

Project Report

1 INTRODUCTION

1.1 Overview

A Tableau HR Scorecard for measuring success in talent management involves utilizing Tableau, a data visualization tool, to track key HR metrics related to talent acquisition, development, engagement, and retention. These scorecards often comprise interactive dashboards and visualization, allowing HR professionals to assess recruitment effectiveness, employee performance, training impact, turnover rates, employee engagement and other metrics. By presenting data in an intuitive and actionable format, Tableau HR scorecards enable data-driven decision-making and help optimize talent management strategies for organizational success.

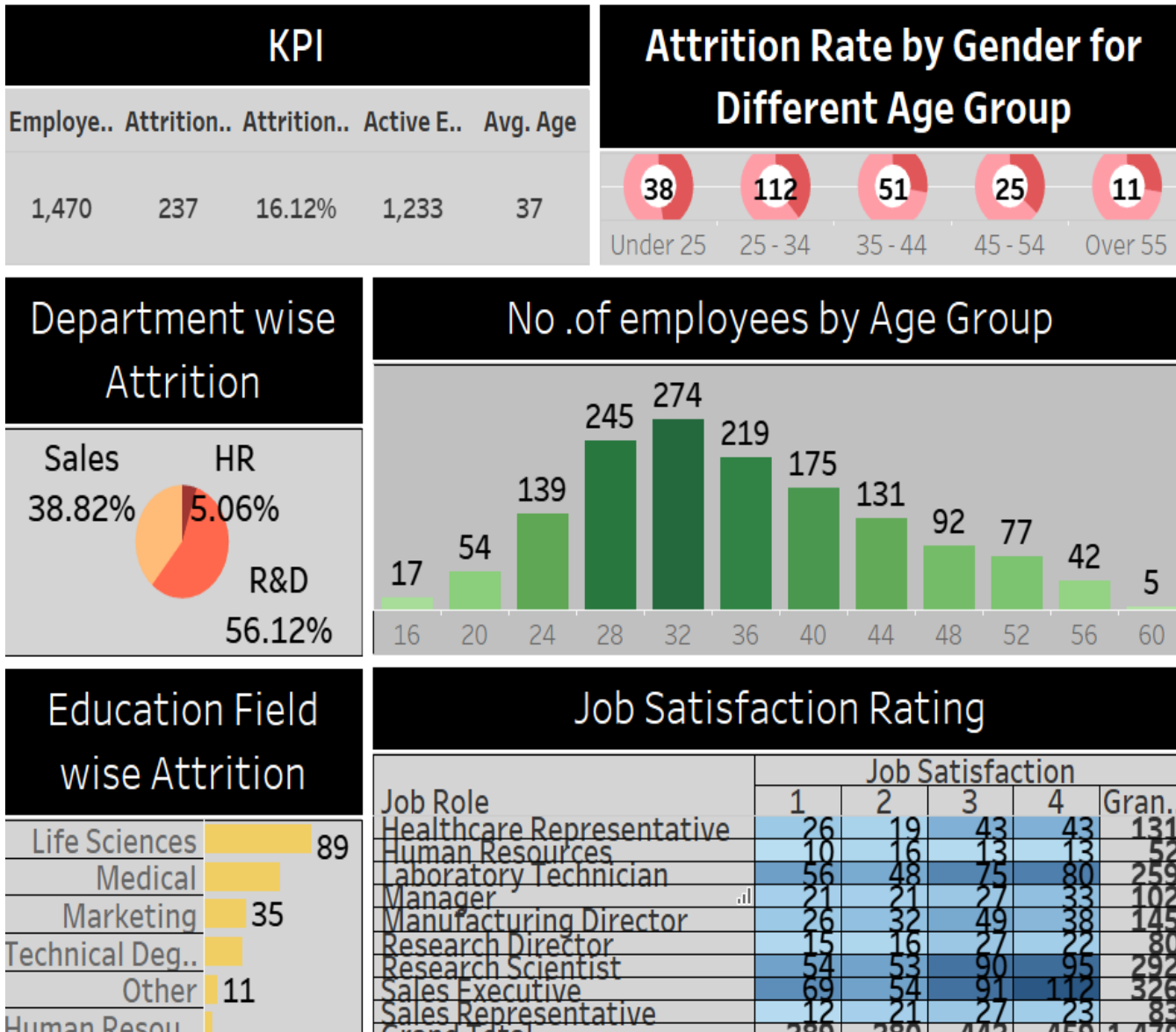
1.2 Purpose

It serves several important purposes:

- 1 Data Visualization and Analysis
- 2 Performance Monitoring
- 3 Decision-making Support
- 4 Benchmarking and goal setting
- 5 Identifying Trends and Patterns
- 6 Enhanced Communication
- 7 Resources Allocation and Planning

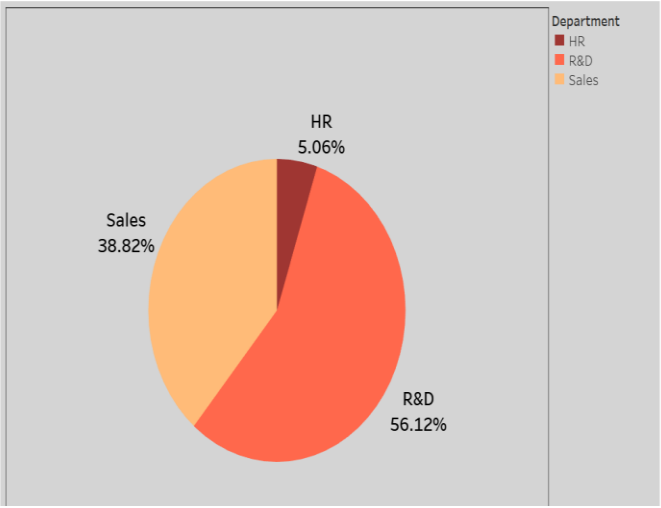


3 RESULT



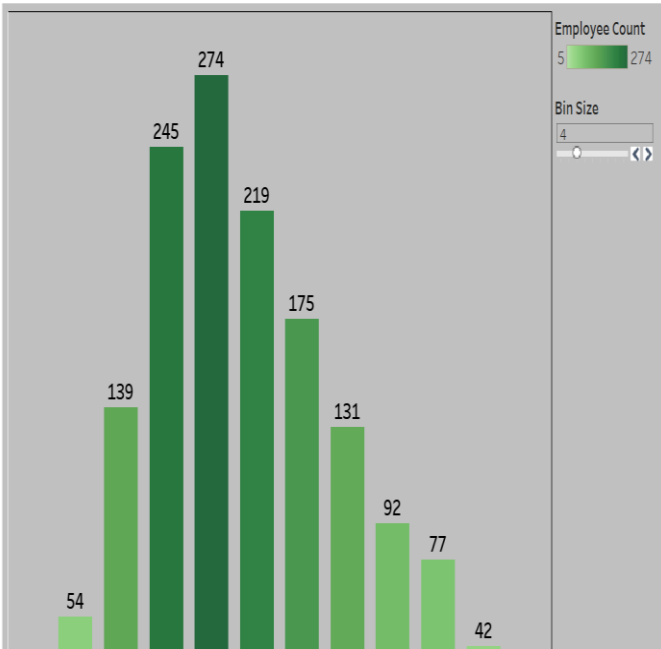
STORY

< R & D department has the highest no. of attrition rate i.e. 56.12% as compared to other departments. The highest no. of employees i.e. >



STORY

< rate i.e. 56.12% as The highest no. of employees i.e. are employed at the age of 32 Emp >



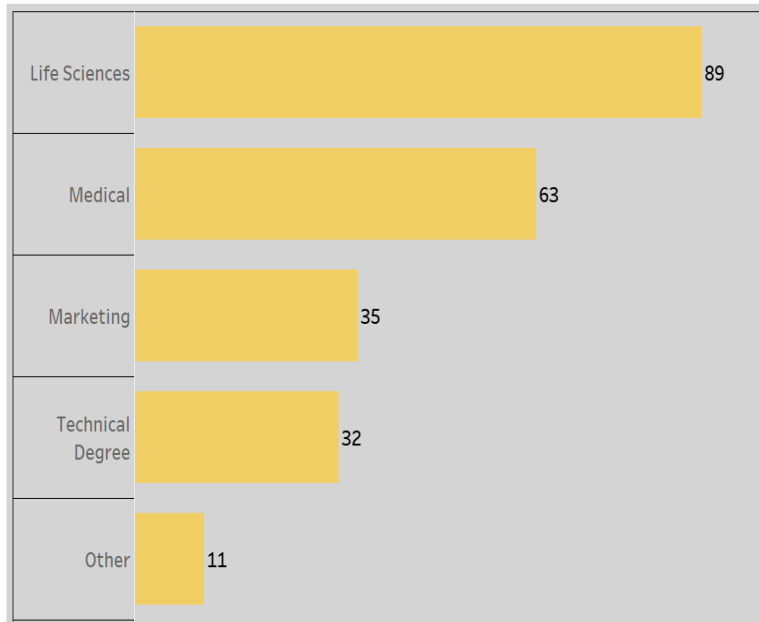
STORY

< the age of 32 Employees are expected to be satisfied in Sales Executive position Mos >

Job Role	Job Satisfaction				Grand T..	Employee Co..
	1	2	3	4		
Healthcare Representative	26	19	43	43	131	10 112
Human Resources	10	16	13	13	52	
Laboratory Technician	56	48	75	80	259	
Manager	21	21	27	33	102	
Manufacturing Director	26	32	49	38	145	
Research Director	15	16	27	22	80	
Research Scientist	54	53	90	95	292	
Sales Executive	69	54	91	112	326	

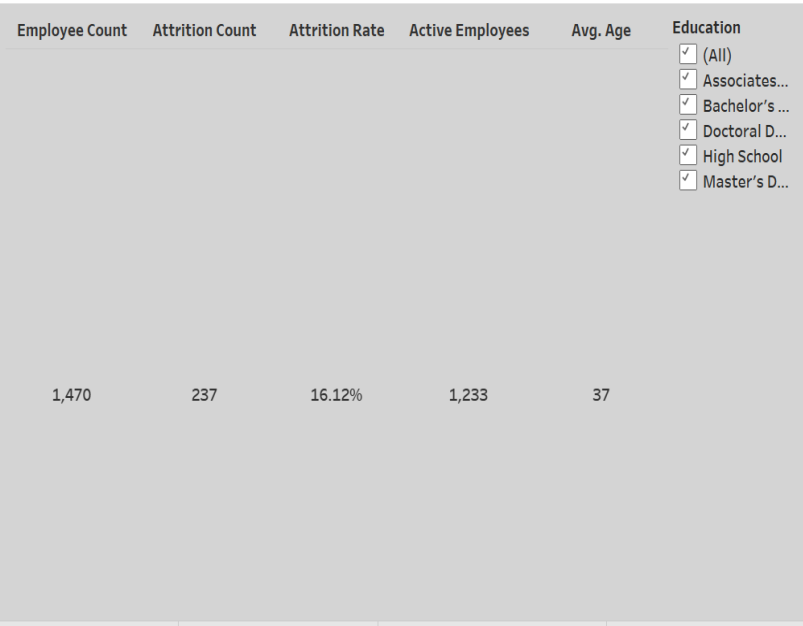
STORY

< Most of the attrition occurs in the field Life Sciences The total employees of th active >



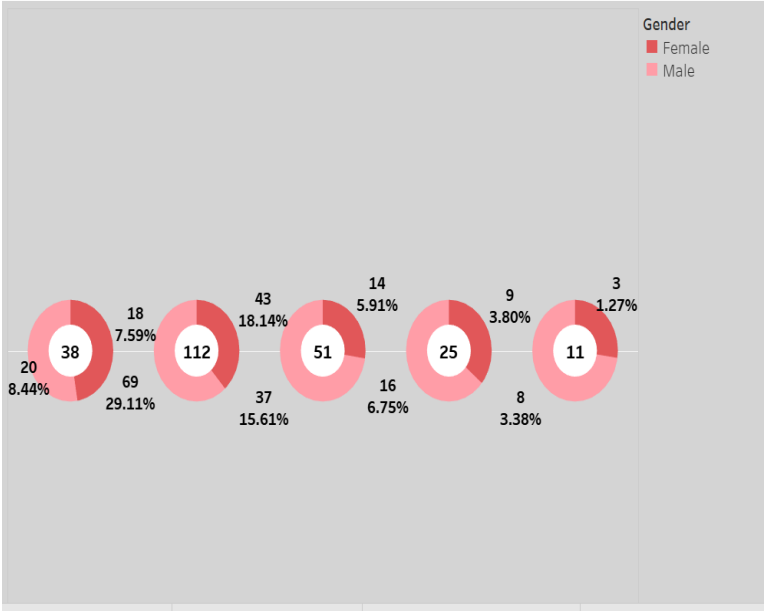
STORY

< ices The total employees of the company is 1470 out of it 1233 employees are active Fem over >



STORY

< 70 out of it 1233 employees are Female employees under 25 has the greater percentage i.e.7.59% while over 55 has the least percentage i.e 1.27% >



4 ADVANTAGES & DISADVANTAGES

Advantages:

- 1 Visual Representation
- 2 Data Integration
- 3 Interactivity and Drill-Downs
- 4 Real-Time Updates
- 5 Customization and flexibility

Disadvantages:

- 1 Learning curve
- 2 Costs
- 3 Data Privacy and Security
- 4 Maintenance and Updates
- 5 Integration Challenges

5 APPLICATION

- 1 Employee Performance Evaluation
- 2 Recruitment and onboarding
- 3 Training and development
- 4 Employee engagement and Satisfaction

6 CONCLUSION

The design process begins with identifying the critical metrics relevant to talent management goals. These metrics serve as the foundation for the dashboard. They are then arranged and visualized using tableau's features, such as graphs, charts, and gauges, to provide a clear and concise view of the HR performance

7 FUTURE SCOPE

The Potential enhancements that need to be consider after building tableau dashboard and story

- 1 User Feedback Incorporation
- 2 Data Quality Assurance
- 3 KPI Relevance Review
- 4 Visual Design Refinement
- 5 Interactive Features Integration