

The Tableau HR scorecard : Measuring success in Talent Management



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1.INTRODUCTION

1.1 Overview

HR scorecards emerge out of the "balanced scorecard" theory founded by management consultant Arthur M. Schneiderman. Schneiderman originated the balanced scorecard out of a work assignment to connect the dots between his employer's quality improvement and strategic goals. The end goal for an HR scorecard is to establish a linkage between HR and organizational goals in support of strengthening the employer-employee relationship, creating a productive work environment and improving the bottom line.

For example, one of the categories that HR scorecards measure is employee turnover. Through measuring turnover, an HR scorecard evaluates how turnover impacts the company's profits, how much it costs to replace employees, the effect turnover has on remaining employees morale and does the organization's strategic goal to foster a productive work environment.

1.2 Purpose

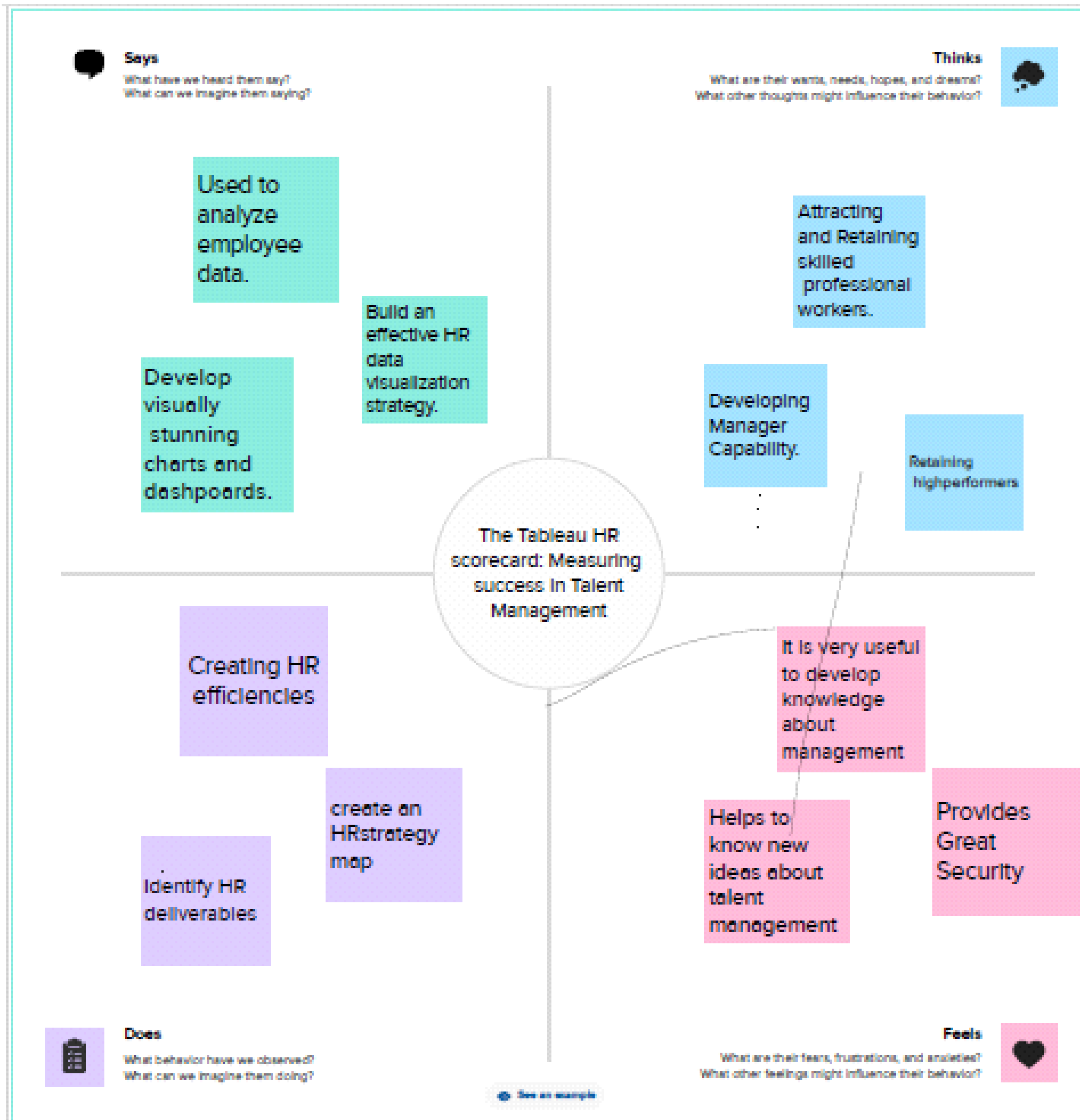
Tableau is used in HR analytics to analyze employee data. Tableau for analytics can be used to analyze employee data to determine trends and patterns, such as when employees are the most productive, how many hours they work per week, and what their salary is.

The HR scorecard is a tool that helps measure, manage and improve the role of the HR function within an organization. HR metrics and KPIs or HR deliverables are measured using the HR scorecard. This data is also used to predict the potential growth of the organization.

The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization. It aims to provide insight into how best to manage employees and reach business goals.

2. PROBLEMS DEFINITION & DESIGN THINKING

2.1 Empathy Map

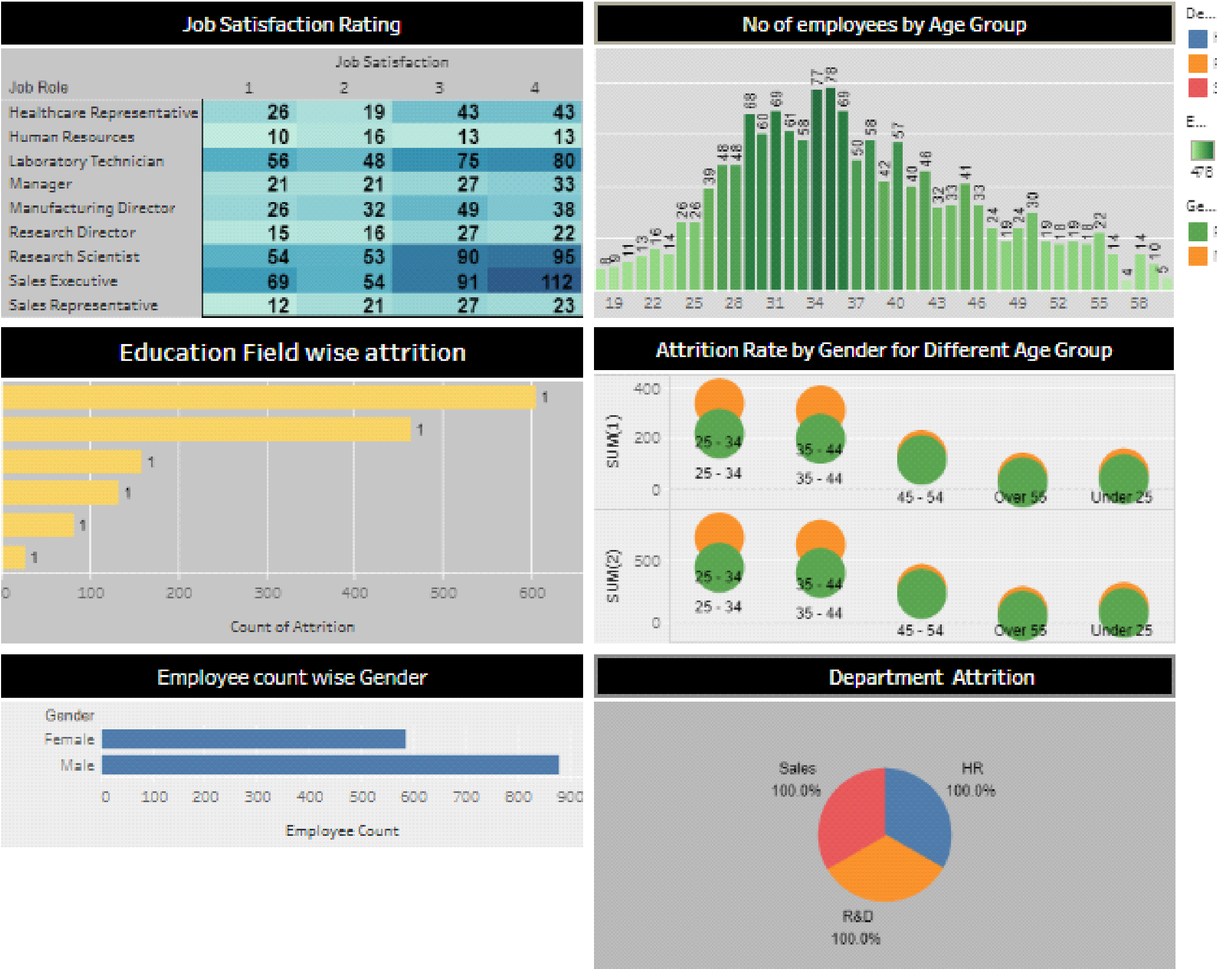


2.2 Ideation & Brainstorming Map

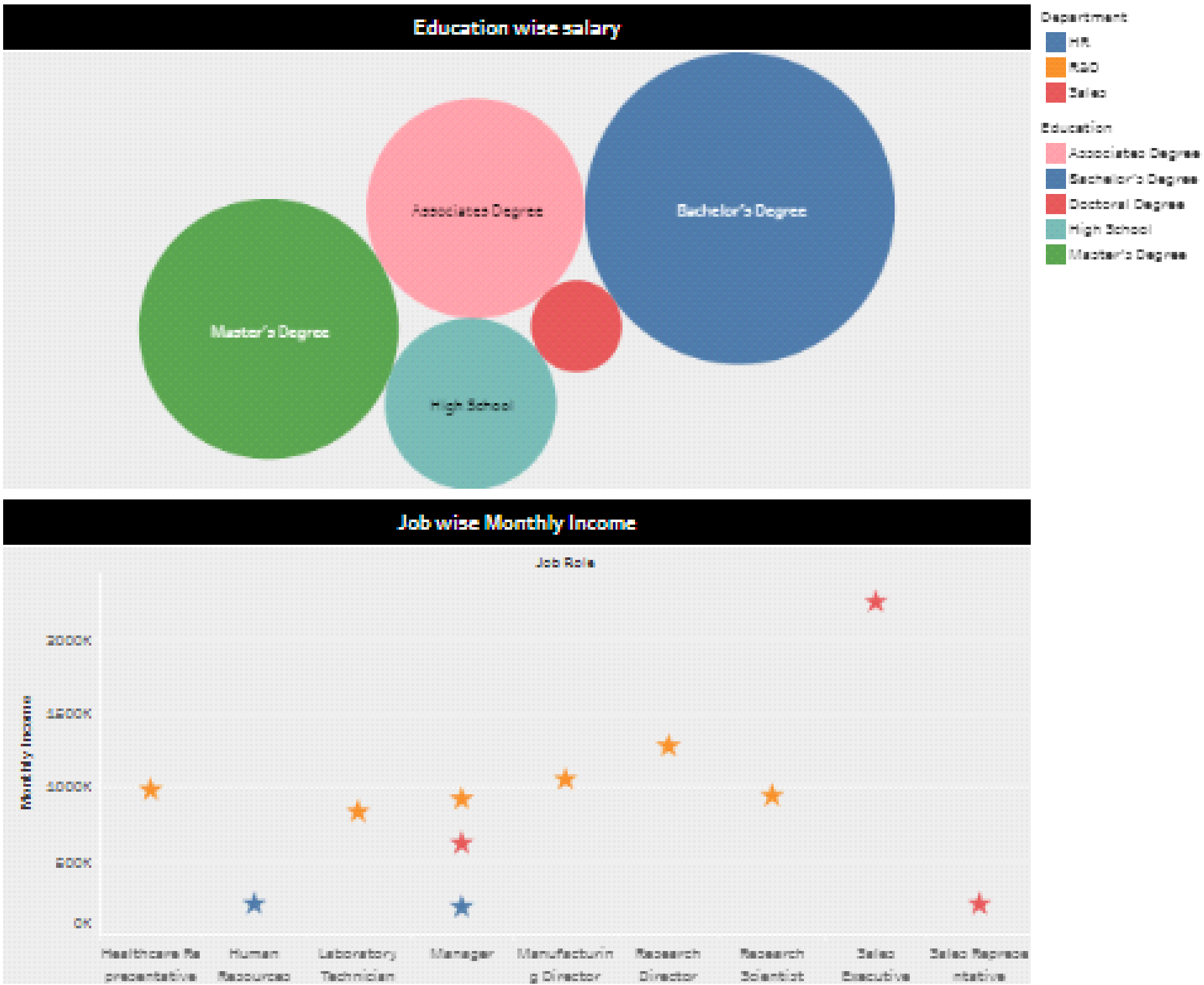


3.RESULT

Dashboard 1



Dashboard 2



Story

Story 1



4.ADVANTAGES & DISADVANTAGES

Advantages of HR :

1. Talent management :

* HR departments help recruit,retain and develop talented employees.

2. Employee Relations:

* They foster positive workplace relationships and resolve conflicts.

3. Compliance :

* HR ensures the company adheres to labor laws and regulations.

4. Training and Development :

* HR supports employee growth and skill development.

5. Organizational Culture:

* They shape and maintain a positive workplace culture.

Disadvantages of HR:

1. Administrative Burden:

* HR can become mired in paperwork and administrative tasks.

2. Cost:

* Maintaining an HR department can be expensive.

3. Subjectivity:

* HR decisions may be influenced by personal biases.

4. Resistance to Change:

* HR policies can impede adaptability and innovation.

5. Overcentralization:

* A powerful HR department might stifle autonomy and creativity.

5. APPLICATIONS

The applications of Human Resources (HR) are diverse and critical for the success of any organization. Some key applications include:

1. **Recruitment and Staffing:** HR is responsible for finding, selecting, and hiring the right talent to fill job positions within the company.

2. **Training and Development:** HR designs and implements training programs to enhance employees' skills and knowledge, improving their performance.

3. **Employee Relations:** HR manages and resolves workplace conflicts, fosters positive employee relations, and ensures a harmonious work environment.

4. **Compensation and Benefits:** HR determines employee compensation, benefits packages, and manages payroll.

5. **Performance Management:** HR creates and oversees performance appraisal systems, helping employees understand their goals and providing feedback.

6. **Compliance and Legal Issues**: HR ensures that the organization complies with labor laws, regulations, and employment standards.

7. **Talent Management**: HR identifies and nurtures high-potential employees for leadership and critical roles within the company.

8. **Workforce Planning**: HR conducts workforce analysis to ensure the organization has the right number of employees with the necessary skills.

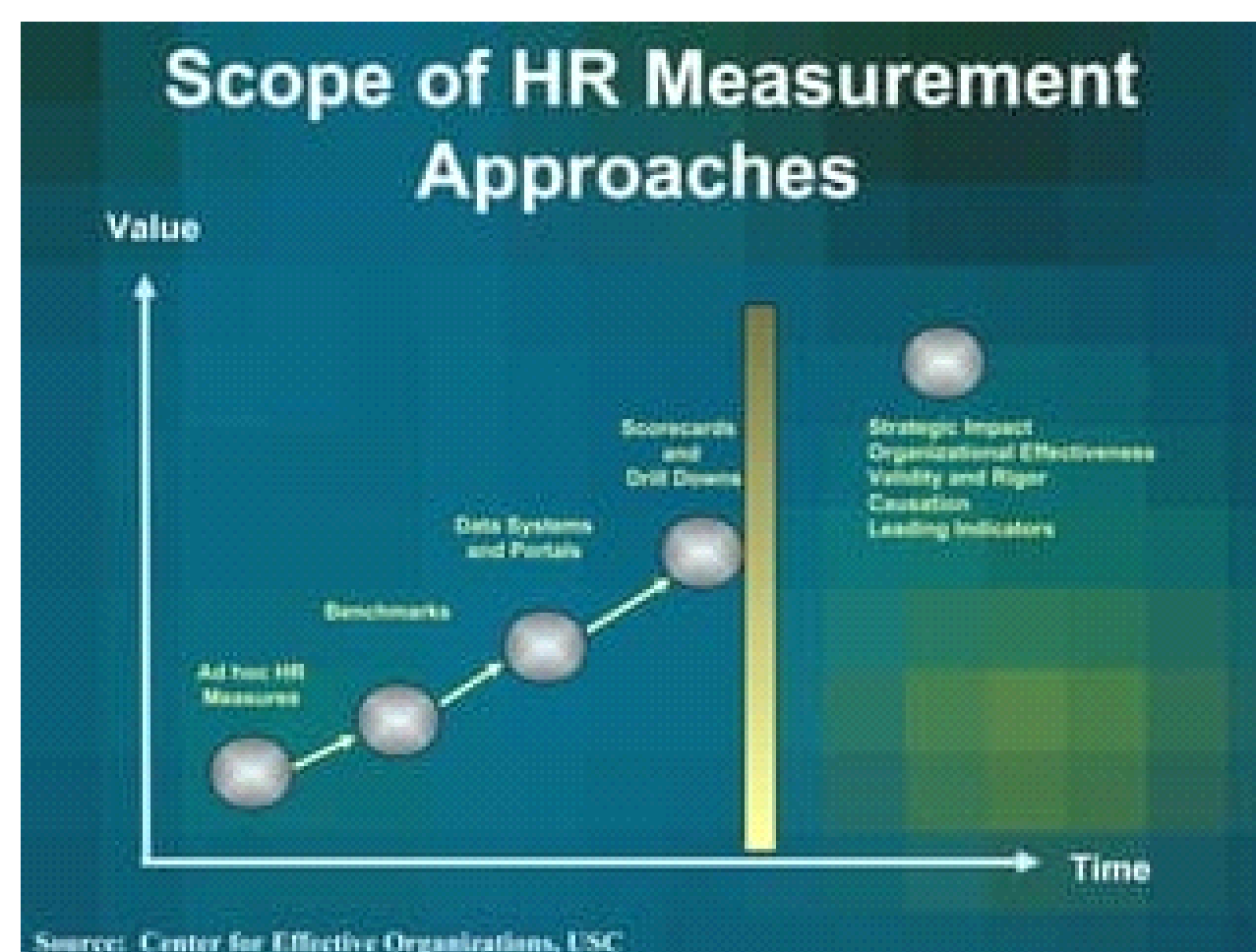
9. **Diversity and Inclusion**: HR promotes diversity in the workplace and creates inclusive policies and programs.

10. **Organizational Development**: HR helps plan and implement organizational changes and improvements.

6. CONCLUSION

In conclusion, Human Resources (HR) is a vital function within organizations that plays a multifaceted role in managing the most critical asset of any company – its people. HR encompasses various responsibilities, including recruitment, training, employee relations, compensation, compliance, and more. The future of HR is evolving to meet changing workplace dynamics and trends, with a strong emphasis on technology, data-driven decision-making, employee experience, diversity and inclusion, and adaptability to remote and flexible work arrangements. HR's impact on an organization's success is undeniable, and its strategic role will continue to grow as it navigates the evolving landscape of work and talent management.

7.FUTURE SCOPE:



The future of Human Resources (HR) is evolving in response to various trends and

challenges. Here are some key aspects of the future scope of HR:

1. *Technology Integration*: HR will increasingly rely on technology, including AI and data analytics, for tasks such as recruitment, employee data management, and predictive analytics for workforce planning.

2. *Remote Work and Flexible Work Arrangements*: HR will need to adapt to the growing trend of remote work and flexible work options, which require new policies, tools, and management strategies.

3. Talent Management and Development: HR will focus on continuous learning, upskilling, and reskilling to ensure employees remain adaptable and competitive in a rapidly changing job market.

4. Diversity and Inclusion: The emphasis on diversity and inclusion will continue to grow, with HR playing a crucial role in promoting equity and creating inclusive workplaces.

5. Wellness and Mental Health: HR will place greater importance on employee well-being, mental health support, and work-life balance programs.