The Cognos HR Scorecard: Measuring Success in Talent Management

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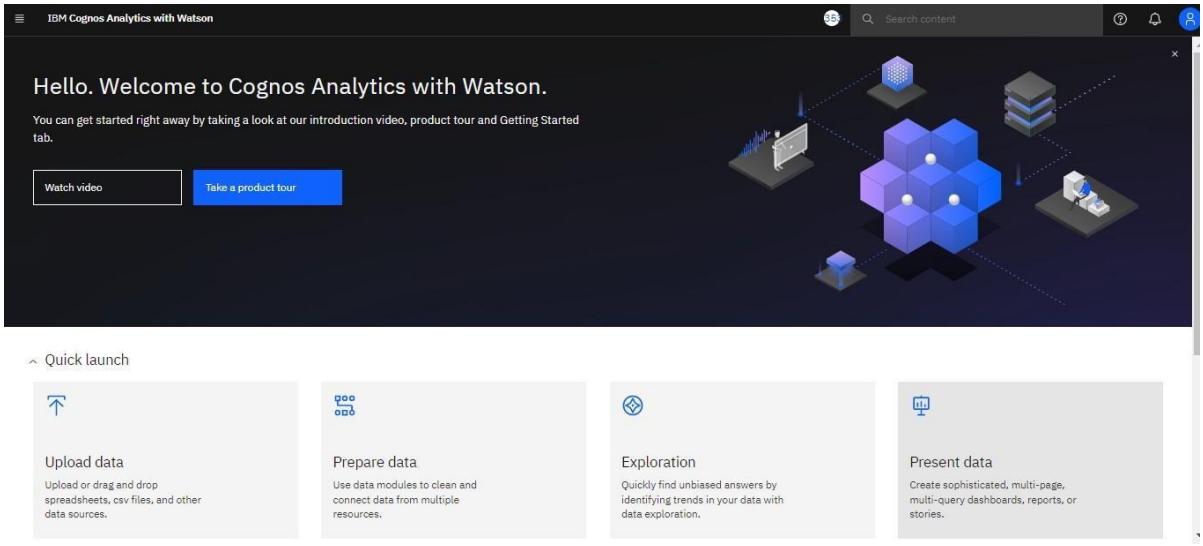
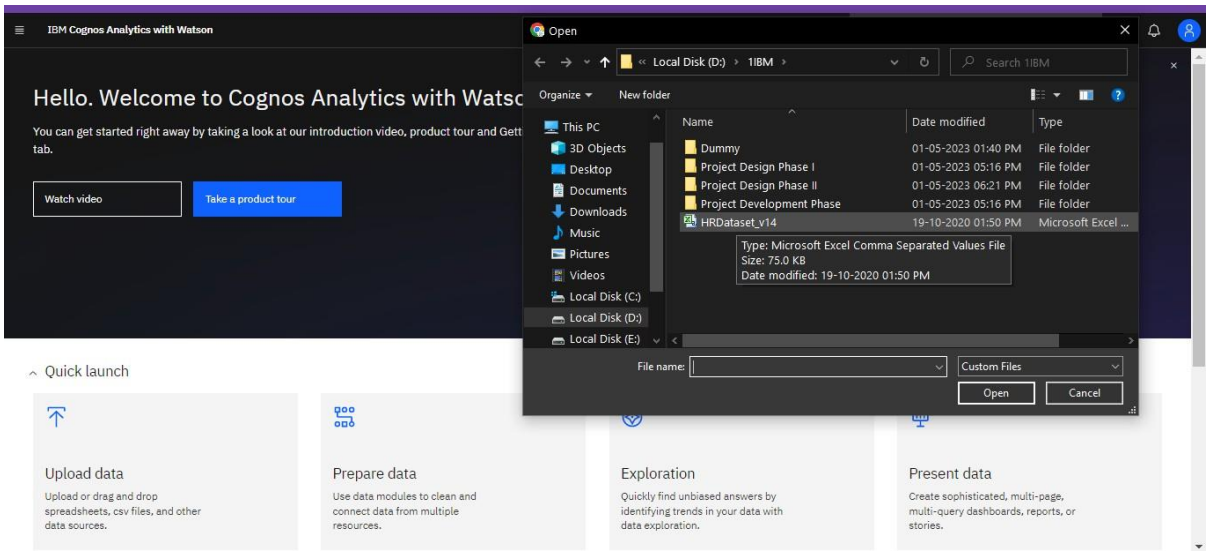
IBM ID:2k20cse183@kiot.ac.in

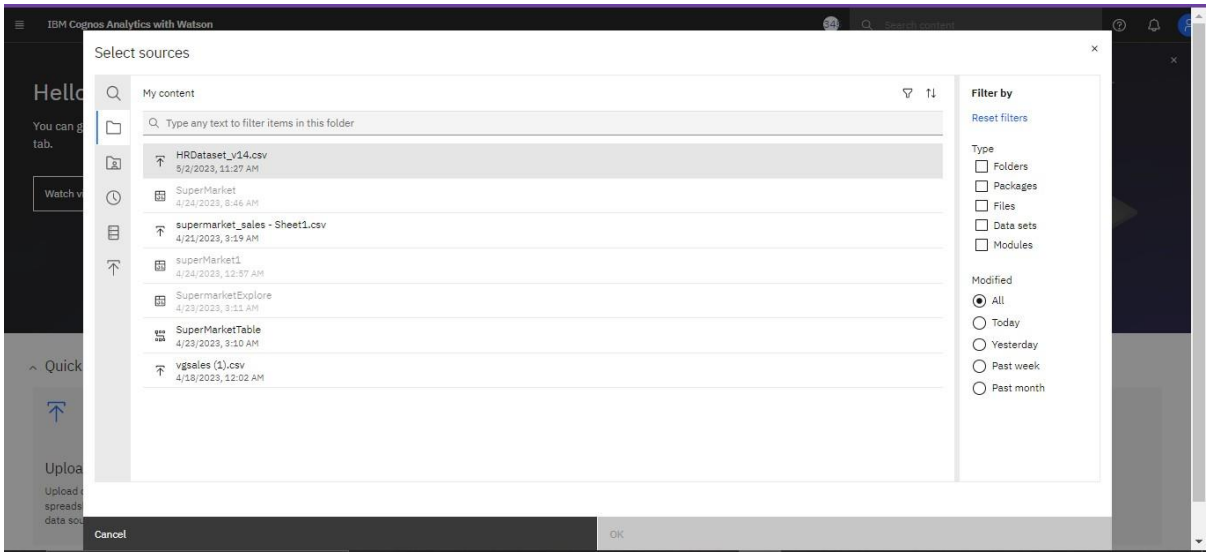
TASK 1: Upload the dataset:

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

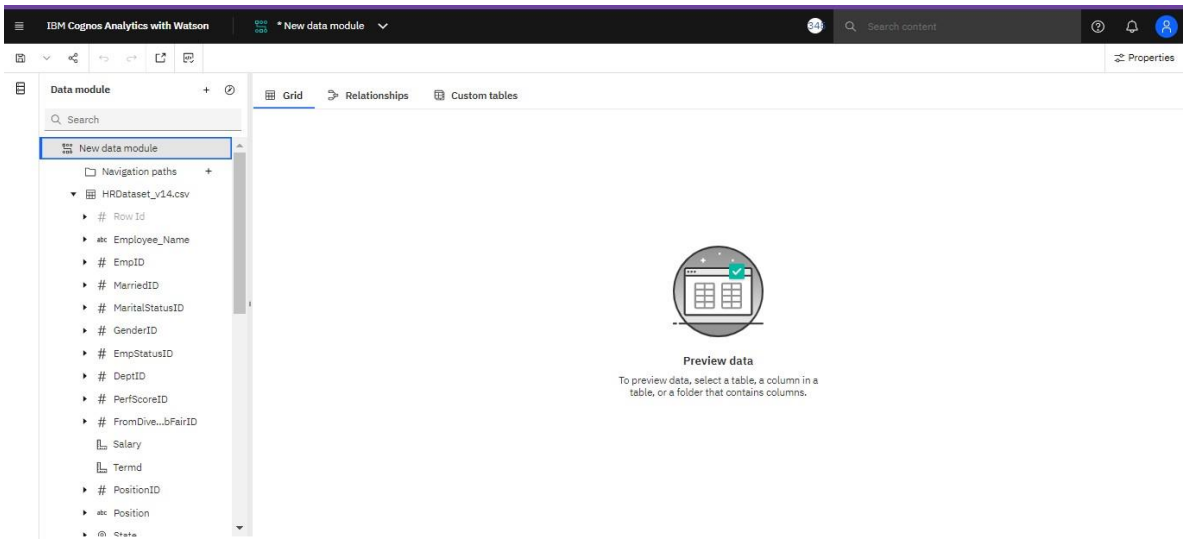


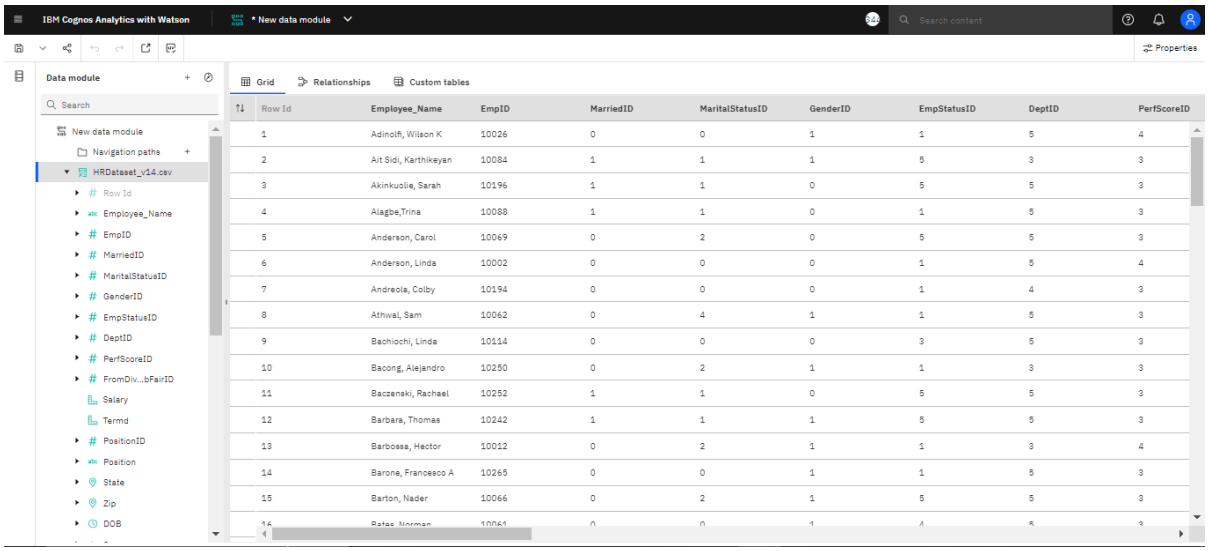


Step 2 : Prepare the Data Set. Select the source CSV file.



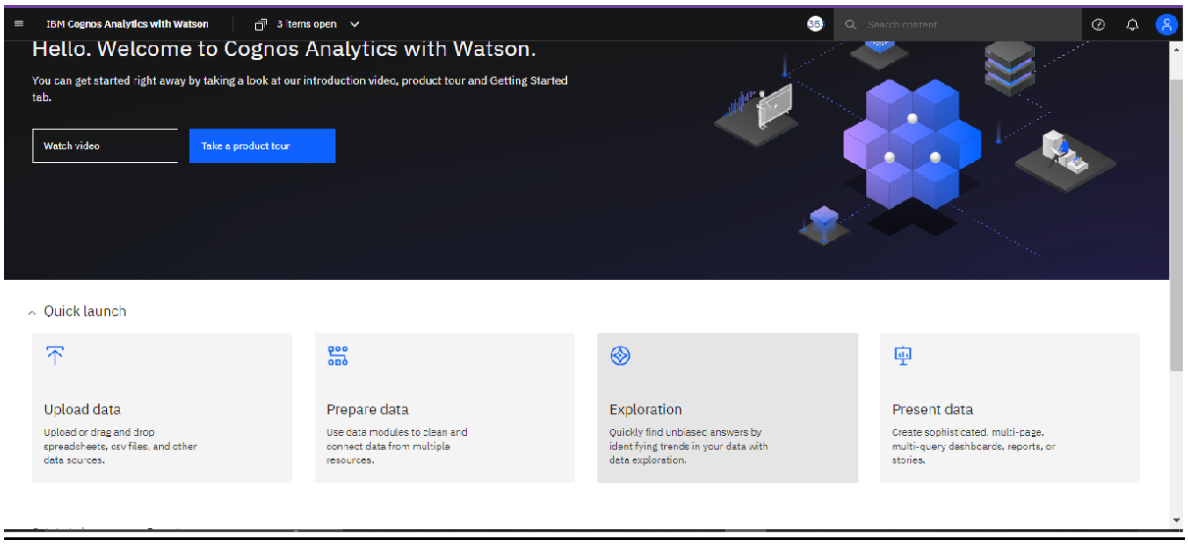
Step 4 : After uploading, grid displays the table value of the CSV file.



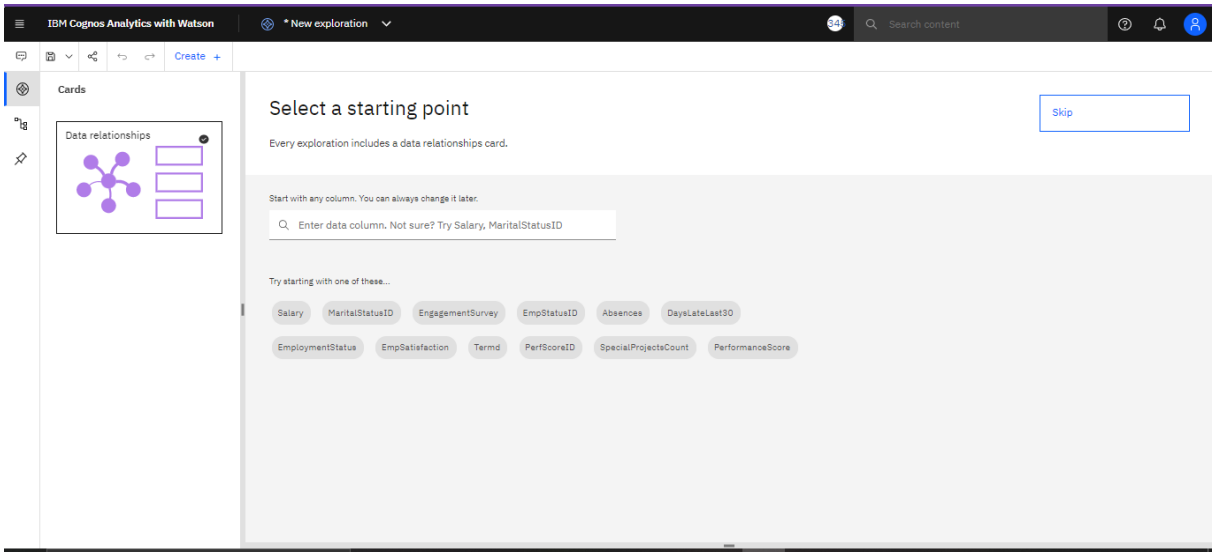


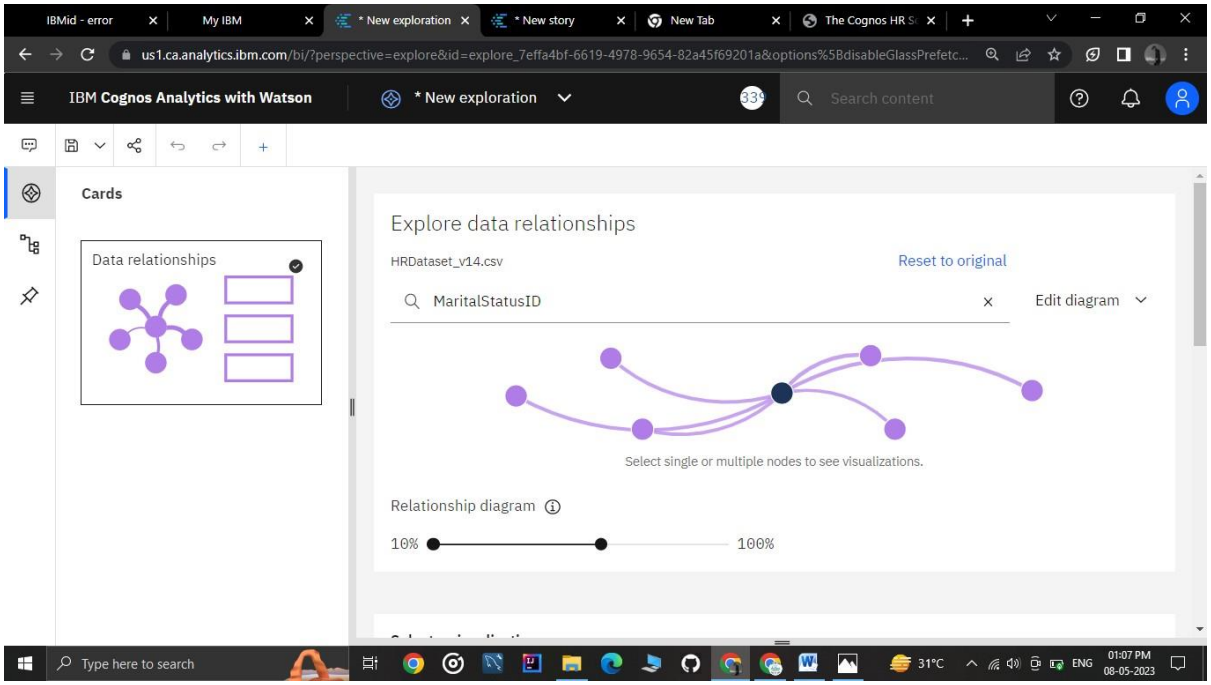
TASK 2: Explore the dataset.

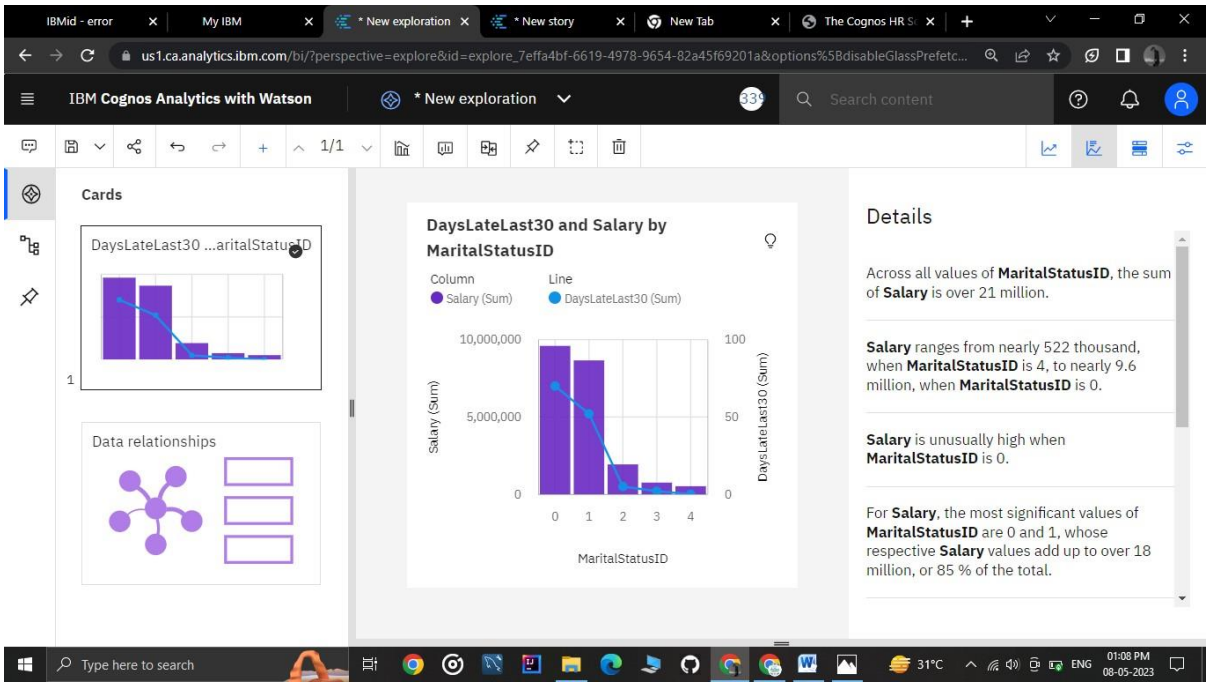
Step 1: Select the Exploration.



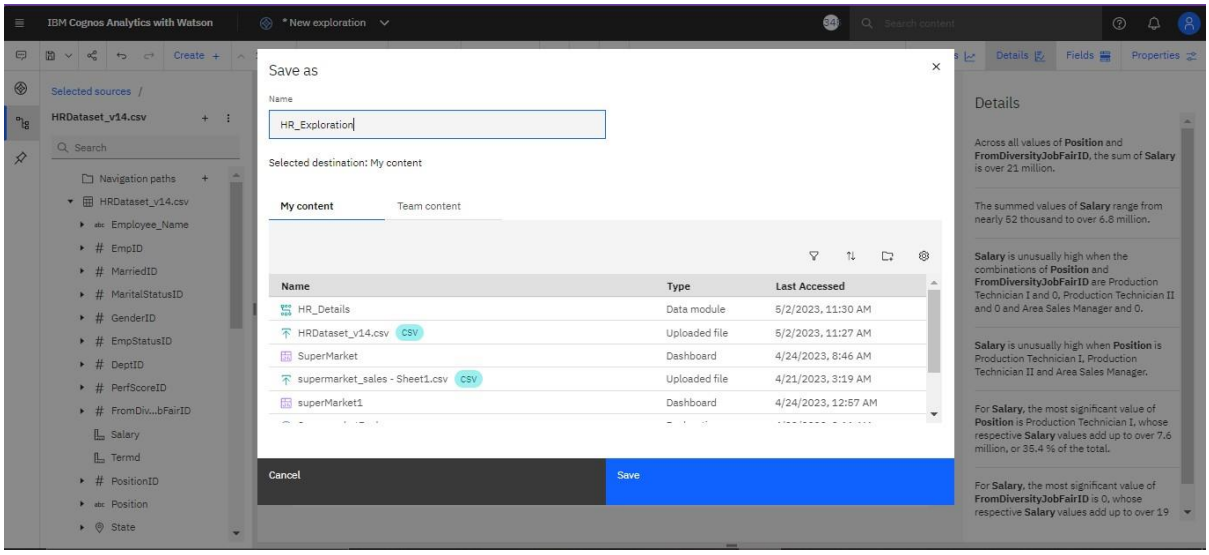
Step 2: Explore the dataset.





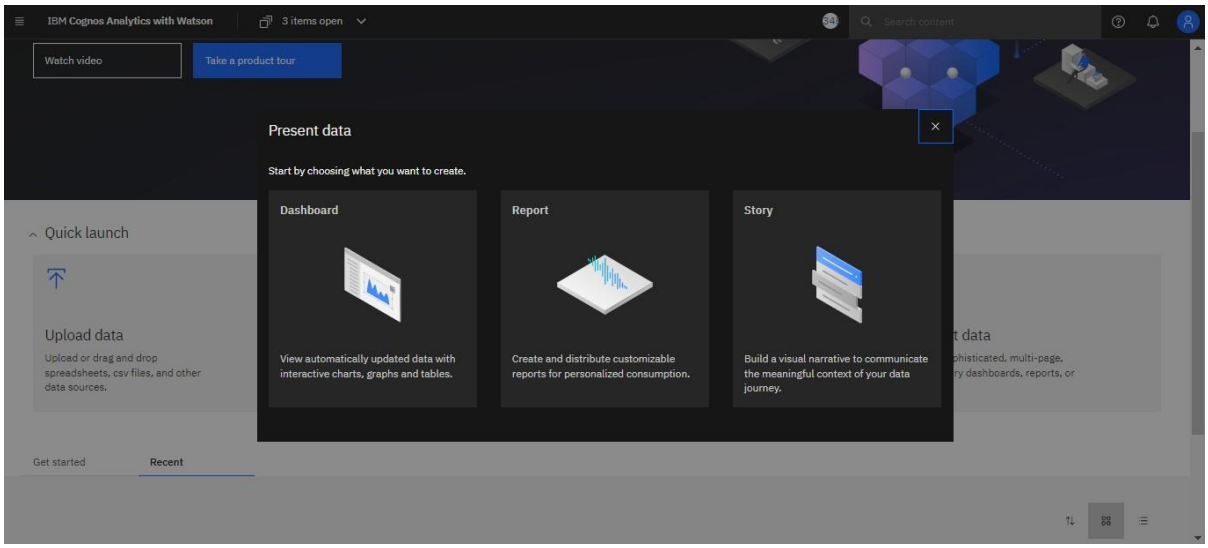


Step 3: Save it.

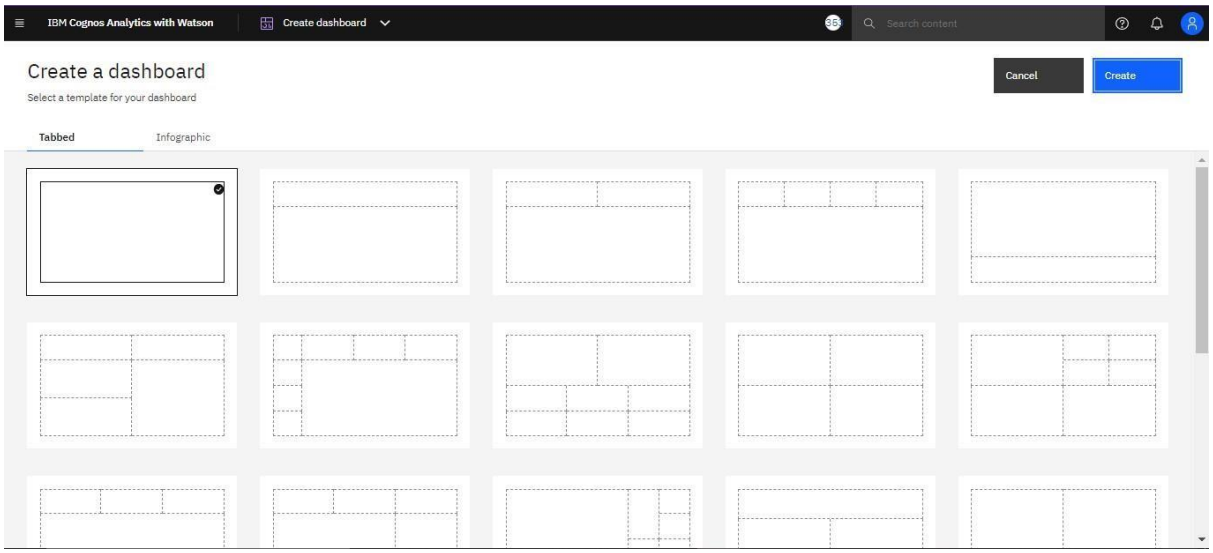


TASK 3: CREATION OF DASH BOARD.

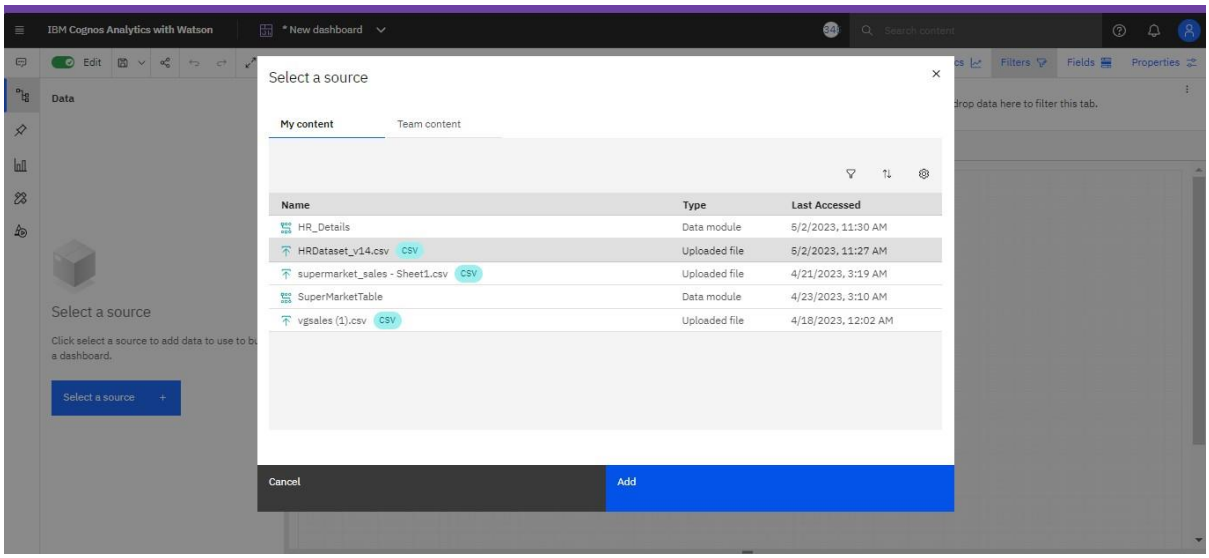
Step 1: Create the Dash Board.



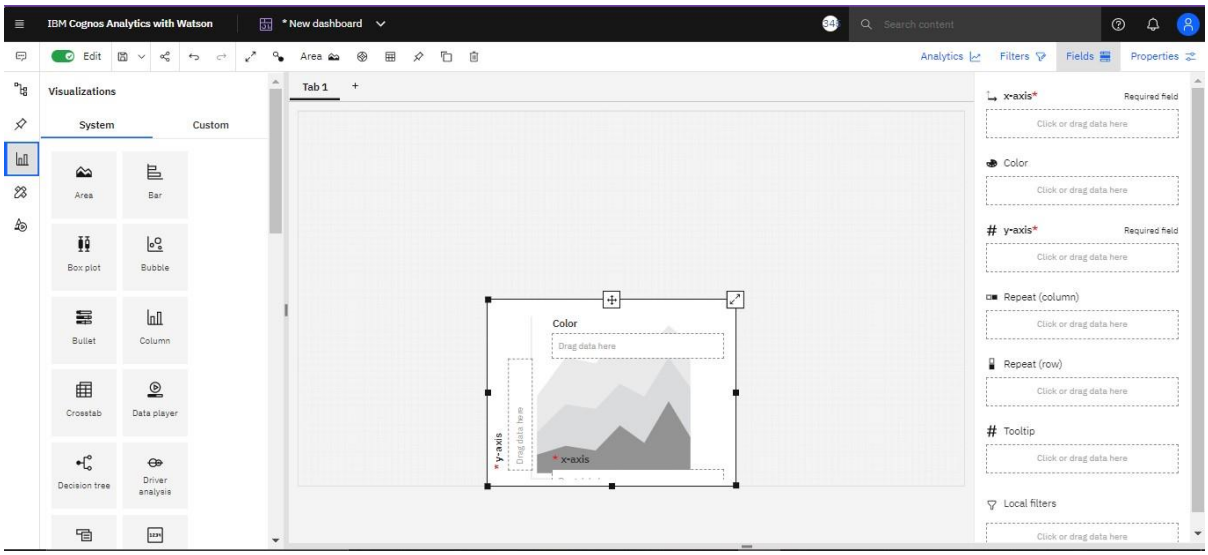
Step 2: Create Template for the Dash Board.



Step 3: Select Source file.

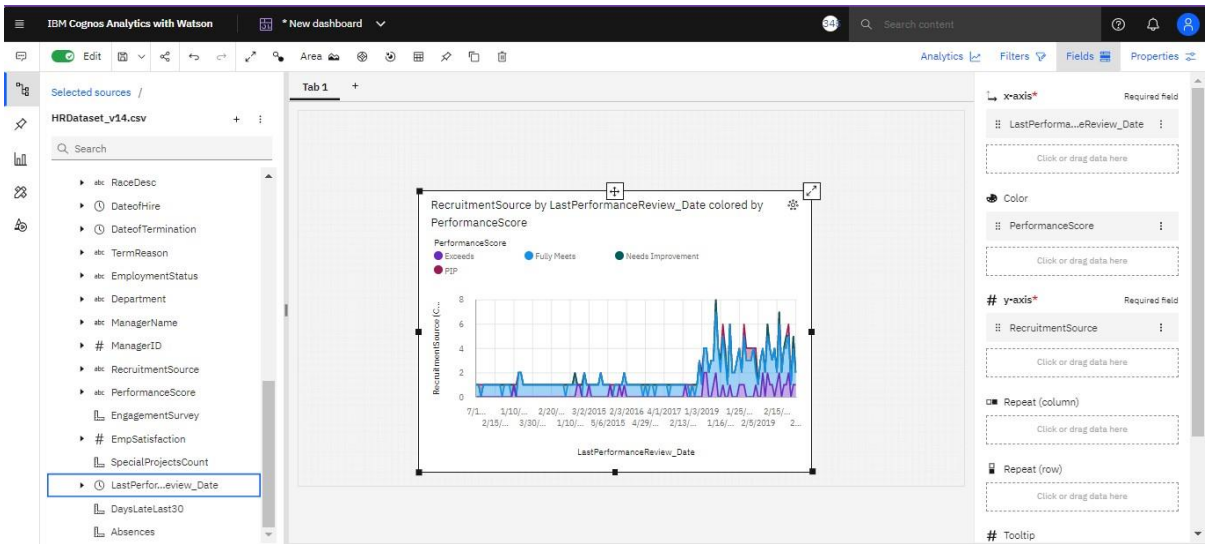


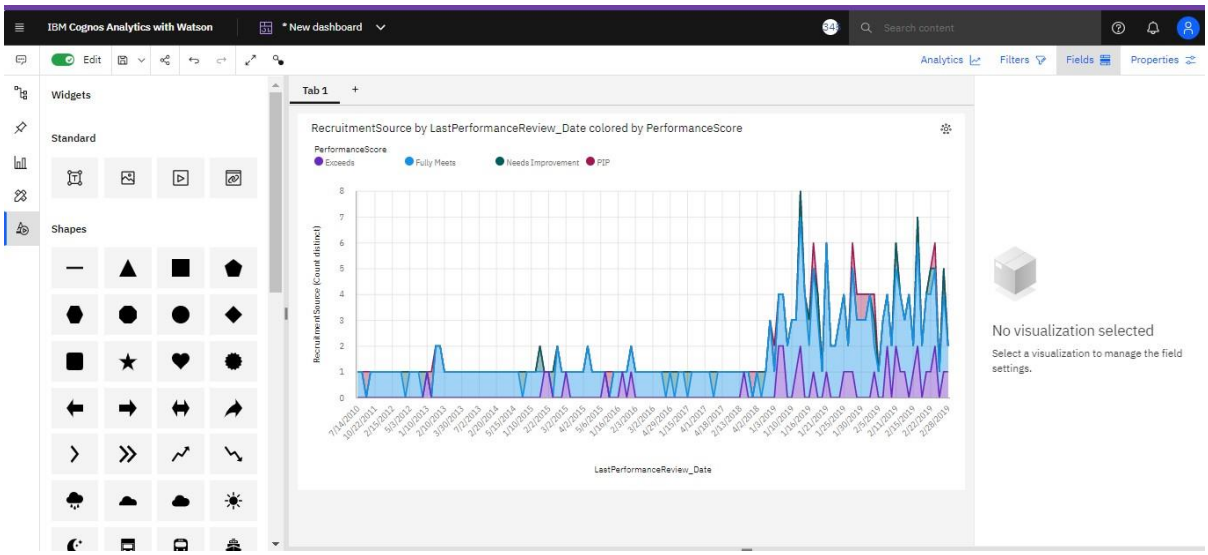
Step 4: Select Visualization Type.

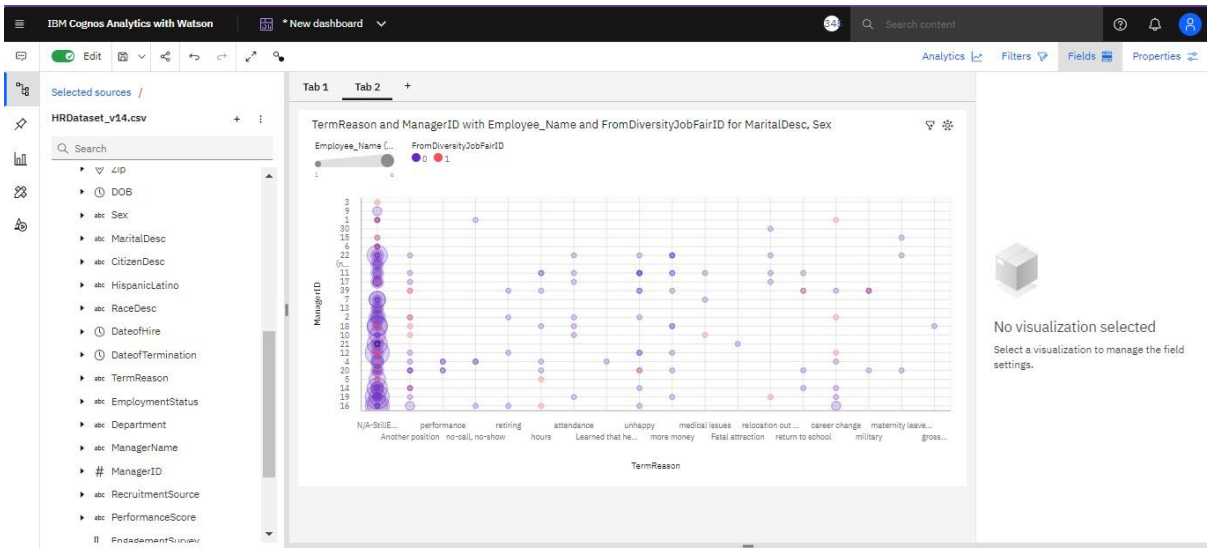


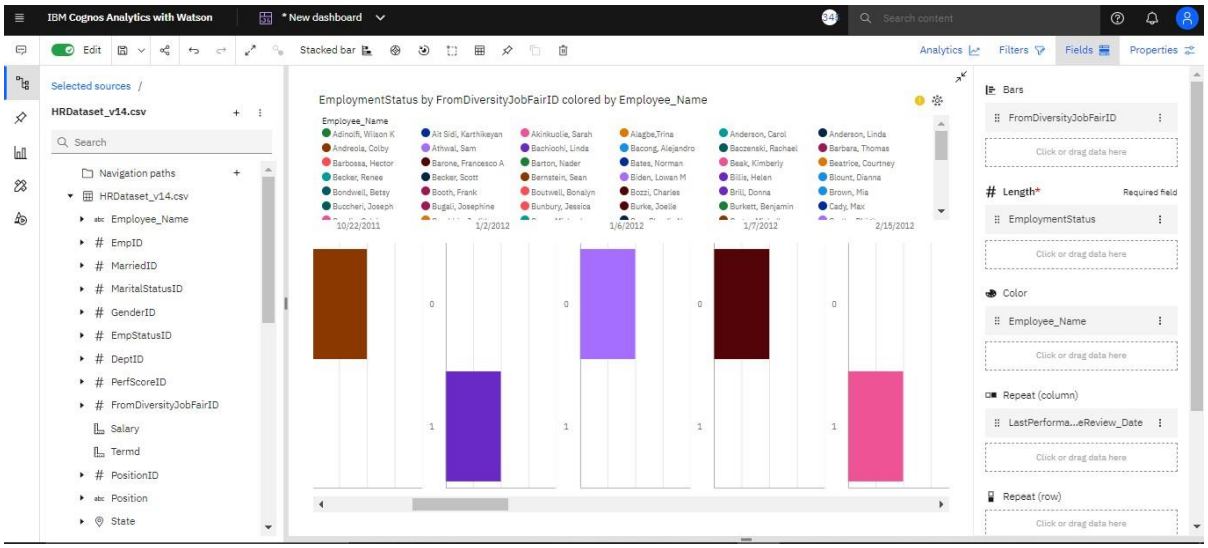
Step 5: Create Visualization Charts And Save it.

Present the Data Sets.

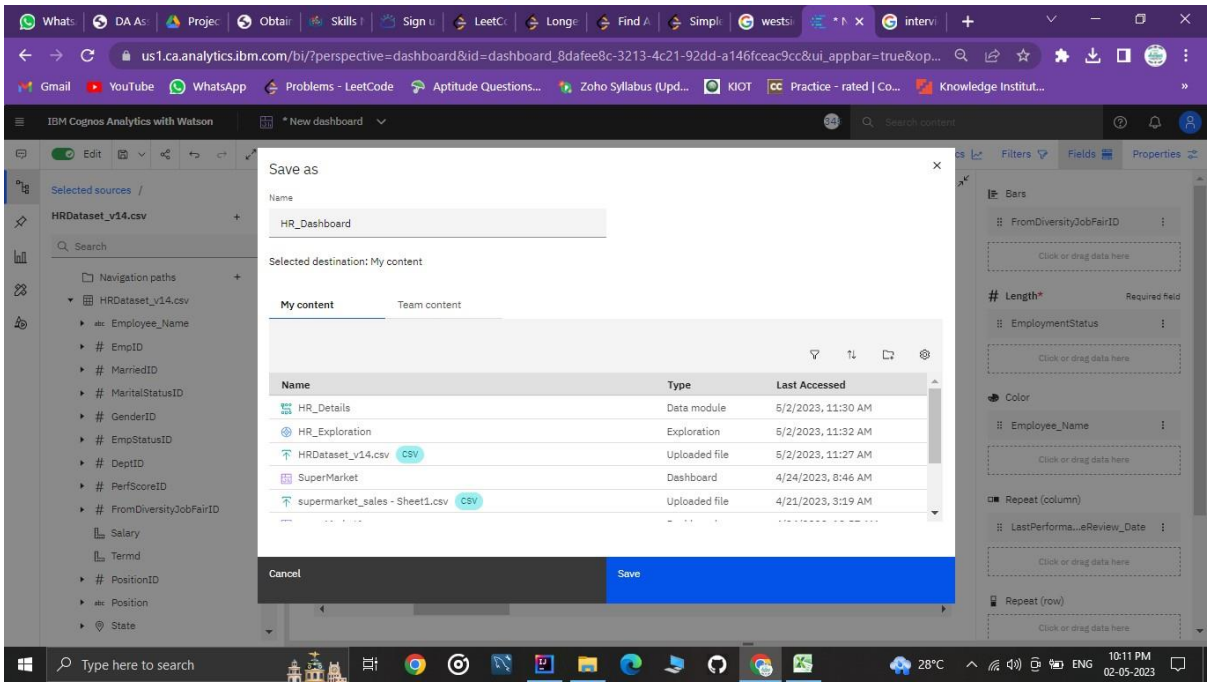

IBM Cognos Analytics with Watson
* New dashboard
Edit
Area
Analytics
Filters
Fields
Properties
Selected sources
HRDataset_v14.csv
Search
RaceDesc
DateofHire
DateofTermination
TermReason
EmploymentStatus
Department
ManagerName
ManagerID
RecruitmentSource
PerformanceScore
EngagementSurvey
EmpSatisfaction
SpecialProjectsCount
LastPerfor...eview_Date
DaysLateLast30
Absences
Tab 1
RecruitmentSource by LastPerformanceReview_Date colored by PerformanceScore
PerformanceScore
Exceeds
Fully Meets
Needs Improvement
PIP
RecruitmentSource (C...
LastPerformanceReview_Date
x-axis*
Required field
LastPerforma...eReview_Date
Click or drag data here
Color
PerformanceScore
y-axis*
RecruitmentSource
Repeat (column)
Repeat (row)
Tooltip


IBM Cognos Analytics with Watson
* New dashboard
Edit
Analytics
Filters
Fields
Properties
Widgets
Standard
Shapes
Tab 1
RecruitmentSource by LastPerformanceReview_Date colored by PerformanceScore
PerformanceScore
Exceeds
Fully Meets
Needs Improvement
PIP
RecruitmentSource (Count distinct)
LastPerformanceReview_Date
No visualization selected
Select a visualization to manage the field settings.



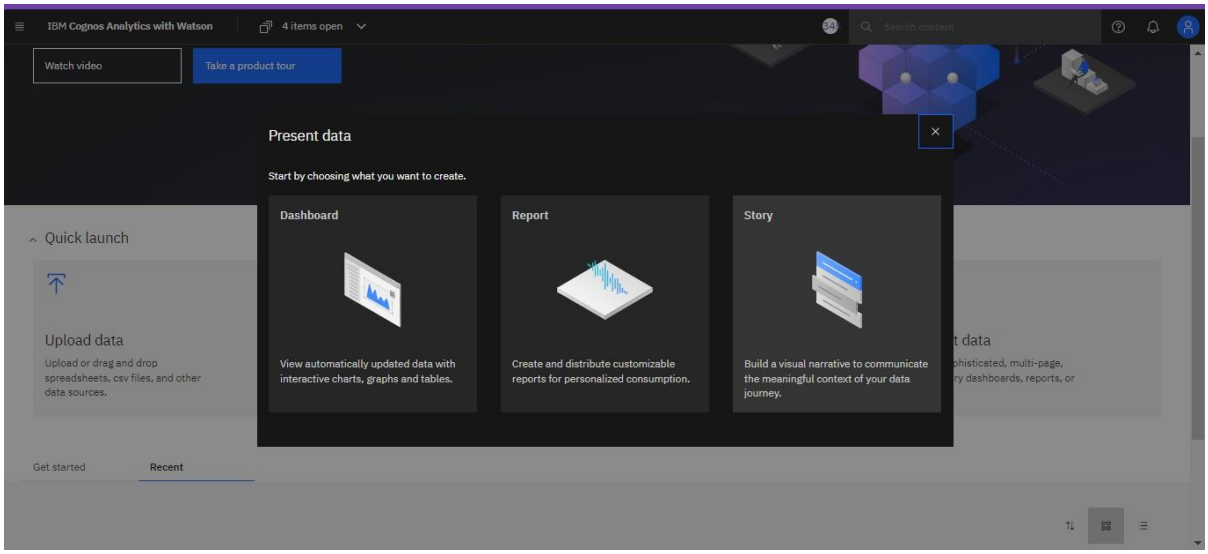


Step 6: Save it.

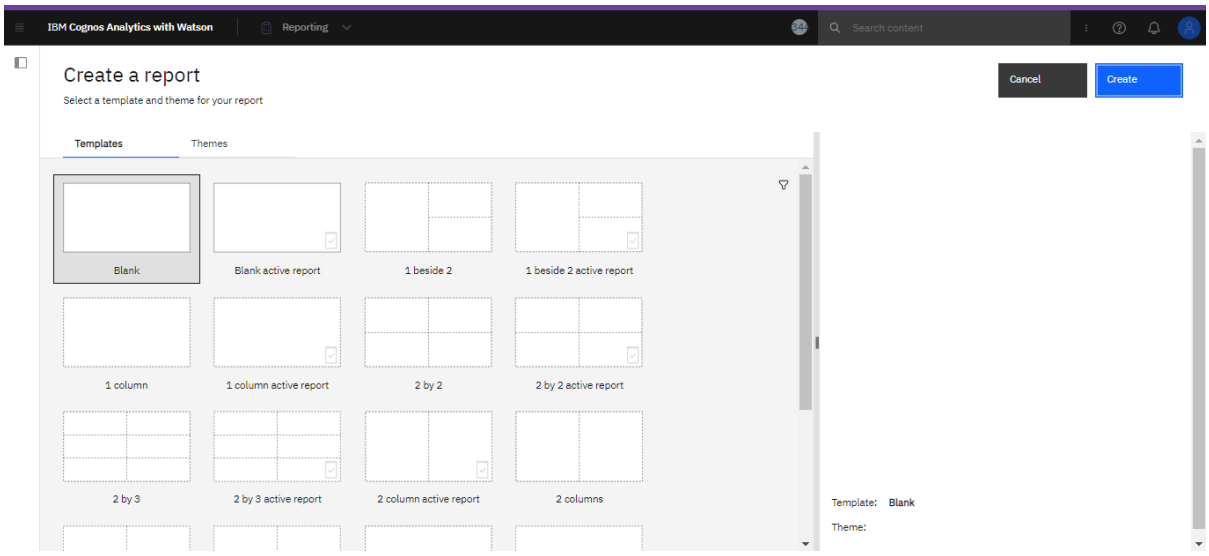


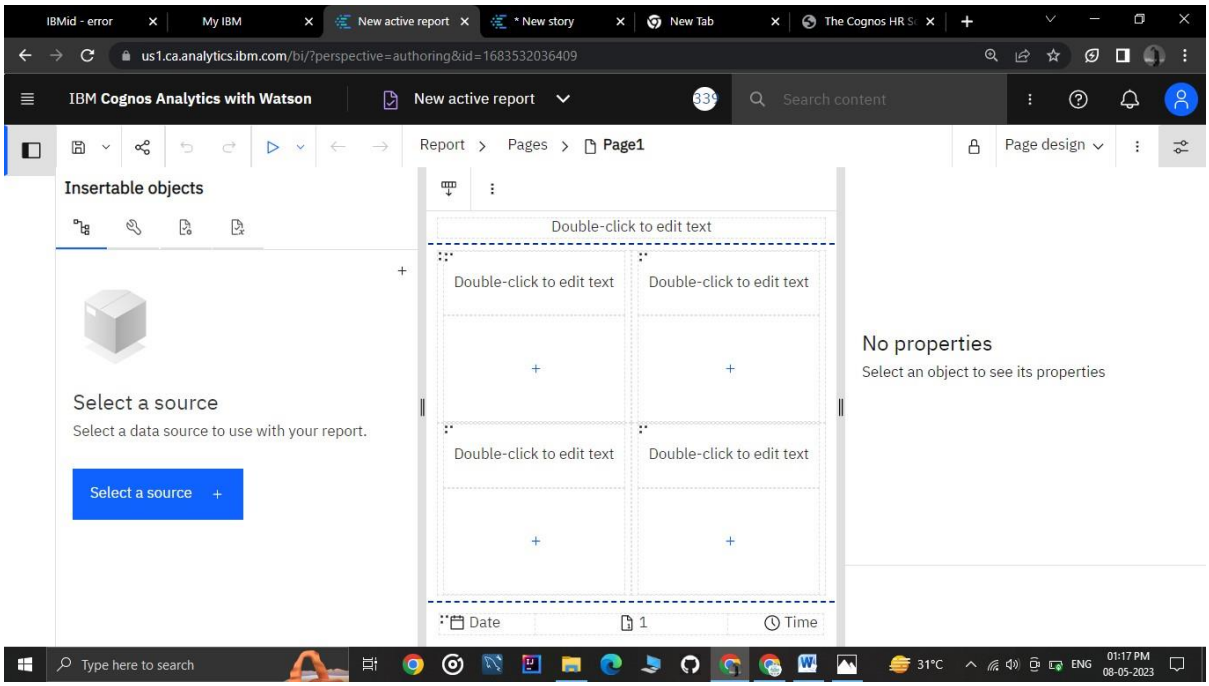
TASK 4: CREATION OF REPORT.

Step 1: Create the Report.

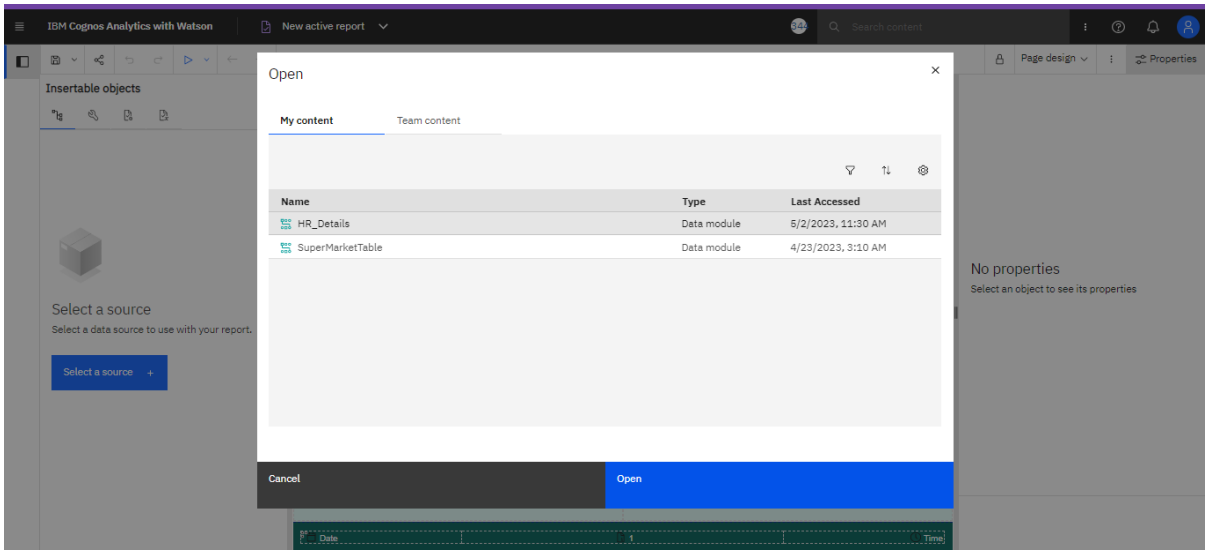


Step 2: Select the report.

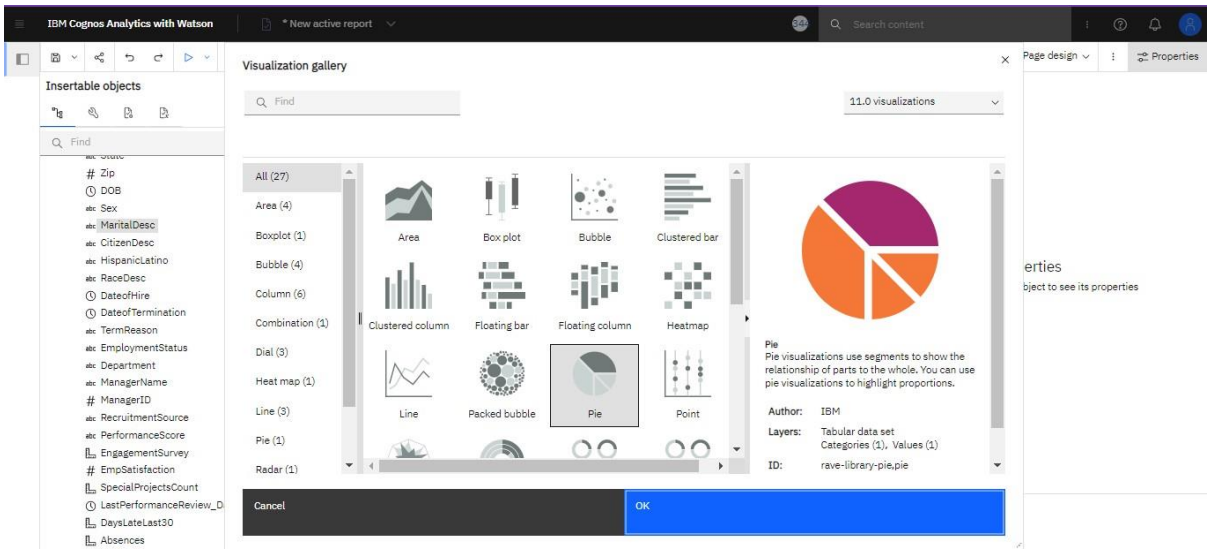




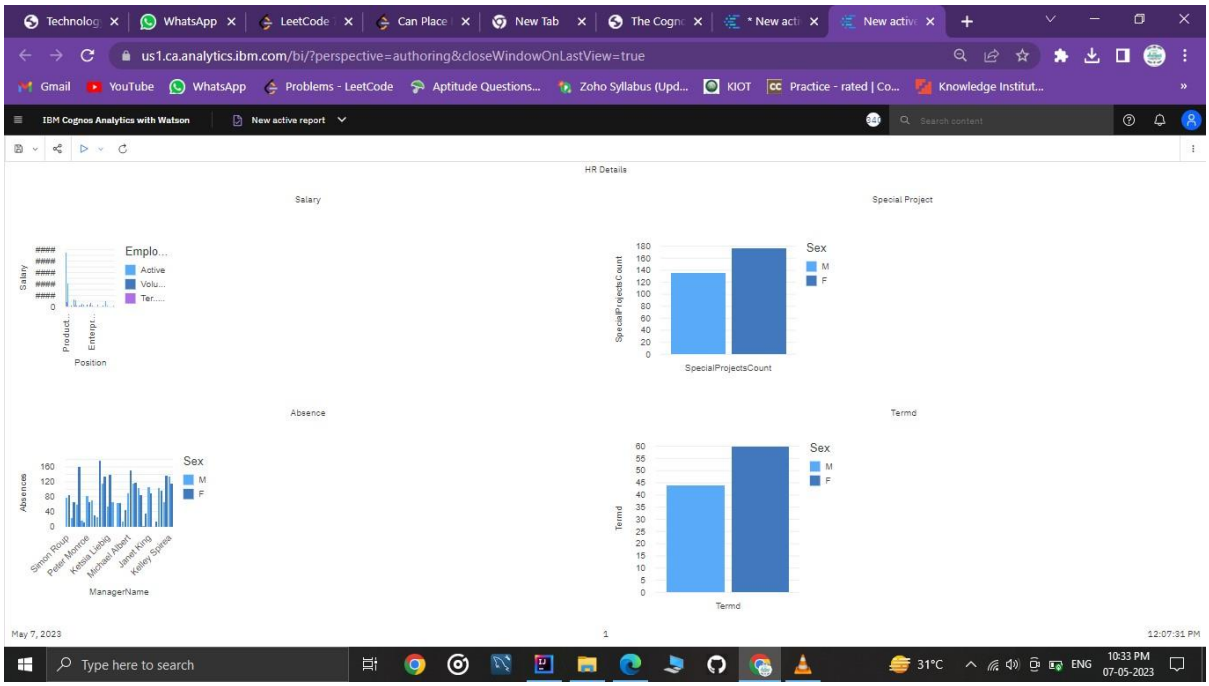
Step 3: Select the source file.



Step 4: Select the visualization.

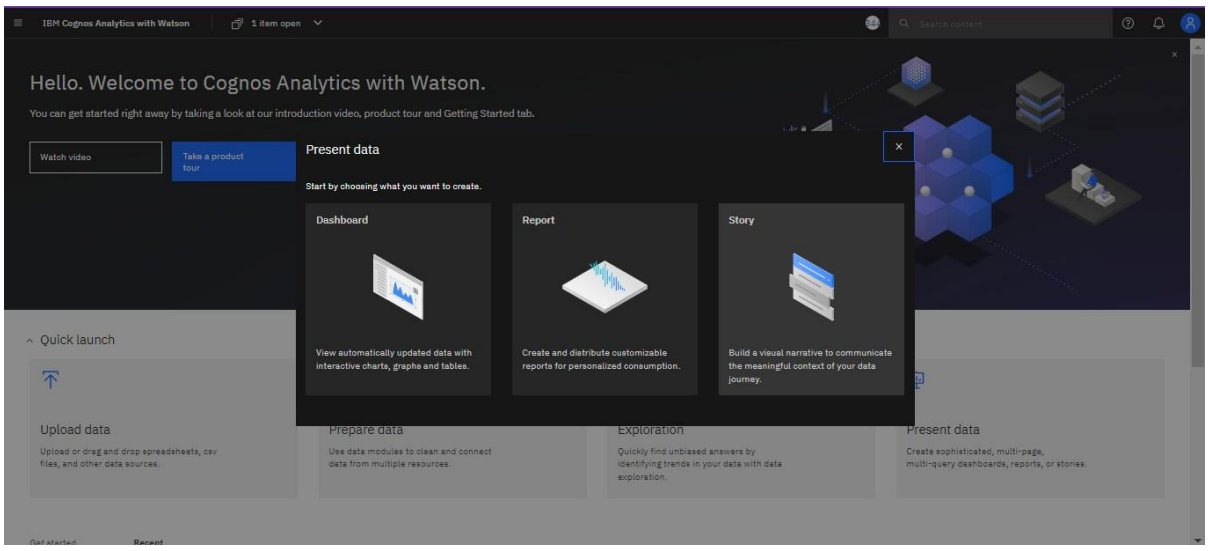


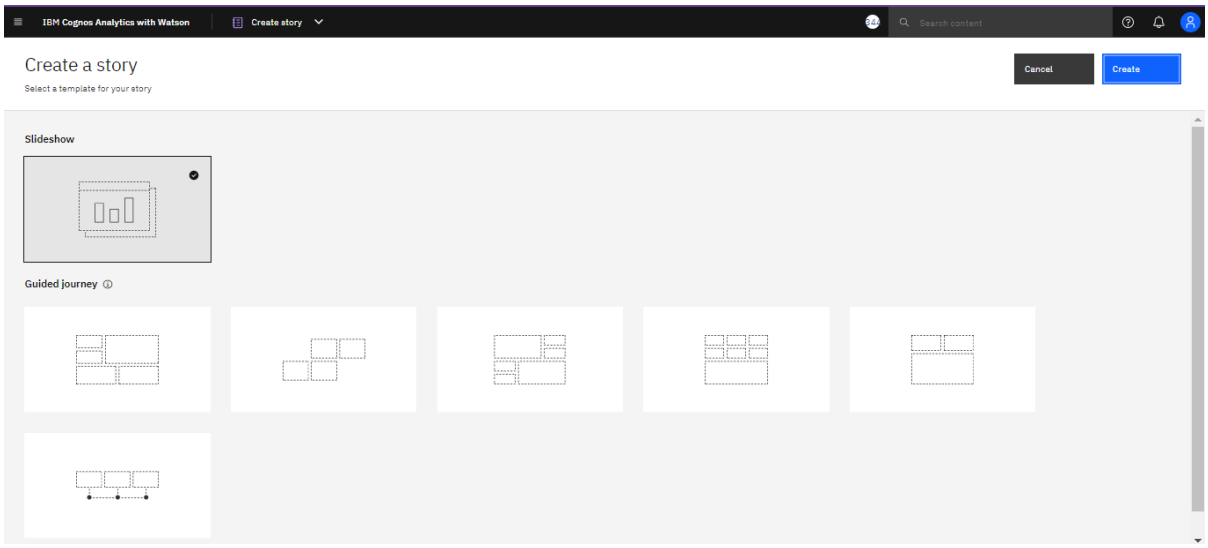
Step 5: After Visualization, play the active report .

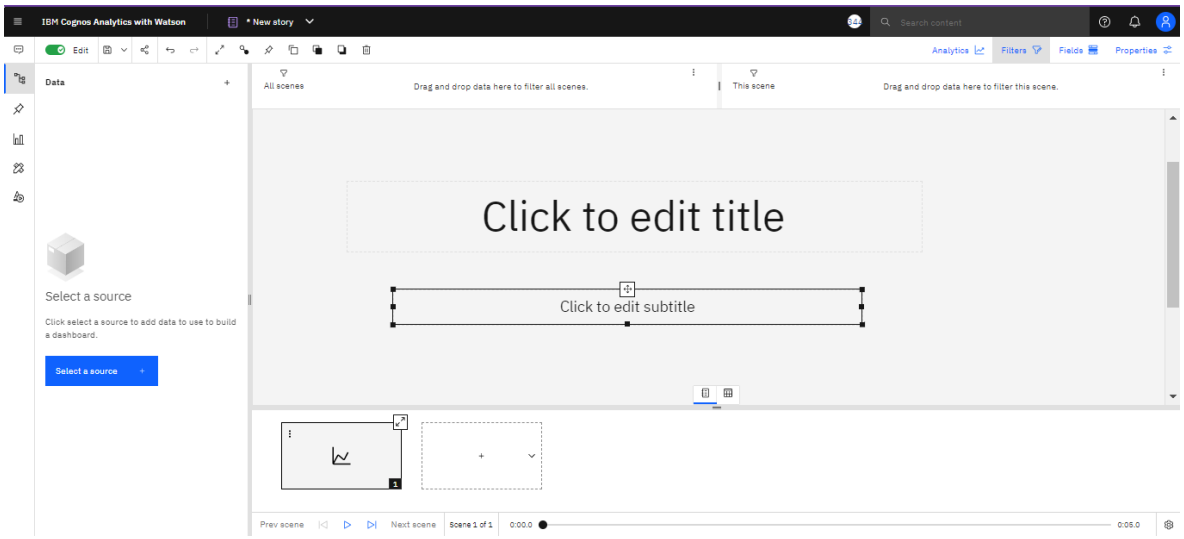


TASK 5: CREATION OF STORY.

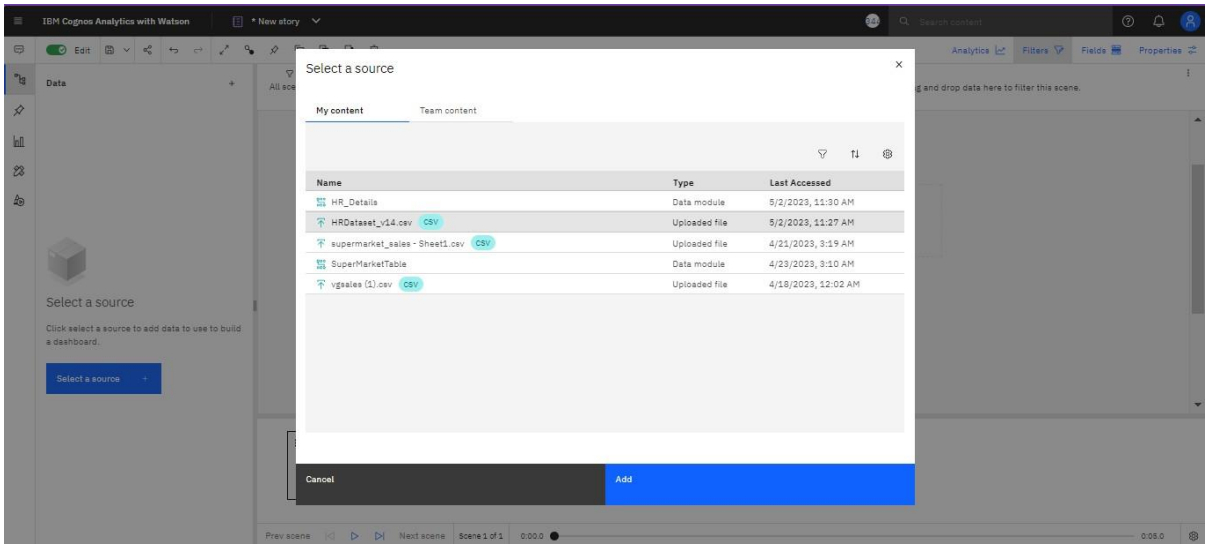
Step 1: Create the Story.



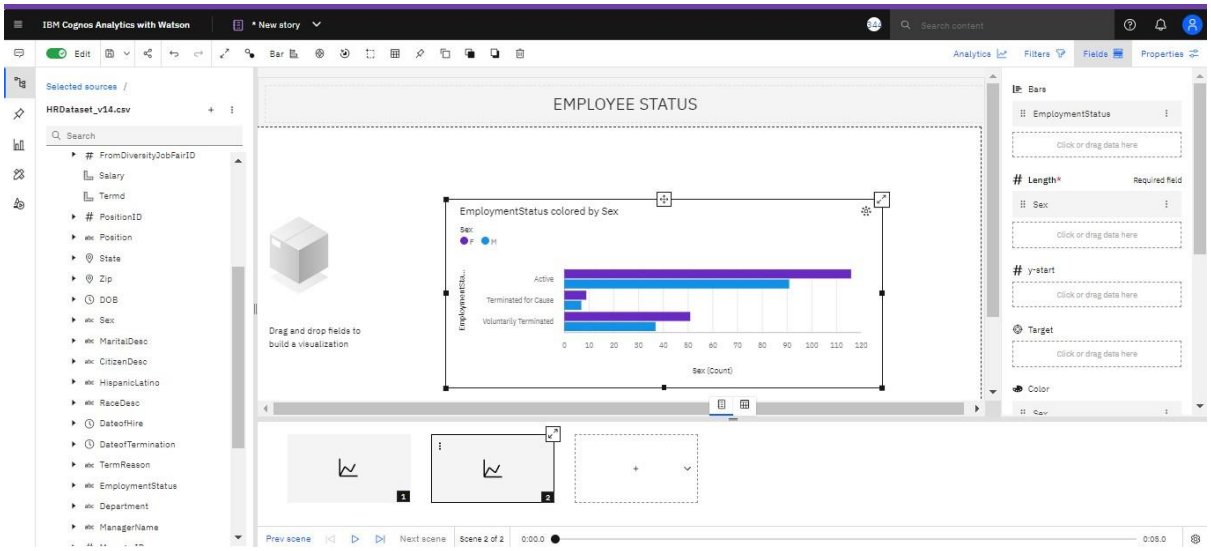

IBM Cognos Analytics with Watson
Create story
Search content
Create a story
Select a template for your story
Cancel
Create
Slideshow
Guided journey

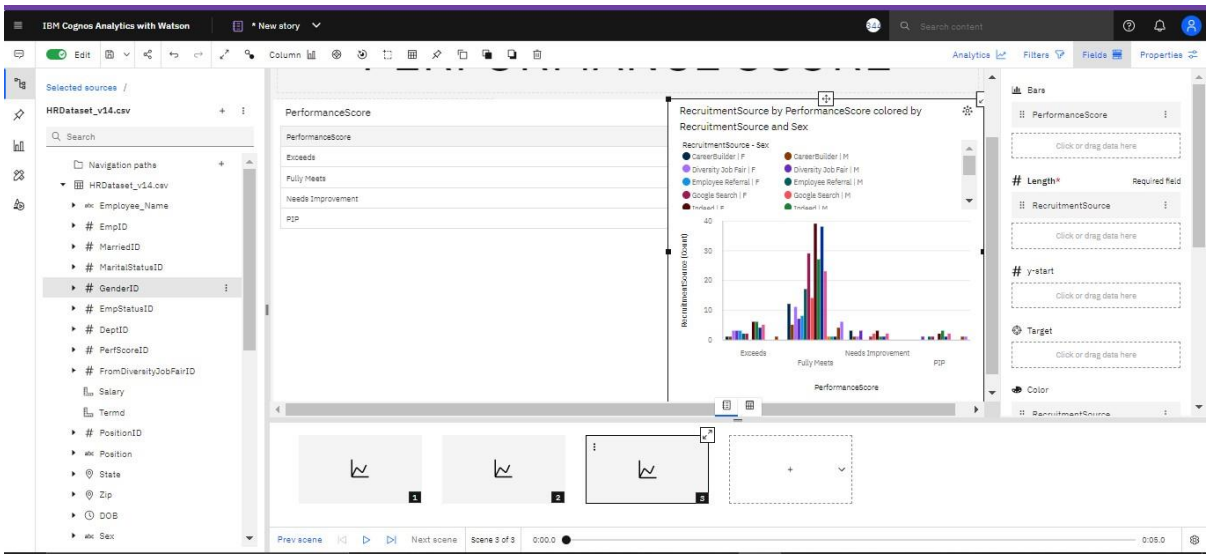

IBM Cognos Analytics with Watson
* New story
Search content
Edit
Analytics
Filters
Fields
Properties
Data
All scenes
Drag and drop data here to filter all scenes.
This scene
Drag and drop data here to filter this scene.
Click to edit title
Click to edit subtitle
Select a source
Click select a source to add data to use to build a dashboard.
Select a source
Prev scene
Next scene
Scene 1 of 1
0:00.0
0:05.0

Step 2: Select the source file.



Step 3: Display the stories.




IBM Cognos Analytics with Watson
* New story
Edit
Column
Analytics
Filters
Fields
Properties
Selected sources /
HRDataset_v14.csv
Search
Navigation paths
HRDataset_v14.csv
Employee_Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiversityJobFairID
Salary
Termd
PositionID
Position
State
Zip
DOB
Sex
PerformanceScore
PerformanceScore
Exceeds
Fully Meets
Needs Improvement
PIP
RecruitmentSource by PerformanceScore colored by RecruitmentSource and Sex
RecruitmentSource - Sex
CareerBuilder | F
CareerBuilder | M
Diversity Job Fair | F
Diversity Job Fair | M
Employee Referral | F
Employee Referral | M
Google Search | F
Google Search | M
RecruitmentSource (Count)
40
30
20
10
0
Exceeds
Fully Meets
Needs Improvement
PIP
PerformanceScore
Bars
PerformanceScore
Click or drag data here
Length*
Required field
RecruitmentSource
Click or drag data here
y-start
Click or drag data here
Target
Click or drag data here
Color
1
2
3
Prev scene
Next scene
Scene 3 of 3
0:00.0
0:05.0