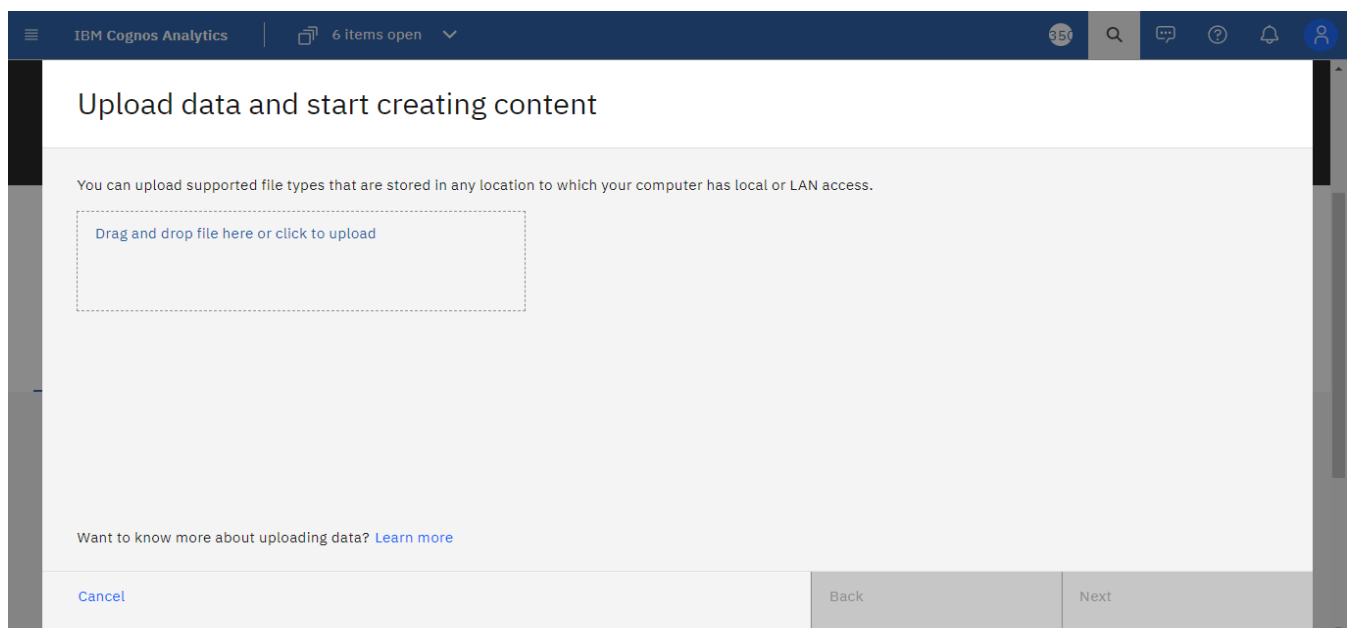
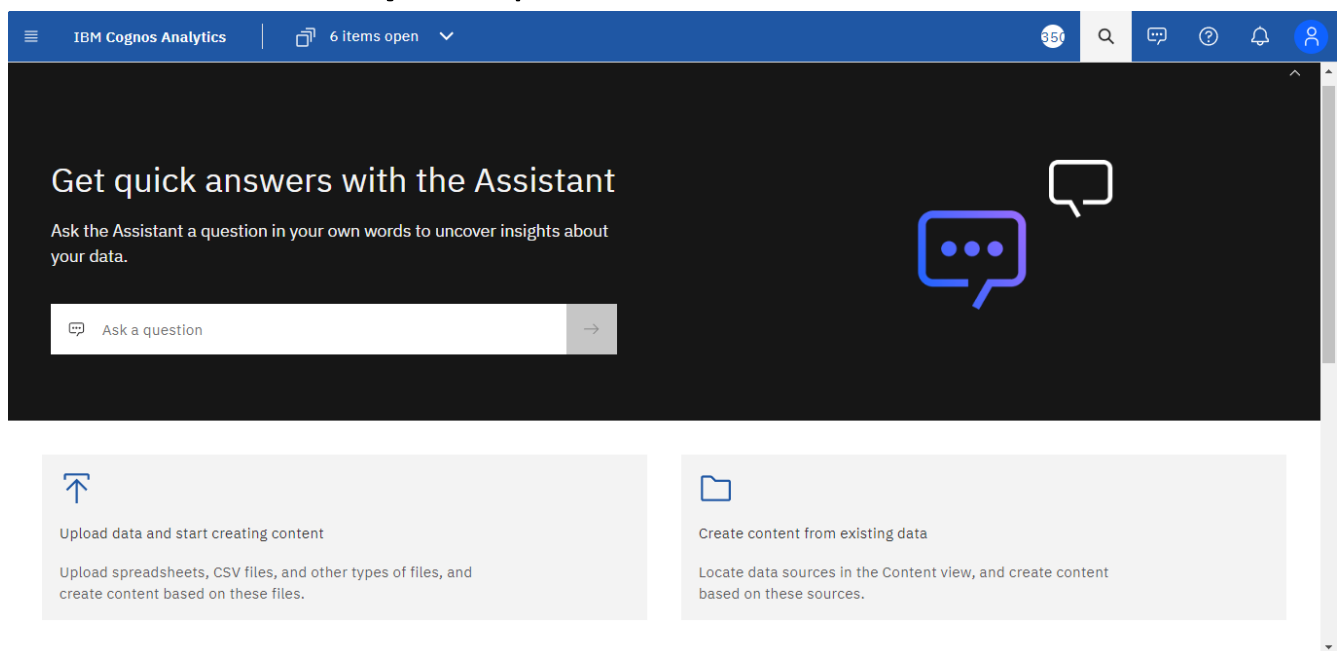


The Cognos HR Scorecard: Measuring Success in Talent Management

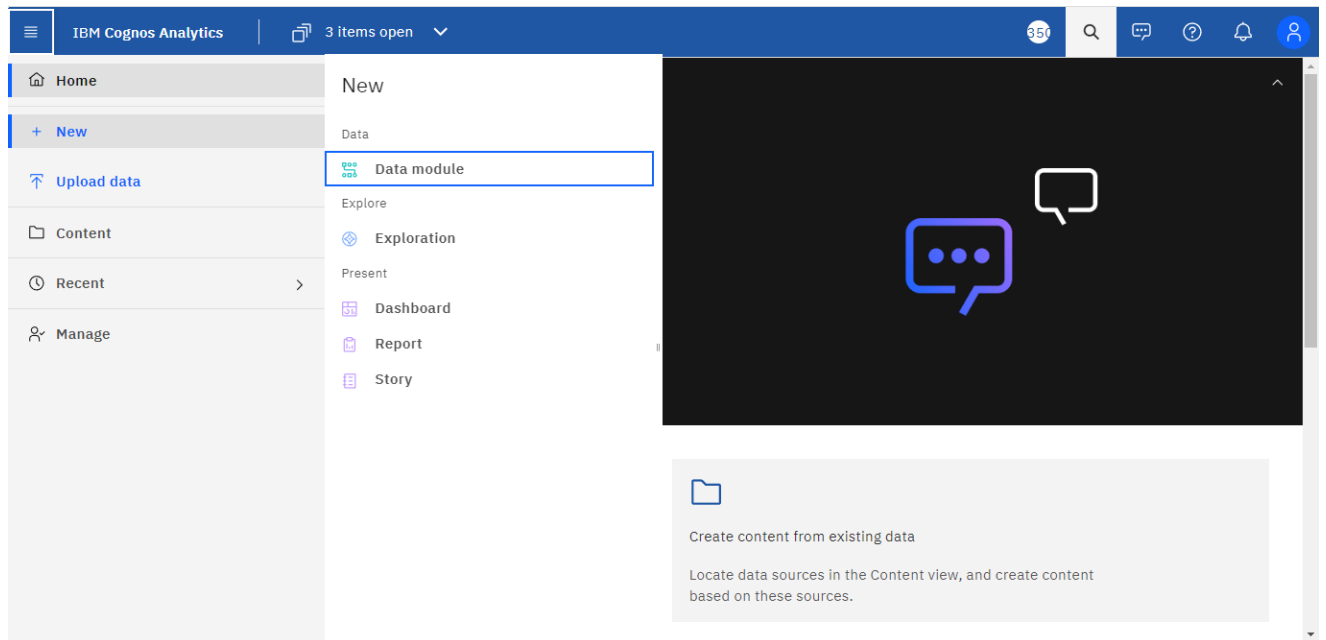
NAME: DHARUN K

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

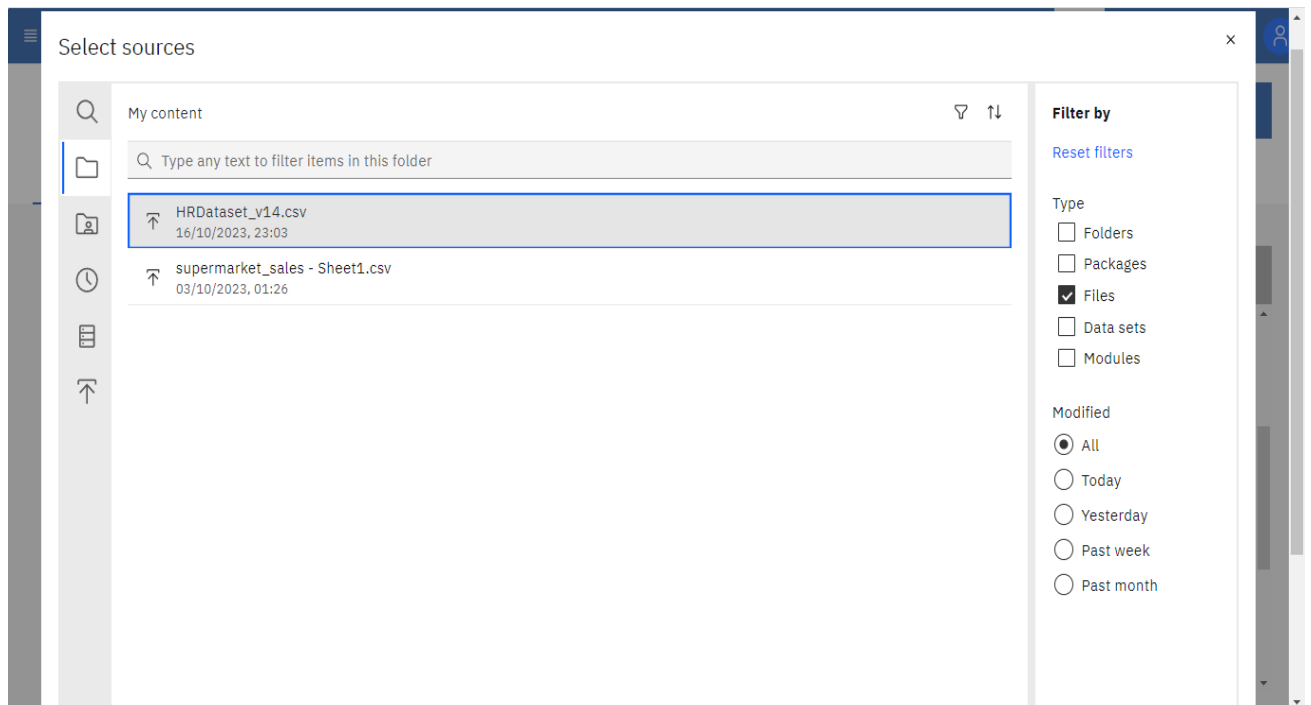
Step 1: Upload the CSV File



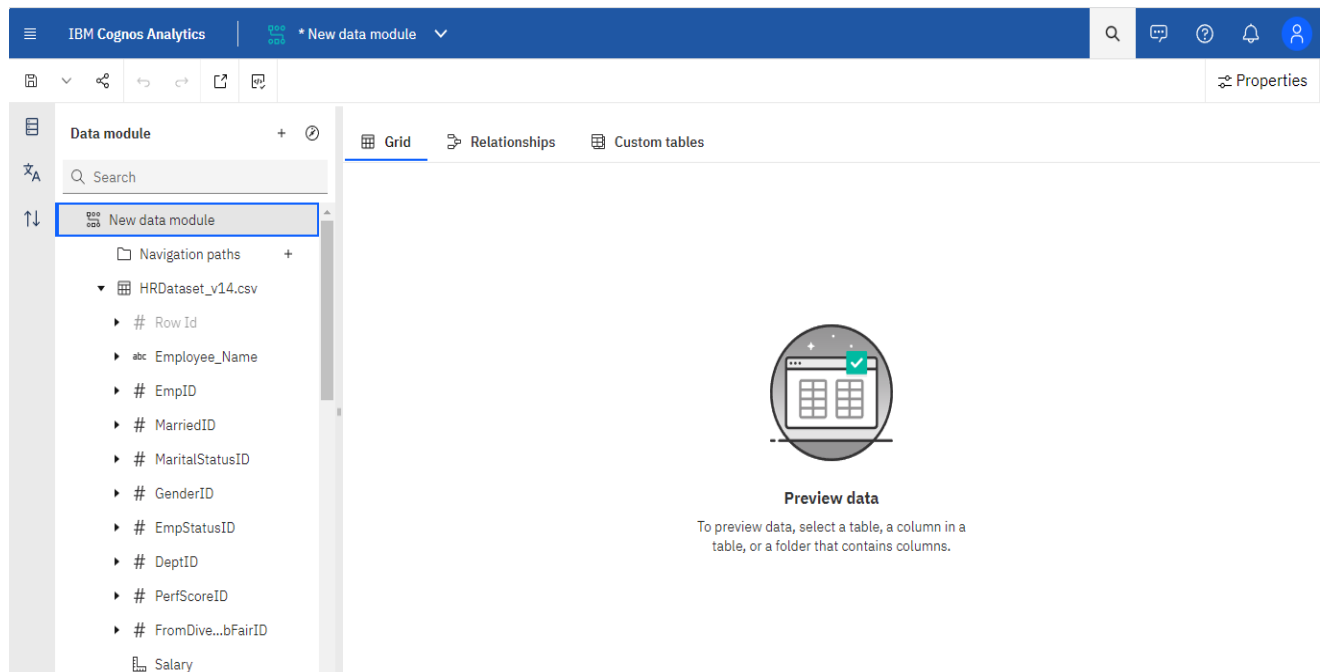
Step 2: Create Data Module.



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. At the top, there's a header bar with "IBM Cognos Analytics" and a dropdown menu for "* New data module". Below the header, there's a toolbar with various icons. The main area is divided into two panels. On the left, the "Data module" panel shows a search bar and a tree view under "New data module". The tree view includes "Navigation paths" and "HRDataset... View (1)". Under "HRDataset... View (1)", there are several items: "Employee_Name" (highlighted with a blue box), "# EmpID", "# MarriedID", "# MaritalStatusID", "# GenderID", "# EmpStatusID", "# DeptID", "# PerfScoreID", "# FromDive...bFairID", "Salary", "Termd", and "# PositionID". On the right, the "Grid" tab is active, displaying a table with columns: Employee_Name, EmpID, MarriedID, MaritalStatusID, GenderID, and EmpStatusID. The table contains 10 rows of employee data.

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

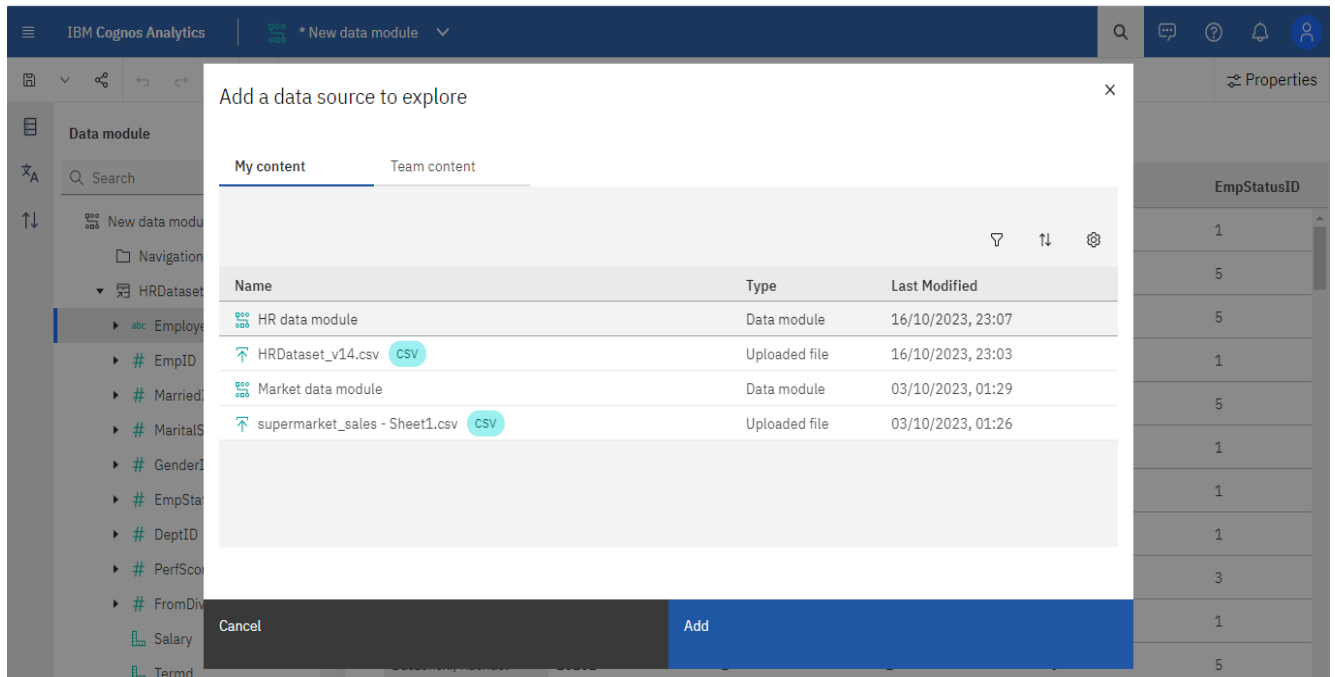
Task 2: Select the dataset to explore

Step 1: Select the exploration

The screenshot shows the IBM Cognos Analytics interface. On the left, a sidebar contains navigation options: Home, New, Upload data, Content (selected), Recent, and Manage. A 'New' button is visible in the top right corner. The 'Content' menu is open, displaying a list of options: Data, Data module, Explore, Exploration (highlighted with a blue border), Present, Dashboard, Report, and Story. The main area displays a table of existing explorations.

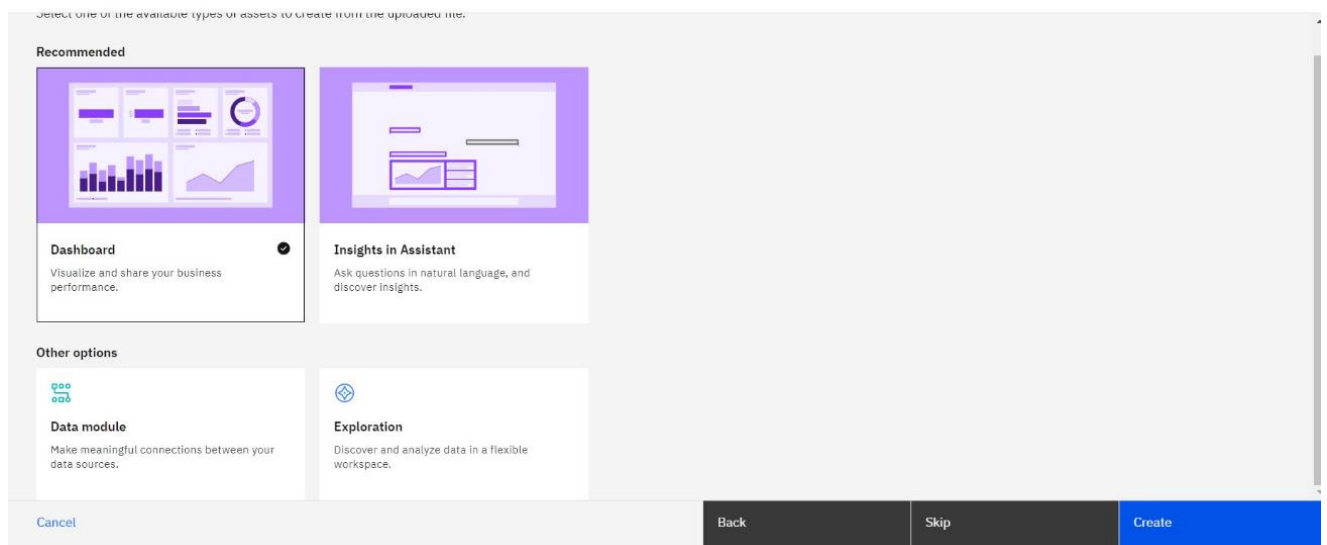
Type	Last Modified	
Dashboard	17/10/2023, 03:19	♡ ⋮
Data module	16/10/2023, 23:07	♡ ⋮
Exploration	17/10/2023, 00:48	♡ ⋮
Report	19/10/2023, 11:54	♡ ⋮
Story	19/10/2023, 10:30	♡ ⋮

Step 2: Select dataset to explore

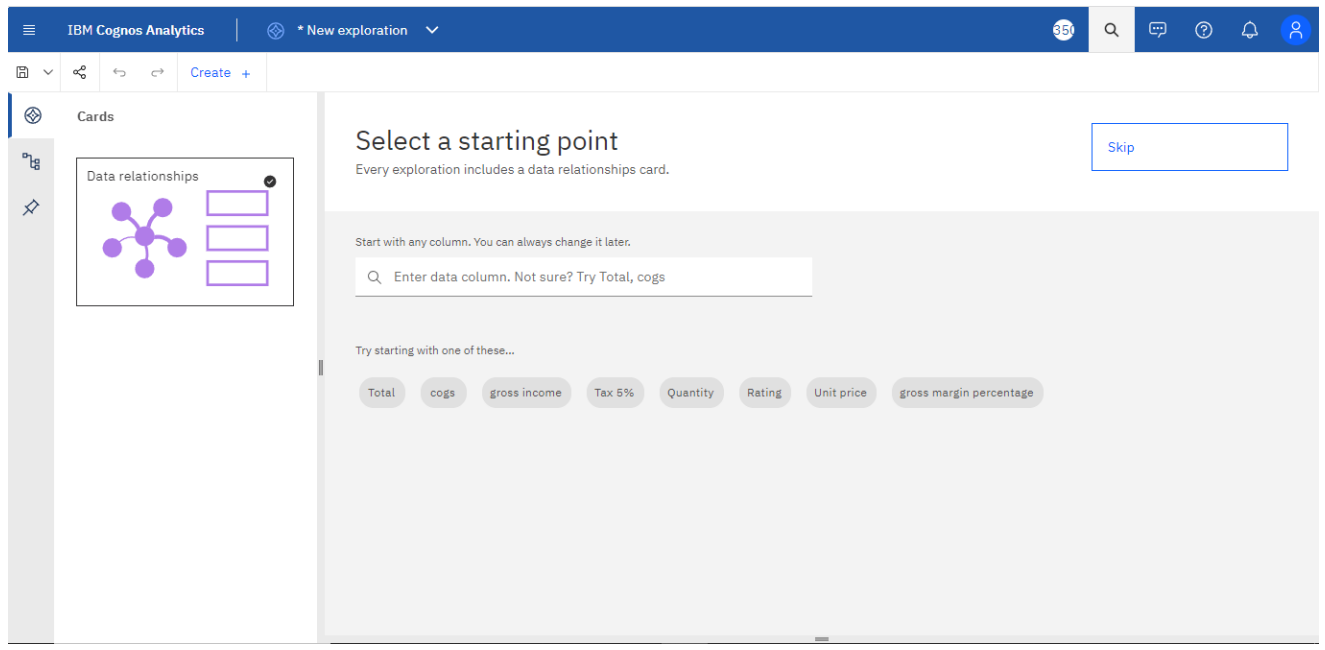


Step 3: Explore the dataset

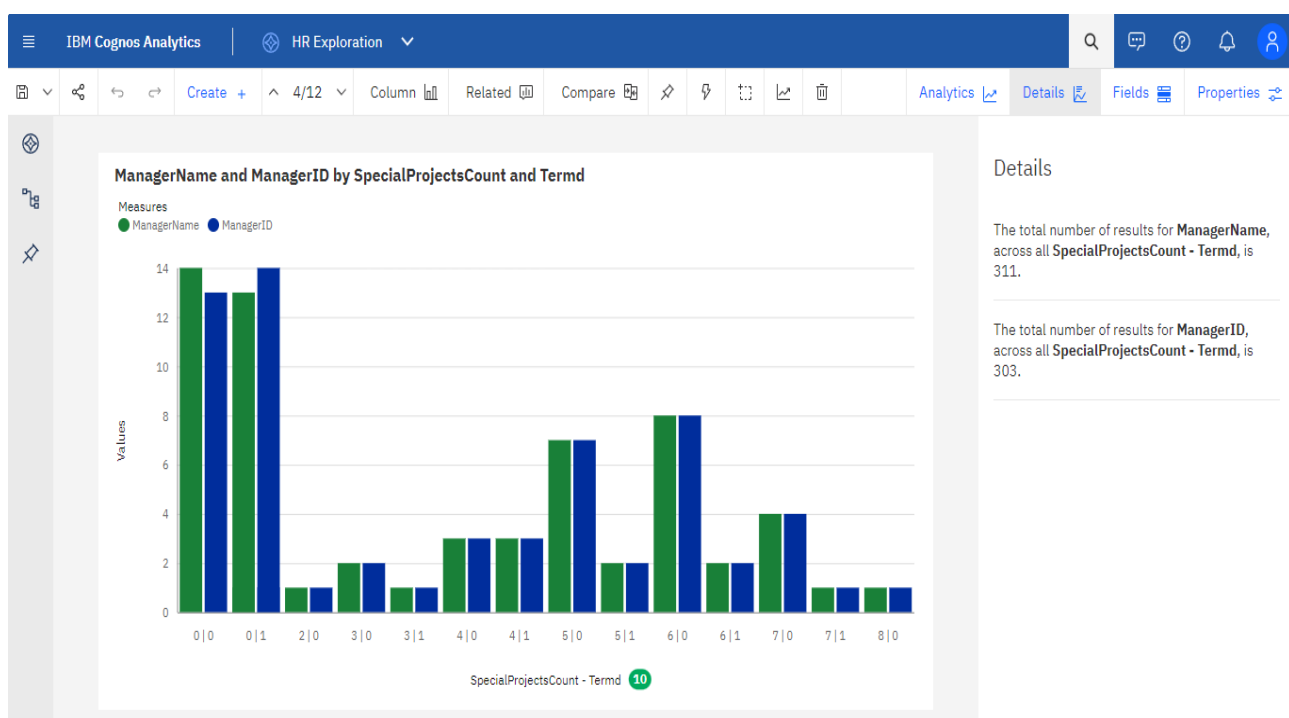
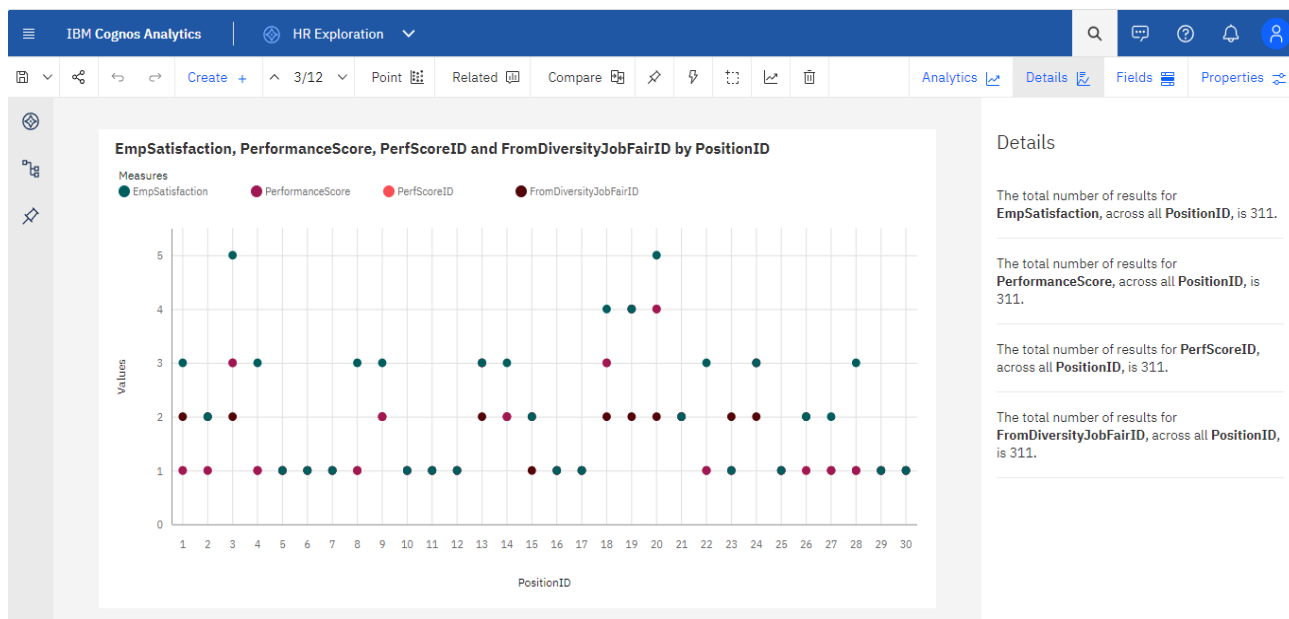
Upload data and start creating content

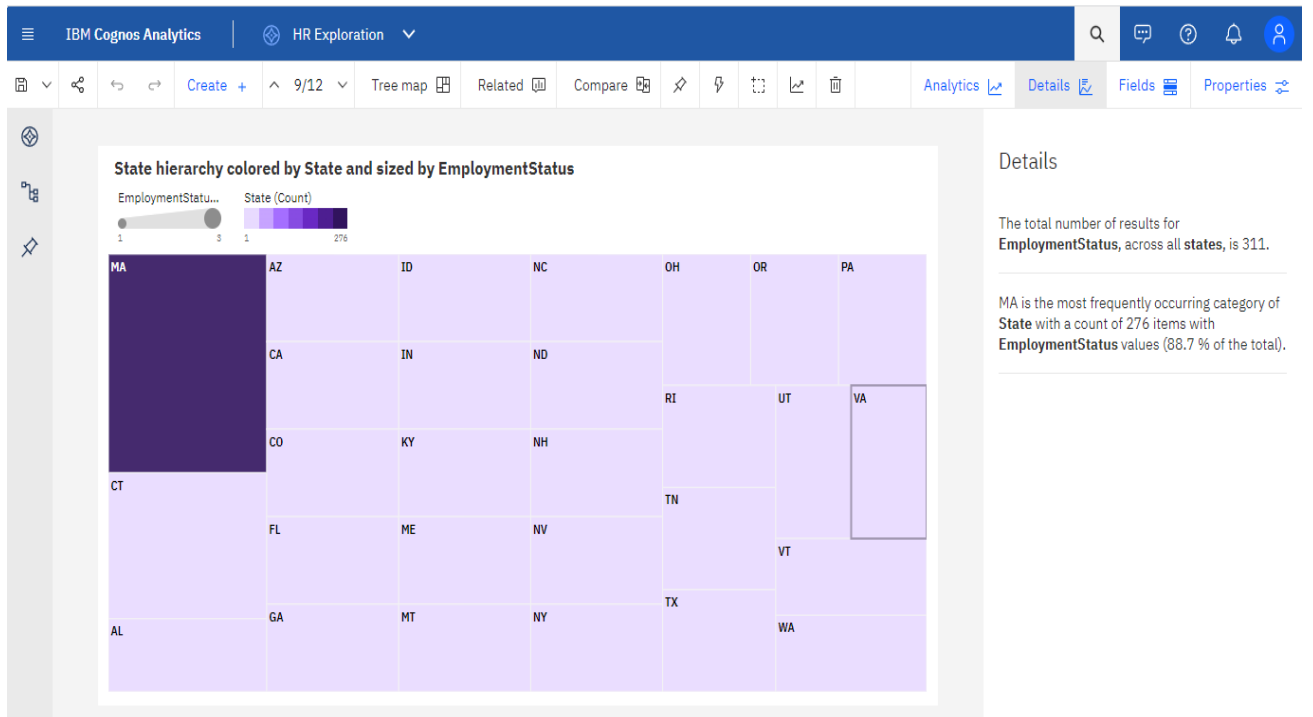
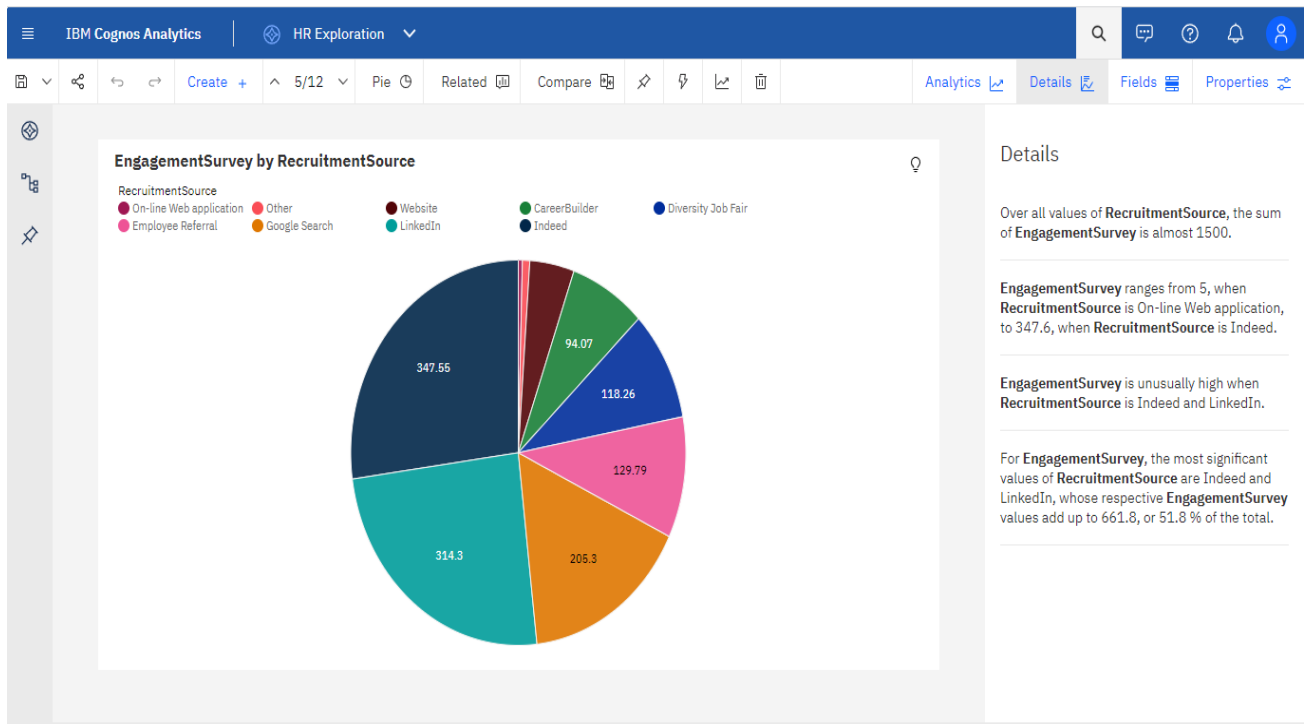


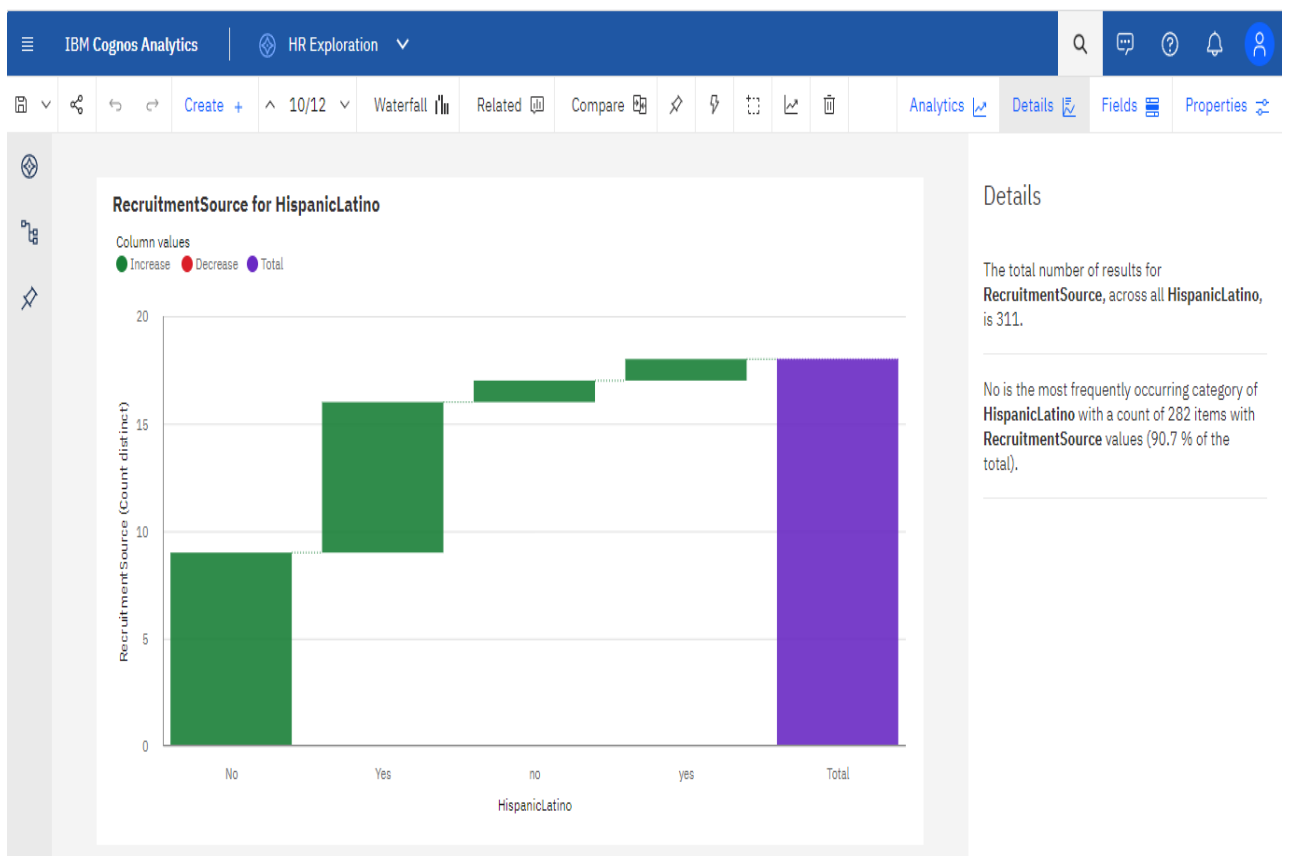
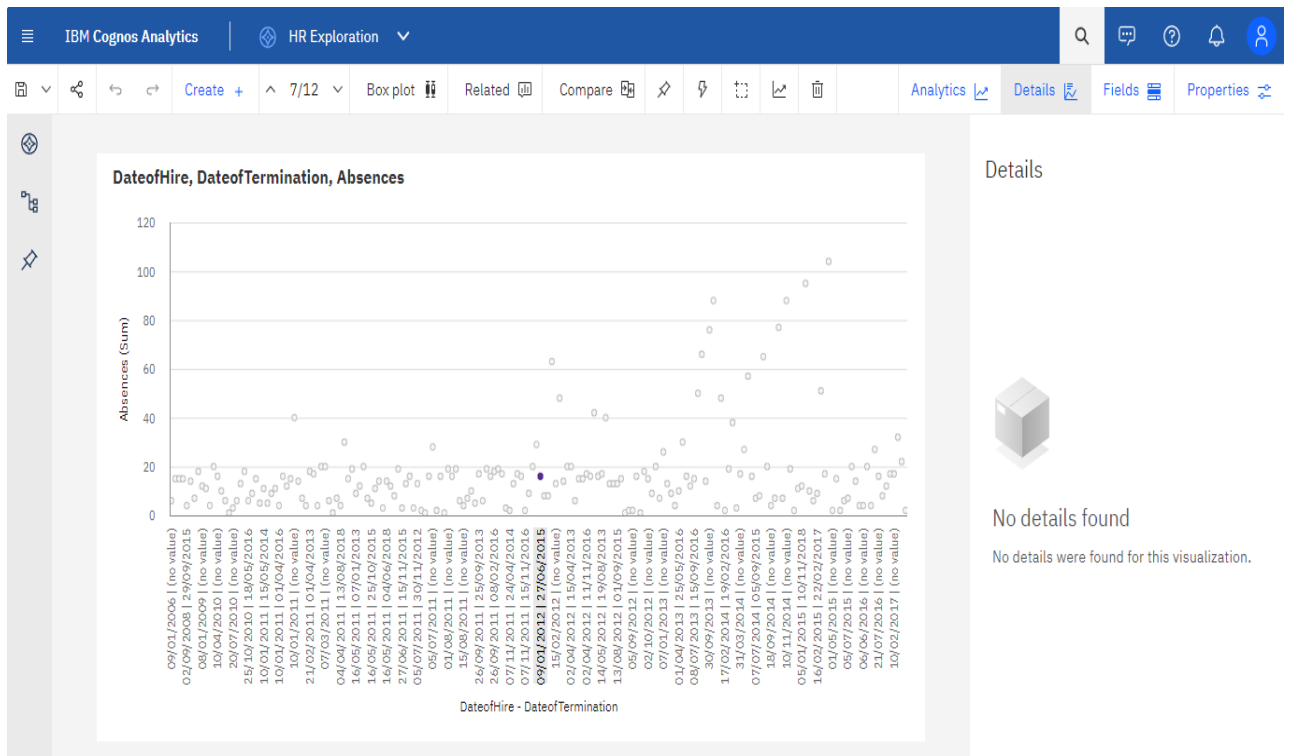
Task 3: Visualize the Data Set and Dashboard

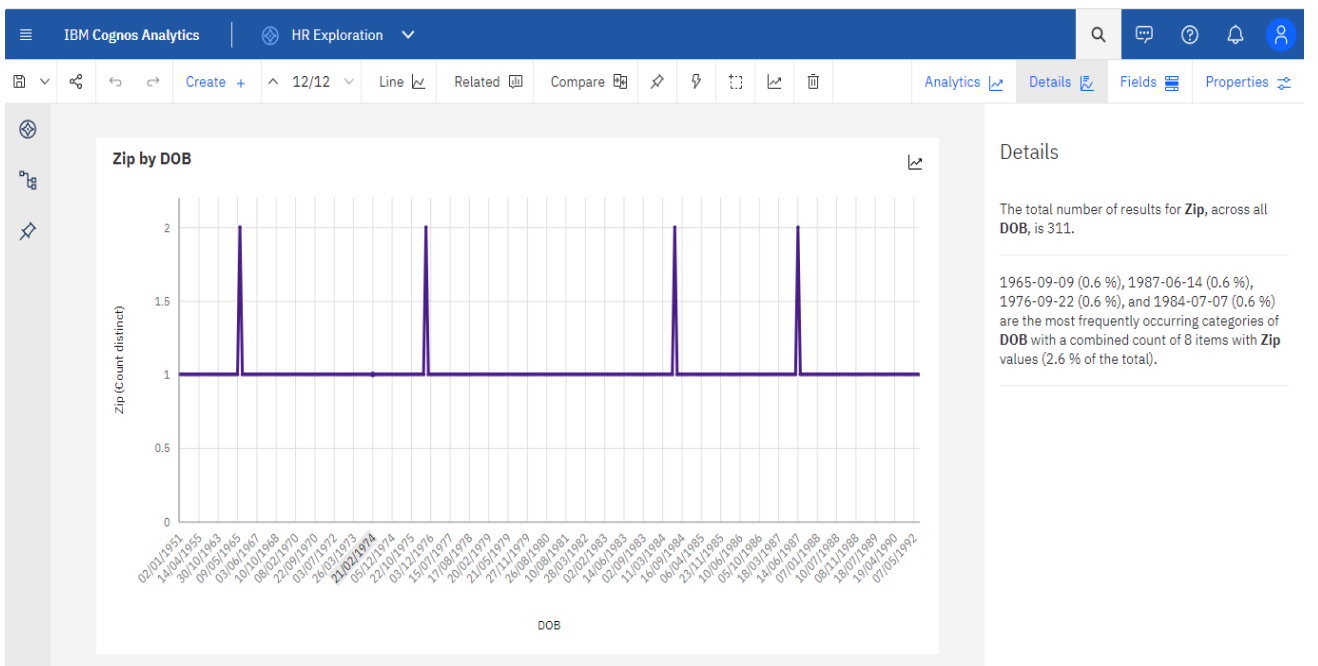
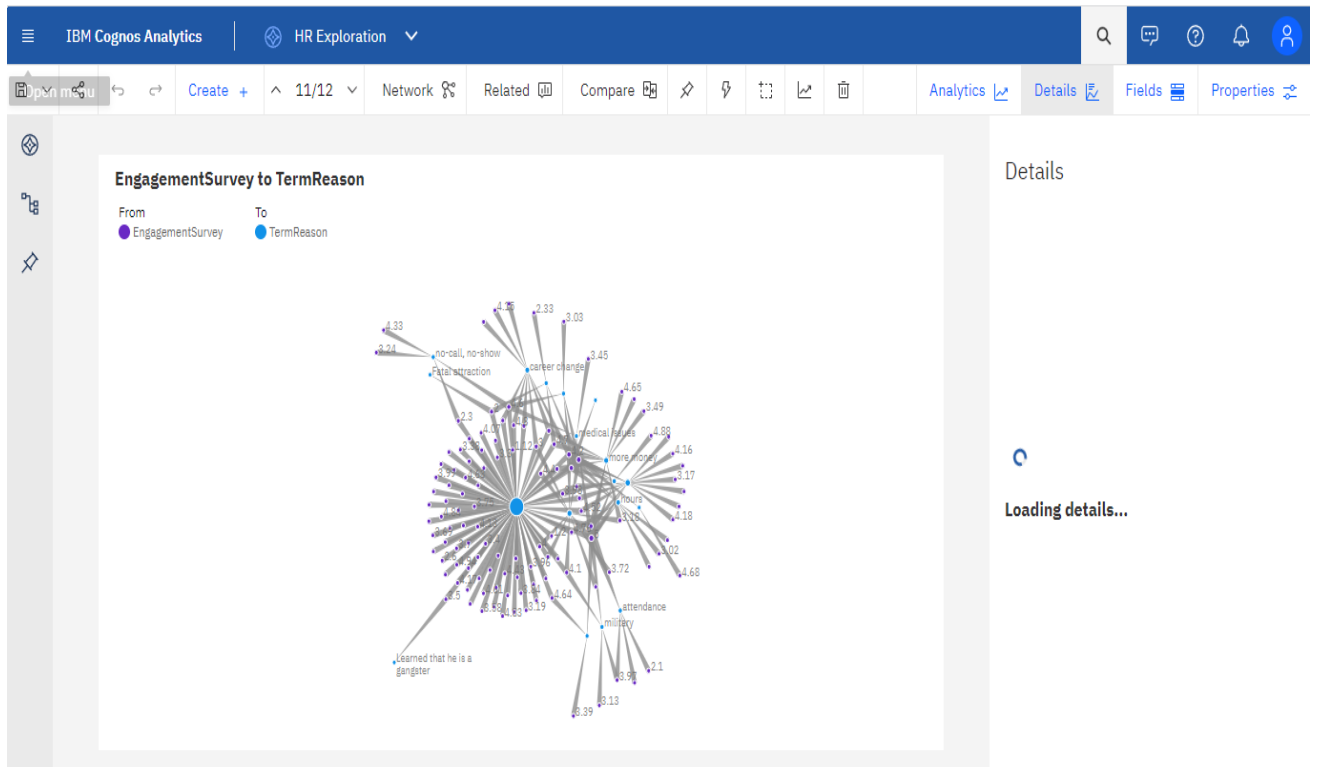


Step 1: Create Visualization charts and save it.

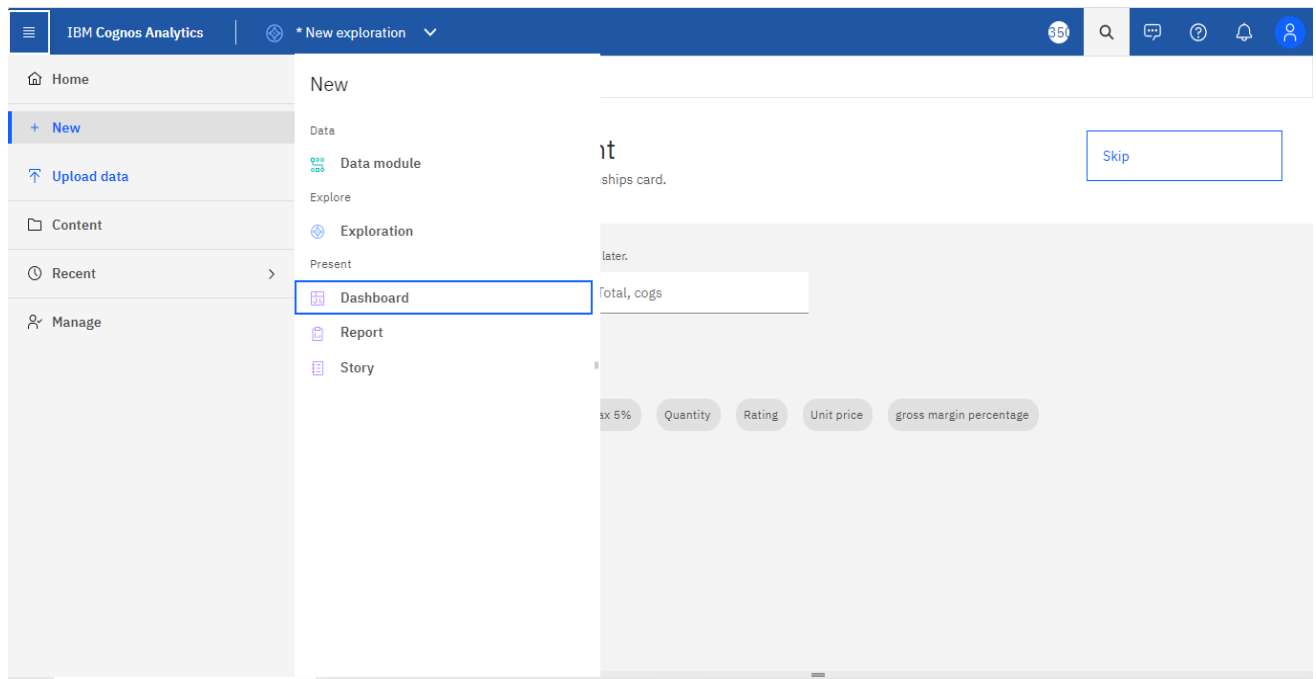




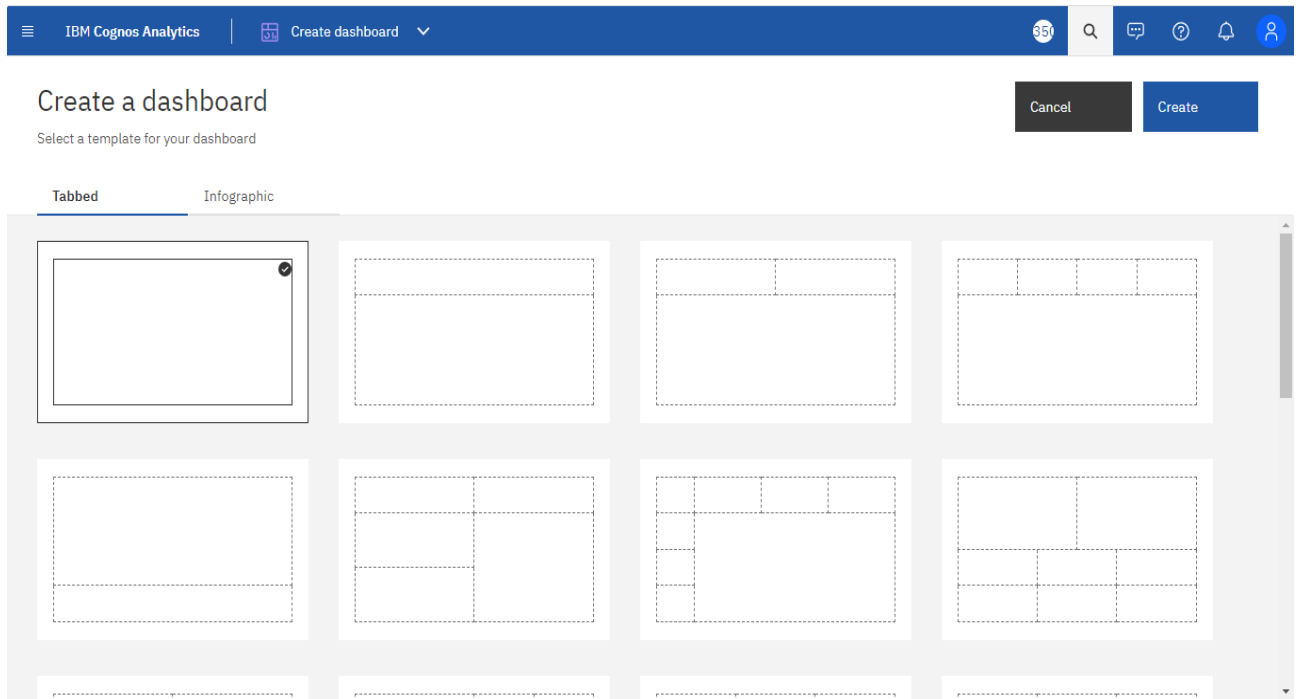




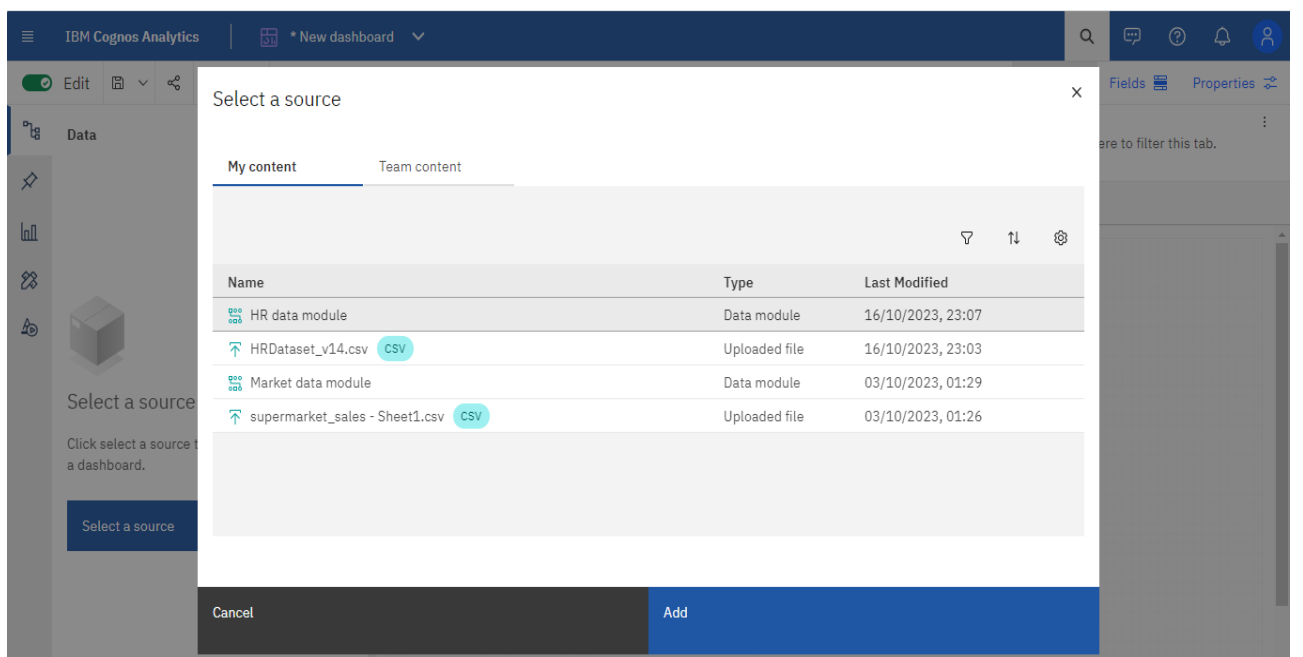
Step 2: Create the Dashboard



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.

The screenshot displays the IBM Cognos Analytics interface. The top navigation bar includes the IBM Cognos Analytics logo, a 'New dashboard' dropdown, and search, help, and user icons. Below the navigation bar is a toolbar with 'Edit', 'Save', 'Share', and navigation icons. The main workspace is divided into a left sidebar and a central area.

Visualizations Sidebar: The sidebar shows a 'Visualizations' panel with two tabs: 'System' and 'Custom'. Under the 'System' tab, various chart types are available: Area, Bar, Box plot, Bubble, Bullet, Column, Crosstab, Data player, Decision tree, Driver analysis, Drop-down list, and Filter dropdown.

Dashboard Layout: The dashboard is titled 'HR DATA ANALYSIS'. It contains two main components:

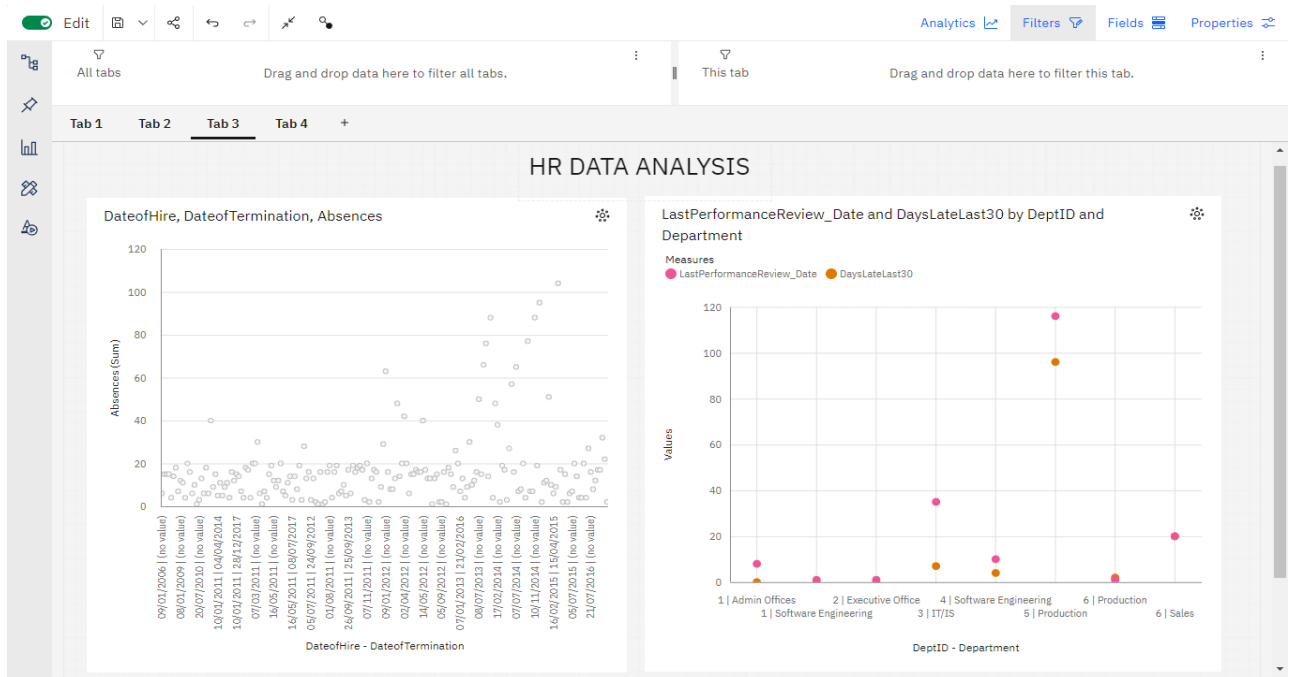
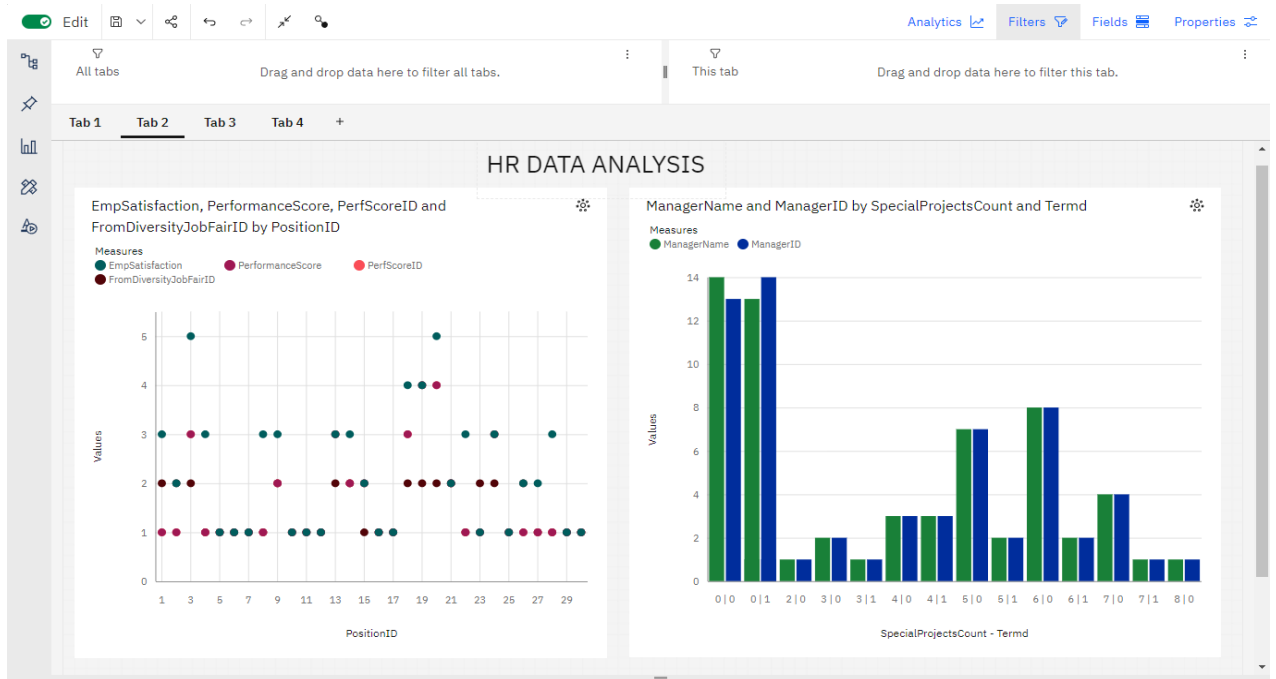
- Table:** A table titled 'EmpID, Employee_Name and EmploymentStatus' with the following data:

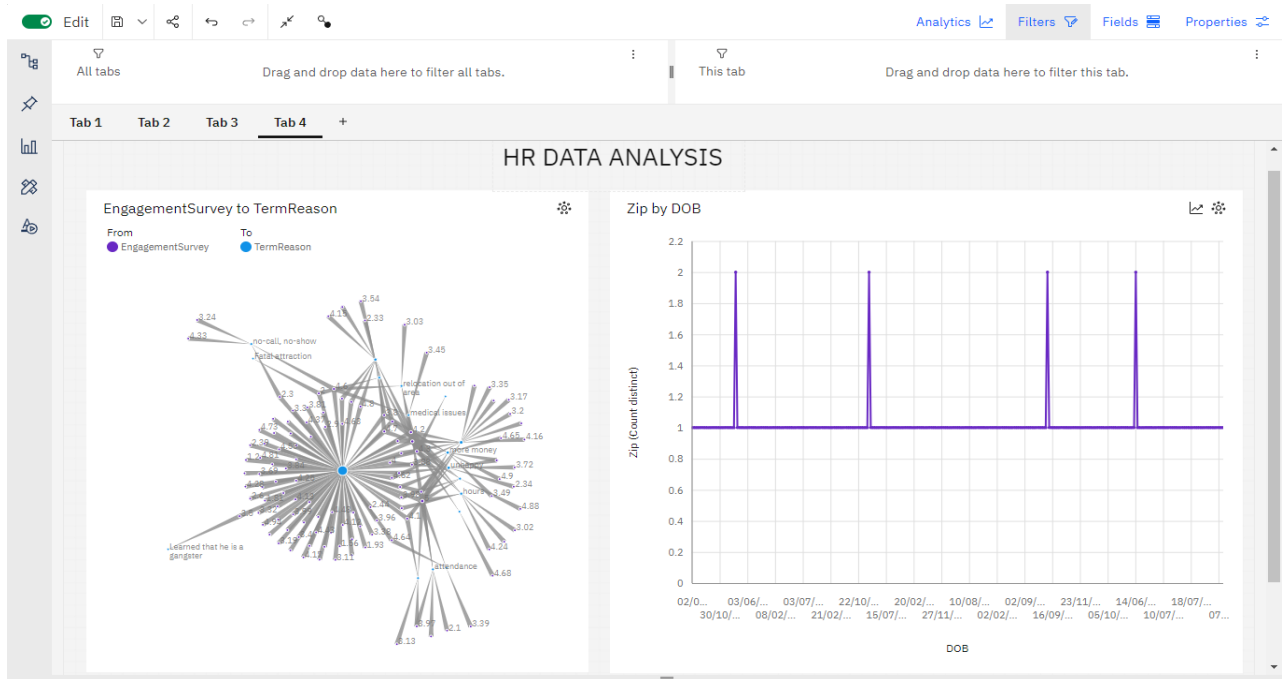
EmpID	Employee_Name	EmploymentStatus
10001	Candle, Calvin	Active
10002	Anderson, Linda	Active
10003	Billis, Helen	Active
10004	Lynch, Lindsay	Voluntarily Terminated
10005	Patronick, Lucas	Voluntarily Terminated
10006	Driver, Elle	Active
10007	Harrison, Kara	Active
10008	Lindsay, Leonara	Active
10009	Jeannite, Tayana	Active
10010	Zamora, Jennifer	Active
10011	Rivera, Haley	Active
10012	Barbossa, Hector	Active
10013	Torrence, Jack	Active

- Bar Chart:** A horizontal bar chart titled 'Sex by MarriedID, MaritalStatusID and MaritalDesc colored by Sex'. The chart shows the count of employees by sex (Female in purple, Male in blue) across different marital status categories. The x-axis is labeled 'Sex (Count)' and ranges from 0 to 80. The y-axis is labeled 'MarriedID - MaritalStatusID - MaritalDesc'.

The chart data is as follows:

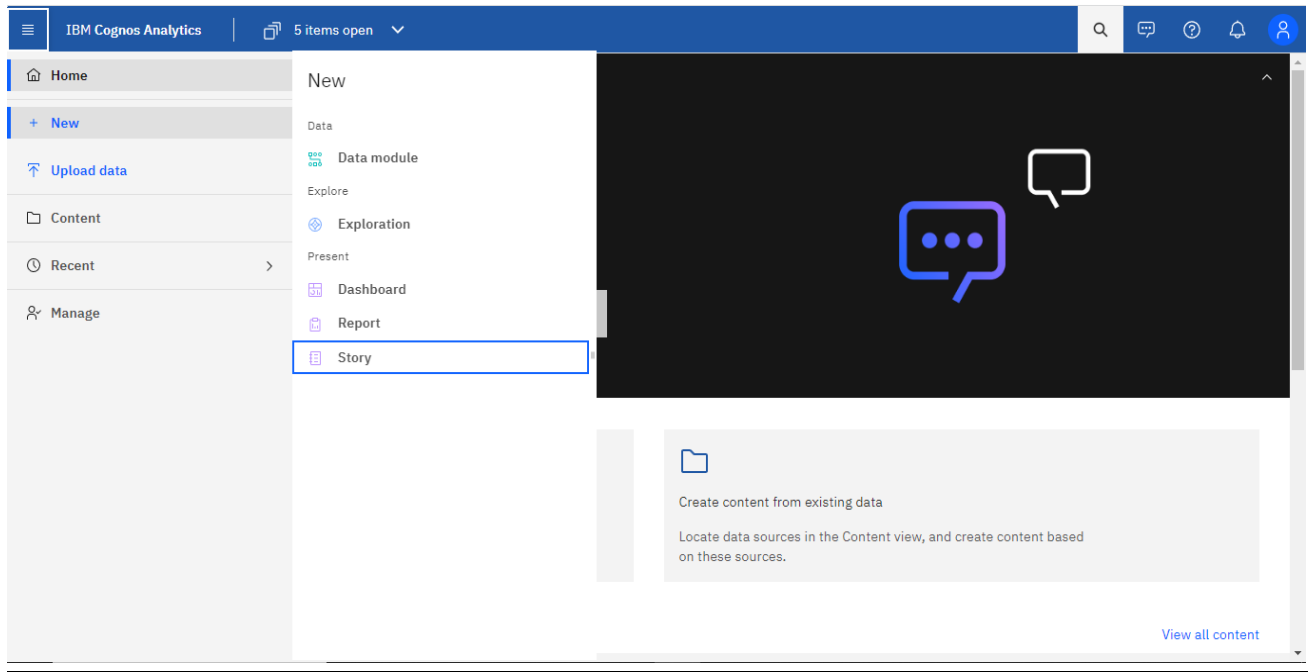
MarriedID - MaritalStatusID - MaritalDesc	Female (F)	Male (M)
0 0 Single	75	65
0 2 Divorced	15	15
0 3 Separated	10	5
0 4 Widowed	5	5
1 1 Married	75	55



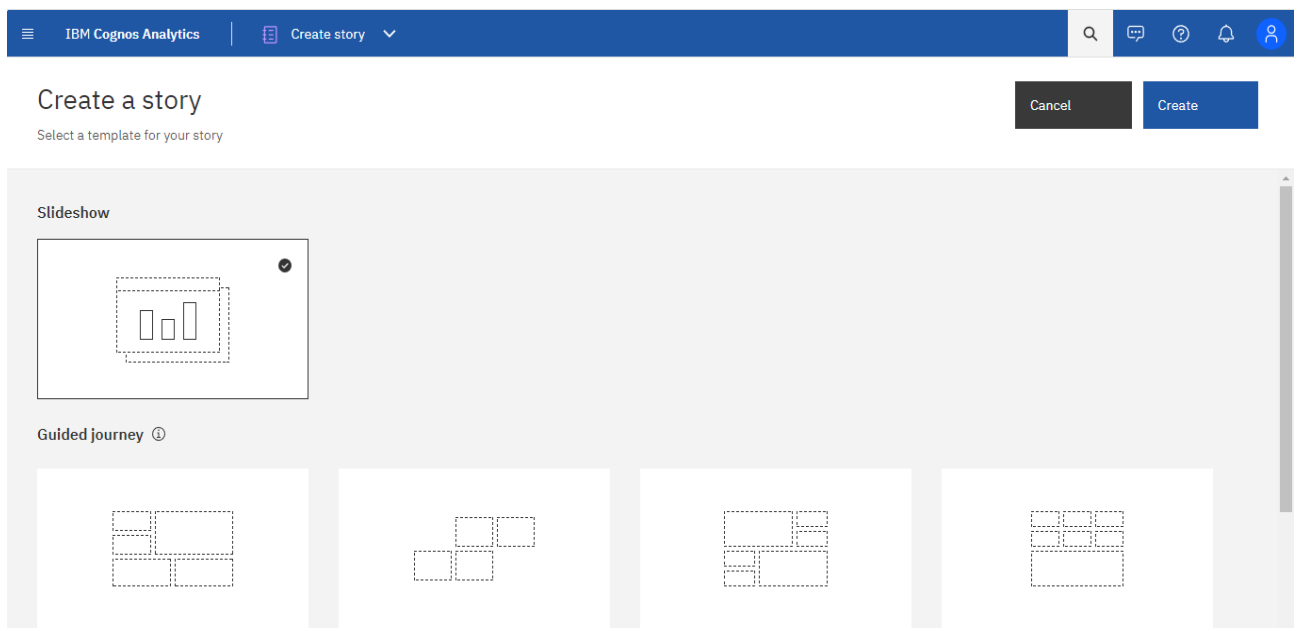


Task 4: Create story for the Dataset

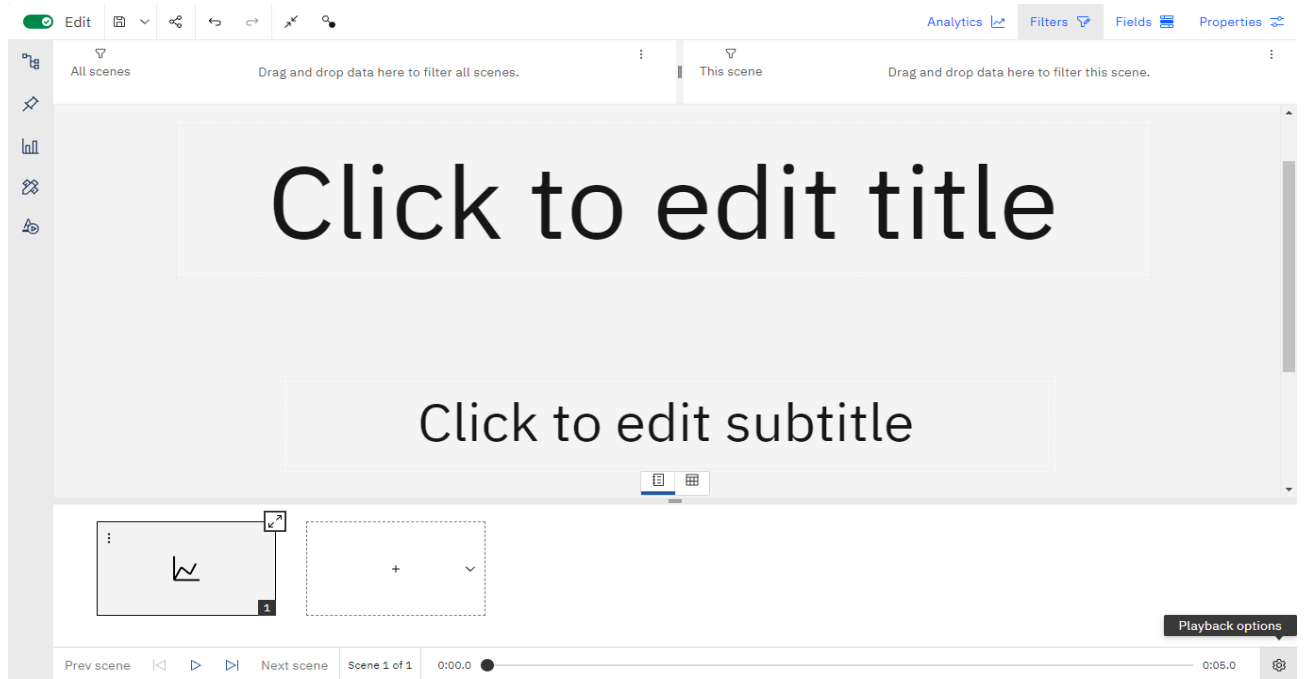
Step 1: Select the Story to create



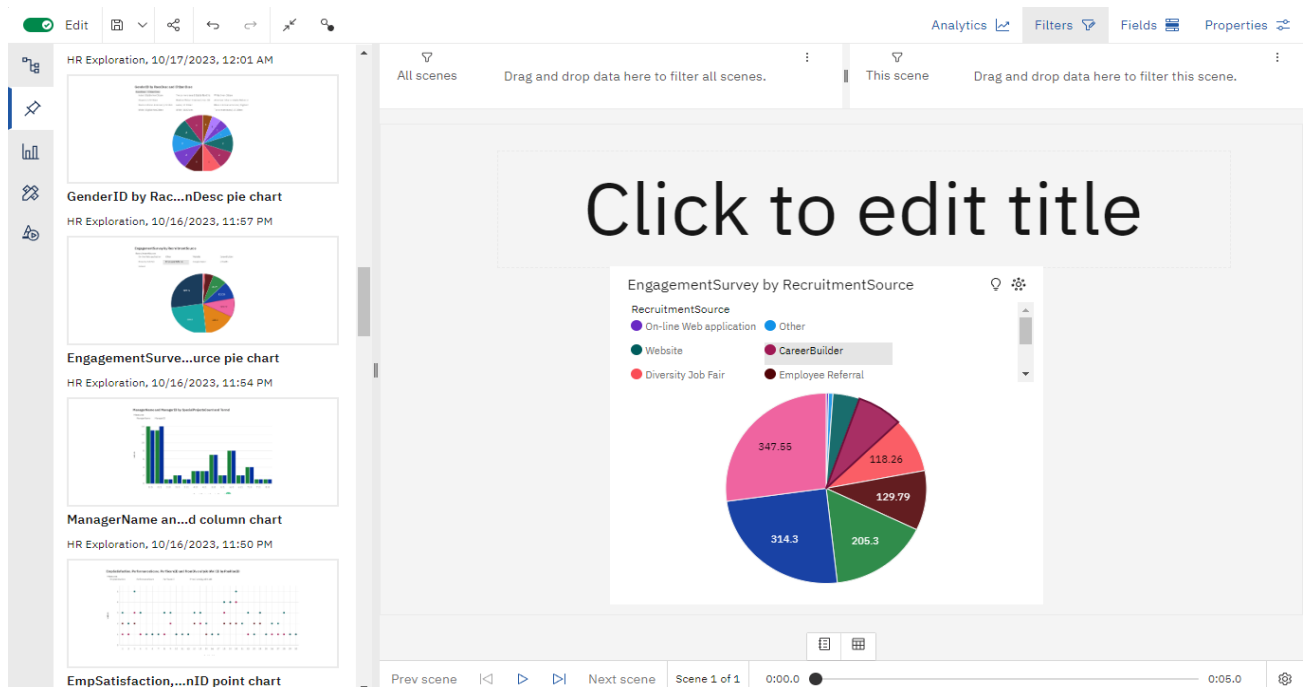
Step 2: Select the Template for story

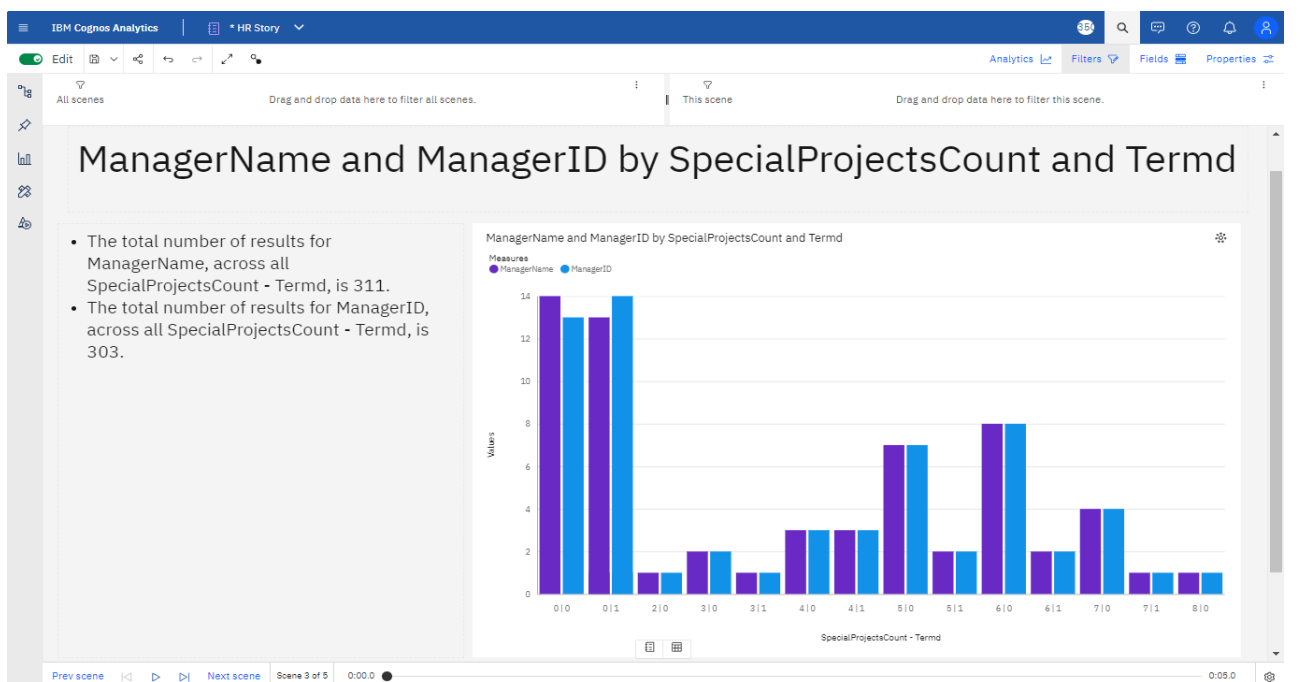
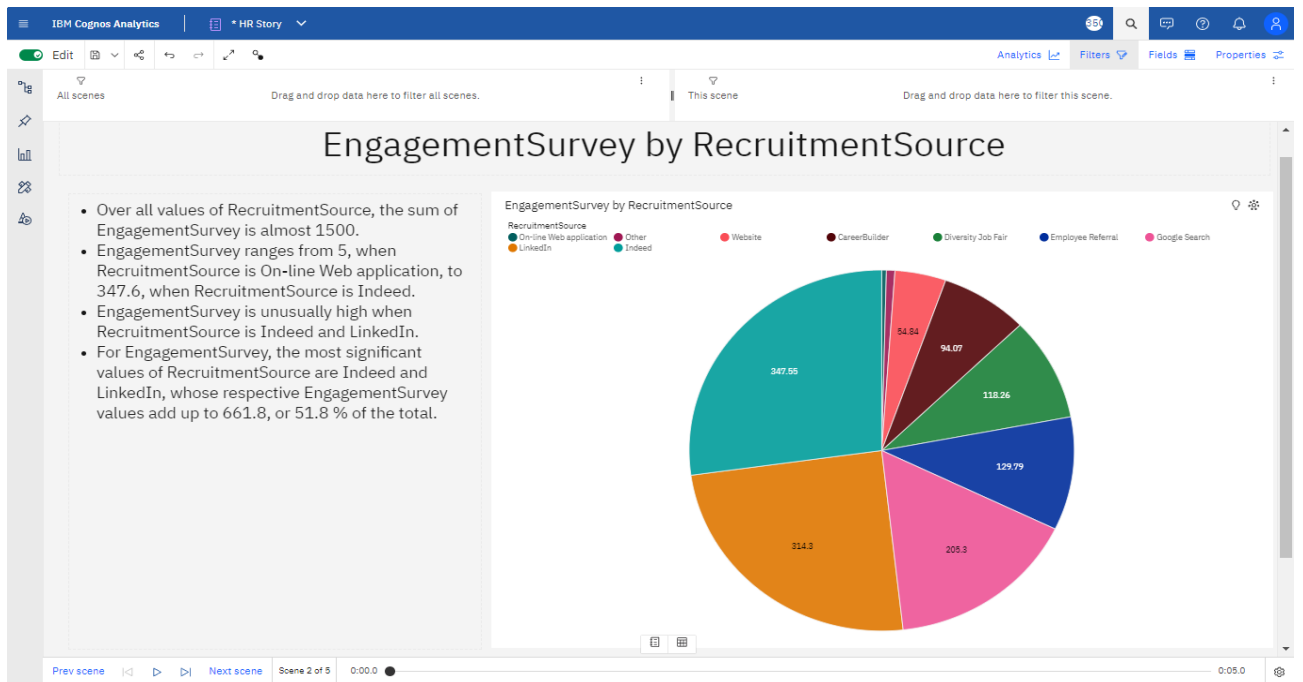


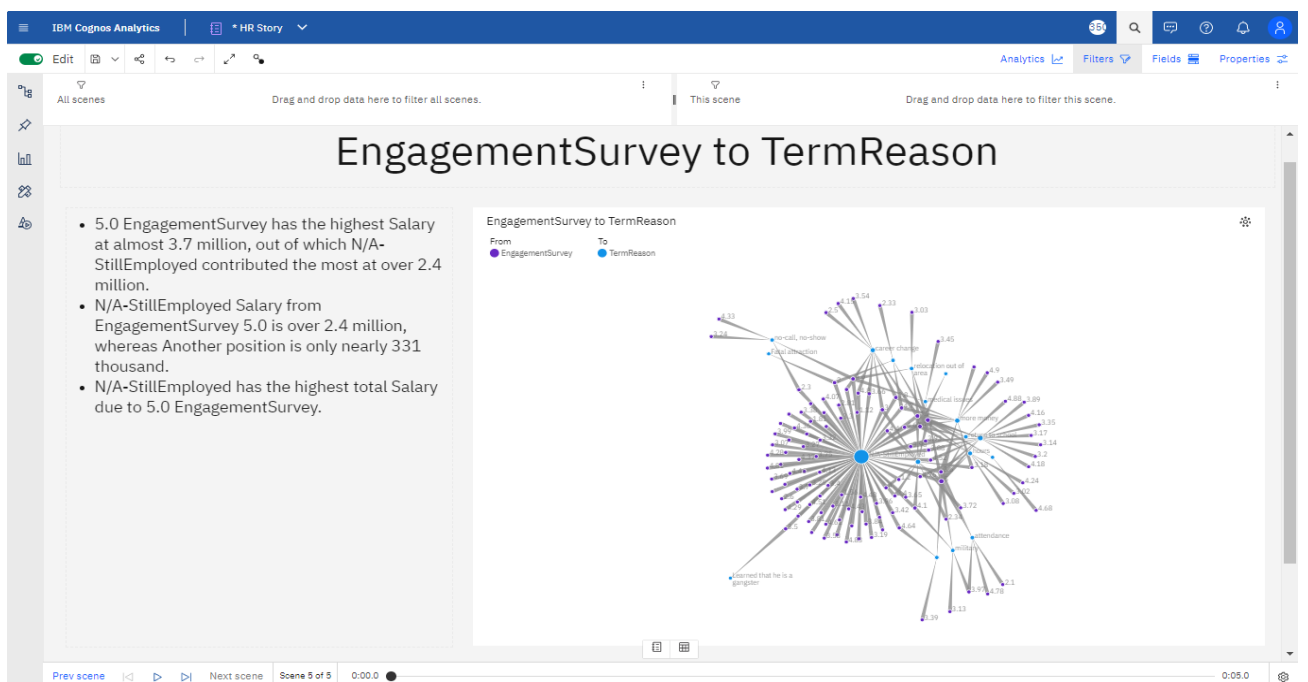
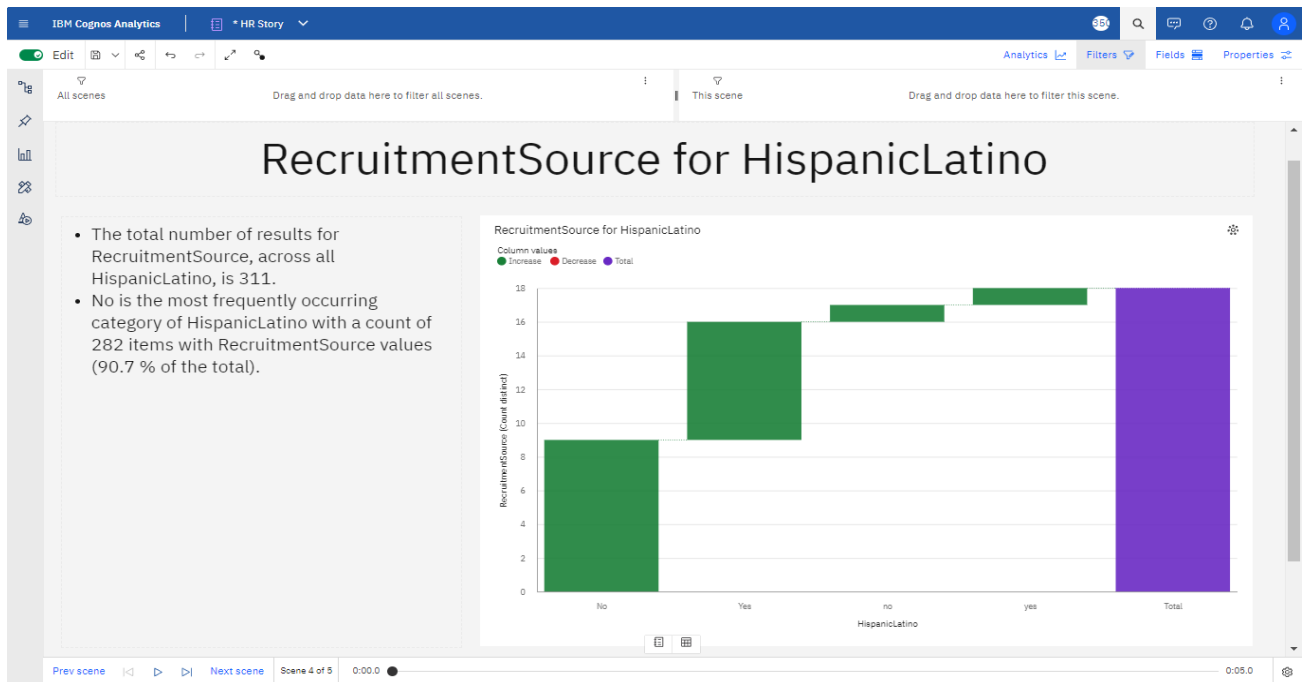
Step 3: Create the Story by using the Visualisation charts



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

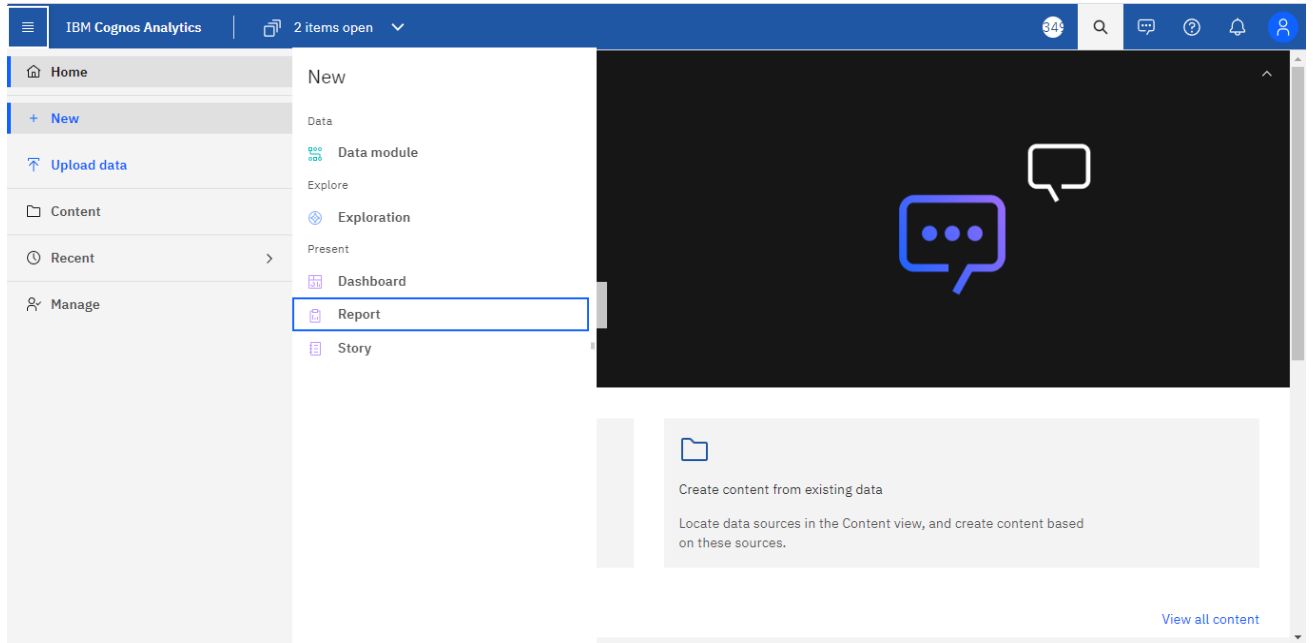




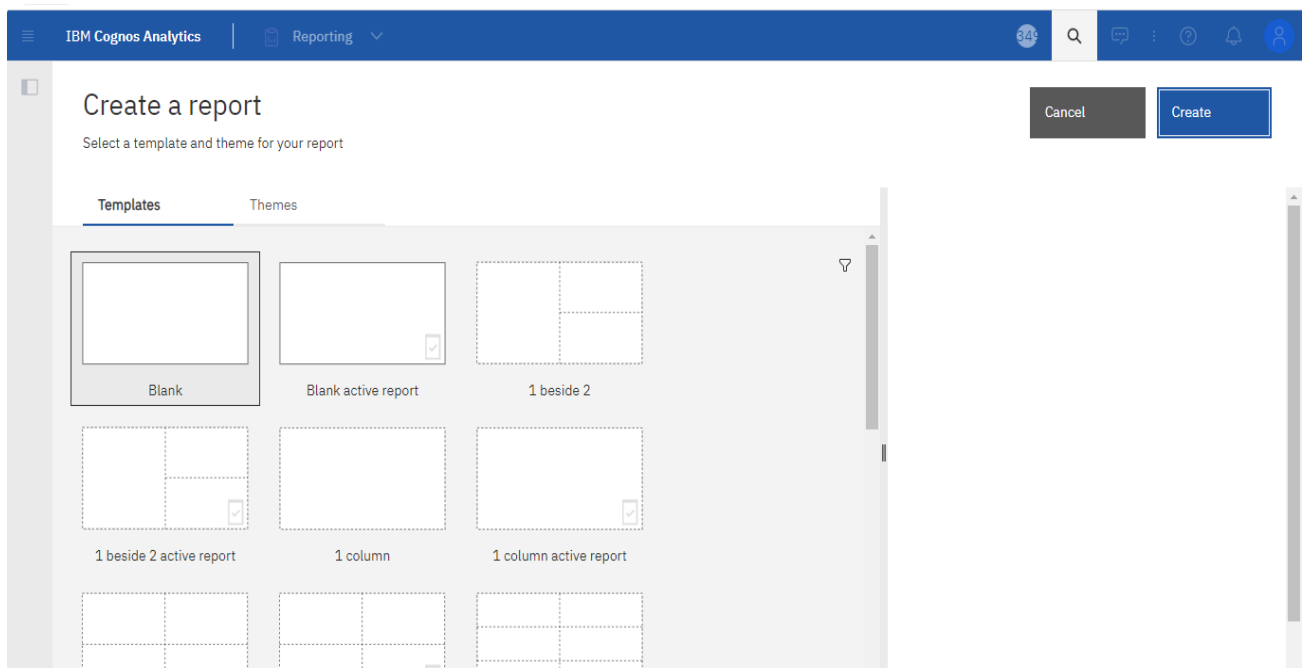


Task 4: Create Report for the Dataset

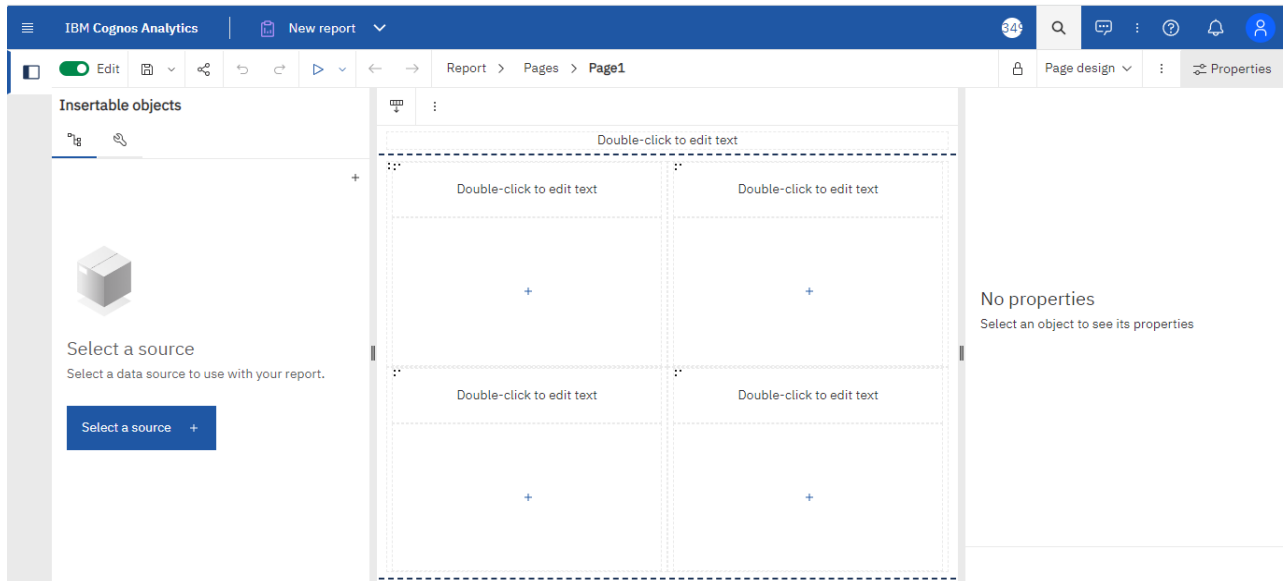
Step 1: Select the Report to create



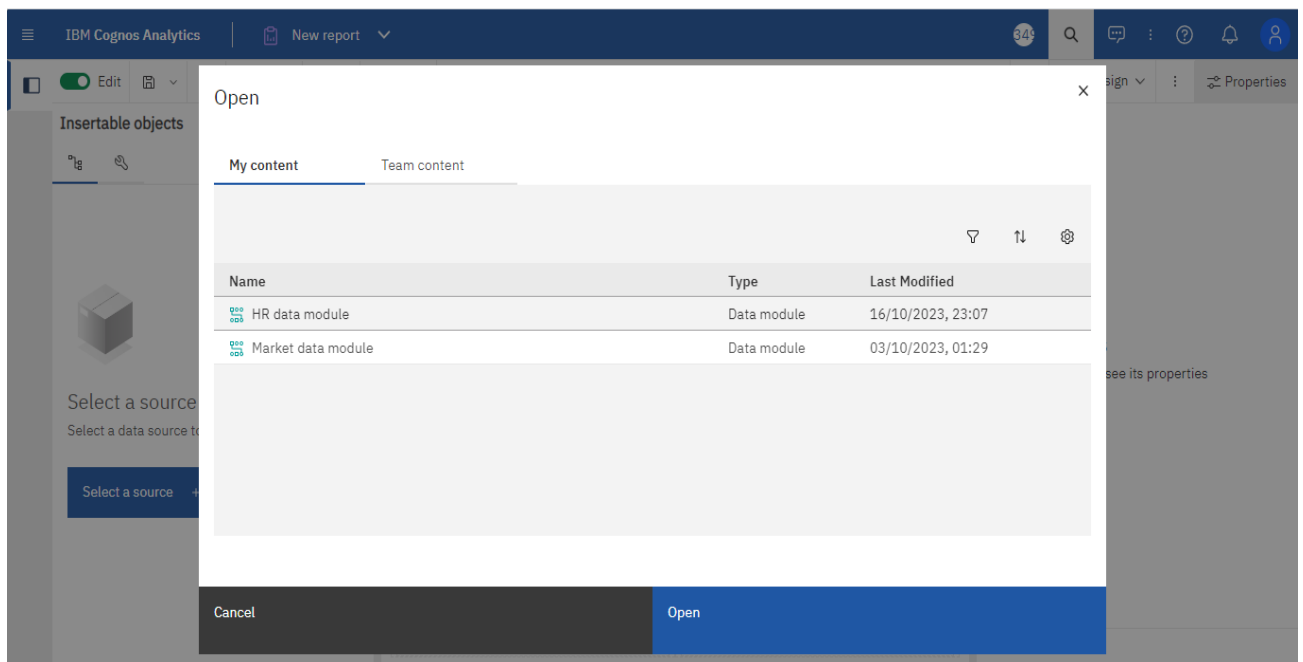
Step 2: Select the template for the report

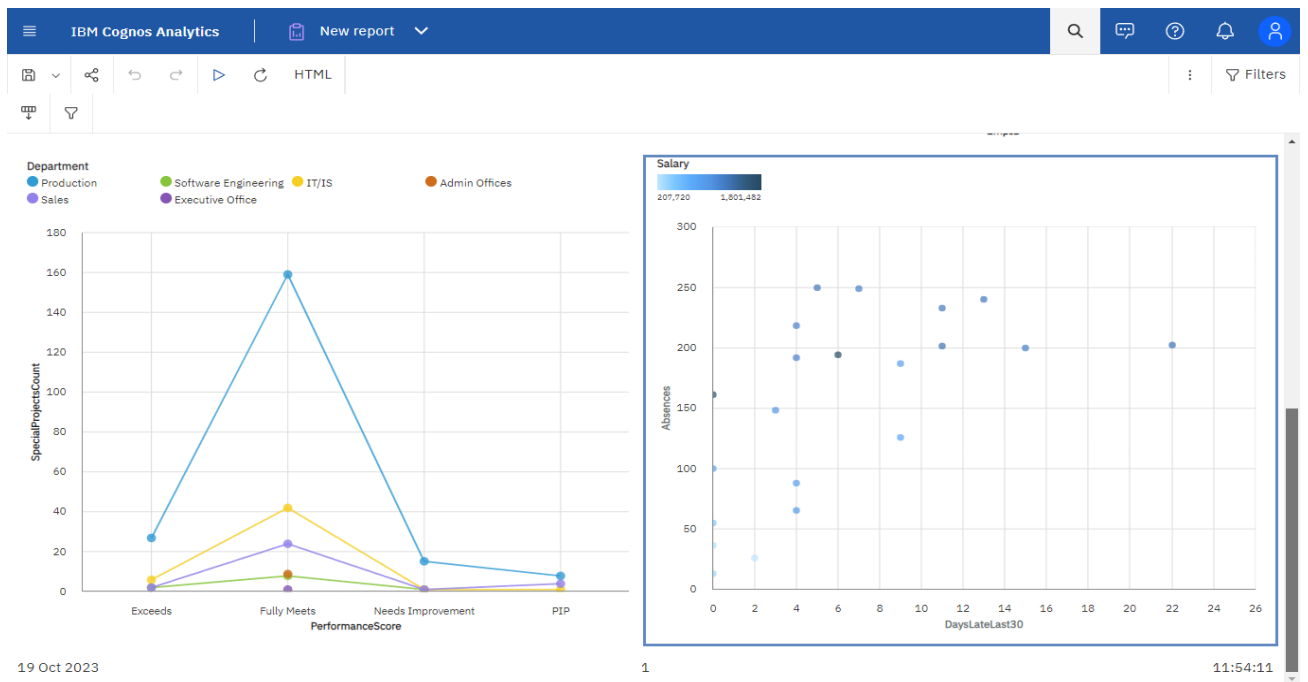
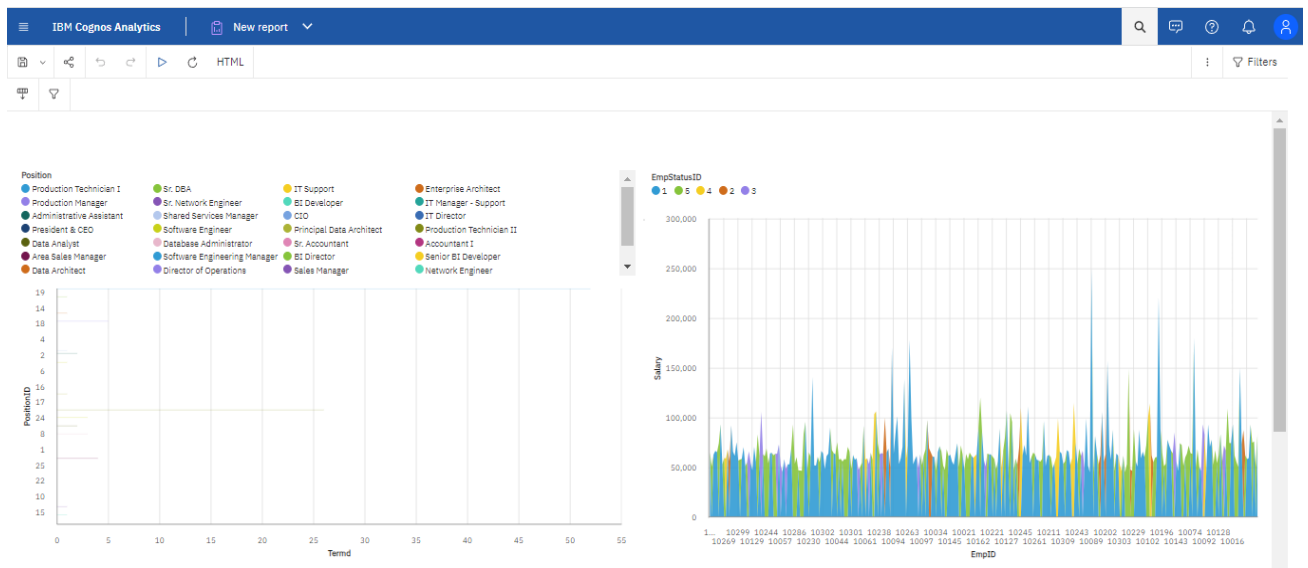


Step 3: Create the Report by using the Visualisation charts



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