Project Design Phase-I

Proposed Solution

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S.No.	Parameter	Description
1.	Problem Statement (Problem to be solved)	The problem to be solved is the need for organizations to effectively measure and evaluate the success of their talent management strategies. This includes tracking key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development. Many organizations struggle to gain insights into their HR performance and align it with overall business goals, leading to issues like low employee engagement, poor diversity and inclusion, and suboptimal decision-making
2.	Idea / Solution description	The solution is the Tableau HR Scorecard, a comprehensive framework that enables HR professionals and business leaders to create interactive dashboards and reports. It allows data-driven decision-making and the creation of forecasting models for future HR performance. By focusing on four key perspectives (Financial, Customer, Internal Process, and Learning and Growth), it helps organizations track and improve HR performance, leading to a more engaged workforce, improved diversity and inclusion, and better alignment with business objectives.
3.	Novelty / Uniqueness	The novelty of the Tableau HR Scorecard lies in its holistic approach to HR performance measurement. It combines a variety of KPIs and metrics into a single framework, using data visualization techniques to offer actionable insights. This approach is unique in its ability to address multiple aspects of HR management, making it a valuable tool for organizations seeking to enhance their talent management strategies.
4.	Social Impact / Customer Satisfaction	Socially, the Tableau HR Scorecard has a positive impact by improving employee engagement and diversity and inclusion efforts. A more engaged and diverse workforce fosters a healthier work environment and equal opportunities for employees. This can lead to increased job satisfaction and overall well-being for employees. The Tableau HR Scorecard enhances customer satisfaction by providing HR professionals with the tools to

		address issues and proactively improve HR services for both internal (employees and managers) and external (job candidates) customers.
5.	Business Model (Revenue Model)	The business model for the Tableau HR Scorecard is likely based on licensing or subscription fees. Organizations would pay for access to the software and services needed to implement the framework and create interactive HR dashboards. Revenue could also be generated through consulting and support services to help organizations make the most of the HR Scorecard.
6.	Scalability of the Solution	The solution's scalability depends on its adaptability to various organizational sizes and industries. The framework can be scaled to meet the needs of both small and large organizations. The Tableau HR Scorecard can accommodate various sectors, allowing it to be a flexible and scalable solution for diverse businesses. It can be customized to suit specific requirements, making it applicable to a wide range of organizations.