

# PROJECT REPORT TEMPLATE

## 1. INTRODUCTION:

### 1.1 Overview:

#### Project Description:

#### PROJECT NAME:

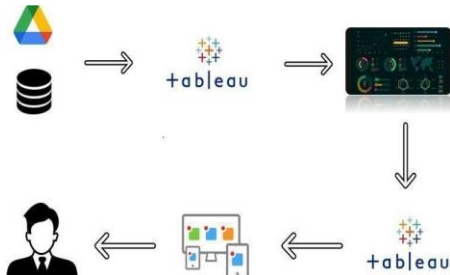
#### The Tableau HR Scorecard: Measuring Success In Talent Management

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:



## 1.2 Purpose:

### Uses of project:

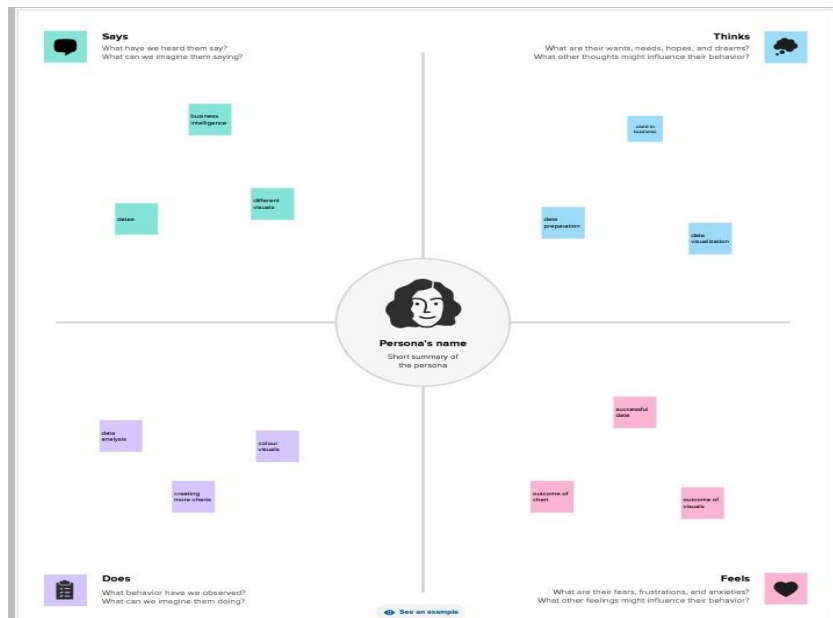
It provides a way for HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development.

### Achievement using this project:

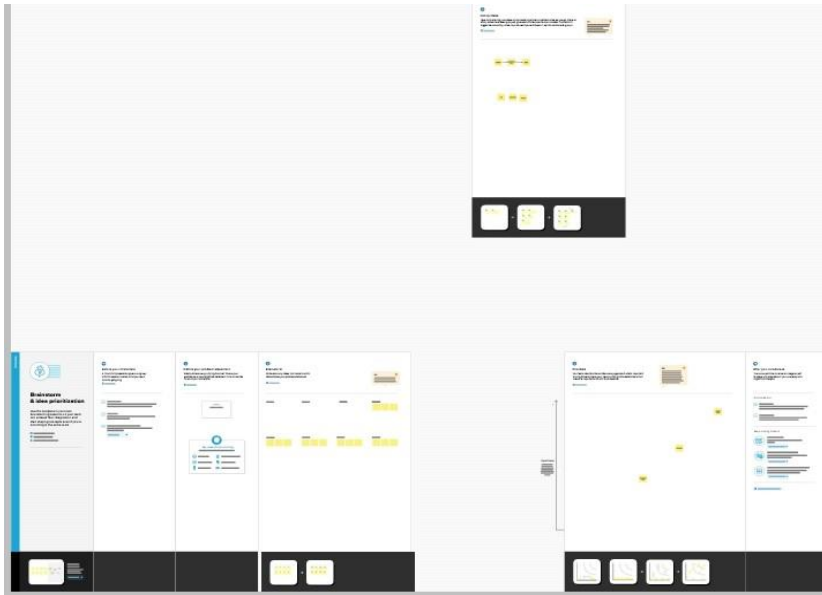
Key metrics include goal achievement rates, employee feedback and satisfaction scores, and trends in performance improvement. These metrics highlight the effectiveness of your performance management processes and the alignment of employee goals with organizational objectives.

## 2. PROBLEM DEFINITION & DESIGN THINKING:

### 2.1 Empathy Map:



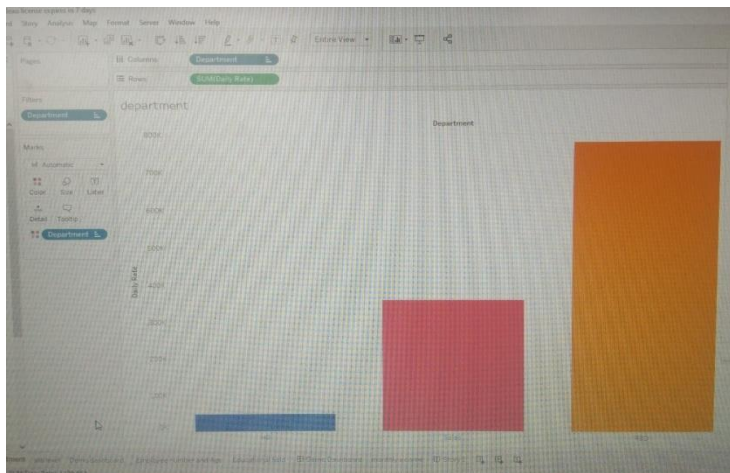
## 2.2 Ideation & Brainstorming Map:



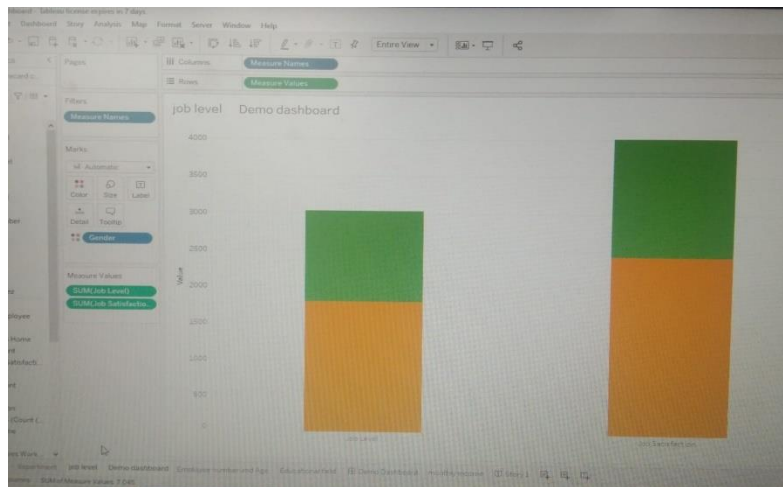
## 3. RESULT:

### NUMBER OF DATA VISUALIZATION:

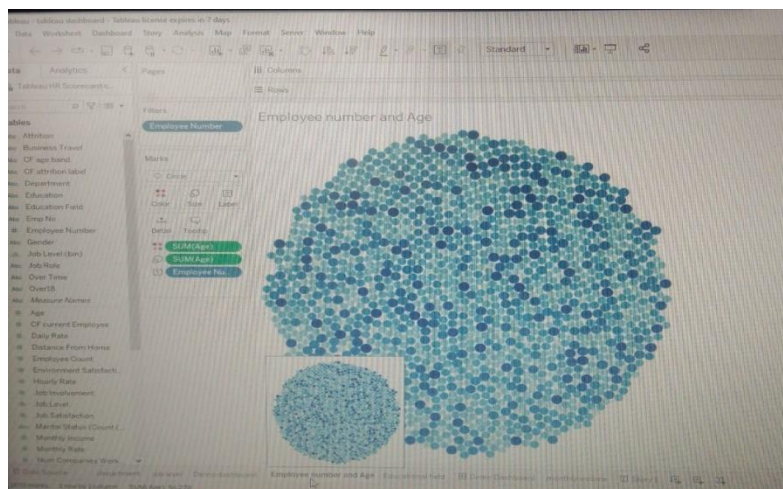
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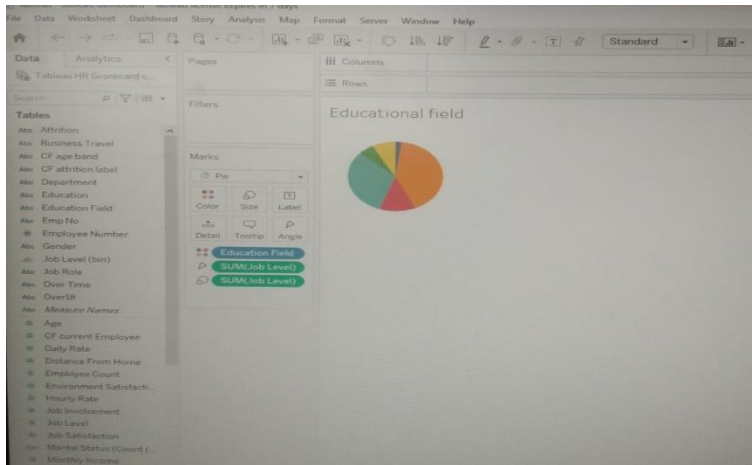
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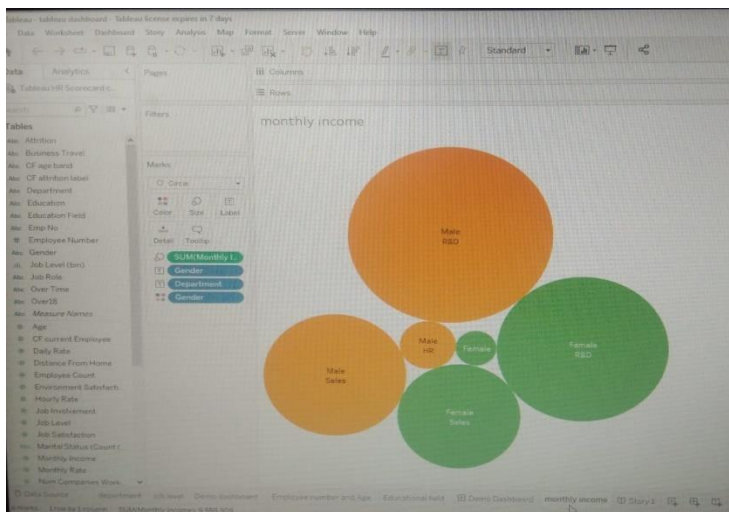
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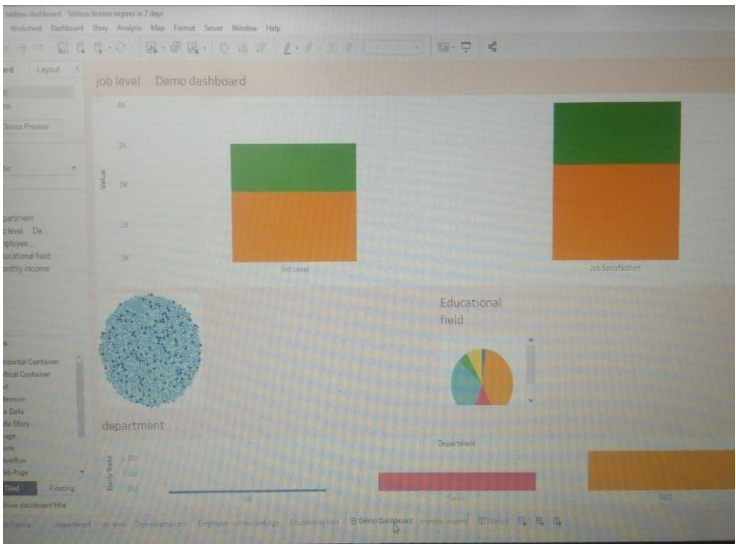
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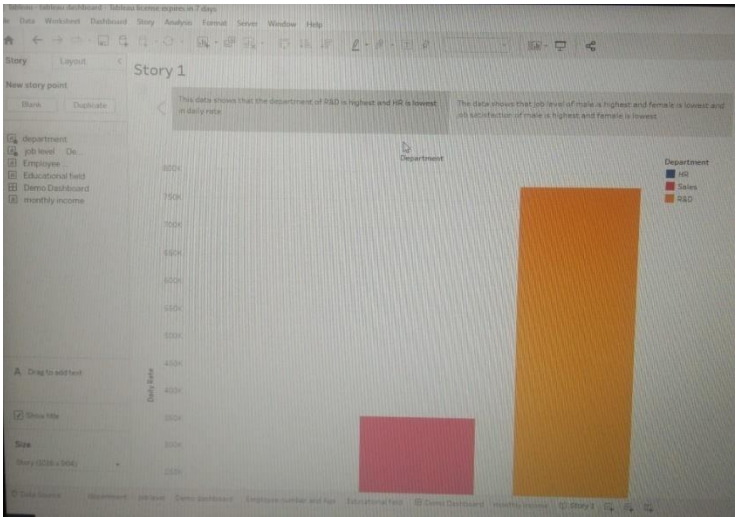


DASHBOARD:

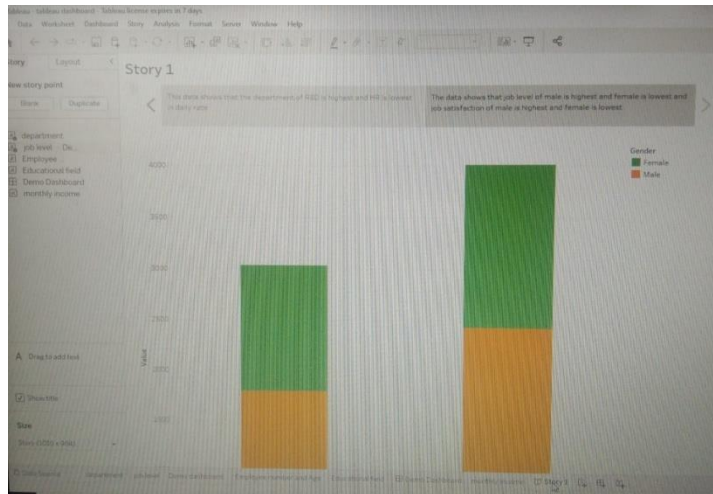


STORY:

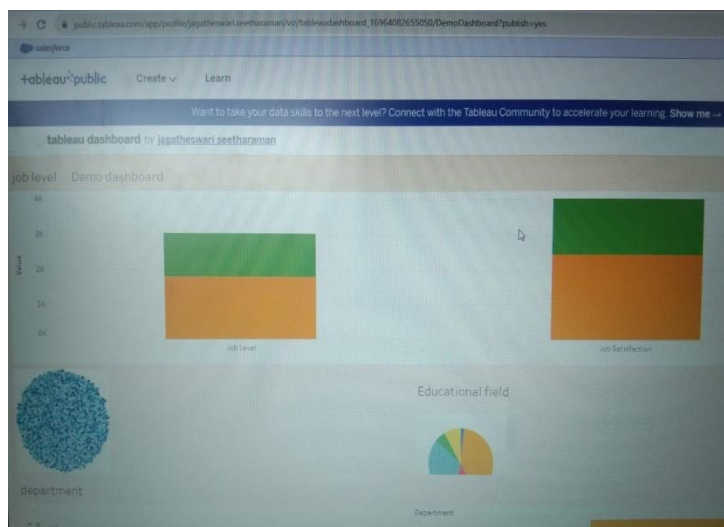
STORY 1:



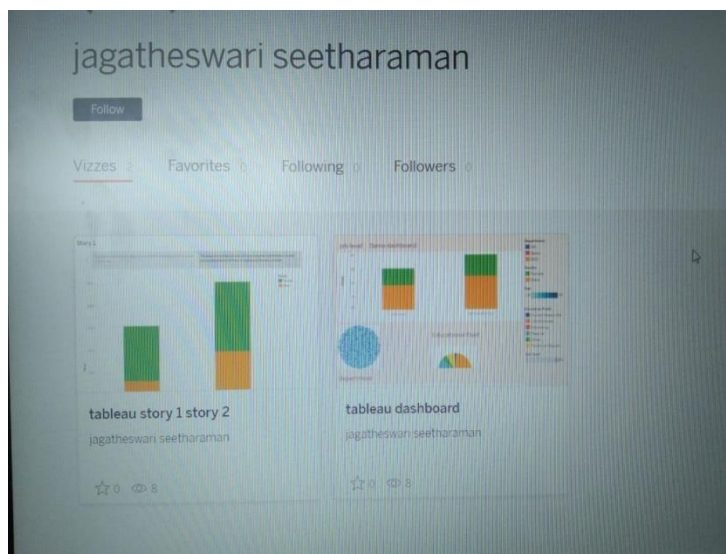
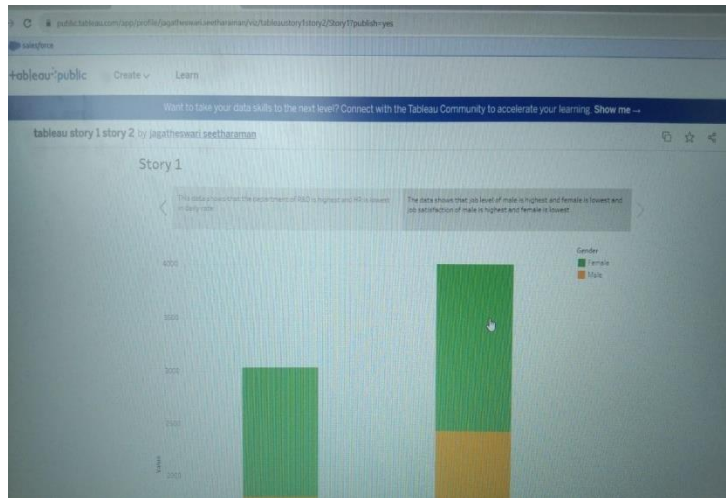
## STORY 2:



## DASHBOARD PUBLISHED IN TABLEAU PUBLIC:







#### 4. ADVANTAGES & DISADVANTAGES:

##### ADVANTAGES

- Help in ascertaining the right person is deployed in the



- right position.
- Contributes in retaining their top talent.
- Better hiring by hiring assessments
- Helps in understanding employees better and shaping their future.
- Promotes effective communication across different disciplines.

## **DISADVANTAGES**

- The implementation of talent management program could be expensive in terms of time, resources and financial costs.
- Lack of support from line managers can impede the level of commitment from employees.
- A core drawback of talent management is, it can contribute in raising the conflicts between HR and management by not reaching to proper agreement or consensus.

## **5. APPLICATIONS:**

### **How the Combination of the HR Scorecard and Analytics**

Analytics of all types is the wave of the future. Right from Data Analytics that uses advanced forms of data analysis using large datasets and other pools of data to find patterns in the same to the Business Analytics tools that use trends and other indicators to arrive at forecasts for the future, Analytics is indeed something that represents Next Generation business practices.

Also, the HR (Human Resources) scorecard represents how the performance of employees and the HR Function, as well as the larger organization, can be optimized and be made more efficient through data-driven measures of performance and analysis using advanced forms of forecasting and analysis.

Thus, the combination of Analytics and HR Scorecard can indeed be a game changer for organizations seeking to leverage their human resources and make them more efficient in addition to tying them to the broader organizational performance.

## **6. CONCLUSION:**

Lastly, when used together, the HR Scorecard and the Analytics tools can be used to actualize synergies and actualize efficiencies from the economies of scale.

Indeed, the fact that synergies accrue from the combination of reporting and analysis and which can drive efficiencies from scale since all employees can be covered means that Next Generation reporting and forecasting capabilities are within reach of organizations that use these tools.

In times when forecasts often fail the moment they are released, the power to measure and report with speed and accuracy is indeed an asset for organizations that seek to optimize their returns from their employees.

To conclude, using the HR Scorecard with Analytics represents a truly approach to business.

## **7. FUTURE SCOPE:**

### **Next Generation Reporting and Forecasting**

Apart from this, the fact that contemporary organizations, especially in the Services Sector, count their employees as the main asset means that they need to get the best out of their employees as well as understand how well such employees are contributing to the organization. The HR Scorecard is especially useful in such imperatives whereas Analytics is useful in measuring such indicators.

Thus, while the HR Scorecard is a reporting tool, the Analytics tool is a data gathering and analysis tool that can be used to discern trends and the Big Picture. This means that when used in conjunction, the HR Scorecard and the Data and Business Analytics tools can be used to both report and forecast measures of employee performance and broader organizational performance.

Indeed, the fact that the former reports measures and the latter finds patterns in such reports means that taken together, they represent a powerful combination.

## **8. APPENDIX:**

No Source code

