Data Analytics and IBM Cognos Analytics

Assignment 2

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The Cognos HR Scorecard: Measuring Success in Talent Management

HR data can be hard to come by, and HR professionals generally lag behind with respect to analytics and data visualization competency. We use the data set to teach HR students how to use and analyze the data in Cognos - a data visualization tool that's easy to learn.

This version provides a variety of features that are useful for both data visualization AND creating machine learning / predictive analytics models. We are working on expanding the data set even further by generating even more records and a few additional features. We will be keeping this as one file/one data set for now. There is a possibility of creating a second file perhaps down the road where you can join the files together to practice IBMDB2/joins, etc.

Note that this dataset isn't perfect. By design, there are some issues that are present. It is primarily designed as a teaching data set - to teach human resources professionals how to work with data and analytics.

Challenge:- Upload the dataset to Cognos Analytics, prepare the data, explore and Create Interactive Dashboard, Report and Story.
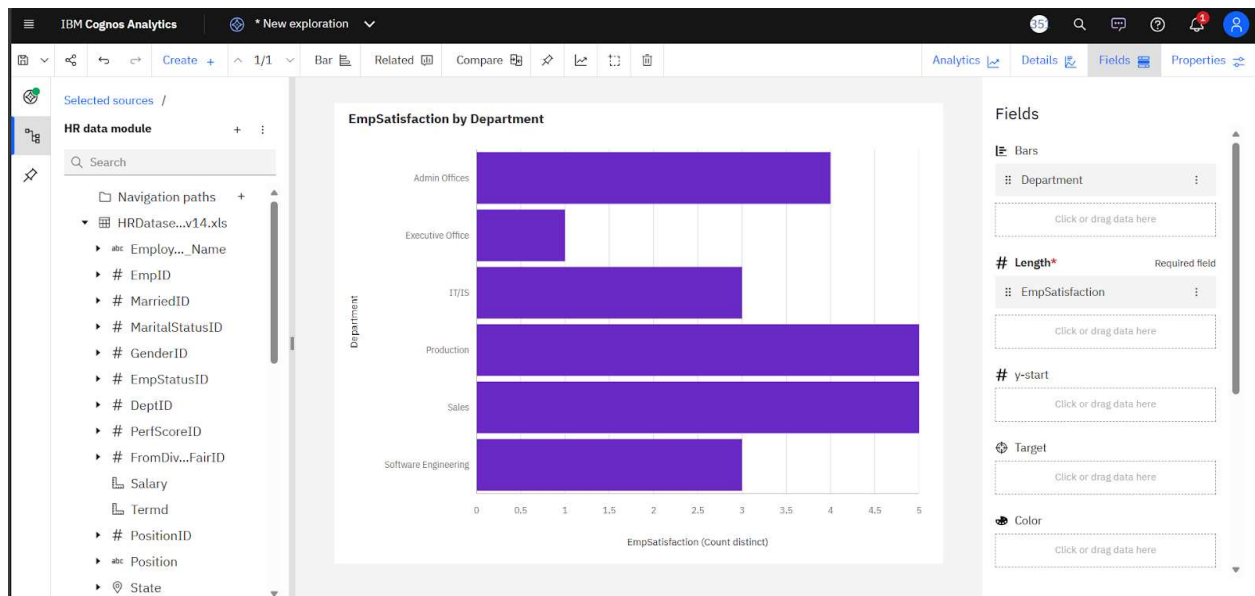
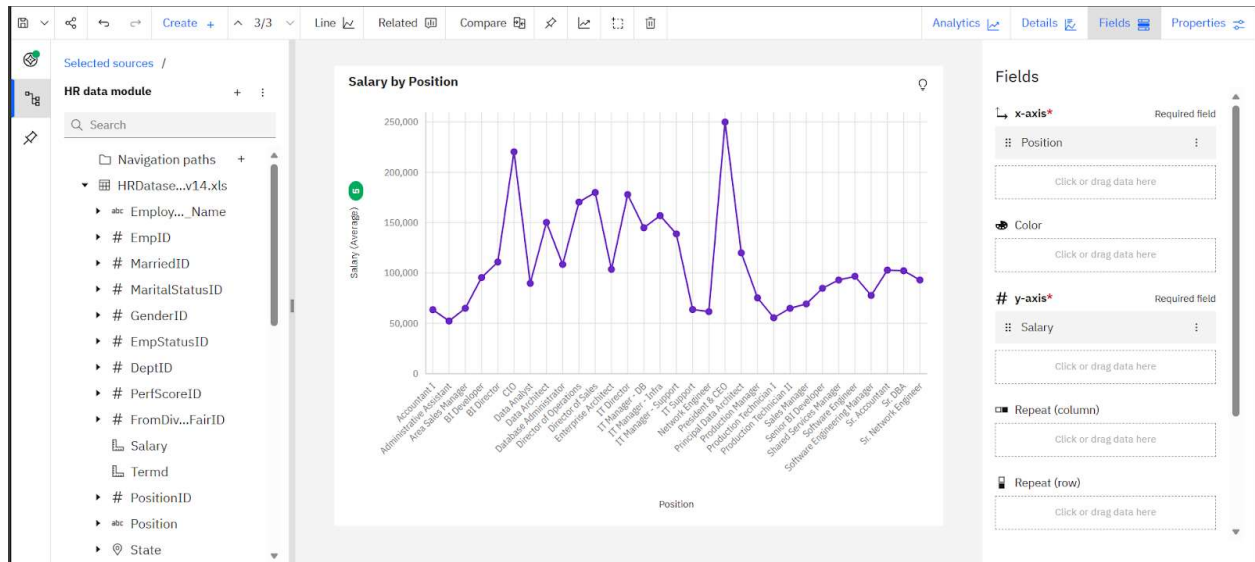## Uploading data

Creating visualizations
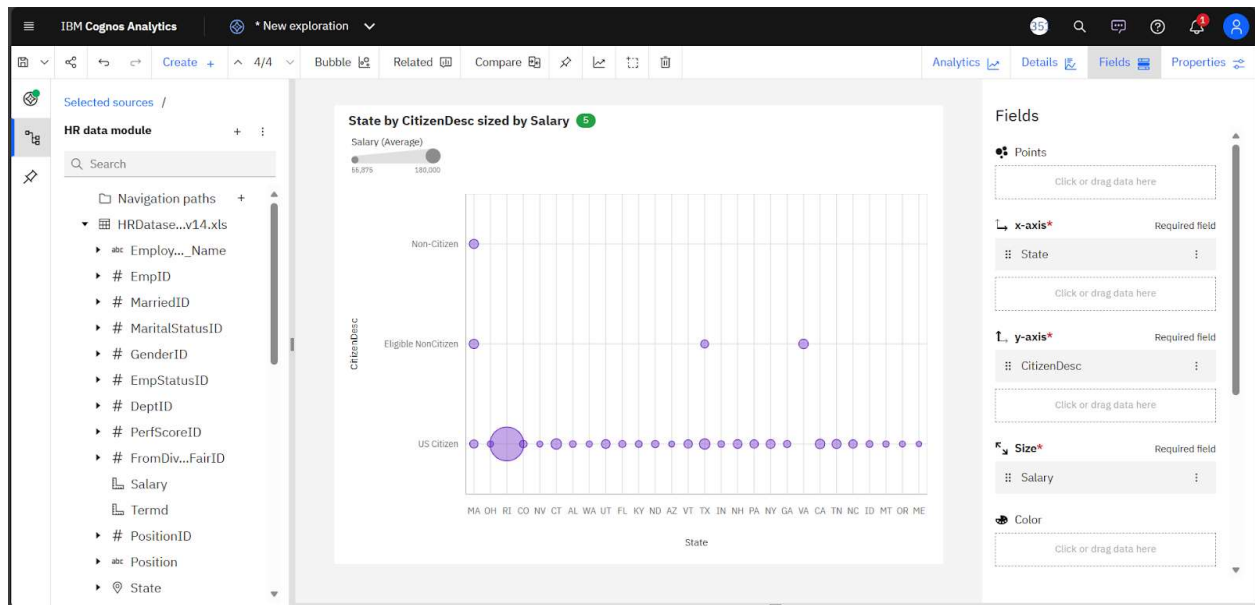- Employee satisfaction by department

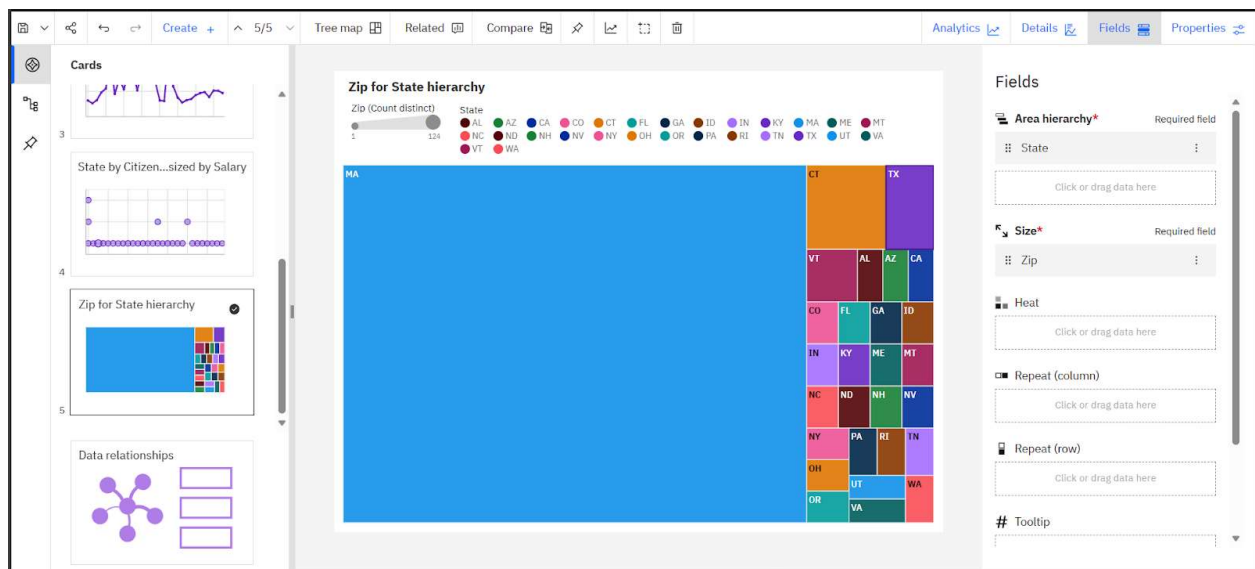# Absences by Term Reason
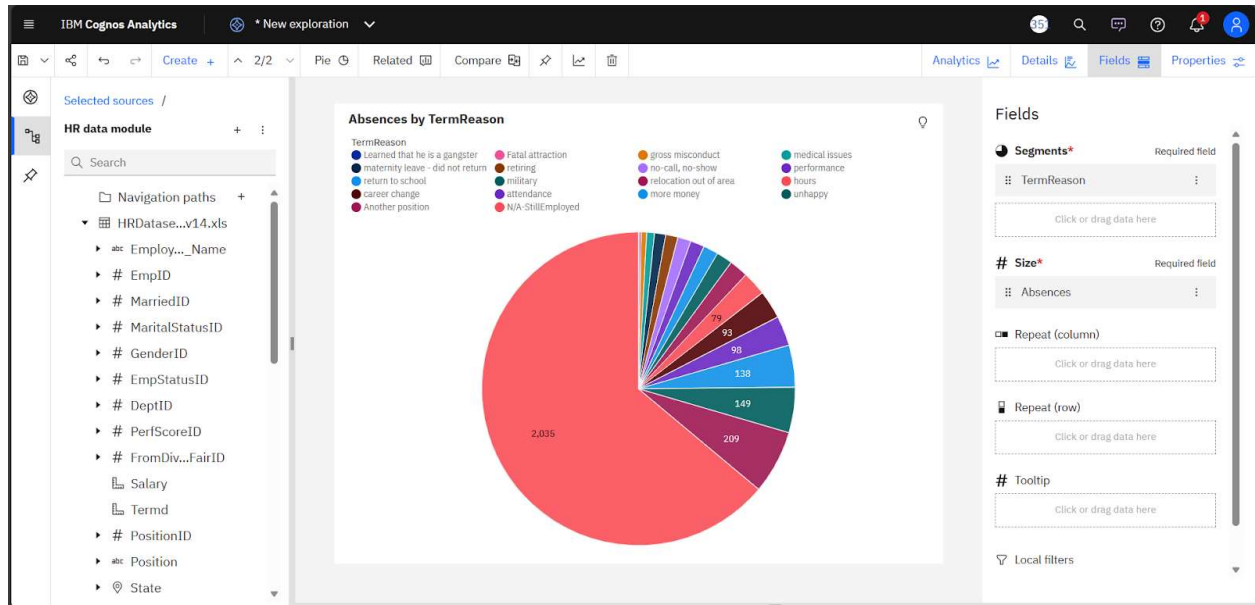
Average salary by position

State by Citizen Desc sized by average salary

Zip for state hierarchy

Average salary for department and recruitment source

Salary for Department and RecruitmentSource ⑤

| Salary	Admin Offices	Executive Office	IT/IS	Production	Sales	Software Engine...	Summary
CareerBuilder	93,046	(no value)	63,940	59,346.44	62,810	101,199	63,482.52
Diversity Job Fair	74,789	(no value)	112,526	57,865.76	72,165.5	97,588.67	72,251.24
Employee Referral	(no value)	(no value)	99,134.62	61,750.19	68,497.5	(no value)	77,862.84
Google Search	(no value)	(no value)	110,000	57,722.55	71,662.5	91,690	60,744.84
Indeed	56,461.5	250,000	104,244.16	63,415.88	64,484.62	92,963.33	75,495.75
LinkedIn	(no value)	(no value)	81,441.73	58,957.98	125,853.5	94,324.5	64,903.32
On-line Web appl...	(no value)	(no value)	(no value)	52,505	(no value)	(no value)	52,505
Other	99,351	(no value)	(no value)	67,176	(no value)	(no value)	83,263.5
Website	58,220	(no value)	(no value)	61,434.75	62,544.43	(no value)	61,537.69
Summary	71,791.89	250,000	97,064.64	59,953.55	69,061.26	94,989.45	69,020.68

Zip Count by position ID
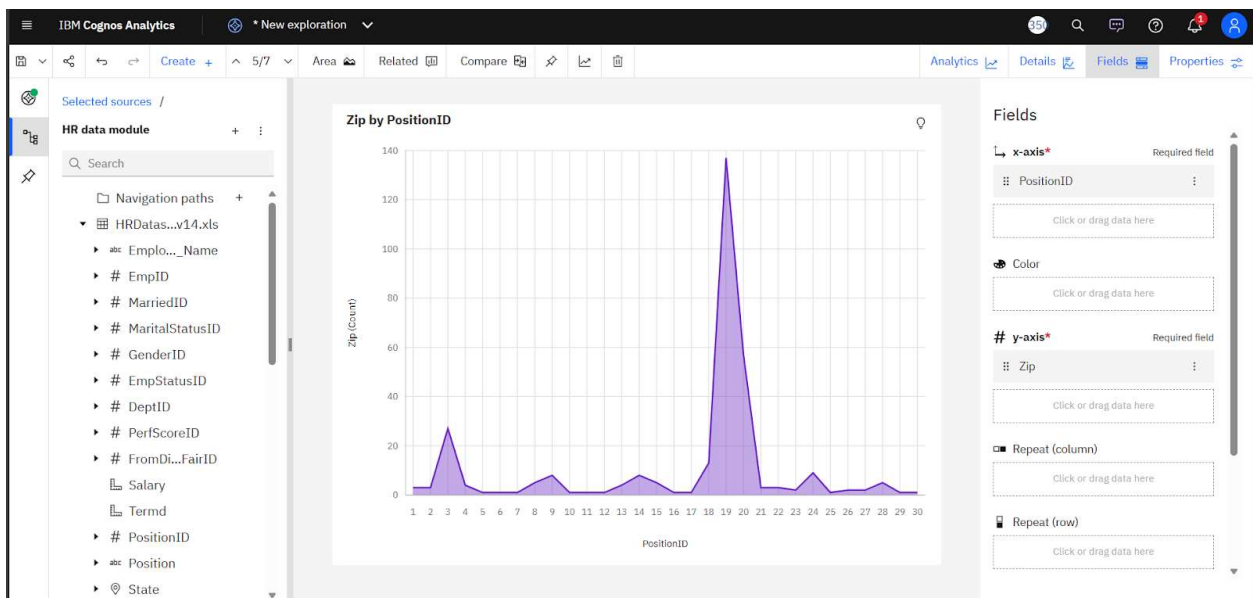
Creating Dashboard

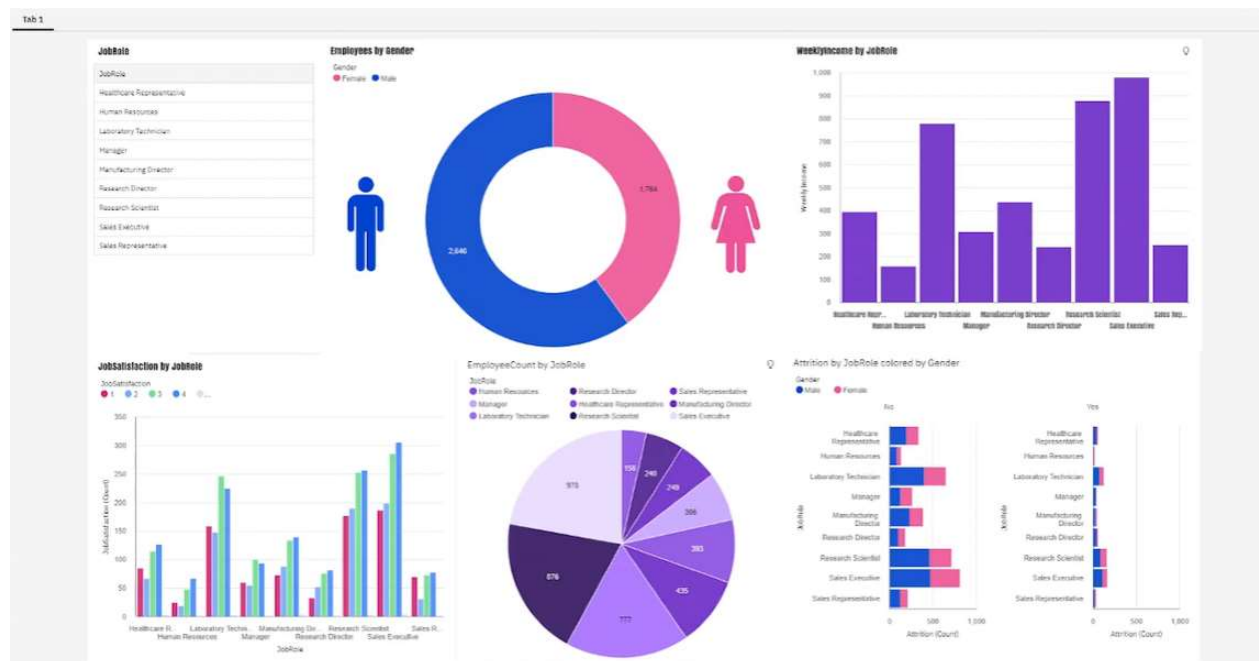## Adding data module in the source section of dashboard
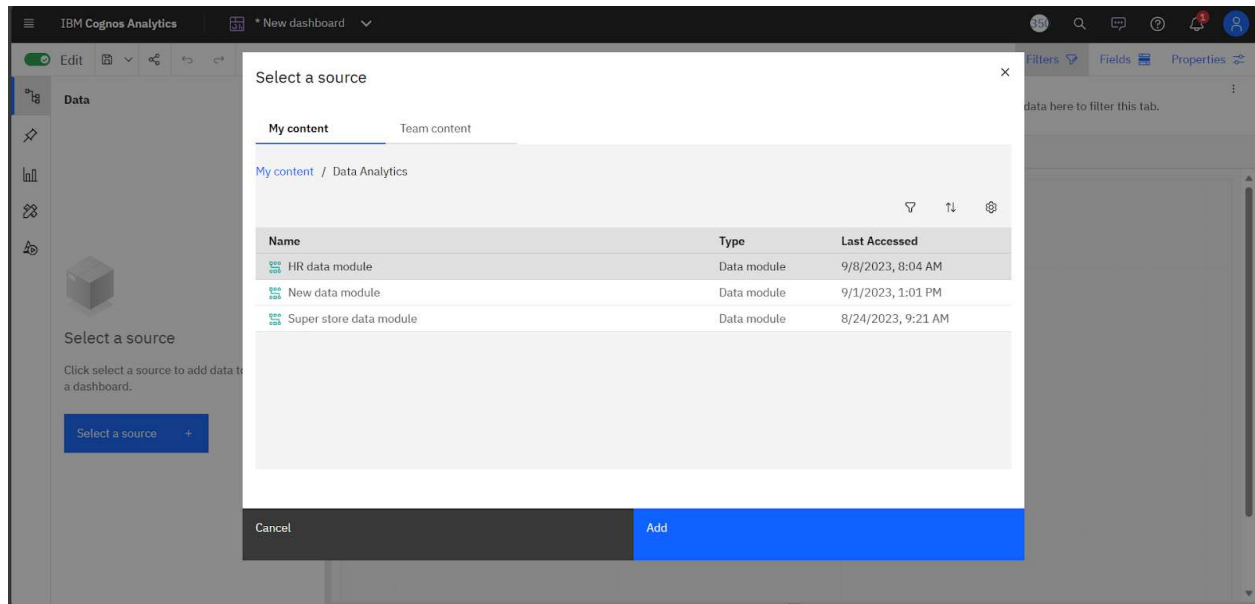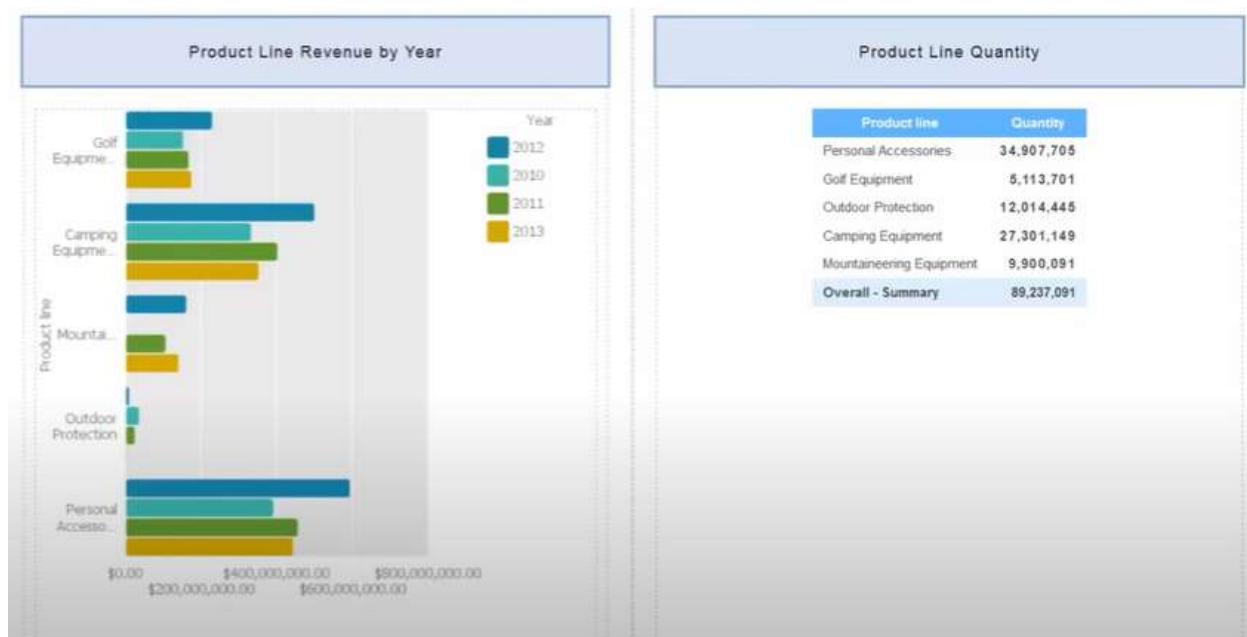

Dashboards:
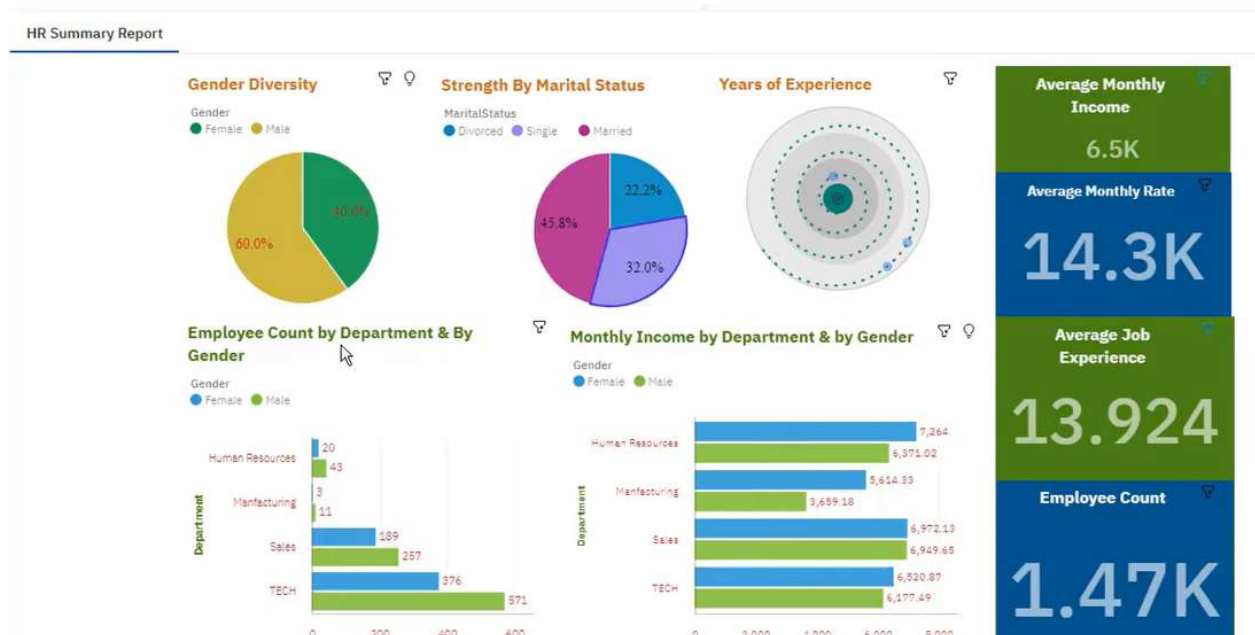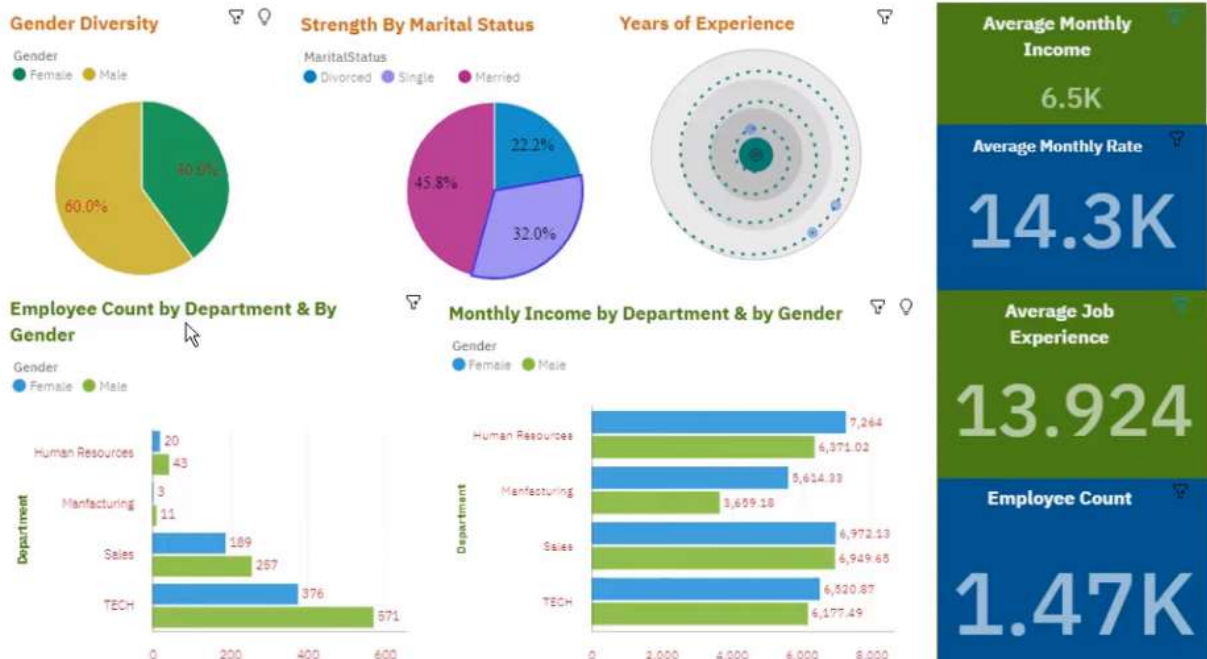
Dashboard 2:

HR dataset extended dashboard using IBM Cognos

Basic Report:

List Report

Creating story in IBM cognos