

THE TABLEAU HR SCORECARD

MEASURING SUCCESS IN TALENT MANAGEMENT

♦ INCHARGED BY

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* NITHYA.J

INTRODUCTION



The Tableau HR
Scorecard is a framework
designed to measure and
evaluate the success of
talent management
strategies within an
organization

ADVANTAGES

- ☐ Human resource planning
- ☐ Hiring workforce
- ☐ Retaining employees
- ☐ Enhance organization effectiveness
- ☐ Handles disputes and queries
- ☐ Motivating employees Improves employee relations

DISADVANTAGES

- ☐ Costly setup
- ☐ Recent origin
- ☐ Unpredictability
- ☐ Improper development programmes
- ☐ Insufficient information
- ☐ Salary & benefit requirements lower

**HR DEPARTMENTS TALENTS
AND INTELLIGENT**

**THE DEPARTMENT SEEING
THEM AS APPROACHABLE AND
SUPPORTIVE**



EMPLOYEES

**STRENGTHEN EMHR CAME TO
THIS POSITION WITH A LOT OF UPS
AND DOWNS**

75% OF EMPLOYEES DON'T

3

Group ideas

Take turns sharing your ideas while clustering similar or related notes as you go. Once all sticky notes have been grouped, give each cluster a sentence-like label. If a cluster is bigger than six sticky notes, try and see if you can break it up into smaller sub-groups.

TIP

Add customizable tags to sticky notes to make it easier to find, browse, organize, and categorize important ideas as themes within your mural.

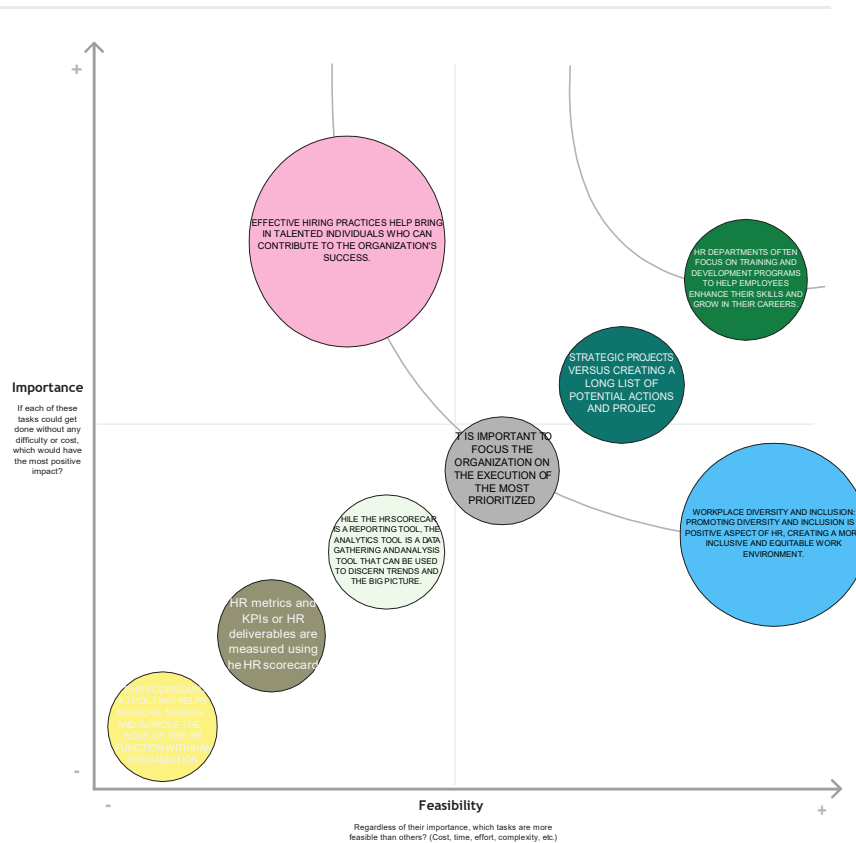
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Prioritize

Your team should all be on the same page about what's important moving forward. Place your ideas on this grid to determine which ideas are important and which are feasible.

TIP

Participants can use their cursors to point at where sticky notes should go on the grid. The facilitator can confirm the spot by using the laser pointer holding the H key on the keyboard.



→

After the party

You can export the mural as an image or pdf to share with members of your company who might find it helpful.

Quick add-ons

Share the mural

Share a view link to the mural with stakeholders to keep them in the loop about the outcomes of the session.

Export the mural

Export a copy of the mural as a PNG or PDF to attach to emails, include in slides, or save in your drive.

Keep moving forward



Strategy blueprint

Define the components of a new idea or strategy.

[Open the template.](#)



Customer experience journey map

Understand customer needs, motivations, and obstacles for an experience.

[Open the template.](#)

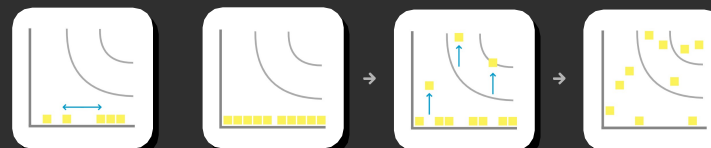
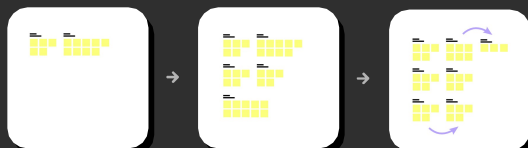


Strengths, weaknesses, opportunities & threats

Identify strengths, weaknesses, opportunities, and threats (SWOT) to develop a plan.

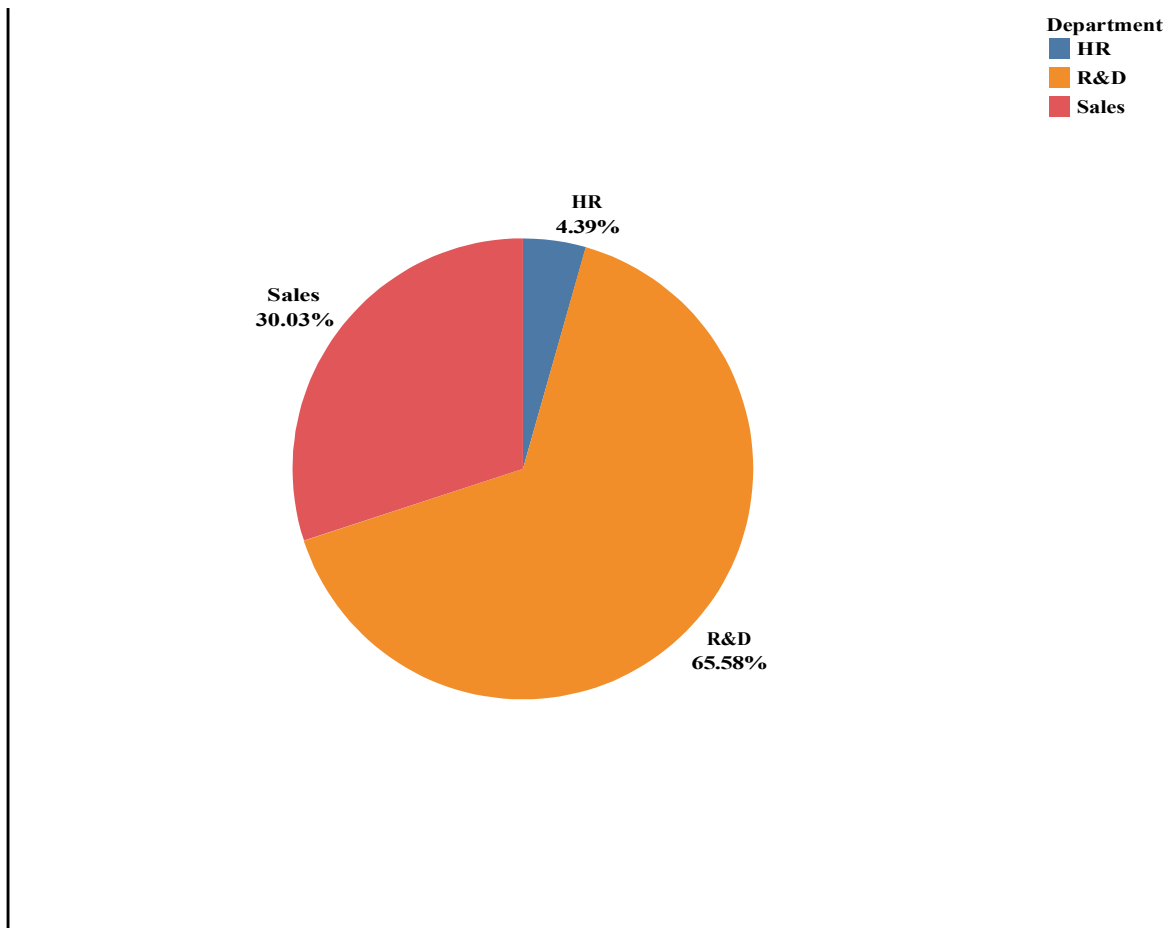
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HR ANALYTICS STORYLINE

R&D DEPARTMENT HAS THE HIGHEST NUMBER OF ATTRITION RATE (i.e) 65.58% AS COMPARED TO OTHER DEPARTMENT.	THE HIGHEST NUMBER OF EMPLOYEES (i.e) 274 ARE EMPLOYED AT THE AGE OF 31.86.	MOST OF THE ATTRITION OCCURS IN THE FIELD OF LIFE SCIENCE.	MALES ARE EXPECTED..
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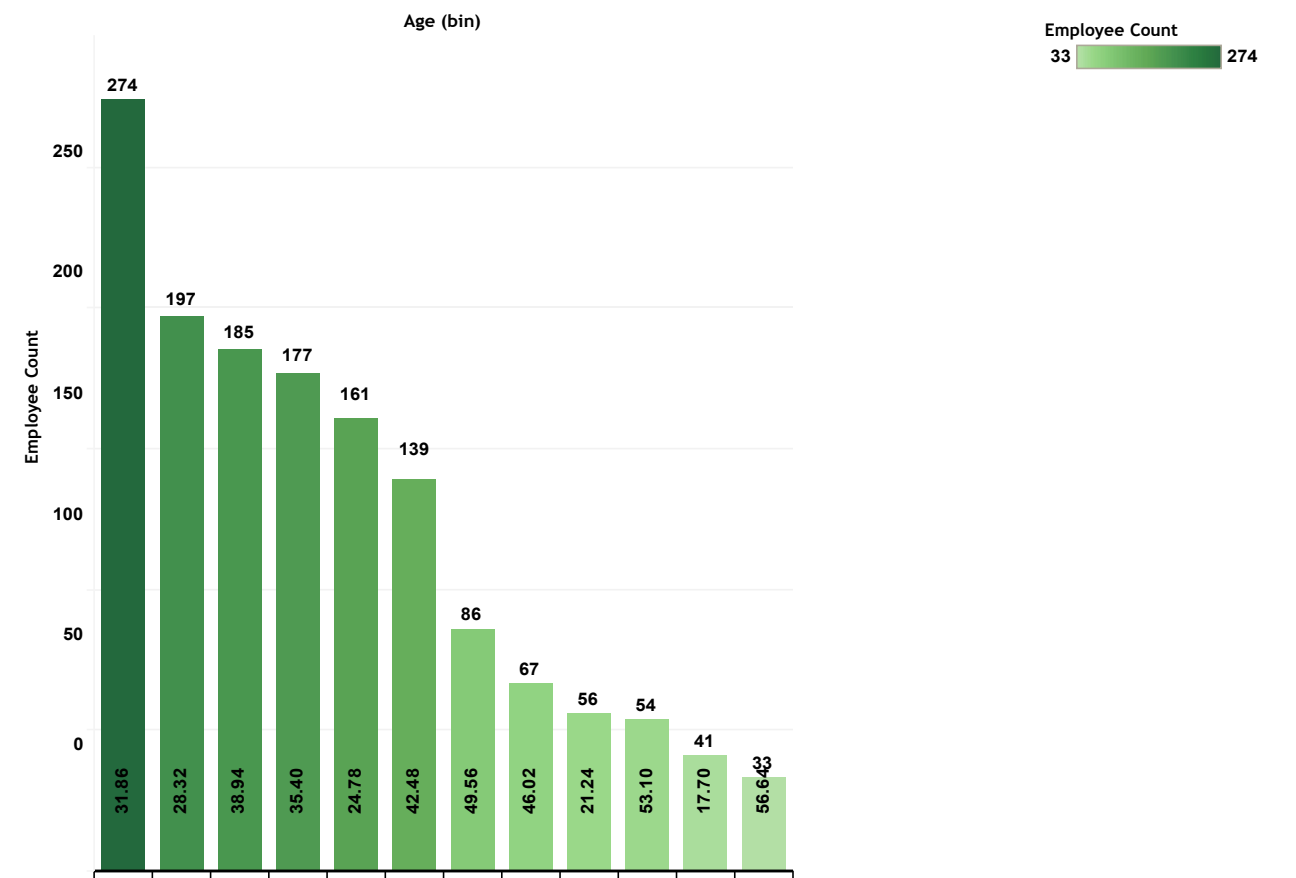
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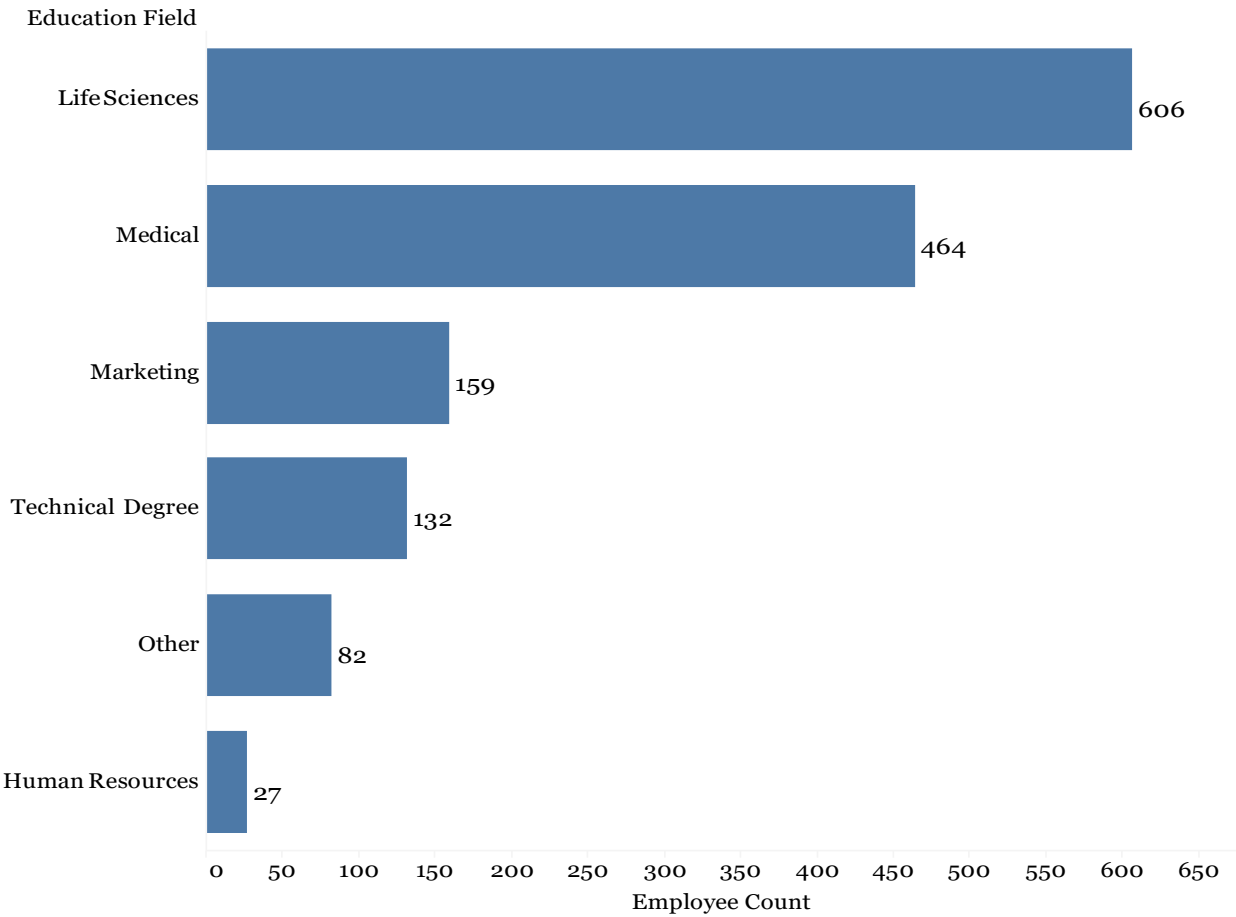
MOST OF THE ATTRITION OCCURS IN THE FIELD OF LIFE SCIENCE.

MALES ARE EXPECTED TO HAVE A HIGHER ATTRITION RATE THAN FEMALES.



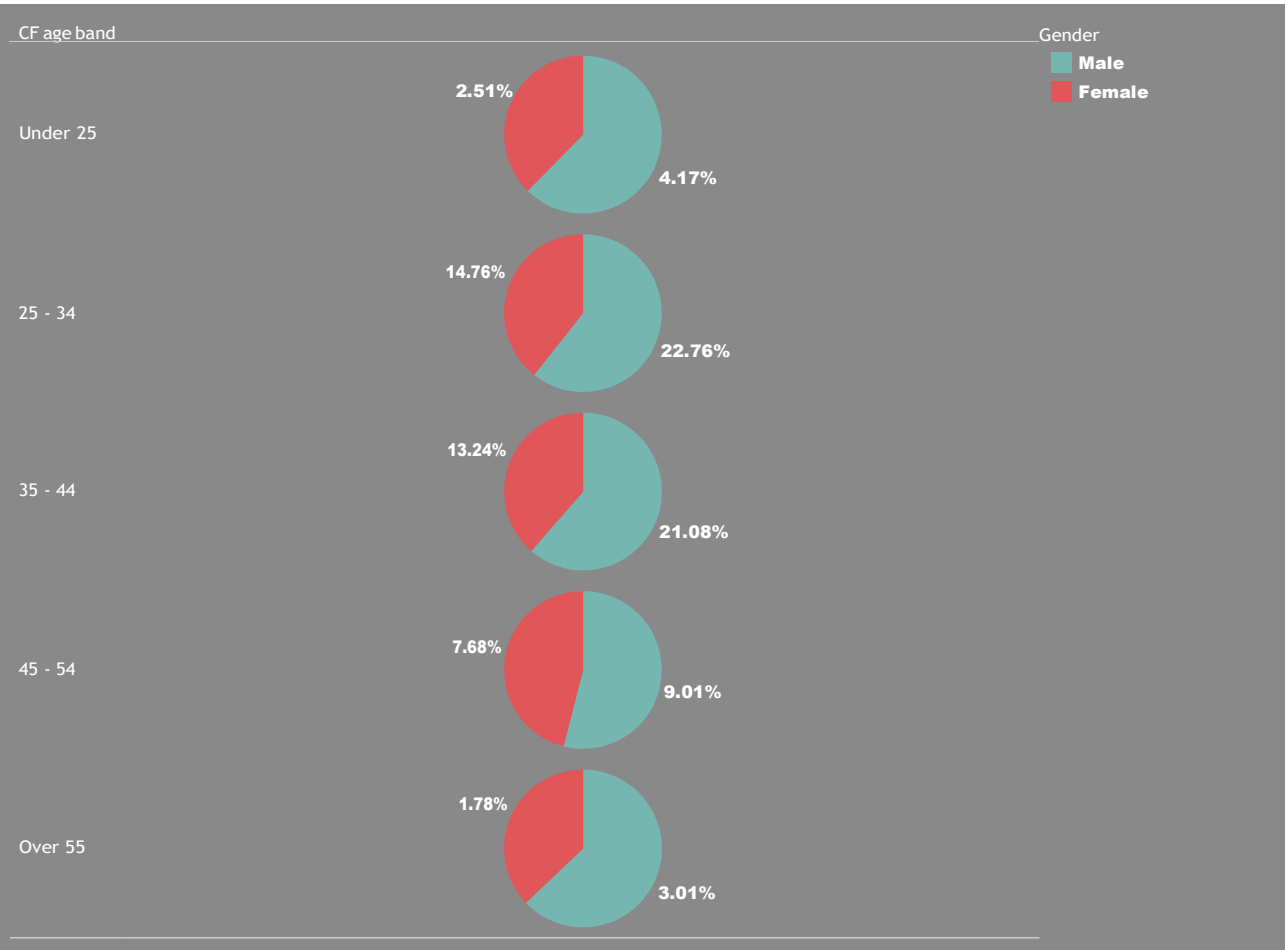
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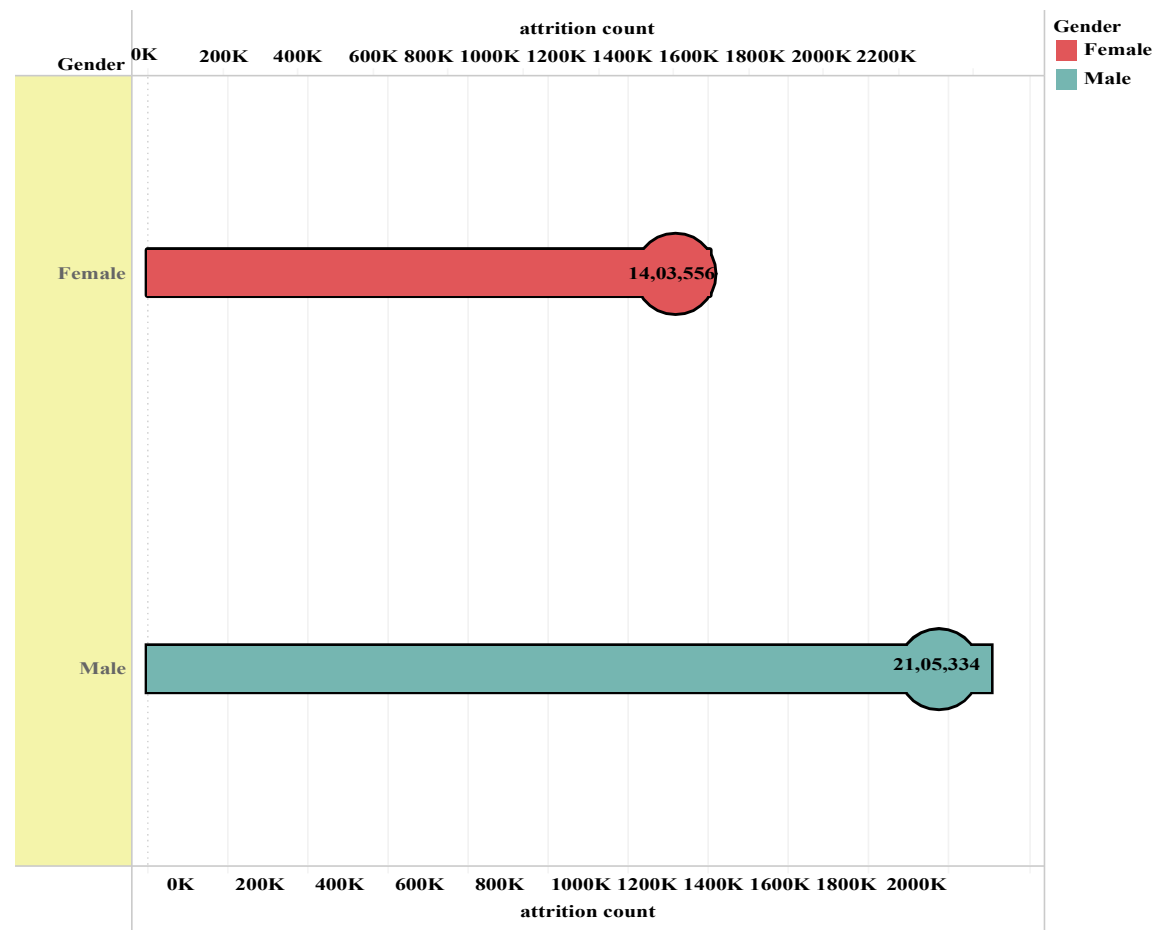
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WHICH INCLUDES EVERYTHING FOR EDUCATION.

EMPLOYEES ARE EXPECTED TO BE SATISFIED IN SALES EXECUTIVES POSITION.

Employee Co..	active emplo..	attrition cou..	attrition rate	age
1,470.0	(3,507,420)	3,508,890	2,387	1,470

- Education
- ☐ Associates Degree
- ☐ Bachelor's Degree
- ☐ Doctoral Degree
- ☐ High School
- ☐ Master's Degree

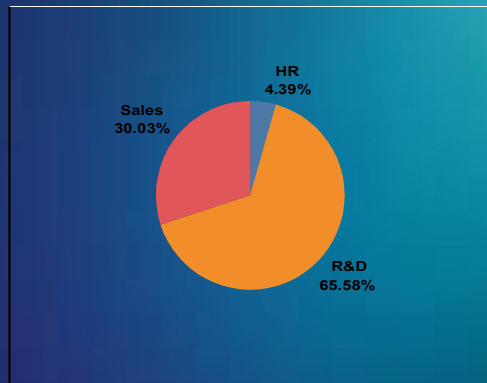
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Job Role	Job Satisfaction				Grand Total
	1	2	3	4	
Healthcare Representative	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Technician	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Director	26	32	49	38	145
Research Director	15	16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

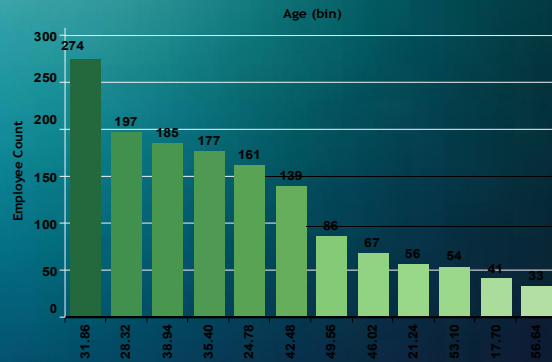
HR ANALYTICS

Departmentwise Attrition



Employee Count
33 274

No. of Employees by Age Group



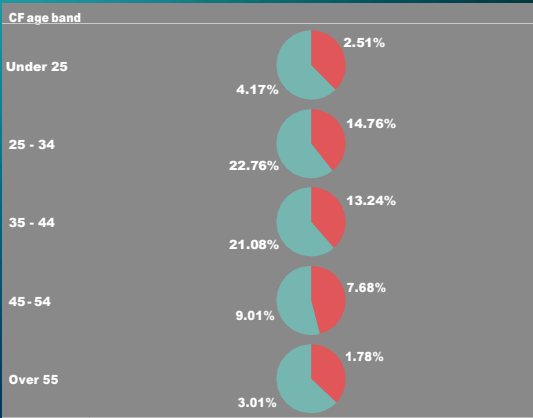
Employee Count	active employee..	attrition count	attrition rate	age
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Education
Associates Degree
Bachelor's Degree
Doctoral Degree
High School
Master's Degree

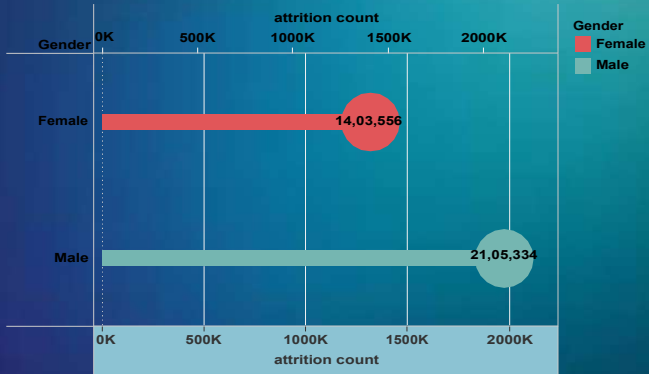
Job Satisfaction Rating

Job Role	Job Satisfaction				Grand ..	Gender
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Attrition Rate by Gender for Different Age Group



Attrition By Gender



Education field wise attrition

