

PROJECT REPORT

THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

1.INTRODUCTION:

1.1 Overview

The Tableau HR Scorecard is a powerful and comprehensive system designed to help organizations evaluate and improve their talent management efforts. It leverages the capabilities of Tableau, a leading data visualization and business intelligence software, to provide HR professionals with a holistic view of their human resources data. Through this scorecard, companies can track and measure various key performance indicators (KPIs) related to talent acquisition, development, and retention, ultimately aligning their HR strategies with the broader goals of the organization.

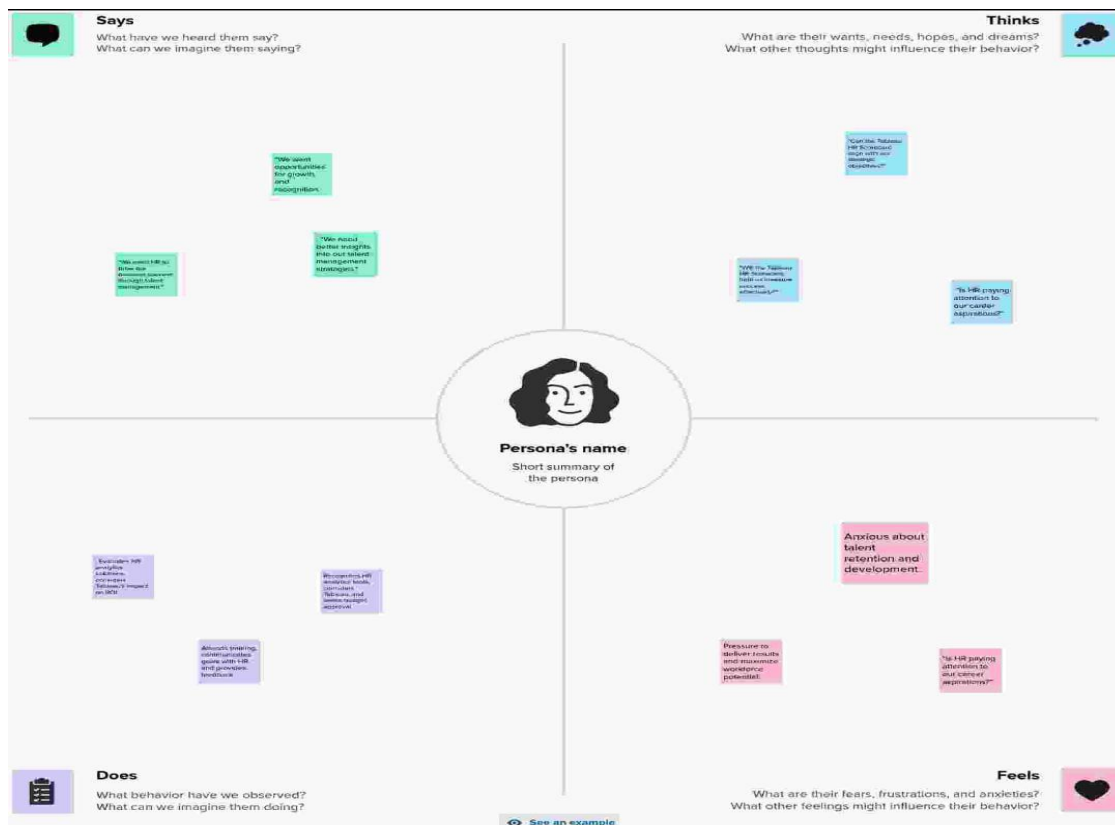
1.2 Purpose

1. **Data Visualization:** Tableau's renowned data visualization capabilities enable HR professionals to transform complex HR data into easy-to-understand charts, graphs, and dashboards. This visual representation allows for quick insights into the organization's talent management performance.
2. **KPI Tracking:** The HR Scorecard offers a customizable framework for tracking and monitoring KPIs that matter most to an organization's talent management success. These KPIs may include turnover rates, recruitment efficiency, employee engagement scores, and more.
3. **Real-time Analytics:** Tableau's real-time data analytics features enable HR teams to make data-driven decisions, promptly responding to emerging trends and challenges in the talent management landscape.
4. **Predictive Analytics:** The ability to integrate predictive analytics into the HR Scorecard helps organizations identify potential issues before they become critical, allowing for proactive interventions.
5. **Benchmarking:** The scorecard can facilitate benchmarking efforts, enabling organizations to compare their HR performance with industry standards or best practices, thereby providing a basis for continuous improvement.

2. PROBLEM DEFINITION & DESIGN THINKING

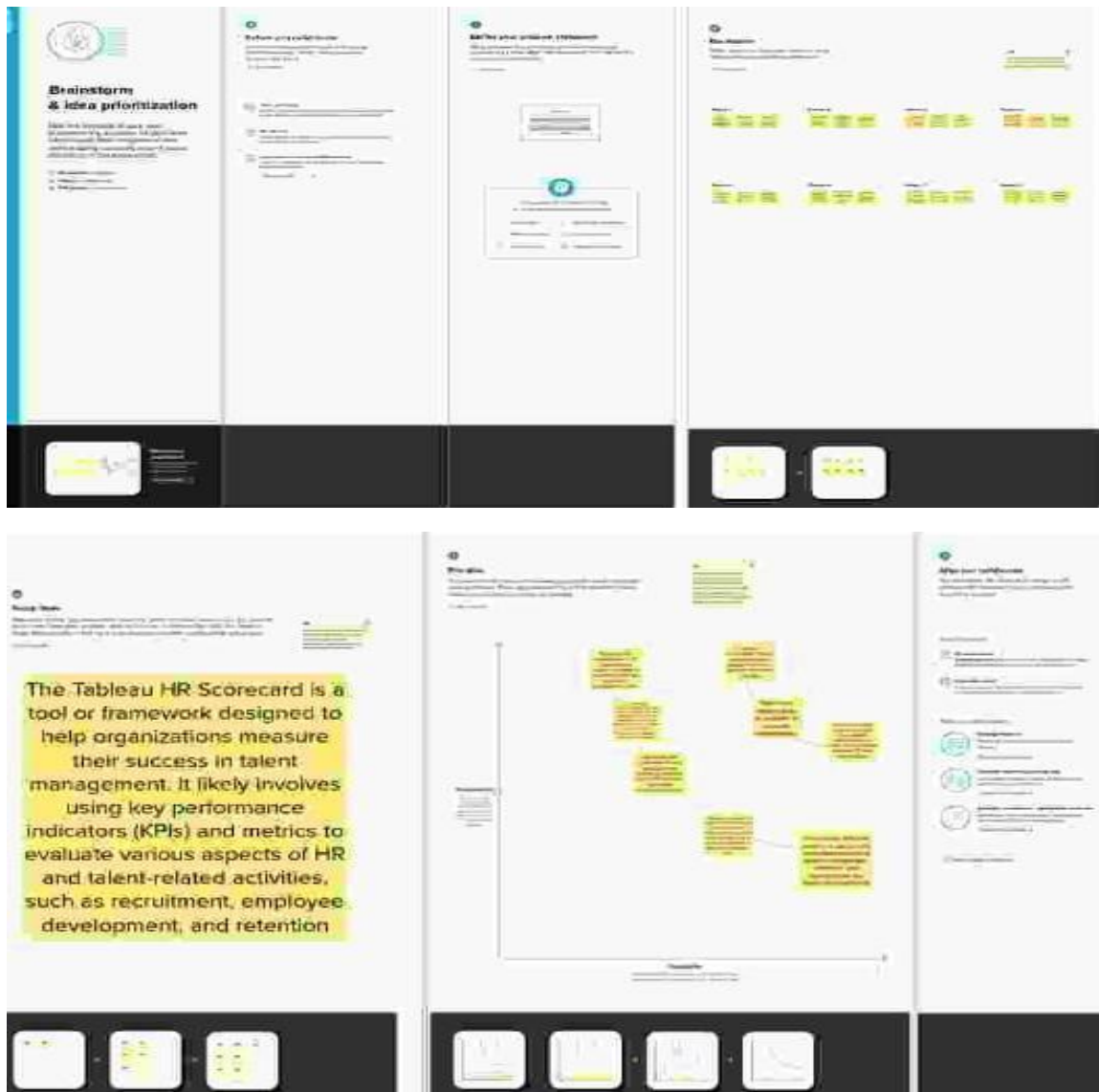
2.1 Empathy Map

An empathy map is a collaborative visualization used to articulate what we know about a particular type of user. It externalizes knowledge about users in order to 1) create a shared understanding of user needs, and 2) aid in decision making.



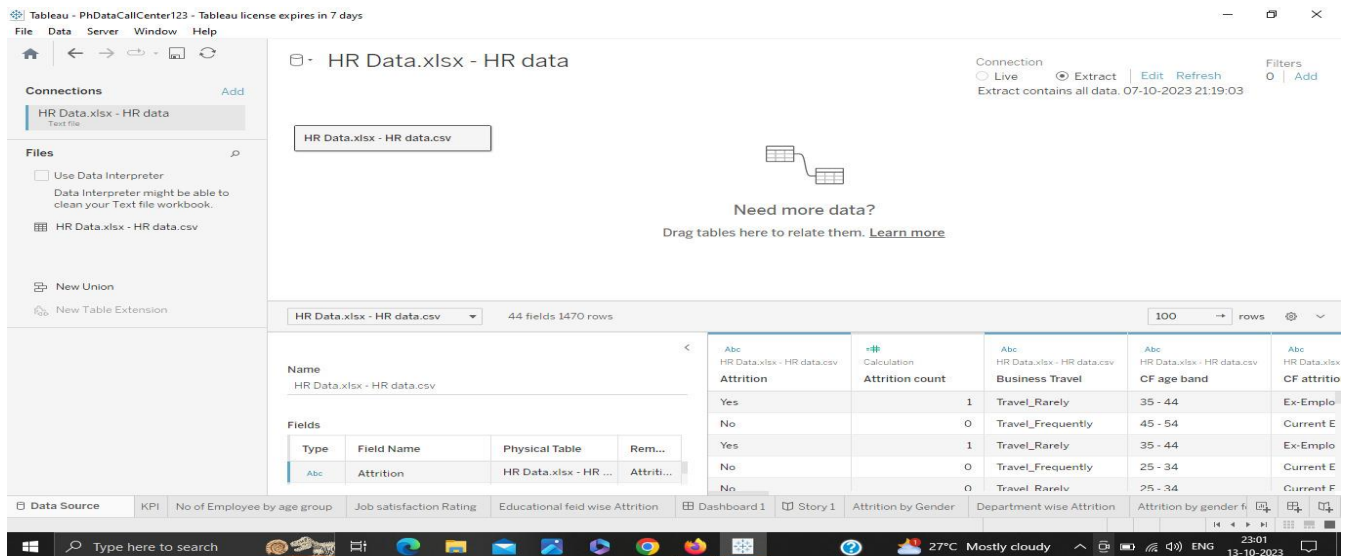
2.2 Ideation & Brainstorming Map

A mind map is a visualization technique and brainstorming tool which allows you to explore a central idea, and all of its related topics, in a non-linear way.

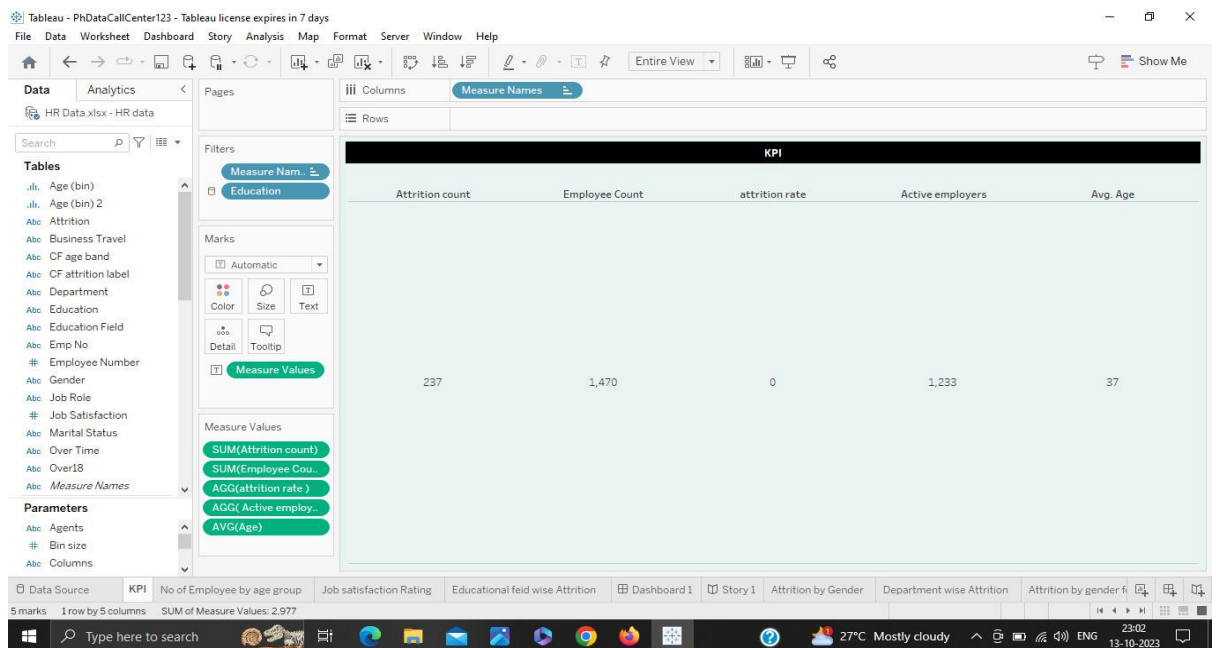


3. Result

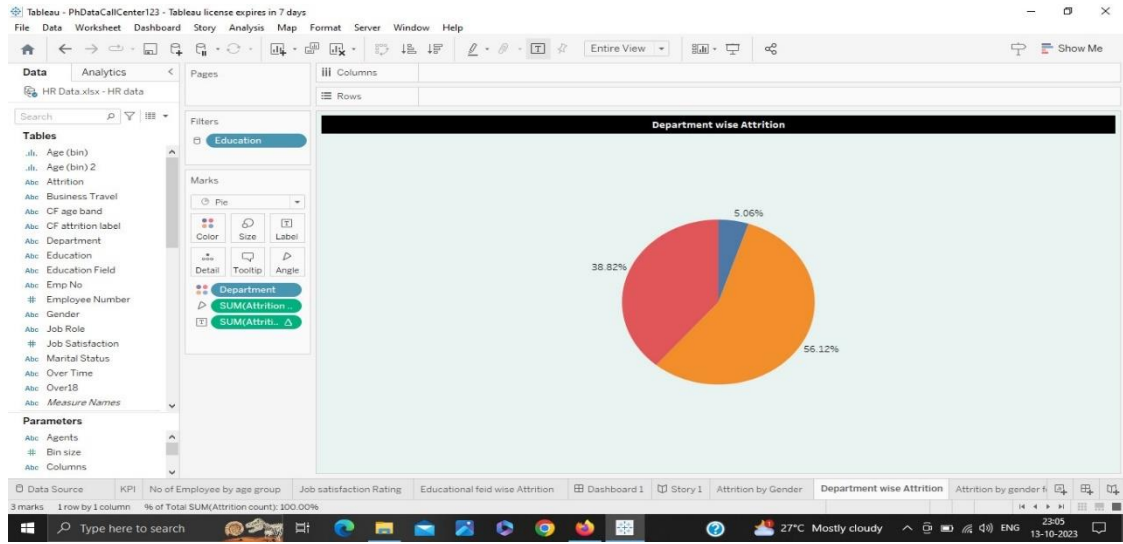
- 3.1 Dataset connected with tableau



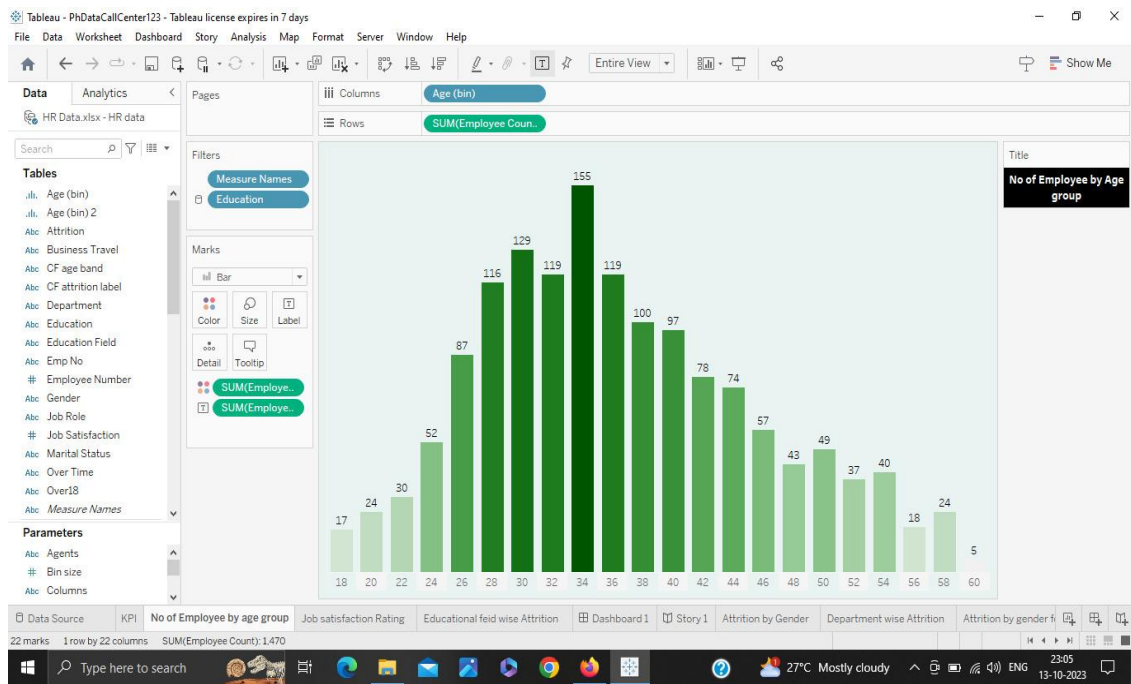
3.2 KPI



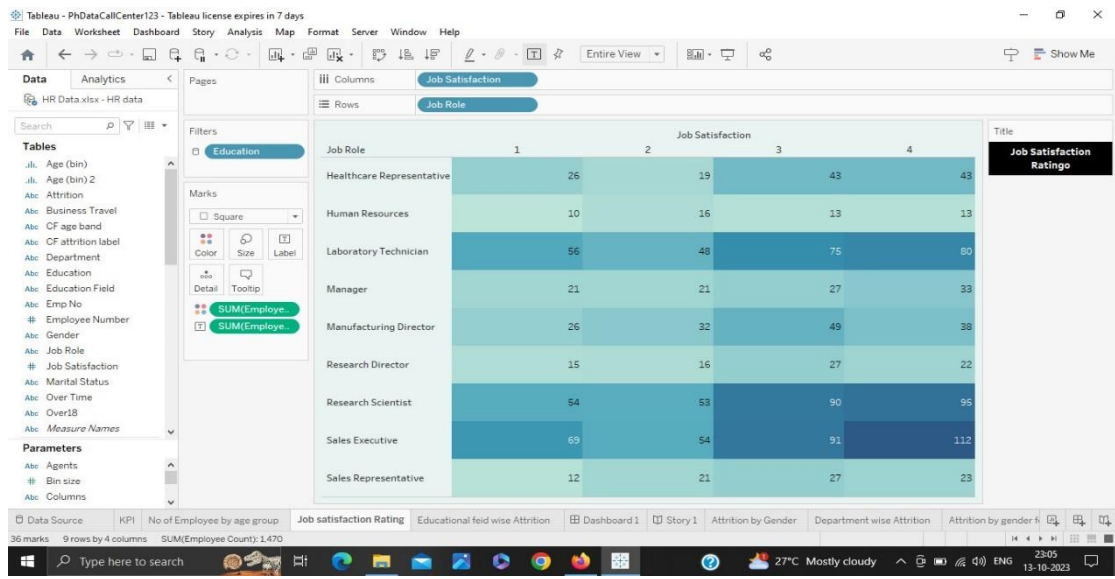
3.3 PIECHART (DEPARTMENT WISE ATTRITION)



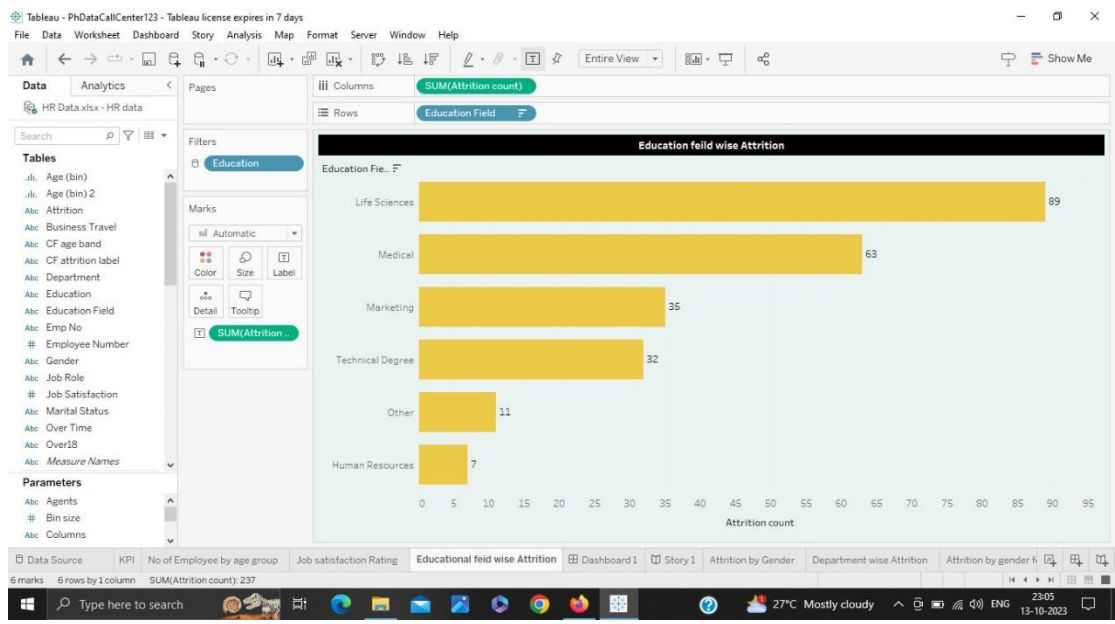
3.4 NUMBER OF EMPLOYEE BY AGE GROUP



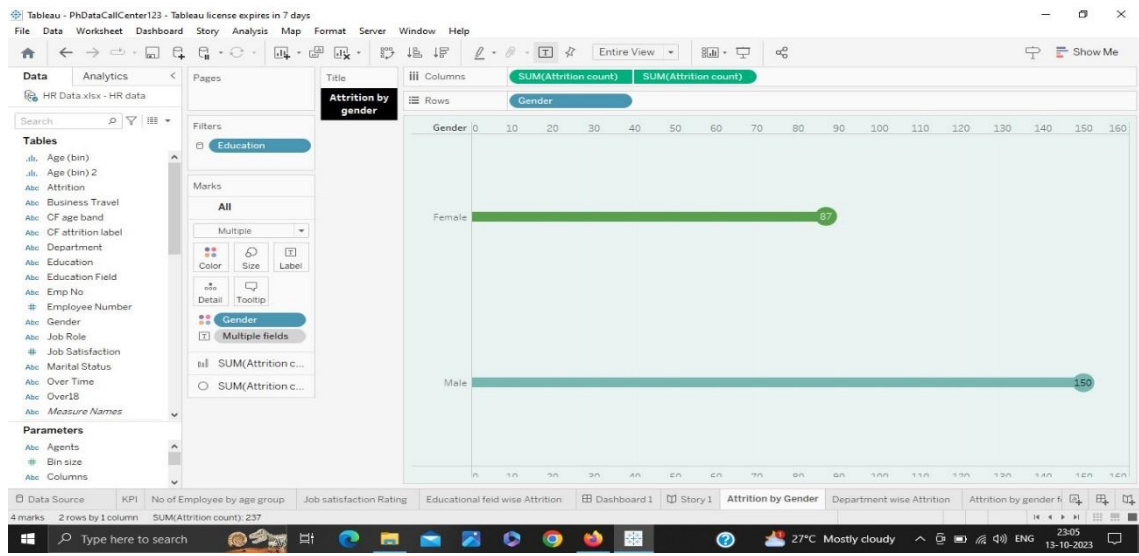
3.5 JOB SATISFICATION RATING



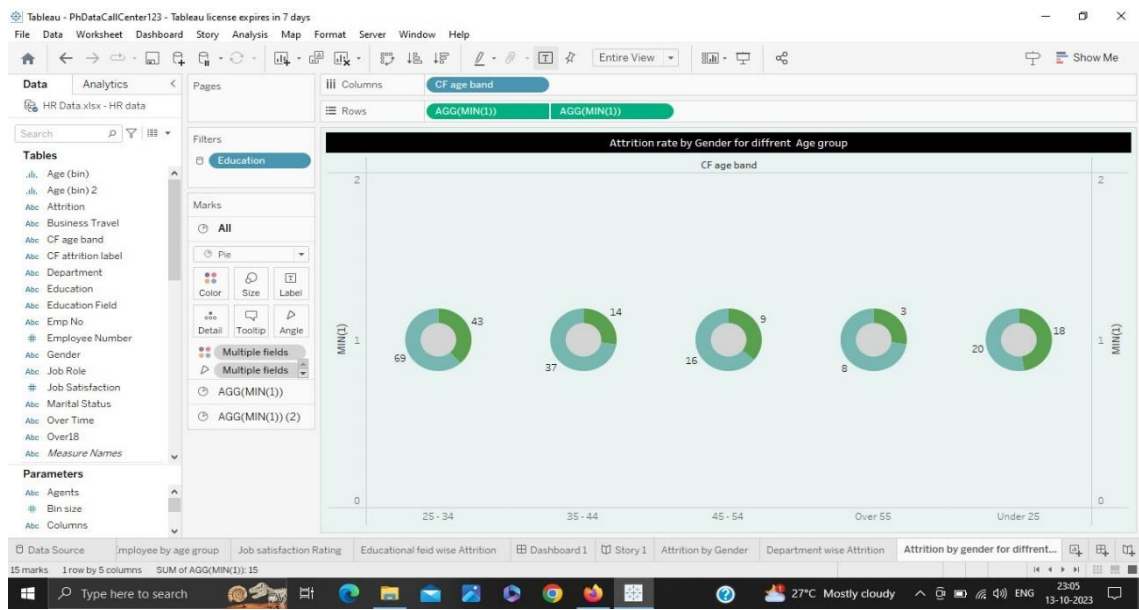
3.7 EDUCATION FIELD WISE ATTRITION



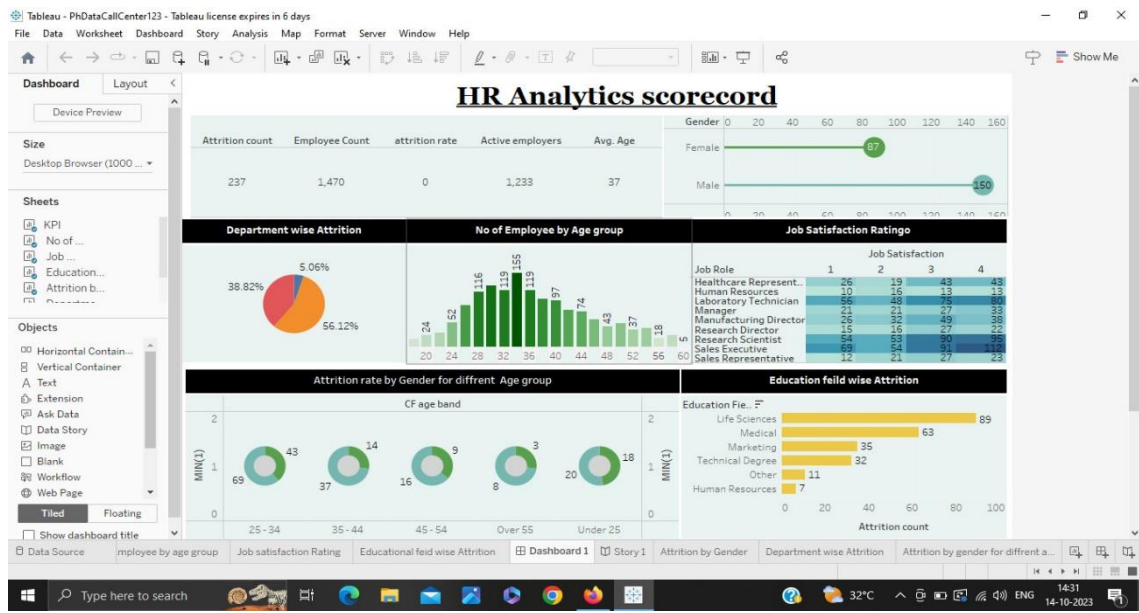
3.8 ATTRITION BY GENDER



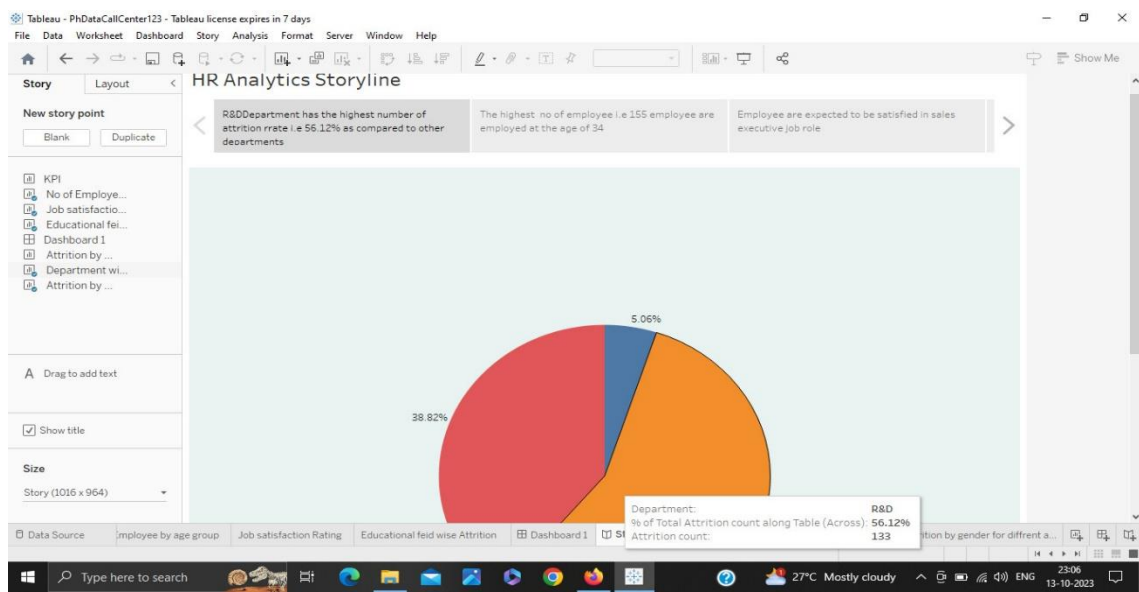
3.9 ATTRITION RATE BY GENDER FOR DIFFERENT AGE

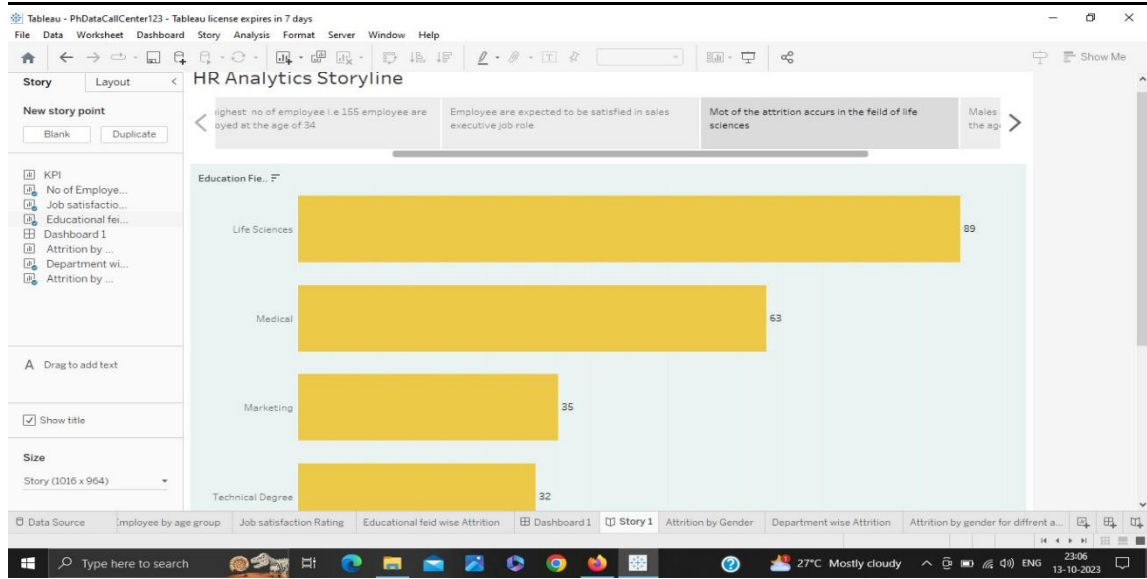
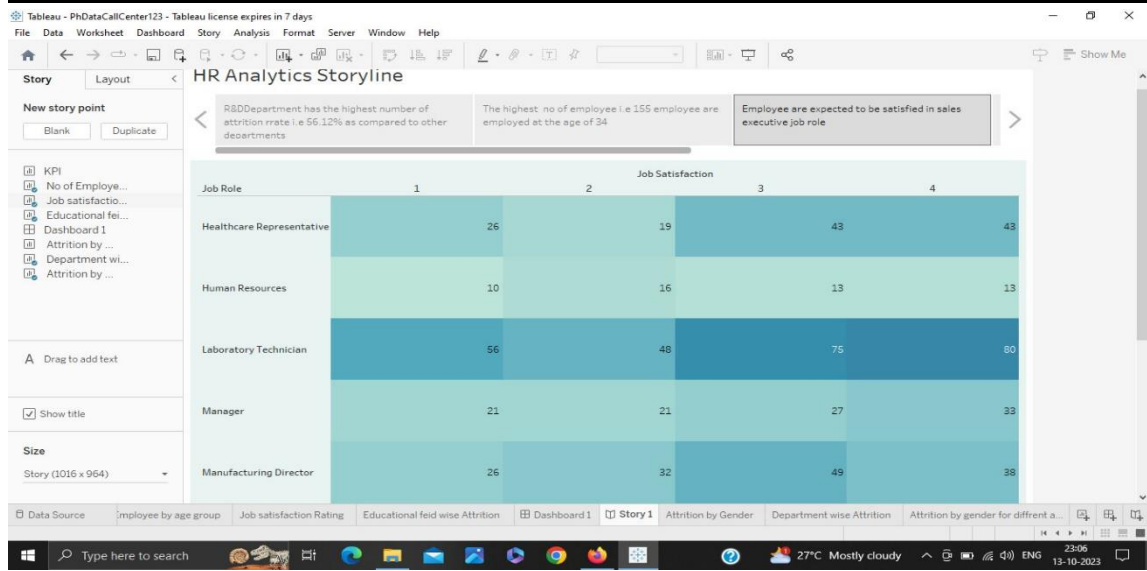
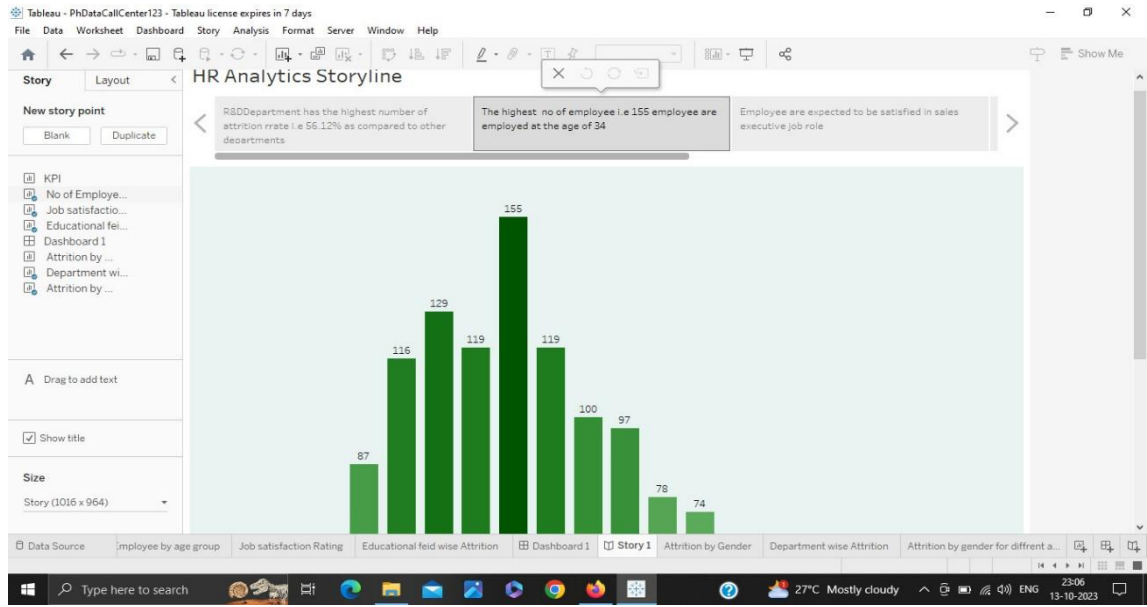


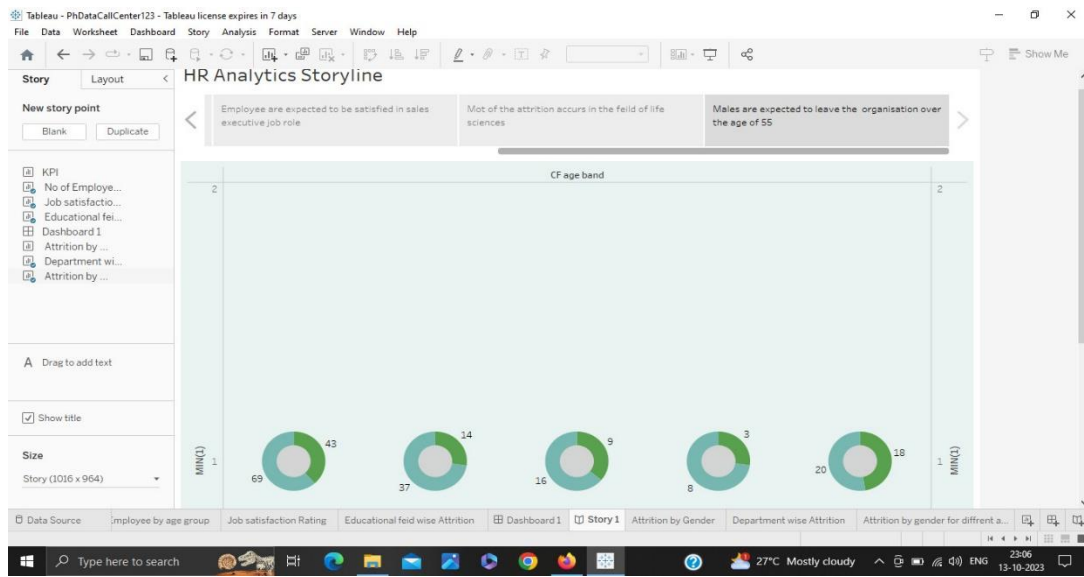
3.10 DASHBOARD



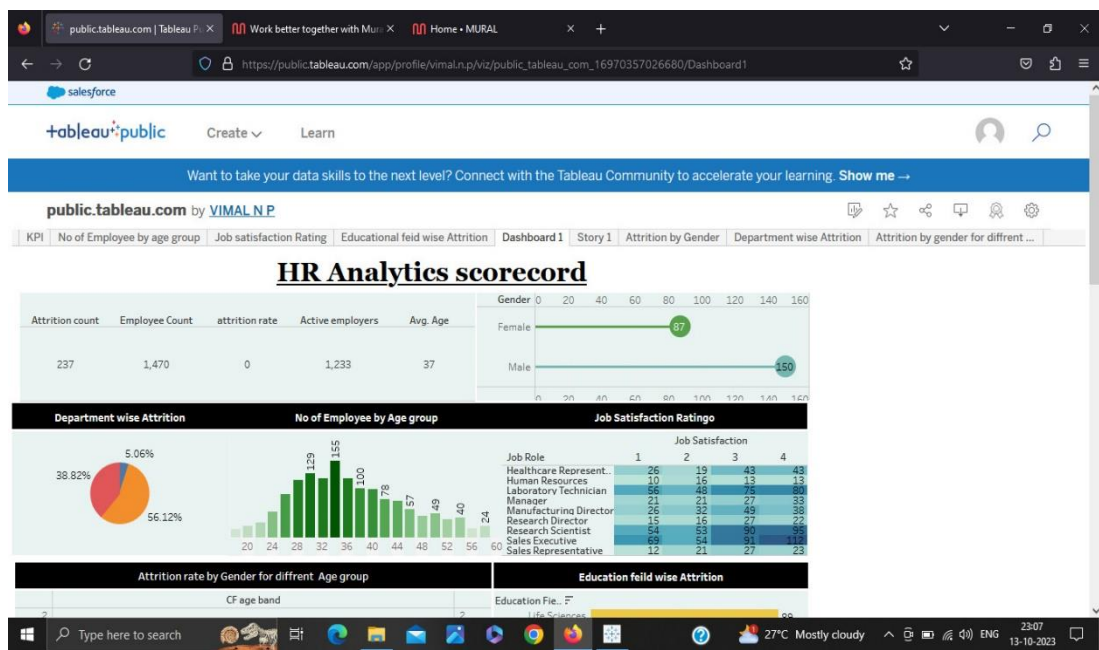
3.11 STORY







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4. ADVANTAGES AND DISADVANTAGES:

1. **Data-Driven Decision Making:** The Tableau HR Scorecard provides HR professionals with access to a wealth of data and analytics, enabling informed, data-driven decision-making. This can lead to more effective talent management strategies.
2. **Visual Insights:** Tableau's data visualization tools make it easier to understand complex HR data. Visual representations of data allow for

quicker insights and more effective communication within the organization.

3. Customization: The scorecard is highly customizable, allowing organizations to tailor it to their specific needs and objectives. This flexibility ensures that the scorecard aligns with the unique goals and strategies of the organization.

DISADVANTAGES:

1. Complexity: The Tableau HR Scorecard, while powerful, can be complex to set up and use effectively. Organizations may need to invest in training and resources to make the most of the tool.
2. Data Quality: The accuracy and quality of the data that feeds into the scorecard are paramount. If an organization's data is incomplete or inaccurate, the insights and decisions drawn from the scorecard can be flawed.
3. Cost: Implementing Tableau, especially for large organizations, can come with a significant cost. Licensing, training, and maintenance expenses can be a barrier for smaller companies.

5.APPLICATIONS:

1. Sourcing Efficiency: Evaluate the effectiveness of various recruitment channels and sources, enabling HR to focus on the most successful channels.
2. Time-to-Hire: Monitor the time it takes to fill open positions, ensuring that the recruitment process is efficient.
3. Onboarding Success: Track new employees' onboarding experiences and performance to identify areas for improvement.
4. Performance Management:
5. Goal Achievement: Measure the alignment of employee goals with organizational objectives and assess how well they are being met.

6.CONCLUSION:

In conclusion, the Tableau HR Scorecard is a powerful tool that offers a data-driven approach to measuring success in talent management. In

today's competitive business environment, where attracting, developing, and retaining top talent is paramount, this scorecard provides HR professionals and organizational leaders with the means to gain deeper insights into their workforce and make informed, strategic decisions. The applications of the Tableau HR Scorecard in talent management are diverse and comprehensive, encompassing key areas from recruitment and performance management to employee engagement and succession planning.

7.FUTURE SCOPE:

1. **Advanced Analytics and AI Integration:** As AI and machine learning continue to evolve, the Tableau HR Scorecard could incorporate predictive analytics and AI-driven insights to provide more accurate forecasts about talent trends, helping organizations to proactively address issues like turnover and skills gaps.
2. **Employee Experience Measurement:** With the growing importance of employee experience, the scorecard can incorporate metrics related to employee well-being, diversity and inclusion, and overall job satisfaction to help organizations create a more holistic view of talent management success.
3. **Continuous Performance Management:** The scorecard can adapt to the shift from annual performance reviews to continuous performance management, tracking ongoing feedback, development, and goal achievement in real time.

THANK YOU

