The Tableau HR Scorecard:
Measuring Success in Talent Management

PROJECT REPORT

1 INTRODUCTION

1.1 Overview

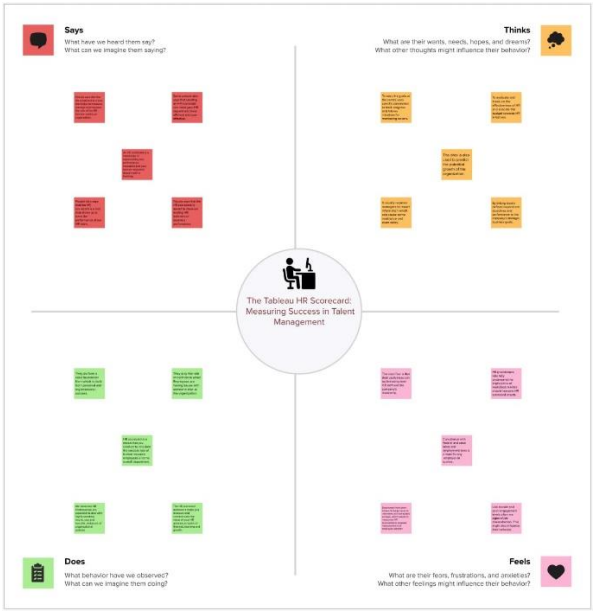
The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization. It provides a way for HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development.

1.2 Purpose

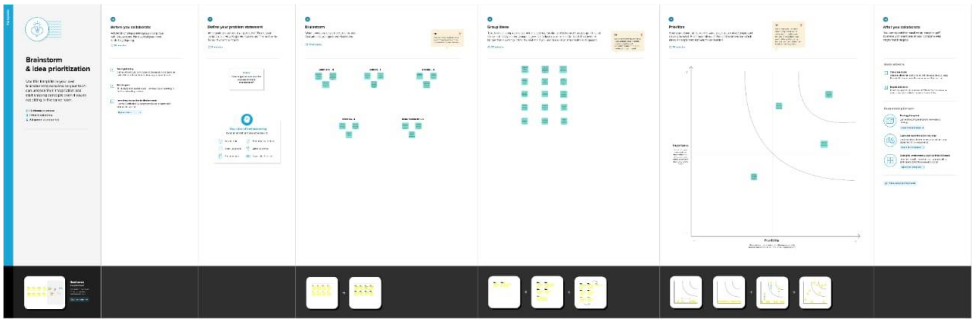
- The HR scorecard is a strategic HR measurement system that helps to measure, manage, and improve the strategic role of the HR department.
- The HR scorecard is meant to measure leading HR indicators of business performance.
- Leading indicators are measurements that predict future business growth.

2 Problem Definition & Design Thinking

2.1 Empathy Map



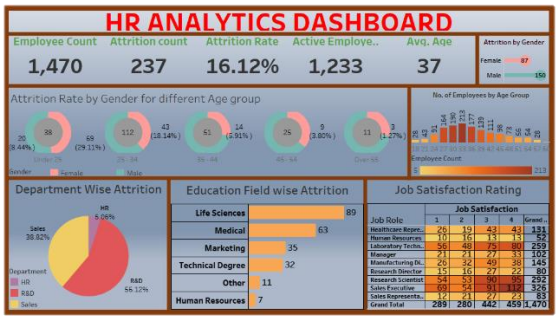
2.2 Ideation & Brainstorming Map



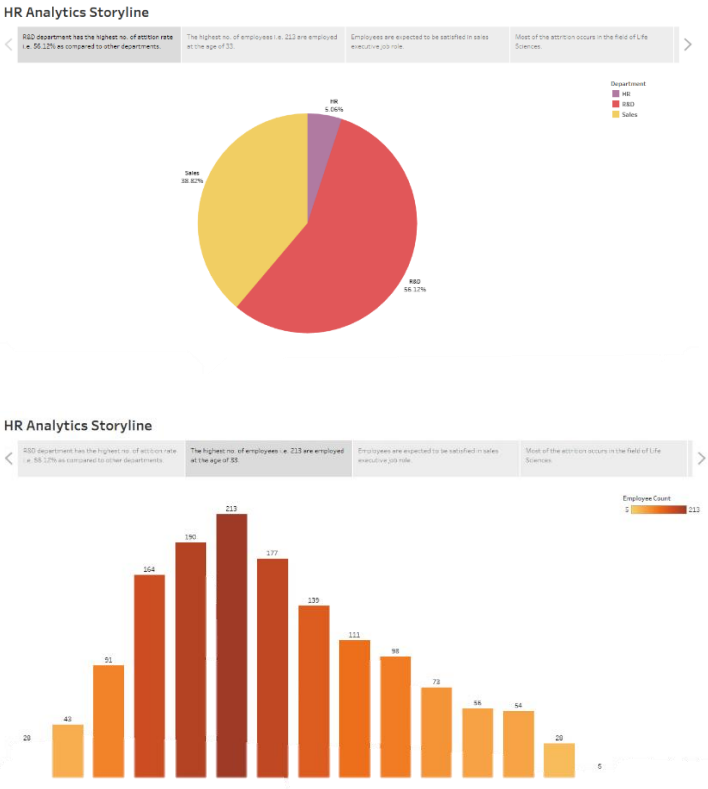
3 RESULT

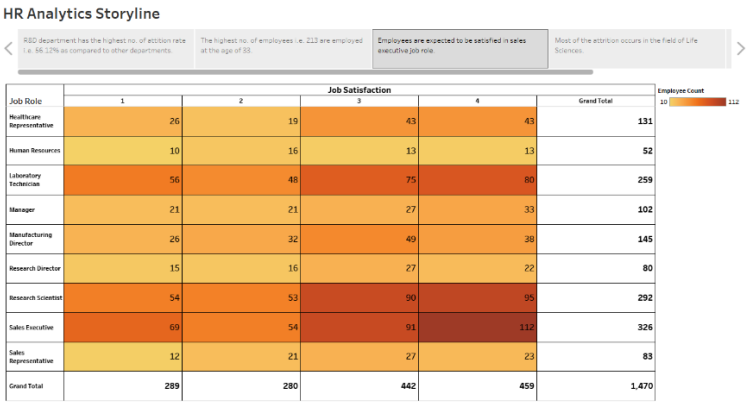
3.1 Data Model

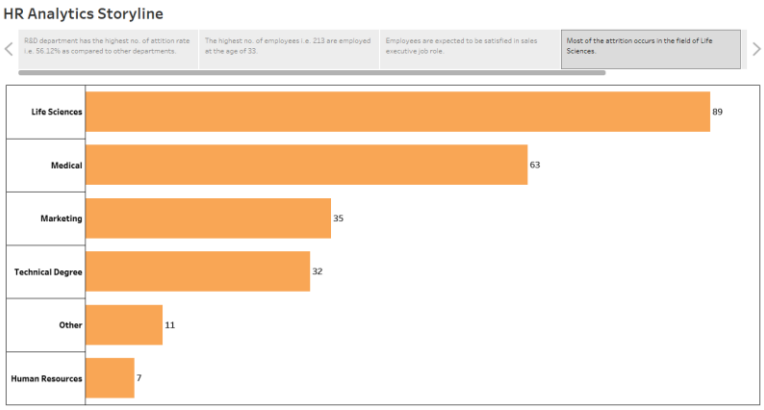
3.1.1 Dashboard



3.1.2 Story







4 ADVANTAGES & DISADVANTAGES

4.1 Advantages

- Brings structure to business strategy.
- Connects the individual worker to organizational goals.
- Facilitates better alignment.
- Makes communication easier.
- Improved Strategy Communication & Execution.
- Better Management Information.

4.2 Disadvantages

- It needs buy-in from leadership to be successful.
- It can get complicated.

- It requires a lot of data.
- It must be tailored to the organization.

5 APPLICATIONS

- The HR scorecard, on the other hand, is focused on HR strategy by aligning its strategies with business goals.
- They are used when companies want to keep track of their people functions and how effectively they are contributing.
- The human resources department ensures that all other departments in an organization are operating effectively.
- HR Scorecard helps to improve the recruitment efficiency of a company.
- They are key data points that help organizations track their human capital and measure how effective their human resources initiatives are.

6 CONCLUSION

The HR scorecard is a great tool when used right. To ensure that it is used right, HR teams have to ensure that the data they collect is accurate and that they are consistent in their measurement of the KPIs. HR departments need to design suitable scorecards relevant to their organizations. Implemented correctly, the HR scorecard can be an invaluable tool.

7 FUTURE SCOPE

- HR in the future will be a combination of technology and people analytics.
- The future of this will be driven by automation and innovation, with little human involvement needed for routine tasks.
- HR will need to create effective models to achieve retention rates.