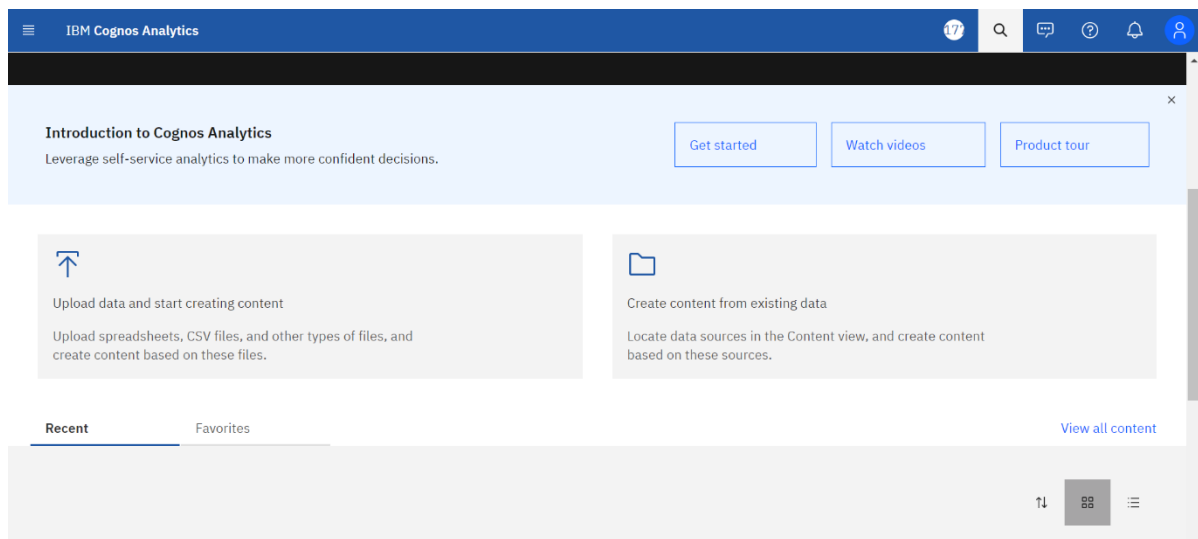


The Cognos HR Scorecard: Measuring Success in Talent Management

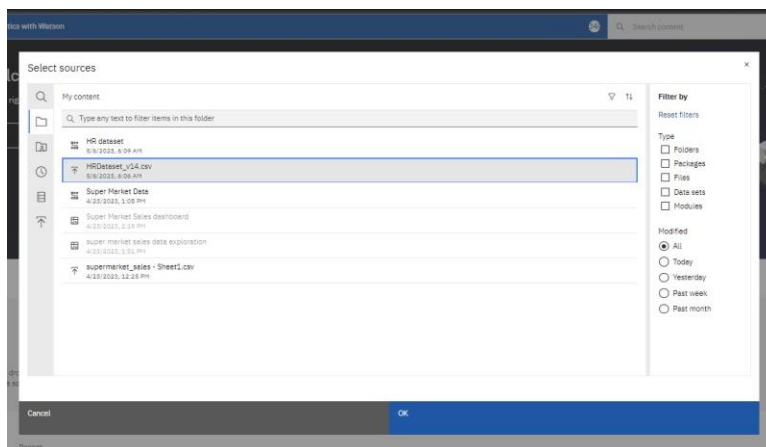
NAME: Swarnalakshmi.V

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 Remove the unwanted columns.

The screenshot shows the IBM Cognos Analytics interface. On the left, the 'Data module' pane lists various fields like Employee Name, EmpID, MarriedID, MaritalStatusID, GenderID, EmpStatusID, DeptID, PerfScoreID, and FromDiv. The main area displays a grid of data. A context menu is open over the first row, showing options like Filter, Create calculation, Create data group, Create navigation path, Show to users, Remove, Format data, Clean, Sort descending, and Sort ascending.

Employee Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID	PerfScoreID	FromDiv
Wilson K	10026	0	0	1	1	5	4	0
Karthikeyan	10084	1	1	1	5	3	3	0
Alvinkusile, Sarah	10196	1	1	0	5	5	3	0
Alagbe, Trina	10088	1	1	0	1	5	3	0
Anderson, Carol	10069	0	2	0	5	5	3	0
Anderson, Linda	10002	0	0	0	1	5	4	0
Andreola, Colby	10194	0	0	0	1	4	3	0
Atthwal, Sami	10062	0	4	1	1	5	3	0
Bechoochi, Linda	10114	0	0	0	3	5	3	1
Becong, Alejandro	10280	0	2	1	1	3	3	0
Beczenski, Rachael	10282	1	1	0	5	5	3	1
Barbena, Thomas	10242	1	1	1	5	5	3	1
Barbosa, Hector	10012	0	2	1	1	3	4	1
Barone, Francesco A	10265	0	0	1	1	5	3	0
Barton, Nader	10066	0	2	1	5	5	3	0
Bates, Norman	10061	0	0	1	4	5	3	0
Bassi, Vinodh	10073	1	1	0	3	5	3	0

Save the prepared dataset.

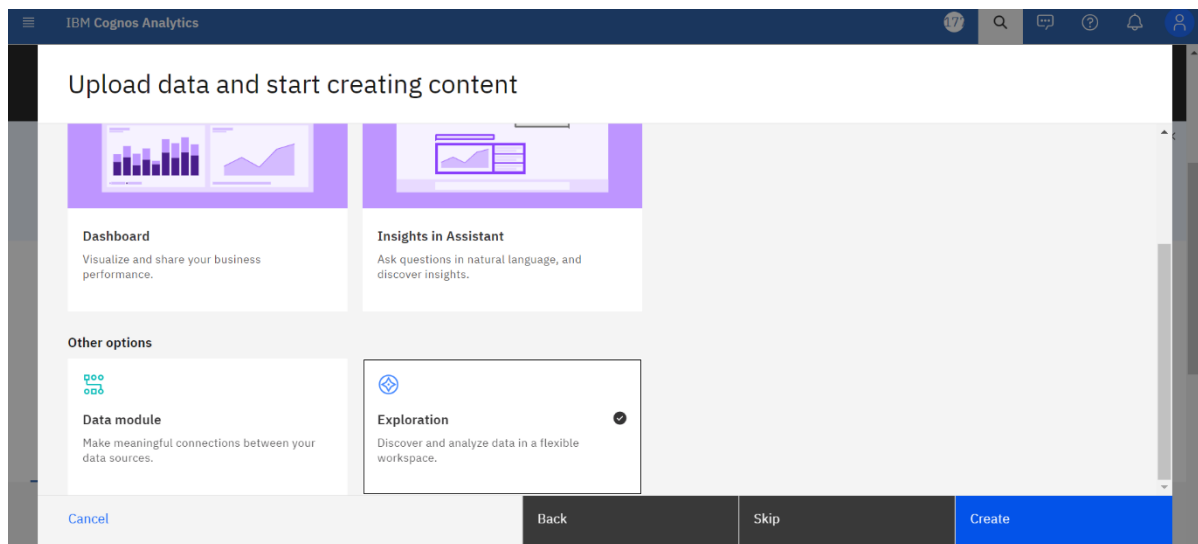
The screenshot shows the 'Add a data source to explore' dialog box. It has two tabs: 'My content' and 'Team content'. Under 'My content', there is a table with the following data:

Name	Type	Last Accessed
HR dataset	Data module	5/6/2023, 6:09 AM
HRDataset_v14.csv	Uploaded file	5/6/2023, 6:06 AM
Super Market Data	Data module	4/23/2023, 1:08 PM
supermarket_sales - Sheet1.csv	Uploaded file	4/23/2023, 12:25 PM

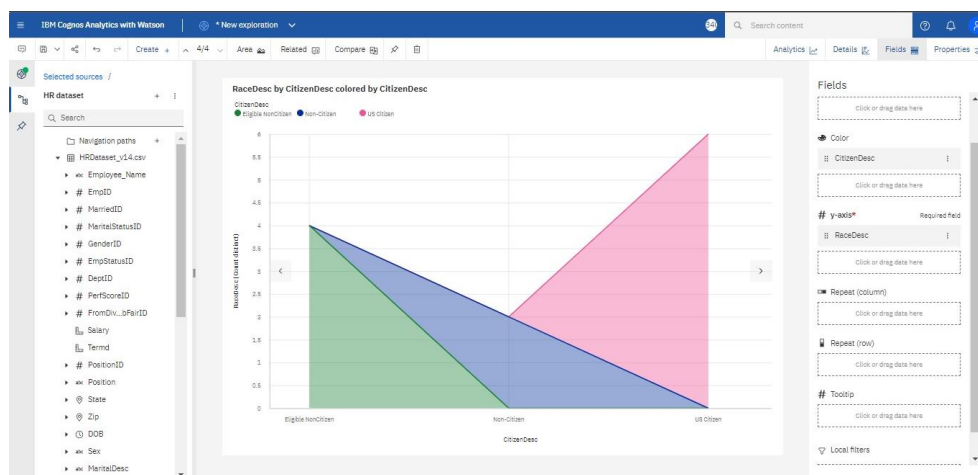
At the bottom, there are 'Cancel' and 'Add' buttons. The 'Add' button is highlighted in blue.

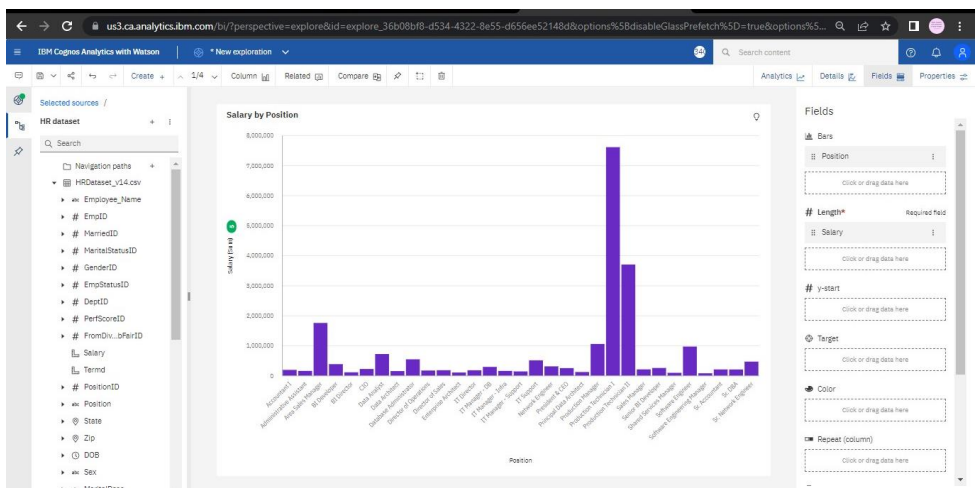
TASK 2: Explore the dataset.

Step 1: Select the Exploration.

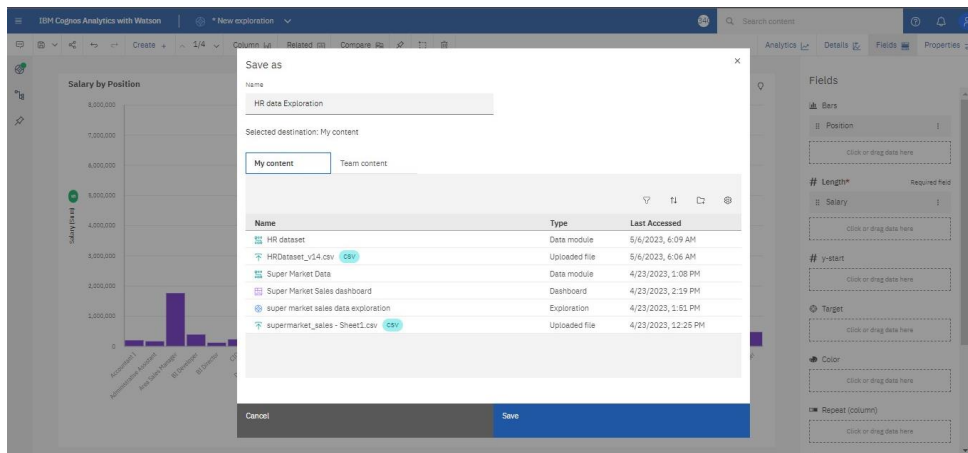


Step 2: Explore the dataset.



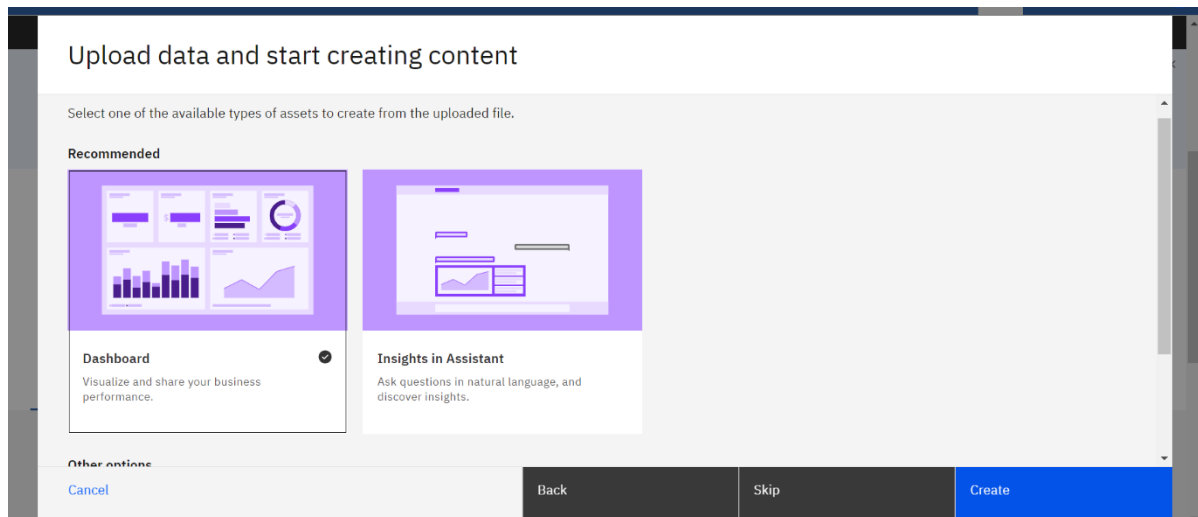


Save the explorations

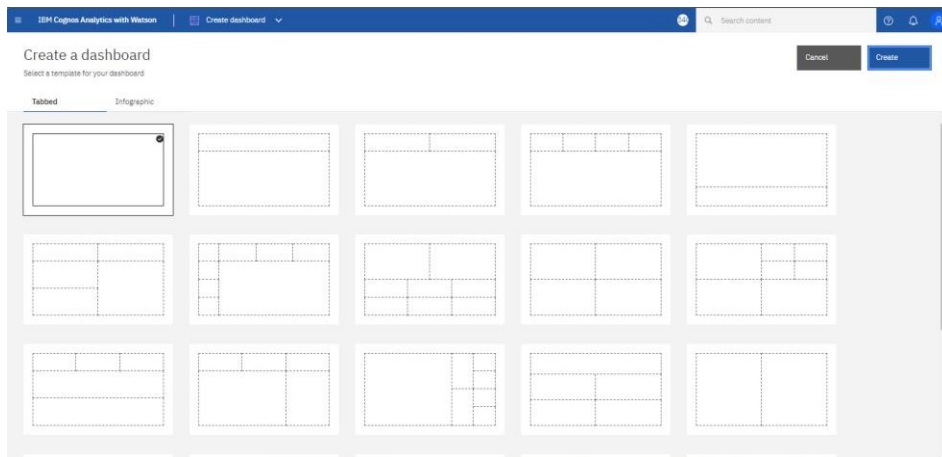


TASK 3: CREATION OF DASHBOARD.

Step 1: Create the Dash Board.



Step 2: Create a Template for the Dash Board.

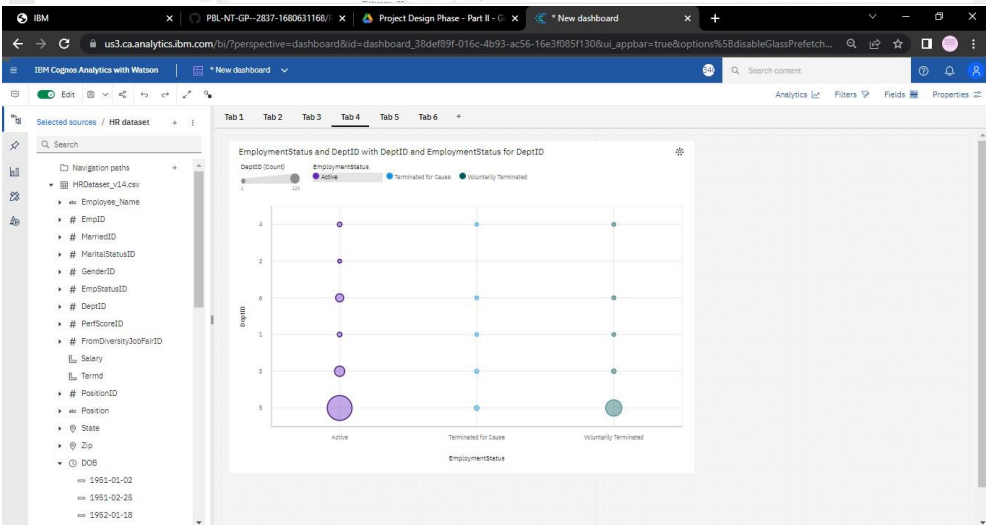


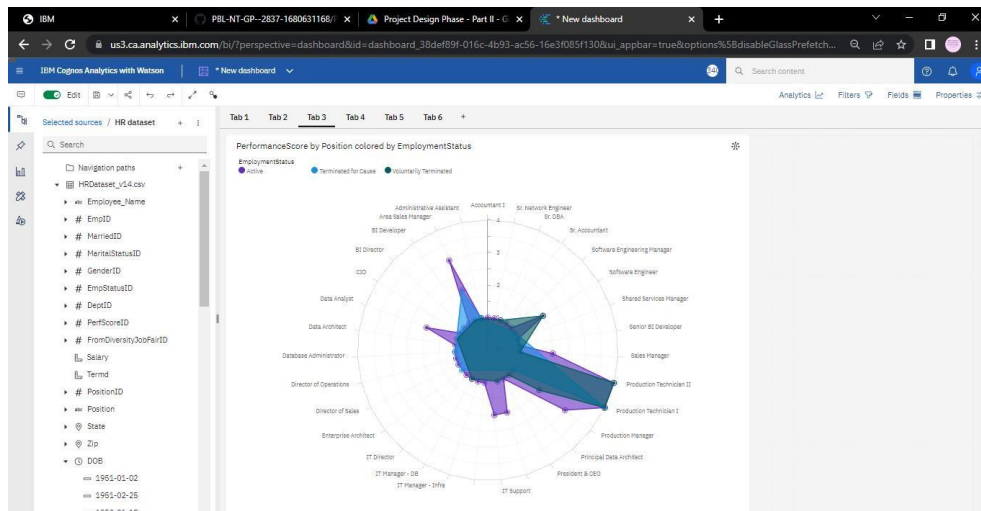
Step 3: Create Visualization Charts And Save it.

Selected sources / HR dataset

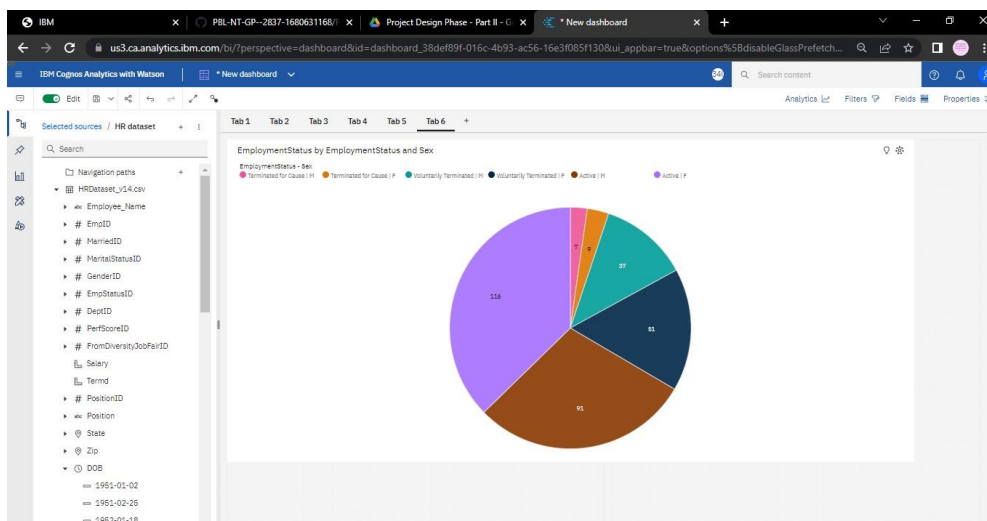
Position, Salary, EmpSatisfaction, SpecialProjectsCount, PerformanceScore, EngagementSurvey, LastPerformanceReview_Date, DaysLateLast30 and Absences for RecruitmentSource

	CareerBuilder	Diversity200Per	EmployeeReferral	GoogleSearch	Indeed	LinkedIn	OnlineJobApplica...	Other	Website	Summary
Position	9	13	50	8	21	17	1	2	5	25
Salary	1,460,098	2,094,288	2,413,748	2,976,497	6,666,100	4,912,692	61,808	166,527	799,990	21,465,432
EmpSatisfaction	4	4	3	4	5	4	1	2	5	5
SpecialProjectsC...	23	29	31	49	87	79	1	2	17	251
PerformanceScore	3	4	3	4	4	4	1	1	3	4
EngagementSurvey...	94.07	118.28	126.79	208.3	247.85	214.3	8	9.1	84.84	6,278.21
LastPerformance...	22	28	23	43	82	49	1	2	10	337
DaysLateLast30	18	17	4	20	37	28	0	0	5	129
Absences	237	330	319	508	648	783	1	18	120	3,154



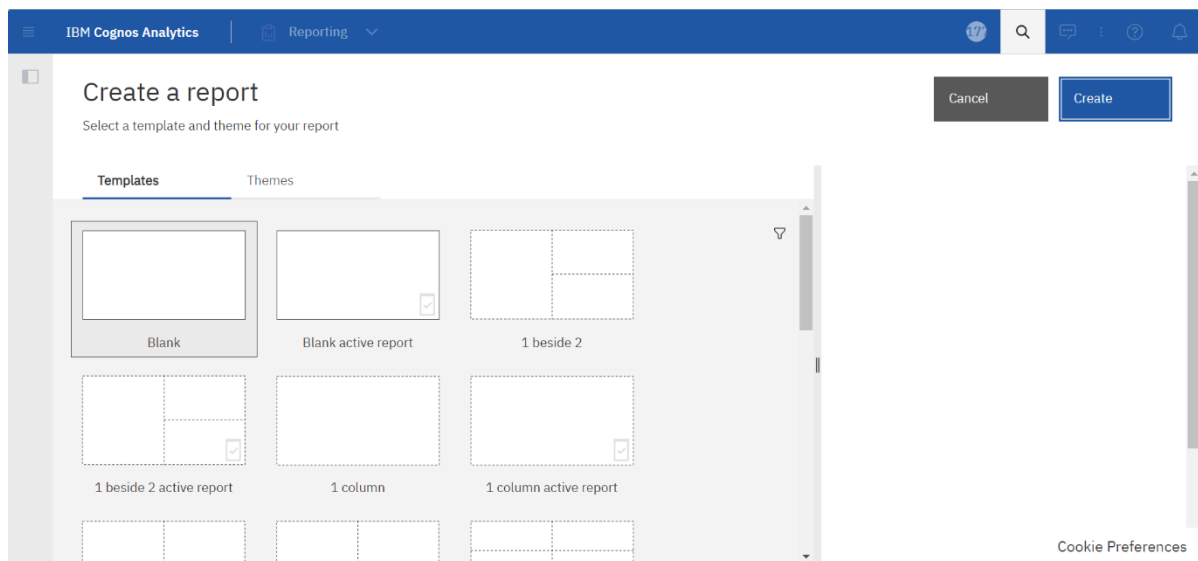


DeptID	ManagerName
1	Board of Directors Brandon R. LeBlanc Janet King
2	Board of Directors Brian Champagne Eric Dougal Janet King Jennifer Zamora Peter Monroe Simon Roup
4	Alex Sweetwater Jennifer Zamora
5	Amy Dunn Brannon Miller David Stanley Elijah Gray Janet King Kelley Spree Ketrin Liebig Kory Sullivan Michael Albert Webster Butler
6	Brannon Miller Debra Houlihan Janet King John Smith Lynn Daneault

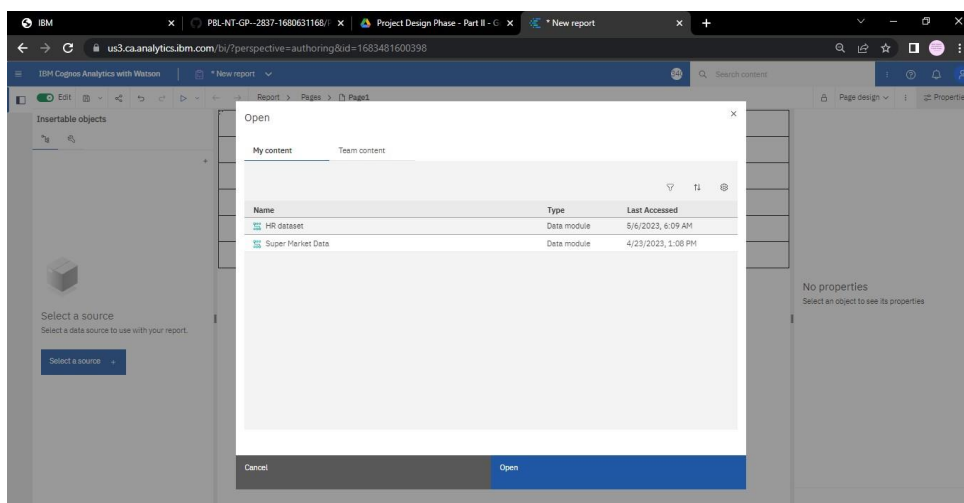


TASK 4: CREATION OF REPORT.

Step 1: Create the Report.



Step 2: Select the source file.



Write Report

Performance Score by Position with Employment Status	Voluntary Terminated is High in Position Production Technician 1 and 2.
Position by Recruitment Source	LinkedIn and Diversity Job Fair has the Highest Position Based recruitment and Online web Application has the lowest
Performance Score by Recruitment Source	Performance is higher by the person who has been hired using Google, LinkedIn, and Diversity Job Fair.
Salary by Recruitment Source	Salary is high for the person who is recruited by the website and low for Online web application
Department by Manager	Department number 5 has most number of managers and department 2 has the least number of managers
Employment Status by Sex	More number of female are actively working than male employees. Fewer male employees are Voluntarily terminated compared to females.

TASK 5: CREATION OF STORY.

Step 1: Create the Story.

IBM Cognos Analytics

Create story

17

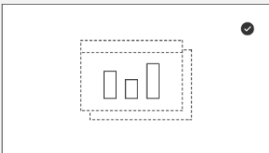
Create a story

Cancel




Create

Select a template for your story

Slideshow

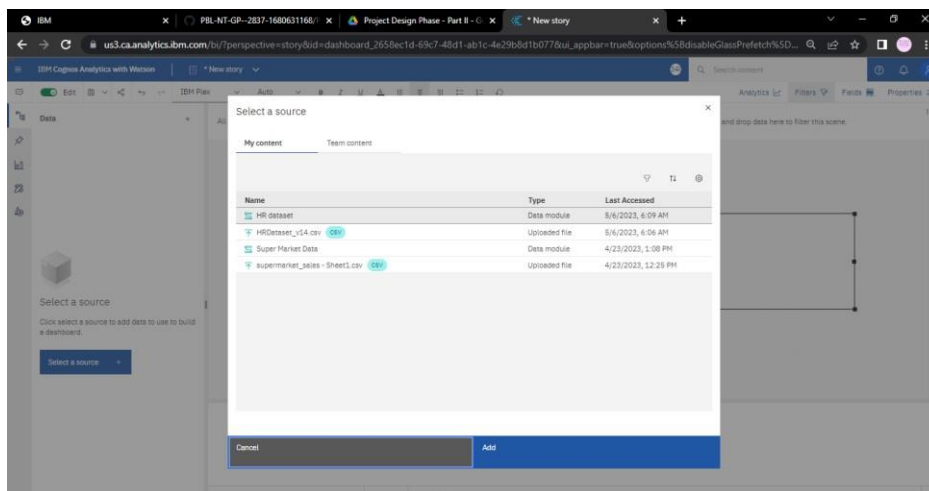


Guided journey ⓘ



Cookie Preferences

Upload dataset



Create story for the visualizations

