The Tableau HR Scorecard: Measuring Success in Talent Management

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:

1. 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.

2. 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.

3. 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.

4. 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.
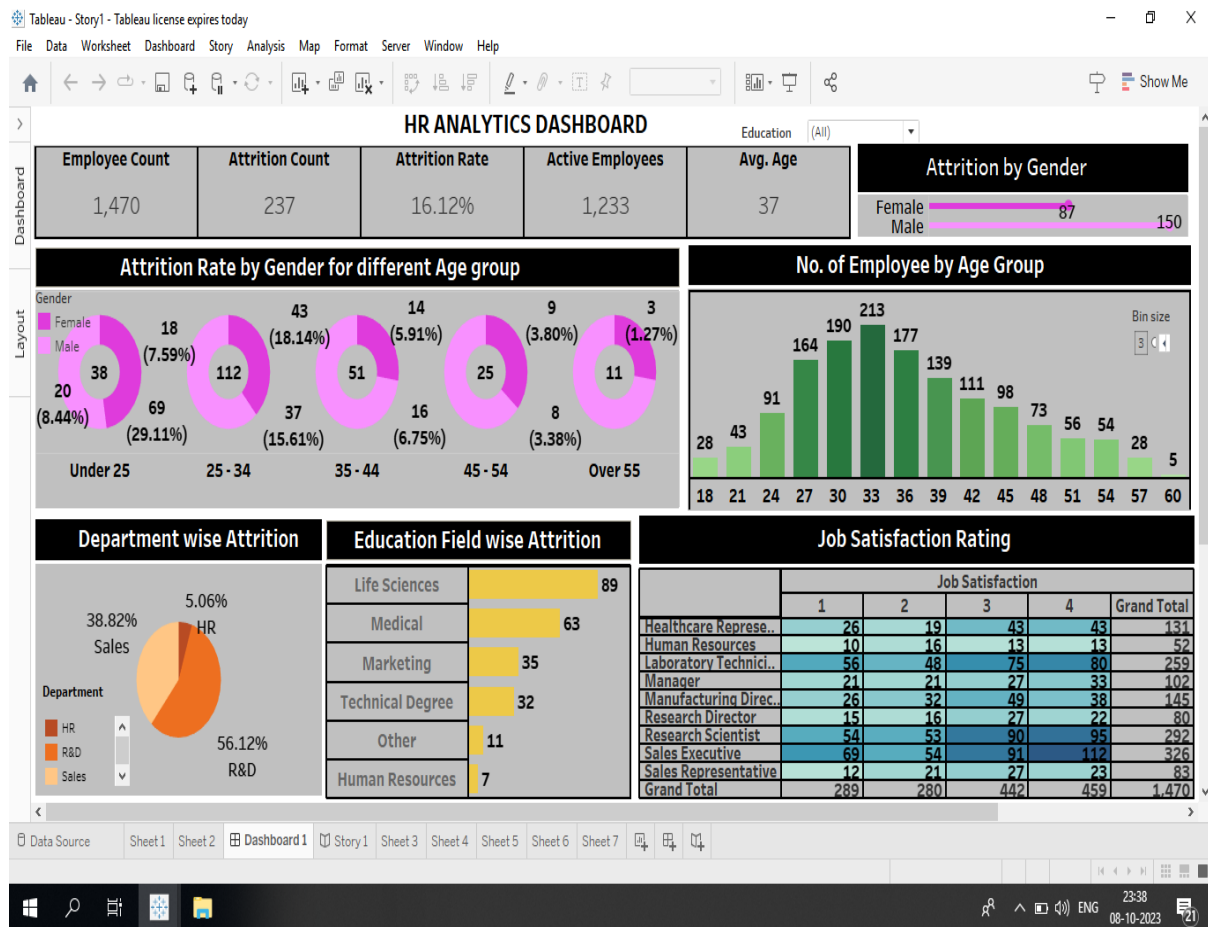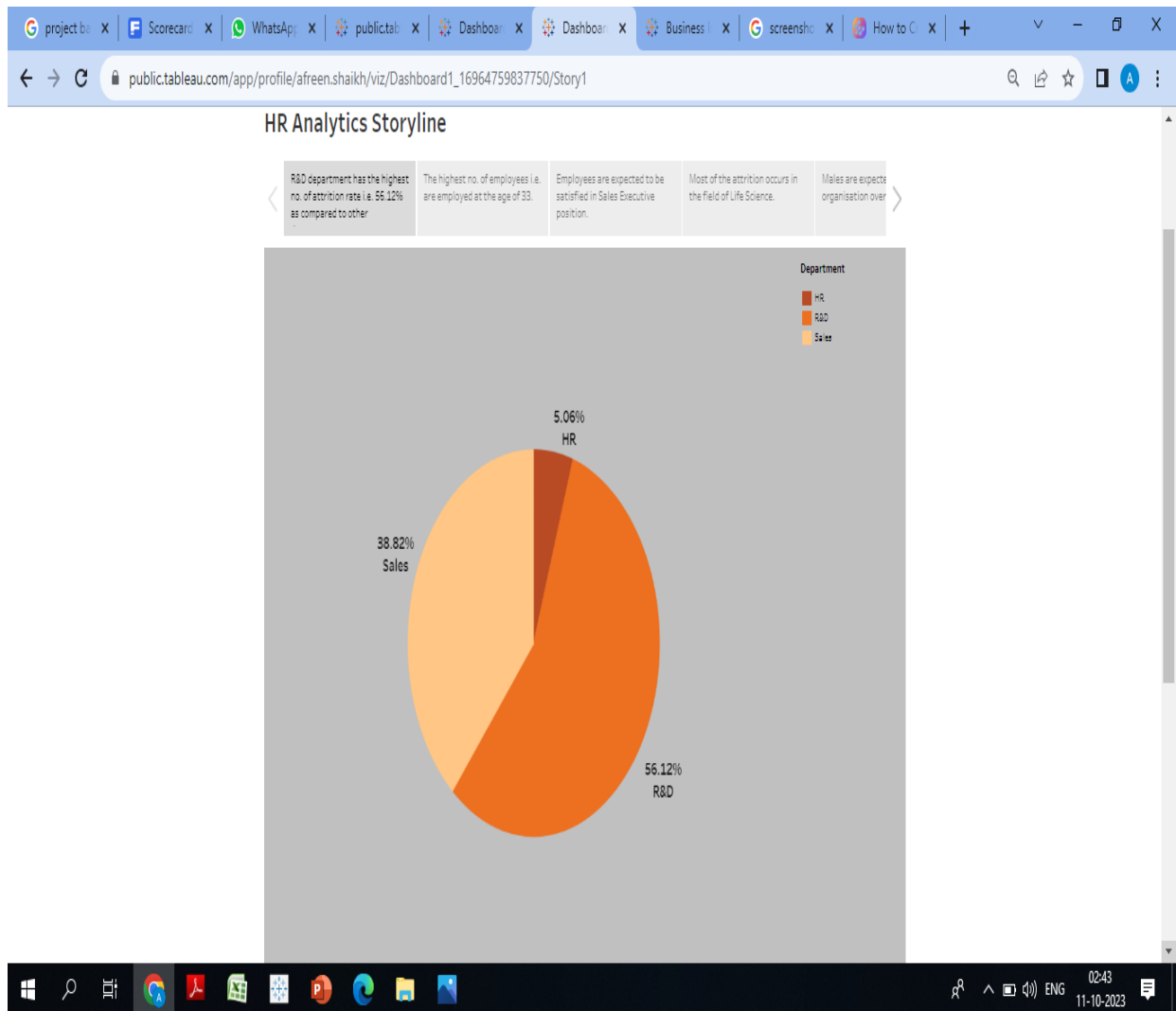
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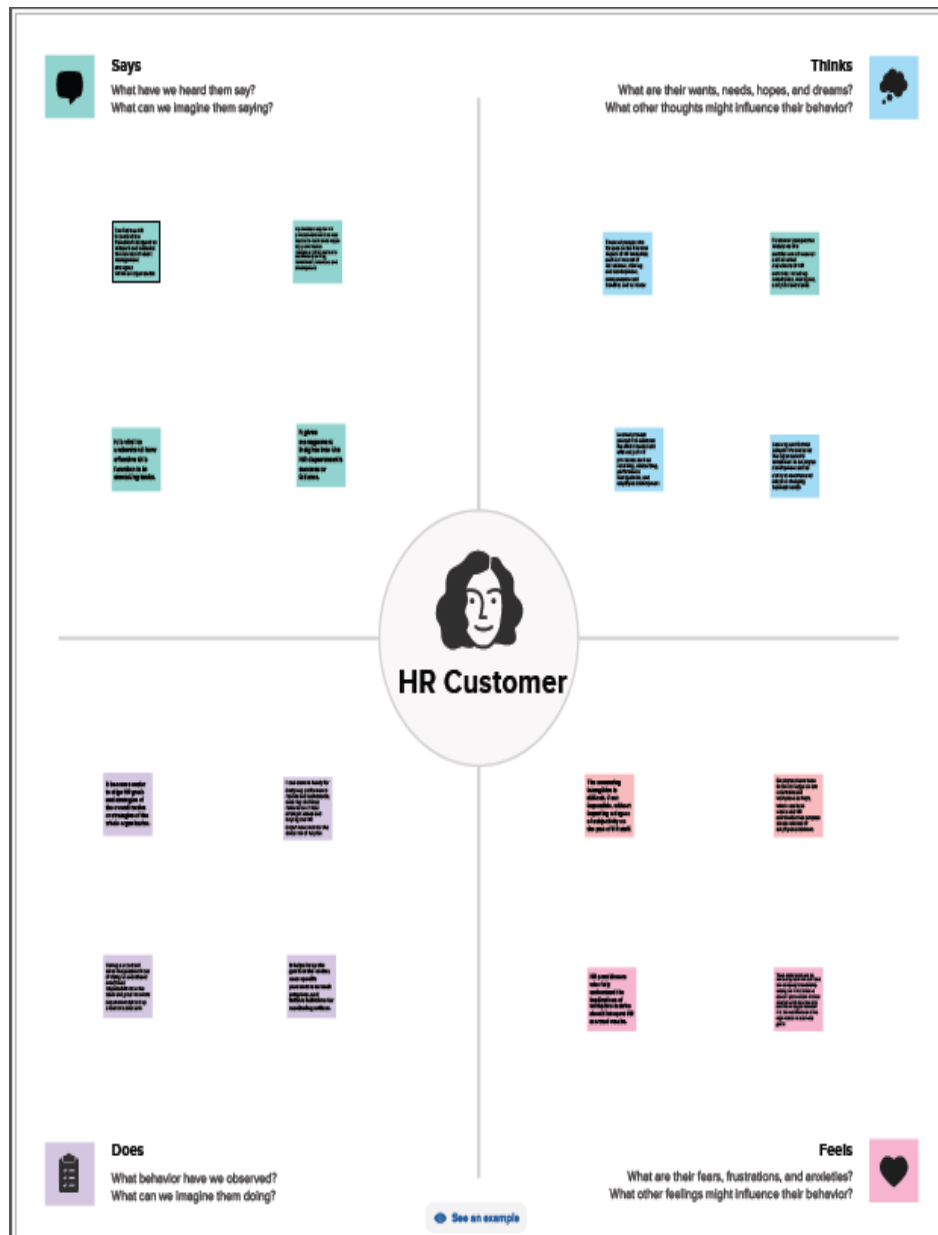
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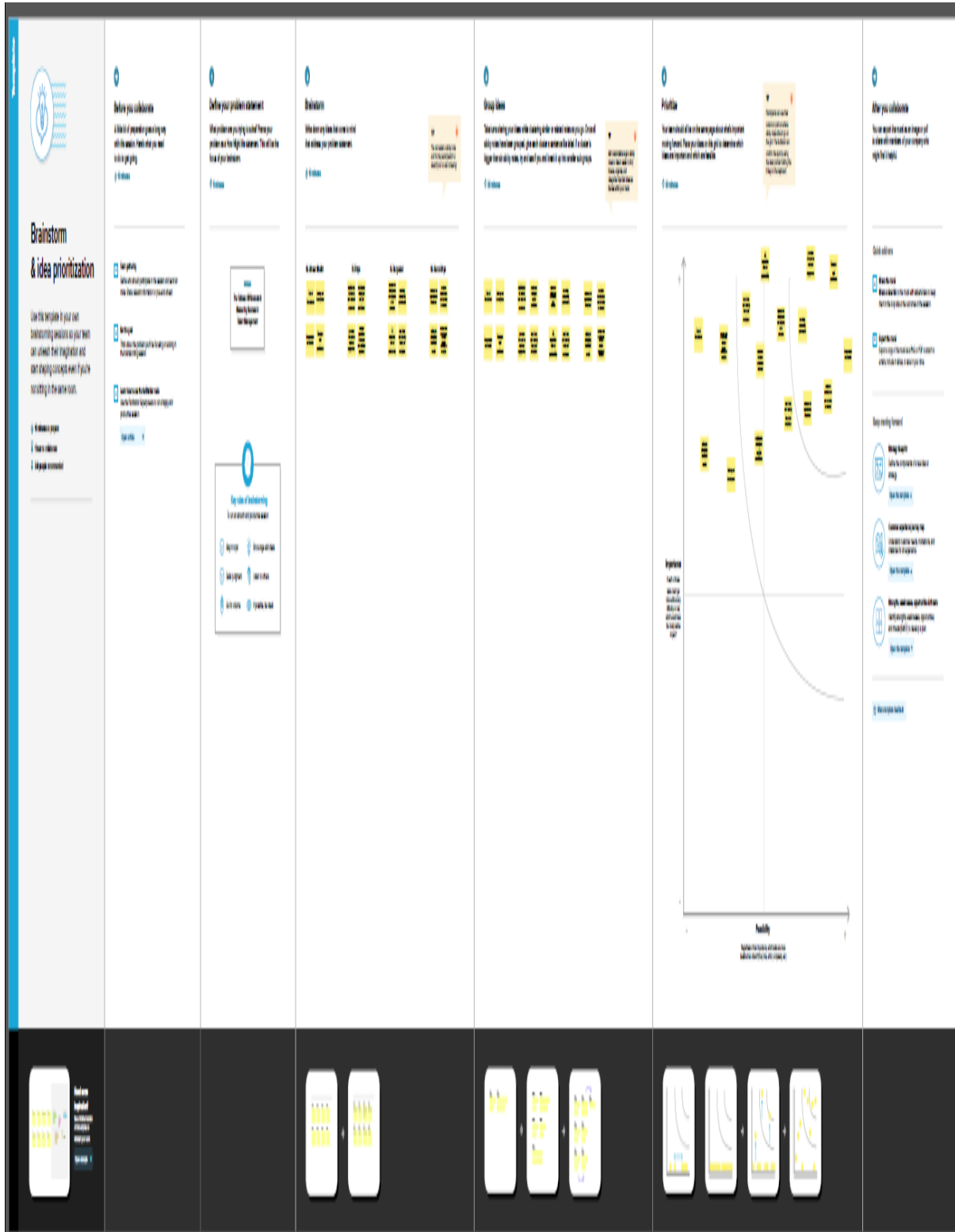
Output:

Dashboard:

Story:

Advantages:

1. Gives structure to the strategy.
2. Improve performance reporting.
3. Makes it easier to communicate the strategy.
4. Connects every HR employee to organizational goals.
5. Define your goals and objectives.
6. Identify HR deliverables.
7. Fetch data and ready your HR systems.

Disadvantages:

1. Even though there are many HR scorecard templates you can use, the framework must be customized to suit your business requirements. This can be time-consuming and tedious-especially for first-time users.

2. HR scorecards can be overly complicated to understand despite there being many case studies and resources to read from.

3. HR scorecard usually requires managers to report information, which can cause

some resistance and even delays.

Applications:

1. Scorecards are business intelligence tools that provide a perfect way to monitor, measure, and manage business performance.
2. HR scorecards are available in two formats: excel-based scorecards and pdf-based scorecards. Both versions offer the same functionality. You also have the option to choose between a monthly, quarterly, or yearly update frequency.

Conclusion:

HR scorecard is a report that you conduct to calculate the success rate of human resources employees and the overall department. Any HR professional looking to judge and assess the business performance and productivity rate can start making use of this report to get valuable insighs into the work progress.