The Tableau HR Scorecard: Measuring Success in Talent Management

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1. INTRODUCTION

- This project, titled **"Unveiling Market Insights,"** aimed to analyze spending behavior and identify opportunities for growth through the use of Tableau. The HR function has evolved over the years, from a mere administrative function tasked with payroll and other similar work to becoming key in determining an organization's approach and strategy. It is vital to understand how effective this function is in executing tasks, and the HR Scorecard gives management insights into the HR department's success or failures.

1.1 Overview

- 1.1.1 Objectives:

n

HR Scorecard is a report that you conduct to calculate the success rate of human resource employees and the overall department.· Any HR professional looking to judge and assess the business performance and productivity rate can start making use of this report to get valuable insights into the work progress.

1.1.2 Methodology:

- Data Collection: There are many ways to collect data for HR consulting projects, depending on the type, quality, and quantity of data you need. Some of the most common methods are surveys, interviews, focus groups, observations, assessments, and document reviews.

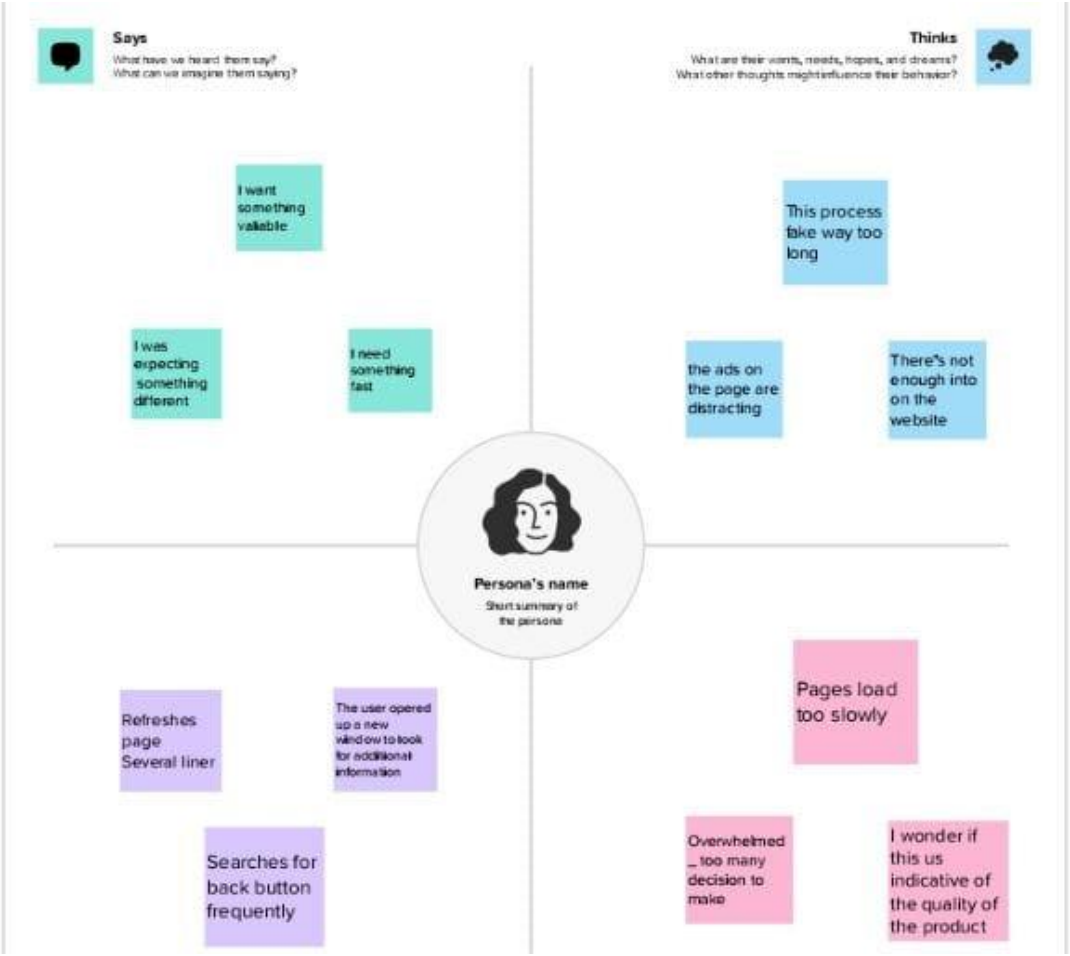
- Data Cleaning and Integration: Data cleaning involves identifying and correcting errors, inconsistencies, and missing values in the data, while data integration involves combining data from different sources and formats into a coherent and consistent whole.

- Data Analysis: Allows you to prep, analyse, collaborate, and share your big data insights.

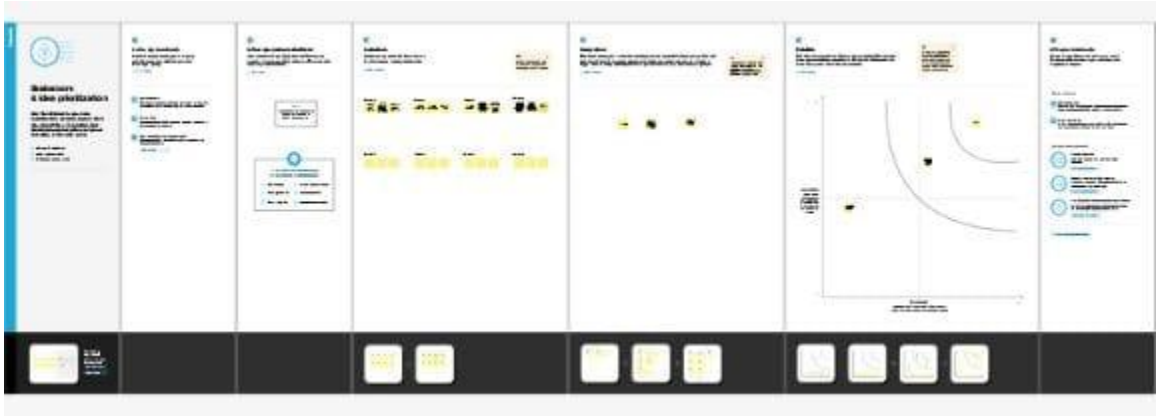
- Insights Generation: Understand how well the company hires, manages and maintains employees.

2. PROBLEM DEFINITION & DESIGN

THINKING2.1 Empathy Map



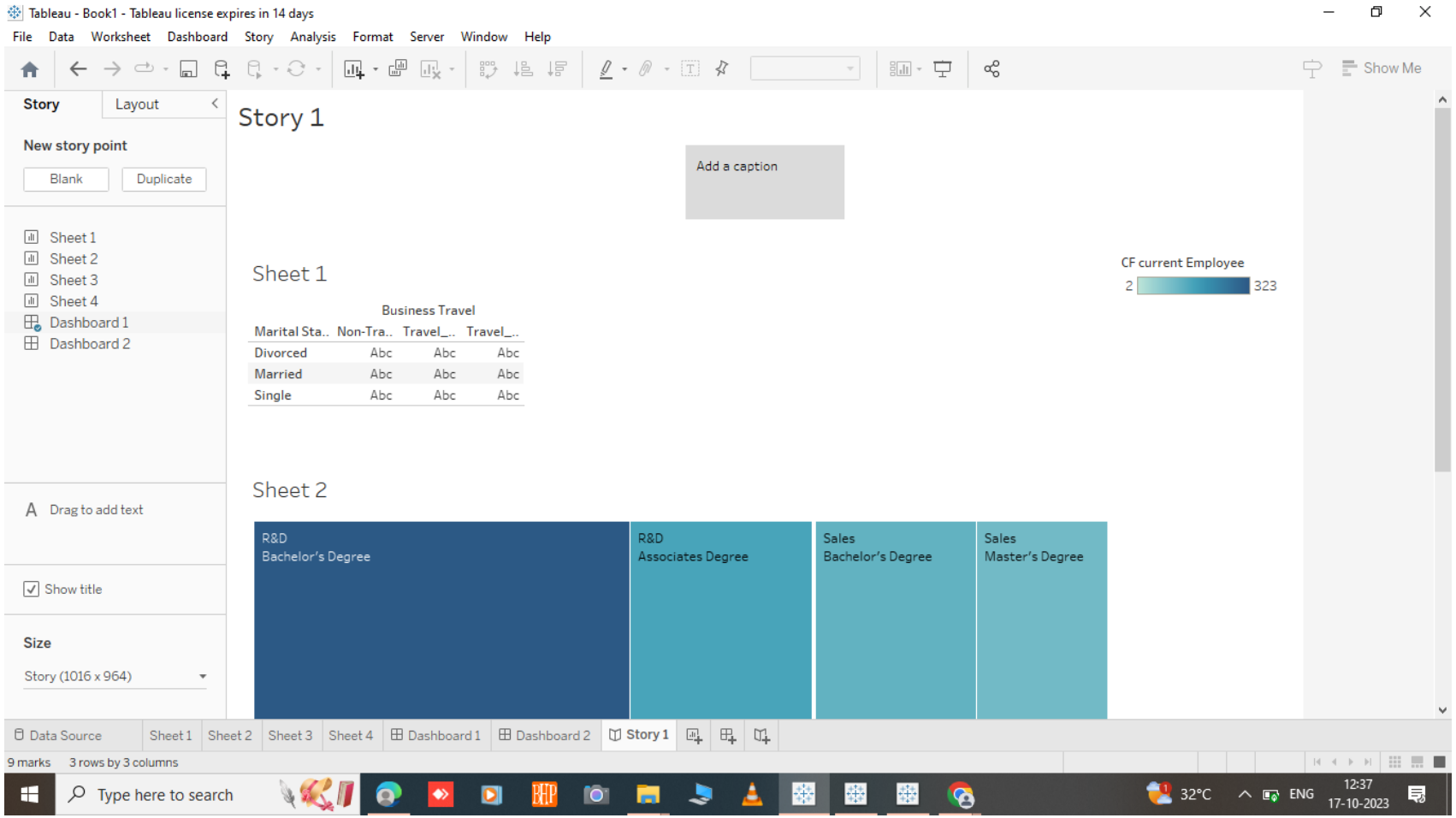
2.2 Ideation & Brainstorming Map



3. RESULT

- The available dataset opens the door to an array of unique visual depictions. Employing diverse visualization techniques like bar charts, line charts, heat maps, scatter plots, pie charts, maps, and others, provides a versatile toolkit for delving into project performance and efficiency. These visual representations serve multiple functions, including performance comparison, temporal trend analysis, and showcasing the distribution and relationships between variables.

3.1 Visualizations



Education

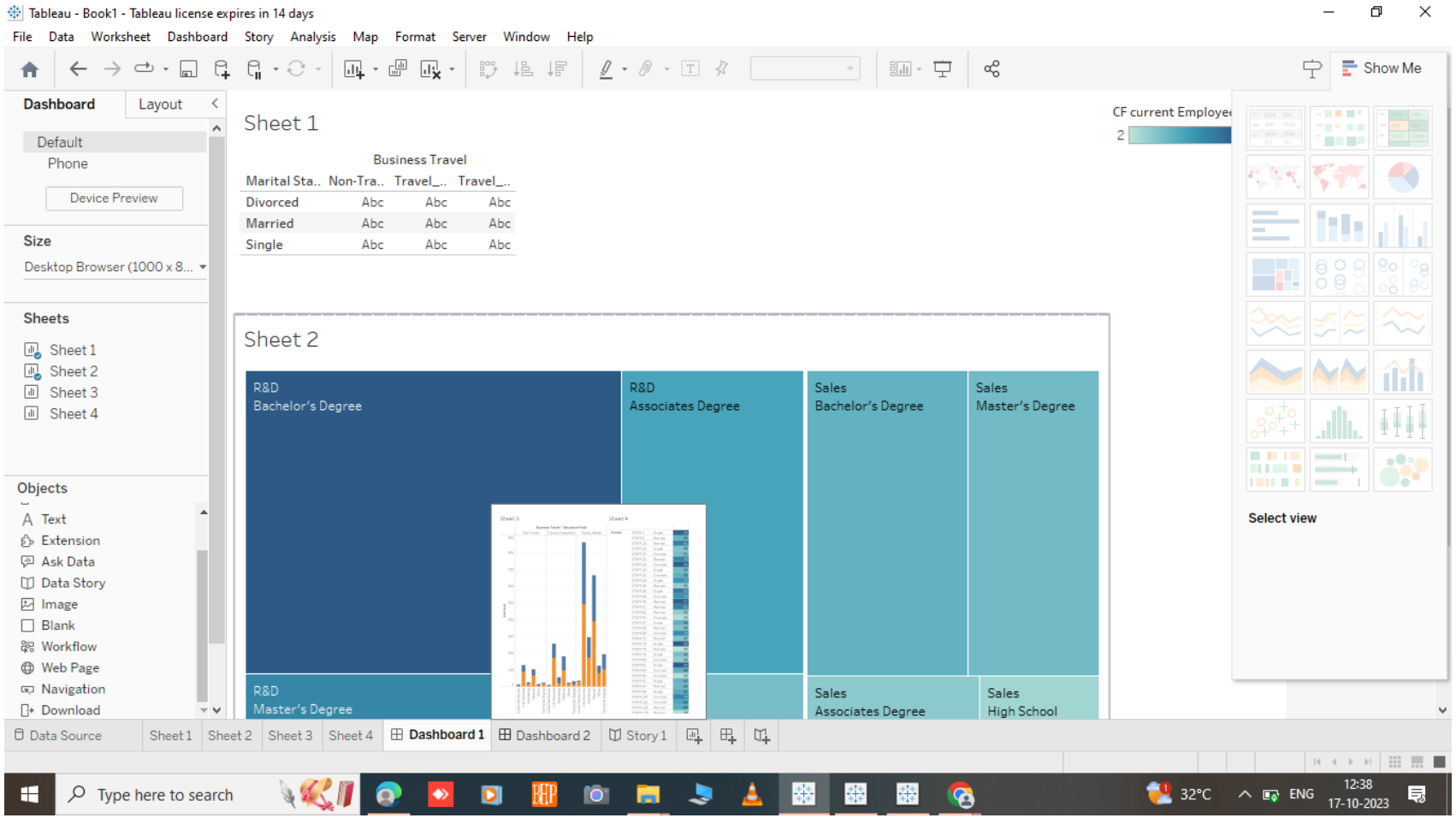


Tableau - Book1 - Tableau license expires in 14 days
File Data Worksheet Dashboard Story Analysis Map Format Server Window Help
Show Me
Dashboard Layout
Default
Phone
Device Preview
Size
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Sheets
Sheet 1
Sheet 2
Sheet 3
Sheet 4
Objects
Text
Extension
Ask Data
Data Story
Image
Blank
Workflow
Web Page
Navigation
Download
Sheet 1
Business Travel
Marital Sta.. Non-Tra.. Travel_.. Travel_..
Divorced Abc Abc Abc
Married Abc Abc Abc
Single Abc Abc Abc
CF current Employe
2
Sheet 2
R&D
Bachelor's Degree
R&D
Associates Degree
Sales
Bachelor's Degree
Sales
Master's Degree
R&D
Master's Degree
Sales
Associates Degree
Sales
High School
Select view
Data Source
Sheet 1
Sheet 2
Sheet 3
Sheet 4
Dashboard 1
Dashboard 2
Story 1
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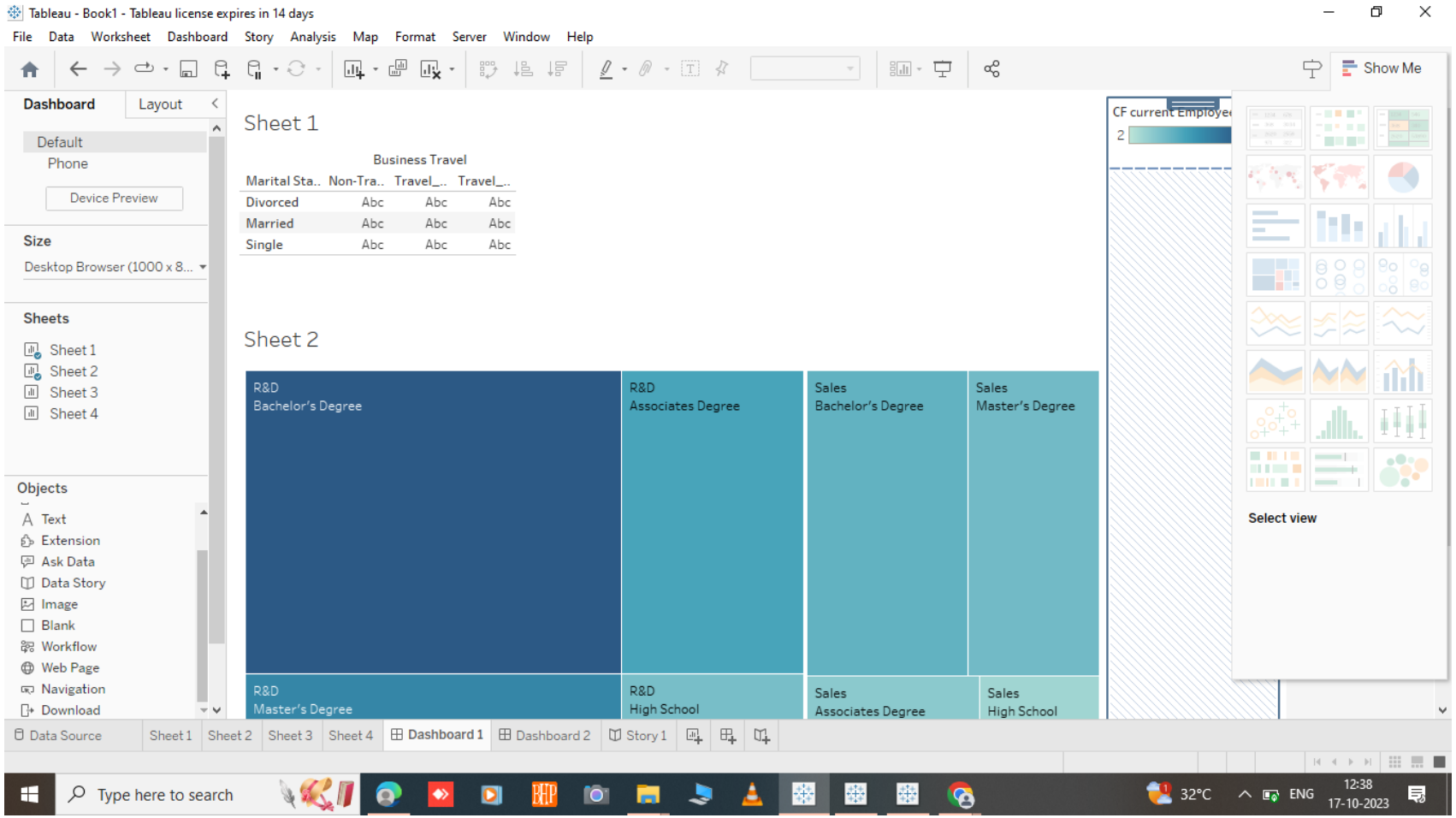
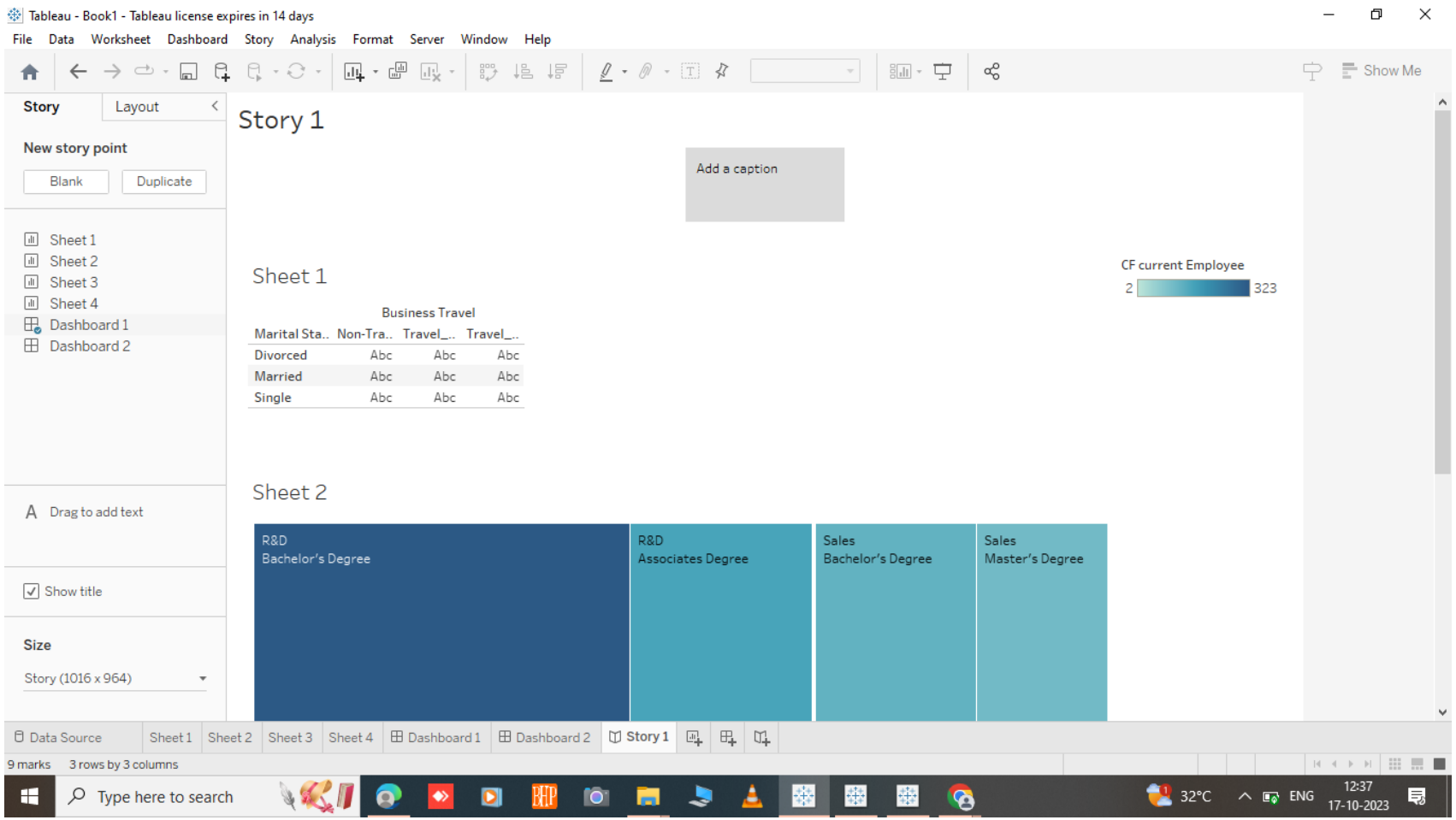
17-10-2023

HR Scorecard



- HR Data DASBOAD Education HR Scorecard & Talent Management

Story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Show Me
Story
Layout
New story point
Blank
Duplicate
Sheet 1
Sheet 2
Sheet 3
Sheet 4
Dashboard 1
Dashboard 2
Drag to add text
Show title
Size
Story (1016 x 964)
Story 1
Add a caption
Sheet 1
Business Travel
Marital Sta.. Non-Tra.. Travel_.. Travel_..
Divorced Abc Abc Abc
Married Abc Abc Abc
Single Abc Abc Abc
CF current Employee
2
323
Sheet 2
R&D
Bachelor's Degree
R&D
Associates Degree
Sales
Bachelor's Degree
Sales
Master's Degree
Data Source
Sheet 1
Sheet 2
Sheet 3
Sheet 4
Dashboard 1
Dashboard 2
Story 1
9 marks
3 rows by 3 columns
Type here to search
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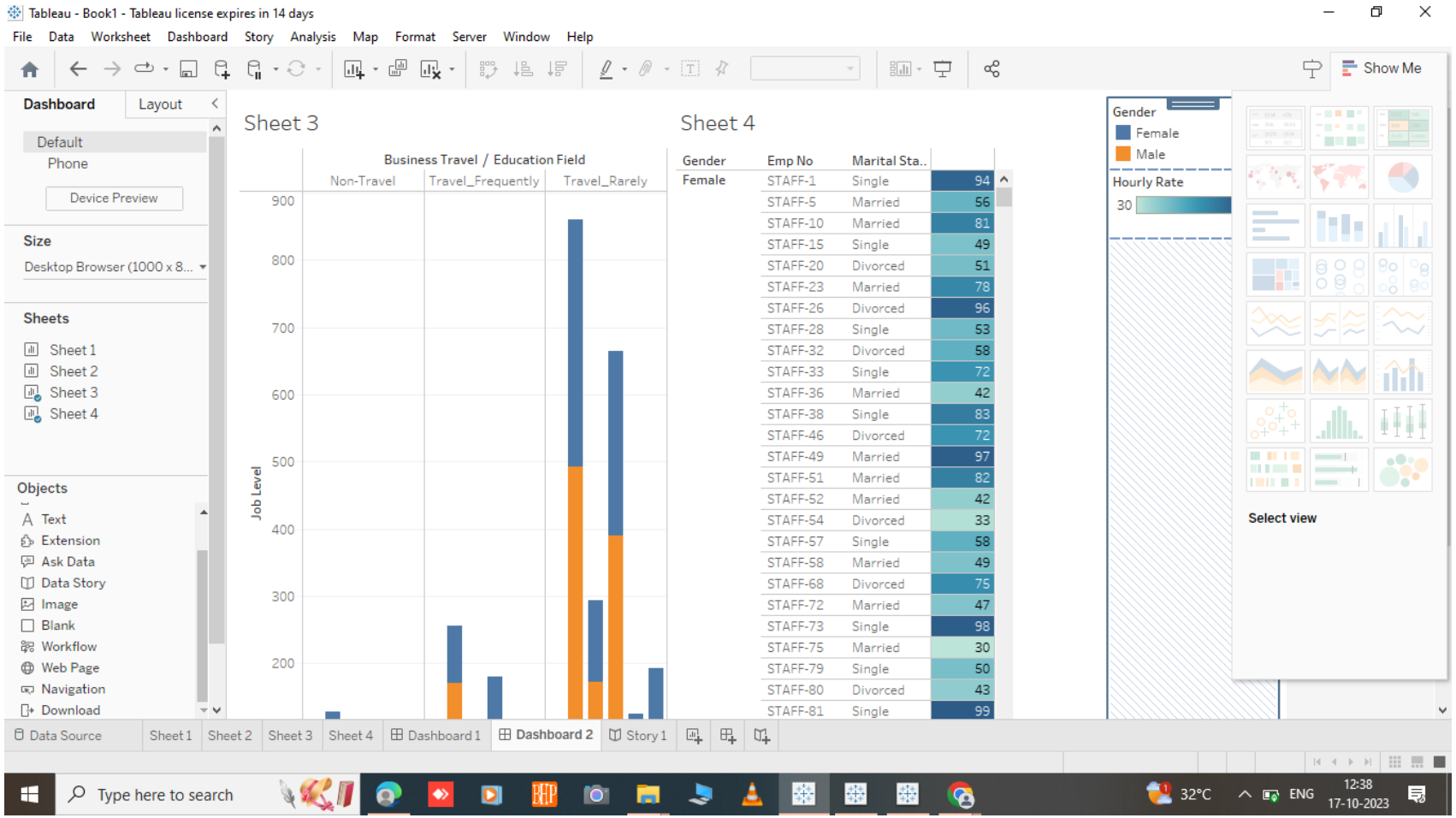
17-10-2023

3.4Performance Testing

- • Amount of Data Rendered to Tableau:

. The volume of data presented in Tableau is directly influenced by the dimensions of the dataset.

. Utilization of Data Filters: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Sheets
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Sheet 2
Sheet 3
Sheet 4
Objects
Text
Extension
Ask Data
Data Story
Image
Blank
Workflow
Web Page
Navigation
Download
Sheet 3
Business Travel / Education Field
Non-Travel
Travel_Frequently
Travel_Rarely
Job Level
900
800
700
600
500
400
300
200
Sheet 4
Gender
Emp No
Marital Sta..
Female
STAFF-1 Single 94
STAFF-5 Married 56
STAFF-10 Married 81
STAFF-15 Single 49
STAFF-20 Divorced 51
STAFF-23 Married 78
STAFF-26 Divorced 96
STAFF-28 Single 53
STAFF-32 Divorced 58
STAFF-33 Single 72
STAFF-36 Married 42
STAFF-38 Single 83
STAFF-46 Divorced 72
STAFF-49 Married 97
STAFF-51 Married 82
STAFF-52 Married 42
STAFF-54 Divorced 33
STAFF-57 Single 58
STAFF-58 Married 49
STAFF-68 Divorced 75
STAFF-72 Married 47
STAFF-73 Single 98
STAFF-75 Married 30
STAFF-79 Single 50
STAFF-80 Divorced 43
STAFF-81 Single 99
Gender
Female
Male
Hourly Rate
30
Select view
Data Source
Sheet 1
Sheet 2
Sheet 3
Sheet 4
Dashboard 1
Dashboard 2
Story 1
Type here to search
32°C
ENG
12:38
17-10-2023

No of Visualizations/Graphs:

- 1. Stacked bars the tableau HR Scorecard
  2. Education
  3. Talent Management
  4. HR Data

4. ADVANTAGES & DISADVANTAGES

- 4.1Advantages
  - .Gives structure to the strategy.
  - Improves performance reporting.
  - Makes it easier to communicate the strategy.
  - Connects every HR employee to organizational goals.
  - Define your goals and objectives.
  - Identify HR deliverables.
  - Fetch data and ready your HR system.

4.2 Disadvantages

- • Even though there are many HR scorecard templates you can use, the framework must be customized to suit your business requirements .
  • This can be time-consuming and tedious-especially for first-time users.
  • HR scorecards can be overly complicated to understand despite there being many case studies and resources to read from.
  • HR scorecards usually require managers to report information, which can cause some resistance and even delays

5. APPLICATIONS

- Scorecards are business intelligence tools that provide a perfect a way to monitor, measure, and manage business performance.
  .InetSoft's scorecards centralize a list of key performance indicators (KPIs) that compare current performance data against goals, quotas, and target trends.
  . Scorecard applications also include analytic information about what to do when goals or quotas are not met.
  In this case, scorecards are n invaluable asset to any enterprise.

6. CONCLUSION

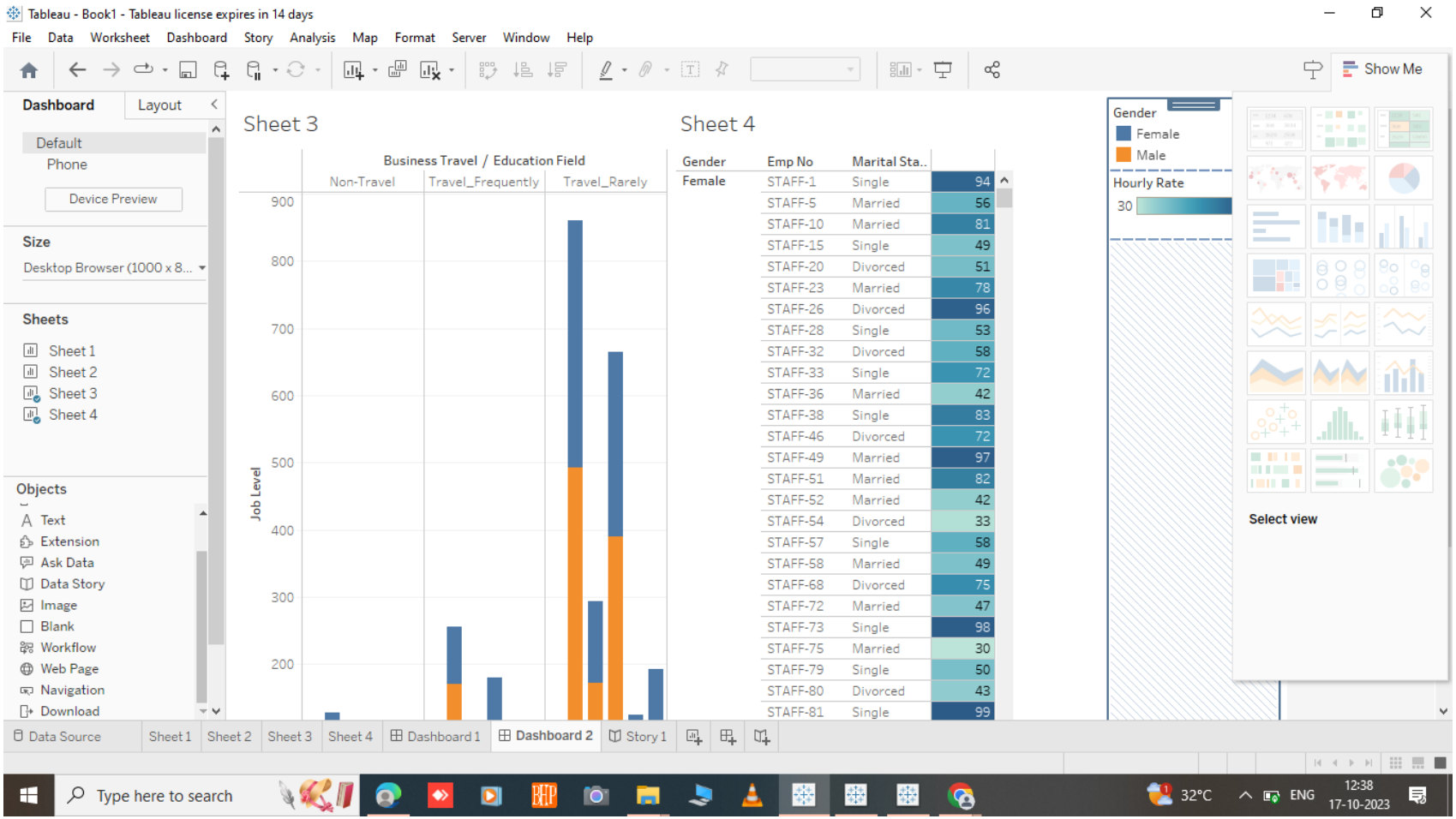
- The HR Scorecard is a great tool when used right. To ensure that it is used right, HR teams have to ensure that the data they collect is accurate and that they are consistent in their measurement of the KPIs.
  Keep in mind that the template above is meant as an easy-to-understand example. HR departments need to design suitable scorecards relevant to their organizations. Implemented correctly, the HR scorecard can be an invaluable tool

7. FUTURE SCOPE

- Human resource managements is the strategic approach to nurturing and supporting employees and ensuring a positive workplace environment.
  Its functions vary across different businesses and industries, but typically include recruitment, compensation and benefits, training and development, and employee relations.

8. APPENDIX

A. Source Code:



THANK YOU