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# THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

## **1. INTRODUCTION:**

The HR Scorecard in Tableau is a powerful tool that helps organizations measure and analyse HR performance. It allows you to track key HR metrics like employee satisfaction, turnover rate, and training effectiveness. By visualizing this data in Tableau, you can gain valuable insights and make informed decisions to improve HR strategies. It's a game-changer for aligning HR goals with overall business objectives. 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 analyse key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development.

### **1.1. OVERVIEW:**

The Tableau HR Scorecard provides a comprehensive overview of HR performance by tracking key metrics such as employee satisfaction, turnover rate, and training effectiveness. It helps organizations align HR goals with overall business objectives and make data-driven decisions. With Tableau's visualization capabilities, you can easily analyse and interpret HR data to drive improvements in HR strategies. It's

a powerful tool for evaluating and optimizing HR performance. The HR scorecard is a strategic HR measurement system that helps to measure, manage, and improve the strategy role of the HR department. The HR scorecard is meant to measure leading HR indicators of business performance. Leading indicators are measurements that predicts future business growth.

## **1.2. PURPOSE :**

The HR scorecard is meant to measure leading HR indicators of business performance. Leading indicators are measurements that predict future business growth. These are called HR deliverables. They are also known as HR metrics, and more specifically HR KPIs, as they are metrics that are linked to the business strategy.

HR scorecard, the company identifies the leading measurements for business success. Facilitate smooth functioning. Missed it. The most important thing HR can give an employee is a company that wins in the marketplace.

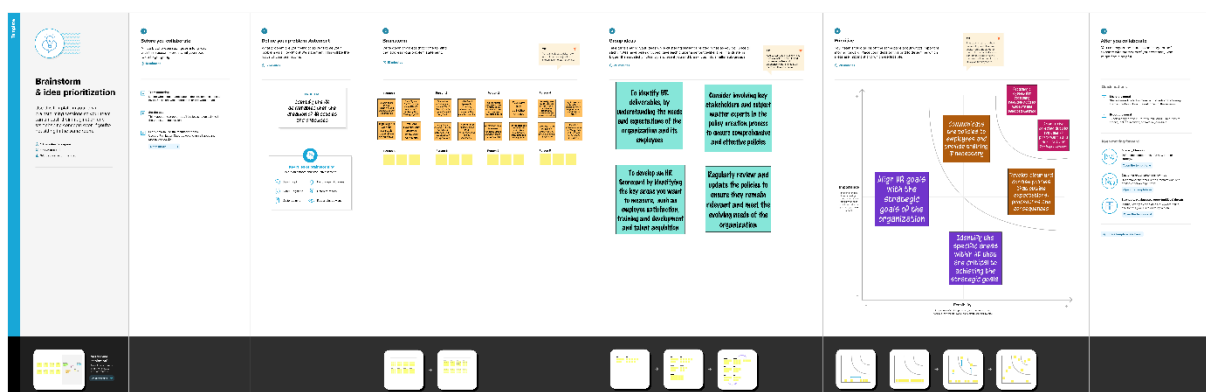
The HR (human resources) scorecard matches business strategy against HR deliverables and objectives to provide a statistical basis by which HR efficiency and contribution to strategy implementation can be measured.

In the best HR practices, this tool is also used to identify individuals who need extra attention. Provide feedback & development opportunities to manage HR activities better. Moreover, it is used to conduct annual reviews to Identify talent gaps.

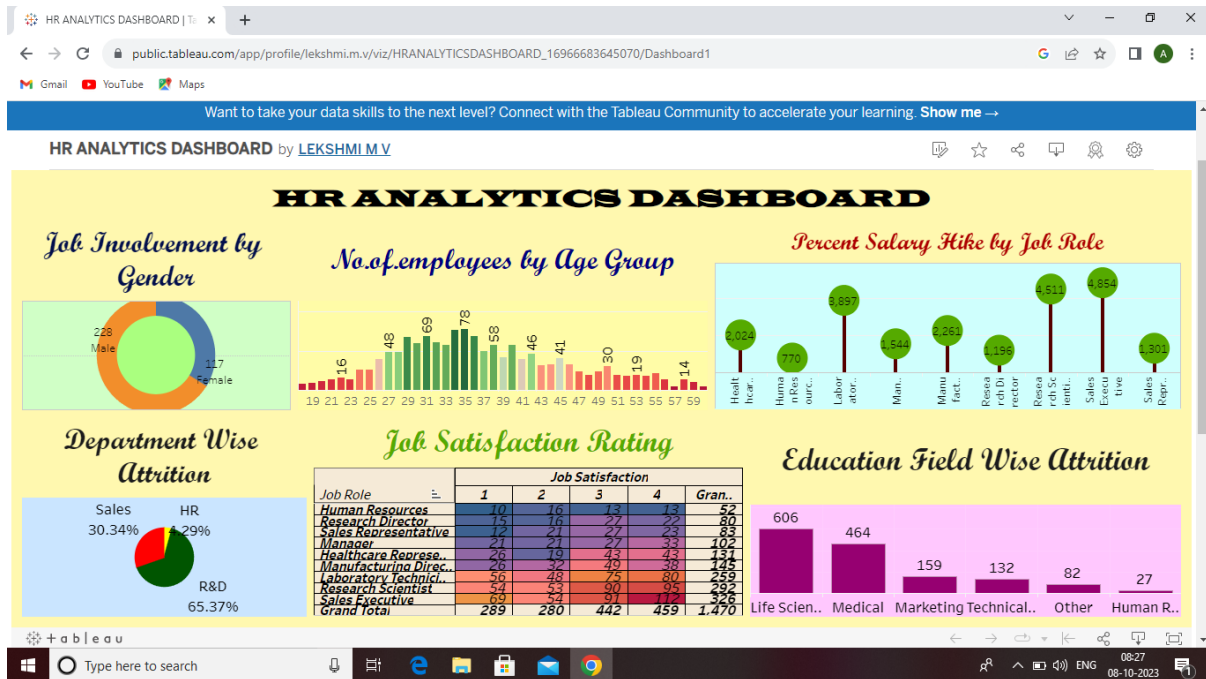
Human resource Scorecards are available in two formats: Excel-based Scorecards and PDF-based Scorecards. Both versions offer the same functionality. You also have the option to choose between a monthly, quarterly, or yearly update frequency.

If you're looking to enhance your HR skills and knowledge, check out our top-rated HR certification courses that allow you to advance in your HR career to become a better professional.

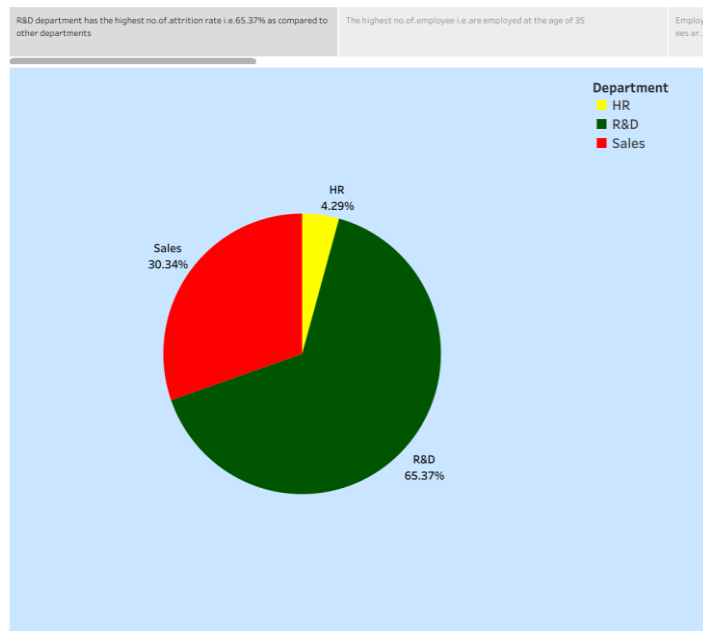
## 2.2. IDEATION & BRAINSTORMING MAP :



### 3. RESULT



#### Story 1

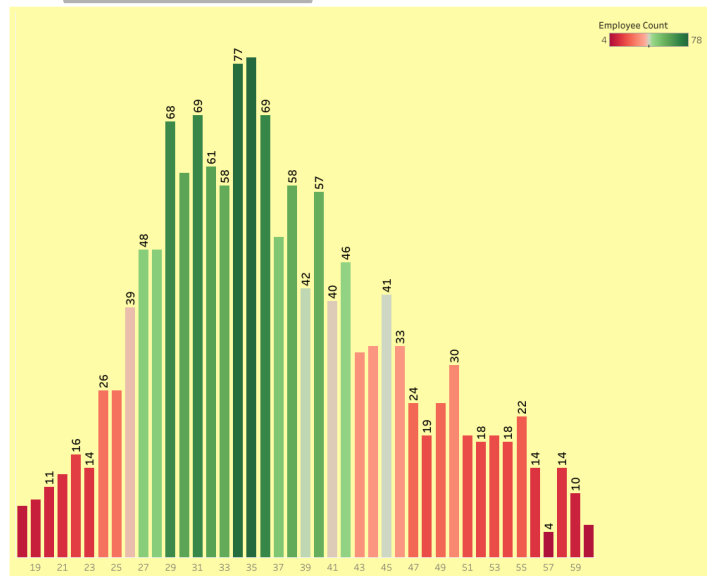


## Story 1

R&D department has the highest no. of attrition rate i.e. 65.37% as compar...

The highest no. of employee i.e. are employed at the age of 35

Employees are expected to be satisfied in Sales Executive position



## Story 1

The highest no. of employee i.e. are employed at the age of 35

Employees are expected to be satisfied in Sales Executive position

Most of the attrition occurs in the field of Life Sciences

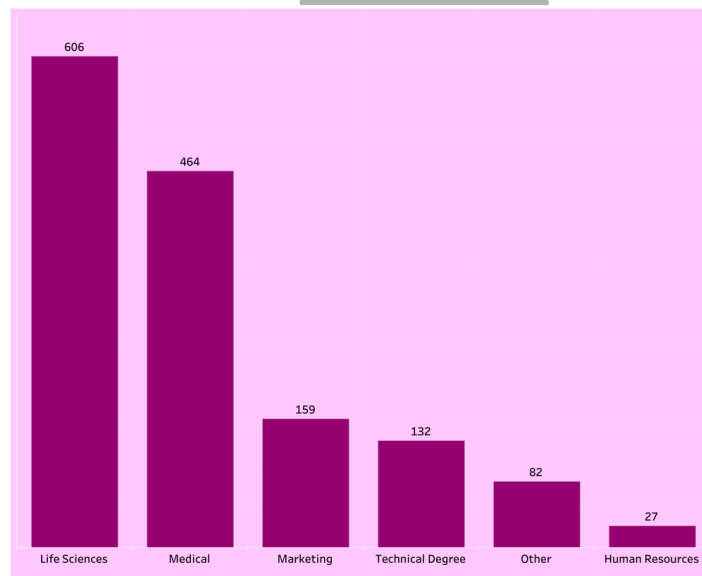
Job Role	Job Satisfaction				Grand Total	Employee Count
	1	2	3	4		
Human Resources	10	16	13	13	52	112
Research Director	15	16	27	22	80	
Sales Representative	12	21	27	23	83	
Manager	21	21	27	33	102	
Healthcare Representative	26	19	43	43	131	
Manufacturing Director	26	32	49	38	145	
Laboratory Technician	56	48	75	80	259	
Research Scientist	54	53	90	95	292	
Sales Executive	69	54	91	112	326	
Grand Total	289	280	442	459	1,470	

## Story 1

Employees are expected to be satisfied in Sales Executive position

Most of the attrition occurs in the field of Life Sciences

Job involvement by gender

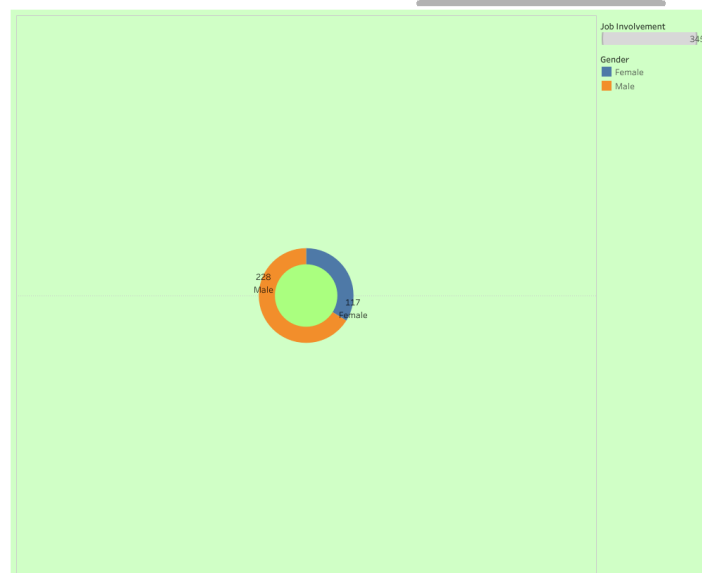


## Story 1

Most of the attrition occurs in the field of Life Sciences

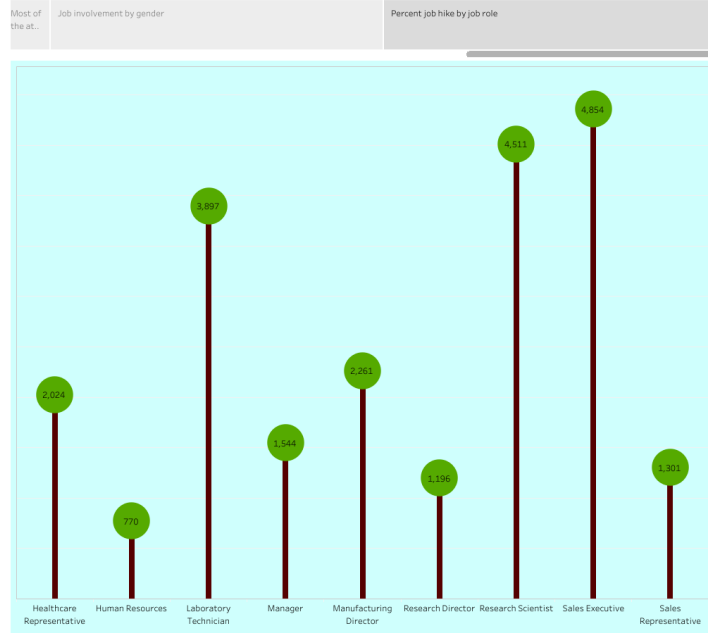
Job involvement by gender

Percent job hike by job role





## Story 1



## **4. ADVANTAGES & DISADVANTAGES:**

### **4.1. ADVANTAGES:**

1. A scorecard helps keep the goals at the center, uses specific parameters to track progress, and follows initiatives for monitoring actions.

2. Improves performance reporting

The HR scorecard can come in handy for designing performance reports and dashboards, ensuring the focus remains on critical strategic issues and helping the HR department monitor the execution of its plan.

3. Makes it easier to communicate the strategy

Having a scorecard takes the guesswork out of trying to understand everyone's responsibilities in the team and gets entire department synced up under one

4. Connects every HR employee to organizational goals

An HR scorecard allows HR personnel to individually align their goals across the department and organization. When every employee sees a greater purpose behind the goals and objectives they are aiming to achieve; it engages them even more in their work.

## **4.2. DISADVANTAGES:**

While there are so many benefits to deploying an HR scorecard, there are potential roadblocks you should be aware of

Even though there are many HR scorecard templates you can use, the framework must be customized to suit your business requirements. This can be time- consuming and tedious - especially for first-time users.

- HR scorecards can be overly complicated to understand despite there being many case studies and resources to read from.

- HR scorecards usually require managers to report information, which can cause some resistance and even delays.

## **5. APPLICATIONS:**

One can use the HR scorecard to identify individuals in the HR team who need extra attention and provide them with feedback and targeted training opportunities, determine who needs support from HR and make informed decisions regarding resource allocation, evaluate and measure the effectiveness of HR. An HR scorecard visually represents the critical measures of the HR department's achievements, productivity levels, and other parameters - such as hiring costs, retention rate, time to fill, quality of hire, and so on - critical to the company's growth.

## 6. CONCLUSION:

- Scorecard enables Managers to understand how to align HR strategy with overall business objectives.
- Tracking and performance evaluation of business strategies.
- HR Scorecard a tool ensure continued learning and change Management

## 7. FUTURE SCOPE :

HR Scorecard enables Managers to understand how to align HR strategy with overall business objectives.  
Tracking and performance evaluation of business strategies.

HR Scorecard a tool ensure continued learning and change Management

## 8.APPENDIX :

[https://public.tableau.com/app/profile/lekshmi.m.v/viz/HRANALYTICSDASHBOARD\\_16966683645070/Dashboard1?publish=yes](https://public.tableau.com/app/profile/lekshmi.m.v/viz/HRANALYTICSDASHBOARD_16966683645070/Dashboard1?publish=yes)

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