



## GOVERNMENT ARTS AND SCIENCE COLLEGE-PAPPIREDDIPATTI

### DEPARTMENT OF MATHEMATICS

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#### PROJECT NAME

The Tableau HR scoreboard: Measuring success in Talent Management

#### FACULTY NAME

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# **TABLE CONTENT**

## **1. INTRODUCTION**

1.1 Overview

1.2 Purpose

## **2. Problem Definition & Design Thinking**

2.1 Empathy Map

2.2 Ideation & Brainstorming

## **3. RESULT**

## **4. ADVANTAGES & DISADVANTAGES**

## **5. APPLICATIONS**

## **6. CONCLUSION**

## **7. FUTURE SCOPE**

## **8. APPENDIX**

A. Source Code

## INTRODUCTION:

### 1.1 Overview

Talent management is how employers recruit and develop a workforce that is as productive as possible and likely to stay with their organization long term. When implemented strategically, this process can help improve the overall performance of the business and ensure that it remains competitive.

Talent, Manage, Global, Strategy, Downturn, Employees, Skills. Talent Management, often times referred to as Human Capital Management, is the process of recruiting, managing, assessing, developing and maintaining an organization's most important resource-people.

### 1.2 Purpose

Talent management is the full scope of HR processes to attract, onboard, develop, motivate, and retain high-performing employees.

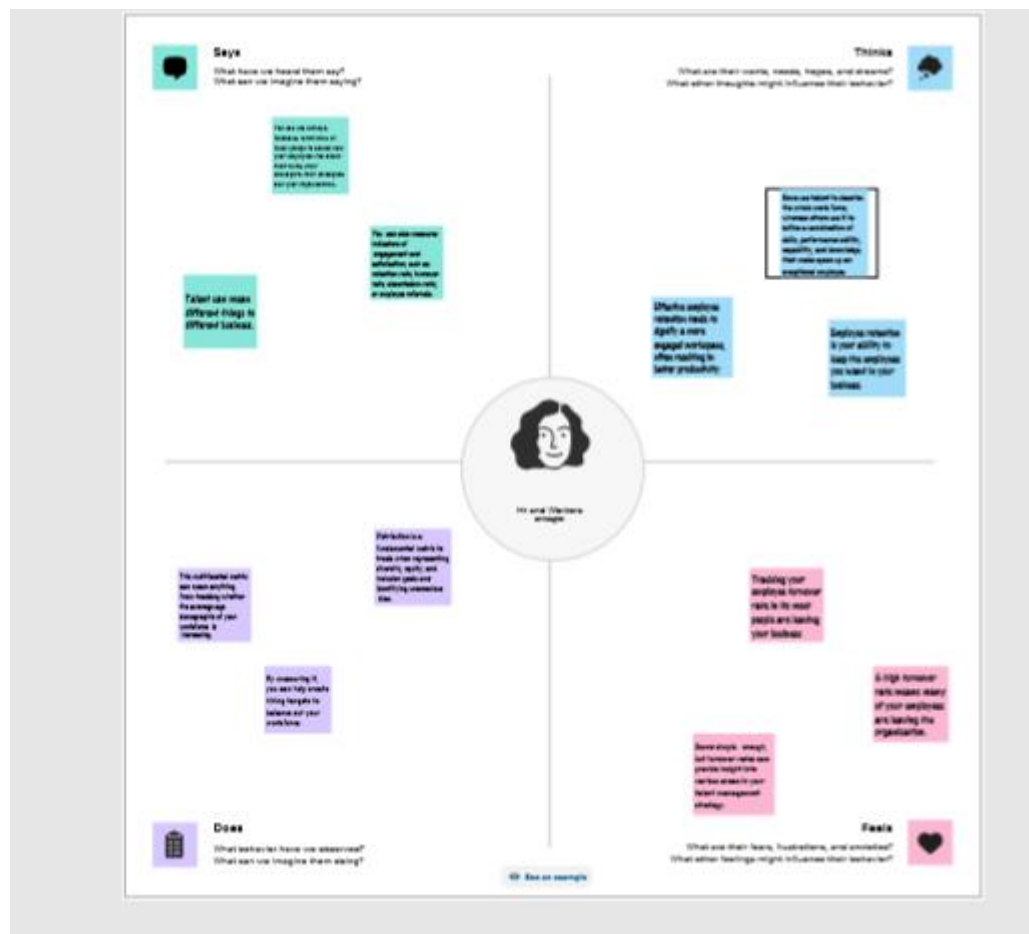


## PROBLEM DEFINITION & DESIGN

### 2.1 Empathy Map

An empathy map is a template that helps identify what customers think and do. Developers also use them during the design process. I must admit that I hadn't heard of empathy maps until Word Camp, but I could see them being a useful tool for HR and management to develop personas.

Companies already develop customer personas as part of their marketing plans. And HR developments create candidate personas as a part of their talent acquisition strategy.



## 2.2 Ideation & Brainstorming

\* Understand the immediate needs and long-term goals of each team leader

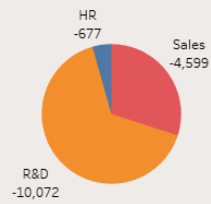
- \* Establish credibility by hiring high-performing employees
- \* Build a positive employee experience
- \* Build a multigenerational workforce
- \* Create a succession planning strategy
- \* Lead with innovation
- \* Track progress toward goals

Brainstorming is a group creativity technique by which effort are made to find a conclusion for a specific problem by gathering a list of ideas spontaneously contributed by its members.

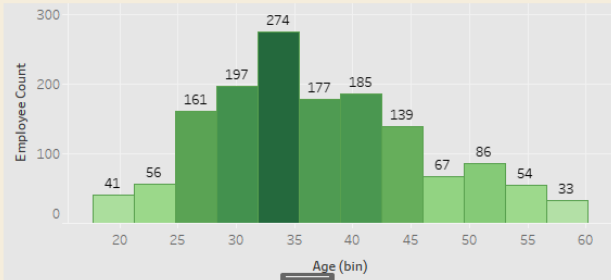
In other words, brainstorming is a situation where a group of people meet to generate new ideas and solutions around a specific domain of interest by removing inhibitions. People are able to think more freely and they suggest many spontaneous new ideas as possible. All the ideas are noted down and are not criticized and after brainstorming session the ideas are evaluated.



Number of employers by age group



job satisfaction rating



education field wise attrition

Job Role	
Healthcare ..	369
Human Res..	133
Laboratory ..	697
Manager	276
Manufactur..	389
Research Di..	216
Research Sc..	810
Sales Execu..	898
Sales Repre..	227
Grand Total	4,011

department wise attrition

Attrition	Education Field					
	Human Re..	Life Scienc..	Marketing	Medical	Other	Technical ..
No	Abc	Abc	Abc	Abc	Abc	Abc
Yes	Abc	Abc	Abc	Abc	Abc	Abc

## ADVANTAGES & DISADVANTAGES



**The exact way to achieve this will differ from company to company.**

Talent management in HR. ...

It helps businesses improve performance. ...

It allows companies to stay competitive. ...

It drives innovation. ...

It helps form productive teams. ...

It decreases turnover. ...

It leads to strong employer branding. ...

It motivates others to grow.

## APPLICATIONS





Talent management software provides many advantages in the areas of recruitment, performance management, training and education, and compensation management. Companies can collect, centralize, track, store, report and analyze employee data, while receiving automated reminders and notifications.

## CONCLUSION



Talent management is crucial to any organization's success. It involves identifying, recruiting, developing, and retaining top talent to ensure the organization stays ahead of the hiring curve.

## FUTURE SCOPE



Talent management is the full scope of HR processes to attract, onboard, develop, motivate, and retain high-performing employees. Talent management is aimed at improving business performance through practices that make employees more productive.

## **APPENDIX**

Relevant process areas and processes mentioned in the User Journeys are underpinned by Civil Service policies and procedures Process Taxonomy A structured list of HR processes, categorized into levels. Level 1 is the function, i.e. HR; level 2 is the process group, i.e. Joining Work; level 3 is the process subgroup, i.e. Recruitment; and level 4 is the process title, i.e. Sift Applications. The Process Taxonomy covers all aspects of HR activity and delivery, and is not limited to HR transactions. The level beneath the taxonomy involves process mapping. Professions/Functions Define and deliver strategy, objectives, people and organizational development initiatives for their respective Profession/Function. Push Notification A notification that is "pushed" from a server or application to the user interface on a mobile or desktop device. A breaking news notification on a mobile is an example of this. Roles and responsibilities The User Journeys assume involvement of critical roles as defined by the existing and future HR Operating Model, as well as relevant collaboration with other relevant functions and professions (i.e. payroll, finance) Software-as-a-service (SaaS) Software-as-a-Service', is a licensing and delivery model where software is licensed on a subscription basis and is centrally hosted, rather than hosted on an organization's servers. This offers a range of benefits including reduced total cost of ownership, reduced need for IT within organizations, greater flexibility and regular upgrades that keep the software up to date. SaaS is typically accessed by users through a browser. SaaS and Cloud go hand-in hand. Service Delivery Model A high level representation of how HR delivers its services, from self-service portals and chat boxes, through call centre query handling, complex casework, strategic business partnering and communities of expertise. The Service Delivery Model, or SDM, outlines the levels or 'tiers' of interaction and sets out the key enablers such as governance, technology and supplier management.

### **Source Code**

Open source HR software is a practical alternative to proprietary human resources applications. These tools are typically free HR software or offer inexpensive pricing, with a codebase that is maintained by an active online community.

When using open source HR software, you have the freedom to customize the code as you wish, according to your business needs. Instead of being beholden to a specific vendor, you have the freedom to use or adapt the software in any way you wish.