

The background image features a person in a dark suit, seen from the side, holding a pen and pointing at a large, complex gear mechanism. The gears are translucent and blue, with various digital icons and charts integrated into them. The overall color scheme is a vibrant blue, giving it a high-tech, futuristic feel. The text is overlaid on the left side of the image.

THE TABLEAU HR SCORECARD MEASURING SUCCESS IN TALENT MANAGEMENT

SUBMITTED BY,
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THENMOZHI.P
VAISHNAVI.L
THILLAI SATHIYA.S

1.INTRODUCTION:

1.1 OVERVIEW

A talent management team performs a critical role within companies to recruit new hires and maintain the workforce. The talent management team addresses staffing needs, helps improve the work environment, trains employees and ensures job satisfaction

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Talent management in human resources is the process of attracting, hiring and retaining employees. This process relies on HR experts and supervisors to determine which candidates are best to fill a position. Talent management employs various strategies to attain the best talent for a company

The talent management team ensures there are enough qualified employees to complete tasks and achieve goals. This helps improve operations and ensures current staff members receive support and aren't overwhelmed by their work.

1.2 purpose

Talent management obtains and retains the best talent, which ensures excellent service for clients. Retaining employees also allows clients to continue to work with experts who make them feel comfortable.

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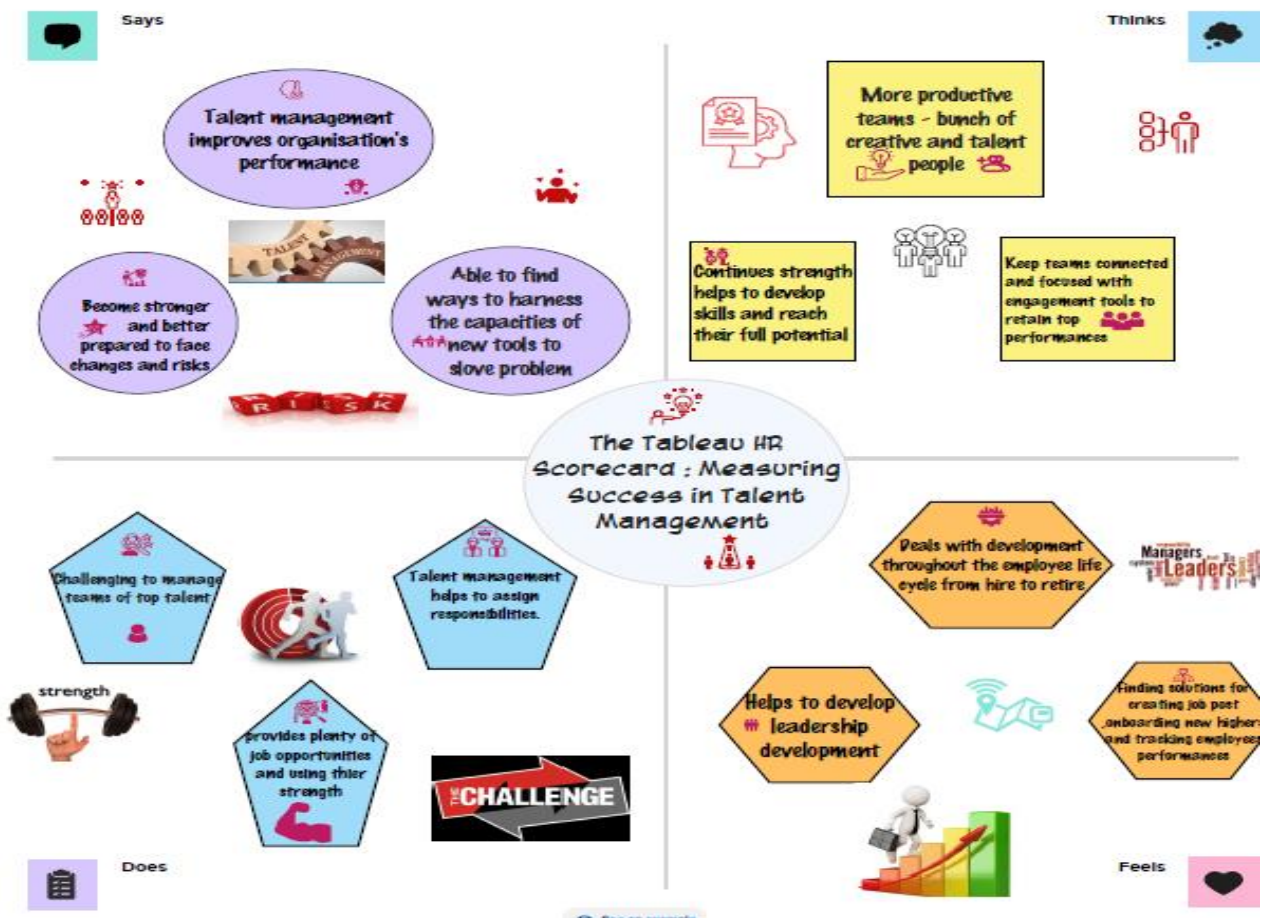
Talent management touches on all key functions of HR, including recruitment and selection, performance management, rewards, and employee development.

Talent management, however, is a collaborative effort that requires the involvement of managers, supervisors, and executives, who provide support and resources to enable the successful implementation of talent management practices.

2.0 PROBLEM DEFINITION AND DESIGN THINKING

MILE STONE 1: DEFINE PROBLEM \ PROBLEM UNDERSTANDING

2.1 EMPATHY MAP



2.2 IDEATION AND BRAINSTORMING MAP

Brainstorm & Idea prioritization

Use this template to your own brainstorming session so your team can understand that imagination and ideation are concepts even if you're not sitting in the same room.

- 1. Welcome screen
- 2. Problem statement
- 3. Brainstorming
- 4. Idea prioritization

Before you ideate

A little bit of preparation goes a long way with this session. Here are a few things to do before you get going.

- 1. Welcome

Before your problem statement

Your problem is the starting point for your session. Here are a few things to consider. You will be the focus of your brainstorm.

- 1. Welcome

Ideation

This is where you start to generate ideas. Here are a few things to consider.

- 1. Welcome

Group ideas

Take time during your session, while generating ideas or related ideas in your group. Once all ideas have been generated, please each cluster a sentence for the idea. The cluster is bigger than the idea itself, so you will have to look for the cluster.

- 1. Welcome

Priority

Now you will start to prioritize your ideas. Here are a few things to consider.

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RESULT

MILE STONE : Data collection & Extraction from Data base

Activity 1: Collect the dataset

File Home Insert Page Layout Formulas Data Review View Help Tell me what you want to do

Clipboard Font Alignment Number Styles Cells Editing

POSSIBLE DATA LOSS Some features might be lost if you save this workbook in the comma-delimited (.csv) format. To preserve these features, save it in an Excel file format. Don't show again Save As...

Document Recovery

Excel has recovered the following files. Save the ones you wish to keep.

HR Data.xlsx - HR data.csv [...]
Version created last time the...
10/5/2023 2:51

HR Data.xlsx - HR data.csv [...]
Version created last time the...
10/5/2023 2:51

Which file do I want to save?

Close

HR Data.xlsx - HR data (1)

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	
1	Attrition	Business_C	CF_atriti	Departm	Educatio	emp no		Employee	Gender	Job Role	Marital	Si	Over Tim	Over18	Training	Age	CF_curre	Daily Rat	Distance	Educatio	Employee	Environm	Hourly Ri	Job Invol	Job Le
2	Yes	Travel_R 35 - 44	Ex-Empl	Sales	Life Scie	STAFF-1		1	Female	Sales Ex	Single	Yes	Y		0	41	0	1102	1	Associat	1	2	94	3	
3	No	Travel_F 45 - 54	Current E	R&D	Life Scie	STAFF-2		2	Male	Research	Married	No	Y		3	49	1	279	8	High Sch	1	3	61	2	
4	Yes	Travel_R 35 - 44	Ex-Empl	R&D	Other	STAFF-4		4	Male	Laborate	Single	Yes	Y		3	37	0	1373	2	Associat	1	4	92	2	
5	No	Travel_F 25 - 34	Current E	R&D	Life Scie	STAFF-5		5	Female	Research	Married	Yes	Y		3	33	1	1392	3	Master's	1	4	56	3	
6	No	Travel_R 25 - 34	Current E	R&D	Medical	STAFF-1		7	Male	Laborate	Married	No	Y		3	27	1	591	2	High Sch	1	1	40	3	
7	No	Travel_F 35 - 44	Current E	R&D	Life Scie	STAFF-6		8	Male	Laborate	Single	No	Y		2	32	1	1005	2	Associat	1	4	79	3	
8	No	Travel_R Over 55	Current E	R&D	Medical	STAFF-1		10	Female	Laborate	Married	Yes	Y		3	53	1	1324	3	Bachelo	1	3	81	4	
9	No	Travel_R 25 - 34	Current E	R&D	Life Scie	STAFF-1		11	Male	Laborate	Divorced	No	Y		2	30	1	1358	24	High Sch	1	4	67	3	
10	No	Travel_F 35 - 44	Current E	R&D	Life Scie	STAFF-1		12	Male	Manufac	Single	No	Y		2	38	1	216	23	Bachelo	1	4	44	2	
11	No	Travel_R 35 - 44	Current E	R&D	Medical	STAFF-1		13	Male	Healthca	Married	No	Y		3	36	1	1299	27	Bachelo	1	3	94	3	
12	No	Travel_R 35 - 44	Current E	R&D	Medical	STAFF-1		14	Male	Laborate	Married	No	Y		5	35	1	809	16	Bachelo	1	1	84	4	
13	No	Travel_R 25 - 34	Current E	R&D	Life Scie	STAFF-1		15	Female	Laborate	Single	Yes	Y		3	29	1	153	15	Associat	1	4	49	2	
14	No	Travel_R 25 - 34	Current E	R&D	Life Scie	STAFF-1		16	Male	Research	Divorced	No	Y		1	31	1	670	26	High Sch	1	1	31	3	
15	No	Travel_R 25 - 34	Current E	R&D	Medical	STAFF-1		18	Male	Laborate	Divorced	No	Y		2	34	1	1346	19	Associat	1	2	93	3	
16	Yes	Travel_R 25 - 34	Ex-Empl	R&D	Life Scie	STAFF-1		19	Male	Laborate	Single	Yes	Y		4	28	0	103	24	Bachelo	1	3	50	2	
17	No	Travel_R 25 - 34	Current E	R&D	Life Scie	STAFF-2		20	Female	Manufac	Divorced	No	Y		1	29	1	1389	21	Master's	1	2	51	4	
18	No	Travel_R 25 - 34	Current E	R&D	Life Scie	STAFF-2		21	Male	Research	Divorced	Yes	Y		5	32	1	334	5	Associat	1	1	80	4	
19	No	Non-Travel Under 25	Current E	R&D	Medical	STAFF-2		22	Male	Laborate	Divorced	Yes	Y		2	22	1	1123	16	Associat	1	4	96	4	
20	No	Travel_R 45 - 54	Current E	Sales	Life Scie	STAFF-2		23	Female	Manager	Married	No	Y		3	53	1	1219	2	Master's	1	1	78	2	
21	No	Travel_R 35 - 44	Current E	R&D	Life Scie	STAFF-2		24	Male	Research	Single	Yes	Y		3	38	1	371	2	Bachelo	1	4	45	3	
22	No	Non-Travel Under 25	Current E	R&D	Other	STAFF-2		26	Female	Manufac	Divorced	No	Y		5	24	1	673	11	Associat	1	1	96	4	
23	Yes	Travel_R 35 - 44	Ex-Empl	Sales	Life Scie	STAFF-2		27	Male	Sales Re	Single	No	Y		4	36	0	1218	9	Master's	1	3	82	2	
24	No	Travel_R 25 - 34	Current E	R&D	Life Scie	STAFF-2		28	Female	Research	Single	No	Y		4	34	1	419	7	Master's	1	1	53	3	
25	No	Travel_R Under 25	Current E	R&D	Life Scie	STAFF-3		30	Male	Research	Single	No	Y		6	21	1	391	15	Associat	1	3	96	3	
26	Yes	Travel_R 25 - 34	Ex-Empl	R&D	Medical	STAFF-3		31	Male	Research	Single	No	Y		2	34	0	699	6	High Sch	1	2	83	3	
27	No	Travel_R 45 - 54	Current E	R&D	Other	STAFF-3		32	Female	Manager	Divorced	No	Y		3	53	1	1282	5	Bachelo	1	3	58	3	
28	Yes	Travel_F 25 - 34	Ex-Empl	R&D	Life Scie	STAFF-3		33	Female	Research	Single	Yes	Y		5	32	0	1125	16	High Sch	1	2	72	1	
29	No	Travel_R 35 - 44	Current E	Sales	Marketin	STAFF-3		35	Male	Sales Ex	Married	No	Y		2	42	1	691	8	Master's	1	3	48	3	
30	No	Travel_R 35 - 44	Current E	R&D	Medical	STAFF-3		36	Female	Healthca	Married	No	Y		4	44	1	477	7	Master's	1	1	42	2	
31	No	Travel_R 45 - 54	Current E	Sales	Marketin	STAFF-3		38	Female	Manager	Single	No	Y		2	46	1	705	2	Master's	1	2	83	3	

Ready

68%

ACTIVITY 1.1: UNDERSTAND THE DATA

Data set consists of rows: 1471 and column:18 that correspond to different values in HR Scorecard in HR Management COLUMN DESCRIPTION to the Data set:

- 1. Attrition- It represents the number of people leaving the organization.*
- 2. Department- It represents the employees working in different types of department*
- 3. Education Field- It represents the employees working in the organization from different education fields.*
- 4. Gender- It represents the gender of employees working in the organization.*
- 5. Job Role- It represents the job role of the organization.*
- 6. Marital Status- It represents whether the employees working in the company are married or not.*
- 7. Over time- It represents the employees working overtime or not.*
- 8. Over 18- It represents the employees working in the company who are above 18.*
- 9. Age- It represents the age of the company.*
- 10. Distance from home- It represents the distance of the residence of the employees from the company.*
- 11. Education- It represents the qualification of the employees.*
- 12. Employee count- It represents the number of employees in the company.*
- 13. Job satisfaction- It represents the job satisfaction of the employees.*
- 14. Monthly income- It represents the monthly income of the employees working in the organization.*
- 15. Percent salary hike- It represents the percentage of salary hike of the employees.*
- 16. Performance rating- It represents the performance rating of the employees according to their work.*
- 17. Standard hours- It represents the standard hours of work.*
- 18. Years in current role- It represents the number of years worked at the current profile.*

ACTIVITY 1.3: CONNECT DATA SET TO TABLEAU

Tableau - BOOK SHEET 6 - Tableau license expires in 11 days

FileDataServerWindowHelp

HomeNavigation

Connections

HR Data.xlsx - HR data

Files

Use Data Interpreter

HR Data.xlsx - HR data (1).csv

HR Data.xlsx - HR data.csv

New Union

New Table Extension

HR Data.xlsx - HR data

Connection

LiveExtractEditRefresh

Extract contains all data. 07-Oct-23 14:00:33

Filters

0Add

HR Data.xlsx - HR data.csv

Need more data?

Drag tables here to relate them. [Learn more](#)

HR Data.xlsx - HR data.csv43 fields 1470 rows

100rows

Name

HR Data.xlsx - HR data.csv

Fields

Type	Field Name	Physical Table	Rem...
Abc	Attrition	HR Data.xlsx - HR ...	Attriti...

Abc

HR Data.xlsx - HR data.csv

Attrition

No

No

No

No

Yes

Abc

Calculation

Calculation1

No

No

No

No

Yes

Abc

HR Data.xlsx - HR data.csv

Business Travel

Travel_Rarely

Travel_Rarely

Travel_Rarely

Travel_Rarely

Travel_Rarely

Abc

HR Data.xlsx - HR data.csv

CF age band

35 - 44

25 - 34

25 - 34

25 - 34

25 - 34

Abc

HR Data.xlsx - Hf

CF attrition la

Current Emp

Current Emp

Current Emp

Current Emp

Ex-Fmnlvee

Data Source

Sheet 1Sheet 4Sheet 5Sheet 6Sheet 7Dashboard 1

Navigation

Page Info

MILE STONE.3: DATA PREPARATION

ACTIVITY 1: PREPARE THE DATA FOR VISUALIZATION

Preparing the data for visualization involves cleaning the data to remove irrelevant or missing data, transforming the data into a format that can be easily visualized, exploring the data to identify patterns and trends, filtering the data to focus on specific subsets of data, preparing the data for visualization software, and ensuring the data is accurate and complete. This process helps to make the data easily understandable and ready for creating visualizations to gain insights into the performance and efficiency.

File

Home

Insert

Page Layout

Formulas

Data

Review

View

Help

Tell me what you want to do

Cut

Copy

Format Painter

Clipboard

Font

Calibri

11

A

A⁺

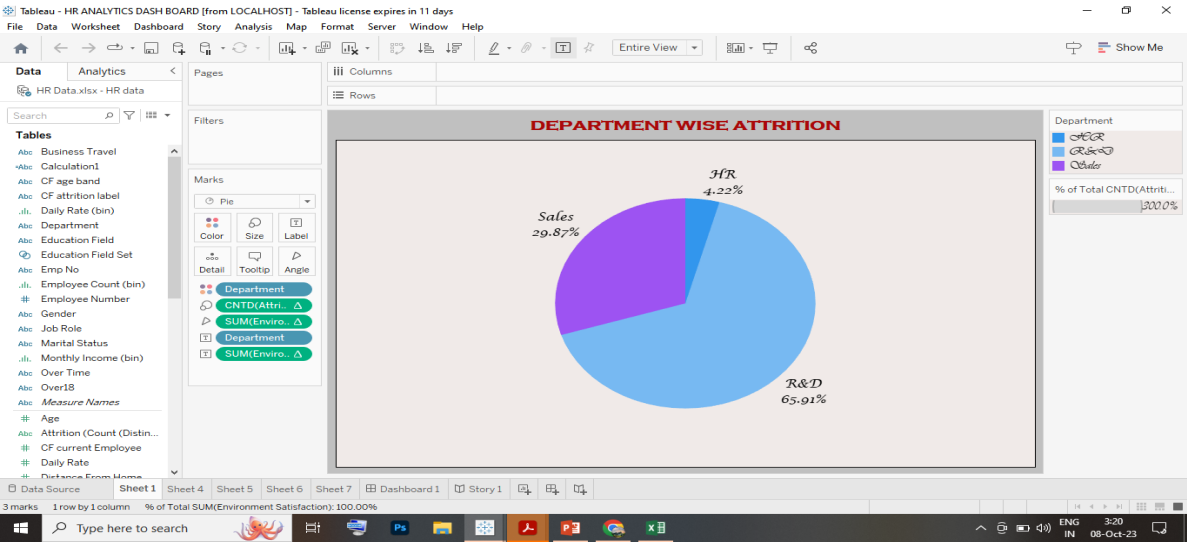
MILE STONE 4: DATA VISUALIZATION

Data visualization is the process of creating graphical representations of data in order to help understand and explore the information. The goal of data visualization is to make complex data sets more accessible, intuitive, and easier to interpret. By using visual elements such as charts, graphs, and maps, data visualizations can help people quickly identify patterns, trends, and outliers in the data.

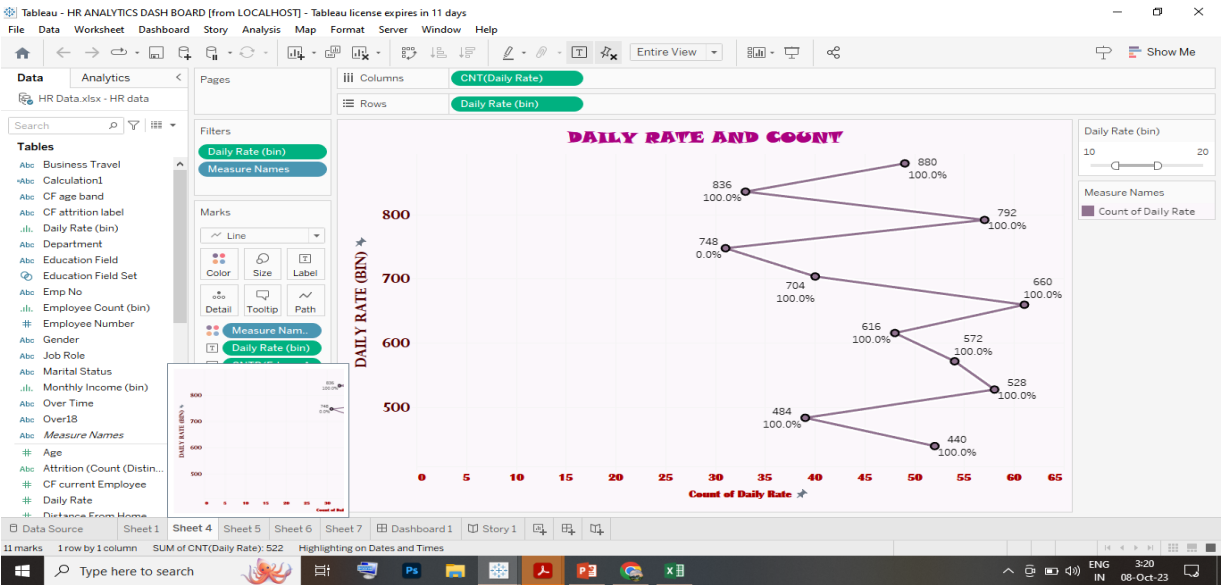
ACTIVITY₁ : NO OF UNIQUE VISUALIZATIONS

The number of unique visualizations that can be created with a given dataset. Some common types of visualizations that can be used to analyze The Tableau HR Scorecard: Measuring Success in Talent Management include heat map, bar charts, donut charts, pie chart, lollipop chart etc. These visualizations are used to measure success in talent management.

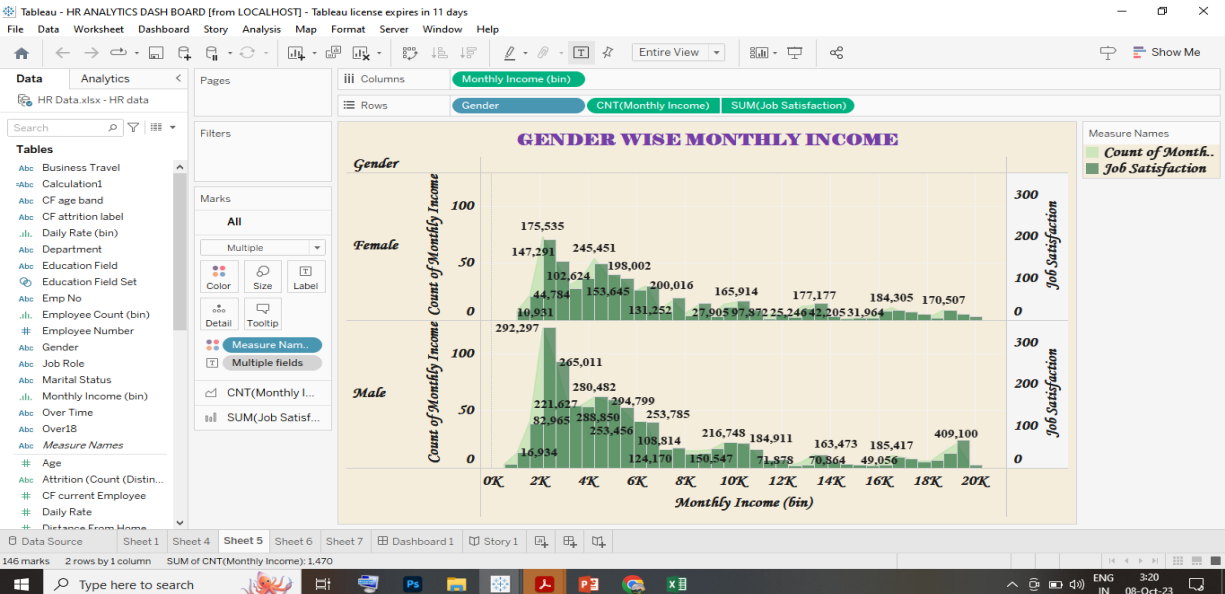
Activity 1.1: Department Wise Attrition



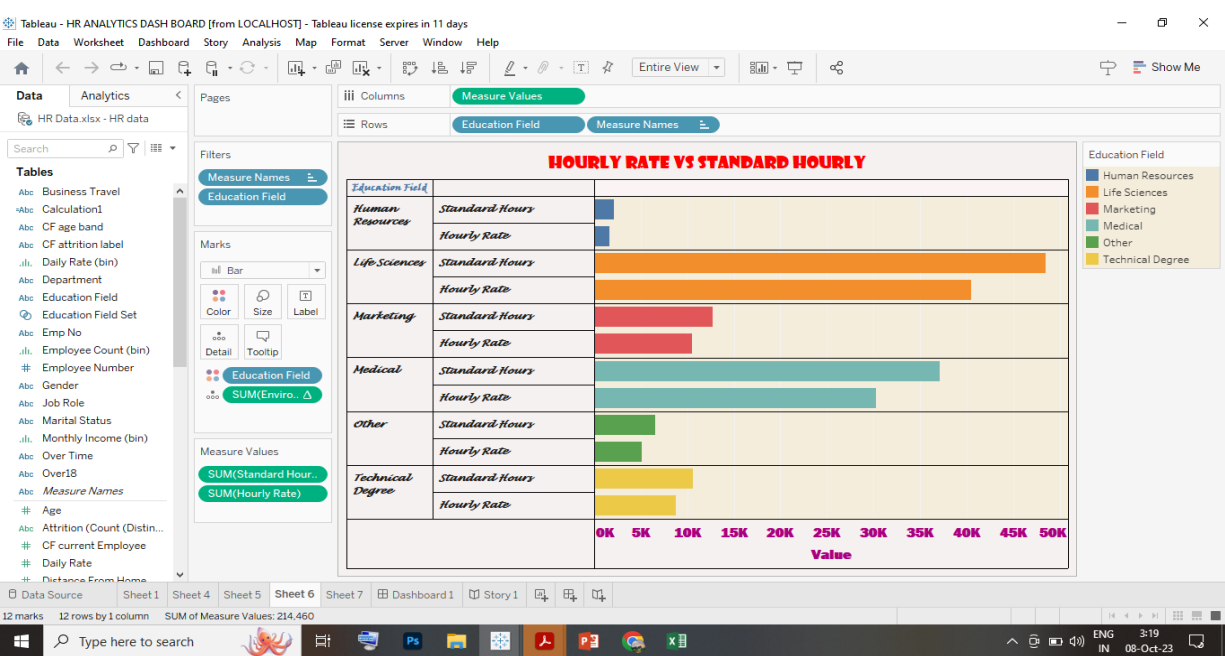
Activity 1.2: Daily Rate And Count



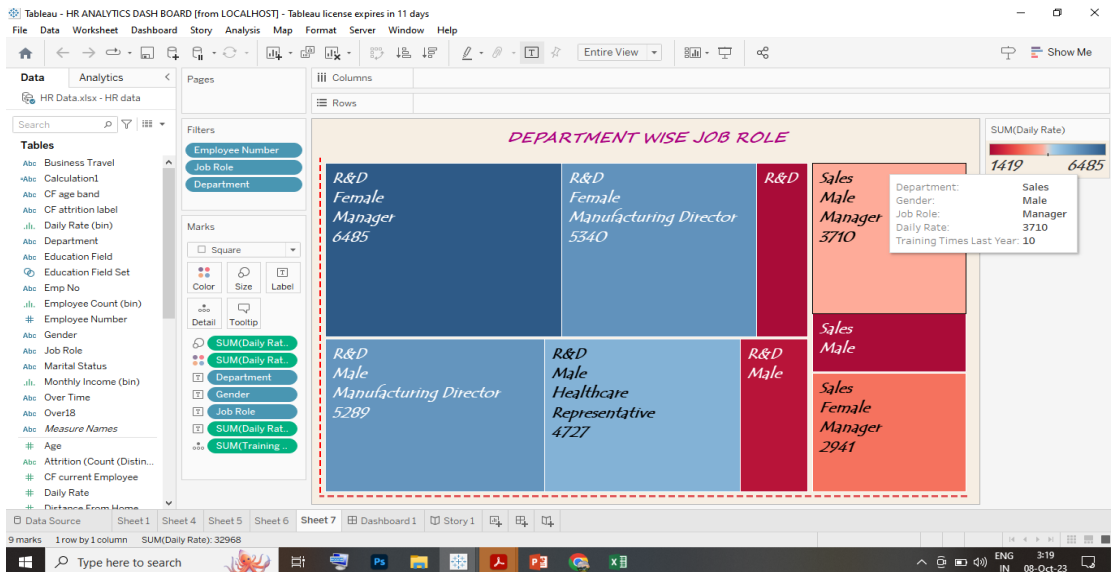
Activity 1.3: Gender Wise Monthly Income



Activity 1.4: Hourly Rate Vs Standard Hourly



Activity 1.5: Department Wise Job Role

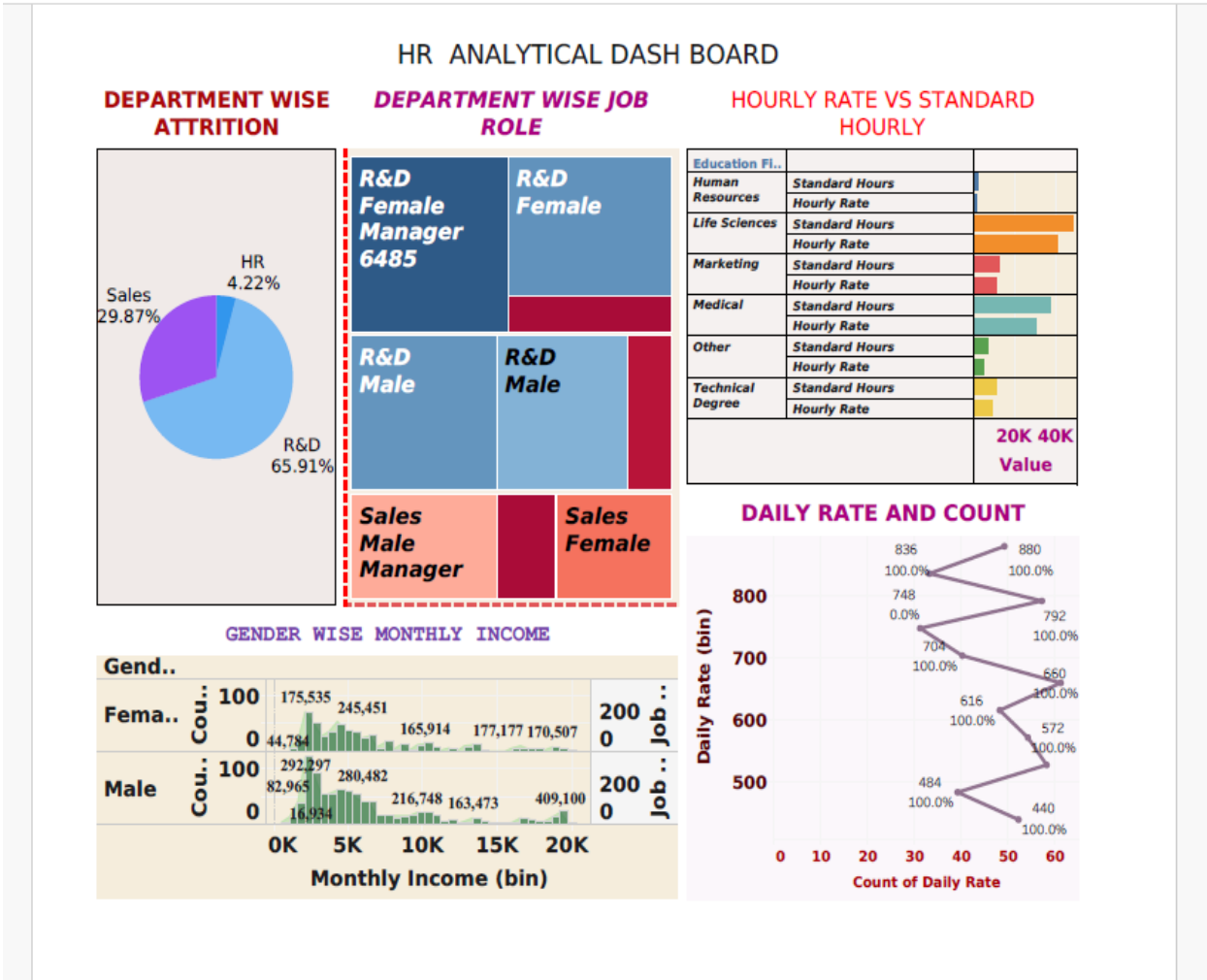


MILE STONE 5: DASHBOARD

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.

ACTIVITY 1: RESPONSIVE AND DESIGN OF DASHBOARD

The responsiveness and design of a dashboard for The Tableau HR Scorecard: Measuring Success in Talent Management is crucial to ensure that the information is easily understandable and actionable. Key considerations for designing a responsive and effective dashboard include user-centered design, clear and concise information, interactivity, data-driven approach, accessibility, customization, and security. The goal is to create a dashboard that is user friendly, interactive, and data-driven, providing actionable insights to analyze vehicle collisions. Once you have created views on different sheets in Tableau,

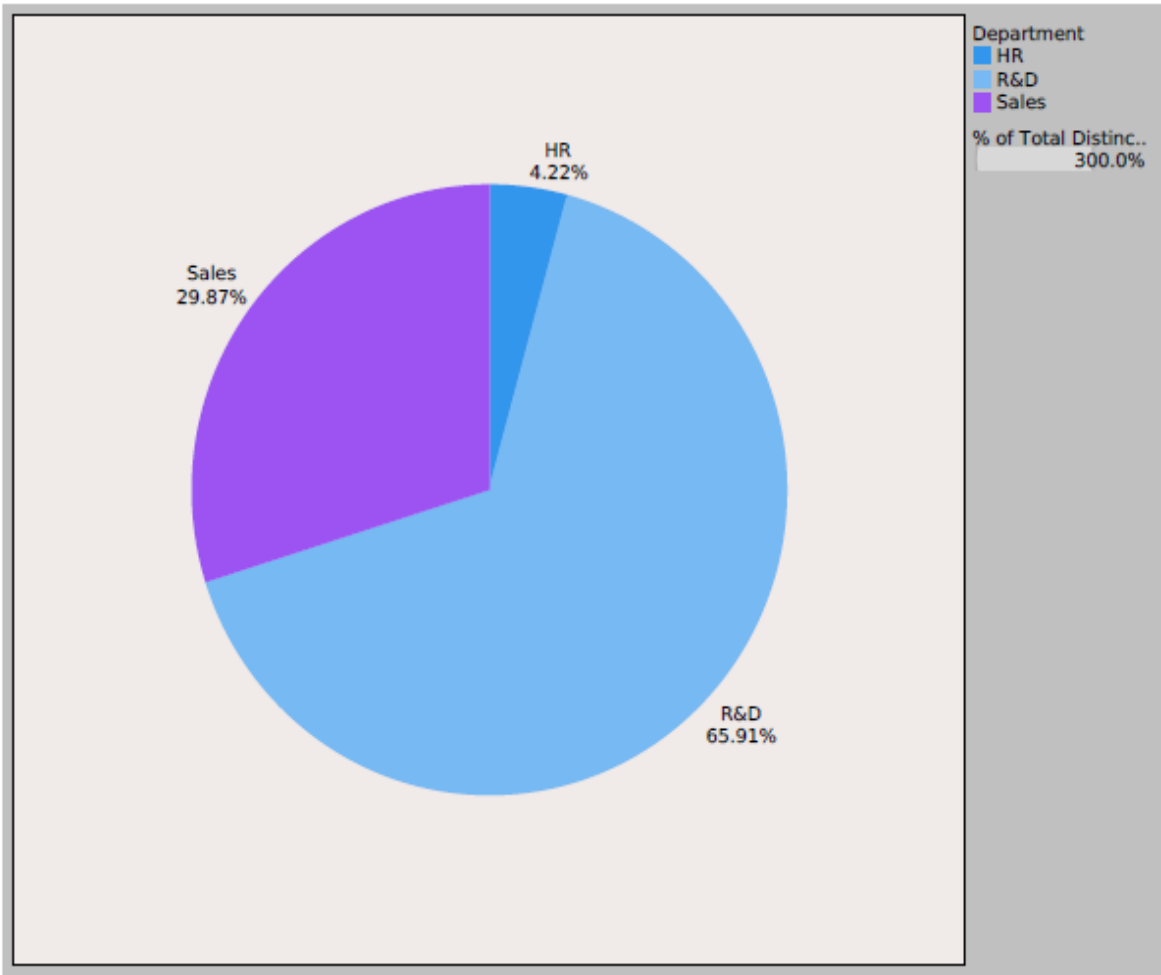


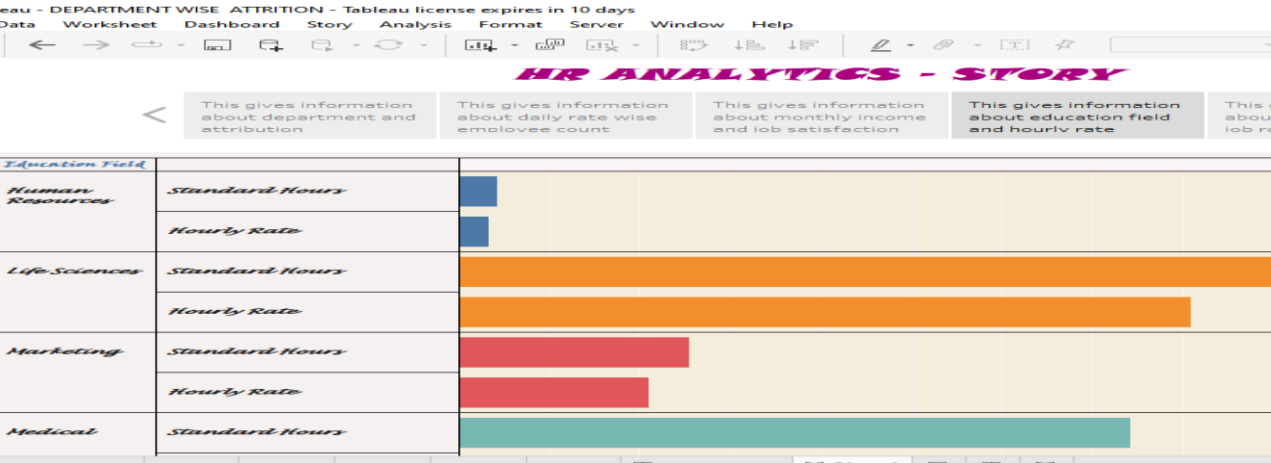
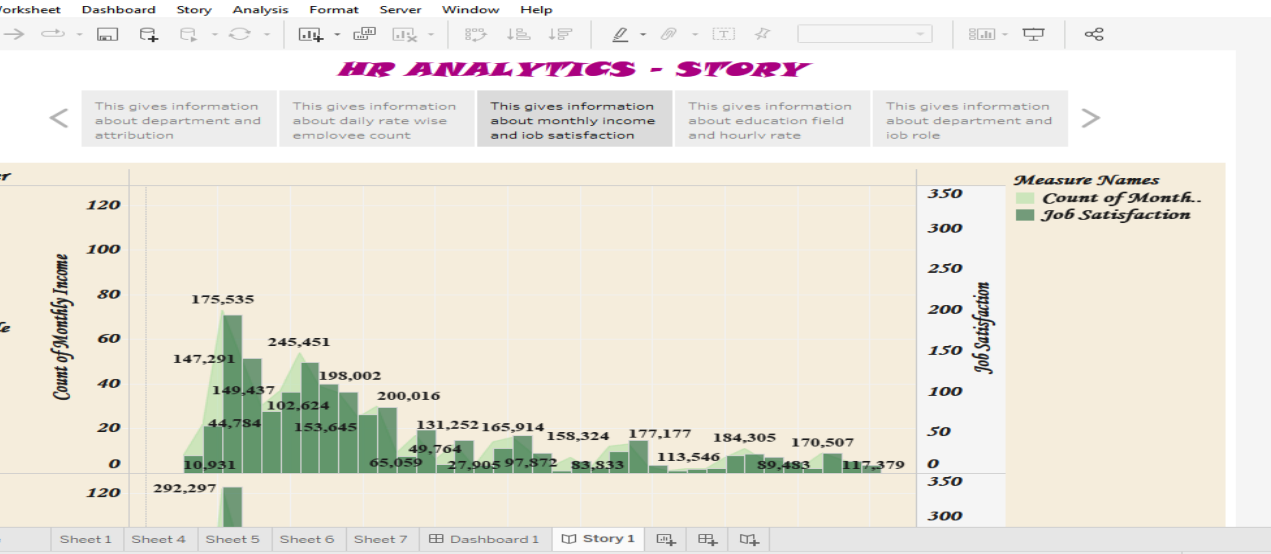
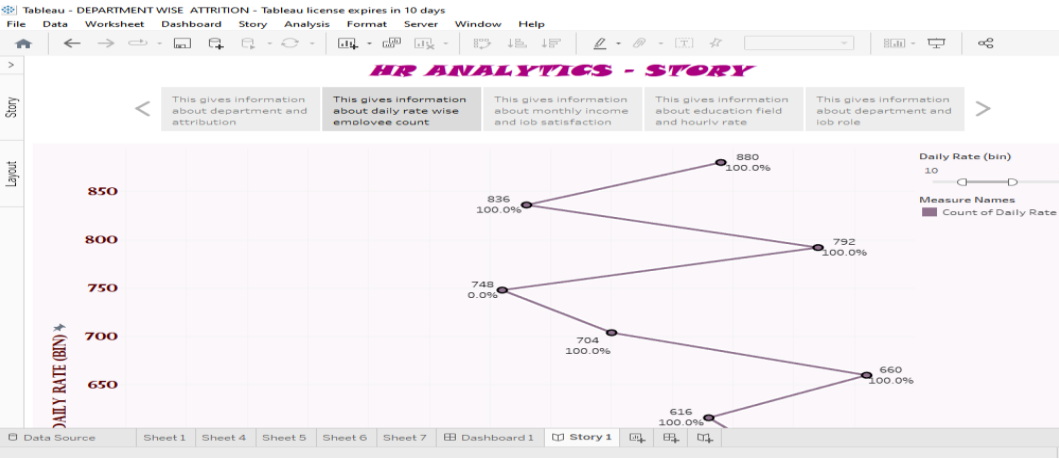
MILE STONE 6 : STORY

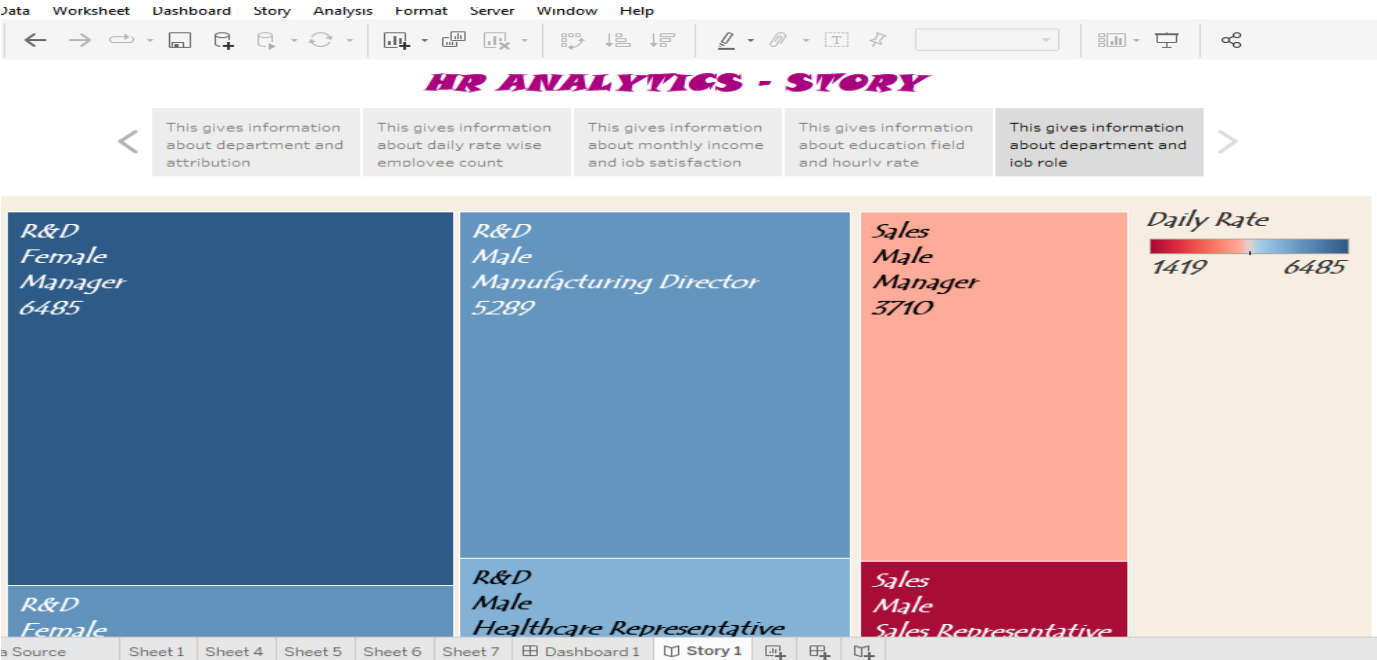
A data story is a way of presenting data and analysis in a narrative format, with the goal of making the information more engaging and easier to understand. A data story typically includes a clear introduction that sets the stage and explains the context for the data, a body that presents the data and analysis in a logical and systematic way, and a conclusion that summarizes the key findings and highlights their implications. Data stories can be told using a variety of mediums, such as reports, presentations, interactive visualizations, and videos.

HR ANALYTICS - STORY

This gives information about department an...	This gives information about daily rate wise ...	This gives information about monthly incom...	This gives information about education field ...	This gives information about department an...
---	--	---	--	---



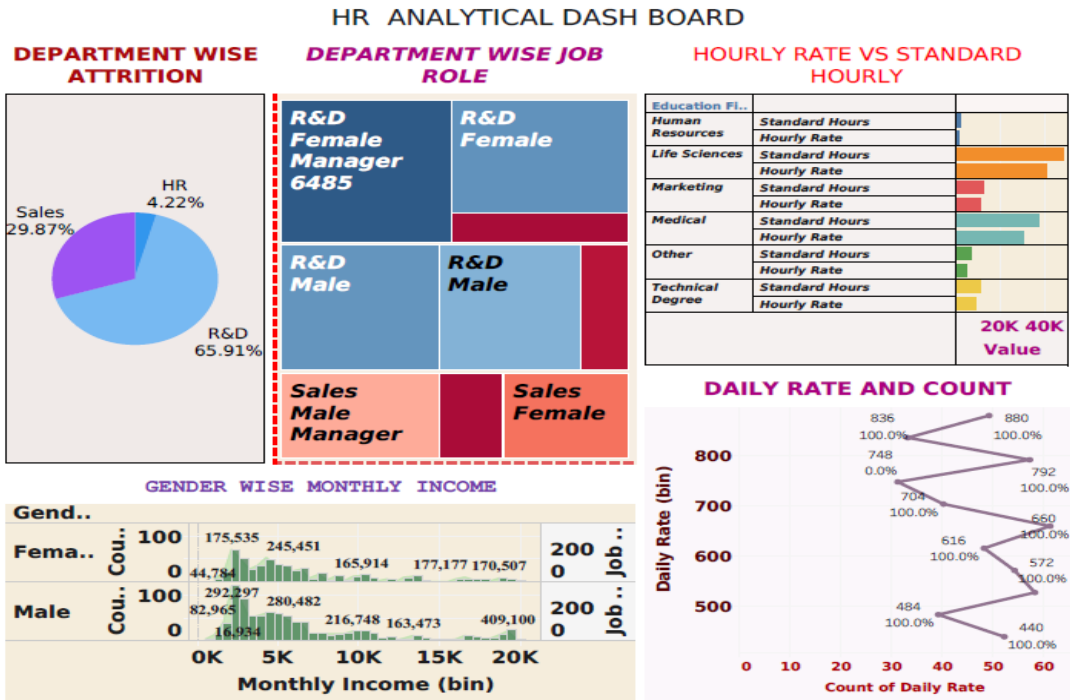




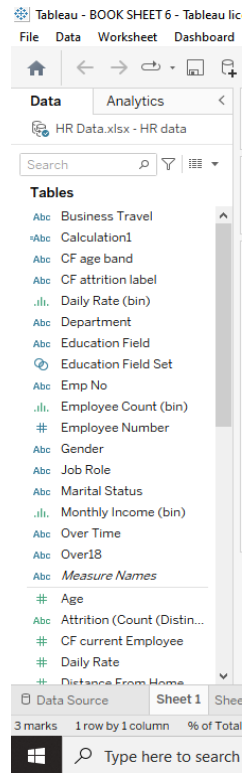
MILE STONE 7: PERFORMANCE TASKING

ACTIVITY 1: ULITIZATION OF DATA FILTERS

Find text



ACTIVITY 2: NO. OF CALCULATION FIELD



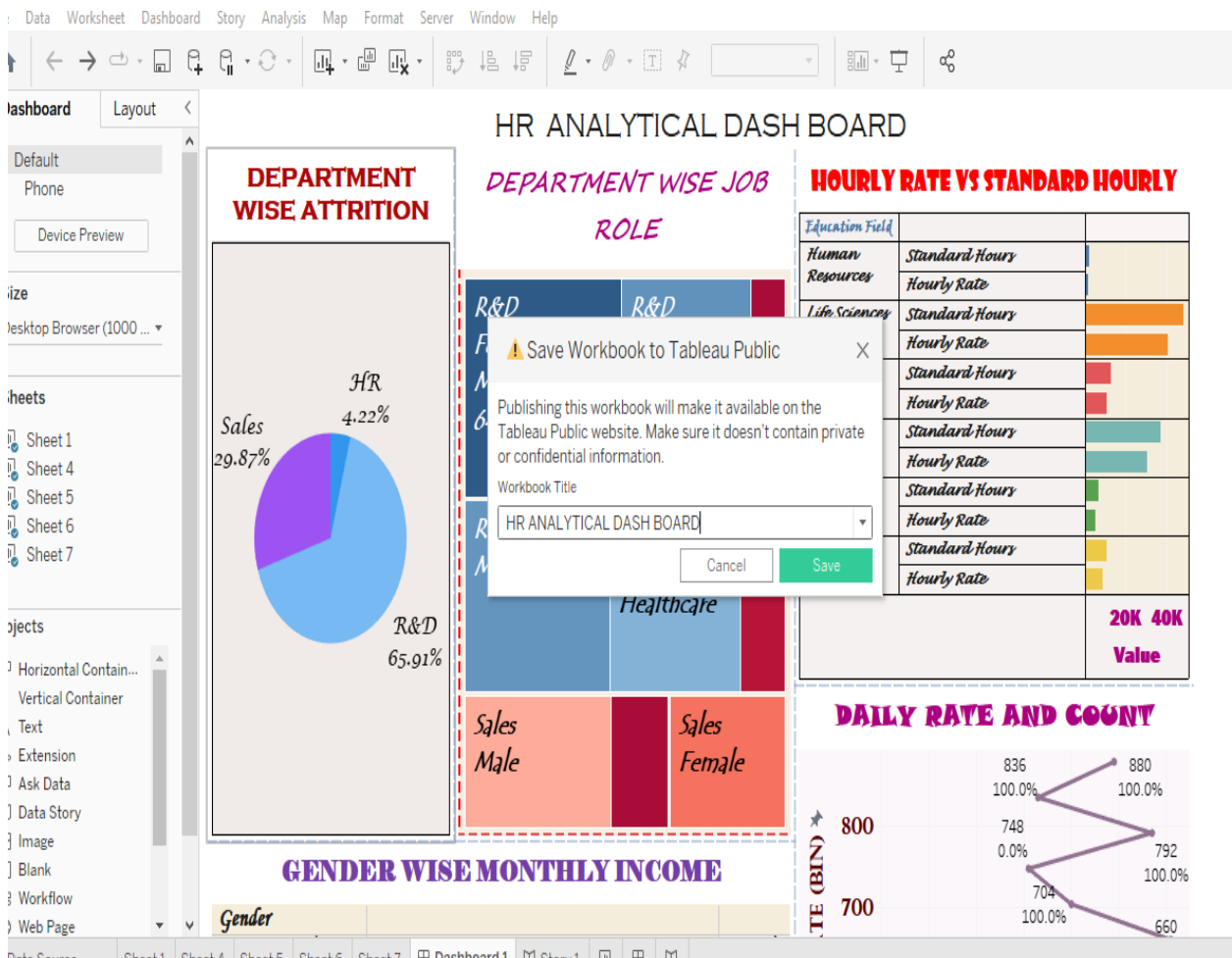
ACTIVITY 3 : NO OF VISUALIZATION \ GRAPHS

1. DEPARTMENT WISE ATTRITION
2. DAILY RATE AND COUNT
3. GENDER WISE MONTHLY INCOME
4. HOURLY RATE VS STANDARD HOURLY
5. DEPARTMENT WISE JOB ROLE

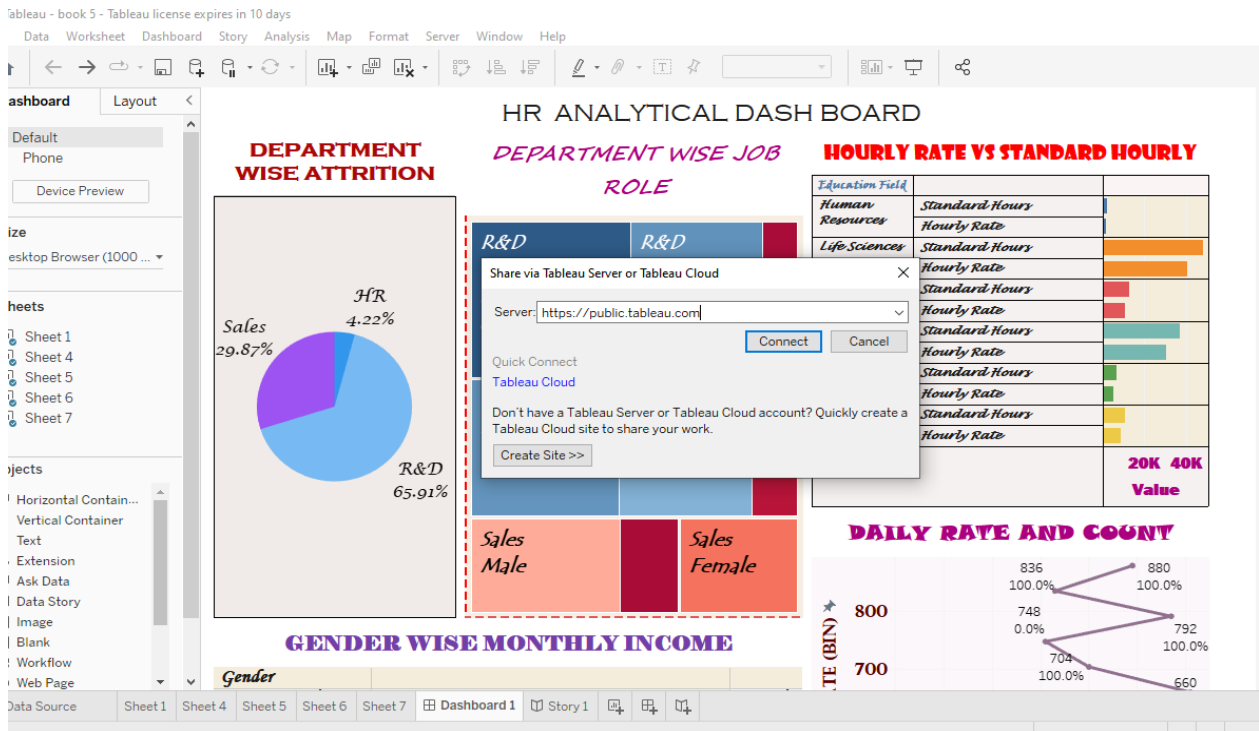
Milestone 8: Publishing

Publishing helps us to track and monitor key performance metrics, to communicate results and progress. help a publisher stay informed, make better decisions, and communicate their performance to others. Publishing dashboard and reports to tableau public:

Step 1 Go to data Source and Select Extract so that .hyper extension files are created and save it at your desktop. (please wait for pop up of file to save)



Step 2: Go to Dashboard/story, click on share button on the top ribbon



Sign in to <https://public.tableau.com>

Sign In


☐ Remember me

[SIGN IN](#)

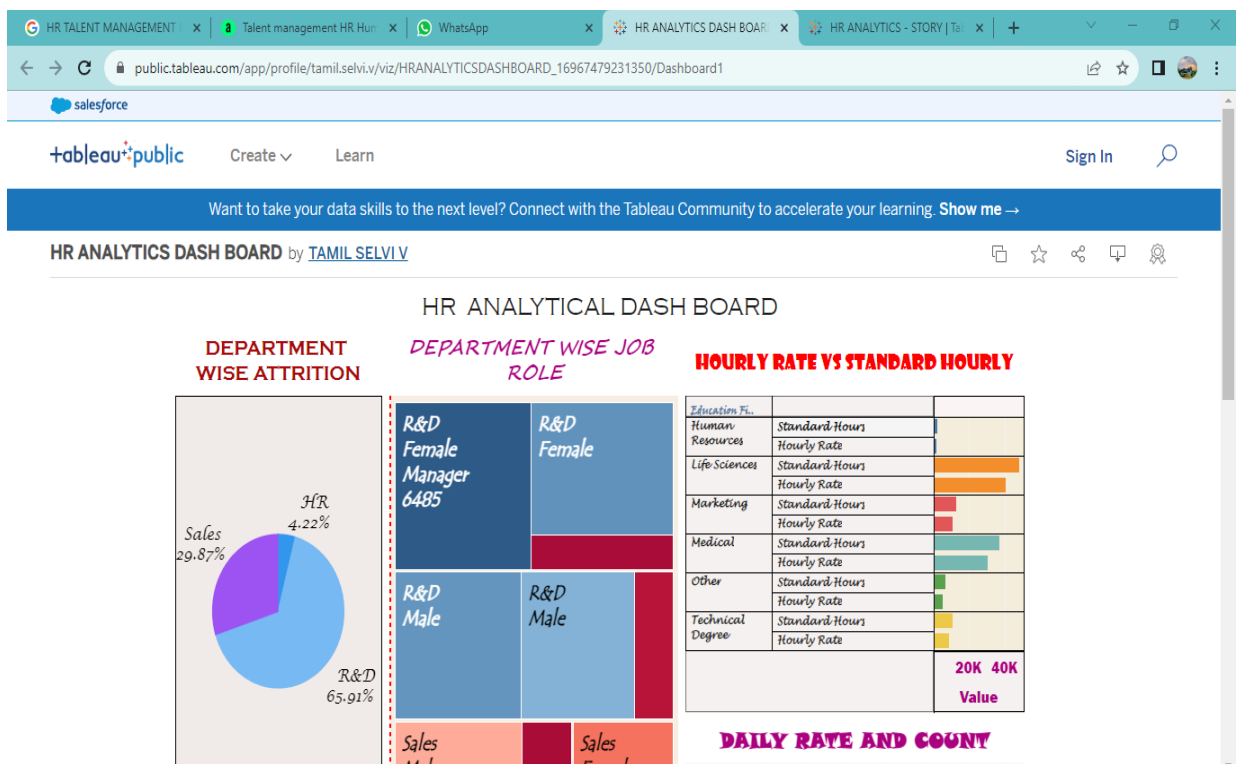
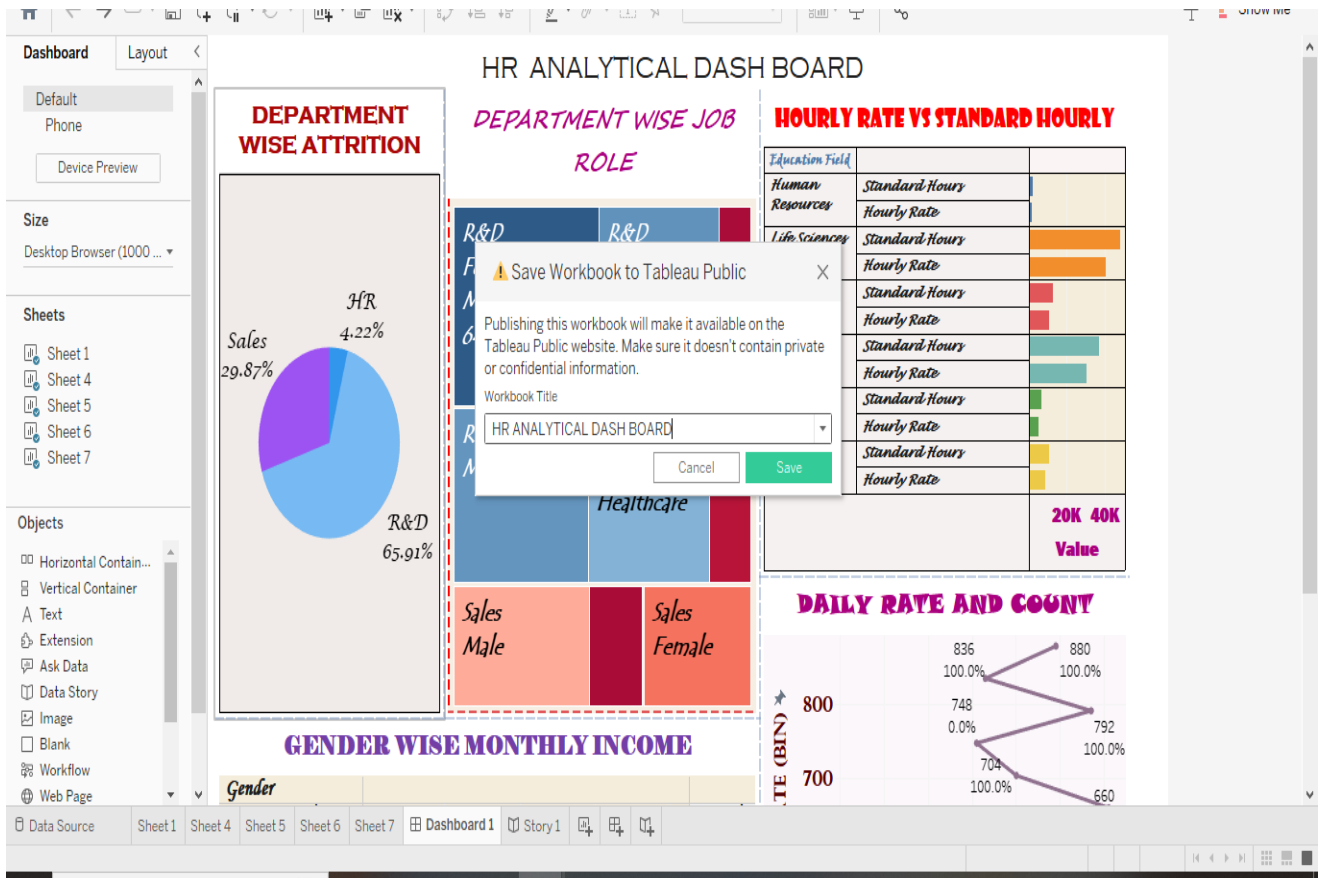
[FORGOT PASSWORD](#) | [CREATE AN ACCOUNT](#)

[SIGN IN WITH SALESFORCE](#)

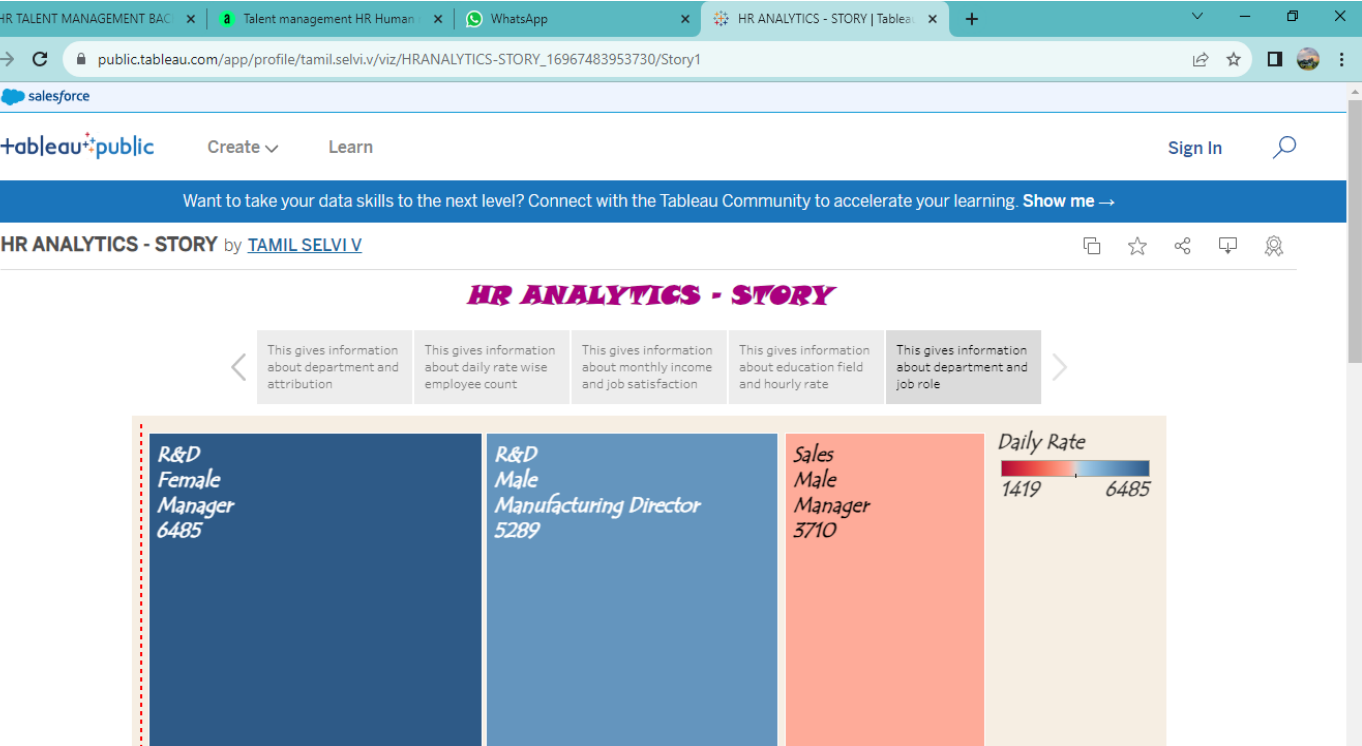
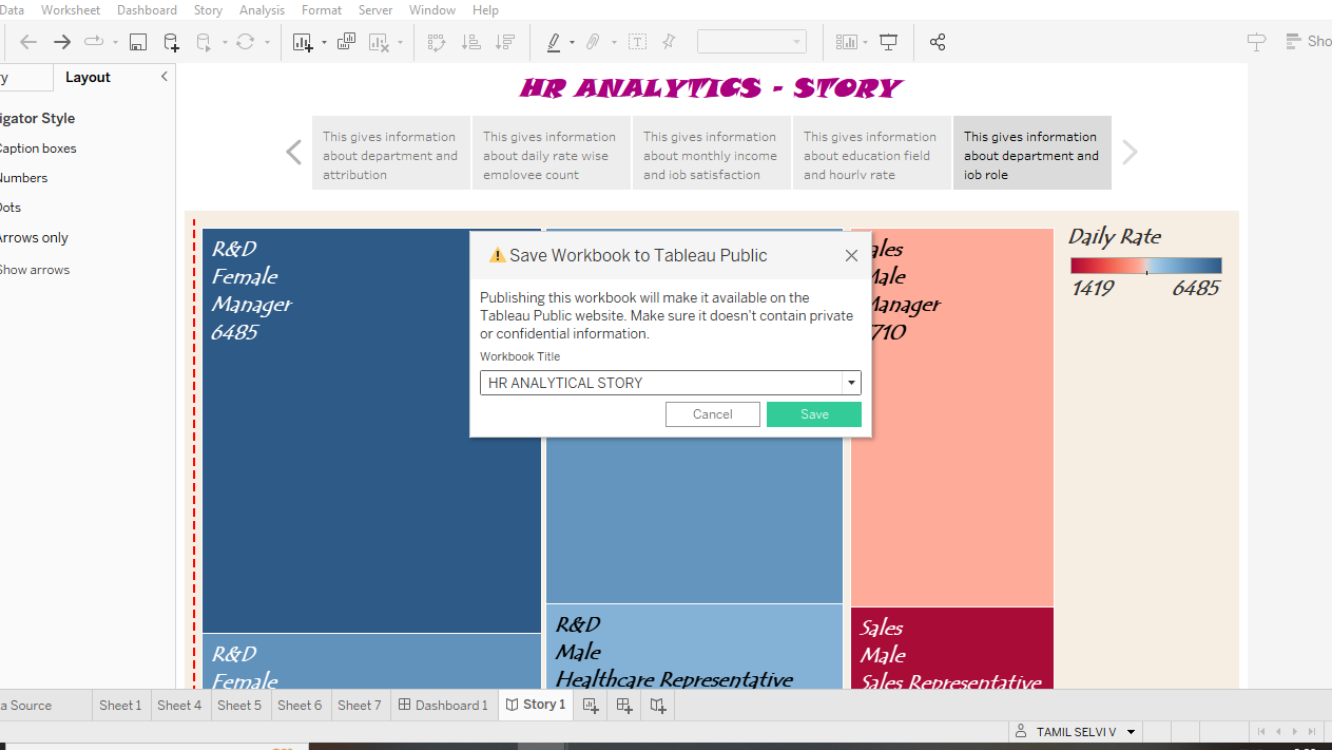
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PUBLISHING STORY AND REPORT TO TABLEAU PUBLIC



ADVANTAGES AND DISADVANTAGES

With a scorecard, HR leaders can assess the department's performance in their way and within a set structure that can be understood across the organization. Here are the top four benefits of an HR balanced scorecard:

1. Gives structure to the strategy

A scorecard helps keep the goals at the center, uses specific parameters to track progress, and follows initiatives for monitoring actions.

2. Improves performance reporting

The HR scorecard can come in handy for designing performance reports and dashboards, ensuring the focus remains on critical strategic issues and helping the HR department monitor the execution of its plan.

3. Makes it easier to communicate the strategy

Having a scorecard takes the guesswork out of trying to understand everyone's responsibilities in the team and gets the entire department synced up under one structure. This also gives a much clearer picture of HR projects and initiatives.

4. Connects every HR employee to organizational goals

An HR scorecard allows HR personnel to individually align their goals across the department and organization. When every employee sees a greater purpose behind the goals and objectives they are aiming to achieve; it engages them even more in their work.

- *Even though there are many HR scorecard templates you can use, the framework must be customized to suit your business requirements. This can be time-consuming and tedious - especially for first-time users.*

- *HR scorecards can be overly complicated to understand despite there being many case studies and resources to read from.*

- *HR scorecards usually require managers to report information, which can cause some resistance and even delays.*

CONCLUSION

In this project we are analysis tableau HR scorecard measuring success in talent management . In this analysis I understand

1.DEPARTMENT WISE ATTRITION

1. DAILY RATE AND COUNT

2. GENDER WISE MONTHLY INCOME

4. HOURLY RATE VS STANDARD HOURLY

5. DEPARTMENT WISE JOB ROLE

Talent management in an organization aims at ensuring employee recruitment, training and development, performance reviews and their compensation. Working towards enhancing a good talent management system in the organization ensures these components of human resource contribute to the success of the organization. The advantages that the components bring to the organization also outweigh the disadvantages considering organizations benefit from these approaches. These ensure the organization attracts highly qualified employees and finds it easy to retain them and hence improving their human resource element. Talent management enhances reviews that prove vital in developing employees. They reveal employee weaknesses and result in the development of training needs and programs that will improve the skills of the employees

FUTURE SCOPE

Developing and administering the human resources plans and procedures related to company requirements. Plan, organize, and control the activities and actions of the HR department. Contribute to the development of HR department goals, objectives, and systems. Implement and revise a company's compensation program.

THANK
YOU