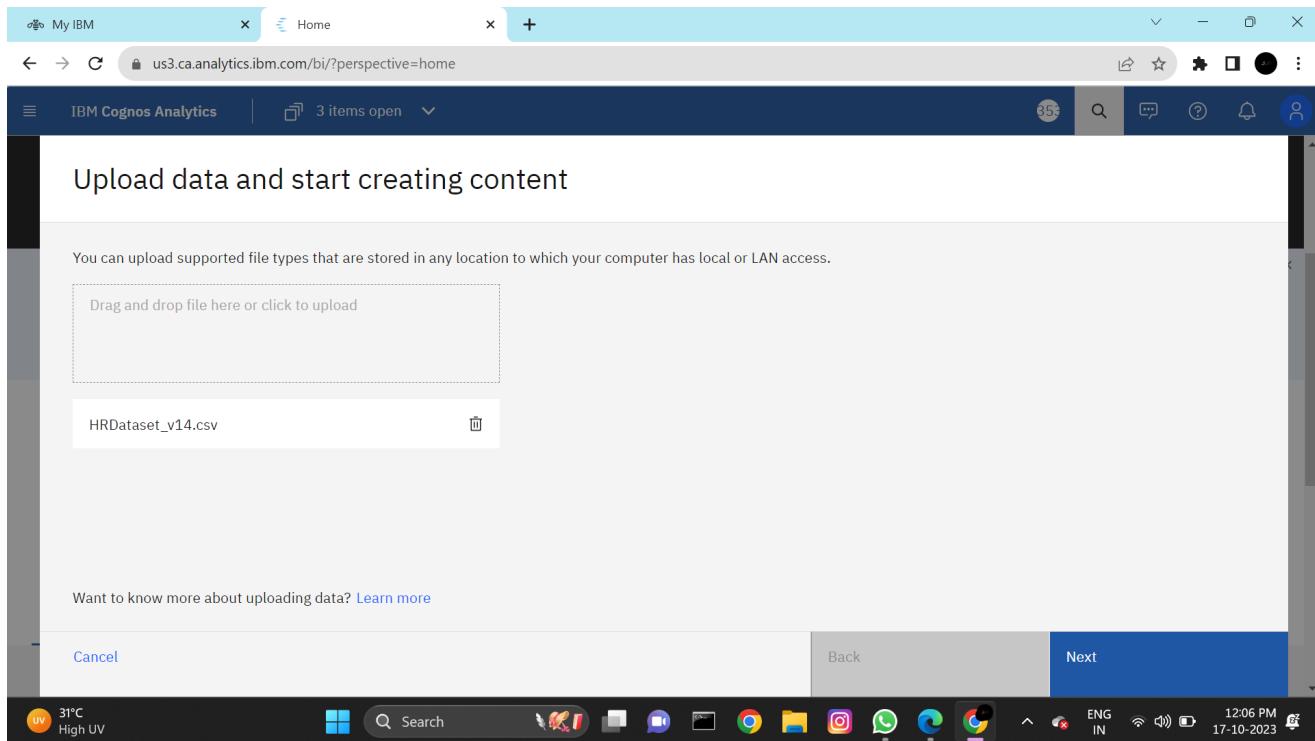


THE COGNOS HR SCORECARD: Measuring Success In Talent Management

NAME: SUNITHA S

TASK 1: UPLOAD THE DATASET:

- Upload the Dataset (csv file) in Cognos.



- Prepare the Dataset.

The screenshot shows the IBM Cognos Analytics interface. On the left, there's a sidebar with options like Home, New, Upload data, Content, Recent, and Manage. The main area has a 'New' tab selected, showing categories like Data, Explore, Present, Dashboard, Report, and Story. A specific item, 'Data module', is highlighted with a blue border. Below it, an 'Exploration' item is shown with a file named 'sheet1.csv'. A 'CSV' button and a download icon are visible next to the exploration name. At the bottom of the interface, there's a toolbar with various icons and a status bar showing 'AUS - SL AUS win' and system information.

- Select the Required Dataset.

The screenshot shows a Windows File Explorer window. The left pane lists several files and folders: 'assignment 1' (10/17/2023, 1:28 AM), 'data module 1' (10/17/2023, 1:32 AM), 'exploration 1' (10/17/2023, 1:35 AM), 'HRDataset_v14.csv' (10/17/2023, 1:36 AM), and 'supermarket_sales - Sheet1.csv' (10/17/2023, 1:12 AM). The 'HRDataset_v14.csv' file is currently selected. The right pane contains filters for 'Folders', 'Packages', 'Files', 'Data sets', and 'Modules', and a 'Modified' section with a radio button for 'All'. At the bottom, there are 'Cancel' and 'OK' buttons. The taskbar at the bottom shows various pinned icons and the date/time '12:07 PM 17-10-2023'.

- After Uploading, Grid displays the table value of CSV file.

The screenshot shows the IBM Cognos Analytics interface. On the left, there's a sidebar with a tree view under 'Data module'. A node '# GenderID' is selected and highlighted with a blue border. In the main area, there's a grid titled 'Grid' showing employee data. The columns are Employee_Name, EmpID, MarriedID, MaritalStatusID, and GenderID. The GenderID column has its header also highlighted with a blue border. The data in the grid is as follows:

	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID
1	Adinolfi, Wilson K	10026	0	0	1
2	Ait Sidi, Karthikeyan	10084	1	1	1
3	Akinkuolie, Sarah	10196	1	1	0
4	Alagbe,Trina	10088	1	1	0
5	Anderson, Carol	10069	0	2	0
6	Anderson, Linda	10002	0	0	0
7	Andreola, Colby	10194	0	0	0
8	Athwal, Sam	10062	0	4	1
9	Bachiochi, Linda	10114	0	0	0
10	Bacong, Alejandro	10250	0	2	1

- Save As the Prepared Dataset.

The screenshot shows the 'Save as' dialog box in IBM Cognos Analytics. The 'Name' field contains 'data module 2'. The 'Selected destination' dropdown is set to 'My content', which is also highlighted with a blue border. Below the dialog, a preview of the data grid is visible. At the bottom of the dialog, there are 'Cancel' and 'Save' buttons, with 'Save' being the active button.

TASK 2: EXPLORE THE DATASET: 🎬 CREATE THE EXPLORATION.

- Select the Prepared Dataset.

The screenshot shows the IBM Cognos Analytics interface. On the left, there is a sidebar titled "Data module" with a search bar and a tree view of datasets. One dataset, "HRDataset_v14.csv", is expanded, showing its columns: Employee_Name, EmpID, MarriedID, MaritalStatusID, and GenderID. The "GenderID" column is currently selected. The main area displays a grid of employee data. The columns are Employee_Name, EmpID, MarriedID, MaritalStatusID, and GenderID. The data includes rows for Adinolfi, Wilson K; Ait Sidi, Karthikeyan; Akinkunle, Sarah; Alagbe, Trina; Anderson, Carol; Anderson, Linda; Andreola, Colby; Athwal, Sam; Bachiochi, Linda; and Bacong, Alejandro. The "GenderID" column values are 1, 1, 0, 0, 1, 0, 0, 0, 4, 0, 0, and 1 respectively. The bottom status bar shows the date and time as 17-10-2023 12:08 PM.

- Explore The Dataset.

The screenshot shows the IBM Cognos Analytics interface with a "Select a source" dialog open. The dialog has tabs for "My content" and "Team content", with "My content" selected. It lists four items: "data module 1" (Data module, last modified 10/17/2023, 1:32 AM), "data module 2" (Data module, last modified 10/17/2023, 1:38 AM), "HRDataset_v14.csv" (CSV file, uploaded on 10/17/2023, 1:36 AM), and "supermarket_sales - Sheet1.csv" (CSV file, uploaded on 10/17/2023, 1:12 AM). At the bottom of the dialog are "Cancel" and "Add" buttons. The background shows the main Cognos Analytics dashboard interface.

- Save The Exploration Dataset in Cognos.

My IBM * New exploration

IBM Cognos Analytics | * New exploration

Cards

Data relationships

Explore data relationships

HRDataset_v14.csv

Reset to original Edit diagram

Relationship diagram ①

10% — 100%

21.5M Salary

Select a visualization

Explore visualizations related to 'Salary'

Salary

21.5M Salary

Add +

Salary

31°C Haze

Search

12:09 PM 17-10-2023

My IBM * New exploration

IBM Cognos Analytics | * New exploration

Selected sources /

HRDataset_v14.csv

Search

- From EmpID To MarriedID
- From MaritalStatusID To GenderID
- From GenderID To EmpStatusID
- From DeptID To PerfScoreID
- From FromDiv...FairID To Salary
- From Salary To Termd

EmpID to MarriedID

From EmpID To MarriedID

Fields

From* Required field

EmpID

To* Required field

MarriedID

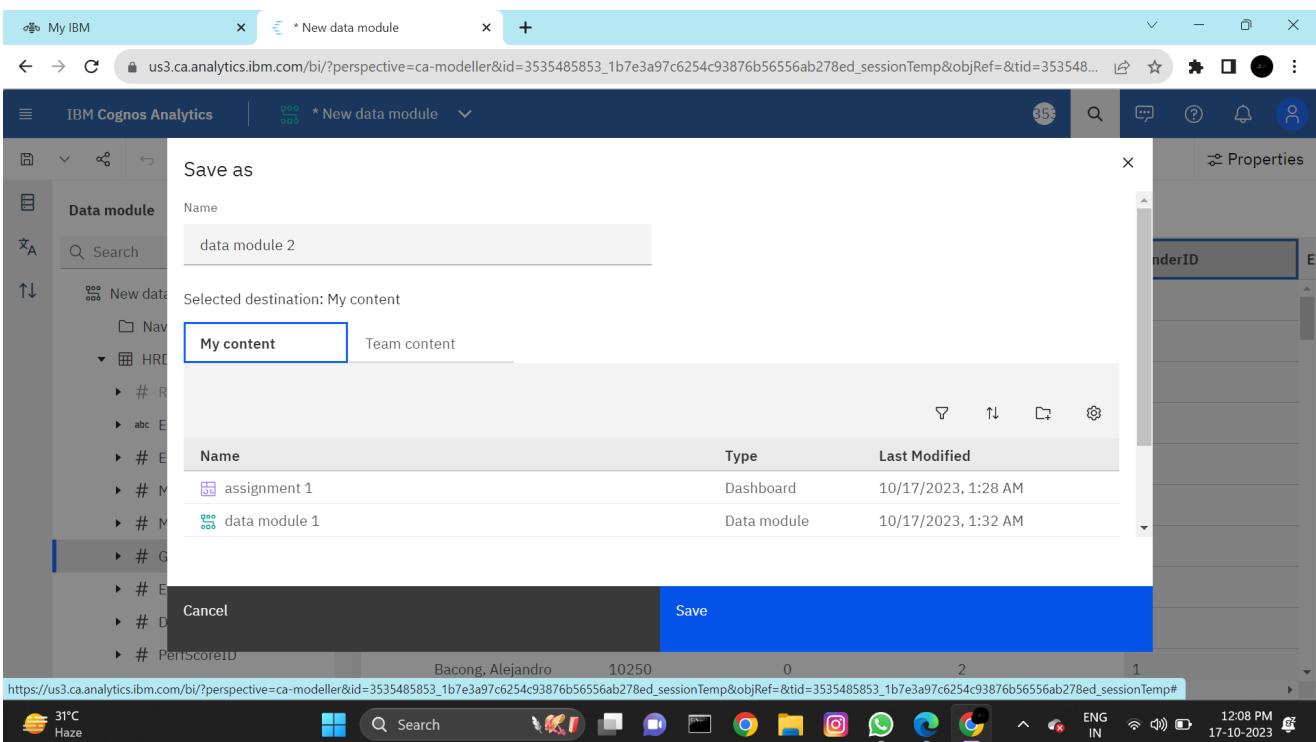
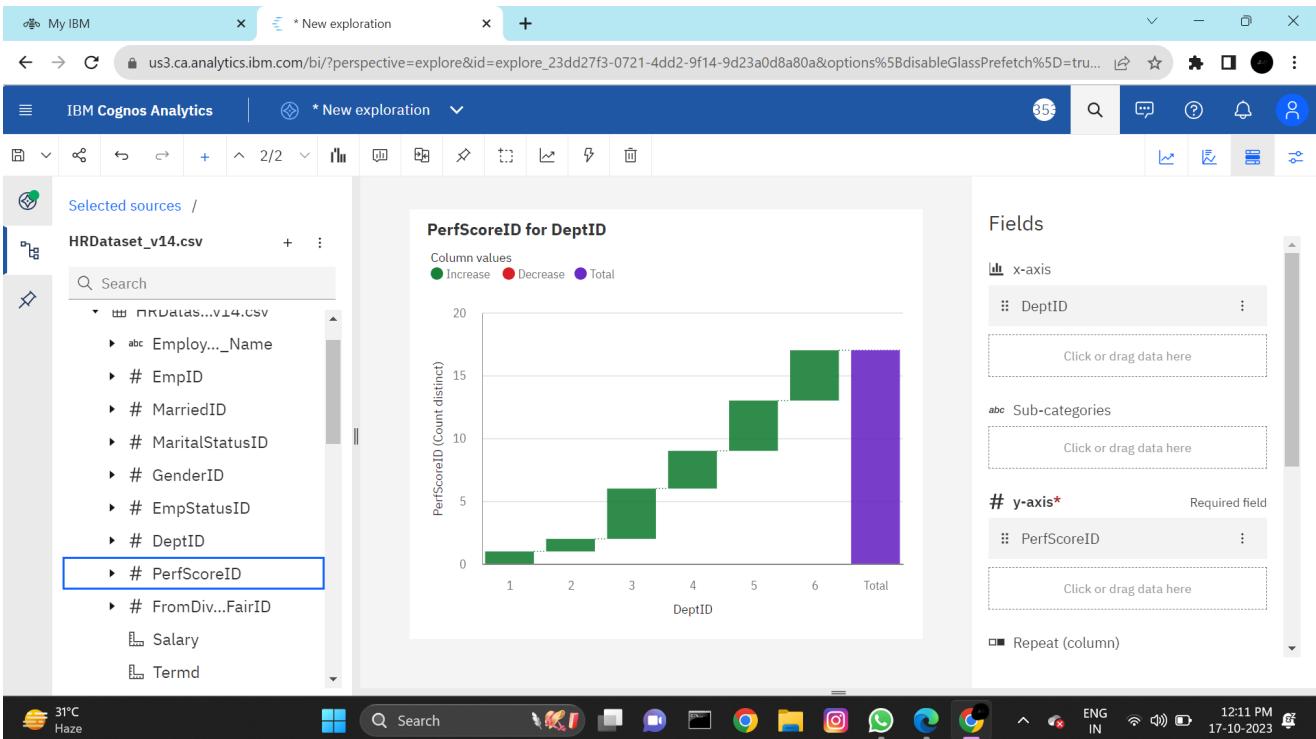
Line width

Repeat (column)

31°C Haze

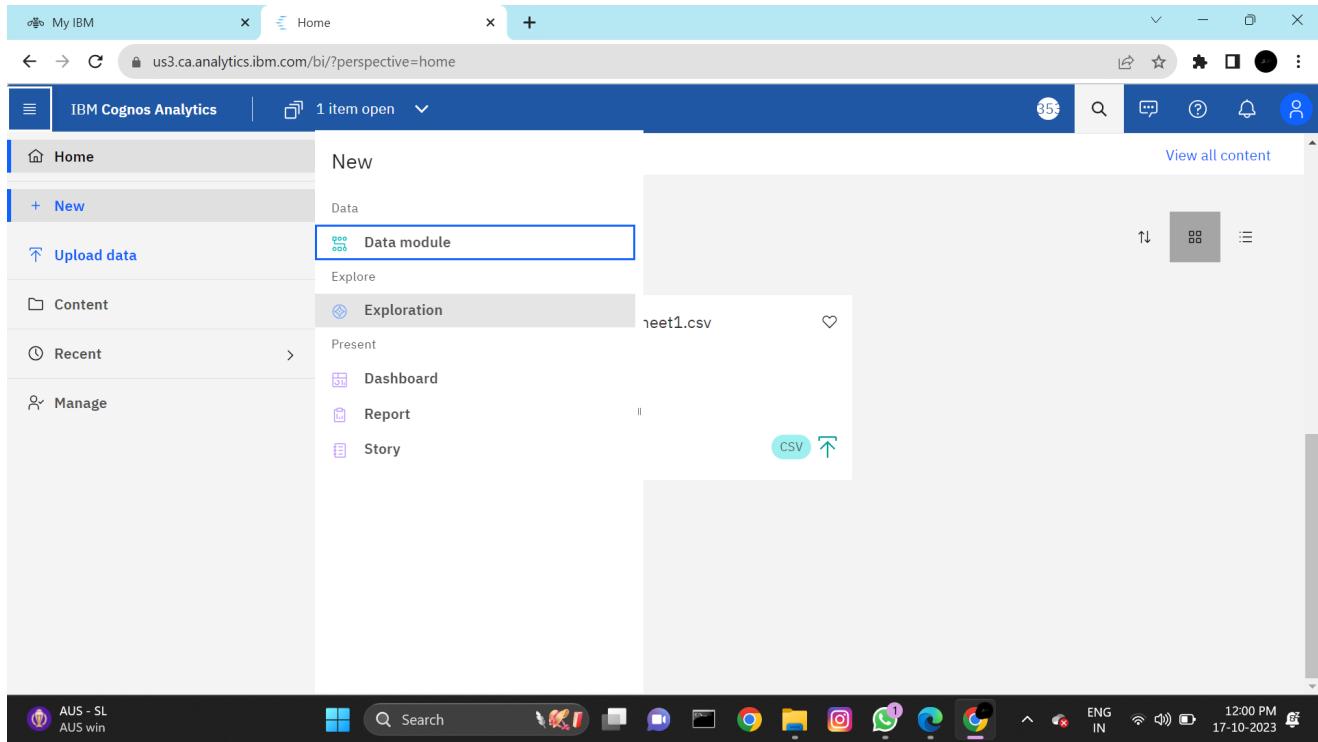
Search

12:10 PM 17-10-2023

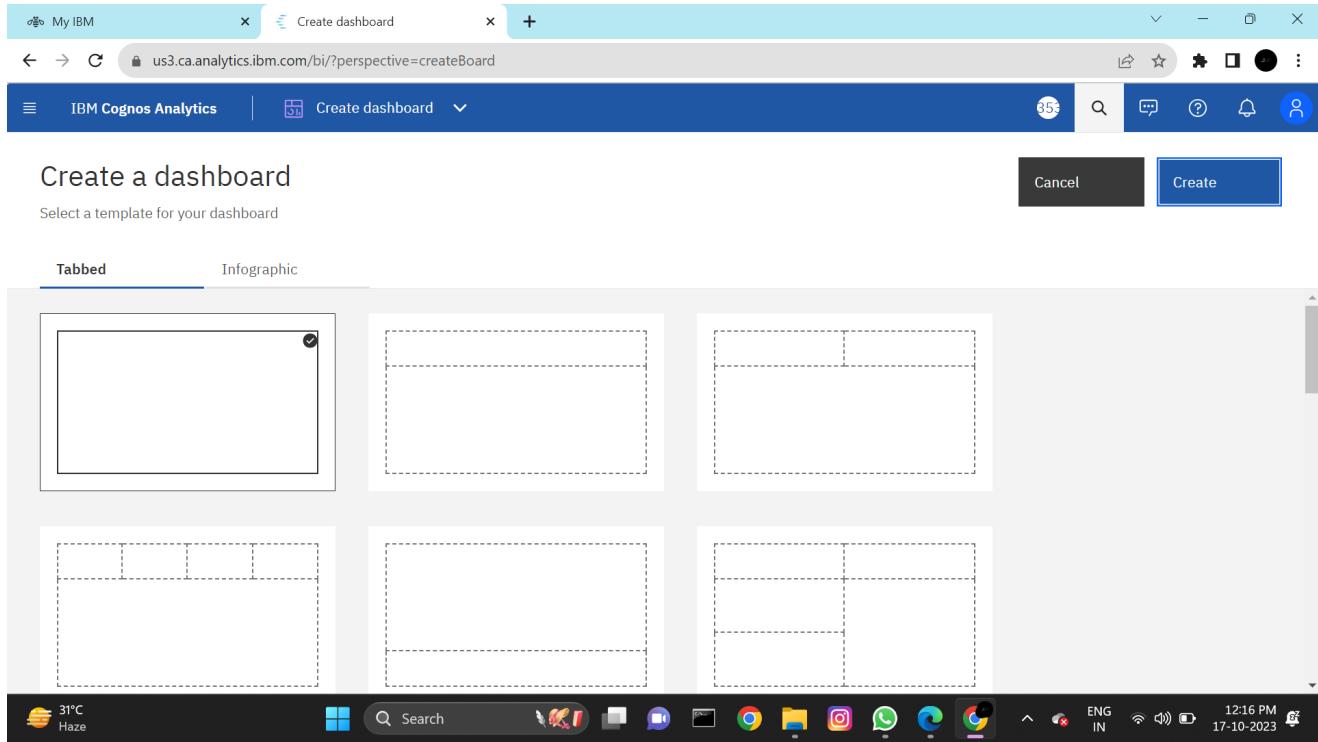


TASK 3: DASHBOARD CREATION:

- Create The Dashboard.



- Create The Template.



- Select The Source Dataset File.

My IBM * New dashboard us3.ca.analytics.ibm.com/bi/?perspective=dashboard&id=dashboard_9d257af2-a3d6-41b8-b550-9716c94c2999&ui_appbar=true&options%5Bdisabl... 45.9

IBM Cognos Analytics * New dashboard

Select a source

My content Team content

Name Type Last Modified

- data module 1 Data module 10/17/2023, 1:32 AM
- data module 2 Data module 10/17/2023, 1:38 AM
- HRDataset_v14.csv CSV 10/17/2023, 1:36 AM
- supermarket_sales - Sheet1.csv CSV 10/17/2023, 1:12 AM

Select a source

Cancel Add

31°C Haze Search ENG IN 12:17 PM 17-10-2023

Create Visualization Charts.

My IBM * New dashboard us3.ca.analytics.ibm.com/bi/?perspective=dashboard&id=dashboard_9d257af2-a3d6-41b8-b550-9716c94c2999&ui_appbar=true&options%5Bdisabl... 353

IBM Cognos Analytics * New dashboard

Selected sources / HRDataset_v14.csv

Q. Search

EmpStatusID
DeptID
PerfScoreID
FromDivers...JobFairID
Salary
Termd
PositionID
abc Position
@ State
@ Zip
@ DOB

EmpID by GenderID colored by State

State

AL	AZ	CA	CO	CT	FL	GA	ID	IN	KY	MA
ME	MT	NC	ND	NH	NV	NY	OH	OR	PA	RI
TN	TX	UT	VA	VT	WA					

Length* Required field

EmpID

y-start

Target

Color

Bars

GenderID

Click or drag data here

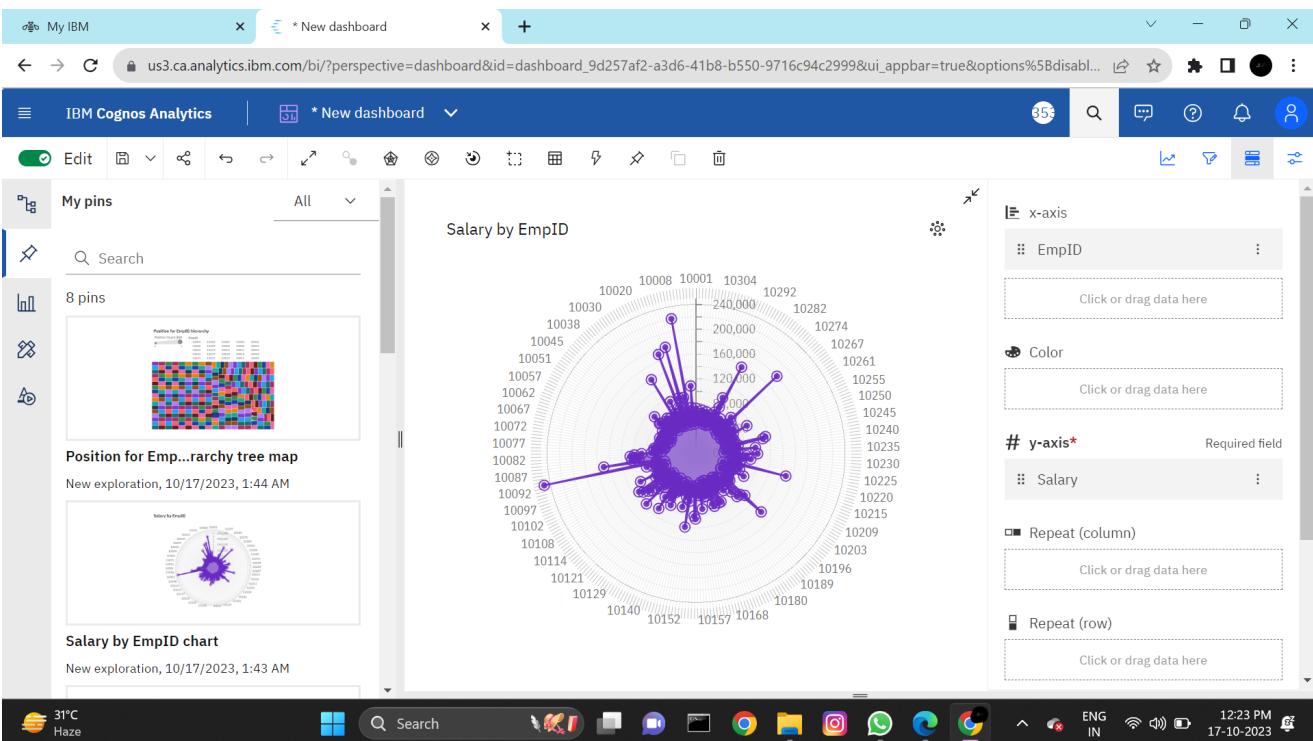
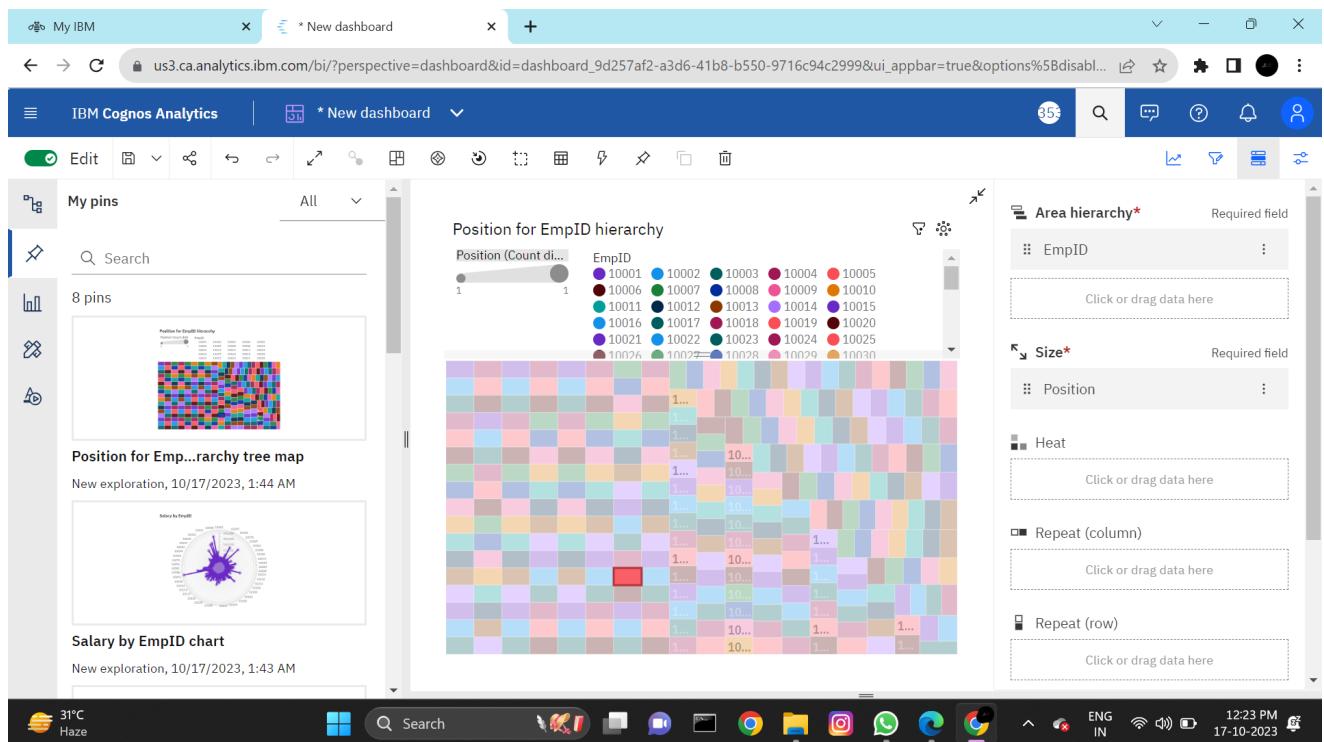
EmpID (Count distinct)

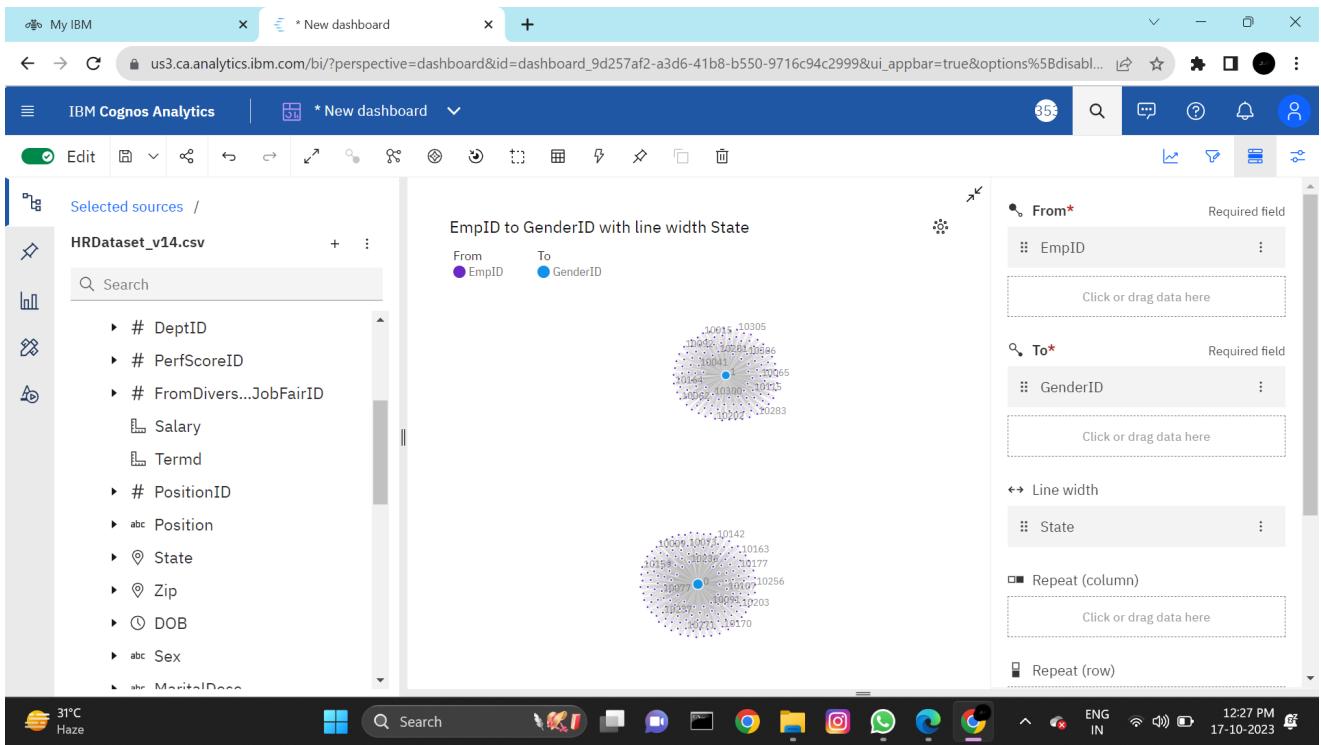
0 20 40 60 80 100 120 140 160

GenderID

0 1

31°C Haze Search ENG IN 12:20 PM 17-10-2023





TASK 4: REPORT CREATION:

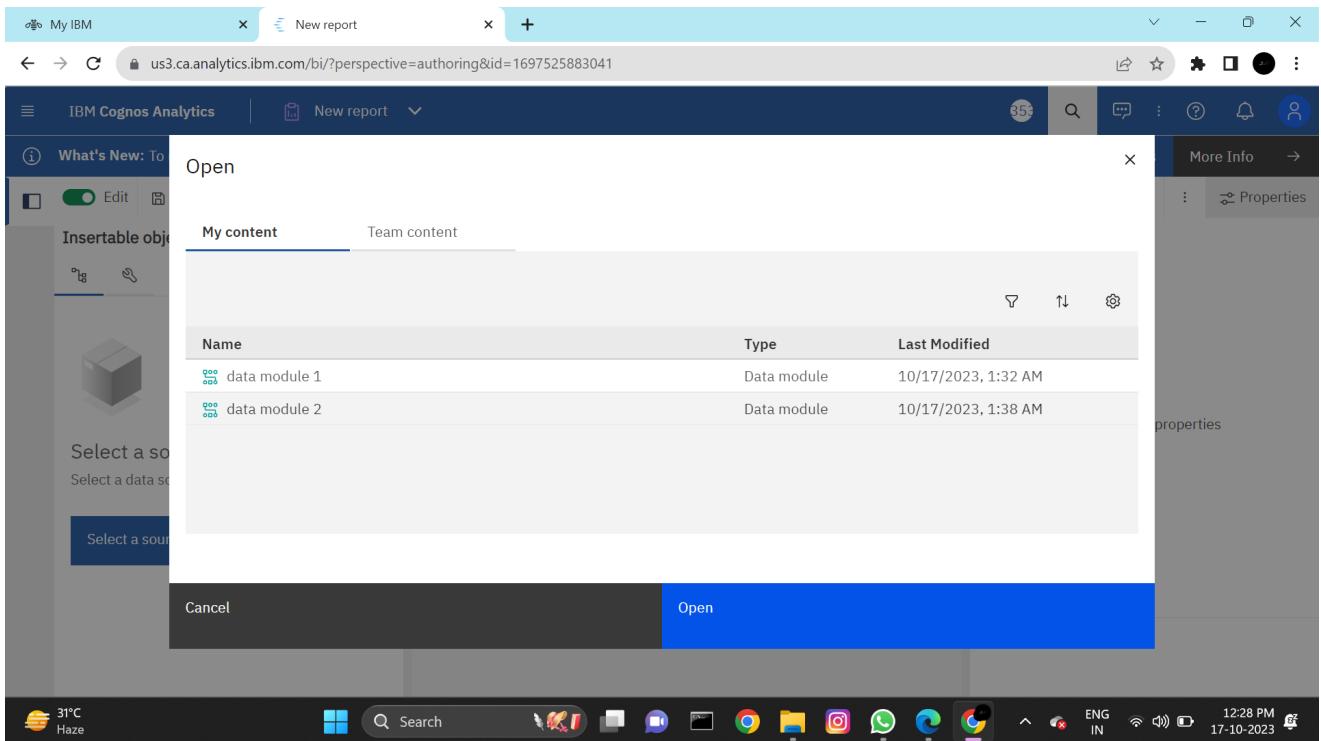
- Create the Report.

The screenshot shows the IBM Cognos Analytics interface. The top navigation bar includes tabs for 'My IBM' and 'Home'. The main menu bar has a 'New' button, a search icon, and various user icons. On the left, there's a sidebar with 'Home', 'New', 'Upload data', 'Content', 'Recent', and 'Manage' sections. The central workspace shows a 'Data module' card with a blue border, labeled 'Data module'. Below it is an 'Exploration' card titled 'heet1.csv'. Other options like 'Present', 'Dashboard', 'Report', and 'Story' are listed. A 'CSV' download button is visible at the bottom right of the workspace. The bottom taskbar shows system icons and the date/time: 'AUS - SL AUS win' and '12:00 PM 17-10-2023'.

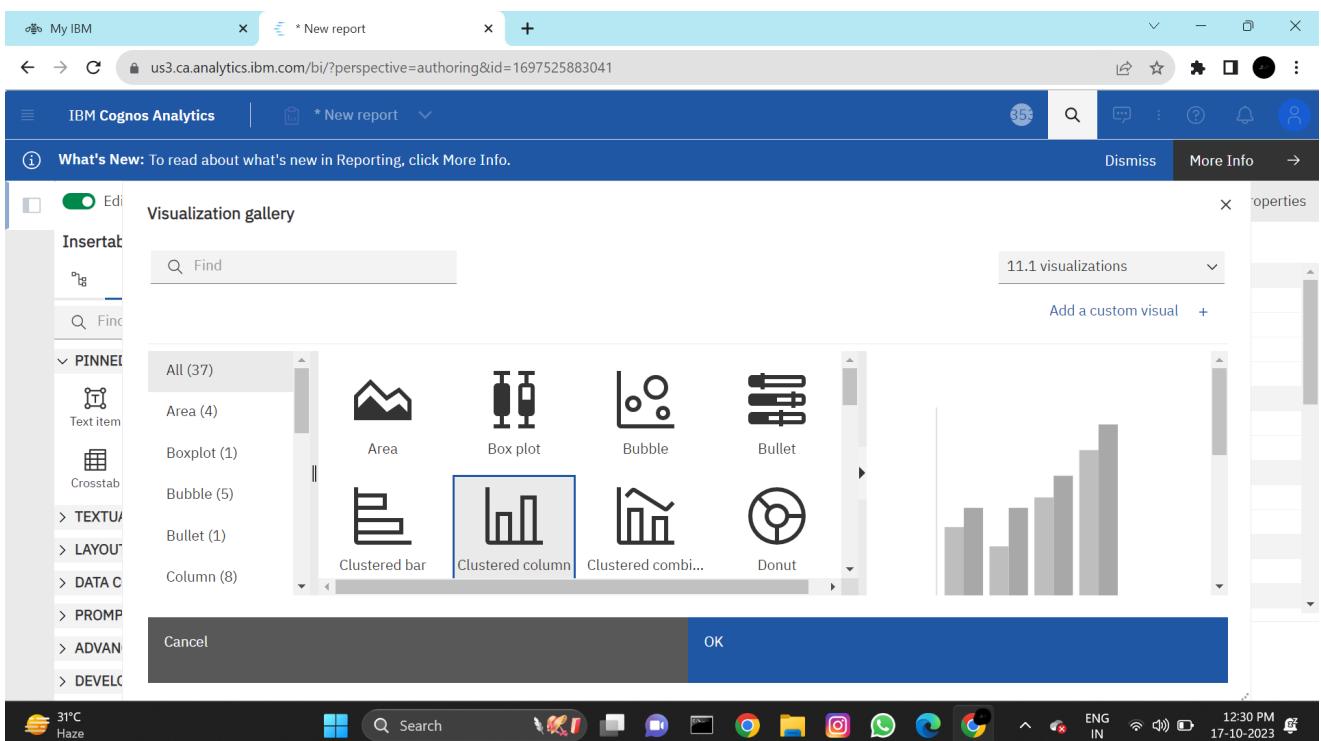
- Select the Report Template.

The screenshot shows the 'Create a report' screen in IBM Cognos Analytics. The top navigation bar includes tabs for 'My IBM' and 'Reporting'. The main menu bar has a search icon and various user icons. A message bar at the top says 'What's New: To read about what's new in Reporting, click More Info.' with 'Dismiss' and 'More Info' buttons. The central workspace is titled 'Create a report' and asks 'Select a template and theme for your report'. It features a 'Templates' tab with several options: 'Blank' (selected), 'Blank active report', '1 beside 2', '1 beside 2 active report', '1 column', and '1 column active report'. Each template has a preview icon and a checked checkbox. At the bottom right are 'Cancel' and 'Create' buttons. The bottom taskbar shows system icons and the date/time: '31°C Haze' and '12:28 PM 17-10-2023'.

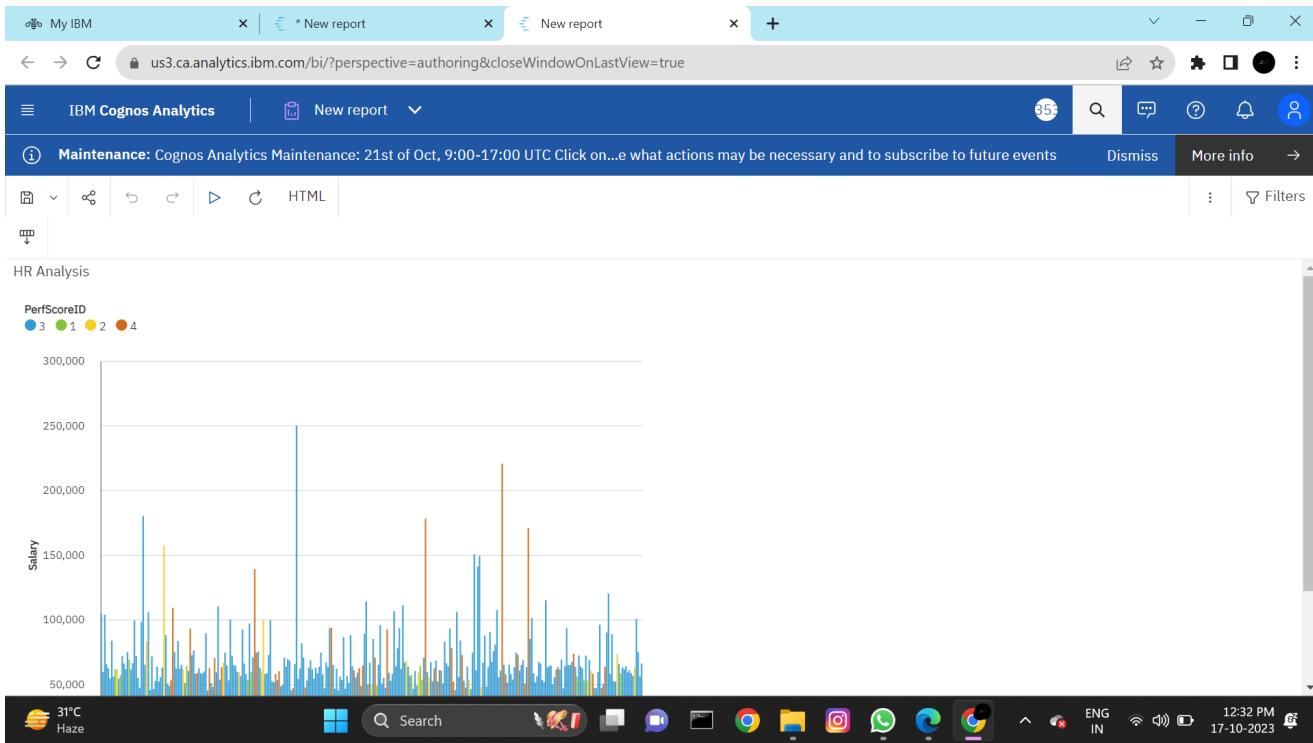
- Select Dataset for Report Creation.



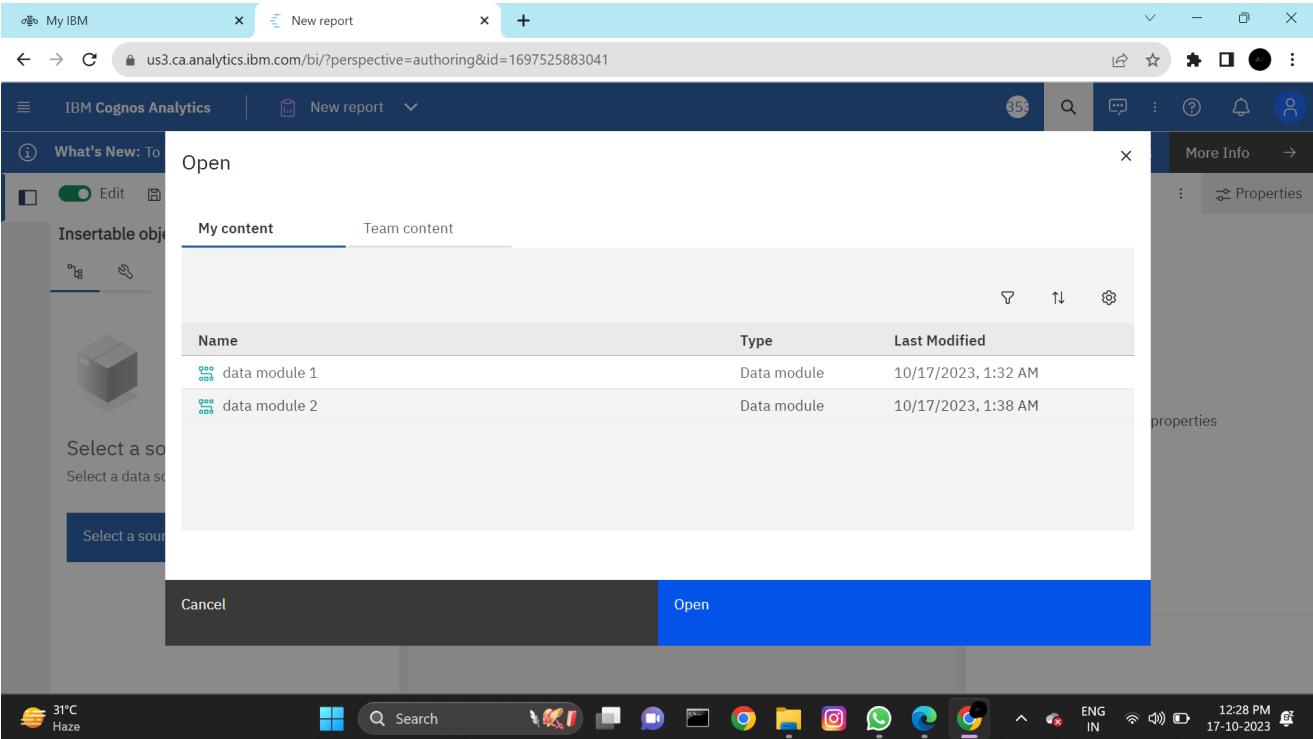
- Select The Visualization Type.



- Create The Visualizations.



- Save The Visualization Report.



TASK 5: STORY CREATION:

- Create The Story.

The screenshot shows the IBM Cognos Analytics interface. The left sidebar has sections for Home, New (which is selected), Upload data, Content, Recent, and Manage. The main area is titled 'New' and shows a 'Data' section with a 'Data module' card highlighted. Below it is an 'Explore' card for 'Exploration' with a file named 'sheet1.csv'. Other options like 'Present', 'Dashboard', 'Report', and 'Story' are listed. A CSV upload button is visible. The bottom status bar shows system information like 'AUS - SL AUS win' and a date/time stamp '17-10-2023 12:00 PM'.

- Select The Story Template.

The screenshot shows the 'Create story' screen. At the top, there's a message about maintenance: 'Maintenance: Cognos Analytics Maintenance: 21st of Oct, 9:00-17:00 UTC Click on...e what actions may be necessary and to subscribe to future events'. Below that, a title 'Create a story' is displayed, followed by a sub-instruction 'Select a template for your story'. Two templates are shown: 'Slideshow' (selected) and 'Guided journey'. The 'Slideshow' template shows a small preview of a bar chart. The 'Guided journey' template shows three cards with dashed outlines. At the bottom right are 'Cancel' and 'Create' buttons. The bottom status bar includes weather information '31°C Haze' and a date/time stamp '17-10-2023 12:33 PM'.

- Display The Story of Required Visualization.

IBM Cognos Analytics - My pins

Employee Status

Salary by EmpID chart

Position for Emp...rarchy tree map

Salary by EmpID chart

PerfScoreID for DeptID

This screenshot shows the IBM Cognos Analytics interface with a story titled "Employee Status". The story contains two visualizations: a radial sunburst chart for "Salary by EmpID" and a hierarchy tree map for "Position for Emp...rarchy". The interface includes a navigation bar with tabs like "Edit", "Search", and "Analytics", and a toolbar with various icons. The bottom status bar shows weather information (31°C Haze), system icons, and the date/time (12:34 PM, 17-10-2023).

IBM Cognos Analytics - My pins

PerfScoreID for DeptID

Position for E...rarchy tree map

Salary by EmpID chart

PerfScoreID fo...terfall chart

This screenshot shows the IBM Cognos Analytics interface with a story containing three visualizations: a waterfall chart for "PerfScoreID for DeptID" showing values for DeptID 1 through 6 and a total, a hierarchy tree map for "Position for E...rarchy", and a salary chart for "Salary by EmpID". The interface includes a navigation bar with tabs like "Edit", "Search", and "Analytics", and a toolbar with various icons. The bottom status bar shows weather information (31°C Haze), system icons, and the date/time (12:37 PM, 17-10-2023).