

L.R.G.GOV'T ARTS COLLEGE FOR WOMEN, TIRUPUR..

DEPARTMENT OF MATHEMATICS

Course Name: Data Analytics with Tableau

Academic Year: 2023-2024

A project report entitled as

“ THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT ”

Work done by

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Team ID: NM2023TMID01926

THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

INTRODUCTION

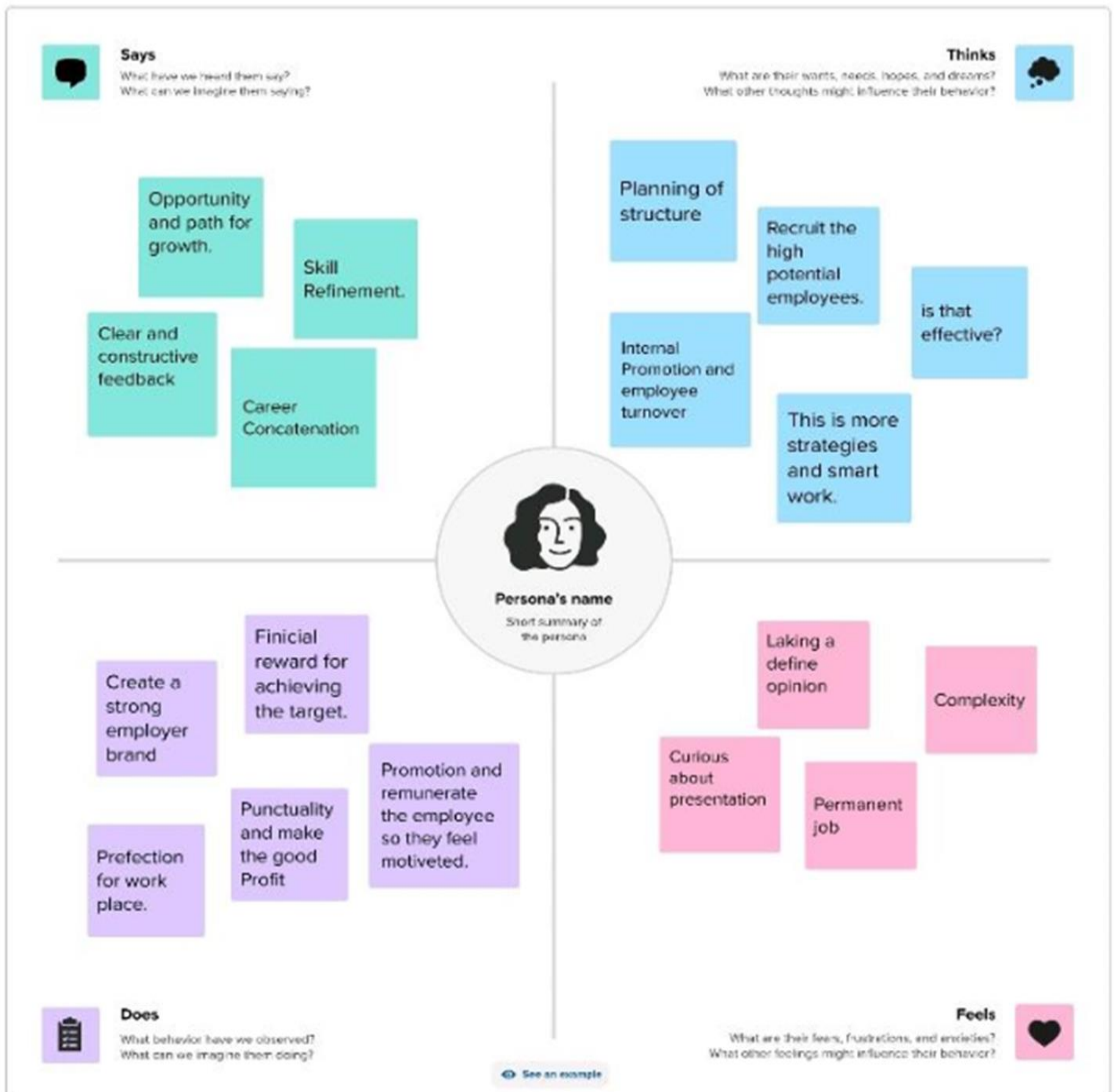
The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization. Talent management is how employers recruit and develop a workforce that is as productive as possible and likely to stay with their organization long term. When implemented strategically, this process can help improve the overall performance of the business and ensure that it remains competitive.

It provides a way for HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention. It



includes various methods and tools, which range from intuition and simple interviews to sophisticated online psychometric measures, and rigorous assessment centre simulations. At a micro level, talent measurement produces data about individuals (strengths, development needs, aspirations, and job-fit).

Empathy Map



Brainstroming mapping & Ideation

Brainstorm & idea prioritization

Use this template in your next brainstorming sessions as your team can unleash their imagination and start shaping concepts even if you're not sitting in the same room.

1. Define your problem statement

What problem are you trying to solve? Frame your problem as a well-defined statement that states the issue at hand.

2. Brainstorm

Brainstorming is a creative process that involves generating ideas and concepts. It is a key part of the innovation process.

3. Prioritize

Prioritization is the process of ranking ideas based on their potential impact and feasibility. It is a key part of the innovation process.

4. Evaluate

Evaluation is the process of assessing the viability of ideas and concepts. It is a key part of the innovation process.

Brainstorming rules

- Everyone can participate
- There are no bad ideas
- Build on each other's ideas
- Focus on quantity over quality
- Encourage wild ideas
- Stay on topic
- One idea at a time
- Keep it simple
- Be realistic
- Be open to feedback

Prioritization rules

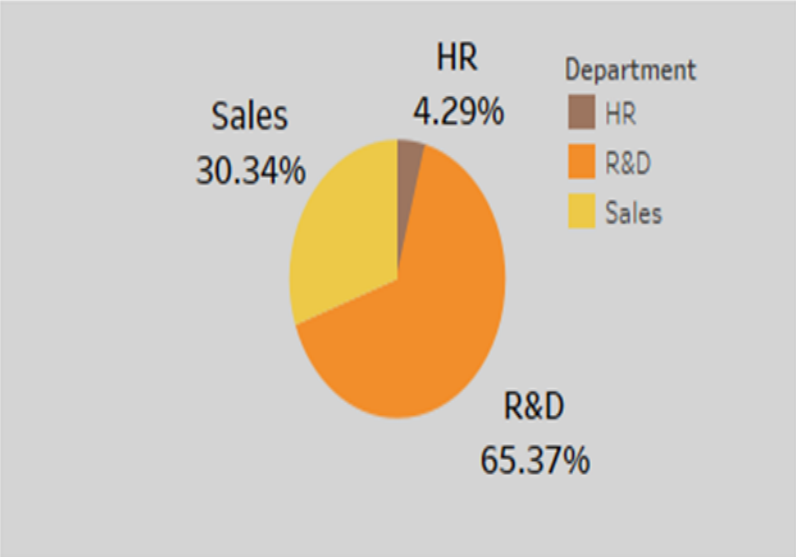
- Rank ideas based on impact and feasibility
- Focus on high-impact, low-risk ideas
- Consider the effort required to implement the idea
- Consider the potential for scalability
- Consider the potential for differentiation
- Consider the potential for sustainability
- Consider the potential for profitability
- Consider the potential for social impact
- Consider the potential for environmental impact
- Consider the potential for ethical impact

[illegible]

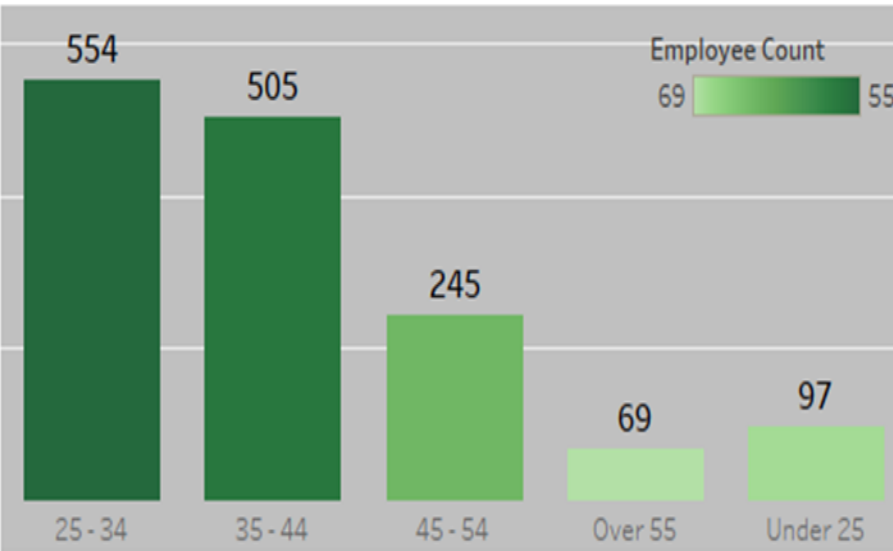
DASHBOARD

HR ANALYTICS DASHBOARD

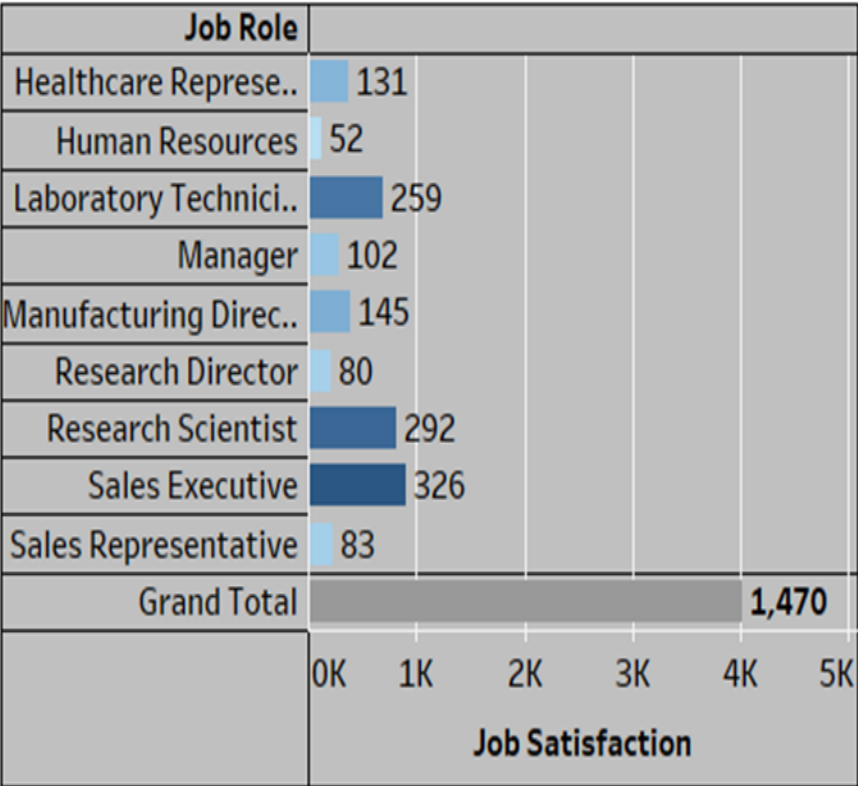
Department wise Attrition



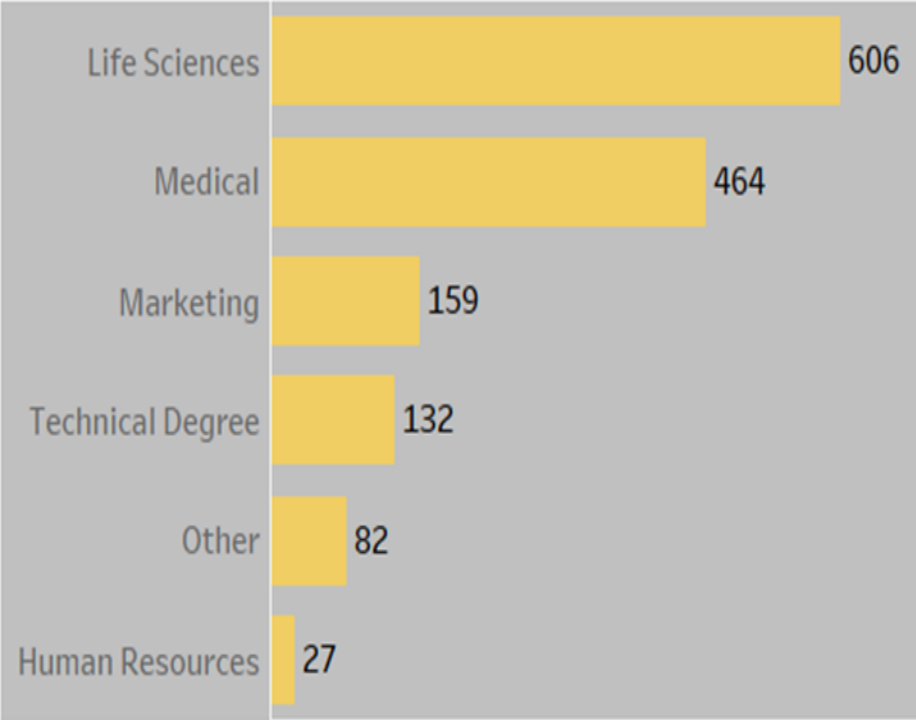
No.of employees by Age Group



Job satisfaction Rating



Education Field wise Attrition



STORY

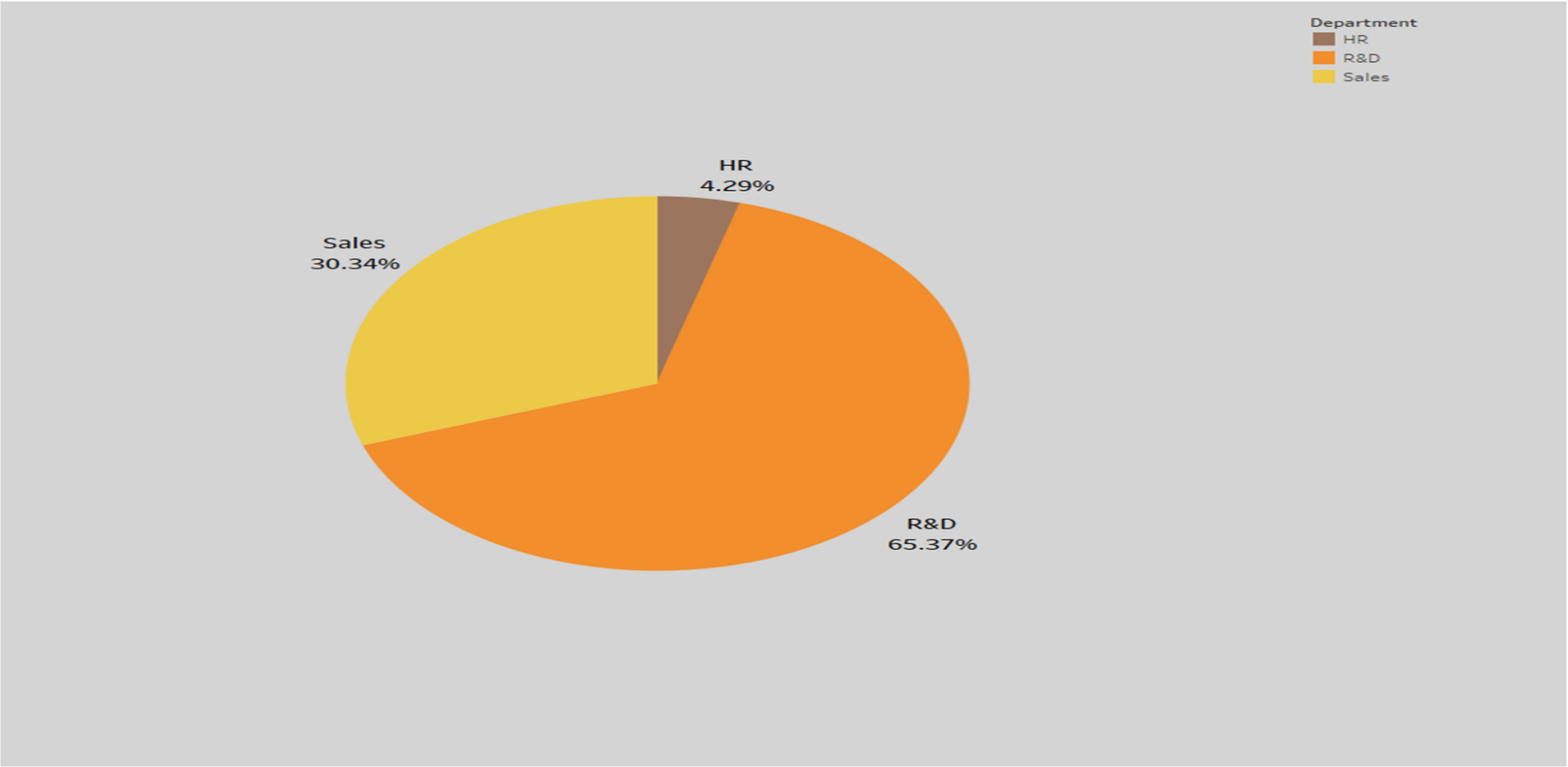
Story 1

R&D department has the highest no.of attrition rate i.e.56.12% as compared to other departments.

The highest no.of employees i.e. are employed at the age of 33.

Employees are expected to be satisfied in Sales Executive position.

Most of the attrition occurs in the field Life Sciences.



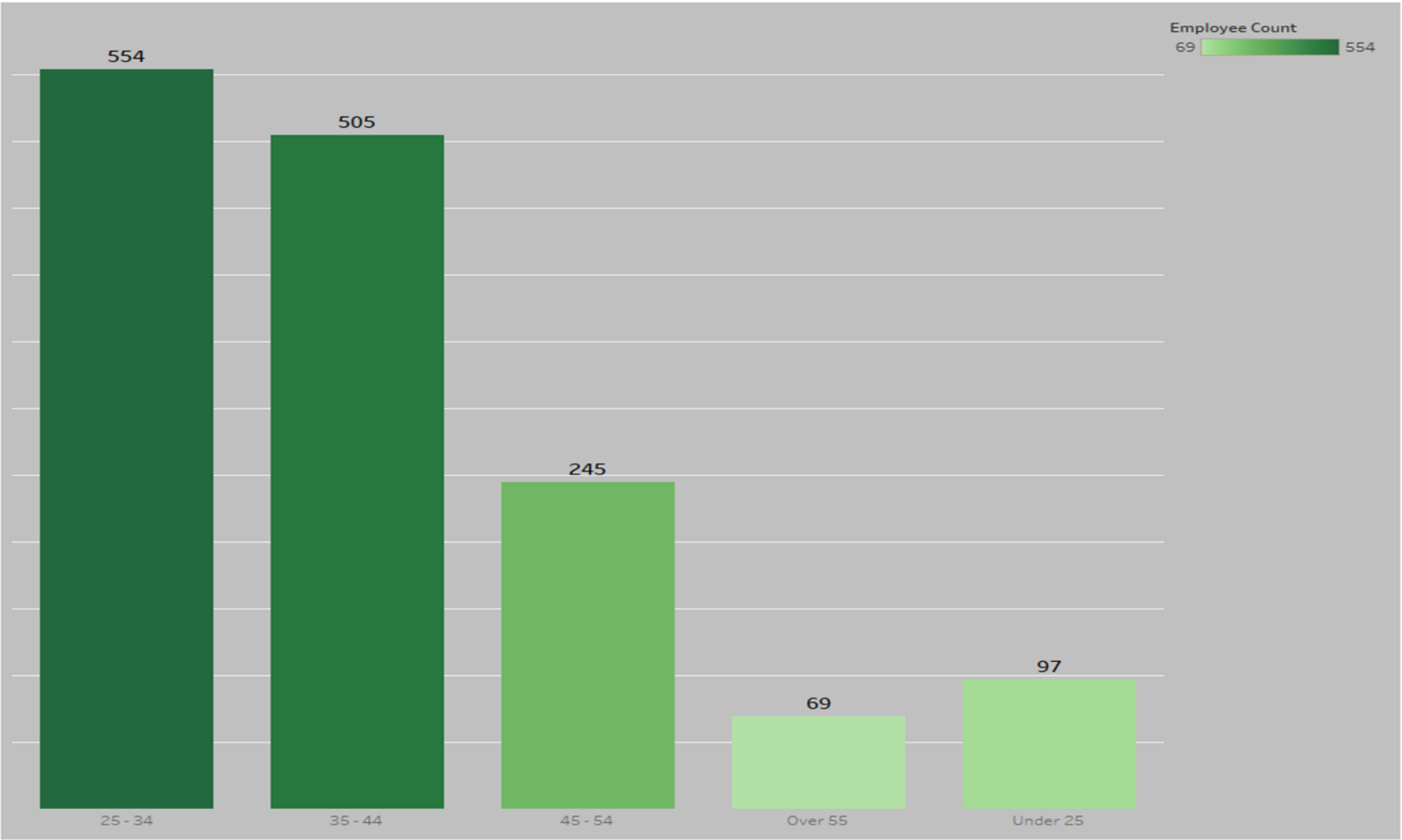
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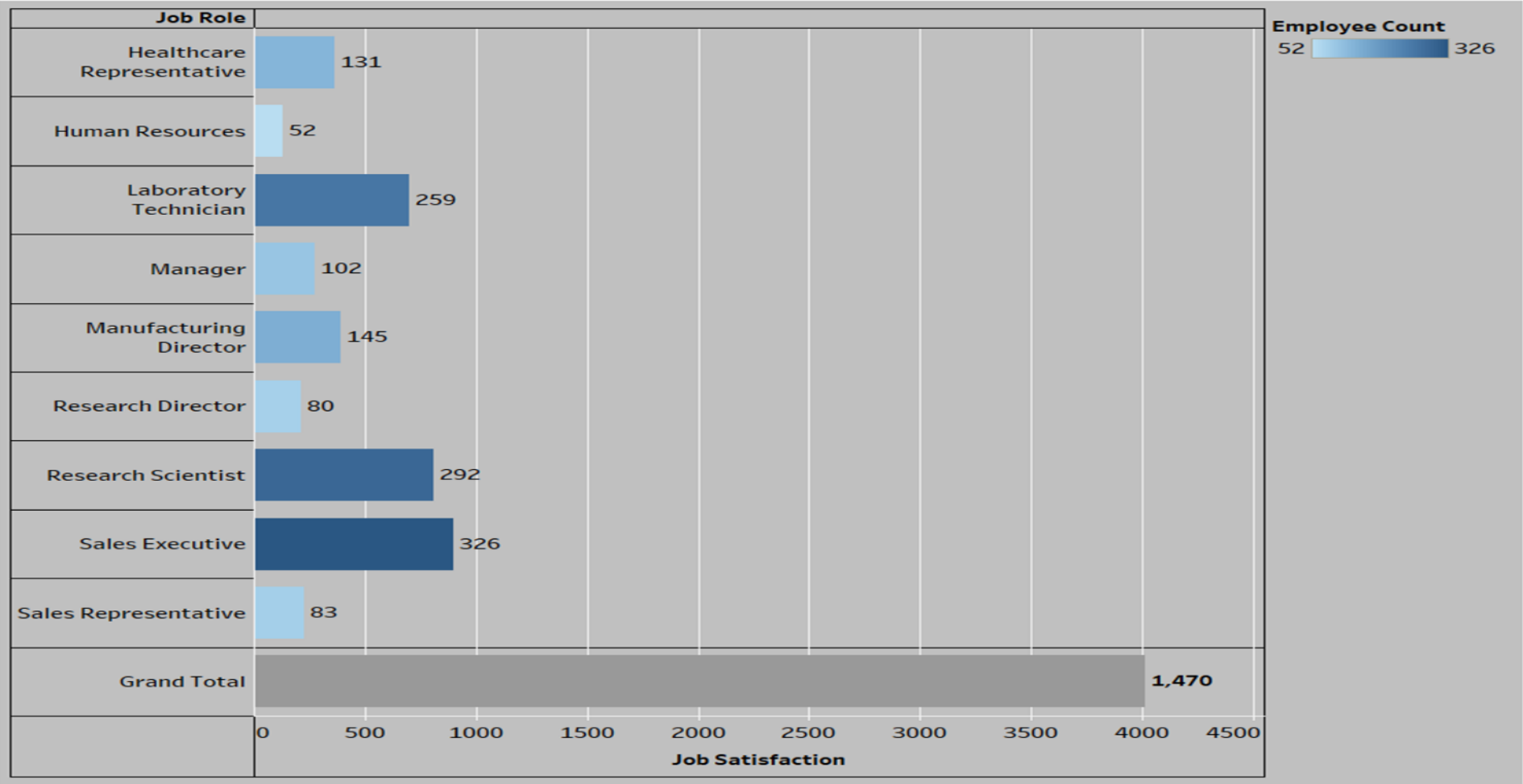
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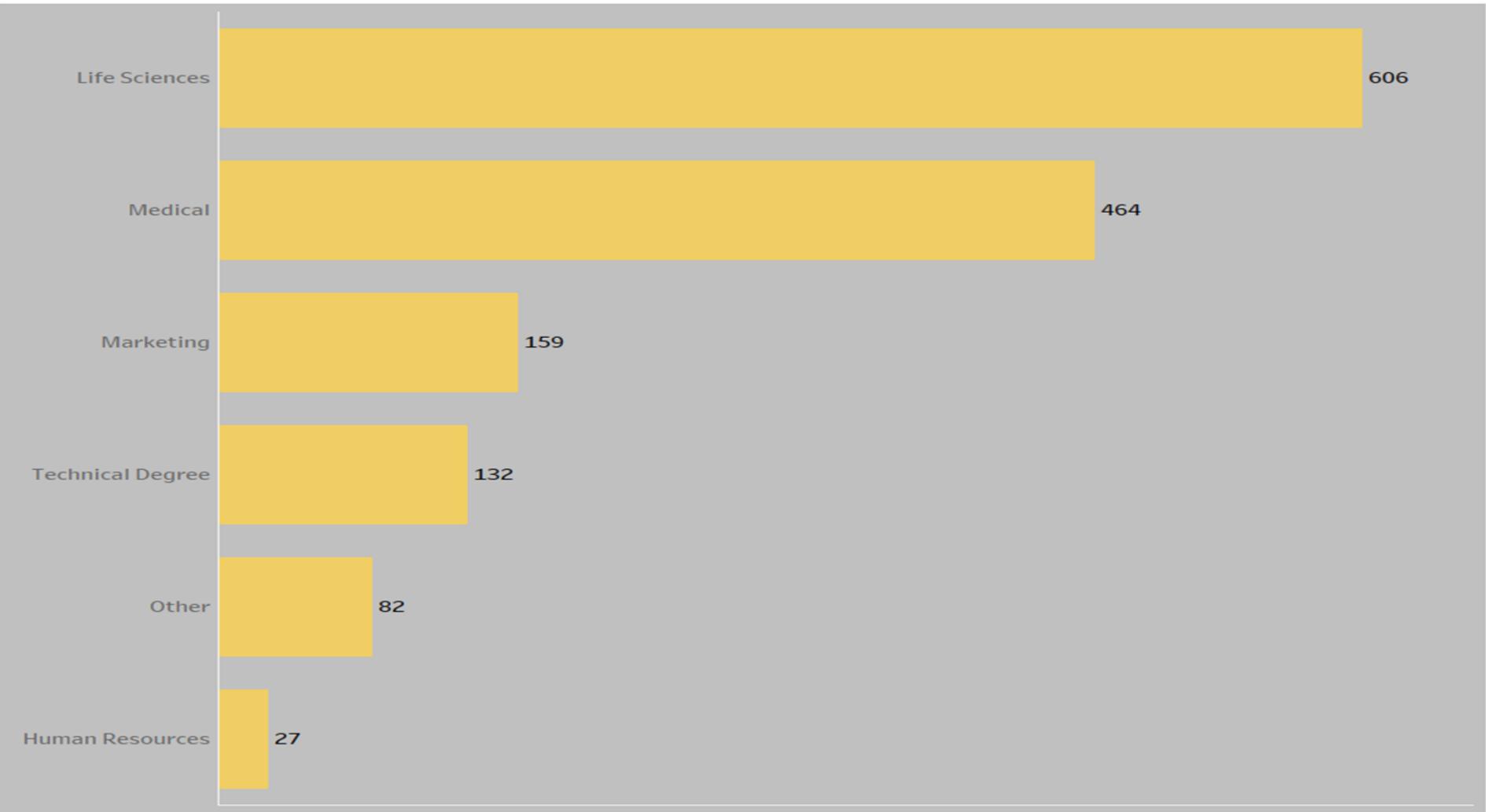
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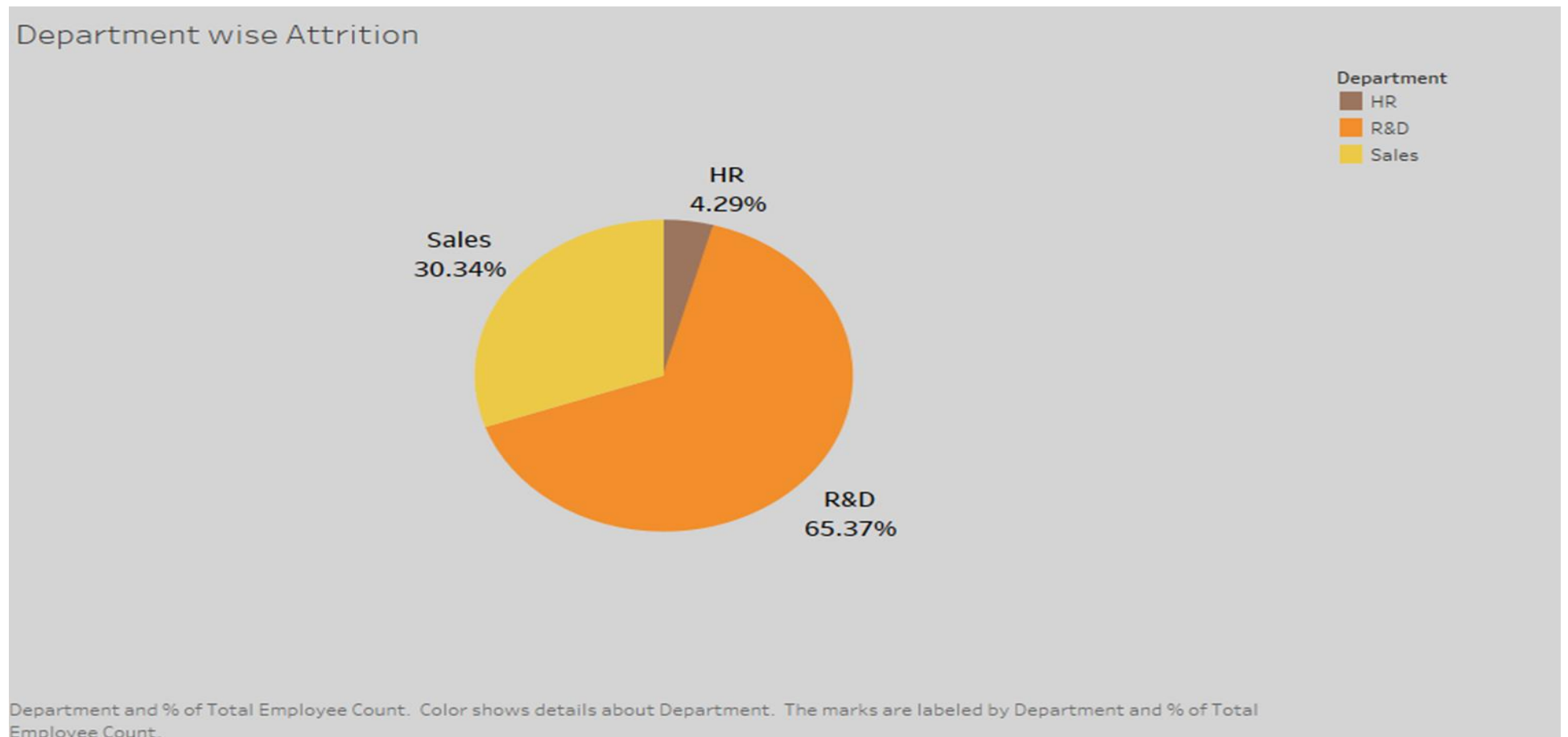
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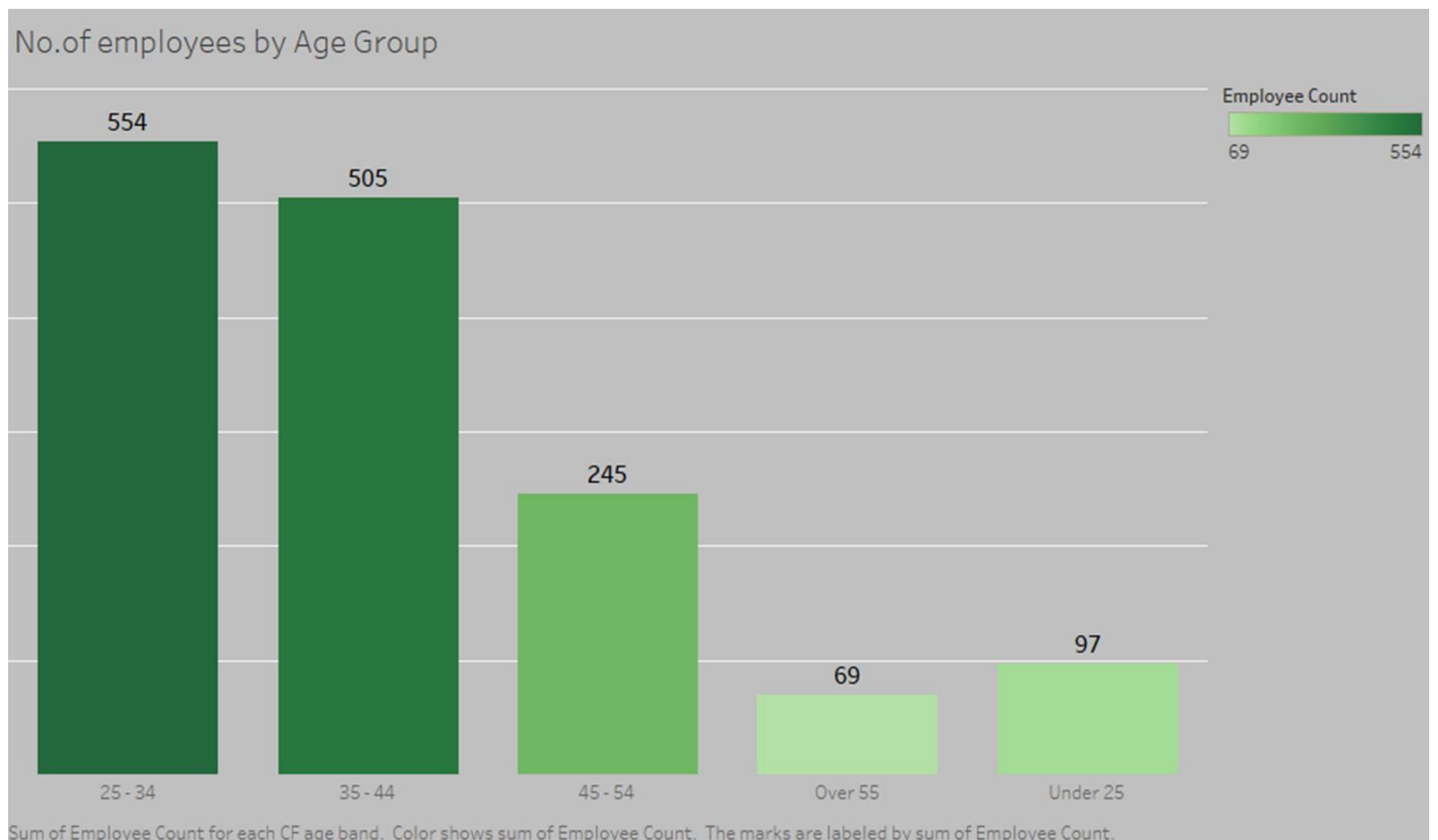


DATA VISUALIZATION

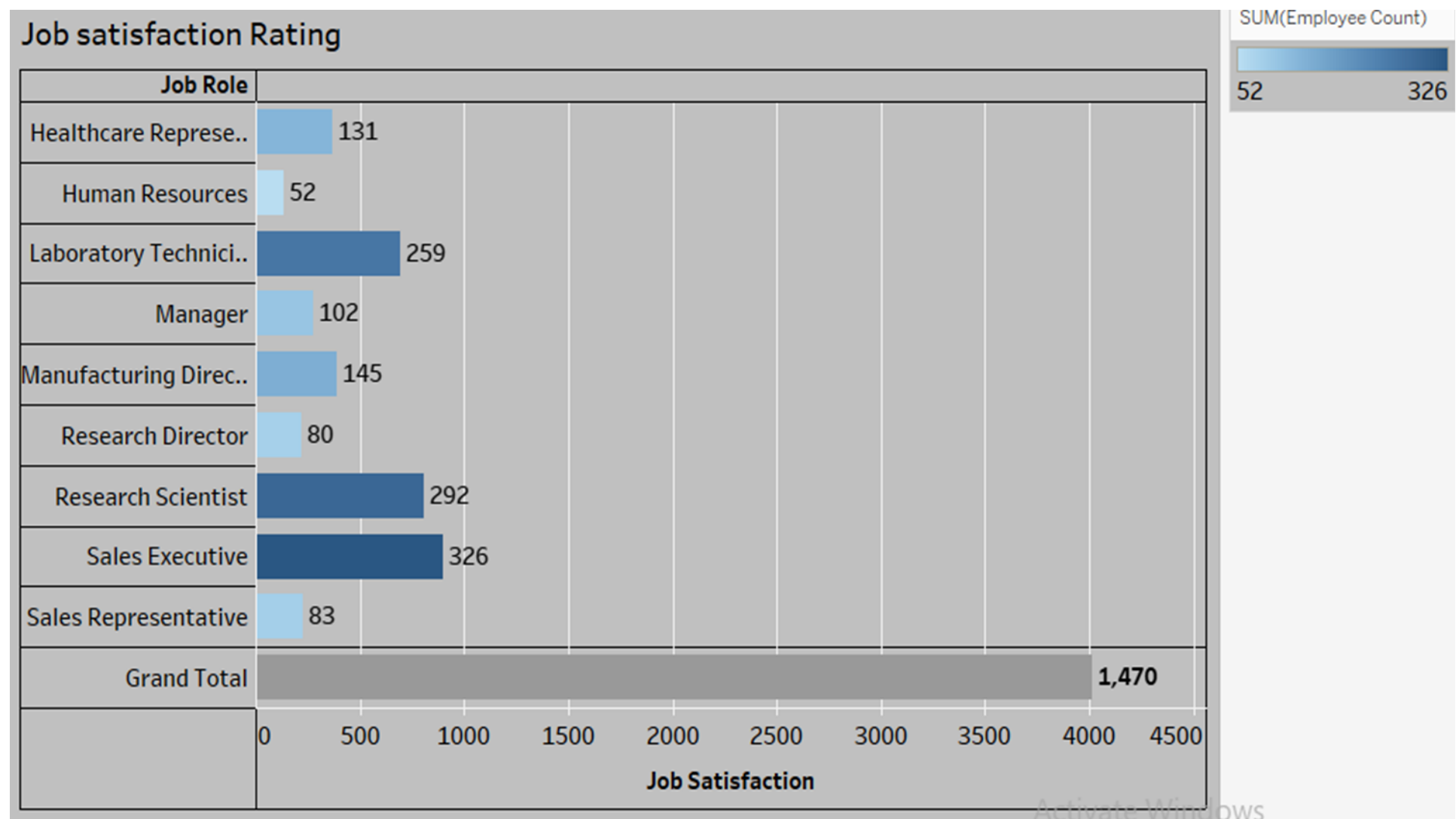
1.Department wise Attrition



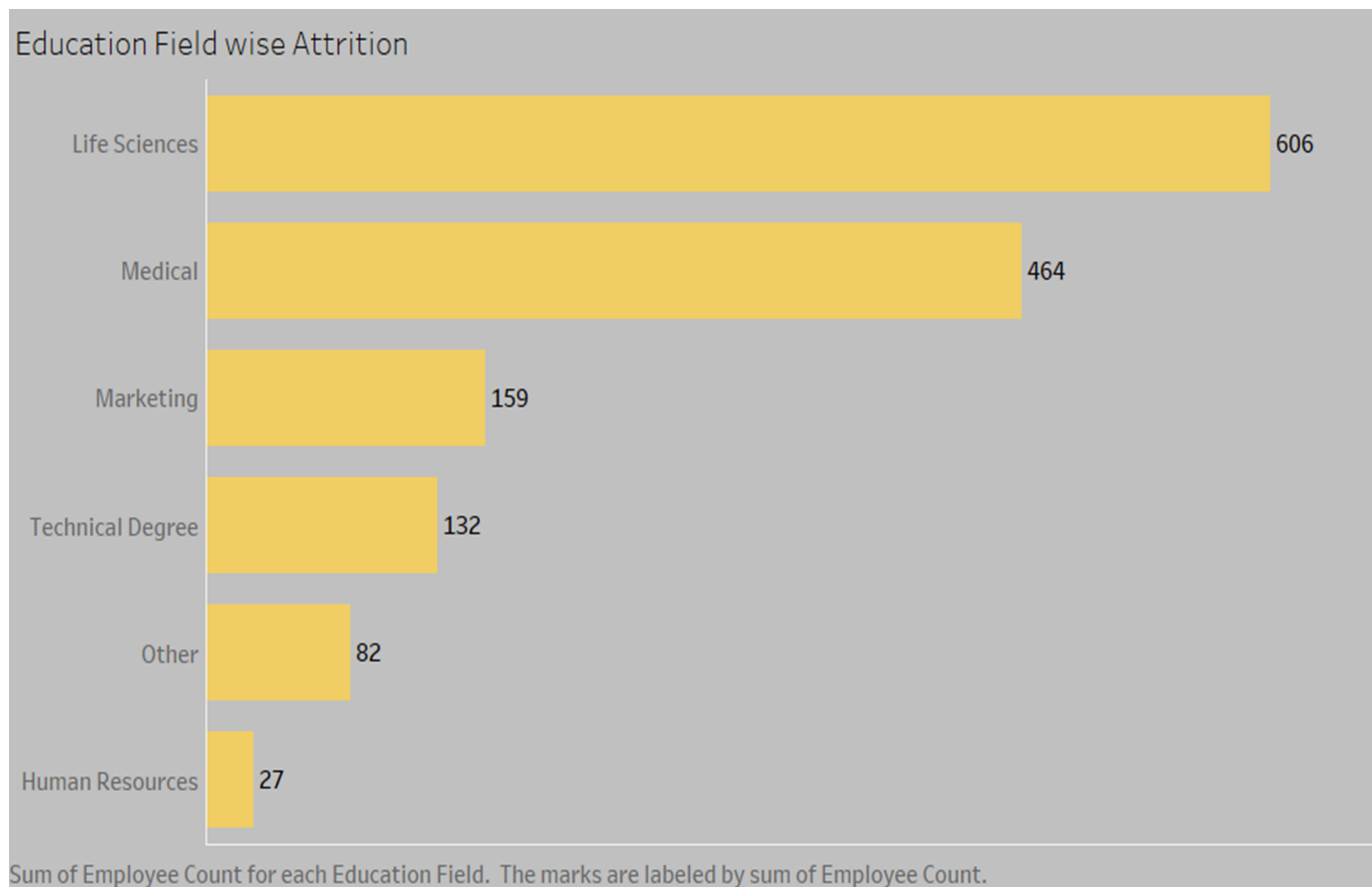
2.No.of employees by Age Group



3.Job satisfaction Rating



4.Education Field wise Attrition



ADVANTAGES & DIS ADVANTAGES

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.



- Connecting and sharing data.the right talent management systems can integrate and align core HR processes.

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 management is, it can contribute in raising the conflicts between HR and management by not reaching to proper agreement or consensus.
- Poor communication of the version.
- Ineffective leadership.
- Lack of career development and engagement.

APPLICATION OF TALENT MANAGEMENT

1. Deel — Best for managing global talent in over 150 countries
2. TalentReef — Best for sourcing, screening, and onboarding top talent
3. Trakstar — Best talent management software for identifying high performers
4. Lattice — Best for performance management & 360-degree feedback
5. PerformYard — Best for linking talent management and performance management processes
6. ClearCompany — Best talent management software for analytics covering the full employee lifecycle
7. Peoplebox — Best talent management software for feature-rich OKR-centric performance management
8. Paycor — Best for recruitment, learning, and compensation management in one
9. Remofirst — Best for managing global and remote workforces
10. Cegid — Best talent management software for collaborative recruitment

CONCLUSION

Talent management in an organization aims at ensuring employee recruitment, training and development, performance reviews and their compensation. Working towards enhancing a good talent management system in the organization ensures these components of human resource contribute to the success of the organization.

The advantages that the components bring to the organization also outweigh the disadvantages considering organizations benefit from these approaches. These ensure the organization attracts highly qualified employees and finds it easy to retain them and hence improving their human resource element.

Talent management enhances reviews that prove vital in developing employees. They reveal employee weaknesses and result in the development of training needs and programs that will improve the skills of the employees hence maintaining their talents.

Employee talents also develop and change with changes in the organization needs hence increasing and improving their ability to execute their roles.

Therefore, the application of talent management proves an ideal approach in employee development and improving the performance of each personnel.

FUTURE SCOPE FOR TALENT MANAGEMENT

ESTABLISHING HEADQUARTERS AND OFFICE-BASED SKILLS :

The origins of talent management can be traced back to the Industrial Revolution when labor moved into factories and administrative support became necessary. This resulted in the creation of headquarters and a need for new skills.

PREDICTABLE LEADERSHIP DEVELOPMENT:

As external talent pools started depleting, the focus of talent management shifted towards talent development. Organizations started implementing plans to build sustainable talent pools for the future, reducing the reliance on external hires for senior positions.

SKILLS SHORTAGE AND FIRE FIGHTING:

In the past decade, work, workforces, and workplaces have been disrupted, but talent management has not kept up with these changes. Most organizations are stuck in a “war for talent” mindset, even though the challenges they face have evolved. Instead of proactive planning, talent management has become a reactionary response to skills shortages. Short-term tactics are used instead of long-term planning, and talent pooling and succession planning are only used to fill gaps. This fragmented approach leads to reactive measures and firefighting to deal with economic and organizational pressures.

APPENDIX

Githup Link:

<https://github.com/bru07A0091/NM2023TMD01926>

Dashboard:

https://drive.google.com/file/d/1xZ9msknTL2jY_-VR3nEqFk4Olqh3-blT/view?usp=share_link

Story:

https://drive.google.com/file/d/1lUp6pQevtgRPE0NIfpNBzNEUQkufEF8/view?usp=share_link

Visualisation 1

https://drive.google.com/file/d/1i6VArLUEJjHqEFQ0QElgSqZs5Wf0lc/view?usp=share_link

Visualisation 2

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Visualisation 3

https://drive.google.com/file/d/1xX3HJ7rMstuM5tf9VcSsVRH_zoeSdxr/view?usp=share_link

Visualisation 4

https://drive.google.com/file/d/1_gyPwshFzAARl6M06CZWstF_seXBLL/view?usp=share_link