

DA 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.

Data Description

Feature	Description	DataType
Employee_Name	Employee's full name	Text
EmpID	Employee ID is unique to each employee	Text

MarriedID	Is the person married (1 or 0 for yes or no)	Binary
MaritalStatusID	Marital status code that matches the text field MaritalDesc	Integer
EmpStatusID	Employment status code that matches text field EmploymentStatus	Integer
DeptID	Department ID code that matches the department the employee works in	Integer
PerfScoreID	Performance Score code that matches the employee's most recent performance score	Integer
FromDiversityJobFairID	Was the employee sourced from the Diversity job fair? 1 or 0 for yes or no	Binary
Salary	The person's yearly salary. U.S. Dollars	Float

Termd	Has this employee been terminated - 1 or 0	Binary
PositionID	An integer indicating the person's position	Integer

Position	The text name/title of the position the person has	Text
State	The state that the person lives in	Text
Zip	The zip code for the employee	Text
DOB	Date of Birth for the employee	Date
Sex	Sex - M or F	Text
MaritalDesc	The marital status of the person (divorced, single, widowed, separated, etc)	Text
CitizenDesc	Label for whether the person is a Citizen or Eligible NonCitizen	Text
HispanicLatino	Yes or No field for whether the employee is Hispanic/Latino	Text
RaceDesc	Description/text of the race the person identifies with	Text

DateofHire	Date the person was hired	Date
DateofTermination	Date the person was terminated, only populated if, in fact, Termd = 1	Date
TermReason	A text reason / description for why the person was terminated	Text
EmploymentStatus	A description/category of the person's employment status. Anyone currently working full time = Active	Text
Department	Name of the department that the person works in	Text
ManagerName	The name of the person's immediate manager	Text
ManagerID	A unique identifier for each manager	Integer
RecruitmentSource	The name of the recruitment source where the employee was recruited from	Text
PerformanceScore	Performance Score text/category (Fully Meets, Partially Meets, PIP, Exceeds)	Text

EngagementSurvey	Results from the last engagement survey, managed by our external partner	Float
EmpSatisfaction	A basic satisfaction score between 1 and 5, as reported on a recent employee satisfaction survey	Integer

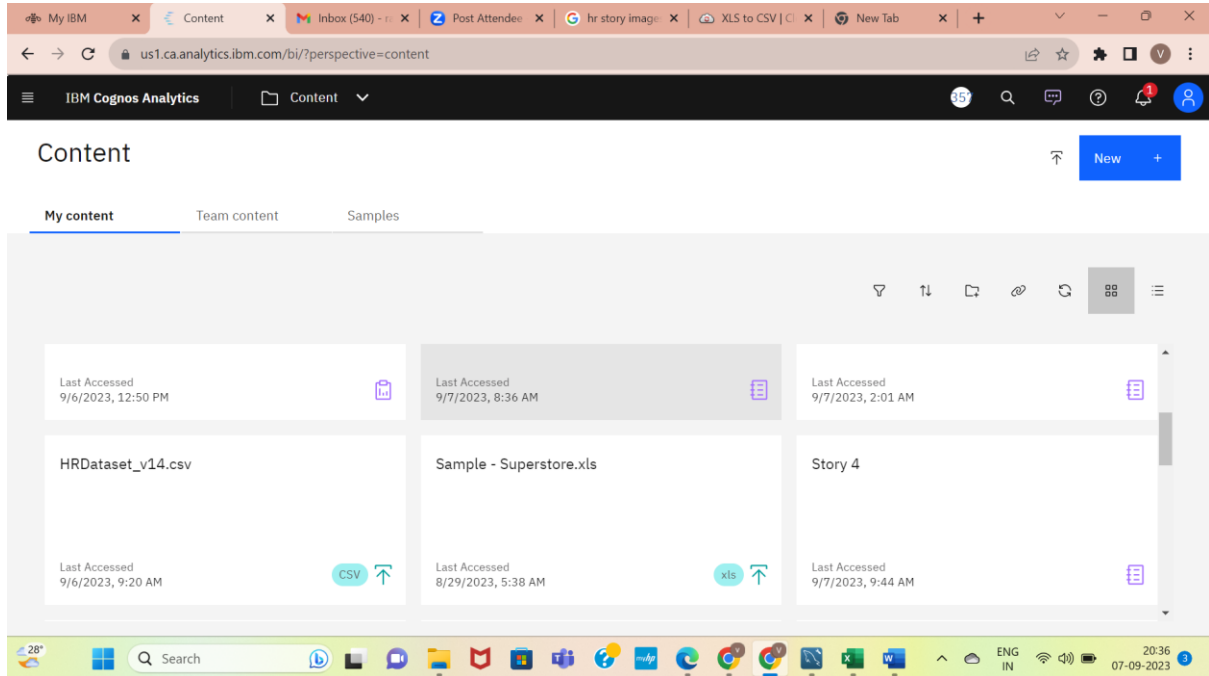
SpecialProjectsCount	The number of special projects that the employee worked on during the last 6 months	Integer
LastPerformanceReview_Date	The most recent date of the person's last performance review	Date
DaysLateLast30	The number of times that the employee was late to work during the last 30 days	Integer
Absences	The number of times the employee was absent from work	Integer

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

Steps :

Step 1 :

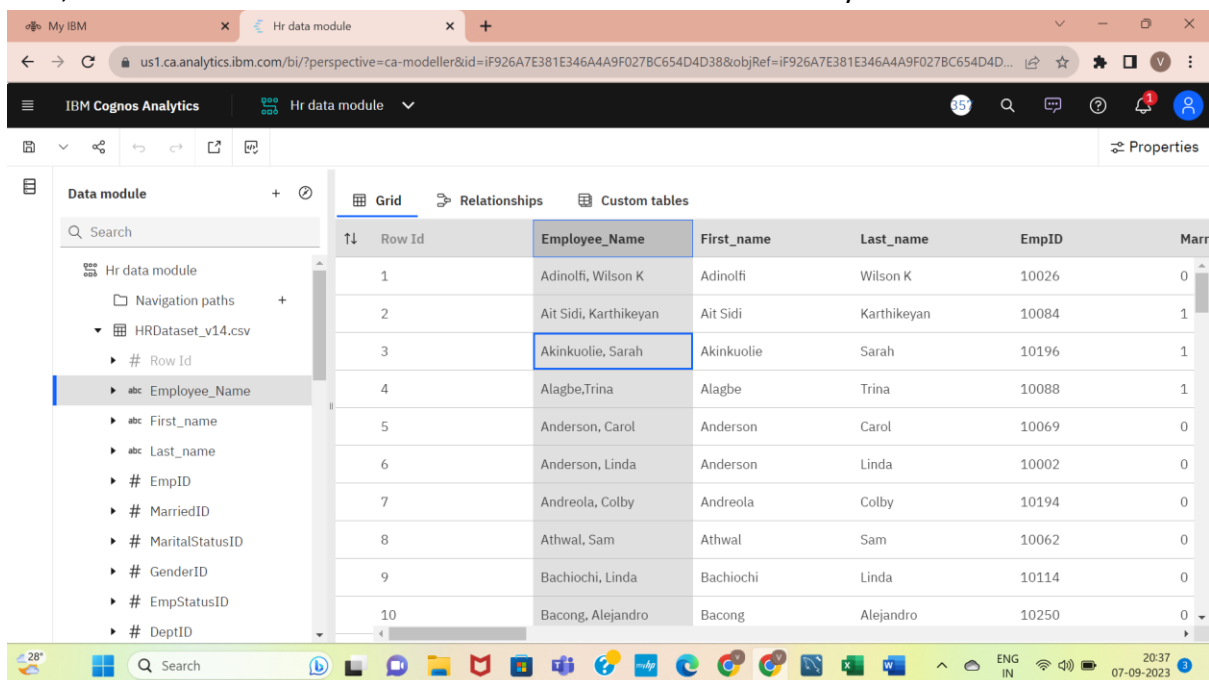
The Dataset is uploaded to cognos Analytics



Step 2:

The new Data module is created with the new columns as well.

Also, I formatted all the unformatted data and then saved into my content.



IBM Cognos Analytics | Hr data module

Grid Relationships Custom tables

Search

- PerfScoreID
- FromDive...obFairID
- Salary
- Termd
- PositionID
- Position
- State
- Zip
- DOB
- Sex
- MaritalDesc
- CitizenDesc
- Microrelation

Row Id	Employee_Name	First_name	Last_name	EmpID	Marr
1	Adinolfi, Wilson K	Adinolfi	Wilson K	10026	0
2	Ait Sidi, Karthikeyan	Ait Sidi	Karthikeyan	10084	1
3	Akinkuolie, Sarah	Akinkuolie	Sarah	10196	1
4	Alagbe,Trina	Alagbe	Trina	10088	1
5	Anderson, Carol	Anderson	Carol	10069	0
6	Anderson, Linda	Anderson	Linda	10002	0
7	Andreola, Colby	Andreola	Colby	10194	0
8	Athwal, Sam	Athwal	Sam	10062	0
9	Bachiochi, Linda	Bachiochi	Linda	10114	0
10	Bacong, Alejandro	Bacong	Alejandro	10250	0

28° Search ENG IN 20:37 07-09-2023

IBM Cognos Analytics | Hr data module

Grid Relationships Custom tables

Search

- TermReason
- EmploymentStatus
- Department
- ManagerName
- ManagerID
- RecruitmentSource
- PerformanceScore
- EngagementSurvey
- EmpSatisfaction
- SpecialP...ctsCount
- LastPerf...iew_Date
- DaysLateLast30
- Absences

Row Id	Employee_Name	First_name	Last_name	EmpID	Marr
1	Adinolfi, Wilson K	Adinolfi	Wilson K	10026	0
2	Ait Sidi, Karthikeyan	Ait Sidi	Karthikeyan	10084	1
3	Akinkuolie, Sarah	Akinkuolie	Sarah	10196	1
4	Alagbe,Trina	Alagbe	Trina	10088	1
5	Anderson, Carol	Anderson	Carol	10069	0
6	Anderson, Linda	Anderson	Linda	10002	0
7	Andreola, Colby	Andreola	Colby	10194	0
8	Athwal, Sam	Athwal	Sam	10062	0
9	Bachiochi, Linda	Bachiochi	Linda	10114	0
10	Bacong, Alejandro	Bacong	Alejandro	10250	0

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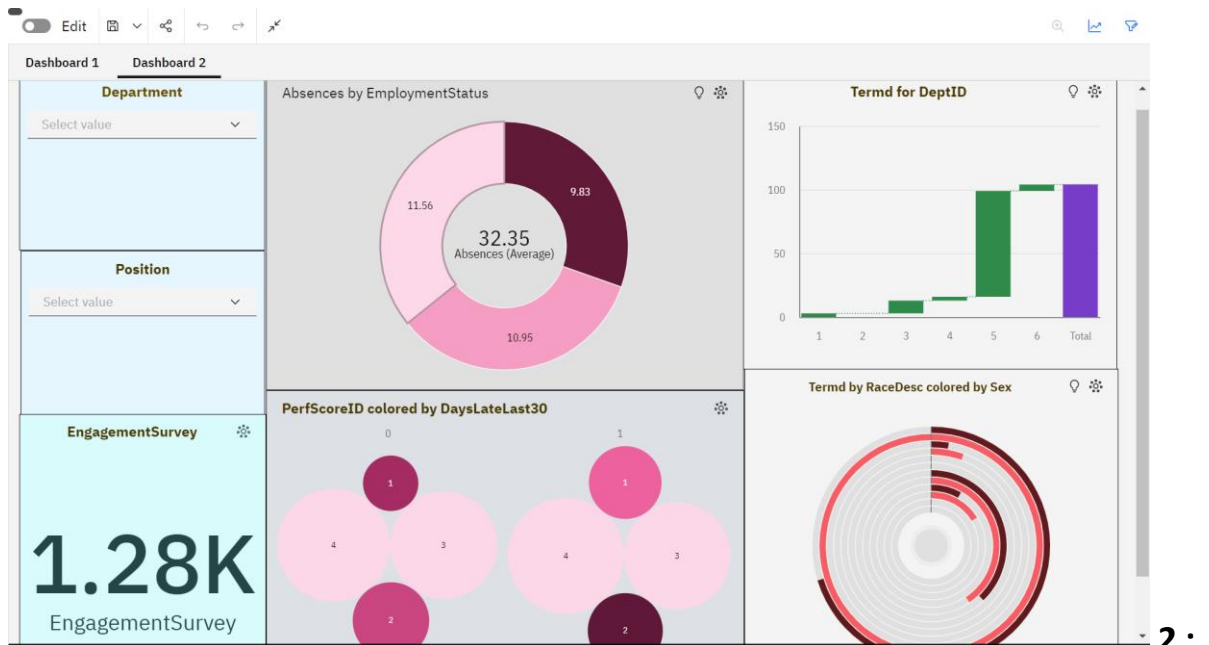
Step 3 :

By using this data module I created Dashboards:

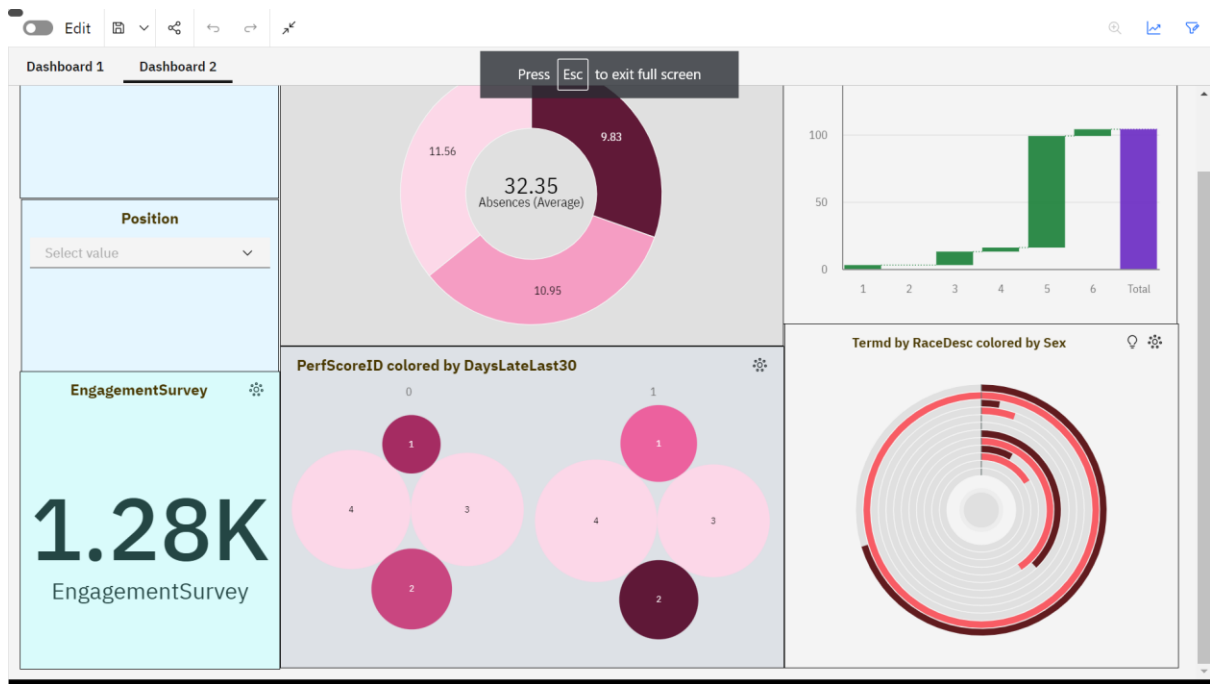
1. Dashboard 1 :



2. Dashboard

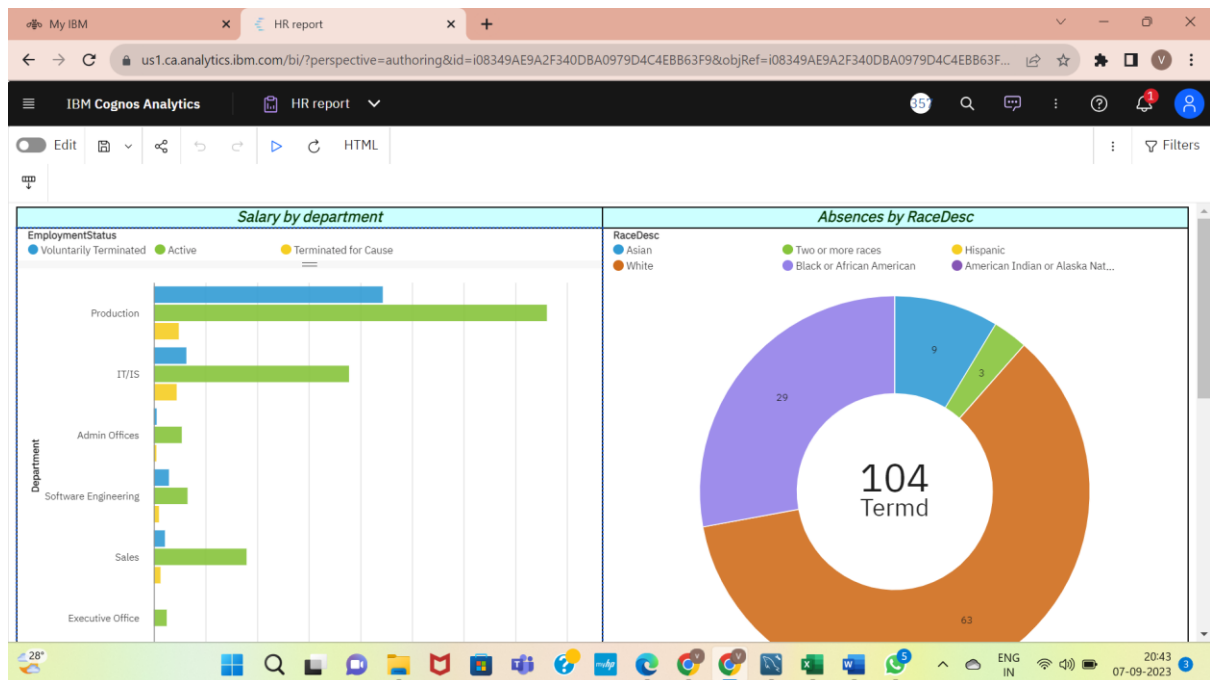


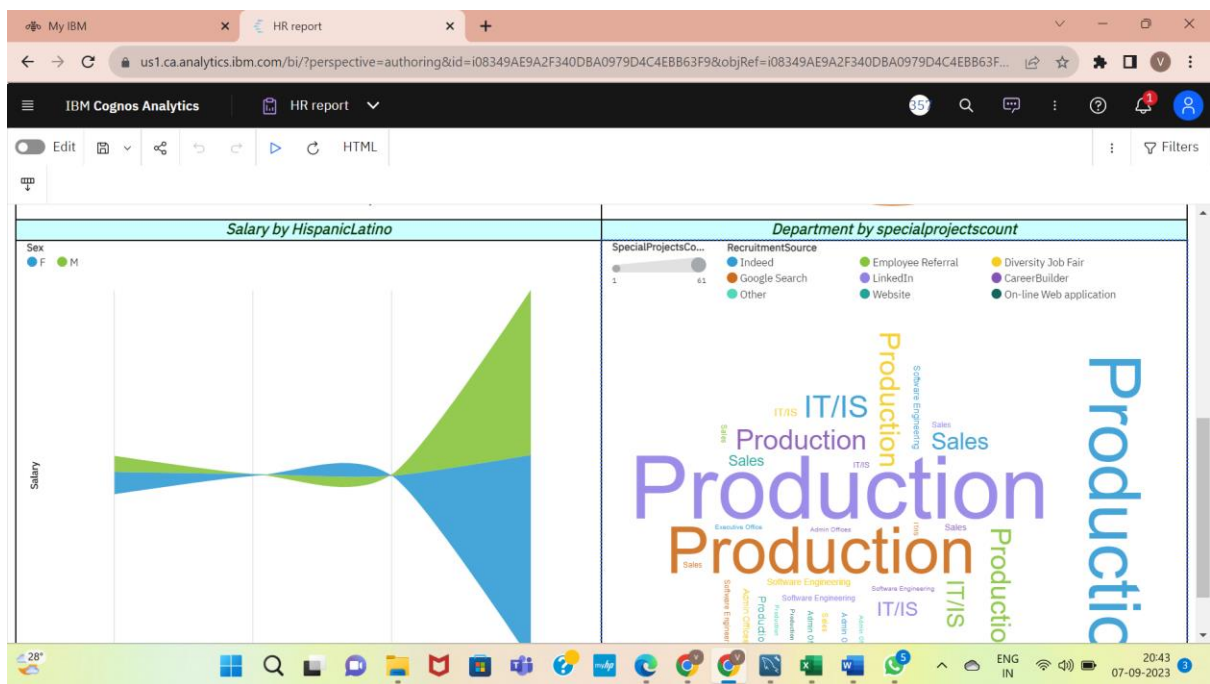
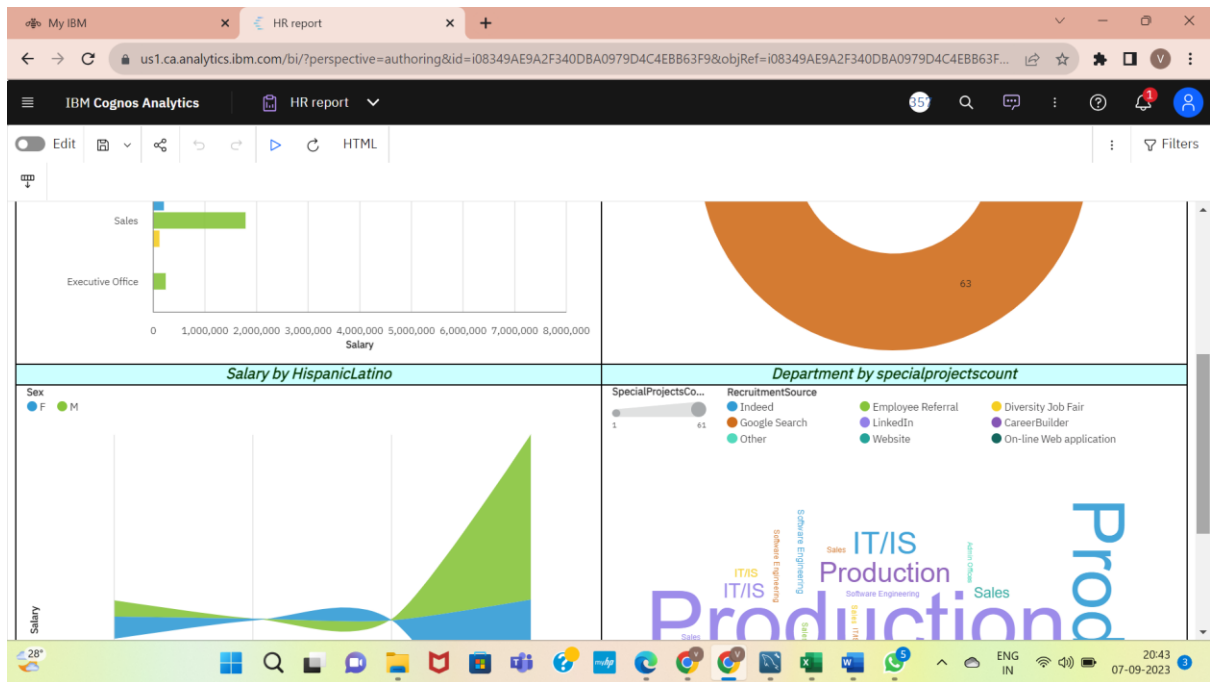
2 :



By using this data module I created Reports:

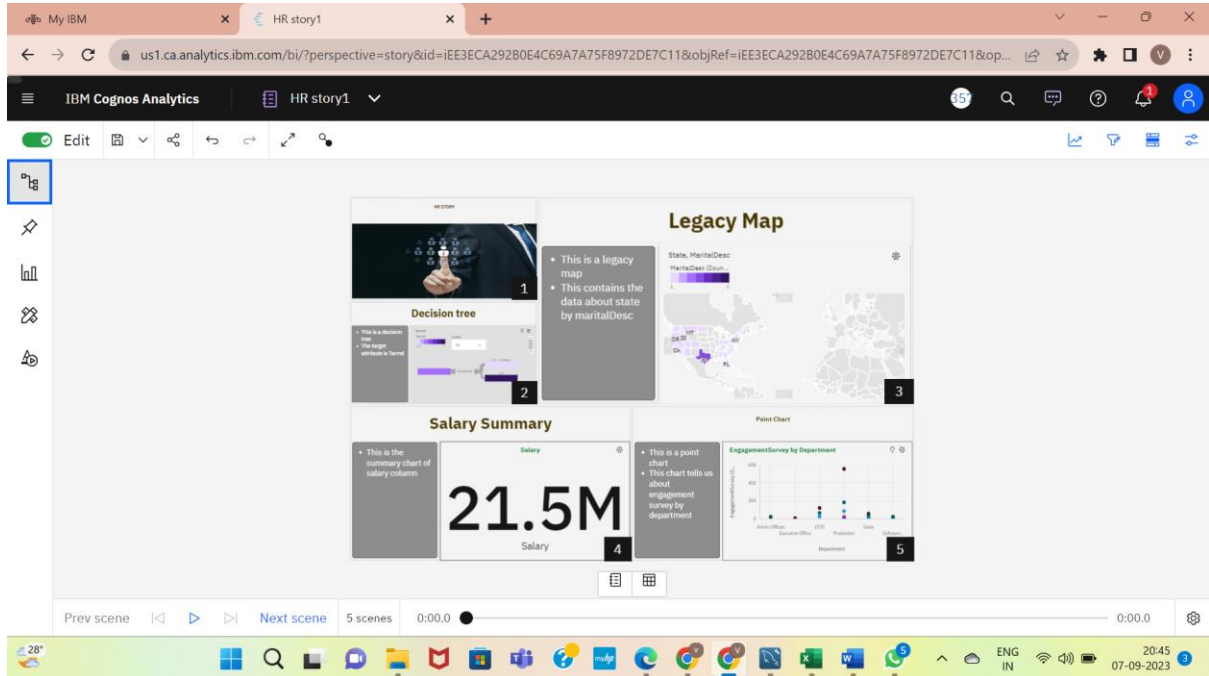
Report:



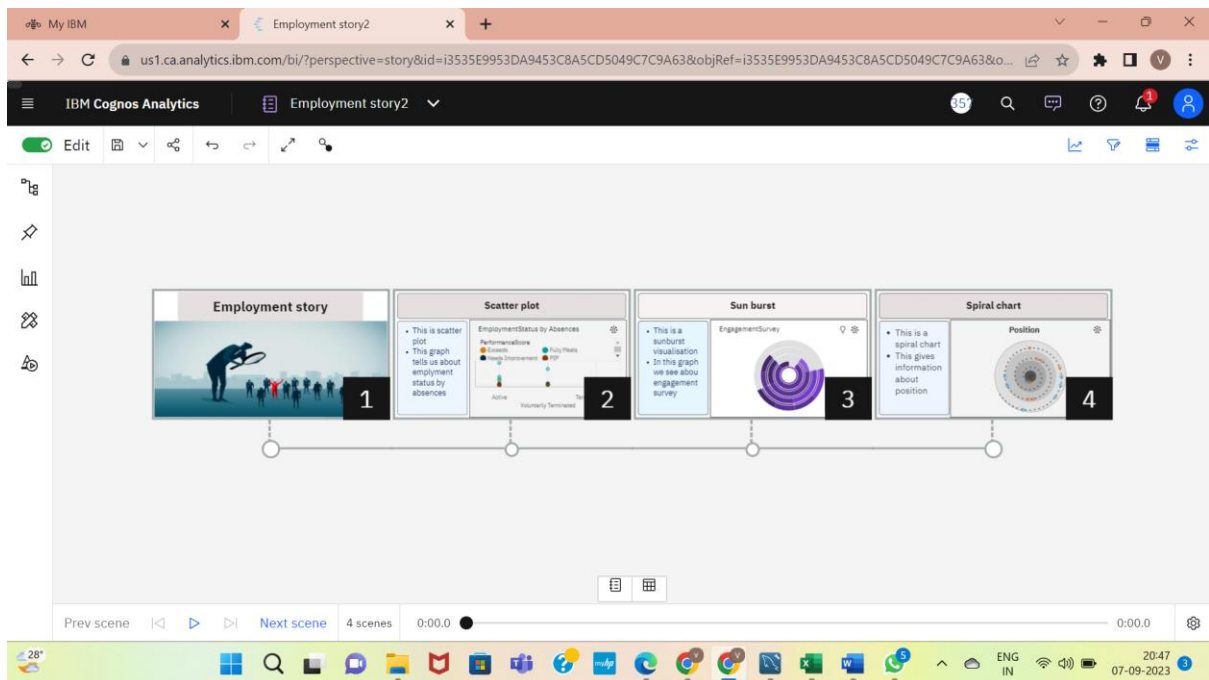


Stories :

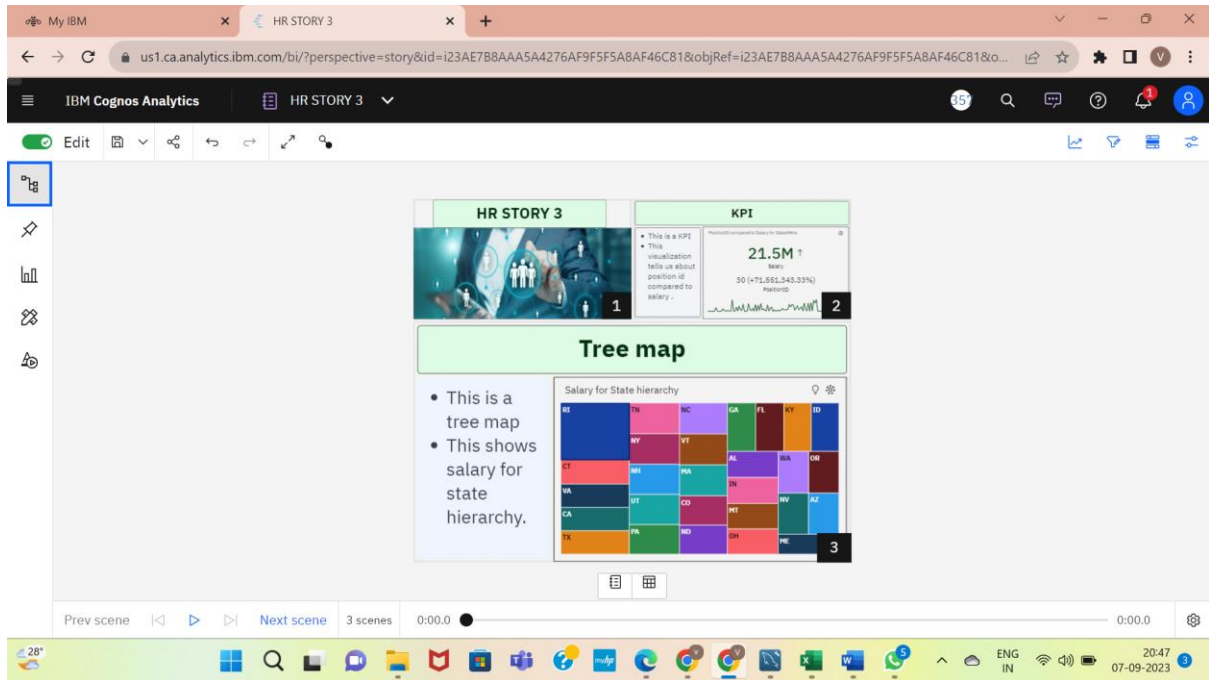
Story 1 :



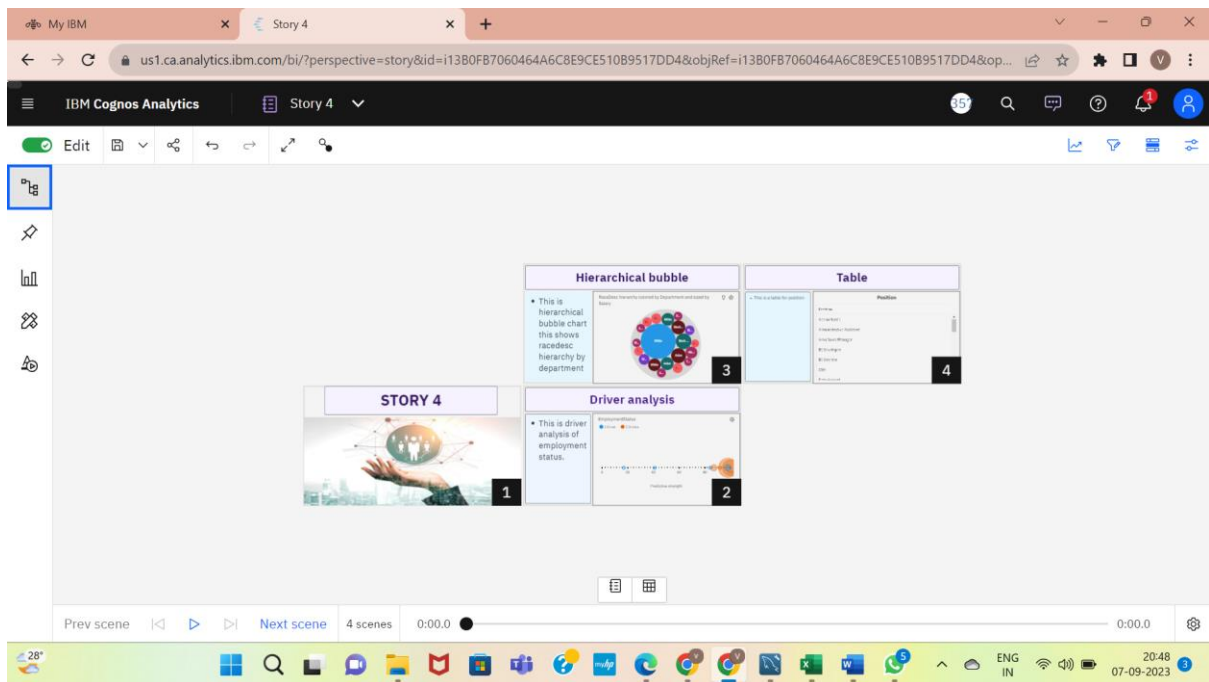
Story 2:



Story 3:



Story 4 :



Story 5 :

