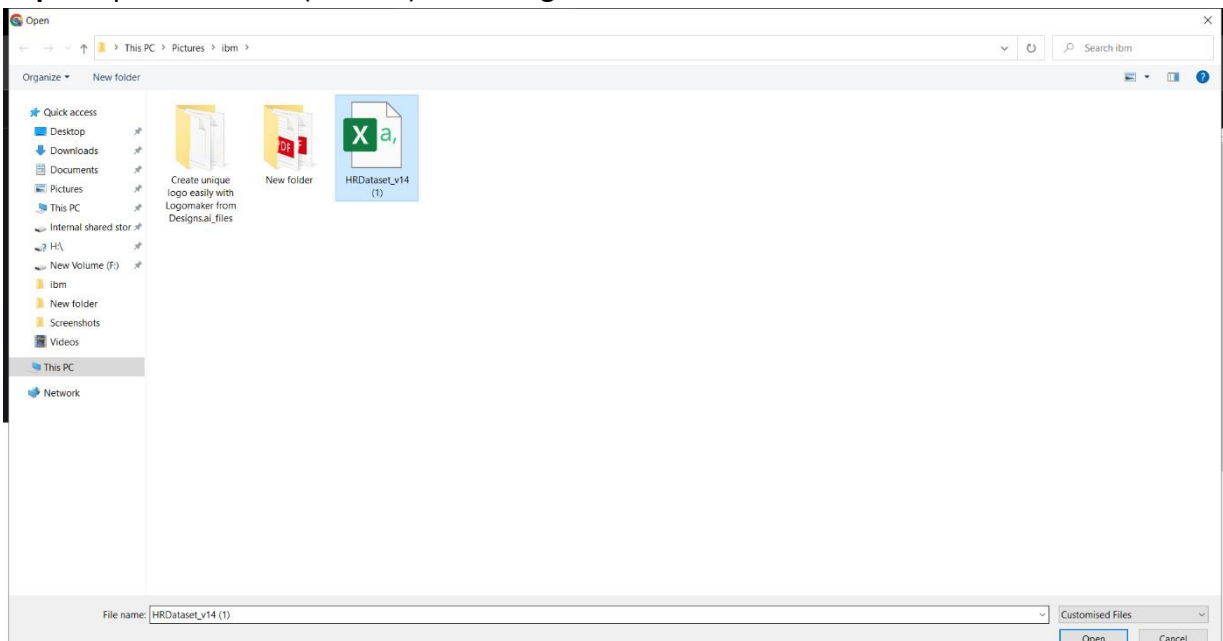


The Cognos HR Scorecard: Measuring Success in Talent Management

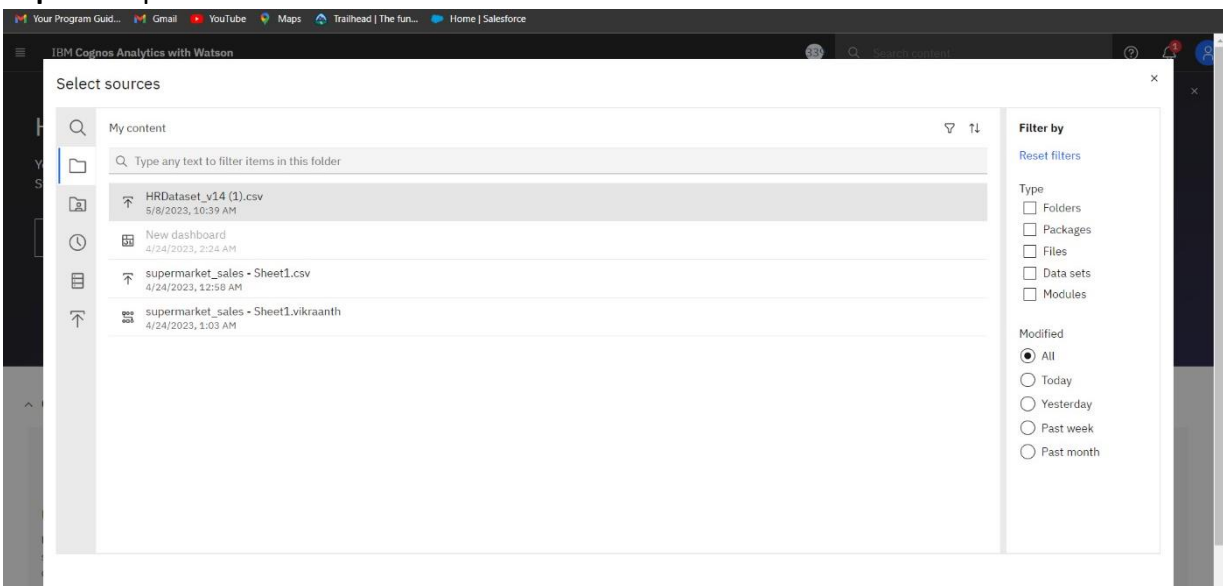
NAME: Vikraanth S B

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.

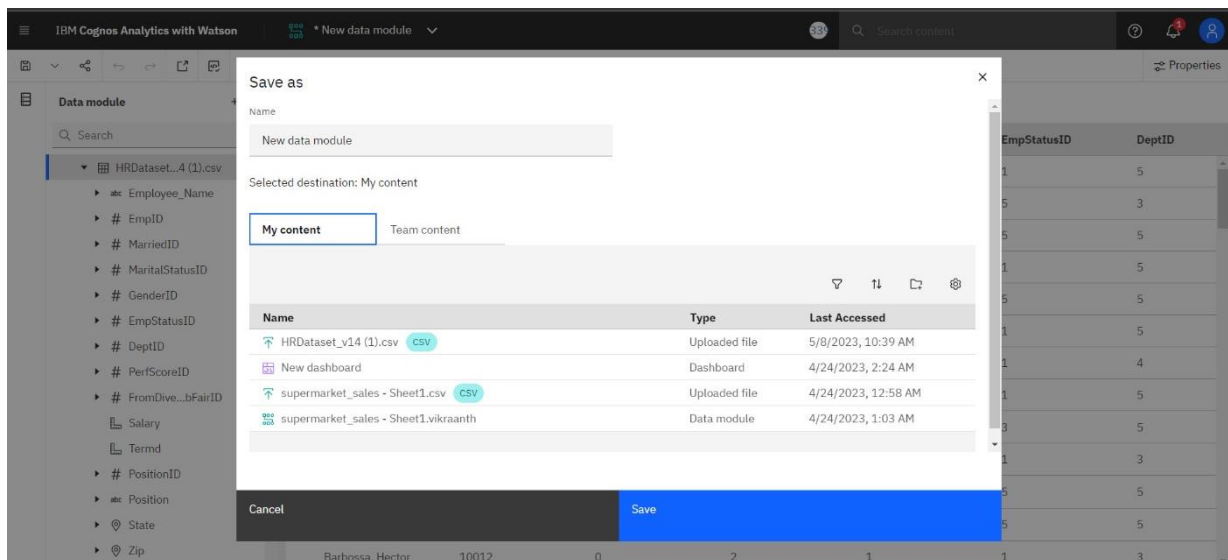
The screenshot shows the IBM Cognos Analytics interface. On the left, the 'Data module' pane lists various fields: Row ID, Employee_Name, EmpID, MarriedID, MaritalStatusID, GenderID, EmpStatusID, DeptID, PerfScoreID, FromDive...bFairID, Salary, Termd, PositionID, Position, State, and Zip. The main grid displays 13 rows of data. A context menu is open over the 'Row ID' column, showing options: Filter..., Create calculation..., Create data group..., Create navigation path..., Show to users, Remove, Format data..., Clean..., Sort descending, Sort ascending, and Properties. The 'Remove' option is highlighted.

Row ID	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID
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

The screenshot shows the IBM Cognos Analytics interface after removing the 'Row ID' column. The 'Data module' pane now includes 'HRDataset...4 (1).csv' at the top. The main grid displays the same 13 rows of data, but the 'Row ID' column is no longer present. The columns are: Employee_Name, EmpID, MarriedID, MaritalStatusID, GenderID, EmpStatusID, and DeptID.

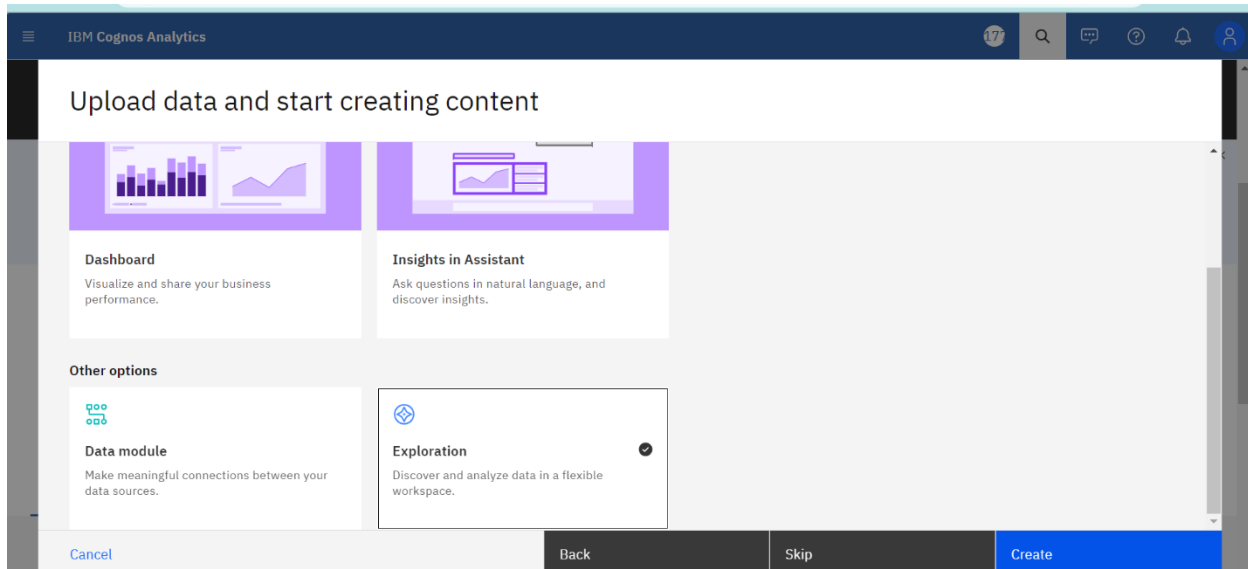
Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID
Adinolfi, Wilson K	10026	0	0	1	1	5
Ait Sidi, Karthikeyan	10084	1	1	1	5	3
Akinkuolie, Sarah	10196	1	1	0	5	5
Alagbe, Trina	10088	1	1	0	1	5
Anderson, Carol	10069	0	2	0	5	5
Anderson, Linda	10002	0	0	0	1	5
Andreola, Colby	10194	0	0	0	1	4
Athwal, Sam	10062	0	4	1	1	5
Bachiochi, Linda	10114	0	0	0	3	5
Bacong, Alejandro	10250	0	2	1	1	3
Baczinski, Rachael	10252	1	1	0	5	5
Barbara, Thomas	10242	1	1	1	5	5
Barbossa, Hector	10012	0	2	1	1	3

Save the prepared dataset.

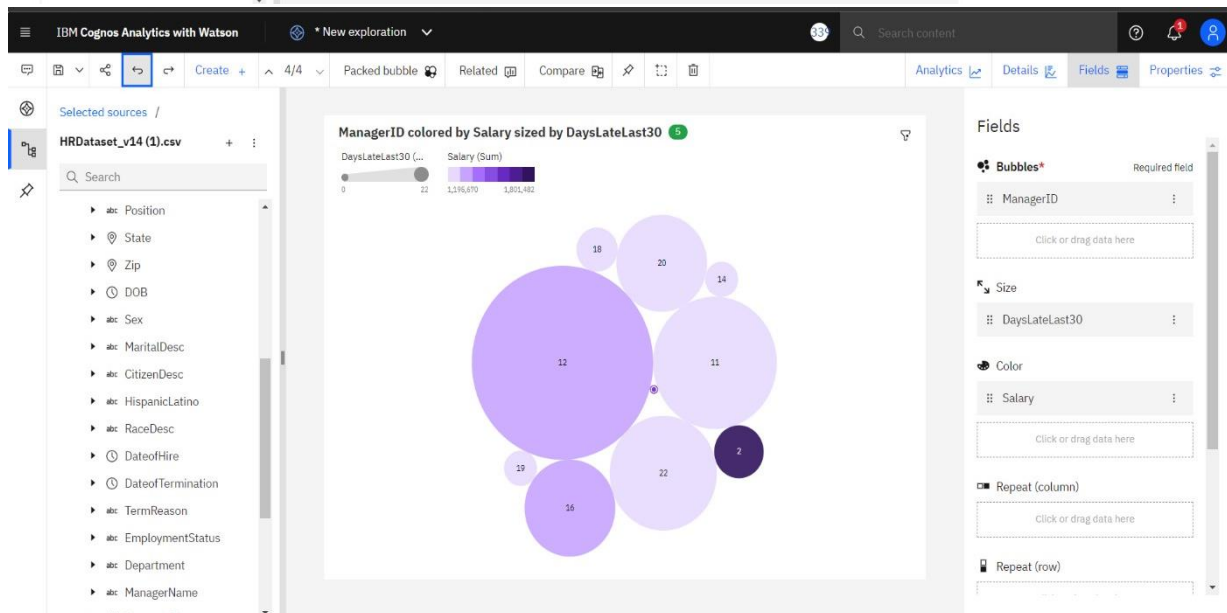
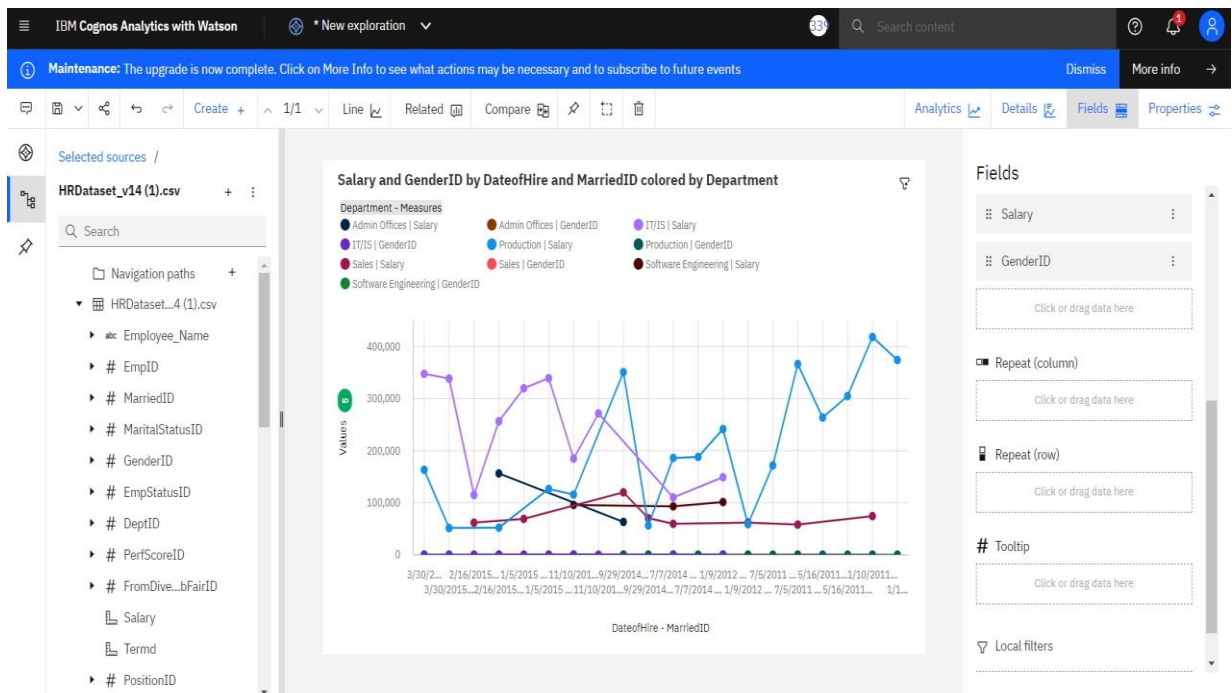


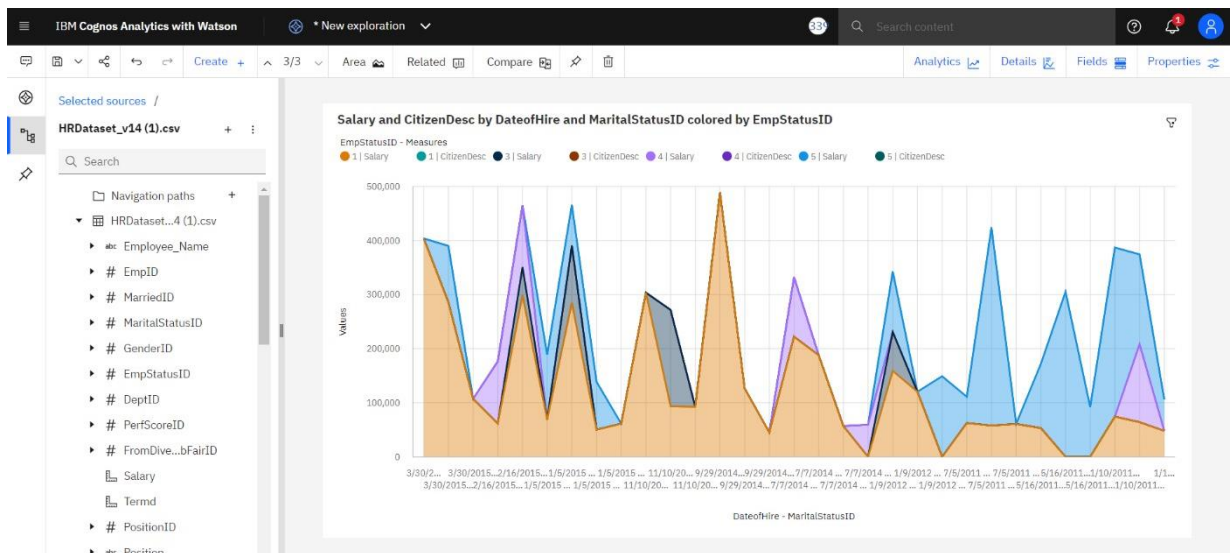
TASK 2: Explore the dataset.

Step 1: Select the Exploration.

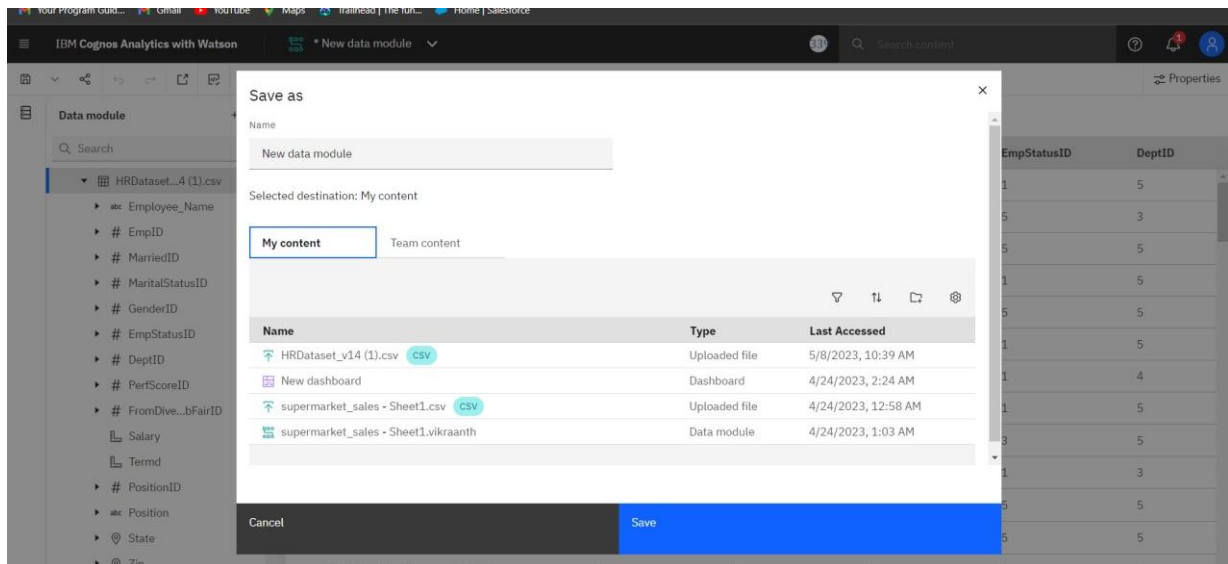


Step 2: Explore the dataset.



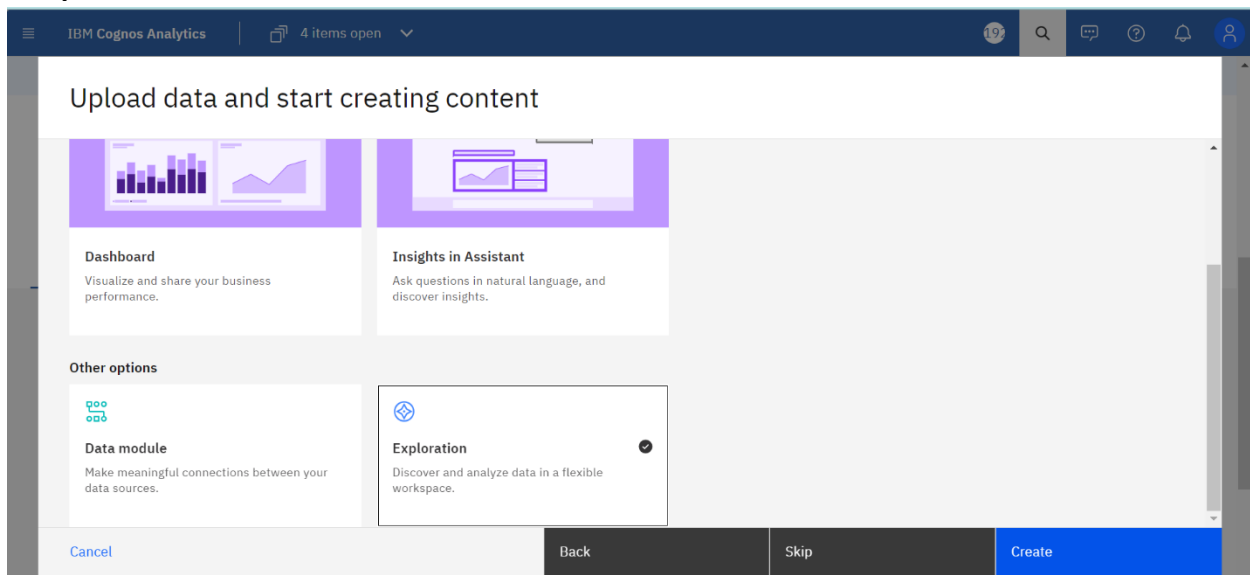


Save the explorations

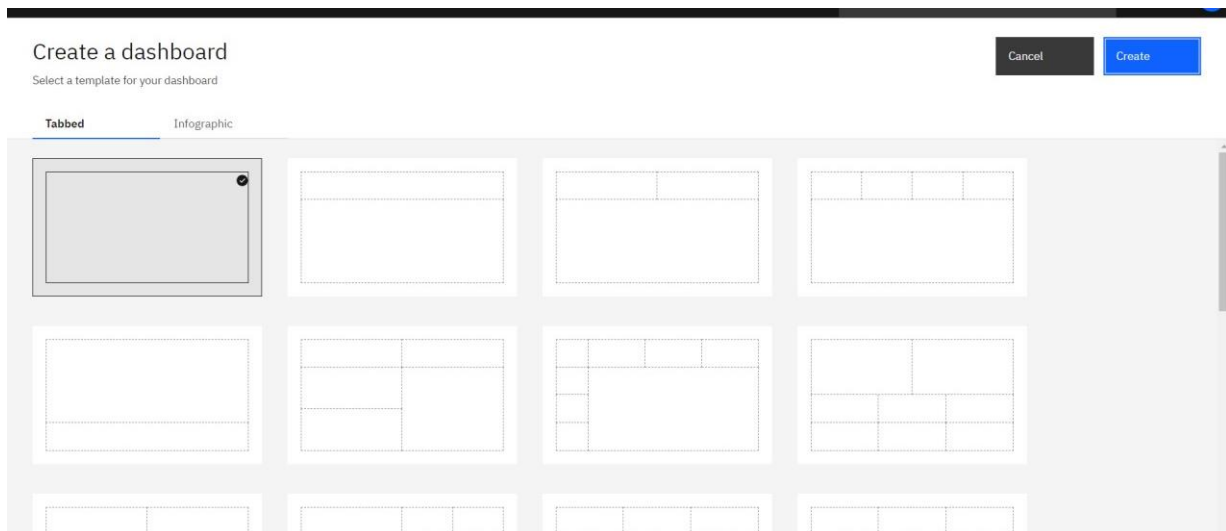


TASK 3: CREATION OF DASHBOARD.

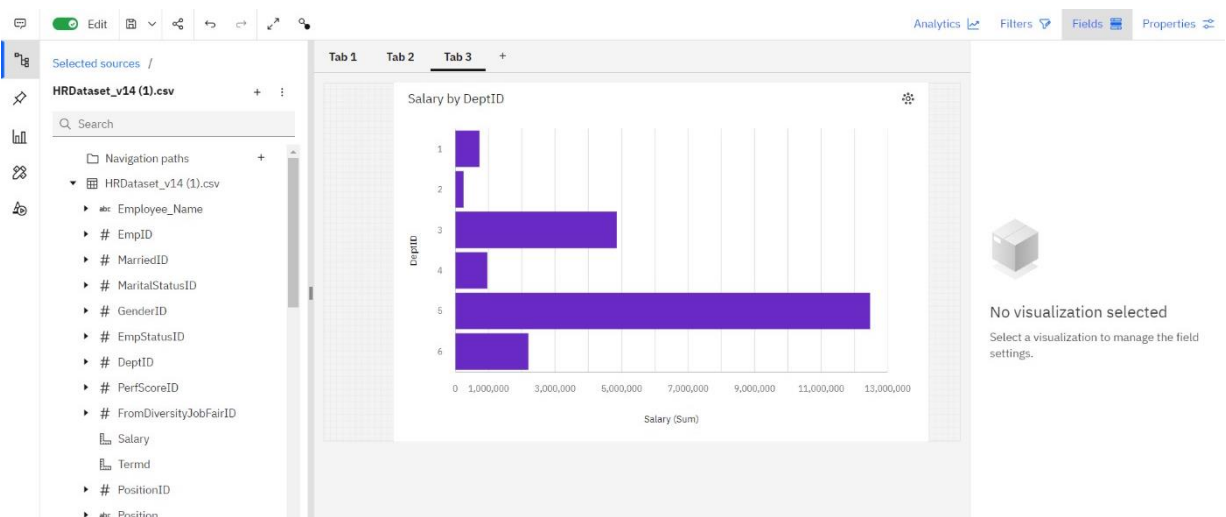
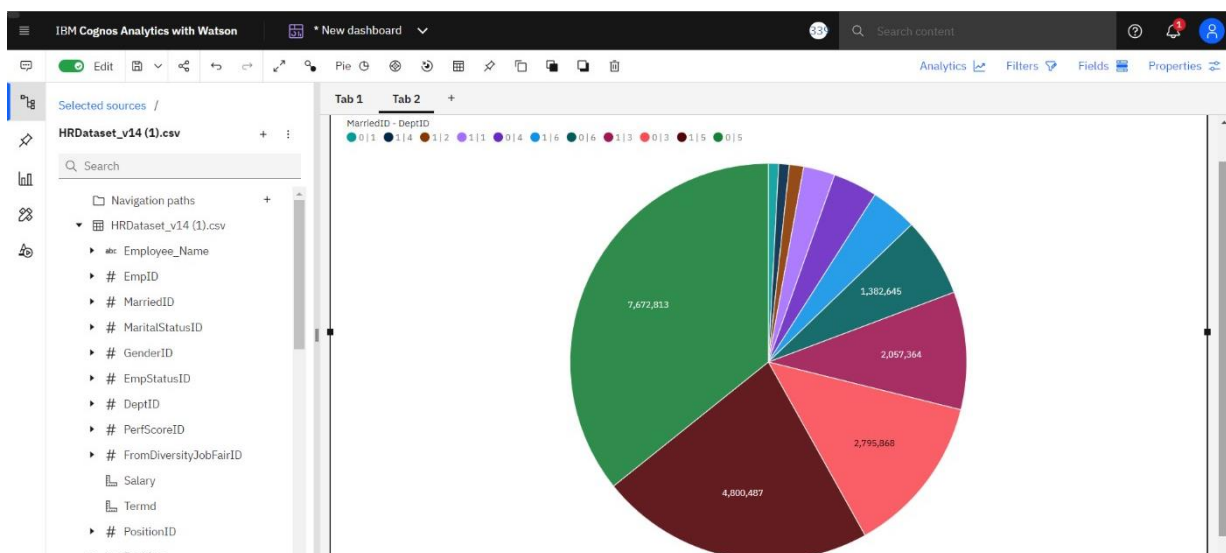
Step 1: Create the Dash Board.

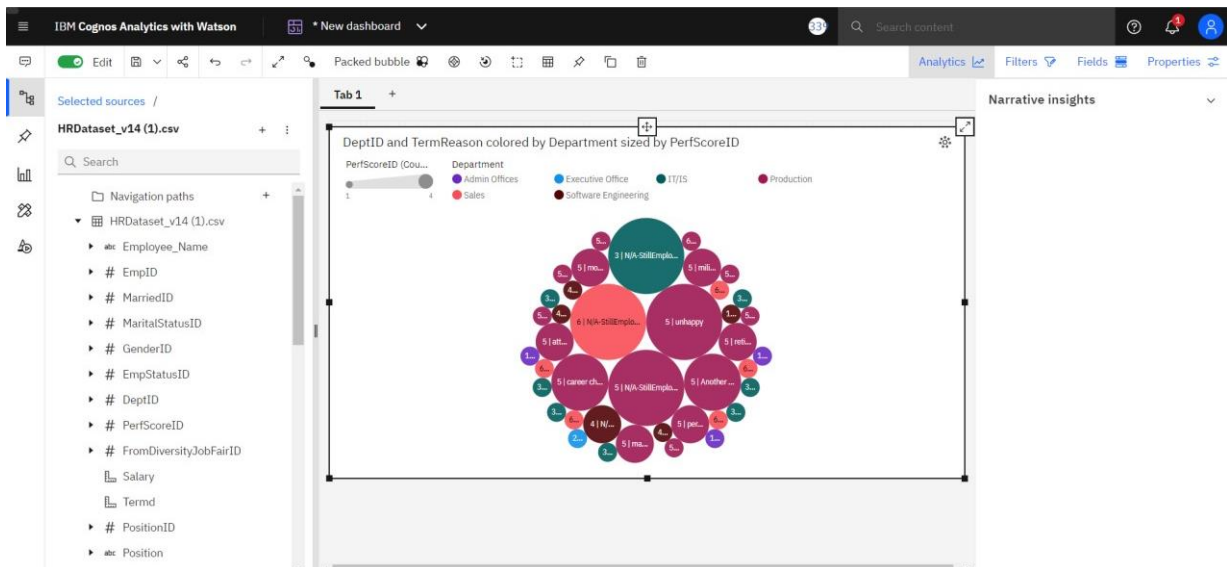
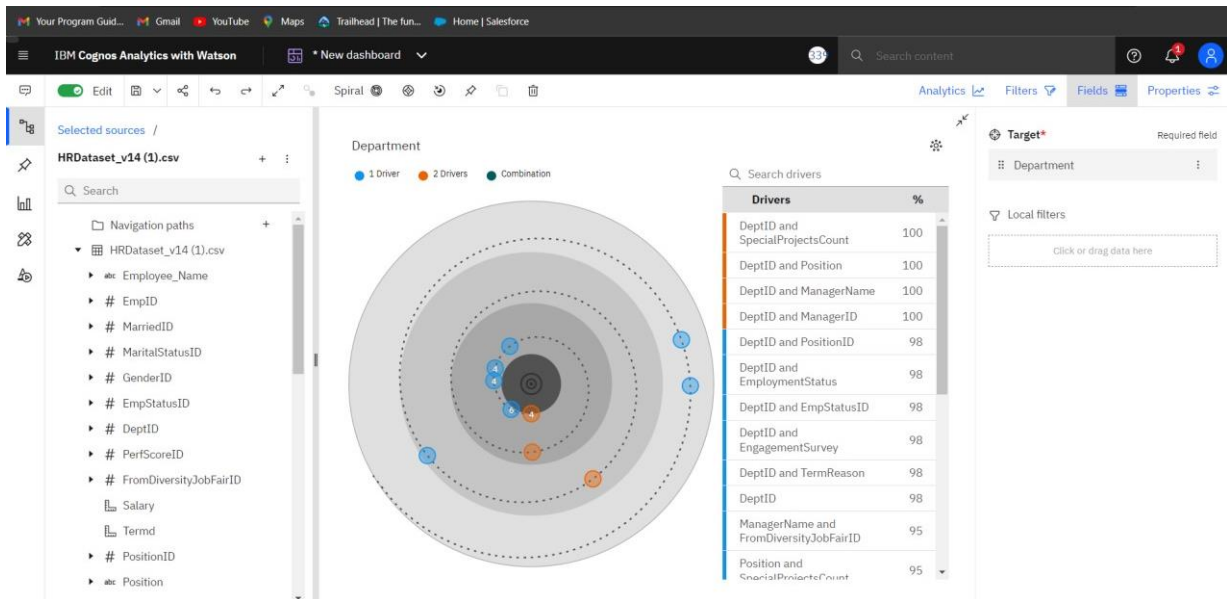


Step 2: Create a Template for the Dash Board.



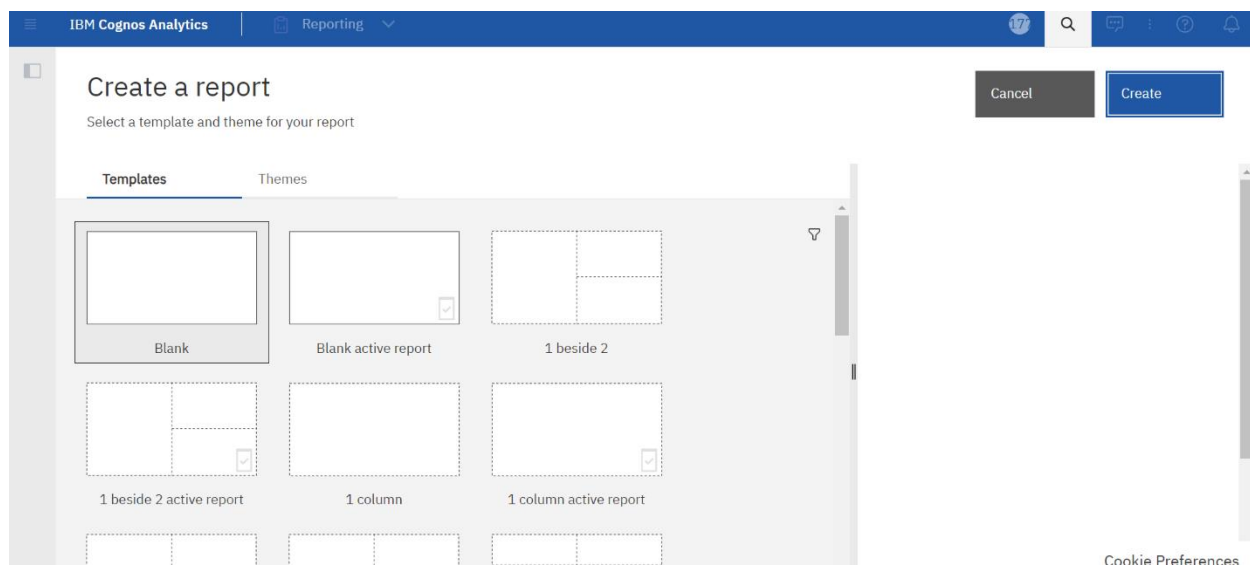
Step 3: Create Visualization Charts And Save it.



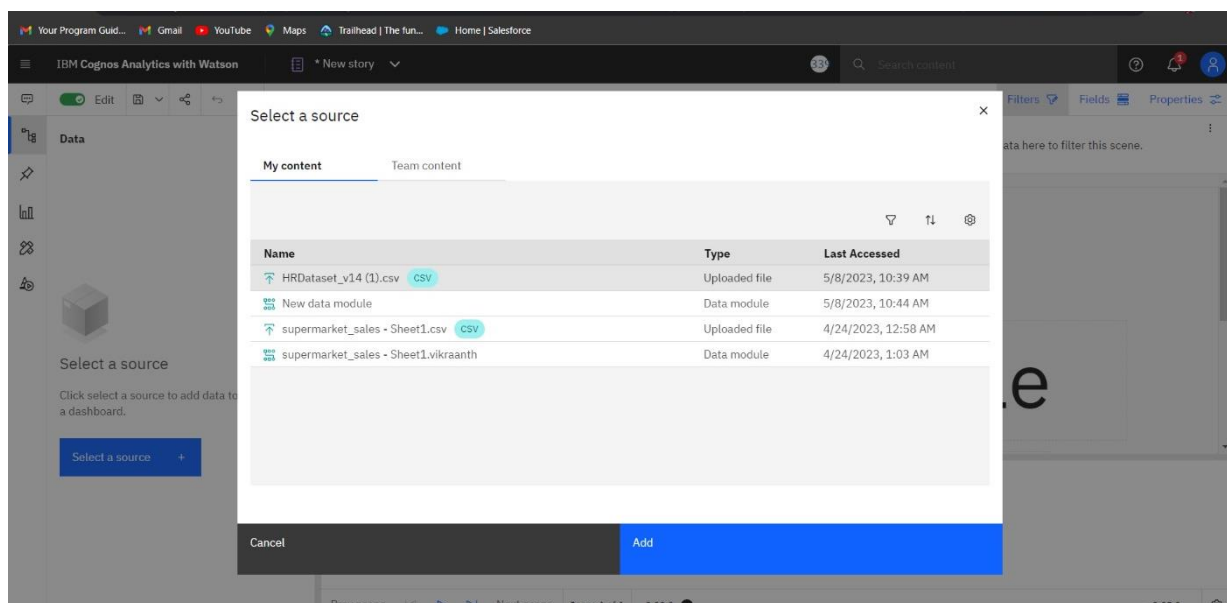


TASK 4: CREATION OF REPORT.

Step 1: Create the Report.



Step 2: Select the source file.

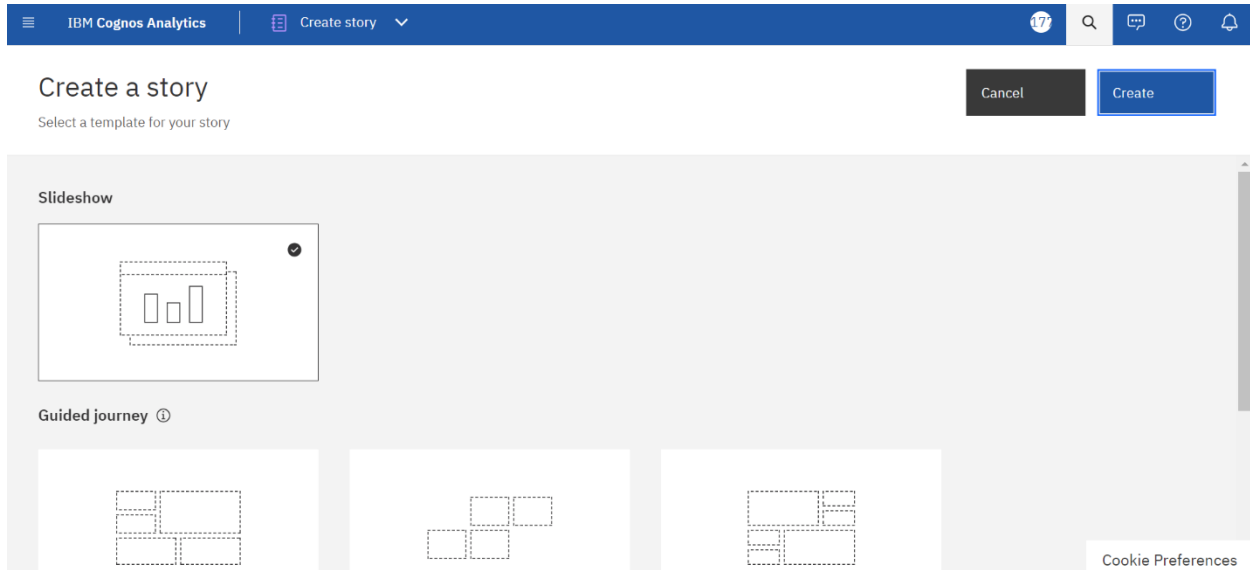


Write Report

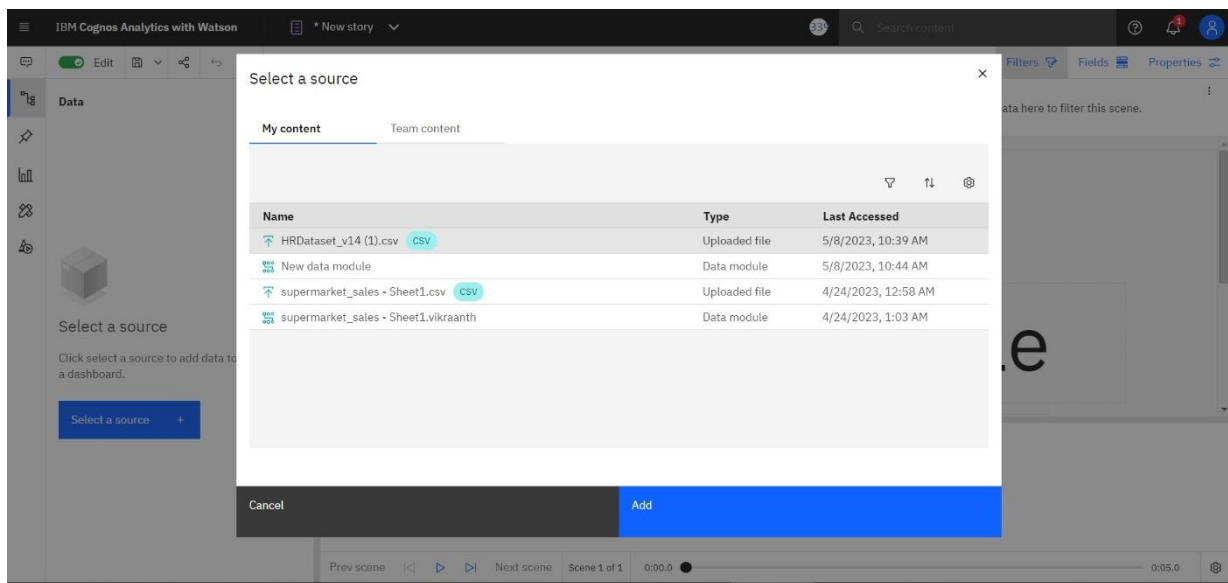
Performance Score by Position with Employment Status	Voulentry Terminated is High in Position Production Technician 1 and 2.
Position by Recruitment Source	LinkedIn and Diversity Job Fair has the Highest Position Based recruitment and Online web Application has the lowest
Performance Score by Recruitment 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.



Upload dataset



Create story for the visualizations

