

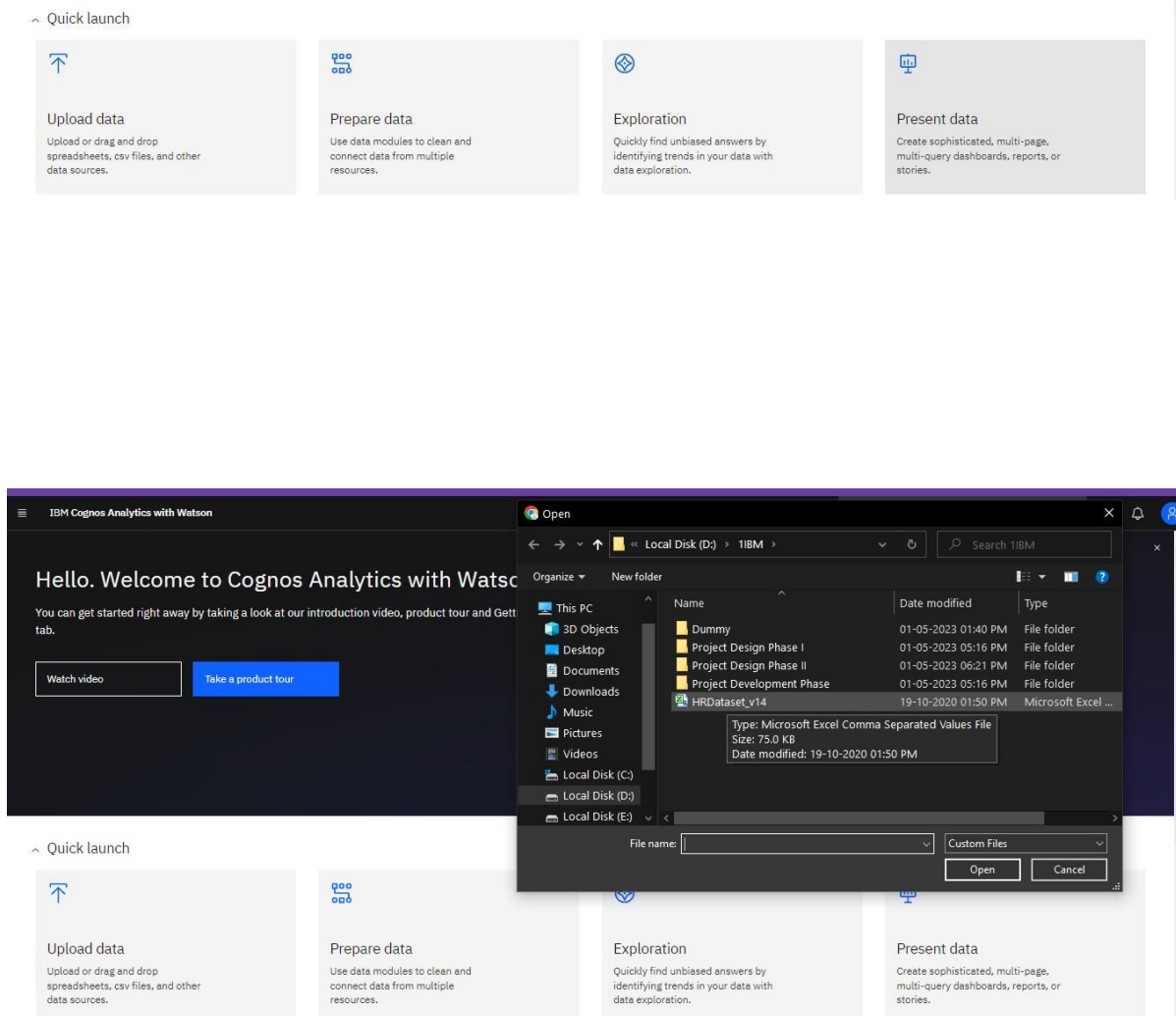
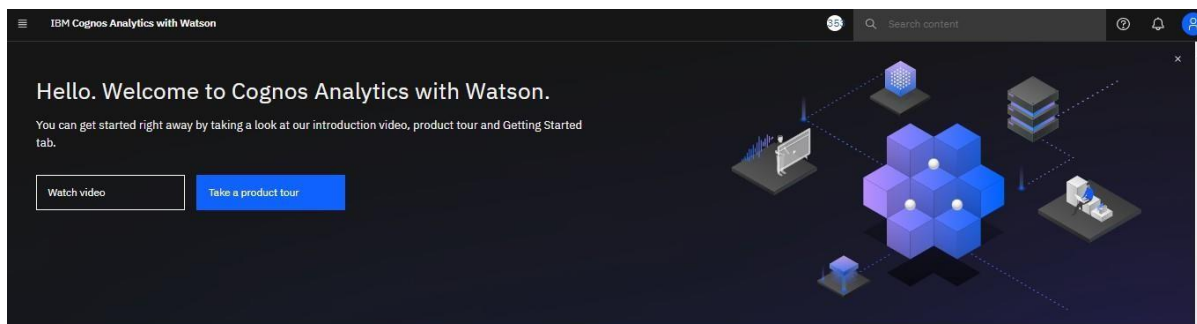
The Cognos HR Scorecard: Measuring Success in Talent Management

NAME: BHARATH R

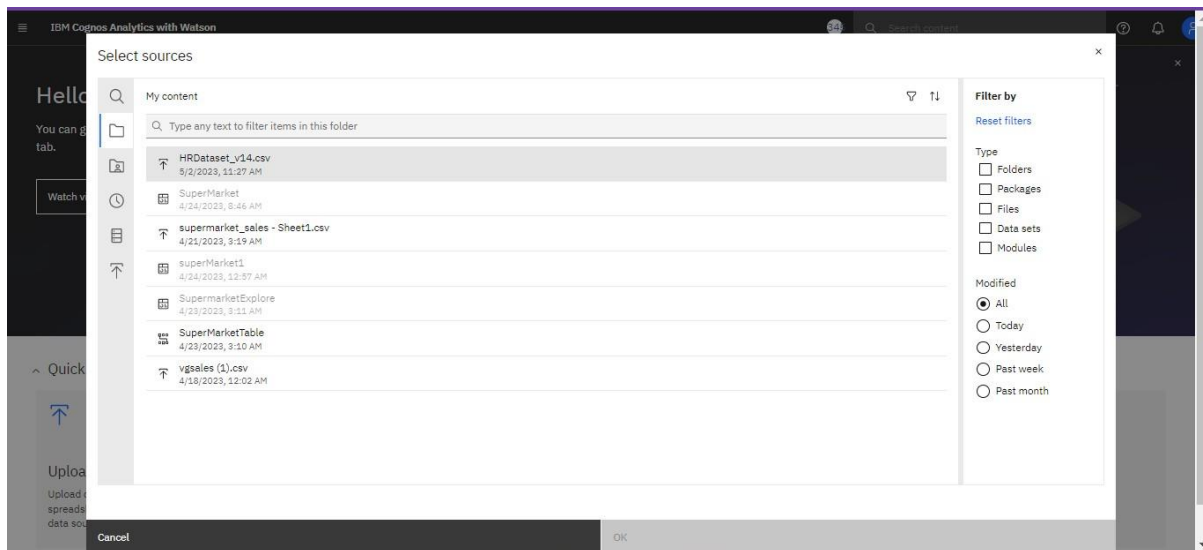
IBM ID:2k20cse175@kiot.ac.in

TASK 1: Upload the dataset:

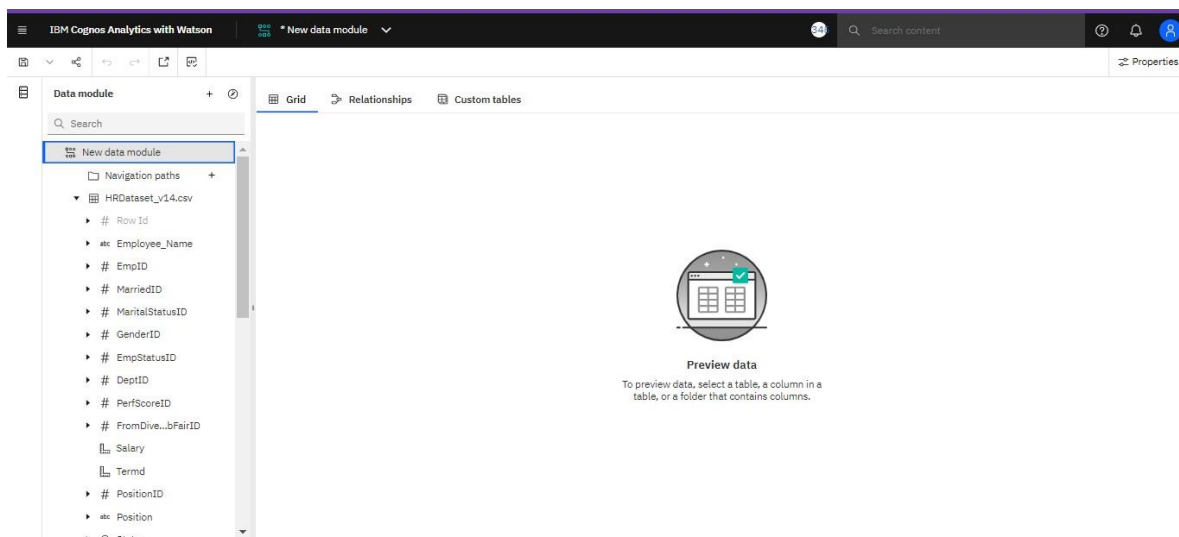
Step 1: Upload the data(CSV file) in the Cognos.



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



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

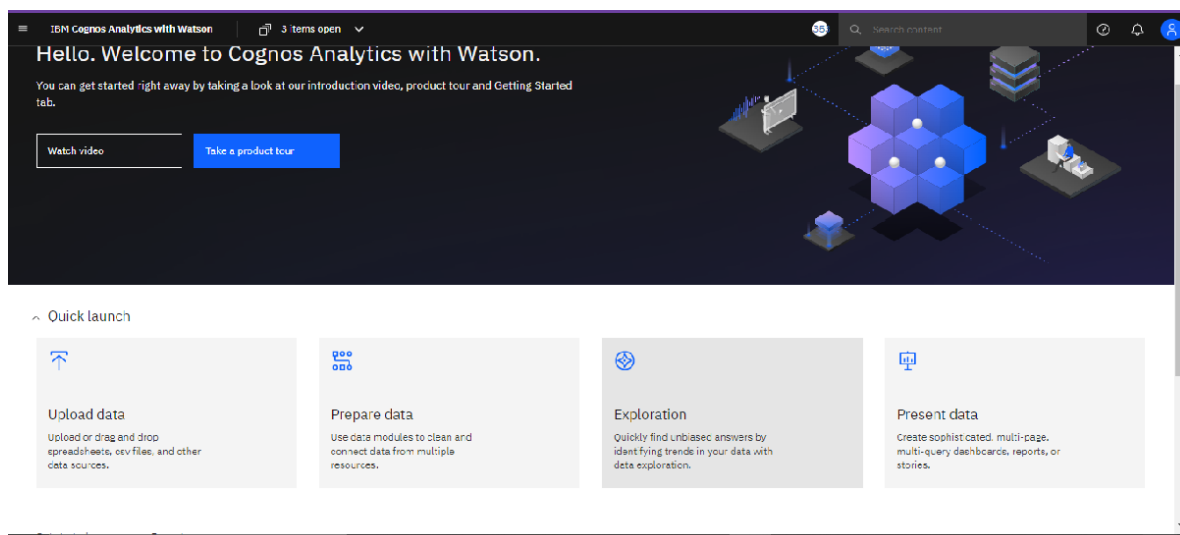


The screenshot shows the IBM Cognos Analytics with Watson interface. The top navigation bar includes the product name, a 'New data module' button, a search bar, and user profile icons. The main area is divided into a left sidebar for 'Data module' and a central 'Grid' view. The sidebar lists various data fields like Row ID, Employee Name, EmpID, MarriedID, MaritalStatusID, GenderID, EmpStatusID, DeptID, PerfScoreID, and others. The central grid displays a table with 15 rows of employee data.

Row ID	Employee Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID	PerfScoreID
1	Adinolfi, Wilson K	10026	0	0	1	1	5	4
2	Alt Sidi, Karthikeyan	10084	1	1	1	5	3	3
3	Akinkuolie, Sarah	10196	1	1	0	5	5	3
4	Alagba, 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	10292	1	1	0	5	5	3
12	Barbara, Thomas	10242	1	1	1	5	5	3
13	Barboosa, 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	10064	0	0	1	1	5	3

TASK 2: Explore the dataset.

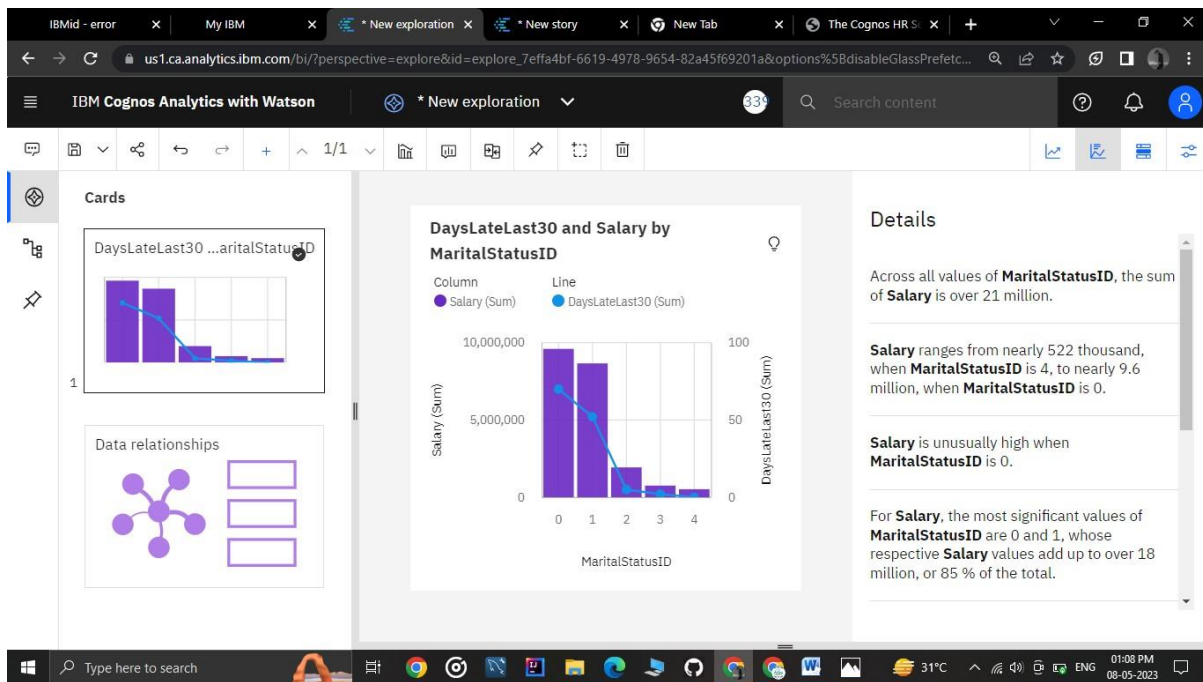
Step 1: Select the Exploration.



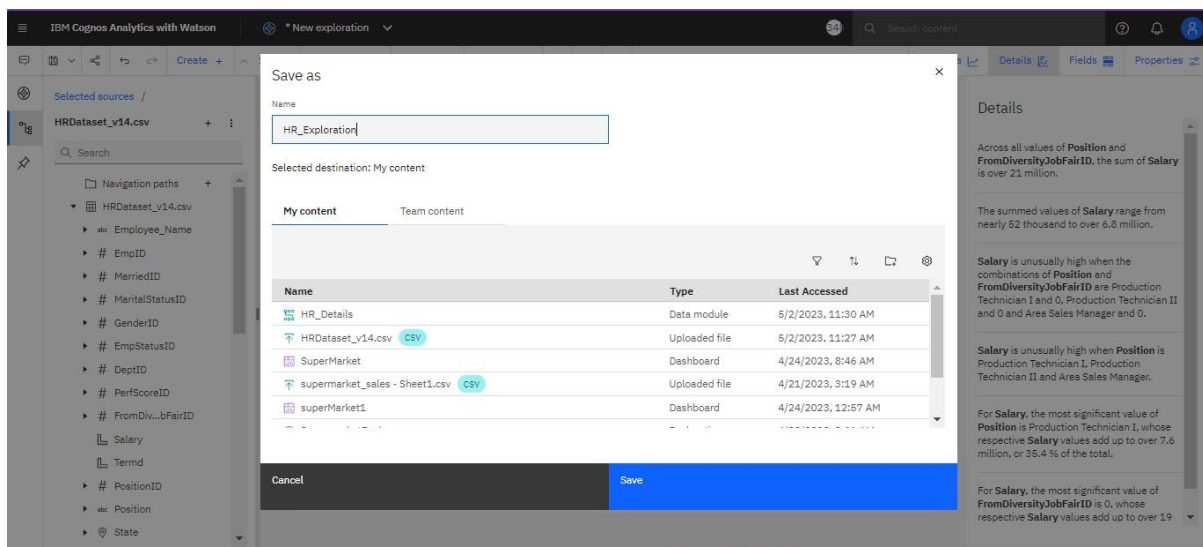
Step 2: Explore the dataset.

The screenshot shows the 'Select a starting point' screen in IBM Cognos Analytics. On the left, a 'Cards' panel displays a 'Data relationships' card with a purple node-link diagram. The main 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 'Start with any column. You can always change it later.' A search bar contains the text 'Enter data column. Not sure? Try Salary, MaritalStatusID'. Below this, a section 'Try starting with one of these...' lists various columns: Salary, MaritalStatusID, EngagementSurvey, EmpStatusID, Absences, DaysLateLast30, EmploymentStatus, EmpSatisfaction, Termid, PerfScoreID, SpecialProjectsCount, and PerformanceScore.

The screenshot shows the 'Explore data relationships' screen in IBM Cognos Analytics. The 'Cards' panel on the left still shows the 'Data relationships' card. The main area is titled 'Explore data relationships' and shows a relationship diagram for 'HRDataset_v14.csv'. A search bar contains 'MaritalStatusID'. A 'Reset to original' link is visible. Below the diagram, it says 'Select single or multiple nodes to see visualizations.' and 'Relationship diagram ⓘ'. A zoom slider is set to 100%.

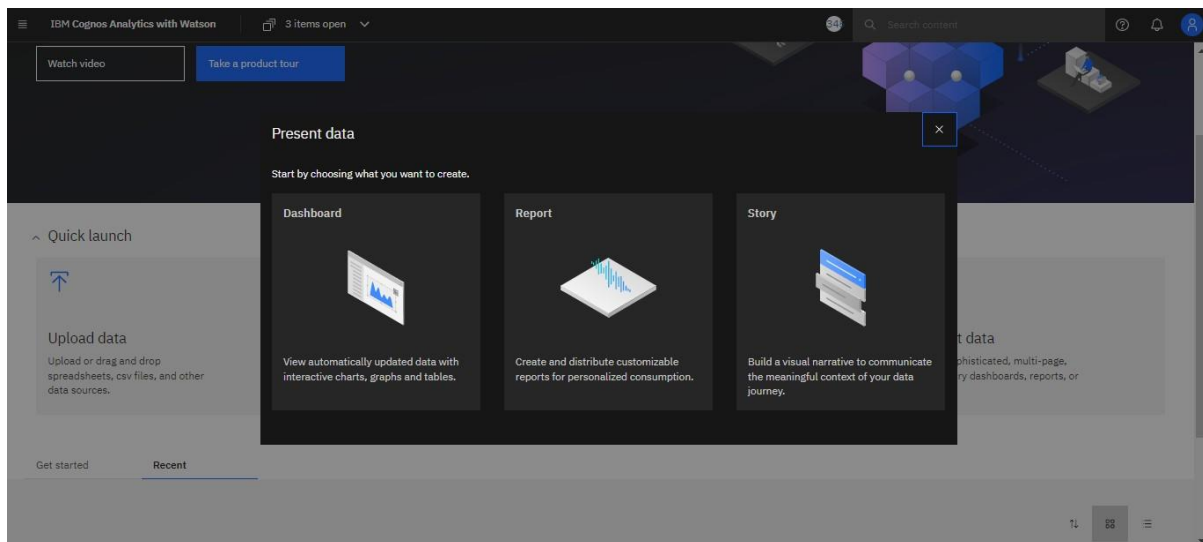


Step 3: Save it.

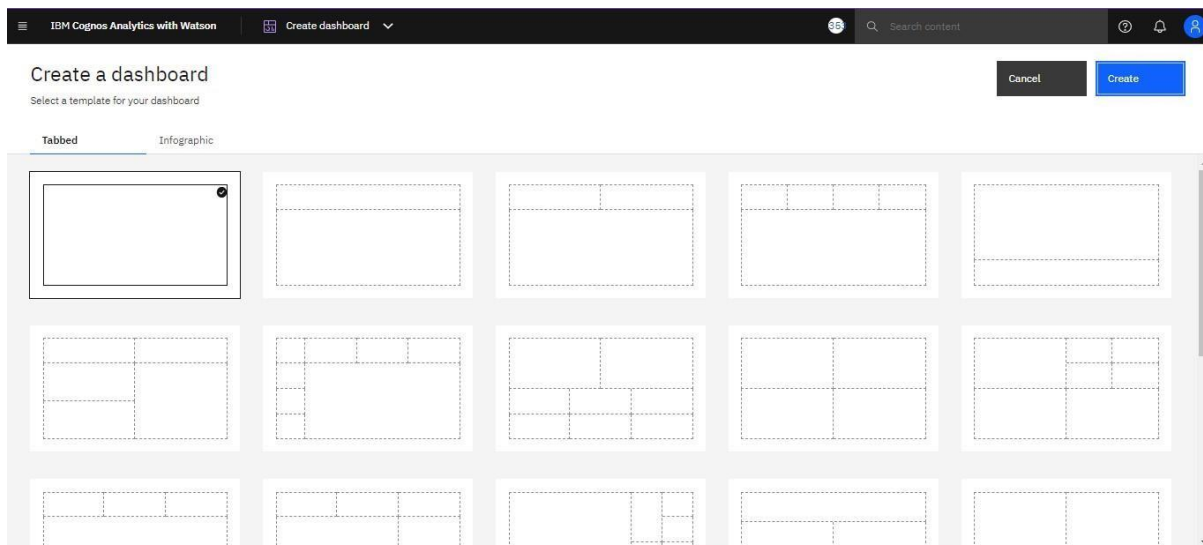


TASK 3: CREATION OF DASH BOARD.

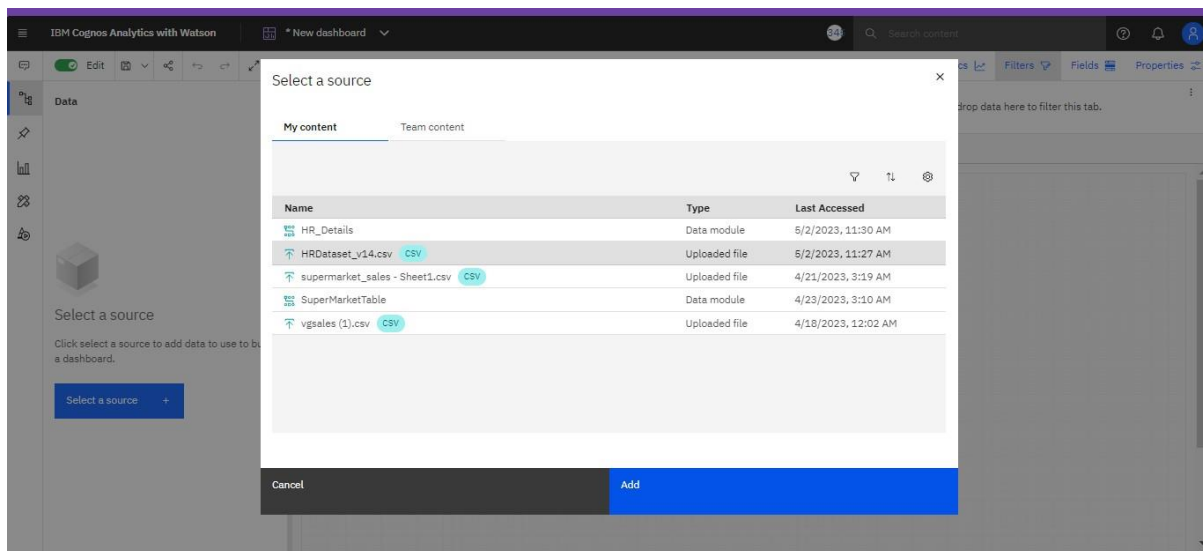
Step 1: Create the Dash Board.



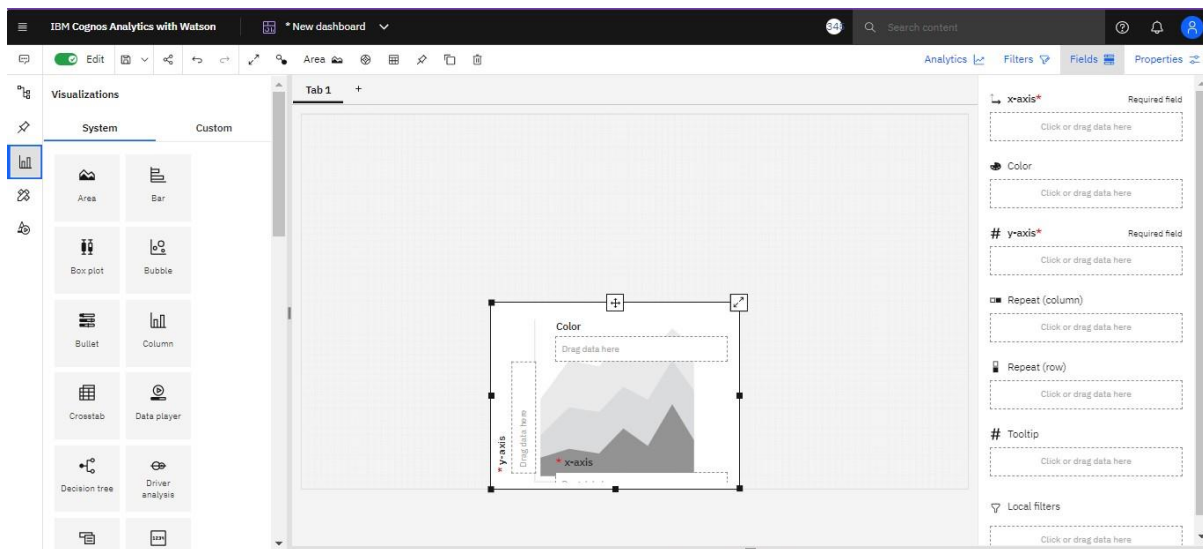
Step 2: Create Template for the Dash Board.



Step 3: Select Source file.

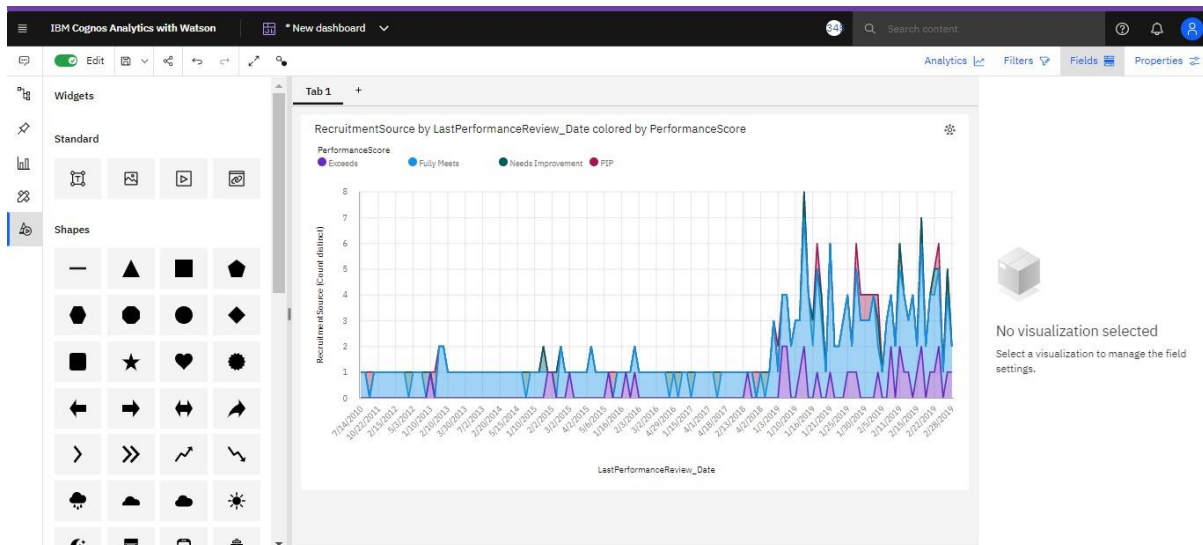
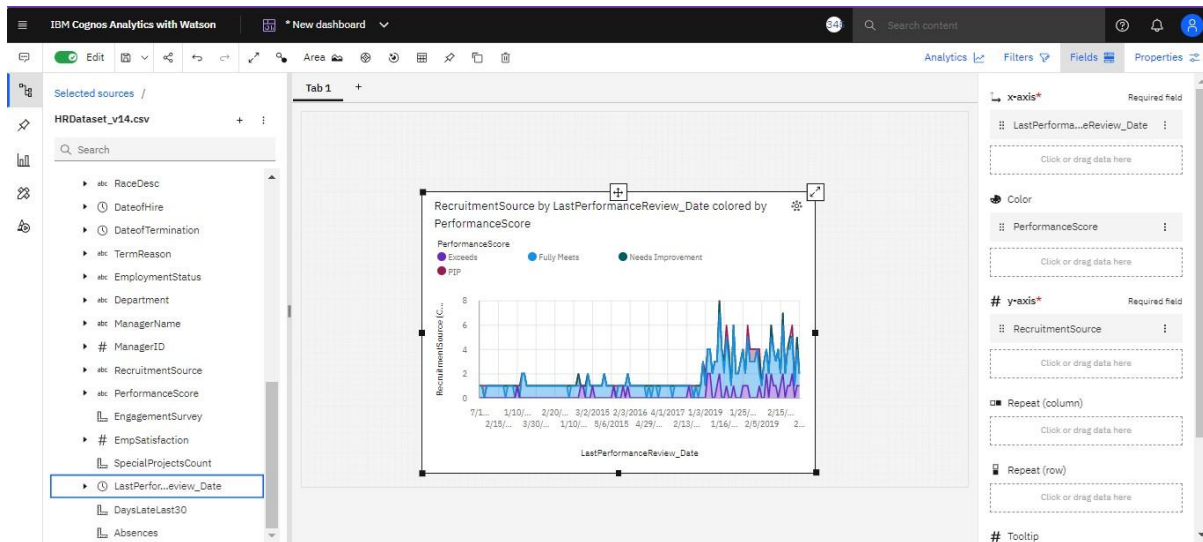


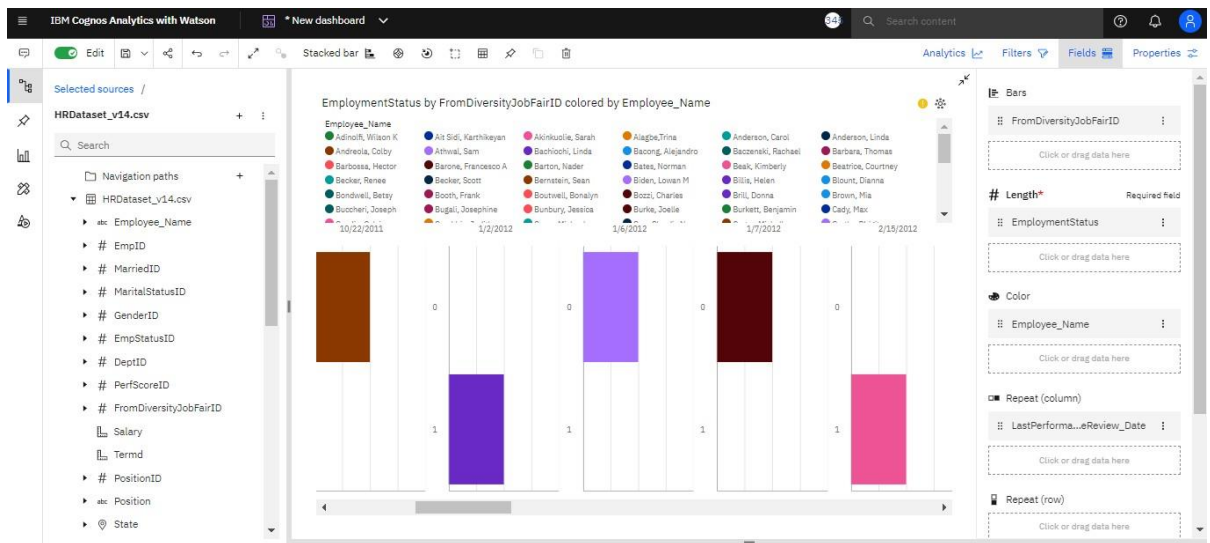
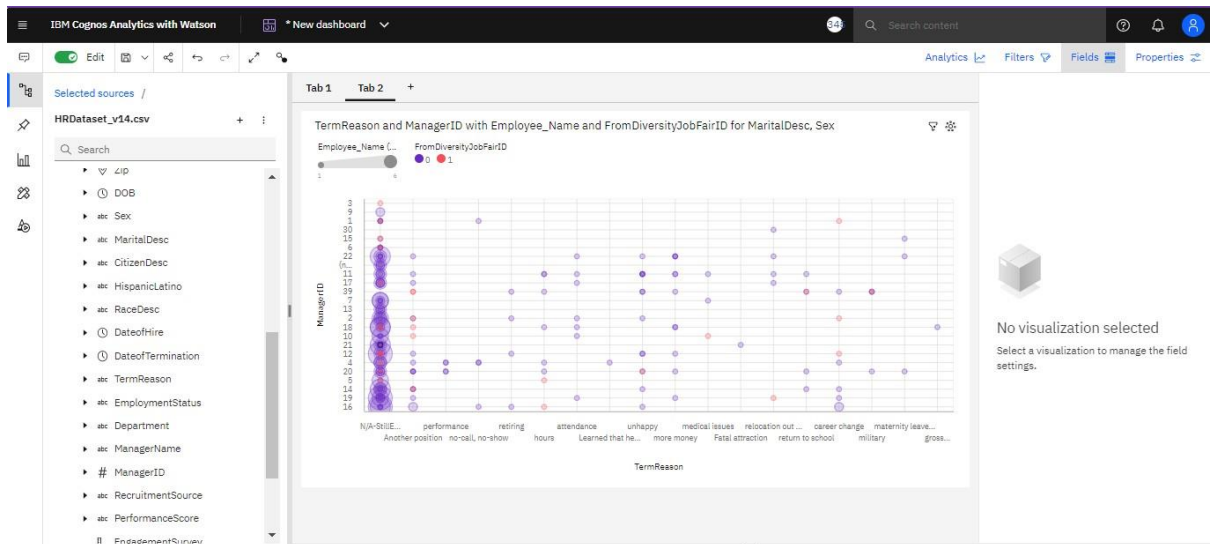
Step 4: Select Visualization Type.



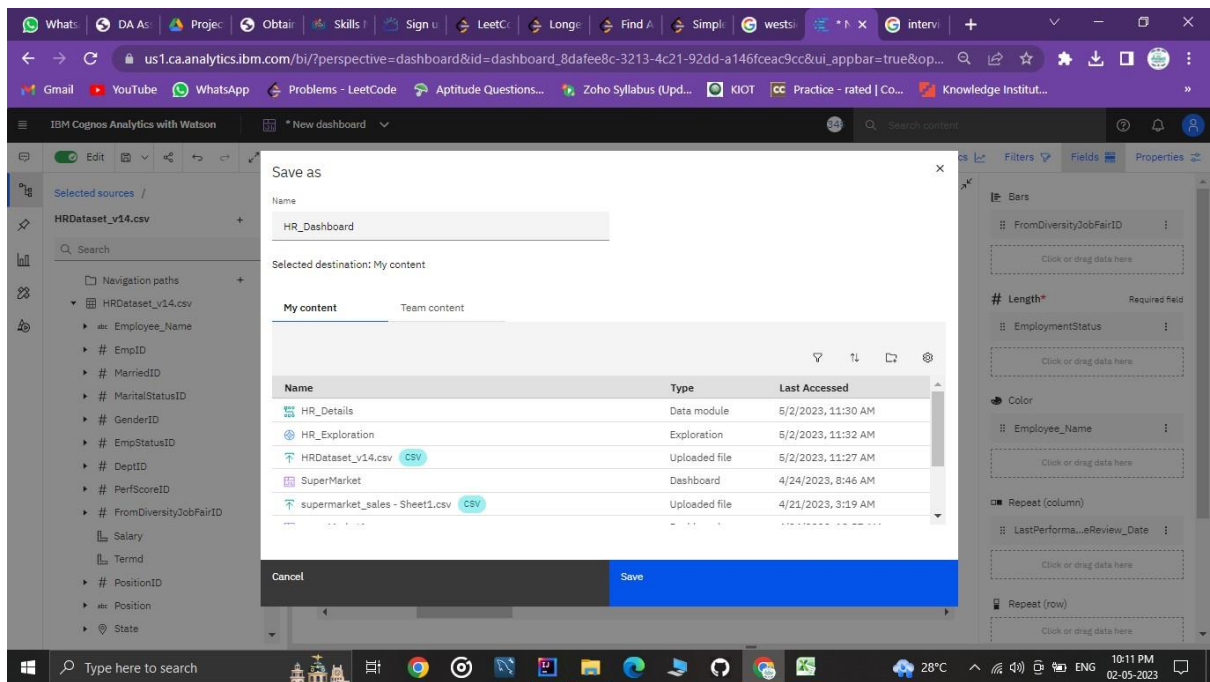
Step 5: Create Visualization Charts And Save it.

Present the Data Sets.



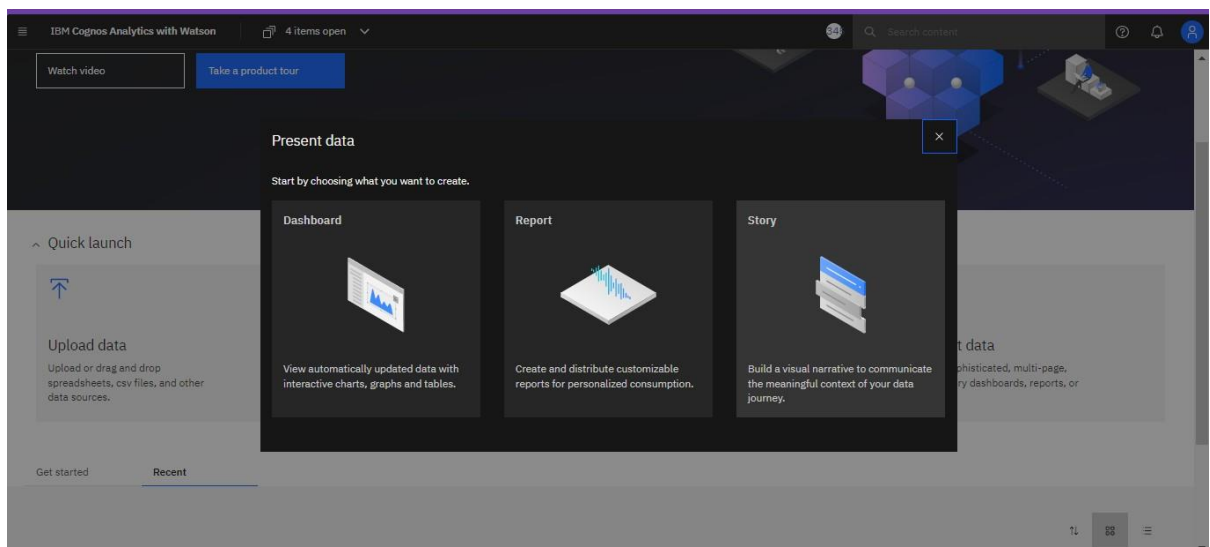


Step 6: Save it.

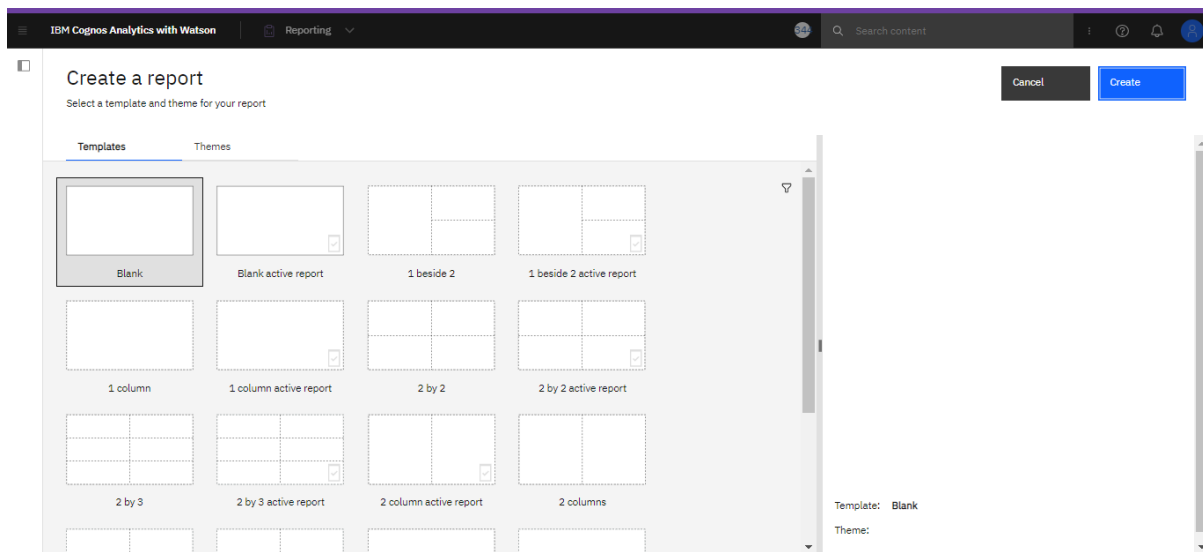


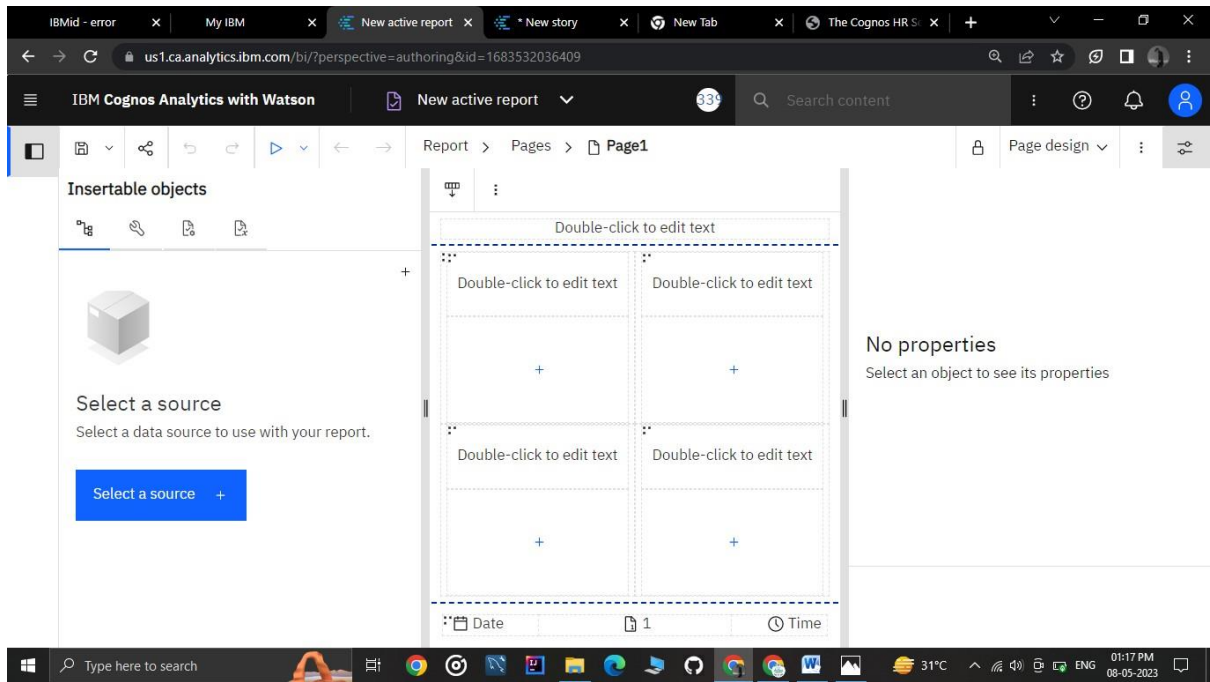
TASK 4: CREATION OF REPORT.

Step 1: Create the Report.

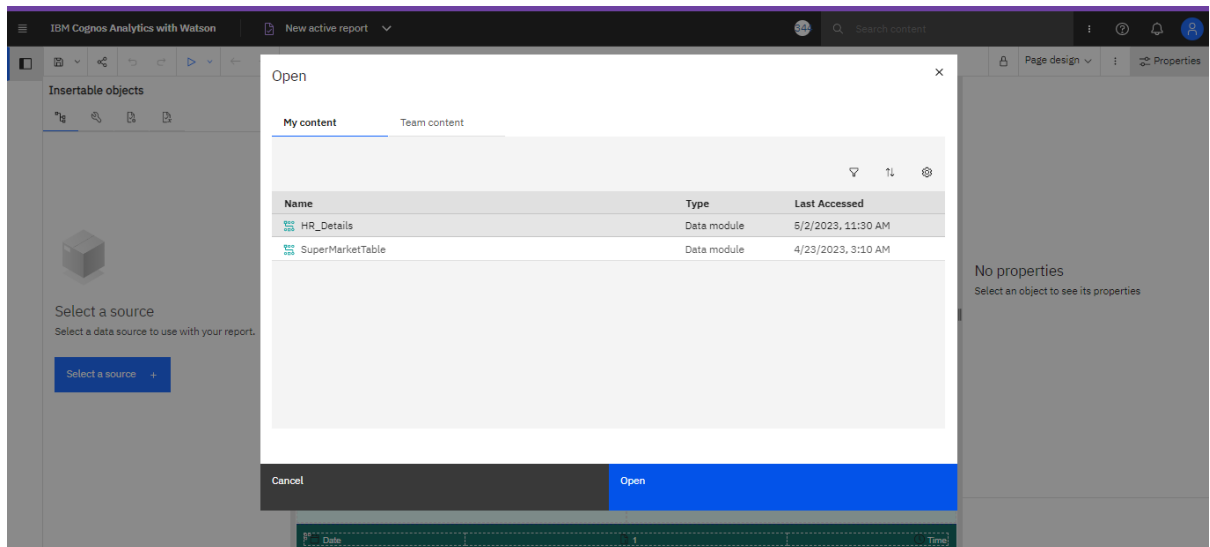


Step 2: Select the report.

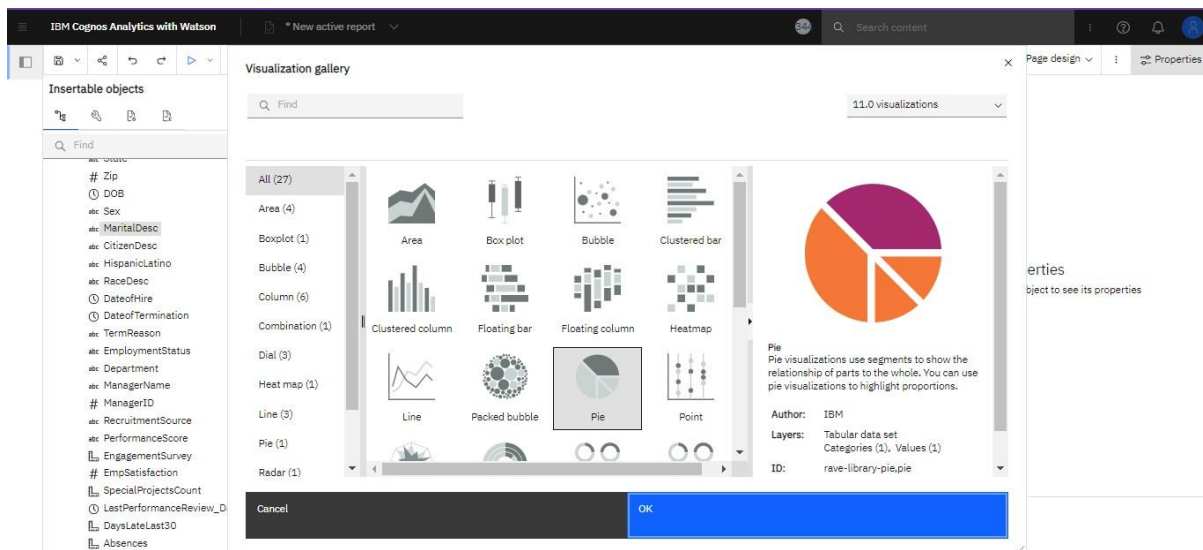




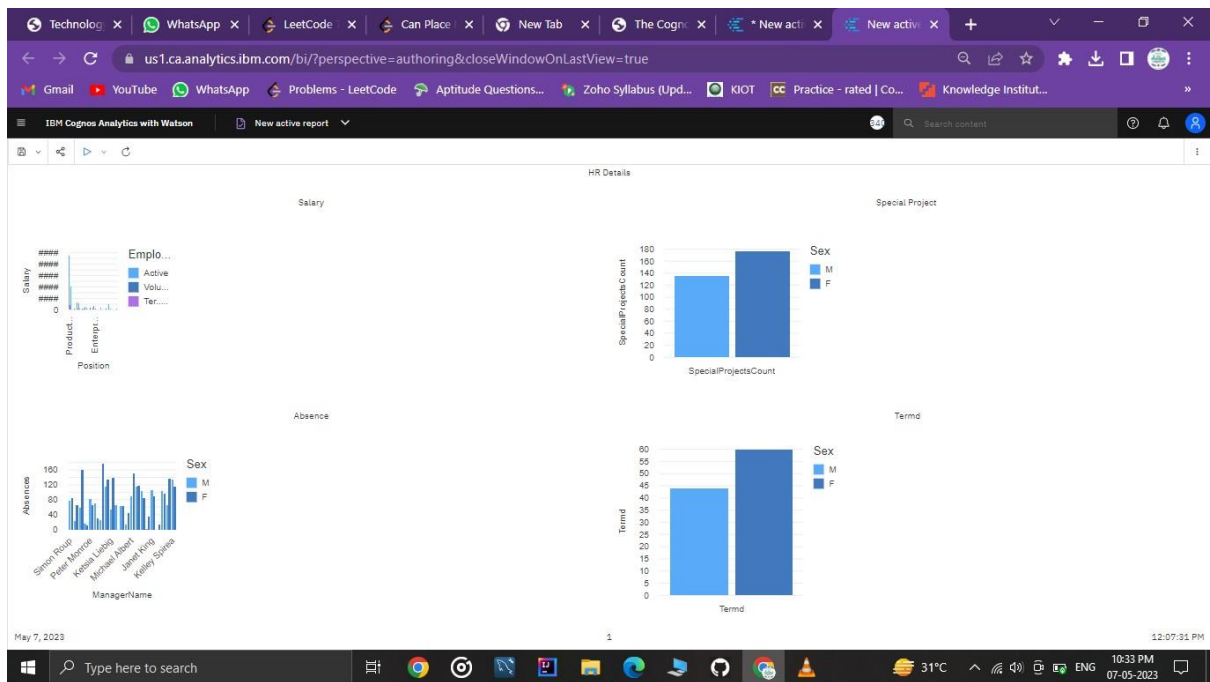
Step 3: Select the source file.



Step 4: Select the visualization.

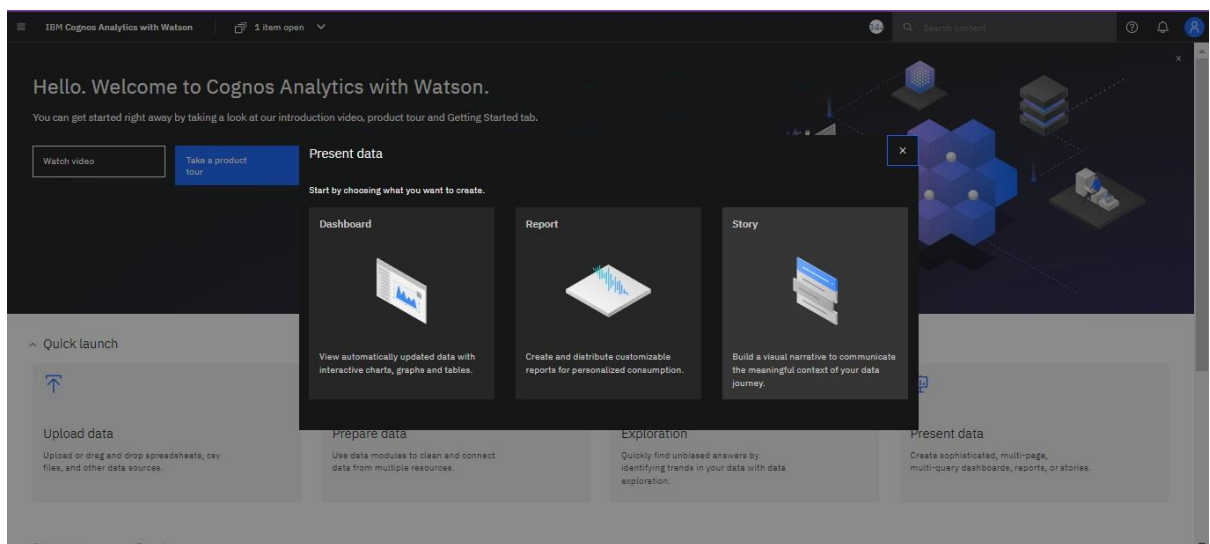


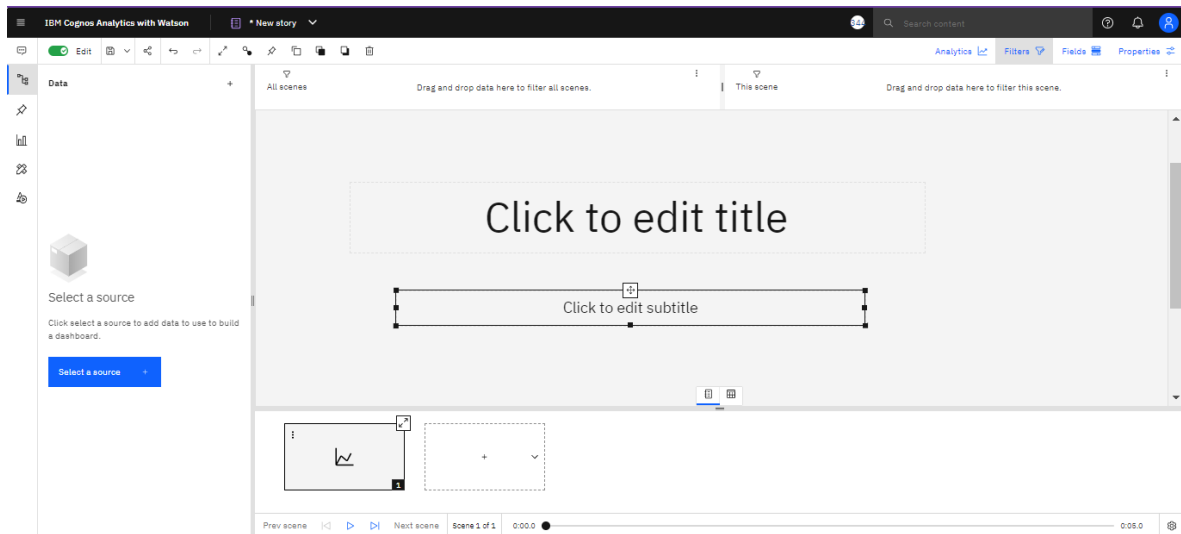
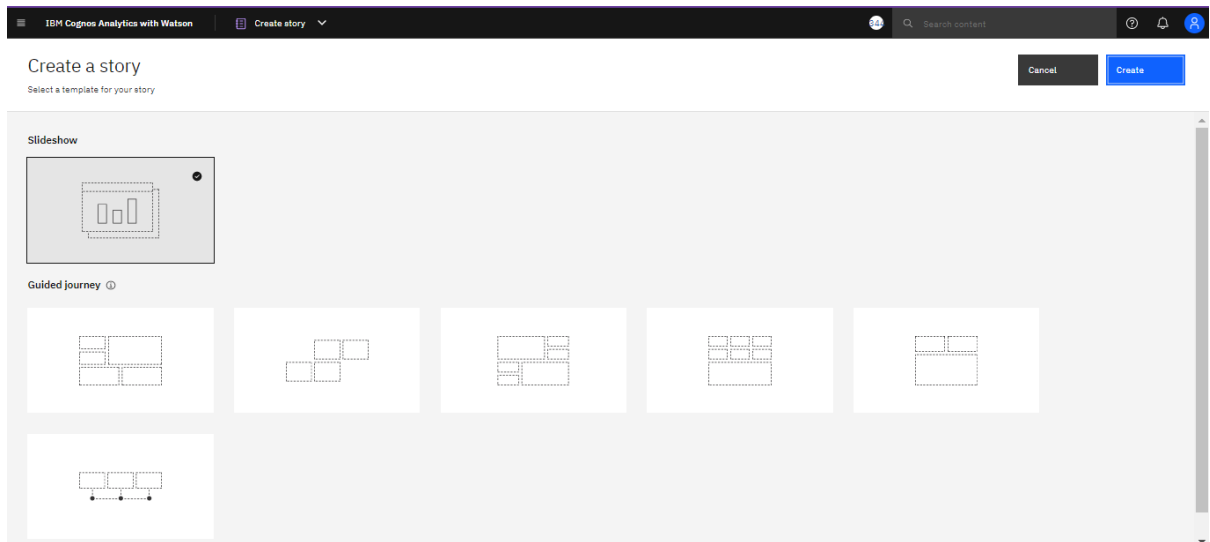
Step 5: After Visualization, play the active report .



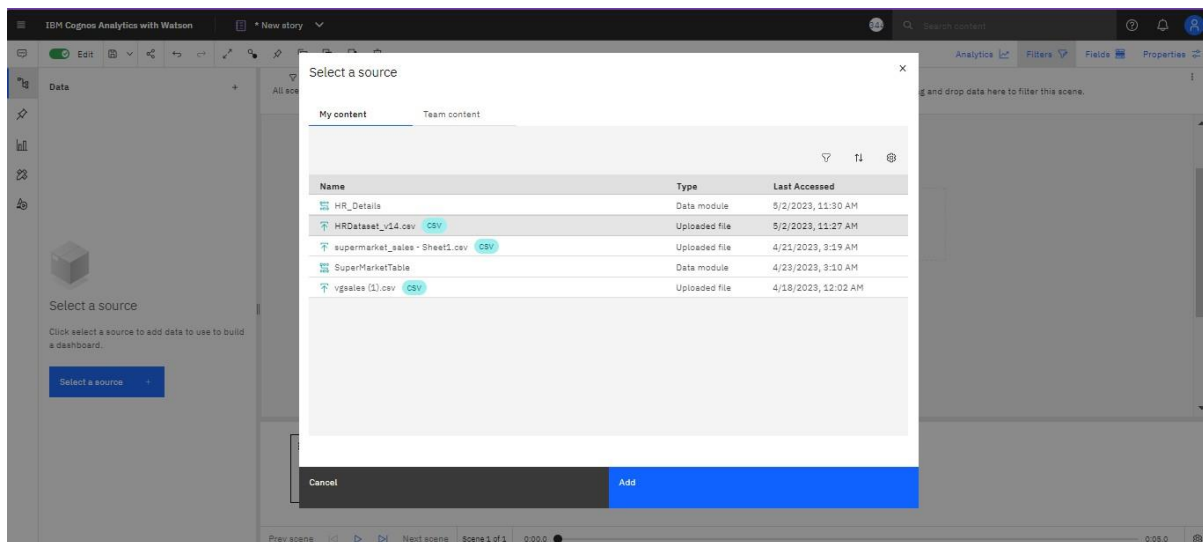
TASK 5: CREATION OF STORY.

Step 1: Create the Story.





Step 2: Select the source file.



Step 3: Display the stories.

