

**The Tableau HR scorecard :
Measuring success in talent
management**

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Says

What have we heard them say?
What can we imagine them saying?

"I Wish there were more growth opportunities."

"A supportive work environment is important to me."

"Value feedback from my manager."



Thinks

What are their wants, needs, hopes, and dreams?
What other thoughts might influence their behavior?

"I wonder if my skills are being utilized effectively."

"Am I on the right career path?"

"I hope my hard work gets recognized."



SNEKA

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FRUSTRATION ABOUT A LACK OF CAREER ADVANCEMENT

Anxious about performance reviews.

Satisfied when they receive opportunities for professional development.

Participate in mentorship programs

Provides feedback during performance reviews

Seeks additional training and development



Does

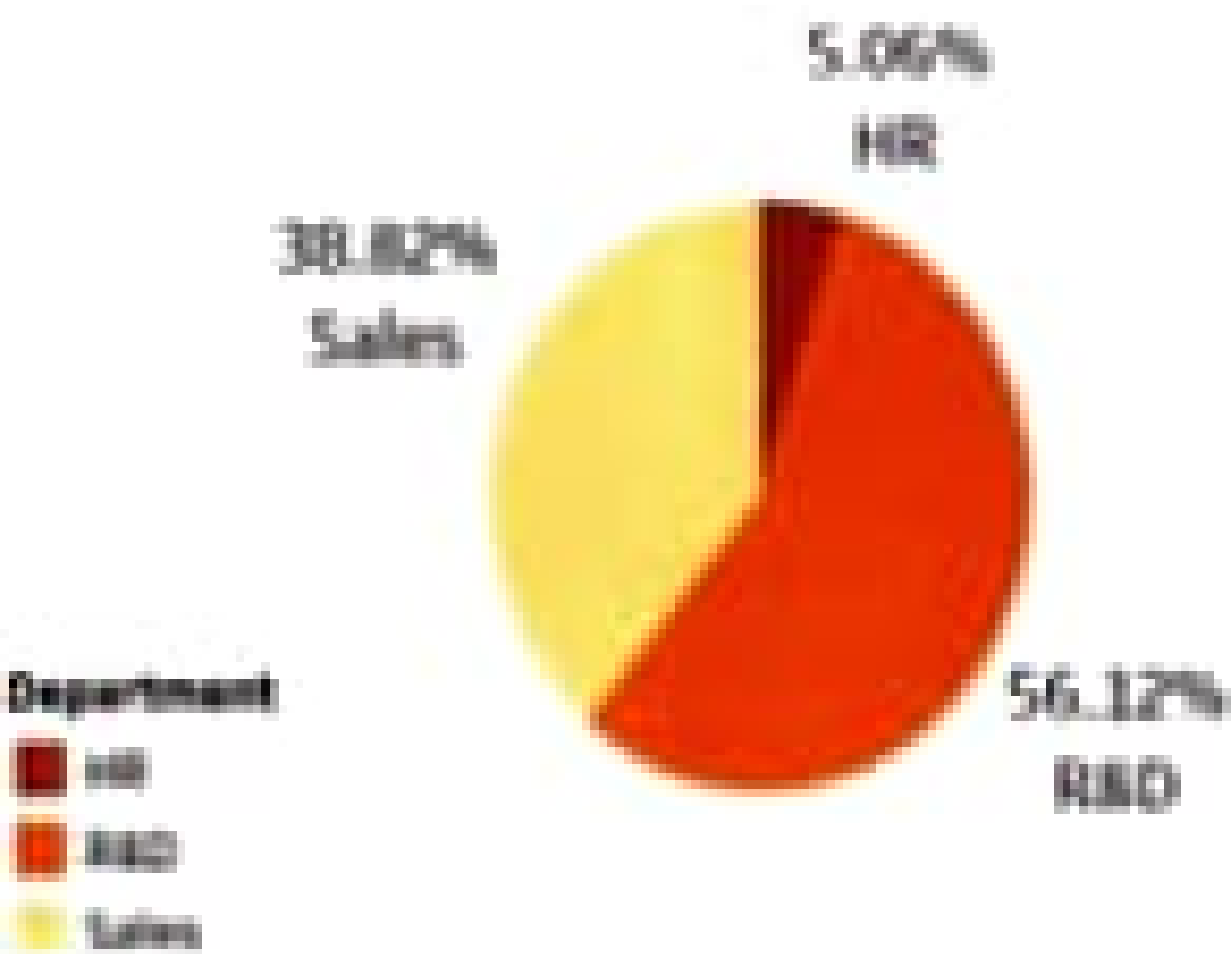
What behavior have we observed?
What can we imagine them doing?



Feels

What are their fears, frustrations, and anxieties?
What other feelings might influence their behavior?

Department wise Attrition



HR ANALYTICS DASHBOARD

Education

(All)

Employee Count

1,470

Attrition Count

237

Attrition Rate

16.12%

Active Employees

1,233

Avg. Age

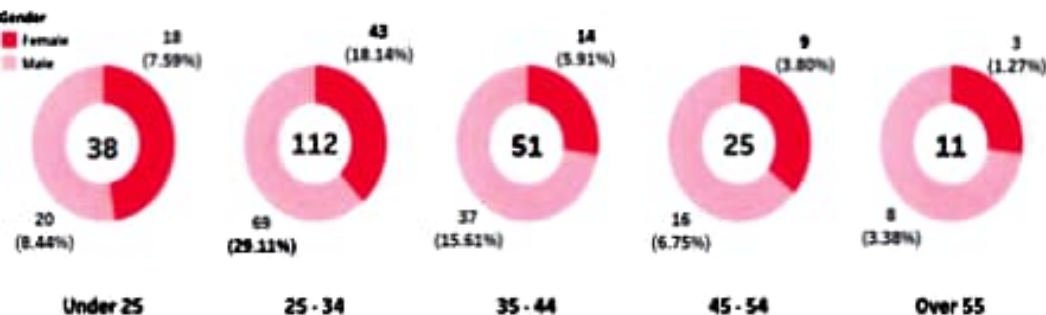
37

Attrition by Gender

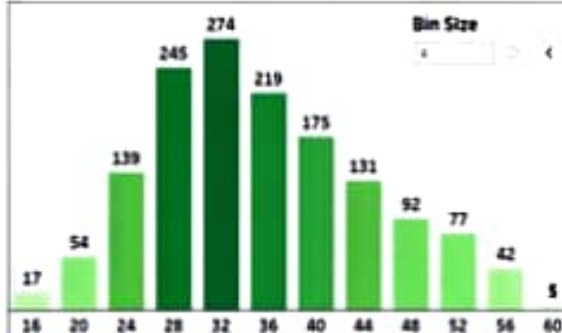
Female

Male

Attrition Rate by Gender for different age group



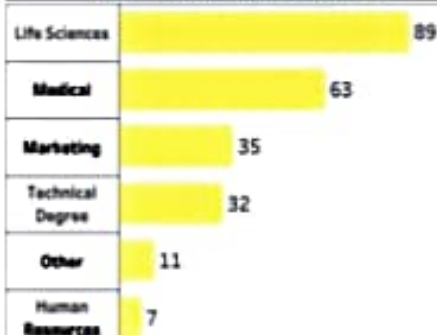
No. of employees by Age Group



Department wise Attrition



Education Field wise Attrition



Job Satisfaction Rating

	Job Satisfaction				Grand Total
	1	2	3	4	
Healthcare Representat.	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	91	292
Sales Executive	69	54	91	117	326
Sales Representative	12	21	27	23	83
Grand Total	289	280	442	459	1,470

Thanks for watching

