



**Smart
Internz**

The Tableau HR Scorecard: Measuring Success in Talent Management

Project Based Experiential Learning Program

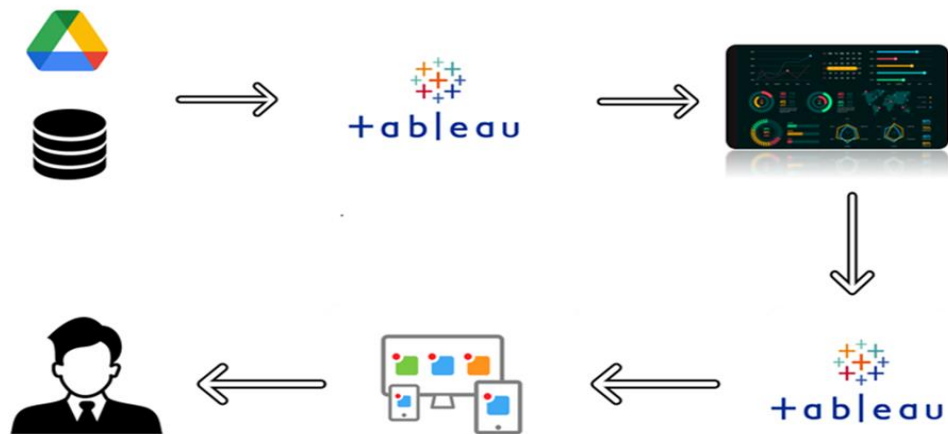
The Tableau HR Scorecard: Measuring Success in Talent Management

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.

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 of employees who receive regular training and development.

Technical Architecture:



Project Flow:

To accomplish this, we have to complete all the activities listed below:

Define Problem / Problem Understanding

- Specify the business problem
- Business requirements
- Literature Survey
- Social or Business Impact.

Data Collection & Extraction

- Collect the dataset
- Connect Dataset with Tableau

Data Preparation

- Prepare the Data for Visualization

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 Calculation Fields
- No of Visualizations/ Graphs

Publishing

- Publishing Dashboard and Story to Tableau Public

Project Demonstration & Documentation

- Record explanation Video for project end to end solution
- Project Documentation-Step by step project development procedure

Milestone 1: Define Problem / Problem Understanding

Activity 1: Specify the business problem

The Tableau HR Scorecard: Measuring Success in Talent Management

Activity 2: Business requirements

The business requirement of The Tableau HR Scorecard: Measuring Success in Talent Management is to provide a comprehensive and effective framework for measuring and evaluating the success of talent management strategies within an organization. The primary goal is to enable HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development. We can do so by creating interactive dashboards and reports, making data-driven decisions and creating forecasting models for future performance. The ultimate goal is to gain insights and improve performance through data visualization techniques.

Activity 3: Literature Survey

A literature survey is a method of researching existing literature and studies related to a specific topic. In the context of Measuring Success in Talent Management, a literature survey would involve reviewing studies and articles that have been published on the topic of vehicle collisions. The literature survey would include sources such as academic journals, industry reports, and online articles. It would aim to identify key performance indicators (KPIs) and metrics that are commonly used to measure vehicle collisions. The literature survey would also explore any existing research on The Tableau HR Scorecard: Measuring Success in Talent Management specifically, and would aim to identify any unique challenges.

Activity 4: Social or Business Impact

Social Model/Impact:

1. **Improved employee engagement:** The HR Scorecard can help organizations measure and improve employee engagement by providing insights into employee satisfaction, retention rates, and other key metrics. This, in turn, can lead to a more engaged and motivated workforce, which can have a positive impact on productivity and overall business performance.
2. **Enhanced diversity and inclusion:** The HR Scorecard can also help organizations improve their diversity and inclusion efforts by tracking metrics such as the diversity of their workforce, the representation of different groups in leadership positions, and the effectiveness of diversity and inclusion training programs. By identifying areas where they need to improve and taking action to address them, organizations can create a more inclusive work environment that values diversity and promotes equal opportunities.

Business Model/Impact

1. **Improved HR performance:** By tracking and analyzing key HR metrics, The Tableau HR Scorecard can help organizations identify areas where they need to improve and take proactive steps to address them. This, in turn, can lead to improved HR performance, including increased employee engagement, improved retention rates, and enhanced diversity and inclusion efforts.
2. **Enhanced decision-making:** The Tableau HR Scorecard can provide HR professionals and business leaders with valuable insights into HR performance, which can help them make informed decisions and take proactive steps to improve business performance. This can include identifying areas where they need to invest in training and development programs, improving recruitment and retention strategies, and optimizing workforce planning and management.
3. **Better alignment with business goals:** The Tableau HR Scorecard can also help organizations ensure that their HR strategies are aligned with their

overall business goals. By tracking key HR metrics and aligning HR initiatives with business objectives, organizations can ensure that their HR strategies are driving business growth and contributing to overall success.

Milestone 2: Data Collection & Extraction from Database

Data collection is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research questions, test hypotheses, and evaluate outcomes and generate insights from the data.

Activity 1: Collect the dataset

Download the dataset

https://drive.google.com/file/d/1TQLqjUgSthNteM2_XRCqAwbrGChk-M5I/view?usp=sharing

Activity 1.1: Understand the data

Data contains all the meta information regarding the columns described in the CSV files. We have provided 1 CSV file: The Tableau HR Scorecard: Measuring Success in Talent Management

Column Description for The Tableau HR Scorecard: Measuring Success in Talent Management:

1. **Attrition**- It represents the number of people leaving the organization.
2. **Department**- It represents the employees working in different types of department
3. **Education Field**- It represents the employees working in the organization from different education fields.
4. **Gender**- It represents the gender of employees working in the organization.
5. **Job Role**- It represents the job role of the organization.
6. **Marital Status**- It represents whether the employees working in the company are married or not.
7. **Over time**- It represents the employees working overtime or not.

8. **Over 18-** It represents the employees working in the company who are above 18.
9. **Age-** It represents the age of the company.
10. **Distance from home-** It represents the distance of the residence of the employees from the company.
11. **Education-** It represents the qualification of the employees.
12. **Employee count-** It represents the number of employees in the company.
13. **Job satisfaction-** It represents the job satisfaction of the employees.
14. **Monthly income-** It represents the monthly income of the employees working in the organization.
15. **Percent salary hike-** It represents the percentage of salary hike of the employees.
16. **Performance rating-** It represents the performance rating of the employees according to their work.
17. **Standard hours-** It represents the standard hours of work.
18. **Years in current role-** It represents the number of years worked at the current profile.

Activity 2: Connect Dataset with Tableau

Reference video link:

https://drive.google.com/file/d/1NZ_h0S7V4O8it2oSyaEmTp6rgYCS29WY/view?usp=sharing

Milestone 3: Data Preparation

Activity 1: Prepare the Data for Visualization

Preparing the data for visualization involves cleaning the data to remove irrelevant or missing data, transforming the data into a format that can be easily visualized, exploring the data to identify patterns and trends, filtering the data to focus on specific subsets of data, preparing the data for visualization software, and ensuring the data is accurate and complete. This process helps to make the data easily understandable and ready for creating visualizations to gain insights into the performance and efficiency.

Milestone 4: Data Visualization

Data visualization is the process of creating graphical representations of data in order to help people understand and explore the information. The goal of data visualization is to make complex data sets more accessible, intuitive, and easier to interpret. By using visual elements such as charts, graphs, and maps, data visualizations can help people quickly identify patterns, trends, and outliers in the data.

Activity 1: No of Unique Visualizations

The number of unique visualizations that can be created with a given dataset. Some common types of visualizations that can be used to analyze The Tableau HR Scorecard: Measuring Success in Talent Management include heat map, bar charts, donut charts, pie chart, lollipop chart etc. These visualizations are used to measure success in talent management.

Activity 1.1: Department wise Attrition

Explanation video link:

https://drive.google.com/file/d/1i6VArIJUEjJhqEfQOQElgSqZs5WIfolc/view?usp=share_link

Activity 1.2: No. of employees by Age Group

Explanation video link:

https://drive.google.com/file/d/1doo4RxQEA4c7YF2Uh1bJJrpGalTbD6W3/view?usp=share_link

Activity 1.3: Job Satisfaction Rating

Explanation video link:

https://drive.google.com/file/d/1xX3HU7rMstuM5tf9VcSsVRH_zoeSdxxr/view?usp=share_link

Activity 1.4: Education Field wise Attrition

Explanation video link:

https://drive.google.com/file/d/1_gyPwshFzAARI6MO6CZWvstF_seXBI-L/view?usp=share_link

Milestone 5: Dashboard

A dashboard is a graphical user interface (GUI) that displays information and data in an organized, easy-to-read format. Dashboards are often used to provide real-time monitoring and analysis of data, and are typically designed for a specific purpose or use case. Dashboards can be used in a variety of settings, such as business, finance, manufacturing, healthcare, and many other industries. They can be used to track key performance indicators (KPIs), monitor performance metrics, and display data in the form of charts, graphs, and tables.

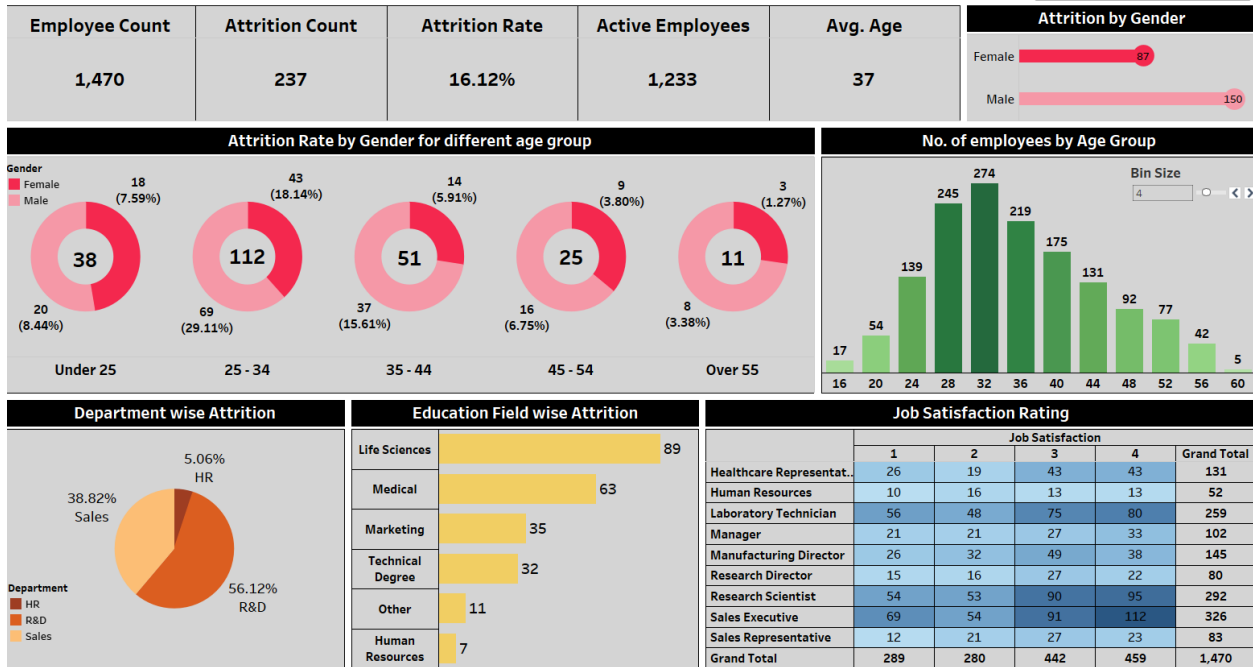
Activity 1: Responsive and Design of Dashboard

The responsiveness and design of a dashboard for The Tableau HR Scorecard: Measuring Success in Talent Management is crucial to ensure that the information is easily understandable and actionable. Key considerations for designing a responsive and effective dashboard include user-centered design, clear and concise information, interactivity, data-driven approach, accessibility, customization, and security. The goal is to create a dashboard that is user-friendly, interactive, and data-driven, providing actionable insights to analyze vehicle collisions.

Once you have created views on different sheets in Tableau, you can pull them into a dashboard.

Explanation video link: [https://drive.google.com/file/d/1xZ9msknTL2jY - VR3nEqFk4Olqh3-bl/view?usp=share link](https://drive.google.com/file/d/1xZ9msknTL2jY-VR3nEqFk4Olqh3-bl/view?usp=share_link)

HR ANALYTICS DASHBOARD



Milestone 6: Story

A data story is a way of presenting data and analysis in a narrative format, with the goal of making the information more engaging and easier to understand. A data story typically includes a clear introduction that sets the stage and explains the context for the data, a body that presents the data and analysis in a logical and systematic way, and a conclusion that summarizes the key findings and highlights their implications. Data stories can be told using a variety of mediums, such as reports, presentations, interactive visualizations, and videos.

Activity 1: No of Scenes of Story

The number of scenes in a storyboard for a data visualization analysis vehicle collisions will depend on the complexity of the analysis and the specific insights that are trying to be conveyed. A storyboard is a visual representation of the data analysis process and it breaks down the analysis into a series of steps or scenes.

Explanation video link:

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HR Analytics Storyline

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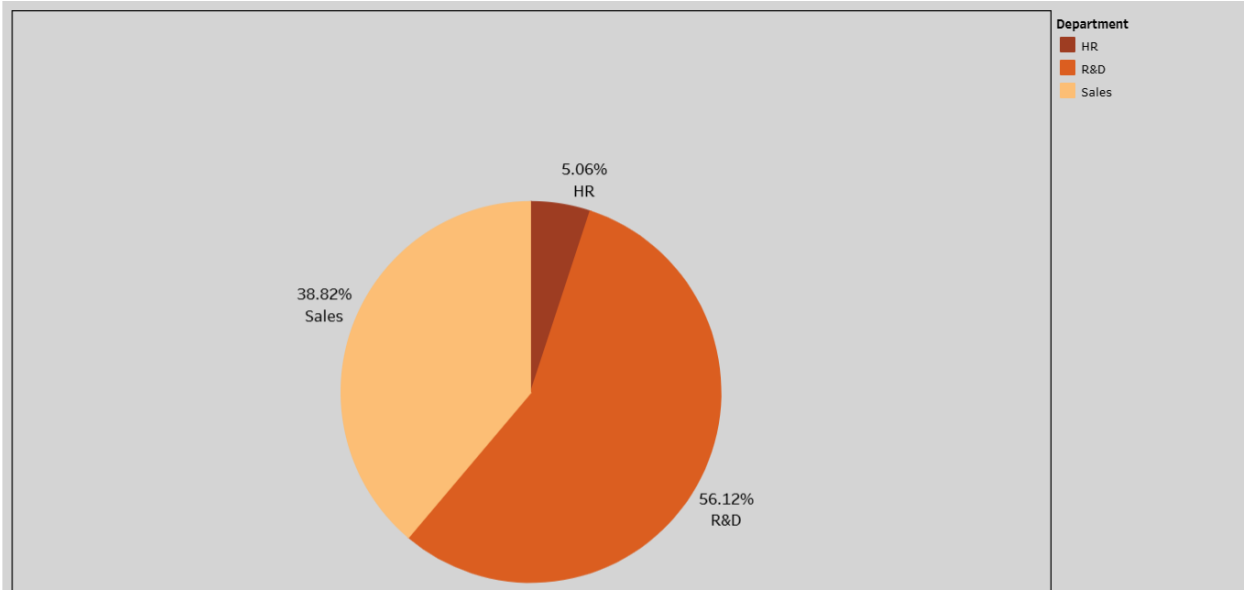
R&D department has the highest no. of attrition rate i.e. 56.12% as compared to other departments.

The highest no. of employees i.e. are employed at the age of 33.

Employess are expected to be satisfied in Sales Executive position.

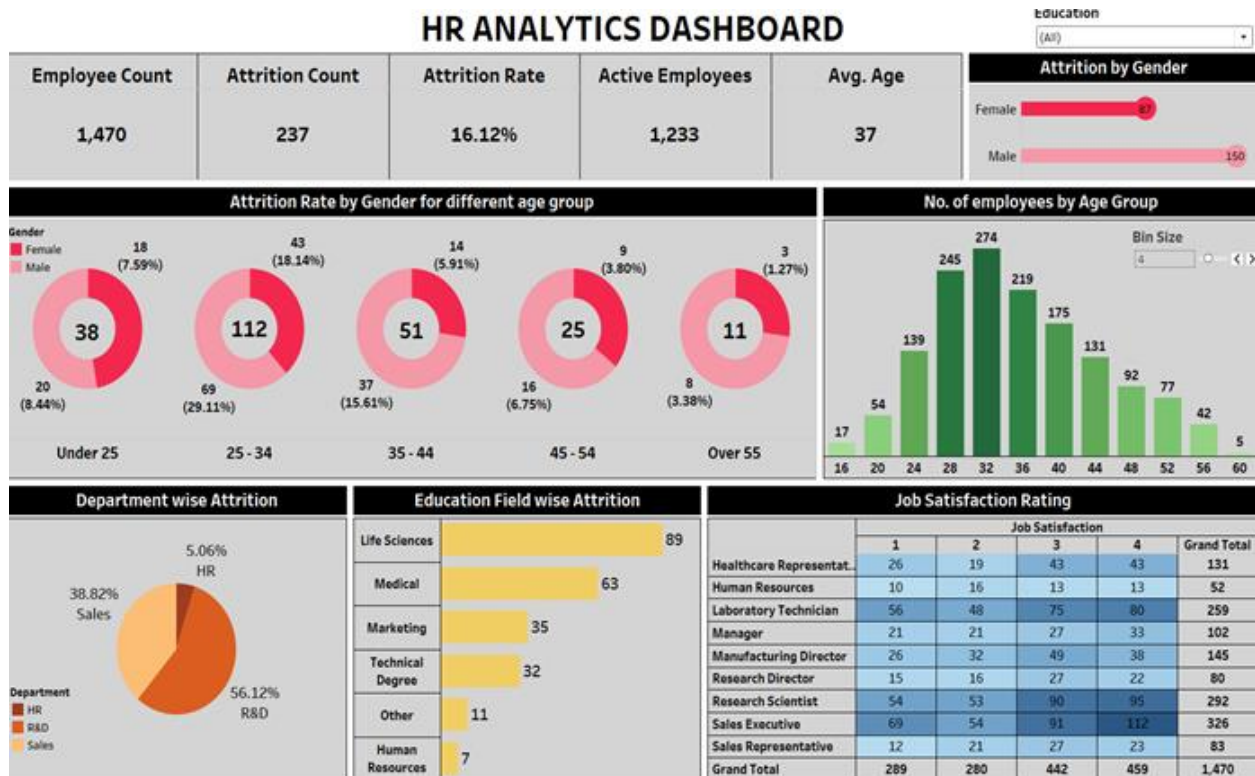
Most of the attrition occurs in the field Life Sciences.

>



Milestone 7: Performance Testing

Activity 1: Utilization of Data Filters



Activity 2: No of Calculation Fields

Tables

Abc *Measure Names*

=#	Active Employees
#	Age
=#	Attrition Count
=#	Attrition Rate
#	CF current Employee
#	Daily Rate
#	Distance From Home
#	Employee Count
#	Environment Satisfaction
#	Hourly Rate
#	Job Involvement
#	Job Level
#	Monthly Income
#	Monthly Rate
#	Num Companies Worked
#	Percent Salary Hike
#	Performance Rating
#	Relationship Satisfaction
#	Standard Hours
#	Stock Option Level
#	Total Working Years
#	Training Times Last Year
#	Work Life Balance
#	Years At Company

Activity 3: No of Visualizations/ Graphs

1. KPI
2. Department wise Attrition
3. No. of employees by Age Group
4. Job Satisfaction Rating
5. Education Field wise Attrition
6. Attrition Rate by Gender for different age group

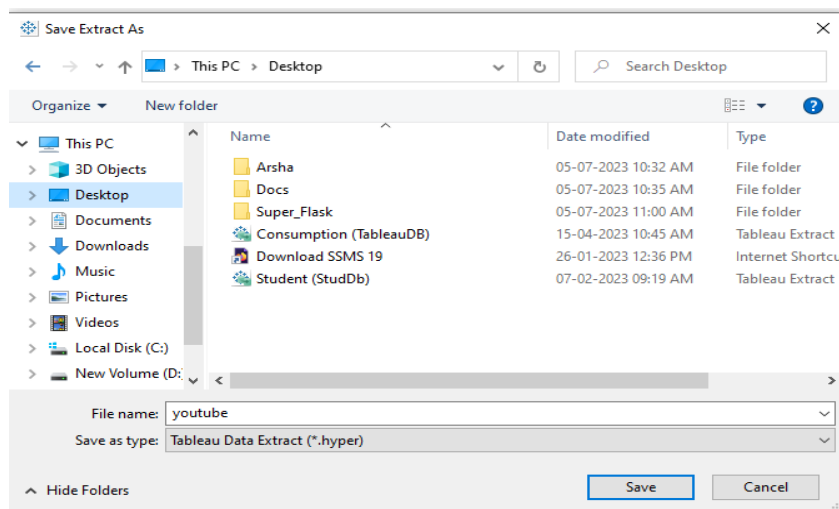
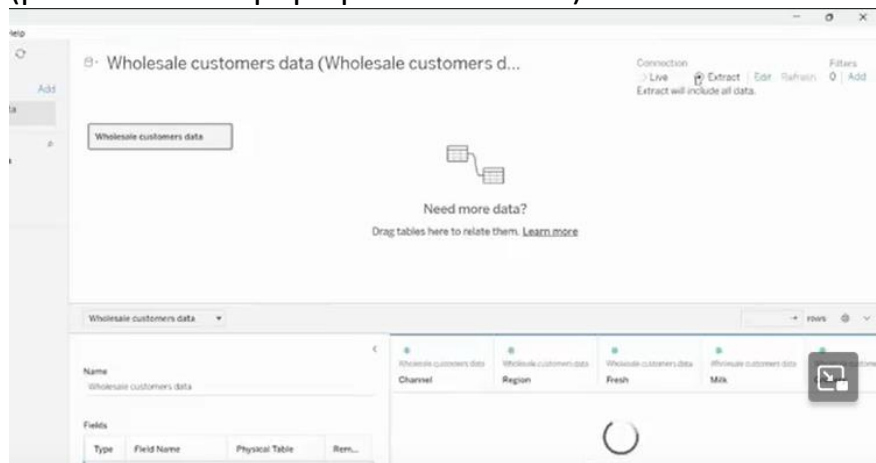
Milestone 8: Publishing

Publishing helps us to track and monitor key performance metrics, to communicate results and progress. help a publisher stay informed, make better decisions, and communicate their performance to others.

Publishing dashboard and reports to tableau public:

Step 1 Go to data Source and Select Extract so that .hyper extension files are created and save it at your desktop.

(please wait for pop up of file to save)



Step 2: Go to Dashboard/story, click on share button on the top ribbon

Share via Tableau Server or Tableau Cloud ✕

Server: ▼

Quick Connect
Tableau Cloud

Don't have a Tableau Server or Tableau Cloud account? Quickly create a Tableau Cloud site to share your work.

Give the server address of your tableau public account and click on connect.

Sign in to <https://public.tableau.com> ✕

Sign In


Email

Password

☐ Remember me

[FORGOT PASSWORD](#) | [CREATE AN ACCOUNT](#)

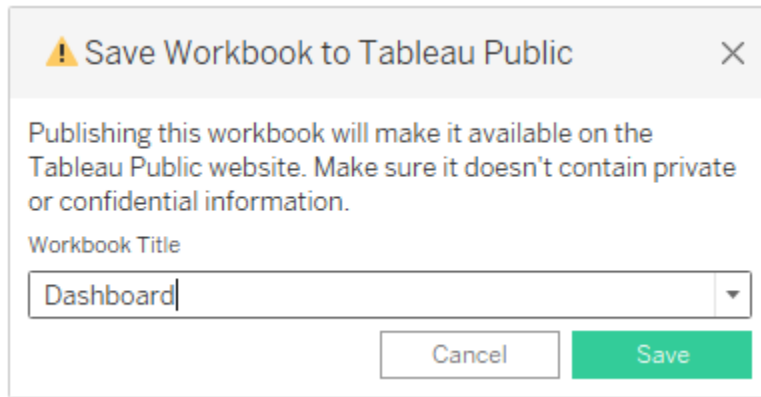
You can now **access all of Tableau and Tableau Public** with **a single user account.**



Sign in to your Tableau Public account or create a new account if you don't have one. You can visit the Tableau Public website (public.tableau.com) and click on the "Sign In" or "Join" button.

In the "Tableau Public Sign In" window, enter your Tableau Public account credentials and click "Sign In."

Next, you'll need to provide a title and description for your workbook. Fill in the appropriate details in the provided field of workbook Title



Click on the "Save" button to start the publishing process. Tableau Desktop will upload your workbook to Tableau Public.

Once the upload is complete, a browser window will automatically open, displaying your published workbook on Tableau Public. Review the workbook to ensure that everything appears as expected.

So in Similar way we can also publish Story to tableau public.

Note: While publishing the visualization to the public, the respective sheet will get published when you click on share option.

Explanation Video:-

[https://drive.google.com/file/d/1SPtlr4gpRZusTFZ0FovjJEfcH1bMk4f/view?usp=share link](https://drive.google.com/file/d/1SPtlr4gpRZusTFZ0FovjJEfcH1bMk4f/view?usp=share_link)

Milestone 9: Project Demonstration & Documentation

Below mentioned deliverables to be submitted along with other deliverables

Activity 1:- Record explanation Video for project end to end solution

Activity 2:- Project Documentation-Step by step project development procedure