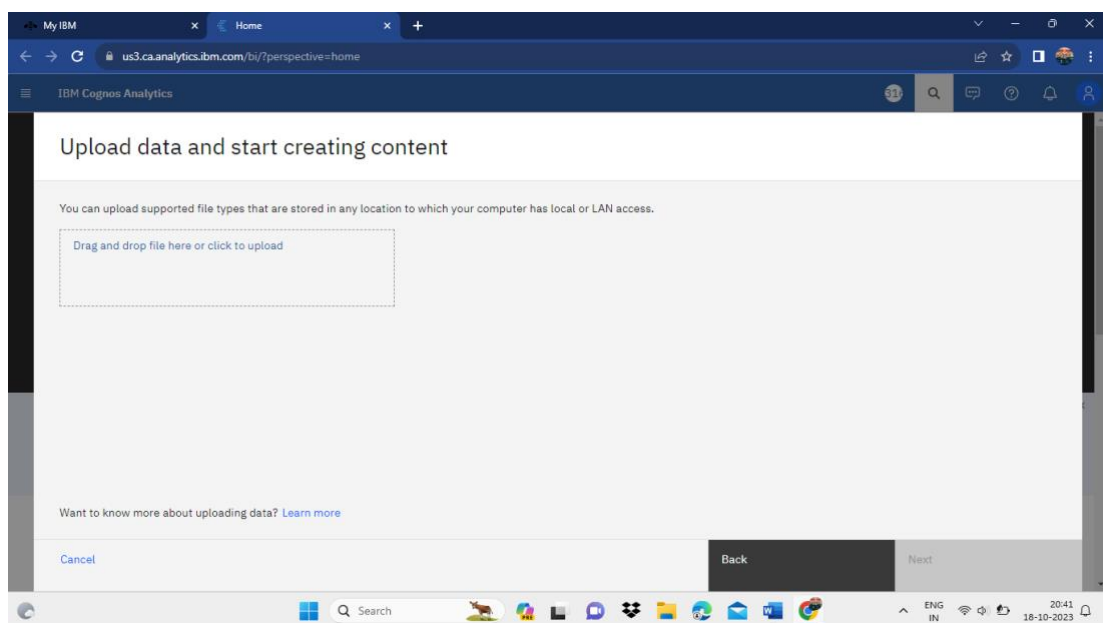
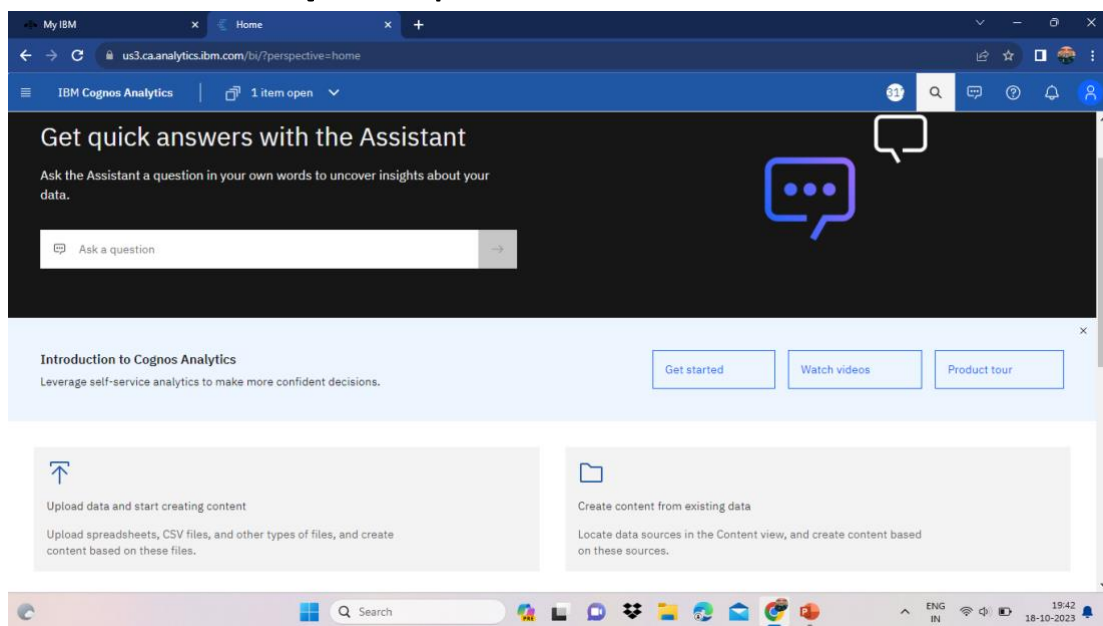


The Cognos HR Scorecard: Measuring Success in Talent Management

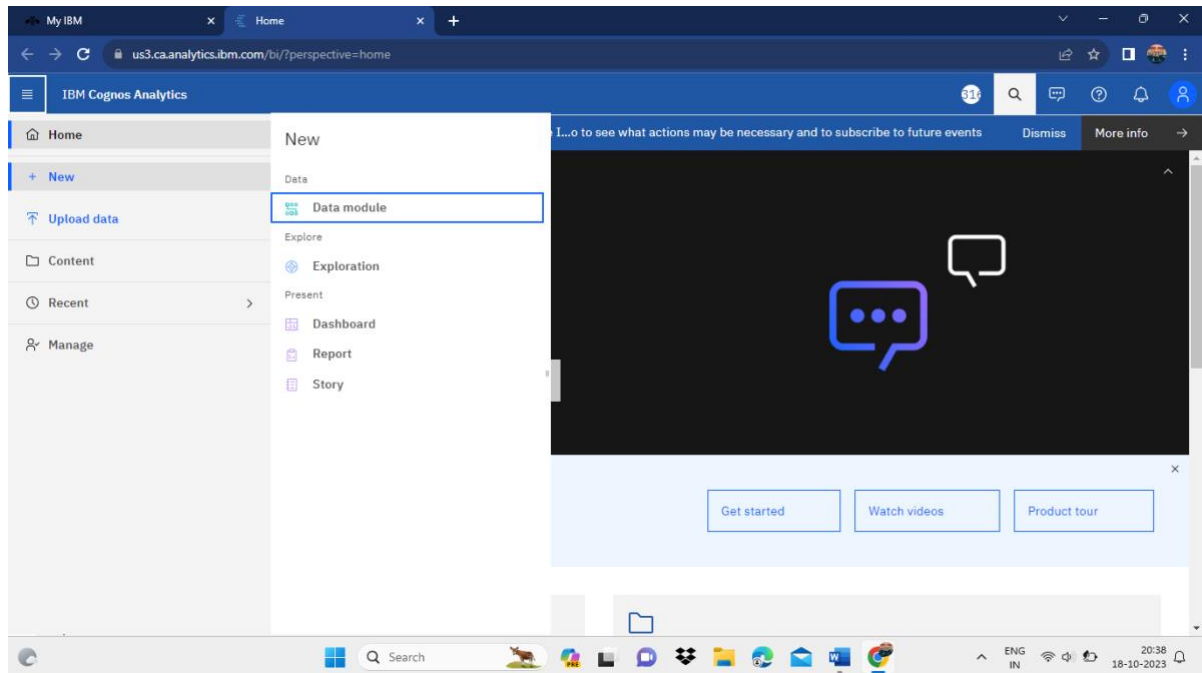
NAME: DHAWAZIRI U N

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

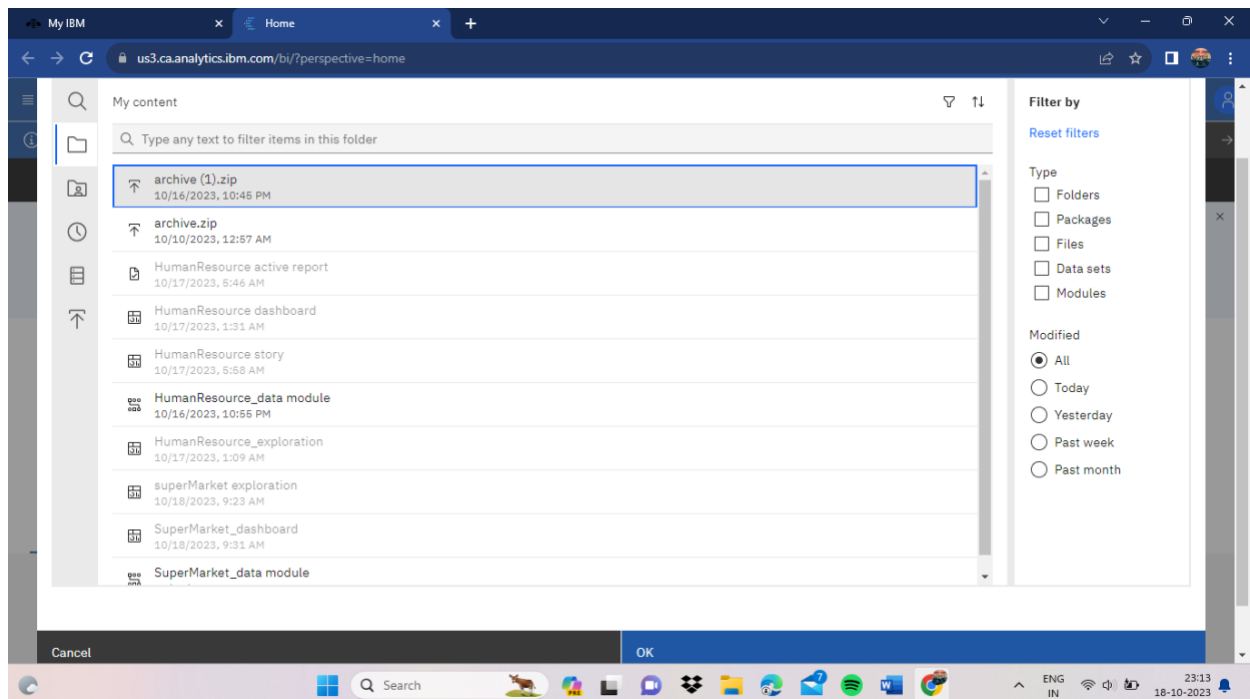
Step 1: Upload the CSV File



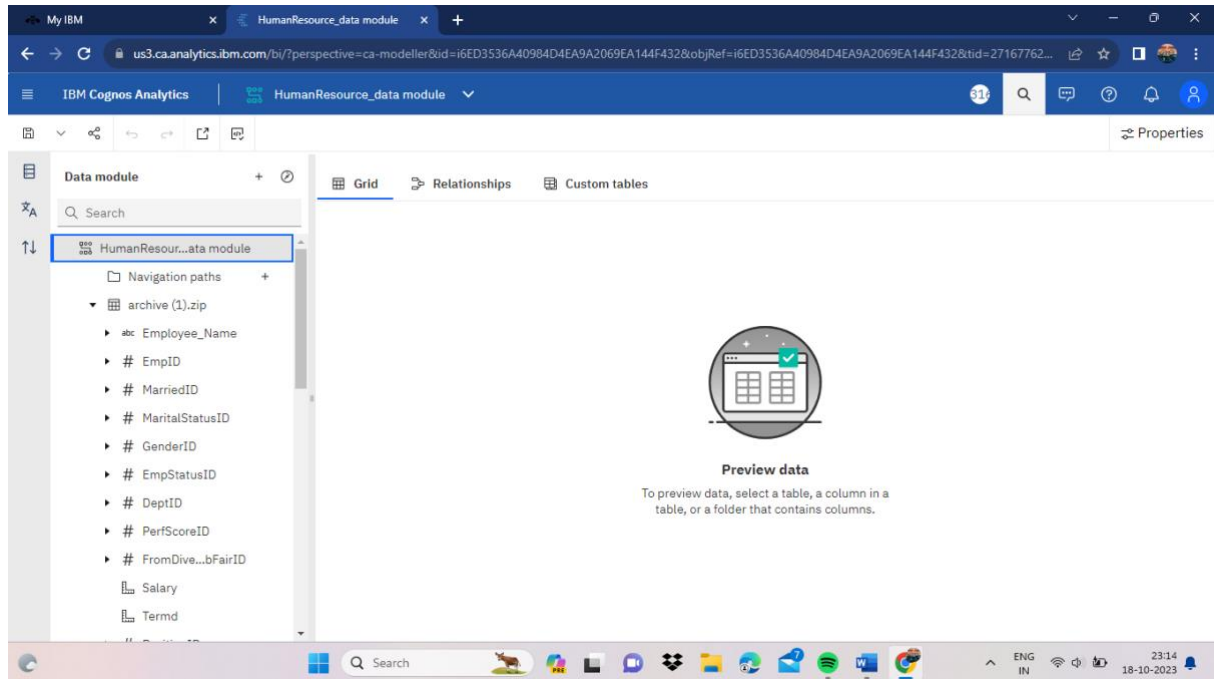
Step 2: Create Data Module.



Step 3: Select the CSV file.



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

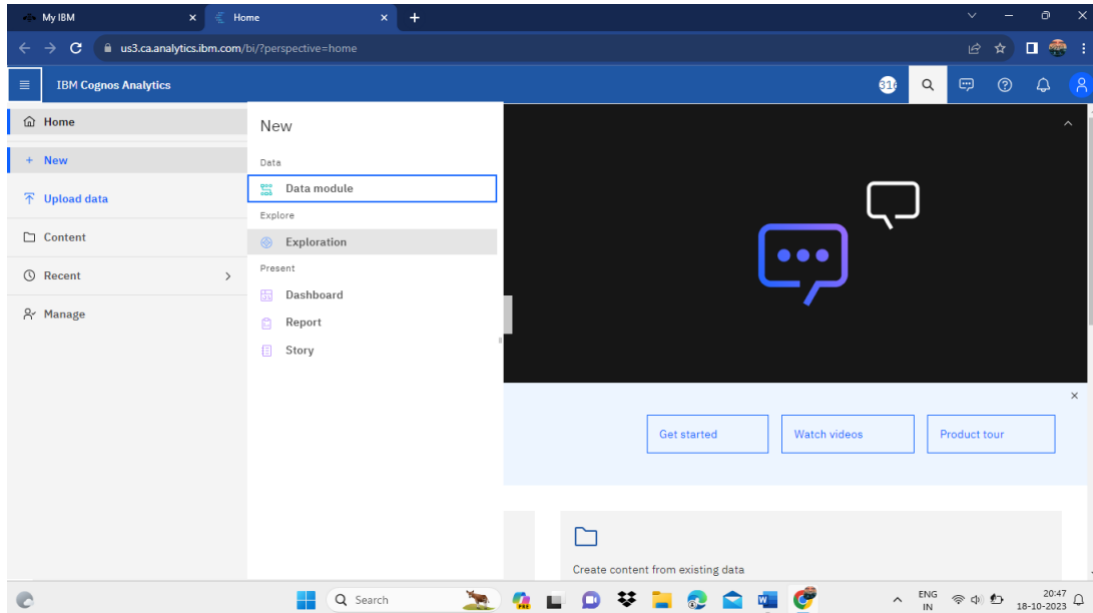


The screenshot shows the IBM Cognos Analytics interface with the 'HumanResource_data module' selected. The main area displays a table of employee data. The table has the following columns: Employee_Name, EmpID, MarriedID, MaritalStatusID, GenderID, and EmpStatusID. The data is as follows:

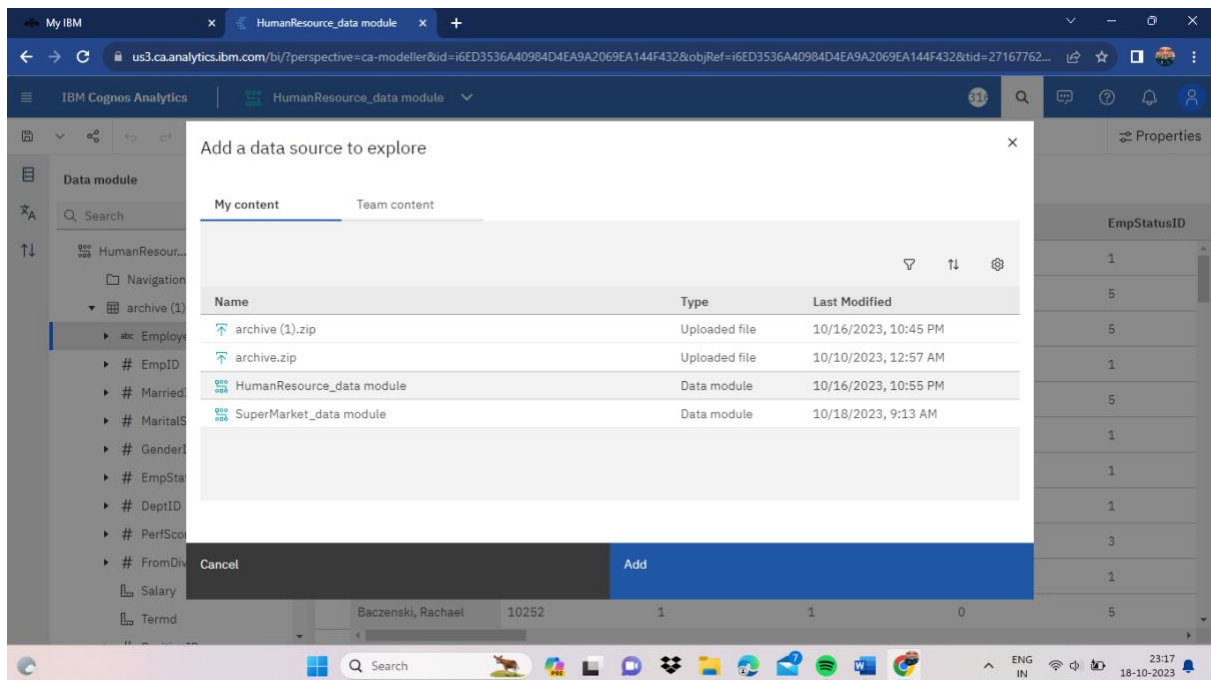
Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID
Adinolfi, Wilson K	10026	0	0	1	1
Ait Sidi, Karthikeyan	10084	1	1	1	5
Akinkuolie, Sarah	10196	1	1	0	5
Alagbe, Trina	10088	1	1	0	1
Anderson, Carol	10069	0	2	0	5
Anderson, Linda	10002	0	0	0	1
Andreola, Colby	10194	0	0	0	1
Athwal, Sam	10062	0	4	1	1
Bachiochi, Linda	10114	0	0	0	3
Bacong, Alejandro	10250	0	2	1	1
Baczinski, Rachael	10252	1	1	0	5

Task 2: Select the dataset to explore

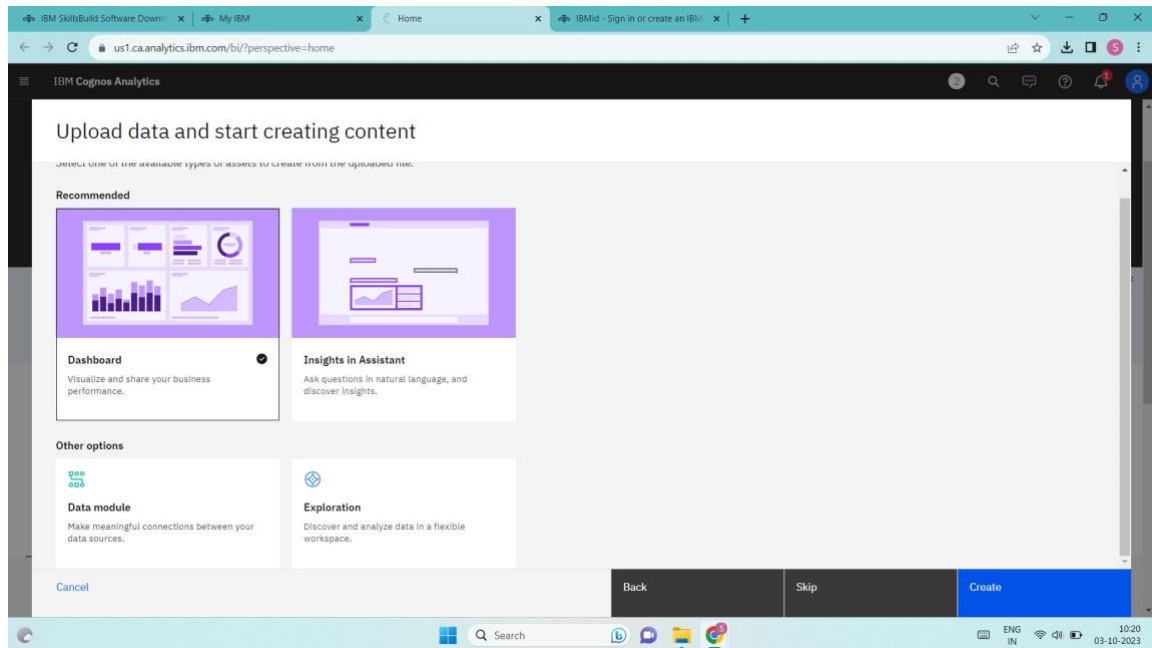
Step 1: Select the exploration



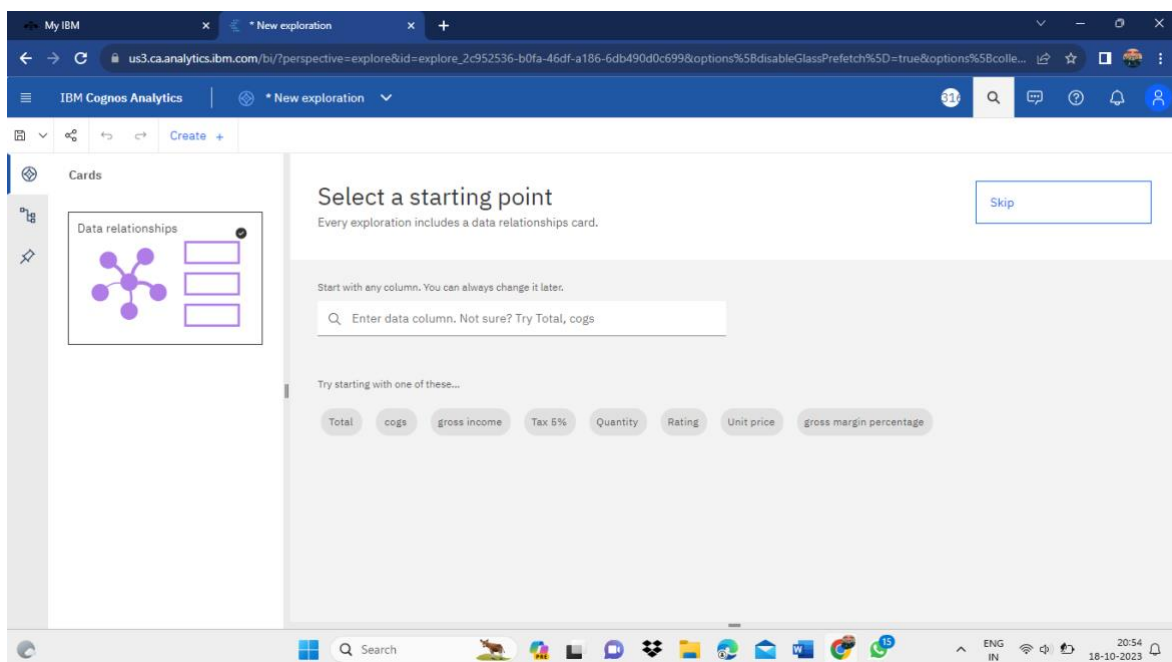
Step 2: Select dataset to explore



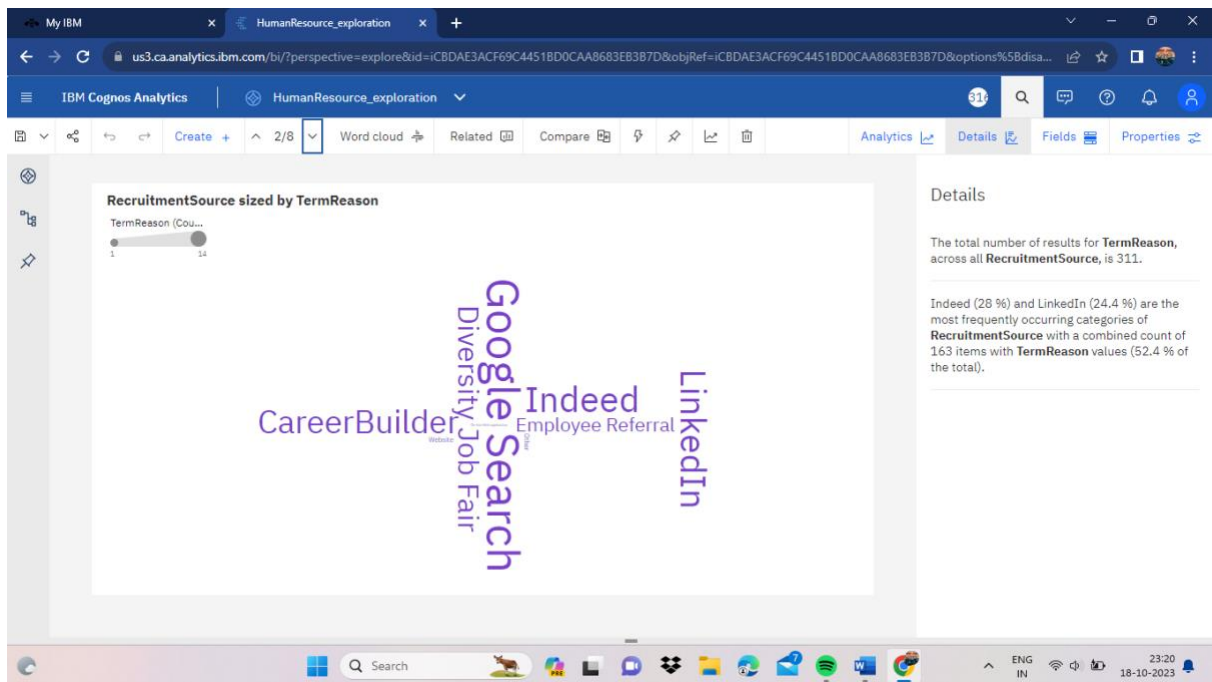
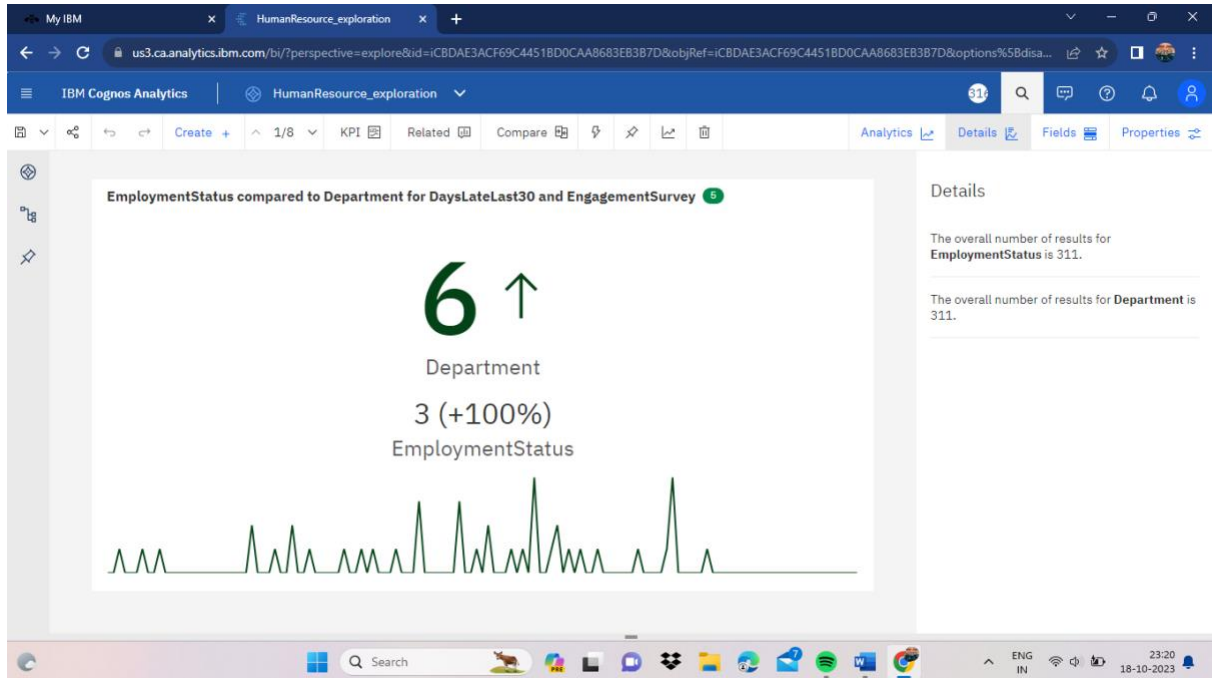
Step 3: Explore the dataset

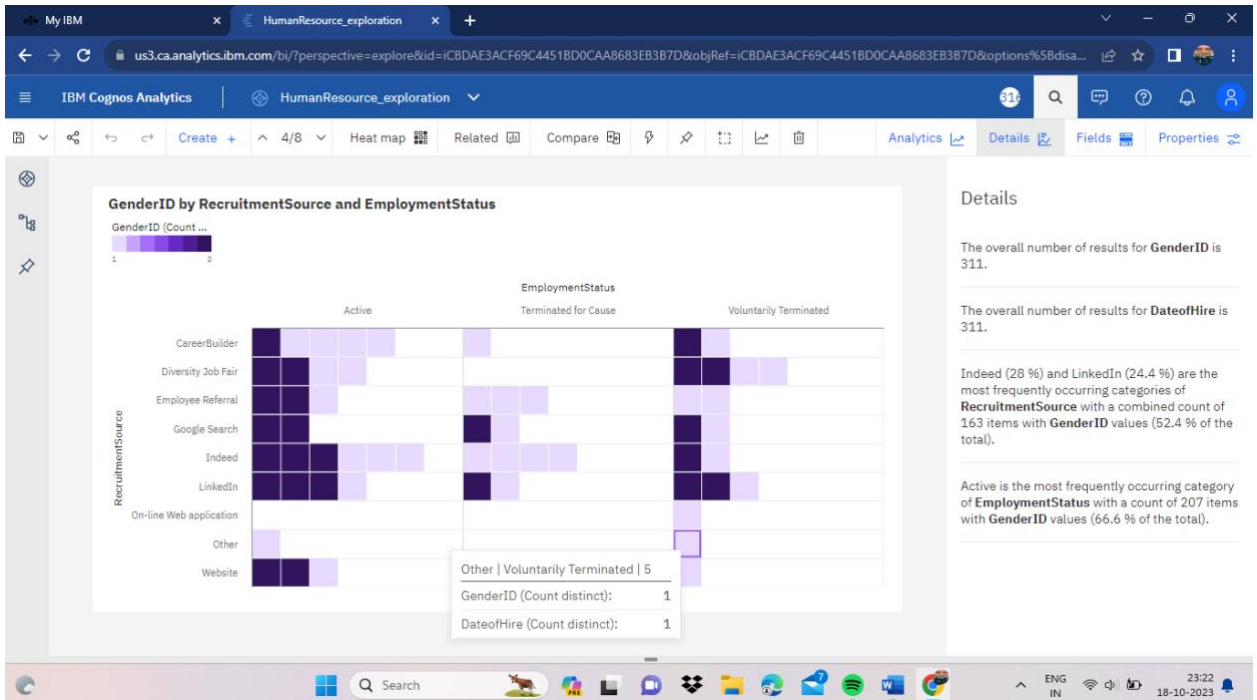
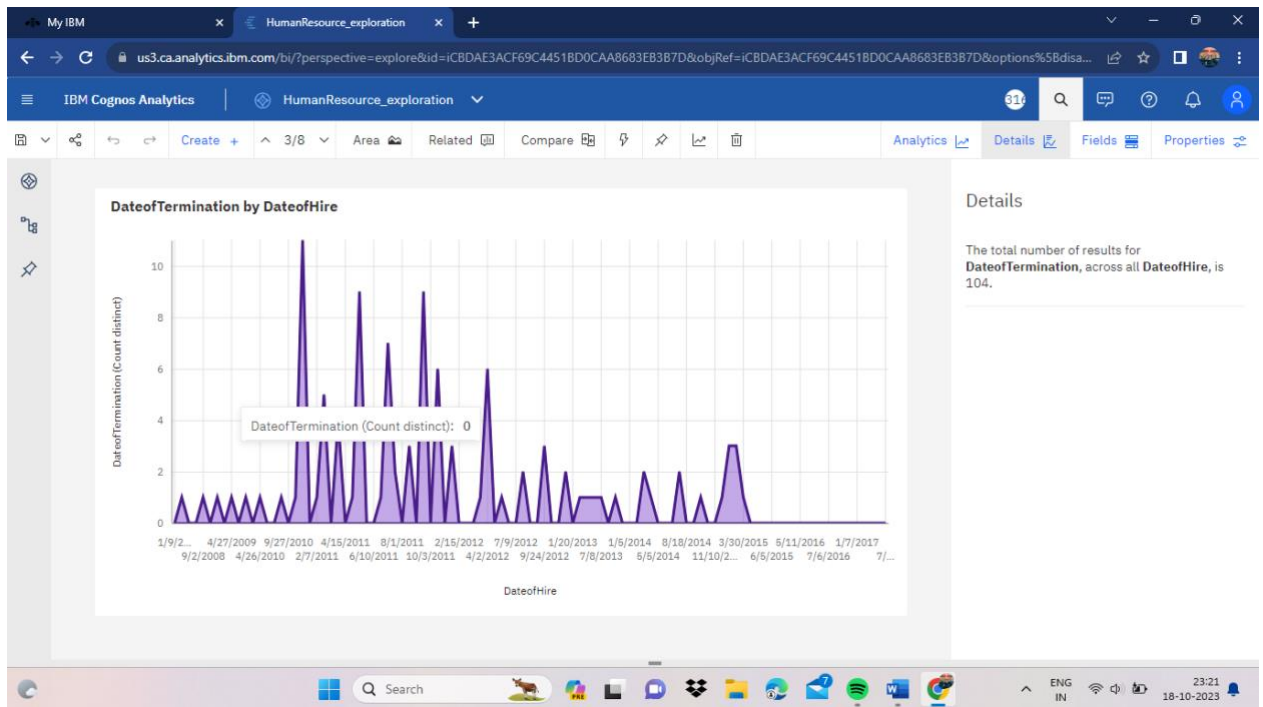


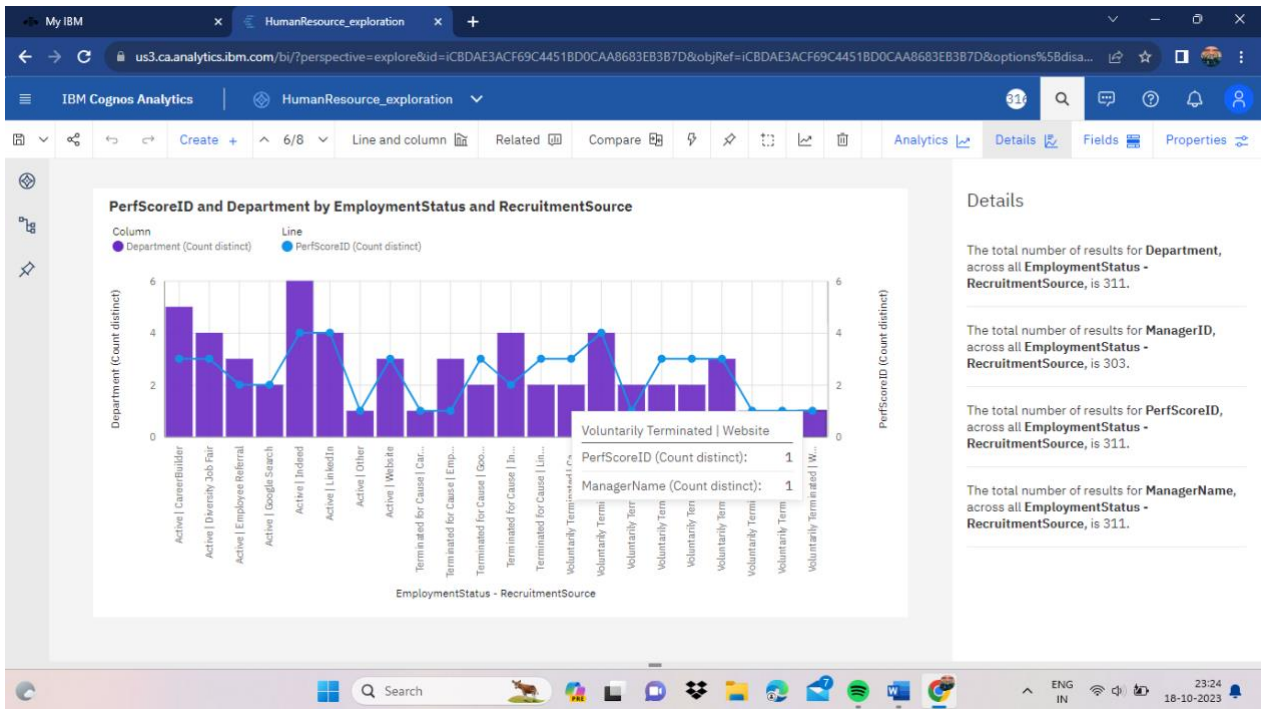
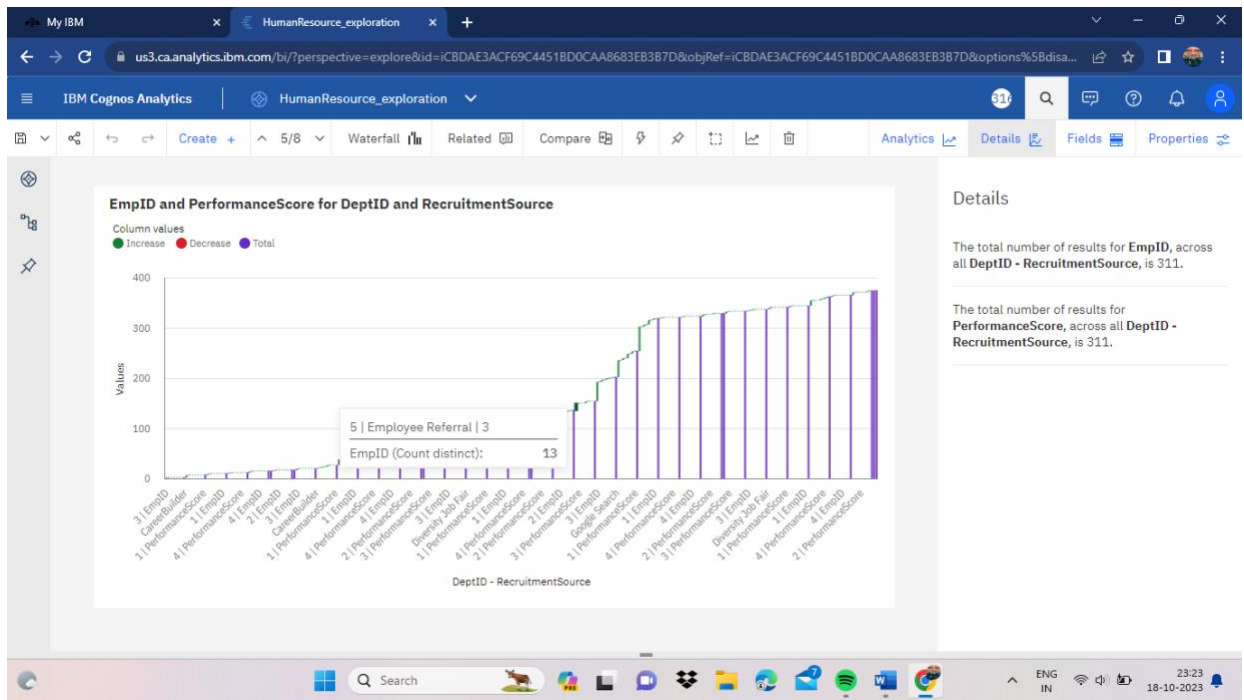
Task 3: Visualize the Data Set and Dashboard

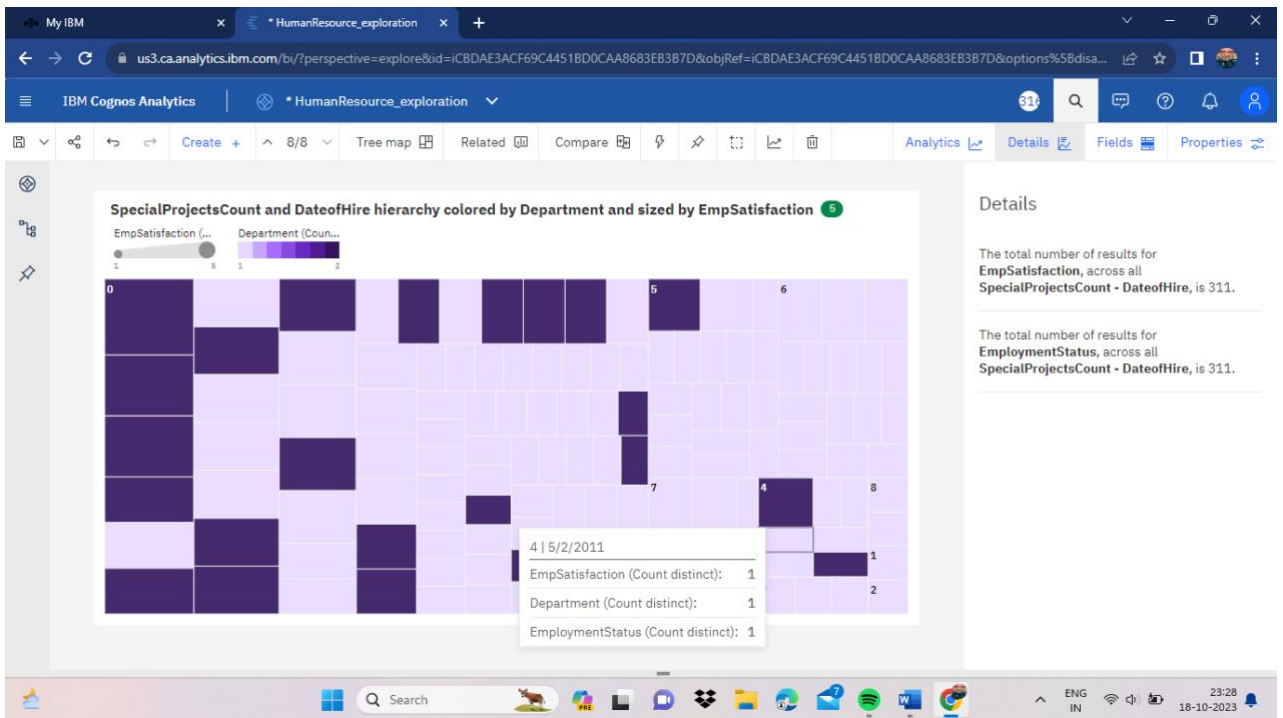
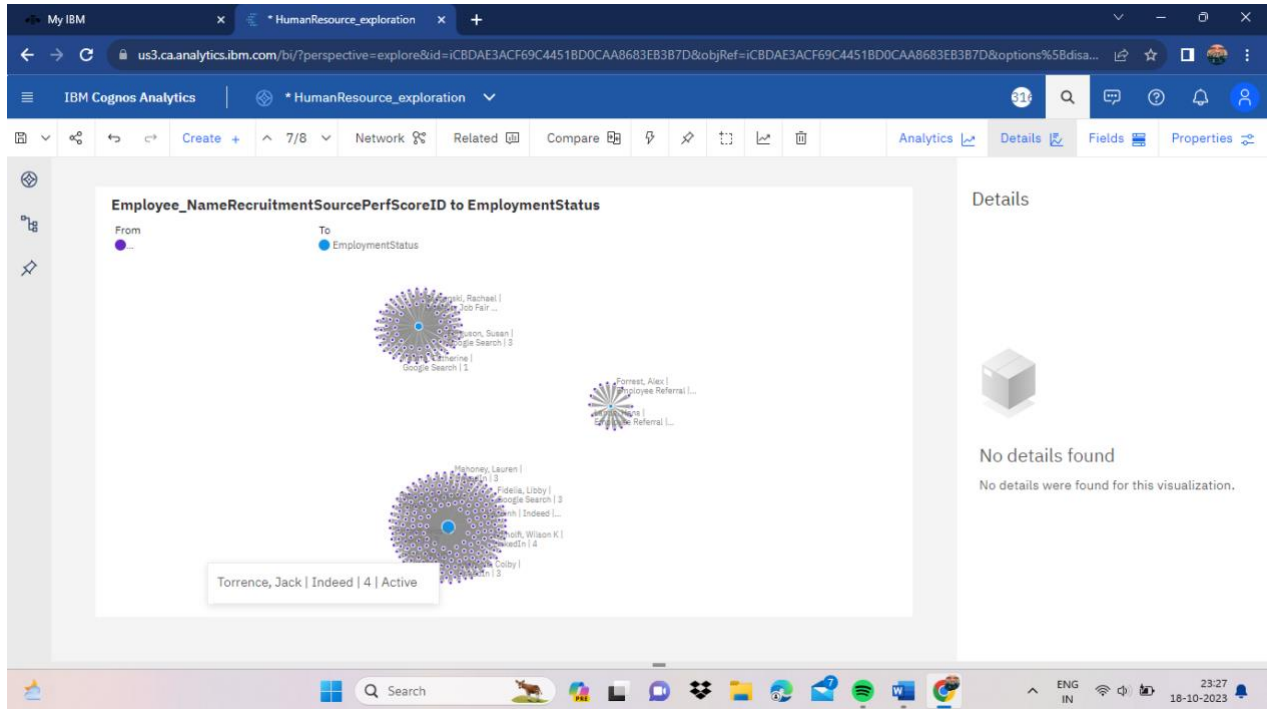


Step 1: Create Visualization charts and save it.

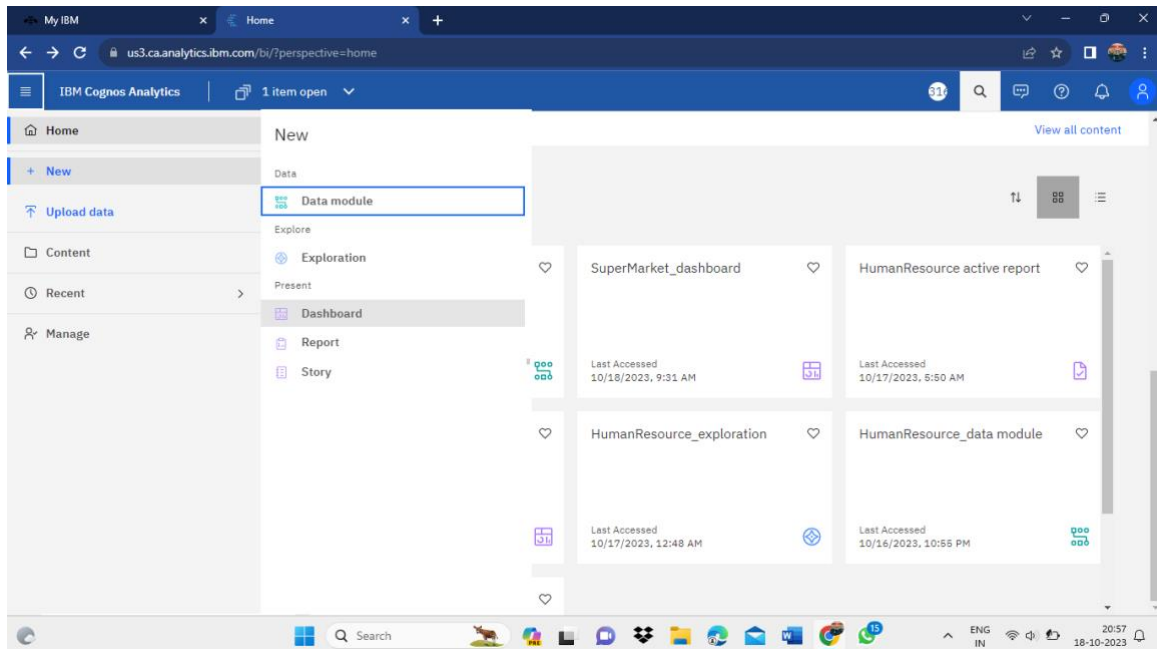




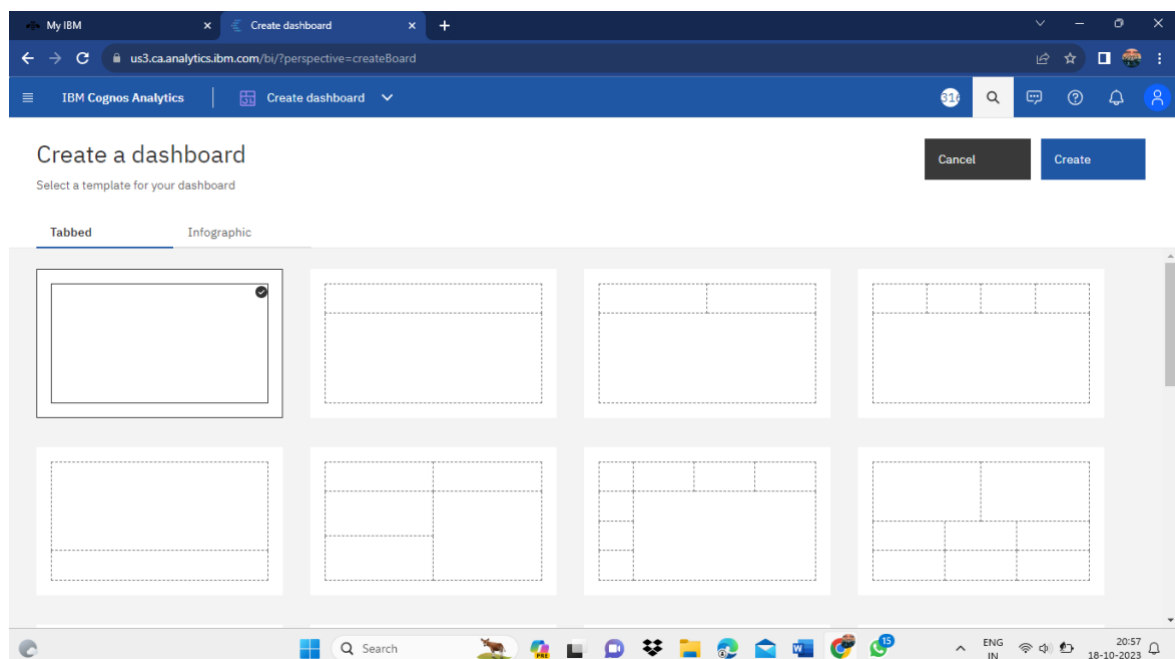




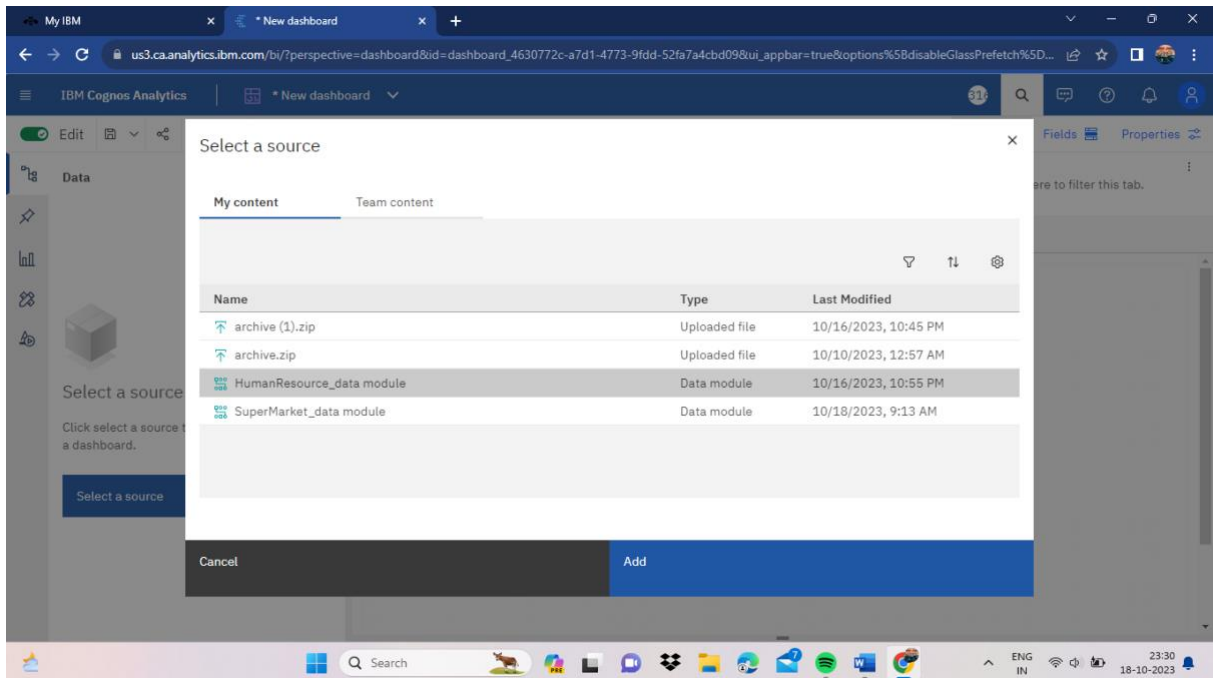
Step 2: Create the Dashboard



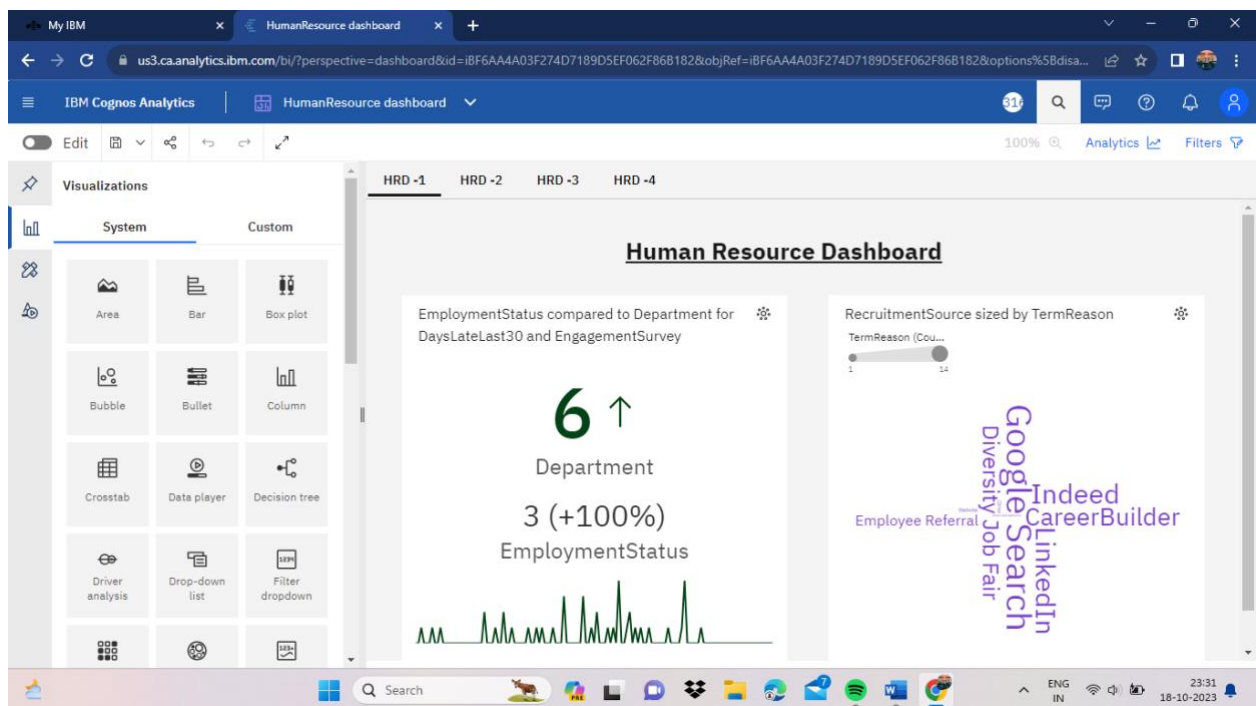
Step 3: Create Template for the Dashboard

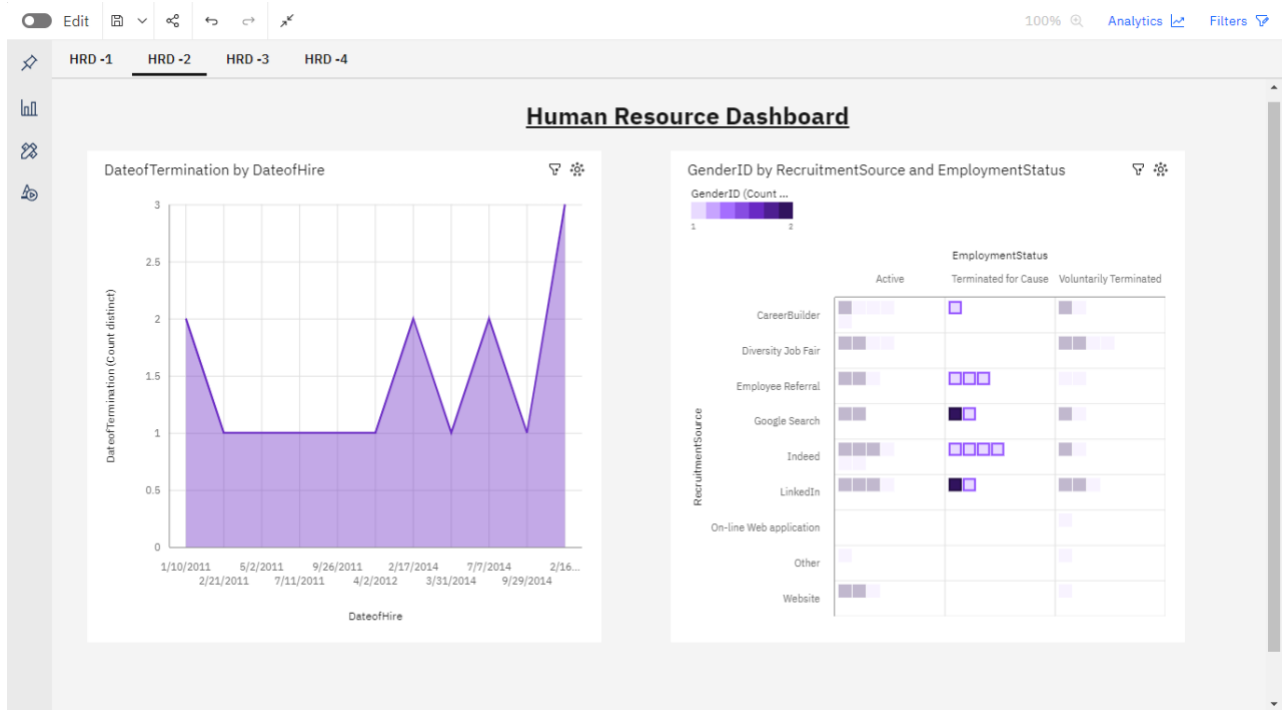
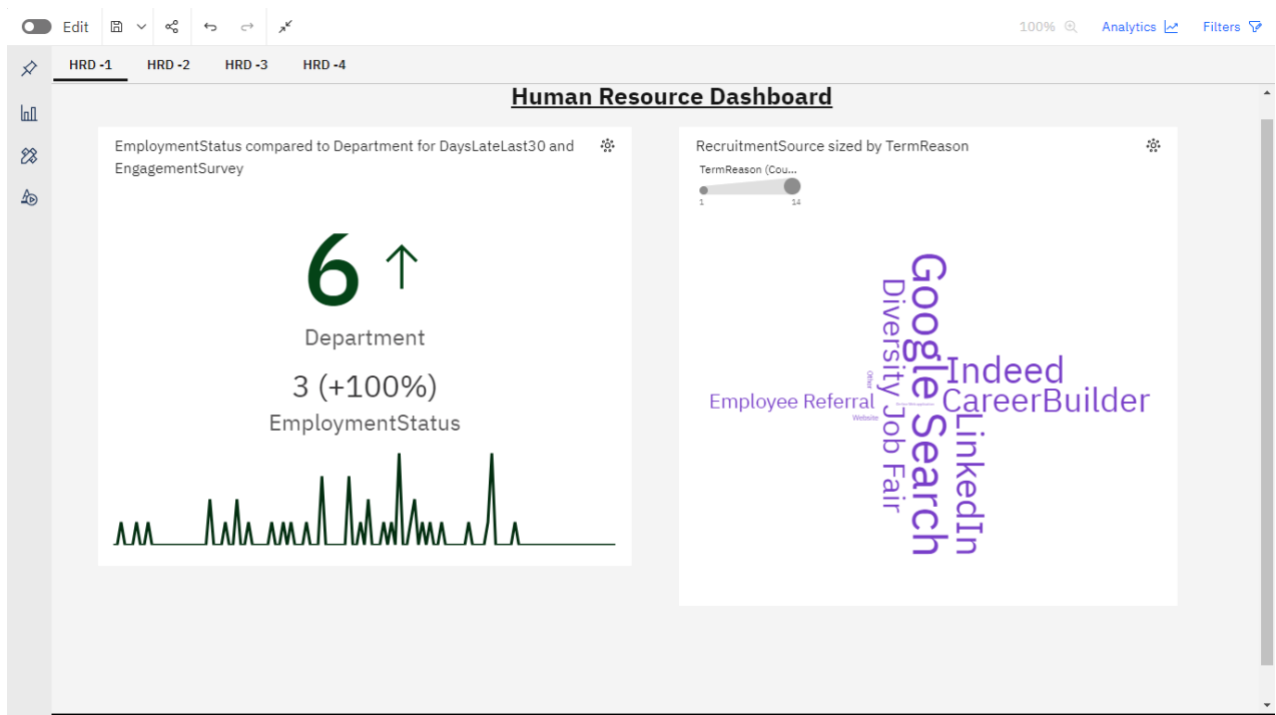


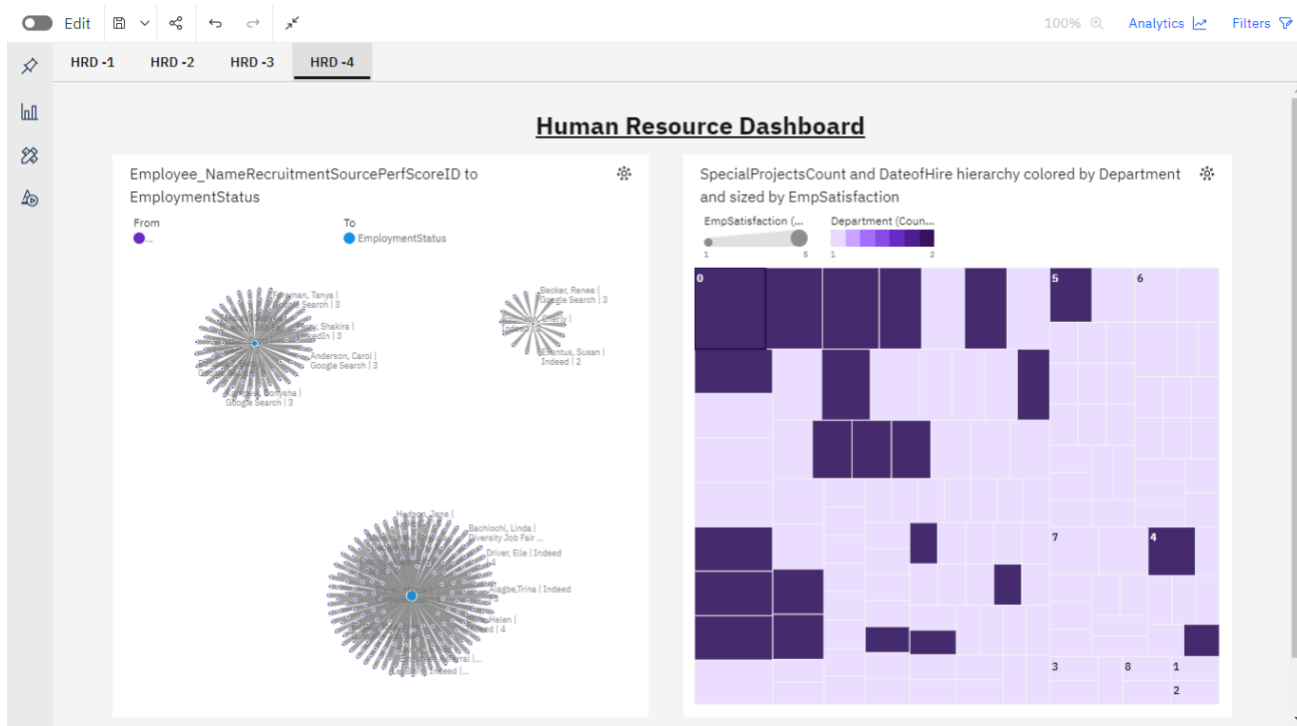
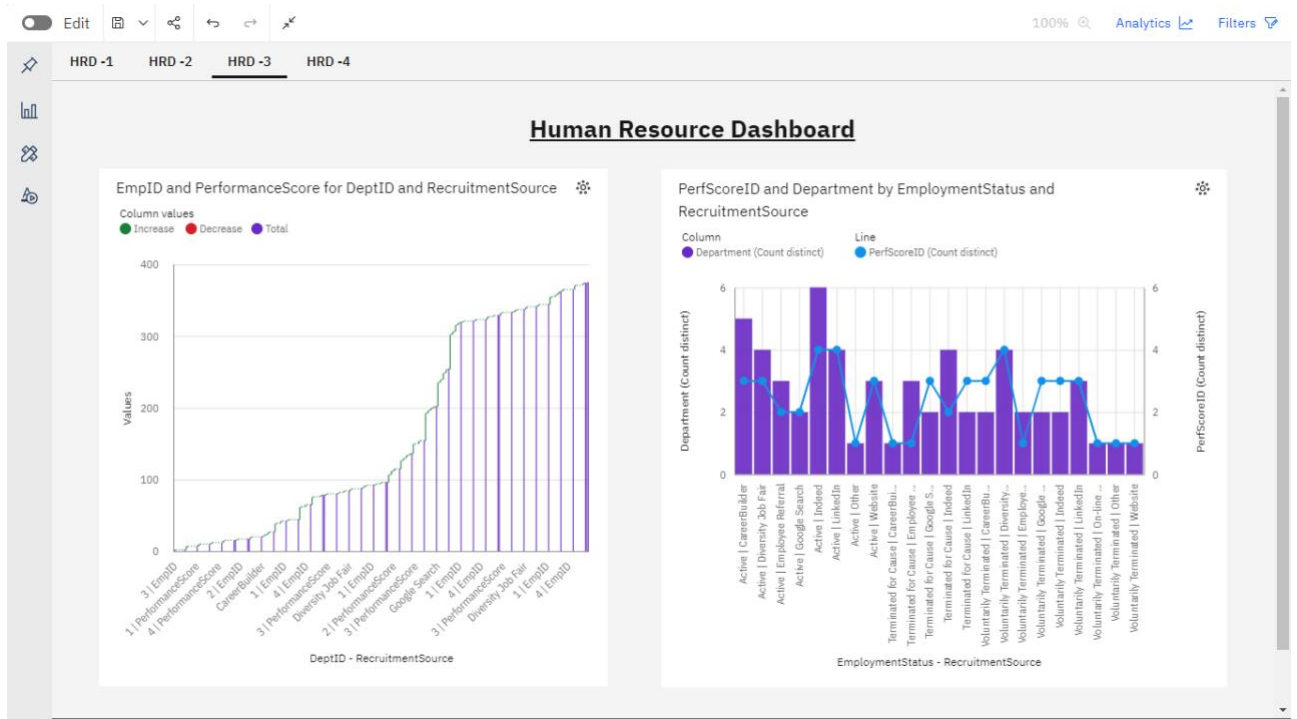
Step 4: Select the source file



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

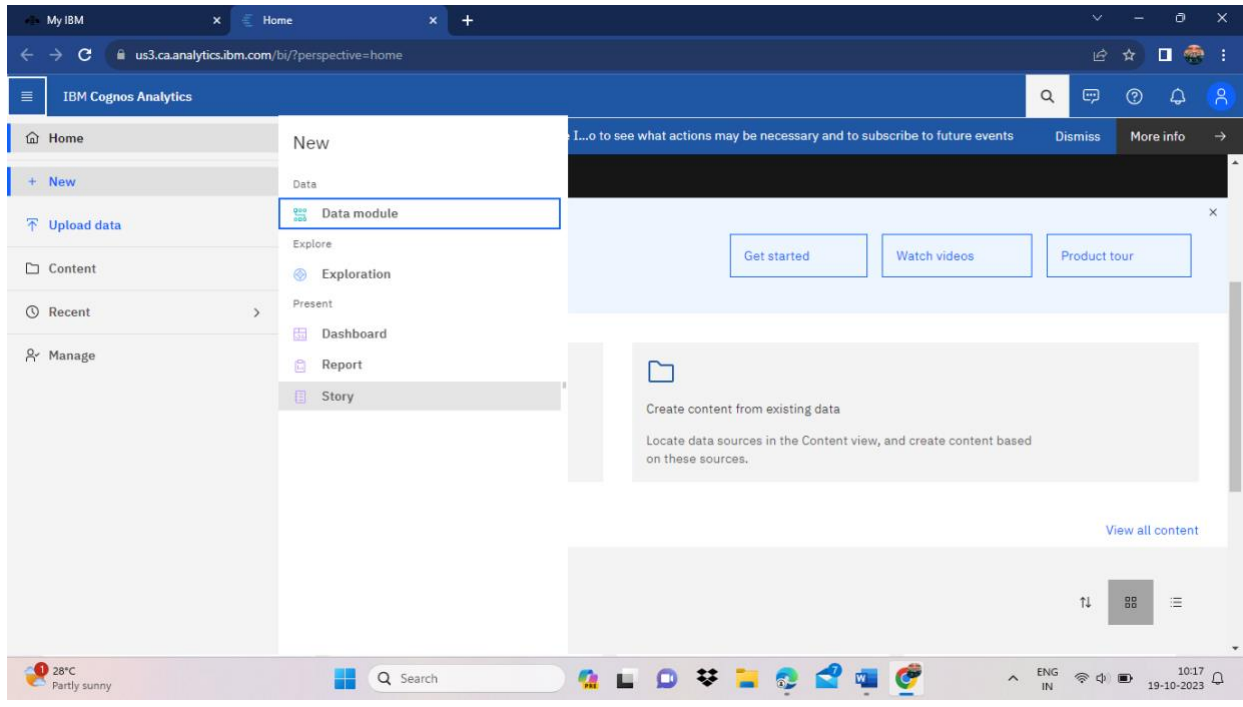




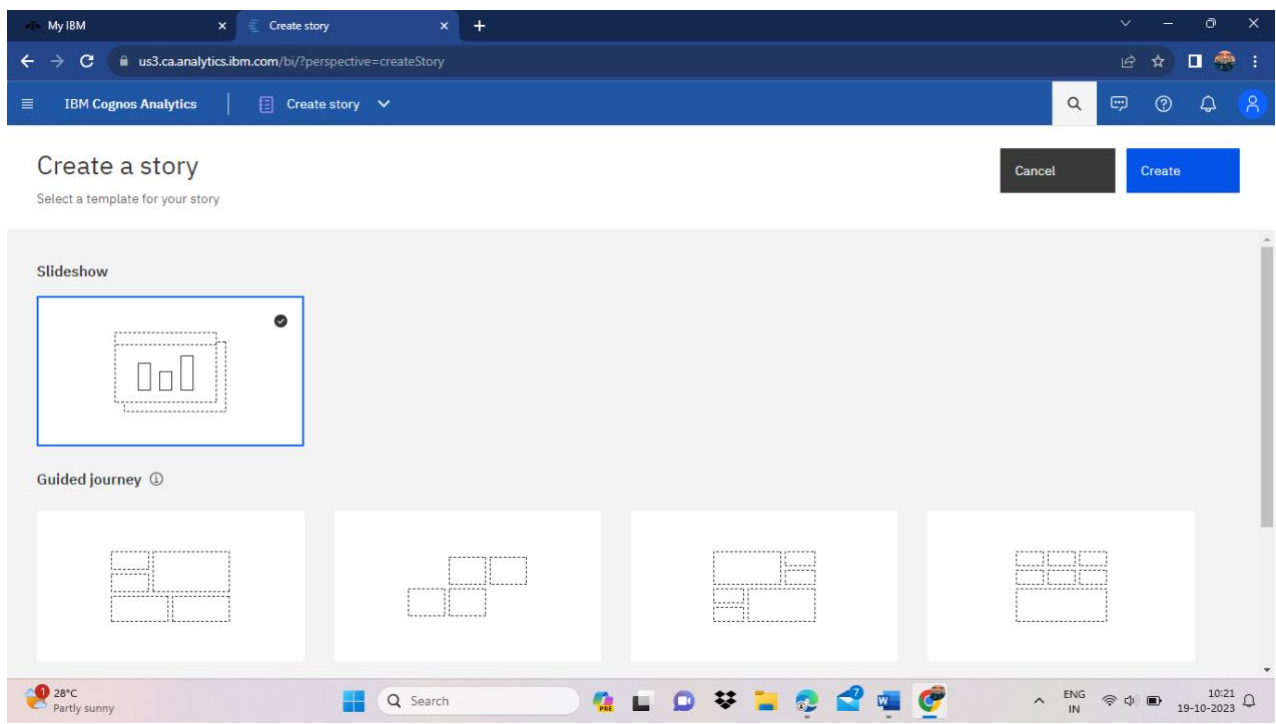


Task 4: Create story for the Dataset

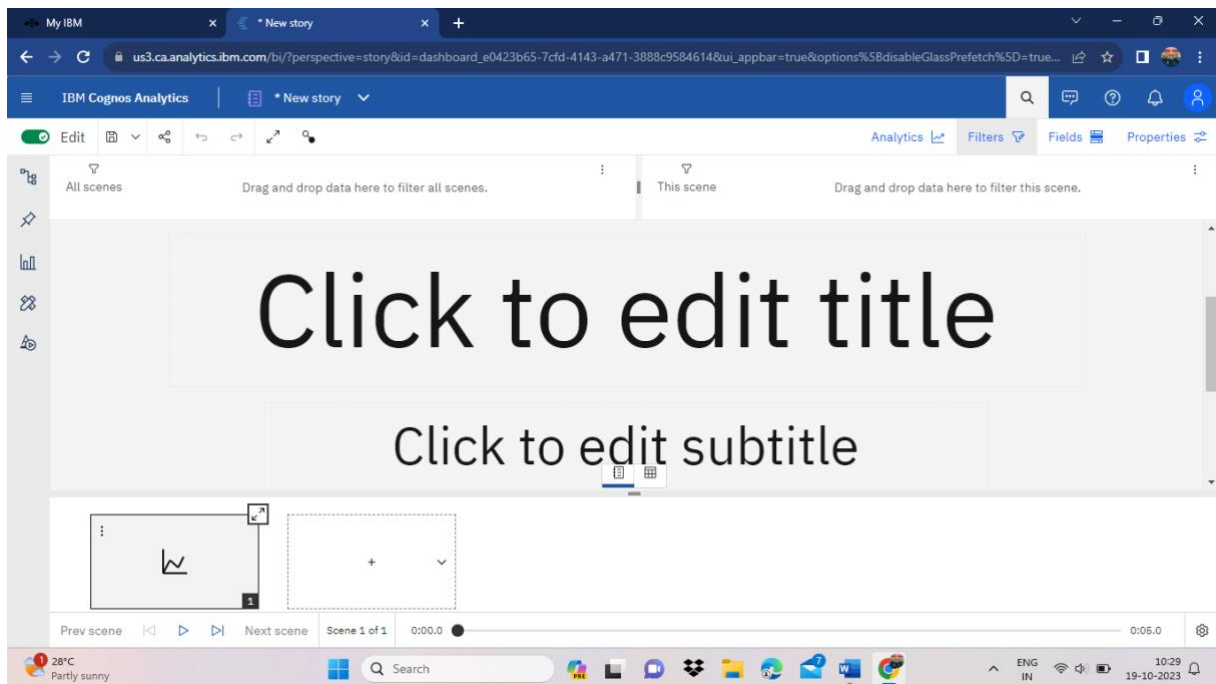
Step 1: Select the Story to create



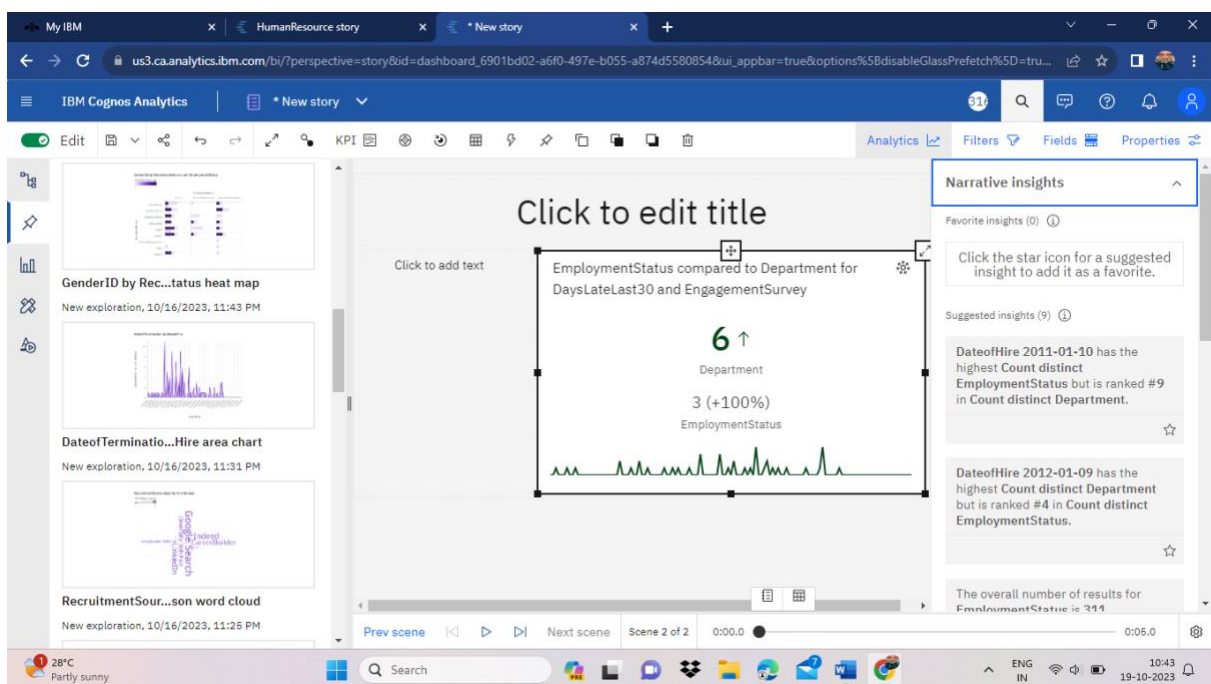
Step 2: Select the Template for story

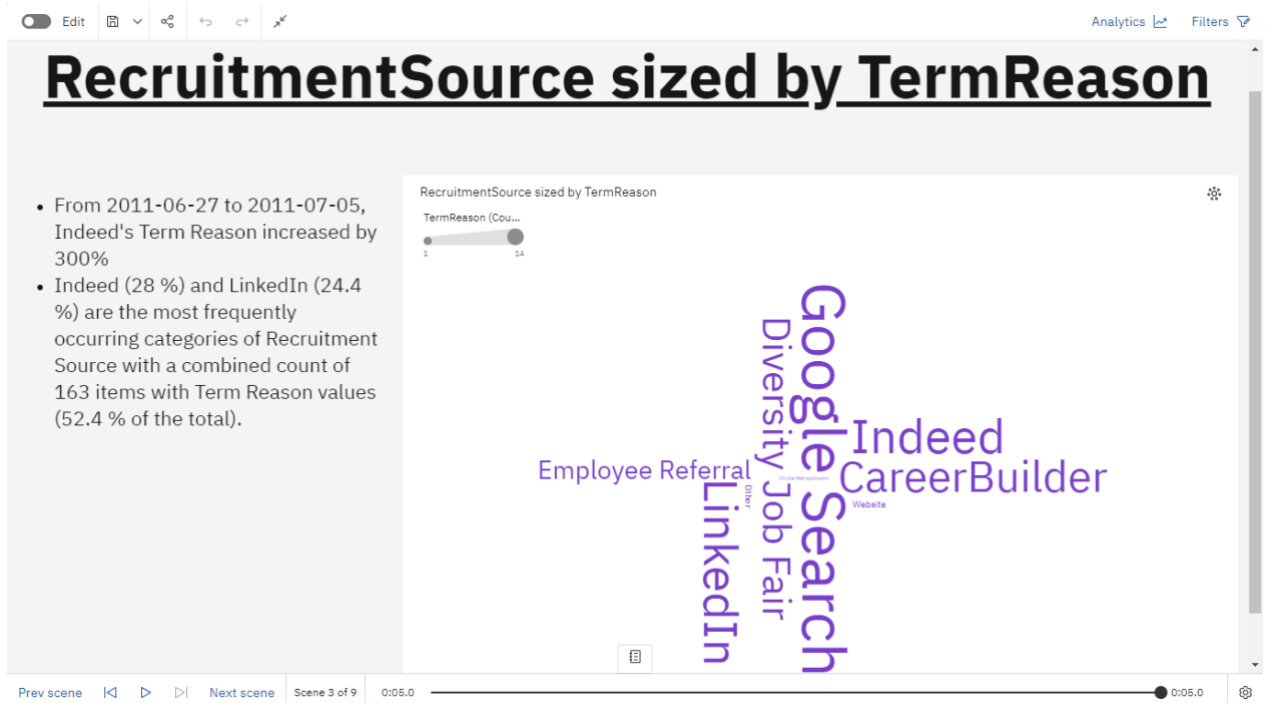
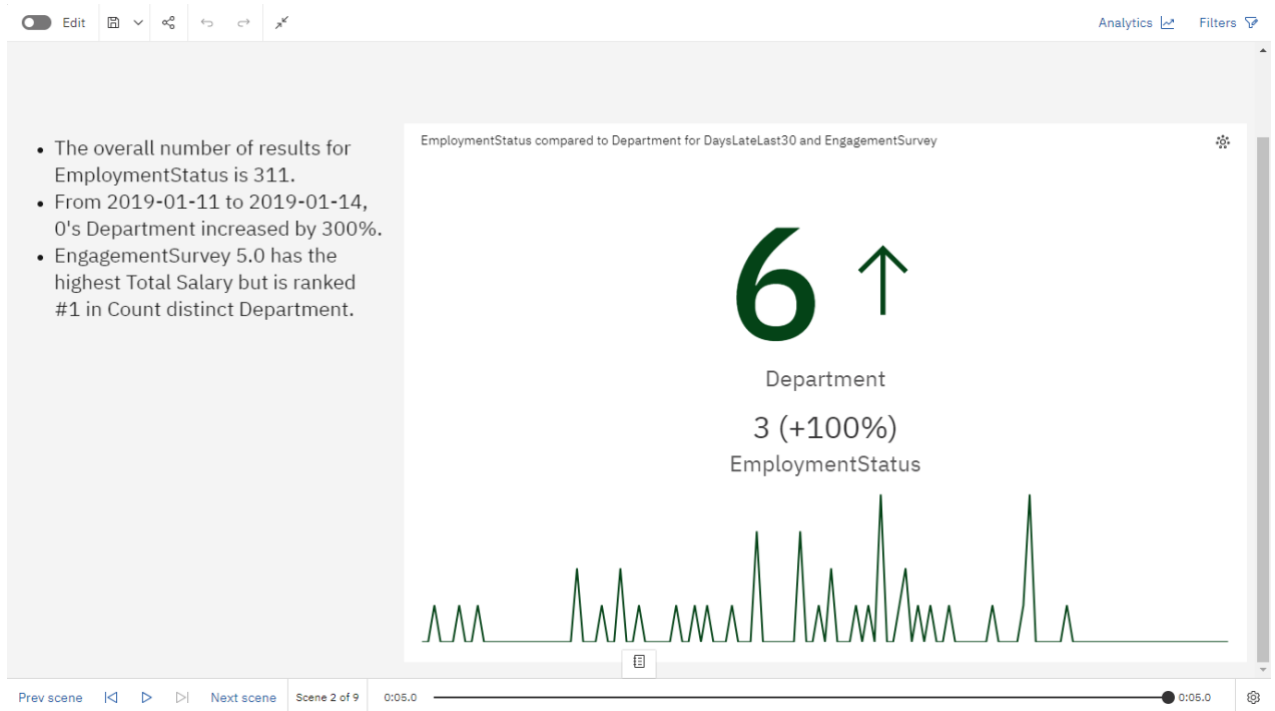


Step 3: Create the Story by using the Visualisation charts



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

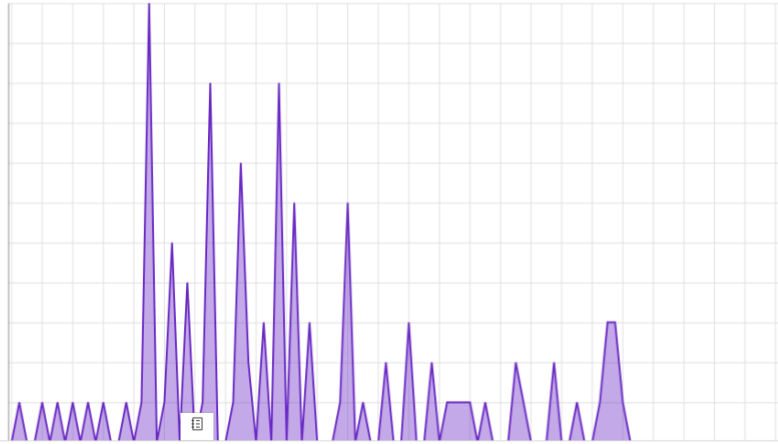




Date of Termination by Date of Hire

- The total number of results for Date of Termination, across all Date of Hire, is 104.
- Count of Termination is high who were hired on 9/27/2010 which crosses more than count of 10.

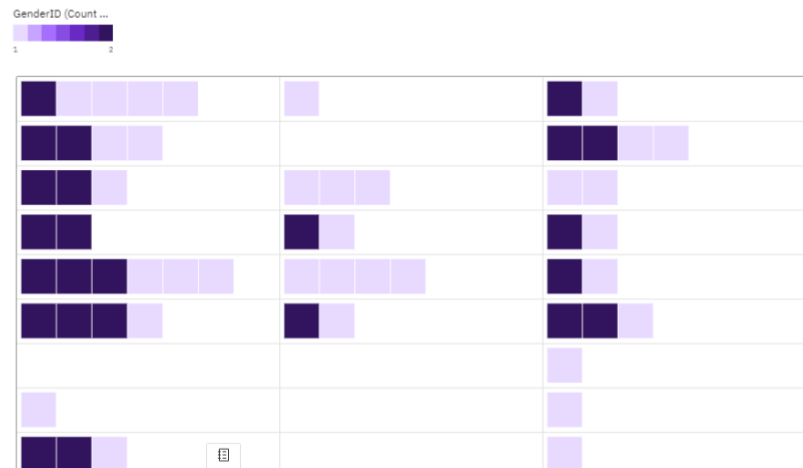
DateofTermination by DateofHire



GenderID by RecruitmentSource and EmploymentStatus

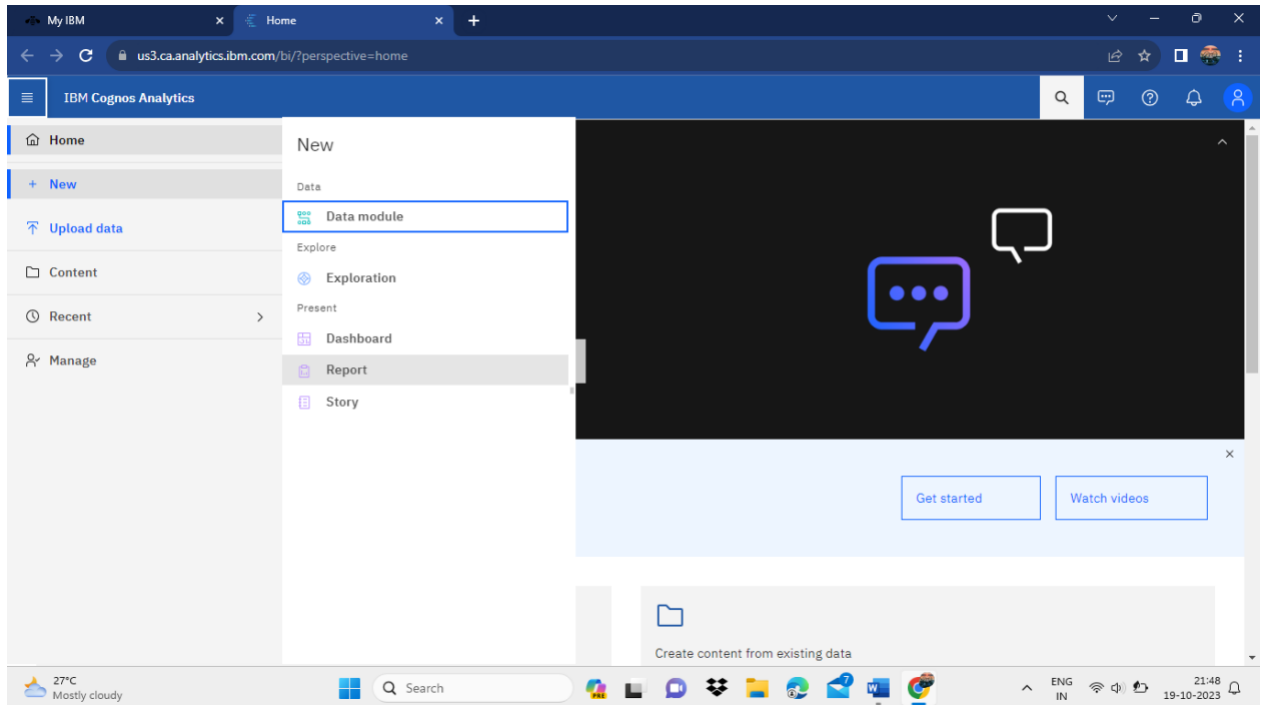
- Indeed (28 %) and LinkedIn (24.4 %) are the most frequently occurring categories of Recruitment Source with a combined count of 163 items with Gender ID values (52.4 % of the total)
- The overall number of results for Date of Hire is 311

GenderID by RecruitmentSource and EmploymentStatus

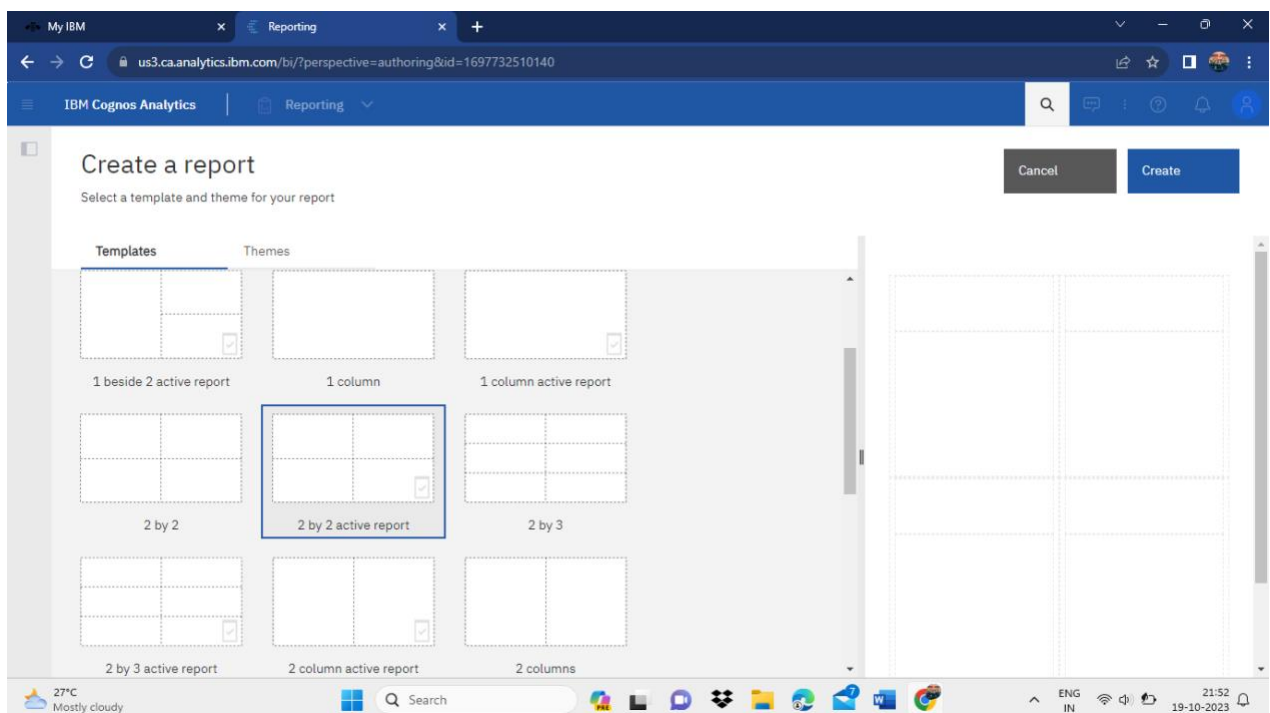


Task 4: Create Report for the Dataset

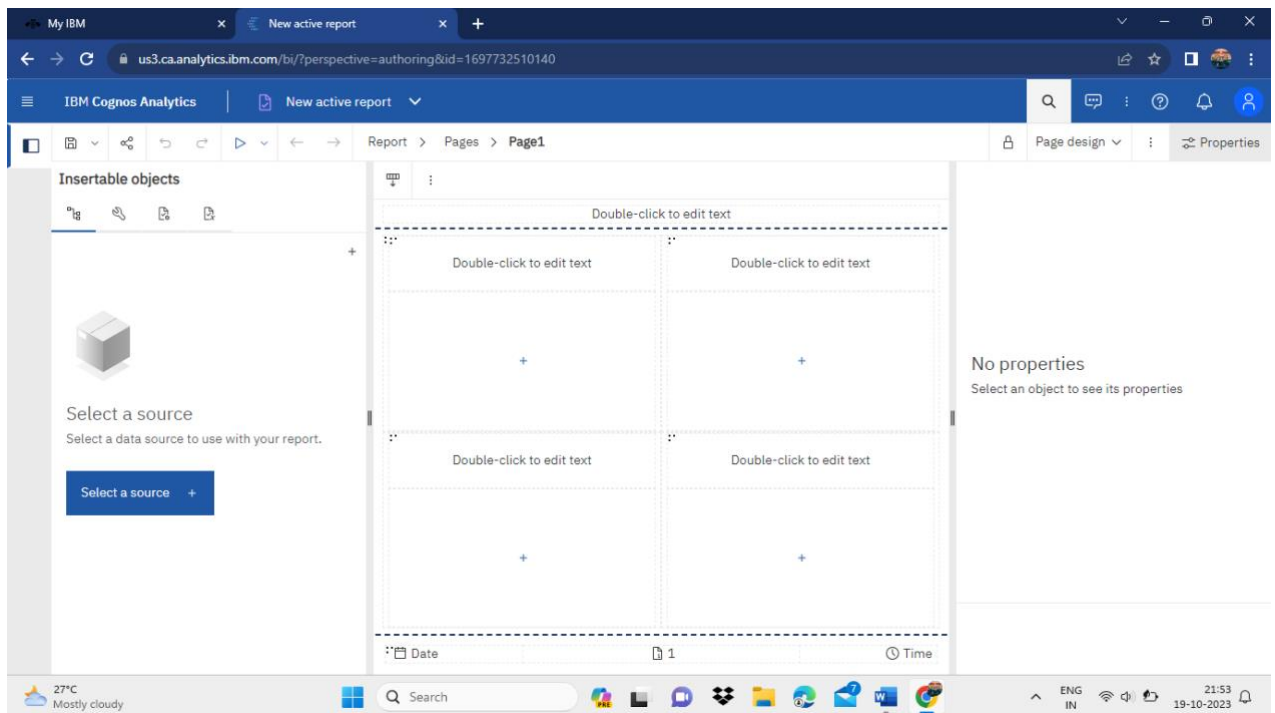
Step 1: Select the Report to create



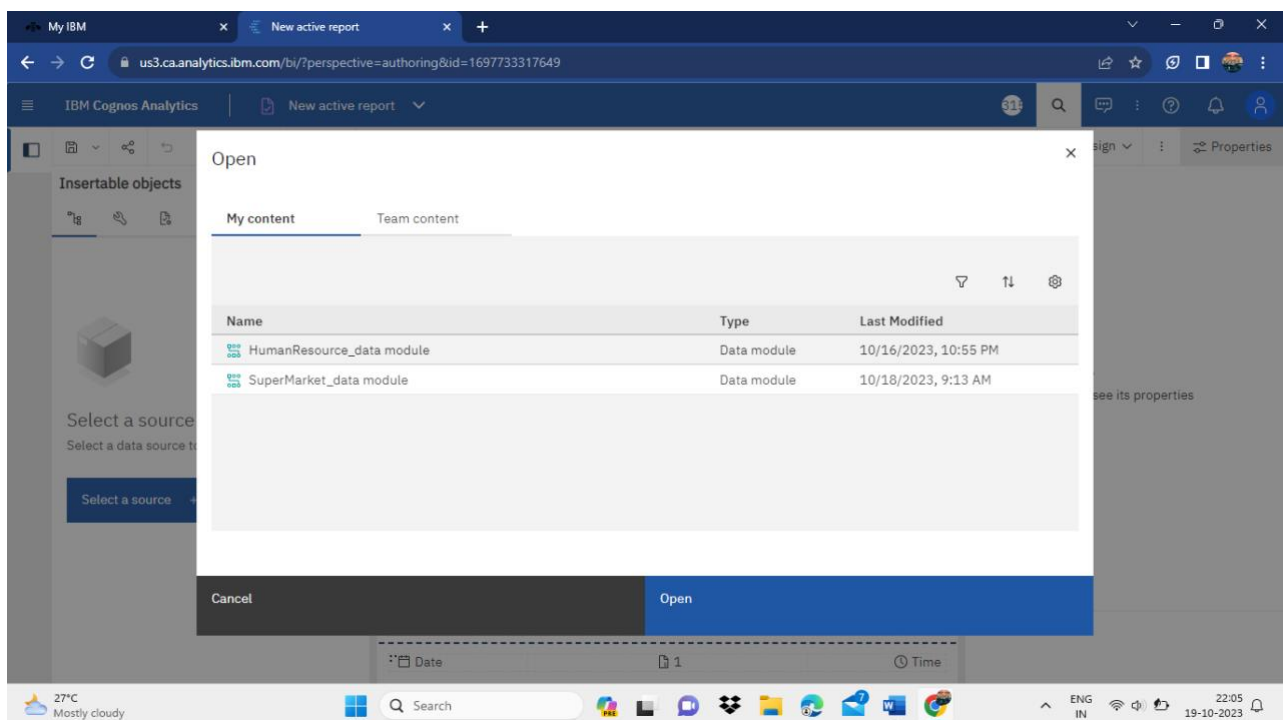
Step 2: Select the template for the report

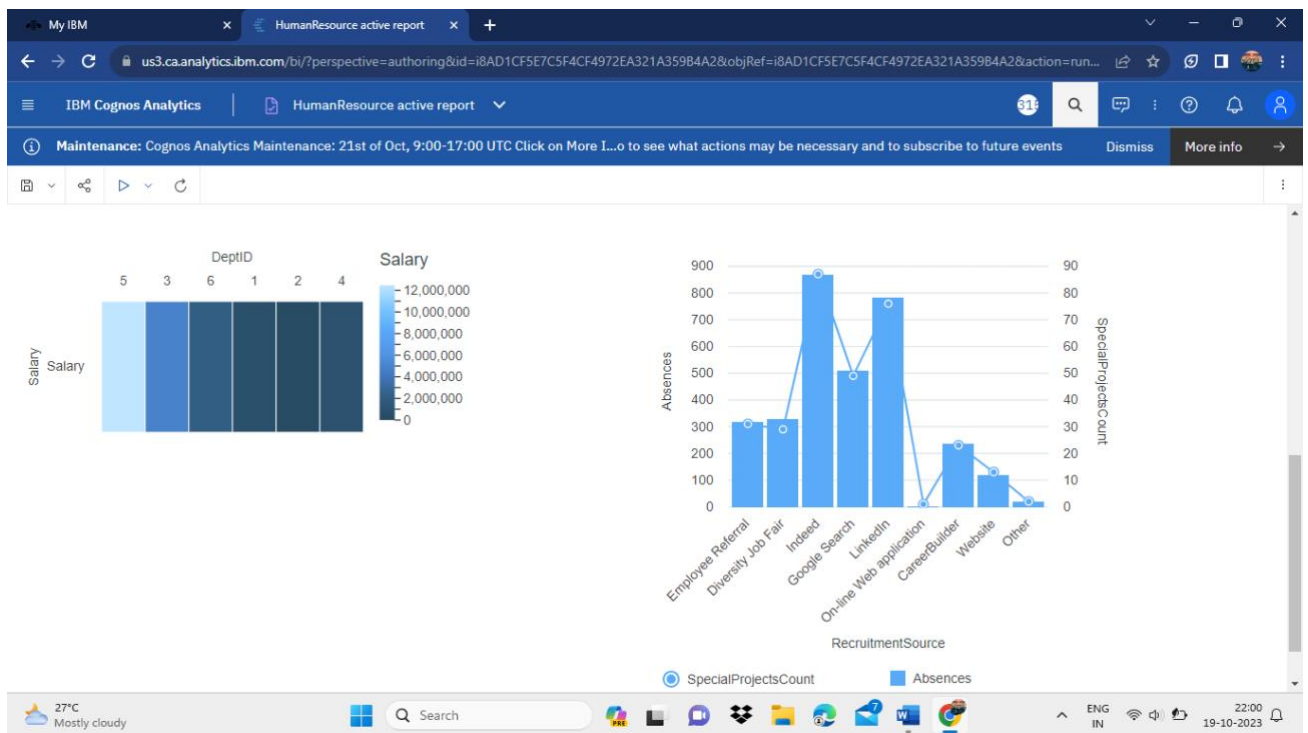
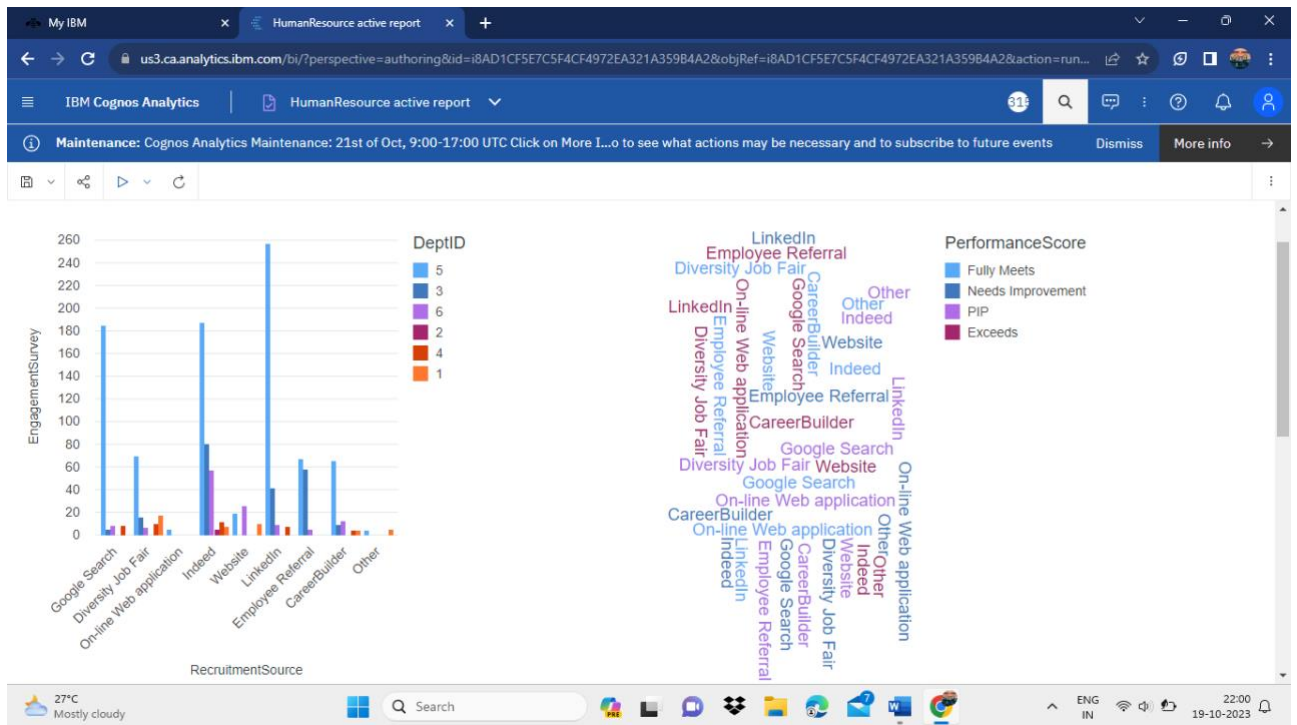


Step 3: Create the Report by using the Visualisation charts



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