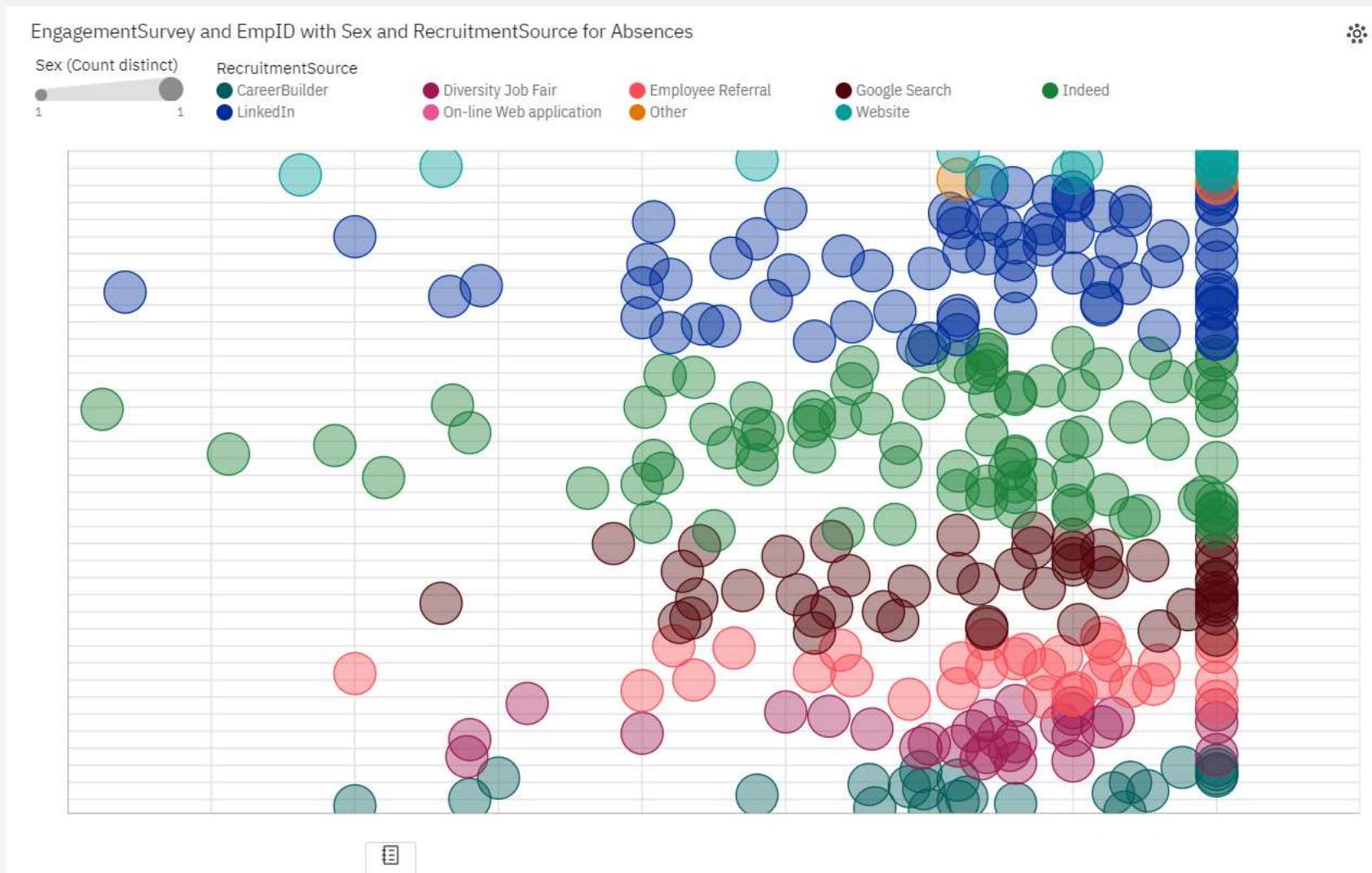
HR Analysis

- DateofHire 2012-07-09 has the lowest average Salary at over 46 thousand, followed by 2007-11-05 at over 47 thousand.
- DateofHire 2010-04-10 has the highest average Salary at over 220 thousand, followed by 2011-04-15 at 178 thousand.
- From 2009-10-26 to 2010-04-10, Salary increased by 245%.



HR Analysis

- RecruitmentSource CareerBuilder has the highest Count distinct Sex but is ranked #6 in Total Salary.
 - Absences 4 has the highest Sex at 11, out of which RecruitmentSource CareerBuilder contributed the most at 2.
 - Absences 16 has the highest Total Salary but is ranked #2 in Total EngagementSurvey.
 - Absences 4 has the highest Total EngagementSurvey but is ranked #2 in Total Salary.
 - RecruitmentSource Indeed Sex from Absences 17 is 2, whereas LinkedIn is only 1.
 - RecruitmentSource Indeed has the highest Sex due to Absences 17.
 - CareerBuilder has a Sex of 2 for Absences 7.
 - The overall number of results for EmpID is 311.



THANK YOU