



# GOVERNMENT OF TAMILNADU

## Naan Muthalvan - Project-Based Experiential Learning

### THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT

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**M.V. MUTHIAH GOVERNMENT ARTS COLLEGE FOR WOMEN**

(Affiliated to Mother Teresa Women's University, Kodaikanal)

Reaccredited with "A" Grade by NAAC

**DINDIGUL-624001.**

**NOVEMBER - 2023**

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**PG & RESEARCH DEPARTMENT OF MATHEMATICS**

**BONAFIDE CERTIFICATE**

This is to certify that this is a bonafide record of the project entitled, “ **THE TABLEAU HR SCORECARD FOR SUCCESS IN TALENT**” done by **Ms. P.NANDHINI (21321ER050), Ms. P.NIKKITHA DHARSHINI (21321ER052), Ms. D.PIOYAZHINI (21321ER053) and Ms. R.PRIYA (21321ER054)**. This is submitted in partial fulfillment for the award of the degree of **Bachelor of Science in Mathematics in M.V.MUTHIAH GOVERNMENT ARTS COLLEGE FOR WOMEN,DINDIGUL** during the period of June 2023 to November 2023.

**Project Mentor(s)**

**Head of the Department**

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# **THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT**

## **1.INDRODUCTION:**

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.

### **1.1 objectives :**

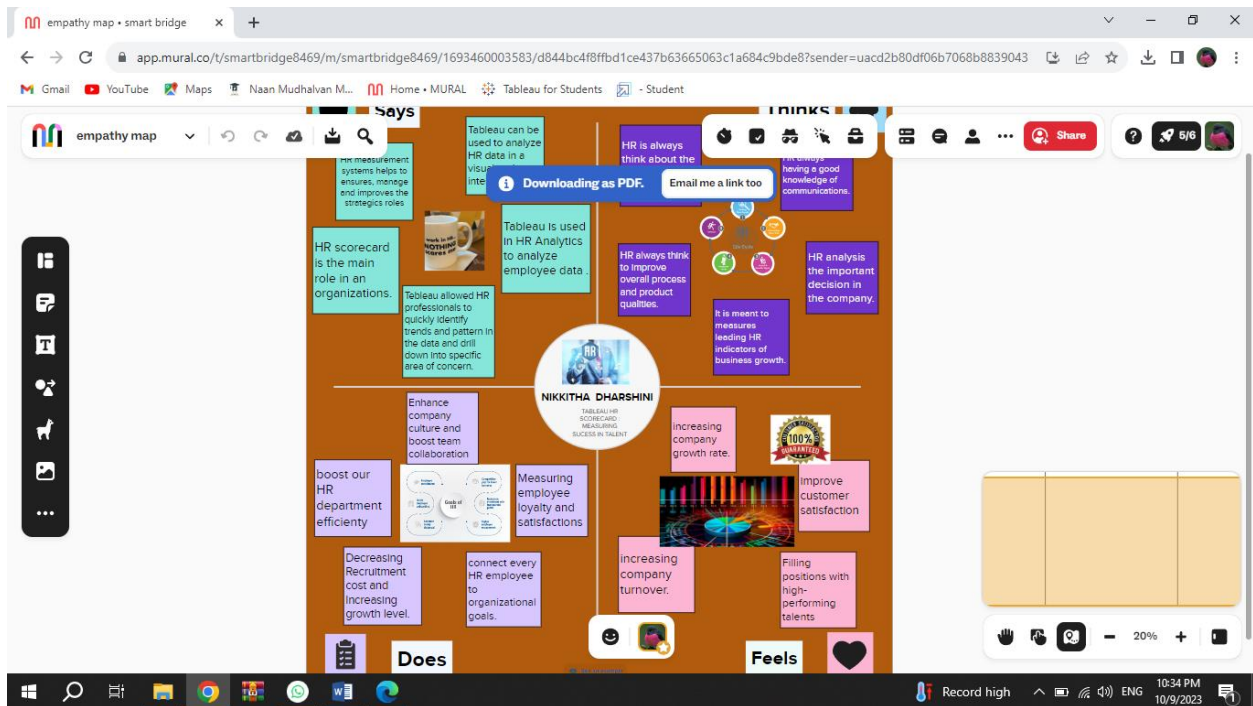
The Project helps us to maintain and manage the HR Analysis related problem which further can be modified based on the requirements.

### **1.2 Purpose :**

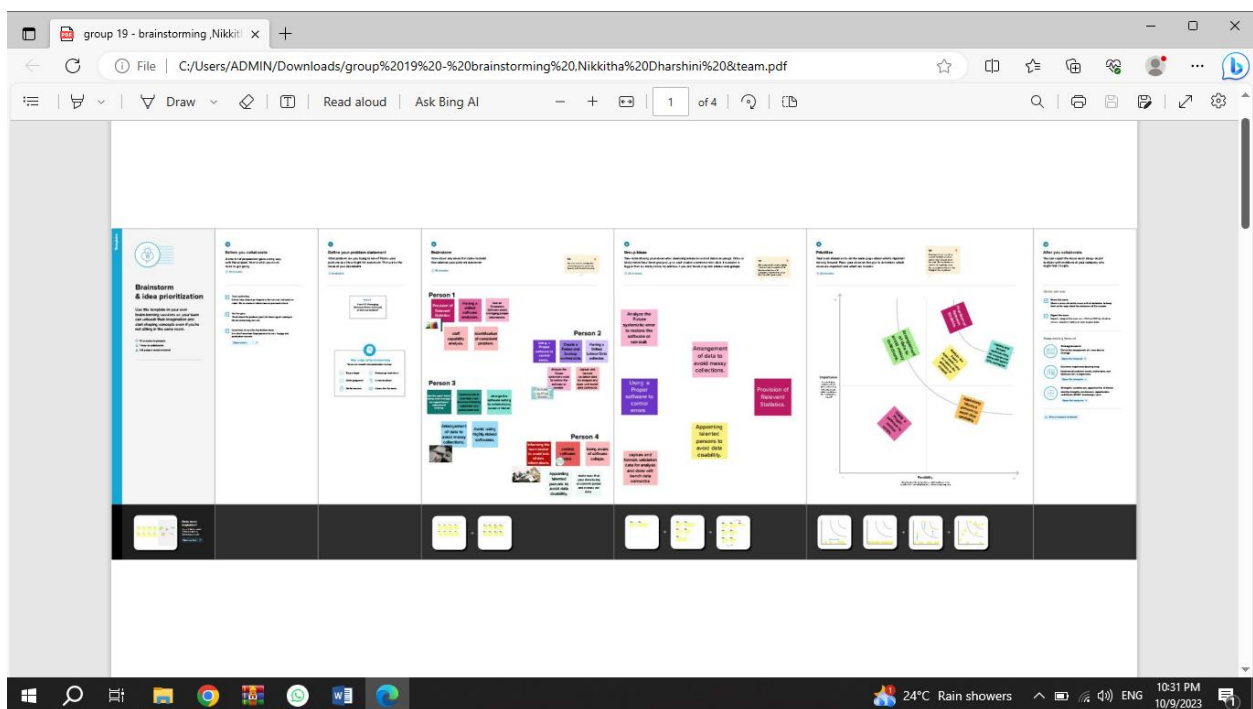
The project aim is to provide real-time knowledge for all the students who have basic knowledge of salesforce and Looking for a real-time project. This project will also help those professional who are in cross technology and want to switch to salesforce. With the help of this project will gain knowledge and can include it into their resume as well.

## 2. PROBLEM DEFINITION AND DESIGN THINKING :

### 2.1 Empathy Map:



### 2.2 Ideation and Brainstorming Map :



### **3. RESULT :**

#### **DATASET:**

#### **Milestone 1: Define Problem / Problem Understanding**

##### **Activity 1: Specify the business problem**

The Tableau HR Scorecard: Measuring Success in Talent Management

##### **Activity 2: Business requirements**

The business requirement of The Tableau HR Scorecard: Measuring Success in Talent Management is to provide a comprehensive and effective framework for measuring and evaluating the success of talent management strategies within an organization. The primary goal is to enable HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development. We can do so by creating interactive dashboards and reports, making data-driven decisions and creating forecasting models for future performance. The ultimate goal is to gain insights and improve performance through data visualization techniques.

##### **Activity 3: Literature Survey**

A literature survey is a method of researching existing literature and studies related to a specific topic. In the context of Measuring Success in Talent Management, a literature survey would involve reviewing studies and articles that have been published on the topic of vehicle collisions. The literature survey would include sources such as academic journals, industry reports, and online articles. It would aim to identify key performance indicators (KPIs) and metrics that are commonly used to measure vehicle collisions. The literature survey would also explore any existing research on The Tableau HR Scorecard: Measuring Success in Talent Management specifically, and would aim to identify any unique challenges.

#### **Activity 4: Social or Business Impact Social Model/Impact:**

##### **1.Improved employee engagement:**

The HR Scorecard can help organizations measure and improve employee engagement by providing insights into employee satisfaction, retention rates, and other key metrics. This, in turn, can lead to a more engaged and motivated workforce, which can have a positive impact on productivity and overall business performance.

##### **2.Enhanced diversity and inclusion:**

The HR Scorecard can also help organizations improve their diversity and inclusion efforts by tracking metrics such as the diversity of their workforce, the representation of different groups in leadership positions, and the effectiveness of diversity and inclusion training programs. By identifying areas where they need to improve and taking action to address them organizations can create a more inclusive work environment that values diversity and promotes equal opportunities.

#### **Business Model/Impact :**

##### **1.Improved HR performance:**

By tracking and analyzing key HR metrics, The Tableau HR Scorecard can help organizations identify areas where they need to improve and take proactive steps to address them. This, in turn, can lead to improved HR performance, including increased employee engagement, improved retention rates, and enhanced diversity and inclusion efforts.

##### **2. Enhanced decision-making:**

The Tableau HR Scorecard can provide HR professionals and business leaders with valuable insights into HR performance, which can help them make informed decisions and take proactive steps to improve business performance. This can include identifying areas where they need to invest in training and development programs,

improving recruitment and retention strategies, and optimizing workforce planning and management.

## **2.Better alignment with business goals:**

The Tableau HR Scorecard can also help organizations ensure that their HR strategies are aligned with their overall business goals. By tracking key HR metrics and aligning HR initiatives with business objectives, organizations can ensure that their HR strategies are driving business growth and contributing to overall success.

### **Milestone 2: Data Collection & Extraction from Database**

Data collection is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research questions, test hypotheses, and evaluate outcomes and generate insights from the data.

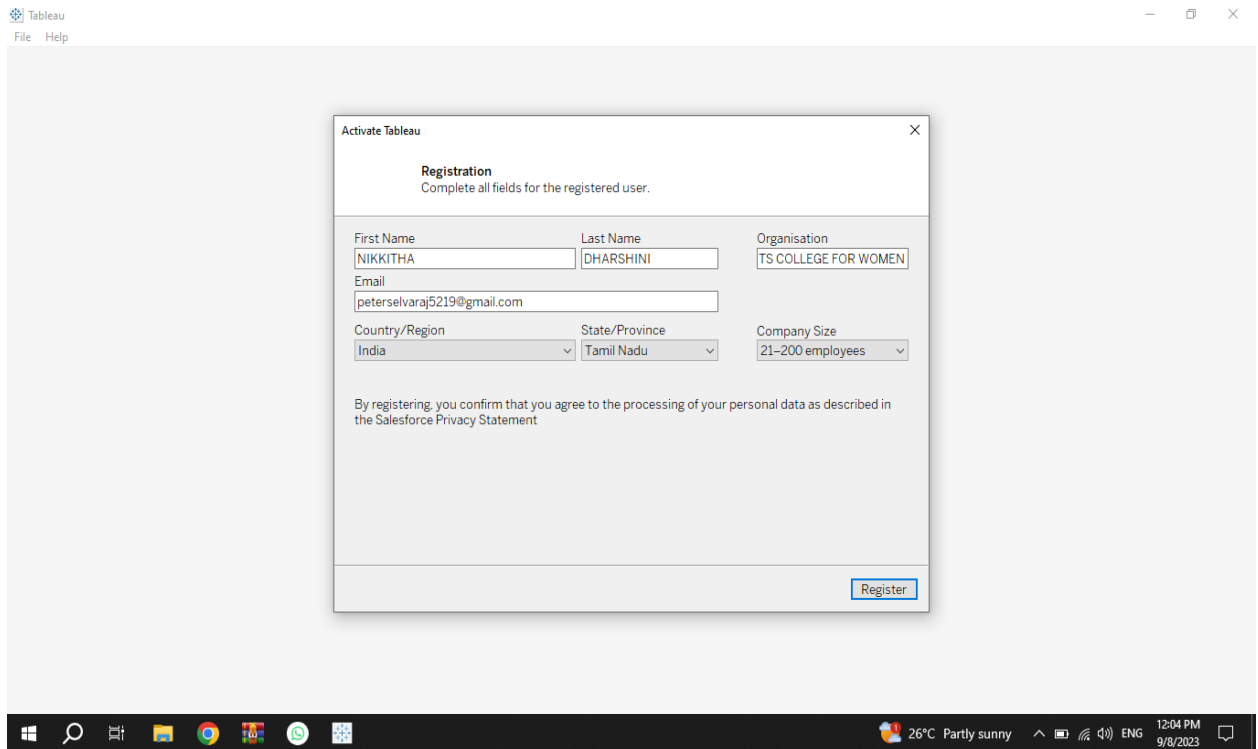
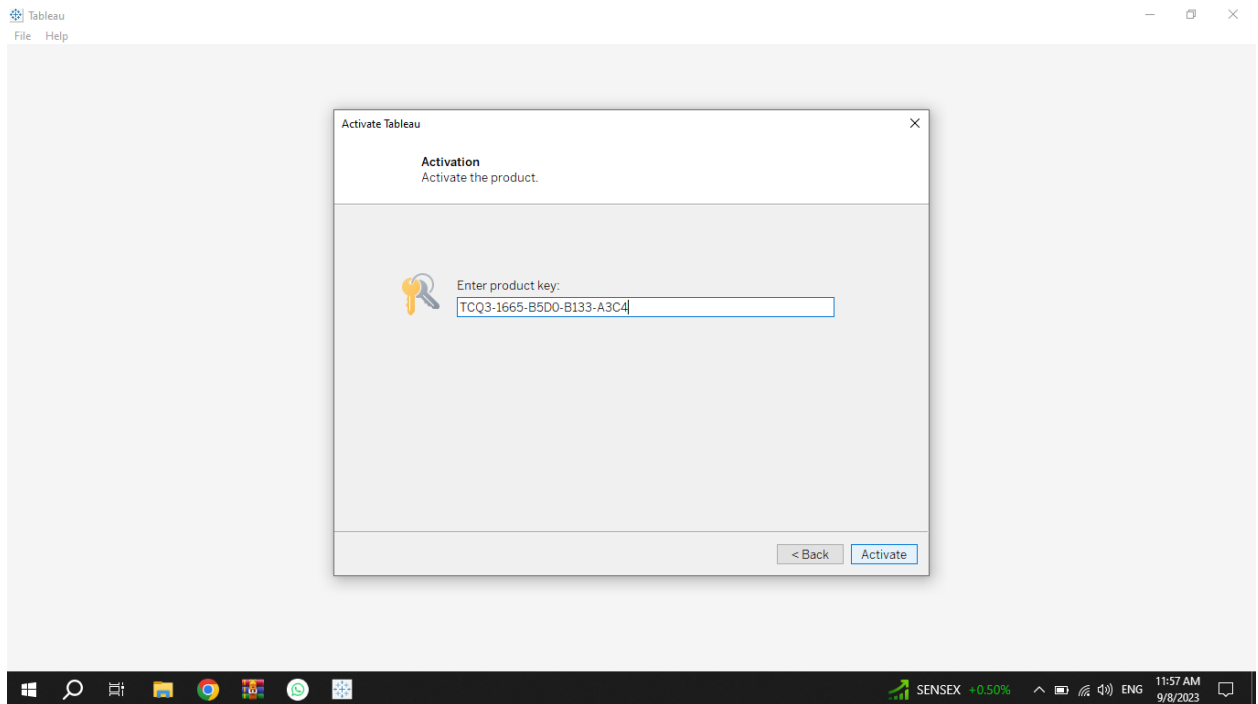
#### **Activity 1: Collect the dataset using the link below**

[https://drive.google.com/file/d/1TQLqjUgSthNTeM2\\_XRCqAwbrGChkM5I/view?usp=sharing](https://drive.google.com/file/d/1TQLqjUgSthNTeM2_XRCqAwbrGChkM5I/view?usp=sharing)

#### **Activity 2: Connect the dataset with Tableau**

- **Step 1 :** Download tableau desktop
- **Step 2:** Activate the tableau desktop with Security product key.
- **Step 3 :** Download the given excel data and add the data in tableau desktop.





### **Milestone 3: Data Preparation**

#### **Activity 1: Prepare the Data for Visualization**

Preparing the data for visualization involves cleaning the data to remove irrelevant or missing data, transforming the data into a format that can be easily visualized, exploring the data to identify patterns and trends, filtering the data to focus on specific subsets of data, preparing the data for visualization software, and ensuring the data is accurate and complete. This process helps to make the data easily understandable and ready for creating visualizations to gain insights into the performance and efficiency.

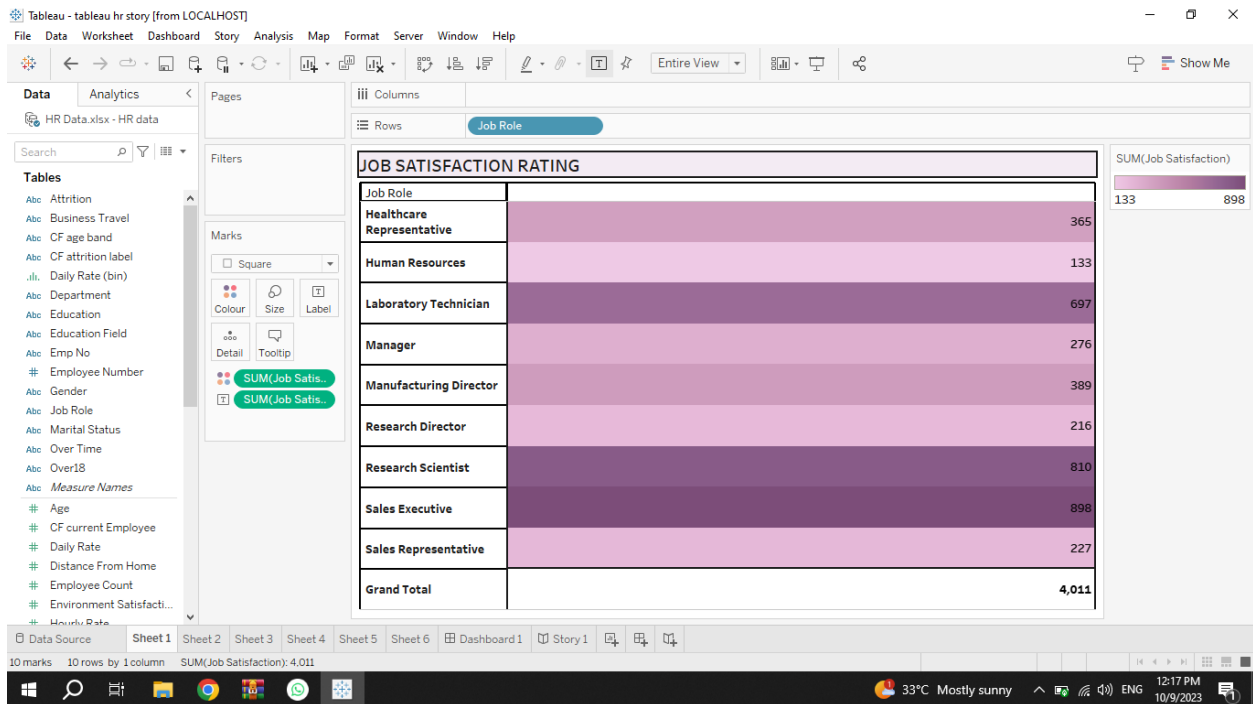
### **Milestone 4: Data Visualization**

Data visualization is the process of creating graphical representations of data in order to help people understand and explore the information. The goal of data visualization is to make complex data sets more accessible, intuitive, and easier to interpret. By using visual elements such as charts, graphs, and maps, data visualizations can help people quickly identify patterns, trends, and outliers in the data.

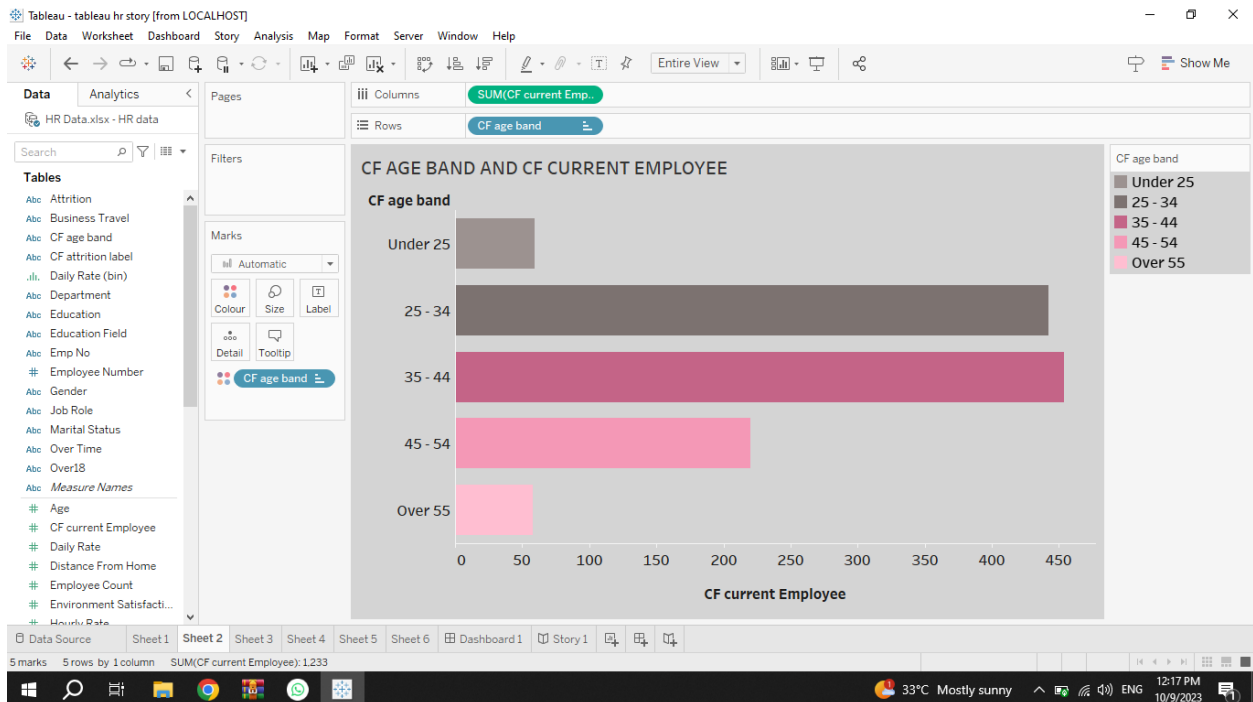
#### **Activity 1: No of Unique Visualizations**

The number of unique visualizations that can be created with a given dataset . Some common types of visualizations that can be used to analyze The Tableau HR Scorecard: Measuring Success in Talent Management include bar chart , pie chart ,highlight tables and text tables etc. These visualizations are used to measure success in talent management.

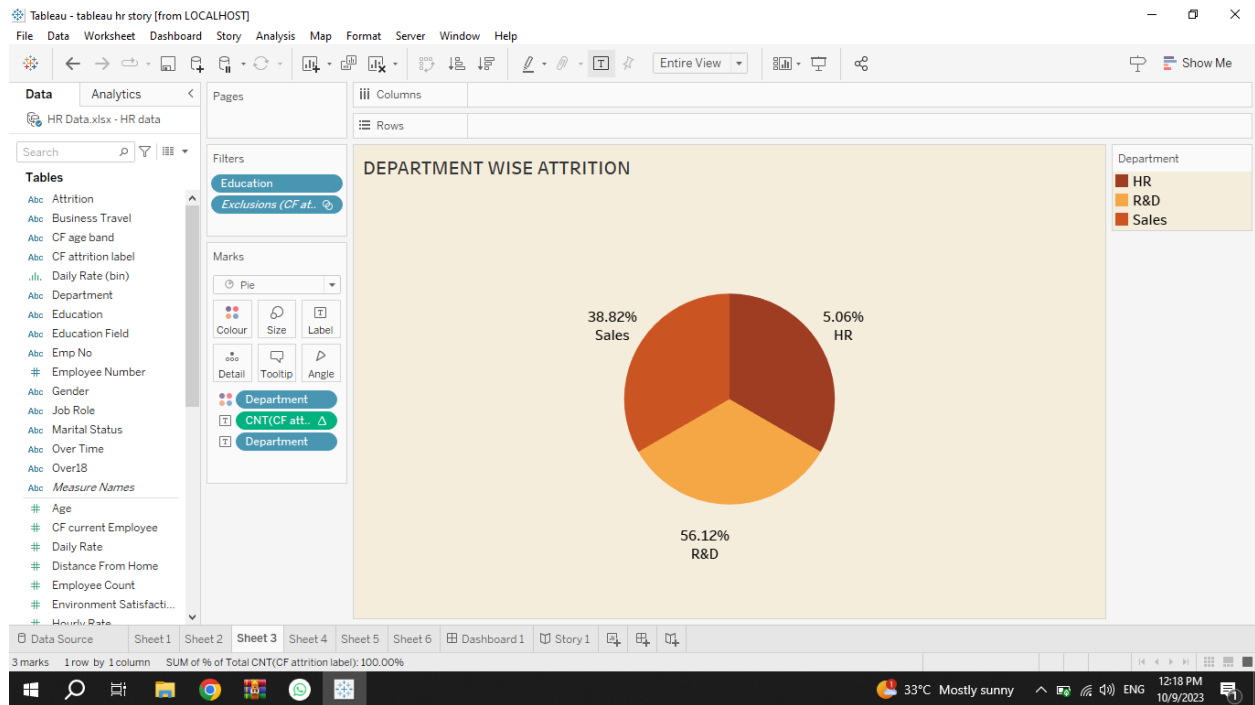
## Activity 1.1.JOB SATISFACTION RATING:



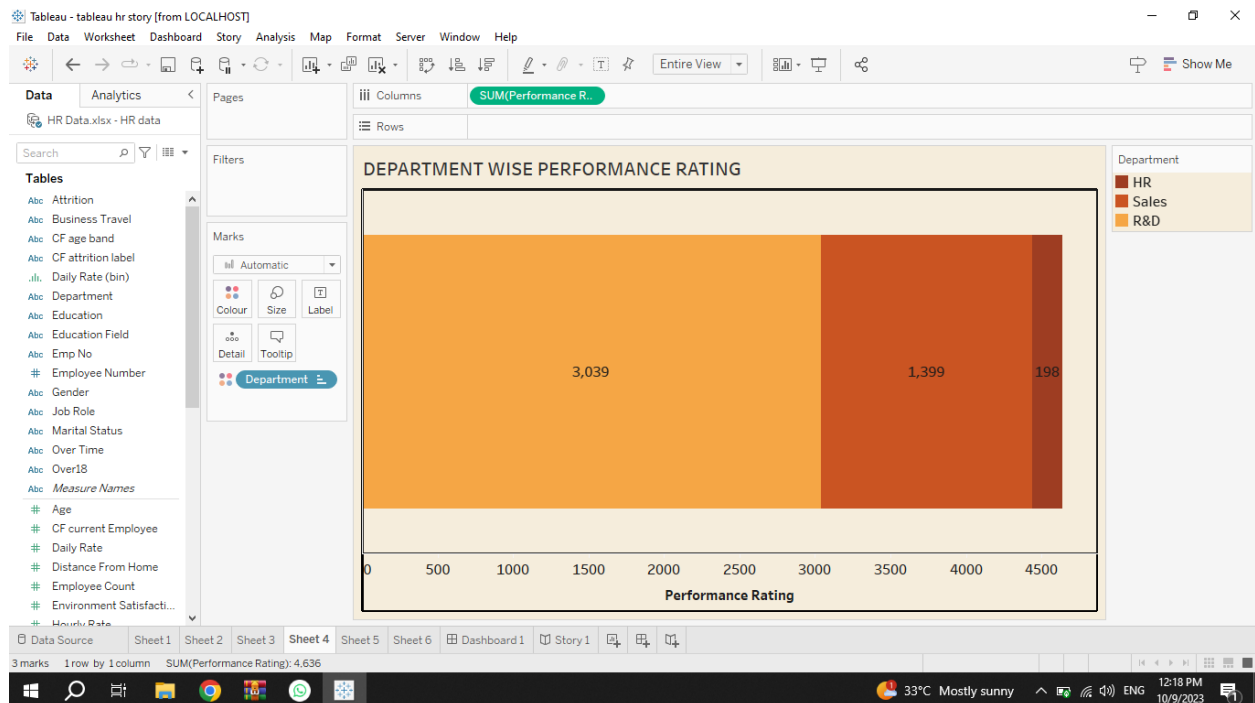
## Activity 1.2.CF AGE BAND AND CF CURRENT EMPLOYEES:



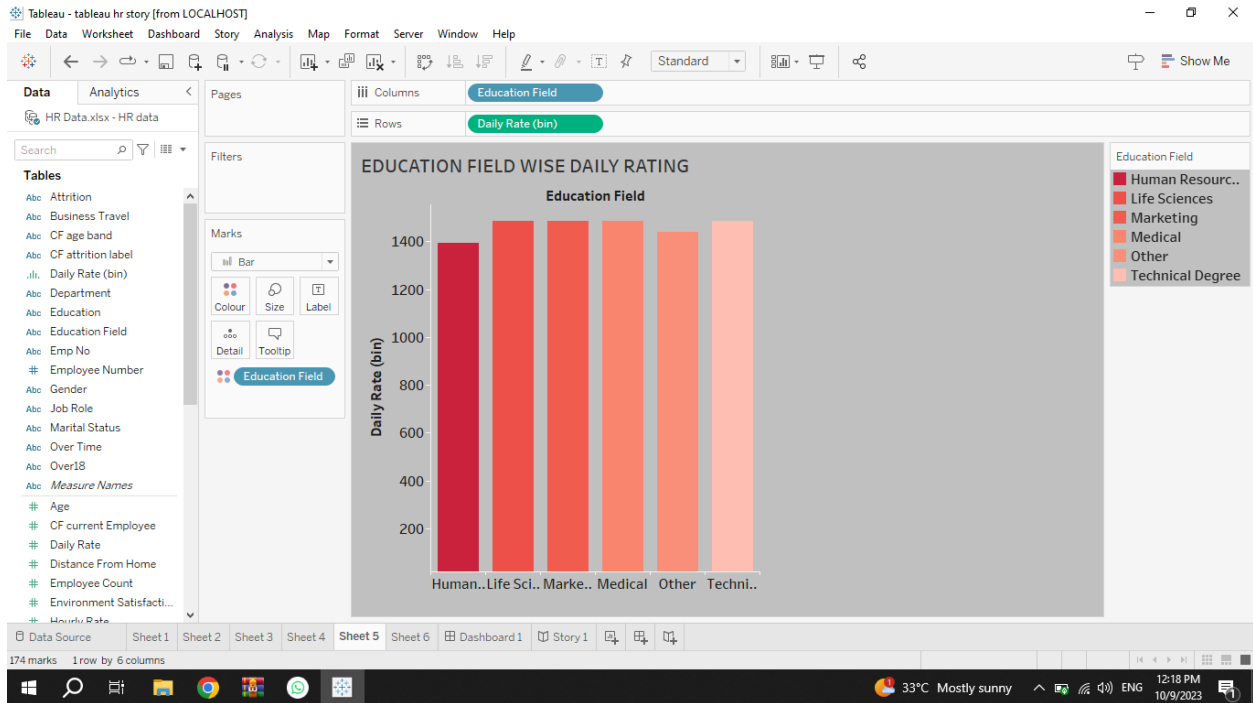
## Activity 1.3. DEPARTMENT WISE ATTRITION:



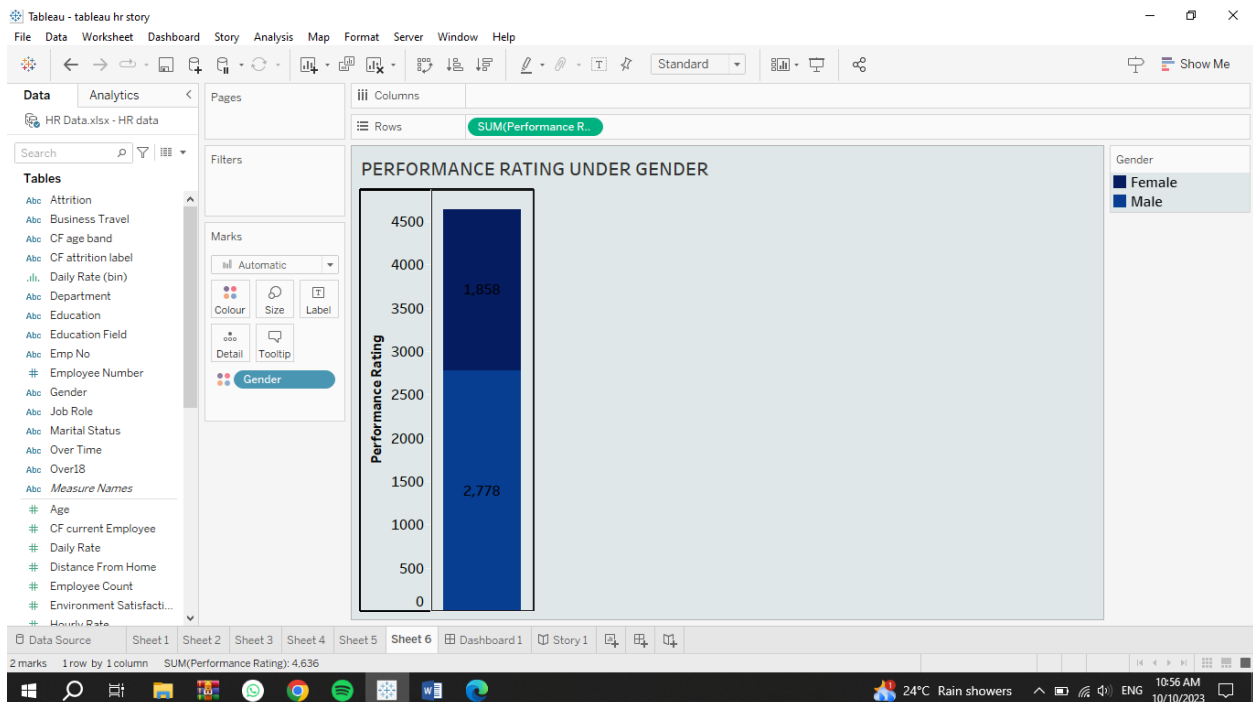
## Activity 1.4. DEPARTMENT WISE PERFORMANCE RATING:



## Activity 1.5. EDUCATION FIELD WISE DAILY RATING:



## Activity 1.6. PERFORMANCE RATING UNDER GENDER:

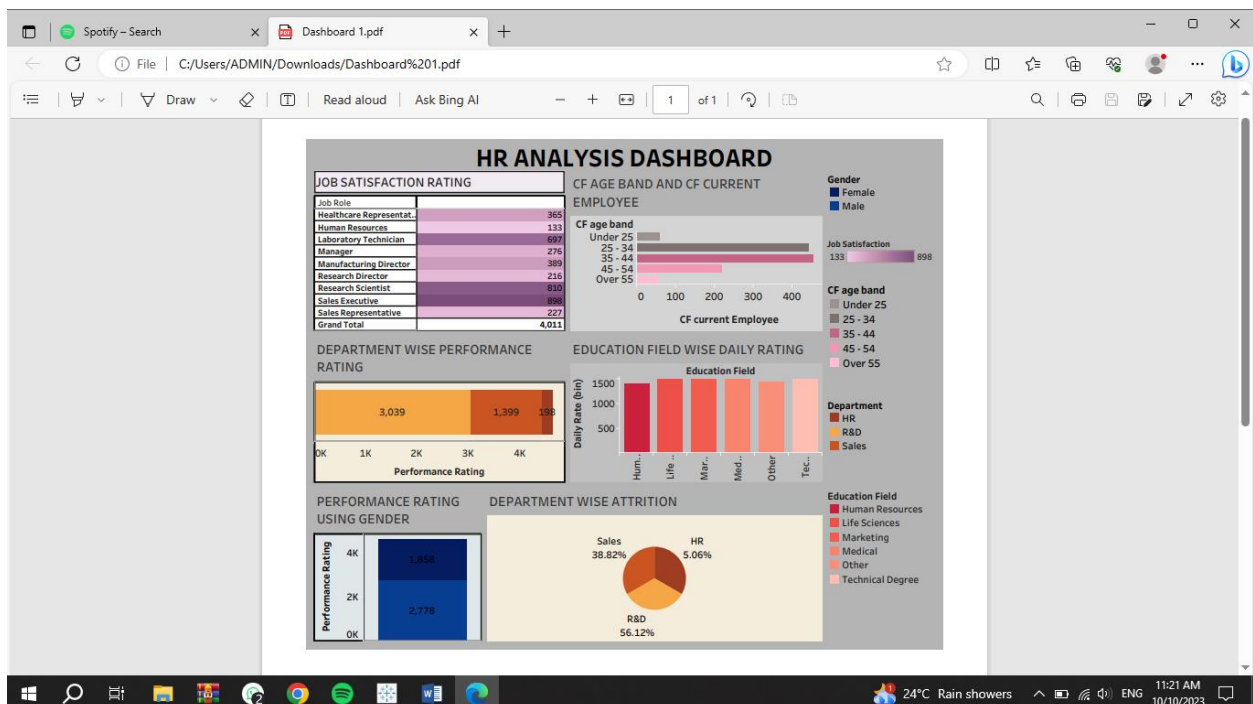


## Milestone 5: Dashboard

A dashboard is a graphical user interface (GUI) that displays information and in an organized, easy-to-read format. Dashboards are often used to provide real-time monitoring and analysis of data, and are typically designed for a specific purpose or use case. Dashboards can be used in a variety of settings, such as business, finance, manufacturing, healthcare, and many other industries. They can be used to track key performance indicators (KPIs), monitor performance metrics, and display data in the form of charts, graphs, and tables.

### Activity 1: Responsive and Design of Dashboard

The responsiveness and design of a dashboard for The Tableau HR scorecard: Measuring Success in Talent Management is crucial to ensure that the information is easily understandable and actionable.

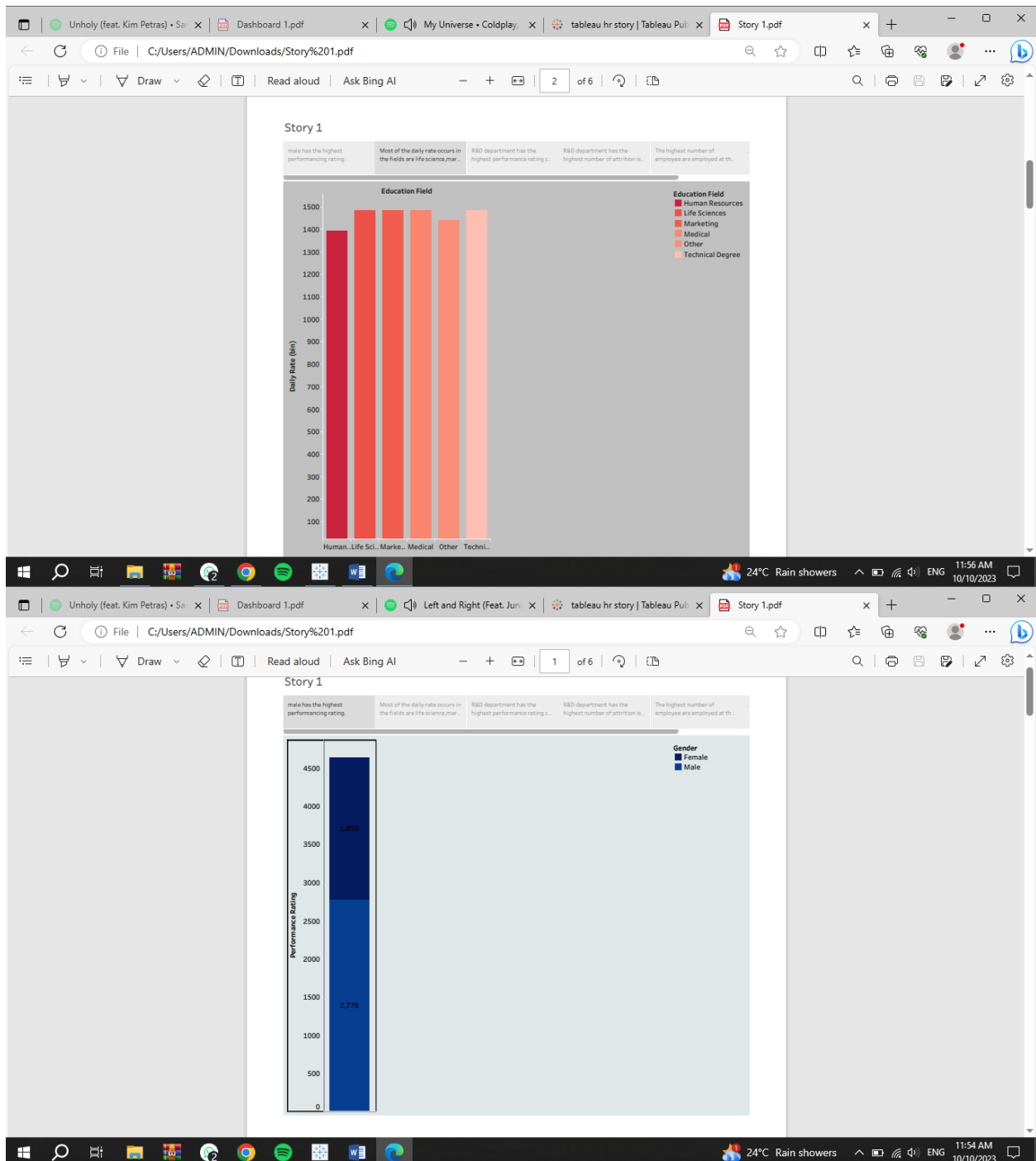


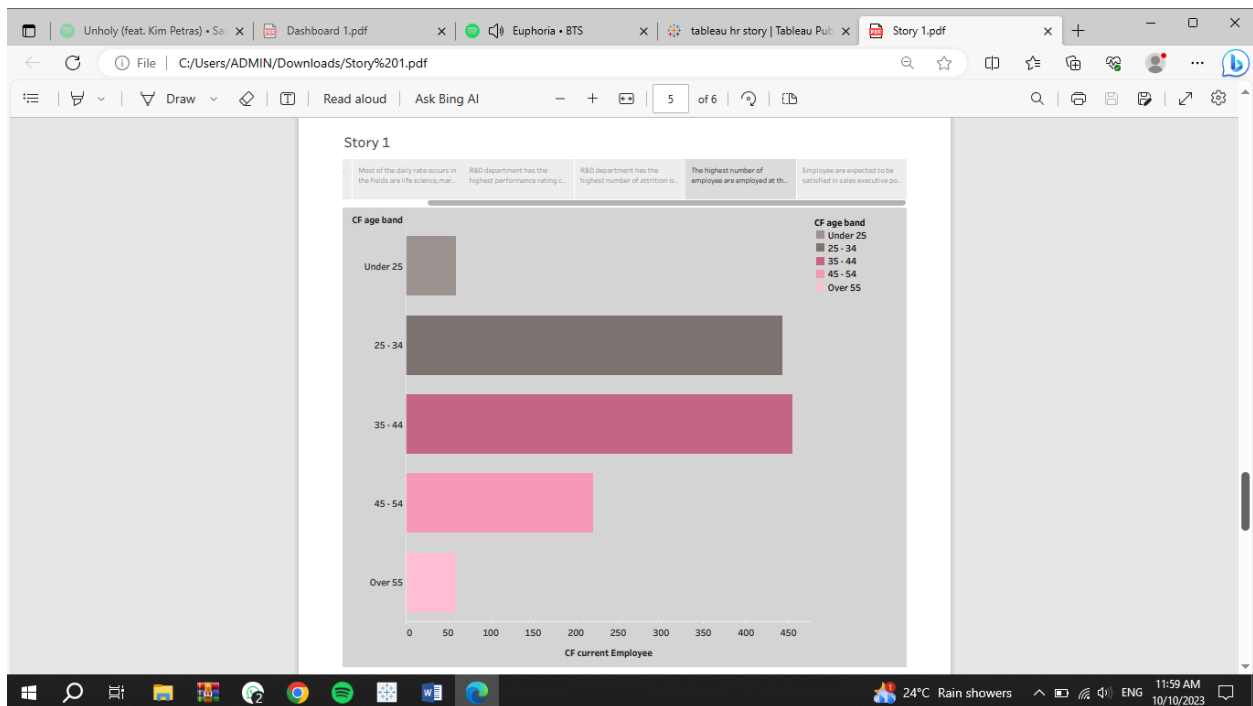
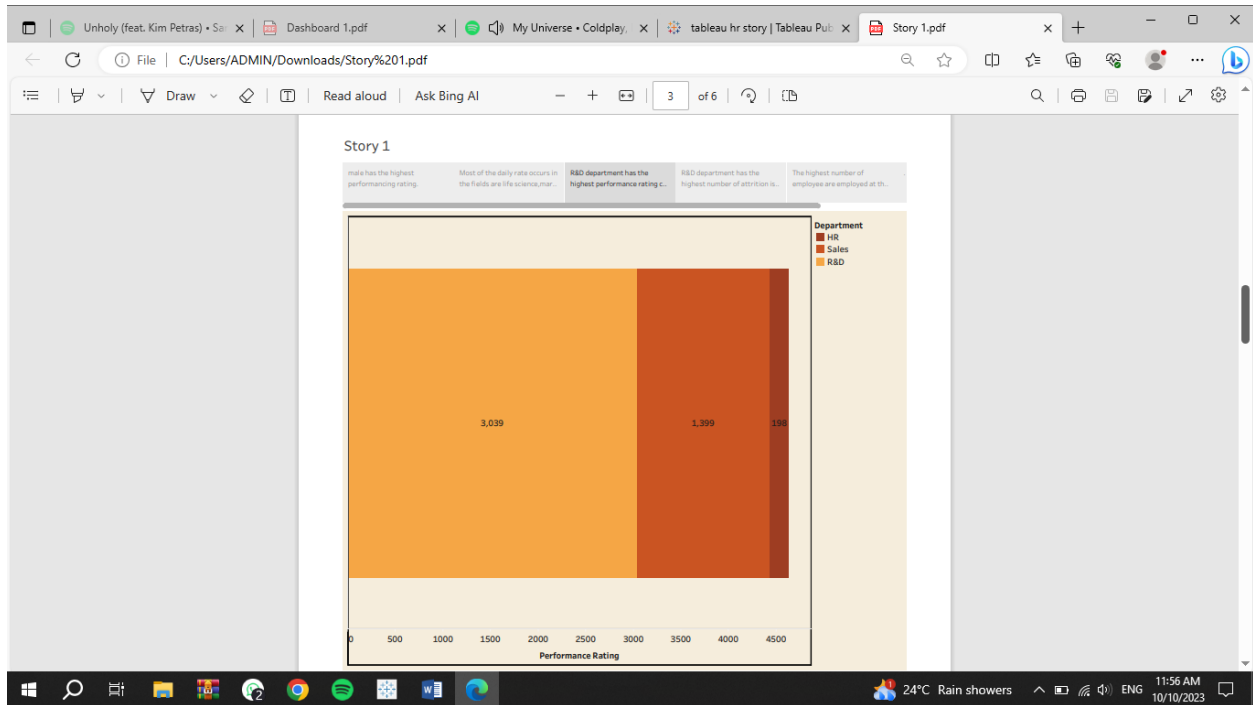
## Milestone 6: Story:

A data story is a way of presenting data and analysis in a narrative format, with the goal of making the information more engaging and easier to understand.

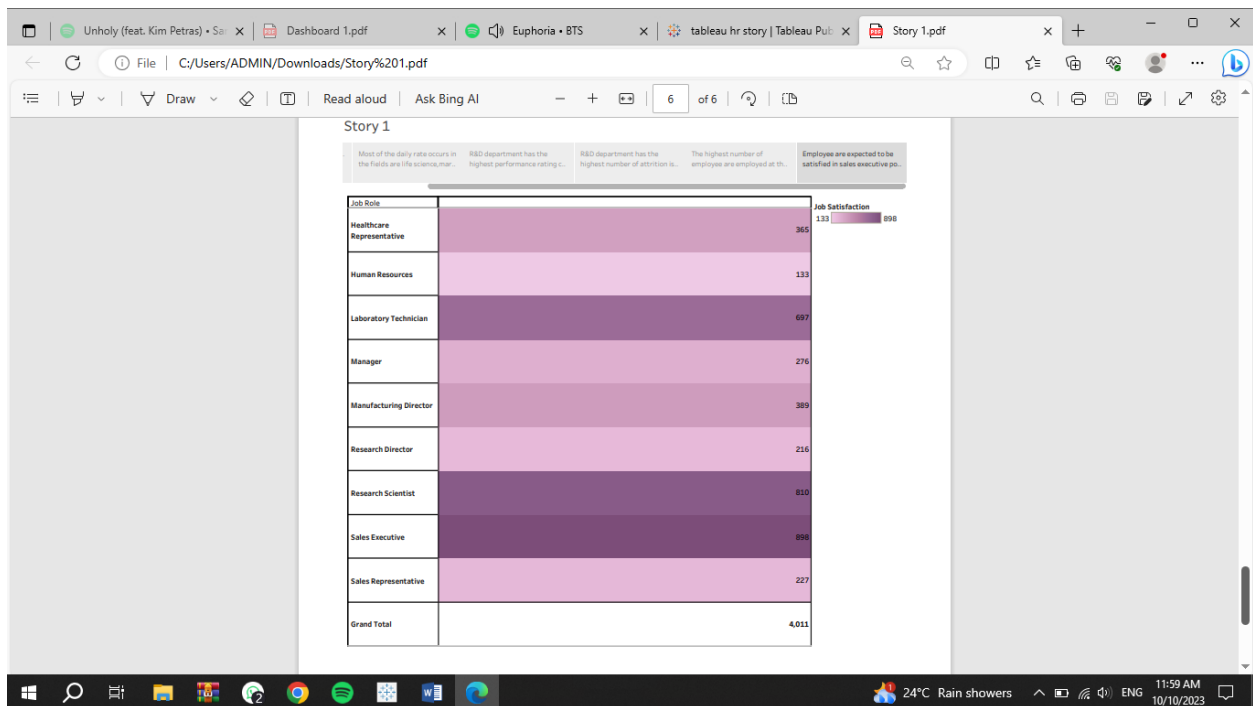
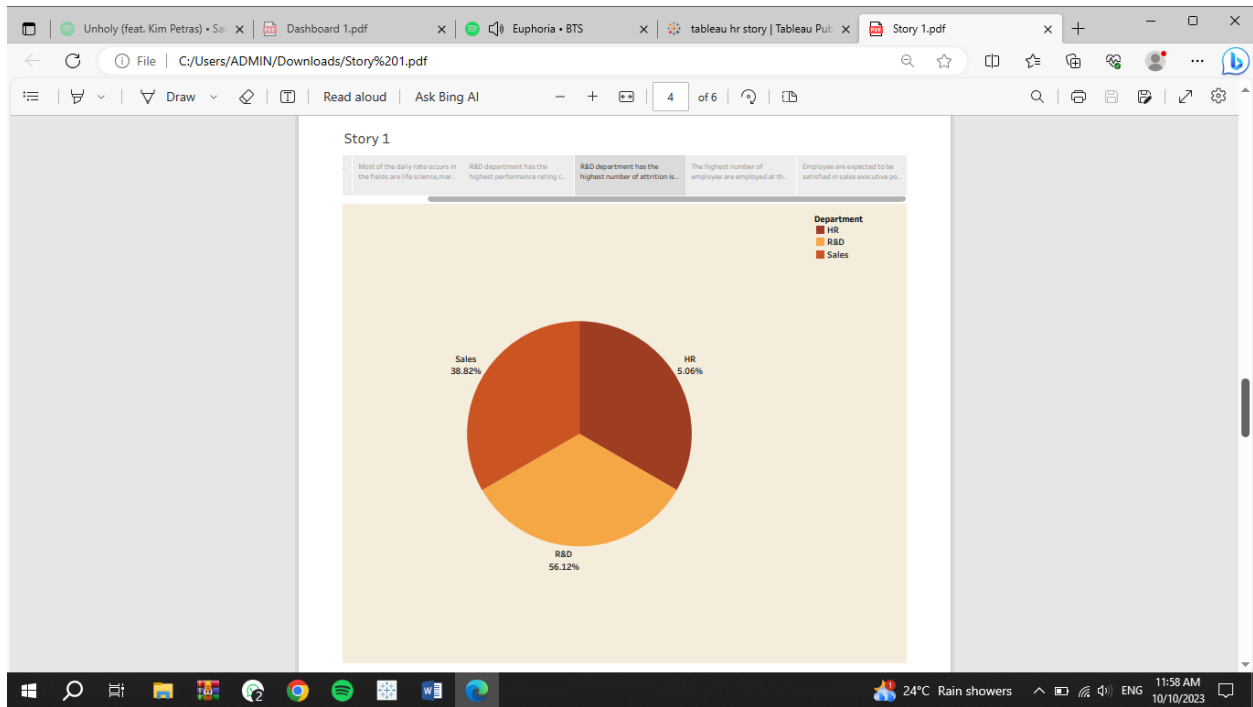
### Activity 1: No of Scenes of Story:

A storyboard is a visual representation of the data analysis process and it breaks down the analysis into a series of steps or scenes.



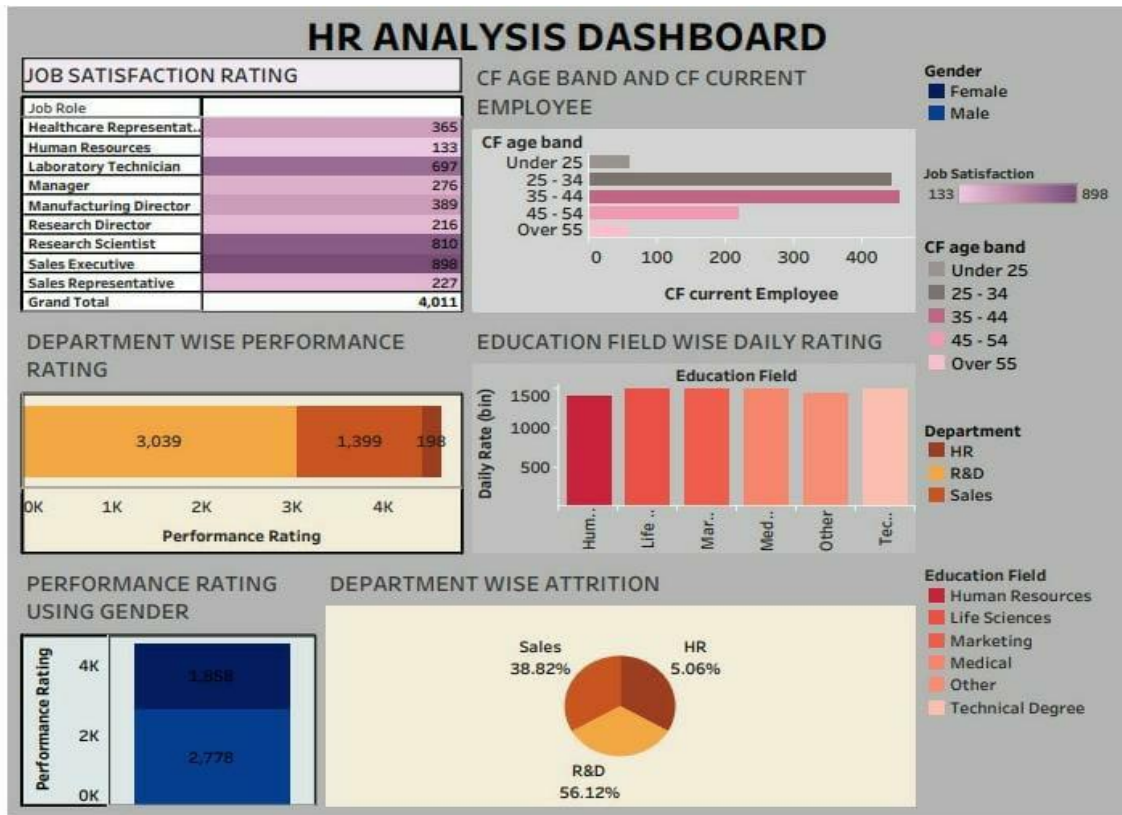






## Milestone 7: Performance Testing

### Activity 1: Utilization of Data Filters



### Activity 2: No Of Calculation Fields

## Tables

Abc Measure Names

Active Employees
Age
Attrition Count
Attrition Rate
CF current Employee
Daily Rate
Distance From Home
Employee Count
Environment Satisfaction
Hourly Rate
Job Involvement
Job Level
Monthly Income
Monthly Rate
Num Companies Worked
Percent Salary Hike
Performance Rating
Relationship Satisfaction
Standard Hours
Stock Option Level
Total Working Years
Training Times Last Year
Work Life Balance
Years At Company

### Activity 3: No of Visualizations/ Graphs

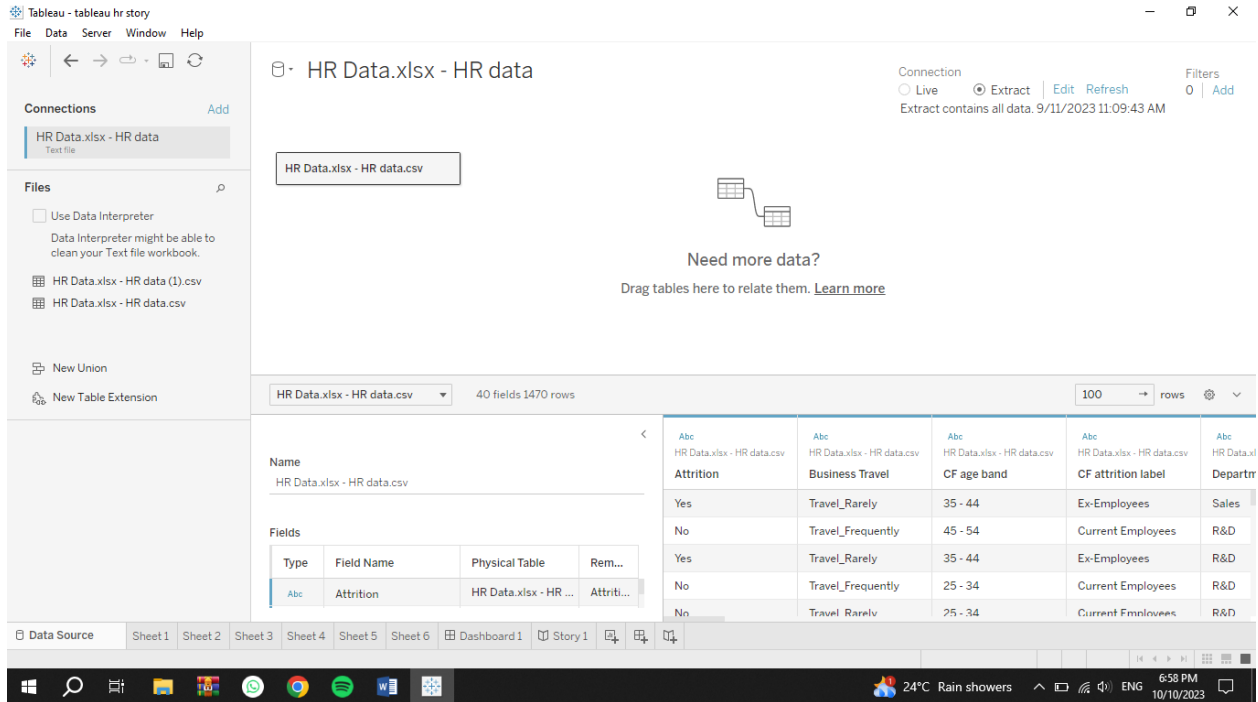
- KPI
- Job Satisfaction Rating
- CF Age Band and CF Current Employee
- Department Wise Performance Rating
- Education Field Wise Daily Rating
- Performance Rating Under Gender
- Department Wise Attrition.

### Milestone 8: Publishing

## Publishing dashboard and reports to tableau public

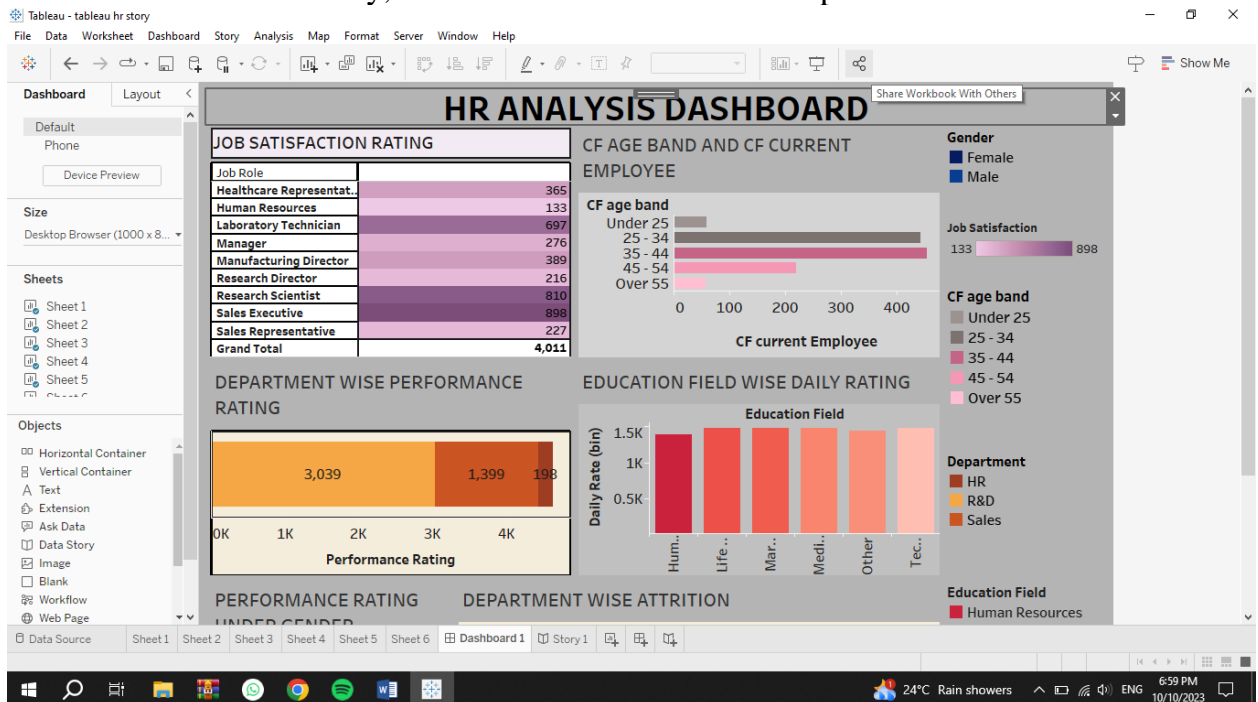
### Step1:

Go to data Source and Select Extract so that .hyper extension files are created and save it at your Desktop.



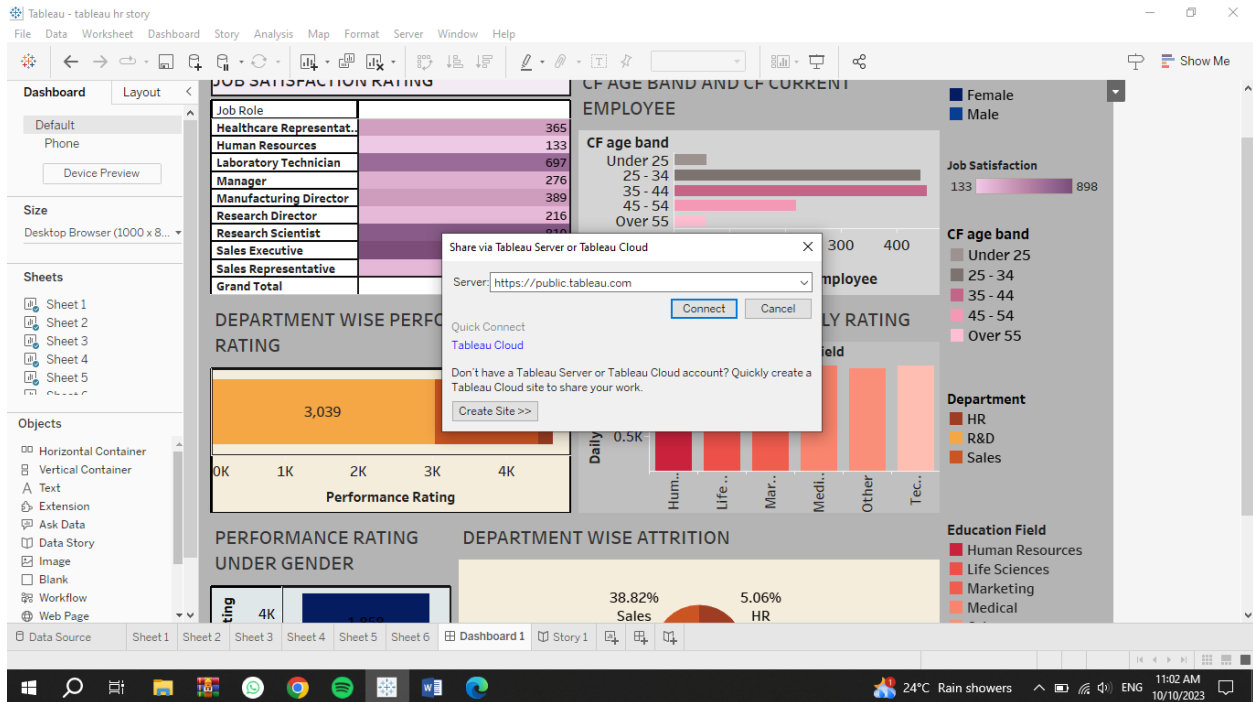
### Step 2:

Go to Dashboard/story, click on share button on the top ribbon.



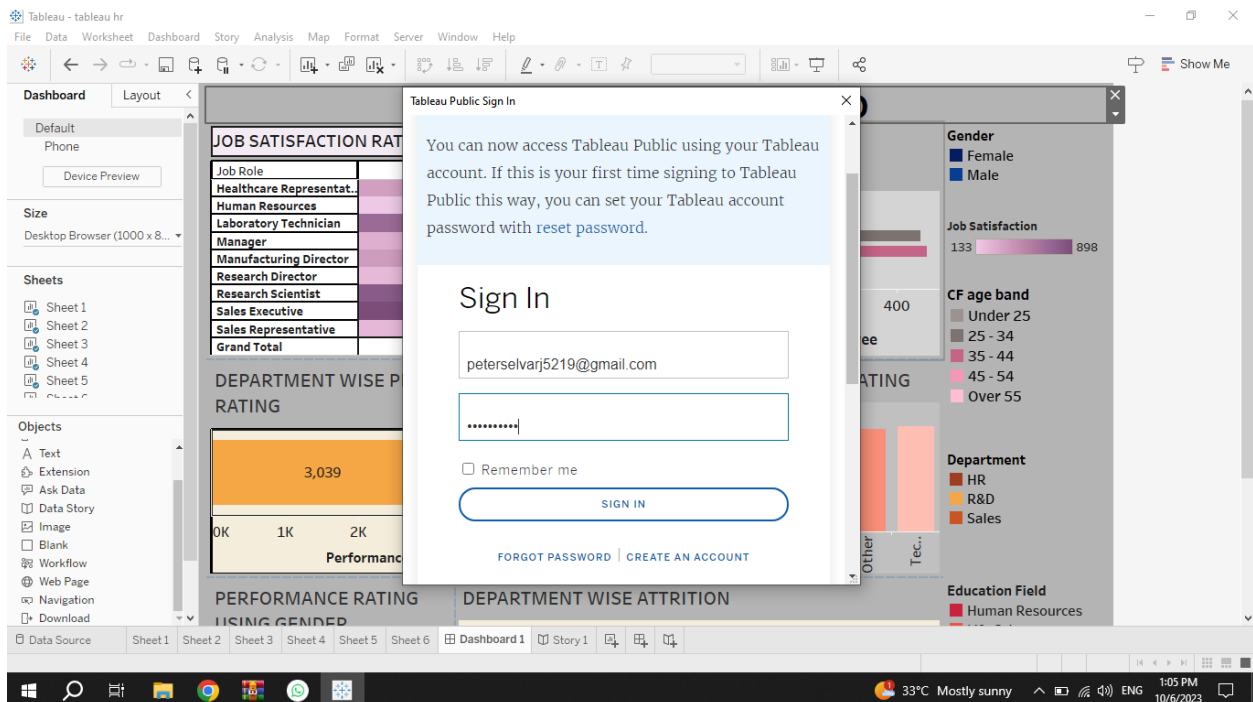
### Step 3 :

Give the server address of your tableau public account and click on connect.



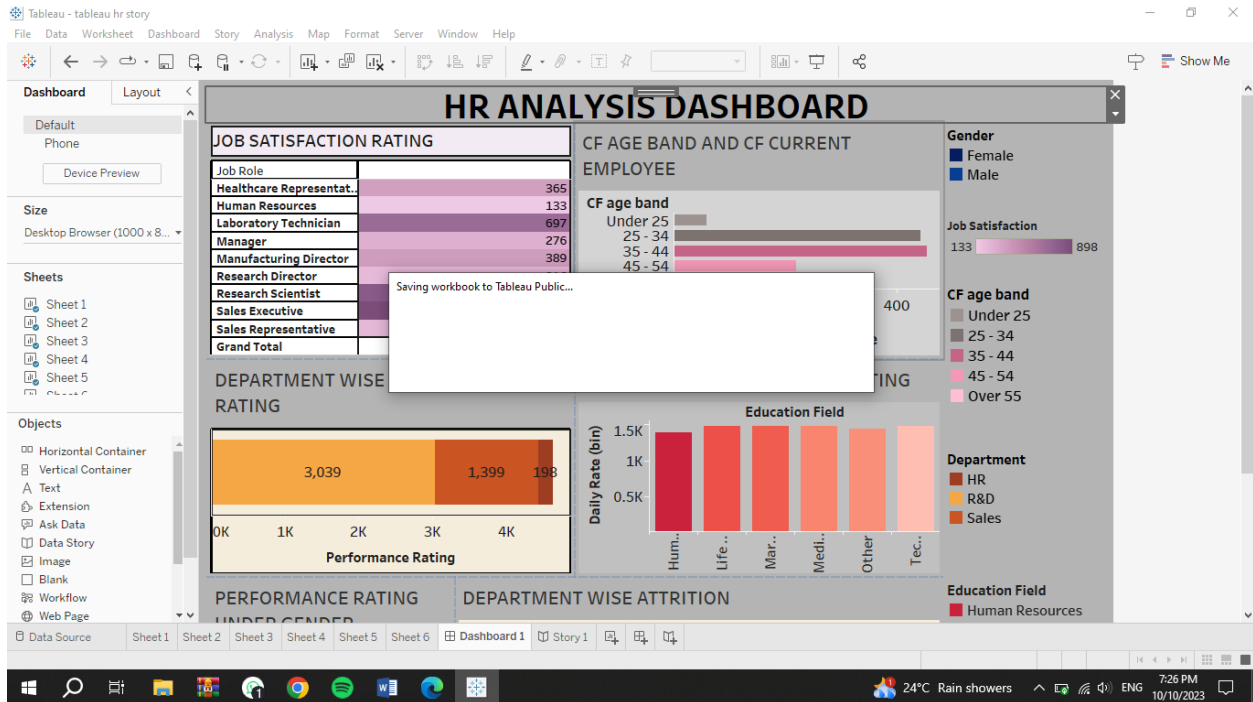
### Step 4:

In the "Tableau Public Sign In" window, enter your Tableau Public account credentials and click sign in



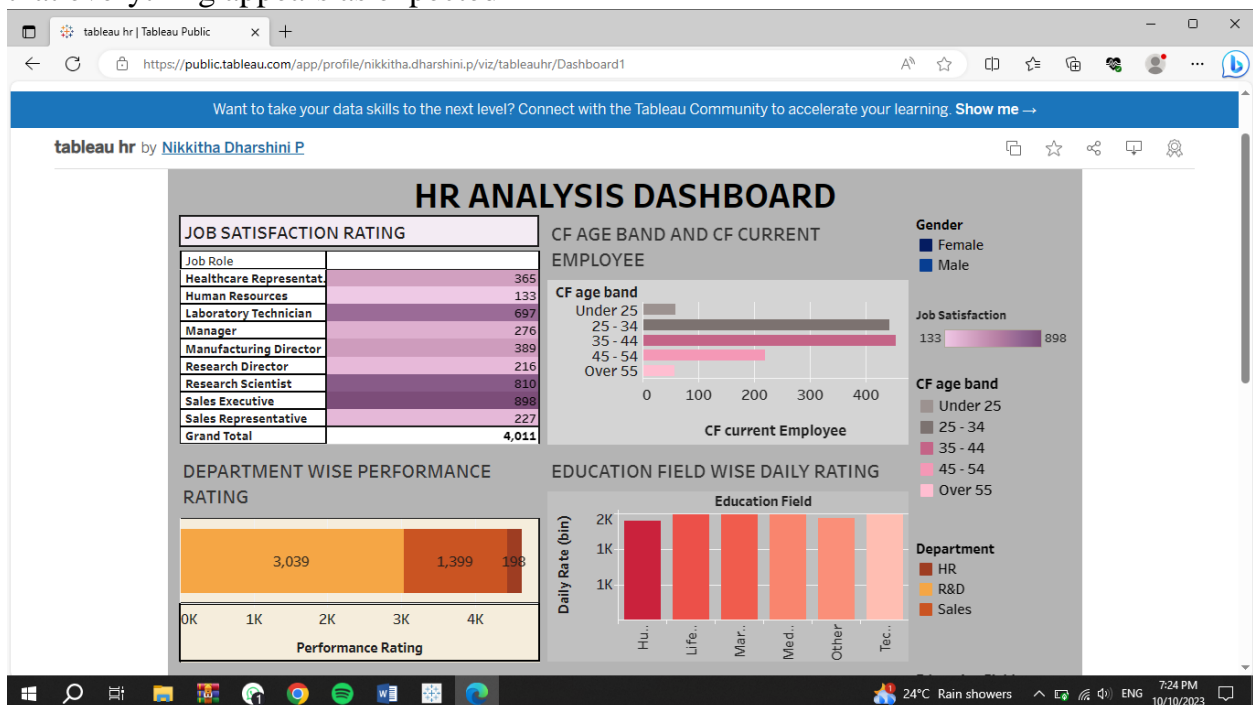
## Step 5:

Click on the "Save" button to start the publishing process. Tableau Desktop will upload your workbook to Tableau Public.



## Step 6:

Once the upload is complete, a browser window will automatically open, displaying your published workbook on Tableau Public. Review the workbook to ensure that everything appears as expected.



#### **4. Advantages & disadvantages of the balanced scorecard :**

- Brings structure to business strategy.
- Makes communication easier.
- Facilitates better alignment.
- Connects the individual worker to organizational goals.
- It must be tailored to the organization.
- It needs buy-in from leadership to be successful.
- It can get complicated.
- they cannot be 100 percent accurate.
- “HR scorecard” can be a misnomer because it suggests that measurement is the only expectation.
- HR scorecards usually require managers to report information, which can cause some resistance and even delays.

#### **5. Applications:**

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. Nowadays this analysis helps for a company growth to improve the marketing rate.

#### **6. Conclusions:**

Salesforce is a great platform and easy to use , powerful ,quick as well as have good community .This project showed in the above text ,what concept of cloud computing and salesforce is all about . after reading this paper easily know, that salesforce offers a conclusive concept to deliver an easy to use tableau desktop.

Software as a service using a dynamite scale free cloud computing approach and also how to make college management system using salesforce . so salesforce .com is an

excellent example for an e-commerce company ,management of information in college, universities, with mobile friendly salesforce application , these reports would be accessible anywhere ,anytime.

## **7 Future Scope :**

The project has a vast scope in future . The project can be implemented on internet in future . Project can be uploaded in near future as and when requirement for the same arises , as it is very flexible in terms of expansion. With the proposed software of database for HR and fully the clients is now able to manage and hence run the entire work in a much better , accurate and error free manner. The following re the future scope for the project . performance rating, essential of how they engage with customers and this also enable a good performance level their company to another status and also improve the company growth .



