PROJECT REPORT

THE TABLEAU HR Scorecard : Measuring success in Talent management

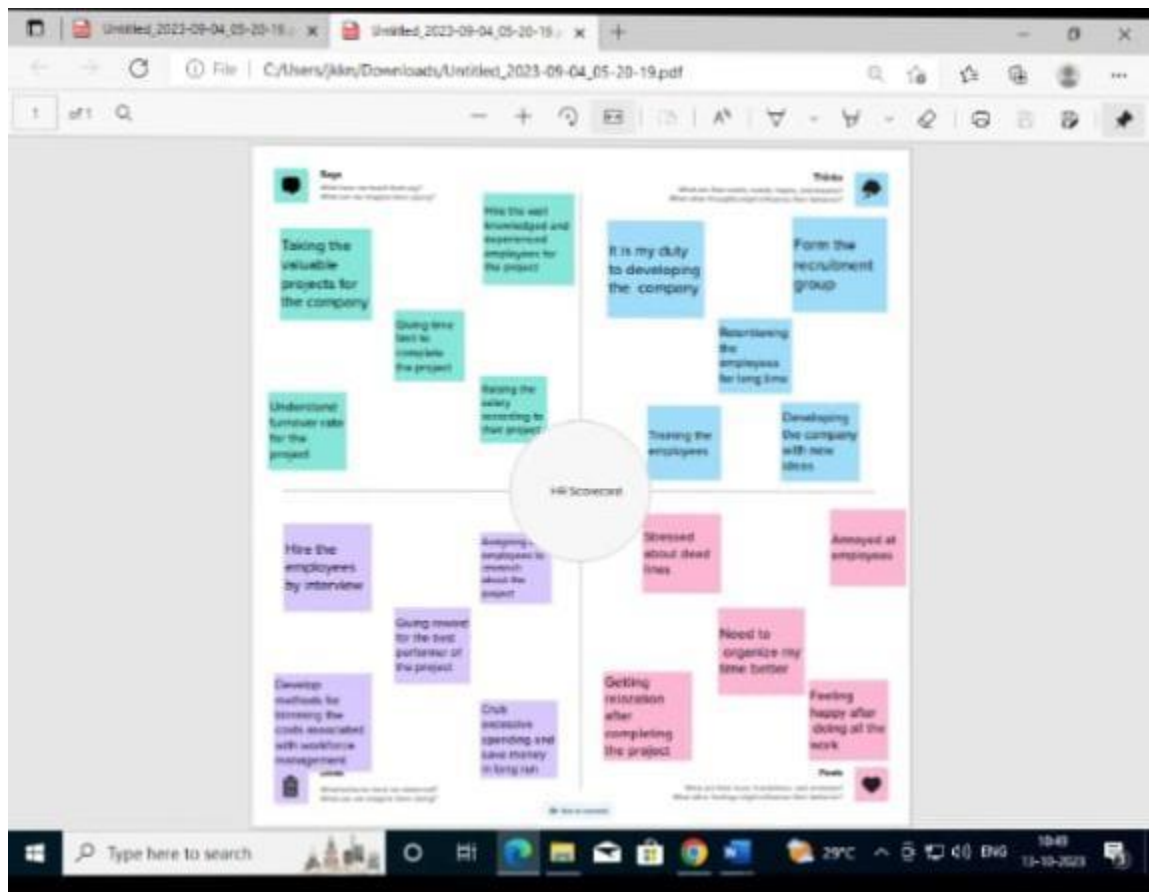# 1.INTRODUCTION

1.1 Overview

The HR Scorecard is a strategic HR measurement system that help to measure, manage and improve the strategic role of the HR department. HR should create a number of high- performance work. Key to decreasing lead time will be an optimization between how recruits and manager communication. Creating policies, process and practices to the employees to make success to the company.
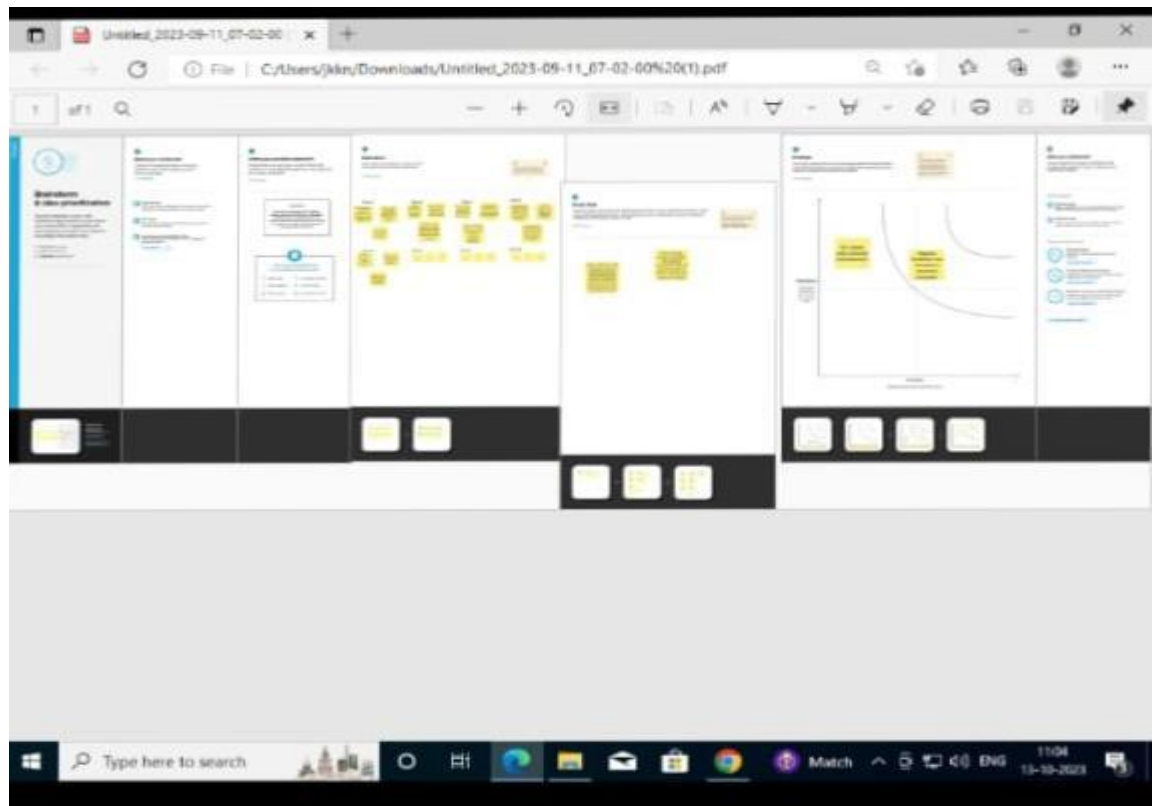
1.2 Purpose

A dashboard helps you visualize large sets of data and showcase your company's progress on a project or goal . A scorecard helps you align your strategy with your objectives and highlights how your organization is working towards your strategy. HR scorecard visually represents the critical measures of the HR department's achievement, productivity levels .such as hiring costs , retention rate ,time to fill ,quality of hire and company's growth.
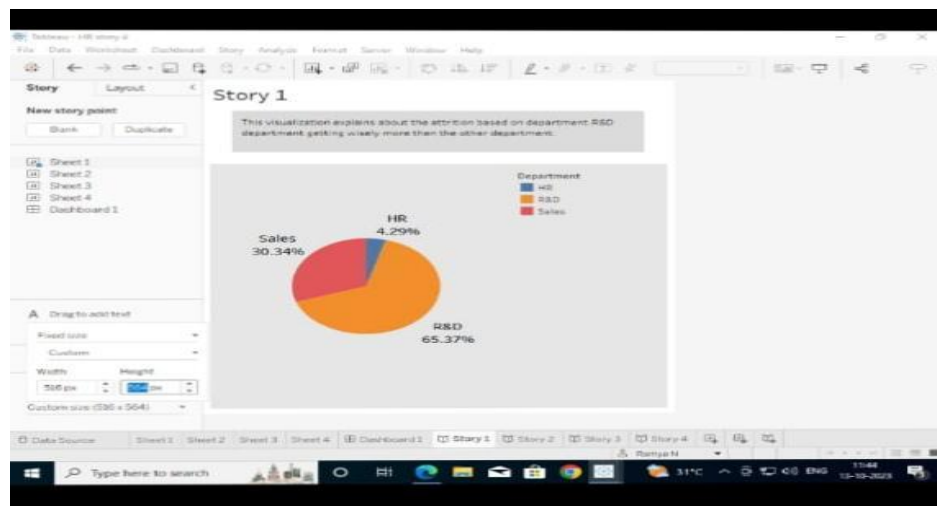
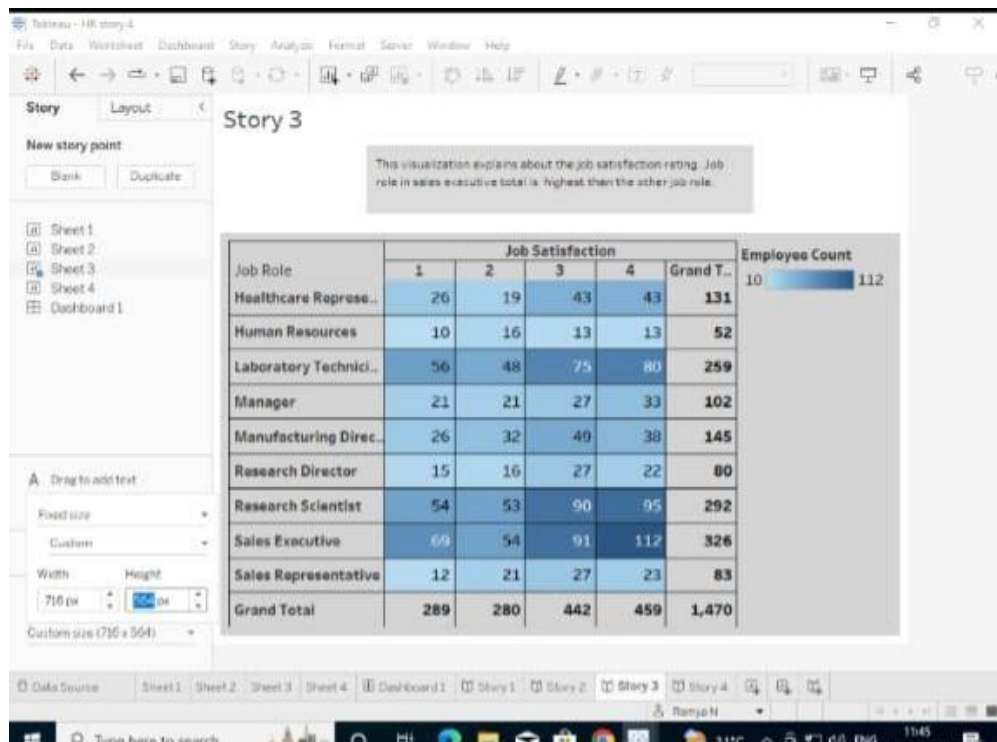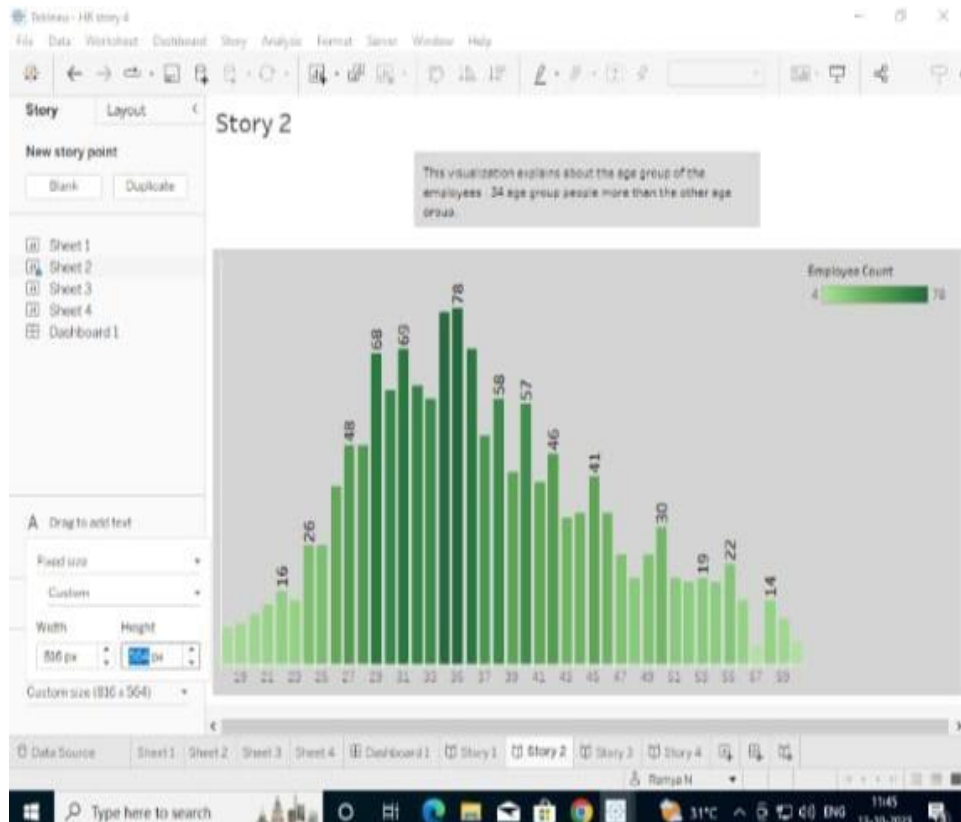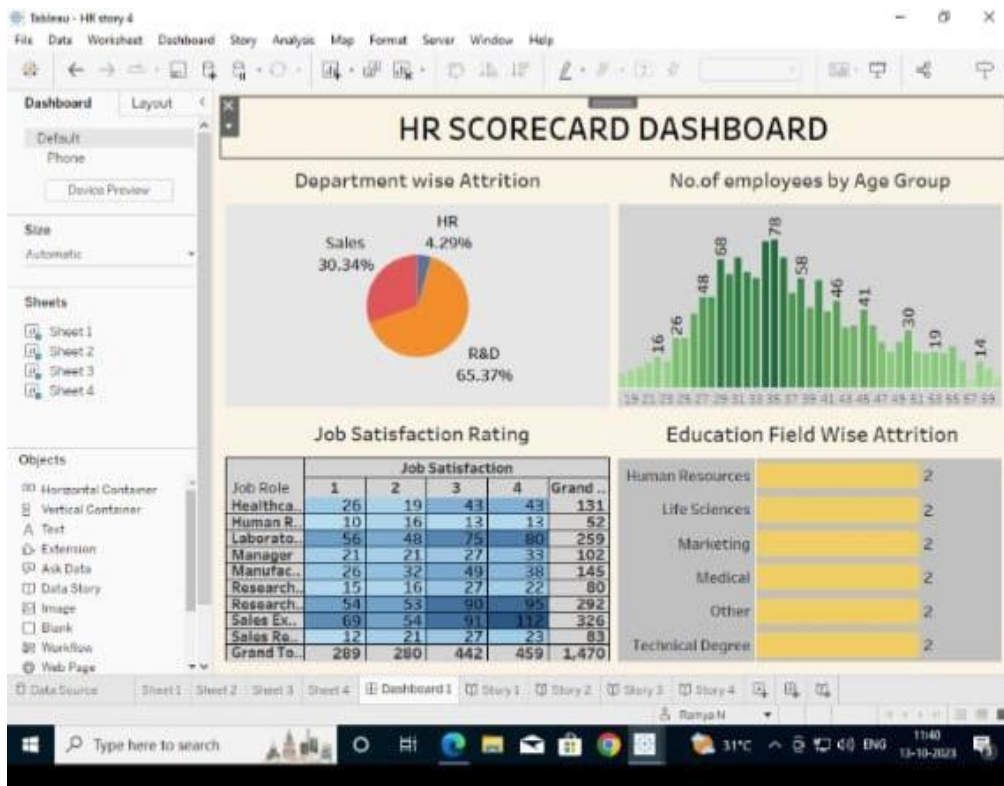## 2.PROBLEM DEFINITION & DESIGN THINKING

2.1 Empathy Map

2.2.IDEATION AND BRAINSTORMING MAP

3.RESULT

Story 2

This visualization explains about the age group of the employees. 34 age group people more than the other age group.

Employee Count
4 _____ 78

78
68 69
58 57
48 46
41
30
26
22
19
16 14

19 21 23 25 27 29 31 33 35 37 39 41 42 45 47 49 51 53 55 57 59

Story 3

This visualization explains about the job satisfaction rating. Job role in sales executive total is highest than the other job role.

Employee Count
10 _____ 112

Job Role	Job Satisfaction					
	1	2	3	4	Grand T...
Healthcare Represe...	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Technici...	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Direc...	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

4.ADVANTAGES AND DISADVANTAGES

Advantages :

1. It gives structure to our strategy,the balanced scorecard card is logical,structural way to help the leader of our organisation.
2. It make it easy to communicate your strategy.
3. Helps employees identity key goals.
4. It helps our employees see how their individual goals link to the organizational strategy.
5. It enhances employees relationship with the company.
6. Improve communication skills.
7. Well prepared to manage all the company problems.

Disadvantages:

1. It requires strong leadership support to be successfull.
2. It provides only limited guidance about which performance metrics to choose.
3. It can't be copied precisely.
4. Not focus on work gives problem to the scorecard.
5. Lack of support from the top management.
6. Financial and reputational risks.
7. Issues with the employees disrupts the overall productivity of business.

5.Applications

- While for profit organization wide scorecards traditionally place financial perspective at the top of the strategy map, an HR scorecard usually does not.
- HR "customer " are typically internal to the business.
- Number of qualified talents per strategic positions.
- Percentage of HR employees who fully execute their individual development plan.
- Accuracy level of HR database.
- Quantitatively demonstrate HR's contribution to firm's financial results and profitability.

6.conclusion

- Leaders have a pivotal role in recruiting and developing talent within the business.
- Increasing emphasis on discretionary work and an increasingly skilled workforce priorities the 'war for talent'.
- The issue related to talent mismatch should be addressed by the stakeholders of the industry which includes the planter himself, employers or plantation Companies as well as the government.

7.Future scope

- Enhancing employee engagement .
- Taking the valuable project for company employees.
- Hire the well knowledge employees.
- Giving time limit to complete the project.
- Starting and growing a success in talent management requires good organizational skills, creativity and constant focus.
- Align HR planning with business strategy.
- Provide proactive workforce solutions.
- Develop and enhance experienced employees.
- Measures the cost of recruiting.