PROJECT REPORT

The tableau HR Scorecard: Measuring Success in talent management

Introduction:

*This project describes the measuring success in talent management.

*Create a motivated workforce who will stay with your company in the long run.

*Optimising workforce planing and strategy.

Overview:

*Compare the cost of proposed programs to current TM program in terms of the financial benefits produced – cost benefits analysis.

*Overall result will a cost- benefits ratio, and can be reflected on the HR balanced scoreboard.

Purpose:

.   *To identify recruit and hold on to people who drive the success of your organization.

*The goal of the project is not measuring success in talent management.

Problem definition thinking:

Advantages:

*Help in understanding employees better and shaping their future.

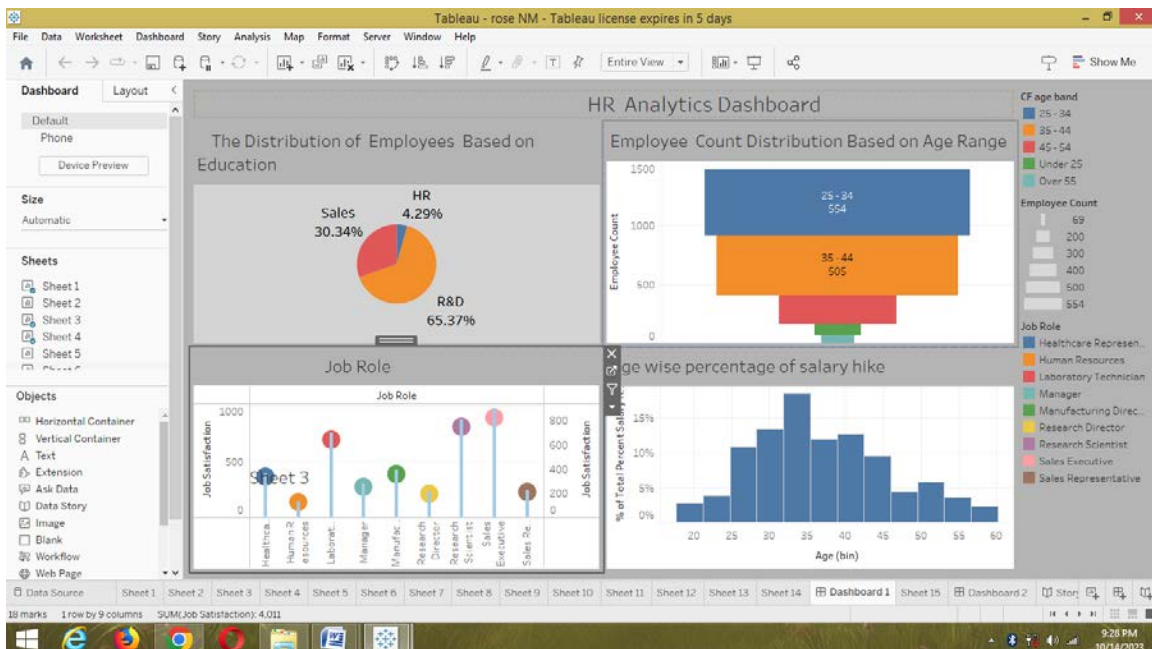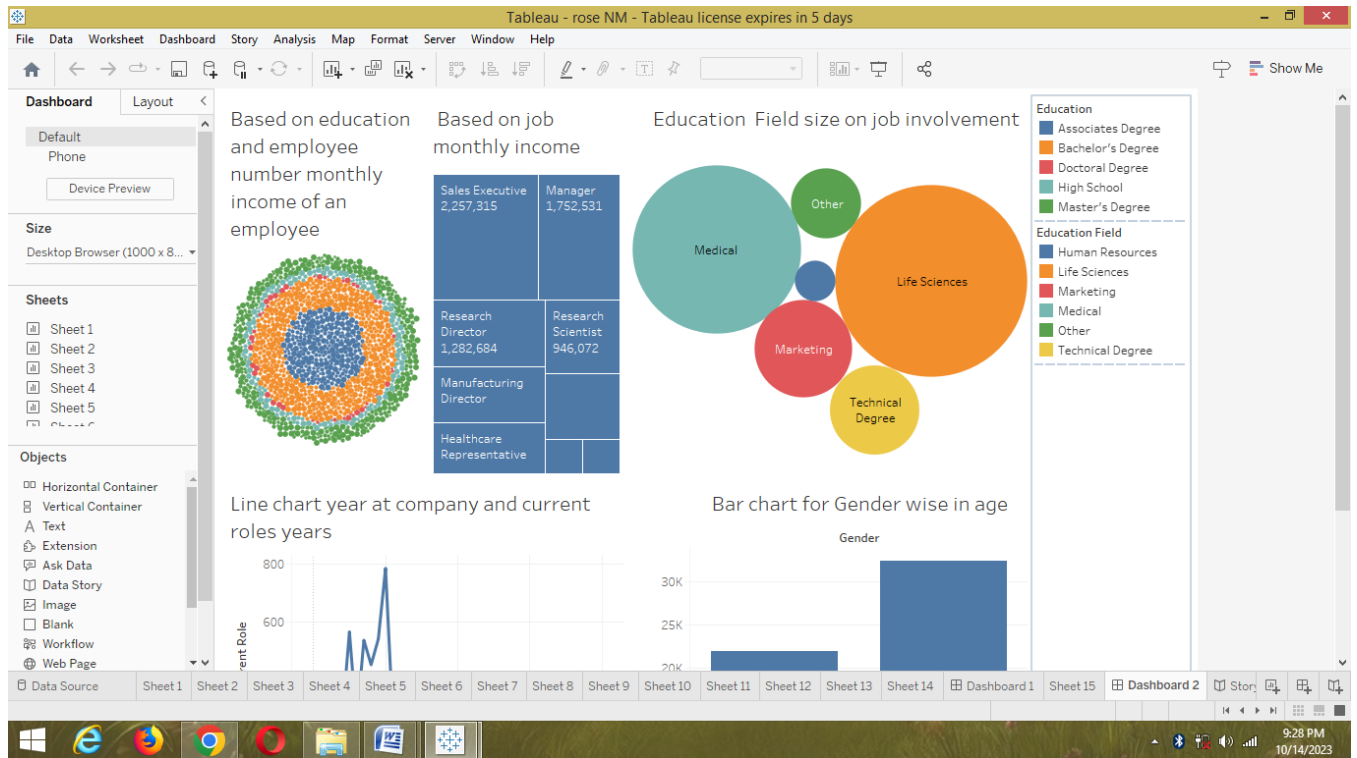*Promotes effective communication across different disciplines

Disadvantages:

*Lack of support from line managers can impede the level of commitment from employees.
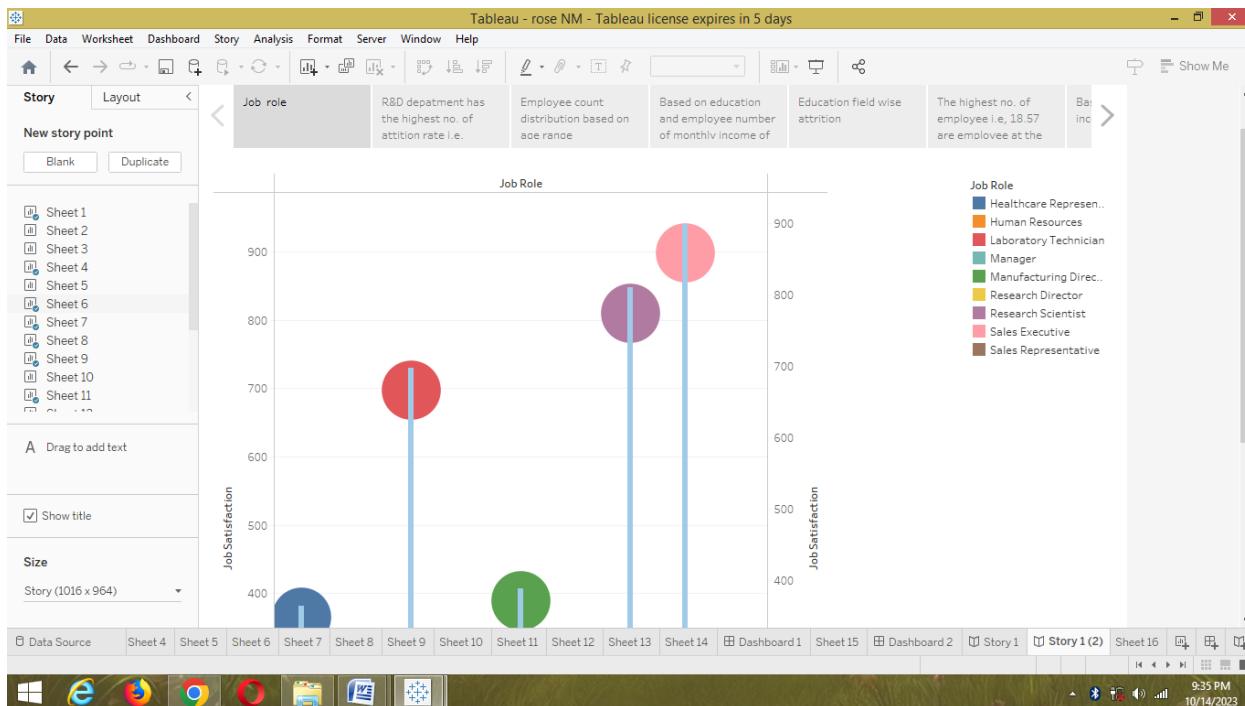
*Employees may engage in "political" in fighting .

Conclusion:

In today's business environment of going global and competition , become intense talent polarity management become a critical key to achieve the success in long term in many organizations.

Future scope:

*Training and continual development of competencies.

        *Aligning the acquired talent.

The scope of talent management is quite wide and adopts an integrative approach to the functions.

Sheet

Dashboard and story

Dashboard link:

https://public.tableau.com/app/profile/roselin.m4993/viz/HRAnalyticsDashboard2_16972929372020/Dashboard1?publish=yes

https://public.tableau.com/app/profile/roselin.m4993/viz/HRAnalyticsDahboard1/Dashboard2?publish=yes

Story link:

http://public.tableau.com/app/profile/roselin.m4993/viz/HRAnalyticsStory_16972916374180/Story1?publish=yes