

PROJECT REPORT TEMPLATE

THE TABLEAU HR SCORECARD : MEASURING SUCCESS IN TALENT MANAGEMENT

TEAM LEADER : K . JAYASUDHA

TEAM MEMBERS : S . JOYCE

:M . KAVIPRIYA

M. KRISHNA JAYANTHI

1.INTRODUCTION

1.1 overview

It includes KPIS such as employees engagement manager satisfaction with HR support and candidate with HR support ,and candidate experience .internal process perspective : this perspective assesses the effective ness and efficiency of HR was proceeses , such as recruiting onboarding performance management and employee devolopment.

1.2 purpose

The HR scorecard is a tool that helps measure manage and mprove the role of the HR function within an organizatoin . HR metrics and KPIS or HR deliverables are measured using the HR scorecard.this data is also used to predict the potential growth of the organization.

2. PROBLEM DEFINATION & DESIGN THINKING

2.1 Empathy Map



Says

What have we heard them say?
What can we imagine them saying?

the crucial role of human resource management (HRM) in driving organizational success.

the evolution of HRM, shifting focus to strategic initiatives in the modern business landscape

differences in implementation between small and large companies and professional development opportunities

THE TABLEAU HR SCORECARD; MEASURING SUCCESS IN TALENT MANGEMENT

Thinks

What are their wants, needs, hopes, and dreams?
What other thoughts might influence their behavior?



most innovative organization in the sector.

hire more qualified professionals
.decrease of recruitment cost.

decrease of lead time
more attractive employer

By using tableau features users can create dashboards that can provide in sights into important business metrices.

help decision makers quickly and easily understand the data.

Its also important to consider the security and confidentiality of the data being used in the dashboard.

more customers
.quality management

customer loyalty program

flight is on time,lowest perices



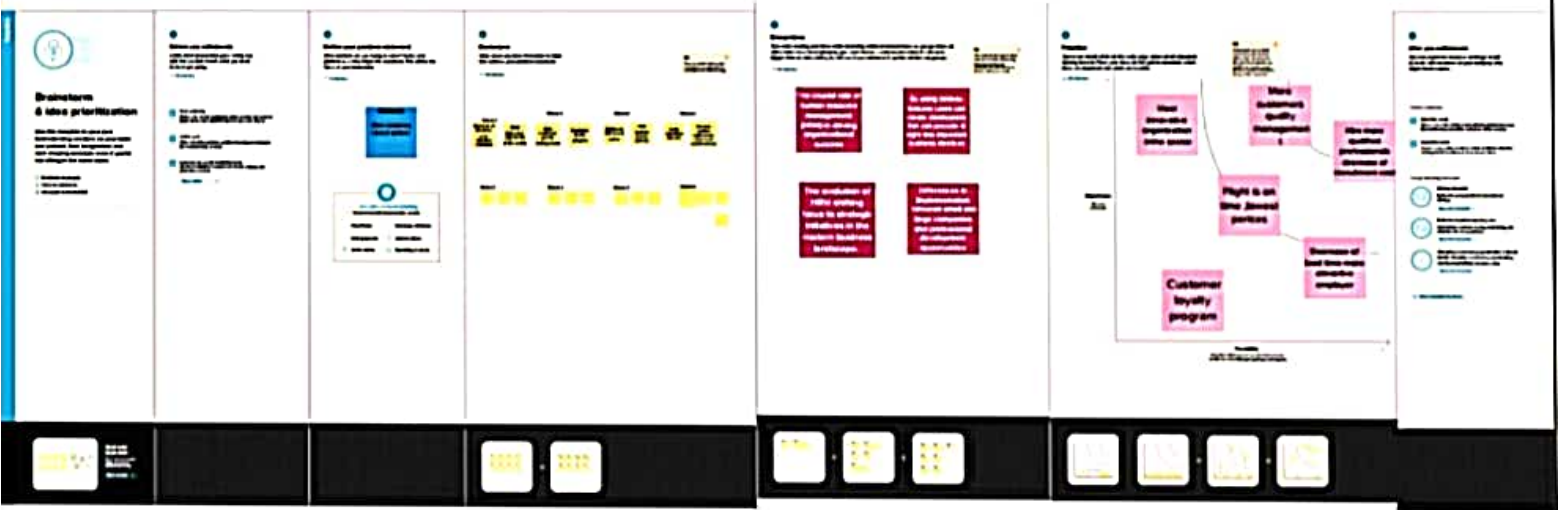
Does

What behavior have we observed?
What can we imagine them doing?

Feels

What are their fears, frustrations, and anxieties?
What other feelings might influence their behavior?

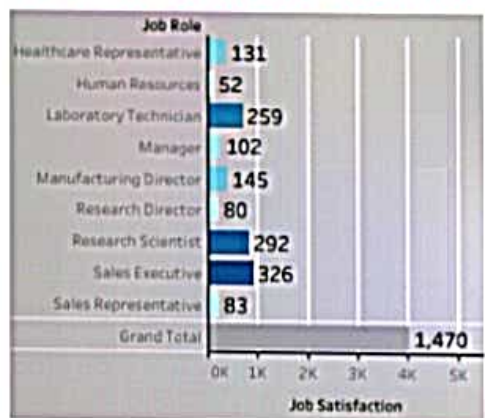




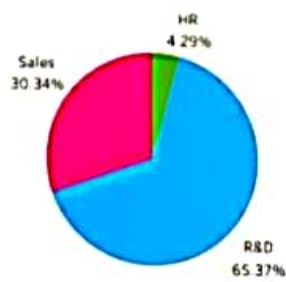
RESULT

Dashboard 1

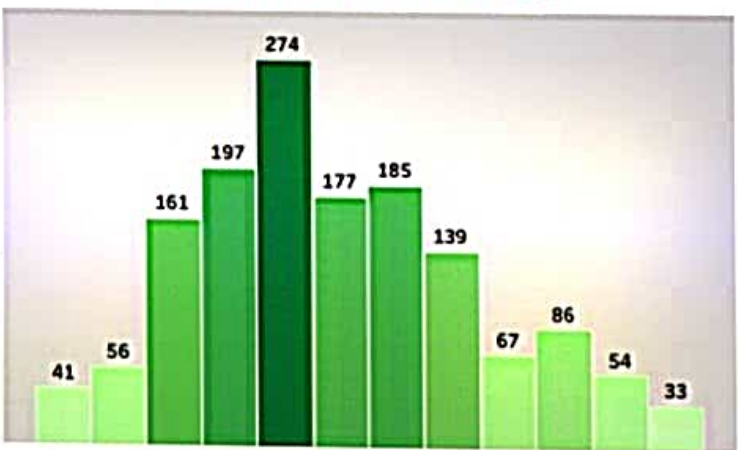
JOB SATISFACTION RATING



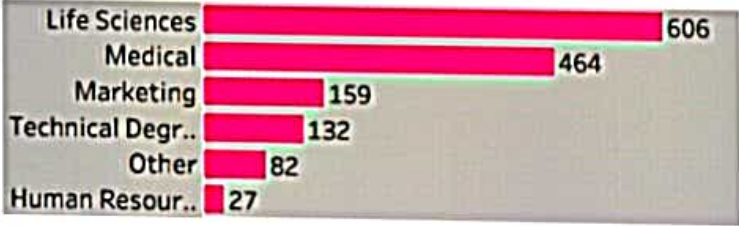
DEPARTMENT VIEW EMPLOYEE



NO. OF EMPLOYEES BY AGE GROUP



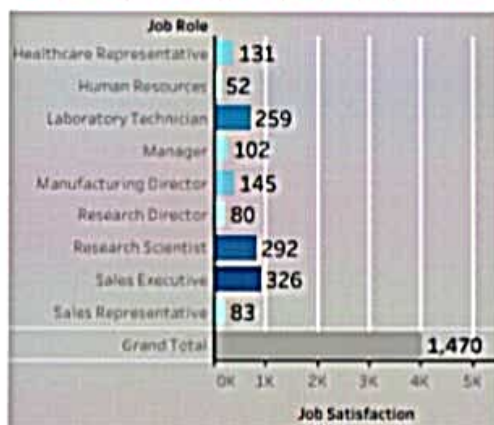
EDUCATION FIELD WISE EMPLOYEE COUNT



Story 1

THE BELOW CHARTS
CONSISTS OF JOB SA..

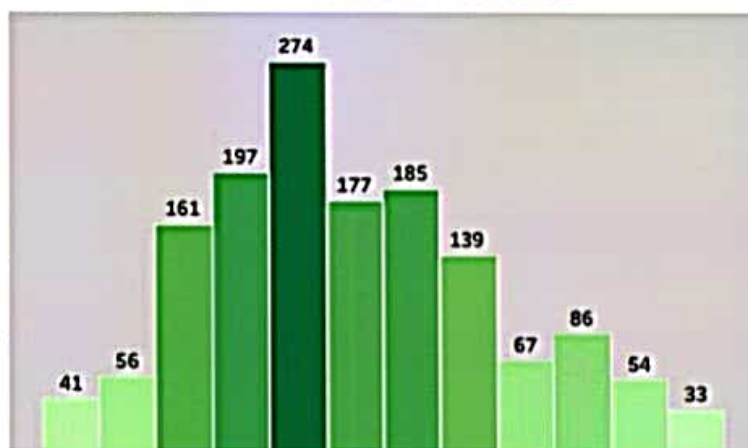
JOB SATISFACTION RATING



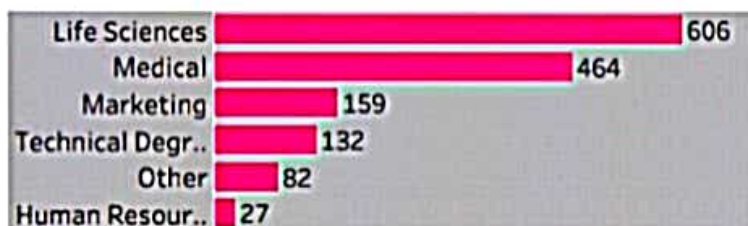
DEPARTMENT VIEW EMPLOYEE



NO. OF EMPLOYEES BY AGE GROUP



EDUCATION FIELD WISE EMPLOYEE COUNT



* In the team and goes the entire department synced up under one structure.

* This also gives a much clearer picture of HR projects and initiatives.

DISADVANTAGE

* One of the disadvantages of the HR scorecard is that measuring intangibles is difficult, if not impossible, without imparting a degree of subjectivity on the part of HR staff.

* subjectivity undermines the validity of data and therefore limits the credibility of HR and its ability to prove its worth to an organization.

APPLICATION

* It helps users create different charts graphs maps, dashboards and stories for visualizing and analyzing data to help in making business decisions.

* Tableau has a lot of unique exciting features that make it one of the most popular tools in business intelligence.

CONCLUSION

At the end can say that talent management process has provide new ways to human resources department to handle problems faced hiring talent by the help of talent management process companies are hiring right person for the right job as per their job requirement and description.

FUTURE SCOPE

Leveraging data to make informed decisions related to the workforce.