HR-SCORECARD: MEASURING SUCCESS IN

TALENT MANAGEMENT

INTRODUCTION:

1.1 Overview

The Tableau HR Scorecard is framework designed to measure evaluate the success of talent management strategies within an organization. It provides a way for HR professional and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development.
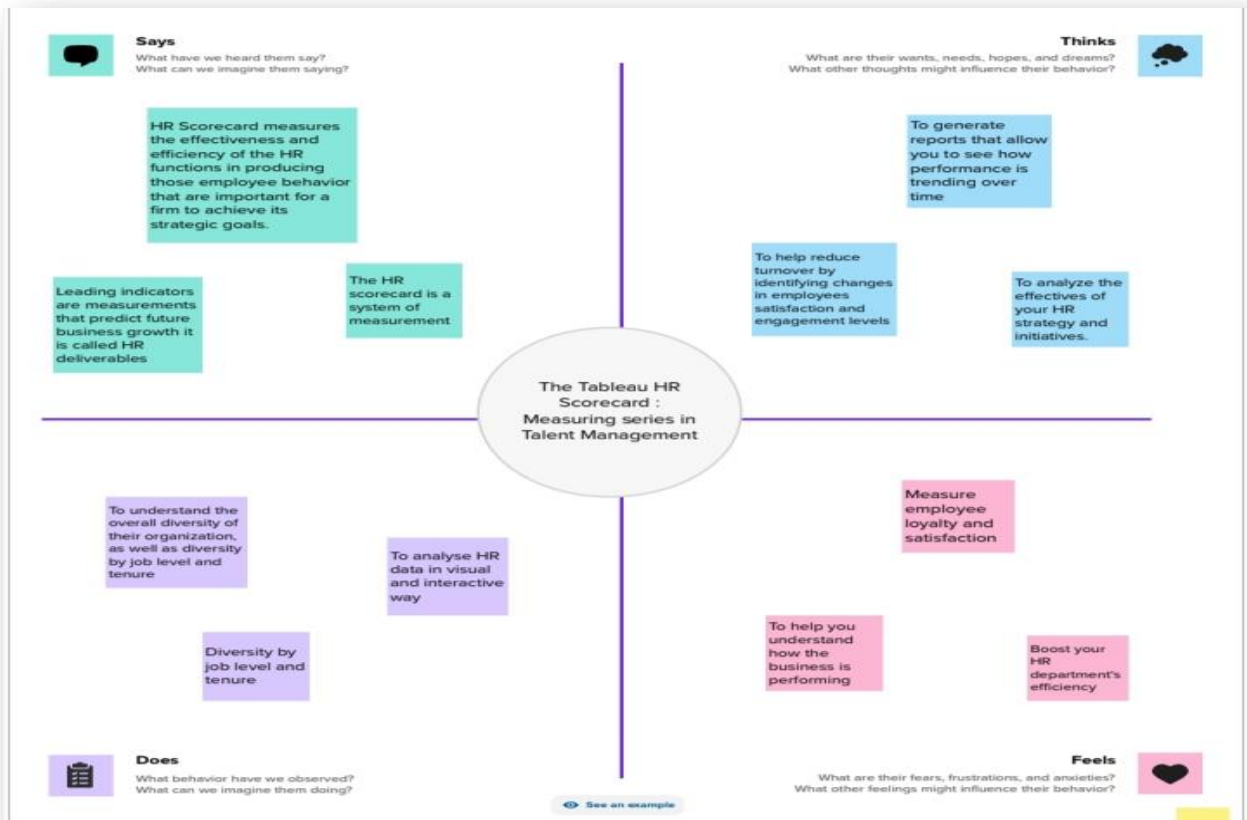
1.2 Purpose

The Tableau HR Scorecard use to provide a comprehensive and effective framework for measuring and evaluating the success of talent management strategies within an organization. By tracking and analyze key HR metrics, The Tableau HR Scorecard can help organization identify areas where they need to improve and take proactive steps to address them The financial perspective focuses on the financial impact of HR initiatives, such as the cost of recruitment, training and development, compensation and benefits and turnover.

This can include identifying areas where they need to invest in training and development programs, improving recruitment and retention strategies, and optimizing workforce planning and management.
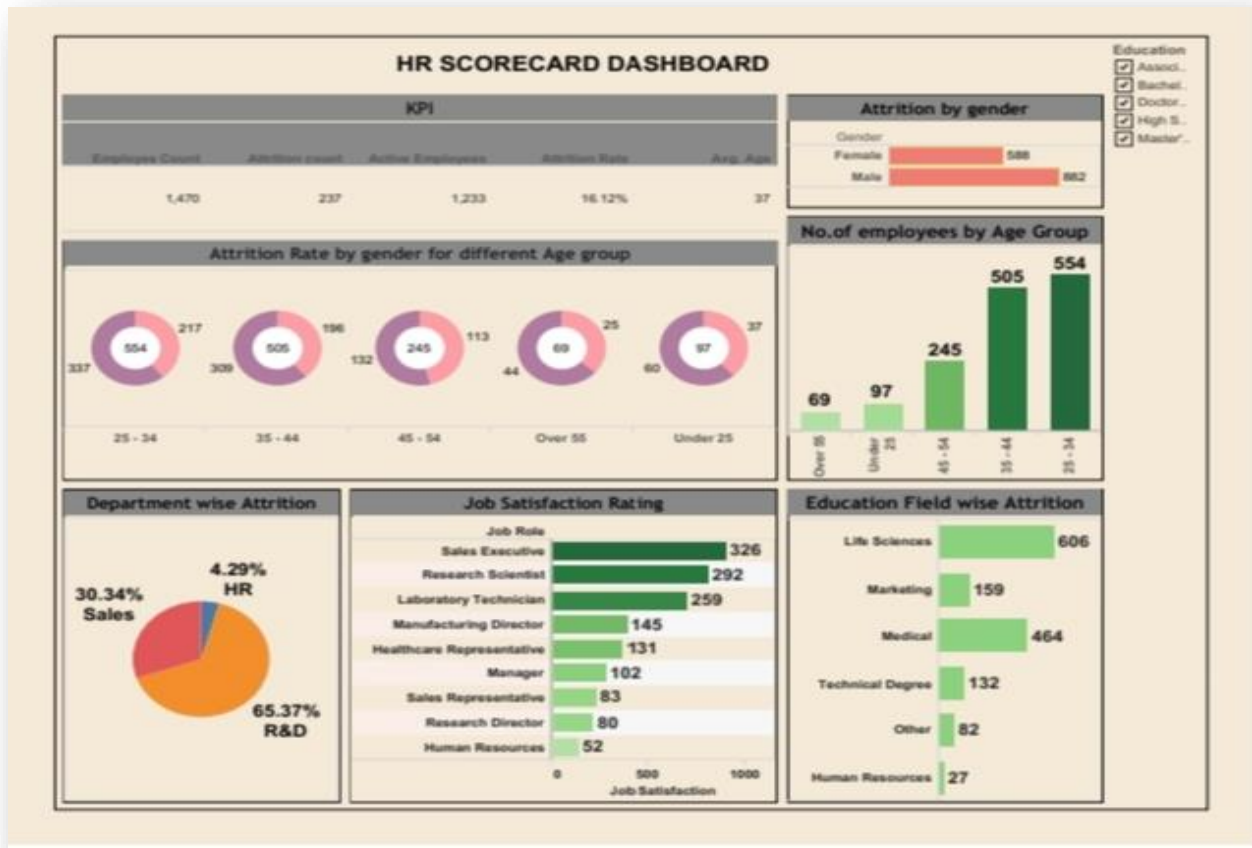
Problem Definition & Design Thinking

2.1 Empathy Map

Says
What have we heard them say?
What can we imagine them saying?

Thinks
What are their wants, needs, hopes, and dreams?
What other thoughts might influence their behavior?

HR Scorecard measures the effectiveness and efficiency of the HR functions in producing those employee behavior that are important for a firm to achieve its strategic goals.

To generate reports that allow you to see how performance is trending over time

Leading indicators are measurements that predict future business growth it is called HR deliverables

The HR scorecard is a system of measurement

To help reduce turnover by identifying changes in employees satisfaction and engagement levels

To analyze the effectives of your HR strategy and initiatives.

The Tableau HR Scorecard : Measuring series in Talent Management

To understand the overall diversity of their organization, as well as diversity by job level and tenure

To analyse HR data in visual and interactive way

Measure employee loyalty and satisfaction

Diversity by job level and tenure

To help you understand how the business is performing

Boost your HR department's efficiency

Does
What behavior have we observed?
What can we imagine them doing?

Feels
What are their fears, frustrations, and anxieties?
What other feelings might influence their behavior?

See an example
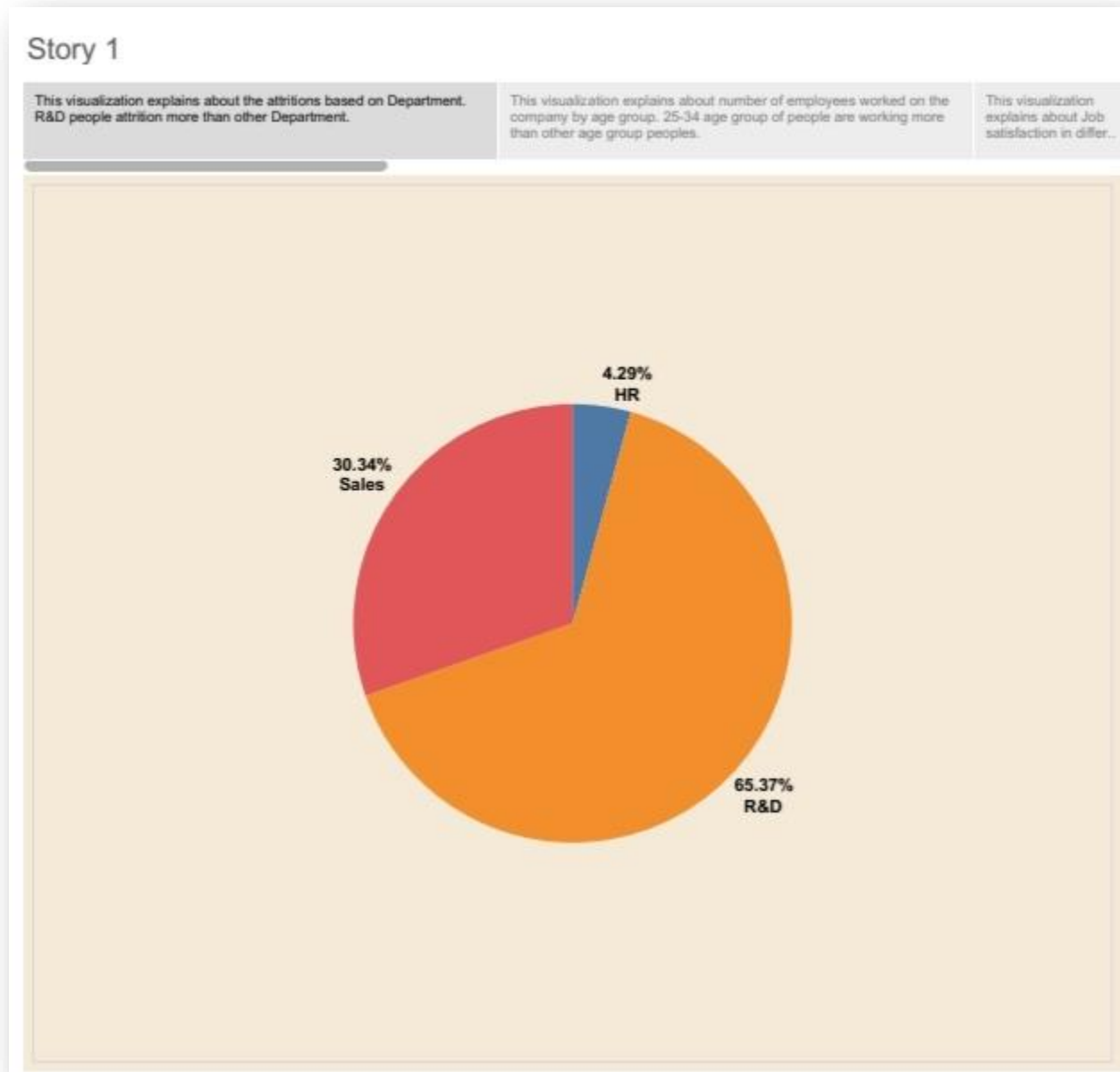
2.2 Ideation & Brainstorming Map

RESULT:

- Help organizations measure and improve employee engagement by providing insights into employee satisfaction
- Retention rate and other key metrics.
- By tracking and analyzing key HR metrics
- Development programs improving recruitment and retention strategies and optimizing workforce planning and management.
- Driving business growth and contributing to overall success.

STORY 1

DEPARTMENT WISE ATTRITION:

Story 1

This visualization explains about the attritions based on Department. R&D people attrition more than other Department.

This visualization explains about number of employees worked on the company by age group. 25-34 age group of people are working more than other age group peoples.

This visualization explains about Job satisfaction in differ...

4.29%
HR

30.34%
Sales

65.37%
R&D

The visualization explains about the attrition based on Department.

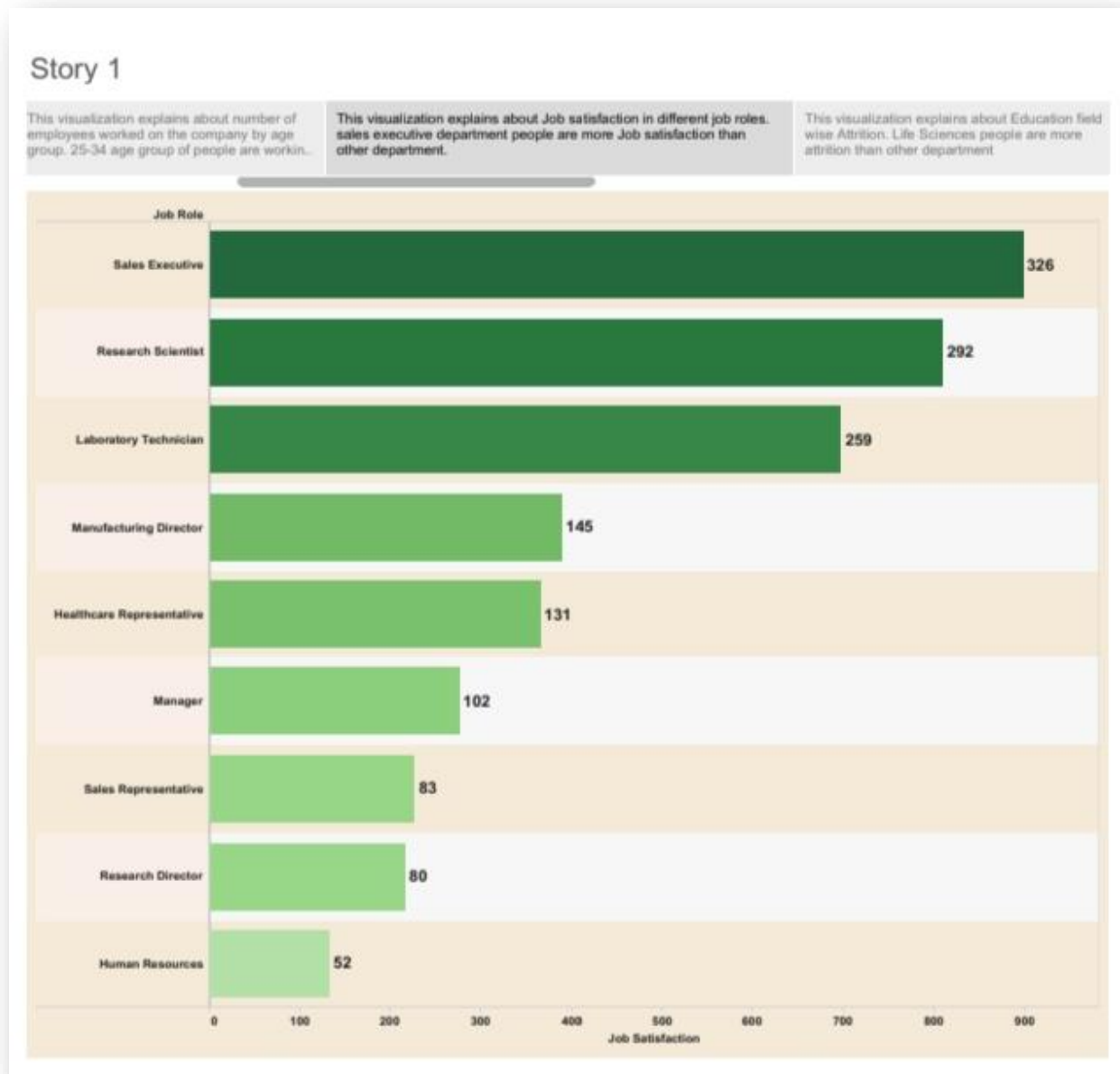R&D people attrition more than other Department

2. NO. OF EMPLOYEES BY AGE GROUP:
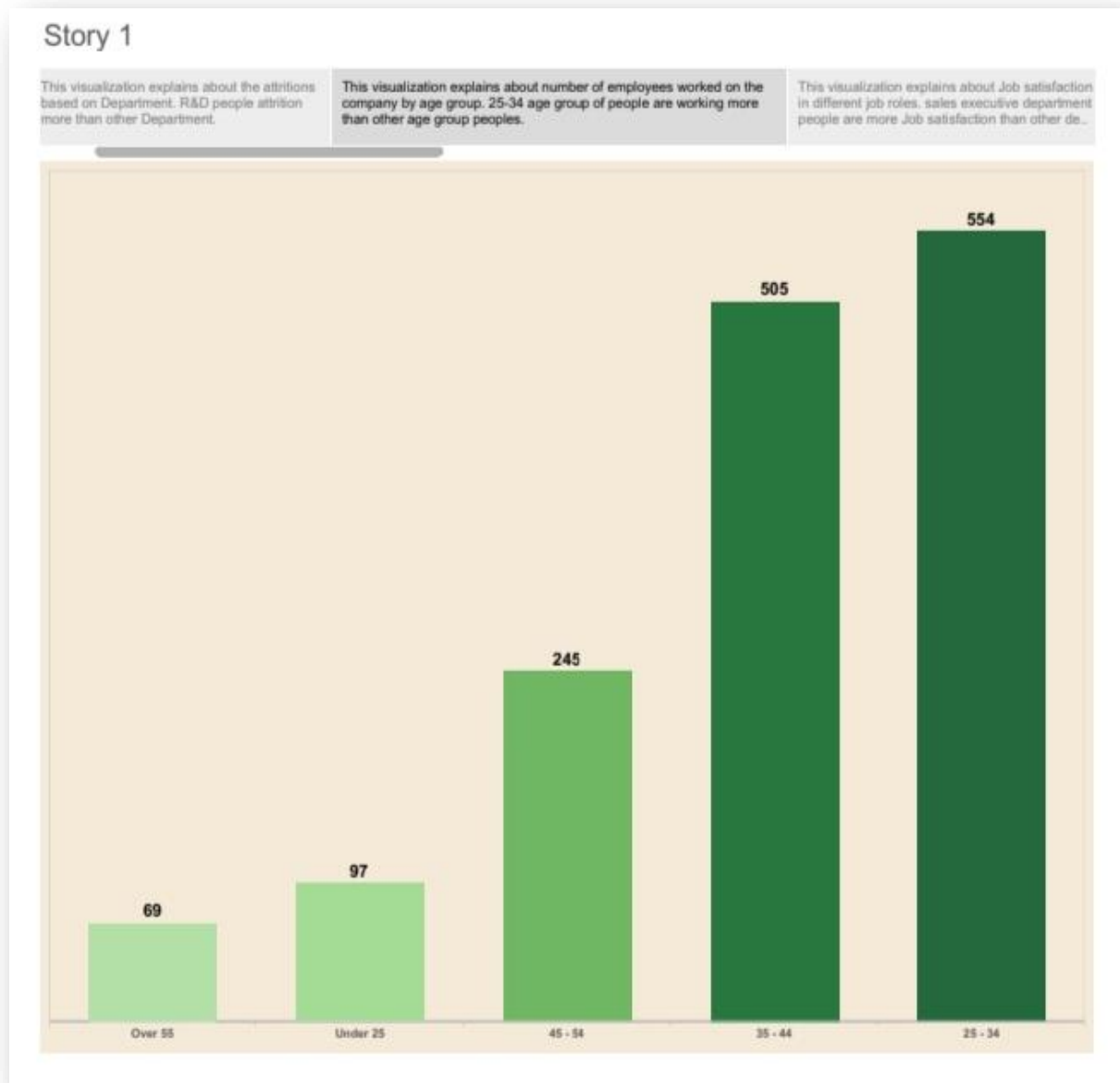
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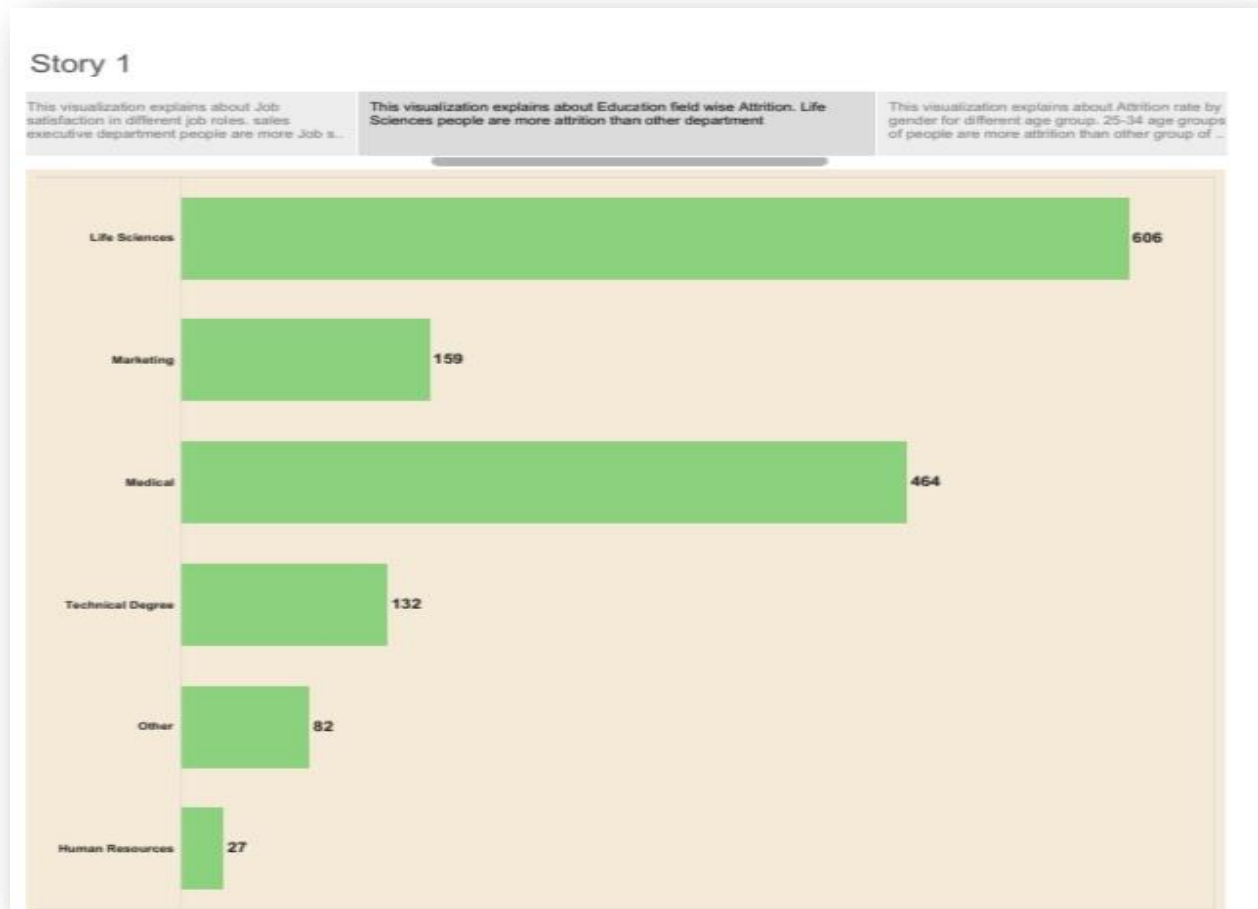
3. JOB SATISFACTION RATING:

The visualization explains about Job satisfaction in different job roles.

Sales executive department people are more Job satisfaction than other department.

4. EDUCATION FIELD WISE ATTRITION

Story 1

This visualization explains about Job satisfaction in different job roles. sales executive department people are more Job s...

This visualization explains about Education field wise Attrition. Life Sciences people are more attrition than other department

This visualization explains about Attrition rate by gender for different age group. 25-34 age groups of people are more attrition than other group of ...

Field	Value
Life Sciences	606
Marketing	159
Medical	464
Technical Degree	132
Other	82
Human Resources	27

This visualization explains about Education field wise Attrition.

Life sciences people are more attrition than other department.

5. ATTRITION RATE BY GENDER FOR DIFFERENT AGE GROUP:
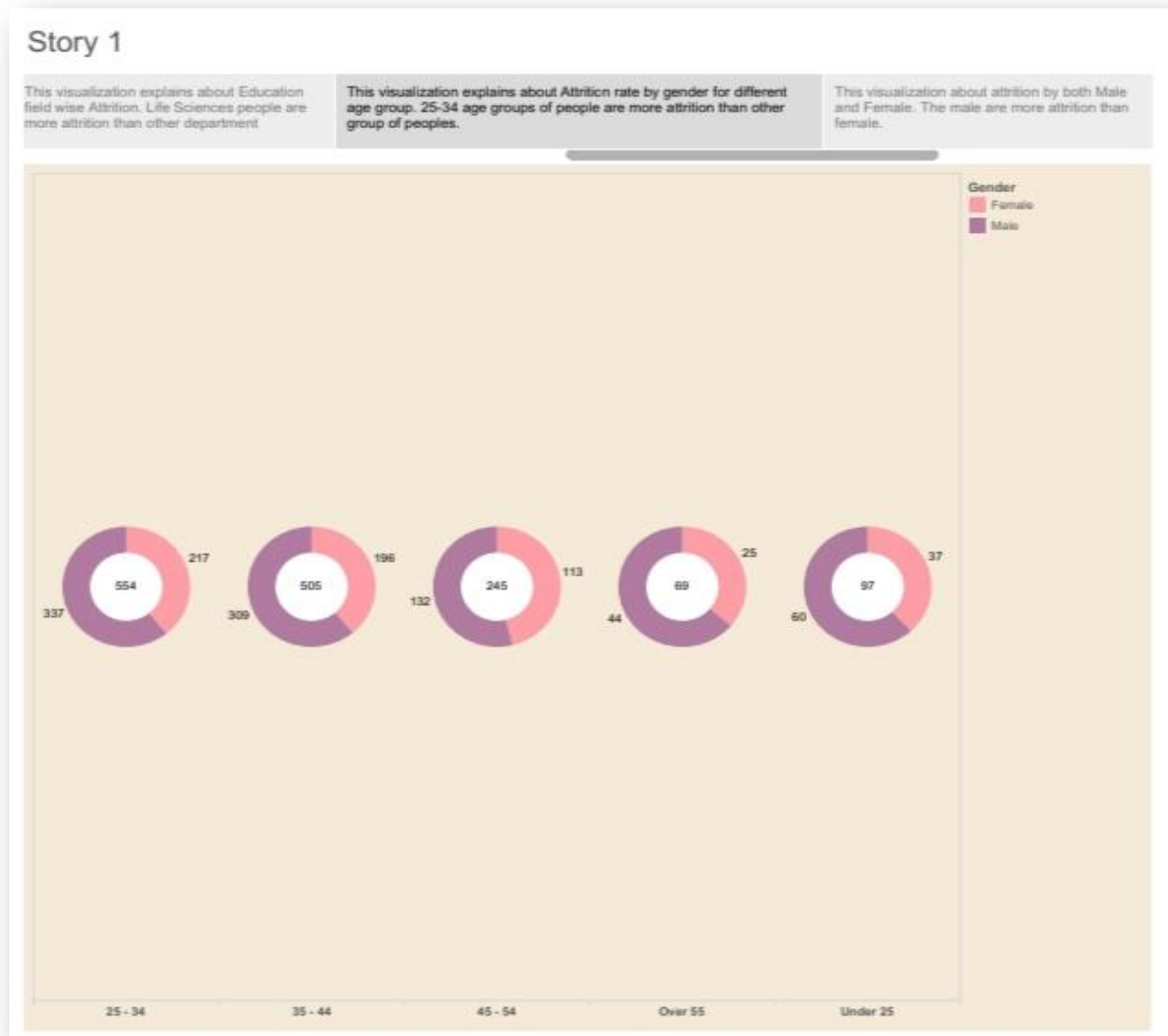
This visualization explains about Attrition rate by gender for different age group.

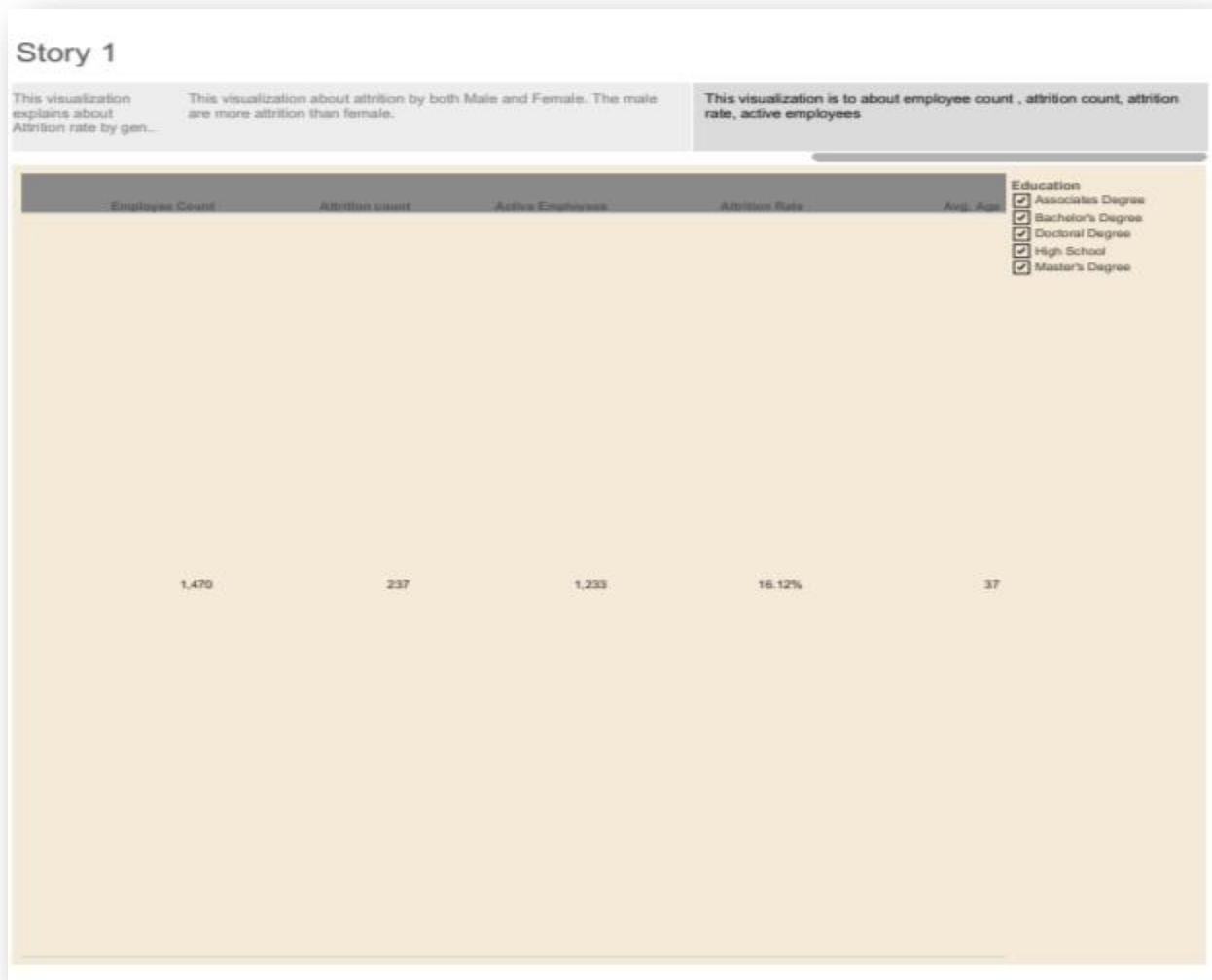25-34 age of people are more Attrition than other group of peoples.

6. ATTRITION BY GENDER:

This visualization about attrition Male and Female.

The male are more attrition than female.

7. KPI

Story 1

This visualization explains about Attrition rate by gen... | This visualization about attrition by both Male and Female. The male are more attrition than female. | This visualization is to about employee count , attrition count, attrition rate, active employees

Employee Count	Attrition count	Active Employees	Attrition Rate	Avg. Age	Education
					☑ Associates Degree
					☑ Bachelor's Degree
					☑ Doctoral Degree
					☑ High School
					☑ Master's Degree
1,470	237	1,233	16.12%	37	

This visualization about employee count ,attrition count, attrition rate, active employees.

ADVANTAGES:

- ➢ Embrace data-driven decision-making.
- ➢ Accurately evaluate performance and the employee productivity rate.
- ➢ Identify strengths and weakness.
- ➢ It can help you recruit those really talented candidates that everyone seek
- ➢ Better Employee Retention.
- ➢ Easier Employee Attraction.

DISADVANTAGES:

- ➢ The implementation of talent management program could be expensive in terms of time, resources and financial costs.
- ➢ Lack of support from line managers can impede the level of commitment from employees.
- ➢ The measuring intangible is difficult, if not impossible, without imparting a degree of subjectivity on the part of HR staff.
- ➢ It undermines the validity of data and, therefore, limits the credibility of HR and its ability to prove worth of organization.

APPLICATIONS:

- ➢ The HR scorecard is a tool that helps measure, manage and improve the role of the HR function within an organization.
- ➢ HR metrics and KPIs or HR deliverables are measured using the HR scorecard.
- ➢ This data is also used to predict the potential growth of the organization.
- ➢ By measuring training effectiveness, skill gaps, and employee development progress

CONCLUSION:

- ➢ Improved employee engagement
- ➢ Enhanced diversity and inclusion
- ➢ Improve HR performance
- ➢ Better alignment with business goals

FUTURE SCOPE:

- ➢ The HR scorecard plays a crucial role in measuring and improving employee engagement.
- ➢ By tracking metrics such as employee satisfaction, performance feedback and career development opportunities.
- ➢ HR leaders gain insights into the factors that impact employee engagement.