

THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

TEAM

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WELCOME

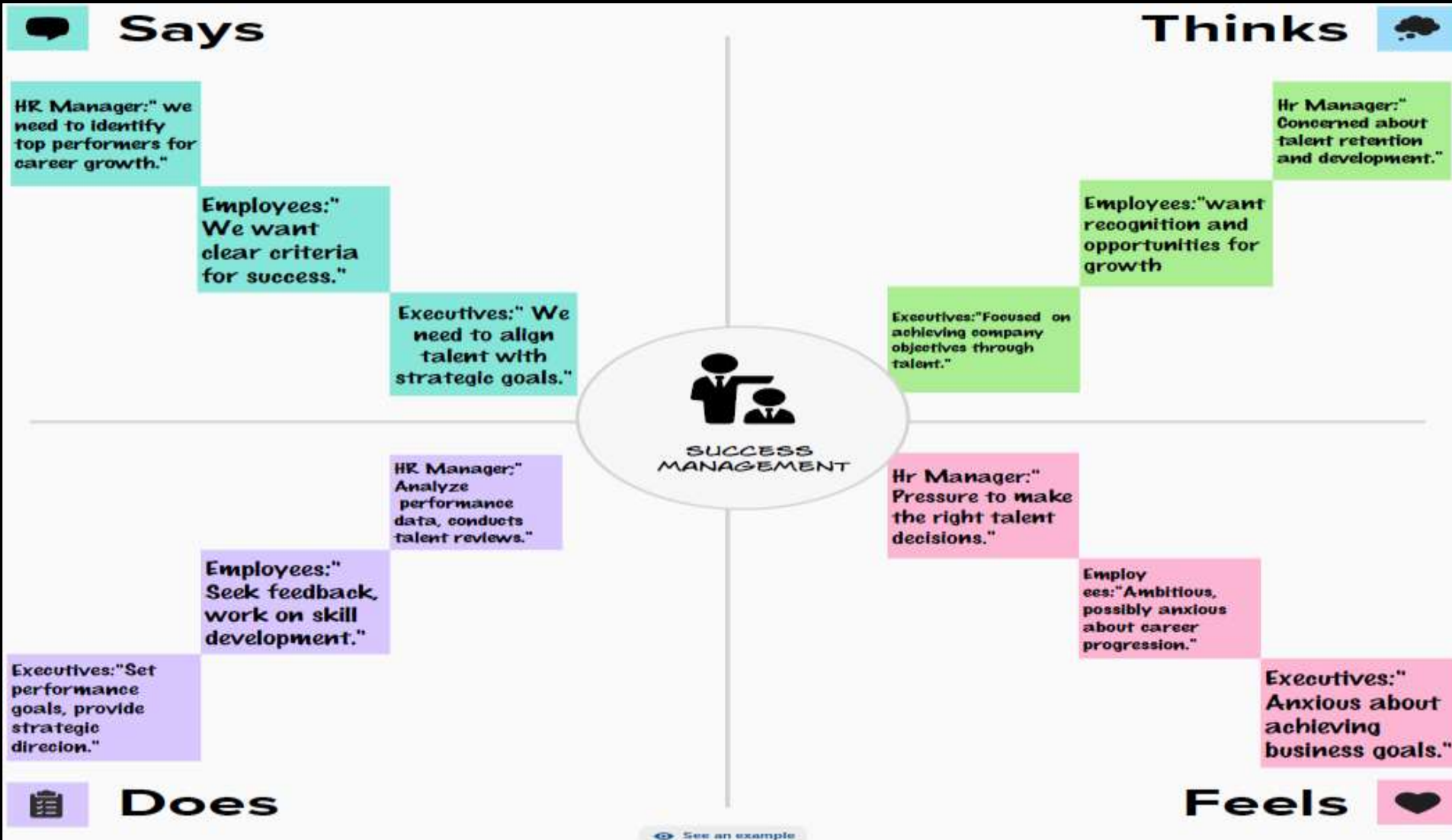
Overview:

- Employee Turnover Rate
- Retention Rate
- Internal promotion Rate
- Employee Distribution
- High-Potential Talent
- Hiring cost
- Time to Hire
- To measure success effectively, its crucial to identify and track relevant key Performance Indicators (KPIs) for each aspects of talent management.

Purposes:

- ❖ Monitor your activity to see any change (whether positive or negative).
- ❖ Offer rewards and recognition to keep your talent happy.
- ❖ Use talent management metrics to assess the effectiveness of your talent management efforts.
- ❖ Set clear and achievable objectives that align with the organization's overall mission, vision, and business goals.
- ❖ Align talent management goals with organizational objectives.
- ❖ Identify Key performances Indicators (KPIs) for each

Empathy map



Brainstorm and idea prioritization

Brainstorm & idea prioritization

Use this template in your next brainstorming session so your team can capture their imagination and work shaping strategies even if you're not sitting in the same room.

- 1. Welcome to template
- 2. Guide to template
- 3. Template overview

Before you collaborate

A little bit of preparation goes a long way with this template. Here's what you need to know per page.

- 1. Introduction

Define your problem statement

When you define a problem statement, you define what you think the problem is and what you think the solution should be.

- 1. Introduction

Brainstorm

What have you thought about this problem? What ideas do you have?

- 1. Introduction

Group ideas

Now that you have a list of ideas, it's time to group them. You can group them by theme, by priority, or by any other criteria you want.

- 1. Introduction

Ranking

Now that you have a list of ideas, it's time to rank them. You can rank them by priority, by theme, or by any other criteria you want.

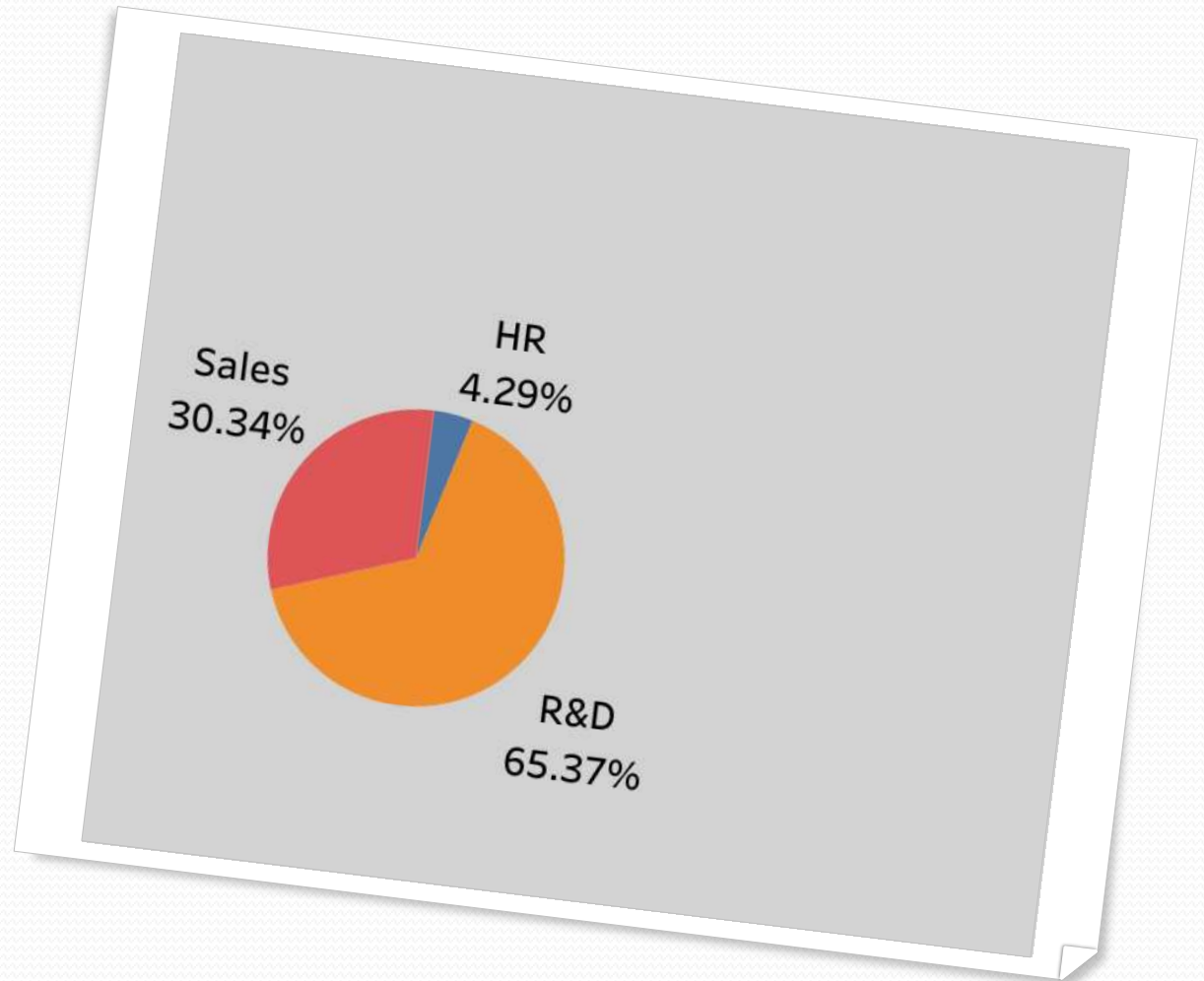
- 1. Introduction

After you collaborate

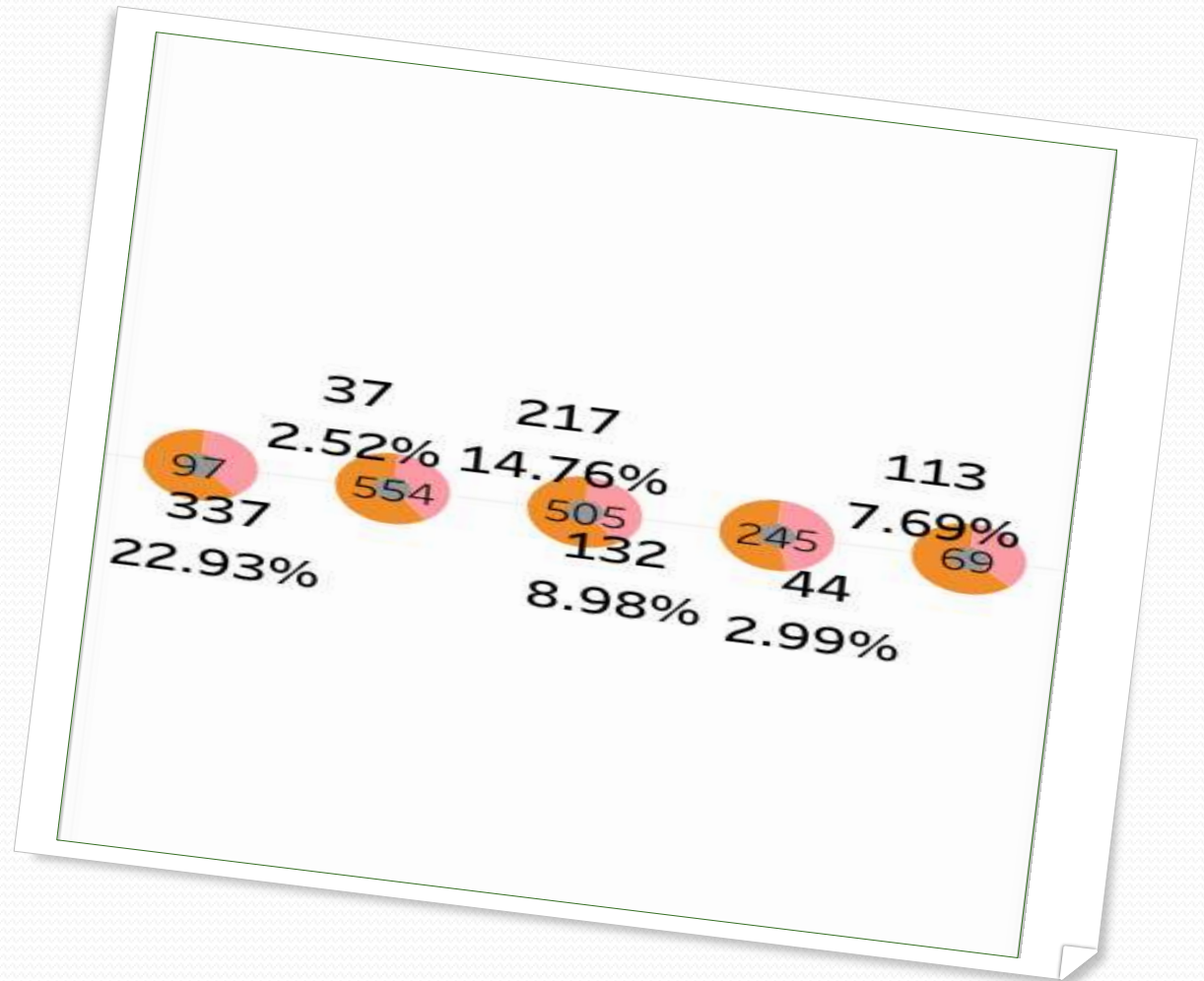
Now that you have a list of ideas, it's time to rank them. You can rank them by priority, by theme, or by any other criteria you want.

- 1. Introduction

DEPARTMENT WISE ATTRITION



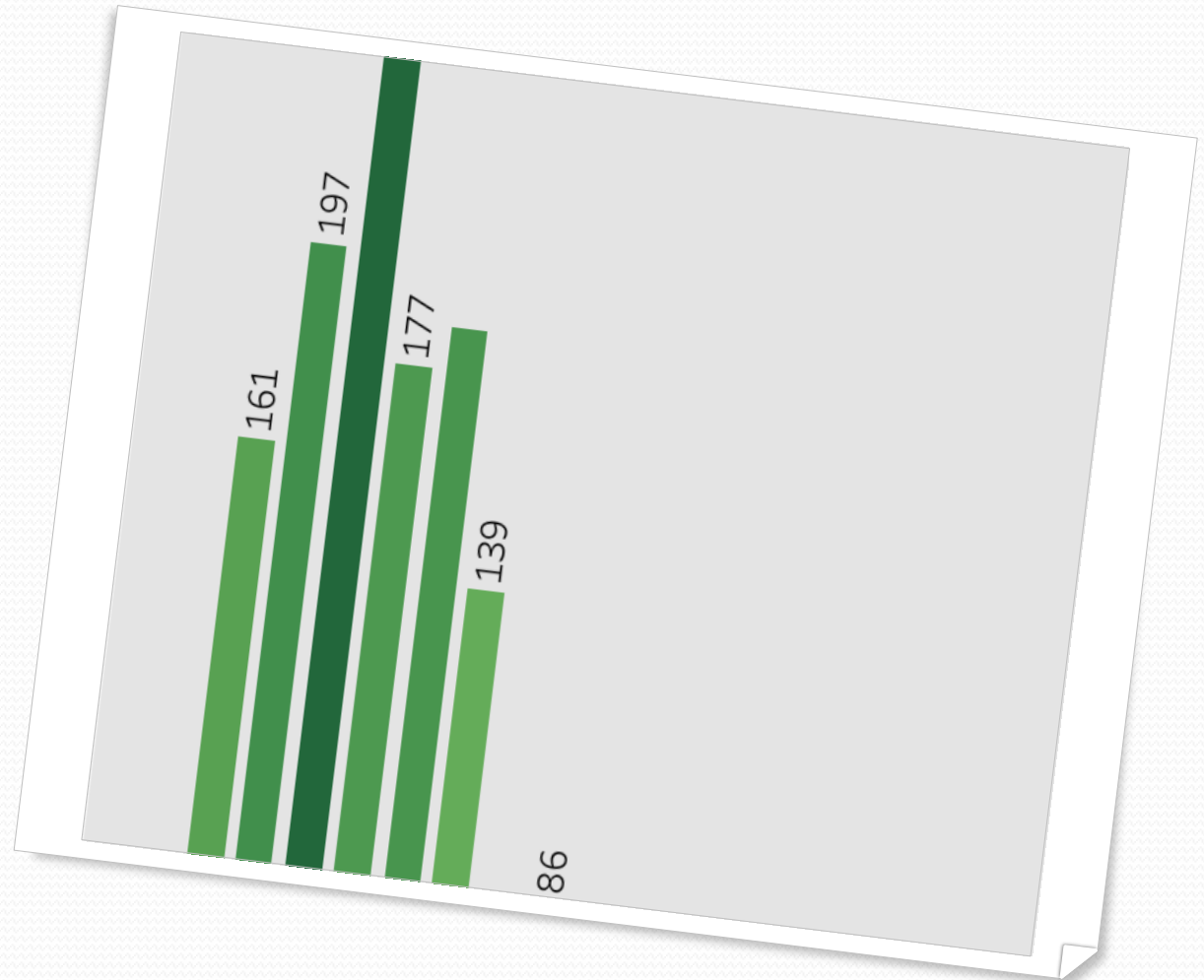
ATTRITION RATE BY GENDER FOR DIFFERENT AGE GROUP



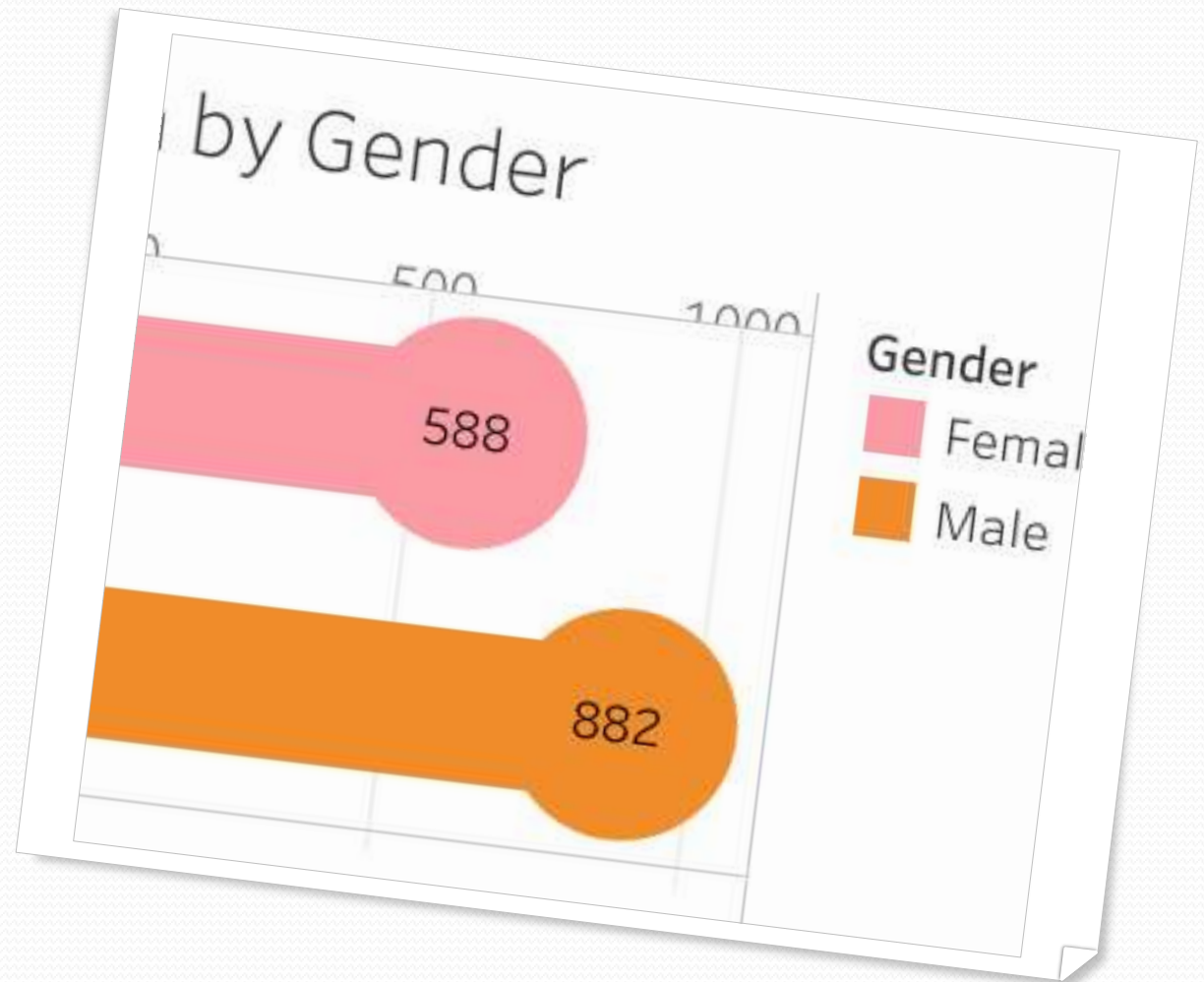
JOB SATISFACTION RATING

Laborator y Technici an	56	48	75	80	259
Manager	21	21	27	33	102
Manufact uring Dire ctor	26	32	49	38	145
Research Director	15	16	27	22	80
Research Scientist	54	53	90	95	292

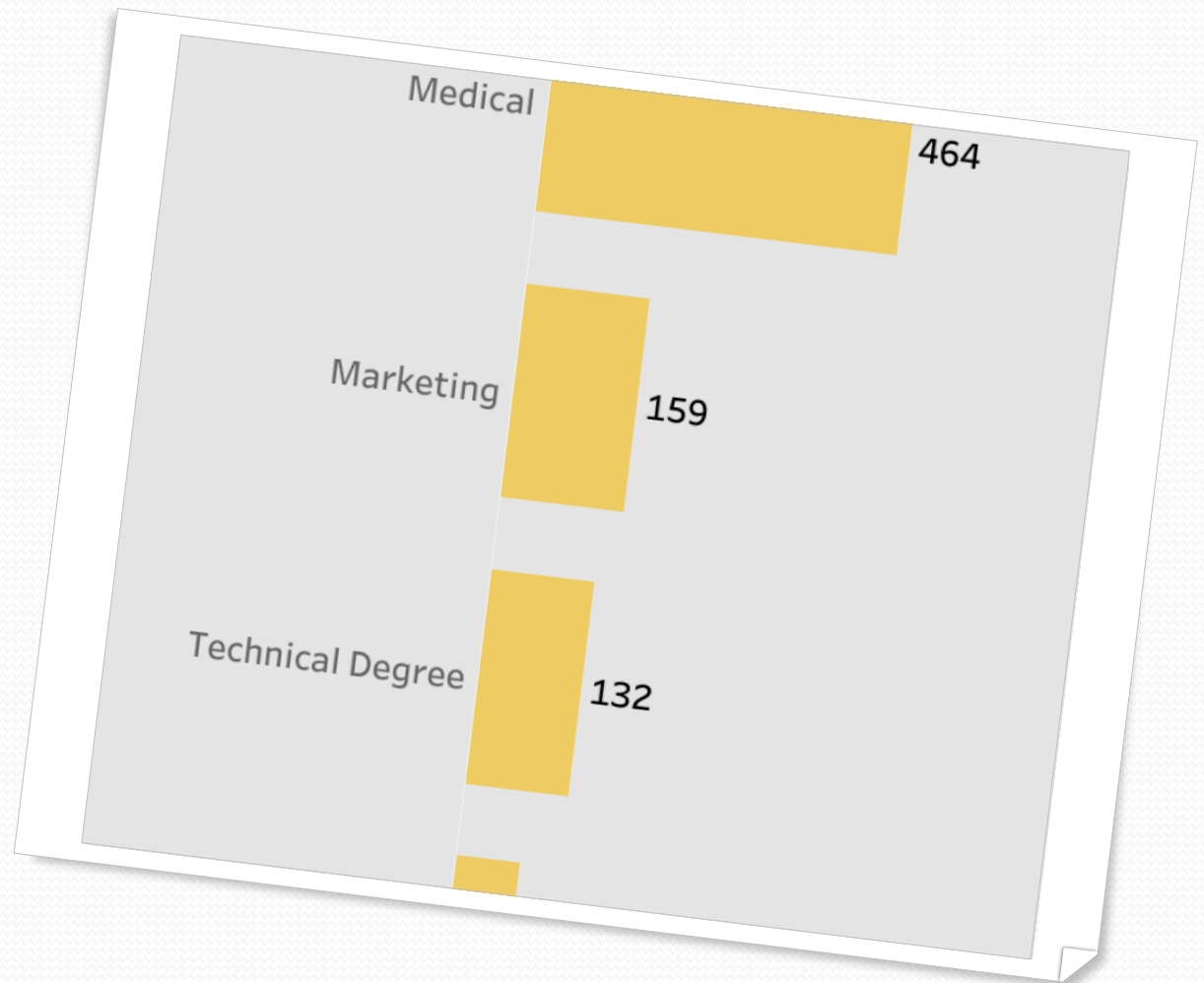
NO. OF EMPLOYEES BY AGE GROUP



ATTRITION BY GENDER



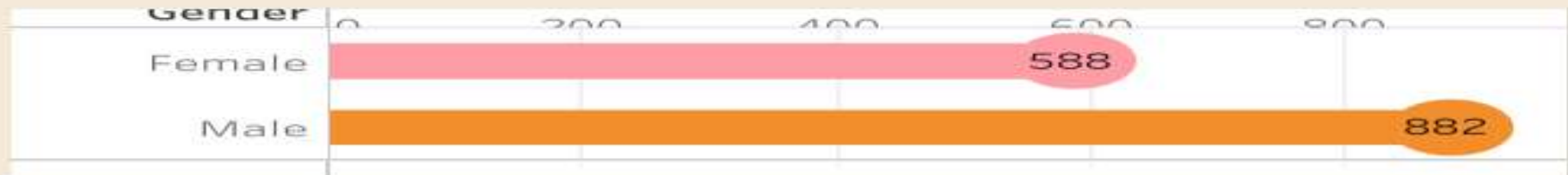
EDUCATION FIELD WISE ATTRITION



KPI

Employee Count	Attrition count	Attrition Rate	Avg. Age	Active Employees
1,470	0	0	37	1,470

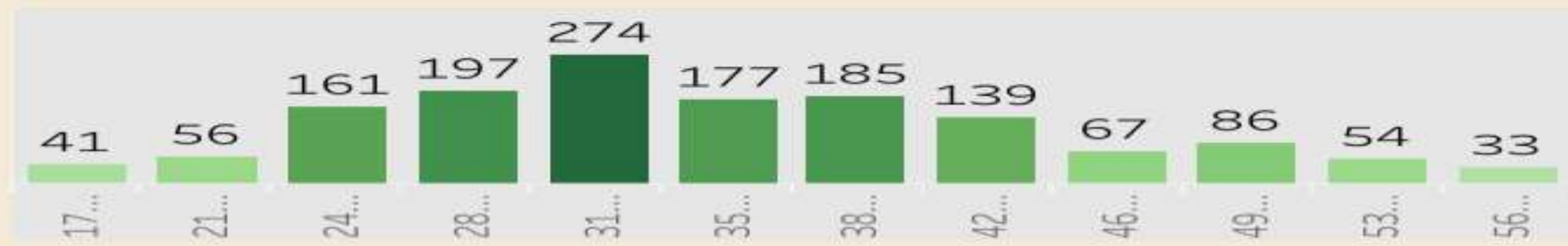
Attrition by Gender



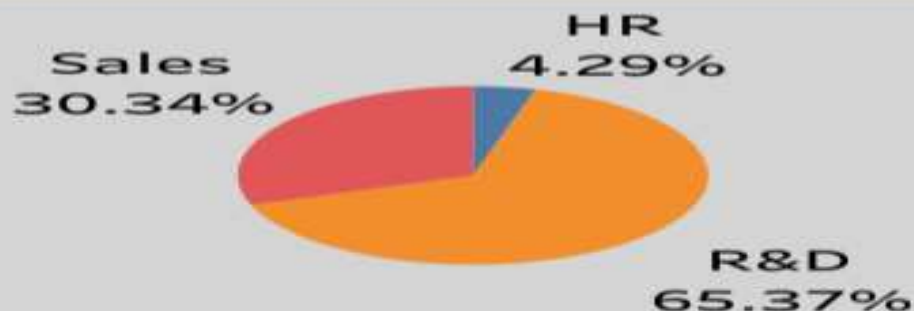
Attrition Rate by Gender for different age group



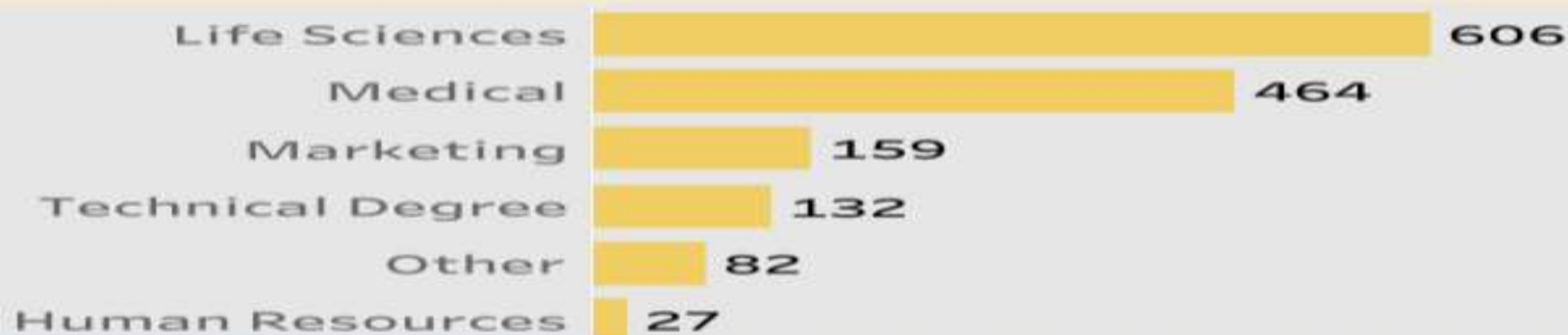
No. of employees by Age Group



Department wise Attrition



Education Field wise Attrition



Job Satisfaction Rating

Job Role	Job Satisfaction				Grand ..
	1	2	3	4	
Healthca..	26	19	43	43	131
Human R..	10	16	13	13	52
Laborato..	56	48	75	80	259
Manager	21	21	27	33	102
Manufac..	26	32	49	38	145
Research..	15	16	27	22	80
Research..	54	53	90	95	292
Sales Ex..	69	54	91	112	326
Sales Re..	12	21	27	23	83
Grand To..	289	280	442	459	1,470

Result:

- ❖ Talent Management KPIs:

Key Performance Indicators (KPIs) play a crucial role in measuring talent management effectiveness.

- ❖ Internal Promotion Rate:

Measures how often employees are promoted from within the organization.

- ❖ High-Potential Rate:

Identifies and tracks high-potential employees.

- ❖ Time to Hire:

Measures the time taken to fill positions.

- ❖ Strategic Workforce Planning:

Talent management metrics guide strategic workforce planning, ensuring alignment with business goals.

Advantages:

- Talent management systems contribute to a consistent employee experience, encouraging people to stay with the company, mentor others, and become long-term assets.
- By tracking talent management KPIs, organizations can help for future workforce needs and align them with business goals.

Disadvantages:

- Metrics may not capture all relevant factors, and biases effect decision-making.
- Implementing talent management metrics requires robust systems and data analysis skills.

Conclusion:

- ❖ Talent Management Metrics are essential for organizations. They provide a way to measure performance in critical areas such as recruitment, training and development, performance management, employee engagement, retention, and diversity and inclusion.
- ❖ By tracking these metrics organizations can make data-driven decision, improve overall performance, reduce turnover , and increase revenue per employee.
- ❖ Remember that while metrics are valuable, qualitative considerations should also part of a holistic talent management approach.



THANK YOU