

WELCOME

TO



FUNDAMENTALS OF DATA ANALYTICS WITH TABLEAU

Project Title

The Tableau HR Scorecard : Measuring Success In Talent Management

**This is a group project . We have include four members on this project . Namely ,
I am the Team Lead : YUVARAJ S , Team Person: VASANTH KUMAR S , Team Person: VELMURUGAN S , Team Person :
VAISHNAVI S .**

Illrd B . Sc Physics



**Under The Guidance of
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GUEST LECTURER PG & RESEARCH DEPARTMENT OF PHYSICS,
GOVERNMENT THIRUMAGAL MILLS COLLEGE,
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1. INTRODUCTION :

1.1 Overview of The Tableau HR Scorecard : Measuring Success in Talent Management

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 .

1.2 PURPOSE OF THIS PROJECT :

Purpose of the HR Scorecard

HR Scorecard Benefits

1

**Measure
employee
loyalty and
satisfaction**

2

**Boost your
HR
department's
efficiency**

3

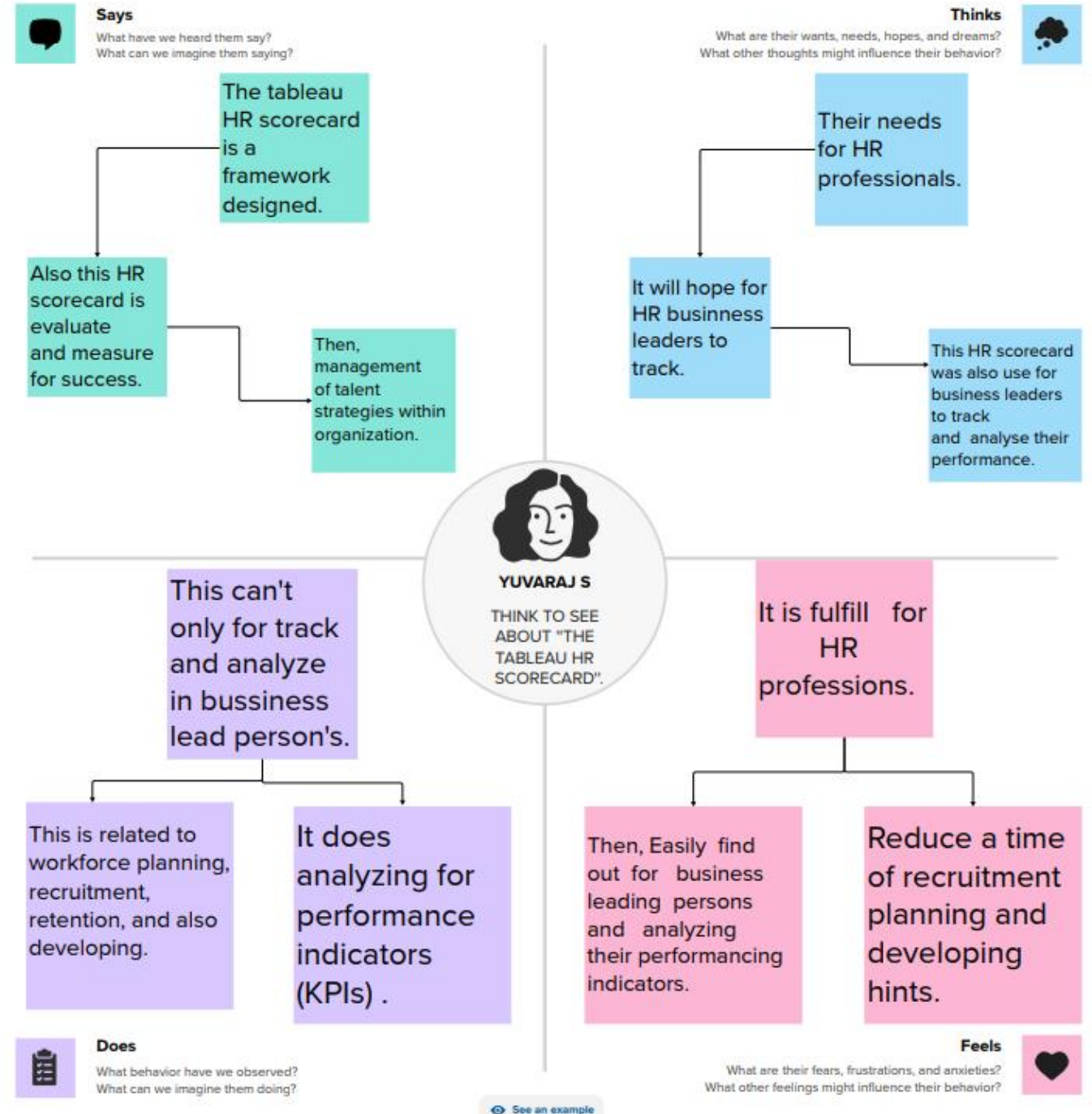
**Tap into the
intellectual
potential of
the company**



With a scorecard, HR leaders can assess the department's performance in their way and within a set structure that can be understood across the organization.

2 . PROBLEM DEFINITION & DESIGN THINKING :

2.1 Empathy Map



2.2 Ideation & Brainstorming Map

1

Define your problem statement

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

 5 minutes

PROBLEM

**The tableau HR
scorecard: Measuring
success in
talent management?**



Key rules of brainstorming

To run an smooth and productive session



Stay in topic.



Encourage wild ideas.



Defer judgment.



Listen to others.



Go for volume.



If possible, be visual.

Brainstorm

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

 10 minutes

TIP



You can select a sticky note and hit the pencil [switch to sketch] icon to start drawing!

PERSON 1

The tableau HR scorecard is made to measure success of talent management strategies.

HR scorecard consists of four main perspectives.

They are I) Financial Perspective,
II) Customer Perspective,
III) Internal Process Perspective,
IV) Learning and Growth Perspective.

PERSON 2

This HR scorecard of organization, it provides a way for HR professionals.

Such as the cost of recruitment, training and development, compensation and benefits, and turnover.

PERSON 3

Also, This HR scorecard analyzes to key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development.

Also this perspective includes employees, managers, and job candidates. It includes (KPIs) such as employee engagement, manager satisfaction with HR support, and candidate experience.

This Customer Perspective measures the satisfaction of internal and external customers of HR services,

PERSON 4

Internal Process Perspective: This perspective assesses the effectiveness and efficiency of HR processes, such as recruiting, onboarding, performance management, and employee development.

Learning and Growth Perspective: This perspective evaluates the organization's investment in employee development and its ability to innovate and adapt to changing business needs.

It includes KPIs such as time to fill vacancies, time to productivity for new hires, and training hours per employee.

Group ideas

Take turns sharing your ideas while clustering similar or related sticky notes have been grouped, give each cluster a sentence bigger than six sticky notes, try and see if you can break it up

 20 minutes

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HR scorecard consists of four main perspectives.

They are I) Financial Perspective, II) Customer Perspective, III) Internal Process Perspective, IV) Learning and Growth Perspective.

This HR scorecard of organization, it provides a way for HR professionals.

This financial perspective focuses on the financial impact of HR initiatives.

Such as the cost of recruitment, training and development, compensation and benefits, and turnover.

Also, this HR scorecard analyzes to key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development.

This Customer Perspective measures the satisfaction of internal and external customers of HR services.

Also this perspective includes employees, managers, and job candidates. It includes (KPIs) such as employee engagement, manager satisfaction with HR support, and candidate experience.

Internal Process Perspective: This perspective assesses the effectiveness and efficiency of HR processes, such as recruiting, onboarding, performance management, and employee development.

It includes KPIs such as time to fill vacancies, time to productivity for new hires, and training hours per employee.

Learning and Growth Perspective: This perspective evaluates the organization's investment in employee development and its ability to innovate and adapt to changing business needs.

4

Prioritize

Your team should all be on the same page about what's important moving forward. Place your ideas on this grid to determine which ideas are important and which are feasible.

🕒 20 minutes

TIP

Participants can use their cursors to point at where sticky notes should go on the grid. The facilitator can confirm the spot by using the laser pointer holding the **H** key on the keyboard.



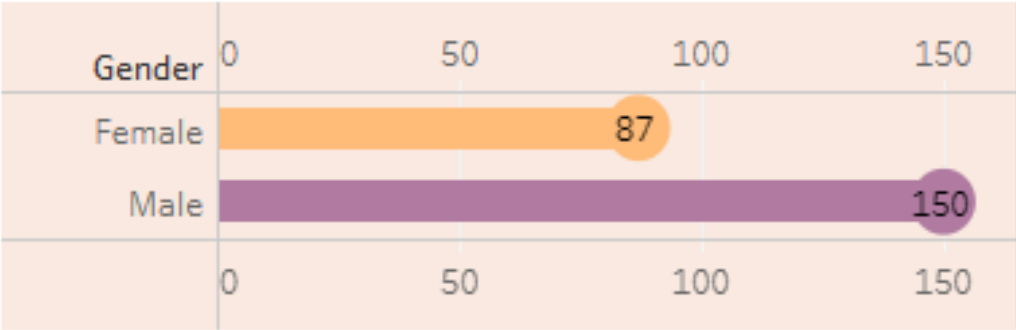
3 RESULT : Final findings (Output) of the project.

HR ANALYTICS DASHBOARD

KPI

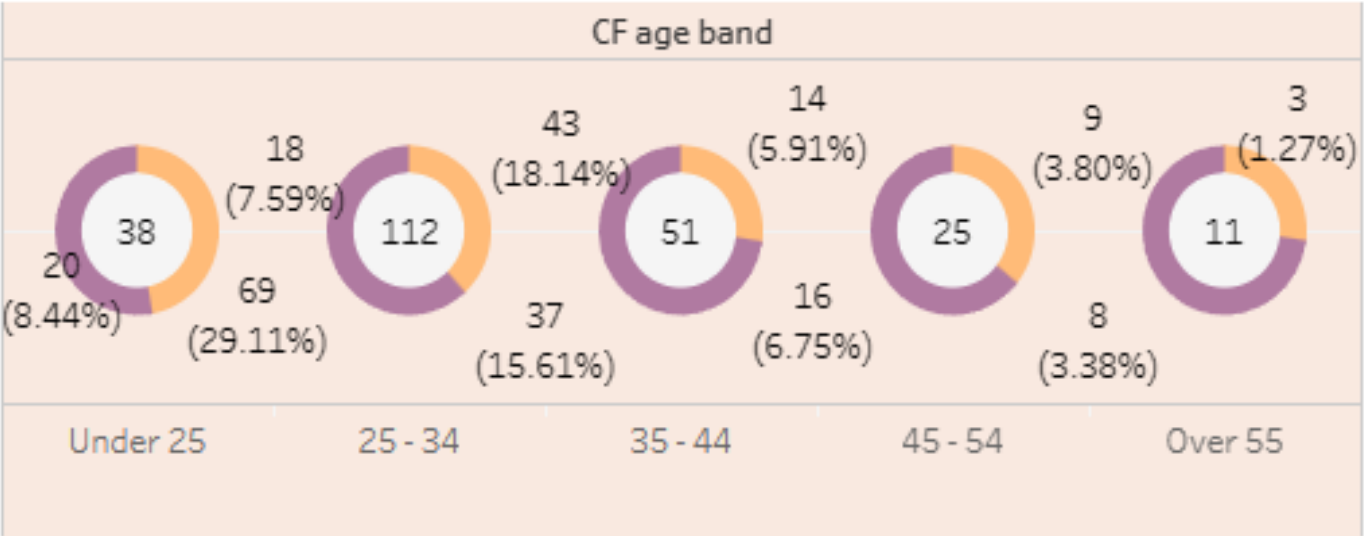
Employee Count	Attrition Count	Attrition Rate	Active Employees	Avg. Age
1,470	237	16.12%	1,233	37

Attrition By Gender

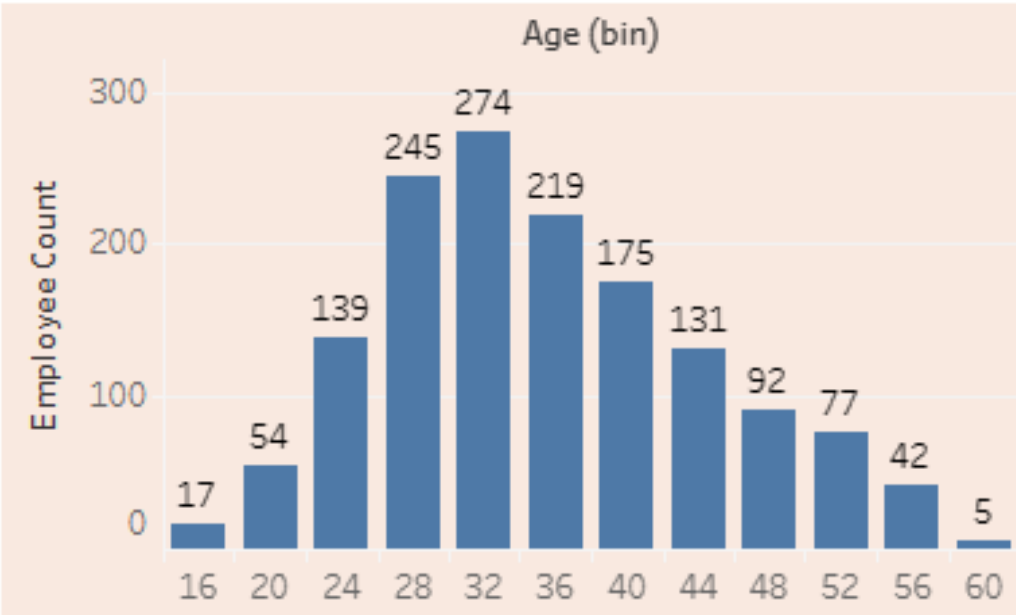


Attrition Rate By Gender For Different Age Group

Gender
F...
M...



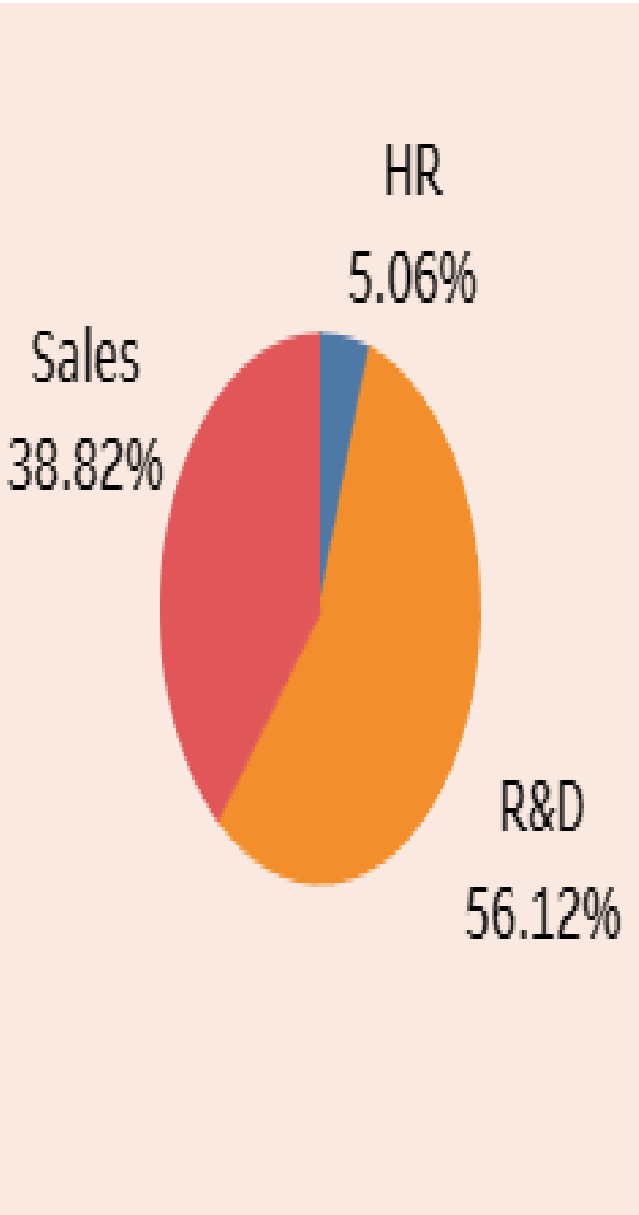
No.Of Employees By Age Group



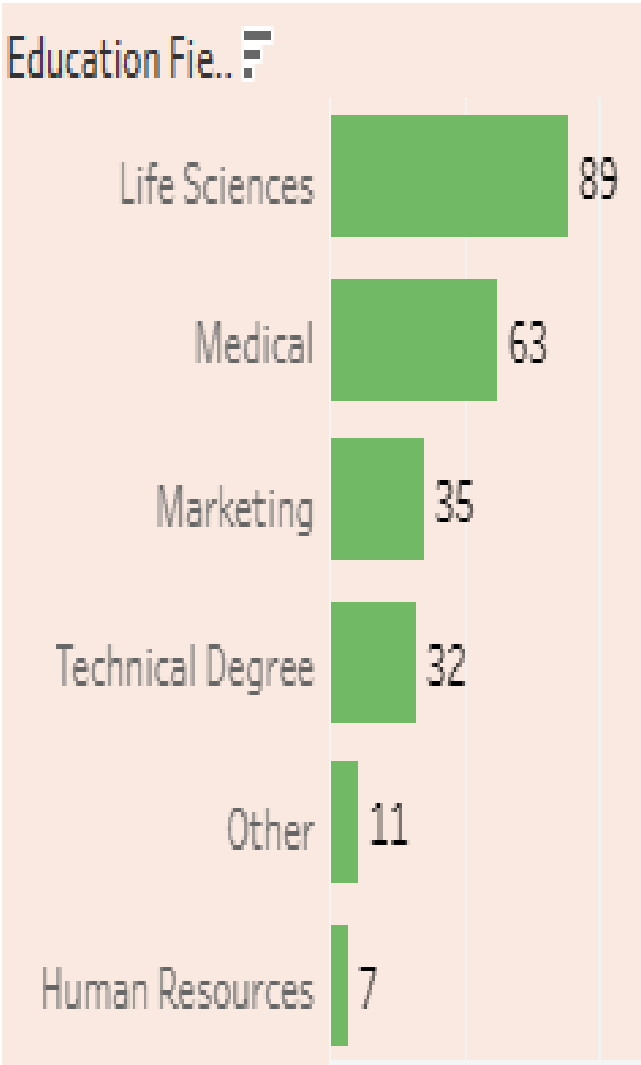
Department

- HR
- R&D
- Sales

Department Wise Attrition



Field Wise Attrition



Job Satisfaction Rating

Job Satisfaction					
Job Role	1	2	3	4	Grand ..
Healthcare ..	26	19	43	43	131
Human Res..	10	16	13	13	52
Laboratory ..	56	48	75	80	259
Manager	21	21	27	33	102
Manufactur..	26	32	49	38	145
Research Di..	15	16	27	22	80
Research Sc..	54	53	90	95	292
Sales Execu..	69	54	91	112	326
Sales Repre..	12	21	27	23	83
Grand Total	289	280	442	459	1,470

Story

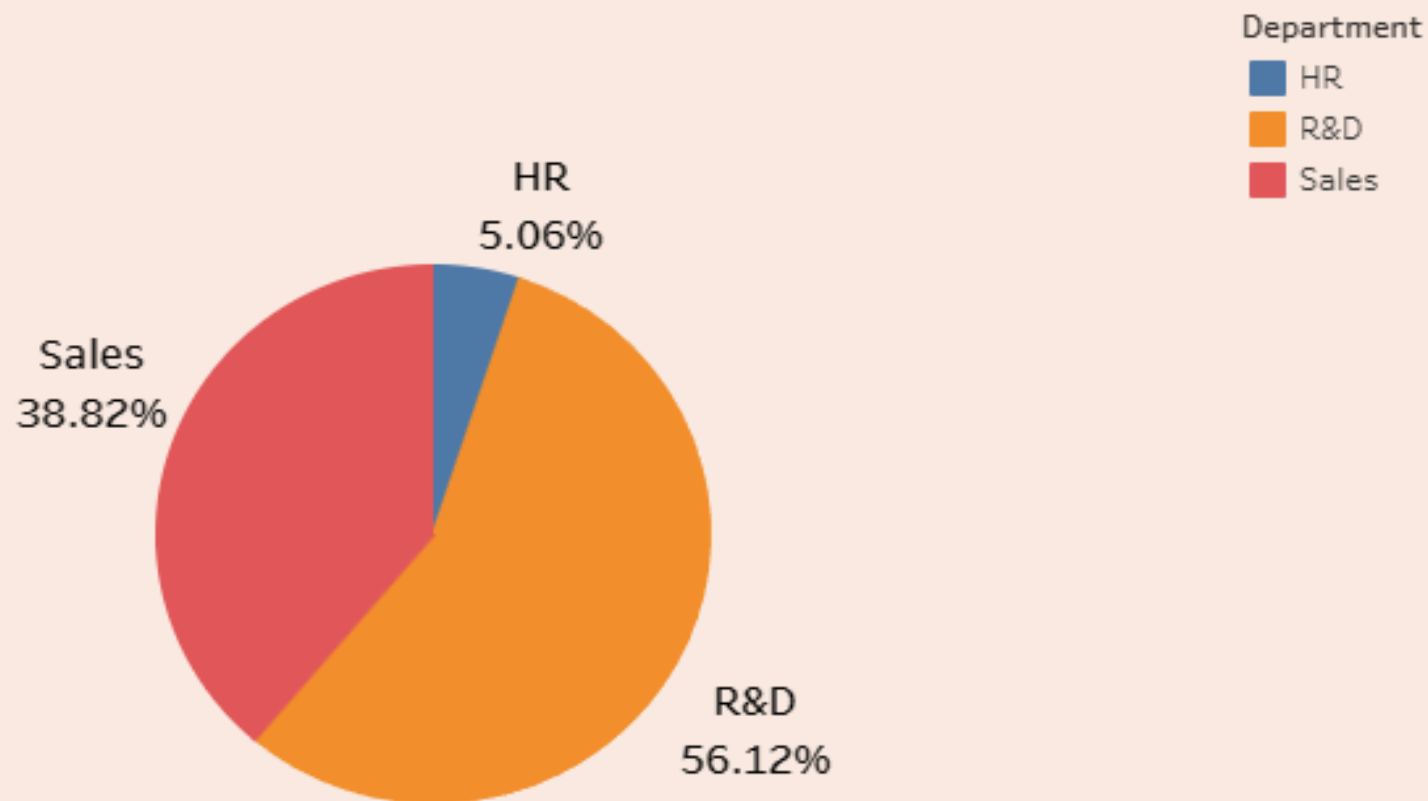
Visualization 1 :

HR ANALYTICS STORYLINE

R&D department has the highest no.of
attrition rate i.e.56.12% as compare to
other departments.

the highest no.of employees i.e.274 are
employed at the age of 32

Employees are expected to be satis
in sales executive job role.



Story

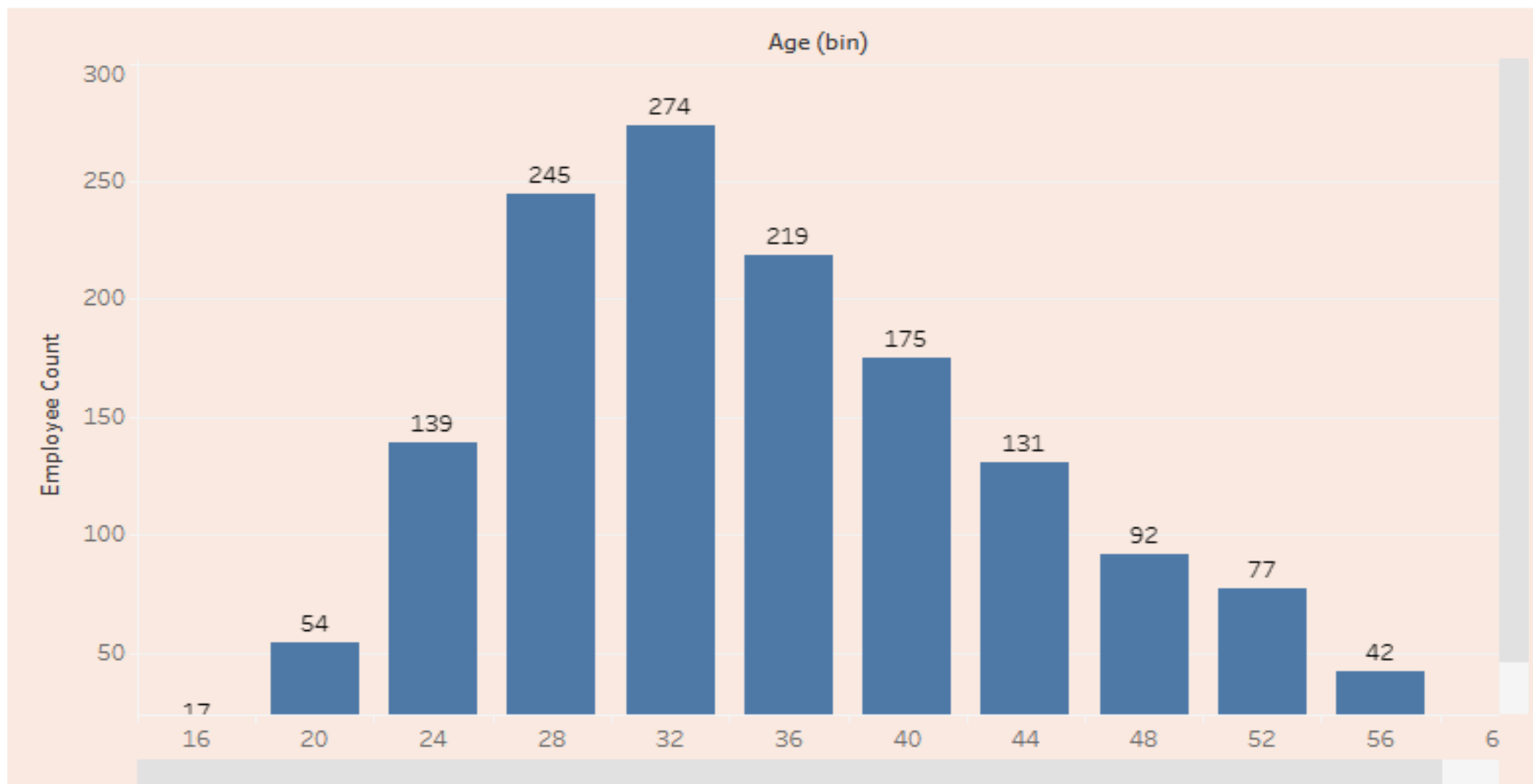
Visualization 2 :

HR ANALYTICS STORYLINE

R&D department has the highest no.of attrition rate i.e.56.12% as compare to other departments.

the highest no.of employees i.e.274 are employed at the age of 32

Employees are expected to be satisfied in sales executive job role.



Story
Visualization 3 :

HR ANALYTICS STORYLINE

<

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Most it
life sci

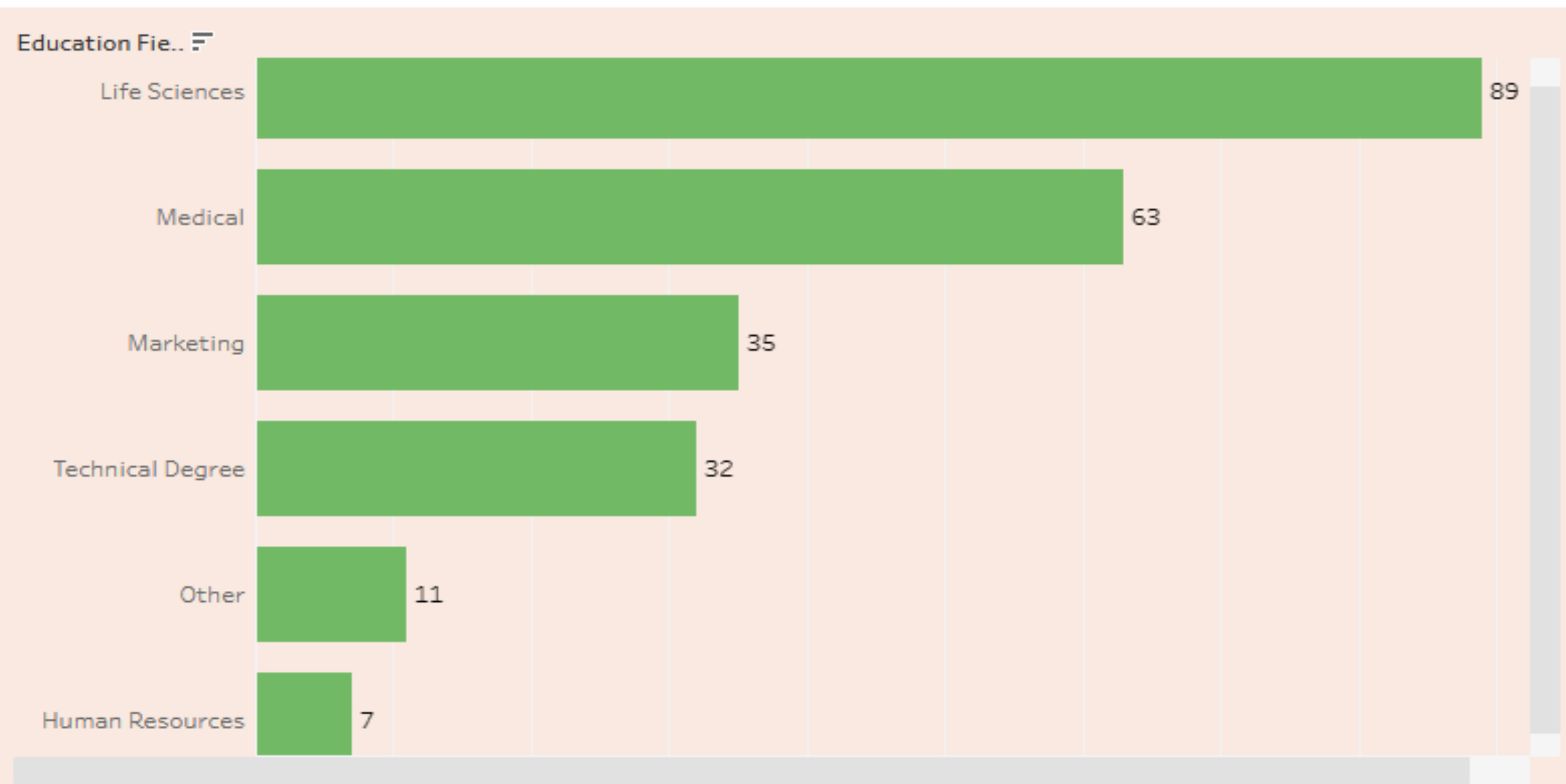
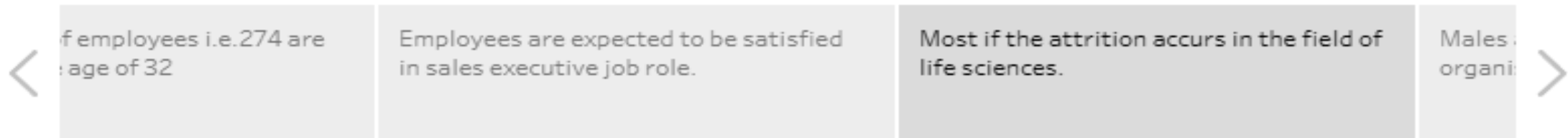
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Job Role	Job Satisfaction				Grand ..
	1	2	3	4	
Healthcare Representative	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Technician	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Director	26	32	49	38	145
Research Director	15	16	27	22	80
Research Scientist	54	53	90	95	292
Sales Executive	69	54	91	112	326
Sales Representative	12	21	27	23	83
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HR ANALYTICS STORYLINE

Story

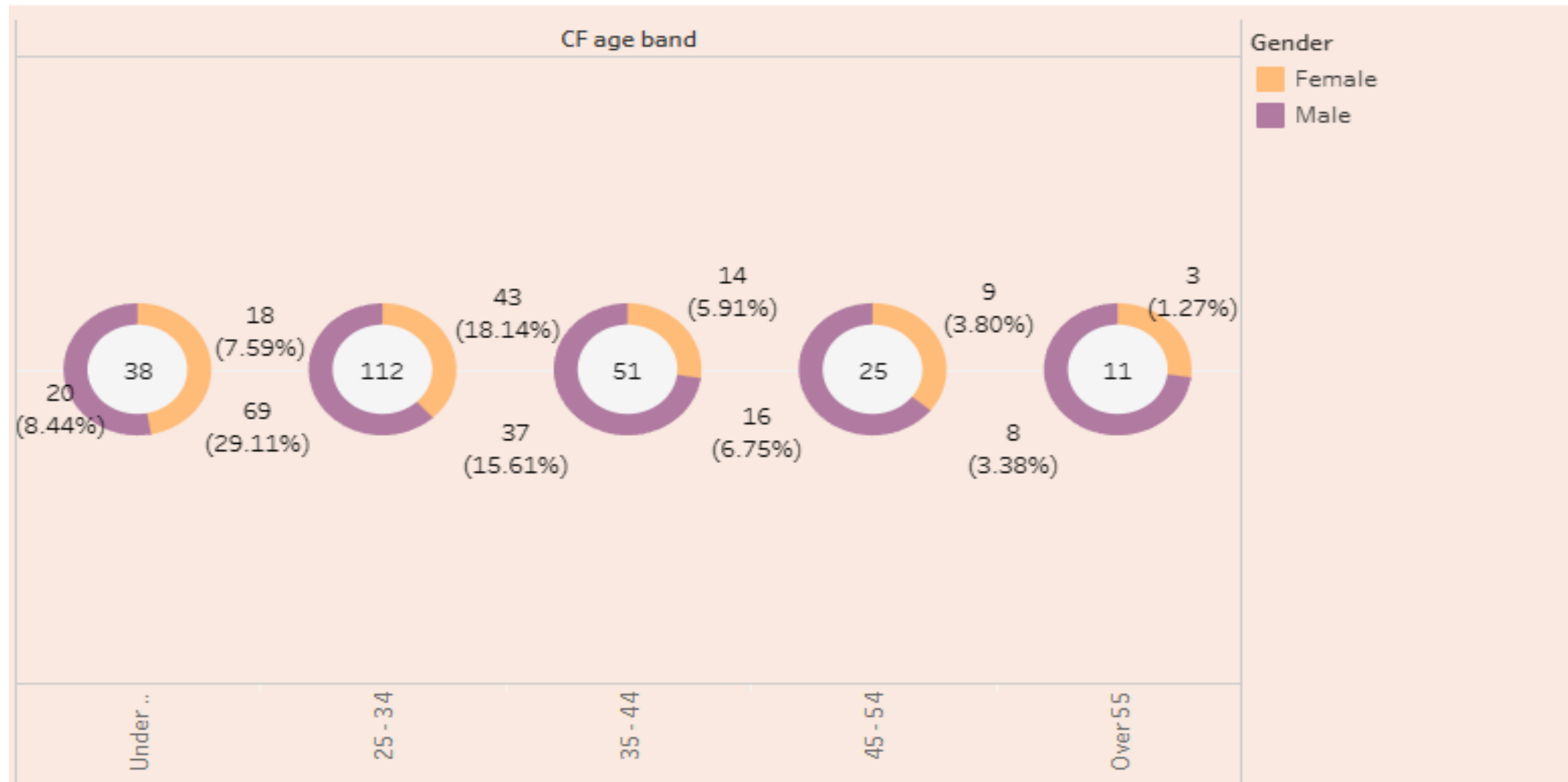
Visualization 4 :



Story Visualization 5 :

HR ANALYTICS STORYLINE

< Employees are expected to be satisfied with their executive job role. Most if the attrition occurs in the field of life sciences. Males are expected to leave the organisation over the age of 55. >



4. ADVANTAGES & DISADVANTAGES :

Advantages:

An HR scorecard visually represents the critical measures of the HR department's achievements, productivity levels, and other parameters - such as hiring costs, retention rate, time to fill, quality of hire, and so on - critical to the company's growth. 1. Gives structure to the strategy, 2. Improves performance reporting, 3. Makes it easier to communicate the strategy, 4. Connects every HR employee to organizational goals,

Dis-Advantages::

1. One of the disadvantages of the HR scorecard is that measuring intangibles is difficult, if not impossible, without imparting a degree of subjectivity on the part of HR staff. Subjectivity undermines the validity of data and, therefore, limits the credibility of HR and its ability to prove its worth to an organization. The very things HR is charged with and the organization believes HR can do well are the most difficult to measure, such as issues related to employee concerns.

5 . APPLICATIONS :

The Term Data Analytics refers to the analysis of the data collected to draw out certain conclusions required as per the company's objective. It involves the structuring of a massive amount of irregular data and deriving the useful required information from them using statistical tools. It all involves the preparation of charts, graphs, etc. The application of Data analytics is not limited to manufacturing companies or any industrial areas, but it gets involved in almost every field of human living.

Some Applications:

1. Transportation.
2. Logistics and Delivery.
3. Web Search or Internet Web Results.
4. Manufacturing.
5. Security.
6. Education.
7. Healthcare.
8. Military.
9. Insurance.
10. Digital Advertisement.

6 . CONCLUSION:

Generally , see a overall,

We See a 1. Intro for this The Tableau HR scorecard :

Measuring in success talent management.

2. Problem Definition & Design Thinking.

3. RESULT.

4. ADVANTAGES & DISADVANTAGES.

5. APPLICATIONS.

6. CONCLUSION.

FUTURE SCOPE :

Tableau Public is a free data visualization tool that allows users to create interactive charts, graphs, maps, and dashboards. It is widely used by data analysts, business intelligence professionals, and researchers to explore, analyze and share data insights with others. In this article, we will discuss the benefits of using Tableau Public for data analysis and visualization.

Thank You!