

## **Project Design Phase - I Proposed Solution**

<b>Date</b>	20 <sup>th</sup> October, 2023
<b>Team ID</b>	
<b>Project Name</b>	Project - The Tableau HR Scorecard : Measuring Success in Talent Management
<b>Maximum Marks</b>	2 Marks

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## Proposed Solution

S. No	Parameter	Description
1.	<b>Problem Statement (Problem to be solved)</b>	The problem at hand revolves around the imperative requirement for a structured framework to gauge the effectiveness of talent management strategies within an organization. The Tableau HR Scorecard seeks to address this need by offering HR professionals and business leaders a comprehensive tool for systematically monitoring and assessing key performance indicators (KPIs) relevant to workforce planning, recruitment, retention, and development. In a competitive business landscape, the absence of such a robust system hinders an organization's ability to optimize its human resources effectively, making the development and implementation of the Tableau HR Scorecard a crucial endeavor.
2.	<b>Idea / Solution description</b>	Our solution aims to empower HR professionals and business leaders with real-time insights through a sophisticated framework, the Tableau HR Scorecard. This system will facilitate continuous benchmarking surveys and predictive analysis, culminating in dynamic insights dashboards. By offering this integrated approach, we not only enable data-driven decision-making but also provide a forward-looking perspective, equipping organizations to stay ahead in talent management. With the Tableau HR Scorecard, HR and business professionals will access the tools they need to optimize workforce planning, recruitment, retention, and development through ongoing feedback and predictive analytics.
3.	<b>Novelty / Uniqueness</b>	Offering a comprehensive and innovative solution for talent management and including benchmarking as the major factor for all insights and visualization, sets this solution apart from the conventional HR evaluation methods.
4.	<b>Social Impact / Customer Satisfaction</b>	The implementation of the Tableau HR Scorecard, with its real-time insights, benchmarking surveys, and predictive analysis, promises to have a profound social impact and drive remarkable user satisfaction. By optimizing talent management, organizations can foster a more engaged, productive, and satisfied workforce. This, in turn, can lead to reduced turnover and increased opportunities for career growth, positively affecting the livelihoods of employees. Moreover, with a more efficient and data-driven HR approach, businesses can enhance their competitiveness, potentially leading to economic growth and job creation. All in all, our solution has the potential to elevate job satisfaction, career development, and overall social well-being, while ensuring greater customer contentment by driving organizational success.

<b>5.</b>	<b>Business Model (Revenue Model)</b>	The business model for the Tableau HR Scorecard involves offering access to its real-time insights, benchmarking surveys, and predictive analysis tools for the organization. Organizations utilize this comprehensive talent management system, creating a sustainable revenue stream that aligns with their evolving HR needs.
<b>6.</b>	<b>Scalability of the Solution</b>	The scalability of the Tableau HR Scorecard is a fundamental strength. It can adapt to organizations of various sizes and industries. The architecture allows for easy integration with existing HR systems, making it flexible and compatible. As the volume of data and user demands grow, the system can effortlessly expand to accommodate increased workforce and data points. This scalability ensures that the Tableau HR Scorecard remains a reliable and valuable asset for businesses as they evolve and expand over time.