

# **Project Report Format**

## **1. INTRODUCTION**

- a. Overview - A brief description about your project
- b. Purpose - The use of this project. What can be achieved using this.

## **2. LITERATURE SURVEY**

- a. Existing problem - Existing approaches or method to solve this problem
- b. Proposed solution - What is the method or solution suggested by you?

## **3. THEORITICAL ANALYSIS**

- a. Block diagram - Diagrammatic overview of the project.
- b. Hardware / Software designing
  1. Hardware and software requirements of the project

## **4. RESULT**

Final findings (Output) of the project along with screenshots.

## **5. ADVANTAGES & DISADVANTAGES**

List of advantages and disadvantages of the proposed solution

## **6. APPLICATIONS**

The areas where this solution can be applied

## **7. CONCLUSION**

Conclusion summarizing the entire work and findings.

## **8. FUTURE SCOPE**

Enhancements that can be made in the future.

## **9. Weekly Reports (8 Weeks Report)**

## **10. Student Self Evaluation of the Short-Term Internship**

1. Evaluation by the Supervisor of the Intern Organization
2. EVALUATION
3. MARKS STATEMENT

## INTRODUCTION:-

The Tableau HR Scorecard is a powerful tool for organizations looking to measure and enhance their success in talent management. In today's competitive business landscape, attracting, developing and retaining top talent is paramount. This scorecard provides a comprehensive framework to evaluate and visualize key HR metrics, enabling companies to make data-driven decisions that drive employee engagement, productivity, and overall organizational success.

CATEGORY:- Data Analytics with Tableau

PROJECT TITLE:- THE TABLEAU HR SCORECARD:-

MEASURING SUCCESS IN TALENT MANAGEMENT

OVERVIEW:- The Tableau HR Scorecard is like a report card for a company's human resources (HR) department. It helps measure how well the HR team is doing in managing talent, like hiring and developing employees. It uses metrics and data visualization (like graphs and charts) to show things like employee turnover, training effectiveness, and diversity. This helps HR teams see what's working well and where they might

need to improve.

The Tableau HR Scorecard not only measures current HR performance but also helps in setting goals for the future. By analyzing trends and patterns in the data, companies can make informed decisions about their talent management strategies. For example, if they notice a high turnover rate in a certain department, they can take steps to improve retention efforts. Ultimately, the Tableau HR Scorecard serves as a valuable tool for HR professionals to optimize their processes and contribute to the overall success of the organization.

## PURPOSE:

The purpose of the Tableau HR Scorecard: Measuring success in Talent management project is to provide organizations with a comprehensive framework for evaluating and improving their human resources practices. By leveraging Tableau's powerful data visualization capabilities, the project enables HR professionals to track key metrics related to talent management in a visually intuitive manner.

One critical aspect of the Tableau HR scorecard is its focus on data-driven decision-making. By leveraging analytics and metrics, organizations can identify trends, patterns, and areas for improvement in talent management processes. This data-driven approach empowers HR teams to make informed decisions, allocate resources efficiently, and continuously optimize their talent strategies to meet evolving business needs.

Moreover, the Tableau HR scorecard promotes transparency and accountability within the organization. By establishing clear metrics and benchmarks for success, it enables stakeholders to take progress, hold team accountable, and celebrate achievements. This fosters a culture of continuous improvement and innovation, where talent management practices are continuously refined to drive organizational performance and competitiveness in the market.

## LITERATURE SURVEY :-

A literature survey of "The Tableau HR Scorecard: Measuring success in Talent Management" reveals its significance as a comprehensive framework for evaluating and enhancing talent management practices within organizations. Researchers have extensively explored its application in various industries and organizational contexts, highlighting its effectiveness in aligning HR strategies with overall business objectives. Studies have consistently demonstrated the Tableau HR Scorecard's ability to provide valuable insights into the effectiveness of talent acquisition, development, and retention efforts, thereby enabling organizations to make data-driven decisions to optimize their workforce.

Moreover, scholars have emphasised the Tableau HR Scorecard's role in promoting organizational agility and resilience in the face of dynamic market conditions and technological disruptions. By enabling HR professionals to track key performance indicators related to talent management, such as employee satisfaction, turnover rates, and skill gaps,

the scorecard facilitates proactive workforce planning and strategic talent investments. This proactive approach not only helps organizations stay ahead of the competition but also fosters a culture of continuous improvement and innovation.

## EXISTING PROBLEMS:-

Despite its many benefits, the tableau HR Scorecard also faces certain challenges and limitations in effectively measuring success in talent management. One prominent issue is the complexity of defining and capturing meaningful HR metrics that accurately reflect organizational performance and contribute to strategic decision-making. While the scorecard offers a structured framework for evaluating HR effectiveness, organizations may struggle to identify and prioritize the most relevant KPI's to their specific context and goals. This can lead to an overemphasis on quantitative metrics at the expense of qualitative metrics equally important in talent management, such as employee engagement and organizational culture.

Another issue that arises is the potential for data overload and analysis paralysis. The Tableau HR scorecard emphasizes the importance of data-driven decision making, advocating for the collection and analysis of vast amounts of HR data. However, without proper guidance on prioritizing key metrics and interpreting the insights gleaned from the data, organizations risk drowning in a sea of information without gaining actionable insights. Moreover, the resource-intensive nature of data collection and analysis may pose challenges for smaller organizations with limited HR resources, potentially rendering the scorecard impractical or inaccessible for them. Therefore, while the scorecard offers valuable insights into measuring talent management success, addressing these challenges is crucial for maximizing its utility and relevance across diverse organizational contexts.

## PROPOSED SOLUTION:-

To Enhance the effectiveness of "The Tableau HR Scorecard: Measuring success in Talent Management," several strategies could be employed. firstly, the book could provide more guidance on customizing the scorecard to align with each organization's unique goals, culture, and industry dynamics. By offering case studies or example of how different companies have adapted the scorecard to their specific contexts, readers would gain insights in tailoring the framework to suit their needs. Additionally, incorporating flexibility into the framework to suit their needs. Scorecard's design would allow organizations to prioritize the track metrics that are most relevant to their talent management objectives, thus increasing its practicality and applicability.

Secondly, the book could emphasize the importance of data governance and analytics proficiency in effectively utilizing the scorecard. Providing resources or tools for data quality management, such as data validation techniques and best practices for data visualization, would help organizations ensure the accuracy and reliability of their HR metrics. Moreover, offering training or support in data analysis skills would

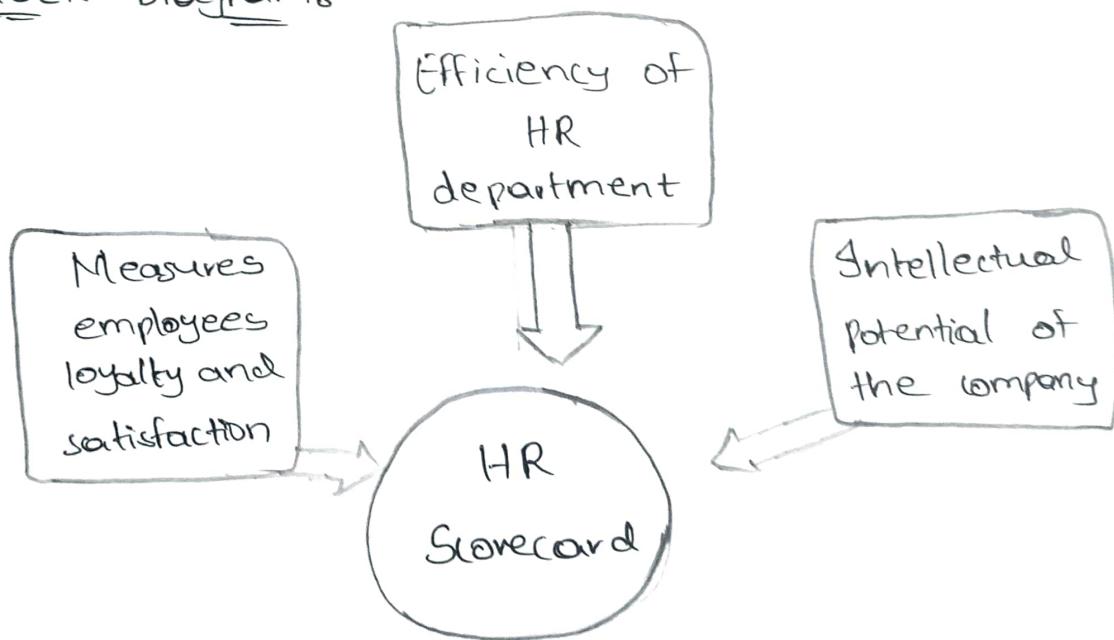
empower HR professionals to derive meaningful insights from the collected data, enabling them to make informed decisions and drive continuous improvement in talent management practices.

## THEORETICAL ANALYSIS:-

"The Toldeace HR Scorecard: Measuring success in Talent Management" offers a structured approach to evaluating HR metrics, aiming to provide organizations with insights into their talent management effectiveness. The theoretical analysis of this scorecard involves understanding its underlying principles and methodologies. It emphasizes the importance of aligning HR initiatives with organizational goals and the need for data-driven decision-making in talent management. By integrating key performance indicators (KPIs) across various HR functions such as recruitment, training, and employee engagement, the scorecard provides a comprehensive framework for assessing talent management success. However, its theoretical analysis also highlights potential challenges, such as the subjective nature of talent management metrics and the complexity of data interpretation.

furthermore, the scorecard's theoretical analysis underscores the importance of continuous improvement and adaptation. It encourages organizations to evolve their talent management strategies based on changing internal and external factors, emphasizing the dynamic nature of HR practices. Theoretical analysis also involves examining the scalability and practicality of the scorecard across different organizational sites and industries. Overall, while "The Tableau HR Scorecard" offers a valuable theoretical framework for measuring talent management success, its practical application and effectiveness depend on how well organizations can tailor and implement it to suit their specific needs and contexts.

### Block Diagrams—



## HARDWARE / SOFTWARE DESIGNING:-

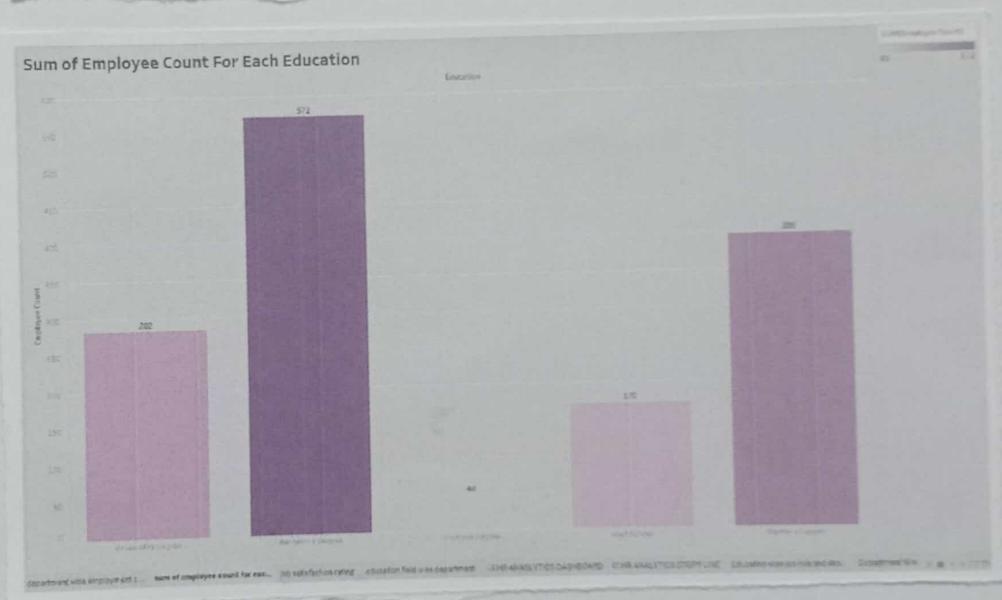
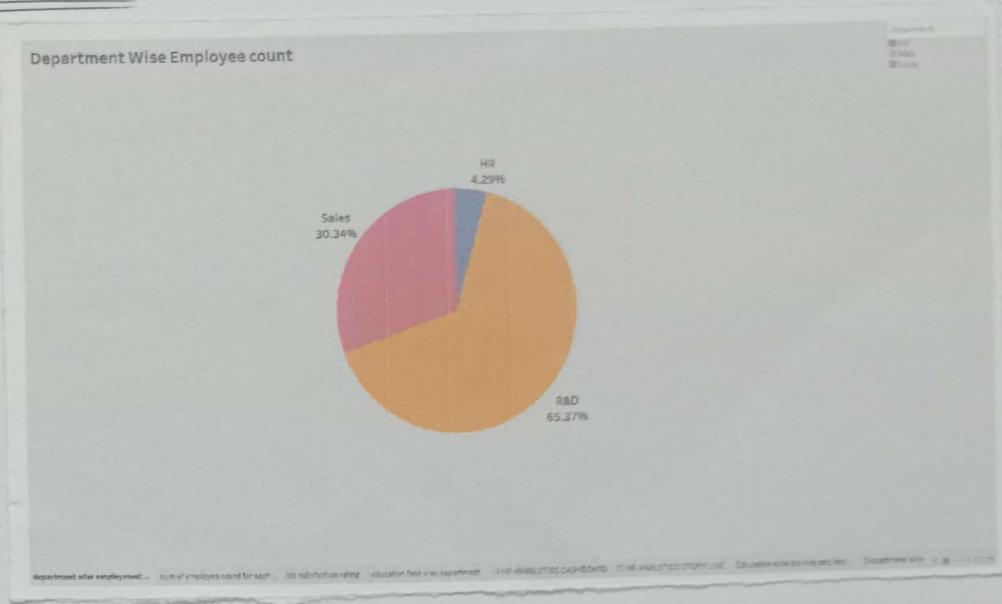
The hardware and software design for the Tableau HR scorecard involves implementing a robust infrastructure to support data collection, analysis, and visualization. This includes servers capable of handling large volumes of HR data, storage solutions for storing historical data, and networking equipment for seamless communication between different components.

On the software side, a comprehensive suite of tools is necessary, including database management systems for storing data, business intelligence software like Tableau for analysis and visualization, and custom for specific functionalities such as data entry and reporting.

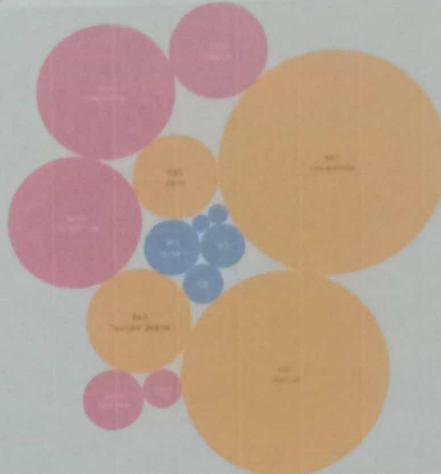
In designing the software, a user friendly interface is paramount, allowing HR professionals to easily access and interpret key metrics related to talent management. This involves designing intuitive dashboards and reports that provide insights into various aspects of HR performance such as employee engagement, retention rates, and talent acquisition effectiveness.

Result :-

Visualizations :-



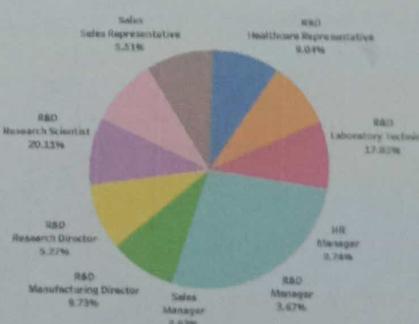
Education Field Wise Department



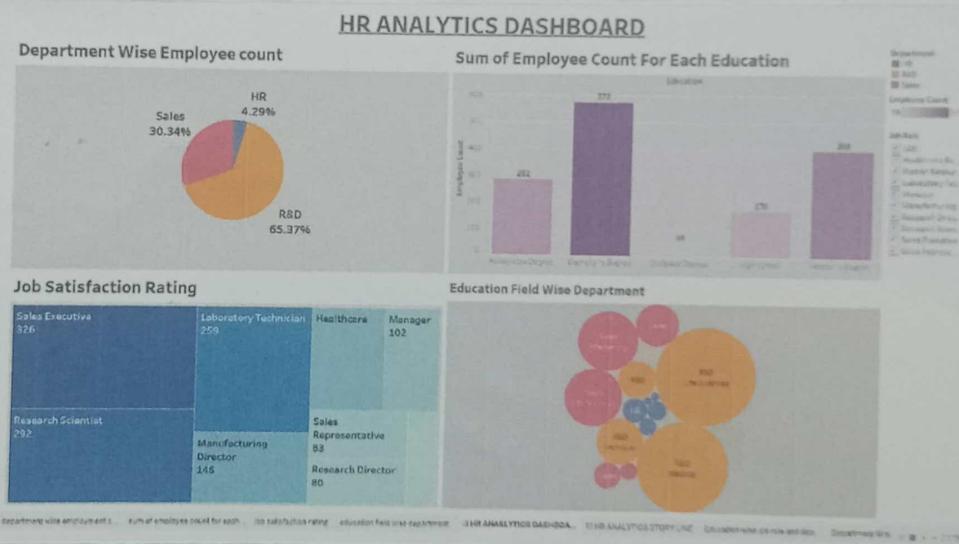
Education Wise Job Role And Department

	Associates Degree	Bachelor's Degree	Doctoral Degree	High School	Master's Program
Healthcare Representative	500	500	500	500	500
Human Resources	500	500	500	500	500
Laboratory Technician	500	500	500	500	500
Manager	500	500 Sales	500 Sales	500 Sales	500 Sales
Manufacturing Director	500	500	500	500	500
Research Director	500	500	500	500	500
Research Scientist	500	500	500	500	500
Sales Executive	500 Sales	500	500	500 Sales	500 Sales
Sales Representative	500 Sales	500	500	500 Sales	500 Sales

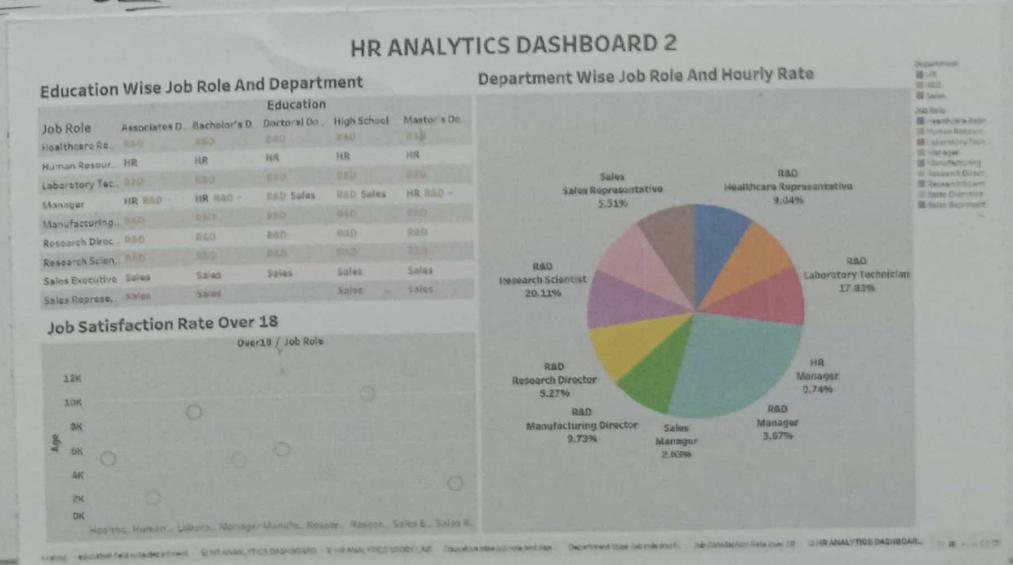
Department Wise Job Role And Hourly Rate



## Dashboard - 1 :-



## Dashboard - 23



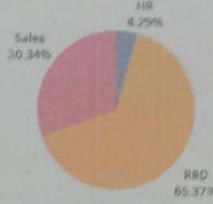
# StoryLine-1

## HR ANALYTICS STORY LINE

The R&D Department Has The Highest Percentage Of Total Employees With A Bachelor's Degree Compared To The Other Departments.

The Marketing Department Has The Lowest Percentage Of Total Employees With A Bachelor's Degree Compared To The Other Departments.

The Sales Department Has The Lowest Job Satisfaction Rate Among All Departments. This Is Due To The High Turnover Rate.



Employee Count  
653  
652  
651

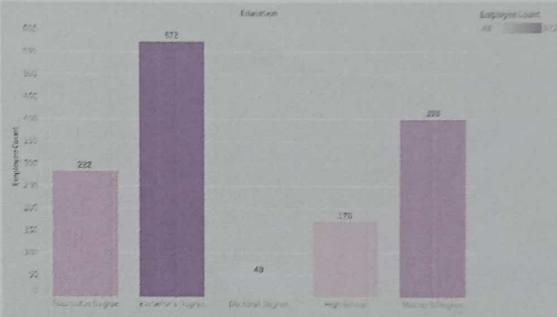
department wise employment | sum of employee count for each | job satisfaction rating | education field wise department | HR ANALYTICS DASHBOARD | HR ANALYTICS STORY LINE | Education wise department | Department wise

## HR ANALYTICS STORY LINE

The Sales Department Has The Highest Percentage Of Total Employees With A Bachelor's Degree Compared To The Other Departments.

The Bachelor's Degree Certifies The Highest Job Satisfaction Rate At 81% When Compared To The Other Education Paths.

The Marketing Department Has The Highest Job Satisfaction Rate At 80% When Compared To The Other Departments.



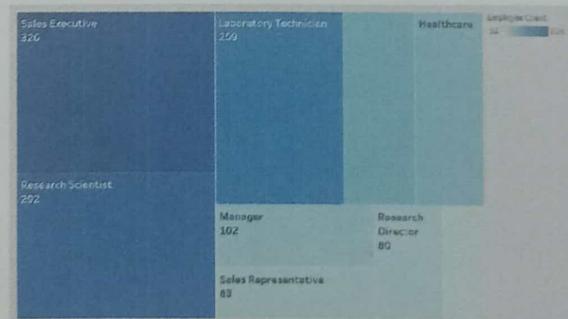
department wise employment | sum of employee count for each | job satisfaction rating | education field wise department | HR ANALYTICS DASHBOARD | HR ANALYTICS STORY LINE | Education wise department | Department wise

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The Sales Department Has The Highest Job Satisfaction Rate At 80% When Compared To The Other Departments.



Employee Count  
320  
252  
102  
83  
250  
80  
52

department wise employment | sum of employee count for each | job satisfaction rating | education field wise department | HR ANALYTICS DASHBOARD | HR ANALYTICS STORY LINE | Education wise department | Department wise

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The Marketing Department Has The Highest Percentage Of Total Employees With A Bachelor's Degree Compared To The Other Departments.

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The Sales Department Has The Highest Job Satisfaction Rate At 80% When Compared To The Other Departments.



Employee Count  
100  
150  
200  
150  
100  
50  
50  
800

department wise employment | sum of employee count for each | job satisfaction rating | education field wise department | HR ANALYTICS DASHBOARD | HR ANALYTICS STORY LINE | Education wise department | Department wise

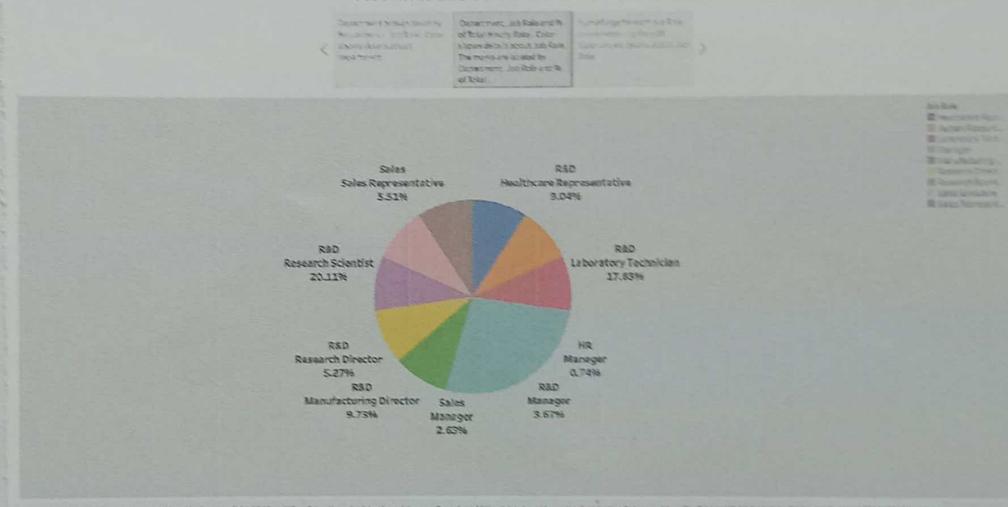
# Storyline - 2<sup>o</sup>

## HR ANALYTICS STORYLINE 2

Departmental Breakdown by Education Level						
Department		Education			Department	
Job Role	Associate's Degree	Bachelor's Degree	Doctoral Degree	High School	Master's Degree	Postgraduate
Healthcare Repres.	100	100	100	100	100	100
Human Resources	HR	HR	HR	HR	HR	HR
Laboratory Technician	100	100	100	100	100	100
Manager	HR 100 Sales	HR 100 Sales	HR 100 Sales	HR 100 Sales	HR 100 Sales	HR 100 Sales
Manufacturing Director	100	100	100	100	100	100
Research Director	100	100	100	100	100	100
Research Scientist	100	100	100	100	100	100
Sales Executive	Sales	Sales	Sales	Sales	Sales	Sales
Sales Representative	Sales	Sales	Sales	Sales	Sales	Sales

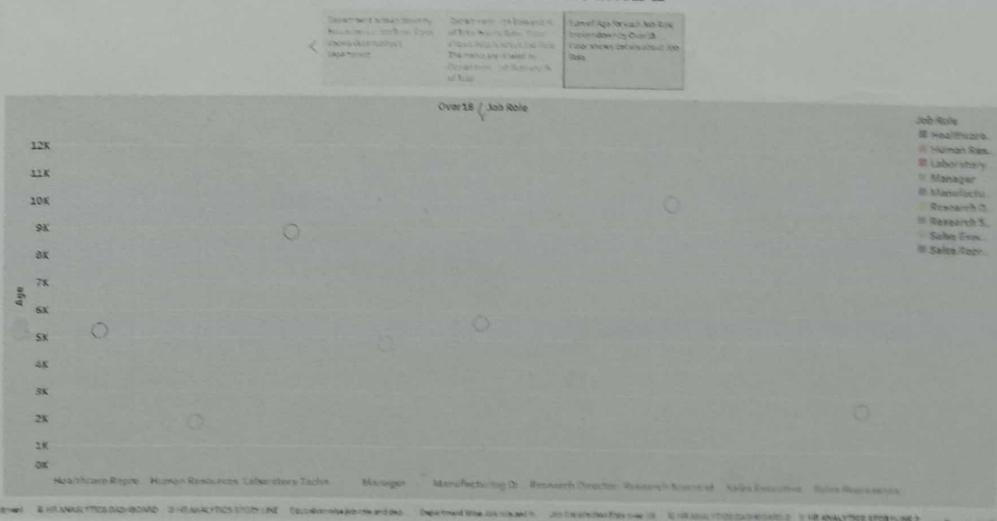
Home → HR ANALYTICS DASH-BOARD → HR ANALYTICS STORY LINE → Distribution by job role and deg. → Department Wise Job Role wise → Job Distribution Total over 10 → 1. HR ANALYTICS DASHBOARD → 2. HR ANALYTICS STORYLINE 2 → 3. HR ANALYTICS STORYLINE 2

## HR ANALYTICS STORYLINE 2



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## ADVANTAGES AND DISADVANTAGES:-

ADVANTAGE:- The Tableau HR Scorecard, as an approach to measuring success in talent management, offers several advantages.

1. Data - Driven Decision Making— It allows HR professionals to make data - driven decisions by providing clear and visual insights into various HR metrics , such as employee turnover and performance evaluations.
2. Improved Transparency— The HR scorecard promotes transparency by making HR data and performance indicators easily accessible and understandable to both HR teams and senior management.
3. Alignment with business goals— It helps align HR strategies with overall business objectives by measuring HR's impact on critical areas.
4. Identifying Trends— Tableau's data visualization capabilities enable HR to identify trends and patterns in talent management.

## Disadvantages

1. Complexity— Implementing a Tableau HR scorecard can be complex, requiring skilled data analyst or HR professionals with data expertise. It might not be practical for smaller organizations with limited resources.
2. Data Quality— The accuracy of the HR scorecard heavily depends on the quality of the underlying data. Inaccurate or incomplete data can lead to misleading insights and decisions.
3. Data Privacy and Security— Handling HR data in a comprehensive scorecard may raise concerns about data privacy and security, especially in regions with strict data protection regulations like GDPR.
4. Resource Intensive— Developing and maintaining the HR Scorecard can be resource-intensive in terms of time, personnel, and technology. This can be a barrier for organizations with limited resources.
5. Resistance to change— Implementing a data-driven approach in HR can face resistance.

## APPLICATIONS:-

1. Employee performance— Tracks how well employee are doing their jobs.
2. Hiring Efficiency— Measures how quickly and effectively the company is hiring new employees.
3. Employee satisfaction— shows if employee are happy with their jobs and the company.
4. Retention Rates— Measures how long employees stay with the company.
5. Training Impact— Evaluates the effectiveness of employee training programs.
6. Diversity metrics— Tracks diversity and inclusion efforts within the organization.
7. Decision Support— Helps HR make better decision based on data about talent management.

## CONCLUSION :-

In conclusion, the Tableau HR Scorecard is a valuable tool for companies to manage their people effectively. By providing easy-to-understand insights into employee performance, hiring, satisfaction, retention, training, diversity, and decision-making, it empowers HR teams to make informed decisions that benefit both employee and the company as a whole.

## FUTURE HOPE :-

Looking ahead, we hope that tools like the Tableau HR Scorecard continue to evolve, making it even easier for companies to understand and improve how they manage their talent. With advancements in technology and a growing focus on employee well-being and diversity, we anticipate future versions of these tools will offer even more insights and capabilities, ultimately helping business create happier, more productive workplaces for everyone.