

Project Development Phase Sprint 2

Date	6 th November, 2023
Team ID	
Project Name	Project - The Tableau HR Scorecard : Measuring Success in Talent Management

Team Mentor :
Indraprakash Chauhan

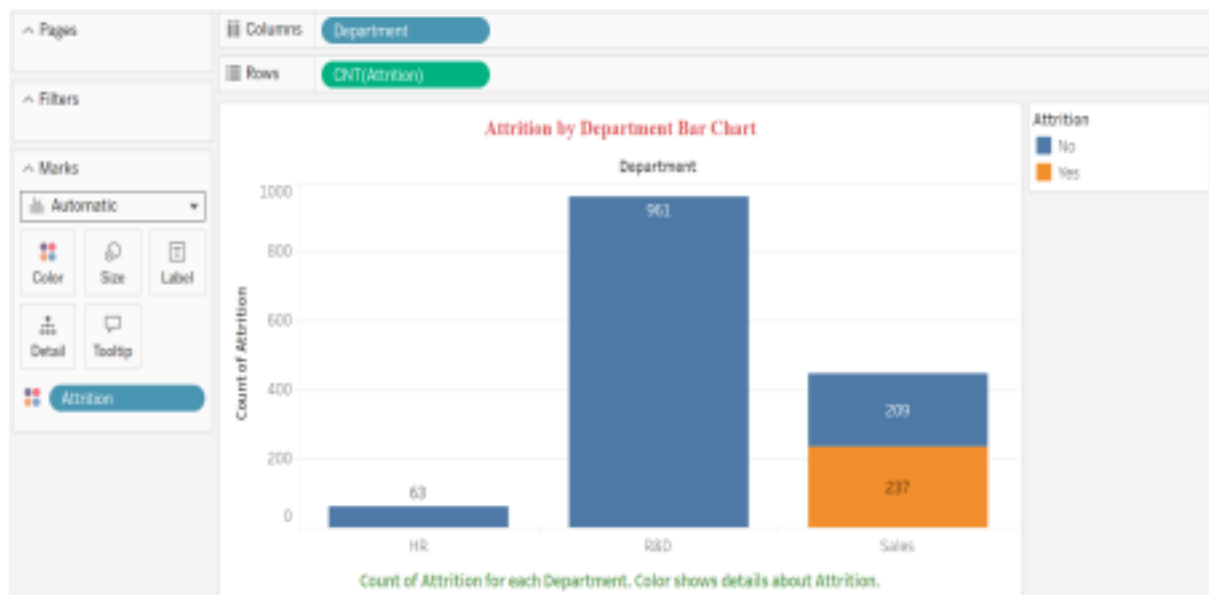
Team Members :
Anisha Kumar
Shreya Shamej
Mounika Satya Praseeda Kallakuri
Sanal P K

Visualizations for HR Professionals

Reduce Attrition:

Decrease employee turnover rates by benchmarking your attrition against industry standards and identifying factors contributing to attrition in your organization.

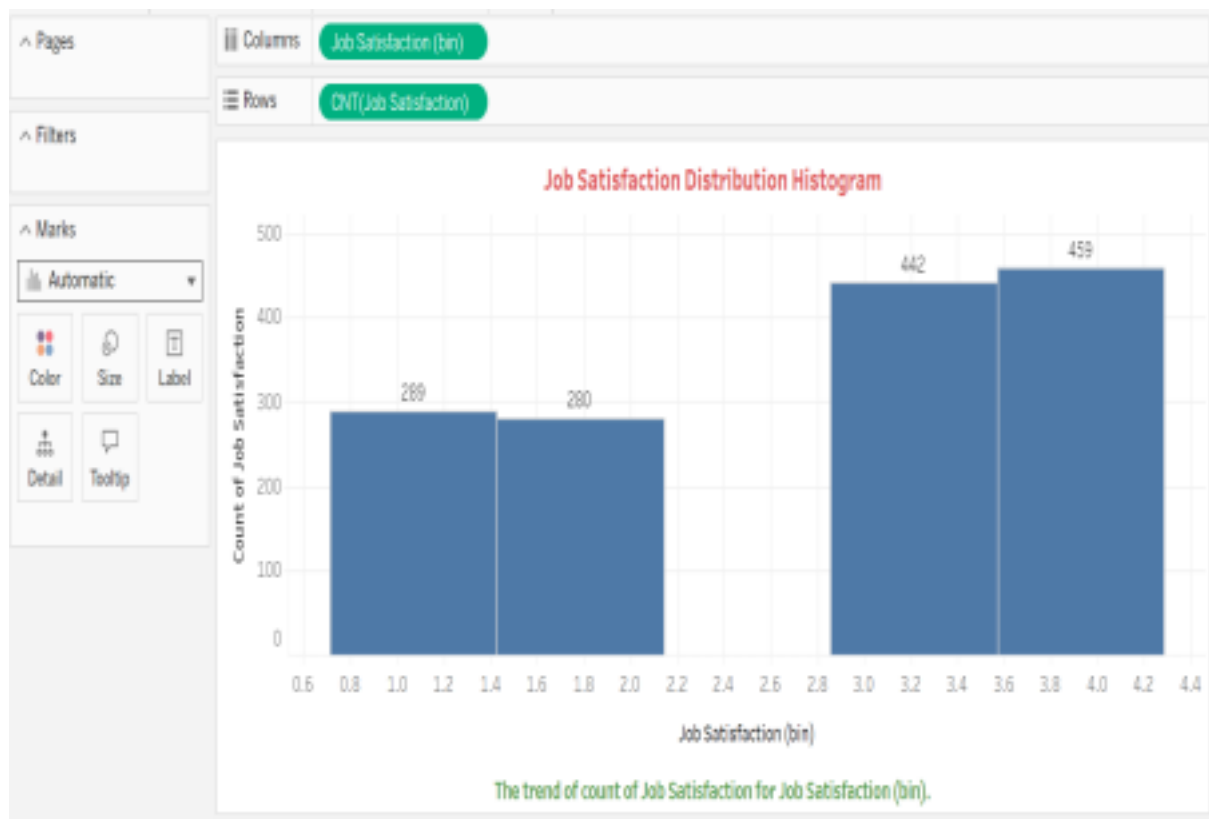




Improve Employee Satisfaction:

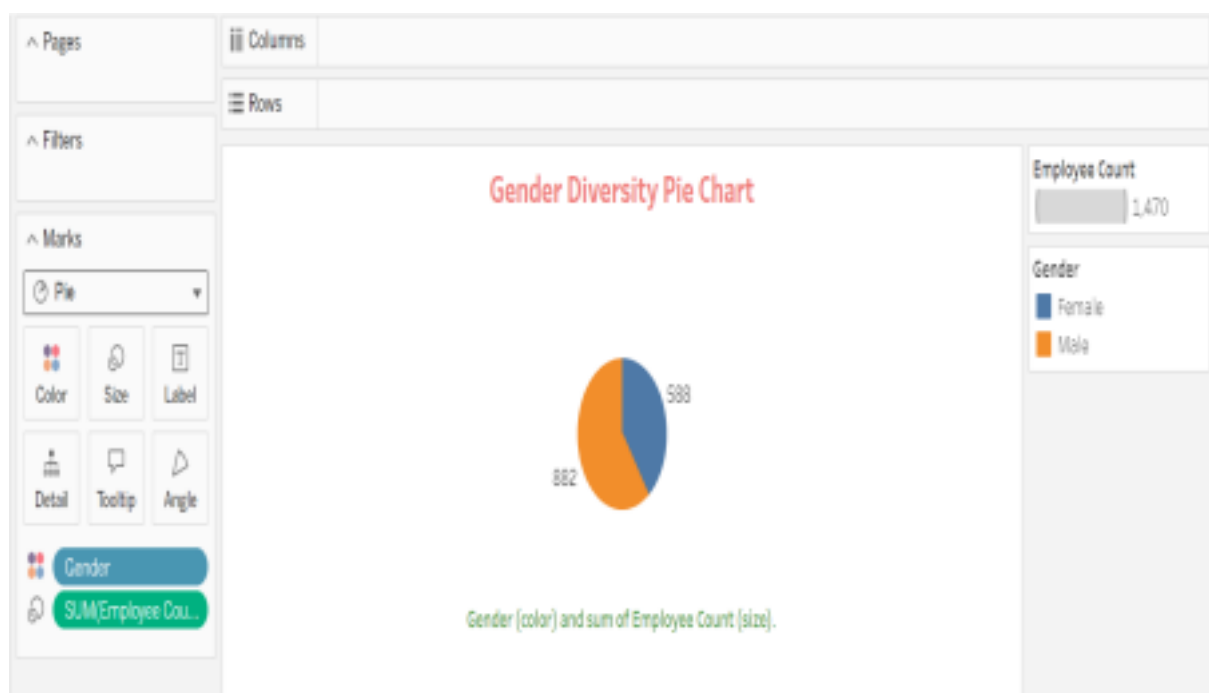
Enhance overall employee satisfaction by benchmarking job satisfaction levels and addressing issues that affect morale and engagement.





Enhance Diversity and Inclusion:

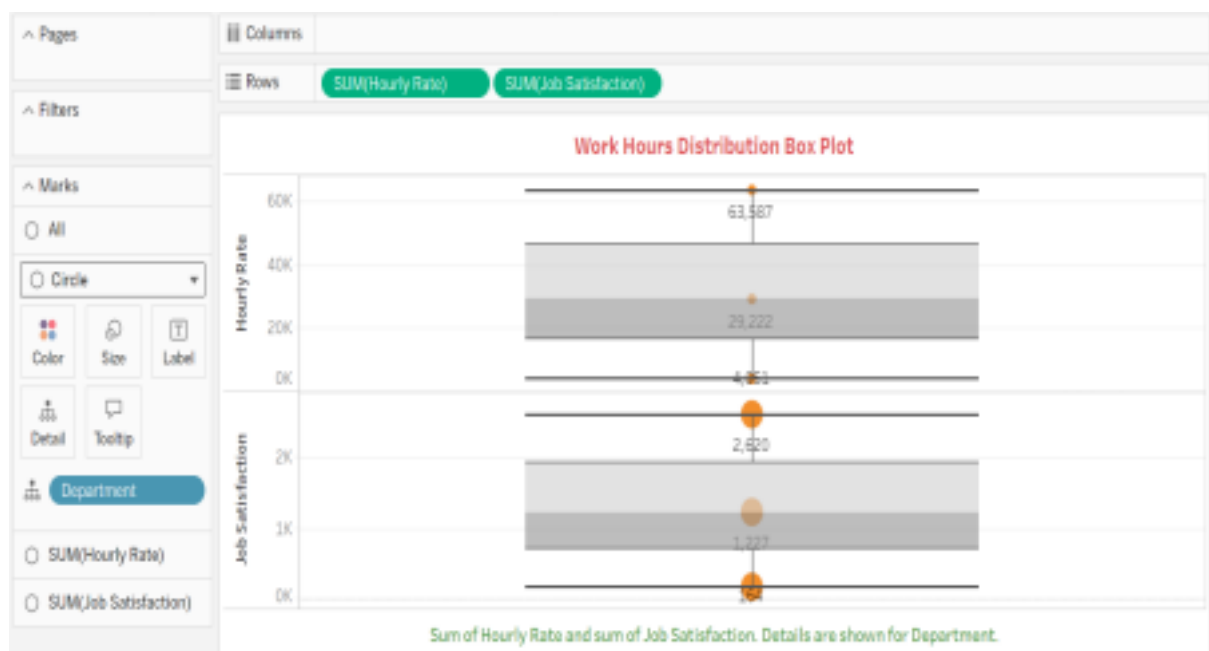
Increase diversity and inclusion within your organization by benchmarking gender and other diversity metrics against industry benchmarks and developing strategies to promote diversity.

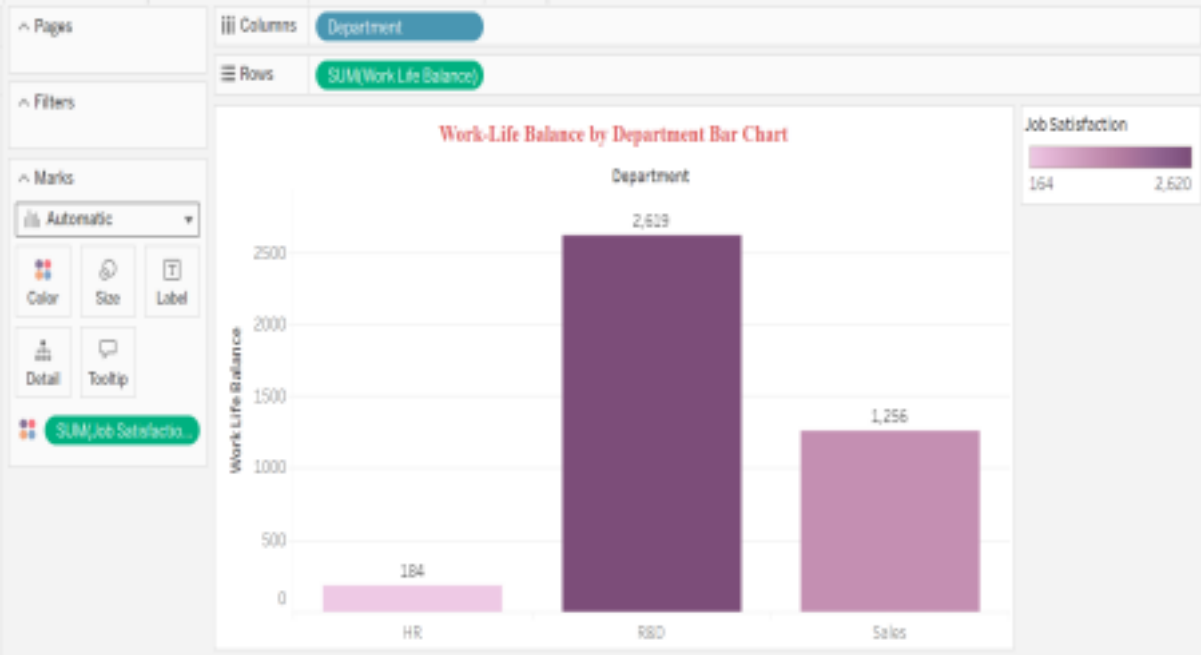




Optimize Work-Life Balance:

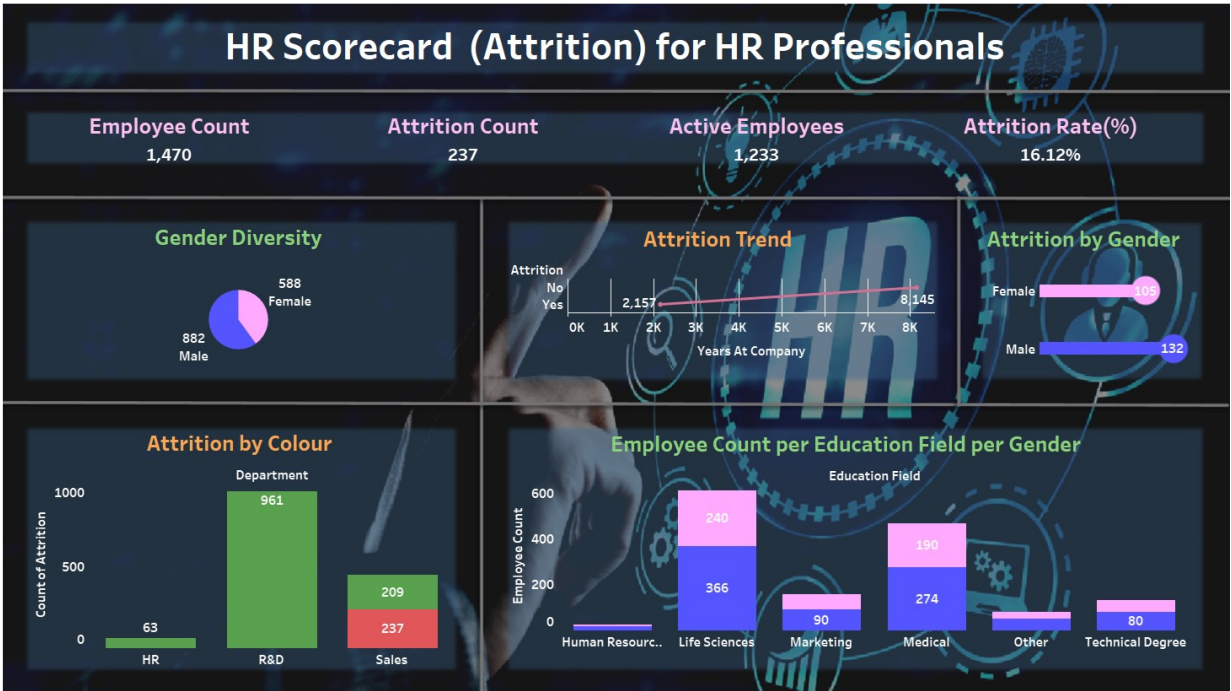
This goal focuses on improving work-life balance for employees, which can lead to increased job satisfaction, reduced burnout, and higher employee retention rates.



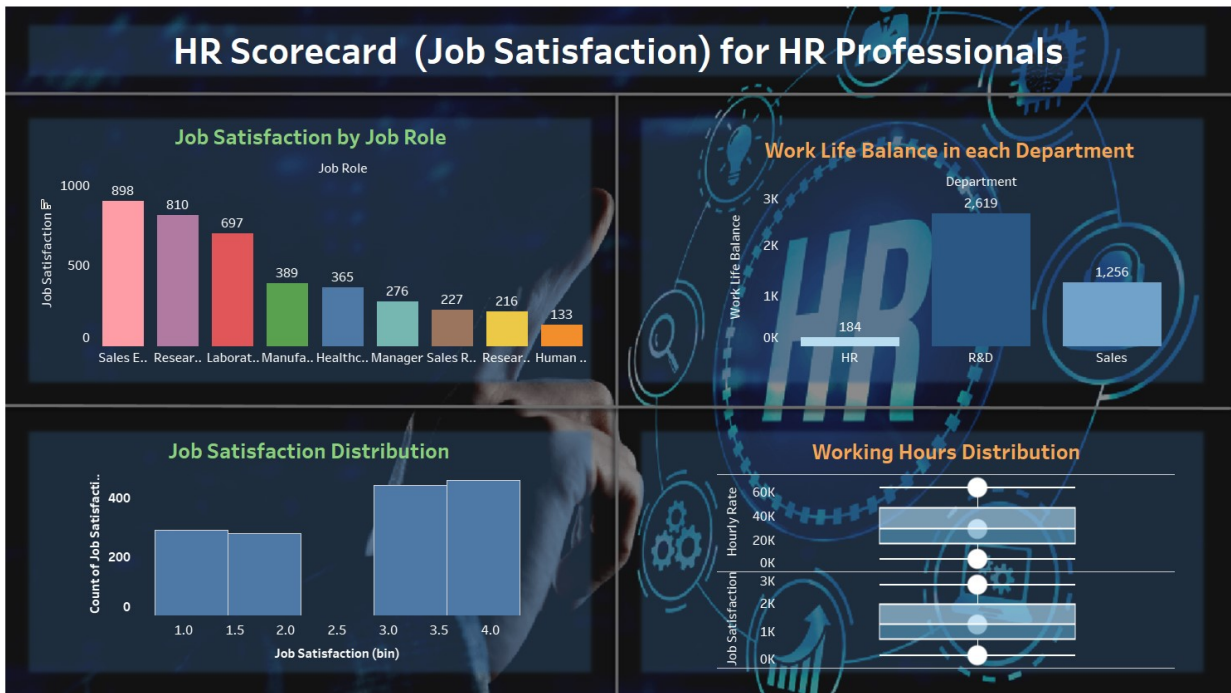


Dashboards for HR Professionals

Dashboard for Attrition



Dashboard for Job Satisfaction



Story for HR Professionals

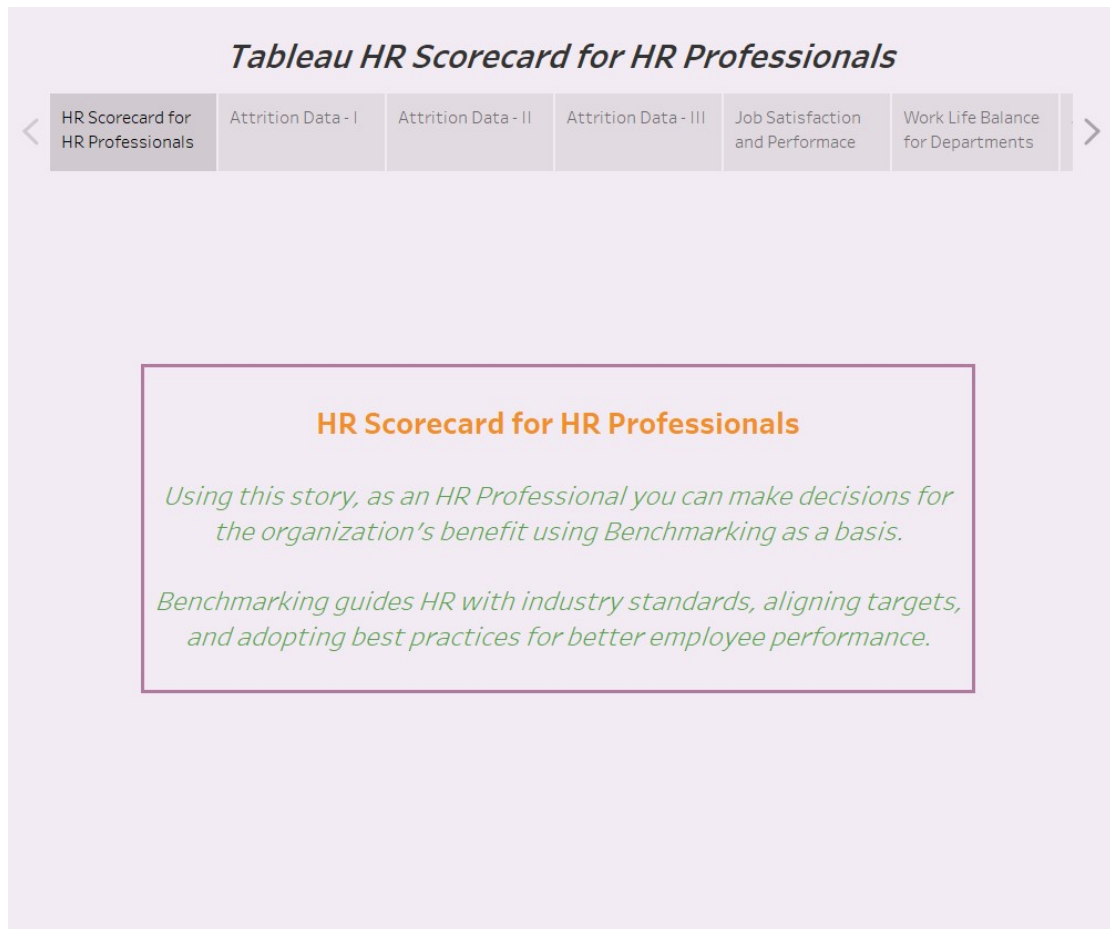


Tableau HR Scorecard for HR Professionals

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

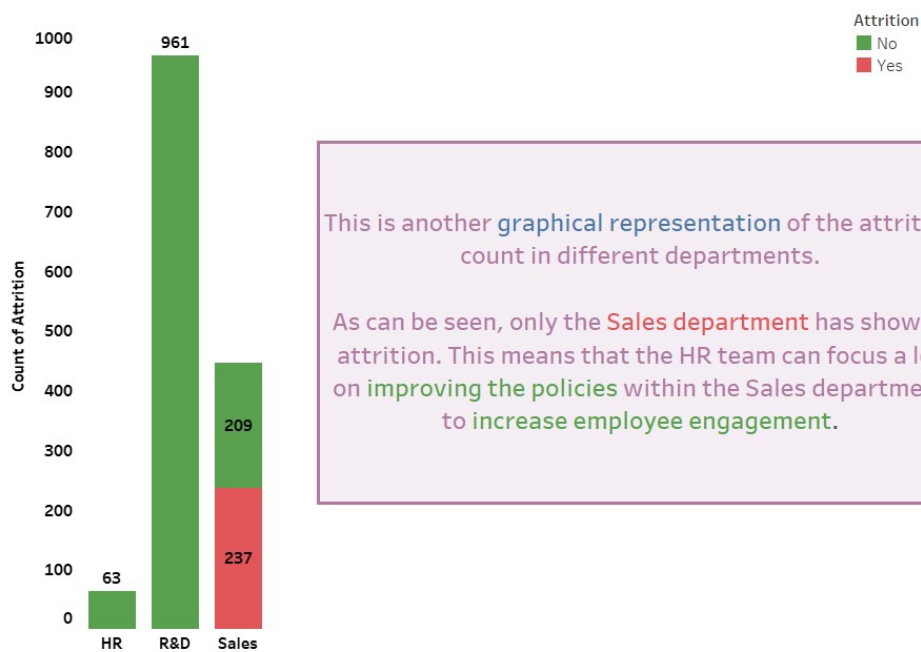
Employee Count	Attrition Count	Active Employees	Attrition Rate(%)
1,470	237	1,233	16.12%

Within the organization, there are about 1.5k employees among whom 1.2k are active.

Using basic calculation, we can see that there are about 16% of employees who are not interested in work / wish to leave or discontinue their work in the organization

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	>
---	-----------------------------------	--------------------	---------------------	----------------------	----------------------------------	-----------------------------------	---



This is another graphical representation of the attrition count in different departments.

As can be seen, only the Sales department has showed attrition. This means that the HR team can focus a lot on improving the policies within the Sales department to increase employee engagement.

Tableau HR Scorecard for HR Professionals

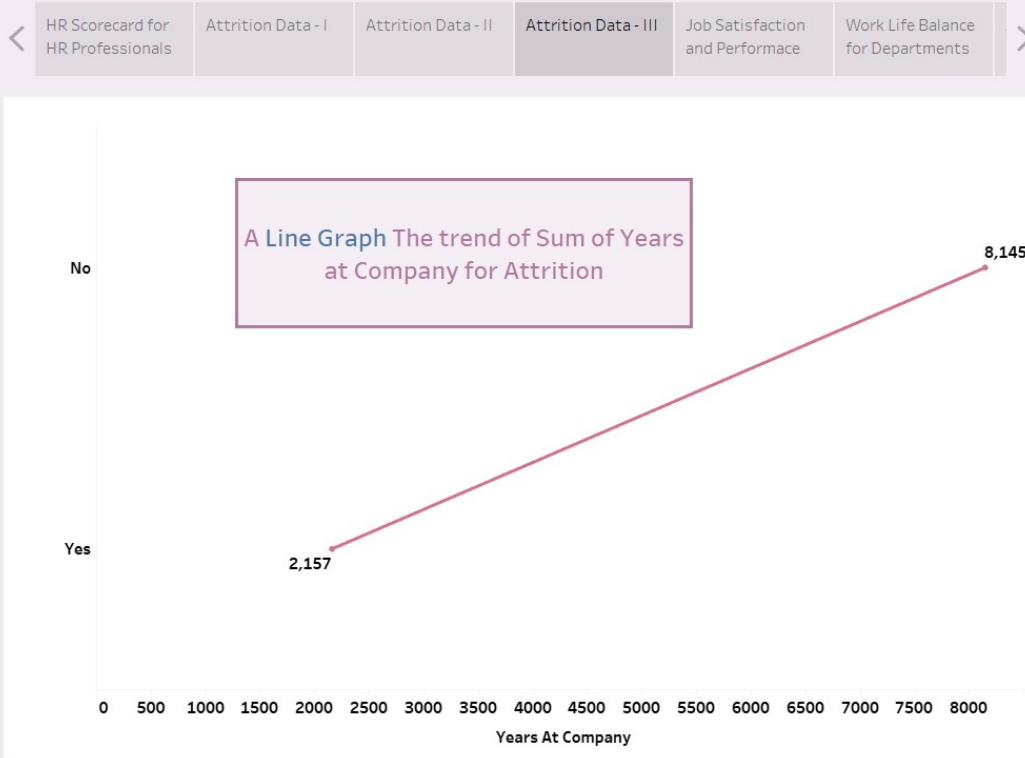


Tableau HR Scorecard for HR Professionals

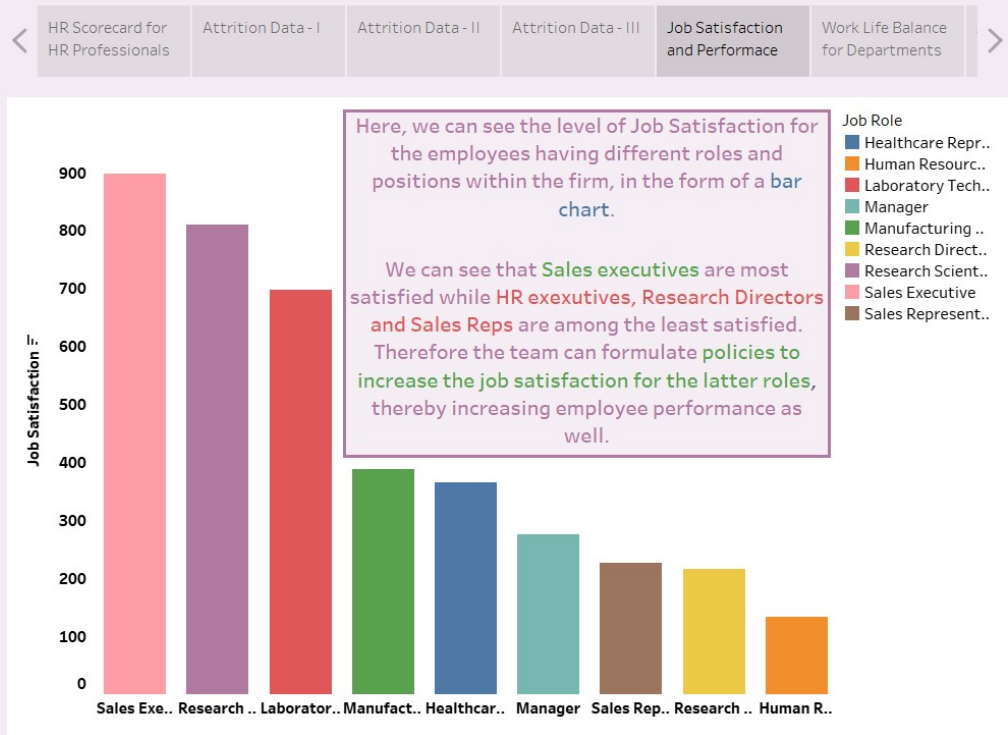


Tableau HR Scorecard for HR Professionals

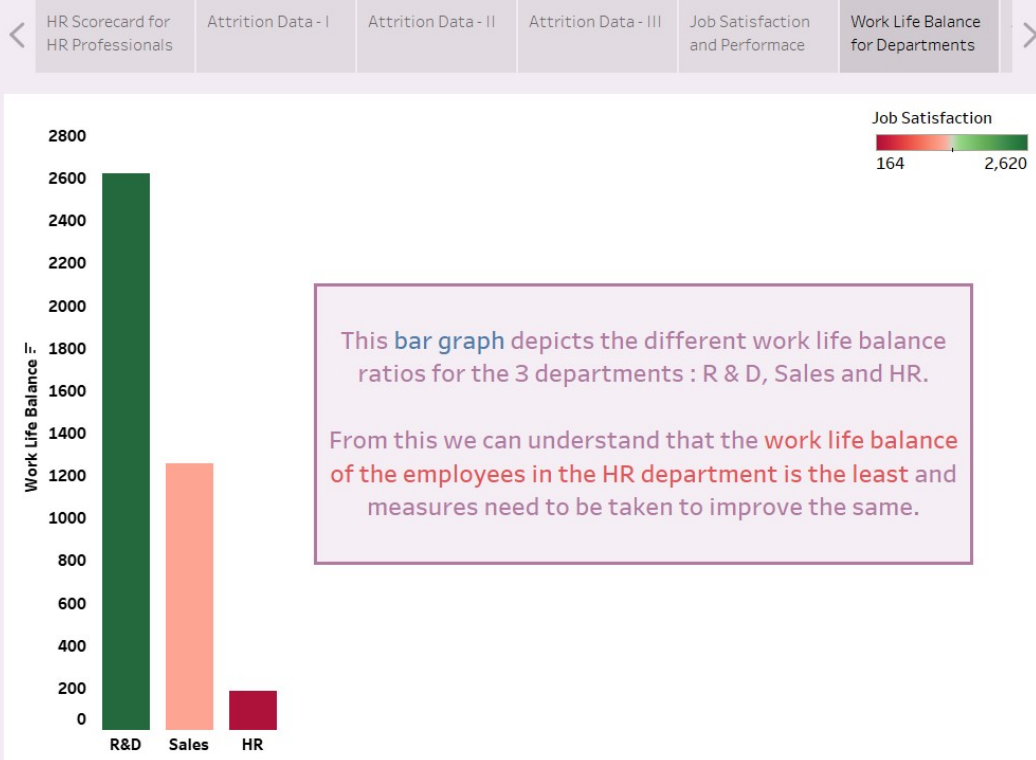


Tableau HR Scorecard for HR Professionals

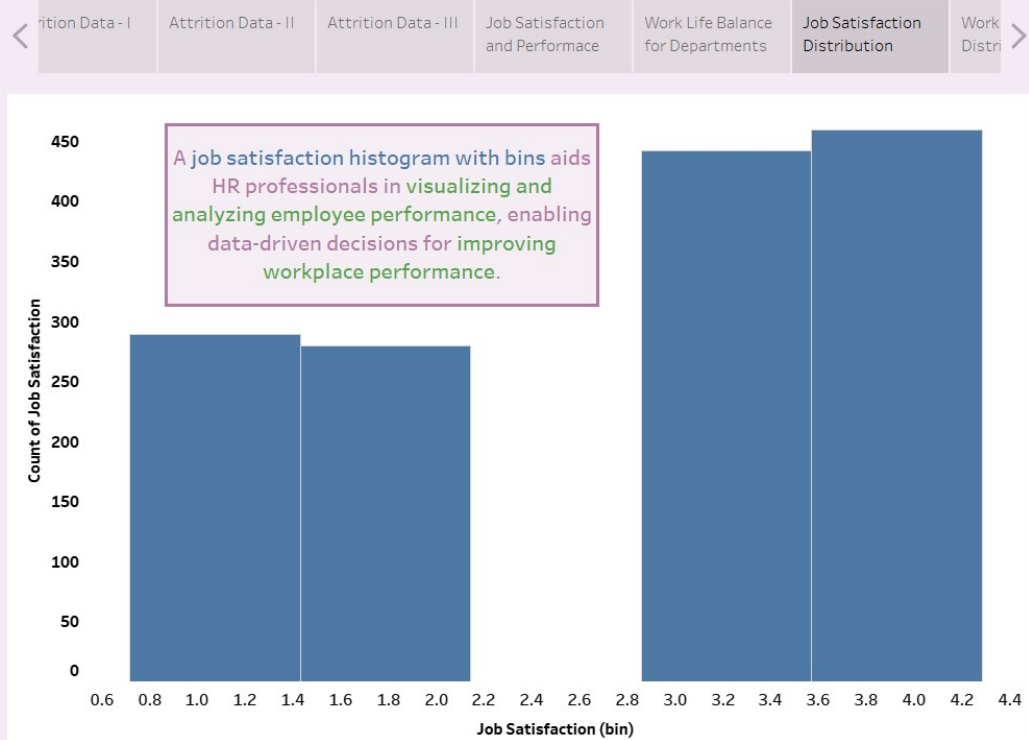


Tableau HR Scorecard for HR Professionals

<	Attrition Data - II	Attrition Data - III	Job Satisfaction and Performance	Work Life Balance for Departments	Job Satisfaction Distribution	Work Hour Distribution	>
---	---------------------	----------------------	----------------------------------	-----------------------------------	-------------------------------	------------------------	---

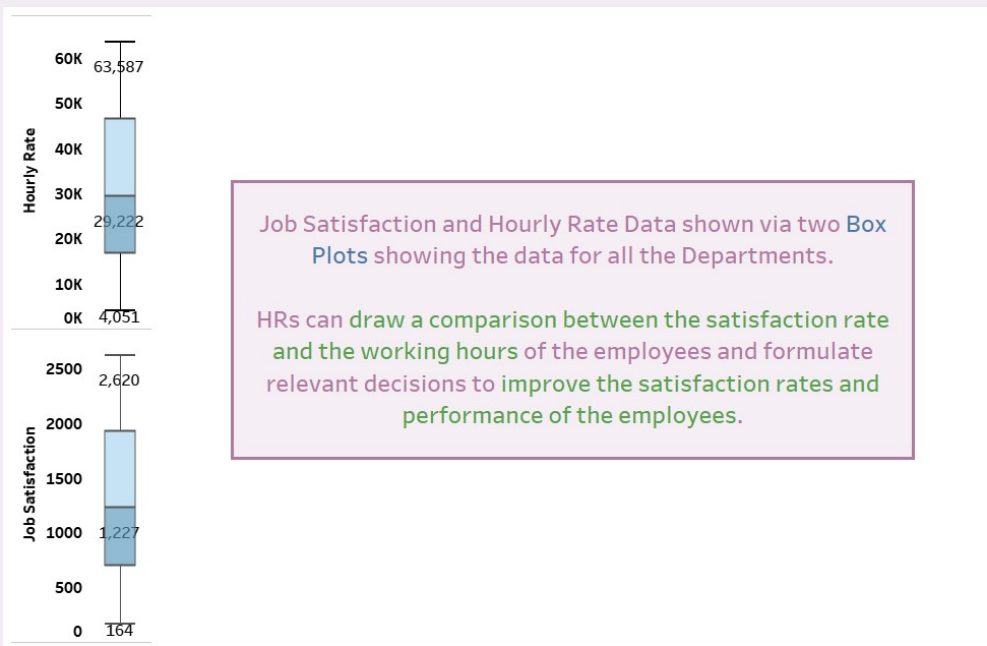


Tableau HR Scorecard for HR Professionals

<	Attrition Data - III	Job Satisfaction and Performance	Work Life Balance for Departments	Job Satisfaction Distribution	Work Hour Distribution	Conclusion	>
---	----------------------	----------------------------------	-----------------------------------	-------------------------------	------------------------	------------	---

Benchmarking helps HRs by comparing their HR practices with industry standards, enabling them to identify performance gaps, adopt best practices, set realistic targets, and allocate resources for improved employee performance.