THE TABLEAU HR SCORECARD : MEASURING SUCCESS IN TALENT MANAGEMENT

1. ***Introduction***
    - Overview
    - Purpose

2.Problem Definition thinking on & Design

- Empathy Map
- Brainstorming Map

3.Advantages & Disadvantages

4.Application

5.Result

6.Future scope

7.Conclusion

1.Introduction

- Overview

The Tableau HR scorecard measuring success in talent management is a process of attracting and retaining high quality employees, developing their skills and continuously motivating them to improve their performance.It also shows the strategic employee planning, learning and motivating, financial quries, customer quries etc.This project guide the business man to take their business to the next level in the successful manner.This project have financial, customer,internal process, learning and growth perspective.Financial perspective clearly shows the states of the management.Here financial plays major role in the department of salary, overtime etc it is the boost of the employee.Customer perspective is mainly considerable by the employee.For that the management giving monthwise training, transfer etc.Internak process shows employers recuit and develop a workforce that is as productive as possible and likely to stay with their organization long term.Learning perspective must be systematic and finally

integrated to optimize business level.The Growth organisational process of positioning employees for career advancement in a way that aligns with the company mission.

This project has empathy map which clearly shows the feeling of the client.Brainstroming map clearly shows the advance level of the management.The dataset is extract and connect with the Tableau.Next the sheet is created for kpI, department wise attrition,no.of employees by age group,job satisfaction rating, education field wise attrition, attrition rate by gender for different age group.The visualisation is shown as bar chart ,donut chart,pie chart etc .The sheet are collected and placed in a sheet is called as dashboard and the story iscreated.

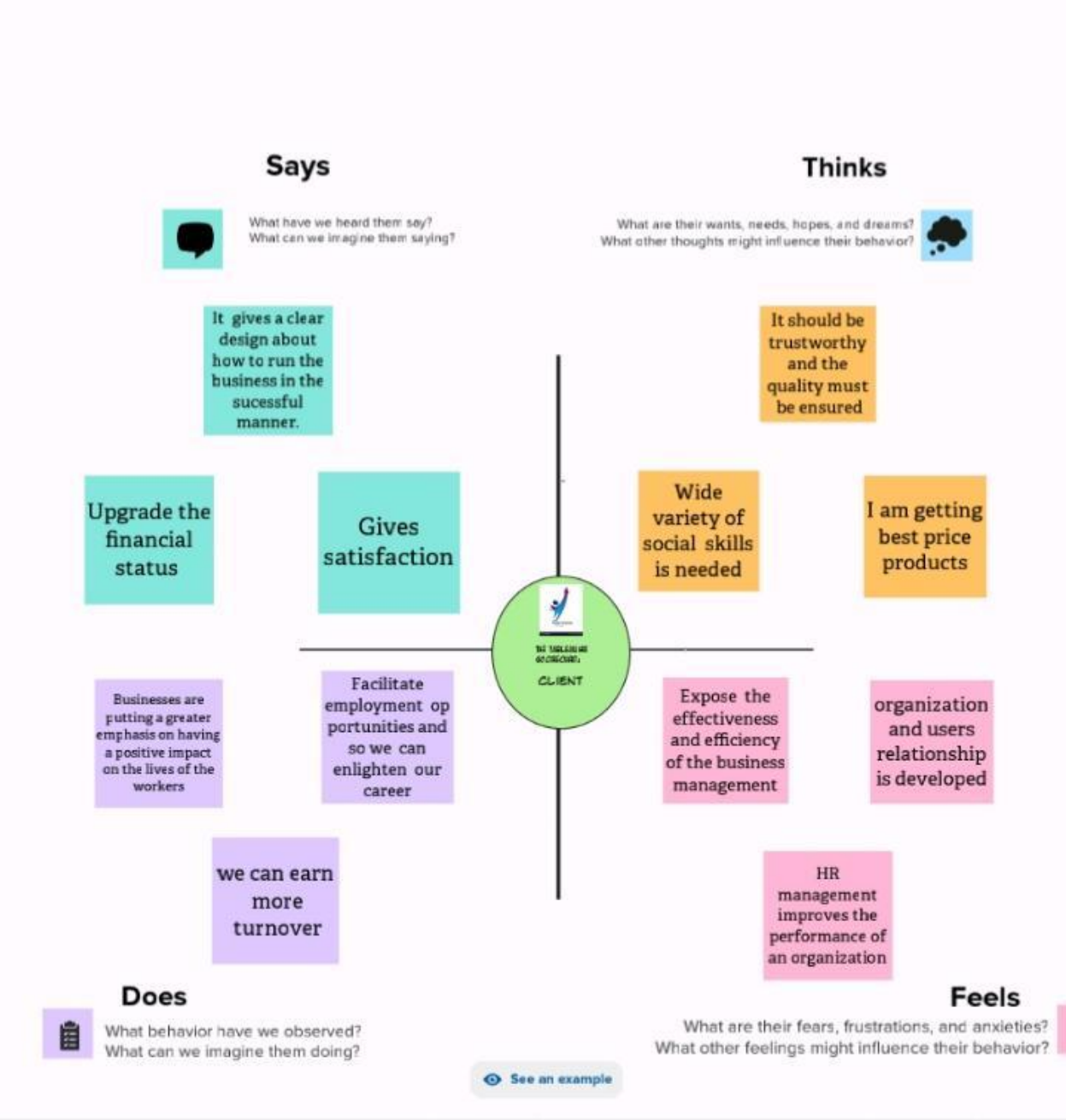
- Purpose

  - Talent management enables companies to attract ,evolve and maintain a workforce adjusted to succeed.
  - It also used to identify,recruit and hold on to people who drive the success of your organisation.
  - This project helps the company to improve the employees performance by helping employees to gain skills and experience in a personalized way.
  - It also shows how the talent management improves employee experience that has a direct impact on client satisfaction.
  - It prepares them to achieve the business strategic goals, satisfaction and business performance.
  - It shows how to boost up the employee by salary,bonuses and allowances for motivation.
  - Talent management systems make it easier to source talent,asses skills and qualifications,on board hires,manage employee strength and recognize and reward top performers.

2.Problem Definition & Design Thinking

- Empathy Map

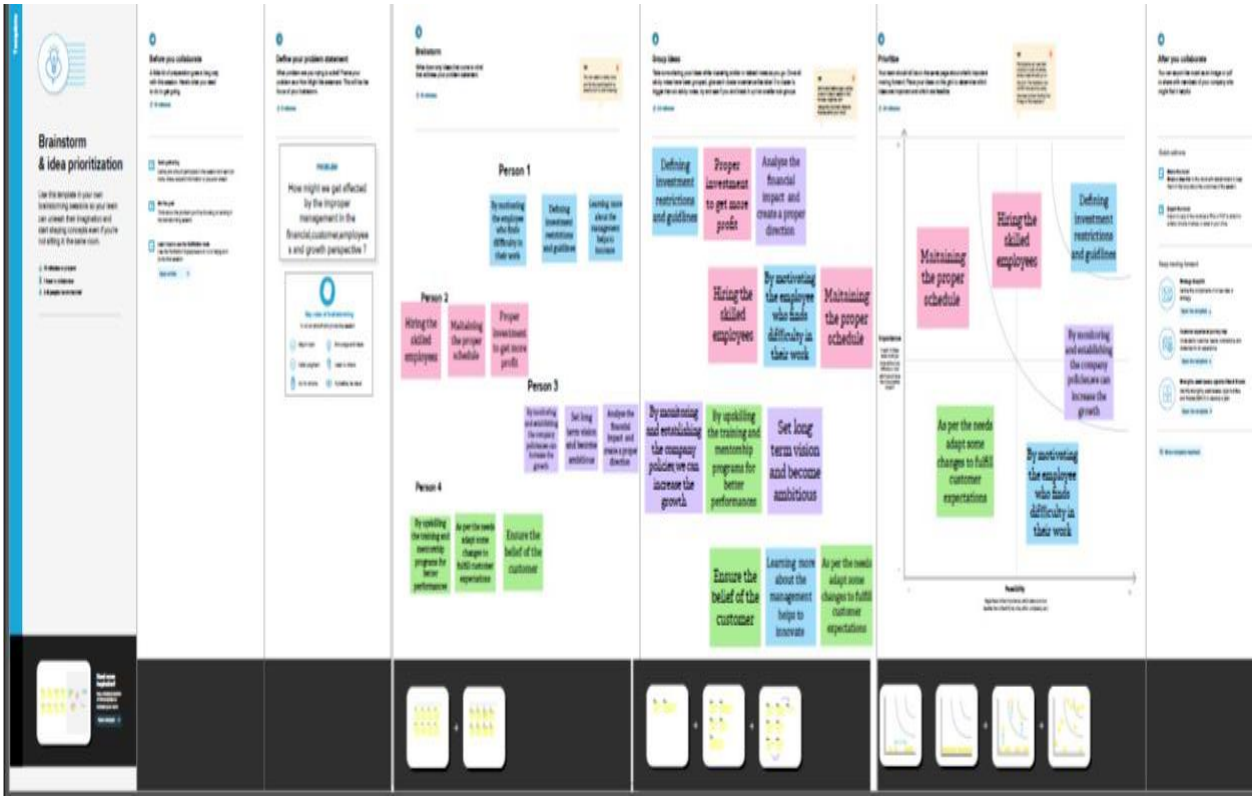
The screenshot shot of the empathy map is given below:



The empathy map clearly shows the what the client says,what the clinet thinks,what behaviour does the client need and what the client feels.Empathy map is a feelings and expectation that a client had about a certain things.

- Brainstrom & Idea prioritization template

The screenshot of brainstrom and idea prioritization template is given below:


Brainstorm
& idea prioritization
Before you collaborate
Define your problem statement
How might we get effected by the improper management in the financial,customer,employee s and growth perspective ?
Brainstorm
Person 1
Hiring the skilled employees
Maintaining the proper schedule
Proper investment to get more profit
Person 2
Person 3
Person 4
Ensure the belief of the customer
Group ideas
Defining investment restrictions and guidlines
Proper investment to get more profit
Analyse the financial impact and create a proper direction
Hiring the skilled employees
By motivating the employee who finds difficulty in their work
Maintaining the proper schedule
By monitoring and establishing the company policies,we can increase the growth
By upskilling the training and mentorship programs for better performances
Set long term vision and become ambitious
Ensure the belief of the customer
Learning more about the management helps to innovate
As per the needs adapt some changes to fulfill customer expectations
Prioritize
Maintaining the proper schedule
Hiring the skilled employees
Defining investment restrictions and guidlines
By monitoring and establishing the company policies,we can increase the growth
As per the needs adapt some changes to fulfill customer expectations
By motivating the employee who finds difficulty in their work
After you collaborate

Brainstorming shows a each participant ideas that come to the mind. We have to create a problem and then find a solution for it.In the first page it shows the four persons idea about the talent management.In the second page it shows all participants idea that are grouping from more important to the less important.In the third page it shows a graph about the possible ideas.

3.Advantages & Disadvantages:

- Advantages
  - Help in ascertaining the right person is deployed in the right position.
  - Increase productivity and performance of employees.
  - Increase customer satisfaction.
  - Promotes effective communication across different ddisciplines.
  - Makes it easier to communicate the strategy.
  - Connects every HR employee to organisational goals.
  - Retention programs such as promotion and transition.
  - It paves the way for future leadership.
  - Promotes long-term association with the organization.
  - Helps the employees get job satisfaction on from their work.

- Disadvantages
  - The implementation of talent management program could be expensive in terms of time, resources and financial cost.
  - Lack of support from managers can impede the level of commitment from employees.
  - A core drawback of talent management is,it can contribute in raising the conflict between HR and management by not reaching to proper agreement or consensus.
  - Even though there are many HR Scorecard templates you can use,the framework must be customised to suit your business requirements.This can be time-consuming and tedious especially for first-time users.
  - HR scorecard can be overly complicated to understand despite there being many case studies and resources to read from.
  - HR socrecard usually require managers to report information which can cause some resistance and even delay.

4.Application

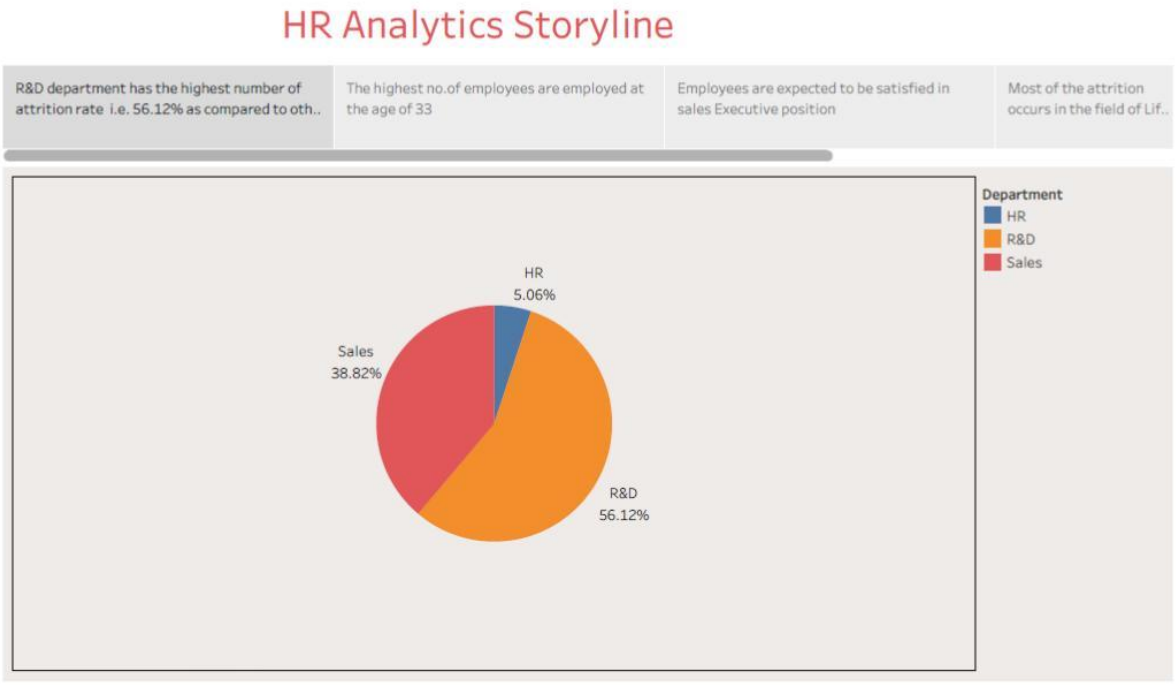
In current global economic scenario,companies retaining superior talent have a clear edge.High quality,low cost,better service and good relations are quite a few inferred demand in the industries which are being fulfilled by pool of talented workforce.Talent management are seen as return investment creating future leadership and coming up with better products and future strategies of business are possible because of talent manpower.

An integrated software platform that supports the entire employee life cycle,from acquisition through succession planning.

- Establishing a high-performance workforce.
- Increasing the productivity of the organization.
- Retain talented and high performing employees.
- Ensuring growth and innovation in the organization.
- Developing skills and competencies in employees.
- Help in evaluating performance and goal setting.
- Highlights success and exposes failures.
- Provides an opportunity for self-evaluatio and improvement.
- Documents employee's program .
- Generates new ideas and fresh design.
- Measuring employees development and learing outcomes.

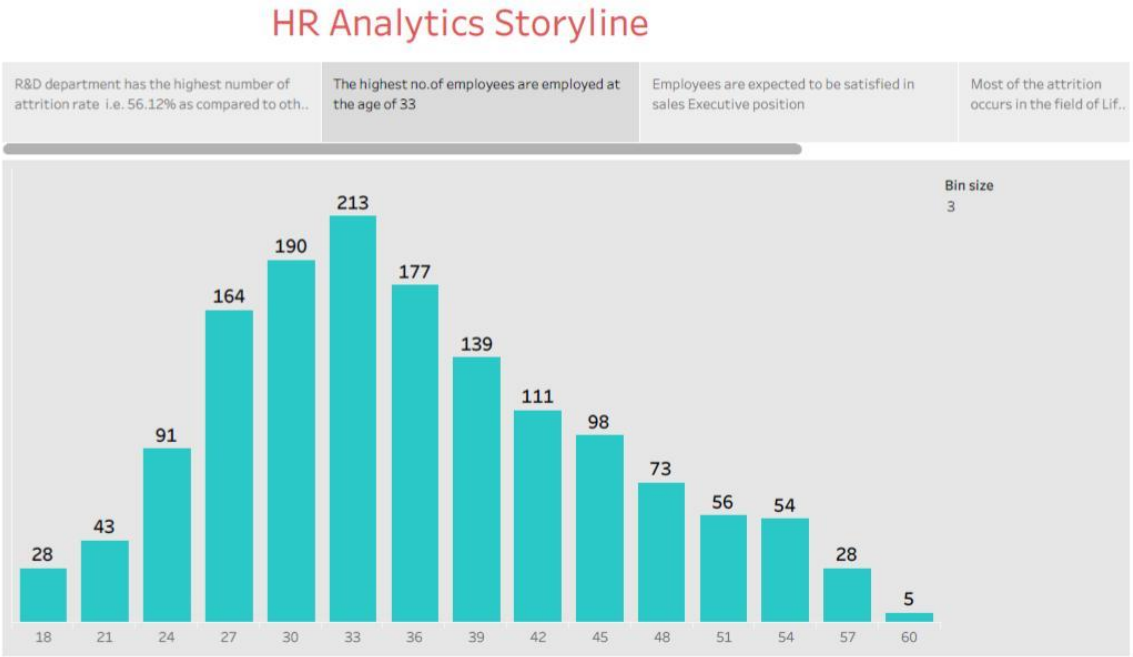
5.Result

- *Department wise attrition:*



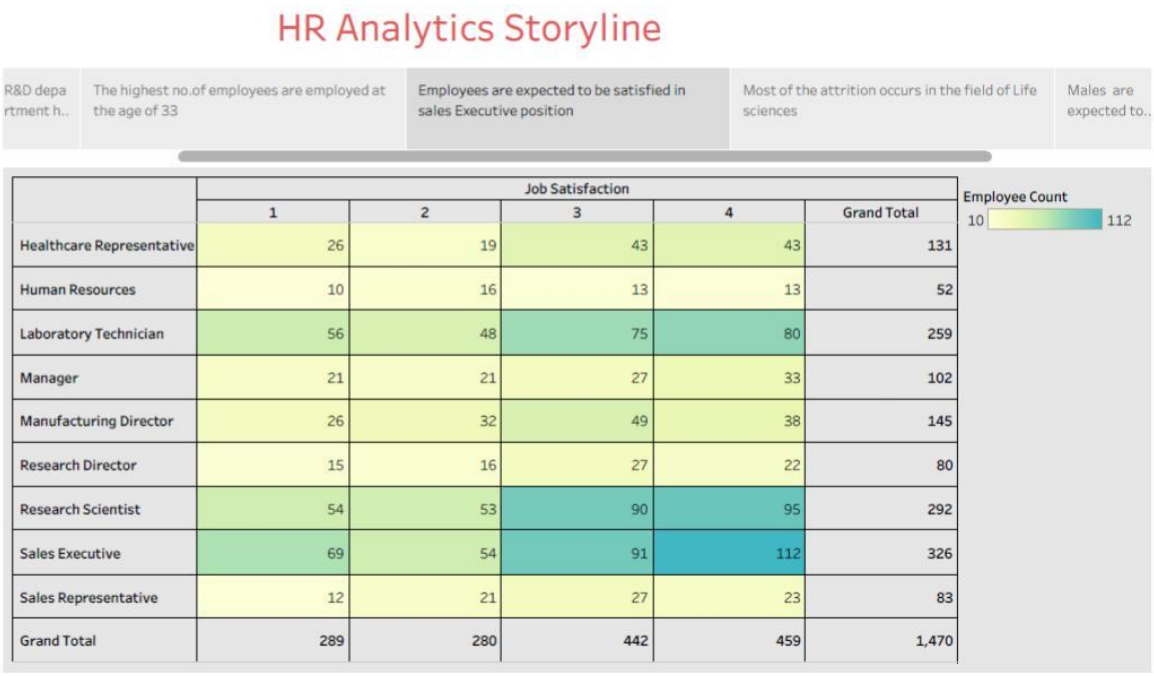
It shows department wise attrition.R&D department has the highest number of attrition rate i.e.56.12%.

- No.of employees by age group:



It shows no.of employees by age group.The highest no.of employees are employed at the age of 33.

- Job satisfaction rate:

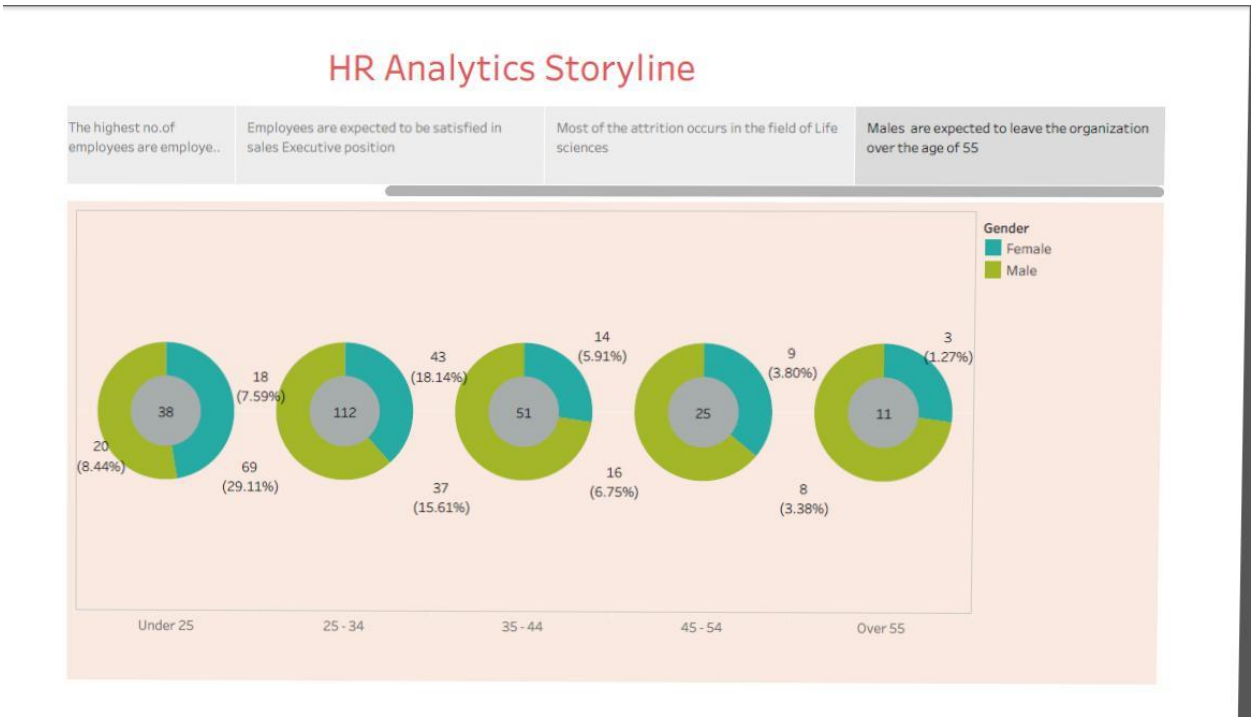


It shows the job satisfaction rate.Employees are expected to be satisfied in sales executive position.

- Education field wise attrition:

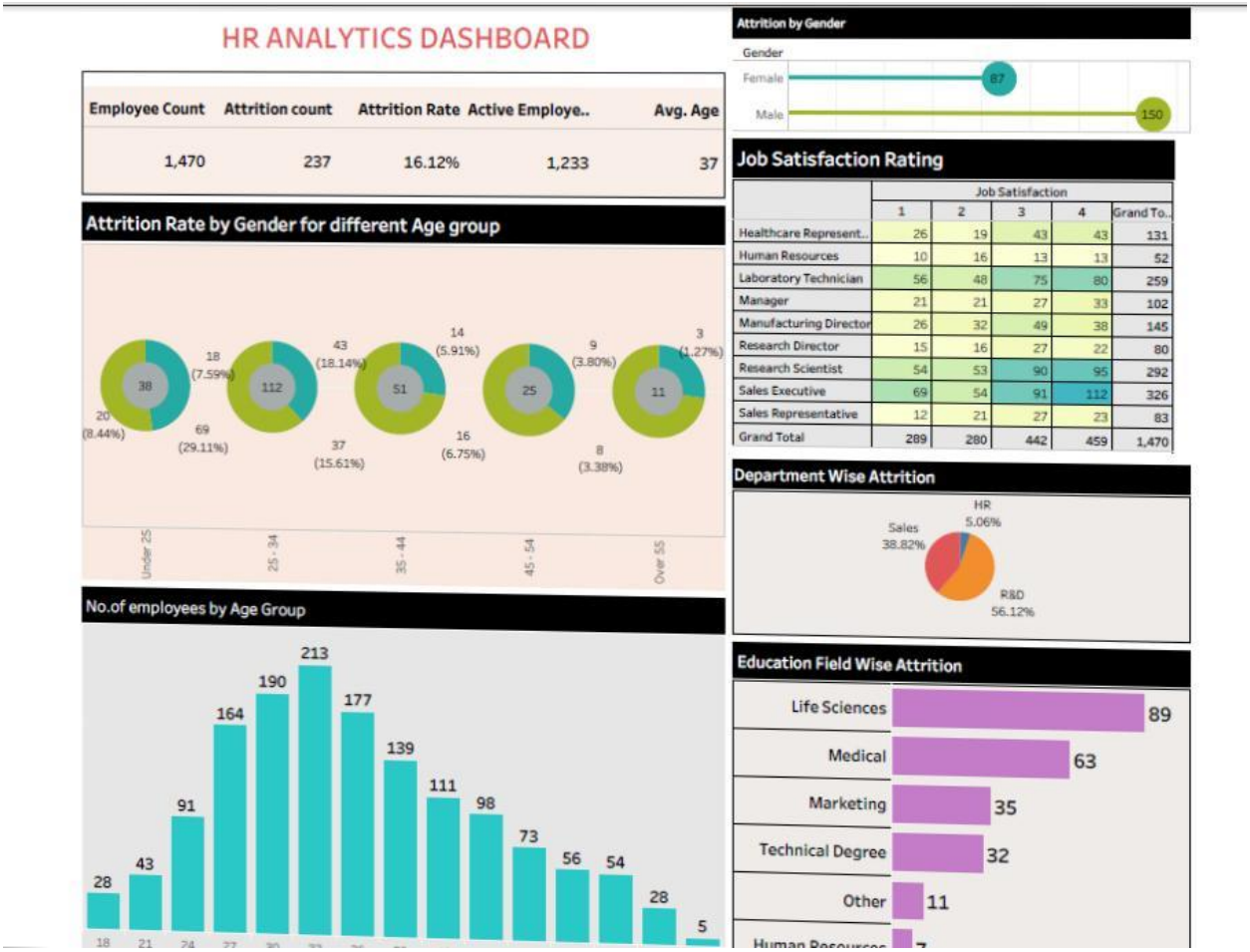
It shows education field wise attrition.Most of the attrition occurs in the field of the life science.

- Attrition rate by gender for different age group:



It shows attrition rate by gender for different age groups.Males are expected to leave the organization over the age of 55.

- HR analytics dashboard:



From this we can understand that it is used to help the department to formulate better employee management and performance.HR analytics dashboard provides a deep dive in to the data, offering valuable insights into our workforce dynamics.

6.Future scope:

- Data collection and management:HR analytics relies on collecting and managing revelent data about employees,such as demographic information, performance

metrics, training records and engagement surveys.This data can be sourced from various systems, including HRIS performance management tools and employee surveys.

- Metrics and kpls:HR analytics aims to identify meaningful metrics and key performance indicators that can provide insights into HR related process and initiatives.
- Predictive Analytics:HR analytics can leverage predictive modeling techniques to forecast outcomes such as employee attrition, performance and engagement.By analyzing historical data and identifying patterns,HR professionals can make informed decisions regarding talent acquisition, retention strategies, succession planning and workforce planning.
- Recruitment and Selection: HR analytics can be used to optimize the recruitment and selection process by analyzing data on candidate sourcing, application rates, conversion rates,and the effectiveness of different recruitment channels.This helps HR professionals target their efforts and resources more efficiently and make data-driven decision to improve the quality of hires.
- Employee Engagement and satisfaction:HR analytics can provide insights into employee engagement and satisfaction by analyzing survey data, performance reviews,and other relevant indicators.This information can help identify factors that contribute to high engagement levels and develop strategies to improve employee satisfaction and retention.

7.Conclusion

Talent management in an organization aims at ensuring employee recruitment, training and development, performance reviews and their compensation.Working towards enhancing a good talent management system in the organization ensures these components of human resources contribute to the success of the organization.The advantages that the components bring to the organization also outweigh the disadvantages considering organizations benefit from these approaches.These ensure the organization attracts highly qualified employees and finds it easy to retain them and hence improving their human resource element.Talent management enhances reviews that prove vital in developing employees.They reveal employee weaknesses and result in the development of training needs and programs that will improve the skills of the employees hence maintaining their talents.Employee talents also develop and change with changes in the organisation needs hence increasing and improving their ability to execute their roles.Terefore,the application of talent management proves an ideal approach in employee development improving the performance of each personnel