PROJECT REPORT TAMPALATE

THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

TEAM LEADER: K. SARATHA

TEAM MEMBERS: C. PREMKUMAR

T. VENGATESH

R. RAJA RAJAN

1.INTRODUCTION:

This scorecard provides a data-driven approach to assessing and improving various aspects of HR and talent management. It allows organizations to gain insights into their workforce, helping them make informed decisions to attract, retain, and develop top talent.

1.1 OVERVIEW

The Tableau HR scorecard encompasses a range of key performance indicators (KPIs) and metrics related to human resources, such as recruitment, employee engagement, training and development, diversity and inclusion, and more. It integrates data from various sources, creating a comprehensive view of the organization's talent landscape.

1.2 PURPOSE

The primary purpose of the Tableau HR scorecard is to:

1.Measure HR and talent management effectiveness: It quantifies how well HR strategies and initiatives are performing and whether they align with the organization's goals.

2. Identify areas for improvement: By analyzing the data, organizations can pinpoint areas that require attention or enhancements, whether it's in recruitment processes, employee satisfaction, or leadership development.

3. Support data-driven decision-making: The scorecard equips HR professionals and executives with actionable insights, enabling them to make informed decisions to optimize talent management.

4. Communicate HR's impact: It serves as a communication tool to demonstrate HR's contributions to the organization's success and justify investments in talent management initiatives.

In summary, the Tableau HR scorecard is a comprehensive system designed to assess and enhance talent management by providing a structured, data-centric approach to HR evaluation and decision-making.

2.PROBLEM DEFINATION & DESIGN THINKING

2.1 EMPATHY MAP

Says

What have we heard them say?
What can we imagine them saying?

The study aims to develop a construct to measure talent management in an organization

Anticipating and preparing for future leadership needs is critical

Succession planning identifies and develops employees with leadership potential, ensuring a smooth transition when key roles become vacant

Thinks

What are their wants, needs, hopes, and dreams?
What other thoughts might influence their behavior?

Adopting more solp0histicated talent management system

Viewing talent management as a competitive advantage

Turning raw data into actionable knowledge

SARATHA

NM2023TMID26401

Helps reduce turnover rates

Increases revenue per employee

Improve overall performance of the organization

This research focuses on the entire process of the TM cycle and develops an integral construct of TM

This study will provide an in c depth under standing researchers for the effective conduct of empirical

Provides organizational with a way to measure their performance in critical areas.

Does

What behavior have we observed?
What can we imagine them doing?

Feels

What are their fears, frustrations, and anxieties?
What other feelings might influence their behavior?

See an example

2.2 IDIEATION & BRAINSTORMING MAP

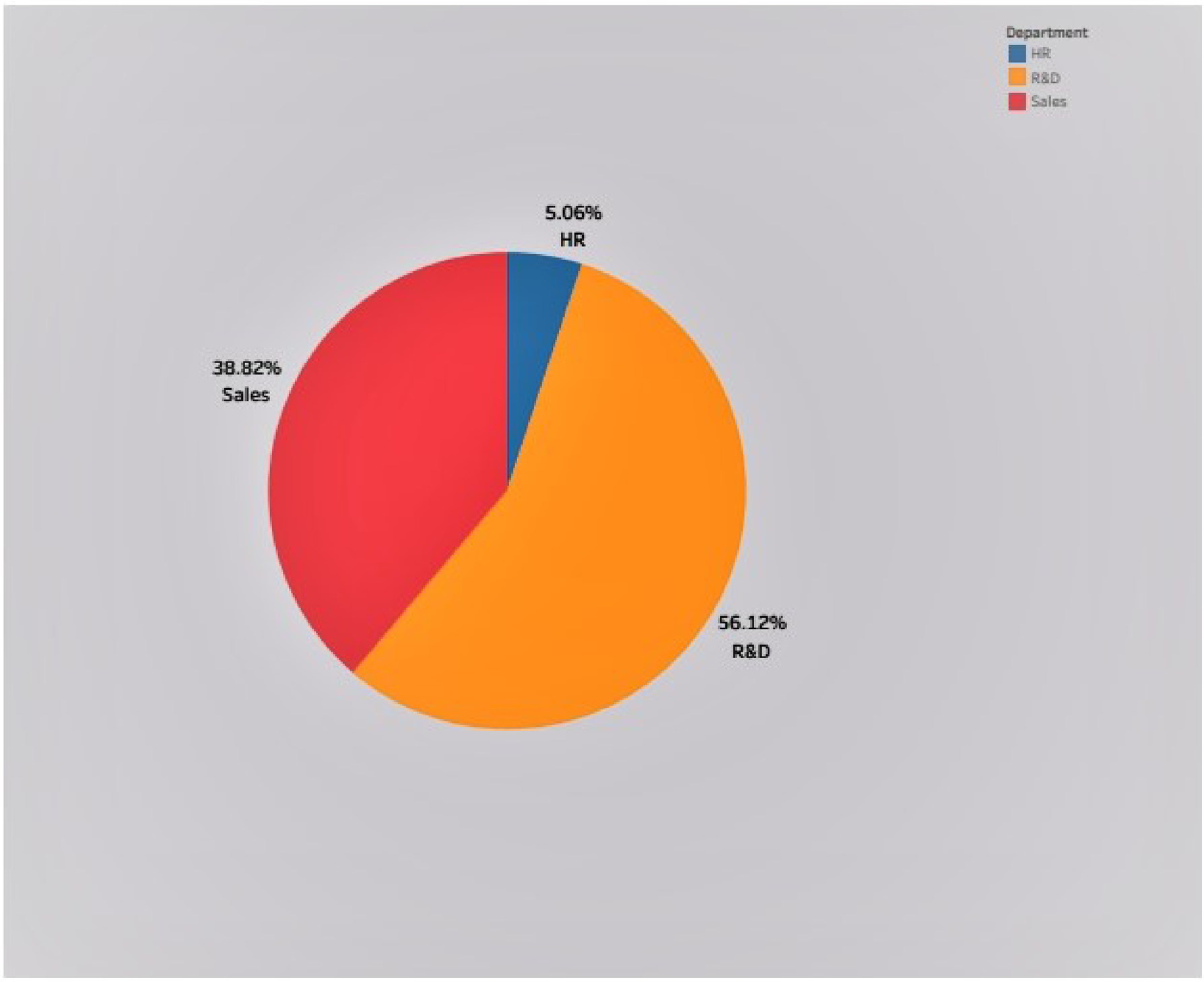
RESULT

DASHBORD

STORY 1

Story 1

R&D department has the highest no. of att..	The Highest no. of employees i.e . are e..	Employess are expected to be satisfi..	Most of the attrition occurs in the field of li..	Males are expected to leave the organisatio..	HR ANALYTICS DASBORARD



Story 1

R&D department has the highest no. of att..

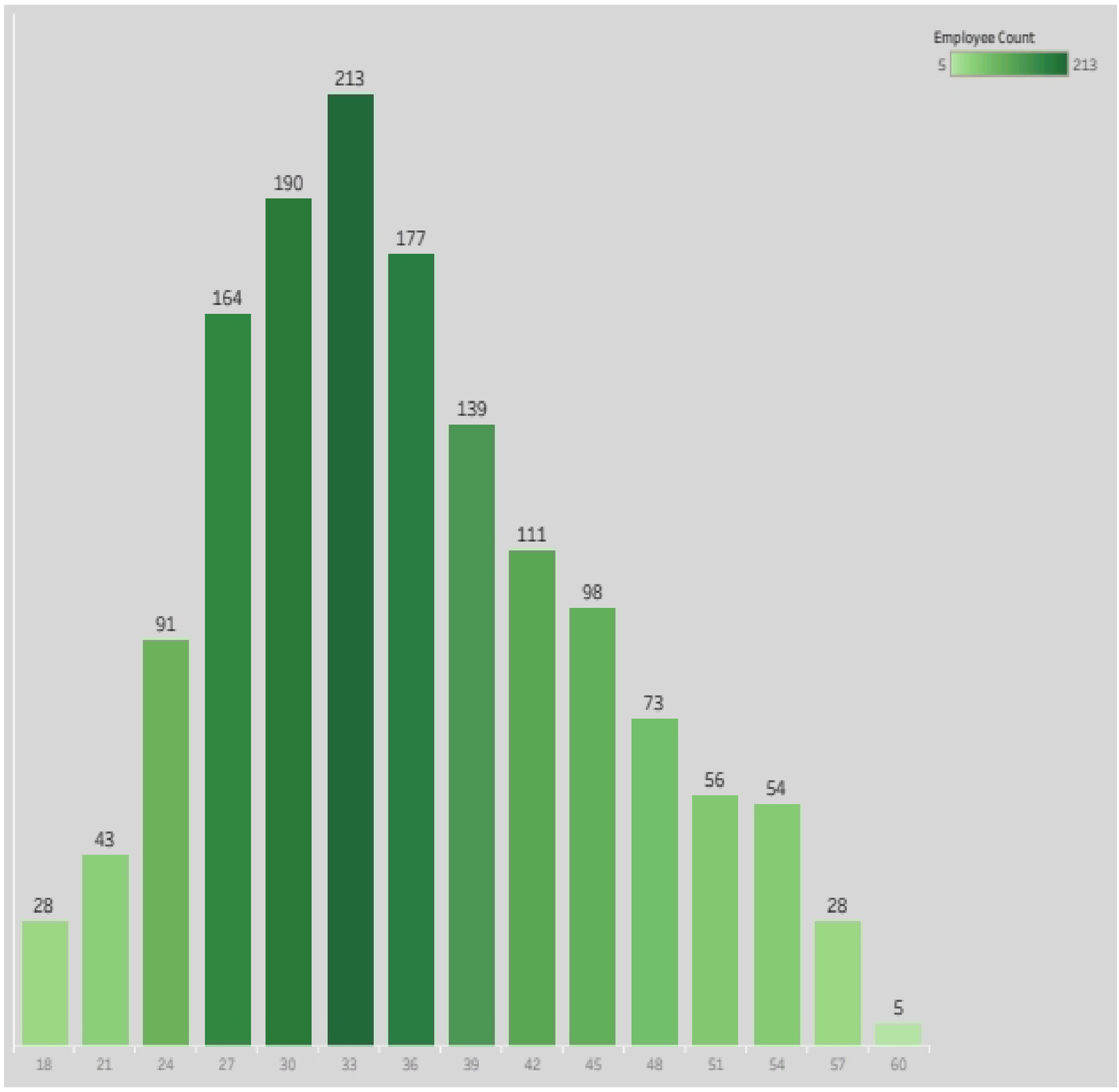
The Highest no. of employees i.e . are e..

Employess are expected to be satisfi..

Most of the attrition occurs in the field of li..

Males are expected to leave the organisatio..

HR ANALYTICS DASBORARD



Story 1

R&D department has the highest no. of att..

The Highest no. of employees i.e . are e..

Employess are expected to be satisfi..

Most of the attrition occurs in the field of li..

Males are expected to leave the organisatio..

HR ANALYTICS DASBORARD

Job Role	Job Satisfaction				Grand Total
	1	2	3	4	
Human Resources	10	16	13	13	52
Sales Representative	12	21	27	23	83
Research Director	15	16	27	22	80
Manager	21	21	27	33	102
Healthcare Representative	26	19	43	43	131
Manufacturing Director	26	32	49	38	145
Research Scientist	54	53	90	95	292
Laboratory Technician	56	48	75	80	259
Sales Executive	69	54	91	112	326
Grand Total	289	280	442	459	1,470

Employee Count
10 112

Story 1

R&D department has the highest no. of att..

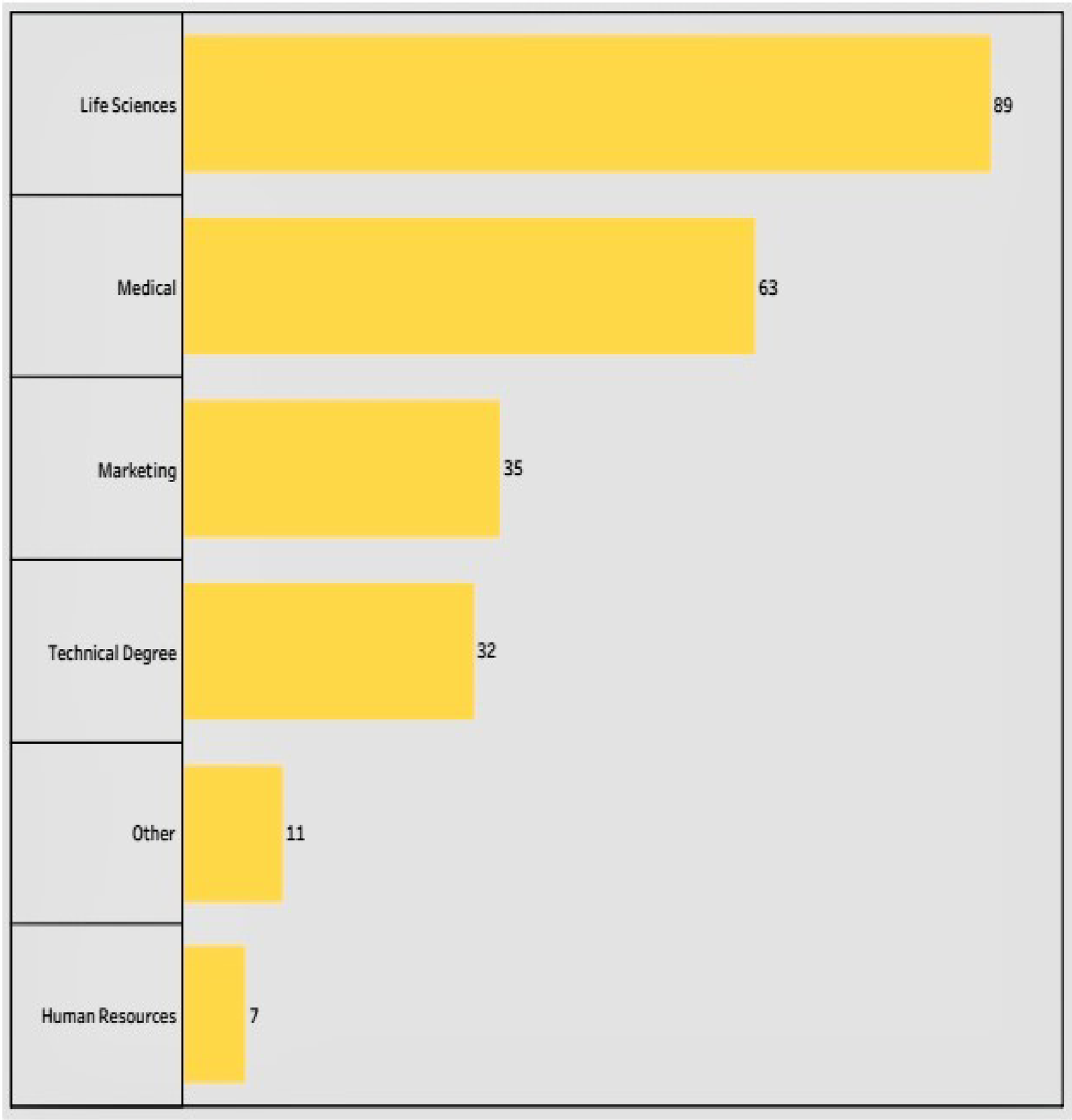
The Highest no. of employees i.e . are e..

Employess are expected to be satisfi..

Most of the attrition occurs in the field of li..

Males are expected to leave the organisatio..

HR ANALYTICS DASBORARD



Story 1

R&D department has the highest no. of att..

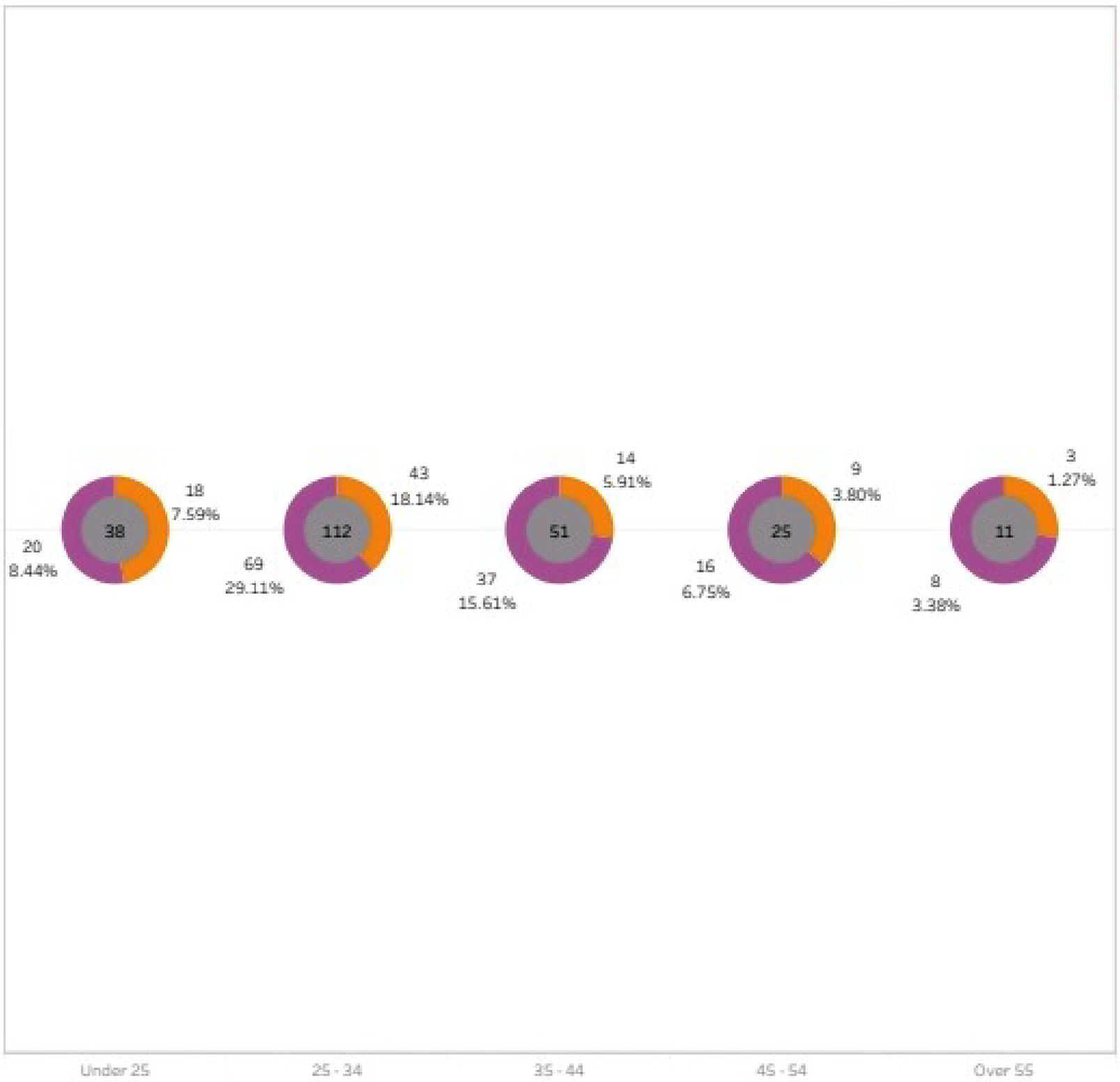
The Highest no. of employees i.e . are e..

Employess are expected to be satisfi..

Most of the attrition occurs in the field of li..

Males are expected to leave the organisatio..

HR ANALYTICS DASBORARD



ADVANTAGES

The Tableau HR scorecard, a data visualization tool, offers several advantages for measuring success in talent management:

1.Data Visualization: Tableau makes it easy to create visual dashboards and reports, allowing HR professionals to quickly grasp and communicate key talent management metrics.

2.Real-time Insights: It provides real-time data updates, enabling HR teams to make informed decisions based on the most current information.

3.Customization: Tableau allows for the customization of reports and dashboards, tailoring them to specific organizational needs and goals.

4.Integration: It can integrate with various data sources, including HR software, databases, and spreadsheets, making it a versatile tool for consolidating HR data.

5.Collaboration: Tableau promotes collaboration by enabling teams to work on and share reports and dashboards, fostering a data-driven HR culture.

6.Performance Tracking: HR scorecards in Tableau can track performance metrics related to recruitment, employee development, and retention, aiding in talent management optimization.

7.Cost Efficiency: It helps in identifying cost-saving opportunities by analyzing data related to recruitment, training, and employee turnover.

8.Goal Alignment: HR scorecards in Tableau can align talent management efforts with the overall business objectives, ensuring that HR strategies support organizational goals.

Overall, Tableau HR scorecards provide a powerful tool for HR professionals to measure and improve talent management processes through data-driven insights.

DISADVANTAGES

While Tableau is a powerful tool for HR scorecards and measuring success in talent management, there are some disadvantages to consider:

1.Complexity: Tableau can be complex to set up and use, requiring a significant learning curve for HR professionals who may not have a strong background in data analytics.

2.Cost: Tableau is not a free tool, and licensing costs can be significant. Small HR departments or organizations with budget constraints may find it expensive.

3.Data Integration: Tableau relies on data from various sources. Ensuring that all your HR data sources are compatible and can be integrated seamlessly can be challenging.

4.Time-Consuming: Building and maintaining HR scorecards in Tableau can be time-consuming, as it involves creating and updating data visualizations, reports, and dashboards.

5.IT Dependency: HR professionals may need to rely on IT teams for assistance with data integration and technical issues, which can slow down the reporting process.

6.Steeper Learning Curve: Creating meaningful HR scorecards and reports requires a strong understanding of data visualization and analytics, which may not be a skill set that all HR professionals possess.

7.Maintenance: Regular maintenance and updates are necessary to ensure the accuracy and relevance of HR scorecards in Tableau.

8.Limited Real-Time Data: Tableau's ability to provide real-time data is limited, which may be a drawback for organizations that require up-to-the-minute HR insights.

9.Privacy and Security: Handling sensitive HR data in Tableau requires a robust approach to privacy and security, which can be challenging to implement effectively.

10.Customization Challenges: Achieving a high level of customization in Tableau reports and dashboards may require advanced technical skills, making it difficult for some HR teams to tailor the tool to their specific needs.

It's essential to weigh these disadvantages against the benefits of Tableau in HR scorecards and talent management to determine if it's the right fit for your organization.

APPLICATIONS:

Tableau is a powerful data visualization tool that can be used to create HR scorecards for measuring success in talent management applications. To create a Tableau HR scorecard, you would typically follow these steps:

1.Data Gathering: Collect relevant HR data, such as employee performance metrics, recruitment data, turnover rates, and other key performance indicators.

2.Data Preparation: Clean and format the data to ensure it's ready for analysis in Tableau. This might involve merging data from different sources, handling missing values, and structuring it for reporting.

3.Connect to Data: Open Tableau and connect it to your prepared HR data source. Tableau can connect to various data types, including databases, spreadsheets, and cloud services.

4.Create Dashboards: Use Tableau's intuitive interface to design dashboards and visualizations. You can create various charts, graphs, and tables to represent different HR metrics.

5.Set Key Performance Indicators (KPIs): Define the KPIs you want to measure in your HR scorecard. These might include turnover rates, employee satisfaction scores, recruitment success rates, and more.

6.Build Calculations: Use Tableau's calculated fields and formulas to derive insights and metrics from your data. For example, you could calculate turnover percentages or average performance ratings.

7.Design Scorecards: Design scorecards that showcase your KPIs and metrics in a clear and concise manner. Scorecards often use visual elements like gauges, bar charts, and scorecards to represent performance.

8.Interactivity: Make your scorecard interactive by adding filters and parameters. This allows users to explore HR data by various dimensions, such as department, location, or time period.

9.Sharing and Collaboration: Publish your HR scorecards to Tableau Server or Tableau Online so that relevant stakeholders can access them. You can also schedule automated updates.

10.Monitor and Iterate: Regularly update and monitor the HR scorecard to track progress and make data-driven decisions. Use feedback and insights to make improvements.

Creating a Tableau HR scorecard can help organizations gain valuable insights into their talent management efforts and make data-driven decisions to improve HR processes and outcomes.

CONCLUSION:

It includes KPIs such as employee engagement, manager satisfaction with HR support, and candidate experience. Internal Process Perspective: This perspective assesses the effectiveness and efficiency of HR processes, such as recruiting, onboarding, performance management, and employee development.

FUTURE SCOPE:

The Tableau HR scorecard is a tool used to measure success in talent management. Its future scope could include:

1.Advanced Analytics: Integration with more advanced analytics tools to provide deeper insights into HR metrics and talent data.

2.Predictive Analytics: Developing predictive models to anticipate talent needs, attrition rates, and skill gaps, enabling proactive talent management.

3.AI and Machine Learning: Incorporating AI and machine learning algorithms for better candidate matching, employee engagement prediction, and performance management.

4.Integration with HR Tech: Seamlessly connecting with various HR software and tools to streamline data collection and reporting.

5.Real-time Reporting: Enhancing the scorecard to provide real-time updates on HR metrics, enabling quick decision-making.

6.Benchmarking: Expanding benchmarking capabilities to compare HR metrics with industry standards and competitors.

7.Employee Experience: Focusing on measuring and improving the overall employee experience, which is a critical aspect of talent management.

8.Diversity and Inclusion Metrics: Developing specific metrics to assess and enhance diversity and inclusion efforts within the organization.

9.Remote Work Metrics: Adapting the scorecard to measure the performance and well-being of remote and hybrid workforces, as these trends continue to evolve.

10.Customization: Allowing organizations to tailor the scorecard to their specific talent management goals and strategies.

These advancements can make the Tableau HR scorecard more valuable for organizations in managing their talent effectively and staying competitive in the ever-changing business landscape.