# INTRODUCTION:

1.1   OVERVIEW:

A HR scorecard typically refers to a visual or data-driven tool used by human resources professionals to track and measure various HR metrics and key performance indicators (KPIs) related to their workforce. It helps HR teams monitor and assess critical aspects of employee performance, engagement, recruitment, retention, and other HR-related activities. Visualize HR Metrics, Employee Engagement,Recruitment Analytics,Workforce Diversity,Performance Management.

1.2 PURPOSE:

Visualize Data: Create charts, graphs, and dashboards that make it easier to understand HR data and trends.

Drill-Down Analysis: Allow users to drill down into the data to gain deeper insights and identify areas that may need attention.

Real-Time Reporting: Generate real-time or near-real-time reports, which can be crucial for making timely HR decisions.

Customization: Tailor dashboards to meet the specific needs of HR teams and management.

Integration: Connect to various data sources to consolidate HR data from different systems and databases.

Track Progress: Monitor progress toward HR goals and targets over time.

PROBLEM DEFINITION AND DESIGN THINKING:

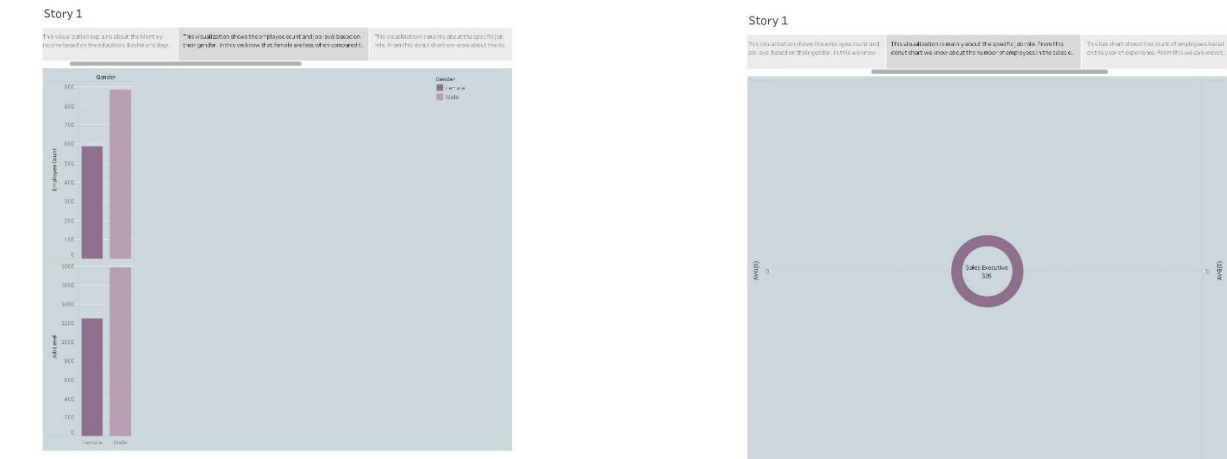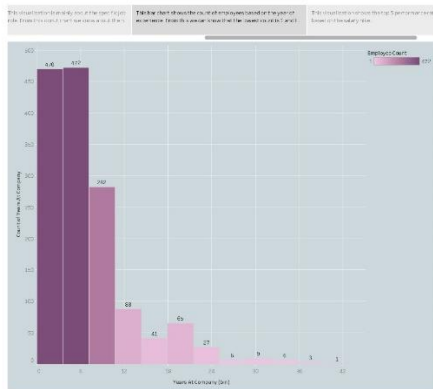2.1 EMPATHY MAP
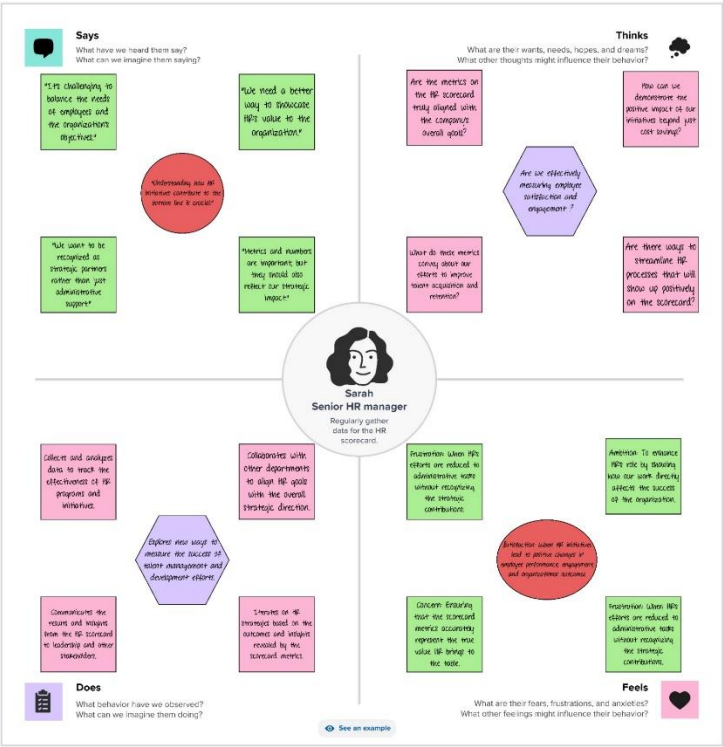
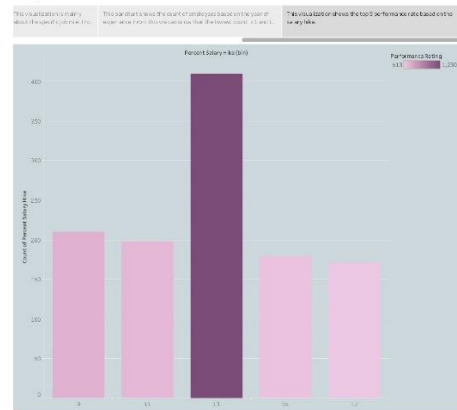## 2.2 IDEATION AND BRAINSTORMING MAP:
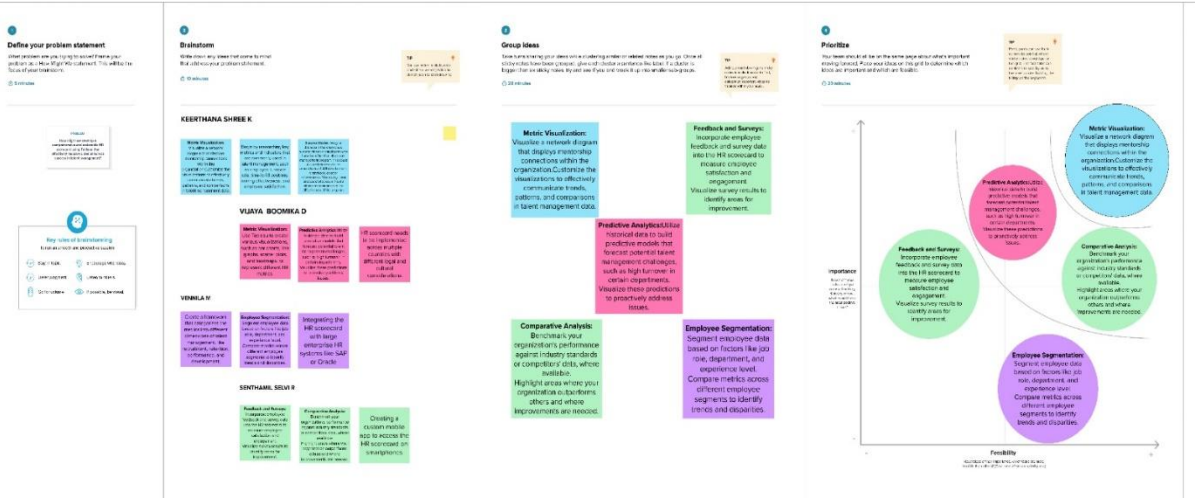
RESULT:

DASHBOARD:

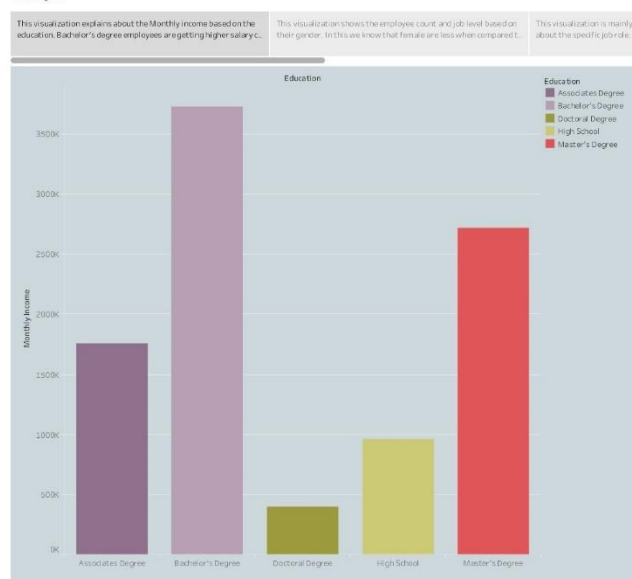**STORY:**

ADVANTAGES AND DISADVANTAGES:

Advantages:

Data-Driven Decision Making: HR scorecards provide objective data and metrics that can help HR professionals and organizations make informed decisions about talent management.

Performance Measurement: They allow organizations to measure the performance and effectiveness of various HR initiatives, such as recruitment, training, and employee development.

Alignment with Organizational Goals: HR scorecards can be designed to align with an organization's strategic goals, ensuring that HR efforts are in sync with the overall business strategy.

Identifying Areas for Improvement: They highlight areas where HR processes and practices may need improvement or adjustment.

Disadvantages:

Data Quality and Availability: HR scorecards rely on accurate and reliable data. If the data is incomplete or inaccurate, it can lead to misleading conclusions.

Overemphasis on Metrics: Focusing solely on metrics can lead to a "tick-the-box" mentality, where HR professionals prioritize meeting numerical targets over the overall well-being of employees.

Complexity: Developing and maintaining HR scorecards can be complex and time-consuming, especially for large organizations.

Resistance to Change: Employees and managers may resist HR scorecards if they perceive them as intrusive or if they fear negative consequences for not meeting certain metrics.

APPLICATIONS:

Performance Measurement: HR scorecards can be used to measure the performance of various HR functions related to talent management, such as recruitment, onboarding, training and development, and employee retention. Metrics can include time-to-fill, turnover rates, and training effectiveness. Talent Development: HR scorecards can help measure the success of talent development programs, such as training and leadership development initiatives. Metrics might include the number of employees trained, skill acquisition, and leadership pipeline development. Retention and Turnover: Understanding turnover rates and the reasons behind them can be critical for talent management. HR scorecards can track turnover rates and identify areas for improvement in employee retention strategies. Cost Control: HR scorecards can also be used to monitor and control HR-related costs. This includes tracking expenses related to recruitment, training, benefits, and other HR functions.

CONCLUSION:

Started with empathy map and followed by vast ideas we did brainstorming where we prioritized our ideas and found some kind of solution. Next we started to make visualizations using Tableau that is we made five visualization with making difference and understand easily. Next we created dashboard and story using those visualizations. And we a solution for that.

FUTURE SCOPE:

Machine Learning and AI: The future of HR analytics may involve the integration of machine learning and AI algorithms to predict workforce trends and make data-driven recommendations. Tableau can be used to visualize the output of these algorithms, making it easier for HR professionals to understand and act on the insights generated.

Remote Work and Hybrid Models: The COVID-19 pandemic has accelerated the adoption of remote work and hybrid work models. HR scorecards can help organizations monitor the impact of these changes on productivity, employee satisfaction, and other key metrics. Tableau can be used to create dashboards that provide real-time insights into remote workforce performance.

Compliance and Risk Management: HR scorecards can also assist in ensuring compliance with labor laws and regulations. Visualizing compliance data can help organizations identify potential risks and take proactive measures to mitigate them.

Customization and Integration: The future of HR scorecards in Tableau and similar tools may involve increased customization options to meet the specific needs of different organizations. Integration with other HR systems and data sources will also be essential to provide a comprehensive view of talent management.