

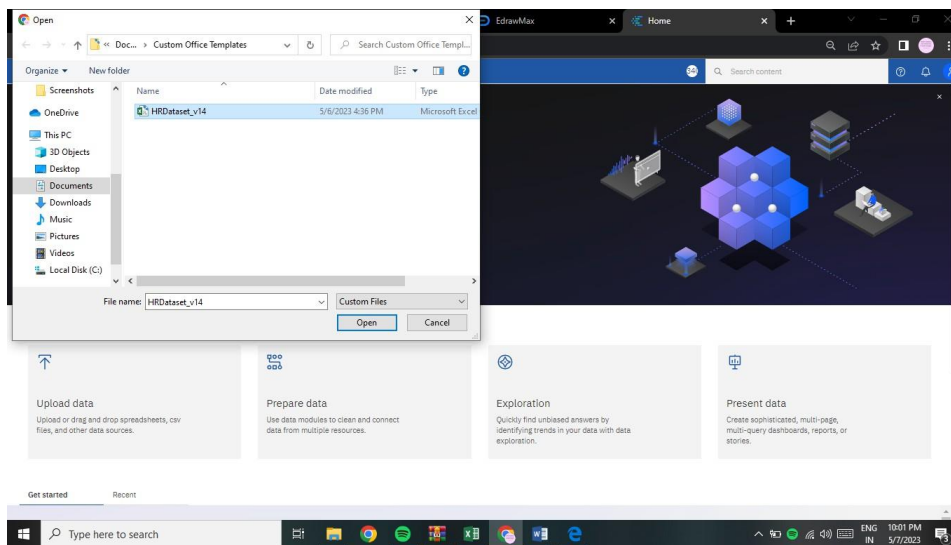
The Cognos HR Scorecard: Measuring Success in Talent Management

NAME: Prabu S

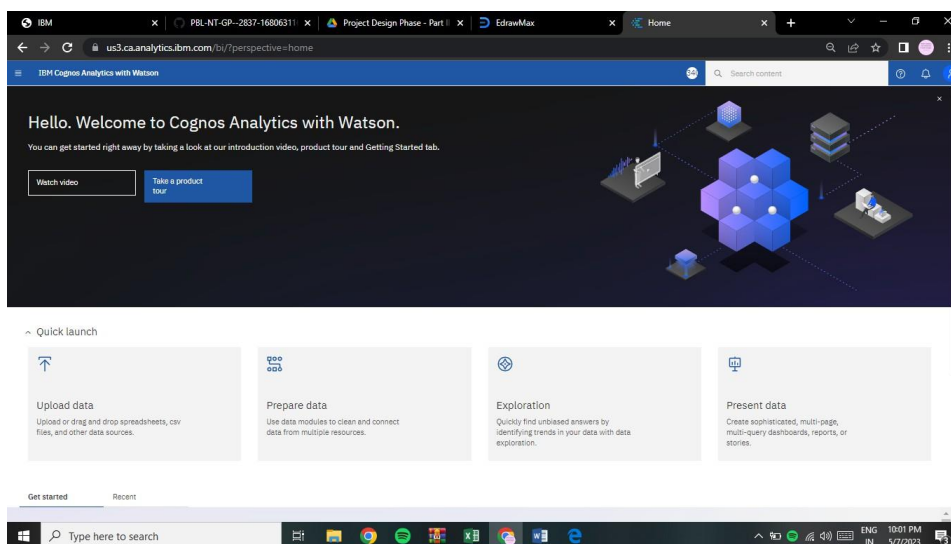
IBM ID: 2k20cse185@kiot.ac.in

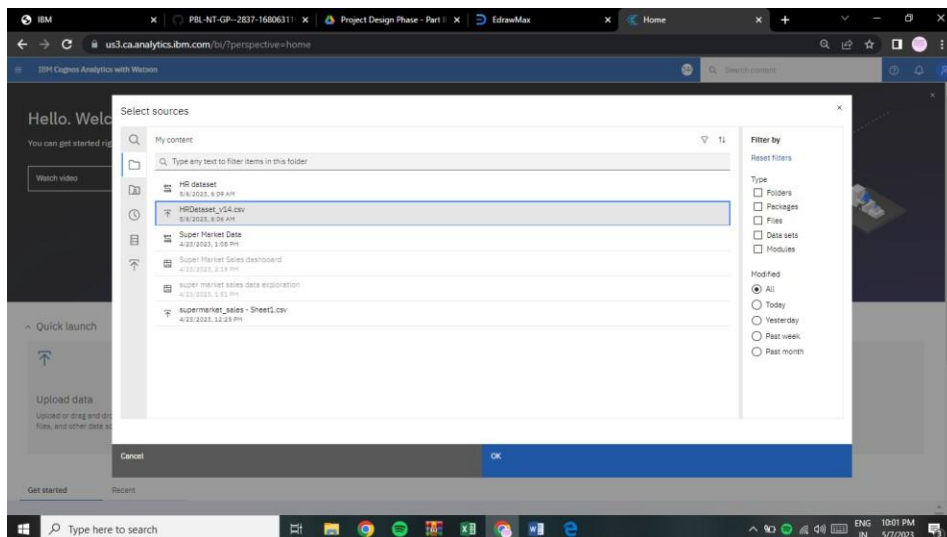
TASK 1: Upload the dataset:

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

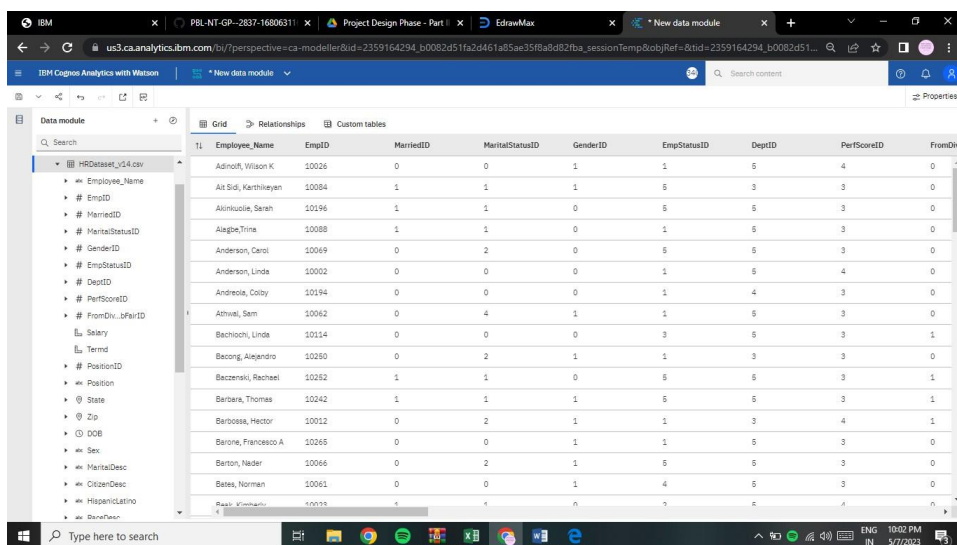
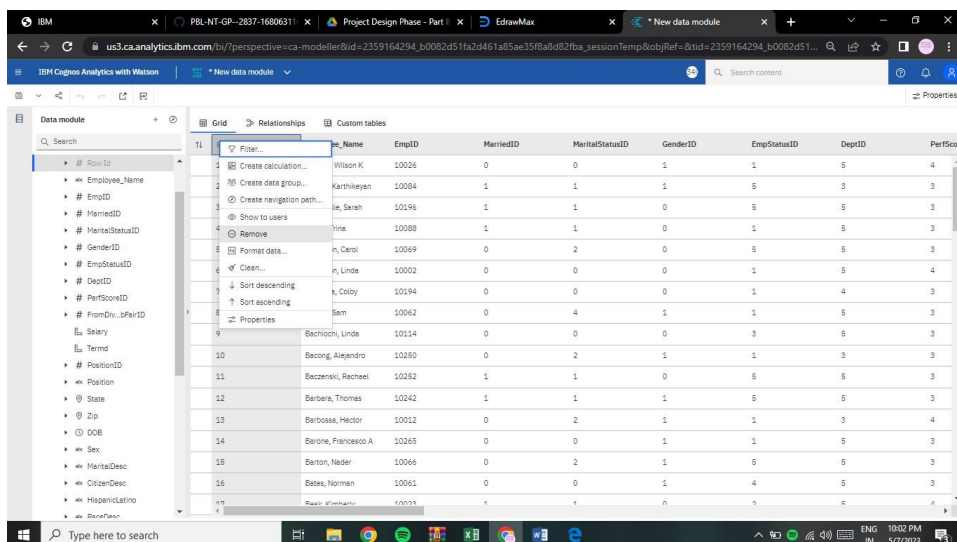


Step 2 : Prepare the Data Set. Select the source CSV file.

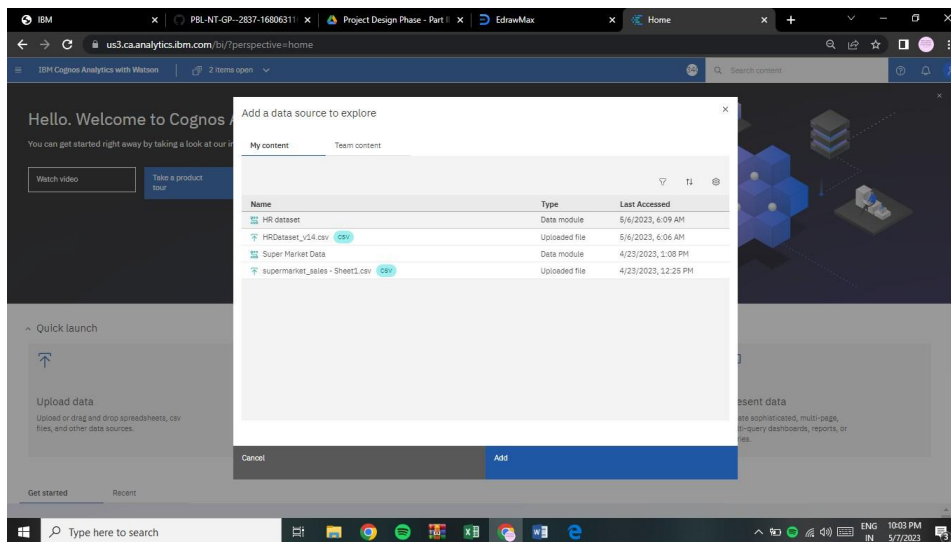




Step 4 : After uploading, grid displays the table value of the CSV file Remove the unwanted columns.

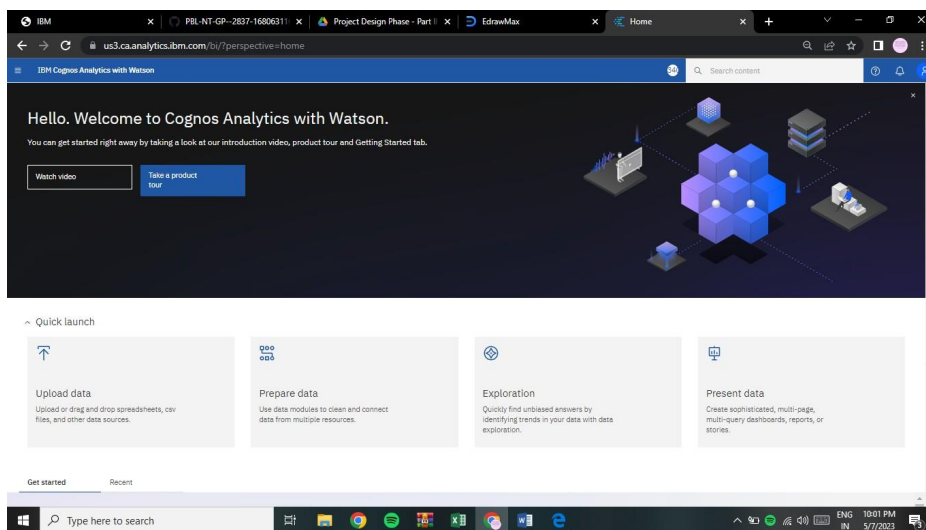


Save the prepared dataset.

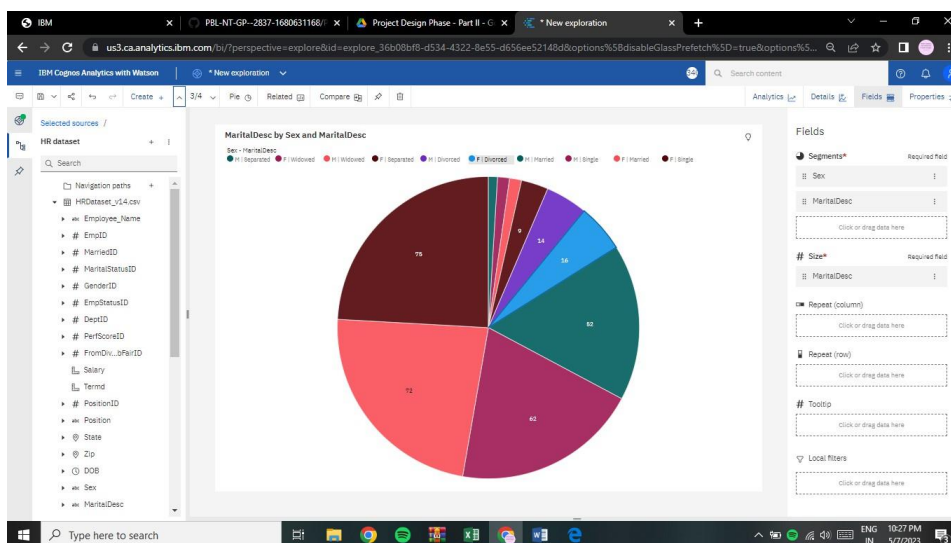
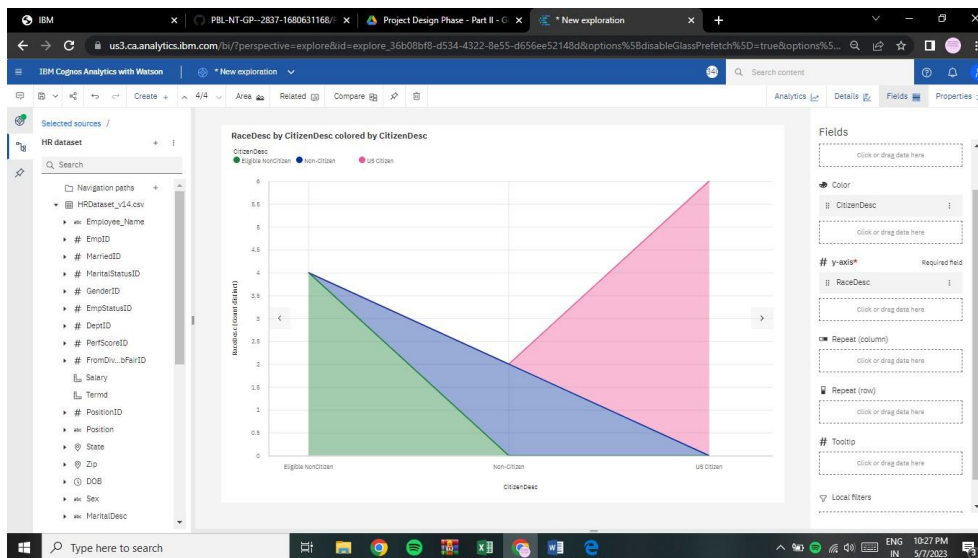


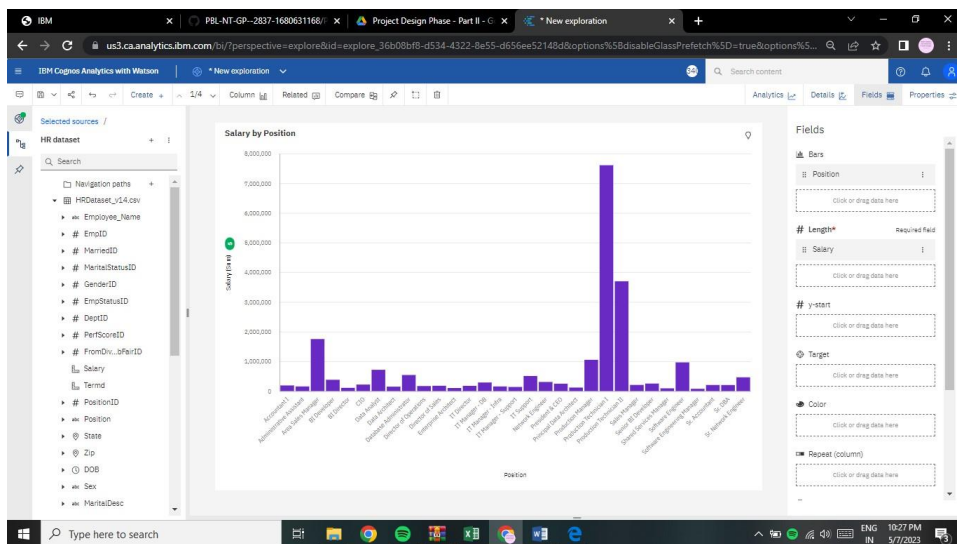
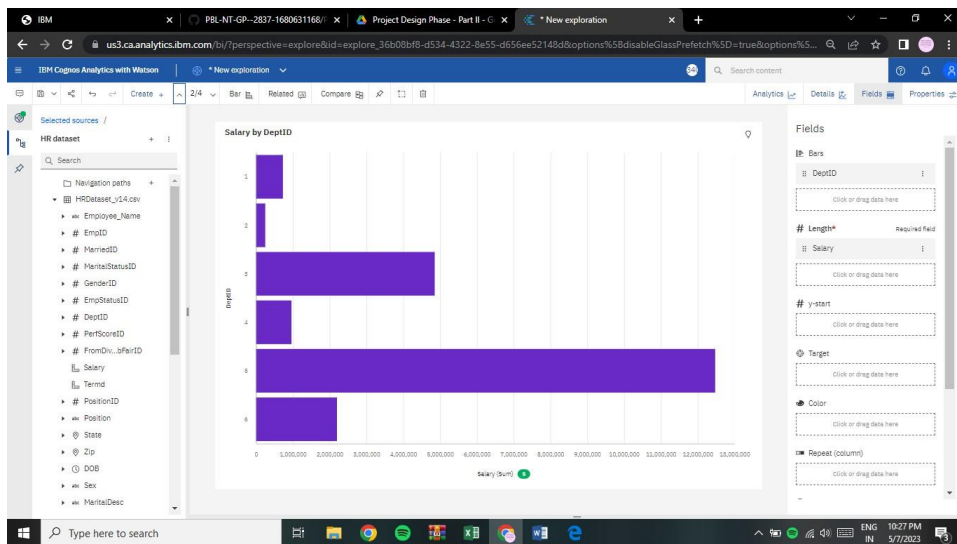
TASK 2: Explore the dataset.

Step 1: Select the Exploration.

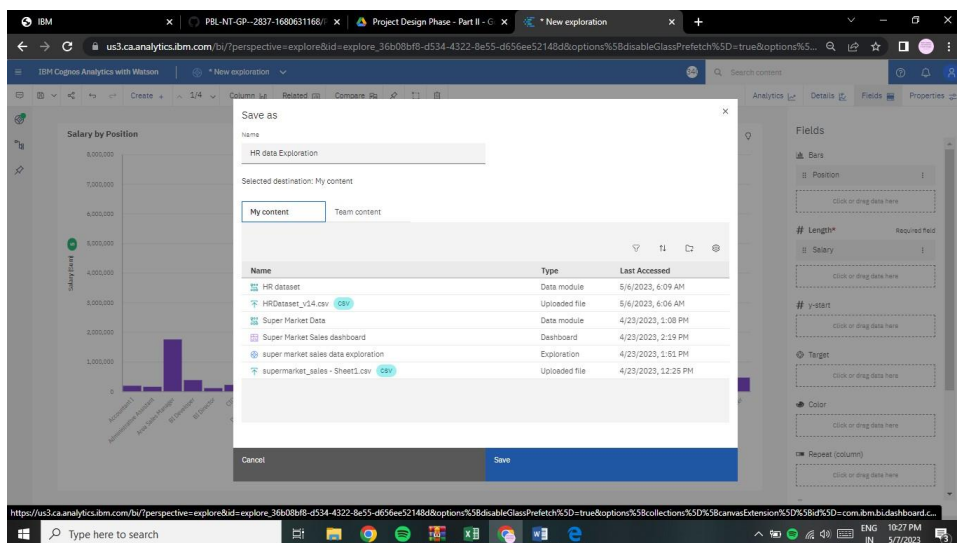


Step 2: Explore the dataset.



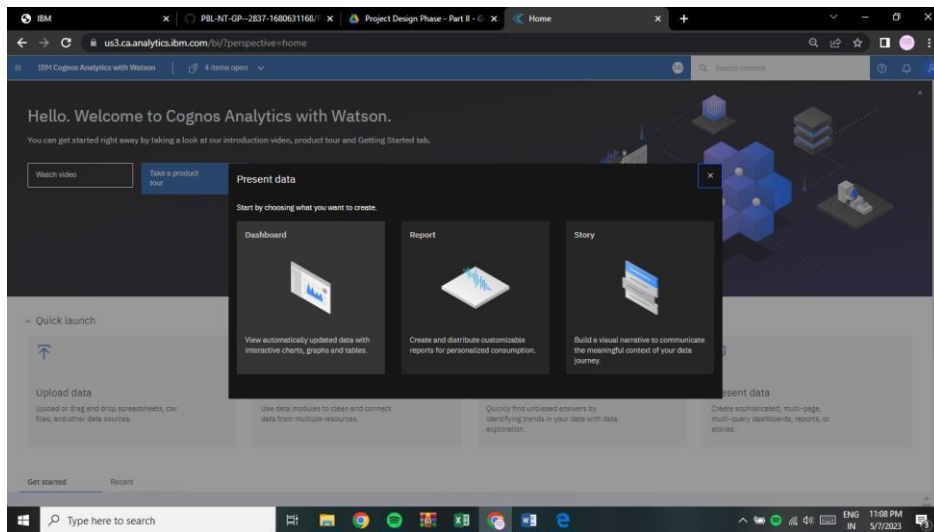


Save the explorations

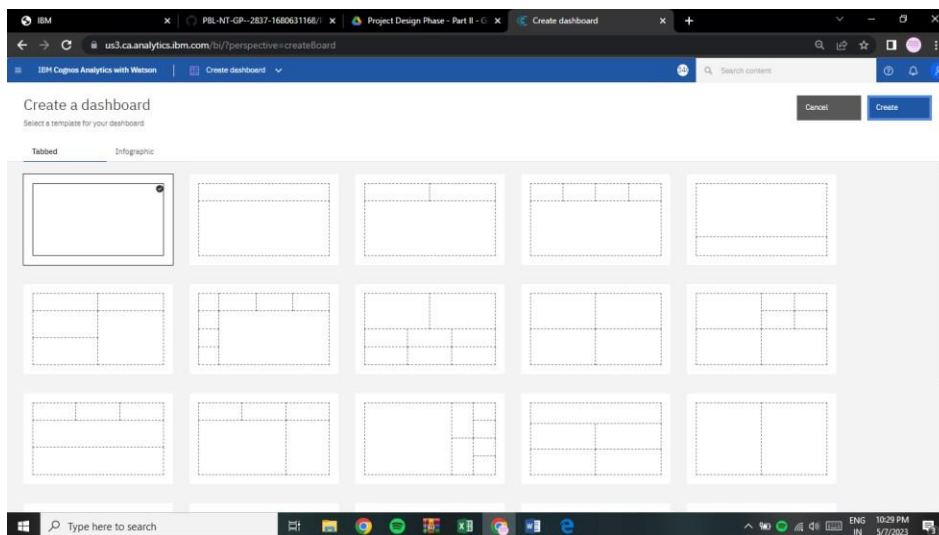


TASK 3: CREATION OF DASHBOARD.

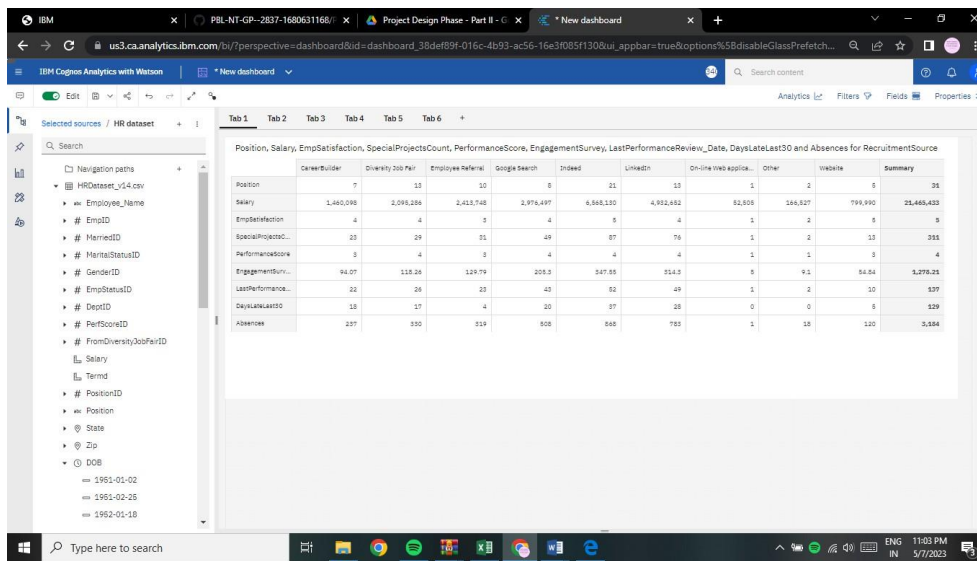
Step 1: Create the Dash Board.



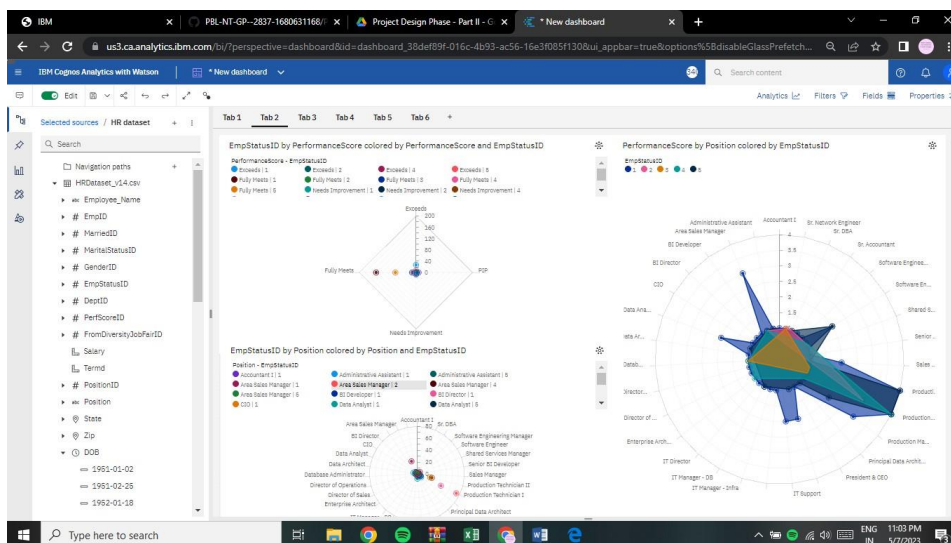
Step 2: Create a Template for the Dash Board.

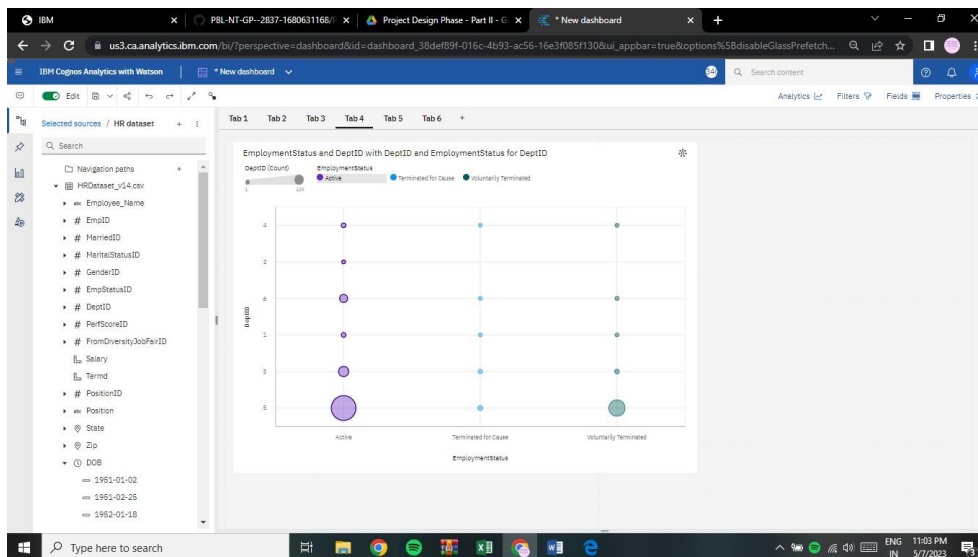


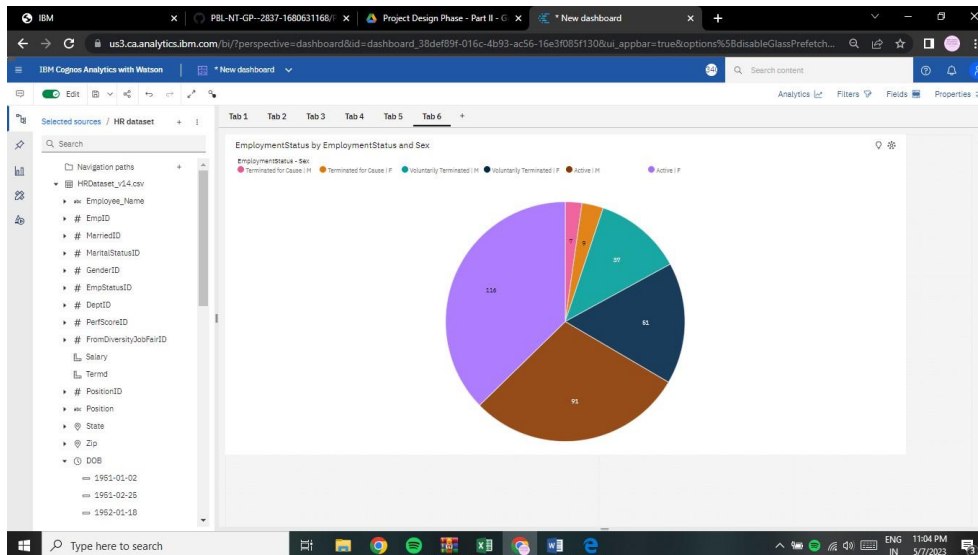
Step 3: Create Visualization Charts And Save it.



Position	Salary	EmpSatisfaction	SpecialProjectsCount	PerformanceScore	EngagementSurvey	LastPerformanceReview_Date	DaysLateLast30	Absences	RecruitmentSource
Area Sales Manager	1,460,099	2,091,289	2,411,748	2,976,497	6,868,130	4,992,482	82,808	149,827	799,990
Area Sales Manager	1,460,099	2,091,289	2,411,748	2,976,497	6,868,130	4,992,482	82,808	149,827	799,990
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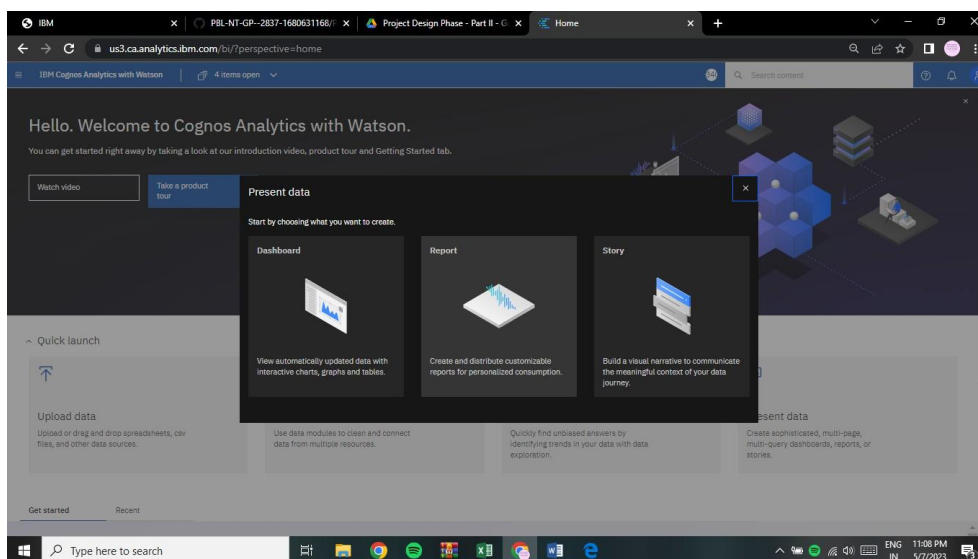




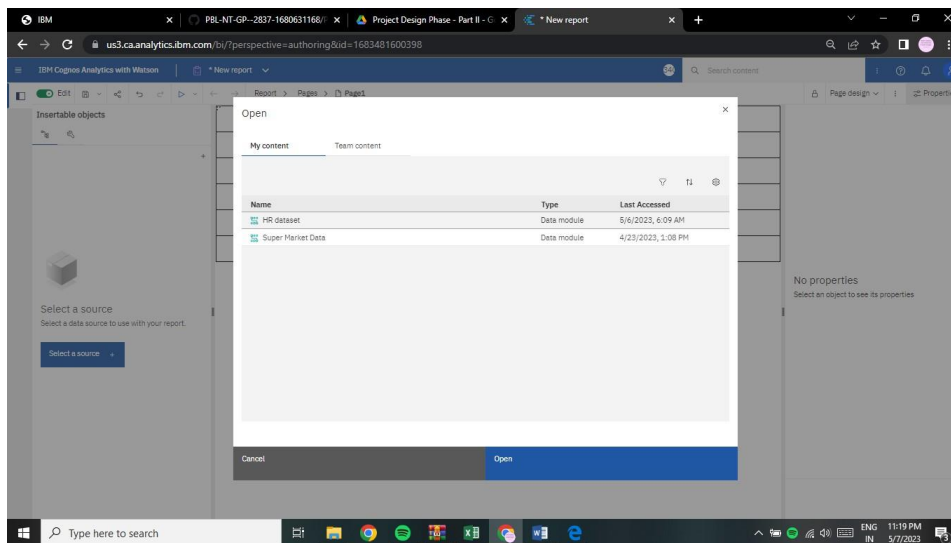


TASK 4: CREATION OF REPORT.

Step 1: Create the Report.



Step 2: Select the source file.

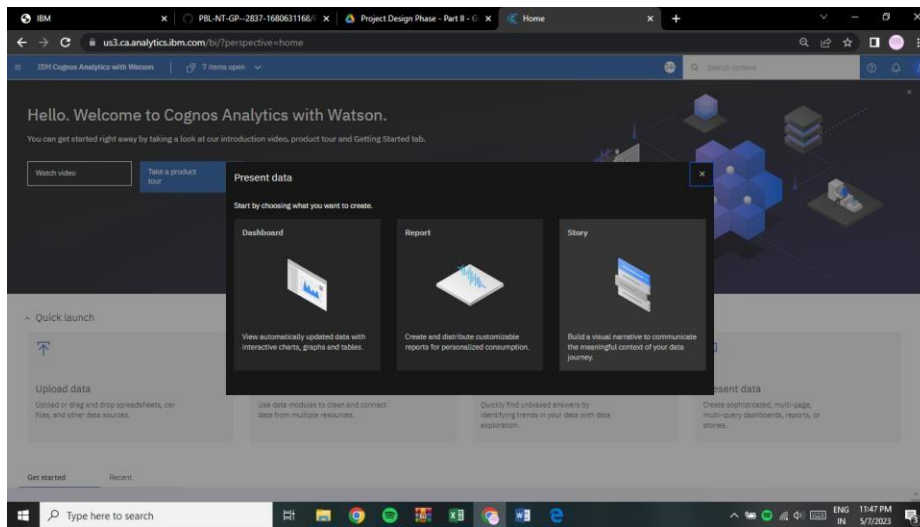


Write Report

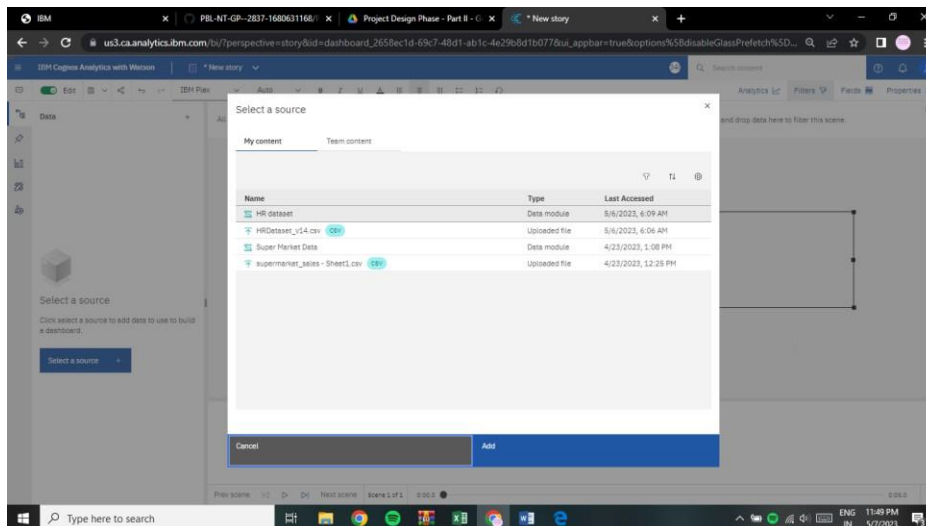
Performance Score by Position with Employment Status	Voluntary Terminated is High in Position Production Technician 1 and 2.
Position by Recruitment Source	LinkedIn and Diversity Job Fair has the Highest Position Based recruitment and Online web Application has the lowest
Performance Score by Recruitment Source	Performance is higher by the person who has been hired using Google, LinkedIn, and Diversity Job Fair.
Salary by Recruitment Source	Salary is high for the person who is recruited by the website and low for Online web application
Department by Manager	Department number 5 has most number of managers and department 2 has the least number of managers
Employment Status by Sex	More number of female are actively working than male employees. Fewer male employees are Voluntarily terminated compared to females.

TASK 5: CREATION OF STORY.

Step 1: Create the Story.



Upload dataset



Create story for the visualizations

