



The Tableau HR Scorecard: Measuring Success in Talent Management

INTRODUCTION



OVERVIEW

Welcome to the presentation on the **Tableau HR Scorecard**. This holistic approach provides a comprehensive evaluation of talent management effectiveness.

How the Tableau HR Scorecard can help?

It can revolutionize talent management and drive organizational success.



PURPOSE

The Tableau HR ScoreCode evaluates the performance and effectiveness of the HR department in an organization. It provides a detailed analysis of key HR metrics such as employee satisfaction, retention rates, and recruitment success. This tool helps HR professionals identify areas for improvement and make data-driven decisions to enhance overall HR performance.

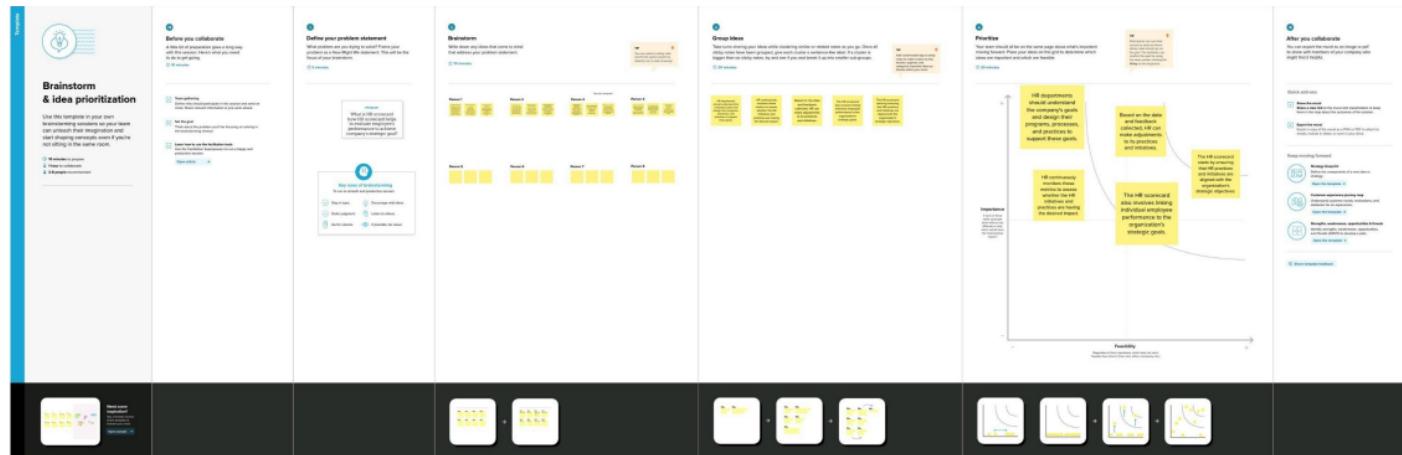


**THE HR DEPARTMENT BY
MEASURING METRICS
SUCH AS EMPLOYEE
SATISFACTION,
TURNOVER RATES, AND
TRAINING
EFFECTIVENESS.**



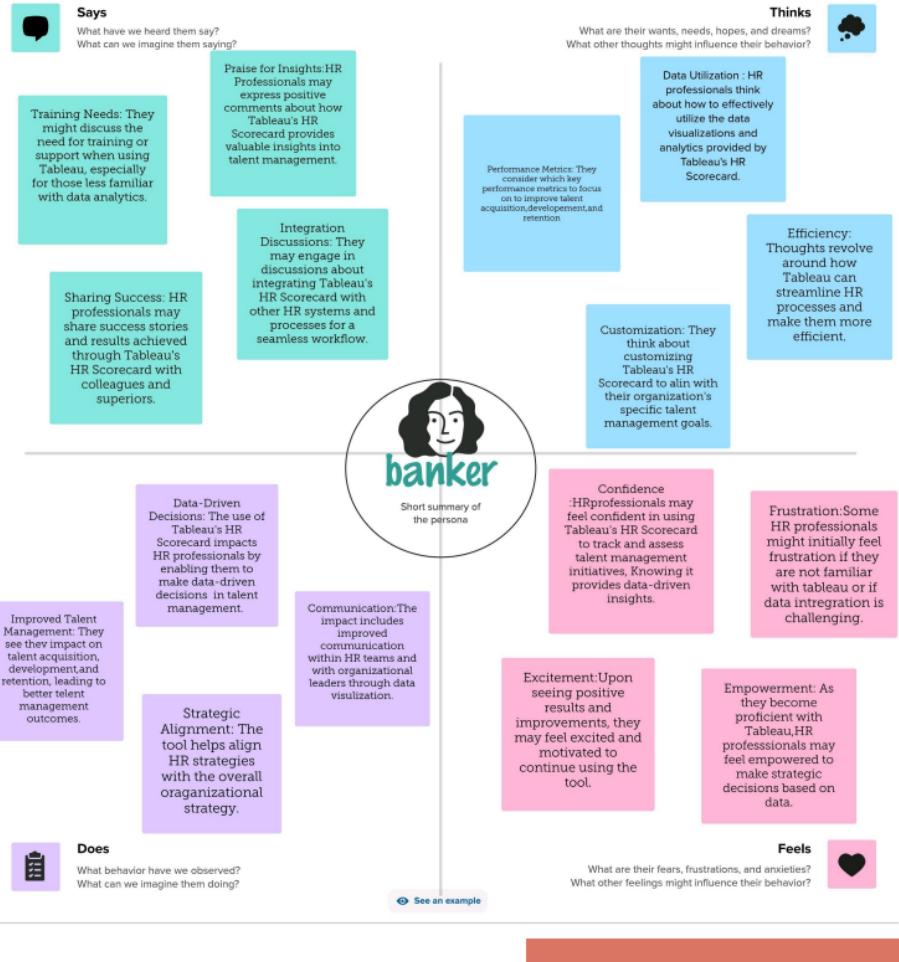
BRAINSTROMING :

TITLE : Tableau HR Scorecard
created the BRAINSTROMING
doing team work



EMPATHY MAP:

Created the **EMPATHY MAP** used
by Mural app



RESULT

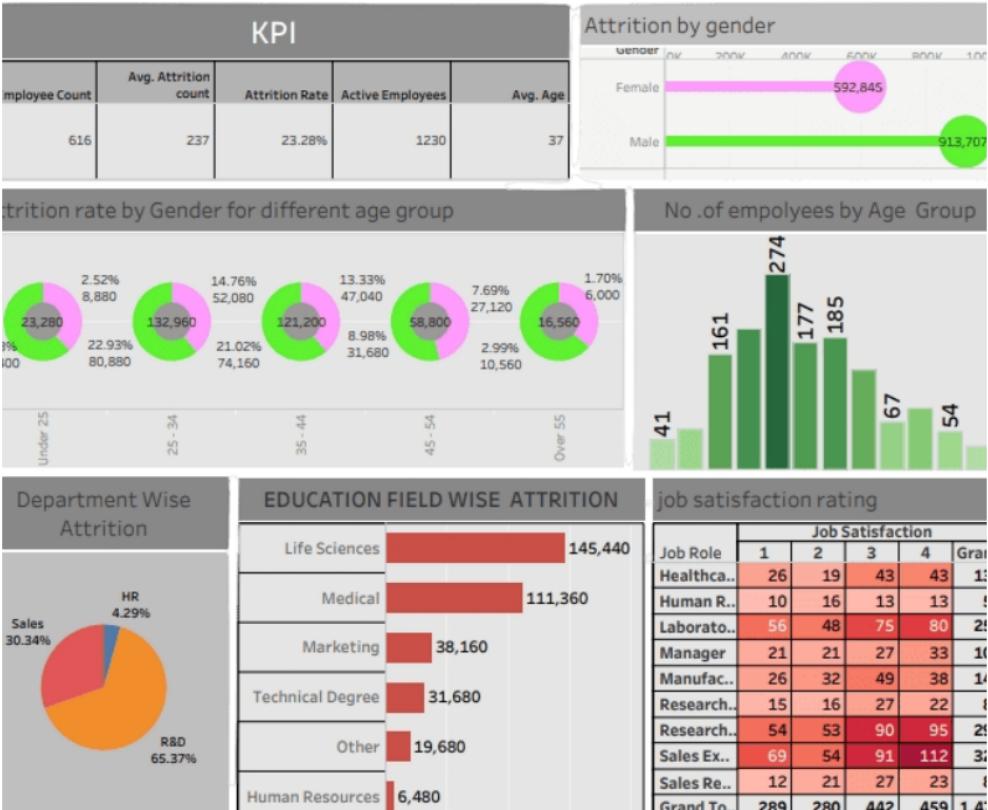


DASH BOARD :

Creating dash board in TABLEAU and using the data set

Link:

http://public.tableau.com/views/nmdashboard1/HRANALYTICSDASHBOARD?:language=en-US&:display_count=n&:origin=viz_share_link



HR Analytics Story Line



STORY:

Creating story in TABLEAU using the data set

Link:

http://tableau.com/views/nmstory1_16971827764480/Story1?:language=en-US&:display_count=n&:origin=viz_share_link



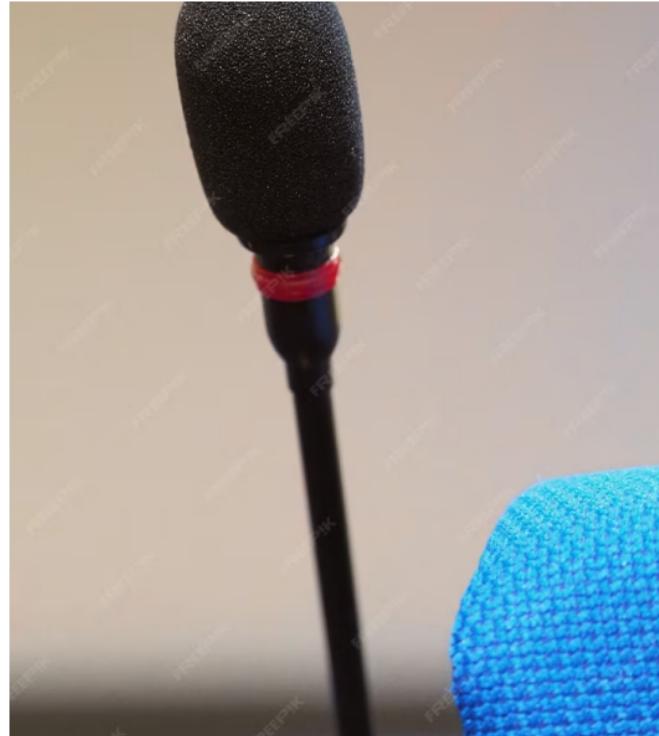
ADVANTAGES & DISADVANTAGES

SINCE 1976

THE ADVANTAGES OF HR SCORECARD INCLUDE:

- 1. IMPROVED DECISION MAKING: HR SCORECARDS PROVIDE VALUABLE INSIGHTS AND DATA ON VARIOUS HR METRICS, ENABLING BETTER DECISION-MAKING PROCESSES.**

- 2. STRATEGIC ALIGNMENT: HR SCORECARDS HELP ALIGN HR GOALS AND OBJECTIVES WITH THE OVERALL STRATEGIC GOALS OF THE ORGANIZATION.**



Disadvantages of HR Scorecard

The HR Scorecard has some disadvantages. It is complex and time-consuming to develop and implement. It may lead to a superficial understanding of HR performance. It may not capture the full complexity of HR functions. It may not be suitable for all organizations.

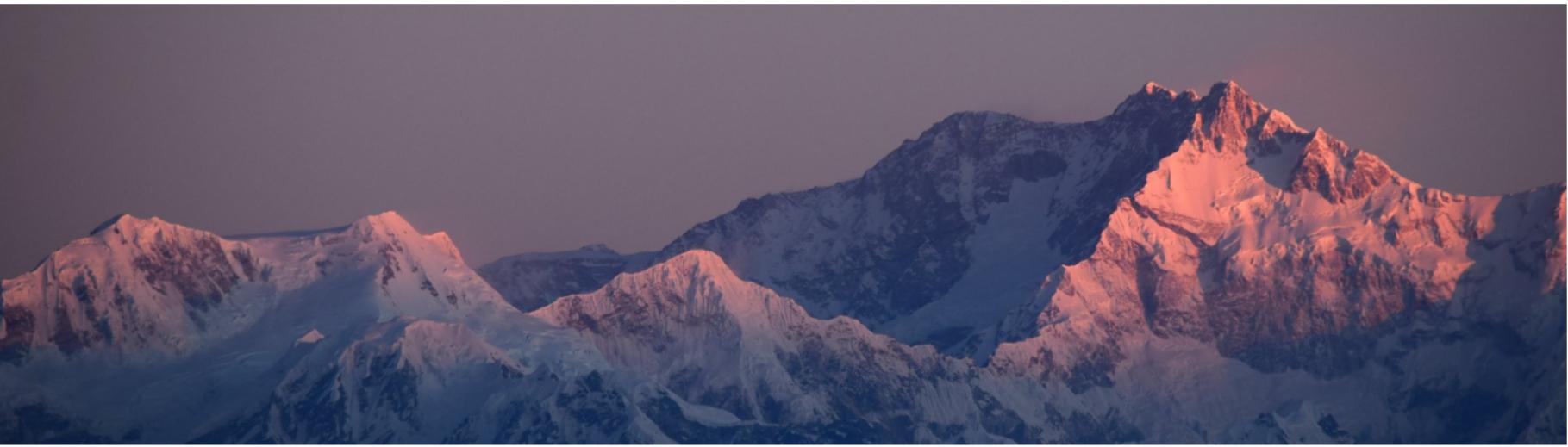


APPLICATION

The HR Scorecard is a valuable tool for measuring and evaluating HR functions. It provides insights into the impact of HR practices on business outcomes, allowing data-driven decisions to improve HR performance. Key components include HR Alignment, Efficiency, Effectiveness, and Compliance. These assess the alignment of HR strategies with business goals, the efficiency of processes, the impact of initiatives on employee performance and engagement, and legal compliance. Analyzing the data helps identify areas for improvement and develop strategies to enhance HR.

CONCLUSION

The **Tableau HR Scorecard** offers a holistic approach to evaluating talent management effectiveness. By leveraging data visualization and key metrics, organizations can make informed decisions and drive positive outcomes.



FUTURE SCOPE

The future scope of HR Scorecard is promising as it holds the potential to enhance performance measurement and analysis in the field of human resources. With the continuous advancements in technology and data analytics, HR professionals can leverage the power of HR Scorecard to gain deeper insights into employee performance, engagement, and overall organizational effectiveness.

APPENDIX :

- All the data are collected from data set to creating this project



Create visualizations to help stakeholders understand the insight easily



Gather data and metrics are crucial for assessing and managing the performance of an organization's HR department



**THANK
YOU**