

Dr. ZAKIR HUSAIN COLLEGE, ILAYANGUDI
PG DEPARTMENT OF MATHEMATICS

PROJECT TITLE :

THE TABLEAU HR SCORECARD : MEASURING SUCCESS IN TALENT MANAGEMENT

SUBMITTED BY :

TEAM MEMBERS NAME	UNIVERSITY REGISTRATION NUMBER	NAAN MUDHALVAN ID	SMARTINTERNZ ID
PAVITHRA. A	0621121023	asalu6621121023	NM2023TMID12903
AL SHIBANA BEGAM. S	0621121004	asalu6621121004	
PRAVEENA. R	0621121024	asalu6621121024	
SHARMILA. B	0621121033	asalu6621121033	

FACULTY INCHARGE :

Dr.B.FATHIMA KANI

ASSISTANT PROFESSOR

DEPARTMENT OF MATHEMATICS

Dr. ZAKIR HUSAIN COLLEGE , ILAYANGUDI

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 organisation. 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.

Talent management implies recognizing a person's inherent skills, traits, personality and offering him a matching job. Every person has a unique talent that suits a particular job profile and any other position will case this discomfort.

Talent management is how employers recruit and develop a workforce that is as productive as possible and likely to stay with their organization long term. When implemented strategically, this process can help improve the overall performance of the business and ensure that it remains competitive.

A talent review asks business leaders to assess employees across the organization on performance and future potential. Completing a talent review helps companies uncover talent gaps and identify high potential employees.

1.2 PURPOSE :

The purpose of talent management is to identify, recruit and hold on to people who drive the success of your organisation.

It's a top priority, strategic process for forward-looking People Companies who understand that their company performance depends on their workforce.

Performance and talent management is a key function of the modern HR department.

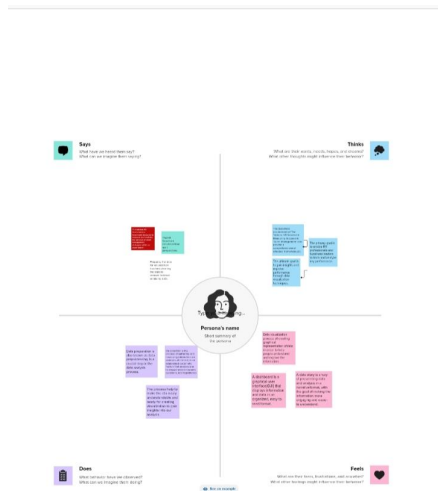
Talent management is how employers recruit and develop a workforce that is as productive as possible and likely to stay with their organization long term. When implemented strategically, this process can help improve the overall performance of the business and ensure that it remains competitive.

Think of your workforce like a race car. It's a machine with high-performance capabilities, but it requires constant care to maintain and to help it reach its peak.

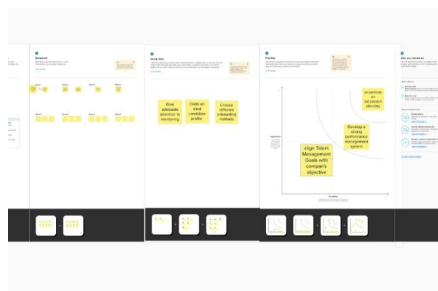
Performing the Evaluate Worker Performance activity is like running engine diagnostics on this powerful machine. Since workers and managers are evaluating each other, it's almost as if the machine is running diagnostics on itself.

2.PROBLEM DEFINITION & DESIGN THINKING :

2.1 EMPATHY MAP :

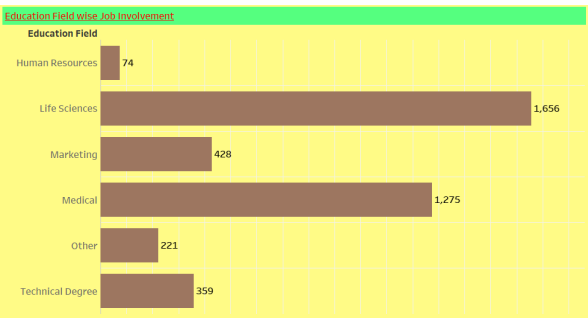
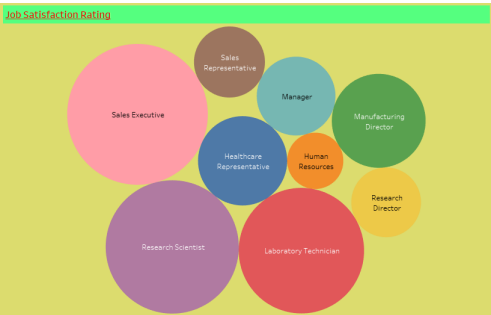
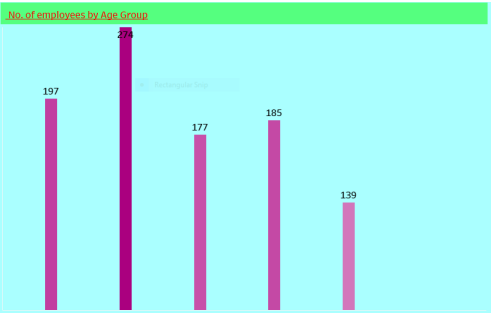
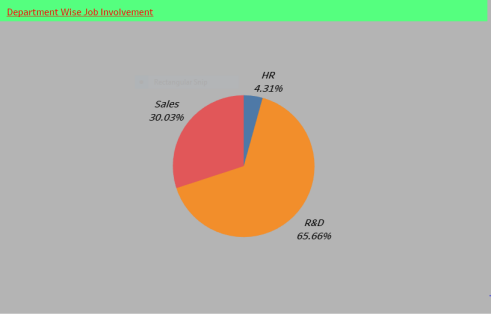


2.2 IDEATION & BRAINSTORMING MAP :



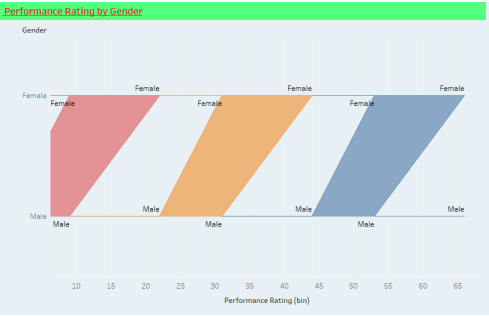
3 .RESULT :

SHEETS

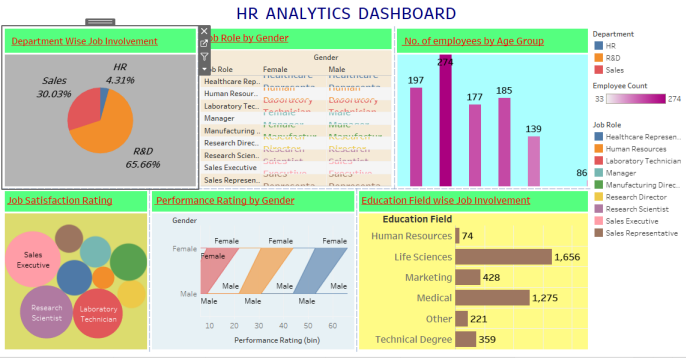


Job Role by Gender

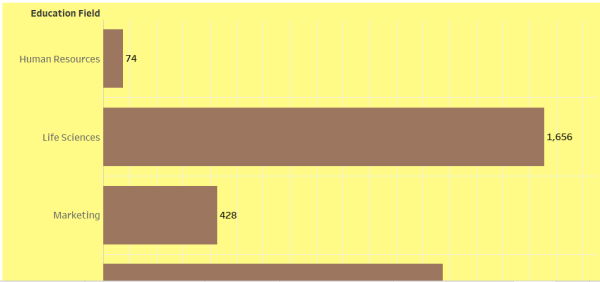
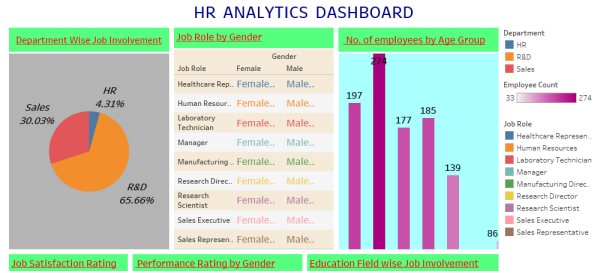
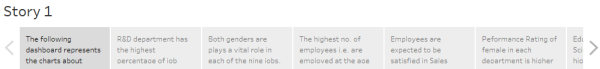
Job Role	Female	Male
Healthcare Representative	Healthcare Representative	Healthcare Representative
Human Resources	Human Resources	Human Resources
Laboratory Technician	Laboratory Technician	Laboratory Technician
Manager	Manager	Manager
Manufacturing Director	Manufacturing Director	Manufacturing Director
Research Director	Research Director	Research Director
Research Scientist	Research Scientist	Research Scientist
Sales Executive	Sales Executive	Sales Executive
Sales Representative	Sales Representative	Sales Representative



DASHBOARD:



STORY:



4. ADVANTAGE & DISADVANTAGE :

ADVANTAGES OF TALENT MANAGEMENT

- Help in ascertaining the right person is deployed in the right position.
- Contributes in retaining their top talent.
- Better hiring by hiring assessments.
- Helps in understanding employees better and shaping their future.
- Promotes effective communication across different disciplines.
- Connect performance to compensation management and career growth.
- Develop robust succession plans based on accurate data.

1. Resource Availability

At times, resource planning to complete ad-hoc needs can be daunting. A talent management tool provides a comprehensive insight into resource profiles. Workers can validate their supervisor's skills and competencies before updating them on the system. It helps the company determine the suitable person for the fitting project at the right time and price. Also, assigning resources considering their talents and interests encourages them to stay constructive and assures timely delivery of proj

2. Employee Engagement

One of the fundamentals of talent management is to recognize and foster skills. Assigning over/under skilled resources to projects can cause employee burnout and schedule overruns. So, companies can workforce planning tools to organize team members to activities based on their capabilities and interests. It has a powerful effect on employee motivation and productivity.

3. Succession Planning

Succession planning is an integral approach that helps build a proficient workforce qualified for sufficing leadership and other crucial roles as the company develops, shifts, or evolves. Succession planning assures that productivity and employee confidence aren't impacted during business growth or leadership turnover.

4. Builds Effective Teams and Culture

Understanding how employees work and what encourages them can make project deliveries successful. If the administration takes bold risks, one can get many projects started. Still, the delivery team will flounder to finish them on time. At the same time, if the administration team is detail-oriented, there will be no innovation culture.

One requires a mixture of different types of employees as per their function. Talent management processes can use specified personality tests during the hiring of employees, which helps enhance communication, teamwork, and productivity at the workplace.

5. Improves Employee Retention

In a highly volatile market, growing and retaining a talented resource pool is one of the immediate business goals for sustainability. Employee turnover expenses are high that adversely impacting the bottom line. The cost of employee turnover also encloses soft expenses such as reduced productivity, decreased engagement, training fees, and cultural influence. If turnover is unavoidable, it also contains succession planning for business continuity.

DISADVANTAGES OF TALENT MANAGEMENT

- Due to the focus on a few (the elite), other employees could feel excluded.
- This could lead to frustrations and demotivation.
- The implementation of talent management program could be expensive in terms of time management, resources and financial costs.
- Lack of support from line managers can impede the level of commitment from employees.
- One of the greatest challenges in Talent Management is having a clear, data-driven, overview of the the talent in your organisation, so you know who to develop, in what way, when.

COSTS

The time, resources and financial costs to operate a talent management program can be high. This is a burden for small business that don't necessarily have the resources to implement such a system.

Many companies have one or more HR professionals spending much of their time to develop and implement talent management, but a business with few employees may find those labour hours best spent in other ways. Talent management programs also involve the use of software solutions to map out talent needs at all levels or departments, which can be expensive.

5. APPLICATIONS:

The current economic conditions demand a cut in the expenses. Unfortunately enough for talent management though organizations and leadership is all praise for it on papers, the same is neglected as seen as a cost center when it comes to implementation.

In adverse economic conditions, many companies feel the need to cut expenses. This should be the ideal environment to execute a talent management system as a means of optimizing the performance of each employee and the organization.

Selection offers are a larger turn on investments. Job analysis and assessment validation help enhance the predictive power of selection tools.

Developing Leadership Pool: Succession planning and leadership development are two issues that have felt a sense of urgency after the recent economic downturn. Organizations have been seeking leadership positions to rescue them out of crisis.

Performance Management: After succession planning and leadership development, performance management comes next on the list. Without a thorough and standard way to measure performance it is not possible to promote right people to right positions and motivate them to perform for organizational growth and development.

Recruitment assumes significance: Recruitment becomes strategic so to say. Recruitment practices determine organizational effectiveness. In a tight labor market it is a daunting task to attract the brightest talent towards your organization and then getting them onboard.

Internet has become an important source of external recruiting. Systems and standards have been laid down for the same. Here building an employer brand is important. Those who do, get right people onboard.

Skill based Manpower Planning: Manpower planning is a strategic HR process these days. Instead of a mere headcount based hiring; manpower planning now extends to the locating critical skills, roles and responsibilities and then ascertaining current and future talent needs for those roles.

These are vital processes that optimize the performance of the human capital management. What is required is to ensure that they are consistent in order to ascertain they meet the business objectives.

Talent management is in its nascent stage, there are still more processes that will be added in due course of time as organizations opt for more initiatives in the direction.

6.CONCLUSION:

Talent management for the HR community is an opportunity for HR professionals to develop in their areas of expertise and in their careers. A strong HR community helps create a strong public service. The goal of talent management is to better understand our people in the HR community so we can support professional and career development and align individual needs and goals with the business focus of HR. We also want to ensure that we as a community have the ability to develop people so that we are meeting the future needs of the community and government and our clients. This first broad sweep of the community provides a foundation on which to ensure leadership continuity, knowledge transfer and service continuity. The initial implementation resulted in a number of important human resources priorities and strategies, such as performance management, leadership and management development, attraction and retention, employee learning and development and culture, all of which are supported by the HR strategy for the HR community. The critical next step in the process is the implementation of the talent management plan for the HR community. Individually, member of the community and their managers should work together to move forward individual career development plans. The HR community work together to promote a talent management mindset, commit to supporting development as a professional group, and integrate talent management into the daily fabric of doing business.

7. FUTURE SCOPE :

In the following 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.**
- 8. 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 maxi-maxi effect.

Talent management refers to the entire scope of the human resources (HR) process. This includes attracting, developing, motivating, and the retention of high-performing employees. Simply put, talent management is a process with the set goal of maintaining a high-performing workforce through the management of employees.