

## **Project Development Phase**

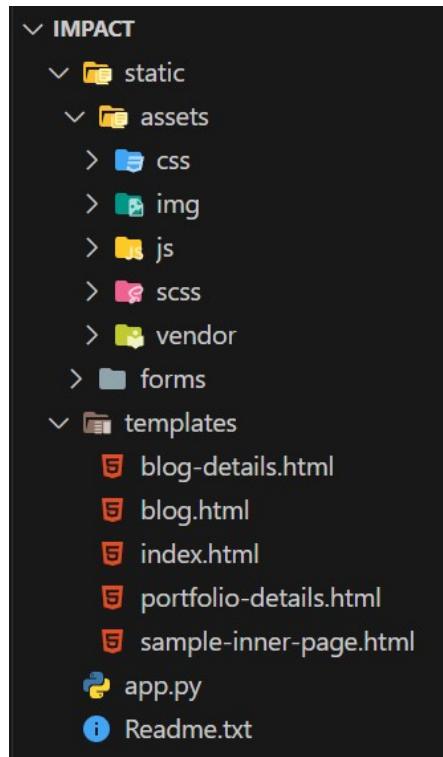
### **Sprint 4**

|                     |   |
|---------------------|---|
| <b>Date</b>         | 6 <sup>th</sup> November, 2023  |
| <b>Team ID</b>      |   |
| <b>Project Name</b> | Project - The Tableau HR Scorecard : Measuring Success in Talent Management |

**Team Mentor :**  
Indraprakash Chauhan

**Team Members :**  
Anisha Kumar  
Shreya Shamej  
Mounika Satya Praseeda Kallakuri  
Sanal P K

# Website Structure



Within the impact folder, we have all the files which form the web interface. The main html file is names as “*index.html*” and is within the templates directory. The “*app.py*” file performs the flask integration. On running app.py we get a link which is our server / web interface:

The screenshot shows a code editor with the 'app.py' file open. The code defines a Flask application with a single route that returns the 'index.html' template. The code editor has tabs for 'PROBLEMS', 'OUTPUT', 'DEBUG CONSOLE', 'TERMINAL', and 'PORTS', with 'TERMINAL' being the active tab. Below the code editor is a terminal window showing the output of running the application. The terminal shows the command 'python.exe "c:/Users/anish/OneDrive/Desktop/HR Scorecard/Impact/app.py"', followed by the Flask development server startup message: 'Serving Flask app 'app'' and 'Debug mode: off'. It also includes a warning: 'WARNING: This is a development server. Do not use it in a production deployment. Use a production WSGI server instead.', and the message 'Running on http://127.0.0.1:5000'. A note at the bottom says 'Press CTRL+C to quit'.

```
from flask import Flask, render_template, request
app = Flask(__name__)
@app.route('/')
def welcome():
    return render_template("index.html")
if __name__ == '__main__':
    app.run(debug = False)
```

```
PS C:\Users\anish\OneDrive\Desktop\HR Scorecard\Impact> & C:/Users/anish/AppData/Local/Programs/Python/Python312/python.exe "c:/Users/anish/OneDrive/Desktop/HR Scorecard/Impact/app.py"
* Serving Flask app 'app'
* Debug mode: off
WARNING: This is a development server. Do not use it in a production deployment. Use a production WSGI server instead.
* Running on http://127.0.0.1:5000
Press CTRL+C to quit
```

Tableau HR Scorecard x +

127.0.0.1:5000

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## Tableau HR Scorecard.

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# Introducing to you the Tableau HR Scorecard

Measuring Success in Talent Management

Learn More about this Project



The illustration shows two people, a man and a woman, standing back-to-back. They are each holding one end of a horizontal bar balanced on a central point. Small circles are attached to the ends of the bar, and arrows indicate they are being moved or balanced. The background is dark teal.

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127.0.0.1:5000

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Services for HR

Services for Business Leaders

## About Tableau HR Scorecard

A framework designed to measure and evaluate the success of talent management strategies



The HR Scoreboard is a robust tool that empowers business leaders to measure and improve employee performance through benchmarking. By aligning performance metrics with organizational goals and industry benchmarks, leaders can make informed decisions, identify top performers, and address skill gaps. This



# About Tableau HR Scorecard

A framework designed to measure and evaluate the success of talent management strategies



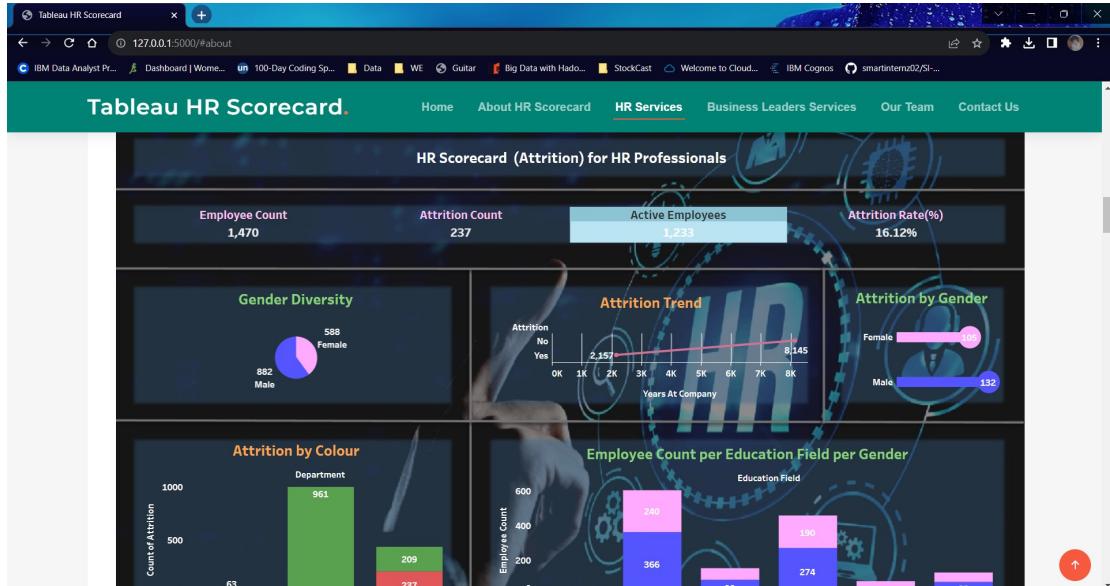
The HR Scoreboard is a robust tool that empowers business leaders to measure and improve employee performance through benchmarking. By aligning performance metrics with organizational goals and industry benchmarks, leaders can make informed decisions, identify top performers, and address skill gaps. This abstract explores the pivotal role of benchmarking within the HR Scoreboard framework, emphasizing its significance in driving continuous improvement and fostering a culture of excellence. However, implementing an HR Scoreboard also requires attention to data accuracy, privacy concerns, and change management. Overall, it's a dynamic framework for workforce management that leverages benchmarking to meet today's competitive business demands.

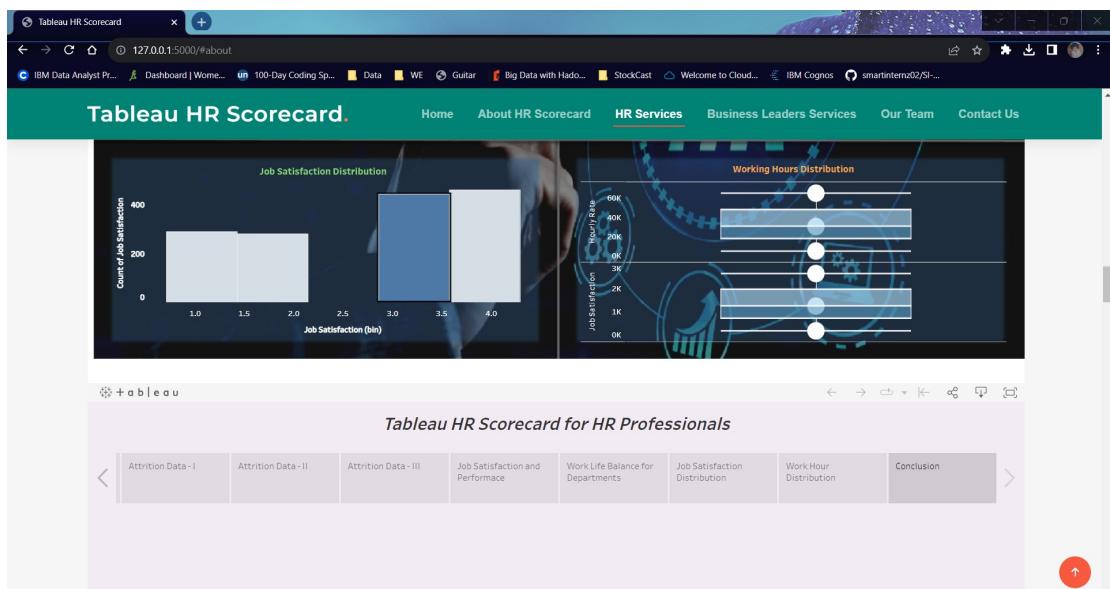
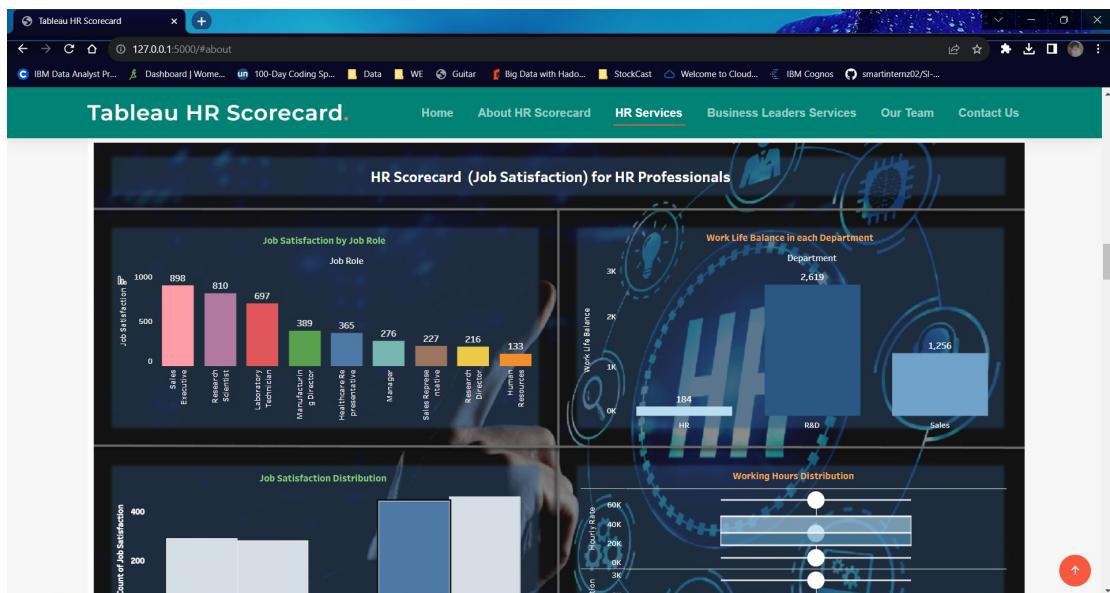
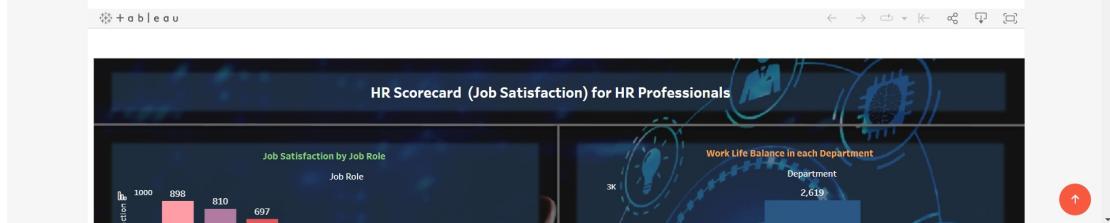
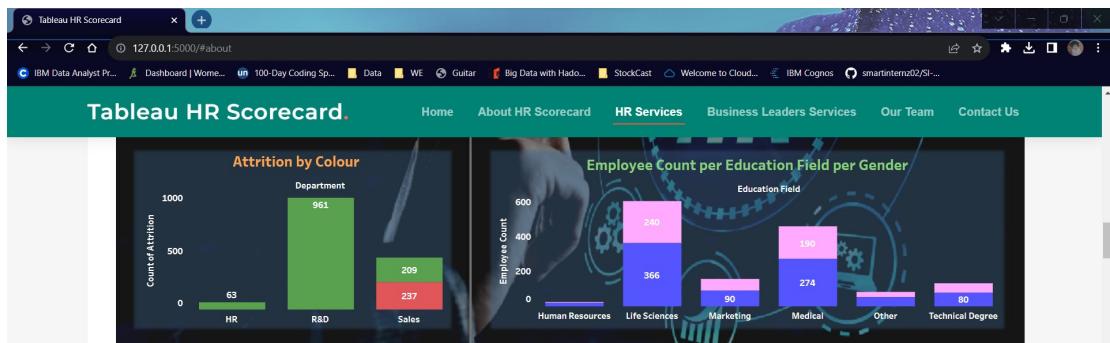
## Our Services for HR

### Visualizations

Visualizations simplify complex data, enabling quick decision-making, fostering transparency and accountability, and facilitating benchmarking for continuous improvement. In essence, they empower leaders to optimize talent and align their workforce with strategic objectives.

[Download all Visualizations →](#)





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Tableau HR Scorecard for HR Professionals

HR Scorecard for HR Professionals Attrition Data - I Attrition Data - II Attrition Data - III Job Satisfaction and Performance Work Life Balance for Departments Job Satisfaction Distribution Work Hour Distribution

**HR Scorecard for HR Professionals**

Using this story, as an HR Professional you can make decisions for the organization's benefit using Benchmarking as a basis.

Benchmarking guides HR with industry standards, aligning targets, and adopting best practices for better employee performance.

**Tableau HR Scorecard.**

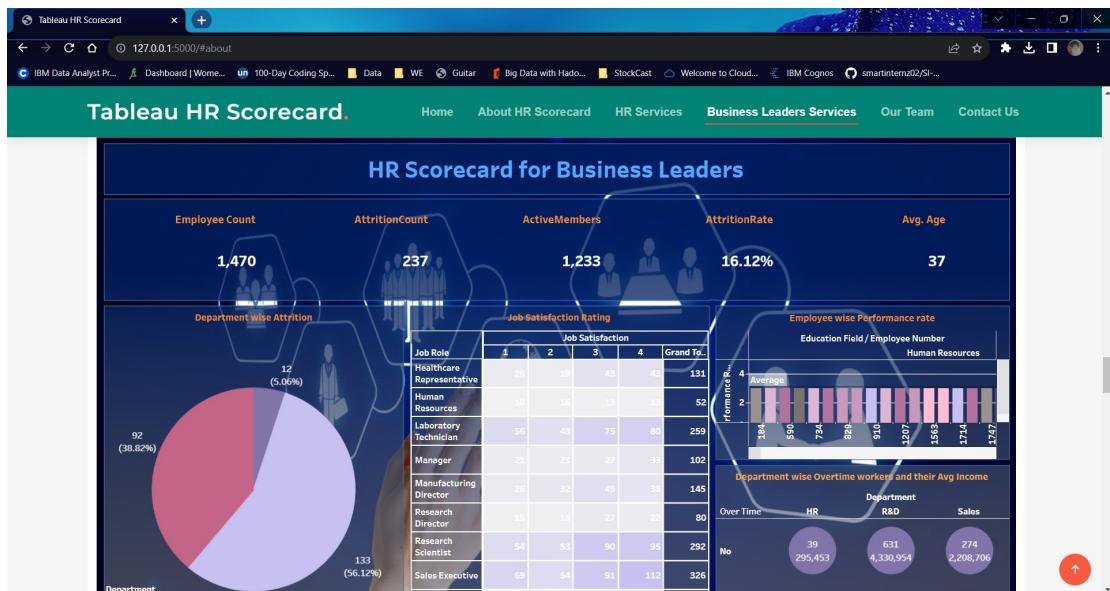
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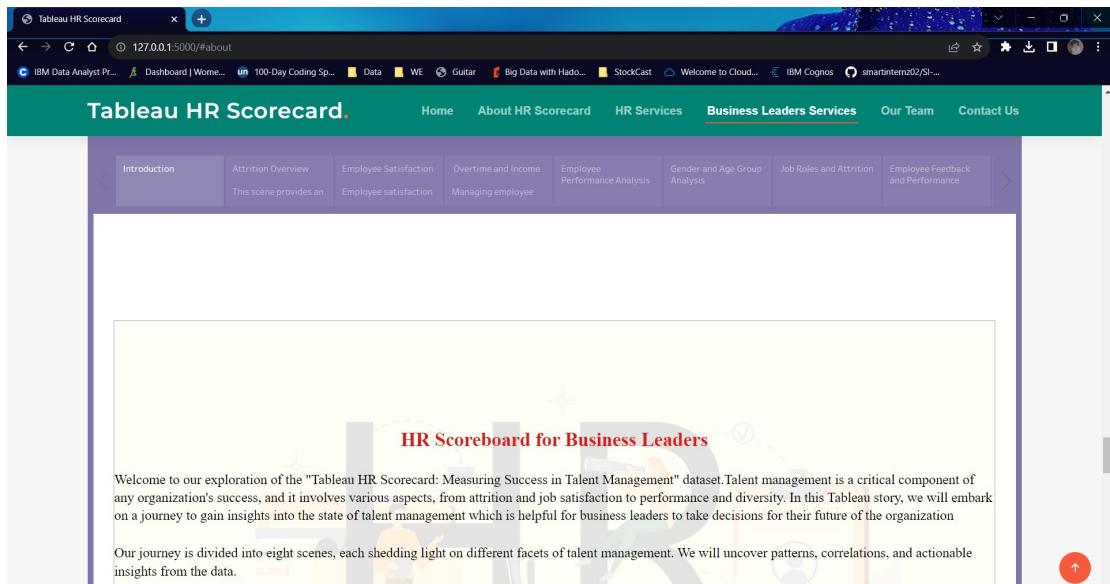
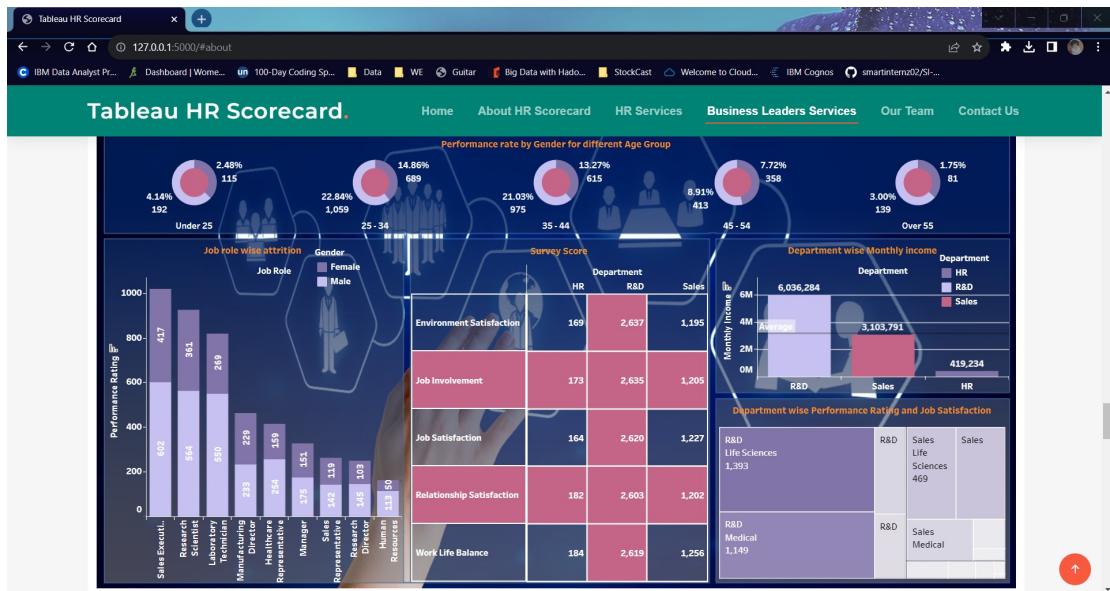
**Our Services for Business Leaders**

Visualizations

Business leaders rely on visualizations to provide a clear, concise snapshot of the talent status of employees within their organization.

[Download all Visualizations →](#)





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## HR Scoreboard for Business Leaders

Welcome to our exploration of the "Tableau HR Scorecard: Measuring Success in Talent Management" dataset. Talent management is a critical component of any organization's success, and it involves various aspects, from attrition and job satisfaction to performance and diversity. In this Tableau story, we will embark on a journey to gain insights into the state of talent management which is helpful for business leaders to take decisions for their future of the organization.

Our journey is divided into eight scenes, each shedding light on different facets of talent management. We will uncover patterns, correlations, and actionable insights from the data.

As we navigate through this story, we encourage you to explore the visuals and data, engage with the insights, and consider the implications for our talent management strategies. Each scene is designed to provide a deeper understanding of our workforce and offer guidance for making informed decisions.

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## Our Team

Meet our amazingly talented team!



Anisha Kumar





Sanal P K





Shreya Shamej





Praseeda Kallakuri



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## Contact

Contact us using email!

**Email:**  
anisha.21bce7239@vitapstudent.ac.in

**Open Hours:**  
Mon-Fri: 10:00AM - 9:00PM IST

The screenshot shows a web browser window titled "Tableau HR Scorecard". The URL in the address bar is "127.0.0.1:5000/#about". The page has a dark teal header with the title "Tableau HR Scorecard" and a navigation menu including "Home", "About HR Scorecard", "HR Services", "Business Leaders Services", "Our Team", and "Contact Us". The "Contact Us" menu item is underlined, indicating it is the active page. Below the header, there is a green sidebar with the heading "Open Hours:" and the text "Mon-Fri: 10:00AM - 9:00PM IST". To the right of the sidebar is a white main content area with a message input field labeled "Message" and a "Send Message" button. At the bottom of the page, there is a teal footer section containing the text "Tableau HR Scorecard", a detailed description of the framework, copyright information ("© Copyright Tableau HR Scorecard. All Rights Reserved"), and credits for the design team. A small orange circular icon with an upward arrow is located in the bottom right corner of the footer.

**Tableau HR Scorecard**

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.

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Designed by Anisha Kumar, Sanal P K, Shreya Shamej, Praseeda Kallakuri