

THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

Project Report

1.INTRODUCTION

1.1 Overview

1.2 Purpose

2.PROBLEM DEFINITION AND DESIGN THINKING

2.1 Empathy map

2.2 Ideation and Brainstorming map

3.RESULT

3.1 Data Model

3.2 Activity and Screenshot

4.ADVANTAGES AND DISADVANTAGES

5.APPLICATIONS

6.CONCLUSION

7.FUTURE SCOPE

1.INTRODUCTION

1.1 OVERVIEW:

The tableau HR scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organisation.

An HR scorecard visually represents the critical measures of the HR department's achievements, productivity levels, and other parameters-such as hiring costs, retention rate, time to fill, quality of hire, and so on-critical to the company's growth.

Most HR scorecards are tied to strategic plans and are designed to track and measure the efficacy of HR activities, enabling the leadership to make targeted investments in HR. Scorecard include current data and comparisons with previous periods.

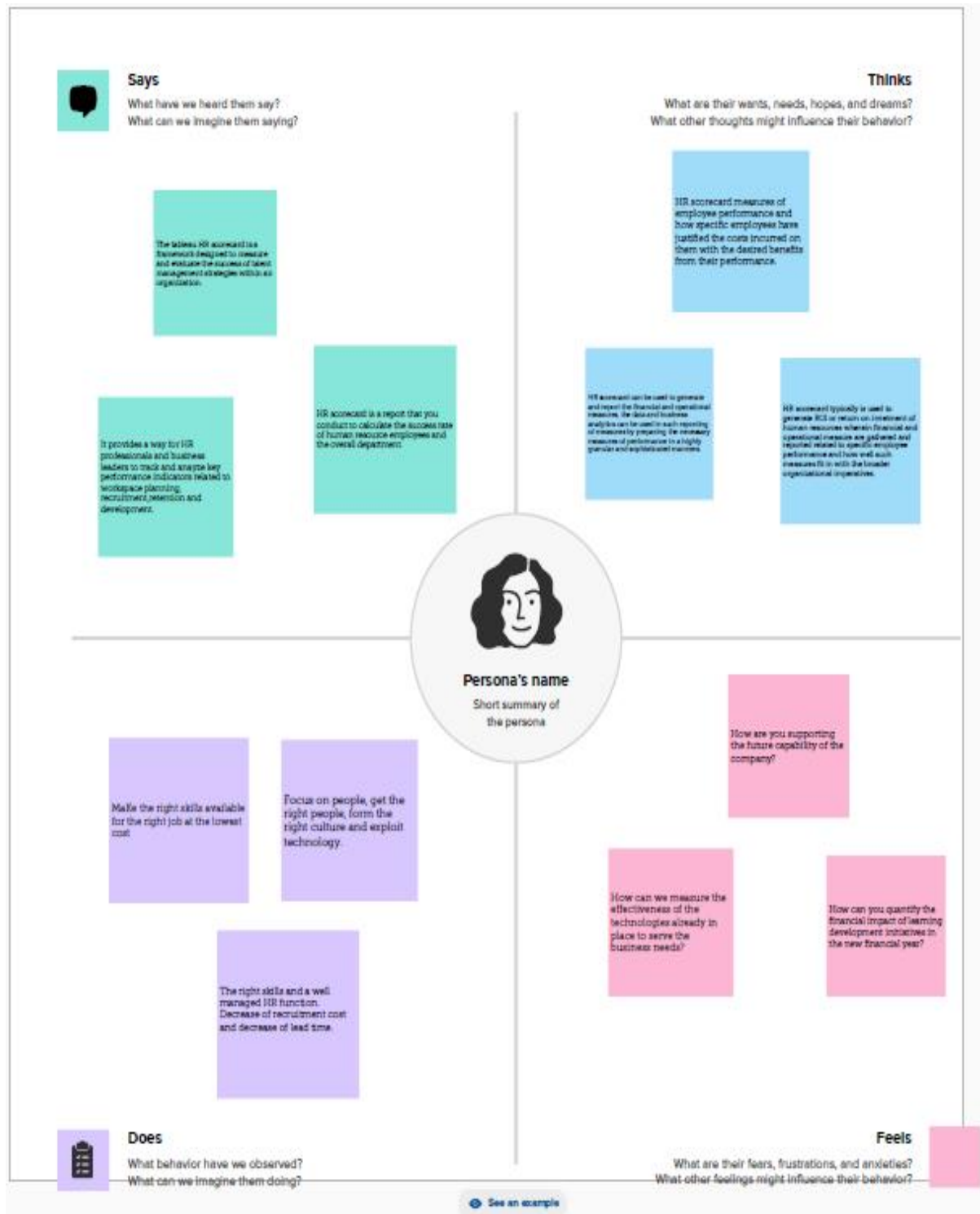
1.2 PURPOSE:

1.The HR scorecard is a strategic HR measurement system that helps to measure, manage and improve the strategic role of the HR department.

2.It provides a way for HR professionals and business leaders to track and analyse key performance indicators (KFI'S) related to workspace planning, recruitment, retention and development.

2.PROBLEM DEFINITION AND DESIGN THINKING

2.1 EMPATHY MAP:



2.2 IDEATION AND BRAINSTORMING MAP:

related to workforce planning, recruitment, retention, and development. We can do so by creating interacting 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 visualizations techniques.

ACTIVITY 3: Literature Survey

The literature survey would include sources such as academic journals, industry reports, and online articles. It would aim to identify key performance indicators (KPI'S) 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 organization measure and improve employee engagement by providing insights into employee satisfaction, retention rates, and other key metrics.

2.Enhanced diversity and inclusion:

The HR Scorecard can also help organization 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 the effectiveness of diversity and inclusion training programmes.

BUSINESS MODEL/IMPACT:

1.Improved HR performance:

Tracking and analysing key HR metrics can lead to improved HR performance, including increased employee engagement, improved retention rates, and enhanced diversity and inclusion efforts.

2. Enhanced decision-making:

This can include identifying areas where they need to invest in training and development programmes, improving recruitment and retention strategies, and optimizing workforce planning and management.

3.Better alignment with business goals:

By tracking key HR metrics and aligning HR initiatives with business objectives, organizations can ensure that their 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.

Activity1: Collect the data

https://drive.google.com/file/d/1TQLqjUgSthNTeM2_XRCqAwbrGC_hk-M5I/view?usp=sharing

use the link to download the dataset.

ACTIVITY 1.1: Understand the data

Data contains all the meta information regarding the columns described in the CSV file. We have provided CSV file:

The Tableau HR Scorecard: Measuring Success in Talent Management

COLUMN DESCRIPTION

- 1. Attrition-** It represents the number of people leaving the organization.
- 2. Department-** It represents the employees working in different types of departments.
- 3. Education Field-** It represents the employees working in the organization from different education fields.
- 4. Gender-** It represents the gender of employees working in the organization.
- 5. Job Role-** It represents the job role of the organization.
- 6. Marital Status-** It represents whether the employees working in the company are married or not.
- 7. Over time-** 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. Employee count-** It represents the number of employees in the company.
- 13. Job satisfaction-** It represents the job satisfaction of the employees.
- 14. Monthly income-** It represents the monthly income of the 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 the employees according to their work.

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

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

ACTIVITY 2: Connecting Dataset to Tableau.

Open a tableau

Add the data set file in the text option and the data set will be connected.

MILESTONE 3: Data preparation

ACTIVITY 1: Prepare the data for visualization

Here the dataset is available and the visualization are showed in the activity.

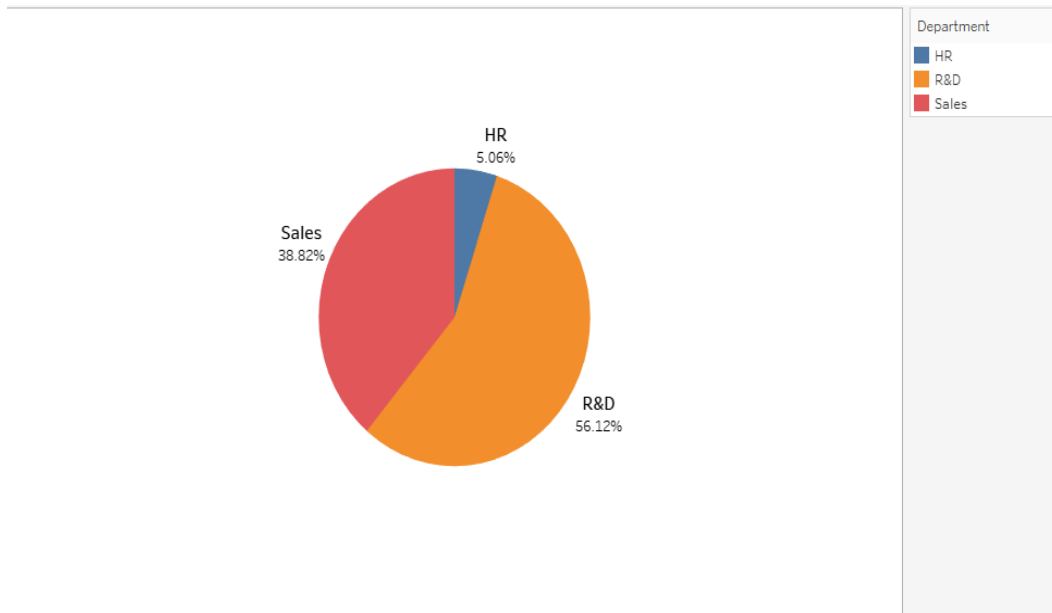
MILESTONE 4: Data Visualization

Data visualization is the process of creating graphical representations of data. By using visual elements such as charts, graphs, and maps, data visualizations can help people quickly identify patterns, trends, and outliers in the data.

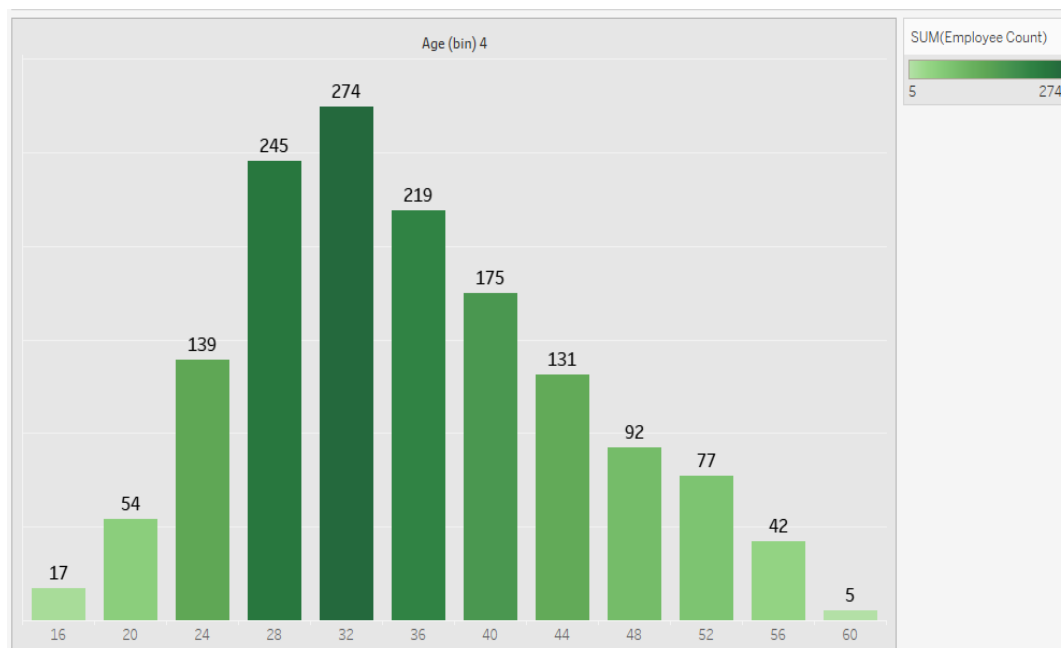
ACTIVITY 1: No of unique visualizations

It can be created by using a given dataset. The types of visualization can be used to analyse the performance and efficiency of a project include bar charts, line charts, heat maps, scatter plots, pie charts, maps etc...

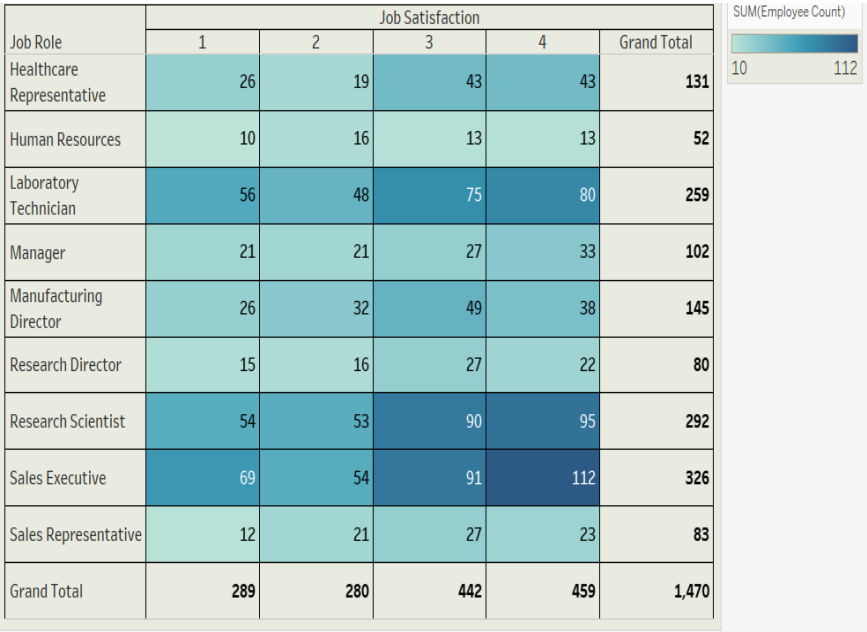
ACTIVITY 1.1: Department wise attrition



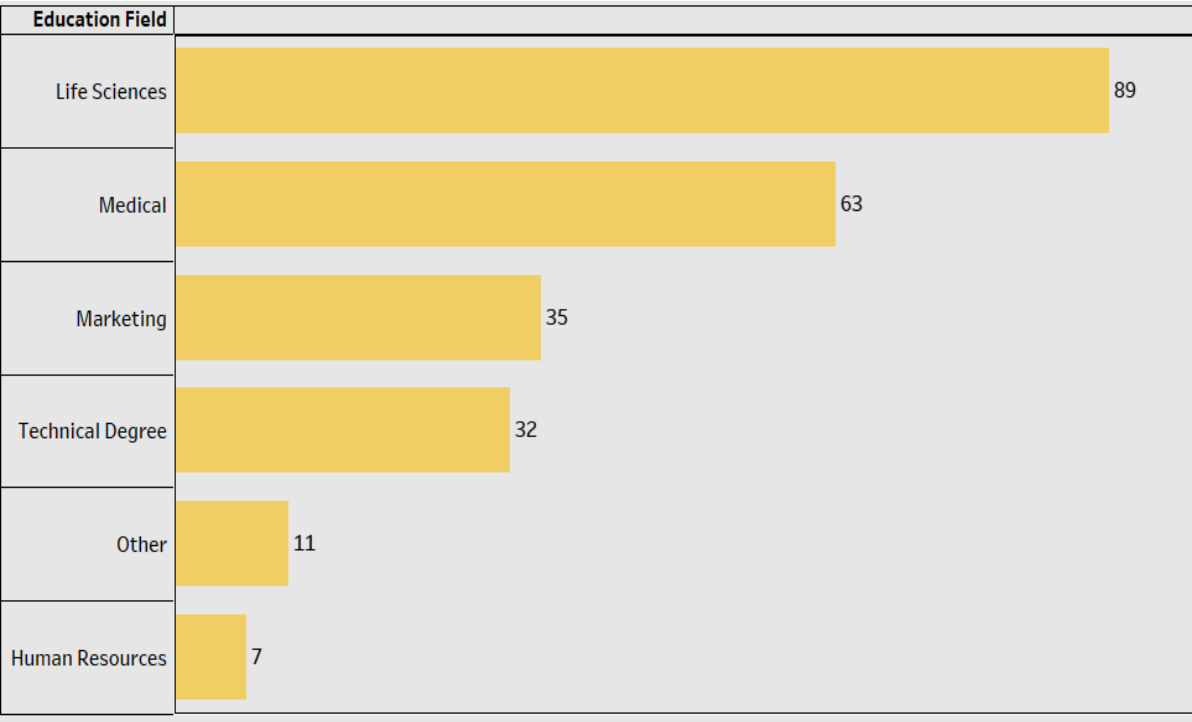
ACTIVITY 1.2: No. of employees by Age Group



ACTIVITY 1.3: Job Satisfaction Rating



ACTIVITY 1.4: Education Field Wise Attrition



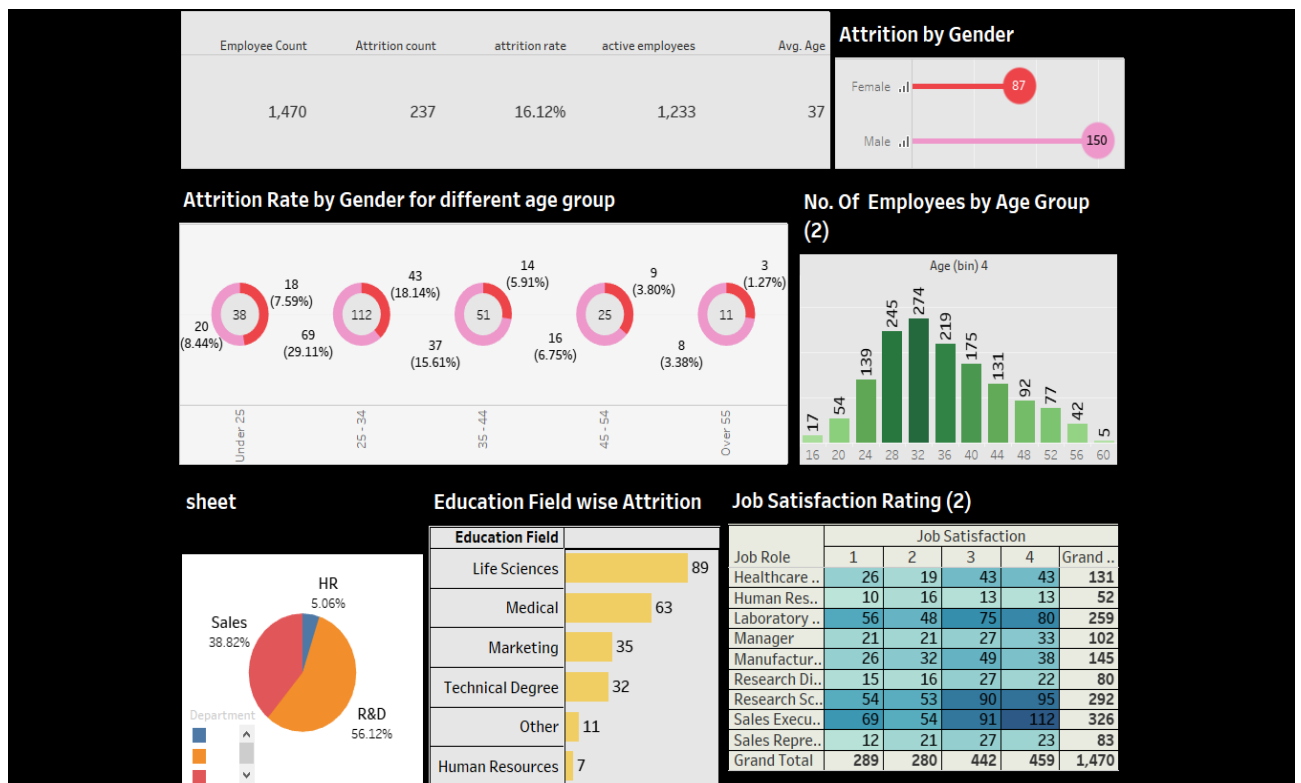
MILESTONE 5: Dashboard

Dashboard can be used in a variety of settings, such as business, finance, manufacturing, healthcare, and many other industries. They are 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: No. of unique visualizations

. The goal is to create a dashboard that is user-friendly, interactive, and data-driven, providing actionable insights to analyse vehicle collisions.

Once you have created views on different sheets in Tableau, you can pull them into a dashboard.



Milestone 6: Story

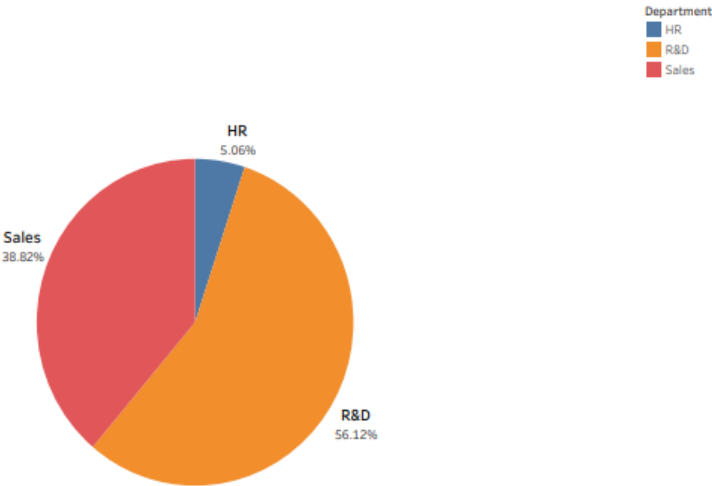
A data story is a way of presenting data and analysis in a narrative format, with the goal of making the information more engaging and easier to understand. Data stories can be told using a variety of mediums, such as reports, presentations, interactive visualizations, and videos.

ACTIVITY 1: No of scenes of story

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.

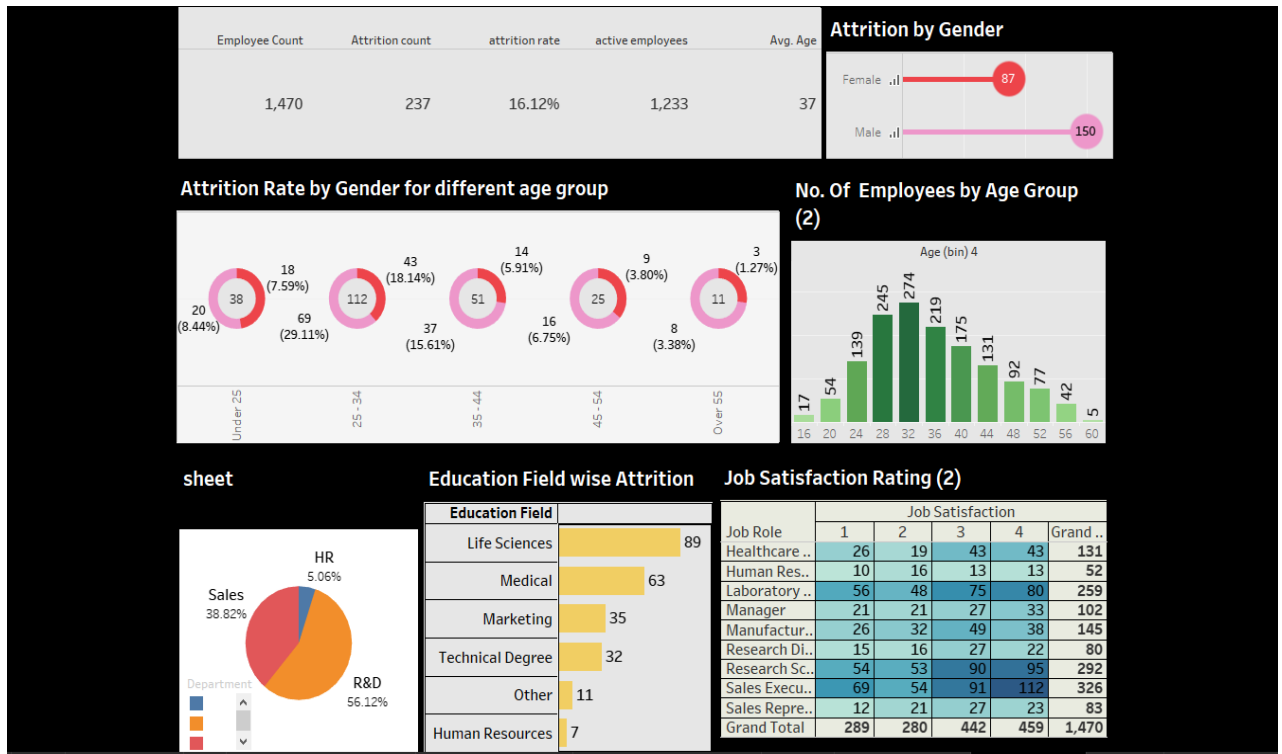
HR Analytics Storyline

R&D department has the highest no. of attrition rate i.e.56.12% as compared to other departments.	The highest no. of employees i.e.are employed at the age of 33.	Employees are expected to be satisfied in sales executive position.	Most of the attrition occurs in the field of life sciences.	Males are expected to leave the company over the age of 55.
---	---	---	---	---



MILESTONE 7: Performance Testing

ACTIVITY 1: Utilization of data filters



ACTIVITY 2: No of calculation fields

Tables	
Abc	Measure Names
Active Employees	
Age	
Attrition Count	
Attrition Rate	
CF current Employee	
Daily Rate	
Distance From Home	
Employee Count	
Environment Satisfaction	
Hourly Rate	
Job Involvement	
Job Level	
Monthly Income	
Monthly Rate	
Num Companies Worked	
Percent Salary Hike	
Performance Rating	
Relationship Satisfaction	
Standard Hours	
Stock Option Level	
Total Working Years	
Training Times Last Year	
Work Life Balance	
Years At Company	

ACTIVITY 3: No of visualizations/Graphs

1. KPI

2. Department wise Attrition

3. No. of employees by Age Group

4. Job Satisfaction Rating

5. Education Field wise Attrition

6. Attrition Rate by Gender for different age group

MILESTONE 8: PUBLISHING

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.

PUBLISHING DASHBOARD AND REPORTS TO TABLEAU PUBLIC

STEP-1: Go to Dashboard/story, Click on share button on the top ribbon.



Give the server address of your tableau public account and click on connect.

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.

4.ADVANTAGES AND DISADVANTAGES

Advantages:

Gives structure to the strategy.

Improves performance reporting.

Makes it easier to communicate the strategy.

Connects every HR employee to organization goals.

This data is also used to predict the potential growth of the organization.

Disadvantages:

Even though there are many HR Scorecard templates you can use, the framework must be customized to suit your business requirements. This can be time consuming and tedious-especially for first-time users.

HR Scorecards can be overly complicated to understand despite there being many case studies and resources to read from.

HR Scorecard usually require managers to report information, which can cause some resistance and even delays.

5.APPLICATIONS

Managing human resources effectively is essential for organizational success in the dynamic business-world. The HR Scorecard, a powerful performance measurement tool, provides a comprehensive way to evaluate HR functions, align them with business objectives, and the drive strategic decision-making.

6. CONCLUSION

By measuring training effectiveness, skill gaps, and employee development progress, organizations can identify areas where investment in employee learning can yield the highest returns.

7.FUTURE SCOPE

Using a scorecard helps managers make more informed decision about workforce planning as it provides insight into employee career paths, skill gaps and overall satisfaction. It also helps them plan for future growth through successive plans and recruit the right talent in order to maximize business success.

HR as a strategic partner, fostering a culture of continuous improvement and driving positive outcomes for both employees and the bottom line.

PROJECT LINK

Team Leader:

Dashboard Link:

https://public.tableau.com/views/Dashboard_16971012366650/Dashboard1?:language=en-US&publish=yes&:display_count=n&:origin=viz_share_link=

Story Link:

https://public.tableau.com/app/profile/gayathiri.s6421/viz/story_16971013679990/Story1?publish=yes

MILESTONE 9: PROJECT DEMONSTRATION AND DOCUMENTATION:

Below mentioned deliverables to be submitted along with other deliverables

ACTIVITY 1: Record explanation video for the projects end to end solution.

Demo Video Link:

https://drive.google.com/file/d/1a_WckLrc4pxbz0cuLhk_bgilBLy2gvTz/view?usp=drivesdk

ACTIVITY 2: Project documentations-step by step project development procedure.