

# The Tableau HR Scorecard: Measuring Success in Talent Management

## INTRODUCTION:

### 1.1 Overview:

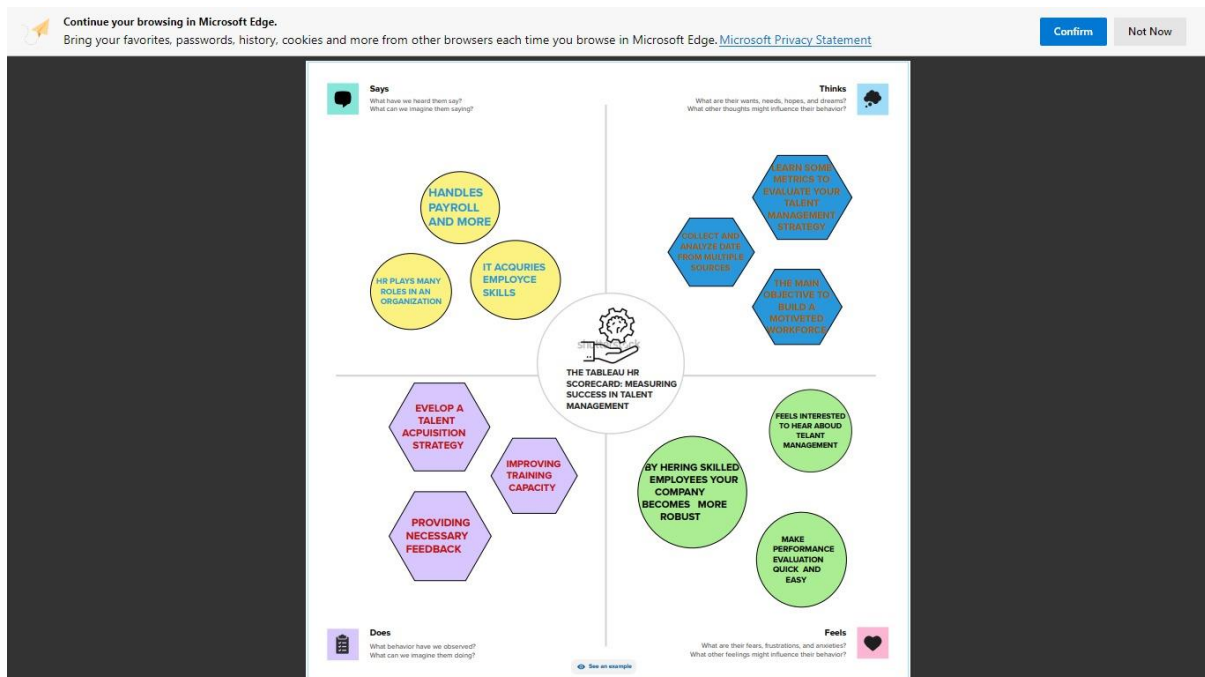
The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization. It provides a way for HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention,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

### 1.2 Purpose:

This perspective focuses on the financial impact of HR initiatives, such as the cost of recruitment, training and development, compensation and benefits, and turnover.

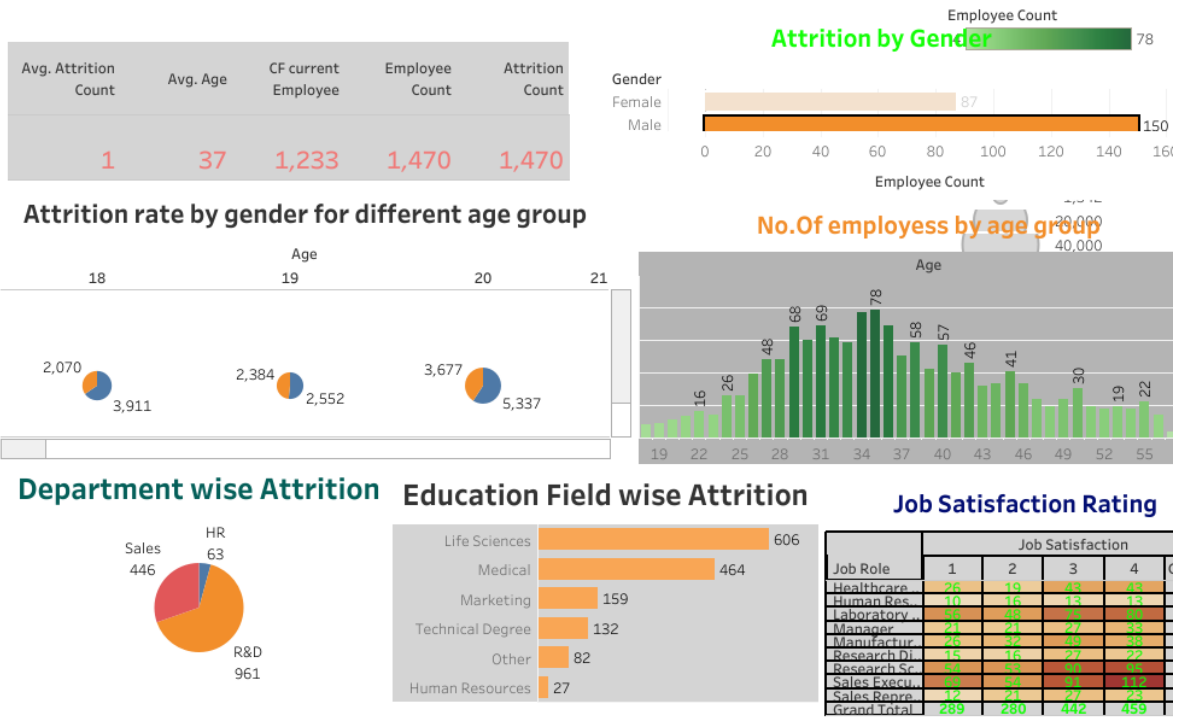
## 2. Problem Definition & Design Thinking:

### 2.1 Empathy Map:



### 3. Result

#### Dashboard 1:



#### Story:

#### HR Analytics story line

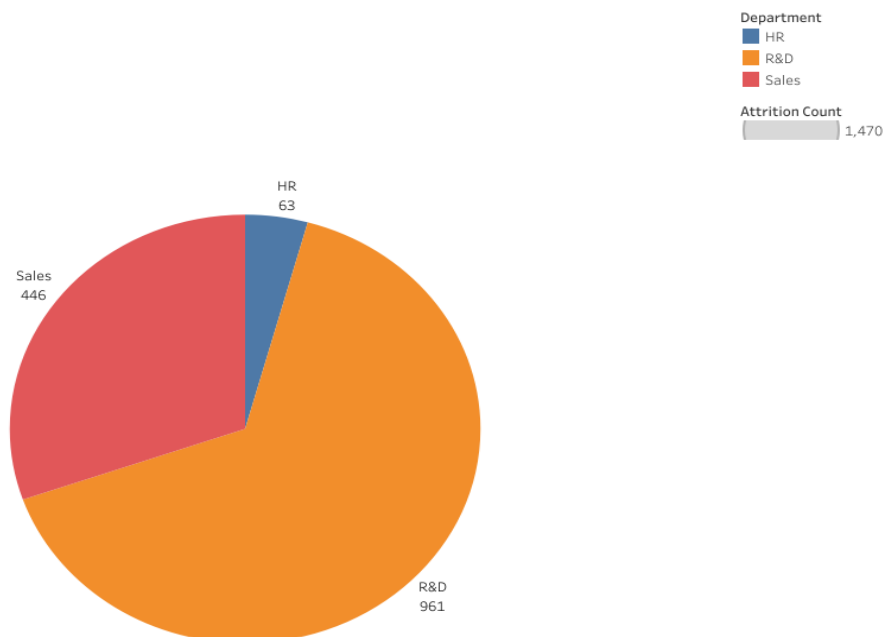
R&D department has the highest no. of attrition rate i.e. 56.12% as compare..

The highest no. of employees i.e are employed at 35

Employees are expected to be satisfied in Sales Executive position

Most of the attrition occurs in the field life sciences.

Male s ar..



## HR Analytics story line

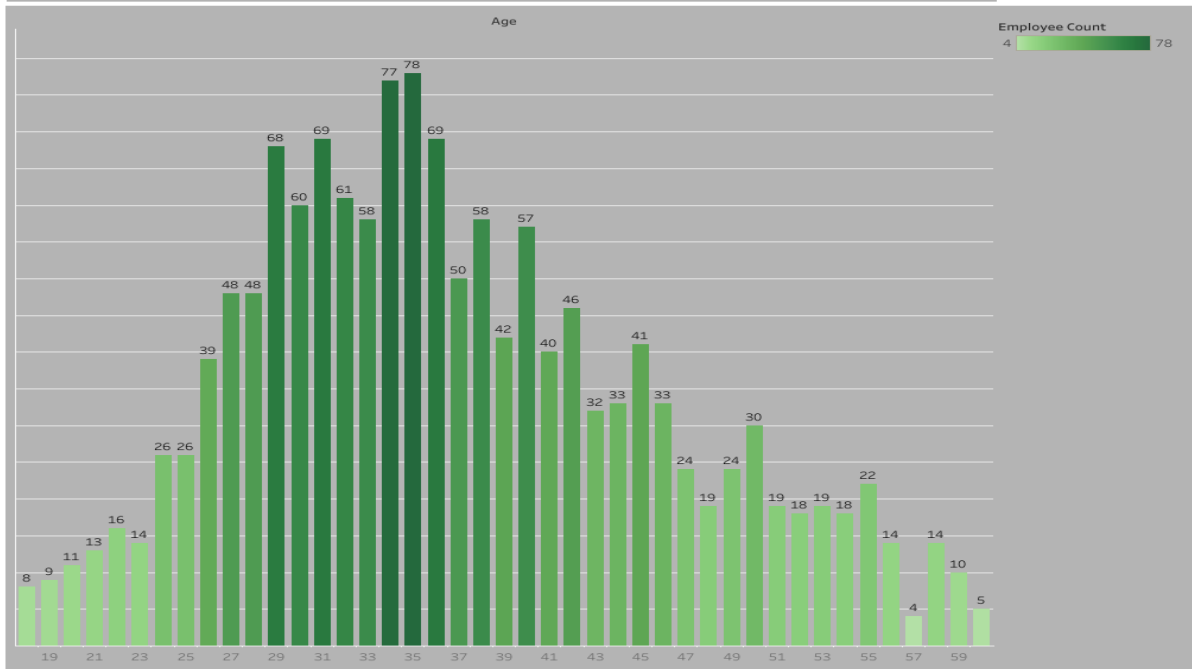
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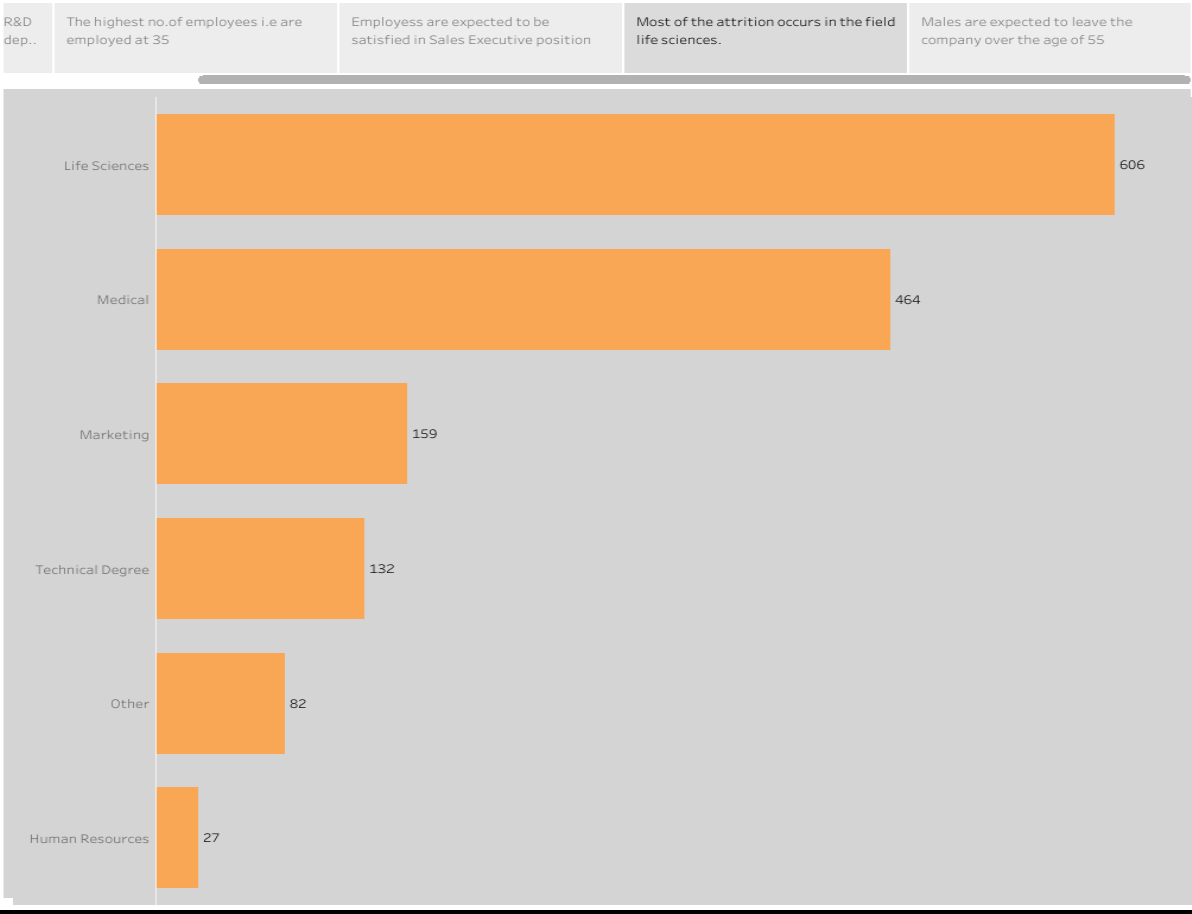
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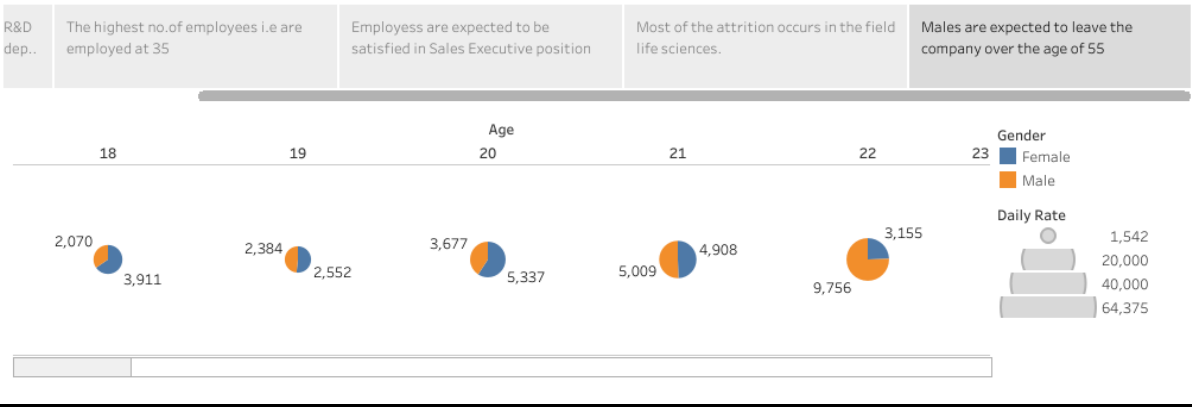
Males are expected to leave the company ove..



HR Analytics story line



HR Analytics story line



#### **4. Advantages:**

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.

#### **Disadvantages:**

The HR Scorecard can help organizations measure and improve employee engagement by providing insights into employee satisfaction, retention rates, and other key metrics. This, in turn, can lead to a more engaged and motivated workforce, which can have a positive impact on productivity and overall business performance

#### **5. Applications:**

By tracking and analyzing key HR metrics, The Tableau HR Scorecard can help organizations identify areas where they need to improve and take proactive steps to address them. This, in turn, can lead to improved HR performance, including increased employee engagement, improved retention rates, and enhanced diversity and inclusion efforts.

#### **6. Conclusion:**

Brainstorming Map and empathy map shows the advantages of analysing housing prices. Data visualization shows the graphs of Housing prices along various departments. Finally dashboard and story are made to understand the dataset with more clear.

#### **7. Future Scope:**

In future talent management can be improved using this visualization.