The Tableau HR Scorecard: Measuring Success in Talent Management

1.INTRODUCTON

1.1Overview

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 (KPIs) related to workforce planning, recruitment, retention, and development.

The HR Scorecard consists of four main perspectives:

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

2. 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.

3. 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.

4. 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.

1.2Purpose

We play around with the data we have in hand and try to organize it in a pictorial, and easily understandable format. Preparing the data for visualization involves cleaning the data to remove irrelevant or missing data, transforming the data into a format that can be easily visualized, exploring the data to identify patterns and trends, filtering the data to focus on specific subsets of data, preparing the data for visualization software, and ensuring the data is accurate and complete.

This process helps to make the data easily understandable and ready for creating visualizations to gain insights into the performance and efficiency This way of data analysis not only makes the data visually appealing, but also aids us to make draw interpretations and conclusions, rationally, from the well displayed data in the form of visualizations, Dashboards and Story using Tableau.
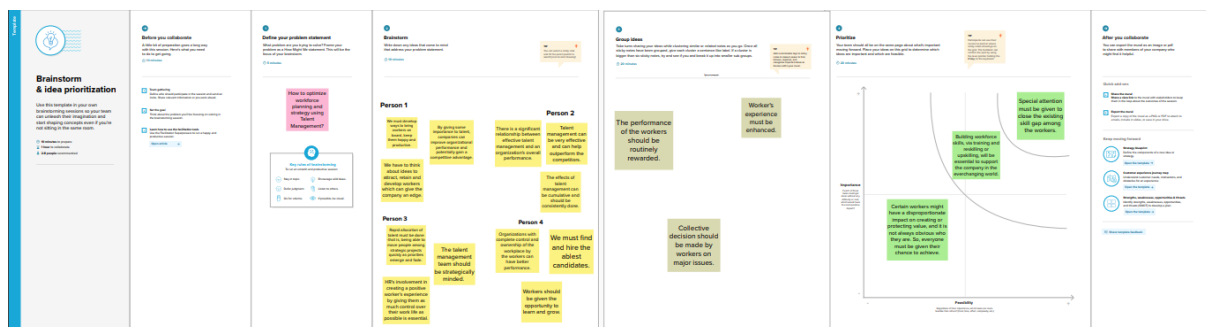
2.PROBLEM DEFINATION & DESIGN THINKING

2.1Empathy Map

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

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

The finished output must be collectively analysed.

For us to effectively manage our work, detailed data analysis must be made at regular intervals.

Honesty and outcome quality are more important than profits.

The profit must be shared equally.

Customer review and criticism must be noted.

The work done by the workers and the creative input from each worker should be tabulated.

The office should be collectively owned.

The office should be collectively run.

Regular group meetings are conducted.

No decision is kept secret from workers.

It is great to work in a worker cooperative.

Having job security means a lot.

No act is done in opposition to workers' consent and interest.

Collective workers' opinions and decisions mark the final say in all matters.

It is true freedom to own and run your own worklife.

Having no illegitimate authority to govern you is your right.

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 an example

2.2Ideation & Brainstroming Map

3.RESULT

The HR Scorecard can help organizations measure and improve employee engagement by providing insights into employee satisfaction, retention rates, and other key metrics. This, in turn, can lead to a more engaged and motivated workforce, which can have a positive impact on productivity and overall business performance. It can also help organizations improve their diversity and inclusion efforts by tracking metrics such as the diversity of their workforce, the representation of different groups in leadership positions, and the effectiveness of diversity and inclusion training programs. By identifying areas where they need to improve and taking action to address them, organizations can create a more inclusive work environment that values diversity and promotes equal opportunities.

4.ADVANTAGES & DISADVANTAGES

By tracking and analyzing key HR metrics, The Tableau HR Scorecard can help organizations identify areas where they need to improve and take proactive steps to address them. This, in turn, can lead to improved HR performance, including increased employee engagement, improved retention rates, and enhanced diversity and inclusion efforts. The Tableau HR Scorecard can provide HR professionals and business leaders with valuable insights into HR performance, which can help them make informed decisions and take proactive steps to improve business performance. This can include identifying areas where they need to invest in training and development programs, improving recruitment and retention strategies, and optimizing workforce planning and management.
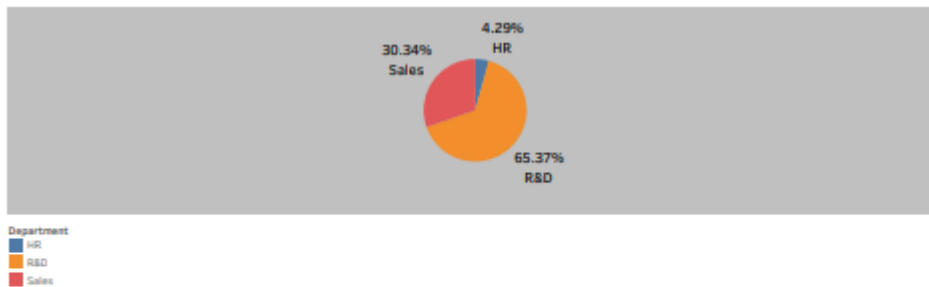
5.APPLICATIONS

Data collection, organization and interpretation in a systemic manner can also help organizations ensure that their HR strategies are aligned with their overall business goals. By tracking key HR metrics and aligning HR initiatives with business objectives, organizations can ensure that their HR strategies are driving business growth and contributing to overall success. Data collection is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research questions, test hypotheses, evaluate outcomes and generate insights from the data.

6.CONCLUSION

Department Wise Attrition

Job Satisfaction Rating

Job Role	Attrition		
	No	Yes	Grand Total
Healthcare Represe..	122	9	131
Human Resources	40	12	52
Laboratory Technici..	197	62	259
Manager	97	5	102
Manufacturing Direc..	135	10	145
Research Director	78	2	80
Research Scientist	245	47	292
Sales Executive	269	57	326
Sales Representative	50	33	83
Grand Total	1,233	237	1,470

No Of Employees By Age Group
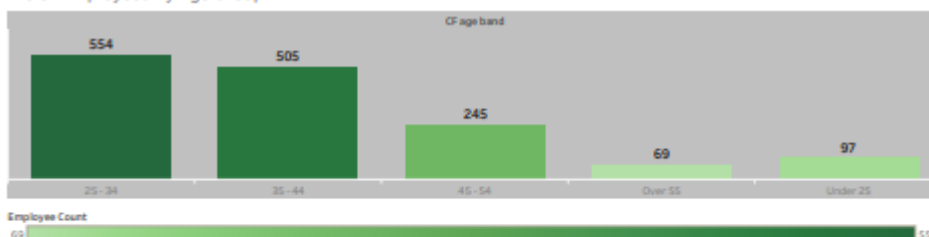
Education Field Wise Attrition
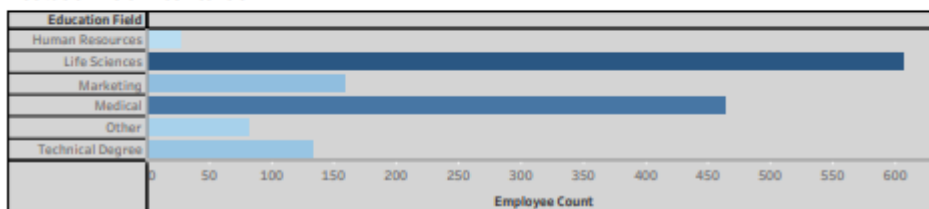
7.FUTURE SCOPE

The business requirement of The Tableau HR Scorecard: Measuring Success in Talent Management is to provide a comprehensive and effective framework for measuring and evaluating the success of talent management strategies within an organization. The primary goal is to enable HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development. We can do so by creating interactive dashboards and reports, making data-driven

decisions and creating forecasting models for future performance. The ultimate goal is to gain insights and improve performance through data visualization techniques.

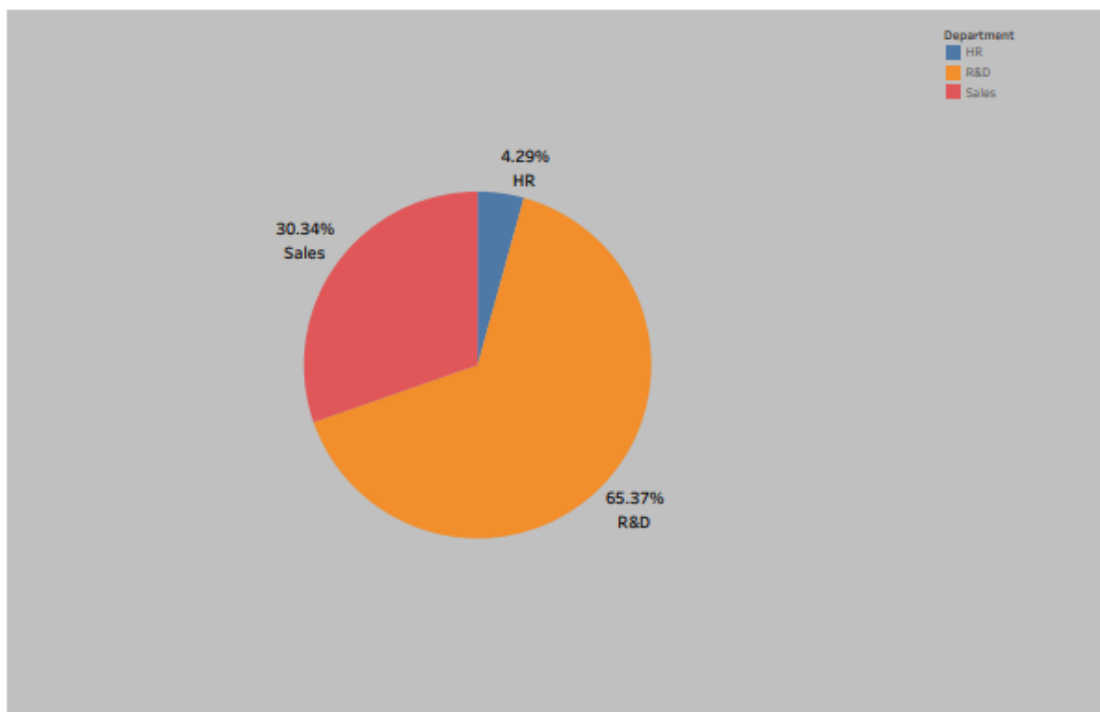## 8.APPENDIX

HR Analytics Stotyline

PROJECT REPORT

No Of Employees By Age Group

CF age band

Employee Count
69 ▮▮▮ 554

Age Group	Count
25 - 34	554
35 - 44	505
45 - 54	245
Over 55	69
Under 25	97
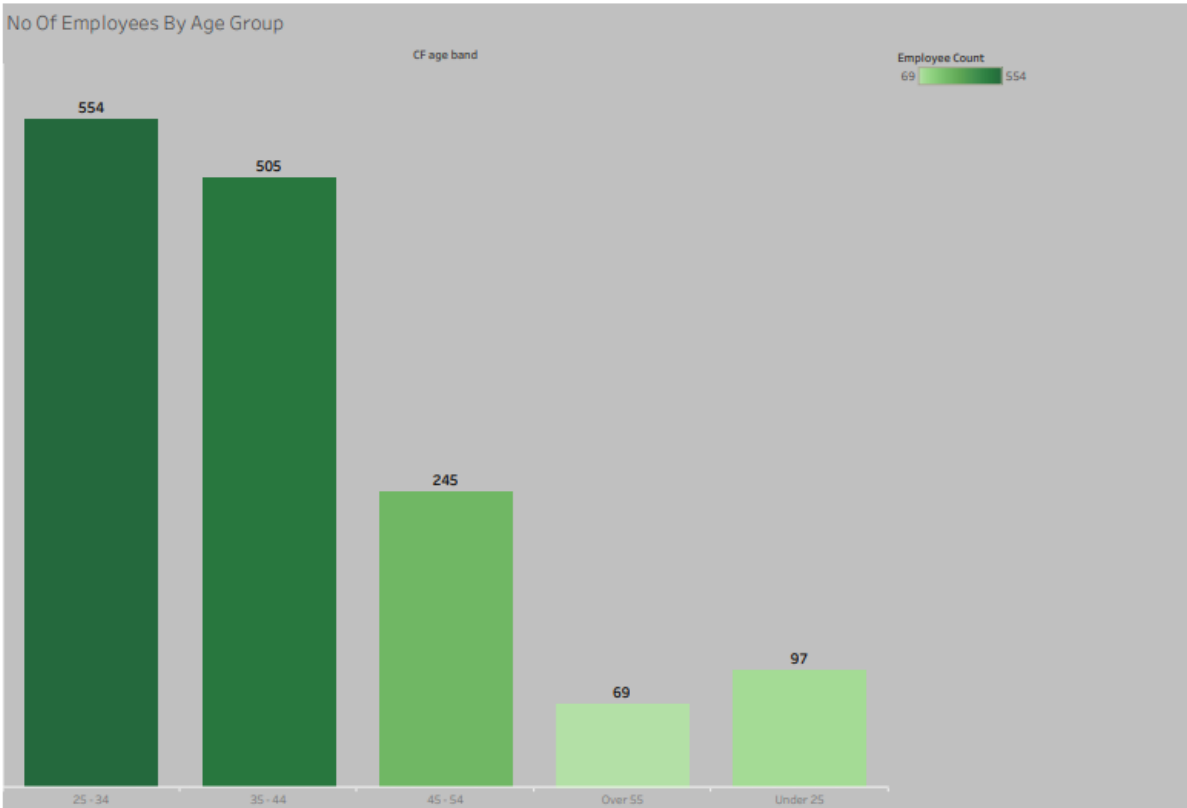
PROJECT REPORT

Job Satisfaction Rating

Job Role	Attrition		Grand Total
	No	Yes	
Healthcare Representative	122	9	131
Human Resources	40	12	52
Laboratory Technician	197	62	259
Manager	97	5	102
Manufacturing Director	135	10	145
Research Director	78	2	80
Research Scientist	245	47	292
Sales Executive	269	57	326
Sales Representative			

Employee Count 2 ▬▬▬ 269

Job Satisfaction Rating

Job Role	Attrition		Grand Total
	No	Yes	
Sales Representative	50	33	83
Grand Total	1,233	237	1,470

Employee Count 2 ▬▬▬ 269

PROJECT REPORT

Education Field Wise Attrition

Education Field	Employee Count
Human Resources	
Life Sciences	
Marketing	
Medical	
Other	

Employee Count: 27 — 606

Employee Count (x-axis): 0, 50, 100, 150, 200, 250, 300, 350, 400, 450, 500, 550, 600

Education Field Wise Attrition

Education Field	Employee Count
Technical Degree	

Employee Count: 27 — 606

Employee Count (x-axis): 0, 50, 100, 150, 200, 250, 300, 350, 400, 450, 500, 550, 600