

# **THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT**



# 1 INTRODUCTION

## 1.1.Overview

### ***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.

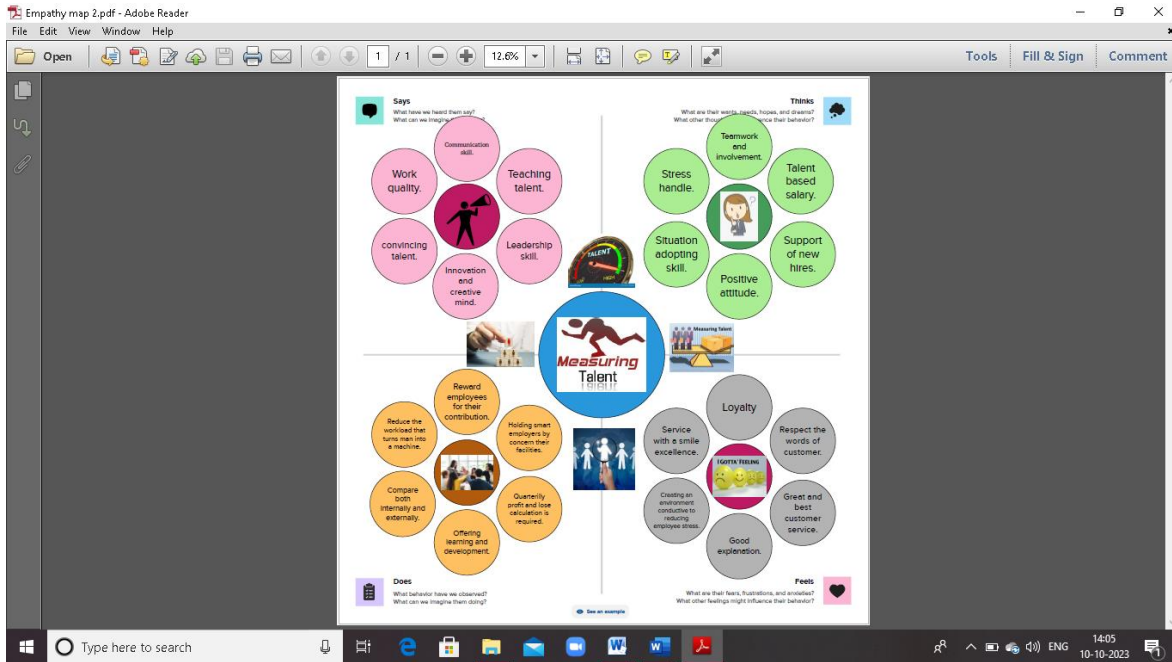
## 1.2.Purpose

- ❖ The purpose of talent management is to identify recruitment and hold on to people who drive the success of your organization.

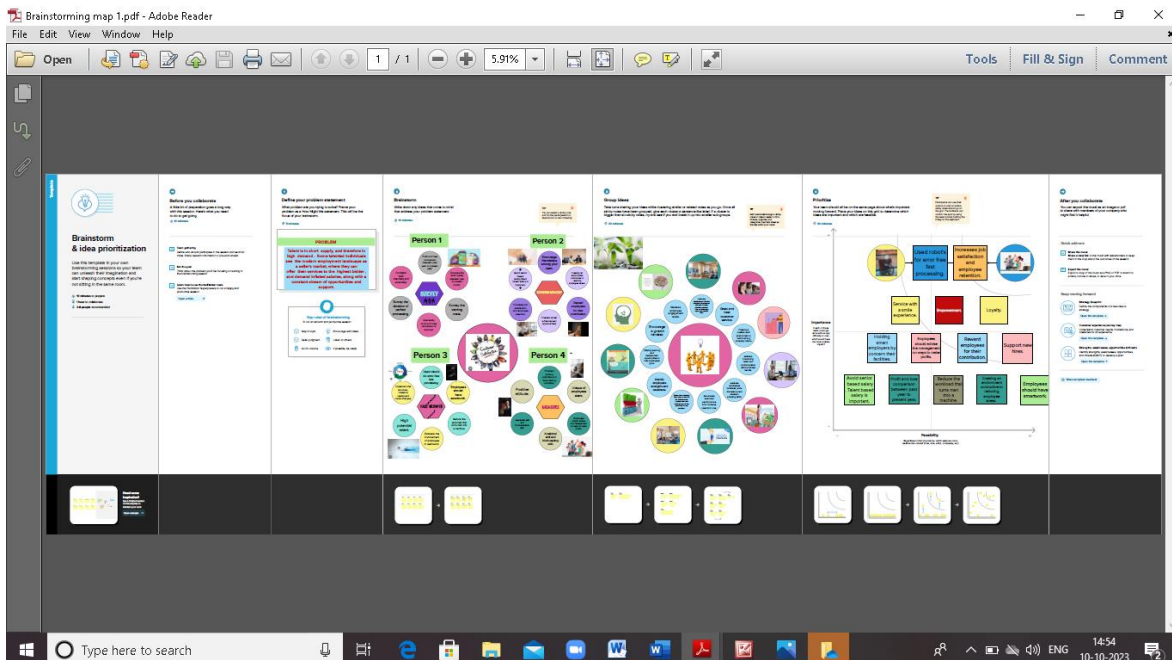
- ❖ Talent management is how employers recruit and develop a workforce that is as productive as possible and likely to stay with their organization long term.

## 2 Problem Definition & Design Thinking

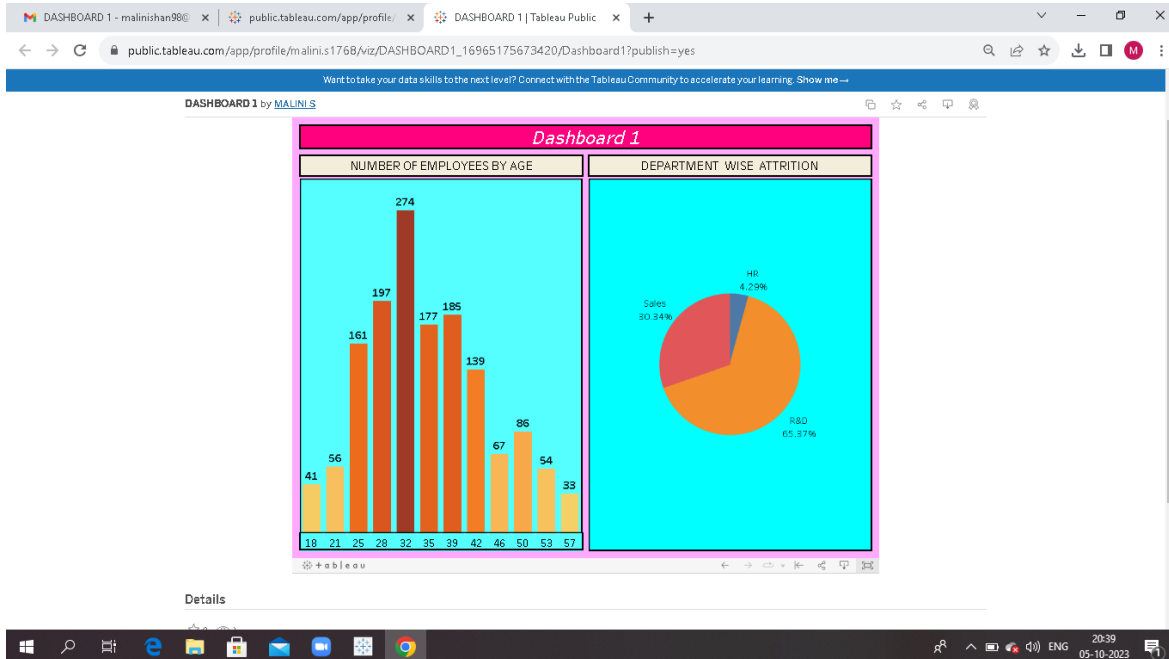
### 2.1 Empathy Map



### 2.2 Ideation & Brainstorming Map



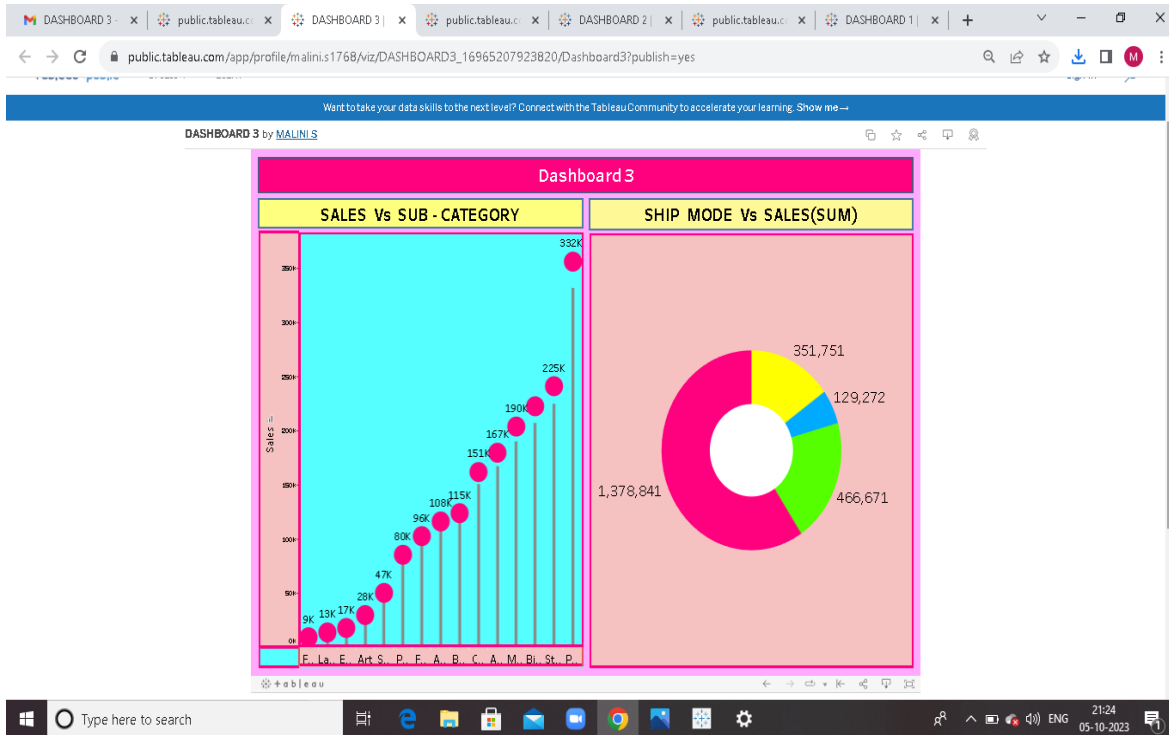
## Dashboard 1: Number of employees by age and Department wise attrition.



## Dashboard 2: Job satisfaction rating and Education field wise attrition.



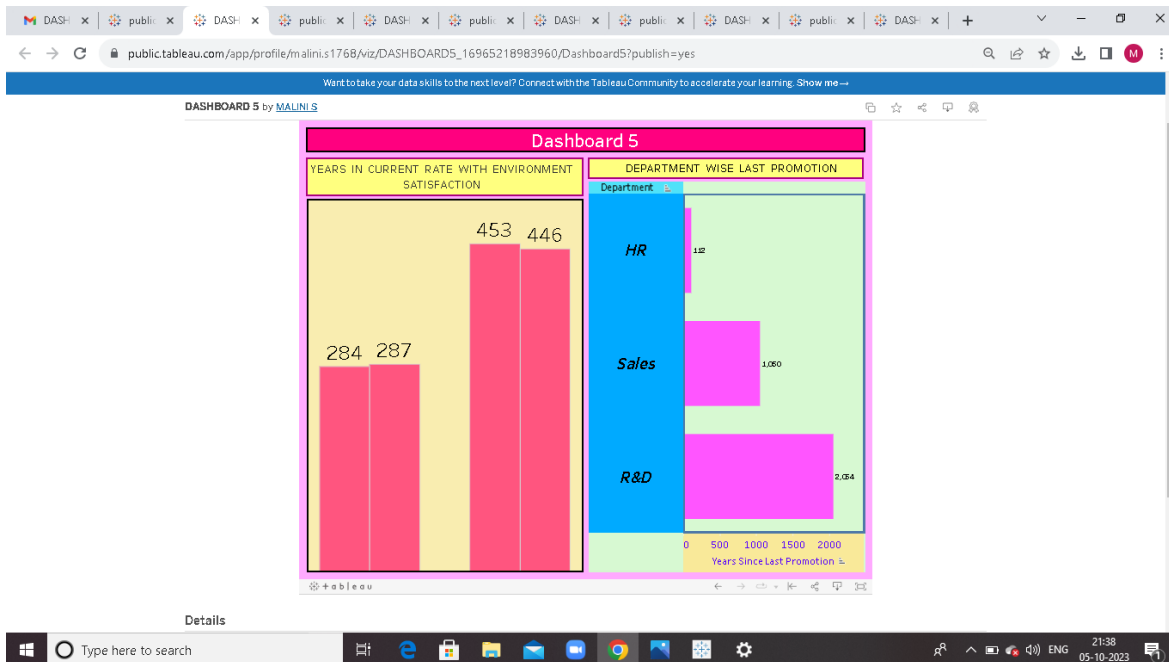
## Dashboard 3: Sales versus Sub-Category and Ship mode versus Sales.



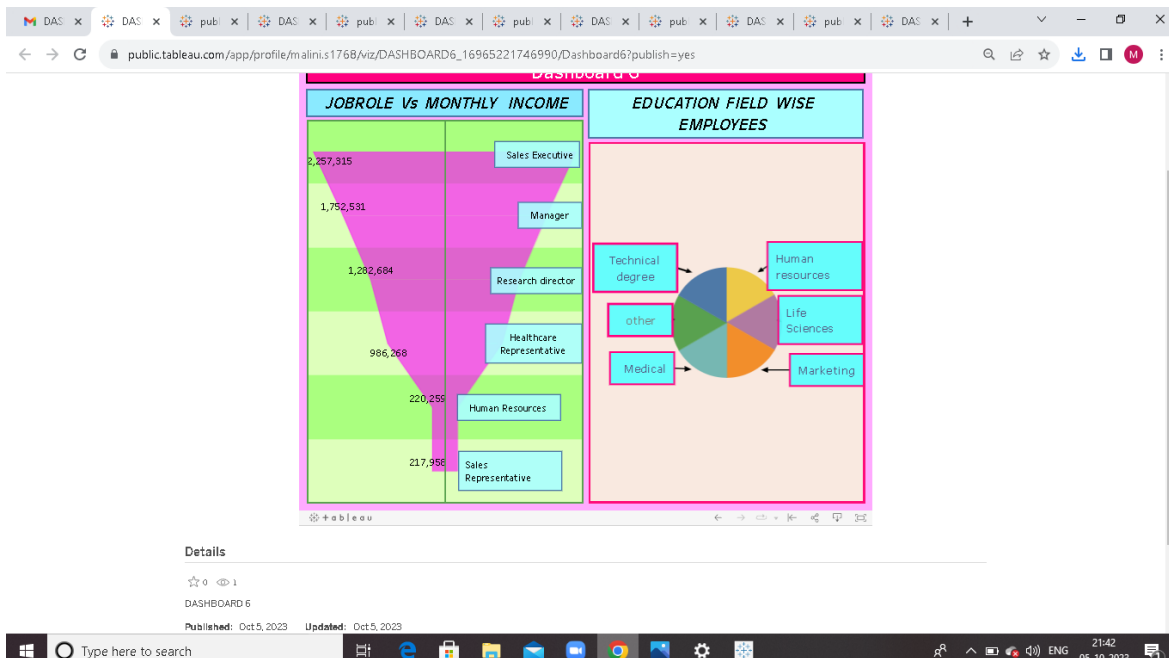
## Dashboard 4: Marital status versus over time and Total working years versus performance rate.



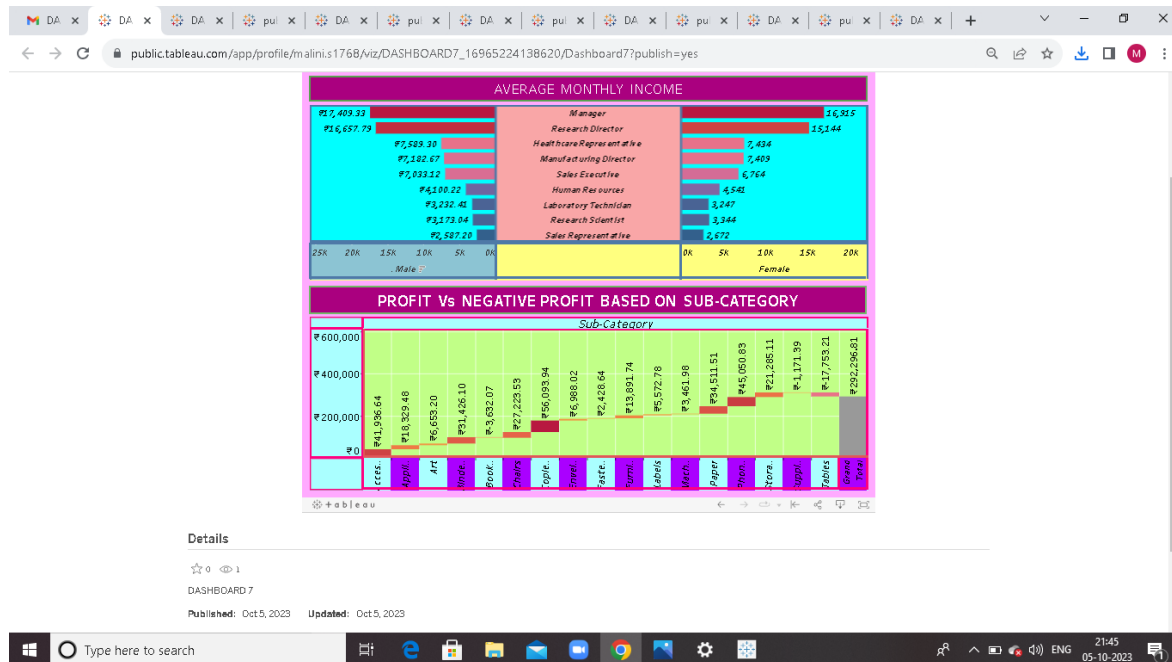
## Dashboard 5: Years in current rate with environment satisfaction and Department wise last promotion.



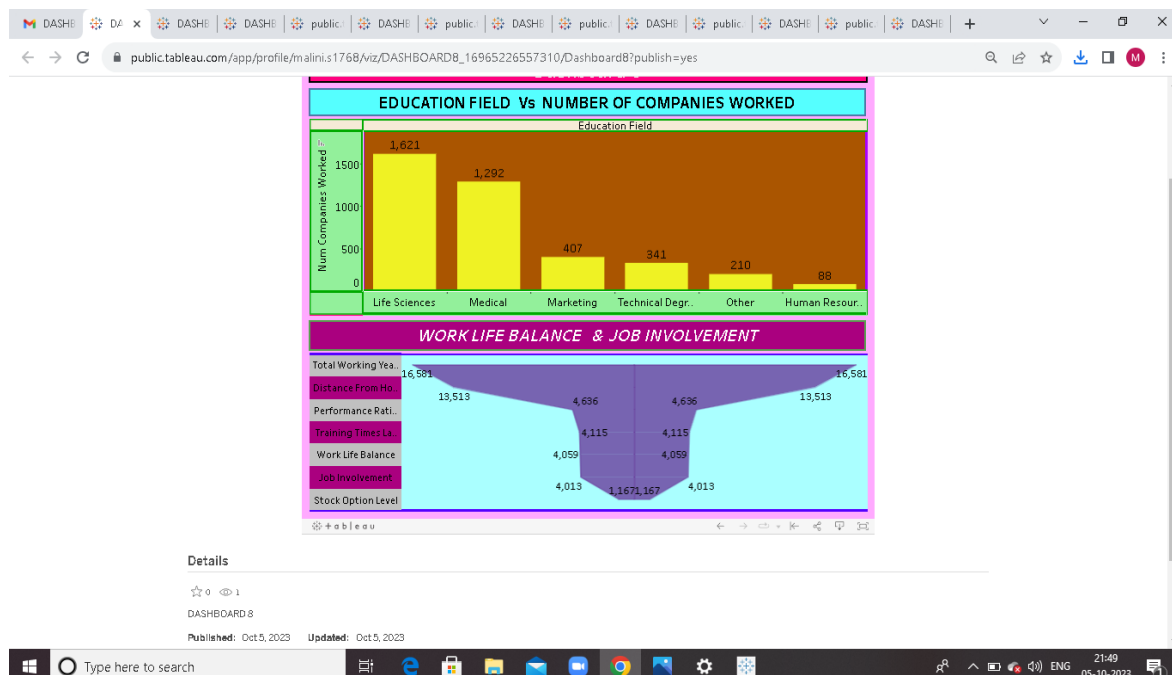
## Dashboard 6: Job role versus monthly income and Education field wise employees.



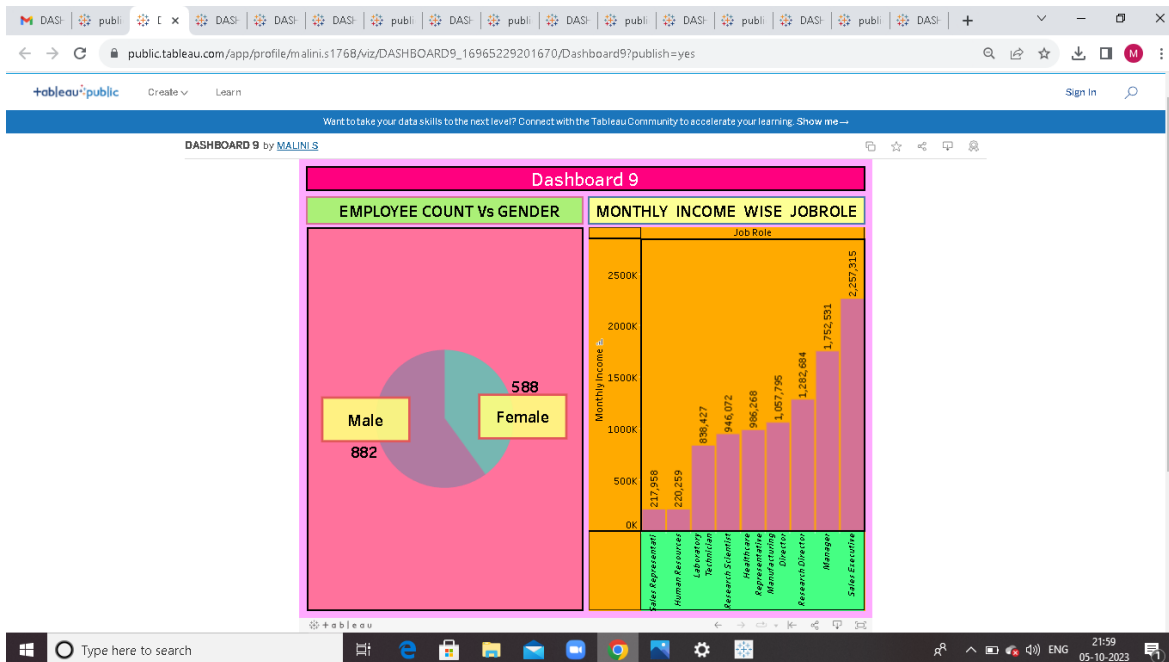
## Dashboard 7: Average monthly income and Profit versus negative profit based on sub-category.



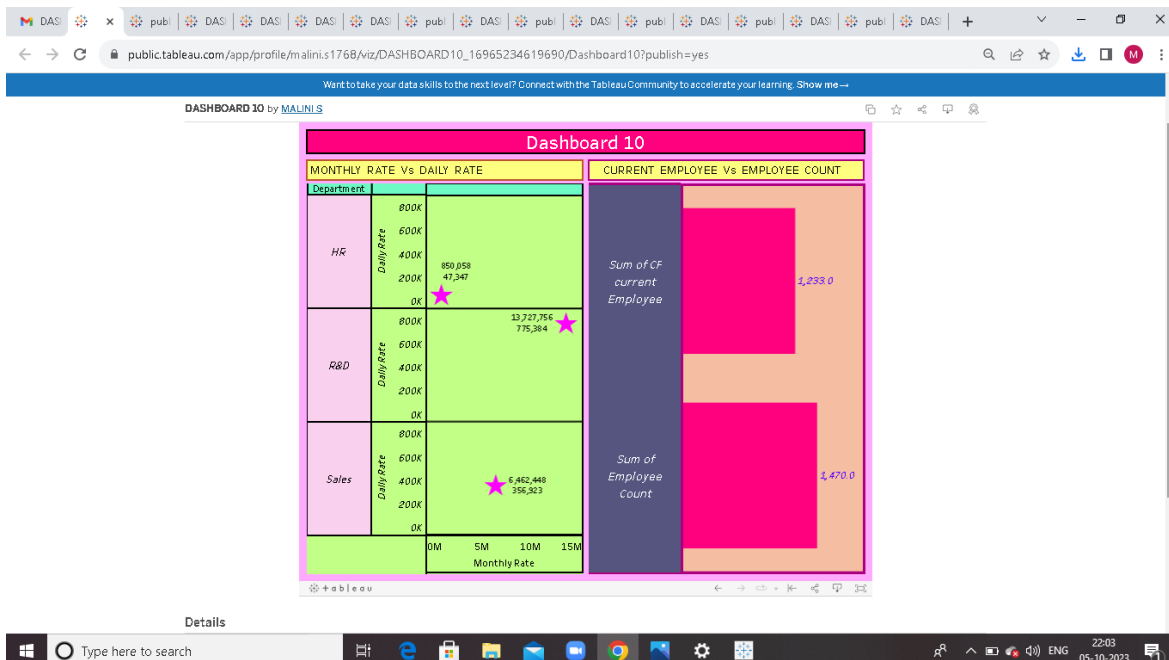
## Dashboard 8: Education field versus number of companies worked and work life balance and Job involvement.



## Dashboard 9: Employee count versus gender and monthly income wise job role.



## Dashboard 10: Monthly rate versus daily rate and current employee versus employee count.

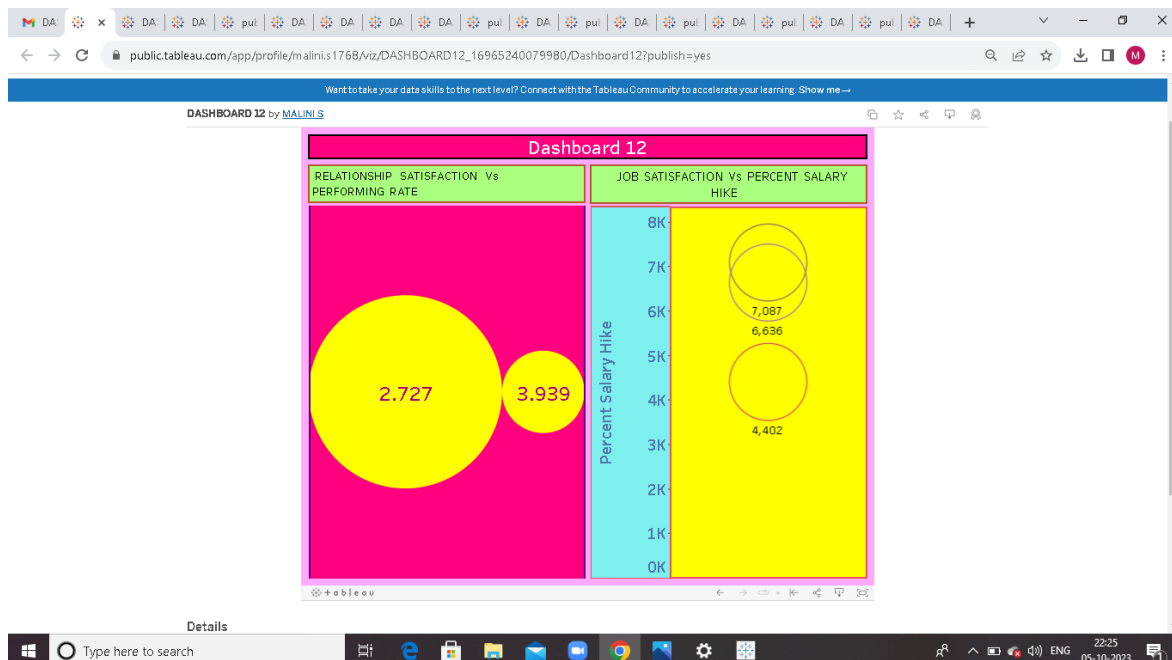




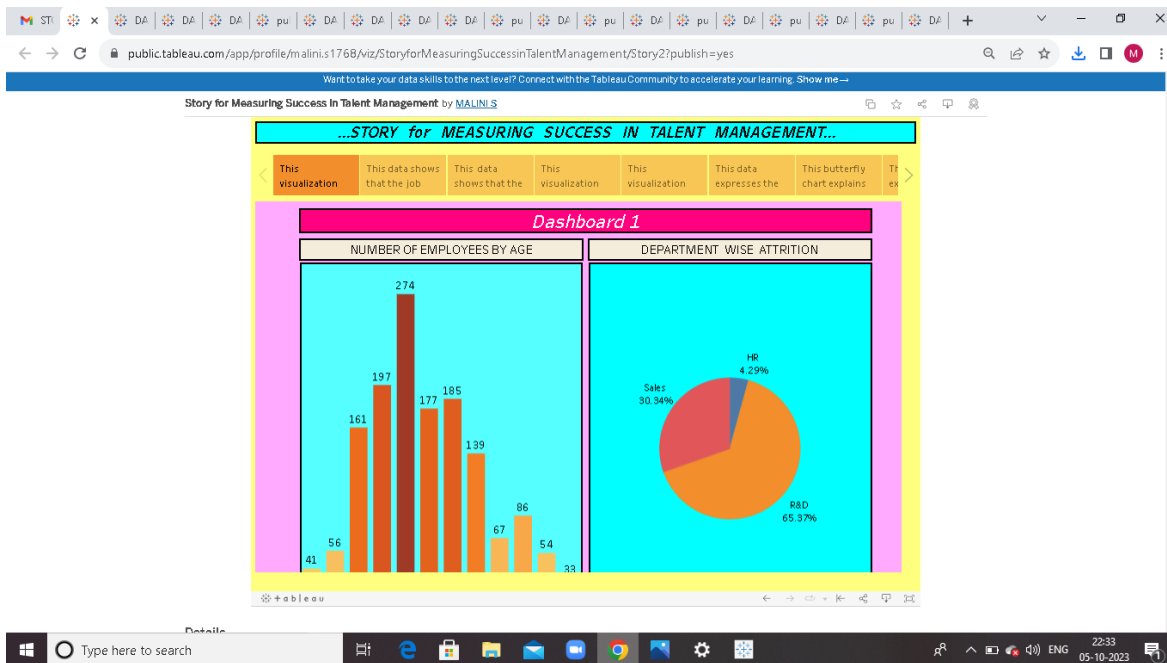
## Dashboard 11: Top 5 employees monthly income based on education field and Number of companies worked and monthly rate.



## Dashboard 12: Relationship satisfaction versus performing rate and Job satisfaction versus percent salary hike.



## Story: **Story for MEASURING SUCCESS IN TALENT MANAGEMENT.**



### 4 **ADVANTAGES :**

- ❖ Talent management enables companies to attract evolve and maintain a workforce adjusted to succeed.
- ❖ Help in ascertaining the right person is deployed in the right position.
- ❖ Contributes in retaining their top talent.
- ❖ Helps in understanding employees better and shaping their future.

### **DISADVANTAGES:**

- ❖ Due to the focus on a few (the elite), other employees could feel excluded.
- ❖ This could lead to frustrations and demotivation.
- ❖ The implementation of talent management program could be expensive in terms of time, resource and financial costs.
- ❖ Lack of support from impede the level of commitment from employees.

## 5 **APPLICATIONS**

- ❖ The HR scorecard is a tool that helps measure, manage and improve the rate of the HR function within an organization.
- ❖ The data is also used to predict the potential growth of the organization.
- ❖ The talent management is a integrated software platform that supports the entire employee lifecycle, from acquisition through succession planning.

## 6 **CONCLUSION**

- ❖ Talent management is crucial to any organizations success. It involves identifying, recruiting, developing and retaining top talent to ensure the organization stays ahead of the hiring curve.
- ❖ The success of a talent management strategy hinges on its ability to adapt, align, and deliver tangible results.
- ❖ Measuring this success isn't confined to numbers alone; it's a multifaceted endeavor that marries data with objectives.

## 7 **FUTURE SCOPE**

- ❖ Talent management is the full scope of HR processes to attract, onboard, develop, motivate and retain high performing employees.
- ❖ The future of talent management is rapidly evolving, driven by a number of factors, including technological advances, the risk of remove work and the changing expectations of the workforce.

