

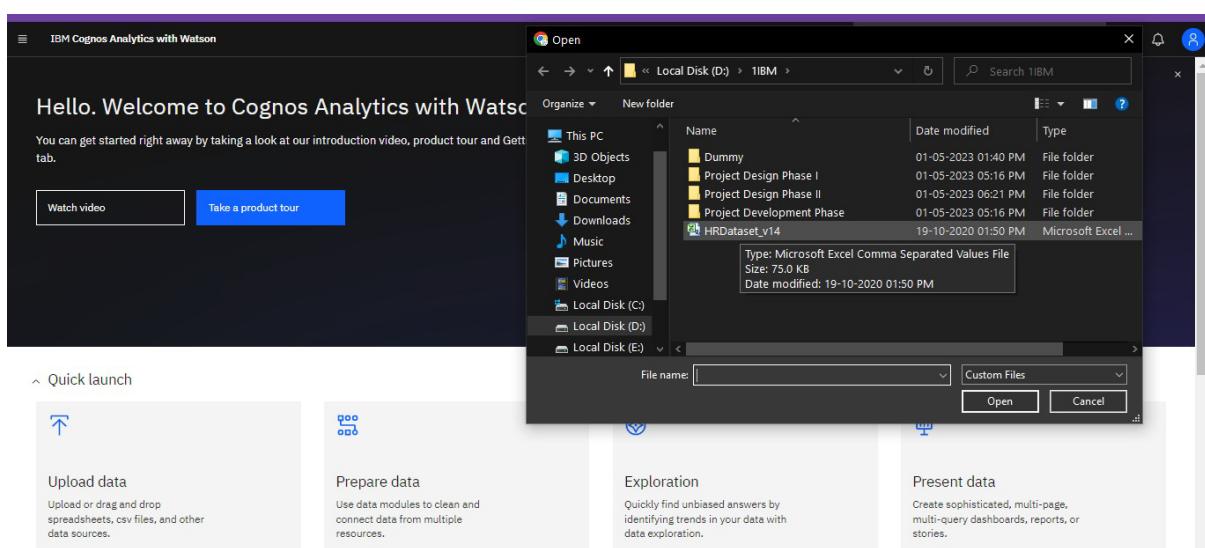
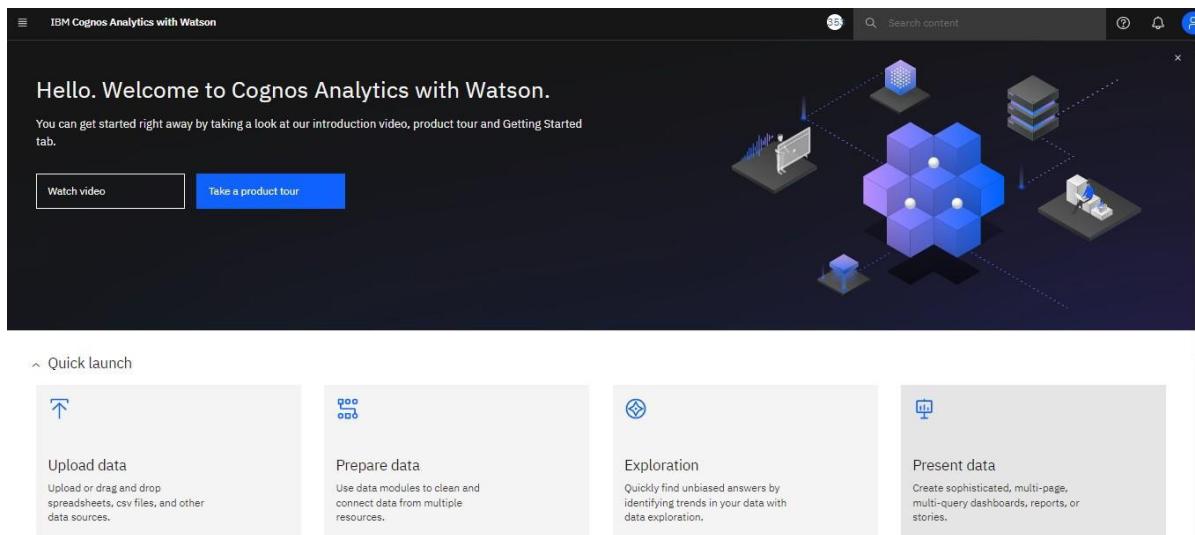
# The Cognos HR Scorecard: Measuring Success in Talent Management

NAME:VIMALRAJ S

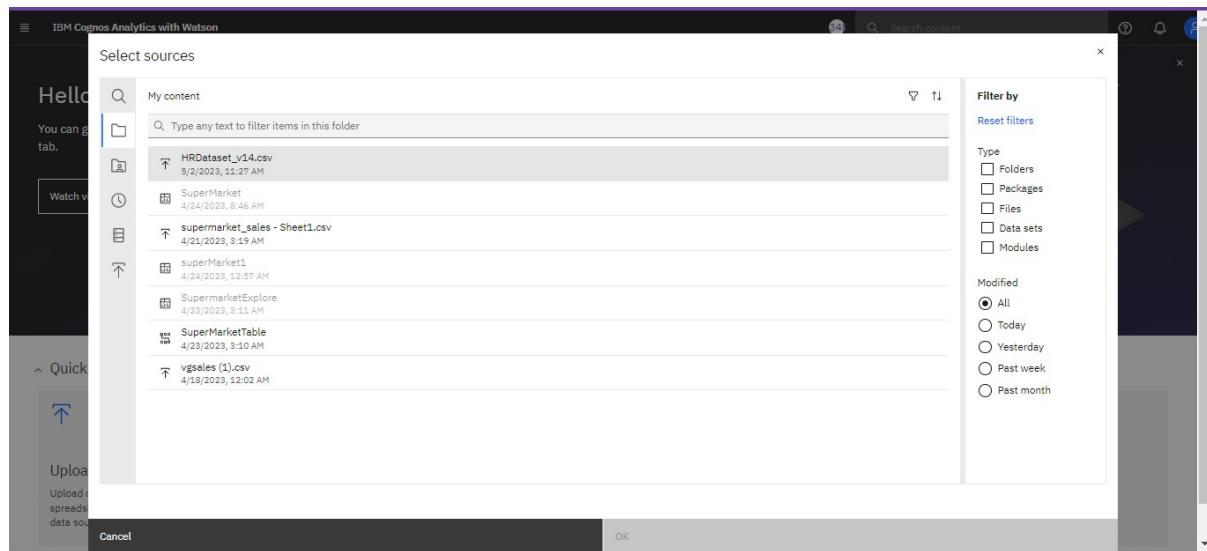
IBMDID:2k20cse168@kiot.ac.in

## TASK1: Upload the dataset:

**Step1: Upload the data(CSV file) in the Cognos.**



## Step2: Prepare the DataSet. Select the source CSV file.



## Step4: After uploading, grid displays the table value of the CSV file.

IBM Cognos Analytics with Watson

New data module

Grid Relationships Custom tables

Employee\_Nam EmpID MarriedID MaritalStatusID GenderID EmpStatusID DeptID PerfScoreID

Row Id	Employee_Nam	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID	PerfScoreID
1	Adinoff, Wilson K	10026	0	0	1	1	5	4
2	Ait Sidi, Karthikeyan	10084	1	1	1	5	3	3
3	Akinkugbe, Sarah	10196	1	1	0	5	5	3
4	Alagbe,Trina	10088	1	1	0	1	5	3
5	Anderson, Carol	10069	0	2	0	5	5	3
6	Anderson, Linda	10002	0	0	0	1	5	4
7	Andreola, Colby	10194	0	0	0	1	4	3
8	Athwal, Sam	10062	0	4	1	1	5	3
9	Bachiochi, Linda	10114	0	0	0	3	5	3
10	Bacong, Alejandro	10250	0	2	1	1	3	3
11	Baczynski, Rachael	10252	1	1	0	5	5	3
12	Barbara, Thomas	10242	1	1	1	5	5	3
13	Barbossa, Hector	10012	0	2	1	1	3	4
14	Barone, Francesco A	10265	0	0	1	1	5	3
15	Barton, Nader	10066	0	2	1	5	5	3
16	Pates, Norman	10061	0	0	1	1	5	3

## TASK2:Explore the dataset.

### Step1:Select the Exploration.

Hello. Welcome to Cognos Analytics with Watson.

You can get started right away by taking a look at our introduction video, product tour and Getting Started tab.

Watch video Take a product tour

Quick launch

Upload data: Upload or drag and drop spreadsheet, csv files, and other data sources.

Prepare data: Use data modules to clean and connect data from multiple resources.

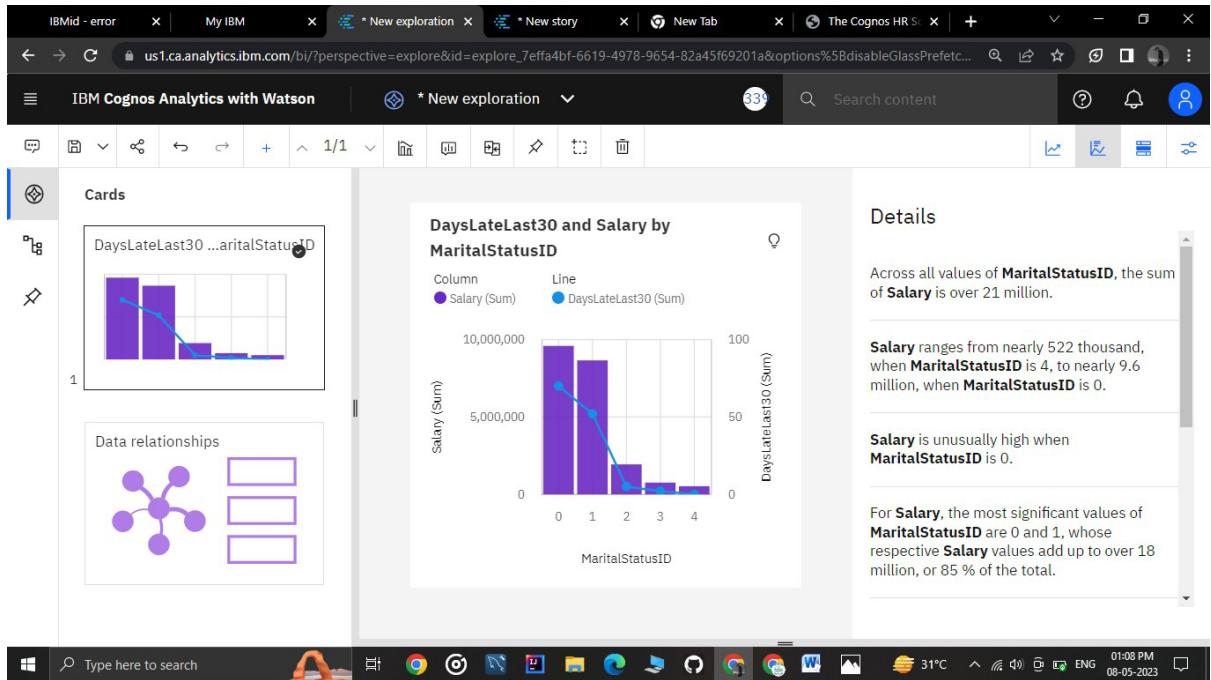
Exploration: Quickly find unbiased answers by identifying trends in your data with data exploration.

Present data: Create sophisticated, multi-page, multi-query dashboards, reports, or stories.

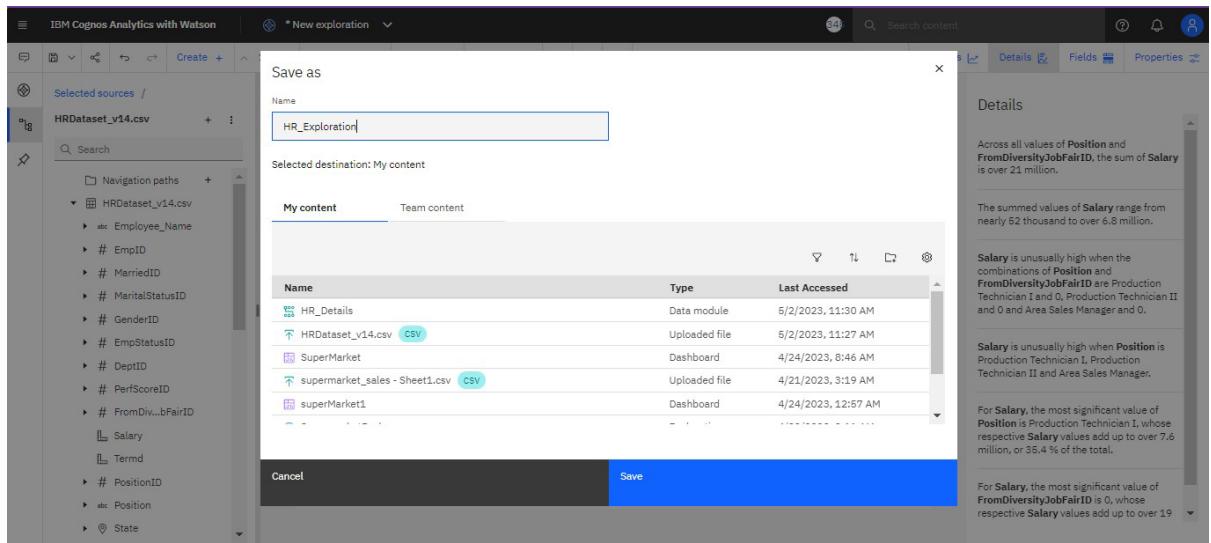
## Step2:Explore the dataset.

The screenshot shows the IBM Cognos Analytics with Watson interface. On the left, there's a sidebar with icons for 'Cards', 'Data relationships', and 'Search'. The main area is titled 'Select a starting point' with the sub-instruction 'Every exploration includes a data relationships card.' Below this, a search bar says 'Enter data column. Not sure? Try Salary, MaritalStatusID'. A section titled 'Try starting with one of these...' lists several columns: Salary, MaritalStatusID, EngagementSurvey, EmpStatusID, Absences, DaysLateLast30, EmploymentStatus, EmpSatisfaction, TermD, PerfScoreID, SpecialProjectsCount, and PerformanceScore. In the top right corner, there's a 'Skip' button.

The screenshot shows the 'Explore data relationships' screen. The left sidebar has the same icons as the previous screen. The main area is titled 'Explore data relationships' and shows a relationship diagram for 'HRDataset\_v14.csv'. It features a search bar for 'MaritalStatusID' and a 'Reset to original' button. The diagram itself consists of several purple nodes connected by curved purple lines. A text overlay says 'Select single or multiple nodes to see visualizations.' Below the diagram is a 'Relationship diagram' section with a slider from '10%' to '100%'. At the bottom, there's a taskbar with various icons and a system tray showing the date and time as '08-05-2023 01:07 PM'.

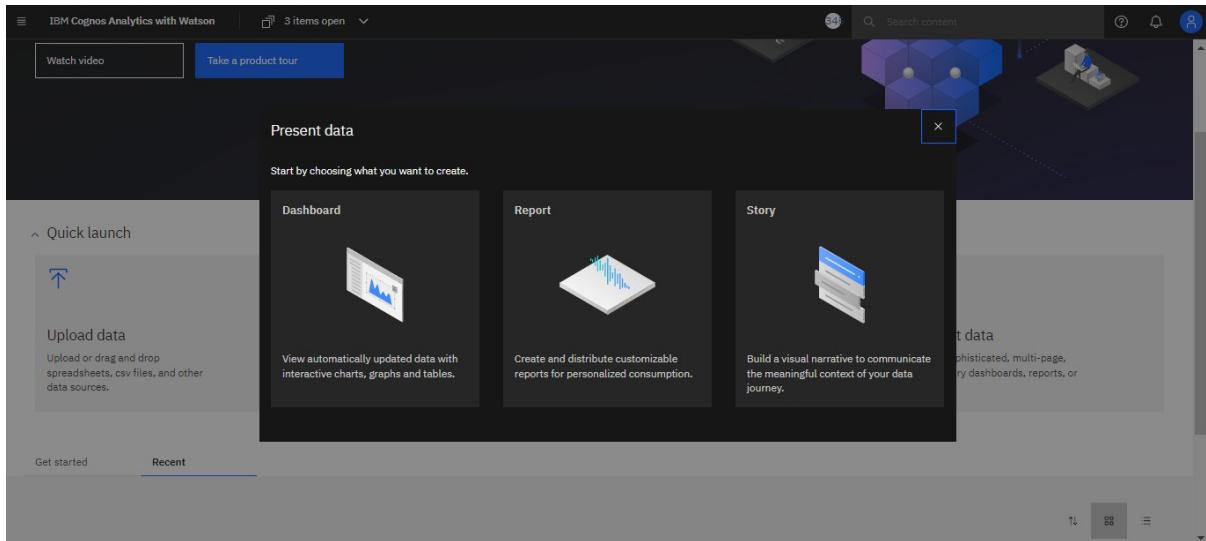


### Step3:Saveit.

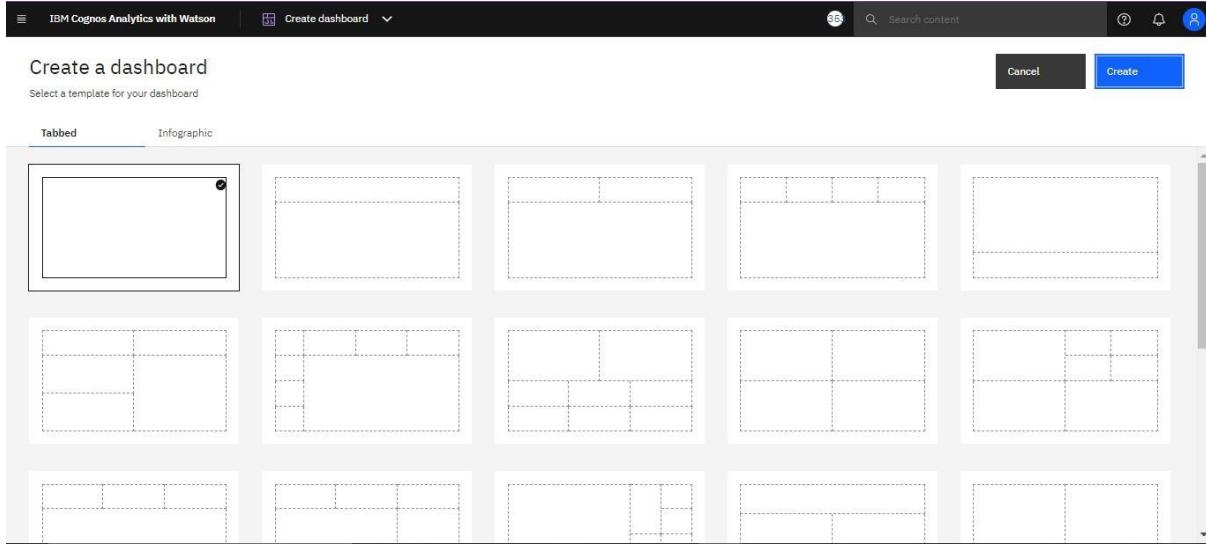


### TASK3:CREATIONOFDASHBOARD.

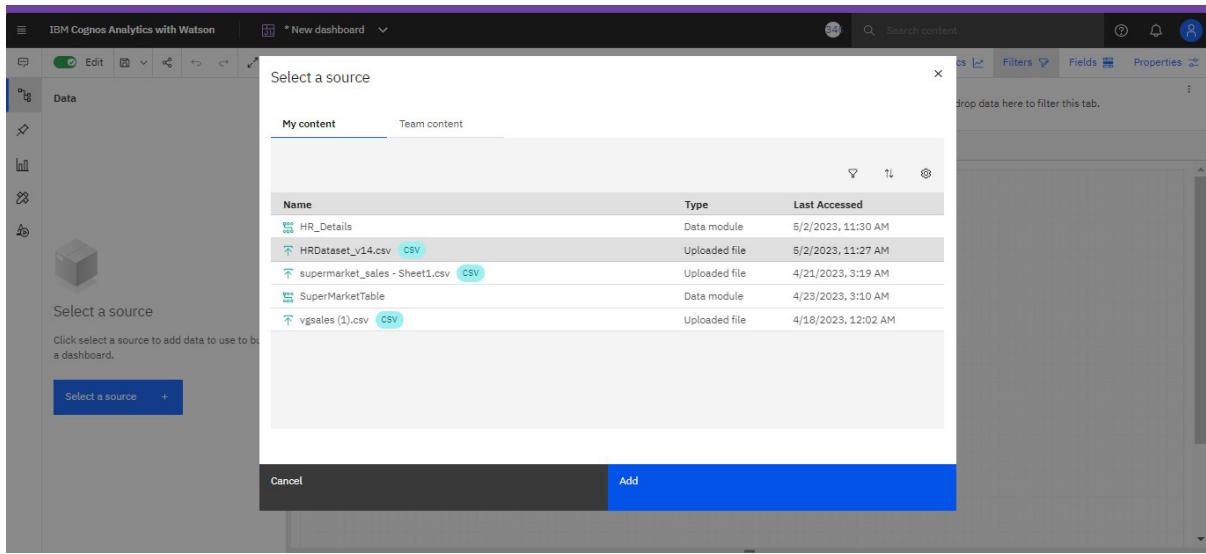
### Step 1:Create the DashBoard.



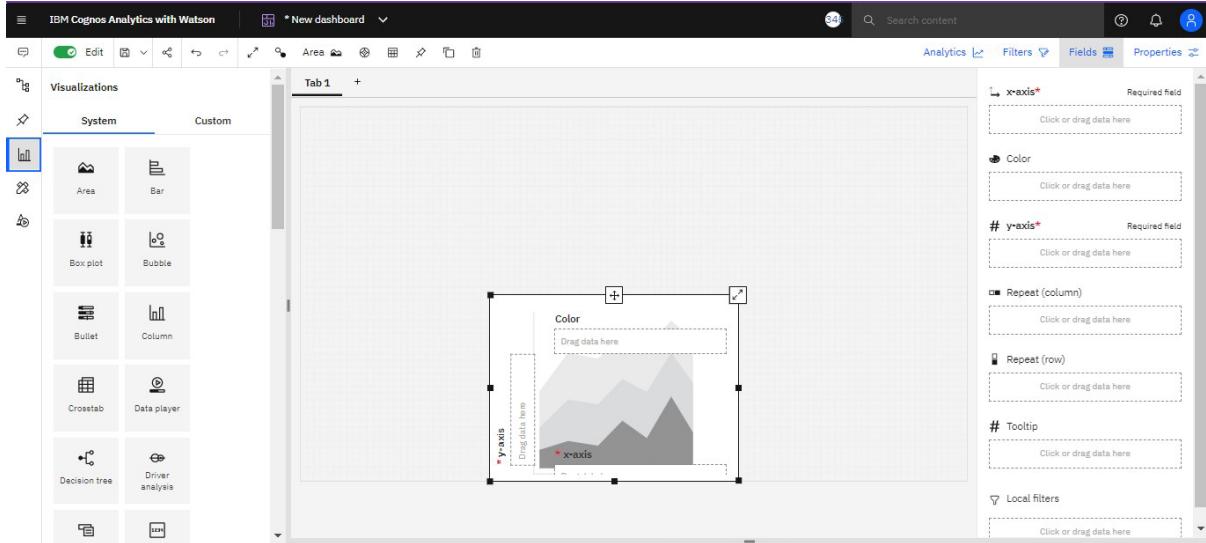
## Step2:CreateTemplatefortheDashBoard.



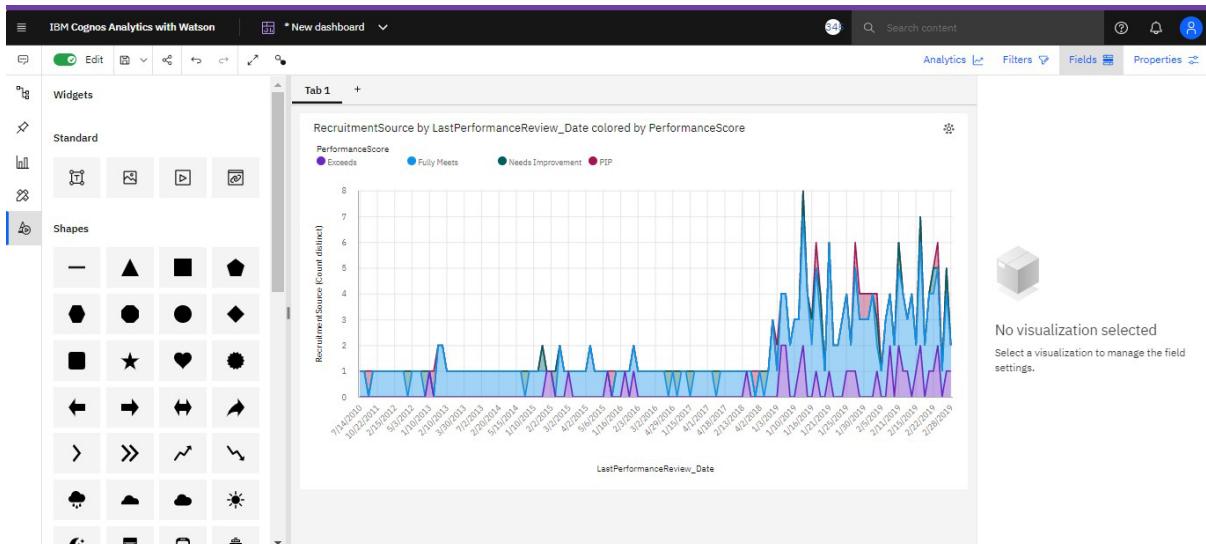
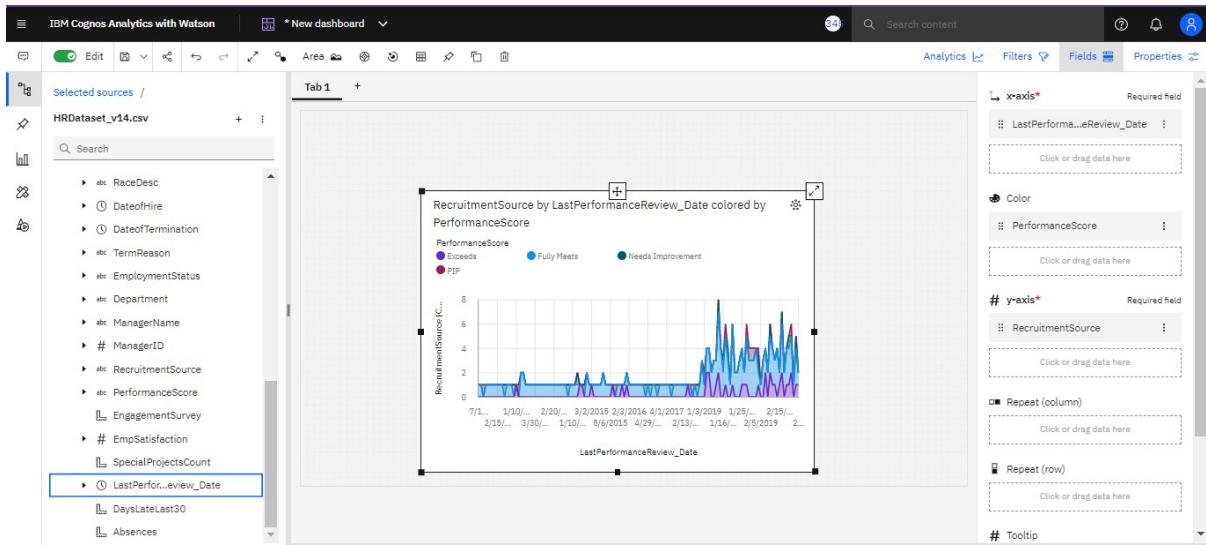
## Step3:SelectSourcefile.

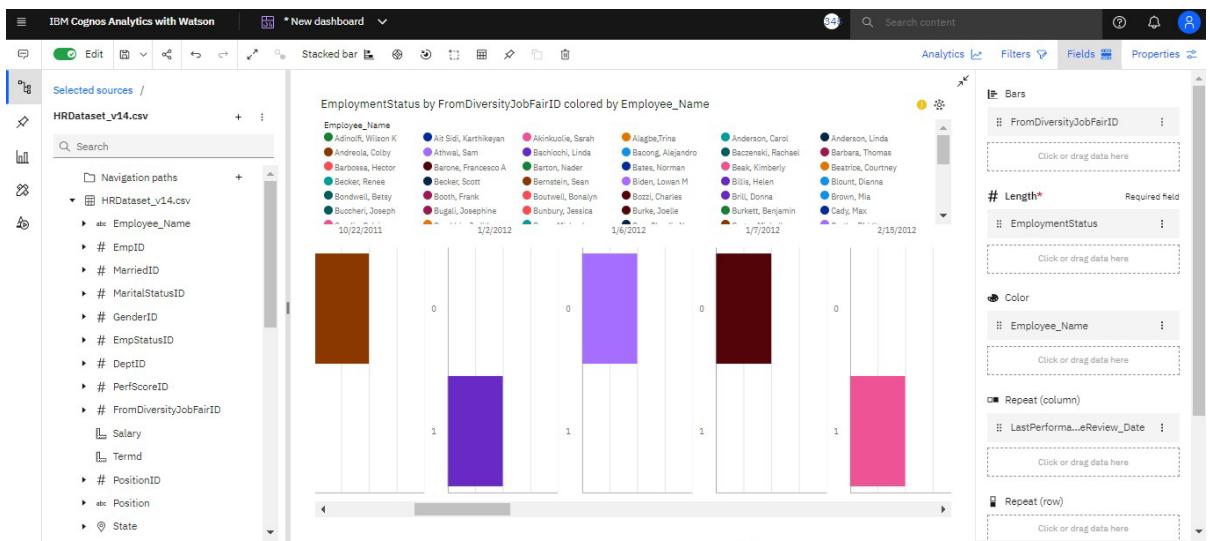
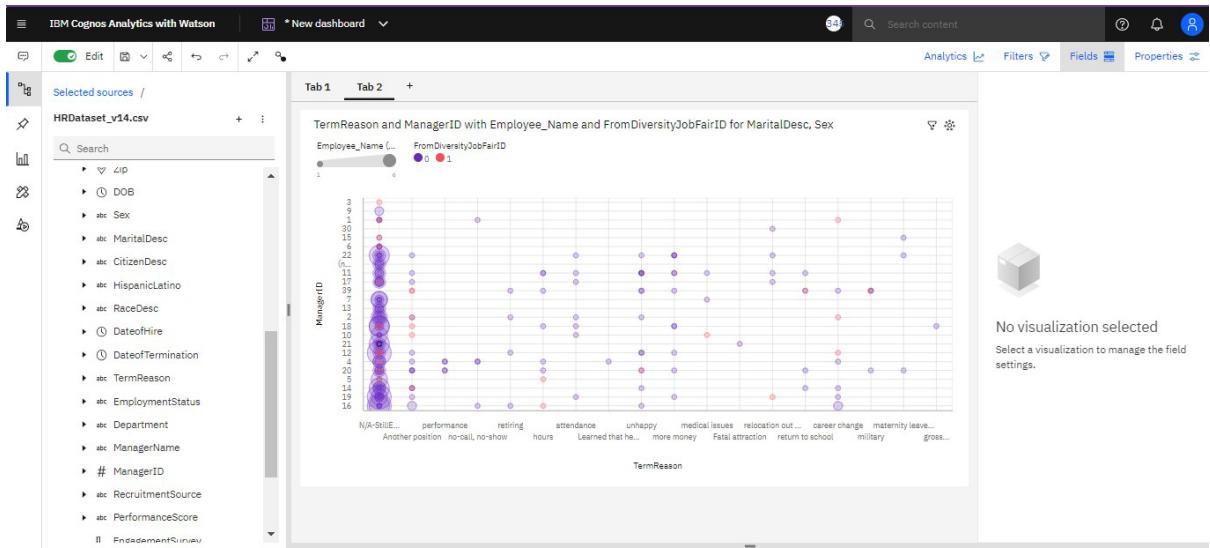


#### Step4:SelectVisualization Type.

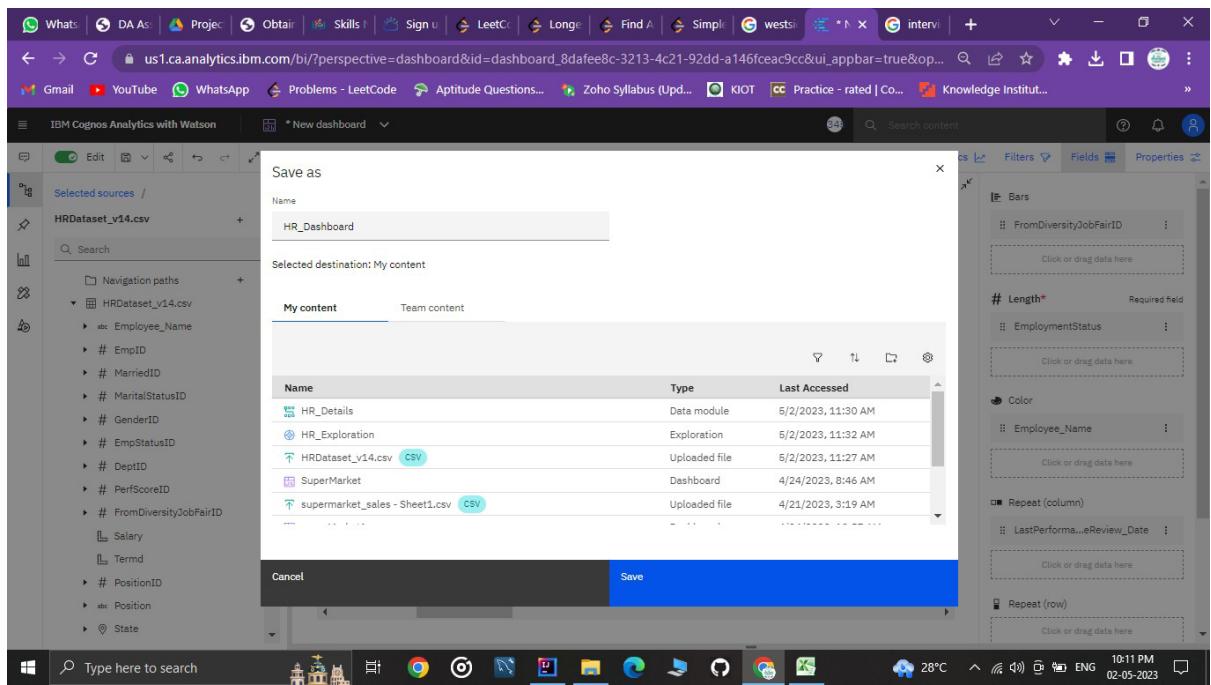


#### Step 5: Create Visualization Charts And Save it.PresenttheData Sets.



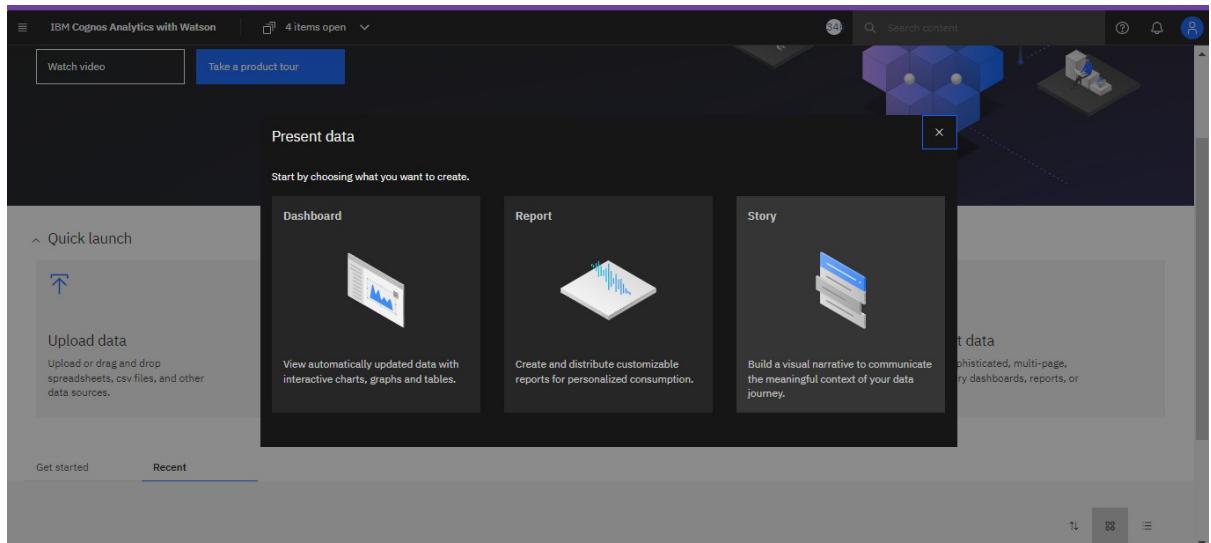


**Step6:Saveit.**

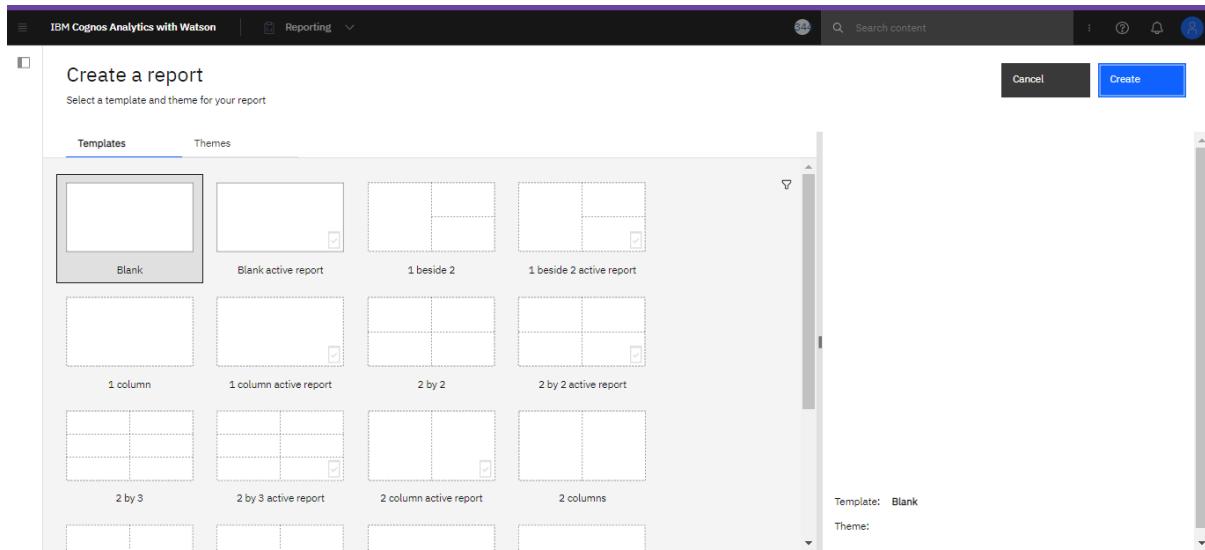


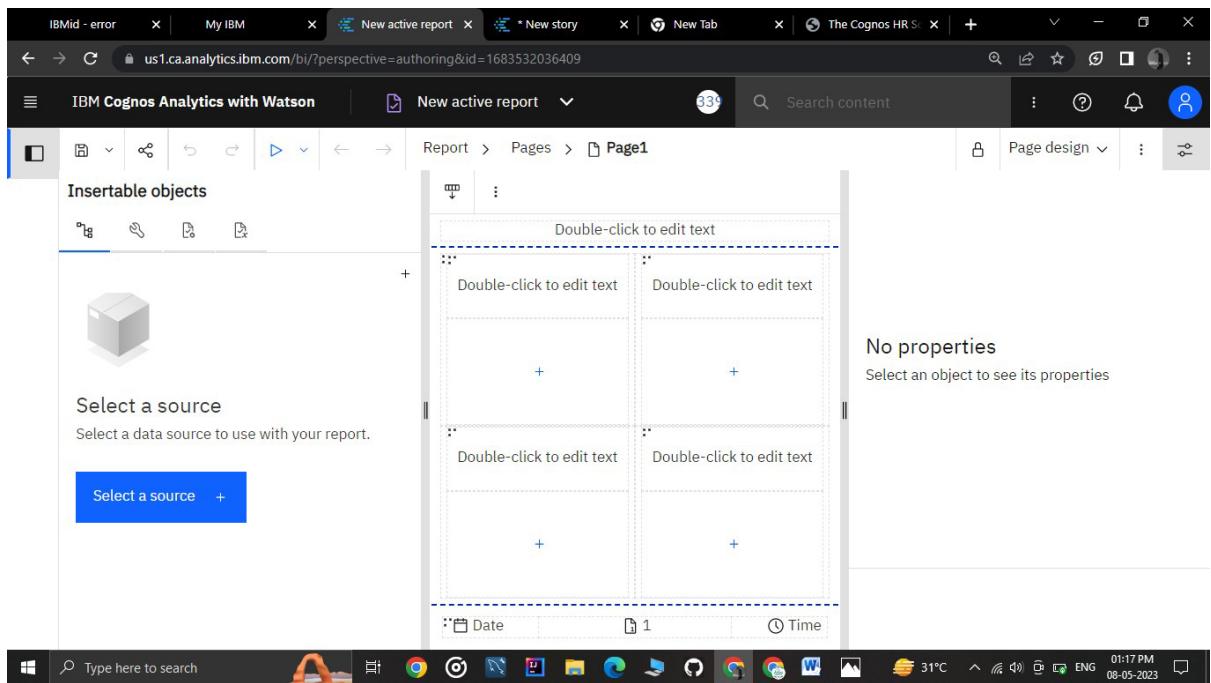
## TASK4:CREATION OF REPORT.

**Step1:**Create the Report.

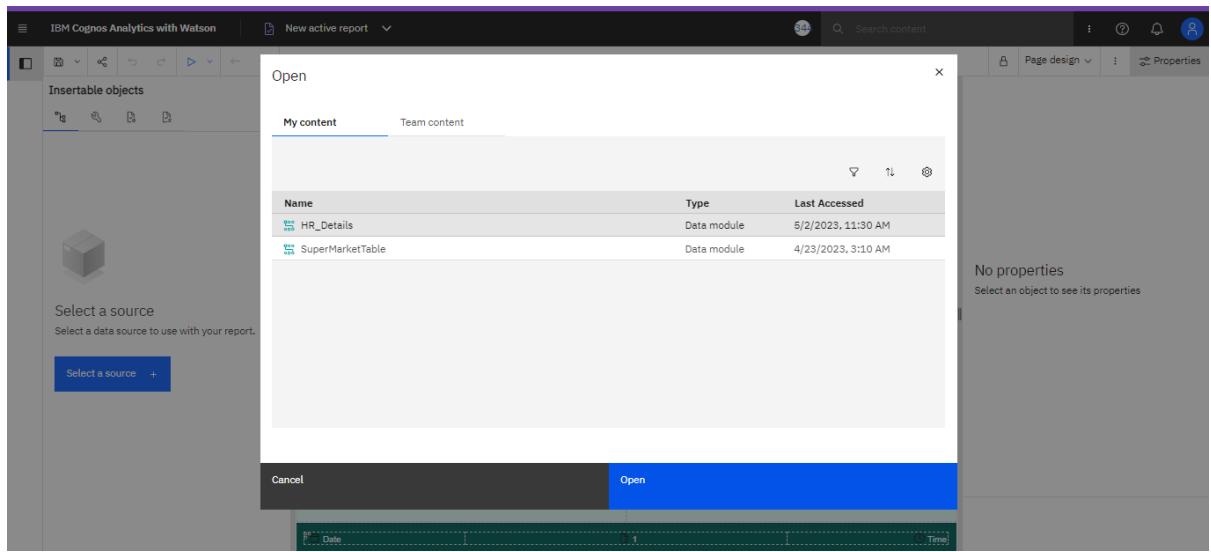


## Step2:Select the report.

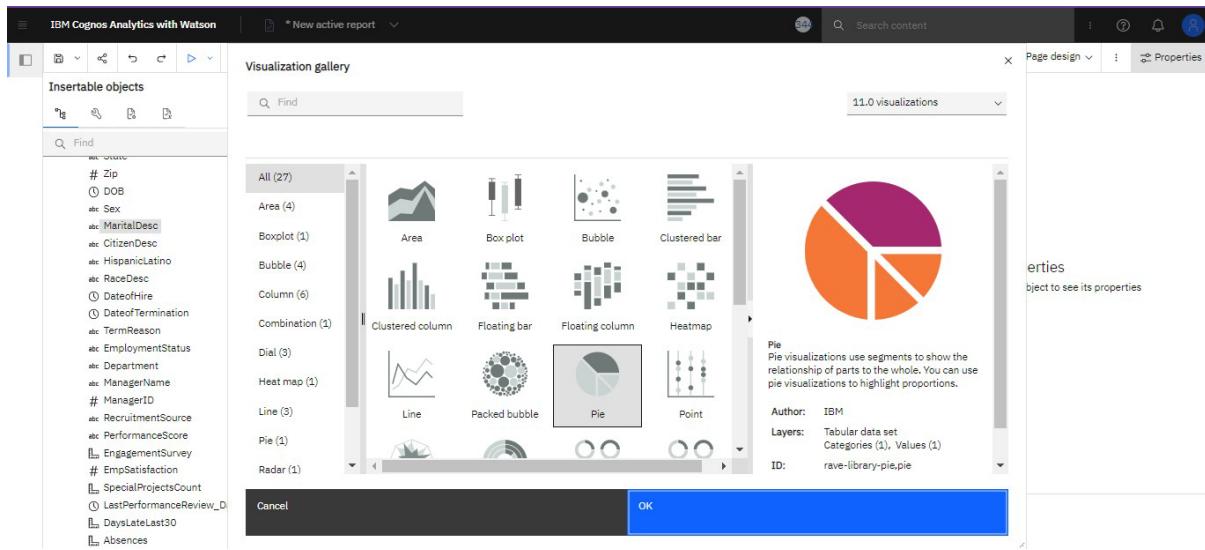




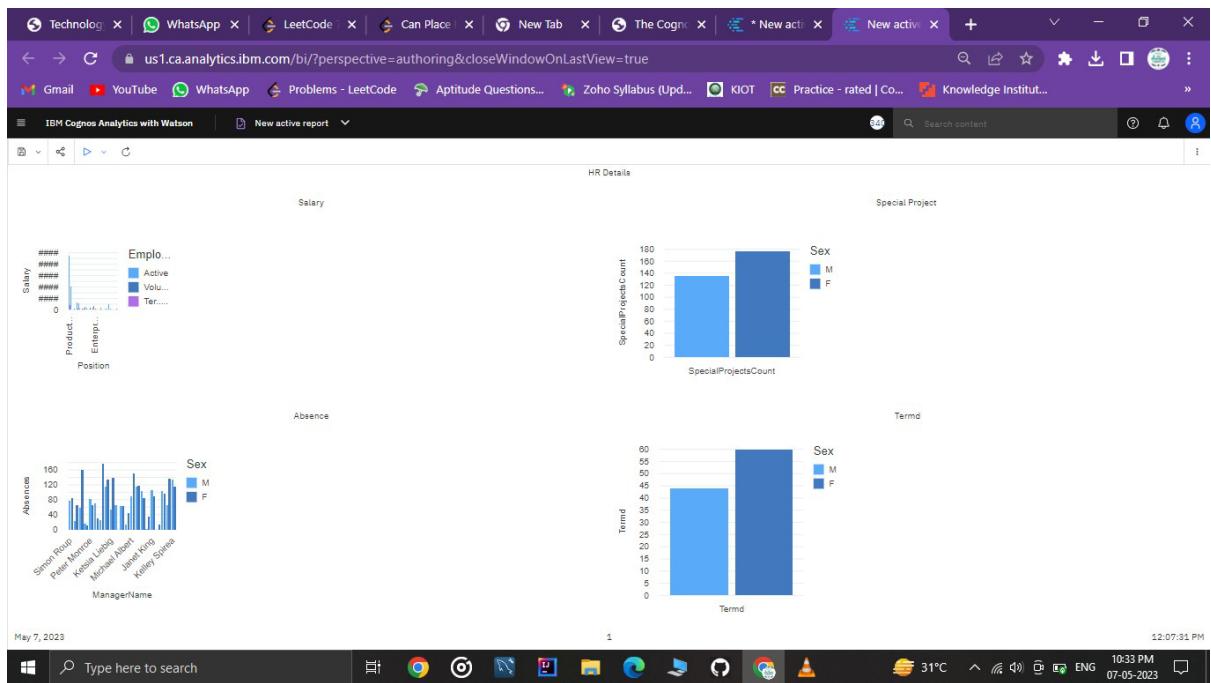
### Step3: Select the source file.



## Step4:Selectthevisualization.



## Step5:AfterVisualization,playtheactivereport.

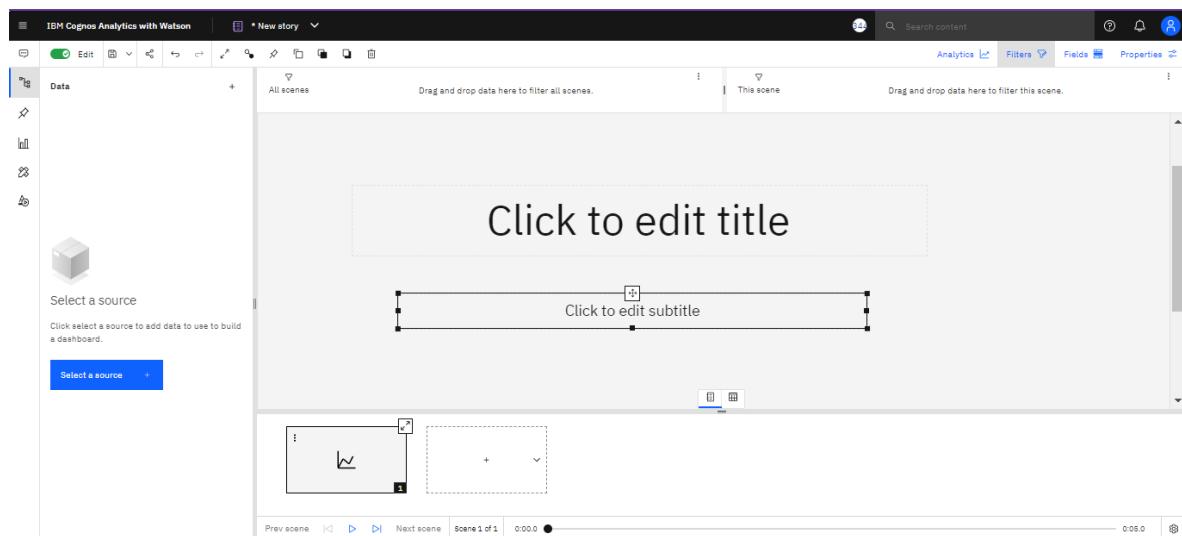
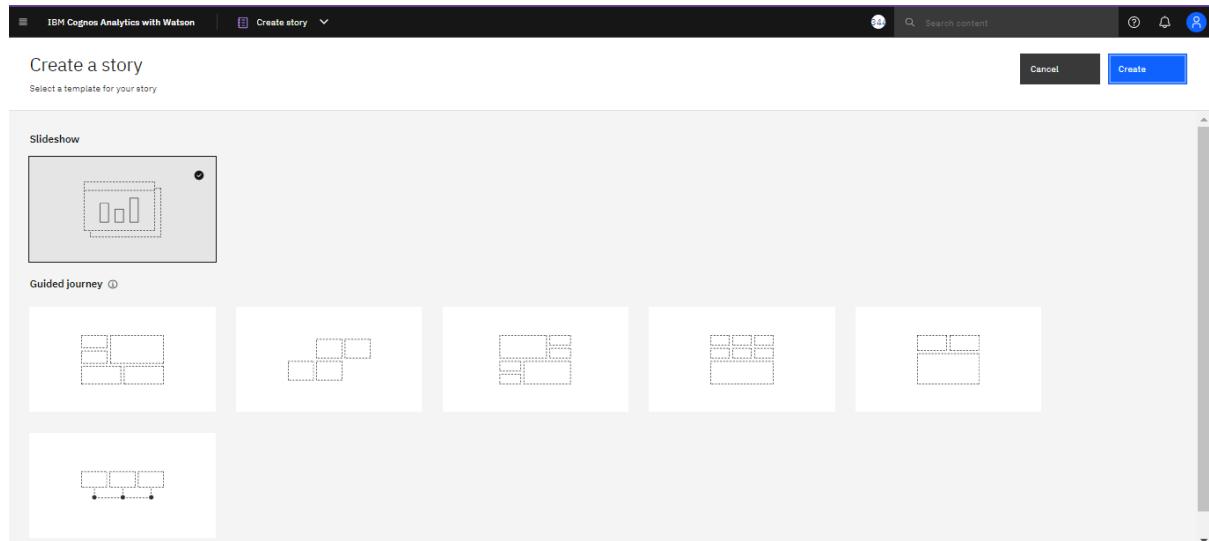


## TASK5:CREATIONOFSTORY.

**Step1:** Create the Story.

The screenshot shows the home page of IBM Cognos Analytics with Watson. The main heading is "Hello. Welcome to Cognos Analytics with Watson." Below it, there are two buttons: "Watch video" and "Take a product tour". The "Present data" section is highlighted, showing three options: "Dashboard", "Report", and "Story". The "Story" option is described as "Build a visual narrative to communicate the meaningful context of your data journey." To the right, there is a 3D visualization of data cubes and nodes.

Below the main heading, there are sections for "Upload data", "Prepare data", "Exploration", and "Present data".



## Step2:Selectthe sourcefile.

The screenshot shows the IBM Cognos Analytics with Watson interface. A modal window titled 'Select a source' is open, displaying a list of available data sources under 'My content'. The list includes:

Name	Type	Last Accessed
HR_Details	Data module	5/2/2023, 11:30 AM
HRDataset_v14.csv	Uploaded file	5/2/2023, 11:27 AM
supermarket_sales - Sheet1.csv	Uploaded file	4/21/2023, 3:19 AM
SuperMarketTable	Data module	4/23/2023, 9:10 AM
vgsales (1).csv	Uploaded file	4/18/2023, 12:02 AM

At the bottom of the dialog are 'Cancel' and 'Add' buttons. The 'Add' button is highlighted in blue.

## Step3:Displaythestories.

The screenshot shows the IBM Cognos Analytics with Watson interface displaying a story titled 'EMPLOYEE STATUS'. The main area features a bar chart titled 'EmploymentStatus colored by Sex'. The chart shows the count of employees in different employment statuses (Active, Terminated for Cause, Voluntarily Terminated) across two categories (Sex: F, M). The chart has a color legend for Sex (purple for F, blue for M) and a horizontal axis labeled 'Sex (Count)' ranging from 0 to 120.

The left sidebar shows the 'Selected sources / HRDataset\_v14.csv' section, listing various fields such as FromDiversityJobFairID, Salary, TermID, PositionID, Position, State, Zip, DOB, Sex, MaritalDesc, CitizenDesc, HispanicLatino, RaceDesc, DateofHire, DateofTermination, TermReason, EmploymentStatus, Department, and ManagerName.

The right sidebar contains configuration panels for the visualization, including 'Bars' (EmploymentStatus), 'Length' (Required field), 'y-start' (Required field), 'Target' (Required field), and 'Color' (Sex).

