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DEPARTMENT OF MATHEMATICS

III-BSc Mathematics (2023-2024)

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PROJECT TITLE	<i>The Tableau HR Scorecard: Measuring Success in Talent Management</i>
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I. Introduction

The Tableau HR Scorecard is a tool that helps organizations measure the success of their talent management strategies. Talent management is a critical aspect of an organization's overall success, as it involves attracting, developing, and retaining high-performing employees.

The HR Scorecard provides a framework for HR professionals to assess and track the effectiveness of their talent management initiatives. It helps organizations identify key performance indicators (KPIs) that are relevant to their goals and objectives and provides a way to monitor progress and make data-driven decisions.

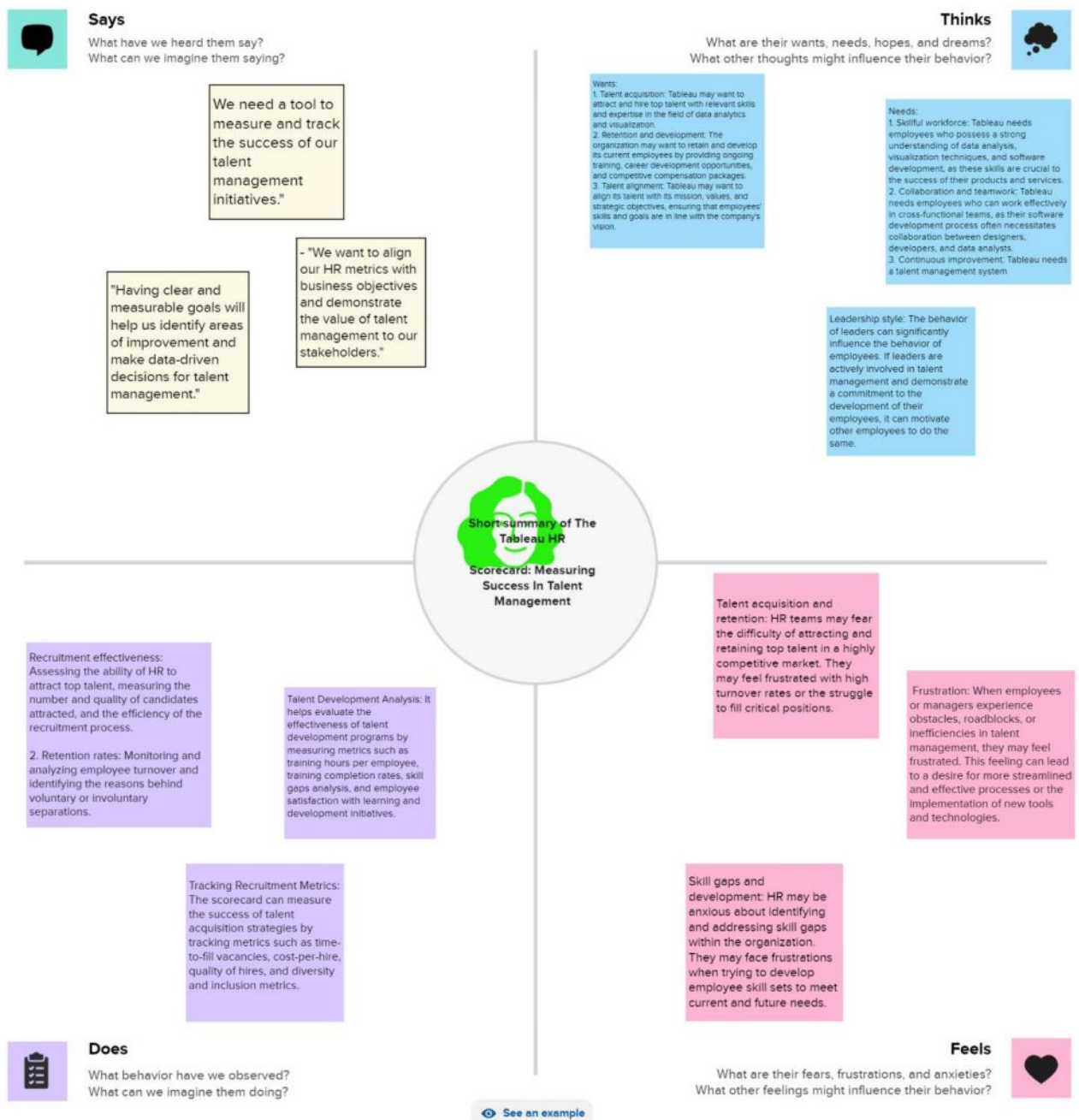
The HR Scorecard is typically divided into four perspectives that align with the four key HR functions: learning and growth, internal process, employee perspective, and financial perspective. Each perspective includes specific KPIs that measure various aspects of talent management, such as employee engagement, training and development, turnover rates, and return on investment (ROI) of HR programs.

By using the HR Scorecard, organizations can gain insights into their talent management practices and make informed decisions to improve their overall performance. It allows HR professionals to identify areas of improvement, set targets, and track progress over time. Additionally, the HR Scorecard provides a way to communicate HR metrics and their impact to senior management and stakeholders.

Overall, the Tableau HR Scorecard is a valuable tool that enable sink

2)Problem Definition and Designing Thinking

2.1) Empathy Map



2.2) Brainstorming

3)Result

3.1) Dashboard

The result of the dashboard in The Tableau HR Scorecard: Measuring Success in Talent Management provides a visual representation of key metrics and performance indicators related to talent management within the organization. It allows HR managers and executives to track and evaluate the effectiveness of their talent management strategies and make data-driven decisions to improve workforce performance and productivity.

The dashboard may include various components such as employee turnover rates, recruitment and retention metrics, performance ratings, training and development effectiveness, diversity and inclusion statistics, and other relevant talent management indicators. These metrics are presented in charts, graphs, and tables, offering a comprehensive view of the organization's talent management performance.

By analysing the data presented in the dashboard, organizations can identify areas of strength and areas that require improvement in their talent management processes. They can assess the impact of recruitment strategies, employee development initiatives, and other talent management interventions on key business outcomes. The dashboard also helps in benchmarking performance against industry standards and identifying best practices to drive continuous improvement in talent management efforts.

Ultimately, the result of the dashboard in The Tableau HR Scorecard enables HR professionals and managers to make data-driven decisions, track progress, and align talent management initiatives with overall organizational goals and objectives. It helps in creating a more effective and efficient workforce, improving employee engagement and satisfaction, reducing turnover rates, and ultimately contributing to the overall success of the organization.

3.2) Story

In short, the result of the story in The Tableau HR Scorecard: Measuring Success in Talent Management is an improved understanding of talent management performance and the ability to make data-driven decisions to optimize talent strategies and drive success within the organization.

4) Advantages and Disadvantages:

4.1) Advantages

1. Enhanced visibility: The dashboard provides a clear and comprehensive view of talent management metrics in one place. This allows HR managers and executives to quickly understand the current state of talent management and identify any areas that require attention or improvement.

2. Data-driven decision making: The dashboard presents data in a visual format, making it easier for decision-makers to understand and interpret. This empowers them to make informed decisions based on concrete evidence and insights.

3. Identifying trends and patterns: With the ability to visualize data over time, The Tableau HR Scorecard helps identify trends and patterns in talent management. This can be particularly useful in identifying areas of improvement or potential risks before they become major issues.

4. Benchmarking: The dashboard allows organizations to compare their talent management performance against industry benchmarks or predefined targets. This helps identify areas where the organization is excelling and areas where improvement is needed.

5. Alignment with strategic goals: By measuring success in talent management, organizations can ensure that their talent strategies align with their overall strategic goals and objectives. The dashboard provides a way to track progress and ensure that talent management efforts are contributing to the overall.

4.2) Disadvantages

1. Complexity: *The Tableau HR Scorecard requires technical expertise to set up and utilize effectively. HR professionals may need training or assistance to understand and operate the dashboard, which can be time-consuming and costly.*

2. Data quality and accuracy: *The accuracy and quality of the data input into The Tableau HR Scorecard can significantly impact the reliability of the metrics and insights derived from the dashboard. Inaccurate or incomplete data may lead to flawed decision-making and inaccurate performance evaluations.*

3. Limited scope: *The Tableau HR Scorecard focuses primarily on quantitative metrics and may not capture the full complexity of talent management. It may fail to consider qualitative factors such as employee engagement, satisfaction, and cultural fit, which can be crucial in measuring true success in talent management.*

4. Lack of context: *The metrics presented in The Tableau HR Scorecard may lack contextual information, making it challenging to understand the underlying causes or implications of the data. Without a deeper understanding of the context, decision-makers may struggle to take appropriate actions based on the data.*

5) Applications

1. Recruitment and Selection: *The HR Scorecard can assess the effectiveness of recruitment and selection processes by measuring key metrics such as time-to-hire, quality of hires, and applicant satisfaction. It can help HR departments identify areas for improvement and make data-driven decisions regarding their recruitment strategies.*

2. Performance Management: *By tracking metrics like employee performance ratings, goal achievement, and feedback scores, the HR Scorecard can evaluate the effectiveness of performance management systems. It can enable HR professionals to identify high-performing individuals, gauge the*

alignment between employee goals and organizational objectives, and pinpoint areas requiring performance improvement.

3. Learning and Development: The HR Scorecard can measure the impact of learning and development initiatives by tracking metrics such as training hours completed, skills improvement, and employee engagement with professional development opportunities. It allows HR teams to assess the effectiveness of training programs, justify investment in development resources, and determine the ROI of different learning interventions.

4. Employee Satisfaction and Engagement: The HR Scorecard can help monitor employee satisfaction and engagement levels by measuring metrics like employee survey scores, turnover rates, and employee referral rates. It assists HR professionals in identifying the drivers of employee satisfaction and engagement, identifying areas of concern, and implementing strategies to increase overall engagement and retention.

5. Succession Planning: The HR Scorecard can support succession planning efforts by tracking metrics related to internal talent development, such as leadership development program participation, promotion rates, and internal talent pipeline strength. It allows HR teams to assess the effectiveness of succession planning initiatives, identify high-potential employees, and ensure a robust talent pipeline exists for key roles.

6. Diversity and Inclusion: The HR Scorecard can assist in measuring diversity and inclusion efforts by tracking metrics such as demographic representation, diversity training participation, and employee sentiment on inclusivity. It aids HR departments in evaluating the impact of diversity and inclusion initiatives, identifying areas for improvement, and fostering a more diverse and inclusive workplace.

Overall, the Tableau HR Scorecard can be leveraged in talent management to provide valuable insights and data to HR professionals. It helps them measure the success of various HR practices, identify areas for improvement, and make data-driven decisions to optimize talent management strategies.

6)Conclusion

The Tableau HR Scorecard provides a comprehensive and data-driven approach to measuring success in talent management. By utilizing key metrics and performance indicators, HR professionals can effectively track and evaluate various aspects of talent management, such as recruitment, employee engagement, and training and development.

One of the main conclusions from the Tableau HR Scorecard is that data plays a crucial role in understanding the effectiveness of talent management strategies. By gathering and analyzing relevant HR data, organizations can identify areas of improvement and make informed decisions to optimize their talent management processes.

Additionally, the Tableau HR Scorecard highlights the importance of aligning talent management objectives with overall business goals. By setting clear and measurable targets, HR can ensure that their efforts are directly contributing to the success of the organization.

Furthermore, the Tableau HR Scorecard emphasizes the need for continuous monitoring and adjustment. Talent management is not a one-time process but requires ongoing evaluation and adaptation. By regularly reviewing key HR metrics, organizations can identify emerging trends, challenges, and areas for improvement and can make necessary changes to their talent management strategies accordingly.

Overall, the Tableau HR Scorecard provides HR professionals with a comprehensive framework for measuring and evaluating the success of talent management efforts. By utilizing data, aligning with business goals, and continuously monitoring and adjusting, organizations can effectively optimize their talent management processes and drive overall success.

7)Embed Code

7.1) Dashboard Embed Code

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7.2) Story Embed Code

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