

# THE TABLEAU HR SCORECARD:

## MEASURING SUCCESS IN TALENT MANAGEMENT

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 employee, 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 hour 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 skill and competencies, employee retention, and the percentage of employees who receive regular training and development.

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 visualizations capabilities, the project enables HR professionals to track key metrics related to talent management in a visually intuitive manner.

## Project Flow:-

To accomplish this, we have to complete all the activities listed below:

### Define Problem / Problem Understanding :

- Specify the business problem
- Business requirements
- Literature survey
- Social or Business Impact

### Data Collection & Extraction from Database :

- Collect the dataset,
- Storing Data in DB
- Perform SQL Operations
- Connect DB with Tableau

### Data preparations

- Prepare the data or visualisation.

### Data visualizations :

- No of Unique visualizations.

### Dashboard :

- Responsive and Design of Dashboard.

## Story :

- No of scenes of story

## Performance Testing :

- Amount of Data Rendered to DB
- Utilization of Data Filters
- No of calculation fields
- No of visualizations/Graphs

## Web Integration :

- Dashboard and story embed with UI with Flask

## Project Demonstration & Documentation :

- Record explanation video for project end to end solution
- Project Documentation - Step by step project development procedure.

## Milestone 1 : Define Problem / Problem Understanding

### Activity 1 : Specify the business problem

The Tableau HR Scorecard : Measuring success in Talent Management.

## Activity-2: Business requirements

The business requirement of the Tableau HR Scorecard : Measuring success in Talent Management is to provide a comprehensive and effective framework for measuring and evaluating the success of talent management strategies within an organization. The primary goal is to enable HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development. We can do so by creating interactive dashboards and reports, making data-driven decisions and creating forecasting models for future performance. The ultimate goal is to gain insights and improve performance through data visualization techniques.

## Activity-3: Literature survey

A literature survey is a method of researching existing literature and studies related to a specific topic. In the context of Measuring success in Talent Management, a literature survey would involve reviewing studies and articles that have been published on the topic of vertical collisions. The literature survey would include sources

Such as academic journals, industry reports, and online articles. It would aim to identify key performance indicators (KPIs) and metrics that are commonly used to measure vehicle collisions. The literature survey would also explore any existing research on the Tableau HR scorecard; measuring success in Talent Management specifically, and would aim to identify any unique challenges.

#### Activity -4: Social or Business Impact

##### Social Model /Impact :

1. Improved employee engagement: 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.

2. Enhanced diversity and inclusion: The HR scorecard can also help organizations improve their diversity and inclusion efforts by tracking metrics such as the diversity of their workforce, the representation of different groups in leadership positions, and effectiveness of diversity and

inclusion training programs. By identifying areas where they need to improve and taking action to address them, organizations can create a more inclusive work environment that values diversity and promotes equal opportunities.

### Business Model Impact:-

1. Improved HR performance: 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.
2. Enhanced decision-making: The Tableau HR Scorecard can provide HR professionals and business leaders with valuable insights into HR performance, which can help them make informed business decisions. This can improve business performance. This can include identifying areas where they need to invest in training and development programs, improving recruitment and retention strategies, and optimizing workforce planning and management.

Better alignment with business goals:- The Tableau HR scorecard can also help organizations ensure that their HR strategies are aligned with their overall business strategies. By tracking key HR metrics and aligning HR initiatives with business objectives, organizations can ensure that HR strategies are driving business growth and contributing to overall success.

### Milestone-2: Data Collection & Extraction from Database

Data collection is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research questions, test hypothesis and evaluate outcomes and generate insights from the data.

#### Activity-1: Collect the dataset

Download the dataset.

#### Activity 1.1 :- Understand the data

Data contains all the meta information regarding the columns described in the CSV files. we have provided 1 CSV file : The Tableau HR

Scorecard : Measuring success in Talent Management.

Column Description for the Tableau HR scorecard:  
Measuring success in Talent Management:-

1. Attrition:- It represents the number of people leaving the organization.
2. Department:- It represents the employee working in different types of department.
3. Education fields:- It represents the employees working in the organization from the different education fields.
4. Gender:- It represents the job role of the organization gender of the employees working in the organization.
5. Job Role:- It represents the job role of the organization.
6. Marital status:- It represents whether the employee working in the company are married or not.
7. Overtime:- It represents the employees working overtime or not.
8. Over 18:- It represents the employees working in the company who are above 18.
9. Age:- It represents the age of the company.
10. Distance from home:- It represents the distance

of the residence of the employees from the company.

11. Education— It represents the qualification of the employees.

12. Education Count— It represents the qualification the number of employees in the company.

13. Job Satisfaction— It represents the job satisfaction of employees.

14. Monthly income— It represents the monthly income of employees working in the organization.

15. Percent Salary hike— It represents the percentage of salary hike of the employees.

16. Performance rating— It represents the performance rating of employees according to their work.

17. Standard hours— It represents the standard hours of work.

18. Years of current role— It represents the current number of years worked at the current profile.

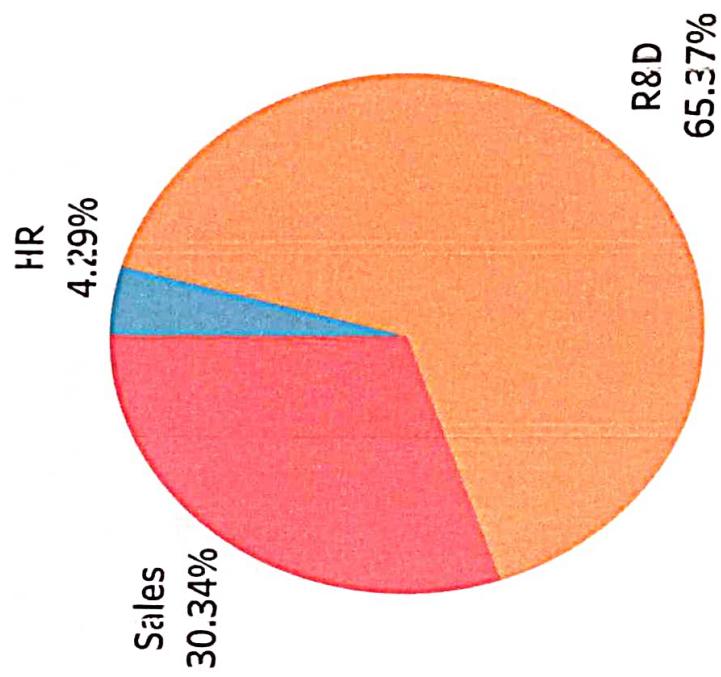
Milestone - 3 Data preparation—

Activity - 1:— Prepare the data for visualization.

Preparing the data for visualization involves cleaning the data to remove irrelevant or missing data, transforming the data into a format that

# Department Wise Employee count

Department  
HR  
R&D  
Sales



Department and % of Total Employee Count. Color shows details about Department. The marks are labeled by Department and % of Total Employee Count.

## Visualization - 1

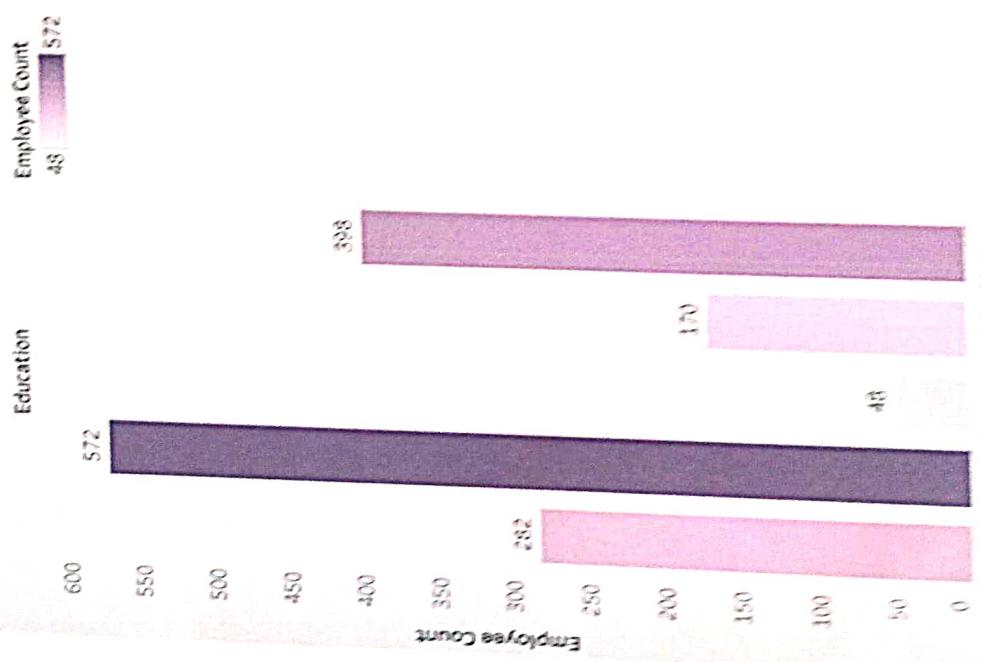
### Activity 1.1: Department wise Employee count

Pie chart titled "Department wise Employee count". This chart is a visual representation of the distribution of employee across different departments within an organization. The chart is divided into three segments, each representing a department and its proportion of the total employee count. The departments are color-coded and labeled with both the department name and percentage of the total they represent.

Here is a break down of the chart:

- \* The largest segment is coloured orange and represents the Research and Development (R&D) department, which comprises 65.37% of the total employee count.
- \* The second-largest segment is coloured red and represents the sales department, which accounts for 30.24% of the total employee count.
- \* The smallest segment is coloured blue and represents the Human Resources (HR) department, making up 4.29% of the total employee count.

## Sum of Employee Count For Each Education



Sum of Employee Count for each Education Level  
Shows sum of Employee Count. The marks are  
labeled by sum of Employee Count.

## Visualization-2

### Activity-2:- Sum of Employee Count for each Education

bar chart titled "Sum of Employee count for each education". This chart is a visual representation of the number of employees by their highest level of education within an organization. The chart is designed to provide insights into the educational background of the workforce.

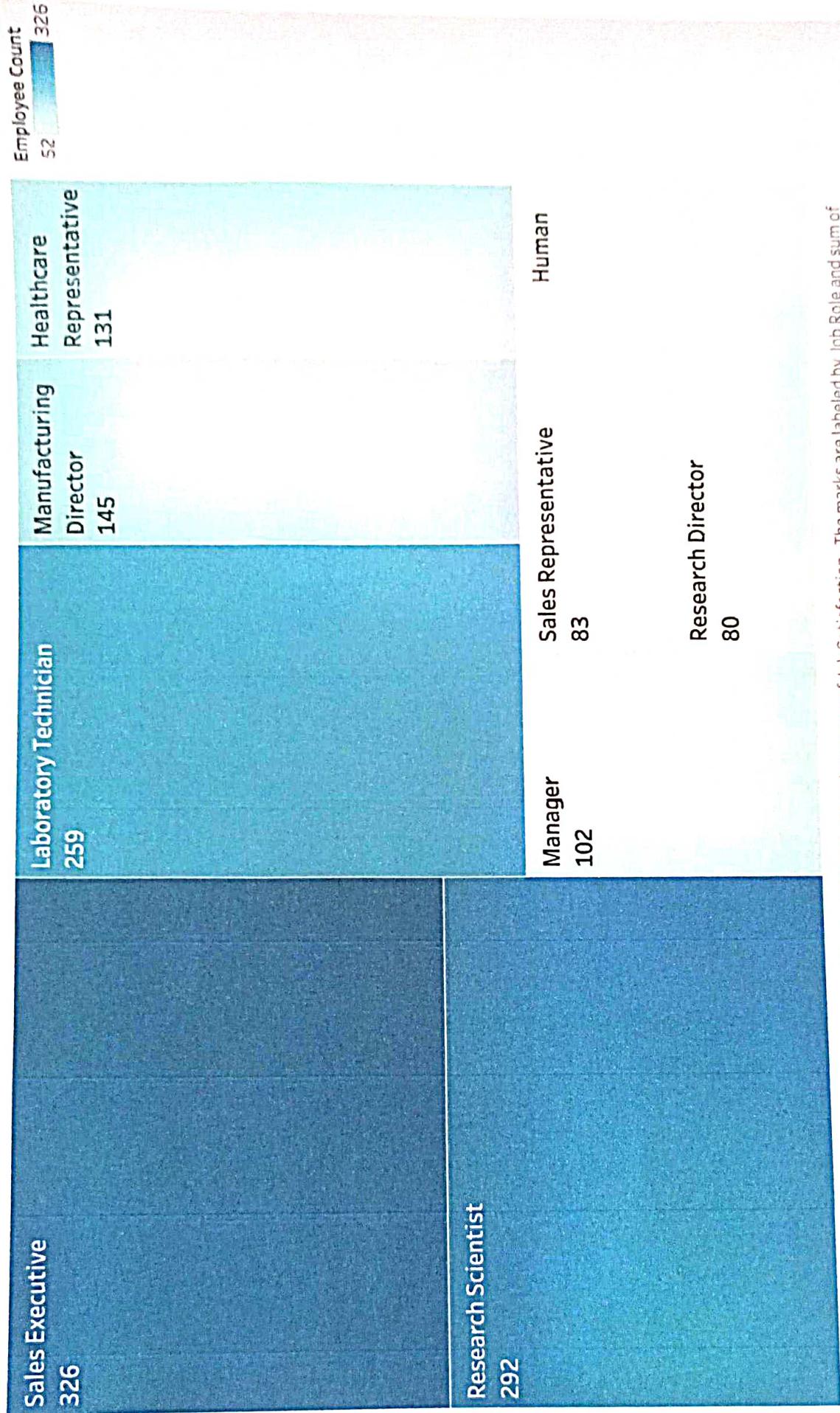
Here's a breakdown of the chart:

- \* The vertical axis (Y-axis) represents the "Employee Count", indicating the number of employees.
- \* The horizontal axis (X-axis) lists the different educational levels: "Associates Degree", "Bachelor's Degree", "Doctoral Degree", "High school", and "Master Degree".
- \* Each education level is represented by a vertical bar, the height of which corresponds to the number of employees with the level of education.
- \* The bars are color-coded in shades of purple and pink, although the specific color does not seem to represent categories or data points.

The data points are as follows:-

- \* "Associates Degree" has a count of 282 employees.
- \* "Bachelor's Degree" has the highest count with 572 employees.
- \* "Doctoral Degree" has the lowest with 48 employees.
- \* "High school" has a count of 170 employees.
- \* "Master's Degree" has a count of 298 employees.

# Job Satisfaction Rating



Job Role and sum of Employee Count. Color shows sum of Employee Count. Size shows sum of Job Satisfaction. The marks are labeled by Job Role and sum of Employee Count.

## Visualization-3

### Activity-1.3 :- Job Satisfaction Rating

Departmental job satisfaction rating. It appears to be a breakdown of employee satisfaction by department and role within a company. Here's a more detailed explanation of the data presented.

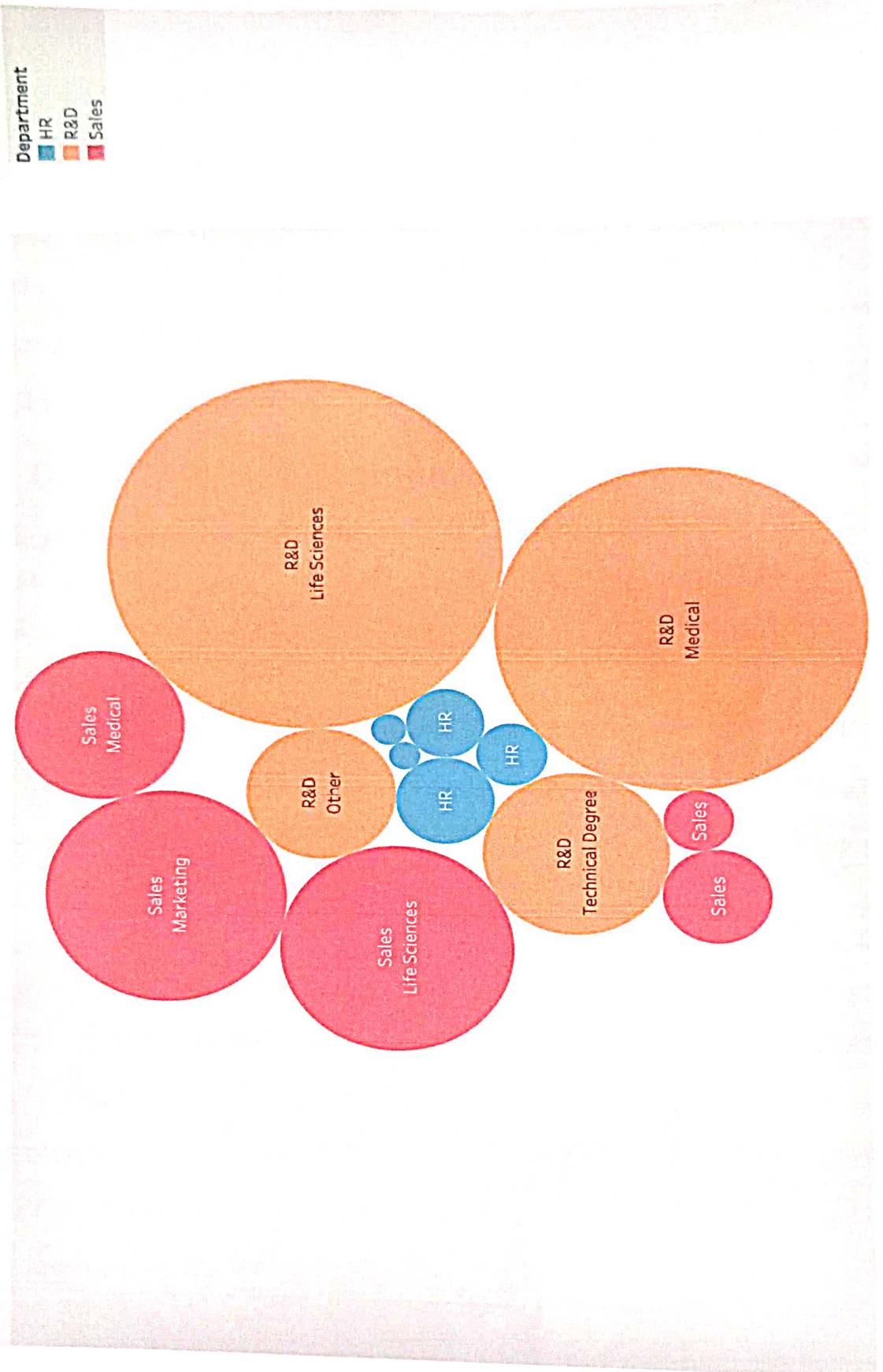
\* Departments: The company has the following departments:

- Sales
- Research
- Manufacturing
- Healthcare
- Human Resources

- Roles:- There are multiple roles listed in each department. For instance, within the sales department there are sales executives and sales representatives.
- Employee Count:- The no. of employees in each role is listed next to the role title. For instance, there are 326 sales executives.
- Job Satisfaction Rating:- It is unclear from the image what the rating scale is based on. However, a higher number seems to correlate with a higher level of satisfaction. For instance Laboratory Technicians have a higher satisfaction rating (292) than Representatives (83).

Overall this visualization can be used to identify trends in employee satisfaction across different departments and roles. This information can be helpful for human resources departments in understanding which departments or roles have the most satisfied employees, and which areas might need improvement.

## Education Field Wise Department



Department and Education Field. Color shows details about Department. Size shows sum of Age. The marks are labeled by Department and Education Field.

## Visualization-4

### Activity 1.4:- Education field wise department

Bubble chart, but a chord diagram. It visualizes hierarchical relationships between data points. In this case, it shows the distribution of employees across various educational fields and departments within a company. Here's a more detailed breakdown of the information it presents:

- \* Departments: The departments are represented by text around a circle. In clockwise order, starting at the top left, they are: HR, sales, Marketing, R&D, Other, Life sciences, Technical, Medical, sales, and R&D.
- \* Educational fields: The educational fields are grouped in the center of the circle. They include HR, sales, Marketing, Medical, Life sciences, Technical, and None.
- \* Connections: The lines connecting the departments and educational fields show how many employees have a specific educational background working in a particular department. For example, the thick orange line connecting the "Sales" department to "Sales" educational background and working in the Sales department.

## Education Wise Job Role And Department

		Education		
Job Role	Degree	Bachelor's Degree	Doctoral Degree	High School
Healthcare Representative	R&D	R&D	R&D	R&D
Human Resources	HR	HR	HR	HR
Laboratory Technician	R&D	R&D	R&D	R&D
Manager	HR R&D Sales	HR R&D Sales	R&D Sales	HR R&D Sales
Manufacturing Director	R&D	R&D	R&D	R&D
Research Director	R&D	R&D	R&D	R&D
Research Scientist	R&D	R&D	R&D	R&D
Sales Executive	Sales	Sales	Sales	Sales
Sales Representative	Sales	Sales	Sales	Sales

education field wise department

education wise job role and de...

Department wise

ve

Department



Master's Degree

R&D

Bachelor's Degree  
R&D

R&D

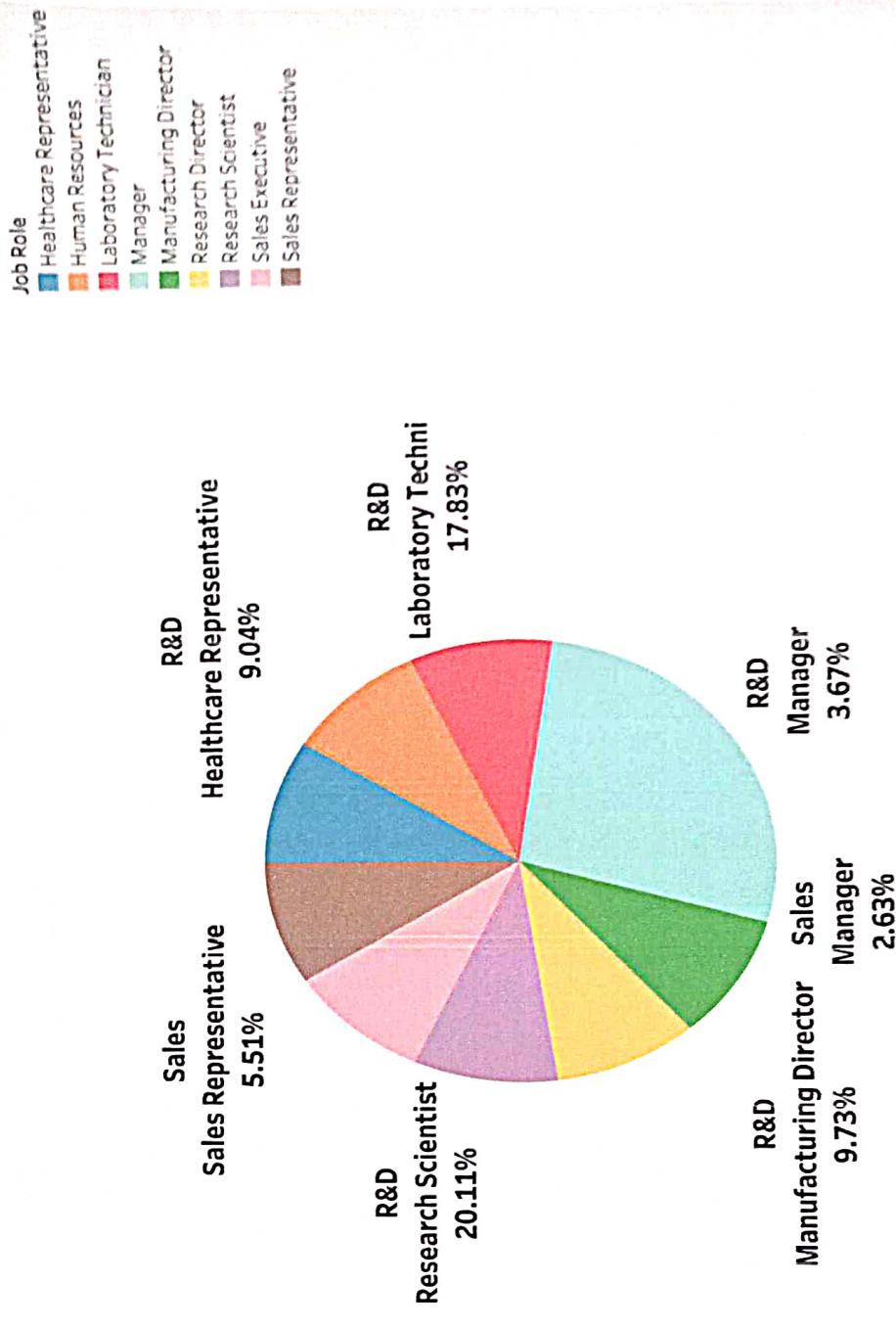
HR

HR

R&D

HR

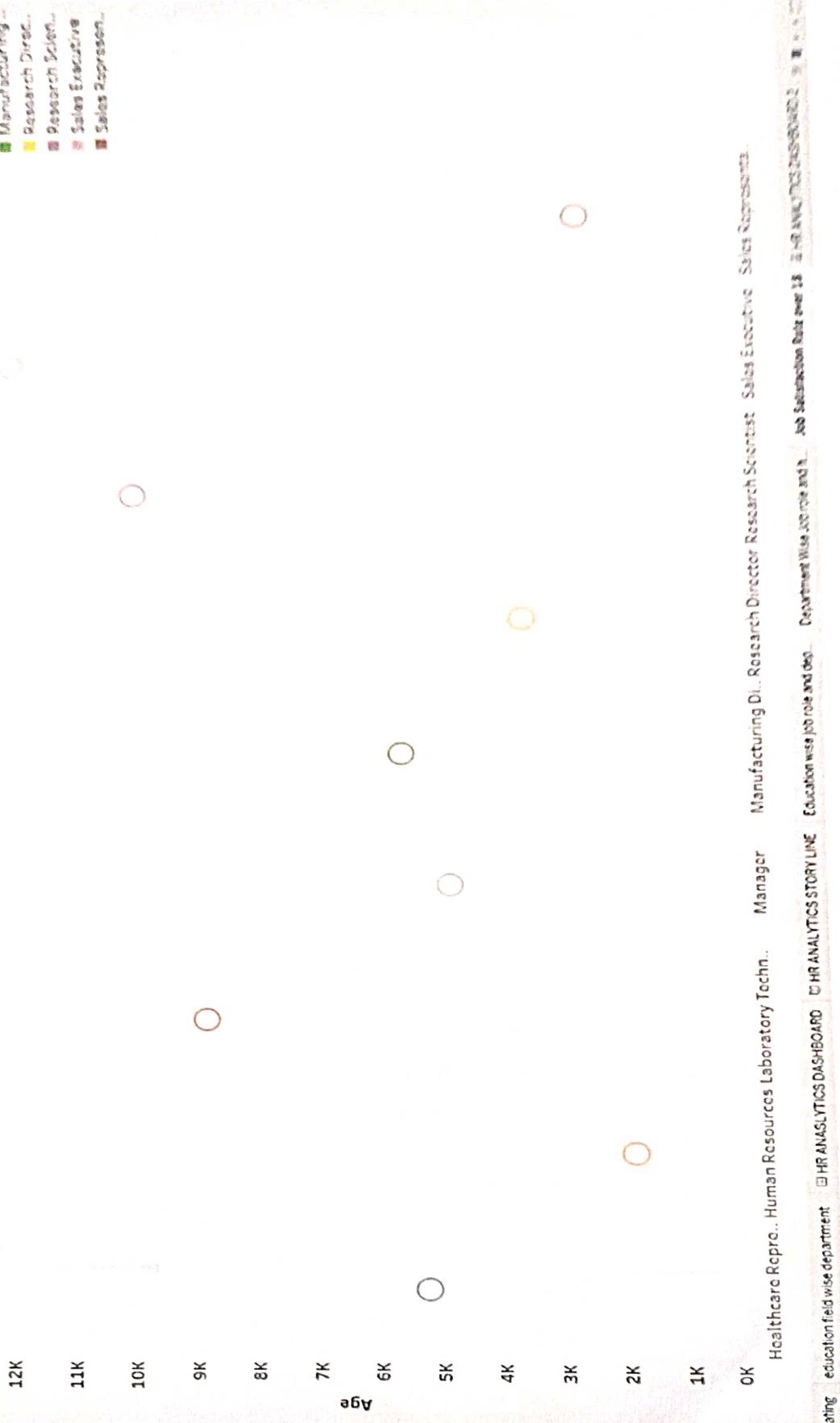
## Department Wise Job Role and Hourly Rate



Department, Job Role and % of Total Hourly Rate. Color shows details about job Role. The marks are labeled by Department, Job Role and % of Total Hourly Rate.

## Job Satisfaction Rate Over 18

Over 18 / Job Role



## Milestone 5: Dashboard :-

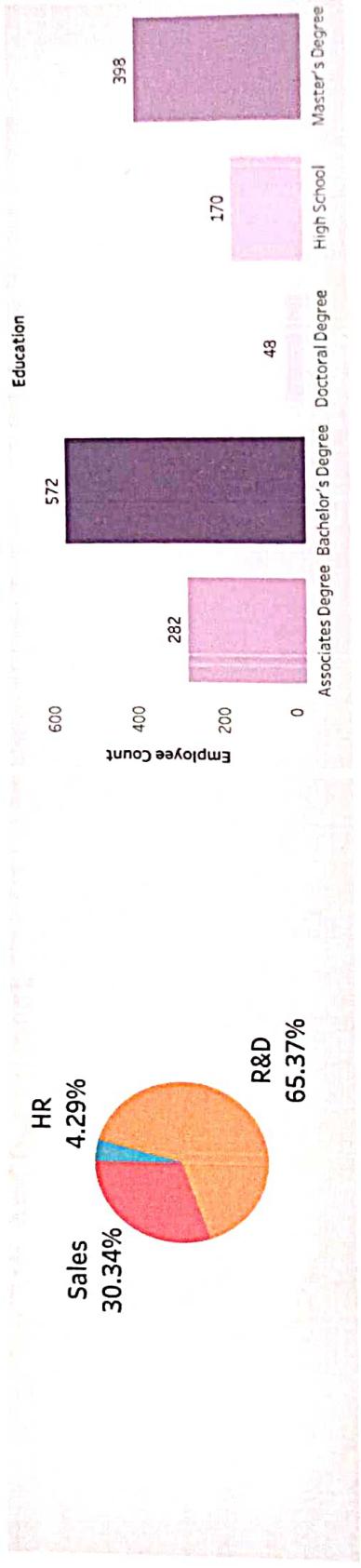
A dashboard is a graphical user interface (GUI) that displays information and data in an organized, easy-to-read format. Dashboards are often used to provide real-time monitoring and analysis of data, and are typically designed for a specific purpose or use case. Dashboards can be used in a variety of settings, such as business, finance, manufacturing, healthcare, and many other industries. They can be used to track key performance indicators (KPIs), monitor performance metrics, and display data in the form of charts, graphs, and tables.

### Activity 1: Responsive and Design of Dashboard.

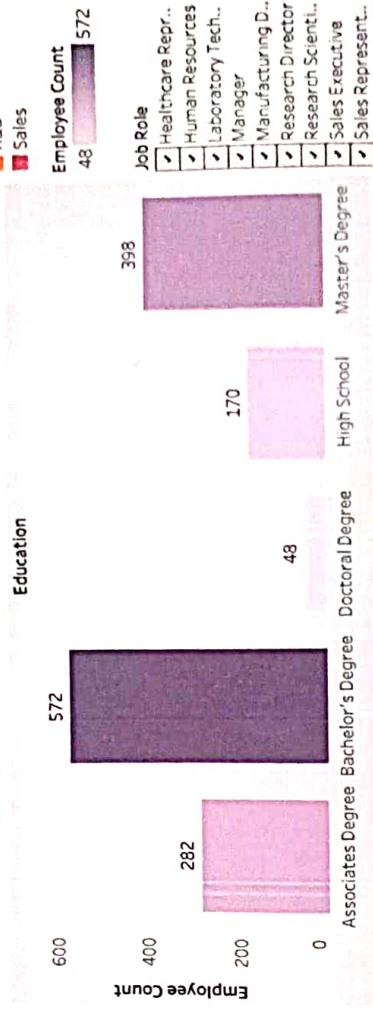
The Responsiveness and design of a dashboard for the Tableau HR scorecard : Measuring success in Talent Management is crucial to ensure that the information is easily understandable and actionable. Key considerations for designing a responsive and effective dashboard include user-centered design, clear and concise information, interactivity, data-driven approach, accessibility, customization, and security. The goal is to create a dashboard that is user-friendly, interactive, and data-driven, providing actionable insights to analyze vehicle collisions.

# HR ANALYTICS DASHBOARD

## Department Wise Employee count



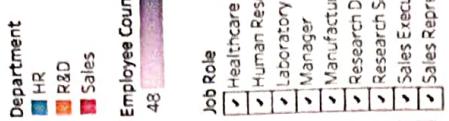
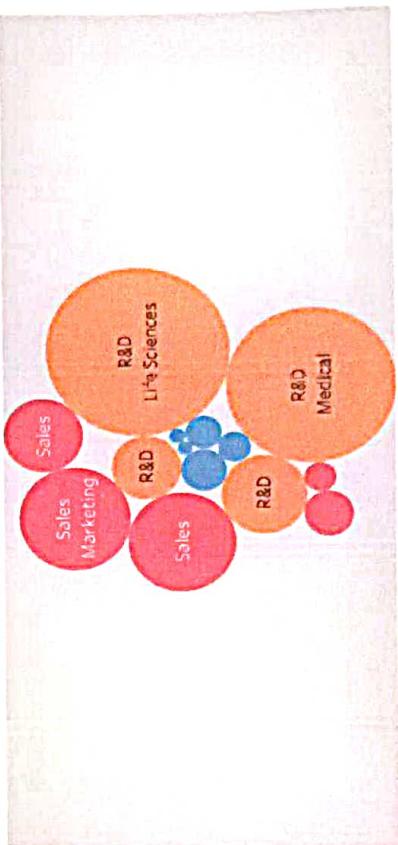
## Sum of Employee Count For Each Education



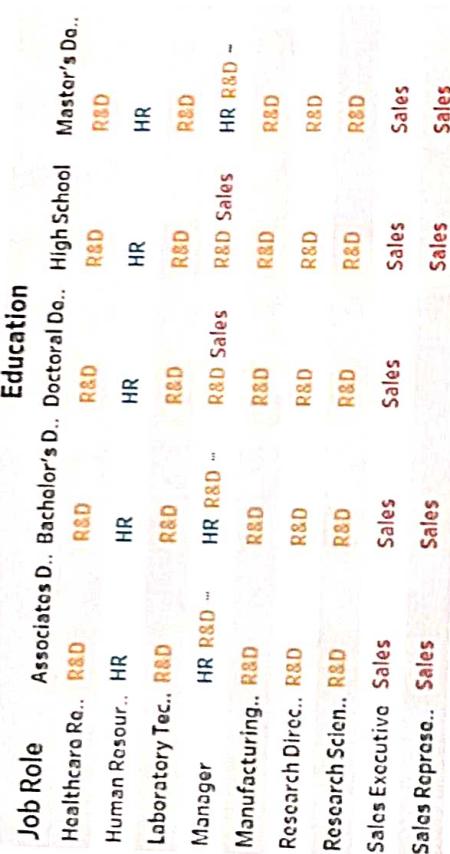
## Job Satisfaction Rating

Job Role	Employee Count
Sales Executive	326
Research Scientist	292
Laboratory Technician	259
Manufacturing Director	145
Sales Representative	145
Research Director	145

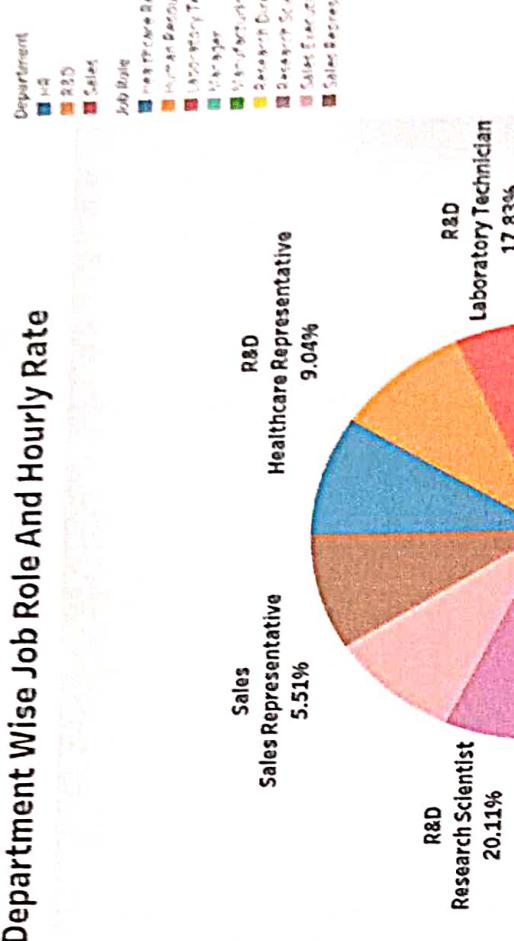
## Education Field Wise Department



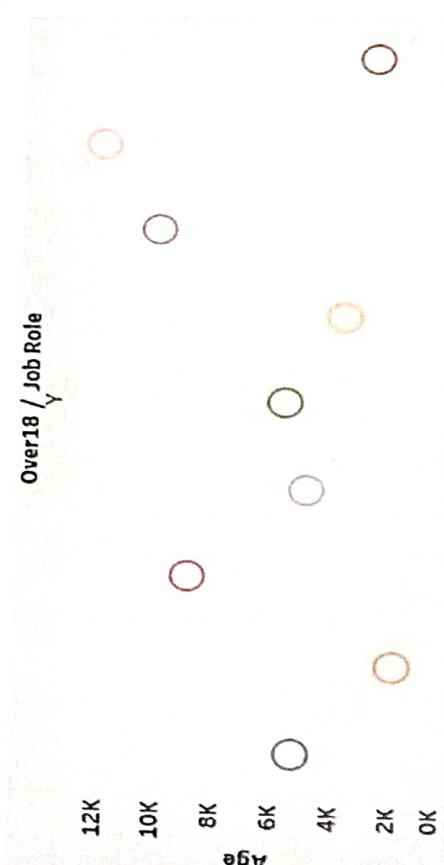
**H** Education Wise Job Role And Department



## Department Wise Job Role And Hourly Rate



## Job Satisfaction Rate Over 18



Healthc.. Human .. Labora.. Manager Manufa.. Resear.. Resear.. Sales E.. Sales R..

## Dashboard - 1

### HR ANALYTICS DASHBOARD - 1

HR Analytics Dashboard. It displays information about employees in three categories: department, education, and job satisfaction rating. Let's break down each section of the dashboard.

#### Department wise Employee Count:

- This section shows the total number of employees for each department. For instance, there are 600 employees in HR and 500 employees in sales.

#### Sum of Employee count for each education

- This section displays the number of employees in each department by their highest level of education.
  - For example, in the HR department, there are 572 employees with an Associate's degree, while there are only 18 with a Doctoral degree.
- It's important to note that the total number of employees (1897) across all education levels doesn't match the total number of employees displayed in the "Department wise employee count" section (1600). This discrepancy might be due to missing data or a different way of counting employees.

## Job satisfaction Ratings

- This section shows the average job satisfaction rating for some of roles within the company. However, it's not clear what the scale is base on (e.g. are ratings out of 100 or 5?) for instance, Sales Executives have a average satisfaction rating (326) than sales representatives (83).

Overall, this HR Analytics dashboard provides a high-level overview of the company's workforce in terms of department size, employee education, and job satisfaction ratings (326) than sales representatives (83).

- Missing Data:- There seems to be a discrepancy between the total number of employees listed by department and by education level. This could be due to missing data or a different way of counting employees.

• scale for Job satisfaction:- It would be helpful to know the scale used to job satisfaction rating (e.g., are ratings out of 100 or 5?)

- Department breakdown While the dashboard shows the average job satisfaction rating for some roles, it would be beneficial to see this information for all departments.

## Milestone 6: Storyline :-

A data story is a way of presenting data and analysis in a narrative format with the goal of making the information more engaging and easier to understand. A data story typically includes a clear introduction that sets the stage and outlines the context for the data, a body that presents the data and analysis in a logical and engaging way, and a conclusion that summarizes the key findings and highlights their implications. Data stories can be told using a variety of mediums, such as reports, presentations, interactive visualizations, and videos.

### Activity - 2 :- No of scenes of story

The number of scenes in a story board for a data visualization analysis vehicle collisions will depend on the complexity of the analysis and the specific insights that are trying to be conveyed. A story board is a visual representation of the data analysis process and it breaks down the analysis into a series of steps or scenes.

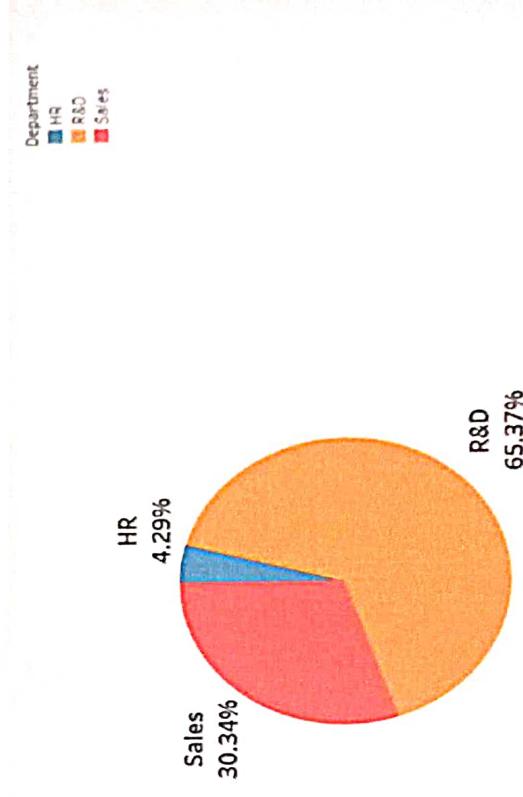
## HR ANALYTICS STORY LINE

The R&D Department Has The Highest Percentage of Total Employee Count i.e 65.37% When Compared To The Other.

The Data Center's Dept Has The Highest Percentage of Total Employee Count i.e 30.34% When Compared To The Other.

Sales Department Has The Highest Percentage of Total Employee Count i.e 4.29% When Compared To The Other.

Science Students In The Highest Number Are In The Sales Department.



# HR ANALYTICS STORY LINE

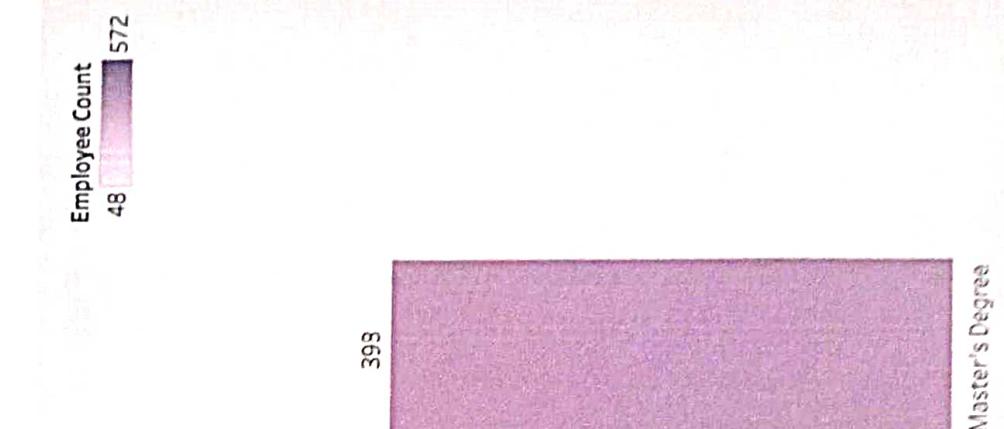
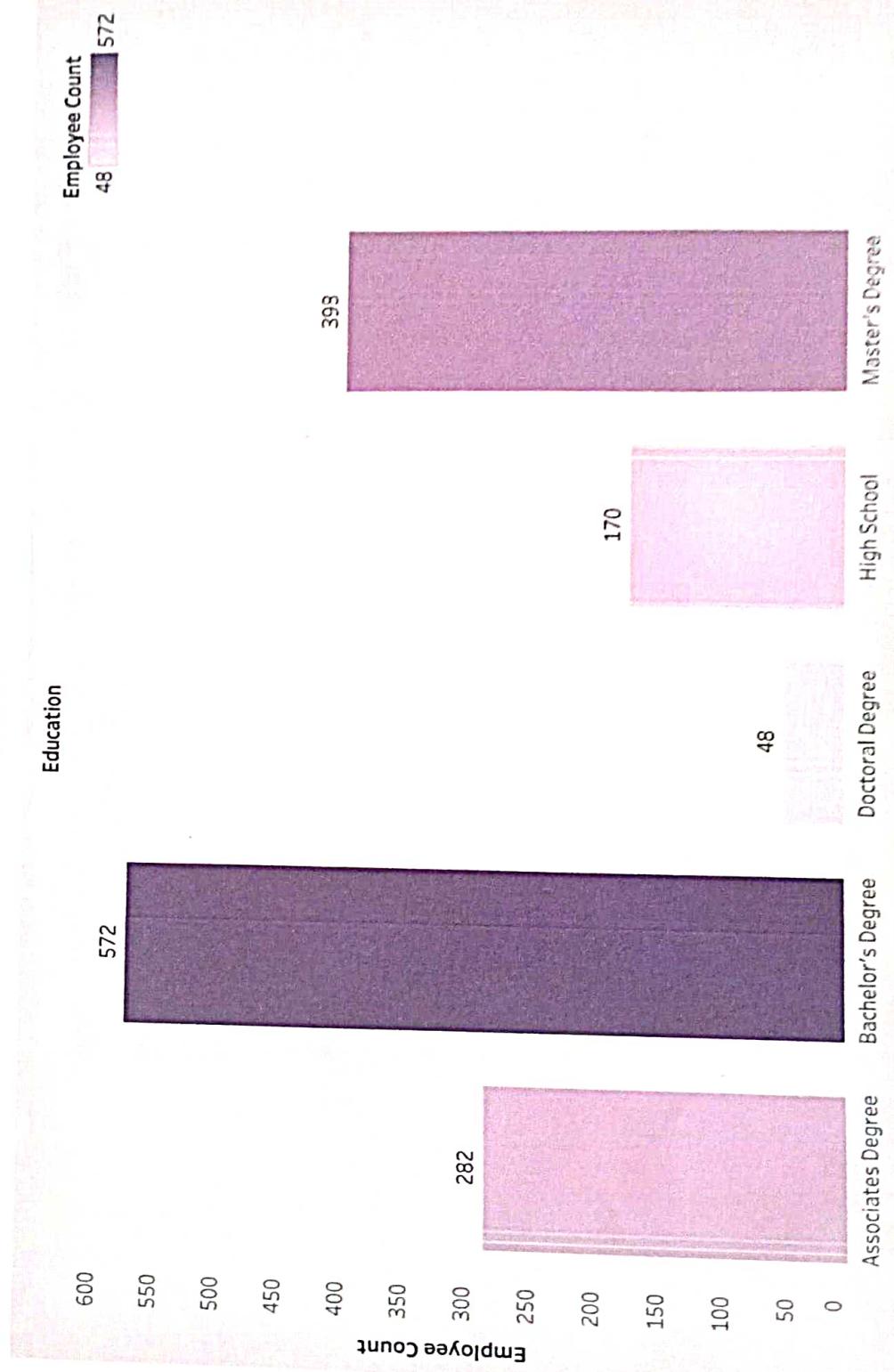
The R&D Department Has The Highest Percentage of Total Employee Count i.e 65.37% When Compared To The Other...

The Bachelor's Degree contains the highest No Of Employee count i.e 572 When Compared To The Other Education Fields.

Sales Executive Job Role Has The Highest Job Satisfaction Rate i.e 326 When Compared To The Other Ratings.

R&D Department Life Science Students Has The Highest Sum Of Age When Compared To The Other Departments.

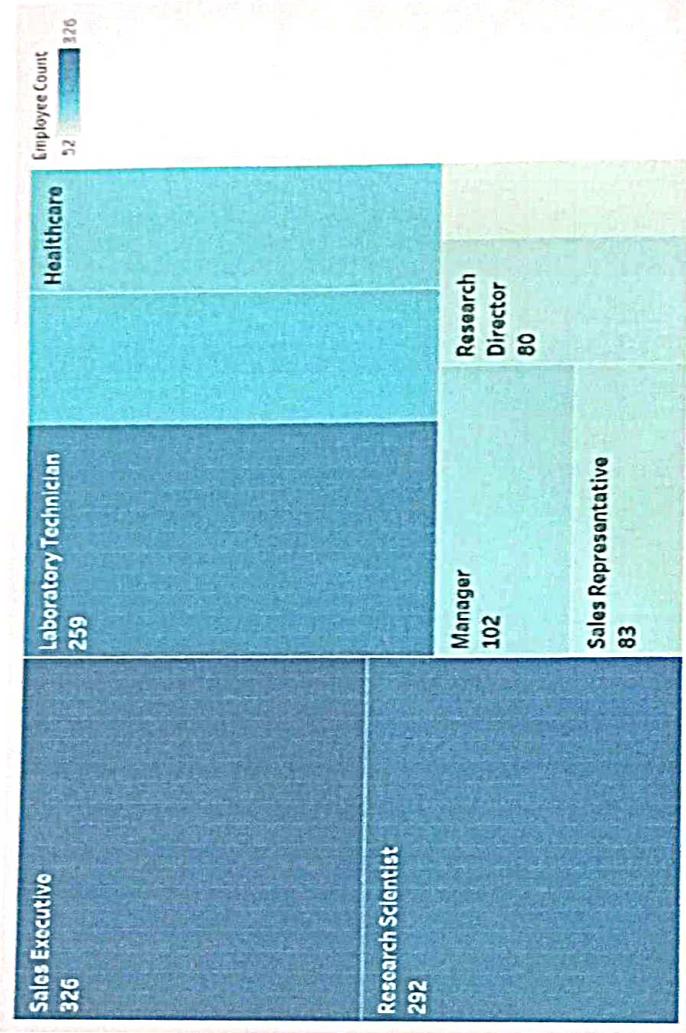
Education



HR ANALYTICS STORY LINE

The Ratio of Foreign Contaminants in the Mother's Milk	The Ratio of Foreign Contaminants in the Child's Milk	What Compared To The Other Child
The Ratio of Contaminants in the Mother's Milk Compared to The Child's Milk	65-70% When Compared To The Other Child	The Education Index
The Ratio of Contaminants in the Mother's Milk Compared to The Child's Milk	65-70% When Compared To The Other Child	The Education Index
The Ratio of Contaminants in the Mother's Milk Compared to The Child's Milk	65-70% When Compared To The Other Child	The Education Index

**THE DEPARTMENT OF  
SCIENTIFIC AND INDUSTRIAL RESEARCH**  
**IS GOING TO HOLD A  
WORLD CONFERENCE IN THE  
FIELD OF DOCUMENTS.**

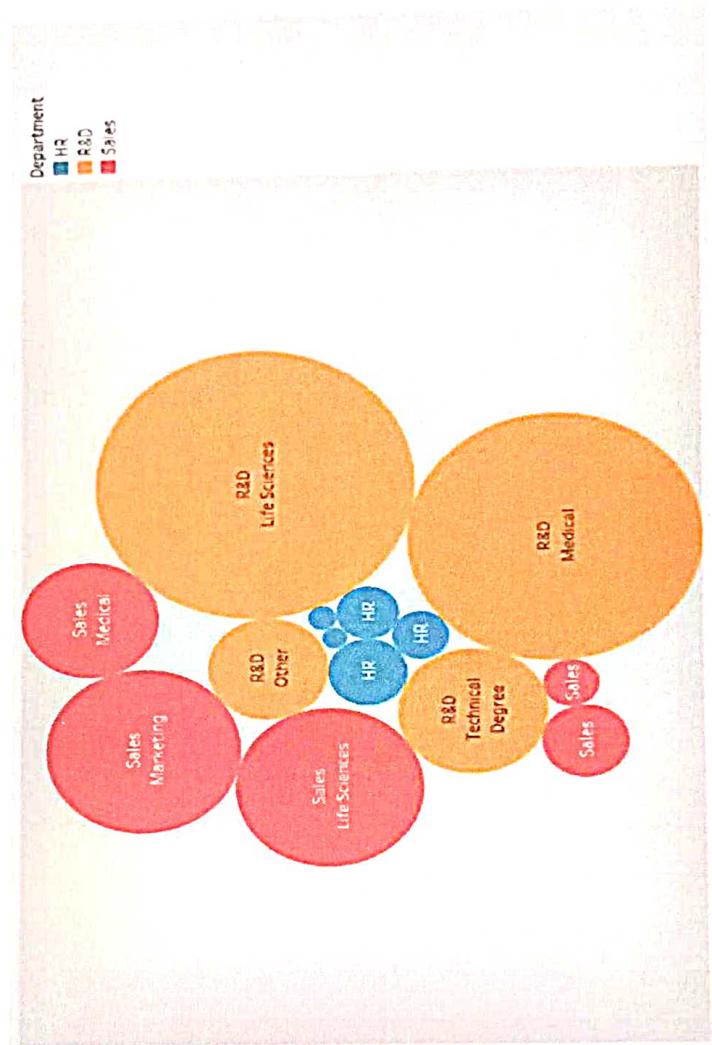


HR ANALYTICS STORY LINE

The R&D Department has The Highest Percentage of Interns & Graduate Students Compared To The Other Education Fields.

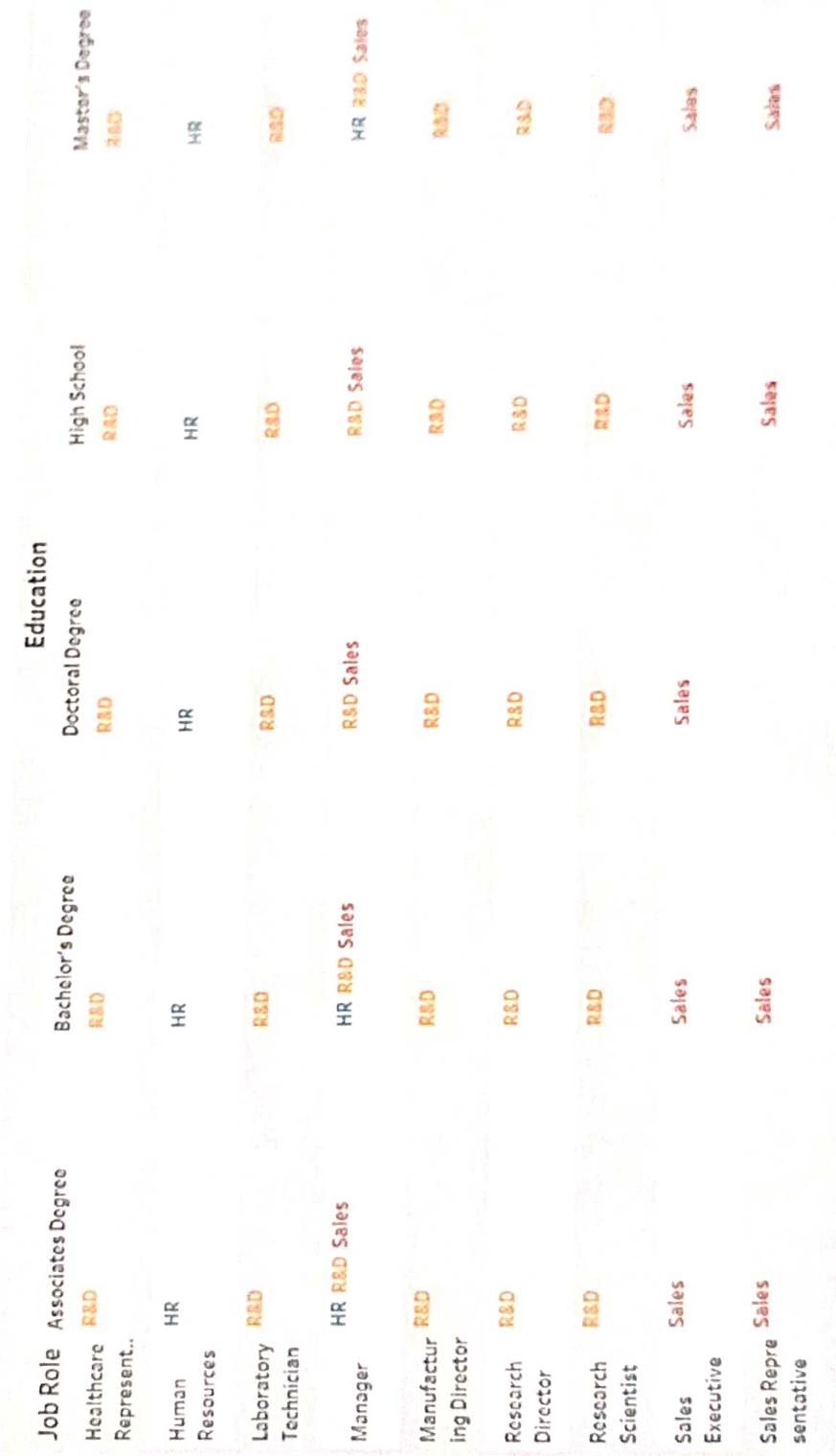
R&D Department Use  
Science Students Has The  
Highest Sum Of Age  
When Compared To The  
Other Departments

Science Faculty Use 55%  
Has The Highest Job  
Satisfaction Rate 62%  
When Compared To The  
Other Departments



HR ANALYTICS STORYLINE 2

Department broken down by Education on Jeo Rje Color shows details about Department



HR ANALYTICS DASHBOARD | Page 1 of 2

# HR ANALYTICS STORYLINE 2



# HR ANALYTICS STORYLINE 2

Department breakdown by  
Job Role: Job Role Count  
of Lite Industry Color  
Shows details about job  
Role  
Department, Job Role and %  
of Lite:

Over18 / Job Role

OK Healthcare Repro.. Human Resources Laboratory Techn.. Manager Manufacturing Di.. Research Director Research Scientist Sales Executive Sales Represent.

Department  HR ANALYTICS DASHBOARD  HR ANALYTICS STORYLINE 2 Job Satisfaction Rate over 18  HR ANALYTICS DASHBOARD 2  HR ANALYTICS STORYLINE 2

## Milestone 7:- No. of visualizations / Graphs.

1. KPI
2. Department wise employee count
3. sum of employee count for each Education
4. Job satisfaction Rating.
5. Education field wise department
6. Education wise Job Role and Department
7. Department wise Job Role and Hourly Rate
8. Job satisfaction Rate over 18.

## Milestone 8:- Web Integration:

Publishing helps us to track and monitor key performance metrics, to communicate results and progress. Help a publisher stay informed, make better decisions, and communicate their performance to others.

## Explanation video:-

<https://drive.google.com/file/d/1LUR11FrjipUFsW22oINl5V16F&fb2sJbQ/view?usp=drivesdk>.

Step-2:- Once you click on connect it will ask you for tableau public user name and password.

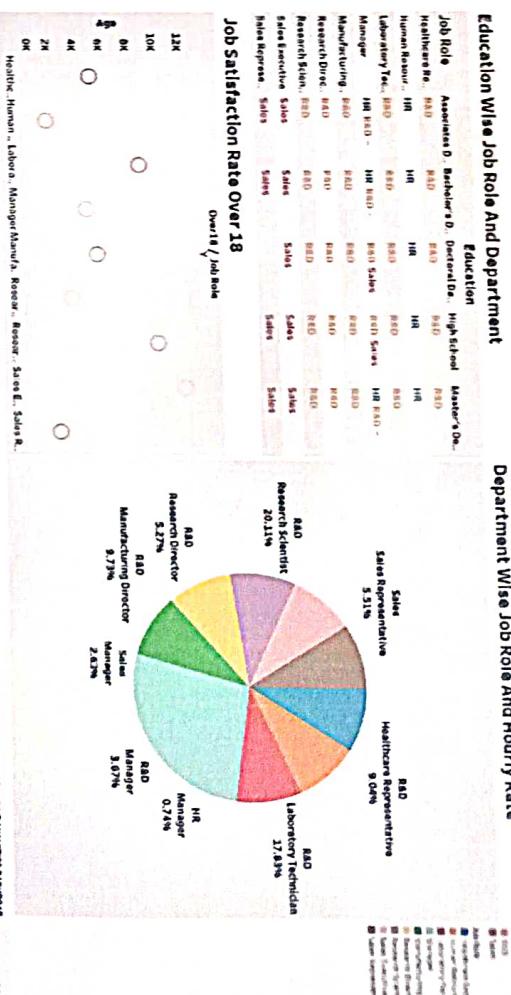
Once you login into your tableau public using the credentials, the particular visualization will be published into tableau public.

Note:- While publishing the visualization to the public, the respective sheet will get published when you click on share option.

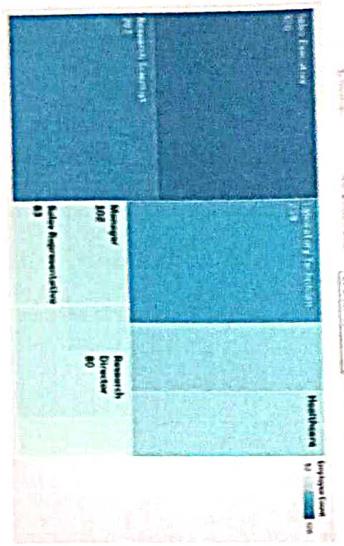
Activity 1:- Dashboard and story embed with UI with Flask.

- a) Home page
- b) About page
- c) Dashboard page
- d) Storyline page
- e) Chord page
- f) Contact page.

HR ANALYTICS DASHBOARD 2



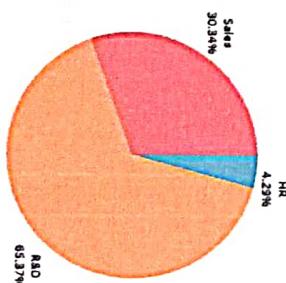
HR ANALYTICS STORYLINE



HR ANALYTICS STORYLINE

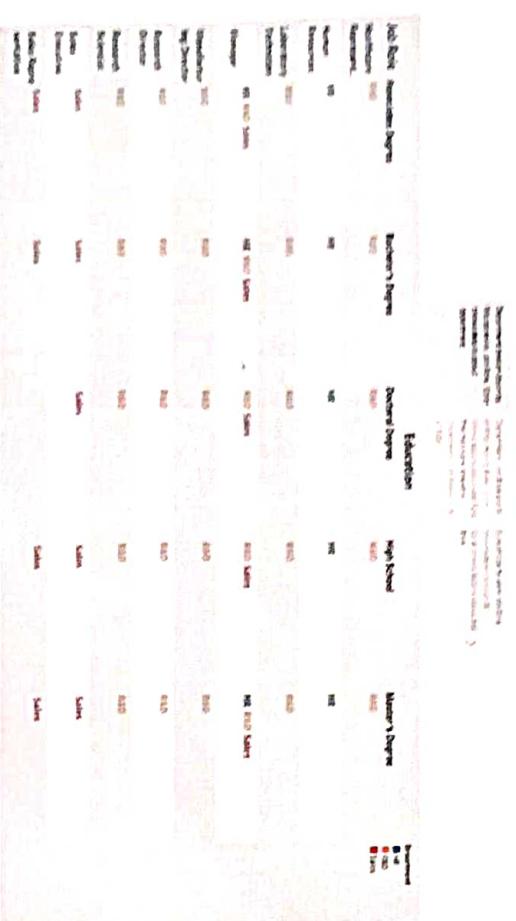


Department Wise Employee count

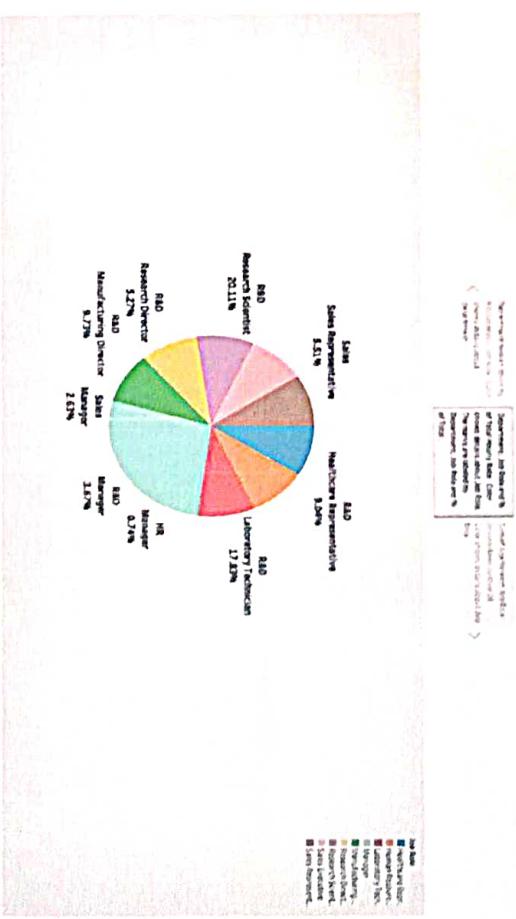


Education Wise Job Role And Department

HR ANALYTICS STORYLINE 2



HR ANALYTICS STORYLINE 2

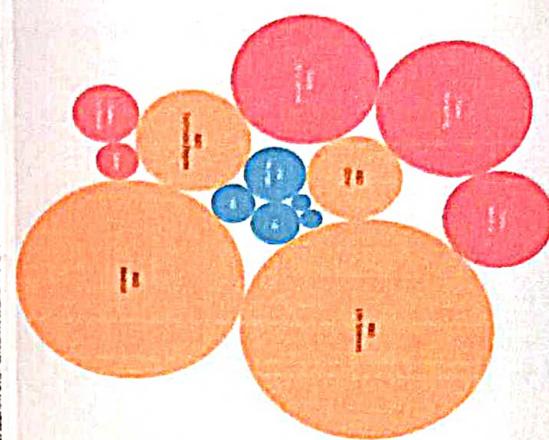


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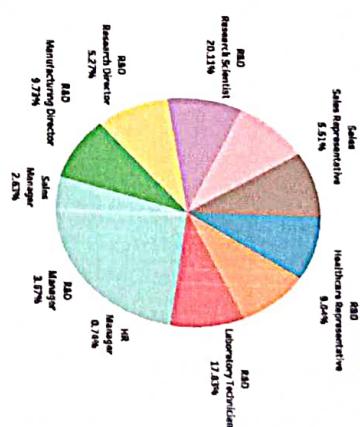
Durchsetzung eines Rechts in der Praxis 19



Department Wise Job Role And Hourly Rate



100%  
PARK



**Job Satisfaction Rating**

Job Title	Satisfaction Rating (Approx.)
Sales Executive	98
Laboratory Technician	85
Manager	78
Research Director	75
Sales Representative	68
Manufacturing Director	65
Human Resources	58
Members Representative	55

## Milestone-9:- PROJECT DEMONSTRATION & DOCUMENTATION

Below mentioned deliverables to be submitted along with other deliverables.

Activity-1:- Record explanation video for Project end to end solution.

Activity-2:- Project documentation + step by step project development procedure .