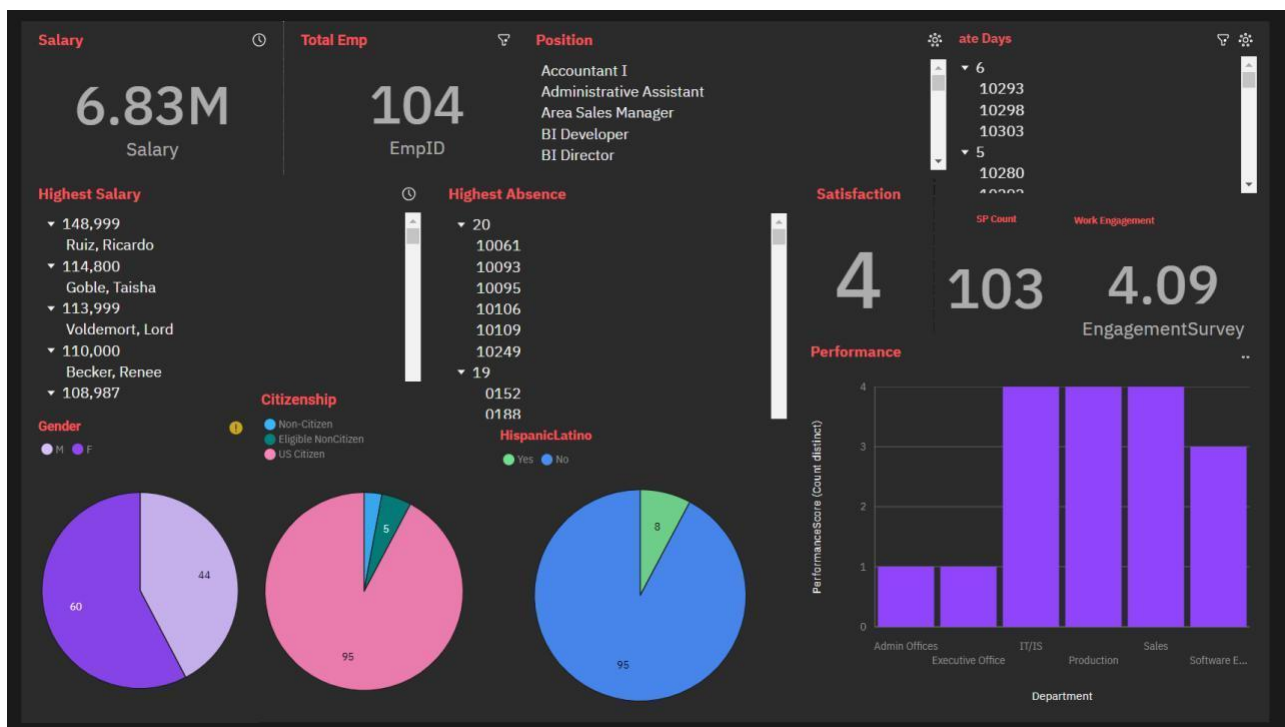# ASSIGNMENT 2

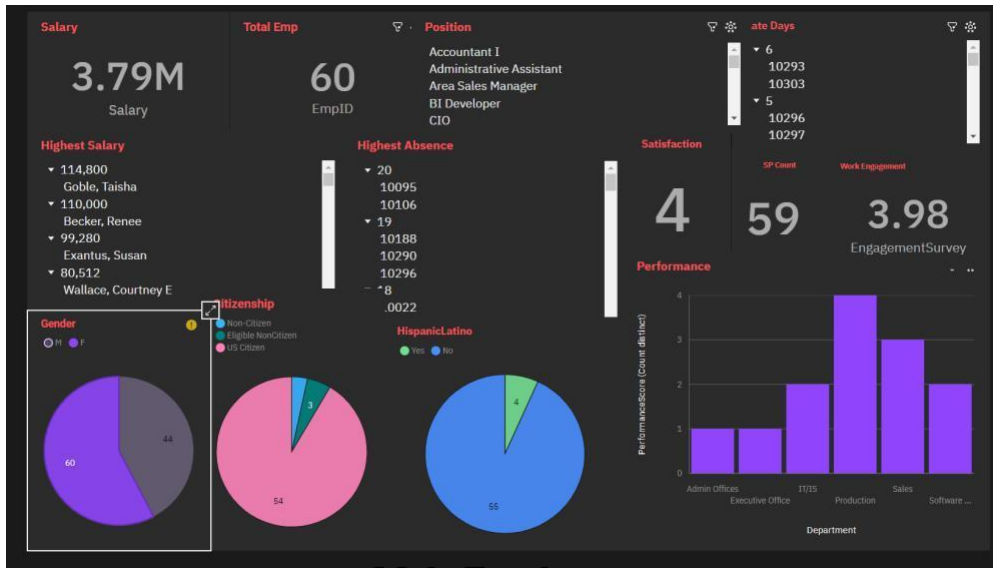| **Task**	Upload the dataset to Cognos Analytics, prepare the data, explore and Create Interactive Dashboard, Report and Story.

Problem Statement:-

The Cognos HR Scorecard: Measuring Success in Talent Management.

HR data can be hard to come by, and HR professionals generally lag behind with respect to analytics and data visualization competency. We use the data set to teach HR students show to use and analyze the data in Cognos - a data visualization tool that's easy to learn.
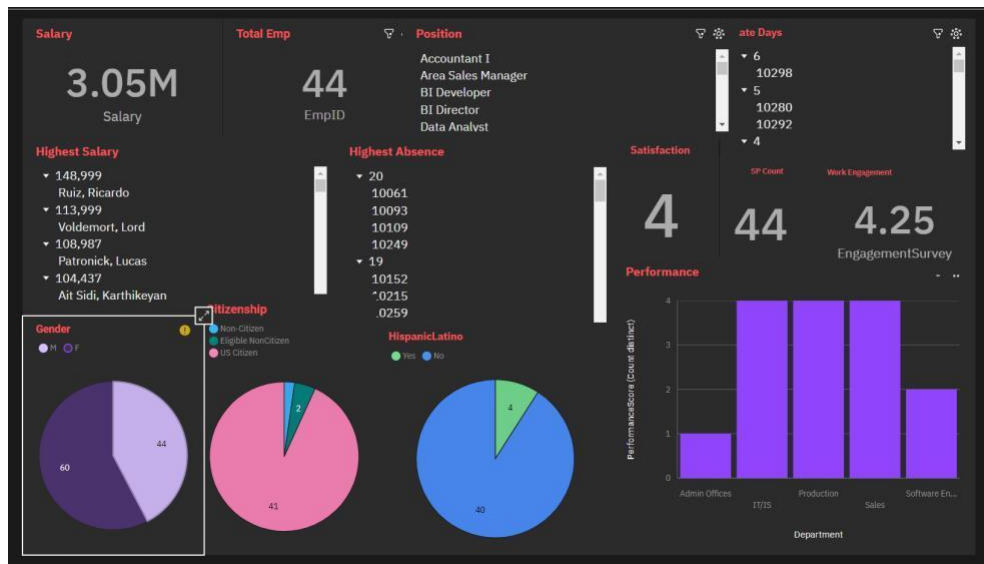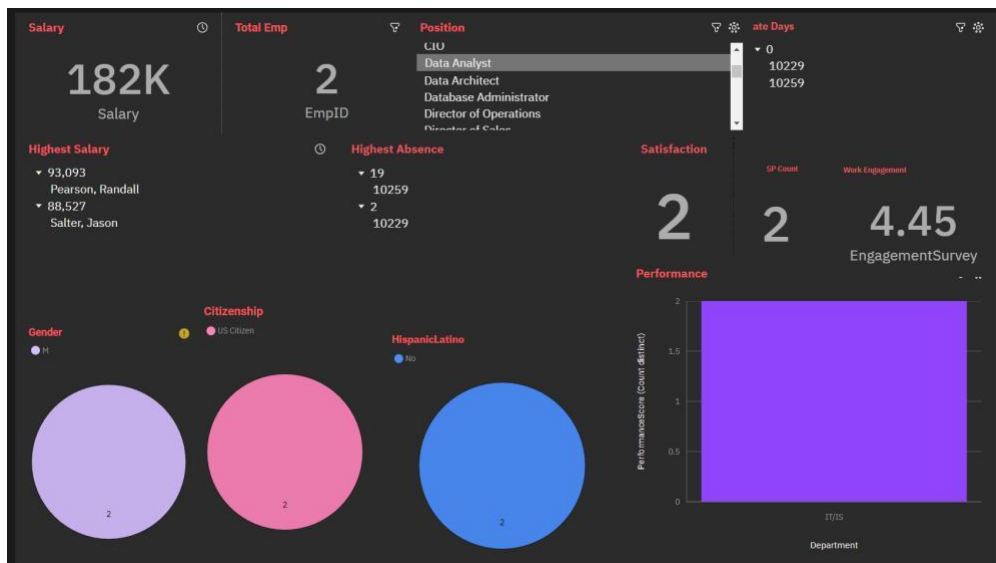
Overall Dashboard

Female Employees

Male Employees

Data Analyst Employee

Search Dashboard

Employee ID
10001
10002
10003
10004
10005
10006
10007
10008
10009
10010
10011
10012
10013
10014
10015
10016
10017
10018
10019
10020
10021
10022
10023
10024
10025
10026
10027
10028
10029
10030
10031

Employee Name
Adinolfi, Wilson K
Ait Sidi, Karthikeyan
Akinkuolie, Sarah
Alagbe,Trina
Anderson, Carol
Anderson, Linda

Department
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering

Position
Accountant I
Administrative Assistant
Area Sales Manager
BI Developer
BI Director
CIO

Gender
F
M

Marital Status
Divorced
Married
Separated
Single
Widowed

Date of Birth	**Date of Join**	**Date of Terminated**
1/2/1951	1/9/2006	(no value)
2/25/1951	6/25/2007	8/30/2010
1/18/1952	11/5/2007	5/30/2011
2/11/1952	1/7/2008	9/26/2011
8/18/1952	9/2/2008	10/22/2011
5/24/1953	10/27/2008	1/2/2012

Score	**Survey**	**Salary**
Exceeds	5	250,000
Fully Meets	4.96	220,450
Needs Improvement	4.94	180,000
PIP	4.9	178,000
	4.88	170,500
	4.84	157,000
	4.83	150,290

Search with Employee ID

Employee ID
10001
10002
10003
10004
10005
10006
10007
10008
10009
10010
10011
10012
10013
10014
10015
10016
10017
10018
10019
10020
10021
10022
10023
10024
10025
10026
10027
10028
10029
10030
10031

Employee Name
Lynch, Lindsay

Department
Production

Position
Production Technician I

Gender
F

Marital Status
Single

Date of Birth	**Date of Join**	**Date of Terminated**
2/14/1973	11/7/2011	11/14/2015

Score	**Survey**	**Salary**
Exceeds	5	47,434

Search with Performance Score

Employee ID
10280
10281
10282
10283
10284
10285
10286
10287
10288
10289
10290
10291
10292
10293
10294
10295
10296
10297

Employee Name
Blount, Dianna
Cole, Spencer
Corleone, Michael
DiNocco, Lily
Estremera, Miguel
Evensen, April

Department
IT/IS
Production
Sales
Software Engineering

Position
IT Manager - Infra
Production Manager
Production Technician I
Production Technician II
Sales Manager
Software Engineer

Gender
F
M

Marital Status
Divorced
Married
Single

Date of Birth	**Date of Join**	**Date of Terminated**
6/6/1968	7/20/2010	(no value)
8/9/1974	1/10/2011	9/24/2012
12/17/1975	2/21/2011	6/5/2013
11/15/1976	4/4/2011	6/25/2015
12/2/1978	5/2/2011	9/1/2015
8/12/1979	7/5/2011	9/15/2015

Score	**Survey**	**Salary**
Exceeds	5	157,000
Fully Meets	4.25	99,280
Needs Improvement	4.13	83,082
PIP	3.97	72,992
	3.88	68,051
	3.6	66,441
	3.54	63,025