

The Tableau HR Scorecard: Measuring Success In Talent Management. Project Report.

- **Define the Objectives:**

Clearly define the objectives of your HR scorecard analysis. What specific metrics or KPIs are you going to analyze and present in your video?

- **Data Gathering:**

Collect and prepare the HR data that you'll need for analysis. This may include data on employee turnover, recruitment, performance, engagement, and more.

- **Data Cleaning and Preparation:**

Clean and preprocess the data to ensure it's accurate and suitable for analysis. This step is crucial for data quality.

- **Create a Tableau Project:**

If you haven't already, open Tableau and create a new project or workbook.

- **Connect to Data:**

Import your HR data into Tableau. You can connect to various data sources, including spreadsheets, databases, and cloud services.

- **Design Dashboards:**

Create the visual elements you want to include in your presentation video. These may include charts, graphs, tables, and maps. Ensure they are visually appealing and informative.

- **Create Calculations and Metrics:**

Calculate relevant HR metrics and KPIs using Tableau's calculated fields. Examples might include turnover rate, time-to-fill, or employee satisfaction scores.

- **Build Interactive Visualizations:**

Use Tableau's interactive features to make your dashboards engaging. Implement filters, parameters, and actions to allow viewers to interact with the data.

- **Storytelling:**

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Organize your dashboards into a cohesive narrative. Create a storyline that flows logically and effectively communicates your analysis and insights.

- **Annotations and Explanations:**

Add text and annotations to your visualizations to explain the significance of the data points and trends.

- **Create a Presentation Video:**

Use screen recording software or Tableau's own recording features to capture your interactions with the Tableau dashboard. Narrate your analysis as you interact with the data.

- **Edit the Video:**

Edit the video to ensure it flows smoothly and is concise. You can use video editing software for this purpose.

- **Add Voiceover and Captions:**

Record a voiceover for your video, explaining the analysis and insights. Adding captions can make the content more accessible.

- **Review and Revise:**

Carefully review your presentation video for accuracy and clarity. Make any necessary revisions.