

PROJECT REPORT TEMPLATE

1 INTRODUCTION

The Tableau HR Scorecard: Measuring Success in Talent

Management: The Tableau HR Scorecard is a framework designed to measure 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.

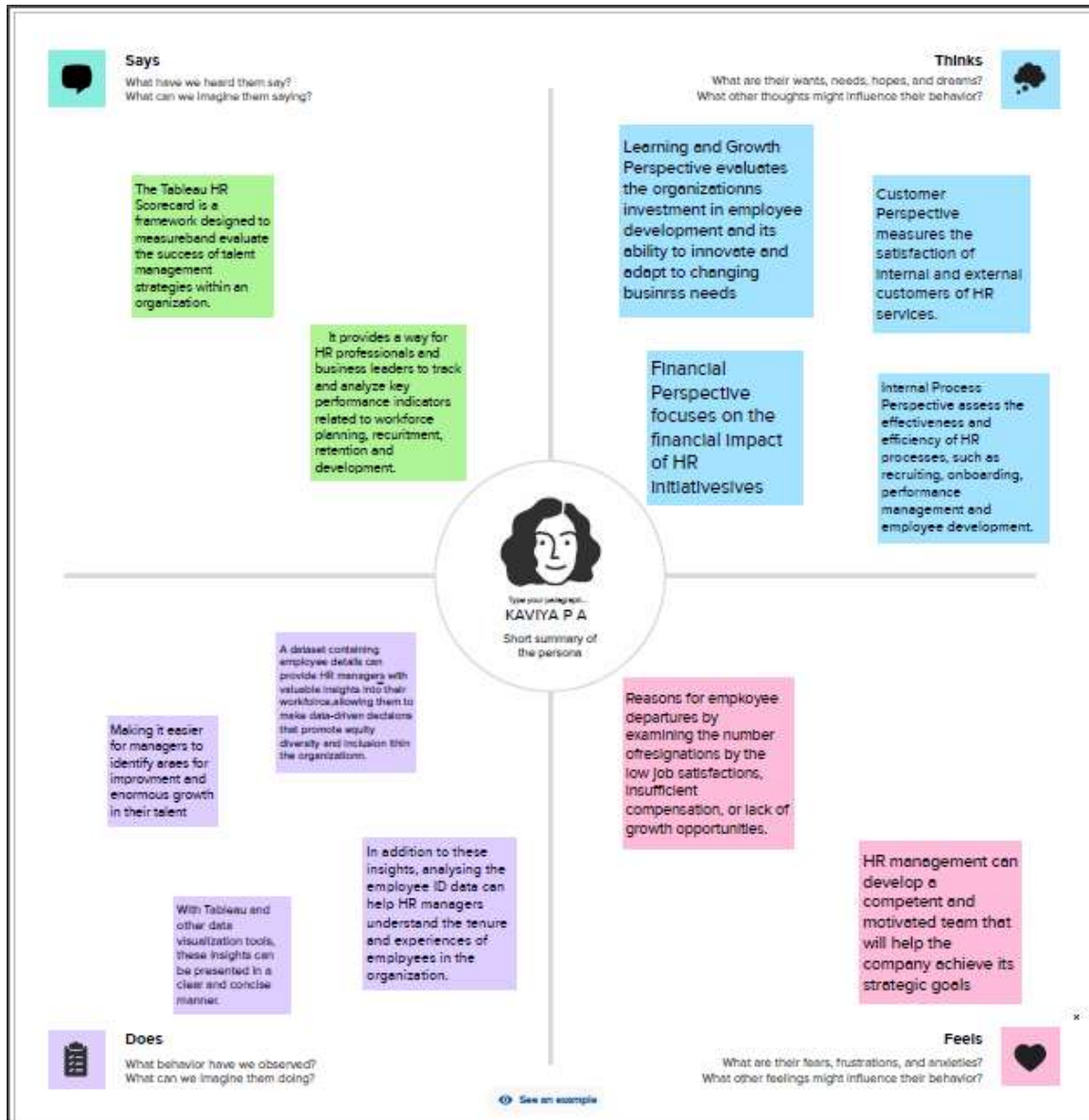
2 PURPOSE

The HR Scorecard consists of four main perspectives:

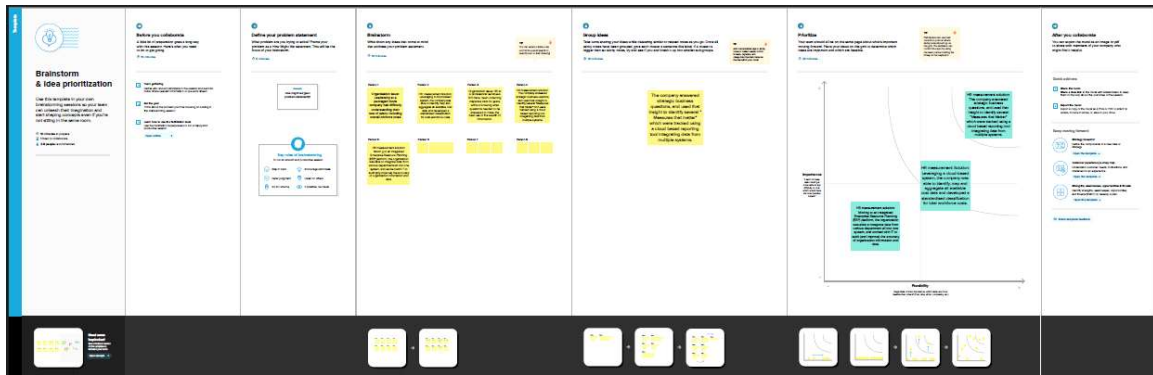
1. **Financial Perspective:** This perspective focuses on the financial impact of HR initiatives, such as the cost of recruitment, training and development, compensation and benefits, and turnover.
2. **Customer Perspective:** This perspective measures the satisfaction of internal and external customers 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.

2 Problem Definition & Design Thinking

Empathy Map:



Ideation & Brainstorming Map



3 RESULT

The Tableau HR Scorecard can also help organizations ensure that their HR strategies are aligned with their with business objectives, organizations can ensure that their HR strategies are driving business growth and contributing to overall success.

4 ADVANTAGES

- *Increasing employee trust and work engagement.
- *Improving talent sourcing processes and strategies.
- *Boosting workforce productivity.
- * Enhancing workforce planning.
- * Measuring revenue and expenditures of employees and teams.
- * Optimizing and enhancing the recruitment process

DISADVANTAGES:

Many HR departments lack the statistical and analytical skillset to work with large datasets.

Different management and reporting systems within the organization can make it difficult to aggregate and compare data.

Access to quality data can be an issue for some organizations who do not have up-to-date systems

5 APPLICATIONS

*Recruitment. If you haven't heard, it's a tough time for recruiters. ...

*Training and development. ...

*Attrition and retention. ...

*Benefits and compensation. ...

*Employee productivity.

6 CONCLUSION

By collecting and analyzing data related to the people in an organization, HR analytics can help make data-driven decisions, measure the impact of HR initiatives, and shape the future of work. These are just some of the key reasons why HR analytics is important.

7 FUTURE SCOPE

The future of HR Analytics is all about leveraging data to make informed decisions related to the workforce. By measuring, analyzing, and interpreting HR metrics and data, organizations can gain valuable insights into employee performance, engagement, turnover, and more.

8 APPENDIX

Common data sources include internal data like demographic employee data, payroll data, social network data, performance data, and engagement data. External data sources can include labor market data, population data, LinkedIn data, and much more.