

## The Tableau HR Scorecard: Measuring Success in Talent Management

### 1.INTRODUCTION

#### 1.1Overview

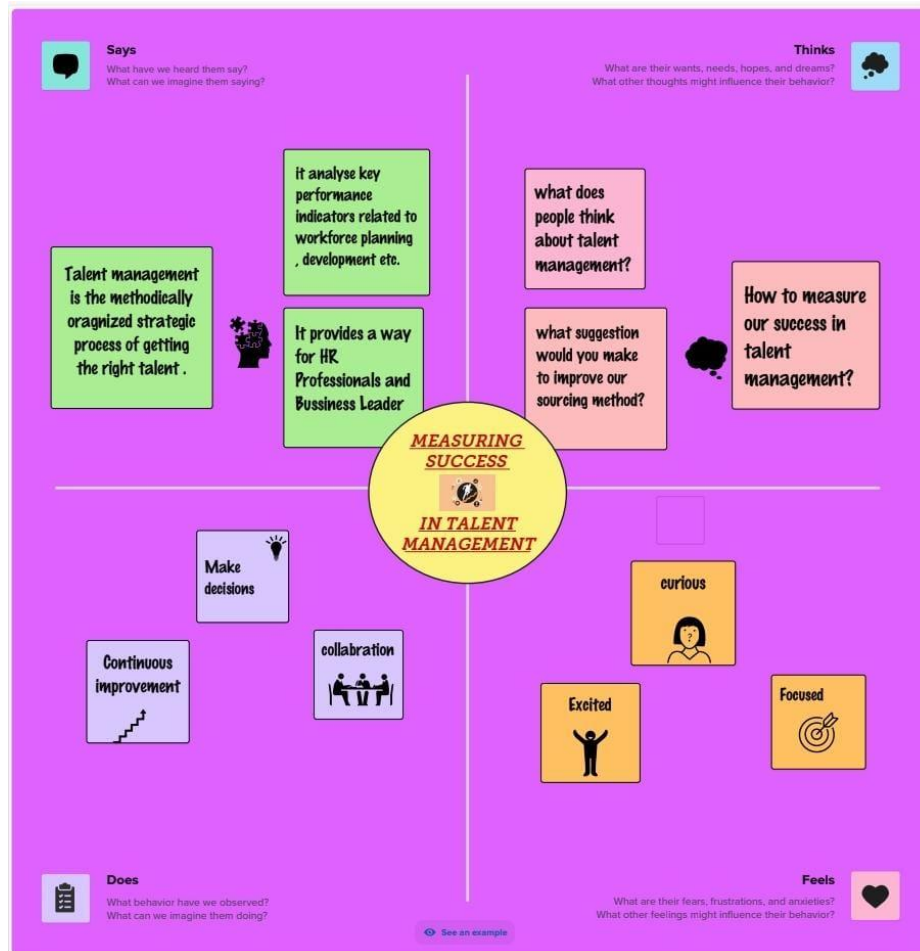
The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization. It provides a way for HR professionals and business leaders to track.

#### 1.2Purpose

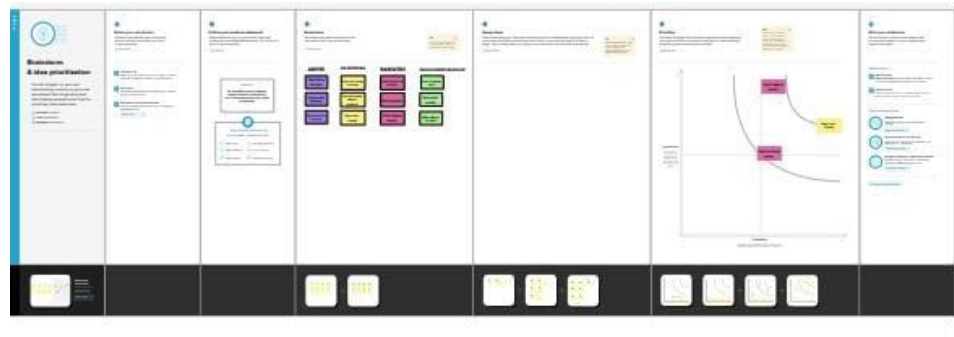
- ❓ To help reduce turnover by identifying changes in employee satisfaction and engagement levels.
- ❓ To improve employee productivity by streamlining reporting processes and creating dashboards that allow managers to easily pull up reports on demand.
- ❓ To analyze the effectiveness of your HR strategy and initiatives

### 2.Problem Definition & Design Thinking

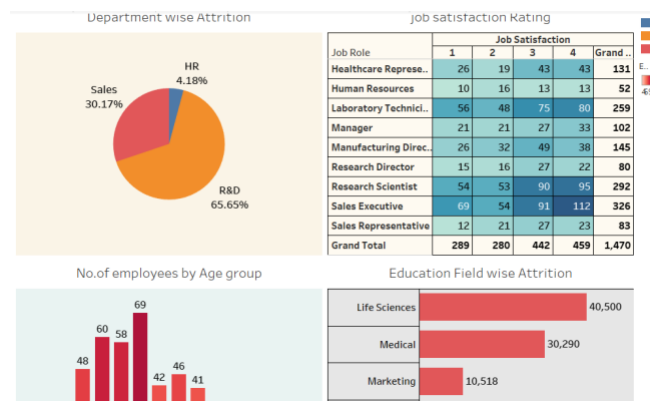
#### 2.1 Empathy map



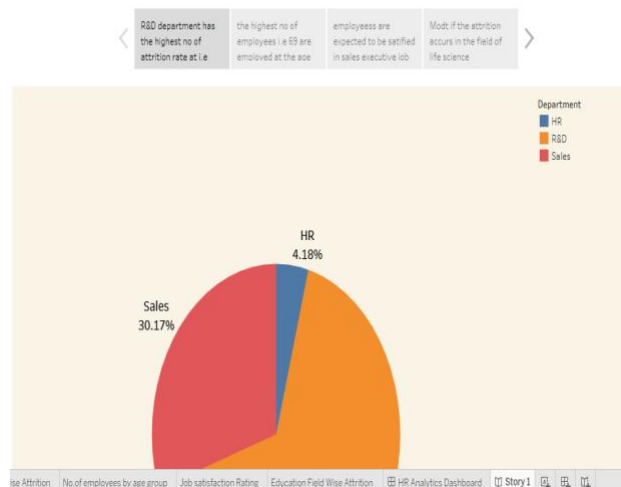
## 2.2 Ideation & brainstorming map



## 3.RESULT



### HR Analytics storyline



## 4.Advantages & Disadvantages

### ❖ Advantages

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.

❖ Disadvantages

1. It can be an overwhelming framework.
2. It can't be copied precisely from examples.
3. It requires strong leadership support to be successful.
4. It can be difficult to keep everyone on the same page.
5. It may appear too rigid for the way you manage.

## 5. APPLICATIONS

The HR scorecard is a strategic HR measurement system that helps to measure, manage, and improve the strategic role of the HR department. The HR scorecard is meant to measure leading HR indicators of business performance. Leading indicators are measurements that predict future business growth.

## 6. CONCLUSION

At the end can say that talent management process has provide new ways to Human Resource department to handle problems faced in 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

## 7. FUTURE SCOPE

The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization.

## 8.APPENDIX

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.