

The Tableau HR Scorecard: Measuring Success In Talent Management

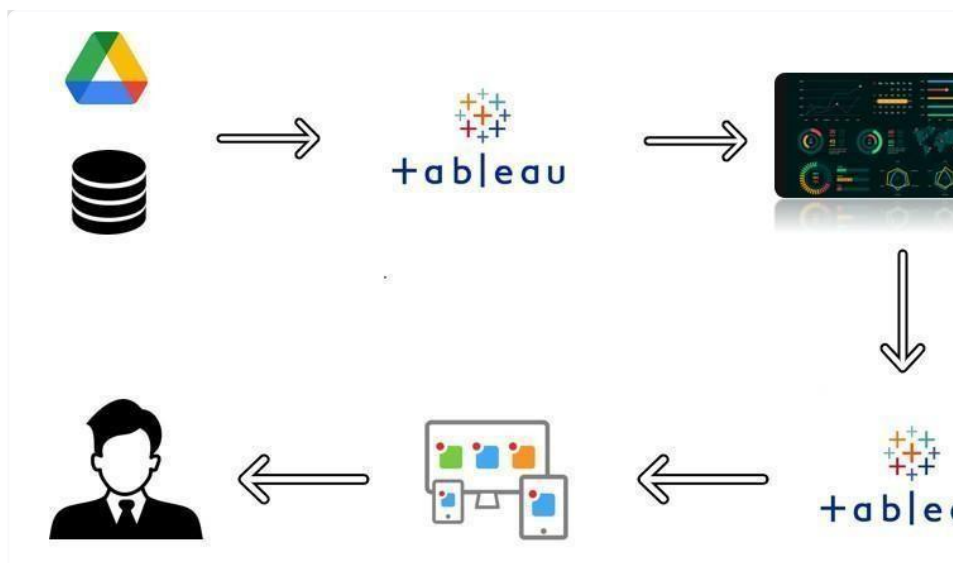
The Tableau HR Scorecard: Measuring Success In Talent Management

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.

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.

Technical Architecture:



Project Flow

To accomplish this, we have to complete all the activities listed below,

- Define Problem / Problem Understanding
 - Specify the business problem
 - Business requirements
 - Literature Survey
- Data Collection & Extraction
 - Collect the dataset
 - Connect Dataset with Tableau
- Data Preparation
 - Prepare the Data for Visualization
- Data Visualizations
 - No of Unique Visualizations
- Dashboard
 - Responsive and Design of Dashboard
- Story
 - No of Scenes of Story
- Performance Testing
 - Utilization of Data Filters
 - No of Visualizations/ Graphs
- Publishing
 - Publishing Dashboard & Story to Tableau Public
- Project Demonstration & Documentation
 - Record explanation Video for project end to end solution
 - Project Documentation-Step by step project development procedure.
 - Define Problem / Problem Understandi
 -
 -
 -

Define Problem / Problem Understanding

Problem Understanding, also known as Problem Definition or Problem Identification, is the initial and critical phase of any data analysis or problem-solving process. It involves gaining a clear and

comprehensive understanding of the problem at hand, its context, scope, and objectives.

Data Collection & Extraction

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, and evaluate outcomes and generate insights from the data.

Data Preparation

Data preparation, also known as data preprocessing, is a crucial step in the data analysis process. It involves transforming raw data into a clean, structured, and suitable format for analysis. Proper data preparation ensures that the data is accurate, consistent, and ready to be used effectively to derive meaningful insights .

Data Visualization

Data visualization is the process of creating graphical representations of data in order to help people understand and explore the information. The goal of data visualization is to make complex data sets more accessible, intuitive, and easier to interpret. By using visual elements such as charts, graphs, and maps, data visualizations can help people quickly identify patterns, trends, and outliers in the data.

Dashboard

A dashboard is a graphical user interface (GUI) that displays information and data in an organized, easy-to-read format. Dashboards are often used to provide real-time monitoring and analysis of data, and are typically designed for a specific purpose or use case. Dashboards can be used in a variety of settings, such as business, finance, manufacturing, healthcare, and many other industries. They can be used to track key performance indicators (KPIs), monitor performance metrics, and display data in the form of charts, graphs, and tables.

Story

A data story is a way of presenting data and analysis in a narrative format, with the goal of making the information more engaging and easier to understand. A data story typically includes a clear introduction that sets the stage and explains the context for the data, a body that presents the data and analysis in a logical and systematic way, and a conclusion that summarizes the key findings and highlights their implications. Data stories can be told using a variety of mediums, such as reports, presentations, interactive visualizations, and videos.

Performance Testing

Performance testing in data analysis involves evaluating the efficiency and effectiveness of data processing and analysis tasks. It is a crucial step to ensure that data analysis processes can handle large volumes of data and deliver results within acceptable time frames. Performance testing helps identify potential bottlenecks and optimize the data analysis pipeline for better performance.

Publishing

Publishing Tableau Desktop to Tableau Public is a process which allows to share Tableau visualizations publicly on the internet. Tableau Public is a free cloud-based platform provided by Tableau Software specifically designed for sharing interactive data visualizations with the world. When you publish to Tableau Public, your visualizations become accessible to anyone on the web, and you can embed them in websites, blogs, and social media.,

Project Demonstration & Documentation

Below mentioned deliverables to be submitted along with other deliverables.

Activity 1: Record explanation Video for project end to end solution

Activity 2: Project Documentation-Step by step project development procedure

Create a document as per the template provided.

© 2018-2020 dndsofthub All Rights Reserved