

The Tableau HR Scorecard: Measuring Success in Talent Management

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.

The HR Scorecard consists of four main perspectives:

1. **Financial Perspective:** This perspective focuses on the financial impact of HR initiatives, such as the cost of recruitment, training and development, compensation and benefits, and turnover.
2. **Customer Perspective:** This perspective measures the satisfaction of internal and external customers of HR services, including employees, managers, and job candidates. It includes KPIs such as employee engagement, manager satisfaction with HR support, and candidate experience.
3. **Internal Process Perspective:** This perspective assesses the effectiveness and efficiency of HR processes, such as recruiting, onboarding, performance management, and employee development. It includes KPIs such as time to fill vacancies, time to productivity for new hires, and training hours per employee.

Learning and Growth Perspective: This perspective evaluates the organization's investment in employee development and its ability to innovate and adapt to changing business needs. It includes KPIs such as employee skills and competencies, employee retention, and the percentage of employees who receive regular training and development.

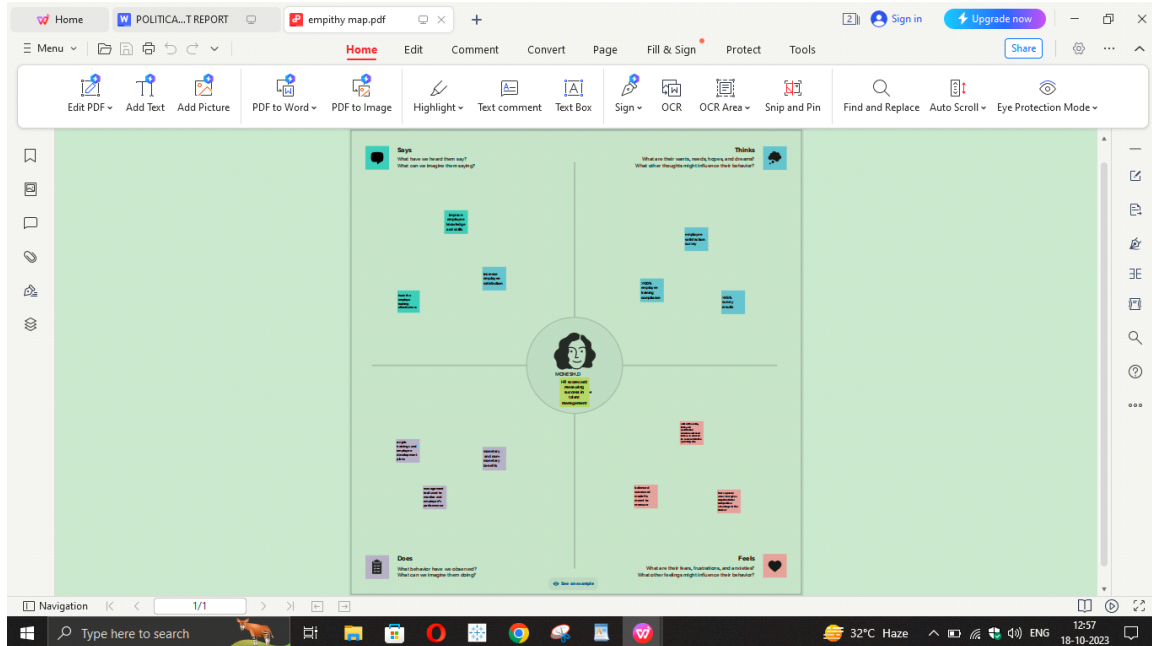
1.2 Purpose

This purpose of the project is to analyze the success of talent management strategies within an organization. The Human Resource professionals and business leaders will get an idea to plan their workforce recruitment. This project will also.

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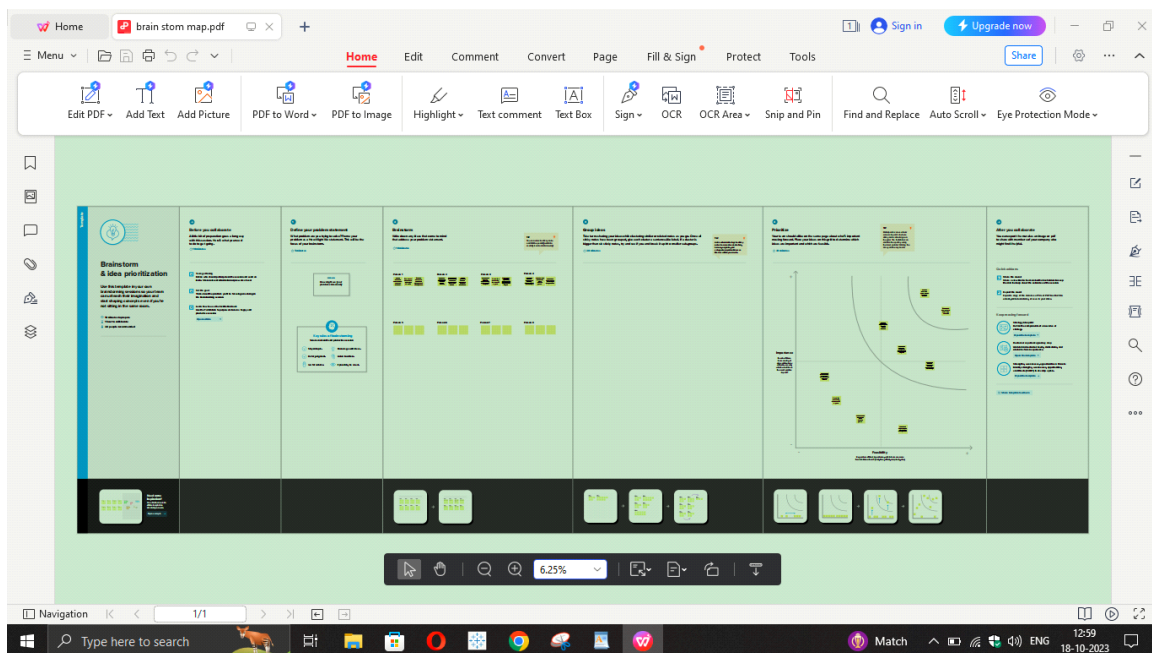
2. Problem Definition & Design Thinking

1.3 Empathy Map



Paste the empathy map screenshot

1.4 Ideation & Brainstorming Map

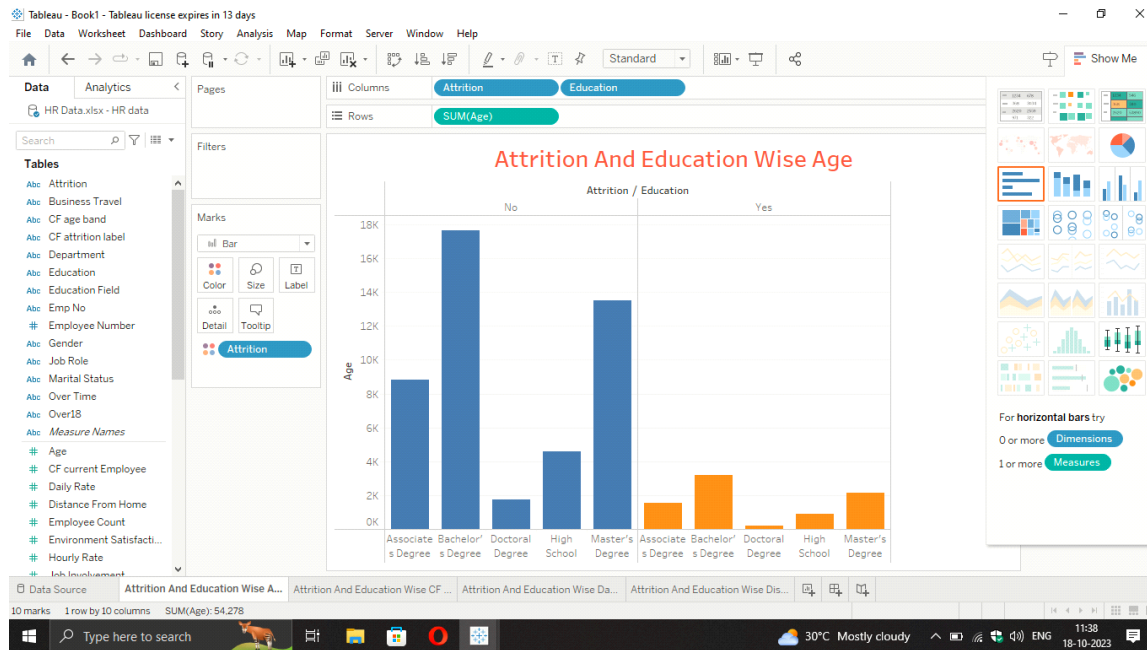


Paste the Ideation & brainstorming map screenshot

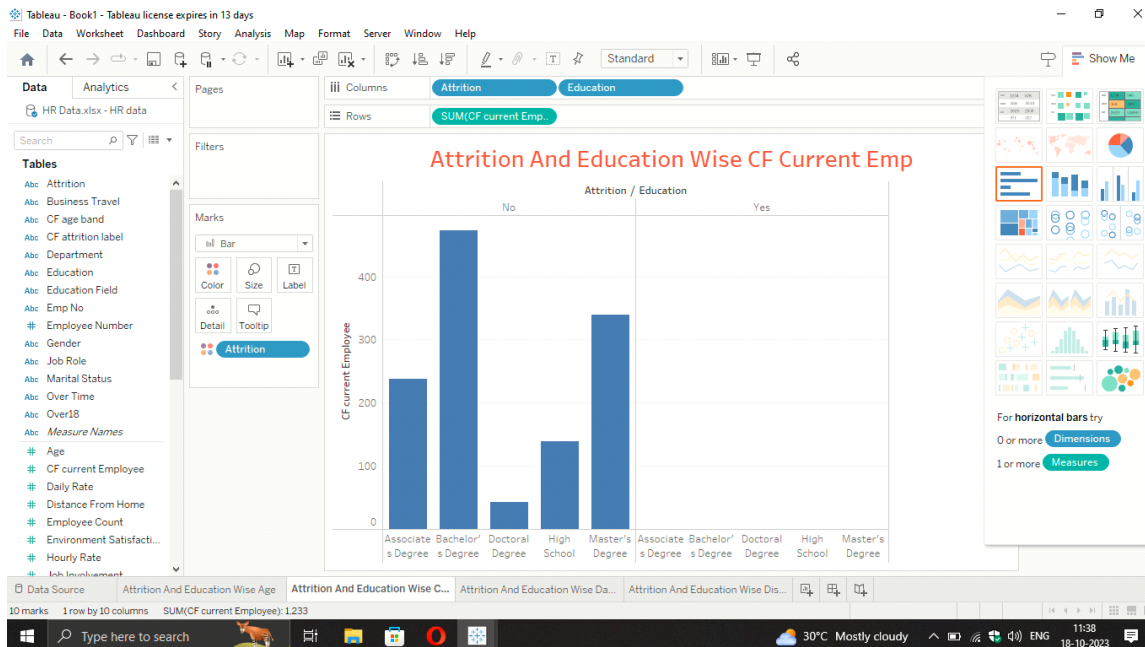
3 RESULT

Final findings (Output) of the project along with screenshots.

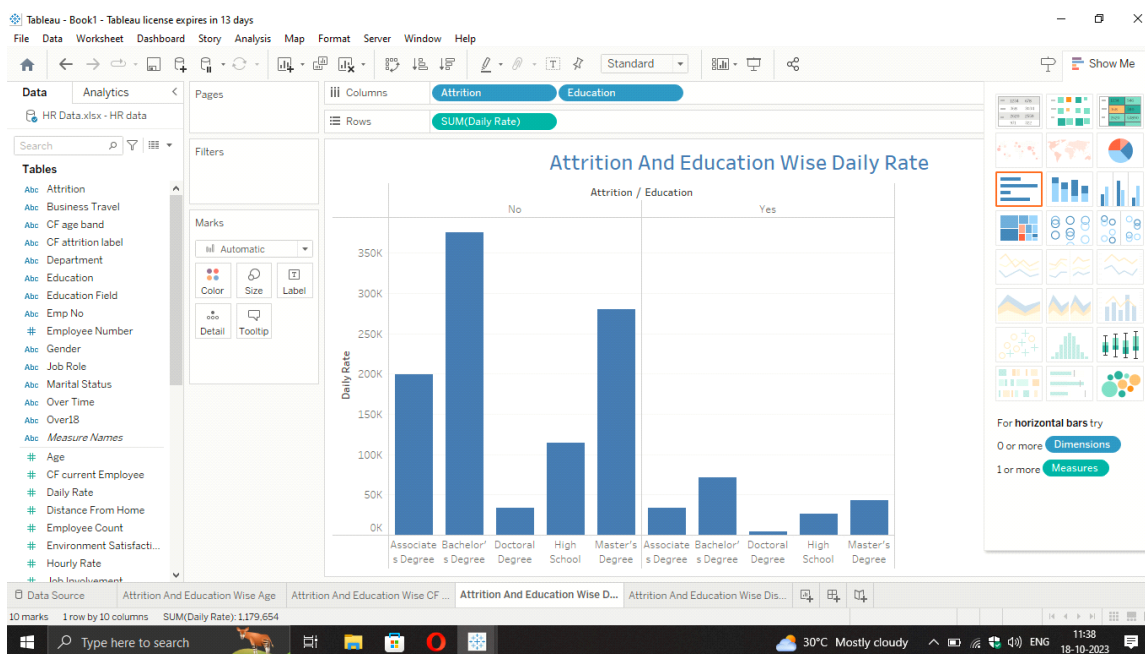
Attrition And Education Wise Age



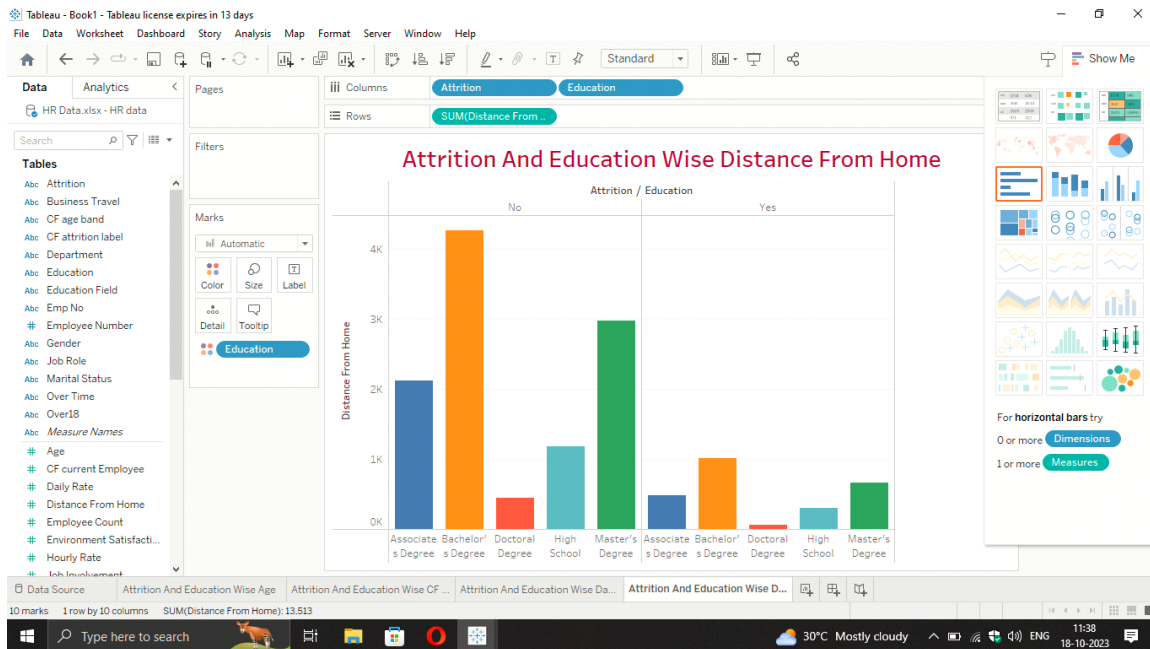
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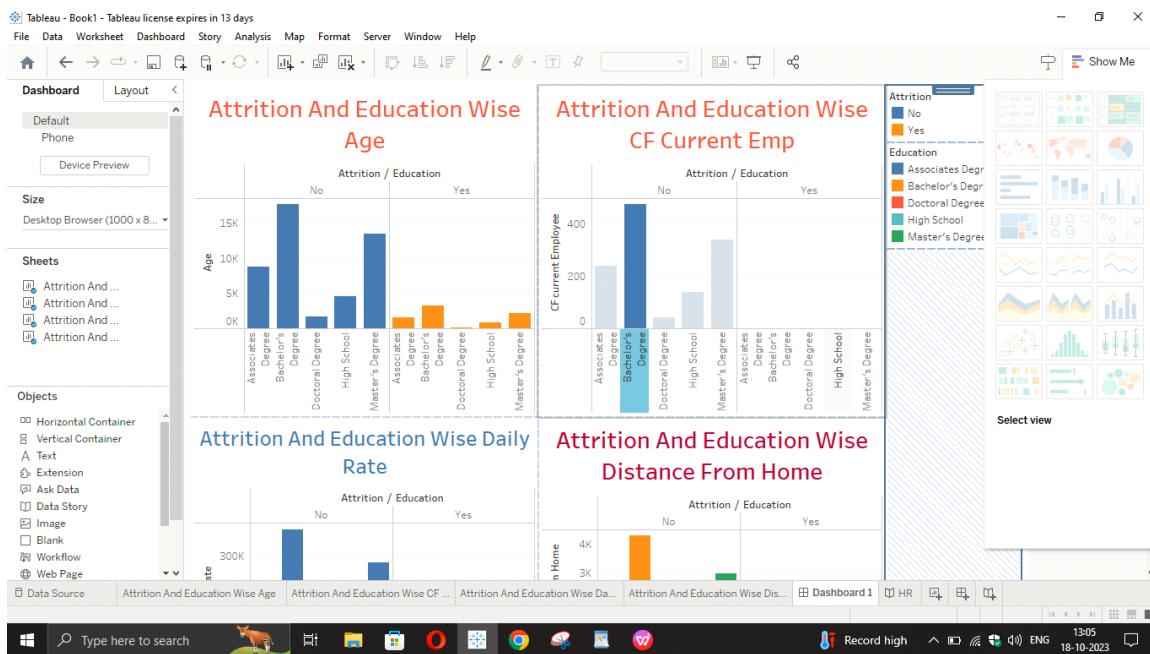
Attrition And Education Wise Daily Rate



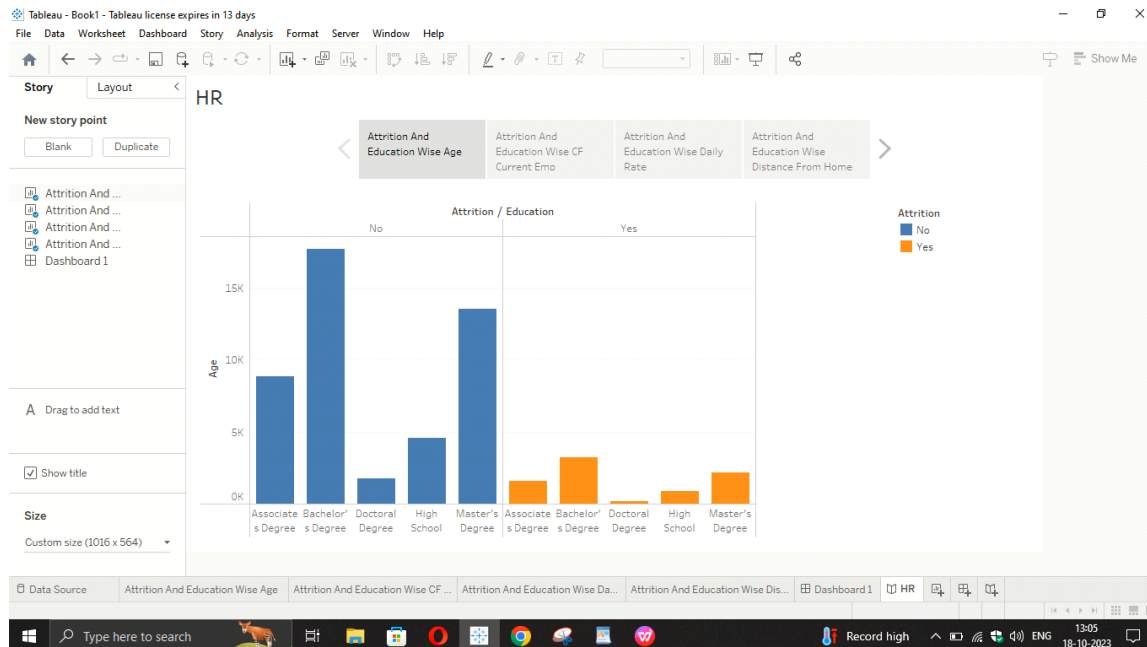
Attrition And Education Wise Distance From Home



Dashboard



Story



4. ADVANTAGES & DISADVANTAGES

List of advantages and disadvantages of the proposed solution

- * The advantages of talent management systems
- * Track employees seamlessly from hire to retire.
- * Identify skills gaps and development opportunities.
- * Connect performance to compensation management and career growth.
- * Develop robust succession plans based on accurate data.

* DISADVANTAGES

- *The implementation of talent management program could be expensive in terms of time, resources and financial costs.
- *Lack of support from line managers can impede the level of commitment from employees.

5. APPLICATIONS

The areas where this solution can be applied

*Talent management software provides many advantages in the areas of recruitment, performance management, training and education, and compensation management. Companies can collect, centralize, track, store, report and analyze employee data, while receiving automated reminders and notifications.

6. CONCLUSION

Conclusion summarizing the entire work and findings.

* Conclusion: At the end can say that talent management process has provide new ways to Human Resource department to handle problems faced in hiring talent. By the help of talent management process companies are hiring right person for the right job as per their job requirement and description.

7. FUTURE SCOPE

Enhancements that can be made in the future.

* Talent management is the full scope of HR processes to attract, onboard, develop, motivate, and retain high-performing employees. Talent management is aimed at improving business performance through practices that make employees more productive.