

THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT - REPORT

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 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.

1. Financial Perspective: This perspective focuses on the financial impact of HR initiatives, such as the cost of recruitment, training and development, compensation and benefits, and turnover.

2. Customer Perspective: This perspective measures the satisfaction of internal and external customers of HR services, including employees, managers, and job candidates. It includes KPIs such as employee engagement, manager satisfaction with HR support, and candidate experience.

1.2 Purpose

Talent management is a strategic approach to attracting, developing, and retaining talented individuals within an organization. The purpose of talent management is to ensure that the organization has the right people in the right positions at the right time to achieve its business goals and objectives. Here are some key purposes of talent management.

Identifying and Developing Talent:

Once talent is in the organization, talent management aims to identify high-potential individuals and provide them with opportunities for development. This can involve training programs, mentorship, and career planning.

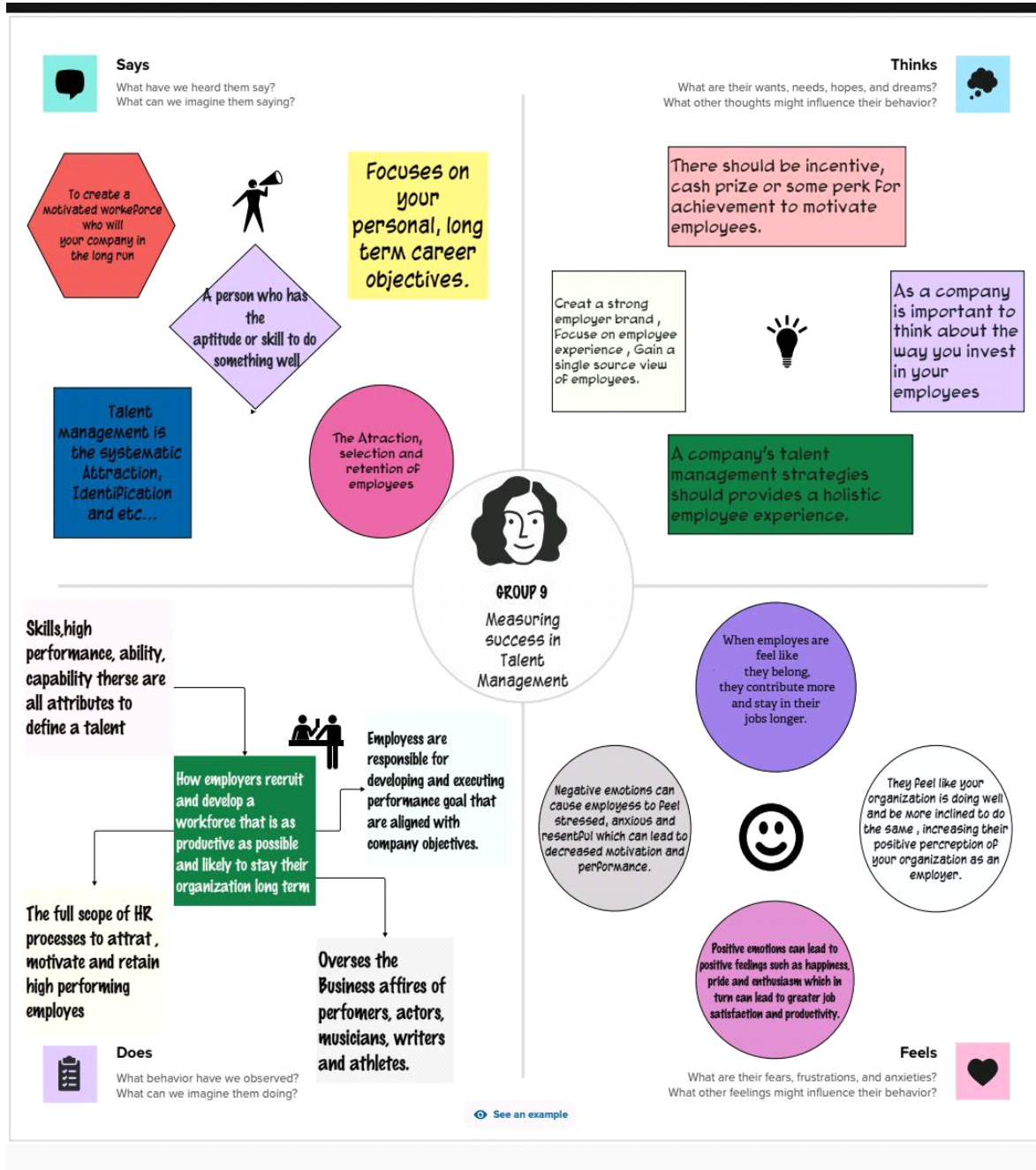
Employee Engagement:

Engaged employees are more likely to contribute positively to the organization. Talent management focuses on creating an environment where employees feel motivated, challenged, and valued. This can lead to increased job satisfaction and productivity.

2. Problem Definition & Design Thinking

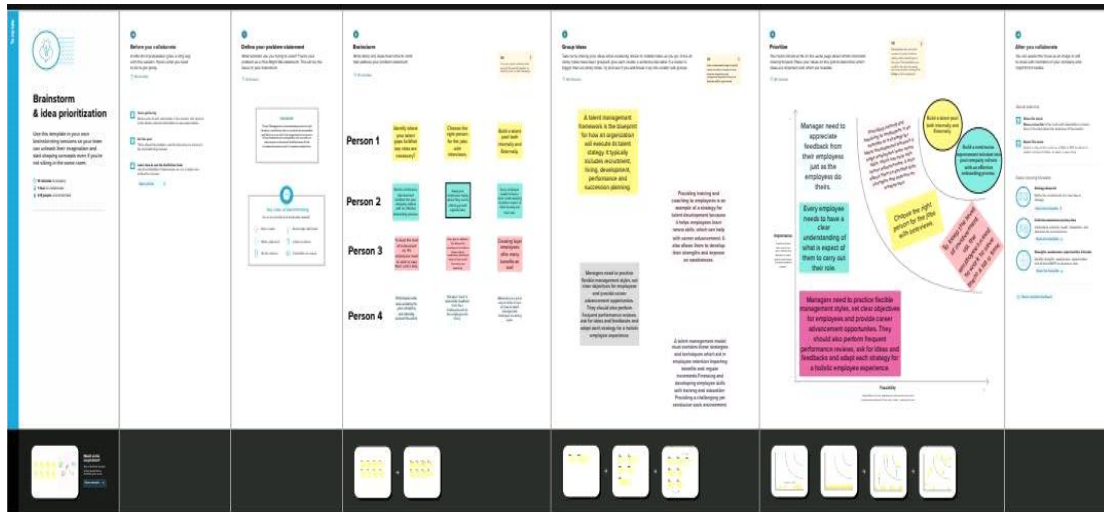
2.1 Empathy map

An empathy map is a widely-used visualization tool within the field of UX and HCI practice. In relation to empathetic design, the primary purpose of an empathy map is to bridge the understanding of the end user.



2.2 Ideation & Brainstroming Map

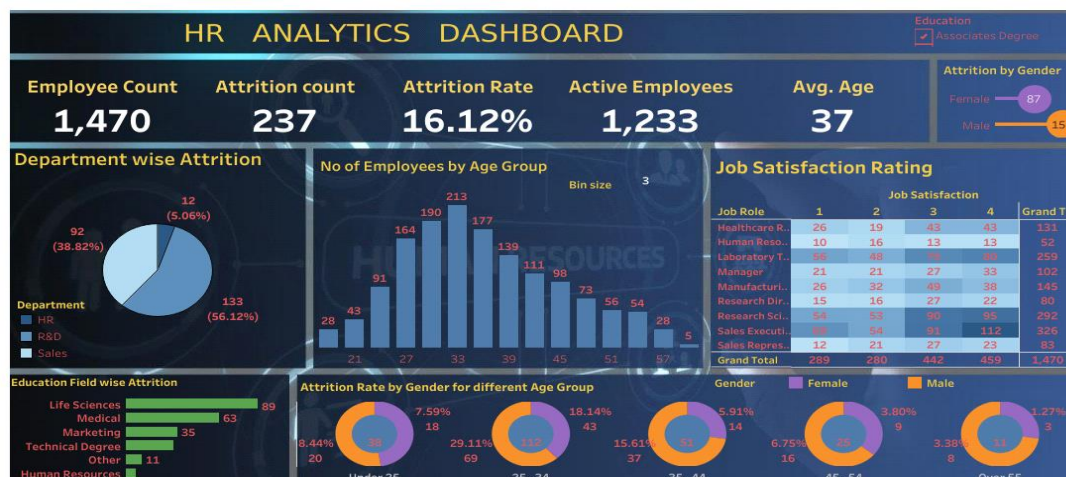
Brainstorming map is a group creativity technique by which efforts are made to find a conclusion for a specific problem by gathering a list of ideas spontaneously contributed by its members.



3. RESULT

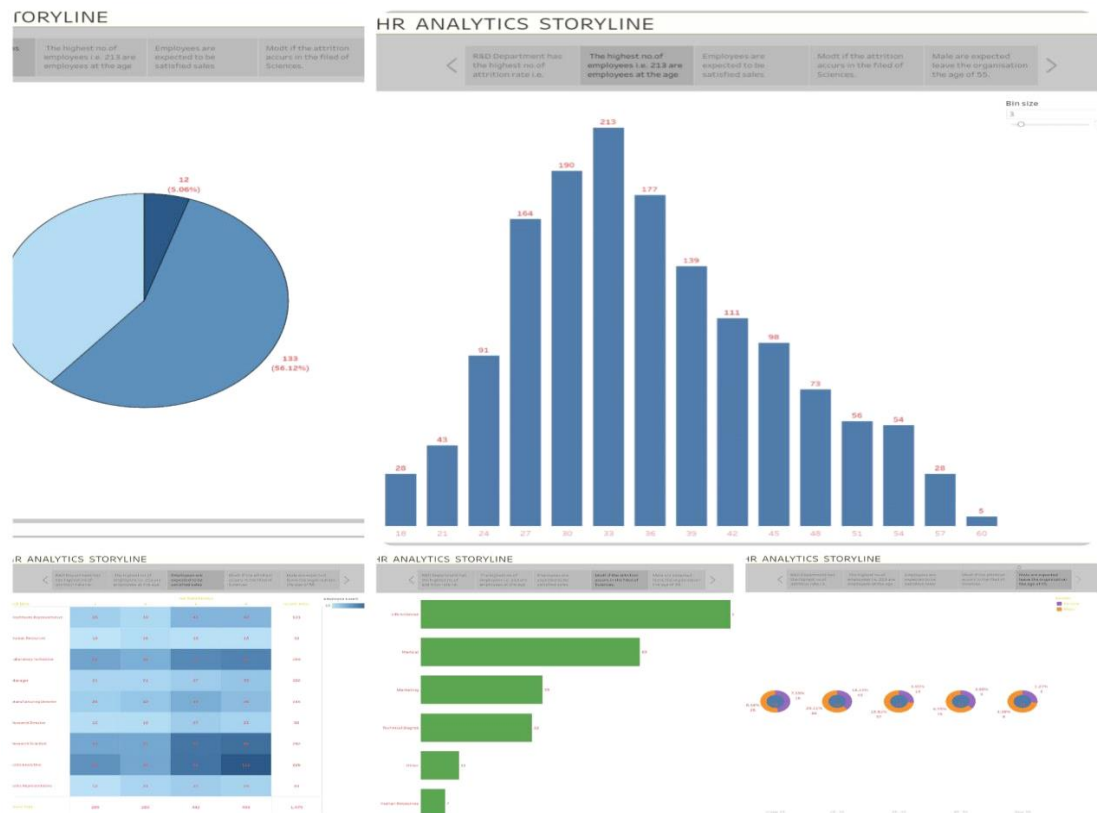
3.1 Dashboard

A dashboard is a graphical user interface (GUI) that displays information and data in an organized, easy-to-read format



3.2 Storyline

A storyline is a way of presenting data and analysis in a narrative format, intending to make the information more engaging and easier to understand



4. ADVANTAGES & DISADVANTAGES

4.1 Advantages

1. A talent management HR scorecard helps align talent strategies with overall business objectives. It ensures that HR initiatives are directly contributing to the organization's strategic goals and objectives.
2. By utilizing metrics and key performance indicators (KPIs), the HR scorecard provides a basis for data-driven decision-making. It allows HR professionals and organizational leaders to make informed decisions about talent acquisition, development, and retention.
3. A talent management scorecard assists in assessing the effectiveness of succession planning

strategies. It helps identify and groom potential successors for key leadership positions, ensuring continuity and stability.

4.2 Disadvantages

1. HR scorecards, by their nature, may not capture all dimensions of talent, including intangible qualities such as creativity, innovation, and adaptability. Overreliance on quantifiable metrics may miss the full picture of an employee's potential.
2. Employees or managers may try to manipulate or "game" the system to achieve favorable scores, potentially leading to distorted results.
3. Implementing and maintaining an HR scorecard system can require significant resources in terms of time, technology, and personnel. Small organizations with limited resources may find it challenging to implement and sustain such systems.

5. APPLICATIONS

Talent management has various applications across the employee lifecycle, from recruitment to retirement. Here are some key applications of talent management within organizations:

Recruitment and Hiring:

Talent management involves attracting and hiring the right individuals for the organization. This includes identifying key skills, competencies, and attributes required for specific roles, creating attractive job descriptions, and implementing effective recruitment strategies.

Onboarding:

Once new employees are hired, talent management extends to onboarding processes. This includes orientation, training, and integration programs to help new hires become familiar with the organization's culture, policies, and expectations.

Performance Management:

Talent management includes ongoing performance management processes. This involves setting performance expectations, providing regular feedback, conducting performance appraisals, and identifying areas for employee development.

6. CONCLUSION

The goal of data visualization is to make complex data sets more accessible, intuitive, and easier to interpret. By using visual elements such as charts, graphs, and maps, data visualizations can help people quickly identify patterns, trends, and outliers in the data. The number of unique visualizations that can be created with a given dataset. Some common types of visualizations that can be used to analyze The Tableau HR Scorecard: Measuring Success in Talent Management include heat map, bar charts, donut charts, pie chart, lollipop chart etc.

7. FUTURE SCOPE

- 1. Future HR scorecards may incorporate more advanced predictive analytics to anticipate talent needs, identify potential performance issues, and forecast workforce trends. This could involve using machine learning algorithms to provide insights into future talent requirements.**
- 2. The future of HR scorecards might involve real-time monitoring and feedback mechanisms. This could include continuous performance tracking, instant feedback loops, and the integration of real-time employee sentiment analysis to gauge engagement levels**
- 3. the future scope for HR scorecards in talent management involves leveraging advanced technologies, incorporating a more holistic view of the employee experience, and aligning closely with organizational goals and emerging trends in HR and workforce management. The goal is to create dynamic and responsive tools that provide actionable insights for optimizing talent management strategies.**