

# THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

SUBMITTED BY

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## 1. INTRODUCTION

### 1.1 OVERVIEW

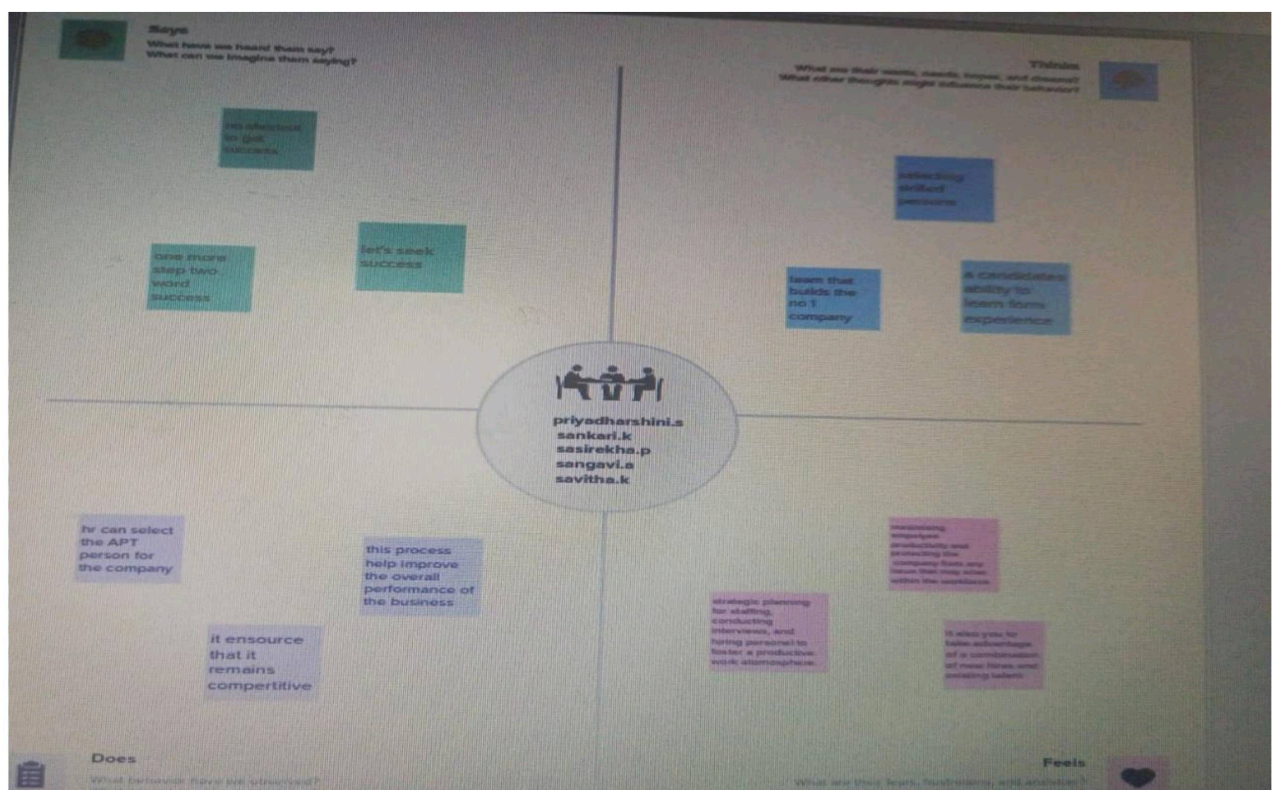
The title of our project is “The Tableau HR Scorecard: Measuring Success In Talent Management”. The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization. It provides a way for HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development. We have analyzed the HR scoreboard using the Data analytic techniques.

### 1.2 PURPOSE

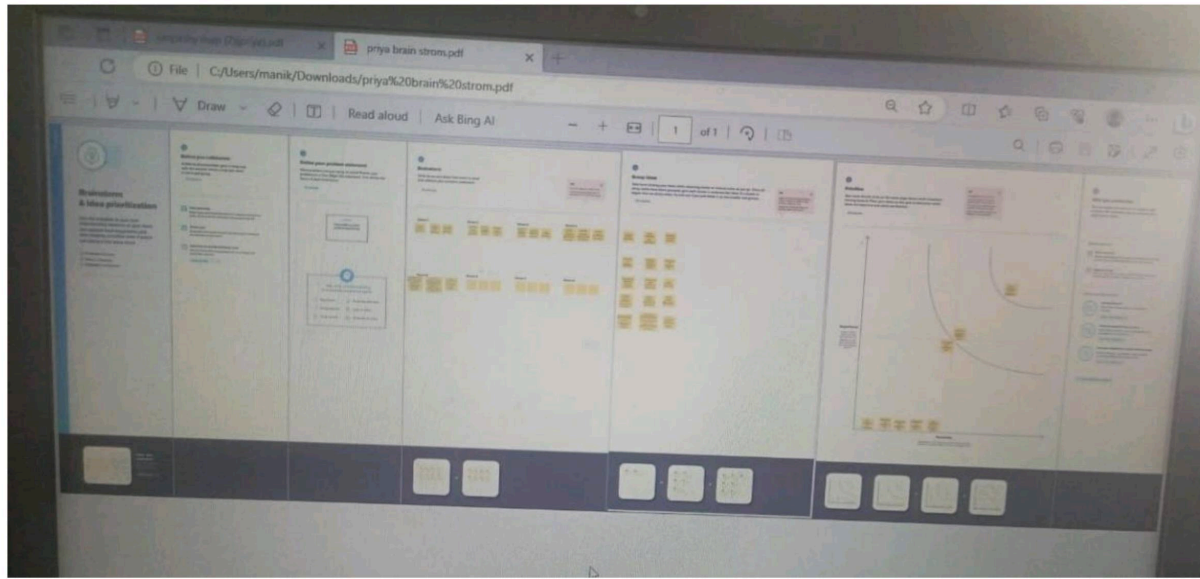
The purpose of this project is to provide a way for HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development.

## 2.PROBLEM DEFINITION & DESIGN THINKING

### Empathy map



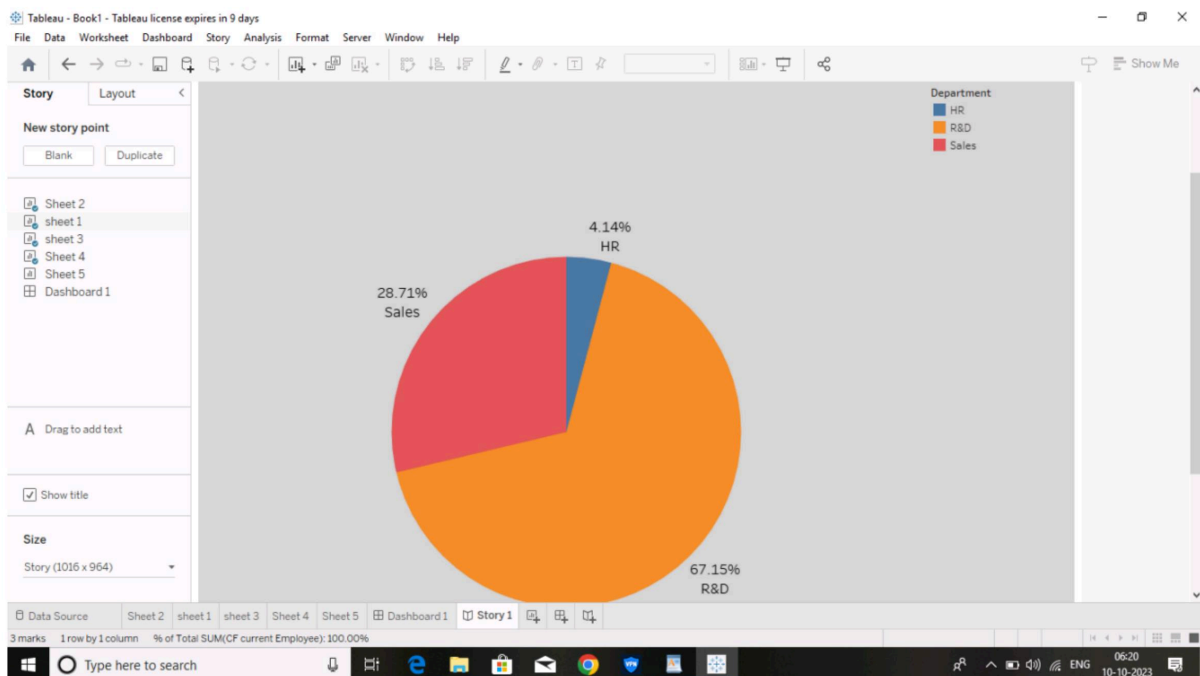
### Brainstorming Map



### 3.RESULT

The first chart gives a measure of employees leaving the workplace over a set time frame

R&D 67.15%, sales 28.71% and HR 4.14%

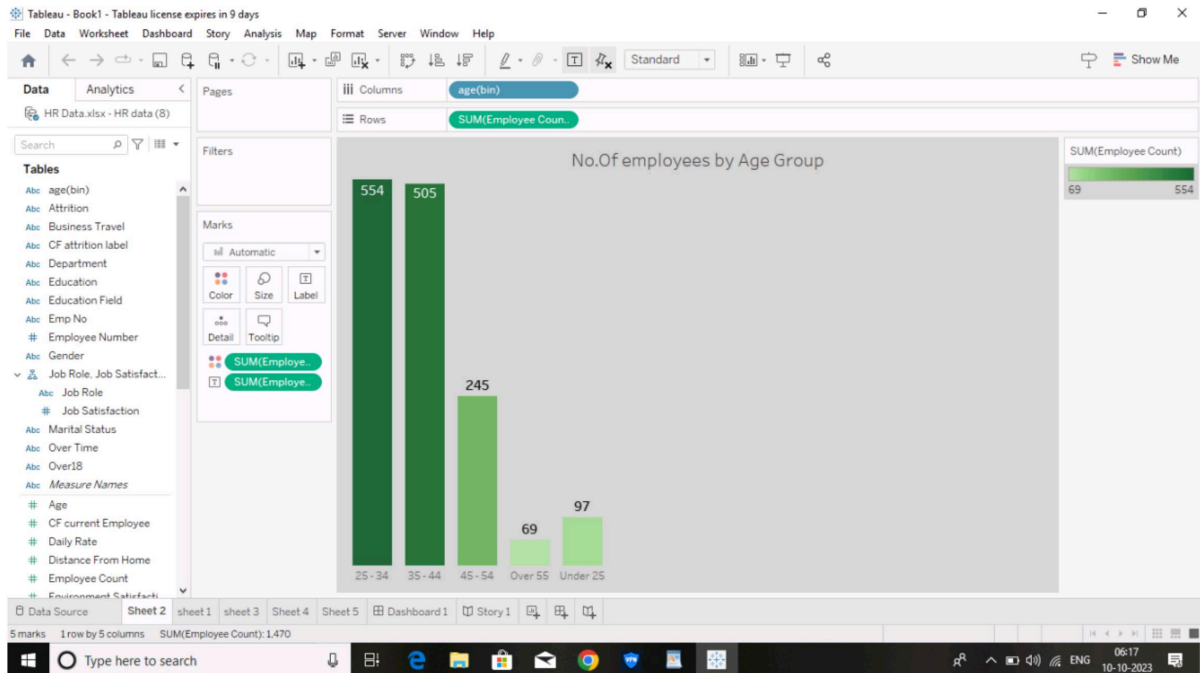


\* The second chart gives the no. of employees by age group

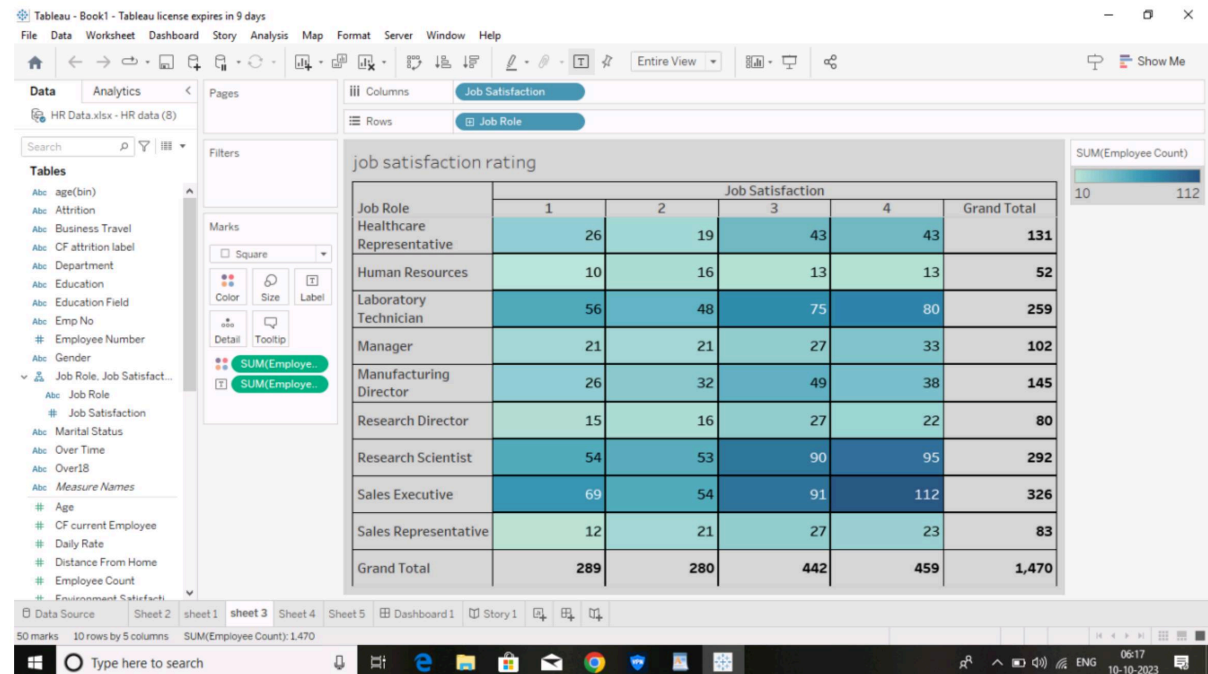
\* There are maximum employees in the age group of 25-34.



\* The decision-making employees at a company may be in age group of 35-44.

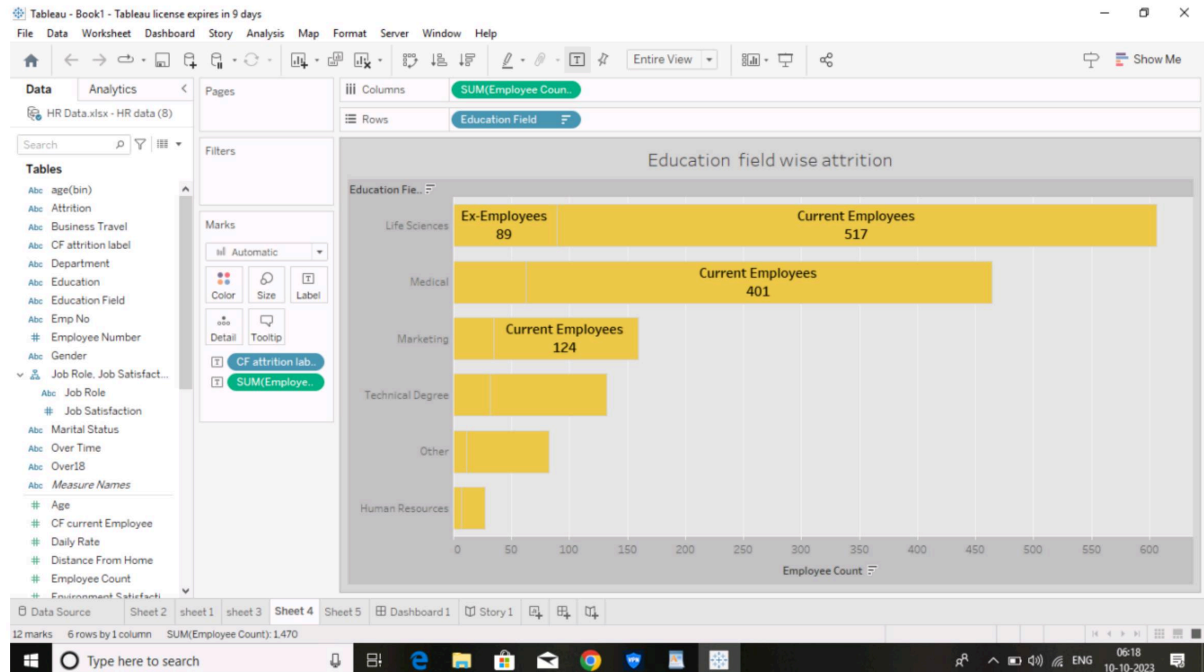


\* The following Chart describes the Job satisfaction rating of different categories of employees.



\* Involuntary attrition, happens when the company decides to part ways with the employees.

\* Voluntary attrition happens when an employees decides to leave the company.



## 4. ADVANTAGES& DISADVANTAGES

### ADVANTAGE

- Human resource planning
- Hiring workforce
- Retain employees
- Enhance organization effectiveness
- Handles disputes.
- Motivating employees
- Improve employees' relations

### DISADVANTAGES

- Costly setup
- Unpredictability

- Improper development programmed
- Insufficient information

## 5.APPLICATIONS.

### MARKETING

There are social media marketing word to mouth marketing direct mail\_ list continues to increase with the growing number of channels and audience. Implement employee retention strategies resulting in high turnover and stagnation. A decisively better way of measuring and managing an effective HR function. HR can bring tremendous value to the sales team and help them hire and retain the best employees.To Provide an overview of specific businesses operating within your industry.

## 6.CONCLUSION

### KEY FINDING

To ensure a healthy and positive relationship among employees and a productive and mutually respectful relationship between employees and top management.

## 7.FUTURE SCOPE

### Predictive analytics

- Analyze historical data to make predictions about the future.
- Reducing the time and effort required for manual processes.

### AR engagement

- AR can enhance customers engagement by providing more personalized interactive and memorable experience the capture attention stimulus.
- AR can enhance customers' engagement by providing more personalized interactive and memorable experience the capture attention stimulates.
- Increasing diversity of the workforce.
- HR professionals must be prepared to manage and support a workforce that is culturally and linguistically diverse.