

# PROJECT REPORT

**PROJECT TITLE:** The Tableau HR  
Scorecard: Measuring success in Talent  
management

## 1. INTRODUCTION:

### OVERVIEW:

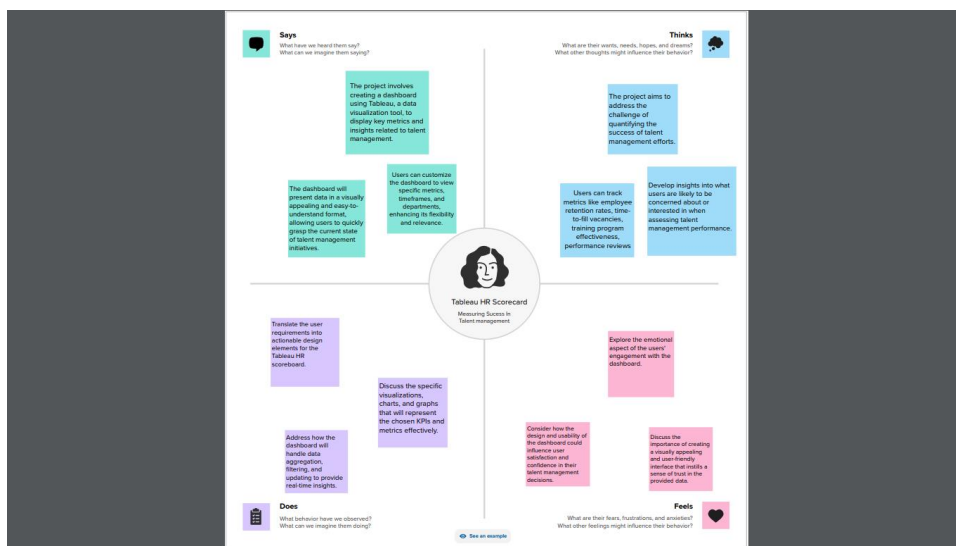
In the ever-evolving realm of talent management, the HR Scorecard stands as a beacon of clarity and insight. It offers a concise yet comprehensive overview of an organization's talent-related metrics and practices.

### PURPOSE:

The purpose of the HR Scorecard is to equip organizations with the data-driven tools needed to optimize their talent management strategies.

# PROBLEM DEFINITION AND DESIGN THINKING:

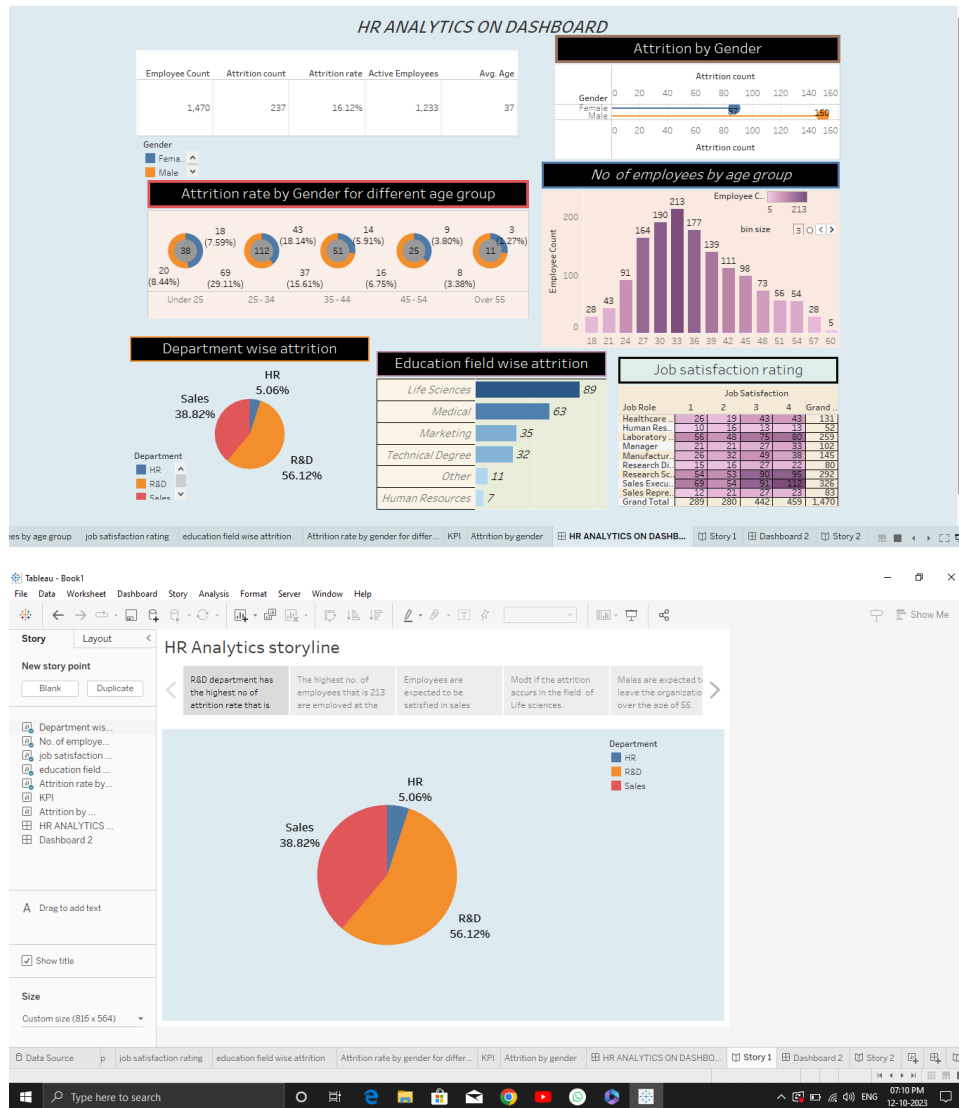
## EMPATHY MAP



## IDEATION AND BRAINSTORMING MAP



# RESULT



## ADVANTAGES AND DISADVANTAGES

### ADVANTAGES

\*HR Scorecards provide quantifiable data and metrics, allowing organizations to make

informed decisions based on real performance data. This data driven approach helps in assessing the effectiveness of talent management strategies and making adjustments as needed.

\*HR Scorecards ensure that talent management efforts are closely aligned with an organization's strategic objectives. This alignment helps HR practices directly contribute to the achievement of business goals , fostering greater organizational success.

### **DISADVANTAGES:**

\*One main disadvantage of using a tableau HR scorecard to measure success in talent management is that it may oversimplify complex aspects of talent management.

### **APPLICATIONS**

### **PERFORMANCE MONITORING**

- \*Utilize the tableau HR scorecard to continuously monitor key performance indicators(KPI's) related to talent management.

## **DATA-DRIVEN DECISION MAKING:**

- \*Use the tableau scorecard to make data-driven decisions.

## **REPORTING AND COMMUNICATION:**

- \*The tableau scorecard can serve as a communication tool for HR to present talent management results to senior management other stakeholders.

## **CONCLUSION:**

The Tableau HR scorecard for measuring success in talent management provides a robust data-driven framework to evaluate and enhance HR strategies.

## **FUTURE SCOPE:**

The future scope for the Tableau HR Scorecard measuring success in talent management

includes incorporating predictive analytics ,machine learning ,and mobile accessibility for real –time insights.