THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

NM ID: NM2023TMID37223

## 1. INTRODUCTION

OVERVIEW

A Tableau HR Scorecard for measuring success in talent management is a visual and data-driven approach to evaluate and monitor various key performance indicators (KPIs) and metrics related to an organization's talent management processes. Tableau is a popular data visualization tool that allows you to create interactive and dynamic dashboards, making it an excellent choice for HR analytics and reporting. Here's an overview of how you might use a Tableau HR Scorecard to measure success in talent management.
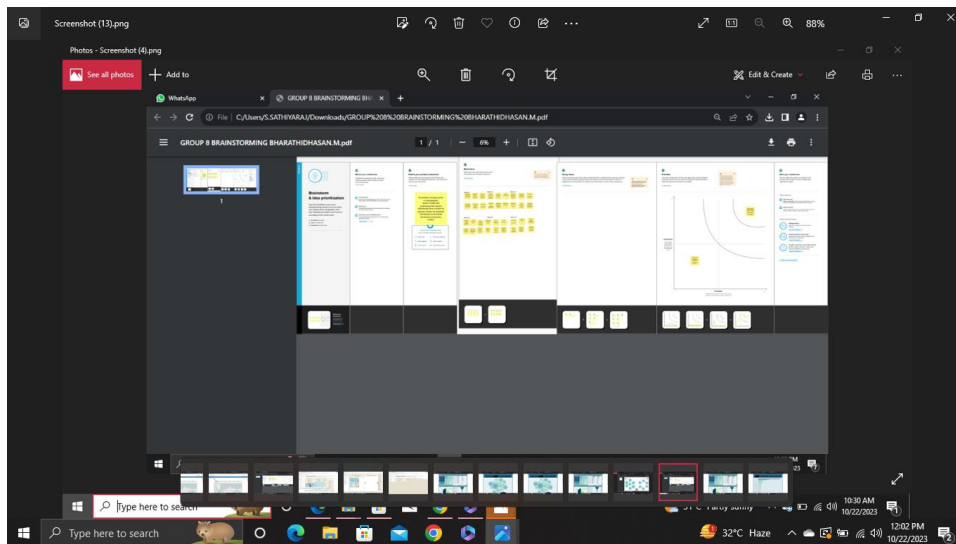
PURPOSE

The purpose of the study is to analyze and showcase
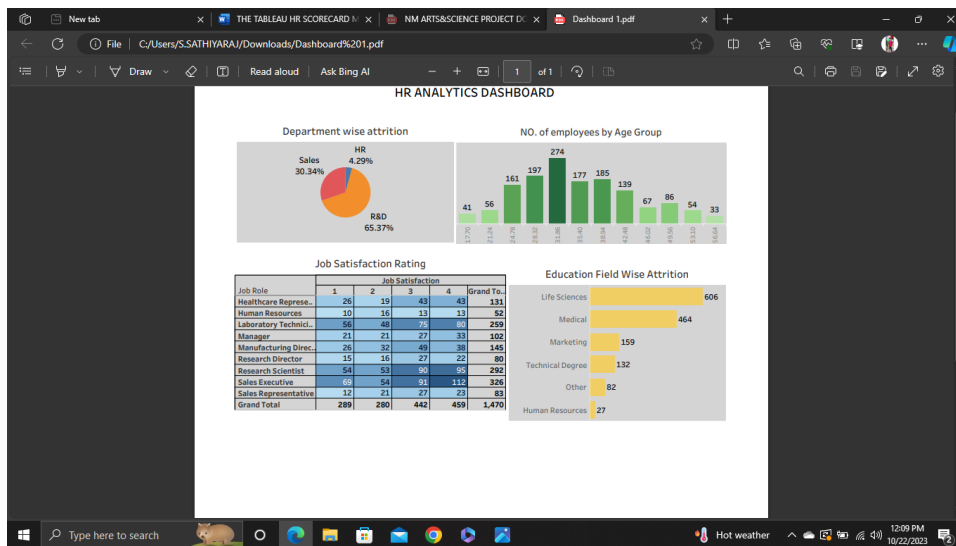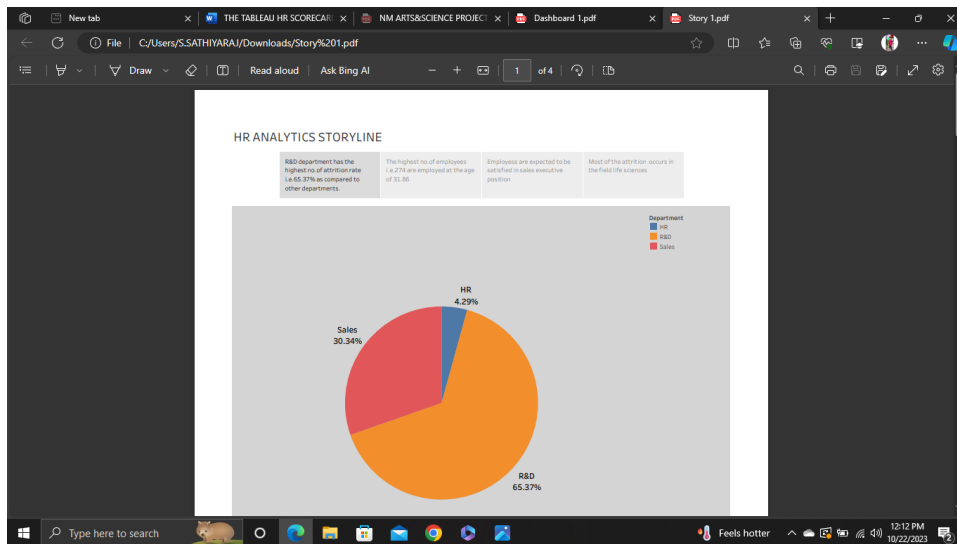
2. PROBLEM DEFINITION & DESIGN THINKING

EMPATHY MAP
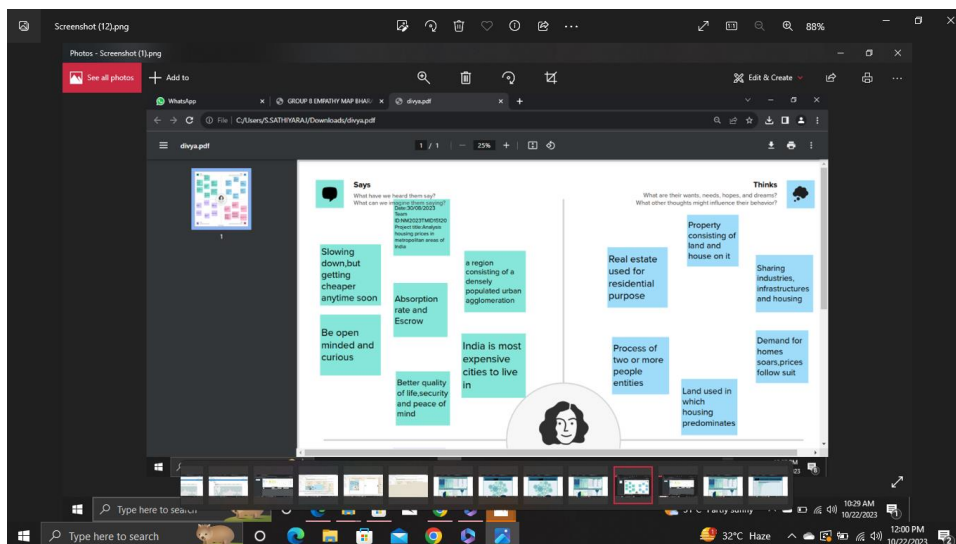
IDEATION & BRAINSTORMING MAP

3. RESULT

DASHBARD

4. ADVANTAGES & DISADVANTAGES

ADVANTAGES

Data Visualization:

Tableau excels at creating interactive and visually appealing data visualizations. This makes it easier for HR professionals and management to understand complex HR data, trends, and patterns quickly.

Improved Decision-Making:

By providing data in a digestible format, Tableau helps HR teams and management make well-informed decisions regarding talent acquisition, retention, and development strategies.

Cost Savings: By identifying inefficiencies and areas for improvement in talent management, organizations can reduce costs related to recruitment, training, and turnover.

DISADVANTAGES Cost:

Implementing Tableau and maintaining a scorecard can be expensive. There are licensing costs for Tableau software, and organizations may need to hire or train professionals with Tableau expertise. Data Quality Issues: Tableau is only as good as the data it processes. Poor data quality can lead to inaccurate insights. Data cleansing and integration can be time-consuming and resource-intensive. Initial Time Investment: Building a Tableau HR Scorecard can be time-consuming, potentially delaying the realization of its benefits.

5. APPLICATION

Tracking Recruitment Metrics Candidate Quality Employee Onboarding Employee Development Performance Management

6. CONCLUSION

The Tableau HR Scorecard empowers HR professionals to make informed decisions by providing clear visual representations of key HR metrics. This reduces the reliance on intuition and gut feeling and promotes data-driven practices. With real-time dashboards, organizations can continuously track HR metrics, identify emerging trends, and promptly address issues in talent management. Tableau allows for extensive customization of dashboards, enabling HR professionals to tailor the view to their specific needs and areas of responsibility. The iterative nature of the scorecard supports continuous improvement in talent management processes, helping organizations adapt to changing workforce needs and business goals.

7. FUTURE SCOPE

The integration of advanced analytics and artificial intelligence (AI) into Tableau HR Scorecards will enable predictive analytics, allowing organizations to anticipate workforce trends, identify potential issues, and make proactive decisions. Tableau HR Scorecards will evolve to help organizations with more sophisticated workforce planning, including predicting future talent needs, identifying skill gaps, and recommending strategic actions. Future Tableau versions are likely to offer improved data integration features, making it easier to connect and analyze data from a wide range of HR systems, including applicant tracking systems, HRIS, performance management tools, and