

PROJECT TITLE:

The Tableau HR Scorecard: Measuring Success in Talent Management

1. INTRODUCTION

The Tableau HR Scorecard is a powerful tool used in talent management to measure and visualize the success of human resources initiatives and strategies within an organization. It combines the capabilities of Tableau, a popular data visualization and business intelligence platform, with key performance indicators (KPIs) specific to HR and talent management.

1.1 Overview

Tableau is a powerful data visualization tool that can be used in various aspects of business, including human resources (HR). Creating an HR scorecard in Tableau can help measure success in talent management by providing a visual representation of key HR metrics and KPIs.

1.2

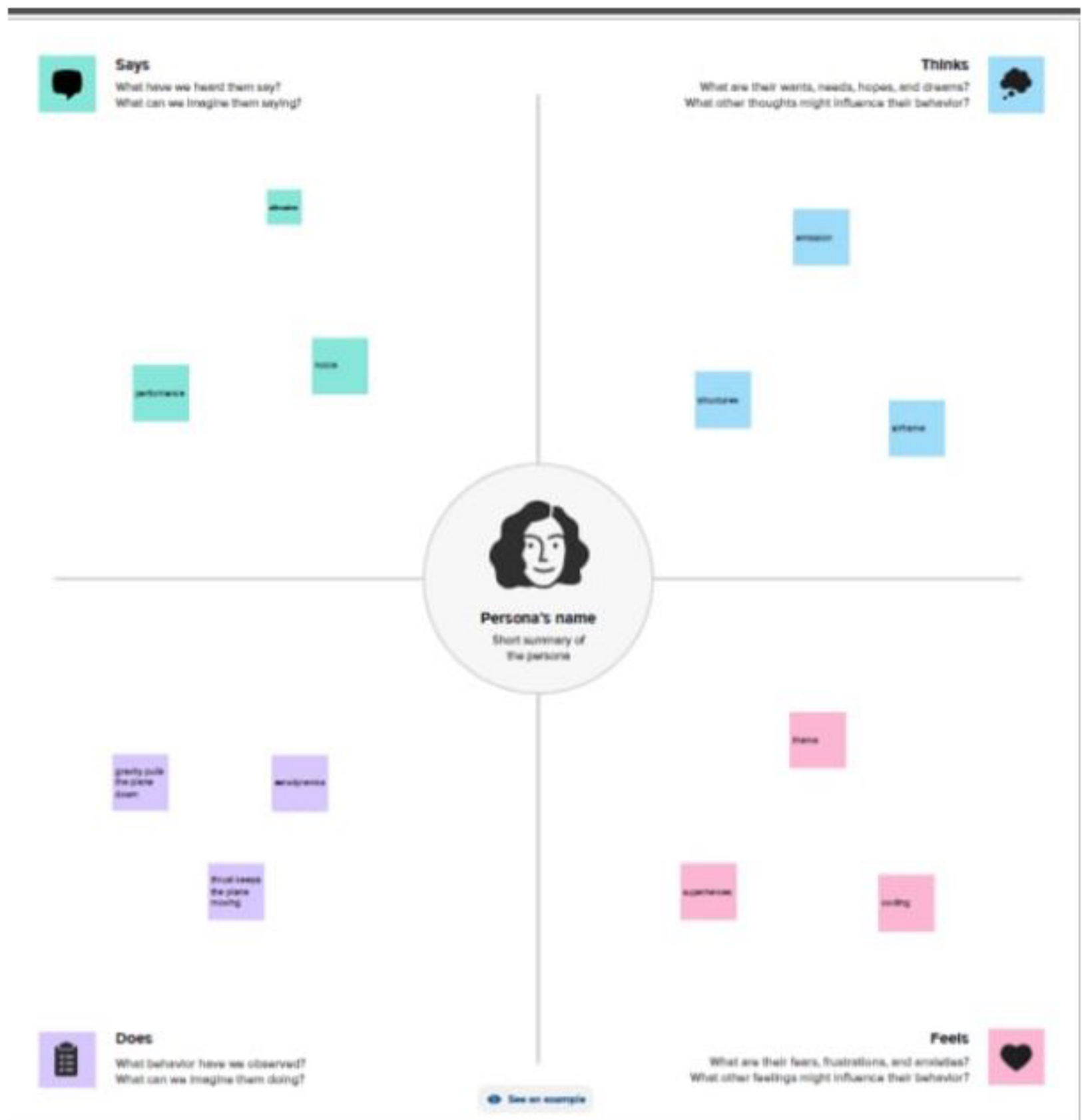
Purpose

The scorecard uses data visualization to represent key HR metrics and KPIs in a clear and intuitive manner. It allows HR teams to monitor and measure the performance of various talent management initiatives and strategies. This includes tracking metrics like employee turnover, recruitment efficiency, training effectiveness, and employee satisfaction over time.

Tableau allows HR professionals to create interactive and dynamic dashboards that display HR data in a visually appealing and easy-to-understand format. This makes it easier to spot trends, outliers, and areas that need attention. This is particularly useful for root cause analysis.

2. PROBLEM DEFINITION & DESIGN THINKING

2.1 Empathy Map



2.2 Ideation & Brainstorming Map

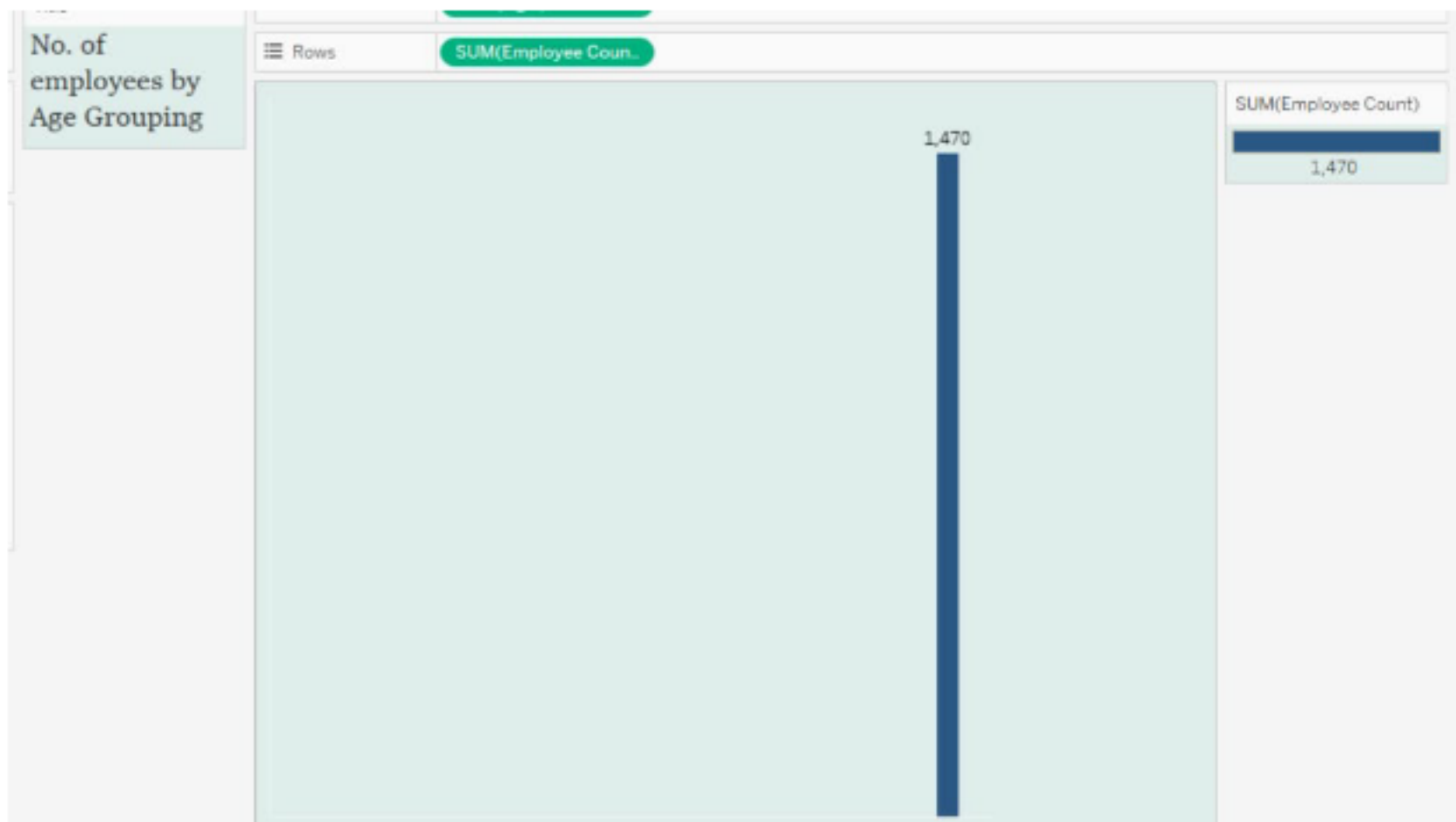
3.RESULTS



Educational Field wise Attrition

	No	Yes
Human Resources	No	Yes
Life Sciences	No	Yes
Marketing	No	Yes
Medical	No	Yes
Other	No	Yes
Technical Degree	No	Yes





Department wise Attrition



No. of Employees by Age Grouping



Job Satisfaction Rating



No. of employees by Age Grouping



Employee Count



HR ANALYTICS DASHBOARD

4. ADVANTAGES & DISADVANTAGES

ADVANTAGES

- Tableau provides a visual and interactive representation of HR data, making it easier to understand and analyze complex information.
- Users can interact with the data, drilling down into specific data points to gain a deeper understanding of the factors influencing talent management outcomes.
- The Tableau HR scorecard encourages data-driven decision-making by presenting actionable insights and trends.
- Using Tableau for HR reporting and scorecards enhances communication and transparency.

DISADVANTAGES

- Licensing fees, hardware, and ongoing support costs may strain the budget, especially for smaller organizations.
- HR data often contains sensitive and personal information about employees. Ensuring data privacy and security while using Tableau is crucial.
- Integrating Tableau with existing HR systems and data sources can be complex, especially if the organization has multiple data repositories.
- While data visualizations can simplify complex data, there's still the risk of misinterpretation.

5. APPLICATIONS

- Use Tableau to track and analyze turnover rates over time.

- Visualize recruitment metrics, such as time-to-fill job vacancies, cost per hire, and source effectiveness.
- Visualize data related to potential successors for critical roles within the organization. This helps identify high-potential employees and create succession plans to mitigate talent gaps.
- Create dashboards that show the readiness and availability of talent for key positions. This aids in workforce planning and ensures that the right people are in the right roles.

6. FUTURE SCOPE

1. Integrating AI and machine learning algorithms into Tableau dashboards will provide deeper insights.
2. Tableau HR scorecards may include metrics related to the employee experience, focusing on aspects like well-being, work-life balance, and job satisfaction.
3. Organizations operating globally will use HR scorecards to manage talent across borders, considering cultural, legal, and economic differences.
4. Accessibility through mobile devices will become more important, allowing HR professionals and managers to access HR scorecards and insights on the go.

7. CONCLUSION

In conclusion, the Tableau HR scorecard is a powerful tool for measuring and improving success in talent management. It provides organizations with a dynamic and visually engaging platform to collect, analyze, and present HR data.

offering numerous benefits in the process. By leveraging the Tableau HR scorecard, organizations can make more informed and data-driven decisions, ultimately leading to improved talent management practices.