

The Tableau HR scorecard: Measuring success in talent management

1 .INTRODUCTION:

1.1 OVERVIEW

1 . Recruitment and Hiring: Track metrics related to the hiring process, such as time-to-fill, cost-per-hire, and the quality of candidates.

2. Employee Onboarding: Measure the effectiveness of onboarding processes, including time-to-productivity and new employee satisfaction.

3. Employee Engagement: Monitor employee engagement levels through surveys, feedback, and other relevant data points.

1.2 PURPOSE

1. Data Visualization: The Tableau HR Scorecard helps HR professionals transform complex HR data into visual, easy-to-understand dashboards.

2. This visualization aids in presenting HR metrics and trends in a clear and accessible manner. Performance Monitoring: It allows HR teams to continuously monitor and assess the performance and effectiveness of various talent management initiatives and HR processes.

3. Data-Driven Decision-Making: The scorecard enables data-driven decision-making by providing insights into areas such as recruitment, employee engagement, performance, and retention. HR professionals can use these insights to

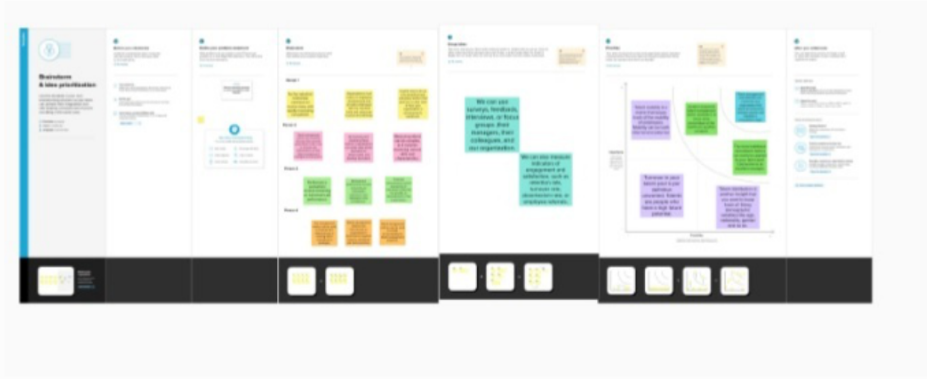
identify areas that need improvement and make informed decisions to enhance talent management strategies.

PROBLEM DEFINATION & DESIGN THINKING

2.1 EMPATHY

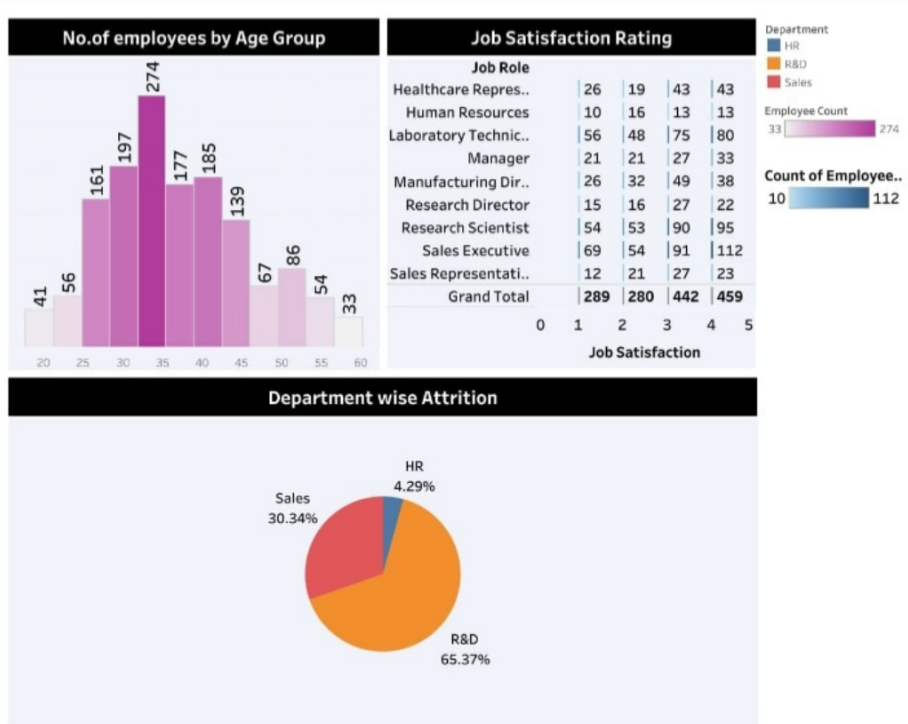


2.2 IDEATION & BRAINSTORMING

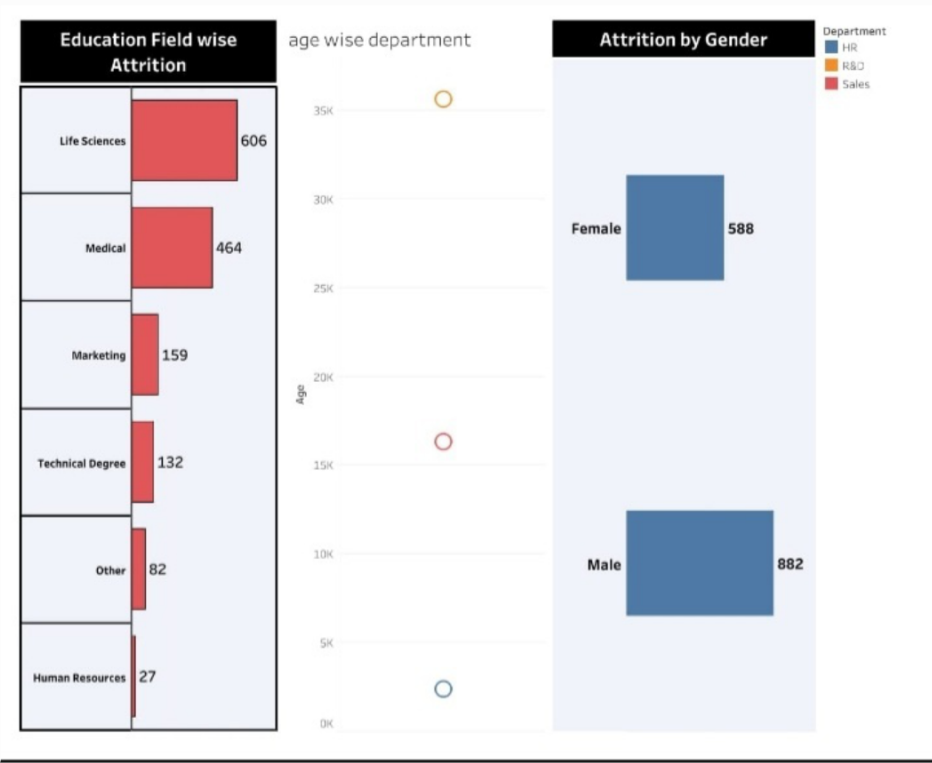


RESULT

DASHBOARD 1

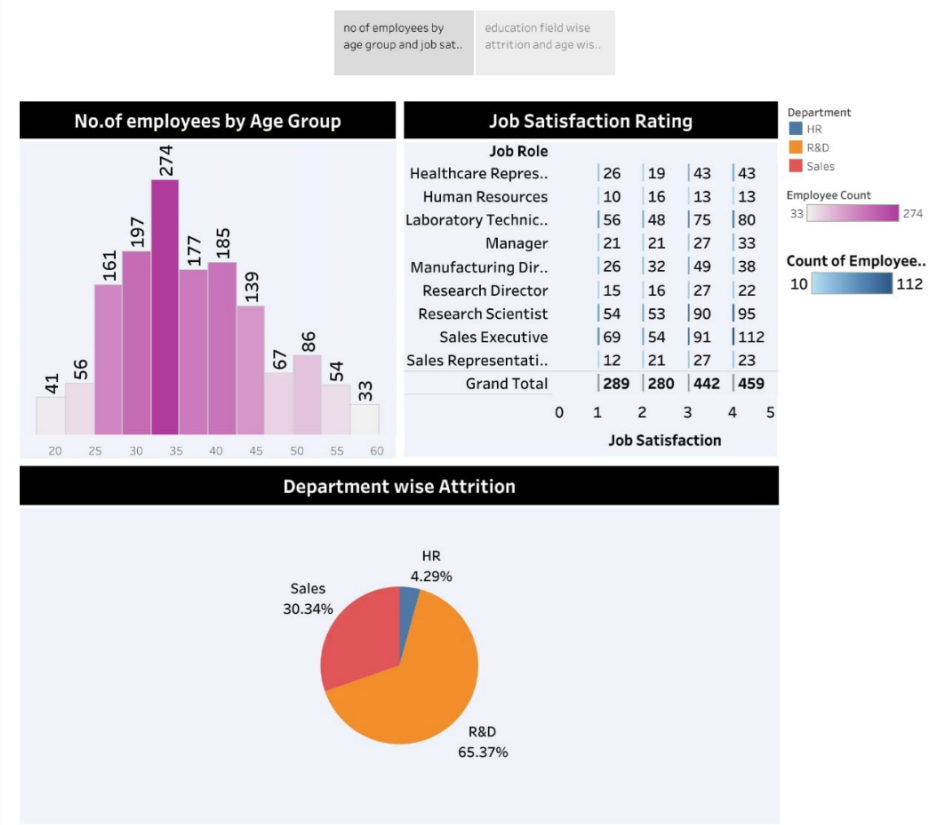


dashboard 2

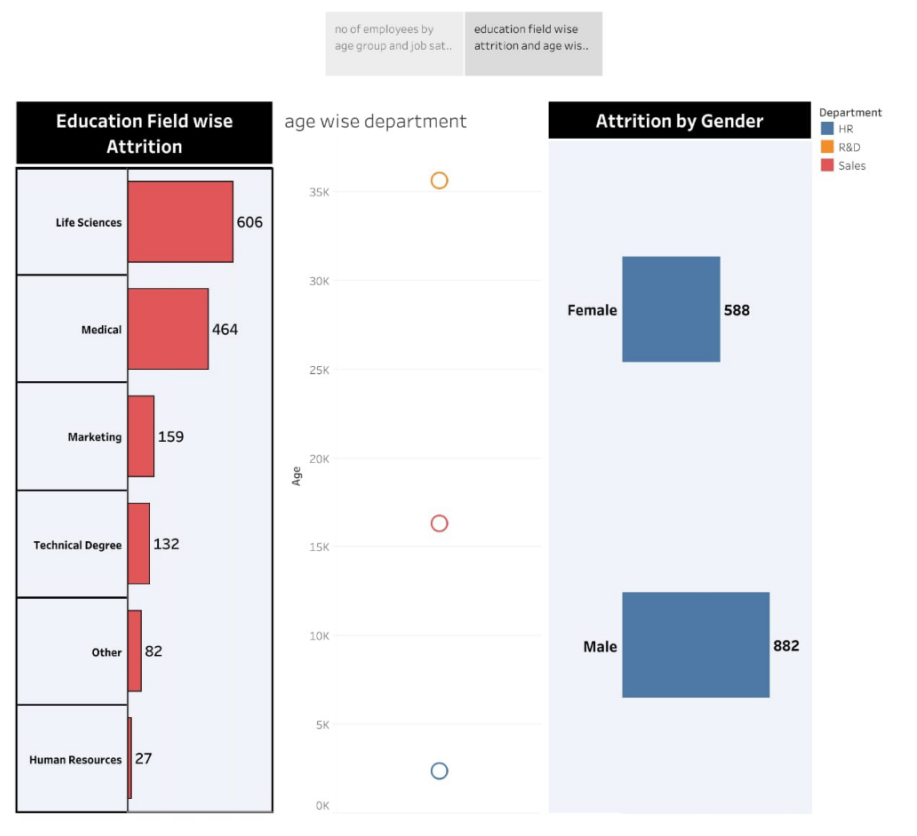


Story

Story 1



Story 1



ADVANTAGES

Data Visualization: Tableau is renowned for its data visualization capabilities. It allows HR professionals to create interactive and visually appealing dashboards, making it easier to understand and communicate talent

management metrics to stakeholders.

Real-time Analytics: Tableau can connect to various data sources, enabling HR teams to access real-time data on talent performance, turnover rates, recruitment metrics, and more. This real-time information helps in making proactive decisions.

Customization: Tableau allows you to customize your HR scorecard to fit your organization's specific needs and metrics. This flexibility ensures that you're measuring what's most relevant to your talent management strategy.

Disadvantages

Cost: Tableau can be expensive, especially for smaller organizations or HR

departments with limited budgets.

Licensing, training, and maintenance costs can be significant.

Complexity: Tableau can be complex to set up and use effectively. It may require specialized training and expertise to create and maintain scorecards, which can be a barrier for some HR teams.

Data Quality: The accuracy and reliability of the HR scorecard are highly dependent on the quality of the data sources and how well data is collected and integrated. Poor data quality can lead to inaccurate insights

Application

Data Collection and Integration: Gather relevant HR data from various sources,

such as recruitment, employee performance, turnover rates, and employee engagement surveys. Ensure the data is clean, accurate, and well-organized.

Define Key Metrics: Identify the specific talent management metrics that are critical for your organization, such as employee retention rates, time-to-fill for job openings, training and development effectiveness, and more.

Conclusion

Data-Driven Insights: The Tableau HR scorecard enables HR professionals to gain deep insights into talent management through visual data representation, making it easier to identify trends, challenges, and opportunities.

Customization and Flexibility: The tool can be tailored to meet an organization's specific talent management needs, ensuring that the right metrics are measured and presented in a user-friendly manner.

Future scope

AI and Machine Learning Integration: Tableau is likely to incorporate AI and machine learning features, enabling predictive analytics for talent management. This will help HR professionals forecast talent needs and identify potential issues more accurately.

