POJECT REPORT

1. INTRODUCTION

1.1 OVERVIEW

Tableau is used in HR analytics to analyze employee data. Tableau for analytics can be used to analyze employee data to determine trends and patterns, such as when employees are the most productive, how many hours they work per week, and what their salary is.

The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization.

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1.2 PURPOSE

To measure success effectively, it's crucial to identify and track relevant Key Performance Indicators (KPIs) for each aspect of talent management. KPIs could include metrics such as employee turnover rates, time-to-fill positions, training completion rates, and employee satisfaction scores.

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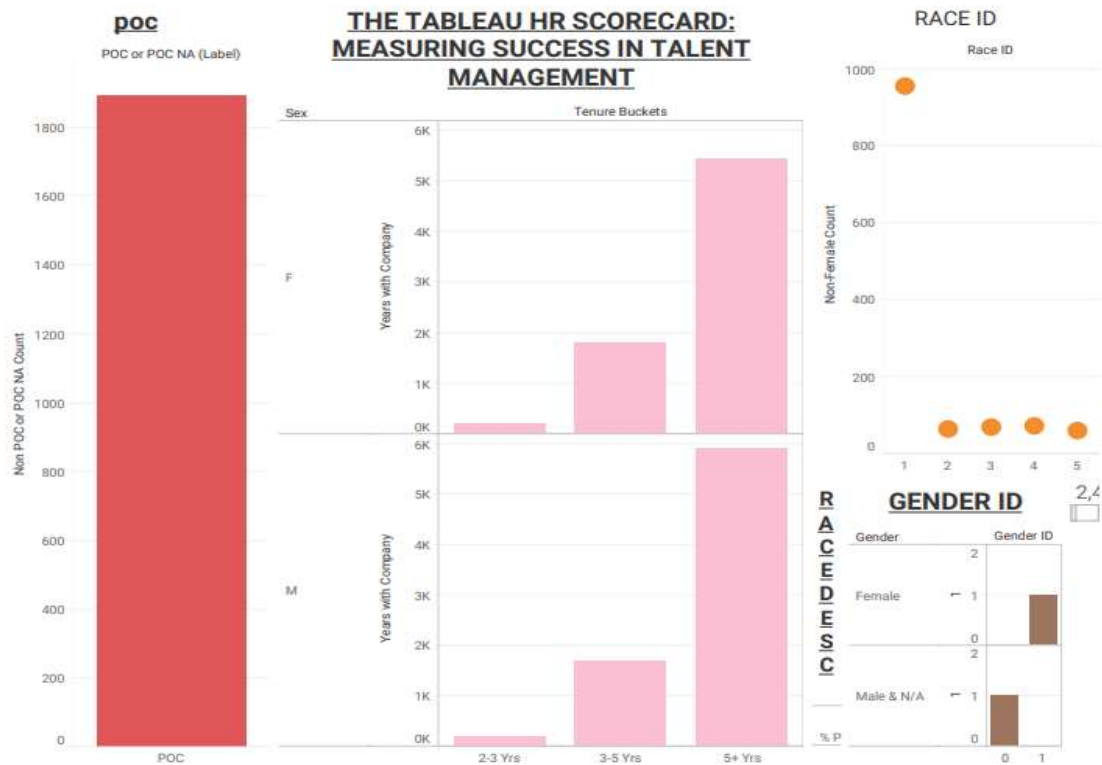
2. PROBLEM DEFINITION & DESIGN THINKING

2.1 EMPATHY MAP
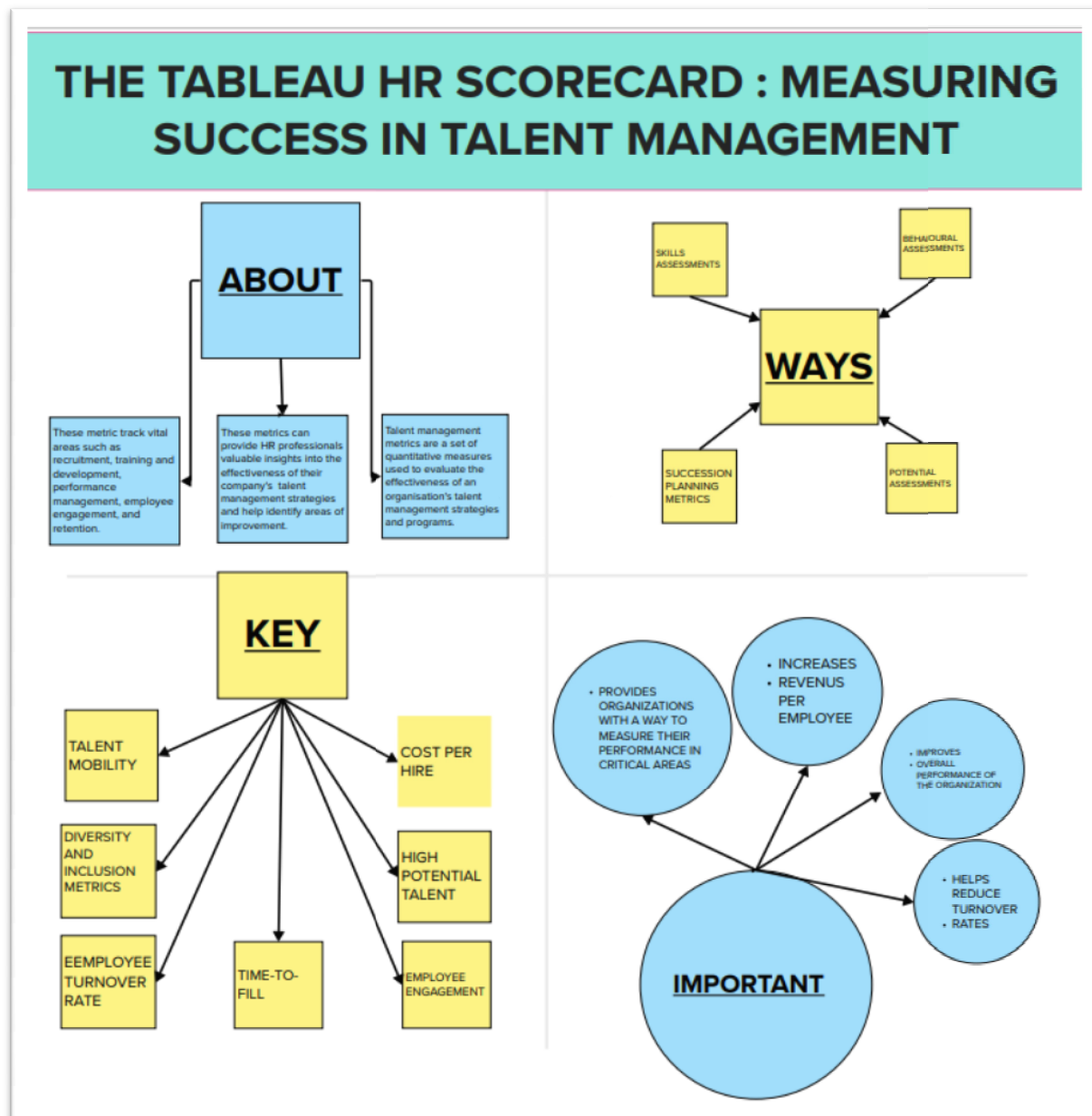
2.2 IDEATION & BRAINSTORMING MAP

3. RESULT

4. ADVANTAGES & DISADVANTAGES

ADVANTAGES

- ✓ Brings structure to business strategy.
- ✓ Makes communication easier.
- ✓ Facilitates better alignment.
- ✓ Connects the individual worker to organizational goals.
- ✓ It must be tailored to the organization.
- ✓ It needs buy-in from leadership to be successful.

✓ It can get complicated.

DISADVANTAGES

✗ Even though there are many HR scorecard templates you can use, the framework must be customized to suit your business requirements. ...

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

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

5. APPLICATIONS

To measure success effectively, it's crucial to identify and track relevant Key Performance Indicators (KPIs) for each aspect of talent management. KPIs could include metrics such as employee turnover rates, time-to-fill positions, training completion rates, and employee satisfaction scores.

Talent management are full scope of human resource processes, which include attract. employees, develop the existing employees, motivate and retain and high-performing. employees. All the components are related to each other. In specific it is a strategy which.

- Business Intelligence.
- Data Visualization.
- Data Collaboration.

- Data Blending.
- Real-time data analysis.
- Query translation into visualization.
- To import large size of data.
- To create no-code data queries.

6. CONCLUSION

Tableau is used in HR analytics to analyze employee data. Tableau for analytics can be used to analyze employee data to determine trends and patterns, such as when employees are the most productive, how many hours they work per week, and what their salary is.

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7. FUTURE SCOPE

1. Improved employee engagement: The HR Scorecard can help organizations measure and improve employee engagement by providing insights into employee satisfaction, retention rates, and other key metrics. This, in turn, can lead to a more engaged and motivated workforce, which can have a positive impact on productivity and overall business performance.

2. Enhanced diversity and inclusion: The HR Scorecard can also help organizations improve their diversity and inclusion efforts by tracking metrics such as the diversity of their workforce, the

representation of different groups in leadership positions, and the effectiveness of diversity and inclusion training programs. By identifying areas where they need to improve and taking action to address them, organizations can create a more inclusive work environment that values diversity and promotes equal opportunities.

8. APPENDIX

https://public.tableau.com/views/HRDiversityScorecard_169582946 30280/Dashboard2?:language=en-US&publish=yes&:display_count=n&:origin=viz_share_link