# POJECT REPORT

## 1. INTRODUCTION

### 1.1 OVERVIEW

Tableau is used in HR analytics to analyze employee data. Tableau for analytics can be used to analyze employee data to determine trends and patterns, such as when employees are the most productive, how many hours they work per week, and what their salary is.

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

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### 1.2 PURPOSE

To measure success effectively, it's crucial to identify and track relevant Key Performance Indicators (KPIs) for each aspect of talent management. KPIs could include metrics such as employee turnover rates, time-to-fill positions, training completion rates, and employee satisfaction scores.

The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization.
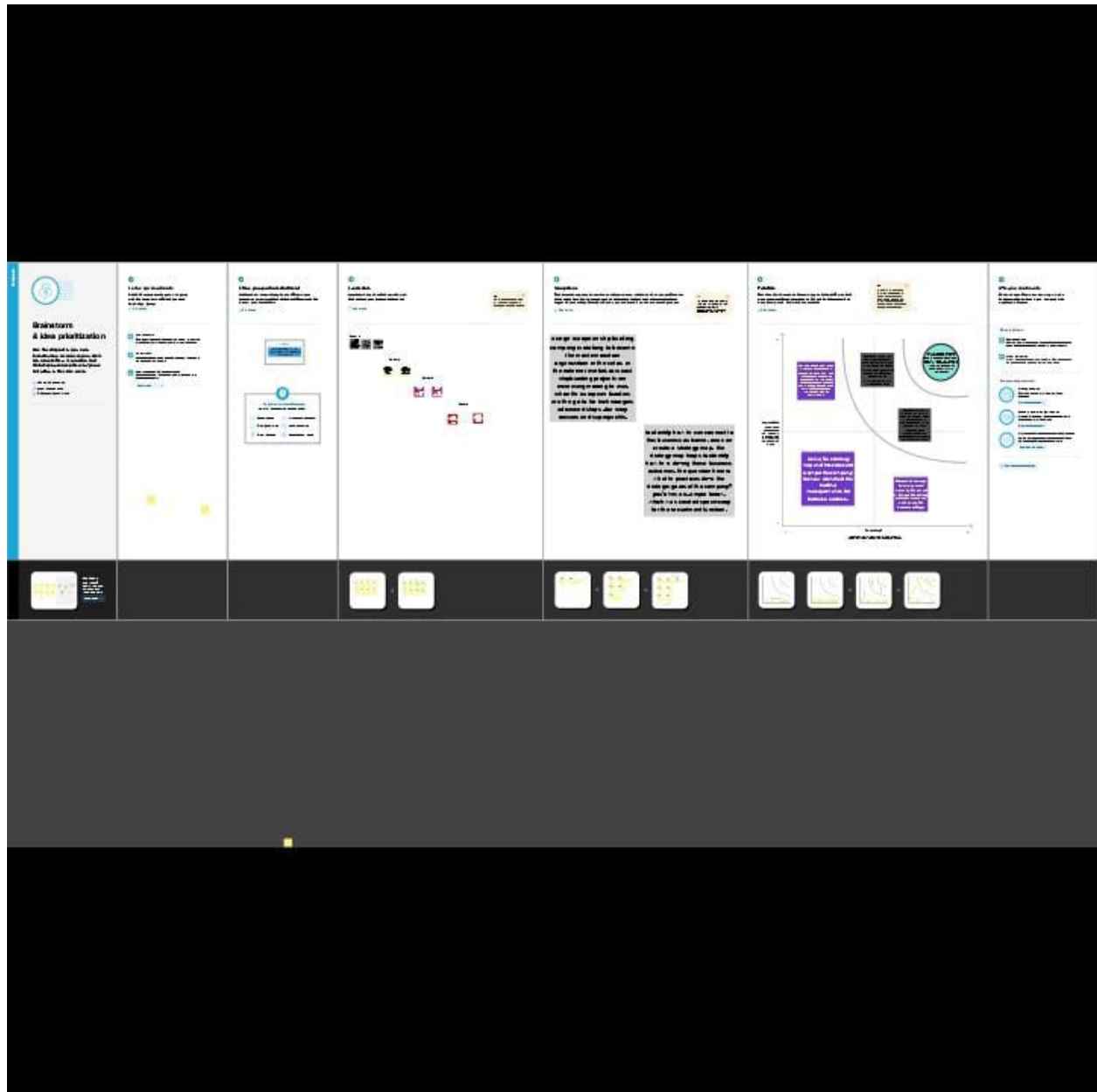
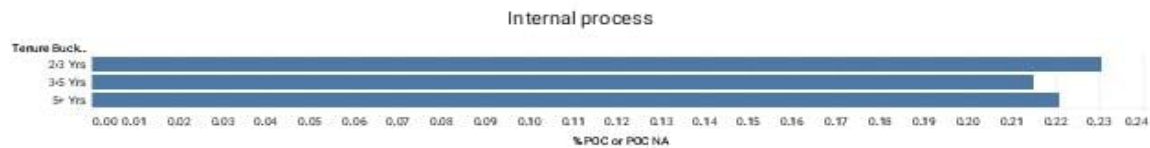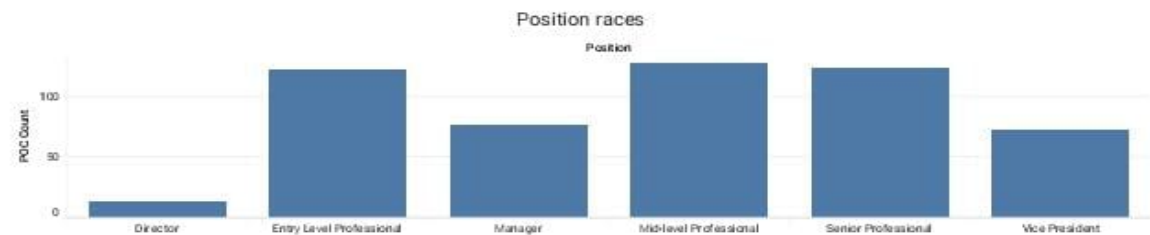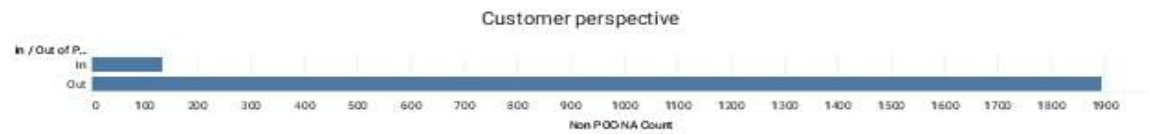# 2. PROBLEM DEFINITION & DESIGN THINKING

## 2.1 EMPATHY MAP
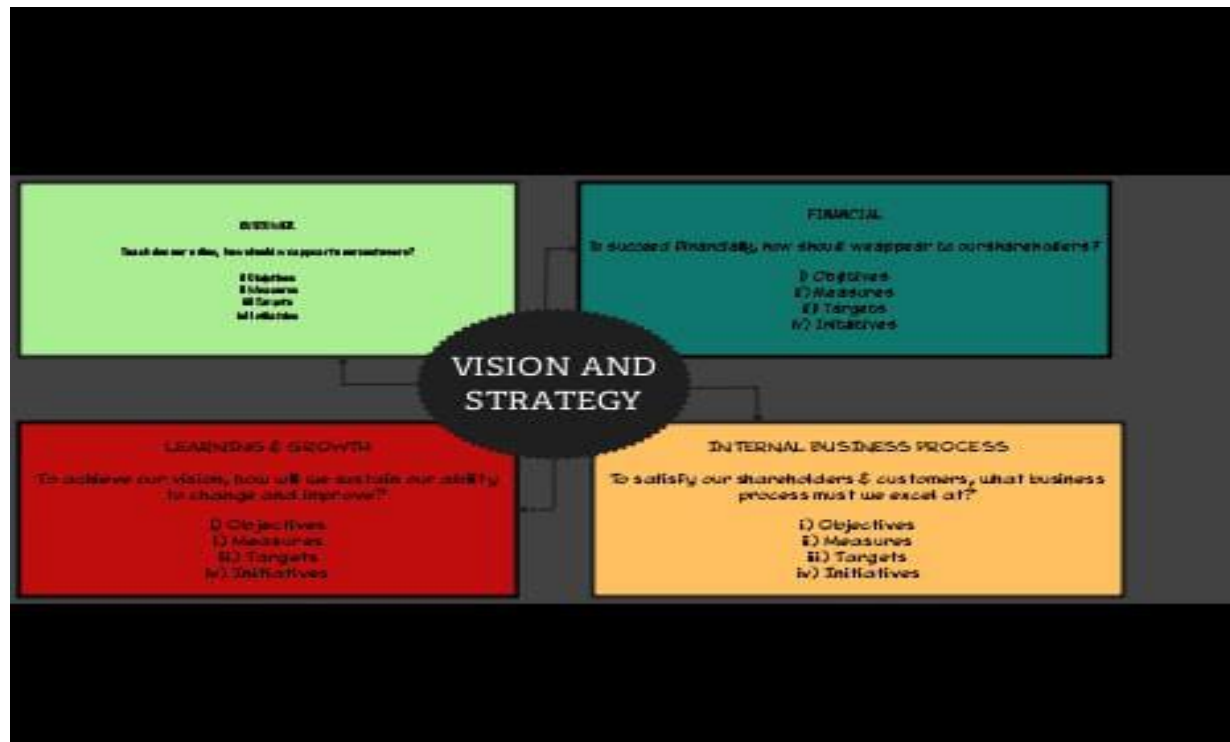


## 2.2 IDEATION & BRAINSTORMING MAP

## 3. RESULT

# The Tableau HR Scorecard: Measuring Success in Talent Management

## Customer perspective

In / Out of P...

| | |
|---|---|
| In | |
| Out | |

0  100  200  300  400  500  600  700  800  900  1000  1100  1200  1300  1400  1500  1600  1700  1800  1900

Non POC NA Count

## Position races

Position

POC Count

100

50

0

Director | Entry Level Professional | Manager | Mid-level Professional | Senior Professional | Vice President

## Internal process

Tenure Buck..

2-3 Yrs

3-5 Yrs

5+ Yrs

0.00 0.01  0.02  0.03  0.04  0.05  0.06  0.07  0.08  0.09  0.10  0.11  0.12  0.13  0.14  0.15  0.16  0.17  0.18  0.19  0.20  0.21  0.22  0.23  0.24

% POC or POC NA

## Financial persceptive

POC or POC NA (Label Extended)

% Female

0.4

0.2

0.0

PERSON OF COLOR (POC)

## Talent Management

Emp ID

% Diverse

1.0

0.5

0.0

Ada Aronoff, Alister Alop.., Allin Gerhard, Anabel Pear.., Anaali Sham.., Arleen Satiat.., Aundina Hos.., Barrie Attiss.., Berke Widoc.., Blancha Miz.., Brigitta Nick.., Carol Heyja.., Cuthia Mans.., Chelsae Har.., Cindie Adam.., Codie Thorn.., Orrin Hould, Daphene Glu.., Delinda Grew, Dick Cunelli, Dot Portilova, Ediva Leggate, Elmo Edwins, Engelbert Su.., Euphemia Ro.., Felix Ebbutt, Forwater Hu.., Galvan Eydon, Georgi Ventis.., Glen Dazieu.., Gretna Peume, Hale Paxton, Haldis Savd.., Huntfredo Su.., Isabelle Jant.., Jasmine Gar.., Javis Olliffe, Jona Attard.., Kaliarra Guid.., Kidina Strah.., Keven McKie.., Kristyn Caunt, Lavinie Guger, Levin Pandit.., Lorida Duril.., Mado Speaks, Marabel Scu.., Marti Criball, Mallina MacG.., Miliadi Edviu.., Munmro Mc.., Ned Nearne, Niven Whyle, Onofredo Bu.., Padina New.., Phillipe Raw.., Ramonda Ha.., Reilly Gardner, Rita Gladman, Rosamond H.., Sacha Gim.., Saun Maneh.., Sibyl Ardleib.., Stefa Ratbe, Tamara Mu.., Tony Rands, Thibaud Sim.., Urbain Budle.., Vira Gilkene, Westley Pust.., Yance Wilbore

# 4. ADVANTAGES & DISADVANTAGES

## ADVANTAGES

- ✓ Brings structure to business strategy.
- ✓ Makes communication easier.
- ✓ Facilitates better alignment.
- ✓ Connects the individual worker to organizational goals.
- ✓ It must be tailored to the organization.
- ✓ It needs buy-in from leadership to be successful.
- ✓ It can get complicated.

## DISADVANTAGES

- ✗ Even though there are many HR scorecard templates you can use, the framework must be customized to suit your business requirements. ...
- ✗ HR scorecards can be overly complicated to understand despite there being many case studies and resources to read from.

- ✗ HR scorecards usually require managers to report information, which can cause some resistance and even delays.

## 5.  APPLICATIONS

To measure success effectively, it's crucial to identify and track relevant Key Performance Indicators (KPIs) for each aspect of talent management. KPIs could include metrics such as employee turnover rates, time-to-fill positions, training completion rates, and employee satisfaction scores.

Talent management are full scope of human resource processes, which include attract. employees, develop the existing employees, motivate and retain and high-performing. employees. All the components are related to each other. In specific it is a strategy which.

- Business Intelligence.
- Data Visualization.
- Data Collaboration.
- Data Blending.
- Real-time data analysis.
- Query translation into visualization.
- To import large size of data.
- To create no-code data queries.

## 6. CONCLUSION

Tableau is used in HR analytics to analyze employee data. Tableau for analytics can be used to analyze employee data to determine trends and patterns, such as when employees are the most productive, how many hours they work per week, and what their salary is.

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

# 7. FUTURE SCOPE

1. Improved employee engagement: The HR Scorecard can help organizations measure and improve employee engagement by providing insights into employee satisfaction, retention rates, and other key metrics. This, in turn, can lead to a more engaged and motivated workforce, which can have a positive impact on productivity and overall business performance.

2. Enhanced diversity and inclusion: The HR Scorecard can also help organizations improve their diversity and inclusion efforts by tracking metrics such as the diversity of their workforce, the representation of different groups in leadership positions, and the effectiveness of diversity and inclusion training programs. By identifying areas where they need to improve and taking action to address them, organizations can create a more inclusive work environment that values diversity and promotes equal opportunities.

# 8. APPENDIX

https://public.tableau.com/shared/B22QCM89W?:display_count=n&:origin=viz_share_link

**The Tableau HR Scorecard: Measuring Success in Talent Management**