

NM ASSIGNMENT 2

The Cognos HR Scorecard: Measuring Success in Talent
Management

Challenge: Upload the dataset to Cognos Analytics, Prepare the data, explore and Create
Interactive Dashboard, Report and Story

My pins All

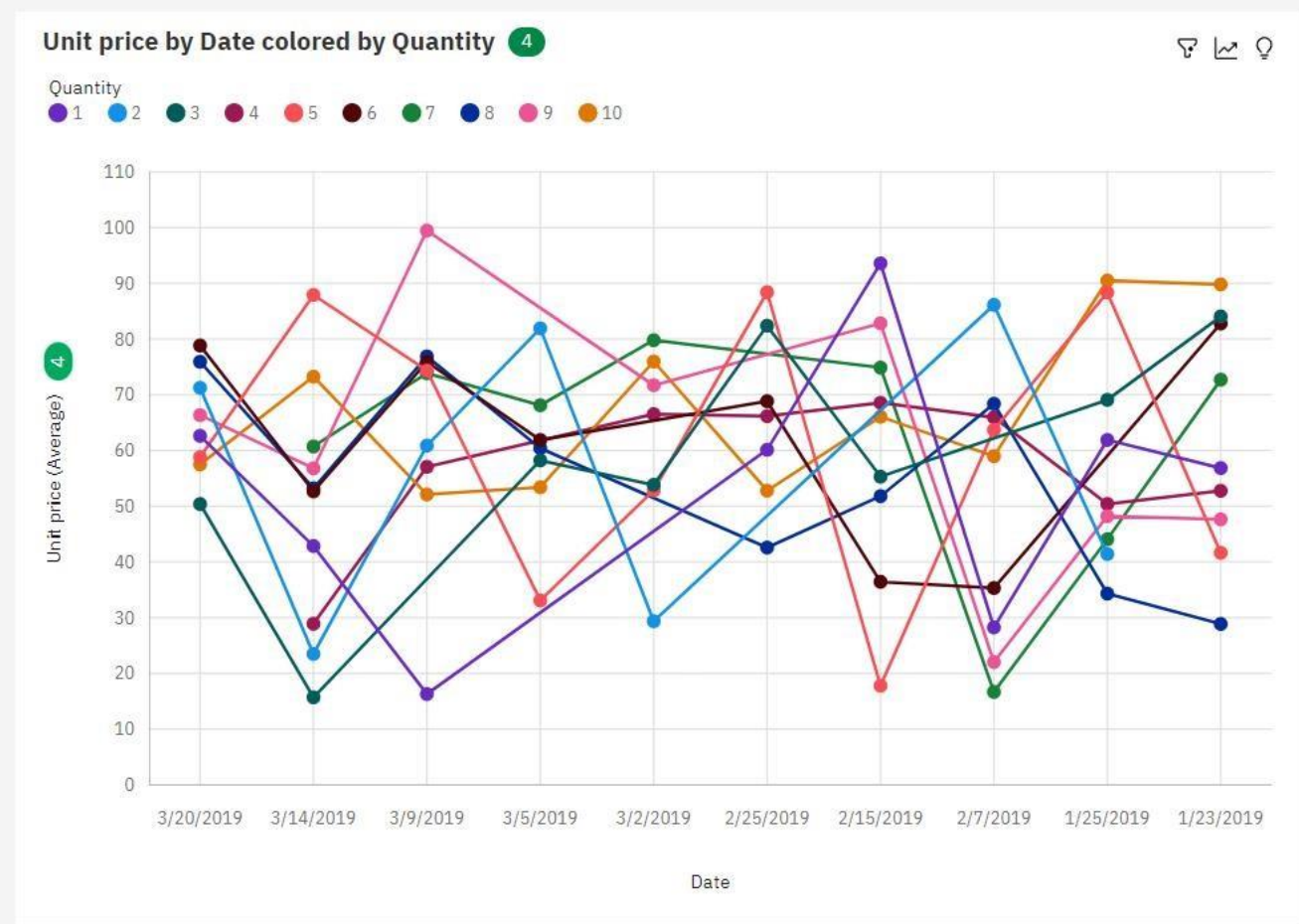
Search

20 pins

Tax 5% by Tim...e point chart
New exploration, 9/29/2023, 8:09 PM

Unit price by D...ity line chart
New exploration, 9/29/2023, 8:09 PM

Total and Uni... column chart



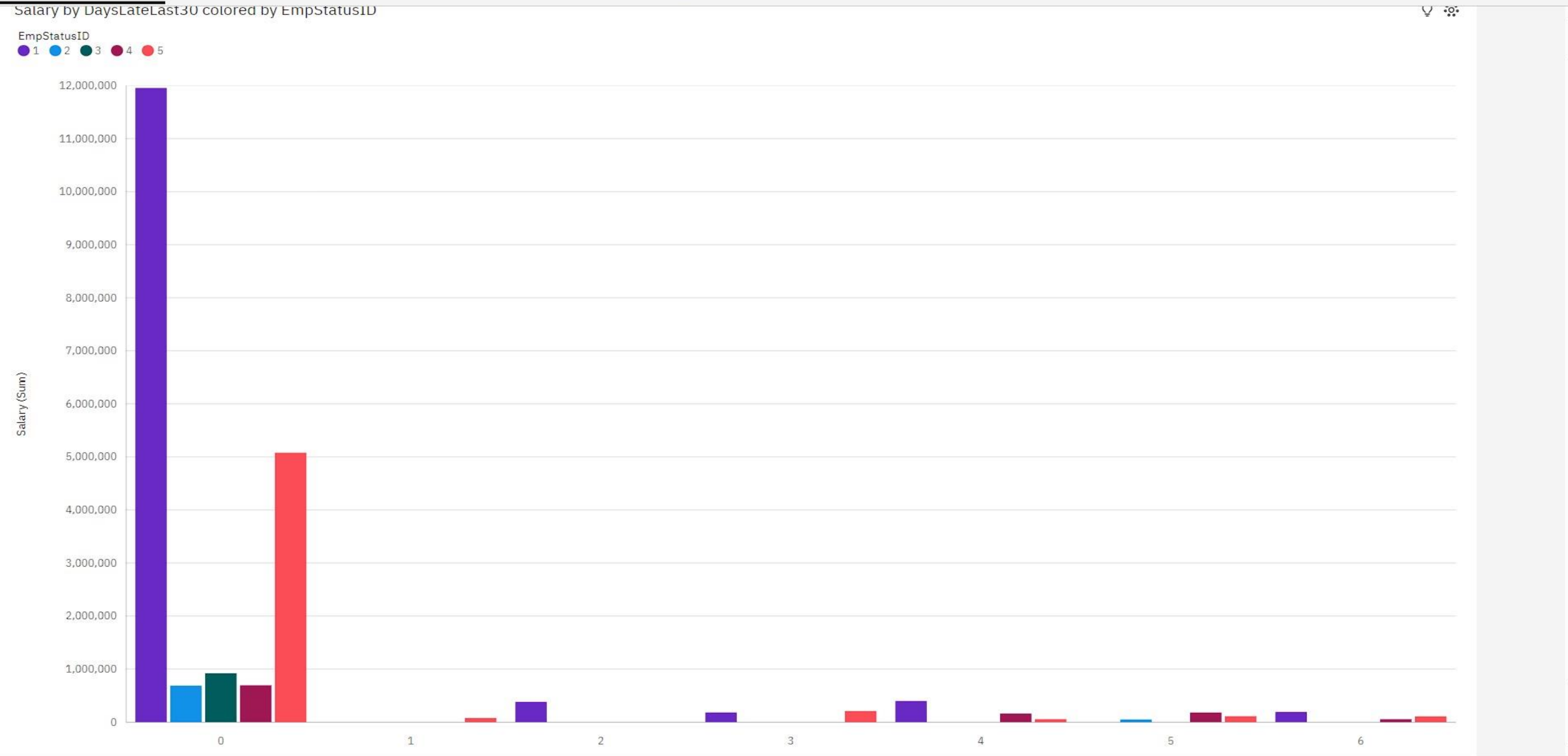
Details

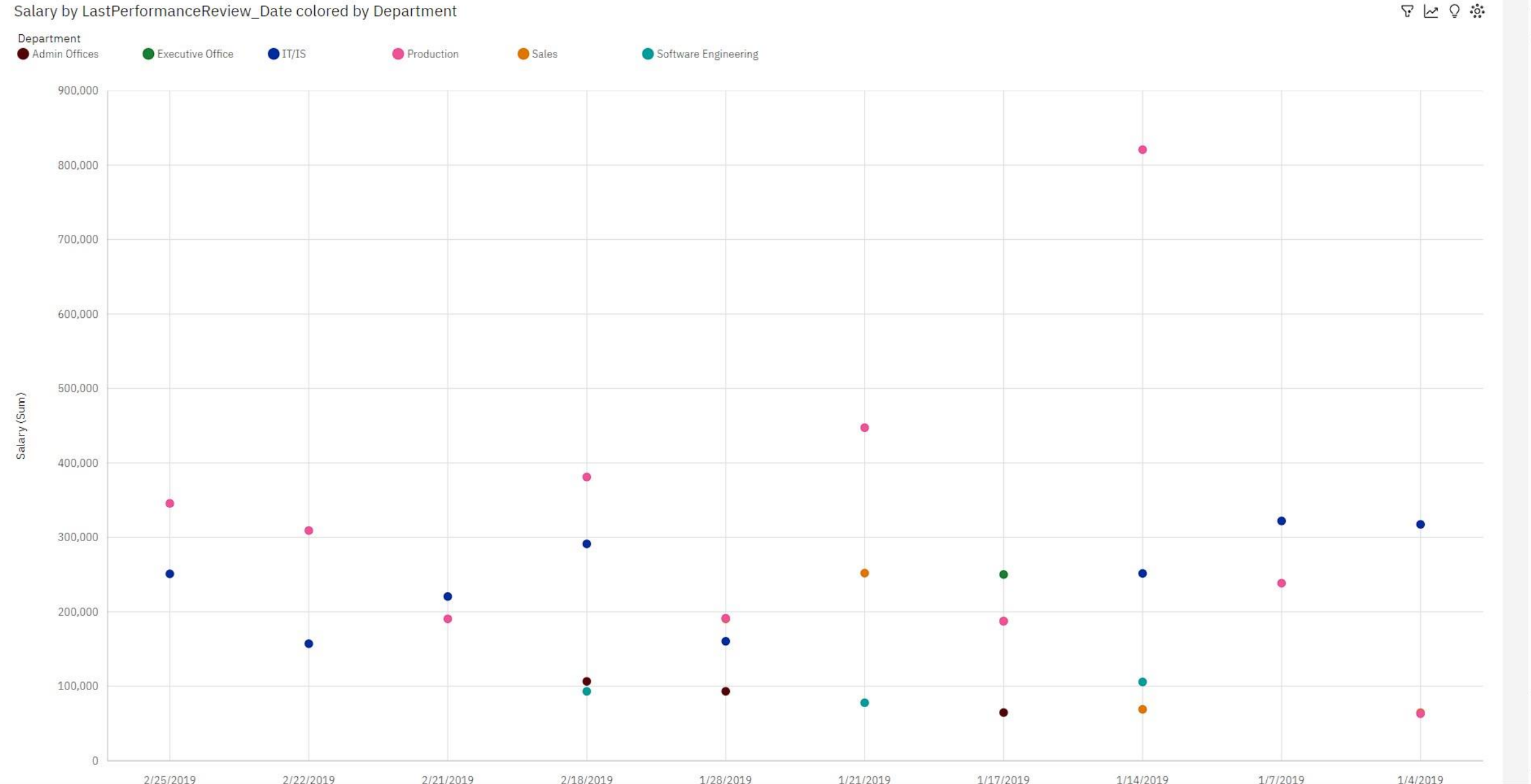
Over all **dates** and **quantities**, the average of **Unit price** is 59.63.

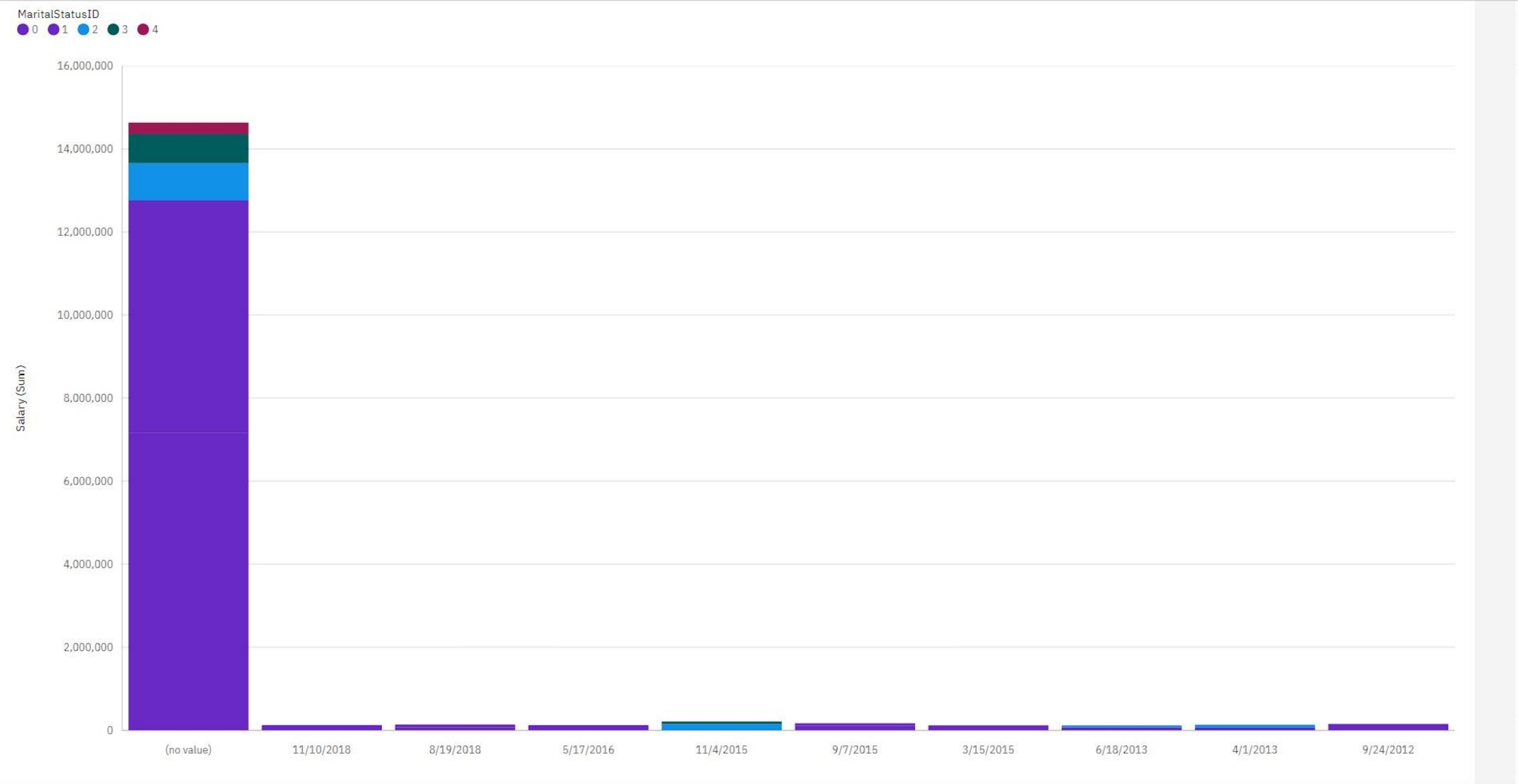
The average values of **Unit price** range from 15.69 to 99.47.

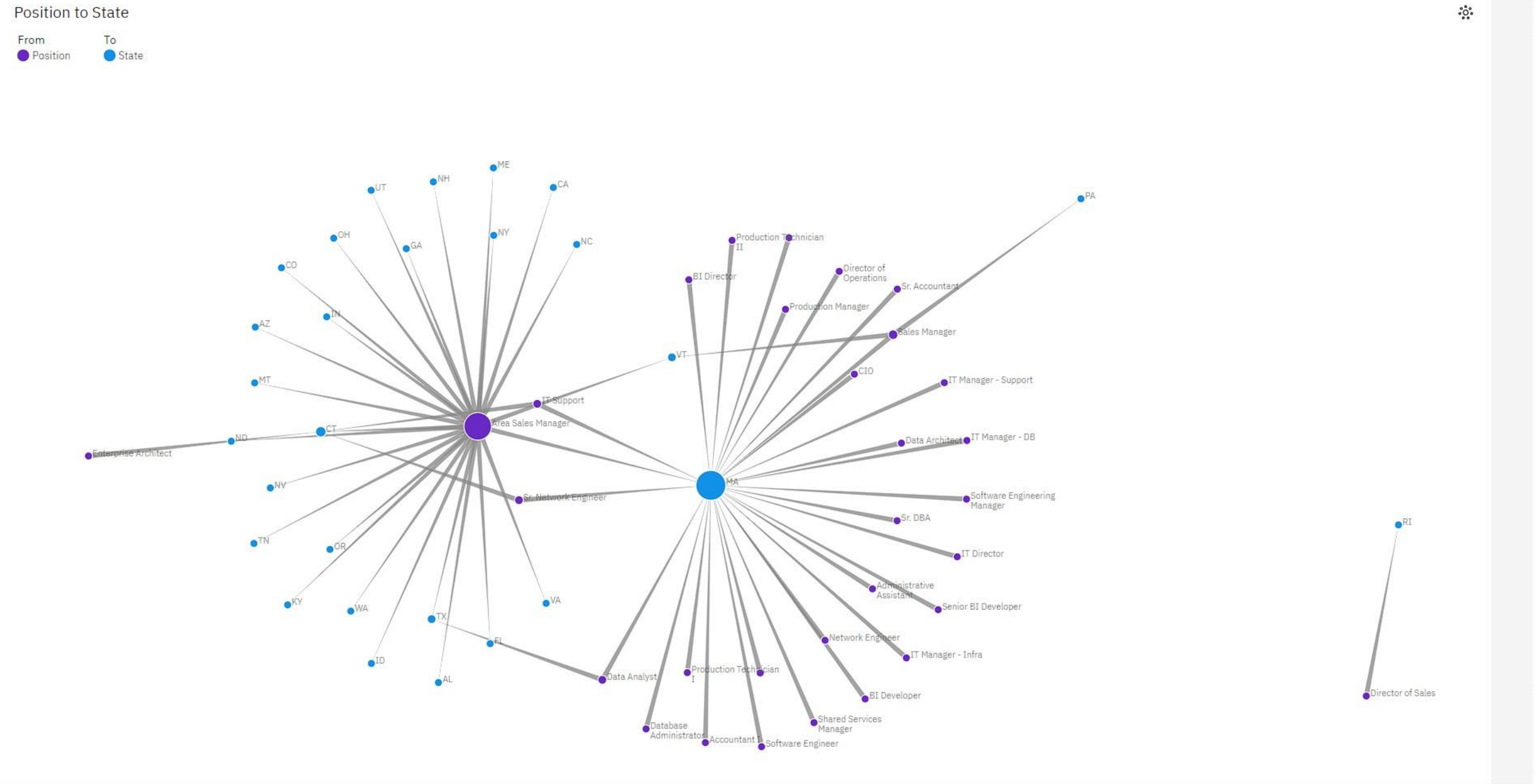
3 (12.1 %) and 10 (12.1 %) are the most frequently occurring categories of **Quantity** with a combined count of 42 items with **Unit price** values (24.3 % of the total).

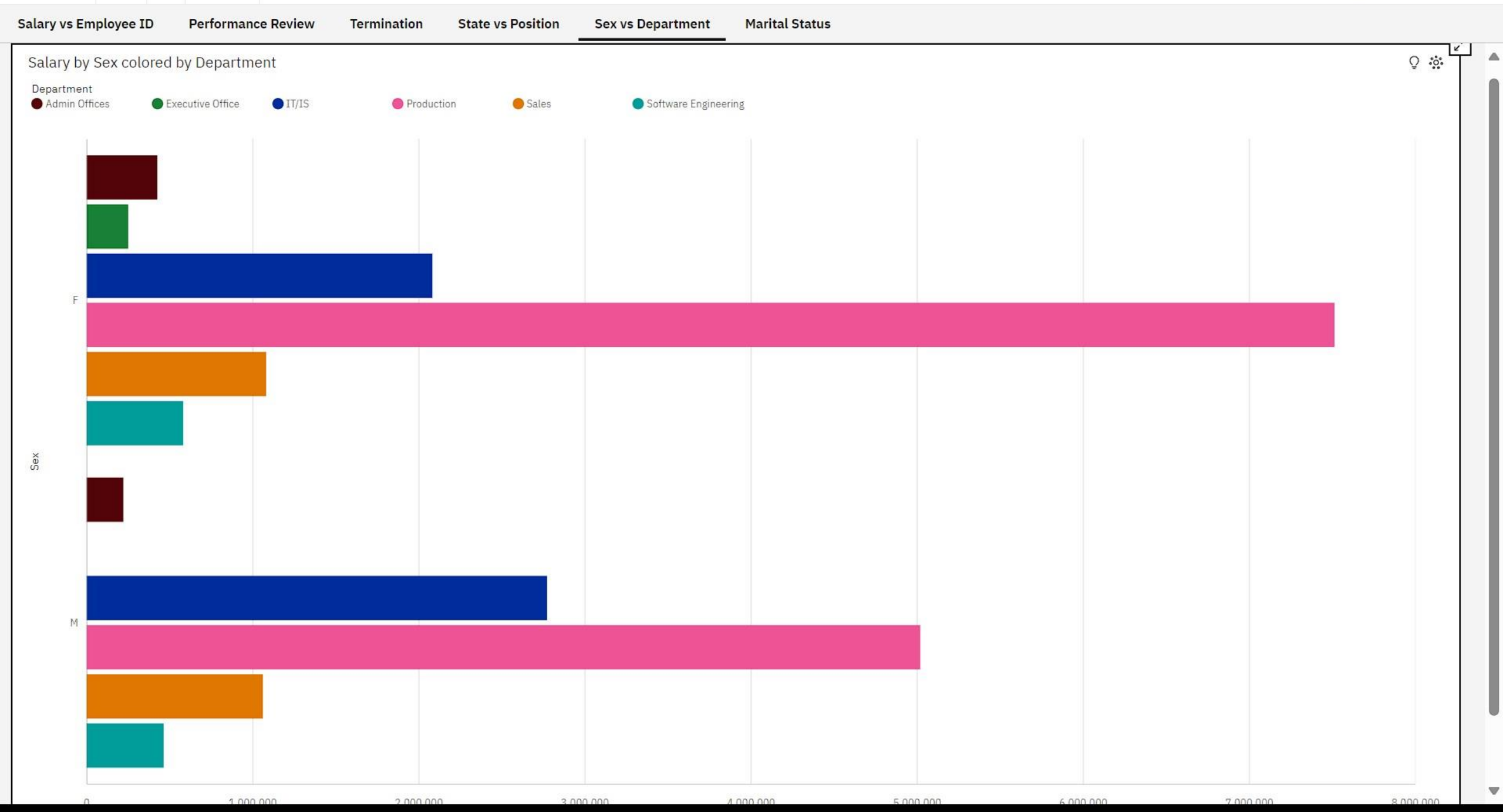
2019-02-07 (11.6 %) and 2019-02-15 (11 %) are the most frequently occurring categories of **Date** with a combined count of 39 items with **Unit price** values (22.5 % of the total).

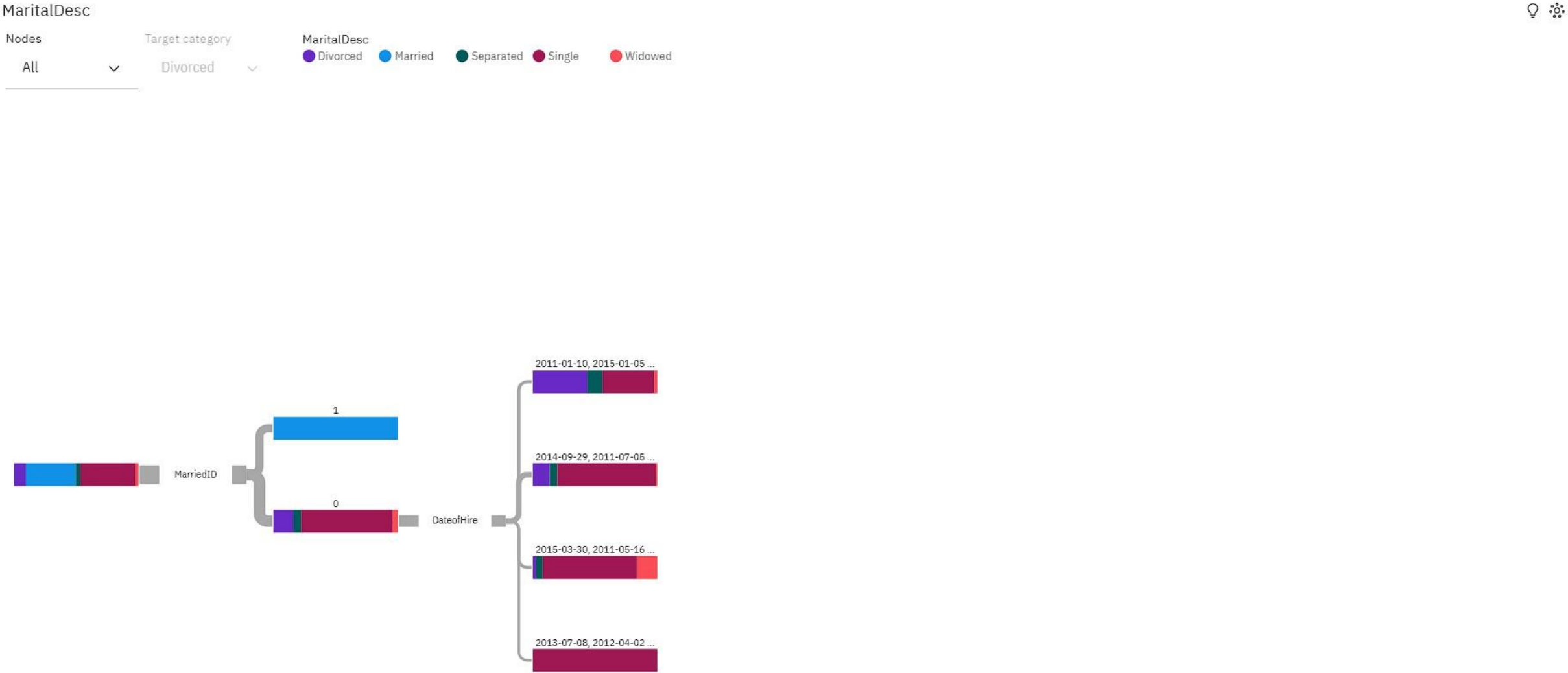






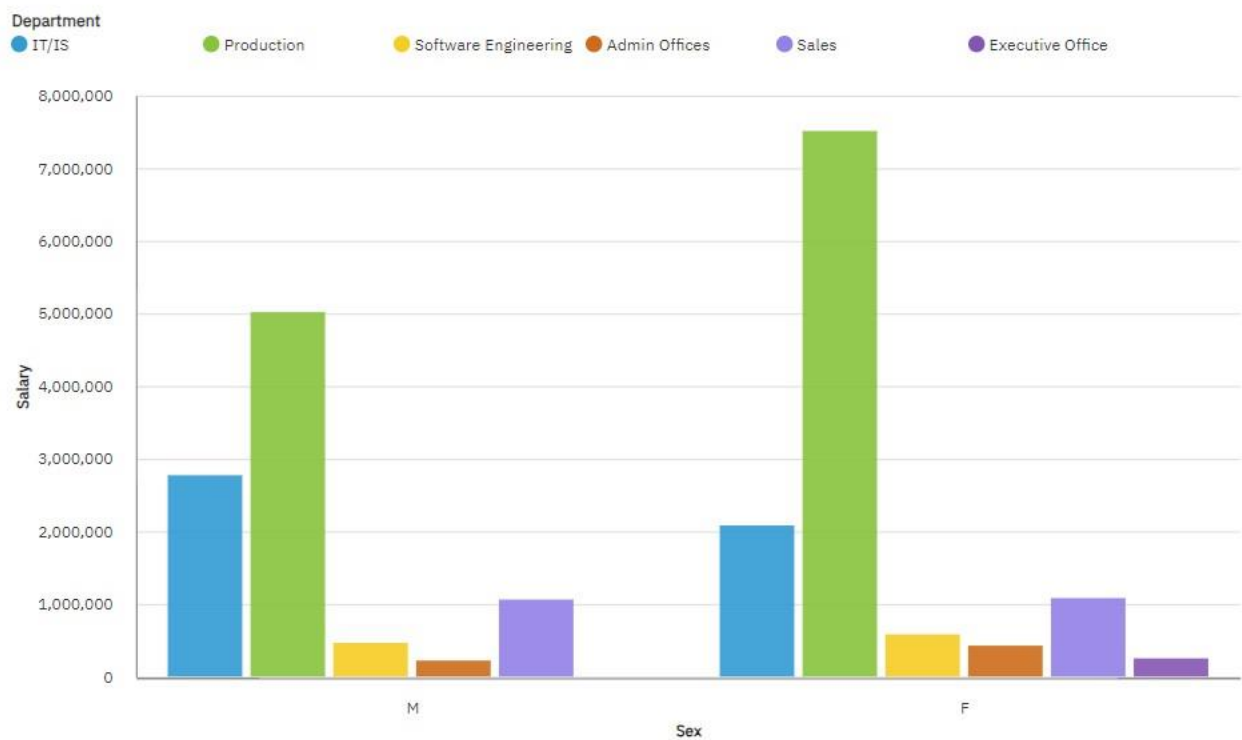




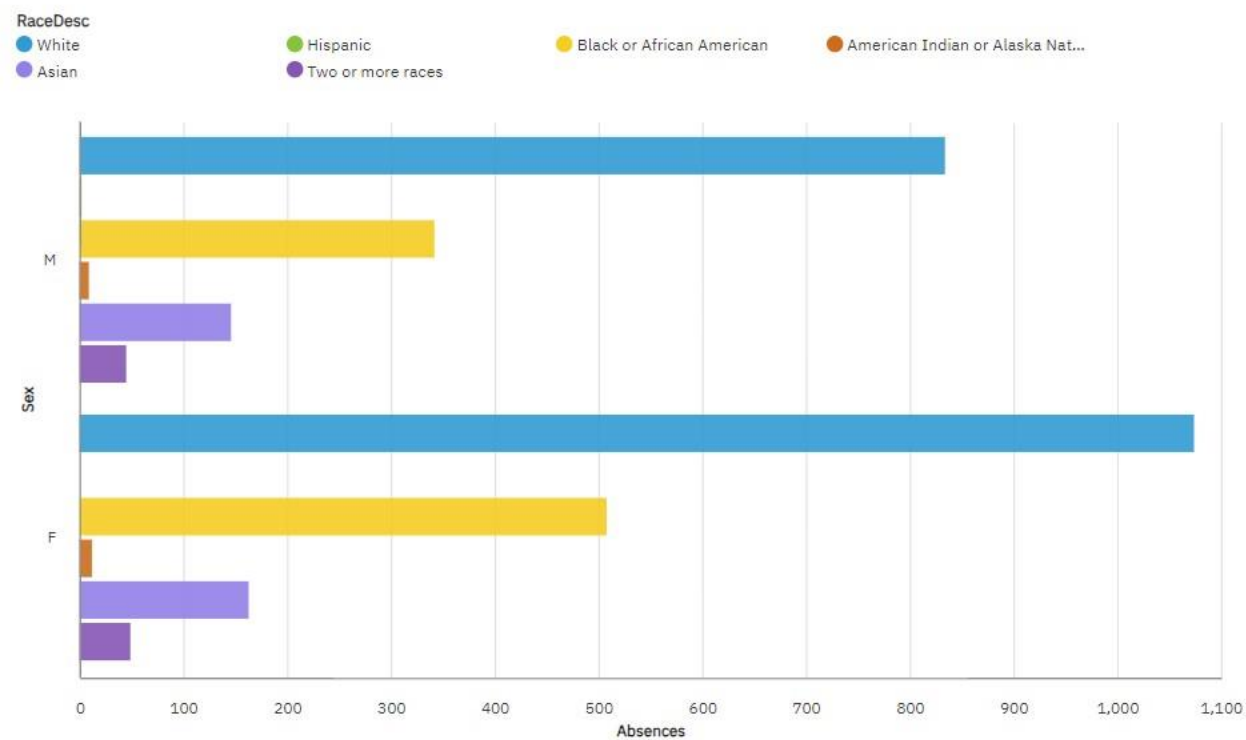


REPORT

Sex vs Salary



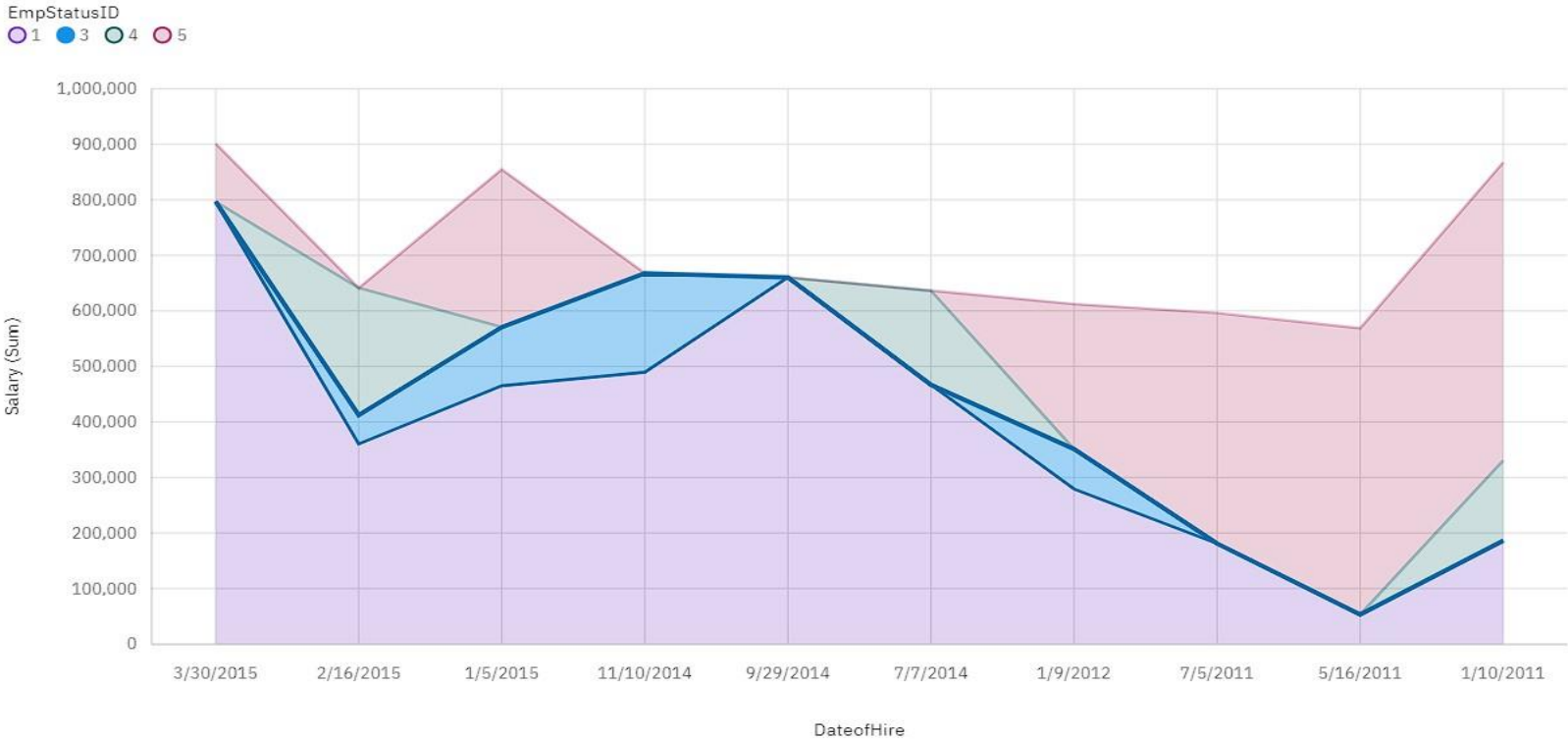
Race Desc Vs Absentees



SALARY

- EmpStatusID 1 has the highest total Salary due to LastPerformanceReview_Date 2019-01-14.
- Salary is unusually high when the combination of DateofHire and EmpStatusID is 2015-03-30 and 1.
- 2015-03-30 DateofHire accounted for 20% of 1 Salary compared to 5% for 5.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which EmpStatusID 1 contributed the most at almost 797 thousand.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which ManagerID 4 contributed the most at over 375 thousand.

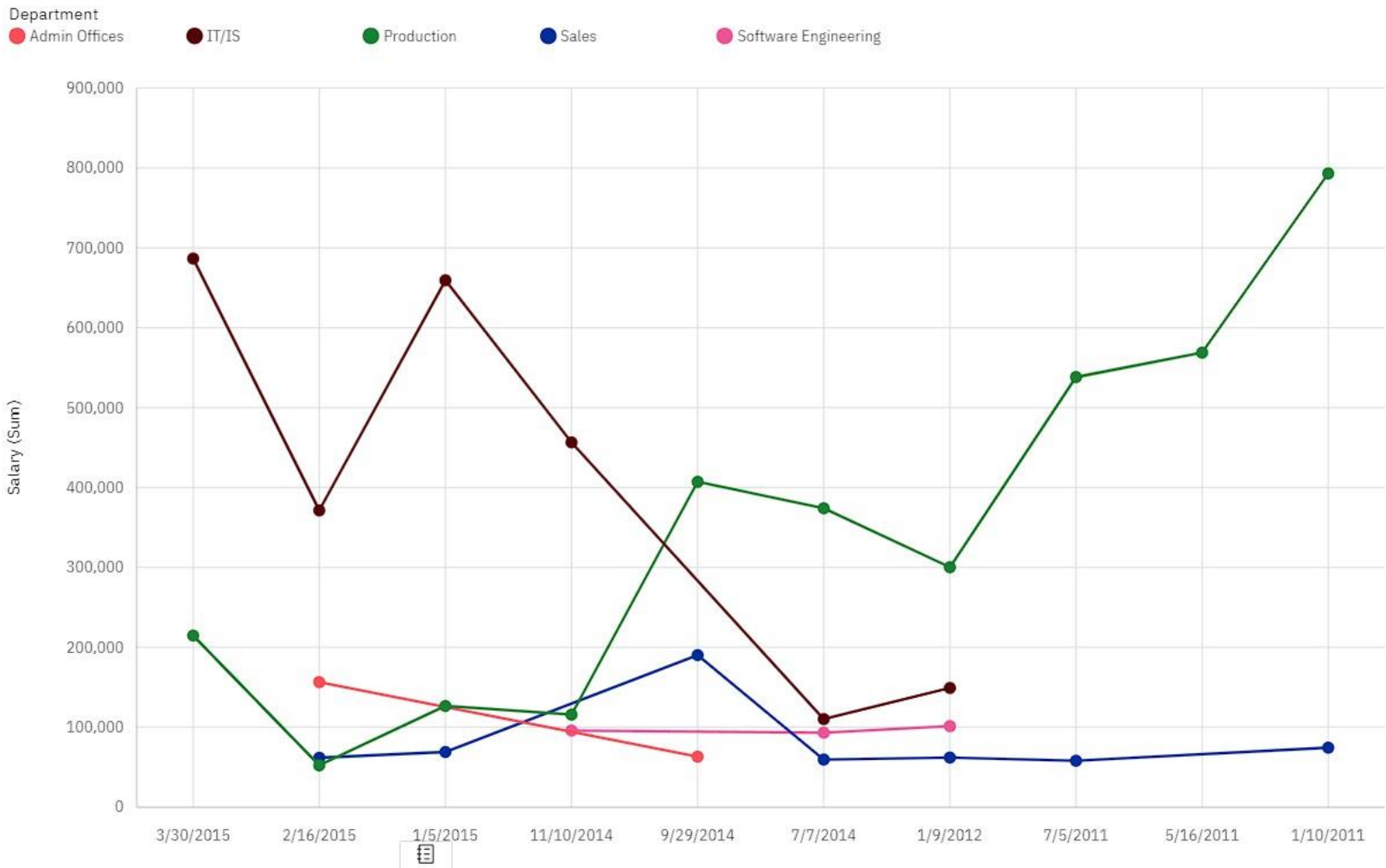
Salary by DateofHire colored by EmpStatusID



Department VS Salary

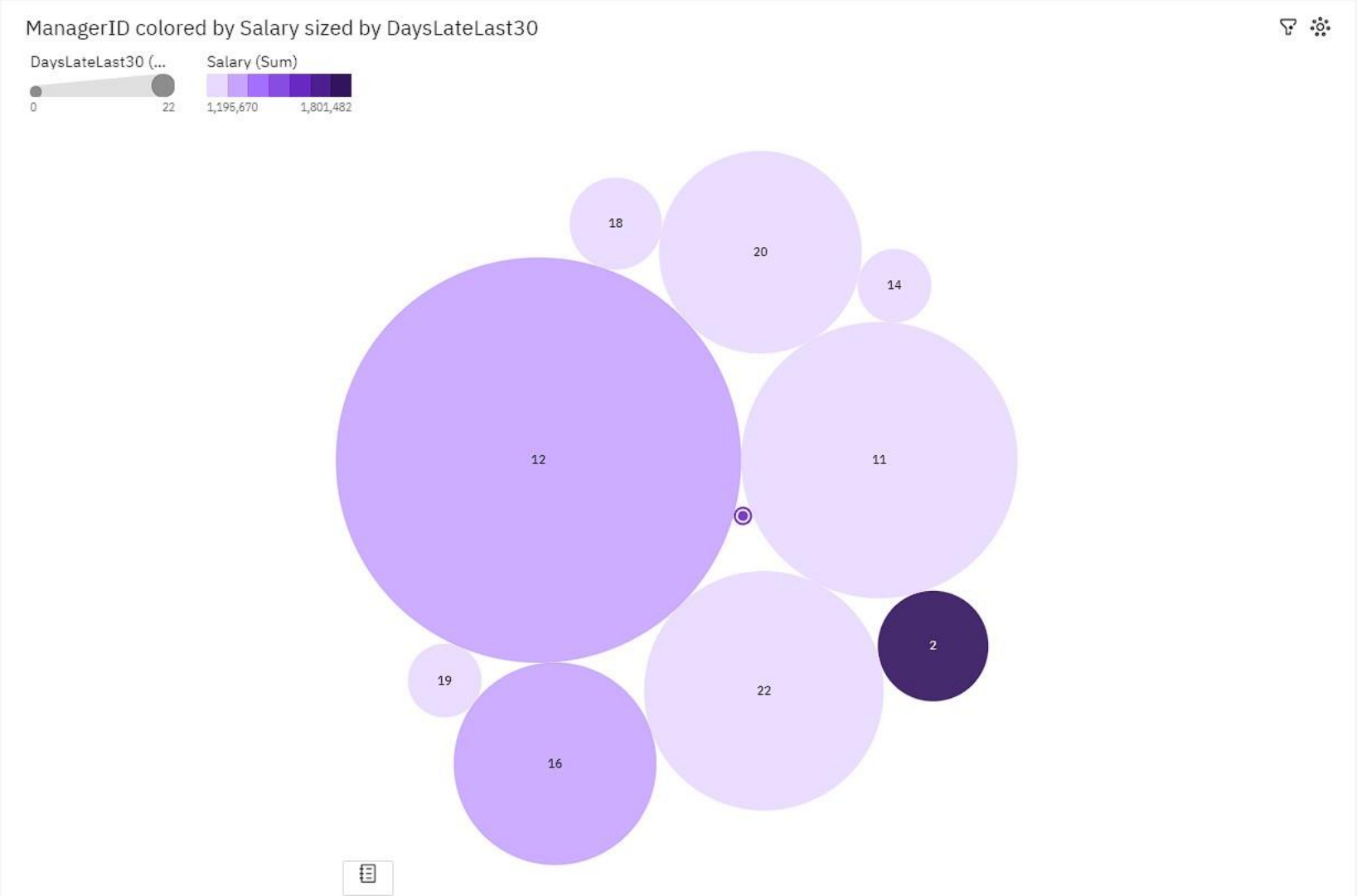
- Department Production has the highest total Salary due to DateofHire 2011-01-10.
- Salary is unusually high when Department is Production.
- 2019-01-14 LastPerformanceReview_Date accounted for 7% of Production Salary compared to 5% for IT/IS.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which Department IT/IS contributed the most at almost 687 thousand.
- DateofHire 2015-03-30 has the highest Salary at over 901 thousand, out of which ManagerID 4 contributed the most at over 375 thousand.
- LastPerformanceReview_Date 2019-01-14 has the highest Salary at over 1.2 million, out of which Department Production contributed the most at nearly 821 thousand.

Salary by DateofHire colored by Department



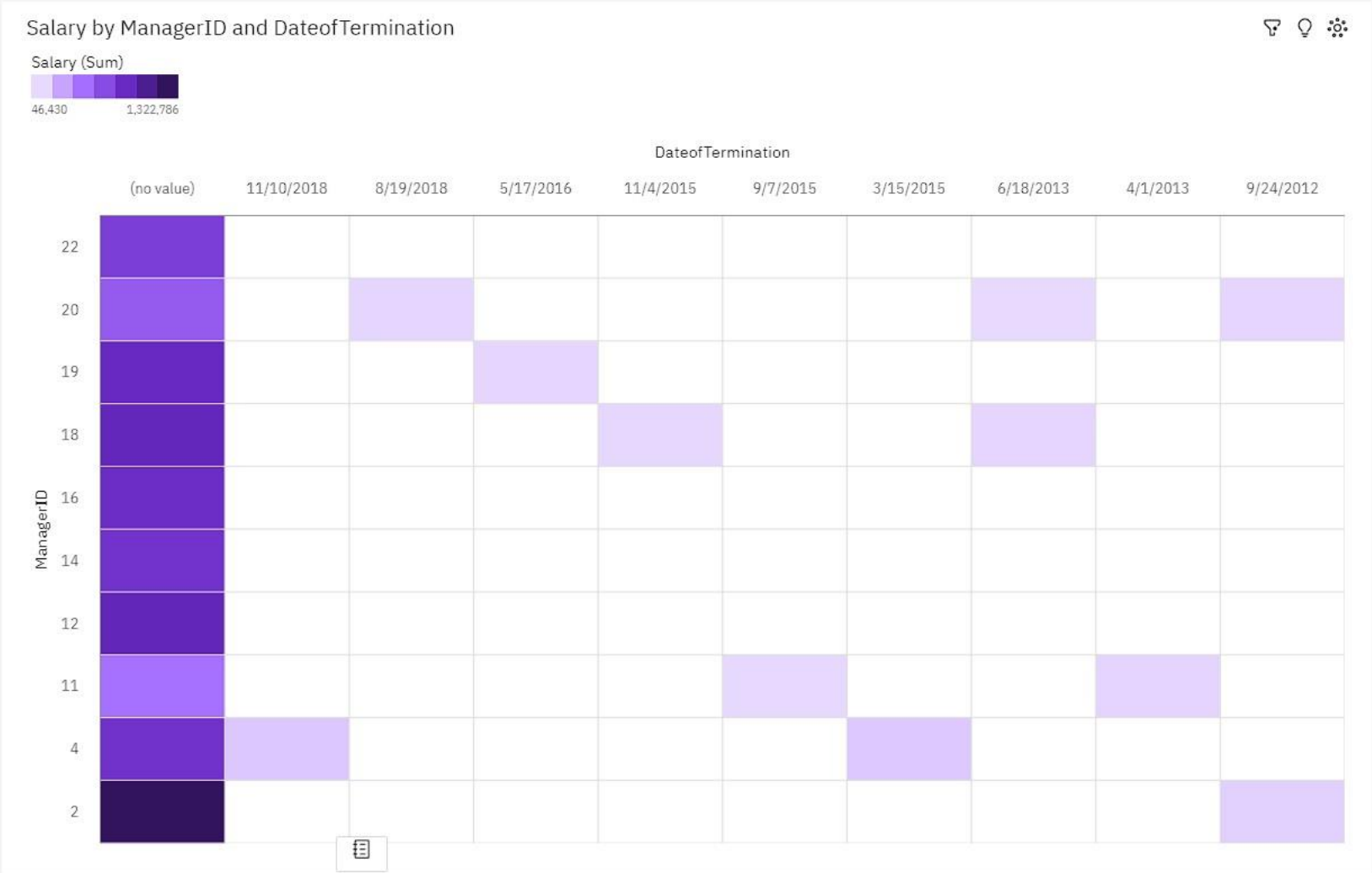
Last 30 Days Salary

- ManagerID 2 has the highest Total Salary but is ranked #6 in Total DaysLateLast30.
- ManagerID 12 has the highest Total DaysLateLast30 but is ranked #4 in Total Salary.
- From 2018-03-09 to 2018-04-02, 20's DaysLateLast30 dropped by 6.
- Over all values of ManagerID, the sum of DaysLateLast30 is 91.
- DaysLateLast30 ranges from 0, when ManagerID is 4, to 22, when ManagerID is 12.



Termination VS Salary

- ManagerID 2 has the highest total Salary due to DateofHire 2010-04-10.
- Salary is unusually high when the combination of ManagerID and DateofTermination is 2 and (no value).
- Salary is unusually high when DateofTermination is (no value).
- 4 has a Salary of over 402 thousand for DateofHire 2015-01-05.

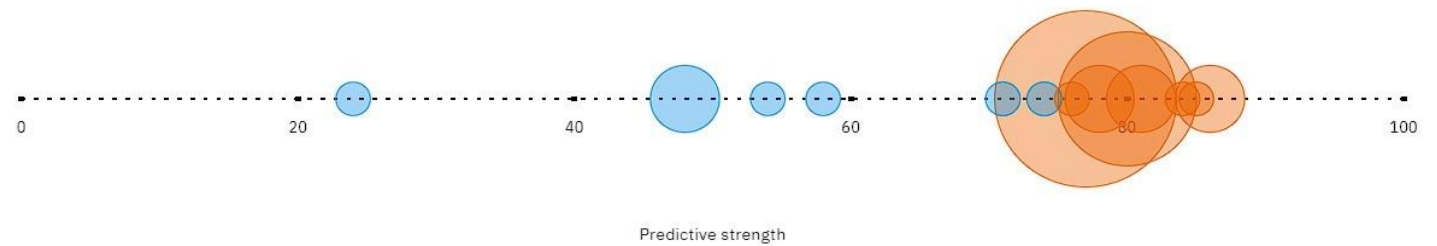


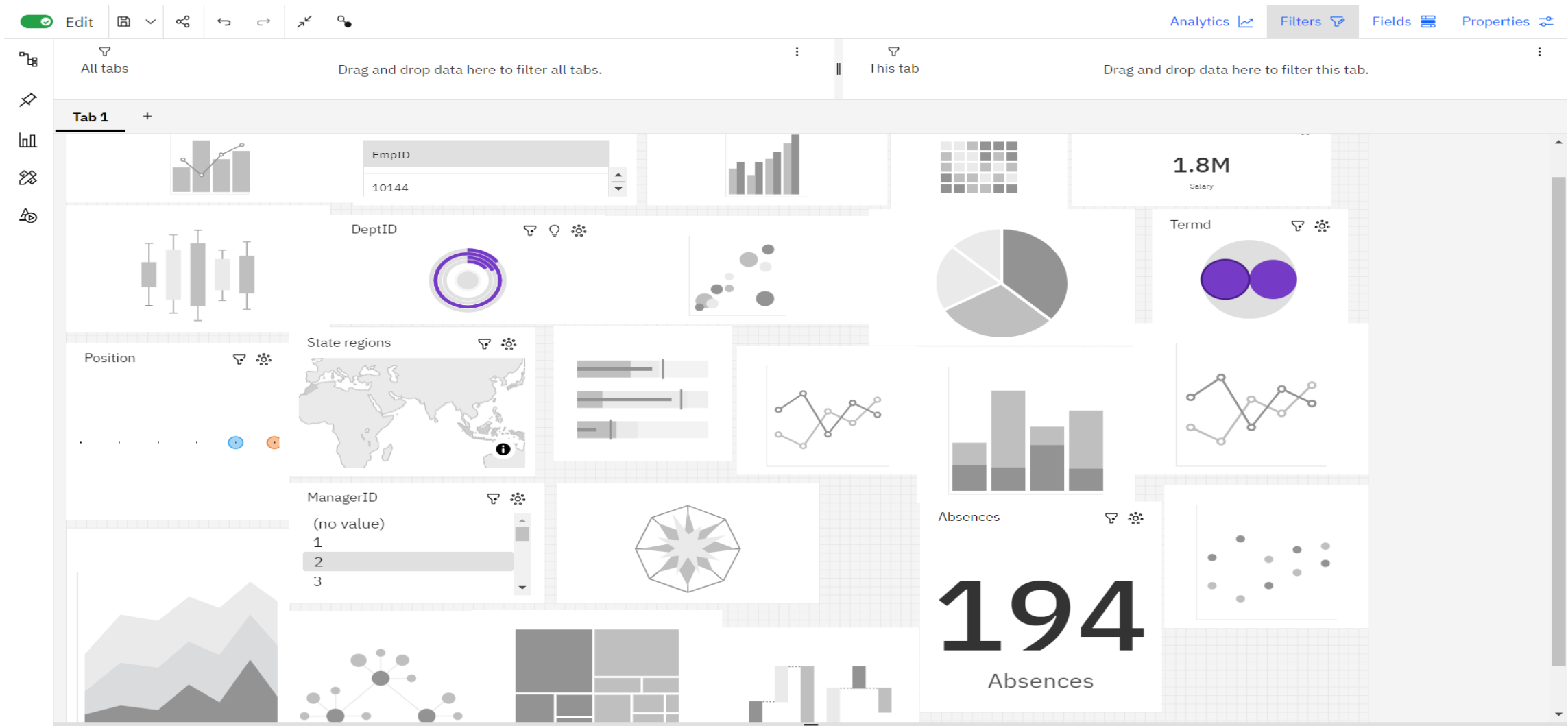
Date of Hire VS Salary

- 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%.

Salary

1 Driver 2 Drivers





Employee_Name	EmpID	MaritalStatusID	MarriedID	GenderID	EmpStatusID	DeptID
Bachiochi, Linda	10114	2	0	0	1	4
Barone, Francesco A	10250	4	0	0	4	3
Beak, Kimberly	10265	0	0	1	1	4
Biden, Lowan M	10061	1	0	0	2	3
Blount, Dianna	10107	3	1	0	1	3
Boutwell, Bonalyn	10085		0	0	4	6
Brill, Donna	10082		0	0	5	6
Brown, Mia	10154		0	1	1	1
Chivukula, Enola	10200		1	1	1	1
Cierpiszewski, Caroline	10240		1	1	3	5
Clayton, Rick	10220		1	0	1	4
Cloninger, Jennifer	10282		1	1	4	3
Clukey, Elajian	10019		0	1	1	5
Cockel, James	10094		1	1	5	3
Corleone, Michael	10193		1	0	5	5
Cross, Noah	10132		0	1	1	3
Darson, Jene'ya	10083		1	0	5	6
Davis, Daniel	10212		1	1	1	5
Dickinson, Geoff	10310		0	0	1	6
Driver, Elle	10105		1	0	1	2

Insertable objects

EmploymentStatus	Department	ManagerName	ManagerID	RecruitmentSource	PerformanceScore
Voluntarily Terminated	Production	Michael Albert	22	Indeed	Fully Meets
Active	IT/IS	Eric Dougall	6	Diversity Job Fair	Exceeds
Active	Production	Elijah Gray	16	Indeed	Exceeds
Active	Production	Elijah Gray	16	Website	Fully Meets
Voluntarily Terminated	Production	Webster Butler	39	Diversity Job Fair	Exceeds
Active	Production	Michael Albert	22	CareerBuilder	Fully Meets
Terminated for Cause	Production	Kissy Sullivan	20	LinkedIn	PIP
Active	Production	Kelley Spirea	18	LinkedIn	Exceeds
Voluntarily Terminated	Software Engineering	Alex Sweetwater	10	Diversity Job Fair	Exceeds
Voluntarily Terminated	IT/IS	Simon Roup	4	Employee Referral	Fully Meets
Active	IT/IS	Simon Roup	4	Employee Referral	Exceeds
Active	Production	Webster Butler		Google Search	Exceeds
Active	Production	Kelley Spirea	18	CareerBuilder	Fully Meets
Active	Sales	Debra Houlihan	15	Diversity Job Fair	Needs Improvement
Voluntarily Terminated	Admin Offices	Brandon R. LeBlanc	1	Diversity Job Fair	Fully Meets
Active	Software Engineering	Alex Sweetwater	10	LinkedIn	Exceeds

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No properties
Select an object to see its properties

Insertable objects

Terminated					
Active	IT/IS	Simon Roup	4	Employee Referral	Exceeds
Active	Production	Webster Butler		Google Search	Exceeds
Active	Production	Kelley Spirea	18	CareerBuilder	Fully Meets
Active	Sales	Debra Houlihan	15	Diversity Job Fair	Needs Improvement
Voluntarily Terminated	Admin Offices	Brandon R. LeBlanc	1	Diversity Job Fair	Fully Meets
Active	Software Engineering	Alex Sweetwater	10	LinkedIn	Exceeds
Voluntarily Terminated	IT/IS	Peter Monroe	7	CareerBuilder	Fully Meets
Terminated for Cause	IT/IS	Simon Roup	4	Employee Referral	Fully Meets
Voluntarily Terminated	Production	Brannon Miller	12	LinkedIn	Exceeds
Voluntarily Terminated	Production	Brannon Miller	12	Google Search	PIP

407.61
EngagementSurvey
4
SpecialProjectsCount
129
DaysLateLast30
3,184Jan 2, 20195

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No properties

Select an object to see its properties

Employee_Name	EmpID	MarriedID	GenderID	EmpStatusID	DeptID
Estremera, Miguel	10064	1	1	5	1
Fancett, Nicole	10235	1	0	4	5
Fernandes, Nilson	10299	0	0	5	3
Foreman, Tanya	10296	1	1	2	3
Foss, Jason	10189	0	0	1	5
Foster-Baker, Amy	10163	0	0	3	5
Garcia, Raul	10305	1	1	5	5
Goeth, Amon	10159	0	1	5	5
Gruber, Hans	10122	0	1	4	5
Hankard, Earnest	10142	0	1	3	5
Harrington, Christie	10283	0	1	4	3
Howard, Estelle	10255	1	0	1	1
Immediato, Walter	10051	1	1	1	3
Jackson, Maryellen	10234	0	1	1	6
Johnson, Noelle	10097	0	0	2	5
Jung, Judy	10272	1	0	3	3
Keatts, Kramer	10214	1	1	1	6
Kreuger, Freddy	10160	0	0	4	5
Leruth, Giovanni	10289	0	1	5	6
Linden, Mathew	10236	1	1	3	3

