

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

(TEAM NM ID: NM2023TMID15267)

### Team Members

1. MANIMOZHI R
2. SARMILA S
3. SANGAVI S
4. DHARSHINI M

## 1 INTRODUCTION

### 1.1 Overview

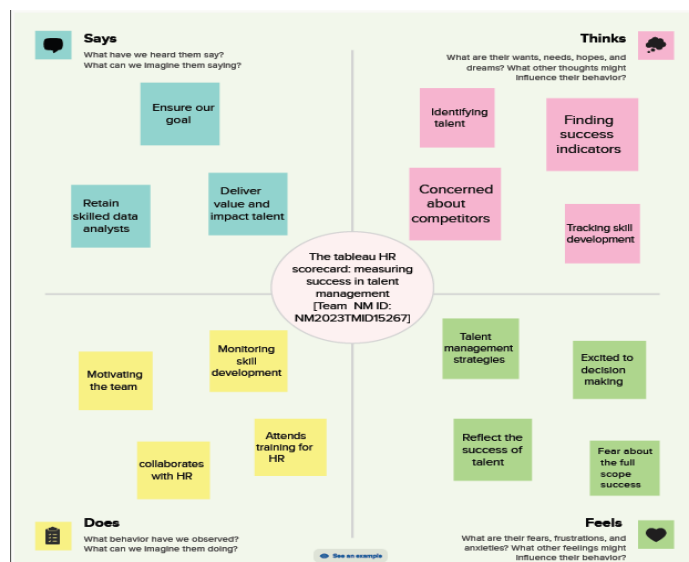
The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization. It provides a way for HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention,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

### 1.2 Purpose

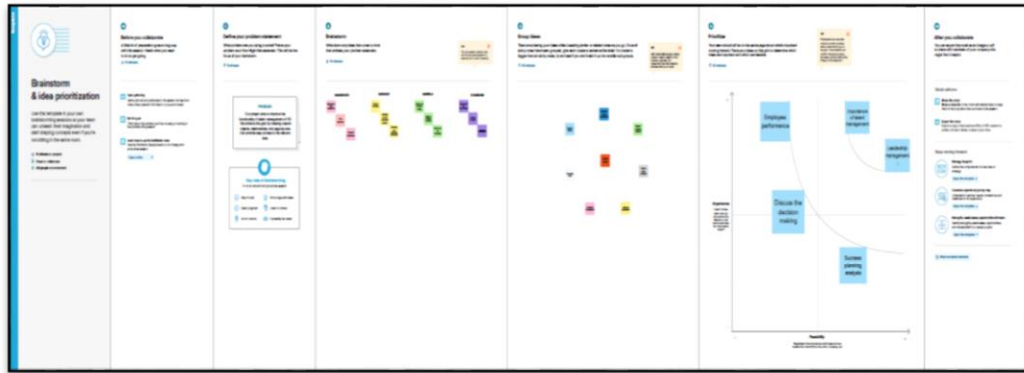
This project focuses on the financial impact of HR initiatives, such as the cost of recruitment, training and development, compensation and benefits, and turnover.

## 2 Problem Definition & Design Thinking

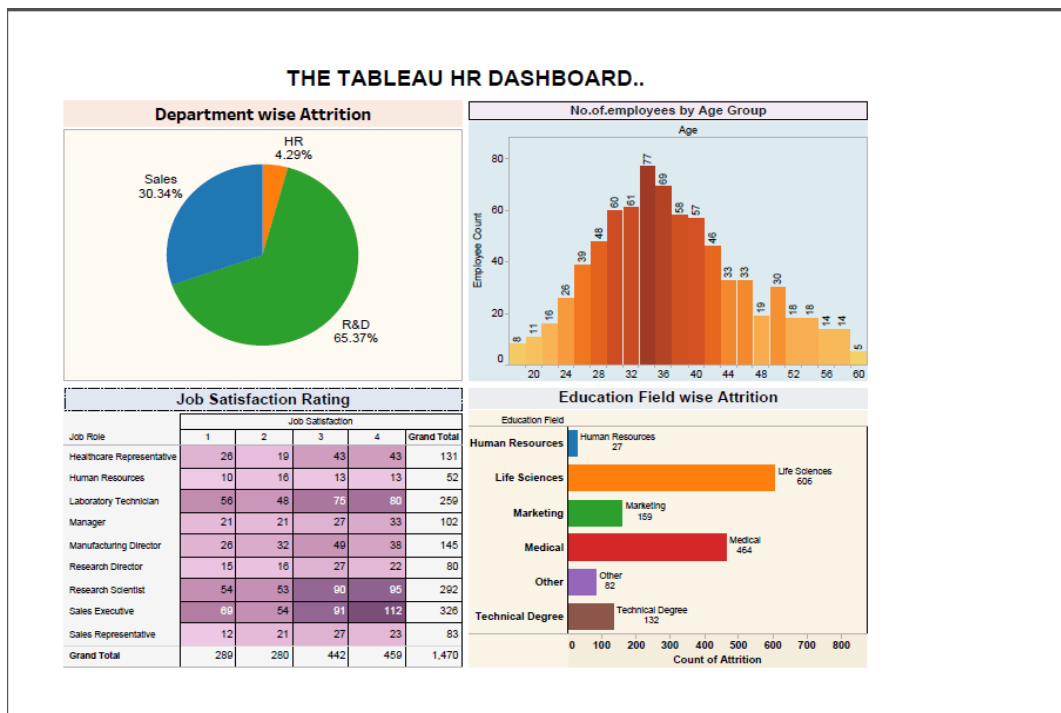
### 2.1 Empathy Map



## 2.2 Ideation & Brainstorming Map



### 3 RESULT



### 4 ADVANTAGES & DISADVANTAGES

1. Gives structure to the strategy.
2. Improves performance reporting.
3. Makes it easier to communicate the strategy.
4. Connects every HR employee to organizational goals.
5. Define your goals and objectives.
6. Identify HR deliverables.
7. Fetch data and ready your HR systems.

## **5 APPLICATIONS**

HR analytics can help to provide businesses with the insights to attract the right competencies, recruit people with the right skills, manage talent effectively, as well as pinpoint any issues that adversely impact staff morale which can then be quickly addressed.

## **6 CONCLUSION**

1. R&D department has the highest number of Attribution i.e., 65.37% as compared to other departments.
2. The highest number of employees i.e., 77 are employed at the age of 34.
3. Employees are expected to be satisfied in Research Scientist.
4. Most of the attrition in the field of Life Sciences.

## **7 FUTURE SCOPE**

An HR scorecard helps measure the effectiveness of HR initiatives by using leading indicators, which predict future business growth. These indicators, known as HR deliverables or metrics, are linked to the business strategy and show how well HR efforts contribute to the organization's success.

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