MEASURING SUCCESS IN TALENT MANAGEMENT

PROJECT SUBMITTED BY

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PROJECT BASED EXPERIENTIAL LEARNING PROGRAM

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.

The HR Scorecard consists of four main perspectives:

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.
4. **Learning and Growth Perspective:** This perspective evaluates the organization's investment in employee development and its ability to innovate and adapt to changing business needs. It includes KPIs such as employee skills and competencies, employee retention, and the percentage of employees who receive regular training and development.

Technical Architecture:

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:

To accomplish this, we have to complete all the activities listed below:

Define Problem / Problem Understanding

- Specify the business problem
- Business requirements
- Literature Survey
- Social or Business Impact.

Data Collection & Extraction

- Collect the dataset
- Connect Dataset with Tableau

Data Preparation

- Prepare the Data for Visualization

Data Visualizations

- No of Unique Visualizations

Dashboard

- Responsive and Design of Dashboard

Story

- No of Scenes of Story

Performance Testing

- Utilization of Data Filters
- No of Calculation Fields
- No of Visualizations/ Graphs

Publishing

- Publishing Dashboard and Story to Tableau Public

Project Demonstration & Documentation

- Record explanation Video for project end to end solution
- Project Documentation-Step by step project development procedure

Milestone 1: Define Problem / Problem Understanding

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

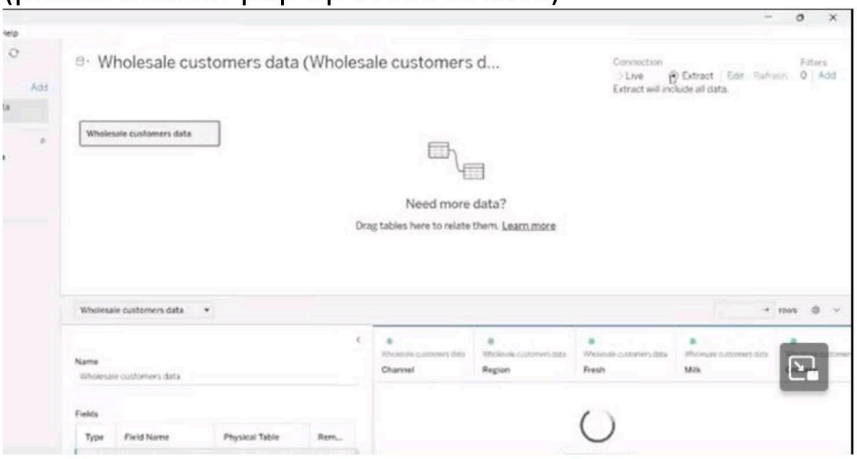
1. KPI
2. Department wise Attrition
3. No. of employees by Age Group
4. Job Satisfaction Rating
5. Education Field wise Attrition
6. Attrition Rate by Gender for different age group

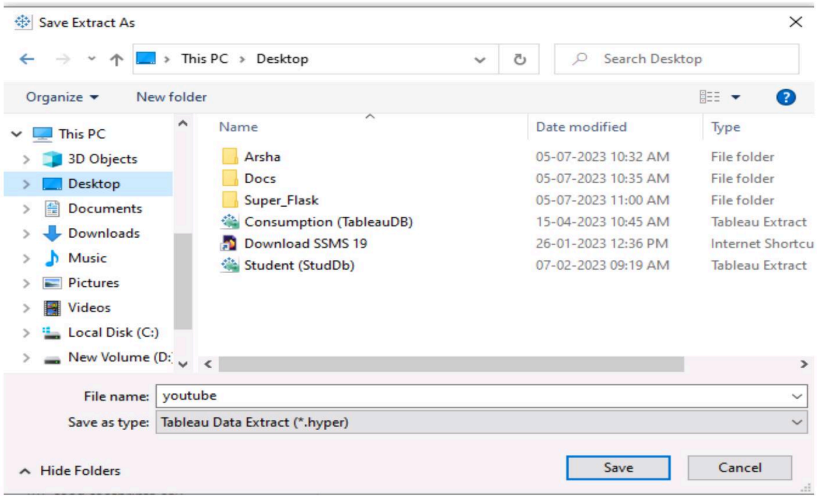
Milestone 8: Publishing

Publishing helps us to track and monitor key performance metrics, to communicate results and progress. help a publisher stay informed, make better decisions, and communicate their performance to others.

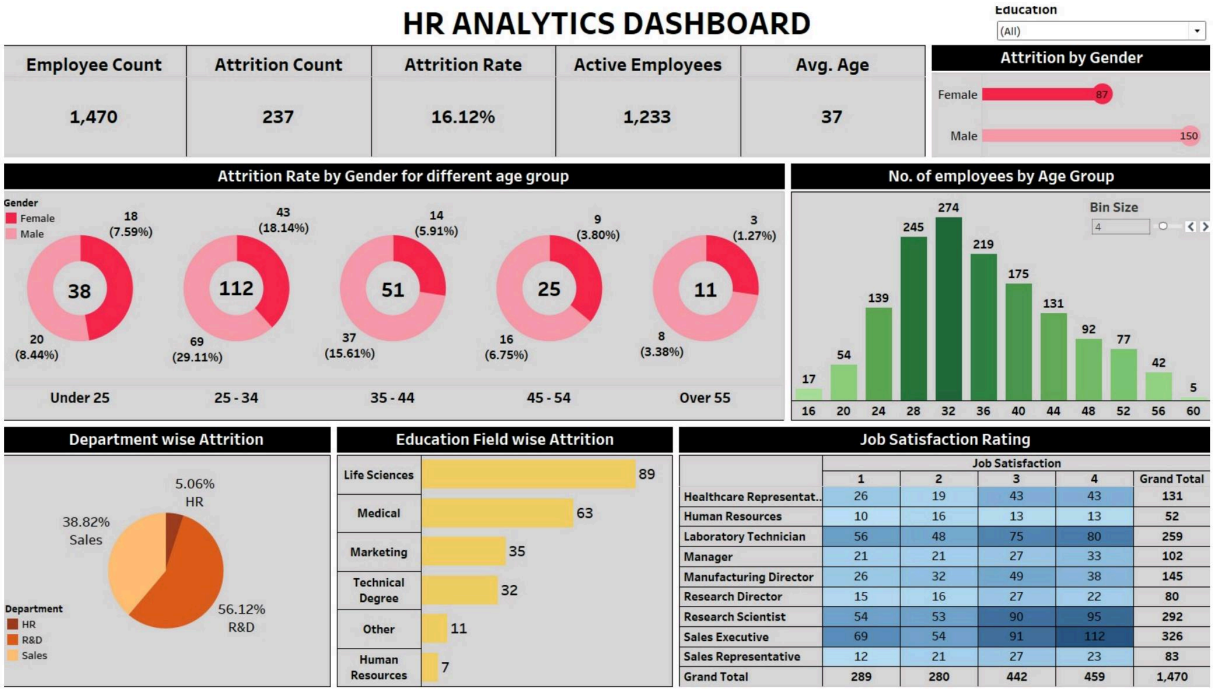
Publishing dashboard and reports to tableau public:

Step 1 Go to data Source and Select Extract so that .hyper extension files are created and save it at your desktop.
(please wait for pop up of file to save)





Step 2: Go to Dashboard/story, click on share button on the top ribbon



	Job Satisfaction				
	1	2	3	4	Grand Total
Healthcare Representat..	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Technician	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Director	26	32	49	38	145
Research Director	15	16	27	22	80
Research Scientist	54	53	90	95	292
Sales Executive	69	54	91	112	326
Sales Representative	12	21	27	23	83
Grand Total	289	280	442	459	1,470

Milestone 6: Story

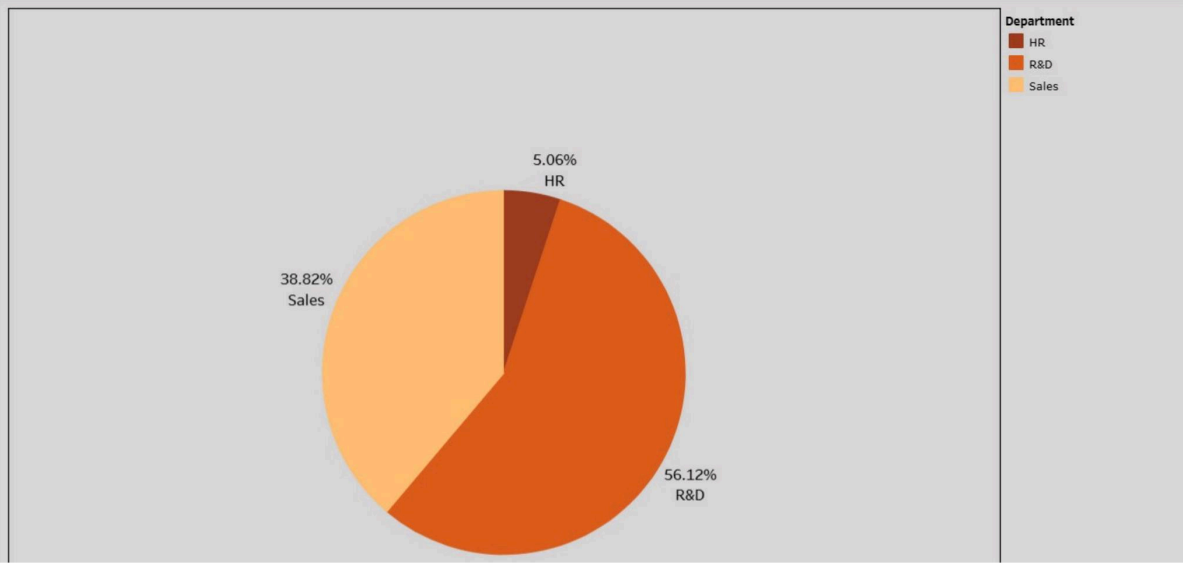
HR Analytics Storyline

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.

Employess are expected to be satisfied in Sales Executive position.

Most of the attrition occurs in the field Life Sciences.



Says

We have to get more success when we are managing Talent

Without talent management we cannot able to achieve success

We should analysis the talent and assign right place

Thinks

Always we should motivate positive ways to good directions...

We should understand those person's needs and requirements..

We can also measure indicators of engagement and satisfaction..

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Measuring Success in Talent Management

Does

Time to fill. While its usually not a good idea to rush the hiring process to fill needed positions may be a clue improvement is needed

Focus on community involvement working with community groups and community leaders

A work environment that is relaxed friendly and welcoming in tone

Feels

we can use surveys ,feedback intervews, or focus groups to asses how our employees feel about their work

Ther are high levels of employee engagement whereby employees feel involved and empowered to make decitions

Clear chain of commend for redress when supervisor are not satisfied with supervision outcomes

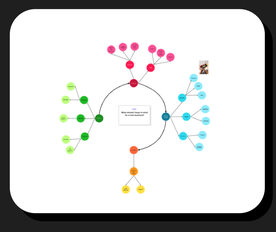
See an example

Template

Mind map brainstorm

Quickly output ideas and patterns into a structured diagram. Our mind map brainstorming template will help you create new connections with your team.

Share template feedback



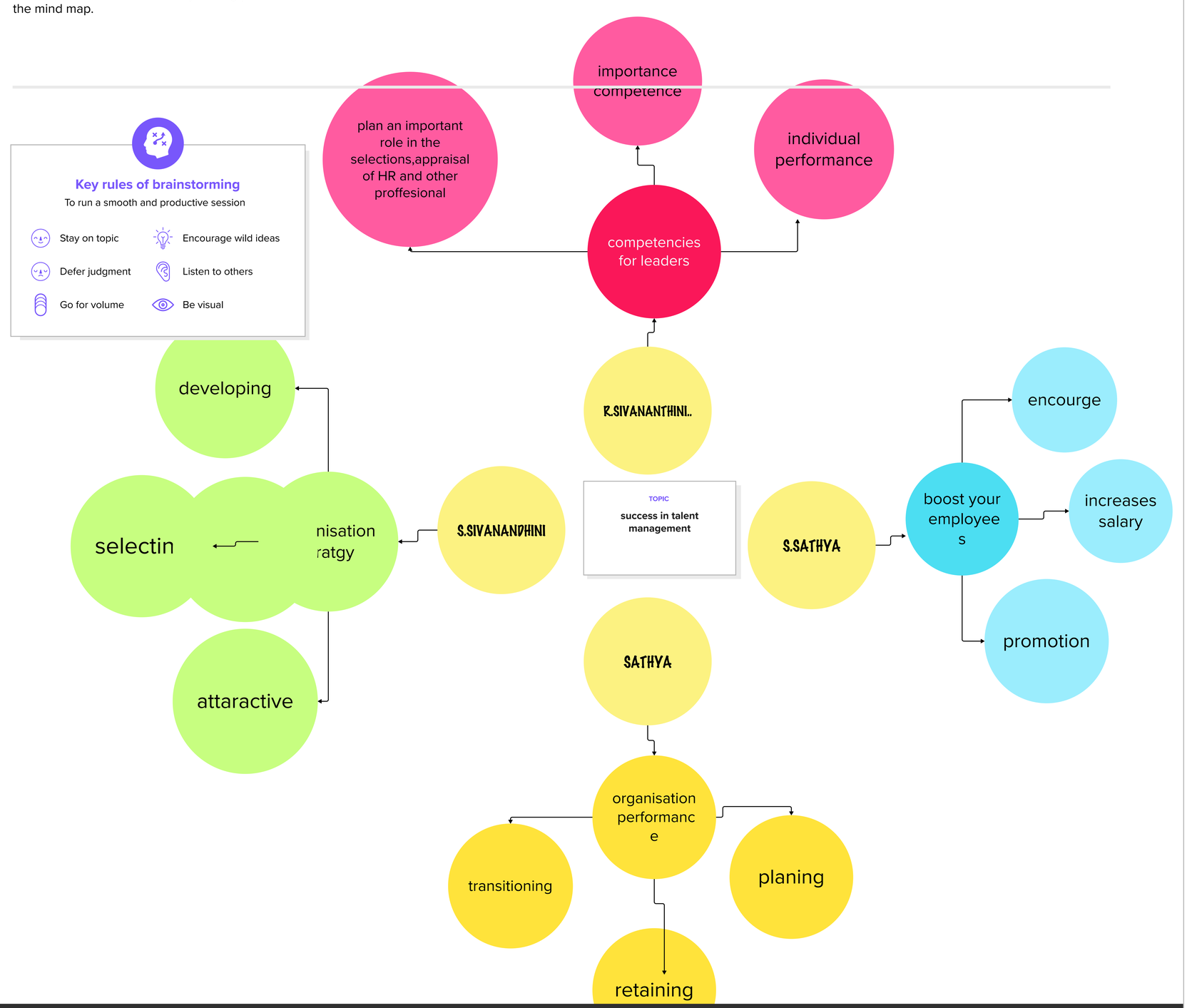
Need some inspiration?

See a finished version of this template to kickstart your work.

Open example

Brainstorm ideas

Add the challenge as a question to the center of your mind map, and work individually adding your ideas to the mind map.



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.

3. **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.