

Project: IBM Cognos Powered Hr And People Analytics Dashboard

INTRODUCTION:

Overview:The project title is IBM Cognos Powered Hr And People Analytics Dashboard.The project is about creation of analytics dashboard using IBM Cognos.The dashboard consist of overview of given analytics.

Purpose:This project helps us to gain knowledge on how to create analytics of given data on single frame(dashboard).It is done easily with tools provided by IBM Cognos.

We can make more analysis on given data which helps to enhance our skills in data analytics.

LITERATURE SURVEY:

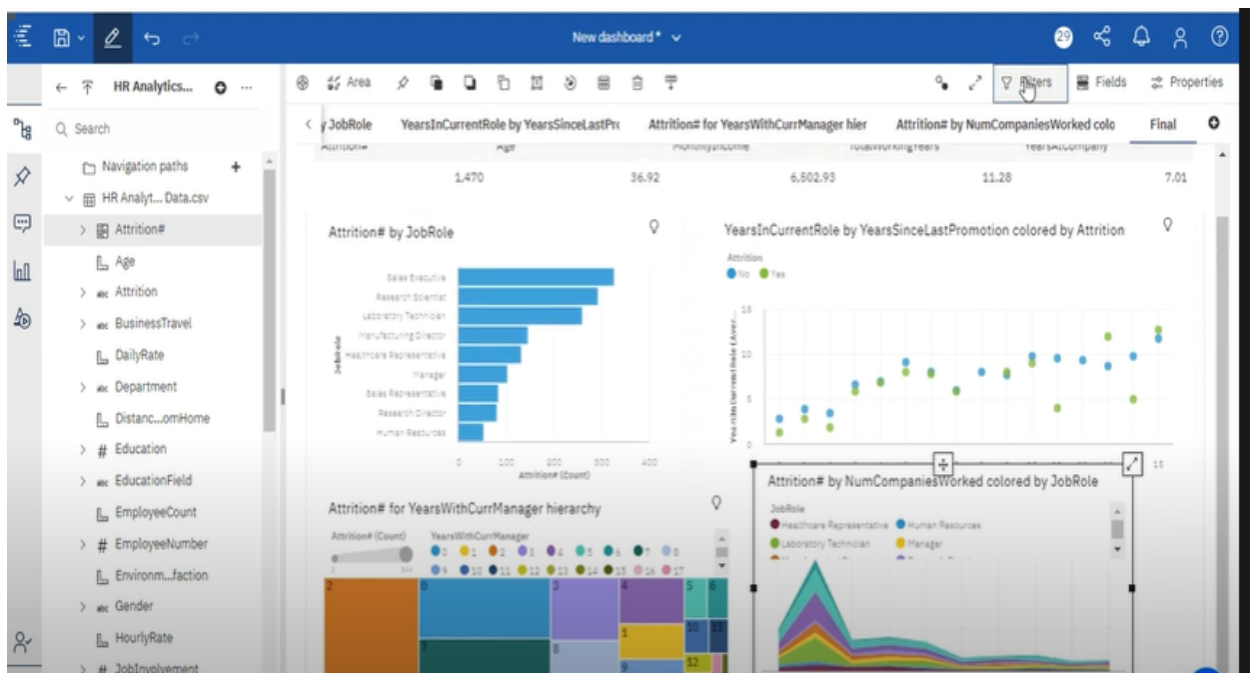
Existing problem:Analysis on given data is made by using four different steps provided by IBM Cognos.These four different steps help us to upload the data,refining the data,providing clear analysis of data through different visualizations like tables,bars,area etc and at last presenting the data in single frame in the way that anyone can analyse the data.

Proposed solution: To solve the given problem we used the four steps. Those are:

- 1) Uploading the data.
- 2) Preparing data.
- 3) Exploration.
- 4) Presenting data.

THEORETICAL ANALYSIS:

Block diagram:

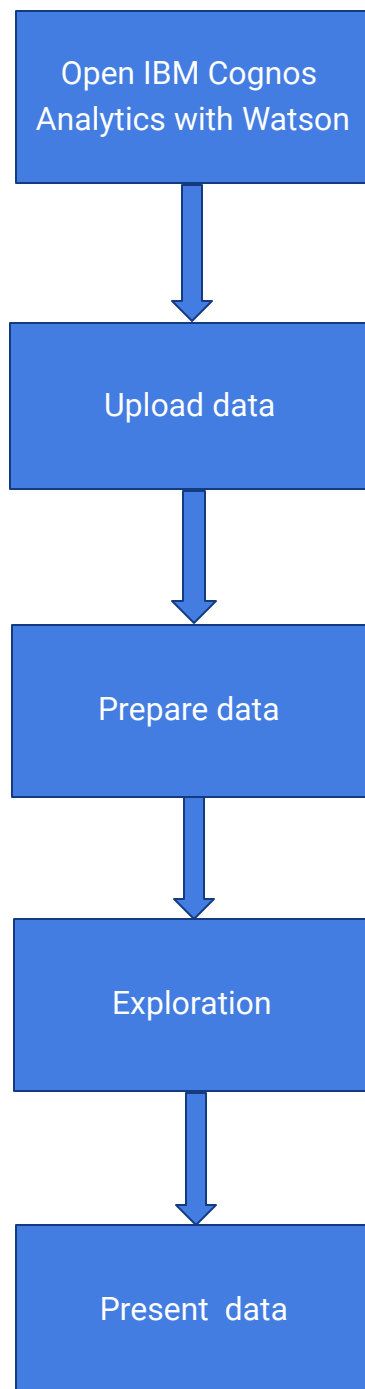


Hardware/Software designing: IBM Cognos Analytics with Watson is the software which is required to build this project. We used this software to prepare our project by using different features.

EXPERIMENTAL INVESTIGATIONS:

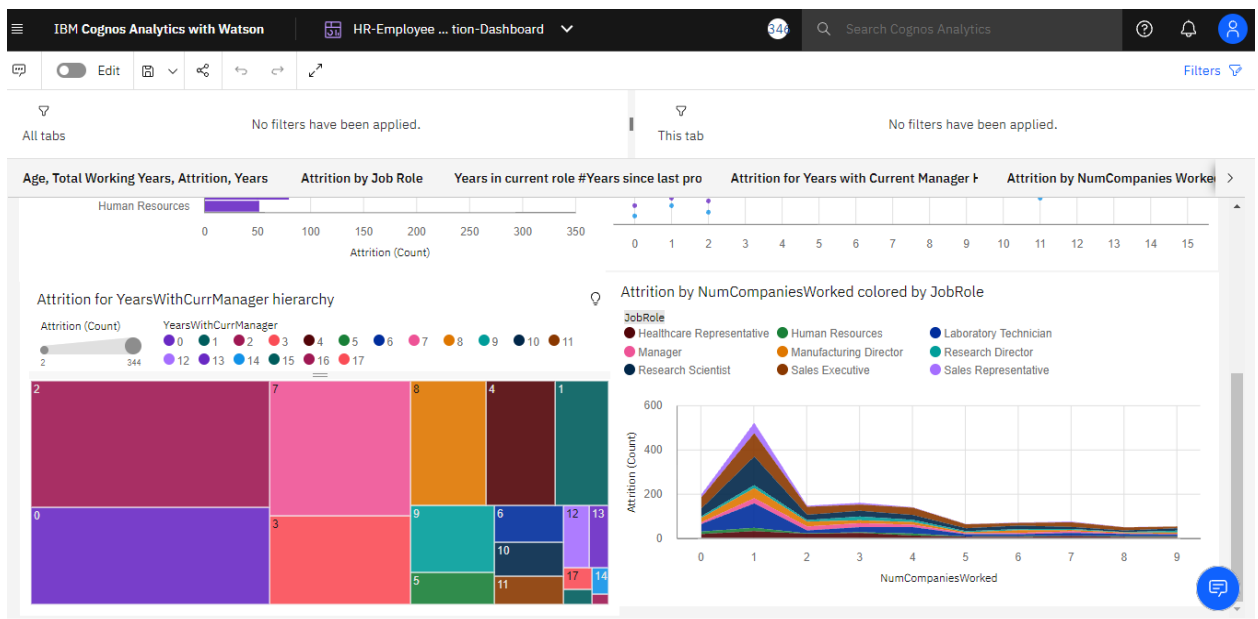
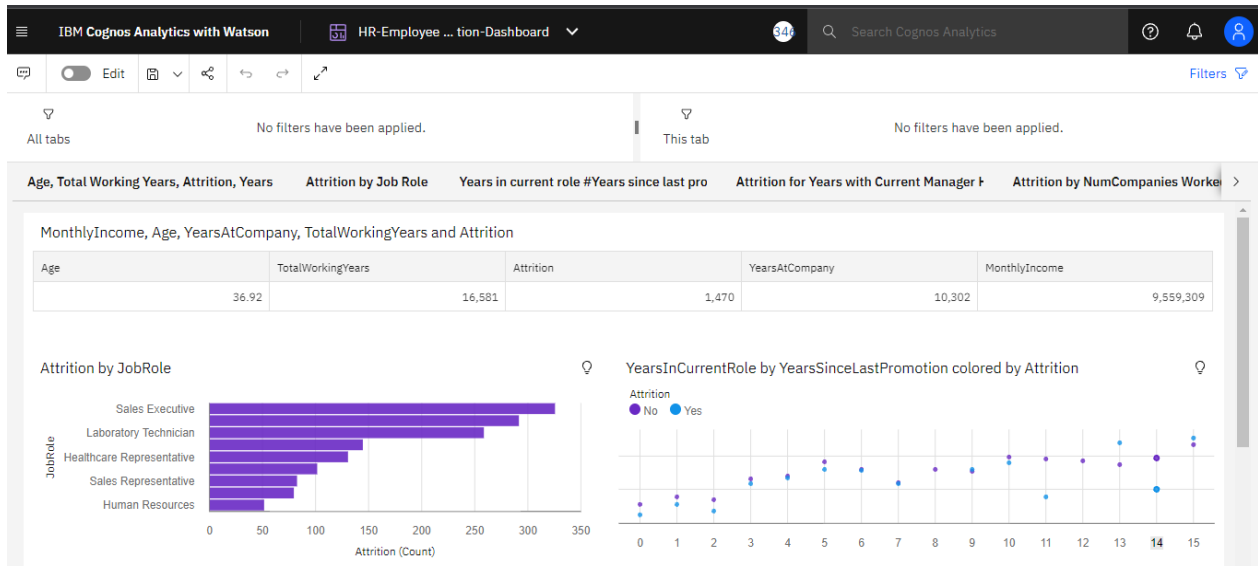
We have investigated that analysis of large data had accommodated and gave whole information or main points or basic information in a single dashboard.

FLOWCHART:



RESULT:

Dashboard for Hr and People Analytics is successfully created by using IBM Cognos with Watson.



ADVANTAGES AND DISADVANTAGES:

Advantages:

- 1)Quick Result.
- 2)Improved Decision Making.
- 3)Ability to work on the data familiar with business terms.
- 4)Ability to create complex,multi-page layouts using data sources.
- 5)Reduces maintenance.

Diadvantages:

- 1)Minimal forecast capabilities.
- 2)Won't work smoothly with large data sets having many parameters.
- 3)Cross-browser compatibility is often problematic.

APPLICATIONS:

- 1)Analyze data.
- 2)Business decisions.
- 3)Web based solution.
- 4)Create business reports.
- 5)Monitor events and metrics.

CONCLUSION:

We have created Hr and People Analytics dashboard using the software called IBM Cognos Analytics with Watson as a source and with tools,features available in that software.We observed

that whole data which is required is presented on the dashboard.

FUTURE SCOPE:

It is very useful in present as well as future, it is an affordable BI solution for small business and IT infrastructures.

BIBLIOGRAPHY:

IBM Cognos Business Intelligence V10.1 Handbook An IBM Redbooks publication

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Dashboard Link:

https://us3.ca.analytics.ibm.com/bi/?perspective=dashboard&pathRef=.my_folders%2FHR-Employee-Attrition-Dashboard&action=view&mode=dashboard