The Tableau HR Scorecard: Measuring Success in Talent Management

1. INTRODUCTION:

1.1 Overview:

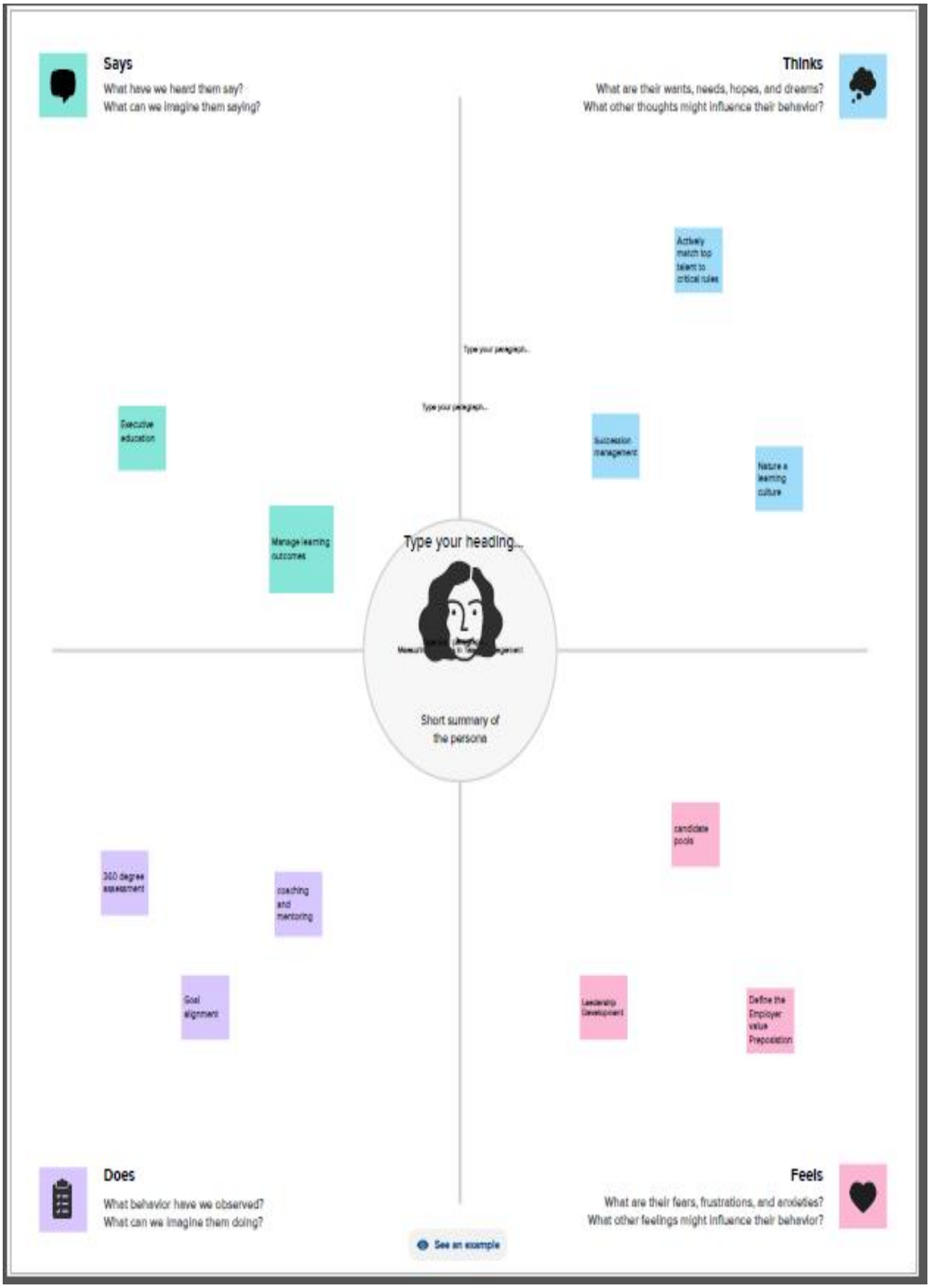
The Tableau HR Scorecard is a framework designed to measure and evaluate thee success of talent management strategies within an organisation. It provides a way for HR professionals and business leaders to track and analyse key performance indicators (KPIs) related to work force planning, recruitment, retention, and development.

1.2 Purpose:

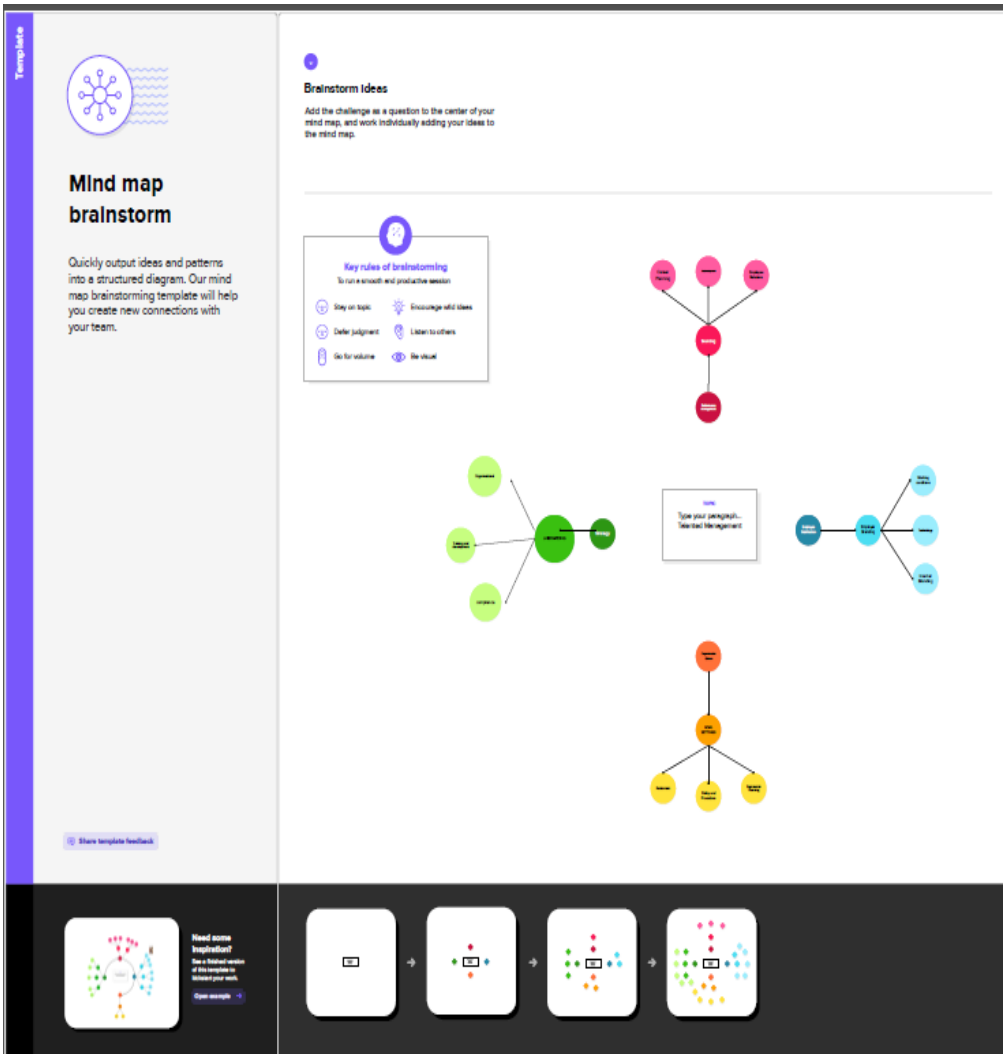
Build recruiting Profiles. Create and implement Pre-employment assessments. Create Interview agendas and guides. Takes Steps to Plan for the development, replacement, and strategic use of key Personal in Key positions. Create success profiles and Competency models. Assess development needs for specific roles. Design management development programs and process. Conduct individual development Planning. Arranging coaching services. Train on leadership topics and specific skills.

2. Problem Definition & Design Thinking

2.1 Empathy Map



2.2 IDEATION AND BRAINSTORMING MAP

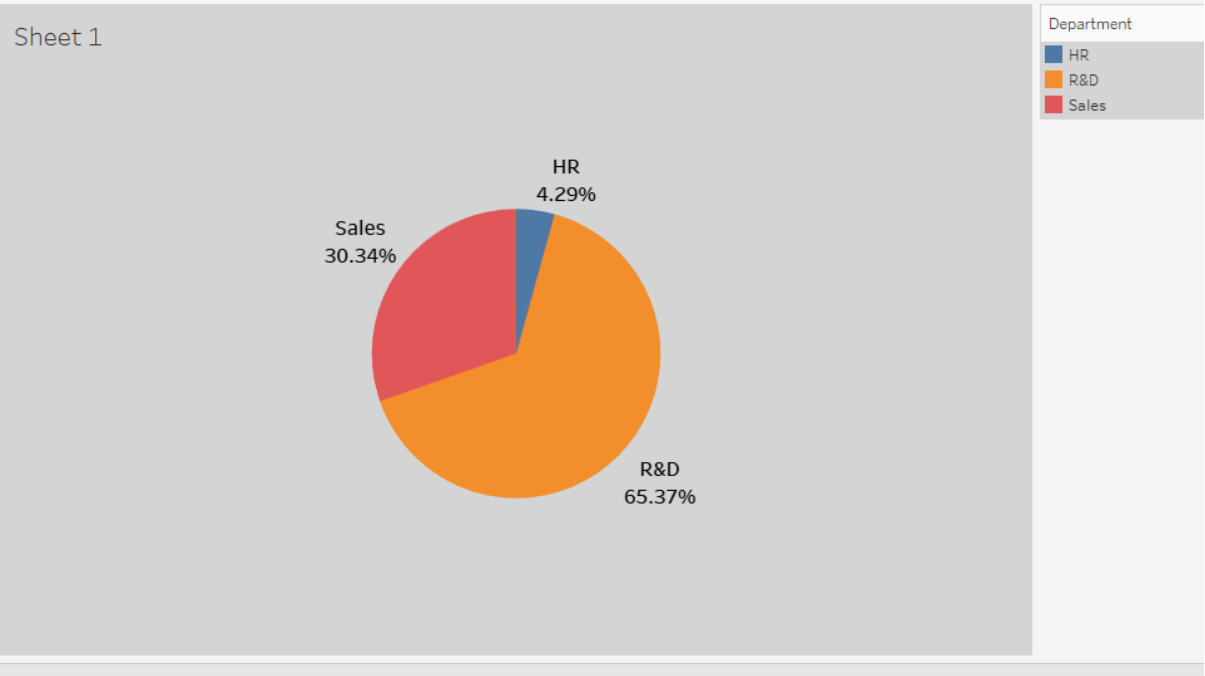


Result:

It includes such as Employment Engagement, Manager Satisfaction with HR Support, and Candidate Experience.

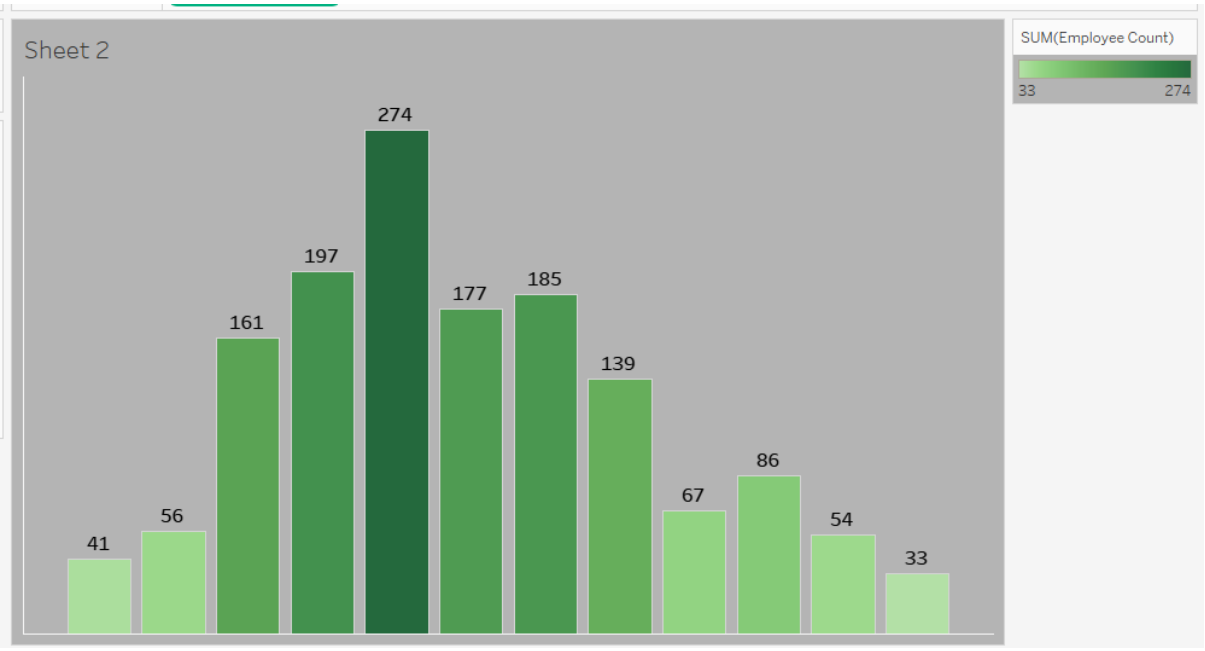
Activity 1:

DEPARTMENT WISE ATTRITION:



Activity 2:

NUMBER OF EMPLOYES BY AGE GROUP



Activity 3:

JOB SATISFACTION RATING:

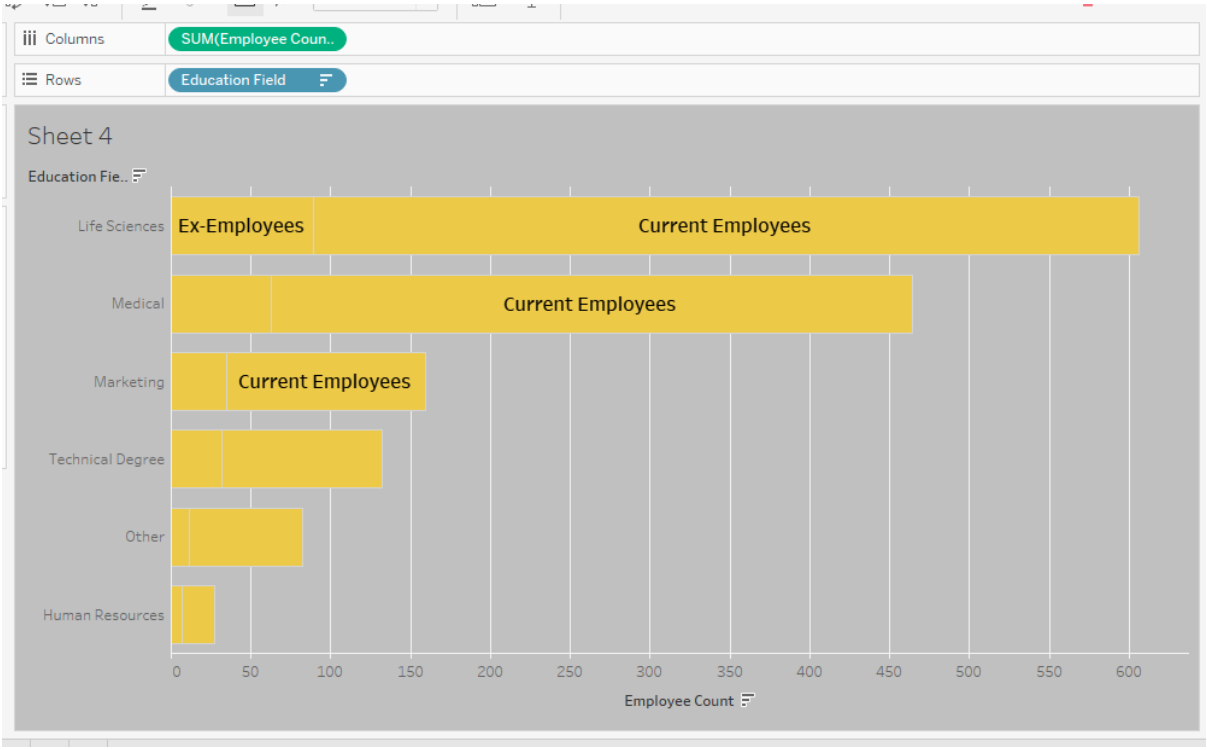
Sheet 3

Job Sati..	Job Role									
	Healthc..	Human ..	Laborat..	Manager	Manufa..	Researc..	Researc..	Sales E..	Sales R..	Grand T..
1	26	10	56	21	26	15	54	69	12	289
2	19	16	48	21	32	16	53	54	21	280
3	43	13	75	27	49	27	90	91	27	442
4	43	13	80	33	38	22	95	112	23	459
Grand Total	131	52	259	102	145	80	292	326	83	1,470

SUM(Employee Cou
10

Activity 4:

EDUCATION FIELD WISE ATTRITION:



Activity 5:

ATTRITION RATE BY GENDER FOR DIFFERENT AGE GROUP:

APPLICATIONS:

Measuring the success of a talent management Strategy hinges on the quality and accuracy of data collected, as well as thee insights drawn from it. This section delves into the crucial aspects of data collection and analysis that Drive informed decision-making.

CONCULSION:

The journey of measuring talent management success isn't destination but a continuous quest for improvement. Harnessing the power of data Collection, analysis, and interpretation empowers leaders to make informed decisions, refine strategies iteratively, and create a workforce that thrives in an environment of growth and engagement. By putting data at the heart of decisions-making and embracing a culture of continuous improvement, organisations can elevate their talent management strategies from mere concepts to thriving engines that drive sustained success, innovation, and competitive advantage in today's dynamic business landscape.