

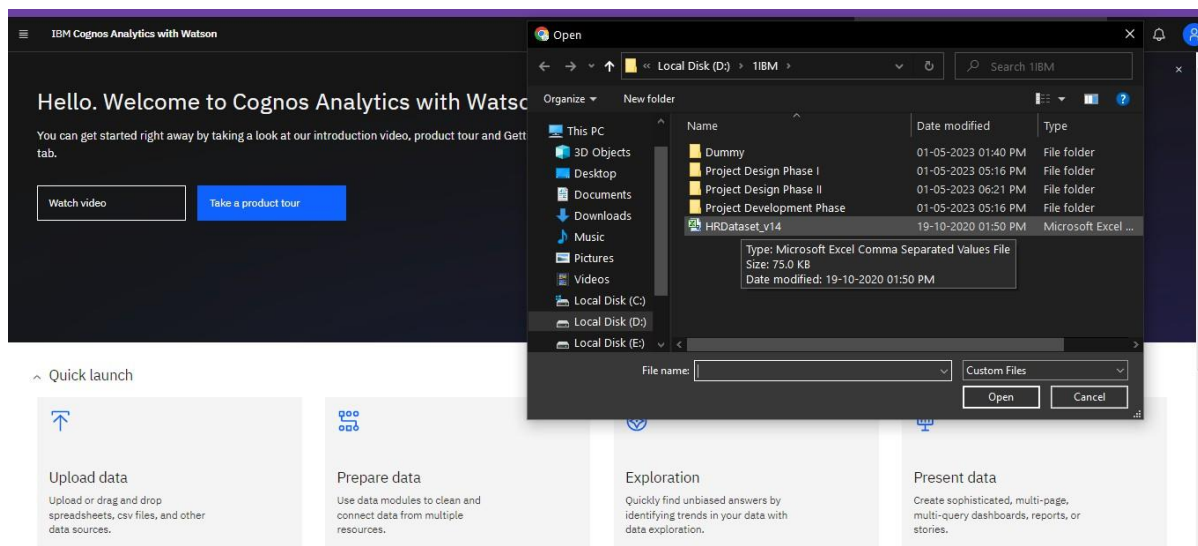
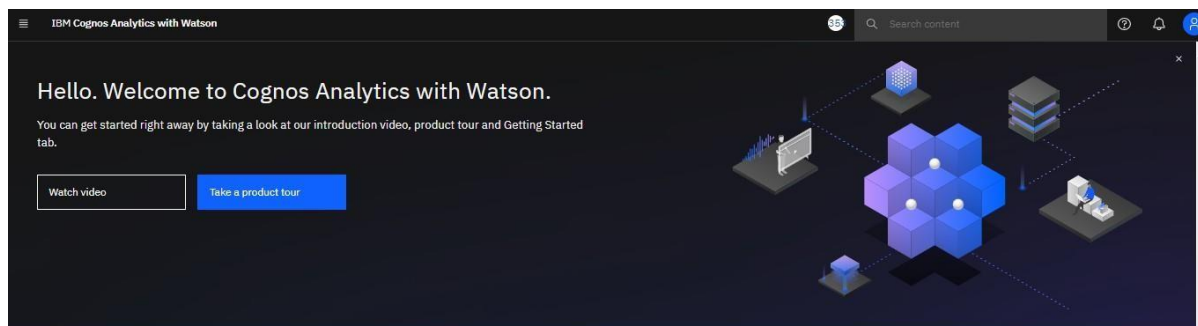
# The Cognos HR Scorecard: Measuring Success in Talent Management

**NAME:** KOKILA VANI V

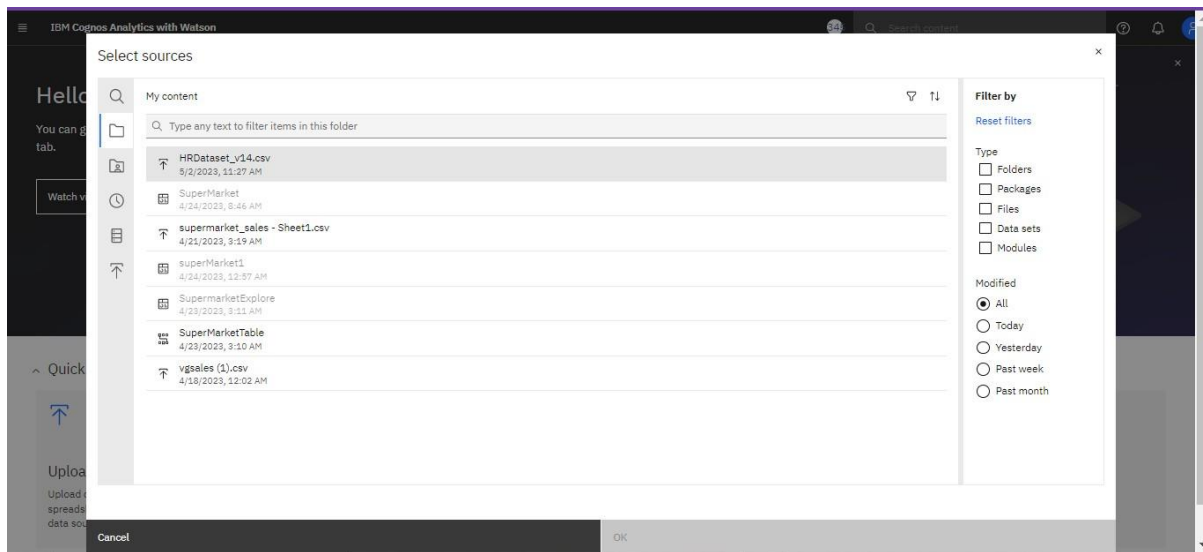
**IBM ID:**2k20cse181@kiot.ac.in

## TASK 1: Upload the dataset:

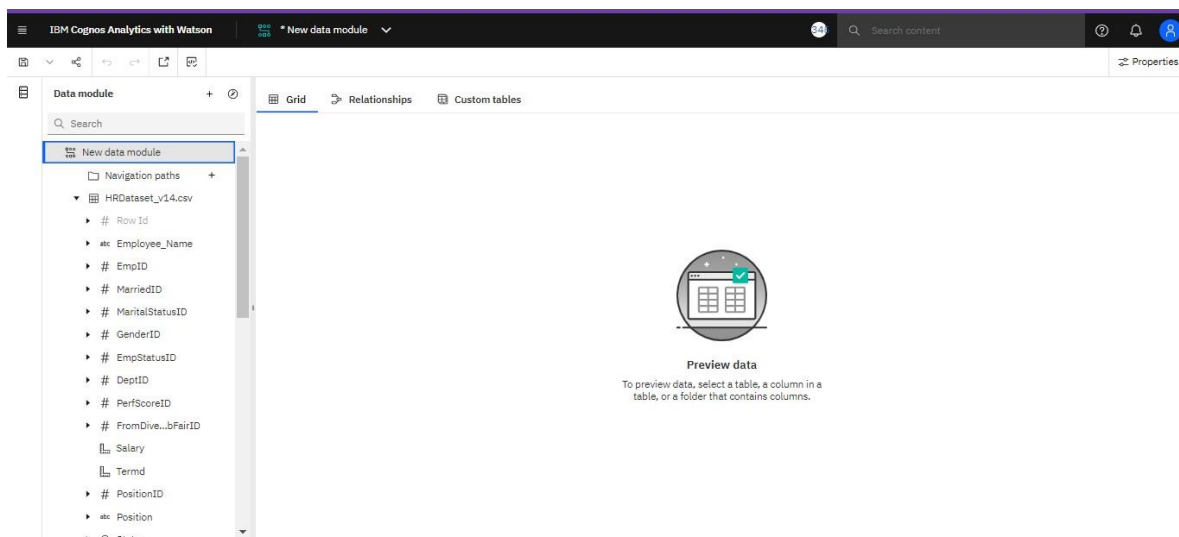
**Step 1:** Upload the data(CSV file) in the Cognos.



**Step 2 :** Prepare the Data Set. Select the source CSV file.



**Step 4 :** After uploading, grid displays the table value of the CSV file.



IBM Cognos Analytics with Watson

New data module

Grid

Relationships

Custom tables

Search

New data module

Navigation paths

HRDataset\_v14.csv

Row ID

Employee\_Name

EmpID

MarriedID

MaritalStatusID

GenderID

EmpStatusID

DeptID

PerfScoreID

FromDiv\_bFairID

Salary

Termd

PositionID

Position

State

Zip

DOB

Row ID	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID	PerfScoreID
1	Adinolfi, Wilson K	10026	0	0	1	1	5	4
2	Alf Sidi, Kartikeyan	10084	1	1	1	5	3	3
3	Akinkuole, Sarah	10196	1	1	0	5	5	3
4	Alagbe, Trina	10088	1	1	0	1	5	3
5	Anderson, Carol	10069	0	2	0	5	5	3
6	Anderson, Linda	10002	0	0	0	1	5	4
7	Andreola, Colby	10194	0	0	0	1	4	3
8	Athwal, Sam	10062	0	4	1	1	5	3
9	Bachiochi, Linda	10114	0	0	0	3	5	3
10	Bacong, Alejandro	10250	0	2	1	1	3	3
11	Baczanski, Rachael	10252	1	1	0	5	5	3
12	Barbara, Thomas	10242	1	1	1	5	5	3
13	Barbosa, Hector	10012	0	2	1	1	3	4
14	Barone, Francesco A	10265	0	0	1	1	5	3
15	Barton, Nader	10066	0	2	1	5	5	3
16	Bates, Norman	10061	0	0	1	1	5	3

## TASK 2: Explore the dataset.

**Step 1:** Select the Exploration.

IBM Cognos Analytics with Watson

3 items open

Search content

# Hello. Welcome to Cognos Analytics with Watson.

You can get started right away by taking a look at our introduction video, product tour and Getting Started tab.

Watch video

Take a product tour

Quick launch

Upload data

Upload or drag and drop spreadsheets, csv files, and other data sources.

Prepare data

Use data modules to clean and connect data from multiple resources.

Exploration

Quickly find unbiased answers by identifying trends in your data with data exploration.

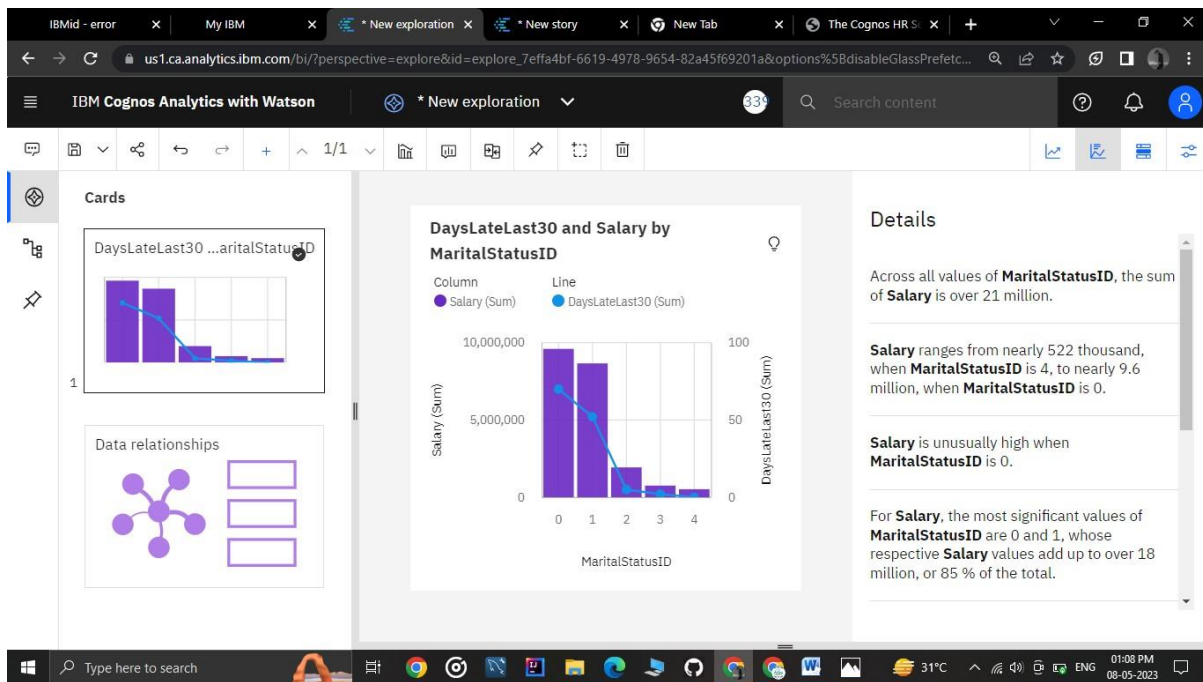
Present data

Create sophisticated, multi-page, multi-query dashboards, reports, or stories.

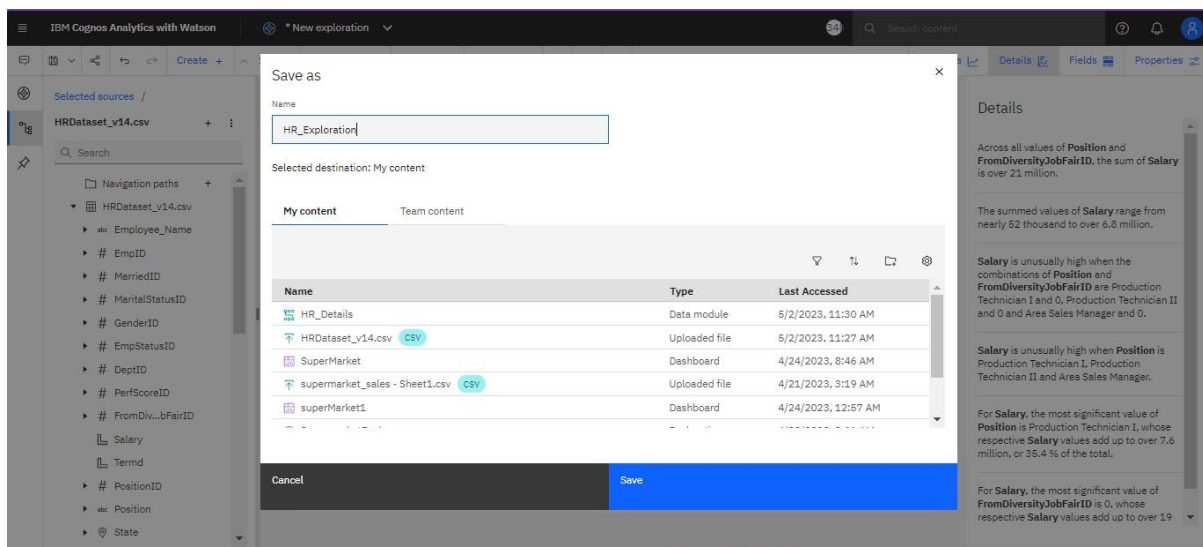
## Step 2: Explore the dataset.

The screenshot shows the IBM Cognos Analytics with Watson interface. The top navigation bar includes the IBM logo, the text "IBM Cognos Analytics with Watson", a "New exploration" dropdown, a search bar, and user profile icons. The left sidebar contains a "Cards" section with a "Data relationships" card. The main content area is titled "Select a starting point" and includes a "Skip" button. Below the title, it states "Every exploration includes a data relationships card." and provides a search bar for "Enter data column. Not sure? Try Salary, MaritalStatusID". A section titled "Try starting with one of these..." lists various data columns: Salary, MaritalStatusID, EngagementSurvey, EmpStatusID, Absences, DaysLateLast30, EmploymentStatus, EmpSatisfaction, Termid, PerfScoreID, SpecialProjectsCount, and PerformanceScore.

The screenshot shows the IBM Cognos Analytics with Watson interface, specifically the "Explore data relationships" screen. The top navigation bar is identical to the previous screenshot. The left sidebar shows the "Cards" section with the "Data relationships" card. The main content area is titled "Explore data relationships" and displays a relationship diagram for the "HRDataset\_v14.csv" dataset. The diagram shows a central node connected to several other nodes, with a search bar for "MaritalStatusID". A "Reset to original" link and an "Edit diagram" dropdown are visible. Below the diagram, there is a "Relationship diagram" section with a zoom slider set to 100%. The bottom of the screen shows a Windows taskbar with various application icons and system information.

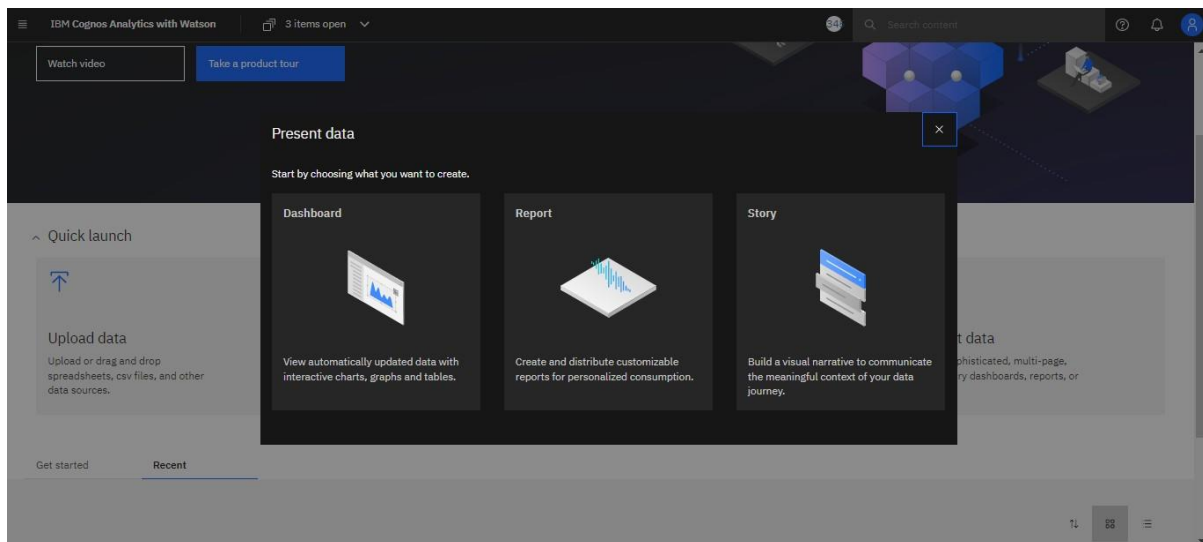


**Step 3: Save it.**

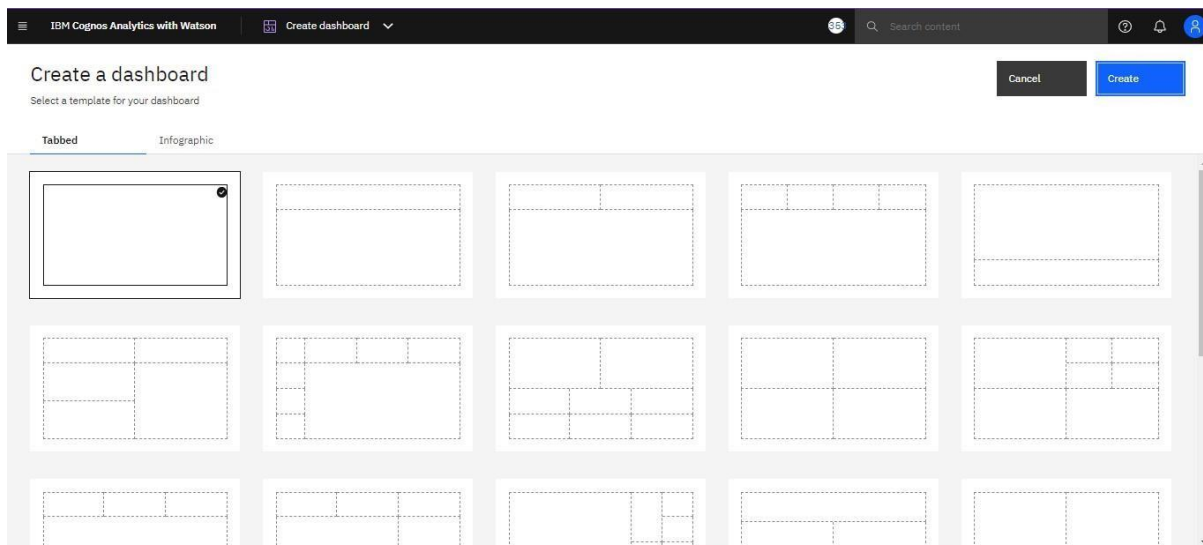


## **TASK 3: CREATION OF DASH BOARD.**

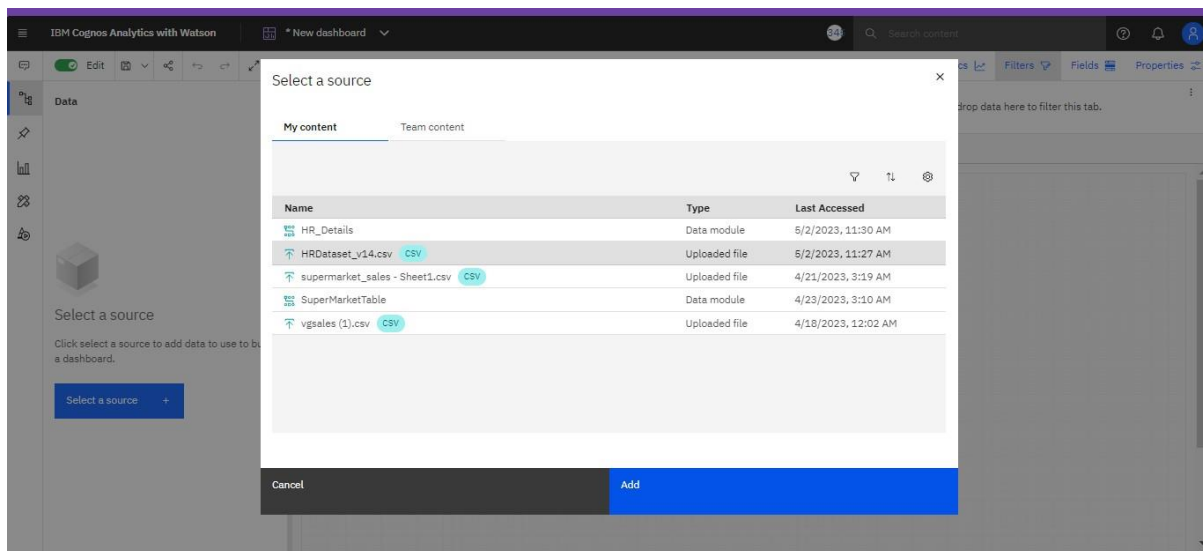
**Step 1: Create the Dash Board.**



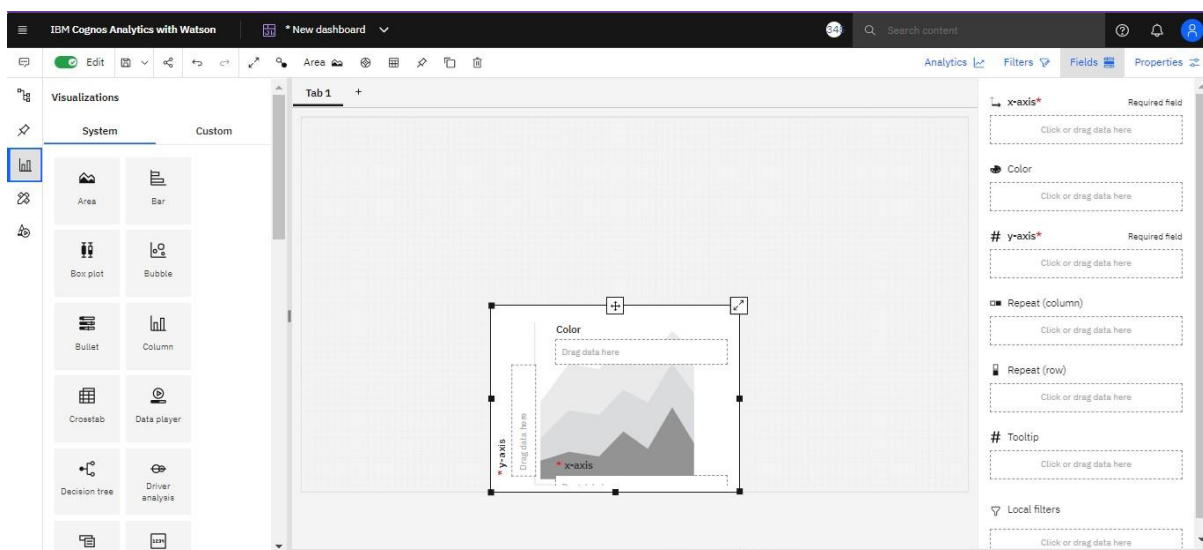
## Step 2: Create Template for the Dash Board.



## Step 3: Select Source file.

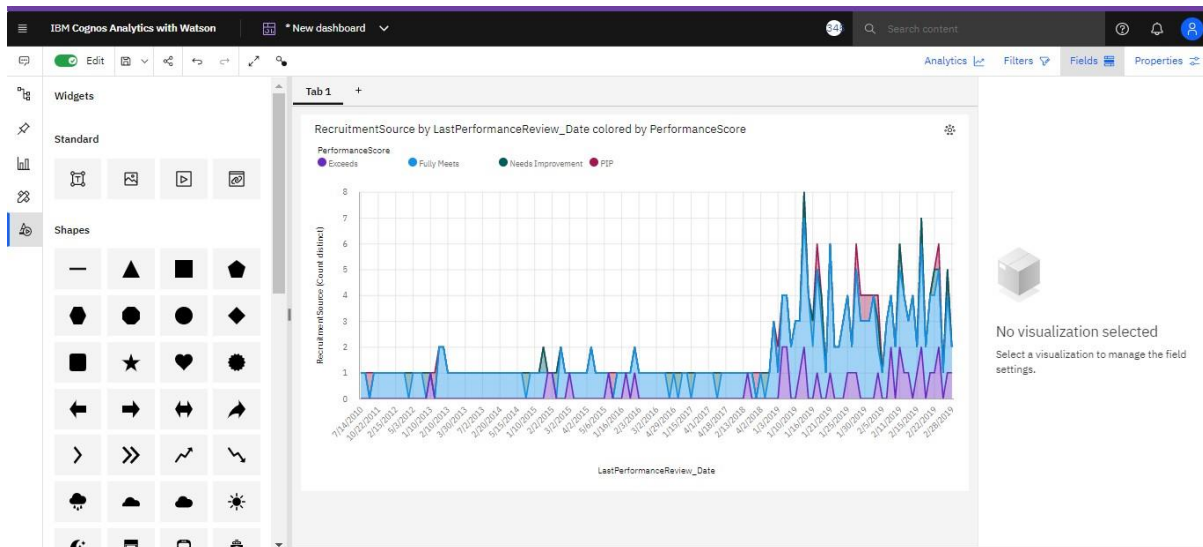
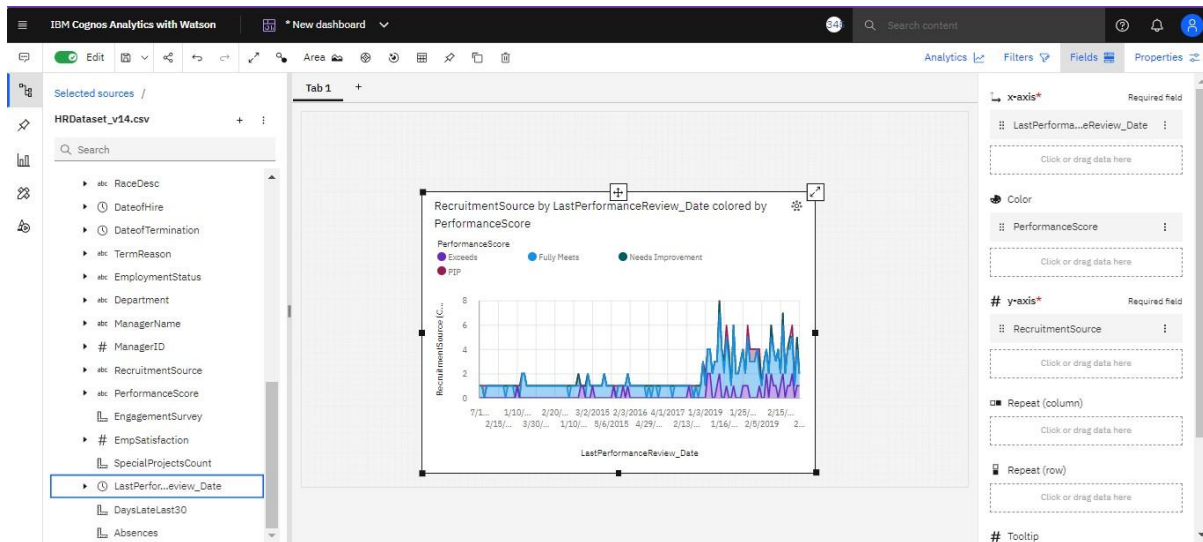


#### Step 4: Select Visualization Type.

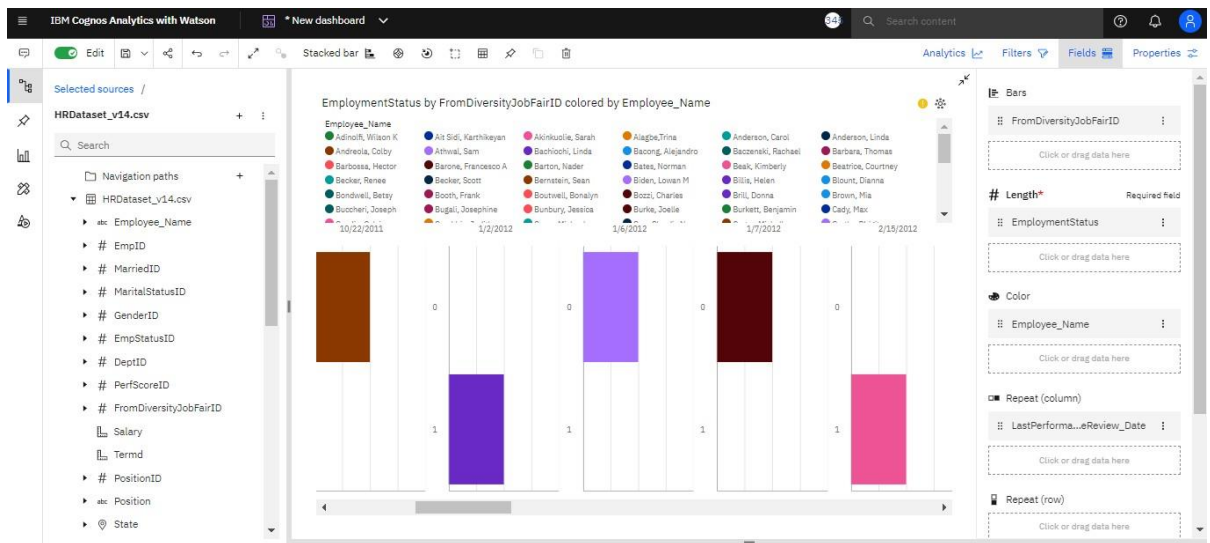
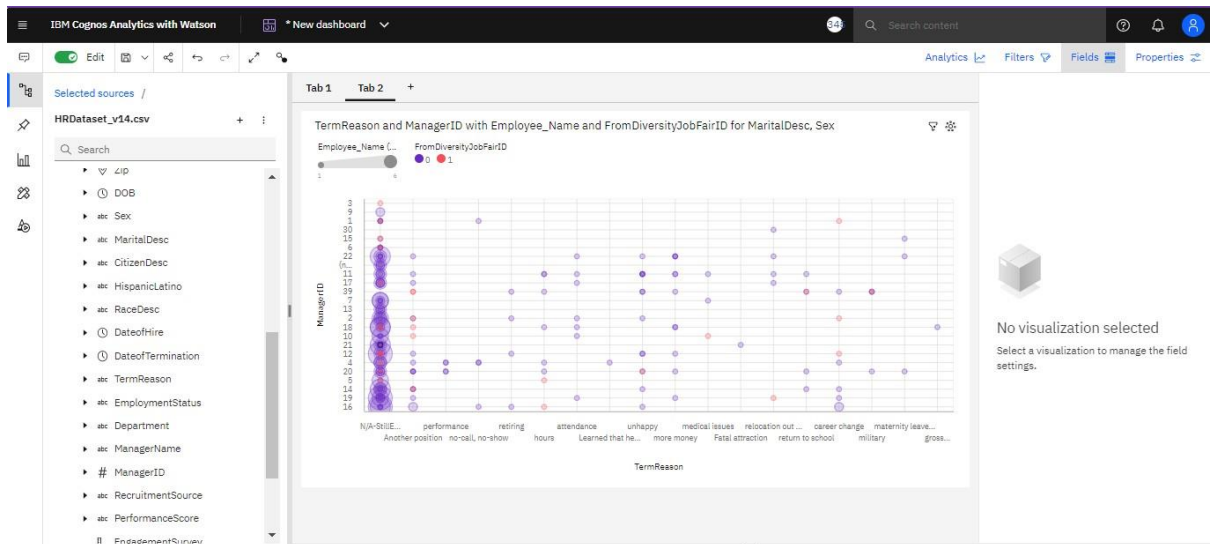


#### Step 5: Create Visualization Charts And Save it.

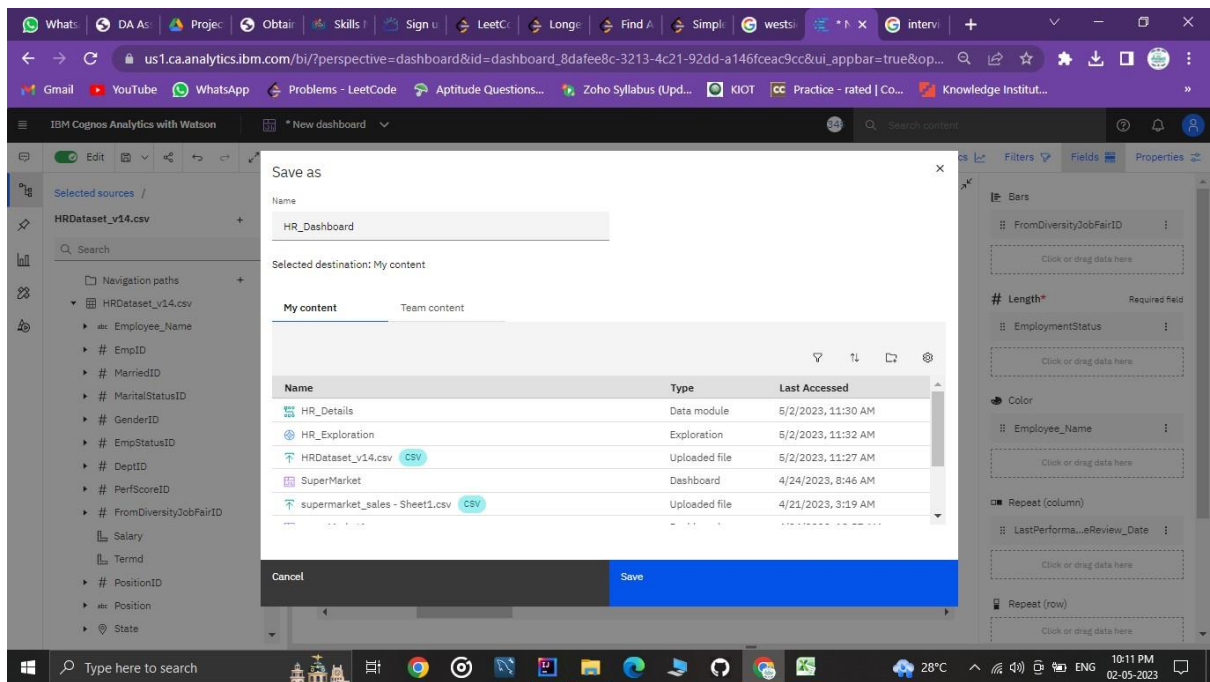
Present the Data Sets.





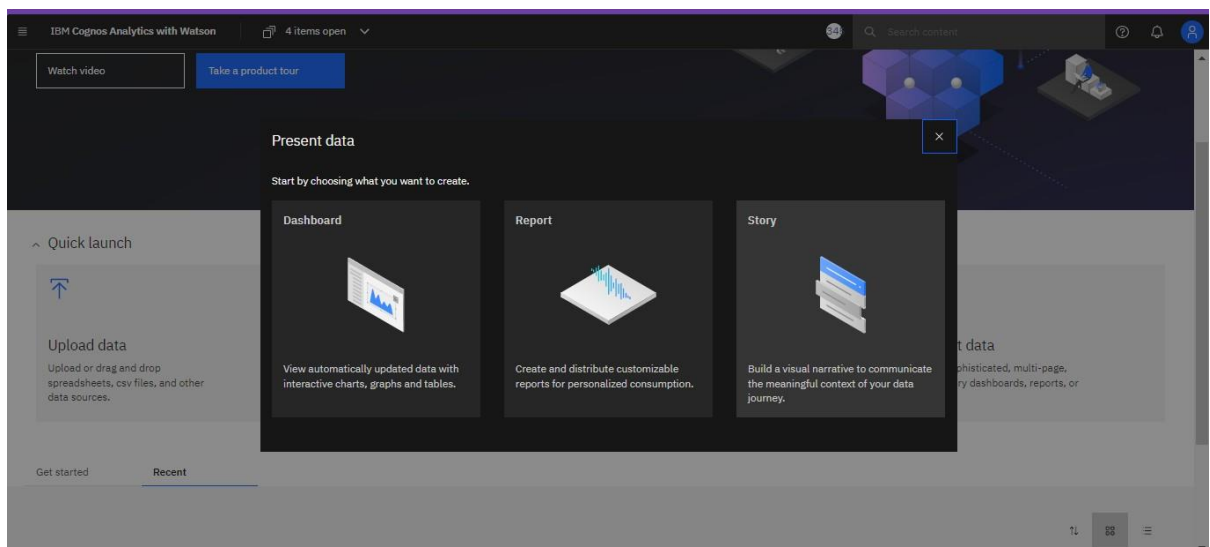


**Step 6: Save it.**

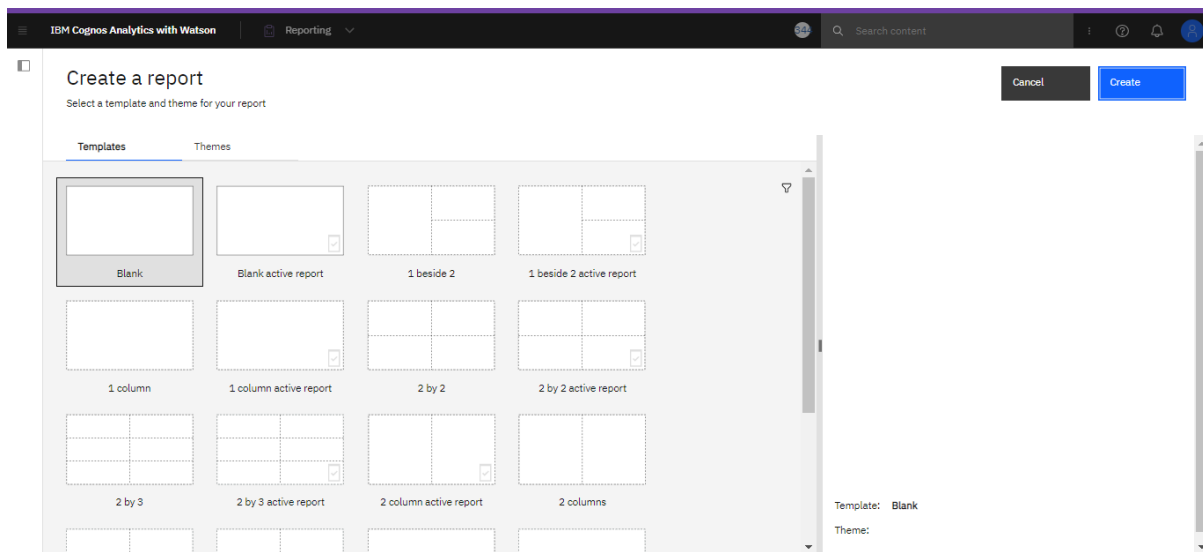


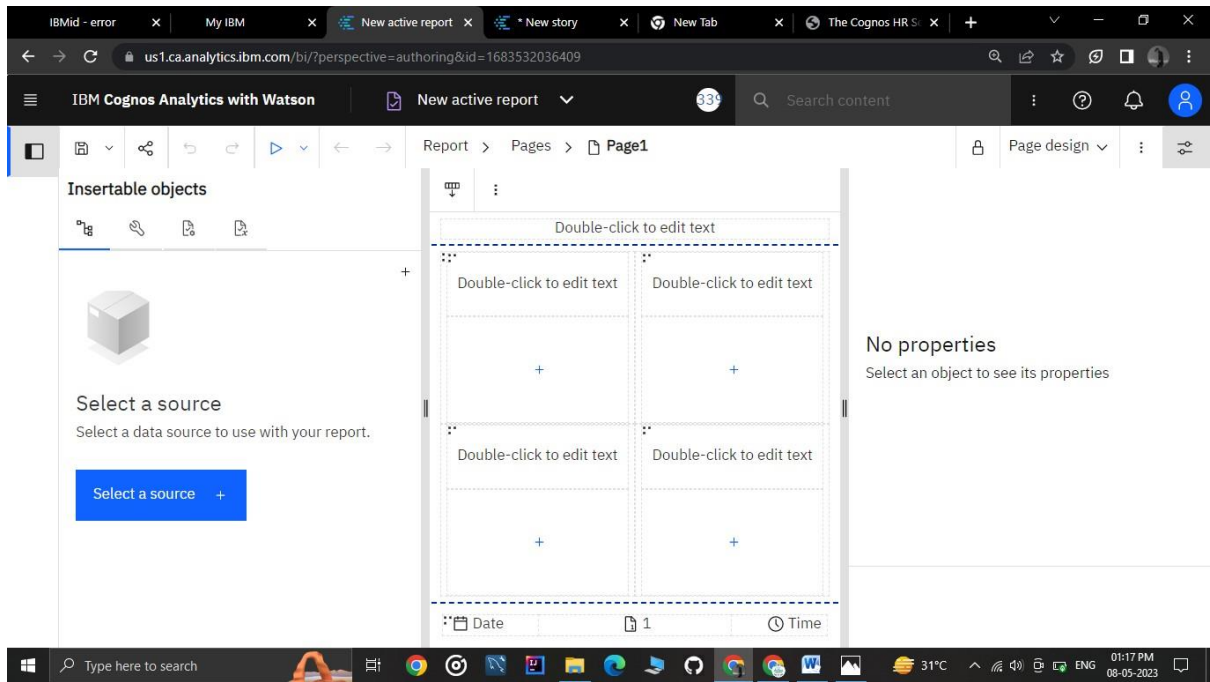
## TASK 4: CREATION OF REPORT.

### Step 1: Create the Report.

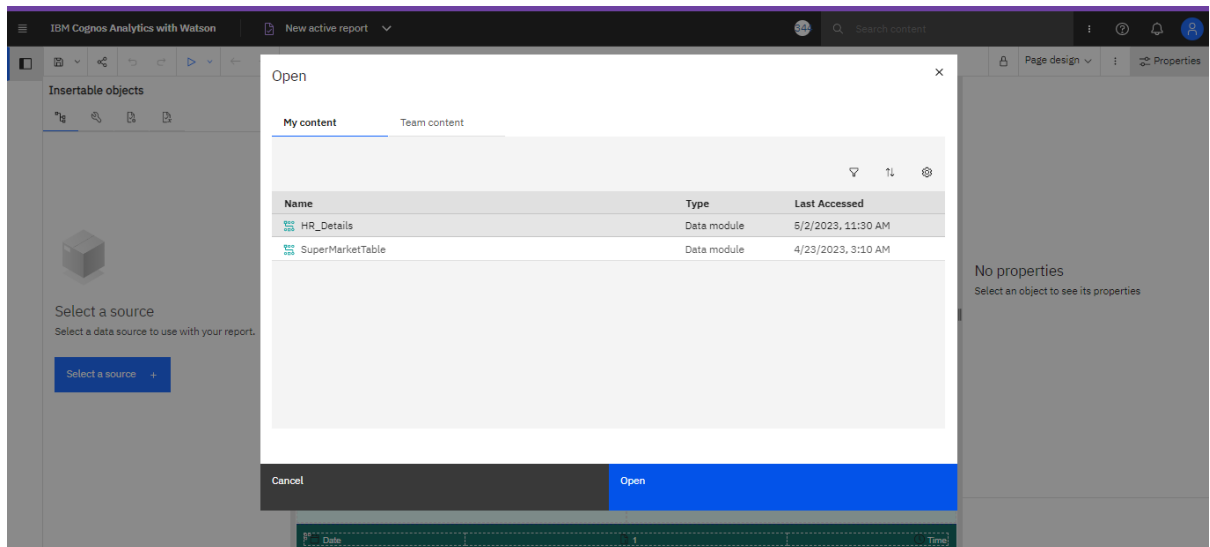


## Step 2: Select the report.

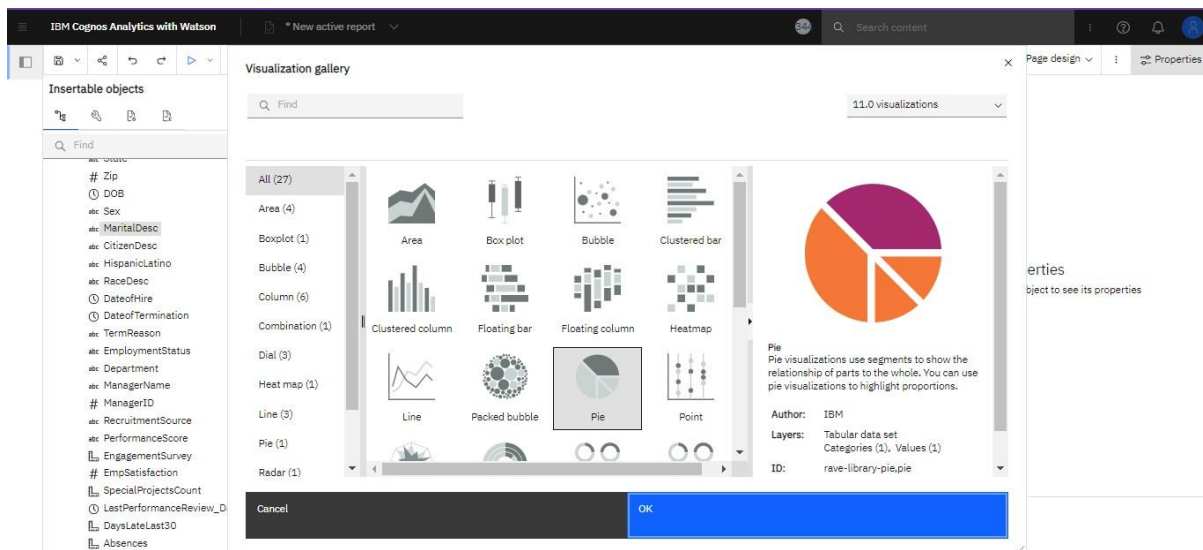




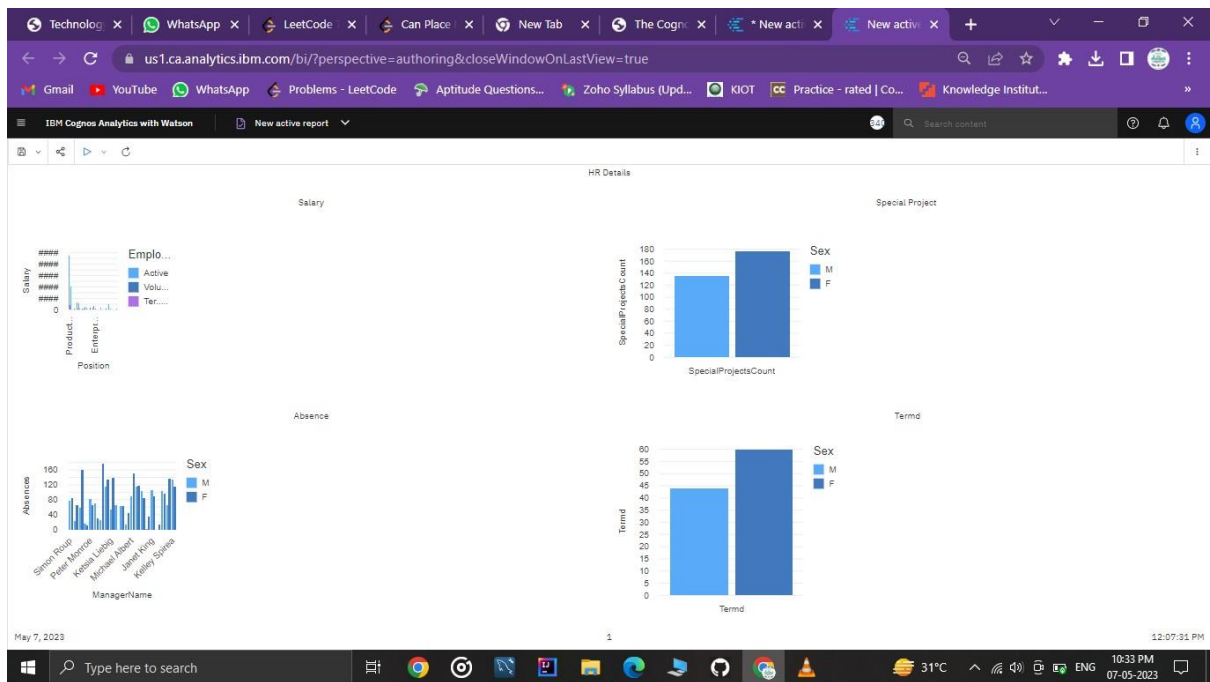
### Step 3: Select the source file.



#### Step 4: Select the visualization.

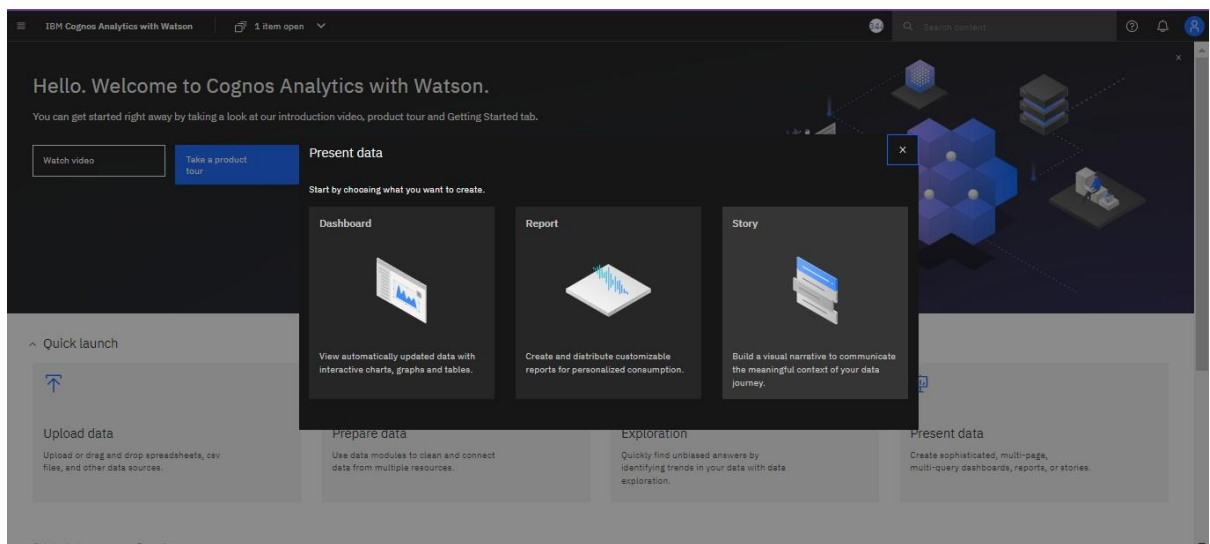


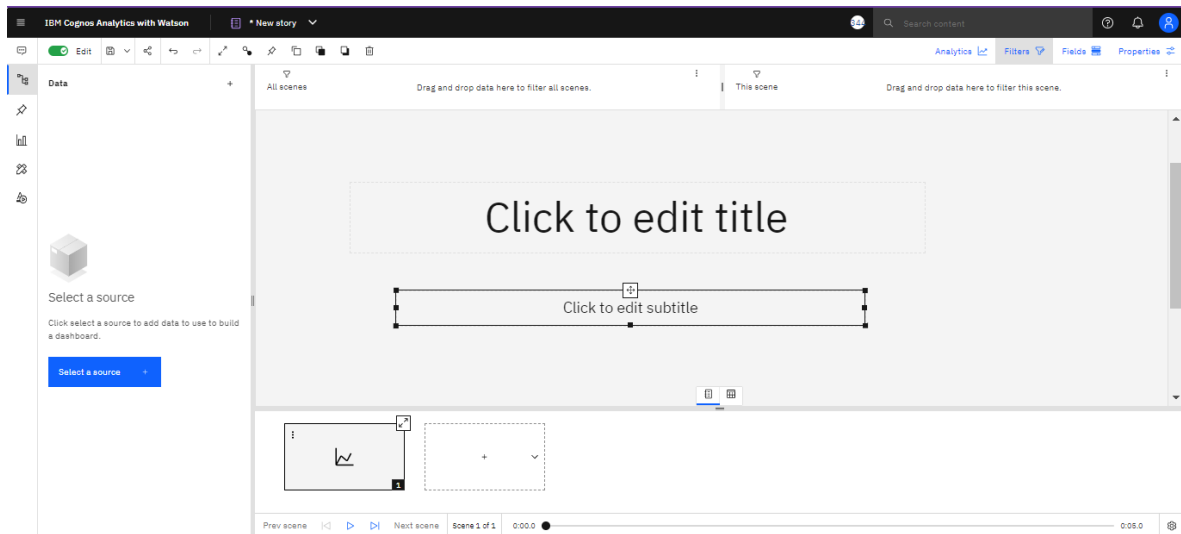
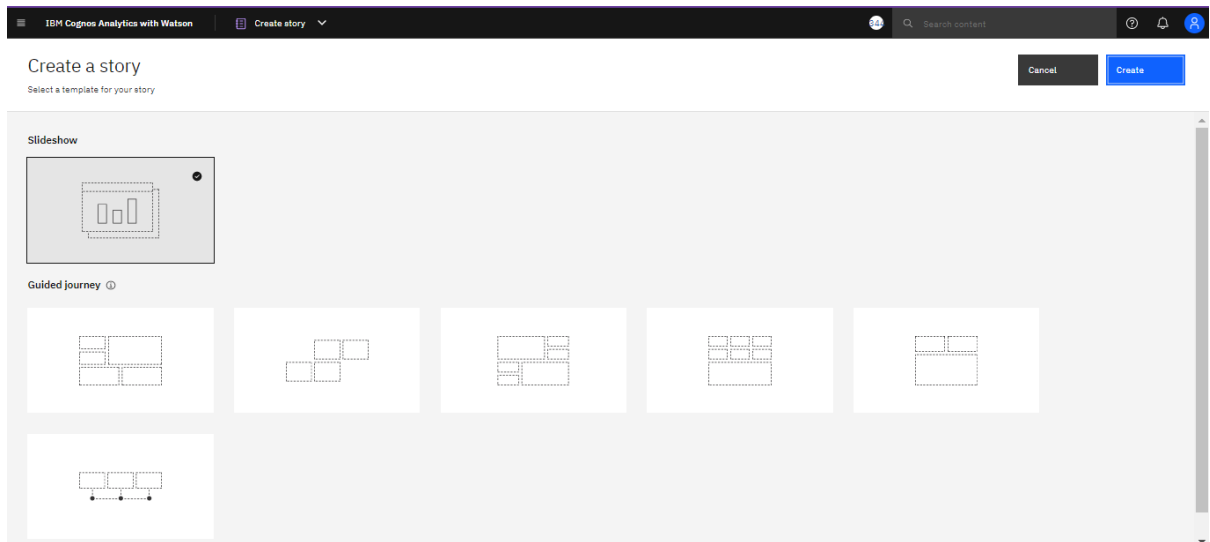
#### Step 5: After Visualization, play the active report .



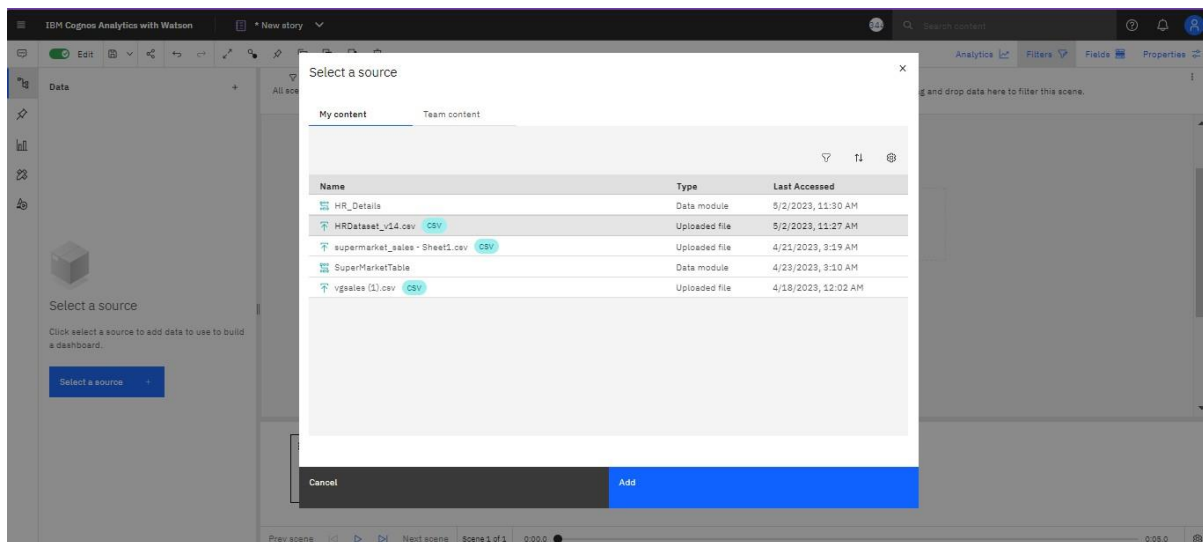
## TASK 5: CREATION OF STORY.

### Step 1: Create the Story.





## Step 2: Select the source file.



## Step 3: Display the stories.

