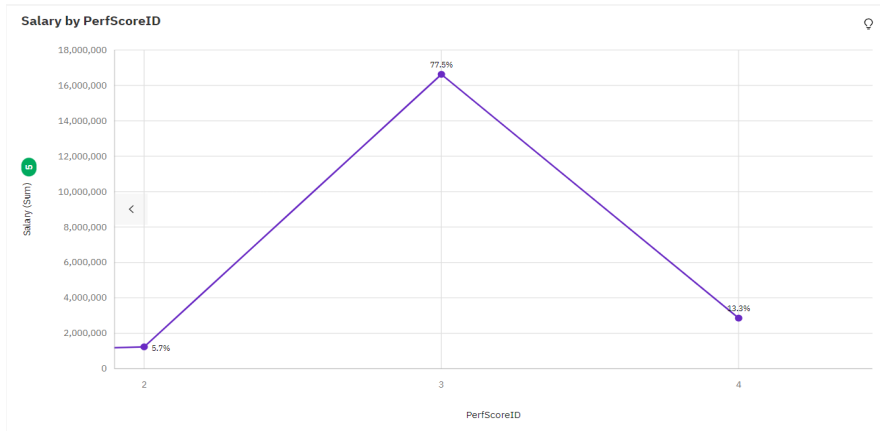
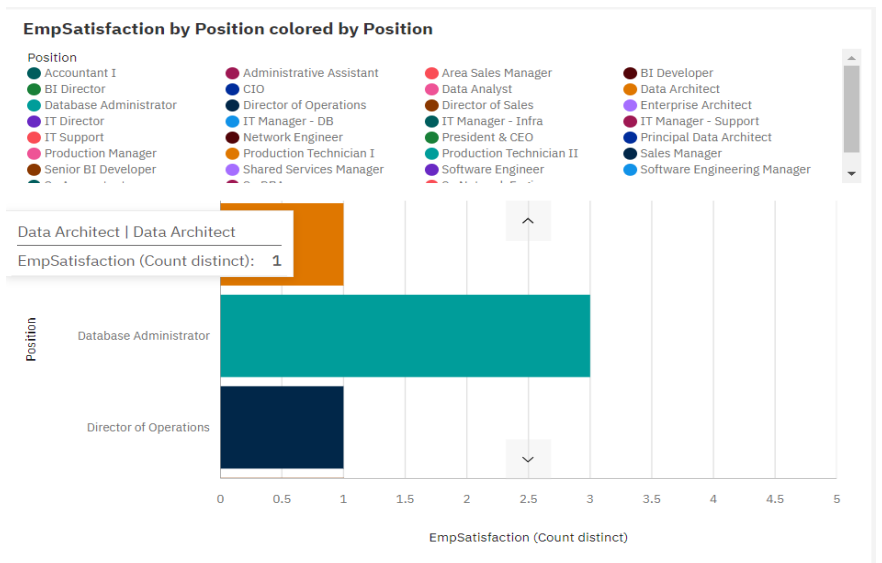
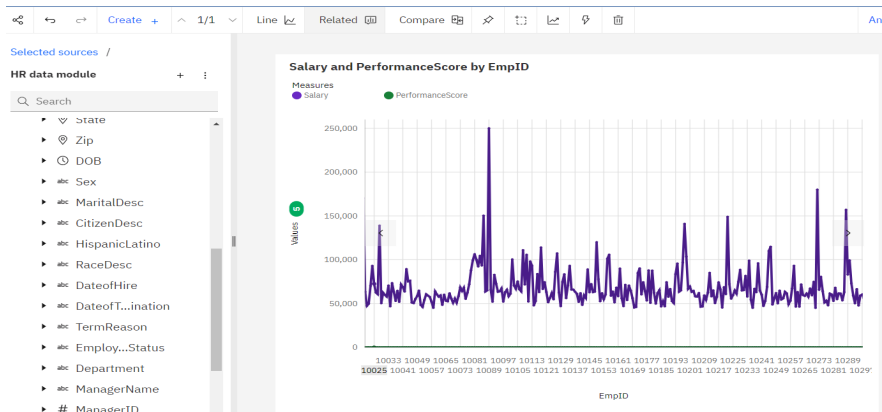


DATA ANALYTICS - ASSIGNMENT II

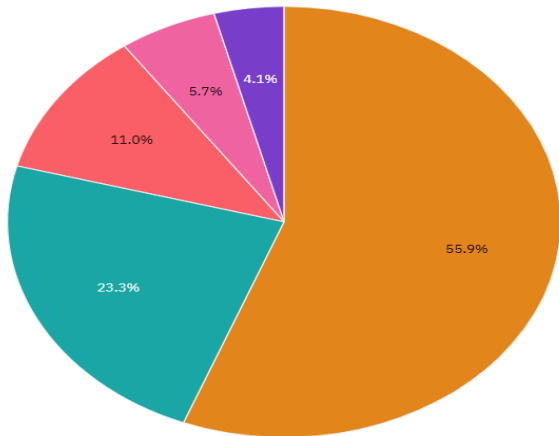
The Cognos HR Scorecard: Measuring Success in Talent Management

DATA EXPLORATION:



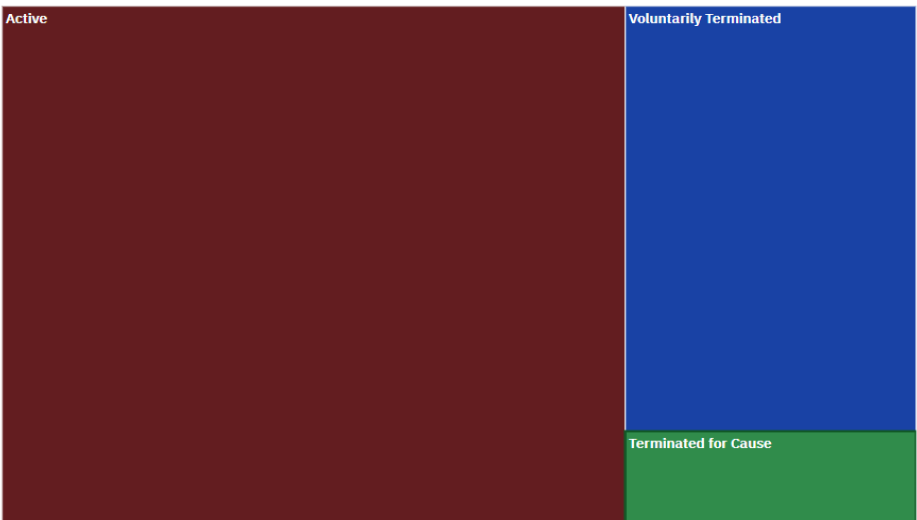
SpecialProjectsCount by Position 5

Position
Production Technician I Production Technician II Area Sales Manager Production Manager
Software Engineer



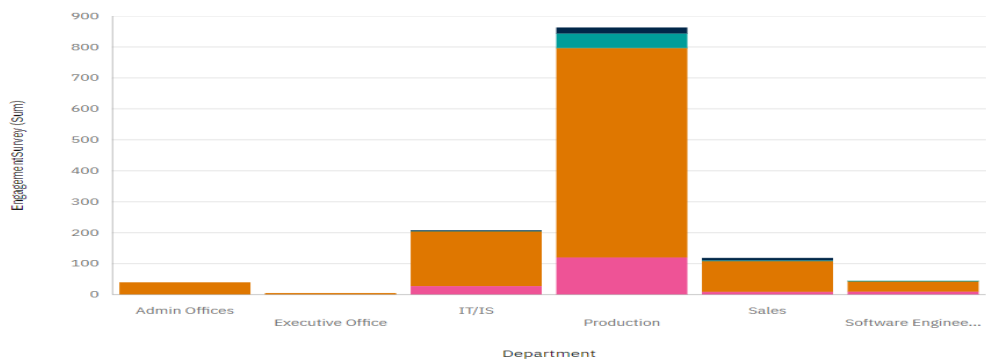
Salary for EmploymentStatus hierarchy 5

Salary (Sum) 1,204,238 14,633,665
EmploymentStatus
Active Terminated for Cause Voluntarily Terminated

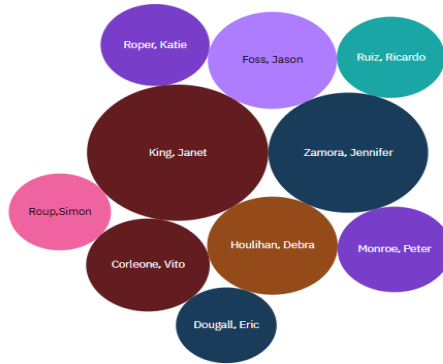


EngagementSurvey by Department colored by PerformanceScore

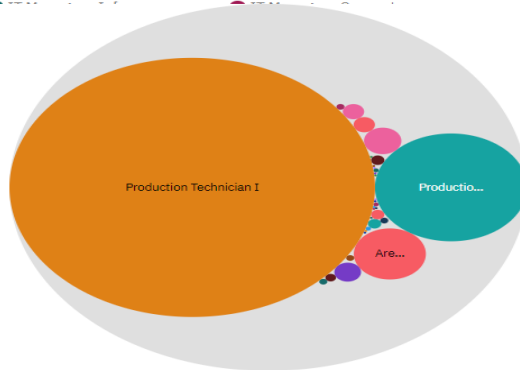
PerformanceScore
Exceeds Fully Meets Needs Improvement PIP



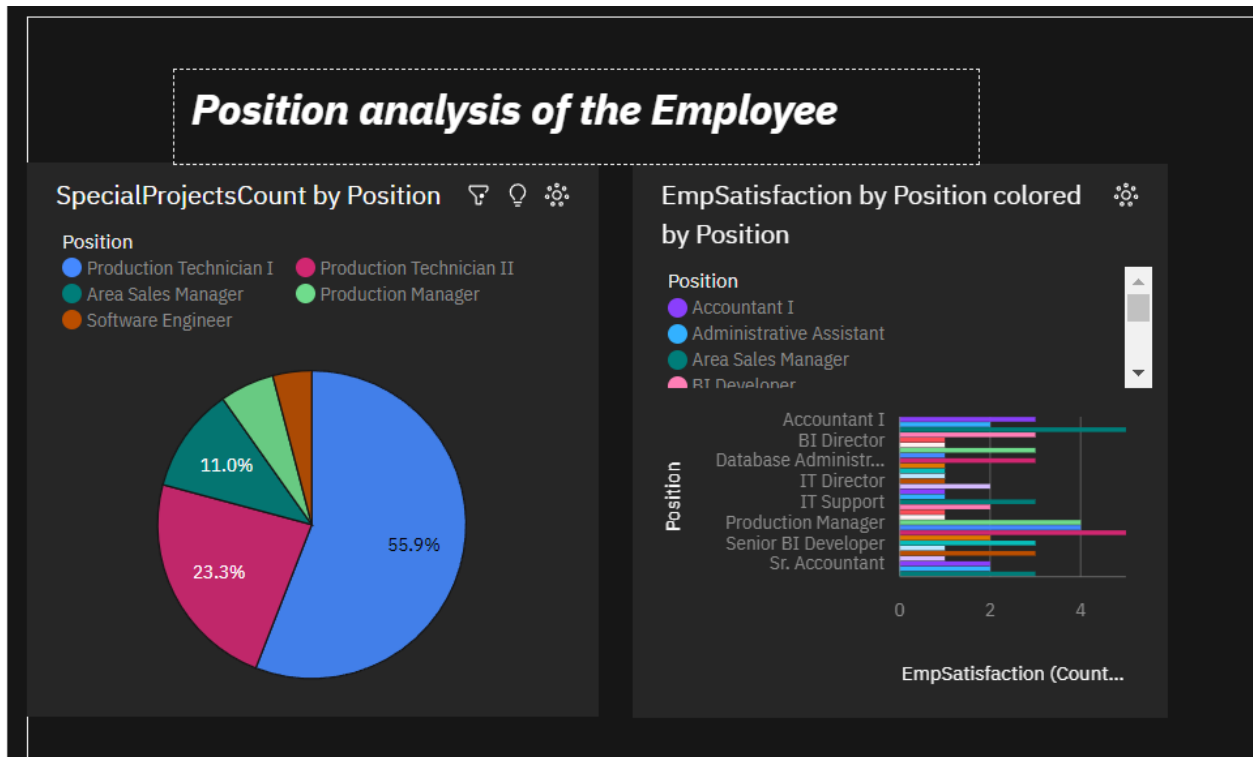
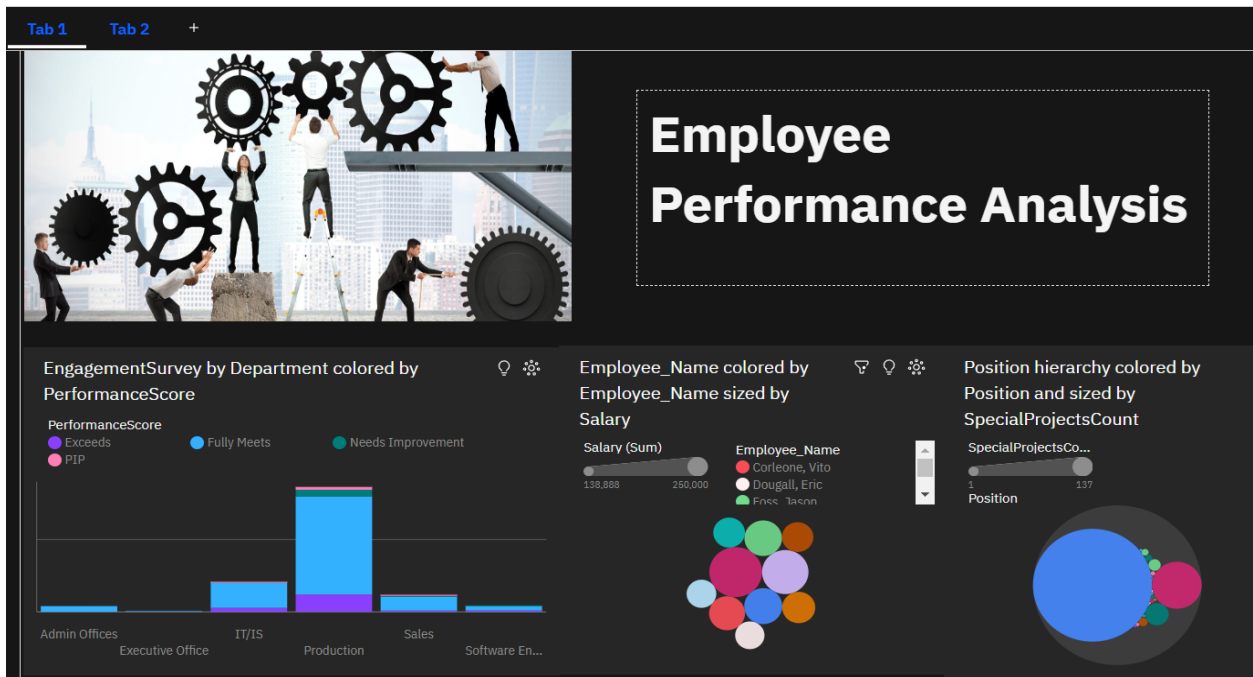
Employee_Name colored by Employee_Name sized by Salary 5

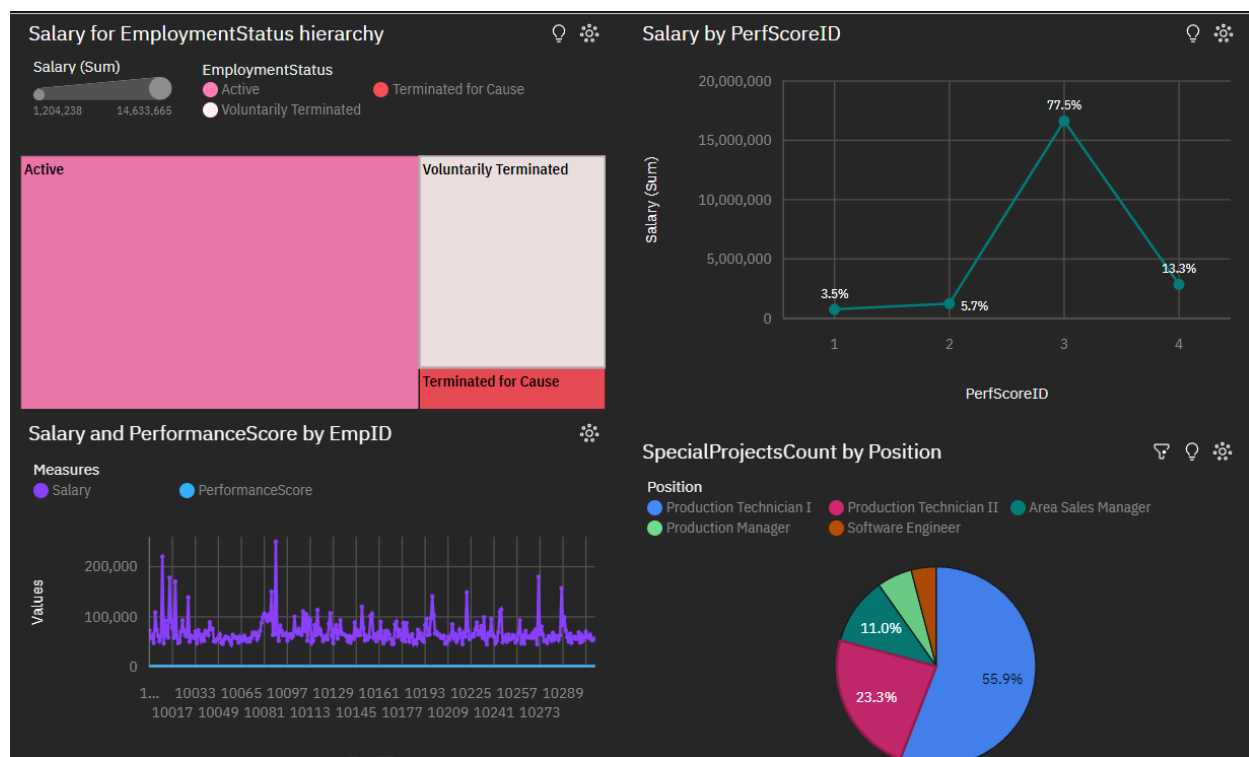


Position hierarchy colored by Position and sized by SpecialProjectsCount 5

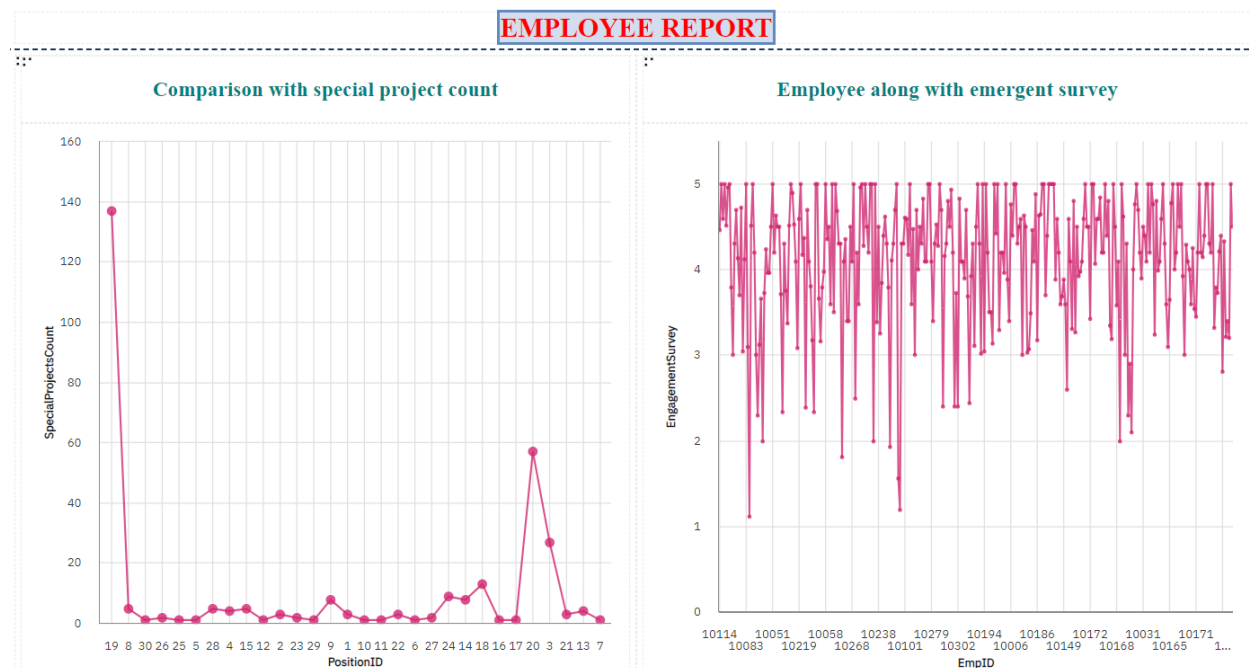


DASHBOARD:





REPORT:



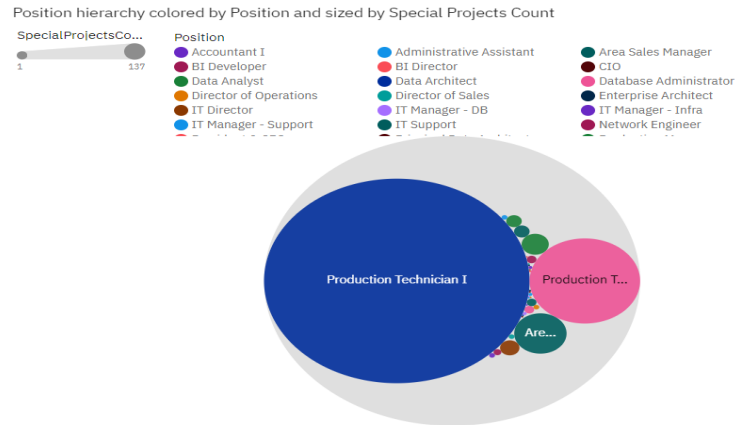
STORY:

EMPLOYEE ANALYSIS STORY



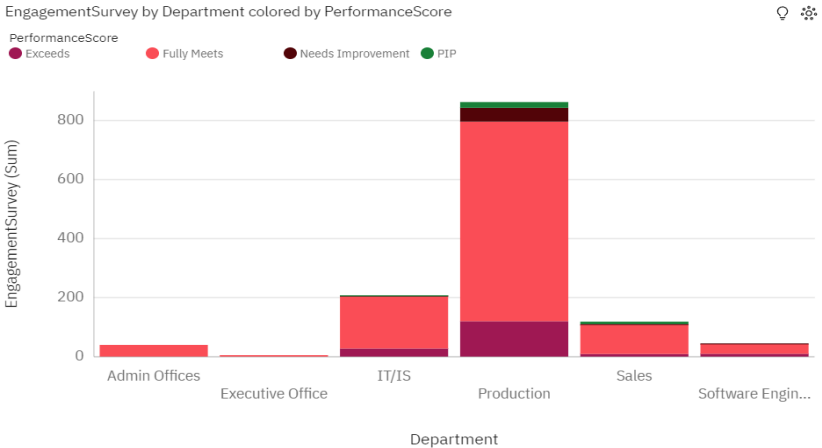
EMPLOYEE POSITION WITH SPECIAL COUNT PROJECT

- The total number of results for SpecialProjectsCount, across all positions, is 311.
- Production Technician I is the most frequently occurring category of Position with a count of 137 items with Special Projects Count values (44.1 % of the total).



ENGAGEMENT STORY OF THE EMPLOYEE

- Engagement Survey is unusually high when Performance Score is Fully Meets.
- Over all values of Department and Performance Score, the sum of Engagement Survey is almost 1500.
- The summed values of Engagement Survey range from 1.2 to 676.6.
- Engagement Survey is unusually high when the combination of Department and Performance Score is Production and Fully Meets.
- For Engagement Survey, the most significant value of Department is Production, whose respective Engagement Survey values add up to 863.1, or 67.5 % of the total.
- For Engagement Survey, the most significant value of Performance Score is Fully Meets, whose respective Engagement Survey values add up to over a thousand, or 80.6 % of the total.

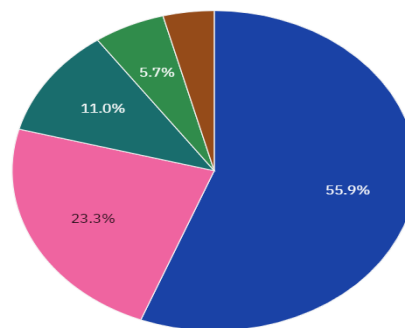


DETAILS OF THE SPECIAL PROJECT

- The total number of results for Special Projects Count, across all positions, is 245.
- The count is unusually high when Position is Production Technician I.
- Production Technician I is the most frequently occurring category of Position with a count of 137 items with Special Projects Count values (55.9 % of the total).

SpecialProjectsCount by Position

Position
 ● Production Technician I ● Production Technician II ● Area Sales Manager ● Production Manager ● Software Engineer

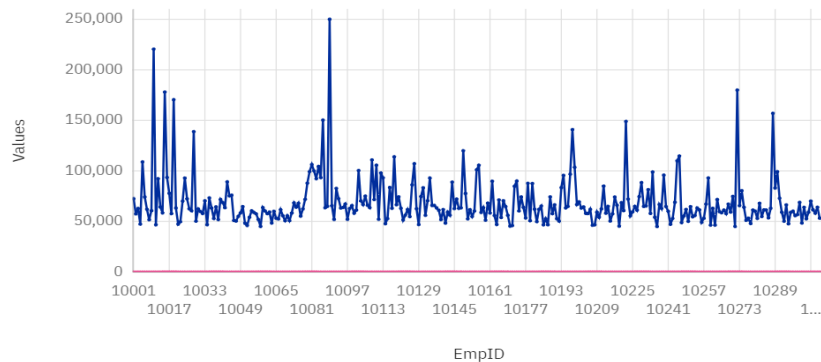


SALARY DETAILS AND PERFORMANCE OF THE WORKING EMPLOYEE

- The total number of results for Salary, across all EmpID, is 311.
- Across all values of EmpID, the average of Salary is over 69 thousand.
- The total number of results for PerformanceScore, across all EmpID, is 311.
- Salary ranges from over 45 thousand, when EmpID is 10271, to 250 thousand, when EmpID is 10089.

Salary and PerformanceScore by EmpID

Measures
 ● Salary ● PerformanceScore

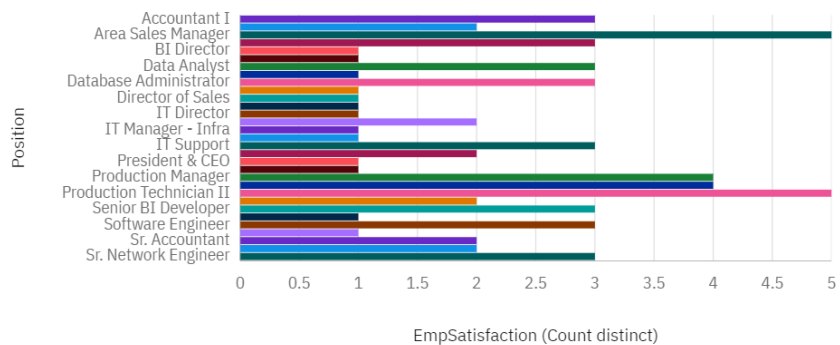


SATISFACTION OF THE EMPLOYEE

- Over all departments, the sum of Engagement Survey is almost 1500.
- Engagement Survey ranges from 4.83, when Department is Executive Office, to 863.1, when Department is Production.
- Engagement Survey is unusually high when Department is Production.

EmpSatisfaction by Position colored by Position

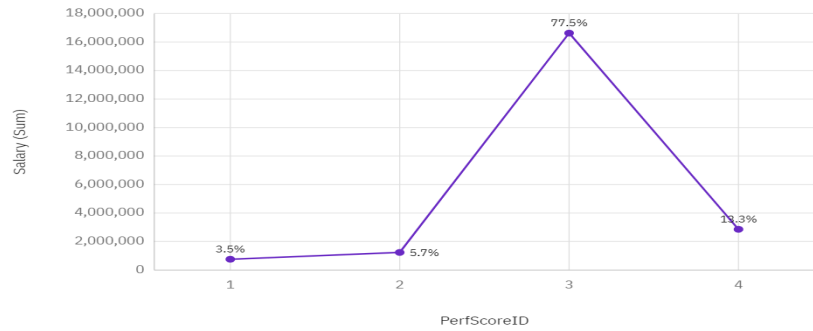
Position
 ● Accountant I ● Administrative Assistant ● Area Sales Manager ● BI Developer
 ● BI Director ● CIO ● Data Analyst ● Data Architect
 ● Database Administrator ● Director of Operations ● Director of Sales ● Enterprise Architect
 ● IT Director ● IT Manager - DB ● IT Manager - Infra ● IT Manager - Support
 ● IT Support ● Network Engineer ● President & CEO ● Principal Data Architect
 ● Production Manager ● Production Technician I ● Production Technician II ● Sales Manager



INCENTIVES ACCORDING TO THE PERFORMANCE OF THE EMPLOYEE

- Across all values of PerfScoreID, the sum of Salary is over 21 million.
- Salary ranges from over 753 thousand, when PerfScoreID is 1, to almost seventeen million, when PerfScoreID is 3.
- Salary is unusually high when PerfScoreID is 3.

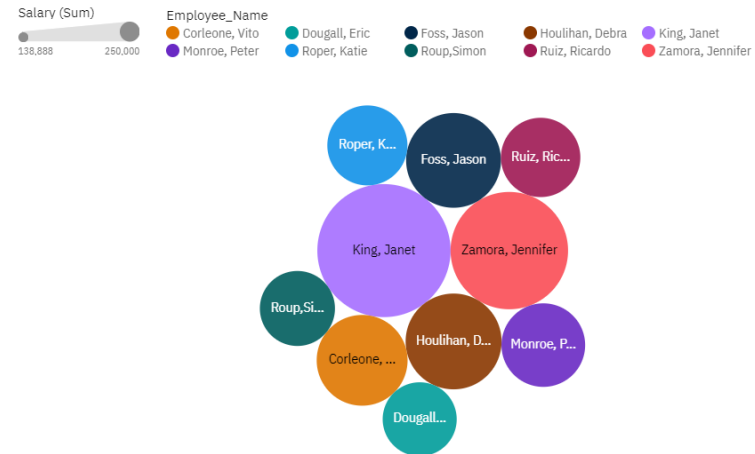
Salary by PerfScoreID



SALARY DETAILS AND EMPLOYEE RECORDS

- Across all values of Employee_Name and Employee_Name, the sum of Salary is over 1.7 million.
- The summed values of Salary range from almost 139 thousand to 250 thousand.
- For Salary, the most significant values of Employee_Name are King, Janet and Zamora, Jennifer, whose respective Salary values add up to over 470 thousand, or 27.1 % of the total.

Employee_Name colored by Employee_Name sized by Salary



HIERARCHY OF THE EMPLOYEE SALARY

- Across all values of Employment Status, the sum of Salary is over 21 million.
- Salary ranges from over 1.2 million, when Employment Status is Terminated for Cause, to nearly fifteen million, when Employment Status is Active.
- Salary is unusually high when Employment Status is Active.

Salary for EmploymentStatus hierarchy

