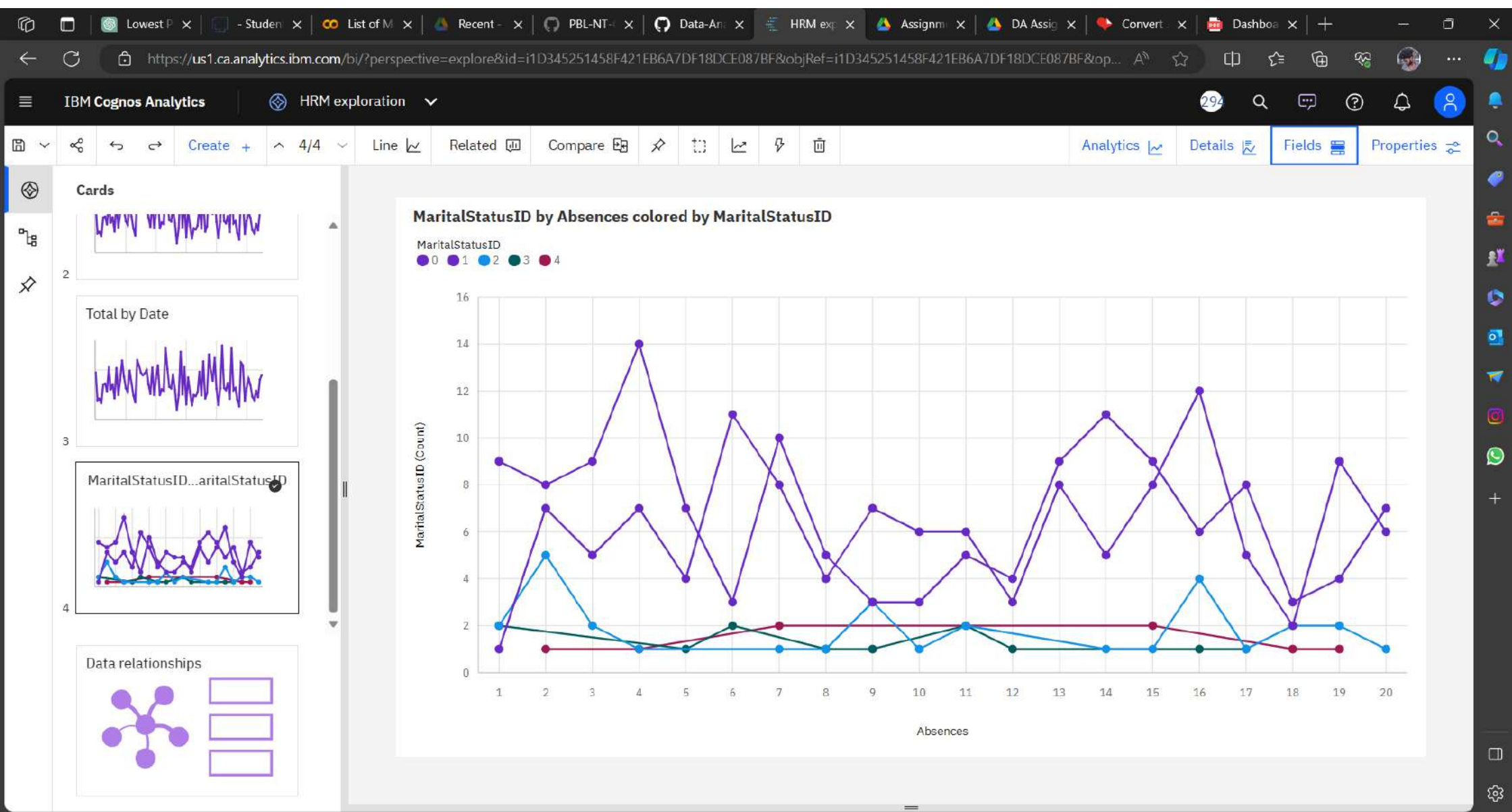


1. Exploration



2. Module

IBM Cognos Analytics

New HR Module

294

Properties

Data module

Search

New HR Module

Navigation paths

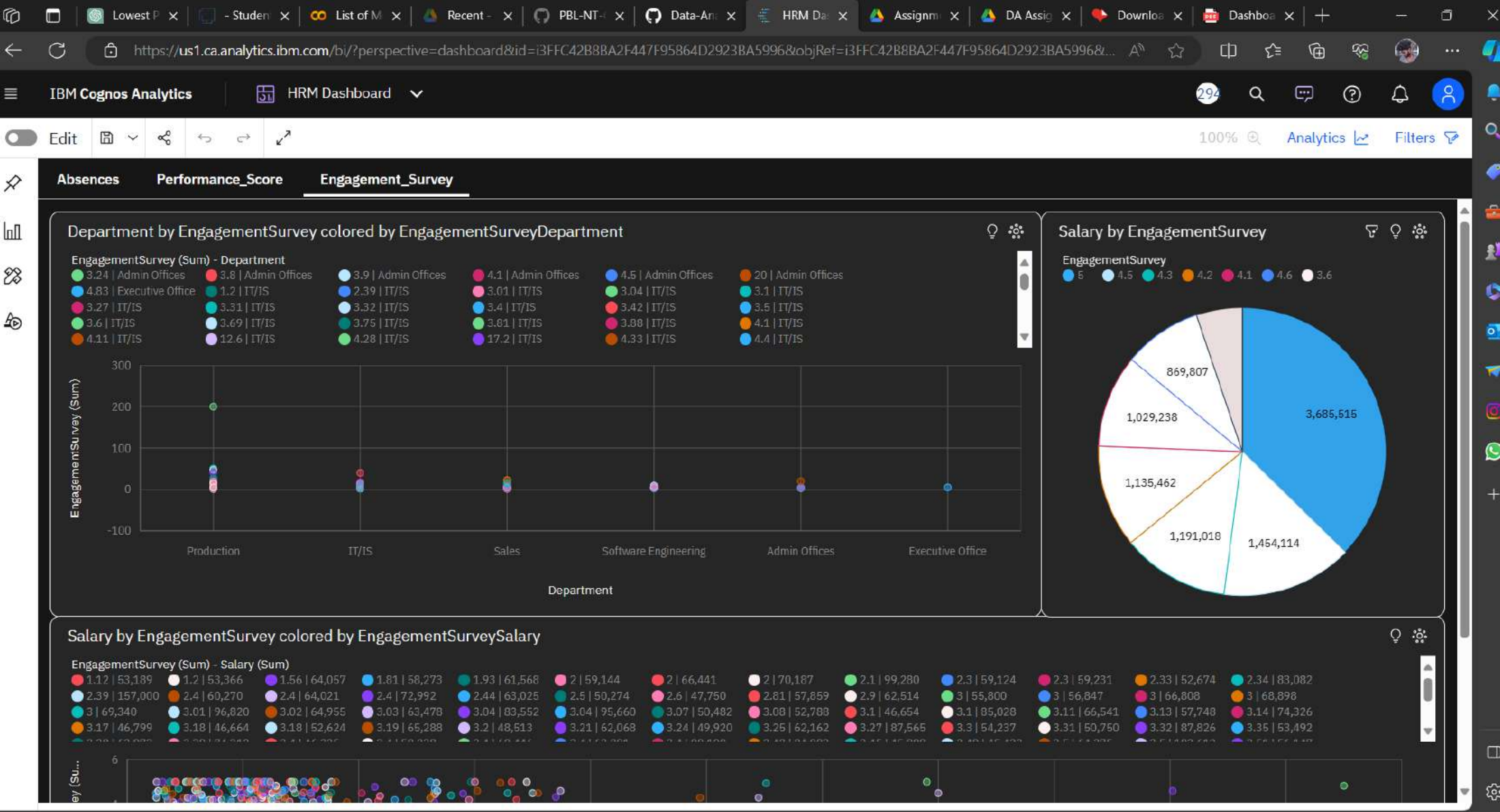
HR Table

HRDataset_v14.csv

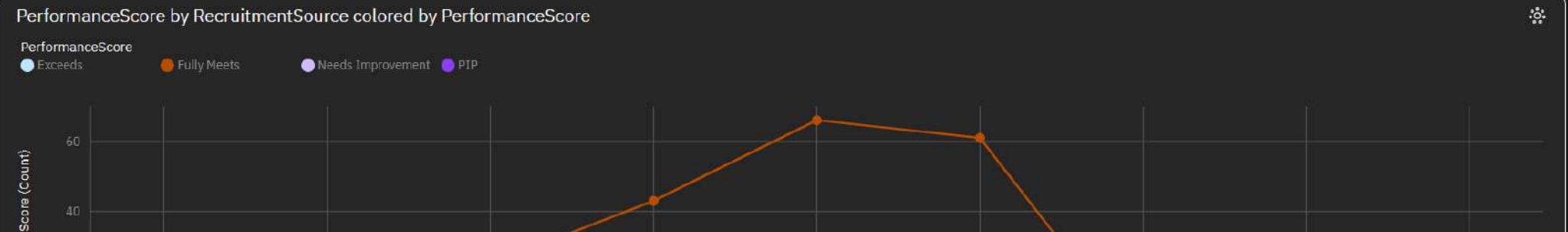
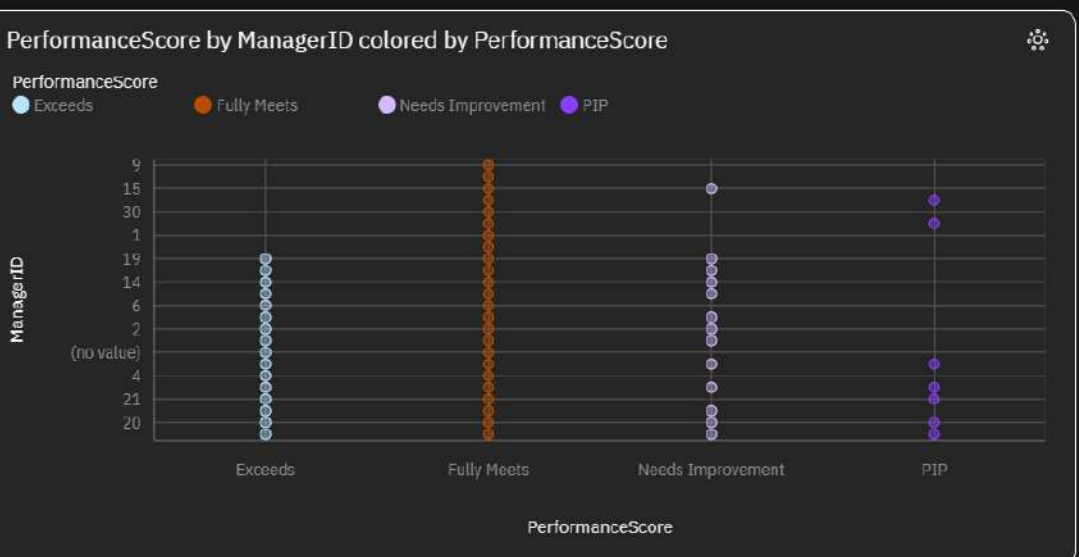
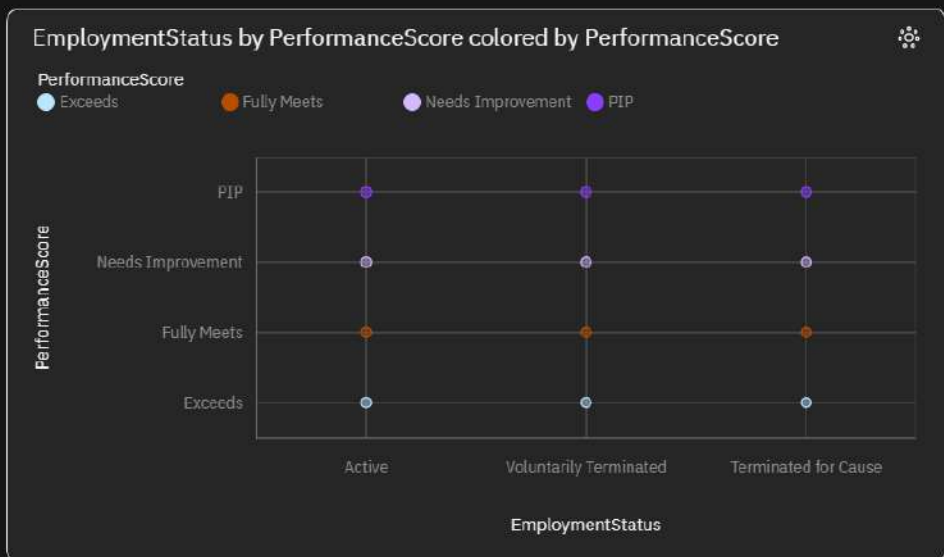
Grid Relationships Custom tables

Row Id	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatus
1	Adinolfi, Wilson K	10026	0	0	1	1
2	Ait Sidi, Karthikeyan	10084	1	1	1	5
3	Akinkuolie, Sarah	10196	1	1	0	5
4	Alagbe,Trina	10088	1	1	0	1
5	Anderson, Carol	10069	0	2	0	5
6	Anderson, Linda	10002	0	0	0	1
7	Andreola, Colby	10194	0	0	0	1
8	Athwal, Sam	10062	0	4	1	1
9	Bachiochi, Linda	10114	0	0	0	3
10	Bacong, Alejandro	10250	0	2	1	1
11	Baczinski, Rachael	10252	1	1	0	5
12	Barbara, Thomas	10242	1	1	1	5
13	Barbossa, Hector	10012	0	2	1	1
14	Barona, Francisco A	10265	0	0	1	1

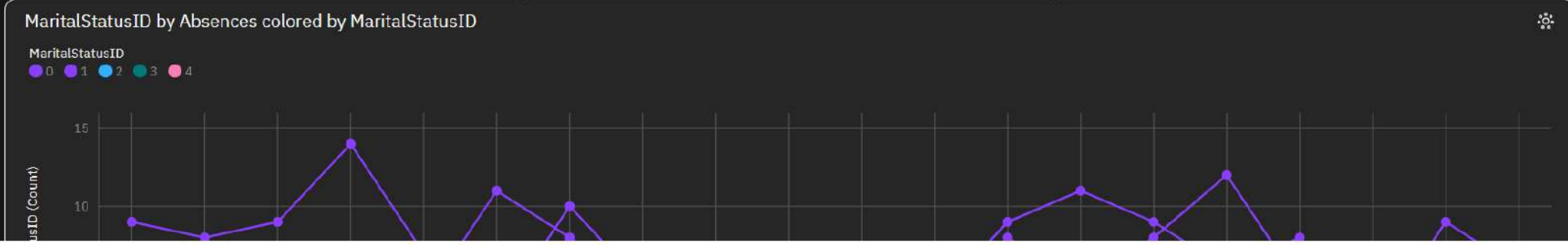
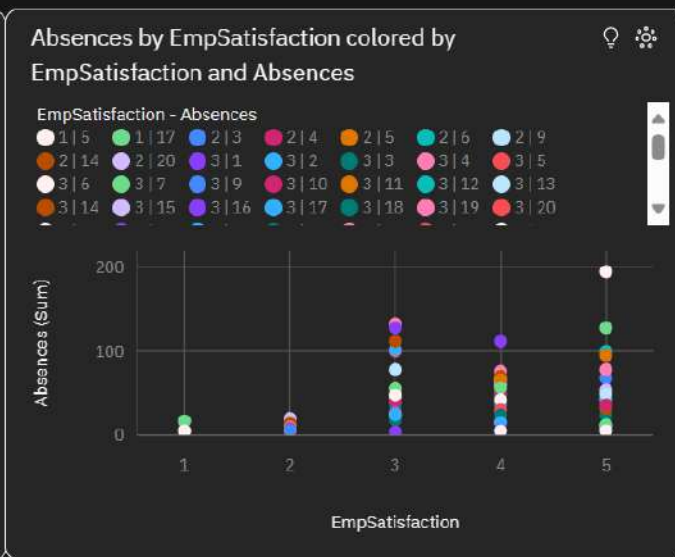
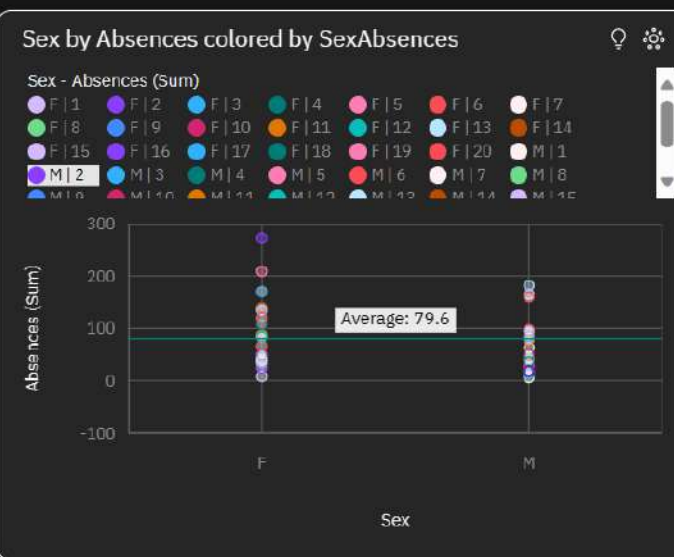
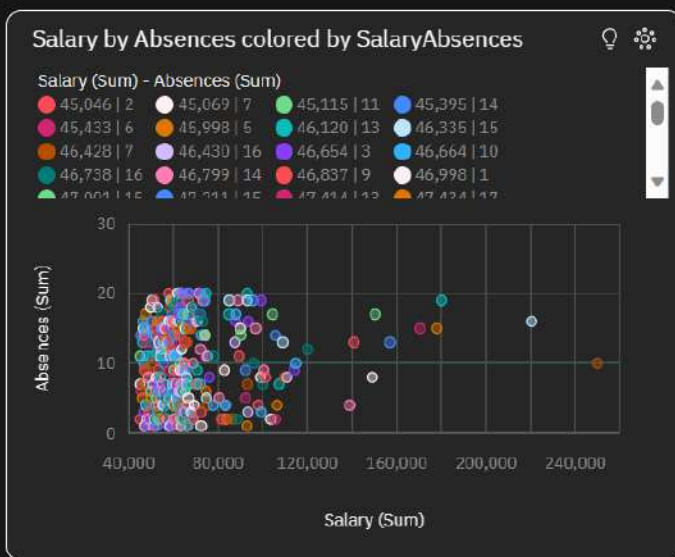
3. Dashboard



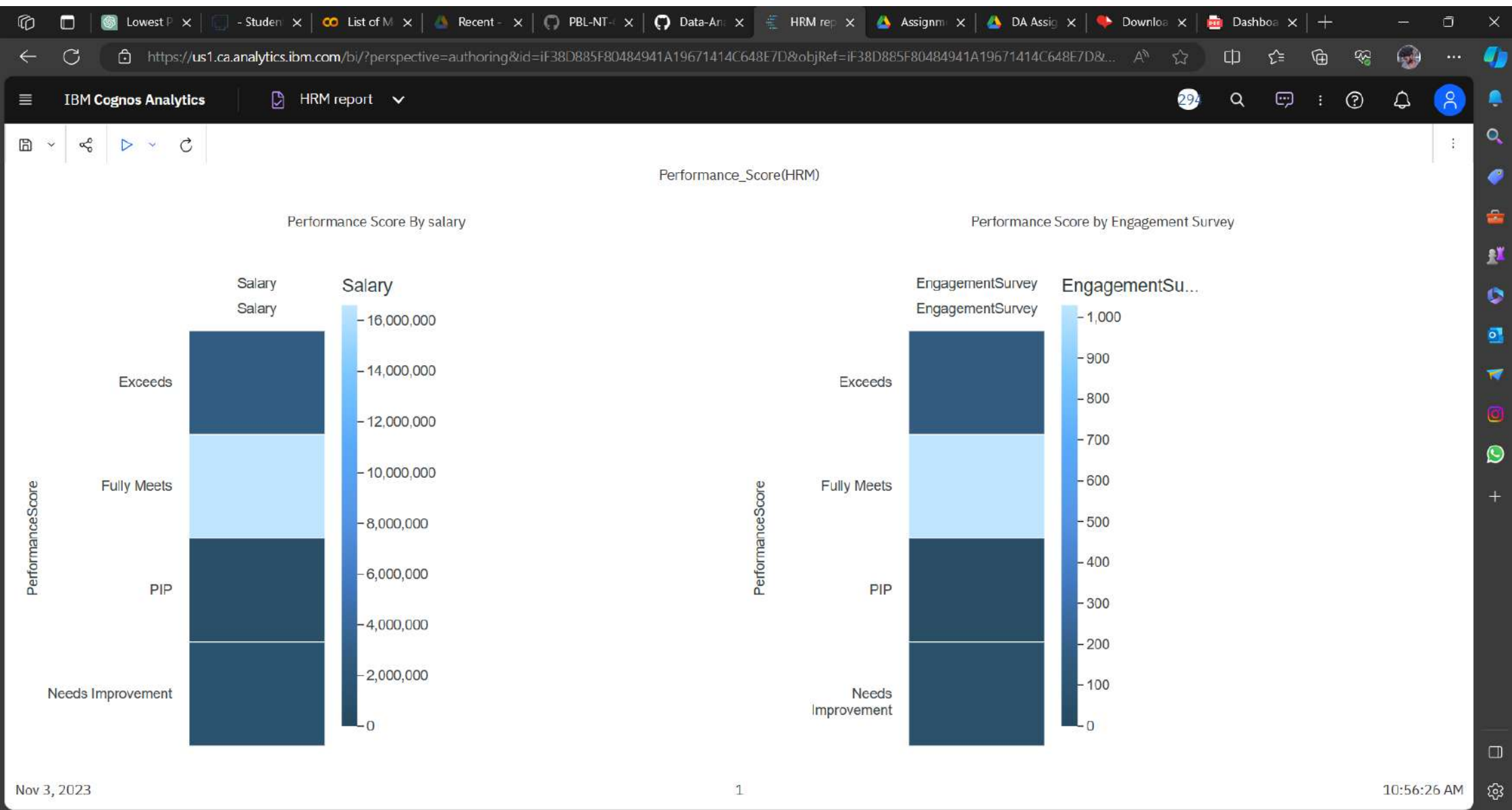
Absences Performance_Score Engagement_Survey



Absences Performance_Score Engagement_Survey



4. Report



5. Story

The screenshot displays the IBM Cognos Analytics interface for an HR Story. The browser address bar shows the URL: <https://us1.ca.analytics.ibm.com/bi/?perspective=story&id=i8116C38E823945368577621216A9F969&objRef=i8116C38E823945368577621216A9F969&option...>. The application header includes the IBM Cognos Analytics logo and a dropdown menu for 'HRM story'. The main content area features a large title 'HR Scorecard' and a subtitle 'Measuring Success in Talent Management'. The interface includes a left sidebar with navigation icons, a top toolbar with 'Edit', 'Share', and navigation controls, and a bottom control bar with scene navigation ('Prev scene', 'Next scene'), a progress indicator ('Scene 1 of 4', '0:00.0'), and a total duration ('0:05.0').

HR Scorecard

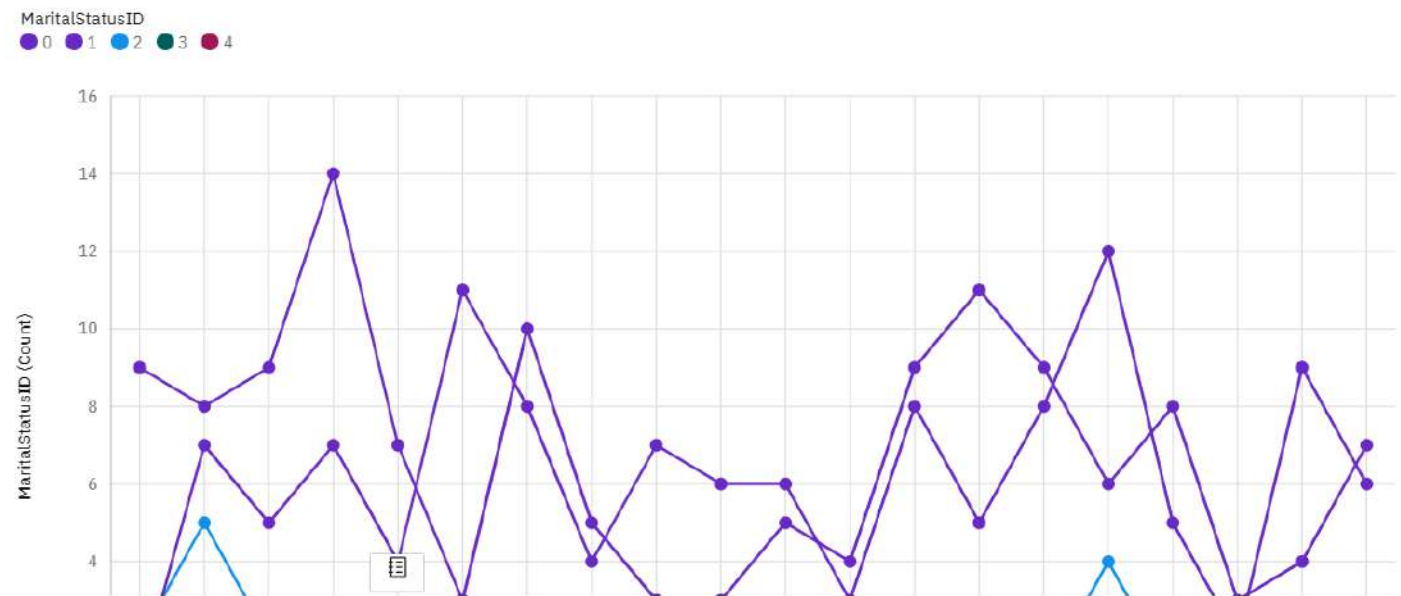
Measuring Success in Talent Management

Prev scene | Next scene | Scene 1 of 4 | 0:00.0 | 0:05.0

Marital Status Id By Absences

- 16 (7.4 %), 4 (7.4 %), 2 (6.8 %), 7 (6.8 %), and 15 (6.4 %) are the most frequently occurring categories of Absences with a combined count of 108 items with MaritalStatusID values (34.7 % of the total).
- 0 (44.1 %) and 1 (39.9 %) are the most frequently occurring categories of MaritalStatusID with a combined count of 261 items with MaritalStatusID values (83.9 % of the total).
- The total number of results for MaritalStatusID, across all Absences, is 311.

MaritalStatusID by Absences colored by MaritalStatusID

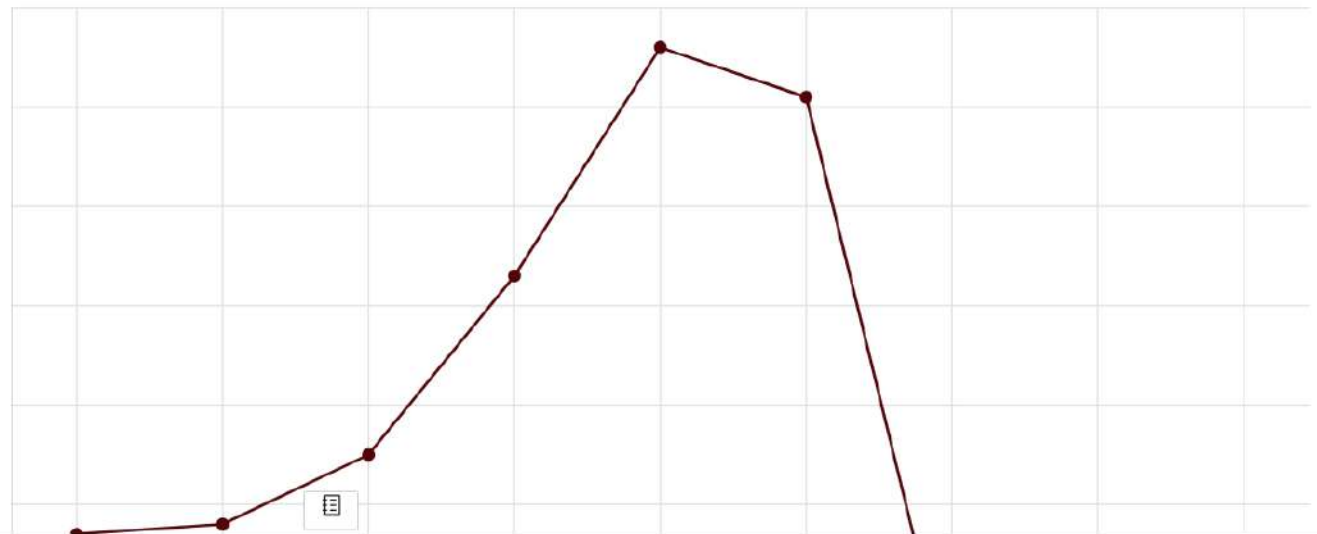


PerformanceScore By RecruitmentSource

- Fully Meets is the most frequently occurring category of PerformanceScore with a count of 243 items with PerformanceScore values (78.1 % of the total).
- Indeed (28 %) and LinkedIn (24.4 %) are the most frequently occurring categories of RecruitmentSource with a combined count of 163 items with PerformanceScore values (52.4 % of the total).

PerformanceScore by RecruitmentSource colored by PerformanceScore

PerformanceScore
● Exceeds ● Fully Meets ● Needs Improvement ● PIP



Prev scene



Next scene

Scene 3 of 4

0:03.2

0:05.0

Salary By EngagementSurvey

- EngagementSurvey is unusually low when Salary is 53,189, 53,366 and 64,057.
- There is no reliable relationship between EngagementSurvey and Salary.
- Over all engagementsurvey - salaries, the sum of EngagementSurvey is almost 1500.
- EngagementSurvey ranges from 1.12, when EngagementSurvey - Salary is 1.12|53189, to 5, when EngagementSurvey - Salary is 5|45115.
- For EngagementSurvey, the most significant values of EngagementSurvey - Salary are 5|58371, 5|87921, 5|178000, 5|55315, and 5|50428, whose respective EngagementSurvey values add up to 25,

Salary by EngagementSurvey colored by EngagementSurveySalary

EngagementSurvey (Sum) - Salary (Sum)

1.12 53,189	1.2 53,366	1.56 64,057	1.81 58,273	1.93 61,568	2 59,144	2 66,441	2 70,187	2.1 99,280
2.3 59,124	2.3 59,231	2.33 52,674	2.34 83,082	2.39 157,000	2.4 60,270	2.4 64,021	2.4 72,992	2.44 63,025
2.5 50,274	2.6 47,750	2.81 57,859	2.9 62,514	3 55,800	3 56,847	3 66,808	3 68,898	3 69,340
3.01 96,820	3.02 64,955	3.03 63,478	3.04 83,552	3.04 95,660	3.07 50,482	3.08 52,788	3.1 46,654	3.1 85,028
3.11 66,541	3.13 57,748	3.14 74,326	3.17 46,799	3.18 46,664	3.18 52,624	3.19 65,288	3.2 48,513	3.21 62,068
3.24 49,920	3.25 62,162	3.27 87,565	3.3 54,237	3.31 50,750	3.32 87,826	3.35 53,492	3.38 63,973	3.39 74,312
3.4 46,335	3.4 59,238	3.4 60,446	3.4 63,291	3.4 90,100	3.42 84,903	3.45 45,998	3.49 45,433	3.5 64,375
3.5 103,613	3.51 56,147	3.54 53,564	3.58 64,816	3.6 54,005	3.6 58,062	3.6 61,422	3.6 62,061	3.6 63,353



Prev scene



Next scene

Scene 4 of 4

0:01.4



0:05.0



```

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<html>
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<body>
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      Management</h1>
  </header>
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allowfullscreen=""></iframe><br>
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src="https://us1.ca.analytics.ibm.com/bi/?perspective=story&pathRef=.my_folders%2FHRM%2Bstory&closeWindowOnLastView=true&ui_appbar=false&ui_navbar=false&shareMode=embedded&action=view&sceneId=model0000018af9648a85_00000002&sceneTime=2750" width="320" height="200" frameborder="0" gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>
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Link:

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[.bi.dashboard.widgets&options%5Bcollections%5D%5BcontentFeatureExtension%5D%5Bid%5D=com.ibm.bi.dashboard.content-features&options%5Bcollections%5D%5BsaveServices%5D%5Bid%5D=com.ibm.bi.dashboard.saveServices&options%5Bcollections%5D%5Btemplates%5D%5Bid%5D=com.ibm.bi.dashboard.templates&](#)