

INTRODUCTION

Overview

HR professional and business leaders can use it to track and analyze key performance indicators. These indicators are related to workforce planning, recruitment, retention and development.

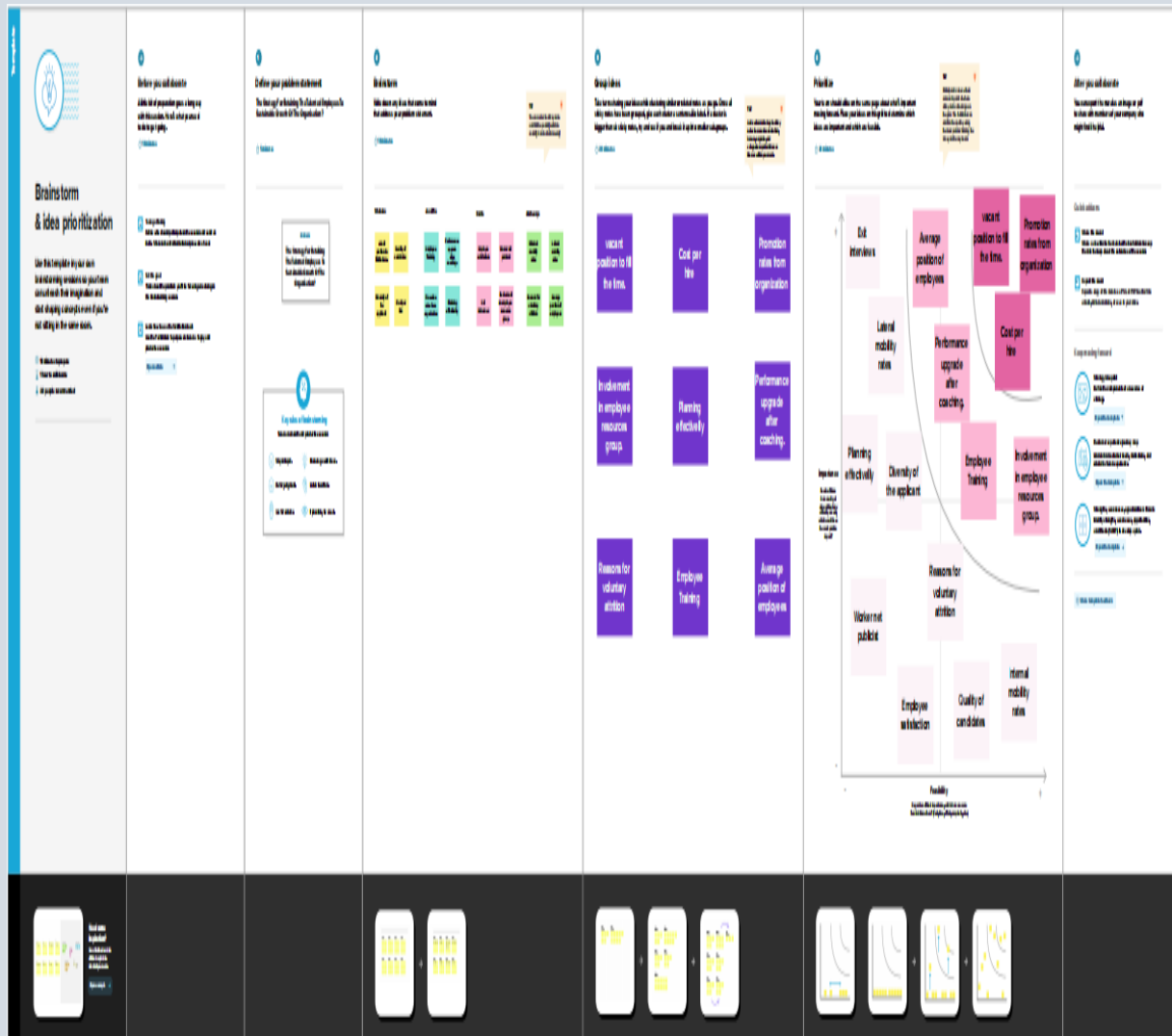
Purpose

The purpose of using an HR scorecard for measuring success in talent management is to ensure that the metrics and indicators align with the organization's specific goals and priorities. It allows customizing the scorecard to reflect the unique needs and strategies of talent management initiatives. It helps measure, manage and improve the role of the HR function within an organization.

Empathy Map



Brainstorming Map

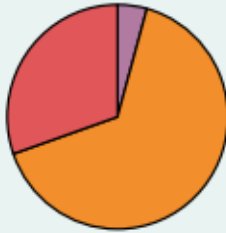


Result

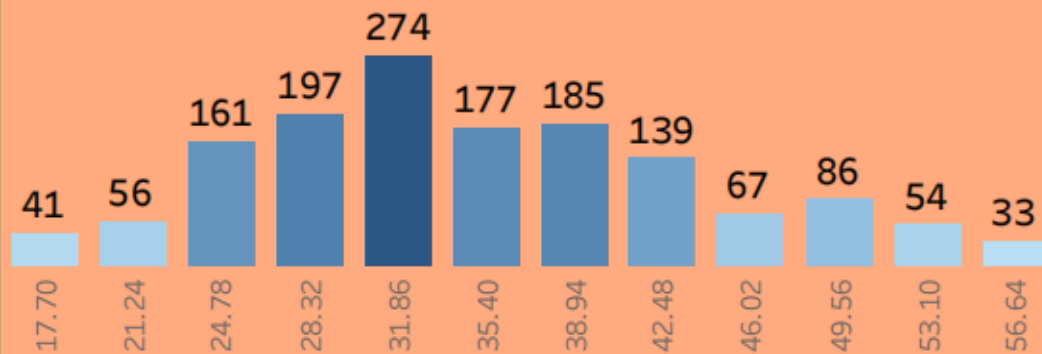
Also explore any existing research on the tableau HR scorecard measuring success in talent management specifically and would aim to identify any unique challenges.

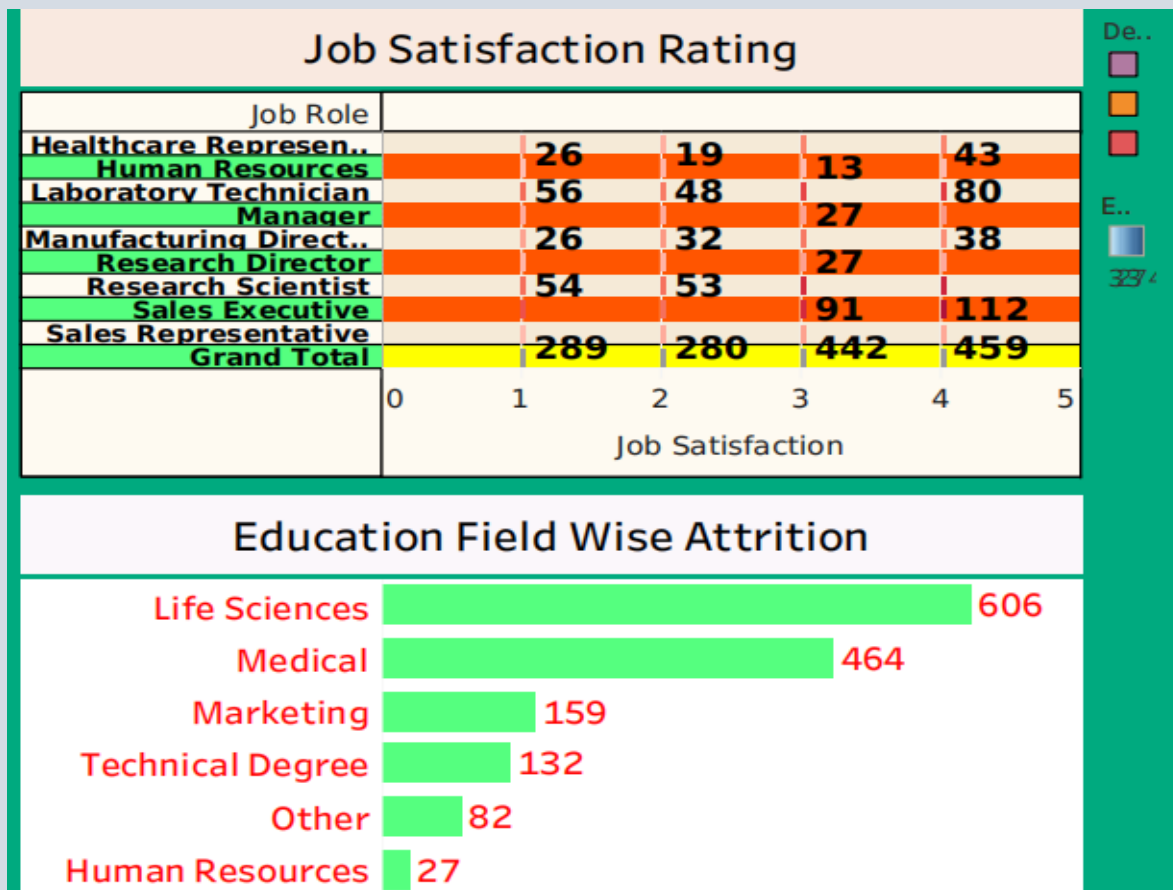
Dashboard

Department Wise Attrition



No . Of Employees By Age Group





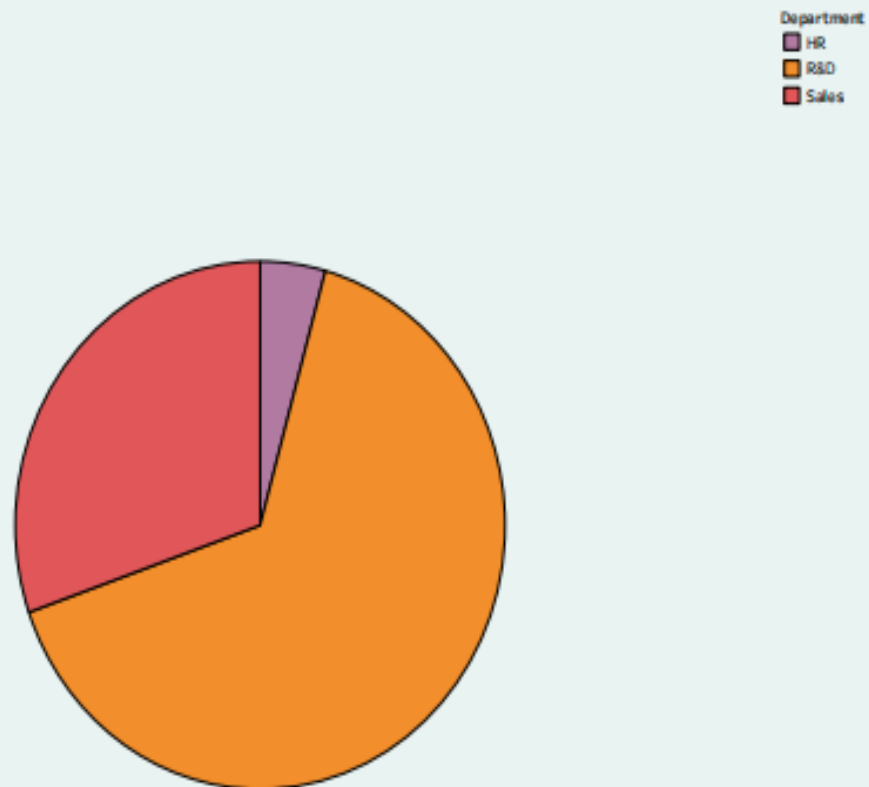
Story

R&D Department Has Highest No
Of Attrition Rate As 65.37% As
Compared To Others Departments

The Highest No Of Employees I.e
274 Are Employed At The Age Of
31.85

Employees Are Expected to Be
Satisfied in Sales Executive Job
Role

Most Of The Attrition Across Is
The Field Of Life Science

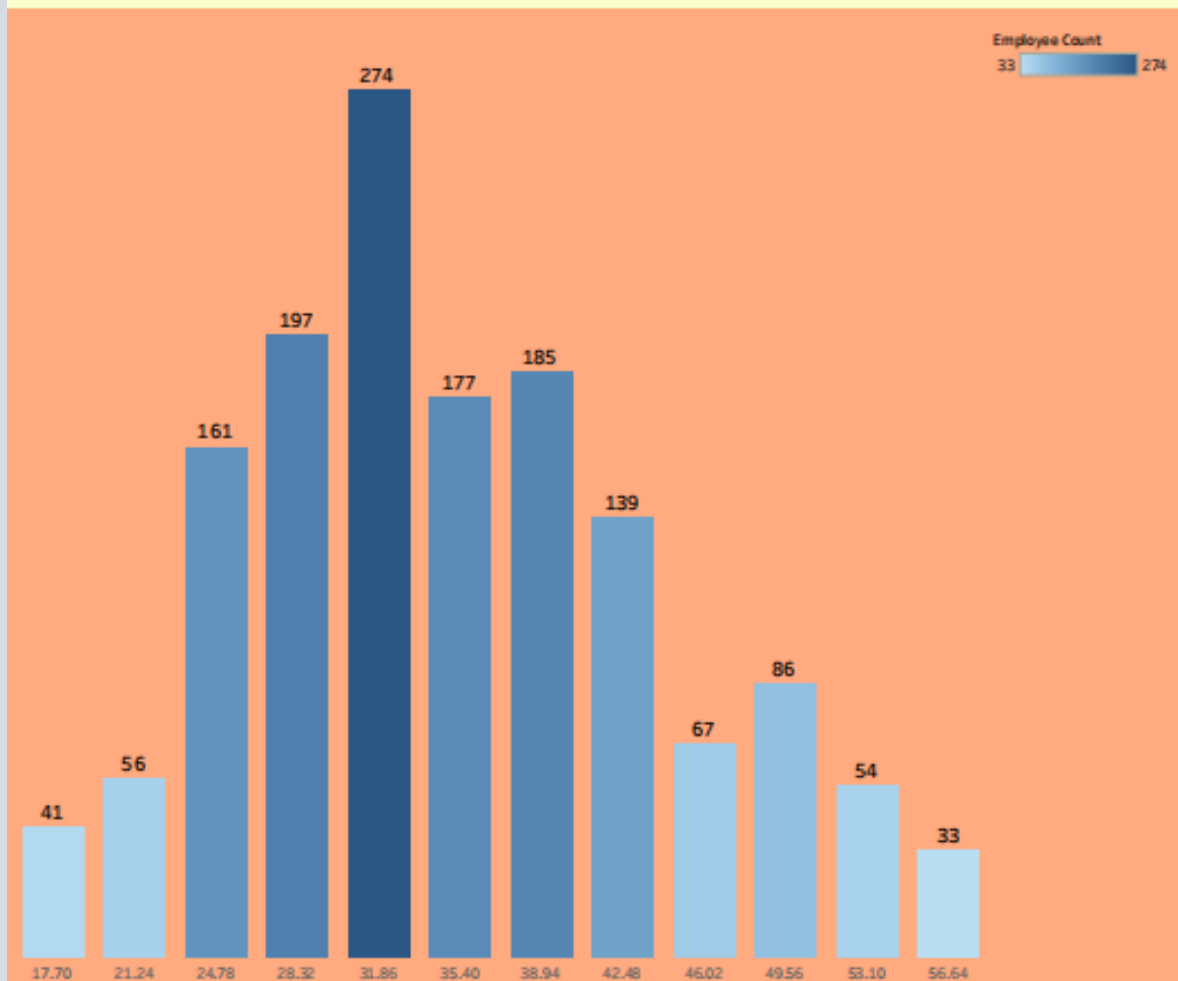


R&D Department Has Highest No
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The Highest No Of Employees i.e
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Employees Are Expected to Be
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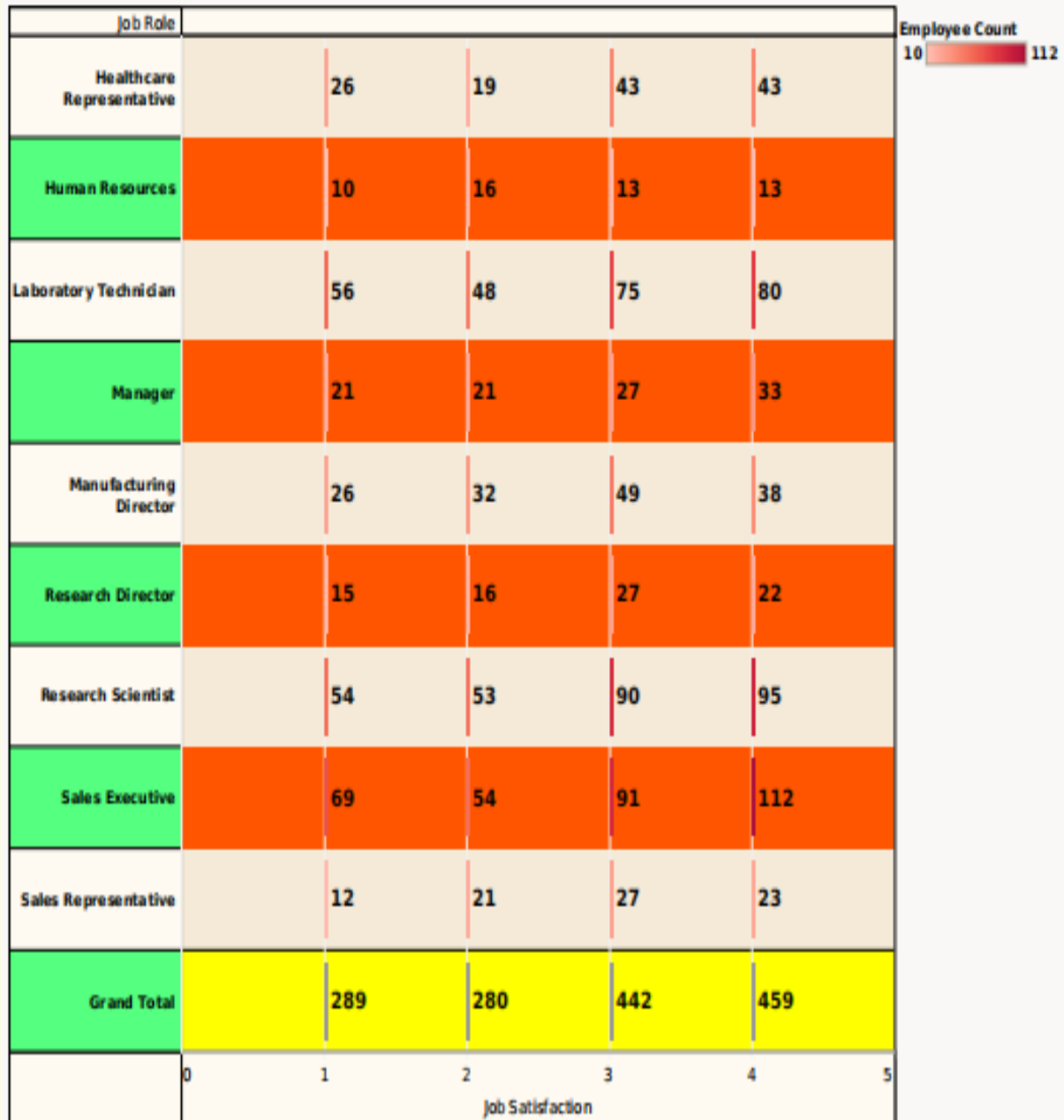


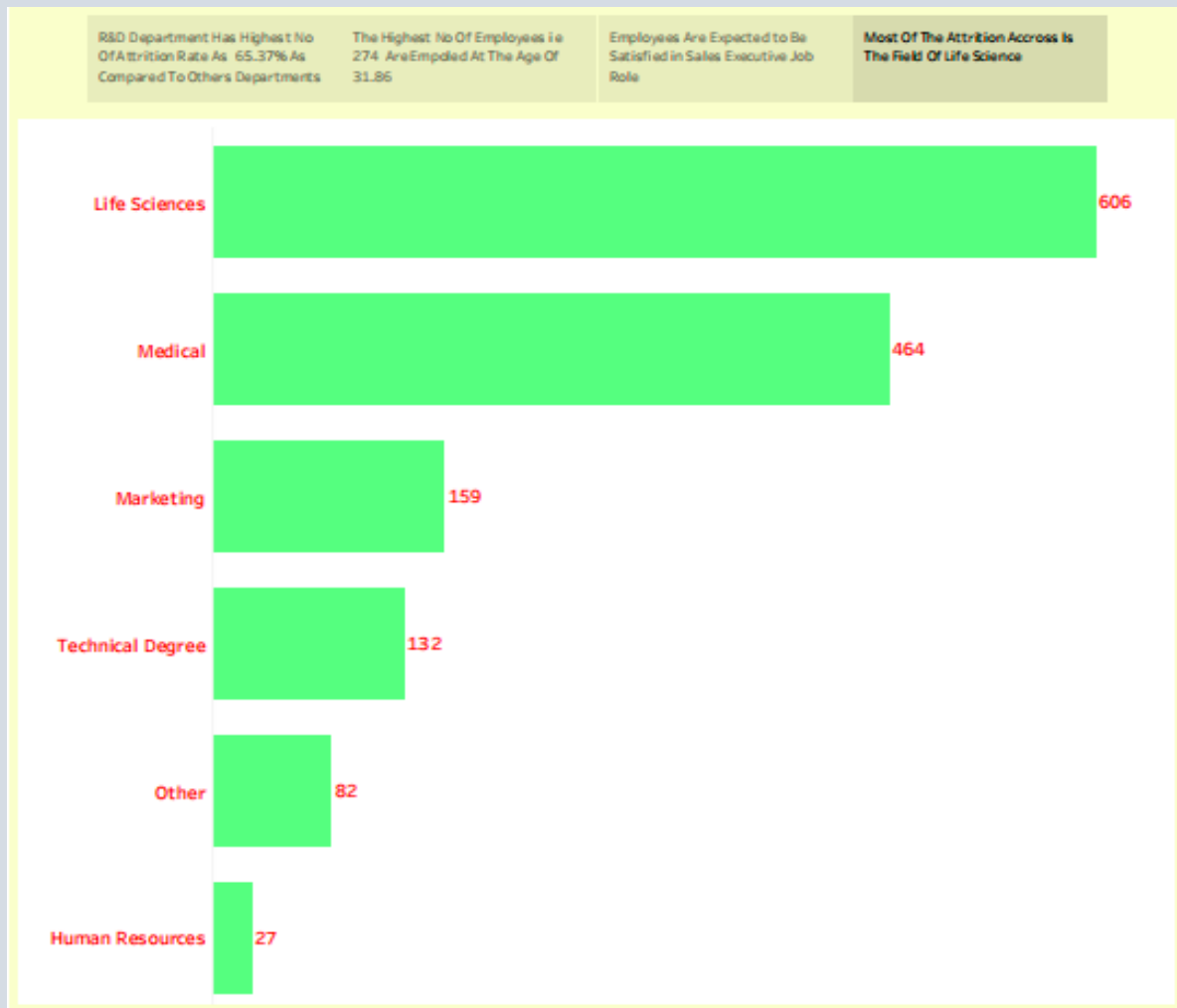
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Most Of The Attrition Across Is The Field Of Life Science





LINK

https://public.tableau.com/app/profile/shabana.begum.a/viz/book1_16965801180830/Story1?publish=yes

https://public.tableau.com/app/profile/shabana.begum.a/viz/book1_16965801180830/Dashboard1?publish=yes

Advantages

- Provides a visual picture of strategy.
- Works as a base for the discussion.
- Easier data collection.
- Easier strategy reporting.
- Software automation makes things easier.

Disadvantages

- No focus on external factors and competitors.
- Lack of risk analysis.
- Lack of time dimension.
- The choice of indicators is not validated.
- Won't work without cultural shift.

Application

- It helps measure success in talent management
- HR scorecard is a great way to measure success in talent management applications.
- Evaluate the effectiveness of talent management strategies.
- Some popular ones include bamboo HR, workday and ADP.

Future Scope

The HR scorecard has a bright future in measuring success in talent management. It will continue to evolve and adapt to the changing needs of organizations, providing more advanced metrics and insights. It will

help HR professionals make informed decisions and drive strategic talent management initiatives.

Conclusion

In the ever-evolving landscape of business, the success of a talent management strategy hinges on its ability to adapt, align, and deliver tangible results. Measuring this success isn't confined to numbers alone; It's a multifaceted endeavor that marries data with objectives. By setting clear goals, aligning talent initiatives with broader organizational strategies, and selecting meaningful metrics, organizations gain the tools to quantify the impact of their efforts.