PROJECT TITLE

THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

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PROJECT REPORT

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THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

1. INTRODUCTION

1.1 Overview

The Tableau HR Scorecard is a tool designed to measure success in talent management using Tableau, a data visualization platform. It likely involves key performance indicators and metrics to assess various aspects of talent management, such as recruitment, employee development, and retention. The overview would include a dashboard-style presentation of data, allowing HR professionals to make informed decisions based on visualized insights. For specific details, you may want to refer to Tableau's official documentation or HR literature that discusses the implementation of HR scorecards.

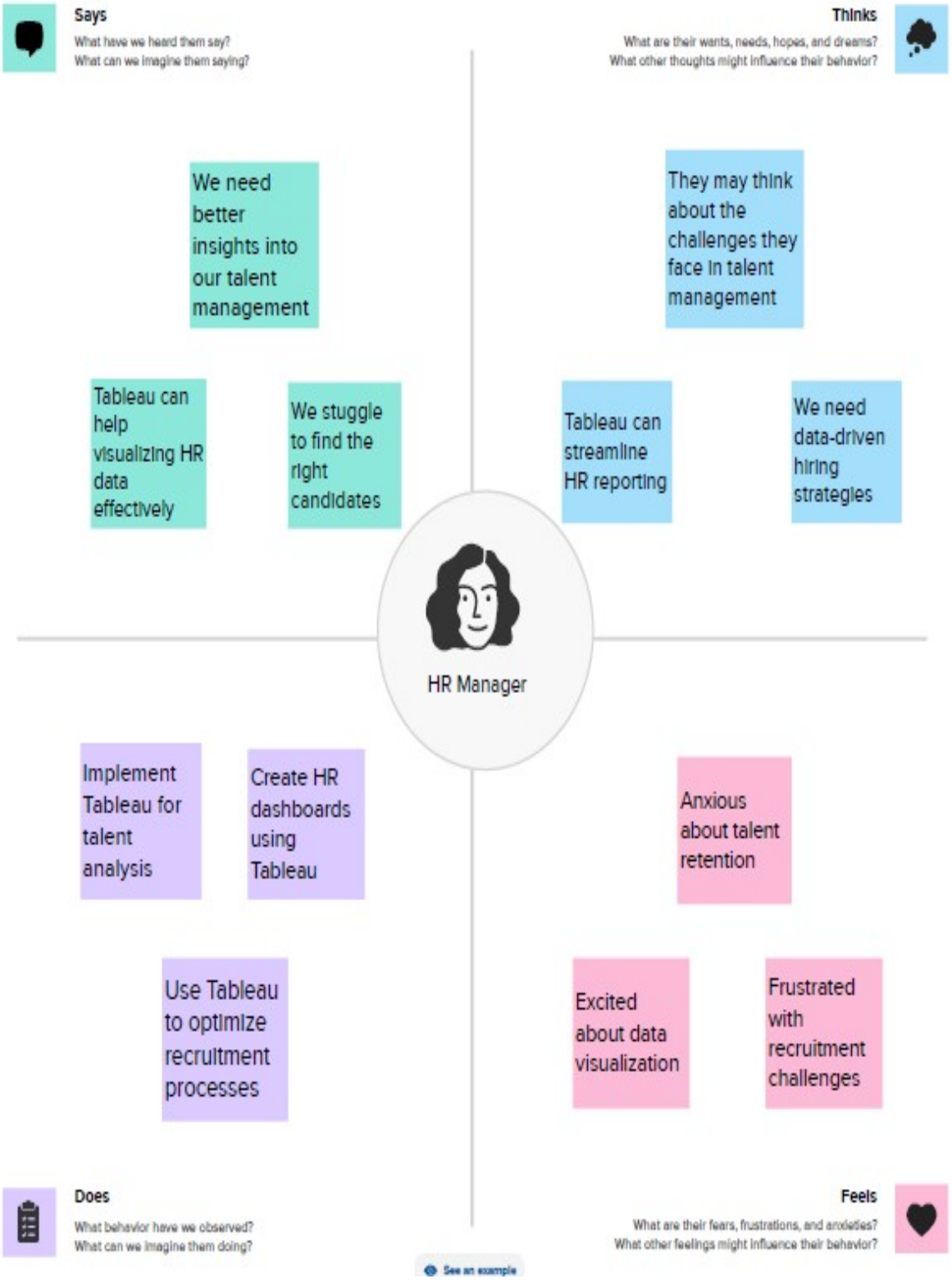
1.2 Purpose

The Tableau HR Scorecard is designed to measure success in talent management by providing a visual representation of key performance indicators related to human resources. It aims to offer insights into aspects such as employee performance, recruitment effectiveness, and overall talent development within an organization. The purpose is to enable HR professionals and decision-makers to make data-driven decisions, identify areas for improvement, and align talent management strategies with organizational goals.

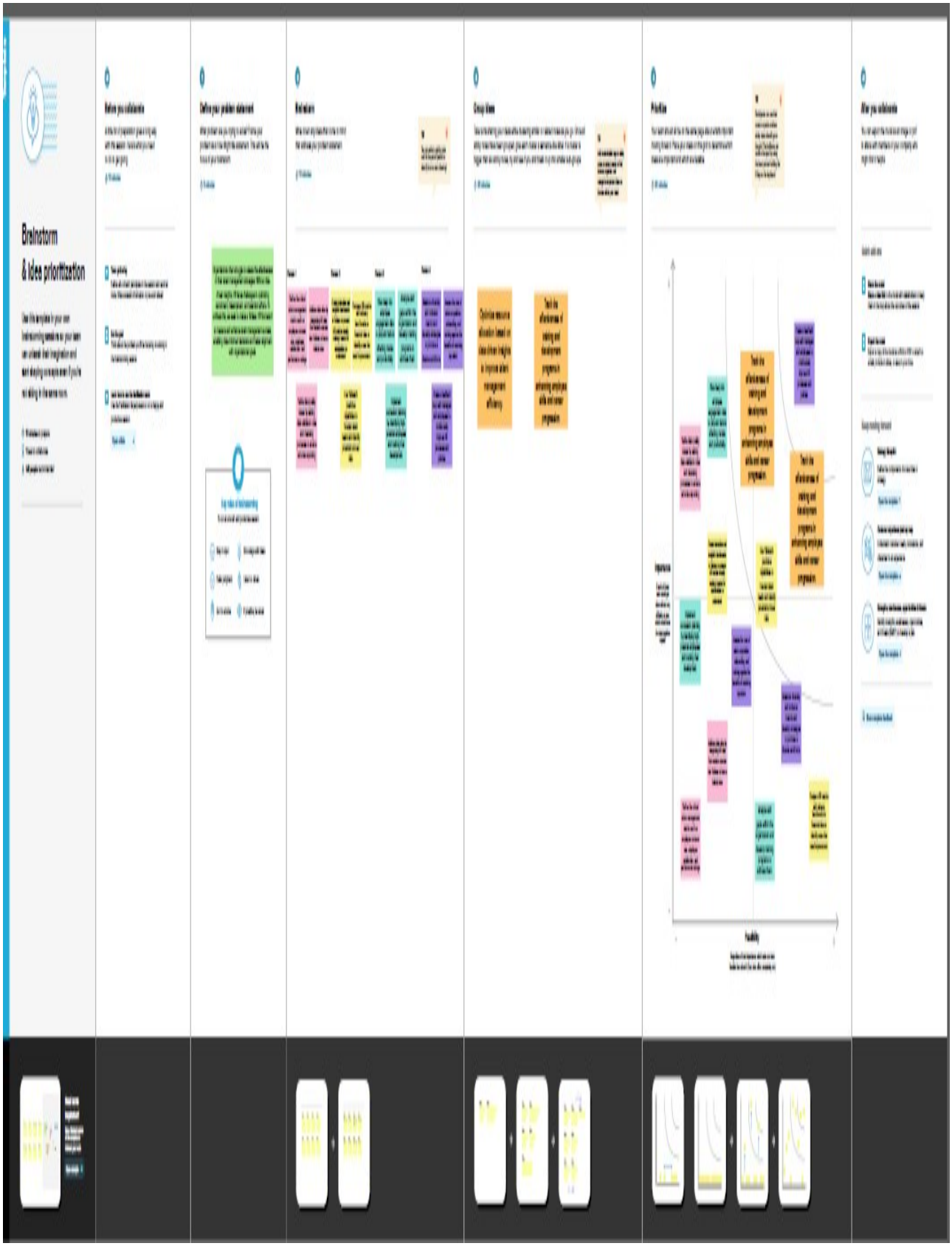
2. PROBLEM DEFINITION & DESIGN THINKING

Organizations often struggle to assess the effectiveness of their talent management strategies. Without data-driven insights, HR faces challenges in optimizing recruitment, development, and retention efforts. To address this, we seek to create a Tableau HR Scorecard to measure and enhance talent management success, enabling data-informed decisions and better alignment with organizational goals.

2.1 Empathy Map

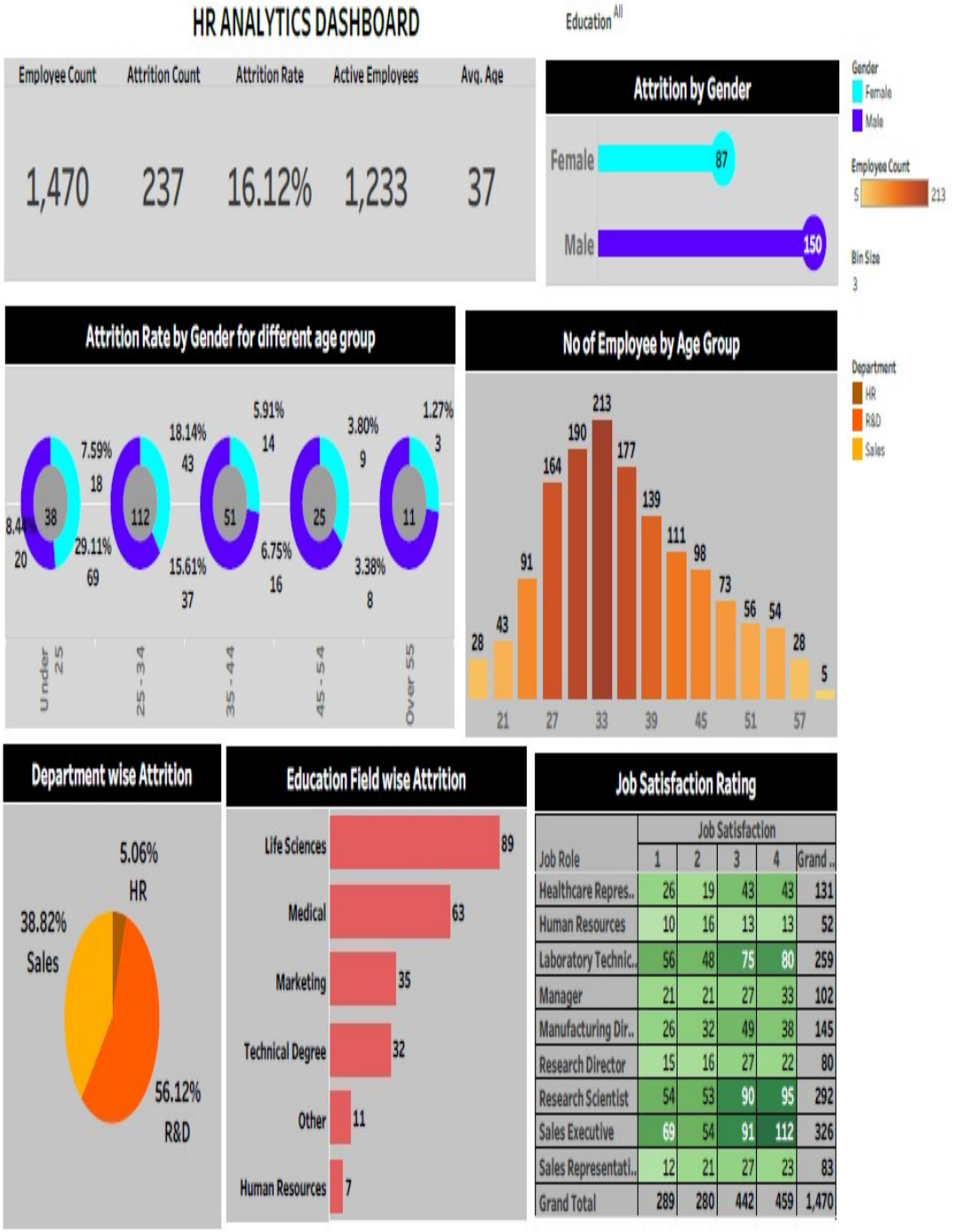


2.2 Ideation & Brainstorming Map



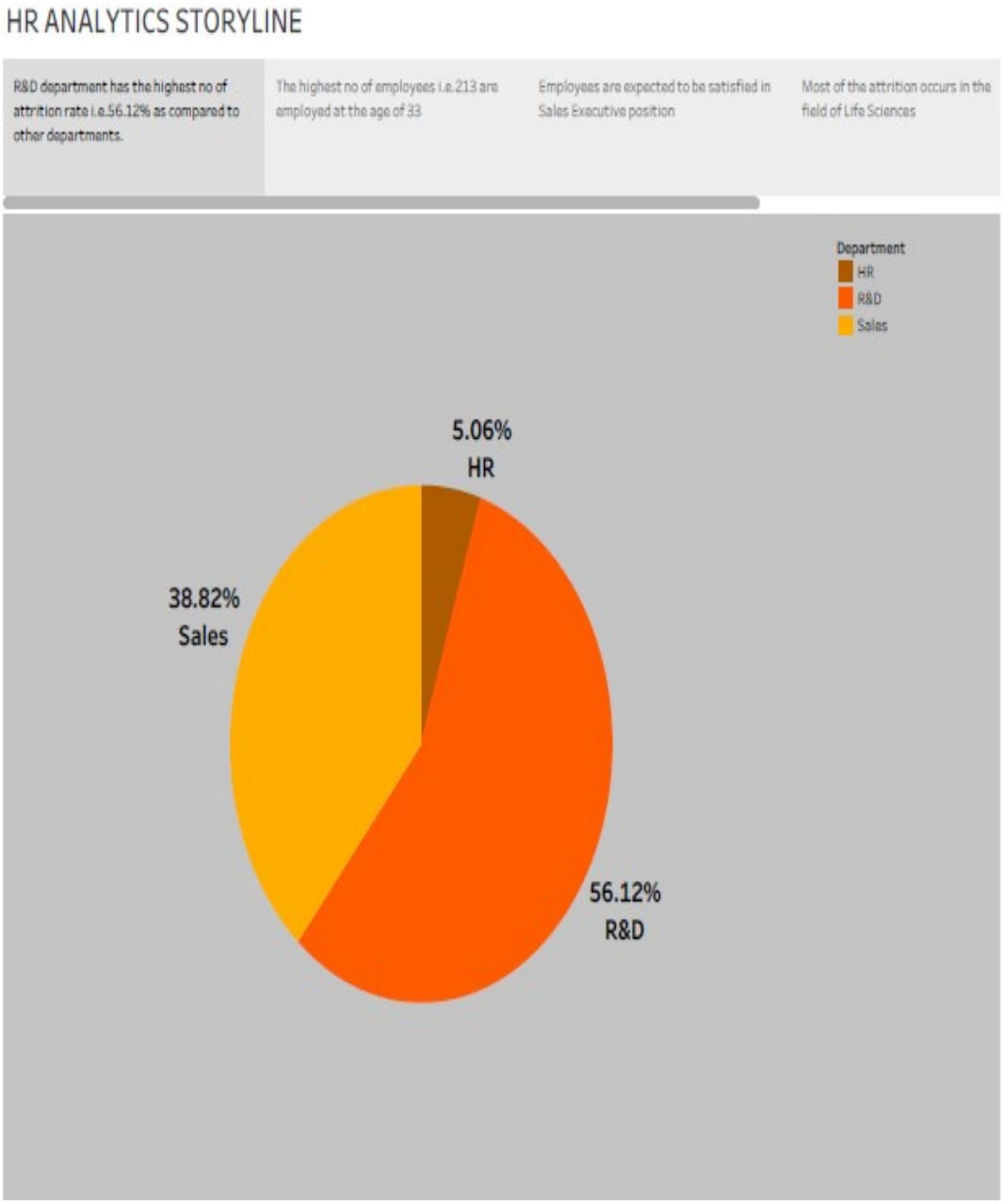
3. RESULT

Dashboard



Job Role	Job Satisfaction				
	1	2	3	4	Grand ..
Healthcare Repres..	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Technic..	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Dir..	26	32	49	38	145
Research Director	15	16	27	22	80
Research Scientist	54	53	90	95	292
Sales Executive	69	54	91	112	326
Sales Representati..	12	21	27	23	83
Grand Total	289	280	442	459	1,470

Story


HR ANALYTICS STORYLINE
R&D department has the highest no of attrition rate i.e.56.12% as compared to other departments.
The highest no of employees i.e.213 are employed at the age of 33
Employees are expected to be satisfied in Sales Executive position
Most of the attrition occurs in the field of Life Sciences
Department
HR
R&D
Sales
5.06%
HR
38.82%
Sales
56.12%
R&D

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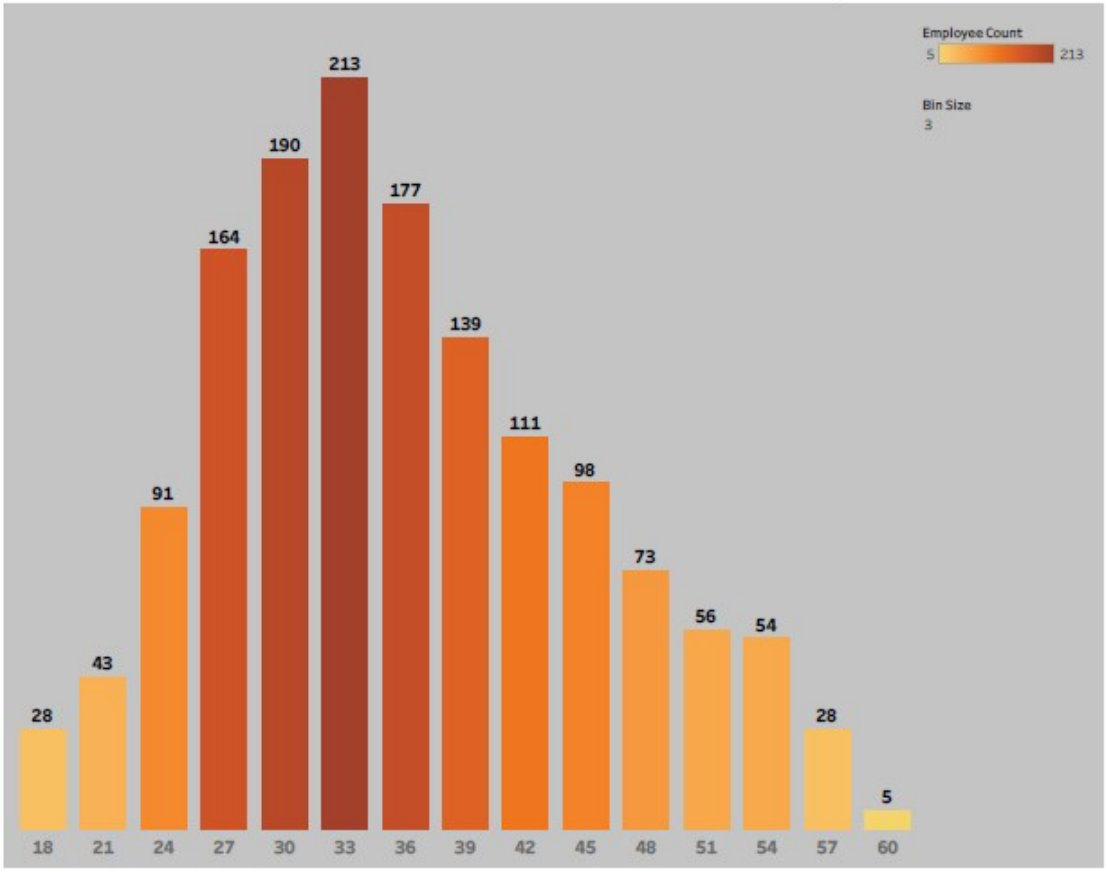

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Employee Count
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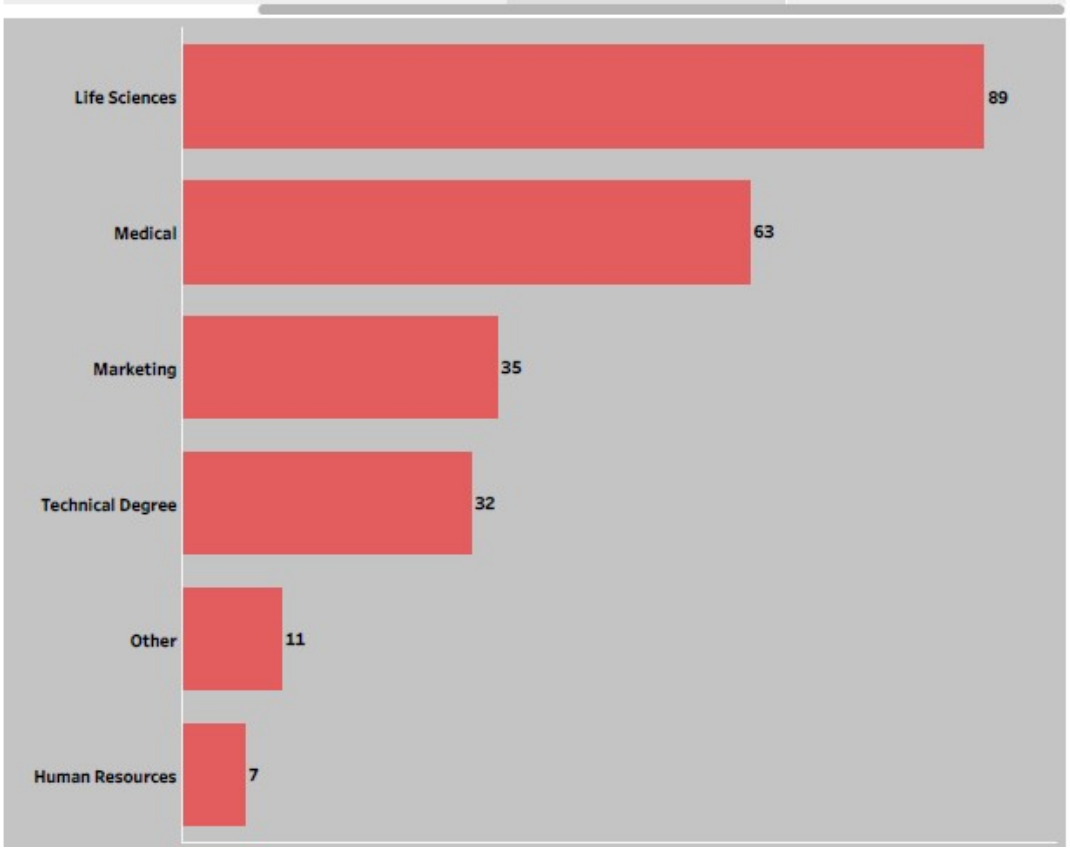

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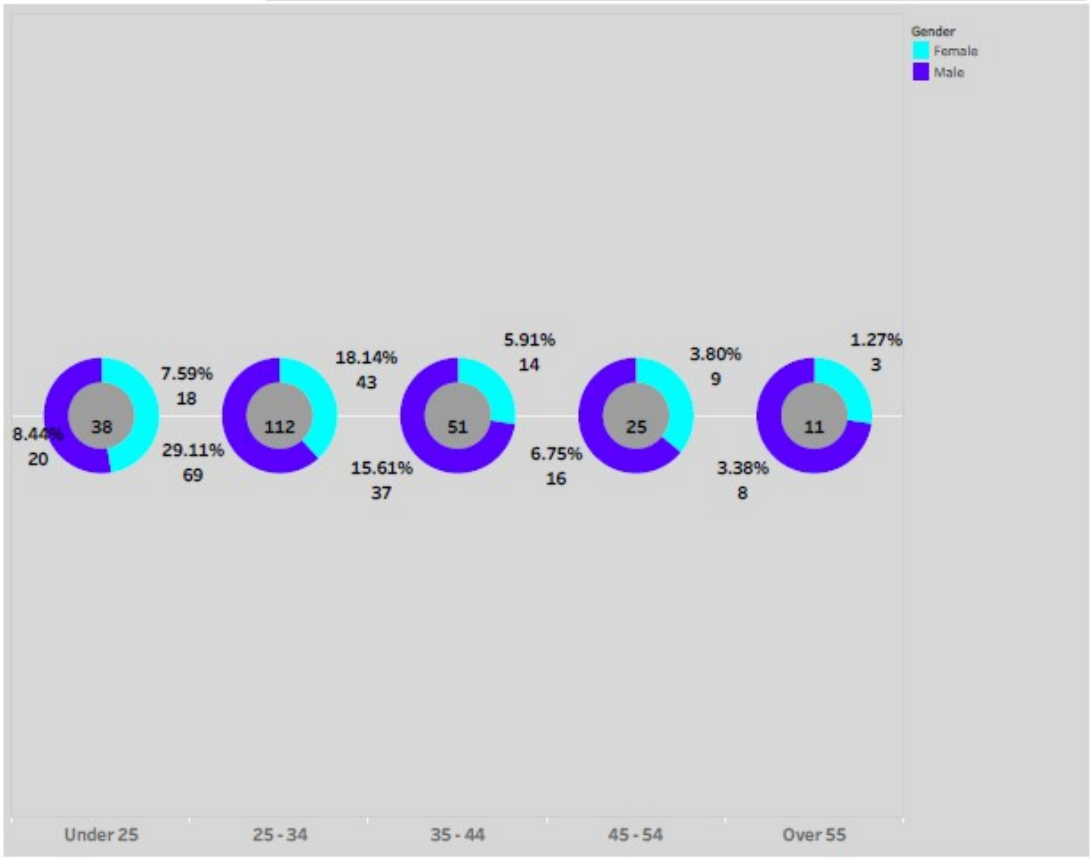

4. ADVANTAGES & DISADVANTAGES

Advantage

A HR scorecard in Tableau for talent management provides advantages by offering visual insights into key metrics, facilitating data-driven decisions, and enhancing overall HR performance. It enables efficient monitoring of employee development, recruitment effectiveness, and workforce diversity, ultimately contributing to organizational success.

Disadvantage

A Potential disadvantage of using a Tableau HR scorecard for talent management could be the complexity of implementation and maintenance. Creating and updating the dashboard might require specialized skills, and if not managed properly, it could lead to data inaccuracies or inefficiencies. Additionally, there might be challenges in integrating diverse HR data sources into Tableau, impacting the overall effectiveness of the scorecard.

5. APPLICATIONS

The application of a Tableau HR scorecard for talent management involves visualizing and analyzing various HR metrics. This includes tracking key performance indicators (KPIs) related to recruitment, employee development, retention, and diversity. It allows HR professionals to make informed decisions, identify trends, and measure the effectiveness of talent management strategies. The application extends to creating actionable insights that contribute to optimizing HR processes and fostering a more strategic approach to talent development in an organization.

6. CONCLUSION

In conclusion, utilizing a Tableau HR scorecard for talent management offers a powerful means to visually interpret and leverage HR data. While providing valuable insights and fostering data-driven decision-making, it's important to navigate potential challenges in implementation and maintenance. Overall, when used effectively, it becomes a pivotal tool in enhancing organizational performance, refining talent strategies, and ensuring HR practices align with broader business objectives.

7. FUTURE SCOPE

The future scope of using Tableau in HR scorecards for talent management is promising. As technology evolves, there's potential for more advanced analytics and integration capabilities. Predictive analytics could play a larger role, helping organizations forecast talent needs and identify potential issues before they arise. Additionally, advancements in artificial intelligence and machine learning may further enhance the ability to derive meaningful insights from HR data, contributing to more effective talent management strategies. As businesses increasingly prioritize data-driven decision-making, Tableau's role in HR analytics is likely to expand, offering even greater value in the evolving landscape of human resources.