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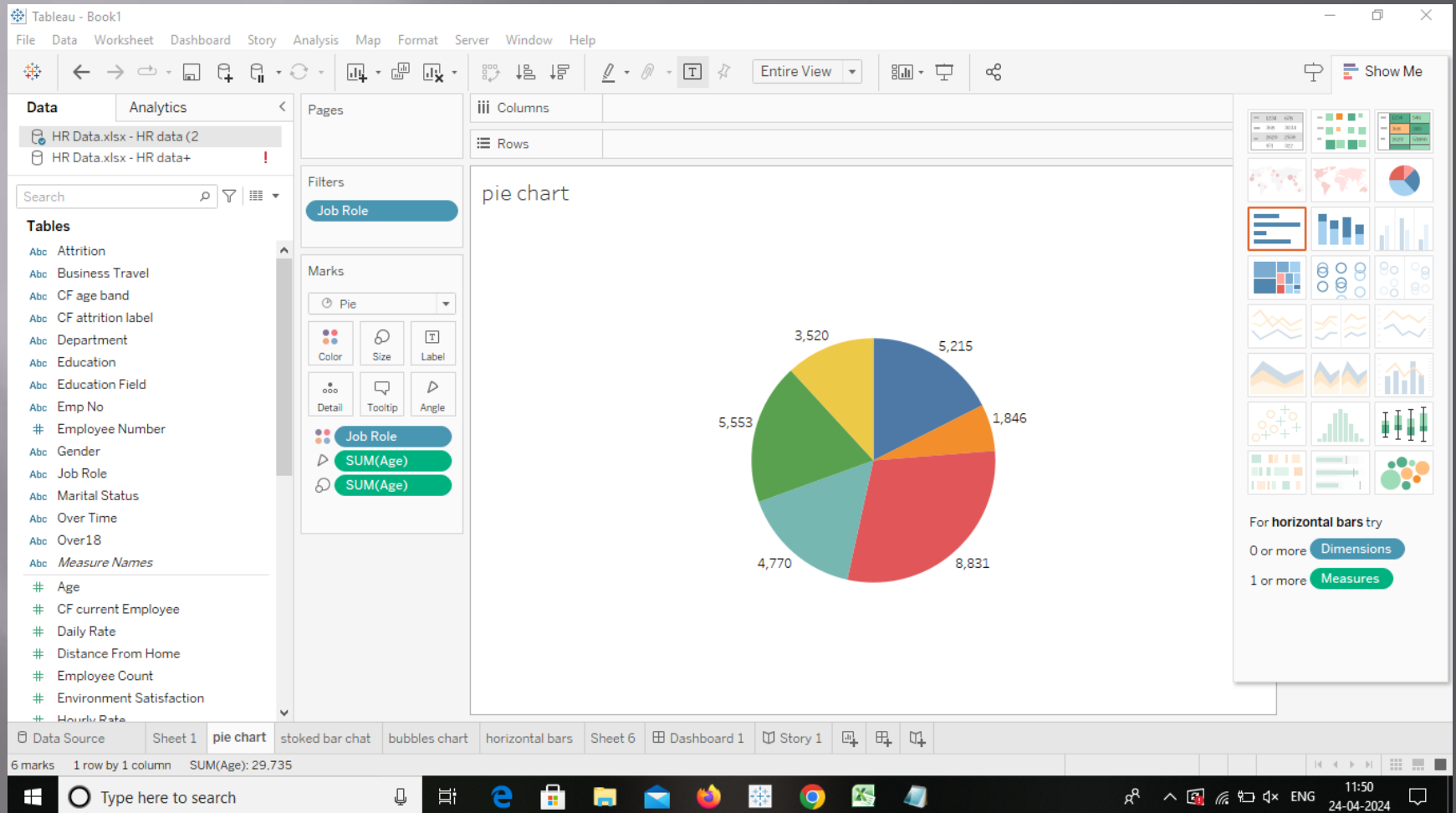
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THE TABLEAU HR SCORECARD:

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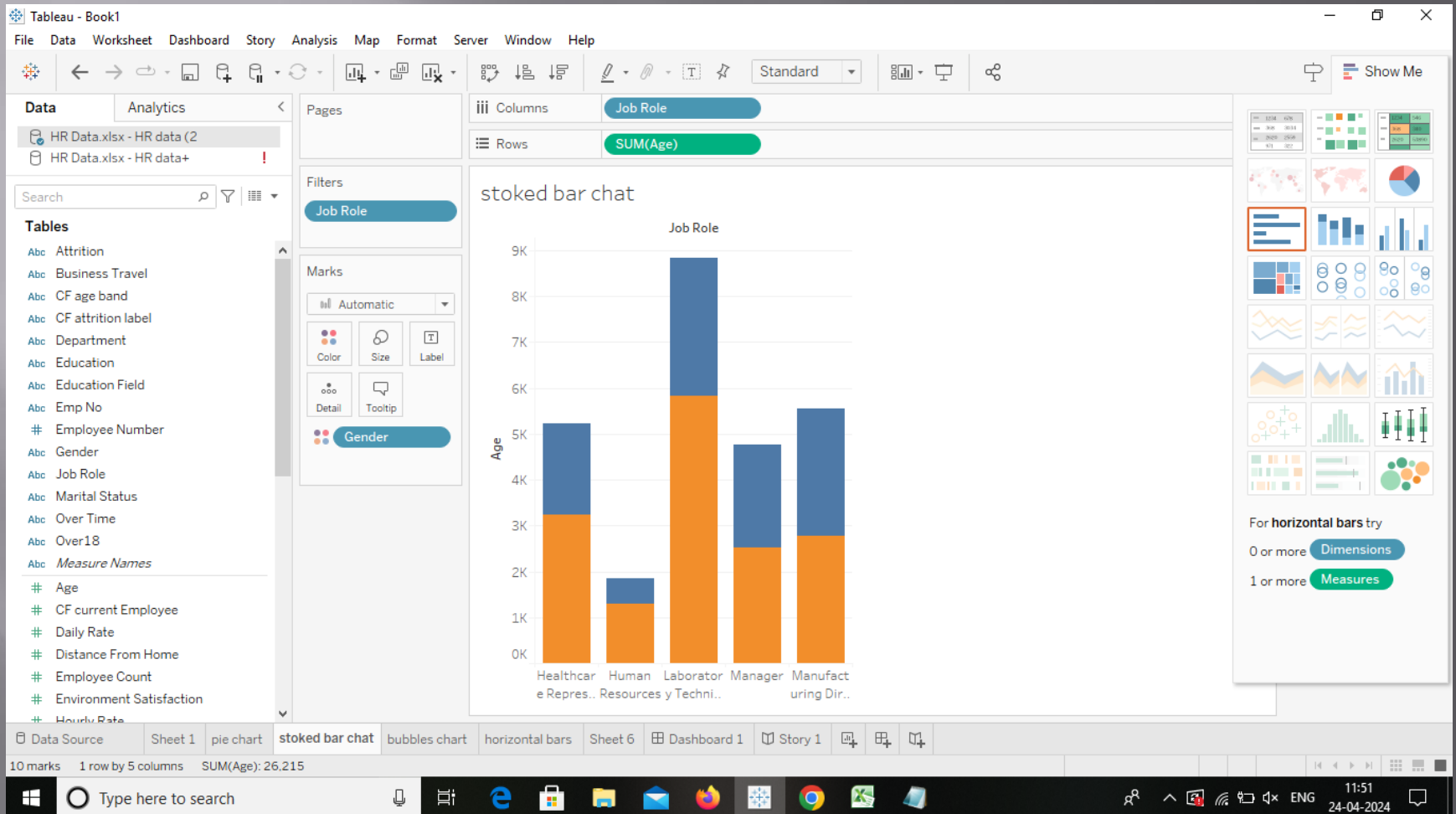
Project title:the *tableau hr scorecard measuring suceess* in talent mangement

- Team ID : LTVIP2024TMID14094
- Team Size : 4
- Team Leader : Diddikati Harshavardhan
- Team member : Kummari Karthik
- Team member : Elegala Chandra Sekhar
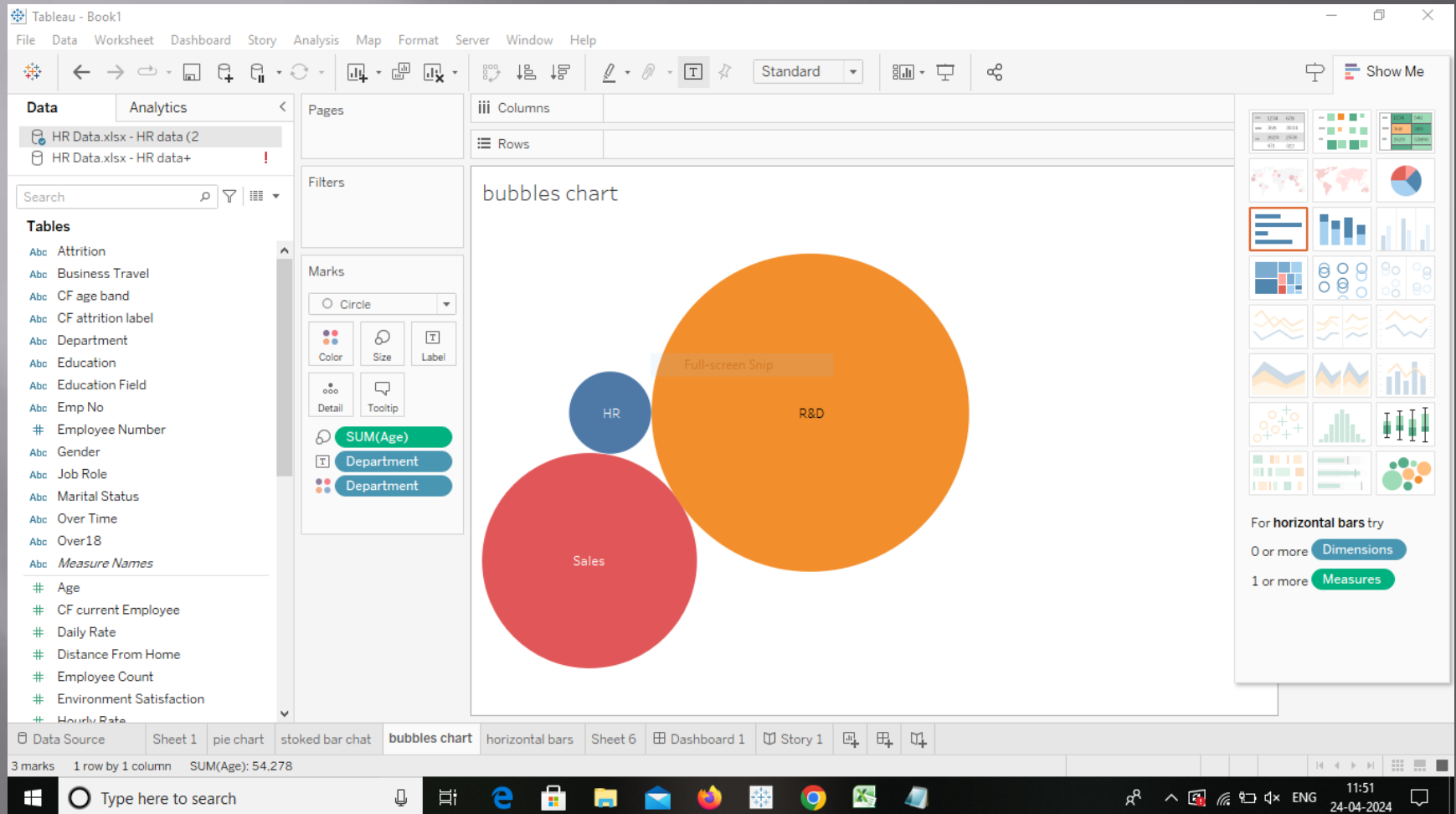- Team member : Kurupati Shasank Mayur

Piechart for hr data excel

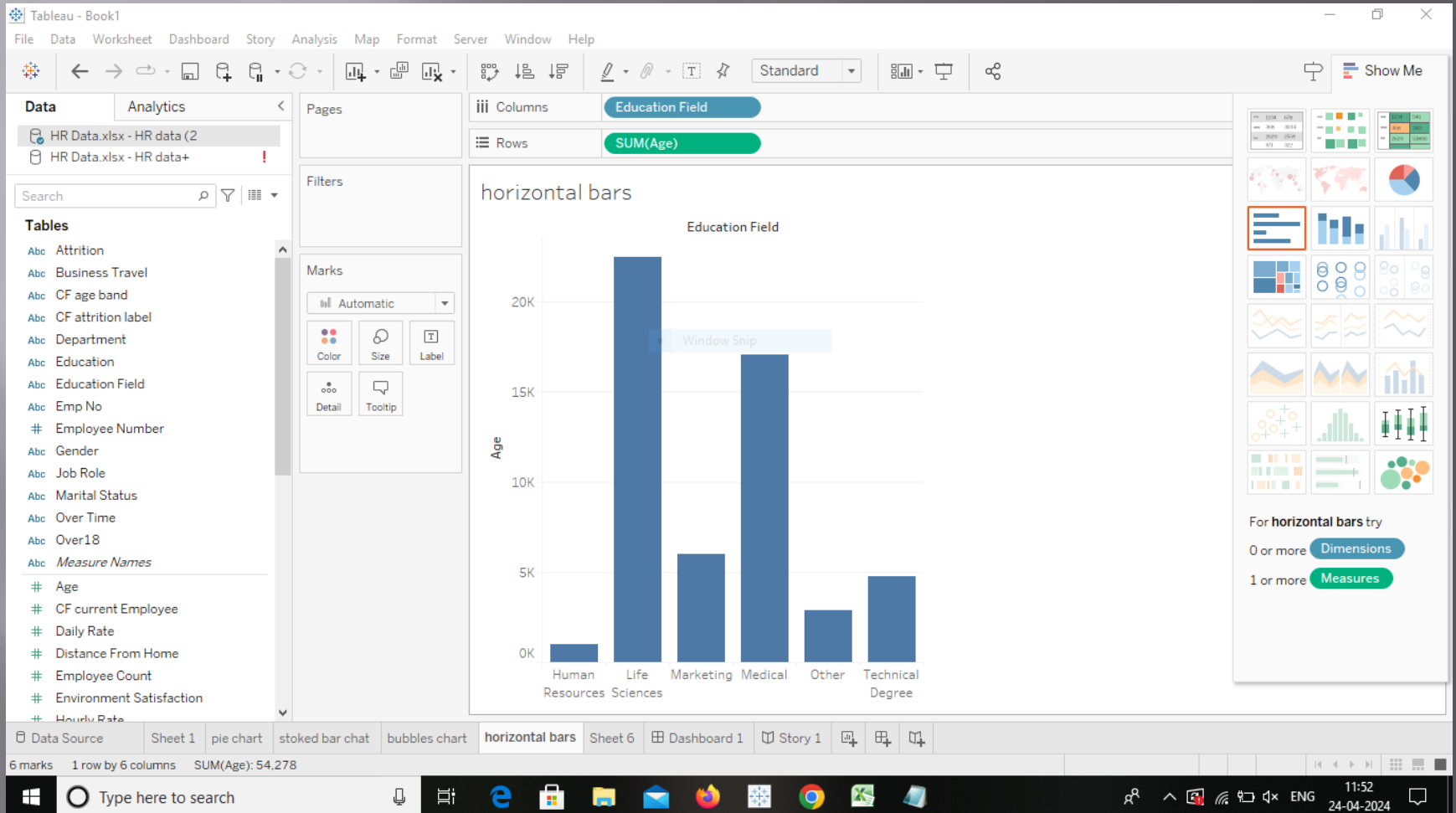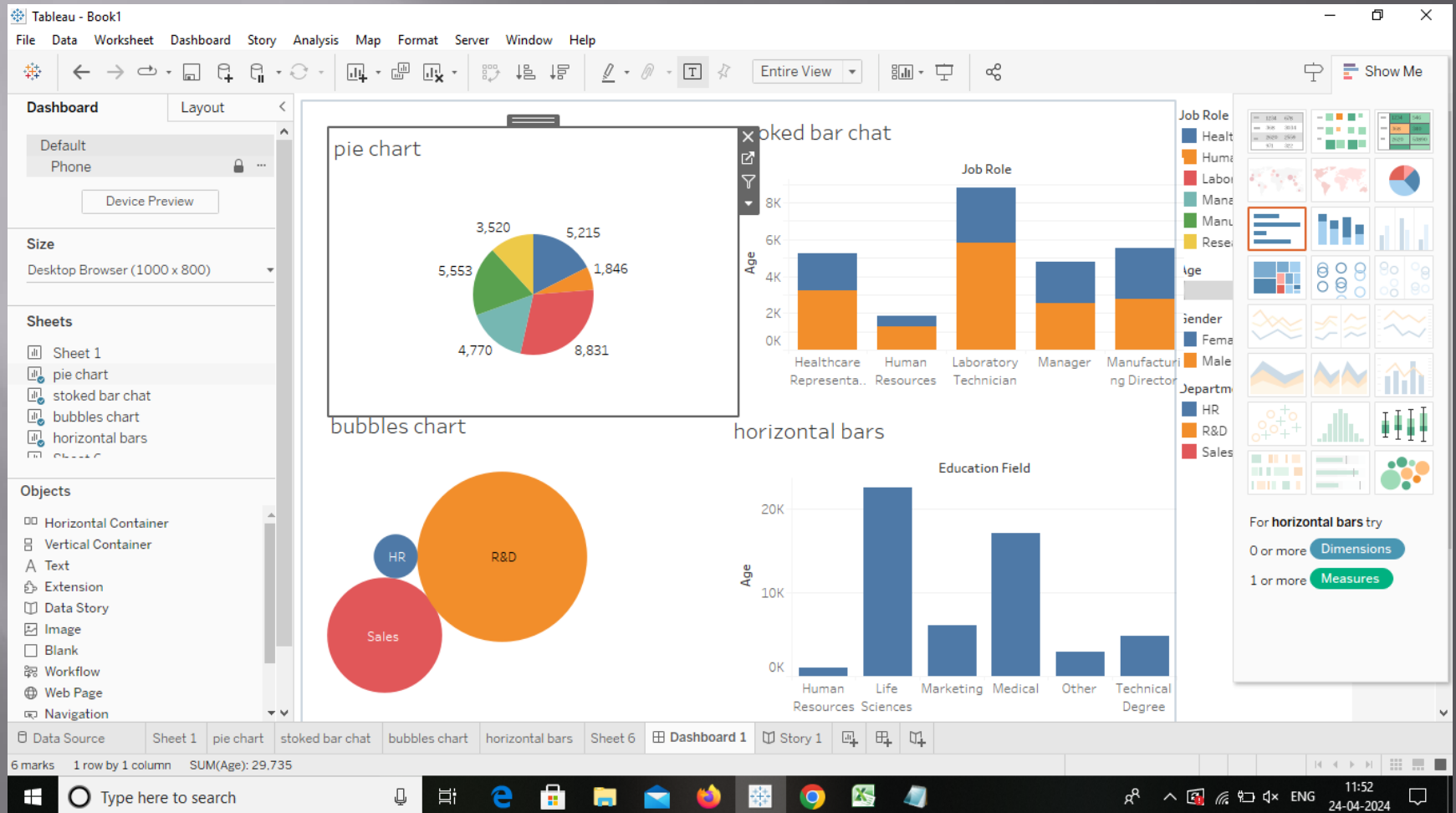# Stoked bar chart in data
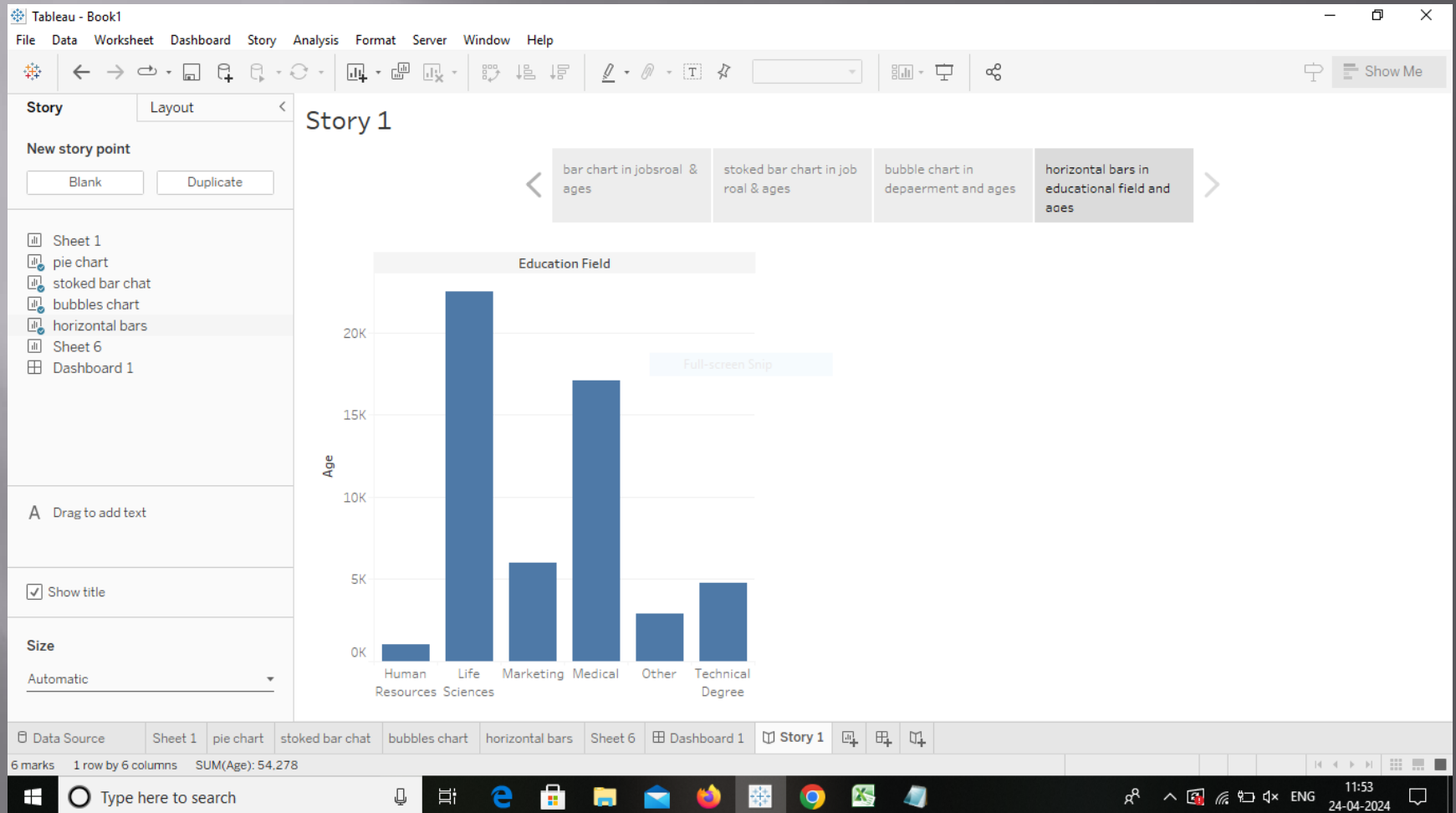
Bubbles chart in data analysis
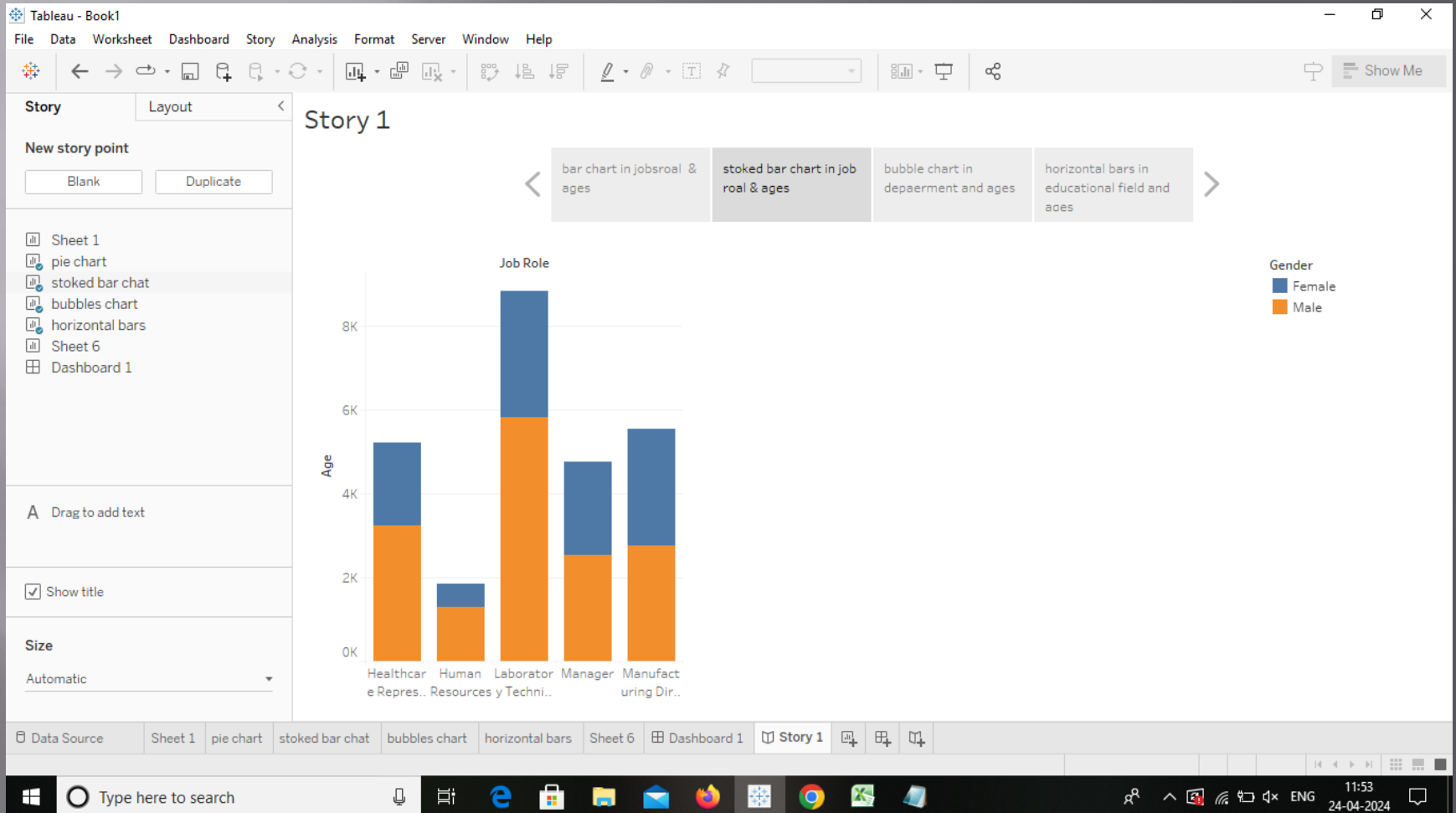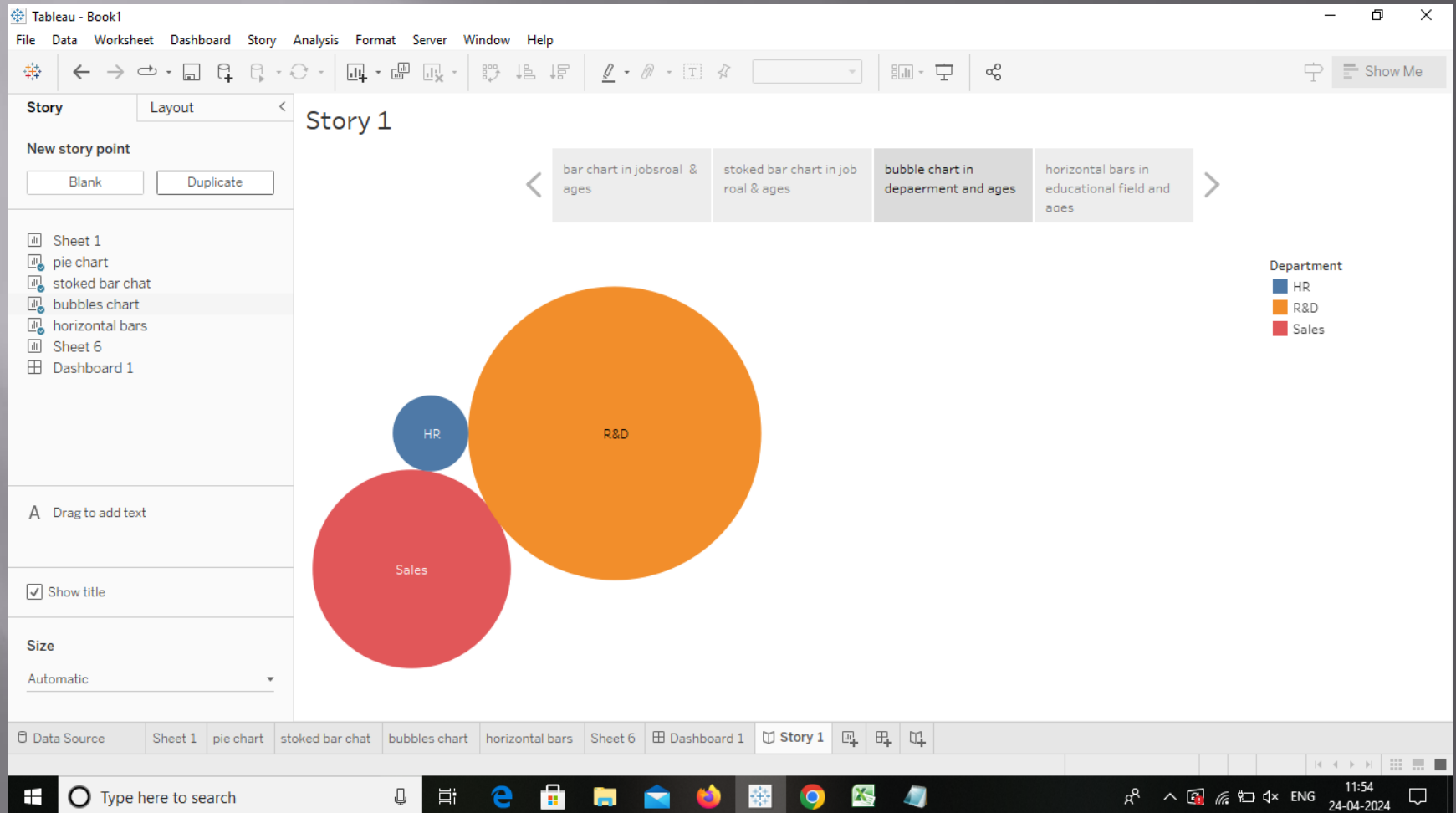
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the tableau HR scorecard:Measuring success in talent management keypoints

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  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 mangeament

- 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.