

NAAN MUTHALVAN

ESTIMATION OF BUSINESS EXPENSES

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The Tableau HR Scorecard: Measuring Success in Talent Management

Introduction:

Tableau is used in HR analytics to analyze employee data.

Tableau for analytics can be used to analyze employee data to determine trends and patterns, such as when employees are the most productive, how many hours they work per week, and what their salary is.

The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization.

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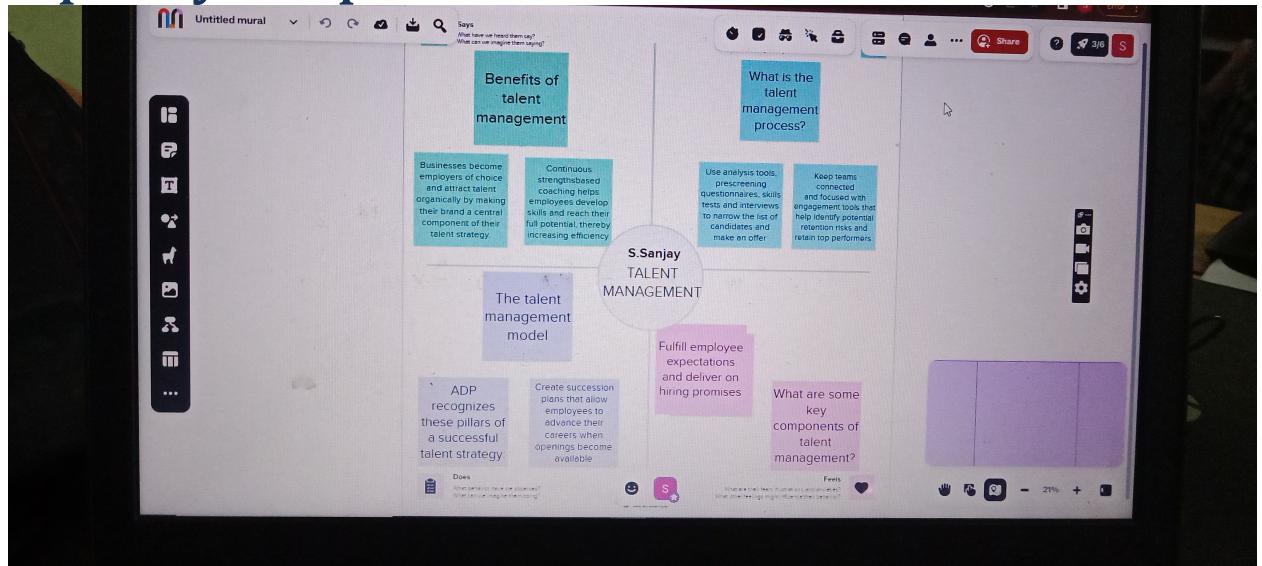
1.2 PURPOSE

To measure success effectively, it's crucial to identify and track relevant Key Performance Indicators (KPIs) for each aspect of talent management. KPIs could include metrics such as employee turnover rates, time-to-fill positions, training completion rates, and employee satisfaction scores.

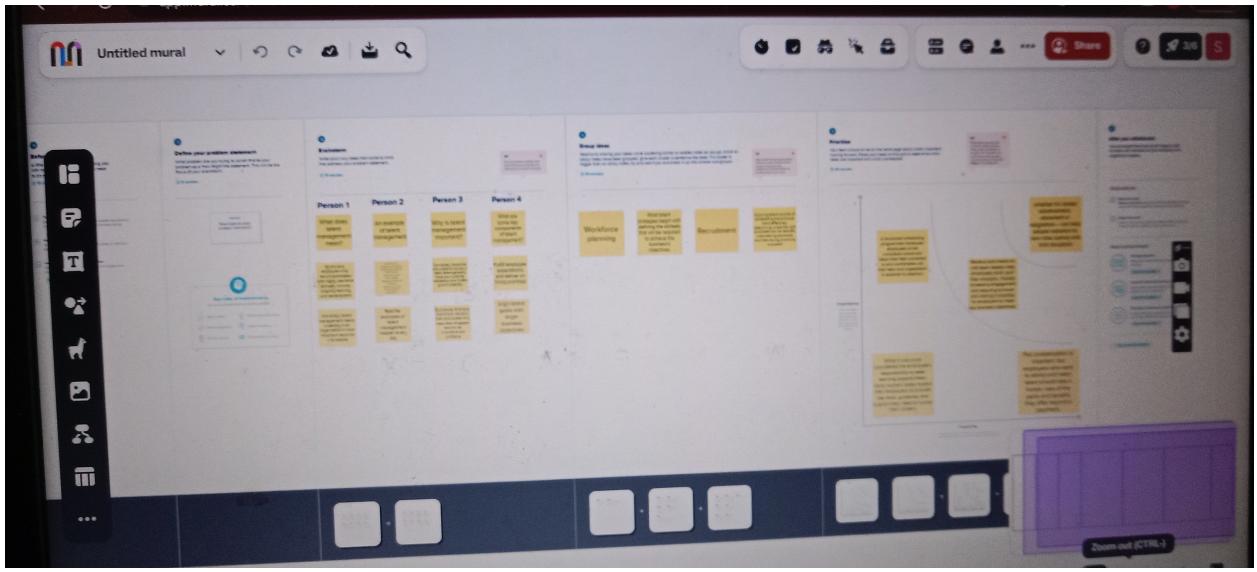
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2. PROBLEM DEFINITION & DESIGN

2.1 Empathy map



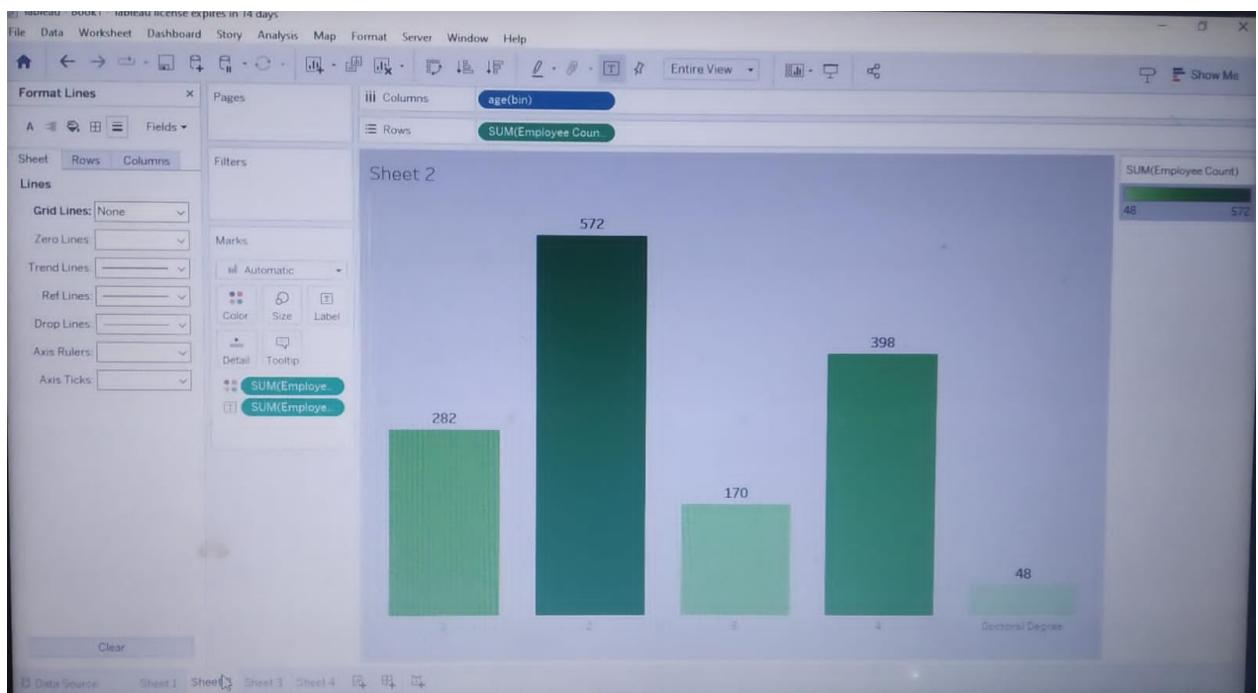
1.1. Ideation and brainstorming map

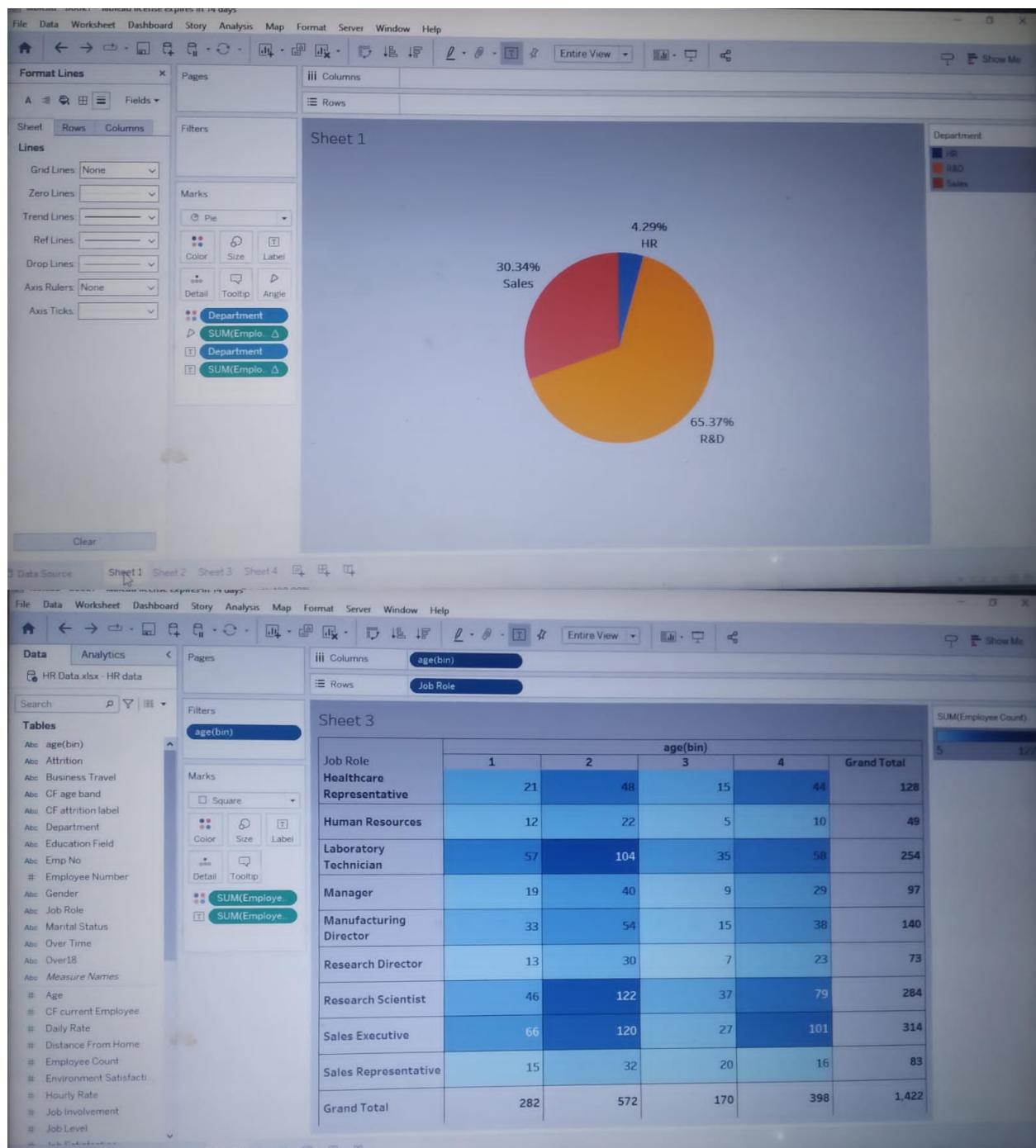


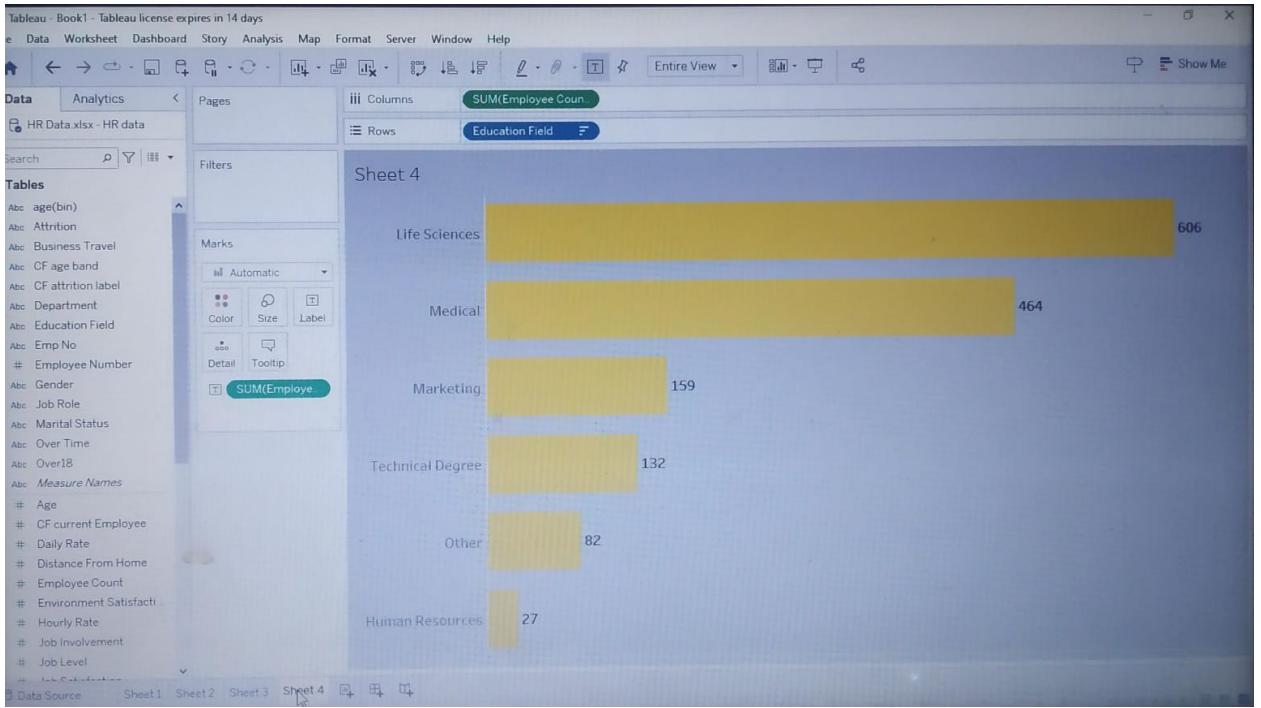
2.3. Dashboard

A dashboard is a graphical user interface (GUI) that displays information and data in an organized, easy-to-read format. Dashboards are often used to provide real-time monitoring and analysis of data, and are typically designed for a specific purpose or use case. Dashboards can be used in a variety of settings, such as business, finance, manufacturing, healthcare, and many other industries. They can be used to track key performance indicators (KPIs), monitor performance metrics, and display data in the form of charts, graphs, and tables.

2. Result







Advantages & disadvantages

Advantages

- Assistance to the management
- Helps in reducing costs
- Helps in forecasting
- Helps in preparation of financial accounts
- Fraud can be reduced
- Helps the government in determining loss or profit
- It helps to predict the market cost of a project and manage the budget

Disadvantages

- Only post performance can be recorded

- Costs keep on changing every year
- Proper maintenance is required to record
 - 1. • Complex system and costly to estimate

Application

To measure success effectively, it's crucial to identify and track relevant Key Performance Indicators (KPIs) for each aspect of talent management. KPIs could include metrics such as employee turnover rates, time-to-fill positions, training completion rates, and employee satisfaction scores.

Talent management are full scope of human resource processes, which include attract. employees, develop the existing employees, motivate and retain and high-performing. employees. All the components are related to each other. In specific it is a strategy which.

- Business Intelligence.
- Data Visualization.
 - 1. • Data Collaboration.

Conclusion

Tableau is used in HR analytics to analyze employee data. Tableau for analytics can be used to analyze employee data to determine trends and patterns, such as when employees are the most productive, how many hours they work per week, and what their salary is.

The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization.

Future scope

1. Improved employee engagement: The HR Scorecard can help organizations measure and improve employee engagement by providing insights into employee satisfaction, retention rates, and other key metrics. This, in turn, can lead to a more engaged and motivated workforce, which can have a positive impact on productivity and overall business performance.
2. Enhanced diversity and inclusion: The HR Scorecard can also help organizations improve their diversity and inclusion efforts by tracking metrics such as the diversity of their workforce, representation of different groups in leadership positions, and the effectiveness of diversity and inclusion training programs. By identifying areas where they need to improve and taking action to address them, organizations can create a more inclusive work environment that values diversity and promotes equal