

# The Tableau HR Scorecard: Measuring Success in Talent Management

## 1. Introduction:

### 1.1 Overview

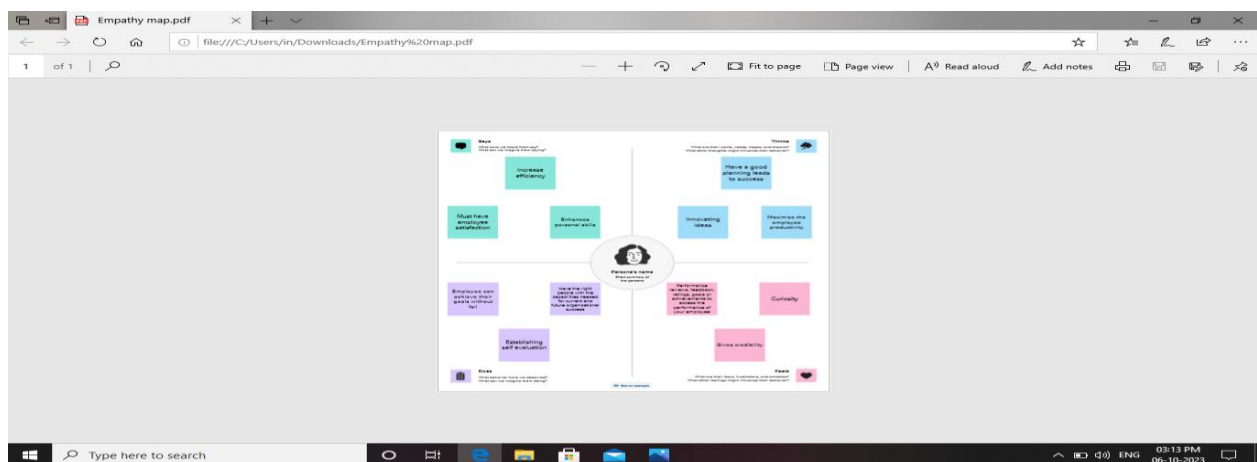
The Tableau HR Scorecard a frame designed to measure and evaluate the success of talent management strategies within an organization. It provides a way for HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workspace planning, recruitment, retention, and development we have to accomplish this project to complete the activities.

### 1.2 Purpose

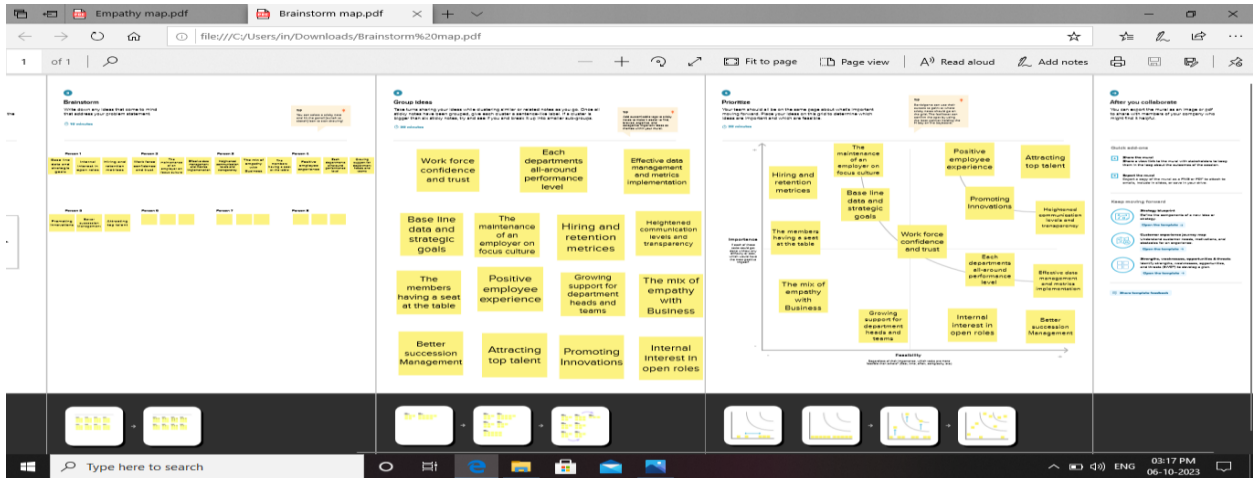
Talent management metrics are essential because they provide organization with a way to evaluate the effectiveness of their talent management strategies and programs.

## 2. Problem Definition & Design Thinking:

### 2.1 Empathy Map



## 2.2 Ideation & Brainstorming Map



## 3. Result:

### 3.1 Dataset

Tableau - Book1 - Tableau license expires in 4 days

File Data Server Window Help

Connections: HR Data.xlsx - HR data (Text file)

Files: HR Data.xlsx - HR data.csv

Need more data? Drag tables here to relate them. [Learn more](#)

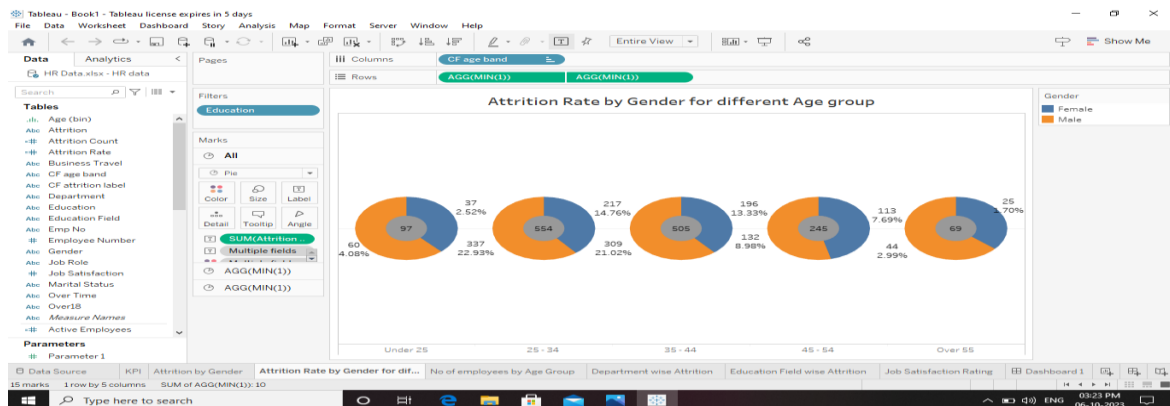
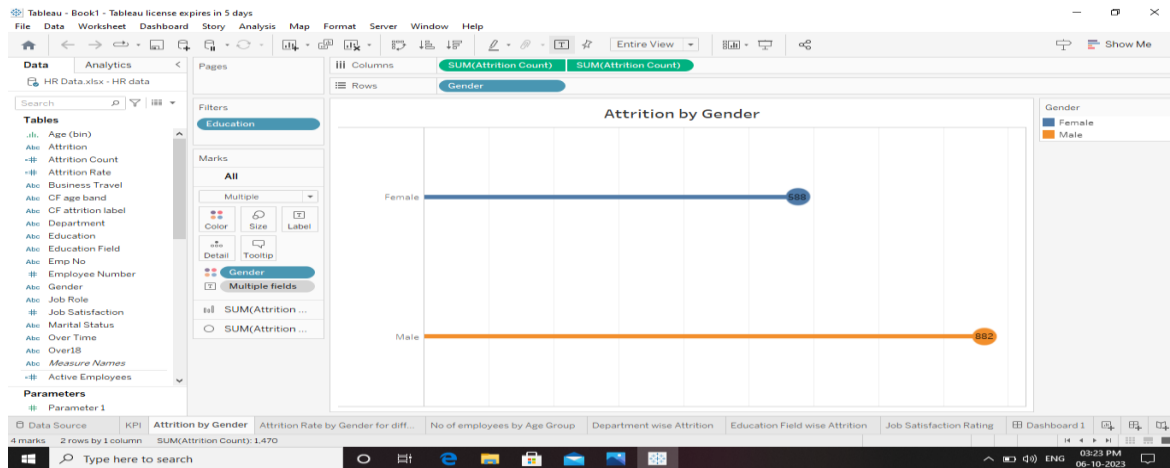
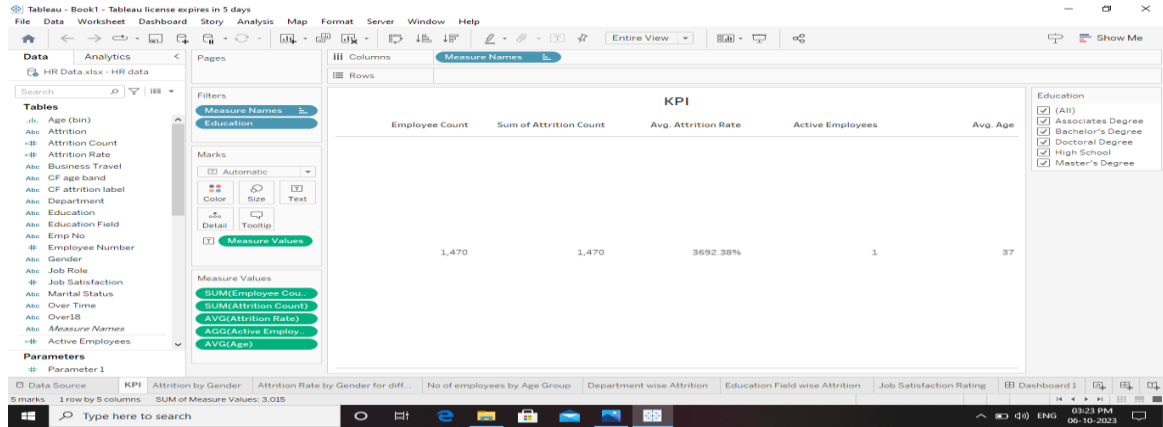
HR Data.xlsx - HR data.csv 43 fields 1470 rows

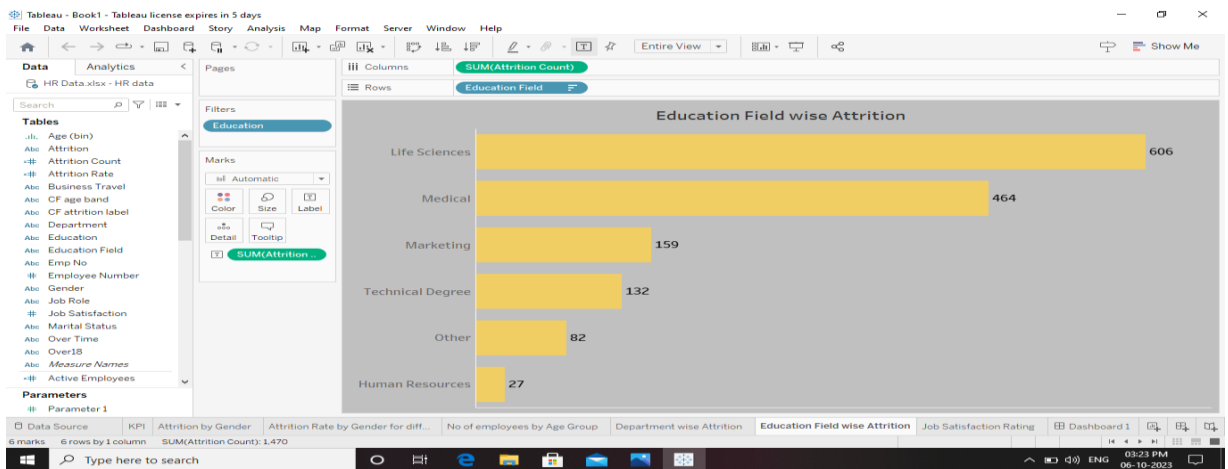
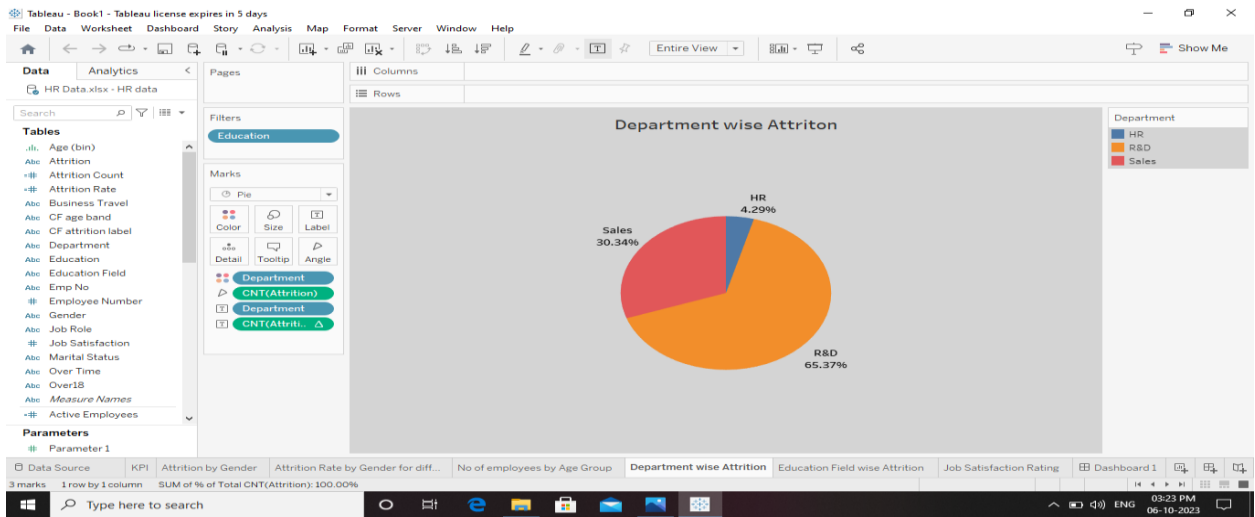
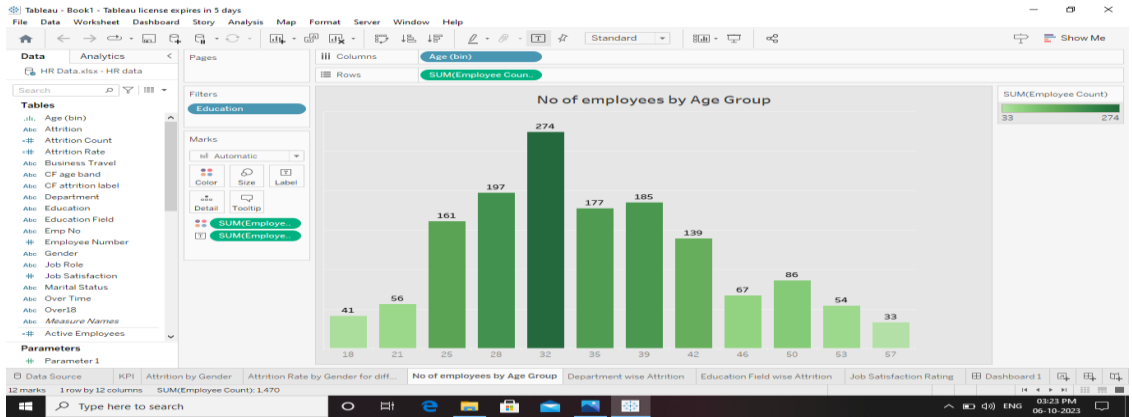
Name	HR Data.xlsx - HR data.csv
Fields	
Type	Field Name
Attrition	HR Data.xlsx - HR data.csv

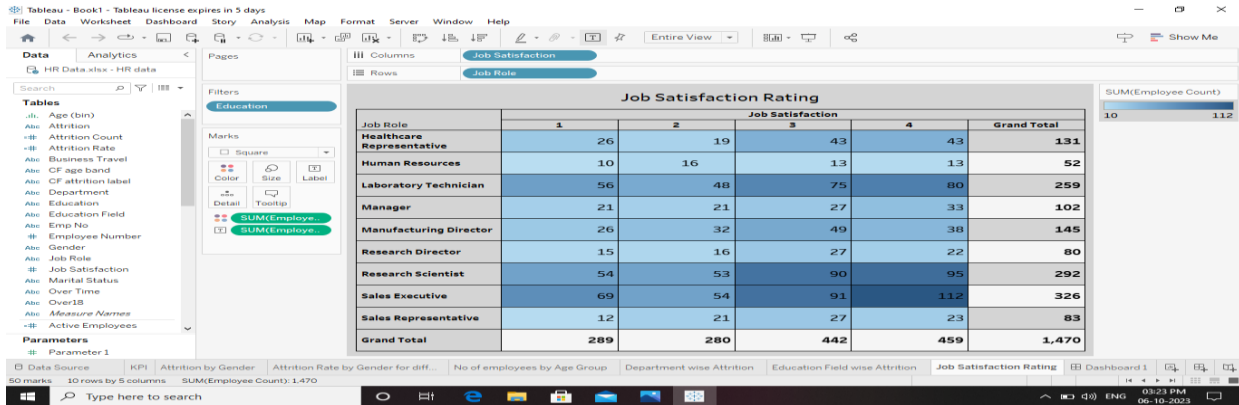
Attrition	Attrition Rate	Attrition Count	Business Travel	CF age band
Yes	41	1	Travel_Rarely	35 - 44
No	49	1	Travel_Frequently	45 - 54
Yes	37	1	Travel_Rarely	35 - 44
No	33	1	Travel_Frequently	25 - 34
No	27	1	Travel_Rarely	25 - 34

Data Source: KPI Attrition by Gender Attrition Rate by Gender for diff... No of employees by Age Group Department wise Attrition Education Field wise Attrition Job Satisfaction Rating Dashboard 1

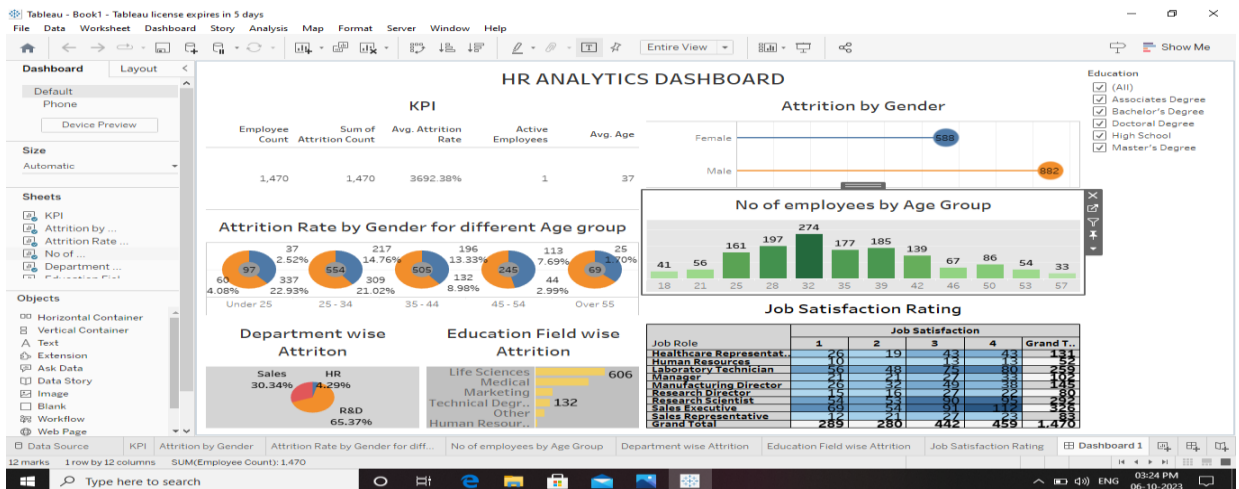
## 3.2 Data Visualizations



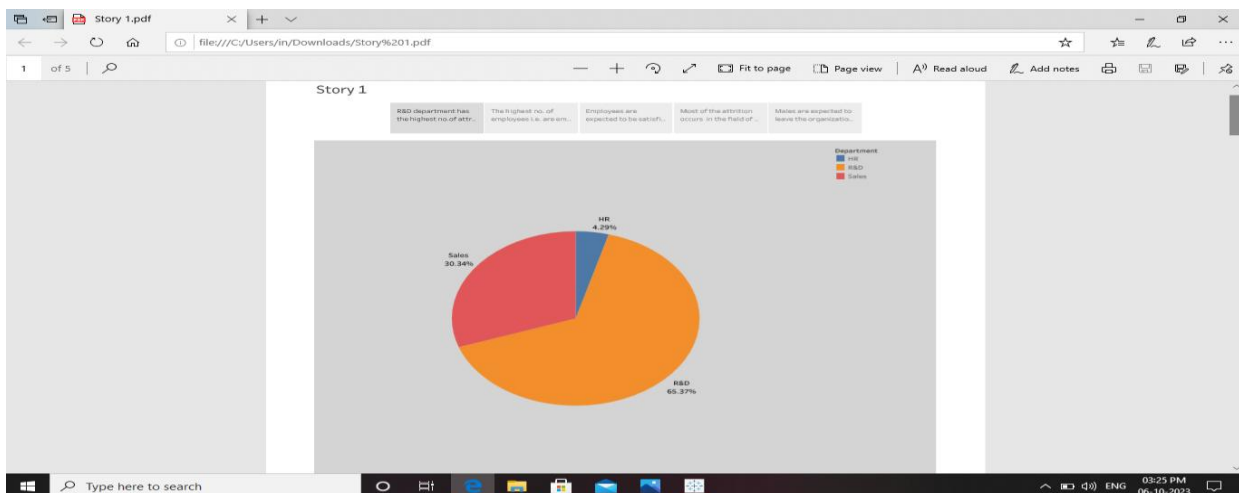




## 3.3 Dashboard



## 3.4 Story



## **4. Advantages & Disadvantages:**

### **4.1 Advantages:**

1. Help in ascertaining the right person is deployed in the right position.
2. Contributes in retaining their top talent.
3. Better hiring by hiring assessments.

### **4.2 Disadvantages:**

1. The implementation of talent management programs could be expensive in terms of time, resources and financial costs.
2. Lack of support from line managers can impede the level of commitment from employees.

## **5. Application:**

You can use surveys, feedback, interviews, or focus groups to assess how your employees feel about their work, their managers, their colleagues and your organization.

## **6. Conclusion:**

In conclusion, Talent management metrics are essential in that they provide organizations with the ability to measure their performance in critical areas such as recruitment, training and development, performance management, employee engagement, retention and diversity and inclusion, thus making data-driven decisions.

## **7. Future Scope:**

There are three crucial tipping points that will shape the future of talent management. These include:

1. A responsive and reactive approach to talent management.
2. Little consideration of how careers are changing.
3. It cannot be the catch-all practice of the past.

In its current state, talent management will not rise to future challenges. Only 13% of HR leaders rate their talent management practises as excellent, while 70% of HR leaders rate their organization's ability to address their talent needs as 'mediocre.'

We propose four shifts for talent management to move into the next era of work that will be characterized by AI, labour shortages, work without boundaries, and workforce ecosystems.