

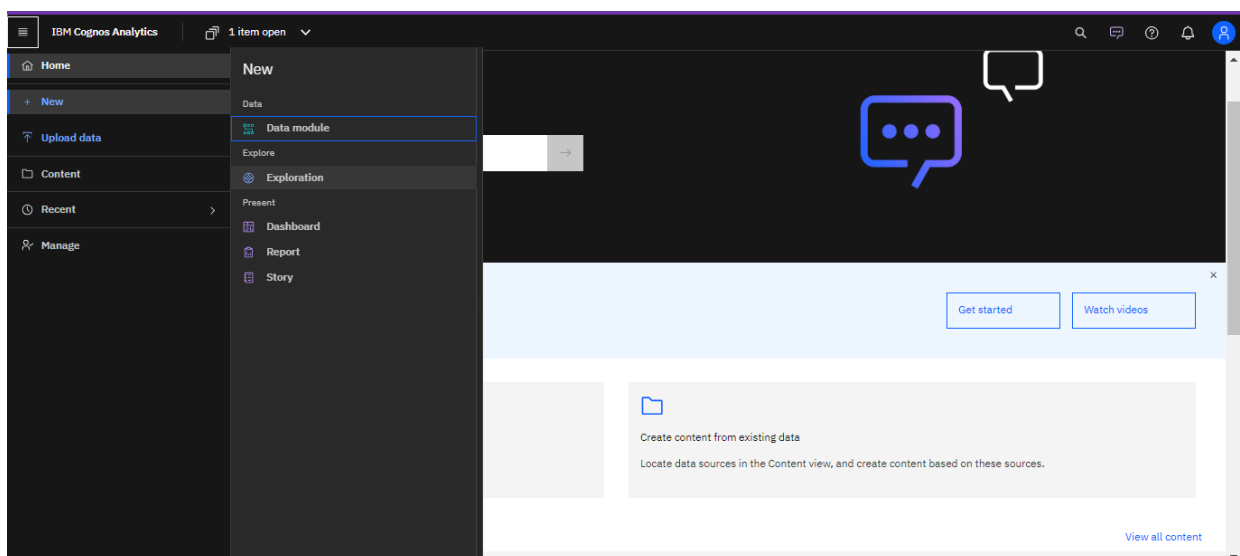
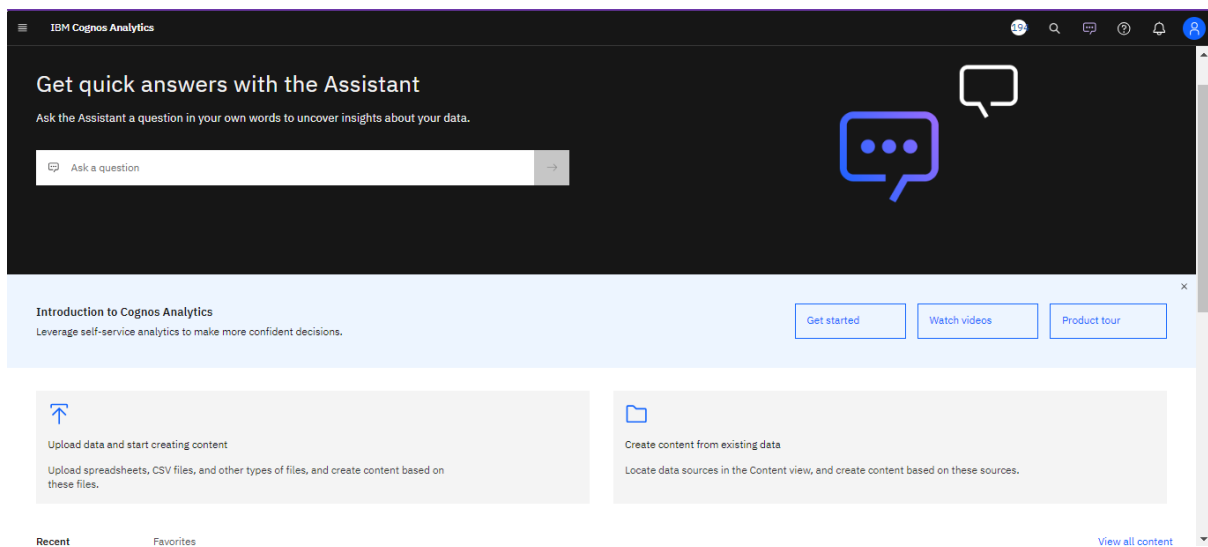
# The Cognos HR Scorecard: Measuring Success in Talent Management

**NAME:** VEERAGOWSHIKA S

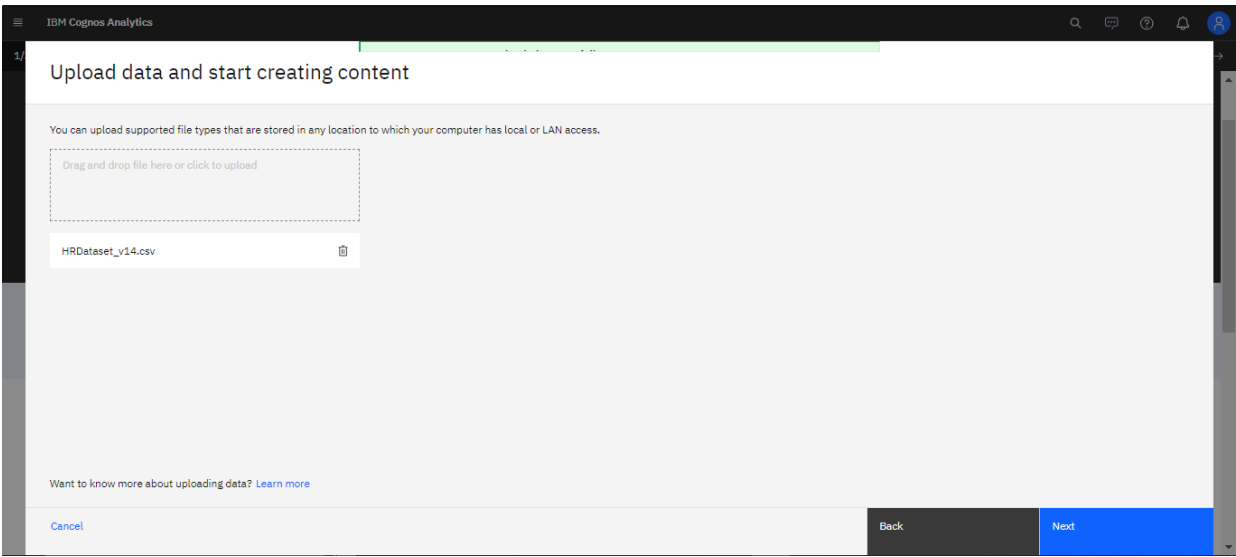
**IBM ID:**2k20cse165@kiot.ac.in

## **TASK 1: Upload the dataset:**

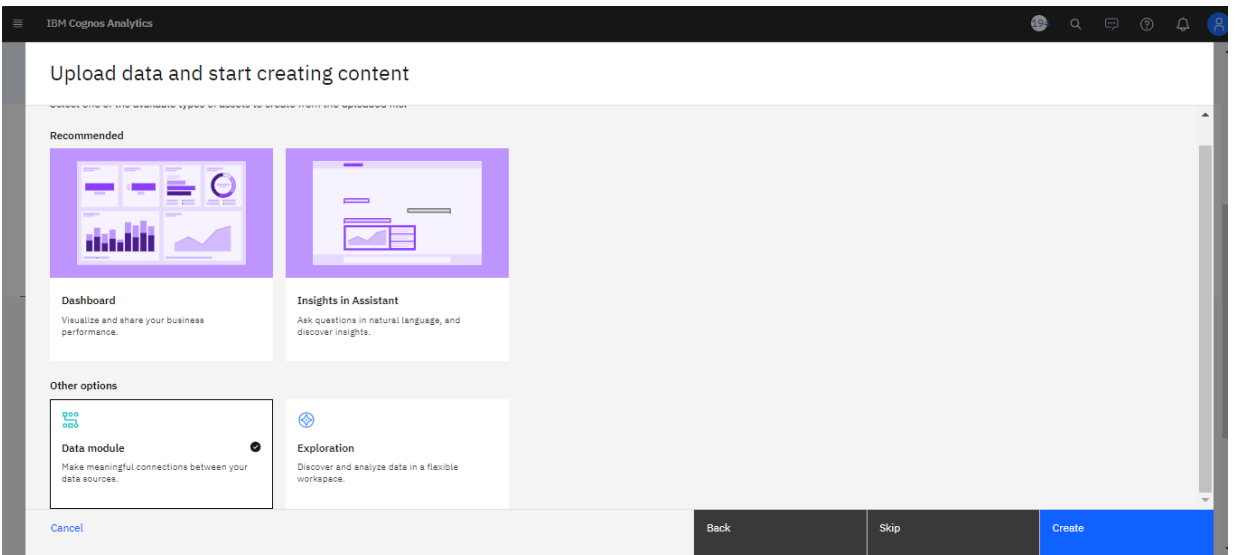
**Step 1:** Upload the data(CSV file) in the Cognos.



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



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

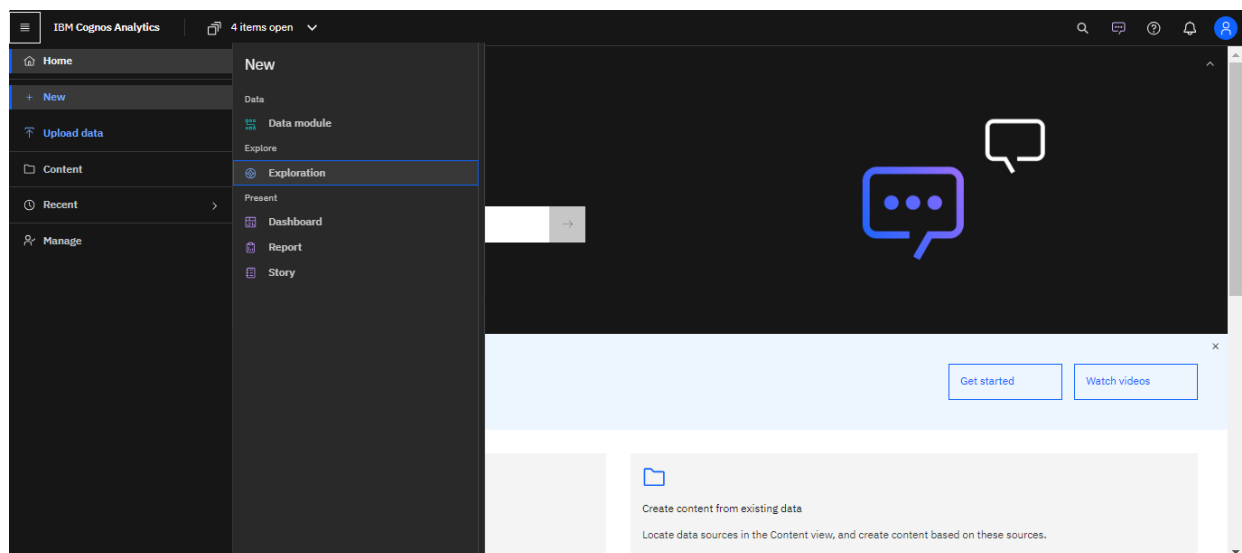


The screenshot shows the IBM Cognos Analytics with Watson interface. The top bar includes the application name, a 'New data module' dropdown, a search bar, and user profile icons. The left sidebar contains a 'Data module' section with a search bar and a tree view of the 'HRDataset\_v14.csv' file, listing fields like Row ID, Employee Name, EmpID, MarriedID, MaritalStatusID, GenderID, EmpStatusID, DeptID, PerfScoreID, FromDiv..., bFairID, Salary, TermID, PositionID, Position, State, Zip, and DOB. The main area displays a 'Grid' view of the data as a table with 15 rows and 10 columns.

Row ID	Employee Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID	PerfScoreID
1	Adinolfi, Wilson K	10026	0	0	1	1	5	4
2	Alt Sidi, Karthikeyan	10084	1	1	1	5	3	3
3	Akinkuolie, Sarah	10196	1	1	0	5	5	3
4	Alagba, 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	Baczanski, Rachael	10292	1	1	0	5	5	3
12	Barbara, Thomas	10242	1	1	1	5	5	3
13	Barboasa, 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	Bates, Norman	10064	0	0	1	1	5	3

## TASK 2: Explore the dataset.

**Step 1:** Select the Exploration.



## Step 2: Explore the dataset.

The screenshot shows the IBM Cognos Analytics with Watson interface. The top navigation bar includes the logo, a search bar, and user profile icons. The left sidebar contains a 'Cards' section with a 'Data relationships' card. The main content area is titled 'Select a starting point' and includes a 'Skip' button. Below the title, there is a text box for entering a data column and a list of suggested columns: Salary, MaritalStatusID, EngagementSurvey, EmpStatusID, Absences, DaysLateLast30, EmploymentStatus, EmpSatisfaction, TermID, PerfScoreID, SpecialProjectsCount, and PerformanceScore.

IBM Cognos Analytics with Watson

New exploration

Search content

Cards

Data relationships

Select a starting point

Every exploration includes a data relationships card.

Start with any column. You can always change it later.

Enter data column. Not sure? Try Salary, MaritalStatusID

Try starting with one of these...

Salary MaritalStatusID EngagementSurvey EmpStatusID Absences DaysLateLast30

EmploymentStatus EmpSatisfaction TermID PerfScoreID SpecialProjectsCount PerformanceScore

The screenshot shows the IBM Cognos Analytics with Watson interface. The top navigation bar includes the logo, a search bar, and user profile icons. The left sidebar contains a 'Cards' section with a 'Data relationships' card. The main content area is titled 'Explore data relationships' and includes a search bar for 'Salary'. Below the search bar, there is a relationship diagram showing 'Salary' as the central node connected to 'Department', 'DeptID', 'Datachurn', 'ManagerID', 'ManagerName', 'State', and 'SpecialProjectsCount'. To the right of the diagram, there is a 'Select a visualization' section showing a bar chart for 'Salary' with a value of 21.5M. Below the chart, there is a section for 'DaysLateLast30 and Salary by Department'.

IBM Cognos Analytics with Watson

New exploration

Search content

Cards

Data relationships

Explore data relationships

HRDataset\_v14.csv

Reset to original

Salary

Department

DeptID

Datachurn

ManagerID

ManagerName

State

SpecialProjectsCount

Select single or multiple nodes to see visualizations.

Relationship diagram

10% 100%

Select a visualization

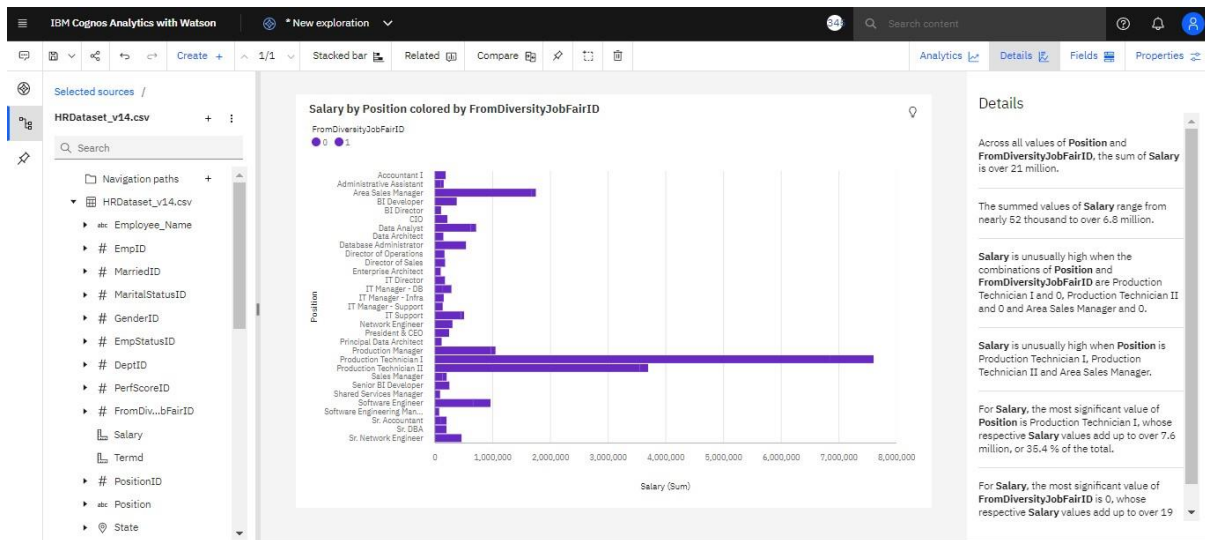
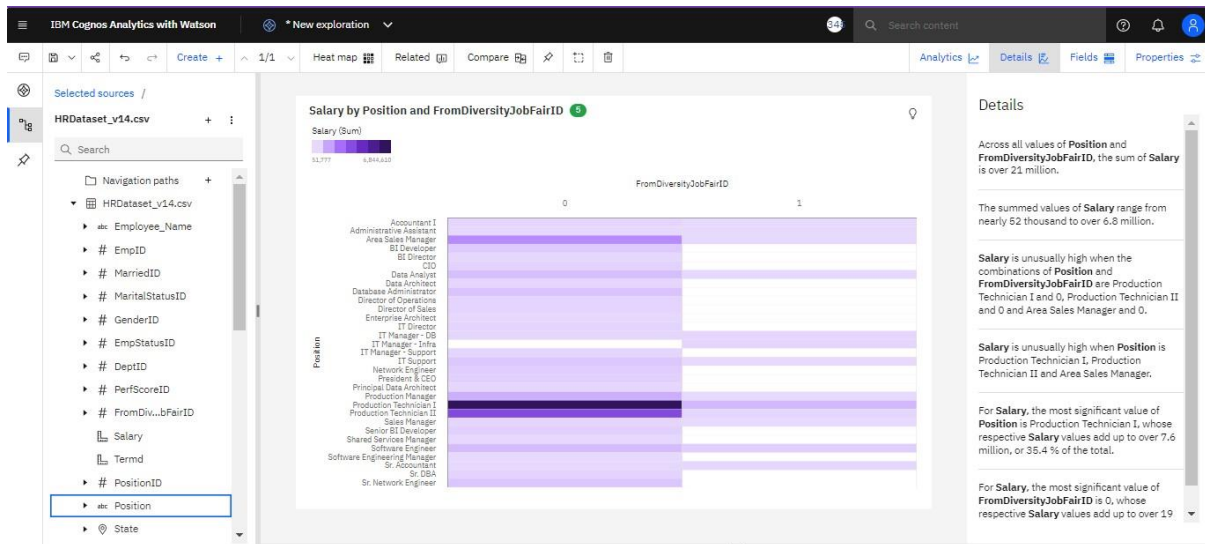
Explore visualizations related to 'Salary'

Salary

21.5M

Salary

DaysLateLast30 and Salary by Department



**Step 3: Save it.**

**Save as**

name

HR\_Exploration

Selected destination: ASSIGNMENT 2

My content

Team content

My content / ASSIGNMENT 2

Name	Type	Last Modified
HR_DataModule	Data module	10/10/2023, 1:44 AM

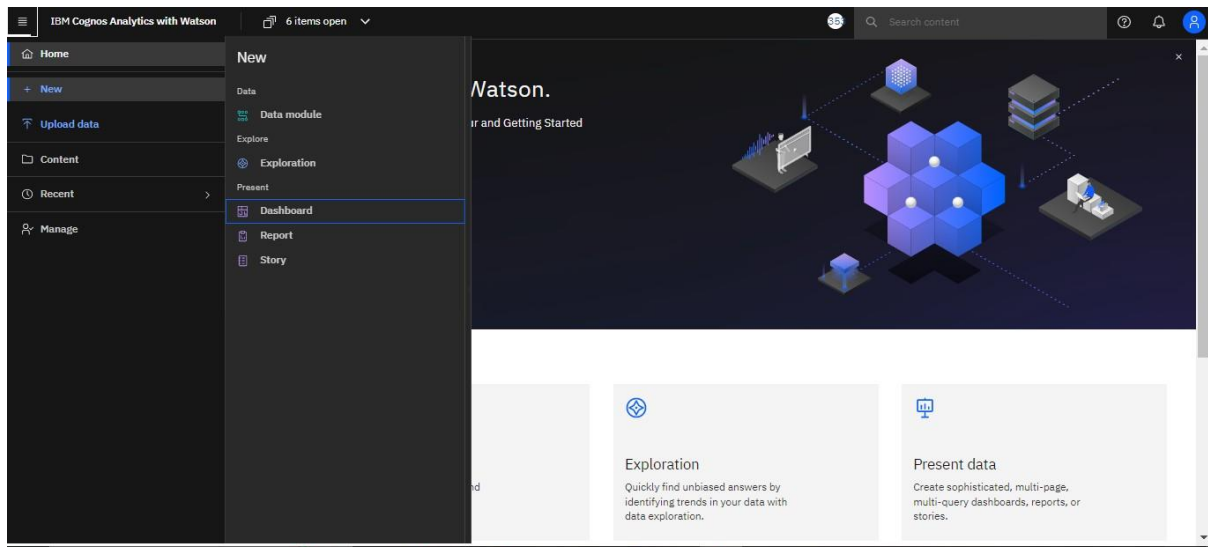
Cancel Save

Details

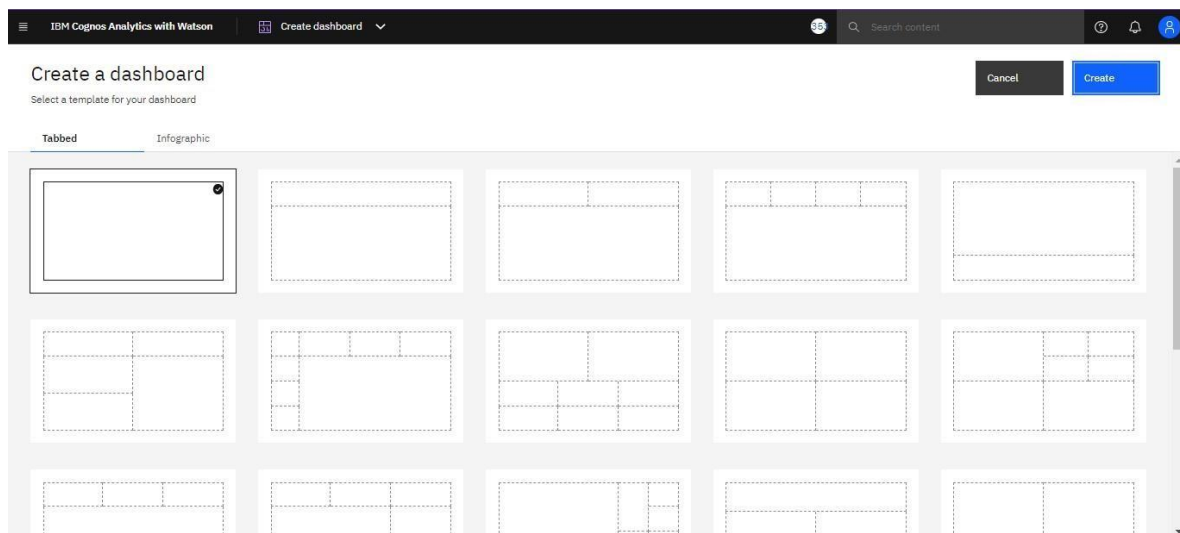
The overall number of results for **State** is 311.

## TASK 3: CREATION OF DASH BOARD.

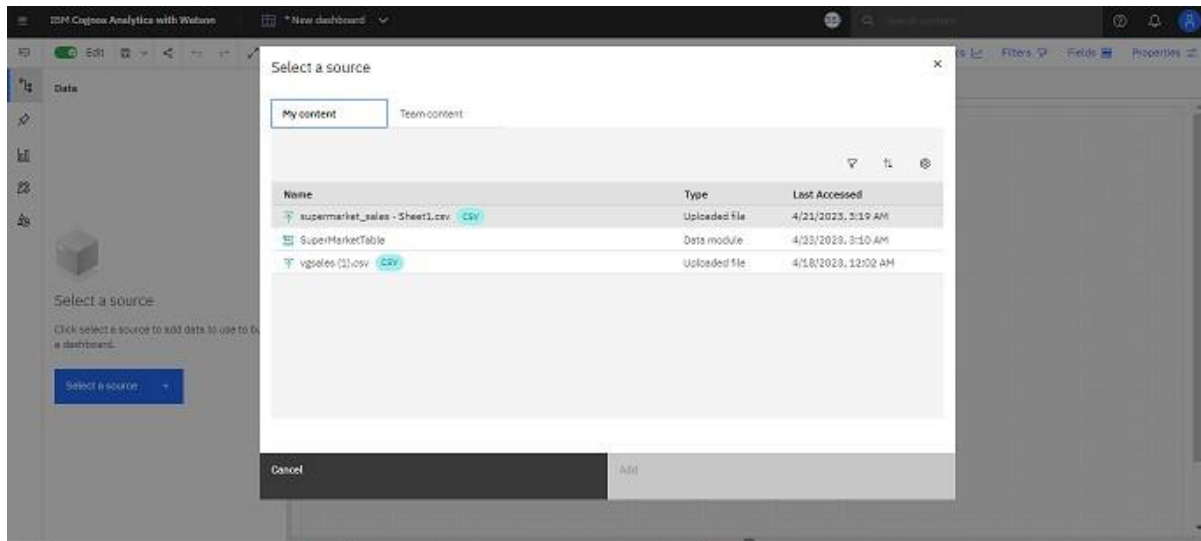
### Step 1: Create the Dash Board.



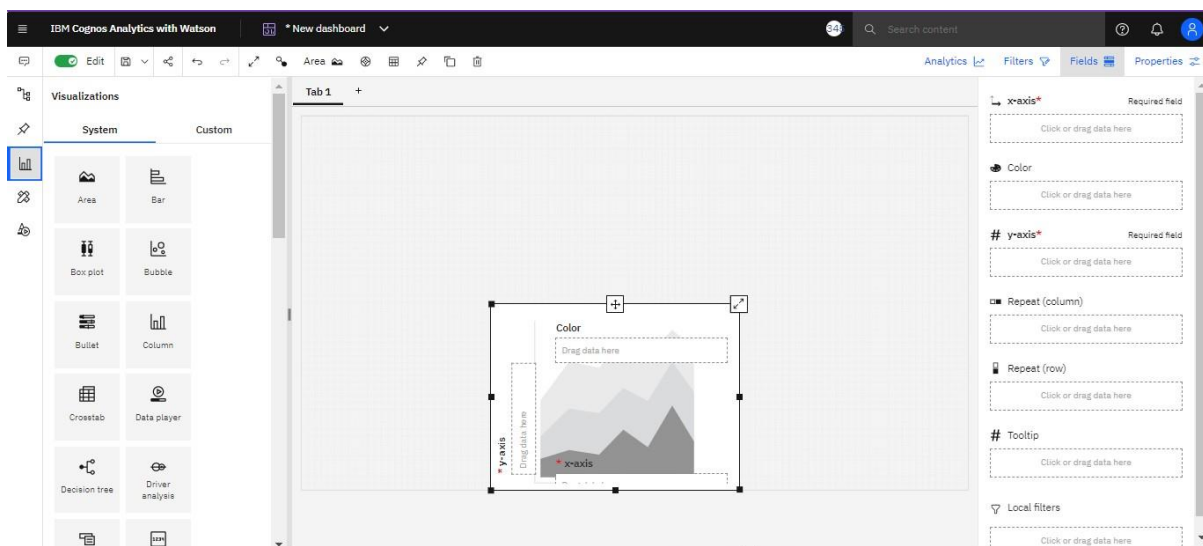
### Step 2: Create Template for the Dash Board.



### Step 3: Select Source file.

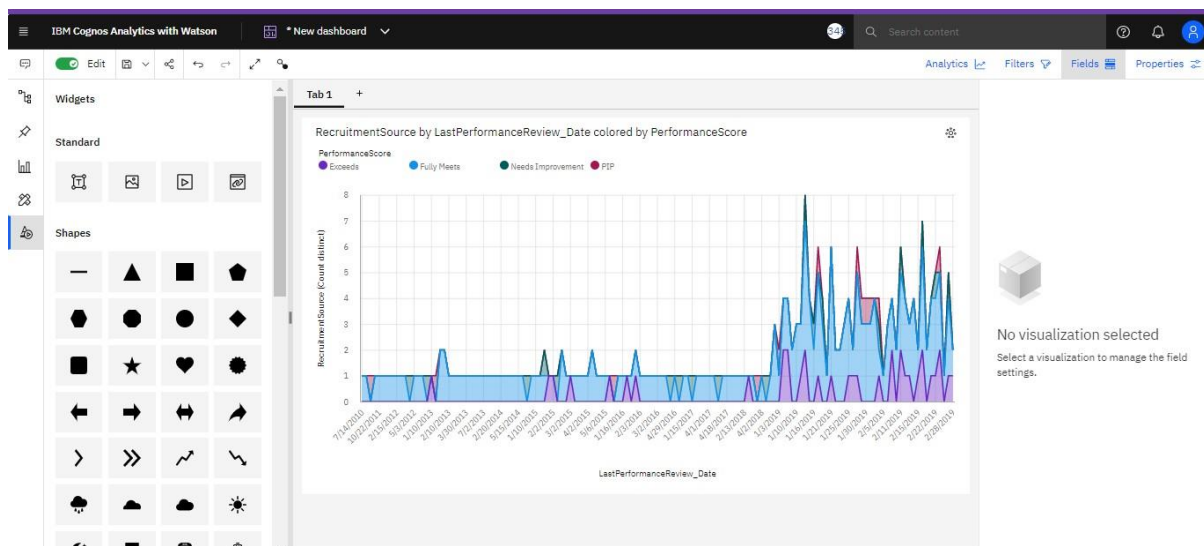
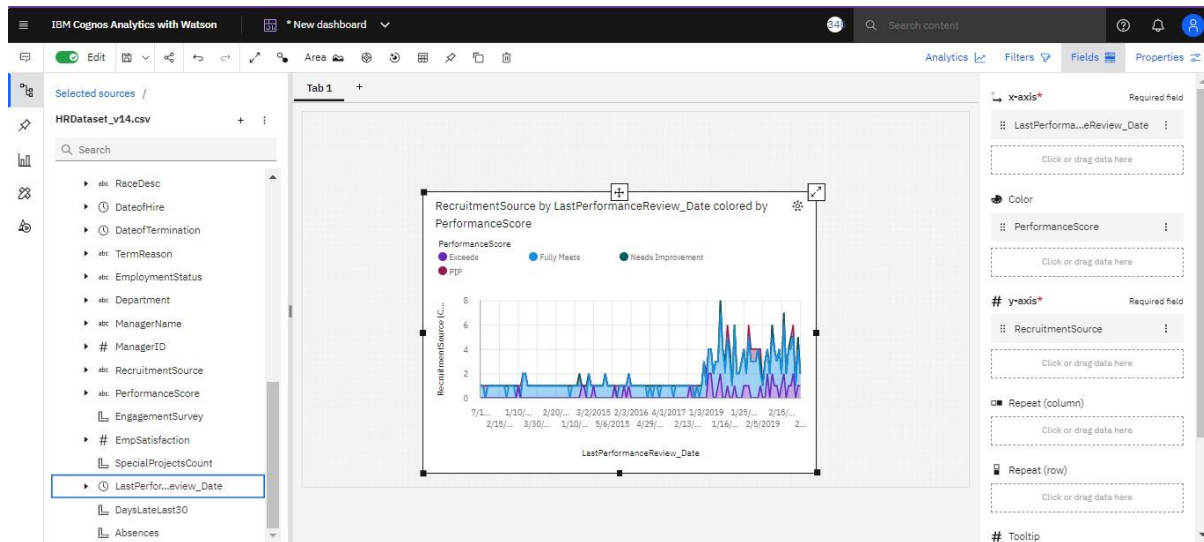


### Step 4: Select Visualization Type.

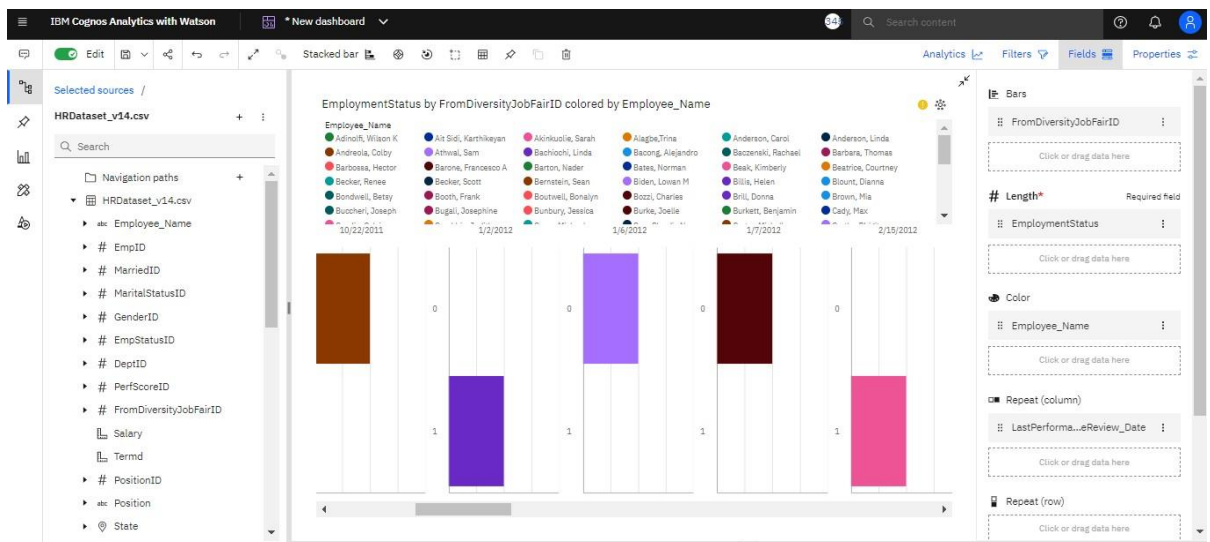
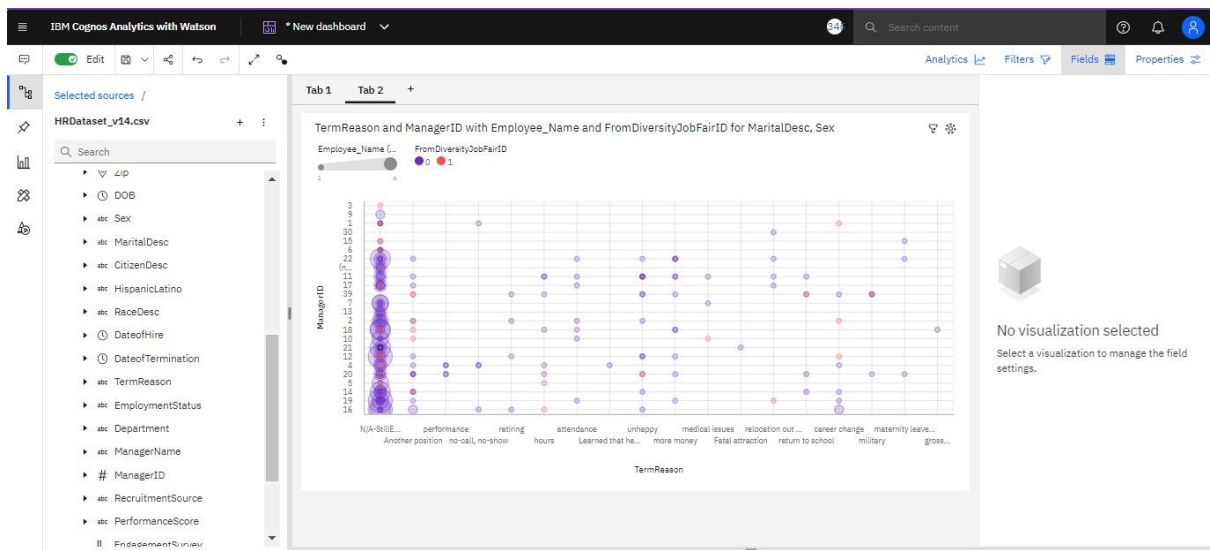


## Step 5: Create Visualization Charts And Save it.

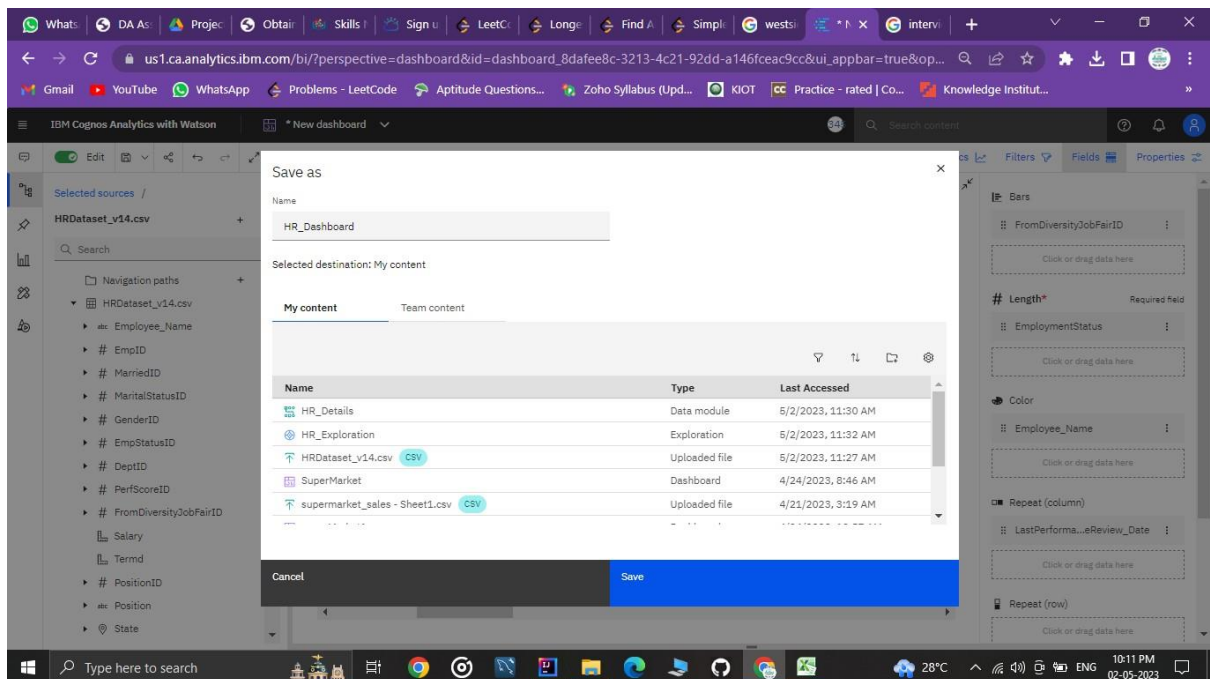
Present the Data Sets.





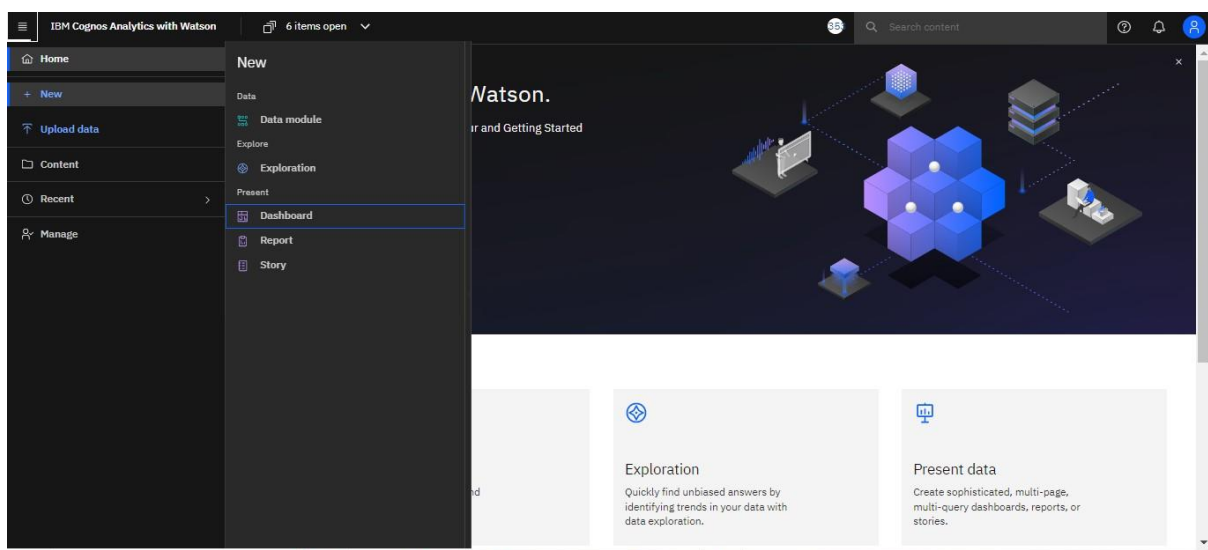


## Step 6: Save it.

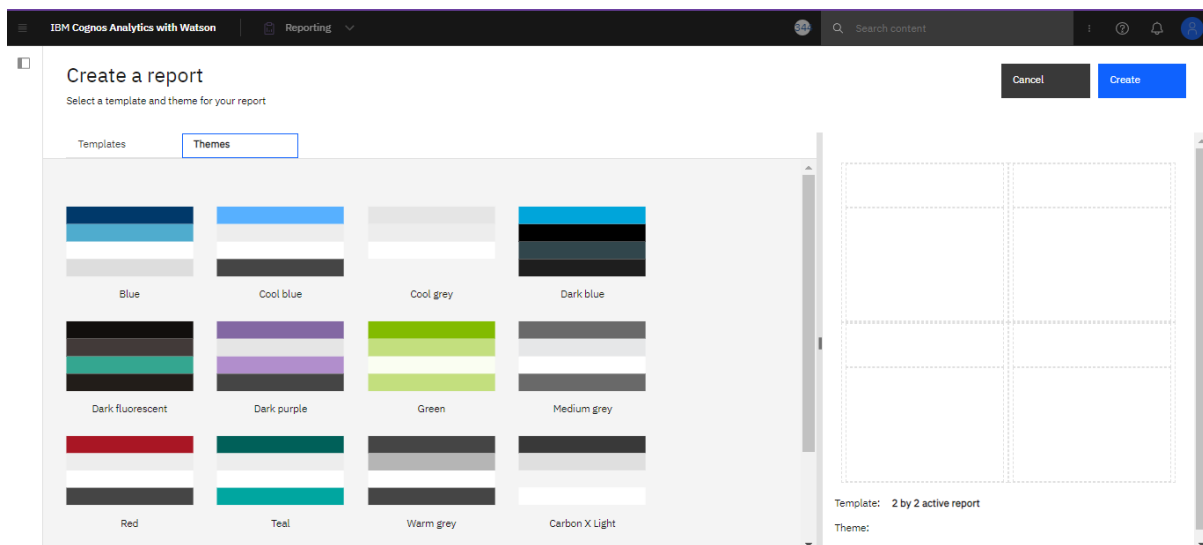
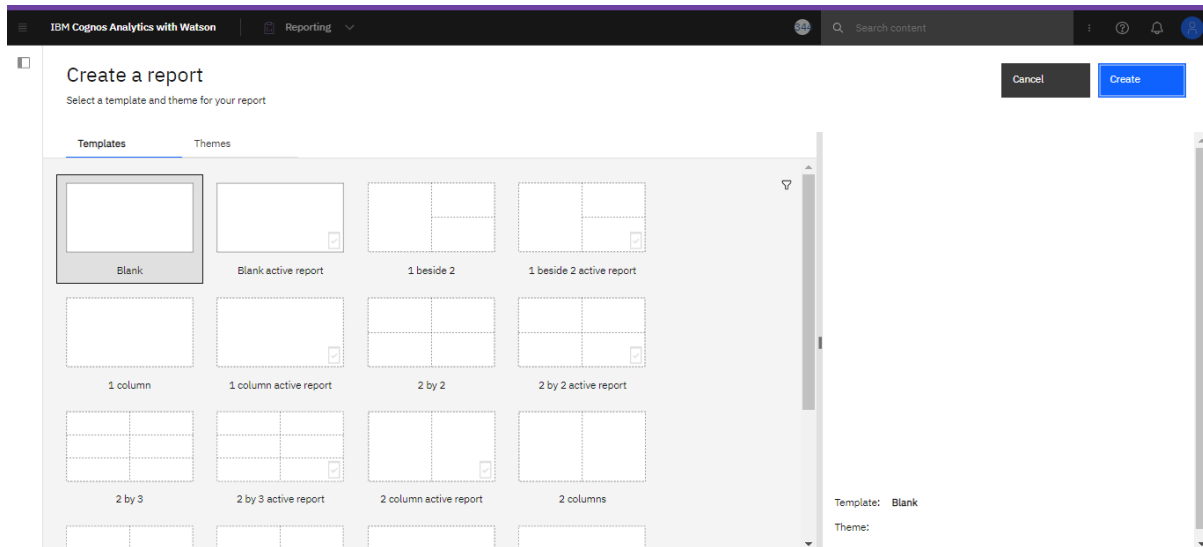


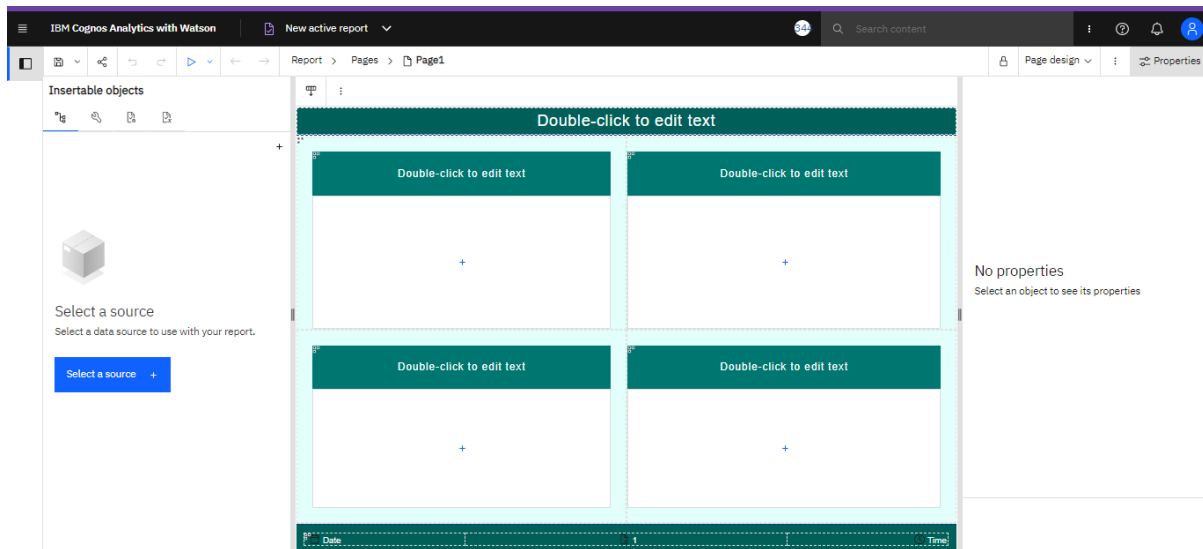
## TASK 4: CREATION OF REPORT.

### Step 1: Create the Report.

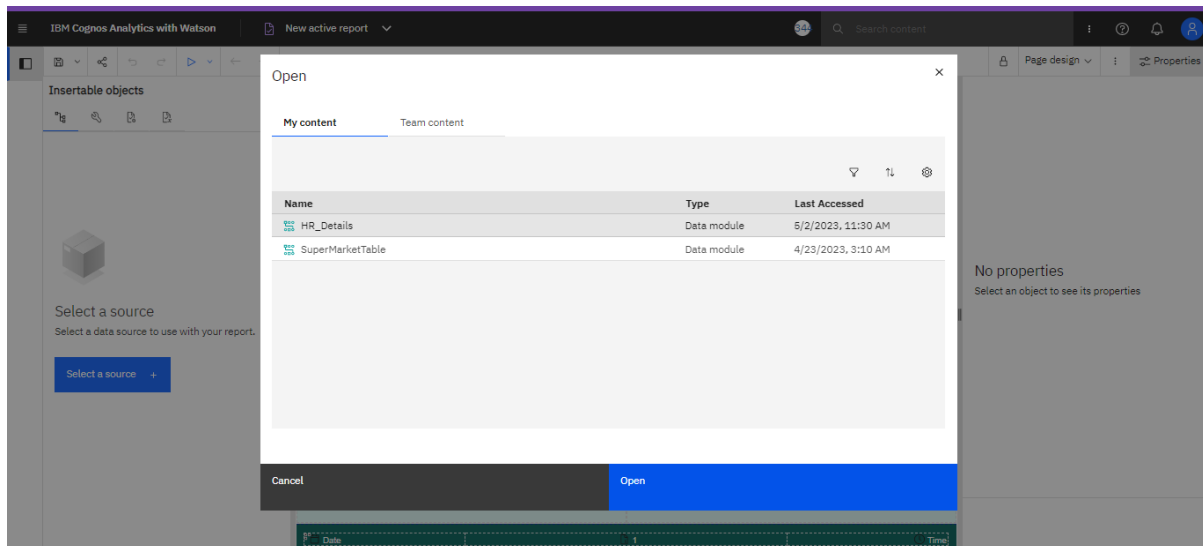


## Step 2: Select the report.

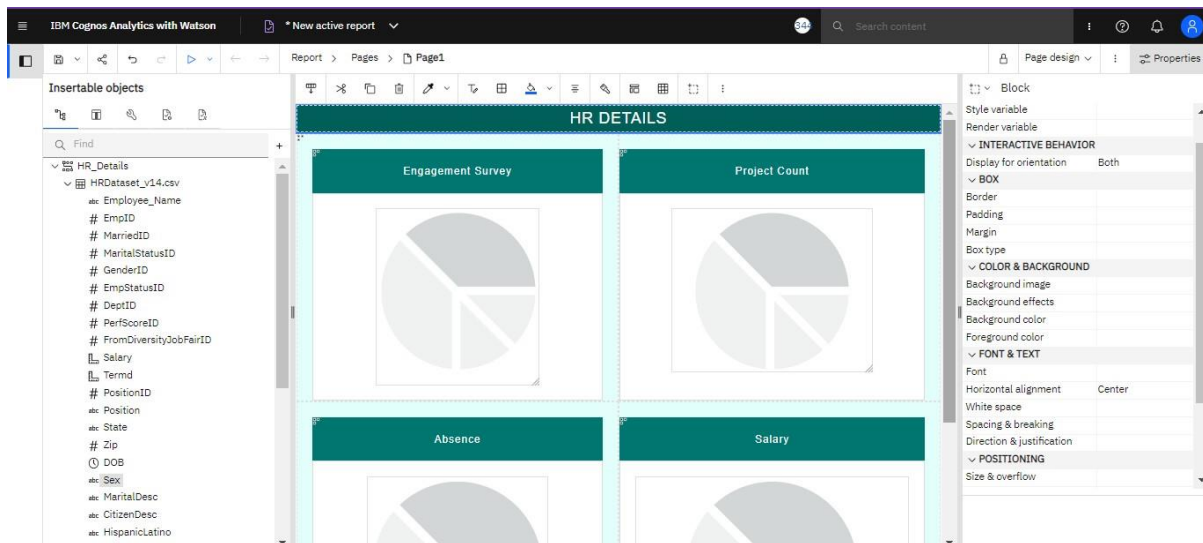
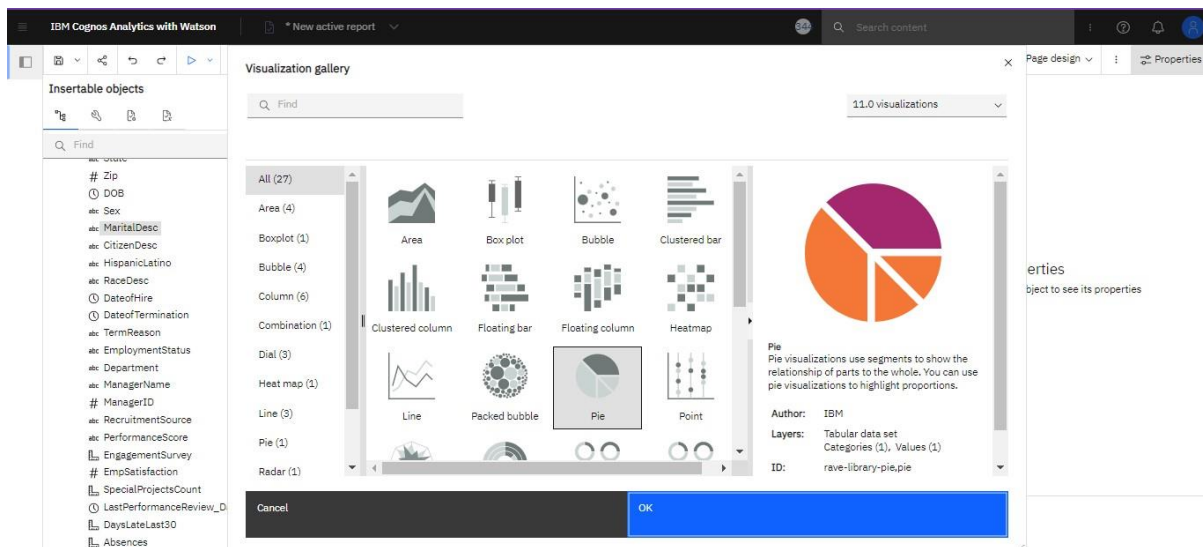




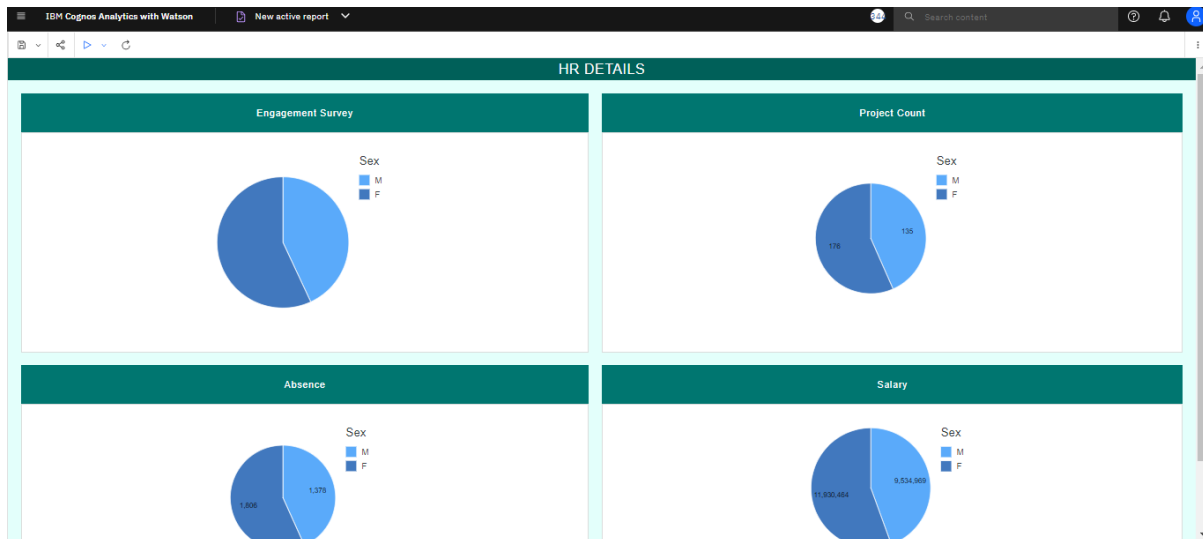
### Step 3: Select the source file.



## Step 4: Select the visualization.

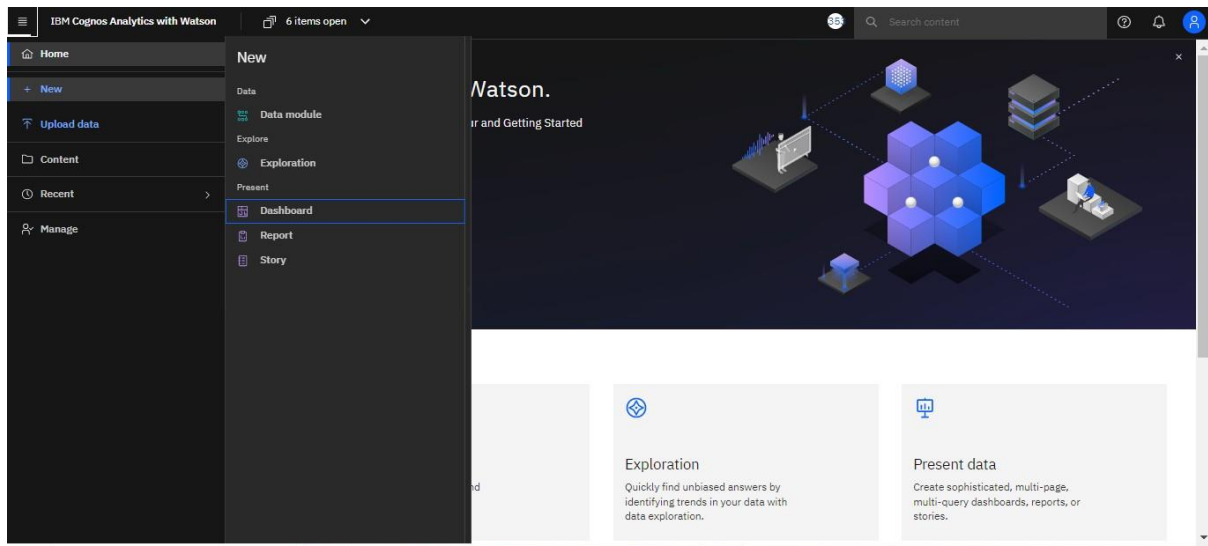


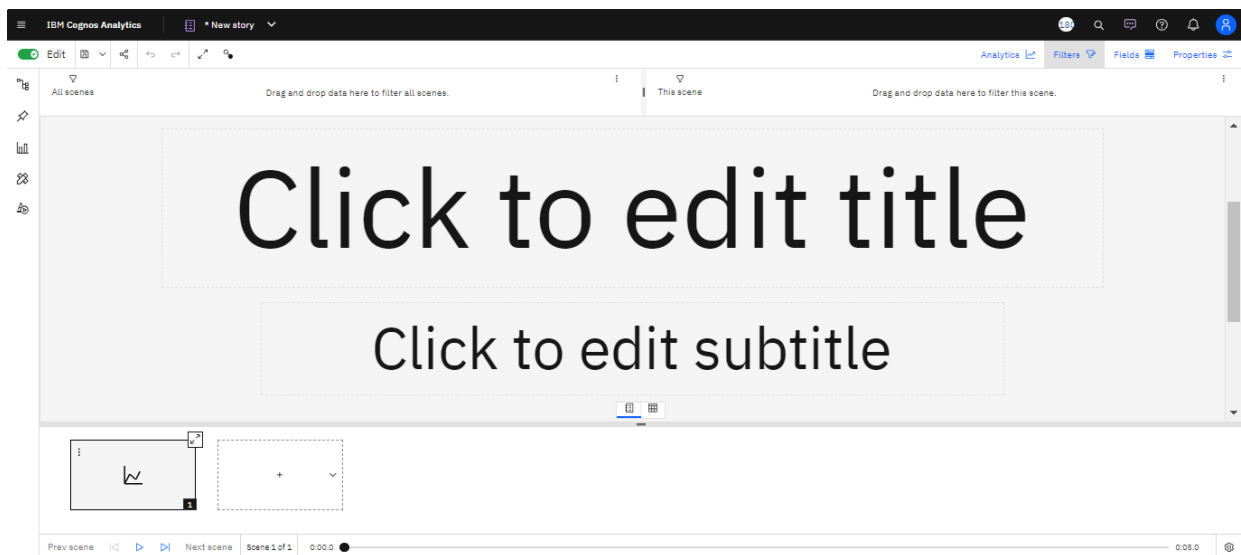
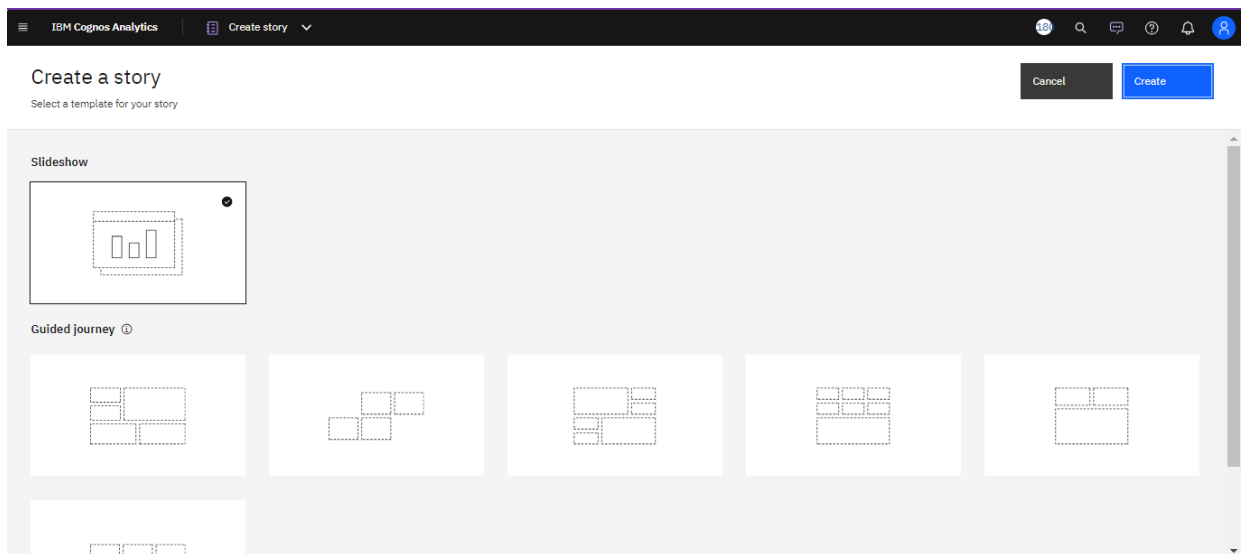
**Step 5:** After Visualization, play the active report .



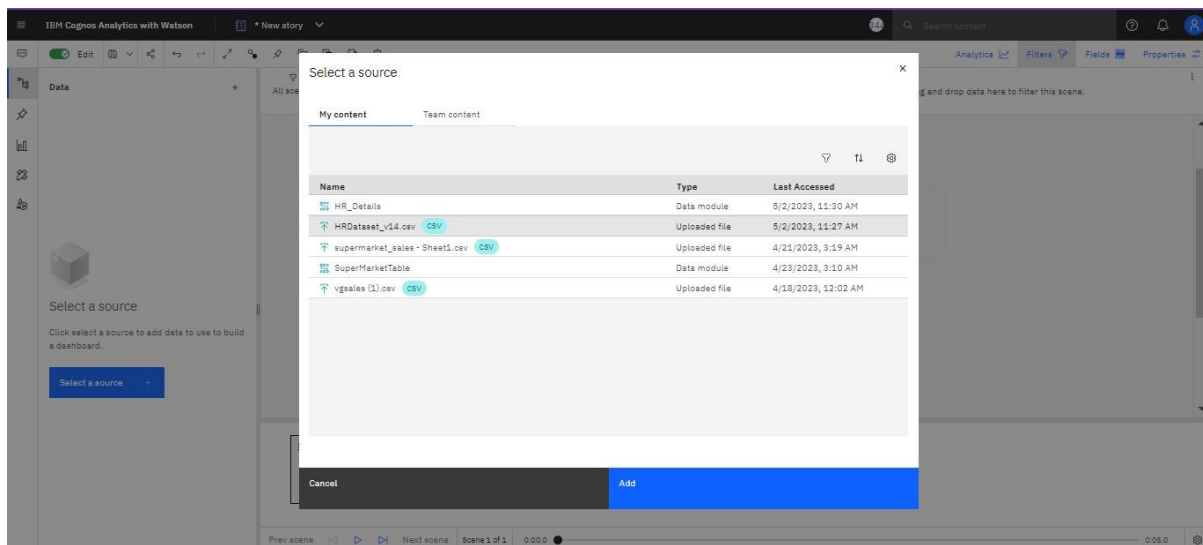
## **TASK 5: CREATION OF STORY.**

**Step 1:** Create the Story.





## Step 2: Select the source file.



## Step 3: Display the stories.

