

# **The Tableau HR Scorecard:**

## **Measuring success in talent management**

### **1.INTRODUCTION:**

**Inspiration for your next HR dashboard is just a click away. see how people analytics teams and HR professionals are creating sources of truth with trusted metrics,informing everyday leadership decisions and partnering with the business to tackle criticle human capital challenges.**

#### **1.1.OVERVIEW:**

##### **TRACK BASIC HEADCOUNT METRICS:**

**Accelerator's dashboard bhelps HR teams understand their critical headcount numbers. Tableau Accelerators team has an entire suite of dashboards built out for HR on tableau public.**

##### **HEADCOUNT FLUCTUATION REPORT:**

**This dashboard started as an internal project for our starschema's HR department because they wanted more insights into employee turnover so they can plan our growth more accurately. Read more about [the project on their web site.](#)**

##### **INTRACOMPANY MOVEMENTS BY LOCATION:**

**This dashboard helped starschema answer, " What's happening within the company?" as employees moved to new locations.**

##### **STARBUCKS WORKFORCE DIVERSITY:**

**Starbucks publishers their workforce diversity data in detail using tableau dashboards. learn more on their web site.**

##### **CORNELL UNIVERSITY'S DIVERSITY DASHBOARD:**

**Cornell university publishes its university factbook with tableau. This view gives insights into campus diversity.**

### **MIT'S DIVERSITY DASHBOARD:**

**Explore the gender and/race/ethnicity of the MIT community in the diversity dashboard from institutional research.**

### **THE UNIVERSITY OF ALABAMA'S DIVERSITY DASHBOARD:**

**The university of Alabama's office for diversity, equity and inclusion publises this dashboard tracking DEI at the school.**

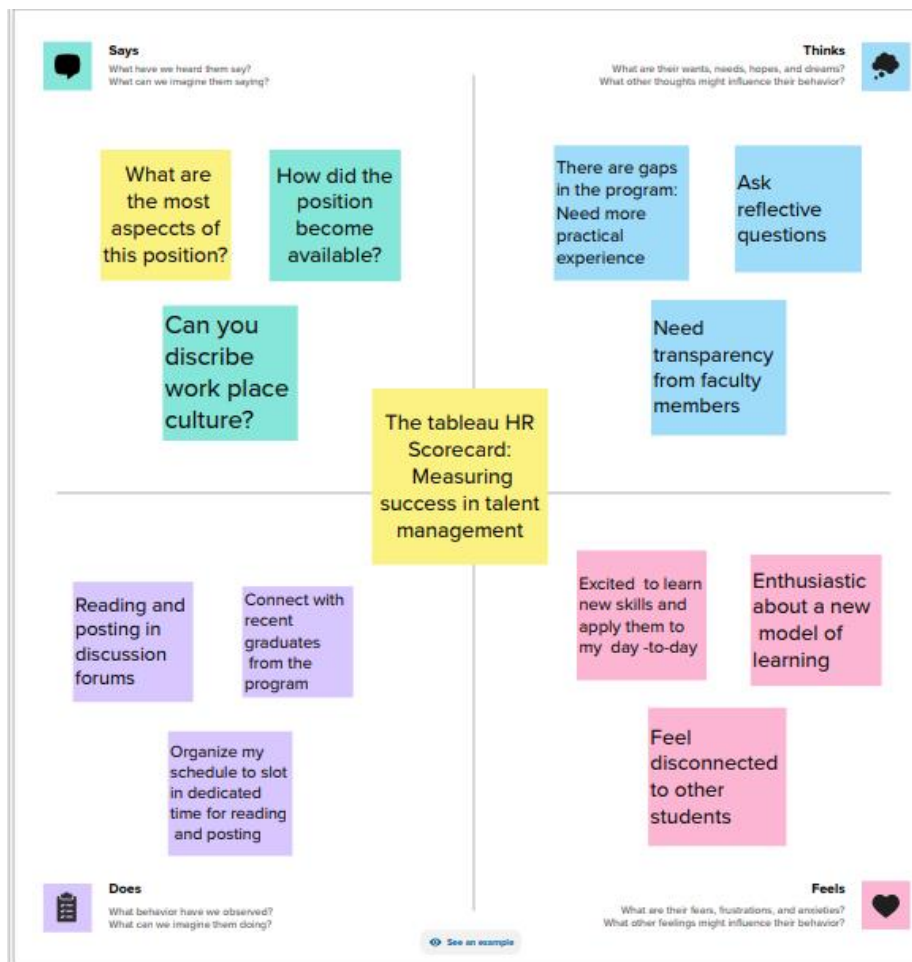
## **1.2.PURPOSE**

**It is tasked with maximizing employee productivity and protecting the company from any issues that may arise within the workforce.HR responsibilities include compensation and benefits,recruitment,retention,firing and keeping up to date with any laws that may affect the company and its employees.**

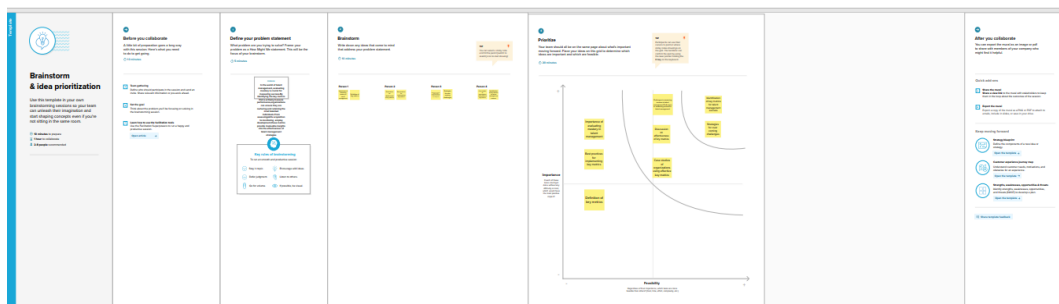
## **2.PROBLEM STATEMENT:**

**A good problem statement should include:A brief description of the problem and the metric used to describe the problem.Where the problem is occurring by process name and location. The time frame over which the problem has been occuring.**

### **2.1. EMPATHY MAP:**



## 2.2. BRAIN STORM:

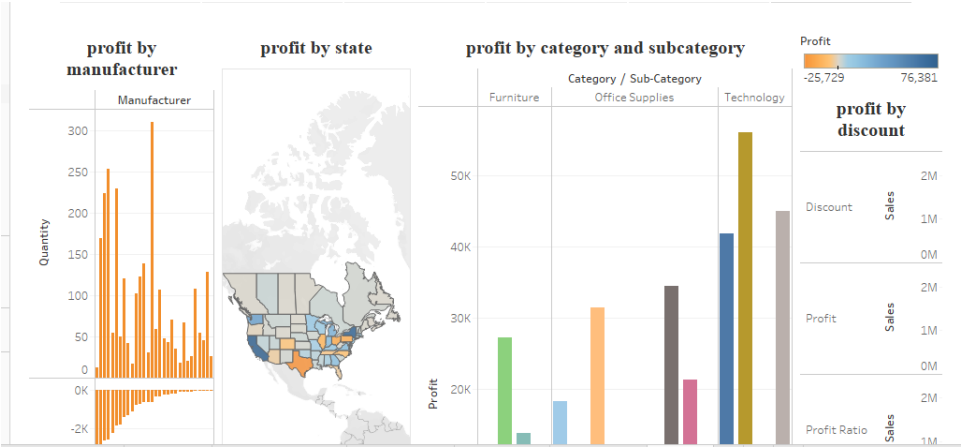


## 3.RESULT:

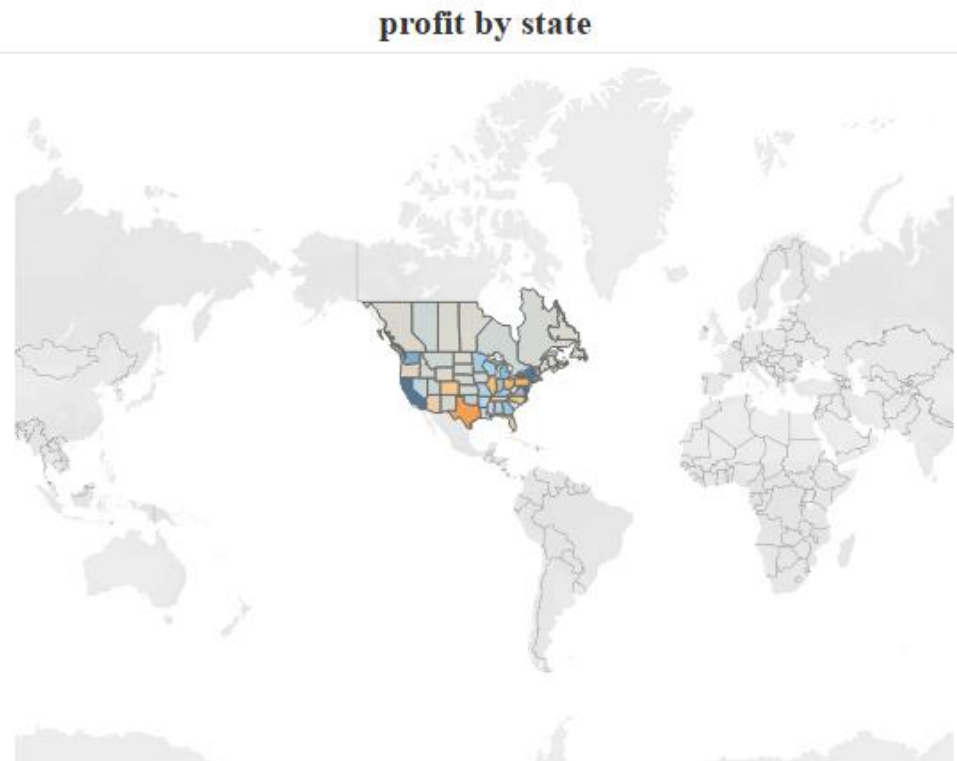
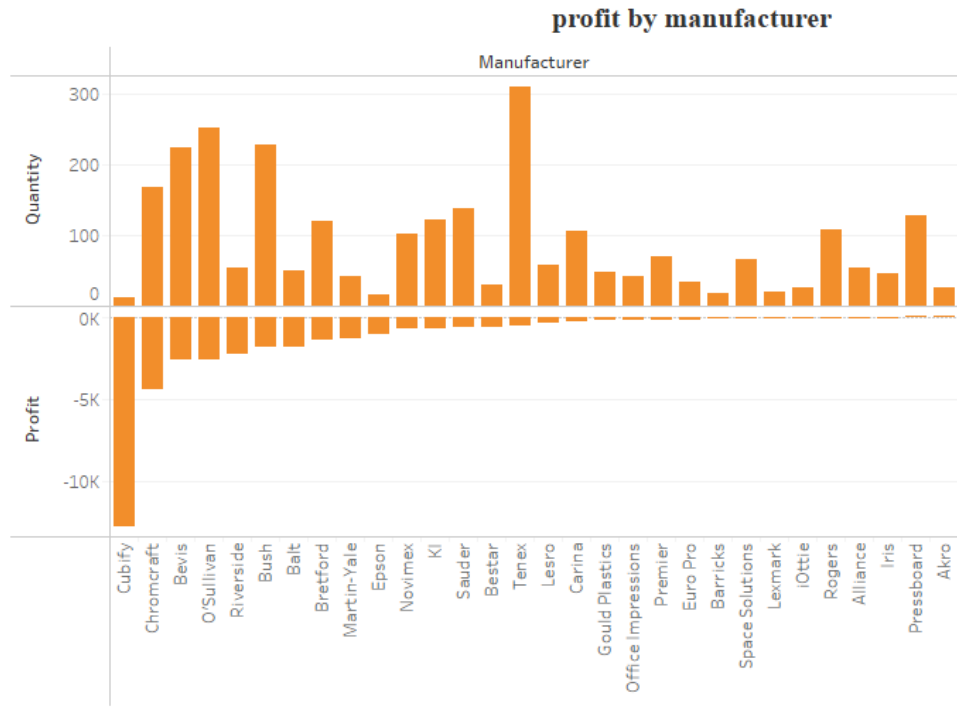
## DATASETS:

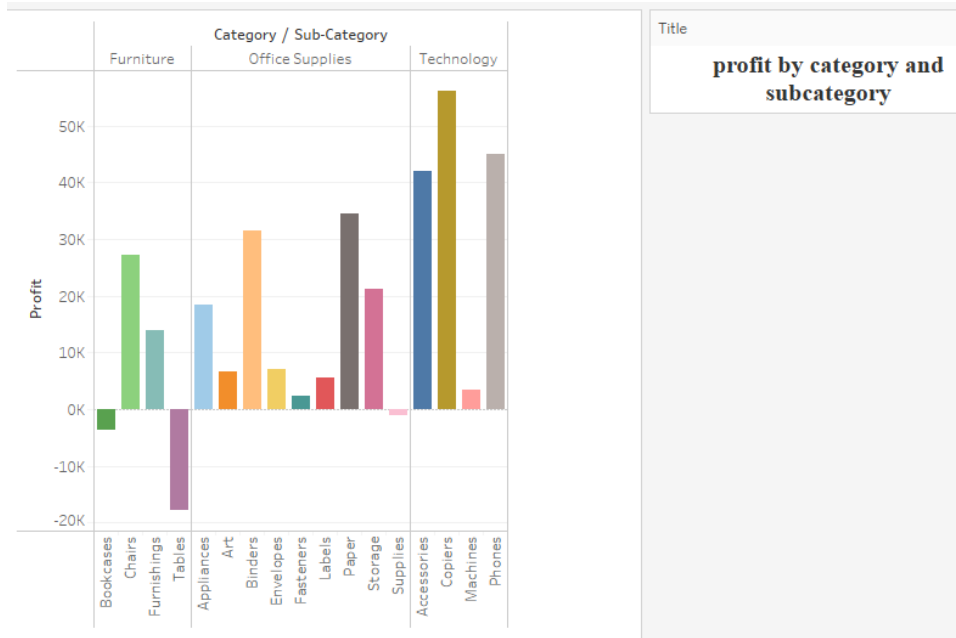
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4445	Retail Tra	916307	394957	82714	32138	5899	3250	41427	6211	3181	5802	15964	2583	4425	7342	7799	9144	9002	3461	87	
441	Motor veh	130153	65382	11700	4312	548	110	6729	571	768	150	2475	467	1824	1157	1040	907	1076	337	5	
4411	Automobi	92263	46947	8107	3008	362	61	4676	305	564	90	1537	388	1660	1011	612	535	800	228	6	
4413	Auto part	27870	13857	2772	1015	145	48	1564	737.1	147	39	727	50	109	1214.2	317	294	189	96	2	
442	Furniture	34721	12898	2481	917	130	19	1416	495	100	154	528	88	99	369	304	238	330	114	5	
443	Electronic	26027	11044	1986	666	123	7	1190	208	73	46	453	114	51	1214.2	359	126	258	123	2	
444	Building m	74261	35414	7625	3572	588	98	3367	474	392	150	1480	198	162	439	620	1102	748	610	4	
4441	Building m	64850	31353	6864	3313	541	74	2936	426	326	94	1149	170	140	427	533	800	636	476	3	
445	Food and	147801	65074	17639	7688	1136	1281	7534	466	414	2224	2570	204	310	313	608	2168	1459	413	12	
4451	Grocery st	133425	59408	16601	7356	1091	1241	6913	409	323	2016	2329	184	260	189	478	2003	1337	344	10	
4453	Beer, win	8357	3163	590	201	30	32	326	11	48	46	104	14	40	1214.2	72	76	74	30	1	
446	Health an	72889	34156	717	3492.9	592	366.1	5158.9	737.1	469	803.2	2262.3	264.2	438.3	161	736.7	1193.7	1127.7	374.7	93	
44611	Pharmaci	53280	26322	717	3492.9	592	366.1	5158.9	737.1	469	803.2	2262.3	264.2	438.3	1214.2	736.7	1193.7	1127.7	374.7	93	
447	Gas statio	48418	17508	3188	988	255	53	1892	140	238	138	1031	83	151	130	385	1184	951	234	4	
448	Clothing a	90188	33397	6006	2157	426	130	3292	595	216	747	1344	287	347	299	770	396	948	171	16	
4481	Clothing s	65589	24477	4360	1553	330	66	2411	498	163	636	1032	259	269	186	569	272	656	119	11	
44811	Men's clo	3474	1335	283	86	9	1	188	8	12	27	42	5	23	52	35	12	37	10		
44812	Women's	18546	6606	1034	343	76	15	600	83	41	175	285	50	39	1214.2	165	45	201	21	4	
44814	Family clo	29823	11678	2167	844	189	43	1091	328	79	293	518	172	121	1214.2	242	147	291	58	4	
4482	Shoe stor	13400	4288	717	234	38	12	432	20	21	49	113	18	42	1214.2	88	55	195	15	1	
451	Sporting,	27424	11008	1907	701	99	44	1063	165	119	169	392	99	224	492	250	160	247	52	1	
452	General m	132672	61898	13920	5396	689	1237	6598	269	150	424	2503	196	203	225	550	1323	1662	236	8	
4521	Departme	48579	23100	5140	1571	430	453	2686	737.1	469	229	886	172	178	1214.2	292	355	556	132	2	
452111	Departme	20683	10210	2236	640	592	366.1	1196	737.1	469	141	306	100	165	1214.2	123	42	242	45	1	
452112	Discount c	27896	12890	2905	932	592	366.1	1490	737.1	469	88	580	73	14	1214.2	169	314	314	87	1	

DASHBORAD:



STORY 1





## 4.ADVANTAGES AND DISADVANTAGES:

**ADVANTAGES:** Human resource management systems allow you to organize your work force by determining and linking hierarchical roles and defining teams or departments.

**DISADVANTAGES:** The disadvantages of hard HRM include potential employee frustration and disengagement leading to lower productivity and high staff turnover rates that may cost more long\_term

## **5.APPLICATION:**

Human resource management is the strategic approach to nurturing and supporting employees and ensuring a positive workplace environment. Its functions vary across different business and industries, but typically include recruitment, compensation and benefits, training and development and employee relations.

## **6.CONCLUSION:**

In today world, the Human Resource Management plays a very significant role in the daily life. On the one hand, the soft and hard Human resource Management influence on the business and lets them development rapidly.

## **7.FUTURE SCOPE:**

You can take HR analytics or do some relevent courses to empower your working as an HR professional. Indeed, HR will not be replaced.

However, not only HR but also every individual must adapt according to technology. Thus, MBA in HR future scope is bright..

## **VIDEO DEMONSTRATION**

**[https://youtu.be/5x8On\\_wUSms?si=bNH8AtKpFqYKenBT](https://youtu.be/5x8On_wUSms?si=bNH8AtKpFqYKenBT)**