PROJECT REPORT TEMPLATE

THE TABLEAU HR SCORECARD : MEASURING SUCCESS IN TALENT MANAGEMENT.

1.INTRODUCTION

1.1 OVERVIEW

The HR scorecard is a strategic HR measurement system that helps to measure, manage, and improve the strategic role of the HR department. The HR scorecard is meant to measure leading HR indicators of business performance. Leading indicators are measurements that predict future business growth.
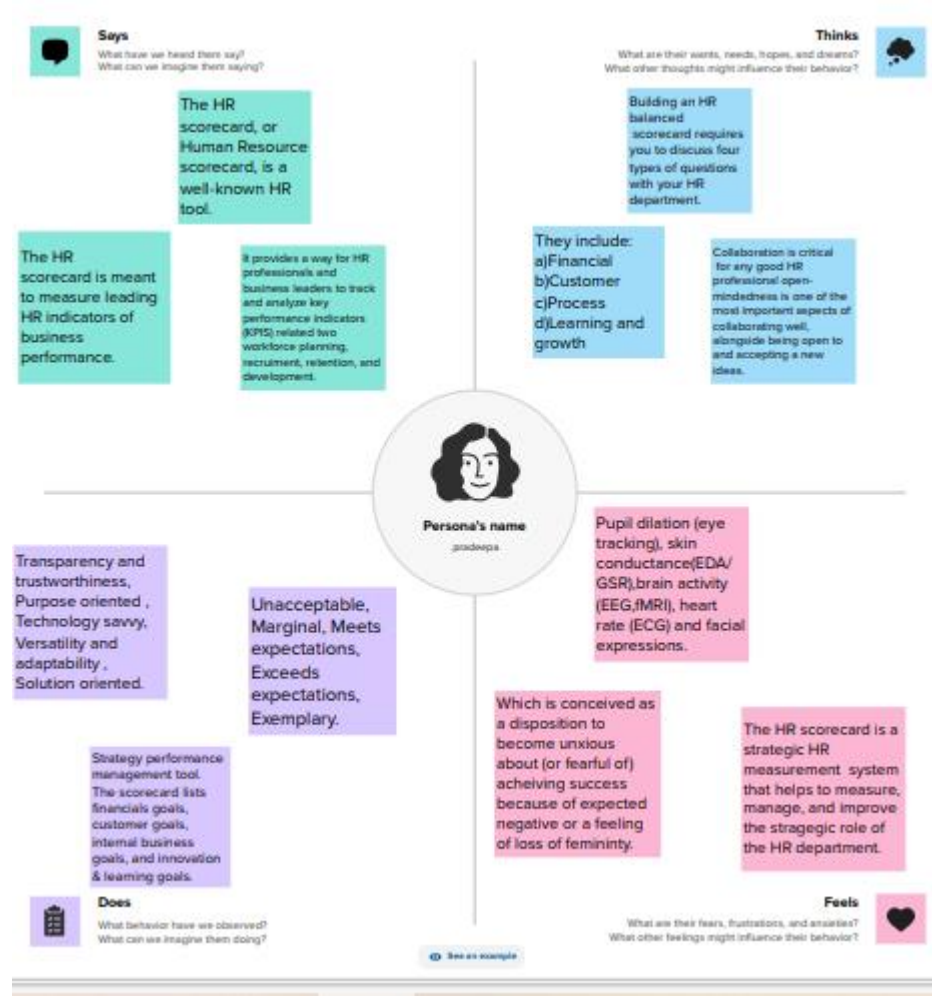
1.2 PURPOSE

HR scorecard is a report that you conduct to calculate the success rate of human resource employees and the overall department. Any HR professional looking to judge and assess
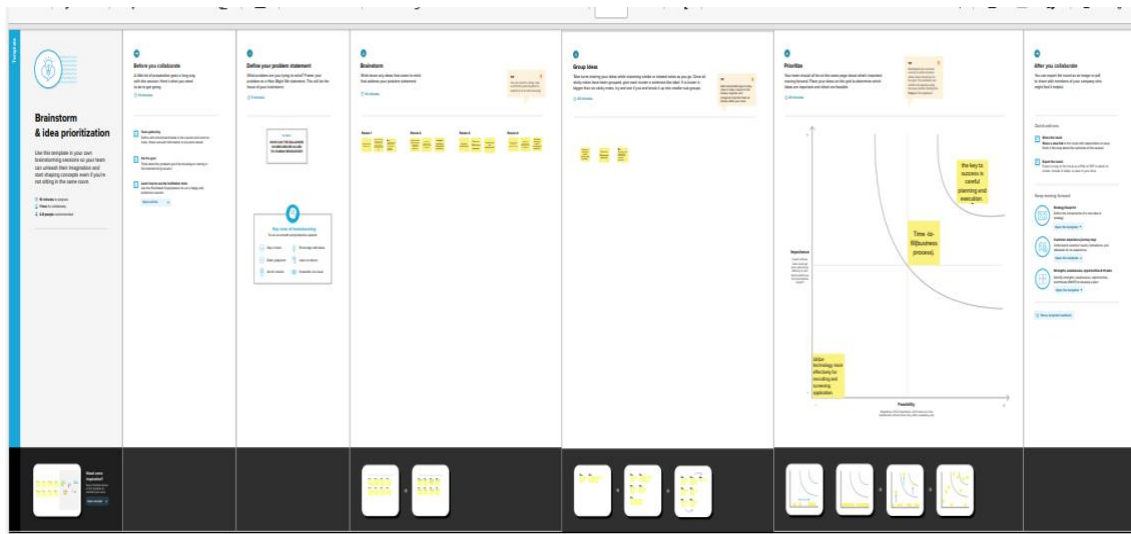
the business performance and productivity rate can start making use of this report to get valuable insights into the work progress.

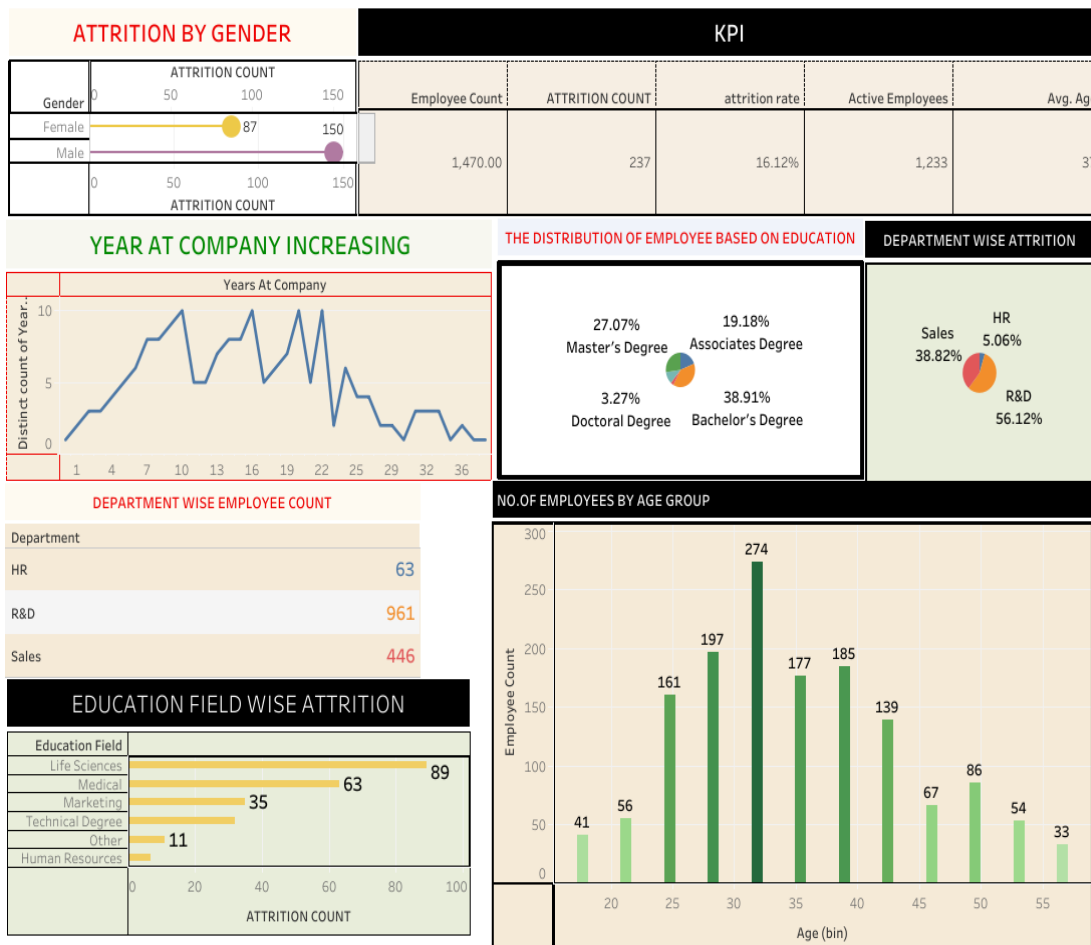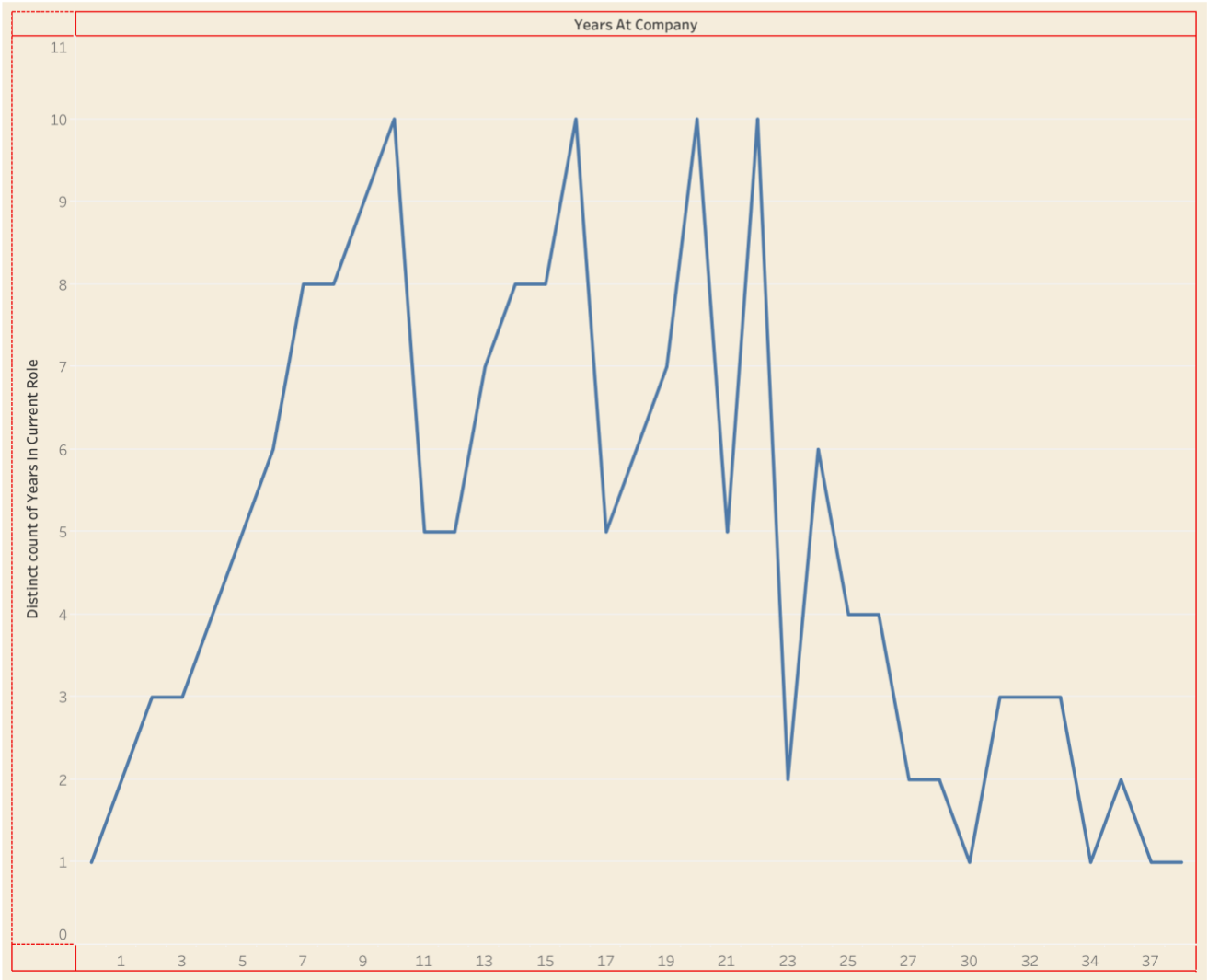## 2.PROBLEM DEFINITION & DESIGN THINKING

2.1 EMPATHY MAP

Says
What have we heard them say?
What can we imagine them saying?

The HR scorecard, or Human Resource scorecard, is a well-known HR tool.

The HR scorecard is meant to measure leading HR indicators of business performance.

It provides a way for HR professionals and business leaders to track and analyze key performance indicators (KPIS) related two workforce planning, recruitment, retention, and development.

Thinks
What are their wants, needs, hopes, and dreams?
What other thoughts might influence their behavior?

Building an HR balanced scorecard requires you to discuss four types of questions with your HR department.

They include:
a)Financial
b)Customer
c)Process
d)Learning and growth

Collaboration is critical for any good HR professional open-mindedness is one of the most important aspects of collaborating well, alongside being open to and accepting a new ideas.

Persona's name
pradeepa

Transparency and trustworthiness, Purpose oriented, Technology savvy, Versatility and adaptability, Solution oriented.

Unacceptable, Marginal, Meets expectations, Exceeds expectations, Exemplary.

Pupil dilation (eye tracking), skin conductance(EDA/GSR),brain activity (EEG,fMRI), heart rate (ECG) and facial expressions.

Strategy performance management tool. The scorecard lists financials goals, customer goals, internal business goals, and innovation & learning goals.

Which is conceived as a disposition to become unxious about (or fearful of) acheiving success because of expected negative or a feeling of loss of femininty.

The HR scorecard is a strategic HR measurement system that helps to measure, manage, and improve the stragegic role of the HR department.

Does
What behavior have we observed?
What can we imagine them doing?

Feels
What are their fears, frustrations, and anxieties?
What other feelings might influence their behavior?

See as example

2.2 IDEATION & BRAINSTORMING MAP

3.RESULT

HR ANALYTICS DASHBOARD

ATTRITION BY GENDER

Gender	ATTRITION COUNT
Female	87
Male	150

KPI

Employee Count	ATTRITION COUNT	attrition rate	Active Employees	Avg. Age
1,470.00	237	16.12%	1,233	37

YEAR AT COMPANY INCREASING

Years At Company

THE DISTRIBUTION OF EMPLOYEE BASED ON EDUCATION

27.07% Master's Degree · 19.18% Associates Degree · 3.27% Doctoral Degree · 38.91% Bachelor's Degree

DEPARTMENT WISE ATTRITION

Sales 38.82% · HR 5.06% · R&D 56.12%

DEPARTMENT WISE EMPLOYEE COUNT

Department	
HR	63
R&D	961
Sales	446

NO.OF EMPLOYEES BY AGE GROUP

EDUCATION FIELD WISE ATTRITION

Education Field	ATTRITION COUNT
Life Sciences	89
Medical	63
Marketing	35
Technical Degree	
Other	11
Human Resources	

HR ANALYTICS STORYLINE

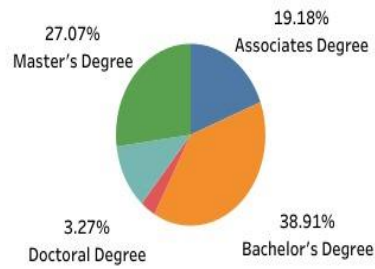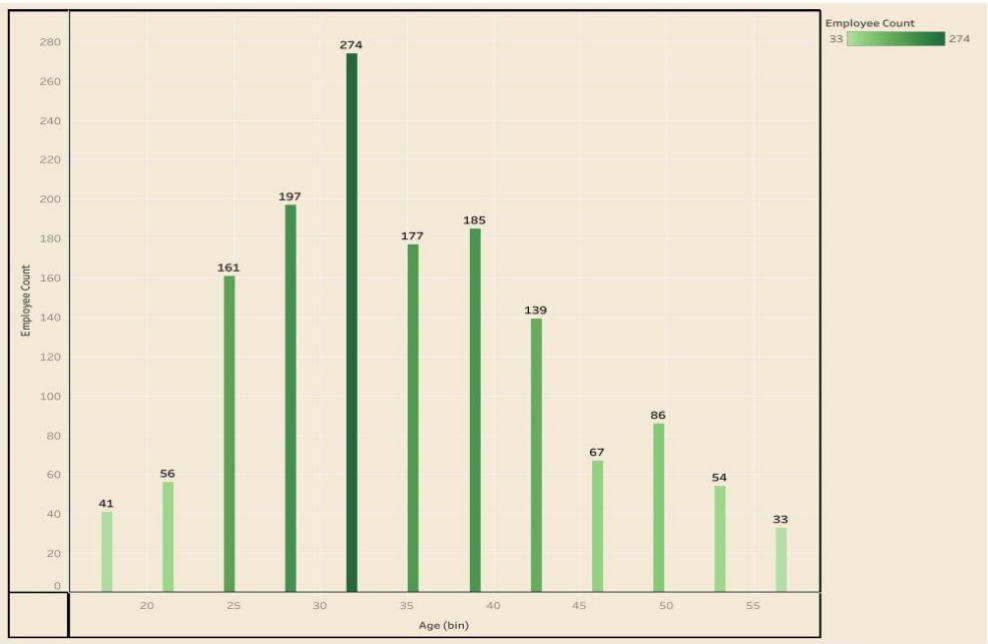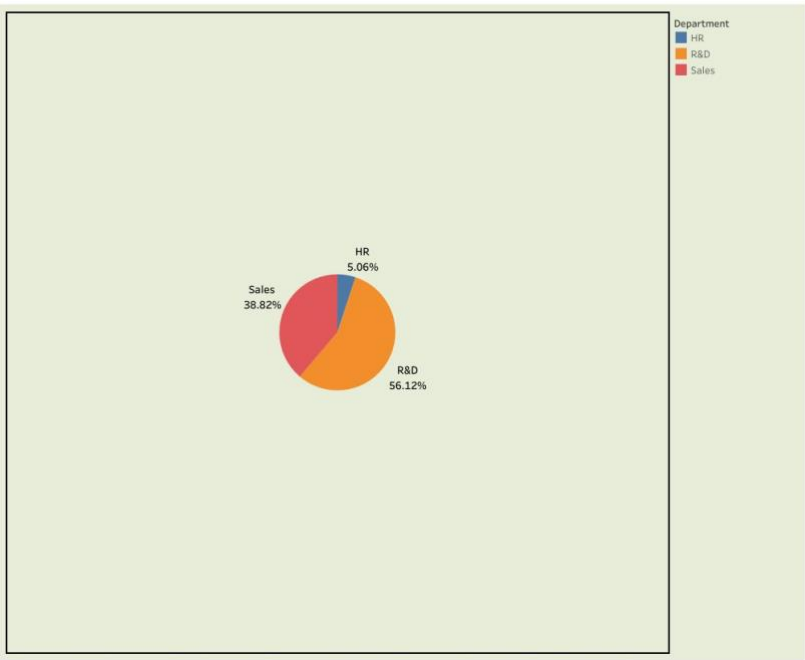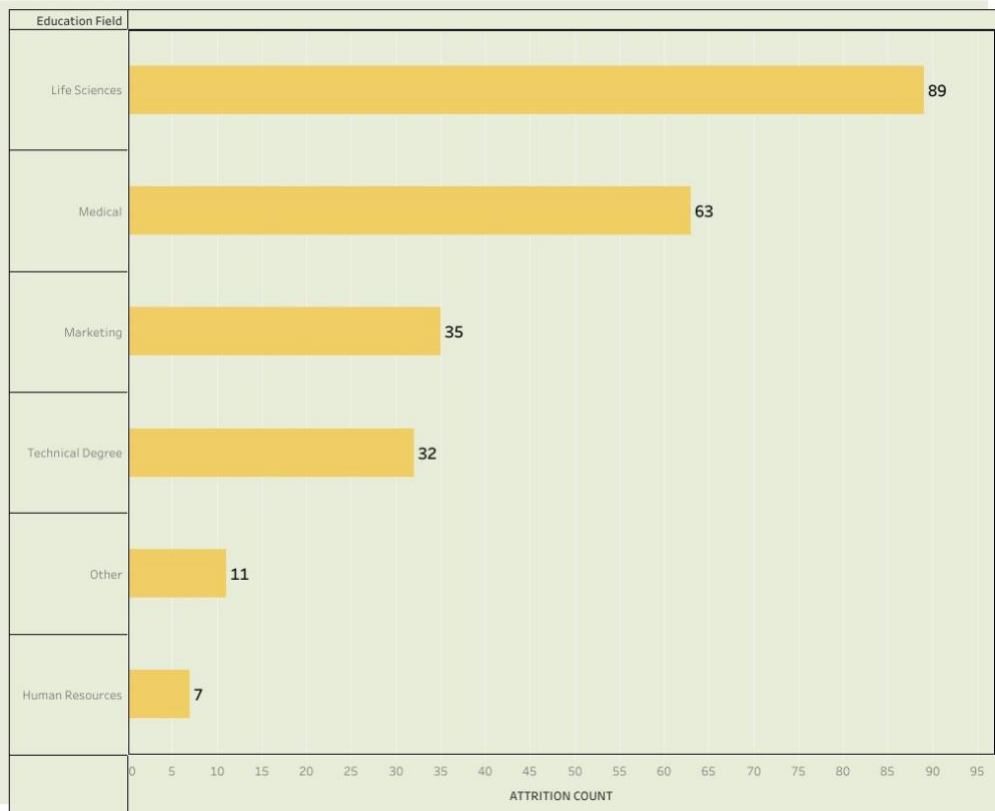| The trend of distinct count of Years In Curr.. | Sum of Employee Count broken down b.. | Education and % of Total Employee Count.. | The plot of sum of Employee Count for A.. | Department and % of Total ATTRITION COU.. | Sum of ATTRITION COUNT for each Educ.. |

Years At Company

HR ANALYTICS STORYLINE

Department

Department
- ■ HR
- ■ R&D
- ■ Sales

HR   63

R&D   961

Sales   446

HR ANALYTICS STORYLINE

Education
- Associates Degree
- Bachelor's Degree
- Doctoral Degree
- High School
- Master's Degree

Employee Count
1,470

27.07%
Master's Degree

19.18%
Associates Degree

3.27%
Doctoral Degree

38.91%
Bachelor's Degree

HR ANALYTICS STORYLINE

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Education Field

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Human Resources	7

ATTRITION COUNT

4. ADVANTAGES & DISADVANTAGES

ADVANTAGE:

Tableau can be used for forecasting retention rates by examining factors such as job satisfaction scores or whether employees feel appreciated by their managers. These metrics help predict who will leave first so that you can make adjustments before it happen..

DISADVANTAGE:

However, this generalist nature can also serve as a disadvantage when it comes to addressing specific needs, such as those in the HR space. People analytics involves a unique set of challenges and requires specialized solutions.

5.APPLICATIONS:

It provides a way for HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development.

6.CONCLUSION

Talent management in an organization aims at ensuring employee recruitment, training and development, performance reviews and their compensation.

7.FUTURE SCOPE

The balanced scorecard involves measuring four main aspects of a business: Learning and growth, business processes, customers, and finance. BSCs allow companies to pool information in a single report, to provide information into service and quality in addition to financial performance, and to help improve efficiencies.