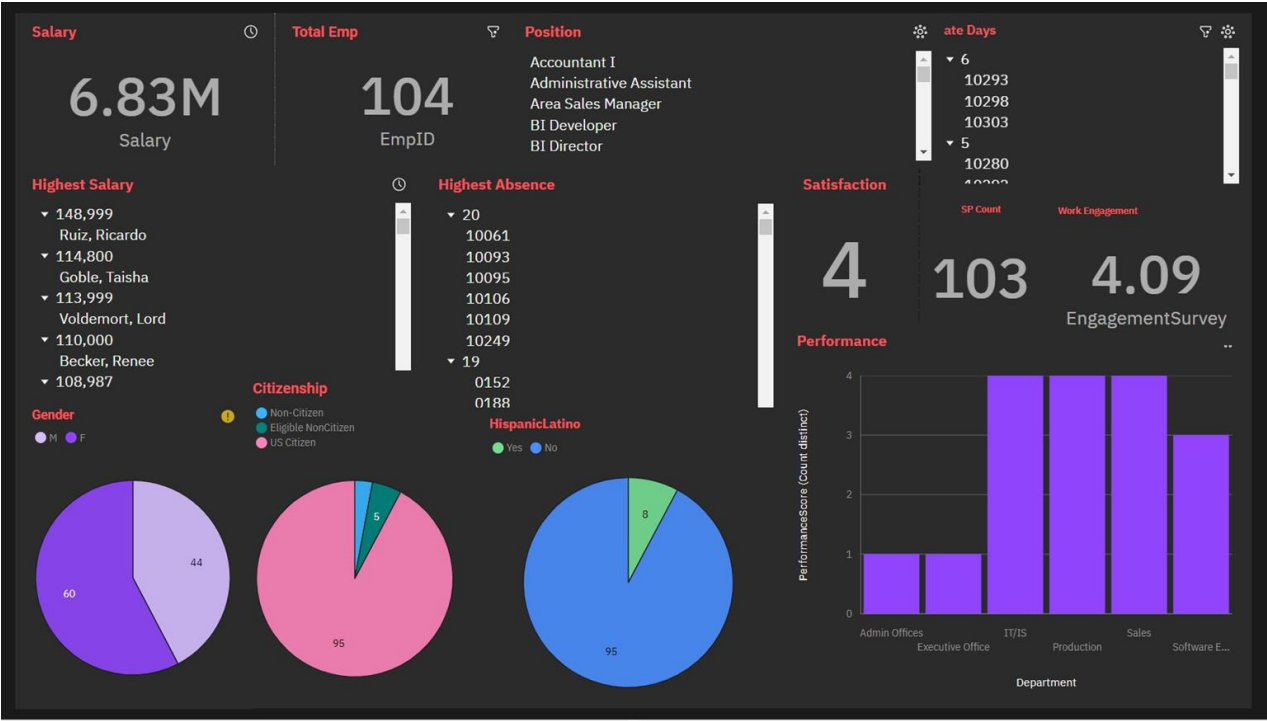
	Baskar Krishna .S
NAME	
REGISTER NUMBER	911720104301
NM ID	17CEA38746152E798614310F5DCD2048
TEAM ID	NM2023TMID06880
EMAIL ID	baskarkrishnask@gmail.com
ASSIGNMENT - 2	

Problem Statement:-

The Cognos HR Scorecard: Measuring Success in Talent Management.

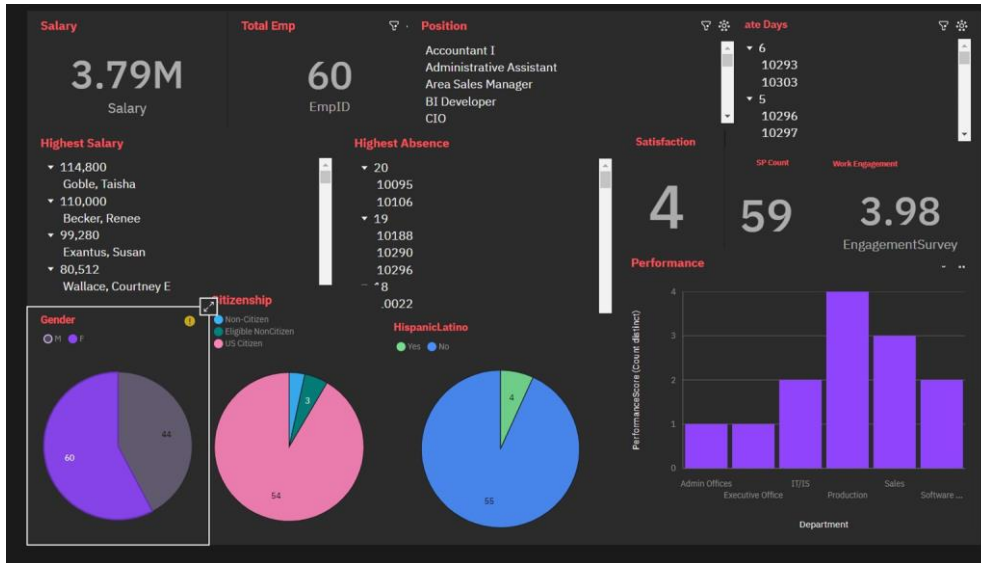
HR data can be hard to come by, and HR professionals generally lag behind with respect to analytics and data visualization competency. We use the data set to teach HR students how to use and analyze the data in Cognos - a data visualization tool that's easy to learn.

Overall

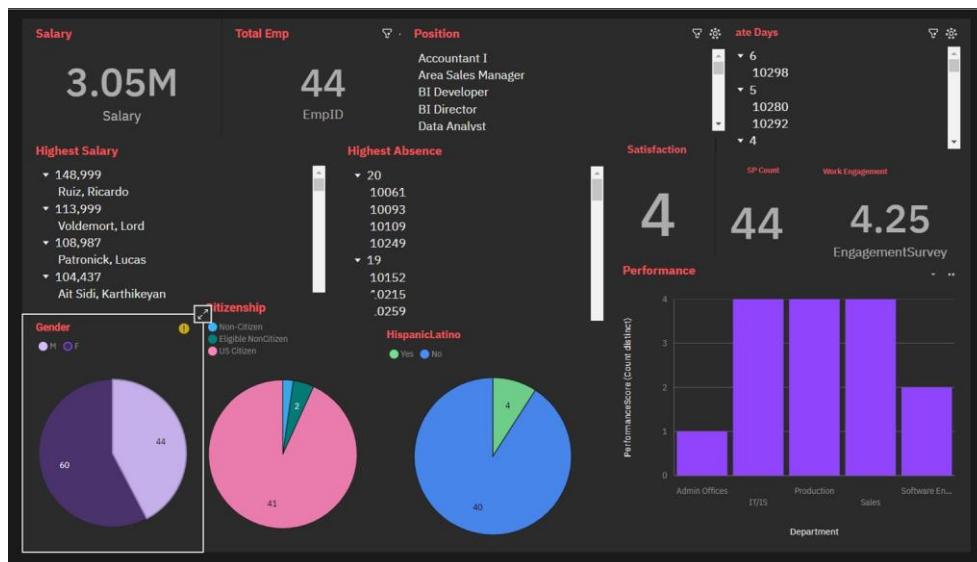


Dashboard

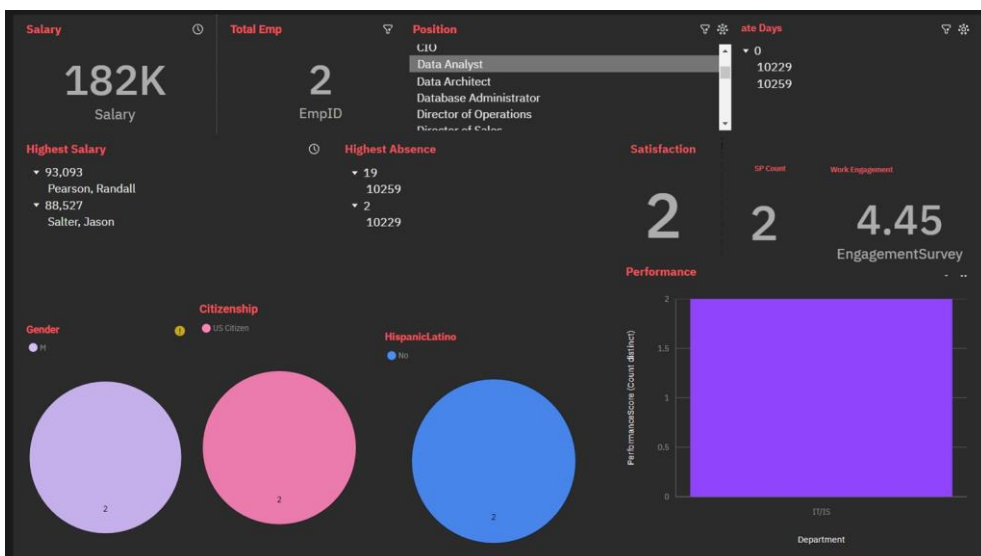
Female Employees



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	Akinkuolue, Sarah	IT/IS		Separated
10004	Alagbe,Trina	Production		Single
10005	Anderson, 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	8/24/1952	9/2/2008		10/22/2011
10022	6/24/1953	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

[illegible]

Search with Performance Score

Employee ID	Employee Name	Department
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
10289	Production Manager	M
10290	Production Technician I	
10291	Production Technician II	
10292	Sales Manager	
10293	Software Engineer	
10294		
10295		
10296		
10297		

Position	Gender	Marital Status
IT Manager - Infra	F	Divorced
Production Manager	M	Married
Production Technician I		Single
Production Technician II		
Sales Manager		
Software Engineer		

Date of Birth	Date of Join	Date of Terminated
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	7/15/2011	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