

The Cognos HR Scorecard: Measuring Success in Talent Management

NAME: Bala Chandar C

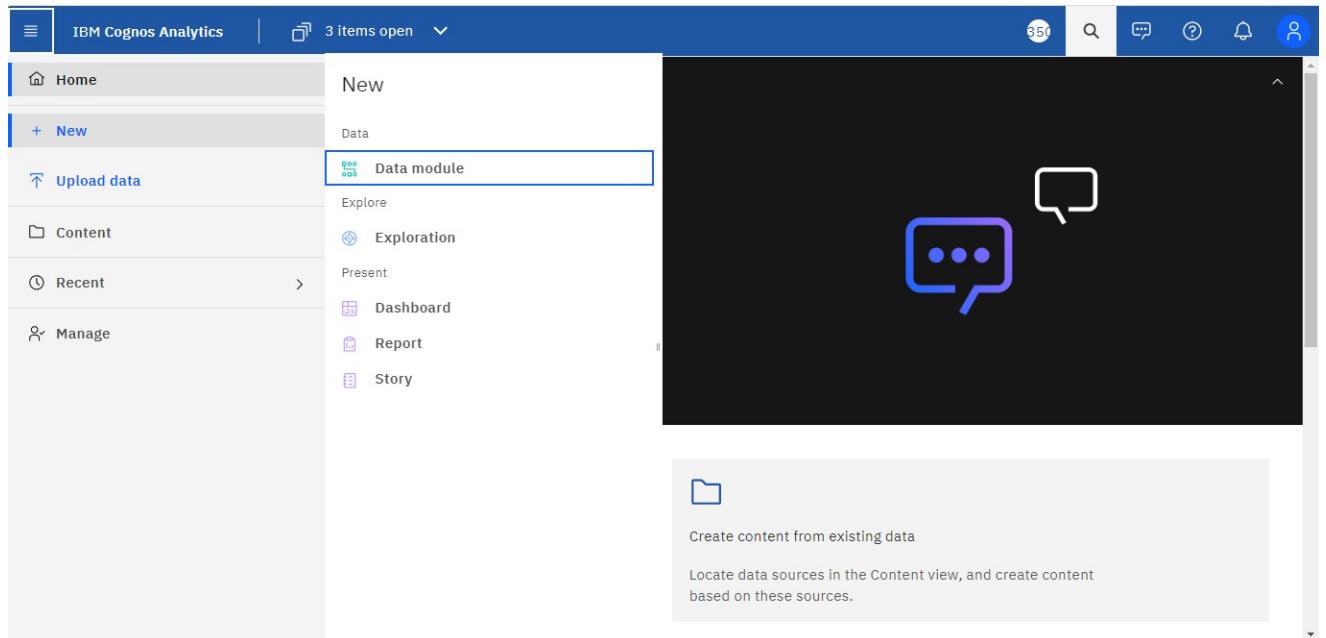
TASK 1: Upload the Dataset to Cognos, Delete Unnecessary Columns, Create a Data Module

Step 1: Upload the CSV File

The screenshot shows the IBM Cognos Analytics interface. At the top, there's a dark header bar with the IBM Cognos Analytics logo, a search icon, and a user profile icon. Below the header, a large dark panel features the text "Get quick answers with the Assistant" and "Ask the Assistant a question in your own words to uncover insights about your data." To the right of this text are two blue speech bubble icons. Below this panel is a "Ask a question" input field with a magnifying glass icon and a submit button with a right-pointing arrow. Underneath this is a horizontal line. Below the line, there are two light gray rectangular cards. The left card has a blue downward arrow icon and the text "Upload data and start creating content" followed by "Upload spreadsheets, CSV files, and other types of files, and create content based on these files.". The right card has a blue folder icon and the text "Create content from existing data" followed by "Locate data sources in the Content view, and create content based on these sources.". A horizontal line separates this section from the main content area.

The screenshot shows a dialog box titled "Upload data and start creating content". The title bar includes the IBM Cognos Analytics logo, a search icon, and a user profile icon. The main content area contains the text "You can upload supported file types that are stored in any location to which your computer has local or LAN access." Below this is a dashed rectangular area with the text "Drag and drop file here or click to upload". At the bottom of the dialog, there's a link "Want to know more about uploading data? Learn more" and a footer with three buttons: "Cancel", "Back", and "Next".

Step 2: Create Data Module.



Step 3: Select the CSV file.

The screenshot shows the 'Select sources' dialog in IBM Cognos Analytics. The title bar says 'Select sources'. On the left is a sidebar with icons for folder, user, clock, and list. The main area is titled 'My content' with a search bar. Below it is a list of files: 'HRDataset_v14.csv' (selected and highlighted with a blue border) and 'supermarket_sales - Sheet1.csv'. To the right is a 'Filter by' panel with 'Reset filters' and two sections: 'Type' and 'Modified'. In 'Type', 'Files' is checked. In 'Modified', 'All' is selected. There are also unselected options for Folders, Packages, Data sets, and Modules.

Step 4: After Uploading grid displays the table value of the CSV file.

The screenshot shows the IBM Cognos Analytics interface. The top navigation bar includes the IBM Cognos Analytics logo, a search bar, and various icons. The main area has a blue header bar with the text "HR data module". Below this is a toolbar with icons for back, forward, search, and properties. The left sidebar is titled "Data module" and lists "HR data module" under "Navigation paths". The main content area is titled "Grid" and shows a preview icon with a checkmark. Below the icon, the text "Preview data" and "To preview data, select a table, a column in a table, or a folder that contains columns." is displayed.

The screenshot shows the IBM Cognos Analytics interface. The top navigation bar includes the IBM Cognos Analytics logo, a search bar, and various icons. The main area has a blue header bar with the text "HR data module". Below this is a toolbar with icons for back, forward, search, and properties. The left sidebar is titled "Data module" and lists "HR data module" under "Navigation paths". The main content area is titled "Grid" and displays a table of employee data. The table has the following columns: Employee_Name, EmpID, MarriedID, MaritalStatusID, GenderID, EmpStatusID, and DeptID. The data rows include entries such as Adinoff, Wilson K; Ait Sidi, Karthikeyan; Akinkuotie, Sarah; Alagbe, Trina; Anderson, Carol; Anderson, Linda; Andreola, Colby; Athwal, Sam; Bachiochi, Linda; Bacong, Alejandro; Baczenski, Rachael; Barbara, Thomas; Barossa, Hector; Barone, Francesco A; Barton, Nader; Bates, Norman; Beak, Kimberly; Beatrice, Courtney; Becker, Renee.

Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID
Adinoff, Wilson K	10026	0	0	1	1	5
Ait Sidi, Karthikeyan	10084	1	1	1	5	3
Akinkuotie, 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
Barossa, Hector	10012	0	2	1	1	3
Barone, Francesco A	10265	0	0	1	1	5
Barton, Nader	10066	0	2	1	5	5
Bates, Norman	10061	0	0	1	4	5
Beak, Kimberly	10023	1	1	0	2	5
Beatrice, Courtney	10055	0	0	0	1	5
Becker, Renee	10245	0	0	0	4	3

Task 2: Select the dataset to explore

Step 1: Select the exploration

The screenshot shows the IBM Cognos Analytics interface. The top navigation bar includes 'IBM Cognos Analytics', 'Content' with a dropdown arrow, and various icons for notifications, search, and help. The left sidebar has sections for 'Home', '+ New' (which is currently selected), 'Upload data', 'Content' (selected), 'Recent', and 'Manage'. Under 'Content', there are sub-options: 'Present', 'Dashboard', 'Report', and 'Story'. A 'New' button is located at the top right of the content area. Below the sidebar is a table titled 'New' with columns 'Type' and 'Last Modified'. The table lists five items: a Dashboard from 17/10/2023, 03:19; a Data module from 16/10/2023, 23:07; an Exploration from 17/10/2023, 00:48; a Report from 19/10/2023, 11:54; and a Story from 19/10/2023, 10:30. Each item has a small icon and a three-dot menu icon.

Type	Last Modified
Dashboard	17/10/2023, 03:19
Data module	16/10/2023, 23:07
Exploration	17/10/2023, 00:48
Report	19/10/2023, 11:54
Story	19/10/2023, 10:30

Step 2: Select dataset to explore

The screenshot shows the IBM Cognos Analytics interface. A modal window titled "Add a data source to explore" is open. On the left, there's a sidebar with "Data module" selected, showing a tree view of datasets: "New data module", "Navigation", "HRDataset", and "supermarket_sales". Under "HRDataset", several items are listed, including "Employee", "EmpID", "Married", "MaritalStatus", "GenderID", "EmpStatus", "DeptID", "PerfScore", "FromDiv", "Salary", and "Termid". The "supermarket_sales" node has two children: "supermarket_sales - Sheet1.csv" and "HRDataset_v14.csv". The "supermarket_sales - Sheet1.csv" item is highlighted with a blue border. On the right, a preview pane shows a table with one column labeled "EmpStatusID" and five rows containing the values 1, 5, 5, 1, and 5 respectively. At the bottom of the modal, there are "Cancel" and "Add" buttons.

Step 3: Explore the dataset

Upload data and start creating content

Select one or the available types of assets to create from the uploaded file.

Recommended

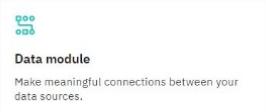


Dashboard
Visualize and share your business performance.



Insights in Assistant
Ask questions in natural language, and discover Insights.

Other options



Data module
Make meaningful connections between your data sources.



Exploration
Discover and analyze data in a flexible workspace.

[Cancel](#) [Back](#) [Skip](#) [Create](#)

Task 3: Visualize the Data Set and Dashboard

IBM Cognos Analytics * New exploration

Cards

Select a starting point

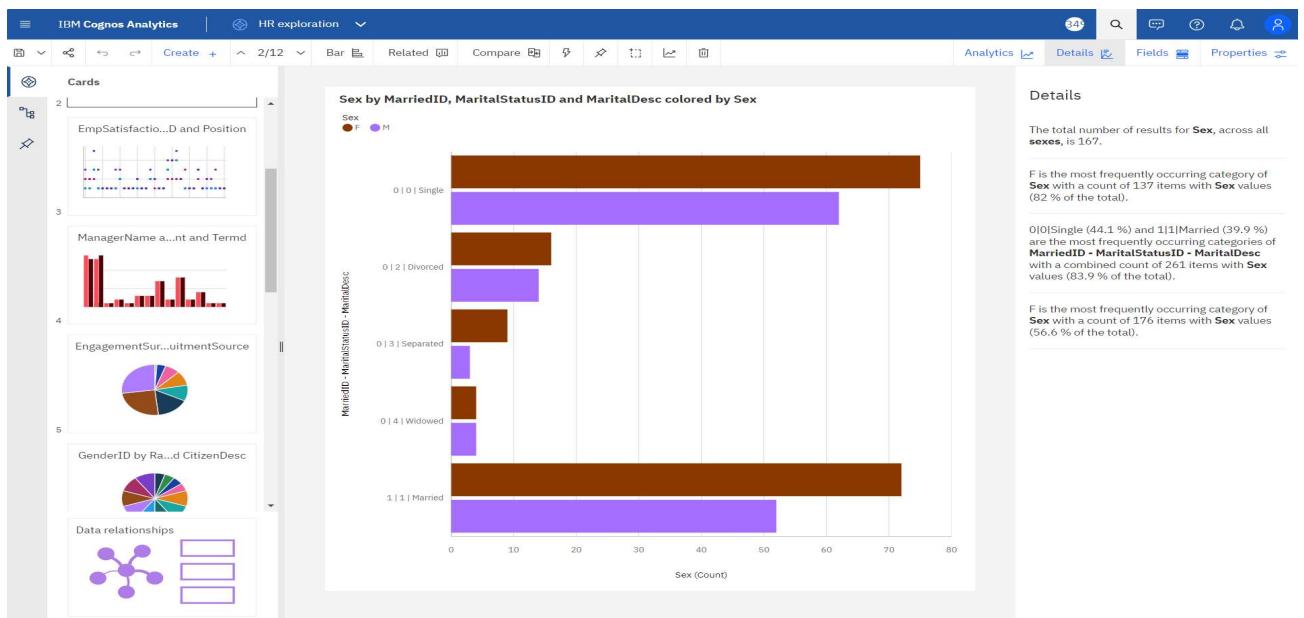
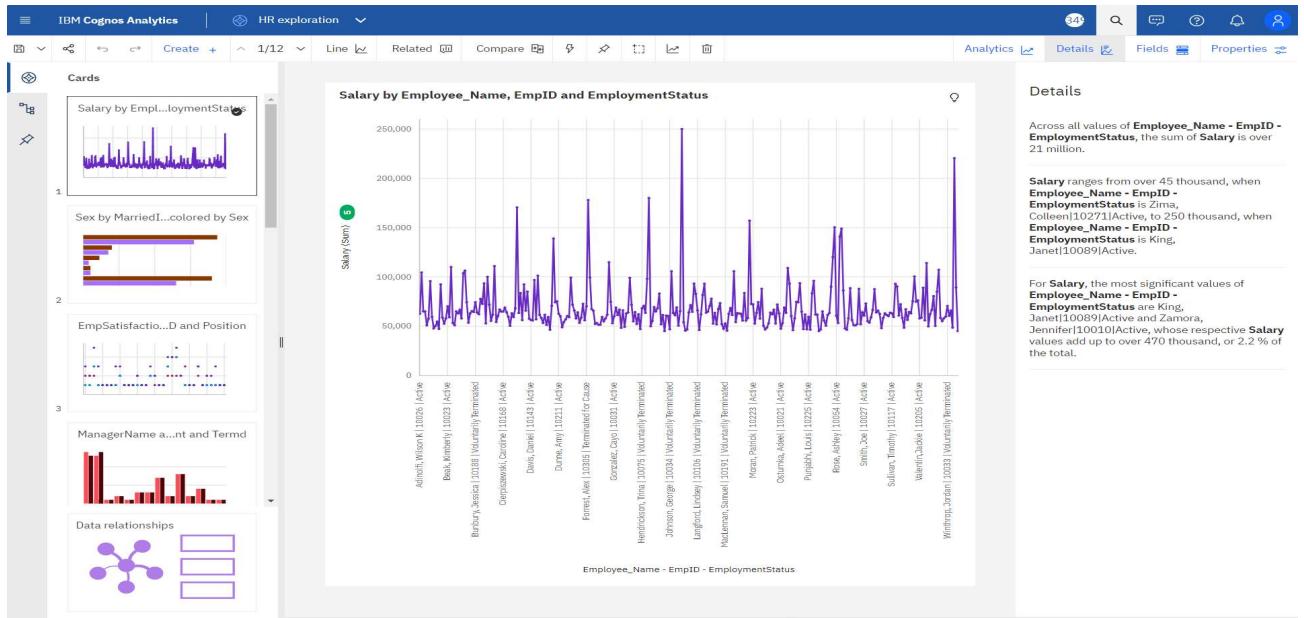
Start with any column. You can always change it later.

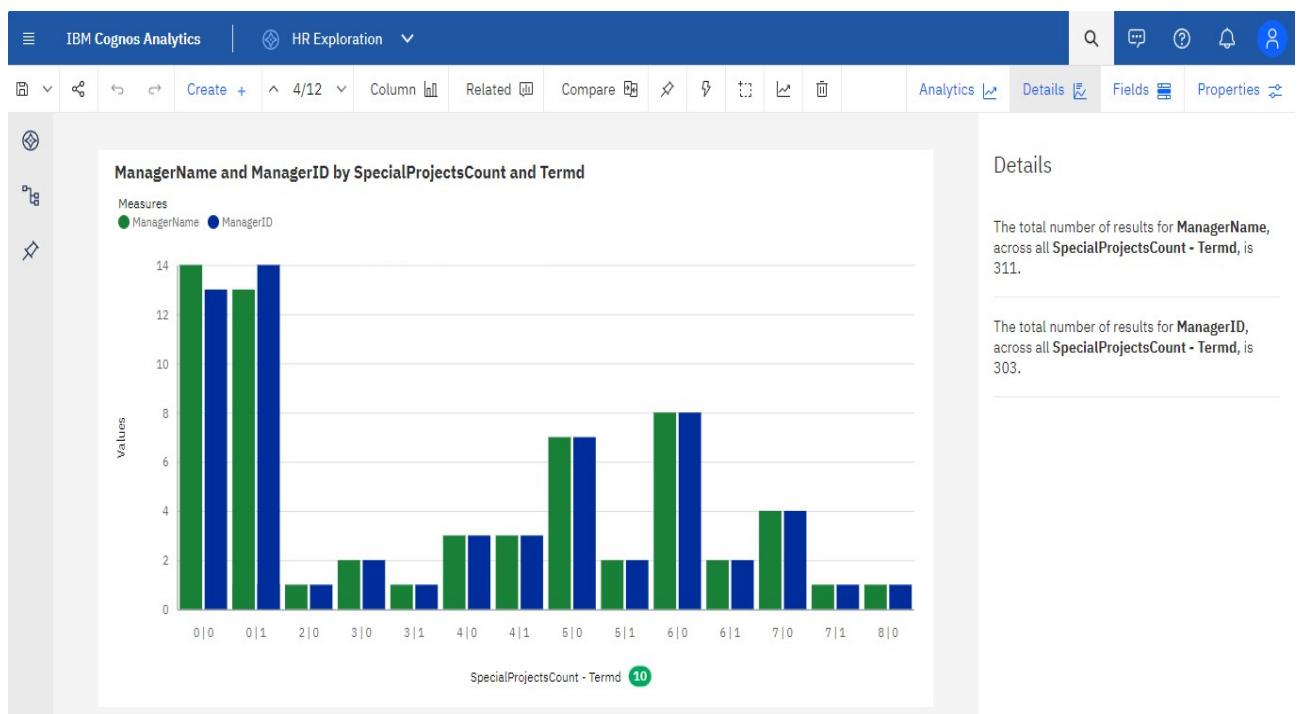
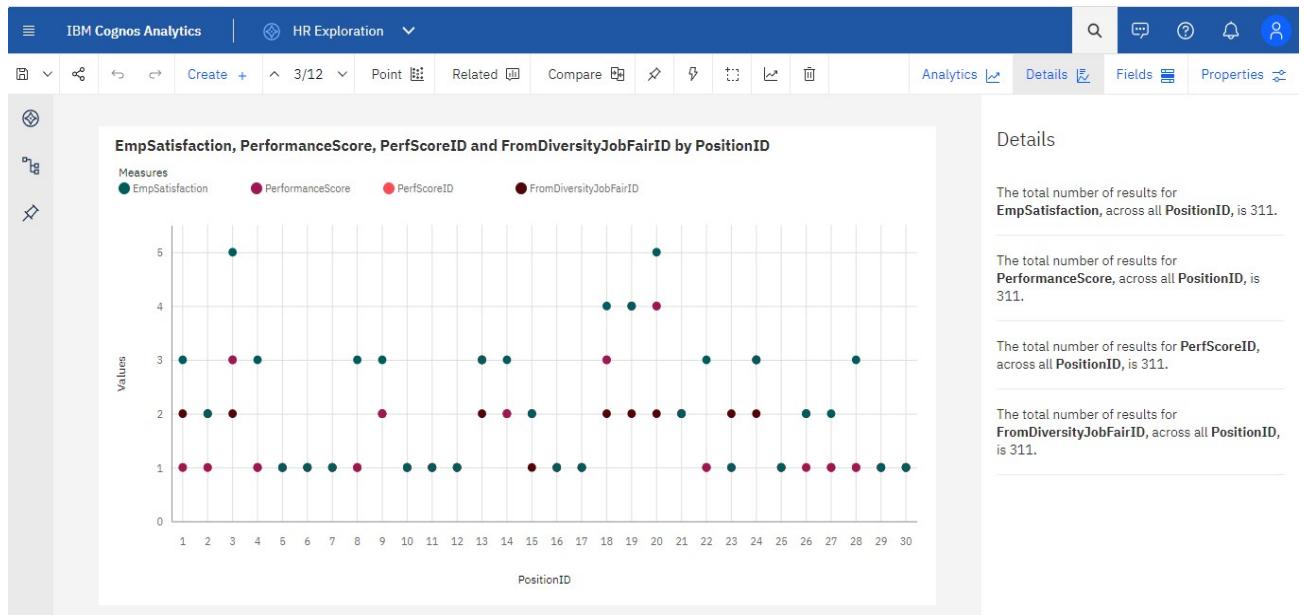
Enter data column. Not sure? Try Total, cogs

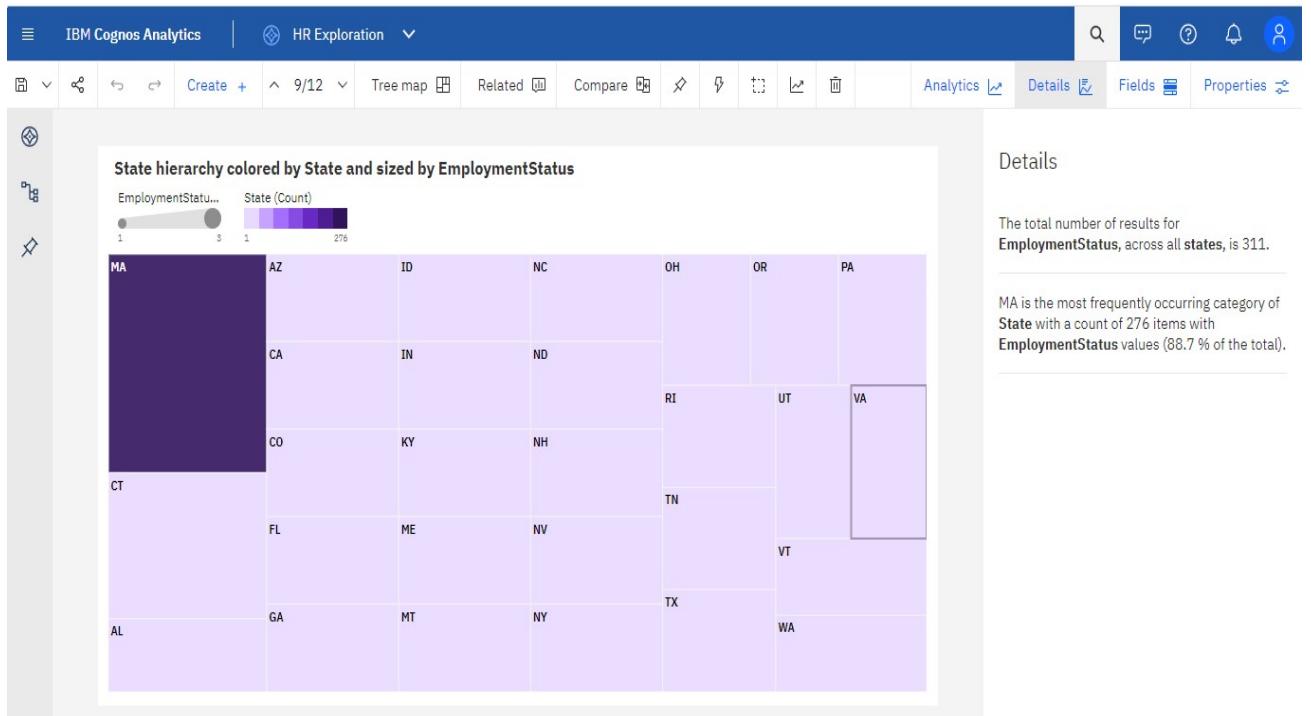
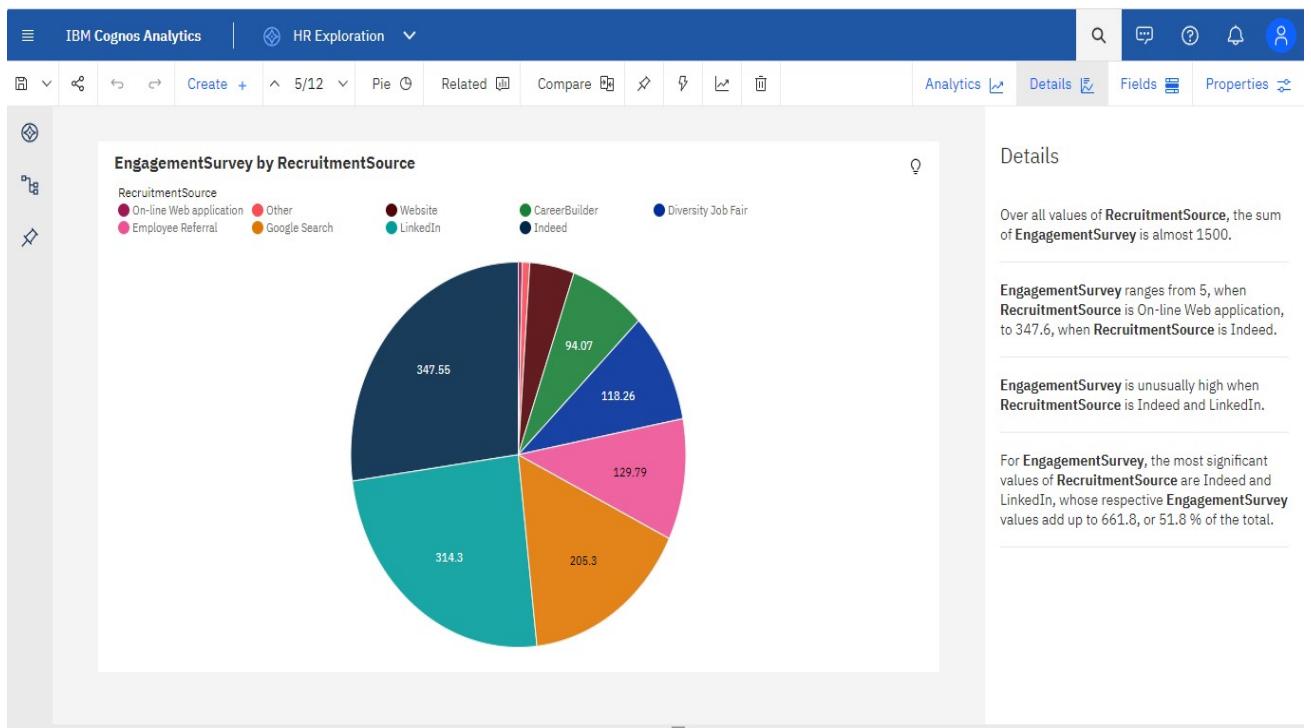
Skip

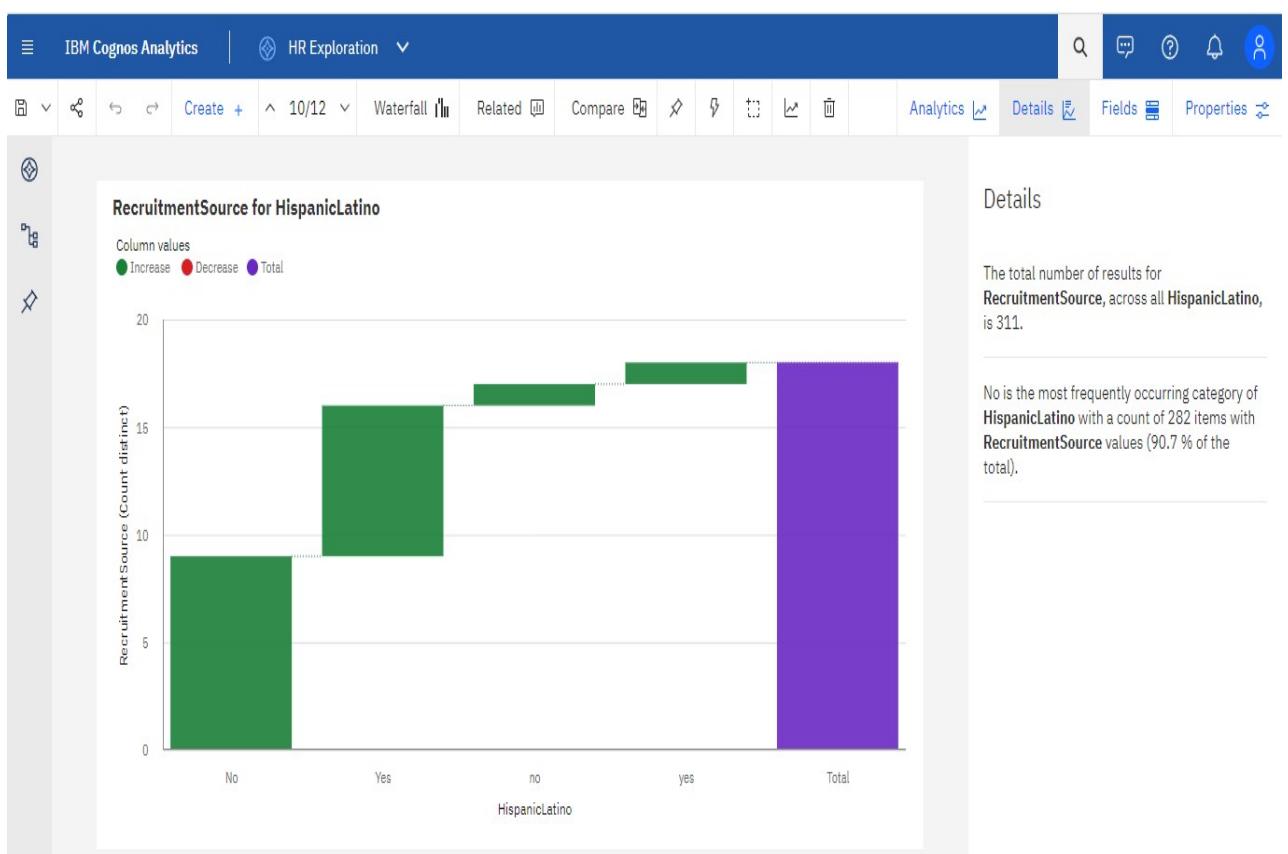
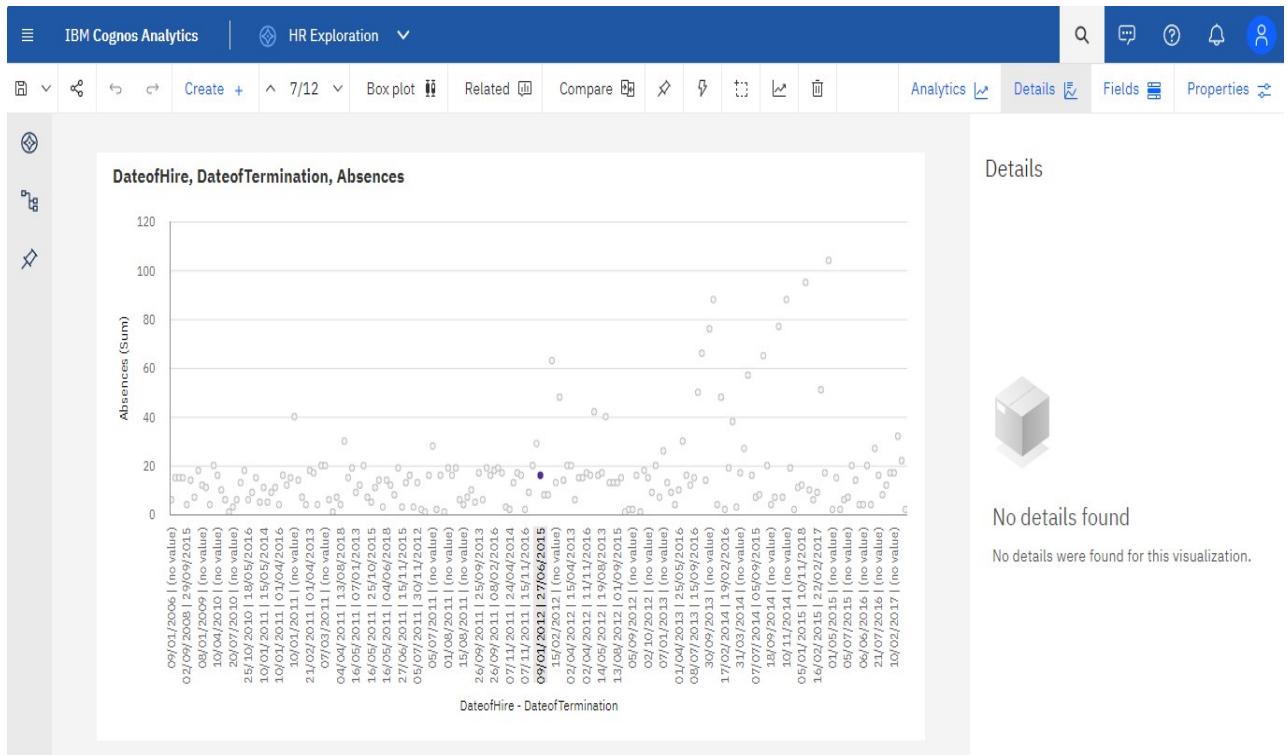
Total cogs gross income Tax 5% Quantity Rating Unit price gross margin percentage

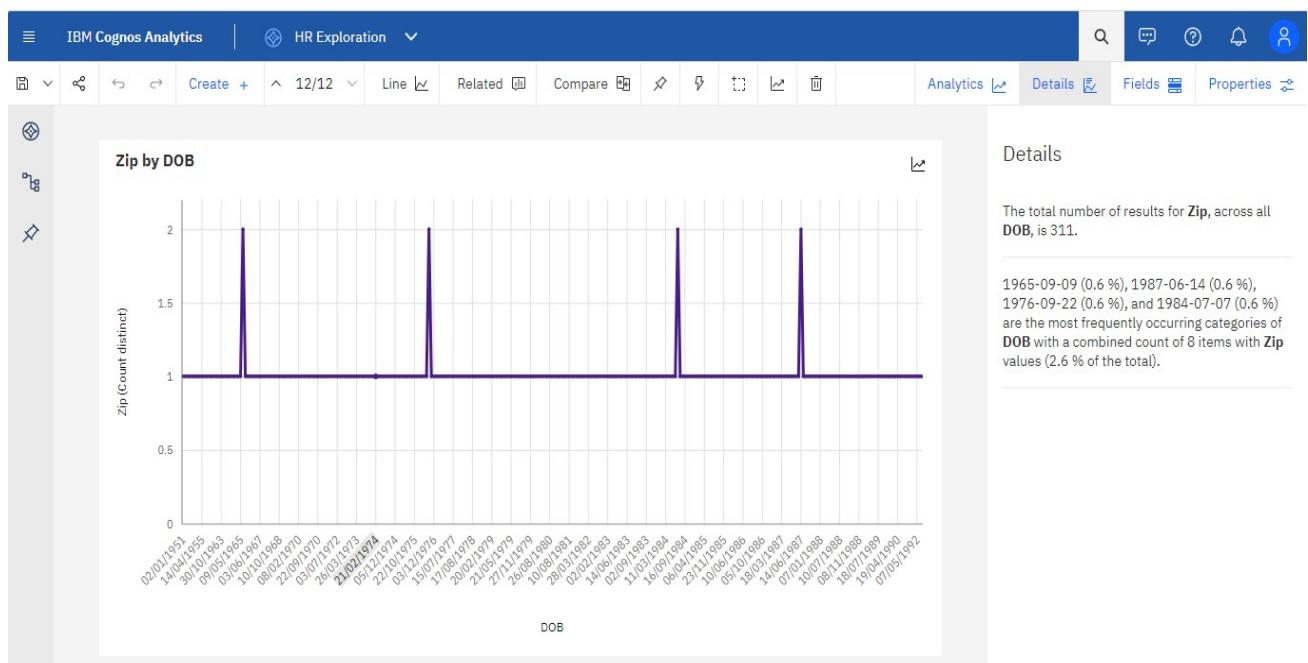
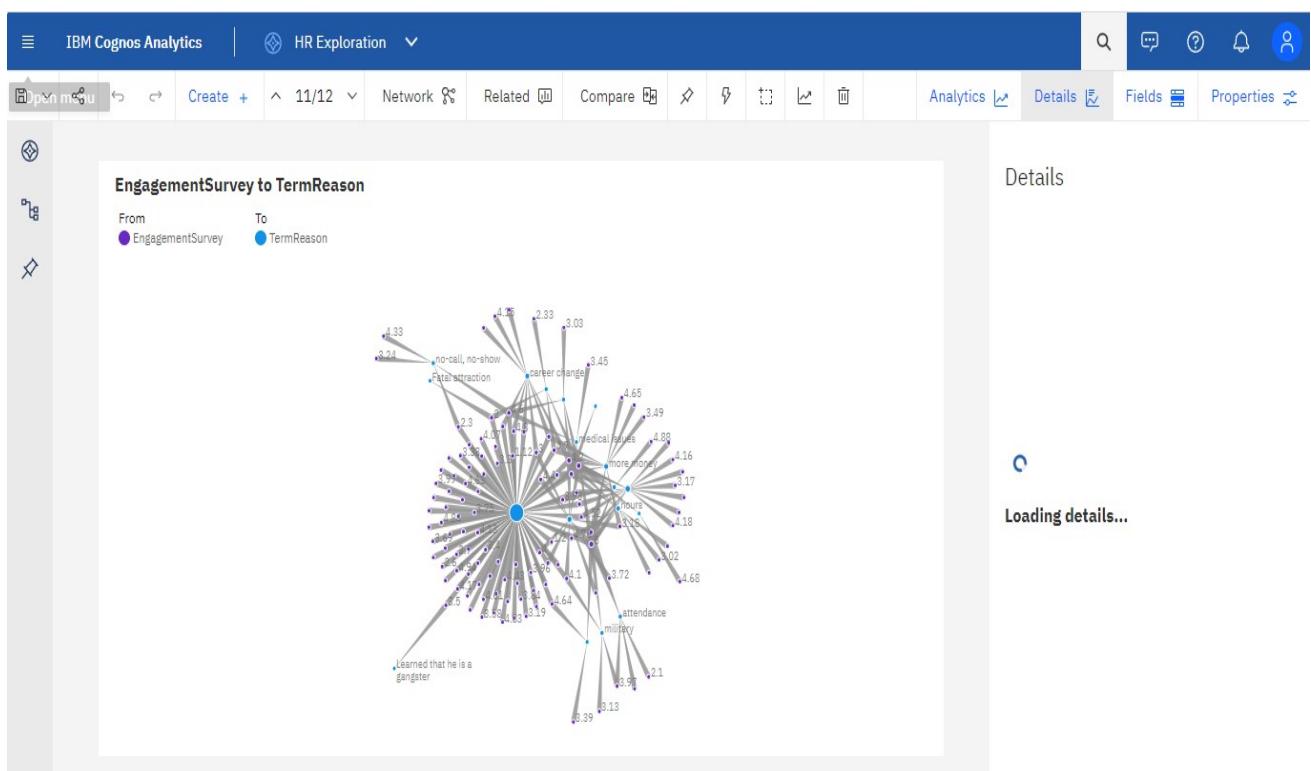
Step 1: Create Visualization charts and save it.



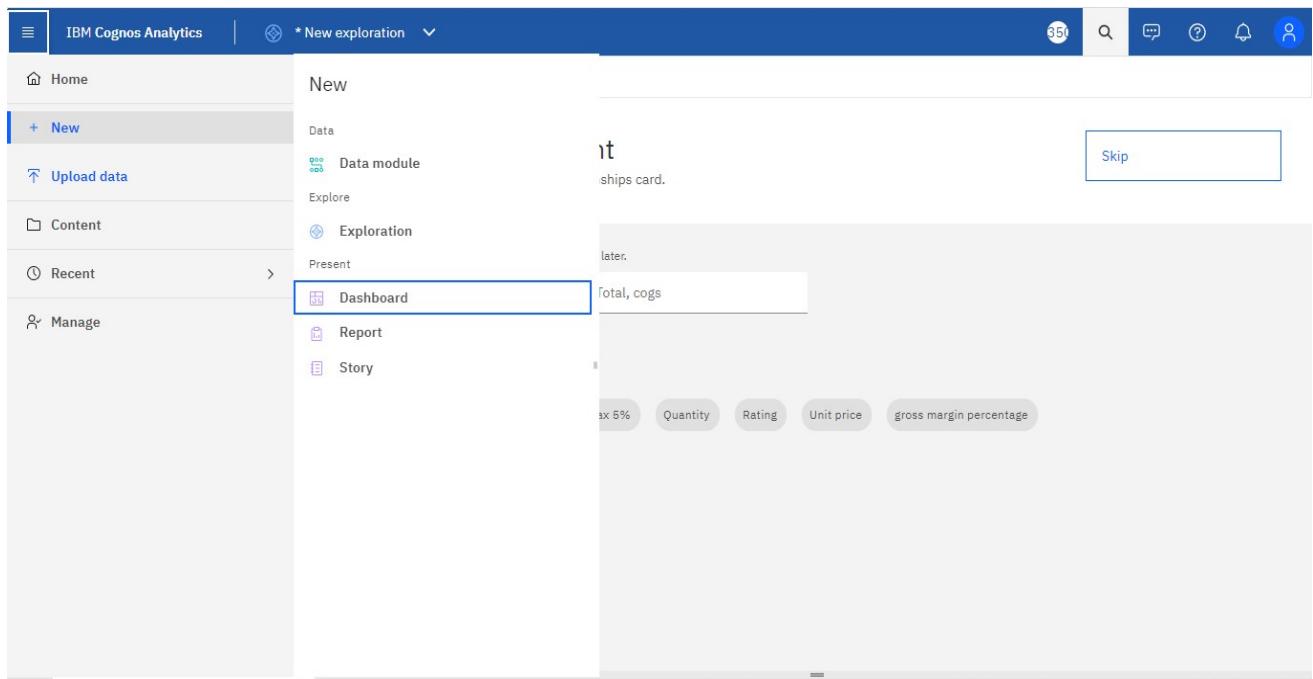




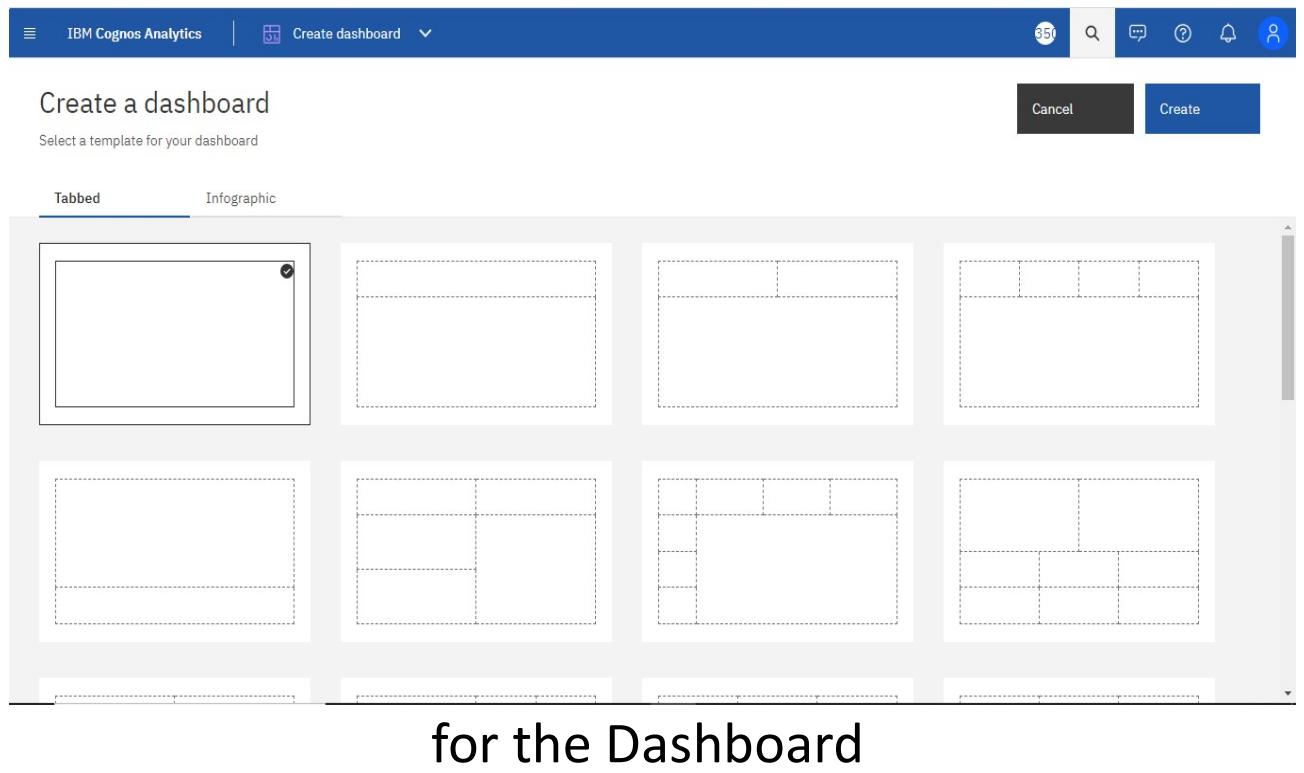




Step 2: Create the Dashboard



Step 3: Create Template



Step 4: Select the source file

Select a source

My content Team content

Name	Type	Last Modified
HR data module	Data module	16/10/2023, 23:07
HRDataset_v14.csv	Uploaded file	16/10/2023, 23:03
Market data module	Data module	03/10/2023, 01:29
supermarket_sales - Sheet1.csv	Uploaded file	03/10/2023, 01:26

Select a source

Click select a source to a dashboard.

Select a source

Cancel Add

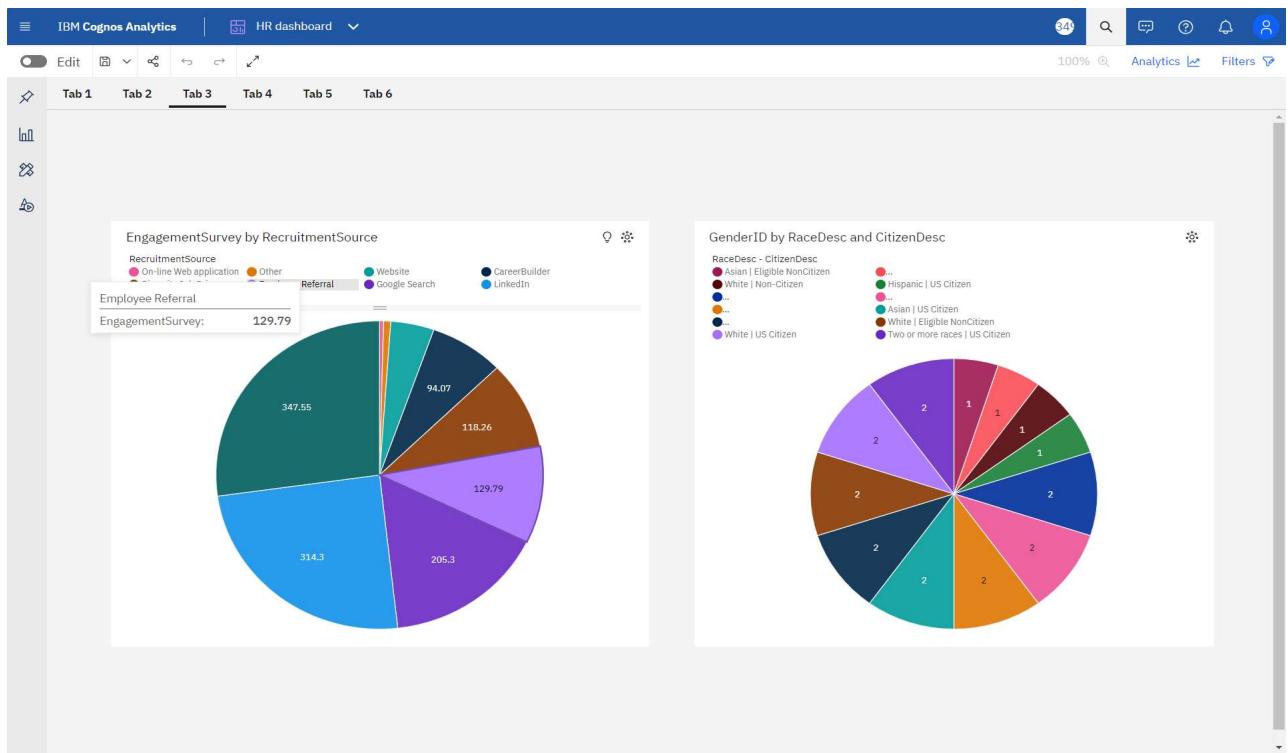
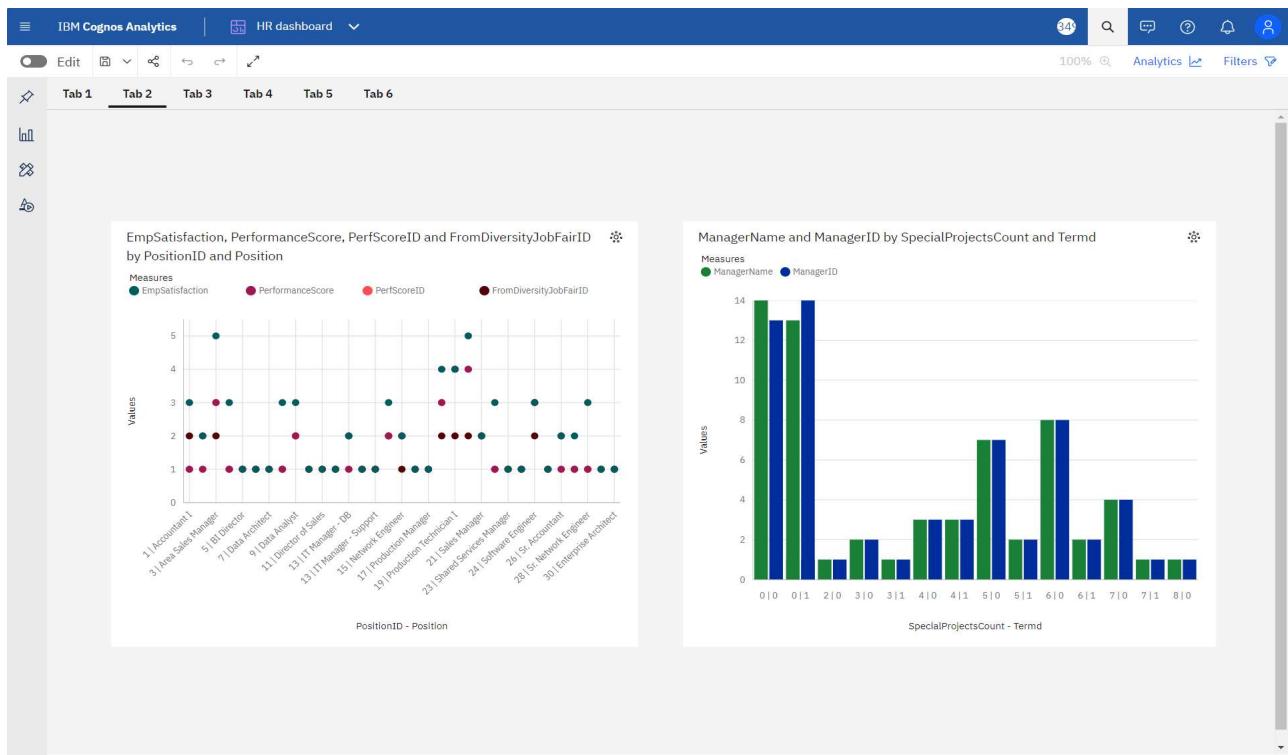
Step 5: Select Visualization charts for dashboard and save it for Dashboard Visualization.

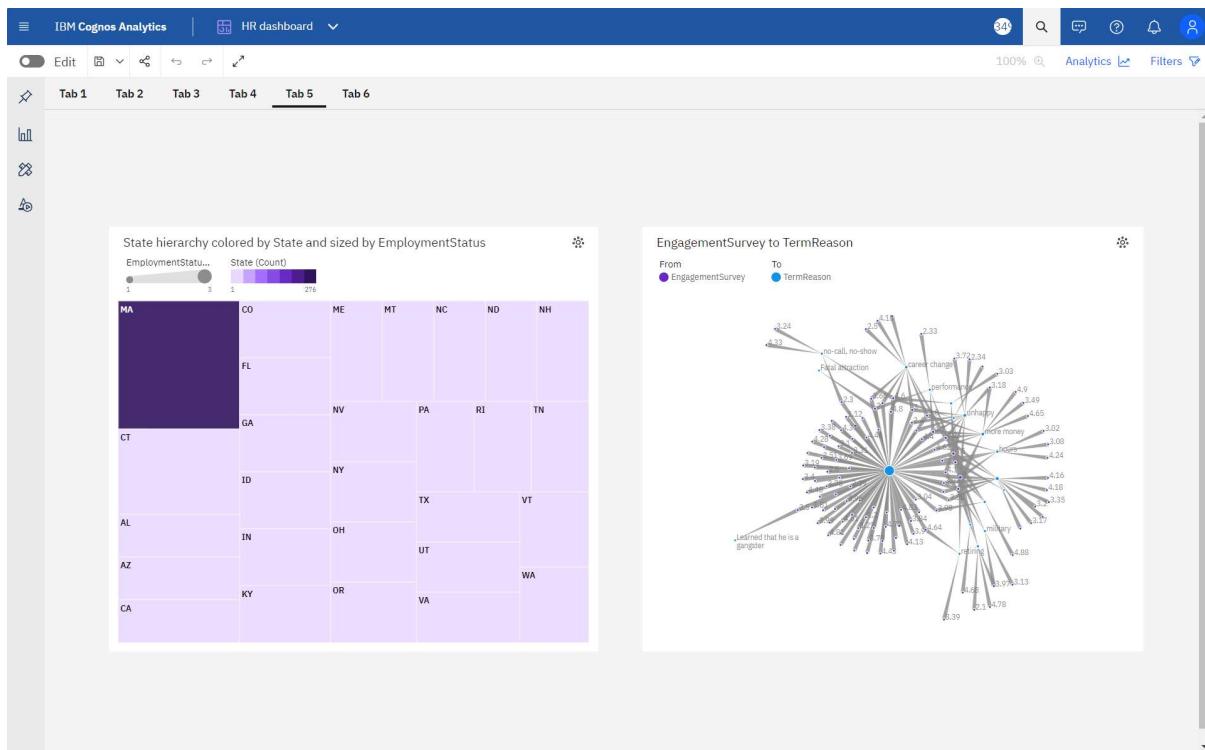
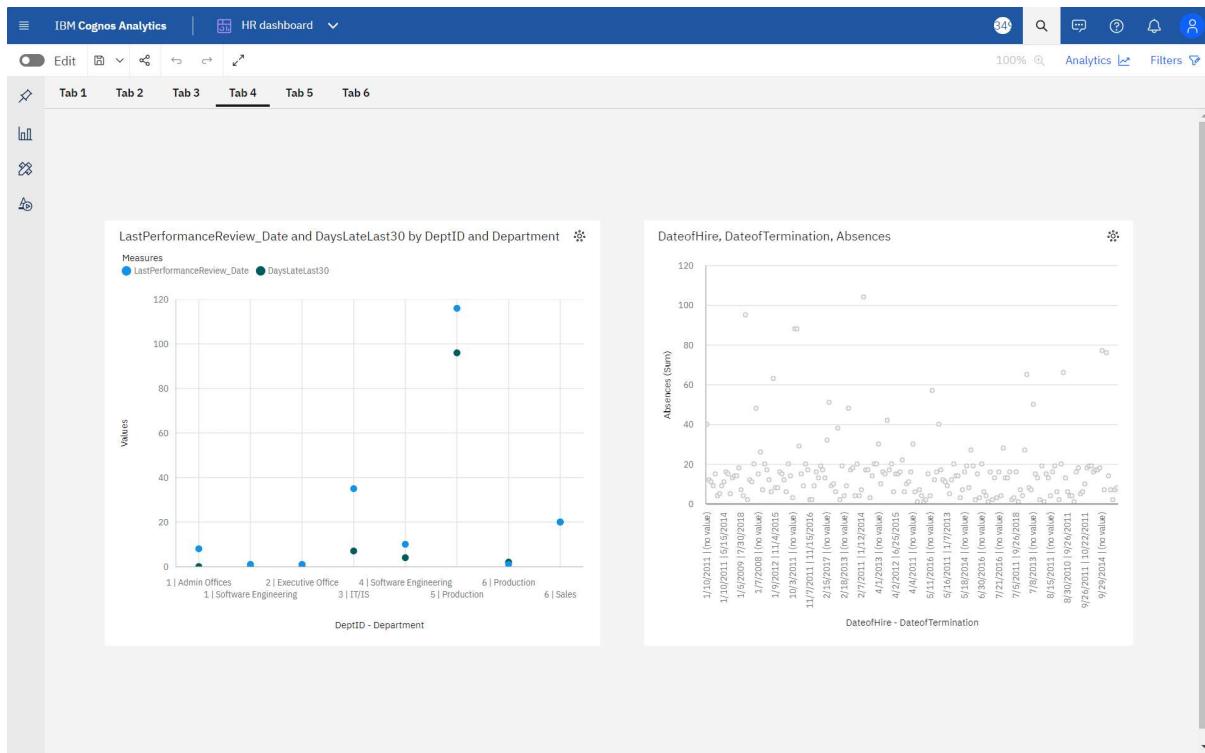
IBM Cognos Analytics - New dashboard

The screenshot shows the IBM Cognos Analytics interface for creating a new dashboard. The top navigation bar includes 'Edit', 'Analytics', 'Filters', 'Fields', and 'Properties' tabs. On the left, a 'Visualizations' panel displays various chart types under 'System' and 'Custom' categories. A central workspace contains a tab labeled 'Tab 1' where a chart can be placed. Above the workspace, there are sections for filtering data across all tabs and the current tab.

IBM Cognos Analytics - HR dashboard

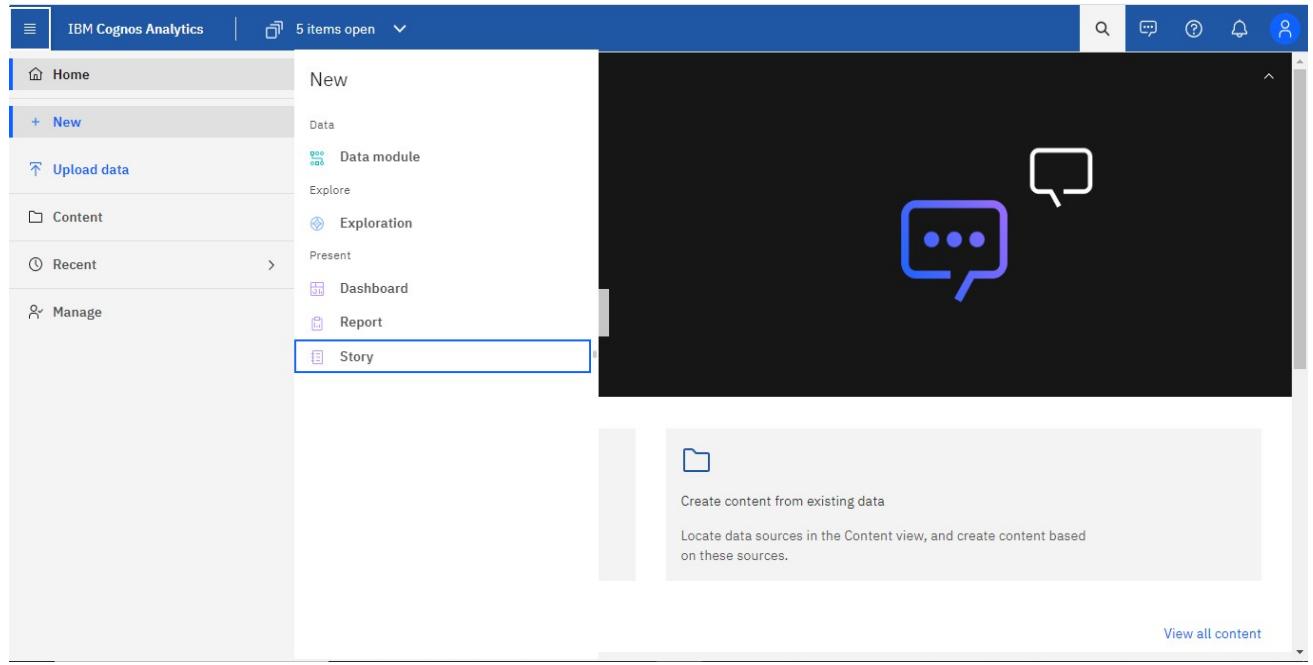
The screenshot shows the final state of the dashboard titled 'HR DATA ANALYSIS'. It features two charts: a horizontal bar chart titled 'Sex by MarriedID, MaritalStatusID and MaritalDesc colored by Sex' and a scatter plot titled 'Salary by Employee_Name, EmpID and EmploymentStatus'. The bar chart compares the count of males (blue) and females (purple) across marital statuses. The scatter plot shows salary distribution by employee name and employment status.





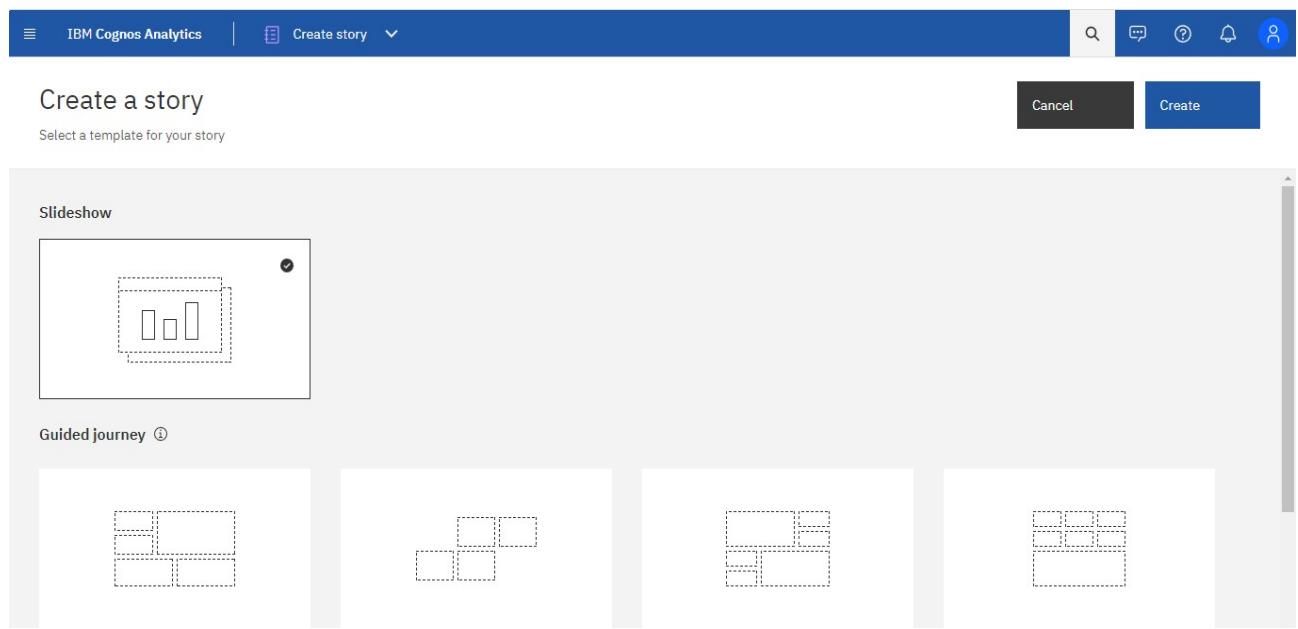
Task 4: Create story for the Dataset

Step 1: Select the Story to create



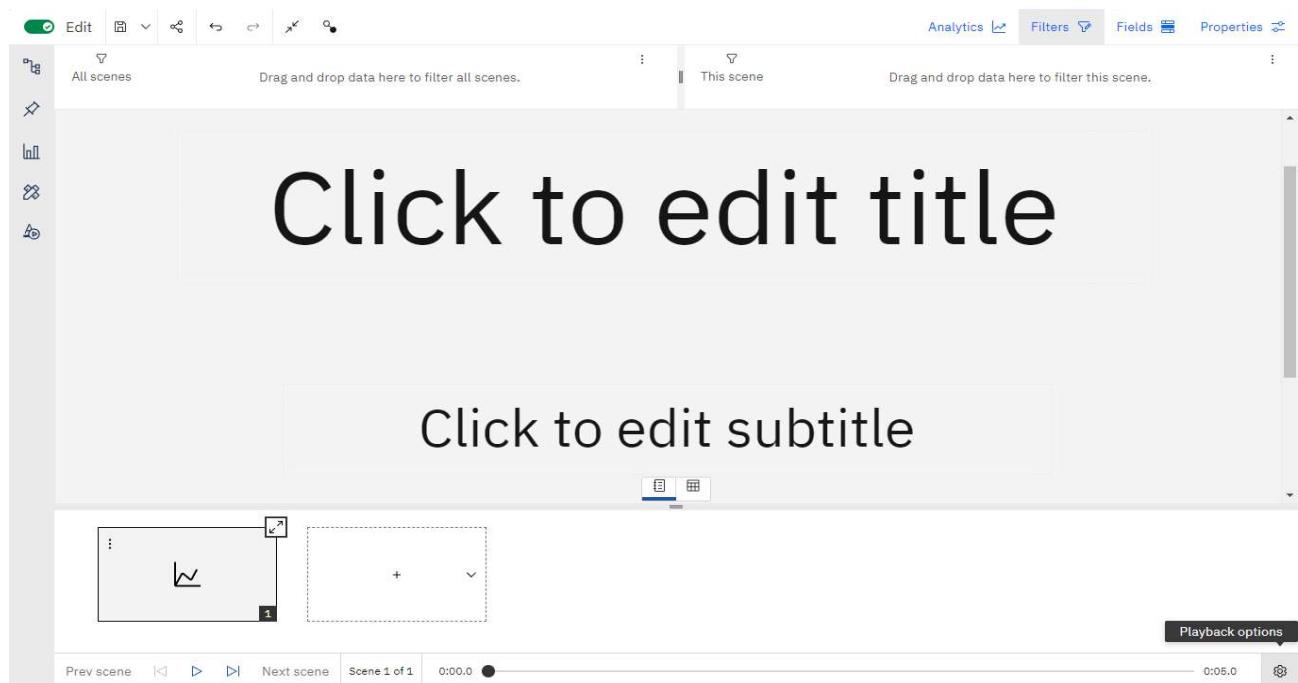
The screenshot shows the IBM Cognos Analytics interface. The top navigation bar has a blue header with the text "IBM Cognos Analytics" and "5 items open". Below the header is a left sidebar with sections like "Home", "New", "Upload data", "Content", "Recent", and "Manage". The "New" section is expanded, showing categories: "Data" (with "Data module" icon), "Explore" (with "Exploration" icon), "Present" (with "Dashboard" and "Report" icons), and "Story" (which is highlighted with a blue border). To the right of the sidebar is a large dark area with two blue speech bubble icons. Below the sidebar, there's a "Create content from existing data" section with a folder icon, instructions, and a "View all content" link.

Step 2: Select the Template for story



The screenshot shows a "Create a story" dialog box. At the top, it says "Create a story" and "Select a template for your story". On the right are "Cancel" and "Create" buttons. The main area displays two template options: "Slideshow" (selected, indicated by a checked checkbox) and "Guided journey" (indicated by a question mark icon). Each option has a preview image showing a grid of squares.

Step 3: Create the Story by using the Visualisation charts



Step 4: Drop the visualisation charts into respected area and to narrate the visualization use the Analytics option

IBM Cognos Analytics | HR story | 34% | Search | Analytics | Filters

Salary by Employee_Name, EmpID and EmploymentStatus

- Across all values of Employee_Name - EmpID - EmploymentStatus, the sum of Salary is over 21 million.
- Salary ranges from over 45 thousand, when Employee_Name - EmpID - EmploymentStatus is Zima, Colleen|10271|Active, to 250 thousand, when Employee_Name - EmpID - EmploymentStatus is King, Janet|10089|Active.
- For Salary, the most significant values of Employee_Name - EmpID - EmploymentStatus are King, Janet|10089|Active and Zamora, Jennifer|10010|Active, whose respective Salary values add up to over 470 thousand, or 2.2 % of the total.

Prev scene | Next scene | Scene 2 of 7 | 0:05.0 | 0:05.0 | Analytics | Filters

IBM Cognos Analytics | HR story | 34% | Search | Analytics | Filters

Sex by MarriedID, MaritalStatusID and MaritalDesc colored by Sex

- The total number of results for Sex, across all sexes, is 167.
- F is the most frequently occurring category of Sex with a count of 137 items with Sex values (82 % of the total).
- 0|0|Single (44.1 %) and 1|1|Married (39.9 %) are the most frequently occurring categories of MarriedID - MaritalStatusID - MaritalDesc with a combined count of 261 items with Sex values (83.9 % of the total).
- F is the most frequently occurring category of Sex with a count of 176 items with Sex values (56.6 % of the total).

Prev scene | Next scene | Scene 3 of 7 | 0:05.0 | 0:05.0 | Analytics | Filters

IBM Cognos Analytics | HR story

GenderID by RaceDesc and CitizenDesc

- The total number of results for GenderID, across all RaceDesc - CitizenDesc, is 311.
- White|US Citizen is the most frequently occurring category of RaceDesc - CitizenDesc with a count of 183 items with GenderID values (58.8 % of the total).

GenderID by RaceDesc and CitizenDesc

RaceDesc - CitizenDesc	Percentage
White US Citizen	58.8%
White Eligible NonCitizen	14.5%
Two or more races US Citizen	10.6%
Asian US Citizen	7.7%
Asian Eligible NonCitizen	3.2%
Hispanic US Citizen	2.9%
White Non-Citizen	2.9%
Other	1.3%

Prev scene | Next scene | Scene 4 of 7 | 0:05.0

IBM Cognos Analytics | HR story

State hierarchy colored by State and sized by EmploymentStatus

- The total number of results for EmploymentStatus, across all states, is 311.
- MA is the most frequently occurring category of State with a count of 276 items with EmploymentStatus values (88.7 % of the total).

State hierarchy colored by State and sized by EmploymentStatus

EmploymentStatus	State (Count)
1	276
3	1

Prev scene | Next scene | Scene 5 of 7 | 0:05.0

IBM Cognos Analytics | HR story | Analytics | Filters

RecruitmentSource for HispanicLatino

- The total number of results for RecruitmentSource, across all HispanicLatino, is 311.
- No is the most frequently occurring category of HispanicLatino with a count of 282 items with RecruitmentSource values (90.7 % of the total).

RecruitmentSource for HispanicLatino

Column values
Increase (Green), Decrease (Red), Total (Purple)

Prev scene | Next scene | Scene 6 of 7 | 0:05.0

IBM Cognos Analytics | HR story | Analytics | Filters

Zip by DOB

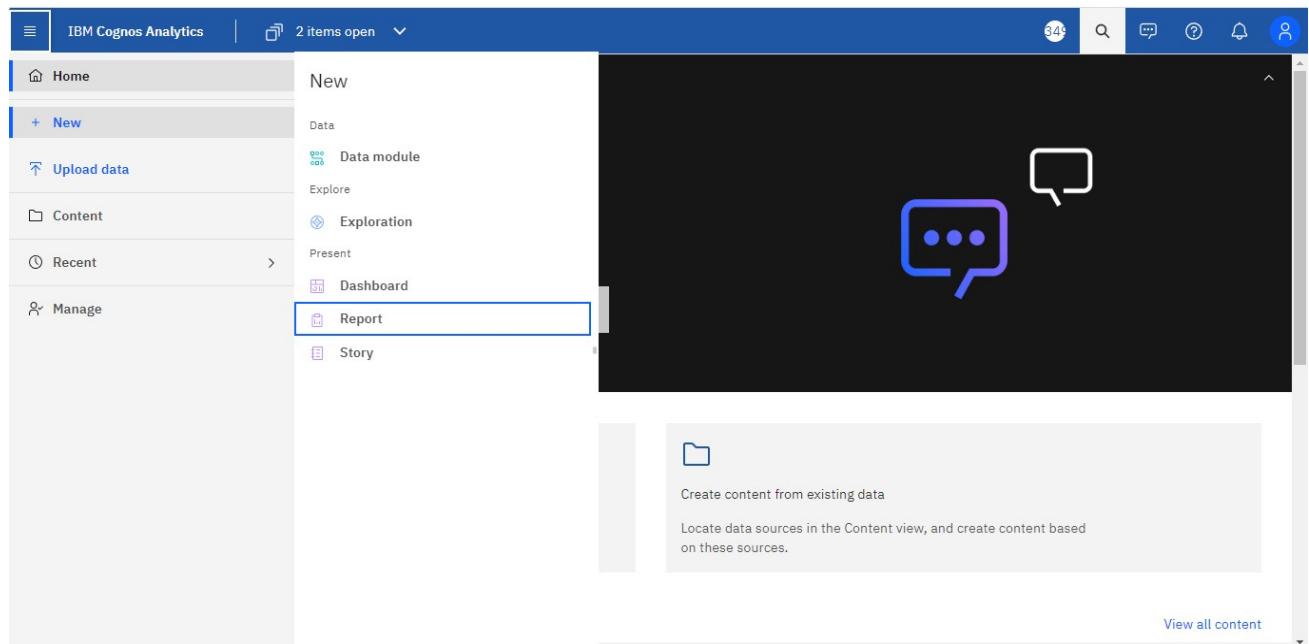
- The total number of results for Zip, across all DOB, is 311.
- 09/09/65 (0.6 %), 06/14/87 (0.6 %), 09/22/76 (0.6 %), and 07/07/84 (0.6 %) are the most frequently occurring categories of DOB with a combined count of 8 items with Zip values (2.6 % of the total).

Zip by DOB

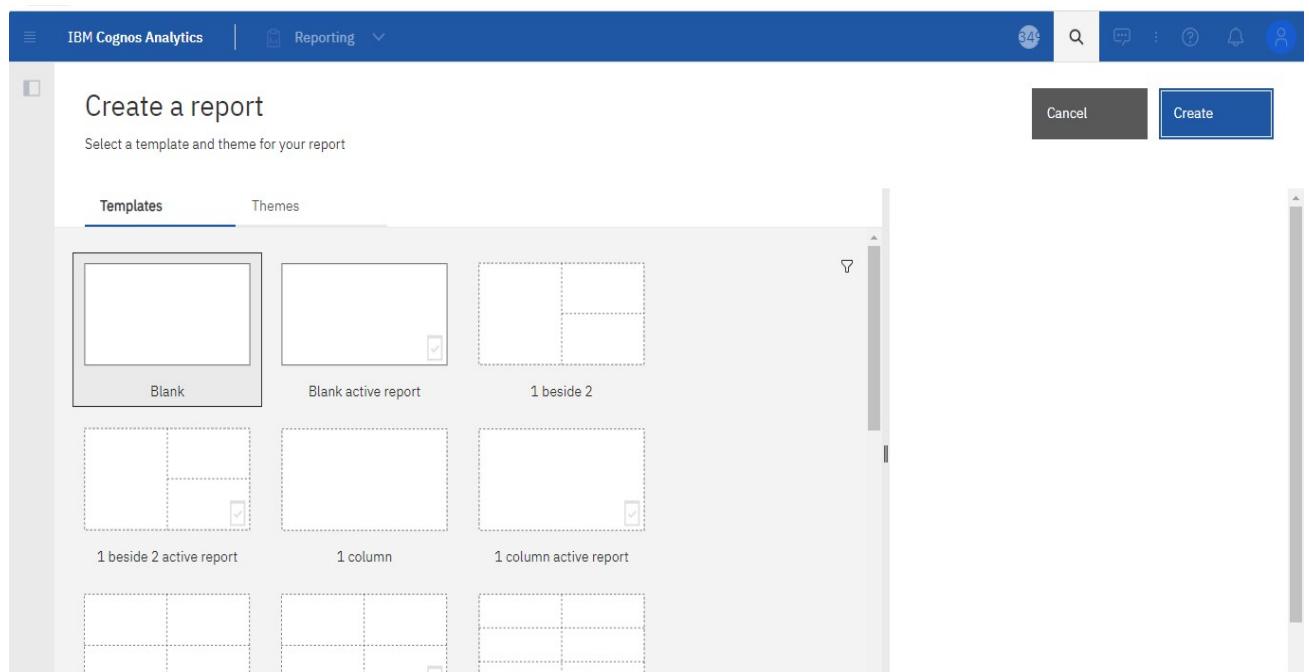
Prev scene | Next scene | Scene 7 of 7 | 0:05.0

Task 4: Create Report for the Dataset

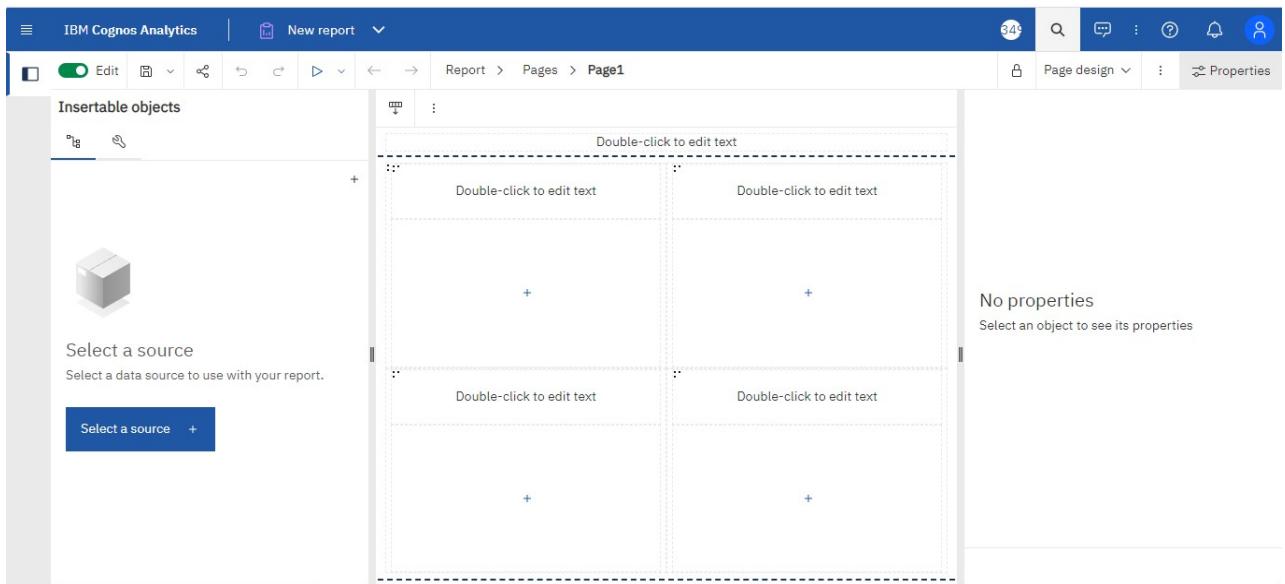
Step 1: Select the Report to create



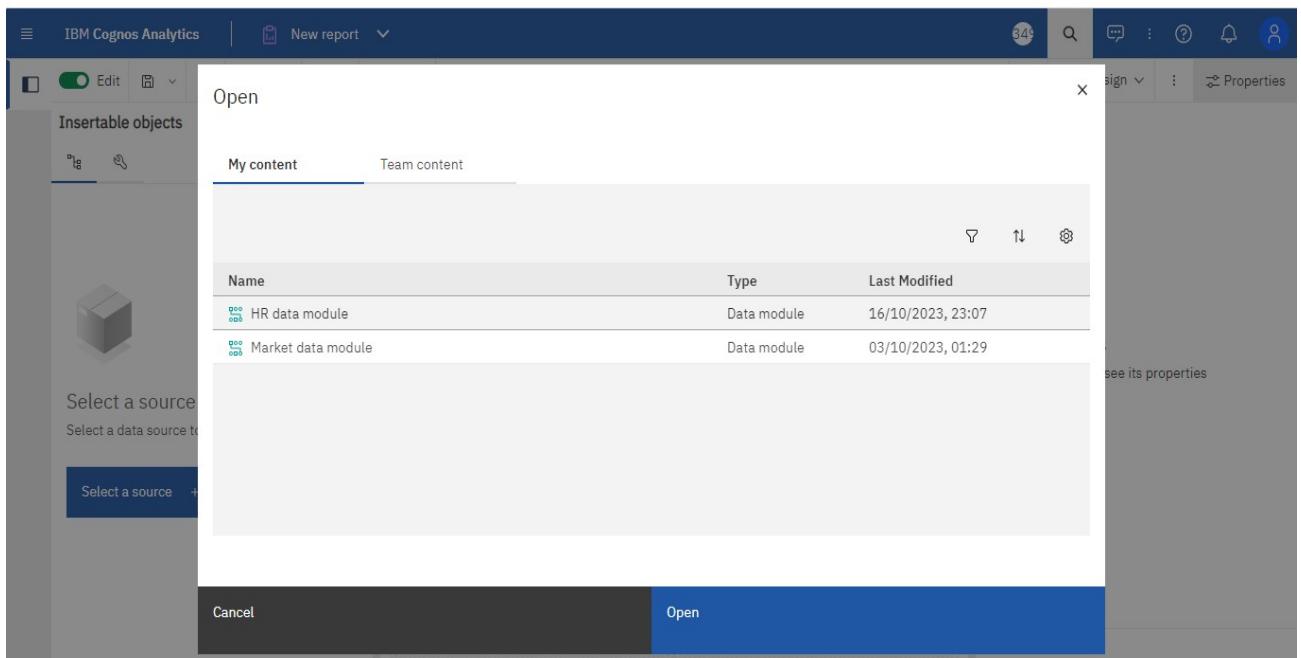
Step 2: Select the template for the report

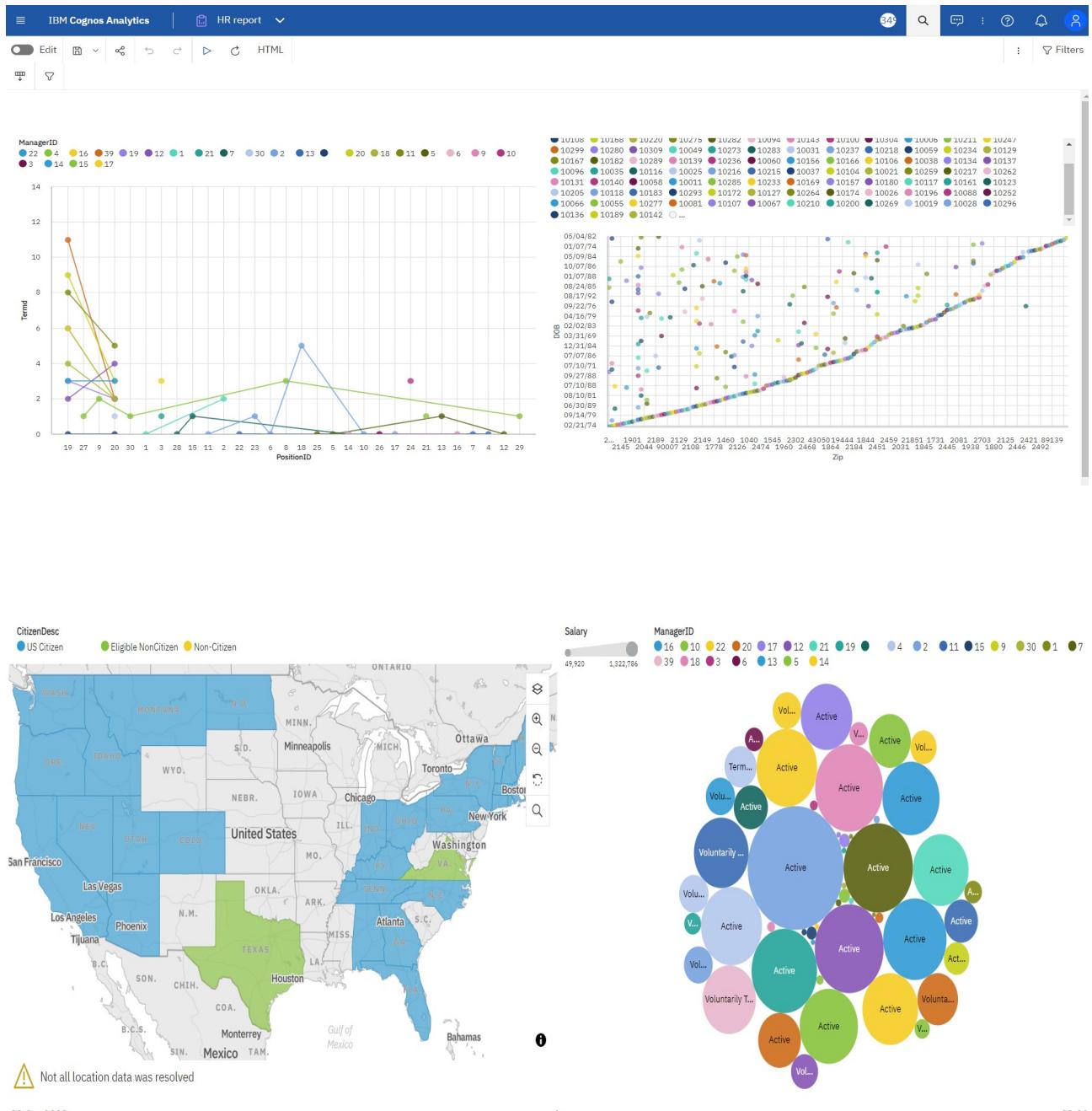


Step 3: Create the Report by using the Visualisation charts



Step 4: Select the data module to do report and visualise the dataset as report





Thus, the Story and Report was created and visualized for the HR Scorecard – Talent Management