

**RALYALASEEMA
UNIVERSITY KURNOOL
SRI SANKARS DEGREE
COLLEGE KURNOOL**

E chandra sekhar

Mscs

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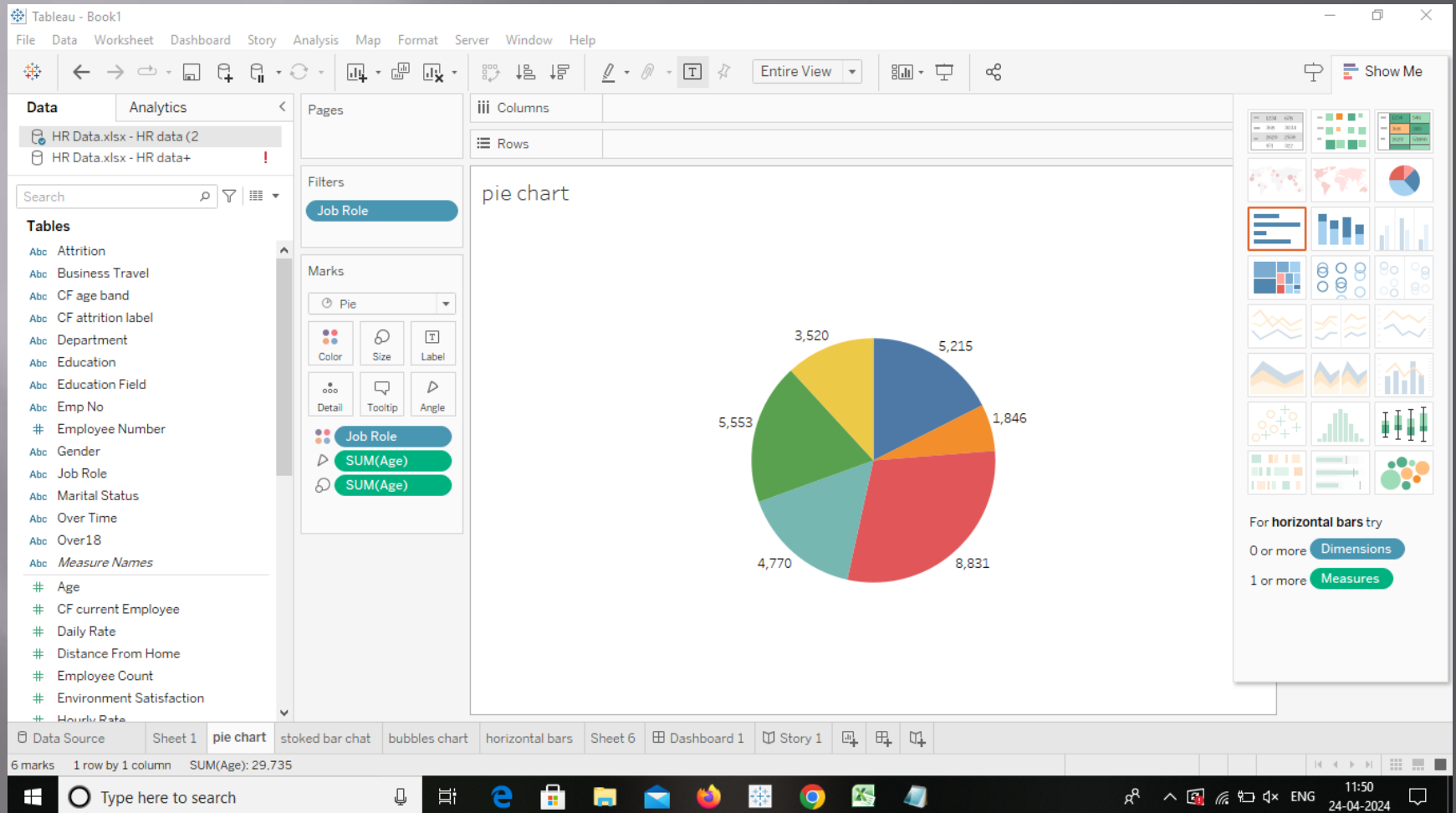
THE TABLEAU HR SCORECARD:

Measuring success in talent
management

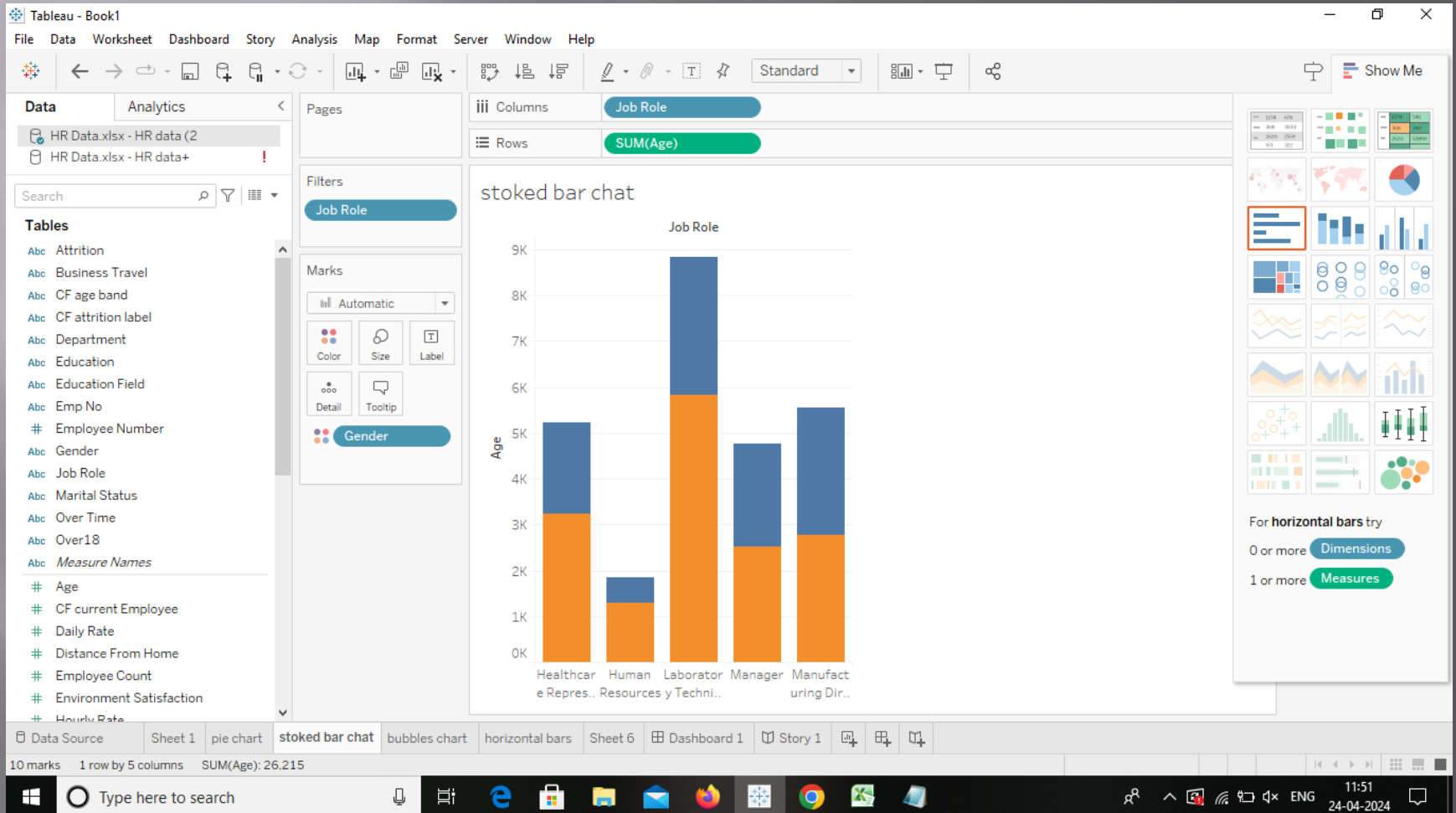
Project title: *the tableau hr scorecard measuring suceess in talent mangement*

- ▣ Team ID : LTVIP2024TMID14094
- ▣ Team Size : 4
- ▣ Team Leader : Diddikati Harshavardhan
- ▣ Team member : Kummari Karthik
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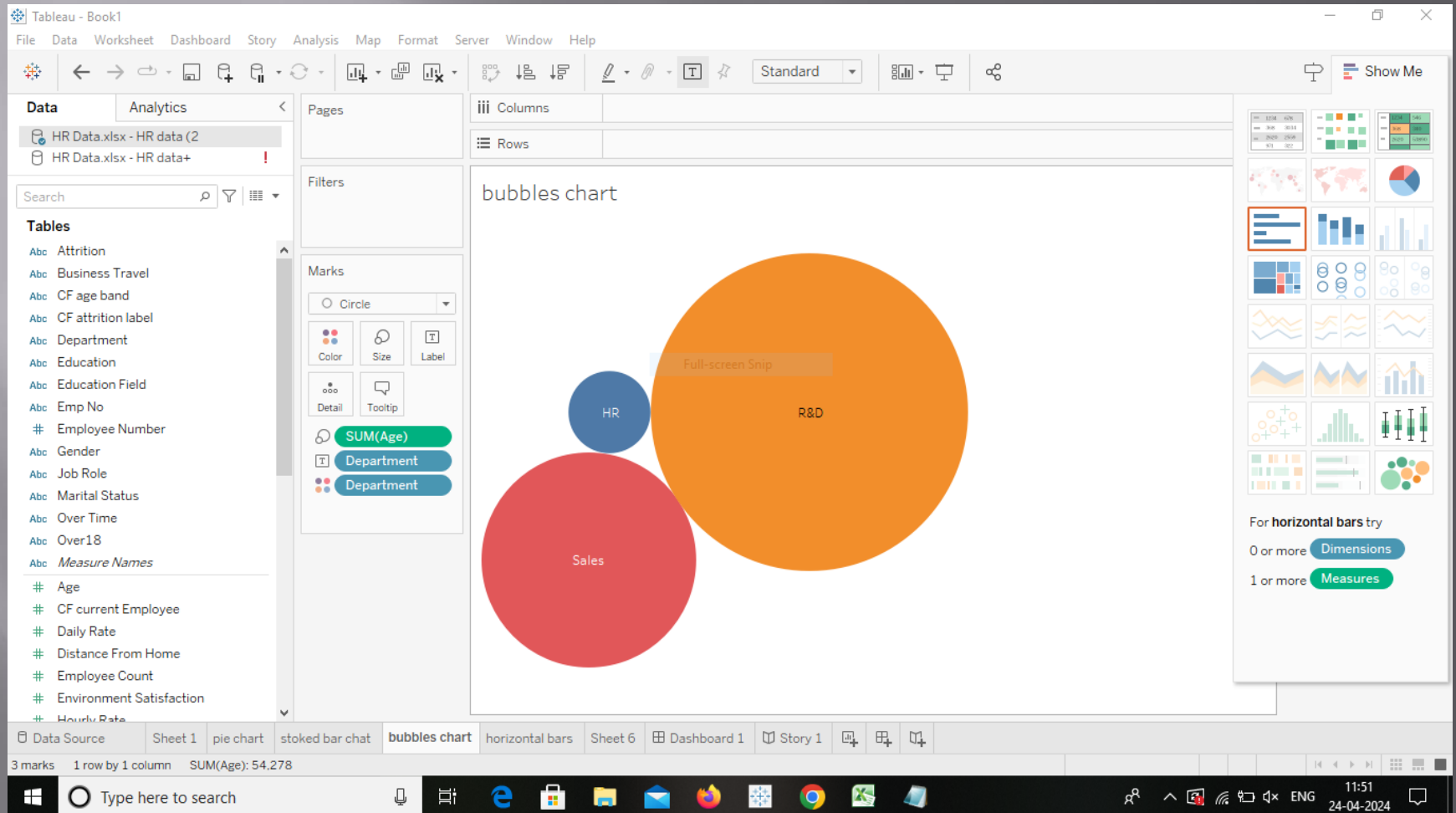
Piechart for hr data excel



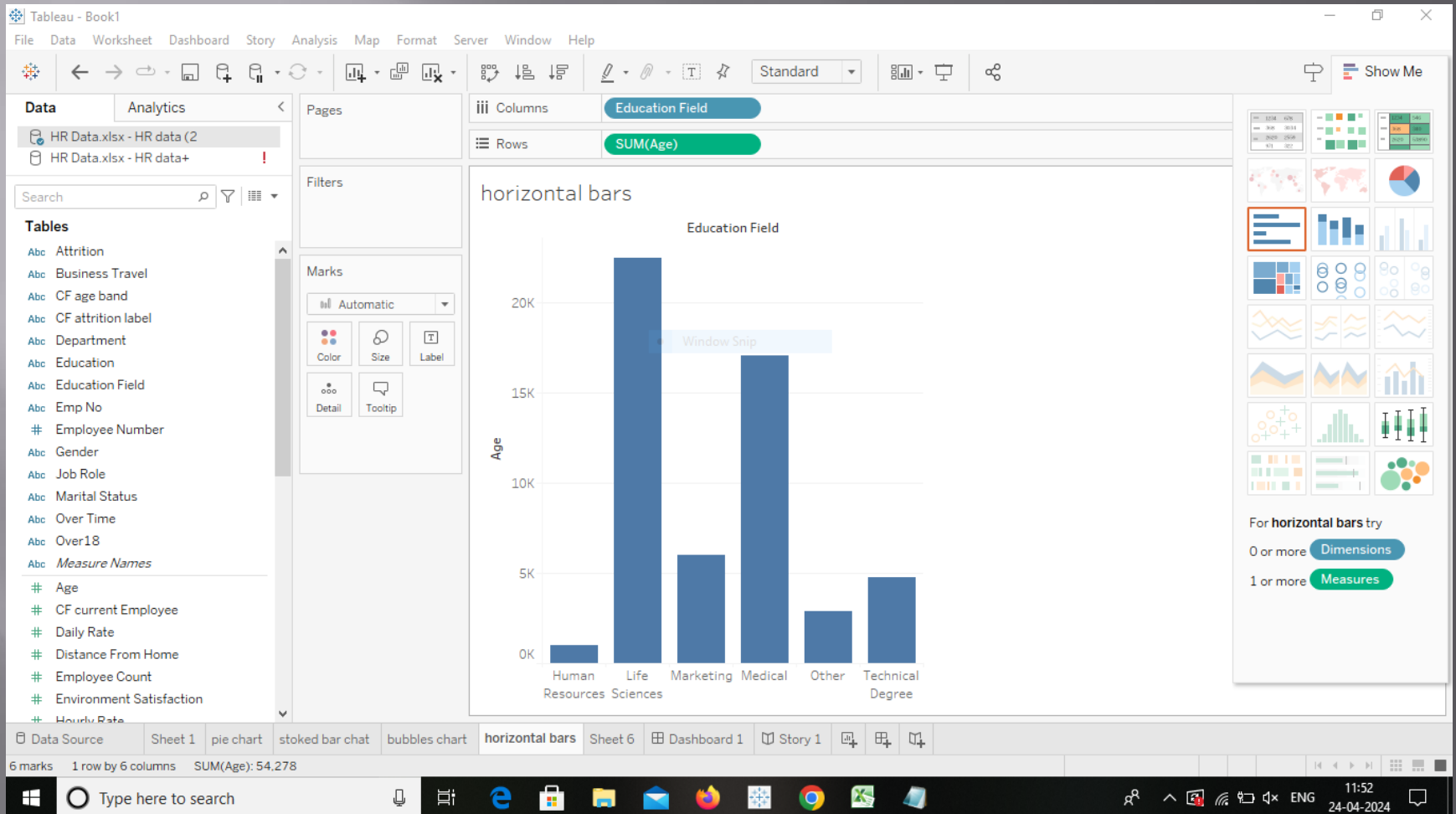
Stacked bar chart in data



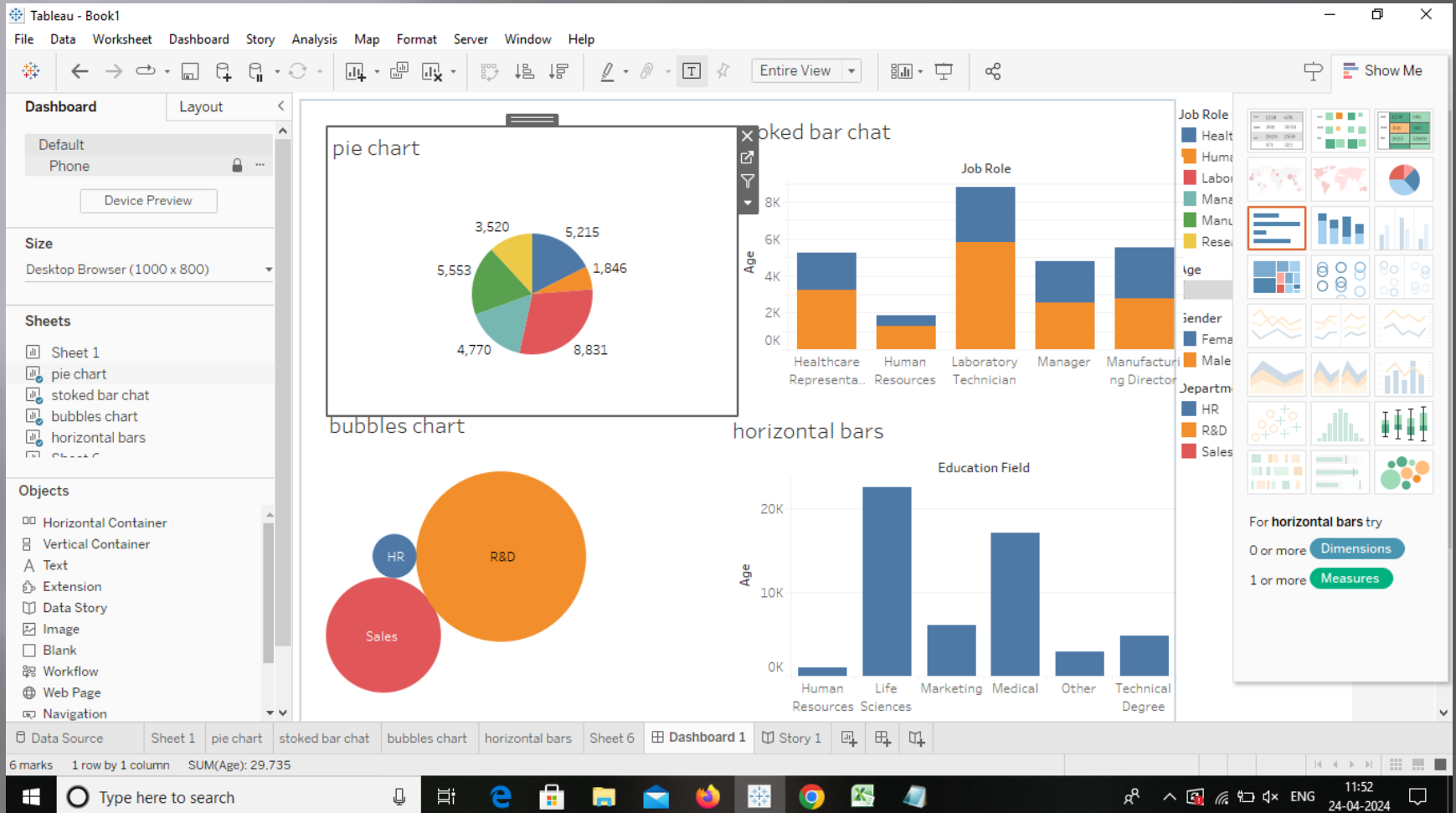
Bubbles chart in data analysis



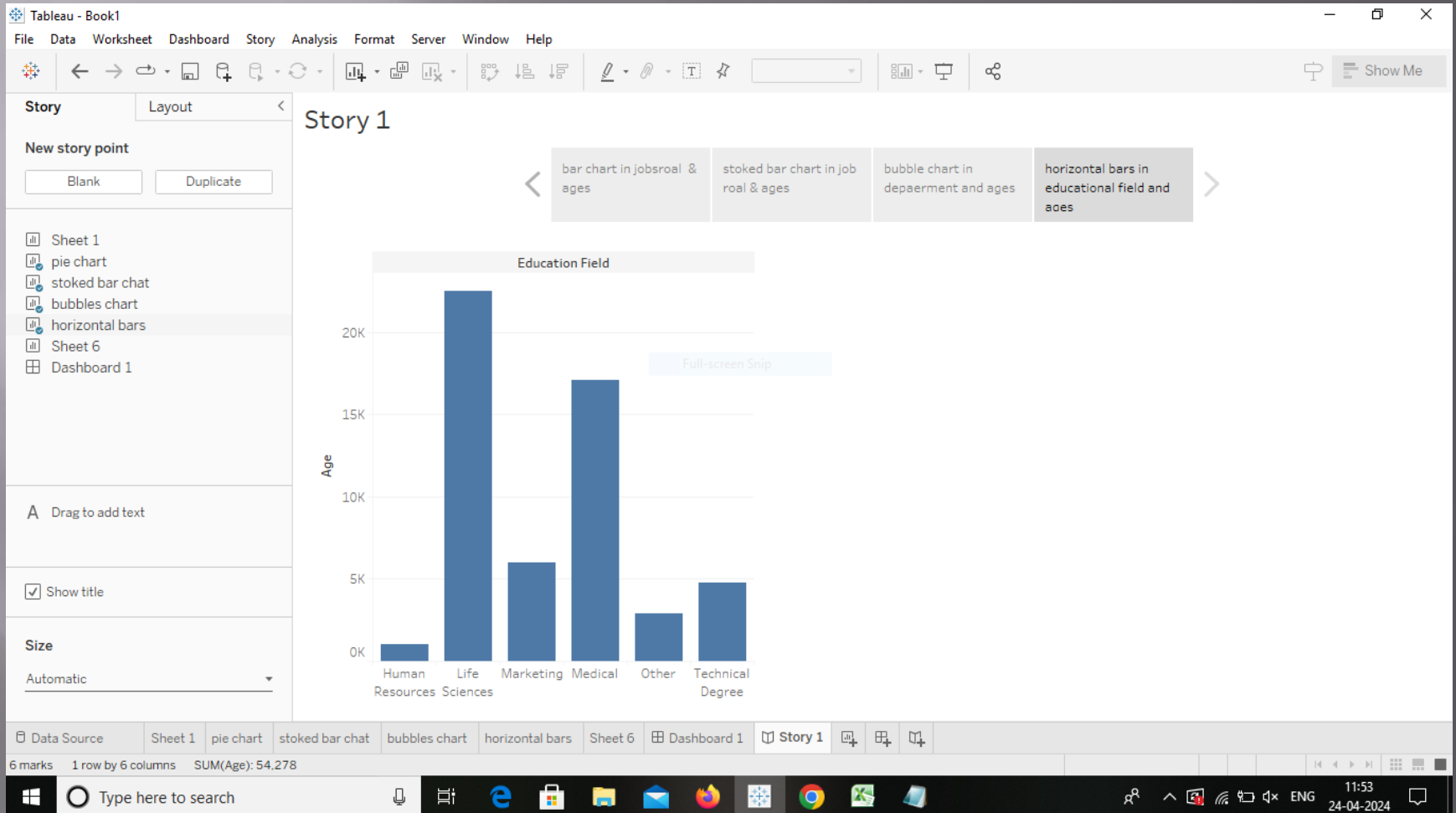
Horizontal bars



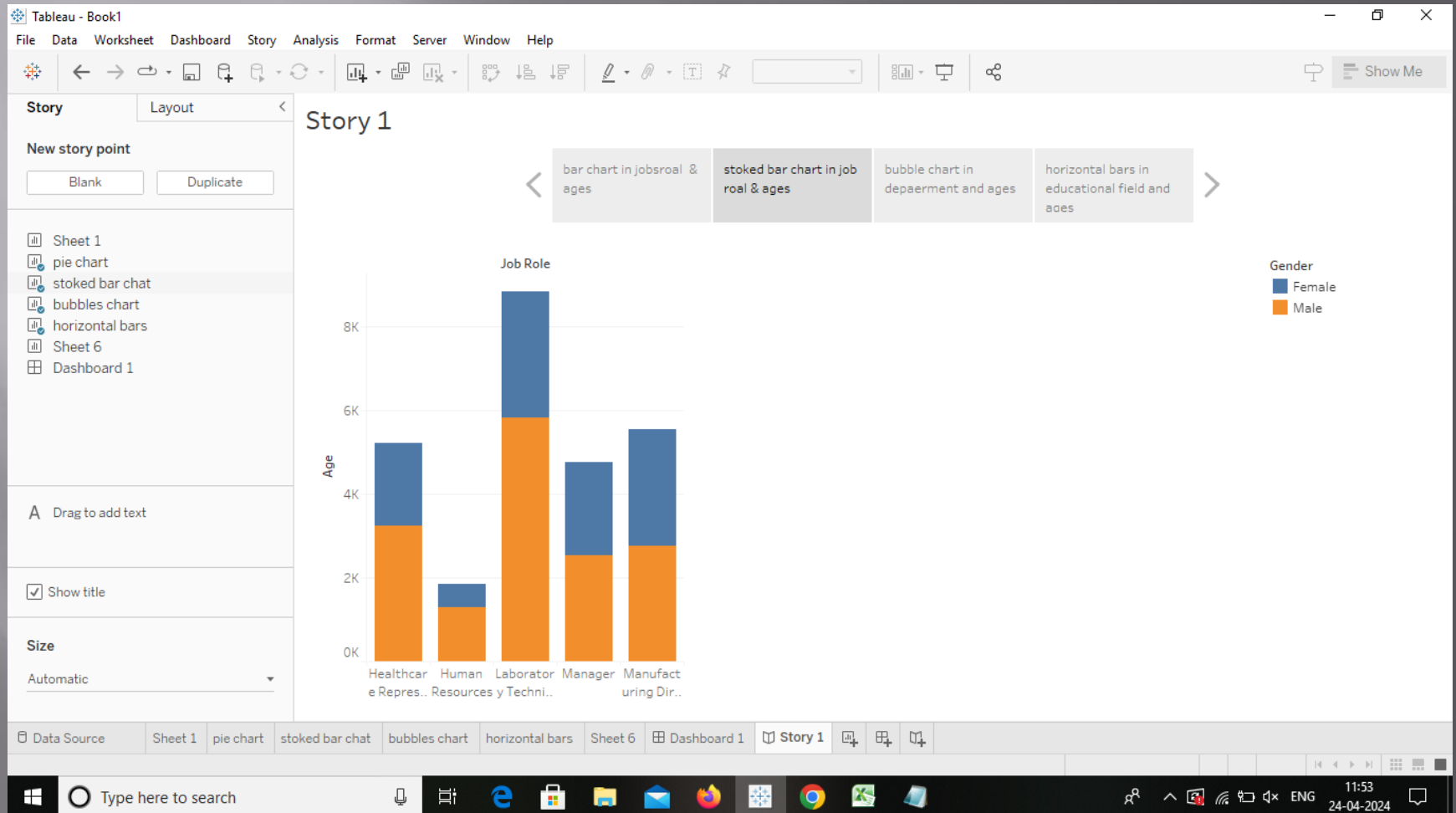
Dash board1 in details analysis



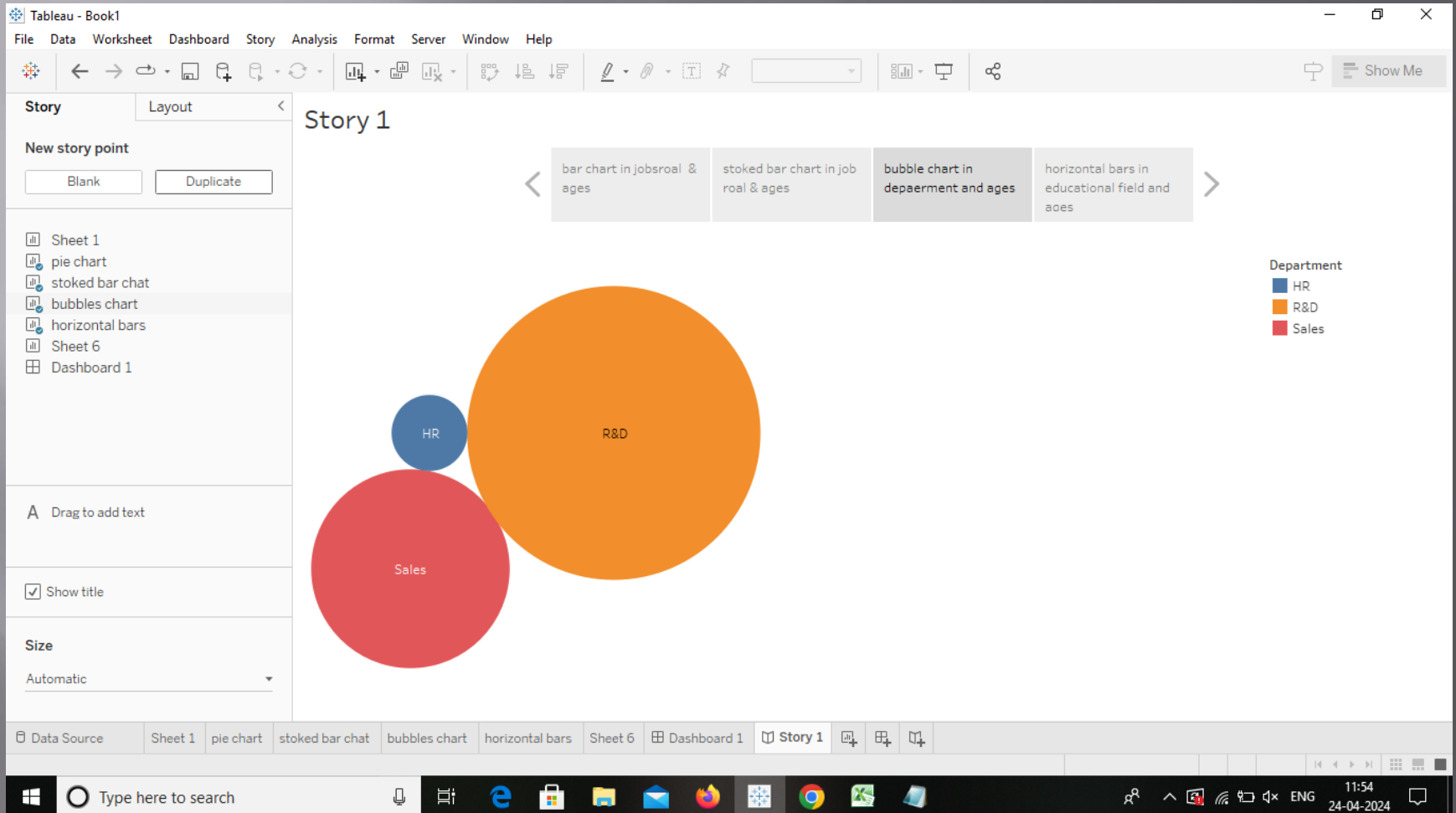
Story 1 horizontal educational field and ages



Stacked bar chart in job real&ages



Bubble chart department and ages



the tableau HR scorecard:Measuring success in talent management keypoints

- ▣ the tableau HR scorecard:Measuring success in talent management keypoints
- ▣ The Tableau HR Scorecard is a framework used to measure success in talent management, focusing on key points such as:
 - ▣ **Recruitment and Selection:** Assessing the effectiveness of recruitment strategies, including the quality of hires, time-to-fill metrics, and diversity initiatives.
 - ▣ **Employee Engagement:** Measuring the level of employee satisfaction, motivation, and commitment through surveys, feedback mechanisms, and retention rates.
 - ▣ **Training and Development:** Evaluating investments in employee training and development programs, including skill development, career advancement opportunities, and succession planning.
 - ▣ **Performance Management:** Monitoring performance appraisal processes, goal-setting effectiveness, and alignment with organizational objectives.
 - ▣ **Retention and Turnover:** Analyzing turnover rates, identifying reasons for attrition, and implementing strategies to improve employee retention.

The tabaleau manaement-2

- ▣ **Leadership Development:** Assessing leadership pipelines, identifying high-potential employees, and programs to develop future leaders.
- ▣ **Diversity and Inclusion:** Tracking diversity metrics, promoting a culture of inclusion, and ensuring equal opportunities for all employees.
- ▣ **Workforce Planning:** Forecasting future talent needs, addressing skills gaps, and aligning talent strategies with business objectives.
- ▣ **HR Metrics and Analytics:** Utilizing data analytics to measure HR effectiveness, identify trends, and make data-driven decisions.
- ▣ **Employee Well-being:** Considering factors such as work-life balance, health and wellness initiatives, and overall employee satisfaction with their work environment.

Key points hr mangement

- ▣ While there isn't a specific resource titled "Tableau HR Scorecard: Measuring Success in Talent Management," I can provide a detailed analysis based on general principles of HR scorecards and talent management metrics. A Tableau HR Scorecard would likely involve the use of Tableau, a popular data visualization tool, to analyze and present HR metrics effectively. Here's a breakdown of how such a scorecard might work:
- ▣ **Data Collection:**
 - Gather data from various HR systems such as HRIS (Human Resources Information System), ATS (Applicant Tracking System), performance management software, and employee surveys.
 - Data could include recruitment metrics, employee engagement scores, training records, performance ratings, turnover rates, diversity statistics, etc.
- ▣ **Dashboard Design:**
 - Design a Tableau dashboard that displays key HR metrics in a visually appealing and easy-to-understand format.
 - Use charts, graphs, and tables to present data on different aspects of talent management.

Hr management-2

□ Key Metrics:

- Recruitment and Selection: Track metrics like time-to-fill, cost-per-hire, source of hire, applicant demographics, and quality of hires.
- Employee Engagement: Monitor engagement survey results, turnover rates, and participation in employee development programs.
- Training and Development: Measure training hours, completion rates, skill acquisition, and the impact of training on performance.
- Performance Management: Evaluate performance ratings, goal attainment, and feedback from performance reviews.
- Turnover and Retention: Analyze turnover rates by department, reason for turnover, and effectiveness of retention strategies.
- Leadership Development: Assess the pipeline for leadership positions, succession planning effectiveness, and leadership training participation.
- Diversity and Inclusion: Track diversity metrics such as gender, ethnicity, and representation in leadership roles, as well as inclusion survey results.
- Workforce Planning: Forecast talent needs based on business growth projections, retirement trends, and skill gaps.
- HR Metrics and Analytics: Utilize data analytics to identify trends, correlations, and predictive insights related to HR metrics.
- Employee Well-being: Measure employee satisfaction with work-life balance, health and wellness programs, and stress levels.

▣ **Continuous Improvement:**

- Continuously review and update the HR scorecard to reflect changing business priorities and evolving best practices in talent management.
- Solicit feedback from stakeholders to improve the relevance and effectiveness of the scorecard.