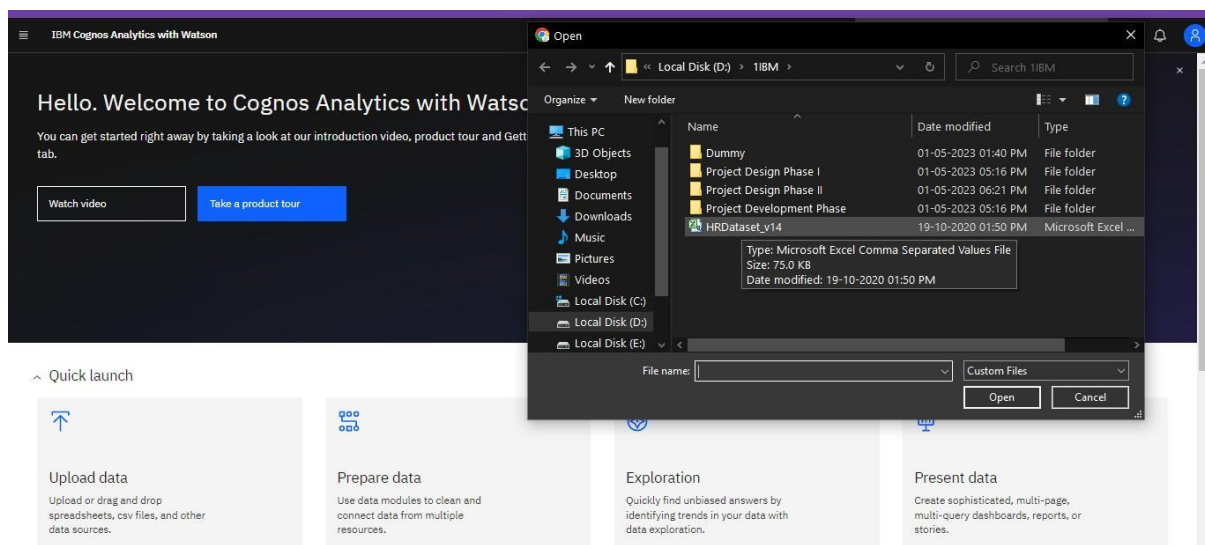
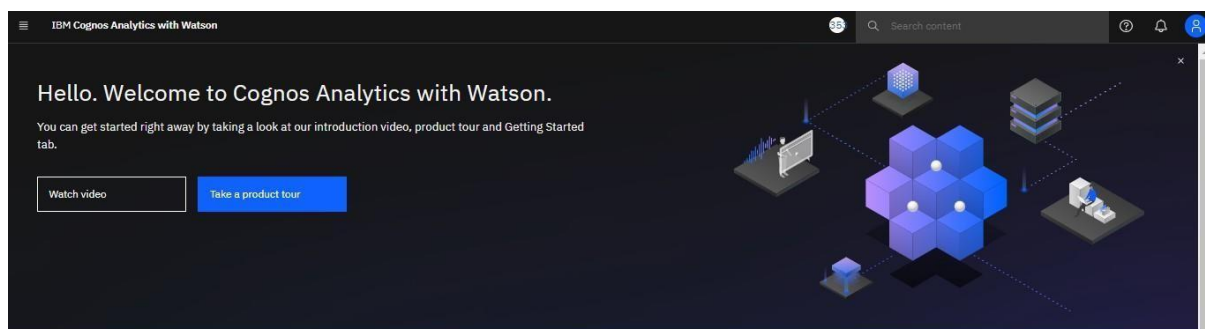


# The Cognos HR Scorecard: Measuring Success in Talent Management

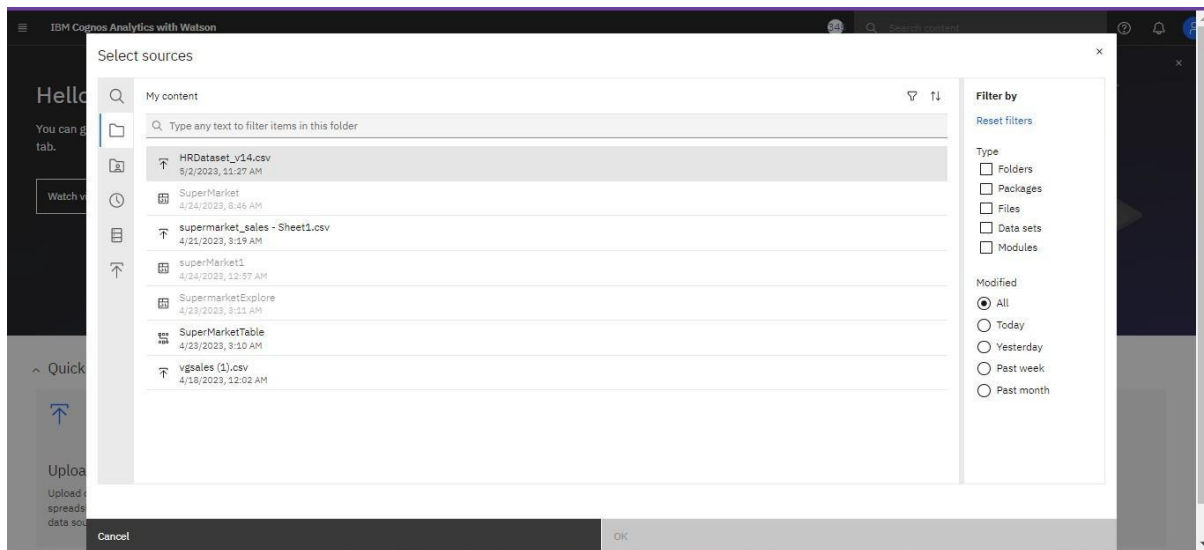
**NAME:** SIVADHARSHINI S  
**IBM ID:** 2k20cse139@kiot.ac.in

## TASK 1: Upload the dataset:

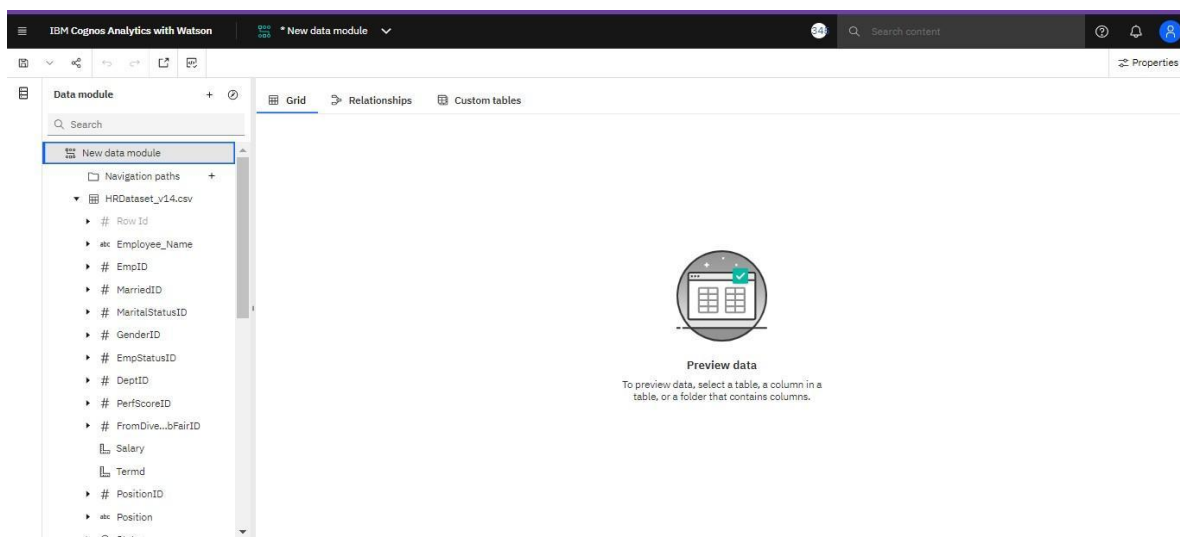
**Step 1:** Upload the data(CSV file) in the Cognos.



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



**Step 4 :** After uploading, grid displays the table value of the CSV file.



IBM Cognos Analytics with Watson									
New data module									
Data module									
Grid									
Row ID	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID	PerfScoreID	
1	Adinolfi, Wilson K	10026	0	0	1	1	5	4	
2	Ait Sidi, Karthikeyan	10084	1	1	1	5	3	3	
3	Akinkuolie, 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	Bachopchi, Linda	10114	0	0	0	3	5	3	
10	Bacong, Alejandro	10250	0	2	1	1	3	3	
11	Baczanski, Rachael	10252	1	1	0	5	5	3	
12	Barbara, Thomas	10242	1	1	1	5	5	3	
13	Barbosa, Hector	10012	0	2	1	1	3	4	
14	Barone, Francesco A	10265	0	0	1	1	5	3	
15	Bartory, Nader	10066	0	2	1	5	5	3	
16	Bates, Norman	10064	0	0	1	1	5	3	

## TASK 2: Explore the dataset.

### Step 1: Select the Exploration.

IBM Cognos Analytics with Watson

3 items open

Search content

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 spreadsheets, 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.

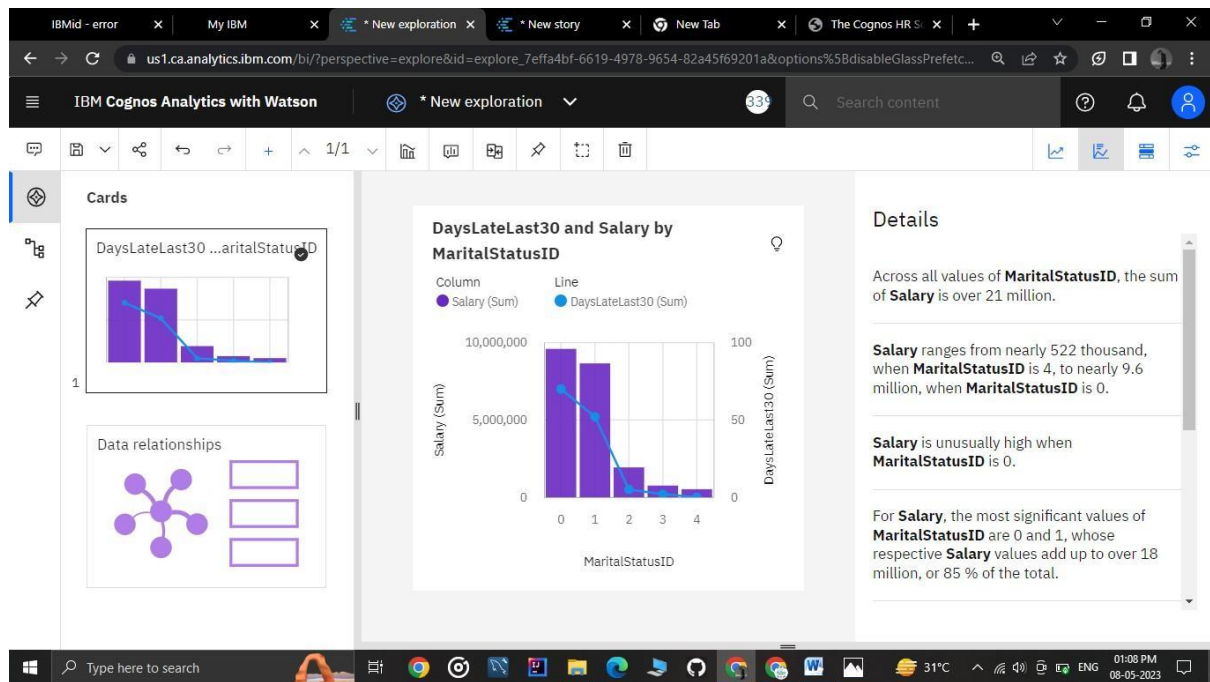
Present data

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

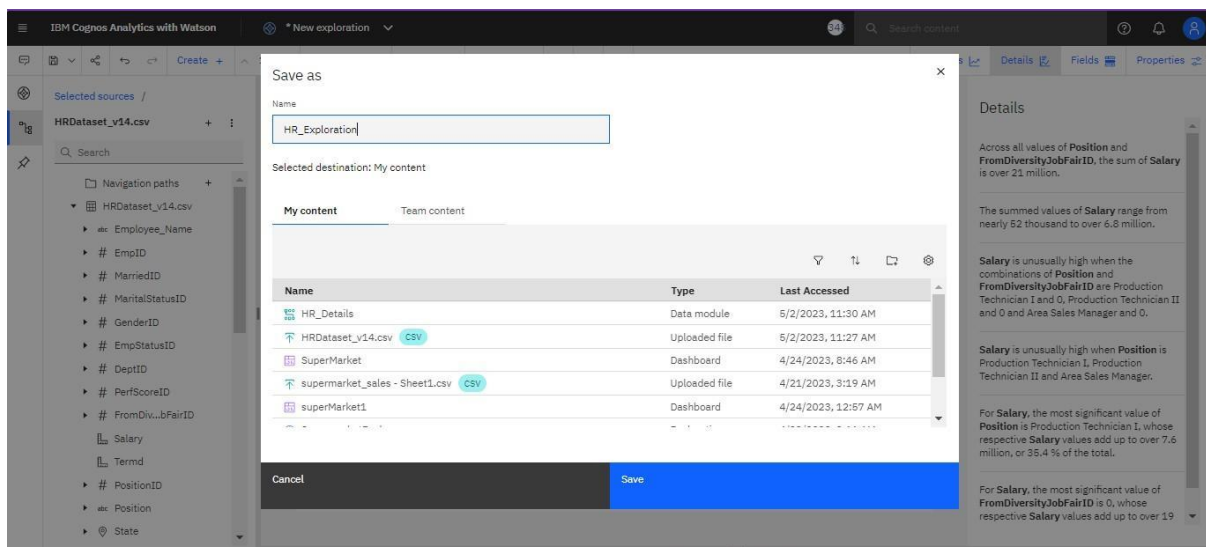
## Step 2: Explore the dataset.

The screenshot shows the 'Select a starting point' interface in IBM Cognos Analytics. On the left, a 'Cards' panel contains a 'Data relationships' card with a purple node-link icon. The main area is titled 'Select a starting point' and includes a 'Skip' button. Below the title, it states 'Every exploration includes a data relationships card.' and 'Start with any column. You can always change it later.' A search bar contains the text 'Enter data column. Not sure? Try Salary, MaritalStatusID'. Below this, a section 'Try starting with one of these...' displays a grid of column names: Salary, MaritalStatusID, EngagementSurvey, EmpStatusID, Absences, DaysLateLast30, EmploymentStatus, EmpSatisfaction, TermID, PerfScoreID, SpecialProjectsCount, and PerformanceScore.

The screenshot shows the 'Explore data relationships' interface. The 'Cards' panel on the left still shows the 'Data relationships' card. The main area is titled 'Explore data relationships' and shows a relationship diagram for 'HRDataset\_v14.csv'. A search bar contains 'MaritalStatusID'. A 'Reset to original' link is visible. The diagram consists of several purple nodes connected by curved lines, with a central black node. Below the diagram, it says 'Select single or multiple nodes to see visualizations.' and 'Relationship diagram ①'. A zoom slider is set to 100%.

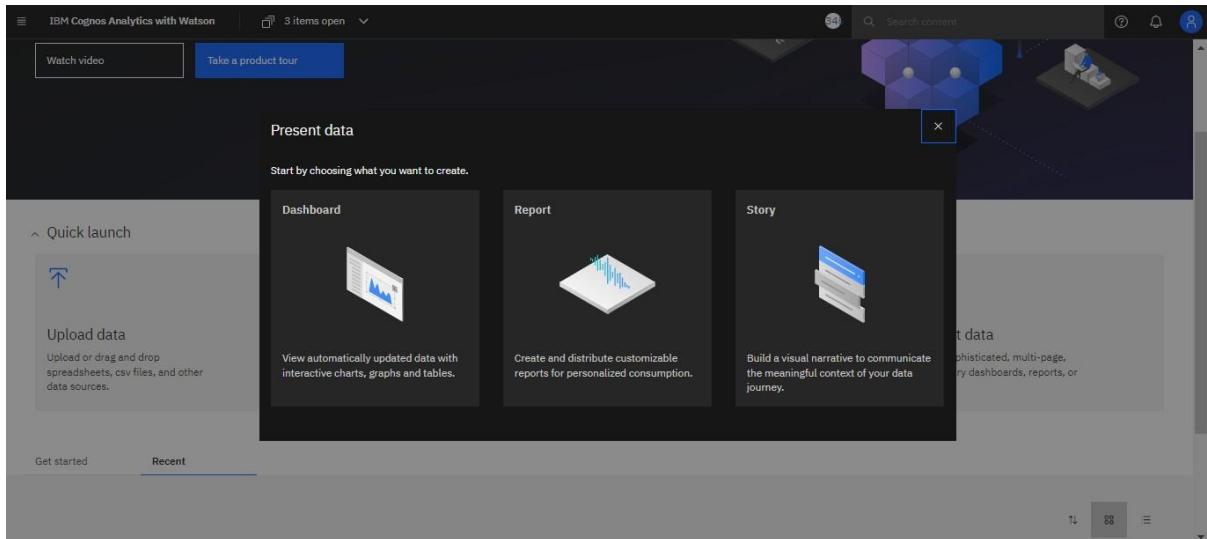


### Step 3: Save it.

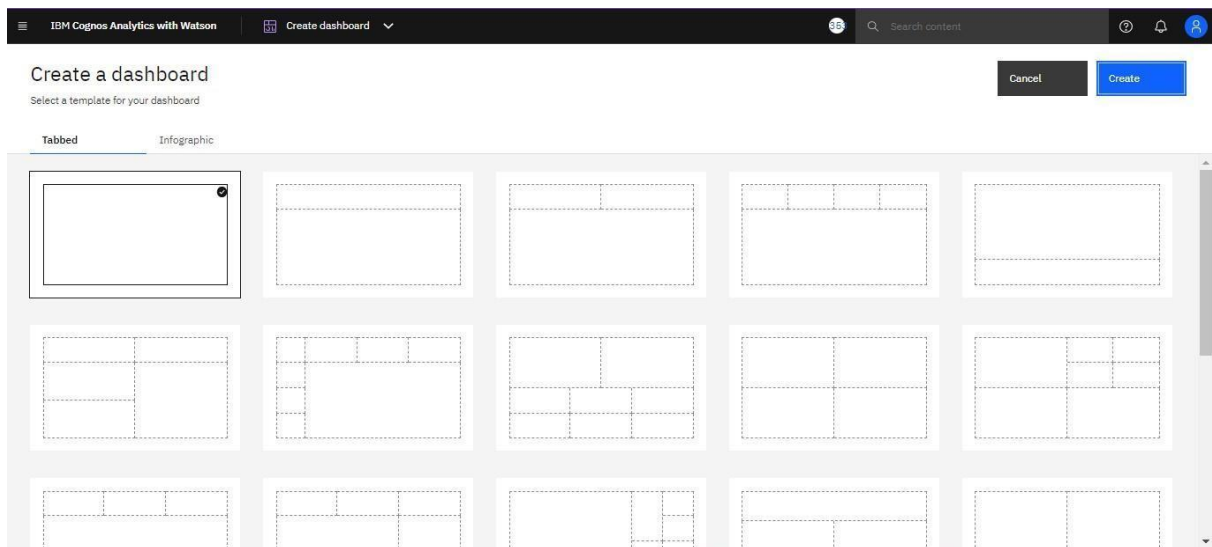


## TASK 3: CREATION OF DASH BOARD.

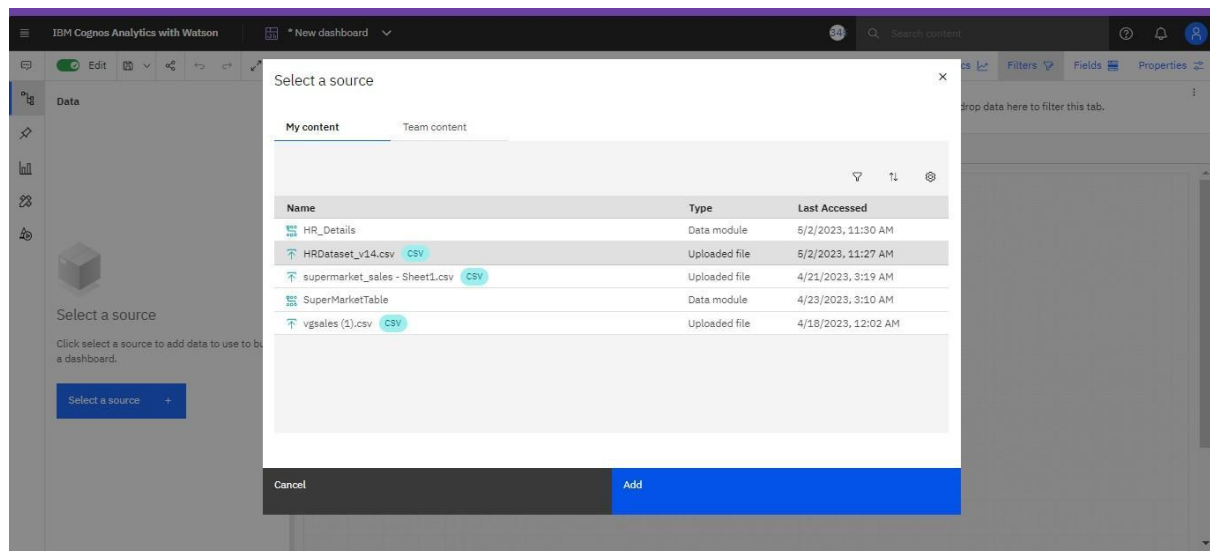
### Step 1: Create the Dash Board.



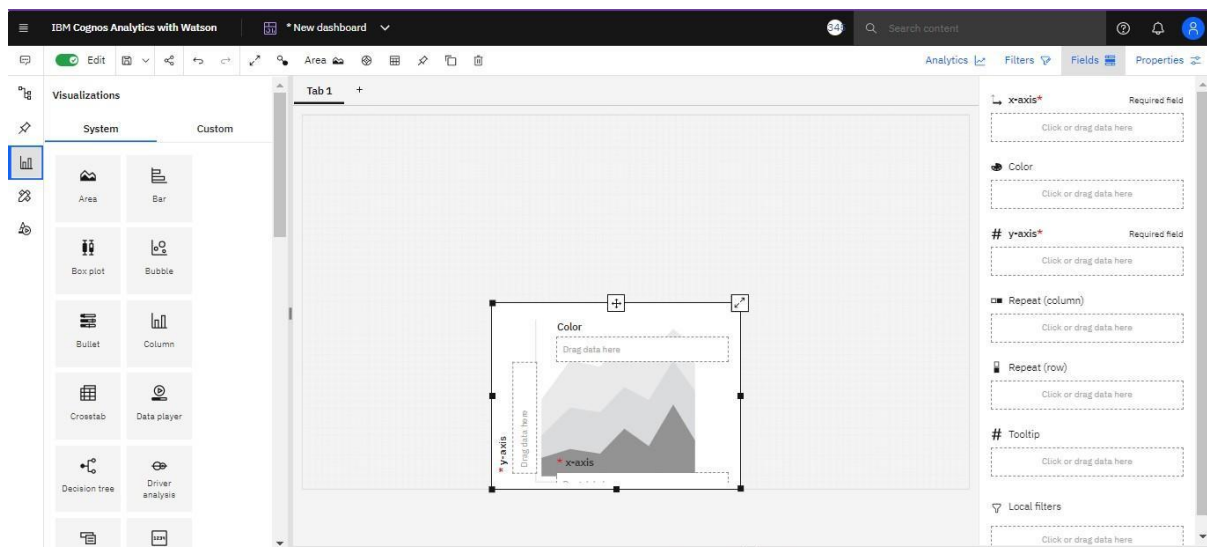
## Step 2: Create Template for the Dash Board.



## Step 3: Select Source file.

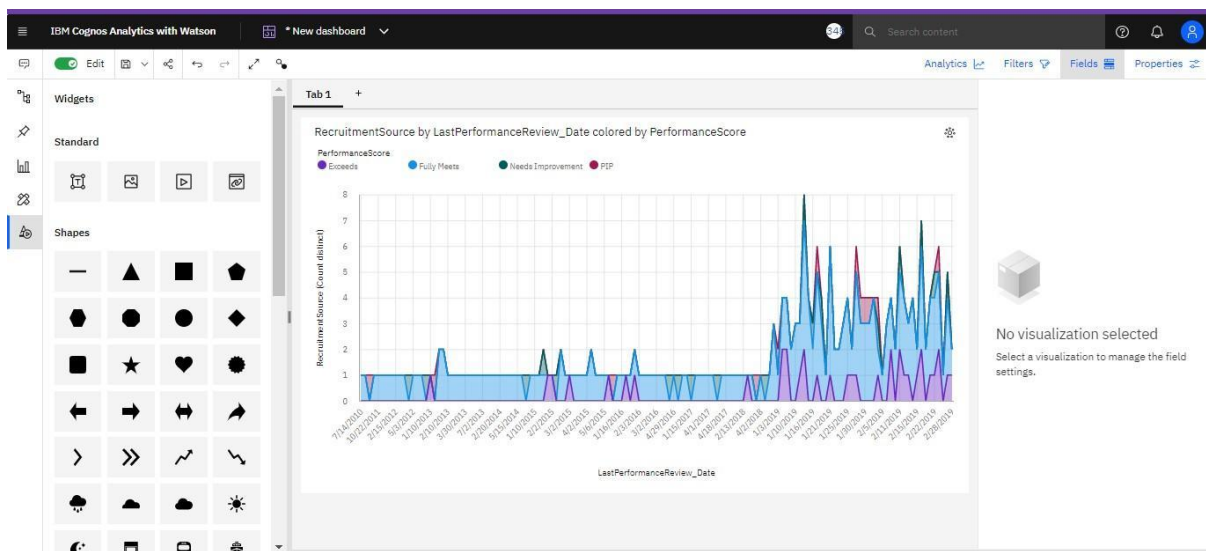
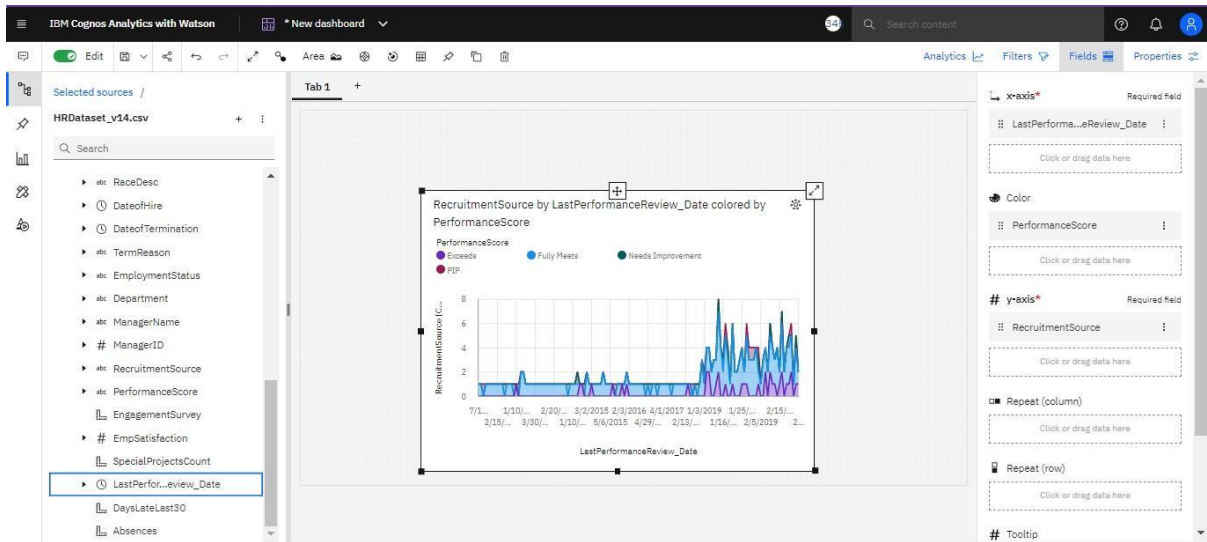


#### Step 4: Select Visualization Type.

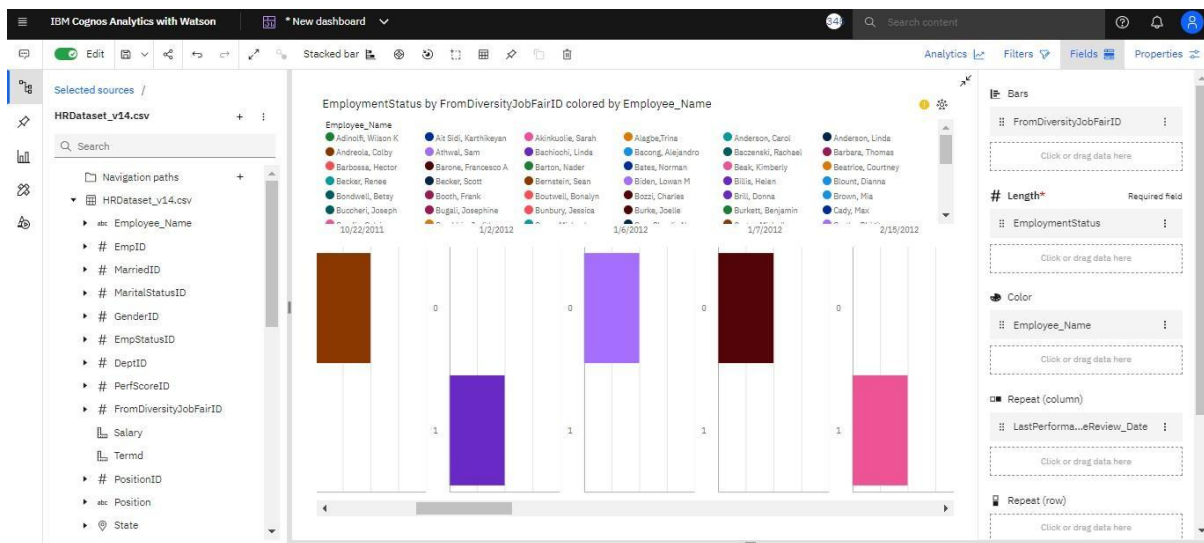
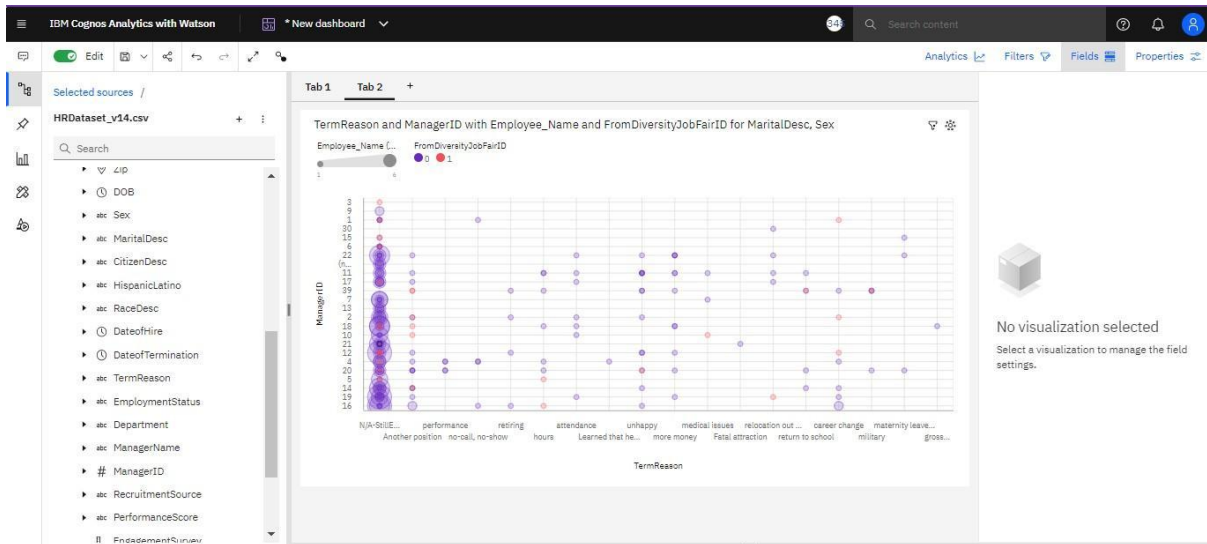


#### Step 5: Create Visualization Charts And Save it.

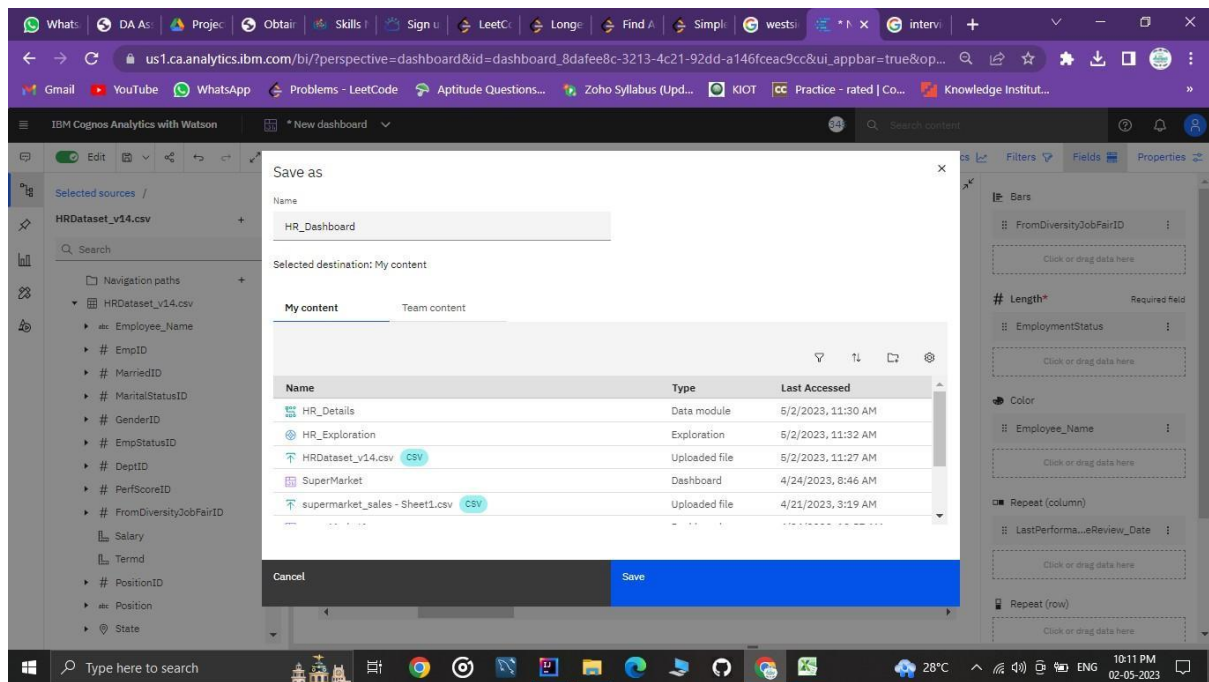
Present the Data Sets.





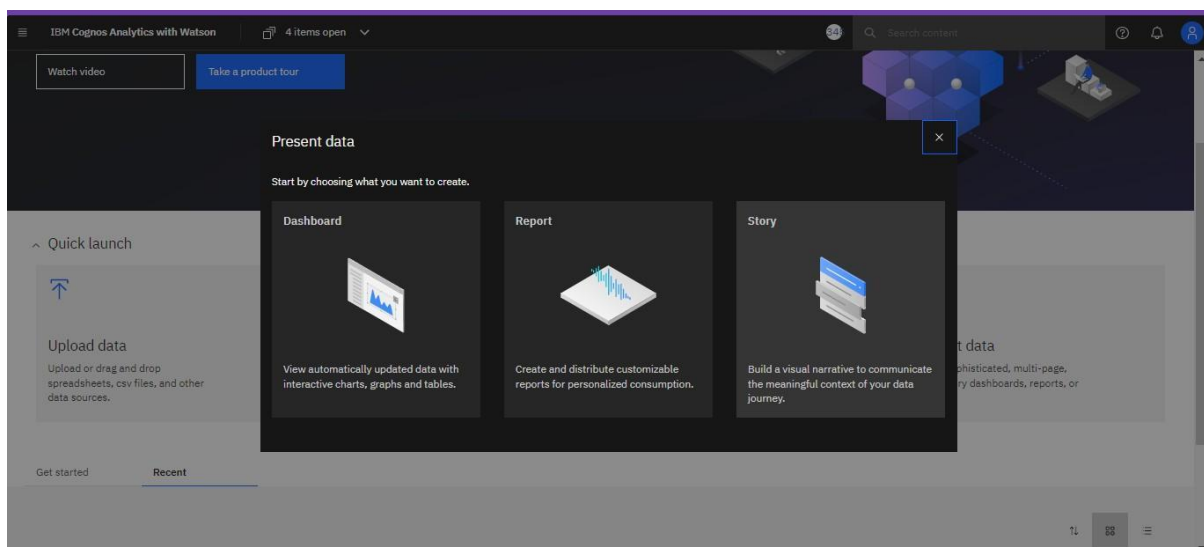


**Step 6: Save it.**

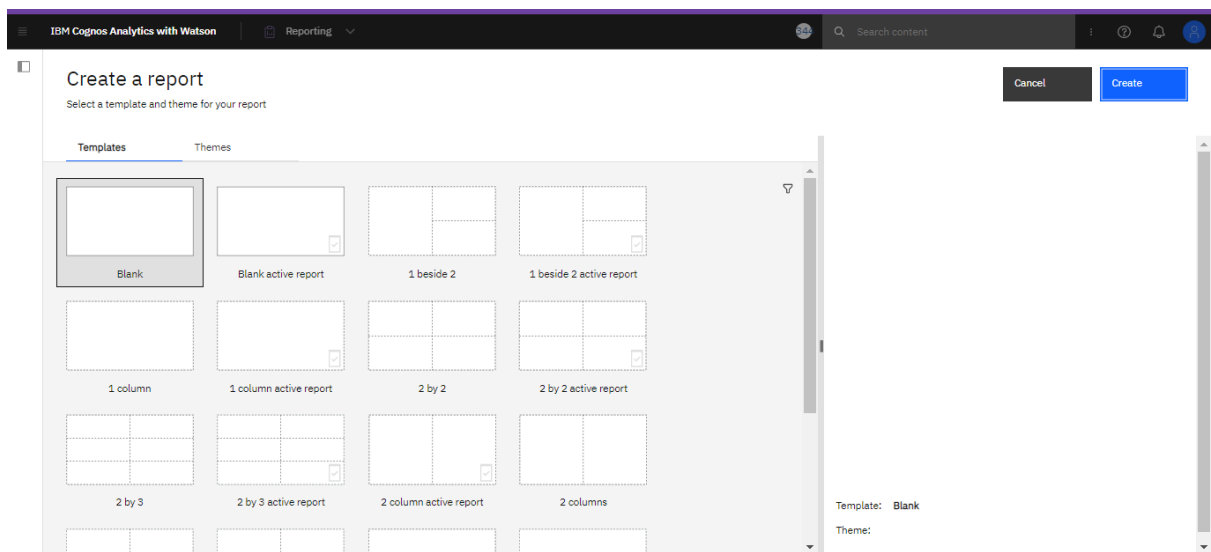


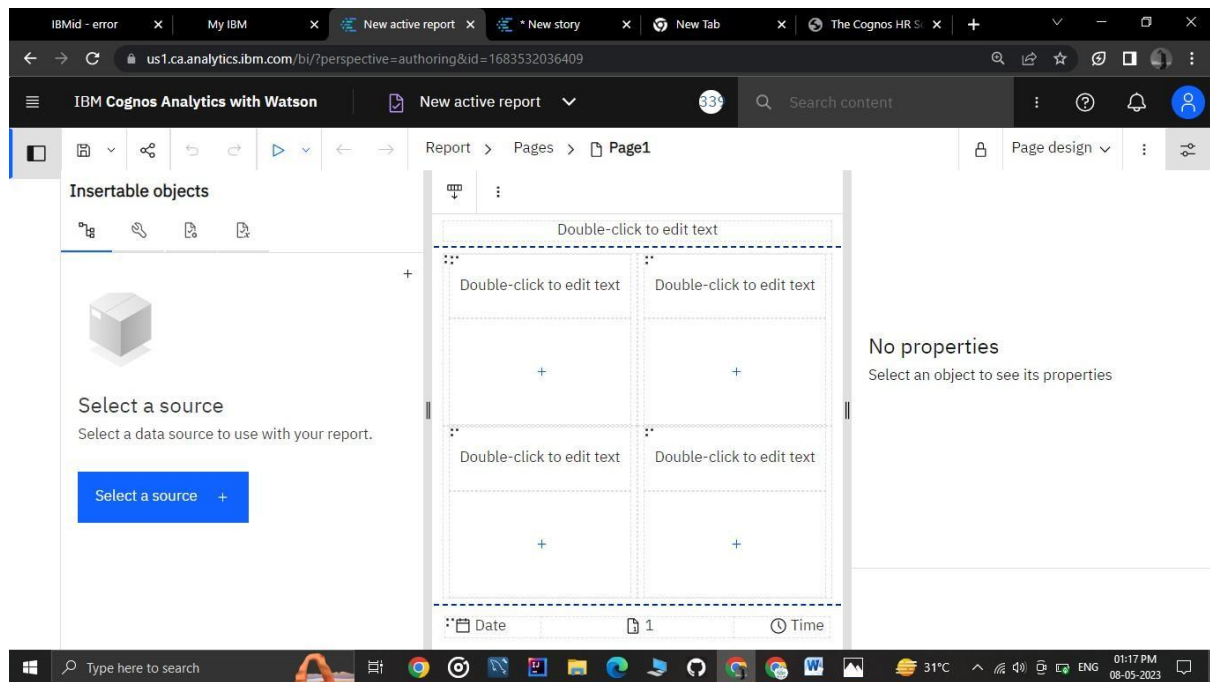
## TASK 4: CREATION OF REPORT.

**Step 1:** Create the Report.

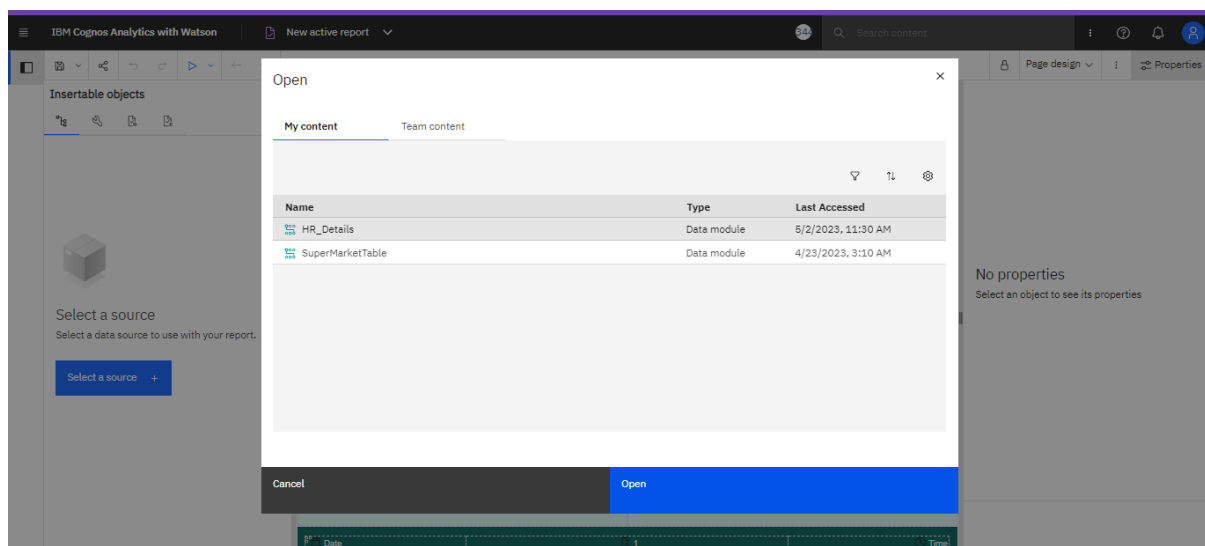


## Step 2: Select the report.

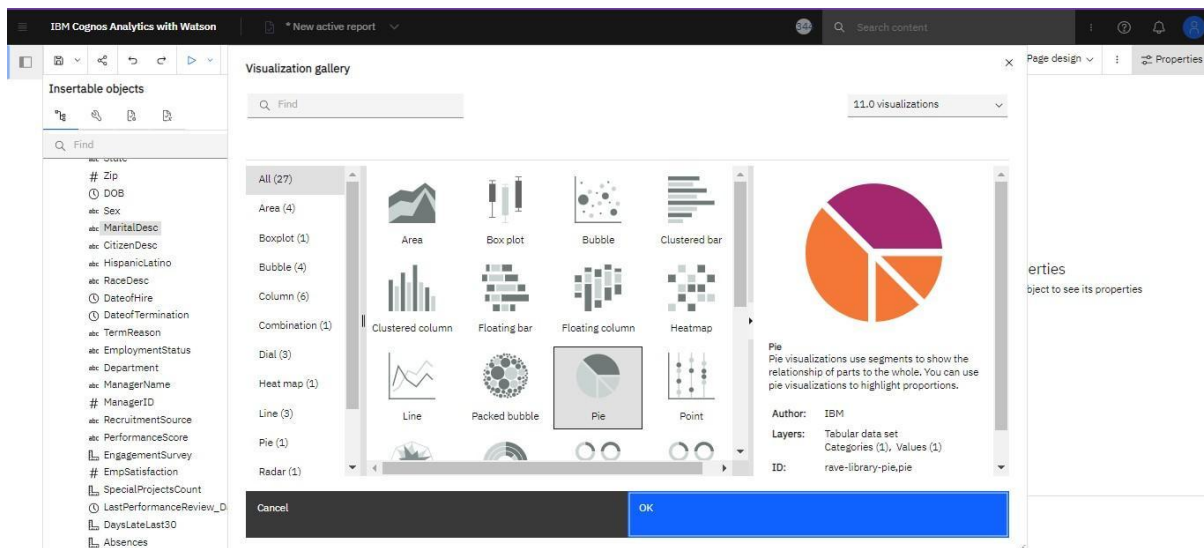




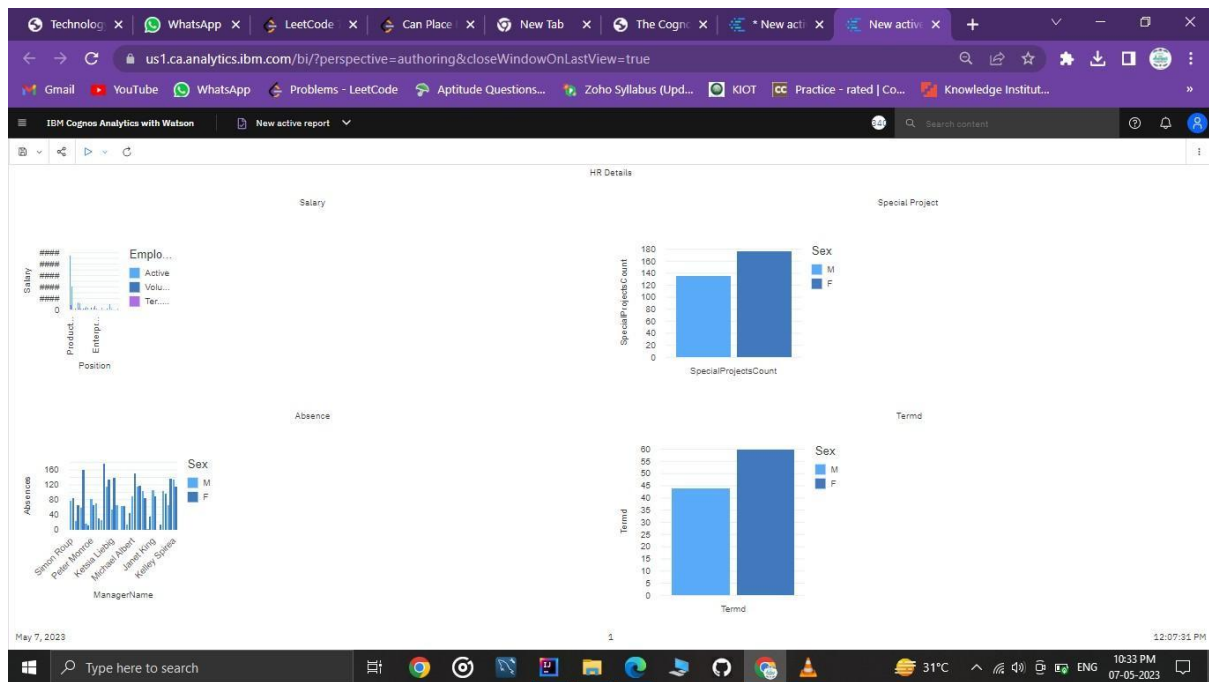
### Step 3: Select the source file.



#### Step 4: Select the visualization.

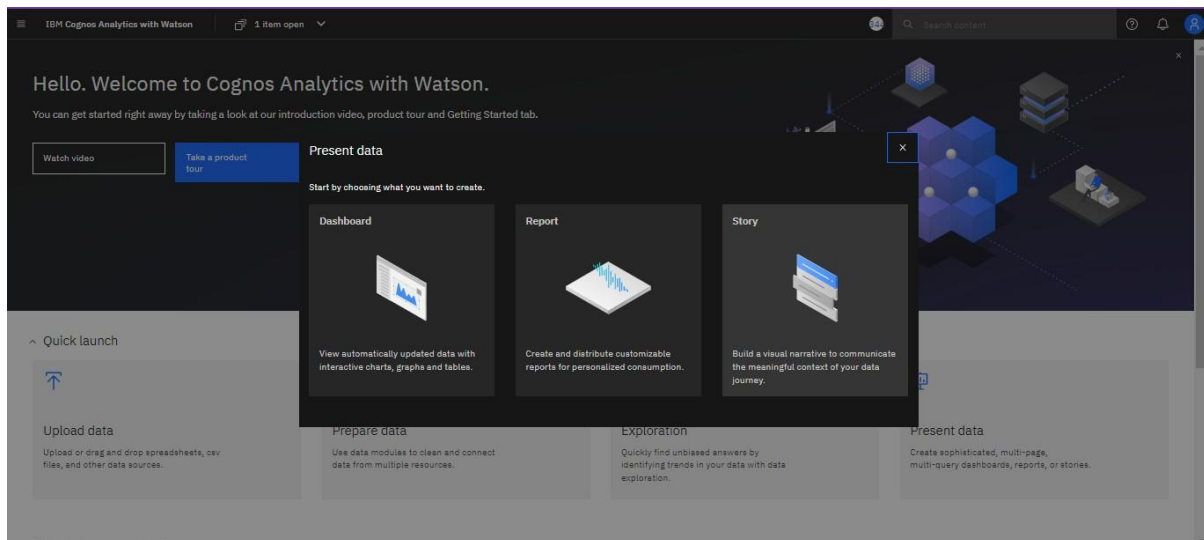


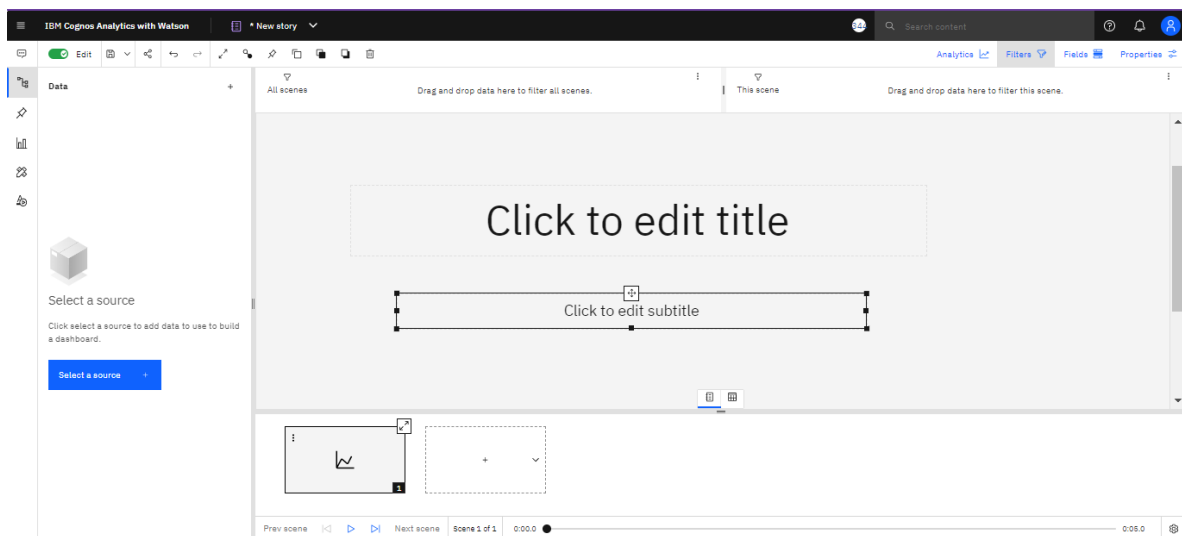
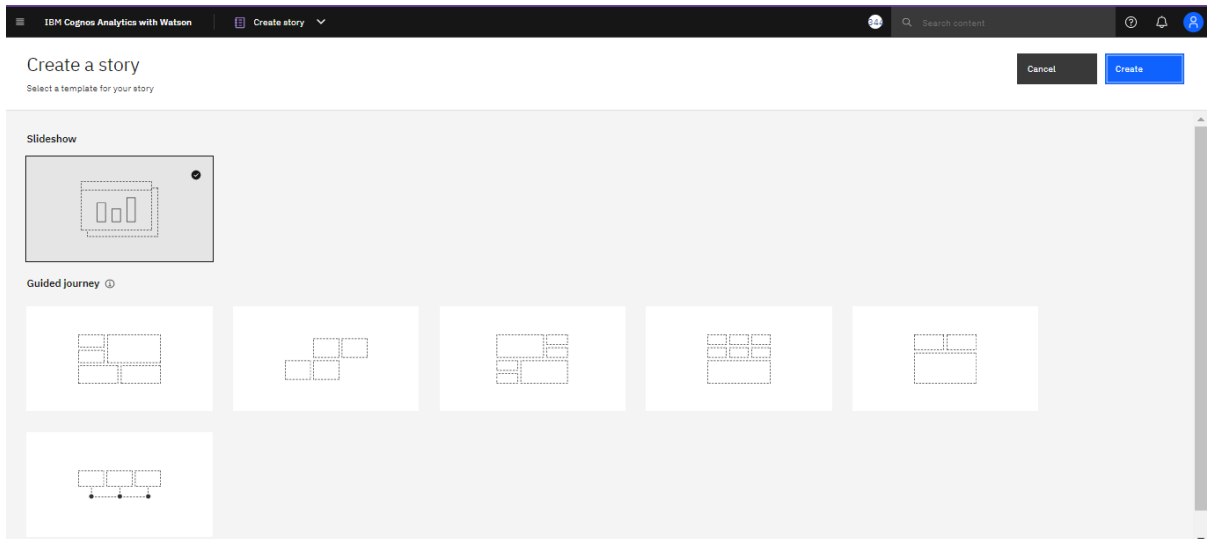
#### Step 5: After Visualization, play the active report .



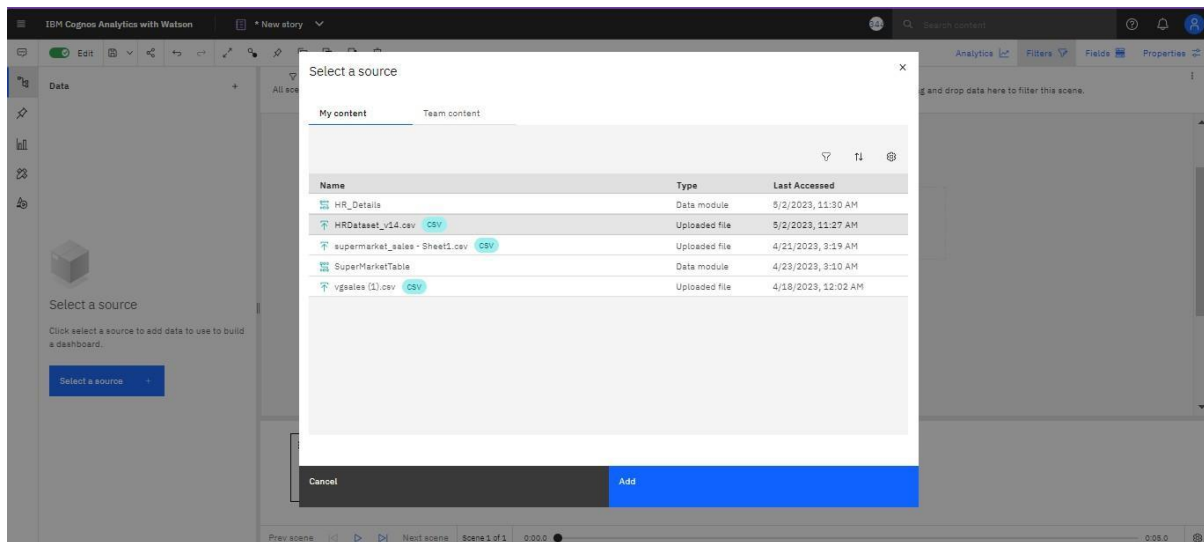
## TASK 5: CREATION OF STORY.

### Step 1: Create the Story.





## Step 2: Select the source file.



## Step 3: Display the stories.

