

## *The Tableau HR Scorecard: Measuring Success in Talent Management*

### 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

1. Financial Perspective: This perspective focuses on the financial impact of HR initiatives, such as the cost of recruitment, training and development, compensation and benefits, and turnover.

2. Customer Perspective: This perspective measures the satisfaction of internal and external customers of HR services, including employees, managers, and job candidates. It includes KPIs such as employee engagement, manager satisfaction with HR support, and candidate experience.

3. Internal Process Perspective: This perspective assesses the effectiveness and efficiency of HR processes, such as recruiting, onboarding, performance management, and employee development. It includes KPIs such as time to fill vacancies, time to productivity for new hires, and training hours per employee.

4. Learning and Growth Perspective: This perspective evaluates the organization's investment in employee development and its ability to innovate and adapt to changing business needs. It includes KPIs such as employee skills and competencies, employee retention, and the percentage of employees who receive regular training and development.

### 2 Problem Definition & Design Thinking

Define Problem / Problem

Understanding

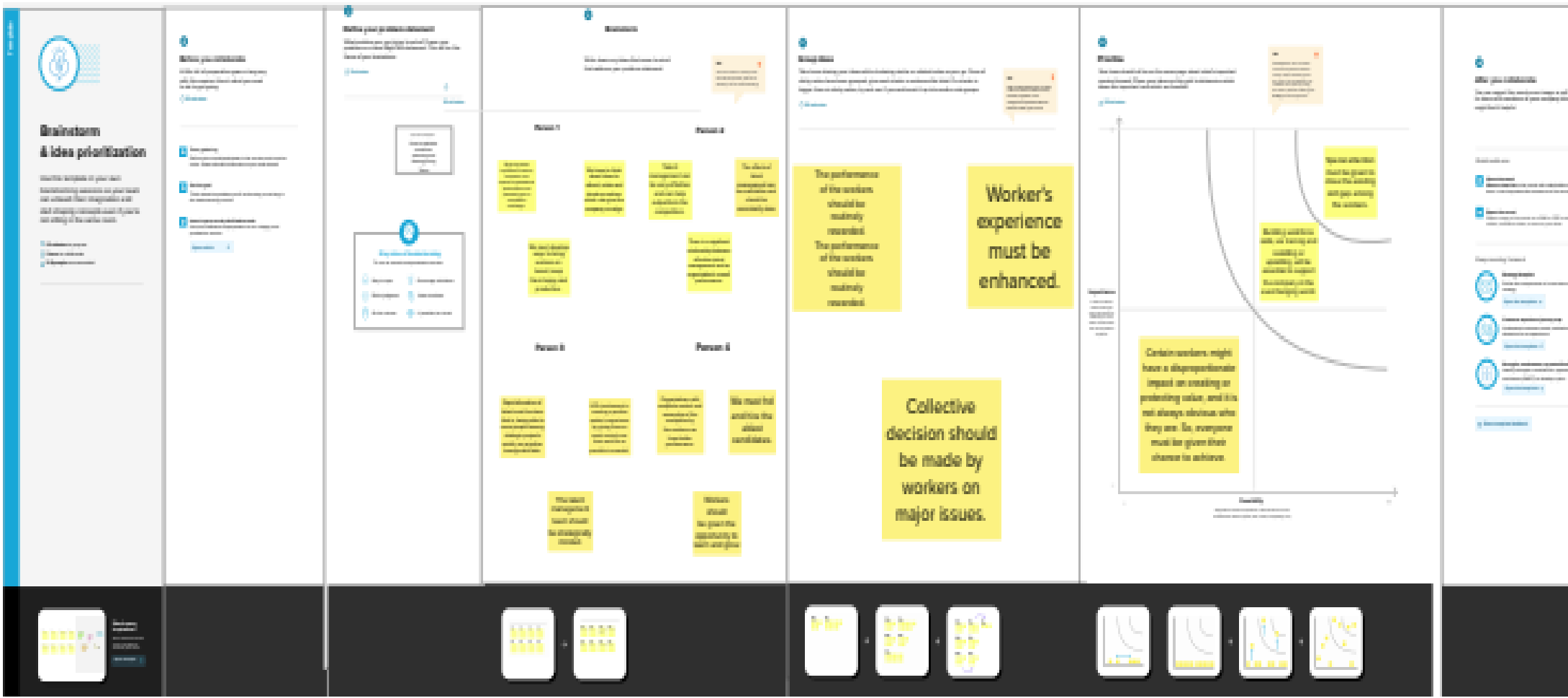
## Project Report Template

- Specify the business problem
- Business requirements
- Literature Survey
- Social or Business Impact.

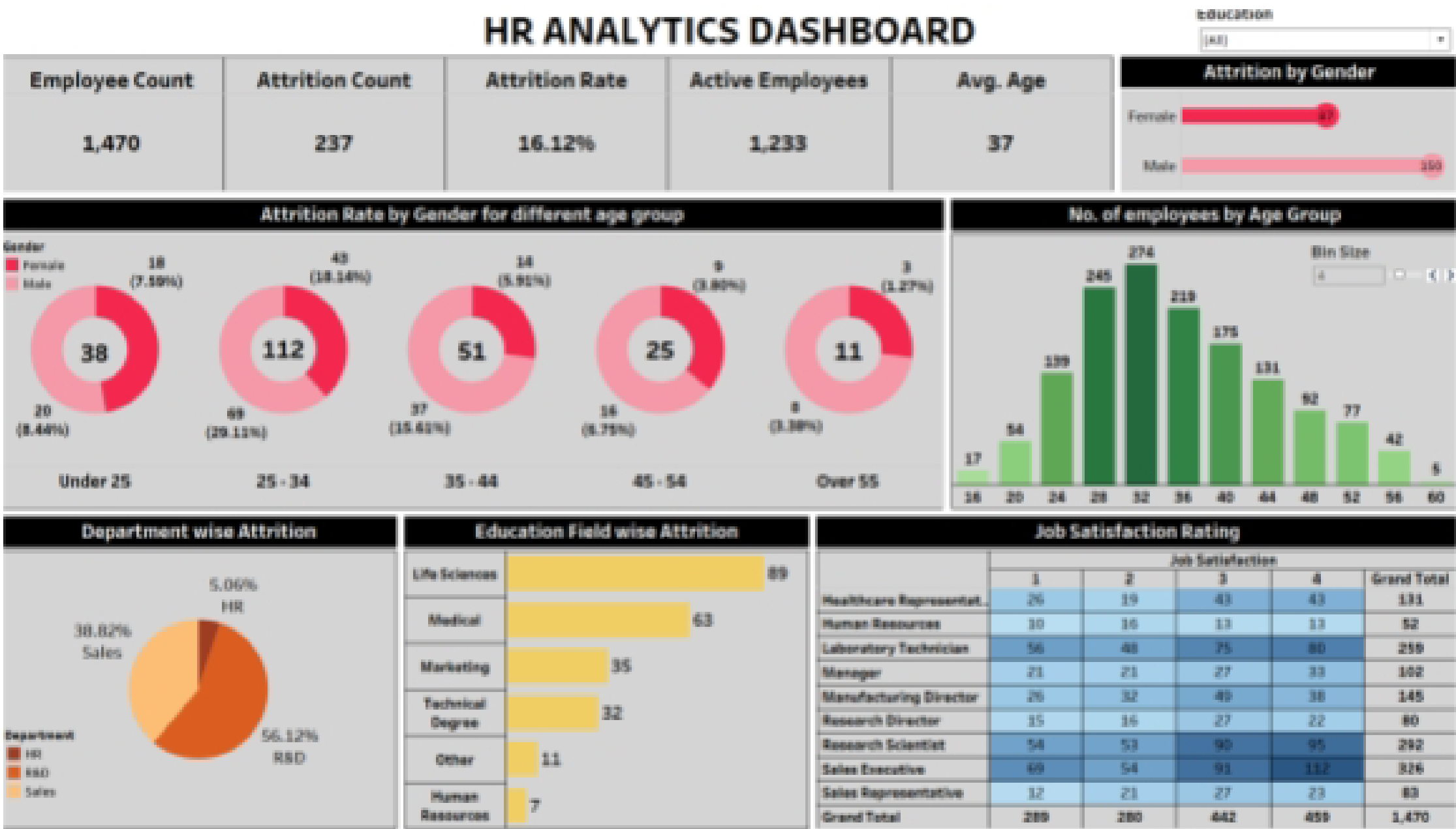
### 2.1 Empathy Map



### 2.2 Ideation & Brainstorming Map



3. RESULT



4 ADVANTAGES & DISADVANTAGES

- 1. Financial Perspective
- 2. Customer Perspective
- 3. Internal Process Perspective
- 4. Learning and Growth Perspective

5 APPLICATIONS

The Tableau HR Scorecard can provide HR professionals and business leaders with valuable insights into HR performance, which can help them make informed decisions and take proactive steps to improve business performance. This can include identifying areas where they need to invest in training and development programs, improving recruitment and retention strategies, and optimizing workforce planning and management.

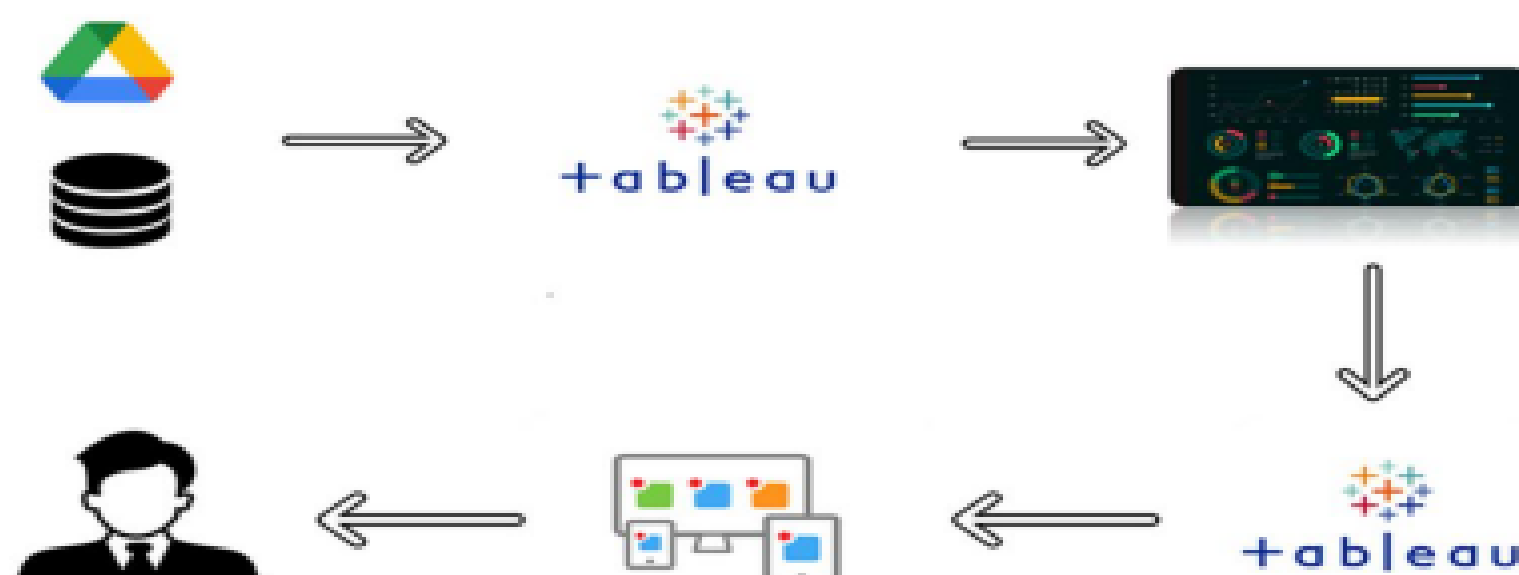
## 6 CONCLUSION

The HR Scorecard can help organizations measure and improve employee engagement by providing insights into employee satisfaction, retention rates, and other key metrics. This, in turn, can lead to a more engaged and motivated workforce, which can have a positive impact on productivity and overall business performance.

## 7 FUTURE SCOPE

The Tableau HR Scorecard can also help organizations ensure that their HR strategies are aligned with their overall business goals. By tracking key HR metrics and aligning HR initiatives with business objectives, organizations can ensure that their HR strategies are driving business growth and contributing to overall success.

## 8 APPENDIX



# Project Report Template