



The Tableau HR scorecard: Measuring Success In Talent Management

Govindammal Aditanar College for Women Tiruchendur

III B.Sc Maths

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Introduction:

The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies and is a tool that helps measure, manage and improve the role of the HR function within an organization

Empathy map

Says

HR develops strategies for training enhancing skills and improving the work environment to help manage talent.

They shape the talent management strategy by developing methods to achieve talent management goals such as a hiring process to obtain the right employees for a job role.

Talent management is a full scope of HR processes to attract onboard develop motivate and retain high performing employees.

Thinks

This is use to improve the talent of the employees.

This tableau is helps to understand the emotions personalities of employees

By this employees are treated as humans not like machines

Does

Measure employee loyalty satisfaction.

Boost your HR departments efficiency.

Tap into the intellectual potential of the company.

Feels

Working in HR can sometimes be hard but it can also be immensely rewarding

Day in day out you can be juggling a whole range of spinning plates constantly trying to make sure one does not drop

while at the same time doing your best to support your company's biggest asset your people

Brain storming Map

Adapt to
ever
growing
technology

Improves
hiring
process

Provide
more regular
feedback to
employees

Reduce
attrition

Gain
employee
trust

It is used HR
analytics to
analysis
employee
data

Improve
employee
experience

It is used in HR
to analytics to
analysis
employee data

Develop an
effective
training
program

Talent
management
is full scope
of HR process

Improve
organizational
communication

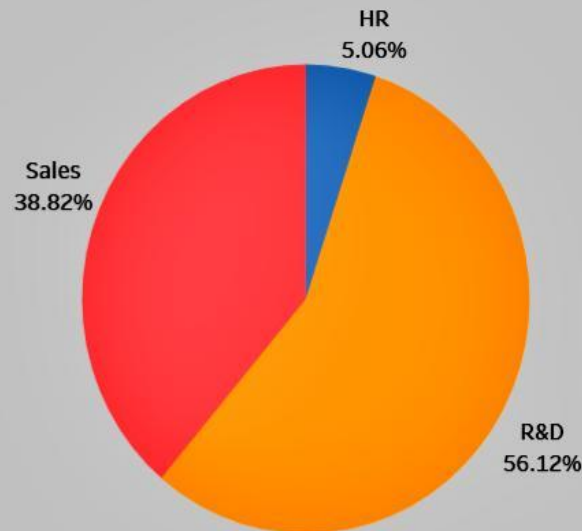
Evaluate
employee
performance
and potential

Activate Windows
Go to Settings to activate Windows.

Result

Here we visualize the chart for Department wise Attrition. Here R and D department has highest no of attrition rate.

Department Wise Attrition



Department

HR
R&D
Sales

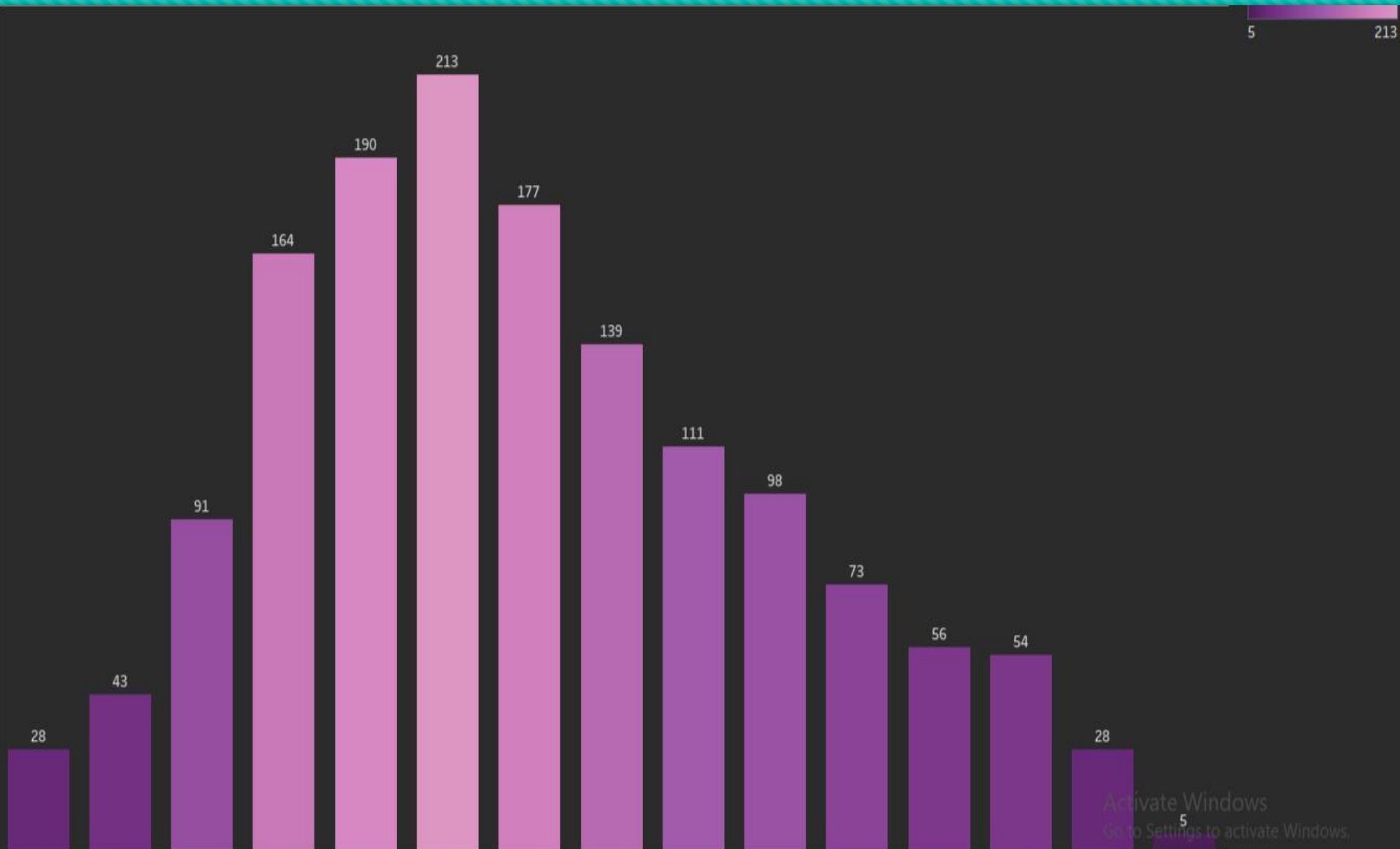
Job satisfaction Rating

Job Role	Job Satisfaction (bin)				Grand Total
	1	2	3	4	
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	49	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

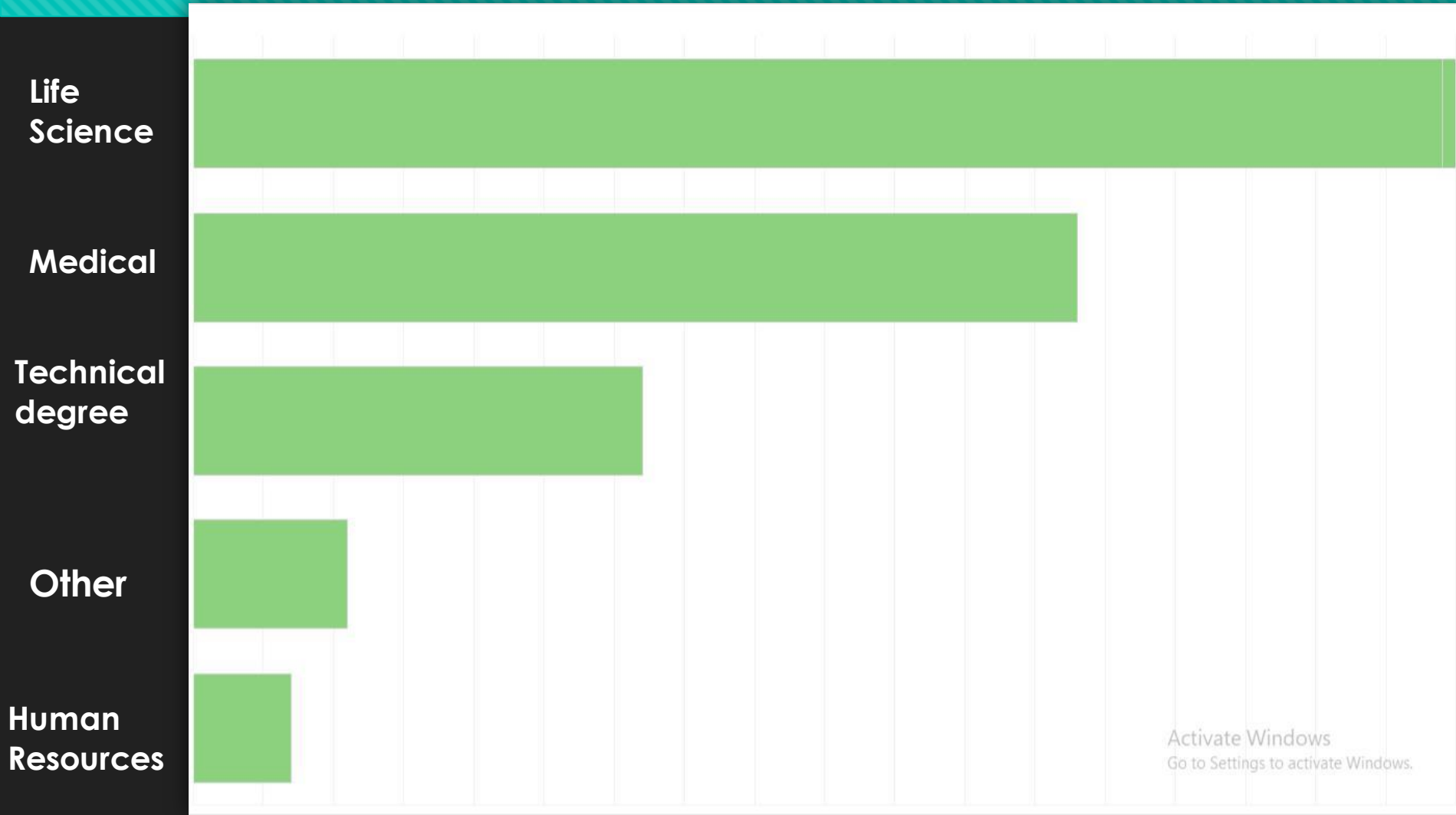
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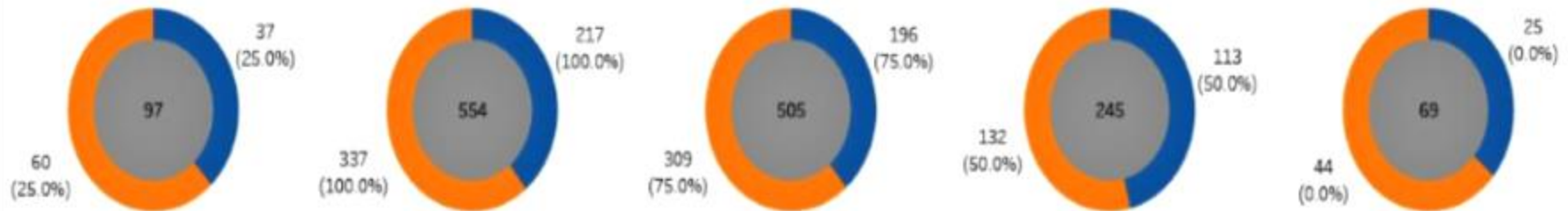
No of employees by age group



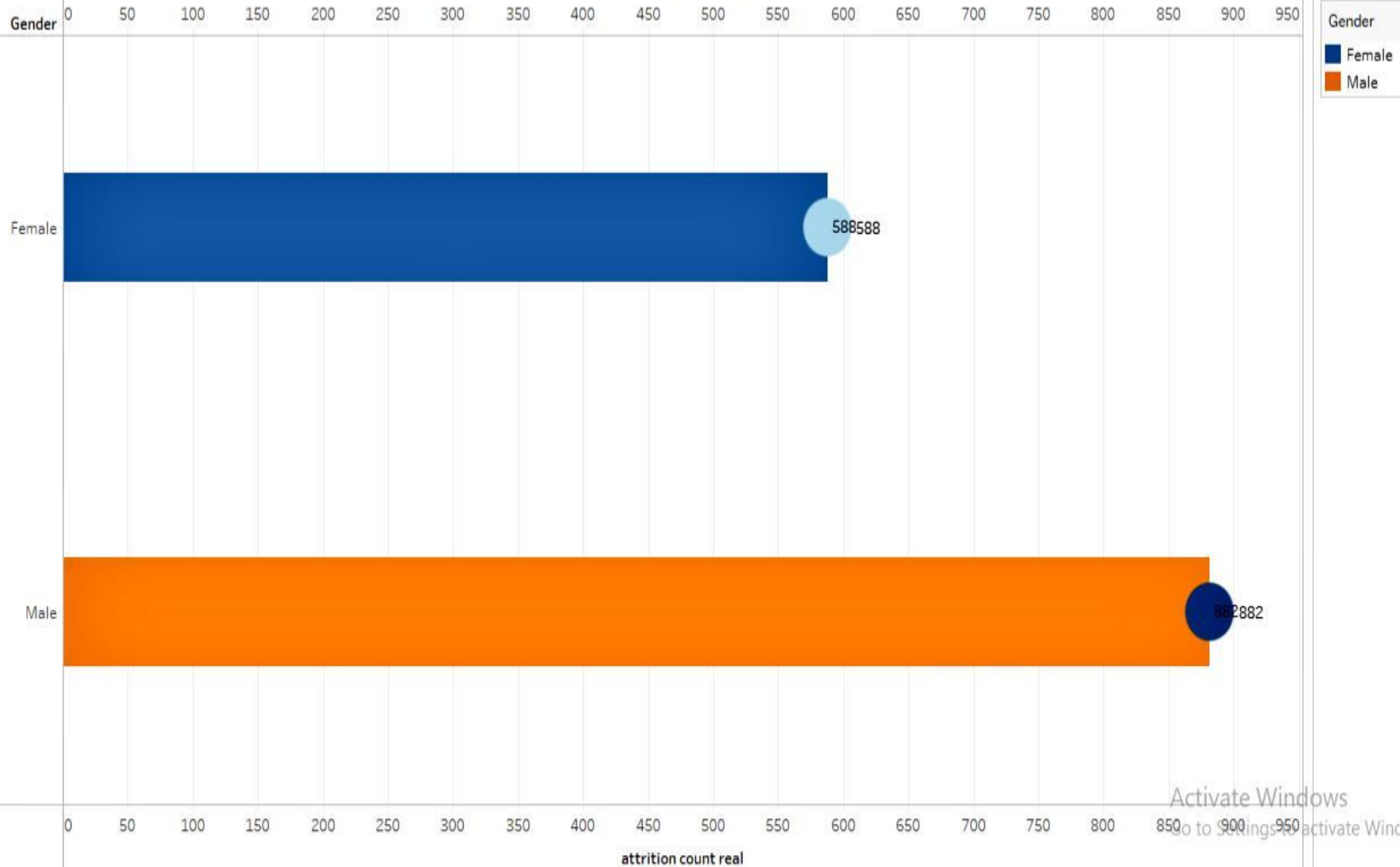
Educational Field Wise Attrition



Attrition by gender for different age group

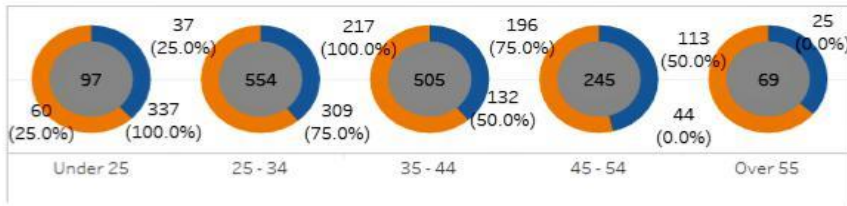


Attrition by Gender



HR Dashboard

Attrition rate by gender for different age group



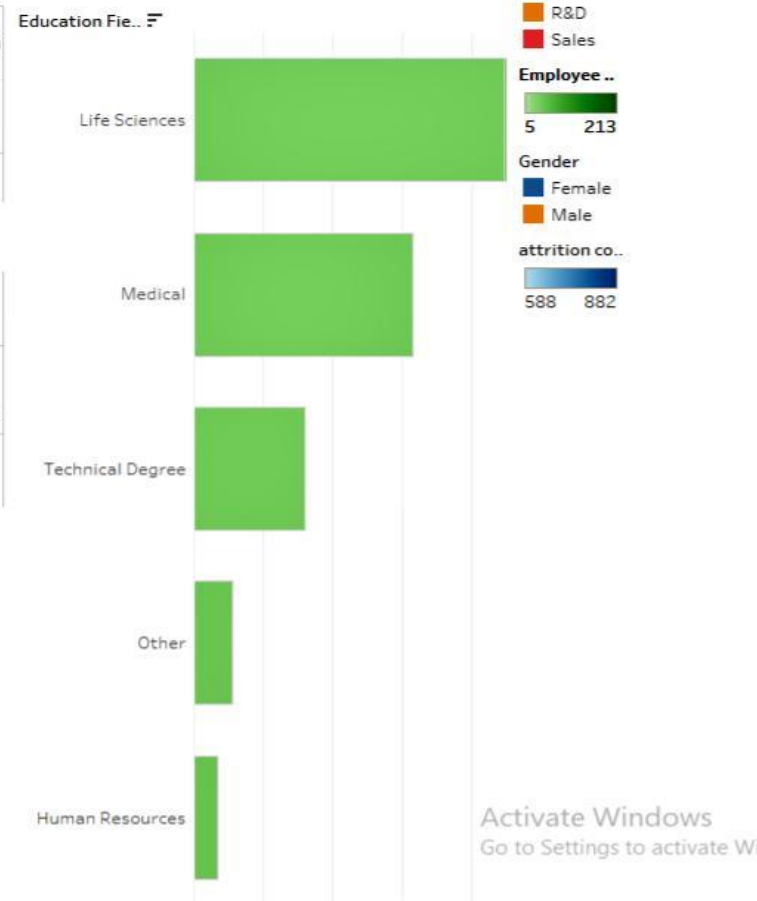
Attrition Gender



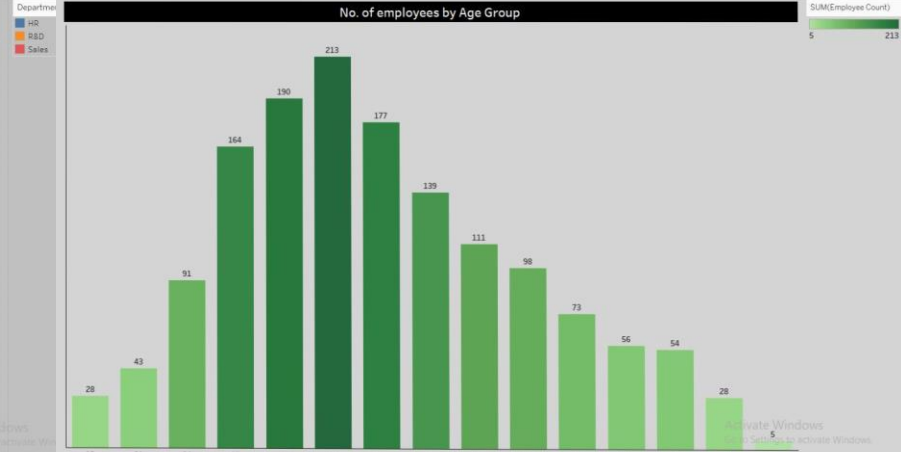
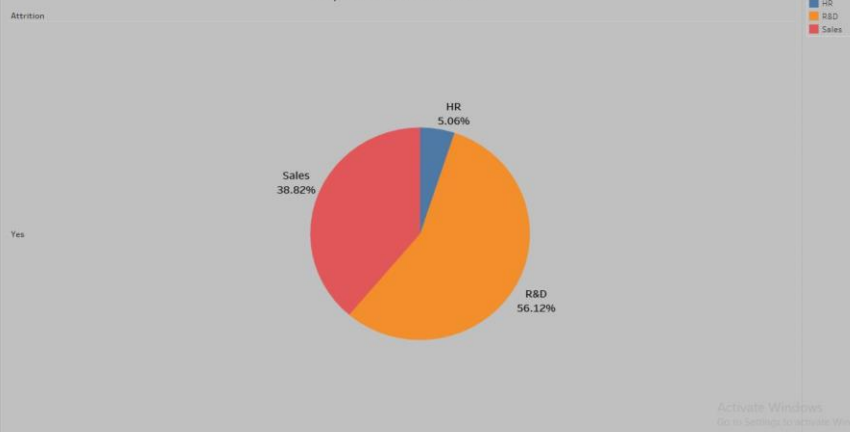
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Educational field wise attrition



Department Wise Attrition



Story

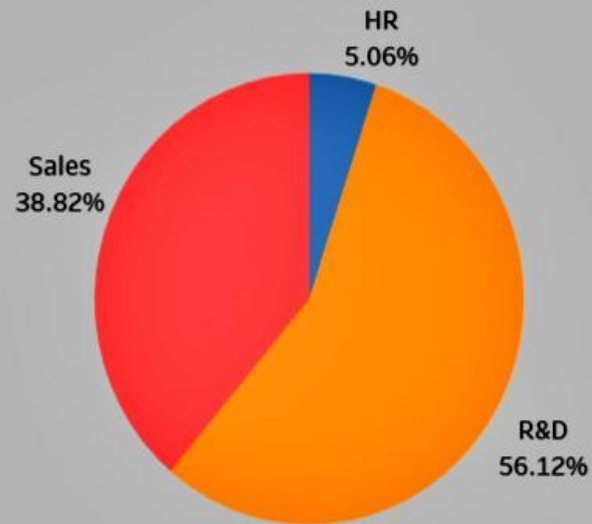
R and D department has the highest number of attrition rate ie.56.12% as compared to other departments.

The highest number of employees ie. are employed at the age of 33.

Employees are expected to be satisfied in sales executive position.

Most if the attrition occurs in the field of life Sciences.

Males are expected to leave the organisation over the age of 55.



Department

HR
R&D
Sales

Advantages:

- **Enhance Employee relationship**
- **Enhance job satisfaction**
- **Increase organisational effectiveness**
- **Helps to motivate employees**
- **Improves Human resource Planning**
- **Provides better managerial experience**

Disadvantages

- *Insufficient Information*

- *Time consuming*

- *Unpredictability*

- *Improper development programmes*

- *Inconsistent Actualization*

Applications

- *Measuring Performance. ...*
- *Informing Promotion and Salary Decisions. ...*
- *Understanding Attrition and Increasing Retention. ...*
- *Examining Employee Engagement.*



Conclusion



HR scorecard is a report that you conduct to calculate the success rate of human resource employees and the overall department...

Any HR professional looking to judge and assess the business performance and productivity rate can start making use of this report to get valuable insights into the work progress...

FUTURE SCOPE

- **THE FUTURE OF HR WILL BE DRIVEN BY AUTOMATION AND INNOVATION, WITH LITTLE HUMAN INVOLVEMENT NEEDED FOR ROUTINE TASKS.**
- **THE SCOPE OF HR SCORECARD INCLUDES RECRUITING, HIRING, TRAINING, AND DISTRIBUTING SALARIES OF THE EMPLOYEES OF A COMPANY**

THANK

YOU