

Performance and Final Submission Phase

Project Documentation

Date	9th November, 2023
Team ID	
Project Name	Project - The Tableau HR Scorecard : Measuring Success in Talent Management

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Sanal P K

1. INTRODUCTION

1.1 Project Overview

This project involves the creation of interactive visualizations, dashboards and stories using Tableau to provide HR and business officials with comprehensive insights into workforce data. It aims to streamline HR processes, including recruitment, performance evaluation, and employee retention, while facilitating data-driven decision-making for business strategies. By integrating data from various sources, these dashboards will offer real-time analytics, helping organizations optimize their human resources and operational efficiency. The project's focus is on enhancing data transparency and accessibility, ultimately empowering HR and business officials to make informed decisions and drive organizational success.

1.2 Purpose

The purpose of addressing the problem statement is to improve the efficiency and effectiveness of HR and business operations. HR is at the heart of talent management, and having robust data-driven insights can significantly enhance recruitment, employee engagement, and retention. For business officials, understanding the workforce's impact on company performance is crucial for strategic planning. By solving this problem, organizations can align their HR practices with their overarching business goals, optimize resource allocation, and respond more effectively to changing market conditions. Ultimately, it is about leveraging data to ensure that both HR and business operations are not just efficient but also highly responsive and adaptable in a dynamic and competitive business environment.

2. LITERATURE SURVEY

2.1 Existing problem

HR and business officials encounter several challenges in the context of the problem statement. First, data fragmentation is a common issue, as relevant information is often scattered across different systems and databases. This lack of data integration makes it difficult to gain a comprehensive view of workforce analytics. Second, there's a time lag in reporting, hindering real-time decision-making. Additionally, the complexity of data analysis tools can make it challenging for non-technical users to derive actionable insights. Furthermore, without intuitive visualizations, interpreting data can be laborious. Addressing these problems will enable HR and business officials to overcome these obstacles and leverage data effectively for better talent management and strategic decision-making.

2.2 References

<https://www.tableau.com/top-ten-principles-business-analytics>

<https://dataisgood.com/tableau-for-human-resource-how-to-analyze-your-hr-data/>

https://ijaem.net/issue_dcp/HR%20Metrics%20and%20Decision%20Making%20using%20Tableau.pdf

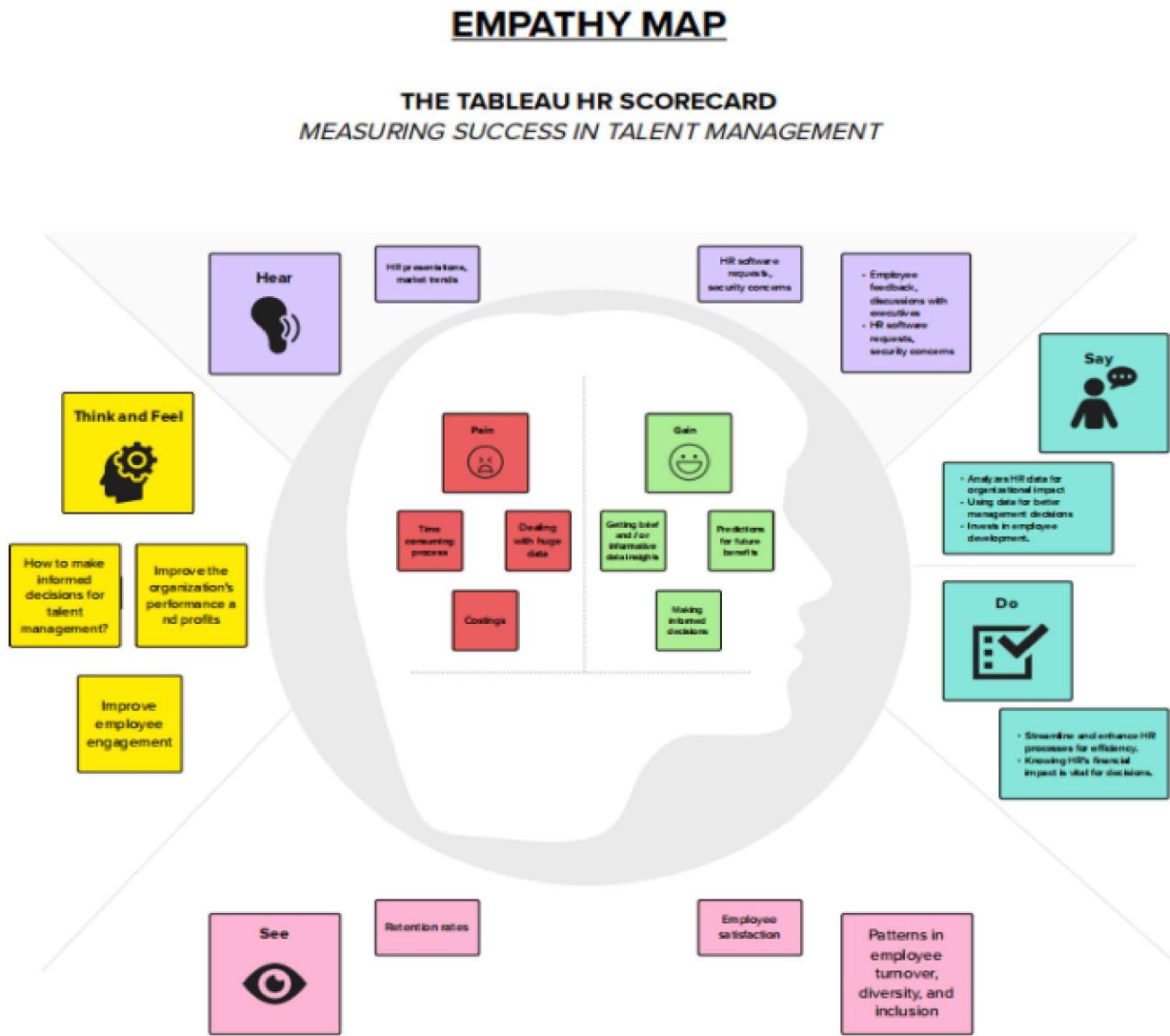
2.3 Problem Statement Definition

The problem that organizations often encounter is the difficulty in identifying the precise measures necessary for enhancing talent management. They face challenges in determining the most relevant key performance indicators (KPIs) and metrics that align with their specific goals and industry standards.

The absence of standardized benchmarking criteria and the inability to effectively analyze data create difficulties for organizations. This, in turn, makes it challenging for them to pinpoint specific areas in their talent management processes that need improvement. As a result, their decision-making is hampered, and their talent management strategies may not align with industry standards, causing them to miss opportunities for improvement.

3. IDEATION & PROPOSED SOLUTION

3.1 Empathy Map Canvas



3.2 Ideation & Brainstorming

Formulating the Problem Statement

1

Problem Statement

We began by formulating and drafting the problem statement given below.

The challenge is to implement The Tableau HR Scorecard to effectively measure and enhance talent management in our organization. We lack a comprehensive system to track key HR performance indicators, hampering decision-making, employee engagement, diversity and inclusion efforts, and alignment with business goals. We need a data-driven solution for providing the HR professionals and Business officials of an organization an easier way of measuring success in talent management.

Brainstorming for Ideas - Idea Collection

2

Brainstorm

The team sat down, took their time with deciding what all approaches could be used to solve the given problem statement. These are the ideas we have collected as a team.

Person 1	Person 2	Person 3	Person 4
Peer Benchmarking	Cost and Benefit Analysis	Provide insights on areas like salaries, skills, etc.	Form Predictions for Future
Make Predictions for Workforce Betterment	Take surveys from users	Employee Benchmarking	Personalized Dashboards for HR Professionals and Business Officials
Employee Engagement Dashboard	Recruitment Analytics	Training and Development	Compensation and Benefits Analysis
Absenteeism and Time-off Tracking	Employee Demographics and Locations	Workforce Diversity Goals vs. Achievements	Career Pathing and Development Plans

Grouping Ideas and Voting

3

Group ideas

The team analyzed all the similarities and differences among all the ideas and grouped them together on how these many ideas were similar. Voting was also done for overall assessment of the ideas.



Idea Prioritization

4

Prioritize

After elaborate discussions on the importance and feasibilities of the generated ideas, the members gave individual ratings to all of them. We found out the average rating and plotted a graph between **Importance** and **Feasibility** of the ideas to decide which idea won.



Idea Selection

So, we chose to go ahead with Benchmarking as our solution for the given problem statement.

Benchmarking in Tableau can help HR professionals and business officials to compare the organization's employee performance to industry standards or their peers.

To begin with, benchmarking facilitates the objective assessment of an organization's talent management strategies, enabling a clear understanding of where its employees excel and where they need any type of improvement.

By having access to this comparative data, HR professionals and business officials can make informed, data-driven decisions. They can set realistic goals, allocate resources effectively, and mitigate risks by addressing areas that may pose a threat to the organization's success.

Moreover, benchmarking encourages a culture of continuous improvement, as organizations can regularly adjust their HR strategies and set new performance targets. This, in turn, allows organizations to gain a competitive advantage by leveraging their HR performance to attract / hire top talent employees in the future.

Furthermore, benchmarking helps organizations identify trends and emerging best practices in talent management, ensuring they remain relevant and competitive in an ever-evolving business landscape. Thus, benchmarking would prove to be a strategic practice that would promote data-driven decision-making, competitiveness, and the ongoing enhancement of talent management decisions.

4. REQUIREMENT ANALYSIS

4.1 Functional requirement

The functional requirements for the HR and business officials' visualization and dashboard project are as follows:

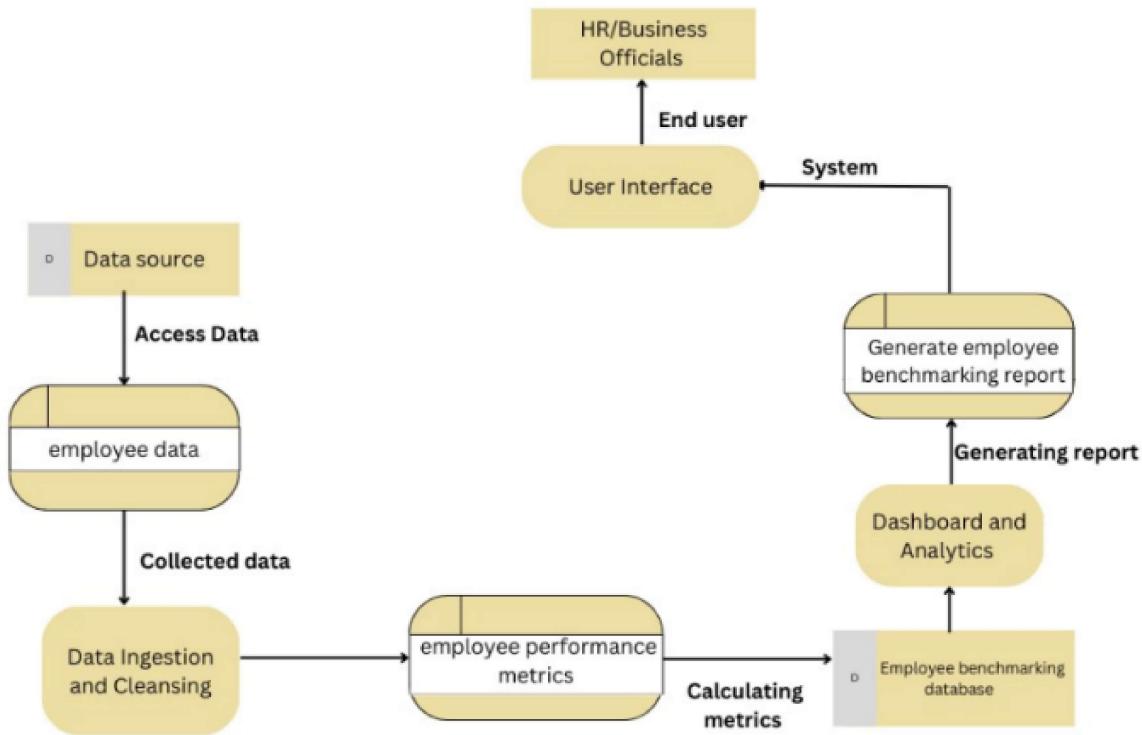
1. Data Integration: The system integrates data from various HR and business data sources (MYSQL), including HR's, performance evaluations, and financial data, to provide a comprehensive view of the workforce.
2. Real-time Analytics: The dashboards and stories offer real-time analytics capabilities, allowing HR and business officials to access up-to-date information for timely decision-making.
3. Customization: It is designed in such a way that the users are able to customize and personalize their dashboards, selecting the specific key performance indicators (KPIs) and metrics relevant to their roles and objectives.
4. User-Friendly Interface: The system has an intuitive and user-friendly interface to cater to both technical and non-technical users, enabling them to easily interact with and interpret data.

4.2 Non-Functional requirements

1. Usability: The user interface provided is intuitive, with clear and visually appealing dashboards to promote user adoption and satisfaction.
2. Reliability: It is highly reliable with minimal downtime or system failures, ensuring that HR and business operations are not disrupted.
3. Performance: The system offers fast response times and efficient data processing to support real-time analytics and ensure a smooth user experience.
4. Compatibility: The solution works seamlessly with various data sources, databases, and devices, ensuring cross-platform compatibility and accessibility.

5. PROJECT DESIGN

5.1 Data Flow Diagrams & User Stories

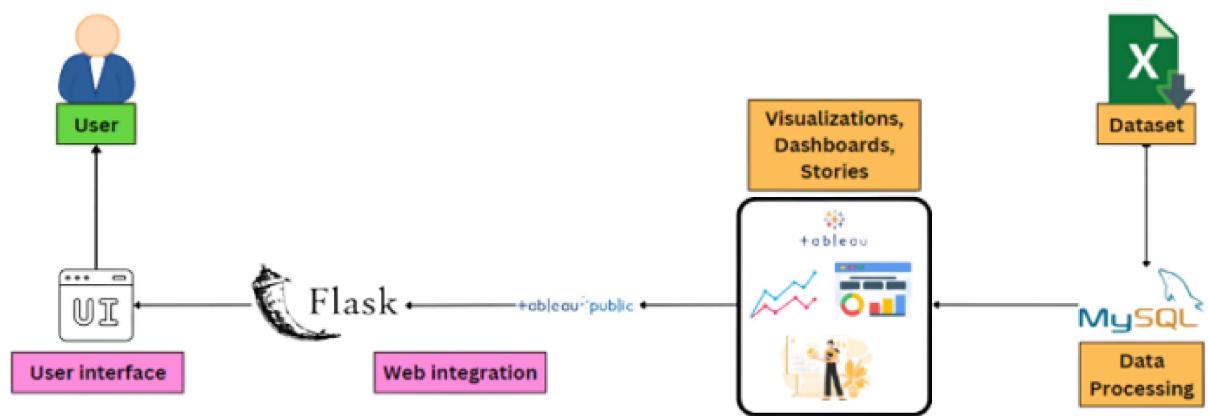


User Type	Functional Requirement (Epic)	User Story Number	User Story / Task	Acceptance criteria	Priority	Release
HR Officials	Data Visualization	USN-1	Interactive and visually appealing data visualizations which help to effectively communicate HR metrics to leadership team.	Successfully created an interactive data visualization	High	Sprint 1
	Dashboards	USN-2	HR dashboards to present a comprehensive view of key HR metrics, including KPI and employee satisfaction scores.	The dashboard should provide on-point and concise information relevant for HR professionals	High	Sprint 1
	Story	USN-3	Create a narrative 'story' within the dashboard that guides viewers through the HR data, highlighting important trends and insights.	It should feature data points and trends that are relevant to the HR metrics and objectives.	Medium	Sprint 2

Business Leaders	Data Visualization	USN-4	Getting access to data visualizations that are specific to different department's HR metrics which help to make informed decisions about workforce planning.	Data visualizations should align with the department's goals and performance indicators	High	Sprint 3
	Dashboards	USN-5	Dashboard should display benchmarking data that allows the organization to compare different department's HR performance to industry standards and other departments within the organization.	Benchmarking data should be displayed in a clear and easily understandable format.	High	Sprint 3
	Story	USN-6	The story should provide actionable insights and recommendations based on HR data, helping them make informed decisions for workforce planning and development.	Recommendations should be specific, addressing areas where improvement is needed.	Medium	Sprint 4

5.2 Solution Architecture

The model uses benchmarking as a way to measure the success in talent management within an organization. The model begins with the process of cleaning the given data and completing the entire data processing. Once the final benchmarking database is generated, visualizations are created. These visualizations are then used to make the benchmarking dashboards and stories that are accessible by the HR Professionals and Business Leaders for their judgement &/or evaluation.



6. PROJECT PLANNING & SCHEDULING

6.1 Technical Architecture

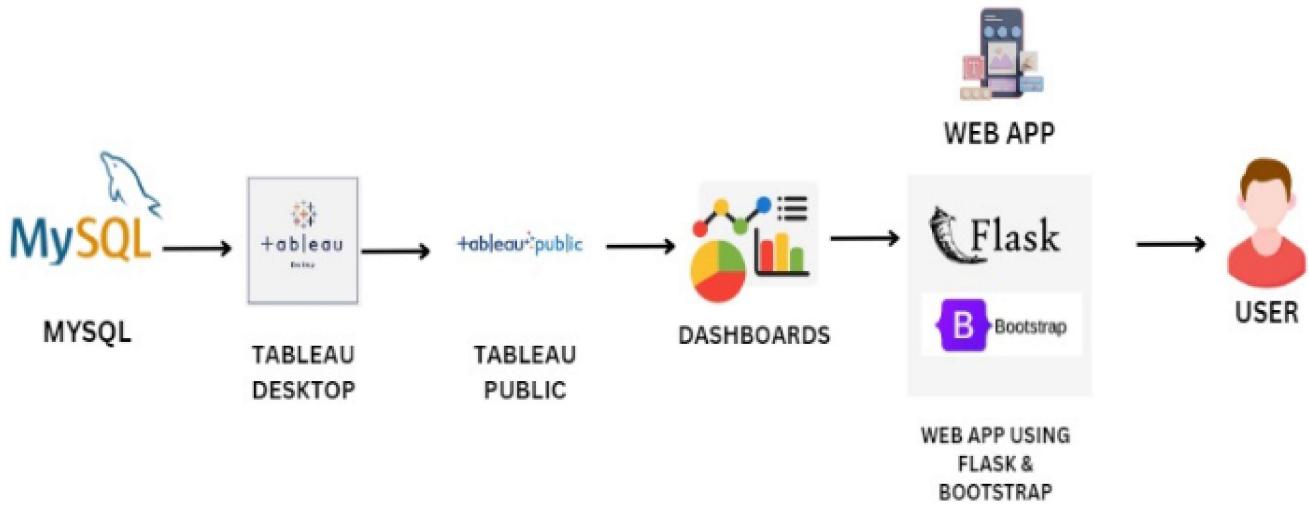


Table 1: Components and Technology

S.No	Component	Description	Technology
1	User Interface	Web development languages and markup	HTML, python
		CSS framework for responsive web design	Bootstrap, Flask
2	Database	Open-source relational database management system	MySQL
3	External Application	Data visualization and analytics software	Tableau Desktop
4	Server	Cloud-based platform for sharing Tableau visualizations and dashboards	Tableau Public
5	Dashboard	Tools for creating interactive and dashboards	Tableau Desktop

Table 2: Application Characteristics

S.No	Characteristics	Description	Technology
	Open-Source Frameworks	An open-source Flask and Bootstrap frameworks for building user interfaces	Flask and bootstrap
	Scalable Architecture	Distribute incoming traffic across multiple servers to prevent overloading any single server.	Tableau Desktop

		Use cloud-based services that offer automatic scaling based on demand	Tableau Public
	Availability	Use database replication to maintain multiple copies of the data in different locations, ensuring data availability even if one database fails.	MySQL
	Performance	Implement caching mechanisms to store frequently accessed data in memory, reducing the need to retrieve data from the database	

6.2 Sprint Planning & Estimation

Sprint	Functional Requirement (Epic)	User Story Number	User Story / Task	Story Points	Priority	Team Members
Sprint 1	Data Collection and Processing (Cleaning, etc.)	USN - 1	Cleaning the dataset for visualizations	10	High	Anisha
Sprint 2	Data visualizations	USN - 2	Interactive and visually appealing data visualizations which help to effectively communicate HR metrics to leadership team.	5	High	Praseeda
	Dashboards	USN - 3	HR dashboards to present a comprehensive view of key HR metrics, including KPI and employee satisfaction scores.	2	High	Anisha
	Story	USN - 4	Create a narrative 'story' within the dashboard that guides viewers through the HR data, highlighting important trends and insights.	3	Medium	Anisha
Sprint 3	Data visualizations	USN - 5	Getting access to data visualizations that are specific to different department's HR metrics which help to make informed decisions about workforce planning.	5	High	Shreya
	Dashboards	USN - 6	Dashboard should display benchmarking data that allows the organization to compare different department's HR performance to industry standards and other departments within the organization.	2	High	Sanal

	Story	USN - 7	The story should provide actionable insights and recommendations based on HR data, helping them make informed decisions for workforce planning and development.	3	Medium	Sanal
Sprint 4	Web Interface	USN - 8	The users must be able to access all visualizations, dashboards, etc. over a web app	10	High	Anisha, Praseeda, Shreya, Sanal

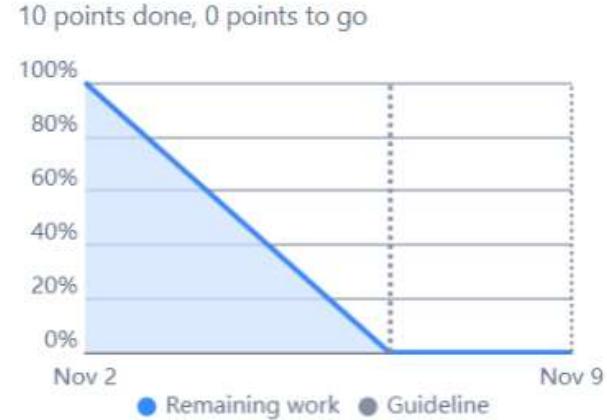
6.3 Sprint Delivery Schedule

Sprint	Total Story Points	Duration	Sprint Start Date	Sprint End Date	Story Points Completed (as on Planned End Date)	Sprint Release Date (Actual)
Sprint - 1	10	1 day	26 Oct 2023	27 Oct 2023	10	26 Oct 2023
Sprint - 2	10	6 days	27 Oct 2023	1 Nov 2023	10	1 Nov 2023
Sprint - 3	10	6 days	27 Oct 2023	1 Nov 2023	10	1 Nov 2023
Sprint - 4	10	4 days	2 Nov 2023	5 Nov 2023	10	5 Nov 2023

Sprint burndown



Sprint burndown



Projects / HR Scorecard

Timeline

Give feedback Share Export ...

Status category: S, SK, MK

View settings

	3	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Sprints		OCT							NOV							NOV										
		Sprint 1 - Data Collection, Sprint 2 - HR Need...							Sprint 4 - Web Interface																	
> H5-14: Data collection and Proce...	DONE																									
> H5-1: HR Needs	DONE																									
> H5-5: Business Leaders Needs	DONE																									
> H5-13: Web Interface	DONE																									
+ Create Epic																										

Today Weeks Months Quarters

Quickstart

Projects / HR Scorecard

Backlog

Import work Insights View settings

Backlog (0 issues)

Your backlog is empty.

+ Create issue

0 0 0 Create sprint

HS board

Import work View settings

GROUP BY None

TO DO	IN PROGRESS	DONE ✓

Get started in the backlog

Plan and start a sprint to see issues here.

Go to Backlog

Quickstart

7. CODING & SOLUTIONING

7.1 Collection and Processing of Dataset

We began with an uncleaned and unprocessed dataset attached in the link below :

https://drive.google.com/file/d/1TQLqjUgSthNTeM2_XRCqAwbrGChk-M5I/view?usp=sharing

We removed certain unnecessary attributes, namely :

- relationship satisfaction
- number of companies worked
- environment satisfaction
- distance from home
- stock option level attribute
- marital status
- daily rate

And we also modified the arrangement order of certain attributes :

- attribute age: ascending order
- attribute department :alphabetical order
- attrition attribute : can be categorized alphabetical order

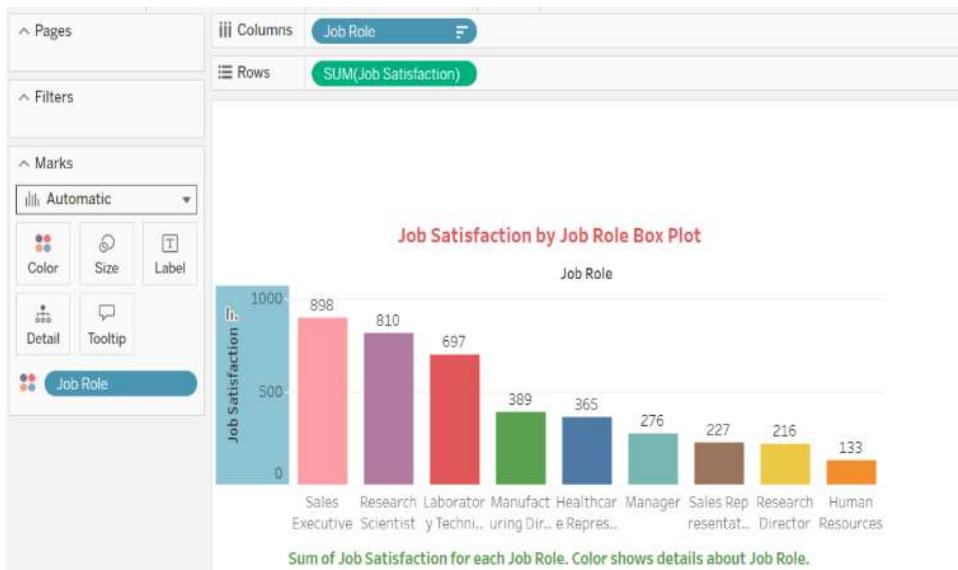
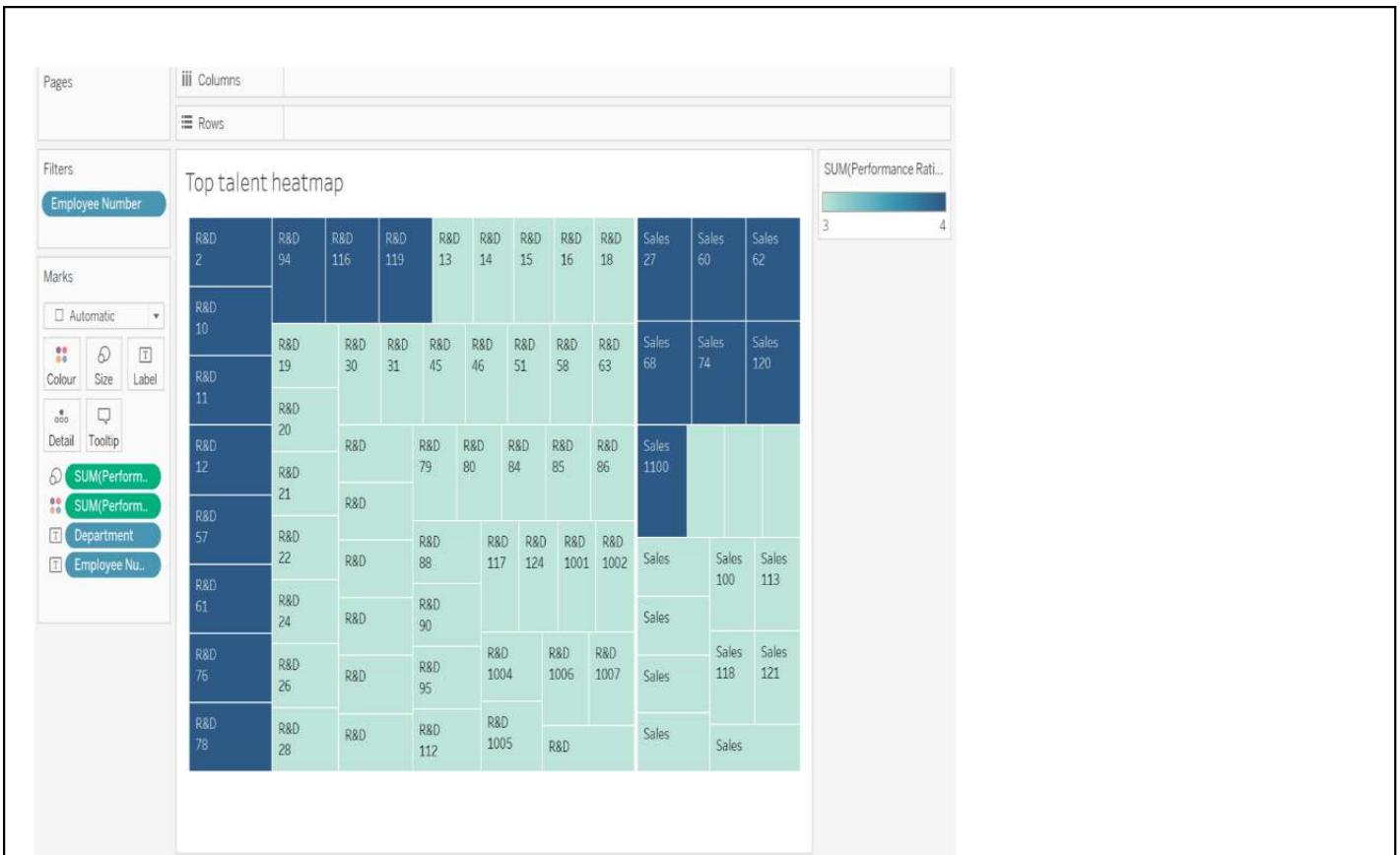
Afterwards, we achieved the given dataset :

<https://drive.google.com/file/d/1A2JUCVRvzAxbgIWfc37keOK6N-Zqm3Xv/view?usp=sharing>

This dataset was modified on **MySQL** and later uploaded onto **Tableau** for generating visualizations, dashboards, etc.

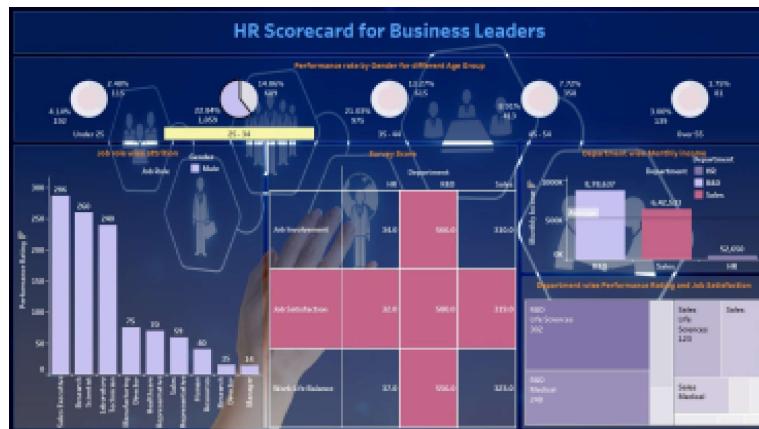
7.2 Visualizations for HR Officials and Business Leaders

We created about 14 visualizations for both the end users on Tableau. The screenshots for the same have been attached in the **Results** section. These visualizations were made using the cleaned dataset. By dragging and dropping fields onto the canvas, we moved on choosing a chart type we made the visualizations. We also utilized colors, and labels for interactive and insightful visualizations. Some screenshots of the visualizations have been shared below :



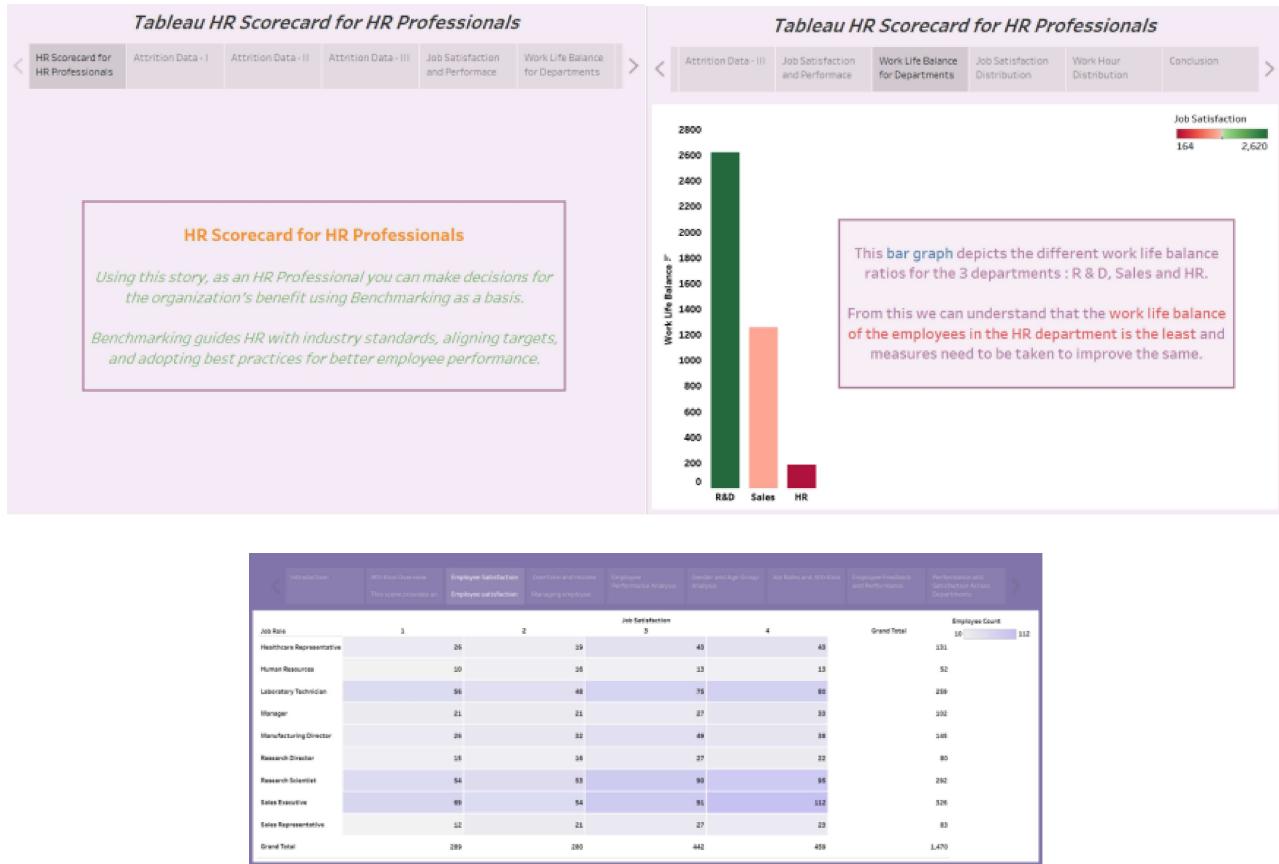
7.3 Dashboards for HR Officials and Business Leaders

In Tableau, we created dashboards by combining multiple visualizations on a single canvas. We arranged them and customize them for a cohesive narrative. We made two such dashboards for both the end users, one on attrition rates and the other on job satisfaction and work life balance. Using filters, these dashboards can provide comprehensive and dynamic data-driven insights which can aid the users in making decisions for improving talent management of the organization. Some of these dashboards have been attached below :



7.4 Stories for HR Officials and Business Leaders

We also made one story each for both the end users by arranging all visualizations in a logical sequence. We also added captions, and descriptions to provide context and insights. This provides a cohesive, impactful data presentation that informs the users of an idea of what decisions they can take in the future for the company's benefit. Some screenshots of these stories have been attached below :



7.5 Integration with a Web Interface

We integrated the visualizations, dashboards and stories all on a website. We followed a **Bootstrap** template and edited it as per our website design and incorporated all our materials on the same. Then, we used the **Flask library (Python)** to integrate our bootstrap template and hosting it on our localhost. We segregated the JS and CSS files into the Static directory of our workspace and pushed all the HTML files into the Templates directory. Additionally, for the Flask integration, we made a python file named app.py wherein we integrated all the files for hosting. The code for the both the .py file and index.html file have been attached in the appendix.

```
index.html app.py

C:\> Users > anish > OneDrive > Desktop > HR Scorecard > Impact > app.py ...
1 | from flask import Flask, render_template, request
2 |
3 | app = Flask(__name__)
4 |
5 | @app.route('/')
6 | def welcome():
7 |     return render_template("index.html")
8 |
9 | if __name__ == '__main__':
10 |     app.run(debug = False)
```

```
index.html

C:\> Users > anish > OneDrive > Desktop > HR Scorecard > Impact > templates > index.html > head > link
1 <!DOCTYPE html>
2 <html lang="en">
3
4 <head>
5 |   <meta charset="utf-8">
6 |   <meta content="width=device-width, initial-scale=1.0" name="viewport">
7
8 |   <title>Tableau HR Scorecard</title>
9 |   <meta content="" name="description">
10 |   <meta content="" name="keywords">
11
12 |   <!-- Favicons -->
13 |   <link href="static/assets/img/favicon.png" rel="apple-touch-icon">
14 |   <link href="static/assets/img/apple-touch-icon.png" rel="apple-touch-icon">
15
16 |   <!-- Google Fonts -->
17 |   <link rel="preconnect" href="https://fonts.googleapis.com">
18 |   <link rel="preconnect" href="https://fonts.gstatic.com" crossorigin="anonymous">
19 |   <link href="https://fonts.googleapis.com/css2?family=Open+Sans:ital,wght@0,400;0,500;0,600;0,700;1,300;1,400;1,600;1,700&family=Montserrat:ital,wght@0,300;0,400;0,500;0,600;0,700;1,300;1,400;1,500;1,600;1,700&family=Raleway:ital,wght@0,300;0,400;0,500;0,600;0,700;1,300;1,400;1,500;1,600;1,700" href="https://fonts.googleapis.com/css2?family=Open+Sans:ital,wght@0,400;0,500;0,600;0,700;1,300;1,400;1,600;1,700&family=Montserrat:ital,wght@0,300;0,400;0,500;0,600;0,700;1,300;1,400;1,500;1,600;1,700&family=Raleway:ital,wght@0,300;0,400;0,500;0,600;0,700;1,300;1,400;1,500;1,600;1,700" type="font-style">
20
21 |   <!-- Vendor CSS Files -->
22 |   <link href="static/assets/vendor/bootstrap/css/bootstrap.min.css" rel="stylesheet">
23 |   <link href="static/assets/vendor/bootstrap-icons/bootstrap-icons.css" rel="stylesheet">
24 |   <link href="static/assets/vendor/boxicons/css/boxicons.css" rel="stylesheet">
25 |   <link href="static/assets/vendor/glightbox/css/glightbox.min.css" rel="stylesheet">
26 |   <link href="static/assets/vendor/swiper/css/swiper-bundle.min.css" rel="stylesheet">
27
28 |   <!-- Template Main CSS File -->
29 |   <link href="static/assets/css/main.css" rel="stylesheet">
30
31 </head>
32
33 <body>
34
35 |   <!-- ===== Header ===== -->
36 |   <header id="header" class="header d-flex align-items-center">
37
38 |       <div class="container-fluid container-xl d-flex align-items-center justify-content-between">
39 |           <a href="index.html" class="logo d-flex align-items-center">
40 |               <img alt="Tableau HR Scorecard logo" data-bbox="118 48 138 68" href="index.html"/>
41 |               Tableau HR Scorecard
42 |           </a>
43 |           <nav id="navbar" class="navbar">
44 |               <ul>
45 |                   <li><a href="#">Home</a></li>
46 |                   <li><a href="#">About</a></li>
47 |                   <li><a href="#">HR Services</a></li>
48 |                   <li><a href="#">BLIServices</a></li>
49 |                   <li><a href="#">Our Team</a></li>
50 |                   <li><a href="#">Contact Us</a></li>
51 |               </ul>
52 |           </nav><!-- .navbar -->
53
```

```
index.html X
C: > Users > anish > OneDrive > Desktop > HR Scorecard > Impact > templates > index.html > html > head > link
53     <i class="mobile-nav-toggle mobile-nav-show bi bi-list"></i>
54     <i class="mobile-nav-toggle mobile-nav-hide d-none bi bi-x"></i>
55
56   </div>
57 </header><!-- End Header -->
58 <!-- End Header -->
59
60 <!-- ===== Hero Section ===== -->
61 <section id="hero" class="hero">
62   <div class="container position-relative">
63     <div class="row gy-5 data-aos="fade-in">
64       <div class="col-lg-6 order-2 order-lg-1 d-flex flex-column justify-content-center text-center text-lg-start">
65         <h2>Introducing to you the <span>Tableau HR Scorecard</span></h2>
66         <p>Measuring Success in Talent Management</p>
67         <div class="d-flex justify-content-center justify-content-lg-start">
68           <a href="#about" class="btn-get-started">Learn More about this Project</a>
69         </div>
70       </div>
71       <div class="col-lg-6 order-1 order-lg-2">
72         
73       </div>
74     </div>
75   </div>
76
77   <div class="icon-boxes position-relative">
78     <div class="container position-relative">
79       <div class="row gy-4 mt-5">
80
81       <div class="col-xl-6 col-md-6" data-aos="fade-up" data-aos-delay="200">
82         <div class="icon-box">
83           <div class="icon"><i class="bi bi-graph-up-arrow"></i></div>
84           <h4 class="title"><a href="#hrservices" class="stretched-link">Services for HR</a></h4>
85         </div>
86       </div><!--End Icon Box -->
87
88       <div class="col-xl-6 col-md-6" data-aos="fade-up" data-aos-delay="300">
89         <div class="icon-box">
90           <div class="icon"><i class="bi bi-globe"></i></div>
91           <h4 class="title"><a href="#bliservices" class="stretched-link">Services for Business Leaders</a></h4>
92         </div>
93       </div><!--End Icon Box -->
94
95     </div>
96   </div>
97 </div>
98
99 </div>
100 </section>
101 <!-- End Hero Section -->
```

```

index.html X
C:\Users\anish> OneDrive > Desktop > HR Scorecard > Impact > templates > index.html > html > head > link
102
103 <main id="main">
104
105   <!-- ===== About Us Section ===== -->
106   <section id="about" class="about">
107     <div class="container" data-aos="fade-up">
108
109       <div class="section-header">
110         <h2>About Tableau HR Scorecard</h2>
111         <p>A framework designed to measure and evaluate the success of talent management strategies</p>
112     </div>
113
114     <div class="row gy-4">
115       <div class="col-lg-6">
116         
117       </div>
118       <div class="col-lg-6">
119         <div class="content ps-0 ps-lg-5">
120           <p class="fst-italic">
121             The HR Scoreboard is a robust tool that empowers business leaders to measure and improve employee performance through benchmarking. By aligning performance metrics with organizational goals and industry benchmarks, leaders can make informed decisions to drive success.
122           </p>
123         </div>
124       </div>
125     </div>
126   </div>
127 </div>
128
129 </div><!-- End About Us Section -->
130
131
132
133
134
135
136
137 <!-- ===== HR Services Section ===== -->
138 <section id="services" class="services sections-bg">
139   <div class="container" data-aos="fade-up">
140
141     <div class="section-header">
142       <h2>Our Services for HR</h2>
143     </div>
144
145     <div class="row gy-4" data-aos="fade-up" data-aos-delay="100">
146
147       <div class="col-lg-12 col-md-6">
148         <div class="service-item position-relative">
149           <div class="icon">
150             <i class="bi bi-activity"></i>
151           </div>
152           <h3>Visualizations</h3>
153           <p>Visualizations simplify complex data, enabling quick decision-making, fostering transparency and accountability, and facilitating benchmarking for continuous improvement. In essence, they empower leaders to optimize talent and align the organization with its strategic goals.</p>
154           <a href="https://drive.google.com/file/d/1f3qpmFic68oFSGzIVkCxLEAfq91Np/view?usp=sharing" class="readmore stretched-link" data-bbox="488 398 718 408">Download all Visualizations <i class="bi bi-arrow-right"></i></a>
155         </div>
156     </div><!-- End Service Item -->
157
158 </div><!-- End Service Item -->
159
160 <!-- Dash 1 -->
161 <div class="tableauPlaceholder" id="viz1699284760836" style="position: relative"><noscript><a href="#"><img alt='Dashboard 1' src='https://public.tableau.com>#47;static#47;images#47;HR#47;HRscorecardAttrition#47;Dashboard1#47;.png'></a></noscript><img alt='Dashboard 1' src='https://public.tableau.com>#47;static#47;images#47;HR#47;HRscorecardAttrition#47;Dashboard1#47;.png'></div>
162
163 <!-- Dash 2 -->
164 <div class="tableauPlaceholder" id="viz1699284505785" style="position: relative"><noscript><a href="#"><img alt='Dashboard 2' src='https://public.tableau.com>#47;static#47;images#47;Dash1_169920080636605#47;Dashboard2#47;.png'></a></noscript><img alt='Dashboard 2' src='https://public.tableau.com>#47;static#47;images#47;Dash1_169920080636605#47;Dashboard2#47;.png'></div>
165
166 <!-- Story -->
167 <div class="tableauPlaceholder" id="viz1699414606935" style="position: relative"><noscript><a href="#"><img alt='Tableau HR Scorecard for HR Professionals' src='https://public.tableau.com>#47;static#47;images#47;HR#47;HRScorecardStory#47;.png'></a></noscript><img alt='Tableau HR Scorecard for HR Professionals' src='https://public.tableau.com>#47;static#47;images#47;HR#47;HRScorecardStory#47;.png'></div>
168
169 </div><!-- End HR Services Section -->
170
171
172 <!-- ===== Business Leaders Services Section ===== -->
173 <section id="diservices" class="services sections-bg">
174   <div class="container" data-aos="fade-up">
175
176     <div class="section-header">
177       <h2>Our Services for Business Leaders</h2>
178     </div>
179
180     <div class="row gy-4" data-aos="fade-up" data-aos-delay="100">
181
182       <div class="col-lg-12 col-md-6">
183         <div class="service-item position-relative">
184           <div class="icon">
185             <i class="bi bi-activity"></i>
186           </div>
187           <h3>Visualizations</h3>
188           <p>Business leaders rely on visualizations to provide a clear, concise snapshot of the talent status of employees within their organization.</p>
189           <a href="https://drive.google.com/file/d/1fg6vh8ch2fhz2l0S20TgYn2Hc7yL/view?usp=drive_link" class="readmore stretched-link" data-bbox="488 618 718 628">Download all Visualizations <i class="bi bi-arrow-right"></i></a>
190         </div>
191
192       <br>
193       <br>
194     </div><!-- End Service Item -->
195
196   </div>
197
198   <!-- Dash 1 -->
199   <div class="tableauPlaceholder" id="viz1699280861853" style="position: relative"><noscript><a href="#"><img alt='Dashboard 1' src='https://public.tableau.com>#47;static#47;images#47;Hr#47;HrDashboard#47;1_rss.png'></a></noscript><img alt='Dashboard 1' src='https://public.tableau.com>#47;static#47;images#47;Hr#47;HrDashboard#47;1_rss.png'></div>
200
201   <!-- Dash 2 -->
202   <div class="tableauPlaceholder" id="viz1699366390118" style="position: relative"><noscript><a href="#"><img alt='Dashboard 2' src='https://public.tableau.com>#47;static#47;images#47;Hr#47;HrDashboard2#47;1_rss.png'></a></noscript><img alt='Dashboard 2' src='https://public.tableau.com>#47;static#47;images#47;Hr#47;HrDashboard2#47;1_rss.png'></div>
203
204   <!-- Story -->
205   <div class="tableauPlaceholder" id="viz1699276587202" style="position: relative"><noscript><a href="#"><img alt='Story 1' src='https://public.tableau.com>#47;static#47;images#47;Hr#47;HrScoreboardStory#47;Story1#47;1_rss.png'></a></noscript><img alt='Story 1' src='https://public.tableau.com>#47;static#47;images#47;Hr#47;HrScoreboardStory#47;Story1#47;1_rss.png'></div>
206
207 </div><!-- End Business Leaders Services Section -->

```

```
index.html X
C: > Users > anish > OneDrive > Desktop > HR Scorecard > Impact > templates > index.html > html > head > link
212     <!-- ===== Our Team Section ===== -->
213     <section id="team" class="team">
214         <div class="container" data-aos="fade-up">
215
216             <div class="section-header">
217                 <h2>Our Team</h2>
218                 <p>Meet our amazingly talented team!</p>
219             </div>
220
221             <div class="row gy-4">
222
223                 <div class="col-xl-3 col-md-6 d-flex" data-aos="fade-up" data-aos-delay="100">
224                     <div class="member">
225                         
226                         <h4>Anisha Kumar</h4>
227                         <div class="social">
228                             <a href="https://www.linkedin.com/in/anisha-kumar-26921b230/"><i class="bi bi-linkedin"></i></a>
229                         </div>
230                     </div>
231                 </div><!-- End Team Member -->
232
233                 <div class="col-xl-3 col-md-6 d-flex" data-aos="fade-up" data-aos-delay="200">
234                     <div class="member">
235                         
236                         <h4>Sanal P K</h4>
237                         <div class="social">
238                             <a href="https://www.linkedin.com/in/sanal-p-k-50648a21a/"><i class="bi bi-linkedin"></i></a>
239                         </div>
240                     </div>
241                 </div><!-- End Team Member -->
242
243                 <div class="col-xl-3 col-md-6 d-flex" data-aos="fade-up" data-aos-delay="300">
244                     <div class="member">
245                         
246                         <h4>Shreya Shamej</h4>
247                         <div class="social">
248                             <a href="mailto:shreya.21bce8432@vitapstudent.ac.in"><i class="bi bi-envelope"></i></a>
249                         </div>
250                     </div>
251                 </div><!-- End Team Member -->
252
253                 <div class="col-xl-3 col-md-6 d-flex" data-aos="fade-up" data-aos-delay="400">
254                     <div class="member">
255                         
256                         <h4>Praseeda Kallakuri</h4>
257                         <div class="social">
258                             <a href="https://www.linkedin.com/in/praseeda-kallakuri-970334221/"><i class="bi bi-linkedin"></i></a>
259                         </div>
260                     </div>
261                 </div><!-- End Team Member -->
262
263             </div>
```

```
index.html X
C: > Users > anish > OneDrive > Desktop > HR Scorecard > Impact > templates > index.html > html > head > link
261     </div><!-- End Team Member -->
262
263     </div>
264
265     </div>
266 </section><!-- End Our Team Section -->
267
268
269
270
271
272 <!-- ===== Contact Section ===== -->
273 <section id="contact" class="contact">
274     <div class="container" data-aos="fade-up">
275
276         <div class="section-header">
277             <h2>Contact</h2>
278             <p>Contact us using email!</p>
279         </div>
280
281         <div class="row gx-lg-0 gy-4">
282
283             <div class="col-lg-4">
284
285                 <div class="info-container d-flex flex-column align-items-center justify-content-center">
286
287                     <div class="info-item d-flex">
288                         <i class="bi bi-envelope flex-shrink-0"></i>
289                         <div>
290                             <h4>Email:</h4>
291                             <p>anisha.21bce7239@vitapstudent.ac.in</p>
292                         </div>
293                     </div><!-- End Info Item -->
294
295                     <div class="info-item d-flex">
296                         <i class="bi bi-clock flex-shrink-0"></i>
297                         <div>
298                             <h4>Open Hours:</h4>
299                             <p>Mon-Fri: 10:00AM - 9:00PM IST</p>
300                         </div>
301                     </div><!-- End Info Item -->
302                 </div>
303
304             </div>
305
306             <div class="col-lg-8">
307                 <form action="static/forms/contact.php" method="post" role="form" class="php-email-form">
308                     <div class="row">
309                         <div class="col-md-6 form-group">
310                             <input type="text" name="name" class="form-control" id="name" placeholder="Your Name" required>
311                         </div>
312                         <div class="col-md-6 form-group mt-3 mt-md-0">
313                             <input type="email" class="form-control" name="email" id="email" placeholder="Your Email" required>
314                         </div>

```

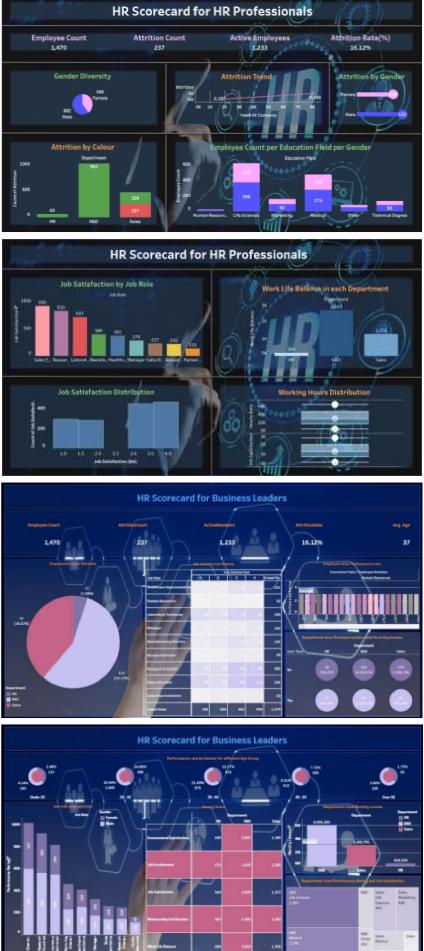
```
index.html X
C: > Users > anish > OneDrive > Desktop > HR Scorecard > Impact > templates > index.html > html > head > link
304     </div>
305
306     <div class="col-lg-8">
307         <form action="static/forms/contact.php" method="post" role="form" class="php-email-form">
308             <div class="row">
309                 <div class="col-md-6 form-group">
310                     <input type="text" name="name" class="form-control" id="name" placeholder="Your Name" required>
311                 </div>
312                 <div class="col-md-6 form-group mt-3 mt-md-0">
313                     <input type="email" class="form-control" name="email" id="email" placeholder="Your Email" required>
314                 </div>
315             </div>
316             <div class="form-group mt-3">
317                 <input type="text" class="form-control" name="subject" id="subject" placeholder="Subject" required>
318             </div>
319             <div class="form-group mt-3">
320                 <textarea class="form-control" name="message" rows="7" placeholder="Message" required></textarea>
321             </div>
322             <div class="my-3">
323                 <div class="loading">Loading</div>
324                 <div class="error-message"></div>
325                 <div class="sent-message">Your message has been sent. Thank you!</div>
326             </div>
327             <div class="text-center"><button type="submit">Send Message</button></div>
328         </form>
329     </div><!-- End Contact Form -->
330
331     </div>
332
333     </div>
334 </section><!-- End Contact Section -->
335
336 </main><!-- End #main -->
337
338 <!-- ===== Footer ===== -->
339 <footer id="footer" class="footer">
340
341     <div class="container" style="justify-content: center; align-items: center; display: flex;">
342         <div class="row gy-4">
343             <div class="col-lg-5 col-md-12 footer-info">
344                 <a href="index.html" class="logo d-flex align-items-center">
345                     <span>Tableau HR Scorecard</span>
346                 </a>
347                 <p>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.</p>
348             </div>
349         </div>
350     </div>
351
352     <div class="container mt-4">
353         <div class="copyright">
354             &copy; Copyright <strong><span>Tableau HR Scorecard</span></strong>. All Rights Reserved
355         </div>
356     </div>
357
358 
```

```
index.html X
C: > Users > anish > OneDrive > Desktop > HR Scorecard > Impact > templates > index.html > html > head > link

354     </div>
355
356     <div class="container mt-4">
357         <div class="copyright">
358             &copy; Copyright <strong><span>Tableau HR Scorecard</span></strong>. All Rights Reserved
359         </div>
360         <div class="credits">
361             <!-- All the links in the footer should remain intact. -->
362             <!-- You can delete the links only if you purchased the pro version. -->
363             <!-- Licensing information: https://bootstrapmade.com/license/ -->
364             <!-- Purchase the pro version with working PHP/AJAX contact form: https://bootstrapmade.com/impact-bootstrap-business-website-template/ -->
365             Designed by <a href="https://bootstrapmade.com/">Anisha Kumar, Sanal P K, Shreya Shamej, Praseeda Kallakuri</a>
366         </div>
367     </div>
368
369 </footer><!-- End Footer -->
370 <!-- End Footer -->
371
372 <a href="#" class="scroll-top d-flex align-items-center justify-content-center"><i class="bi bi-arrow-up-short"></i></a>
373
374 <div id="preloader"></div>
375
376 <!-- Vendor JS Files -->
377 <script src="static/assets/vendor/bootstrap/js/bootstrap.bundle.min.js"></script>
378 <script src="static/assets/vendor/aos-aos.js"></script>
379 <script src="static/assets/vendor/glightbox/js/glightbox.min.js"></script>
380 <script src="static/assets/vendor/purecounter/purecounter_vanilla.js"></script>
381 <script src="static/assets/vendor/swiper/swiper-bundle.min.js"></script>
382 <script src="static/assets/vendor/isotope-layout/isotope.pkgd.min.js"></script>
383 <script src="static/assets/vendor/php-email-form/validate.js"></script>
384
385 <!-- Template Main JS File -->
386 <script src="static/assets/js/main.js"></script>
387
388 </body>
389
390 </html>
```

8. PERFORMANCE TESTING

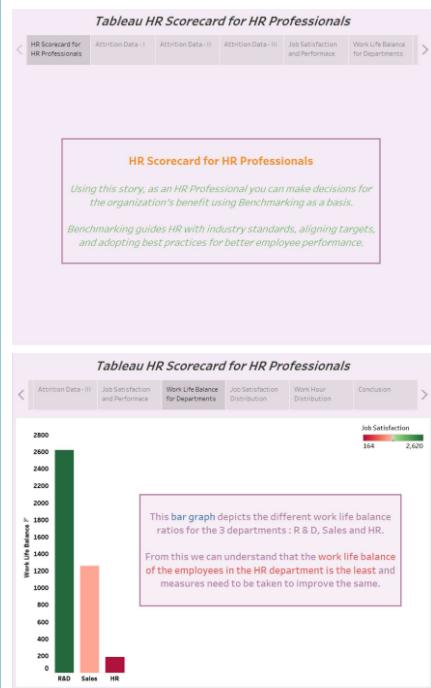
8.1 Performance Metrics

S. No	Parameter	Screenshot / Values
1	Dashboard Design	<p>Number of visualizations in Dashboard 1 - 5</p> <p>Number of visualizations in Dashboard 1 - 4</p> <p>Number of visualizations in Dashboard 1 - 4</p> <p>Number of visualizations in Dashboard 1 - 5</p> <p>Number of Tabs in each Dashboard - 1</p> 

2	Data Responsiveness	
3	Amount Data to Rendered (DB2 Metrics)	<p>Number of rows read = 1470 Number of rows loaded = 1470 Number of rows rejected = 0</p> <pre>1 • use hrdata; 2 3 • select count(*) from hr;</pre>
4	Utilization of Data Filters	<p>We have used filters like departments and genders for the dashboards which work perfectly well</p>
	Effective User Story	No of Scenes Added :

5

Story 1 - 9 scenes



Story 2 - 9 scenes



6

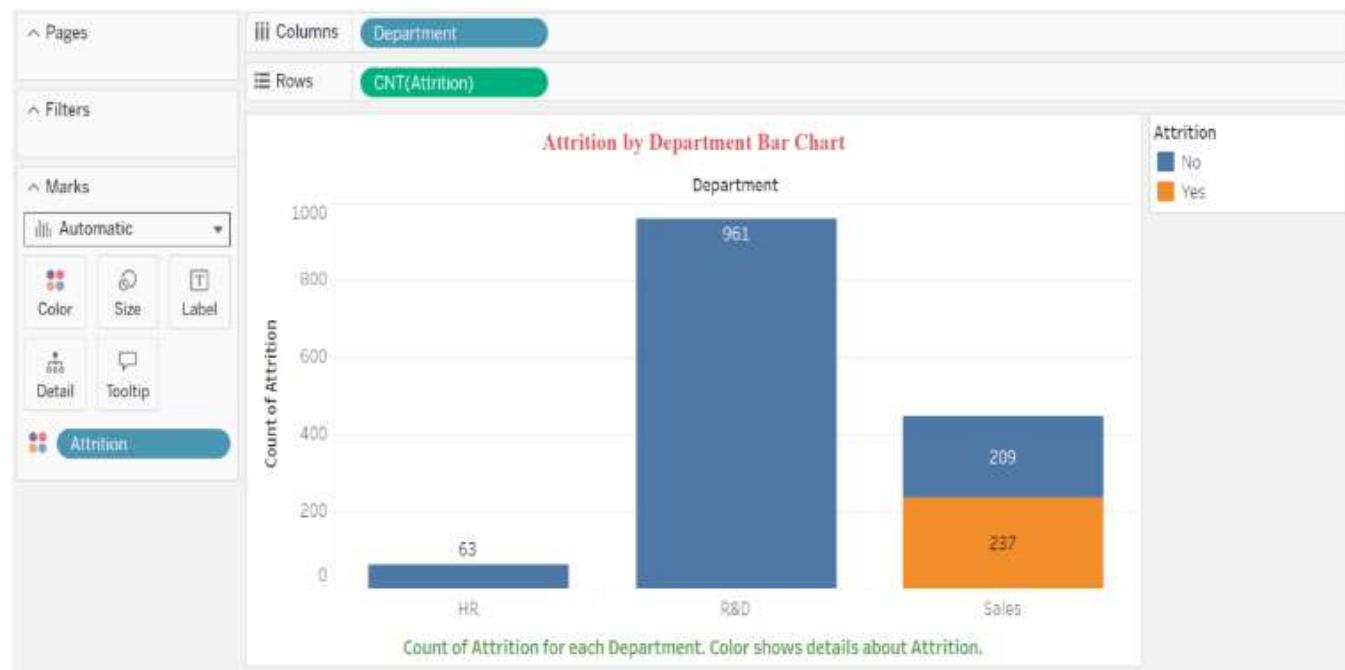
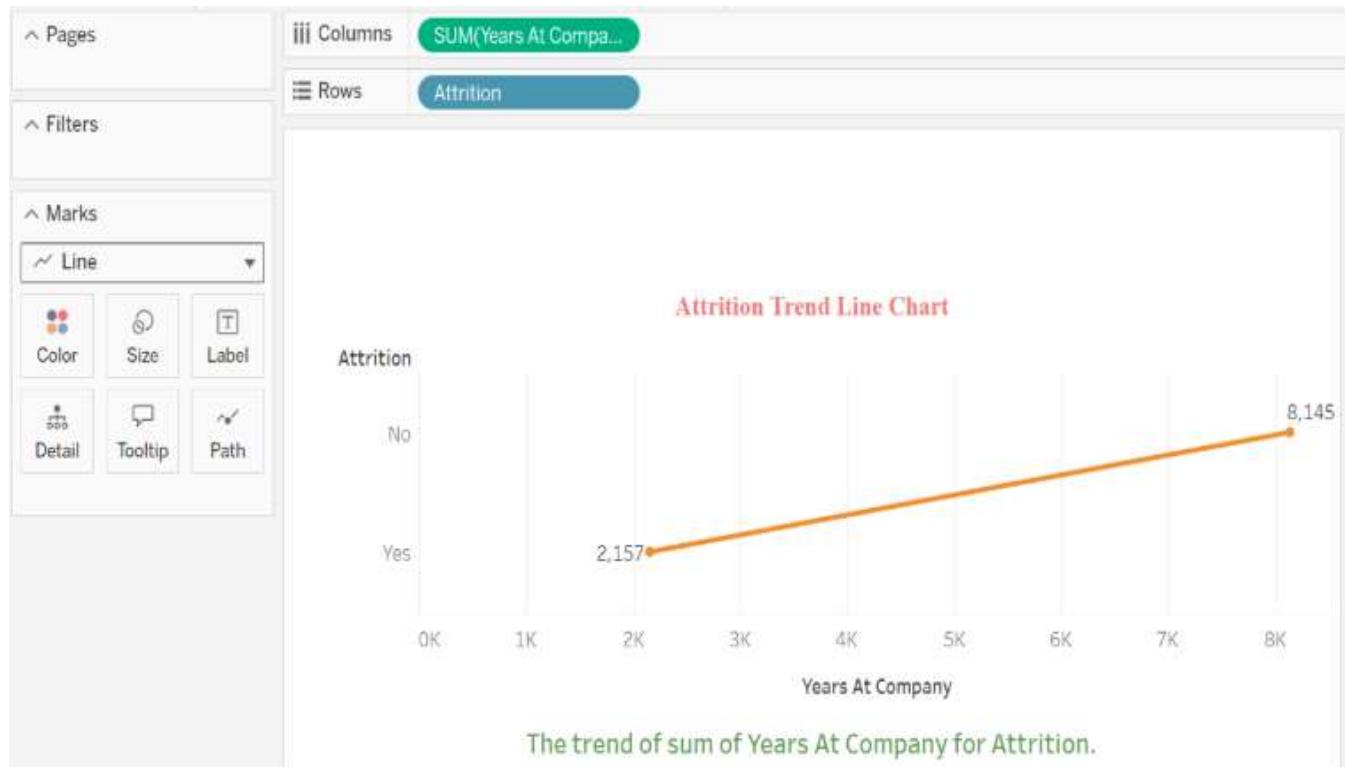
Descriptive Reports

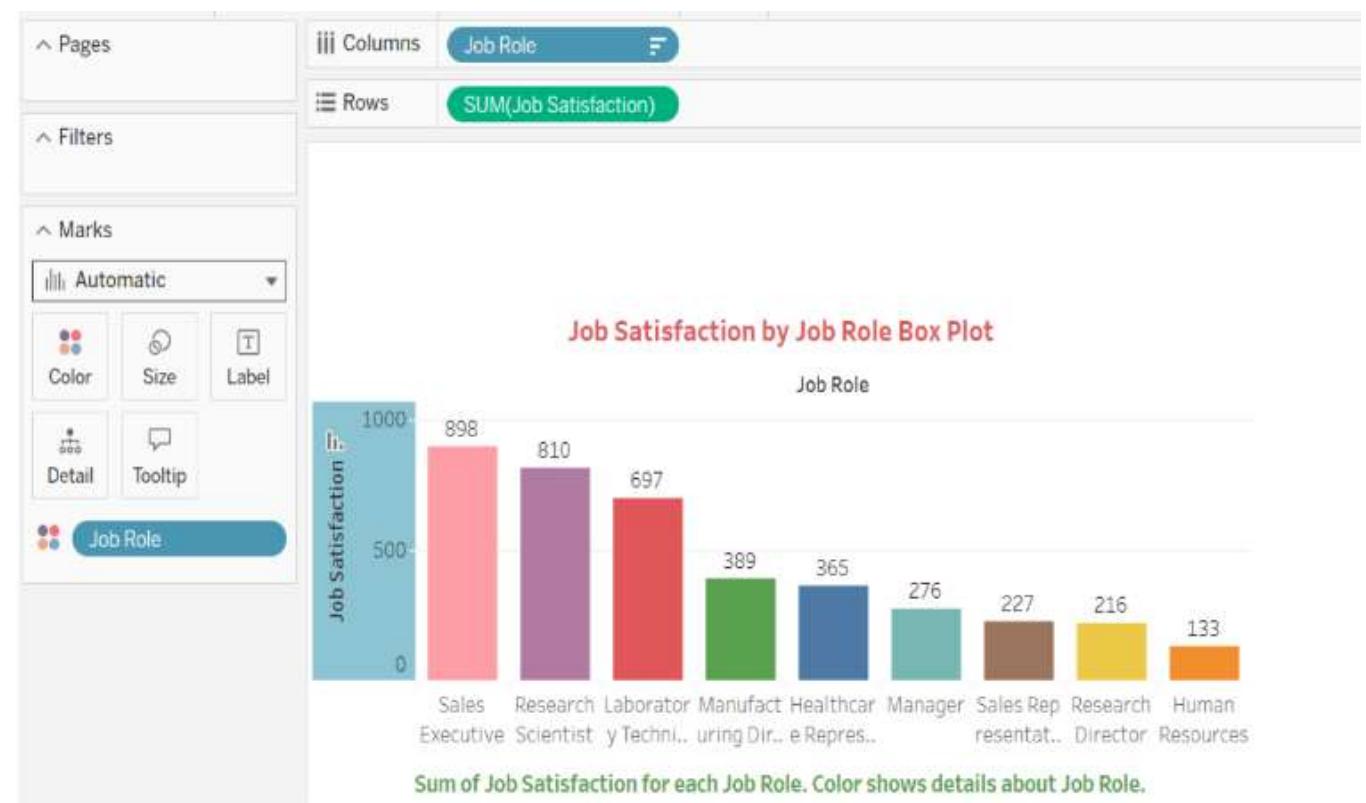
Number of Visualizations - 14
 Number of Dashboards - 4 (1 tab each)
 Number of Stories - 2 (9 scenes each)

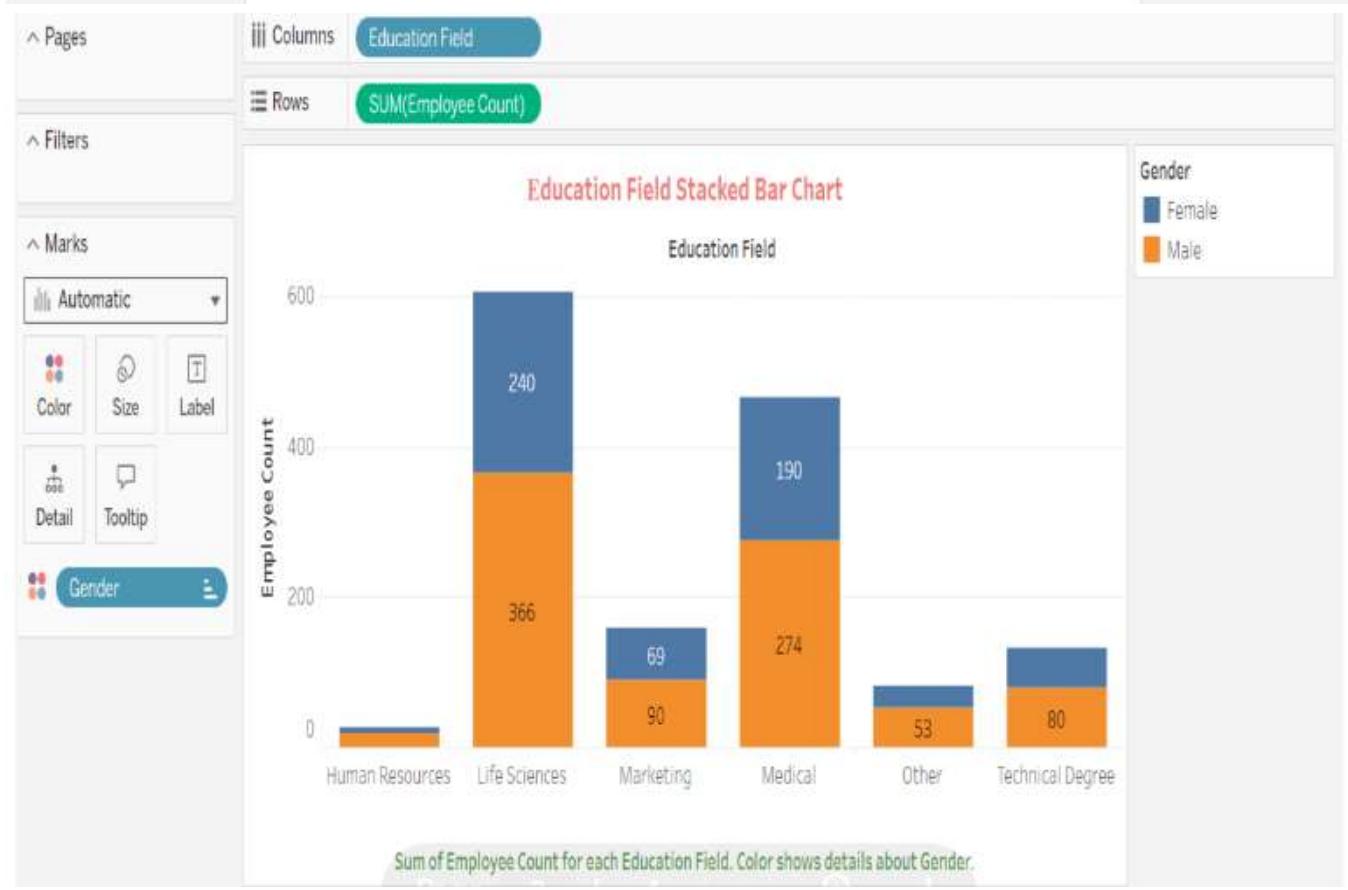
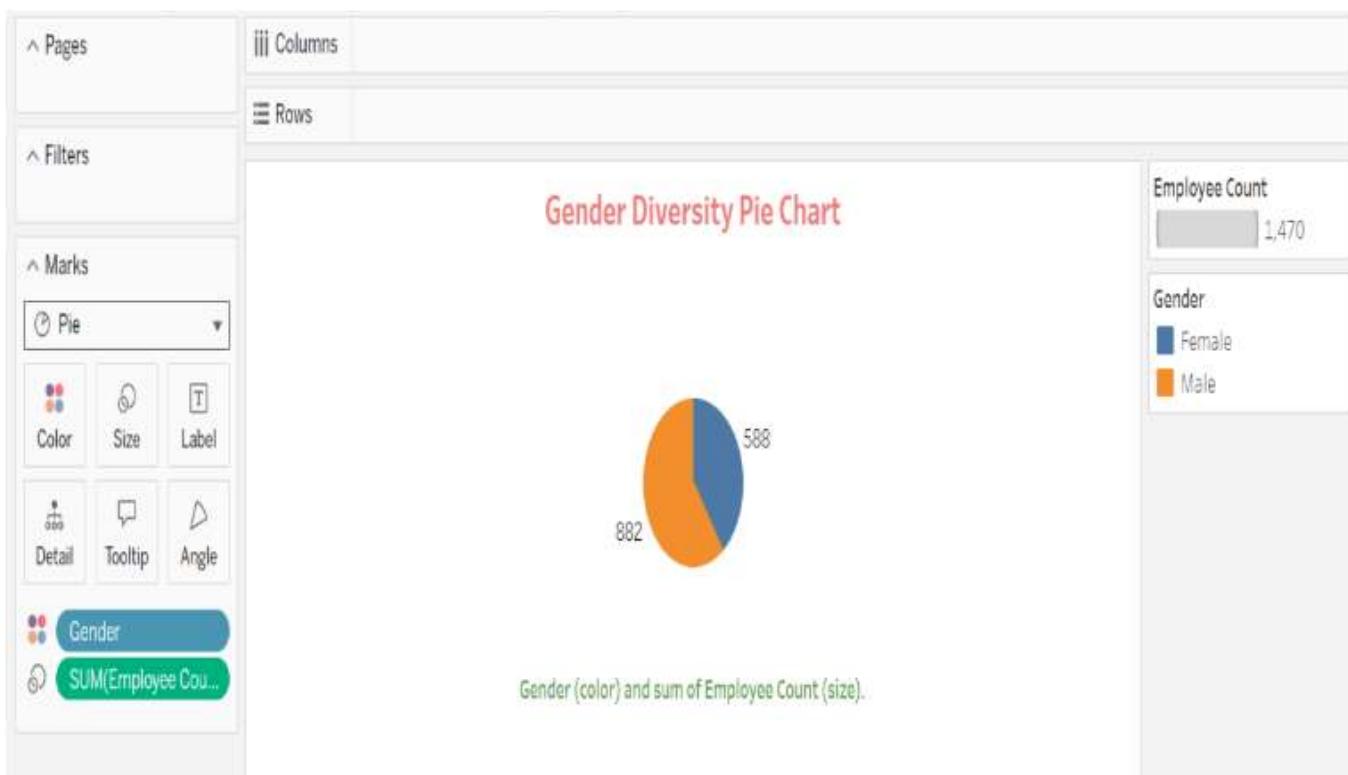
9. RESULTS

9.1 Output Screenshots

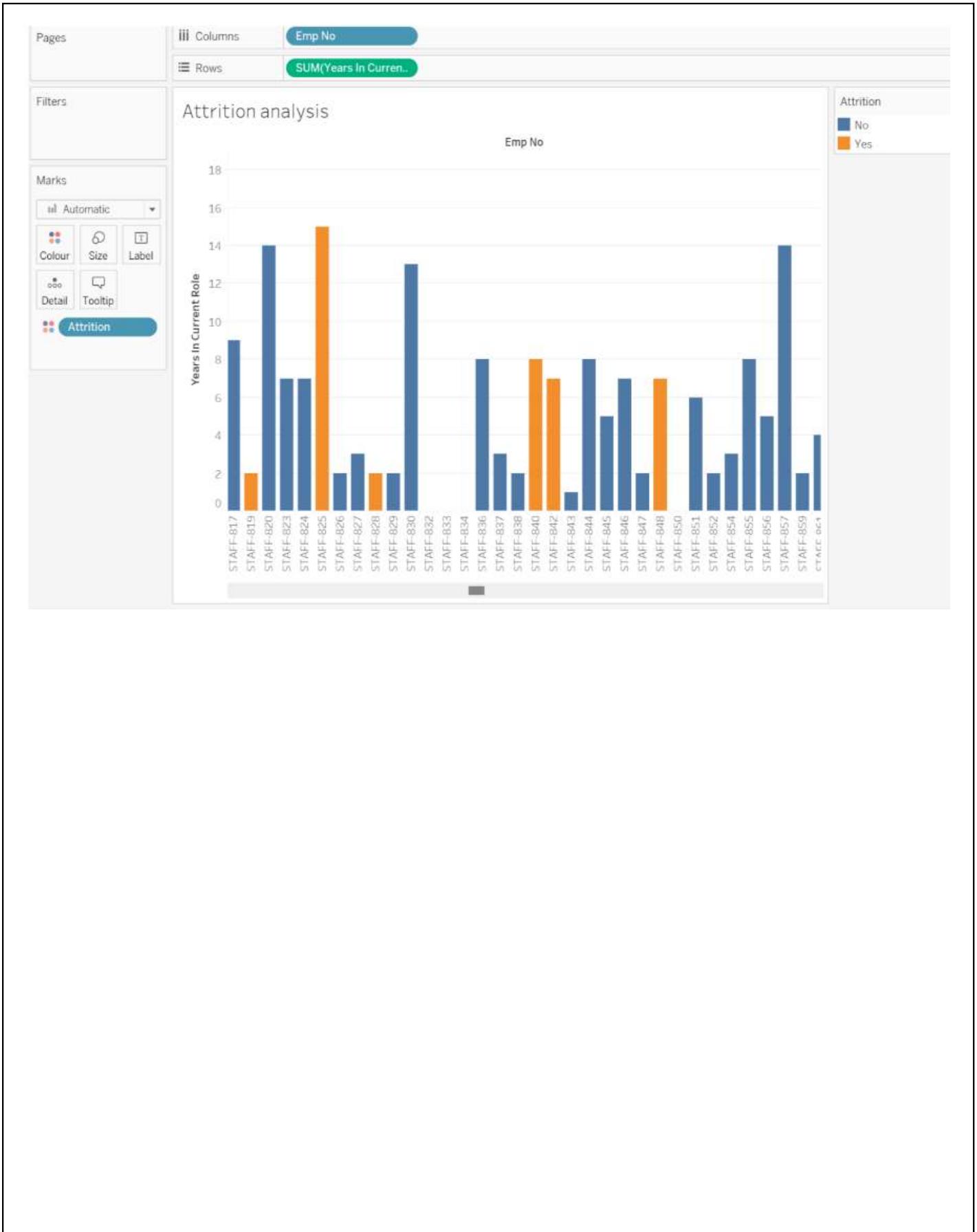
Visualizations

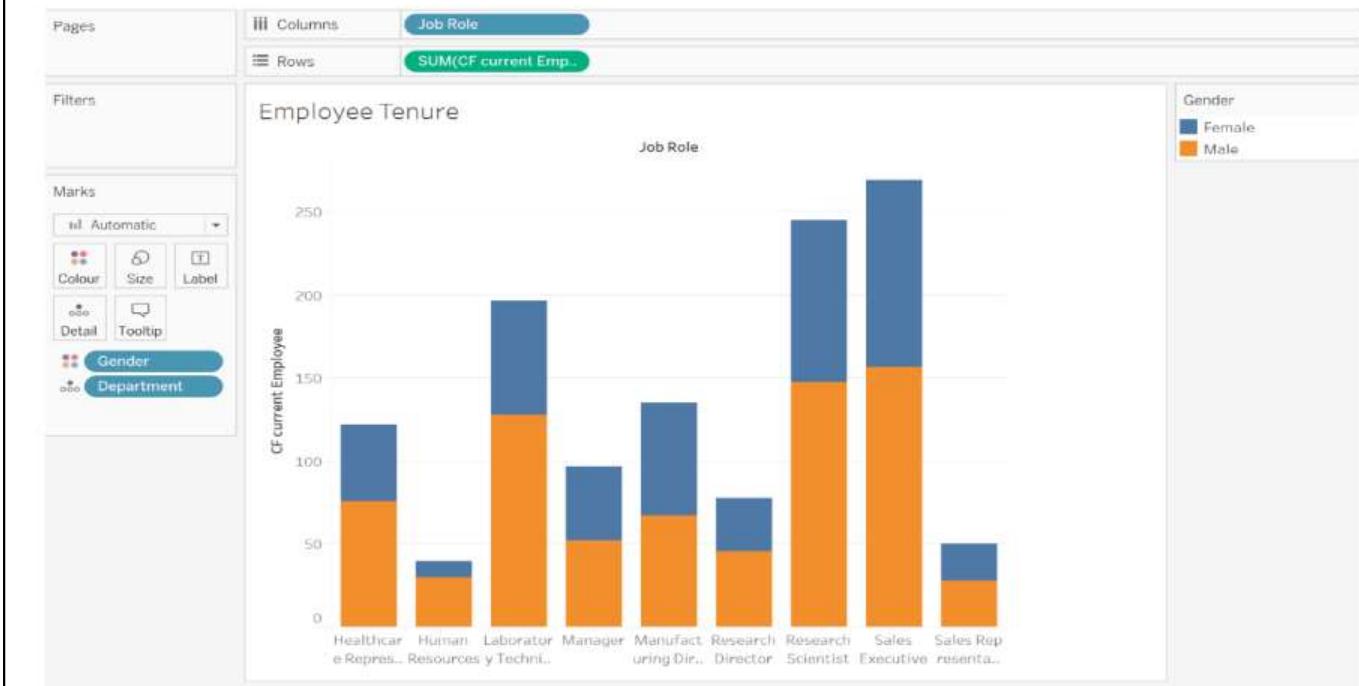
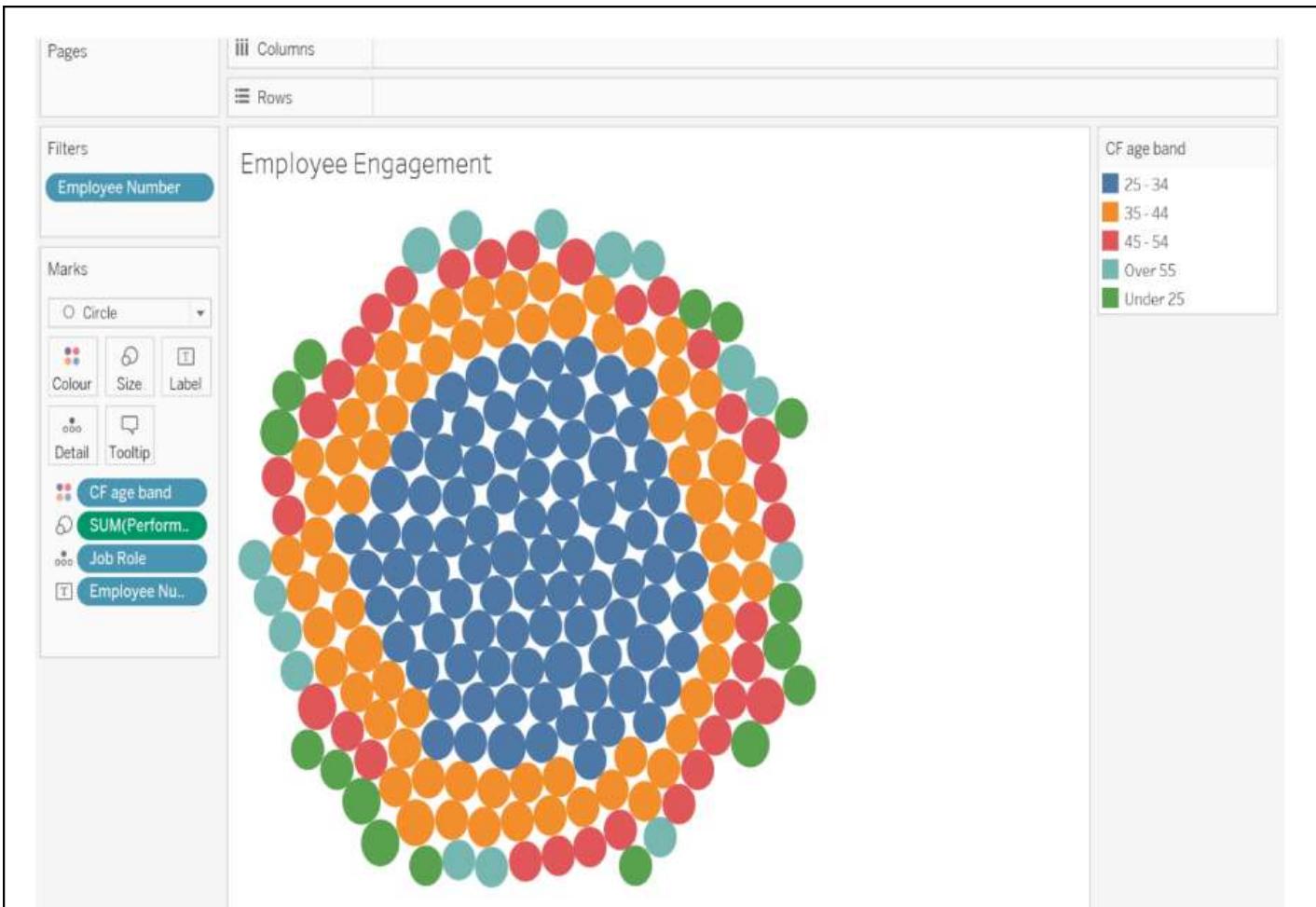


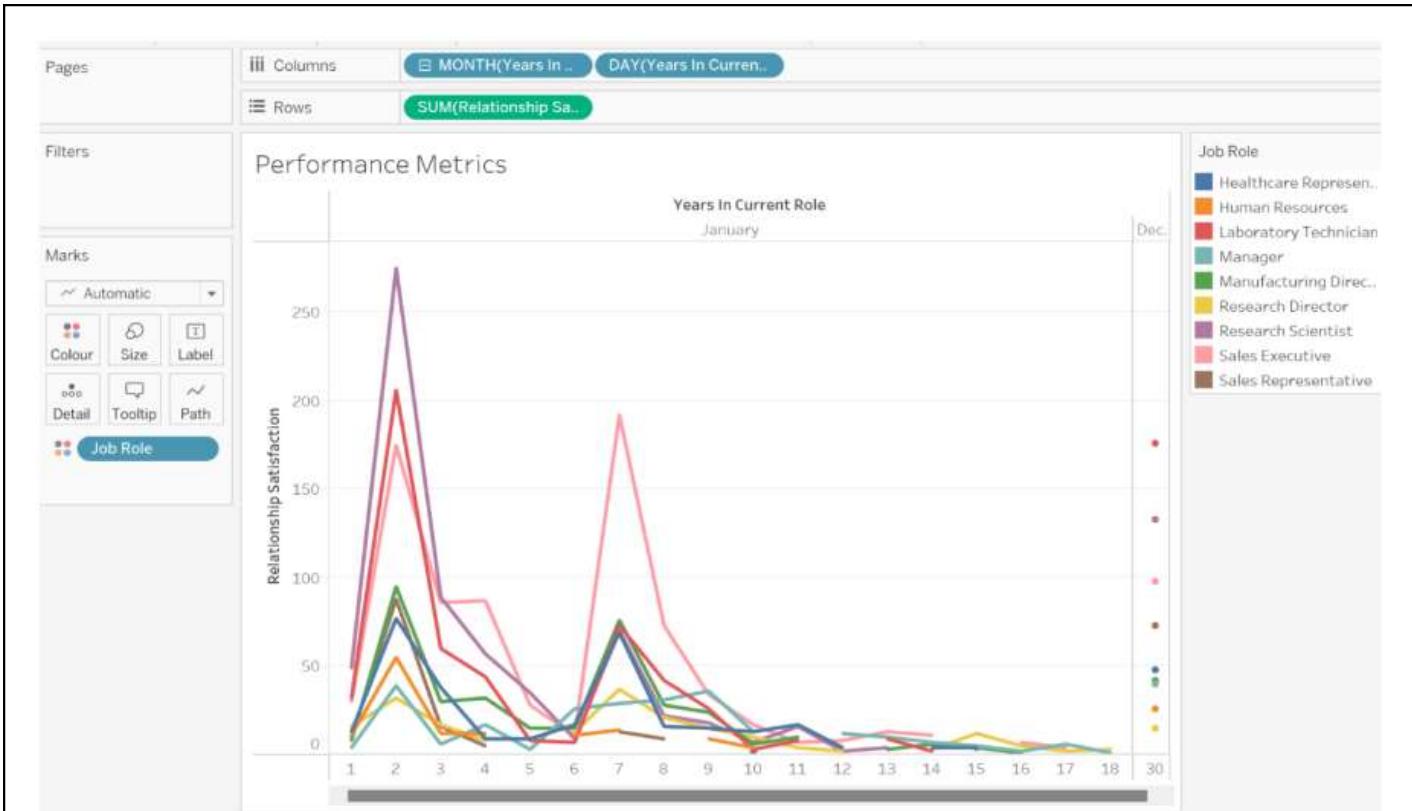


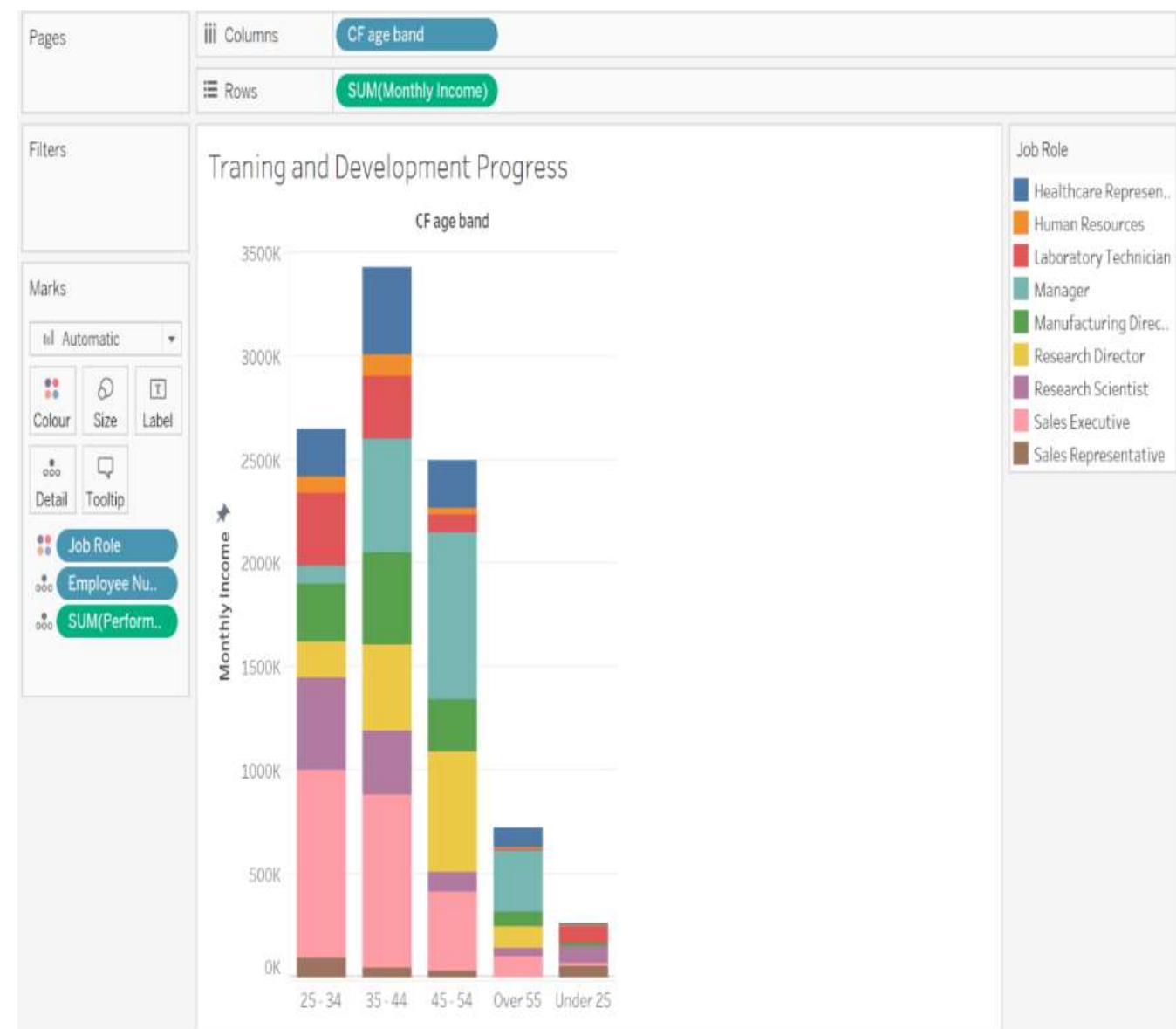


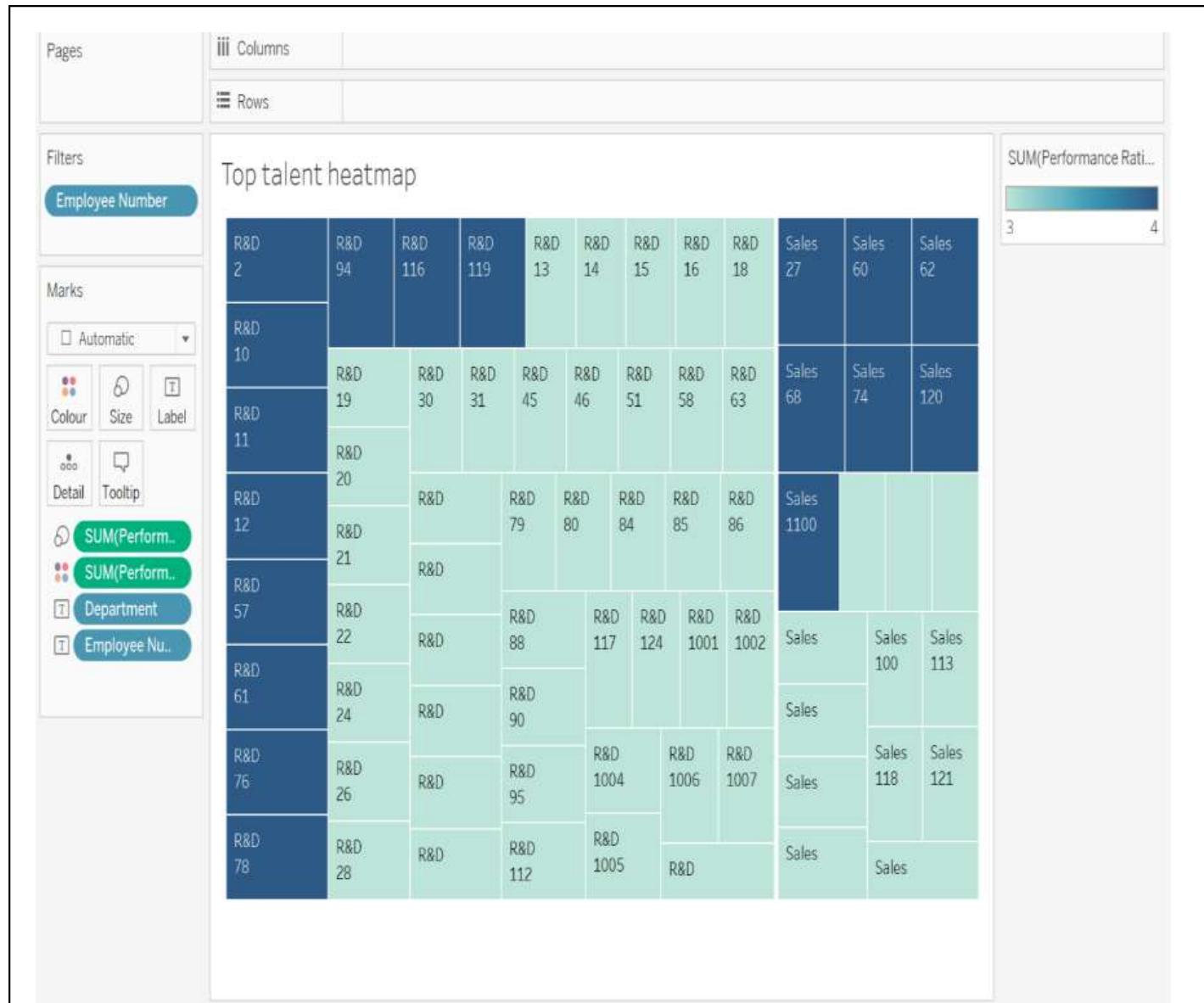






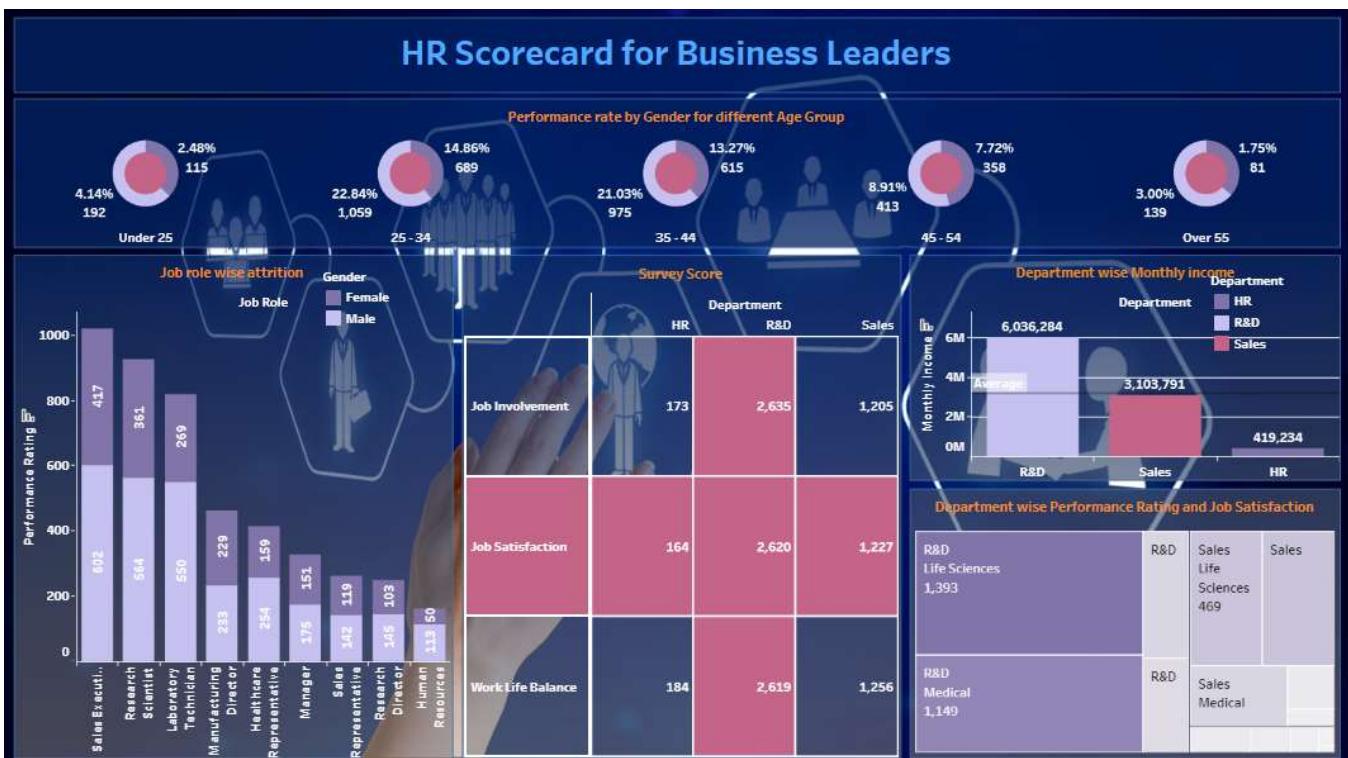
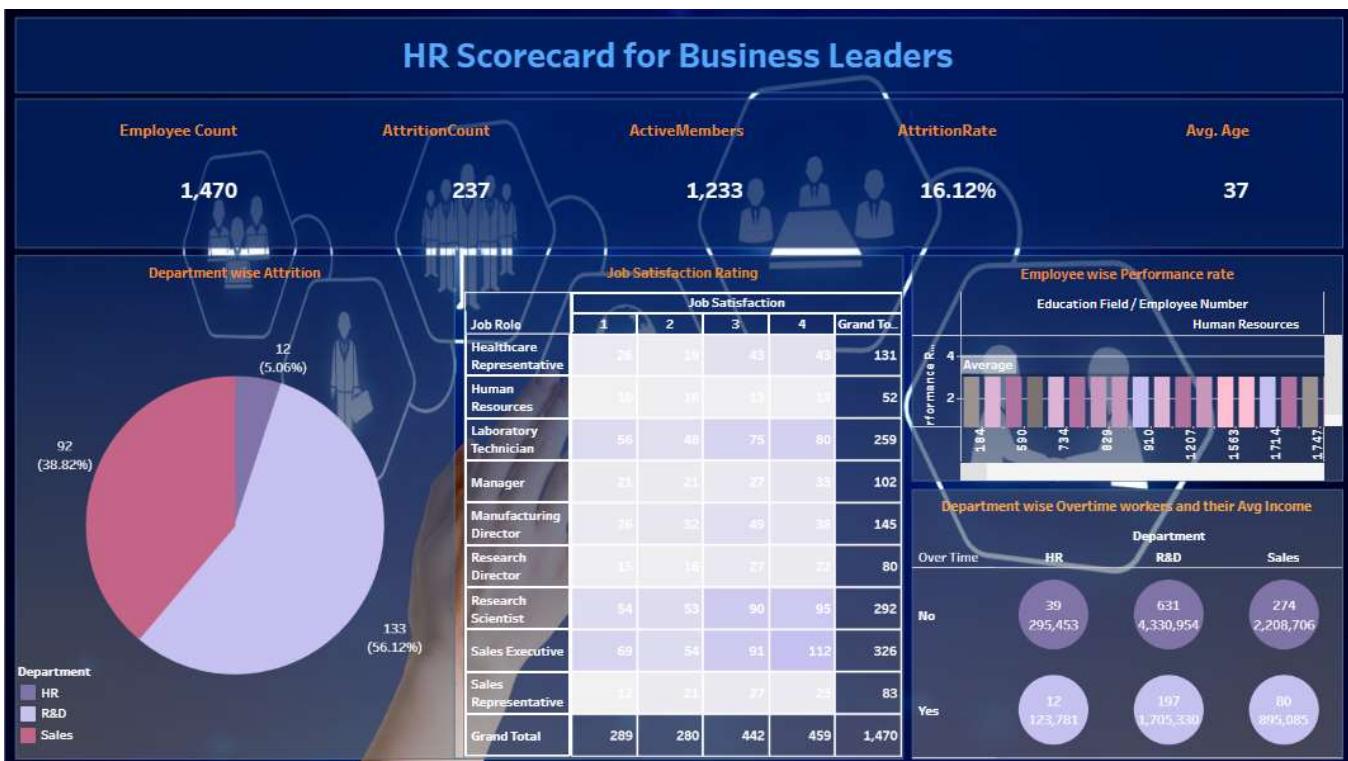






Dashboards





Stories

Story 1

Tableau HR Scorecard for HR Professionals

HR Scorecard for HR Professionals < Attrition Data - I Attrition Data - II Attrition Data - III Job Satisfaction and Performance Work Life Balance for Departments >

HR Scorecard for HR Professionals

Using this story, as an HR Professional you can make decisions for the organization's benefit using Benchmarking as a basis.

Benchmarking guides HR with industry standards, aligning targets, and adopting best practices for better employee performance.

Tableau HR Scorecard for HR Professionals

HR Scorecard for HR Professionals
Attrition Data - I
Attrition Data - II
Attrition Data - III
Job Satisfaction and Performance
Work Life Balance for Departments

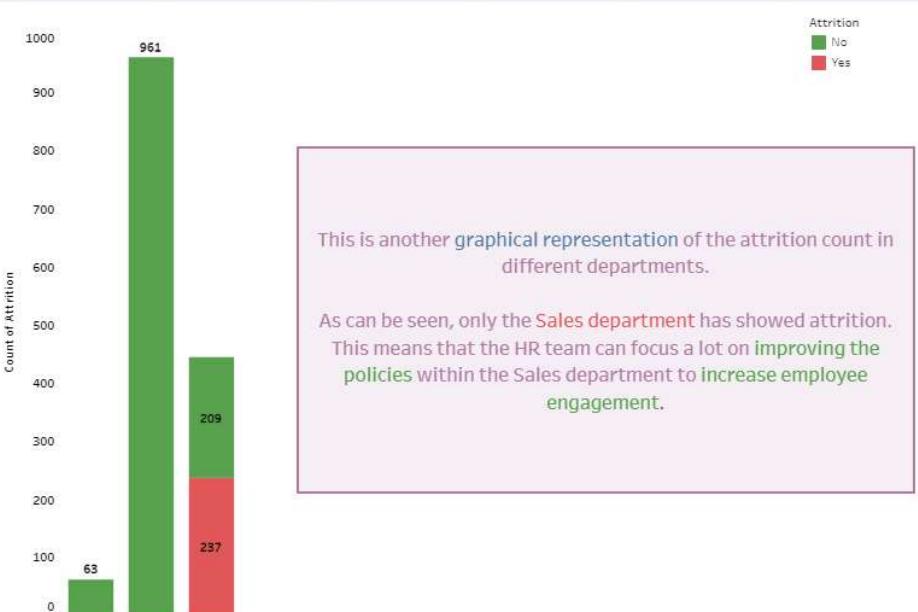
Employee Count	Attrition Count	Active Employees	Attrition Rate(%)
1,470	237	1,233	16.12%

Within the organization, there are about 1.5k employees among whom 1.2k are active.

Using basic calculation, we can see that there are about 16% of employees who are not interested in work / wish to leave or discontinue their work in the organization

Tableau HR Scorecard for HR Professionals

HR Scorecard for HR Professionals
Attrition Data - I
Attrition Data - II
Attrition Data - III
Job Satisfaction and Performance
Work Life Balance for Departments



The chart displays the count of attrition for three departments. The Y-axis represents the 'Count of Attrition' from 0 to 1000. The X-axis lists the departments: HR, R&D, and Sales. The bars are colored green, indicating 'No' attrition.

Attrition	Count of Attrition
No	961
Yes	209
No	63

This is another graphical representation of the attrition count in different departments.

As can be seen, only the Sales department has showed attrition. This means that the HR team can focus a lot on improving the policies within the Sales department to increase employee engagement.



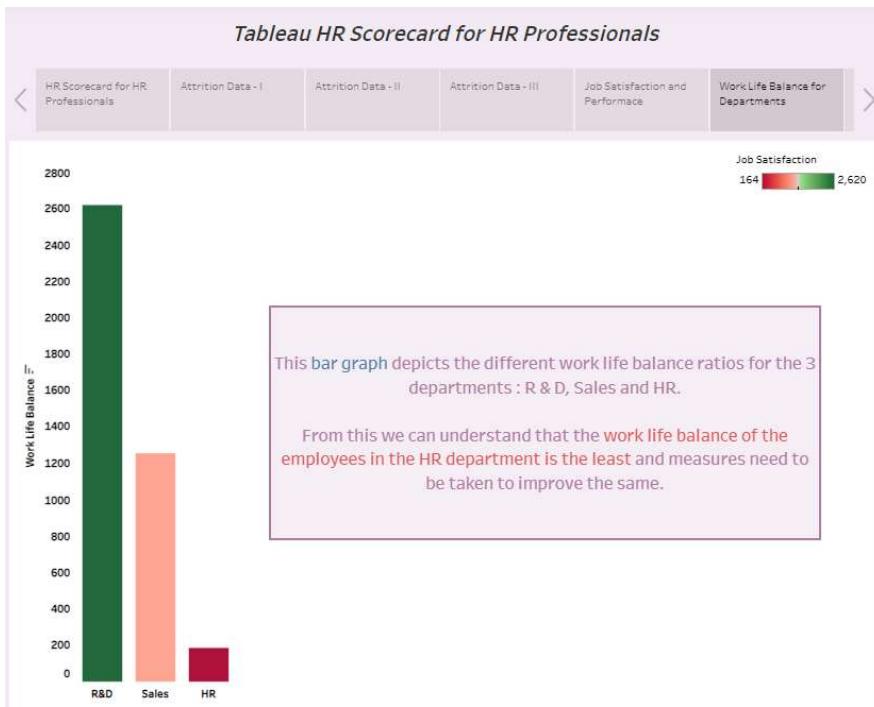


Tableau HR Scorecard for HR Professionals

Attrition Data - II Attrition Data - III Job Satisfaction and Performance Work Life Balance for Departments Job Satisfaction Distribution Work Hour Distribution Conclusion

The figure displays two box plots side-by-side. The top plot shows 'Hourly Rate' on the Y-axis, ranging from 0K to 60K. The bottom plot shows 'Job Satisfaction' on the Y-axis, ranging from 0 to 2500. Both plots include numerical values at the top: 63,587 for Hourly Rate and 2,620 for Job Satisfaction.

Job Satisfaction and Hourly Rate Data shown via two Box Plots showing the data for all the Departments.

HRs can draw a comparison between the satisfaction rate and the working hours of the employees and formulate relevant decisions to improve the satisfaction rates and performance of the employees.

Tableau HR Scorecard for HR Professionals

Attrition Data - III Job Satisfaction and Performance Work Life Balance for Departments Job Satisfaction Distribution Work Hour Distribution Conclusion

Benchmarking helps HRs by comparing their HR practices with industry standards, enabling them to identify performance gaps, adopt best practices, set realistic targets, and allocate resources for improved employee performance.

Story 2

Introduction Attrition Overview Employee Satisfaction Overtime and Income Employee Performance Analysis Gender and Age Group Analysis Job Roles and Attrition Employee Feedback and Performance

This scene provides an overview of talent management, focusing on attrition rates across different departments.

HR Scoreboard for Business Leaders

Welcome to our exploration of the "Tableau HR Scorecard: Measuring Success in Talent Management" dataset. Talent management is a critical component of any organization's success, and it involves various aspects, from attrition and job satisfaction to performance and diversity. In this Tableau story, we will embark on a journey to gain insights into the state of talent management which is helpful for business leaders to take decisions for their future of the organization.

Our journey is divided into eight scenes, each shedding light on different facets of talent management. We will uncover patterns, correlations, and actionable insights from the data.

As we navigate through this story, we encourage you to explore the visuals and data, engage with the insights, and consider the implications for our talent management strategies. Each scene is designed to provide a deeper understanding of our workforce and offer guidance for making informed decisions.

Introduction Attrition Overview Employee Satisfaction Overtime and Income Employee Performance Analysis Gender and Age Group Analysis Job Roles and Attrition Employee Feedback and Performance

This scene provides an overview of attrition rates across different departments.

A pie chart titled "Attrition Overview" showing the distribution of attrition rates across three departments. The chart is divided into three segments: a large red segment for Sales, a medium blue segment for R&D, and a small purple segment for HR. The data labels indicate the count and percentage for each department.

Department	Count	Percentage
HR	12	(5.06%)
R&D	185	(56.12%)
Sales	92	(98.82%)

Understanding Attrition

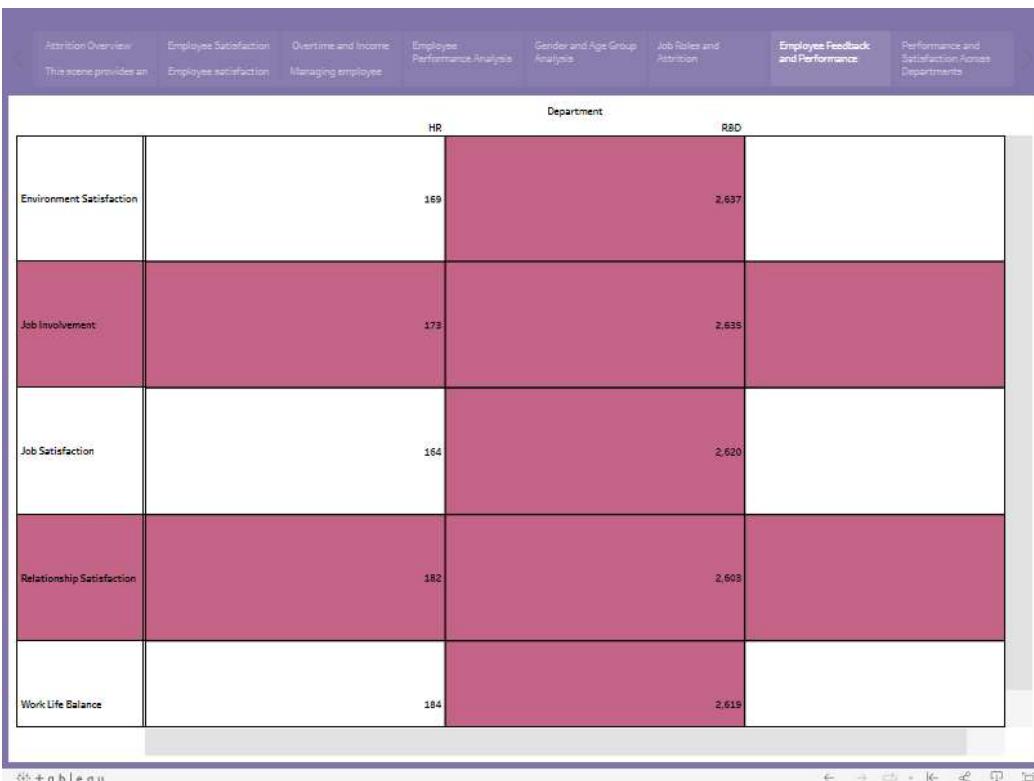
In this scene, we will look into the critical aspect of talent management - attrition. Attrition is the rate at which employees leave the organization. Understanding and managing attrition is essential for maintaining a healthy and stable workforce.

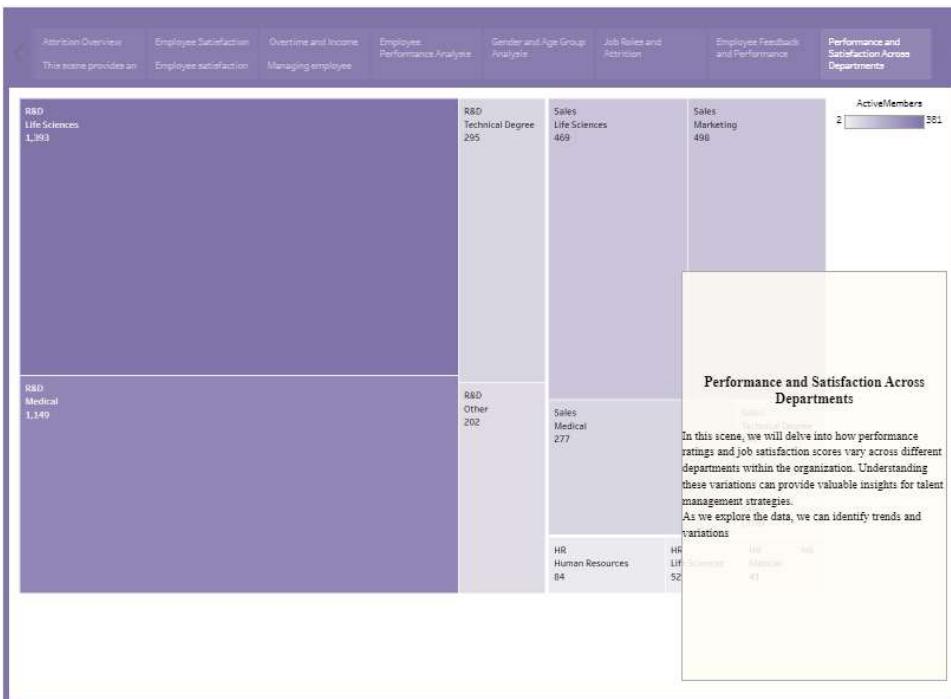
The pie chart below provides an overview of attrition rates across different departments. Each department is represented by a distinct color.

Introduction		Attrition Overview		Employee Satisfaction		Overtime and Income		Employee Performance Analysis		Gender and Age Group Analysis		Job Roles and Attrition		Employee Feedback and Performance	
		This scene provides an overview of employee satisfaction across different job roles.		Employee satisfaction		Managing employee workload and income.		Employee performance analysis based on various metrics.		Gender and age group analysis.		Job roles and attrition rates.		Employee feedback and performance.	
Job Role		1	2	Job Satisfaction				3	4	Grand Total		Employee Count			
Job Role		1	2	3	4					Grand Total		10		112	
Healthcare Representative		26	19		43			43				131			
Human Resources		10	16		13			13				52			
Laboratory Technician		56	48		75			80				259			
Manager		21	21		27			33				102			
Manufacturing Director		26	32		48			38				145			
Research Director		15	16		27			22				80			
Research Scientist		54	53		90			95				292			
Sales Executive		69	54		91			112				326			
Sales Representative		12	21		27			23				83			
Grand Total		289	280		442			459				1,470			









Website

Tableau HR Scorecard

127.0.0.1:5000

IBM Data Analyst Pr... Dashboard | Wome... 100-Day Coding Sp... Data WE Guitar Big Data with Hado... StockCast Welcome to Cloud... IBM Cognos smartIntern02/S... Online Printing Ser...

Tableau HR Scorecard.

Home About HR Scorecard HR Services Business Leaders Services Our Team Contact Us

Introducing to you the Tableau HR Scorecard

Measuring Success in Talent Management

Learn More about this Project

Waiting for public.tableau.com...

Tableau HR Scorecard

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Services for HR

Services for Business Leaders

Tableau HR Scorecard

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About Tableau HR Scorecard

A framework designed to measure and evaluate the success of talent management strategies



The HR Scoreboard is a robust tool that empowers business leaders to measure and improve employee performance through benchmarking. By aligning performance metrics with organizational goals and industry benchmarks, leaders can make informed decisions, identify top performers, and address skill gaps. This abstract explores the pivotal role of benchmarking within the HR Scoreboard framework, emphasizing its significance in driving continuous improvement and fostering a culture of excellence. However, implementing an HR Scoreboard also requires attention to data accuracy, privacy concerns, and change management. Overall, it's a dynamic framework for workforce management that leverages benchmarking to meet today's competitive business demands.

Tableau HR Scorecard

127.0.0.1:5000/#hrservices

IBM Data Analyst Pr... Dashboard | Home... 100-Day Coding Sp... Data WE Guitar Big Data with Hado... StockCast Welcome to Cloud... IBM Cognos smartitemz02/S... Online Printing Ser...

Tableau HR Scorecard.

Home About HR Scorecard **HR Services** Business Leaders Services Our Team Contact Us

Our Services for HR



Visualizations

Visualizations simplify complex data, enabling quick decision-making, fostering transparency and accountability, and facilitating benchmarking for continuous improvement. In essence, they empower leaders to optimize talent and align their workforce with strategic objectives.

[Download all Visualizations →](#)

Redirected to : <https://drive.google.com/file/d/1f3qpmZfic6BoF5GZiVkcIxLEAFq9lYNp/view>

Tableau HR Scorecard

drive.google.com/file/d/1f3qpmZfic6BoF5GZiVkcIxLEAFq9lYNp/view

IBM Data Analyst Pr... Dashboard | Home... 100-Day Coding Sp... Data WE Guitar Big Data with Hado... StockCast Welcome to Cloud... IBM Cognos smartitemz02/S... Online Printing Ser...

HRSCORECARD.pdf

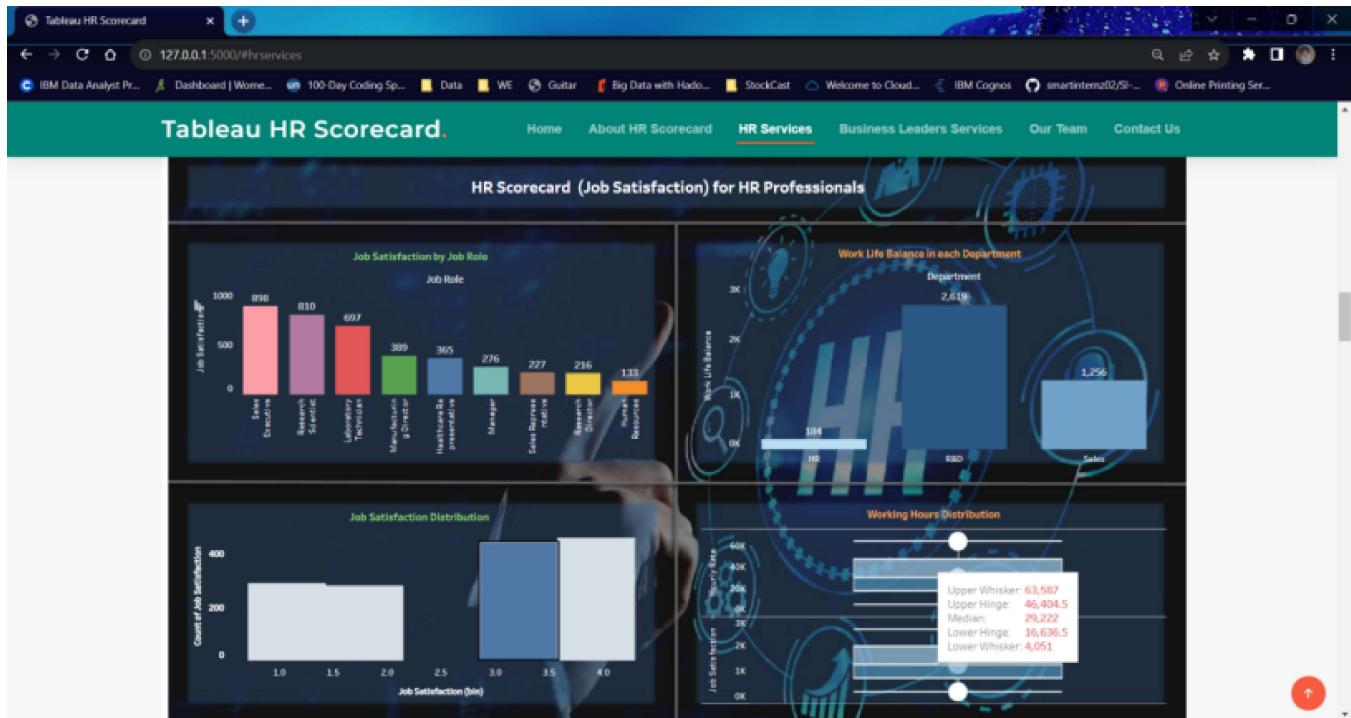
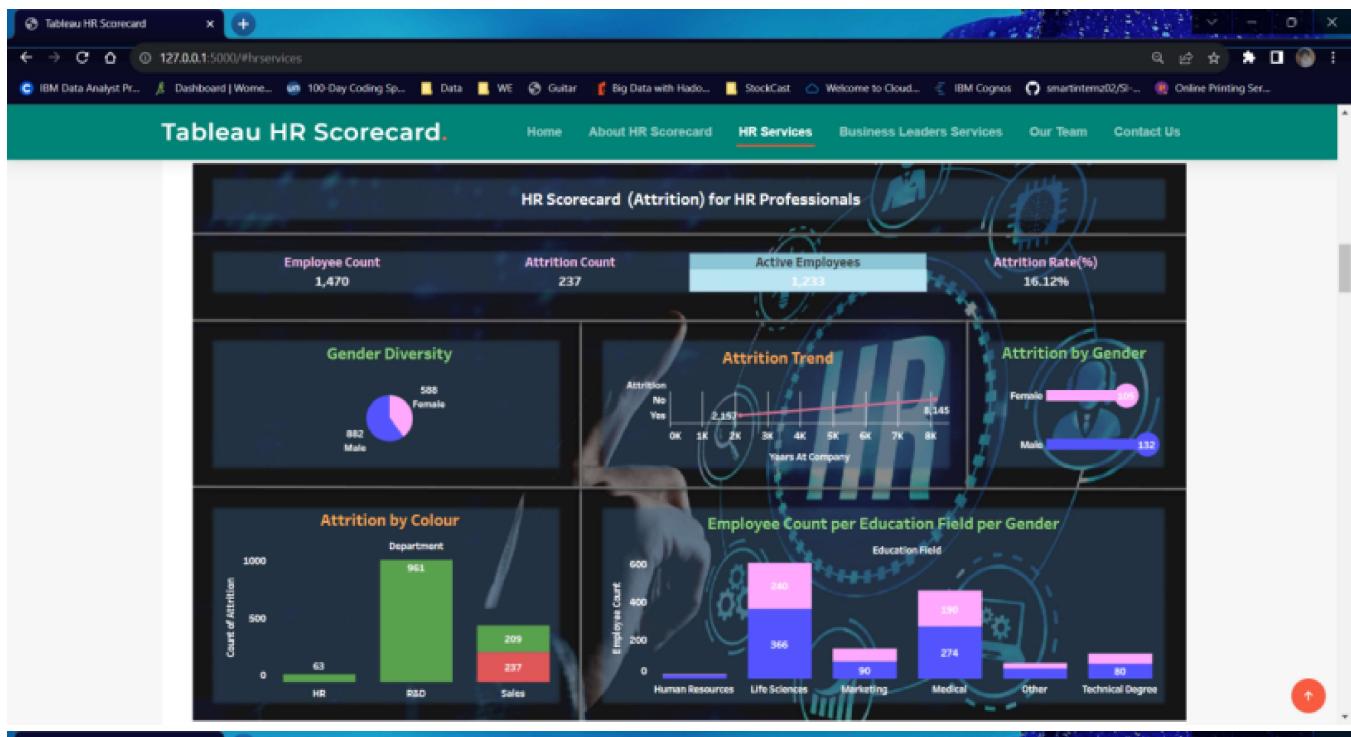
[Open with Google Docs](#)

Visualizations that inform HRs about talent status of employees in the organization from a brief level.

Reduce Attrition:

Decrease employee turnover rates by benchmarking your attrition against industry standards and identifying factors contributing to attrition in your organization.





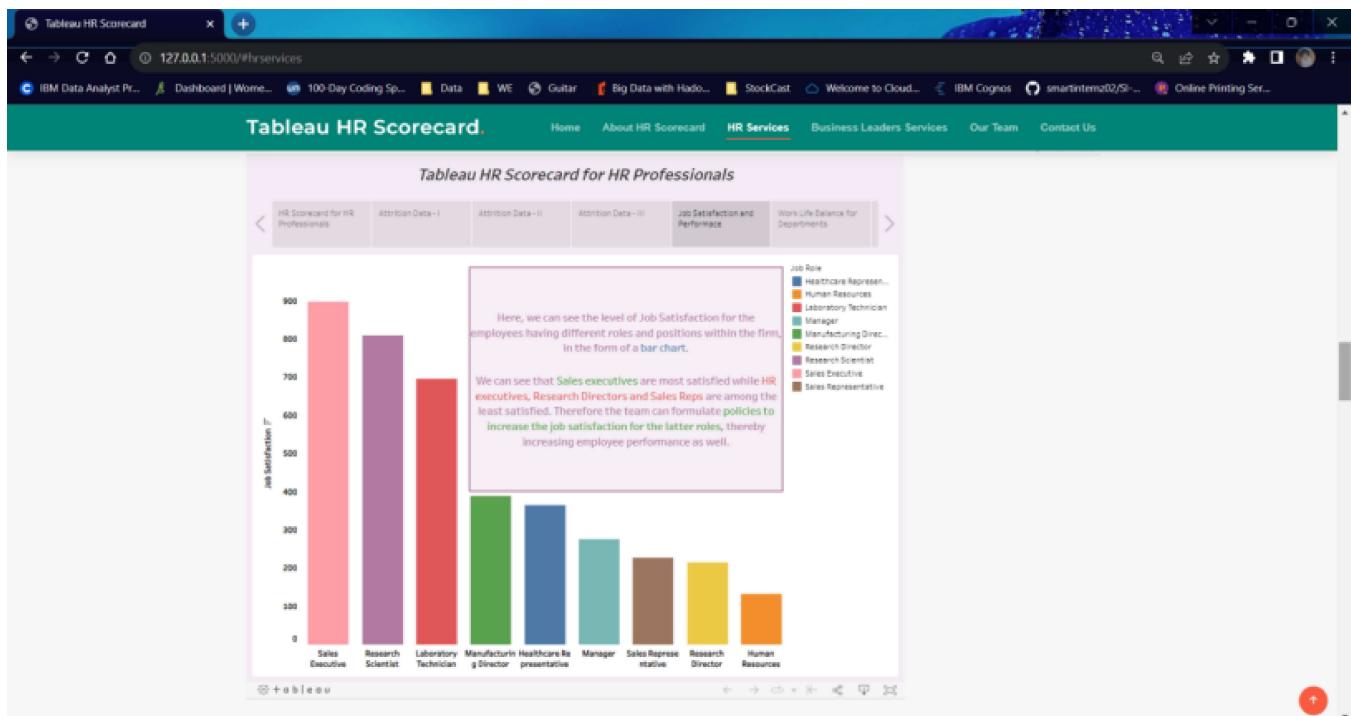


Tableau HR Scorecard

127.0.0.1:5000/#hrservices

Tableau HR Scorecard.

Home About HR Scorecard **HR Services** **Business Leaders Services** Our Team Contact Us

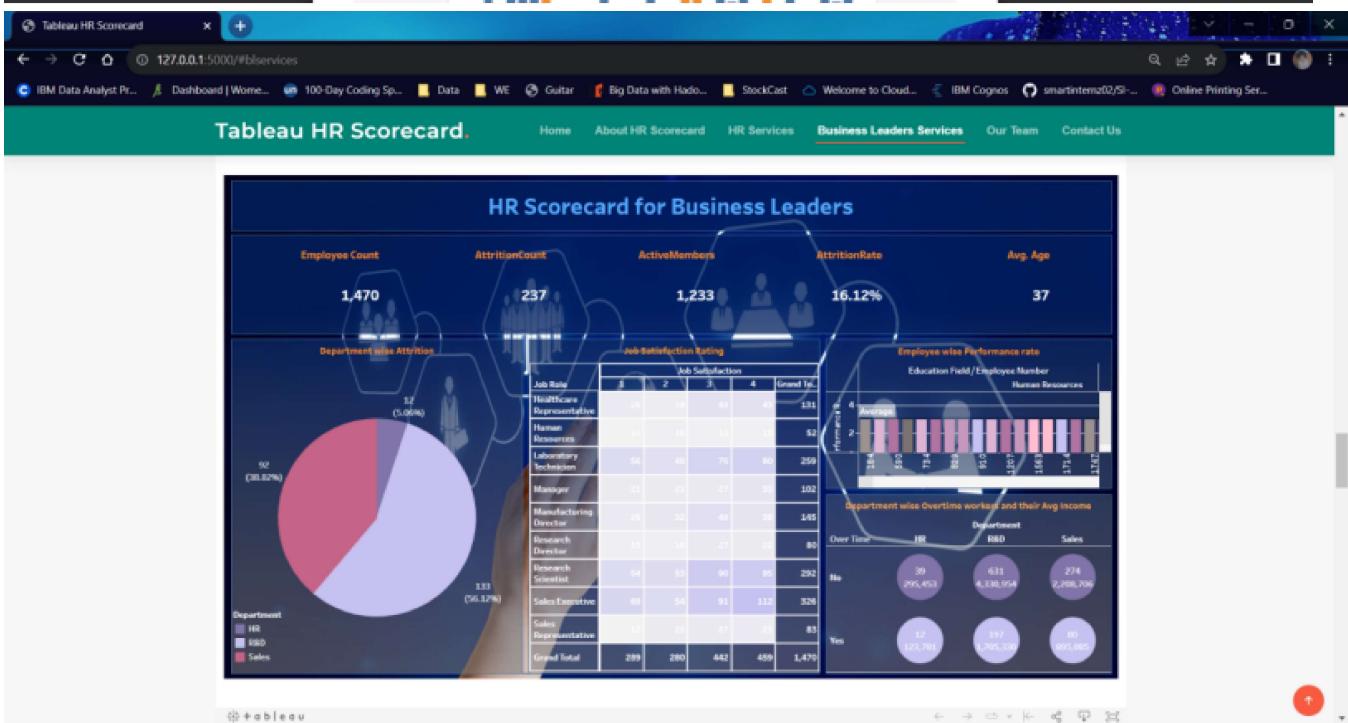
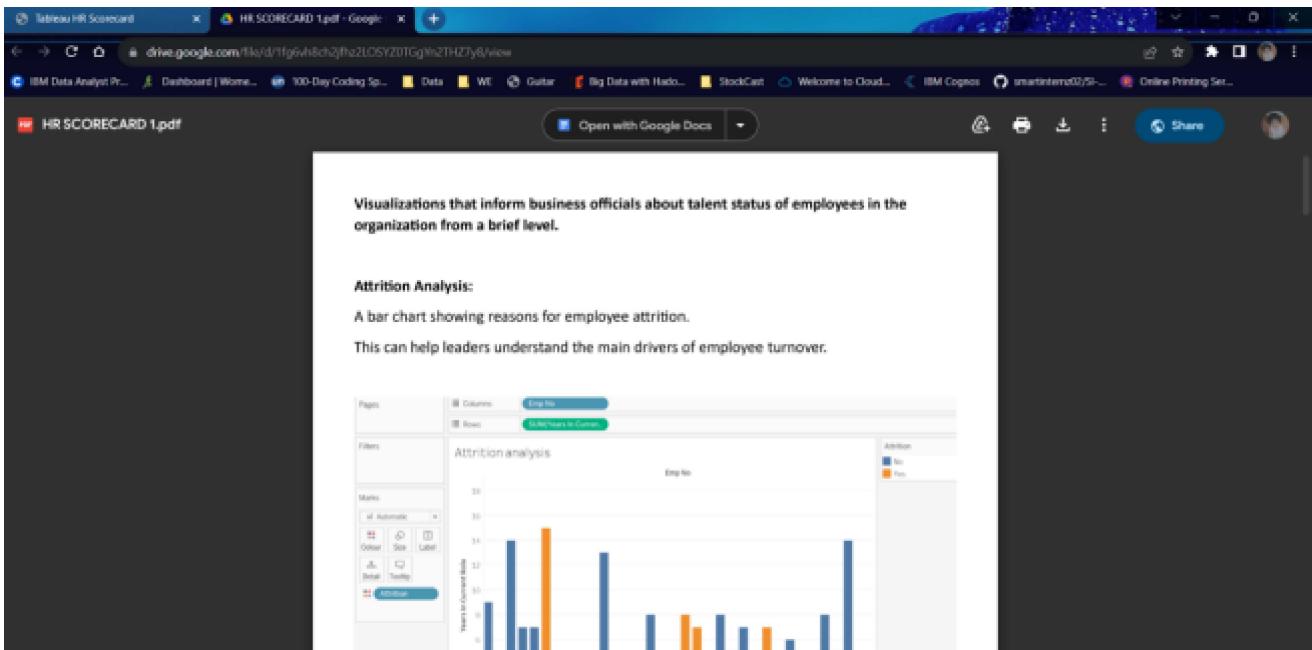
Our Services for Business Leaders

Visualizations

Business leaders rely on visualizations to provide a clear, concise snapshot of the talent status of employees within their organization.

[Download all Visualizations →](#)

Redirected to : <https://drive.google.com/file/d/1fg6vh8ch2jfhz2LOSYZ0TGGYn2THZ7y8/view>



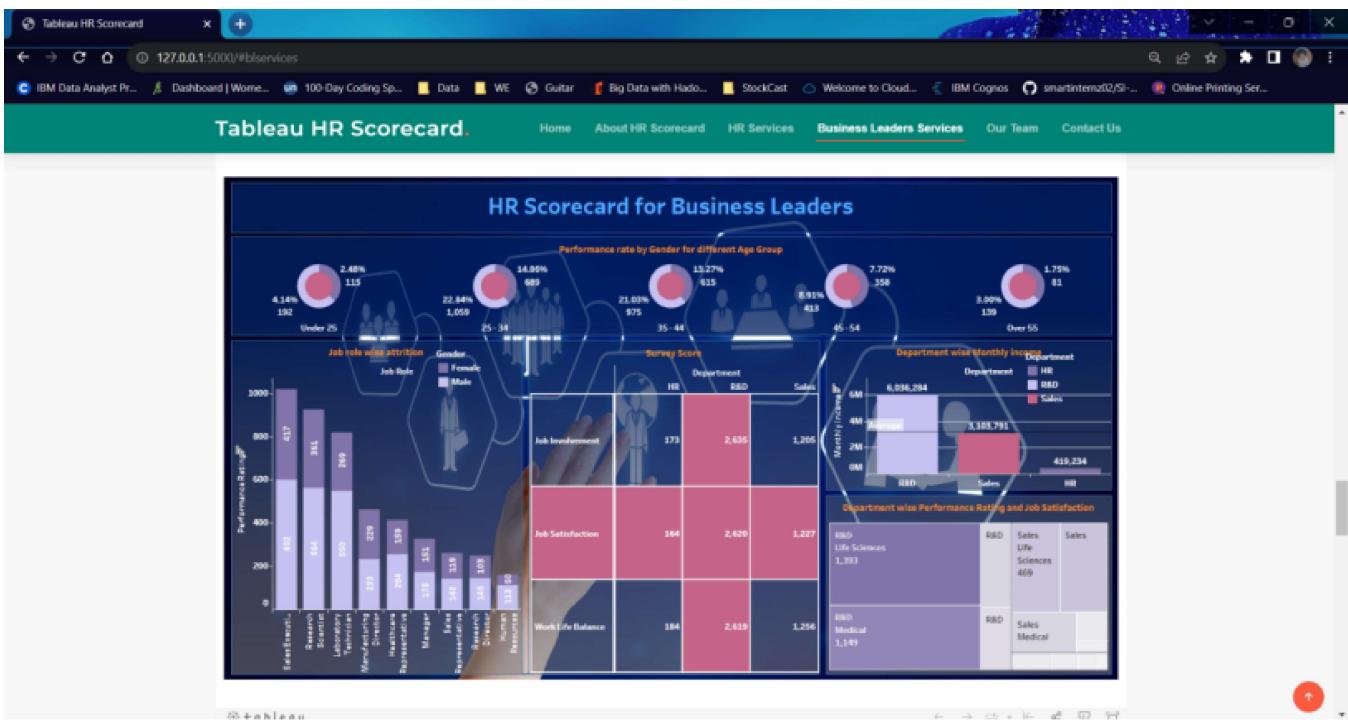


Tableau HR Scorecard.

Home About HR Scorecard HR Services Business Leaders Services Our Team Contact Us

Introduction Attrition Overview Employee Satisfaction Quarters and Income Employee Performance Analysis Gender and Age Group Analysis Job Roles and Attrition Employee Feedback and Performance

HR Scoreboard for Business Leaders

Welcome to our exploration of the "Tableau HR Scorecard: Measuring Success in Talent Management" dataset. Talent management is a critical component of any organization's success, and it involves various aspects, from attrition and job satisfaction to performance and diversity. In this Tableau story, we will embark on a journey to gain insights into the state of talent management which is helpful for business leaders to take decisions for their future of the organization.

Our journey is divided into eight scenes, each shedding light on different facets of talent management. We will uncover patterns, correlations, and actionable insights from the data.

As we navigate through this story, we encourage you to explore the visuals and data, engage with the insights, and consider the implications for our talent management strategies. Each scene is designed to provide a deeper understanding of our workforce and offer guidance for making informed decisions.

Tableau HR Scorecard

127.0.0.1:5000/#team

IBM Data Analyst Pr... Dashboard | Wome... 100-Day Coding Sp... Data WE Guitar Big Data with Hado... StockCast Welcome to Cloud... IBM Cognos smartintemo2/S... Online Printing Ser...

Tableau HR Scorecard.

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Our Team

Meet our amazingly talented team!



Anisha Kumar



Sanal P K



Shreya Shamej



Praiseeda Kallakuri

[LinkedIn](#) [Email](#)

Tableau HR Scorecard

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IBM Data Analyst Pr... Dashboard | Wome... 100-Day Coding Sp... Data WE Guitar Big Data with Hado... StockCast Welcome to Cloud... IBM Cognos smartintemo2/S... Online Printing Ser...

Tableau HR Scorecard.

Home About HR Scorecard HR Services Business Leaders Services Our Team Contact Us

Contact

Contact us using email!

Email:
anisha.21bce7239@vitapstudent.ac.in

Open Hours:
Mon-Fri: 10:00AM - 9:00PM IST

[Send Message](#)

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Home About HR Scorecard HR Services Business Leaders Services Our Team **Contact Us**

Open Hours:
Mon-Fri: 10:00AM - 9:00PM IST

Message

Send Message

Tableau HR Scorecard

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Designed by Anisha Kumar, Sanal P K, Shreya Shamej, Praseeda Kalakuri.

10. ADVANTAGES & DISADVANTAGES

ADVANTAGES:

Informed Decision-Making: Business leaders gain access to data-driven insights, which help them make informed decisions regarding talent management. This enhances the likelihood of adopting effective strategies and minimizing guesswork.

Comprehensive Insights: The project covers multiple aspects of talent management, including attrition, job satisfaction, performance, and diversity. This comprehensive view provides a well-rounded understanding of the workforce, allowing leaders to address various challenges in a holistic manner.

Actionable Insights: Through data visualization and analysis, the project uncovers patterns and correlations in the workforce data. These insights go beyond raw data, offering actionable guidance that can be used to refine talent management strategies and address specific issues.

Benchmarking: The project enables benchmarking against industry standards and competitors, providing a competitive advantage. Business leaders can assess how their talent management practices compare to the best in their industry, allowing for continuous improvement.

DISADVANTAGES

Data Accuracy: The quality of insights depends on the accuracy and completeness of the underlying data. Inaccurate or incomplete data can lead to flawed decisions and misguided talent management strategies. Maintaining data integrity is essential.

Complexity: Some business leaders and team members may find the data and visualizations complex to interpret. This complexity can lead to misinterpretation of insights or necessitate additional training and support to ensure effective use of the project.

Over-reliance on Data: There is a risk that business leaders may become overly reliant on data, potentially overlooking qualitative aspects of talent management, such as interpersonal dynamics and employee well-being. Striking a balance between data and qualitative insights is essential.

11. CONCLUSION

In the realm of talent management, our benchmarking project has emerged as a beacon of insight and guidance. It offers an array of compelling benefits for our organization, charting a course toward improved talent strategies and decision-making. First and foremost, this project enriches us with valuable insights that empower us to refine and re-calibrate our talent management strategies. These insights are not just data points but actionable information that allows us to make informed decisions. Furthermore, the comprehensiveness of the project is a key advantage. It covers a wide spectrum of talent-related aspects, from attrition and job satisfaction to performance and diversity. This breadth of coverage allows us to understand and address the multifaceted challenges within our workforce. Benchmarking against industry standards and competitors is another valuable benefit. It provides us with a clear competitive edge, enabling us to gauge our performance in relation to the best in our field and, consequently, to aspire to excellence. In summary, the benefits of our benchmarking project are undeniable. It equips us with insights, informs our strategies, enhances our competitive position, and fosters collaboration. As we tread the path of talent management, we must keep these benefits in mind while addressing the associated challenges, ensuring a brighter future for our organization.

12. FUTURE SCOPE

The future scope of this benchmarking project offers exciting opportunities for our organization. Predictive analytics and machine learning integration can further refine our talent management strategies. They will allow us to forecast attrition risks, identify skill gaps, and provide personalized recommendations for talent development. Additionally, expanding our benchmarking efforts to include comparisons with industry best practices and trends will ensure our talent management practices remain competitive and adaptive. This holistic approach to talent management will make our organization more agile, data-driven, and responsive to the ever-evolving dynamics of the workforce. Furthermore, we can consider global expansion of our project to cater to diverse regional and market-specific talent management challenges. By embracing ethical and inclusive metrics, we can align our talent strategies with broader organizational values. Continual learning and adaptation will be at the core of our project, ensuring that we remain at the forefront of talent management practices.

13. APPENDIX

13.1 Source Code

Flask Application

```
from flask import Flask, render_template, request

app = Flask(__name__)

@app.route('/')

def welcome():

    return render_template("index.html")

if __name__ == '__main__':

    app.run(debug = False)
```

index.html

```
<!DOCTYPE html>

<html lang="en">

    <head>

        <meta charset="utf-8">

        <meta content="width=device-width, initial-scale=1.0" name="viewport">

    </head>

    <title>Tableau HR Scorecard</title>

    <meta content="" name="description">
```

```
<meta content="" name="keywords">

<!-- Favicons -->

<link href="static/assets/img/favicon.png">

<link href="static/assets/img/apple-touch-icon.png" rel="apple-touch-icon">

<!-- Google Fonts -->

<link rel="preconnect" href="https://fonts.googleapis.com">

<link rel="preconnect" href="https://fonts.gstatic.com" crossorigin>

<link href="https://fonts.googleapis.com/css2?family=Open+Sans:ital,wght@0,300;0,400;0,500;0,600;0,700;1,300;1,400;1,600;1,700&family=Montserrat:ital,wght@0,300;0,400;0,500;0,600;0,700;1,300;1,400;1,500;1,600;1,700&family=Raleway:ital,wght@0,300;0,400;0,500;0,600;0,700;1,300;1,400;1,500;1,600;1,700&display=swap" rel="stylesheet">

<!-- Vendor CSS Files -->

<link href="static/assets/vendor/bootstrap/css/bootstrap.min.css" rel="stylesheet">

<link href="static/assets/vendor/bootstrap-icons/bootstrap-icons.css" rel="stylesheet">

<link href="static/assets/vendor/aos-aos.css" rel="stylesheet">

<link href="static/assets/vendor/glightbox/css/glightbox.min.css" rel="stylesheet">

<link href="static/assets/vendor/swiper/swiper-bundle.min.css" rel="stylesheet">
```

```
<!-- Template Main CSS File -->

<link href="static/assets/css/main.css" rel="stylesheet">

</head>

<body>

<!-- ===== Header ===== -->

<header id="header" class="header d-flex align-items-center">

<div class="container-fluid container-xl d-flex align-items-center justify-content-between">

<a href="index.html" class="logo d-flex align-items-center">

<h1>Tableau HR Scorecard<span>.</span></h1>

</a>

<nav id="navbar" class="navbar">

<ul>

<li><a href="#hero">Home</a></li>

<li><a href="#about">About HR Scorecard</a></li>

<li><a href="#hrservices">HR Services</a></li>

<li><a href="#blservices">Business Leaders Services</a></li>

<li><a href="#team">Our Team</a></li>


```

```
<li><a href="#contact">Contact Us</a></li>

</ul>

</nav><!-- .navbar -->

<i class="mobile-nav-toggle mobile-nav-show bi bi-list"></i>

<i class="mobile-nav-toggle mobile-nav-hide d-none bi bi-x"></i>

</div>

</header><!-- End Header -->

<!-- End Header -->

<!-- ====== Hero Section ====== -->

<section id="hero" class="hero">

<div class="container position-relative">

<div class="row gy-5" data-aos="fade-in">

<div class="col-lg-6 order-2 order-lg-1 d-flex flex-column justify-content-center text-center text-lg-start">

<h2>Introducing to you the <span>Tableau HR Scorecard</span></h2>

<p>Measuring Success in Talent Management</p>

<div class="d-flex justify-content-center justify-content-lg-start">

<a href="#about" class="btn-get-started">Learn More about this Project</a>
```

```
</div>

</div>

<div class="col-lg-6 order-1 order-lg-2">

</div>

</div>

</div>

<div class="icon-boxes position-relative">

    <div class="container position-relative">

        <div class="row gy-4 mt-5">

            <div class="col-xl-6 col-md-6" data-aos="fade-up" data-aos-delay="200">

                <div class="icon-box">

                    <div class="icon"><i class="bi bi-graph-up-arrow"></i></div>

                    <h4 class="title"><a href="#hrservices" class="stretched-link">Services for HR</a></h4>

                </div>

            </div><!--End Icon Box -->

            <div class="col-xl-6 col-md-6" data-aos="fade-up" data-aos-delay="300">
```

```
<div class="icon-box">

    <div class="icon"><i class="bi bi-globe"></i></div>

        <h4 class="title"><a href="#blservices" class="stretched-link">Services for Business Leaders</a></h4>

    </div>

</div><!--End Icon Box -->




</div>

</div>

</div>




</div>

</section>

<!-- End Hero Section -->




<main id="main">




<!-- ===== About Us Section ===== -->

<section id="about" class="about">

    <div class="container" data-aos="fade-up">
```

```
<div class="section-header">

    <h2>About Tableau HR Scorecard</h2>

    <p>A framework designed to measure and evaluate the
        success of talent management strategies</p>

</div>

<div class="row gy-4">

    <div class="col-lg-6">

    </div>

    <div class="col-lg-6">

        <div class="content ps-0 ps-lg-5">

            <p class="fst-italic">

                The HR Scoreboard is a robust tool that empowers business leaders to measure and improve
                employee performance through benchmarking. By aligning performance metrics with organizational
                goals and industry benchmarks, leaders can make informed decisions, identify top performers, and
                address skill gaps. This abstract explores the pivotal role of benchmarking within the HR Scoreboard
                framework, emphasizing its significance in driving continuous improvement and fostering a culture of
                excellence. However, implementing an HR Scoreboard also requires attention to data accuracy, privacy
                concerns, and change management. Overall, it's a dynamic framework for workforce management that
                leverages benchmarking to meet today's competitive business demands.

            </p>

        </div>

    </div>

</div>
```

```
</div>

</div>

</div>

</section><!-- End About Us Section -->

<!-- ====== HR Services Section ====== -->

<section id="hrservices" class="services sections-bg">

<div class="container" data-aos="fade-up">

<div class="section-header">

<h2>Our Services for HR</h2>

</div>

<div class="row gy-4" data-aos="fade-up" data-aos-delay="100">

<div class="col-lg-12 col-md-6">

<div class="service-item position-relative">
```

```

<div class="icon">

    <i class="bi bi-activity"></i>

</div>

<h3>Visualizations</h3>

    <p>Visualizations simplify complex data, enabling quick decision-making, fostering transparency and accountability, and facilitating benchmarking for continuous improvement. In essence, they empower leaders to optimize talent and align their workforce with strategic objectives.</p>

    <a href="https://drive.google.com/file/d/1f3qpmZfic6BoF5GZiVkClxLEAFq9lYNp/view?usp=sharing" class="readmore stretched-link">Download all Visualizations <i class="bi bi-arrow-right"></i></a>

</div>

</div><!-- End Service Item -->

</div>

<!-- Dash 1 -->

    <div class='tableauPlaceholder' id='viz1699284760363' style='position: relative'><noscript><a href='#'><img alt='Dashboard' src='https://public.tableau.com/static/images/HR/HRScorecardAttrition&#47;Dashboard1&#47;1_rss.png' style='border: none' /></a></noscript><object class='tableauViz' style='display:none;'><param name='host_url' value='https%3A%2F%2Fpublic.tableau.com%2F' /><param name='embed_code_version' value='3' /> <param name='site_root' value=''/><param name='name' value='HRScorecardAttrition&#47;Dashboard1' /><param name='tabs' value='no' /><param name='toolbar' value='yes' /><param name='static_image' value='https://public.tableau.com/static/images/HR/HRScorecardAttrition&#47;Dashboard1&#47;1.png' /> <param name='animate_transition' value='yes' /><param name='display_static_image' value='yes' /><param name='display_spinner' value='yes' /><param name='display_overlay' value='yes' /><param name='display_count' value='yes' /><param

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```
name='language' value='en-US' /><param name='filter' value='publish=yes' /></object></div>
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} else if ( divElement.offsetWidth > 500 ) {
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} else {
    vizElement.style.width='100%';vizElement.style.height='1577px';
}
var scriptElement =
document.createElement('script');
scriptElement.src =
'https://public.tableau.com/javascripts/api/viz_v1.js';
vizElement.parentNode.insertBefore(scriptElement, vizElement);
</script>
```

<!-- Dash 2 -->

```
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} else if ( divElement.offsetWidth > 500 ) {
    vizElement.style.width='1300px';vizElement.style.height='827px';
} else {
    vizElement.style.width='100%';vizElement.style.height='1477px';
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```

```

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<!-- Story -->

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var scriptElement = document.createElement('script');
scriptElement.src = 'https://public.tableau.com/javascripts/api/viz_v1.js';
vizElement.parentNode.insertBefore(scriptElement, vizElement);           </script>

</div>

</section><!-- End HR Services Section -->

```

```
<!-- ===== Business Leaders Services Section ===== -->

<section id="blservices" class="services sections-bg">

    <div class="container" data-aos="fade-up">

        <div class="section-header">

            <h2>Our Services for Business Leaders</h2>

        </div>

        <div class="row gy-4" data-aos="fade-up" data-aos-delay="100">

            <div class="col-lg-12 col-md-6">

                <div class="service-item position-relative">

                    <div class="icon">

                        <i class="bi bi-activity"></i>

                    </div>

                    <h3>Visualizations</h3>

                    <p>Business leaders rely on visualizations to provide a clear, concise snapshot of the talent status of employees within their organization.</p>

                    <a href="https://drive.google.com/file/d/1fg6vh8ch2jfhz2LOSYZ0TGGYn2THZ7y8/view?usp=drive_link" class="readmore stretched-link">Download all Visualizations <i class="bi bi-arrow-right"></i></a>

                </div>

            </div>

        </div>

    </div>

</section>
```

```

<br>

<br>

</div><!-- End Service Item -->

</div>

<!-- Dash 1 -->

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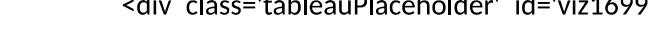
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<div class='tableauPlaceholder' id='viz1699276587202' style='position: relative'><noscript><a href='#'> 1
src='https://public.tableau.com/static/images/Hr/Hrscoreboardstory/Story1&1_rss.png' <param name='host_url' value='https%3A%2F%2Fpublic.tableau.com%2F' />
<param name='embed_code_version' value='3' /> <param name='site_root' value=''/><param name='name' value='Hrscoreboardstory/Story1' /><param name='tabs' value='no' /><param name='toolbar' value='yes' /><param name='static_image' value='https://public.tableau.com/static/images/Hr/Hrscoreboardstory/Story1&1.png' /> <param name='animate_transition' value='yes' /><param name='display_static_image' value='yes' /><param name='display_spinner' value='yes' /><param name='display_overlay' value='yes' /><param name='display_count' value='yes' /><param name='language' value='en-US' /></object></div> <script type='text/javascript' data-bbox="750 870 923 890'>
var

```

```
divElement = document.getElementById('viz1699276587202'); var vizElement =
divElement.getElementsByTagName('object')[0];
vizElement.style.width='100%';vizElement.style.height=(divElement.offsetWidth*0.75)+'px';
var scriptElement = document.createElement('script'); scriptElement.src =
'https://public.tableau.com/javascripts/api/viz_v1.js';
vizElement.parentNode.insertBefore(scriptElement, vizElement); </script>

</div>

</section><!-- End Business Leaders Services Section -->

<!-- ===== Our Team Section ===== -->

<section id="team" class="team">

<div class="container" data-aos="fade-up">

<div class="section-header">
<h2>Our Team</h2>
<p>Meet our amazingly talented team!</p>
</div>
```

```
<div class="row gy-4">

    <div class="col-xl-3 col-md-6 d-flex" data-aos="fade-up" data-aos-delay="100">

        <div class="member">

            <h4>Anisha Kumar</h4>

            <div class="social">

                <a href="https://www.linkedin.com/in/anisha-kumar-26921b230/"><i class="bi bi-linkedin"></i></a>

            </div>

        </div>

    </div><!-- End Team Member -->

    <div class="col-xl-3 col-md-6 d-flex" data-aos="fade-up" data-aos-delay="200">

        <div class="member">

            <h4>Sanal P K</h4>

            <div class="social">

                <a href="https://www.linkedin.com/in/sanal-p-k-50648a21a"><i class="bi bi-linkedin"></i></a>

            </div>

        </div>

    </div>
```

```
</div><!-- End Team Member -->
```

```
<div class="col-xl-3 col-md-6 d-flex" data-aos="fade-up" data-aos-delay="300">

<div class="member">



<h4>Shreya Shamej</h4>

<div class="social">

<a href="mailto:shreya.21bce8432@vitapstudent.ac.in"><i class="bi bi-envelope"></i></a>

</div>

</div>

</div><!-- End Team Member -->
```

```
<div class="col-xl-3 col-md-6 d-flex" data-aos="fade-up" data-aos-delay="400">

<div class="member">



<h4>Praseeda Kallakuri</h4>

<div class="social">

<a href="https://www.linkedin.com/in/praseeda-kallakuri-970334221/"><i class="bi bi-linkedin"></i></a>

</div>

</div>
```

```
</div><!-- End Team Member -->
```

```
</div>
```

```
</div>
```

```
</section><!-- End Our Team Section -->
```

```
<!-- ===== Contact Section ===== -->
```

```
<section id="contact" class="contact">
```

```
<div class="container" data-aos="fade-up">
```

```
<div class="section-header">
```

```
<h2>Contact</h2>
```

```
<p>Contact us using email!</p>
```

```
</div>
```

```
<div class="row gx-lg-0 gy-4">
```

```
<div class="col-lg-4">

    <div class="info-container d-flex flex-column align-items-center justify-content-center">

        <div class="info-item d-flex">

            <i class="bi bi-envelope flex-shrink-0"></i>

            <div>

                <h4>Email:</h4>

                <p>anisha.21bce7239@vitapstudent.ac.in</p>

            </div>

        </div><!-- End Info Item -->

        <div class="info-item d-flex">

            <i class="bi bi-clock flex-shrink-0"></i>

            <div>

                <h4>Open Hours:</h4>

                <p>Mon-Fri: 10:00AM - 9:00PM IST</p>

            </div>

        </div><!-- End Info Item -->

    </div>
```

```
</div>

<div class="col-lg-8">

    <form action="static/forms/contact.php" method="post" role="form" class="php-email-form">

        <div class="row">

            <div class="col-md-6 form-group">

                <input type="text" name="name" class="form-control" id="name" placeholder="Your Name" required>

            </div>

            <div class="col-md-6 form-group mt-3 mt-md-0">

                <input type="email" class="form-control" name="email" id="email" placeholder="Your Email" required>

            </div>

        </div>

        <div class="form-group mt-3">

            <input type="text" class="form-control" name="subject" id="subject" placeholder="Subject" required>

        </div>

        <div class="form-group mt-3">

            <textarea class="form-control" name="message" rows="7" placeholder="Message" required></textarea>

        </div>

    </form>

```

```
<div class="my-3">

    <div class="loading">Loading</div>

    <div class="error-message"></div>

    <div class="sent-message">Your message has been sent. Thank you!</div>

</div>

    <div class="text-center"><button type="submit">Send Message</button></div>

</form>

</div><!-- End Contact Form -->

</div>

</div>

</section><!-- End Contact Section -->

</main><!-- End #main -->

<!-- ====== Footer ====== -->

<footer id="footer" class="footer">

    <div class="container" style="justify-content: center; align-items: center; display: flex;">

        <div class="row gy-4">
```

```
<div class="col-lg-5 col-md-12 footer-info">

    <a href="index.html" class="logo d-flex align-items-center">

        <span>Tableau HR Scorecard</span>

    </a>

    <p>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.</p>

    </div>

    </div>

</div>

<div class="container mt-4">

    <div class="copyright">

        © Copyright <strong><span>Tableau HR Scorecard</span></strong>. All Rights Reserved

    </div>

    <div class="credits">

        <!-- All the links in the footer should remain intact. -->

        <!-- You can delete the links only if you purchased the pro version. -->

        <!-- Licensing information: https://bootstrapmade.com/license/ -->

    </div>

</div>
```

```
<!-- Purchase the pro version with working PHP/AJAX contact form:  
https://bootstrapmade.com/impact-bootstrap-business-website-template/ -->
```

```
Designed by <a href="https://bootstrapmade.com/">Anisha Kumar, Sanal P K, Shreya Shamej,  
Praseeda Kallakuri</a>
```

```
</div>
```

```
</div>
```

```
</footer><!-- End Footer -->
```

```
<!-- End Footer -->
```

```
<a href="#" class="scroll-top d-flex align-items-center justify-content-center"><i class="bi bi-arrow-up-short"></i></a>
```

```
<div id="preloader"></div>
```

```
<!-- Vendor JS Files -->
```

```
<script src="static/assets/vendor/bootstrap/js/bootstrap.bundle.min.js"></script>
```

```
<script src="static/assets/vendor/aos/aos.js"></script>
```

```
<script src="static/assets/vendor/glightbox/js/glightbox.min.js"></script>
```

```
<script src="static/assets/vendor/purecounter/purecounter_vanilla.js"></script>
```

```
<script src="static/assets/vendor/swiper/swiper-bundle.min.js"></script>
```

```
<script src="static/assets/vendor/isotope-layout/isotope.pkgd.min.js"></script>
```

```
<script src="static/assets/vendor/php-email-form/validate.js"></script>

<!-- Template Main JS File -->

<script src="static/assets/js/main.js"></script>

</body>

</html>
```

13.2 GitHub, Tableau Public & Project Demo Links

Github : <https://github.com/smartinternz02/SI-GuidedProject-587497-1697115261/tree/main>

Tableau Public :

Dashboard 1 :

<https://public.tableau.com/app/profile/anisha.kumar7416/viz/HRScorecardAttrition/Dashboard1>

Dashboard 2 :

https://public.tableau.com/app/profile/anisha.kumar7416/viz/Dash1_16992800863660/Dashboard2

Dashboard 3 :

<https://public.tableau.com/app/profile/sanal.p.k/viz/Hrdash/Dashboard1>

Dashboard 4 :

<https://public.tableau.com/app/profile/sanal.p.k/viz/Hrdash2px/Dashboard2>

Story 1 :

https://public.tableau.com/app/profile/anisha.kumar7416/viz/HRScorecardStory_16992027960760/Story1

y1

Story 2 :

<https://public.tableau.com/app/profile/sanal.p.k/viz/Hrscoreboardstory/Story1>

Project Demo : <https://drive.google.com/file/d/1UqsTWi7J4PFvLknudRW3sAns44EPBue9/view?usp=sharing>

