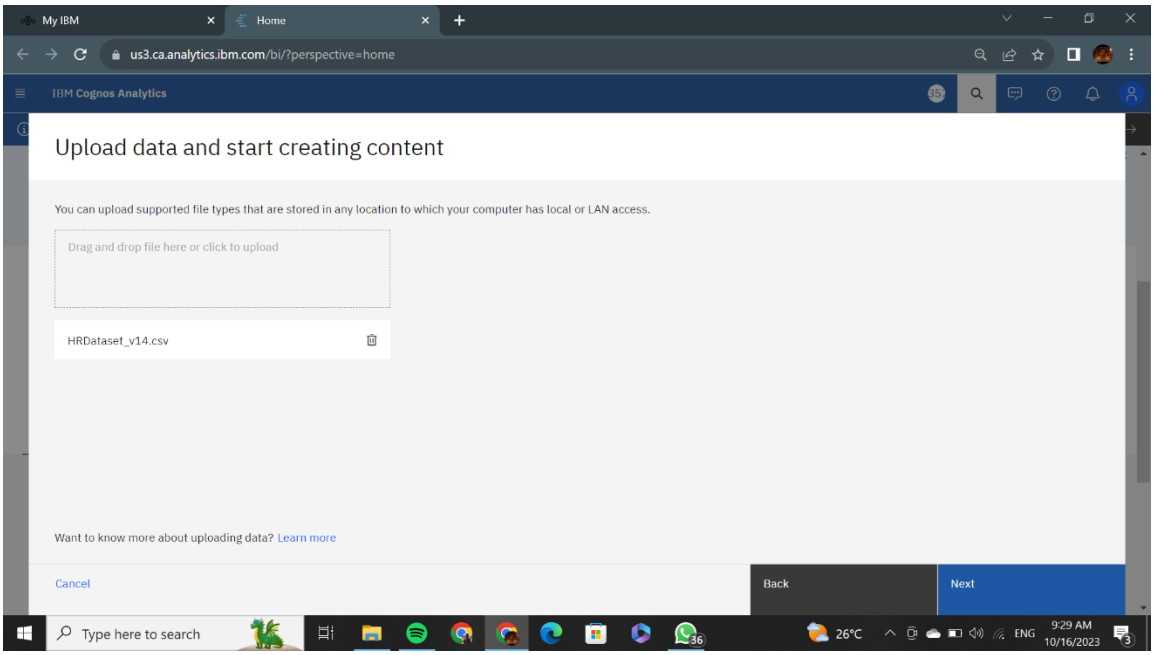
THE COGNOS HR SCORECARD: Measuring Success In Talent Management

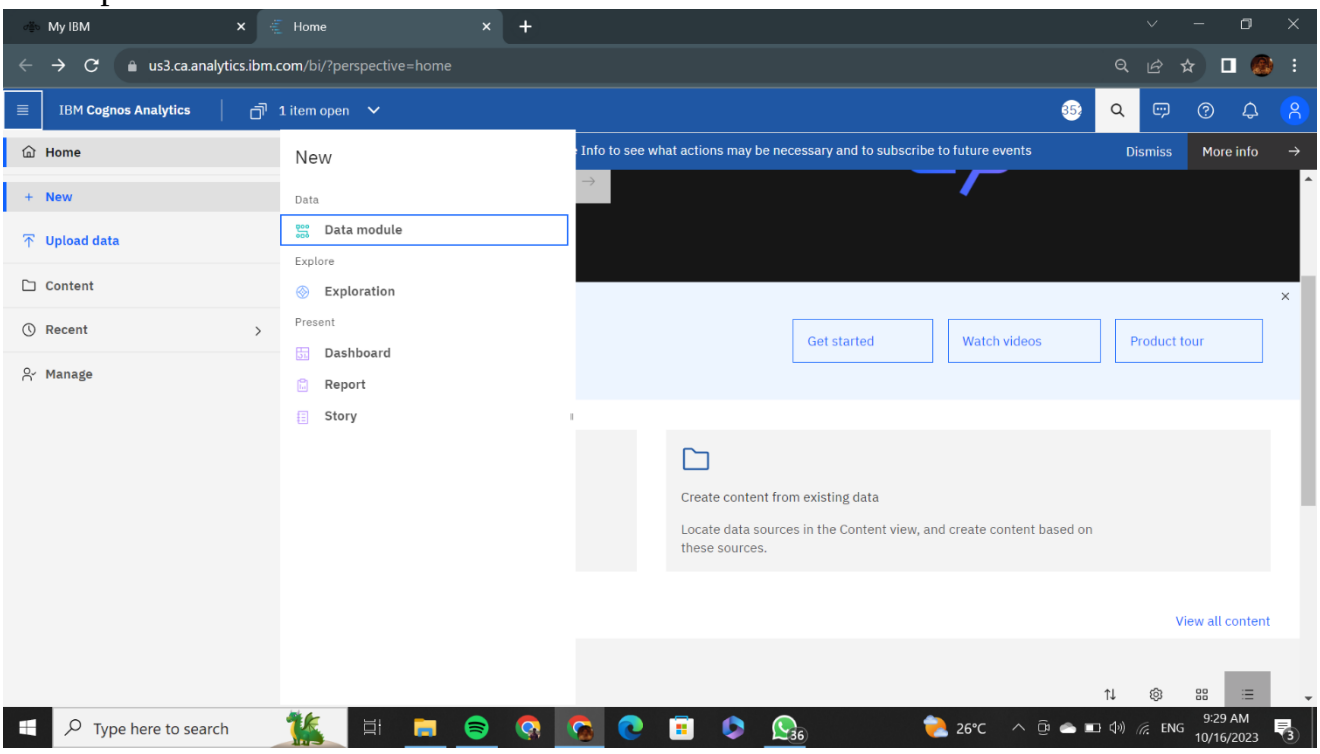
NAME: SURJIT KUMAR A

TASK 1: UPLOAD THE DATASET:

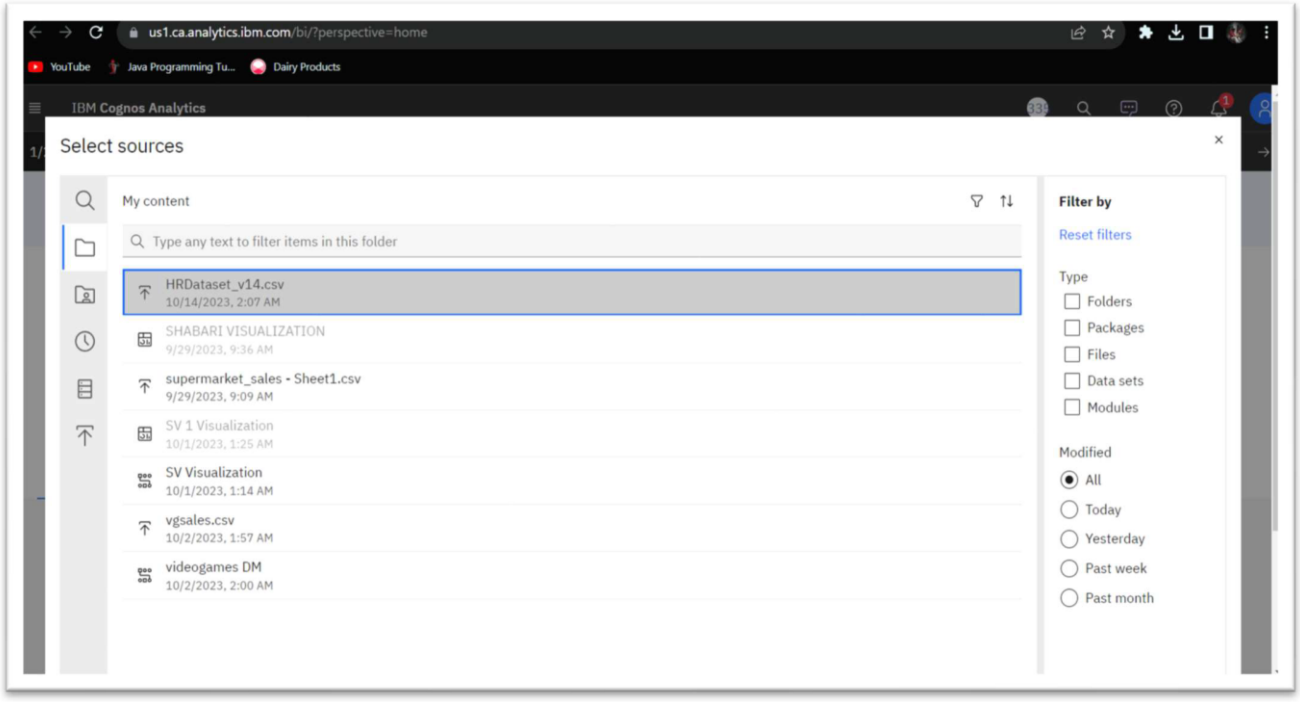
- Upload the Dataset (csv file) in Cognos.



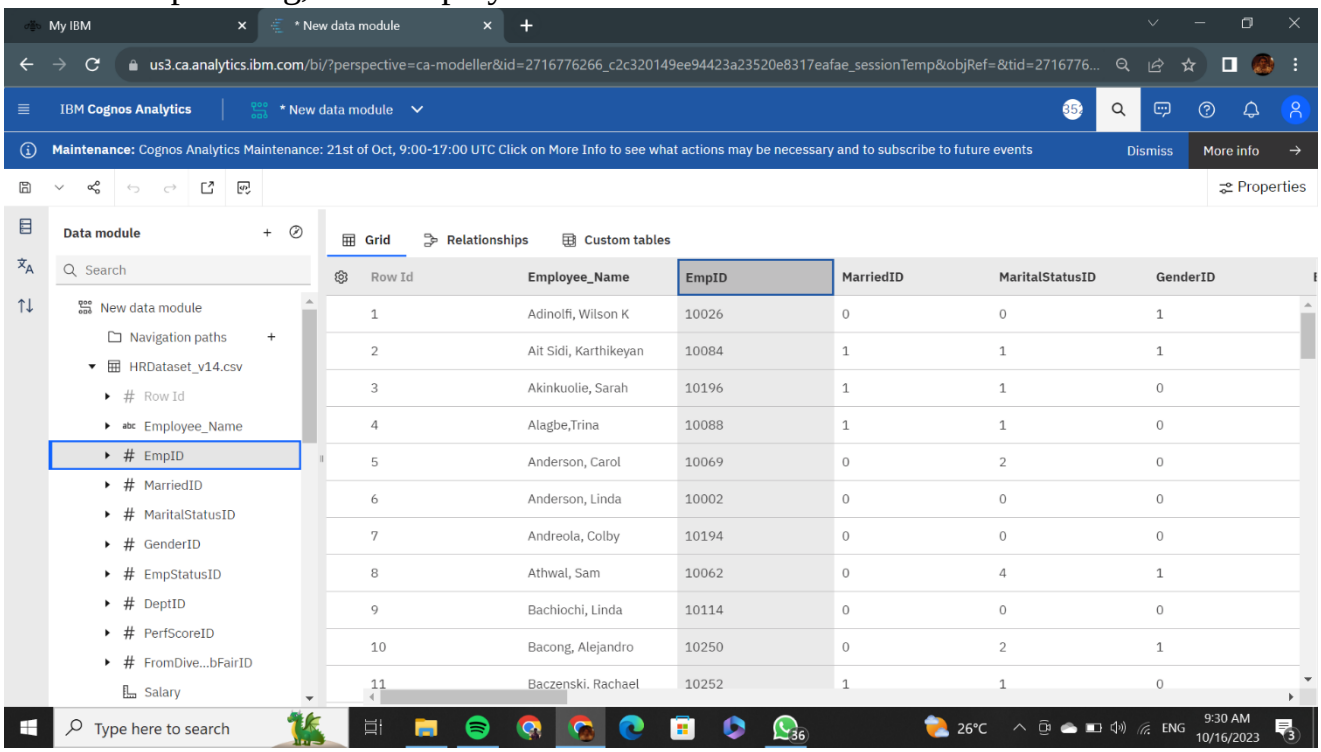
- Prepare the Dataset.



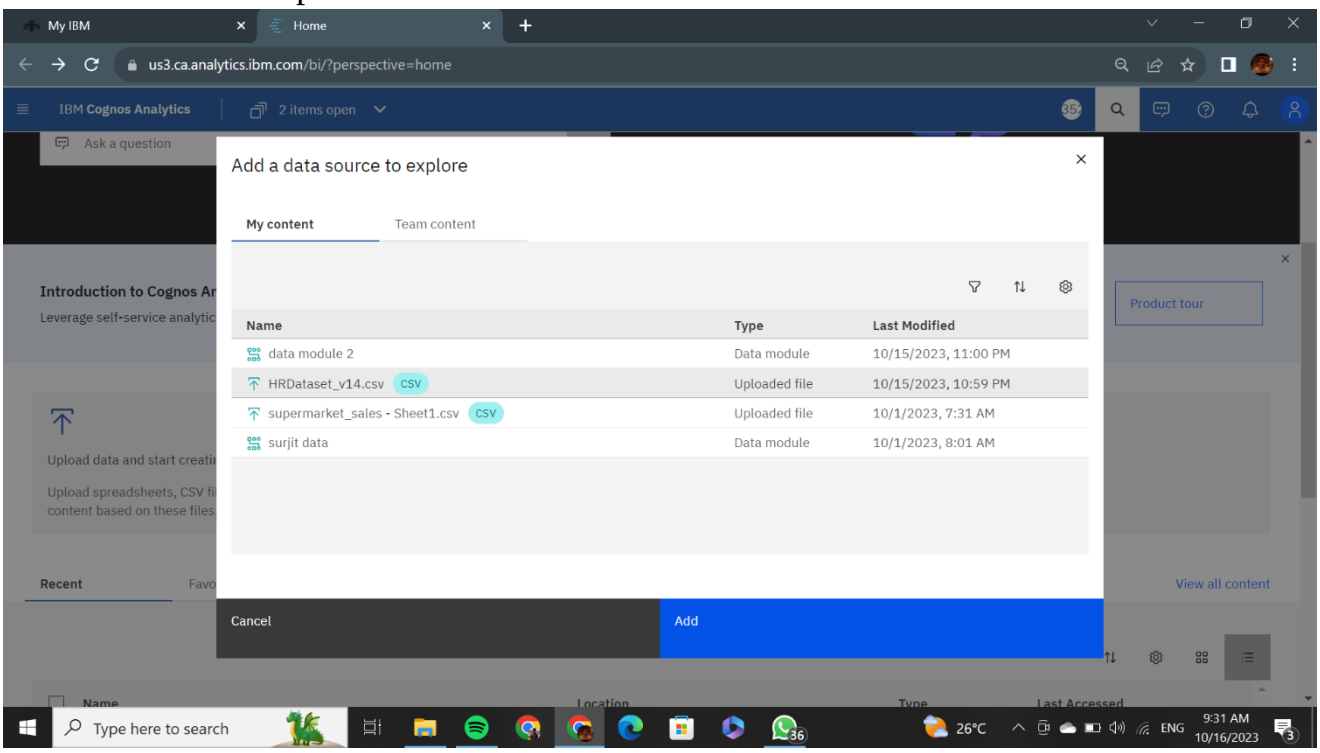
- Select the Required Dataset.



- After Uploading, Grid displays the table value of CSV file.

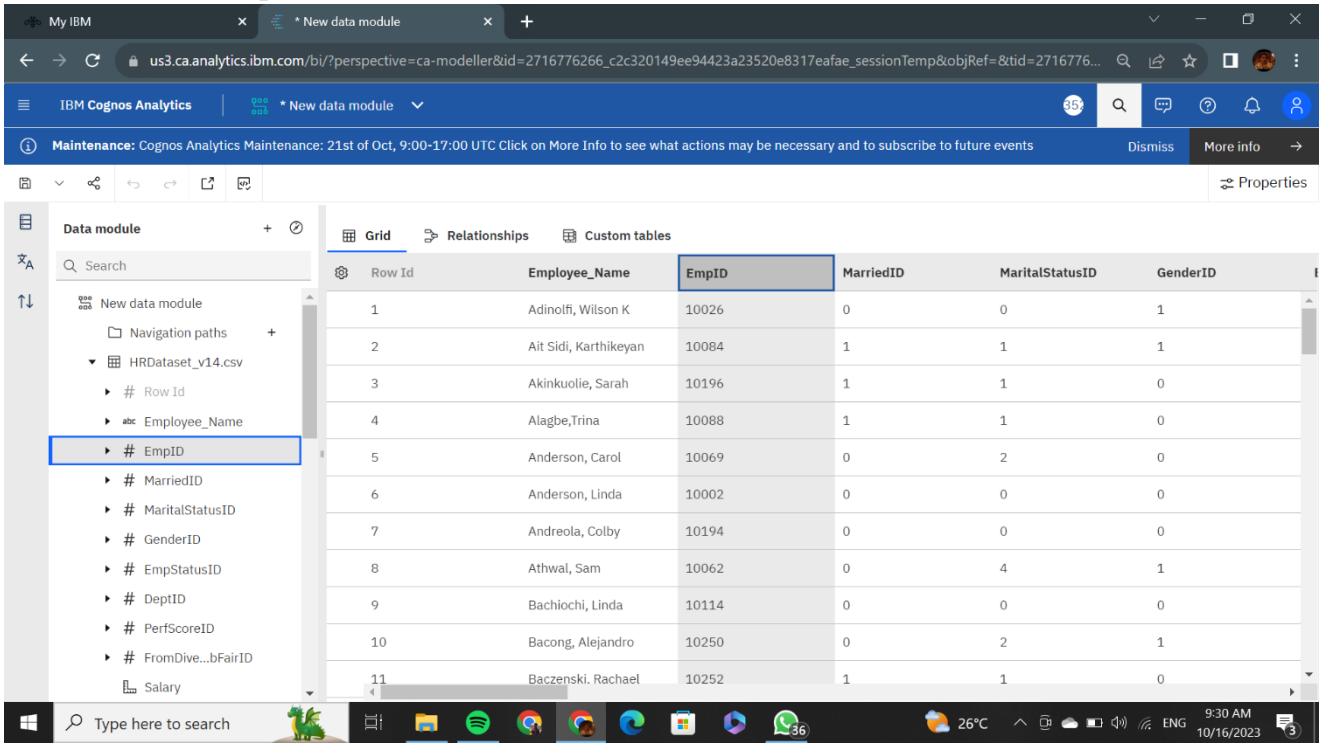


- Save As the Prepared Dataset.

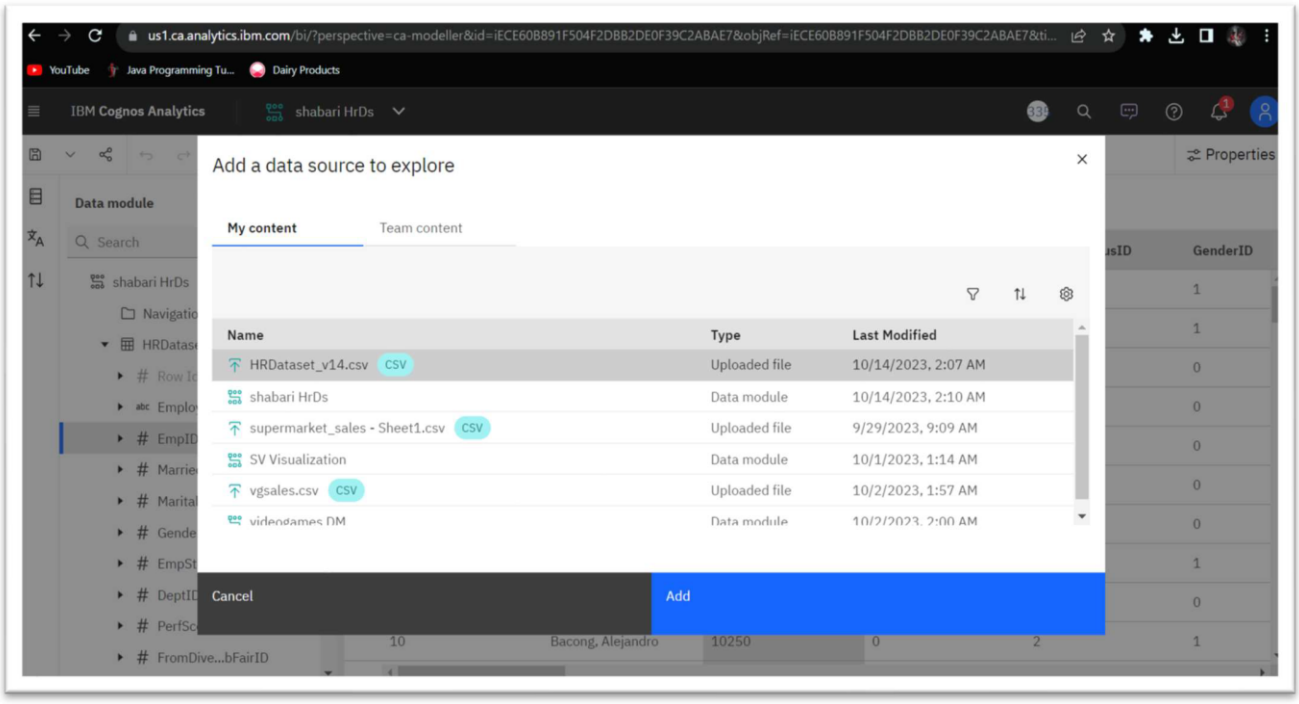


TASK 2: EXPLORE THE DATASET: □ CREATE THE EXPLORATION.

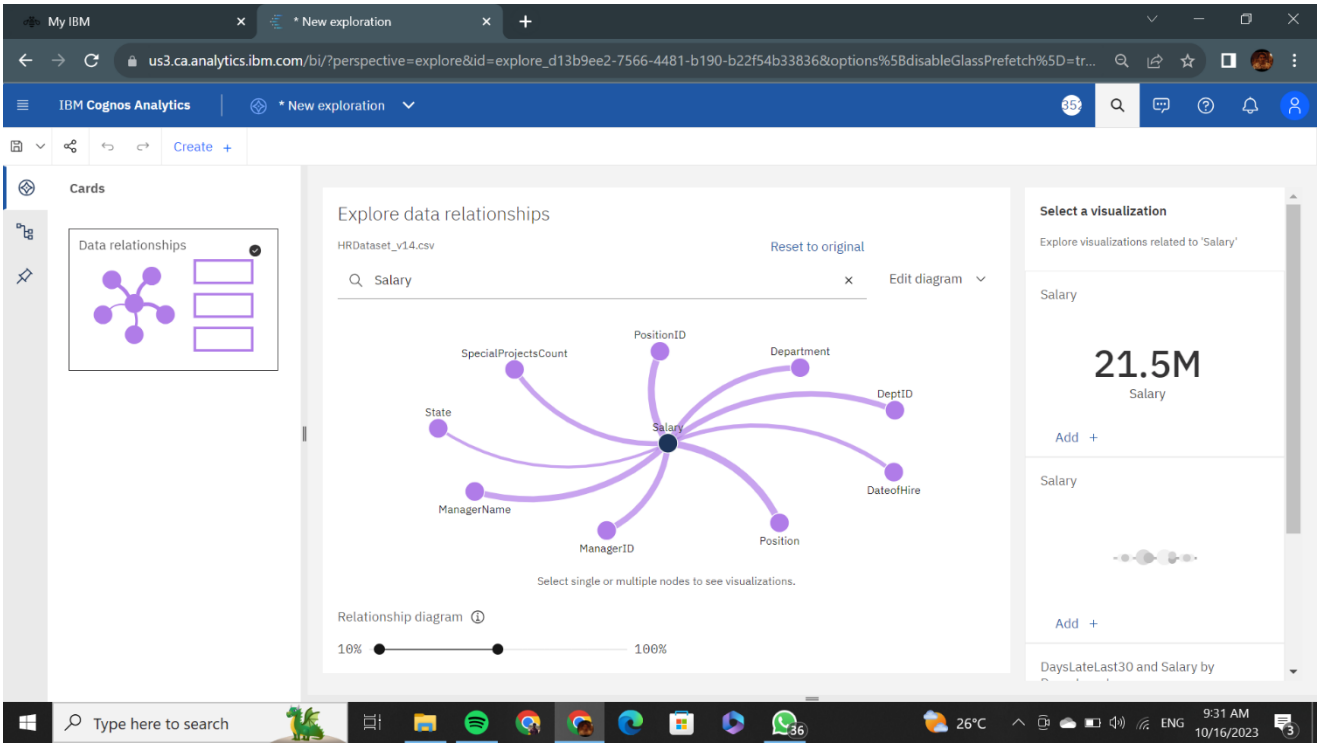
- Select the Prepared Dataset.

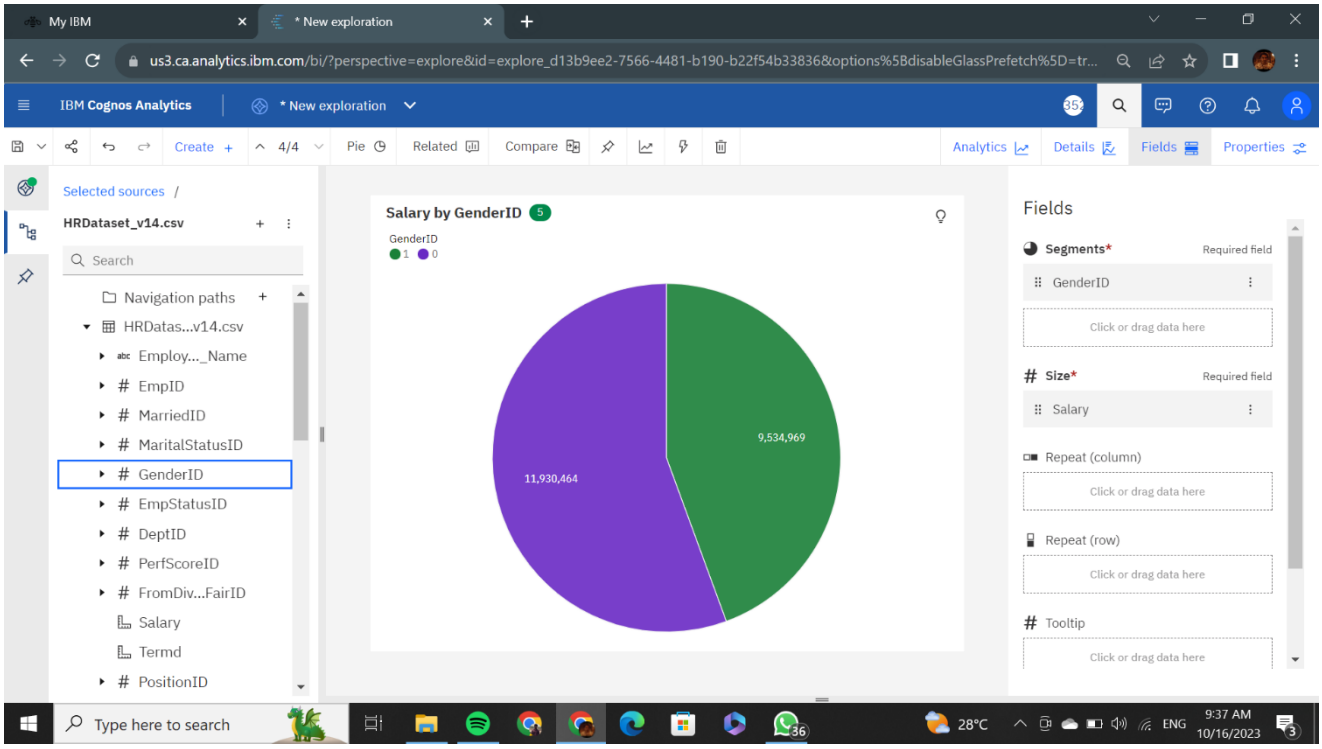


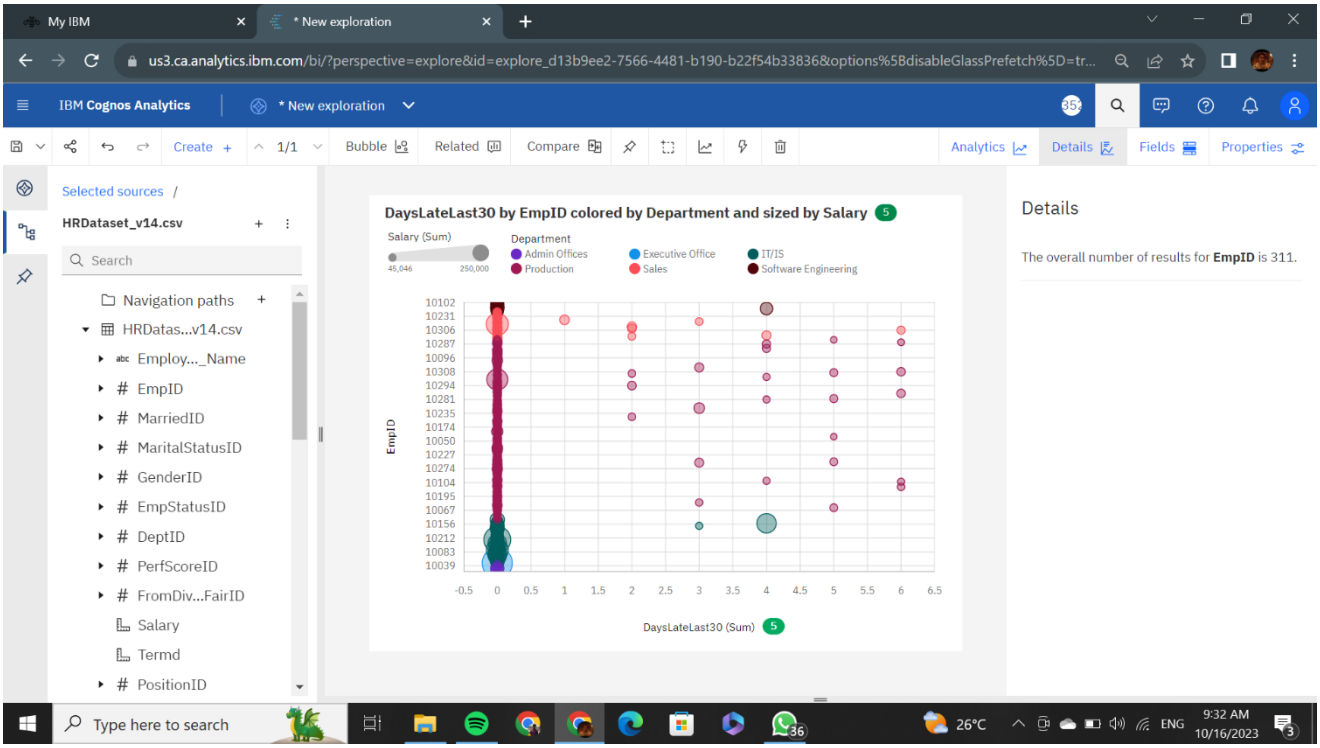
- Explore The Dataset.

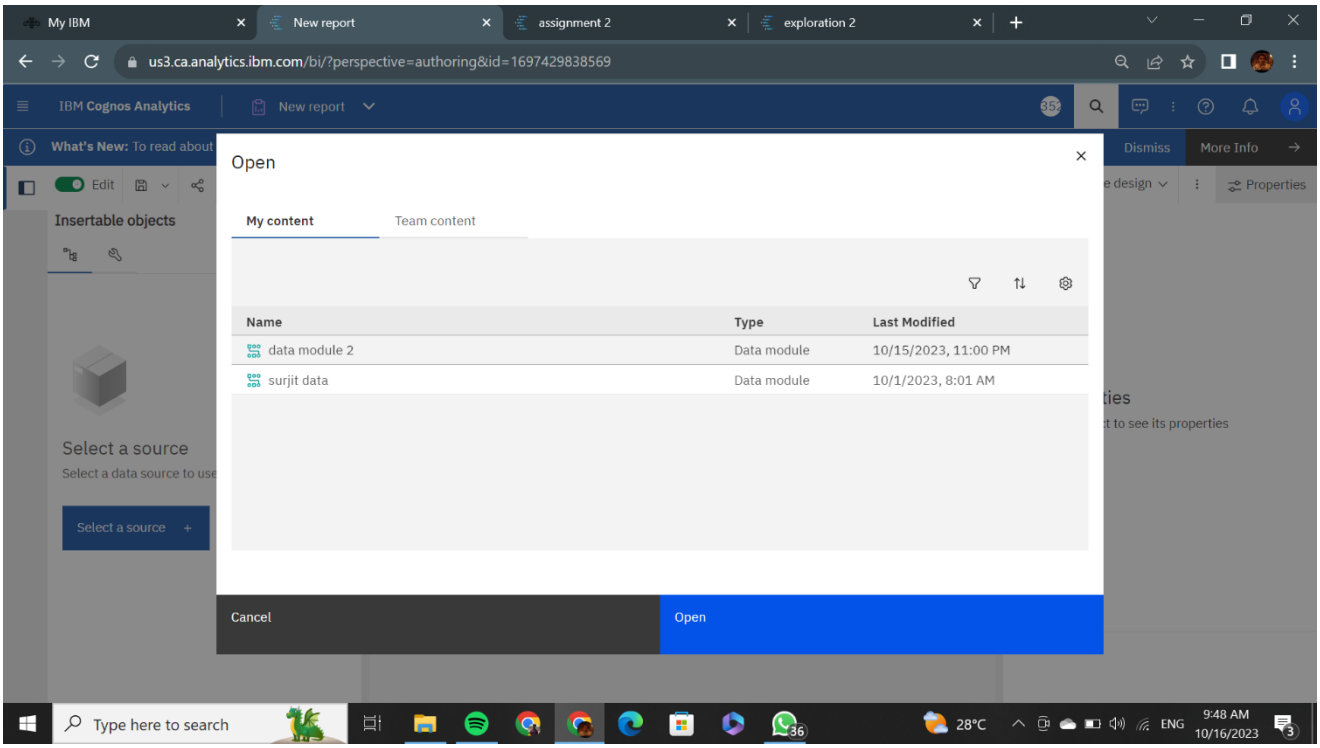


- Save The Exploration Dataset in Cognos.



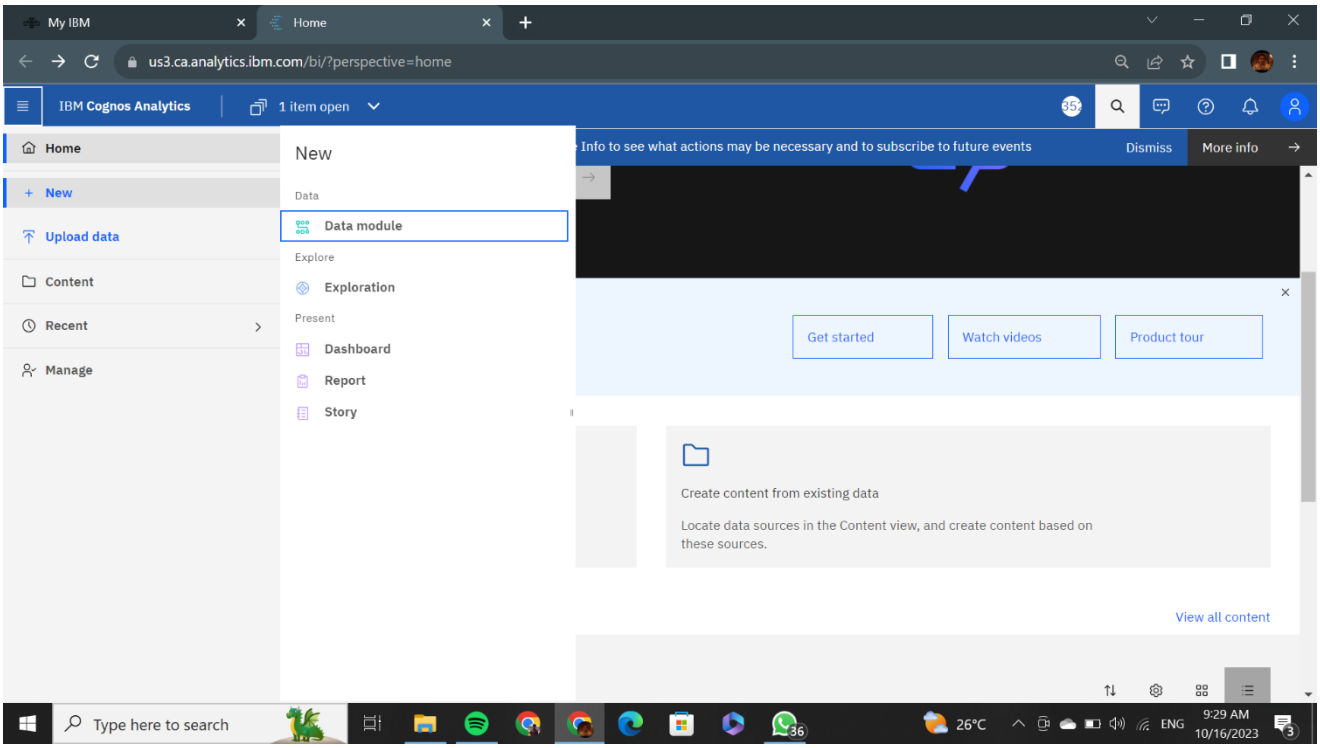

My IBM
* New exploration
us3.ca.analytics.ibm.com/bi/?perspective=explore&id=explore_d13b9ee2-7566-4481-b190-b22f54b33836&options%5BdisableGlassPrefetch%5D=tr...
IBM Cognos Analytics
* New exploration
Create
4/4
Pie
Related
Compare
Analytics
Details
Fields
Properties
Selected sources /
HRDataset_v14.csv
Search
Navigation paths
HRDatas...v14.csv
Employ..._Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiv...FairID
Salary
Termd
PositionID
Salary by GenderID 5
GenderID
1
0
9,534,969
11,930,464
Fields
Segments*
Required field
GenderID
Click or drag data here
Size*
Required field
Salary
Repeat (column)
Click or drag data here
Repeat (row)
Click or drag data here
Tooltip
Click or drag data here
Type here to search
28°C
ENG
9:37 AM
10/16/2023


My IBM
* New exploration
us3.ca.analytics.ibm.com/bi/?perspective=explore&id=explore_d13b9ee2-7566-4481-b190-b22f54b33836&options%5BdisableGlassPrefetch%5D=tr...
IBM Cognos Analytics
* New exploration
Create
1/1
Bubble
Related
Compare
Analytics
Details
Fields
Properties
Selected sources /
HRDataset_v14.csv
Search
Navigation paths
HRDatas...v14.csv
Employ..._Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiv...FairID
Salary
Termd
PositionID
DaysLateLast30 by EmpID colored by Department and sized by Salary 5
Salary (Sum)
45,046
250,000
Department
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering
EmpID
10102
10231
10306
10287
10096
10308
10294
10281
10235
10174
10050
10227
10274
10104
10195
10067
10156
10212
10083
10039
-0.5
0
0.5
1
1.5
2
2.5
3
3.5
4
4.5
5
5.5
6
6.5
DaysLateLast30 (Sum) 5
Details
The overall number of results for EmpID is 311.
Type here to search
26°C
ENG
9:32 AM
10/16/2023

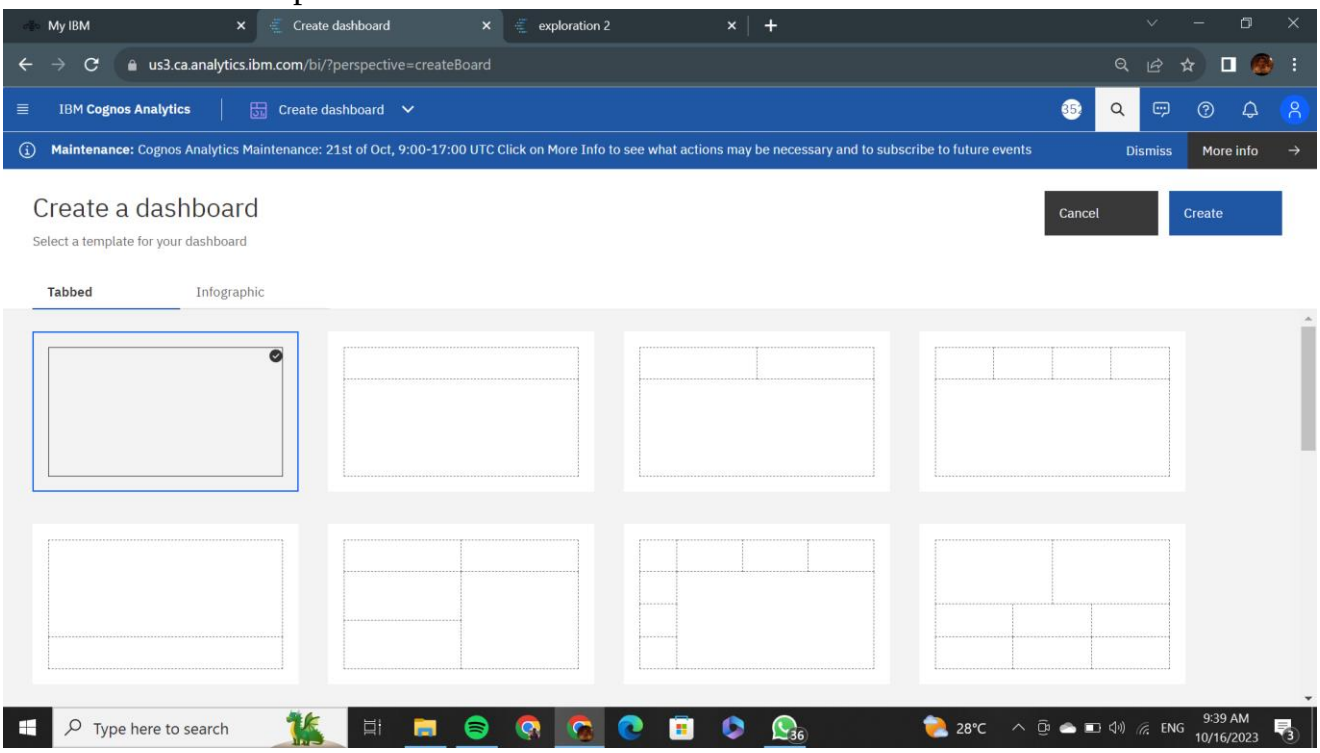


TASK 3: DASHBOARD CREATION:

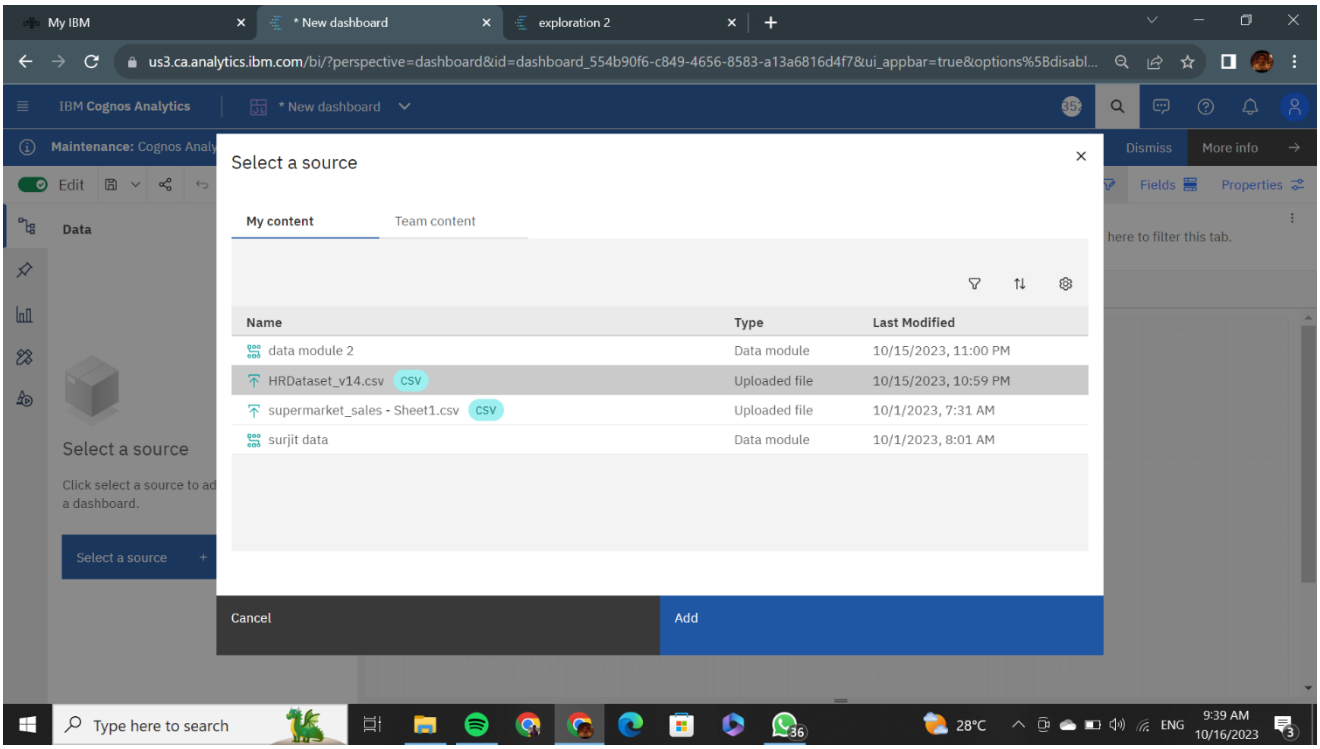
- Create The Dashboard.



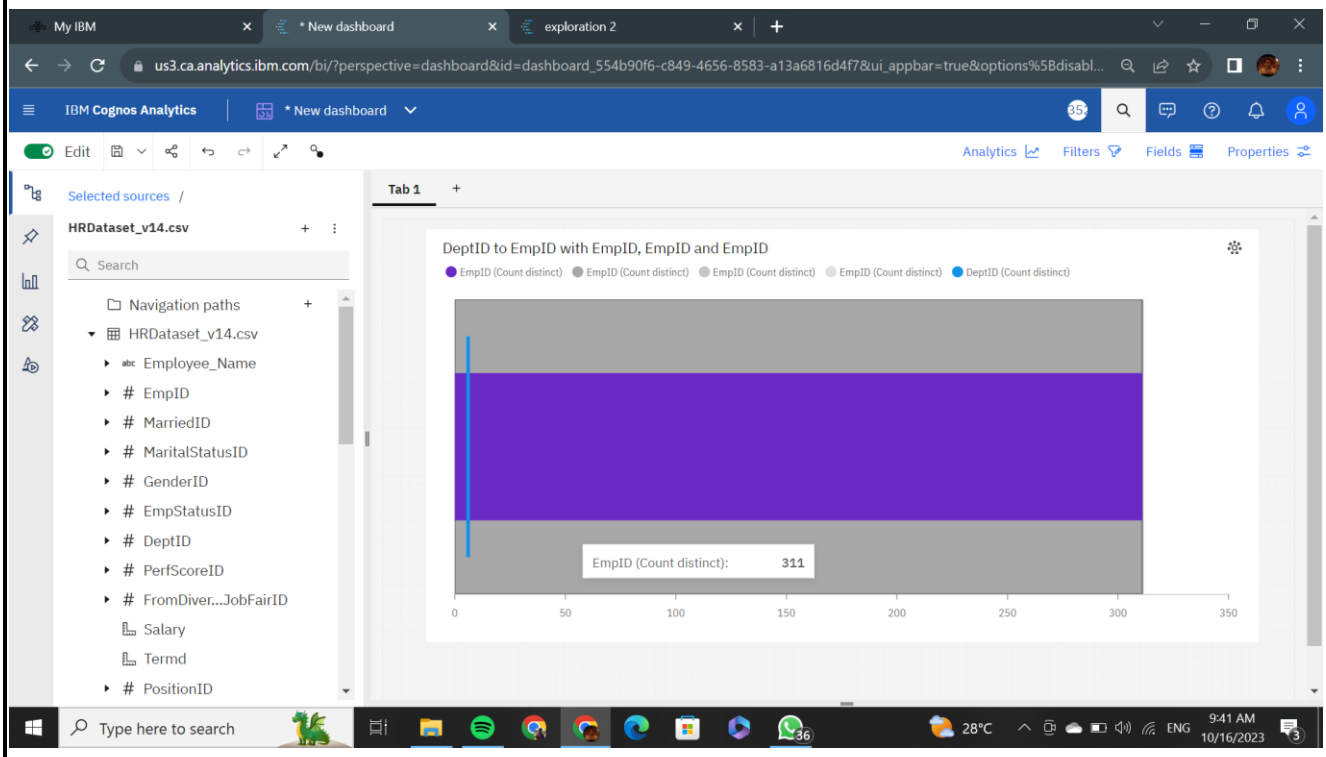
- Create The Template.

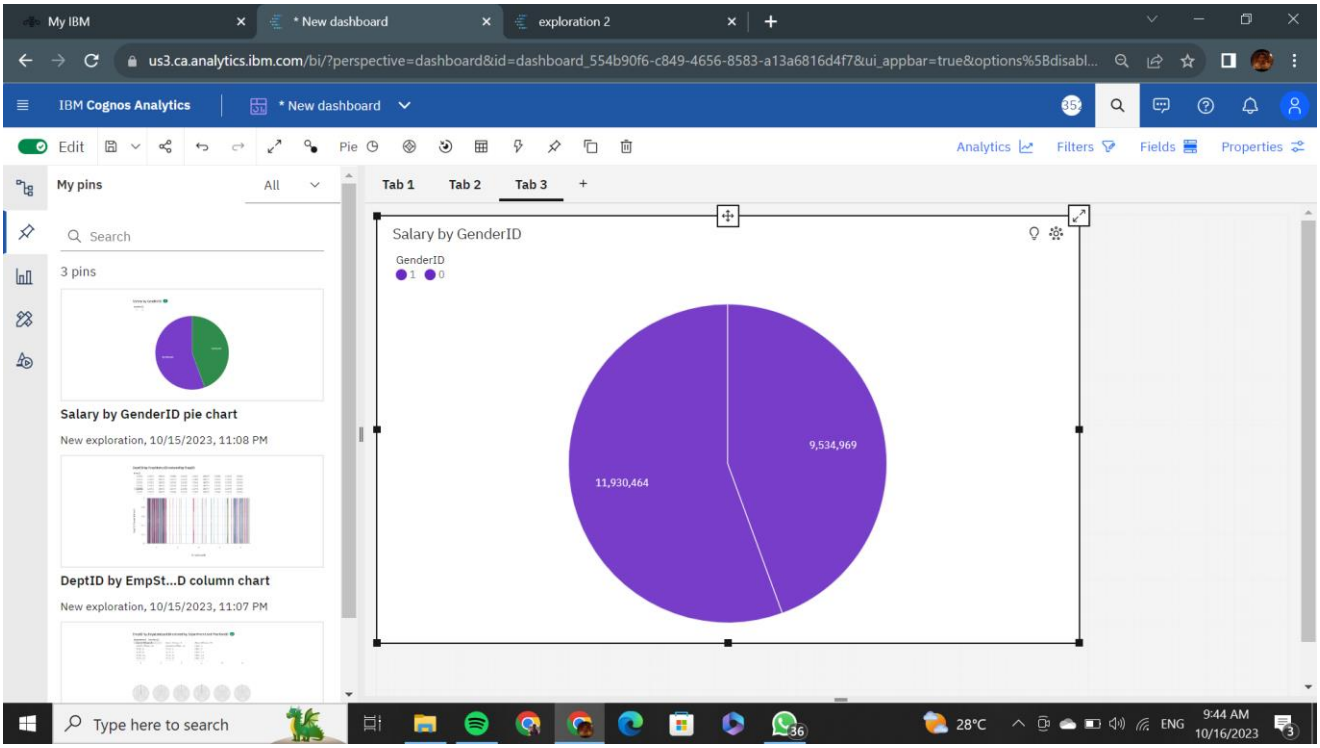


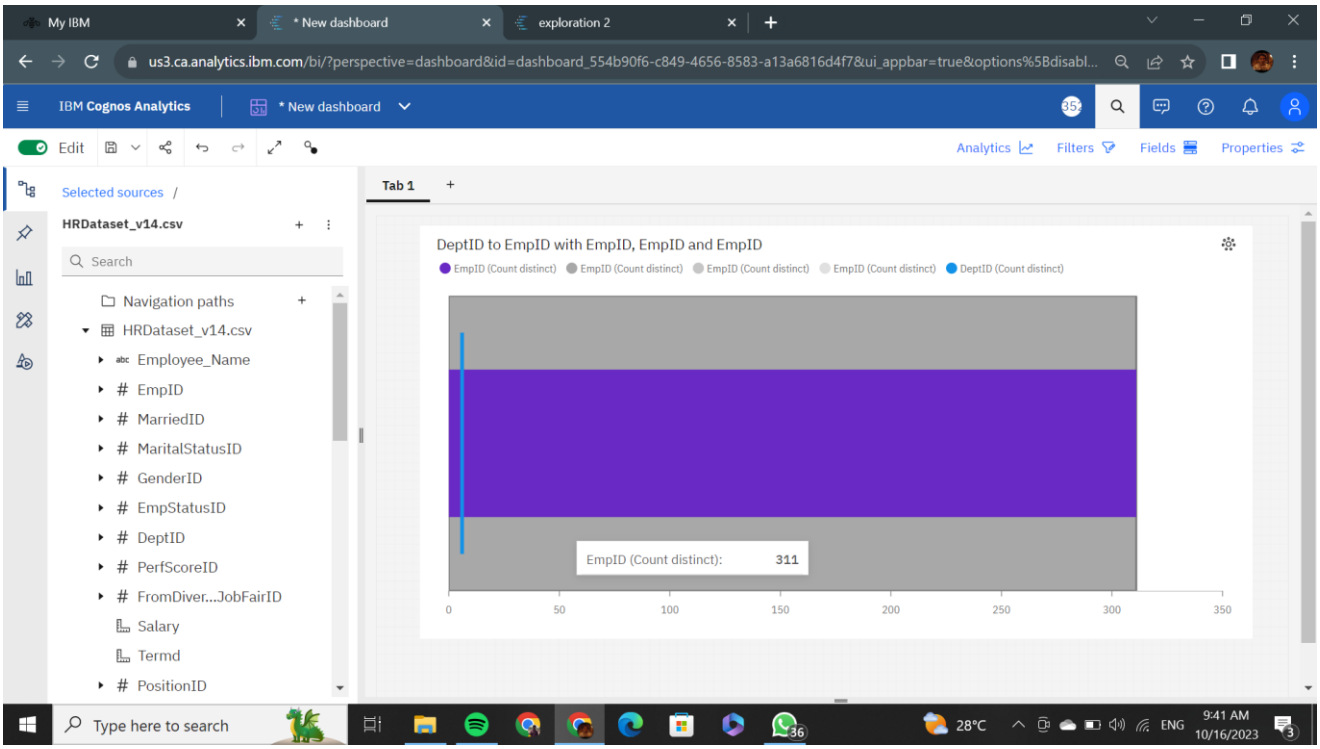
- Select The Source Dataset File.

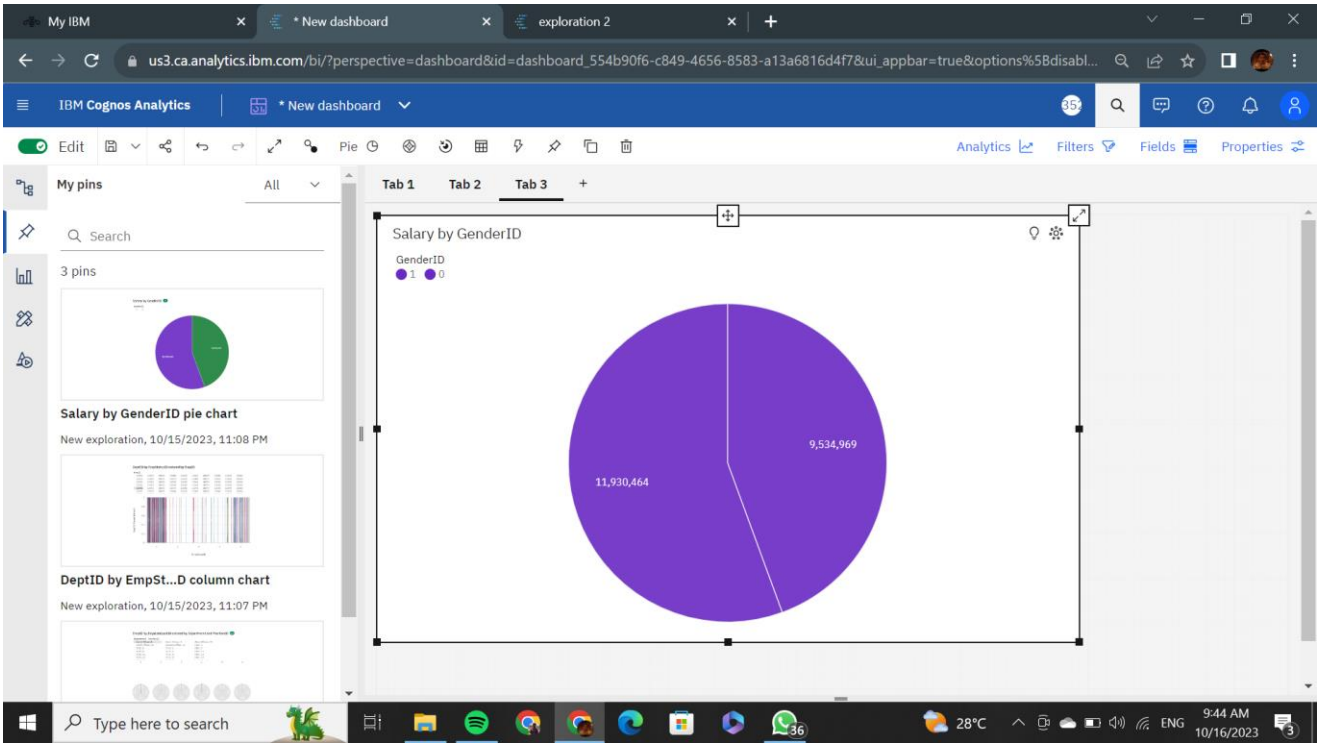


Create Visualization Charts.



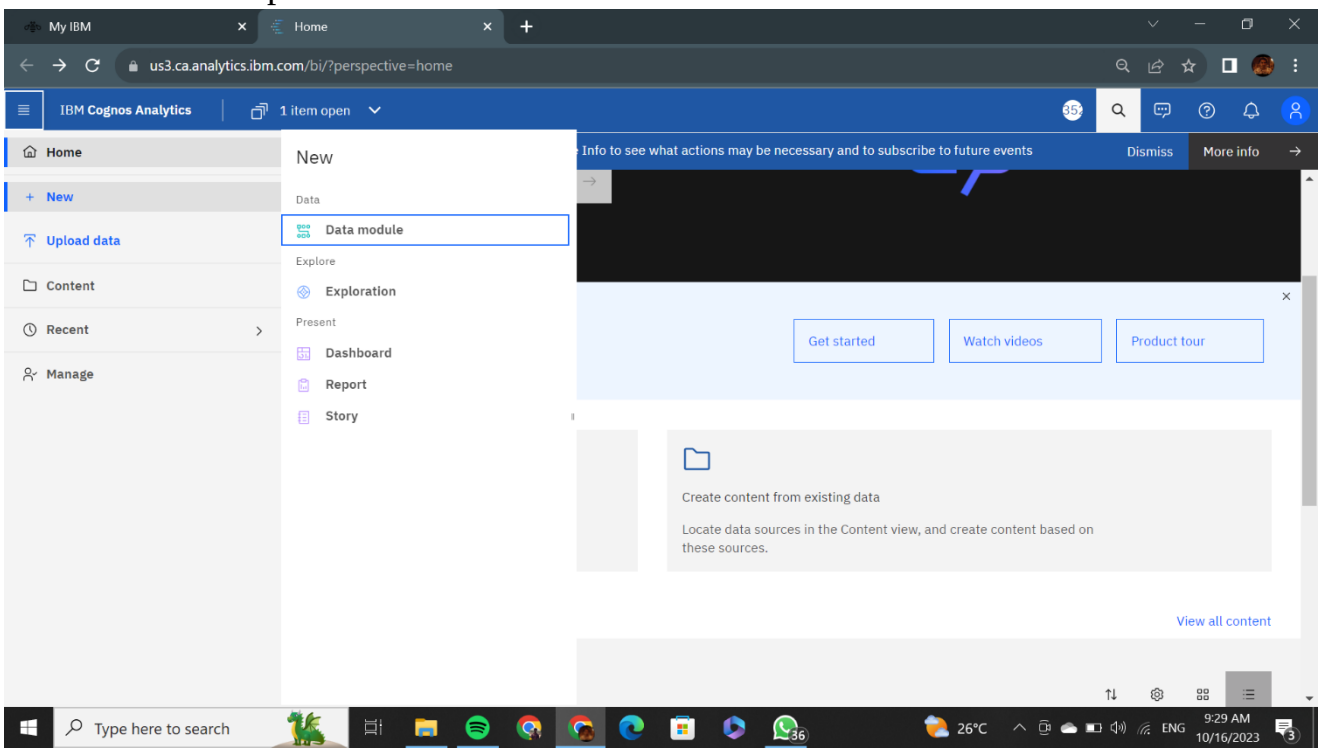



My IBM
* New dashboard
exploration 2
us3.ca.analytics.ibm.com/bi/?perspective=dashboard&id=dashboard_554b90f6-c849-4656-8583-a13a6816d4f7&ui_appbar=true&options%5Bdisabl...
IBM Cognos Analytics
* New dashboard
Edit
Analytics
Filters
Fields
Properties
Selected sources /
HRDataset_v14.csv
Search
Navigation paths
HRDataset_v14.csv
Employee_Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiver...JobFairID
Salary
Termd
PositionID
Tab 1
DeptID to EmpID with EmpID, EmpID and EmpID
EmpID (Count distinct)
EmpID (Count distinct)
EmpID (Count distinct)
EmpID (Count distinct)
DeptID (Count distinct)
EmpID (Count distinct): 311
0
50
100
150
200
250
300
350
Type here to search
28°C
ENG
9:41 AM
10/16/2023

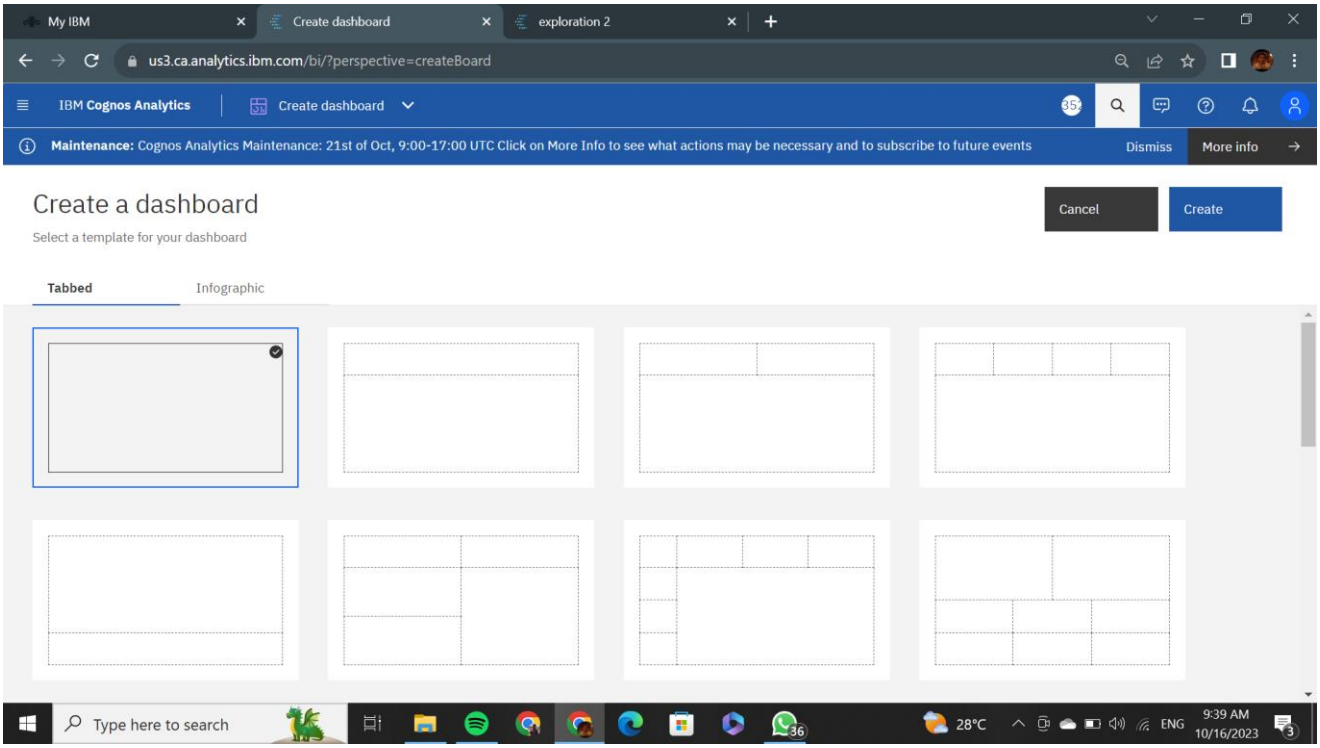

My IBM
* New dashboard
exploration 2
us3.ca.analytics.ibm.com/bi/?perspective=dashboard&id=dashboard_554b90f6-c849-4656-8583-a13a6816d4f7&ui_appbar=true&options%5Bdisabl...
IBM Cognos Analytics
* New dashboard
Edit
Pie
Analytics
Filters
Fields
Properties
My pins
All
Search
3 pins
Salary by GenderID pie chart
New exploration, 10/15/2023, 11:08 PM
DeptID by EmpSt...D column chart
New exploration, 10/15/2023, 11:07 PM
Tab 1
Tab 2
Tab 3
Salary by GenderID
GenderID
1
0
9,534,969
11,930,464
Type here to search
28°C
ENG
9:44 AM
10/16/2023

TASK 4: REPORT CREATION:

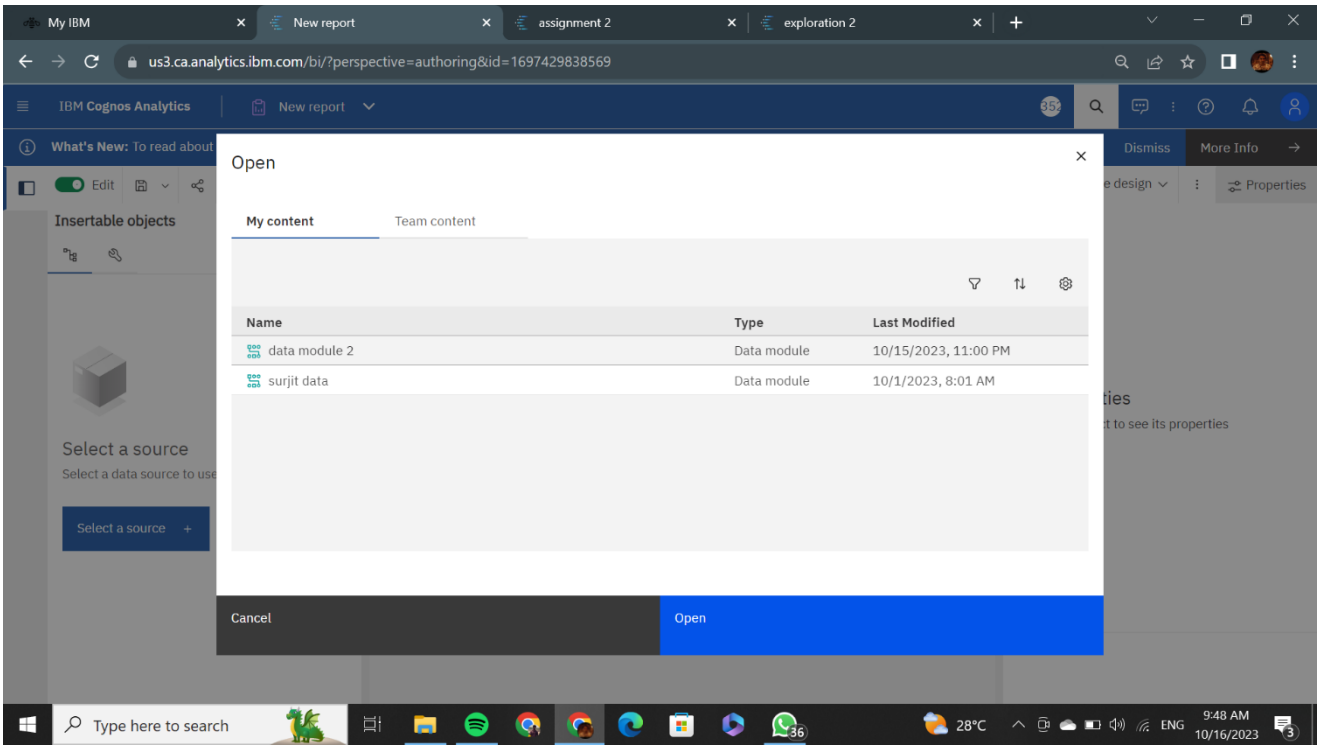
- Create the Report.



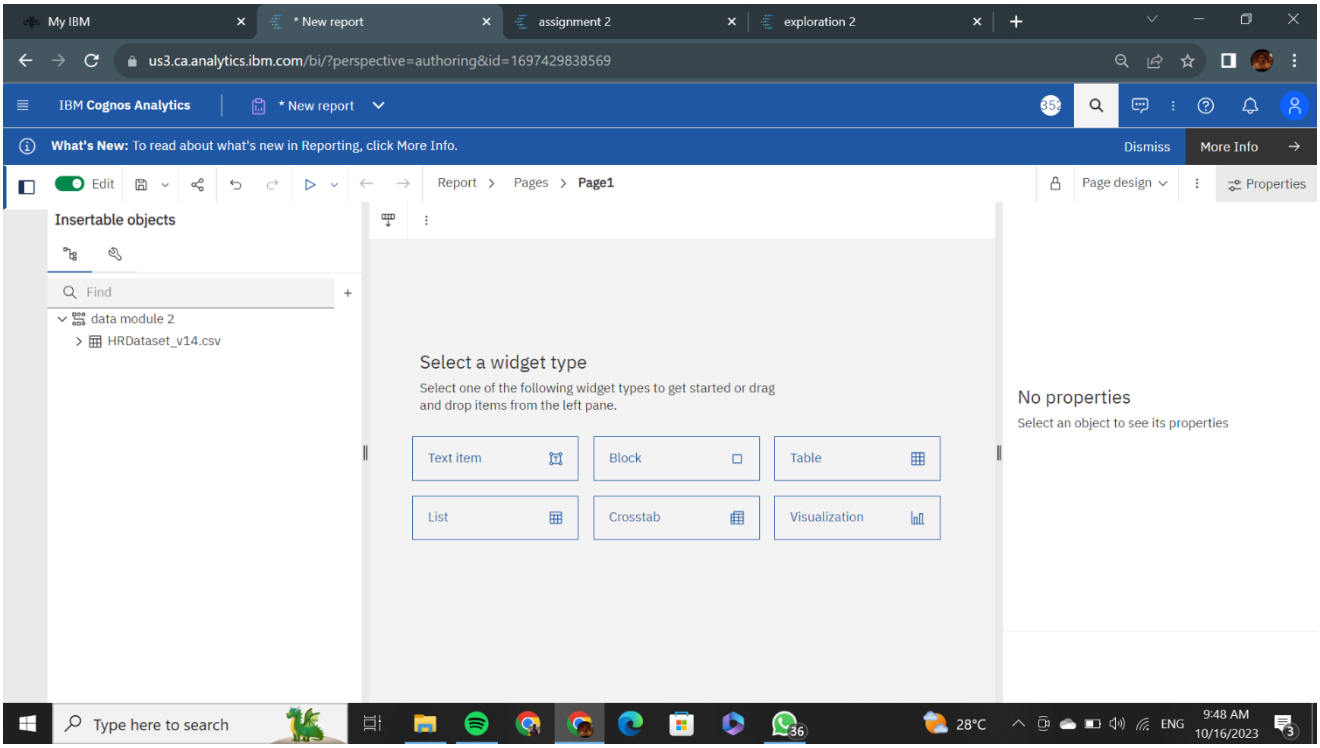
- Select the Report Template.



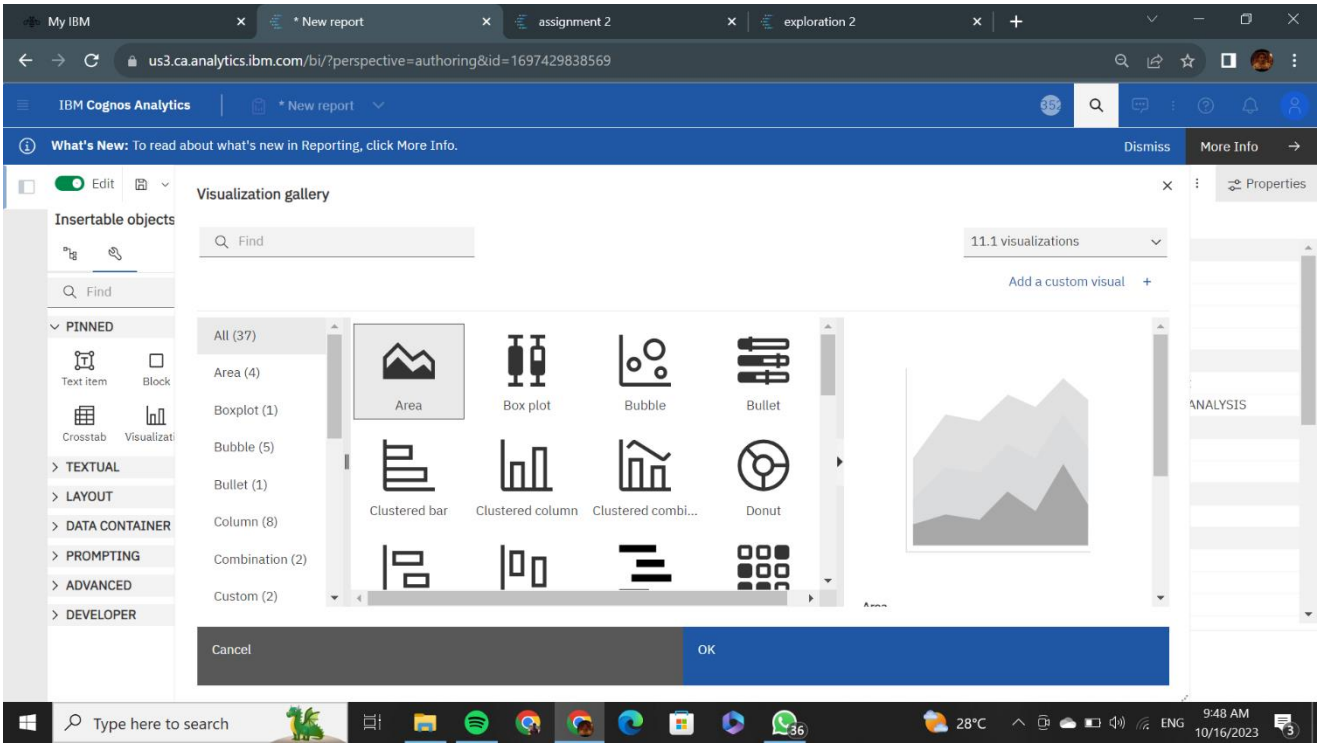
- Select Dataset for Report Creation.



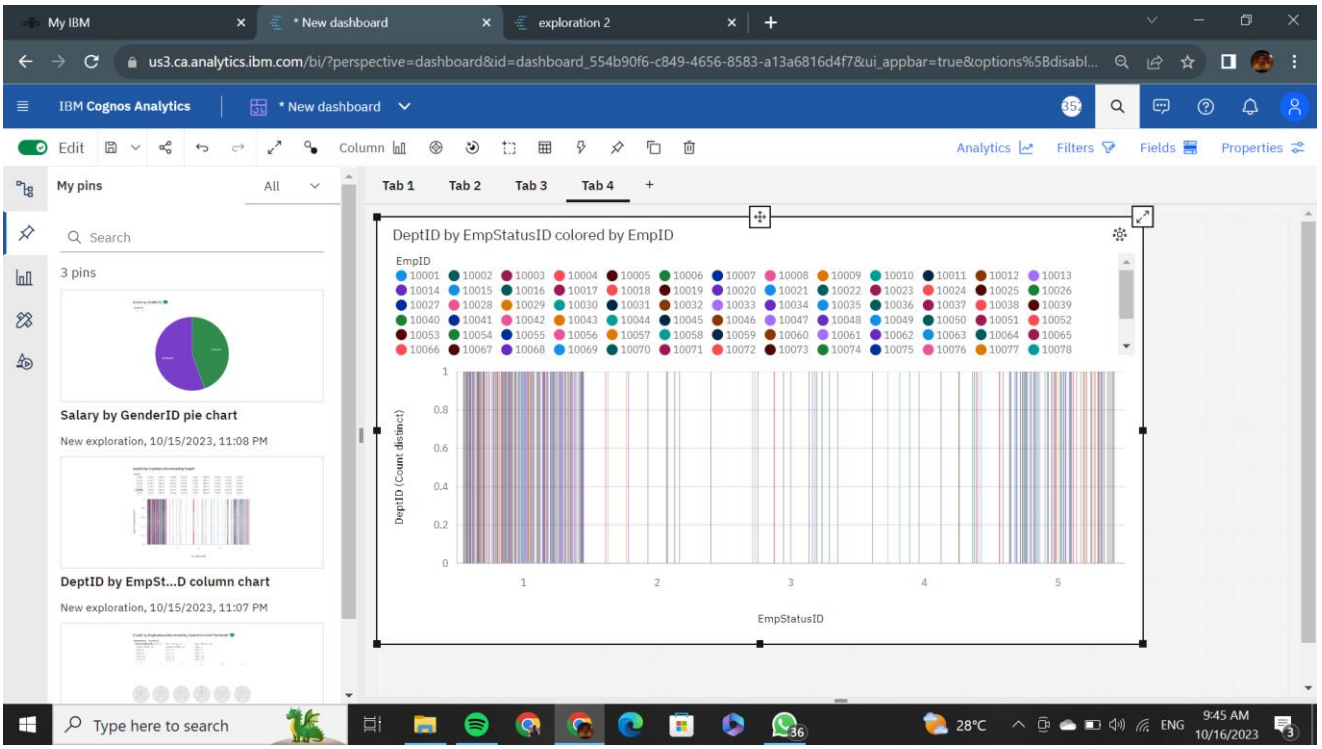
- Create The Name for Visualization.



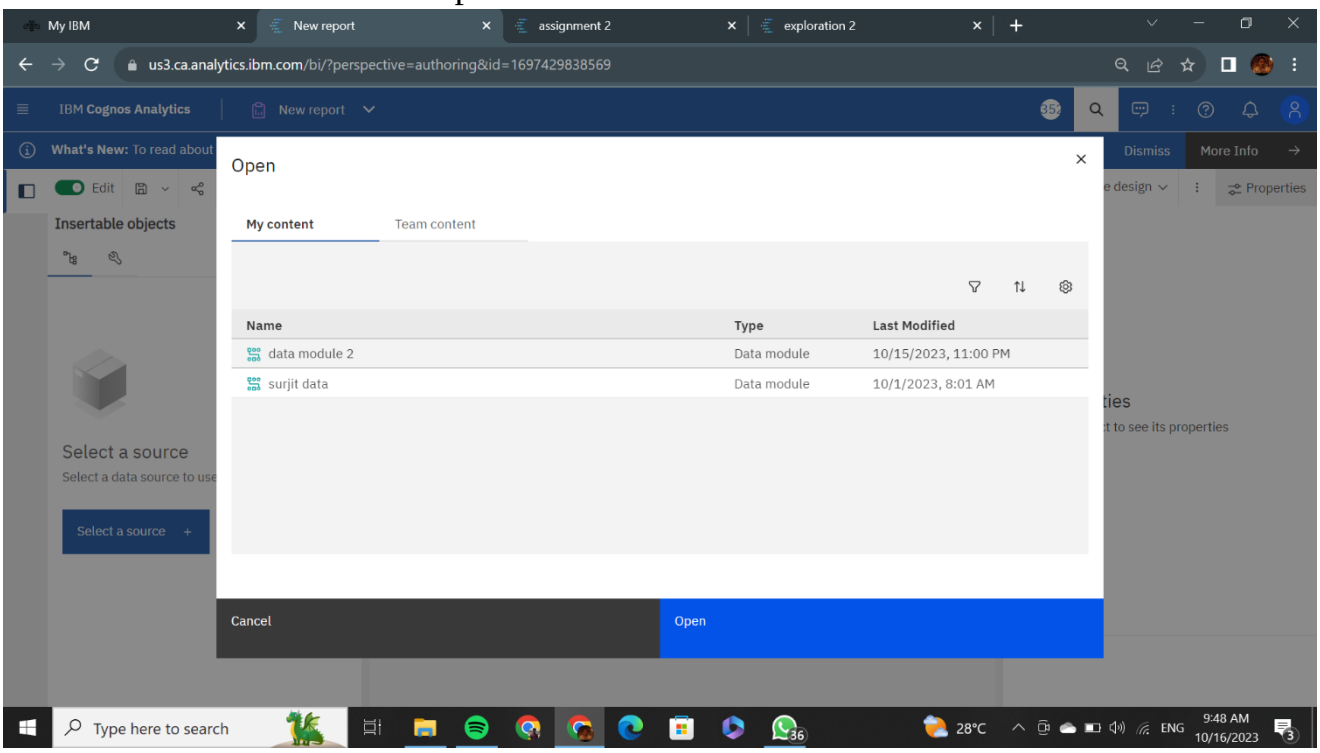
- Select The Visualization Type.



- Create The Visualizations.

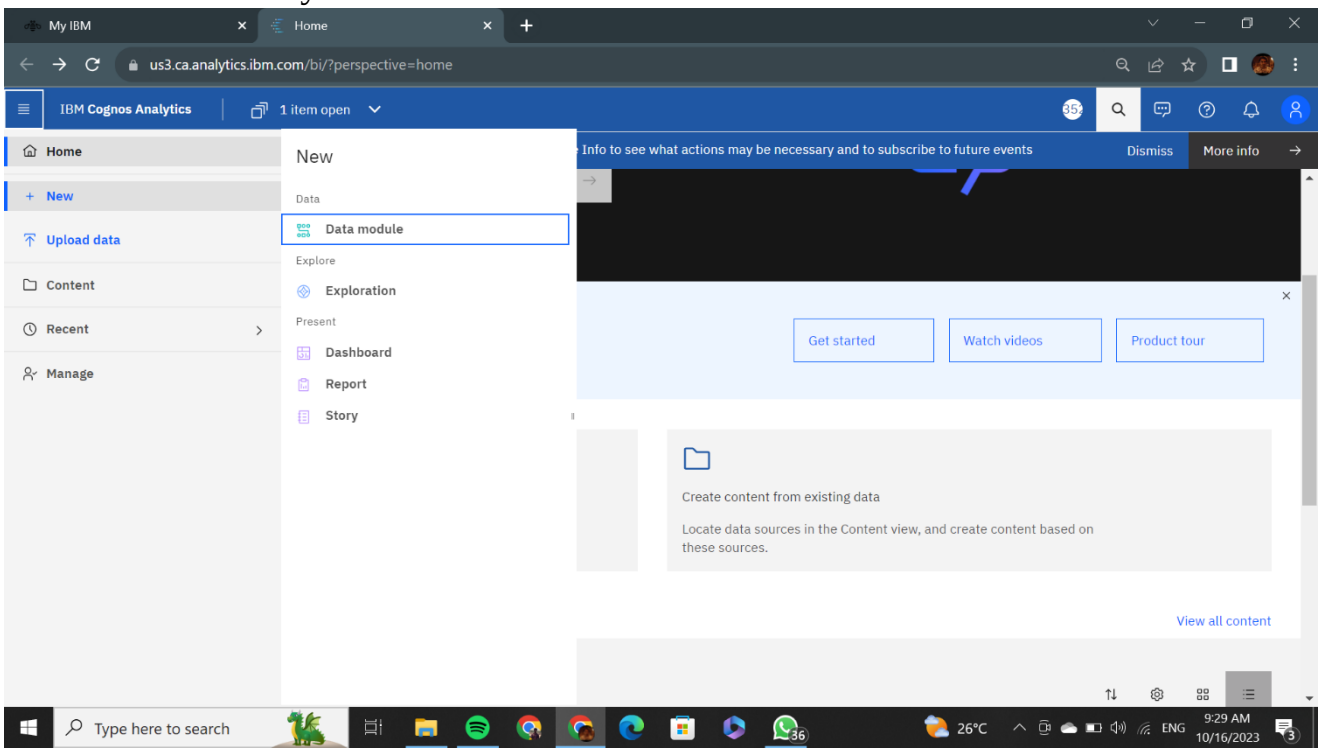


- Save The Visualization Report.

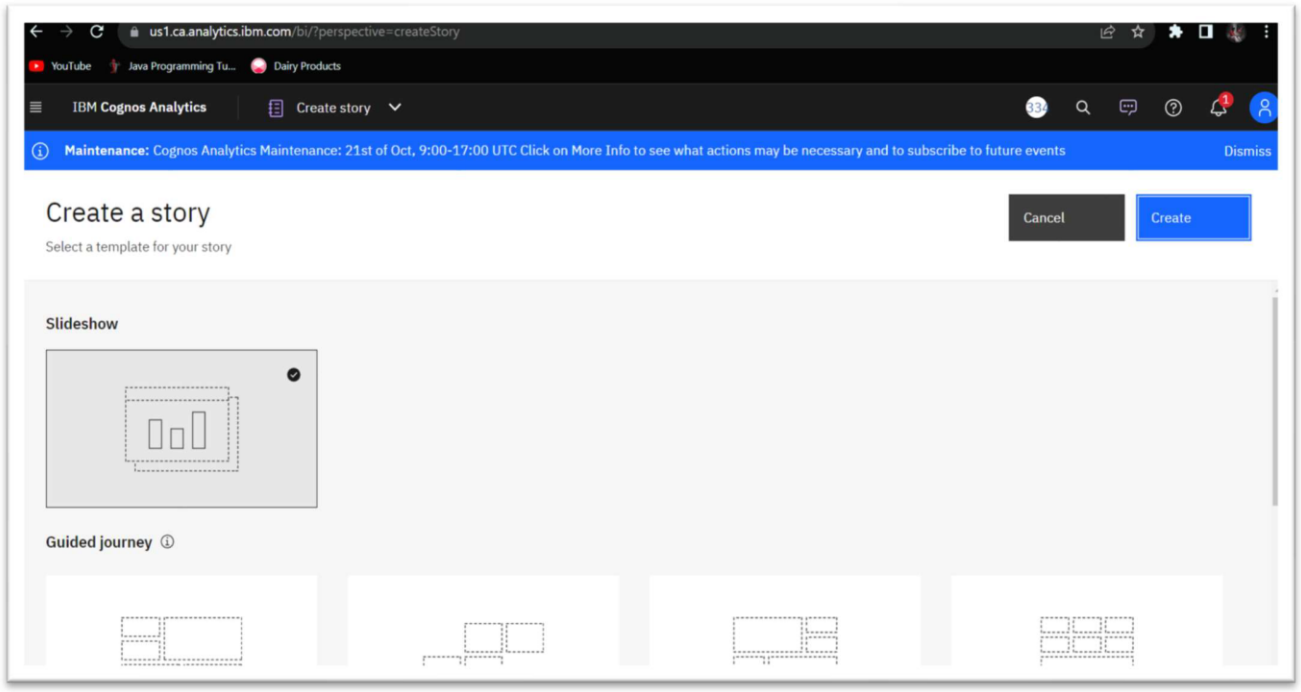


TASK 5: STORY CREATION:

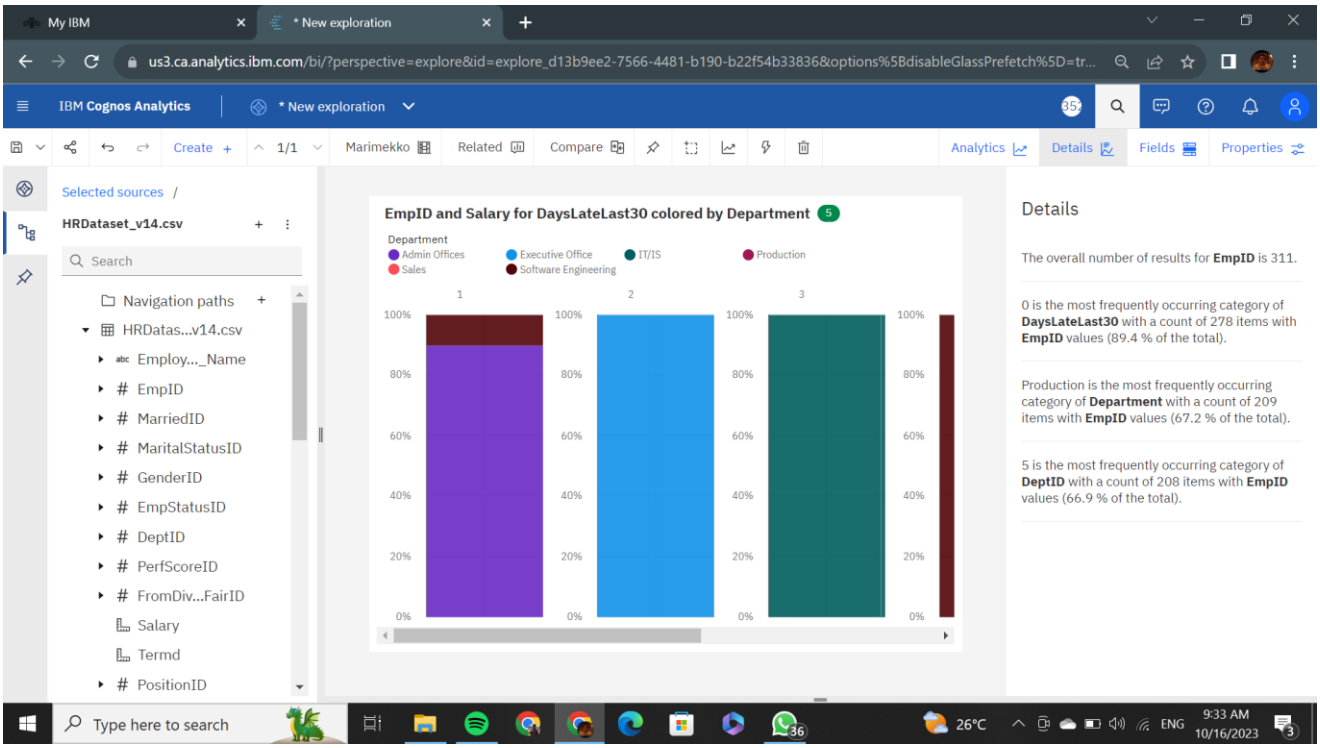
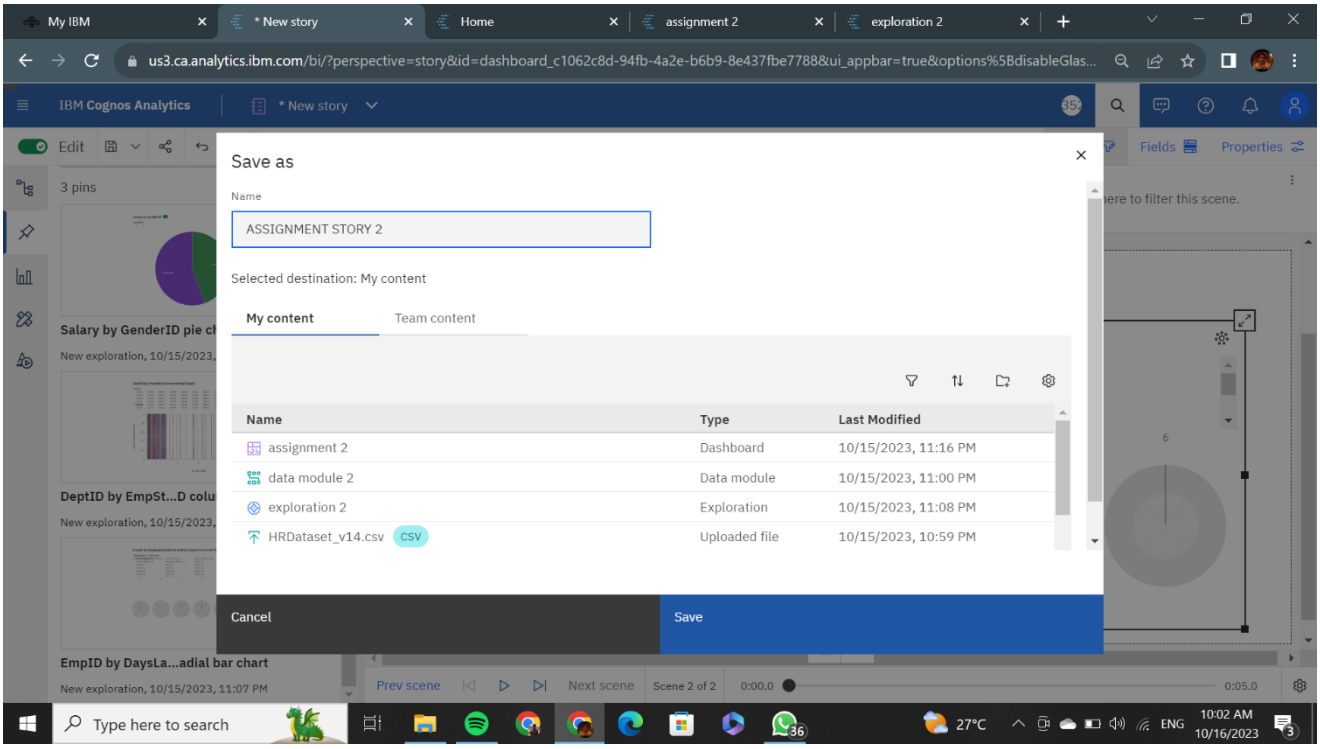
- Create The Story.



- Select The Story Template.



- Display The Story of Required Visualization.



- Save As The Report Files.