

PROJECT REPORT

THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

I-INTRODUCTION

1.1 OVERVIEW

The tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization. It provides a way for HR professionals and business leaders to track and analyze key performance indicators related to workforce planning, recruitment, retention, and development.

The HR Scorecard consists of four main perspective:

Financial perspective: This perspective focuses on the financial impact of HR initiatives, such as the cost recruitment, training and development, compensation and benefits, and turnover.

Customer perspective: This perspective measures the satisfaction of internal and external customers of HR services, including employees, managers, and job candidates. It includes KPIs such as employee engagement, manager satisfaction with HR support, and candidate experience.

Internal process perspective: This perspective assesses the effectiveness and efficiency of HR processes, such as recruiting, onboarding, performance management, and employee development. It includes KPIs such as time to fill vacancies, time to productivity for new hires, and training hours per employee.

Learning and growth perspective: This perspective evaluates the organization's investment in employee development and its ability to innovate and adapt to changing business needs. It includes KPIs such as employee skills and competencies, employee retention, and the percentage of employees who receive regular training and development.

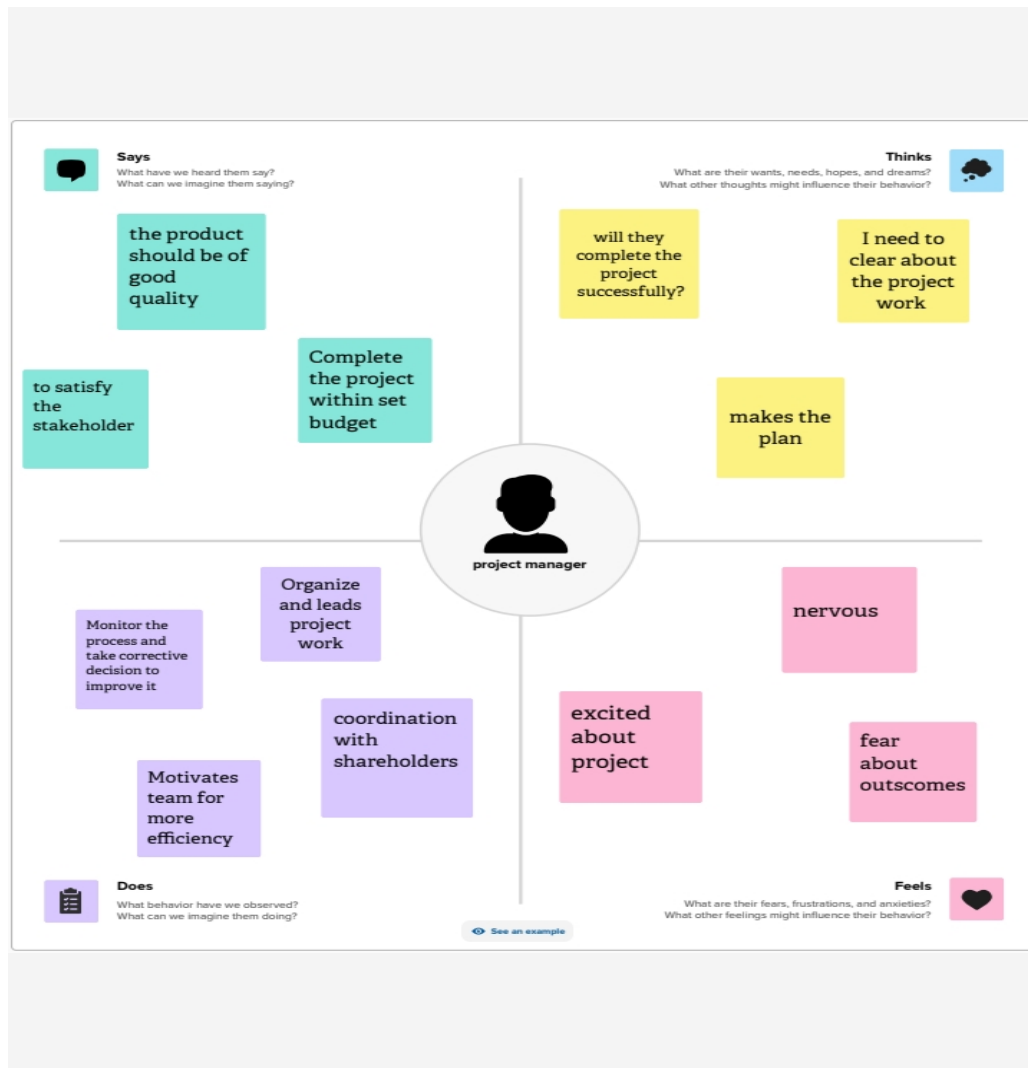
1.2 PURPOSE

It involves identifying gaps in your current workforce to strategically attract, onboard, develop, support, and retain the right talent.

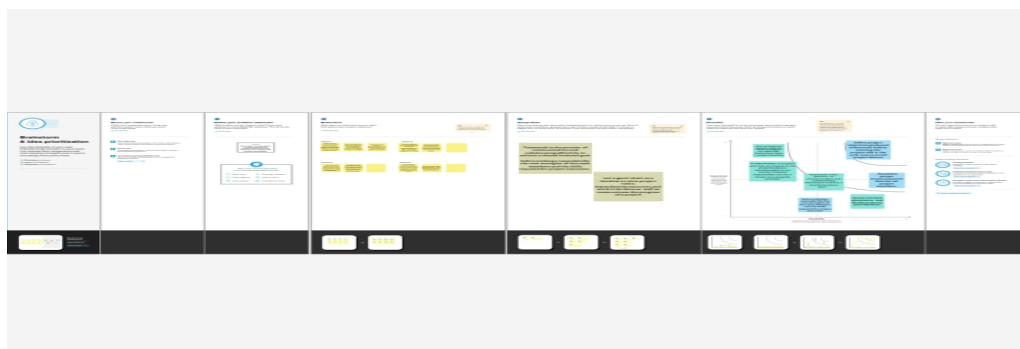
Without an effective talent management strategy, your company will fail to stay competitive. In other words, your company will fail. The stakes are that high.

II-PROBLEM DEFINITION & DESIGN THINKING

2.1 EMPATHY MAP



2.2 IDEATION & BRAINSTORMING MAP



III-RESULT

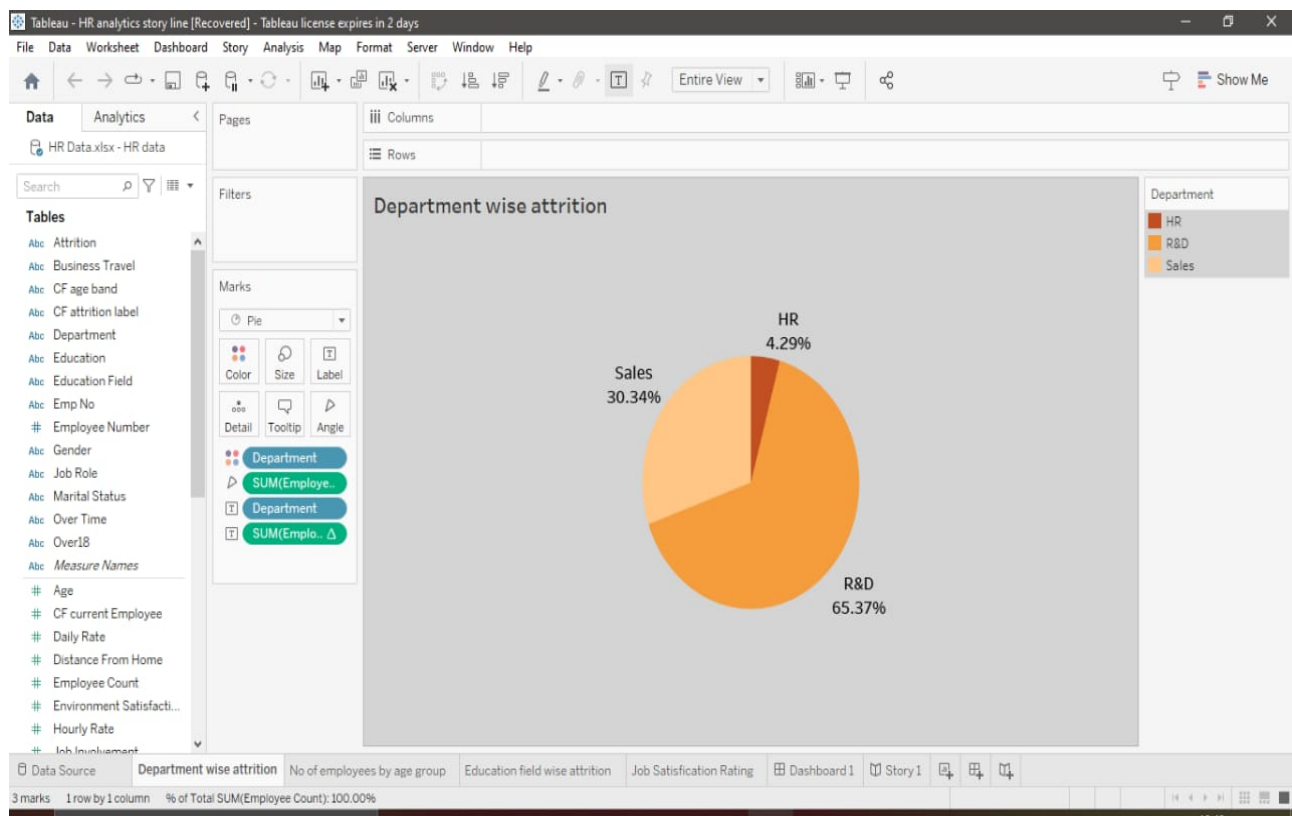
3.1 SOCIAL IMPACT

Talent management is a critical aspect of a company's success. Organization must identify the right people and ensure they align with their strategy and culture. A successful talent management strategy can optimize the performance of an organization, increase employee retention, and reduce costs.

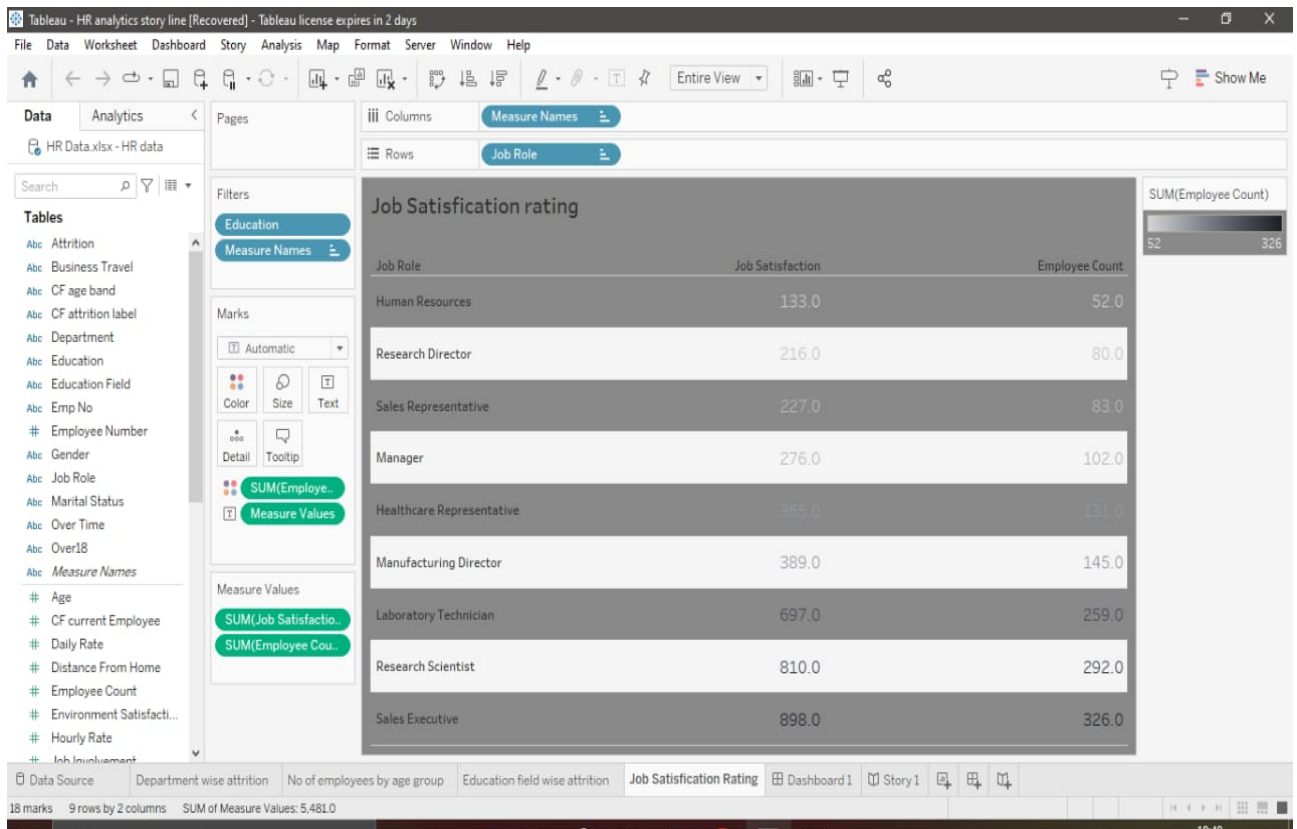
It is a critical component of HR management in which the organization identifies its key talent pools and develops a strategy for attracting and retaining these talents.

3.2 ACTIVITY & SCREENSHOT

SHEET 1

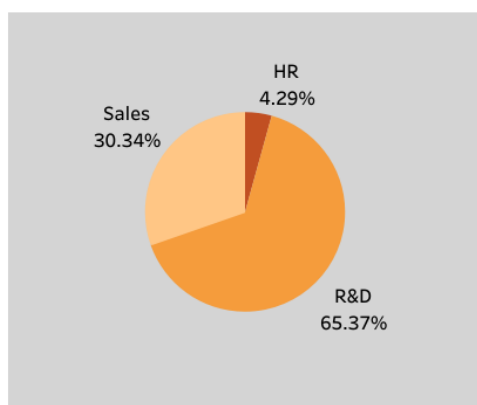


SHEET 4

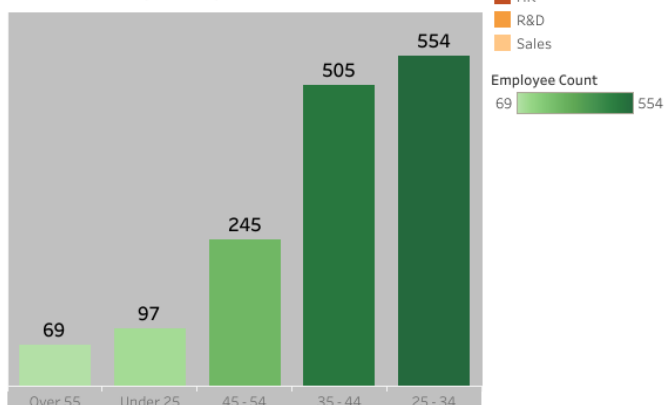


DASHBOARD

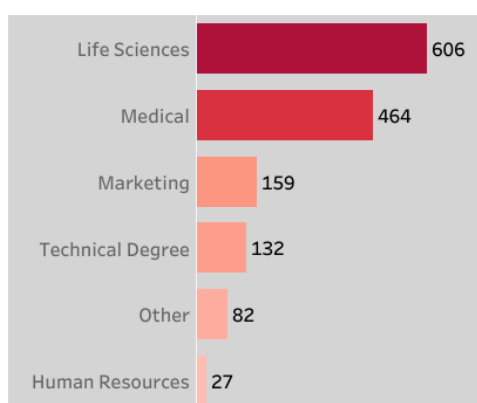
Department wise attrition



No of employees by age group



Education field wise attrition



Job Satisfaction rating

Job Role	Job Satisfaction	Employee Count
Human Resources	133.0	52.0
Research Director	216.0	80.0
Sales Representative	227.0	83.0
Manager	276.0	102.0
Healthcare Representative	365.0	131.0
Manufacturing Director	389.0	145.0
Laboratory Technician	697.0	259.0
Research Scientist	810.0	292.0
Sales Executive	898.0	326.0

STORY

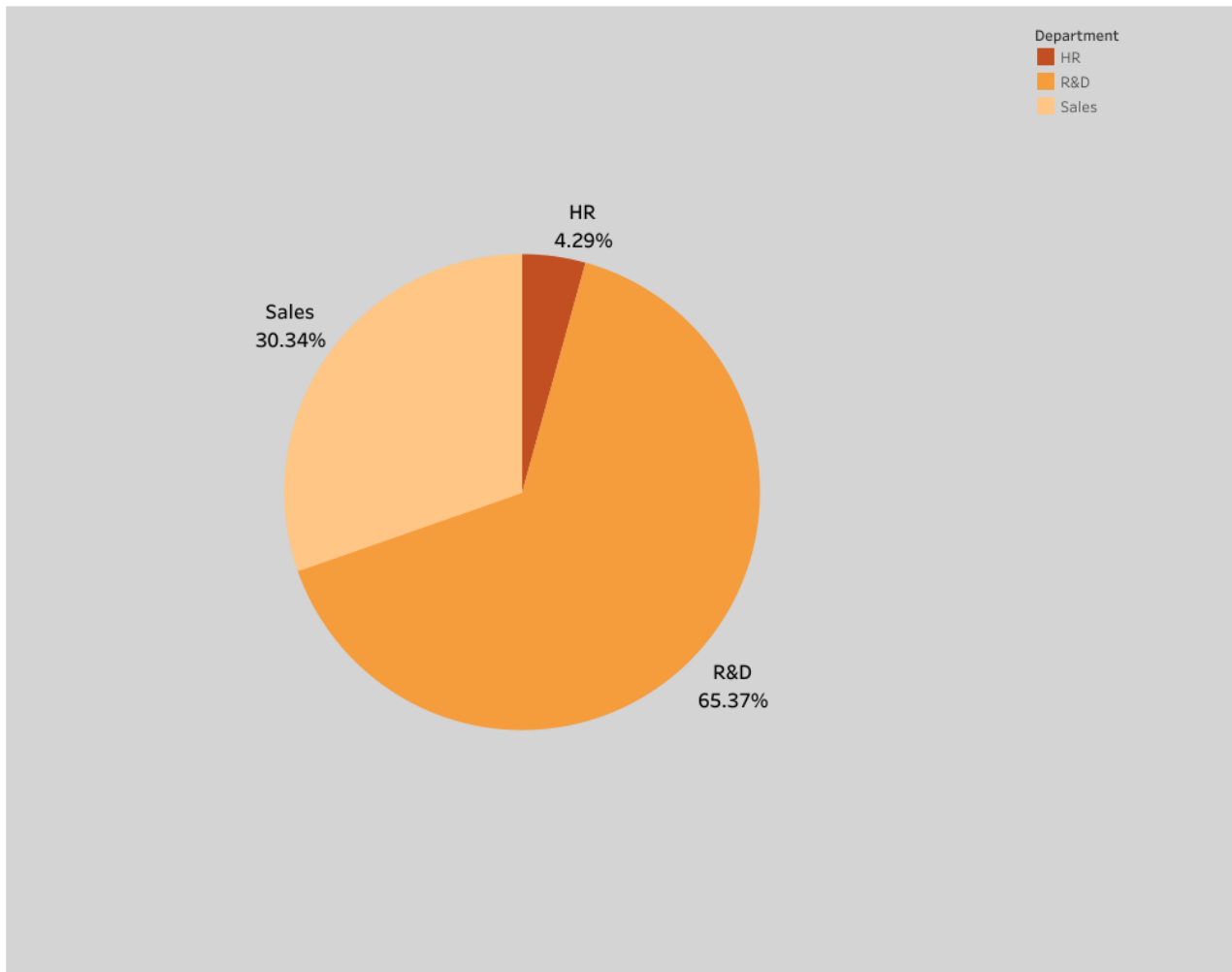
Story 1

R&D department has the highest number of attrition rate i.e, 65.37% as compared to other departments

The highest number of employees i.e, 554 are employed at the age of 25 - 34

Most of the attrition occurs in the field of life sciences.

Employees are expected to be satisfied in sales executive job role.



IV-TEAM DETAILS

TEAM LEAD – B. AFRA

MEMBER 1 _ R. SHALINI

MEMBER 2 _ S. SELVADHARSHINI

MEMBER 3 _ K. ABINAYA

V- ADVANTAGES & DISADVANTAGES

ADVANTAGE:

- Help in ascertaining the right person is deployed in the right position
- Better hiring by hiring assessments

- Helps in understanding employees better and shaping their future.
- Promotes effective communication across different discipline.

DISADVANTAGE:

- The implementation of talent management program could be expensive in terms of time, resources and financial costs.
- Lack of support from line managers can impede the level of commitment from employees.
- A core drawback of talent management is, it can contribute in rising the conflicts between HR and management by not reaching to proper agreement or consensus.
- Difficulty in implementation.

VI-APPLICATIONS

A talent management system is an integrated software platform that supports the entire employee life cycle, from acquisition through succession planning.

VII- CONCLUSION

Lastly, when used together, the HR Scorecard and the analytics tools can be used to actualize synergies and actualize efficiencies from the economies of scale. Indeed, the fact that synergies accrue from the combination of reporting and analysis and which can drive efficiencies from scale since all employees can be covered means that next generation reporting and forecasting capabilities are within reach of organizations that use these tools.

In time when forecasts often fail the moment they are released, the power to measure and report with speed and accuracy is indeed an asset for organizations that seek to optimize their returns from their employees. To conclude, using the HR Scorecard with analytics represents a truly game-changing approach to business.

VIII-FUTURE SCOPE

A responsive and reactive approach to talent management, little consideration of how careers are changing, and it cannot be the catch-all practice of the past.

IX-APPENDIX

SOURCE CODE- Dashboard

https://public.tableau.com/views/HRanalyticsdashboard1_16960555795270/Dashboard1?:language=en-US&:display_count=n&:origin=viz_share_link

SOURCE CODE- Story

https://public.tableau.com/views/HRanalyticsstory1/Story1?:language=en-US&:display_count=n&:origin=viz_share_link