

PROJECT REPORT

1.INTRODUCTION:

1.1 OVERVIEW:

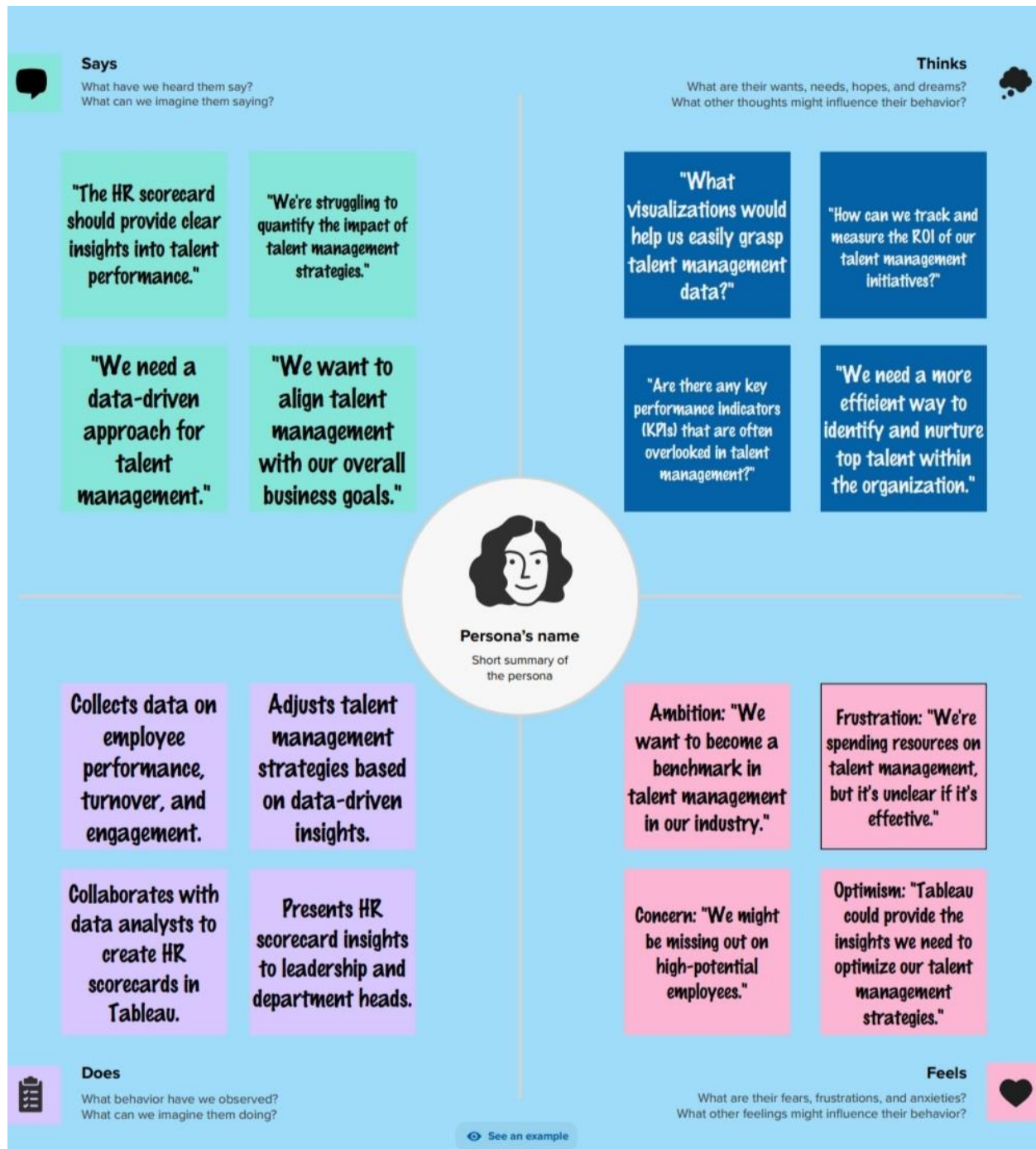
A Tableau HR scorecard is a visual tool for measuring success in talent management. It comprises key performance indicators (KPIs) and data visualizations to track HR-related metrics. Users can interact with the scorecard, apply filters, and gain insights into employee turnover, engagement, and other crucial HR data. It offers benchmarking against industry standards and historical data for trend analysis. Regular updates and feedback mechanisms ensure it remains an effective tool for HR decision-making.

1.2 PURPOSE:

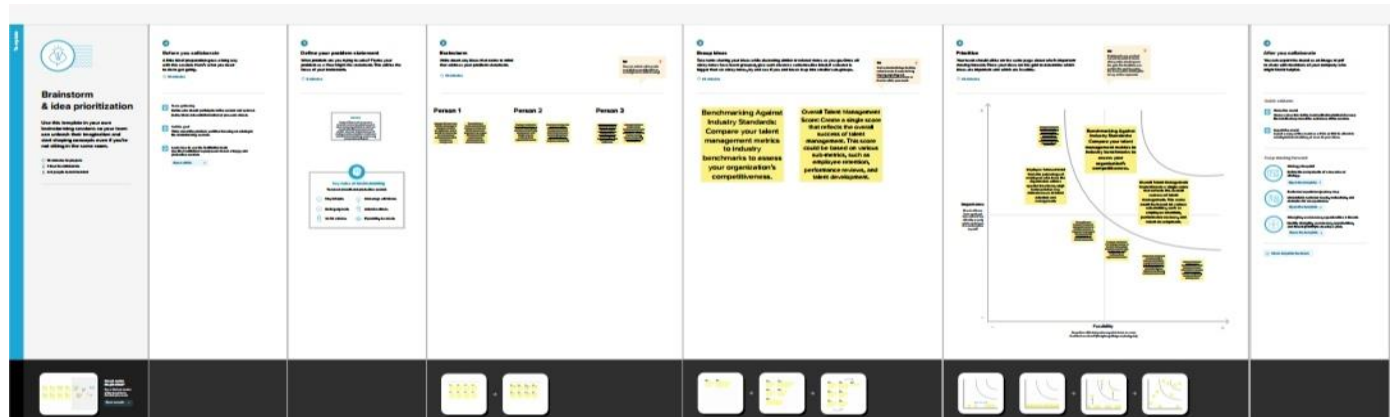
The purpose of a Tableau HR scorecard is to:
Measure and track HR performance. Facilitate data-driven decision-making. Identify areas for improvement in talent management. Promote transparency and accountability in HR practices.

2.Problem Definition & Design Thinking:

2.1 Empathy Map



2.2 IDEATION AN BRAINSTORMING MAP



3.RESULTS

Dashboard:

HR Analytics Scorecard

Education
All

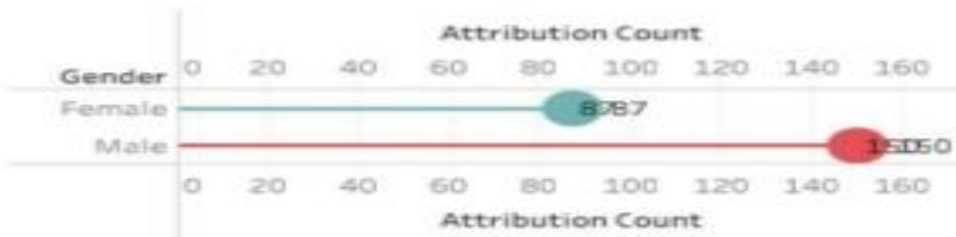
KPI

Employee Count	Attrition Count	Attrition Rate	Active Employees	Avg. Age
961.0	133.0	13.84%	1,233	37.0

Active Employees

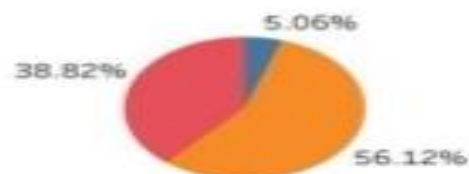
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Attrition by Gender



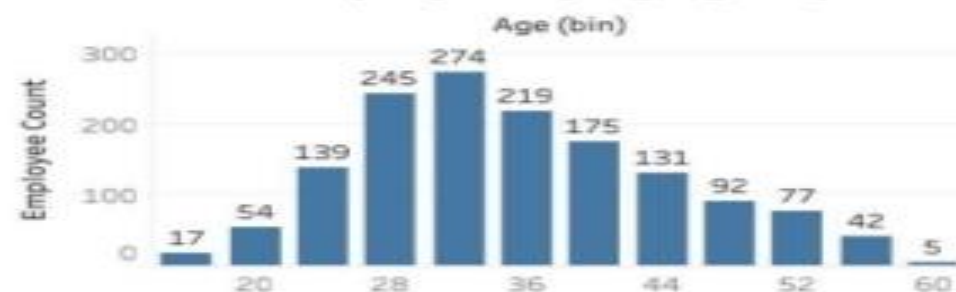
Gender
Female
Male

Department wise Attrition



Department
HR
R&D
Sales

No.of employee by age group



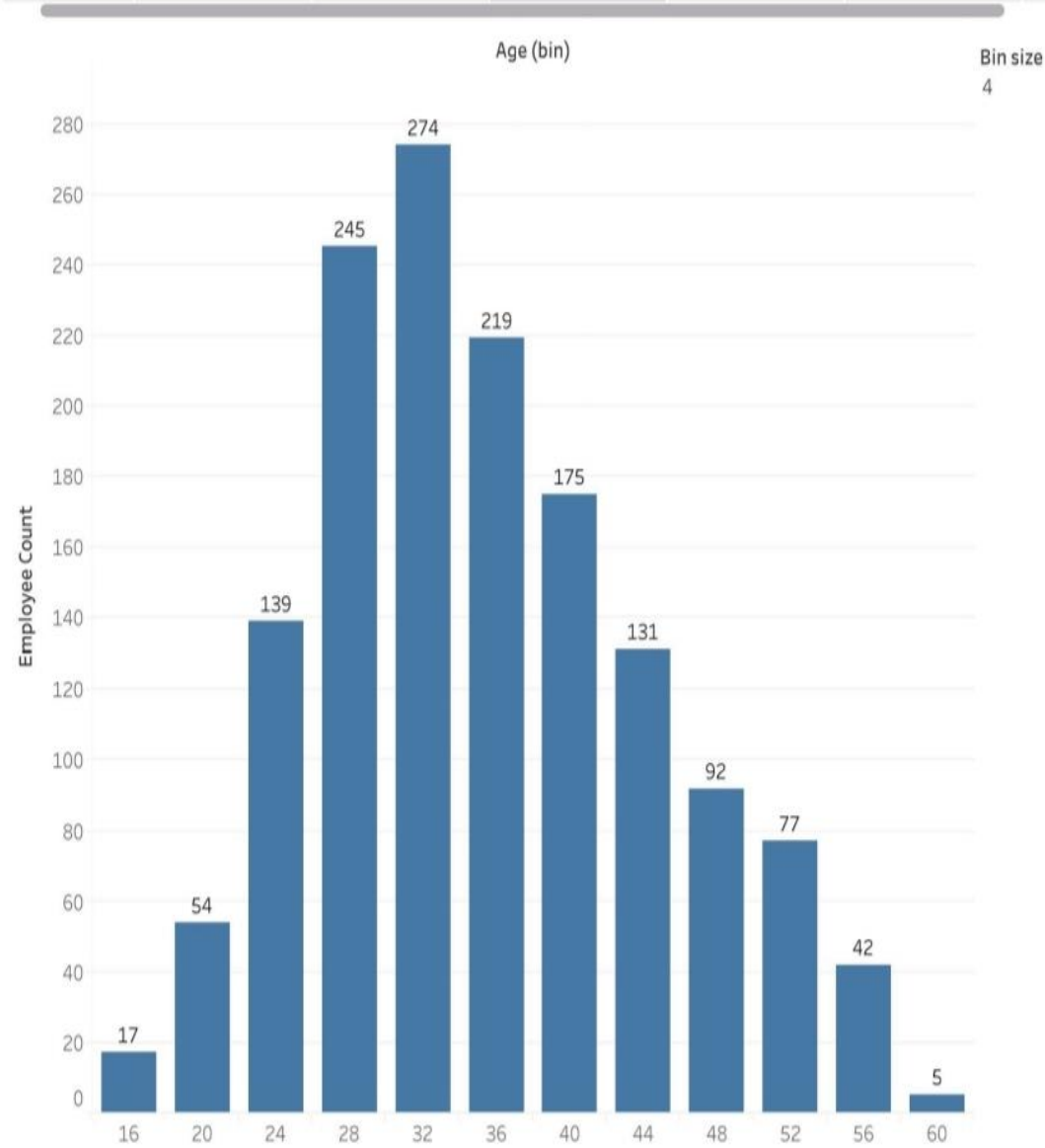
Job Satisfaction Rating

Job Role	Job Satisfaction			
	3	4	2	1
Healthcare Represe..	43	43	19	26
Human Resources	13	13	16	10
Laboratory Technici..	75	80	48	56

Story:

Story 2

KPI	Attrition by Gender	Department wise Attrition	No.of employee by age group	Job Satisfaction Rating	Education Field wise Attrition	Attrition Rate by Gender for ..
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4.ADVANTAGES AND DISADVANTAGES:

Advantages:

Data-Driven Decision-Making: Provides data-driven insights for informed HR decisions. Visual Clarity:

Visualizations make complex HR data easier to understand. Performance Tracking: Allows ongoing tracking of HR performance and trend analysis.

Customization: Tailored to an organization's specific KPIs and needs. Benchmarking: Facilitates industry benchmarking to gauge competitiveness.

Disadvantages:

Complex Implementation: Setting up and maintaining the scorecard can be complex and time-consuming.

Data Quality: Relies on accurate and up-to-date data; poor data quality can lead to inaccurate insights.

Costs: Requires investment in Tableau software and potentially skilled personnel.

User Training: Users may need training to interpret and utilize the scorecard effectively.

Overemphasis on Metrics: Overreliance on KPIs can neglect qualitative aspects of talent management.

5.APPLICATIONS:

Recruitment and Onboarding: Helps HR professionals track time-to-fill job vacancies, assess the quality of new hires, and optimize the onboarding process for a seamless experience.

Employee Engagement: Measures employee satisfaction, engagement, and retention, enabling HR to identify areas for improvement and implement strategies to boost morale.

Performance Management: Evaluates individual and team performance, allowing for more effective goal setting, performance reviews, and development plans.

Training and Development: Monitors the effectiveness of training programs, ensuring that employees receive the necessary skills to excel in their roles.

Succession Planning: Aids in identifying high-potential employees.

6.CONCLUSION:

Tableau HR scorecards are invaluable tools for talent management, offering data-driven insights for informed decisions and enhancing HR practices. While they require investment and maintenance, the benefits of improved recruitment, engagement, and performance management make them a wise choice for organizations aiming to excel in managing their workforce.

7.FUTURE SCOPE:

The future scope for Tableau HR scorecards is promising, with advancements in data analytics and HR technology. It will likely evolve to offer real-time

data and predictive analytics for proactive talent management. Additionally, greater integration with AI and machine learning may further enhance its capabilities.