

THE TABLUE HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

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INTRODUCTION

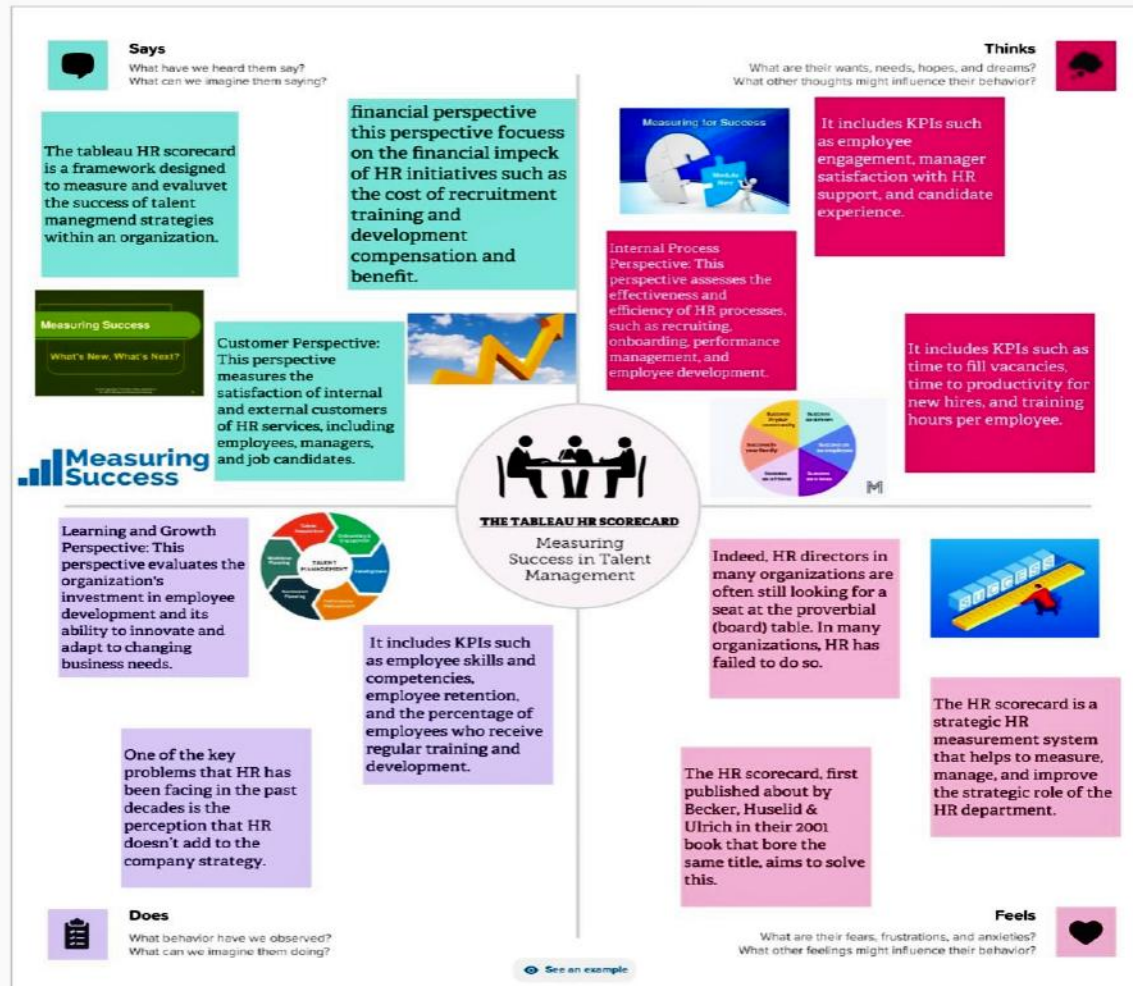
- **The Tableau HR Scorecard is a powerful tool for organizations looking to measure and enhance their success in talent management. In today's competitive business landscape, attracting, developing, and retaining top talent is paramount. This scorecard provides a comprehensive framework to evaluate and visualize key HR metrics, enabling companies to make data-driven decisions that drive employee engagement, productivity, and overall organizational success. In this discussion, we'll explore the key components of the Tableau HR Scorecard and its significance in shaping a thriving talent management strategy.**

PURPOSE

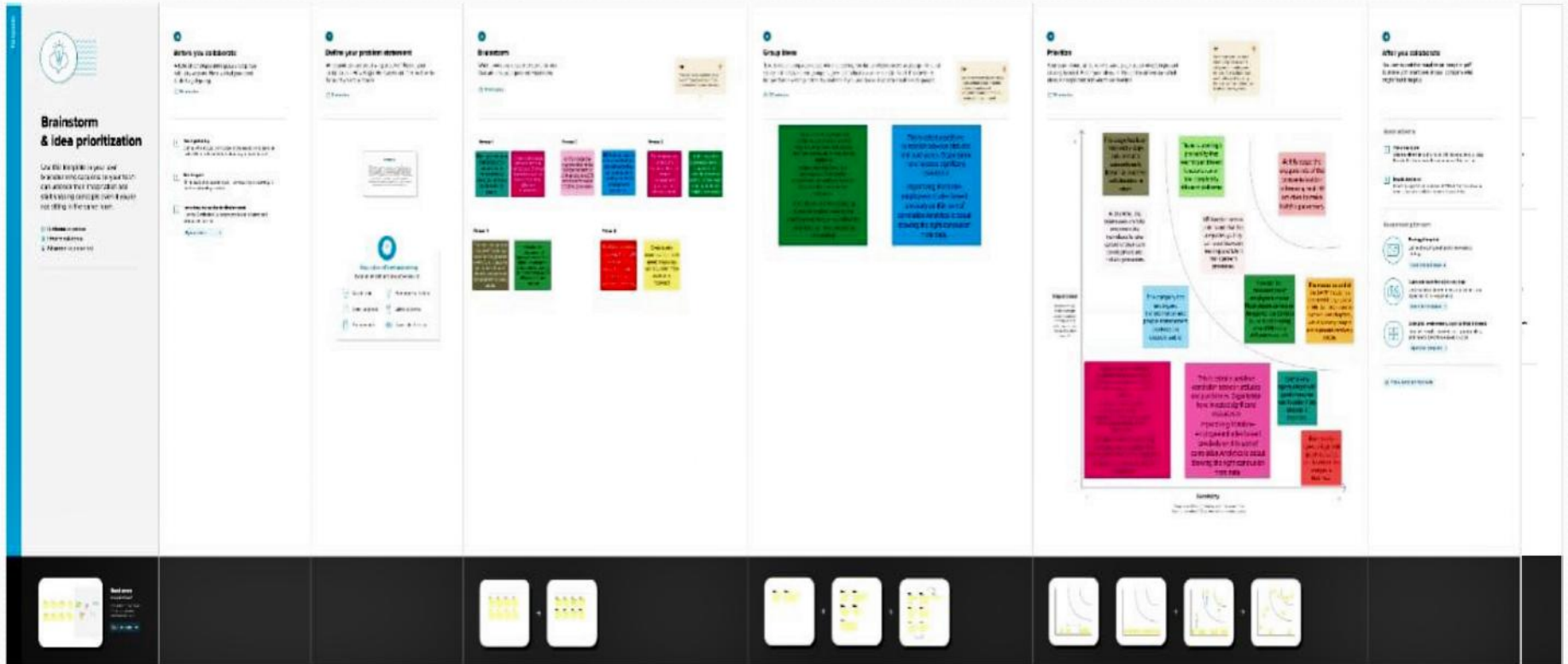
The purpose of “The Tableau HR Scorecard: Measuring Success in Talent Management” is to:

- 1. Provide a comprehensive framework:** The scorecard offers a structured framework for organizations to assess and manage their talent effectively. It acts as a guide for HR professionals and executives, helping them make informed decisions.
- 2. Enable data-driven decisions:** The scorecard’s primary purpose is to promote data-driven talent management. It empowers organizations to collect, analyze, and visualize HR metrics, fostering a culture of evidence-based decision-making.
- 3. Improve talent management:** Its goal is to enhance talent acquisition, development, and retention strategies. By measuring key HR metrics, organizations can identify areas for improvement and implement targeted initiatives to boost employee engagement and productivity.
- 4. Enhance organizational success:** Ultimately, the scorecard aims to contribute to an organization’s overall success. By aligning talent management with strategic objectives and continuously improving HR processes, businesses can gain a competitive edge and achieve their goals.
- 5. Promote transparency and accountability:** It encourages transparency in HR practices and holds organizations accountable for their talent management efforts. This transparency can lead to more equitable and inclusive workplace practices.
- 6. Foster a culture of continuous improvement:** The scorecard is a tool for ongoing assessment and refinement of talent management strategies. Its purpose is to create a culture of continuous learning and adaptation within an organization.

EMPATHY MAP



BRAINSTORM



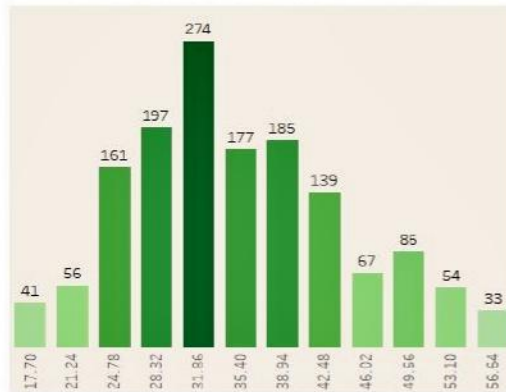
DATA SET

HR Data.xlsx - HR data - Microsoft Excel

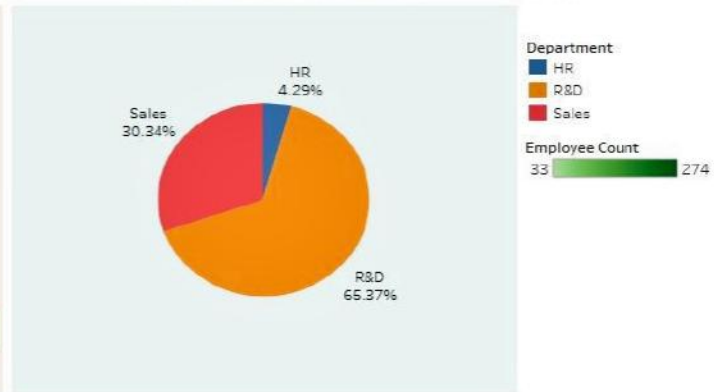
Attrition																				
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
1	Attrition	Business Travel_Fr	CF_age ba	CF_attritio	Departme	Education	emp no	Employee	Gender	Job Role	Marital St	Over Time	Over18	Training T	Age	CF_current	Daily Rate	Distance	Education	Employee Enviroi
2	Yes	Travel_Ra	35 - 44	Ex-Employ	Sales	Life Scien	STAFF-1	1	Female	Sales Exec	Single	Yes	Y	0	41	0	1102	1	Associate	1
3	No	Travel_Fr	45 - 54	Current Er	R&D	Life Scien	STAFF-2	2	Male	Research	Married	No	Y	3	49	1	279	8	High Scho	1
4	Yes	Travel_Ra	35 - 44	Ex-Employ	R&D	Other	STAFF-4	4	Male	Laborator	Single	Yes	Y	3	37	0	1373	2	Associate	1
5	No	Travel_Fr	25 - 34	Current Er	R&D	Life Scien	STAFF-5	5	Female	Research	Married	Yes	Y	3	33	1	1392	3	Master's D	1
6	No	Travel_Ra	25 - 34	Current Er	R&D	Medical	STAFF-7	7	Male	Laborator	Married	No	Y	3	27	1	591	2	High Scho	1
7	No	Travel_Fr	25 - 34	Current Er	R&D	Life Scien	STAFF-8	8	Male	Laborator	Single	No	Y	2	32	1	1005	2	Associate	1
8	No	Travel_Ra	Over 55	Current Er	R&D	Medical	STAFF-10	10	Female	Laborator	Married	Yes	Y	3	59	1	1324	3	Bachelor's	1
9	No	Travel_Ra	25 - 34	Current Er	R&D	Life Scien	STAFF-11	11	Male	Laborator	Divorced	No	Y	2	30	1	1358	24	High Scho	1
10	No	Travel_Fr	35 - 44	Current Er	R&D	Life Scien	STAFF-12	12	Male	Manufact	Single	No	Y	2	38	1	216	23	Bachelor's	1
11	No	Travel_Ra	35 - 44	Current Er	R&D	Medical	STAFF-13	13	Male	Healthcar	Married	No	Y	3	36	1	1299	27	Bachelor's	1
12	No	Travel_Ra	35 - 44	Current Er	R&D	Medical	STAFF-14	14	Male	Laborator	Married	No	Y	5	35	1	809	16	Bachelor's	1
13	No	Travel_Ra	25 - 34	Current Er	R&D	Life Scien	STAFF-15	15	Female	Laborator	Single	Yes	Y	3	29	1	153	15	Associate	1
14	No	Travel_Ra	25 - 34	Current Er	R&D	Life Scien	STAFF-16	16	Male	Research	Divorced	No	Y	1	31	1	670	26	High Scho	1
15	No	Travel_Ra	25 - 34	Current Er	R&D	Medical	STAFF-18	18	Male	Laborator	Divorced	No	Y	2	34	1	1346	19	Associate	1
16	Yes	Travel_Ra	25 - 34	Ex-Employ	R&D	Life Scien	STAFF-19	19	Male	Laborator	Single	Yes	Y	4	28	0	103	24	Bachelor's	1
17	No	Travel_Ra	25 - 34	Current Er	R&D	Life Scien	STAFF-20	20	Female	Manufact	Divorced	No	Y	1	29	1	1389	21	Master's D	1
18	No	Travel_Ra	25 - 34	Current Er	R&D	Life Scien	STAFF-21	21	Male	Research	Divorced	Yes	Y	5	32	1	334	5	Associate	1
19	No	Non-Travel	Under 25	Current Er	R&D	Medical	STAFF-22	22	Male	Laborator	Divorced	Yes	Y	2	22	1	1123	16	Associate	1
20	No	Travel_Ra	45 - 54	Current Er	Sales	Life Scien	STAFF-23	23	Female	Manager	Married	No	Y	3	53	1	1219	2	Master's D	1
21	No	Travel_Ra	35 - 44	Current Er	R&D	Life Scien	STAFF-24	24	Male	Research	Single	Yes	Y	3	38	1	371	2	Bachelor's	1
22	No	Non-Travel	Under 25	Current Er	R&D	Other	STAFF-26	26	Female	Manufact	Divorced	No	Y	5	24	1	673	11	Associate	1
23	Yes	Travel_Ra	35 - 44	Ex-Employ	Sales	Life Scien	STAFF-27	27	Male	Sales Rep	Single	No	Y	4	36	0	1218	9	Master's D	1
24	No	Travel_Ra	25 - 34	Current Er	R&D	Life Scien	STAFF-28	28	Female	Research	Single	No	Y	4	34	1	419	7	Master's D	1
25	No	Travel_Ra	Under 25	Current Er	R&D	Life Scien	STAFF-30	30	Male	Research	Single	No	Y	6	21	1	391	15	Associate	1
26	Yes	Travel_Ra	25 - 34	Ex-Employ	R&D	Medical	STAFF-31	31	Male	Research	Single	No	Y	2	34	0	599	6	High Scho	1
27	No	Travel_Ra	45 - 54	Current Er	R&D	Other	STAFF-32	32	Female	Manager	Divorced	No	Y	3	53	1	1282	5	Bachelor's	1

DASHBOARD 1

No.Of Employee By Age Group



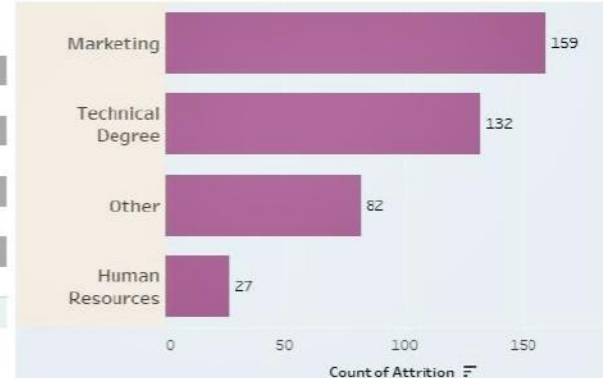
Department Wise Attrition



Job Satisfaction Rating

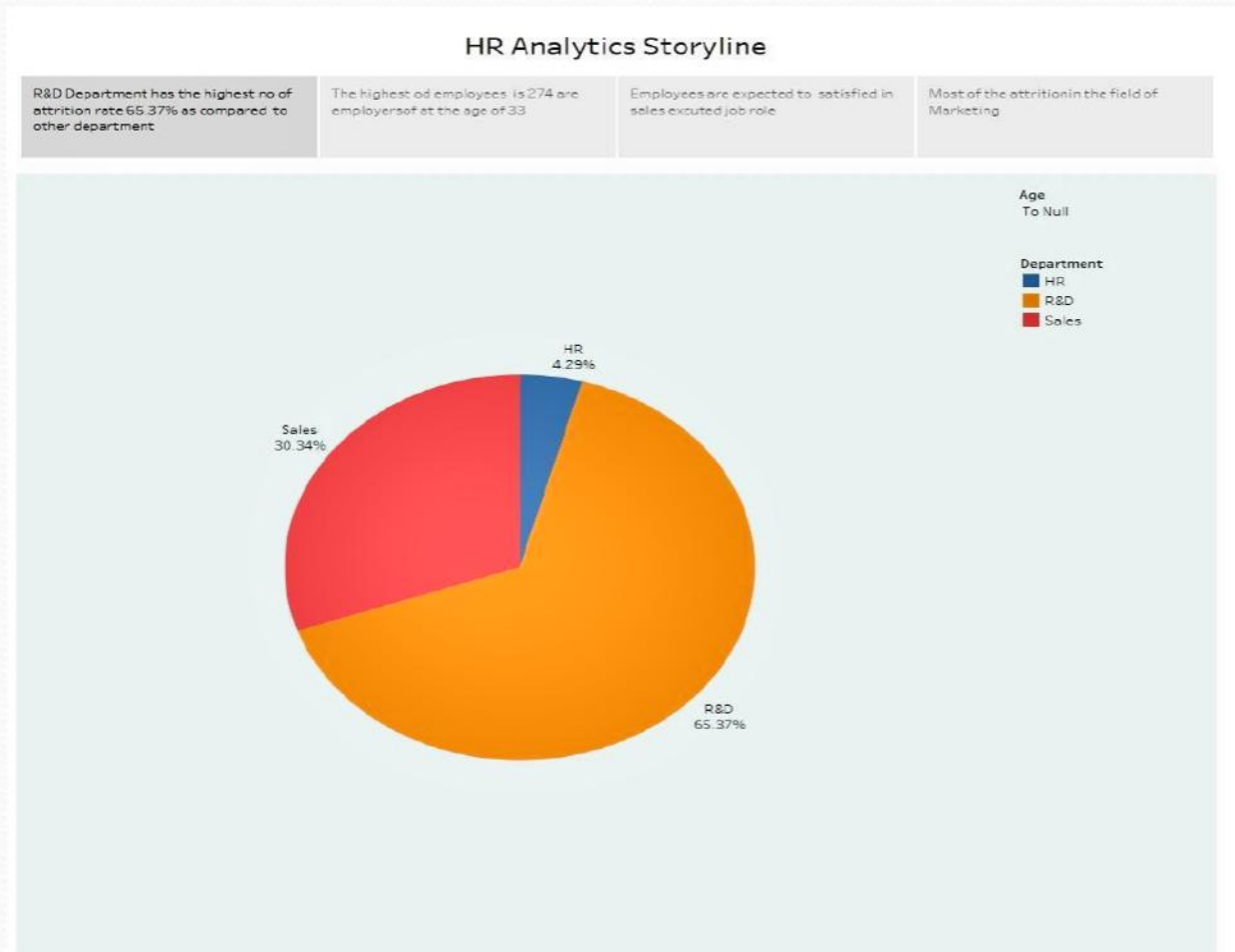


Education Field Wise Attrition



STORY

CAPTION 1



STORY

CAPTION 2

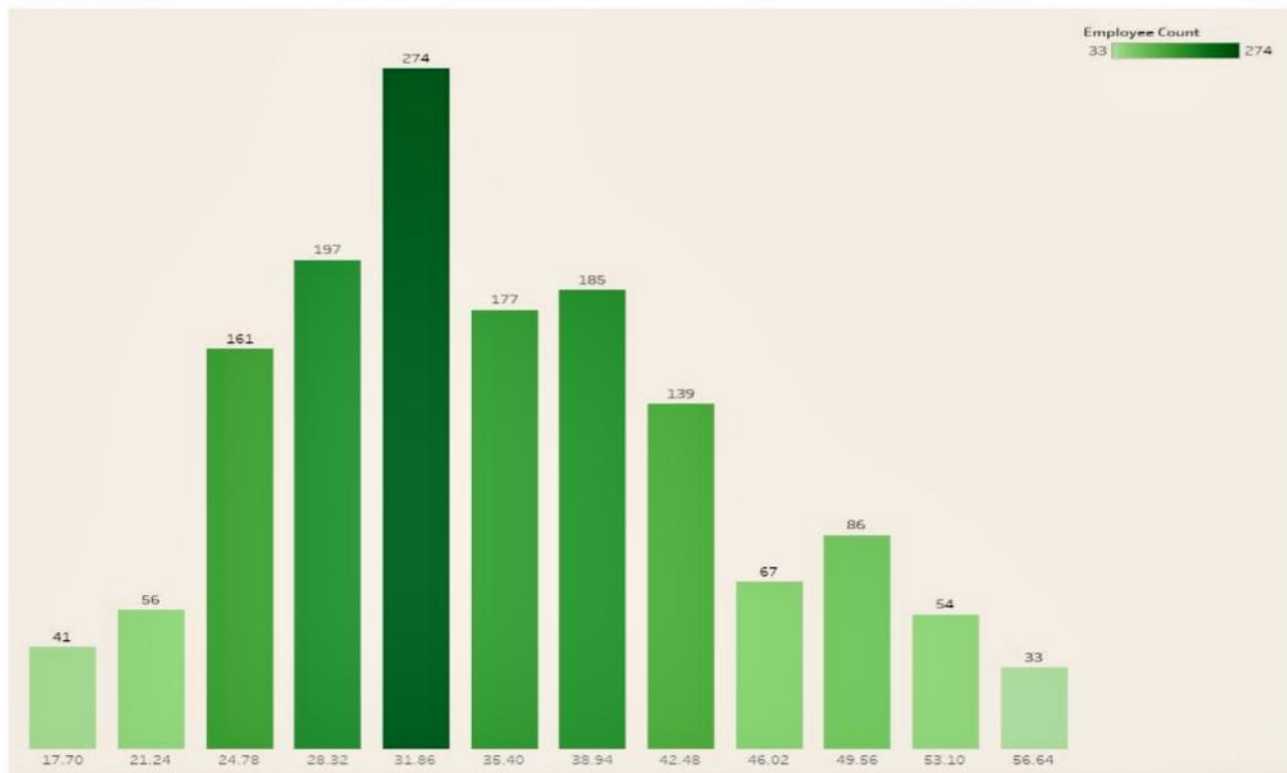
HR Analytics Storyline

R&D Department has the highest no of attrition rate 65.37% as compared to other department

The highest no of employees is 274 are employees of at the age of 33

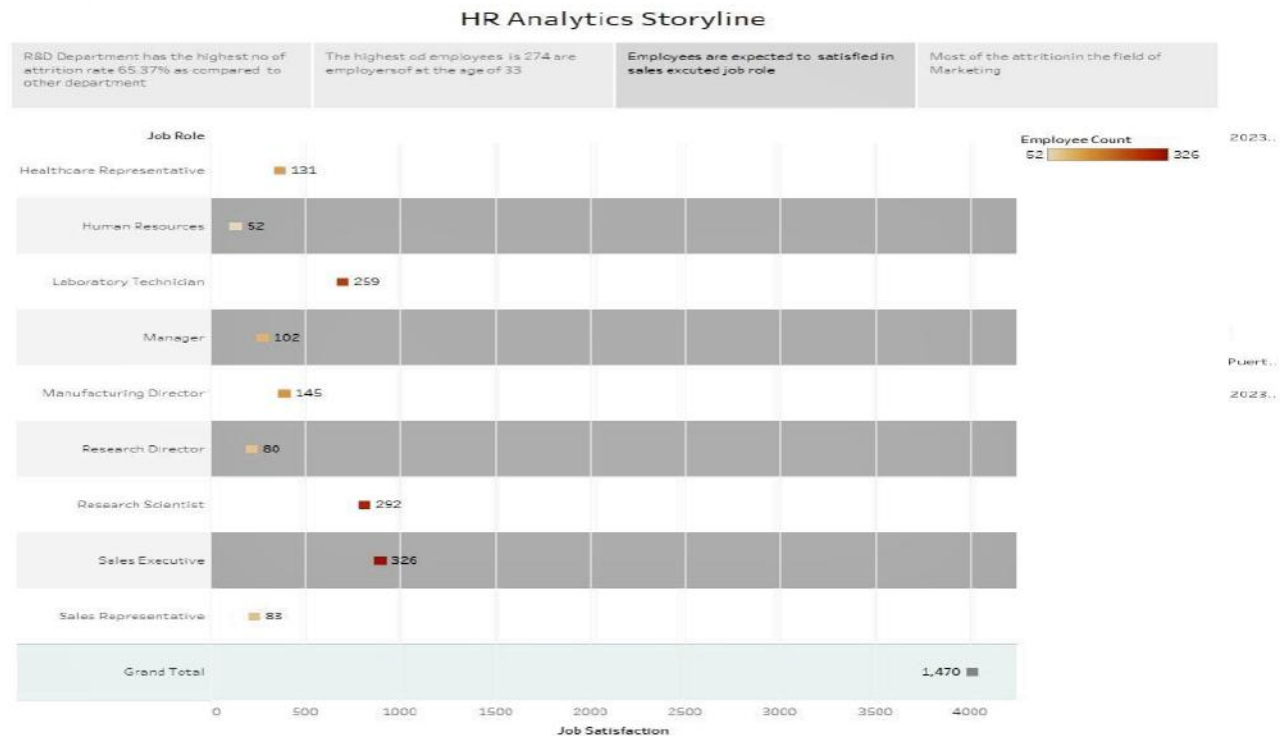
Employees are expected to satisfied in sales executed job role

Most of the attrition in the field of Marketing



STORY

CAPTION 3



STORY

CAPTION 4

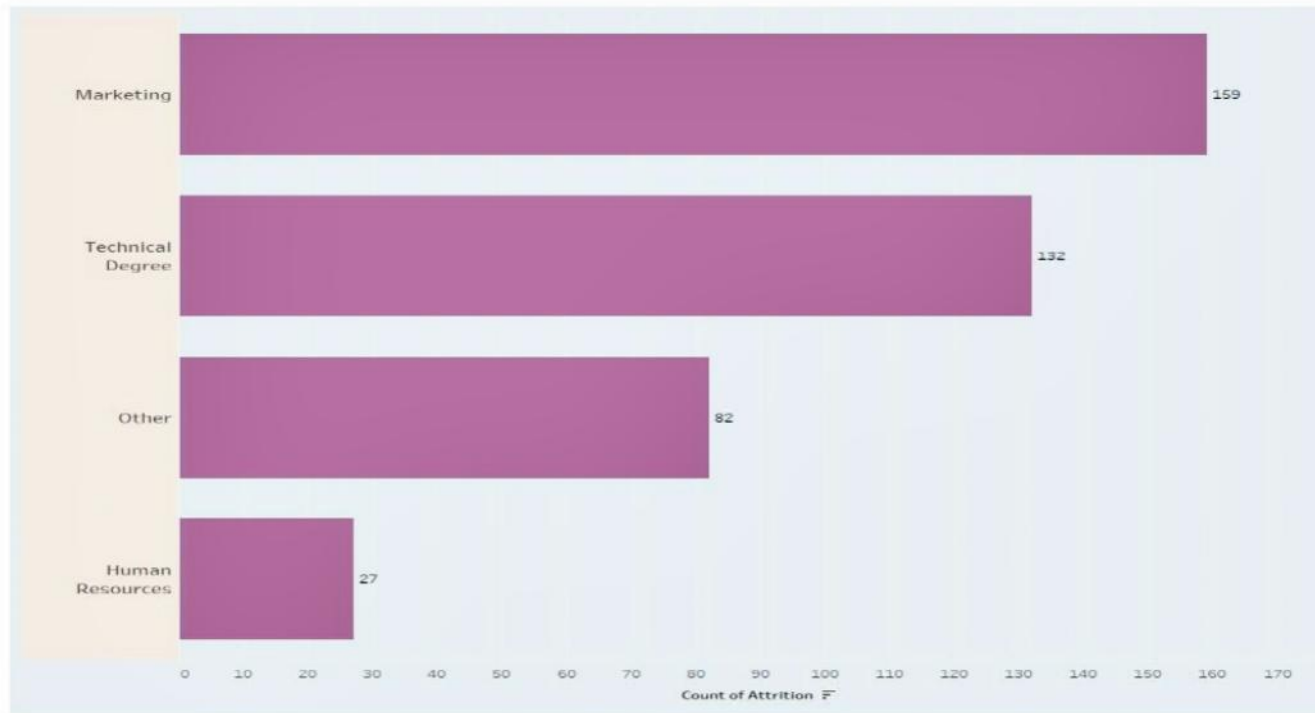
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Employees are expected to be satisfied in sales executed job role

Most of the attrition in the field of Marketing



ADVANTAGE

- **The Tableau HR Scorecard, as an approach to measuring success in talent management, offers several advantages:**
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- **1. **Data-Driven Decision Making:** It allows HR professionals to make data-driven decisions by providing clear and visual insights into various HR metrics, such as employee turnover, recruitment effectiveness, and performance evaluations.**
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- **2. **Improved Transparency:** The HR Scorecard promotes transparency by making HR data and performance indicators easily accessible and understandable to both HR teams and senior management.**
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- **3. **Alignment with Business Goals:** It helps align HR strategies with overall business objectives by measuring HR's impact on critical areas like employee productivity, cost management, and talent acquisition.**
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- **4. **Identifying Trends:** Tableau's data visualization capabilities enable HR to identify trends and patterns in talent management,**

DISADVANTAGE

While the Tableau HR Scorecard offers numerous advantages, it also has some potential disadvantages:

1. ****Complexity:**** Implementing a Tableau HR Scorecard can be complex, requiring skilled data analysts or HR professionals with data expertise. It might not be practical for smaller organizations with limited resources.
2. ****Data Quality:**** The accuracy of the HR Scorecard heavily depends on the quality of the underlying data. Inaccurate or incomplete data can lead to misleading insights and decisions.
3. ****Data Privacy and Security:**** Handling HR data in a comprehensive scorecard may raise concerns about data privacy and security, especially in regions with strict data protection regulations like GDPR. Safeguarding sensitive employee information is critical.
4. ****Resource Intensive:**** Developing and maintaining the HR Scorecard can be resource-intensive in terms of time, personnel, and technology. This can be a barrier for organizations with limited resources.
5. ****Resistance to Change:**** Implementing a data-driven approach in HR can face resistance

CONCLUSION

IN THE CONCLUSION OF A DOCUMENT LIKE “THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT,” YOU MIGHT EXPECT TO FIND A SUMMARY OF THE KEY FINDINGS AND INSIGHTS PRESENTED IN THE MAIN BODY OF THE WORK. THE AUTHOR MIGHT REITERATE THE IMPORTANCE OF MEASURING SUCCESS IN TALENT MANAGEMENT AND HOW A TABLEAU HR SCORECARD CAN BE AN EFFECTIVE TOOL FOR THIS PURPOSE. CONCLUSIONS OFTEN TOUCH ON PRACTICAL IMPLICATIONS AND RECOMMENDATIONS FOR HR PROFESSIONALS AND ORGANIZATIONS TO IMPROVE THEIR TALENT MANAGEMENT PRACTICES. THEY MAY ALSO DISCUSS ANY LIMITATIONS OF THE SCORECARD OR AREAS FOR FURTHER RESEARCH. REMEMBER, THE SPECIFIC CONTENT OF THE CONCLUSION WOULD DEPEND ON THE DOCUMENT ITSELF.