

STORY

The Cognos HR Scorecard: Measuring Success in Talent
Management

Position of the Person in the Company

- Position Software Engineering Manager has the lowest total Salary at almost 78 thousand, followed by Shared Services Manager at over 93 thousand.
- Position Production Technician I has the highest total Salary at over 7.6 million, followed by Production Technician II at nearly 3.7 million.

Position

Accountant I

Administrative Assistant

Area Sales Manager

BI Developer

BI Director

CIO

Data Analyst

Data Architect

Database Administrator

Director of Operations

Director of Sales

Enterprise Architect

IT Director

IT Manager - DB

IT Manager - Infra

IT Manager - Support

IT Support

Network Engineer

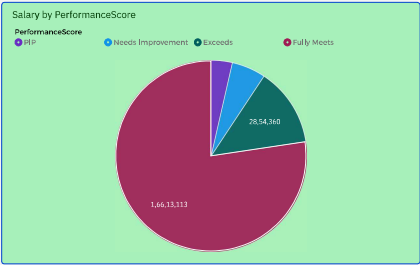
1

Filter(s) applied to the visualization(s) on the previous page:

Widget 1
Position Includes: Director of Sales

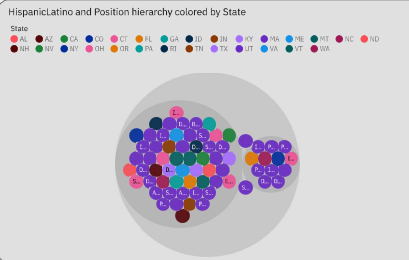
Performance Score Based On Salary

- Salary is unusually high when PerformanceScore is Fully Meets.
- Across all values of PerformanceScore, the sum of Salary is over 21 million.
- PerformanceScore Fully Meets has the highest total Salary due to ManagerID 4.
- Salary ranges from nearly 767 thousand, when PerformanceScore is PIP, to nearly seventeen million.



HispanicLatino and Position hierarchy colored by State

- Position Production Technician I has the highest Total Salary but is ranked #3 in Unaggregated HispanicLatino.
- Position Sr. Accountant has the highest Unaggregated HispanicLatino but is ranked #17 in Total Salary.



Total Count of the Employees

• The overall number of results for EmpID is 311.

EmpID

311

EmpID Count

Department compared to EmpSatisfaction

- ManagerID 1 has the highest Count distinct EmpSatisfaction but is ranked #4 in Count distinct Department.
- From 2/25/2019 to 2/26/2019, EmpSatisfaction dropped by 75%.
- ManagerID 2 has the highest Count distinct Department but is ranked #1 in Count distinct EmpSatisfaction.
- EmpSatisfaction and Department are linked by the

