

REPORT ON THE

TABLEAU HR

SCORECARD: MEAS

URING SUCCESS IN

TALENT

MANAGEMENT

1.1 INTRODUCTION

Measuring success in Talent

Management is used to measure the success state of the project by fixing a certain goal. Talent management is defined as the process of selecting talented employee and developing their skills by continuously motivating them to achieve the goals

1.2 OVERVIEW

HR analytics is the gathering, analyzing and reporting of data that surrounds the management of human resources. It is the method of getting a better understanding of the people within an organization and how well the human resources team is performing

1.2 PURPOSE

HR analytics aim to provide insight into how best to manage employees and reach business goals. Because so much data is available, it is important for HR teams to first identify which data is most relevant, along with how to use it for maximum ROI.

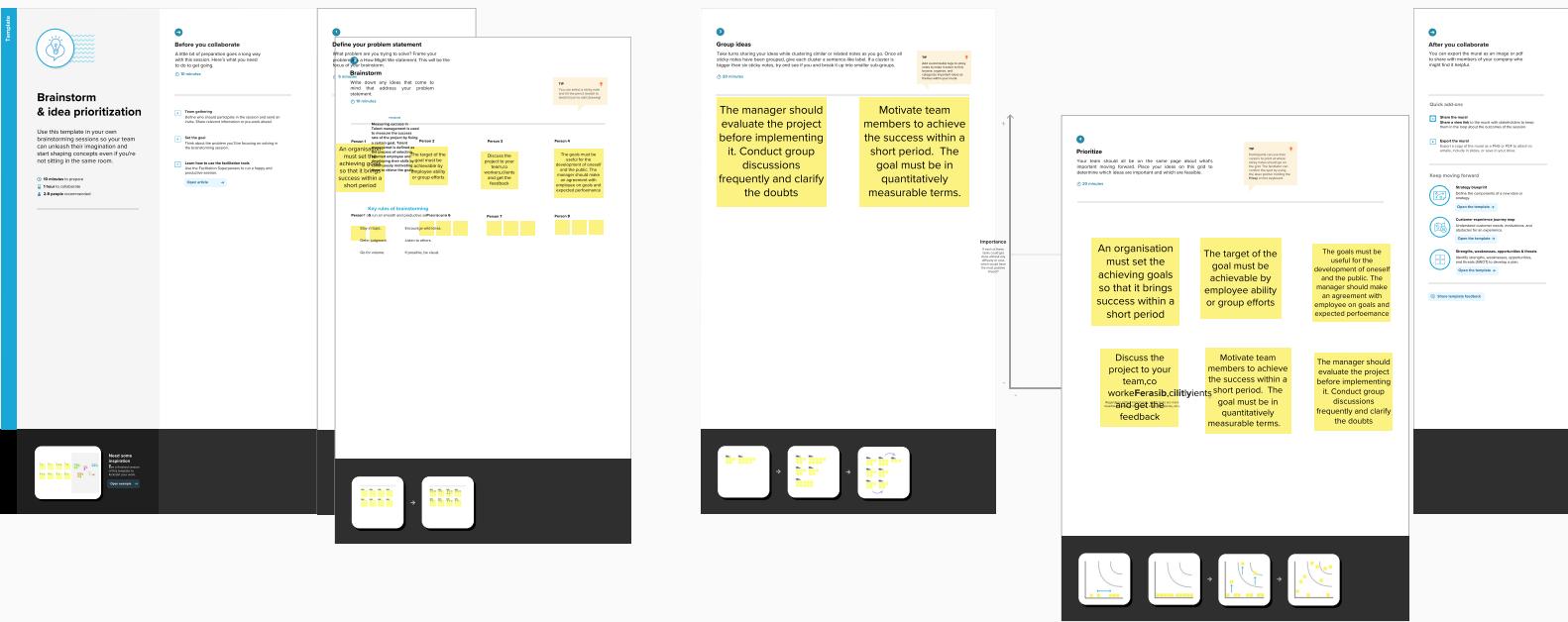
2. PROBLEM DEFINITION& DESIGN THINKING

In this problem definition and design thinking we will see the ideation and thought of this topic through empathy and brainstorming map

2.1 EMPATHY MAP

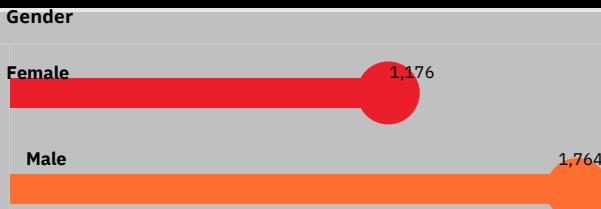


2.2 BRAINSTORMING MAP

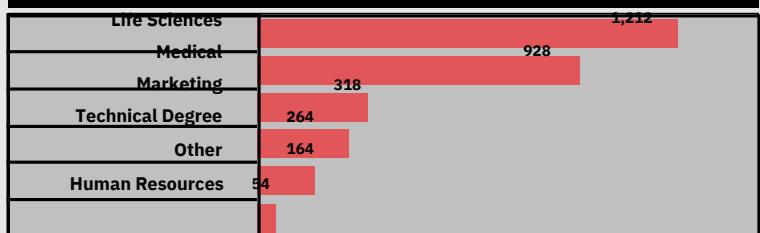


HR ANALYTICS DASHBOARD

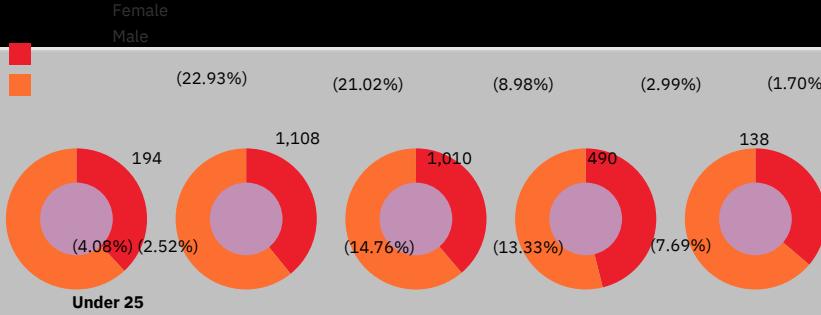
Attrition by Gender



Eduation Field wise Attrition



Attrition Rate by Gender for different age group



No. of Employees by Age Group

Employee Count

66 548

394

322

278

172

82112

134108

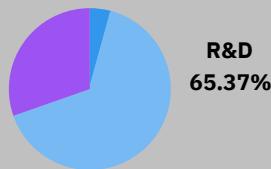
354

370

Department wise Attrition

HR

Department
HR
R&D
Sales



Human Resources

	20	52	20	20	104
Laboratory Technician	11	96	15	16	518
Manager	2	42	0	0	204
Manufacturing Director	42	64	54	66	290
Research Director	52	32	98	76	160
Research Scientist	30	10	54	44	584
Sales Executive	10	6	18	19	652
Sales Representative	8	10	0	0	166
Grand Total	138	360	384	378	2,940
	8	42	2	4	
	24		54	40	

DASHBOARD

HR Analytics Storyline

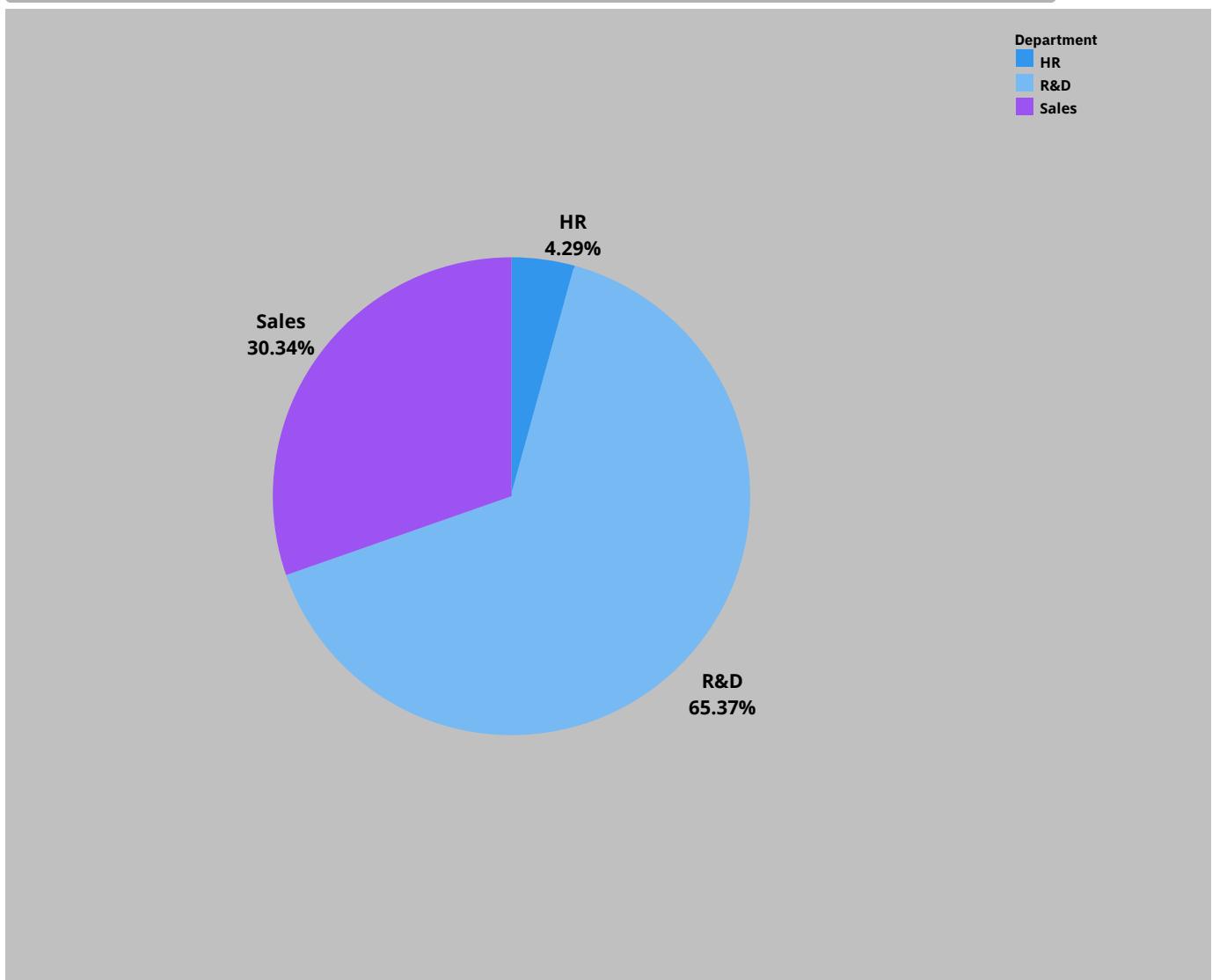
R&D department has the highest no.of attrition rate i.e,65.37% as compared to other departments

The highest no. of employees i.e, 548 are employed at the age of 32.

Employees ar expected to be satisfied in sales executive job role.

modt if the attrition occurs in the field of Life Sciences.

Males are expected to leave the o..



STORY

HR Analytics Storyline

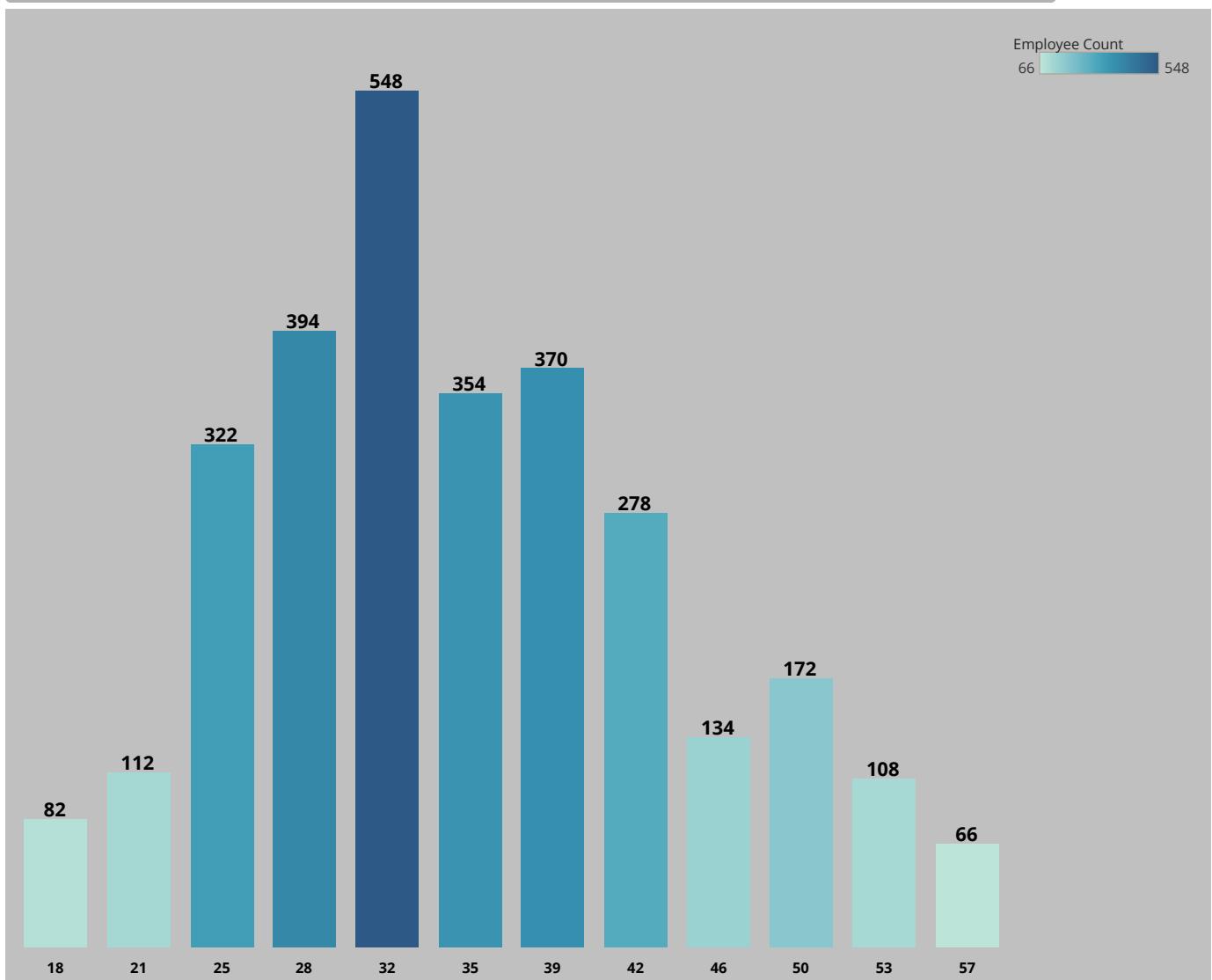
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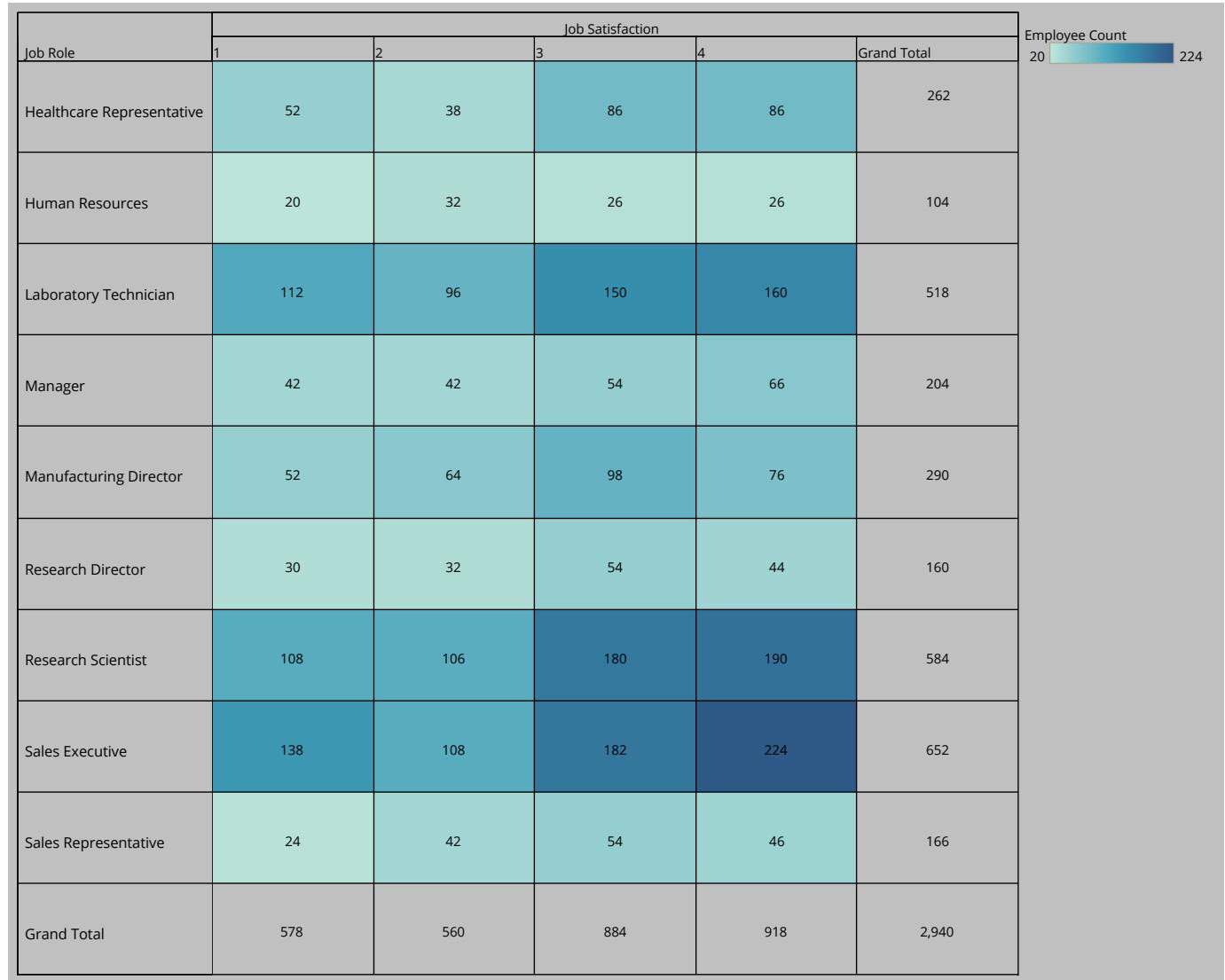
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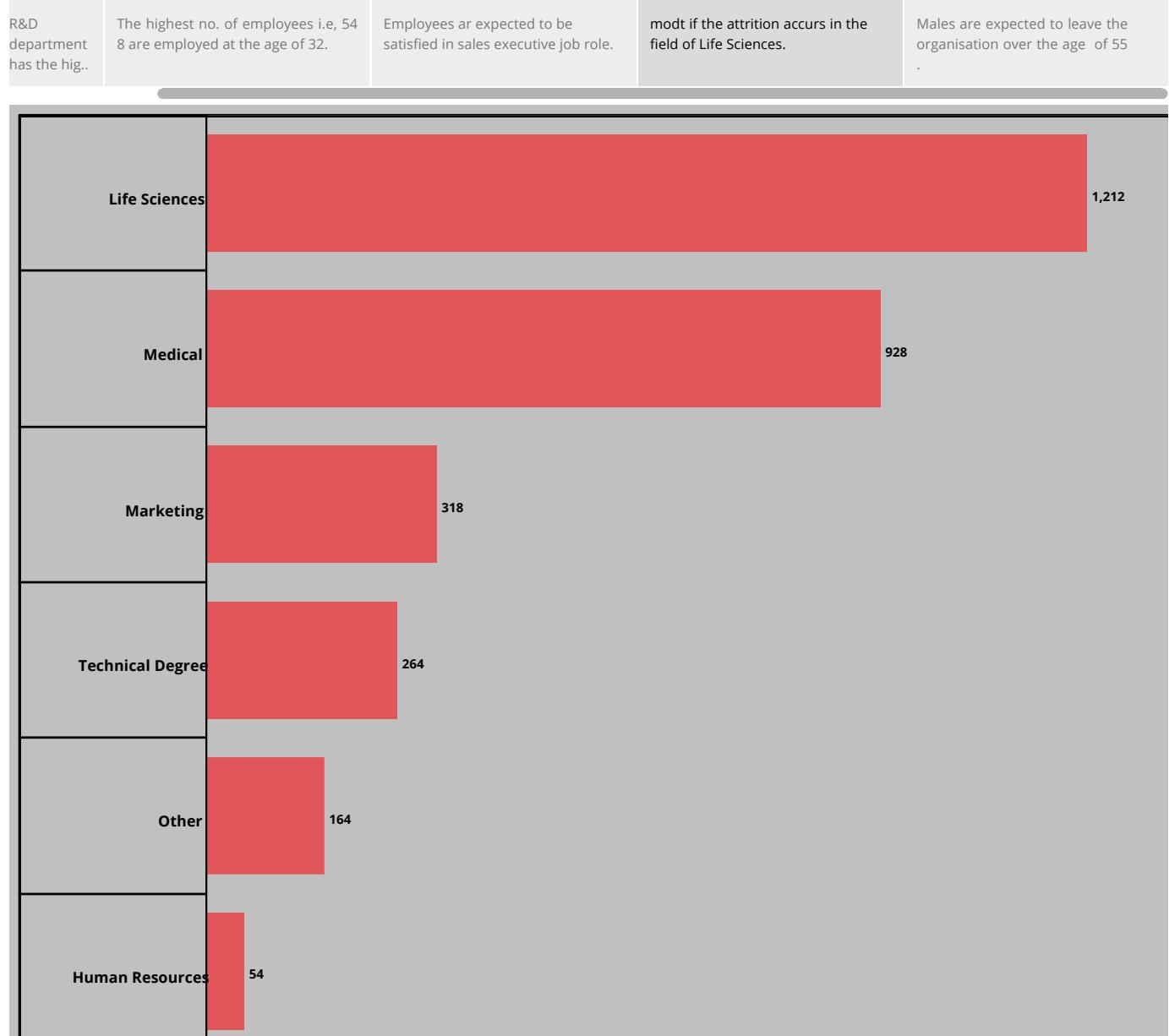


HR Analytics Storyline

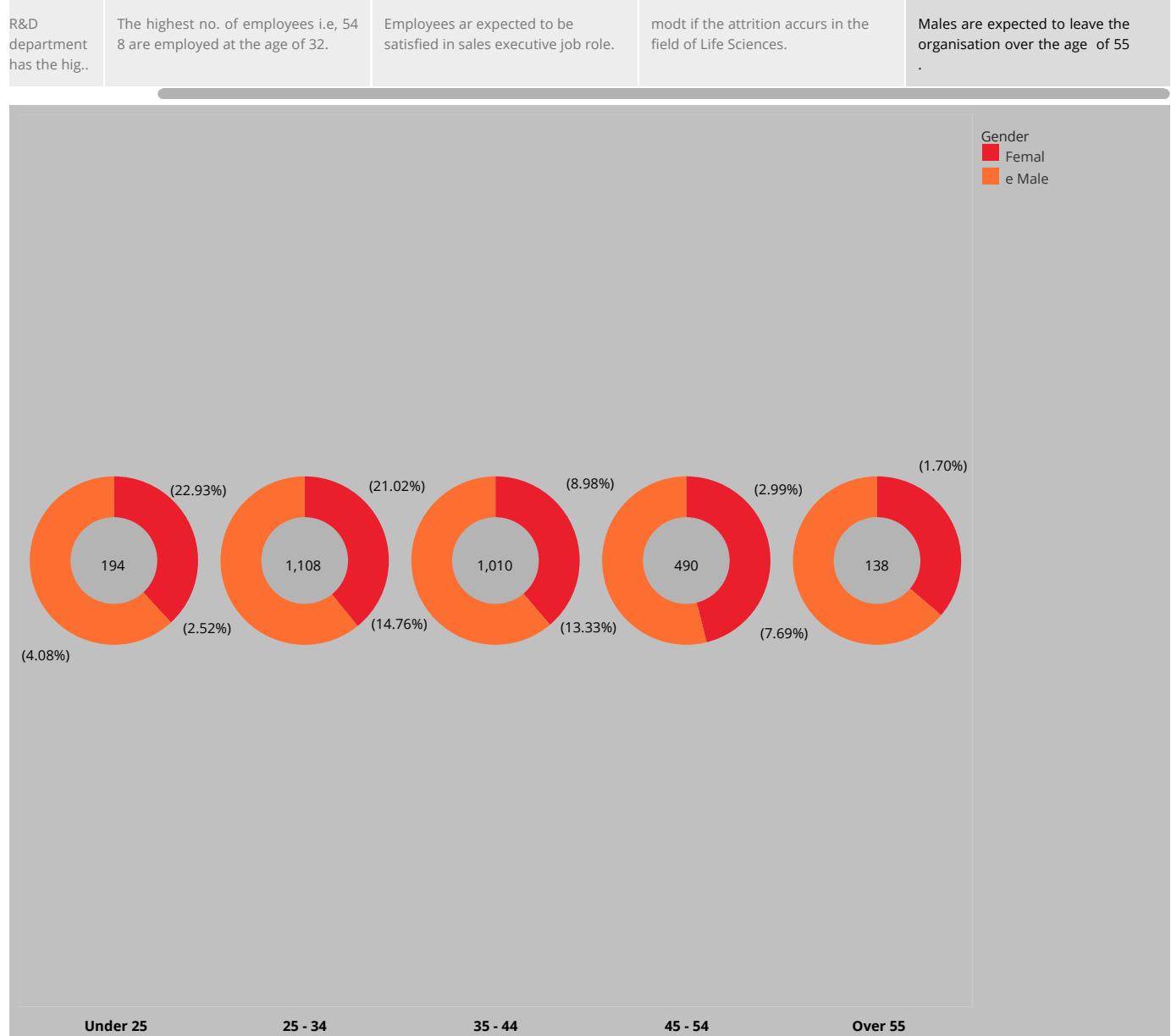
R&D department has the highest no.of attrition rate i.e,65.37..	The highest no. of employees i.e, 548 are employed at the age of 32.	Employees ar expected to be satisfied in sales executive job role.	modt if the attrition occurs in the field of Life Sciences.	Males are expected to leave the organisation over the age of 55.
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HR Analytics Storyline



HR Analytics Storyline



4.SOLUTION

The HR Analytics Dashboard project using Tableau is designed to provide insights into key metrics and trends related to human resource management in an organization. The dashboard utilizes visualizations and data analysis techniques to help HR professionals identify patterns and make data-driven decisions.

5. ADVANTAGES AND DISADVANTAGES:

ADVANTAGES:

- Increasing employee trust and work engagement.
- Improving talent sourcing processes and strategies.
- Boosting workforce productivity.

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.

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.