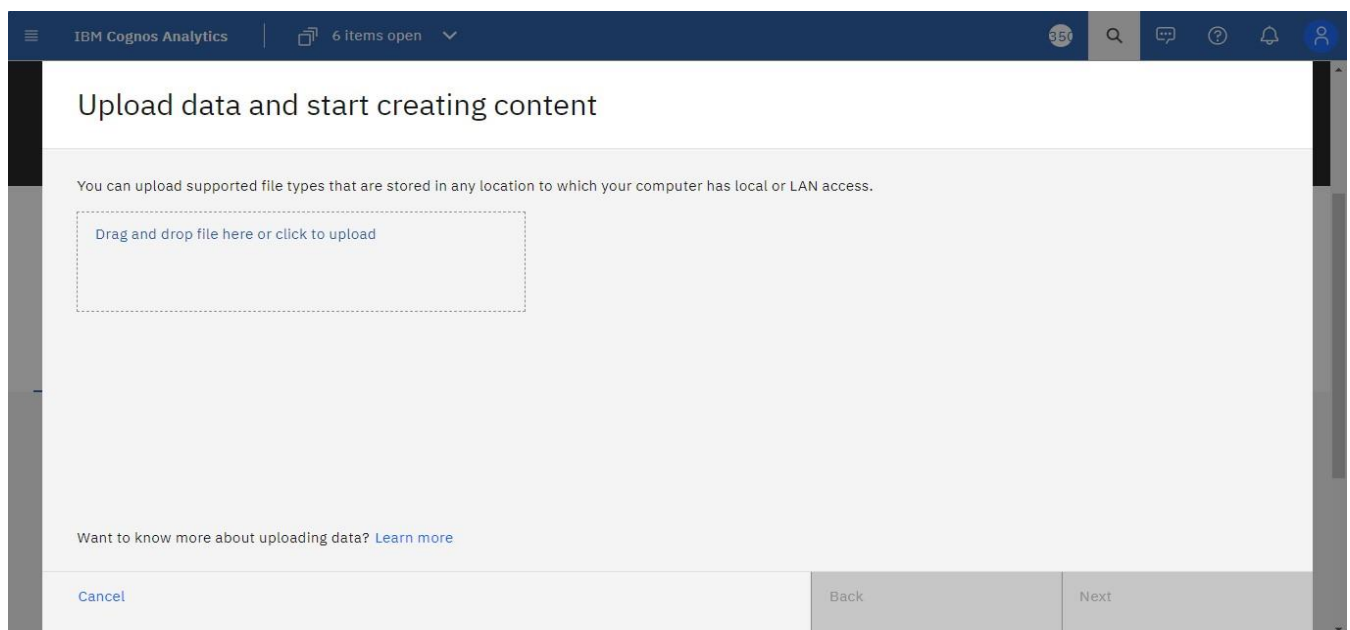
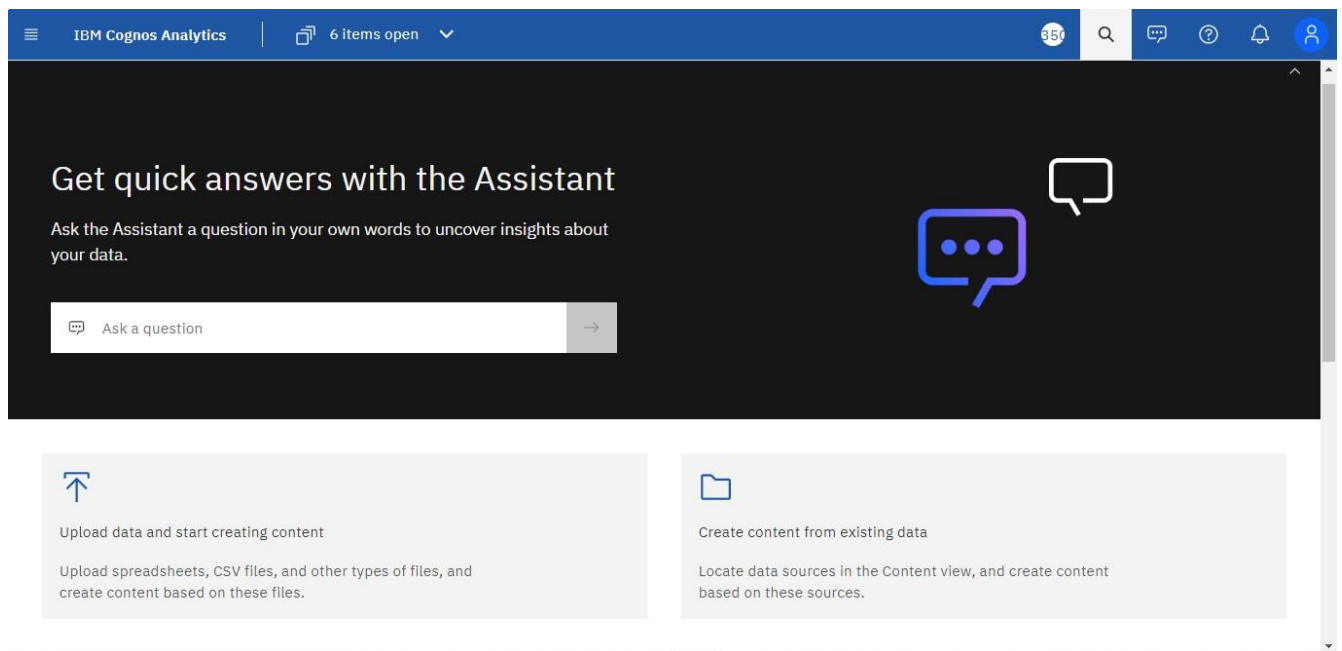


The Cognos HR Scorecard: Measuring Success in Talent Management

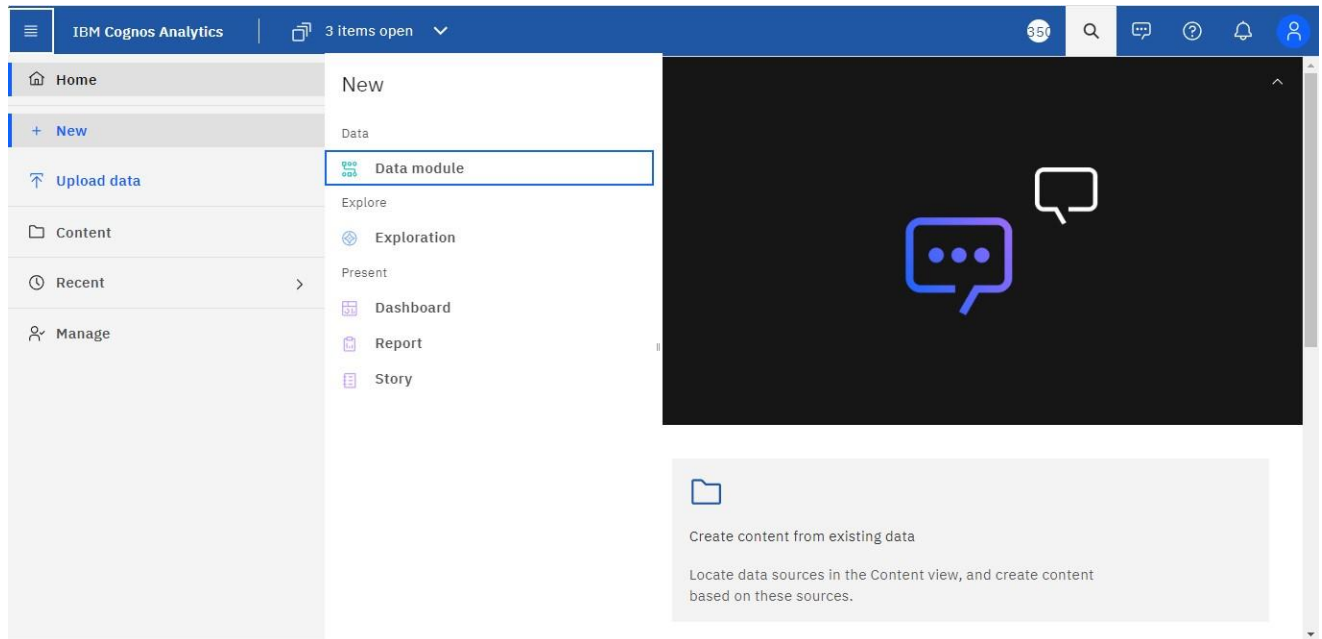
NAME: DHARANIDHARAN S A

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

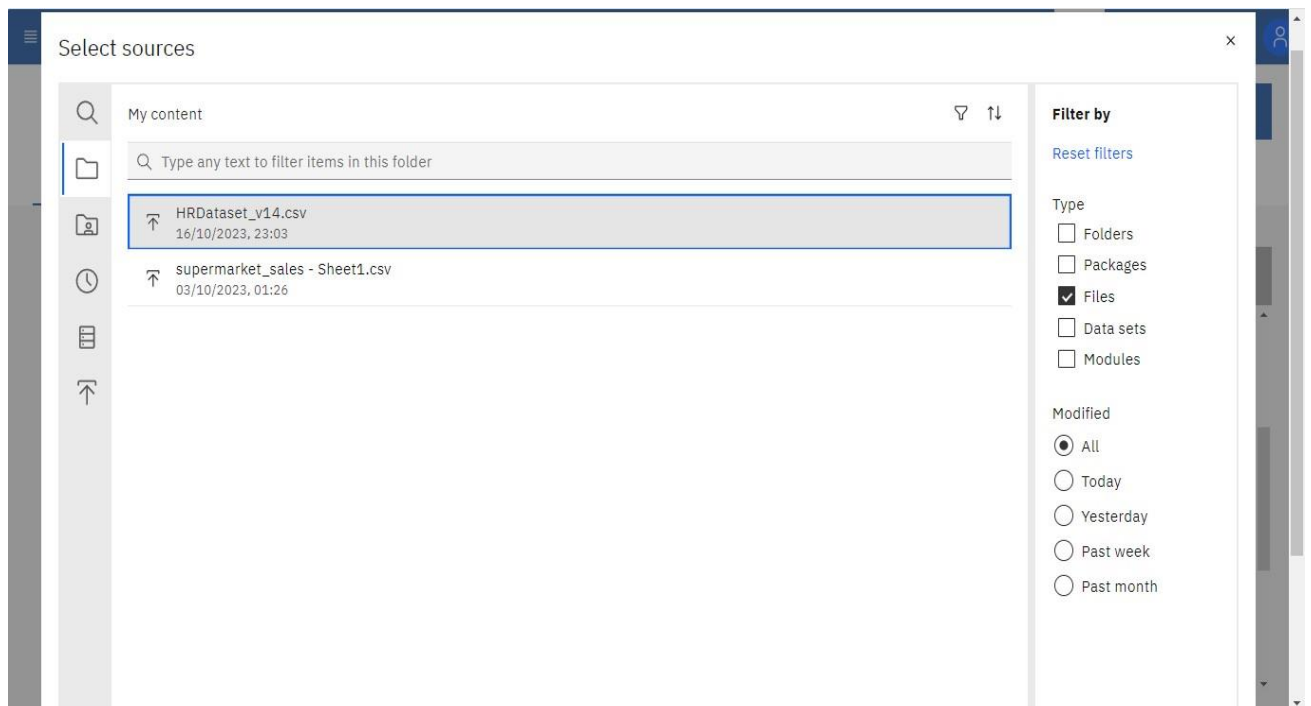
Step 1: Upload the CSV File



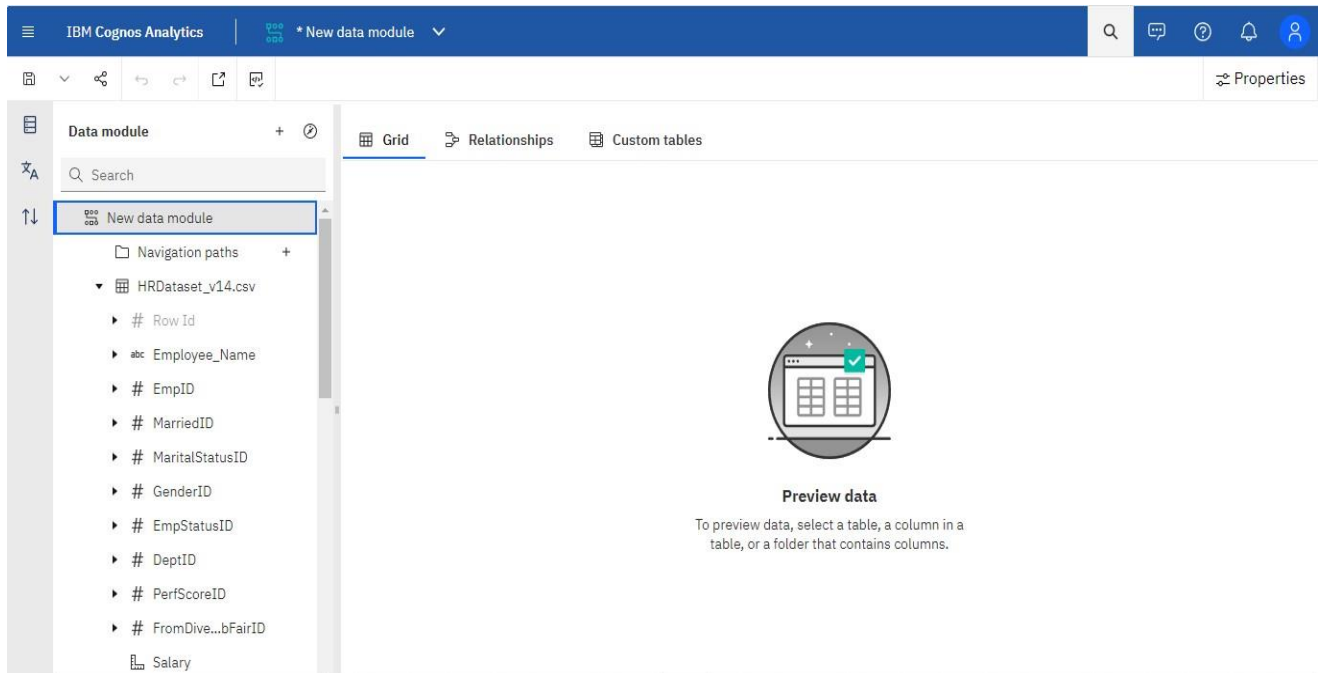
Step 2: Create Data Module.



Step 3: Select the CSV file.



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



IBM Cognos Analytics | * New data module

Grid Relationships Custom tables

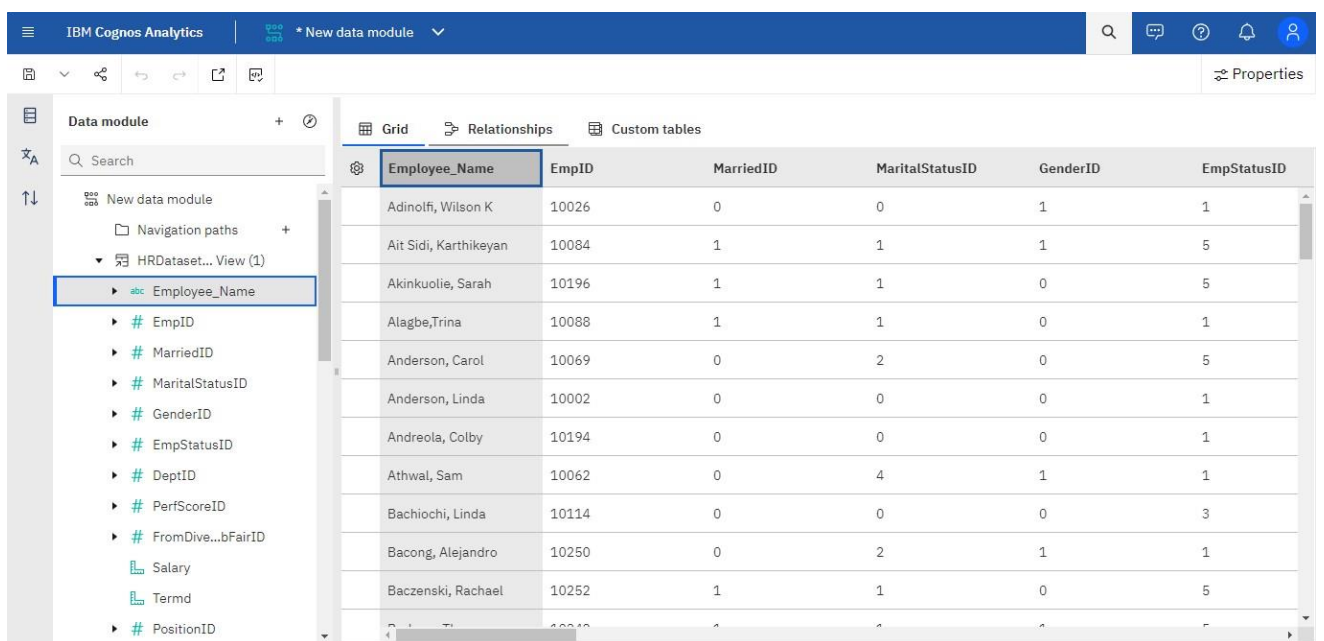
Search

New data module

- Navigation paths
- HRDataset_v14.csv
 - # Row Id
 - abc Employee_Name
 - # EmpID
 - # MarriedID
 - # MaritalStatusID
 - # GenderID
 - # EmpStatusID
 - # DeptID
 - # PerfScoreID
 - # FromDive...bFairID
 - Salary

Preview data

To preview data, select a table, a column in a table, or a folder that contains columns.



IBM Cognos Analytics | * New data module

Grid Relationships Custom tables

Search

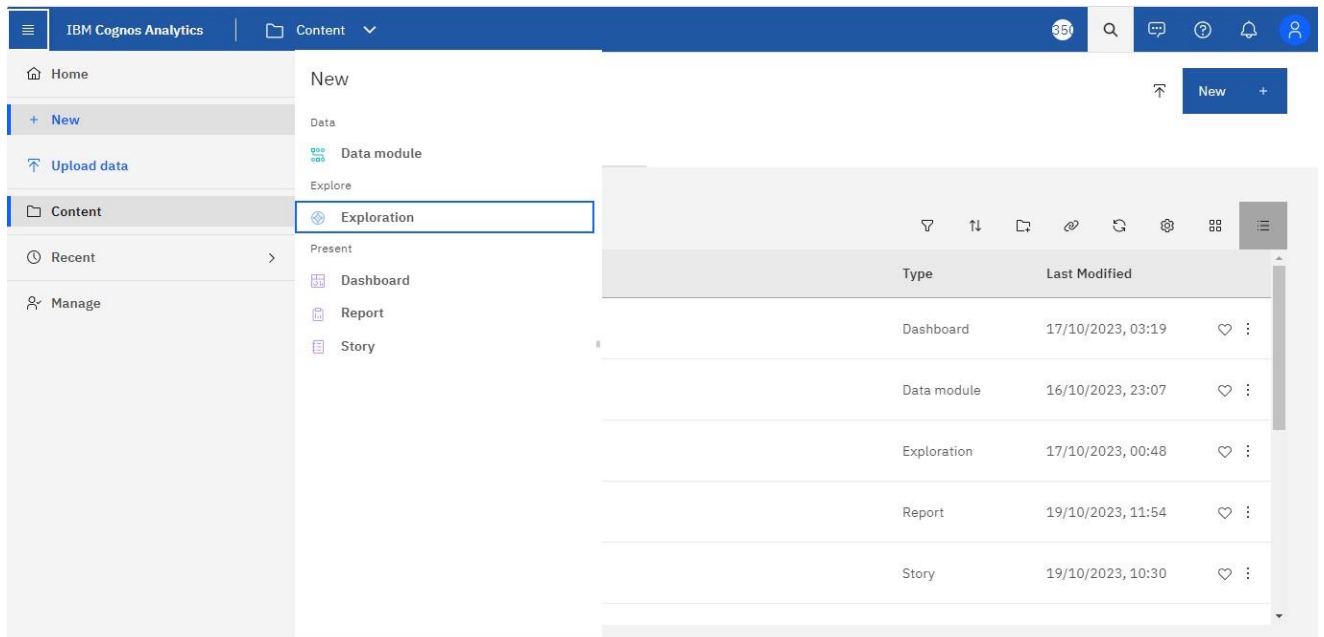
New data module

- Navigation paths
- HRDataset... View (1)
 - abc Employee_Name
 - # EmpID
 - # MarriedID
 - # MaritalStatusID
 - # GenderID
 - # EmpStatusID
 - # DeptID
 - # PerfScoreID
 - # FromDive...bFairID
 - Salary
 - Termd
 - # PositionID

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
Bachiochi, Linda	10114	0	0	0	3
Bacong, Alejandro	10250	0	2	1	1
Baczinski, Rachael	10252	1	1	0	5
Bachiochi, Linda	10114	0	0	0	3

Task 2: Select the dataset to explore

Step 1: Select the exploration



The screenshot shows the IBM Cognos Analytics interface. The left sidebar contains navigation options: Home, New, Upload data, Content, Recent, and Manage. The 'Content' option is selected, and a 'New' menu is open, showing options: Data, Data module, Explore, and Exploration. The 'Exploration' option is highlighted. The main area displays a table of content items.

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 dialog box titled "Add a data source to explore" is open, displaying a list of data sources. The dialog has tabs for "My content" and "Team content". The "My content" tab is active, showing a table with the following data:

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

The dialog also includes a "Cancel" button and an "Add" button. In the background, the "Data module" sidebar is visible, showing a list of data modules including "HRDataset_v14.csv", "Market data module", and "supermarket_sales - Sheet1.csv".

Step 3: Explore the dataset

Upload data and start creating content

Select one of 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.

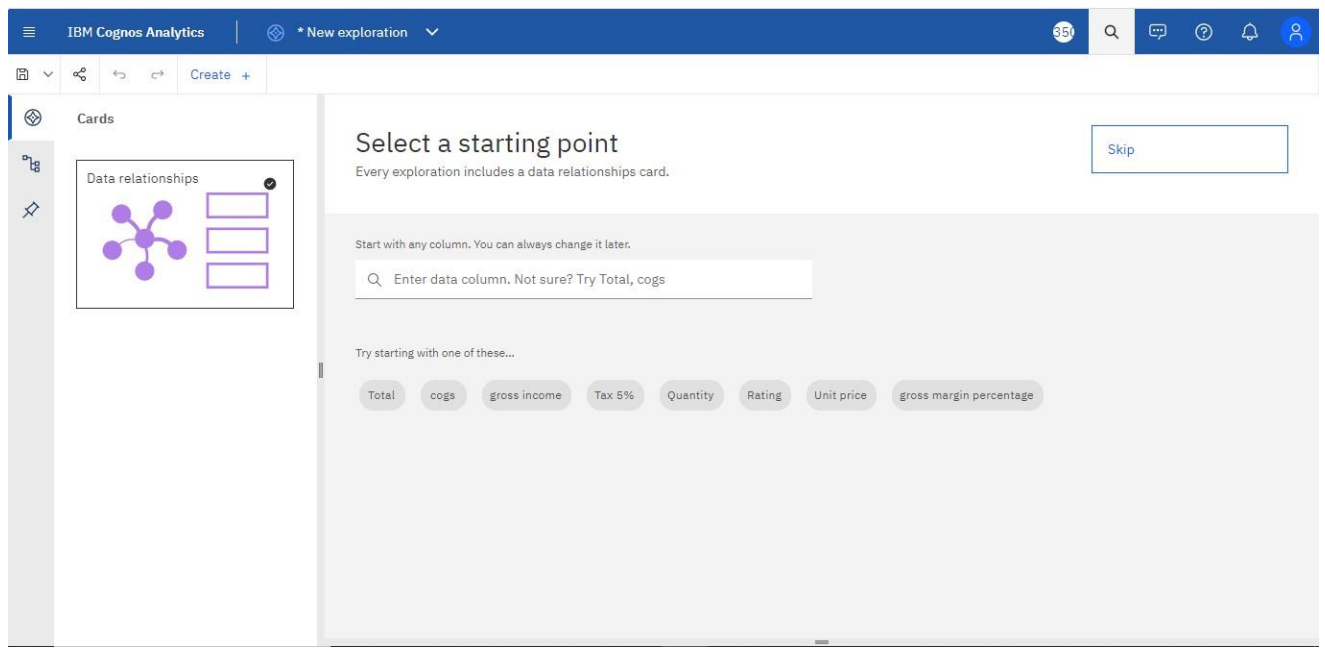
Cancel

Back

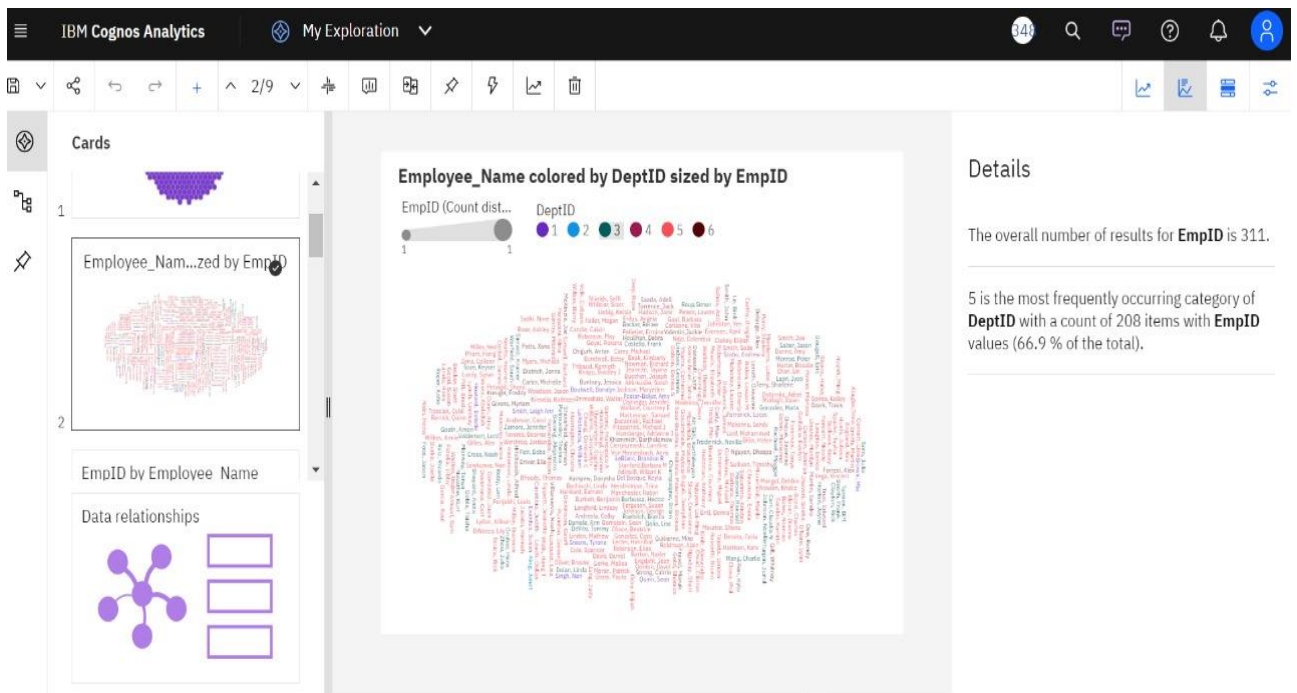
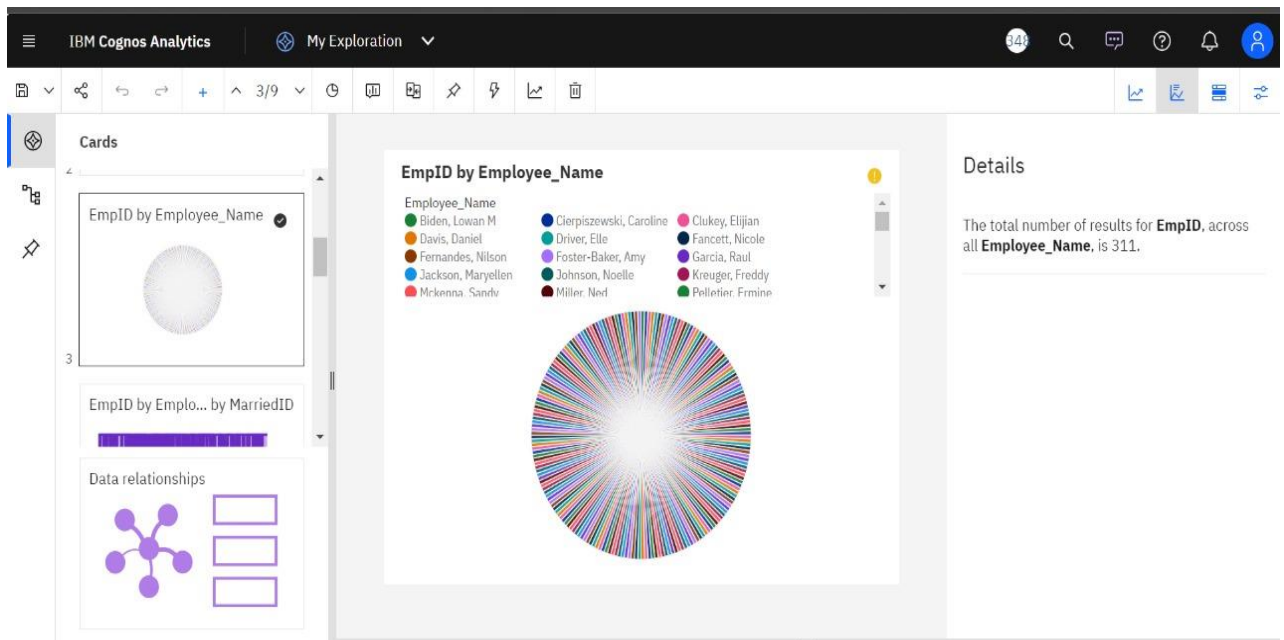
Skip

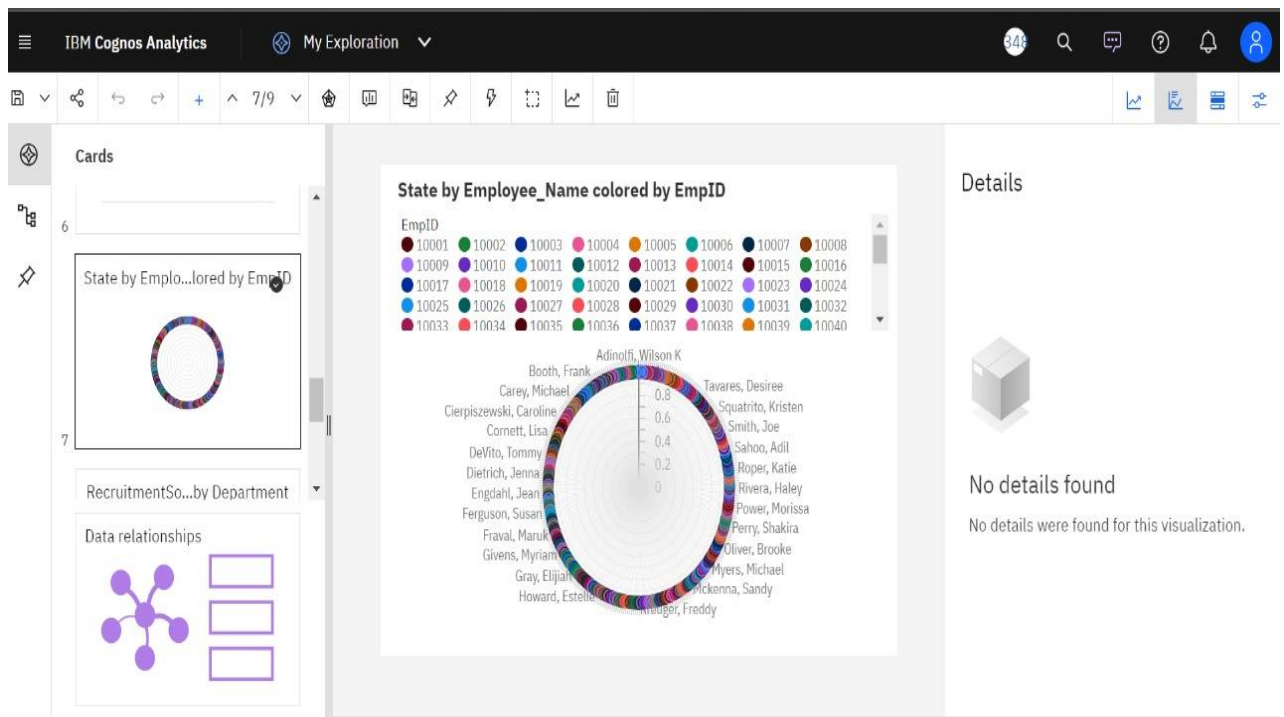
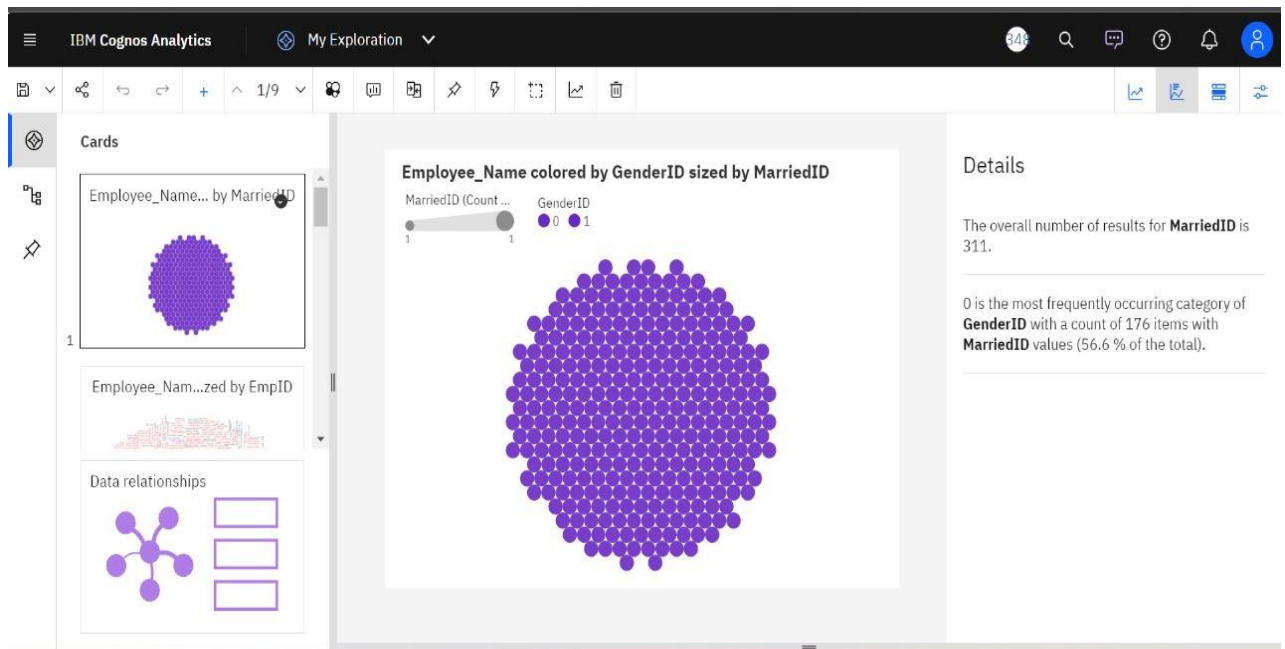
Create

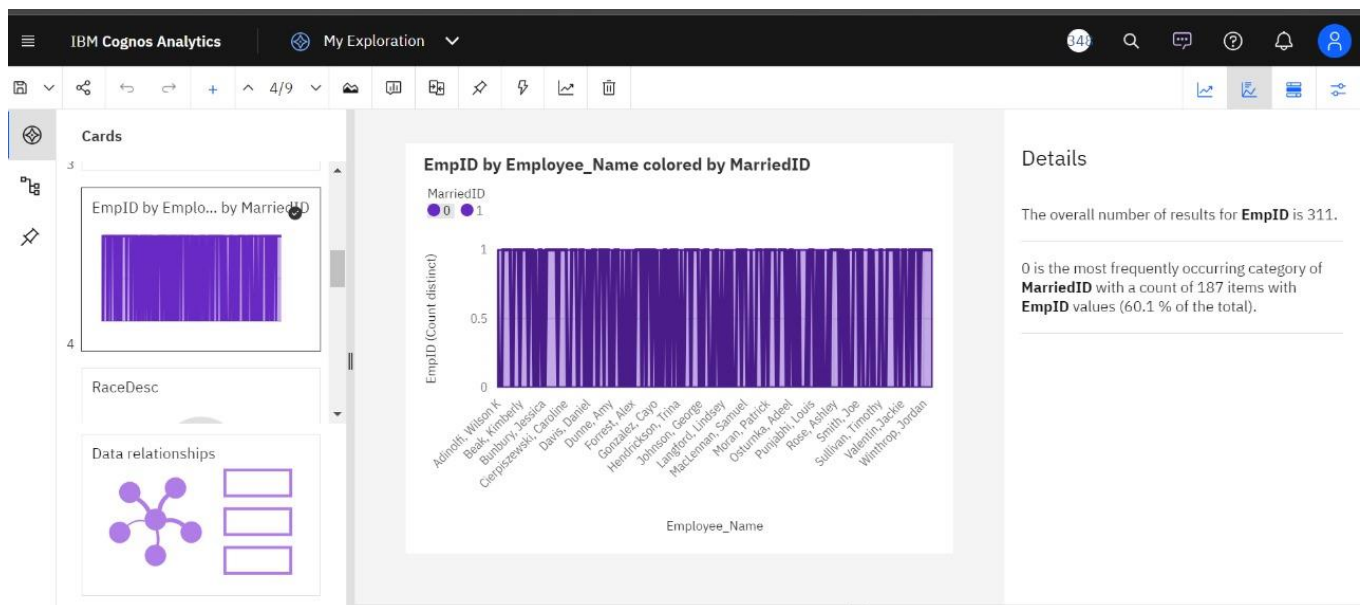
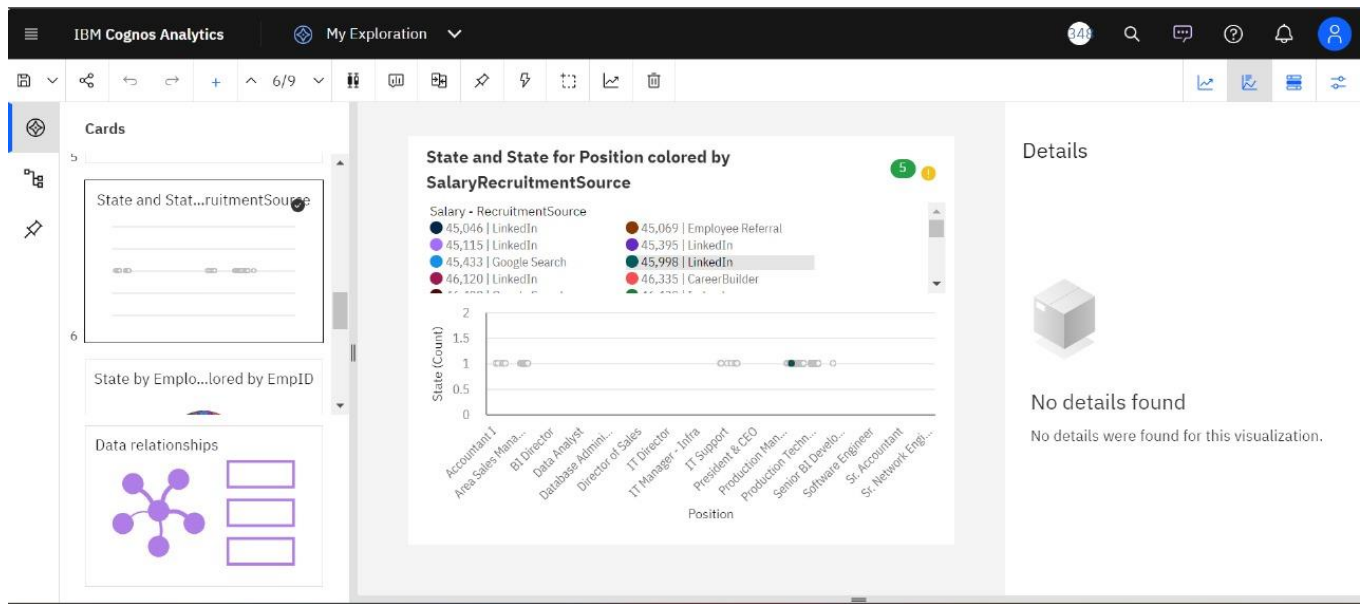
Task 3: Visualize the Data Set and Dashboard

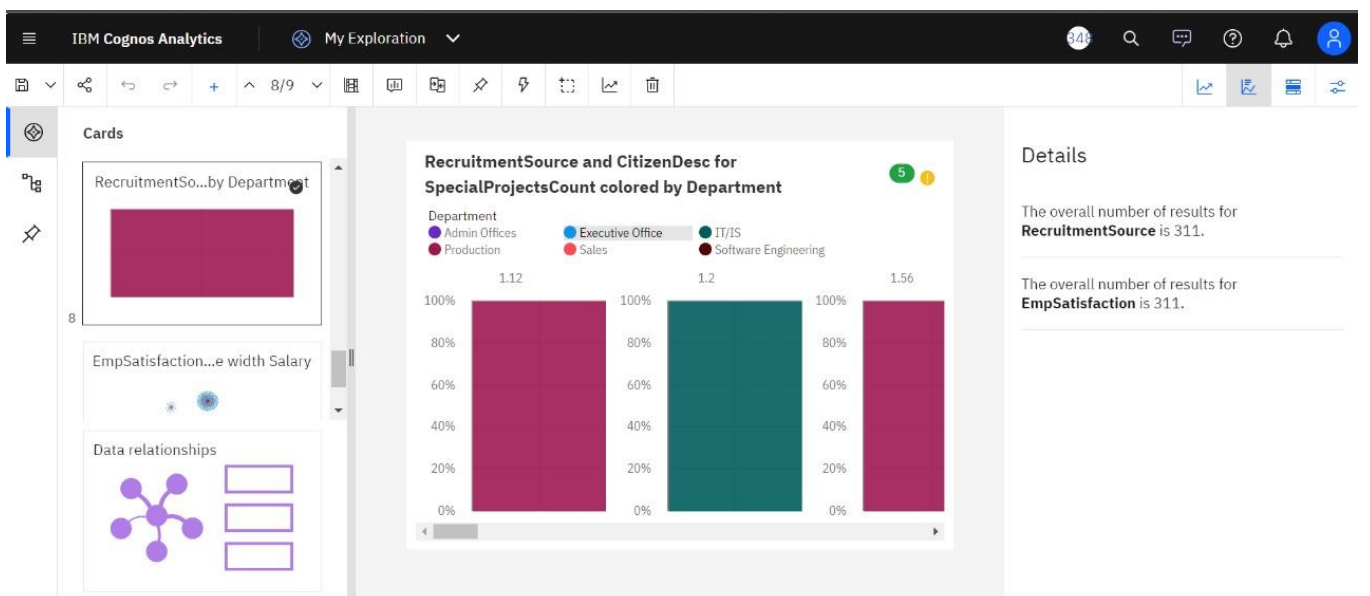
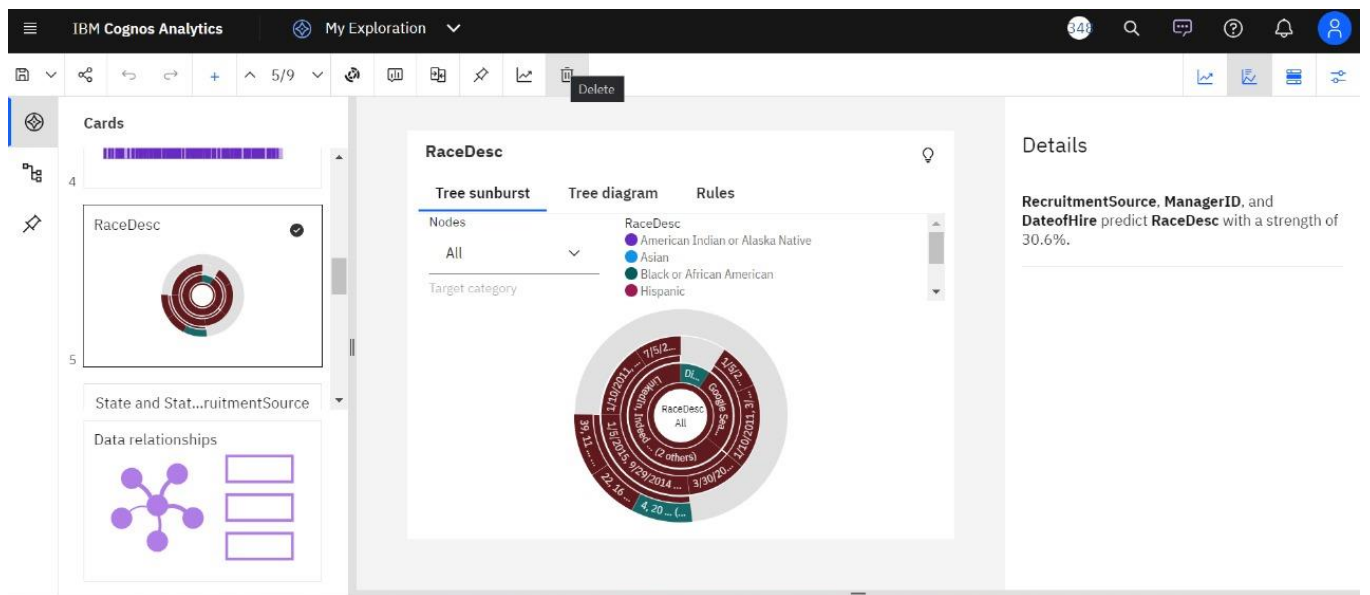


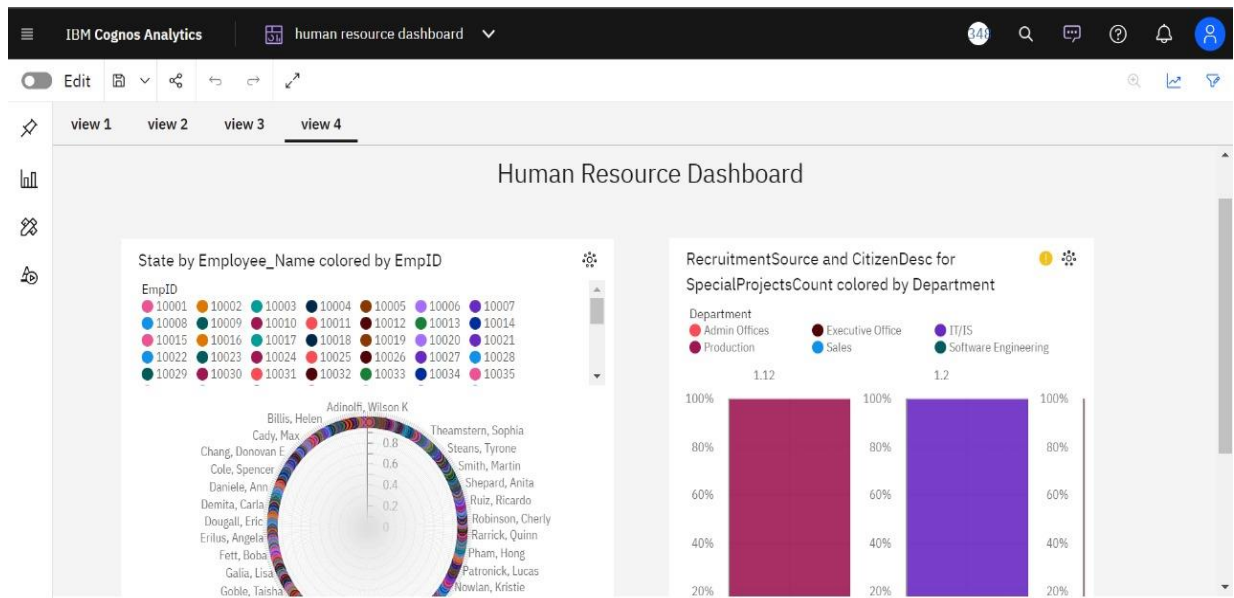
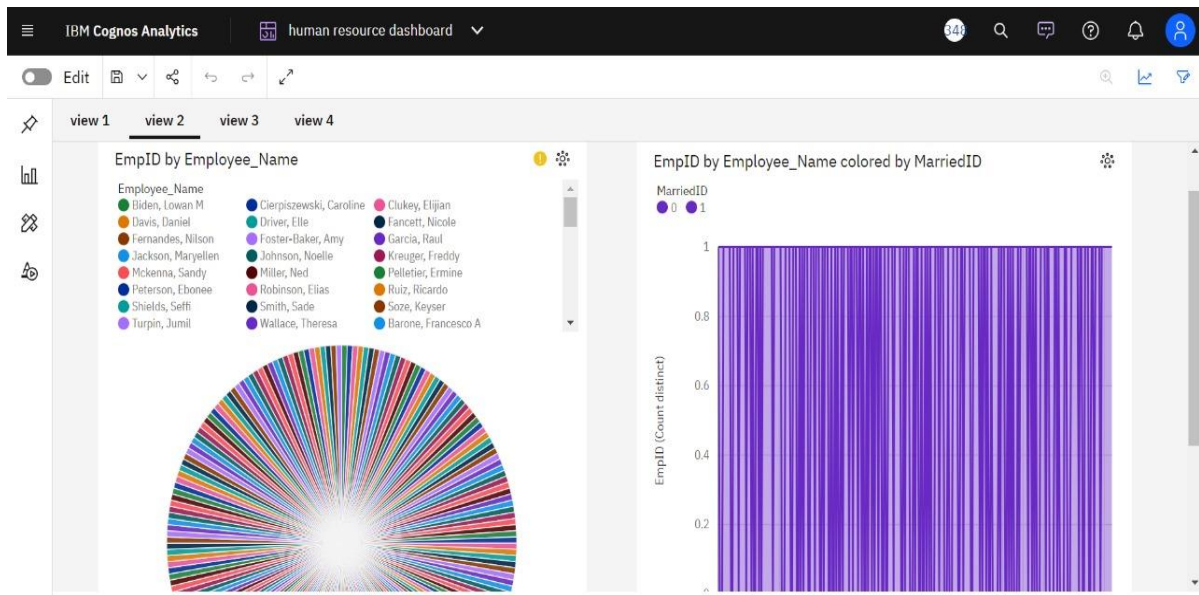
Step 1: Create Visualization charts and save it.

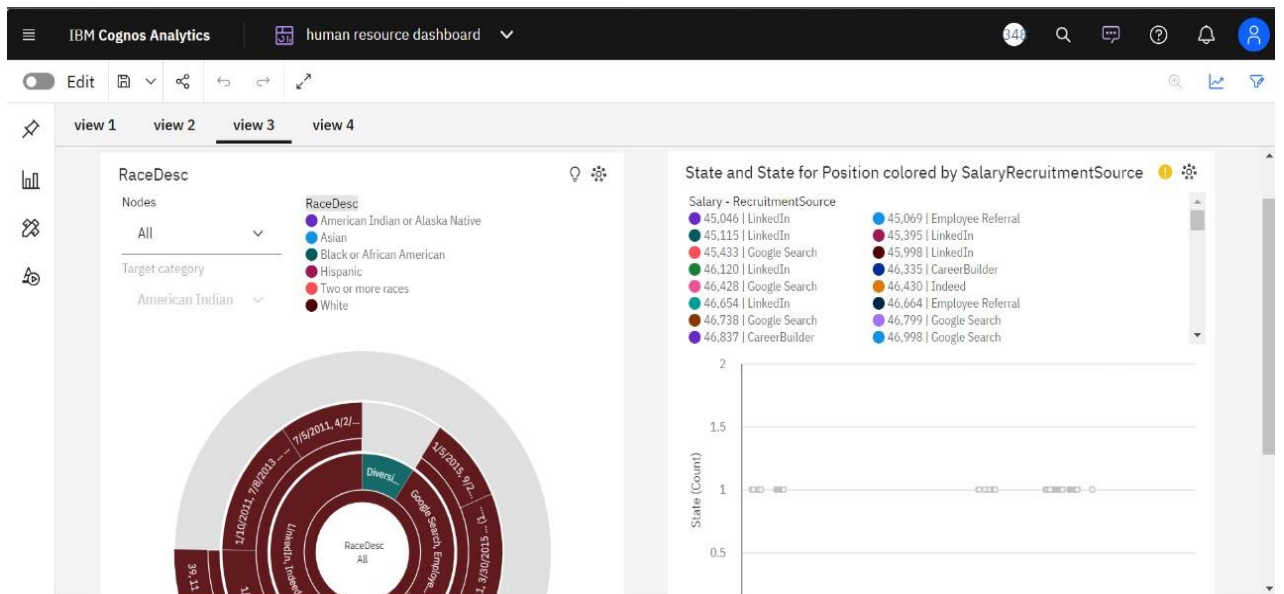
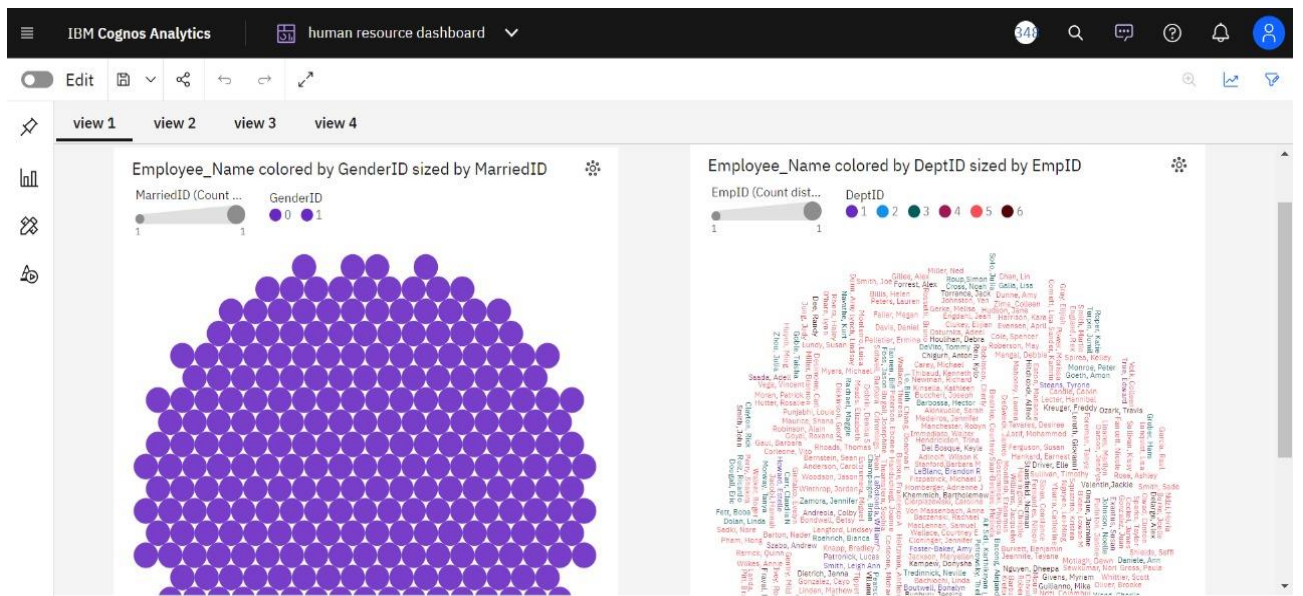




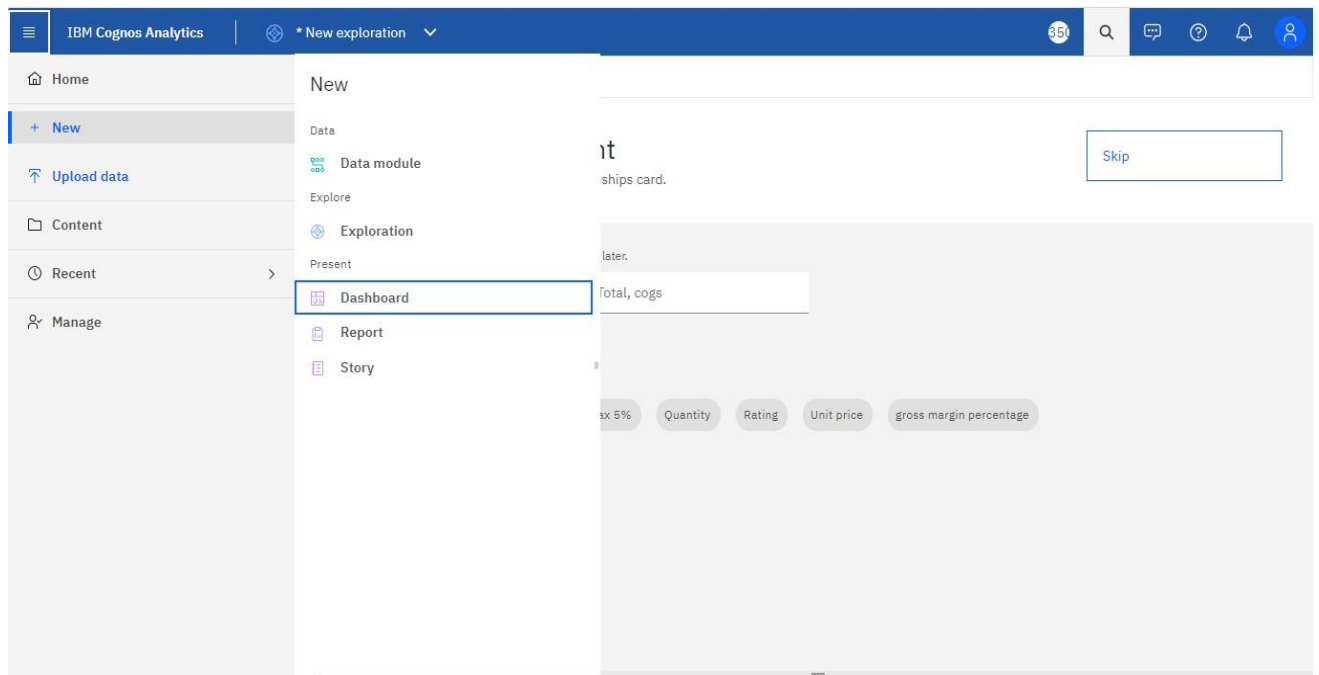




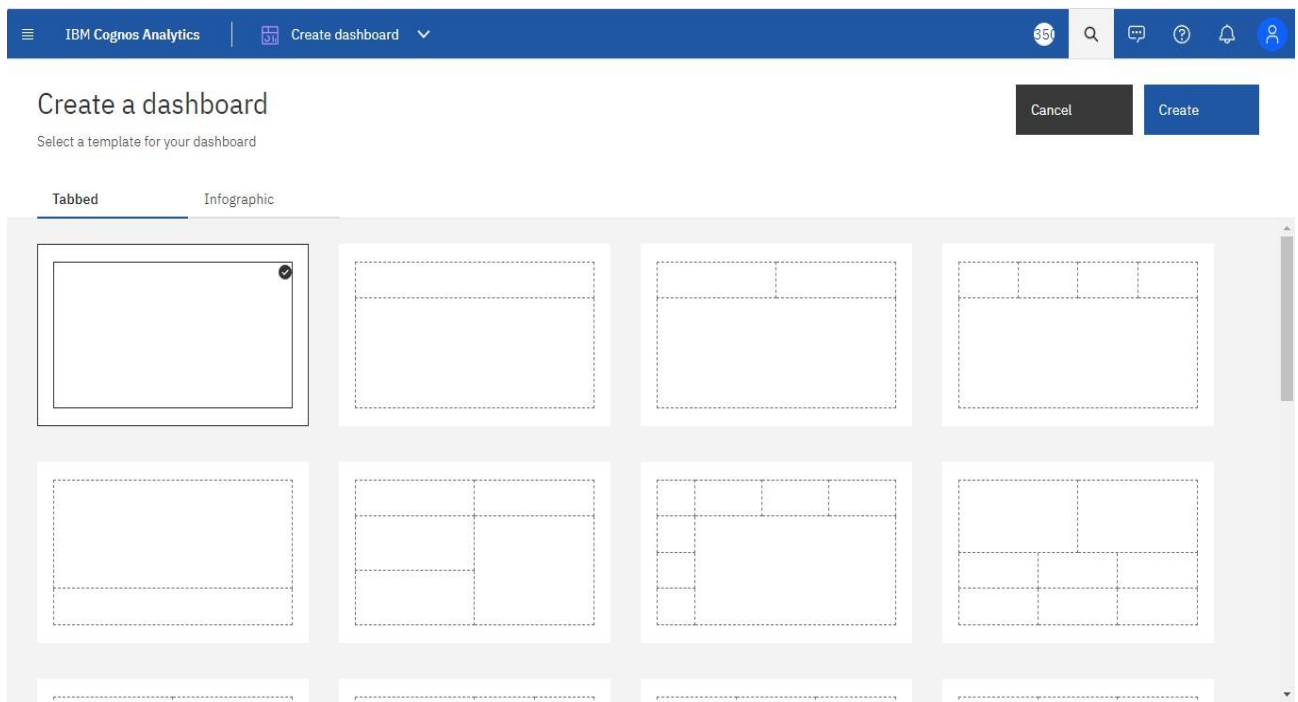




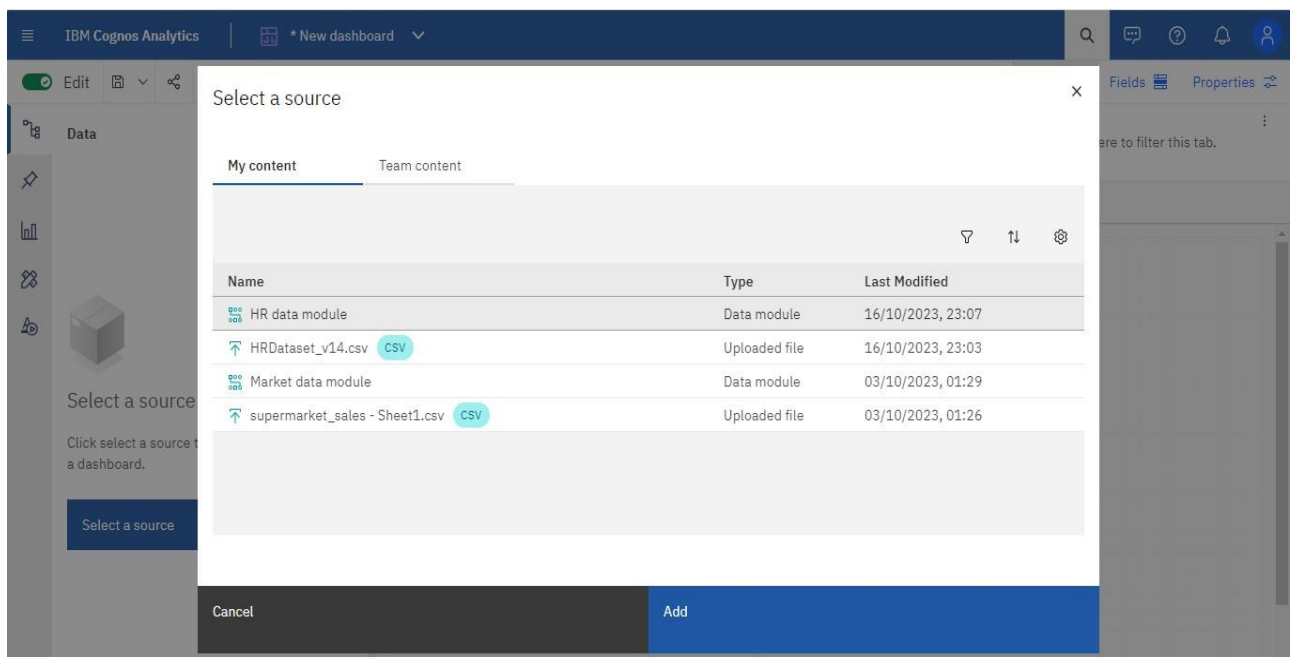
Step 2: Create the Dashboard



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.

IBM Cognos Analytics

* New dashboard

Q

Edit

Analytics

Filters

Fields

Properties

Visualizations

System

Custom

Area

Bar

Box plot

Bubble

Bullet

Column

Crosstab

Data player

Decision tree

Driver analysis

Drop-down list

Filter dropdown

Tab 1

+

All tabs

Drag and drop data here to filter all tabs.

This tab

Drag and drop data here to filter this tab.

Edit

Analytics

Filters

Fields

Properties

All tabs

Drag and drop data here to filter all tabs.

This tab

Drag and drop data here to filter this tab.

Tab 1

Tab 2

Tab 3

Tab 4

+

HR DATA ANALYSIS

EmpID, Employee_Name and EmploymentStatus

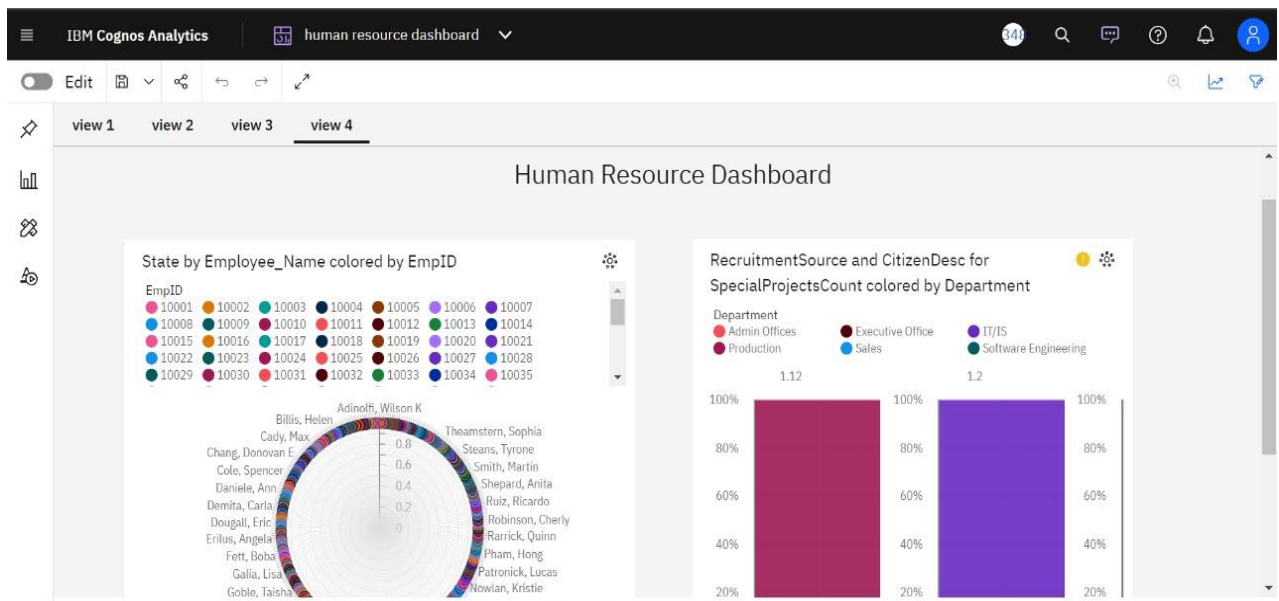
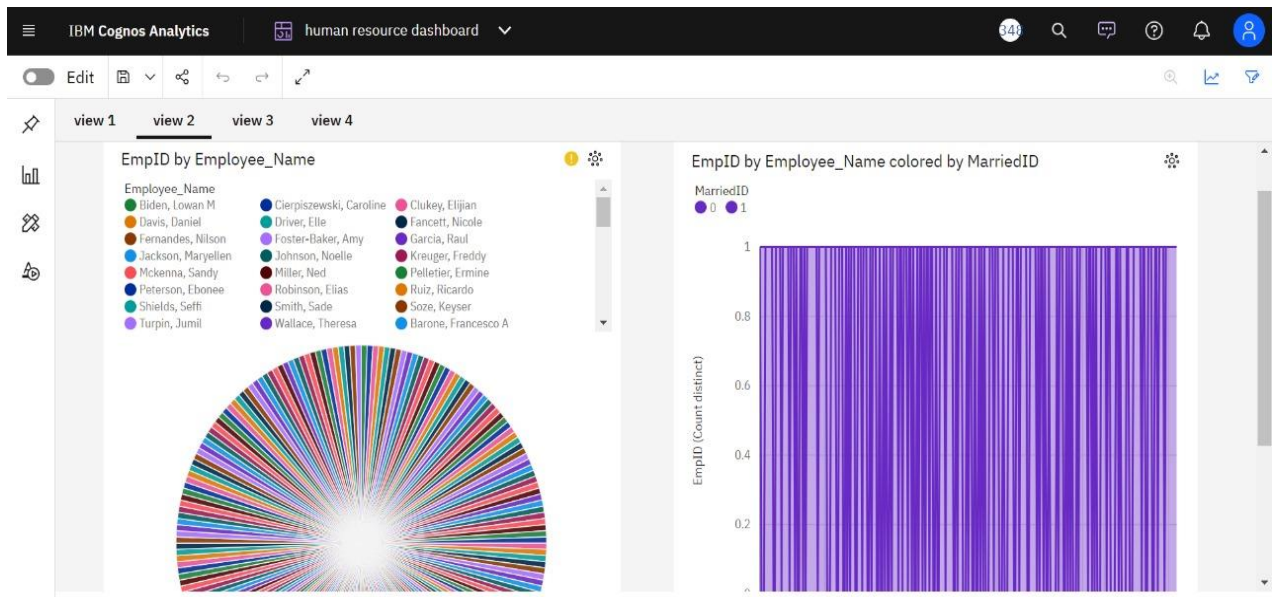
EmpID	Employee_Name	EmploymentStatus
10001	Candle, Calvin	Active
10002	Anderson, Linda	Active
10003	Billis, Helen	Active
10004	Lynch, Lindsay	Voluntarily Terminated
10005	Patronick, Lucas	Voluntarily Terminated
10006	Driver, Elle	Active
10007	Harrison, Kara	Active
10008	Lindsay, Leonara	Active
10009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

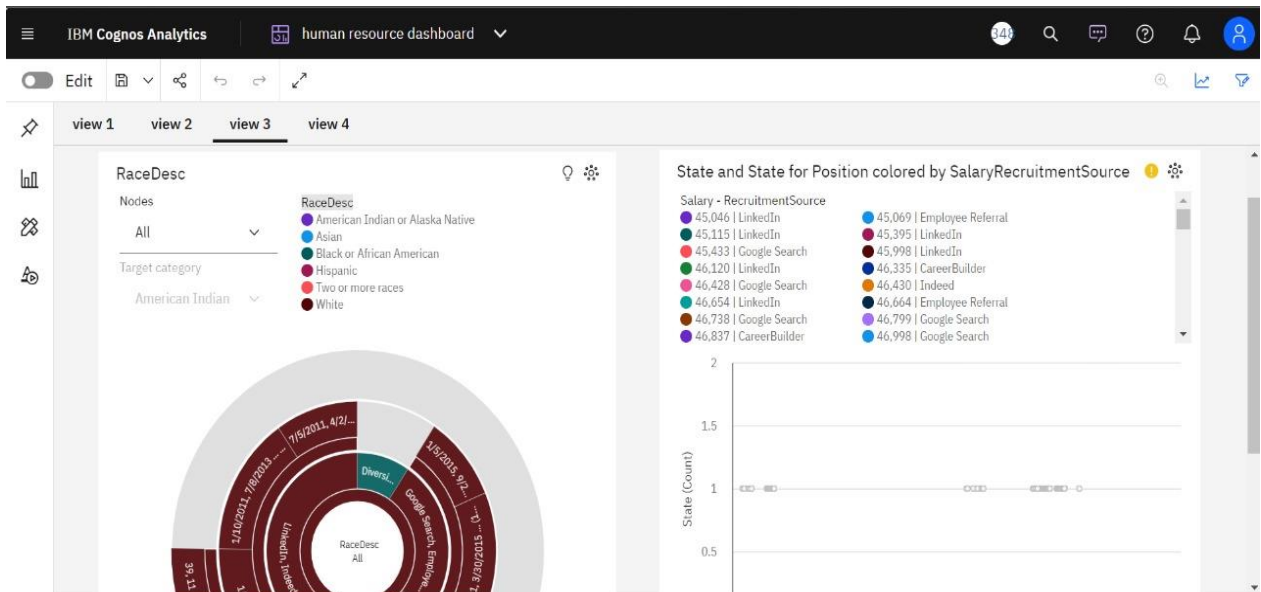
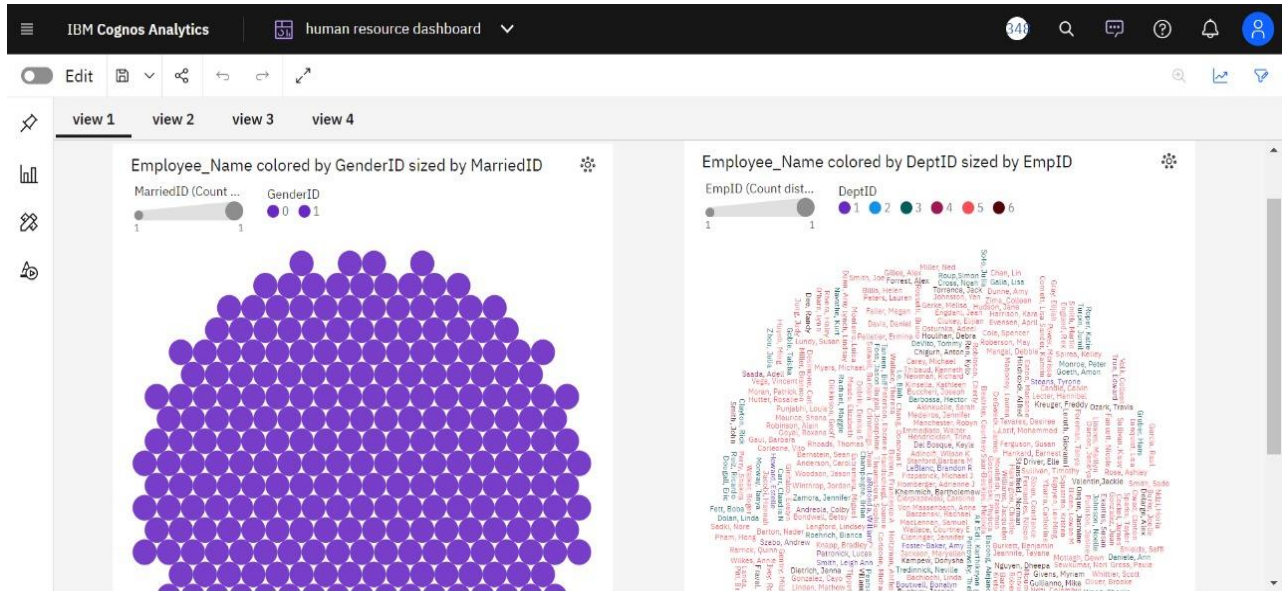
Sex by MarriedID, MaritalStatusID and MaritalDesc colored by Sex

Sex

F

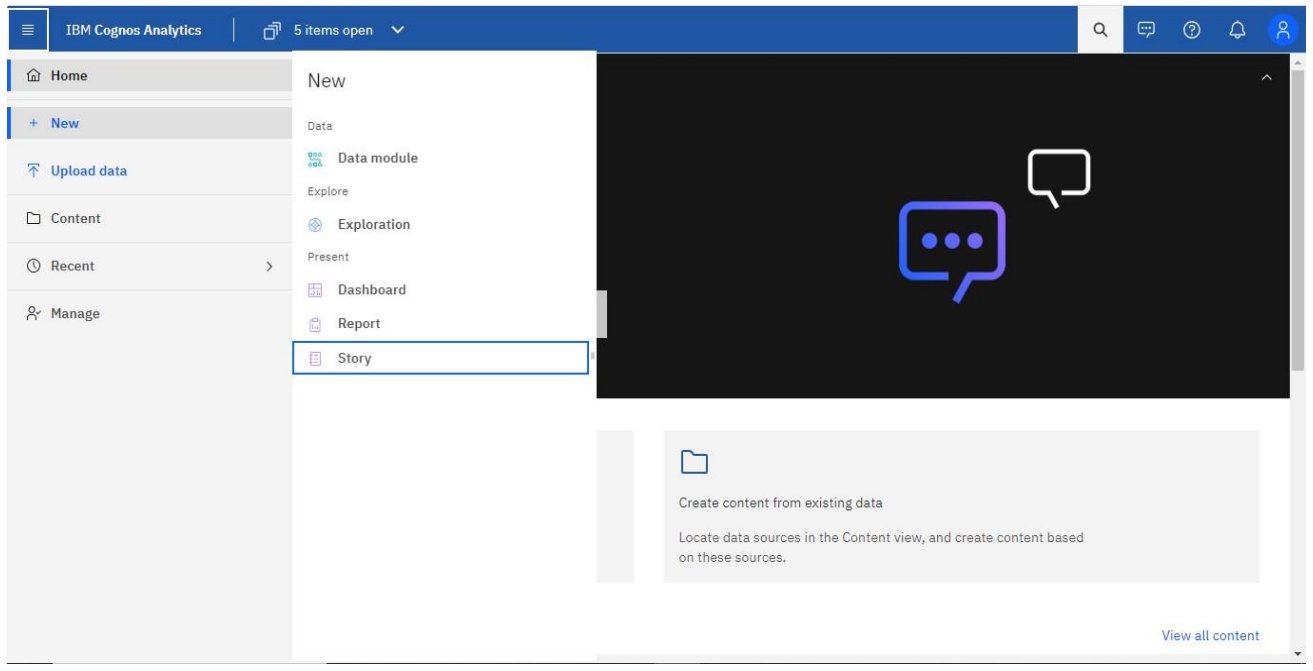
M



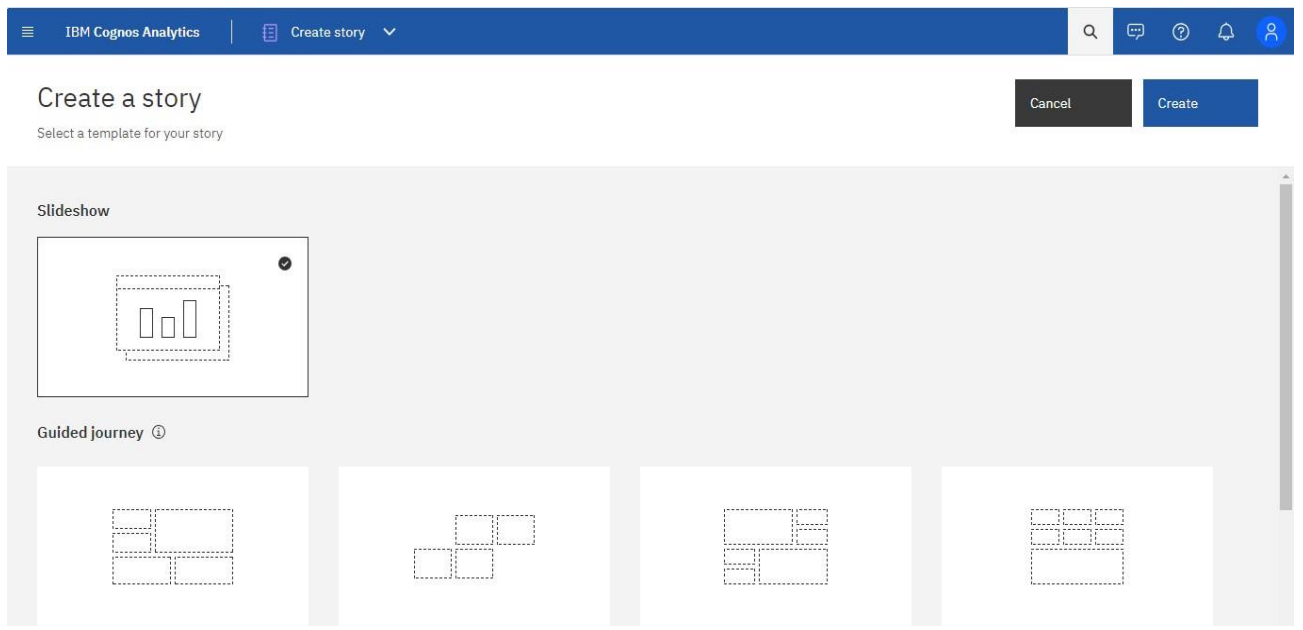


Task 4: Create story for the Dataset

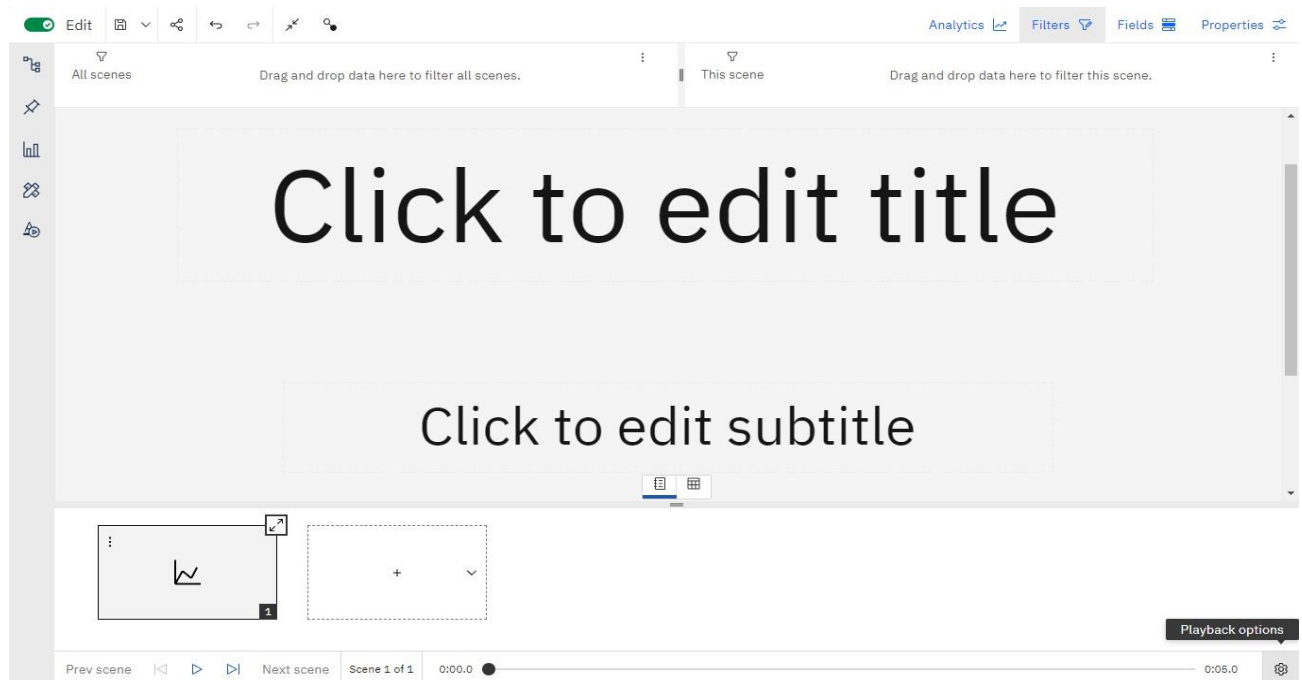
Step 1: Select the Story to create



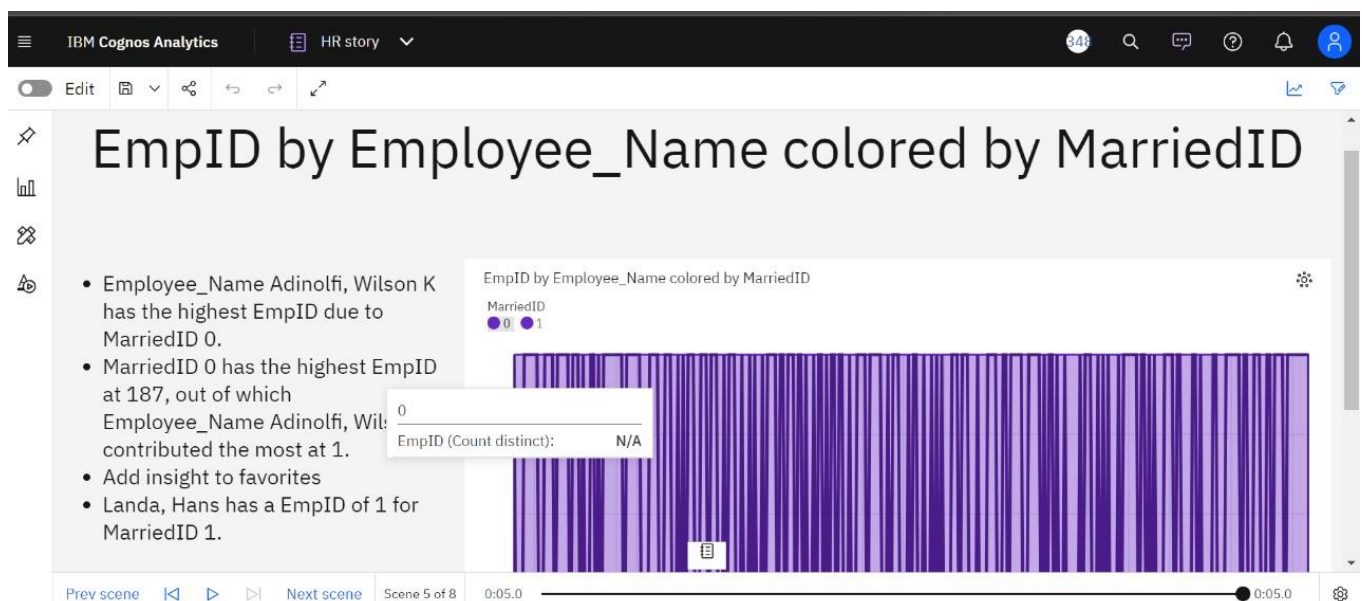
Step 2: Select the Template for story

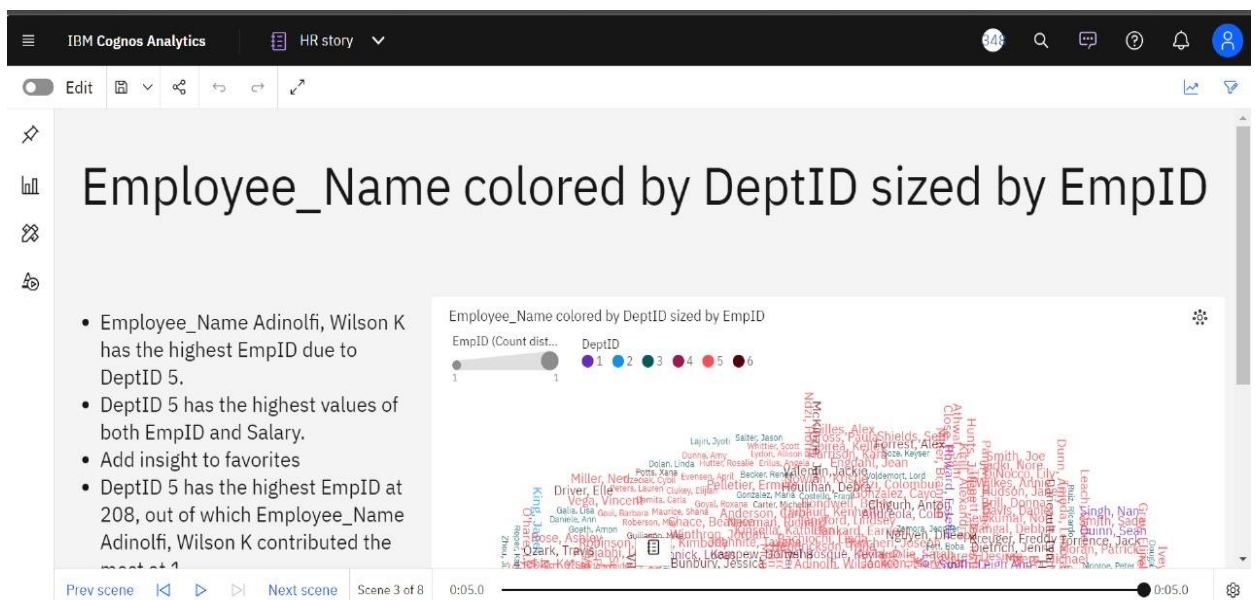
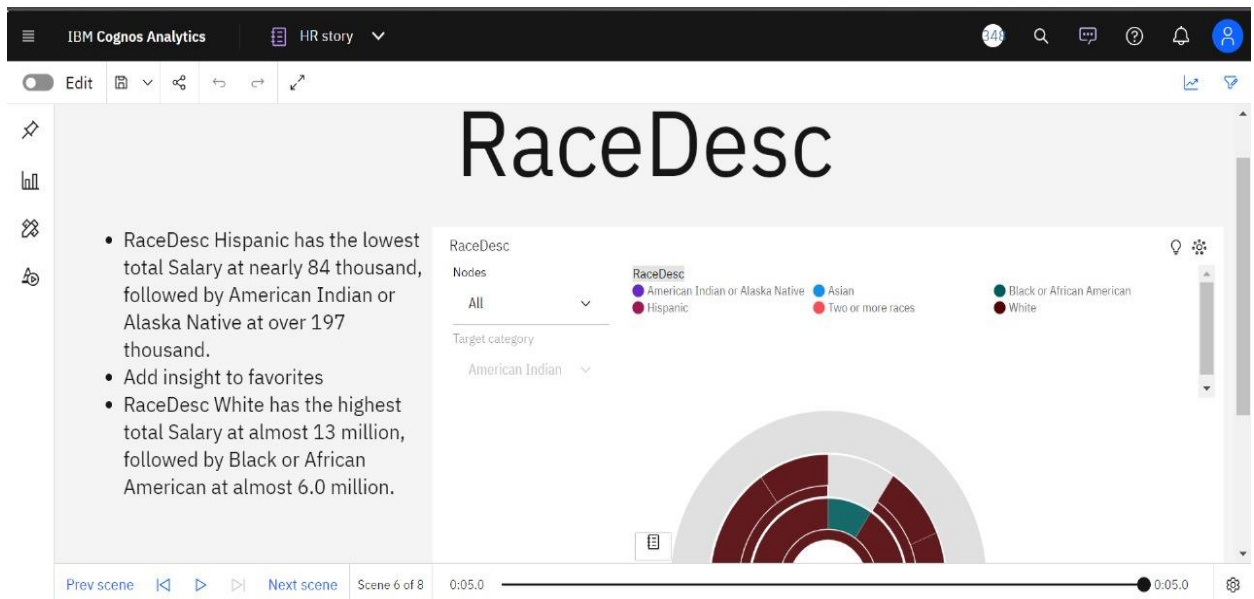


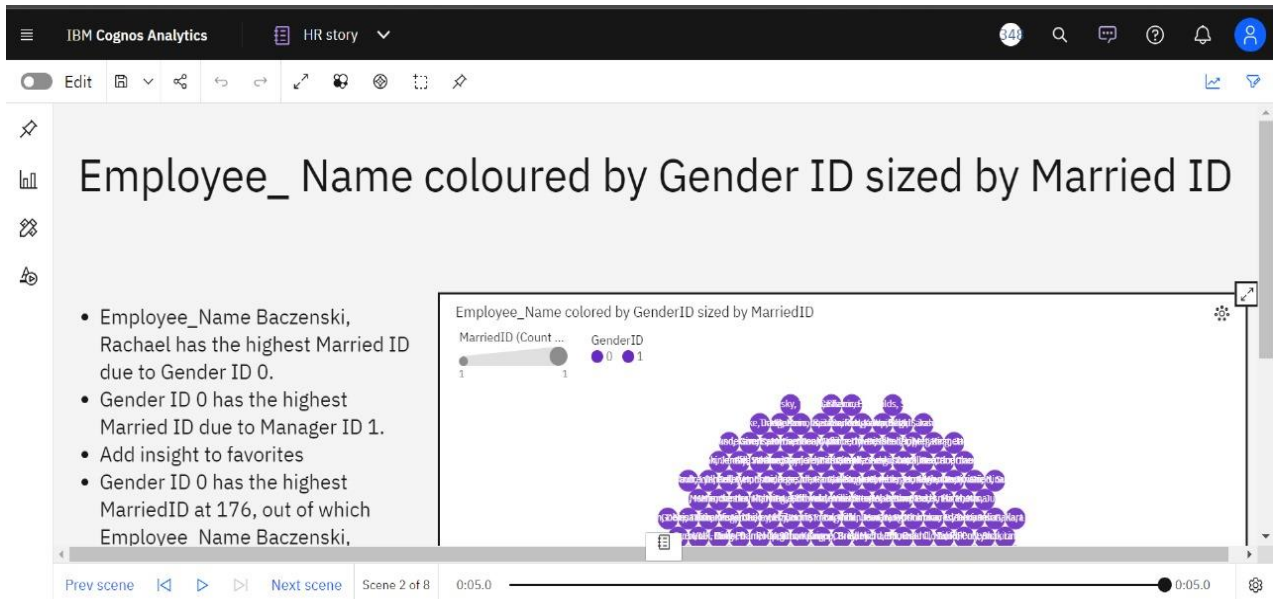
Step 3: Create the Story by using the Visualisation charts



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

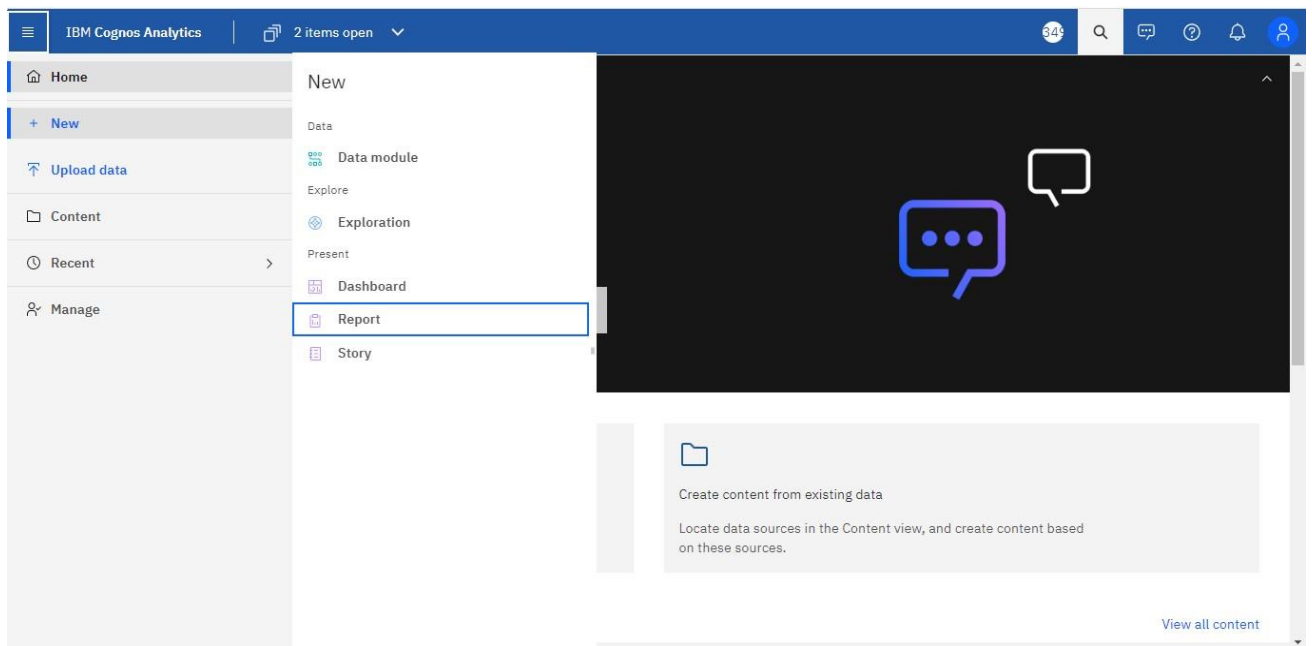




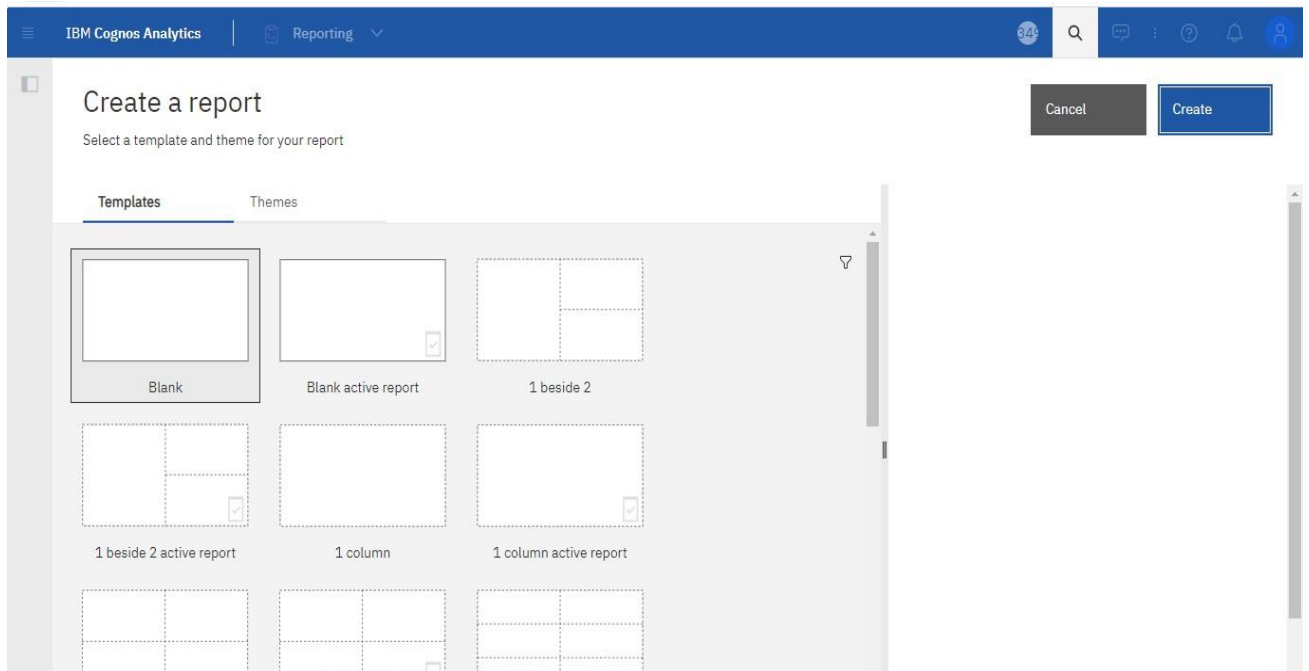


Task 4: Create Report for the Dataset

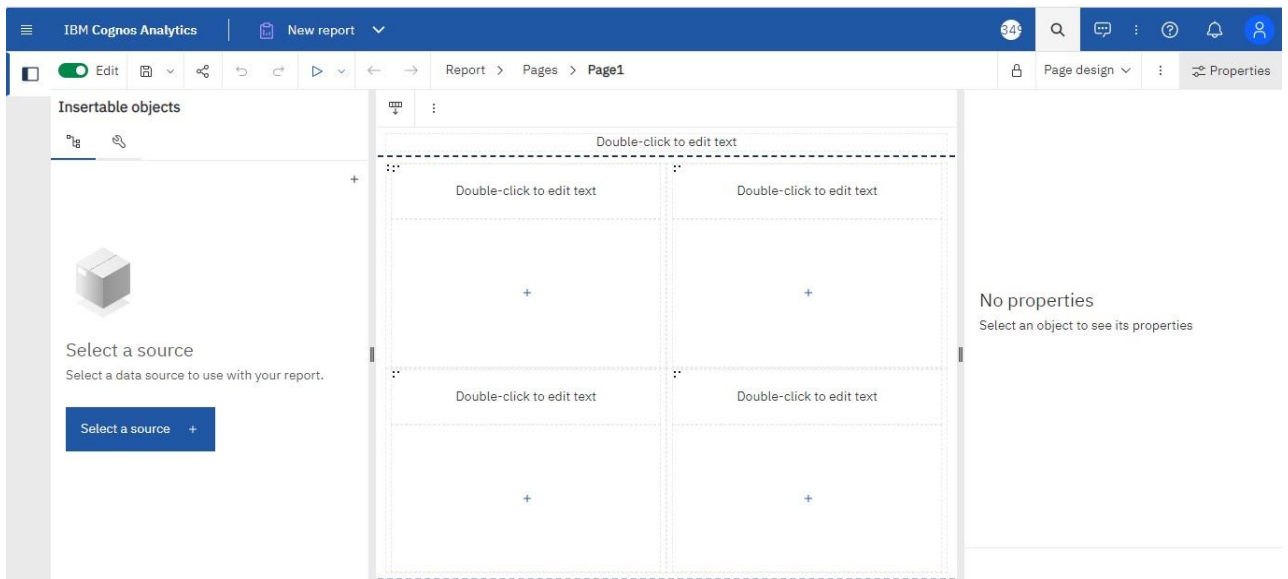
Step 1: Select the Report to create



Step 2: Select the template for the report



Step 3: Create the Report by using the Visualisation charts

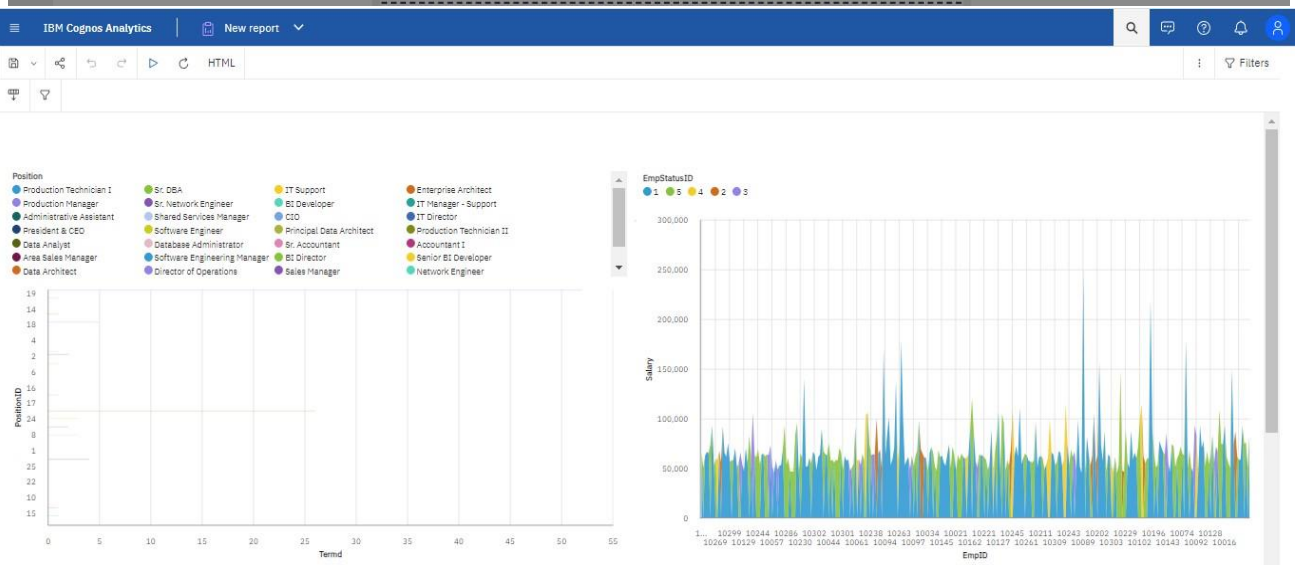


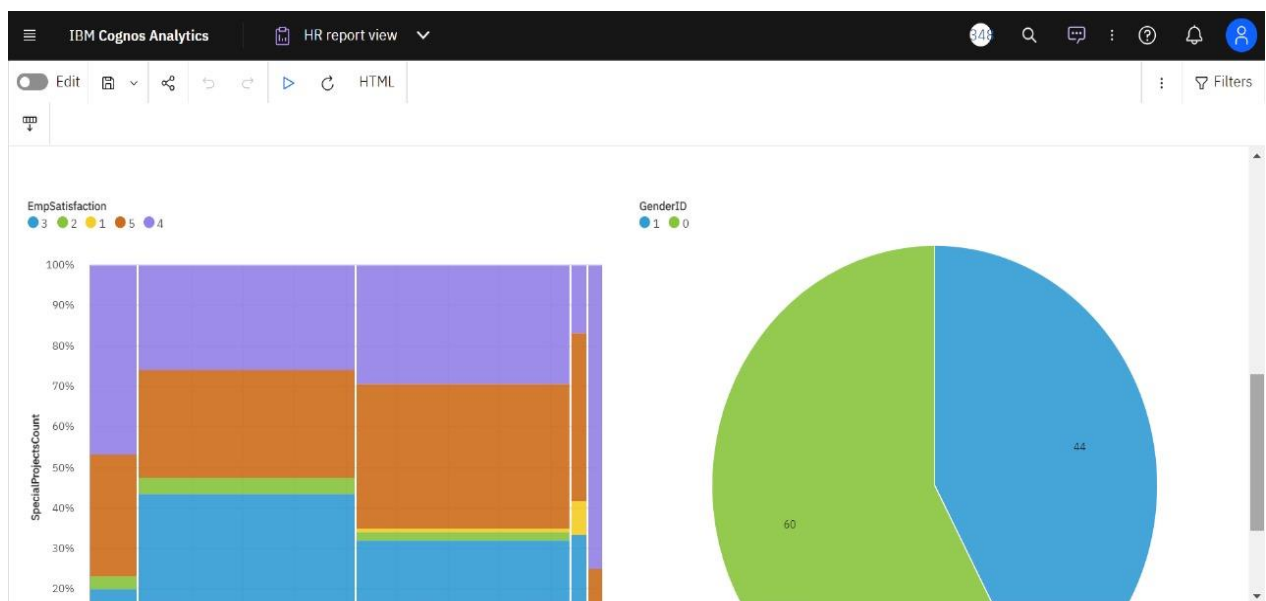
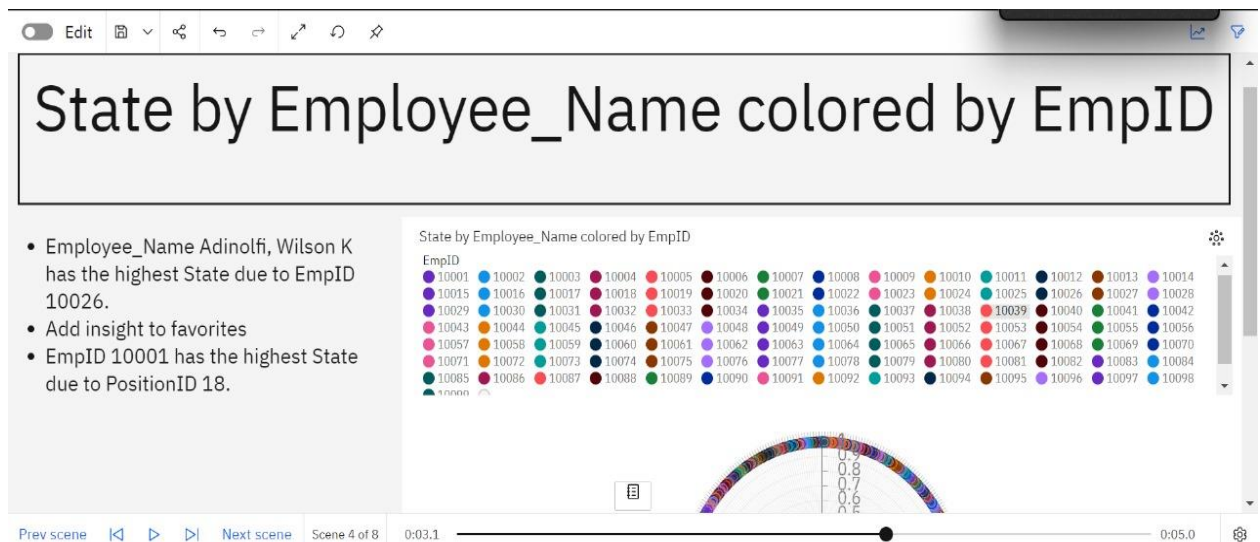
Step 4: Select the data module to do report and visualise the dataset as report

The screenshot shows the IBM Cognos Analytics interface. A modal dialog titled 'Open' is displayed, allowing the user to select a data module. The dialog has two tabs: 'My content' (selected) and 'Team content'. Below the tabs is a table listing available data modules.

Name	Type	Last Modified
HR data module	Data module	16/10/2023, 23:07
Market data module	Data module	03/10/2023, 01:29

At the bottom of the dialog are 'Cancel' and 'Open' buttons. The background interface shows a sidebar with 'Insertable objects' and a main area with 'Select a source' and 'Select a data source to'.





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