THE TABLEAU HR SCORECARD : MEASURING SUCCESS IN TALENT
MANAGEMENT
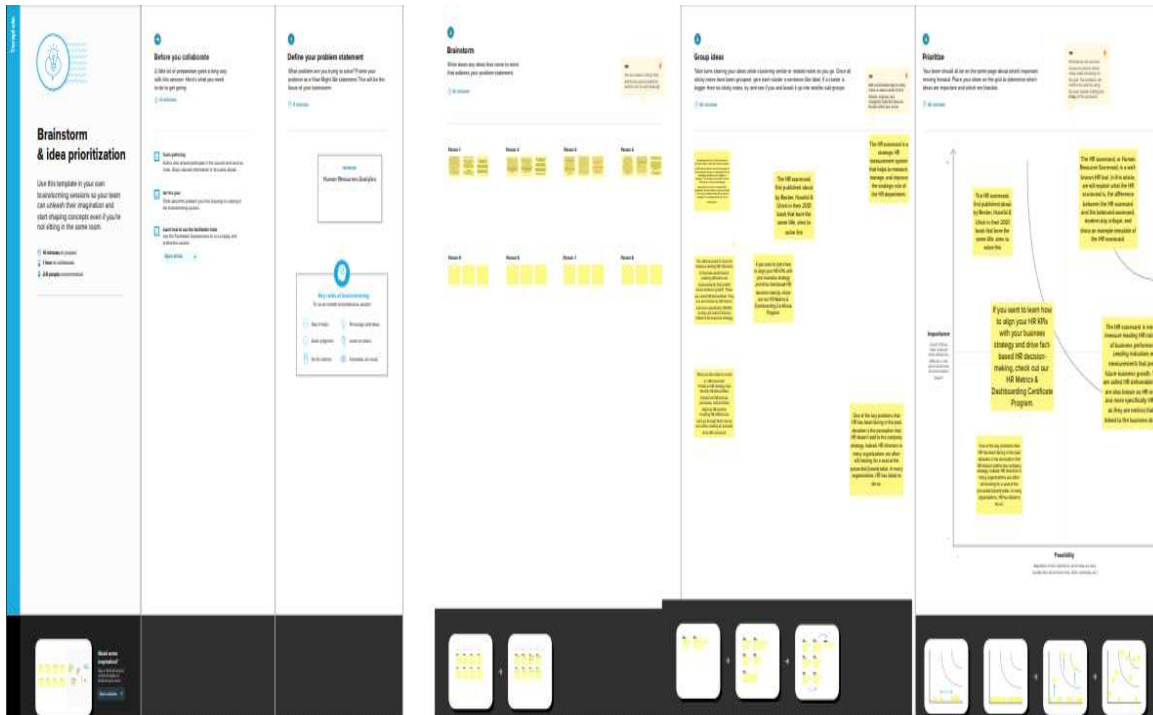
PROJECT REPORT

INTRODUCTION:-

OVERVIEW :-

The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization.

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.
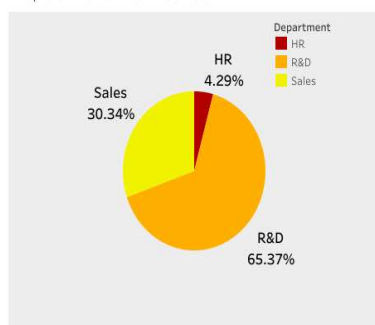
PROBLEM DEFINITION & DESIGN THINKING :-

EMPATHY MAP:-

Says
What have we heard them say?
What can we imagine them saying?

Thinks
What are their wants, needs, hopes, and dreams?
What other thoughts might influence their behavior?

One of the key problems that HR has been facing in the past decades is the perception that HR doesn't add to the company strategy. Indeed, HR remains in many organizations are often still looking for a seat at the executive board table. In many organizations, HR has failed to do so.

The HR scorecard, first published about by Becker, Huselid & Ulrich in their 2001 book that bore the same title, aims to solve this.

The HR scorecard is a strategic HR measurement system that helps to measure, manage, and improve the strategic role of the HR department.

Manojkumar's room

Persona's name
Short summary of the persona

Does
What behavior have we observed?
What can we imagine them doing?

System alignment is not about software systems. Rather, it is about aligning the different HR practices to create synergy.

Aligning these HR systems is key in performing on the HR deliverables.

Feels
What are their fears, frustrations, and anxieties?
What other feelings might influence their behavior?

See an example

BRAINSTROMING MAP :-

RESULT :-

Dashboard :-

Department wise Attrition

Department
- HR
- R&D
- Sales

HR 4.29%
Sales 30.34%
R&D 65.37%

No.of employeesby Age group

Employee Count
33 — 274

Age group	Count
17-70	41
21-24	56
24-78	161
28-32	197
31-86	274
35-40	177
38-94	185
42-48	139
46-02	67
49-56	86
53-10	54
56-64	33

Job Satisfaction Rating

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

Education Field wise Attrition

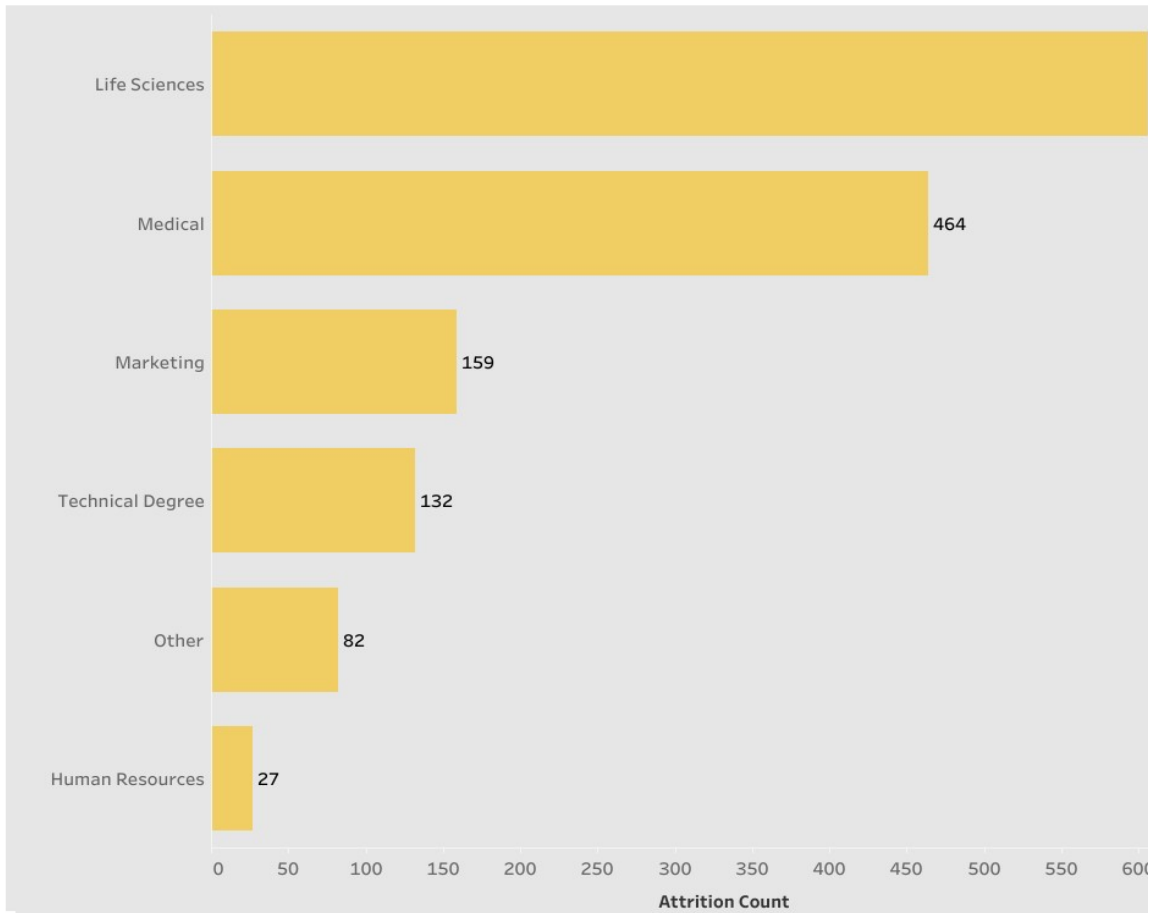| Education Field	Attrition Count
Life Sciences	606
Medical	464
Marketing	159
Technical Degree	132
Other	82
Human Resources	27

STORY :-

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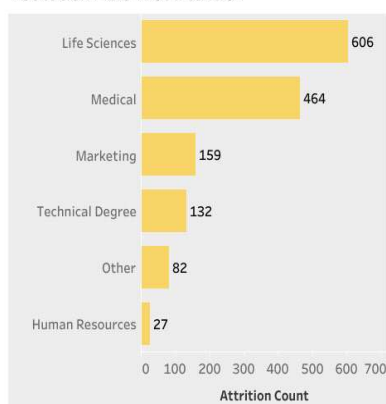
Story 1

R&D department has the higest no.of attrition rate i.e. 65.37% as compare to other departments	The highest no.of employeesi.e. 274 are employed at the age of 31.86	Employees are expected to be satisfied in sales exclutive job role	Modt if attrition accurs in the field of life sciences

Life Sciences

Medical — 464

Marketing — 159

Technical Degree — 132

Other — 82

Human Resources — 27

Attrition Count (0, 50, 100, 150, 200, 250, 300, 350, 400, 450, 500, 550, 600)

ADVANTAGES & DISADVANTAGES :-

ADVANTAGES :-

Having a scorecard takes the guesswork out of trying to understand everyone's responsibilities in the team and gets the entire department synced up under one structure. This also gives a much clearer picture of HR projects and initiatives

DISADVANTAGES :-

An HR scorecard identifies department areas that have an impact on the organization's goals. Productivity, turnover, promotion and employee satisfaction are common categories for an HR scorecard. HR scorecard categories aren't static. They change according to the organization's needs, previous scorecard measurements and the effectiveness of HR functions and outcomes.

APPLICATIONS :-

HR Scorecard can be used to generate and report the financial and operational measures, the Data and Business Analytics can be used in such reporting of measures by preparing the necessary measures of performance in a highly granular and sophisticated manner

CONCLUSION :-

It provides a way for HR professionals and business leaders to track and analyze key performanceindicators related to workforce planning recruitment, retention, anddevelopment.

FUTURE SCOPE :-

Tableau is not a language or a platform. It is just a tool used in business analytics and intelligence.Tableau is a good to have knowledge, but building a career out of tableau is never advisable. Tools keep on changing as technology updates.So learning tableau is good, it is a steeping stone of your career. Don't try to build an entire career based on that

APPENDIX :-

The tableau HR scorecard is a framework designed to measure andd evaluate the success of talent management strategies within an organization.