

The Tableau HR Scorecard: Measuring Success In Talent Management

1.Introduction:

1.1. Overview:

Measuring Success in Talent management is to provide a comprehensive and effective framework for measuring and evaluating the success of talent management strategies within the organisation.

We can do so by creating interactive dashboards and reports, making data-driven decisions and creating forecasting models for future performance.

The ultimate goal is to gain insights and improve performance through data visualization techniques.

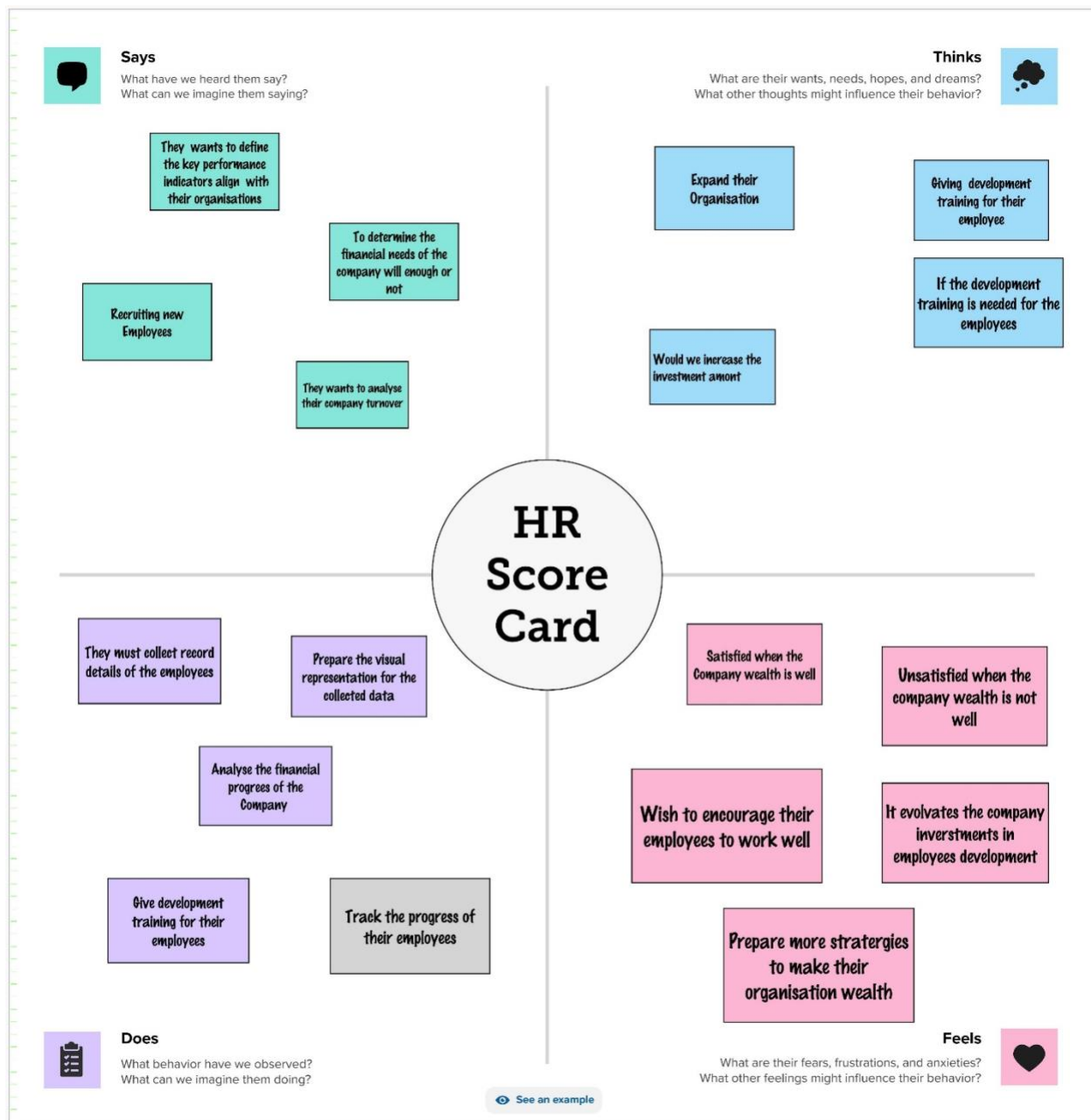
1.2. Purpose:

The tableau HR Scorecard is a framework designed to measure and evaluate the success in talent management strategies within an organization.

It provides a way for HR professionals and business leaders to track and analyze key performance indicators (KPI) related to workforce planning, recruitment, retention, and development.

2.Problem defining and design thinking

2.1. EMPATHY MAP



2.2. BRAINSTORMING MAP



Before you collaborate

A little bit of preparation goes a long way with this session. Here's what you need to do to get going.

🕒 10 minutes



Team gathering

Define who should participate in the session and send an invite. Share relevant information or pre-work ahead.



Set the goal

Think about the problem you'll be focusing on solving in the brainstorming session.



Learn how to use the facilitation tools

Use the Facilitation Superpowers to run a happy and productive session.

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Define your problem statement

What problem are you trying to solve? Frame your problem as a How Might We statement. This will be the focus of your brainstorm.

🕒 5 minutes

PROBLEM
HR Score card
To measure and
evaluate the success of
talent management
strategies within an
organisation



Key rules of brainstorming

To run a smooth and productive session



Stay in topic.



Encourage wild ideas.



Defer judgment.



Listen to others.



Go for volume.



If possible, be visual.

2

Brainstorm

Write down any ideas that come to mind that address your problem statement.

🕒 10 minutes

TIP

You can select a sticky note and hit the pencil [switch to sketch] icon to start drawing!

Natchathra

We have to study the wealth of the employees within the organisation

We have to collect the data

By solving the problem we get the employees level of work

Monika

Use correct suitable software to prepare the data visualisation

Use different types of pie-charts and bar-graphs

Analyse the work experience of the employees

Kowsalya

It includes Employees skills and competencies, employees retention.

This focus on financial impacts on the employees recruiting and training.

Financial impact on developing, compensation and benefits , and turnover

Sneha

This accesses the effectiveness and efficiency of recruiting, onboarding, performance management and employee development.

It provides a way for HR professionals and business leaders to track and analyse KPIs related to workforce planning, recruitment, retention, and development

Education field wise attrition is also to be included



3

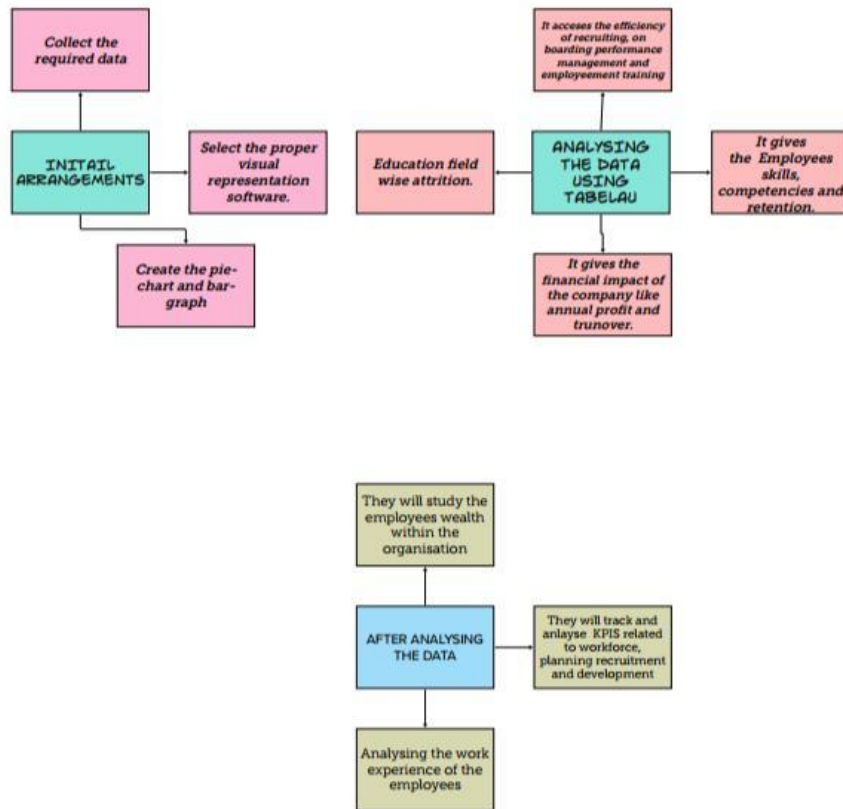
Group ideas

Take turns sharing your ideas while clustering similar or related notes as you go. Once all sticky notes have been grouped, give each cluster a sentence-like label. If a cluster is bigger than six sticky notes, try and see if you can break it up into smaller sub-groups.

🕒 20 minutes

TIP

Add customizable tags to sticky notes to make it easier to find, browse, organize, and categorize important ideas as themes within your mural.



4

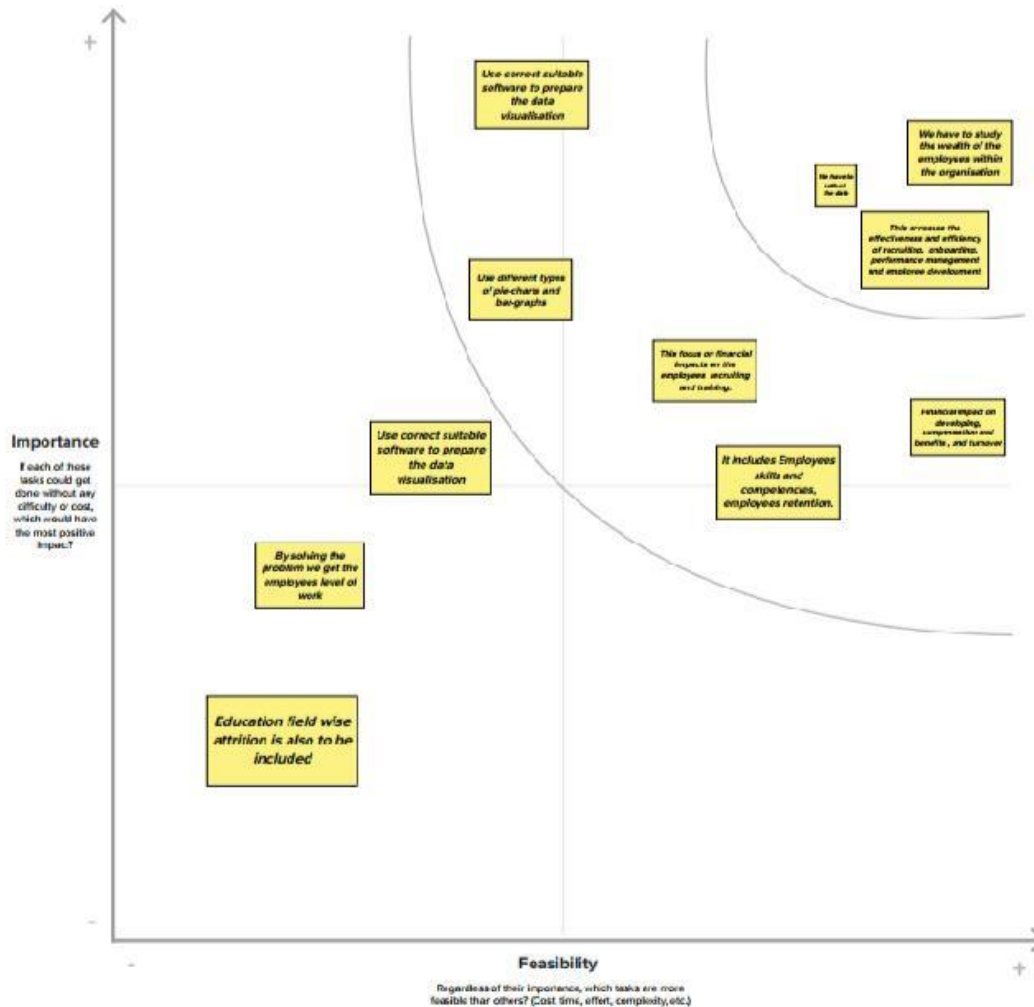
Prioritize

Your team should all be on the same page about what's important moving forward. Place your ideas on this grid to determine which ideas are important and which are feasible.

20 minutes

TIP

Participants can use their cursors to point at where sticky notes should go on the grid. The facilitator can confirm the spot by using the laser pointer holding the H key on the keyboard.



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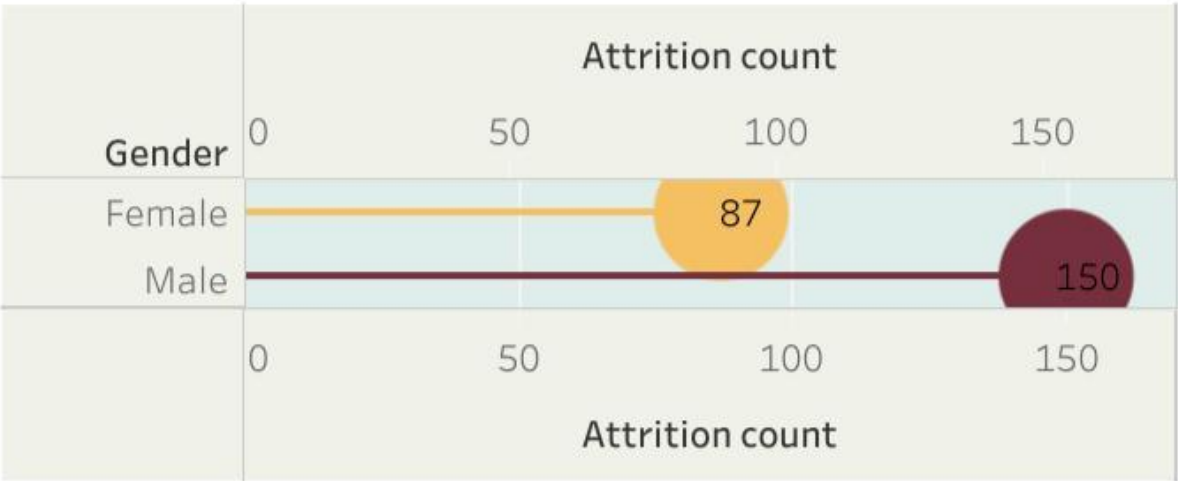
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3. Result

Visualizations

ATTRITION RATE BY GENDER



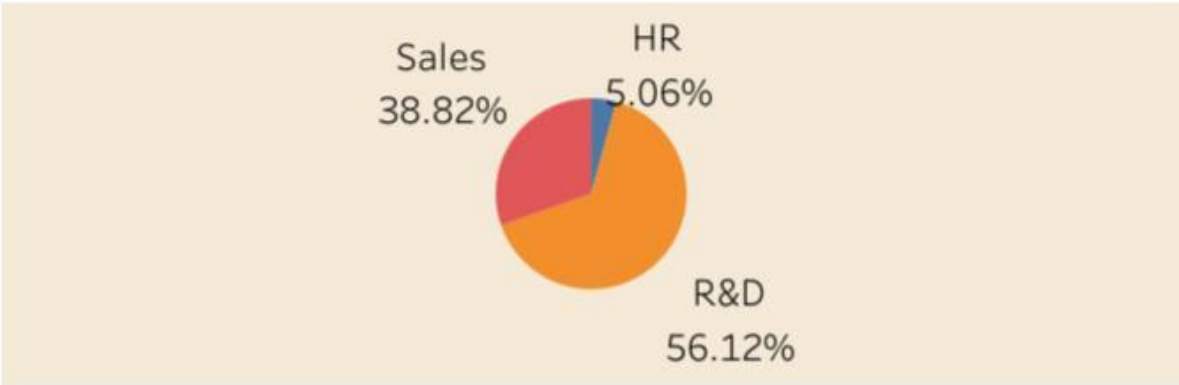
Gender

Female

Male

No. of Employees by age group

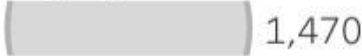
DEPARTMENT WISE ATTRITION



Department

- HR
- R&D
- Sales

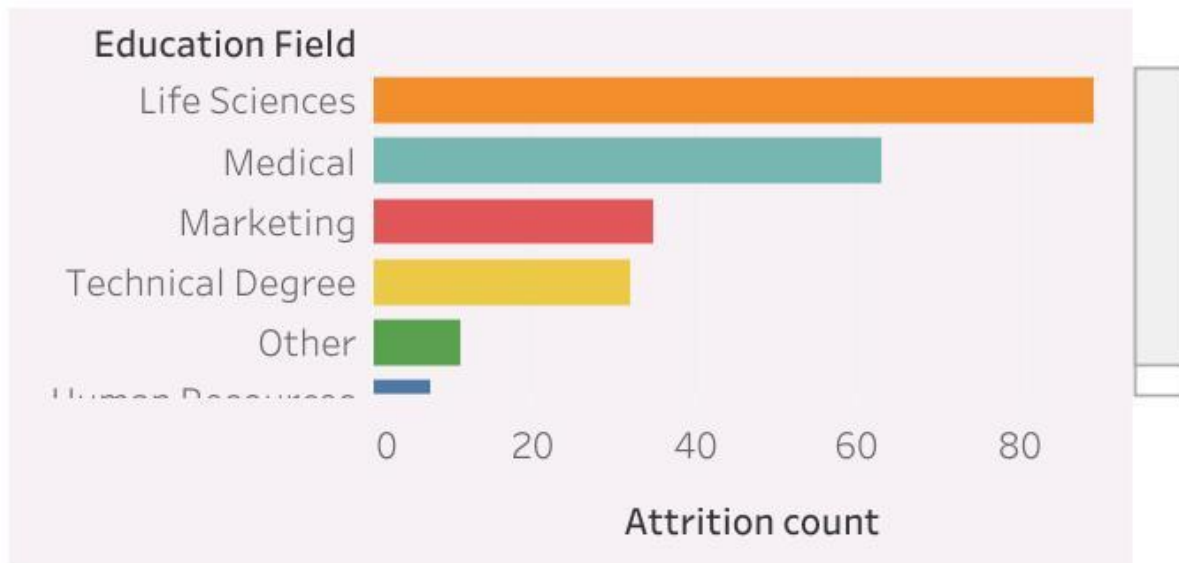
Employee Count



JOB SATISFACTION RATING

Job Role	Job Satisfaction				
	1	2	3	4	Grand To..
Healthcare Rep..	26	19	43	43	131
Human Resour..	10	16	13	13	52
Laboratory Tec..	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing ..	26	32	49	38	145
Research Direc..	15	16	27	22	80
Research Scien..	54	53	90	95	292
Sales Executive	69	54	91	112	326
Sales Represen..	12	21	27	23	83
Grand Total	289	280	442	459	1,470

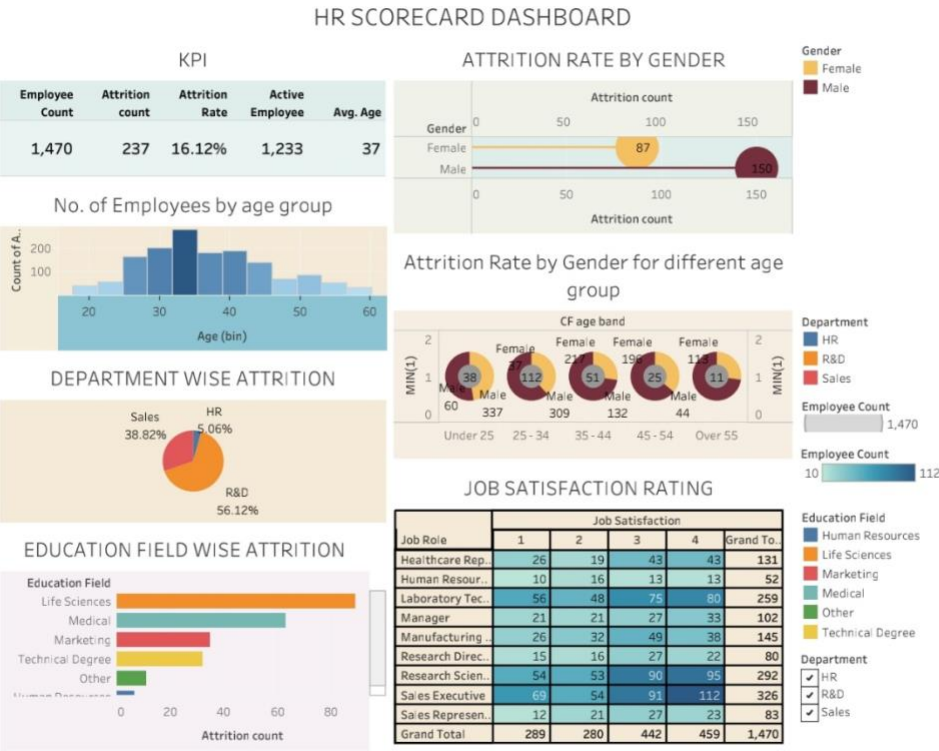
EDUCATION FIELD WISE ATTRITION



Education Field

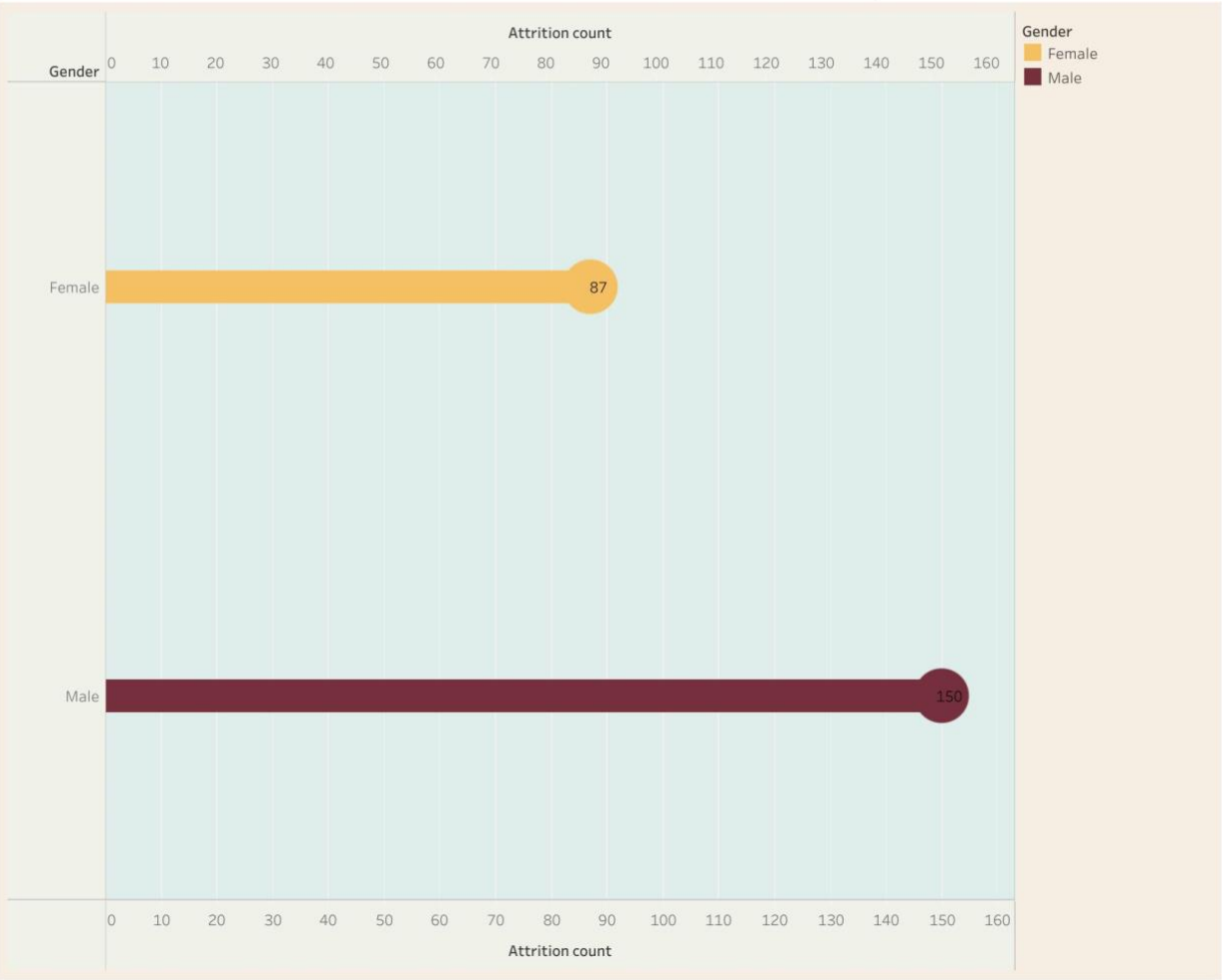


HR SCORECARD DASHBOARD



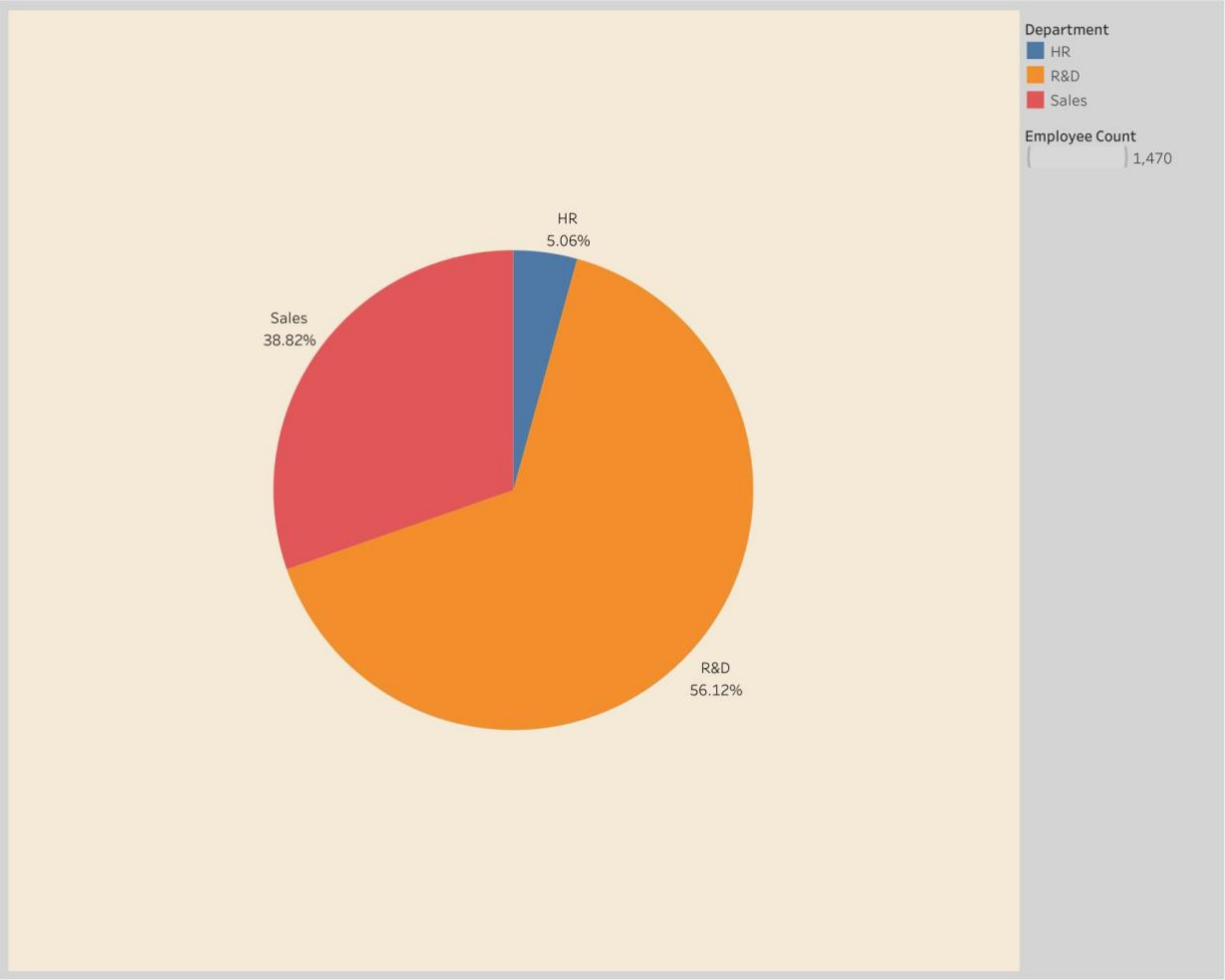
HR ANALYTICS STORYLINE

150 Males and 87 Females were leaving the Company	R&D Department has maximum number of attrition rate is 56.12% as compared to other department	The highest number of employees i.e. 274 are employed at the age of 32	Employees are expected to be satisfied is sales executive job role	Most of attrition occurs in ..
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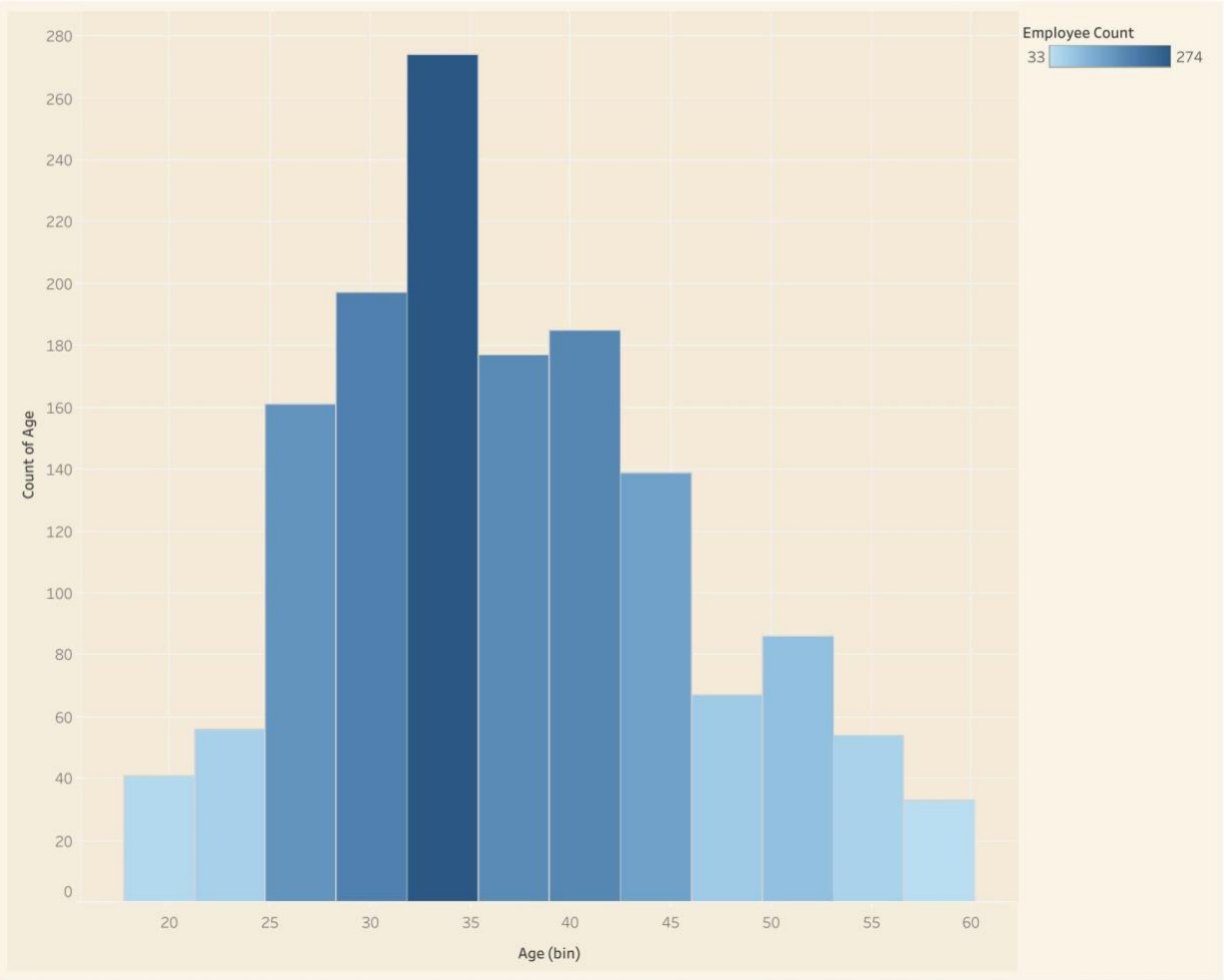
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HR ANALYTICS STORYLINE

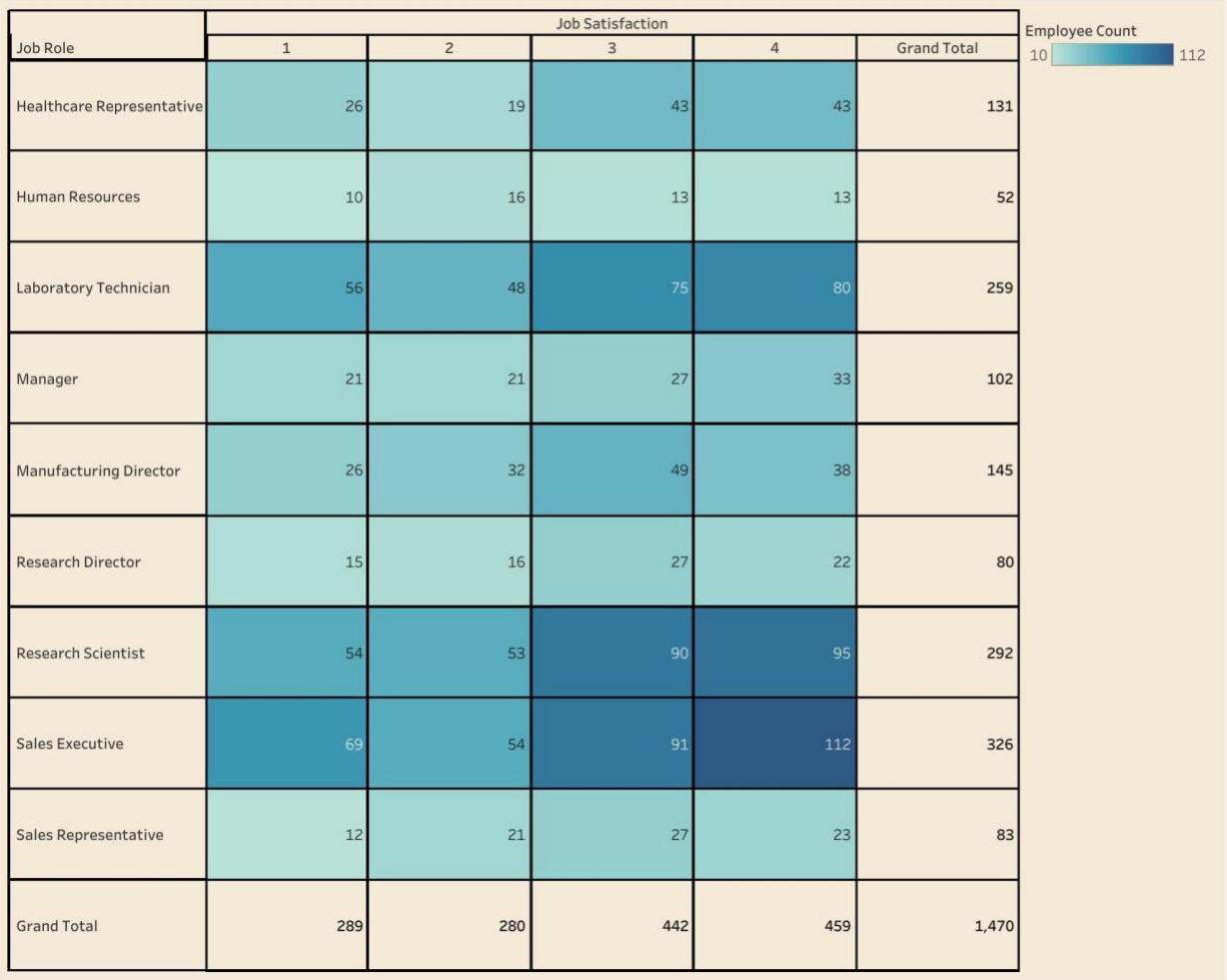
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The highest number of employees i.e. 274 are employed at the age of 32

Employees are expected to be satisfied is sales executive job role

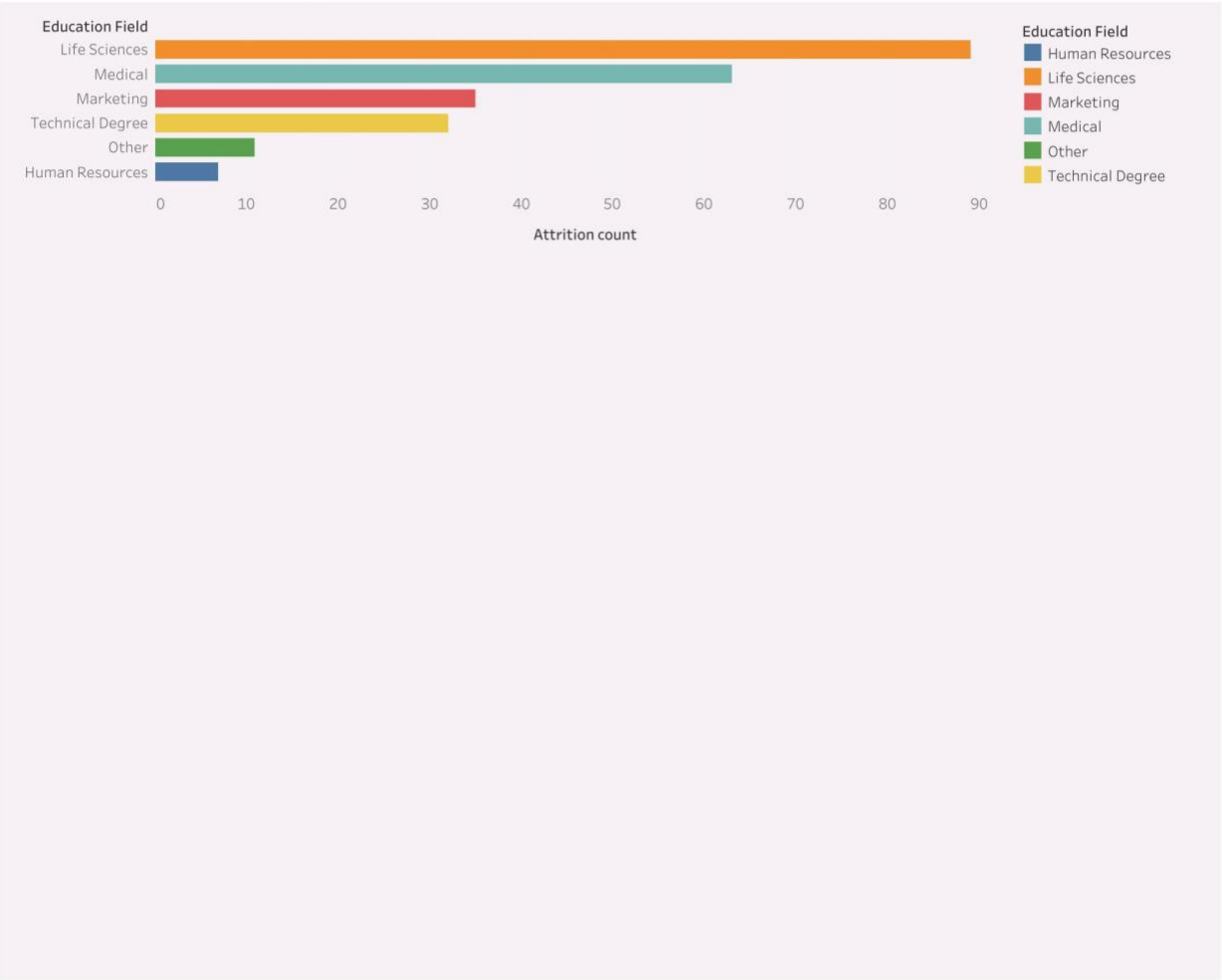
Most of attrition occurs in the field of life sciences

Males are expected to leave the organisation at the age of 55



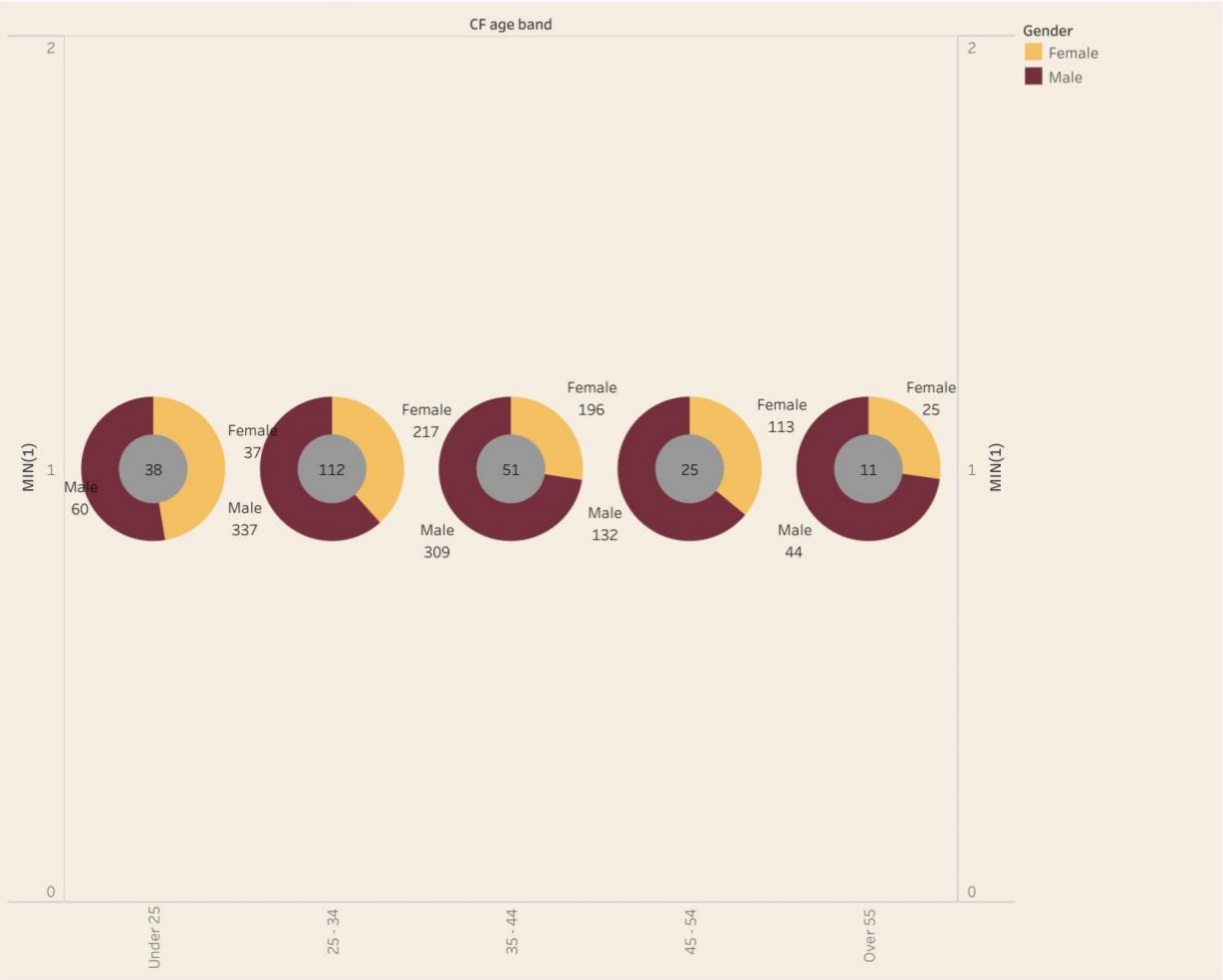
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HR ANALYTICS STORYLINE

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4. Advantages and Dis Advantages

Advantages

By using HR scorecard dash board HR professionals can easily identify their company employees ability for their company growth.

They can easily which department is doing well and their employees growth .

The can easily identify their employees problems and solve them.

Dis-Advantages

An HR scorecard identifies department areas that have an impact on the organization's goals.

Productivity, turnover, promotion and employees satisfaction are common categories for an HR scorecard.

HR scorecard categories aren't static.

They change according to the organization's needs, previous scorecard measurements and the effectiveness of HR functions and outcomes.

5. APPLICATIONS.

HR Scorecard is helps HR professionals to analyze the key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development.

6.CONCLUSION:

There are 1,470 employees in an organization. 237 employees were leaving the organization.

150 males and 87 females were leaving the organization. R and D department has maximum number of attrition rate. The highest number of employees i.e. 274 are employed at the age of 32. Sales executive

employees were most satisfied. Most of attrition occurs in the field of life sciences.

7.FUTURE SCOPE:

The HR Professionals can easily find the problem in their organization and easily solve them for their company growth.

They recruit new employees according to the detailed analysis of the HR scorecard.

8. APPENDIX

Empathy Map and Brainstorming Map:

https://github.com/natchathra22/HR_SCORECARD_NM2023TMID07777

For visualizations:

<https://public.tableau.com/app/profile/natchathra.m/vizzes>

