

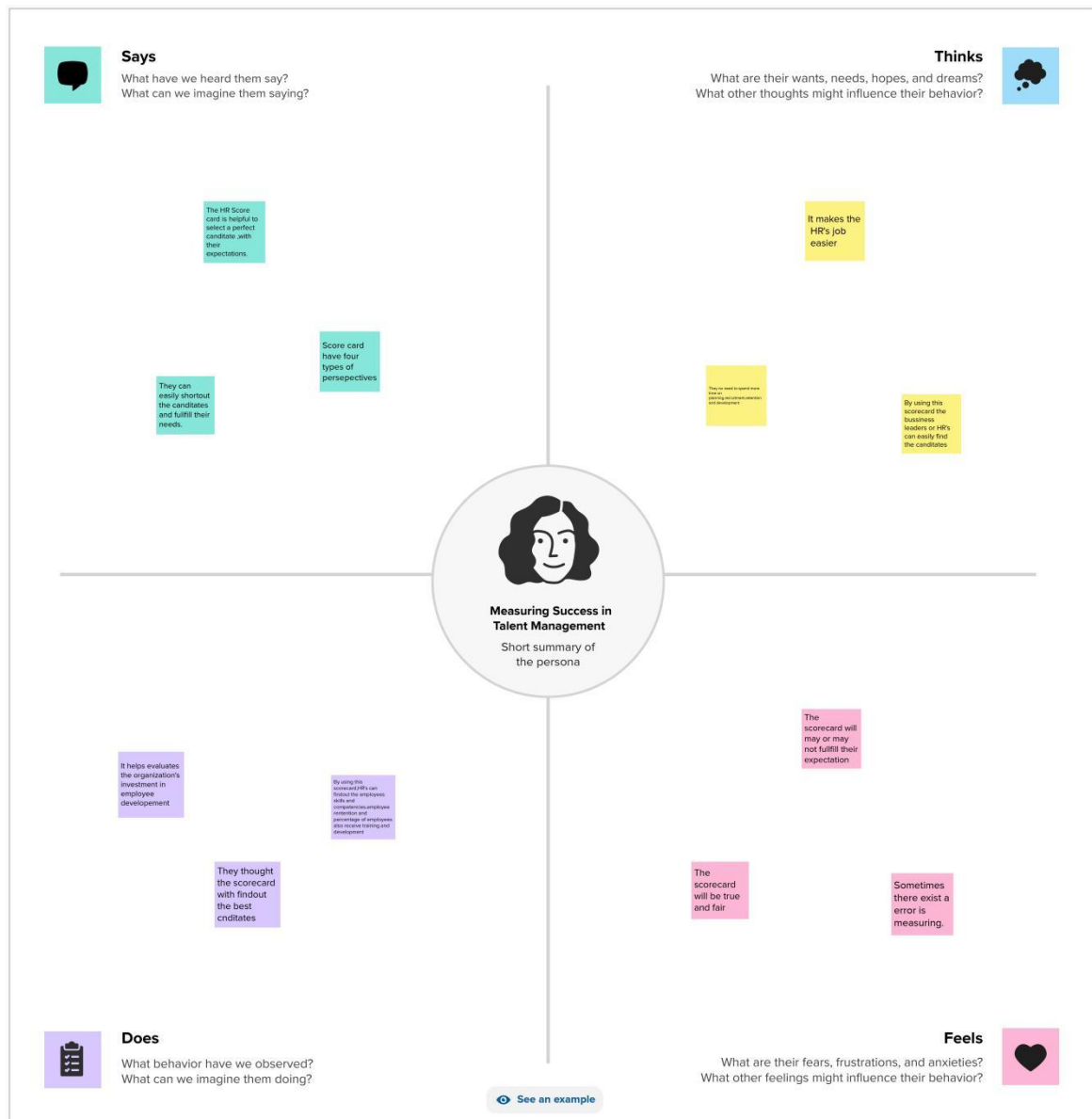
MEASURING SUCCESS IN TALENT MANAGEMENT

1.INTRODUCTION

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.

2.PROBLEM DEFINING AND DESIGN THINKING

EMPATHY MAP



BRAINSTORMING MAP

Brainstorm & idea prioritization

Use this template in your own brainstorming sessions so your team can unleash their imagination and start shaping concepts even if you're not starting in the same room.

- Brainstorming process
- Team collection
- 20 minutes recommended

Before you collaborate

A little bit of preparation goes a long way with this session. Here's what you need to do to get going.

- 10 minutes

- 1. Set priority: We've gathered ideas and data that may spark relevant insights.
- 2. Set goal: To explore the brainstorming.
- 3. Limit the time to brainstorm: 20 minutes. (Optional: 10 minutes for a quick session.)

Define your problem statement

What problem are you trying to solve? Frame your problem as the right the statement. This will be the focus of your brainstorm.

- 10 minutes

Problem

There are no resources to maintain the system and maintain the system.

Rules of brainstorming

To use an idea and problem statement

- 1. No criticism: Encourage all ideas.
- 2. No judgment: Encourage all ideas.
- 3. No ideas: Encourage all ideas.

Brainstorm

Write down any ideas that come to mind that address your problem statement.

- 10 minutes

Round 1

Round 2

Round 3

Group ideas

See how sharing your ideas with others can help you refine them. One of the best ways to do this is to have a group of people who can help you refine your ideas. This is a great way to get feedback and to see how your ideas can be improved.

- 10 minutes

Prioritize

Your team should be able to come up with a list of ideas that are most important. This is a great way to see how your ideas can be improved. This is a great way to see how your ideas can be improved.

- 10 minutes

Importance

Feasibility

After you collaborate

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RESULT

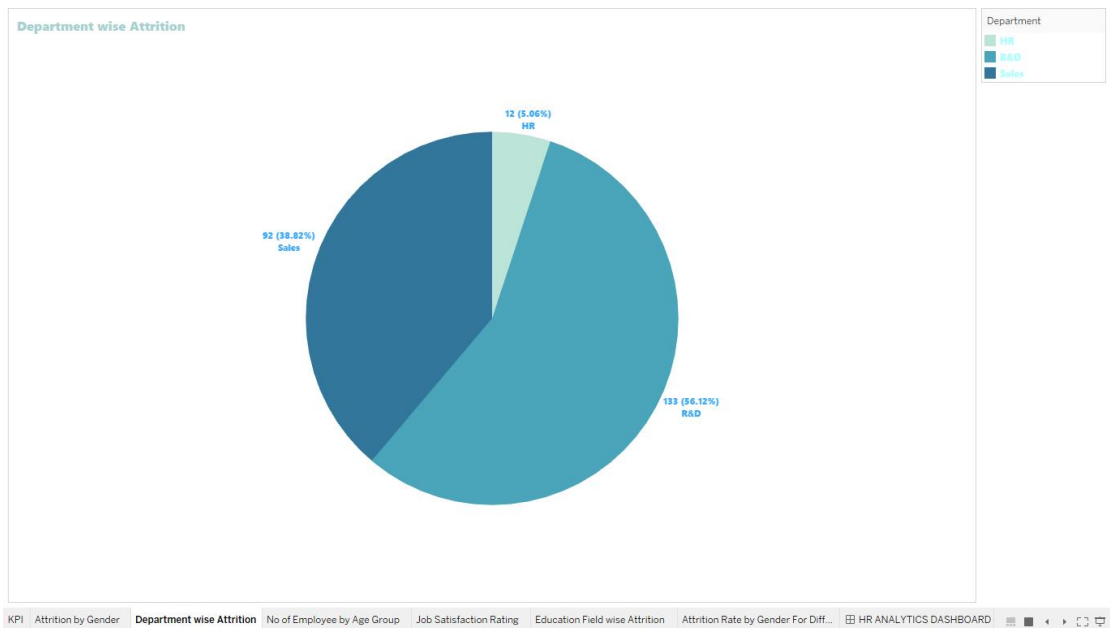
Key Performance indicators



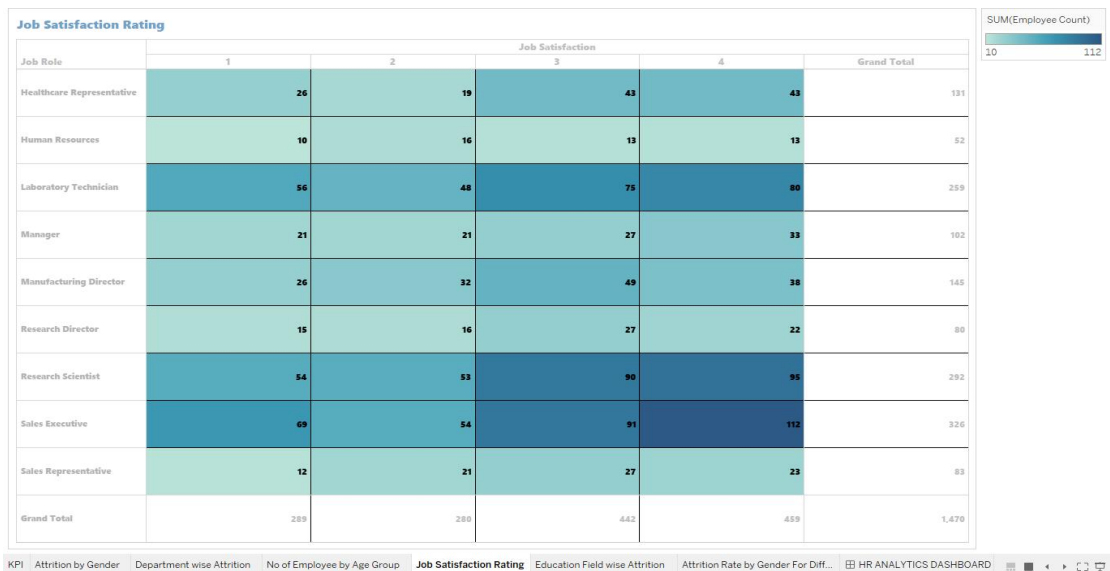
Attriton by Gender



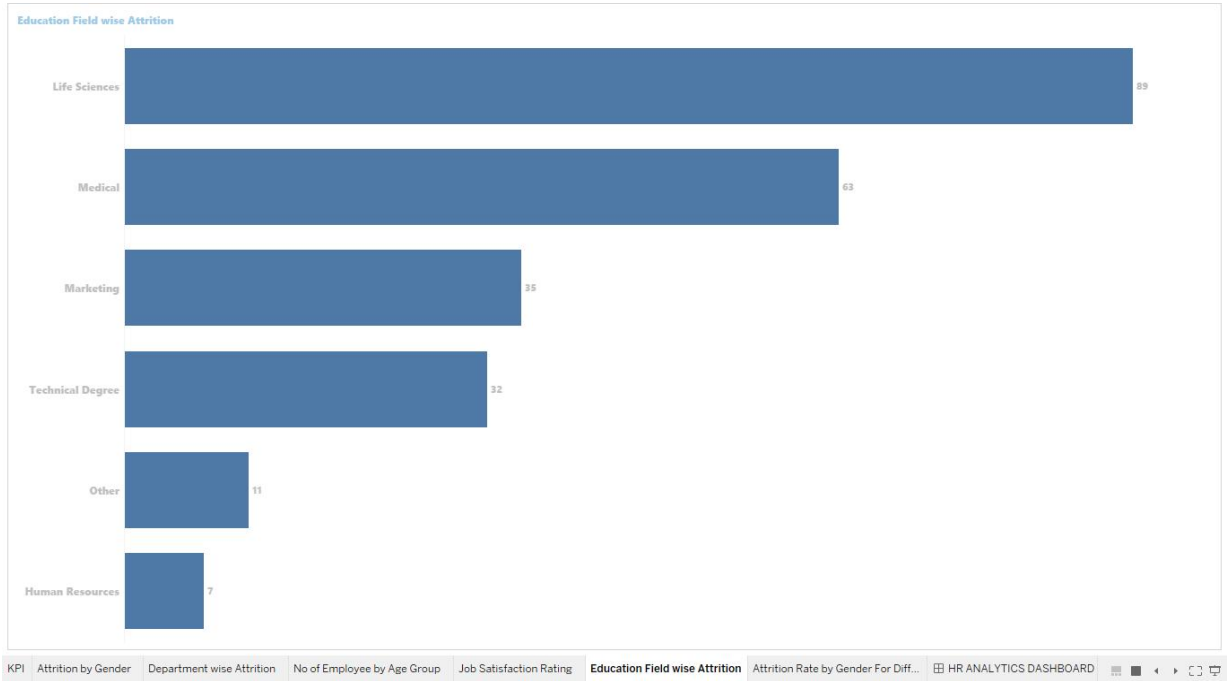
Department wise Attrition



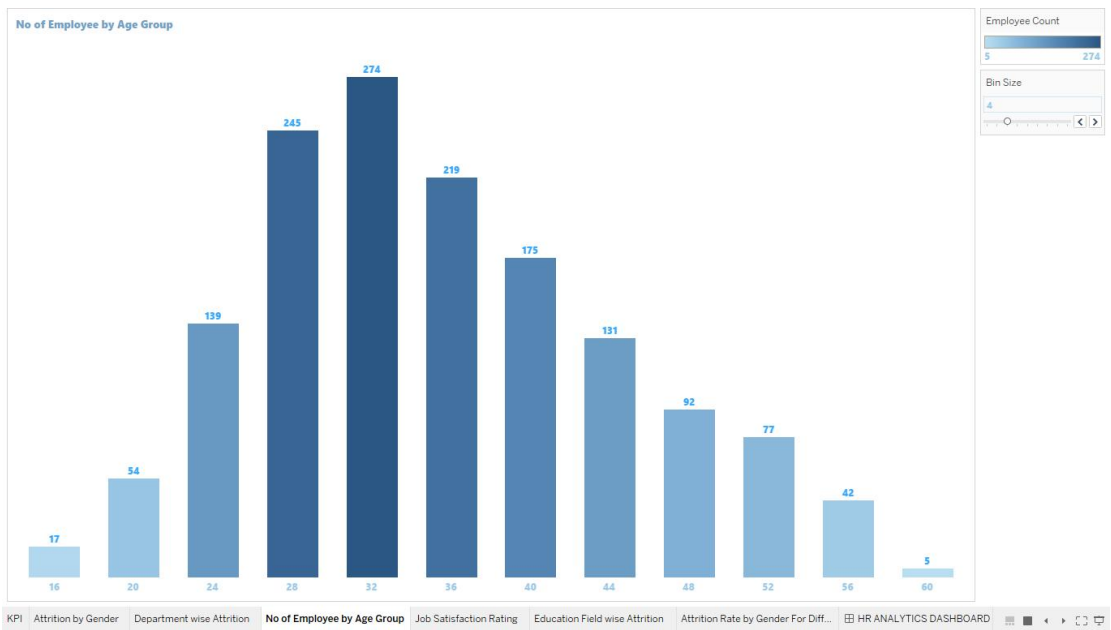
Job Satisfaction Rating



Education field wise Attrition



No of employees by Age group



Attrition rate by gender for different age group



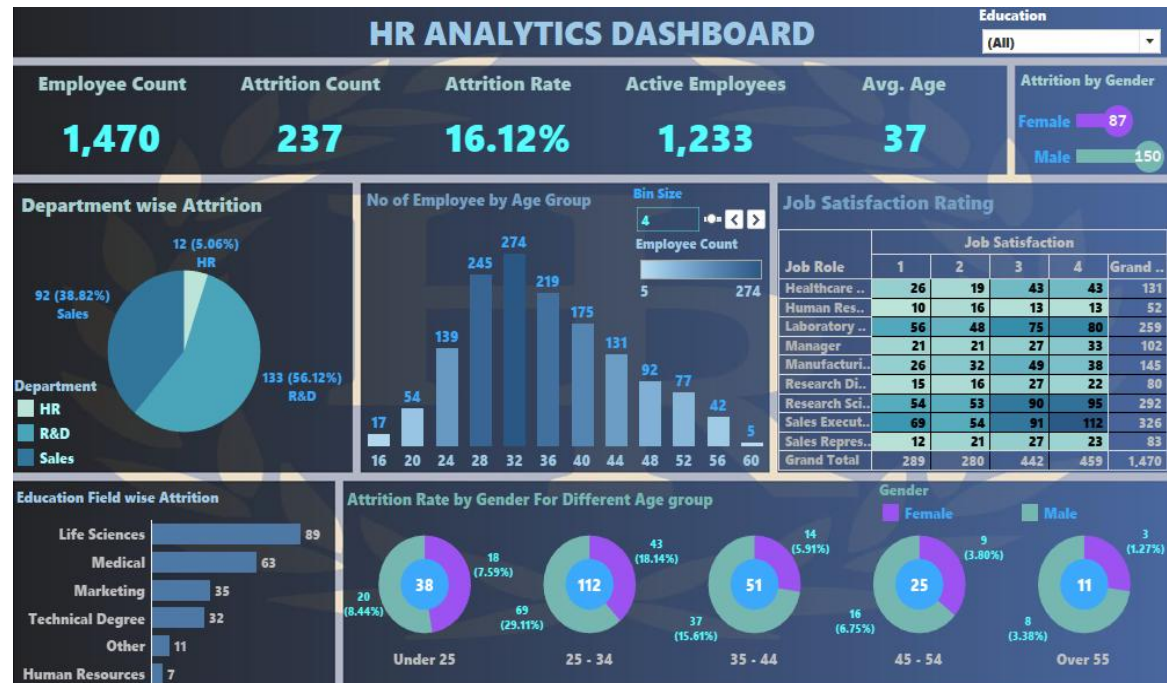
ADVANTAGES AND DISADVANTAGES

- In Human Resources sector, this project would be so helpful to take decision easily.
- In this project , visualisation of analysis could be understandable by HR management peoples.
- Through understanding the data , management will be selected right candidates.
- The entire projects is depends on the the data was given by source firm , if there is any corruption or any mistakes in data , decision may be gone wrong .
- The result should not in accurate value , it is an approximation value.
- Process of analyzing to take appropriate decision may not be done by management people.

APPLICATIONS

- ❖ IT Companys
- ❖ Management Firm
- ❖ Education Firm
- ❖ Commerce Firm
- ❖ Banking

CONCLUSIONS



The project has been successfully completed by us. This project made by reliable data given by the source firm . It could be most helpful for respective firm.