# PERIYAR UNIVERSITY

## ARIGNAR ANNA GOVERNMENT ARTS COLLEGE, ATTUR

### DEPARTMENT OF MATHEMATICS

## III-BSc Mathematics (2023-2024)

**INCHARGE: Mr. K. CHINNAIYA, M.Sc., M.Ed., M.Phil.,**

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| | |
|---|---|
| **PROJECT TITLE** | *The Tableau HR Scorecard: Measuring Success In Talent Management* |

## 1) Introduction

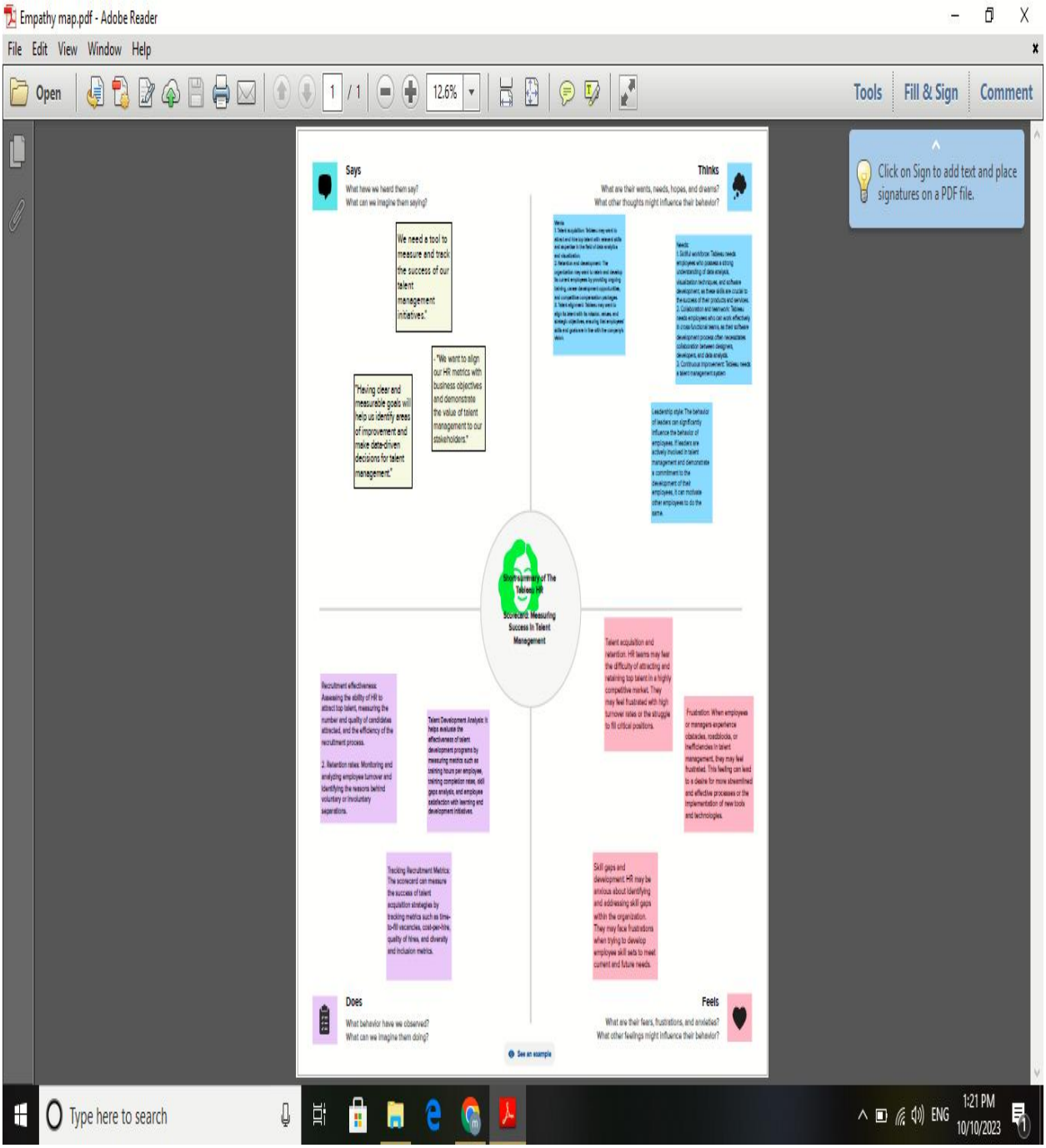
The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization. It provides a way for HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development.

The HR Scorecard consists of four main perspectives:

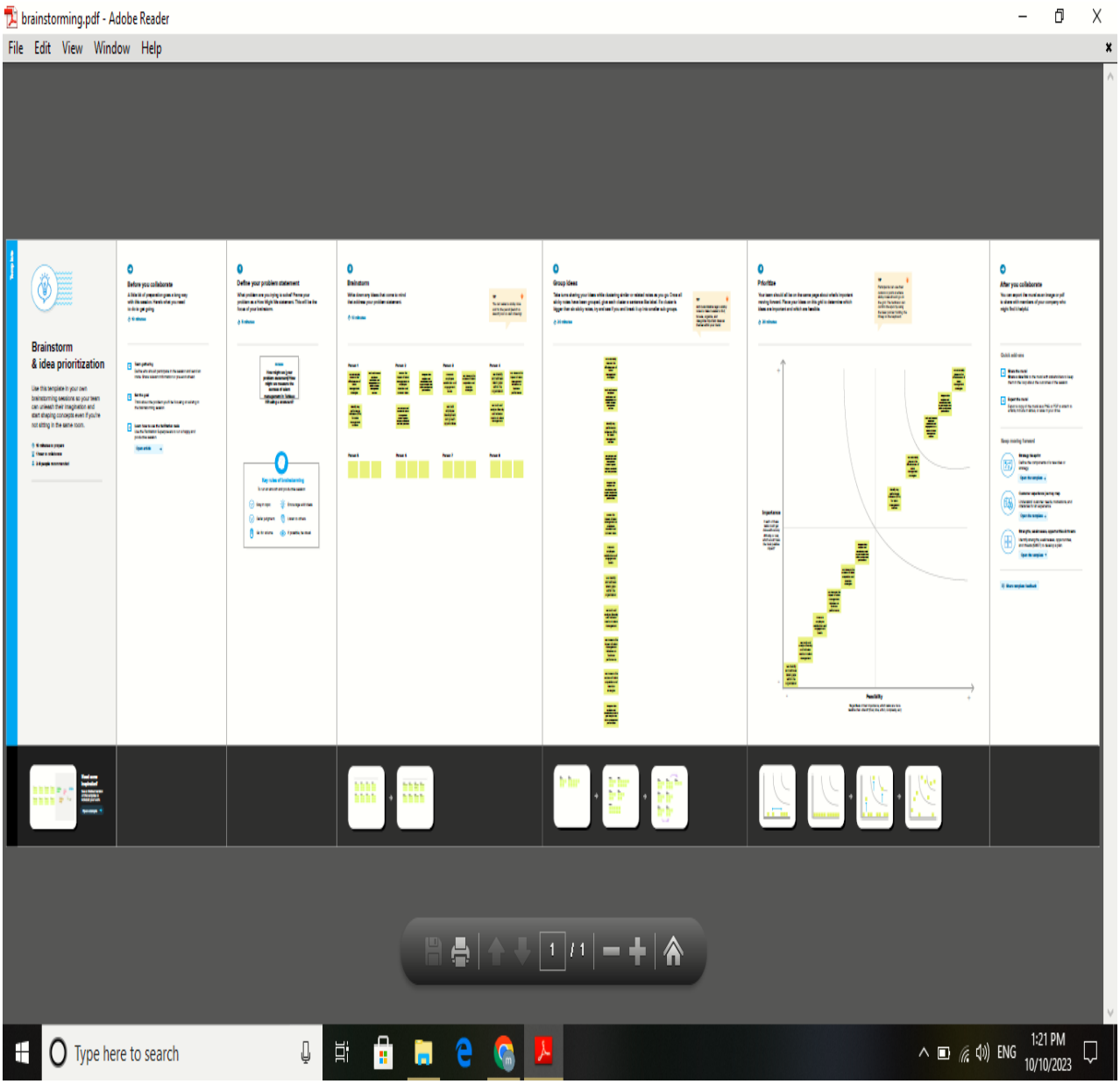
1. **Financial Perspective:** This perspective focuses on the financial impact of HR initiatives, such as the cost of recruitment, training and development, compensation and benefits, and turnover.
2. **Customer Perspective:** This perspective measures the satisfaction of internal and external customers of HR services, including employees, managers, and job candidates. It includes KPIs such as employee engagement, manager satisfaction with HR support, and candidate experience.
3. **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.
4. **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 employee skills and competencies, employee retention, and the percentage

## 2)Problem Definition  and Designing Thinking

## 2.1) Empathy map

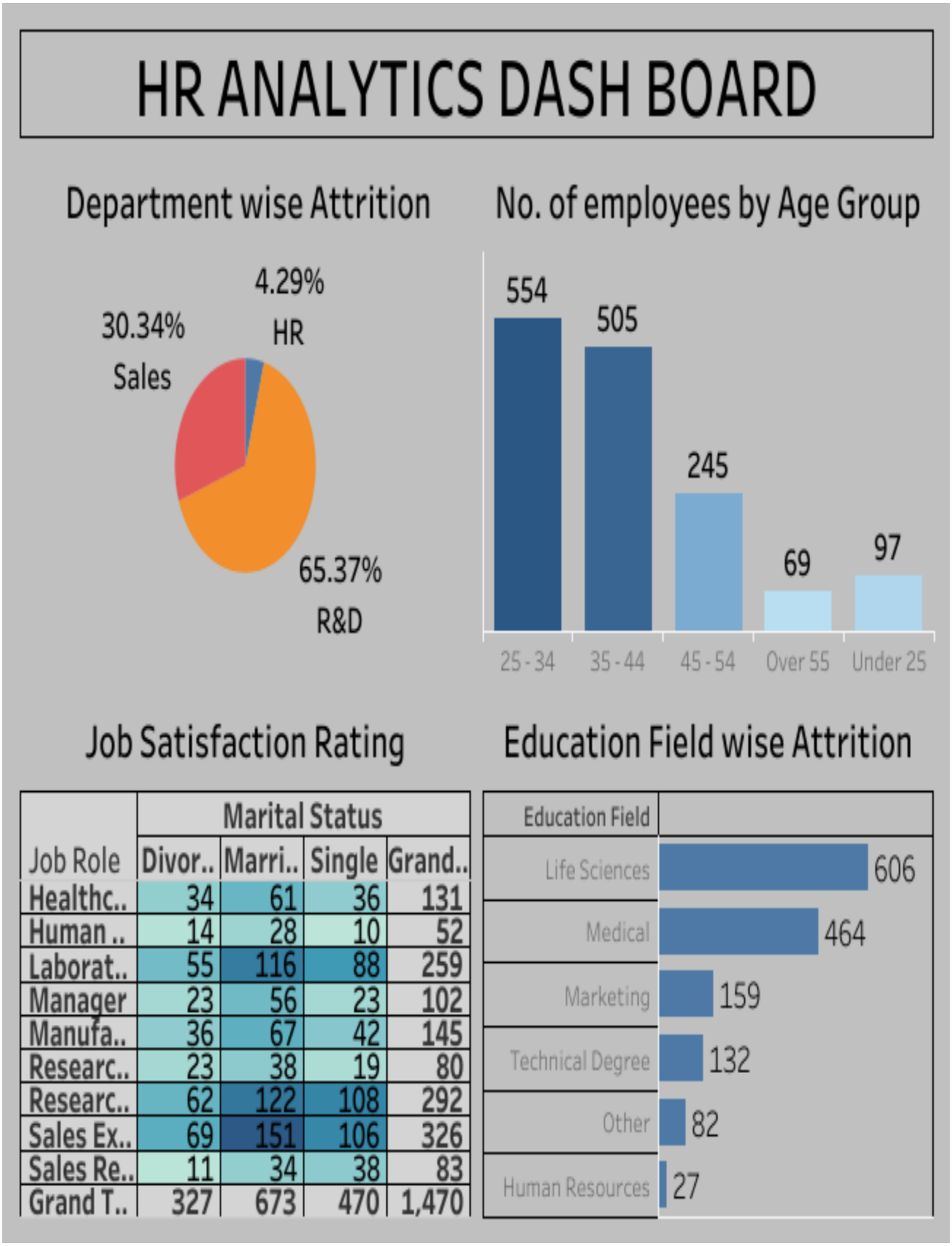


## 2.2) Brainstorming

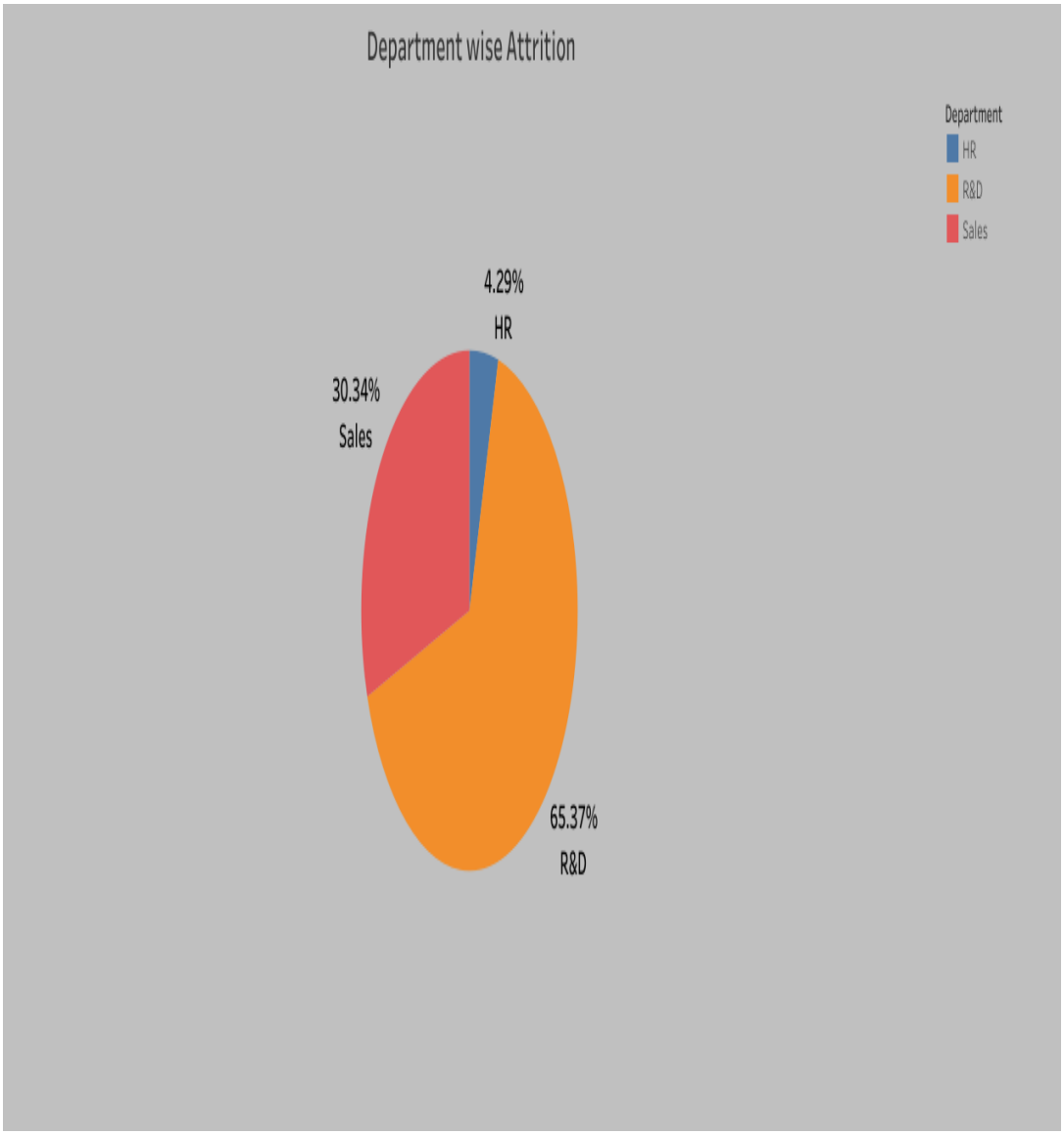


**3)Result**

**3.1)Dashboard**



**3.2)Story**


Department wise Attrition
Department
HR
R&D
Sales
4.29%
HR
30.34%
Sales
65.37%
R&D

# HR Analytics story line

R&D department has the hightst no of attri..

the hightest no of employees (i.e)are e..

employess are expected to be satisfi..

most of the attirition occurs in filed of life s..

| Job Role | Marital Status | | | |
|---|---|---|---|---|
| | Divorced | Married | Single | Grand Total |
| Healthcare Representative | 34 | 61 | 36 | 131 |
| Human Resources | 14 | 28 | 10 | 52 |
| Laboratory Technician | 55 | 116 | 88 | 259 |
| Manager | 23 | 56 | 23 | 102 |
| Manufacturing Director | 36 | 67 | 42 | 145 |
| Research Director | 23 | 38 | 19 | 80 |
| Research Scientist | 62 | 122 | 108 | 292 |
| Sales Executive | 69 | 151 | 106 | 326 |
| Sales Representative | 11 | 34 | 38 | 83 |
| Grand Total | 327 | 673 | 470 | 1,470 |

Employee Count

10 151

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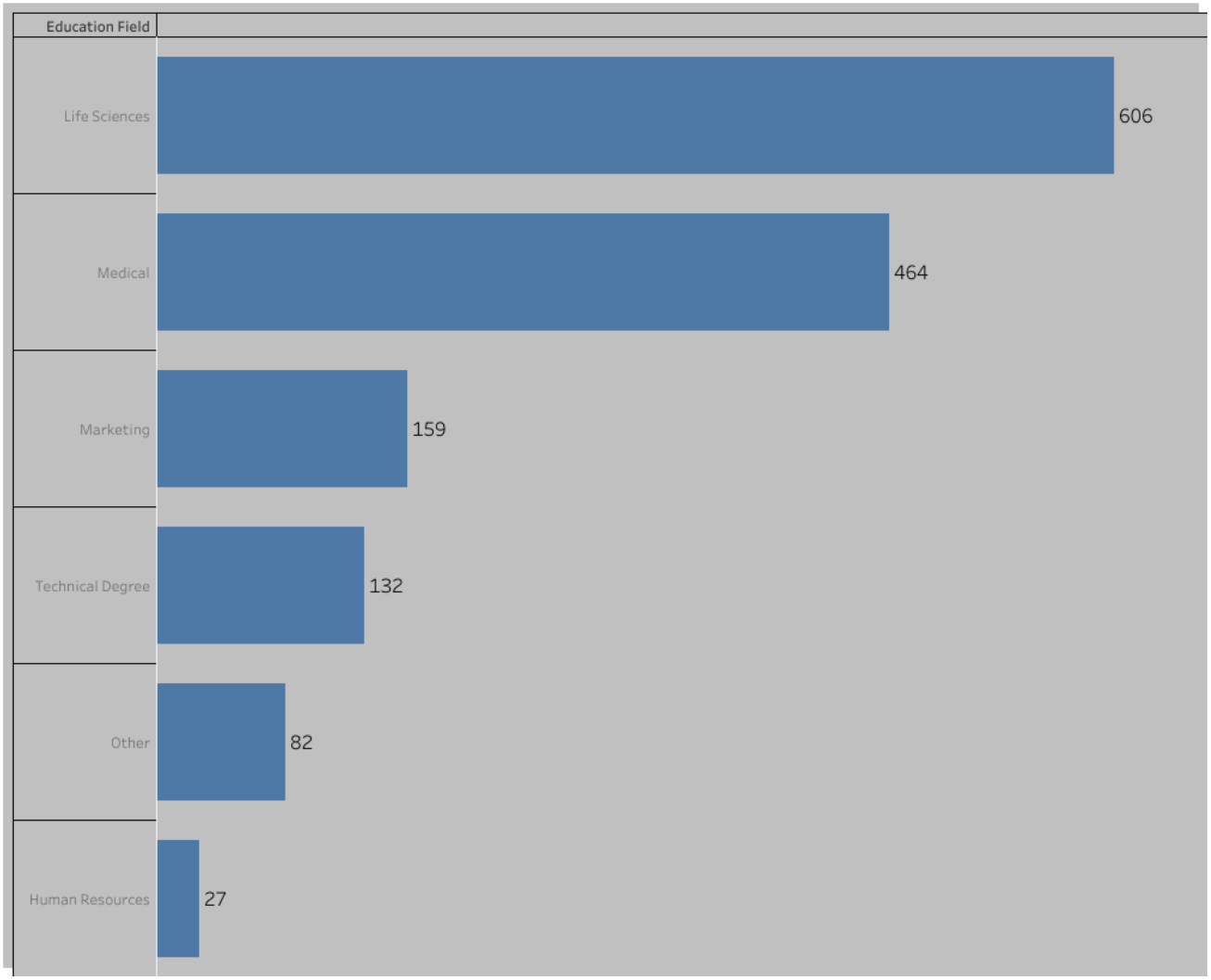

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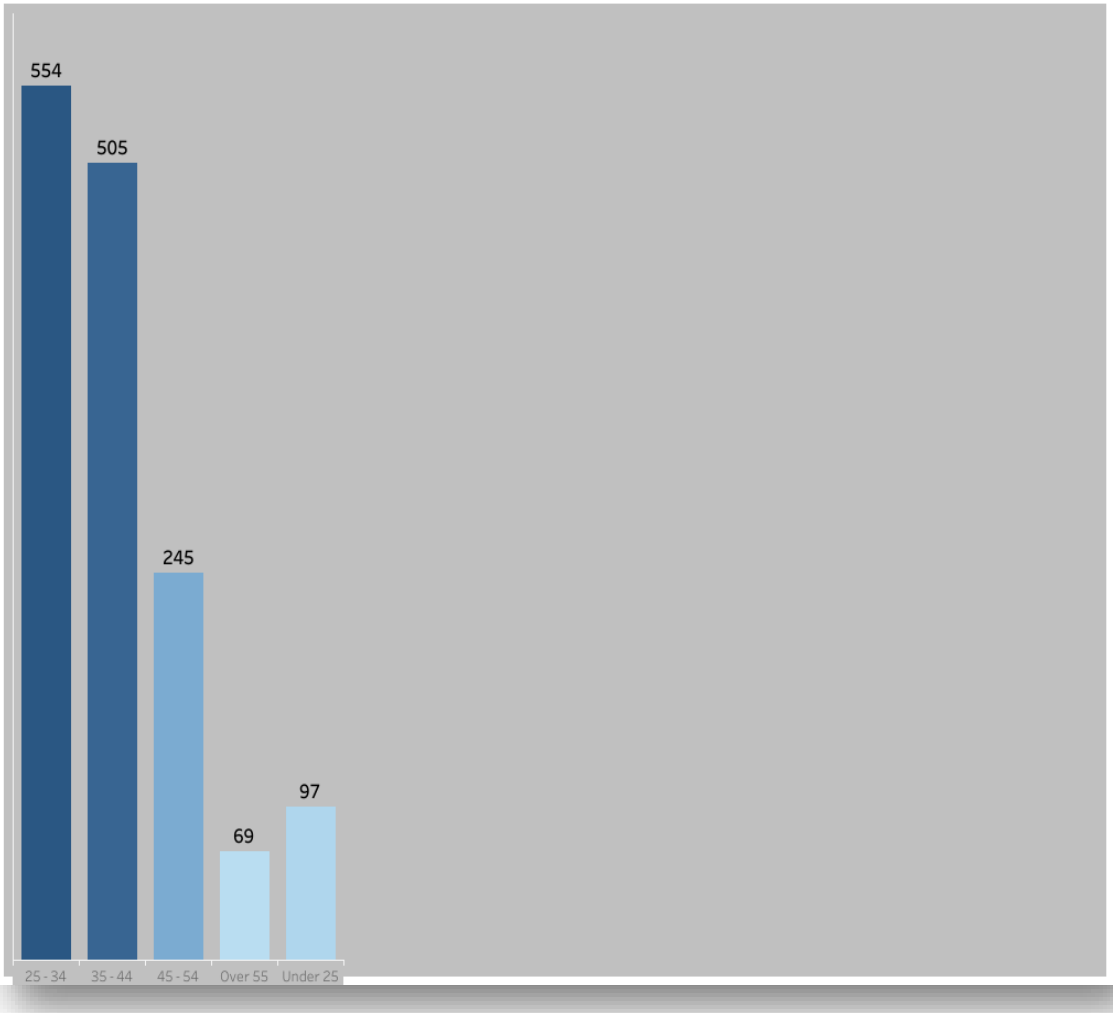

# 4)Advantages and Disadvantages

## 4.1)Advantages

1. Clear alignment of HR goals with overall business objectives: The HR scorecard helps organizations align their talent management strategies with the overall goals and objectives of the business. This ensures that HR initiatives and processes are focused on driving the desired business outcomes.

2. Measurement of HR effectiveness: The HR scorecard provides a set of metrics and measures to evaluate the effectiveness of HR processes and initiatives. This enables organizations to identify areas of improvement and make data-driven decisions to enhance talent management practices.

3. Improved decision-making: By measuring and monitoring key talent management metrics, the HR scorecard provides valuable insights for decision-makers. It allows organizations to identify trends, patterns, and gaps in talent management, helping leaders make informed decisions to optimize their HR strategies.

4. Enhanced accountability: The HR scorecard holds HR teams accountable by providing a structured framework to measure performance. It sets clear expectations and targets, ensuring that HR professionals are accountable for delivering results and contributing to the organization's success.

5. Benchmarking against industry best practices: The HR scorecard enables organizations to benchmark their talent management practices against industry best practices. This helps identify areas where the organization is lagging behind or excelling, leading to targeted improvement initiatives to stay competitive in the market.

6. Enhanced employee engagement: By measuring and tracking talent management metrics, the HR scorecard helps organizations identify areas where employee engagement can be improved. This enables HR teams to focus on initiatives that enhance employee satisfaction, motivation, and productivity, leading to higher levels of engagement and retention.

7. Strategic workforce planning: The HR scorecard facilitates strategic workforce planning by providing insights into the organization's talent pipeline, skills gaps, and succession planning. It helps HR teams identify the critical roles and competencies needed for future success and develop strategies to attract, develop, and retain top talent.

8. Continuous improvement: The HR scorecard promotes a culture of continuous improvement in talent management practices. By regularly measuring and monitoring key metrics, organizations can identify areas of improvement and implement proactive measures to enhance talent acquisition, development, and retention processes.

9. Better communication and transparency: The HR scorecard enables HR teams to communicate the value and impact of their talent management initiatives to key stakeholders. It provides a standardized and visual representation of HR performance, making it easier for leaders and employees to understand and engage in HR processes.

10. Return on investment (ROI) measurement: The HR scorecard allows organizations to measure the ROI of their talent management initiatives. By tracking metrics such as cost per hire, employee productivity, and retention rates, organizations

## 4.1)Disadvantages

The disadvantage of using the tableau HR scorecard to measure success in talent management is that it may not provide a comprehensive view of all aspects of talent management. The scorecard may only focus on certain metrics or KPIs that may not accurately reflect the effectiveness of talent management strategies and initiatives. Additionally, the scorecard may not take into account individual differences and subjective measures of success, such as employee satisfaction and engagement, which can be important indicators of talent management success. Furthermore, the scorecard may not capture the long-term impact of talent management efforts, as it typically focuses on short-term and quantitative measures. Therefore, relying solely on the tableau HR scorecard may not provide a complete understanding of success in talent management

Moreover, the tableau HR scorecard may be limited in its ability to capture the qualitative aspects of talent management, such as the quality and depth of talent development programs, the effectiveness of leadership development initiatives, or the organization's ability to attract and retain top talent. These qualitative aspects are crucial for measuring success in talent management and cannot be adequately captured through numerical metrics alone.

Furthermore, the tableau HR scorecard may not provide the necessary context or benchmarking data to effectively evaluate performance in talent management. It may be difficult to determine whether the metrics being tracked are truly indicative of success, as there may not be clear industry standards or benchmarks to compare against.

Additionally, the use of the tableau HR scorecard may create a narrow focus on HR-related metrics and may neglect to consider the broader organizational goals and strategies. Talent management is a holistic function that should align with the overall business objectives of the organization. By solely relying on HR-specific metrics, the scorecard may fail to capture the alignment between talent management initiatives and strategic business outcomes.

In conclusion, while the tableau HR scorecard can be a useful tool for measuring success in talent management, it should not be the sole method used. It is important to consider the limitations of the scorecard and supplement it with other measures and assessments to gain a

## 5)Applications

The HR scorecard is a strategic tool used by organizations to measure and track the success of their talent management efforts. It helps in evaluating the effectiveness of HR policies, programs, and initiatives in achieving business objectives and overall organizational success.

Tableau, as a data visualization tool, can be effectively used to create a HR scorecard dashboard. Here are some possible applications of Tableau in the HR scorecard:

1. Employee turnover: Tableau can be used to track and analyze employee turnover rates. It can provide insights into departments or job roles with high turnover rates, allowing HR to address issues and implement retention strategies.

2. Recruitment metrics: Tableau can help in monitoring key recruitment metrics like time to fill vacancies, cost per hire, and quality of hire. These metrics can provide insights into the efficiency and effectiveness of recruitment processes.

3. Employee engagement: Tableau can be used to measure and visualize employee engagement scores. It can help in identifying trends and patterns in engagement levels and support decision-making to improve employee satisfaction and productivity.

4. Training and development: Tableau can track and analyze training completion rates, skill development progress, and ROI on training investments. This data can help in assessing the effectiveness of training programs and identifying skill gaps.

5. Performance management: Tableau can be used to analyze and visualize performance metrics, such as goal achievement, performance ratings, and performance improvement plans. It can provide insights into individual and team performance, facilitating effective performance management and decision-making.

6. Diversity and inclusion: Tableau can help in tracking and visualizing diversity metrics, such as representation by gender, ethnicity, and leadership. It can provide insights into the effectiveness of diversity and inclusion initiatives and support the development of equitable and inclusive workplaces.

7. HR analytics: Tableau can be used to analyze and visualize various HR metrics, such as absenteeism rates, overtime costs, compensation analytics, and HR budget allocations.

# 6)Conclusion

The Tableau HR Scorecard offers several benefits for HR professionals and organizations. It provides a clear and concise way to monitor and analyze talent management metrics, enabling HR professionals to make data-driven decisions and measure the impact of their strategies. It also allows for real-time monitoring of KPIs, offering immediate feedback on the effectiveness of talent management initiatives.

By presenting the data in a visual and intuitive manner, the dashboard promotes better understanding and communication of talent management performance across different levels of the organization. This facilitates collaboration and alignment between HR and other departments, leading to more effective talent management outcomes.

In conclusion, the Tableau HR Scorecard is a valuable tool for HR professionals to measure and track success in talent management. By providing a visual representation of key performance indicators and enabling drill-down functionality and benchmarking, the dashboard helps HR professionals make data-driven decisions and identify areas of improvement. With its intuitive and user-friendly interface, the HR Scorecard promotes collaboration and alignment within the organization, ultimately leading to better talent management outcomes

# 7) Embed code

## 7.1) Dashboard Embed Code

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## 7.2) Story Embed Code

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