


WELCOME

TO



A large orange circle on the left side of the slide, partially cut off by the edge.

DATA LITERACY WITH TABLEAU

➤ PROJECT TITLE:

➤ THE TABLEAU HR SCORECARD: MEASURING
SUCCESS IN TALENT MANAGEMENT.



TEAM PROFILE;

❖ NM TEAM ID NM2023TMID14039

❖ TEAM LEADER:

❖ V.GOKUL: NM_ID:
DCAD6925E9247AEB27342A0986457149

❖ TEAM MEMBERS:

❖ K.DHANUSH:NМ_ID:
C6DEC7B71811F2AB30E48D3689DEA2ED

❖ M.PRAVEEN KUMAR:NМ_ID:
6CD981342064840BEA24AB4B9C11842A

❖ K.VINUSHPRASANTH:NМ_ID:

❖ 7E491D6843523DA80684B23CCDA8D69A



UNDER THE GUIDANCE OF

Dr.P.PUVIARASU,M.Sc.,B.Ed.,PGDCA.,PH.D.,

Assistant professor

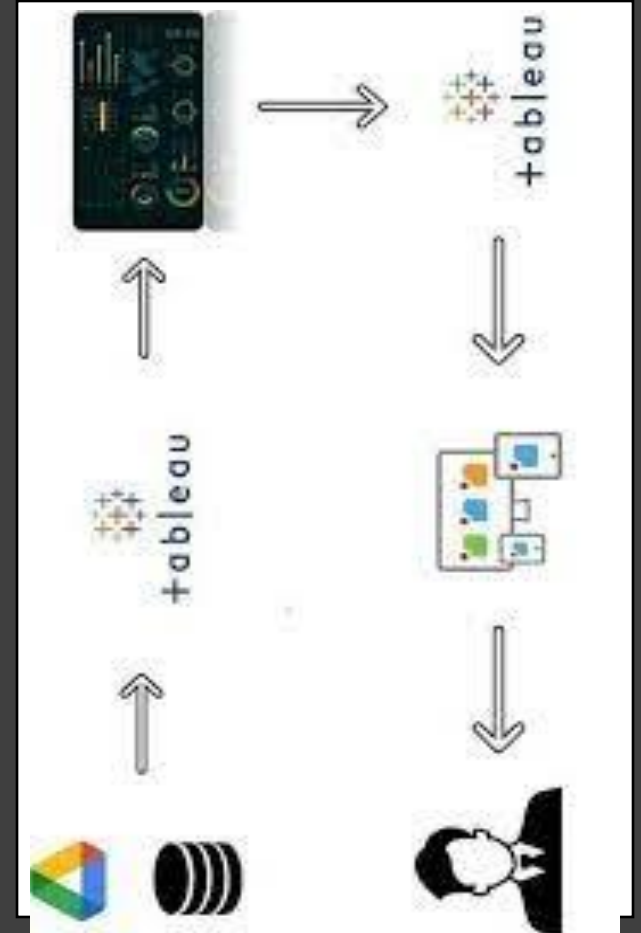
UG&PG Department of Mathematics,
Government Thirumagal mills college,
Gudiyattam-632602

INTRODUCTION

1.OVER VIEW

The Tableau HR Scorecard: Measuring Success in Talent Management:

- 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.



2. PURPOSE



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.



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.



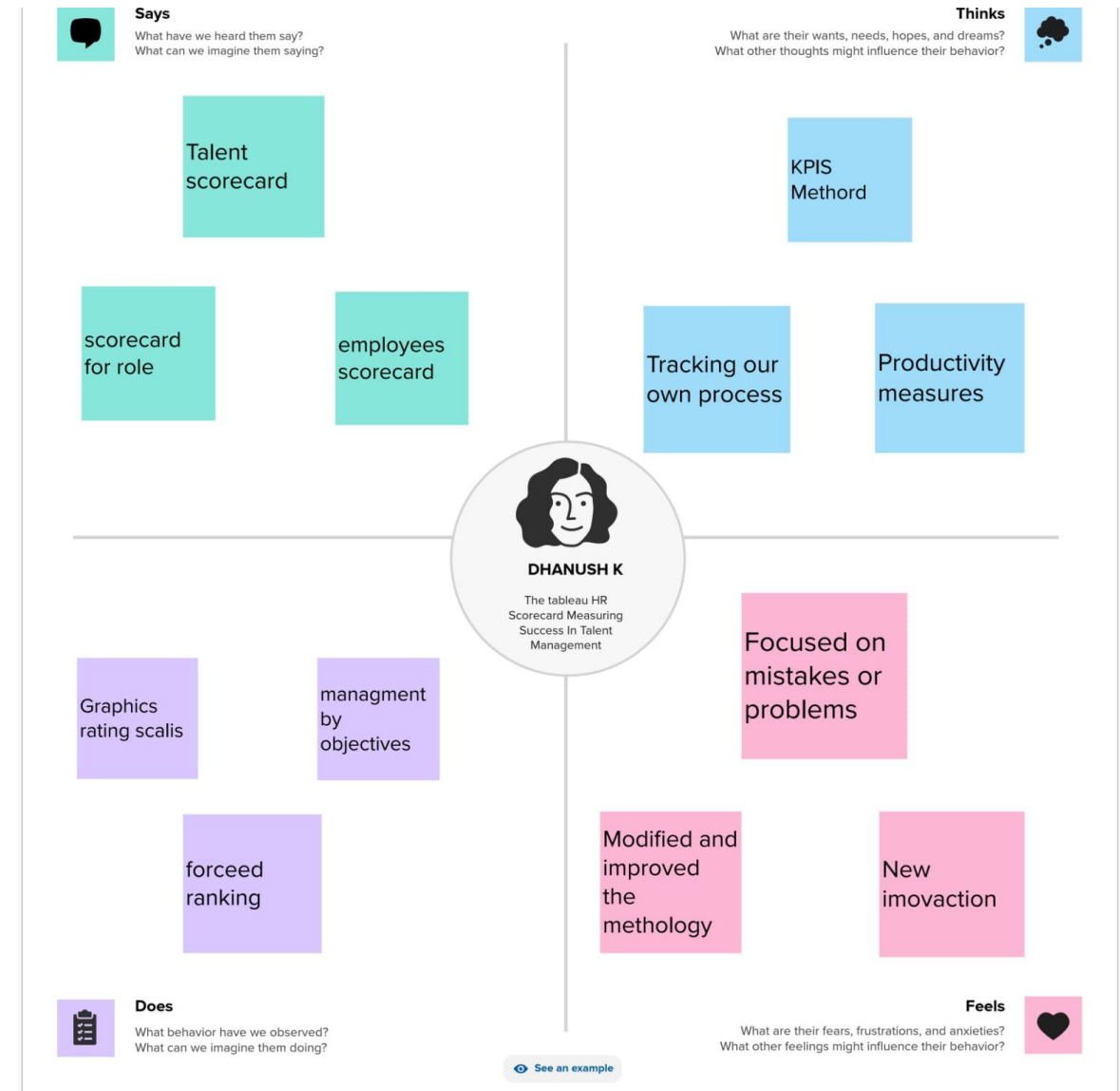
Internal Process Perspective: This perspective assesses the effectiveness and efficiency of HR processes, such as recruiting, onboarding, performance management, and employee development. It includes KPIs such as time to fill vacancies, time to productivity for new hires, and training hours per employee.



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.



PROBLEM DEFINING & DESIGN THINKING



The image displays a collection of 10 Canva templates designed for brainstorming and idea prioritization, organized into two rows of five. Each template is a vertical page with a light gray background and a blue header bar. The templates are as follows: 1. **Template 1 (Top Left)**: Features a light blue header with a lightbulb icon. The main content area is white with a blue sidebar on the left containing a list of icons. The title 'Brainstorm & idea prioritization' is prominently displayed. 2. **Template 2 (Top Second from Left)**: Has a light blue header with a lightbulb icon. The main content area is white with a blue sidebar on the left. The title 'Brainstorm & idea prioritization' is prominently displayed. 3. **Template 3 (Top Third from Left)**: Has a light blue header with a lightbulb icon. The main content area is white with a blue sidebar on the left. The title 'Brainstorm & idea prioritization' is prominently displayed. 4. **Template 4 (Top Fourth from Left)**: Has a light blue header with a lightbulb icon. The main content area is white with a blue sidebar on the left. The title 'Brainstorm & idea prioritization' is prominently displayed. 5. **Template 5 (Top Fifth from Left)**: Has a light blue header with a lightbulb icon. The main content area is white with a blue sidebar on the left. The title 'Brainstorm & idea prioritization' is prominently displayed. 6. **Template 6 (Bottom Left)**: Features a light blue header with a lightbulb icon. The main content area is white with a blue sidebar on the left. The title 'Brainstorm & idea prioritization' is prominently displayed. 7. **Template 7 (Bottom Second from Left)**: Has a light blue header with a lightbulb icon. The main content area is white with a blue sidebar on the left. The title 'Brainstorm & idea prioritization' is prominently displayed. 8. **Template 8 (Bottom Third from Left)**: Has a light blue header with a lightbulb icon. The main content area is white with a blue sidebar on the left. The title 'Brainstorm & idea prioritization' is prominently displayed. 9. **Template 9 (Bottom Fourth from Left)**: Has a light blue header with a lightbulb icon. The main content area is white with a blue sidebar on the left. The title 'Brainstorm & idea prioritization' is prominently displayed. 10. **Template 10 (Bottom Fifth from Left)**: Has a light blue header with a lightbulb icon. The main content area is white with a blue sidebar on the left. The title 'Brainstorm & idea prioritization' is prominently displayed.

RESULT

DASH BOARD

JOB ROLE WITH EMPLOYEES COUNT

A treemap visualization showing the distribution of employees by job role and gender. The chart is divided into two main horizontal sections: 'Sales Executive' (top) and 'Research Scientist' (bottom). Each section is further divided into three vertical columns representing gender: Male (dark blue), Female (medium blue), and Other (light blue). The size of each rectangle corresponds to the number of employees in that category.

Job Role	Male	Female	Other
Sales Executive	15	10	10
Research Scientist	10	10	10

Education	Job Level
Associates Degree	550
Bachelor's Degree	1150
Doctoral Degree	100
High School	300
Master's Degree	850

Category	Sub-Category	Value
Sales Executive	Sub-Category 1	10
	Sub-Category 2	10
	Sub-Category 3	10
Research Scientist	Sub-Category 4	10
	Sub-Category 5	10
	Sub-Category 6	10

Gender	Job Role	Age (Approx.)
Female	Human Resources	2.0K
	Manager	3.0K
	Research Director	1.5K
	Sales Executive	5.0K
Male	Human Resources	3.2K
	Manager	2.5K
	Research Director	2.0K
	Sales Executive	6.5K

A Venn diagram illustrating the relationship between three sets: Y Divorced, Y Married, and Y Single. The three sets are represented by blue ovals that overlap in a central region, indicating that individuals can belong to multiple categories simultaneously.

Business Travel

Monthly Income

Non-Travel.. Travel_F.. Travel_R

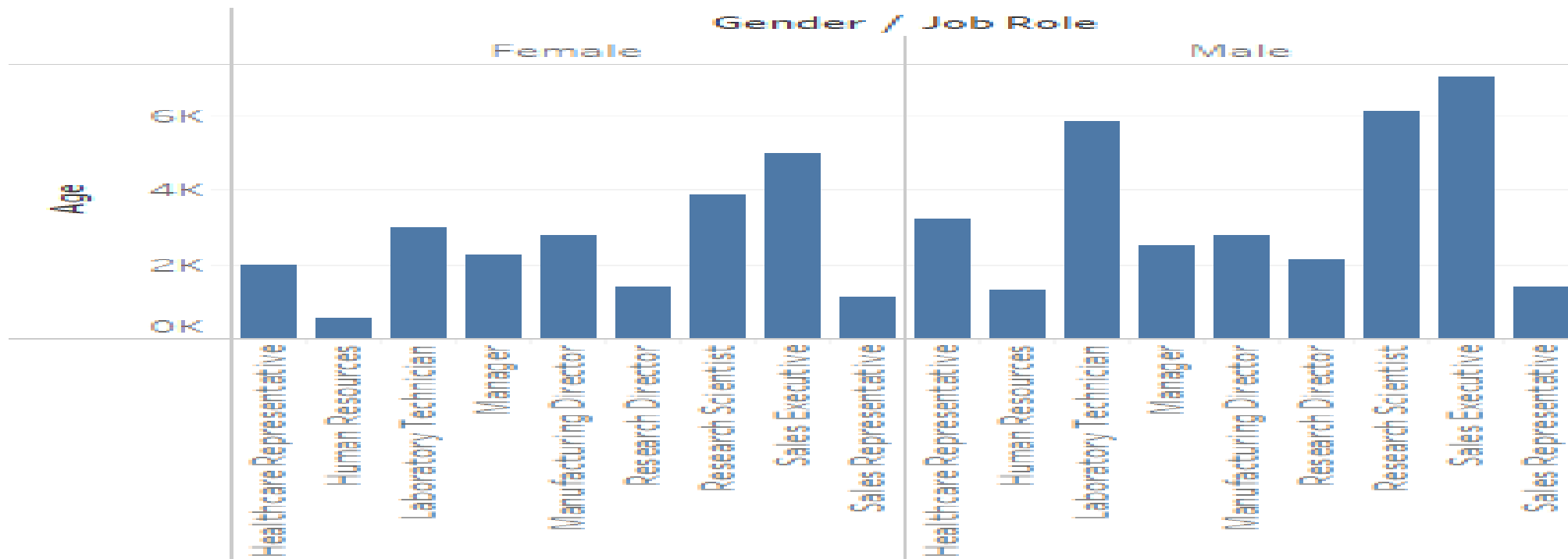
STORY

Visualization 1:

This visualization show that THE JOB ROLE BASED ON GENDER

This visualization show that MARITAL STATUS ARE WITH AGE

This visualization show that THE BUSINESS TRAVEL ON MONTHLY

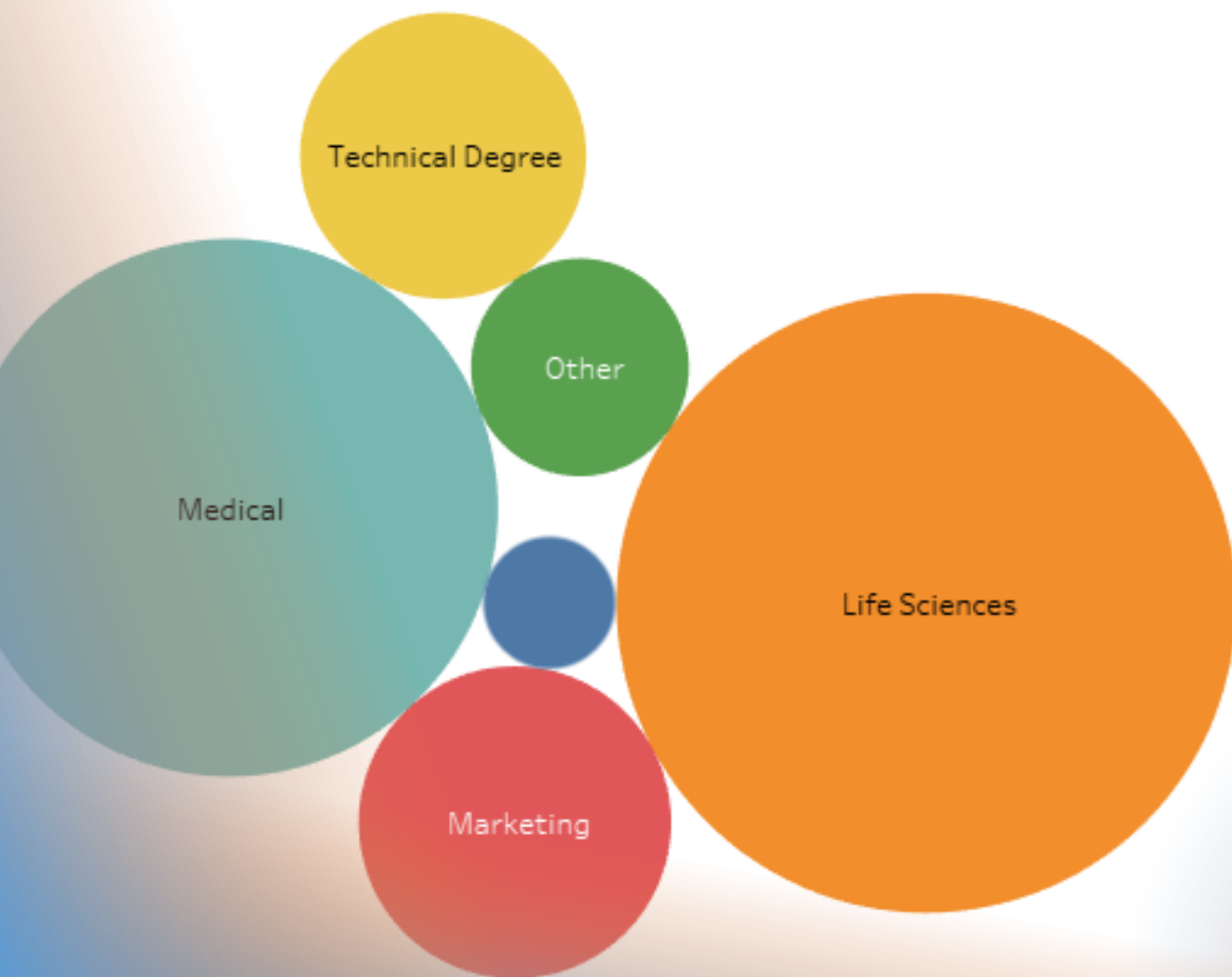


This visualization show
that THE JOB ROLE
BASED ON GENDER

This visualization show
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This visualization show
that THE BUSINESS
TRAVEL ON MONTHLY

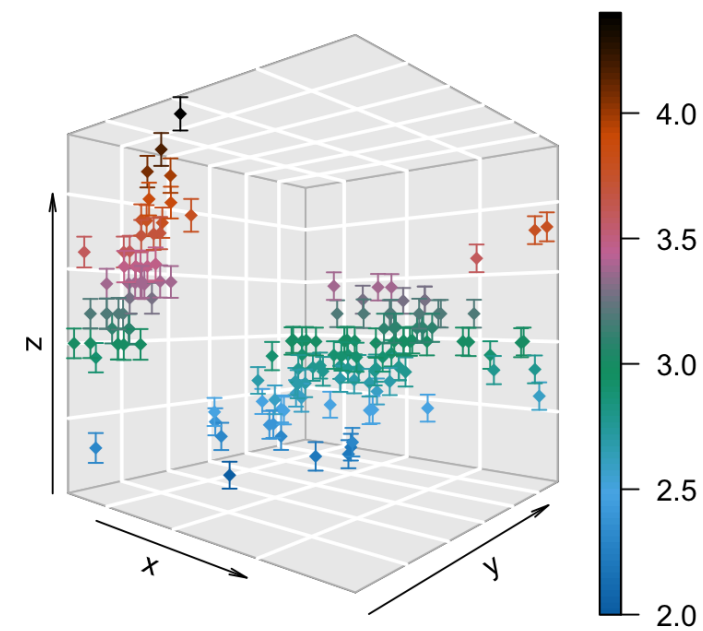
This visualization show
that THE VALUES OF
ATTRITION AND



Education Field

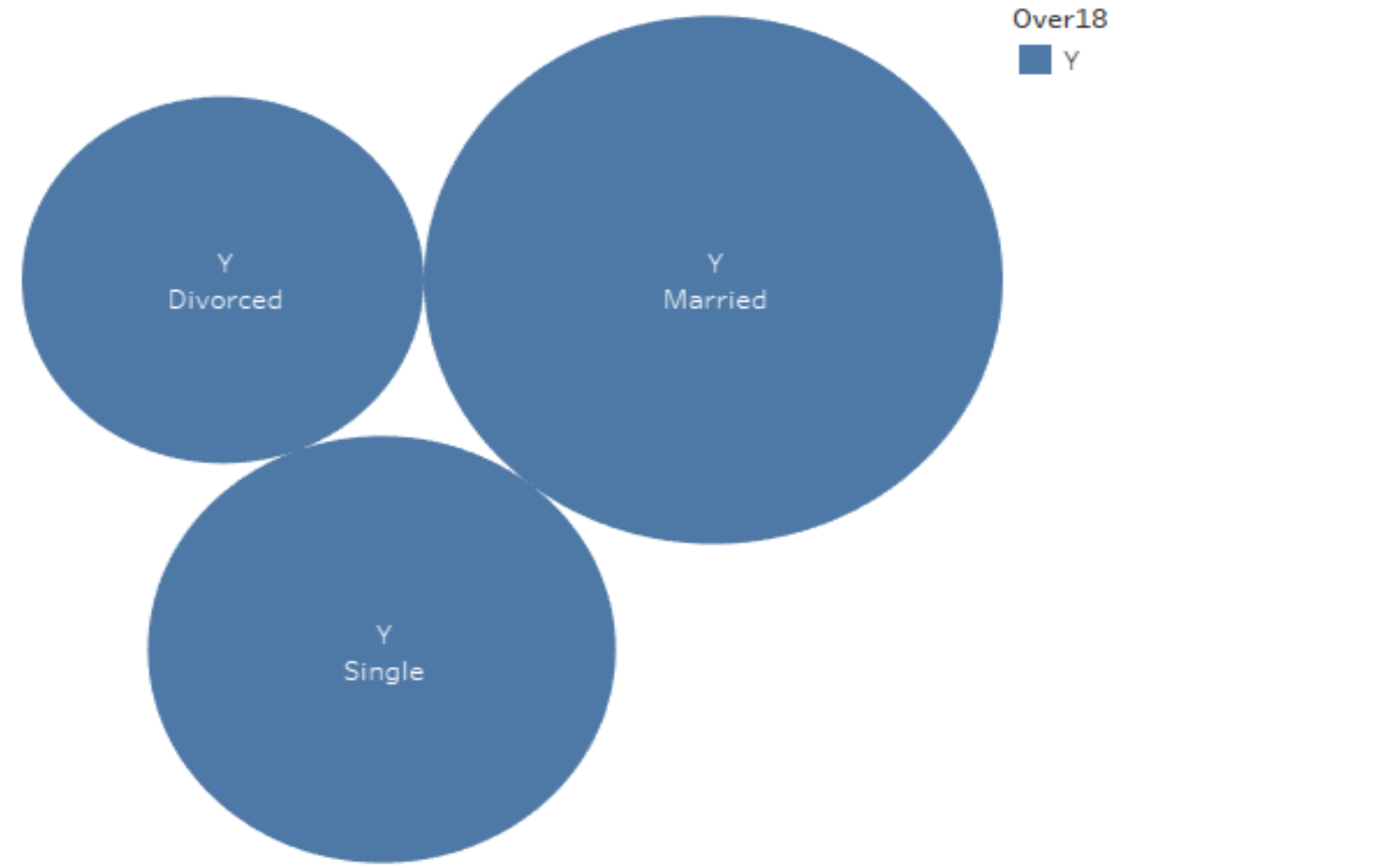
- Human Resource
- Life Sciences
- Marketing
- Medical
- Other
- Technical Degree

Visualization 2:



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Visualization 3:



Visualization 4:

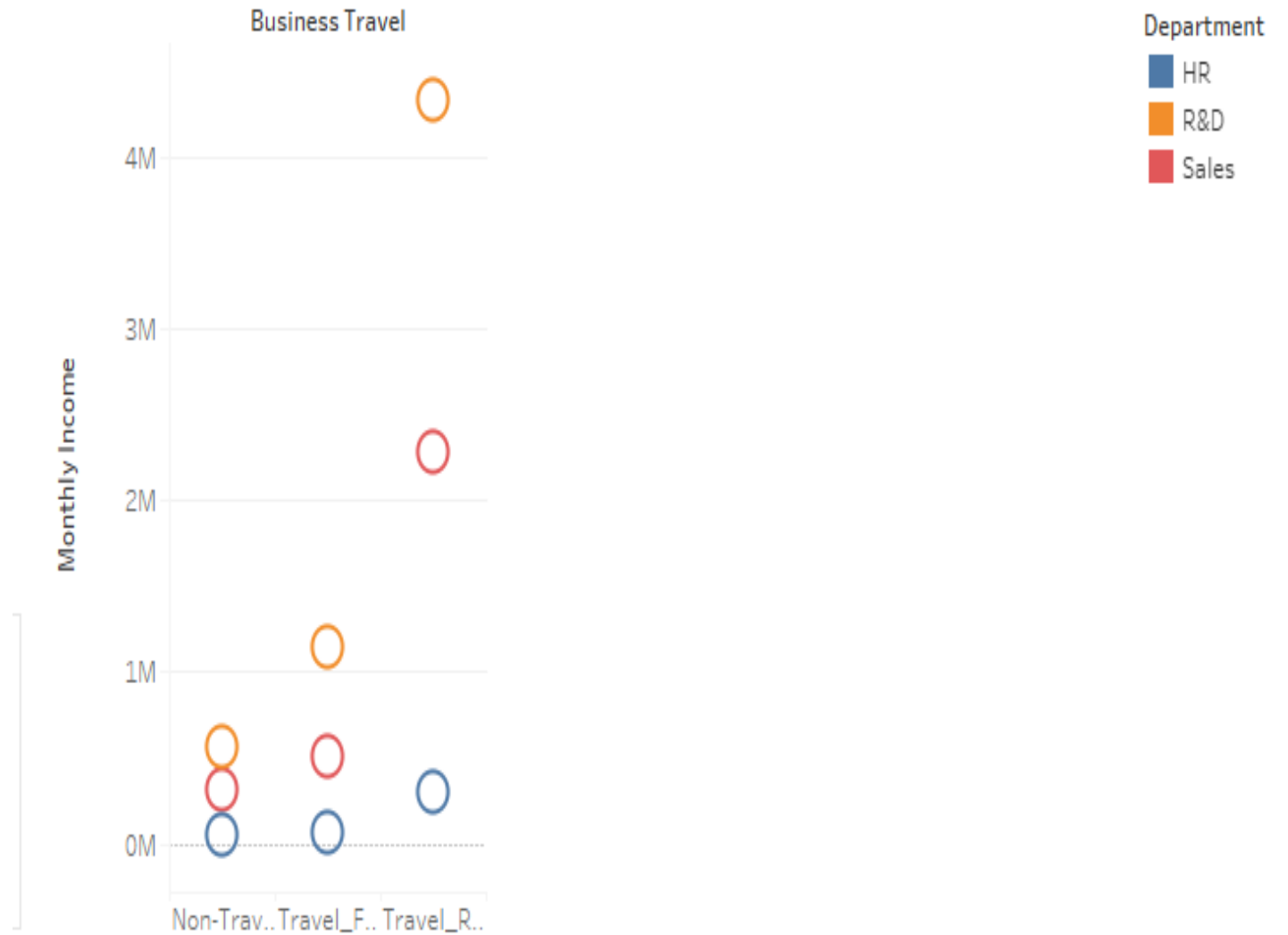
◀ This visualization show that THE JOB ROLE BASED ON GENDER

This visualization show that MARITAL STATUS ARE WITH AGE

This visualization show that THE BUSINESS TRAVEL ON MONTHLY

This visualization show that THE VALUES OF ATTRITION AND

This visualization show that THE DEPARTMENT CF



Visualization 5:

Story 1

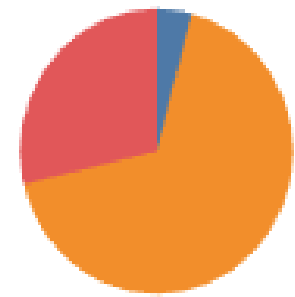
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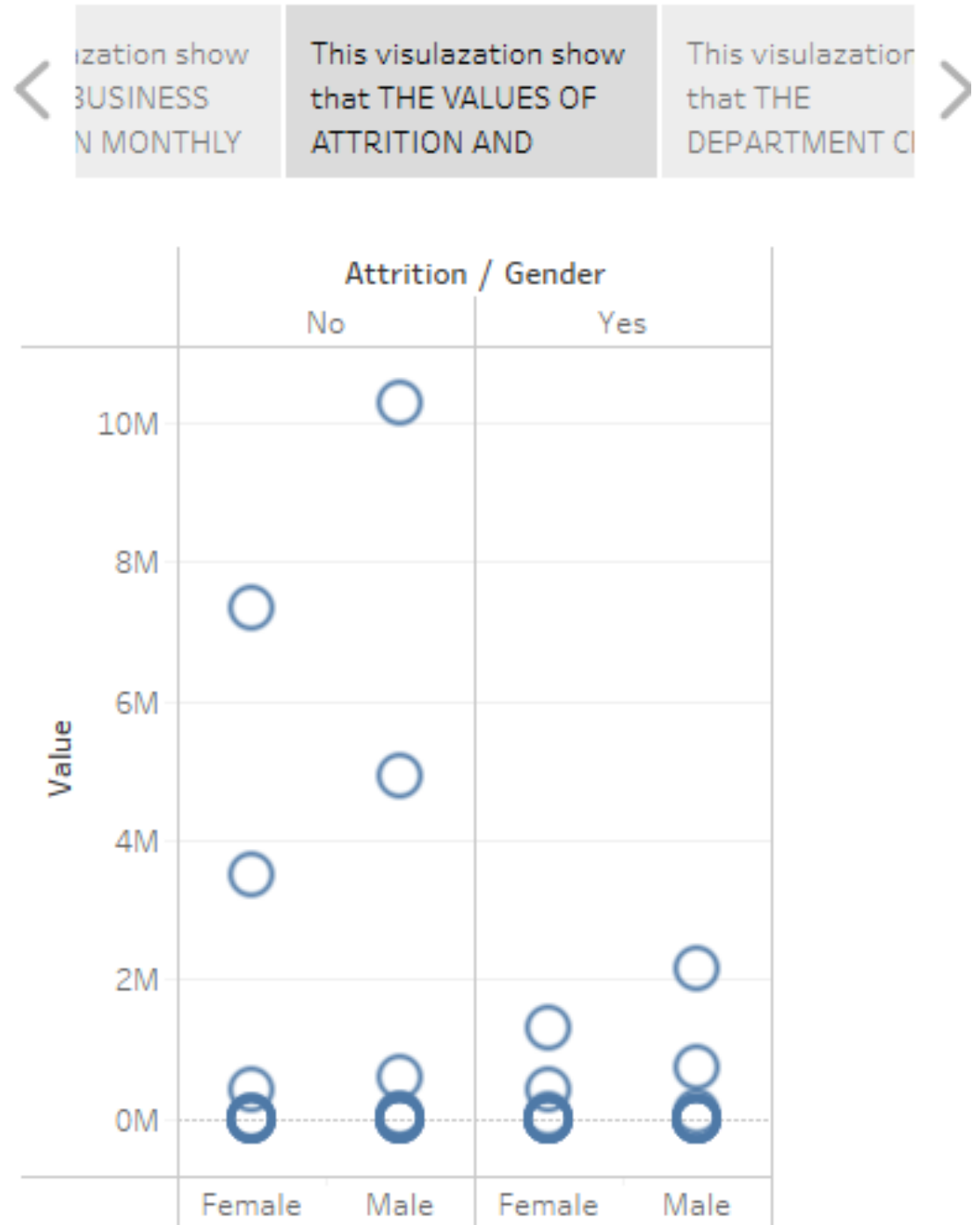
Department

- HR
- R&D
- Sales

CF current Employee

 1,233

Visualization 6:



DASH BOARD LINK:

https://public.tableau.com/views/Book1_16972125293770/Story1?:language=en-US&publish=yes&:display_count=n&:origin=viz_share_link

STORY LINK:

https://public.tableau.com/views/Book1_16972125293770/Story1?:language=en-US&publish=yes&:display_count=n&:origin=viz_share_link

THANK
YOU

