

Government Arts & Science College

Dharmapuri-5

III - B. Sc Mathematics (2023 -2024)

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HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

INTRODUCTION:

1.1 Overview

The Tableau HR Scorecard is framework designed to measure evaluate the success oftalent management strategies within an organization. It provides a way for HR professionaland business leaders to track and analyze key performance indicators (KPIs) related toworkforce planning, recruitment, retention, and development.

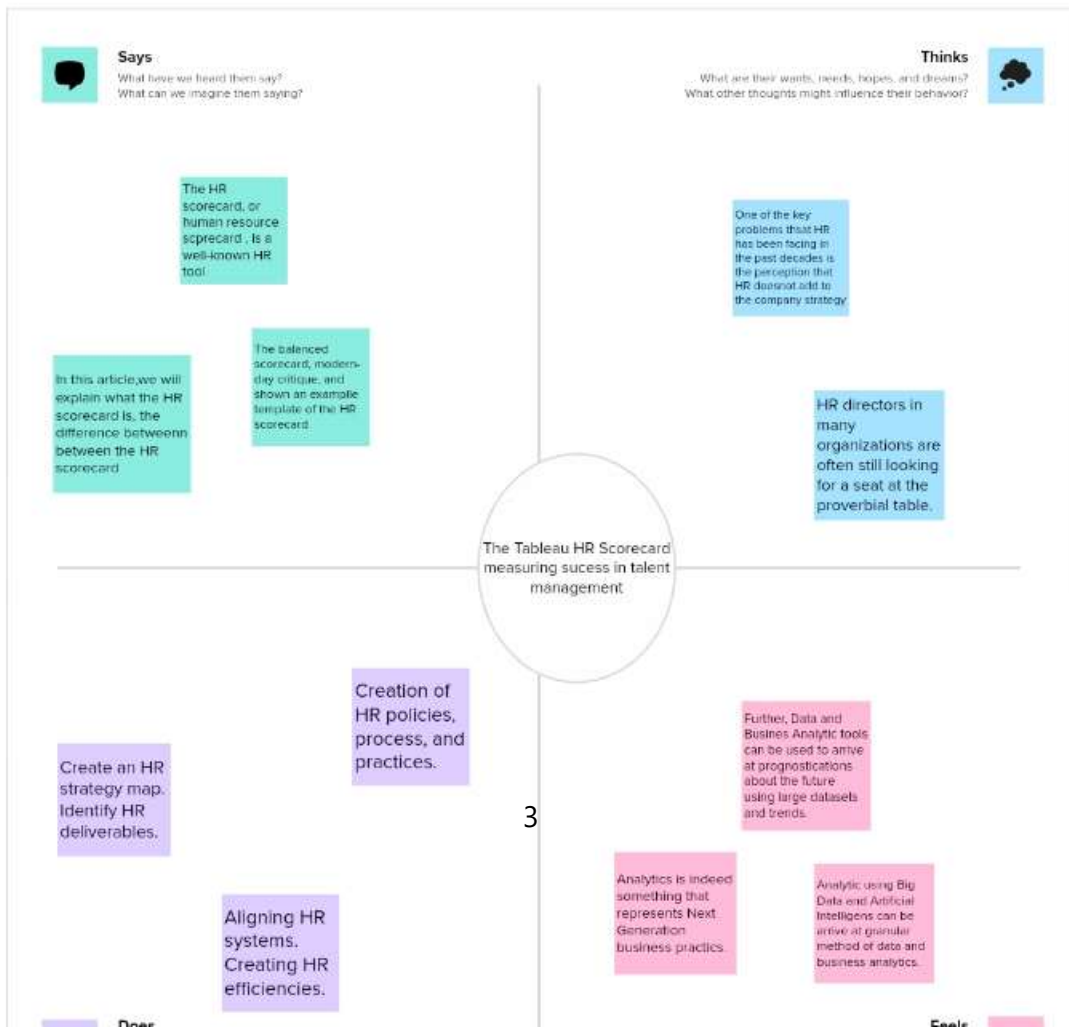
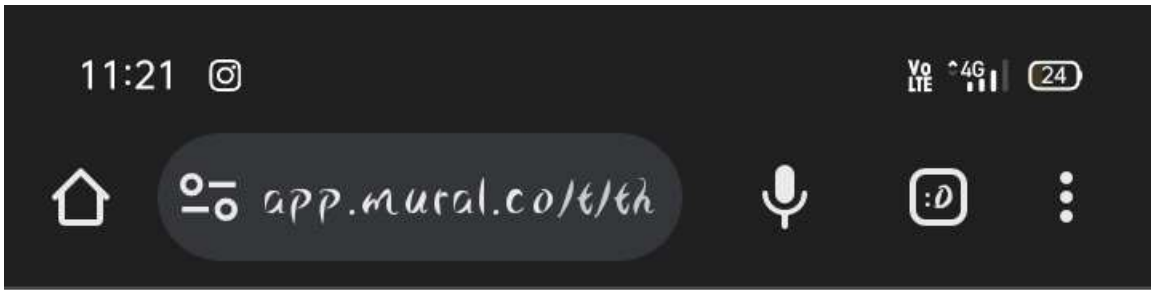
1.2 Purpose

The Tableau HR Scorecard use to provide a comprehensive and effective framework formeasuring and evaluating the success of talent management strategies within anorganization. By tracking and analyze key HR metrics, The Tableau HR Scorecard can helporganization identify areas where they need to improve and take proactive steps to addressthem The financial perspective focuses on the financial impact of HR

initiatives, such as the cost of recruitment, training and development, compensation and benefits and turnover. This can include identifying areas where they need to invest in training and development programs, improving recruitment and retention strategies, and optimizing workforce planning and management.

Problem Definition & Design Thinking

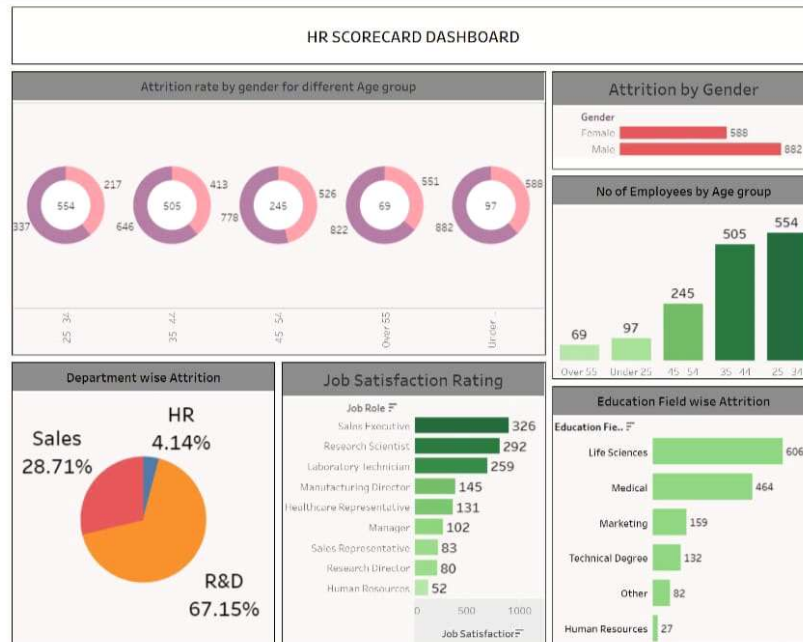
2.1 Empathy Map



2.2 Ideation & Brainstorming



RESULT:



⌚ Help organizations measure and improve employee engagement by providing insights

into employee satisfaction

⌚ Retention rate and other key metrics.

⌚ By tracking and analyzing key HR metrics

⌚ Development programs improving recruitment and retention strategies and optimizing

workforce planning and management.

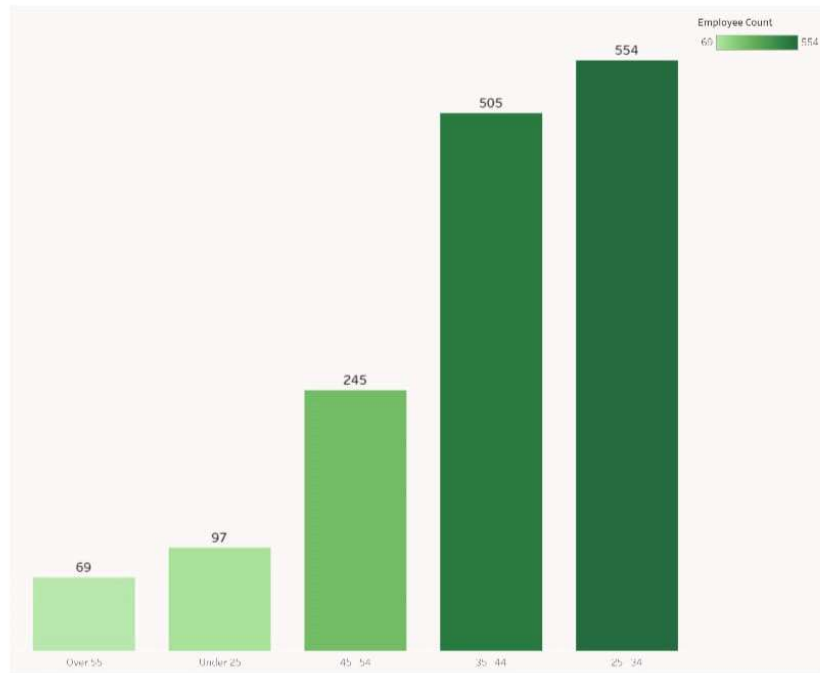
⌚ Driving business growth and contributing to overall success

Story :

DEPARTMENT WISE ATTRITION:

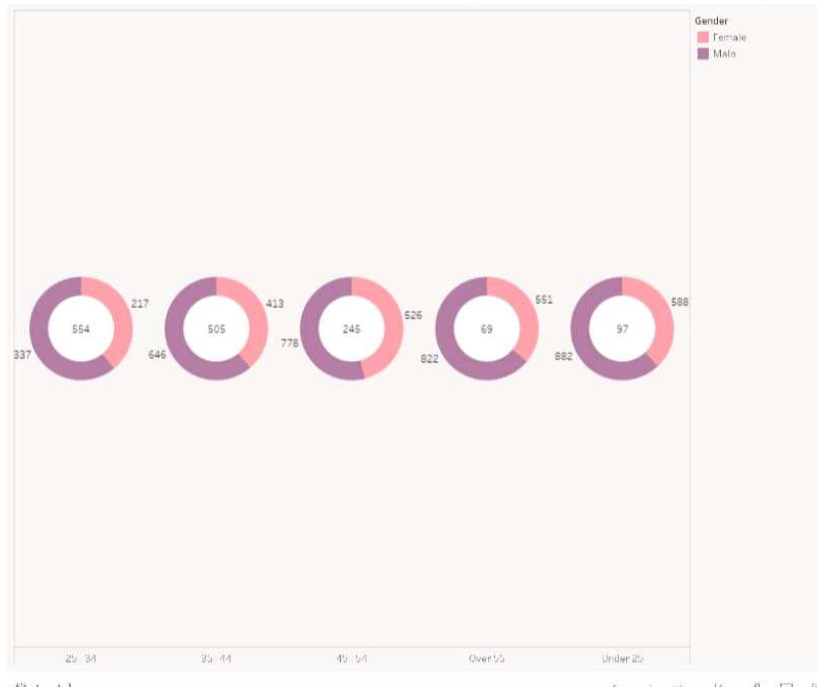
Story 1

R&D Department has the highest no. of attrition rate i.e. 67.15% as compared to other department.
 The highest no. of employees i.e. are employed **at the age** of 33.
 Employees are expected to be satisfied position.



Story 1

< I.e. are employed at the age Employees are expected to be satisfied in Sales Executive position. The visualization explains about Attrition rate by gender for different age group. 25-34 age groups of people are more attrition than other group of peoples. The visualization explains about Attrition rate by gender for different age group. 25-34 age groups of people are more attrition than other group of peoples. >



Story 1

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Not satisfied in Sales Executive

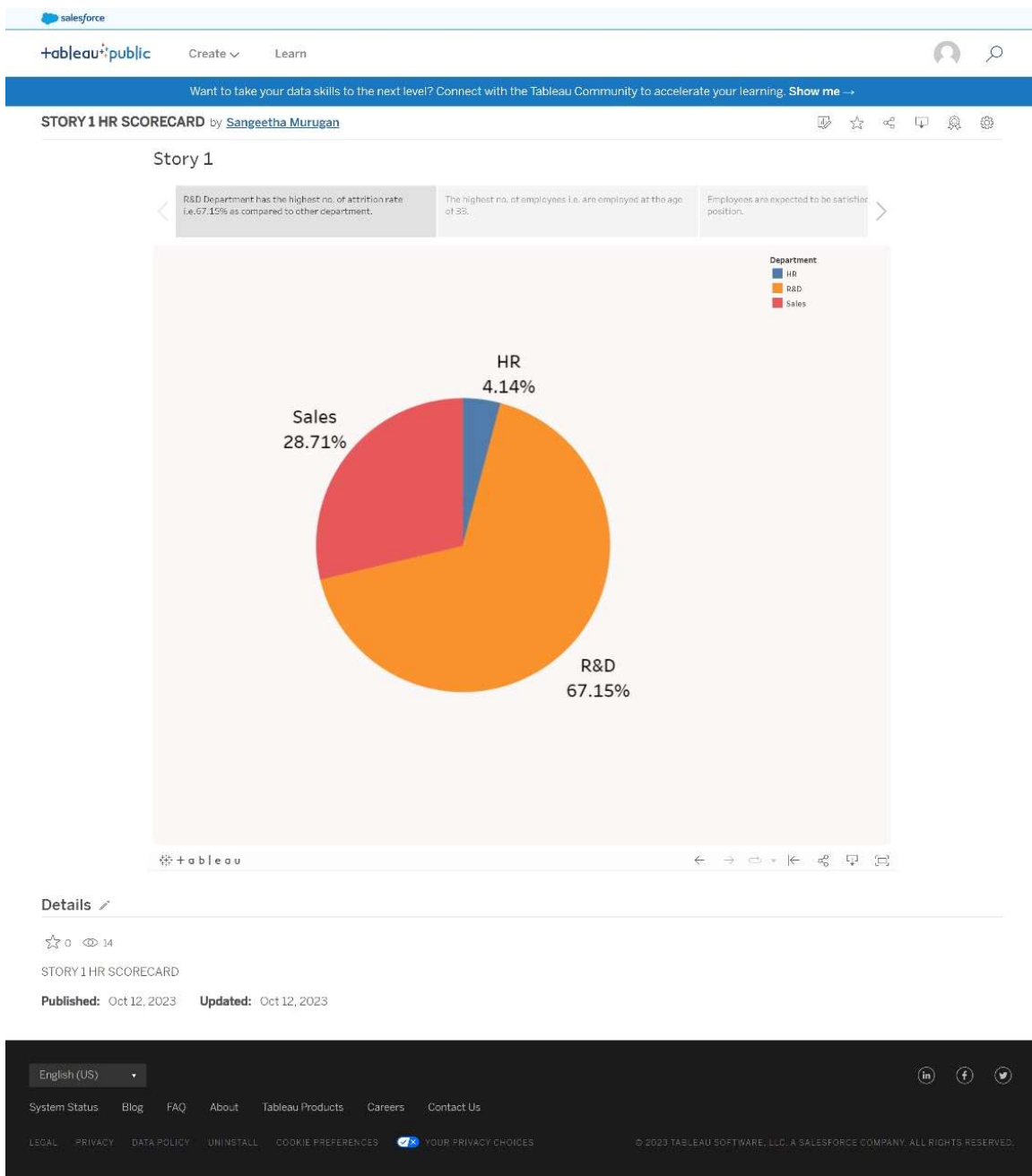
The visualization explains about Attrition rate by gender for different age group. 25-34 age groups of people are more attrition than other group of peoples.

The visualization about attrition by gender. The male are more attrition than female.

This visualization shows attrition rate by gender.

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ADVANTAGES:

- Embrace data driven decision making.
- Accurately evaluate performance and the employee productivity rate.
- Identify strengths and weakness.
- It can help you recruit those really talented candidates that everyone seek

- Better Employee Retention.
- Easier Employee Attraction.

DISADVANTAGES:

- The implementation of talent management program could be expensive in terms of time, resources and financial costs.
- Lack of support from line managers can impede the level of commitment from employees.
- The measuring intangible is difficult, if not impossible, without imparting a degree of subjectivity on the part of HR staff.
- It undermines the validity of data and, therefore, limits the credibility of HR and its ability to prove worth of organization.

APPLICATIONS:

- The HR scorecard is a tool that helps measure, manage and improve the role of the HR function within an organization.
- HR metrics and KPIs or HR deliverables are measured using the HR scorecard.
- This data is also used to predict the potential growth of the organization.
- By measuring training effectiveness, skill gaps, and employee development progress

CONCLUSION:

- Improved employee engagement
- Enhanced diversity and inclusion
- Improve HR performance
- Better alignment with business goals

FUTURE SCOPE:

- The HR scorecard plays a crucial role in measuring and improving employee

engagement.

- By tracking metrics such as employee satisfaction, performance feedback and career development opportunities.
- HR leaders gain insights into the factors that impact employee engagement