

Measuring Success in Talent Management

Introduction

To measure success effectively, it's crucial to identify and track relevant Key Performance Indicators for each aspect to talent management. KPIs could include metrics such as employee turnover rates , time - to fill positions, satisfaction scores. 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.

Problem Definition & Design Thinking

1. Empathy Map

Result

A successful talent management strategy evolves over time .By adopting an iterative approach , organizations can data backed insights, monitor the impact of those changes ,and then iterate again. This cycle of continuous improvement leads to a strategy that's aligned with evolving work force needs and organizations goals.

Advantages

- * Help in ascertaining the right person is deployed in the right position .
- * Contributes in retaining their top talent.
- * Better hiring by hiring assessments.
- * Helps in understanding employees better and shaping their future.
- * Promotes effective communication across different disciplines.

Disadvantage

- * The implementation of talent management program could be expensive in terms of time, resources and financial costs.
- * Lack of support from line managers can impede the level of commitment from employees.
- * A core drawback of talent managements is, it can contribute in raising the conflicts between HR and management by not reaching to proper agreement or consensus.

Applications

- * Measuring the success of a talent management strategy hinges on the quality and accuracy of data collected , as well as the insights drawn from it. this section delves into the crucial aspects of data collection and analysis that drive informed decision - making.

Conclusion

- * In the ever - evolving landscape of business, the success of a talent management strategy hinges on its ability to adapt , align and deliver tangible results . Measuring this success isn't confined to numbers alone; it's a multifaceted endeavor that marries data with objectives. By setting clear goals , aligning talent initiatives with broader organizational strategies , and

selecting meaningful metrics , organizations gain the tools to quantify the impact of their efforts.

Future scope

* Talent mobility

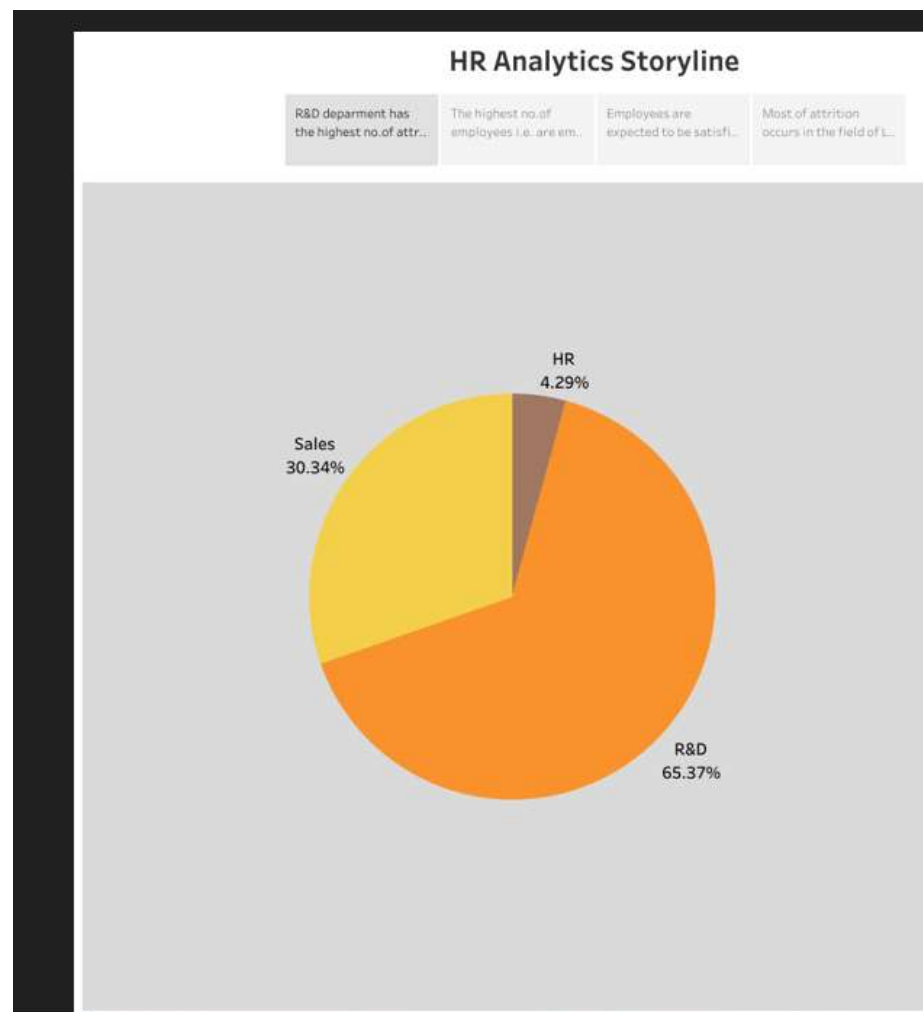
Talent mobility is a metric that keeps track of the mobility of employees. The best way to measure talent mobility is average assignment duration .

* Talent turnover

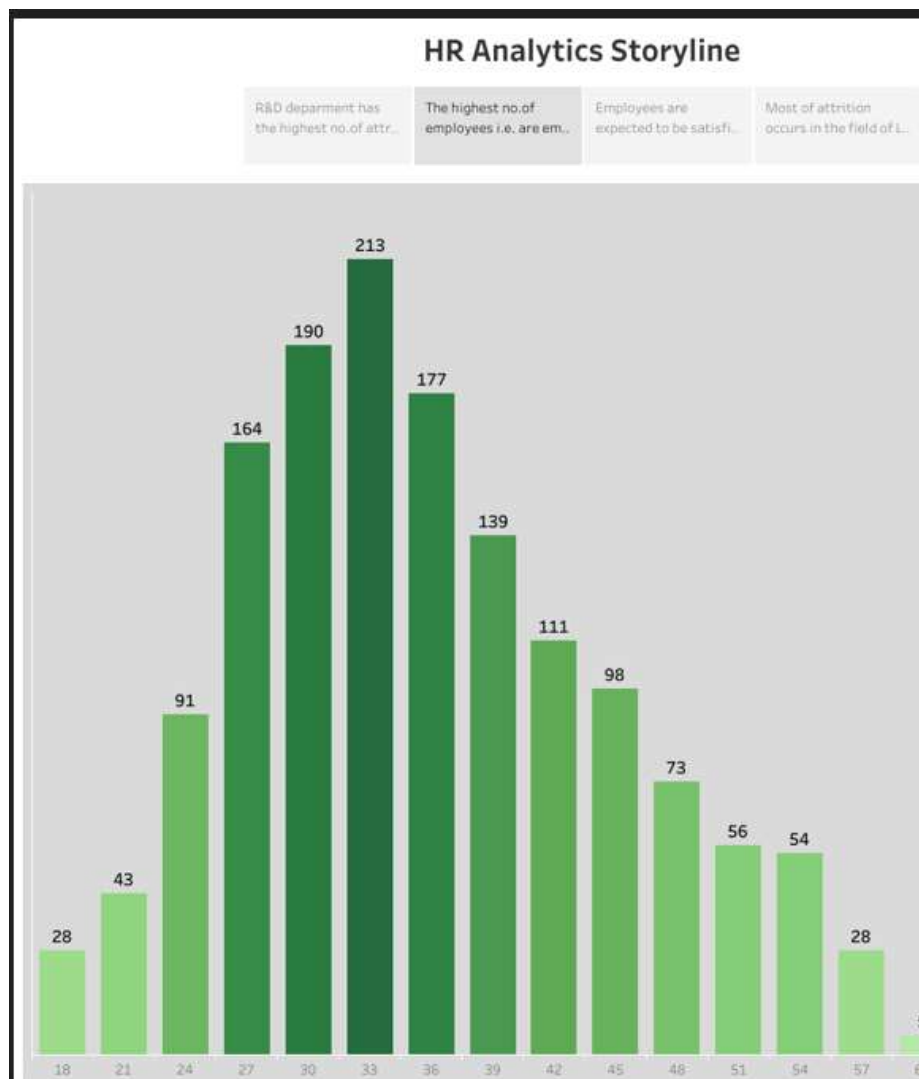
Turnover in your talent pool is per definition unwanted . talents are people who have a high future potential

Visualisation

Sheet1



Sheet2



Sheet3

HR Analytics Storyline

R&D department has
the highest no. of attr...

The highest no. of
employees i.e. are em...

Employees are
expected to be satisfi...

Most of attrition
occurs in the field of L...

Job Role					
Healthcare Representative	26	19	43	43	
Human Resources	10	16	13	13	
Laboratory Technician	56	48	75	80	
Manager	21	21	27	33	
Manufacturing Director	26	32	49	38	
Research Director	15	16	27	22	
Research Scientist	54	53	90	95	
Sales Executive	69	54	91	112	
Sales Representative	12	21	27	23	
Grand Total	289	280	442	459	
	0	1	2	3	4
	Job Satisfaction				

Sheet4

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