The Cognos HR Scorecard: Measuring Success in Talent Management

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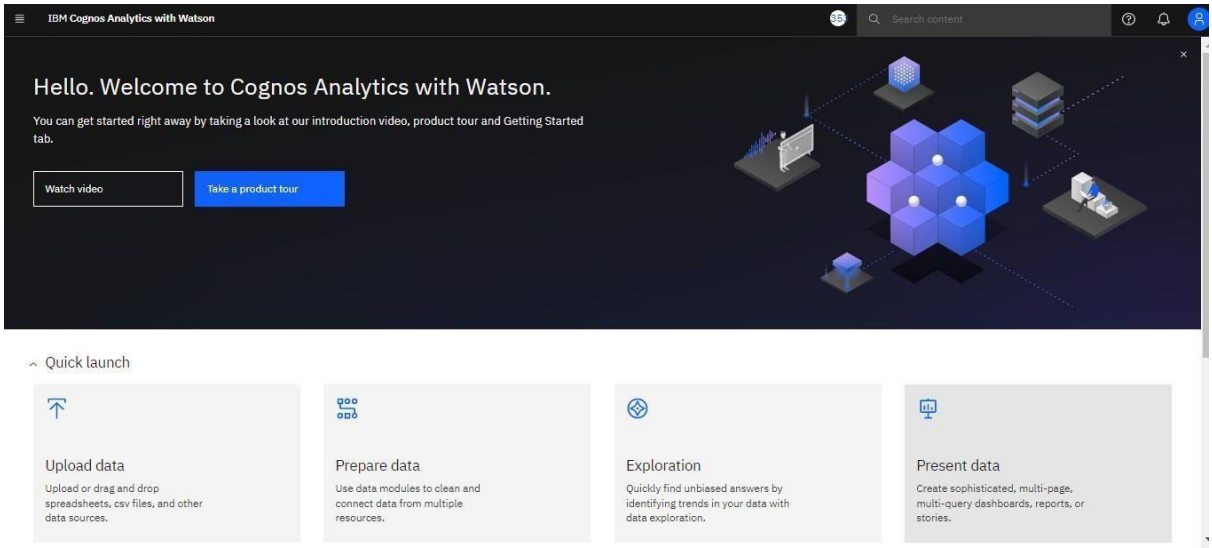
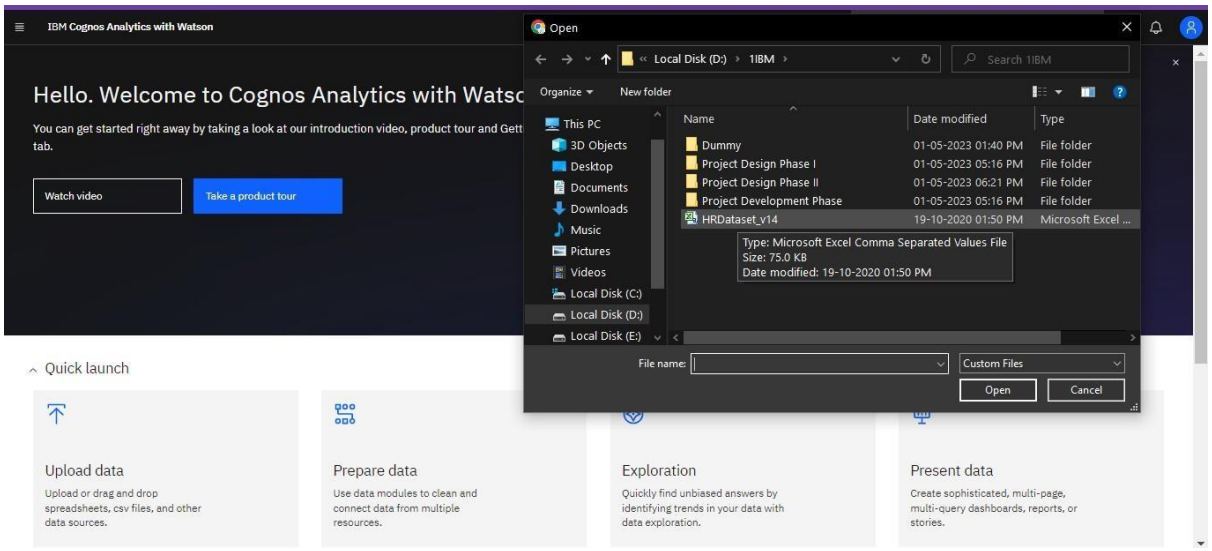
IBM ID:2k20cse130@kiot.ac.in

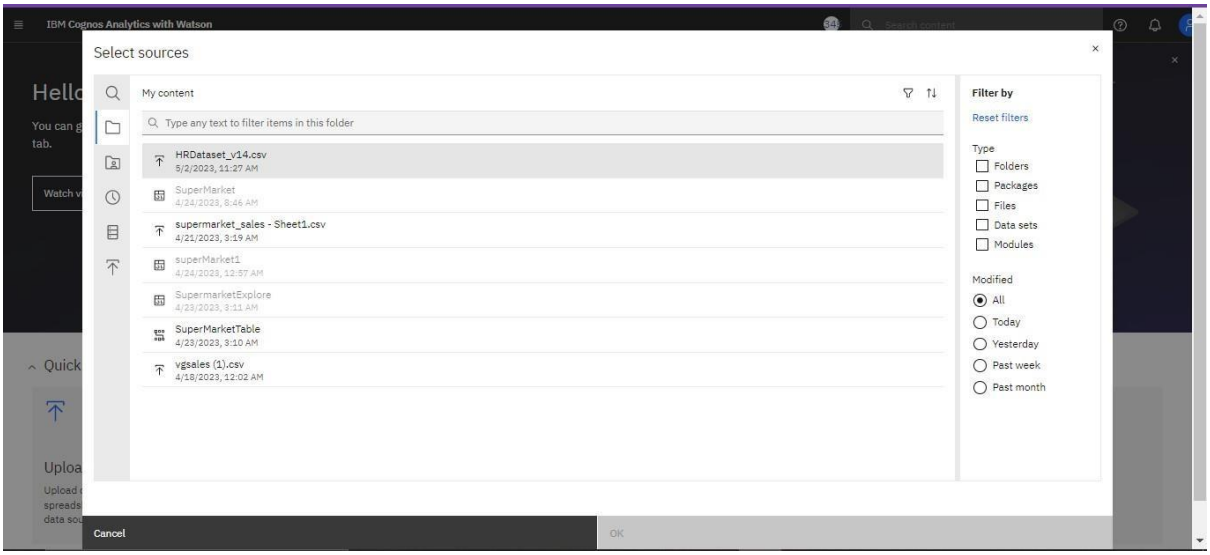
TASK 1: Upload the dataset:

Step 1: Upload the data(CSV file) in the Cognos.

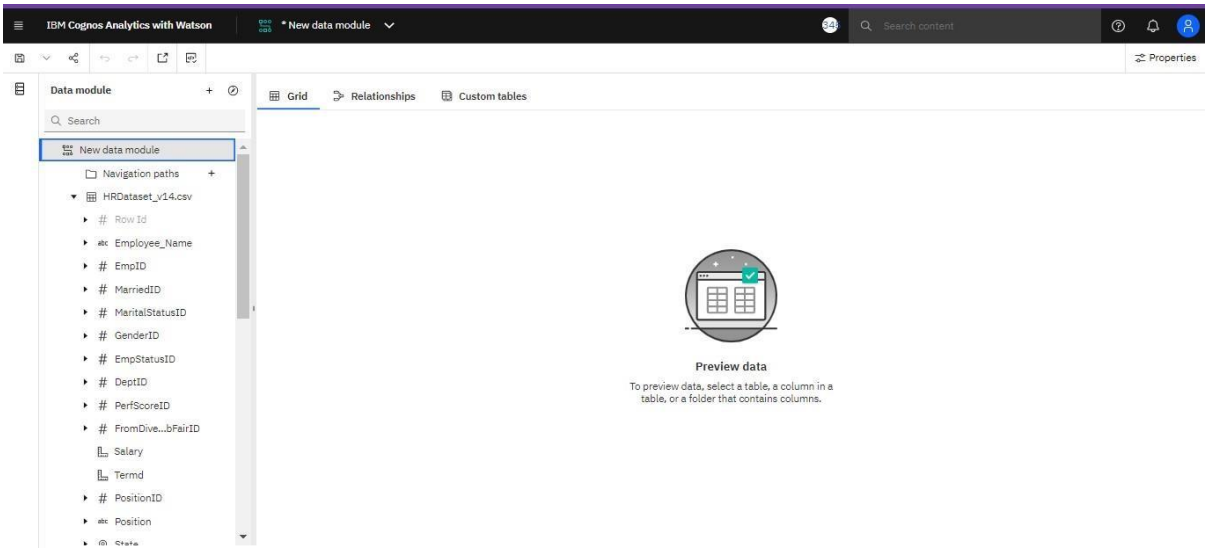


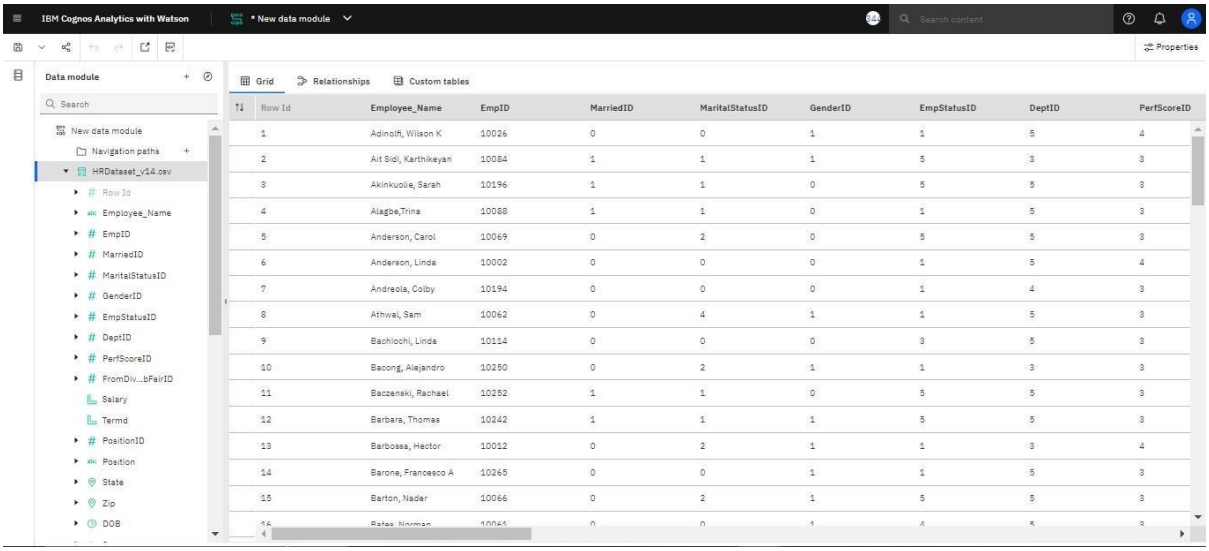


Step 2 : Prepare the Data Set. Select the source CSV file.



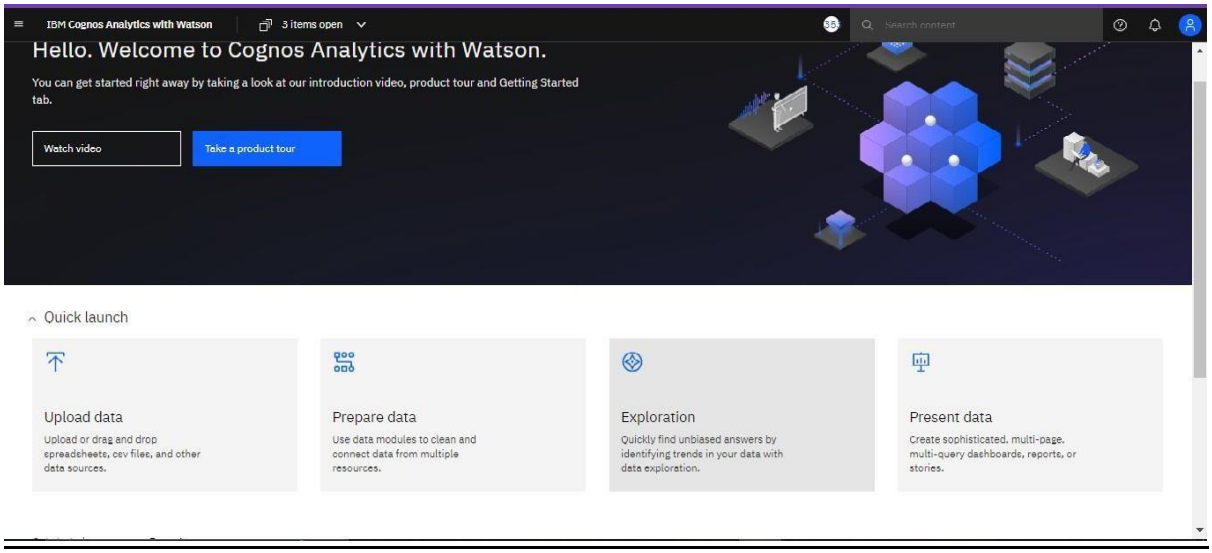
Step 4 : After uploading, grid displays the table value of the CSV file.



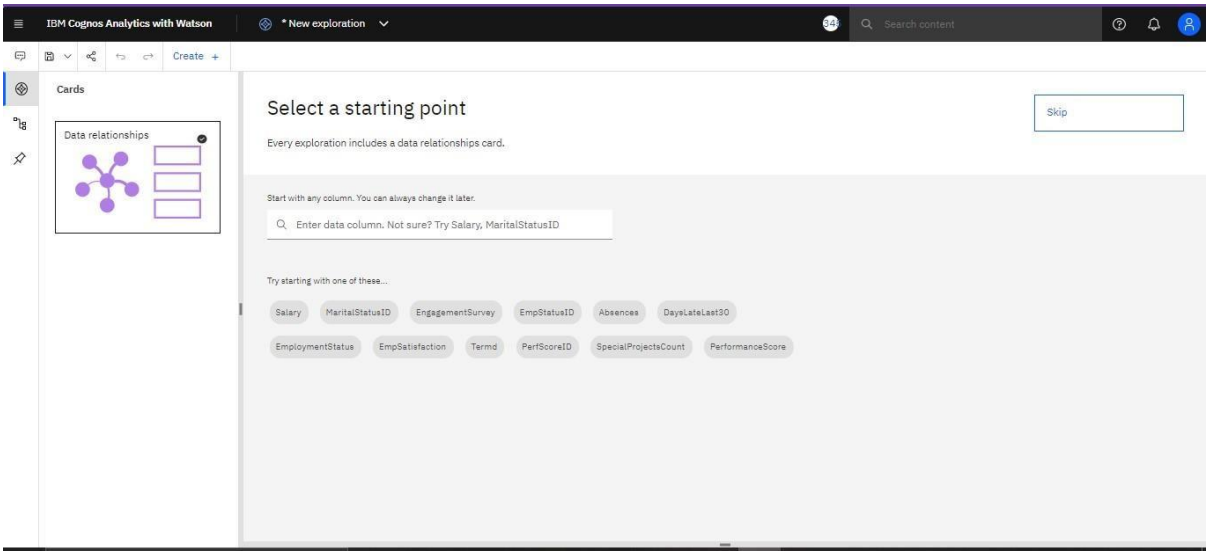


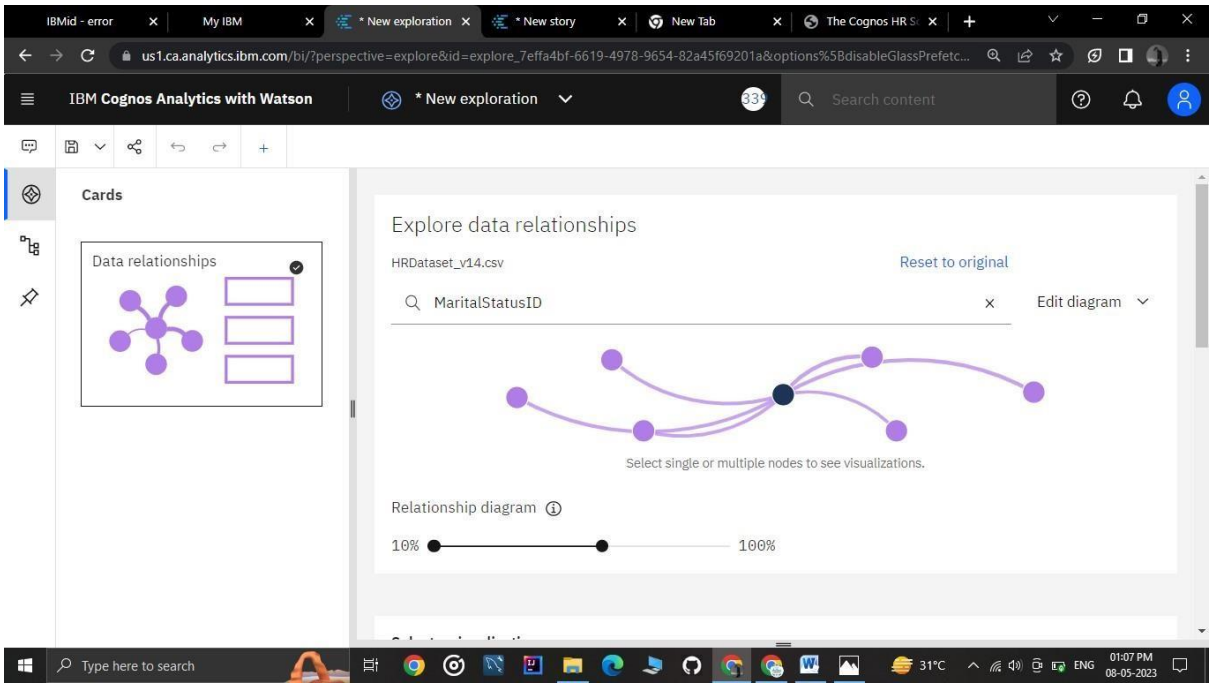
TASK 2: Explore the dataset.

Step 1: Select the Exploration.



Step 2: Explore the dataset.


IBM Cognos Analytics with Watson
* New exploration
Search content
Create
Cards
Data relationships
Select a starting point
Skip
Every exploration includes a data relationships card.
Start with any column. You can always change it later.
Enter data column. Not sure? Try Salary, MaritalStatusID
Try starting with one of these...
Salary
MaritalStatusID
EngagementSurvey
EmpStatusID
Absences
DaysLateLast30
EmploymentStatus
EmpSatisfaction
Termd
PerfScoreID
SpecialProjectsCount
PerformanceScore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My IBM
* New exploration
* New story
New Tab
The Cognos HR S
us1.ca.analytics.ibm.com/bi/?perspective=explore&id=explore_7effa4bf-6619-4978-9654-82a45f69201a&options%5BdisableGlassPrefetc...
IBM Cognos Analytics with Watson
* New exploration
339
Search content
Cards
Data relationships
Explore data relationships
HRDataset_v14.csv
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Select single or multiple nodes to see visualizations.
Relationship diagram
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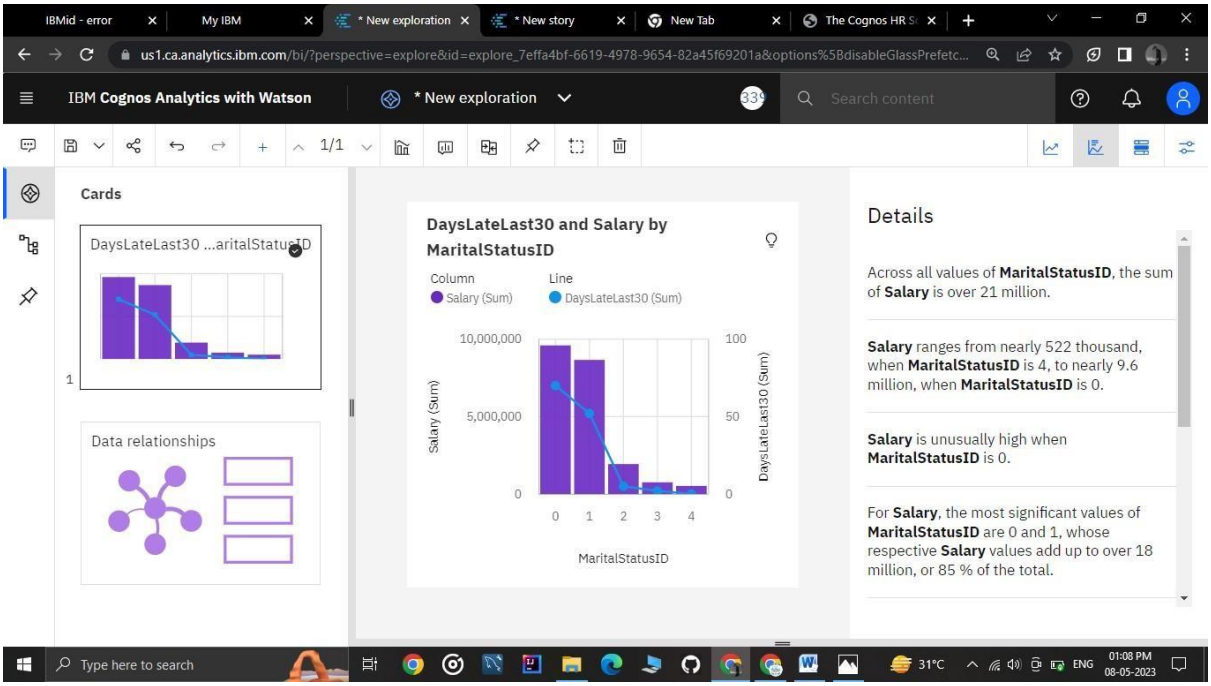
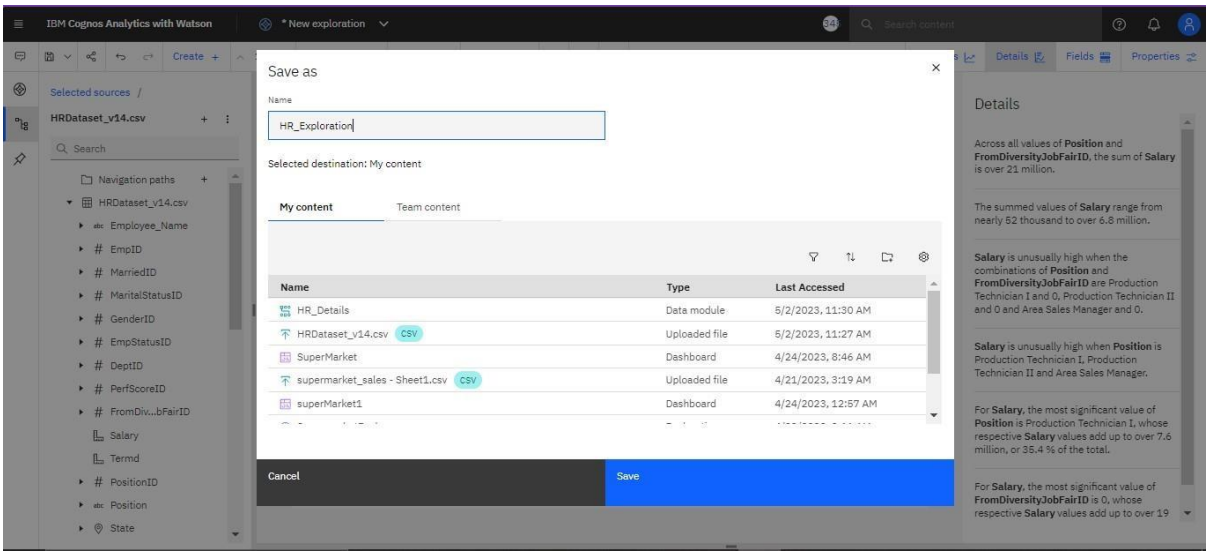
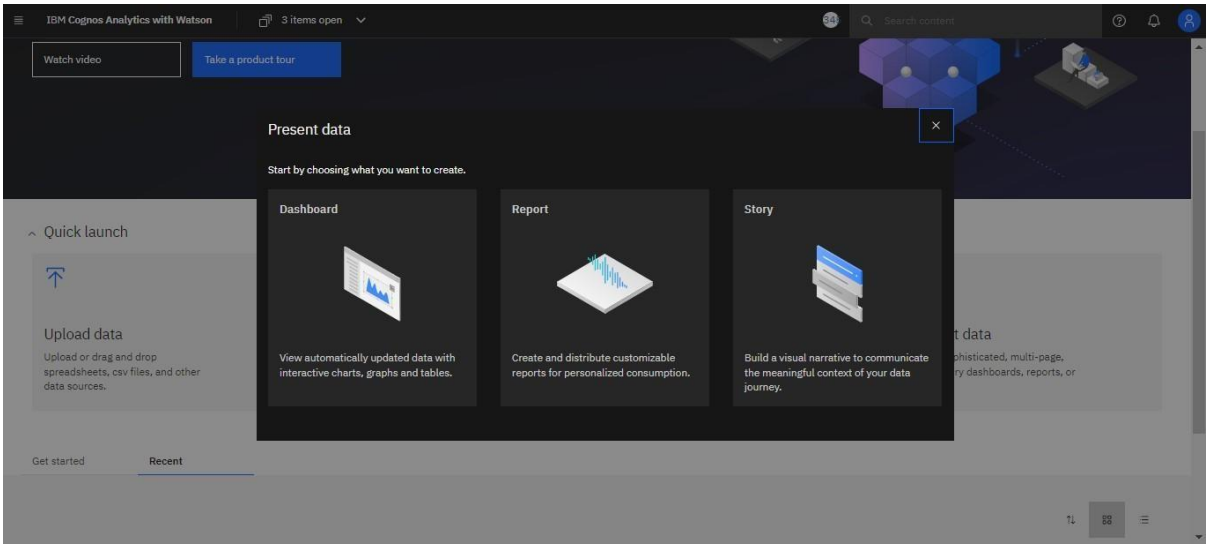


Step 3: Save it.

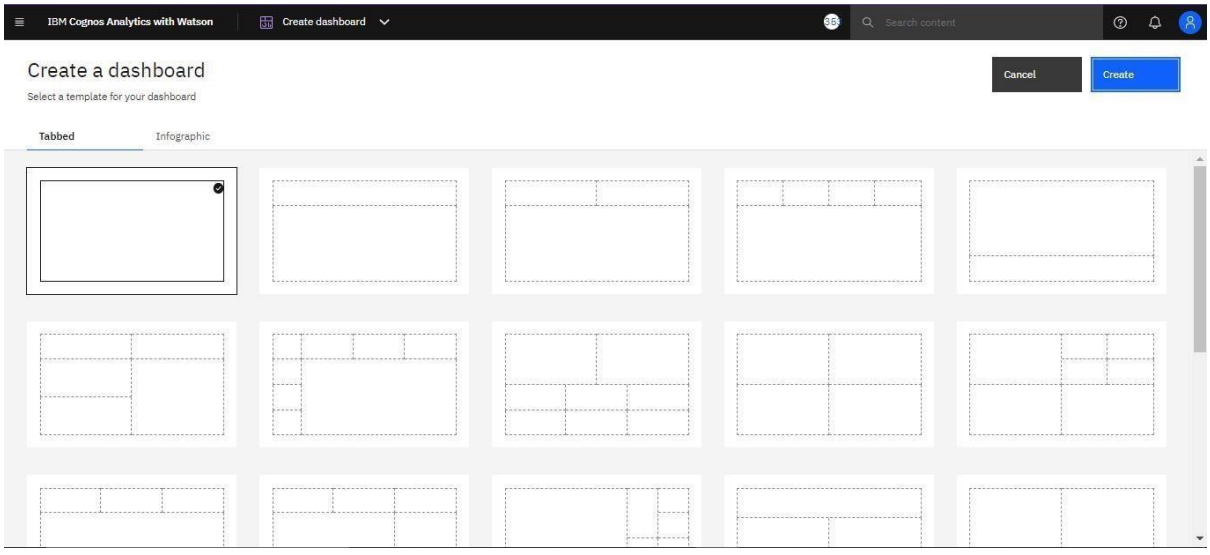


TASK 3: CREATION OF DASH BOARD.

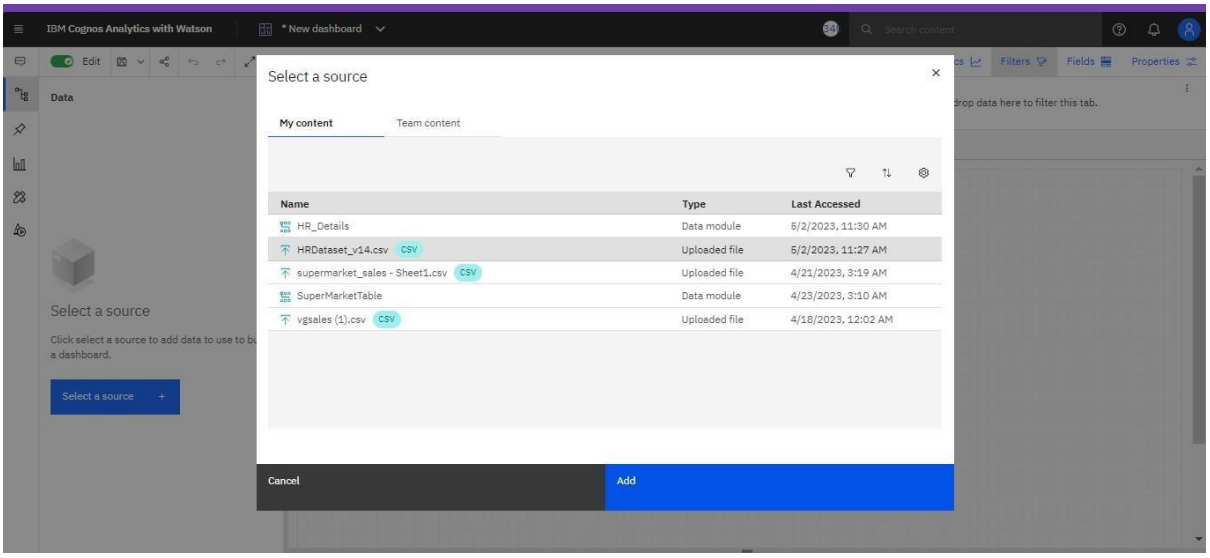
Step 1: Create the Dash Board.



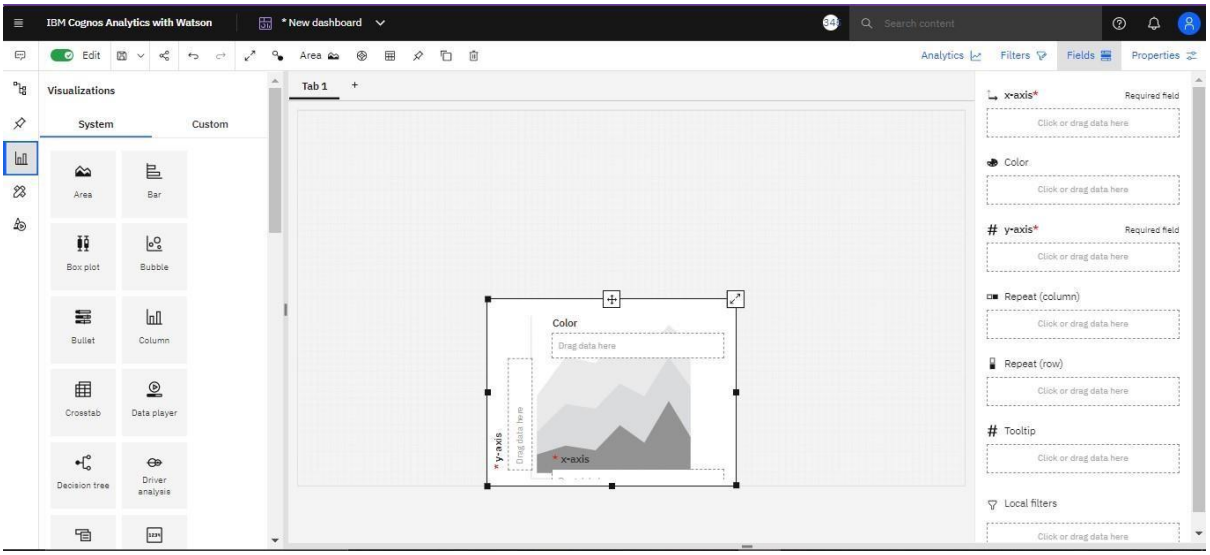
Step 2: Create Template for the Dash Board.



Step 3: Select Source file.

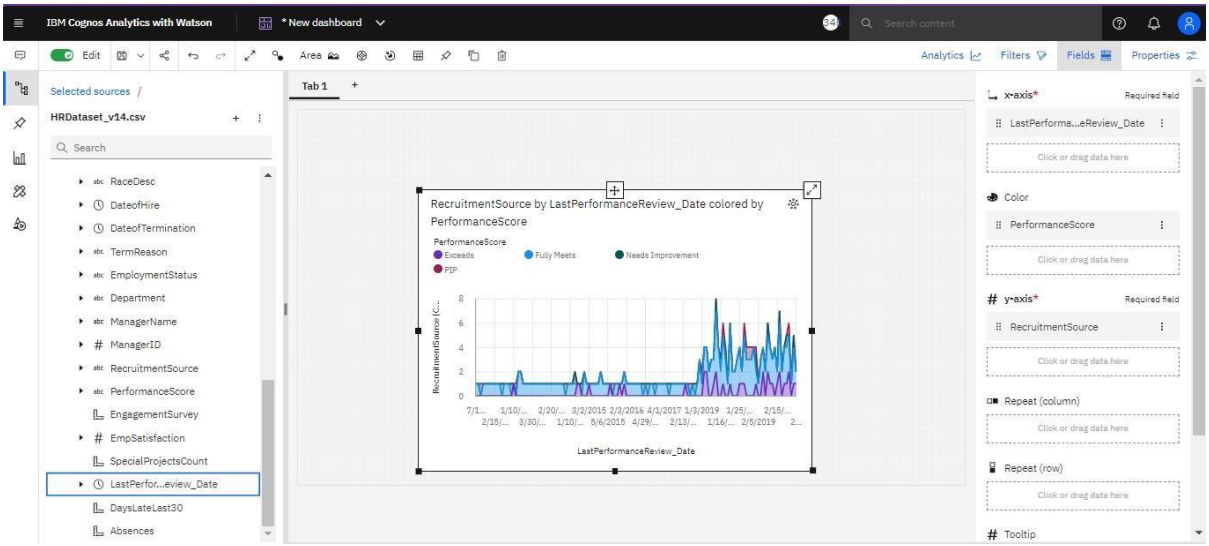


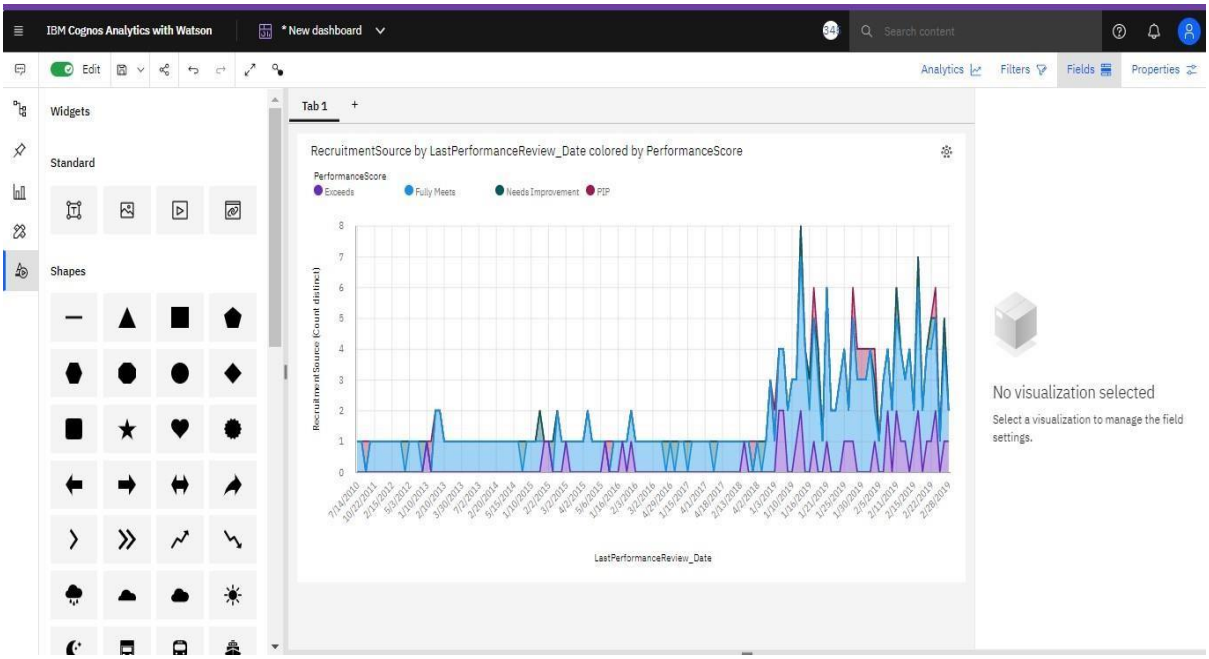
Step 4: Select Visualization Type.

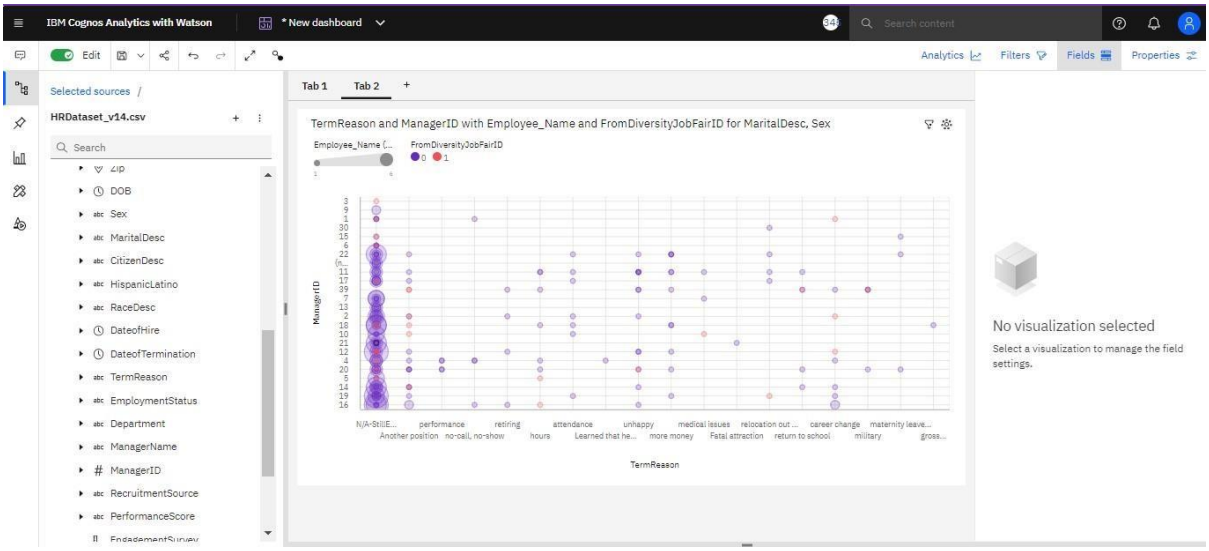


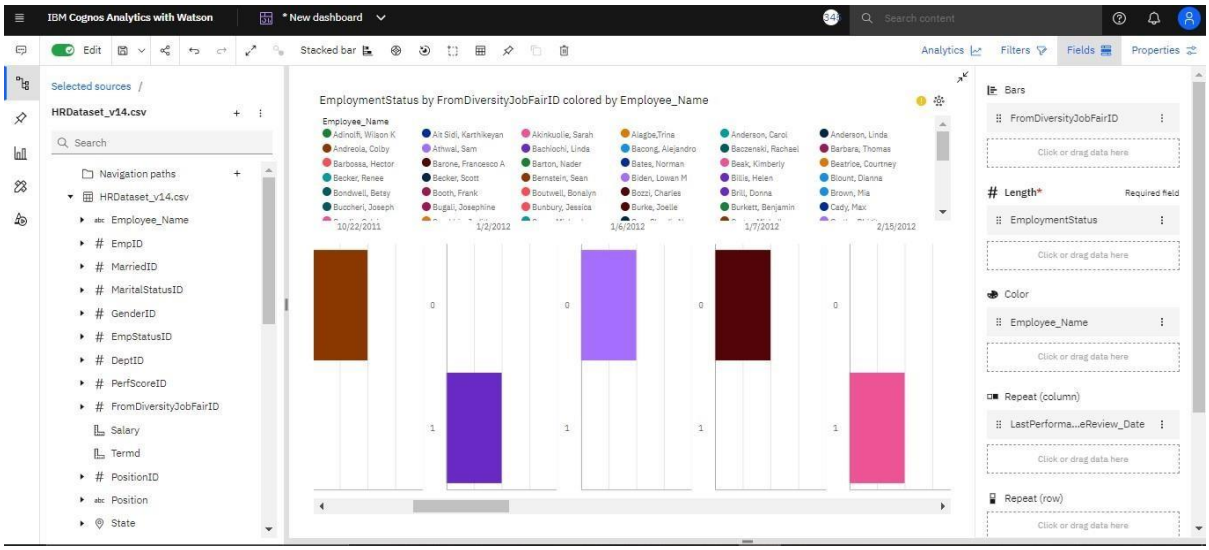
Step 5: Create Visualization Charts And Save it.

Present the Data Sets.

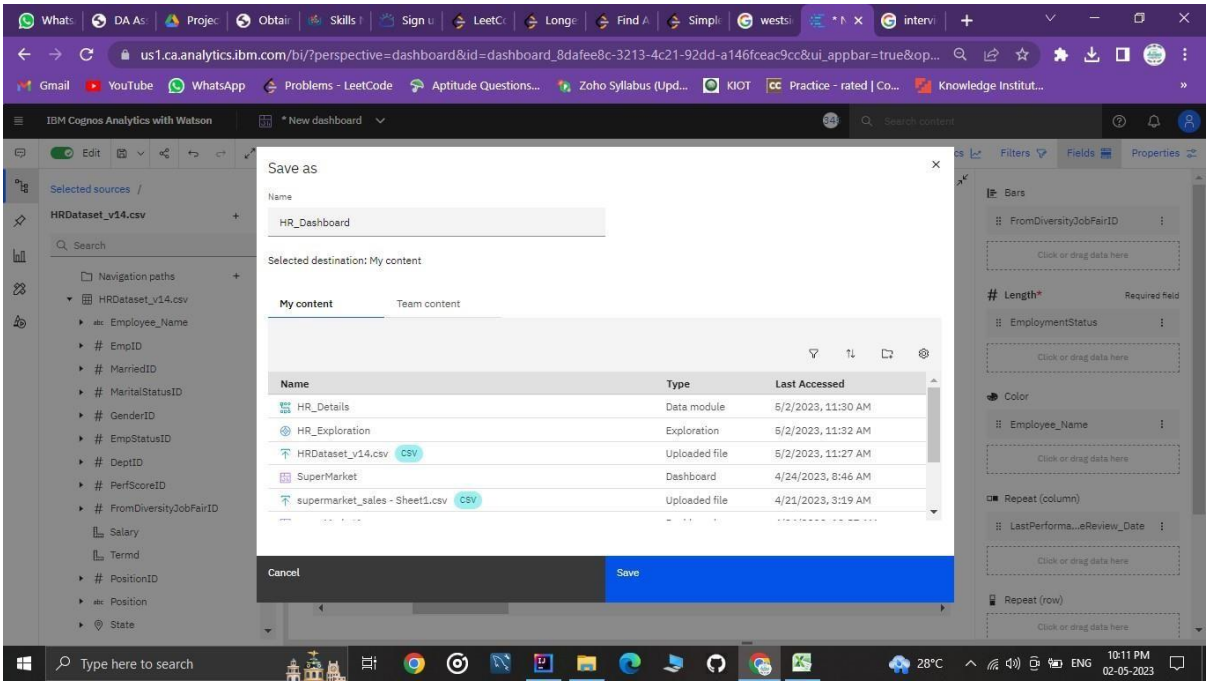

IBM Cognos Analytics with Watson
* New dashboard
Edit
Area
Analytics
Filters
Fields
Properties
Selected sources
HRDataset_v14.csv
Search
RaceDesc
DateofHire
DateofTermination
TermReason
EmploymentStatus
Department
ManagerName
ManagerID
RecruitmentSource
PerformanceScore
EngagementSurvey
EmpSatisfaction
SpecialProjectsCount
LastPerfor...eview_Date
DaysLateLast30
Absences
Tab 1
RecruitmentSource by LastPerformanceReview_Date colored by PerformanceScore
PerformanceScore
Exceeds
Fully Meets
Needs Improvement
PIP
RecruitmentSource (C...
LastPerformanceReview_Date
x-axis*
Required field
LastPerforma...eReview_Date
Click or drag data here
Color
PerformanceScore
y-axis*
RecruitmentSource
Repeat (column)
Repeat (row)
Tooltip


IBM Cognos Analytics with Watson
* New dashboard
Edit
Analytics
Filters
Fields
Properties
Widgets
Standard
Shapes
Tab 1
RecruitmentSource by LastPerformanceReview_Date colored by PerformanceScore
PerformanceScore
Exceeds
Fully Meets
Needs Improvement
PIP
RecruitmentSource (Count distinct)
LastPerformanceReview_Date
No visualization selected
Select a visualization to manage the field settings.



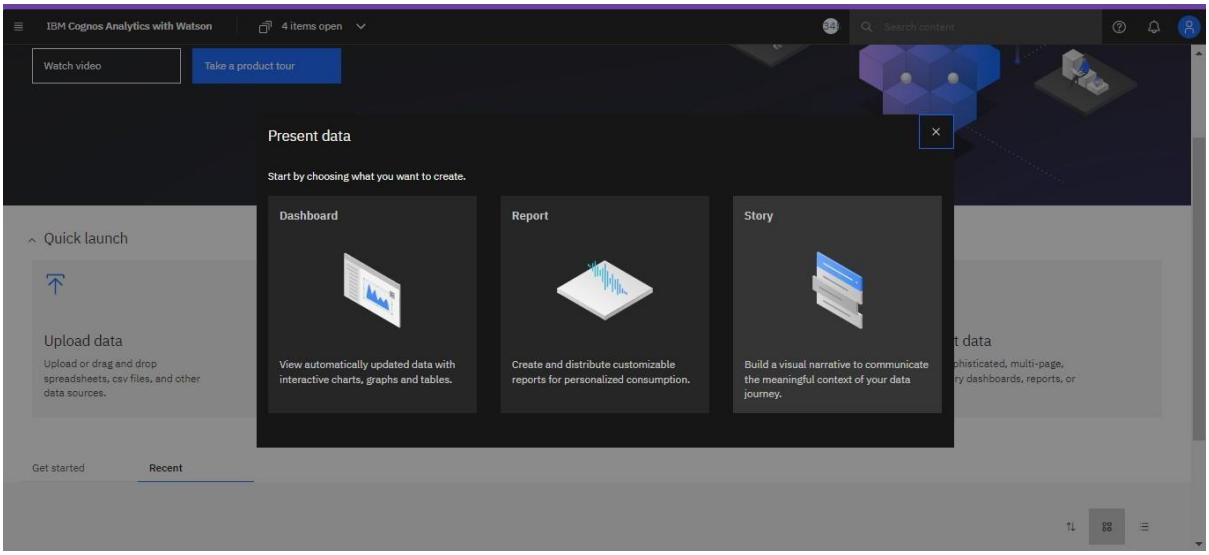


Step 6: Save it.

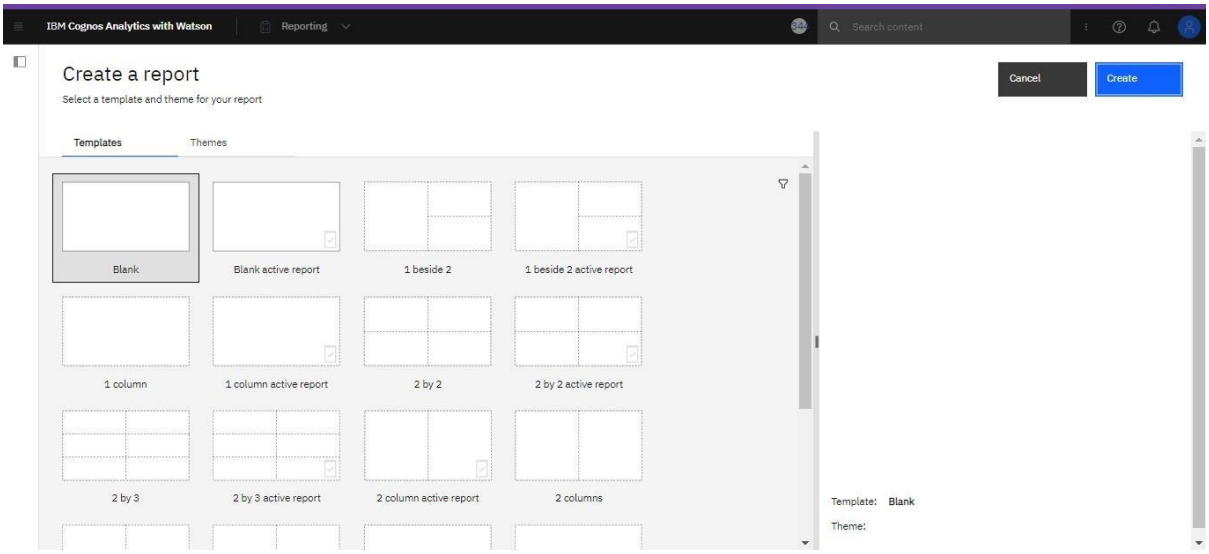


TASK 4: CREATION OF REPORT.

Step 1: Create the Report.



Step 2: Select the report.


IBM Cognos Analytics with Watson
Reporting
Search content
Create a report
Select a template and theme for your report
Cancel
Create
Templates
Themes
Blank
Blank active report
1 beside 2
1 beside 2 active report
1 column
1 column active report
2 by 2
2 by 2 active report
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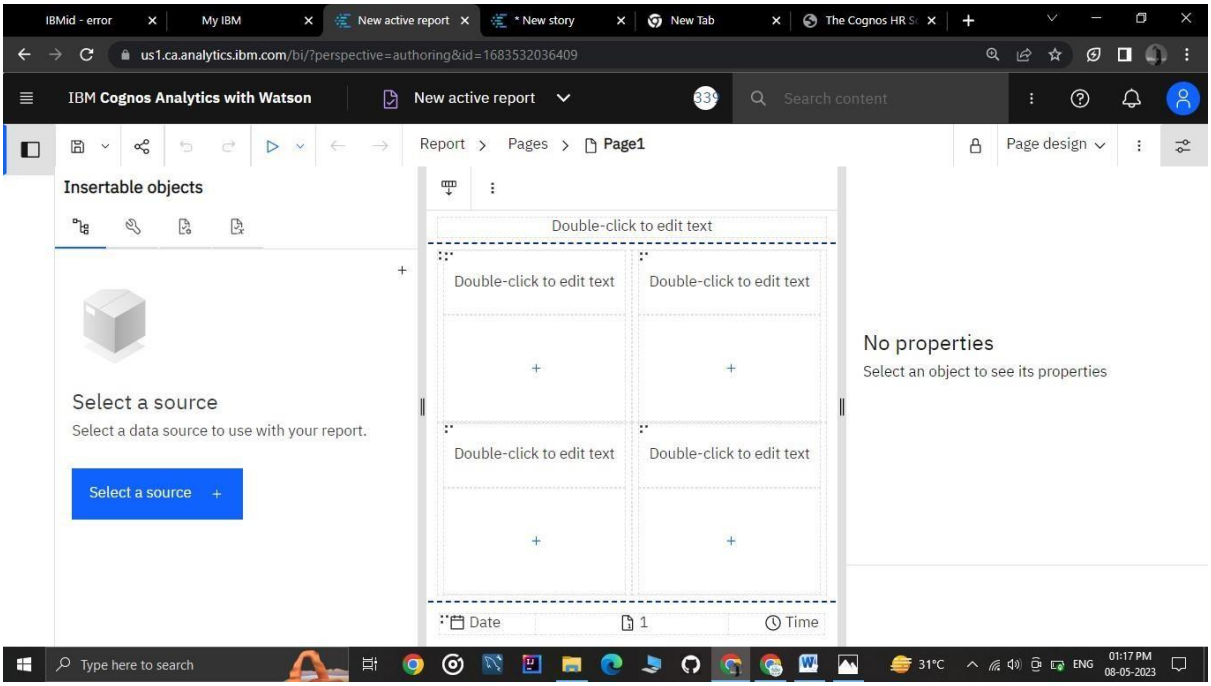
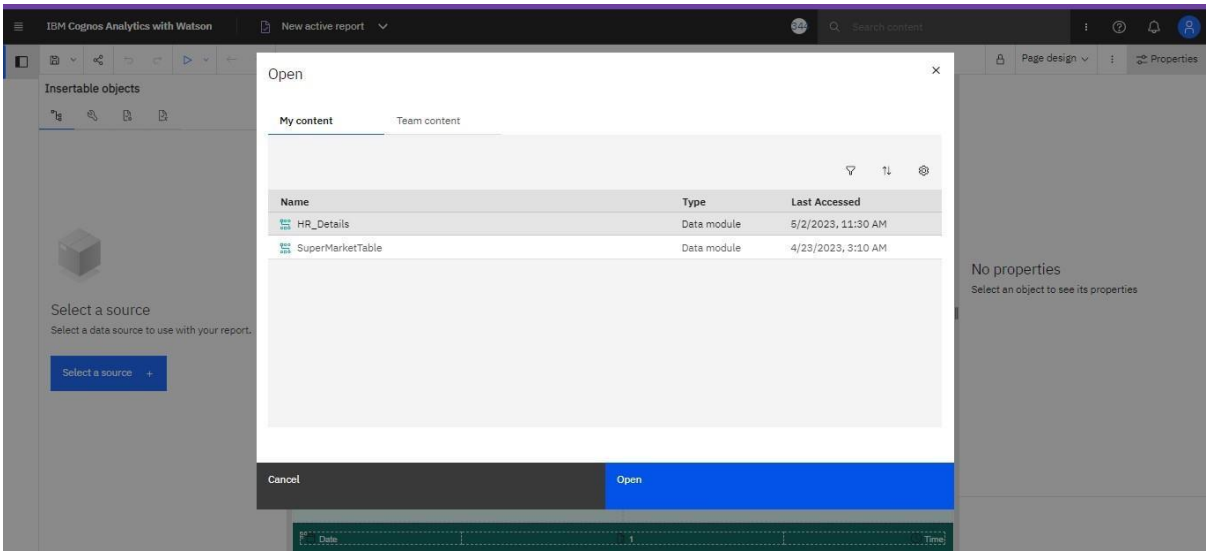
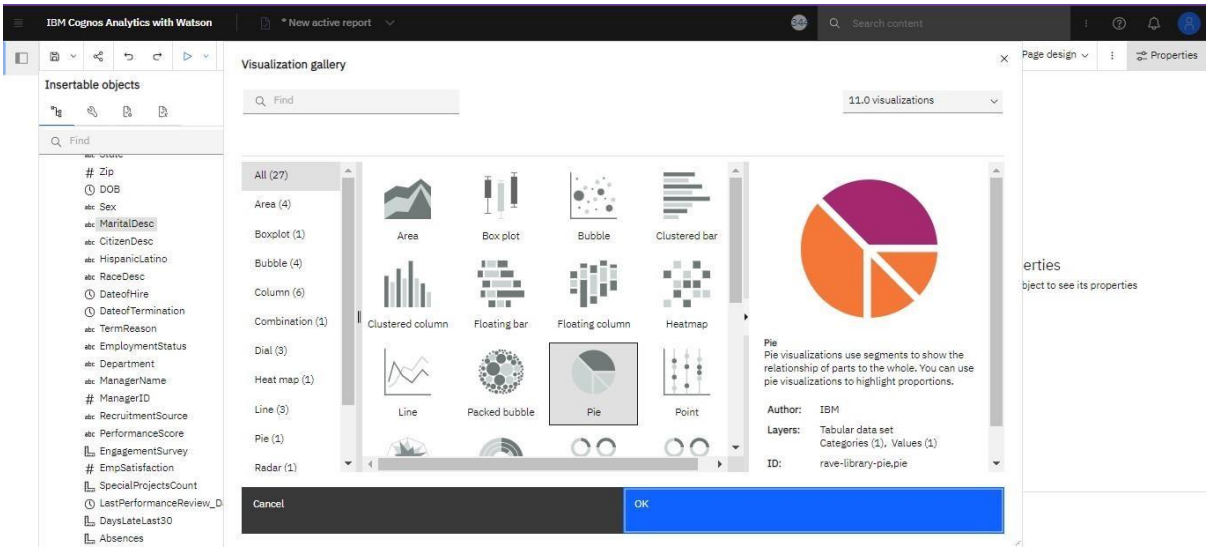
2 by 3 active report
2 column active report
2 columns
Template: Blank
Theme:



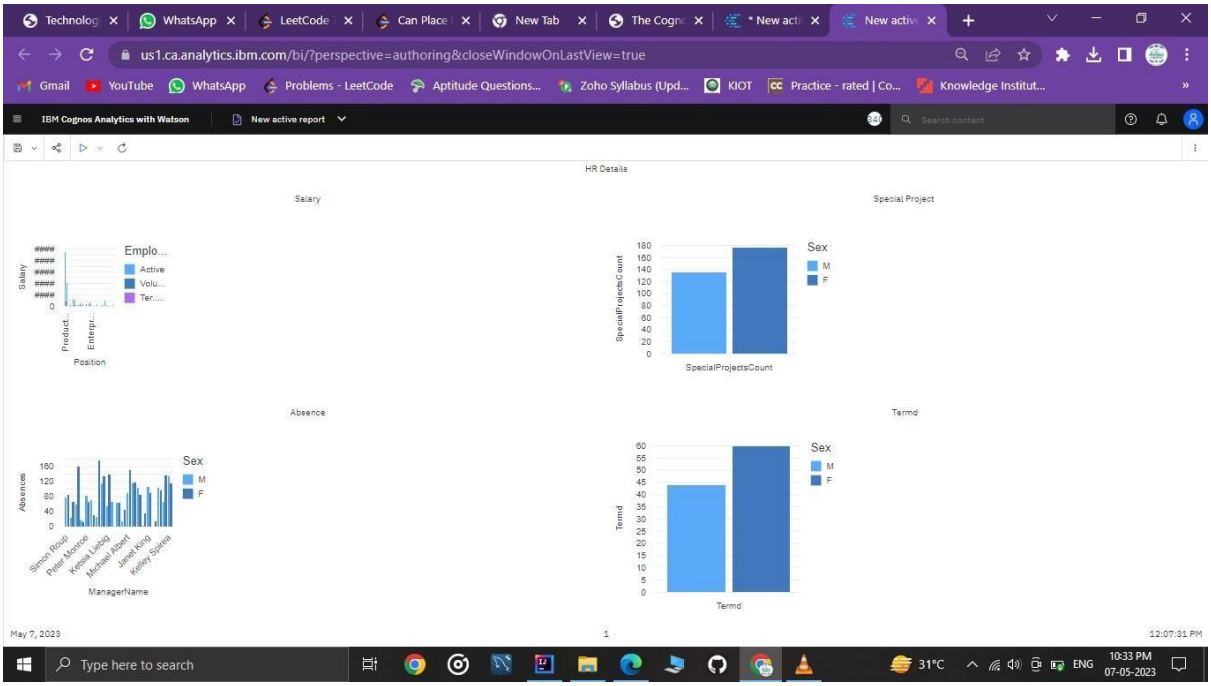
Step 3: Select the source file.



Step 4: Select the visualization.

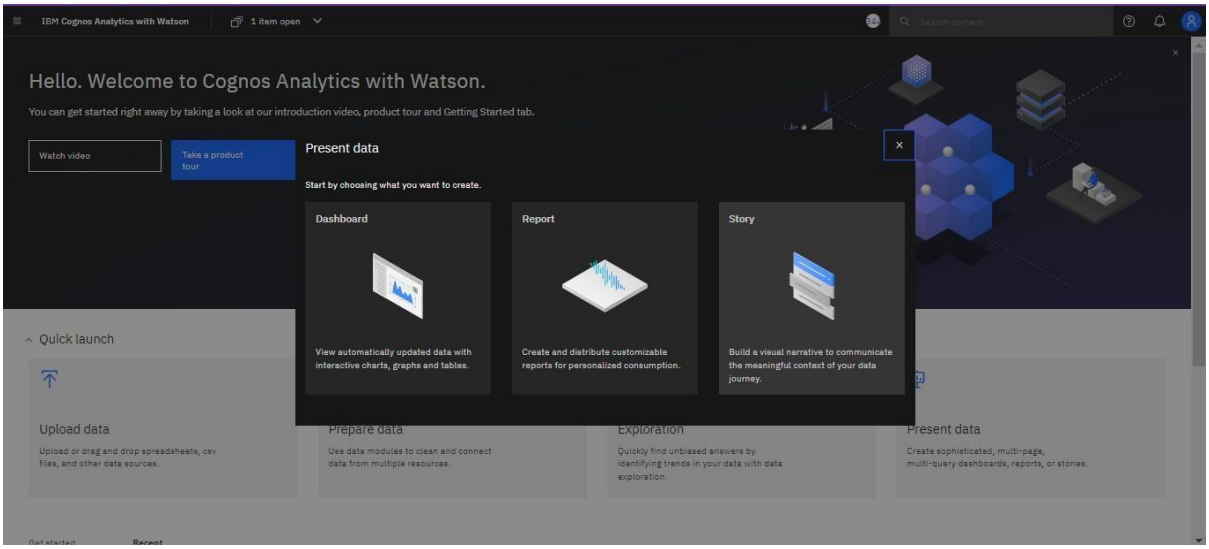


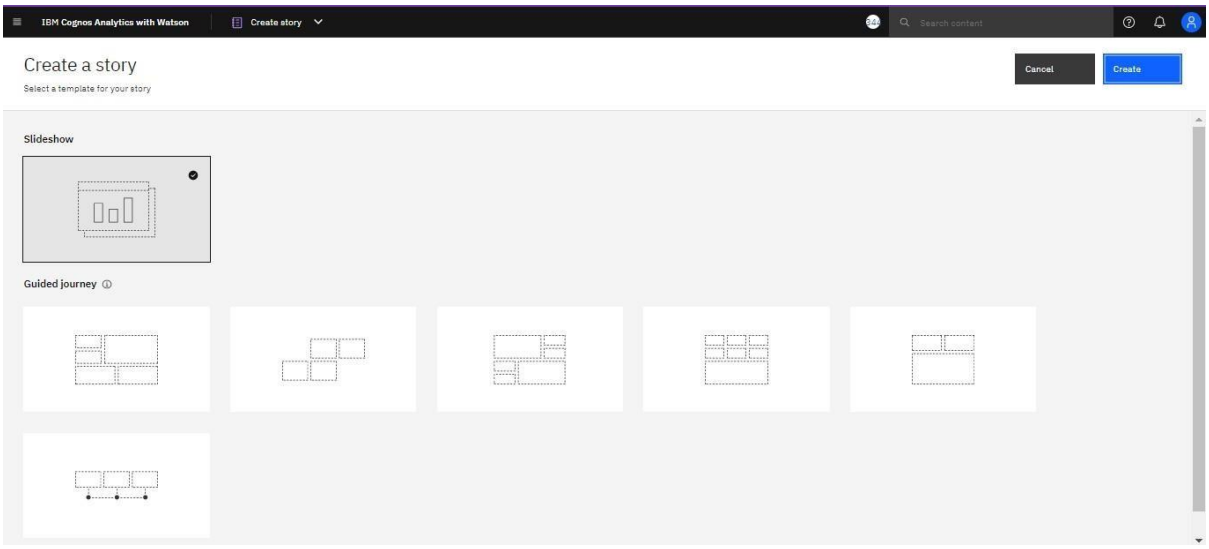
Step 5: After Visualization, play the active report .

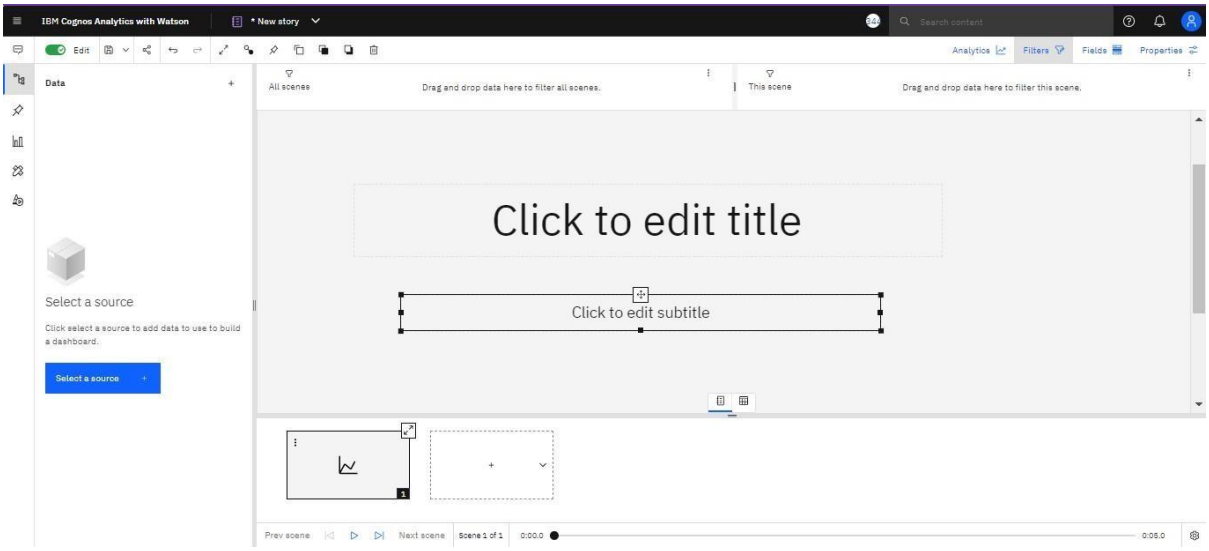


TASK 5: CREATION OF STORY.

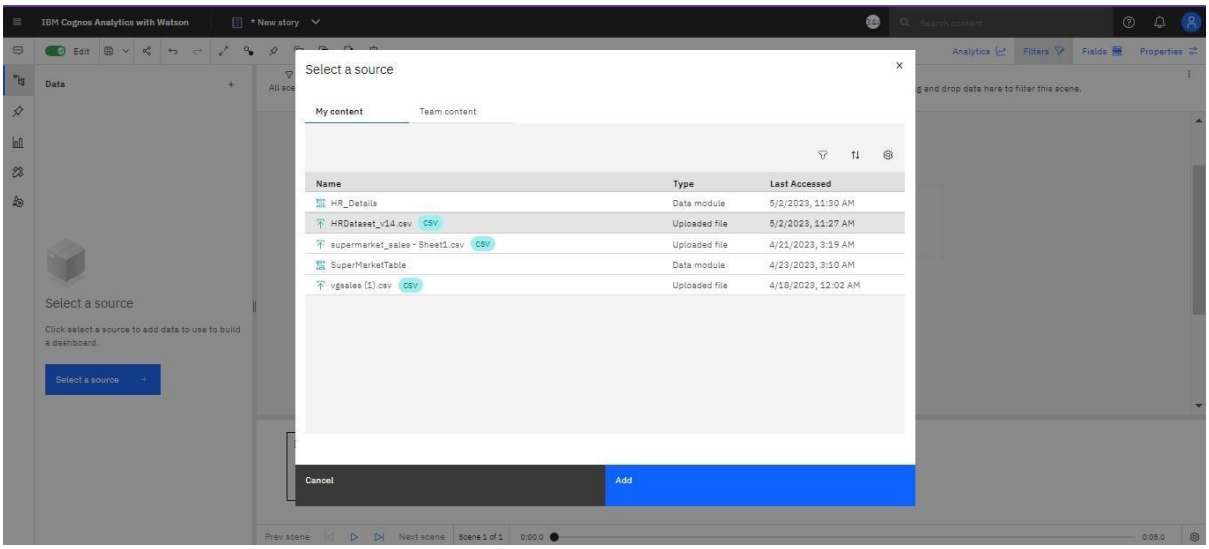
Step 1: Create the Story.



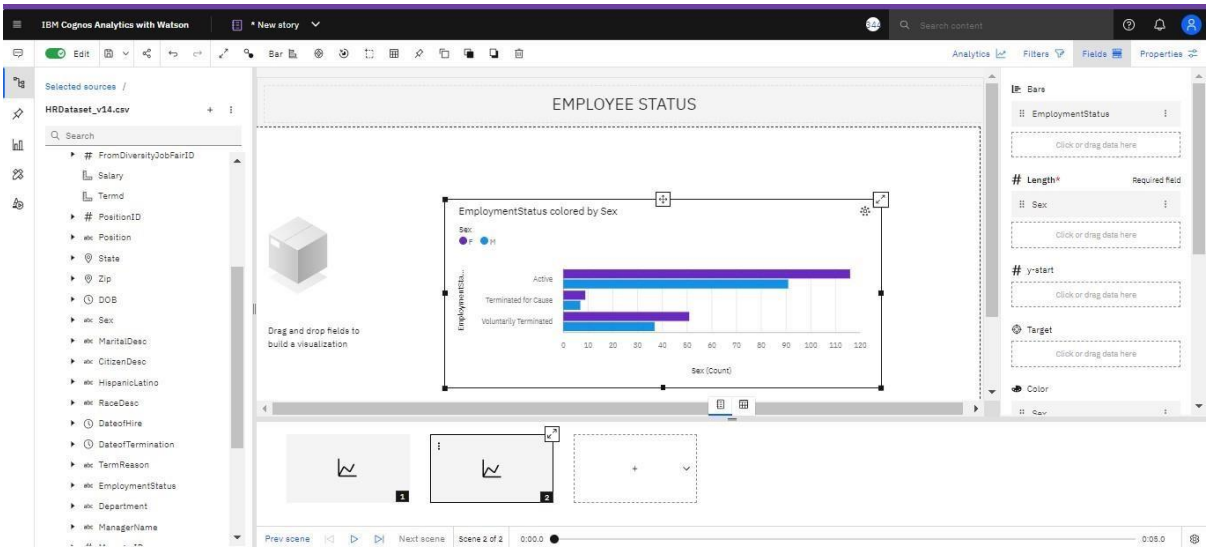


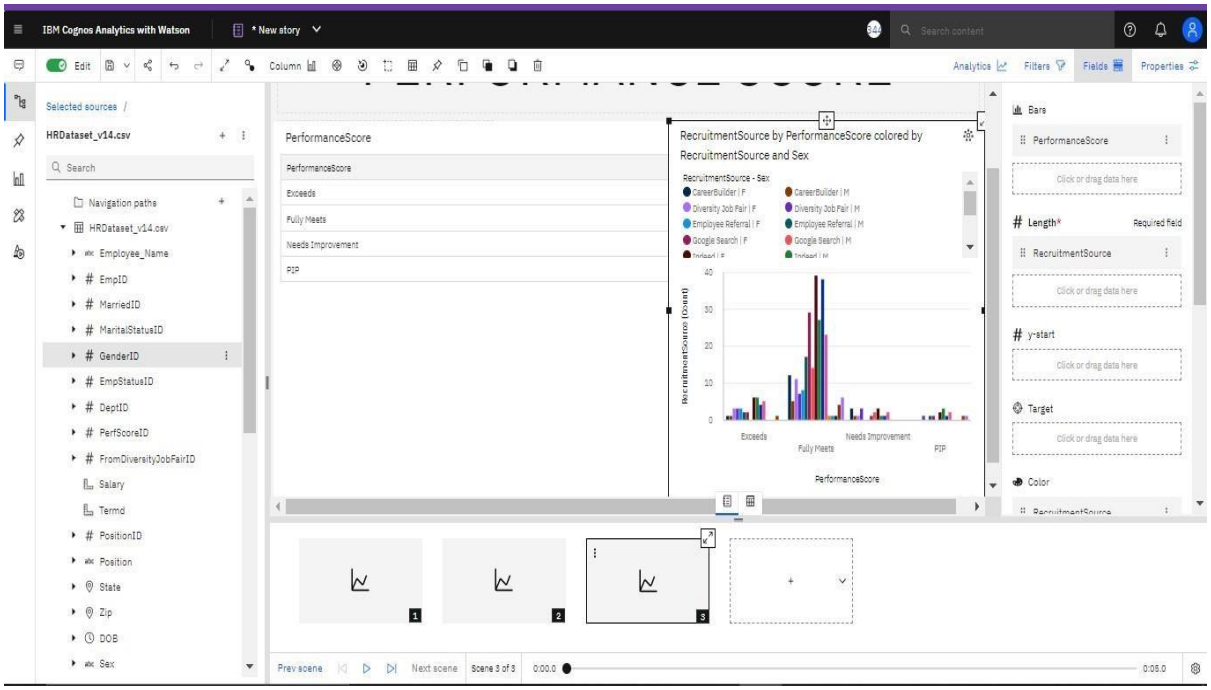


Step 2: Select the source file.



Step 3: Display the stories.


IBM Cognos Analytics with Watson
* New story
Edit
Bar
Analytics
Filters
Fields
Properties
Selected sources
HRDataset_v14.csv
Search
FromDiversityJobFair1D
Salary
Termd
PositionID
Position
State
Zip
DOB
Sex
MaritalDesc
CitizenDesc
HispanicLatino
RaceDesc
DateofHire
DateofTermination
TermReason
EmploymentStatus
Department
ManagerName
EMPLOYEE STATUS
EmploymentStatus colored by Sex
Sex
F
M
Active
Terminated for Cause
Voluntarily Terminated
Sex (Count)
Drag and drop fields to build a visualization
Bars
EmploymentStatus
Length*
Required field
Sex
y-start
Target
Color
Prev scene
Next scene
Scene 2 of 2
0:00.0
0:05.0


IBM Cognos Analytics with Watson
* New story
Edit
Column
Analytics
Filters
Fields
Properties
Selected sources
HRDataset_v14.csv
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Navigation paths
HRDataset_v14.csv
Employee_Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiversityJobFairID
Salary
Termd
PositionID
Position
State
Zip
DOB
Sex
PerformanceScore
PerformanceScore
Exceeds
Fully Meets
Needs Improvement
PIP
RecruitmentSource by PerformanceScore colored by RecruitmentSource and Sex
RecruitmentSource - Sex
CareerBuilder | F
CareerBuilder | M
Diversity Job Fair | F
Diversity Job Fair | M
Employee Referral | F
Employee Referral | M
Google Search | F
Google Search | M
RecruitmentSource (Count)
Exceeds
Fully Meets
Needs Improvement
PIP
PerformanceScore
Bars
PerformanceScore
Length*
Required field
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y-start
Target
Color
Prev scene
Next scene
Scene 3 of 3
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