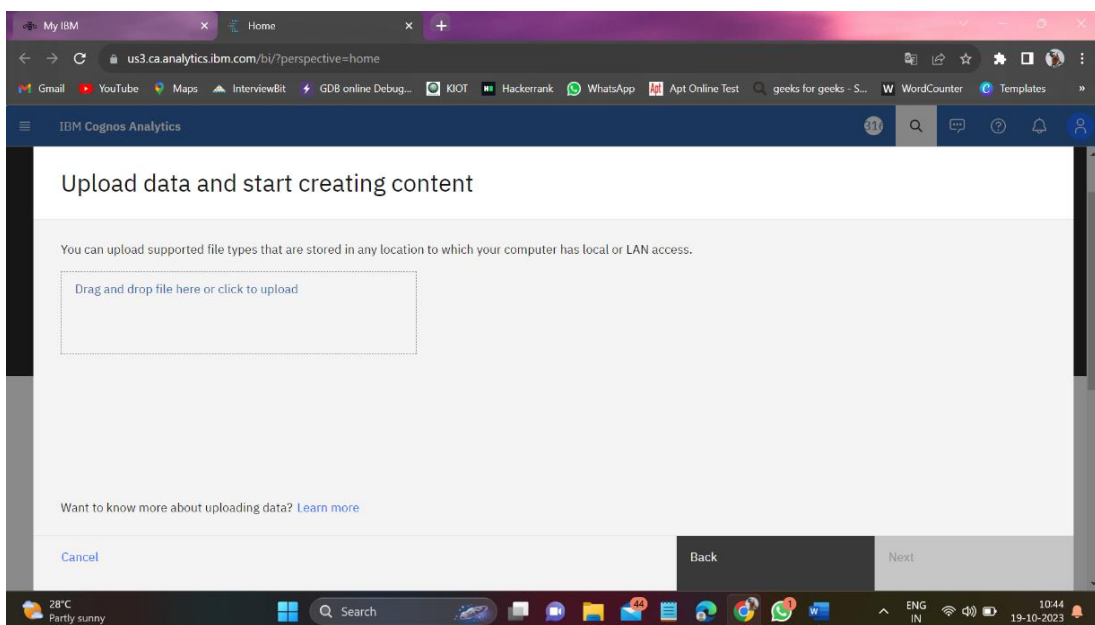
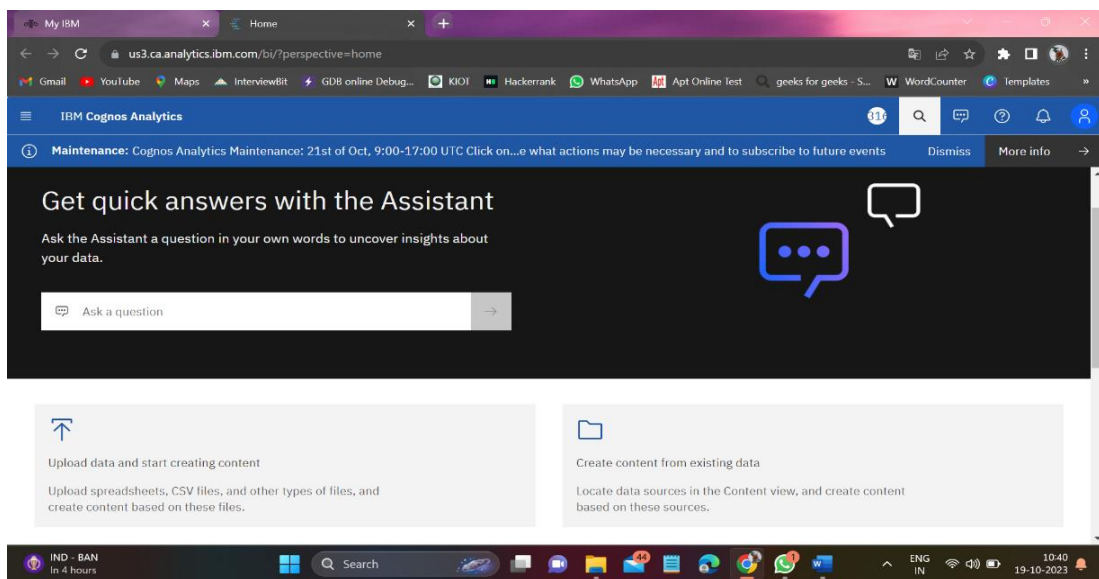


The Cognos HR Scorecard: Measuring Success in Talent Management

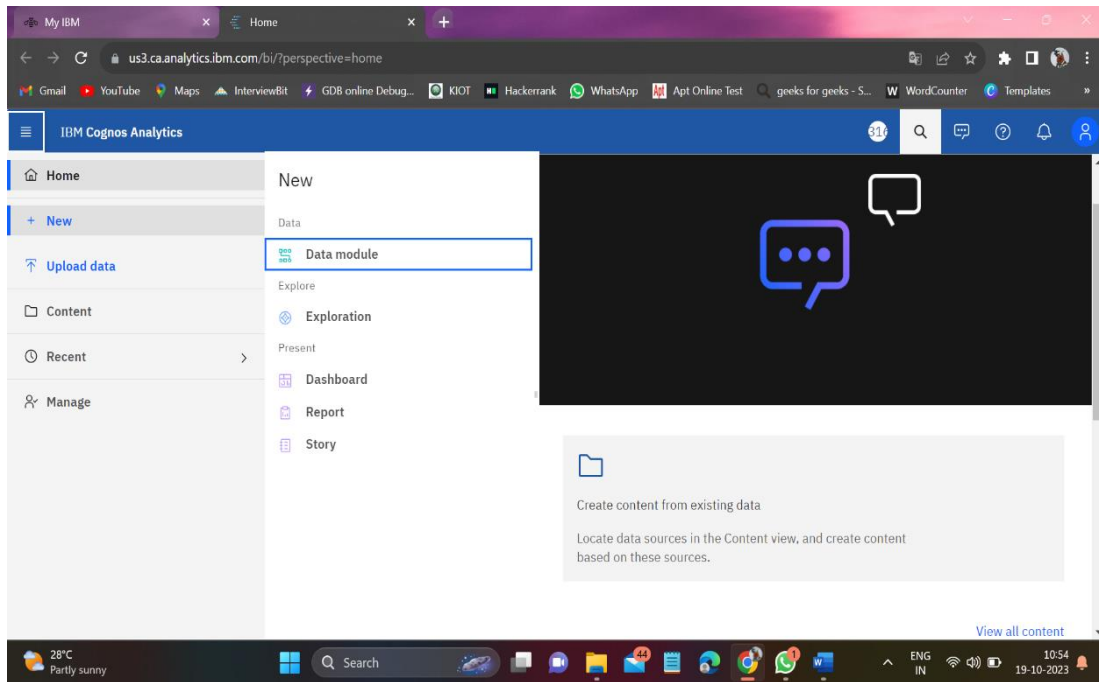
NAME: BARATH B

TASK 1: Upload the Dataset to Cognos, Delete Unnecessary Columns, Create a Data Module

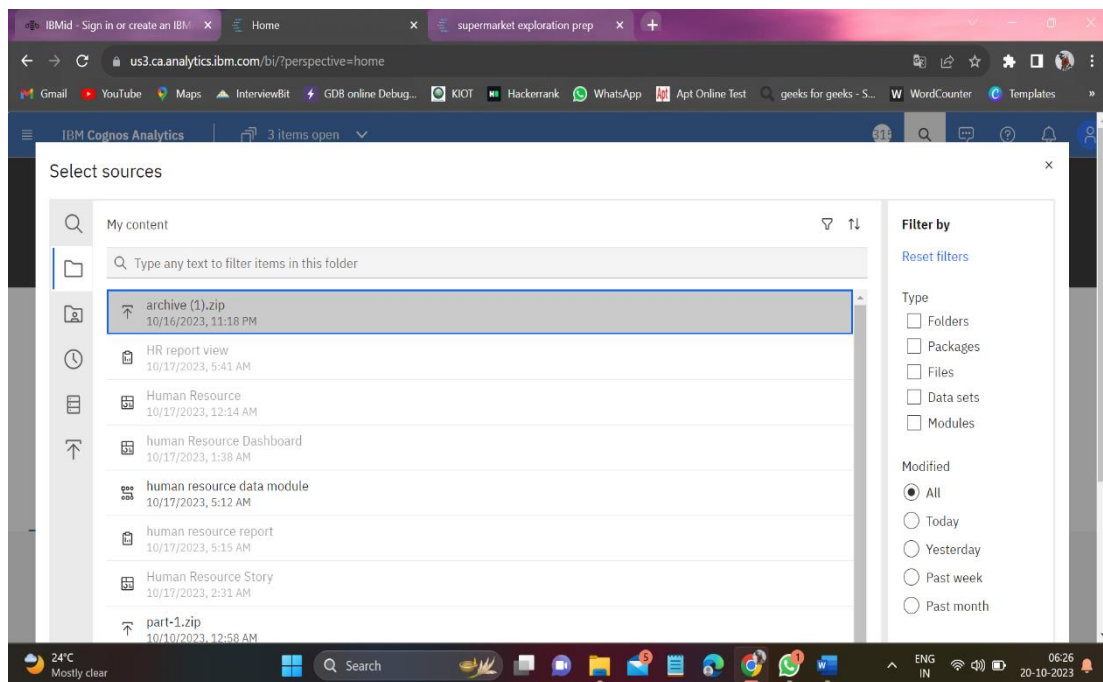
Step 1: Upload the CSV File



Step 2: Create Data Module.



Step 3: Select the CSV file.



The screenshot shows the IBM Cognos Analytics interface. On the left, the 'Data module' pane is open, showing a search bar and a list of fields under 'Human Resource'. The main area displays a 'Grid' view of a table with the following columns: Row Id, Employee_Name, EmpID, MarriedID, MaritalStatusID, and Gender. The table contains 9 rows of data.

Row Id	Employee_Name	EmpID	MarriedID	MaritalStatusID	Gender
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

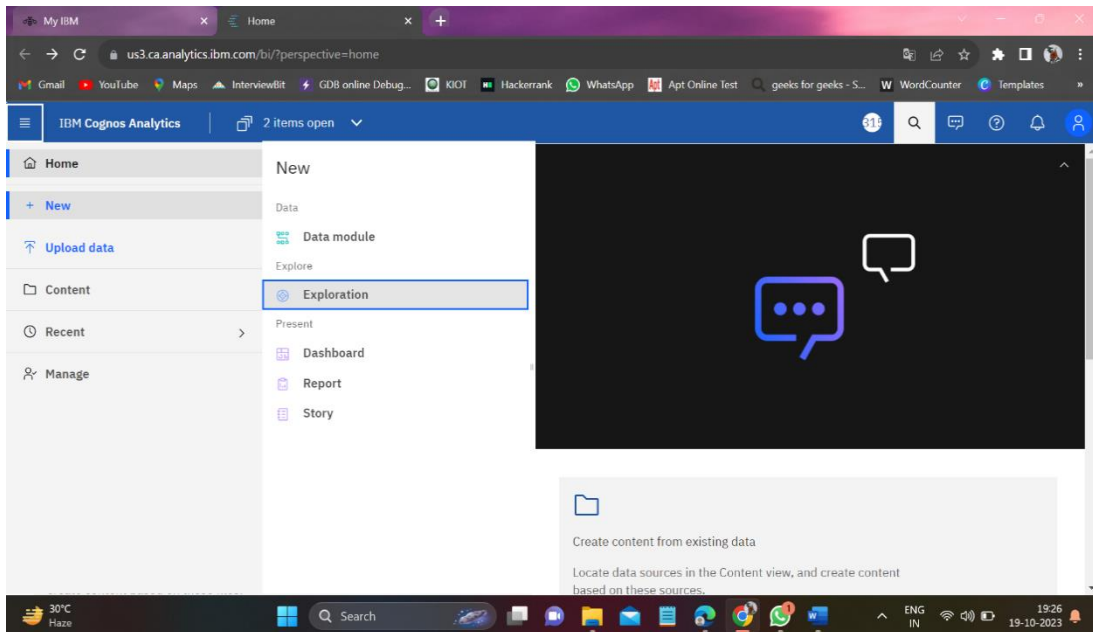
Step 4: After Uploading grid displays the table value of the CSV file.

This screenshot is similar to the one above, but the 'EmpID' column in the table is highlighted with a blue border. In the left-hand 'Data module' pane, the 'EmpID' field is also highlighted with a blue border, indicating it is the selected field.

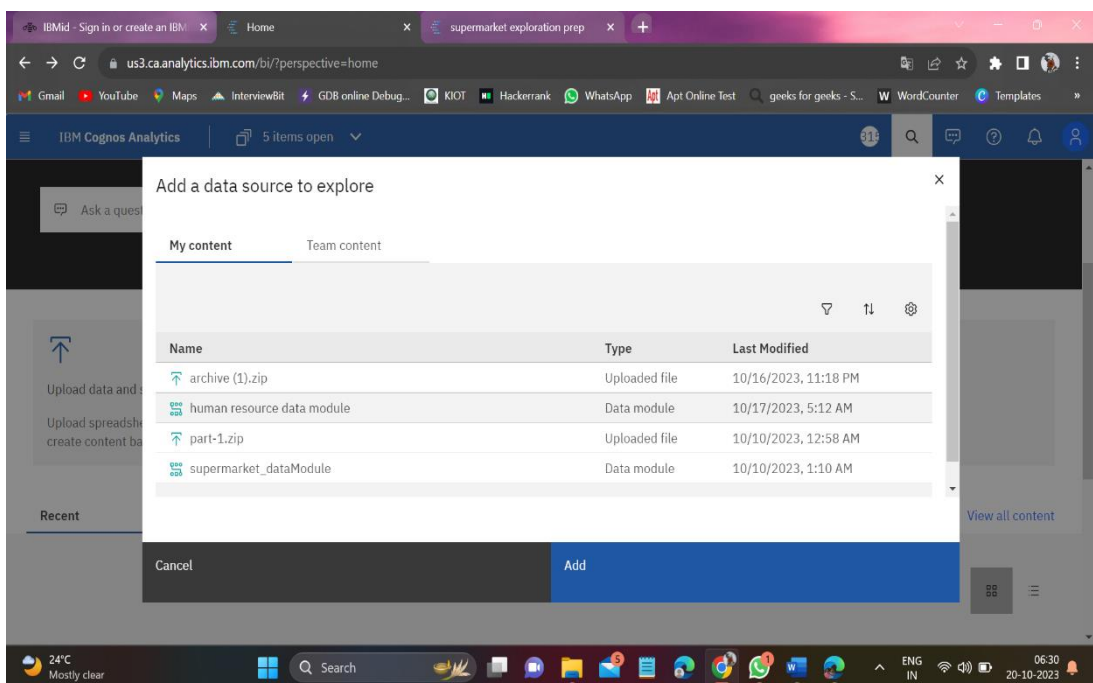
Row Id	Employee_Name	EmpID	MarriedID	MaritalStatusID	Gender
1	Adinolfi, Wilson K	10026	0	0	1
2	Ait Sidi, Karthikeyan	10084	1	1	1
3	Akinkuolie, Sarah	10196	1	1	0
4	Alagbe, Trina	10088	1	1	0
5	Anderson, Carol	10069	0	2	0
6	Anderson, Linda	10002	0	0	0
7	Andreola, Colby	10194	0	0	0
8	Athwal, Sam	10062	0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

Task 2: Select the dataset to explore

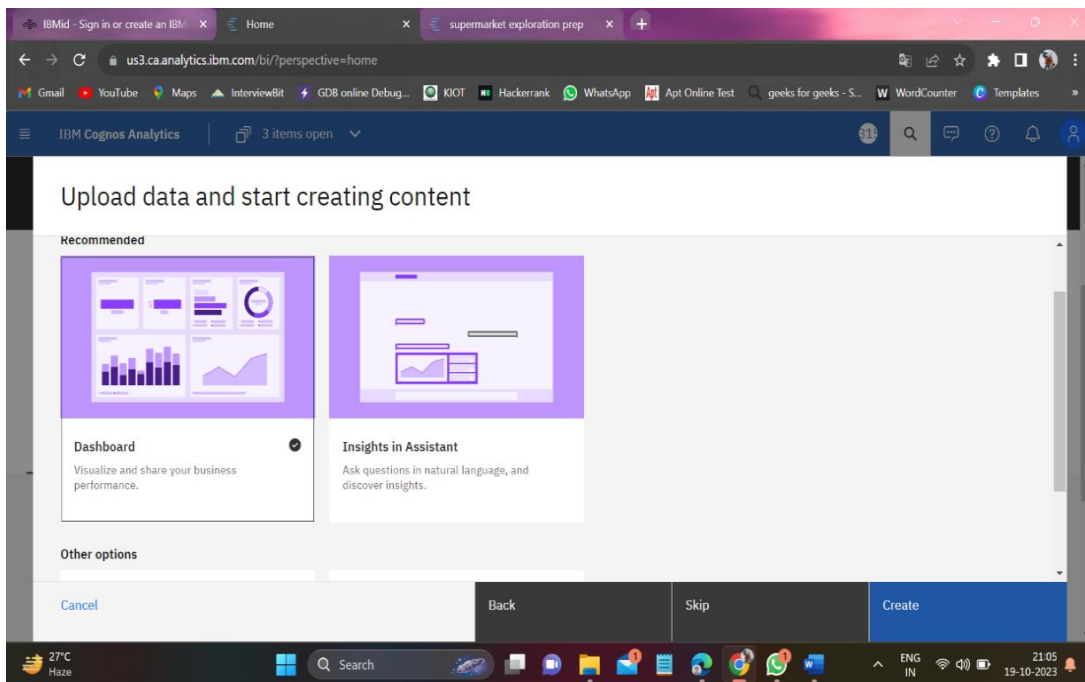
Step 1: Select the exploration



Step 2: Select dataset to explore

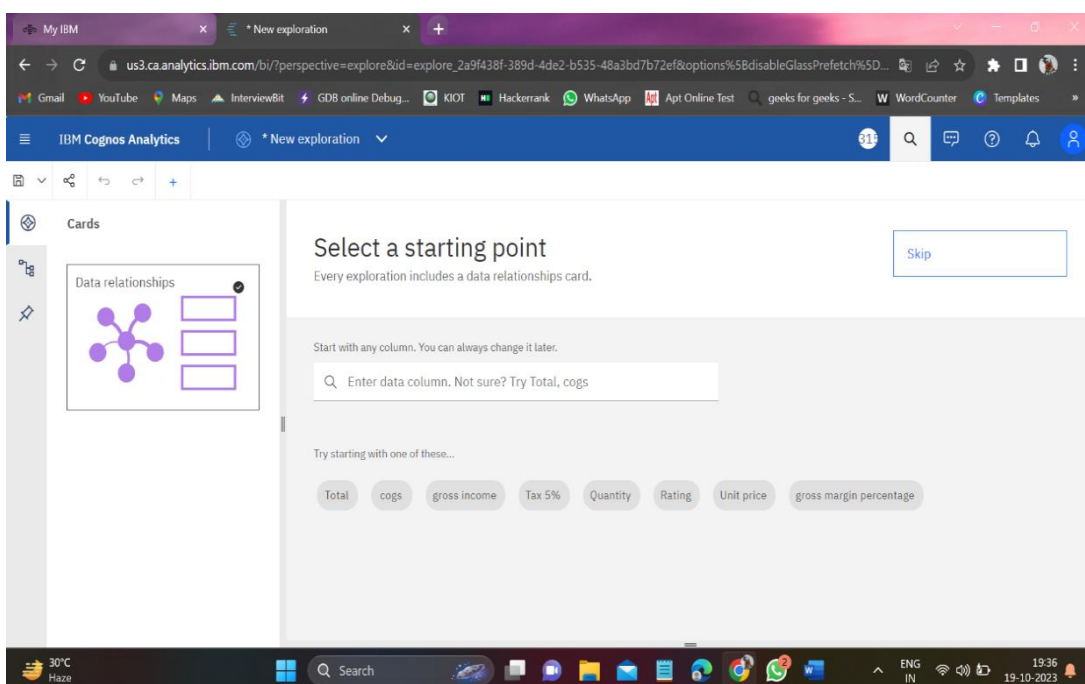


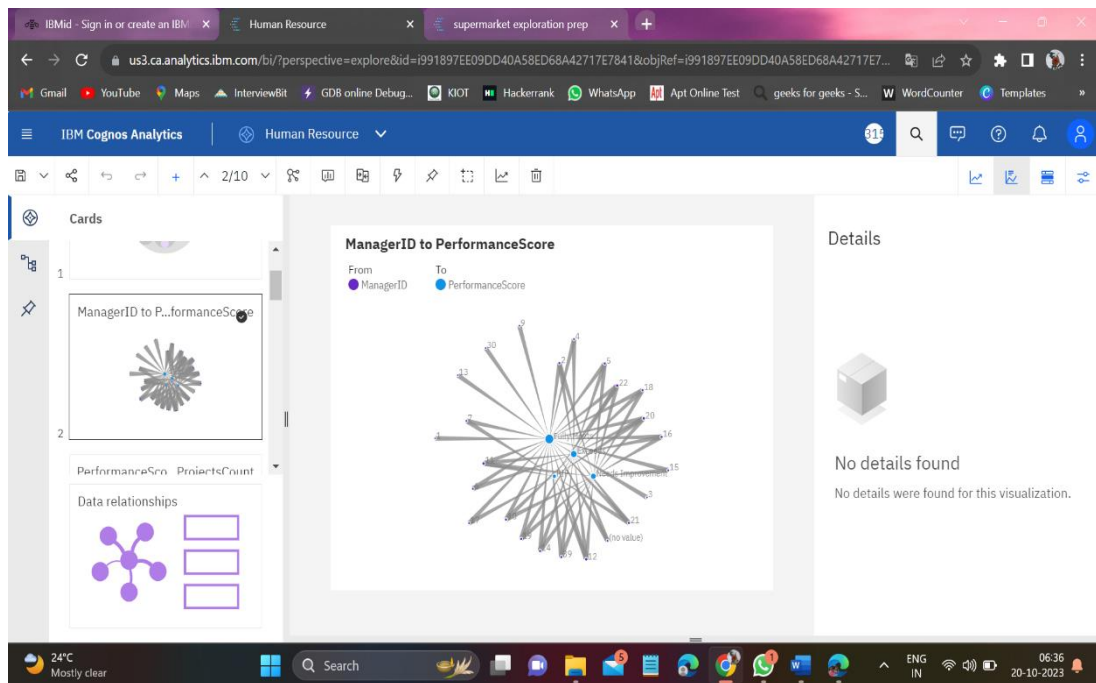
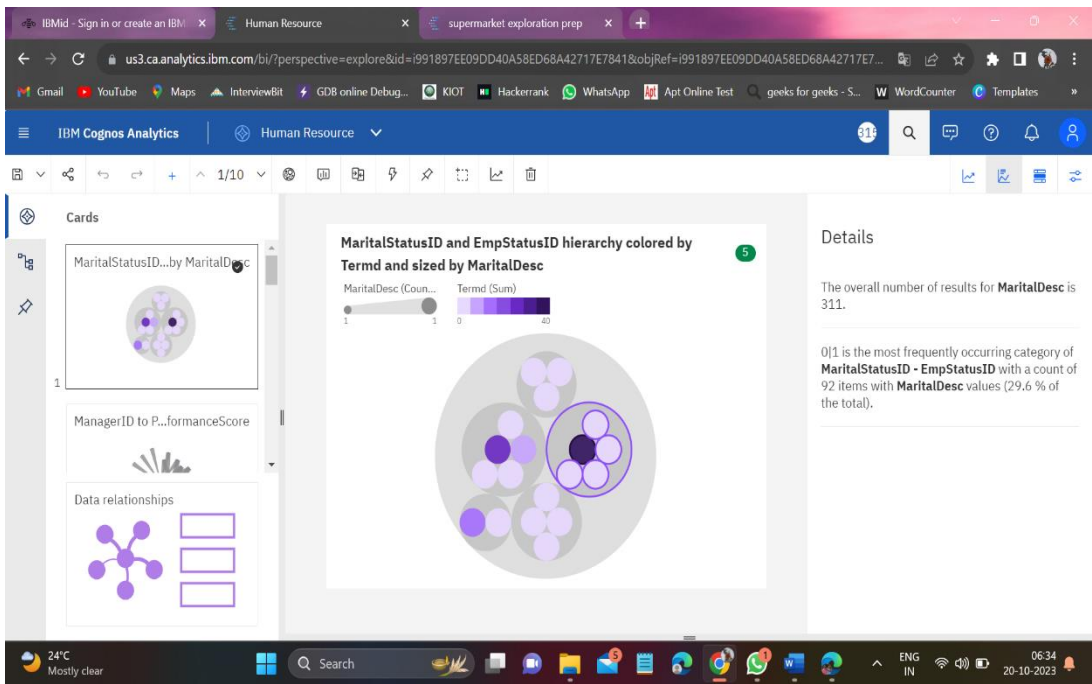
Step 3: Explore the dataset

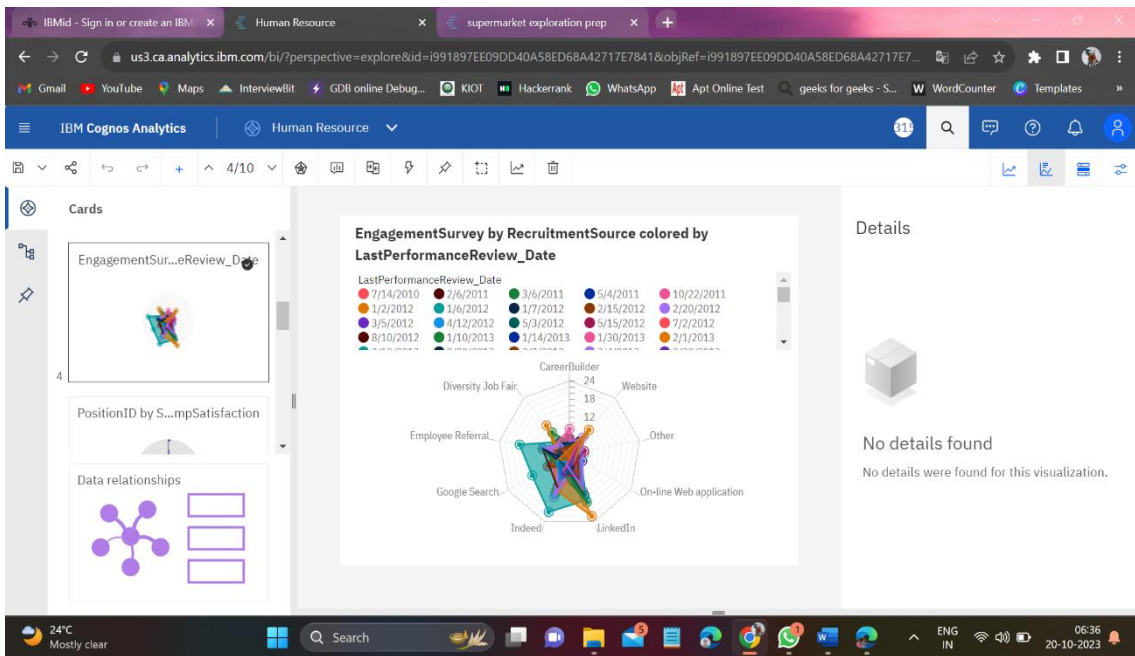
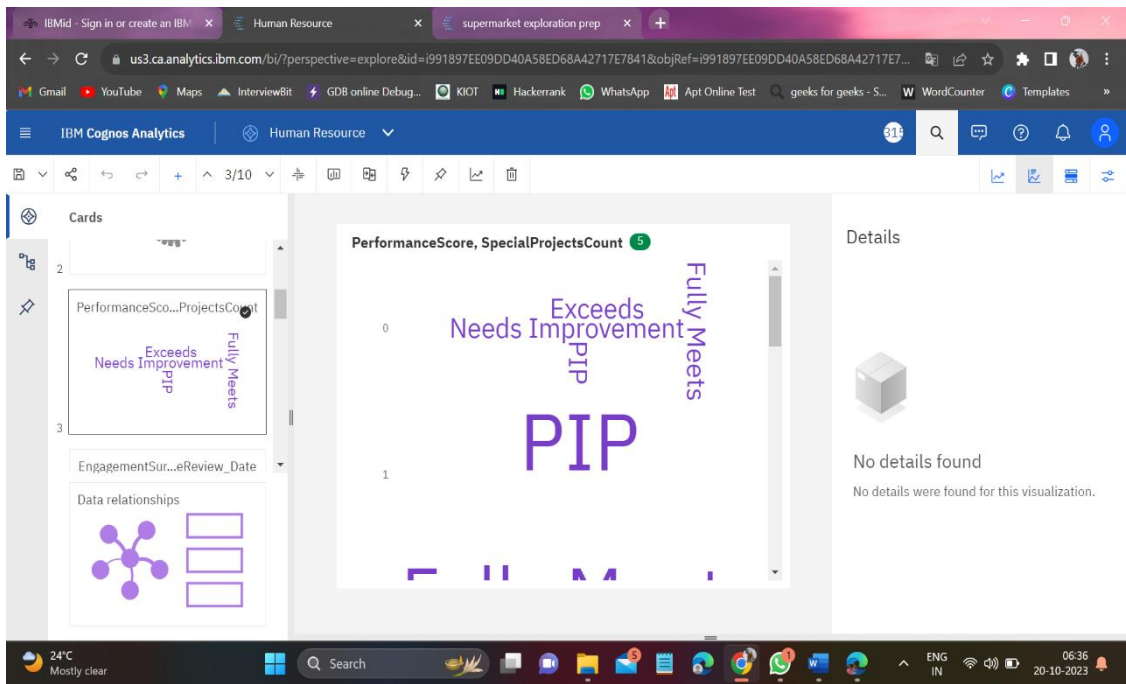


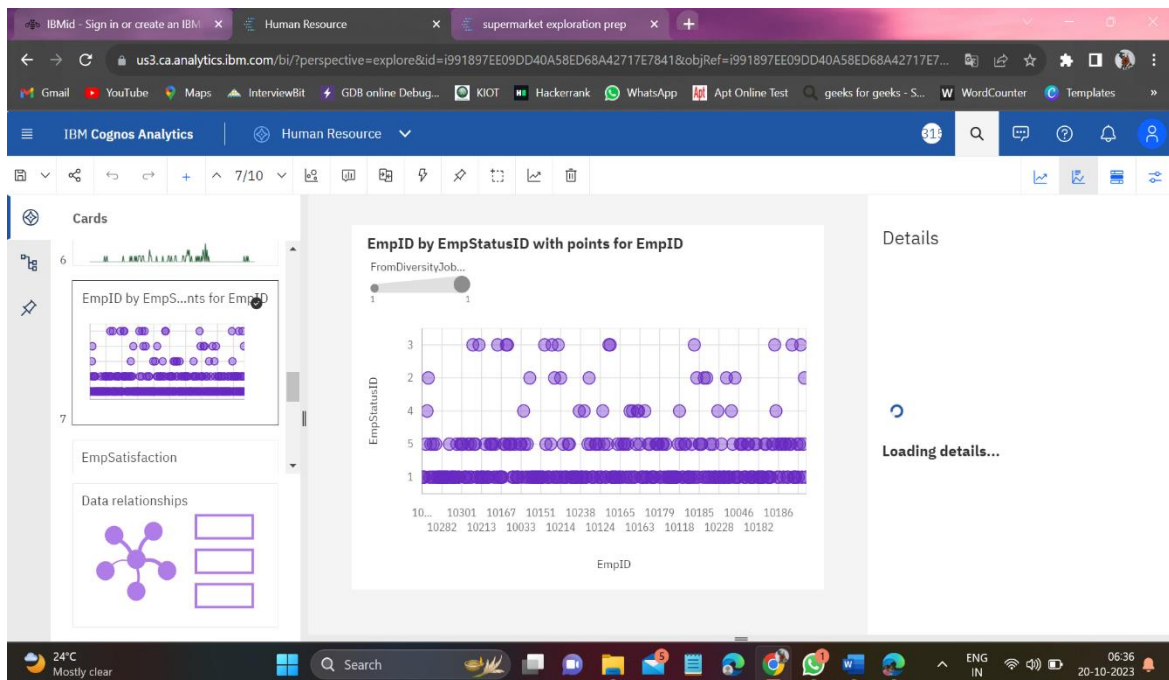
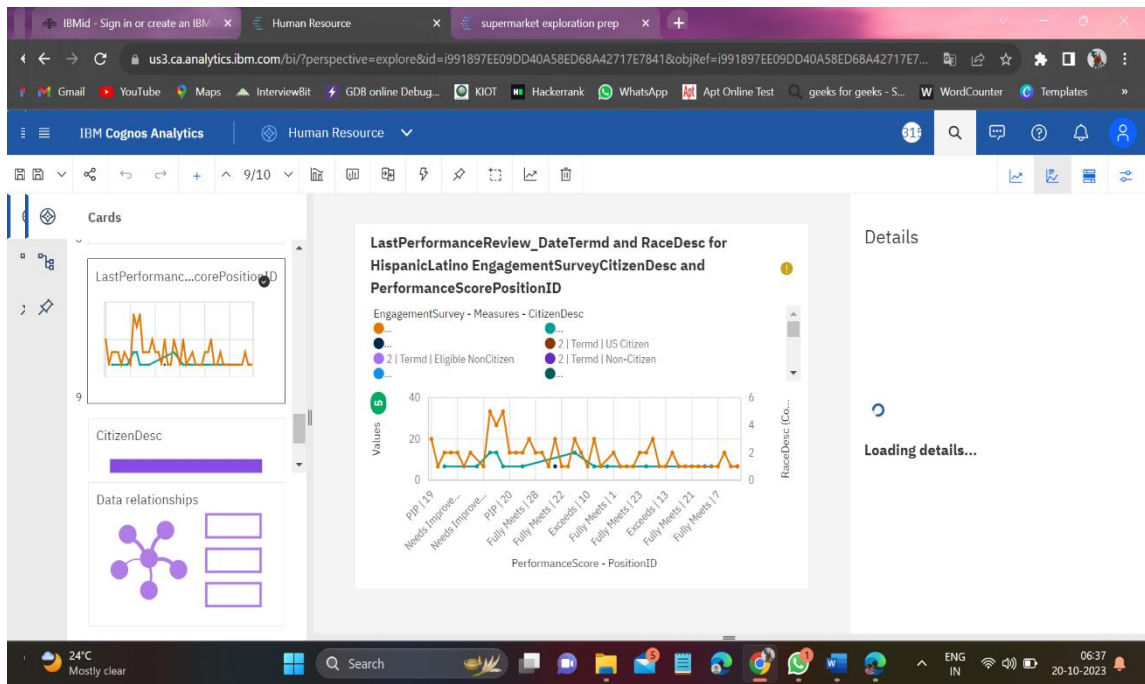
Task 3: Visualize the Data Set and Dashboard_s

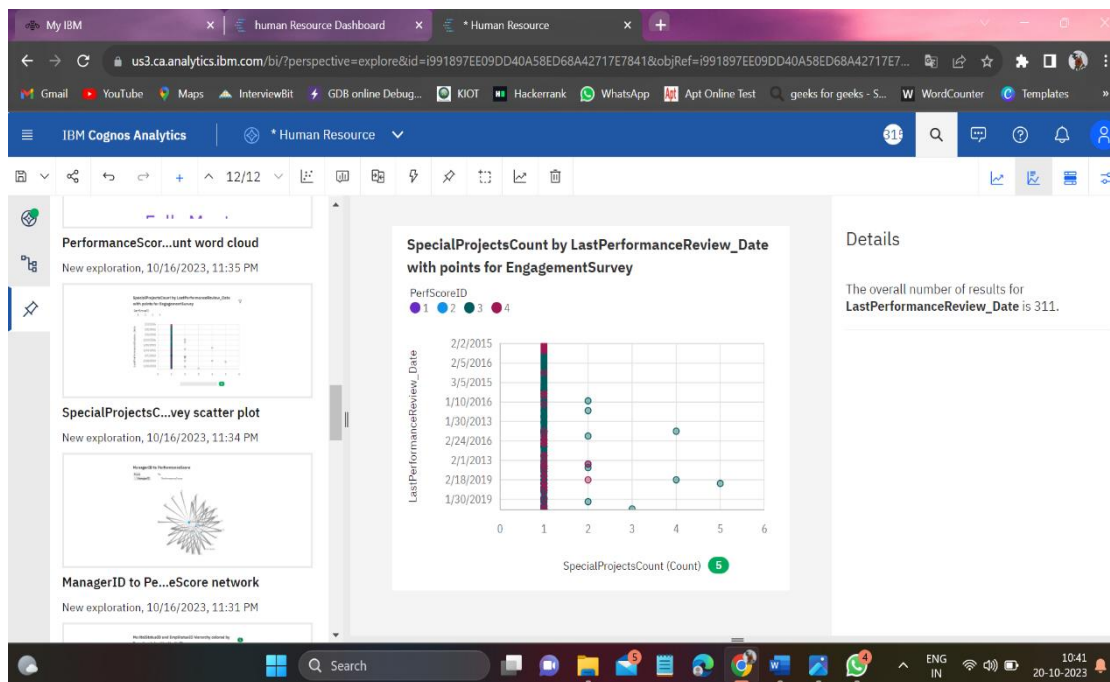
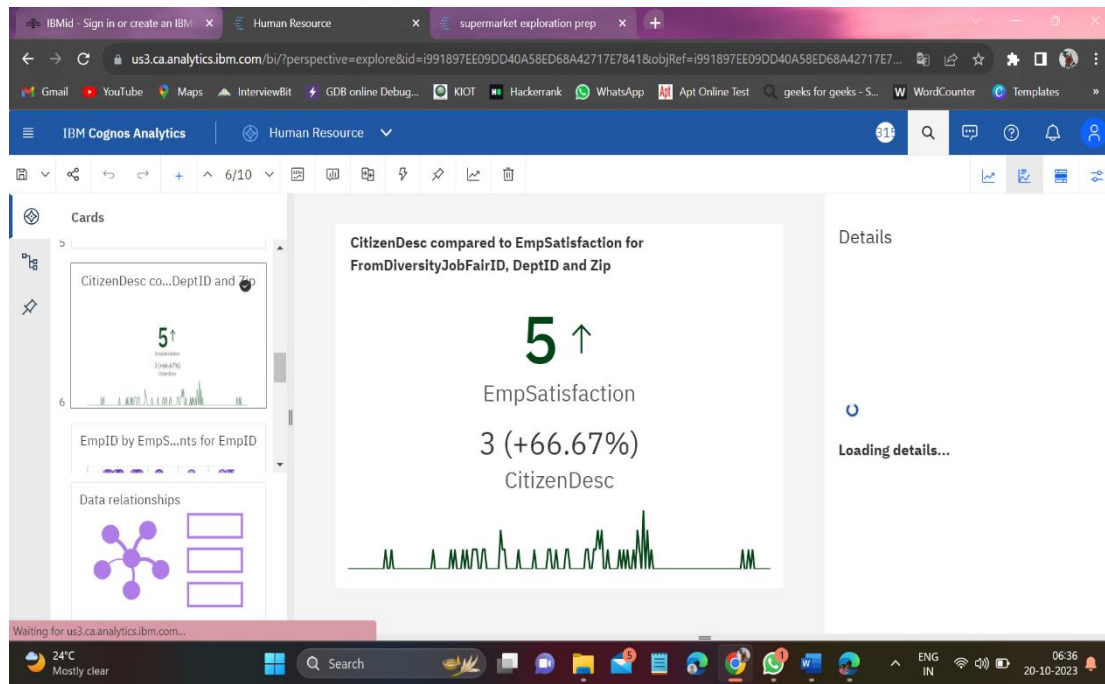
Step 1: Create Visualization charts and save it.



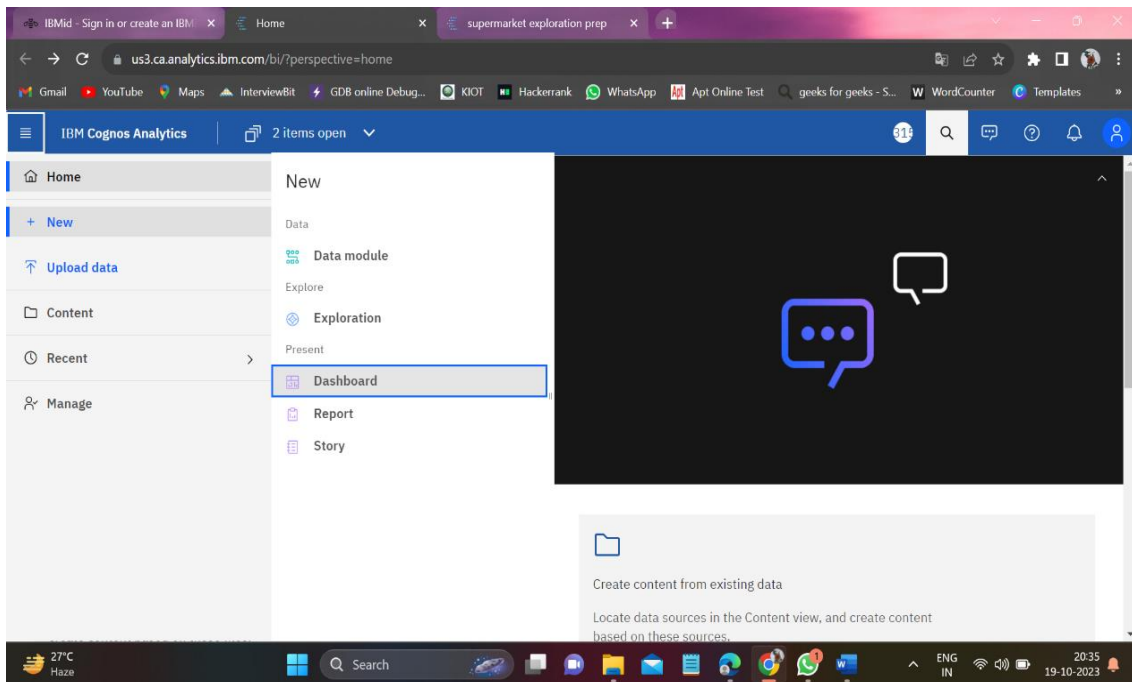




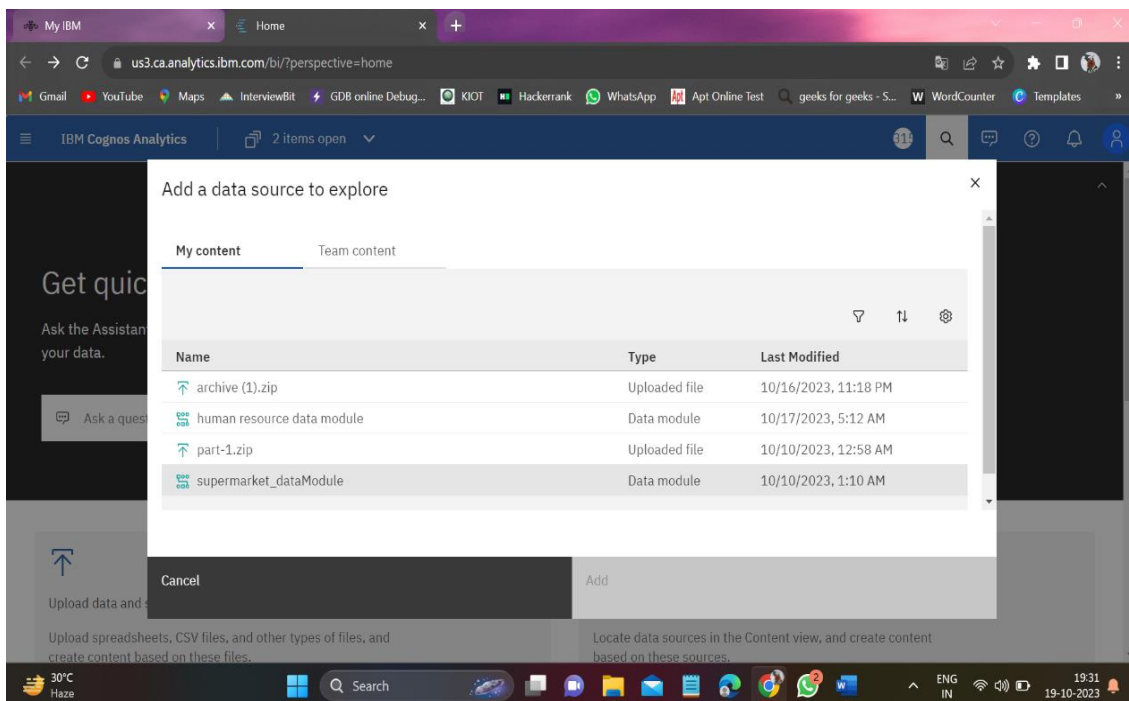




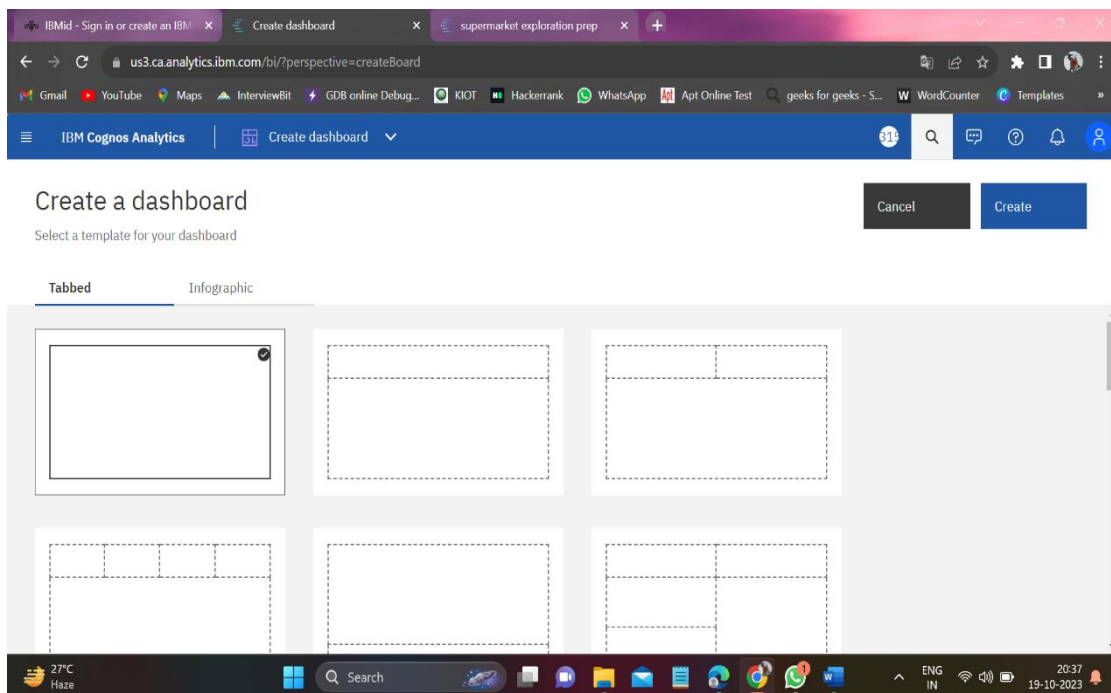
Step 2: Create the Dashboard



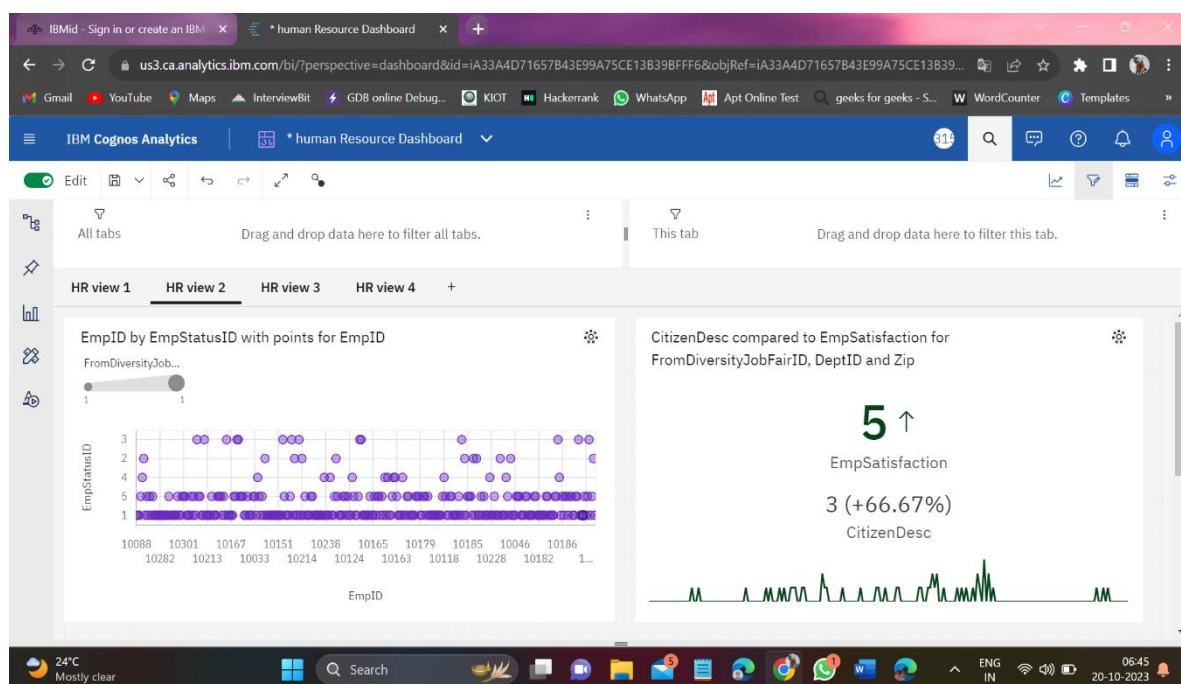
Step 4: Select the source file

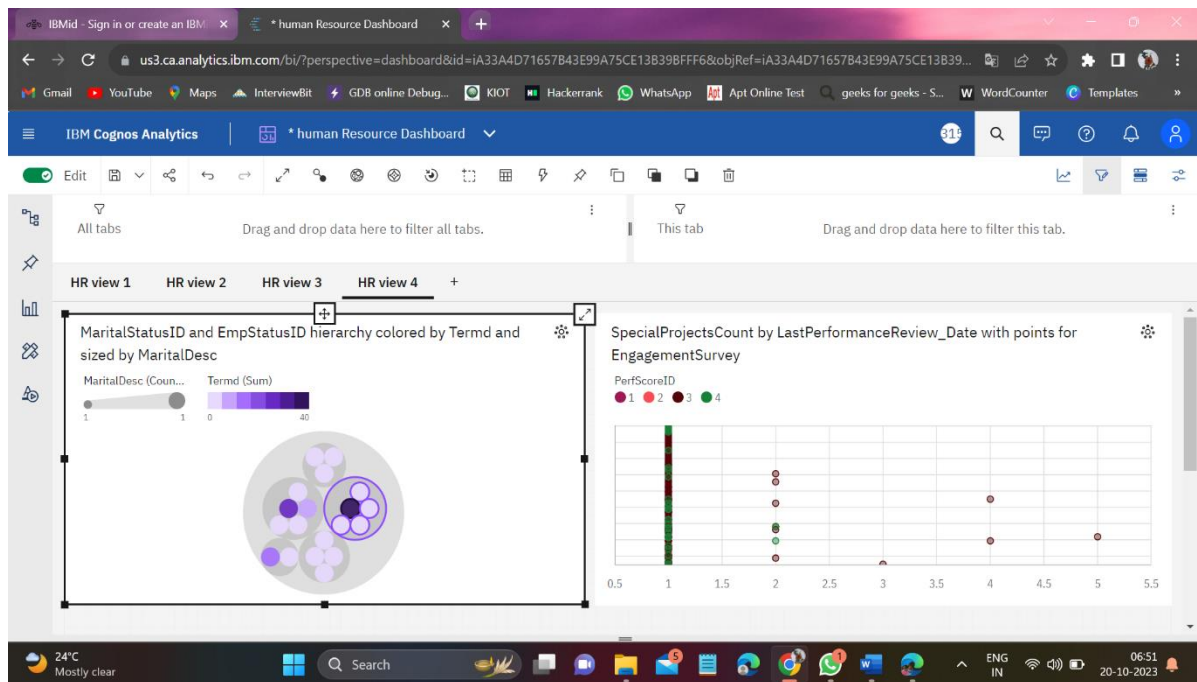


Step 3: Create Template for the Dashboard



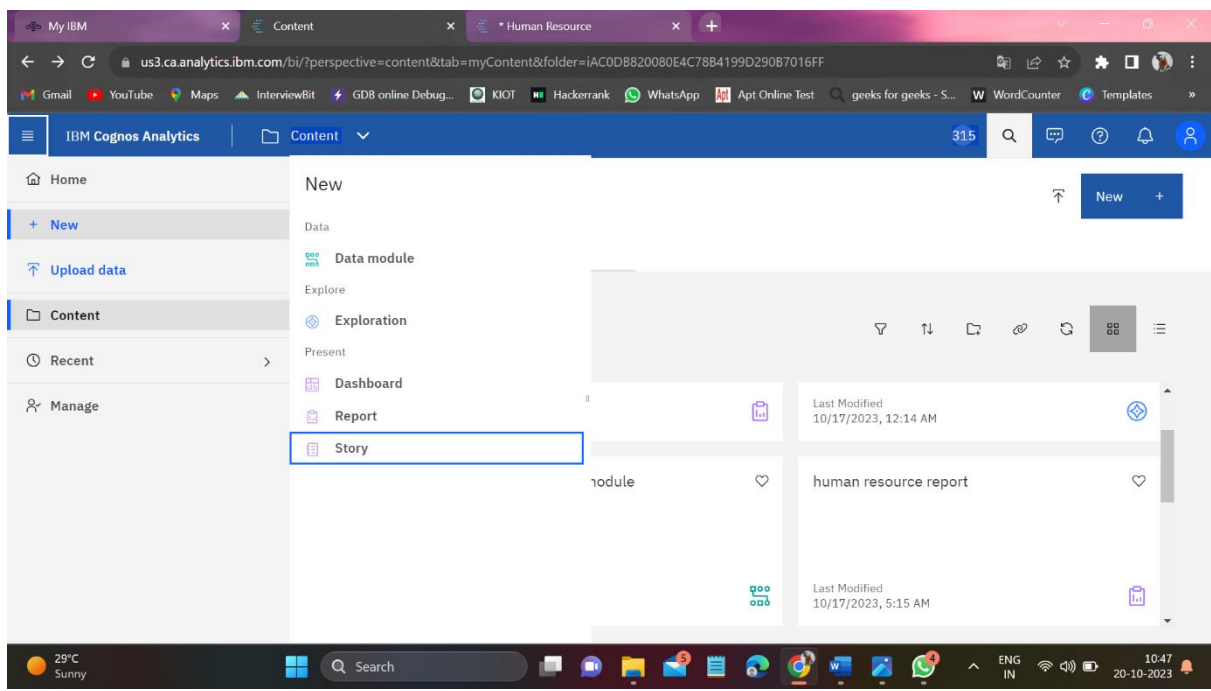
Step 5: Select Visualization charts for dashboard and save it for Dashboard Visualization.



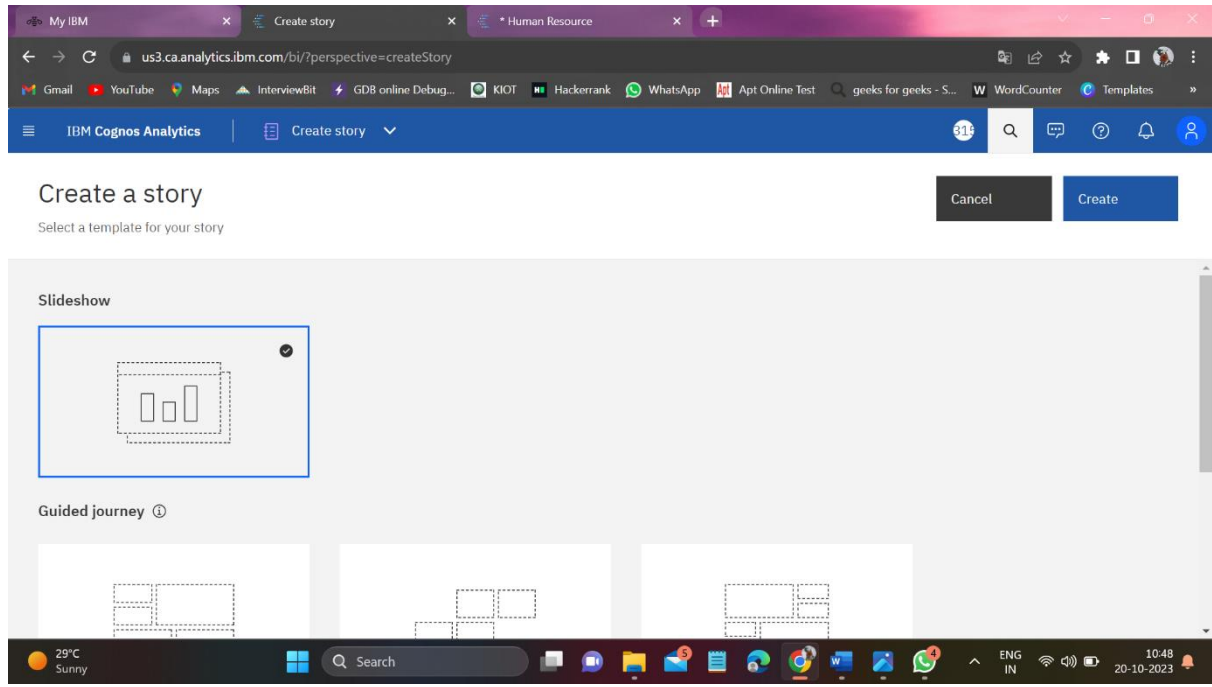


Task 4: Create story for the Dataset

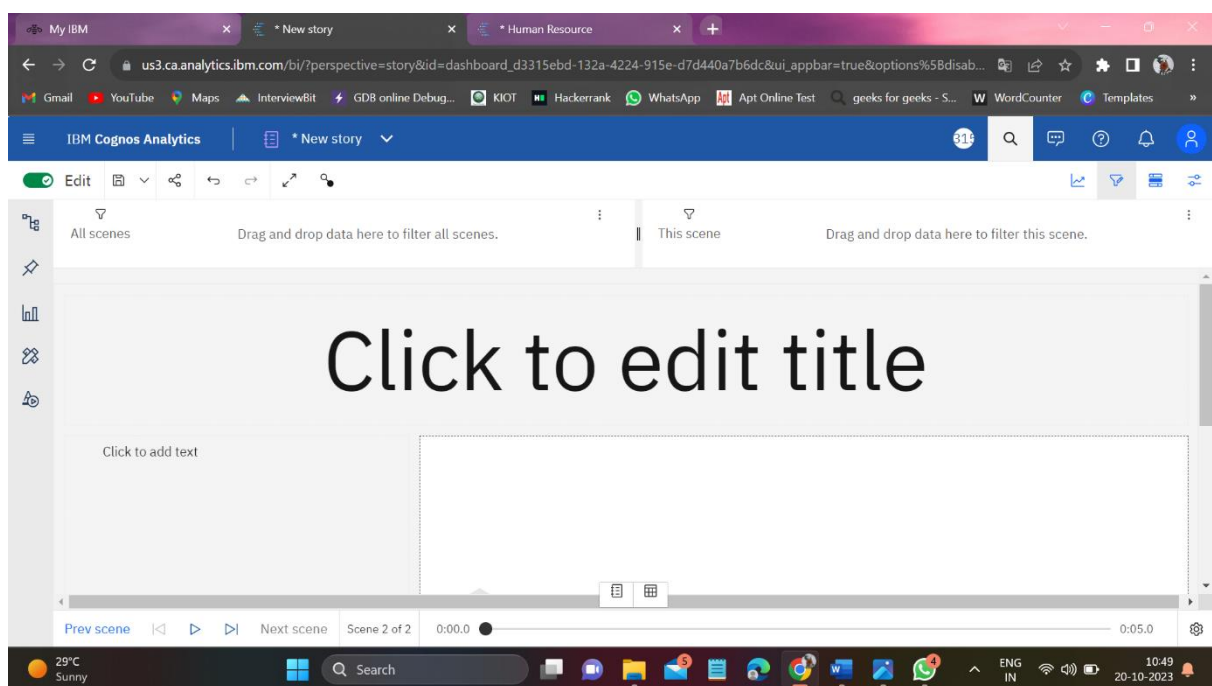
Step 1: Select the Story to create



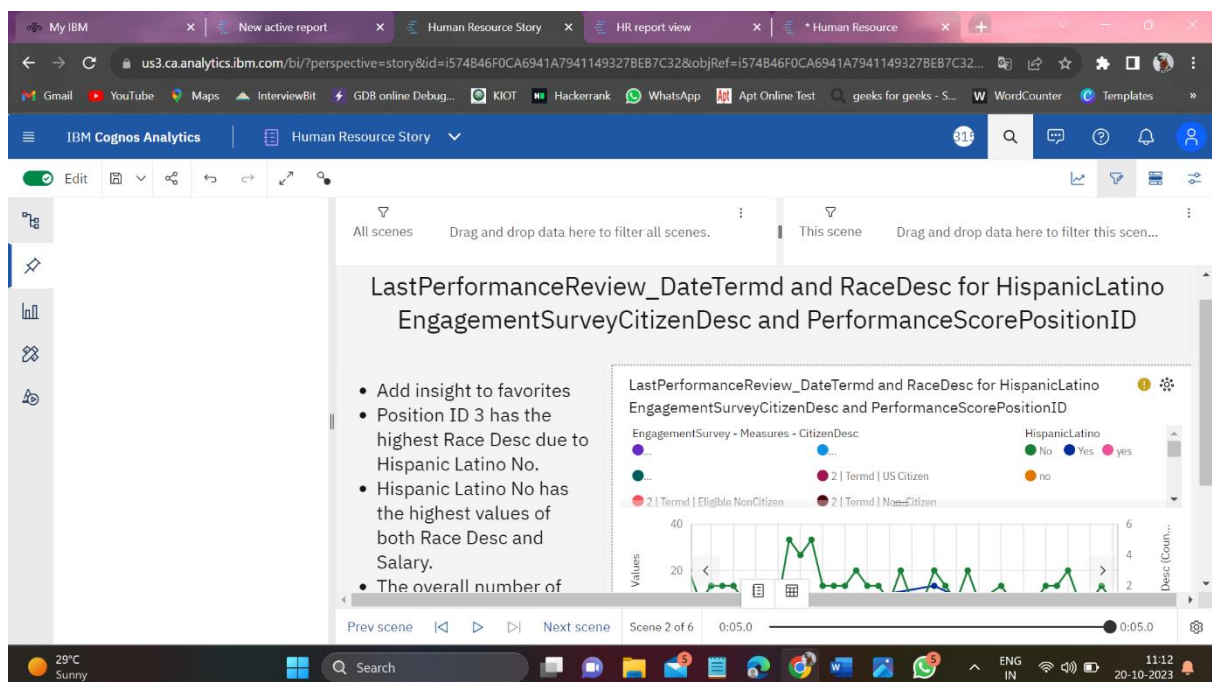
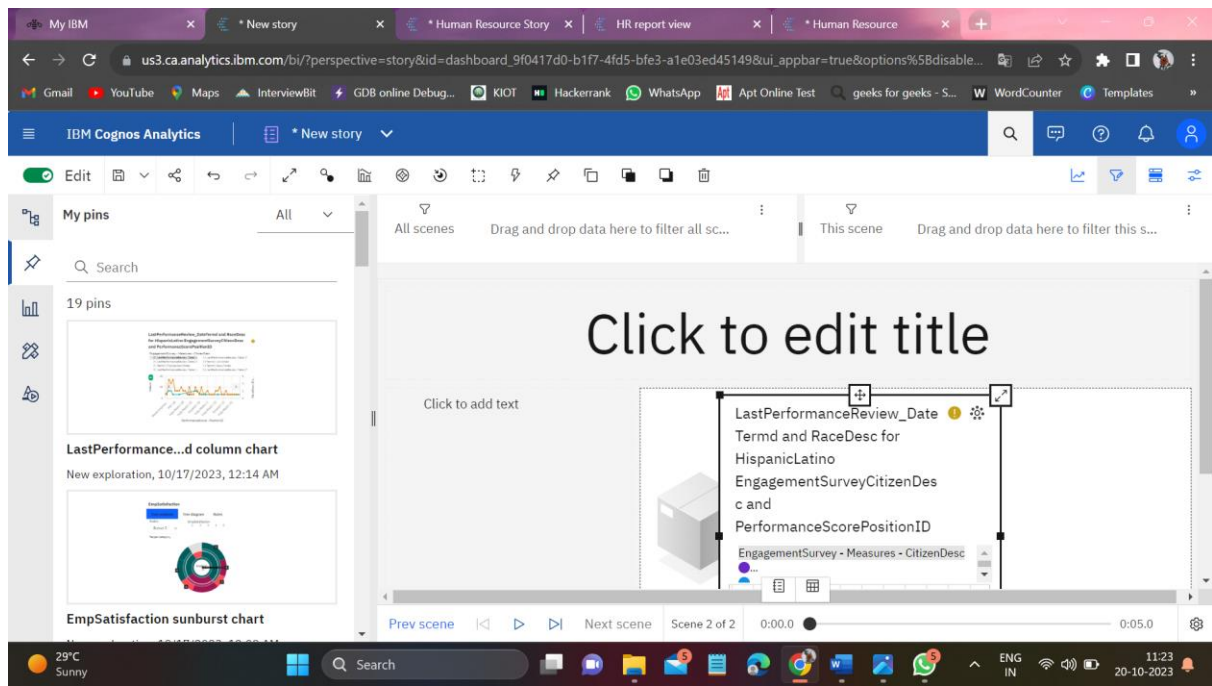
Step 2: Select the Template for story

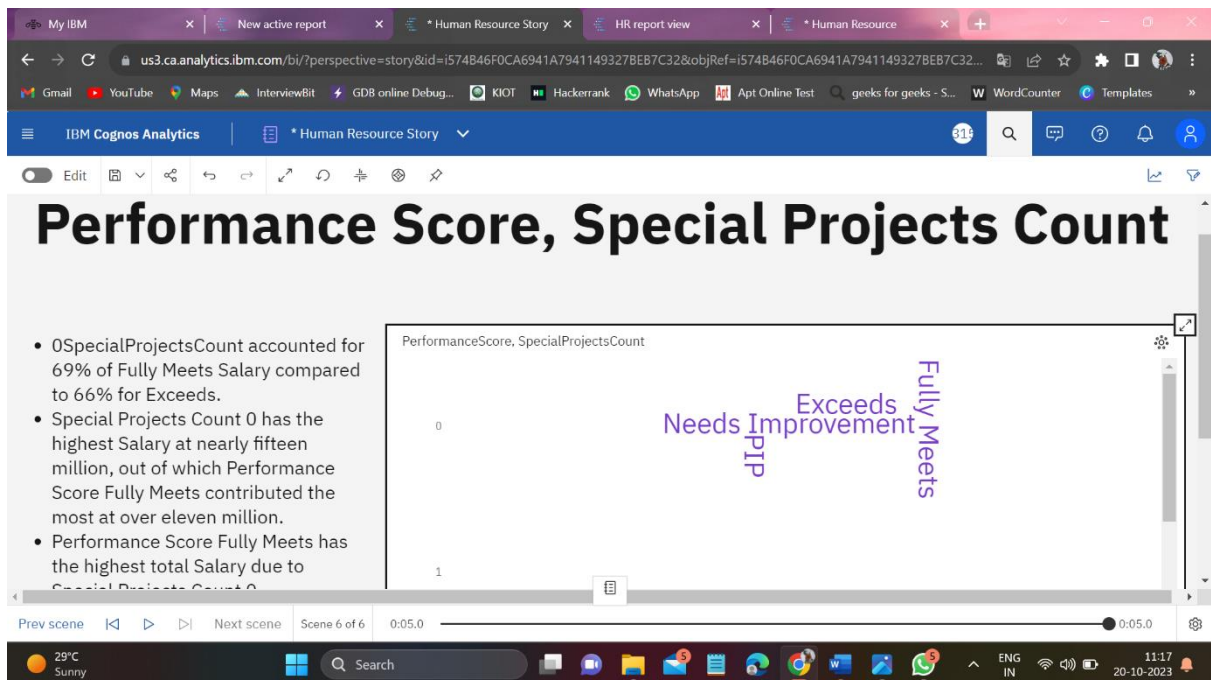
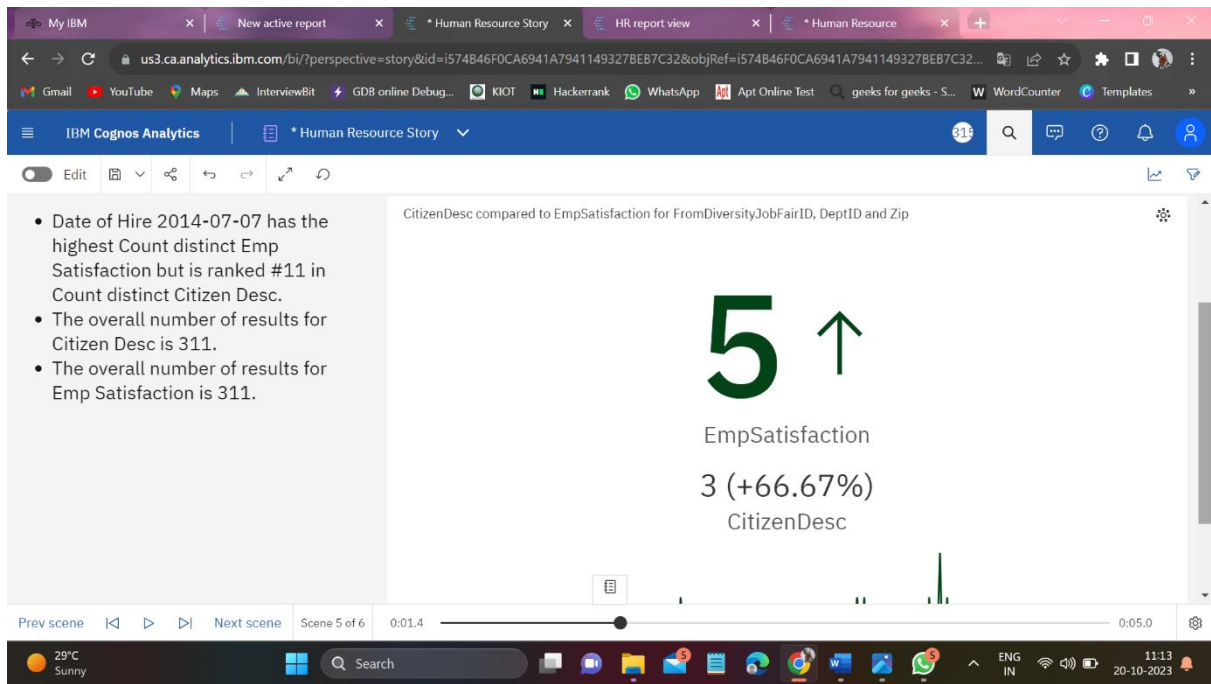


Step 3: Create the Story by using the Visualisation charts



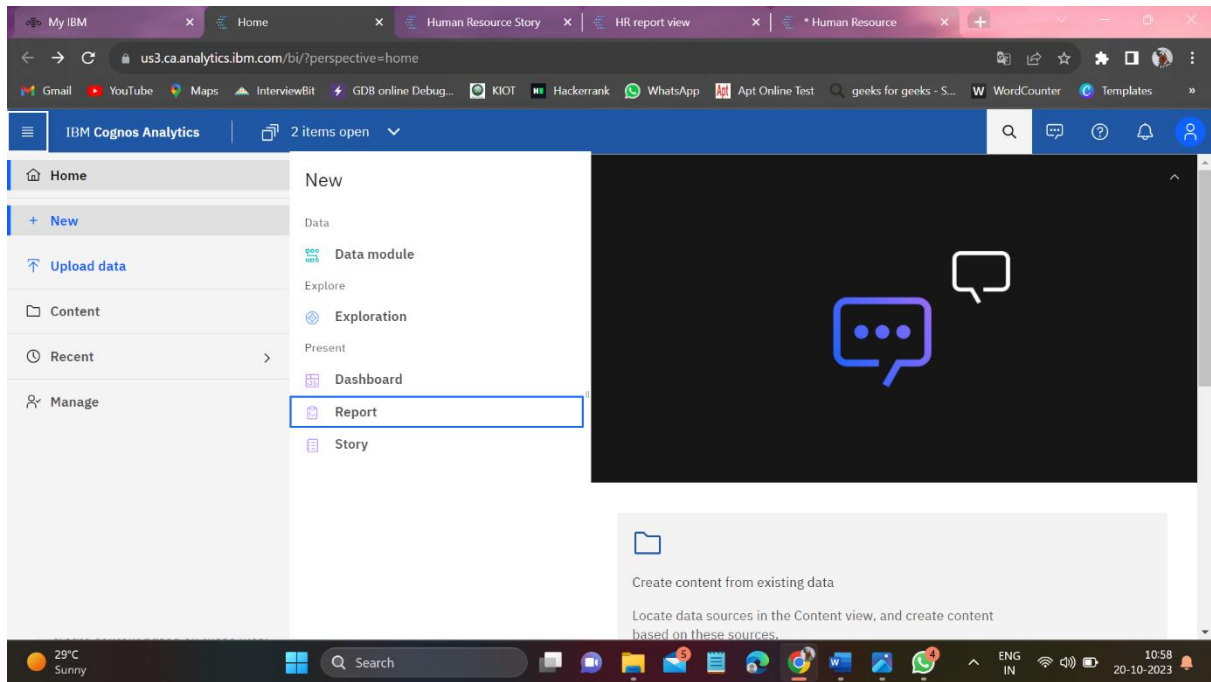
Step 4: Drop the visualisation charts into respected area and to narrate the visualization use the Analytics option



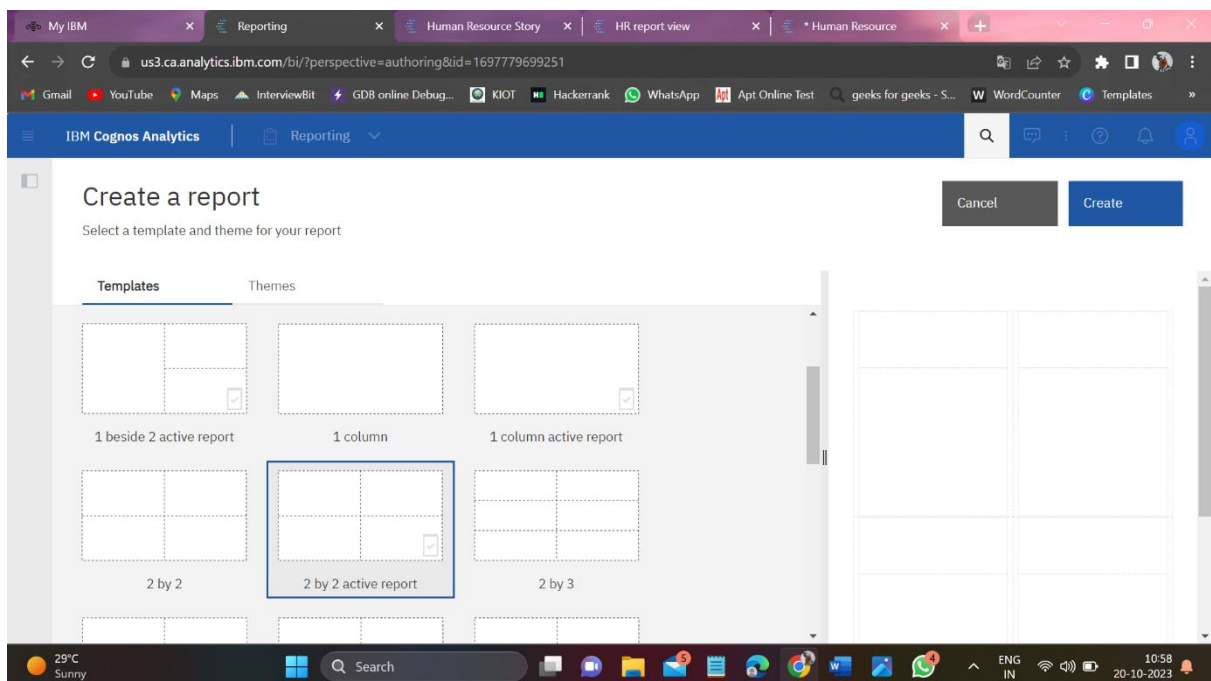


Task 4: Create Report for the Dataset

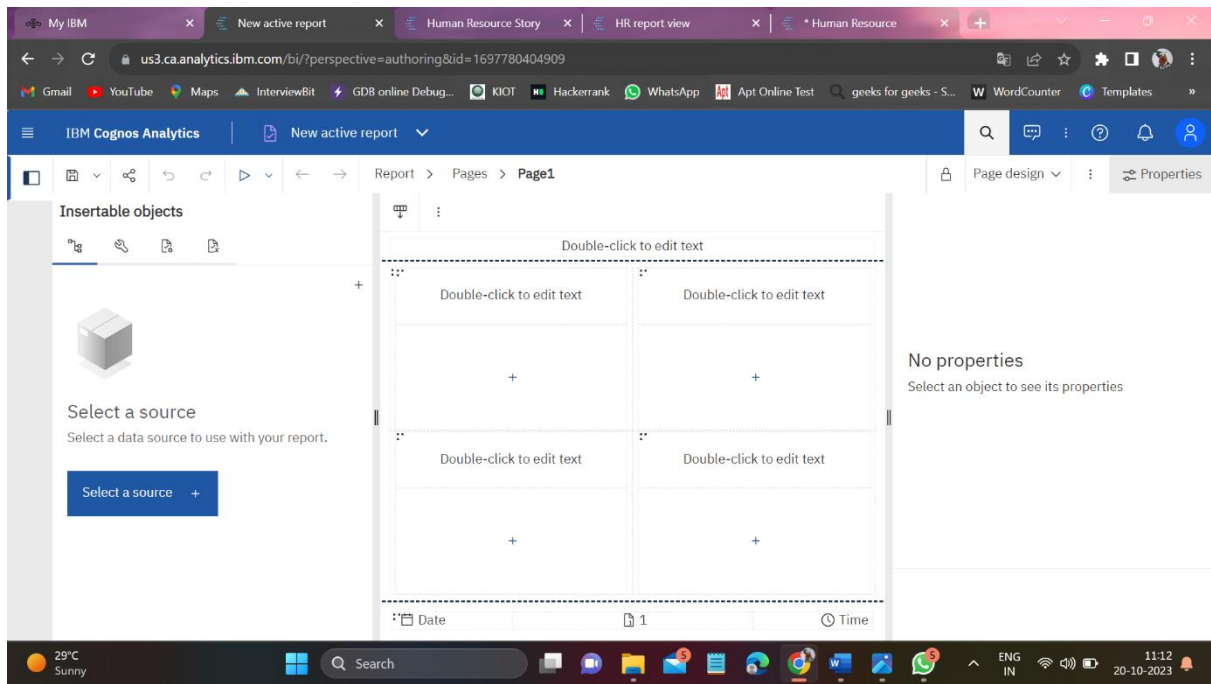
Step 1: Select the Report to create



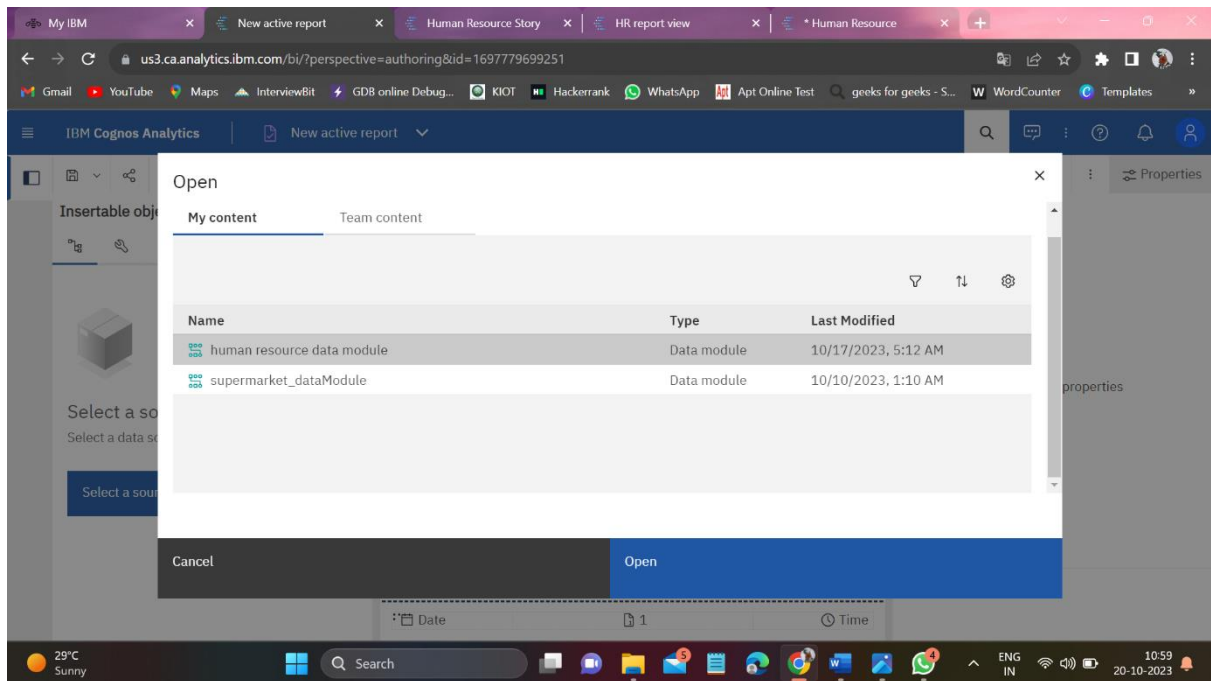
Step 2: Select the template for the report

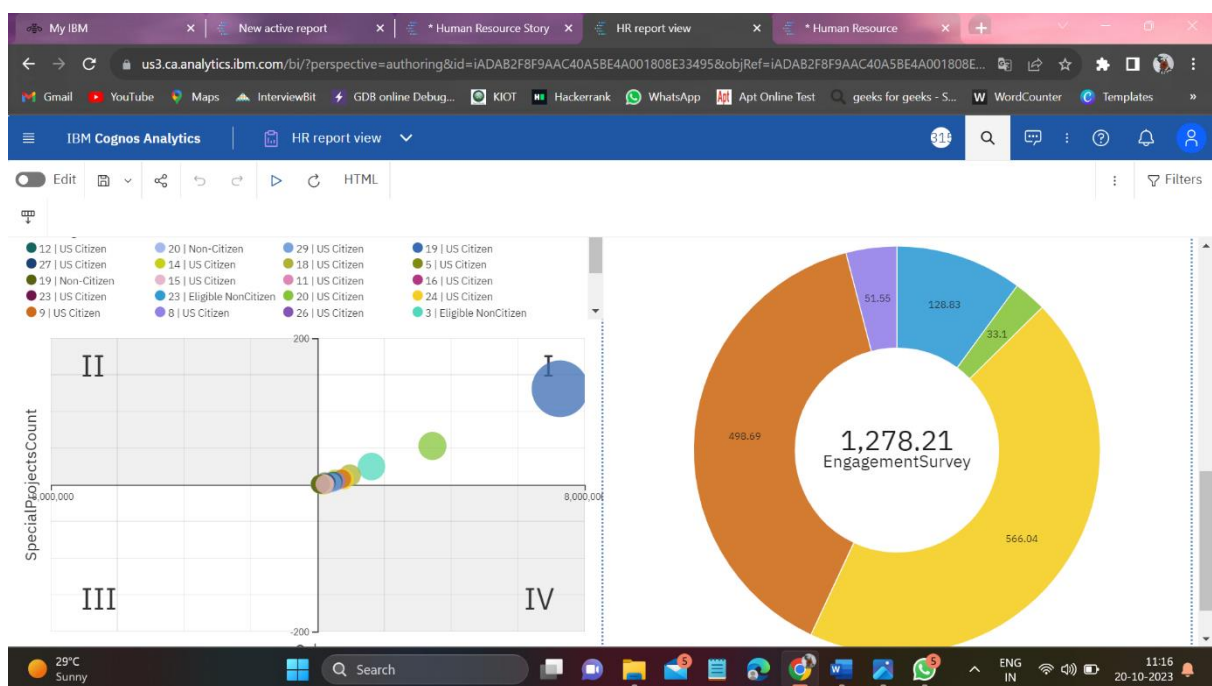
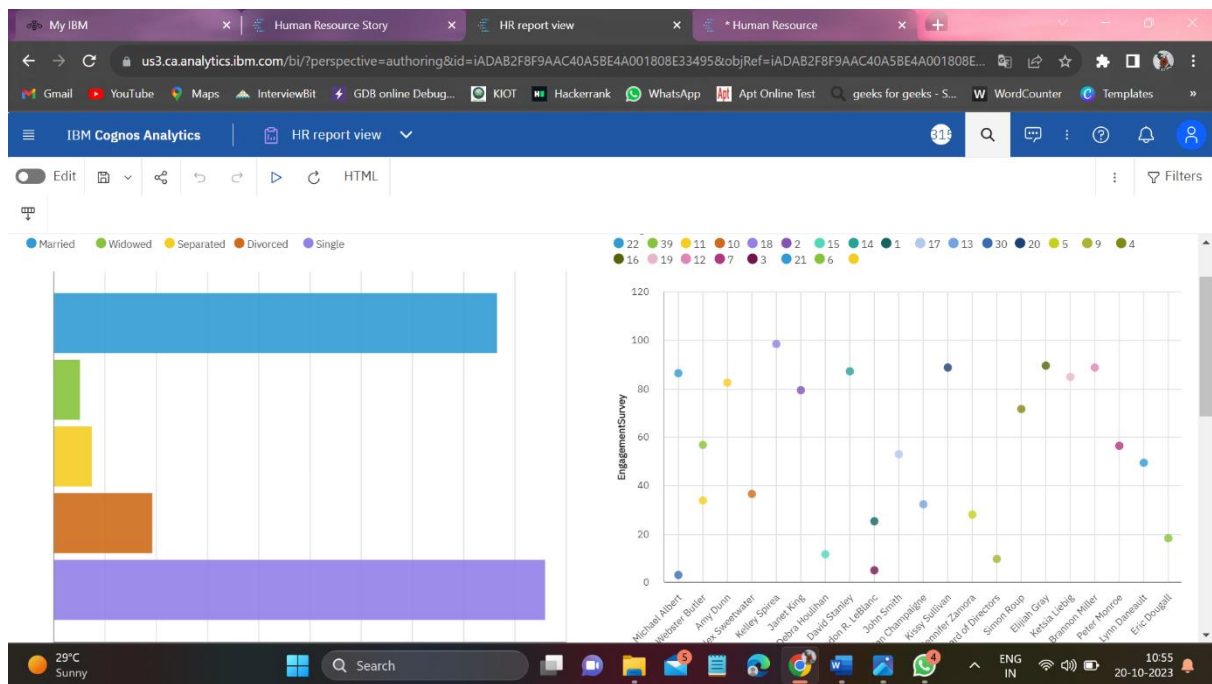


Step 3: Create the Report by using the Visualisation charts



Step 4: Select the data module to do report and visualise the dataset as report





Thus, the Story and Report was created and visualized for the HR Scorecard – Talent Management