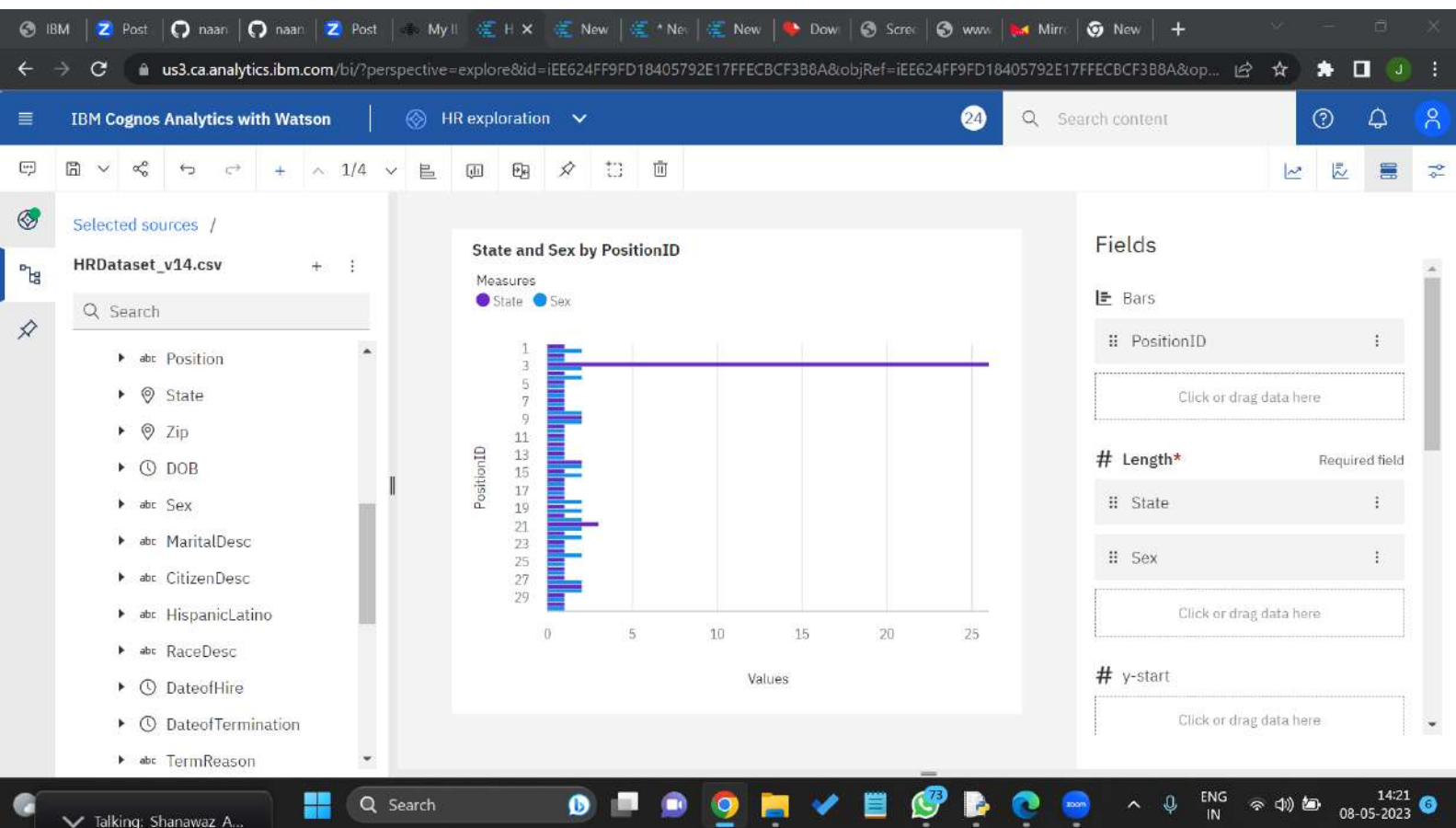
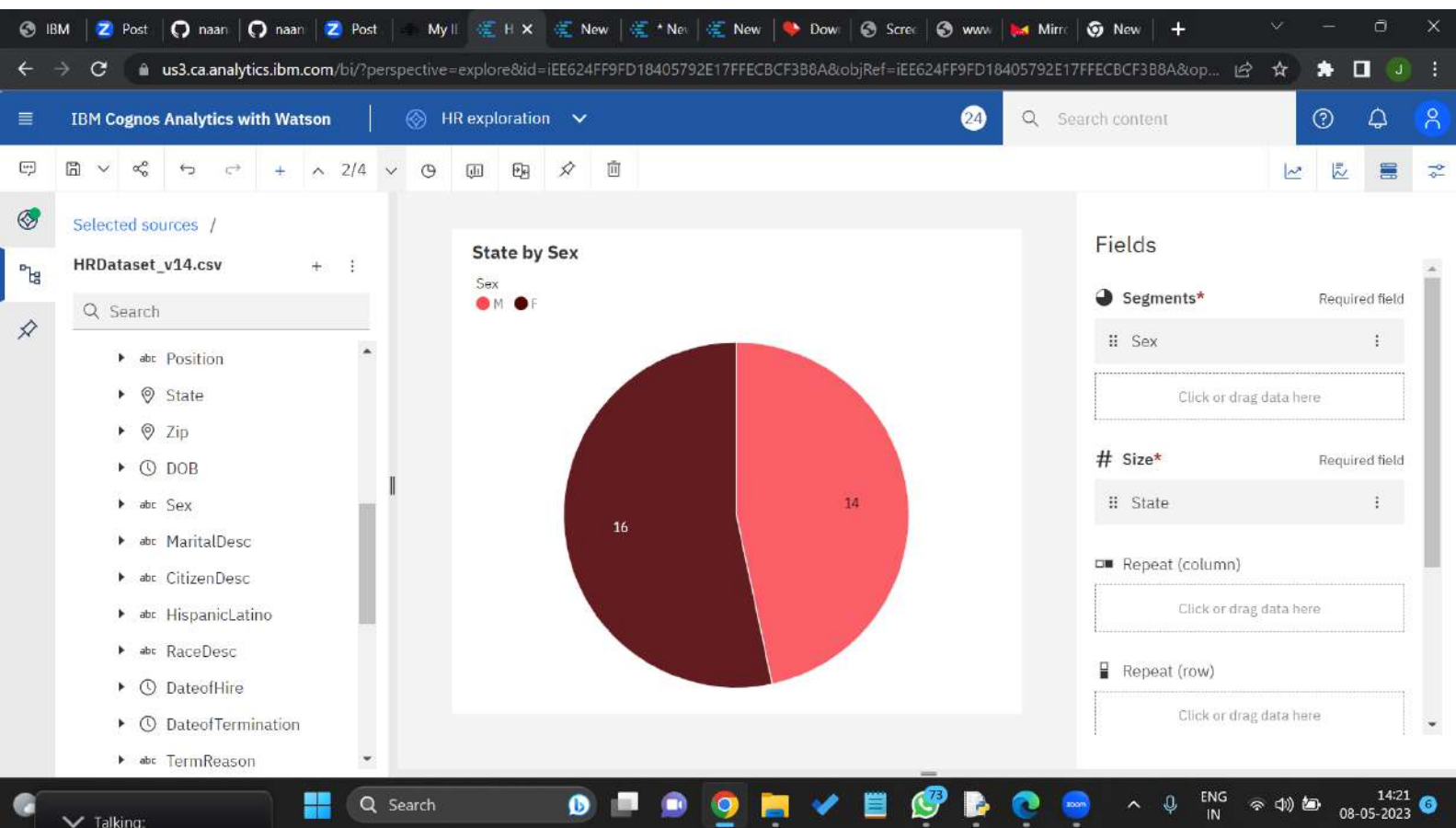


The screenshot shows the IBM Cognos Analytics web interface. The top navigation bar includes the IBM logo and the text 'IBM Cognos Analytics with Watson'. Below this, there's a search bar and a 'Properties' button. The main content area is divided into a left sidebar and a central workspace. The sidebar, titled 'Data module', contains a tree view of the 'hr data module' structure, including 'Navigation paths' and 'HRDataset\_v14.csv'. The central workspace displays a table view of the 'HRDataset\_v14.csv' data module. The table has columns: GenderID, EmpStatusID, DeptID, PerfScoreID, and FromDiversityJobFairID. The table contains 10 rows of data.

GenderID	EmpStatusID	DeptID	PerfScoreID	FromDiversityJobFairID
1	1	5	4	0
1	5	3	3	0
0	5	5	3	0
0	1	5	3	0
0	5	5	3	0
0	1	5	4	0
0	1	4	3	0
1	1	5	3	0
0	3	5	3	1





IBM Cognos Analytics with Watson | HR exploration 24 Search content

Selected sources / HRDataset\_v14.csv

Search

- ▶ abc Position
- ▶ State
- ▶ Zip
- ▶ DOB
- ▶ abc Sex
- ▶ abc MaritalDesc
- ▶ abc CitizenDesc
- ▶ abc HispanicLatino
- ▶ abc RaceDesc
- ▶ DateofHire
- ▶ DateofTermination
- ▶ abc TermReason

Salary 5

# 21.5M

Salary

Fields

# Base value\* Required field

Salary

Target value

Click or drag data here

Time

Click or drag data here

Local filters

Click or drag data here

Talking: Search 14:21 08-05-2023

IBM Cognos Analytics with Watson

HR exploration

24

Search content

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📊

📄

🔗

Selected sources /

HRDataset\_v14.csv

🔍 Search

▶ abc Position

▶ 📍 State

▶ 📍 Zip

▶ 🕒 DOB

▶ abc Sex

▶ abc MaritalDesc

▶ abc CitizenDesc

▶ abc HispanicLatino

▶ abc RaceDesc

▶ 🕒 DateofHire

▶ 🕒 DateofTermination

▶ abc TermReason

Sex by Term colored by State

State

● AL ● AZ ● CA ● CO ● CT ● FL ● GA ● ID ● IN ● KY ● MA

● ME ● MT ● NC ● ND ● NH ● NV ● NY ● OH ● OR ● PA ● RI

● TN ● TX ● UT ● VA ● VT ● WA

Sex (Count distinct)

2

1.5

1

0.5

0

0

1

Termd 5

Fields

📌 x-axis\*

Required field

Termd

Click or drag data here

🎨 Color

State

Click or drag data here

# y-axis\*

Required field

Sex

Click or drag data here

🔍 Search

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Talking

🔍 Search

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ENG IN

14:21

08-05-2023



IBM Cognos Analytics with Watson | \*HR dashboard 24 Search content

My pins All

Search

8 pins

State and Sex by...tionID bar chart  
New exploration, 5/8/2023, 3:20 AM

State by Sex pie chart  
New exploration, 5/8/2023, 3:19 AM

Salary

21.5M  
Salary

Sex by Term colored by State

State

- AL AZ CA CO CT FL
- GA ID IN KY MA ME
- MT NJ NY OH PA RI
- SC SD TN TX VA WV

0 1

Talking: Shanawaz A...

Search

14:24  
08-05-2023



IBM Cognos Analytics with Watson | New report 24 Search content

Maintenance: The upgrade is now complete. Click on More Info to see what actions may be necessary and to subscribe to future events Dismiss More info

HTML Filters

United States

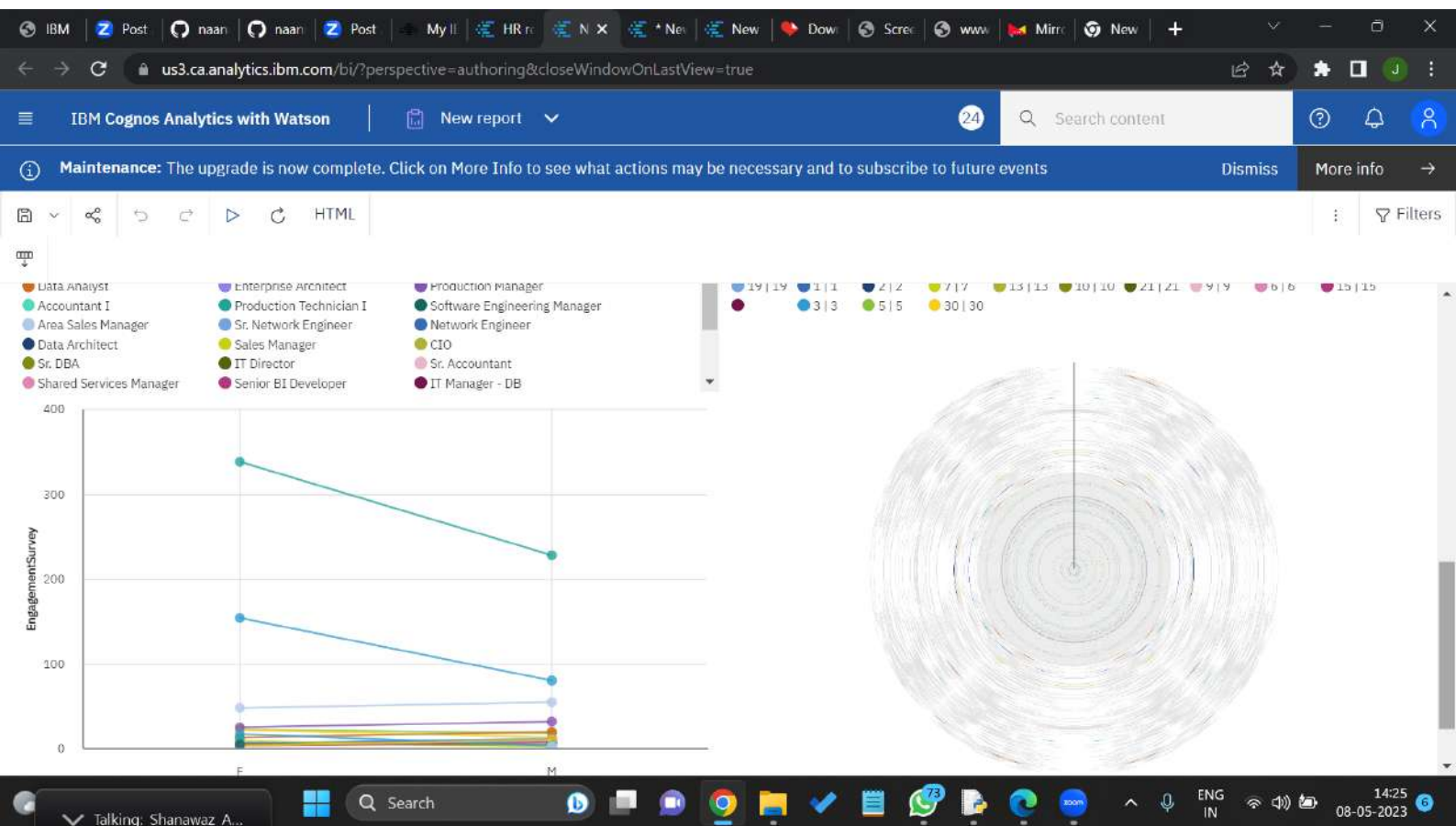
Mexico

Cuba

Not all location data was resolved

14:25 08-05-2023





IBM Cognos Analytics with Watson | HR story 24 Search content

Edit

# HR Resource management

## Data Analysis

Prev scene |< >| Next scene Scene 1 of 5 0:00.0 0:05.0

Talking: Search

14:26 08-05-2023

IBMPostnaarnaariPostMy H XNewNewNewDowScreenwwwMirrNew+

us3.ca.analytics.ibm.com/bi/?perspective=story&id=iF15C7CC19DCB4A14A60158A4D82471C1&objRef=iF15C7CC19DCB4A14A60158A4D82471C1&...

IBM Cognos Analytics with WatsonHR story24Search content


Edit

# KPI

TermReason, Zip

18

TermReason



- 1886 has the highest TermReason due to 4 ManagerID.
- 20 ManagerID has the highest TermReason at 22, out of which 1810 contributed the most at 3.
- The overall number of results for TermReason is 311.

Prev sceneNext sceneScene 2 of 50:00.00:05.0

Talking;

Search

WhatsApp73

ENG IN

14:2708-05-2023

IBMPostnaarnaariPostMy IINewNewNewNewDowScreenwwwMirrNew+

us3.ca.analytics.ibm.com/bi/?perspective=story&id=iF15C7CC19DCB4A14A60158A4D82471C1&objRef=iF15C7CC19DCB4A14A60158A4D82471C1&...

IBM Cognos Analytics with WatsonHR story24Search content

Edit

# Pie

- 0 is the most frequently occurring category of Termd with a count of 207 items with State values (66.6 % of the total).

State by Termd

Termd

1

0

6

24

Prev sceneNext sceneScene 3 of 50:00.00:05.0

Talking: Shanawaz A...Search73ENG IN14:2808-05-2023

IBMPostnaanaanaPostMy IINewNewNewDowScreenwwwMirrNew+

us3.ca.analytics.ibm.com/bi/?perspective=story&id=iF15C7CC19DCB4A14A60158A4D82471C1&objRef=iF15C7CC19DCB4A14A60158A4D82471C1&...

IBM Cognos Analytics with Watson\* HR story24Search content

Edit

# Map

- The total number of results for ManagerID, across all SpecialProjectsCount, is 303.

ManagerID for SpecialProjectsCount regions

ManagerID


164181217

2039113141510131222

1719330

(no value)5

79




Prev sceneNext scene

Scene 4 of 5

0:00.00:05.0

Talking: Shanawaz A...

Search



ENG IN14:2908-05-2023

IBMPostnaanaanaPostMy IINewNewNewDowScreenwwwMirrNew+

us3.ca.analytics.ibm.com/bi?perspective=story&id=iF15C7CC19DCB4A14A60158A4D82471C1&objRef=iF15C7CC19DCB4A14A60158A4D82471C1&...

IBM Cognos Analytics with WatsonHR story24Search content

Edit

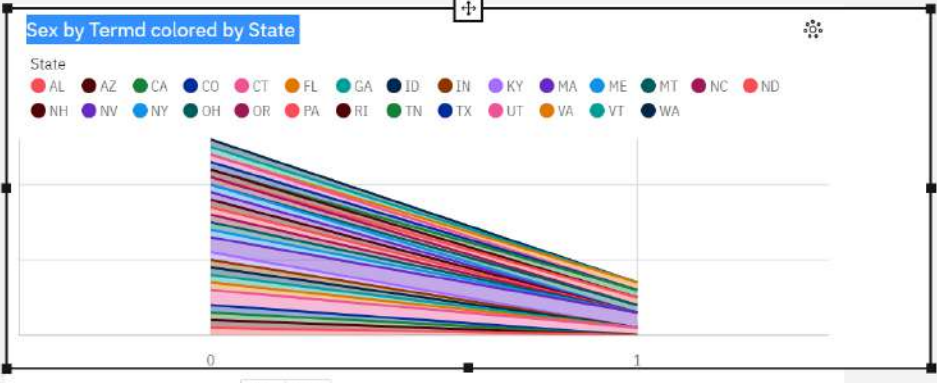
# Area

- 3 PositionID has the highest Sex at 26, out of which AL contributed the most at 1.
- MA has the highest Sex due to 1 PositionID.

Sex by Term colored by State

State

ALAZCACOCTFLGAIIDINKEYMAMEMTNCNDNHNVNYOHOHRIKNTNUTVAVTWA



Prev sceneNext sceneScene 5 of 50:00.00:05.0

Talking: Shanawaz A...Search73ENG IN14:3008-05-2023