GOVERNMENT ARTS COLLEGE(AUTONOMOUS)
COIMBATORE-641018

DEPARTMENT OF MATHEMATICS

NAAN MUDHALVAN COURSE:DATA ANALYTICS WITH TABLEAU

CLASS : 3 year   B.Sc Mathematics-SEMESTER-5

PROJECT   REPORT

(PROJECT DOCUMENTATION)

NM TEAM NUMBER: 03

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NM PROJECT TITLE: THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

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SUBMITTED TO

Smartbridge Educational Services Pvt.Ltd.

PROJECT REPORT TEMPLATE

THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

INTRODUCTION:

1.1 OVERVIEW:

The Tableau HR Scorecard: Measuring Success in Talent Management 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.

1.2 PURPOSE :

The purpose of measuring success in talent management is to track progress, make informed decisions, and ensure that talent-related goals are being achieved. It helps organizations identify areas of improvement and evaluate the effectiveness of their strategies. By measuring success, companies can optimize their talent management practices and drive better outcomes for their employees and the organization as a whole.

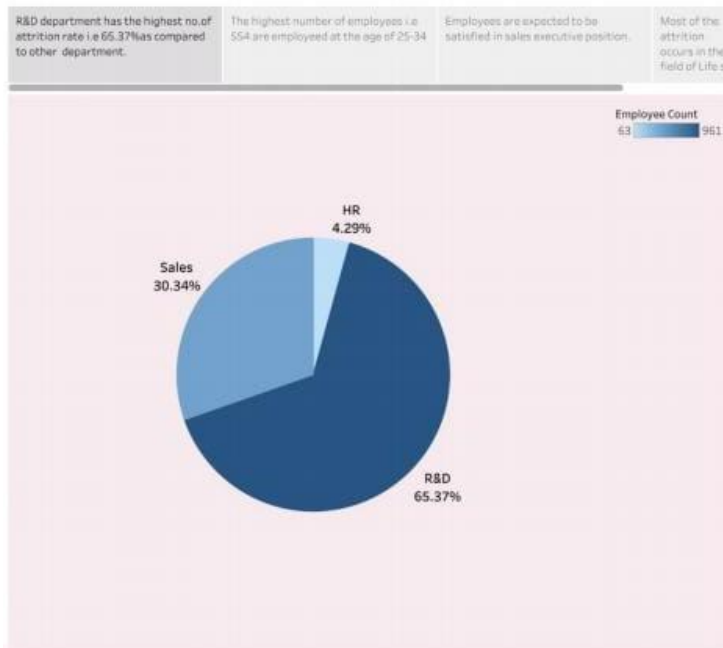# 2. PROBLEM DEFINITION AND DESIGN THINKING:
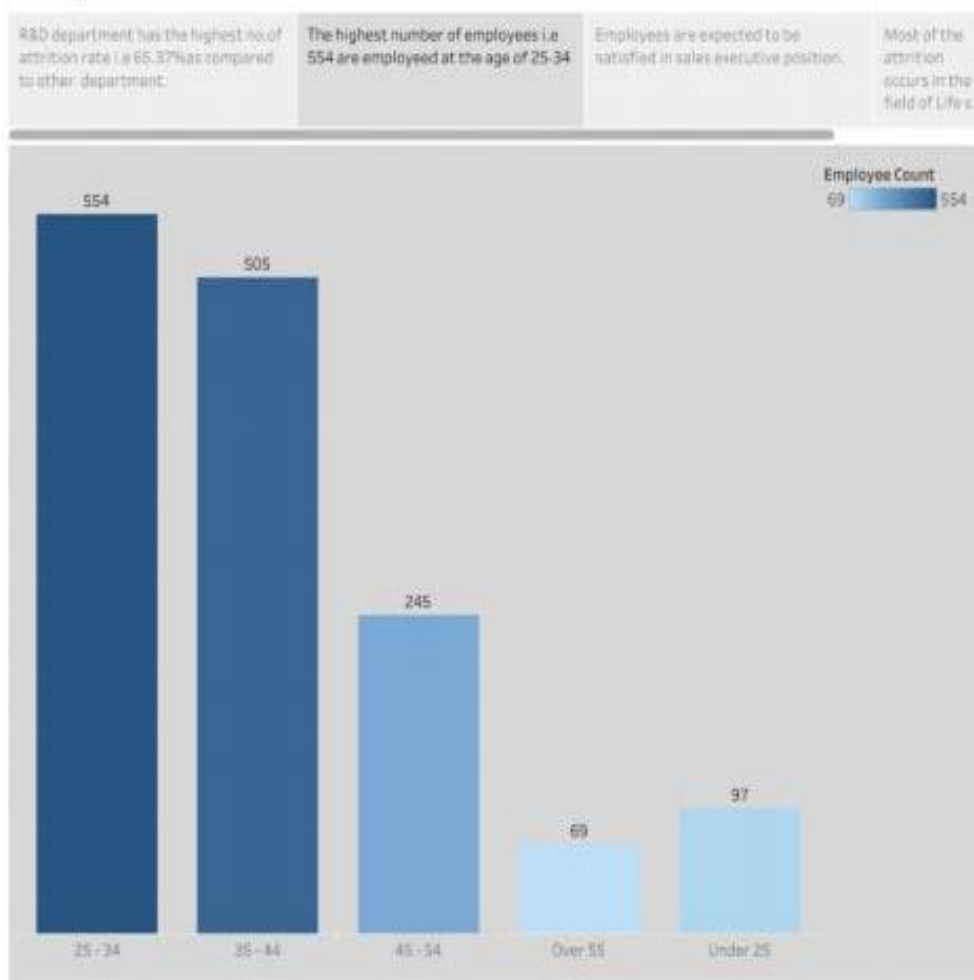## 2.1. EMPATHY MAP:
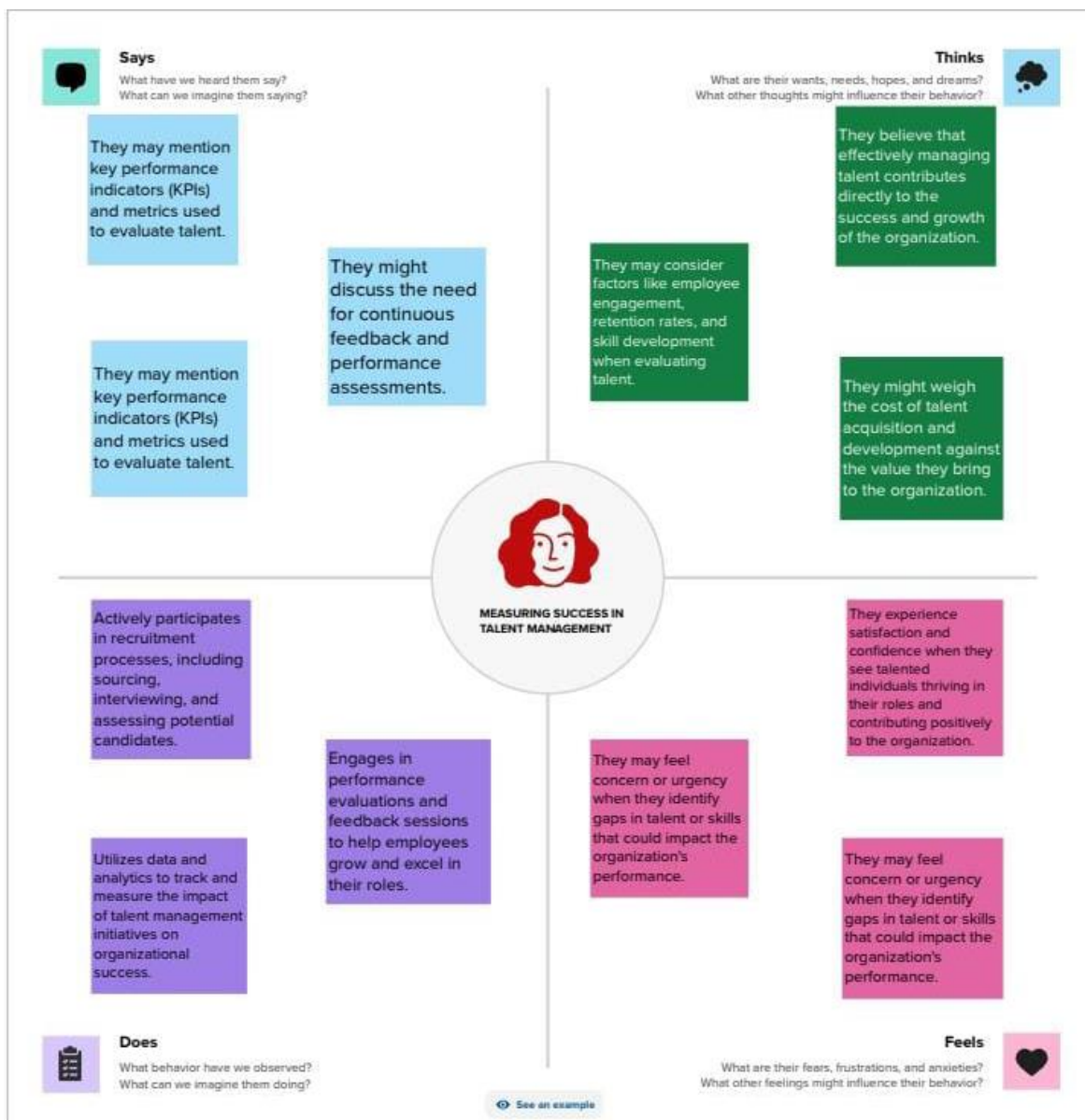
2.2.IDEATION & BRAINSTORMING MAP:
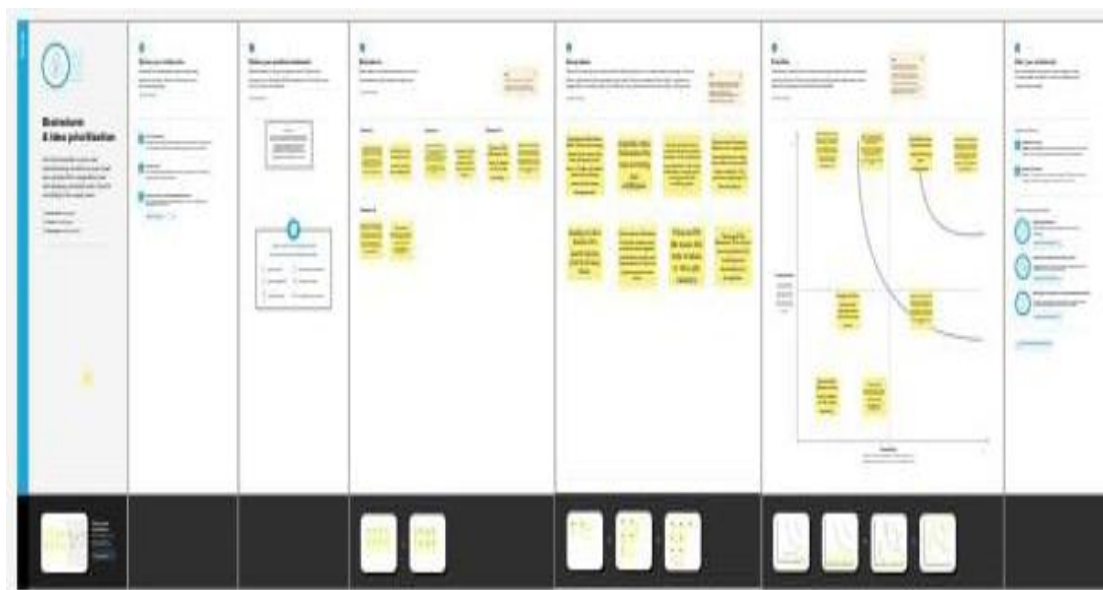
3. RESULT:

Story 1

R&D department has the highest no of.

The highest number of employees i.e 554 are employeed at the age of 25-34

Employees are expected to be satisfied in sales executive position.

Most of the attrition occurs in the field of Life sciences.

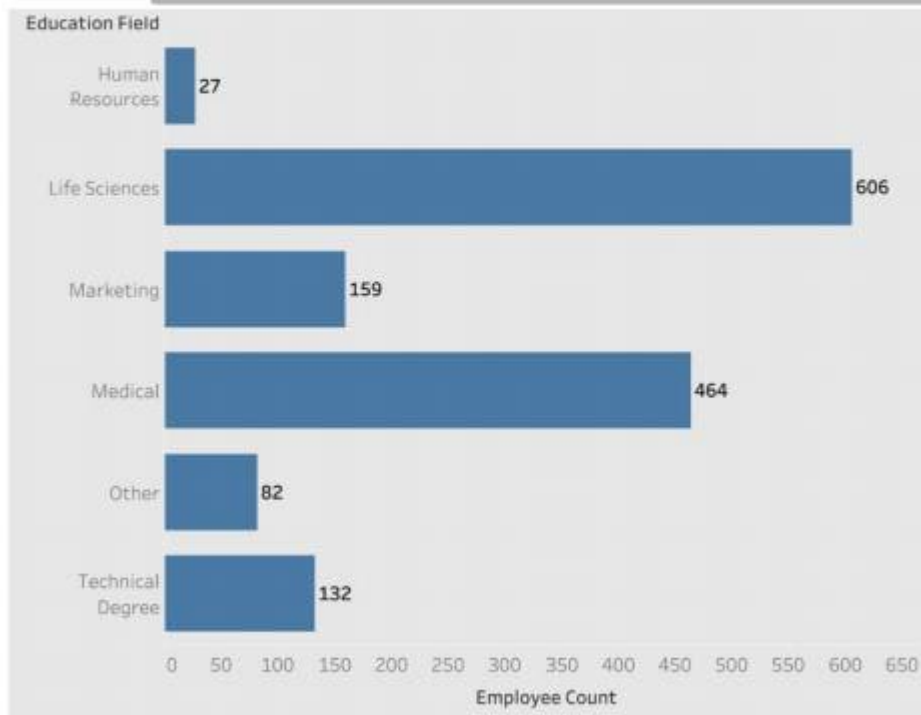| Job Role	Employee Count	Job Satisfaction
Healthcare Representative	131 131	365 131
Human Resources	52 52	133 52
Laboratory Technician	259 259	697 259
Manager	102 102	276 102
Manufacturing Director	145 145	389 145
Research Director	80 80	216 80
Research Scientist	292 292	810 292
Sales Executive	326 326	898 326
Sales Representative	83 83	227 83
Grand Total	1,470 1,470	4,011 1,470

Story 1

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Most of the attrition occurs in the field of Life sciences.

Education Field

Horizontal bar chart of Employee Count by Education Field:
- Human Resources: 27
- Life Sciences: 606
- Marketing: 159
- Medical: 464
- Other: 82
- Technical Degree: 132

Employee Count

4. ADVANTAGES AND DISADVANTAGES:

Measuring success in talent management has several advantages and disadvantages. Some advantages include:

1. Clear performance evaluation: Measuring success provides a framework for evaluating the performance of employees and the effectiveness of talent management strategies.

2. Informed decision-making: It helps organizations make data-driven decisions by providing insights into areas of improvement and identifying high-performing employees.

However, there are also some disadvantages to consider:

1. Overemphasis on metrics: Relying solely on metrics may overlook qualitative aspects of talent management, such as employee engagement and satisfaction.

2. Potential for bias: Measuring success may introduce biases if metrics are designed and implemented in an unbiased manner.

It's important to strike a balance between quantiatives and qualitative measures and ensure that the metrics used aligns with the organization's goals and values.

5.APPLICATIONS:

Measuring success in talent management has multiple benefits. It allows organizations to:

1. Identify areas for improvement: By measuring success, organizations can identify gaps in talent management processes and implement targeted improvements.

2. Make data-driven decisions: Measuring success provides valuable data and insights that enable organizations to make informed decisions about talent acquisition, development, and retention.

3. Enhance employee engagement: By tracking success metrics, organizations can identify factors that contribute to employee engagement and take actions to improve it.

4. Align talent management with business goals: Measuring success helps organizations align their talent management strategies with overall business objectives, ensuring that talent efforts are driving the desired outcomes.

5.the application of measuring success in talent management is quite practical. It helps organizations track progress, evaluate strategies, and make informed decisions. By measuring success, companies can identify areas of improvement, recognize high-performing employees, and ensure that talent-related goals are being achieved. It's a valuable tool for optimizing talent management practices and driving better outcomes for both employees and the organization.

6. CONCLUSION:

In conclusion, measuring success in talent management is crucial for organizations to identify areas for improvement, make data-driven decisions, enhance employee engagement, and align talent management with business goals. Looking ahead, the future of talent management will involve enhanced data analytics, a focus on employee development, integration of AI and automation, and an emphasis on diversity and inclusion. These trends will shape the way organizations attract, develop, and retain top talent.

7. FUTURE SCOPE:

1. Personalized employee experiences: With advancements in technology, talent management will strive to provide more personalized experiences for employees, tailoring development plans, rewards, and recognition to individual preferences and needs.

2. Agile talent management: As the business landscape continues to evolve rapidly, talent management will adopt agile practices to quickly adapt to changing needs, foster innovation, and ensure that the right talent is in the right place at the right time.