HR Scorecard: Measuring Success In Talent Management

1   INTRODUCTION :

1.1 Overview :

HR matricos refer to the data and measurement of what happens in HR. HR measurements Quantifies what HR is doing, as well as the performance important of employees. These are extremely measurements and measurable com pany's Purpose- as they after a trackable way of understanding the financial health
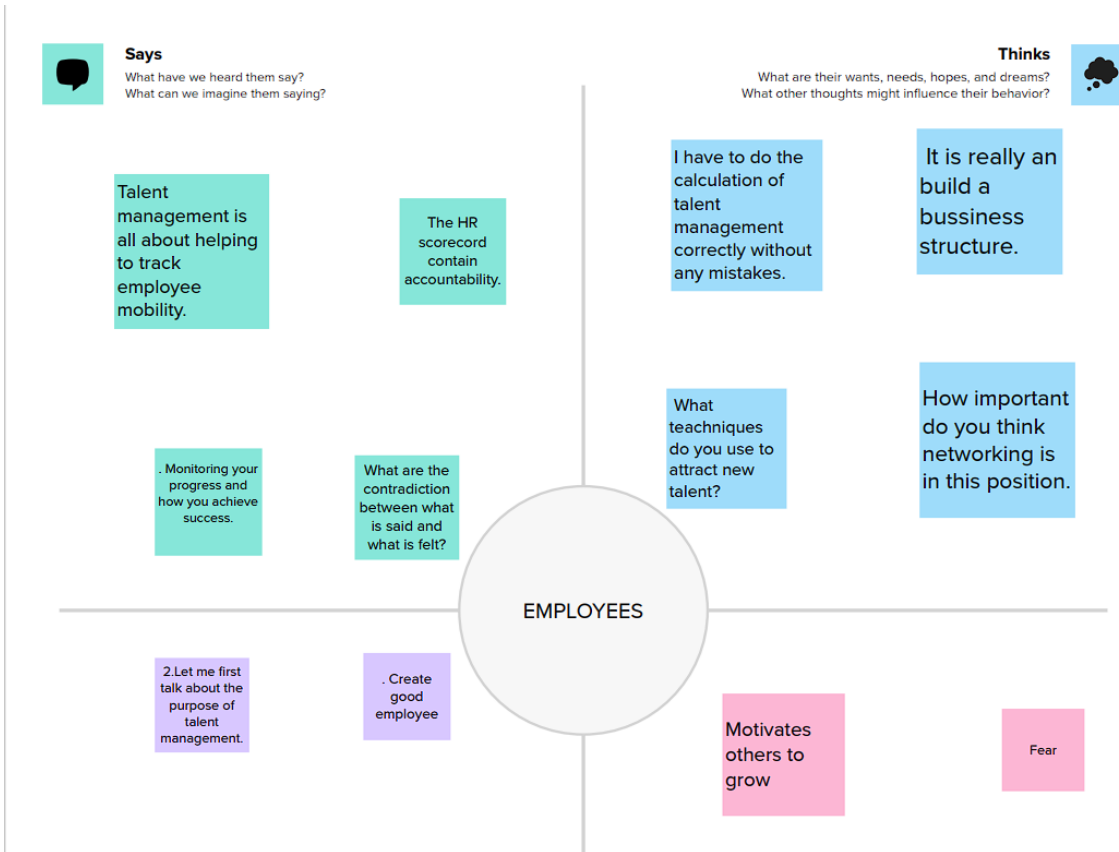
1.2 Purpose :

Management is, when the company focuses of

making the employee experience better, employees ocus on putting their best foot forward to help The company reach greater heights, making a win-win ituation. Increasing productivity from the perienced employees.
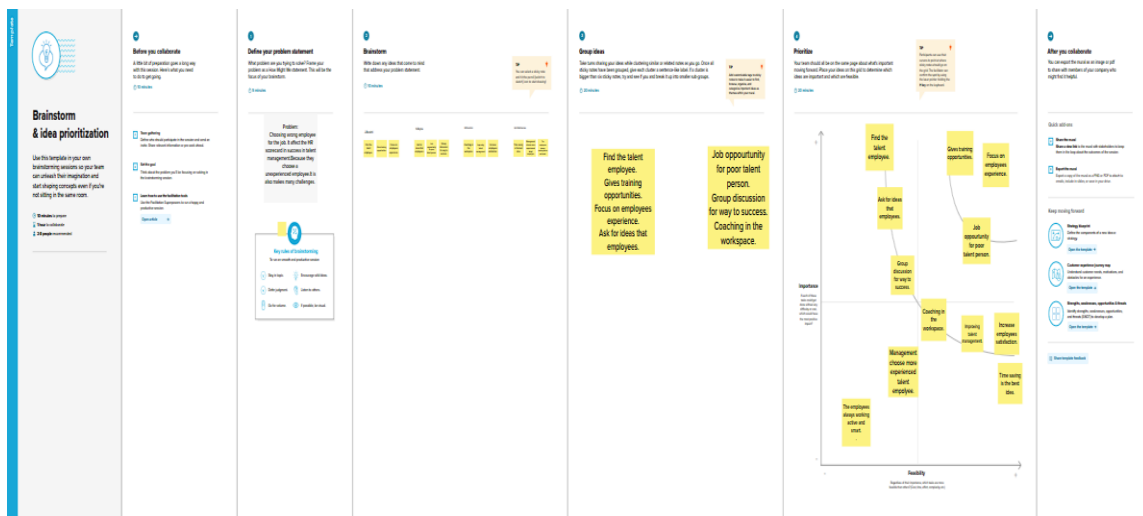
2   PROBLEM DEFINITION AND DESIGN THINKING :
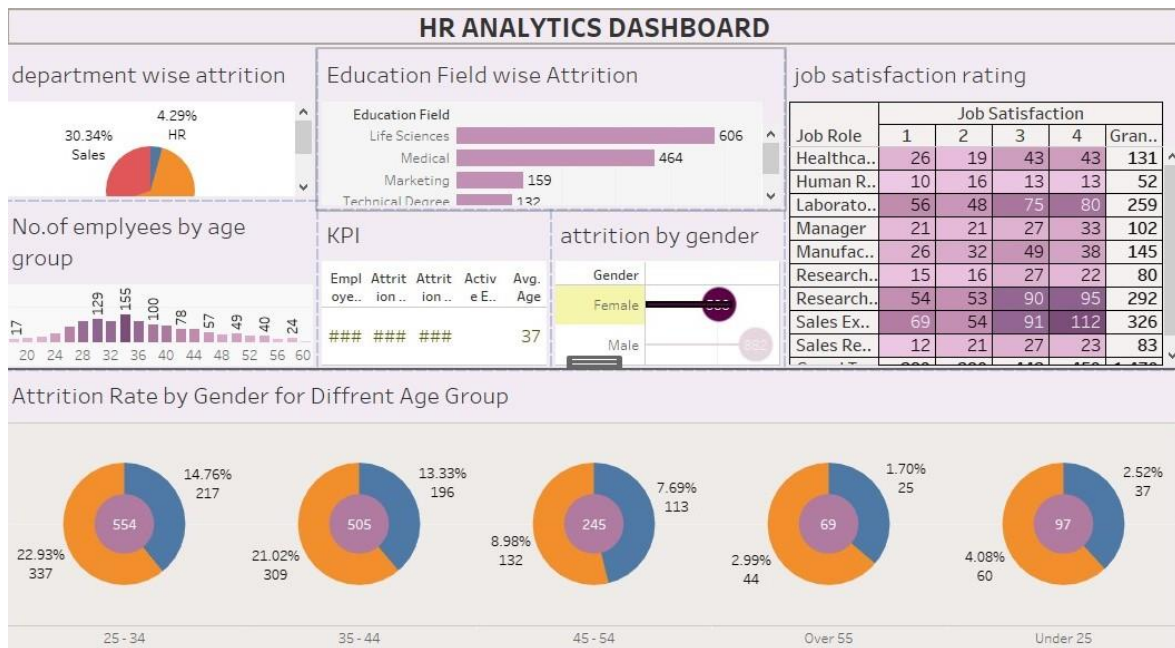
Project Report Titles

2.1 Empathy Map

Says
What have we heard them say?
What can we imagine them saying?

Thinks
What are their wants, needs, hopes, and dreams?
What other thoughts might influence their behavior?

Talent management is all about helping to track employee mobility.

The HR scorecord contain accountability.

I have to do the calculation of talent management correctly without any mistakes.

It is really an build a bussiness structure.

. Monitoring your progress and how you achieve success.

What are the contradiction between what is said and what is felt?

What teachniques do you use to attract new talent?

How important do you think networking is in this position.

EMPLOYEES

2.Let me first talk about the purpose of talent management.

. Create good employee

Motivates others to grow

Fear

2.2 Ideation & Brainstorming Map

3 RESULT :

We created the data visualization such as dashboard and story using the dataset provided.

DASHBOARD :

STORY
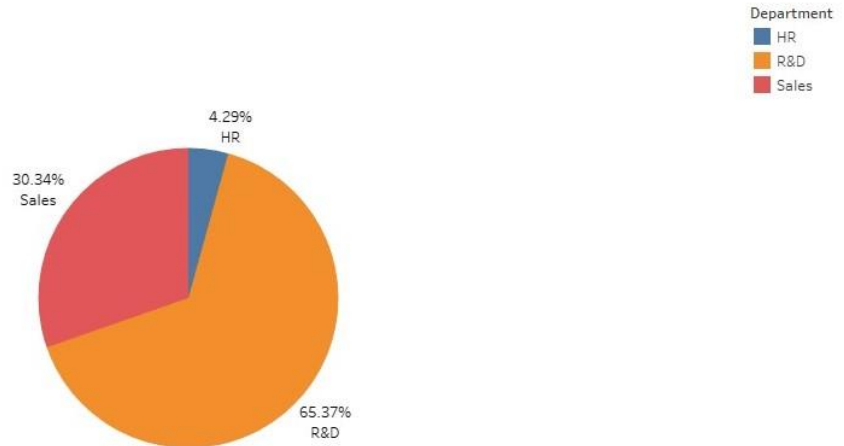
HR Analytics Storyline

R&D department has the highest no.of attrition rate i.e.56.12% as compared to other departments.	The highest no.of employees i.e.213 are employed at the age of 33.	Employees are expected to be satisfied in sales executive job role.	Modet it sciences

Department
- HR
- R&D
- Sales

4.29%
HR

30.34%
Sales

65.37%
R&D

4 ADVANTAGES & DISADVANTAGES :

ADVANTAGES :

- Help in ascertaining the right person is deployed in the right position.

- Contributes in retaining their top talent.

- Better hiring by hiring assessments

- Helps in understanding employees better and shaping their future.

- Promotes effective communication across different disciplines.

DISADVANTAGES :

- The implementation of talent management program could be expensive in terms of time, resources and financial costs.

- Lack of support from line mangers can impede the level of commitment from employees.

- A core drawback of talent management is, it can contribute in raising the conflicts between HR and management by not reaching to proper agreement or consensus.

5 APPLICATIONS :

The following applications can provide valuable insights into the characteristics and various aspects which is helpful in evaluating success ration

- Performance Evaluations

- Skills Assessments

- Behavioural Assessments

- Potential Assessments

- Succession Planning Metrics

- Diversity and Inclusion Metrics

- Identify Areas of Improvement

- Measure the Effectiveness of Talent management Strategies

6 CONCLUSION :

❖ Define Problem / Problem Understanding

- Specify the business problem

- Business requirements

- Literature Survey

❖ Data Collection & Extraction

- Collect the dataset

- Connect dataset with Tableau

❖ Data Preparation

☐ Prepare the data for visualizations

❖ Data Visualizations

☐ No of unique visualizations

❖ Dashboard

☐ Responsive and design of Dashboard

❖ Story

☐ No of scenes of Story

❖ Performance Testing

- Utilization of Data Filters

- No of Visualizations/ Graphs

❖ Project Demonstration & Documentation

☐ Record explanation Video for project end to end solution .

7 FUTURE SCOPE :

Talent development metrics is a vital tool for HR professionals in measuring the effectiveness of their talent management strategies.

By tracking metrics such as time-to-fill, cost-per-hire, employee turnover rate, employee engagement, retention rate, diversity and inclusion metrics, success planning metrics and performance and productivity metrics, HR professionals can make data-driven decisions that can help improve the overall performance of their organisation.

Talent management metrics can be used to identify areas of improvement, measure the effectiveness of talent management strategies, benchmark performance, track progress over time, communicate with stakeholders, and create accountability.

By staying on top of these key talent development metrics, HR professionals can ensure that their organisation is well-positioned to attract, retain, and develop top talent.