



TABLEAU HR SCORE CARD

1 INTRODUCTION:

1.1. Overview

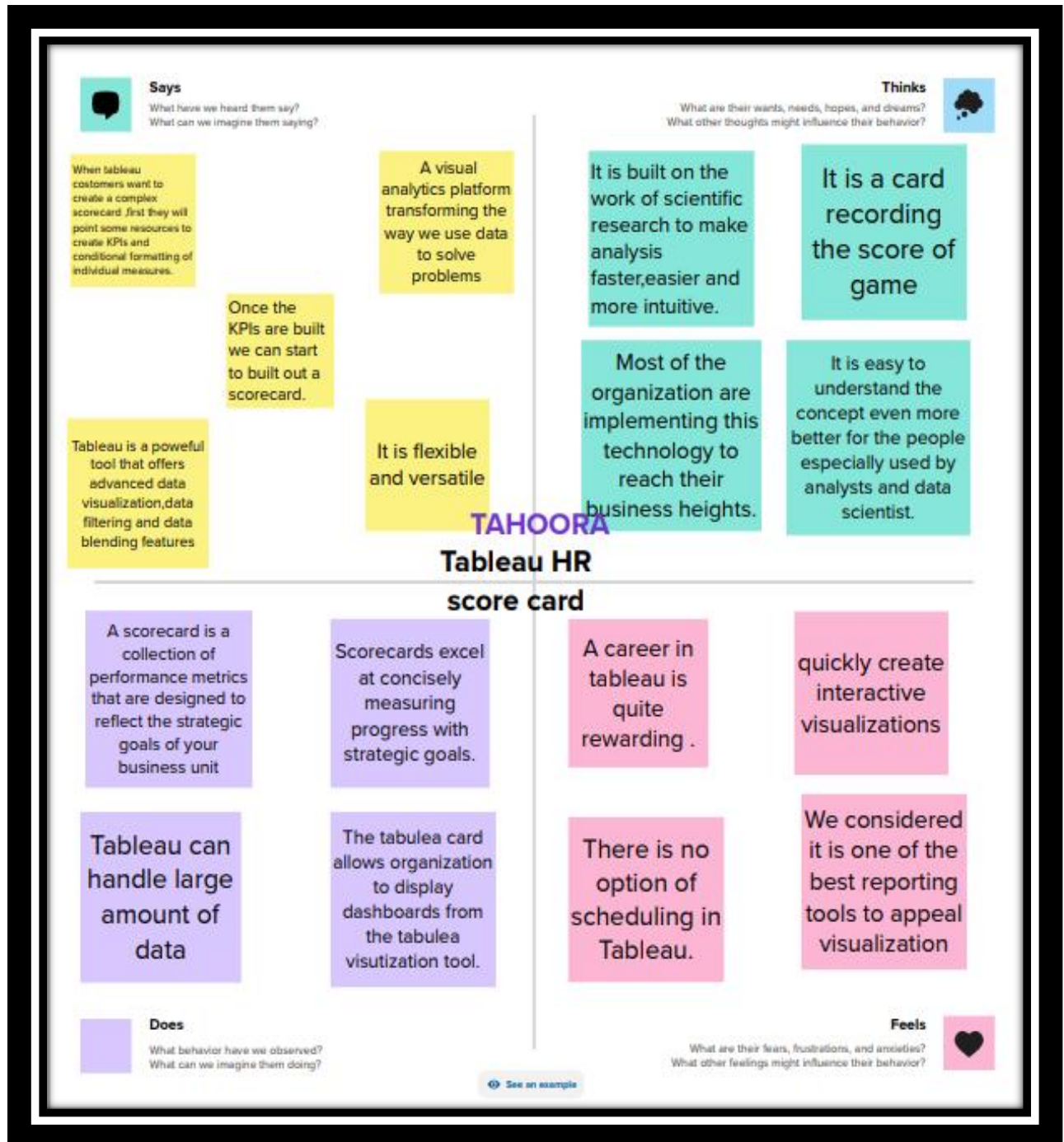
- ❖ The TABLEAU HR SCORE CARD is a framework designed to measure and calculate the success of talent management strategies within a organization.
- ❖ This Tableau HR Score Card provides a way for HR professional and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment , retention ,and development.

1.2. Purpose

- ❖ We can achieved the analysis of large amount of complex data through a visual interface
- ❖ It is a tool that helps measure, manage and improve the role of the HR function within a organization.
- ❖ It is meant to measure leading HR indicators of business performance.
- ❖ It offers organization a snapshot of their current performance when compared to their goals.

2 PROBLEM DEFINITION & DESIGN THINKING

2.1. EMPATHY MAP

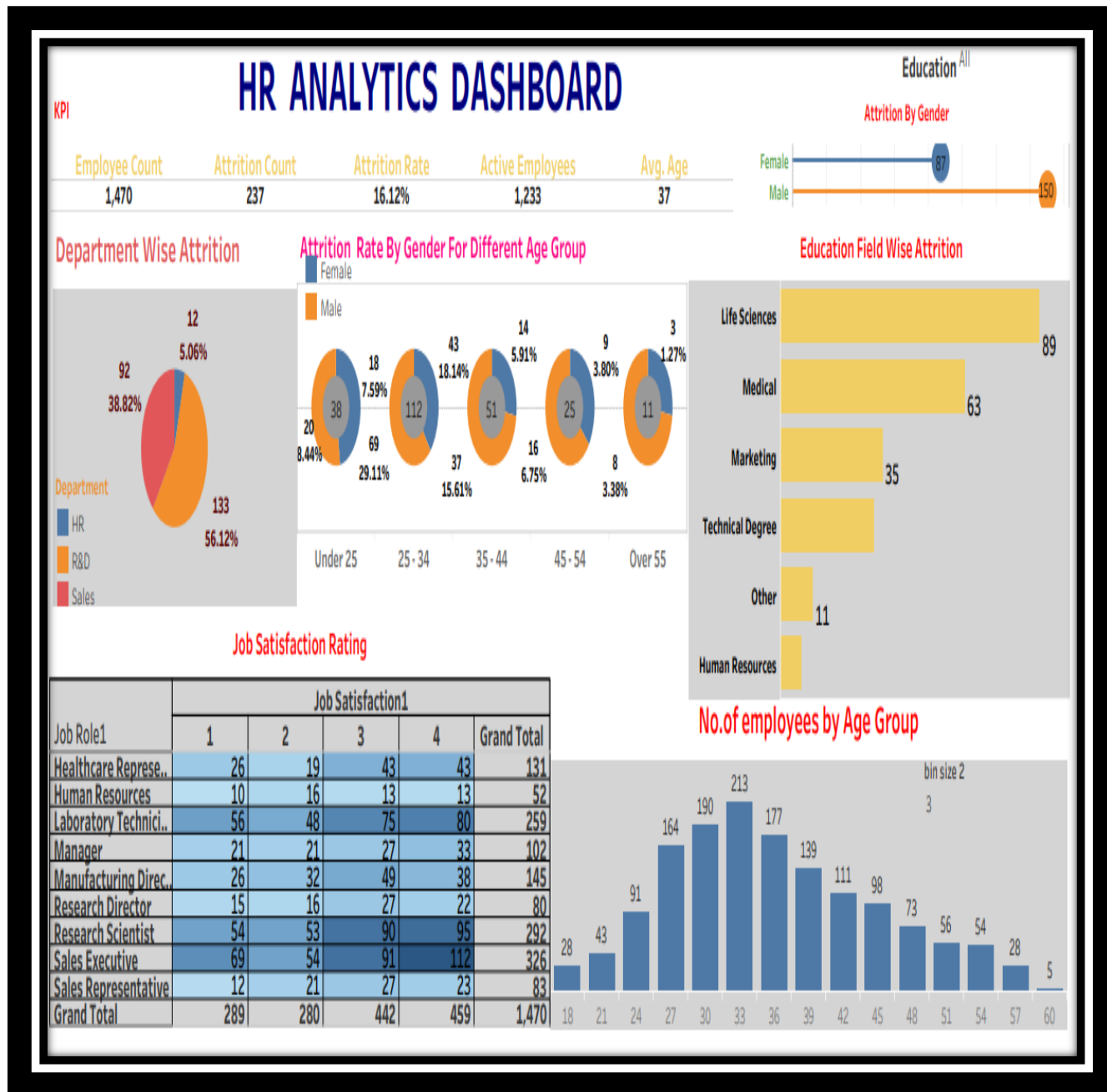


2.2. Ideation and Brainsorming Map



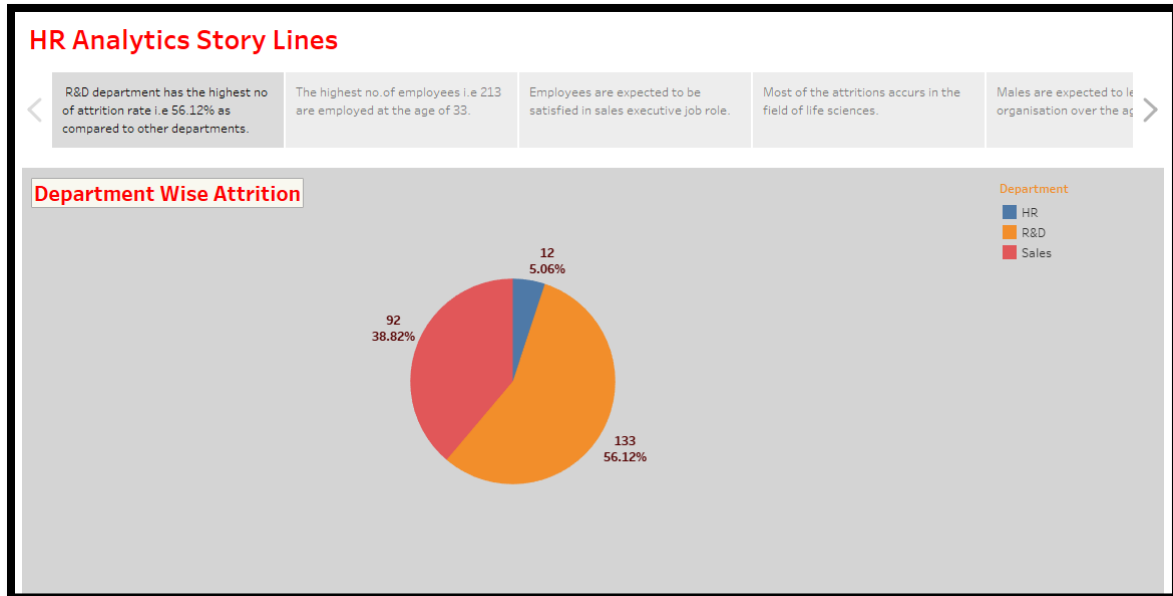
3 RESULT:

➤ DASHBOARD

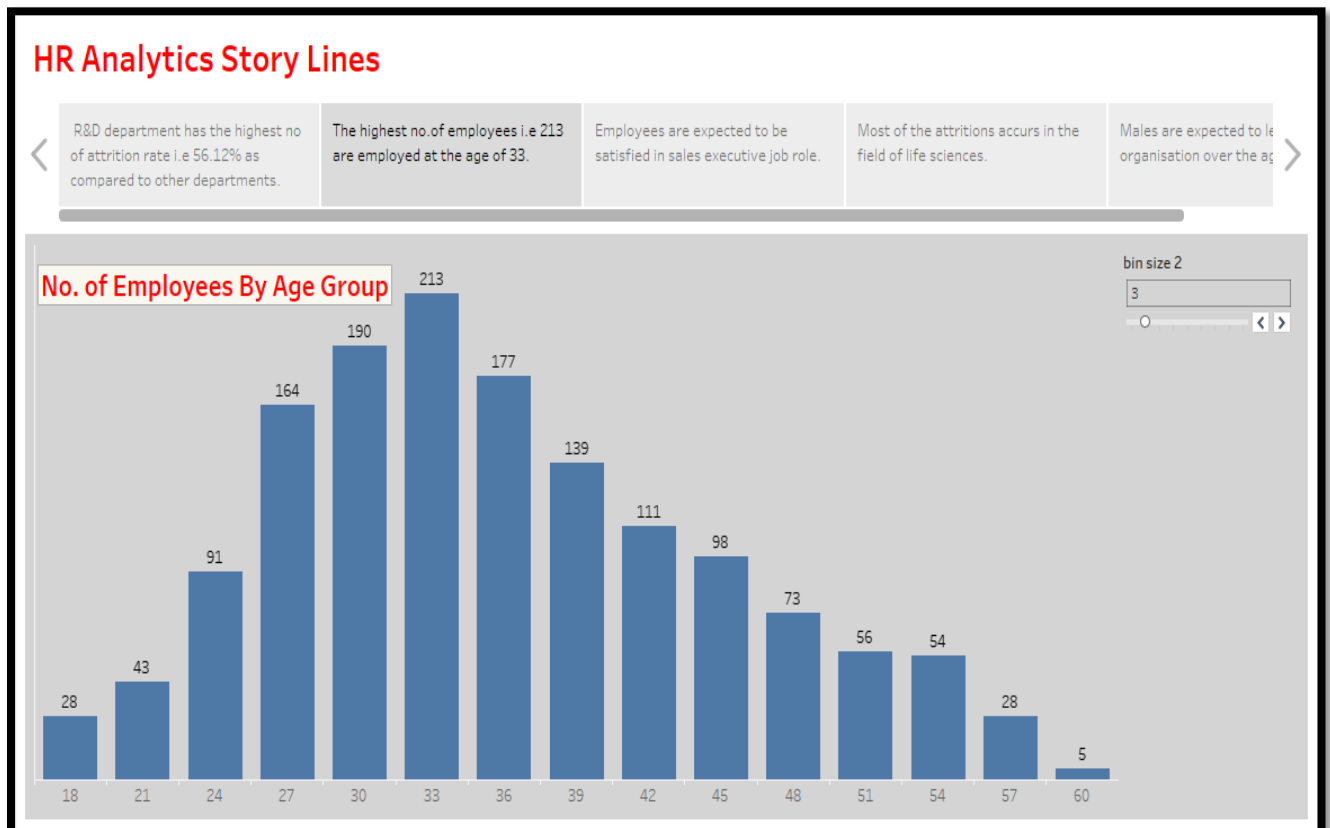


➤ STORIES

STORY 1:



STORY 2:



STORY 3:

HR Analytics Story Lines


R&D department has the highest no of attrition rate i.e 56.12% as compared to other departments.

The highest no. of employees i.e 213 are employed at the age of 33.

Employees are expected to be satisfied in sales executive job role.

Most of the attritions occurs in the field of life sciences.

Males are expected to leave the organisation over the age of 55.

Job Role1	Job Satisfaction1				Grand Total	Employee Count
	1	2	3	4		
Healthcare Represe..	26	19	43	43	131	10  112
Human Resources	10	16	13	13	52	
Laboratory Technici..	56	48	75	80	259	
Manager	21	21	27	33	102	
Manufacturing Direc..	26	32	49	38	145	
Research Director	15	16	27	22	80	
Research Scientist	54	53	90	95	292	
Sales Executive	69	54	91	112	326	
Sales Representative	12	21	27	23	83	
Grand Total	289	280	442	459	1,470	

STORY 4:

HR Analytics Story Lines

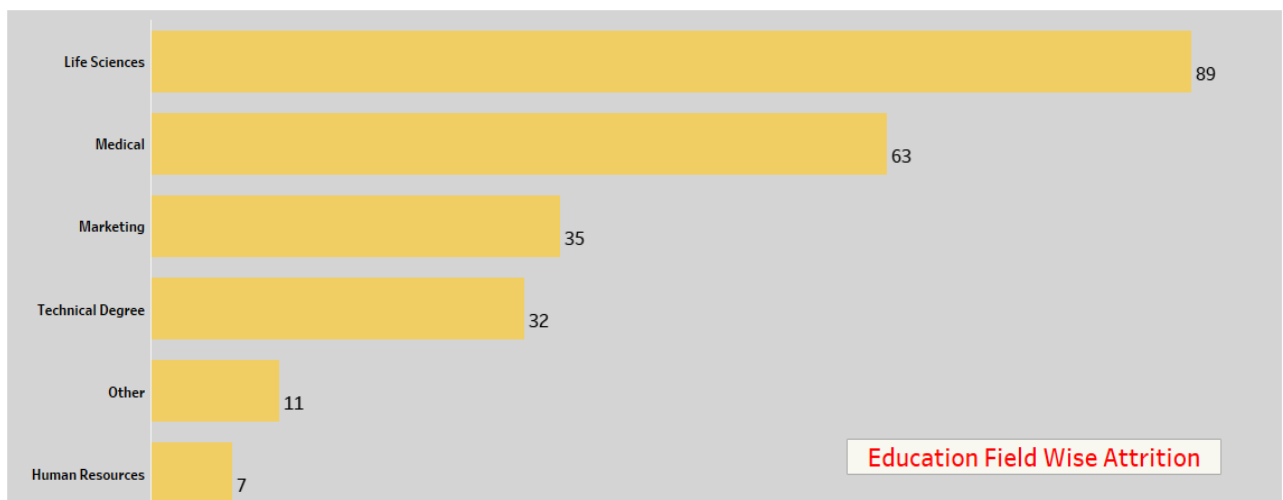
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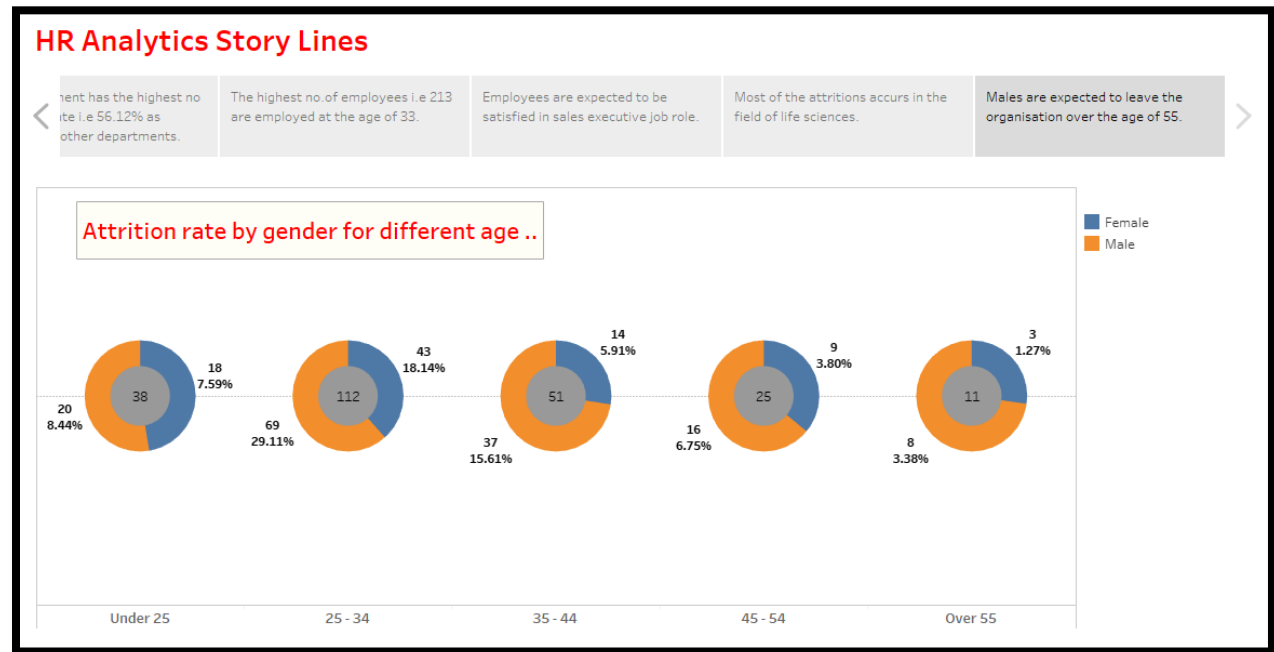
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STORY 5:



4. ADVANTAGES AND DISADVANTAGES

ADVANTAGES:

- 1) Millions of rows of data can be handled with efficiency .
- 2) Large amount of data can be used to generate a variety of visualizations without compromising the dashboards performance.
- 3) Ease of implementation.
- 4) Quickly create interactive visualizations.
- 5) Use of other scripting languages in tableau.
- 6) Make it easier to communicate the strategy.
- 7) Improved decision-making.

DISADVANTAGES:

- 1) It consumes a lot of time –especially for first time users.

- 2) Measuring Intangibles is difficult.
- 3) Lack of functionality for scheduling or notification of reports.
- 4) It is too expensive for some users.
- 5) It usually require managers to report information ,which can cause some resistance and even delays.
- 6)It can be overly complicated to understand.

5 . APPLICATION:

- ❖ It helps users to create different charts ,graphs, maps, dashboards and stories for visualizing and analyzing data to help is making business decisions.
- ❖ Easier time managing performance and coming up with better strategies to reach your company goals.
- ❖ It allow users to string together a series of visualization to form a visual story to communicate data insights ,provide context ,and demonstrate how decision relate to outcomes.

6.CONCLUSION:

1) DEPARTMENT WISE ATTRITION:

- HR =5.06%
- R&D=56.12%
- Sales=33.82%

2) NO.OF EMPLOYEES BY AGE GROUP:

- The highest no. of employees is 213 at the age group 33 .

3) JOB SATISFACTION RATING:

- The highest rate of job satisfication rate i.e,) 326 is in sales executive job

4) EDUCATION FIELD WISE ATTRITION:

- In Bar chart most of the attrition occurs life sciences field which is 89.

5) Attrition rate by gender for different age group:

- Over the age of 55 males are expected to leave the organization.

7. FUTURE SCOPE:

- Visually analyze your data intelligently blend data from multiple sources for cross functional analysis.
- Can handle more amount of data in the upcoming year.

thank you

