

GOVERNMENT ARTS COLLEGE (AUTONOMOUS)

COIMBATORE -641 018

DEPARTMENT OF MATHEMATICS

NAANMUDHALVAN COURSE: DATA ANALYTICS WITH TABLEAU

CLASS : III YEAR B.Sc Mathematics -SEMESTER : 5

PROJECT REPORT

(PROJECT DOCUMENTATION)

NM TEAM NUMBER : 9

NM TEAM ID : NM2023TMID23837

**NM PROJECT TITLE : THE TABLEAU HR SCORECARD MEASURING SUCCESS IN TALENT
MANAGEMENT**

Mentor : Dr. MALATHI THANGAVELU - Associate Professor

Submitted by

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Submitted to

SmartBridge Educational Services Pvt. Ltd.



1] INTRODUCTION:

The purpose of an HR scorecard in measuring success in Talent Management is to provide a structured and quantifiable way to assess and improve various aspects of talent acquisition, development, and retention within an organization. HR scorecards help ensure that HR efforts are in line with the overall strategic objectives of the organization. This ensures that talent management efforts are contributing to the company's success.

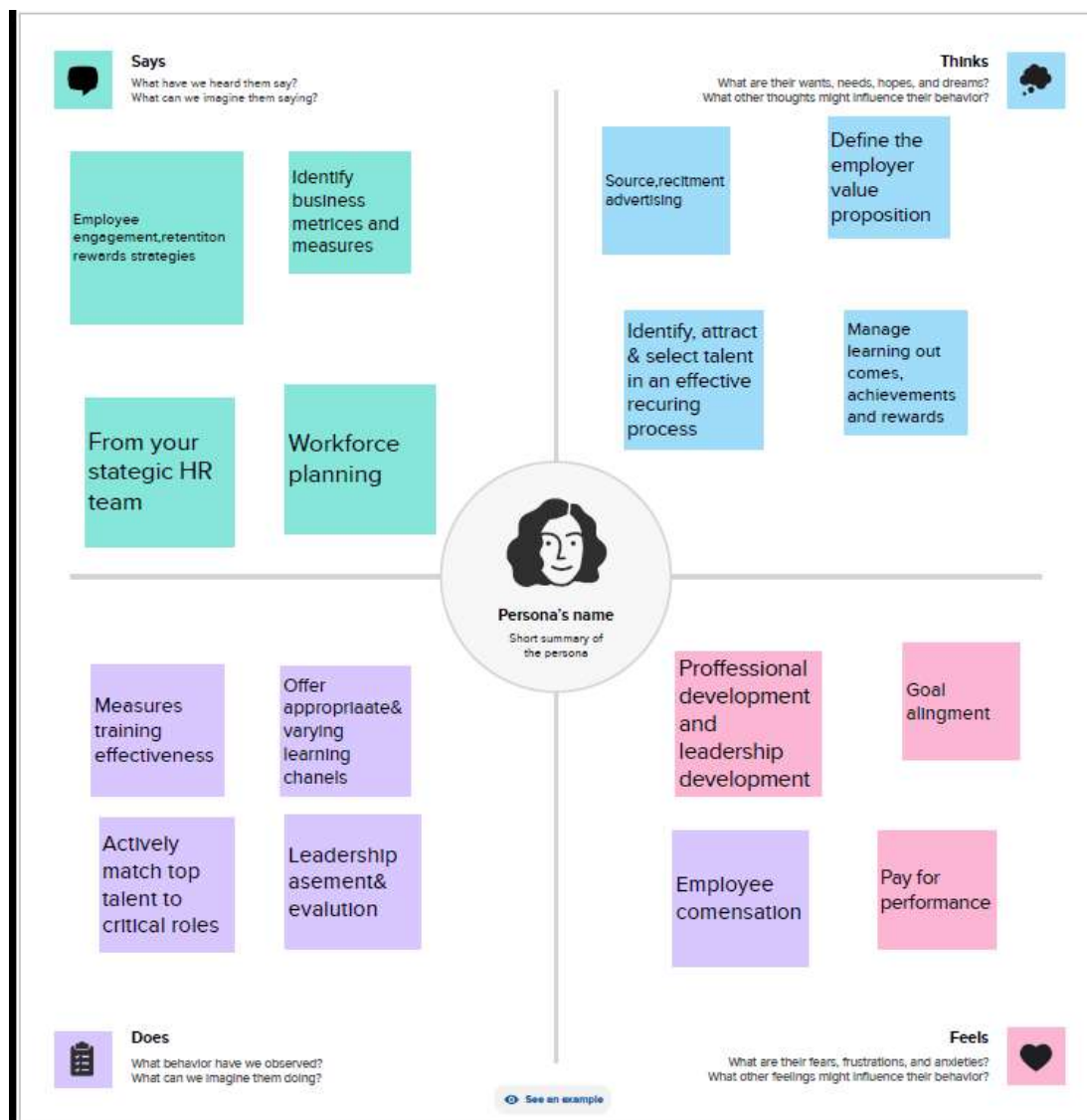
It helps identify and focus on critical metrics that are most relevant to the organization's talent management goals, such as employee turnover rate, time-to-fill positions, employee satisfaction scores, etc.

The HR scorecard, when utilized effectively, serves several crucial purposes in measuring success in Talent Management:

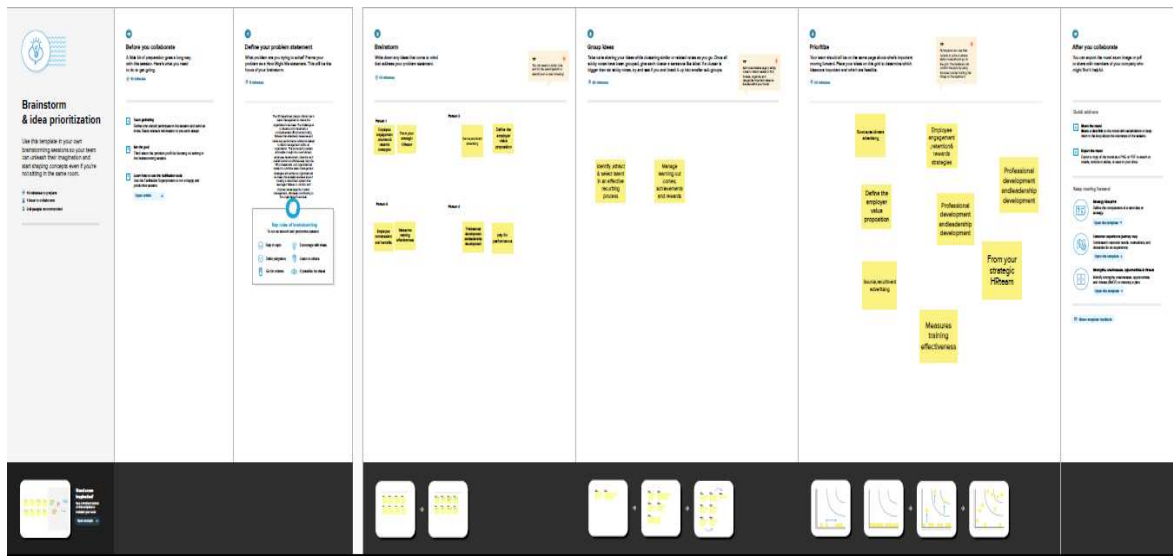
- **Performance Assessment:** It provides a structured framework to assess the performance of various HR functions related to talent acquisition, development, and retention.
- **Alignment with Business Goals:** Ensures that HR initiatives and activities are in sync with the broader strategic objectives of the organization.
- **Focus on Key Metrics:** Identifies and prioritizes the most relevant metrics that directly impact talent management and organizational success.
- **Data-Driven Decision-Making:** Enables HR professionals to make informed decisions based on concrete data and analytics, rather than relying solely on intuition or subjective judgments.

2) PROBLEM DEFINITION & DESIGN THINKING :

➤ Empathy Map :



➤ Brainstorming Map :

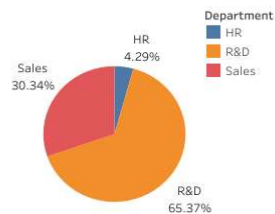


3) ANALYTICS RESULT

➤ Dashboard

HR Analytics Scorecard

Department Wise Attrition



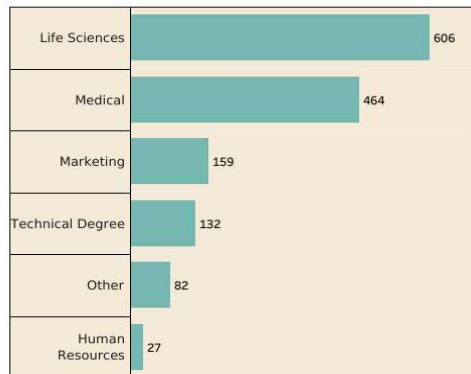
No. of Employees By Age Group



Job Satisfaction Rating

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

Education Field Attrition



i) Department Wise Attrition:

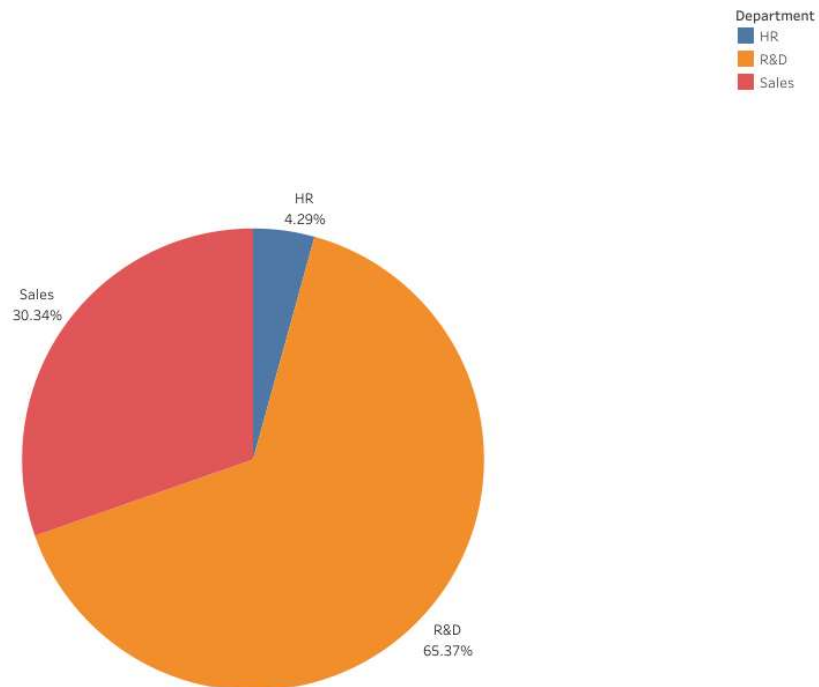
HR Analytics Storyline

R&D department has the highest no. of attrition rate i.e. 65.37% as compared to other departments.

the highest no. of employees i.e. are employed at the age of 31 - 32.

Employees are expecting to be satisfied in Sales Executive position.

Life Sciences has the highest no. of attrition value i.e. 606 as compared to other education fields.



ii) No. of Employees By Age Group:

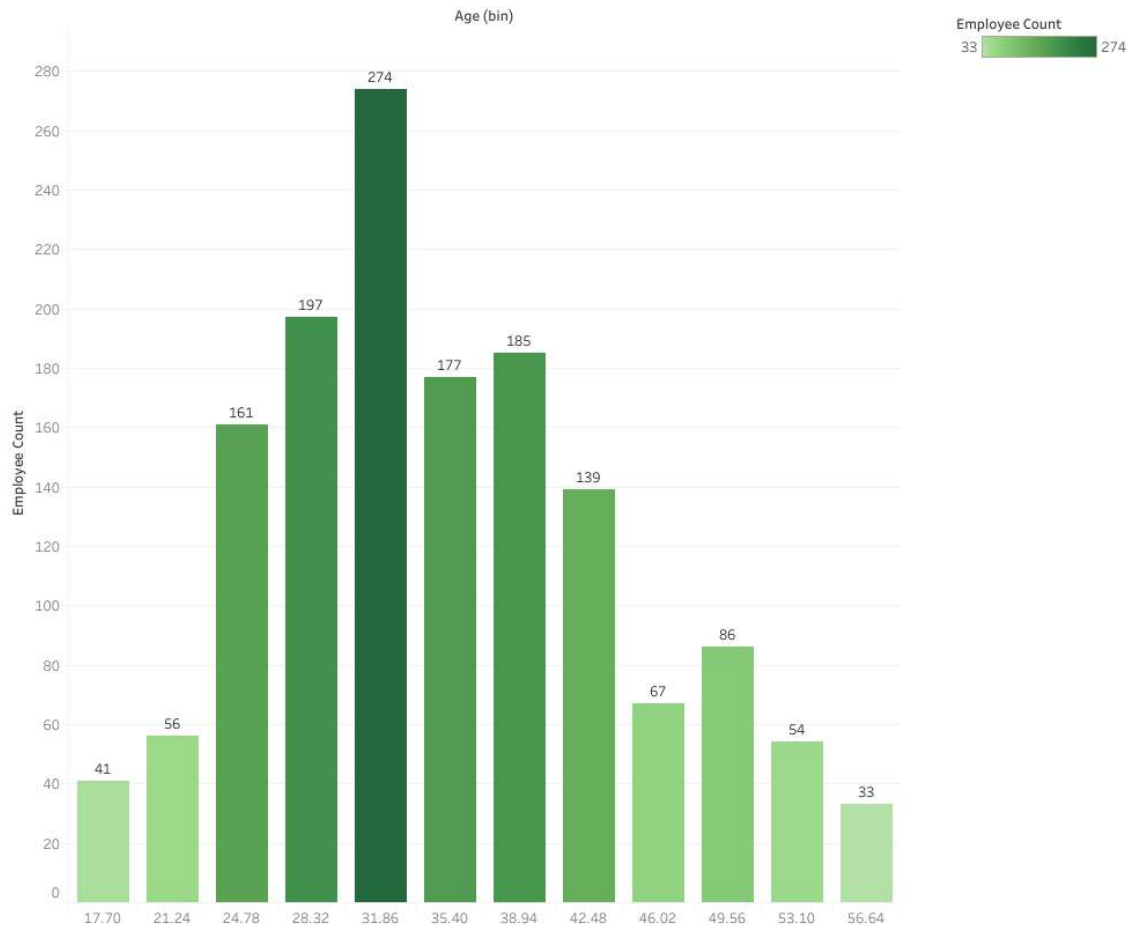
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iii) Job Satisfaction Rating:

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Employee Count
10  112

iv) Education Field Attrition:

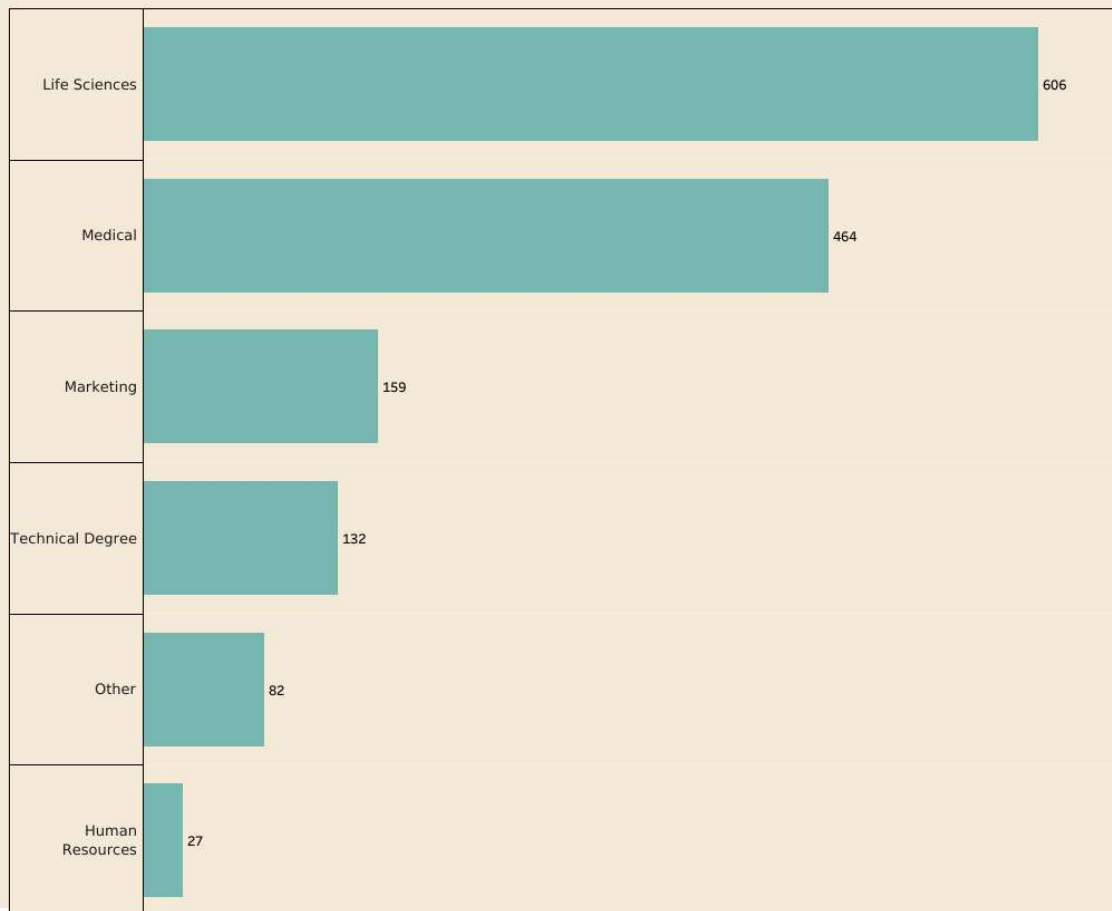
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4) ADVANTAGES & DISADVANTAGES :

The HR scorecard is a valuable tool for measuring success in talent management. Here are some advantages and disadvantages:

○ Advantages:

- ✚ **Clear Performance Metrics:** It provides a structured approach to measuring HR performance, which allows for clear identification of key performance indicators (KPIs) and metrics related to talent management.
- ✚ **Alignment with Organizational Goals:** It helps align HR initiatives with overall organizational objectives, ensuring that talent management efforts are in sync with the company's strategic direction.
- ✚ **Data-Driven Decisions:** It relies on data and metrics, enabling HR professionals to make informed decisions based on quantifiable results rather than subjective evaluations.
- ✚ **Identifies Areas for Improvement:** By tracking specific metrics, it highlights areas where improvement is needed, allowing HR to implement targeted interventions and strategies.
- ✚ **Enhanced Communication:** It facilitates better communication between HR and other departments by providing a common language and metrics to evaluate HR contributions.
- ✚ **Demonstration of HR Value:** It enables HR to showcase its value and impact on the organization by presenting concrete data on talent acquisition, development, and retention.

○ Disadvantages:

- **Limited View of Human Capital:** It may not capture the full spectrum of intangible assets and contributions that employees bring to an organization, such as creativity, innovation, and adaptability.
- **Overemphasis on Quantitative Metrics:** It can lead to a focus on easily measurable quantitative metrics at the expense of qualitative aspects of talent management, such as employee satisfaction or team dynamics.
- **Potential for Data Overload:** Gathering and analyzing extensive data can be time-consuming and resource-intensive, potentially leading to data overload and detracting from other HR responsibilities.

- **Risk of Misinterpretation:** If not used correctly, there's a risk that the metrics can be misinterpreted, leading to misguided decisions or initiatives.
- **Resistance from Employees:** Overemphasis on metrics can sometimes create a sense of pressure or anxiety among employees, potentially impacting their morale and job satisfaction.
- **Static Measurement:** It may not adapt well to rapidly changing environments or industries, as it relies on predetermined metrics that may not capture emerging trends or shifts in workforce dynamics.

5) APPLICATIONS :

The HR scorecard is a strategic tool that helps organizations evaluate the effectiveness of their human resources functions. When applied to Talent Management, it serves several important purposes:

- * **Identifying Skill Gaps:** By evaluating the skills and competencies of the workforce against the skills required for business success, the HR scorecard can highlight areas where additional training or recruitment efforts are needed.
- * **Succession Planning:** It aids in identifying potential leaders within the organization and ensures that there is a pipeline of talent ready to step into key roles when needed.
- * **Cost Management:** The scorecard can help in analyzing the cost-effectiveness of various talent management initiatives. This includes recruitment costs, training expenses, and the impact on productivity and revenue.
- * **Employee Engagement and Satisfaction:** It provides a means to measure employee satisfaction and engagement levels. This is crucial for retaining top talent and ensuring a motivated workforce.
- * **Diversity and Inclusion:** The HR scorecard can track diversity metrics and assess the effectiveness of diversity and inclusion initiatives within the organization.
- * **Adaptability to Change:** It helps in evaluating how well the organization's talent management strategies can adapt to changes in the business environment, such as technological advancements or shifts in market demand.
- * **Legal and Regulatory Compliance:** Ensures that talent management practices are in compliance with labor laws, regulations, and industry standards.

- * **Feedback Loop for Continuous Improvement:** By regularly reviewing and updating the HR scorecard, organizations can create a feedback loop that allows for continuous improvement in talent management strategies and practices.

Overall, the HR scorecard serves as a powerful tool for organizations to measure, monitor, and optimize their talent management efforts, ultimately contributing to the achievement of their business objectives.

6) CONCLUSION:

In conclusion, implementing an HR scorecard to measure success in Talent Management is a strategic imperative for any organization seeking to optimize its workforce capabilities. This comprehensive tool provides a structured framework for assessing key performance indicators, aligning HR practices with overarching business objectives, and driving continuous improvement in talent acquisition, development, and retention efforts.

Moreover, the HR scorecard empowers organizations to make informed decisions regarding resource allocation, enhancing cost efficiency while maintaining a focus on employee satisfaction and engagement. Through this systematic approach, businesses can position themselves to thrive in a rapidly changing business landscape, ultimately achieving sustained success and competitive advantage. In essence, the HR scorecard is a vital tool in the arsenal of modern organizations committed to unlocking the full potential of their human capital.

THANK YOU !