

PROJECT TITLE:THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT  
MANAGEMENT

TEAM ID:NM2023TMID37160

TEAM MEMBERS:

S.NANDHINI

V.NIVETHA

P.PRIYADHARSHINI

S.PRIYANKA

DETAILS:

3rd Year,

B.sc Physics,

MARUDHAR KESARI JAIN COLLEGE FOR WOMEN,  
VANIYAMBADI.

UNIVERSITY AFFILIATED:

THIRUVALLUVAR UNIVERSITY,VELLORE

# THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

## 1.INTRODUCTION

### 1.1 Overview

The tableau HR scorecard:  
Measuring success in talent management

A Tableau HR Scorecard is a powerful tool designed to track and visualize key human resources metrics. It enables businesses to efficiently monitor employee performance, retention rates, training effectiveness, and other essential HR KPIs.

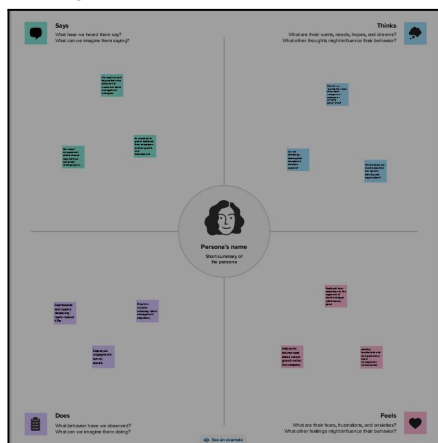
### 1.2 Purpose

The purpose of a Tableau HR scorecard project is to create a comprehensive data visualization tool that helps HR professionals track and analyze key performance indicators (KPIs) related to human resources.

## 2.PROBLEM DEFINITION AND DESIGN THINKING

### 2.1 Empathy map

An empathy map is a visual representation tool used to understand and empathize with the thoughts, feelings, behaviors, and needs of a specific target audience or user.



### 2.2 ideation & Brainstorming map

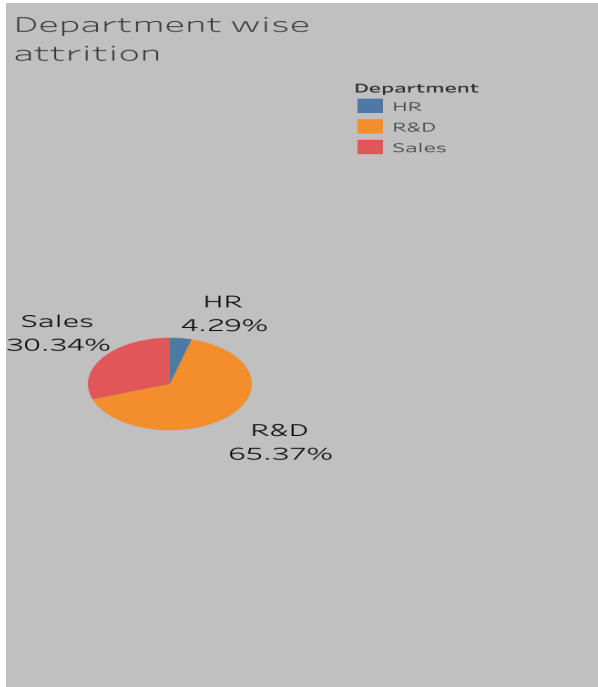
A brainstorming map, often referred to as a mind map, is a visual representation of ideas, concepts,

or information, structured around a central theme or topic.

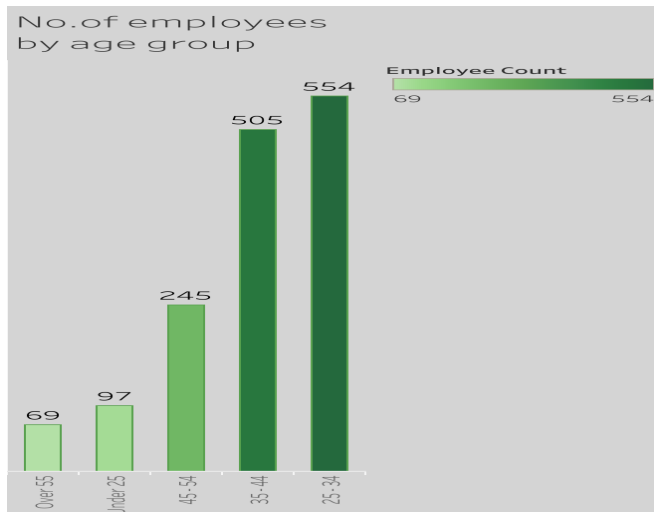


### 3.RESULT

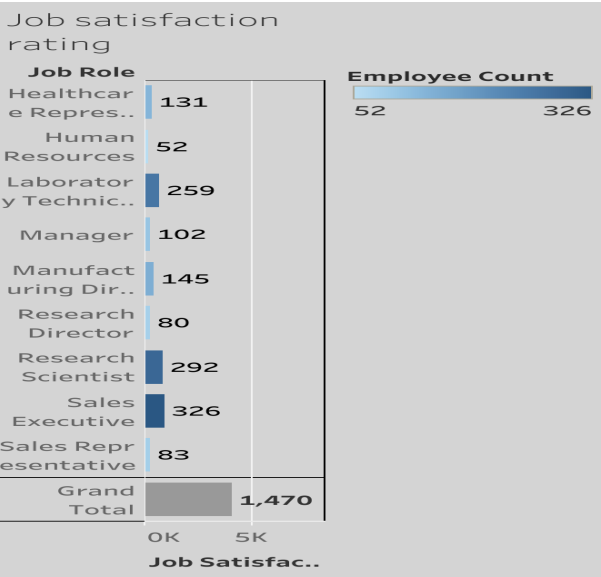
#### Sheet1



#### Sheet 2

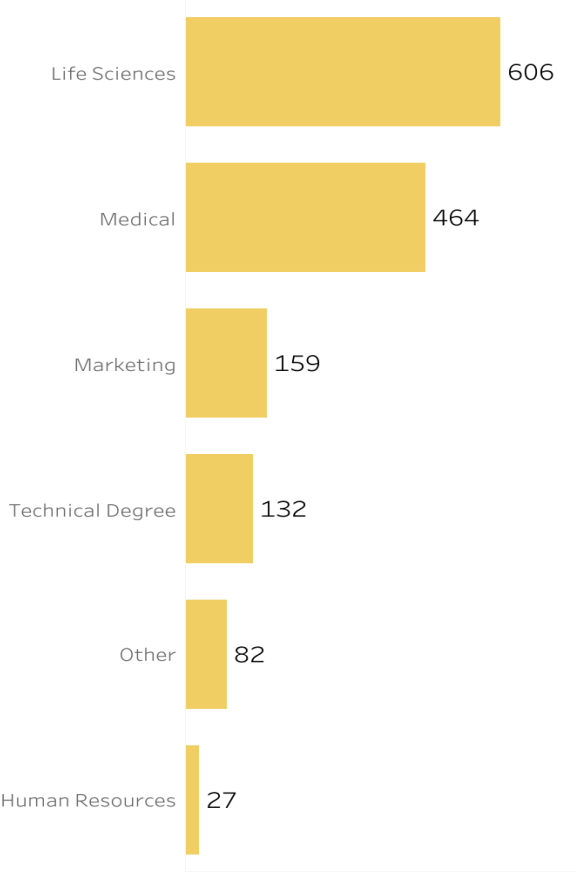


#### Sheet 3



Sheet 4

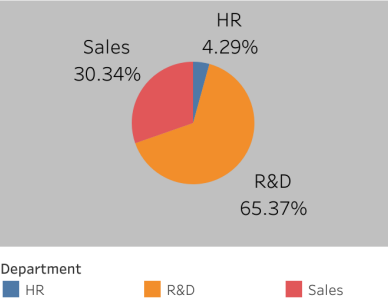
Education field wise attrition



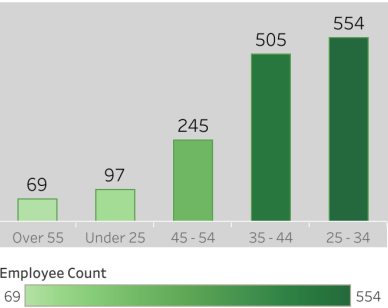
Dashboard

The Tableau HR  
Scorecard :Measuring ..

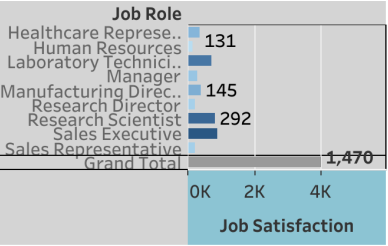
Department wise attrition



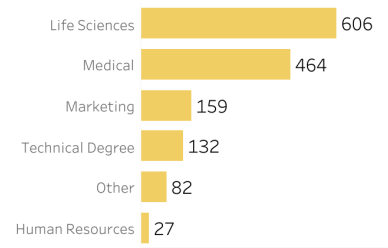
No.of employees by age group



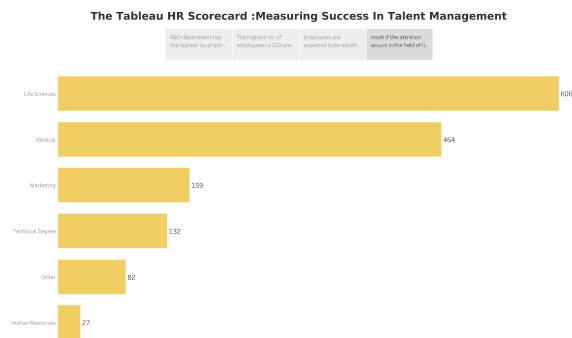
Job satisfaction rating



Education field wise attrition



Storyline



## 4.ADVANTAGES& DISADVANTAGES

### Advantages:

**Data Visualization:** Tableau allows for clear, comprehensive, and interactive data visualization, making it easier to interpret and understand complex HR metrics and KPIs.

**Real-time Analysis:** With its ability to process data in real-time, Tableau enables HR professionals to access up-to-date information and make informed decisions promptly.

### Disadvantages:

**Cost:** Implementing Tableau can involve significant initial and ongoing costs, including licensing fees, training expenses, and maintenance charges, which might not be feasible for some organizations, particularly smaller ones.

**Learning Curve:** Utilizing Tableau effectively requires a certain level of training and expertise, and some HR professionals may find it challenging to master the intricacies of the software without adequate support and resources.

## 5.APPLICATIONS

Tableau HR scorecards can be applied in various ways within an organization, facilitating strategic decision-making and enhancing human resource management.

**Performance Monitoring:** Tracking employee performance metrics, such as productivity, engagement, and goal attainment, to identify top performers and areas for improvement.

**Talent Management:** Assessing the effectiveness of recruitment and retention strategies, understanding workforce demographics, and identifying talent gaps to optimize talent acquisition and retention efforts.

## 6.CONCLUSION

A Tableau HR scorecard is a visual representation of key HR metrics and KPIs (Key Performance Indicators) that help organizations track and analyze various aspects of their workforce. It typically includes data related to employee turnover, retention rates, performance reviews, training and development, recruitment metrics, and other relevant HR data points.

## 7.FUTURE SCOPE

The future scope of Tableau HR scorecards is promising, with continued advancements in technology and data analytics shaping the way human resource professionals manage and utilize data.

**Predictive Analytics:** Using historical HR data to predict future trends and behaviors, such as identifying potential turnover risks, forecasting skill gaps, and predicting performance outcomes.

**Employee Sentiment Analysis:** Incorporating sentiment analysis to understand employee emotions and sentiments, facilitating proactive measures to address concerns and improve employee satisfaction and well-being.