# The Tableau HR Scorecard: Measuring Success in Talent Management

- **INTRODUCTION**
- **Overview**

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:

- 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.
- 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.
- 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.

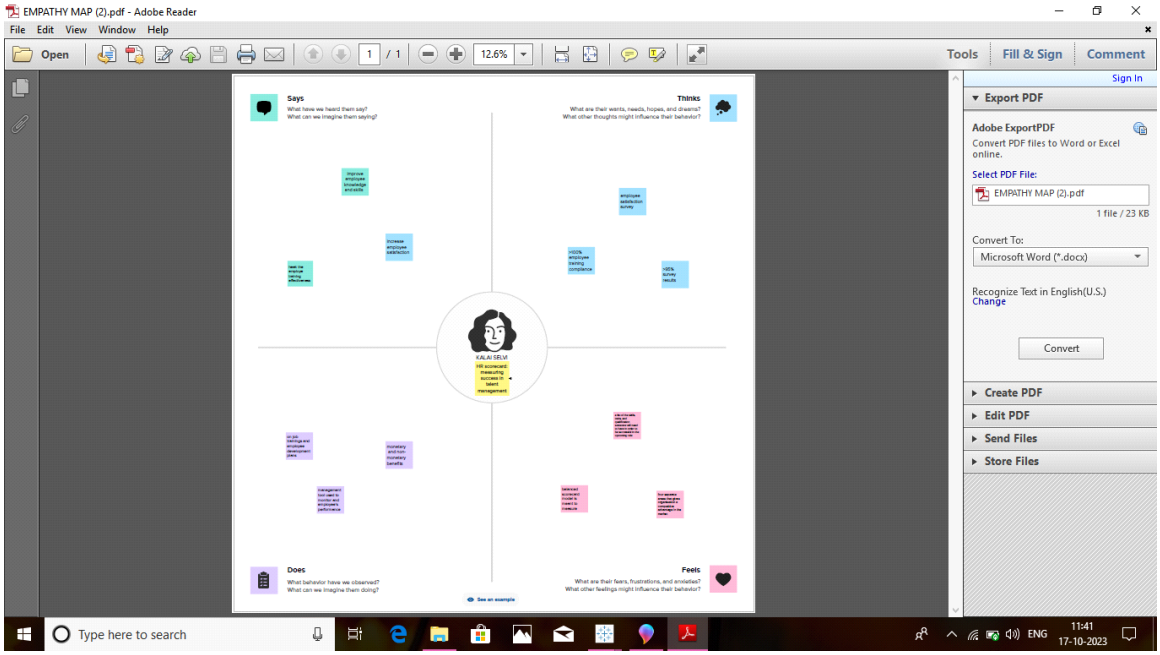
Learning and Growth Perspective: This perspective evaluates the organization's investment in employee development and its ability to innovate and adapt to changing business needs. It includes KPIs such as employee skills and competencies, employee retention, and the percentage of employees who receive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

- Purpose

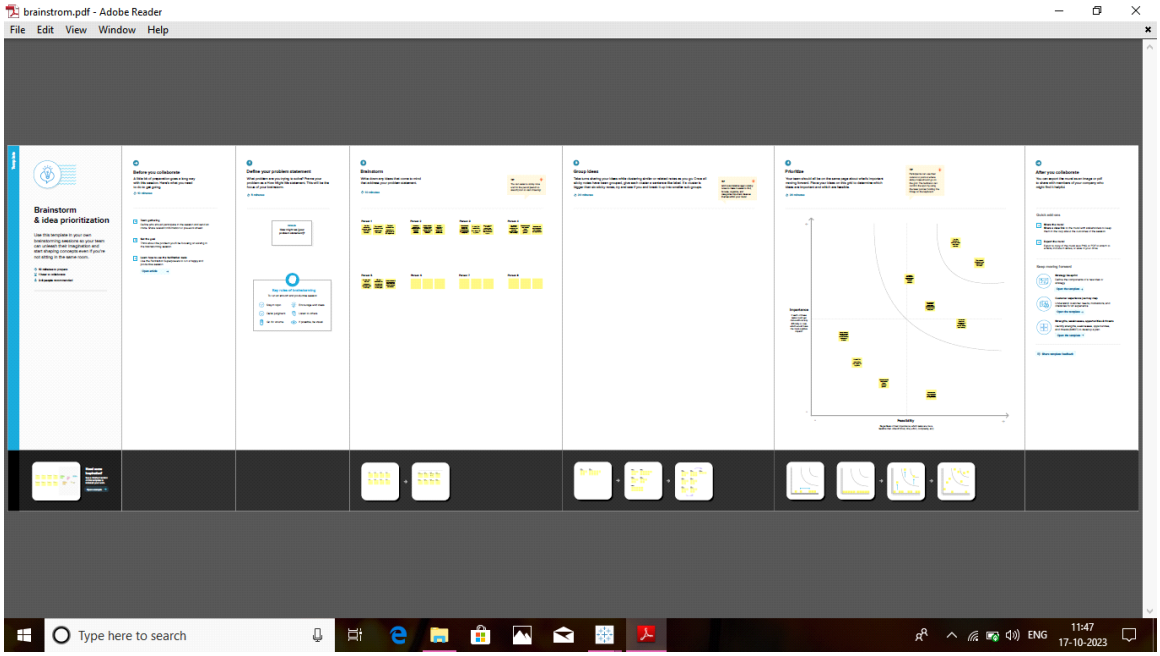
This purpose of the project is to analyze the success of talent management strategies within an organization. The Human Resource professionals and business leaders will get an idea to plan their workforce recruitment. This project will also. ……..

2. **Problem Definition & Design Thinking**

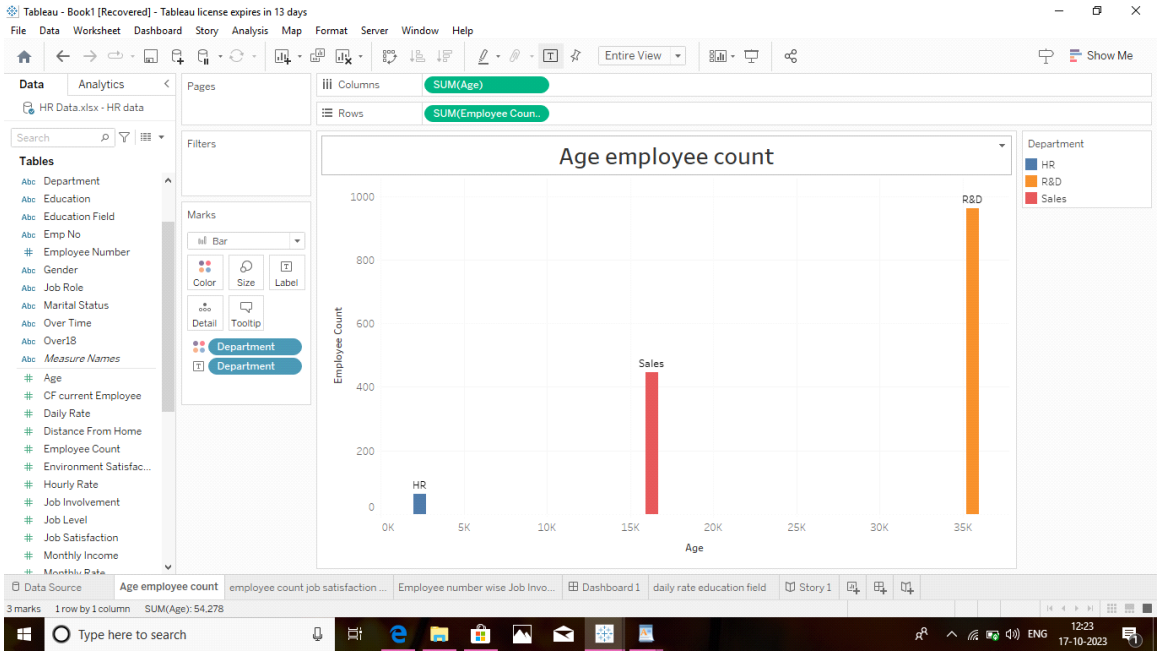
1.3 Empathy Map




## 1.4 Ideation & Brainstorming Map




# 3 RESULT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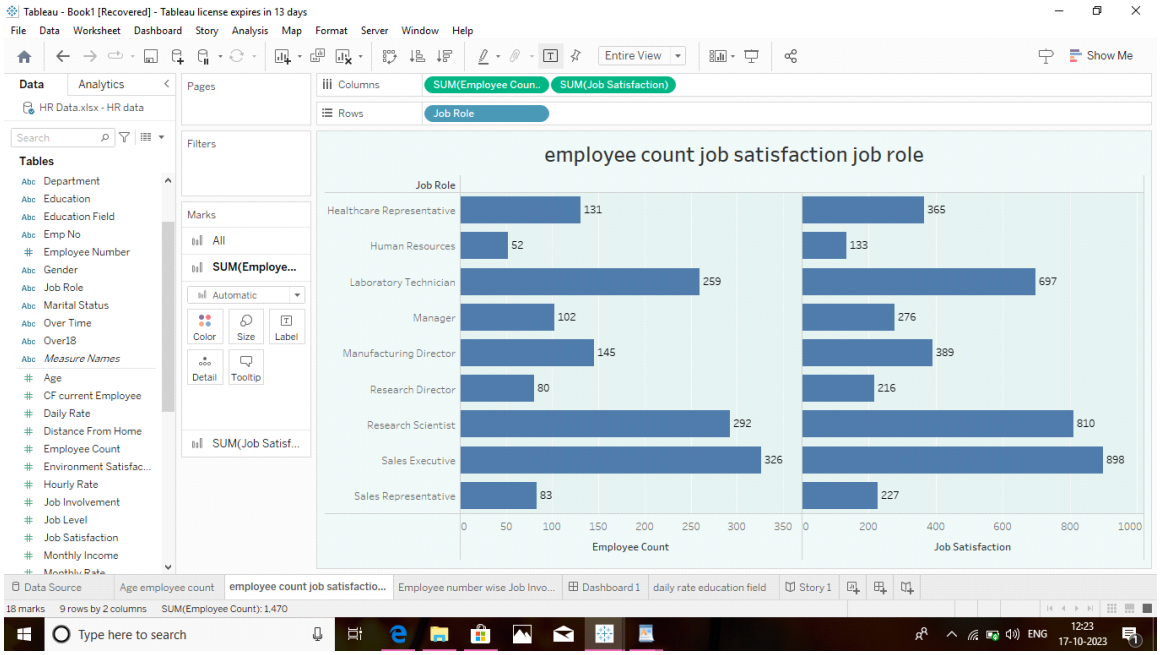
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Laboratory Technician
Manager
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Research Director
Research Scientist
Sales Executive
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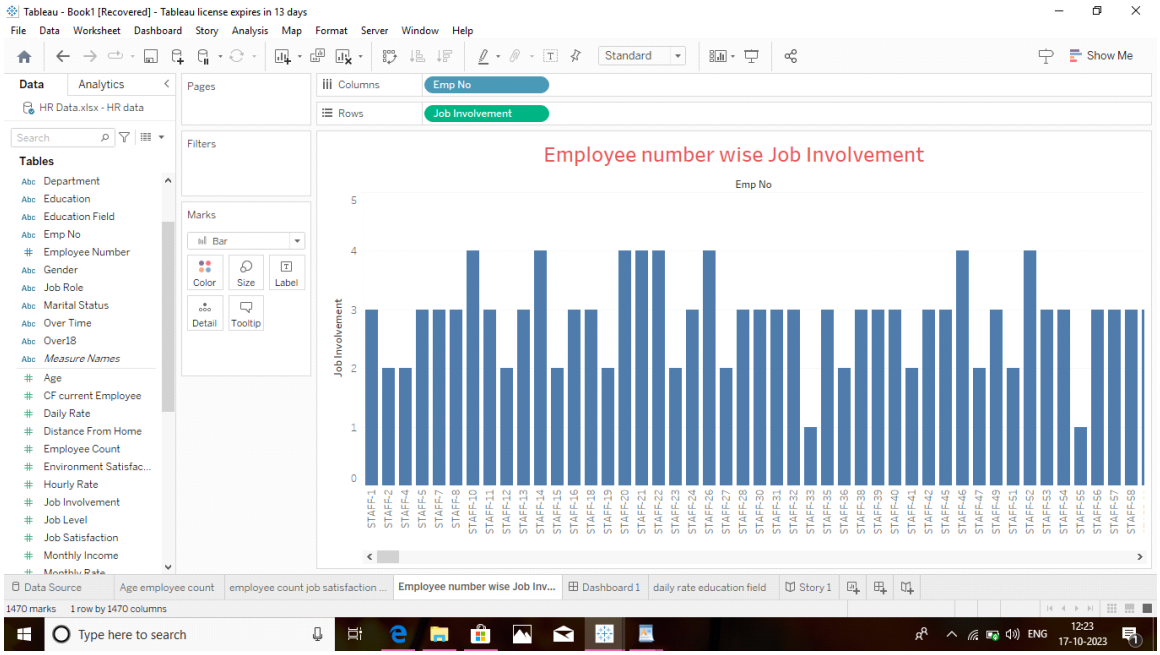


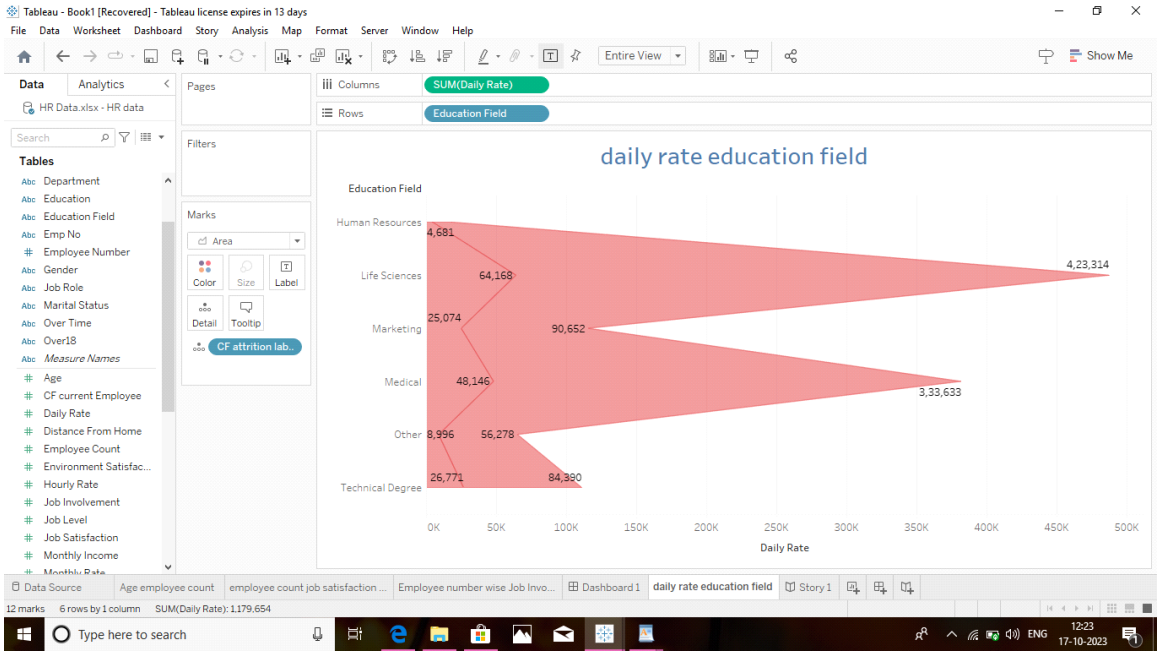


## 4. ADVANTAGES

**Greater Focus on Company Goals**

**Increased Employee Engagement**

**More Productive Employees**

**Enhanced Customer Loyalty**

**Better Prepared to Manage Issues**

**Exceptional Corporate Culture**

## DISADVANTAGES

**Legal Liabilities**

**Maintaining a Safe Distance**

**Insufficient Information**

**Lack of Adaptability**

**Unpredictability**

**Improper Development Programs**

**Expensive to Install HRM Software**

**Recent Origin**

## 5. APPLICATIONS

Human resource management is the strategic approach to nurturing and supporting employees and ensuring a positive workplace environment. Its functions vary across different businesses and industries, but typically include recruitment, compensation and benefits, training and development, and employee relations.

## 6. CONCLUSION

In today world, the Human Resource Management plays a very significant role in the daily life. On the one hand, the Soft and Hard Human Resource Management influence on the business and lets them development rapidly

## 7. FUTURE SCOPE

You can take HR analytics or do some relevant courses to empower your working as an HR professional. Indeed, HR will not be replaced. However, not only HR but also every individual must adapt according to technology. Thus, MBA in HR future scope is bright!