TEAM NM ID: NM2023TMID05897

HR SCORECARD :

MEASURING SUCCESS IN TALENT MANAGEMENT

R.SURULIRAJ

R.DINESH KUMAR

M.DINESH

G.BALANATHAN

NM ID AND TEAM DETAILS

R.SURULIRAJ LEAD OF TEAM

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R.DINESH KUMAR MEMBER

2BBF78606F137D4B736443085517139D

M.DINESH MEMBER

6693C7534A4BACC8B8A44E5273DB5614

G.BALANATHAN MEMBER

4551E435B19C4FDBB18463425 36AA4C

Tabulea public link :

https://public.tableau.com/app/profile/suruliraj.r/vizzes

INTRODUCTION :

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

The HR Scorecard consists of four main perspectives:

1. Financial Perspective: This perspective focuses on the financial impact of HR initiatives, such as the cost of recruitment, training and development, compensation and benefits, and turnover.
2. Customer Perspective: This perspective measures the satisfaction of internal and external customers of HR services, including employees, managers, and job candidates. It includes KPIs such as employee engagement, manager satisfaction with HR support, and candidate experience.
3. Internal Process Perspective: This perspective assesses the effectiveness and efficiency of HR processes, such as recruiting, onboarding, performance management, and employee development. It includes KPIs such as time to fill vacancies, time to productivity for new hires, and training hours per employee.
4. Learning and Growth Perspective: This perspective evaluates the organization's investment in employee development and its ability to innovate and adapt to changing business needs. It includes KPIs such as employee skills and competencies, employee retention, and the percentage of employees who receive regular training and development.

Says

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

We need to track the effectiveness of our talent management strategies

We're looking for clear visualizations to make sense of talent data

Understanding the impact of our HR initiatives is crucial

Thinks

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

I hope the scorecard provides actionable insights

How can we prove the ROI of our talent management efforts?

Is there a better way to communicate our progress to stakeholds

SURULIRAJ TEAM

Measuring sucess in talent mangement

Does

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

Attends meetings to discuss talent management progress

Engages with the HR team to gather data and insights

Shares HR scorecard findings with senior management

Feels

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

concerned that certain areas might need improvement

Curious about the metrics that will be used to evaluate talent management

Excited about the potential for better decision-making through data

See an example

Brainstorm & idea prioritization

Use this template in your own brainstorming sessions so your team can unleash their imagination and start shaping concepts even if you're not sitting in the same room.

Before you collaborate

Define your problem statement

Brainstorm

Person 1	Person 2	Person 3	Person 4
1.Handle increased data volume as the organization grows	1.Improve talent mangement strategies	1.Intuitive dashboard design	1.Establish a system for continuous improvement
2.Add new metrics or departments as needed	2.Enhance HR decision-making	2. Utilize Tableau for data visualization	2.Adjust to evolving talent mangement trends
3.Optimize costs associated with Tableau implementation	3.Boost organizational performance	3.Compare internal metrics with industry standards	3.Employee performance ratings

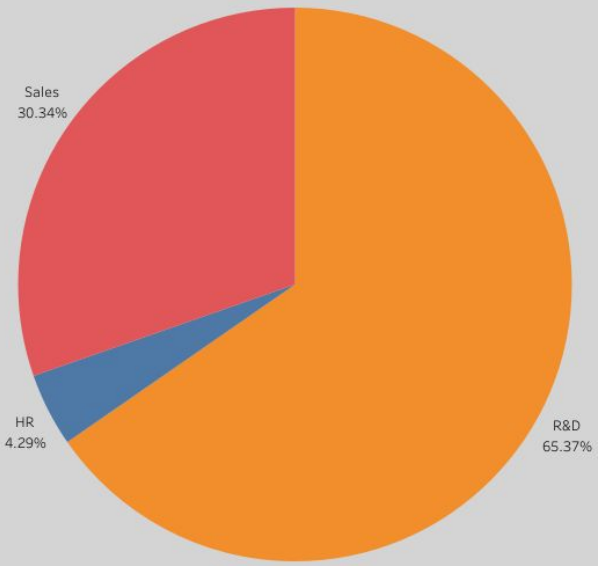
Group ideas

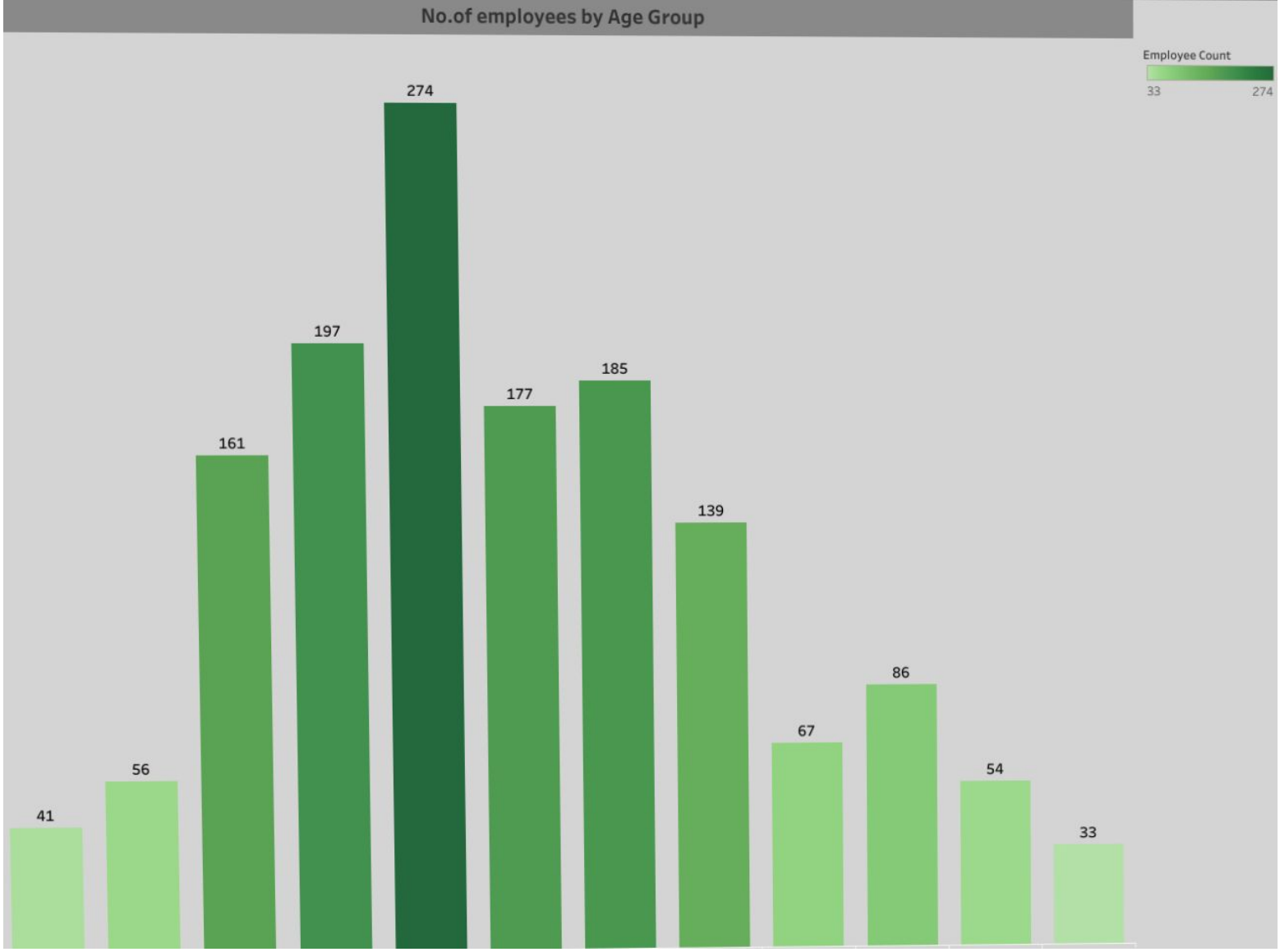
Mental health support utilization	Leadership development progress	Identification of high-potential employees	Predictive analytics for talent needs

Prioritize

After you collaborate

Department Wise Attrition



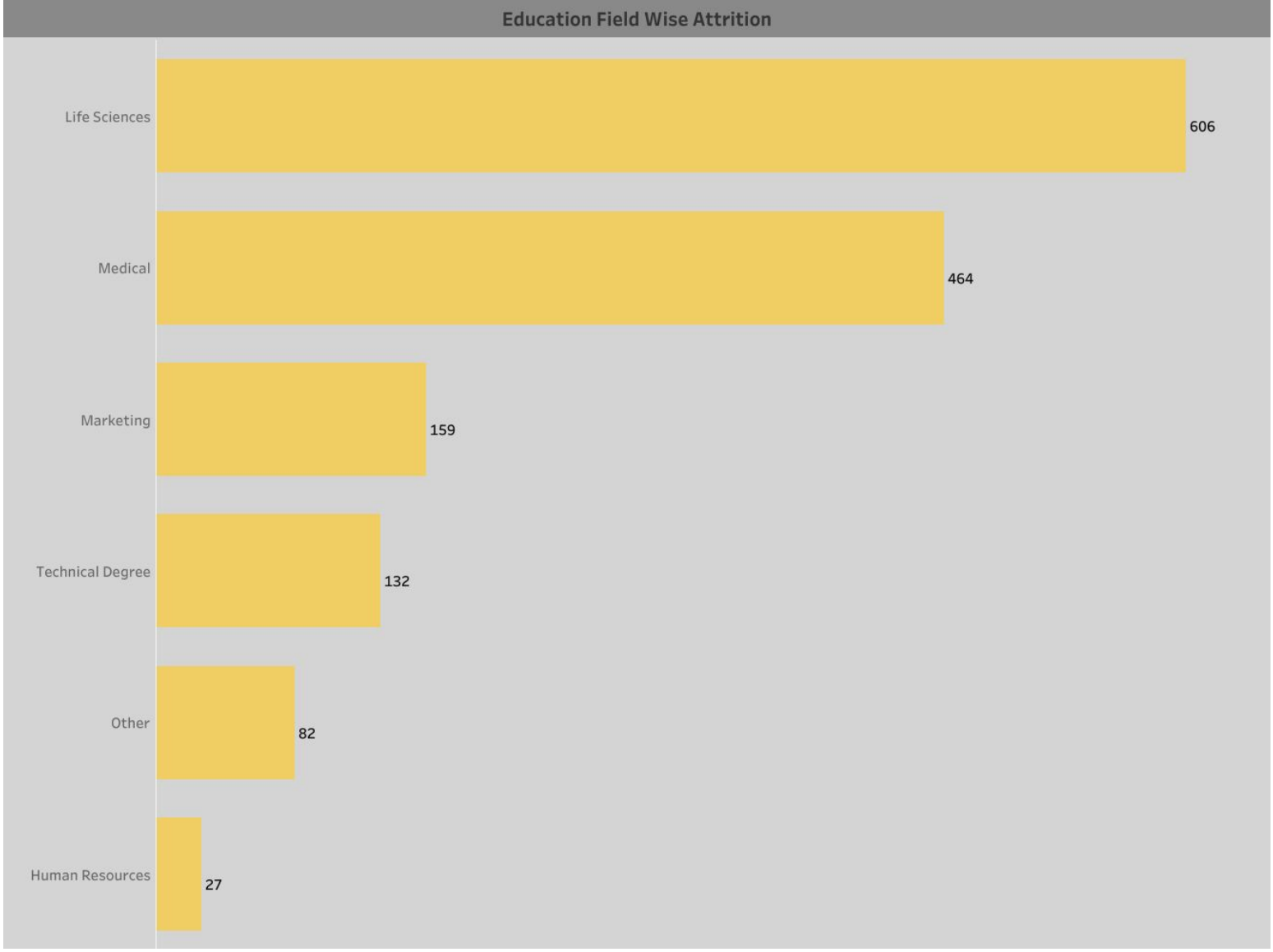

No.of employees by Age Group
Employee Count
33
274
41
56
161
197
274
177
185
139
67
86
54
33

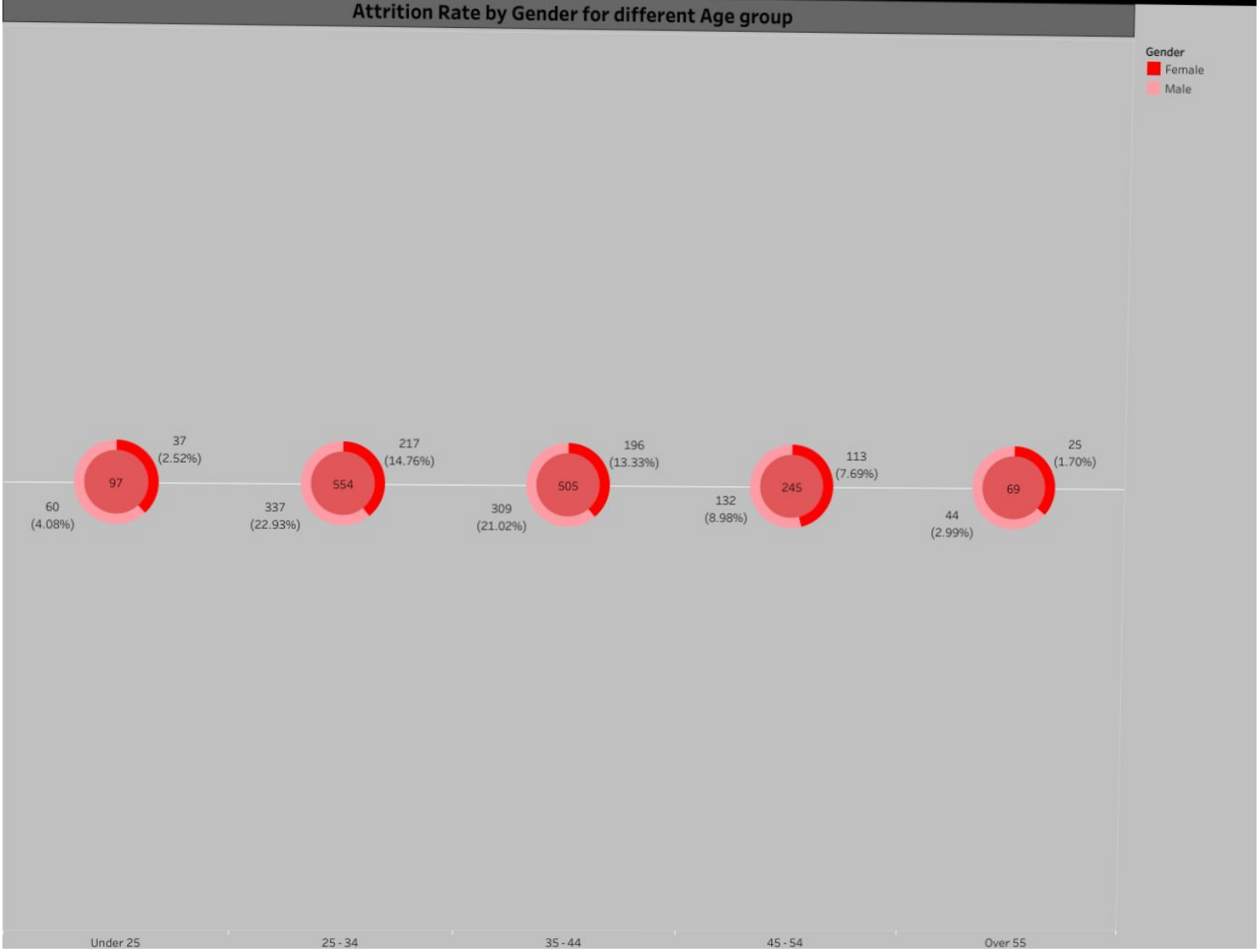
Job Satisfaction Rating

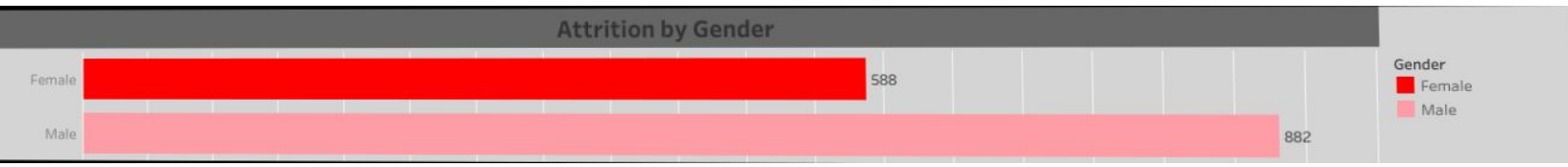
Job Role	Job Satisfaction				
	1	2	3	4	Grand Total
Healthcare Representative	26	19	43	43	**131**
Human Resources	10	16	13	13	**52**
Laboratory Technician	56	48	75	80	**259**
Manager	21	21	27	33	**102**
Manufacturing Director	26	32	49	38	**145**
Research Director	15	16	27	22	**80**
Research Scientist	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**

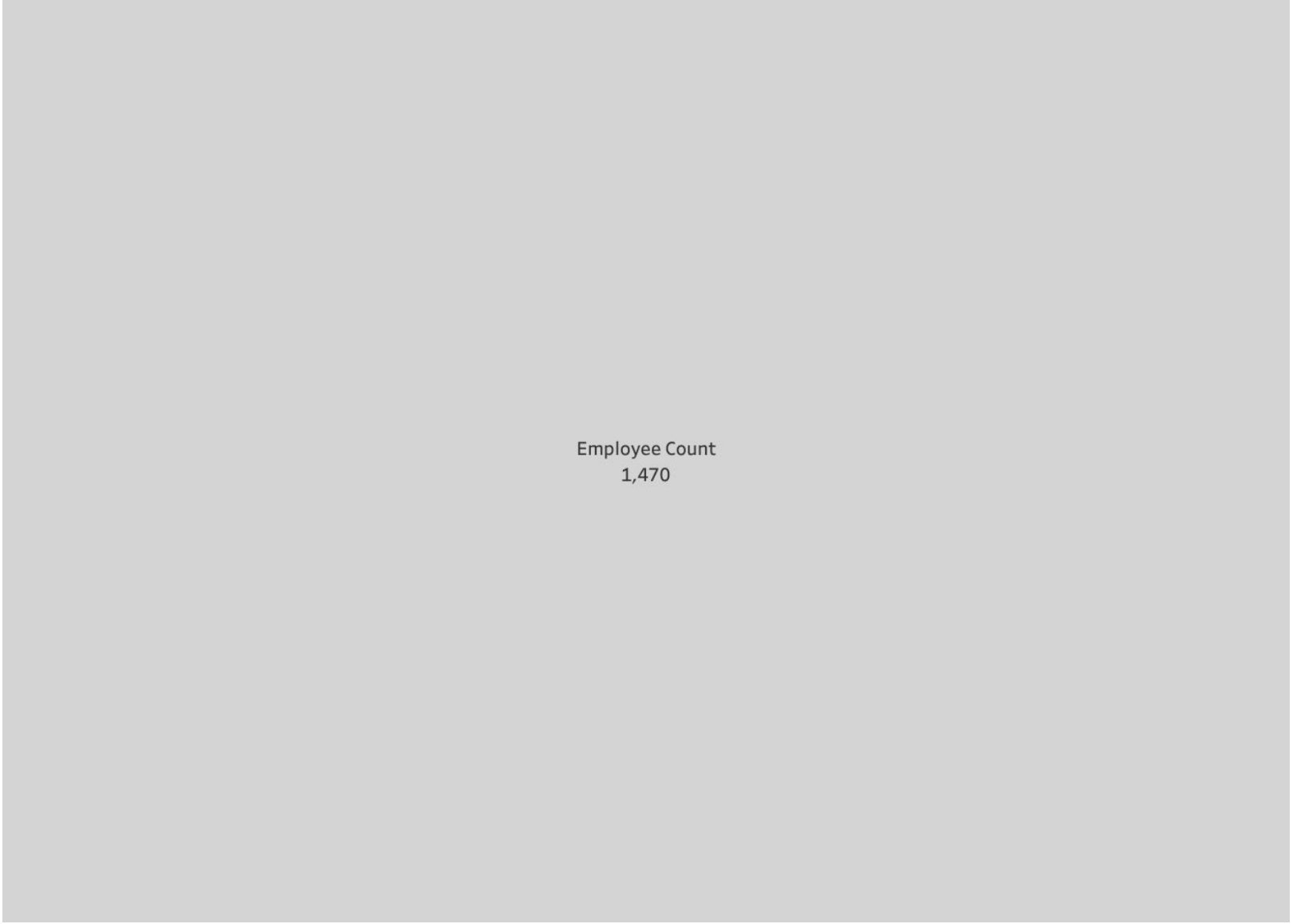
Employee Count

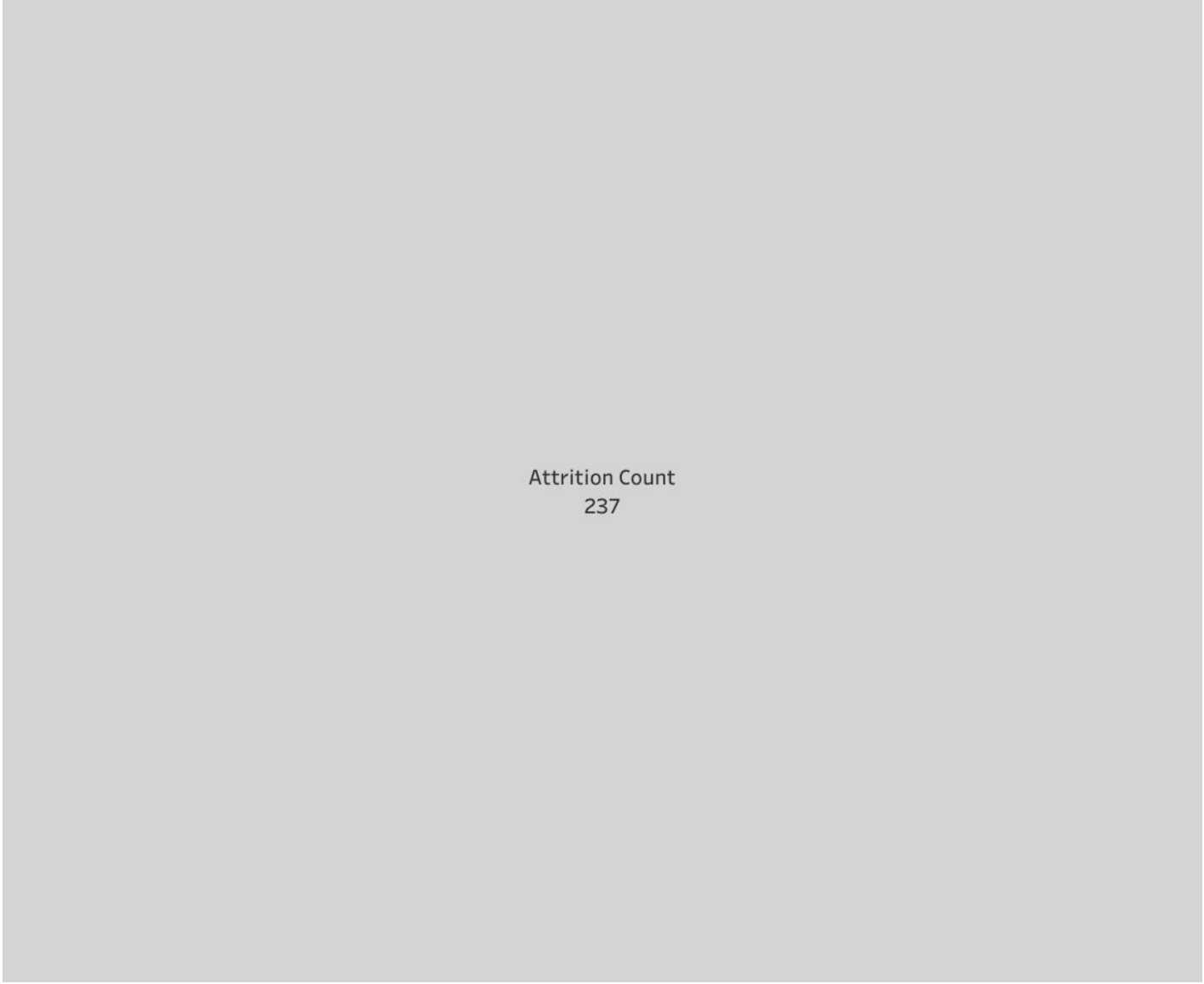
10 112


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

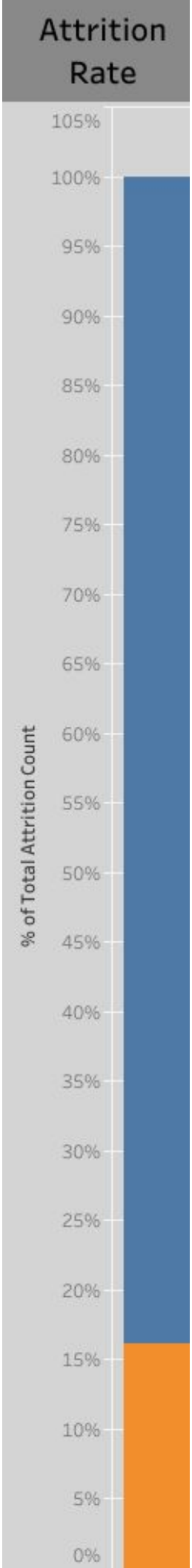

Attrition Rate by Gender for different Age group
Gender
Female
Male
97
37
(2.52%)
60
(4.08%)
554
217
(14.76%)
337
(22.93%)
505
196
(13.33%)
309
(21.02%)
245
113
(7.69%)
132
(8.98%)
69
25
(1.70%)
44
(2.99%)
Under 25
25 - 34
35 - 44
45 - 54
Over 55


Attrition by Gender
Female
588
Male
882
Gender
Female
Male


Employee Count
1,470


Attrition Count
237

Active Employees
1,470


Attrition Rate
105%
100%
95%
90%
85%
80%
75%
70%
65%
60%
55%
50%
45%
40%
35%
30%
25%
20%
15%
10%
5%
0%
% of Total Attrition Count

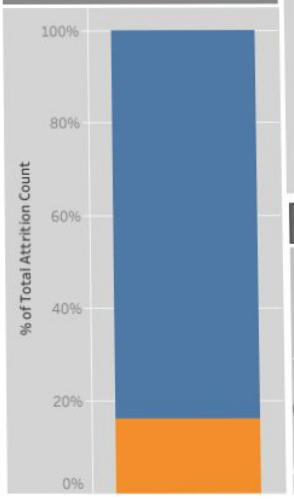
Avg.Age
36.92

HR ANALYTICS DASHBOARD

Employee Count
1,470

Attrition Count
237

Attrition Rate



Active Employees
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Avg.Age
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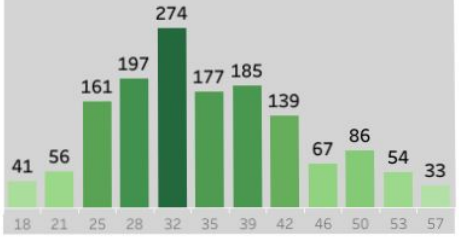
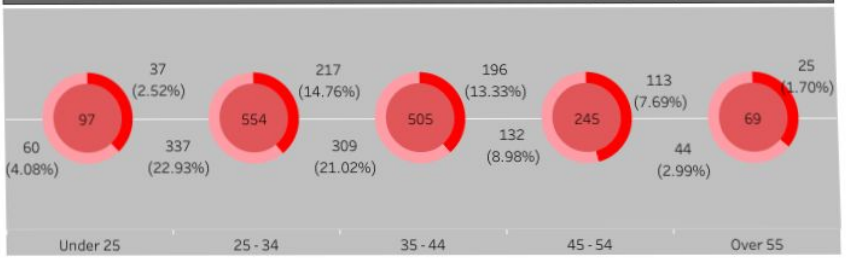
Attrition by Gender

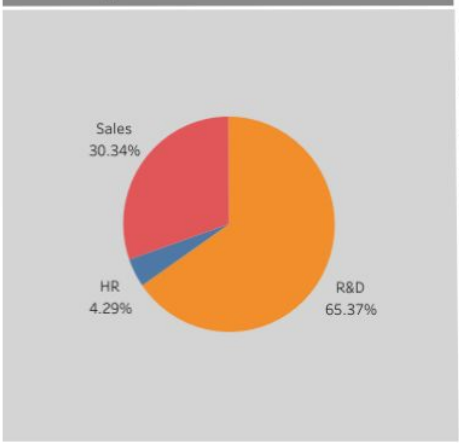
No.of employees by Age Group



Attrition Rate by Gender for different Age group



Department Wise Attrition



Job Satisfaction Rating

Job Role	Job Satisfaction				
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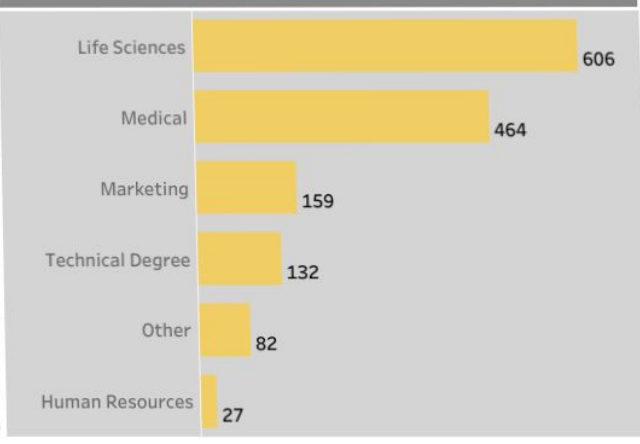
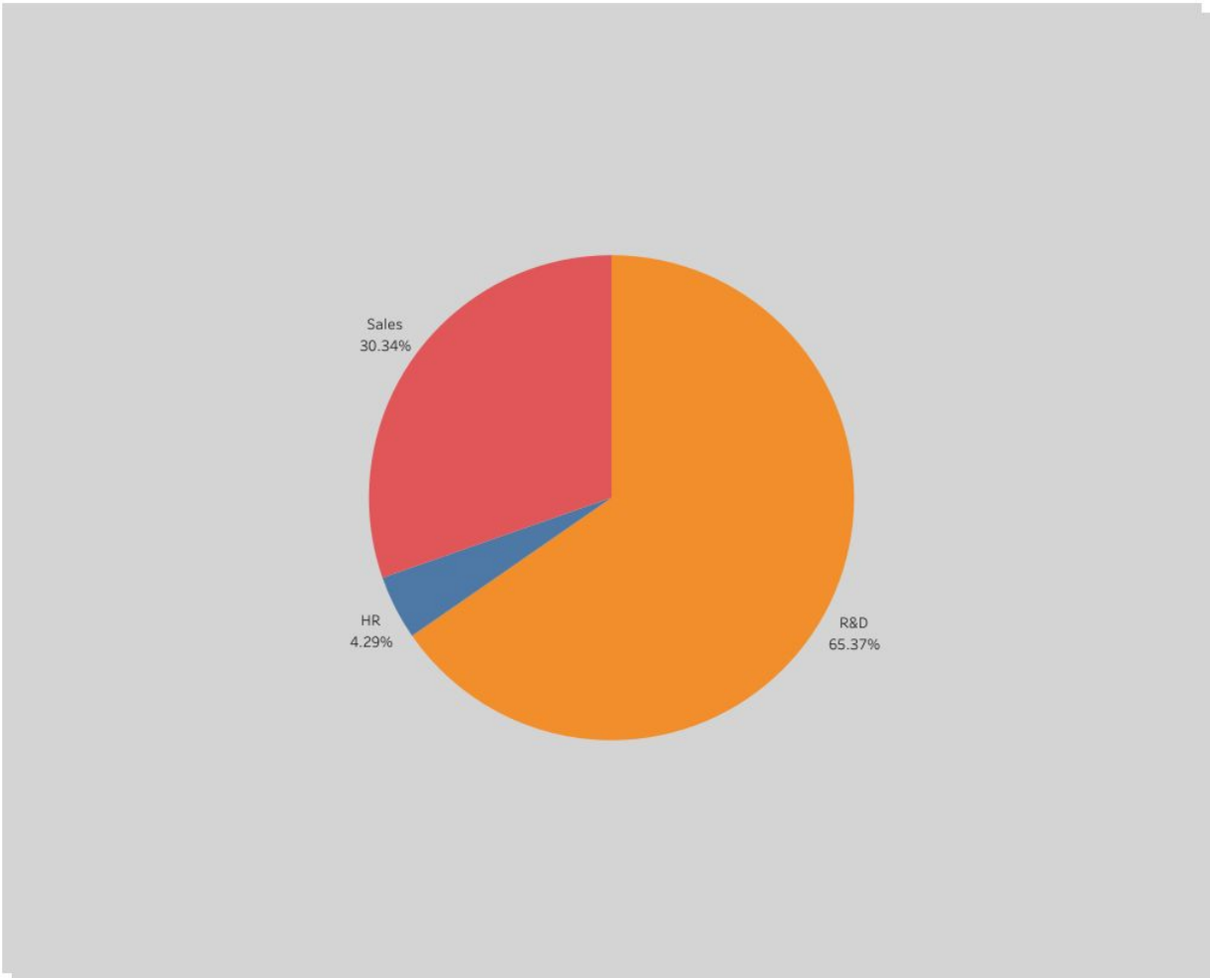
Education Field Wise Attrition



HR Analytics Storyline

R&D department has the highest no.of attrition rate i.e.65.37% as compare..	The highest no.of employees i.e 274 are employed at the age of 32.	Employees are expected to be satisfied in sales executive job role.	Modt if the attrition accurs in the field of Life Sciences.	Males are e..



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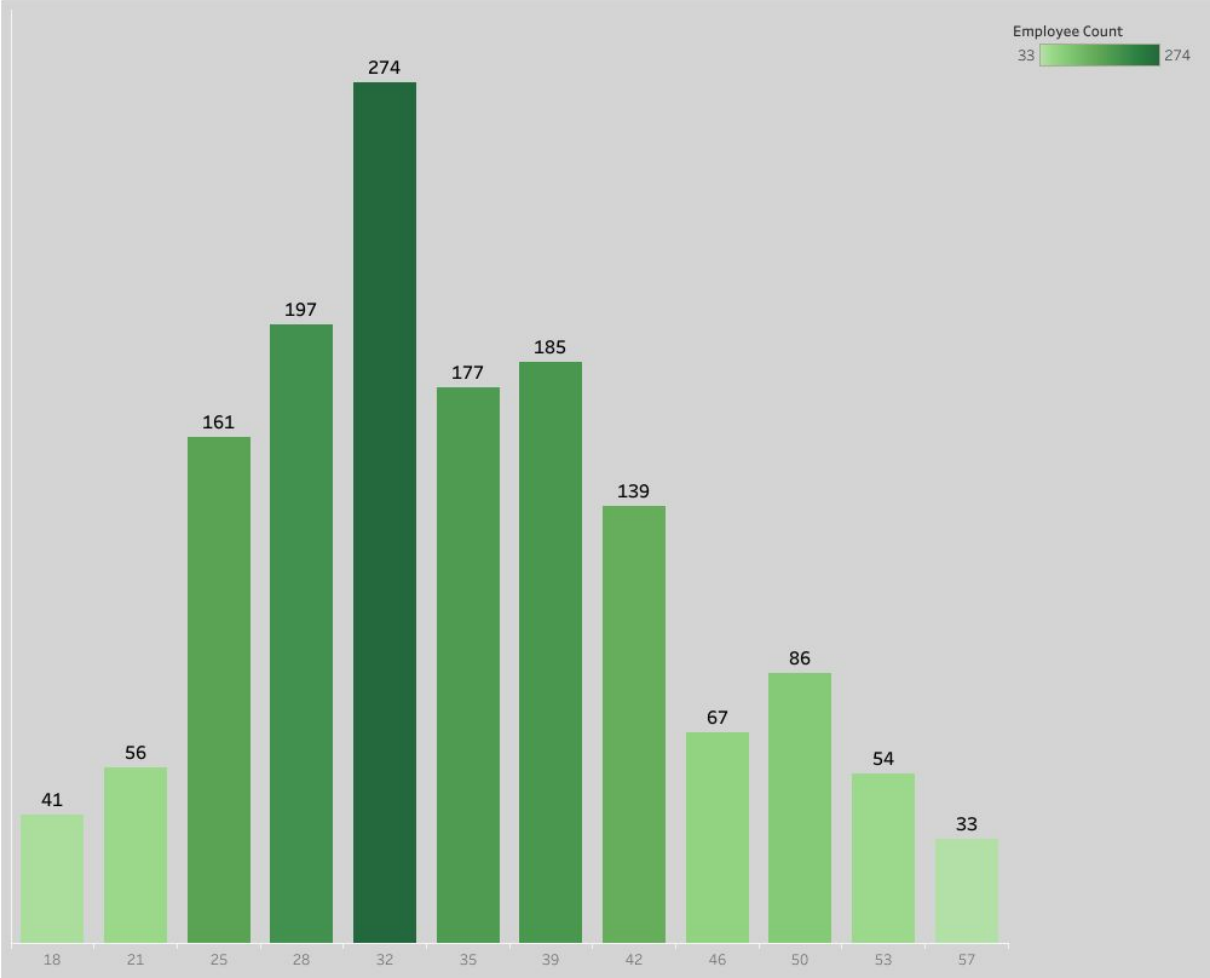

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R&D department has the highest no.of att..

The highest no.of employees i.e 274 are employed at the age of 32.

Employees are expected to be satisfied in sales executive job role.

Modt if the attrition accurs in the field of Life Sciences.

Males are expected to leave the organisation

Job Role	Job Satisfaction				Grand Total
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Employee Count
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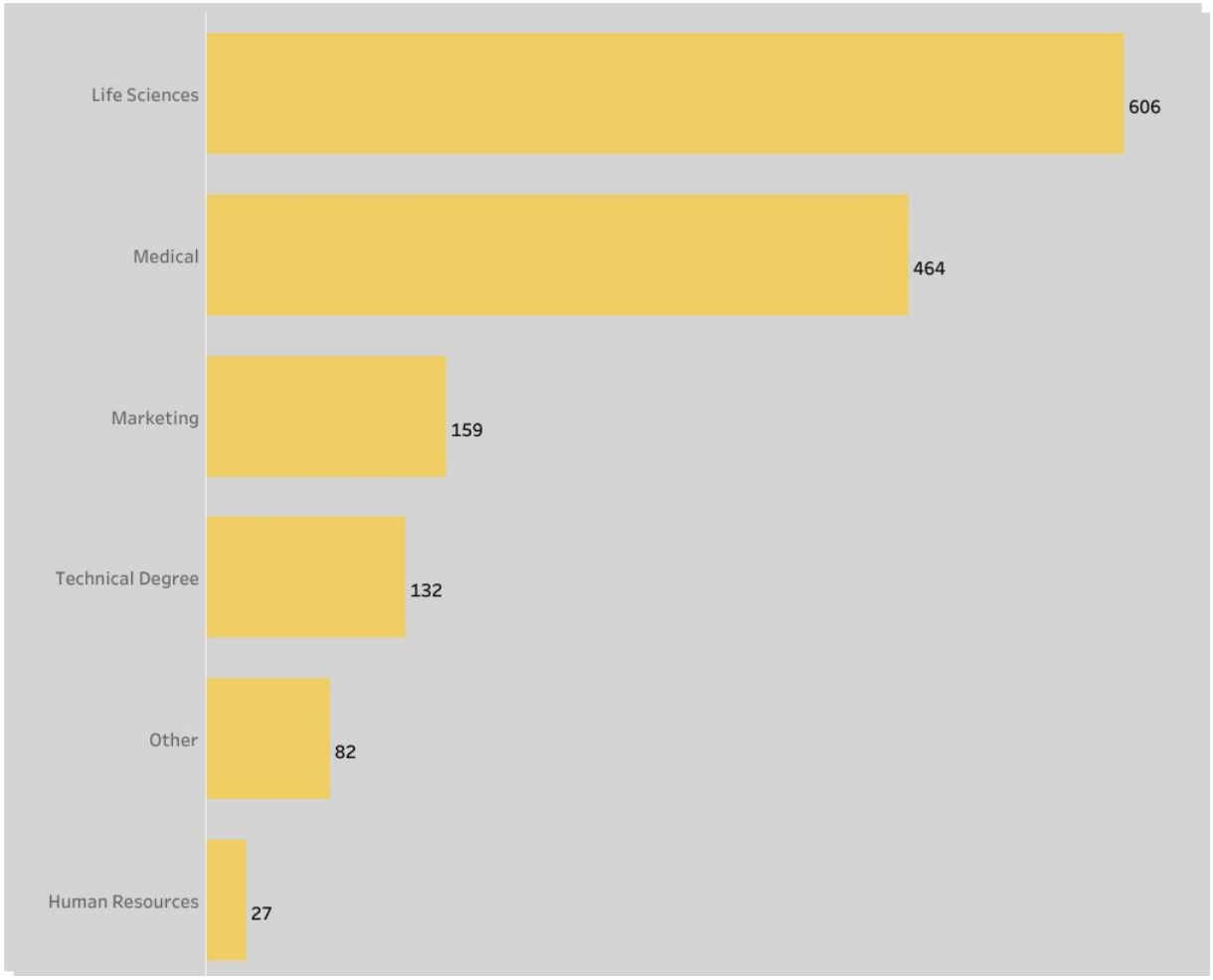
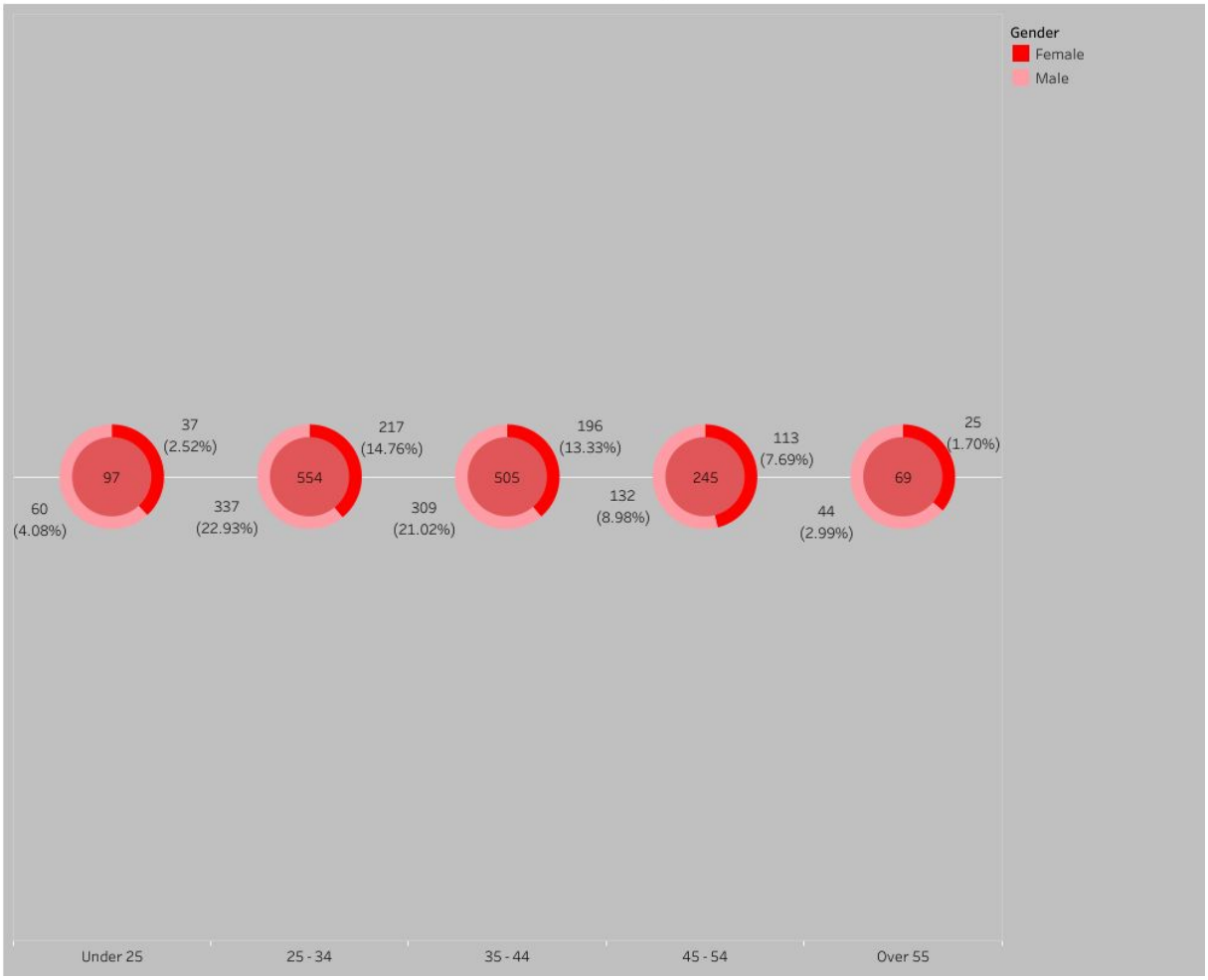
HR Analytics Storyline

The highest no.of employees i.e 274 ar..	Employees are expected to be satisfied in sales executive job role.	Modt if the attrition accurs in the field of Life Sciences.	Males are expected to leave the organisation over the age of 55.	Attrition By Gender Calculation



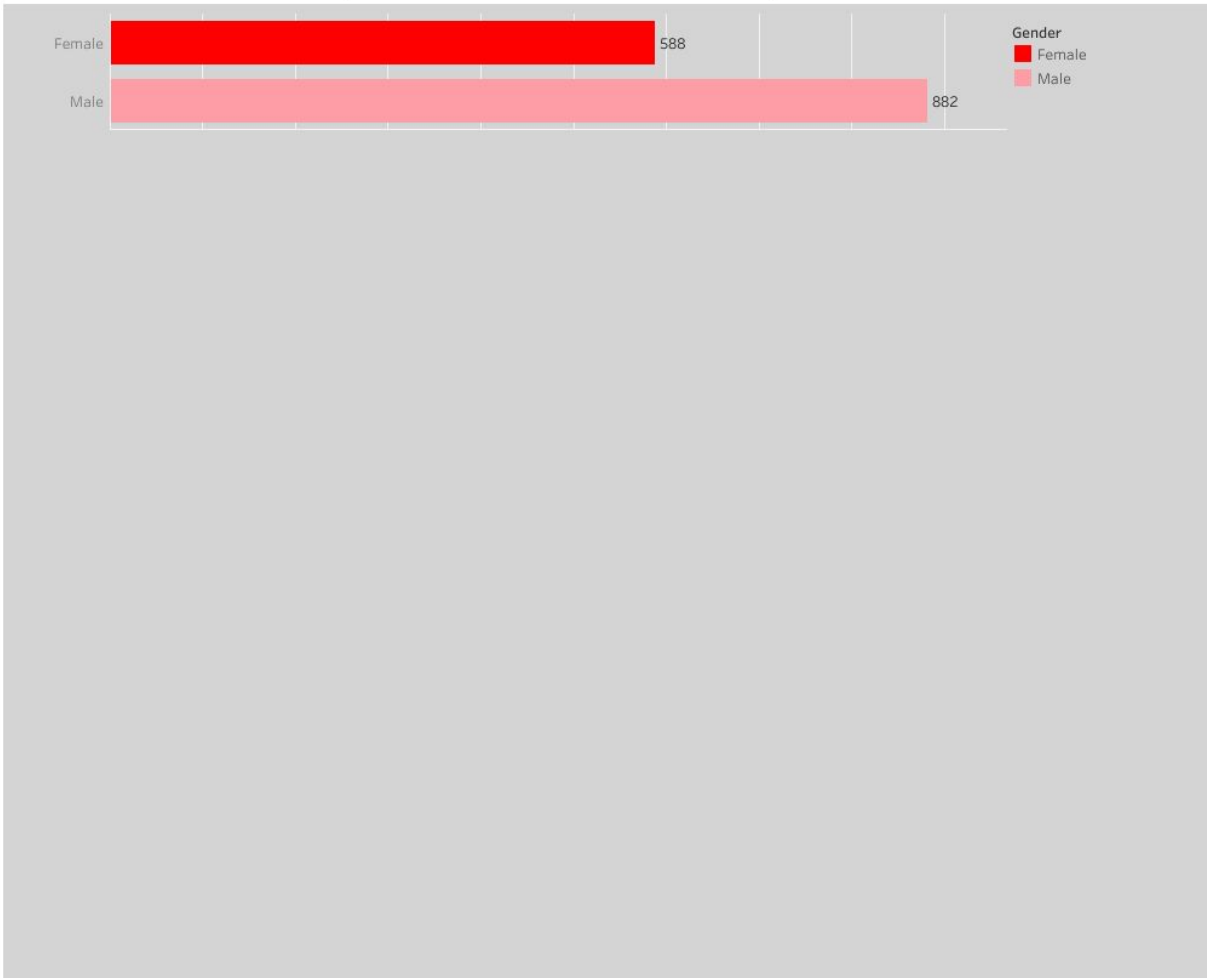
HR Analytics Storyline

Employees are expected to be satisf..	Modt if the attrition accurs in the field of Life Sciences.	Males are expected to leave the organisation over the age of 55.	Attrition By Gender Calculation	Total Employee Count of KPI's



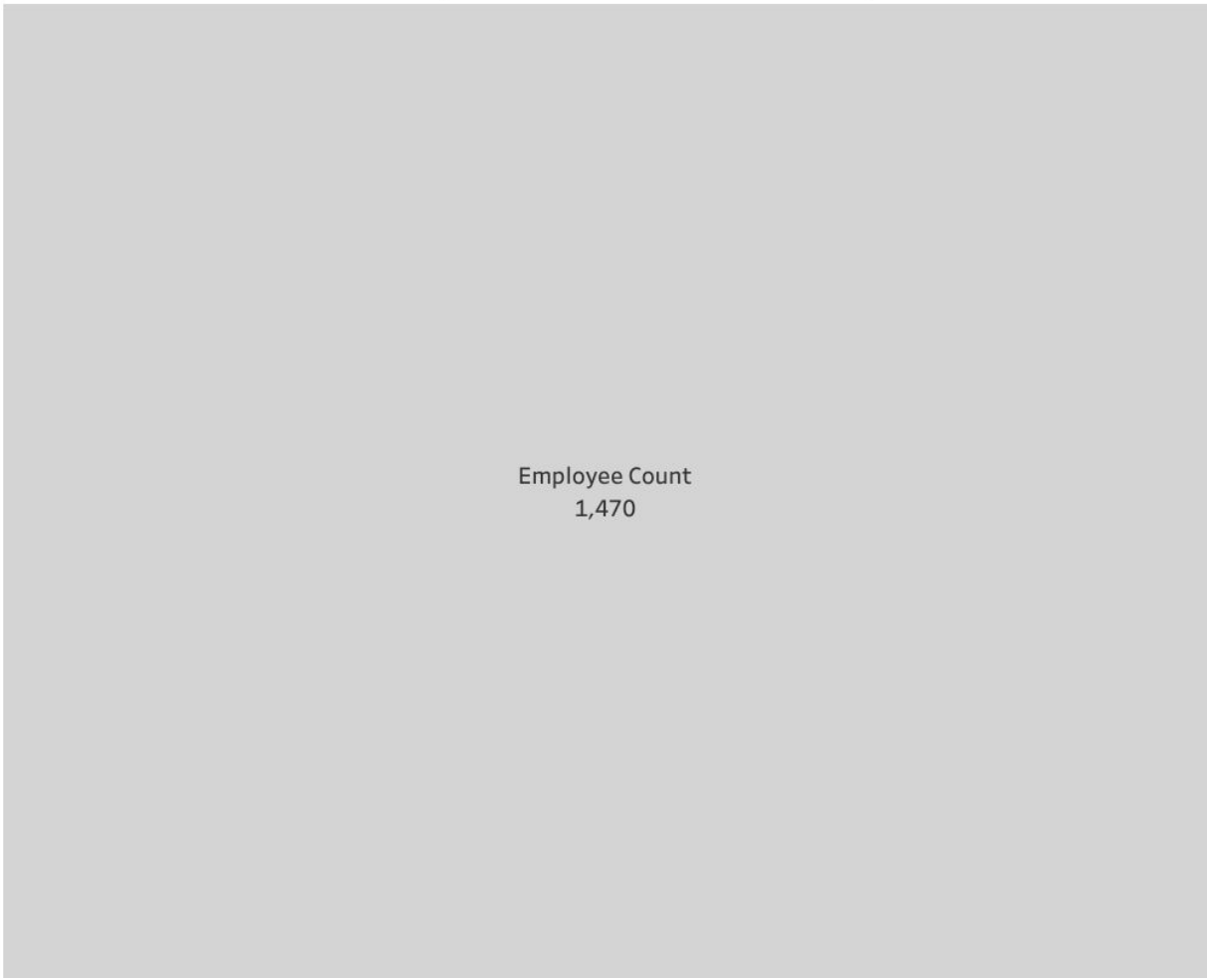
HR Analytics Storyline

Modt if the attrition accurs in the field of ..	Males are expected to leave the organisation over the age of 55.	Attrition By Gender Calculation	Total Employee Count of KPI's	Total Attrition Count of KPI's



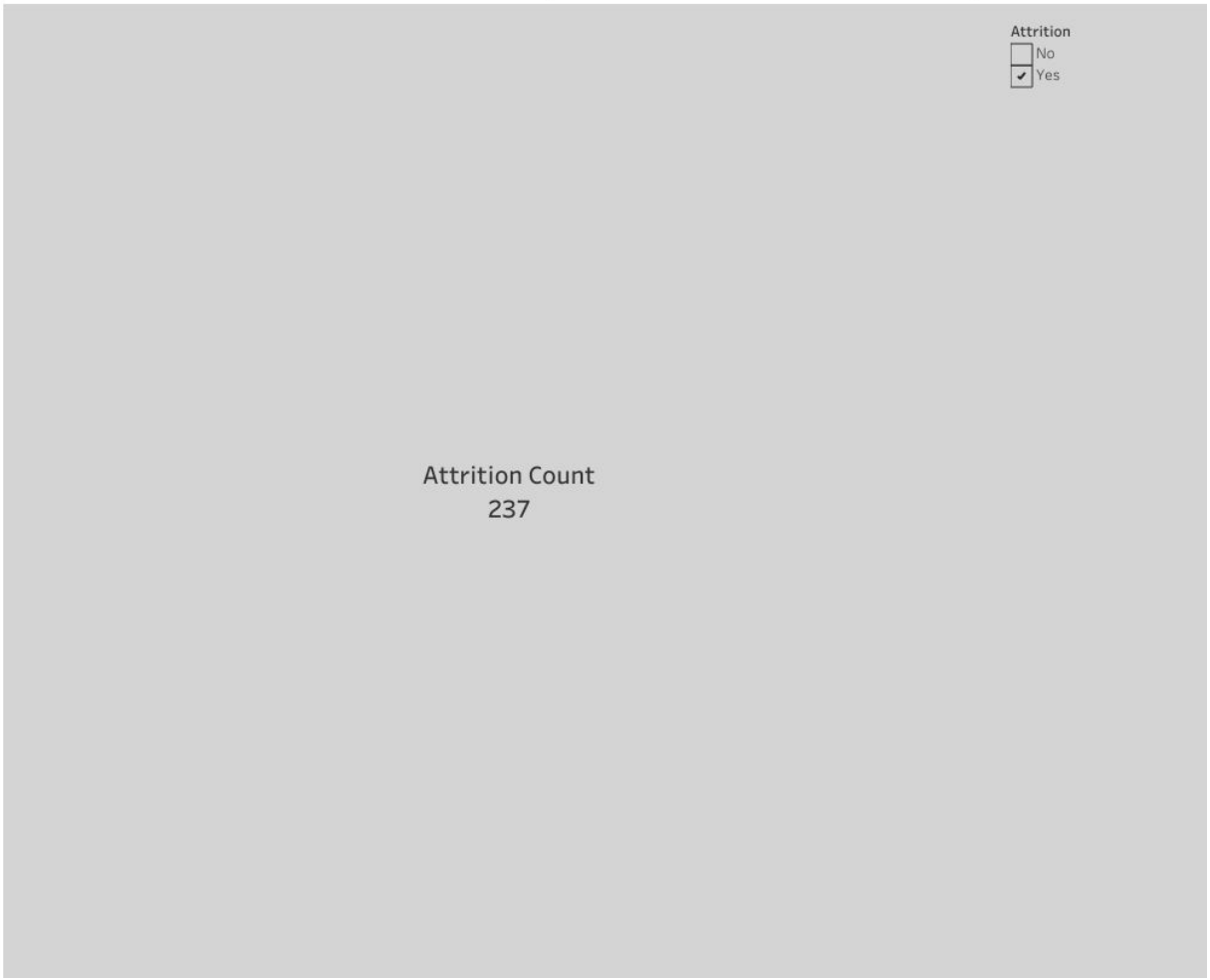
HR Analytics Storyline

Males are expected to leave the organisati..	Attrition By Gender Calculation	Total Employee Count of KPI's	Total Attrition Count of KPI's	Total Active Employees of KPI's



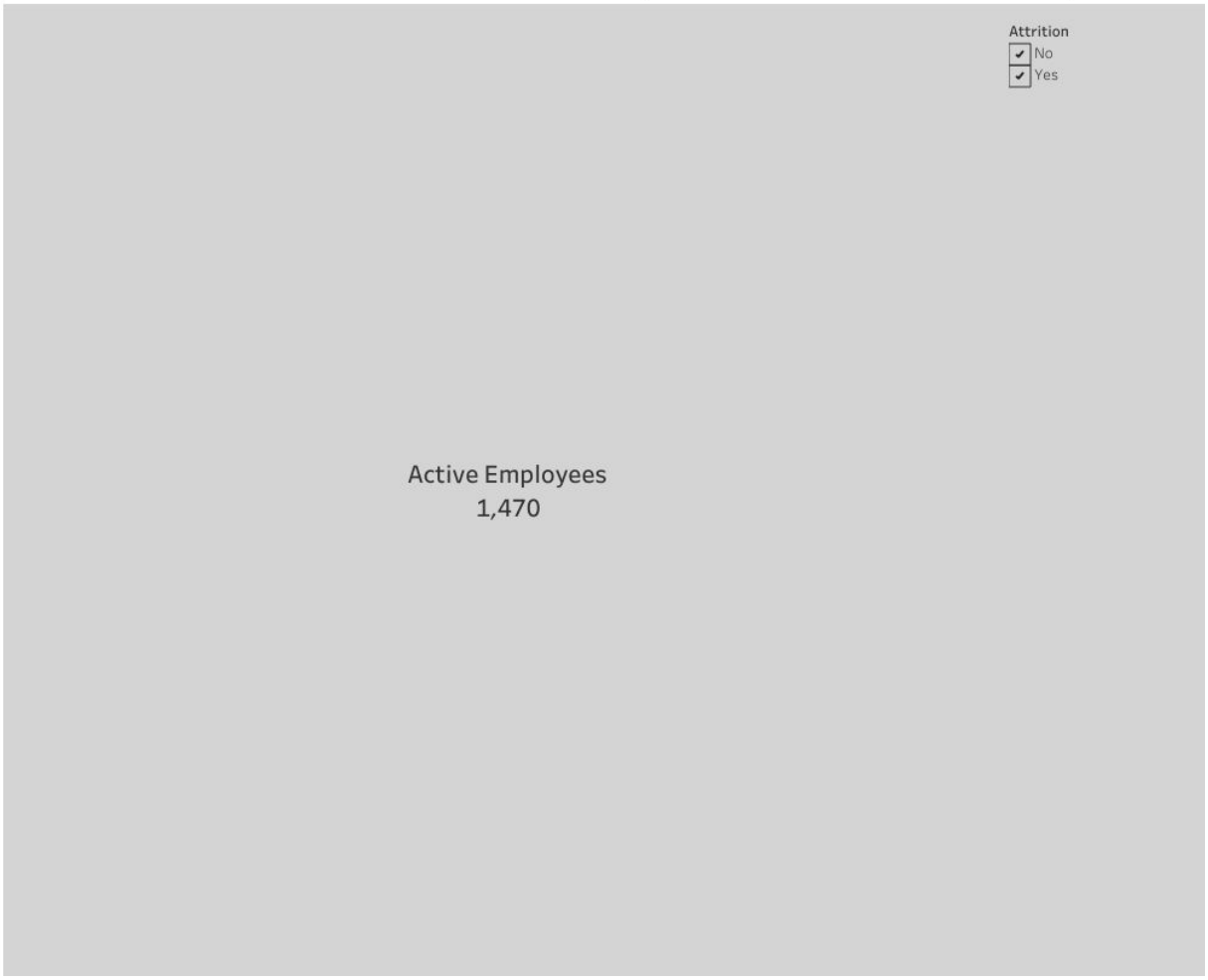
HR Analytics Storyline

Attrition By Gender Calculation	Total Employee Count of KPI's	Total Attrition Count of KPI's	Total Active Employees of KPI's	Total Attrition Rate of KPI's



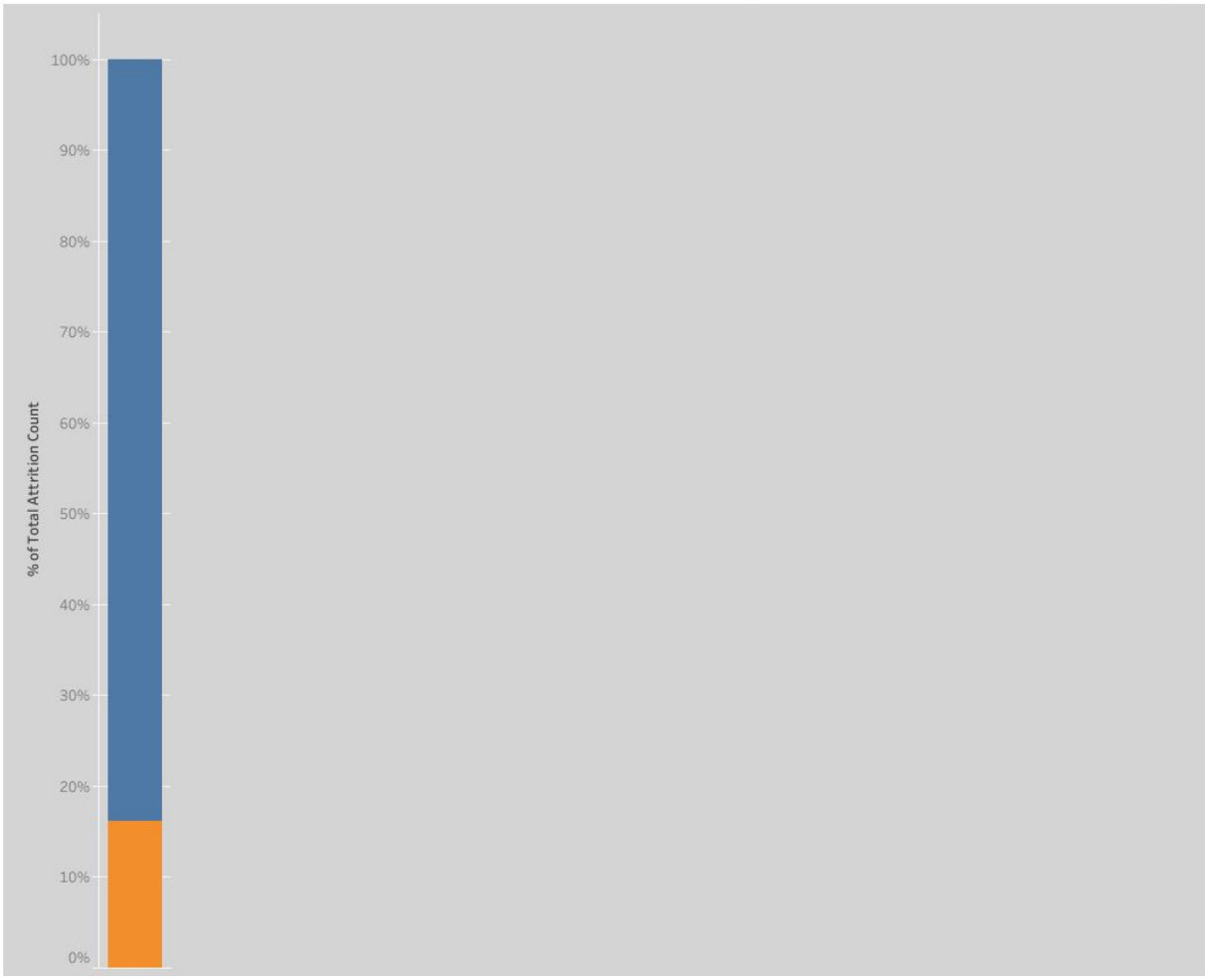
HR Analytics Storyline

Total Employee Count of KPI's	Total Attrition Count of KPI's	Total Active Employees of KPI's	Total Attrition Rate of KPI's	Calculate Avarege Age



HR Analytics Storyline

Total Attrition Count of KPI's	Total Active Employees of KPI's	Total Attrition Rate of KPI's	Calculate Avarege Age	Dashboard of HR ANALYTICS



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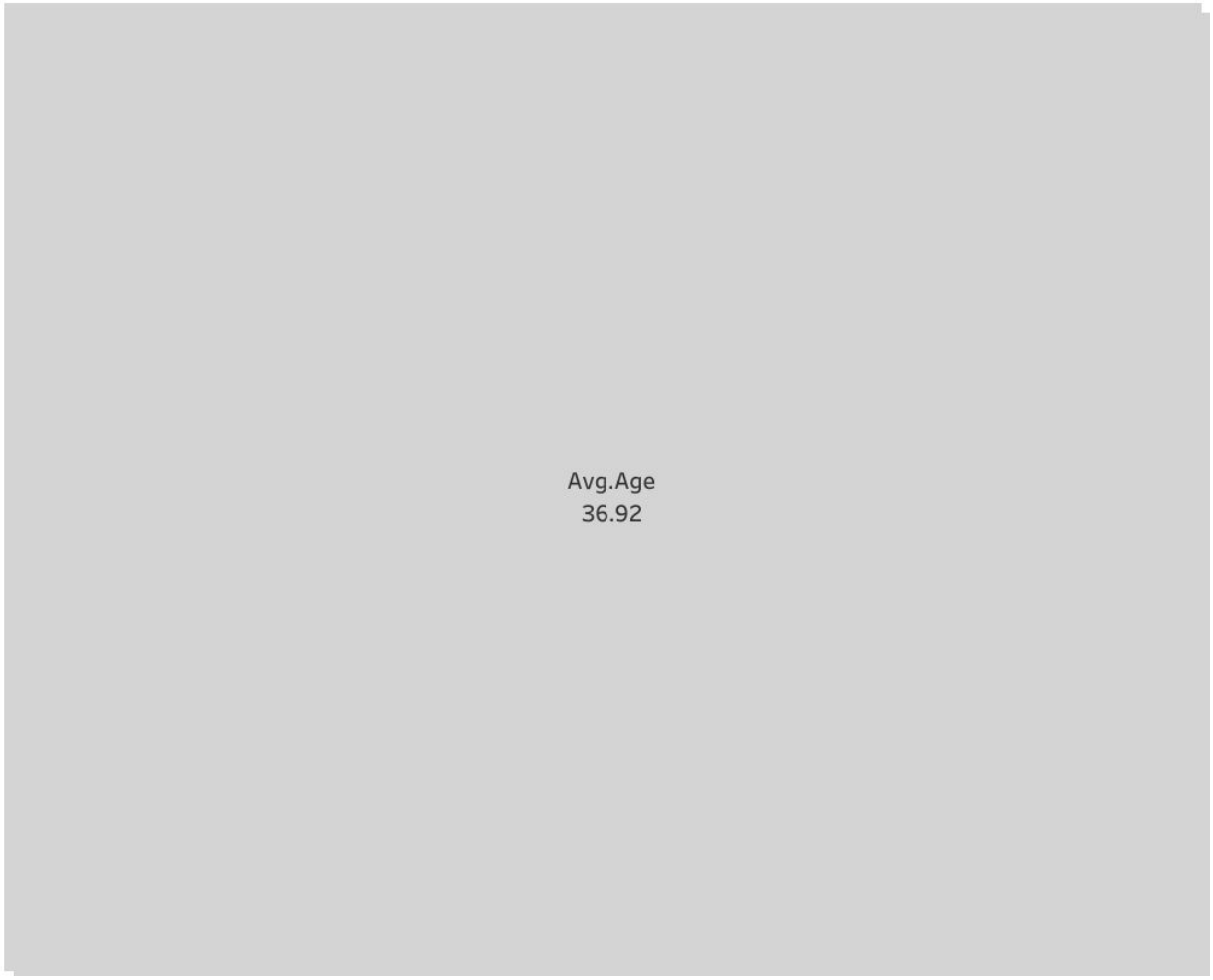

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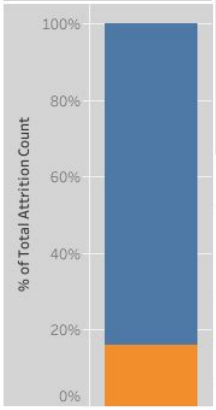
Total Attrit..	Total Active Employees of KPI's	Total Attrition Rate of KPI's	Calculate Avarege Age	Dashboard of HR ANALYTICS

HR ANALYTICS DASHBOARD

Employee Count
1,470

Attrition Count
237

Attrition Rate

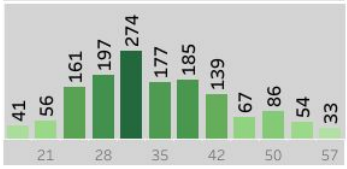


Active Employees
1,470

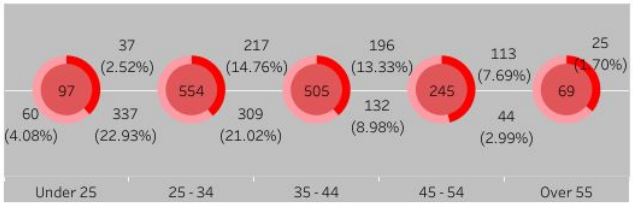
Avg.Age
36.92

Attrition by Gender

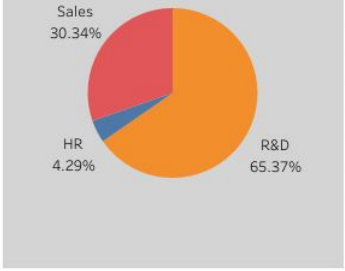
No.of employees by Age Group



Attrition Rate by Gender for different Age group



Department Wise Attrition



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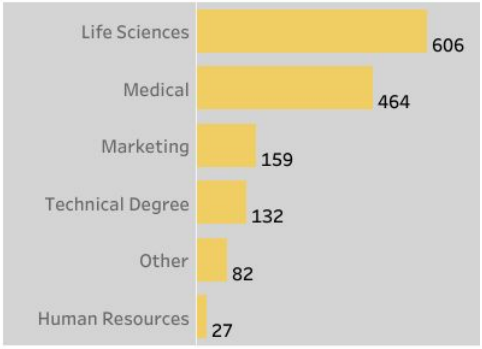

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SURULIRAJ R

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Create a Viz

Measuring success talent management

Advantage :

Tableau provides powerful visualization capabilities, allowing you to create intuitive dashboards and reports. This makes it easier to understand and communicate complex HR metrics and trends.

HR scorecards can include a wide range of metrics, covering aspects like recruitment effectiveness, employee engagement, turnover rates, training and development, and more. Tableau allows you to integrate various data sources to provide a holistic view of talent management.

Tableau can be set up to pull in data in real-time, providing the most up-to-date information on your talent management initiatives. This enables quick decision-making and the ability to respond promptly to changing circumstances.

Disadvantage :

Setting up a comprehensive HR scorecard in Tableau can be complex, especially if the organization lacks the necessary expertise in data analytics and visualization. It may require significant time and resources to design, implement, and maintain.

The accuracy and reliability of HR metrics in Tableau heavily rely on the quality of the underlying data. If there are discrepancies, errors, or inconsistencies in the data sources, it can lead to misleading insights and inaccurate assessments of talent management success.

Integrating various data sources into Tableau can be challenging, especially if the organization uses multiple HR systems that may not seamlessly interact with the Tableau platform. This could lead to delays or complications in data aggregation.

Application :

Training and development
Performance management
Career development
Succession planning
Employee onboarding
Recruitment and selection

Conclusion :

The HR scorecard for our talent management project in Tableau provides a comprehensive overview of our efforts in optimizing talent acquisition, development, and retention. Through rigorous data analysis, several key insights have emerged:

Future scope :

1) It will be use for Predictive Analytics and AI integration

2) It will be use for advanced visualizations Techniques

3) It will be use for Global workforce Analytics

Tabulea public link :

https://public.tableau.com/app/profile/suruliraj.r/vizzes