

The Tableau HR Score card: Measuring Success In Talent Management

1.INTRODUCTION

1.1 Overview

A brief description about your project

The Tableau HR Scorecard is a framework designed to measure and evaluates 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.
4. 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

The use of this project. What can be achieved using this.

Performance Measurement: An HR scorecard allows organizations to measure the performance of their talent management strategies and initiatives. It provides a structured framework for assessing how well HR practices are contributing to the company's goals.

Alignment with Business Objectives: The HR scorecard helps ensure that talent management activities are closely aligned with the broader business objectives of the organization. It helps HR professionals understand how their efforts impact the company's bottom line.

Data-Driven Decision Making: By collecting and analyzing relevant HR metrics and data, the HR scorecard enables data-driven decision-making. It provides insights into areas where improvements are needed and helps in allocating resources effectively.

Identifying Strengths and Weaknesses: It helps in identifying both strengths and weaknesses in talent management practices. Organizations can build on their strengths and address areas that need improvement.

Employee Development: Talent management involves employee development, and an HR scorecard can track the effectiveness of training and development programs, succession planning, and performance management.

Retention and Engagement: It can measure employee engagement and retention rates, helping organizations identify factors that influence employee satisfaction and take corrective actions if necessary.

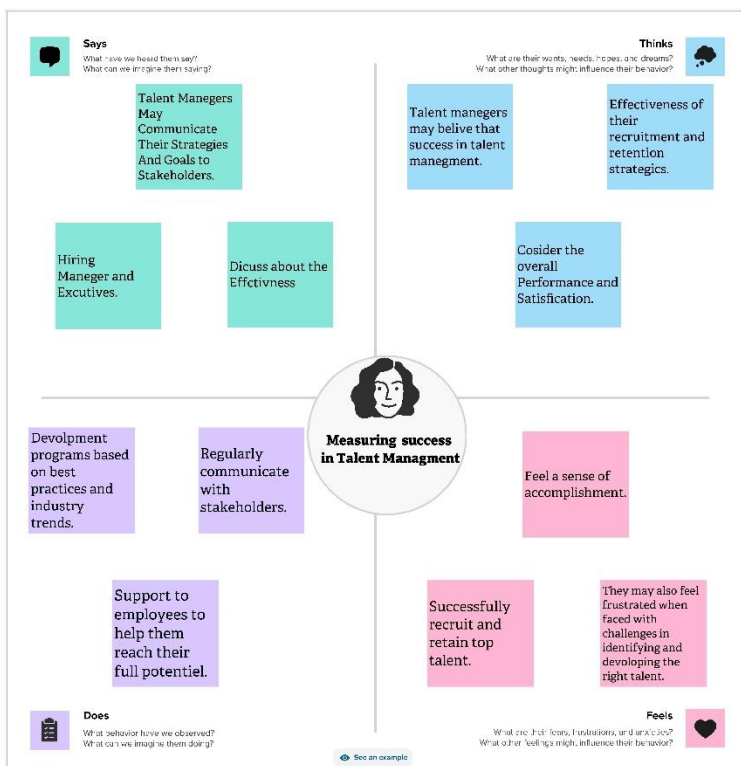
Compliance and Diversity: HR scorecards can also be used to monitor compliance with labor laws, diversity and inclusion initiatives, and other HR-related regulations.

Communication and Accountability: The HR scorecard can serve as a communication tool between HR departments and senior management. It holds HR accountable for its role in achieving organizational objectives.

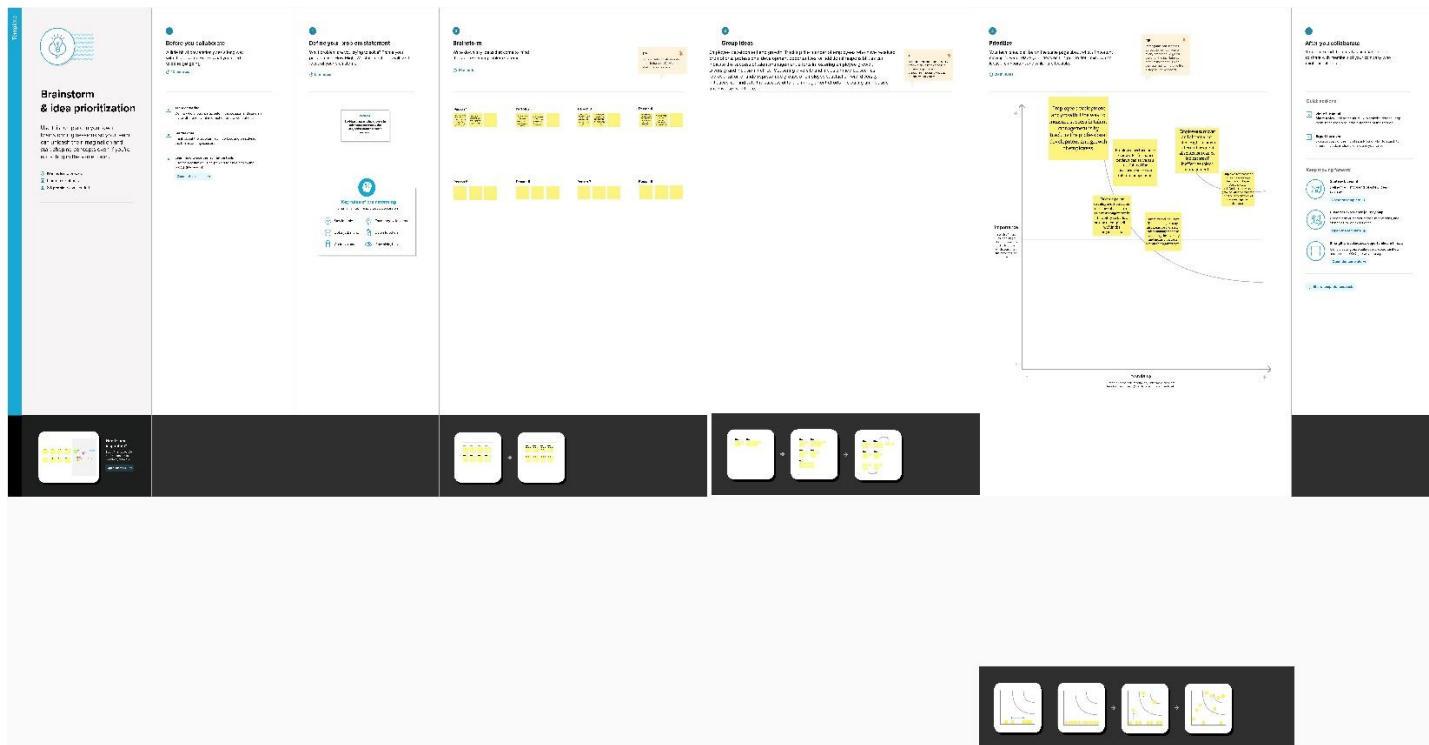
Continuous Improvement: By regularly reviewing and updating the HR scorecard, organizations can strive for continuous improvement in talent management practices.

2.Problem Definition & Design Thinking

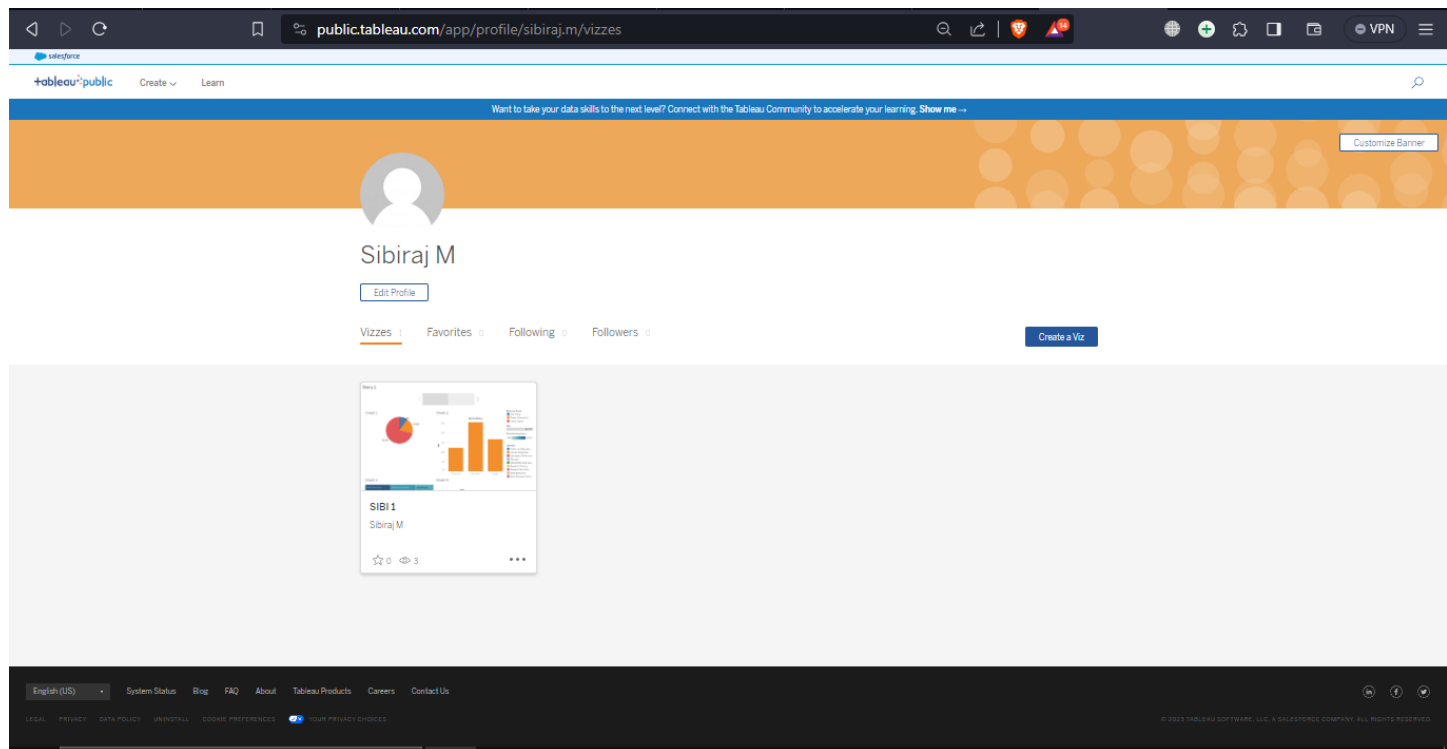
2.1.Empathy Map

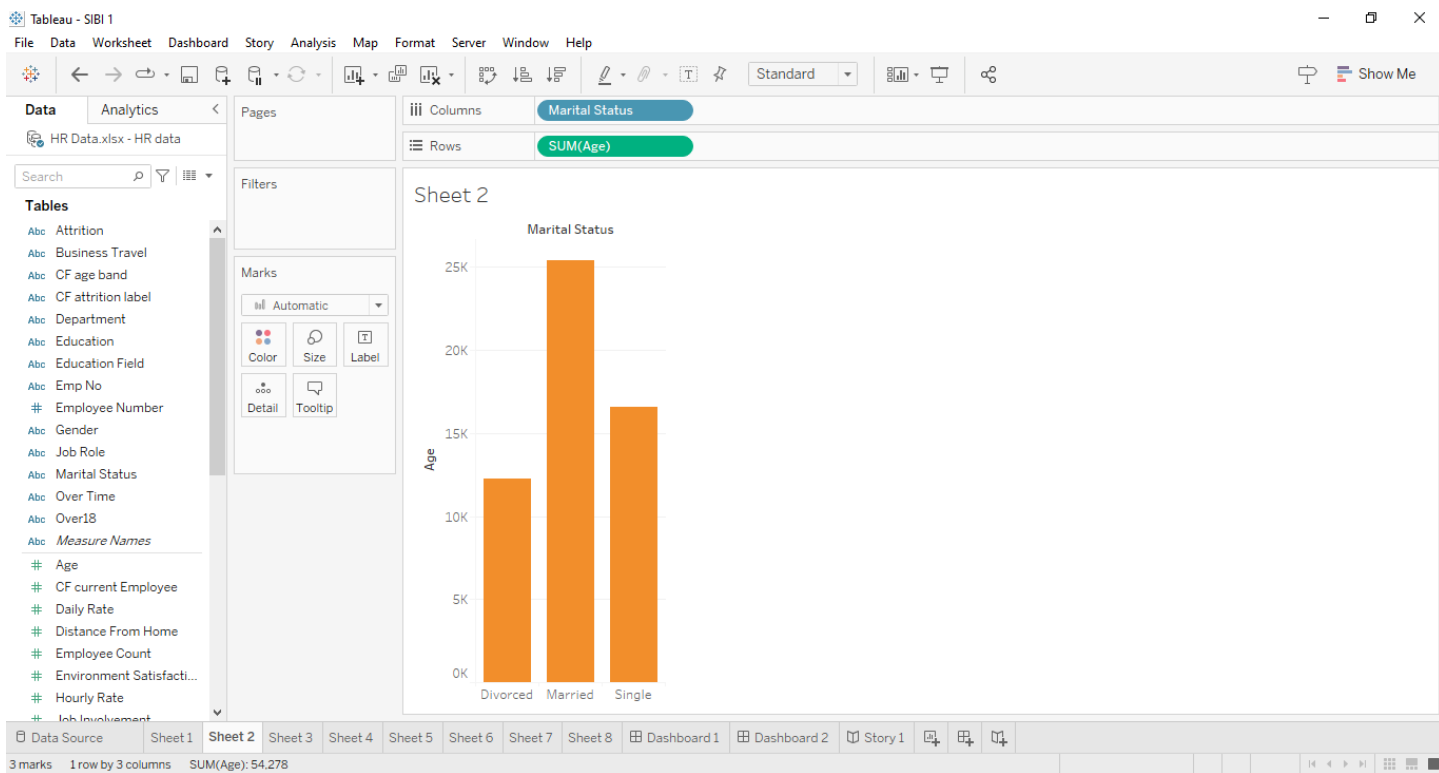
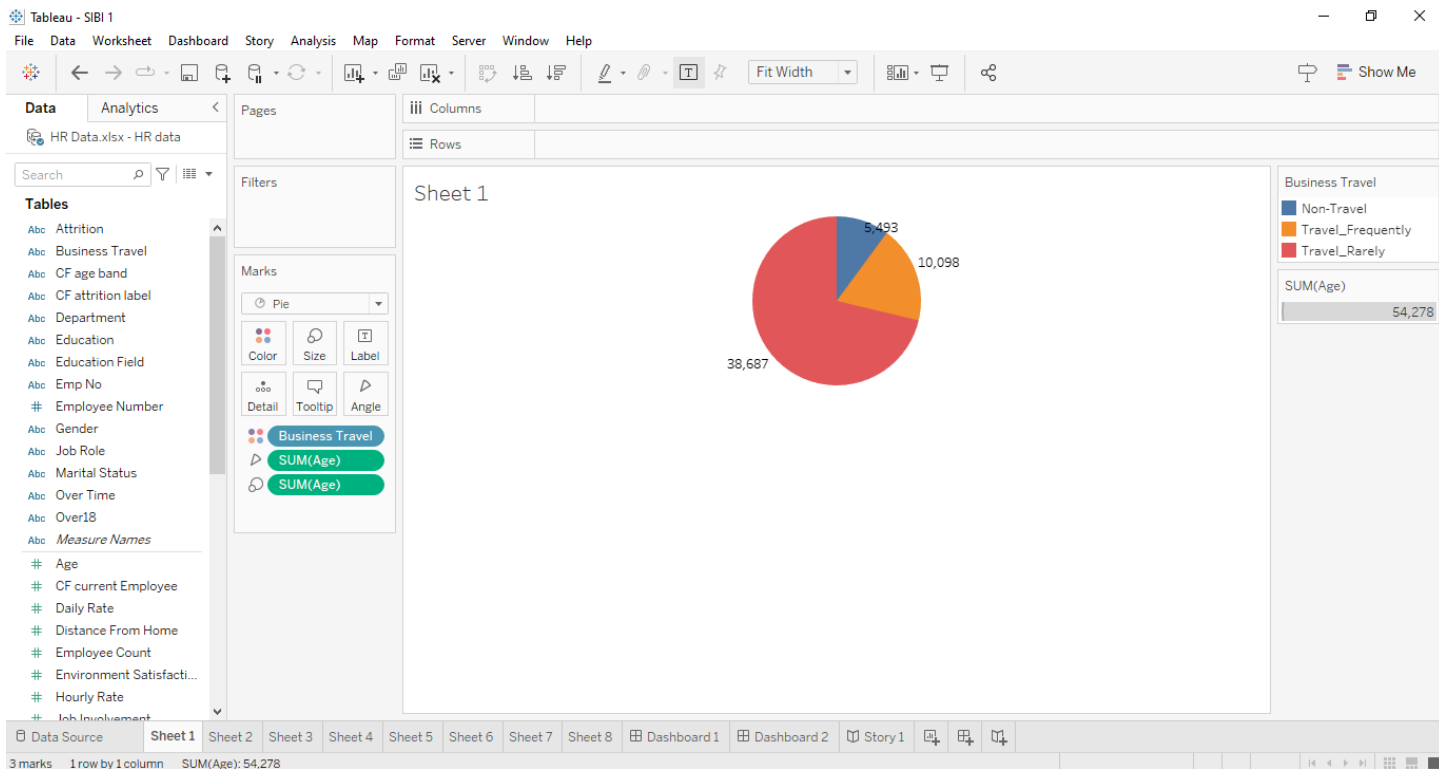


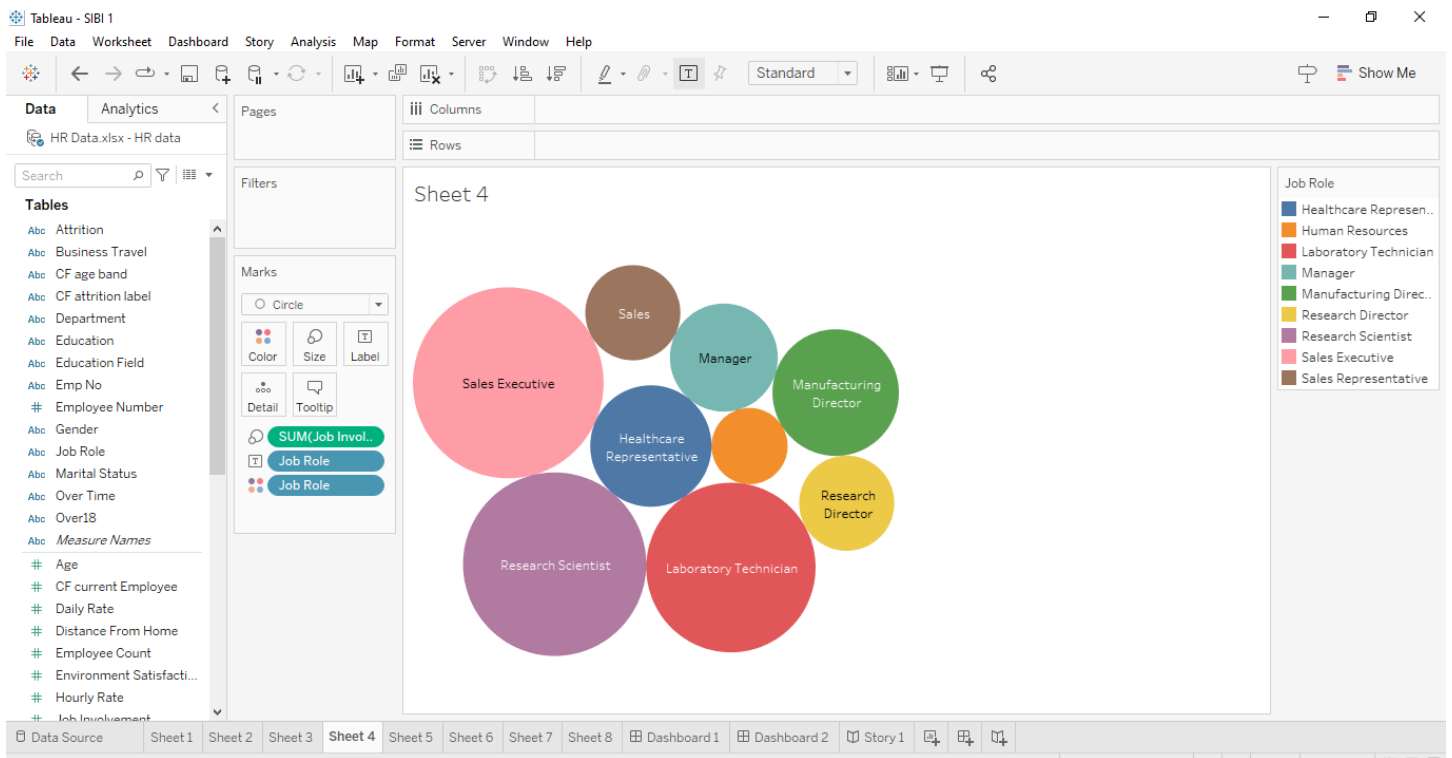
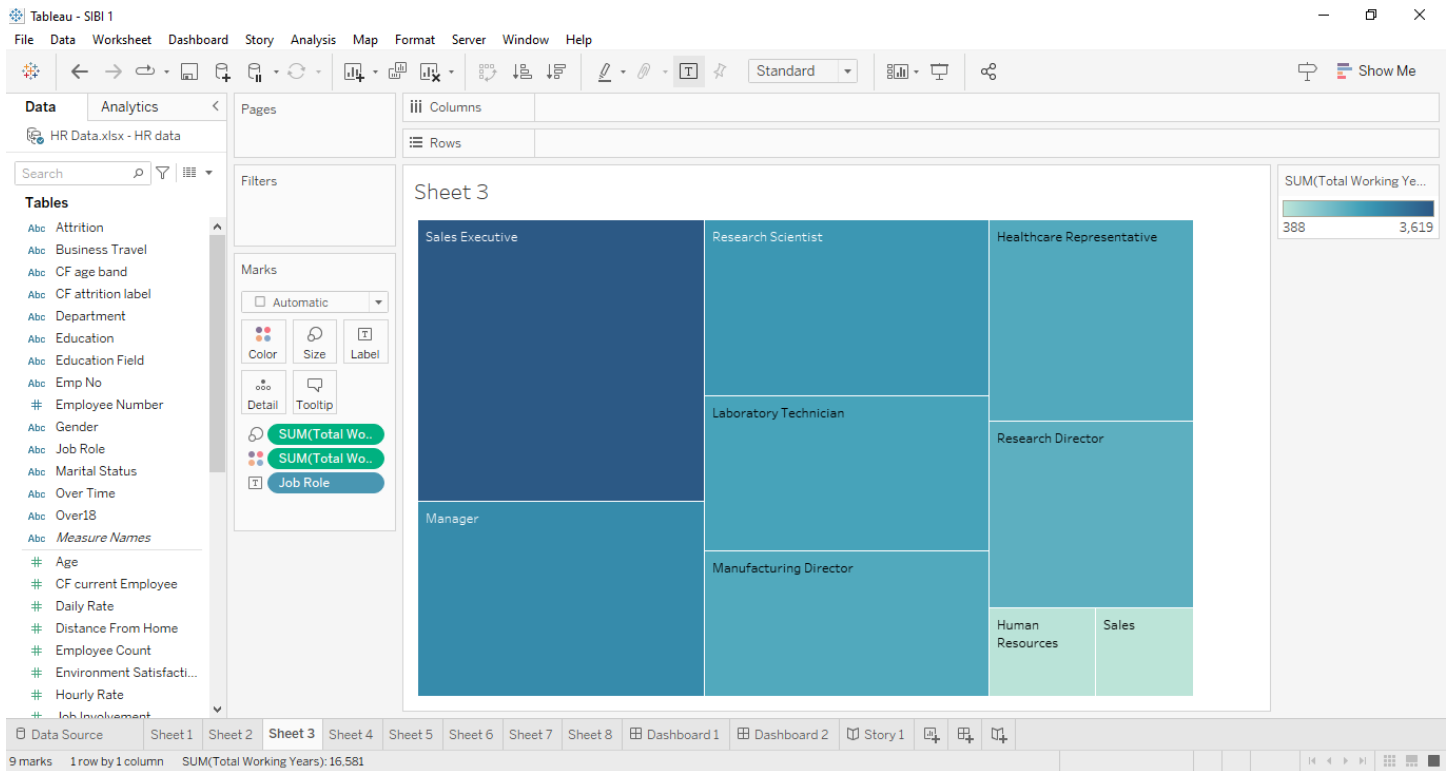
2.2 IDEATION & BRAINSTORMING:



3.RESULT







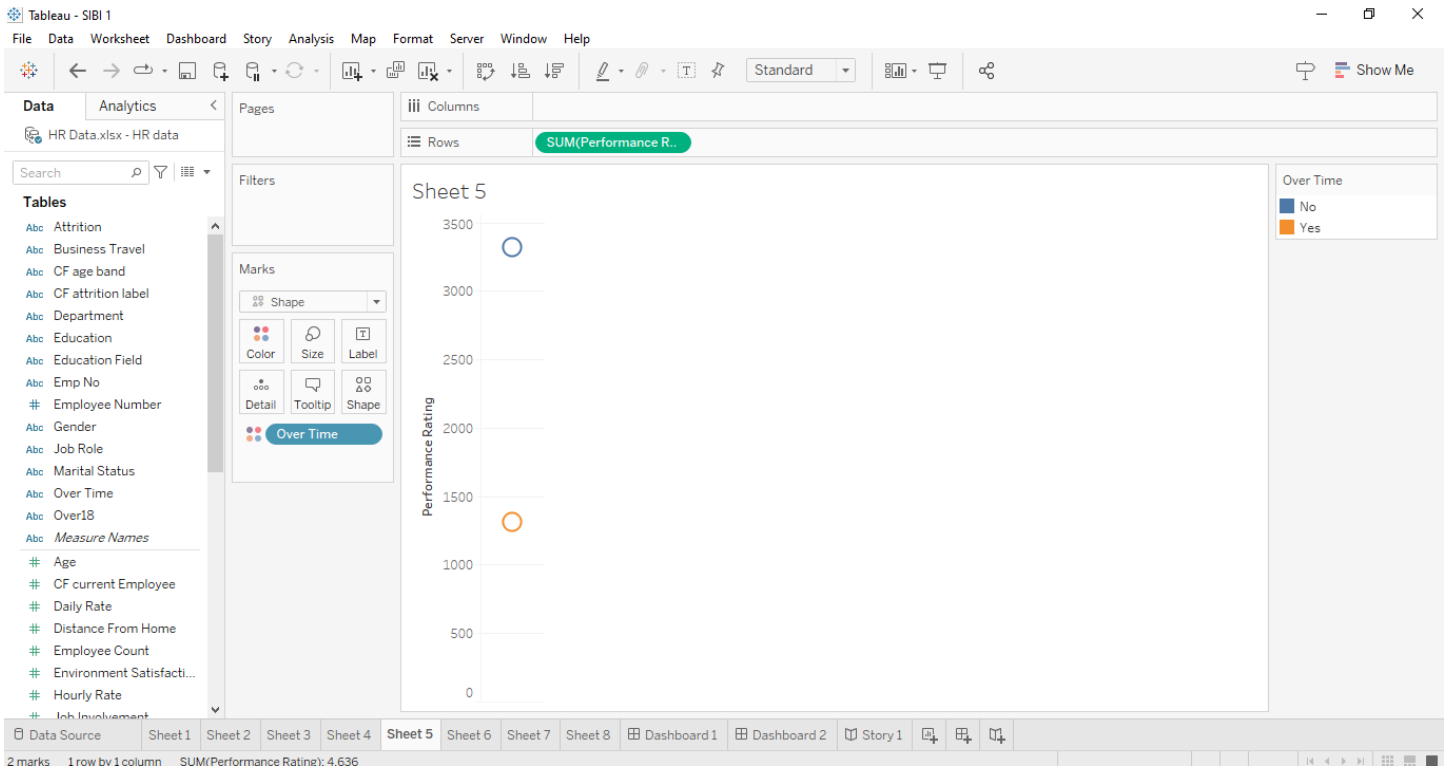


Tableau - SIB1 1

File Data Worksheet Dashboard Story Analysis Map Format Server Window Help

HR Data.xlsx - HR data

Search

Tables

- Attrition
- Business Travel
- CF age band
- CF attrition label
- Department
- Education
- Education Field
- Emp No
- Employee Number
- Gender
- Job Role
- Marital Status
- Over Time
- Over18
- Measure Names
- Age
- CF current Employee
- Daily Rate
- Distance From Home
- Employee Count
- Environment Satisfacti...
- Hourly Rate
- Job Involvement

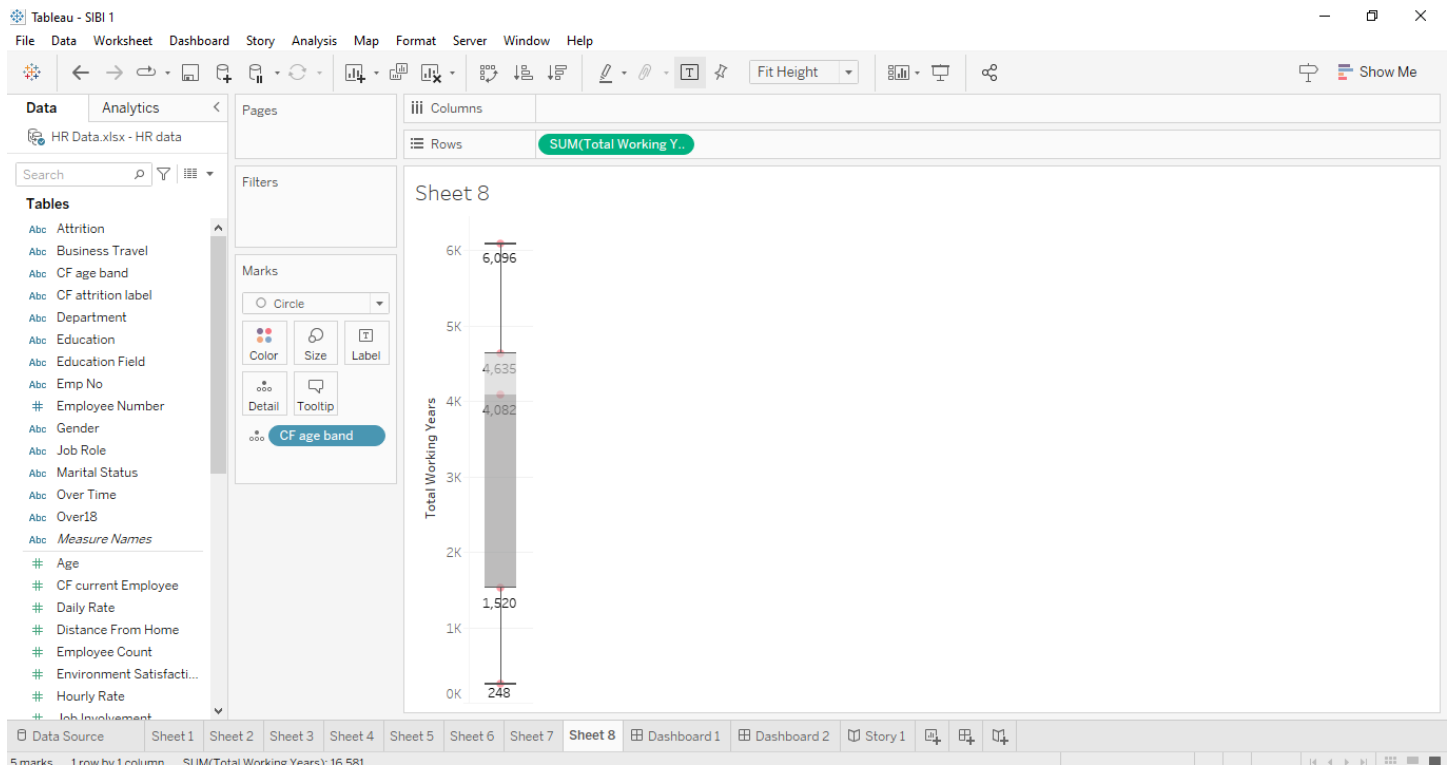
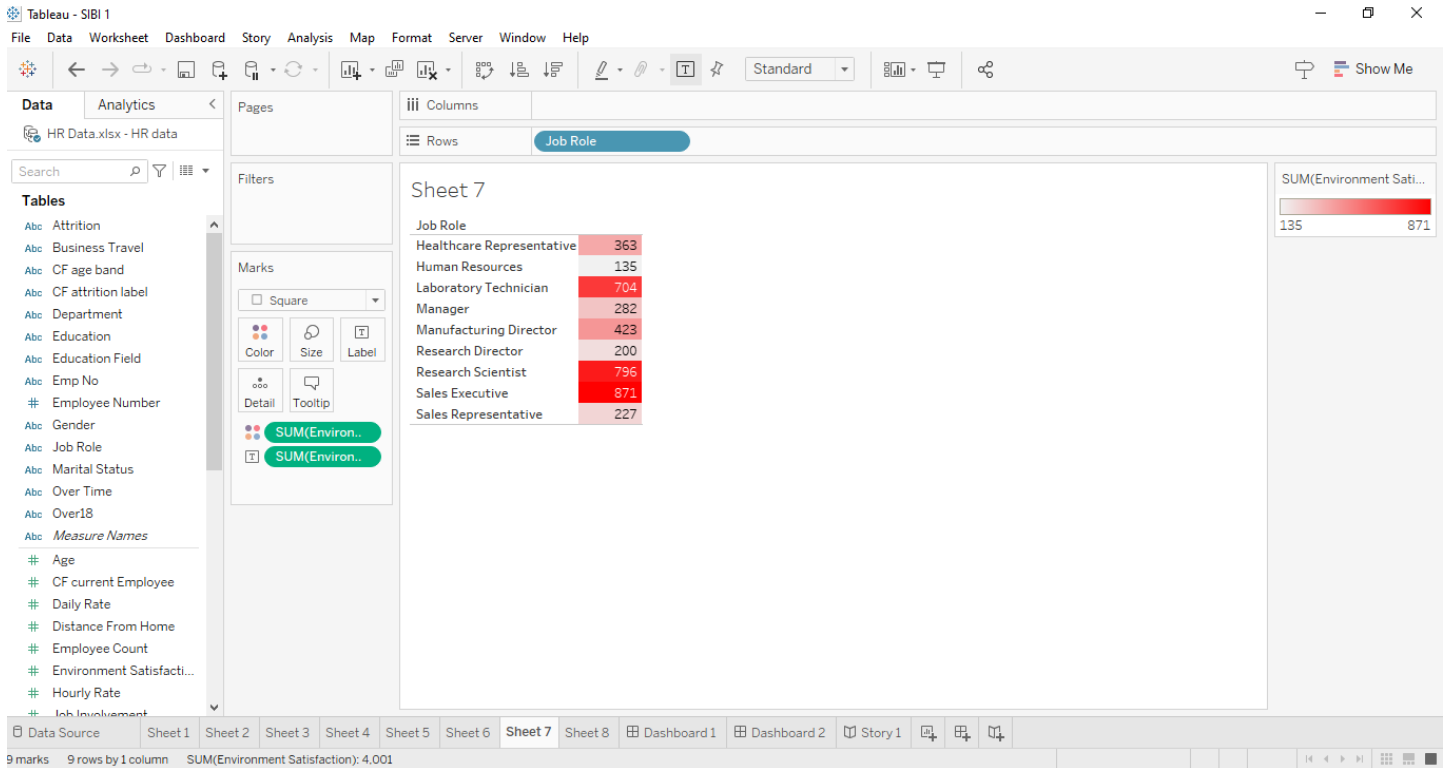
Columns: Education Field

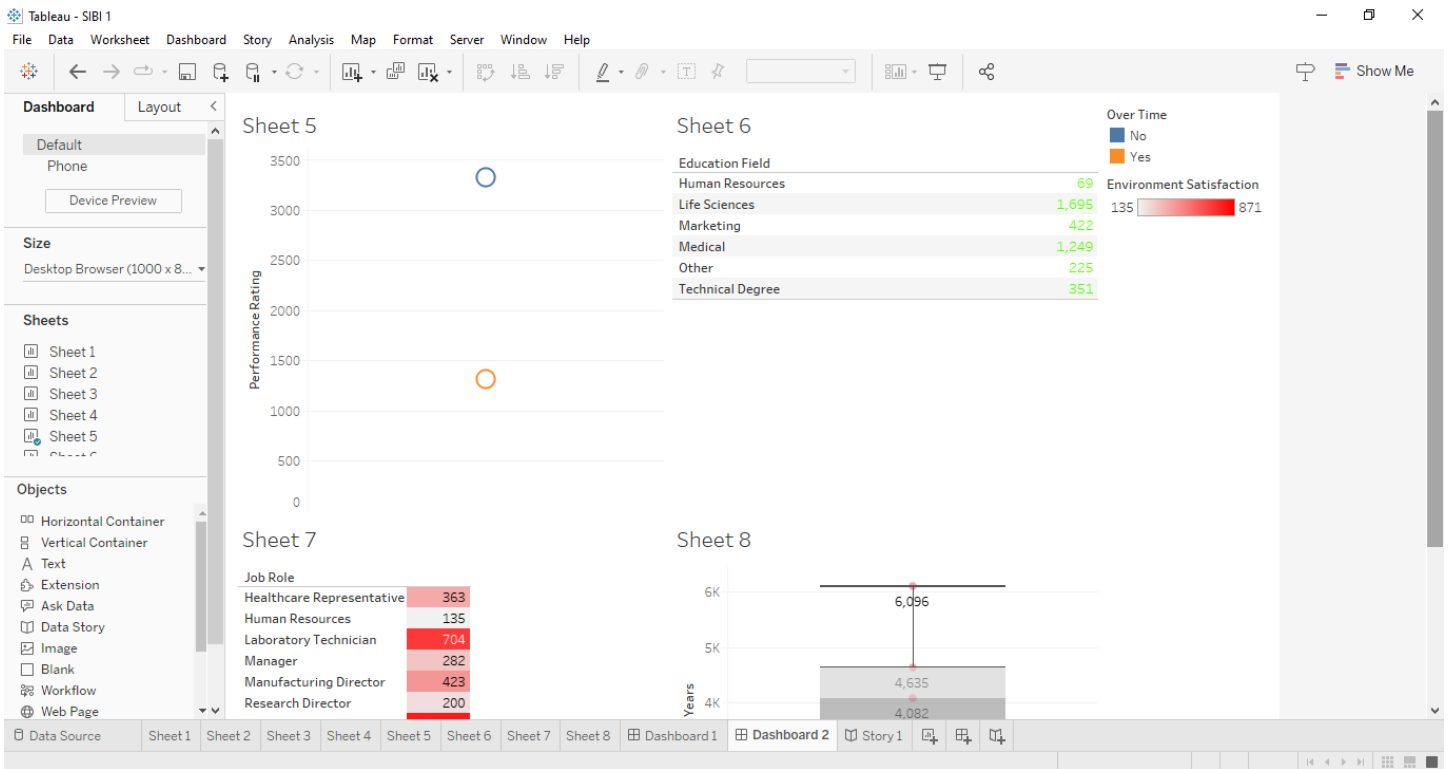
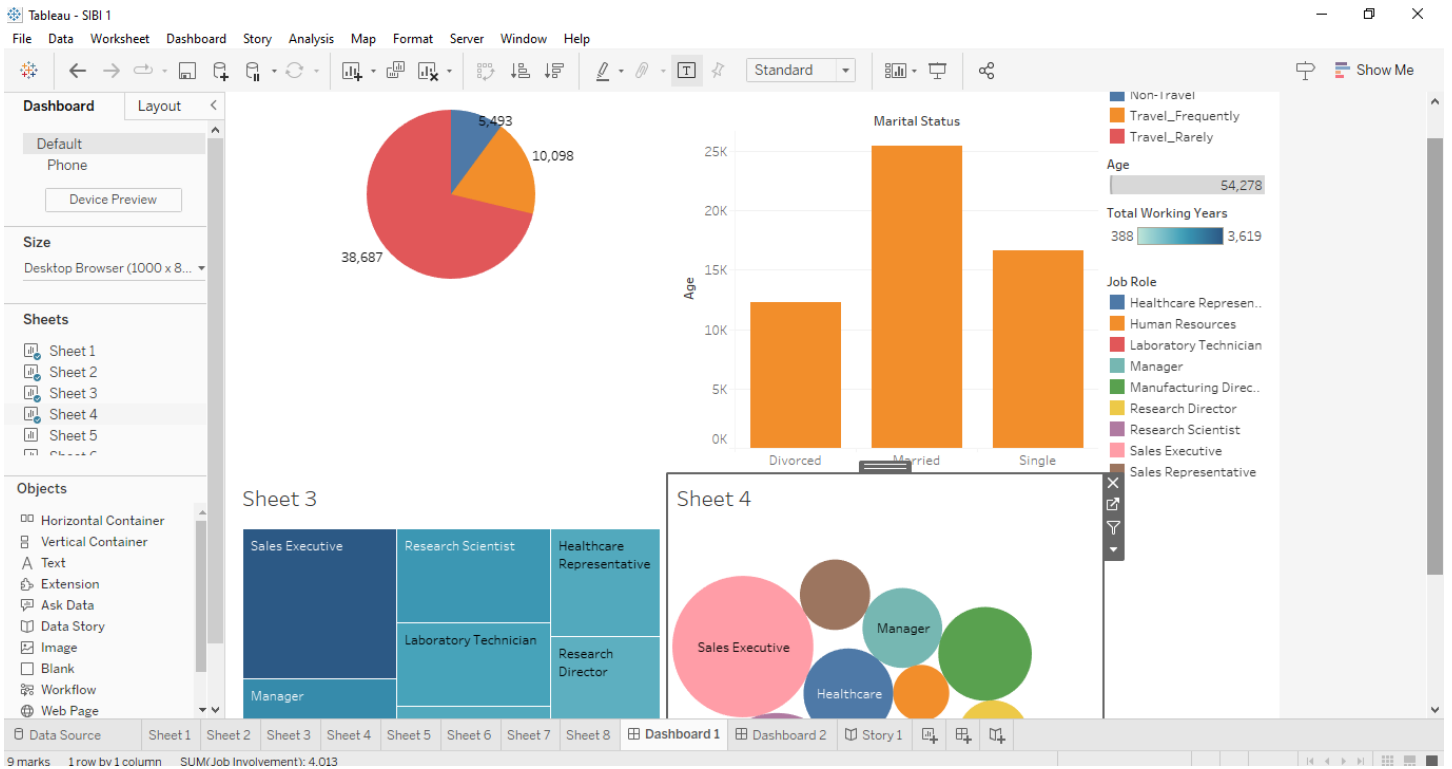
Rows: SUM(Job Satis...

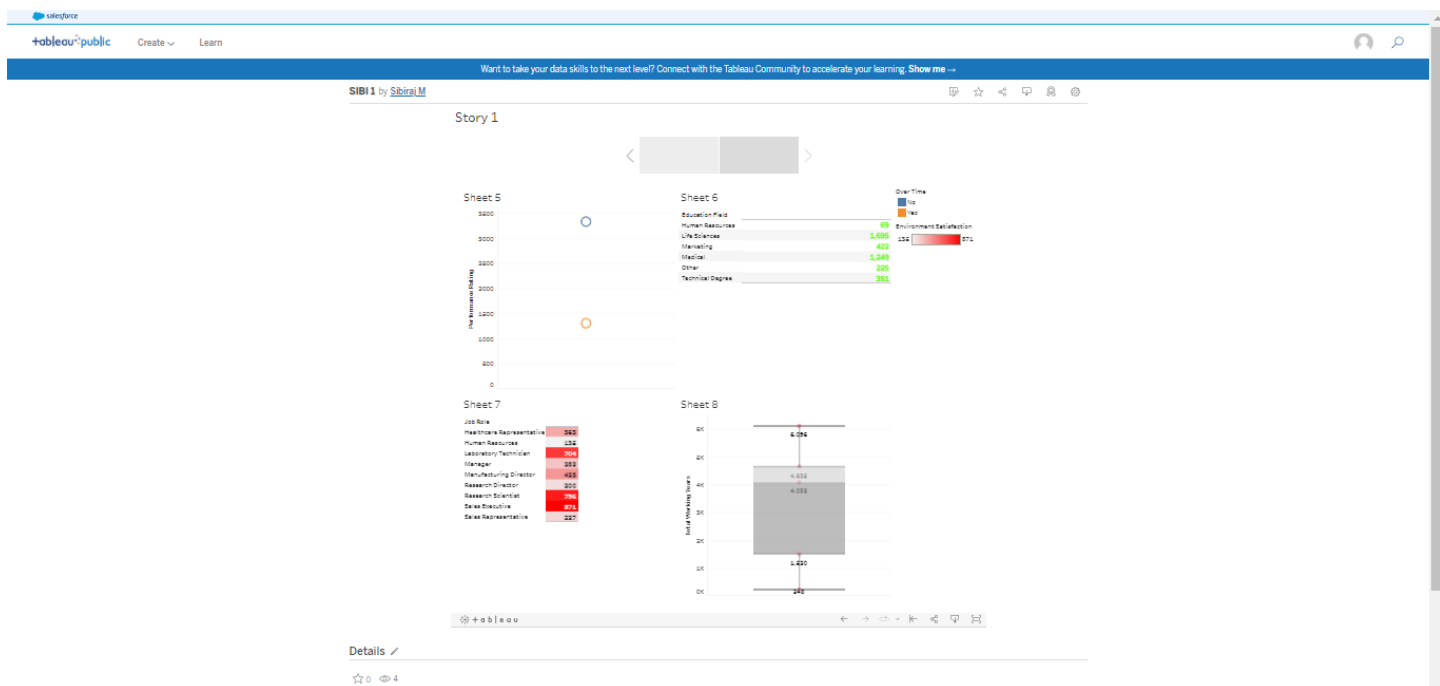
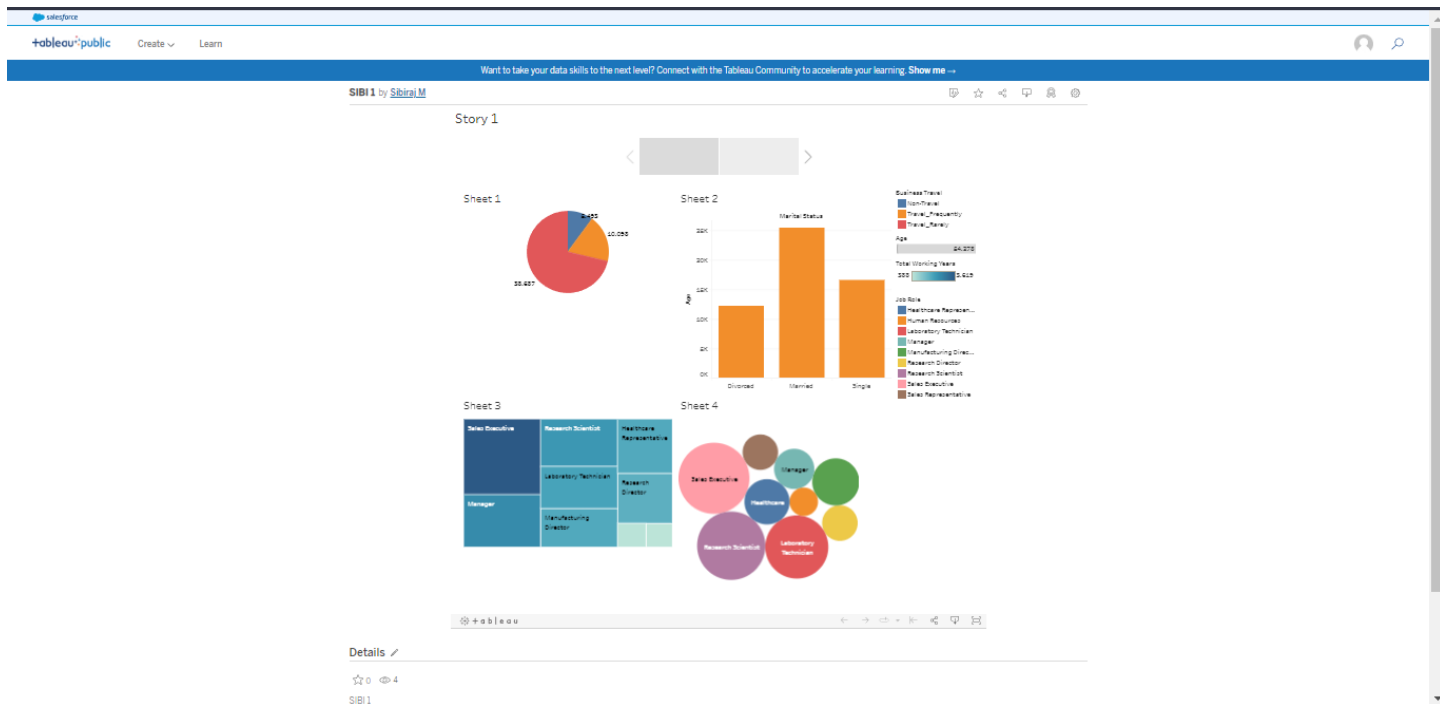
Sheet 6

Education Field	
Human Resources	69
Life Sciences	1,695
Marketing	422
Medical	1,249
Other	225
Technical Degree	351

6 marks 6 rows by 1 column SUM(Job Satisfaction): 4.011







2 ADVANTAGES AND DISADVANTAGES.

Advantages:

1. **Data Visualization:** Tableau is known for its powerful data visualization capabilities. It can help HR professionals create interactive and visually appealing dashboards and reports that make it easier to understand complex HR data. This can be especially valuable for presenting talent management metrics to stakeholders in a clear and engaging way.
2. **Real-Time Insights:** Tableau can connect to various data sources, allowing HR teams to access real-time data. This is advantageous for monitoring talent management metrics and making timely decisions based on the latest information.
3. **Customization:** Tableau allows for highly customizable dashboards and reports. HR professionals can tailor the scorecard to their organization's specific needs, incorporating the key performance indicators (KPIs) and metrics that matter most for measuring success in talent management.
4. **Integration:** Tableau can integrate with various HR systems and databases, streamlining data collection and reporting processes. This integration ensures that the HR scorecard reflects accurate and up-to-date information.
5. **Data Exploration:** Tableau's features enable users to drill down into data and explore trends, patterns, and outliers. This can be valuable for gaining deeper insights into talent management performance and identifying areas that require attention or improvement.
6. **Predictive Analytics:** Tableau can be used for predictive analytics, allowing HR teams to forecast talent-related trends and make proactive decisions. For example, it can help predict employee turnover or identify potential high-performers.
7. **Benchmarking:** With Tableau, organizations can compare their talent management metrics to industry benchmarks or internal historical data. Benchmarking can provide context for evaluating success and setting performance targets.
8. **Accessibility:** Tableau dashboards can be accessed on various devices, making it easy for HR professionals and other stakeholders to view and interact with HR scorecards whether they are in the office or working remotely.
9. **Scalability:** Tableau can scale to accommodate larger datasets and more complex analytics as organizations grow. This scalability is valuable for companies that need to manage talent across various regions or business units.
10. **User-Friendly Interface:** Tableau's user-friendly interface makes it accessible to a wide range of users, including those without extensive data analytics or programming skills. This means that HR professionals can create and modify HR scorecards without relying heavily on IT support.

Disadvantages:

1. **Cost:** Tableau can be relatively expensive, especially for organizations that require multiple licenses or need advanced features. Smaller companies with limited budgets may find it cost-prohibitive.
2. **Learning Curve:** Tableau has a learning curve, and users may need training to harness its full potential. HR professionals who are not familiar with data analytics or visualization tools may find it challenging to create and maintain HR scorecards.
3. **Data Integration Complexity:** While Tableau can integrate with various data sources, setting up these integrations and ensuring data accuracy can be complex. IT support may be required to handle data connections effectively.
4. **Data Quality:** The accuracy and quality of the data used in HR scorecards are critical. If data is incomplete, outdated, or inaccurate, it can lead to incorrect conclusions and decision-making.
5. **Maintenance:** Keeping HR scorecards up to date and maintaining data sources can be time-consuming. Regular updates and data cleaning are necessary to ensure the accuracy of the metrics displayed.
6. **Security Concerns:** Handling sensitive HR data requires strong security measures. Organizations must ensure that Tableau is configured to meet their security and privacy requirements to protect employee information.
7. **Scalability Challenges:** While Tableau is scalable, very large datasets or complex analyses can strain system resources and slow down performance. Organizations with extensive HR data may need to invest in robust hardware infrastructure.
8. **Dependency on IT:** In some organizations, HR teams may rely heavily on IT departments to set up and maintain Tableau dashboards. This dependency can lead to delays and lack of agility in responding to changing HR needs.
9. **Limited Predictive Analytics:** Tableau is primarily a data visualization tool, and while it can handle basic predictive analytics, it may not provide the advanced modeling capabilities needed for sophisticated talent management predictions.

5.APPLICATIONS

"In our organization, we have harnessed the power of Tableau to develop a robust HR scorecard dedicated to measuring our success in talent management. With this customized tool, we can track and visualize a wide range of critical metrics and key performance indicators (KPIs) related to our human resources efforts. For instance, we closely monitor employee turnover rates, performance evaluations, and the impact of our training and development programs. Through interactive dashboards, we gain real-time insights into our talent management initiatives, allowing us to identify areas of strength and areas that require improvement. This data-driven approach has proven invaluable in our strategic decision-making processes, enabling us to align our HR practices more closely with our organizational goals, enhance employee engagement, and foster a culture of continuous improvement."

6.CONCLUSION

In conclusion, the Tableau HR scorecard represents a powerful and versatile tool for organizations seeking to evaluate and enhance their talent management strategies. By harnessing Tableau's data visualization capabilities, HR professionals can create dynamic and interactive scorecards that provide a comprehensive view of critical HR metrics. This approach enables organizations to make informed decisions, align their talent management practices with broader business objectives, and foster a culture of data-driven improvement. While there may be challenges, such as cost and a learning curve, the advantages of using Tableau for HR scorecards far outweigh these drawbacks. Ultimately, Tableau empowers organizations to optimize their talent management efforts, foster employee development, and drive sustainable success in a rapidly evolving workforce landscape.

7.FUTURE SCOPE

The future scope of using Tableau or similar data visualization tools for HR scorecards in measuring success in talent management is highly promising. As technology and HR practices continue to evolve, these scorecards are likely to play an increasingly pivotal role in shaping the workforce of tomorrow.

One of the most significant future trends is the integration of advanced predictive analytics. HR scorecards will likely become even more proactive, leveraging predictive modeling to anticipate talent needs, identify potential issues, and recommend tailored solutions. This can help organizations stay ahead in talent acquisition, retention, and development.

8.APPENDIX

Dashboard-1 link

https://public.tableau.com/views/SIBI1/Story1?:language=en-US&:display_count=n&:origin=viz_share_link

Dashboard-2 link

https://public.tableau.com/shared/NT6YGY8JY?:display_count=n&:origin=viz_share_link

Storyboard link

<https://public.tableau.com/app/profile/sibiraj.m/vizzes>

Presentation link

<https://drive.google.com/file/d/1hOFsko4-1T1B3JuDesa9Ov9aExvFwaCW/view?usp=drivesdk>