

# WELCOME

SUBMITTED BY,  
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# 1. INTRODUCTION

## ➤ 1.1 OVERVIEW

- ❖ Talent management is defined as the methodically organized, strategic process of getting the right talent onboard and helping them grow to their optimal capabilities keeping organizational objectives in mind.
- ❖ Talent management practices have evolved over the years to cater to people-specific trends much like all other aspects of work, and have changed in fast strides over the last few years.
- ❖ Strategic talent management is a necessity in today's hyper-change environment.
- ❖ Global trends in talent and human capital management have led to a renaissance of the work-worker-workplace equation.
- ❖ Under the umbrella of talent management, there are a string of elements and sub-processes that need to work in unison to ensure the success of the organization.
- ❖ Effective talent management focuses on a collective transformation and evolution of the organization through the growth of individual employees.
- ❖ Talent management is the full scope of HR processes to attract, onboard, develop, motivate, and retain high-performing employees.
- ❖ Talent management is aimed at improving business performance through practices that make employees more productive.
- ❖ Talent management is an important aspect of broader human capital management (HCM) initiatives.

## ►1.2 PURPOSE

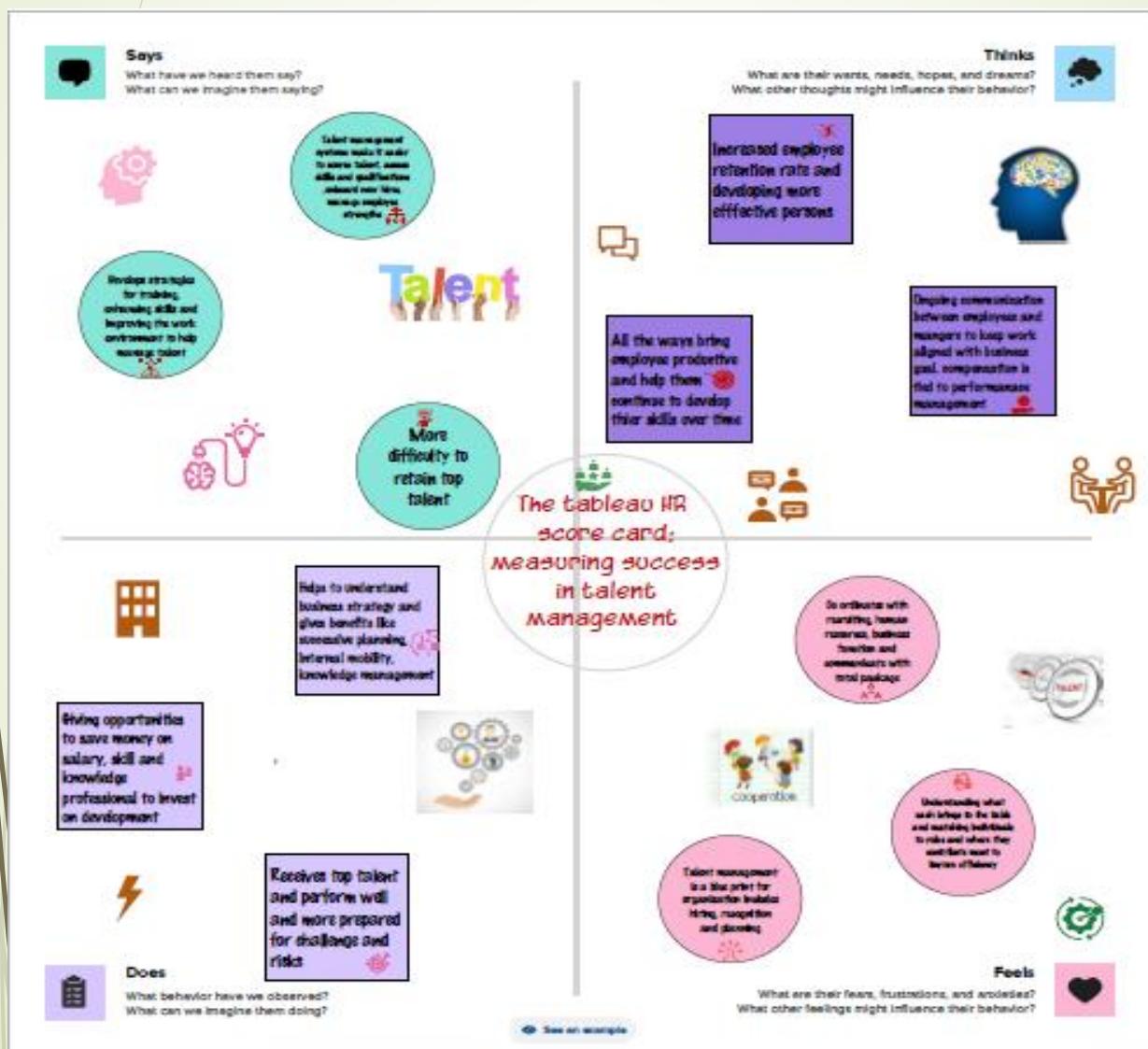
- ❖ The foundation of talent management is hiring the right people.
- ❖ The best recruiting processes support those efforts by carefully defining job descriptions, using an applicant tracking system to help manage the workflow of the interview process, and carefully interviewing applicants to select the strongest candidates.
- ❖ This process relies on HR experts and supervisors to determine which candidates are best to fill a position.
- ❖ Talent management employs various strategies to attain the best talent for a company.
- ❖ Talent management also addresses current employee needs.
- ❖ They motivate and engage team members using skills development workshops, involvement in the decision-making process and substantial benefits packages.
- ❖ Talent management strategies also provide consistency in the way the company approaches management.
- ❖ This helps to provide and improve the same quality of service to clients.
- ❖ The primary duty of a talent management team is to hire employees.
- ❖ These are some recruiting tasks they may manage:
  - Write job descriptions
  - Review application materials
  - Conduct interviews
  - Use applicant tracking systems

## 2. PROBLEM DEFINITION / DESIGN THINKING

### MILESTONE1: DEFINE PROBLEM / PROBLEM UNDERSTANDING

#### 2.1 EMPATHY MAP

2



## 2.2 IDEATION AND BRAINSTORMING

### Brainstorm & idea prioritization

Use this template in your brainstorming session to let your team unleash their imagination and start shaping concepts even if you're not sitting in the same room.

- 1 Welcome to project
- 2 Team members
- 3 10 people invited

#### Before you collaborate

A little bit of preparation goes a long way with this template. Here's what you need to do before you get going:

10 minutes

#### Define your problem statement

What problem are you trying to solve? Frame your problem statement. This will be the focus of your ideation.

10 minutes

#### Ideation

With every new idea that comes to mind, feel free to add it to your problem statement.

10 minutes

#### Group ideas

Take some time during your ideation session to cluster similar or related ideas as you go. Once all ideas have been grouped, you can cluster a separate cluster for the ones that are closer in scope than a single cluster, or end up being a bit of a outlier.

10 minutes

#### Prioritization

You have a stack of ideas on the same page about what's important moving forward. Prioritize them on this grid to determine which ideas are important and which are feasible.

10 minutes

#### After you collaborate

You can export the board as an image or pdf to share with members of your company right from a laptop.

Final ideas  
Generated  
from the ideation and  
prioritization session

# RESULT

## 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

The screenshot shows a Microsoft Excel spreadsheet titled "HR Data.xlsx-HR data". The spreadsheet contains a single sheet named "Attrition" with 21 rows of data. The columns represent various attributes such as EmployeeID, BusinessTravel, Age, Department, Education, etc. The data includes both categorical and numerical values. The Excel ribbon at the top shows the Home tab selected. The status bar at the bottom right indicates the file is in English, it's 11:00 PM on 10/8/2023, and the weather is 25°C Partly cloudy.

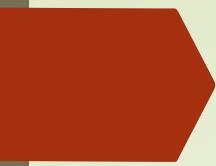
Attrition	BusinessTravel	Age	Department	Education	EmployeeID	Gender	JobRole	MaritalStatus	OverTime	Over18	TrainingTime	Age	CTC_currentRate	DailyRate	Distance	Education	EmployeeEnvir	Environment
Yes	Travel_Rarely	35 - 44	Ex-Employee	Sales	Life Sciences	STAFF-1	1 Female	Sales Executive	Single	Yes	Y	0	41	0	1102	1 Associate	1	
No	Travel_Frequent	45 - 54	Current Employee	R&D	Life Sciences	STAFF-2	2 Male	Researcher	Married	No	Y	3	49	1	279	8 High School	1	
Yes	Travel_Rarely	35 - 44	Ex-Employee	R&D	Other	STAFF-4	4 Male	Laboratory Technician	Single	Yes	Y	3	37	0	1373	2 Associate	1	
No	Travel_Frequent	25 - 34	Current Employee	R&D	Life Sciences	STAFF-5	5 Female	Researcher	Married	Yes	Y	3	33	1	1392	3 Master's	1	
No	Travel_Rarely	25 - 34	Current Employee	R&D	Medical	STAFF-7	7 Male	Laboratory Technician	Married	No	Y	3	27	1	591	2 High School	1	
No	Travel_Frequent	25 - 34	Current Employee	R&D	Life Sciences	STAFF-8	8 Male	Laboratory Technician	Single	No	Y	2	32	1	1005	2 Associate	1	
No	Travel_Rarely	Over 55	Current Employee	R&D	Medical	STAFF-10	10 Female	Laboratory Technician	Married	Yes	Y	3	59	1	1324	3 Bachelor's	1	
No	Travel_Rarely	25 - 34	Current Employee	R&D	Life Sciences	STAFF-11	11 Male	Laboratory Technician	Divorced	No	Y	2	30	1	1358	24 High School	1	
No	Travel_Frequent	35 - 44	Current Employee	R&D	Life Sciences	STAFF-12	12 Male	Manufacturing Worker	Single	No	Y	2	38	1	216	23 Bachelor's	1	
No	Travel_Rarely	35 - 44	Current Employee	R&D	Medical	STAFF-13	13 Male	Healthcare Worker	Married	No	Y	3	36	1	1299	27 Bachelor's	1	
No	Travel_Rarely	35 - 44	Current Employee	R&D	Medical	STAFF-14	14 Male	Laboratory Technician	Married	No	Y	5	35	1	809	16 Bachelor's	1	
No	Travel_Rarely	25 - 34	Current Employee	R&D	Life Sciences	STAFF-15	15 Female	Laboratory Technician	Single	Yes	Y	3	29	1	153	15 Associate	1	
No	Travel_Rarely	25 - 34	Current Employee	R&D	Life Sciences	STAFF-16	16 Male	Researcher	Divorced	No	Y	1	31	1	670	26 High School	1	
No	Travel_Rarely	25 - 34	Current Employee	R&D	Medical	STAFF-18	18 Male	Laboratory Technician	Divorced	No	Y	2	34	1	1346	19 Associate	1	
Yes	Travel_Rarely	25 - 34	Ex-Employee	R&D	Life Sciences	STAFF-19	19 Male	Laboratory Technician	Single	Yes	Y	4	28	0	103	24 Bachelor's	1	
No	Travel_Rarely	25 - 34	Current Employee	R&D	Life Sciences	STAFF-20	20 Female	Manufacturing Worker	Divorced	No	Y	1	29	1	1389	21 Master's	1	
No	Travel_Rarely	25 - 34	Current Employee	R&D	Life Sciences	STAFF-21	21 Male	Researcher	Divorced	Yes	Y	5	32	1	334	5 Associate	1	
No	Non-Travel	Under 25	Current Employee	R&D	Medical	STAFF-22	22 Male	Laboratory Technician	Divorced	Yes	Y	2	22	1	1123	16 Associate	1	
No	Travel_Rarely	45 - 54	Current Employee	Sales	Life Sciences	STAFF-23	23 Female	Manager	Married	No	Y	3	53	1	1219	2 Master's	1	
No	Travel_Rarely	35 - 44	Current Employee	R&D	Life Sciences	STAFF-24	24 Male	Researcher	Single	Yes	Y	3	38	1	371	2 Bachelor's	1	

# Activity 1.1: Understand the data

Data consists of 1471 rows and 18 columns that correspond to different values of HR scorecard and talent management.

## Column Description for The Tableau HR Scorecard: Measuring Success in Talent Management:

1. Attrition- It represents the number of people leaving the organization.
2. Department- It represents the employees working in different types of department
3. Education Field- It represents the employees working in the organization from different education fields.
4. Gender- It represents the gender of employees working in the organization.
5. Job Role- It represents the job role of the organization.
6. Marital Status- It represents whether the employees working in the company are married or not.
7. Overtime- It represents the employees working overtime or not.
8. Over 18- It represents the employees working in the company who are above 18.
9. Age- It represents the age of the company.
10. Distance from home- It represents the distance of the residence of the employees from the company.
11. Education- It represents the qualification of the employees.

- 
12. Employee count- It represents the number of employees in the company.
  13. Job satisfaction- It represents the job satisfaction of the employees.
  14. Monthly income- It represents the monthly income of the employees working in the organization.
  15. Percent salary hike- It represents the percentage of salary hike of the employees.
  16. Performance rating- It represents the performance rating of the employees according to their work
  17. Standard hours- It represents the standard hours of work.
  18. Years in current role- It represents the number of years worked at the current profile

## Activity 2: Connect Dataset with Tableau

Tableau - book2 - Tableau license expires in 10 days

File Data Server Window Help

Connections Add

HR Data.xlsx-HR data Text file

Files

Use Data Interpreter  
Data Interpreter might be able to clean your Text file workbook.

gee2.txt  
geee..txt  
HR Data.xlsx-HR data.csv

New Union

New Table Extension

HR Data.xlsx-HR data.csv 39 fields 1470 rows 100 rows

Connection  
 Live  Extract Edit Refresh  
Extract contains all data. 10/7/2023 10:50:02 PM

Filters 0 | Add

HR Data.xlsx-HR data.csv

Need more data?  
Drag tables here to relate them. [Learn more](#)

Name	Type	Field Name	Physical Table	Rem...
HR Data.xlsx-HR data.csv	Abc	Attrition	HR Data.xlsx-HR data...	Attriti...
	Yes	Travel_Rarely	35-44	Ex-Employees
	No	Travel_Frequently	45-54	Current Employees
	Yes	Travel_Rarely	35-44	Ex-Employees
	No	Travel_Frequently	25-34	Current Employees
	No	Travel_Rarely	25-34	Current Employees

Data Source Sheet1 Sheet2 Sheet3 Sheet4 Sheet5 Sheet6 Sheet7 Dashboard1 Story 8 Story 9

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# MILESTONE3: 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.

The screenshot shows a Microsoft Excel spreadsheet titled "HR Data.xlsx-HR data". The spreadsheet contains a single sheet named "Attrition". The data is organized into several columns:

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
1	Attrition	Business	TCF	age	ba	CF_attritic	Departme	Education	emp no	Employee	Gender	Job Role	Marital St	Over Time	Over18	Training T	Age	CF_curren	Daily Rate	Distance	F Education	Employee Envir
2	Yes	Travel_Ra	35 - 44	Ex-Employ	Sales	Life Scien	STAFF-1	1	Female	Sales Exec	Single	Yes	Y	0	41	0	1102	1 Associate	1	1		
3	No	Travel_Fr	45 - 54	Current Er	R&D	Life Scien	STAFF-2	2	Male	Research	Married	No	Y	3	49	1	279	8 High Scho	1			
4	Yes	Travel_Ra	35 - 44	Ex-Employ	R&D	Other	STAFF-4	4	Male	Laborator	Single	Yes	Y	3	37	0	1373	2 Associate	1			
5	No	Travel_Fr	25 - 34	Current Er	R&D	Life Scien	STAFF-5	5	Female	Research	Married	Yes	Y	3	33	1	1392	3 Master's D	1			
6	No	Travel_Ra	25 - 34	Current Er	R&D	Medical	STAFF-7	7	Male	Laborator	Married	No	Y	3	27	1	591	2 High Scho	1			
7	No	Travel_Fr	25 - 34	Current Er	R&D	Life Scien	STAFF-8	8	Male	Laborator	Single	No	Y	2	32	1	1005	2 Associate	1			
8	No	Travel_Ra	Over 55	Current Er	R&D	Medical	STAFF-10	10	Female	Laborator	Married	Yes	Y	3	59	1	1324	3 Bachelor's	1			
9	No	Travel_Ra	25 - 34	Current Er	R&D	Life Scien	STAFF-11	11	Male	Laborator	Divorced	No	Y	2	30	1	1358	24 High Scho	1			
10	No	Travel_Fr	35 - 44	Current Er	R&D	Life Scien	STAFF-12	12	Male	Manufact	Single	No	Y	2	38	1	216	23 Bachelor's	1			
11	No	Travel_Ra	35 - 44	Current Er	R&D	Medical	STAFF-13	13	Male	Healthcar	Married	No	Y	3	36	1	1299	27 Bachelor's	1			
12	No	Travel_Ra	35 - 44	Current Er	R&D	Medical	STAFF-14	14	Male	Laborator	Married	No	Y	5	35	1	809	16 Bachelor's	1			
13	No	Travel_Ra	25 - 34	Current Er	R&D	Life Scien	STAFF-15	15	Female	Laborator	Single	Yes	Y	3	29	1	153	15 Associate	1			
14	No	Travel_Ra	25 - 34	Current Er	R&D	Life Scien	STAFF-16	16	Male	Research	Divorced	No	Y	1	31	1	670	26 High Scho	1			
15	No	Travel_Ra	25 - 34	Current Er	R&D	Medical	STAFF-18	18	Male	Laborator	Divorced	No	Y	2	34	1	1346	19 Associate	1			
16	Yes	Travel_Ra	25 - 34	Ex-Employ	R&D	Life Scien	STAFF-19	19	Male	Laborator	Single	Yes	Y	4	28	0	103	24 Bachelor's	1			
17	No	Travel_Ra	25 - 34	Current Er	R&D	Life Scien	STAFF-20	20	Female	Manufact	Divorced	No	Y	1	29	1	1389	21 Master's D	1			
18	No	Travel_Ra	25 - 34	Current Er	R&D	Life Scien	STAFF-21	21	Male	Research	Divorced	Yes	Y	5	32	1	334	5 Associate	1			
19	No	Non-Trav	Under 25	Current Er	R&D	Medical	STAFF-22	22	Male	Laborator	Divorced	Yes	Y	2	22	1	1123	16 Associate	1			
20	No	Travel_Ra	45 - 54	Current Er	Sales	Life Scien	STAFF-23	23	Female	Manager	Married	No	Y	3	53	1	1219	2 Master's D	1			
21	No	Travel_Ra	35 - 44	Current Er	R&D	Life Scien	STAFF-24	24	Male	Research	Single	Yes	Y	3	38	1	371	2 Bachelor's	1			

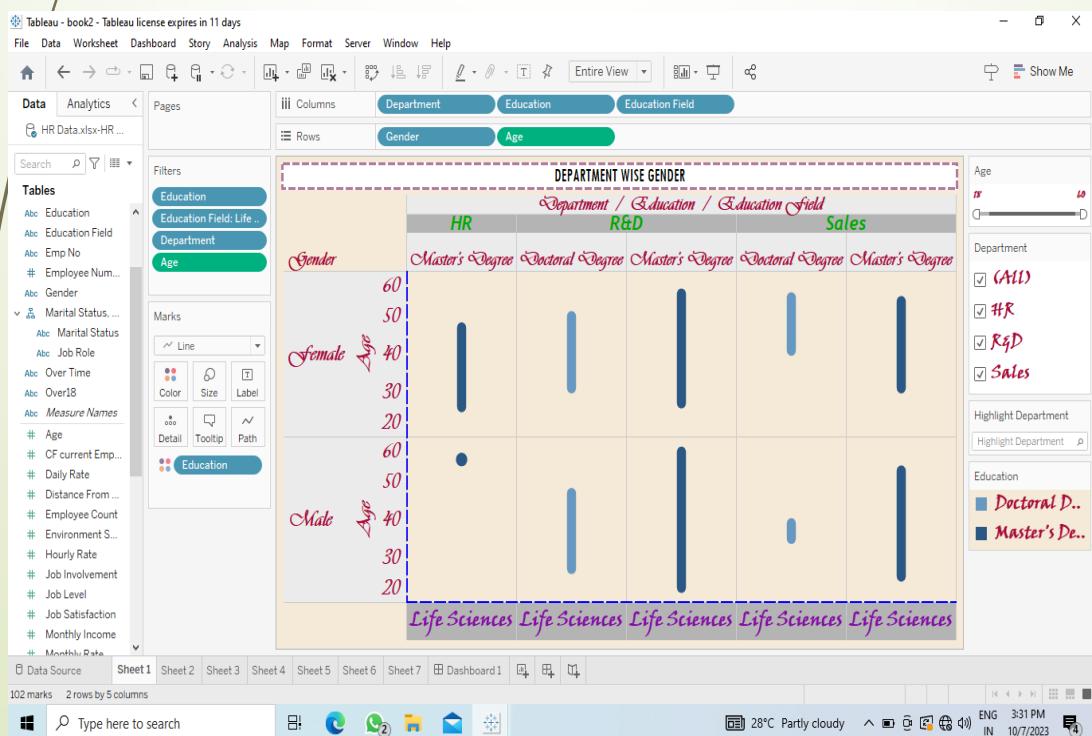
# MILESTONE 4: DATA VISUALIZATION

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.

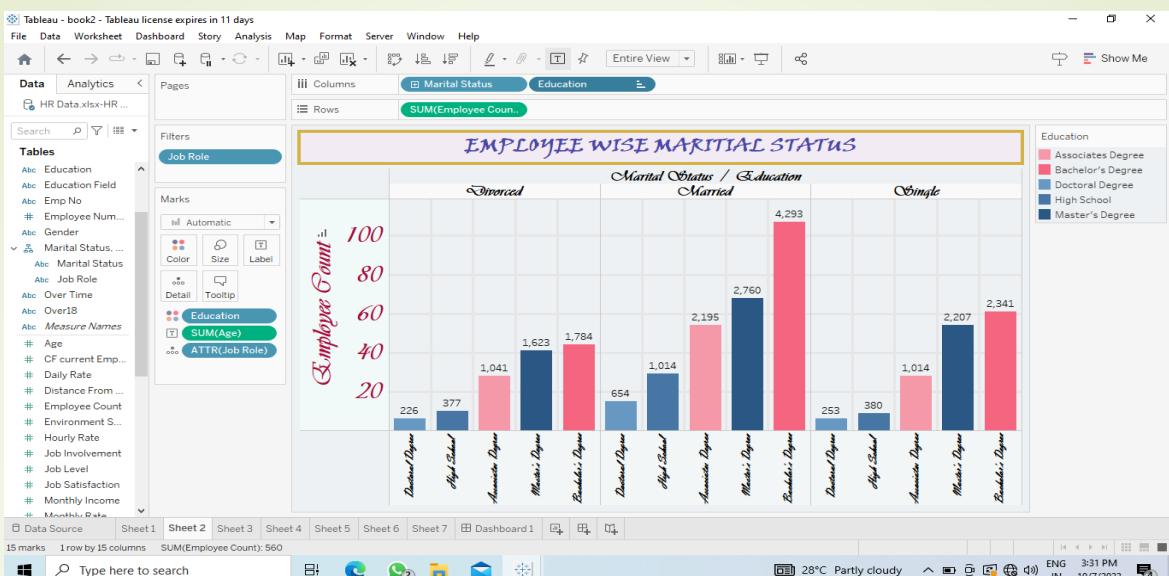
## Activity 1: No of Unique Visualizations

The number of unique visualizations that can be created with a given dataset

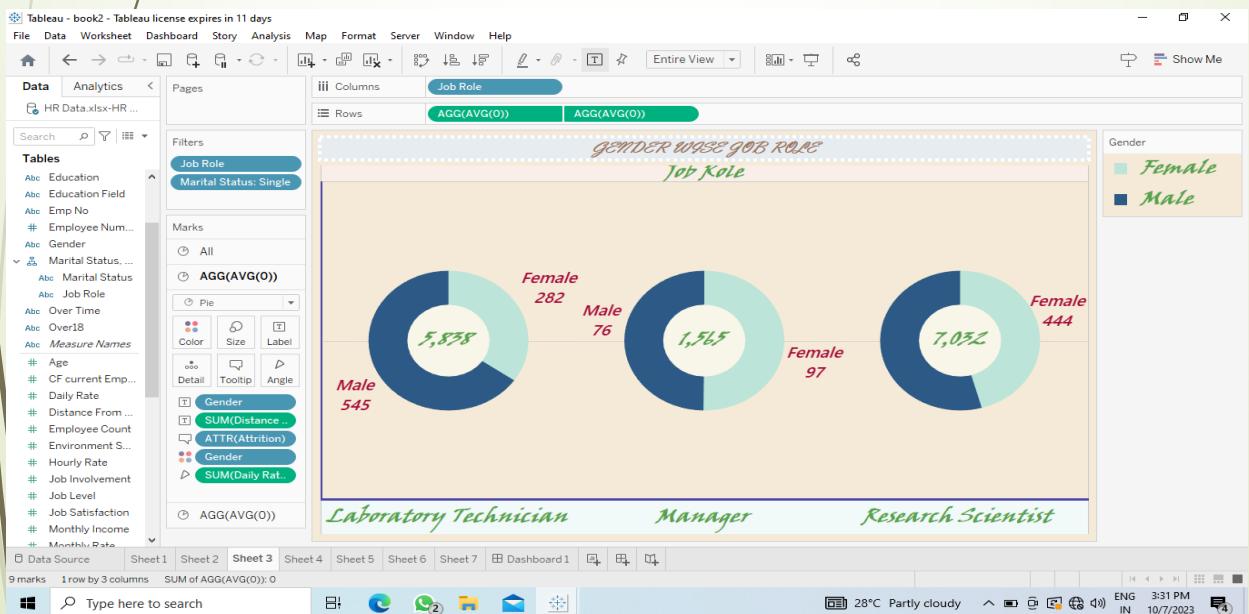
### Activity 1.1: Department Wise Gender analysis



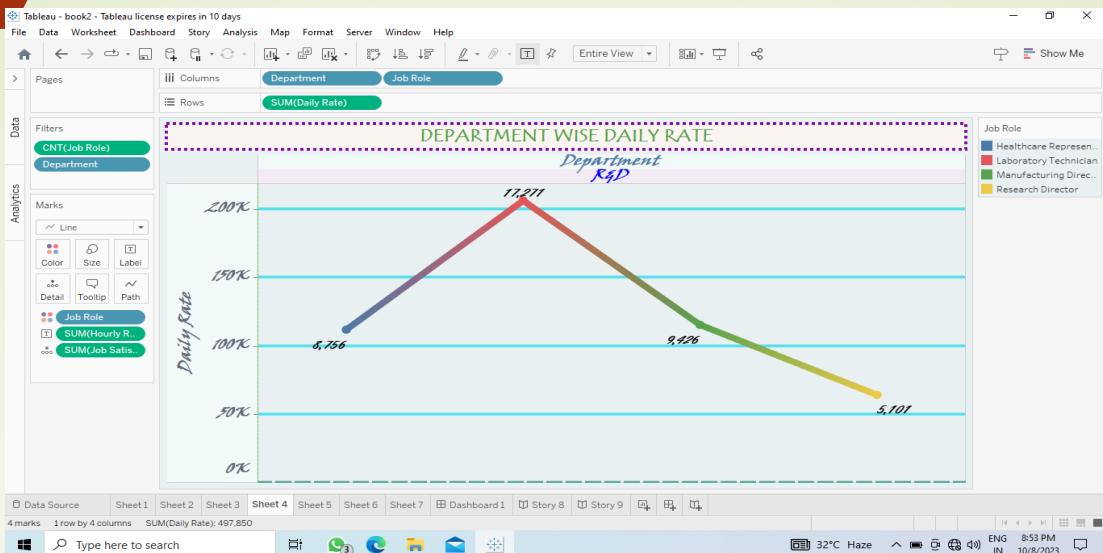
# Activity 1.2:employee Wise Marital Status analysis



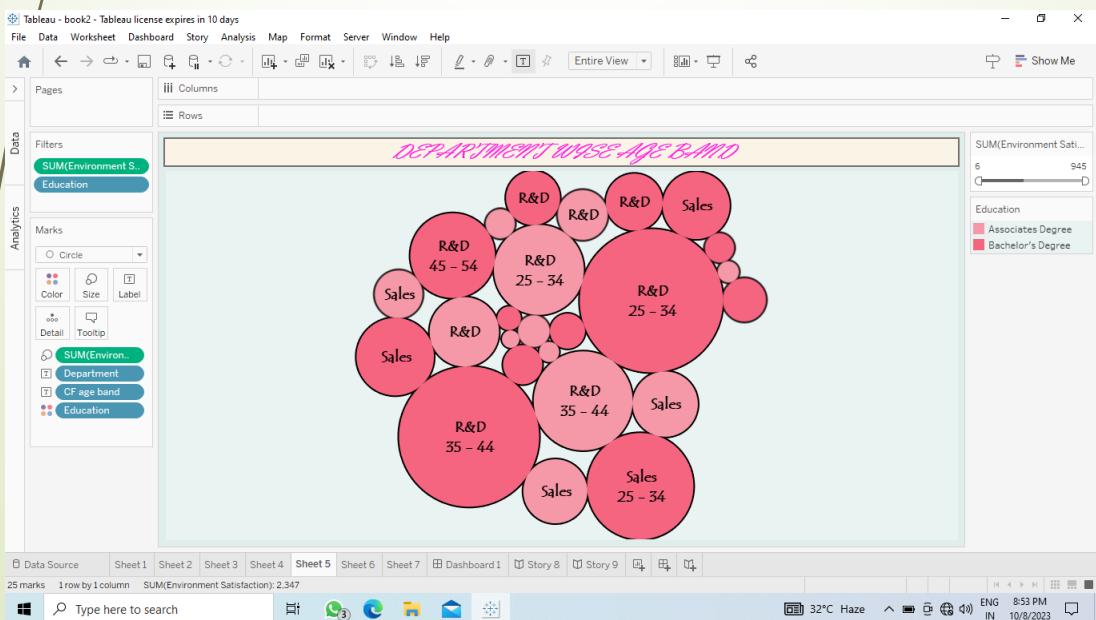
# Activity 1.3: Gender Wise Job Role analysis



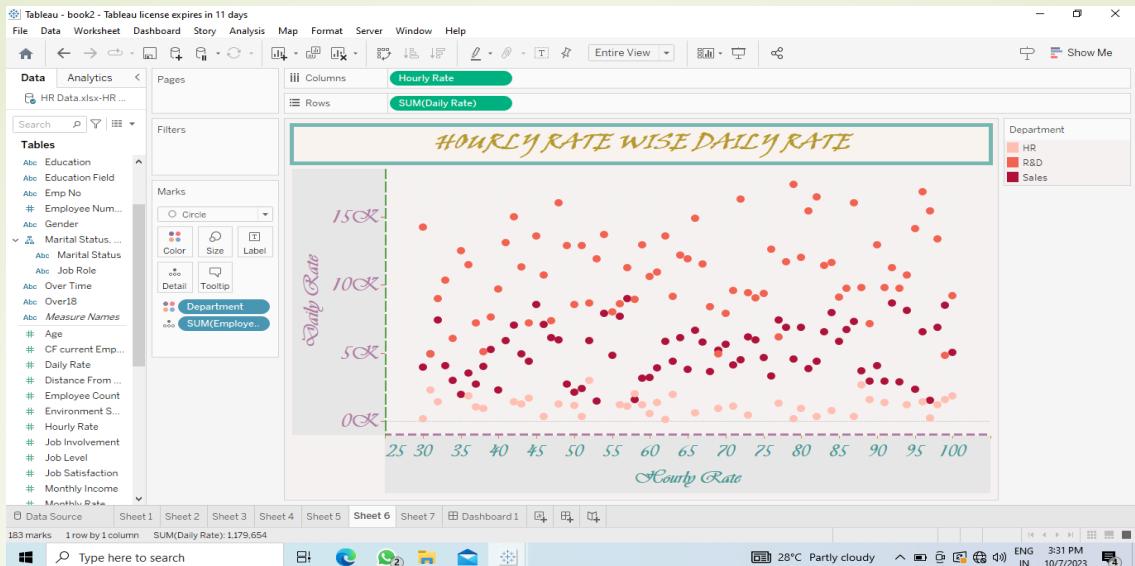
# Activity 1.4 Department Wise Daily Rate Analysis



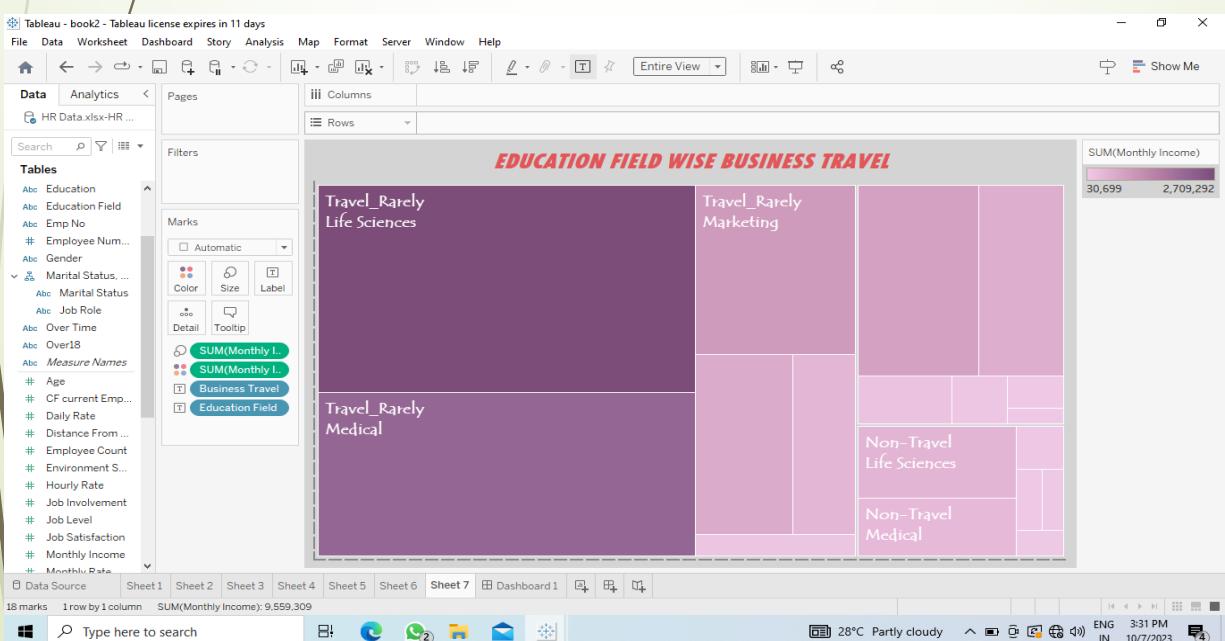
# Activity 1.5: department Wise Age Band analysis



# Activity 1.6 Hourly Rate Wise Daily Rate analysis



# Activity 1.7 : Education Wise Business Travel analysis



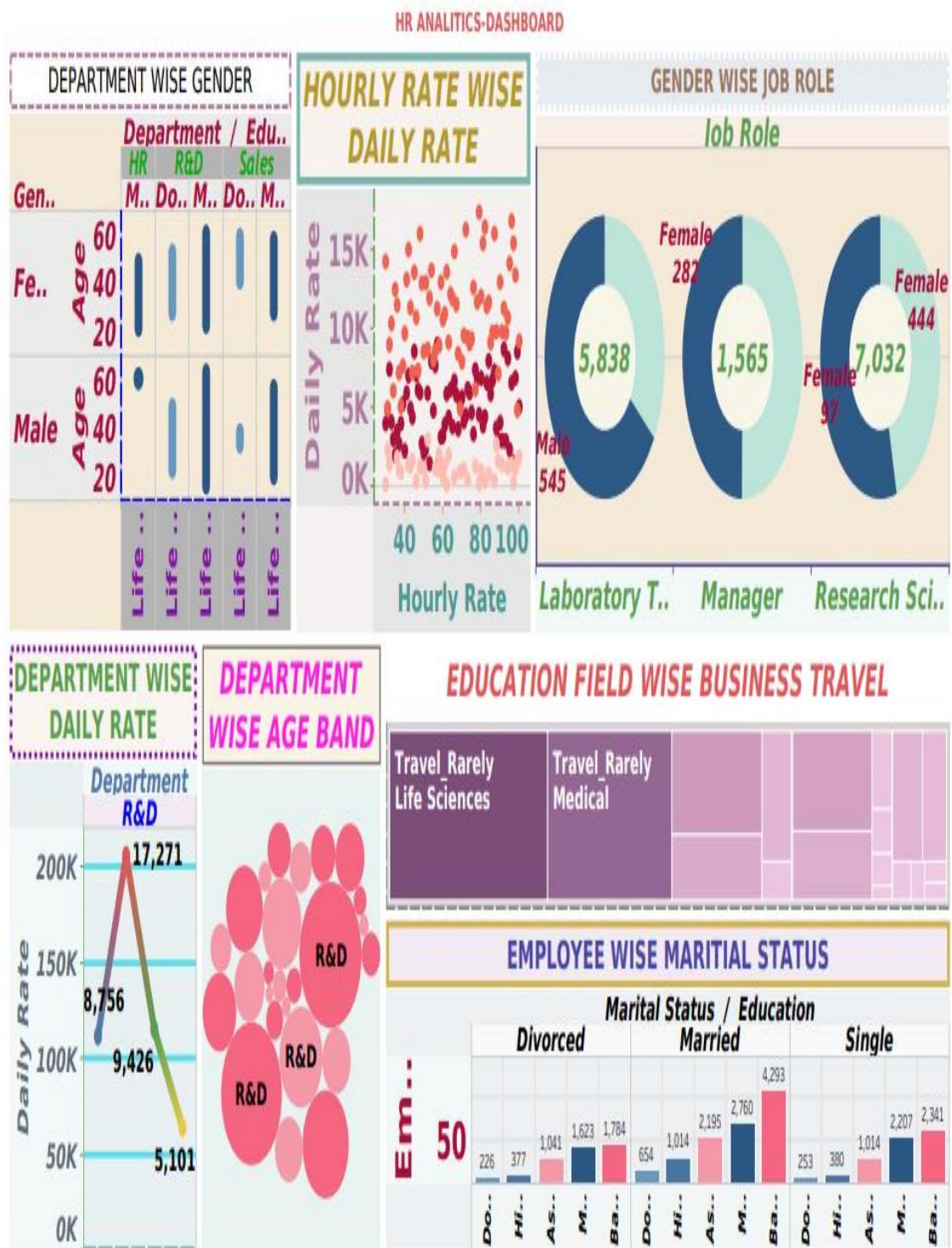
## MILESTONE 5: DASHBOARD

A dashboard is a graphical user interface (GU) that displays information and data 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.

### 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.

# Activity 1.1 HR analytics dashboard



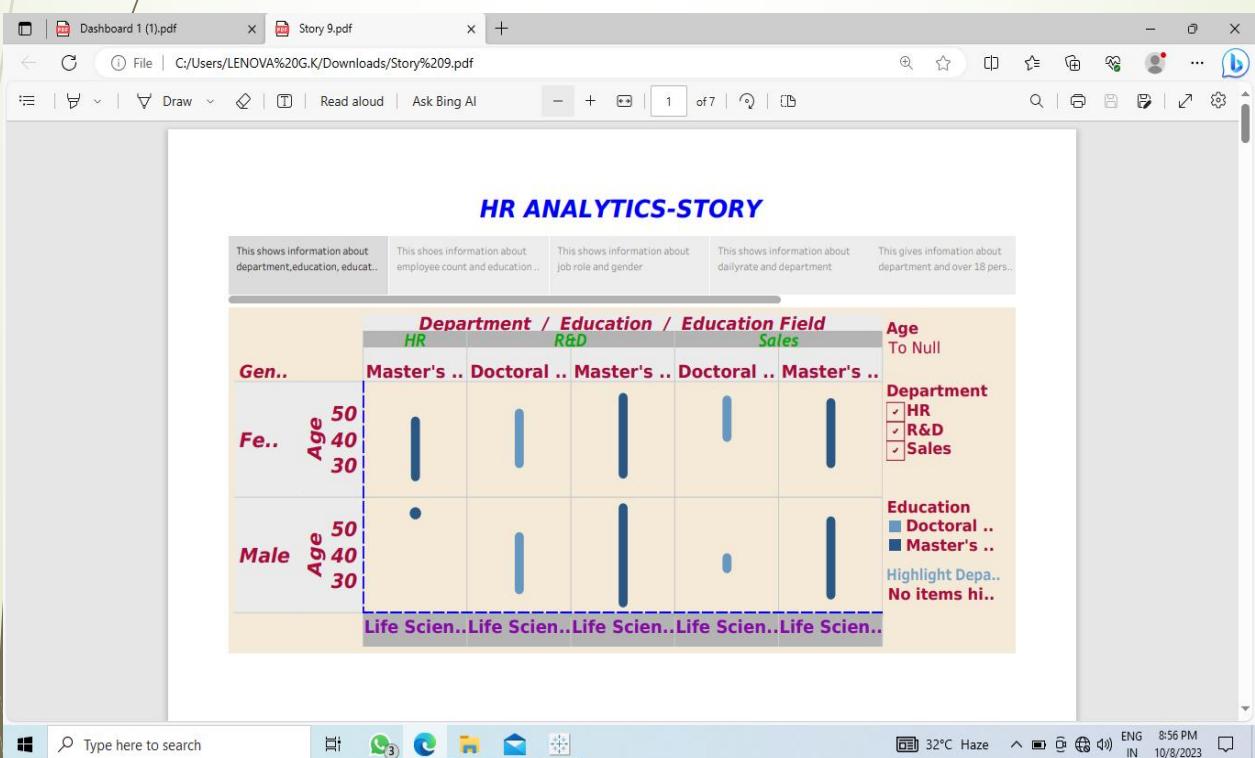
# MILESTONE 6: STORY

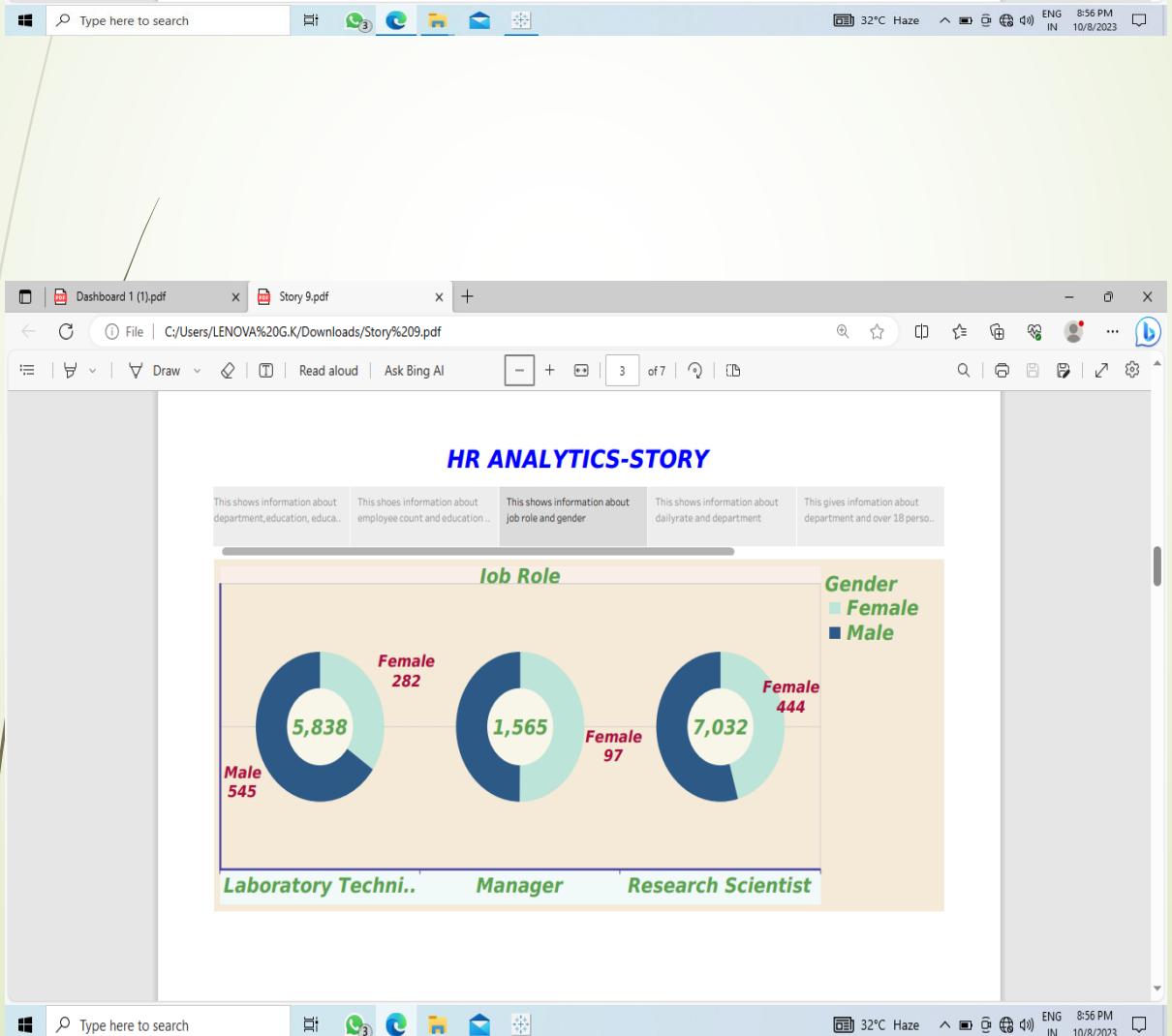
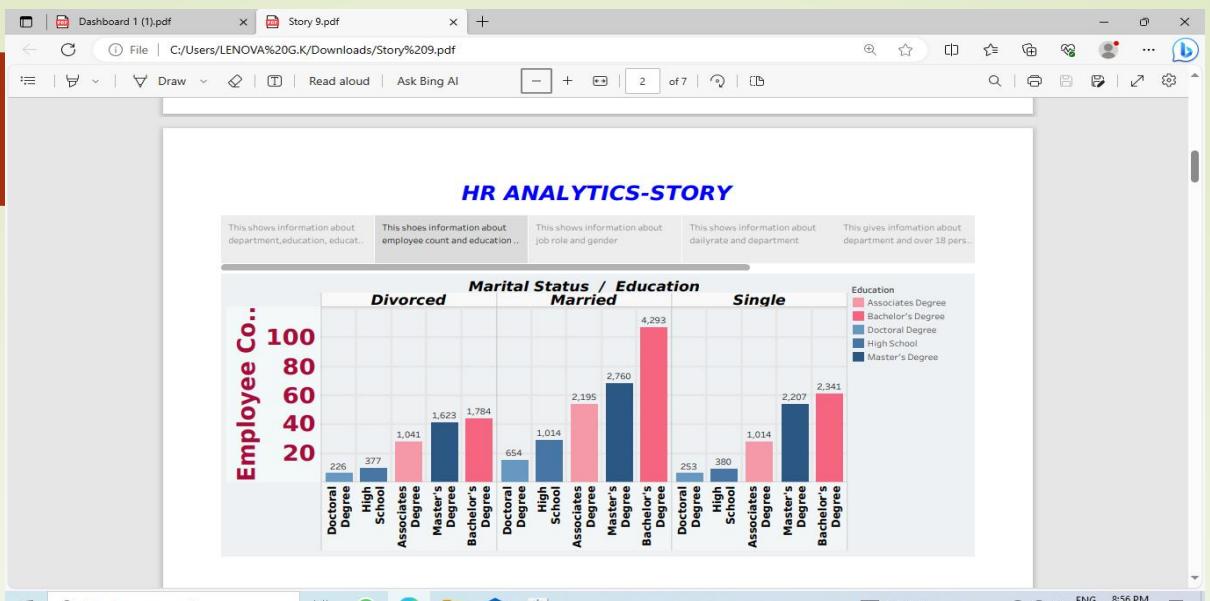
A data story is a way of presenting data and analysis in a narrative format, with the goal of making the information more engaging and easier to understand.

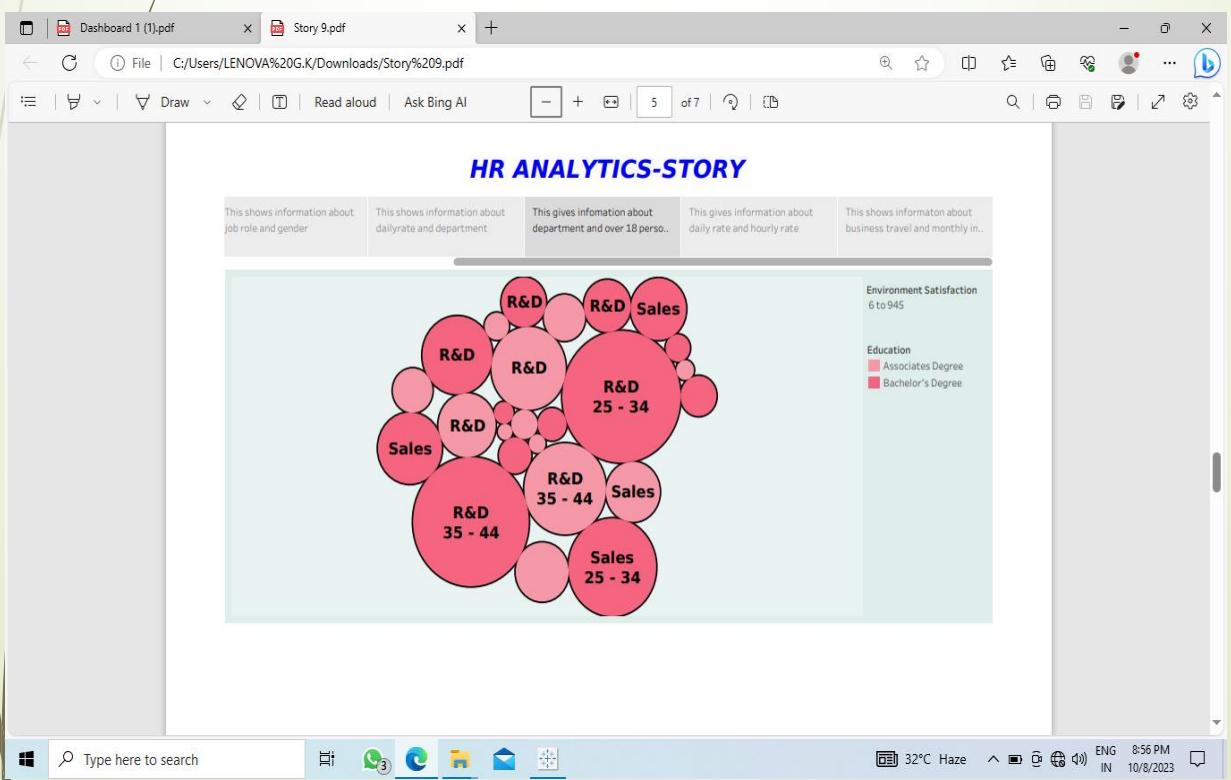
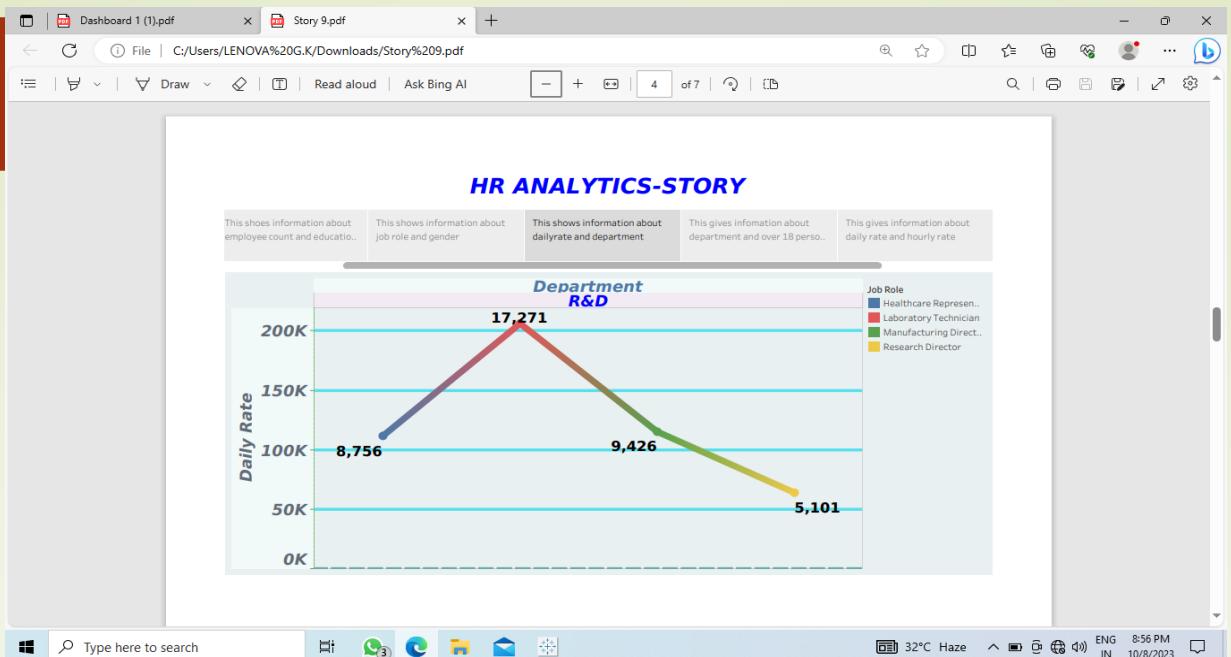
## Activity 1: No Of Scenes Of Story

The number of scenes in a storyboard for a data visualization analysis vehicle collisions will depend on the complexity of the analysis and the specific insights that are trying to be conveyed.

### Activity 1.1 HR analytics storyline







Dashboard 1 (1).pdf Story 9.pdf

This shows information about job role and gender This shows information about dailyrate and department This gives information about department and over 18 perso.. This gives information about daily rate and hourly rate This shows information about business travel and monthly in..

## HR ANALYTICS-STORY

A scatter plot titled "HR ANALYTICS-STORY" showing the relationship between "Daily Rate" (Y-axis) and "Hourly Rate" (X-axis). The Y-axis ranges from 0K to 15K, and the X-axis ranges from 25 to 105. Data points are categorized by department: HR (orange), R&D (red), and Sales (dark red). A vertical dashed line is drawn at approximately 35 on the X-axis, and a horizontal dashed line is drawn at approximately 5K on the Y-axis.

Department

- HR
- R&D
- Sales

Daily Rate

Hourly Rate

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Dashboard 1 (1).pdf Story 9.pdf

This shows information about job role and gender This shows information about dailyrate and department This gives infomation about department and over 18 perso.. This gives information about daily rate and hourly rate This shows informaton about business travel and monthly in..

## HR ANALYTICS-STORY

A treemap chart titled "HR ANALYTICS-STORY" illustrating the distribution of monthly income. The chart is divided into several colored regions: dark purple, light purple, pink, and white. Labels within the regions include "Travel Rarely Life Sciences", "Travel Rarely Marketing", "Travel Rarely Medical", "Non-Travel Life Sciences", and "Non-Travel". A legend on the right side indicates "Monthly Income" with values 30,699 and 2,709,292.

Monthly Income

- 30,699
- 2,709,292

Travel Rarely Life Sciences

Travel Rarely Marketing

Travel Rarely Medical

Non-Travel Life Sciences

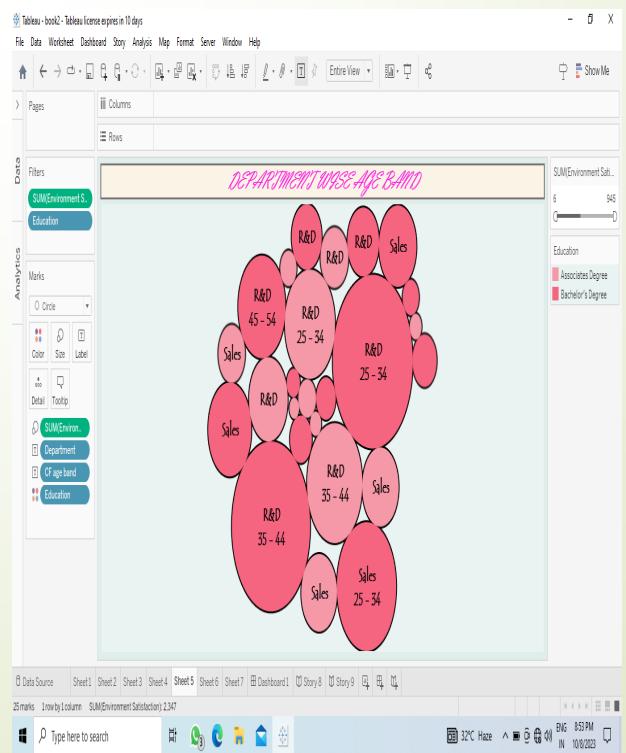
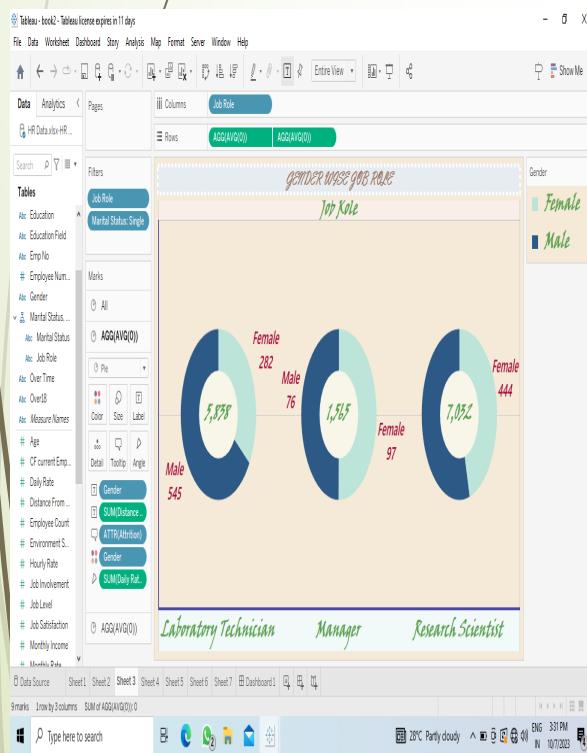
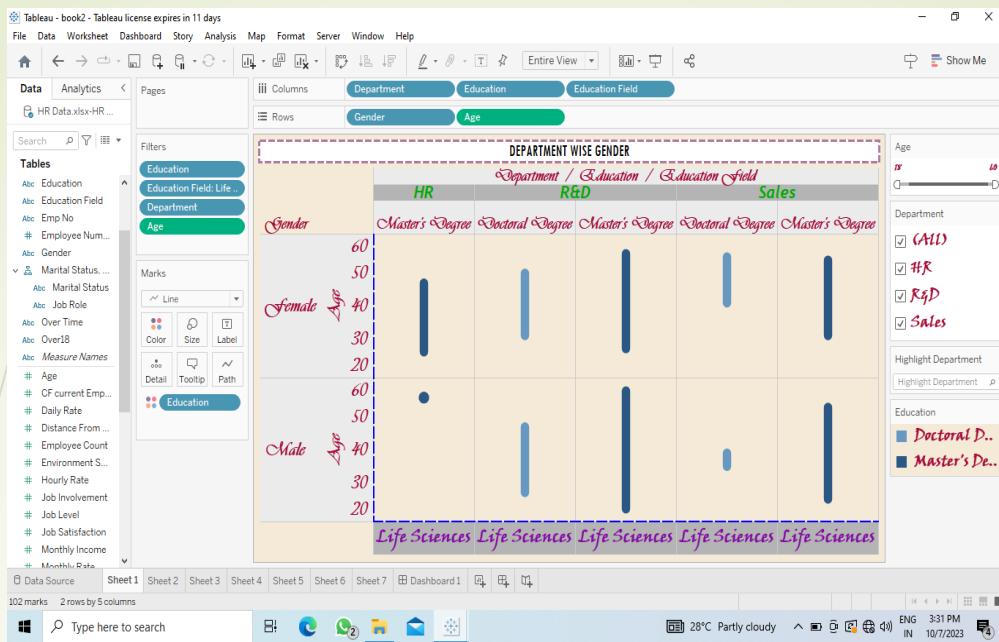
Non-Travel

Type here to search

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# MILESTONE 7: PERFORMANCE TESTING

## Activity I: Utilization Of Data Filters



## Activity 2: No Of Calculation Field

The screenshot shows the 'Tables' pane in the Power BI Data View. It lists several data sources and measures:

- Attrition
- Business Travel
- CF age band
- CF attrition label
- Department
- Education
- Education Field
- Emp No
- # Employee Number
- Gender
- Marital Status, Job Role
  - Marital Status
  - Job Role
- Over Time
- Over18
- Measure Names
- # Age
- # CF current Employee
- # Daily Rate
- # Distance From Home
- # Employee Count
- # Environment Satisfacti...
- + Hourly Rate

## Activity 3 number of visualization/graphs

- Tabular Chart In Department Wise Gender**
- Bar Graph In Employee With Marital Status**
- Doughnut Chart In Gender Wise Job Role**
- Line Graph In Department Wise Daily Rate**
- Mapping Graph In Hourly Rate Wise Daily Rate**
- Bubble Chart In Department Wise Age Band**
- Box Chart In Department Wise Business Travel**

# Milestone 8: Publishing

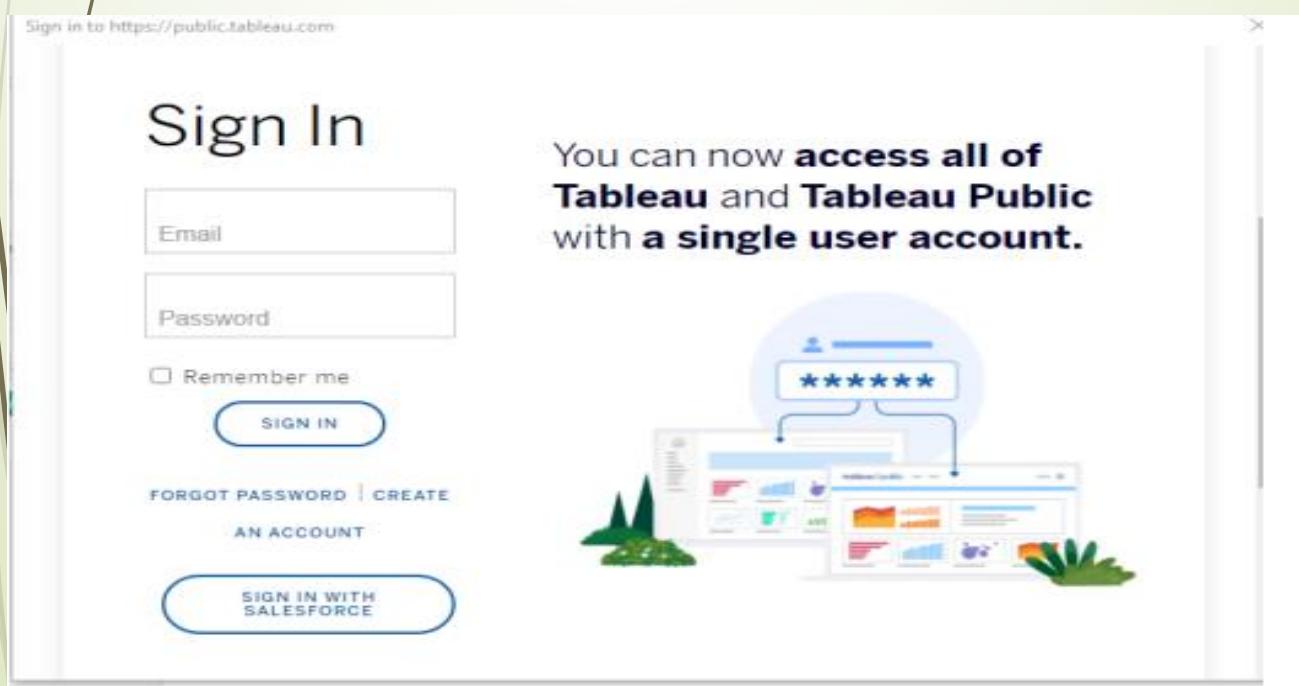
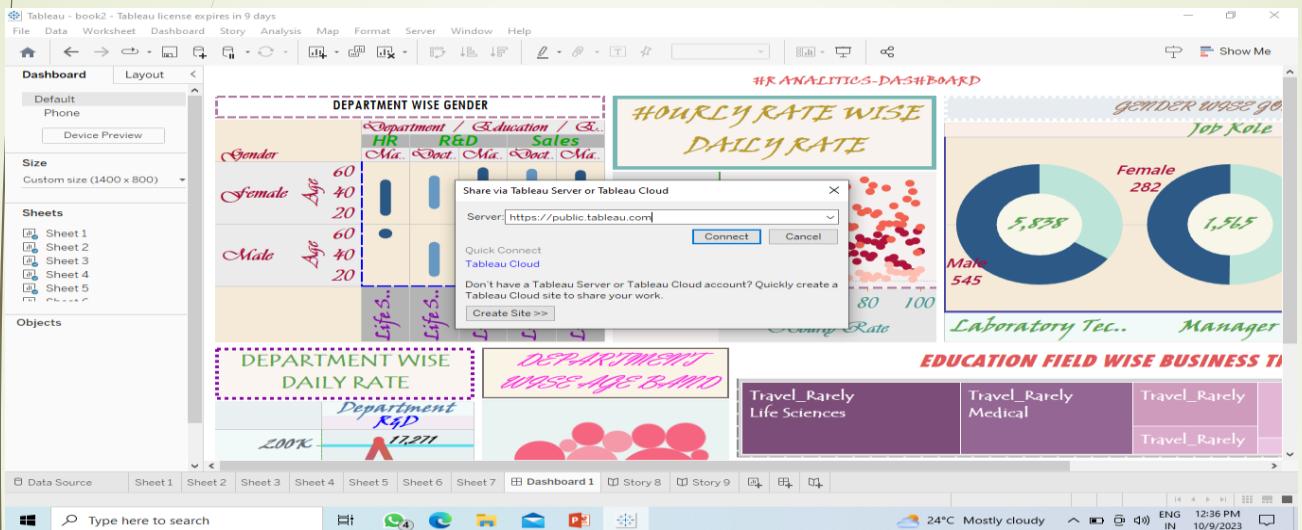
Publishing helps us to track and monitor key performance metrics, to communicate results and progress. help a publisher stay informed, make better decisions, and communicate their performance to others.

## 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.

The screenshot shows the Tableau Data Source interface. On the left, under 'Connections', there is a single entry: 'HR Data.xlsx-HR data' (Text file). Under 'Files', there are several items listed: 'gee2.txt', 'geee...txt', 'HR Data.xlsx-HR data.csv', 'New Union', and 'New Table Extension'. In the center, a preview of the 'HR Data.xlsx-HR data.csv' file is shown, displaying a table with columns: Attrition, Business Travel, CF age band, CF attrition label, and Department. Below the preview, a table shows data with rows for Yes, No, and No. At the bottom of the preview area, there are tabs for 'Type', 'Field Name', 'Physical Table', and 'Rem...'. On the right side of the interface, there are connection settings ('Live' or 'Extract' is selected), filter options, and a note that the extract contains all data from 10/7/2023 10:50:02 PM. The top bar includes standard window controls and a status message: 'Tableau - book2 - Tableau license expires in 10 days'.

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



# PUBLISHING DASHBOARD AND REPORTS TO PUBLIC

The screenshot shows a Tableau desktop interface with a dashboard titled "HR ANALYTICS-DASHBOARD". The dashboard contains the following components:

- DEPARTMENT WISE GENDER:** A bar chart showing the count of employees by gender (Female, Male) across different departments (HR, R&D, Sales).
- HOURLY RATE WISE DAILY RATE:** A scatter plot showing the relationship between hourly rate and daily rate.
- GENDER WISE JOB KALE:** A pie chart showing the distribution of job roles by gender (Female, Male).
- EDUCATION FIELD WISE BUSINESS TRAVEL:** A table showing the number of travel instances for different education fields (Doctoral Degree, Master's Degree) and travel types (Rarely, Frequently).

A "Save Workbook to Tableau Public" dialog box is open in the center, prompting the user to publish the workbook to the public website. The dialog box includes fields for "Workbook Title" (set to "HR ANALYTICS - STORY") and "Save" and "Cancel" buttons.

# PUBLISHING STORY AND REPORTS TO PUBLIC

The screenshot shows a Tableau desktop interface with a story titled "HR ANALYTICS-STORY". The story contains five cards:

- This shows information about department, education, education field, gender
- This shows information about employee count and education (marital status)
- This shows information about job role and gender
- This shows information about dailyrate and department
- This gives information about department and over persons

A "Save Workbook to Tableau Public" dialog box is open in the center, prompting the user to publish the workbook to the public website. The dialog box includes fields for "Workbook Title" (set to "HR ANALYTICS - STORY") and "Save" and "Cancel" buttons.

# Activity 1.1 Publishing Dashboard And Reports To Tableau Public

HR ANALYTICS - DASHBOARD | X PROJECT\_REPORT[1].pdf x | +

https://public.tableau.com/app/profile/keerthana.g1776/viz/HRANALYTICS-DASHBOARD/Dashboard1

salesforce

tableau public Create Learn Sign In

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HR ANALYTICS - DASHBOARD by KEERTHANA G

HR ANALYTICS-DASHBOARD

DEPARTMENT WISE GENDER

Department / Education / Ed.

Gen.	HR	R&D	Sales
Female	60	40	20
Male	60	40	20

Daily Age

Hourly Rate Wise Daily Rate

Daily Rate

Hourly Rate

GENDER WISE JOB ROLE

Job Role

Male 545 Female 282

Male 1,565 Female 97

Male 7,032 Female 44

Laboratory T.. Manager Research Sc..

DEPARTMENT WISE DAILY RATE

DEPARTMENT WISE AGE BAND

EDUCATION FIELD WISE BUSINESS TRAVEL

Type here to search

24°C Mostly cloudy ENG 7:33 AM IN 10/9/2023

# Activity 1.1 Publishing Story and Reports To Tableau Public

The screenshot shows a Microsoft Edge browser window with the following details:

- Address Bar:** https://public.tableau.com/app/profile/keerthana.g1776/viz/HRAANALYTICS-STORY/Story9
- Tab Bar:** HR ANALYTICS - DASHBOARD | PROJECT\_REPORT[1].pdf | HR ANALYTICS - STORY | Tableau
- Header:** tableau public, Create, Learn, Sign In, and a search icon.
- Header Message:** Want to take your data skills to the next level? Connect with the Tableau Community to accelerate your learning. Show me →
- Title:** HR ANALYTICS-STORY by KEERTHANA G
- Content:** A dashboard titled "HR ANALYTICS-STORY" featuring a box of five cards and a main visualization.
  - Card 1:** This shows information about department, education, education field, gender.
  - Card 2:** This shows information about employee count and education (marital status).
  - Card 3:** This shows information about job role and gender.
  - Card 4:** This shows information about daily rate and department.
  - Card 5:** This gives information about department and average persons.
- Visualization:** A dot plot titled "Department / Education / Education field" showing data for HR, R&D, and Sales departments across different education levels (Master's, Doctoral) and gender (Male, Female). The Y-axis ranges from 30 to 50. The X-axis categories are Gen., Fr., and Matk. The visualization includes filters for Age, Department, Education, and a "Highlight Depa..." button.
- Bottom Bar:** Type here to search, system icons (File, Home, Mail, Task View), and system status (24°C, Mostly cloudy, ENG IN, 7:34 AM, 10/9/2023).

# result

## Advantages and disadvantages

### Advantages

- ❖ Talent management strives to ensure companies recruit the best employees for the job (internally and externally), then onboard, develop, challenge and compensate them properly. Software should gather information to guide improvements and reinforce what makes employees feel good about working for their company.
- ❖ Better recruiting: For certain roles and across some industries, there is still significant competition for qualified talent. Lapses in communication with qualified candidates—and a lack of tools to push the top applicants through the process—impact your ability to hire the best people.
- ❖ Increased diversity, equity and inclusion (DE&I): DE&I offers businesses a strategic and financial advantage, and it's becoming a priority for candidates as they job hunt. For instance, employer review site Glassdoor now lets current and former employees rate their satisfaction with DE&I at companies.
- ❖ Deeper employee engagement: Good processes around onboarding, learning and development drive deeper employee engagement. Companies with great experiences outperform the S&P 500 by 122%, and those with highly engaged workforces have 21% higher profits than those with poor engagement.

- ❖ **Minimize attrition:** Turnover metrics are hugely important because they provide so many clues about weaknesses across the talent management process. The average turnover rate across all industries is around 10%, and turnover is expensive—the cost of replacing an individual employee can range from one-half to two times the employee's annual salary.
- ❖ **Better succession planning:** People in senior roles often hold specialized knowledge that's critical to completing key business processes. Without a formalized structure for transferring this knowledge, the business can find itself in a bad spot, so succession planning is crucial. Every single company will have people retire or leave the company, but only 35% of organizations have a formalized succession planning process.
  - ❖ A talent management system can help with succession planning by using data to visualize bench strength (employees ready and willing to take on advanced roles), map skills to open positions, identify areas where needs will surface and more.
  - ❖ Related technology such as delivering quick pulse and annual employee engagement surveys and collecting that data to easily connect it with other data to link employee engagement KPIs to financial metrics helps ensure efforts around employee engagement are working.

## Disadvantages

- ❖ One of the disadvantages of the HR scorecard is that measuring intangibles is difficult, if not impossible, without imparting a degree of subjectivity on the part of HR staff. Subjectivity undermines the validity of data and, therefore, limits the credibility of HR and its ability to prove its worth to an organization.
- ❖ Employees have been known to fudge on exit interviews and workplace surveys, which results in inaccurate HR scorecards that propose measurements of employee sentiment.
- ❖ Employees may not intentionally attempt to skew survey results; however, they may provide distorted answers to questions about their employment experiences to appease HR staff or their supervisors and managers. They might pretend they are perfectly happy with the workplace when they are actually dissatisfied with certain aspects of the employment experience.
- ❖ The clear disadvantage of HR scorecards is that they cannot be 100 percent accurate.
- ❖ HR practitioners who fully understand the implications of workplace metrics should interpret HR scorecard results. If metrics contained in an HR scorecard are produced or synthesized by an outside consultant, it can result in complex or even inaccurate interpretations

- ❖ Another disadvantage to HR scorecards is that their usefulness can be limited by both HR staff and the company's leadership.
- ❖ Ideally, an HR scorecard doesn't just contain metrics related to HR functionality and the linkages between HR, the workforce and the organization's business goals.
- ❖ The extended purpose of an HR scorecard is to develop action plans for the HR department and the company's leadership team
  - ❖ For example, instead of simply measuring the impact of turnover on the organization's workforce goals, use HR scorecard metrics in drafting an action plan for turnover reduction.
  - ❖ The term "HR scorecard" can be a misnomer because it suggests that measurement is the only expectation. Another disadvantage to HR scorecards is that their usefulness can be limited by both HR staff and the company's leadership. Ideally, an HR scorecard doesn't just contain metrics related to HR functionality and the linkages between HR, the workforce and the organization's business goals. The extended purpose of an HR scorecard is to develop action plans for the HR department and the company's leadership team. For example, instead of simply measuring the impact of turnover on the organization's workforce goals, use HR scorecard metrics in drafting an action plan for turnover reduction.

## CONCLUSION:

- ✓ In this project, I analysed about the tableau HR scorecard :measuring success in talent management and I analysed about the department wise employee, educational field, education marital status, gender, daily rate, hourly rate and many more.
- ✓ 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

# Future scope

- Human Resource Management Professionals are termed as the backbone of an organization.
- There is a huge demand for such professionals in both the public and private sectors. No matter if you're looking at startups or big reputed companies, human resources play a crucial role in the formation of a company's future.
- The demand for an HR professional is growing with every passing day rather than going down. One should always remember that HR needs to adapt and be agile i.e. an HR professional must not stop learning. Therefore, even if you complete your degree and hold a position in a company you should take timely courses to keep yourself updated with all the recent trends.
- One can use the HR scorecard to identify individuals in the HR team who need extra attention and provide them with feedback and targeted training opportunities, determine who needs support from HR and make informed decisions regarding resource allocation, evaluate and measure the effectiveness of HR
- Since it is having many future scopes in talent management in upcoming years



**Thank You.**