

THE TABLEAU HR SCORECARD MEASURING SUCCESS IN TALENT MANAGMENT

Submitted by

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THE TABLEAU HR SCORECARD MEASURING SUCCESS IN TALENT MANAGEMENT

Project Repoart Template

1 INTRODUCTION

1.1 Overview

brief description about your project

1.2 Purpose

The use of this project. What can be achieved using this.

2 Problem Definition & Design Thinking

2.1 Empathy Map

Paste the empathy map screenshot

2.2 Ideation & Brainstorming Map

Paste the Ideation & brainstorming map screenshot

3 RESULT

Final findings (Output) of the project along with screenshots.

4 ADVANTAGES & DISADVANTAGES

List of advantages and disadvantages of the proposed solution

5 APPLICATIONS

The areas where this solution can be applied

6 CONCLUSION

Conclusion summarizing the entire work and findings.

7 FUTURE SCOPE

Enhancements that can be made in the future.

8 APPENDIX

A. Source Code

Attach the code for the solution built

1 INTRODUCTION

1.1 Overview

An effective HR scorecard includes metrics related to learning and development initiatives. By measuring training effectiveness, skill gaps, and employee development progress, organizations can identify areas where investment in employee learning can yield the highest returns

1.2 Purpose

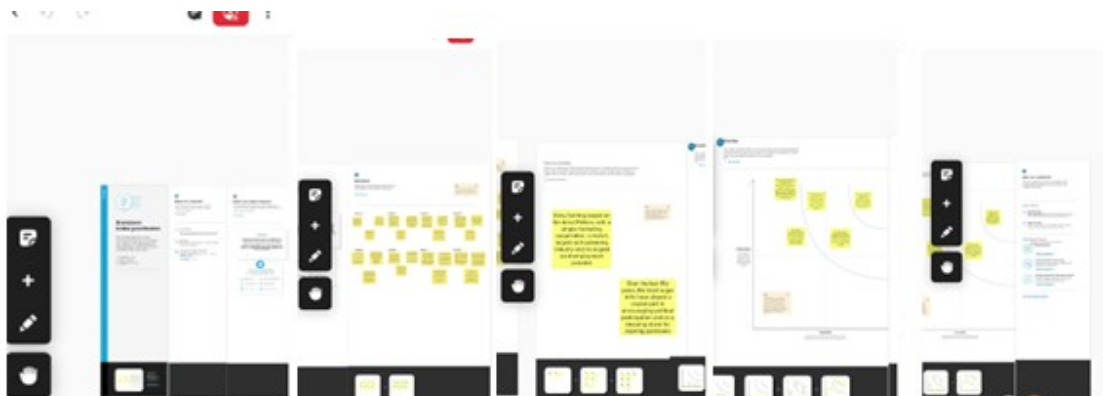
provides a way for HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development. training effectiveness, skill gaps, and employee development progress, organizations can identify areas where investment in employee learning can yield the highest returns

2 Problem Definition & Design Thinking

2.1 Empathy Map



2.2 Ideation & Brainstorming Map

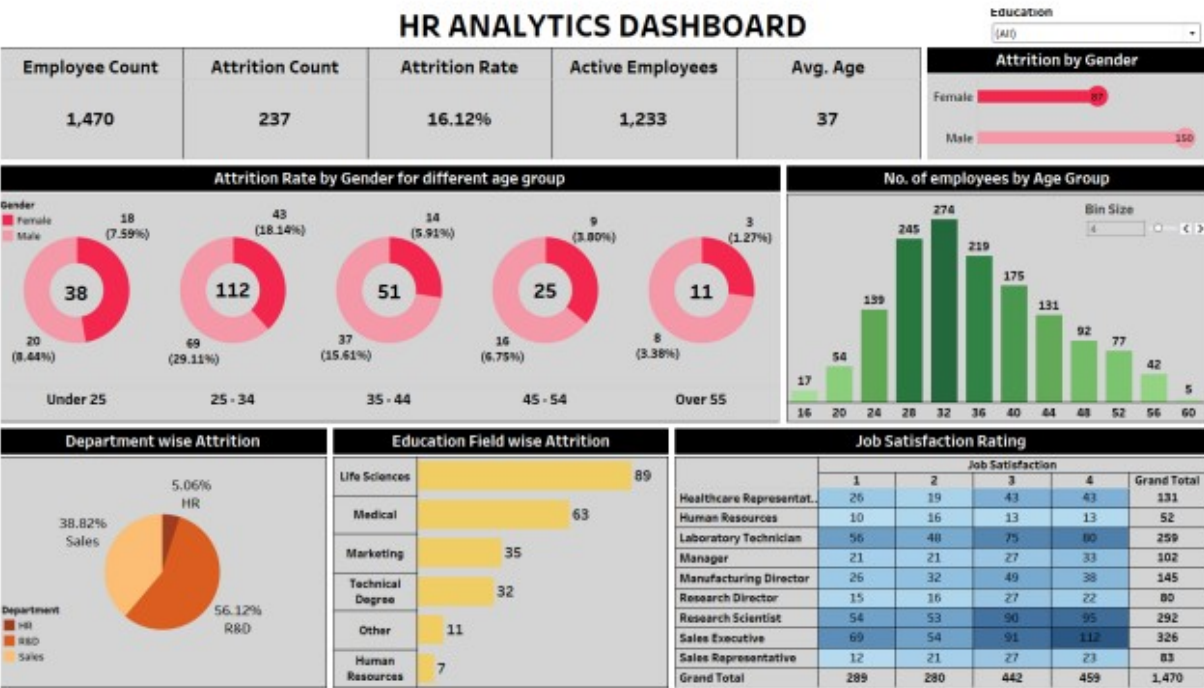


3 RESULT

STORY

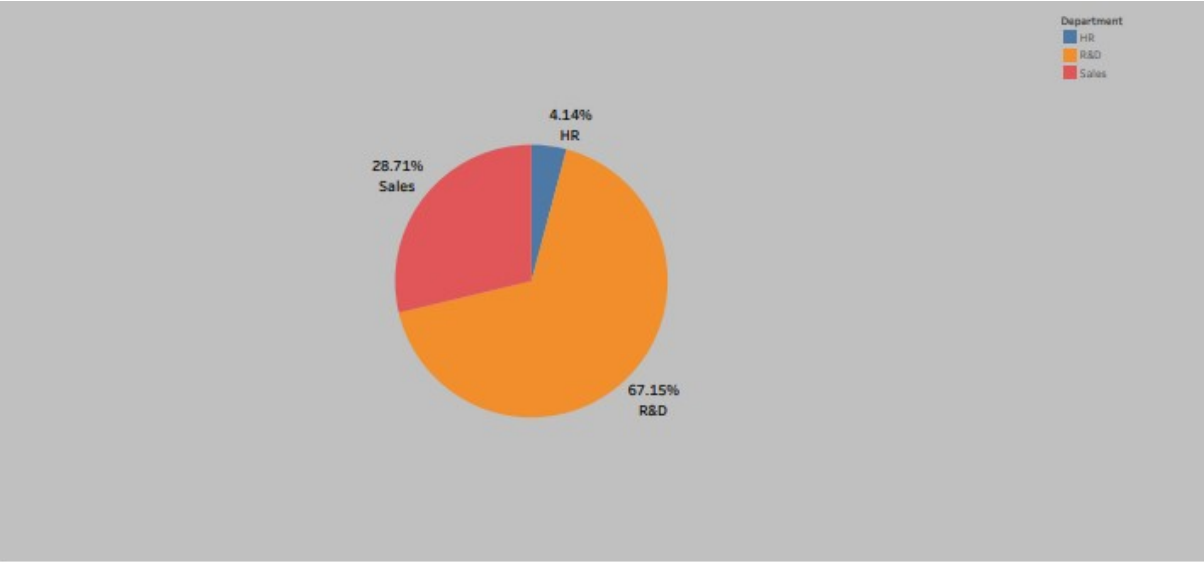


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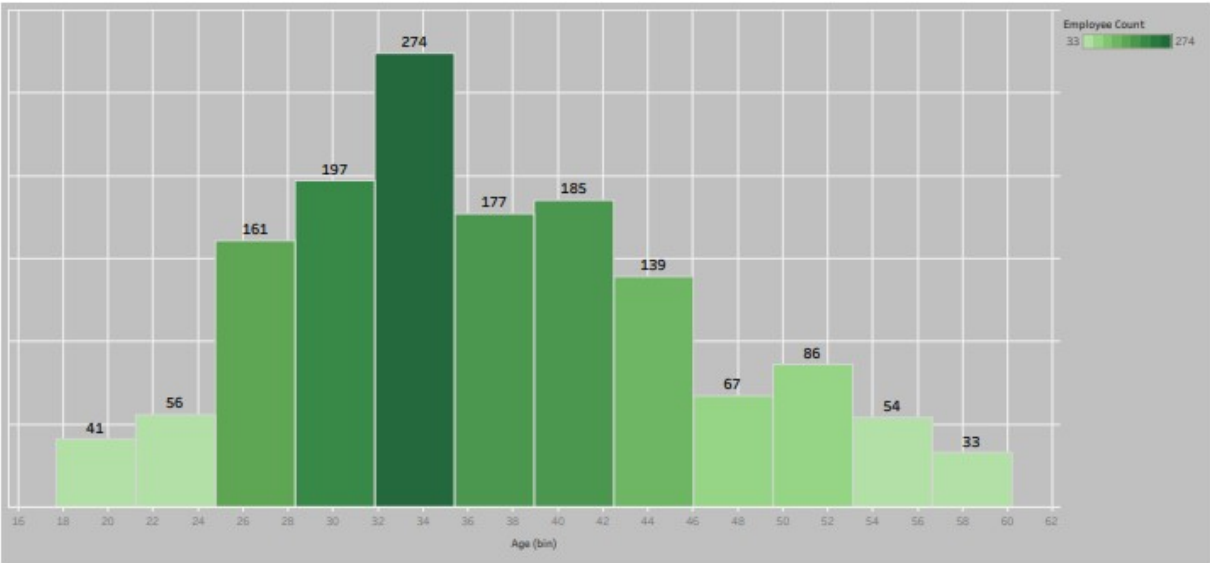


SHEETS

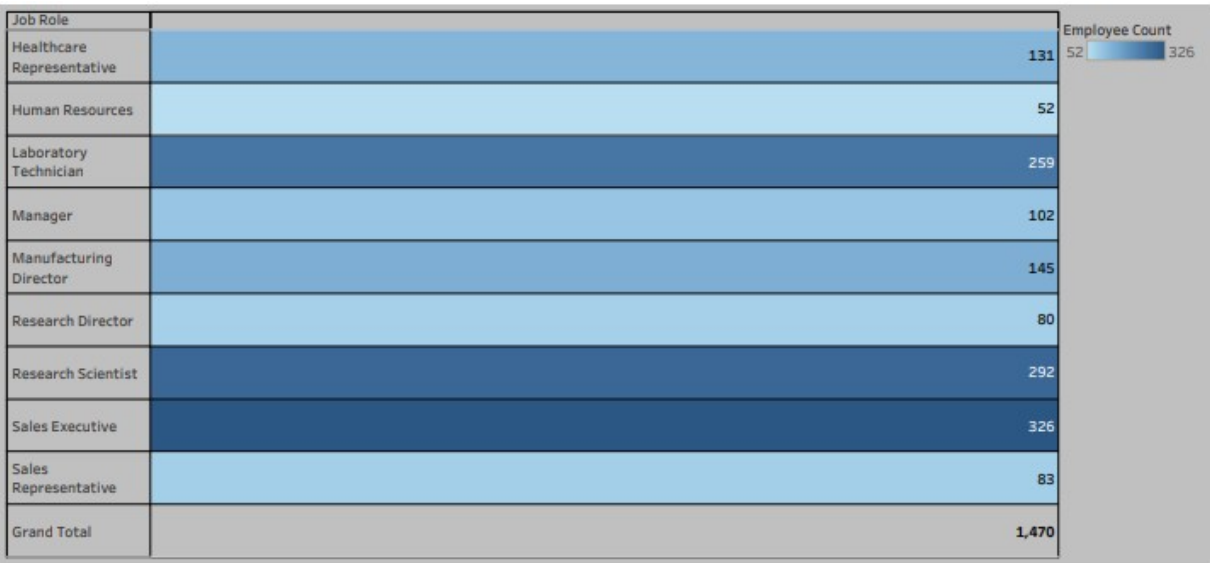
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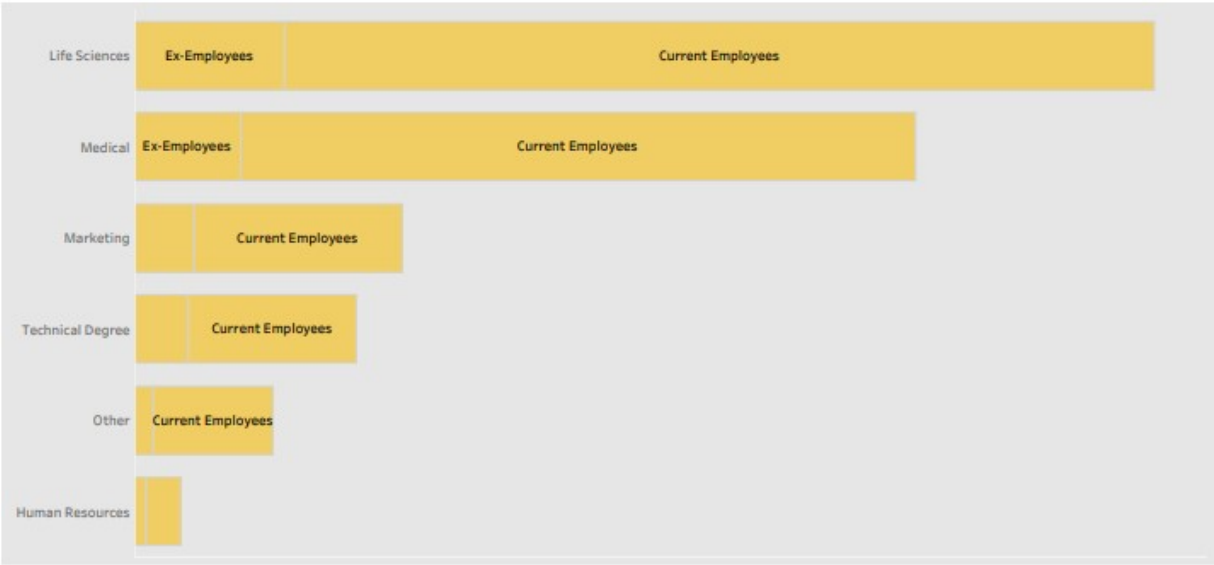
Sheet 2



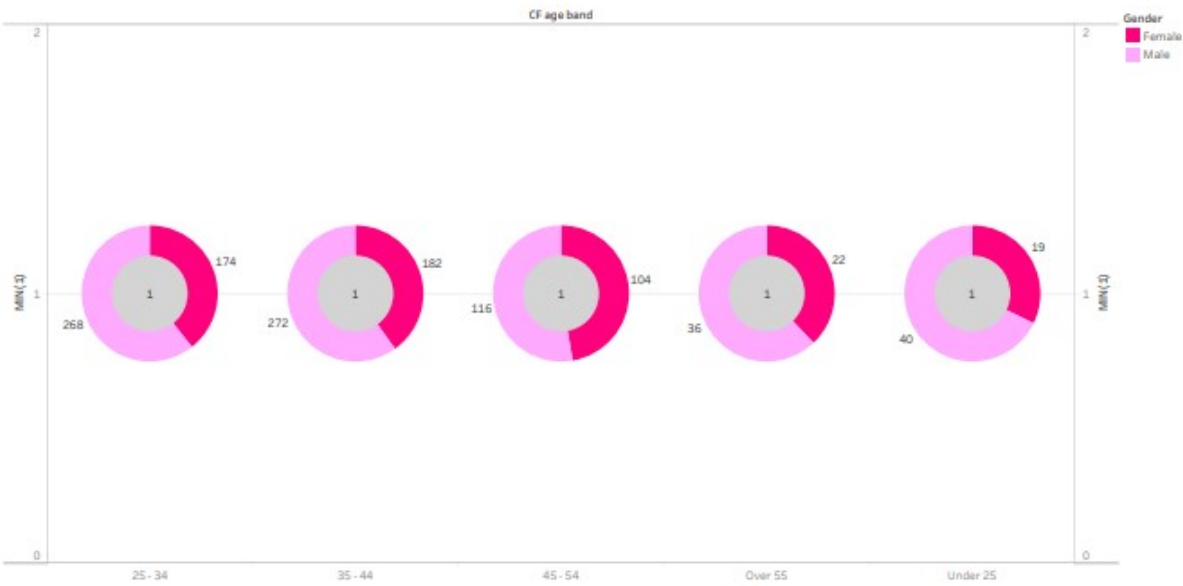
Sheet 3



Sheet 4



Sheet 5



Sheet6

Sheet 7

Sheet 8

Sheet 9

Sheet 10

Employee Count	Attrition Count	Attrition Rate	Active Employees	Avg. Age
1,470	237	16.12%	1,233	37

4 ADVANTAGES & DISADVANTAGES

THE TABULEA HR SCORECARD MEASURING TELANT MANGER ADVANTAGE

1. The HR scorecard is a strategic HR measurement system that helps to measure, manage, and improve the strategic role of the HR department.
2. The HR scorecard is meant to measure leading HR indicators of business performance. Leading indicators are measurements that predict future business growth.
3. Having a scorecard takes the guesswork out of trying to understand everyone's responsibilities in the team and gets the entire department synced up under one structure.
4. This also gives a much clearer picture of HR projects and initiatives.

THE TABULEA HR SCORECARD MEASURING TELANT MANGER DISADVANTAGE

1. Summary, building a Tableau dashboard for Human Resources Management involves identifying.
2. Visualizations, designing for the user, adding interactivity, ensuring data accuracy and security, and seeking feedback for continuous improvement.
3. Performance measures may tend to unreliable if developed by functional managers such as HR and marketing.
4. They may measure areas they know rather the critical success factors. However having inspections and audits over these controls can further limit the time and financial resources.

5 APPLICATIONS

- * Having a scorecard takes the guesswork out of trying to understand everyone's responsibilities in the team and gets the entire department synced up under one structure. This also gives a much clearer picture of HR projects and initiatives.
- * Performance measures may tend to unreliable if developed by functional managers such as HR and marketing. They may measure areas they know rather the critical success factors. However having inspections and audits over these controls can further limit the time and financial resources.
- * Allows managers to translate a firm's vision into measureable operational goals. It is a tool which can be effectively used by managers for both strategic implementation and strategic formulation.

6 CONCLUSION

The HR scorecard is meant to measure leading HR indicators of business performance. Leading indicators are measurements that predict future business growth. summary, building a Tableau dashboard for Human Resources Management involves identifying key metrics, selecting appropriate

visualizations, designing for the user, adding interactivity, ensuring data accuracy and security, and seeking feedback for continuous improvement

7 FUTURE SCOPE

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. training effectiveness, skill gaps, and employee development progress, organizations can identify areas where investment in employee learning can yield the highest returnseffective HR scorecard includes metrics related to learning and development initiatives. By measuring training effectiveness, skill gaps, and employee development progress, organizations can identify areas where investment in employee learning

8 PPENDIX

A.Source Code

* An effective HR scorecard includes metrics related to learning and development initiatives. By measuring training effectiveness, skill gaps, and employee development progress, organizations can identify areas where investment in employee learning can yield the highest returnsprovides 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 is a strategic HR measurement system that helps to measure, manage, and improve the strategic role of the HR department.

* The HR scorecard is meant to measure leading HR indicators of business performance. Leading indicators are measurements that predict future business growth. summary, building a Tableau dashboard for Human Resources Management involves identifying key metrics, selecting appropriate visualizations, designing for the user, adding interactivity, ensuring data accuracy and security, and seeking feedback for continuous improvement. Makes it easier to communicate the strategyHaving a scorecard takes the guesswork out of trying to understand everyone's responsibilities in the team and gets the entire department synced up under one structure. This also gives a much clearer picture of HR projects and initiatives.

