

Project Report: Tableau HR Scorecard - Measuring Success in Talent Management

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Introduction:

In the dynamic realm of Human Resources (HR), the ability to effectively measure success in talent management is critical for organizational growth and sustainability. This project, "Tableau HR Scorecard," ([Team ID: NM2023TMID15607](#)) utilizes the robust capabilities of Tableau to delve into key HR metrics, providing a comprehensive framework to evaluate and enhance talent management strategies. This introduction sets the stage for a detailed exploration of the project's objectives, methodologies, and the transformative impact on HR practices.

1. Overview of My Project:

The "Tableau HR Scorecard" project is a comprehensive exploration into the intricate facets of talent management within organizations. Utilizing Tableau's advanced analytics and visualization capabilities, the project aims to offer a dynamic, user-friendly scorecard that visualizes key HR metrics, enabling stakeholders to gauge the effectiveness of talent management strategies.

2. Purpose:

The primary purpose of this project is to create a strategic HR scorecard that translates complex HR data into actionable insights. By visualizing critical metrics such as employee engagement, turnover rates, training effectiveness, and talent

acquisition, the project seeks to empower HR professionals and organizational leaders in making informed decisions to enhance talent management practices.

3. Problem Definition and Design Thinking:

This project addresses the challenge of subjective HR evaluations and the need for a comprehensive and visual representation of HR metrics. Adopting design thinking principles, the project seeks to understand user needs, redefine problems, and iterate on solutions to create a scorecard that aligns with organizational objectives and user expectations.

4. Result:

Through Tableau visualizations, the "Tableau HR Scorecard" project delivers insightful results, showcasing trends, correlations, and benchmarks in key HR metrics. The interactive dashboards provide stakeholders with a real-time and user-driven exploration of HR success factors, contributing to a more data-driven approach to talent management.

5. Advantages & Disadvantages of the Proposed Solution:

Advantages:

- Enhanced transparency in HR performance.
- Informed decision-making for HR strategy.

- Improved alignment of HR practices with organizational goals.

Disadvantages:

- Reliance on accurate and up-to-date data.
- Potential resistance to metric-based evaluations.

6. Conclusion:

The project concludes by emphasizing the transformative impact of the "Tableau HR Scorecard" on HR practices. It underscores the significance of data-driven insights in talent management, highlighting the potential positive impact on employee engagement and overall organizational success.

7. Future Scope:

The future scope of this project includes:

- Integration with other organizational performance metrics.
- Implementation of predictive analytics for workforce planning.
- Continuous refinement based on evolving HR trends and business objectives.

8. Appendix:

The appendix contains detailed data sources, Tableau workbook snapshots, and supplementary materials supporting the project's

findings and visualizations. This section enhances transparency and allows stakeholders to delve deeper into the methodology and data used in the project.

This project report serves as a strategic guide for organizations seeking to elevate their talent management practices through the lens of data analytics and visualization.