

Project report

The tableau HR Scorecard: Measuring success in Talent Management

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1 INTRODUCTION

1.1 Overview

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.

1.2 Purpose

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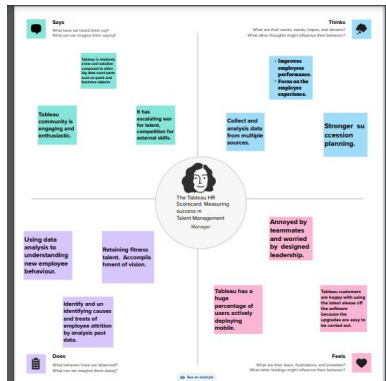
Survey findings indicate three practices that are most closely linked with effective talent management: rapid allocation of talent—that is, being able to move people among strategic projects quickly as priorities emerge and fade.

2 Problem Definition & Design Thinking

2.1 Empathy Map

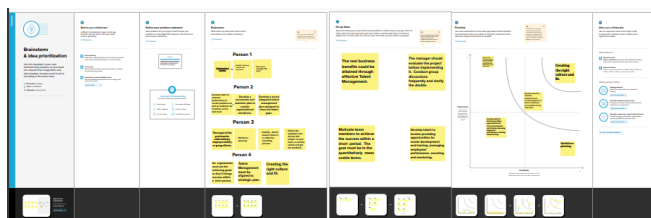
An empathy map is a collaborative visualization used to articulate what we know about a particular type of user. It externalizes knowledge about users in order to 1) create a shared understanding of user needs, and 2) aid in decision

making. It is a useful tool to help teams better understand their users. Empathy mapping is a simple workshop activity that can be done with stakeholders, marketing and sales, product development, or creative teams to build empathy for end users.

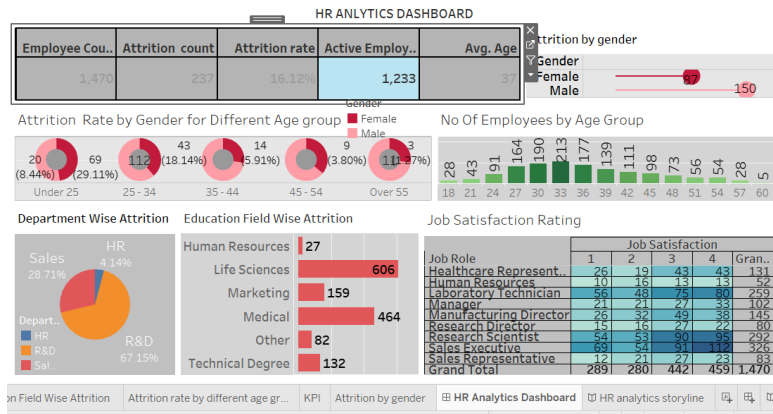


2.2 Ideation and Brainstorming map

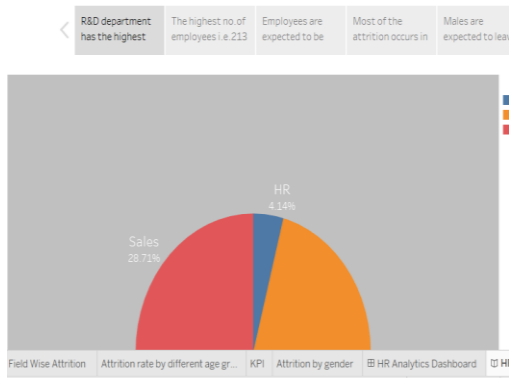
Ideation is often closely related to the practice of brainstorming, a specific technique that is utilized to generate new ideas. A principal difference between ideation and brainstorming is that ideation is commonly more thought of as being an individual pursuit, while brainstorming is almost always a group activity.



3 RESULT



HR analytics storyline



4 ADVANTAGES AND DISADVANTAGES

With a scorecard, HR leaders can assess the department's performance in their way and within a set structure that can be understood across the organization. Here are the top four benefits of an HR balanced scorecard:

1. Gives structure to the strategy

A scorecard helps keep the goals at the center, uses specific parameters to track progress, and follows initiatives for monitoring actions.

2. Improves performance reporting

The HR scorecard can come in handy for designing performance reports and dashboards, ensuring the focus remains on critical strategic issues and helping the HR department monitor the execution of its plan.

3. Makes it easier to communicate the strategy

Having a scorecard takes the guesswork out of trying to understand everyone's responsibilities in the team and gets the entire department synced up under one structure. This also gives a much clearer picture of HR projects and initiatives.

4. Connects every HR employee to organizational goals

An HR scorecard allows HR personnel to individually align their goals across the department and organization. When every employee sees a greater purpose behind the goals and objectives they are aiming to achieve; it engages them even more in their work.

DISADVANTAGES:

While there are so many benefits to deploying an HR scorecard, there are potential roadblocks you should be aware of:

Even though there are many HR scorecard templates you can use, the framework must be customized to suit your business requirements. This can be time-consuming and tedious - especially for first-time users.

HR scorecards can be overly complicated to understand despite there being many case studies and resources to read from.

HR scorecards usually require managers to report information, which can cause some resistance and even delays.

5 APPLICATIONS

A TMS allows an organisation to implement an end-to-end talent strategy that aligns with the objectives and goals of the business. For example:

Recruitment: Attract and hire the best candidates who, in turn, become high-performing employees, boosting productivity and improving organisational strength.

Development: Build skills and adaptable teams to help drive business performance. Identify and cultivate strong leaders for continuous growth.

Retention: Help employees grow in their careers, increasing engagement and retention.

A talent management solution also provides operational efficiencies, using a centralised model for planning, data sharing, and other interactions. Digital workflows replace manual and offline

processes for greater efficiencies in the backend, allowing HR personnel to focus on higher-value work.

6 FUTURE SCOPE

In the recent days, the HR Department of any organisation is vested with the responsibility of managing the Talent in addition to its conventional function of providing good human capital to an organization. In order to perform this function, they use the following methods viz.

1. Identifying the Talent which is required .
 2. Right Selection of the Talent.
 3. Implementing competitive compensation plans.
 4. Training and continual development of Competencies.
 5. Practicing state-of-the-art performance appraisal systems .
 6. Aligning the acquired Talent .
 7. Developing and nurturing the Talent, and Retaining the Talent
- The scope of Talent Management is quite wide and adopts an integrative approach to the functions mentioned above.

The purpose is to have a synergistic effect between the various activities so as to ensure a maximum effect.

7 CONCLUSION

The work of talent management in HR is business based project work which keeps on taking its own course along the whole timeline of business. We are having fixed in our minds to certain targets which have enumerated before in this report.