

The Tableau HR Scorecard: Measuring Success In Talent Management

1.INTRODUCTION:

1.1 Overview

The Tableau HR Scorecard is a framework designed to evaluate and measure the effectiveness of talent management within an organization. It provides a structured approach for HR professionals to assess various aspects related to managing human capital. This scorecard typically includes key performance indicators (KPIs) and metrics that track recruitment, employee development, performance management, retention, and other HR functions. By utilizing the Tableau HR Scorecard, business can gain valuable insights and make data-driven decisions to enhance overall organizational performance.

HR Scorecard typically encompasses in several key areas are Recruitment and onboarding evaluates the effectiveness of onboarding programs. Performance management evaluates the process of setting goals, providing feedback, and conducting performance reviews. Learning and development assesses training programs, professional development opportunities, and the impact on employee career growth.

1.2 Purpose

The Tableau HR Scorecard is a valuable tool for organization aiming to measure and improve their talent management strategies. Here are some key applications and benefits and achievements of using the Tableau HR Scorecard:

- ❖ **Data-Driven Decision Making:** It allows HR professionals to make decisions based on concrete data rather than subjective judgement. This promotes transparency and objectivity in talent management processes.

- ❖ **Identifying Areas for Improvement:** The Scorecard helps in pinpointing specific areas within the talent management process that may require attention. This could include recruitment processes, employee development programs, or retention strategies.
- ❖ **Setting and Tracking KPIs:** It enables the establishment of key performance indicators (KPIs) that align with organizational goals. These KPIs can be tracked overtime to assess progress and measure success.
- ❖ **Enhancing Employee Development:** It helps in monitoring the impact of training and development programs on employee skills and performance. This ensures that resources are invested wisely in professional growth.
- ❖ **Higher Employee Satisfaction and Engagement:** By measuring factors like employee satisfaction, companies can identify areas for improvement and implement strategies to increase engagement.

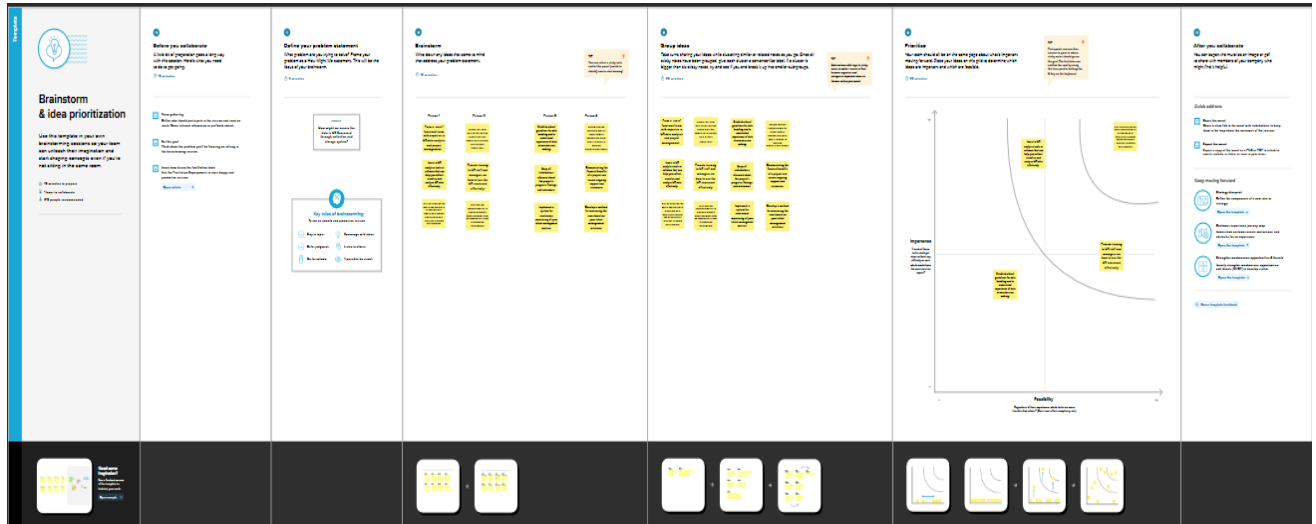
The Tableau HR Scorecard empowers organizations to optimize their talent management strategies, leading to a more productive, engaged, and effective workforce. It allows HR professionals to make data-driven decisions that align with the organization's broader goals and objectives.

2.Problem solving & Design Thinking

2.1 Empathy Map



2.2 Ideation & Brainstorming Map



3.RESULT

Dashboard showing HR Analytics

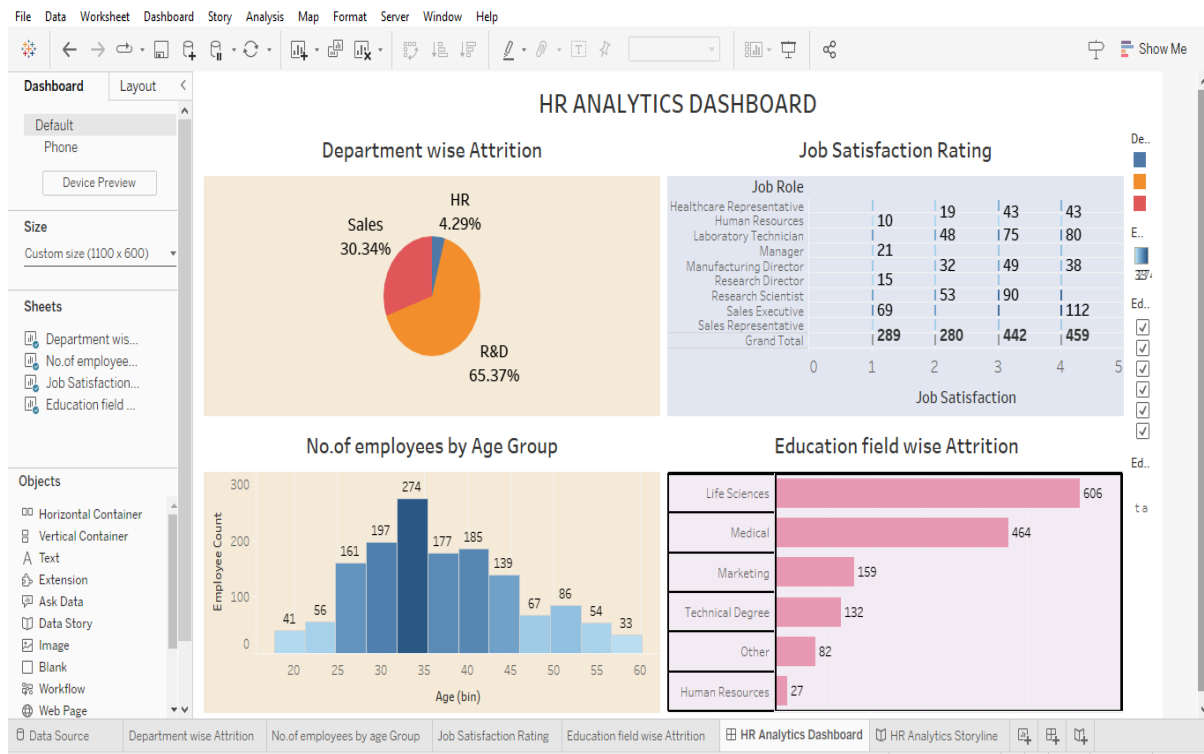
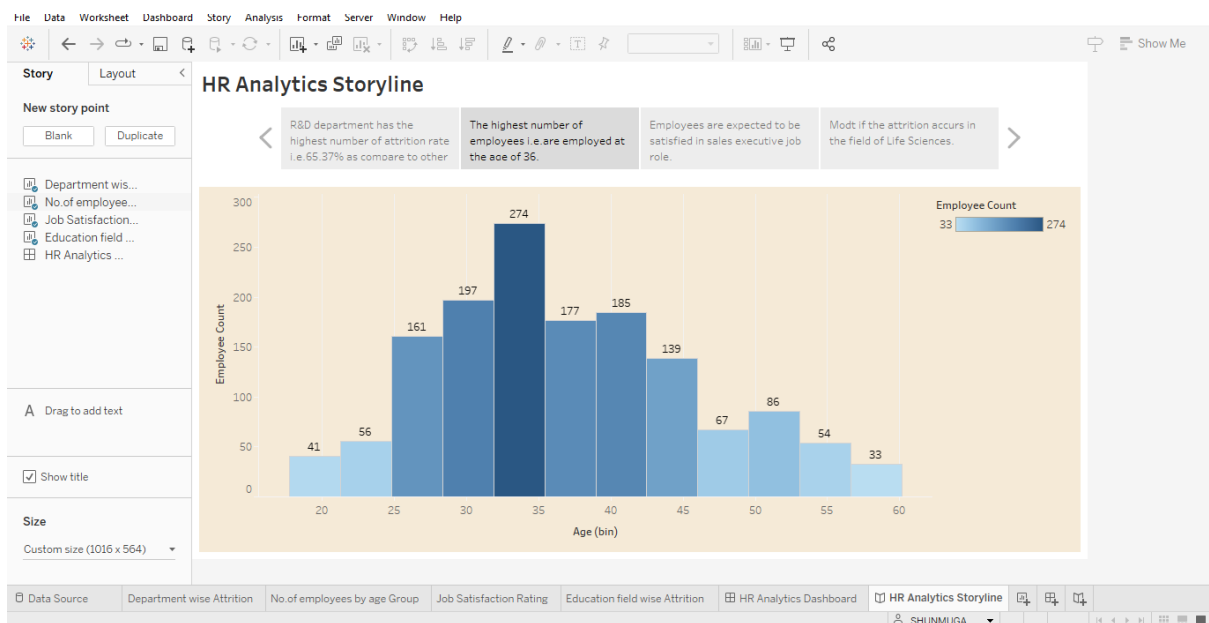
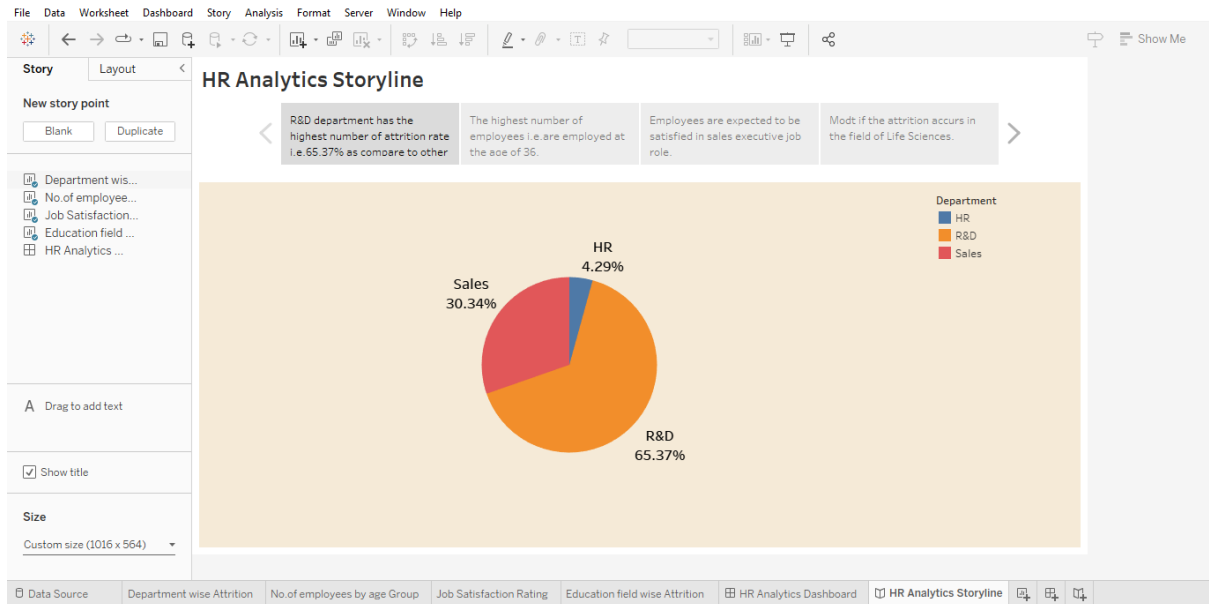


Tableau public link:

https://public.tableau.com/views/HRANALYTICSDASHBOARD_16964959905490/HRAnalyticsDashboard?:language=en-US&:display_count=n&:origin=viz_share_link

STORY



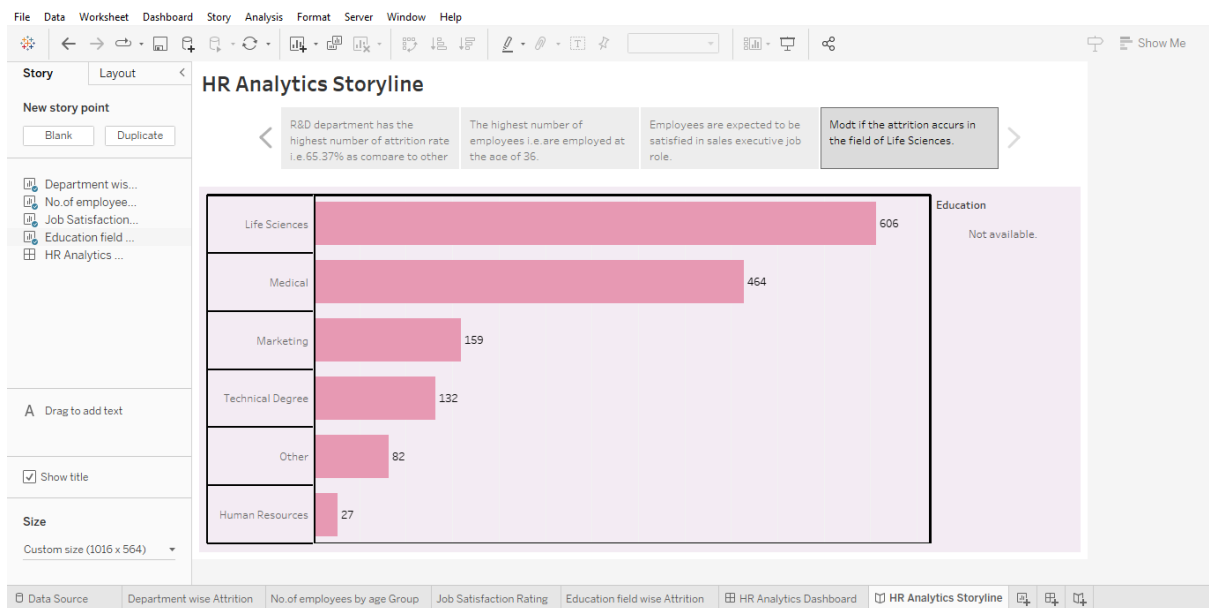
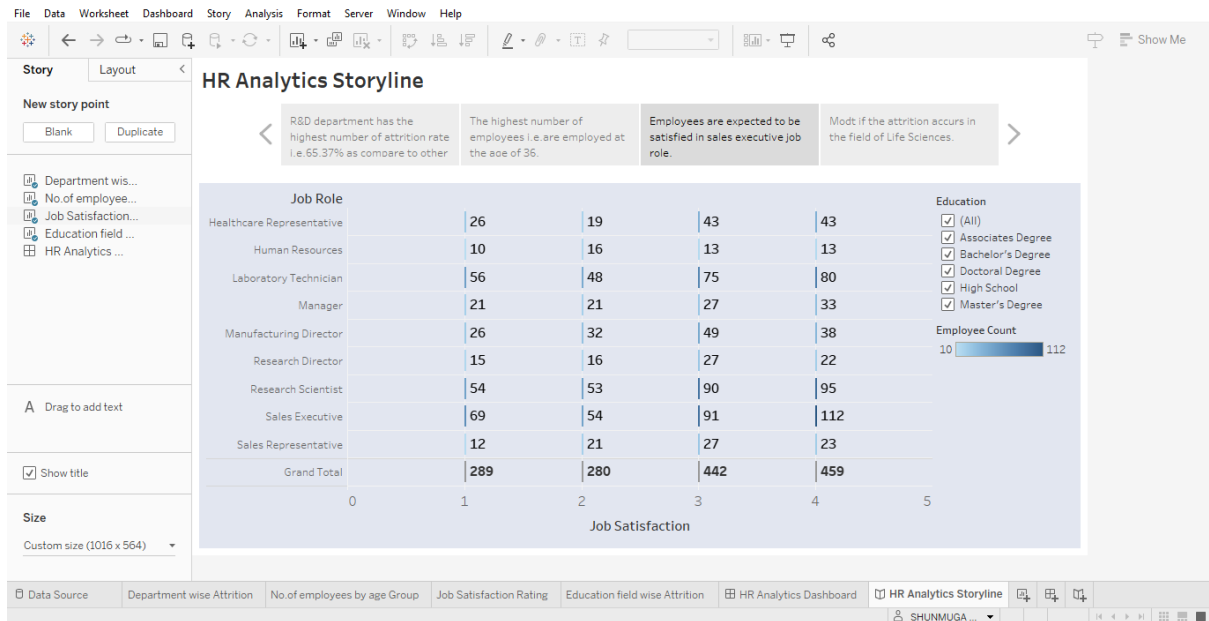


Tableau public link:

https://public.tableau.com/views/HRAnalyticsStoryline_16965179807720/HRAnalyticsStoryline?:language=en-US&publish=yes&:display_count=n&:origin=viz_share_link

4.ADVANTAGES & DISADVANTAGES

Advantages:

1. **Data Visualization:** Tableau excels at data visualization, allowing HR professionals to create visually appealing and informative dashboards that make it easy to track and communicate key talent management metrics. This can enhance understanding and decision-making.
2. **Real-time Updates:** Tableau can connect to real-time data sources, providing up-to-the-minute insights into talent management metrics. This allows HR teams to react quickly to changing circumstances and make data-driven decisions.
3. **Customization:** Tableau is highly customizable, allowing HR teams to tailor their scorecards to their specific needs. This flexibility enables organizations to track the metrics that matter most to them.
4. **Integration:** Tableau can integrate with various data sources, including HRIS (Human Resource Information System) software, recruitment tools, and performance management systems. This integration can streamline data collection and reporting processes.
5. **Accessibility:** Tableau's dashboards can be accessed and shared across the organization, making it easier for different teams and stakeholders to have visibility into talent management metrics. This can foster transparency and collaboration.

Disadvantages:

- 1. Learning Curve:** Tableau can have a steep learning curve for those who are not familiar with data visualization tools. HR professionals may need training to use it effectively.
- 2. Cost:** Tableau can be expensive, especially for smaller organizations. The cost of licensing, training, and maintenance can be a barrier to adoption.
- 3. Data Quality:** The accuracy and quality of data input into Tableau are crucial for meaningful insights. If the data is not clean or consistent, it can lead to incorrect conclusions.
- 4. Complexity:** While Tableau offers a high degree of customization, this can also lead to complexity in creating and maintaining scorecards. Overly complex dashboards can confuse users and hinder adoption.
- 5. Integration Challenges:** Integrating Tableau with existing HR systems and databases can be challenging and may require additional IT support and resources.

5.APPLICATION

Tableau HR scorecards can be applied to various areas within talent management to measure success and improve HR processes. Track and visualize recruitment metrics, such as time-to-fill, cost-per-hire, and source effectiveness. Identify skills gaps within the organization. Assess the readiness and development plans of high-potential employees. It can provide valuable insights and help HR professionals make data-driven decisions in these and other areas of talent management. Customized dashboards can be created to suit the specific needs and goals of the organization, promoting transparency and accountability in HR processes.

6.CONCLUSION

The HR scorecard project aimed to measure success in talent management using Tableau as the primary tool. The HR scorecard project using Tableau was instrumental in transforming talent management within the organization. It provided the means to measure, visualize, and improve HR performance, ultimately leading to more strategic and data-informed decision-making in talent management. This approach enabled the organization to adapt and excel in a dynamic and competitive HR landscape.

VIDEO DEMONSTRATION LINK:

https://drive.google.com/file/d/16me1rSMYKmP_YNoJ1H_JSeYaicz0kN_/view?usp=drivesdk

7.FUTURE SCOPE

Taking the HR scorecard project to the next level involves refining and expanding your approach. Here are some steps to consider: Advanced Metrics, Machine Learning and AI, Data Integration, Benchmarking Against Best Practices, Employee Feedback and Engagement, Scenario Analysis, Data Governance, Cross-Functional Collaboration, Real-time Insights, Executive Dashboards, Continuous Training, Change Management. By implementing these strategies, your HR scorecard project can evolve into a highly sophisticated and strategic tool for measuring success in talent management and driving overall organizational excellence.

8.APPENDIX

Source code for Dashboard

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<!DOCTYPE html>
<html>
<head>
  <title>Tableau HR Scorecard</title>
</head>
<body>
  <h1>Tableau HR Scorecard: Measuring Success in Talent Management</h1>

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style='border: none' /></a></noscript><object
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name='display_overlay' value='yes' /><param name='display_count' value='yes'
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/></object></div>
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divElement.offsetWidth > 500 ) {
vizElement.style.width='1100px';vizElement.style.height='627px';} else {
vizElement.style.width='100%';vizElement.style.height='1477px';}
var scriptElement =
document.createElement('script');
scriptElement.src =
'https://public.tableau.com/javascripts/api/viz_v1.js';
viz
Element.parentNode.insertBefore(scriptElement,
vizElement);
</script>
<iframe src="https://your-tableau-embed-url-here" width="800"
height="600"></iframe>
</body>
</html>

```

Source code for Story

```

!DOCTYPE html>
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type='text/javascript'>                                var divElement =
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document.createElement('script');                                scriptElement.src =
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Element.parentNode.insertBefore(scriptElement,
vizElement);                                </script>

    <iframe src="https://your-tableau-embed-url-here" width="800"
height="600"></iframe>

    <!-- You can adjust the width and height as needed -->

</body>
</html>

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