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*TOPIC:* *THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT*


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*TABLE CONTENT:*

**THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MNAGEMENT**

<u>*Introduction:*</u>

*Humans are complex creatures; we have emotions and feelings analyzed through visual data. Tableau is a powerful tool for creating and analyzing data, but it also can visualize information in a way that makes it easy for humans to understand their emotions, personalities, and motivations. Tableau HR Analytics aims to help employers better understand the people they hire and retain by providing insight into their motivations and emotional responses to various workplace events. In this digital age, it is no surprise that HR professionals are adopting analytics to make their whole process a big success. Read to know in detail how Tableau is making their job easy, assisting them with enhanced productivity and perfection.*

<u>*Project Definition:*</u>

*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.*

<u>*Design thinking:*</u>

*Design thinking is human-centered. It's a form of analysis that puts the stakeholder at the center of the process in order to solve complex problems. In other words, finding*

*solutions that respond to human needs and individual feedback.*

*The key aspect of an effective design thinking process is empathy. Instead of focusing on identifying, investigating, and solving an issue, the design thinking process is based on empathetic observations of how people respond to given situations. It's all about putting yourself in someone else's shoes and relying on feedback and experiences in order to find a solution.*

*Design thinking in HR means applying these human-centered design principles to your HR processes in order to improve the employee experience and, as a consequence, increase performance and productivity.*

***Empathy map:***
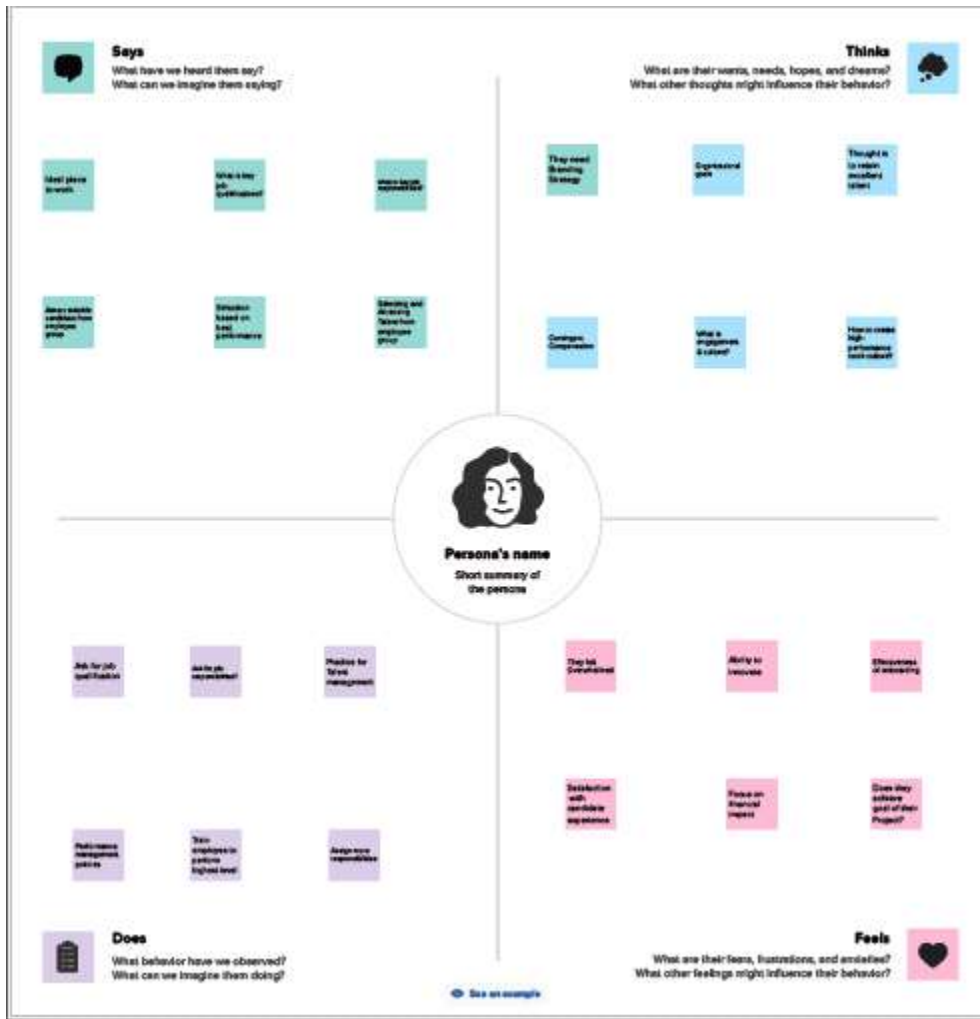
**Brainstorming Map:**
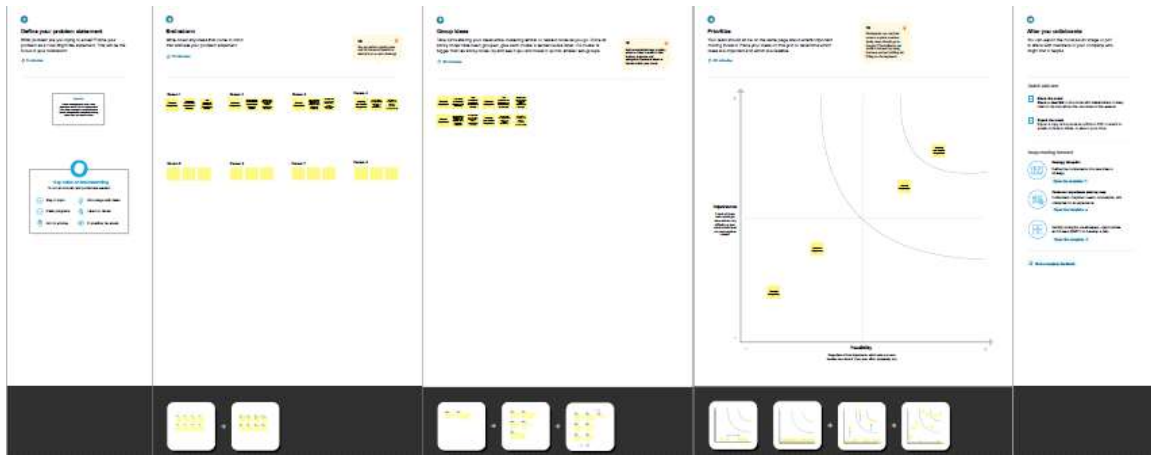
*Overall, a balanced scorecard helps companies focus on performance measurement in more than one area. It takes into account items that can sometimes get overlooked in a company such as internal processes and current customer satisfaction. Here are some of the biggest advantages of using this method in your business:*

*1. Brings structure to business strategy*

*Different departments within an organization may have their own way of measuring performance and what they consider to be important in terms of metrics. With a balanced scorecard, different leaders and departments can still individualize their performance measurement, but it all falls within a set structure that can be understood across the organization. It gives a common place to everyone in the company to measure success.*

*2. Makes communication easier*

*Communication across team members and departments becomes easier when everyone is speaking the same language. In other words, having a streamlined performance measurement system means that it's easier to talk about strategy and progress within the organization.*

### 3. Facilitates better alignment

*With a balanced scorecard, members of the organization can easily link their objectives and goals at different levels of the company. It takes the guesswork out of trying to understand everyone's responsibilities and it gets teams and departments synced up under one structure. This also leads to having a much clearer picture over projects and initiatives, which hopefully turns into a shorter turnaround time with more optimal results.*

### 4. Connects the individual worker to organizational goals

*A balanced scorecard helps employees "keep their eyes on the prize" so-to-speak in terms of goals. Individual workers may find it helps their own performance when they can see the greater purpose behind the goals and objectives they're aiming to hit. It also has the added benefit of helping employees find purpose in the organization, thus keeping them engaged in their work.*

### Disadvantages of a HR scorecard:

*While there are so many advantages to implementing a balanced scorecard system into your workplace, there are also potential roadblocks and disadvantages to balanced scorecards.*

### 1. It must be tailored to the organization

*A balanced scorecard is supposed to provide a framework from which to work from, however, it will still need to be customized to every organization using this system. This can take up a lot of time, and while examples are helpful, they can't be copied exactly due to the unique needs of every business.*

*2. It needs buy-in from leadership to be successful*

*For the balanced scorecard system to be fully effective, it must be implemented from the bottom all the way to the top of the organization. This means getting buy-in from leaders, which can sometimes take some convincing, not to mention the learning curve involved with getting the whole organization to use the new system.*

*3. It can get complicated*

*The framework itself of balanced scorecards takes some time and dedication to understand. There are countless resources and case studies to read from and it's easy to get bogged down with the many different ways of using this method.*

*4. It requires a lot of data*

*Most of the time balanced scorecards require managers and team members to report information, which means logging data. Many don't like this because they find it tedious and also, it can get in the way of doing the work required to meet objectives.*

*Application:*

*The HR Scorecard is especially useful in such imperatives whereas Analytics is useful in measuring such indicators.*

*Thus, while the HR Scorecard is a reporting tool, the Analytics tool is a data gathering and analysis tool that can be used to discern trends and the Big Picture. This means that when used in conjunction, the HR Scorecard and the Data and Business Analytics tools can be used to both report and forecast measures of employee performance and broader organizational performance.*

*Indeed, the fact that the former reports measures and the latter finds patterns in such*

*reports means that taken together, they represent a powerful combination.*

## *Conclusion:*

*While a balanced scorecard is definitely a tried and true method with many potential advantages, it's important to take into consideration the way that your company operates and whether a balanced scorecard system will be worth the investment.*

## *Future scope:*

*Tableau developers have a range of job titles to choose from – computer architect, business intelligence developer, business objects developer, data analyst, etc. Once you become a certified professional in Tableau from a reputable institute, your options are endless.*