

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.

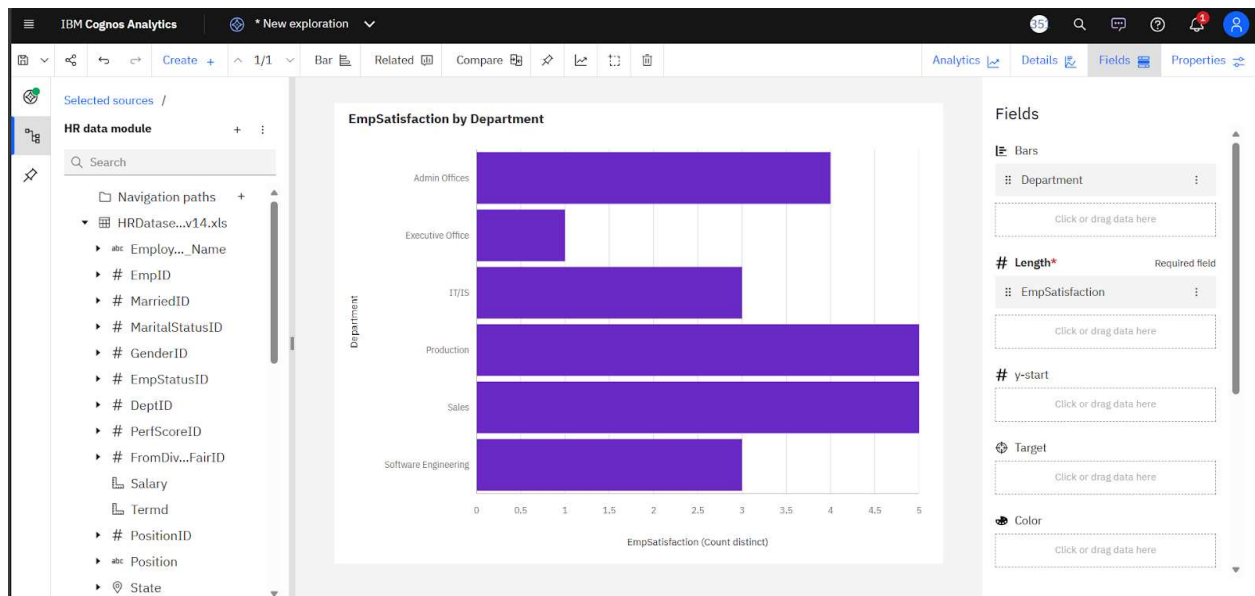
Uploading data

The screenshot shows the IBM Cognos Analytics interface with the 'HR data module' selected. The 'Grid' view displays a table with the following columns: Row Id, Employee_Name, EmpID, MarriedID, MaritalStatusID, GenderID, and EmpStatusID. The table contains 13 rows of employee data.

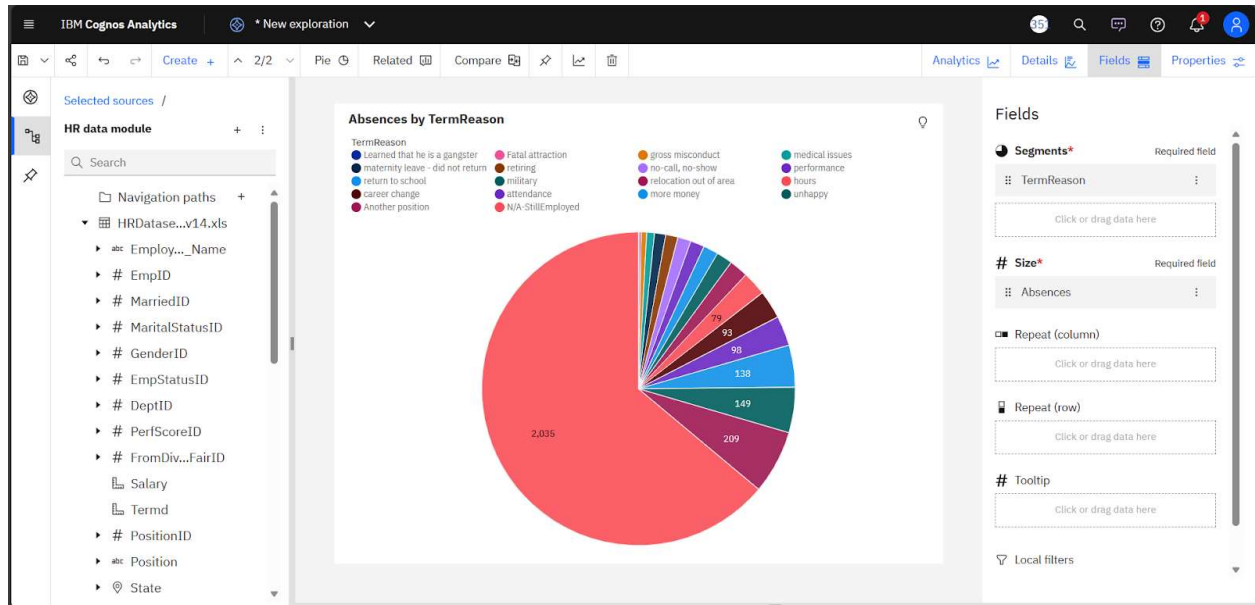
Row Id	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID
1	Adinolfi, Wilson K	10026	0	0	1	1
2	Ait Sidi, Karthikeyan	10084	1	1	1	5
3	Akinkuolie, Sarah	10196	1	1	0	5
4	Alagbe,Trina	10088	1	1	0	1
5	Anderson, Carol	10069	0	2	0	5
6	Anderson, Linda	10002	0	0	0	1
7	Andreola, Colby	10194	0	0	0	1
8	Athwal, Sam	10062	0	4	1	1
9	Bachiochi, Linda	10114	0	0	0	3
10	Bacong, Alejandro	10250	0	2	1	1
11	Baczinski, Rachael	10252	1	1	0	5
12	Barbara, Thomas	10242	1	1	1	5
13	Barbossa, Hector	10012	0	2	1	1

Creating visualizations

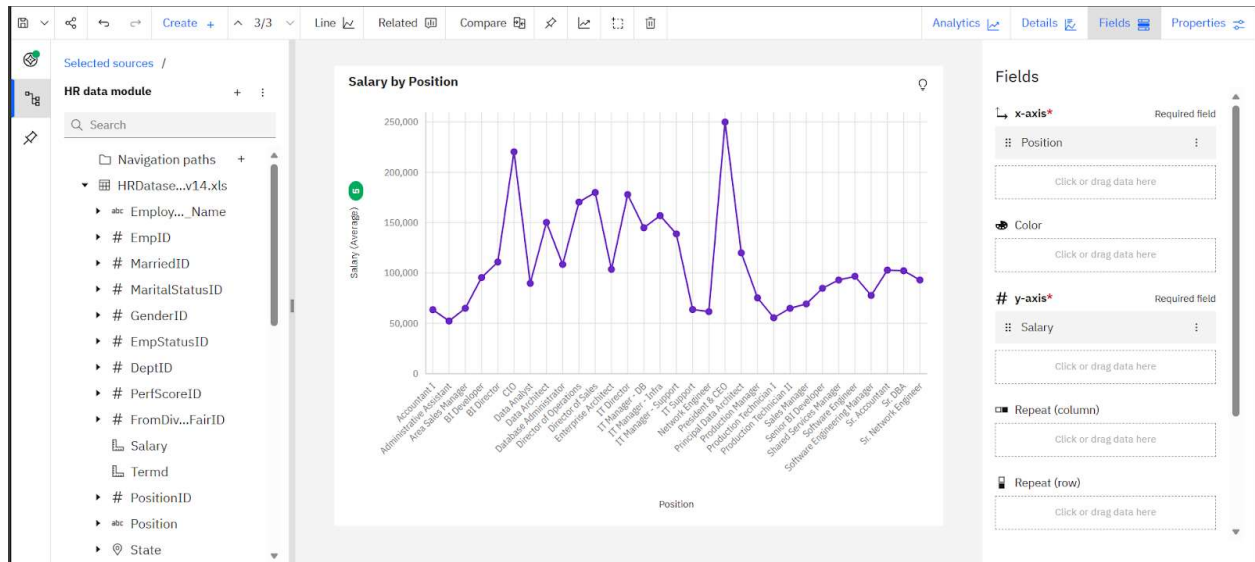
- Employee satisfaction by department



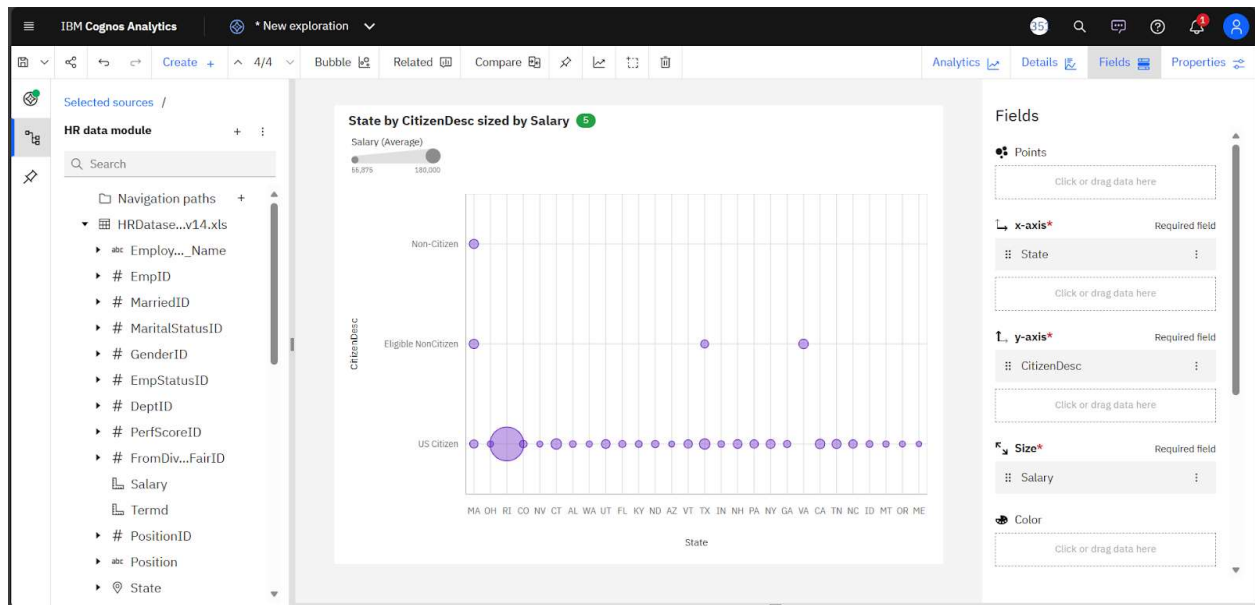
Absences by Term Reason



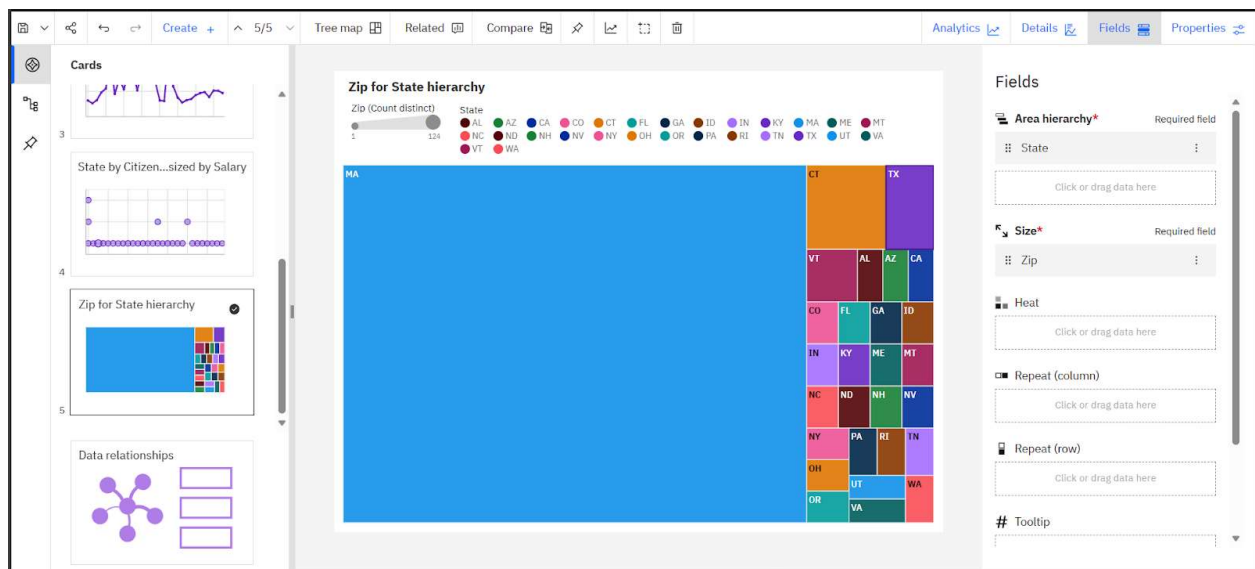
Average salary by position



State by Citizen Desc sized by average salary



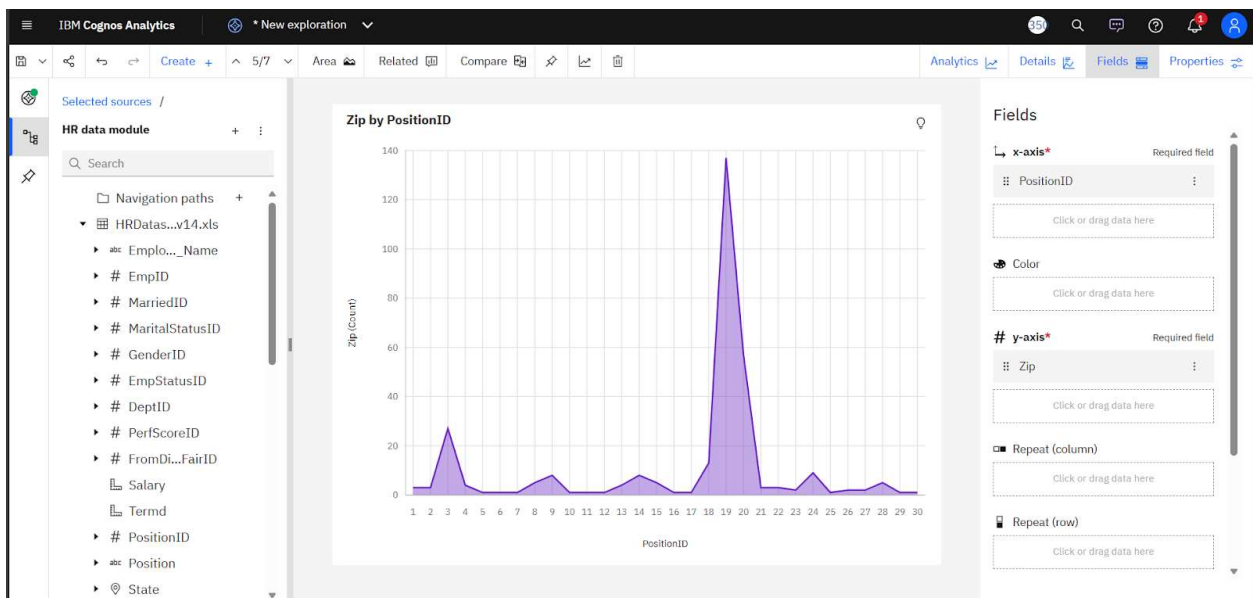
Zip for state hierarchy



Average salary for department and recruitment source

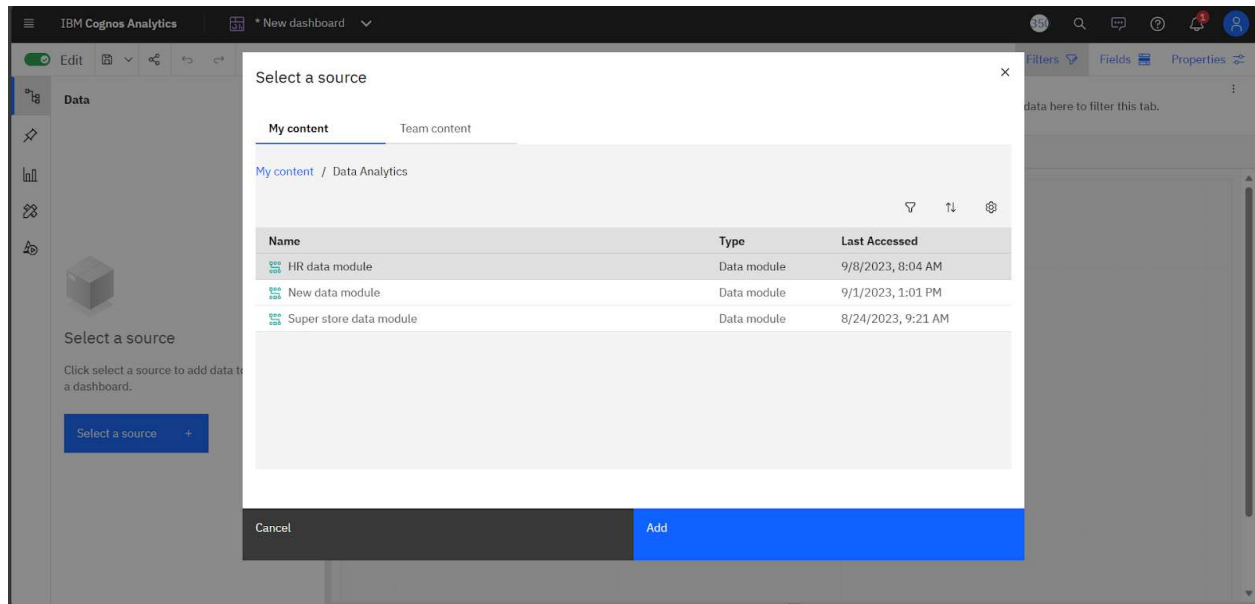
Salary for Department and RecruitmentSource 5							
Salary	Admin Offices	Executive Office	IT/IS	Production	Sales	Software Engine...	Summary
CareerBuilder	93,046	(no value)	63,940	59,346.44	62,810	101,199	63,482.52
Diversity Job Fair	74,789	(no value)	112,526	57,865.76	72,165.5	97,588.67	72,251.24
Employee 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

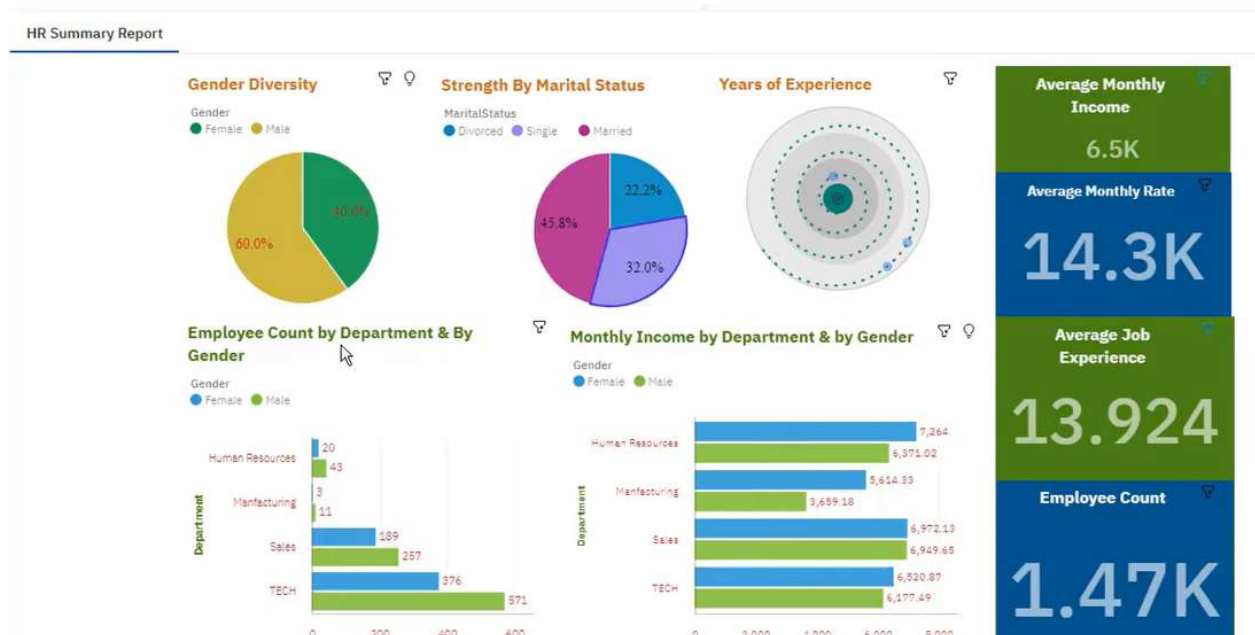


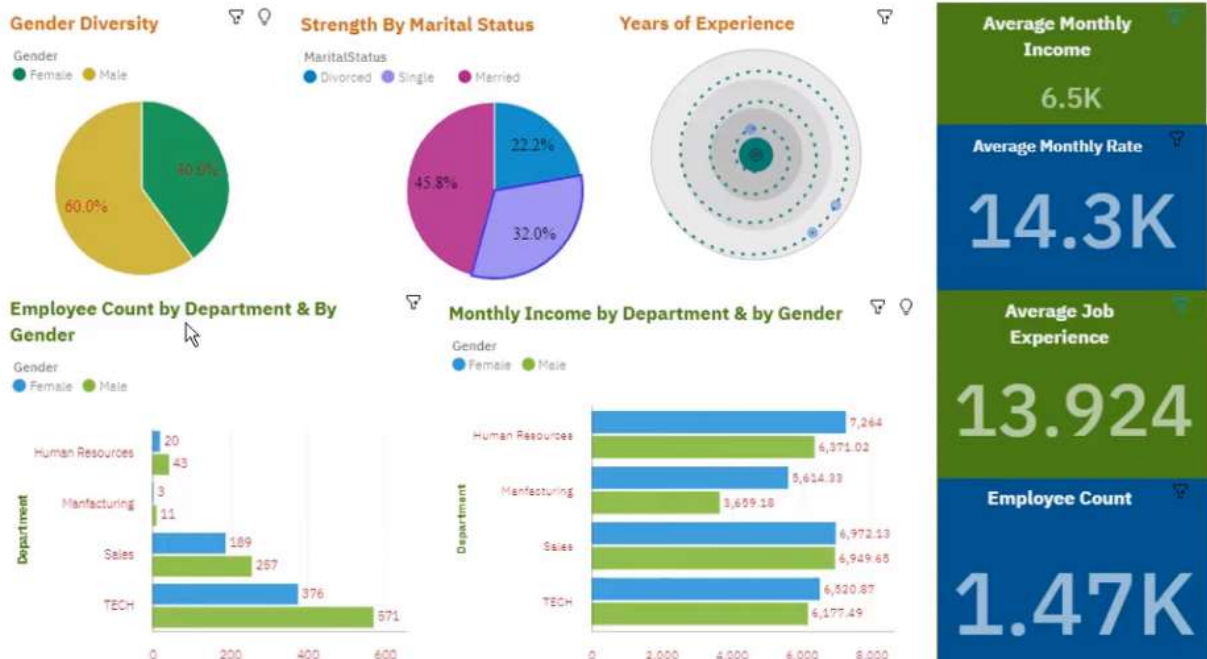
Creating Dashboard

Adding data module in the source section of dashboard

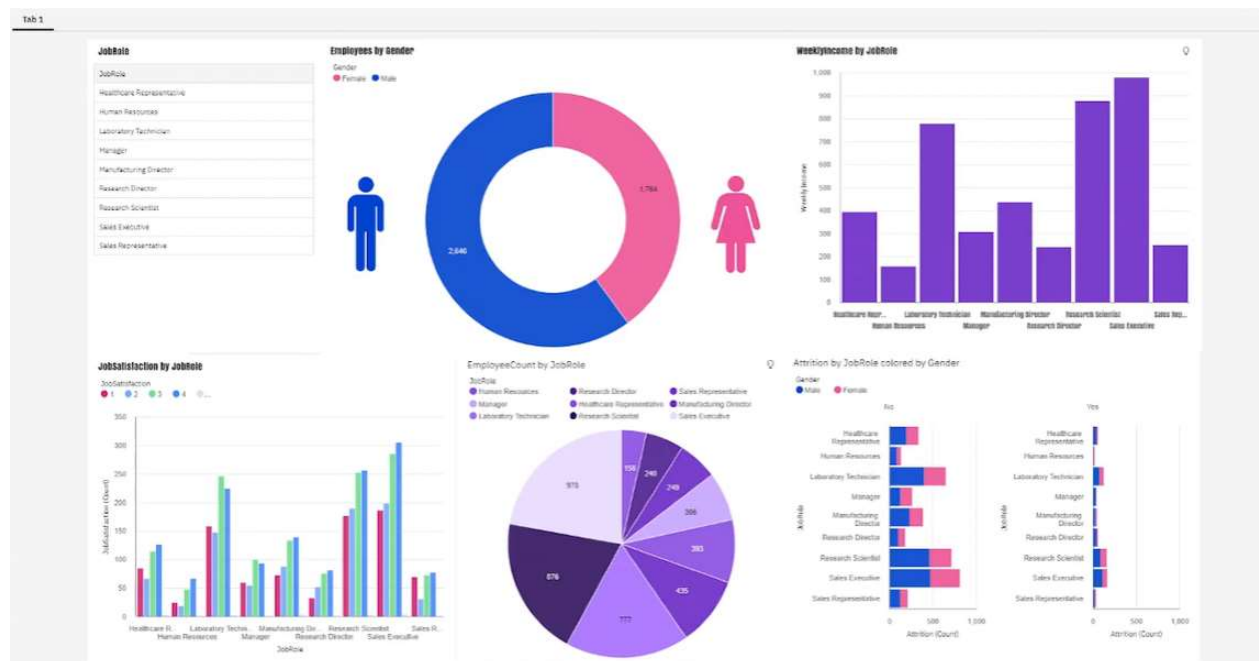


Dashboards:





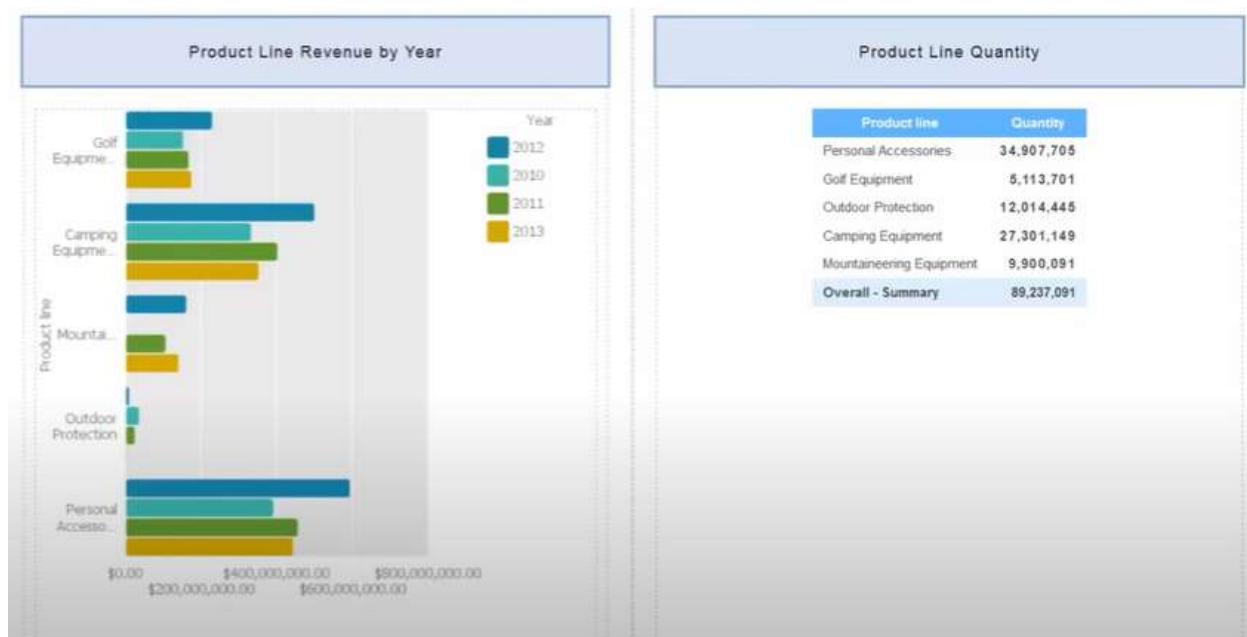
Dashboard 2:



HR dataset extended dashboard using IBM Cognos



Basic Report:



List Report

IBM Cognos Analytics

New report

Search Cognos Analytics

Edit

Report

Pages

Page1

Insertable objects

Find

Great outdoors data module

Branches

Retailers

Order Methods

Products

Returns

Sales Representatives

Sales

Product Line

Product Type

Product

Revenue

Camping Equipment

Cooking Gear

TrailChef Utensils

\$15,958,075.73

TrailChef Single Flame

\$43,189,819.56

TrailChef Deluxe Cook Set

\$53,195,154.45

TrailChef Water Bag

\$23,057,141.46

TrailChef Cook Set

\$41,184,274.90

TrailChef Double Flame

\$34,311,174.84

TrailChef Lantern

\$11,333,518.68

TrailChef Kitchen Kit

\$19,535,825.83

TrailChef Cup

\$5,702,502.70

TrailChef Kettle

\$25,368,496.06

Lanterns

Firefly Lite

\$7,949,503.38

Firefly 2

\$14,443,031.54

EverGlow Butane

\$7,558,900.70

Firefly 4

\$7,980,512.69

EverGlow Kerosene

\$9,609,101.43

Firefly Mapreader

\$11,642,885.83

Flicker Lantern

\$7,072,503.95

Firefly Extreme

\$8,597,647.26

EverGlow Single

\$16,498,839.63

EverGlow Lamp

\$23,756,549.79

Firefly Multi-light

\$7,189,780.50

EverGlow Double

\$2,563,403.94

Packs

Canyon Mule Climber Backpack

\$43,111,766.99

Canyon Mule Cooler

\$27,873,971.62

Canyon Mule Carryall

\$32,637,561.45

Canyon Mule Weekender Backpack

\$86,799,603.24

Canyon Mule Journey Backpack

\$99,216,132.92

Canyon Mule Extreme Backpack

\$62,241,366.62

Sleeping Bags

Hibernator Lite

\$54,974,184.56

Hibernator Camp Cot

\$32,448,227.99

List column body

CONDITIONAL

Conditional styles

DATA

Data format

BOX

Border

Padding

Box type

COLOR & BACKGROUND

Background effects

Background color

Foreground color

FONT & TEXT

Font

Horizontal alignment

Vertical alignment

White space

POSITIONING

Size & overflow

MISCELLANEOUS

Classes

List column

The screenshot shows the IBM Cognos Analytics interface with a report titled "BASIC LIST REPORT". The report is structured as a table with four columns: Product Line, Product Type, Product, and Revenue. The data is categorized by Product Line (Camping Equipment, Cooking Gear, Lanterns, Packs, Sleeping Bags) and Product Type. The table lists various products and their corresponding revenue values.

The "Grouping & sorting - Query1" dialog box is open, showing the "Data items" list on the left and the "Groups" list on the right. The "Data items" list includes Product Line, Product Type, Product, and Revenue. The "Groups" list includes Overall and Detail Sort List. The "Overall" group is selected, and the "Detail Sort List" is also selected. The "OK" button is highlighted.

Page set: Query1
Master detail relationships: Unavailable
Properties: Unavailable
Page set1
Name: Page set1

set to control the rendering of go sets that it contains. You can query or associate the page set to ery. You can also insert a page set set. The grouping structure that the page set determines how the sets appear.

reference to create a report report booklet is a report that er reports. Each report reference booklet item.

To specify that each report page be shown in its own tab in HTML output, in the Properties pane, at the Report level, click the View pages as tabs property and select one of the options.

Creating story in IBM cognos

