



# PROJECT REPORT

**TABLEAU HR  
SCORECARD :  
MEASURING  
SUCCESS  
IN TALENT  
MANAGEMENT**

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## 1.1. Project Overview : **MEASURING SUCCESS IN TALENT MANAGEMENT**

Talent management stands as a cornerstone in the modern business landscape, with organizations recognizing that their people are the most valuable assets. A robust talent management strategy not only attracts and retains top-tier employees but also fuels innovation, growth, and sustained success. However, devising and executing a talent management strategy is just the beginning; measuring its effectiveness is the true litmus test of its impact.

In the post-pandemic world, organizations require new management approaches and evidence-based analytics.

Using a more structured approach, organizations will gain actionable insight into overall leadership and management

effectiveness and alignment of the most appropriate talent with the most vital business outcomes.

Over the past two decades, Success Profiles<sup>1</sup>

and Gallagher<sup>2</sup> confirm that the single practice that

drives both business success and high performance is how well senior leaders appoint the right people in the right

roles and leverage the talent of their teams.

As a result, organizations need evidence-based data to make the most timely business decisions. Fortunately,

technology has made collecting and interpreting this information easier and quicker than ever. Yet with so much data

available, it's easy to focus on the wrong facts, draw inaccurate conclusions, make poor decisions, and fall short of

business goals. This is why the wisdom of knowing what to measure, what the data truly means, and with whom to act

is so important to making business decisions with high return on investment (ROI).

In order to make the critical decisions that drive talent performance and business success, leaders must focus on three

core efforts:

1 Adopt more sophisticated talent management practices.

The status quo of talent management and succession planning simply isn't enough. Organizations must

leverage more strategic, more integrated and more comprehensive approaches to gain the clarity to support

better career wellbeing.

## 2 View talent management as a competitive advantage.

Some leaders still view talent management as “nice to have.” In reality, evidence-based talent management

strategies allow organizations to identify and address problems more effectively. Therefore, leadership teams

should make talent management central to how they develop business strategies and measure success.

## 3 Turn raw data into actionable knowledge.

Data on its own often is tedious to interpret correctly because it’s hard to “hear the signal” over all the noise.

The ability to convert data into insights for strategic action is critical. Novel approaches that incorporate the

visual display of quantitative information such as Talent Management Insights “Eye Charts™” created by

Success Profiles offer new ways to transform raw data into a format that any user can understand instantly.

Leaders who routinely incorporate new ways of thinking about talent management into management practices can

profoundly enhance organizational wellbeing. When leaders adopt an approach that offers strategic insight, combined

with leadership coaching and development opportunities, organizations will see results across employee engagement,

customer satisfaction and financial returns, among other measures.

- Leadership and management effectiveness ultimately drive performance by virtually every measure, accounting

for 70% of the variance in observed performance.

- Organizations must commit to several years of effort to adopt, institutionalize and refine the business practices

and disciplines associated with human capital performance measures.

- Organizations often overestimate the degree to which they can improve the performance of managers who are

struggling, neglecting to consider the ROI of attempts to improve performance.

## 1.2 Purpose

Measuring talent can be complex, as it involves assessing various skills and characteristics. Here are a few ways to measure talent:

### 1. Performance Evaluations

Performance evaluations involve assessing an individual's job performance based on specific criteria and standards. This can include job knowledge, quality of work, productivity, and teamwork.

### 2. Skills Assessments

Skills assessments measure an individual's abilities in specific areas, such as technical, problem-solving, and communication skills. These assessments can be done through tests, interviews, or simulations.

### 3. Behavioural Assessments

Behavioural assessments involve assessing an individual's behaviour and attitudes in the workplace. These assessments include personality tests, situational judgment tests, or 360-degree evaluations.

### 4. Potential Assessments

Potential assessments involve assessing an individual's potential for growth and development in the organization. This can include assessing leadership potential, learning agility, and adaptability.

### 5. Succession Planning Metrics

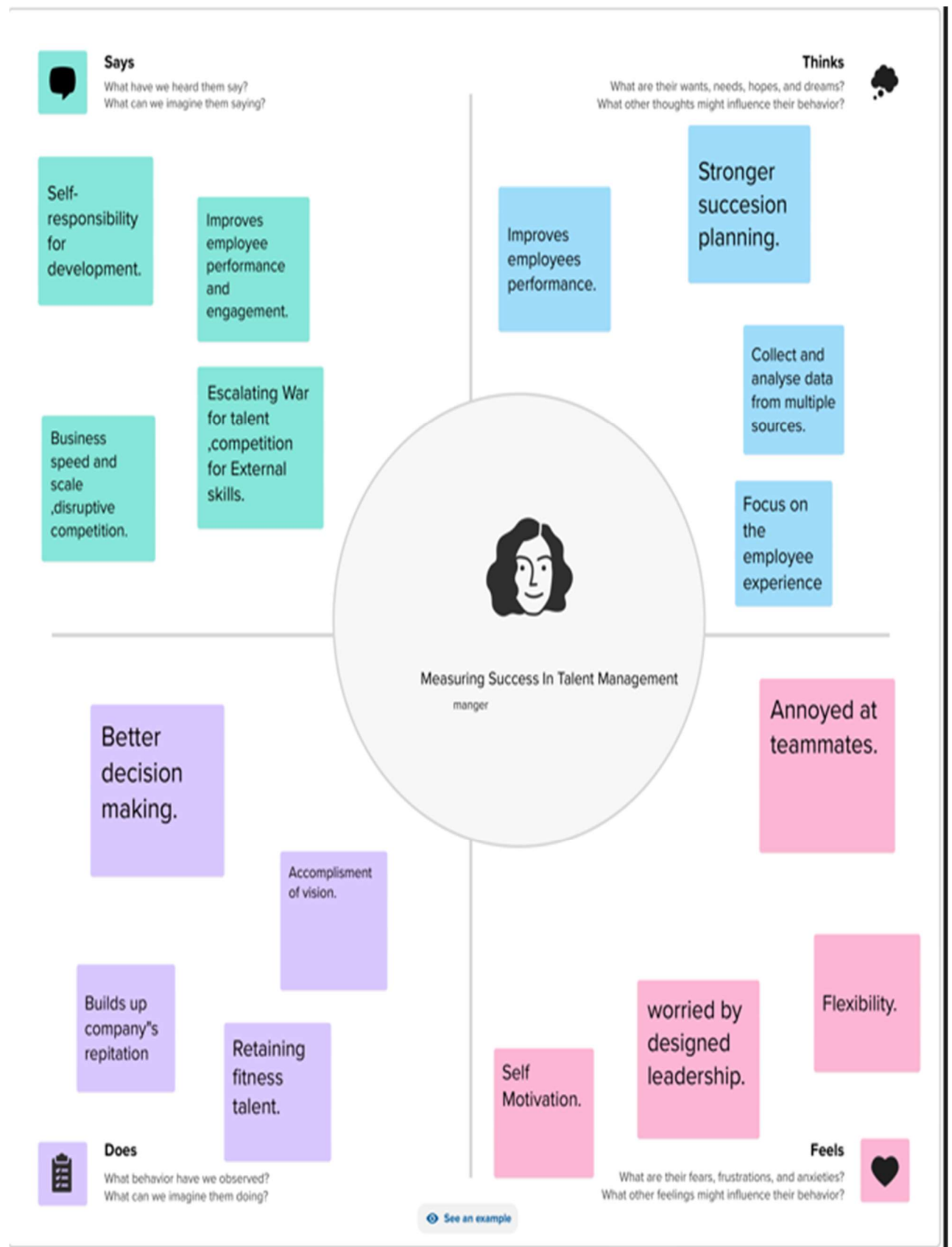
Succession planning metrics involve identifying and assessing employees ready to take on leadership roles in the organization and creating a pipeline of future leaders.

### 6. Diversity and Inclusion Metrics

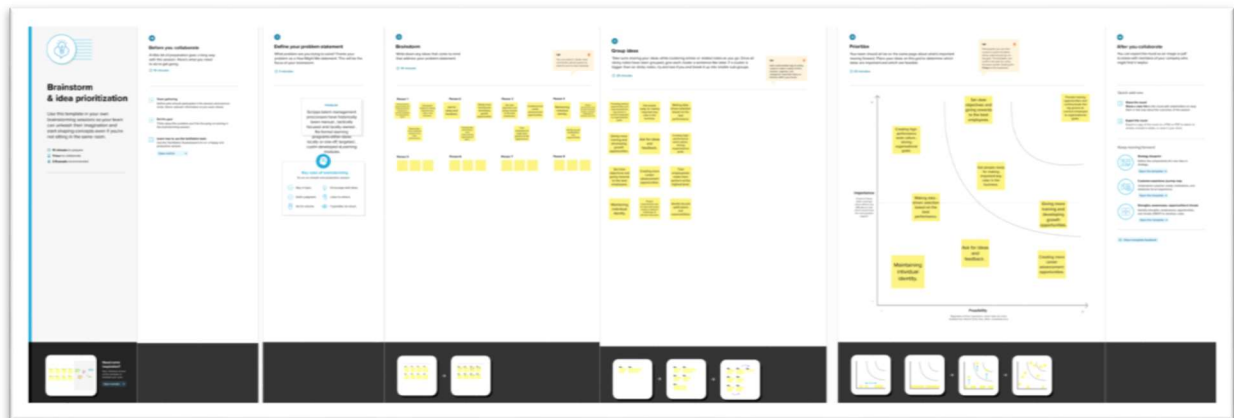
To measure talent in diversity and inclusion, organizations can assess the representation of different groups in terms of gender, race, ethnicity, etc., and also measure the effectiveness of their initiatives to promote diversity and inclusion.

## 2. PROBLEM DEFINITION & DESIGN THINKING:

### 2.1 Empathy Map

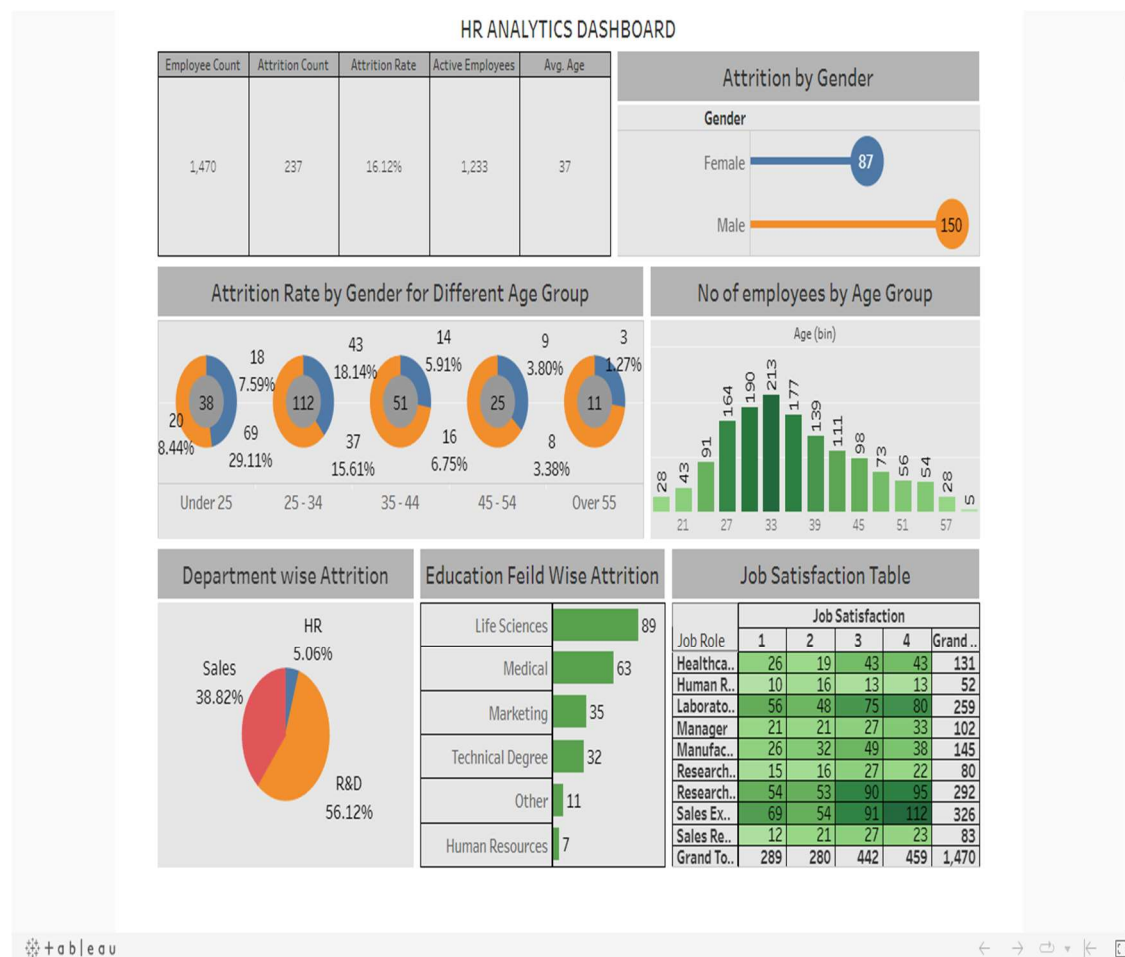


## 2.2. Ideation & Brainstorming



## 3. RESULT:

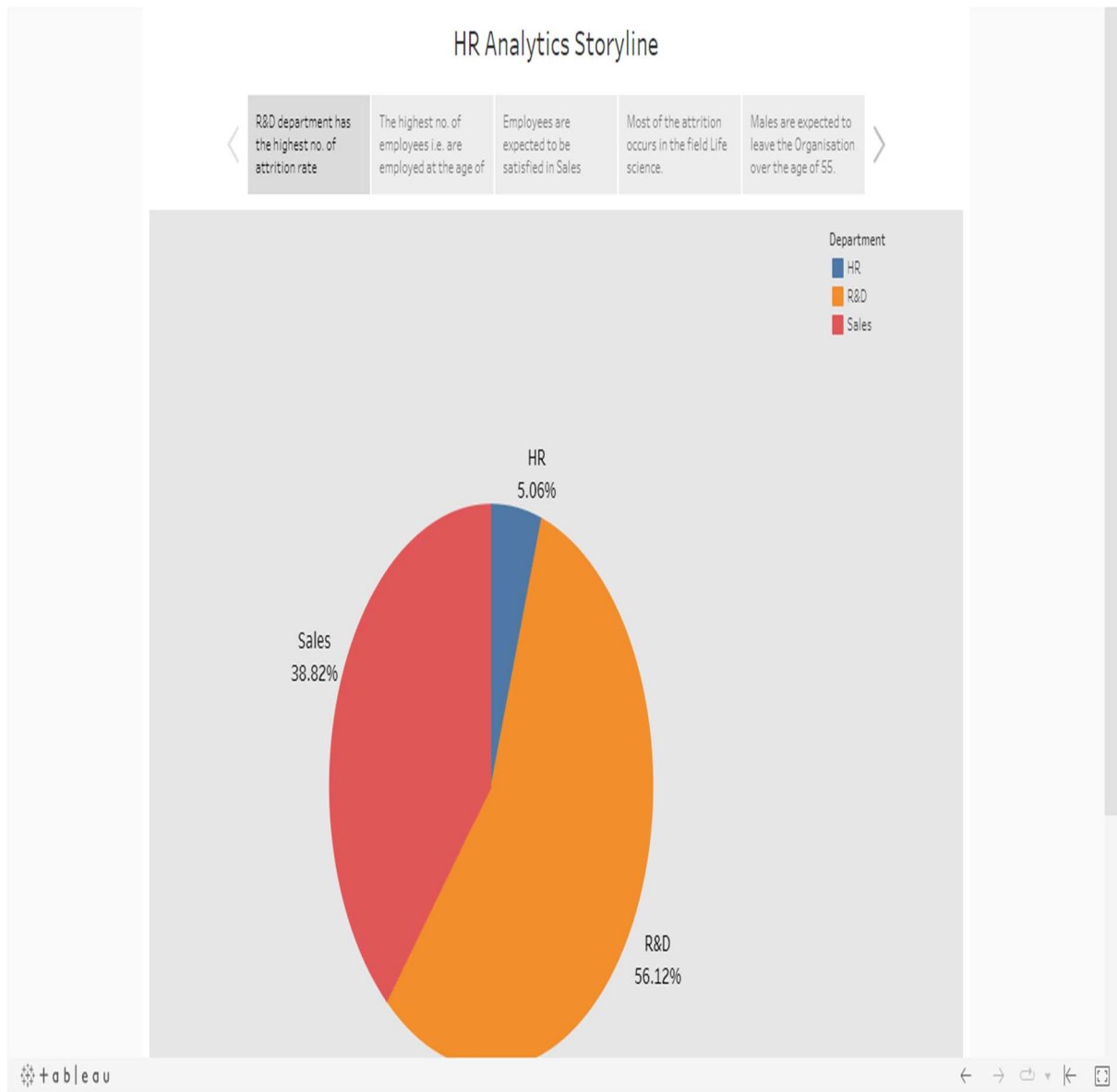
Dashboard:



In this dashboard,KPI, the department wise attrition, No. of employees by age group for female and male, jobs satisfaction rating for employees, Education field wise attrition for business, Attrition rate by gender for different age group of business are visualised.



## STORY:



#### **4. ADVANTAGES AND DISADVANTAGES:**

**The advantages and disadvantages of this project are given below.**

##### **Advantages:**

- **Companies understand the benefits of using technology to manage HR administrative functions.**
- **These systems handle transactional issues and help capture basic employee information for record keeping • Processes are automated to improve productivity and reduce costs.**
- **A new breed of HCM applications automates specific business processes.**
- **Managers can now view reports on recruitment and performance management tasks.**
- **Multiple HCM processes are automated.**
- **Integration standards are developed between HR and HCM systems.**
- **Talent management suites are being formed.**
- **The user interface is enhanced to facilitate widespread adoption.**
- **Reporting and analytics are enhanced to include individual talent management processes.**
- **Provides a strategic view of talent management.**
- **Eliminates double entry of data.**
- **Reduces costly integration.**
- **Uses technology and design for ease of use and widespread adoption.**
- **Reporting and analytical views across business and talent systems drive alignment and improve organizational performance.**

##### **Disadvantages:**

- **Transactional systems do not help find, align, measure, or manage the workforce.**
- **Recruiting and performance remain paper processes—with recruiting often outsourced.**
- **Reporting is restricted to core human resources. Reporting HCM processes is manual at best**
- **Systems are still disparate and unintegrated.**

- Advantages come from single-point process automation, not alignment with broad business goals.
- Reporting is confined to specific HCM processes—with no capability to report on or analyze data across systems.
- No consolidated view of workforce skills and competencies.
- No ability to share talent across the business.
- Processes remain disjointed.
- Reporting across talent management functions is limited (since the information resides in multiple databases).
- High-level management commitment is still lagging behind systems development.

## **5. APPLICATIONS:**

The “ Measuring success in talent management “. One of the most important metrics to track is how well your talent management strategy aligns with your business objectives. You need to define clear and measurable goals for your talent management initiatives, such as increasing productivity, innovation, customer satisfaction, or revenue. Then, you need to monitor how your talent management activities, such as hiring, training, coaching, or recognition, contribute to achieving those goals. For example, you can measure the impact of your training programs on the skills, knowledge, and performance of your employees, and how that translates into business outcomes.

## **6.CONCLUSION:**

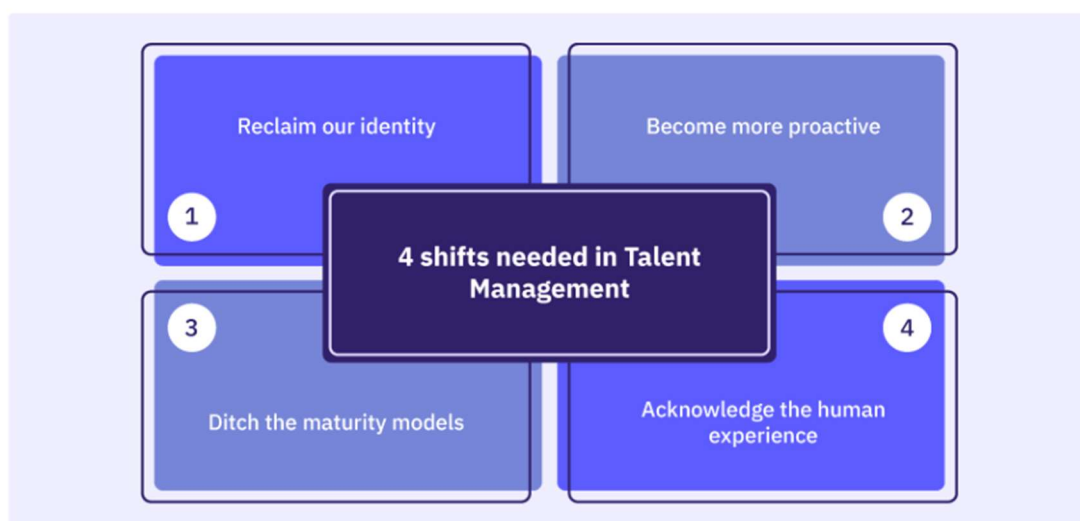
As a student , I would conclude that the “The Tableau HR Scorecard: Measuring success in talent management” Project is valuable exercise in financial analysis and planning. It offers a practical opportunity to apply employees satisfication. Through this project, I have learned the importants of our employees and decision making. 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. As organizations embrace a holistic view of talent management—encompassing the full talent lifecycle—they will be better equipped to find, manage, measure, retain, and motivate employees to drive business performance through talent management strategies. By examining the four stages of talent management maturity and defining the future of talent management, this paper helps organizations understand where they are in that journey and what they can do to achieve the holistic view of talent that today's business environment requires.

## 6. FUTURE SCOPE:

Most talent management suites on the market today are no further than Stage 3, and only a limited number of vendors even have roadmaps for delivering Stage 4 talent management models. Despite this, technology developments continue to provide a sneak peek of what will be possible in the next two to five years. Beyond Stage 4, talent management systems will be built on the following four pillars

Four shifts are required for talent management to move into the next era of work.



### 1. Talent management needs to reclaim its identity

**To refocus and redefine boundaries, we must look at our purpose critically, why we exist, and how talent management contributes to business outcomes and sustainability. This includes internally clarifying our beliefs about talent and talent management, as this sets the tone for how we operationalize talent management and the boundaries we put in place.**

## **2. Talent management has to become more proactive**

**Much of what hasn't worked in talent management is a result of reactivity. We might not be able to predict the future, but we can anticipate it. Workforce and scenario planning must be non-negotiable inputs into our talent management strategy. If we can reasonably anticipate how talent demand and supply will change, we can better respond with appropriate strategies.**

**Practically, using data and technology to support and inform talent management decisions is critical. Talent management has to be a data-driven and business-focused practice to remain relevant.**

## **3. We need to ditch the maturity models**

**We have become obsessed with achieving predefined levels of maturity in talent management. It sounds counterintuitive, but if we want to move forward, we have to shift from aiming for a desired level of maturity to getting better at making calls about what is fit for purpose.**

**Ultimately, organizations are only interested in a talent management approach that meets their needs and gives them a competitive advantage.**

## **4. We need to acknowledge the human experience**

**Organizations that get talent management right are strategic in their approach, targeted in their execution, and intentional about the experiences they create. There has to be close alignment and integration of practices that deliver on the talent experience, such as learning and development, career management, performance management, and employee experience.**

**We have begun to see some organizations successfully focus on the broader employee experience and candidate experience in talent acquisition and onboarding. If we consider that each talent decision impacts the career experience of individuals, we can become much better at intentionally designing talent management practices that make an impact.**

## **DIRECTION & TRENDING TOOLS**

**Talent concerning the abilities, skills, and expertise that determine what a person can do, and effort concerning the degree to which the person deploys their talents. Companies that excel at talent management have shown far better effectiveness in ensuring internal fit, cultural fit and strategic fit of employees. This has been seen to contribute directly to the overall performance of the company and organizational learning and knowledge management.**

- **Digitized global talent pools:**

**Advances in social networking will facilitate smart sourcing by digitizing global talent and passive candidate pools. Technology will allow companies to reach social networks and more fully develop digital profiles of global talent, making passive candidates (that is, those not actively seeking positions) available to recruiters.**

- **Succession and career viewpoints:**

**Predictive succession planning will automate recommendations for global succession plans by blending digitized talent pools with internally identified positions for succession development. Personal preferences and profiles will allow succession planning and career development to be automatically pushed to individuals.**

**On-the-job training, mentoring, and buddy systems will deliver assistance for career path planning using virtualization and social networking rather than one-on-one counseling.**

- **Developmental views:**

**Simulation and gaming will be used for workforce development, and performance management will cease to be based on yearly reviews. Instead, users will receive continuous feedback based on business systems that monitor work.**

**Development systems will use this information to make recommendations for advancement and/or corrective actions. With**

tools like Microsoft's ESP, companies will take advantage of simulations and gaming to help with skills development.

- **Business and talent management orchestration:**

By orchestrating business and talent management strategies and systems, organizations will blur the lines between talent management and business systems.

Better tools will be delivered to simulate talent requirements based on fluctuations in business demand. Talent gaps will be automatically identified and reported.

## **7. APPENDIX:**

**Tableau Profile Link :**

**<https://public.tableau.com/app/profile/sreeja.r1649/vizzes>**