Project Report Templates

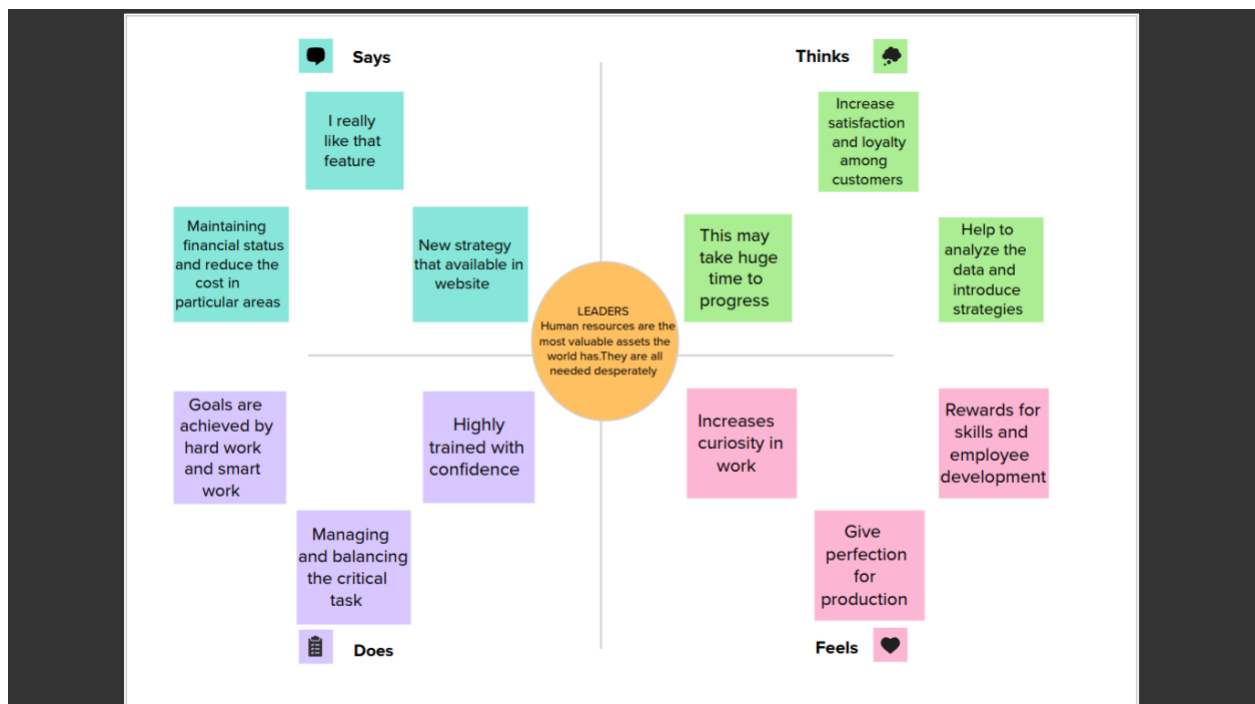## 1.Introduction :

1.1 Overview

A brif description about HR Scorecard that makes us to understand the topic.
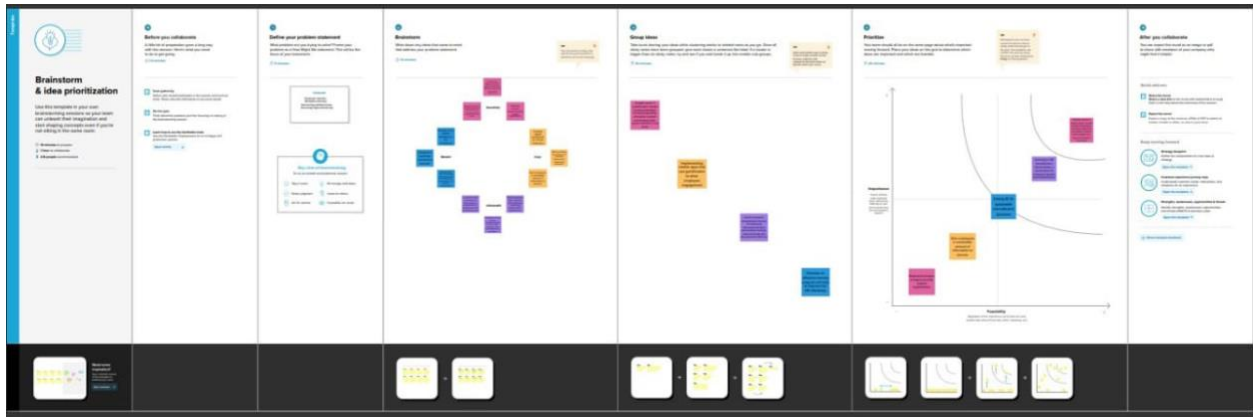
1.2 Purpose

The purpose of HR Scorecard is to know the financial status , recruitment of the company.

2. Problem Definition & Design Thinking
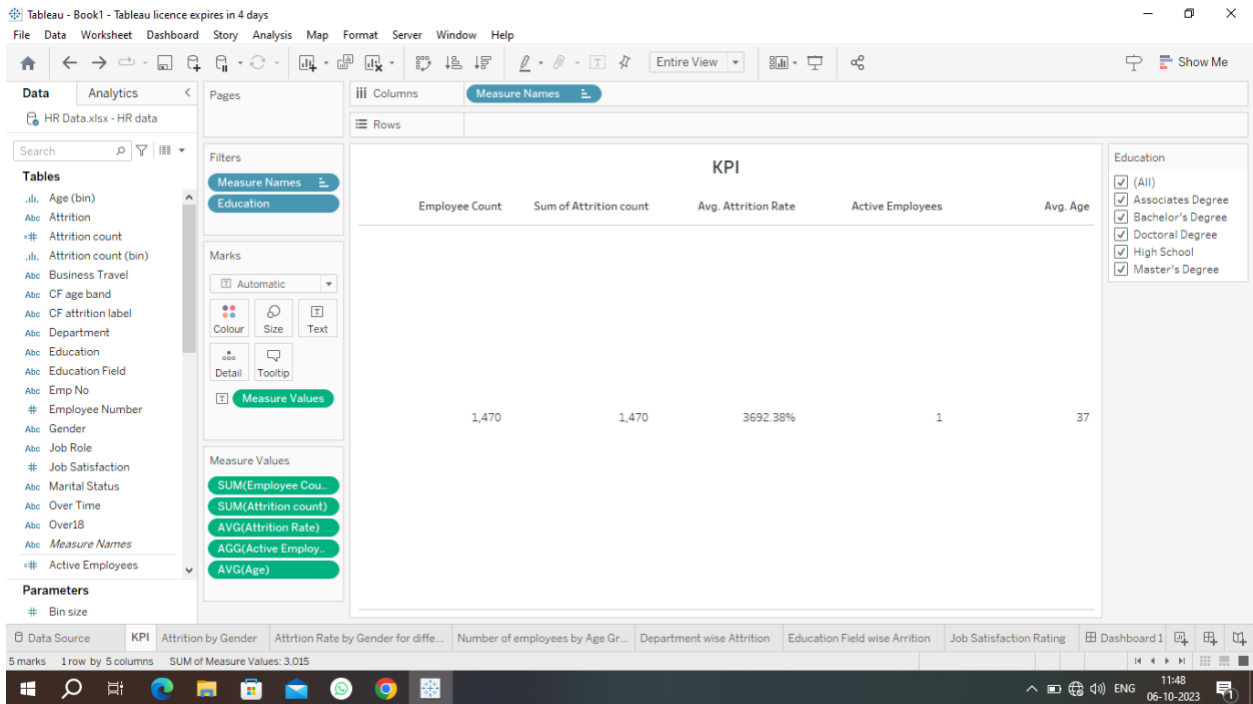
2.1 Empathy Map
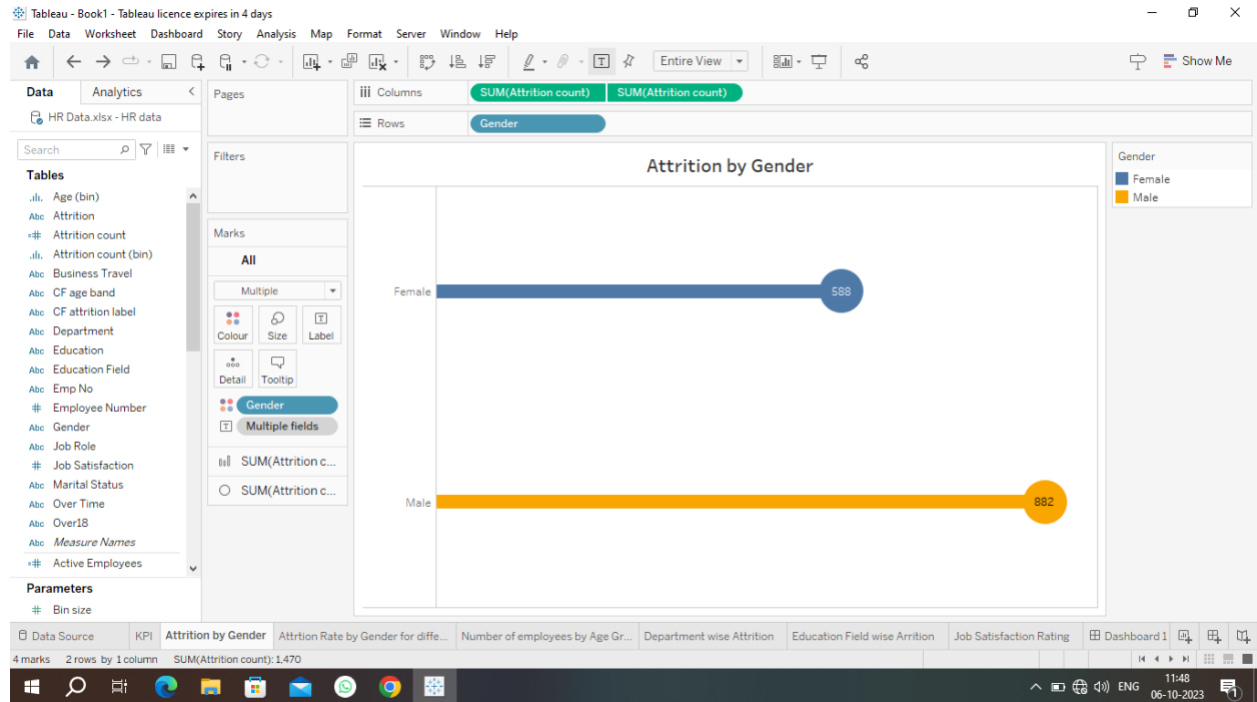

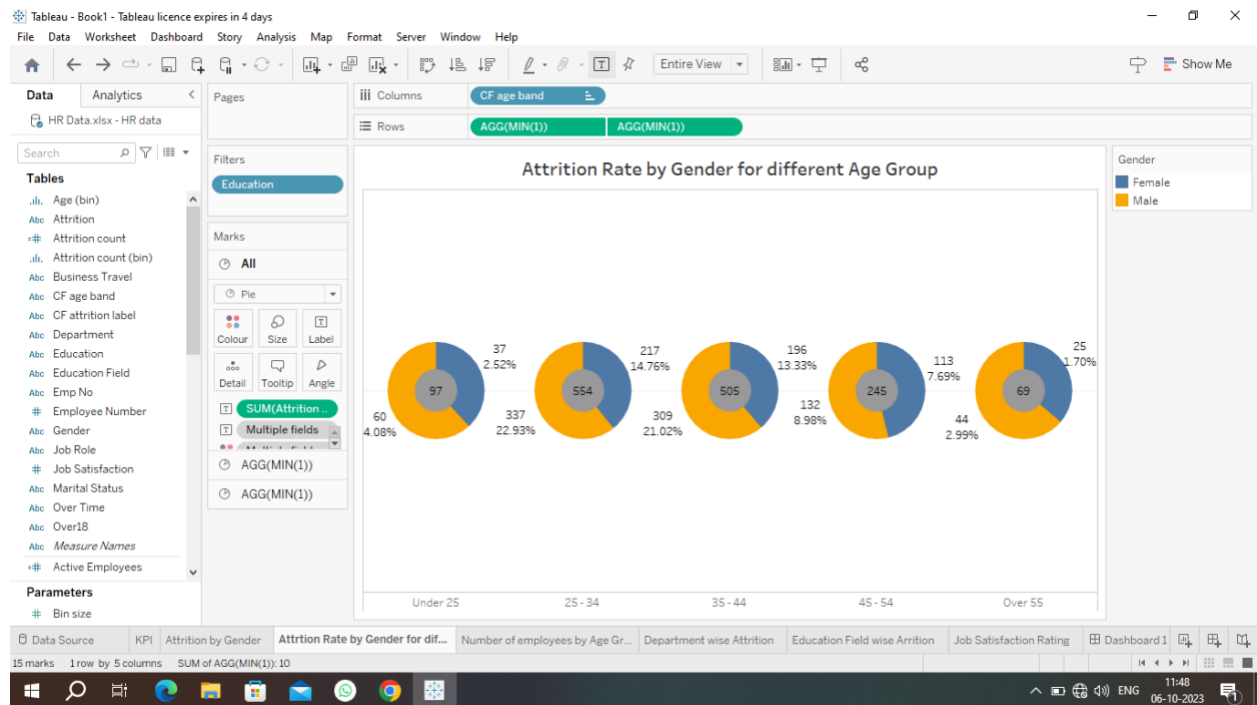### 2.2 Ideation & Brainstorming Map
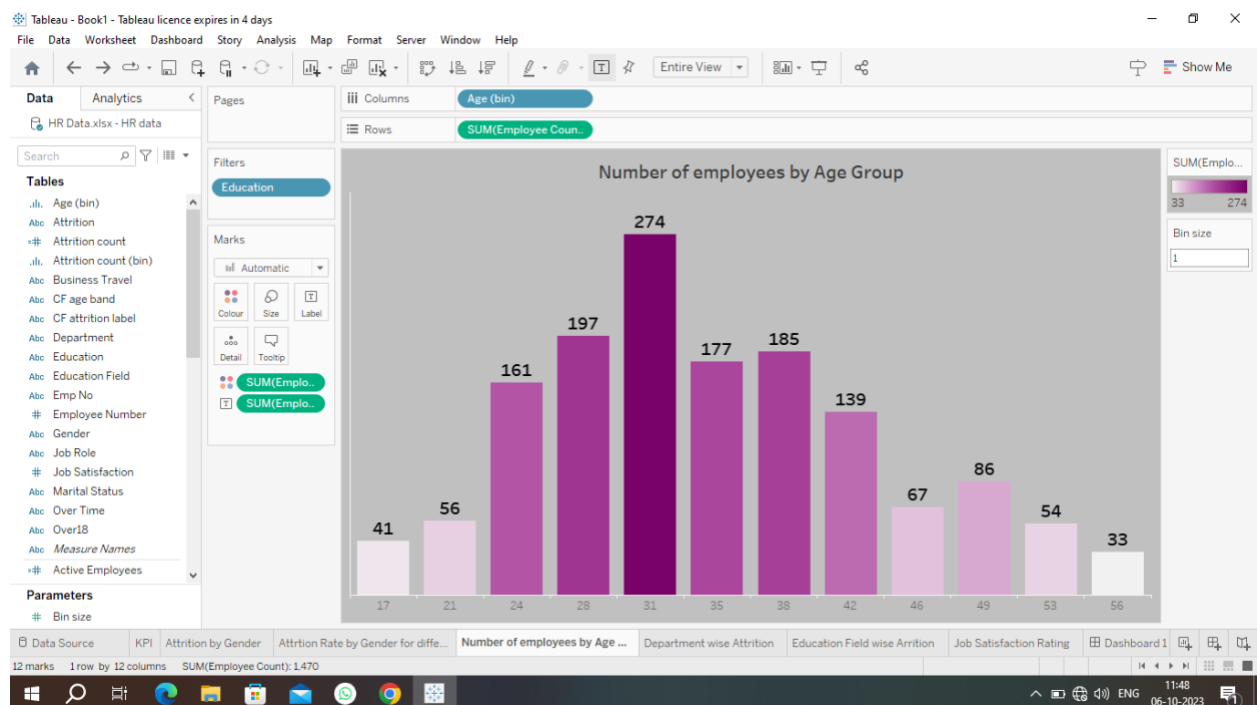
3. Result

3.1 KPI
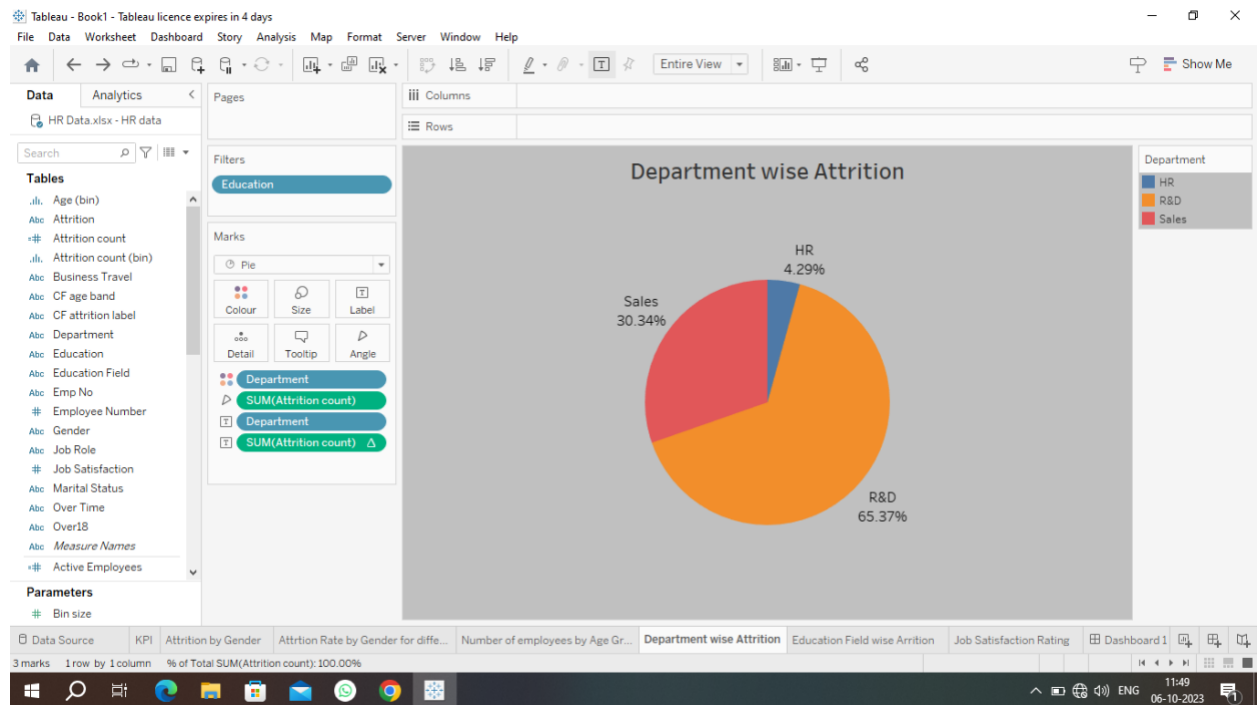
3.2 Attrition by Gender

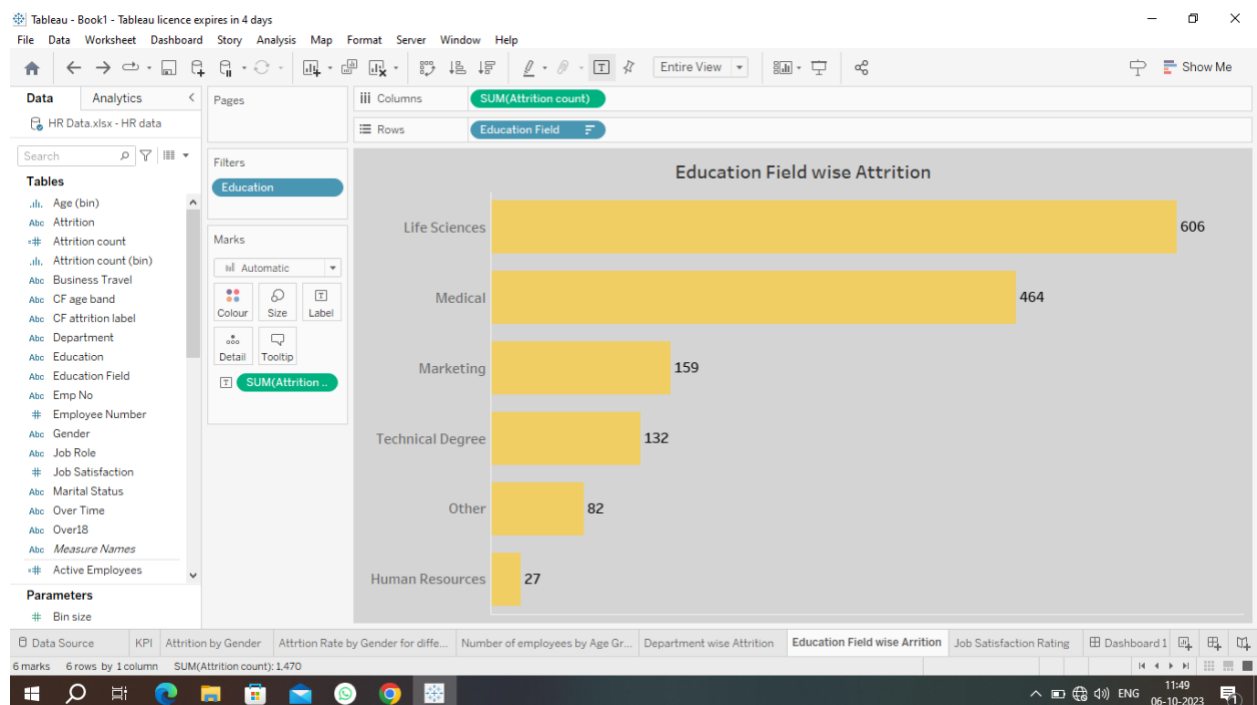

3.3 Attrition Rate by Gender for different Age Group

3.4 Number of employees by Age Group

3.5 Department wise Attrition

3.6 Education Field wise Attrition

3.7 Job Satisfaction Rating

3.8 Dashboard

3.9 Story

3.9.1

3.9.2

3.9.3

Tableau - Book1 - Tableau licence expires in 4 days

File   Data   Worksheet   Dashboard   Story   Analysis   Format   Server   Window   Help

Story | Layout

New story point

Blank | Duplicate

- KPI
- Attrition by ...
- Attrtion Rate by...
- Number of ...
- Department wis...
- Education Field ...
- Job Satisfaction...
- Dashboard 1

A   Drag to add text

☑ Show title

Size

Automatic

HR Analytics Storyline

| R&D department has the highest no.of attrition rate i.e. | The highest no. of employees i.e. are employed at the age | Employees are expected to be satisfied in Sales | Most of the attrition occurs in the field of Life Sciences. | Males are expected to leave the organisation over the age of 55. |

	Job Satisfaction				
Job Role	1	2	3	4	Grand Total
Healthcare Representative	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	95	292
Sales Executive	69	54	91	112	326
Sales Representative	12	21	27	23	83
Grand Total	289	280	442	459	1,470

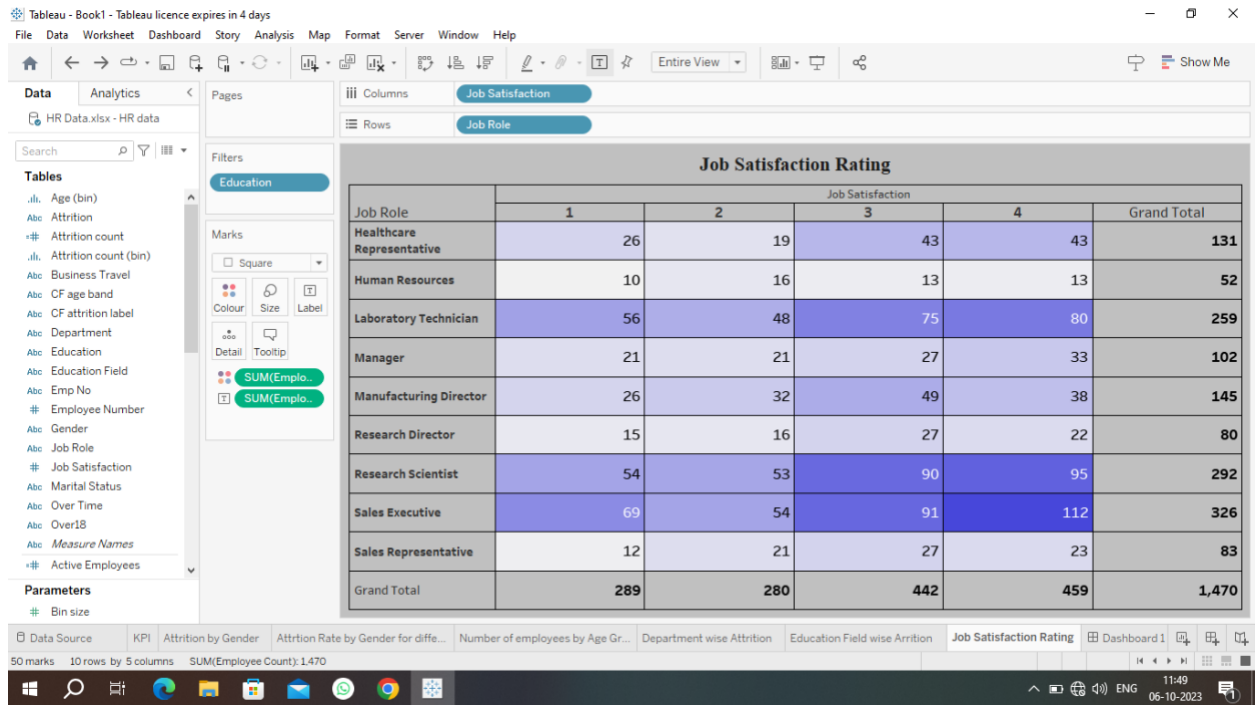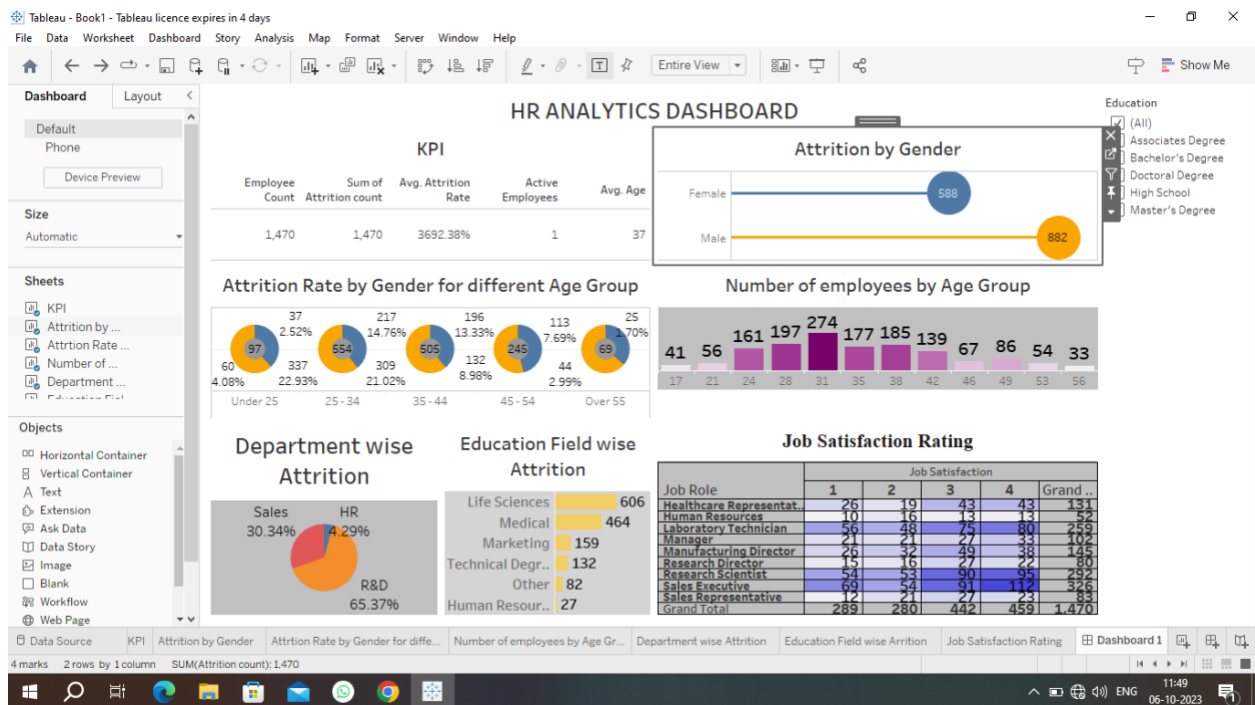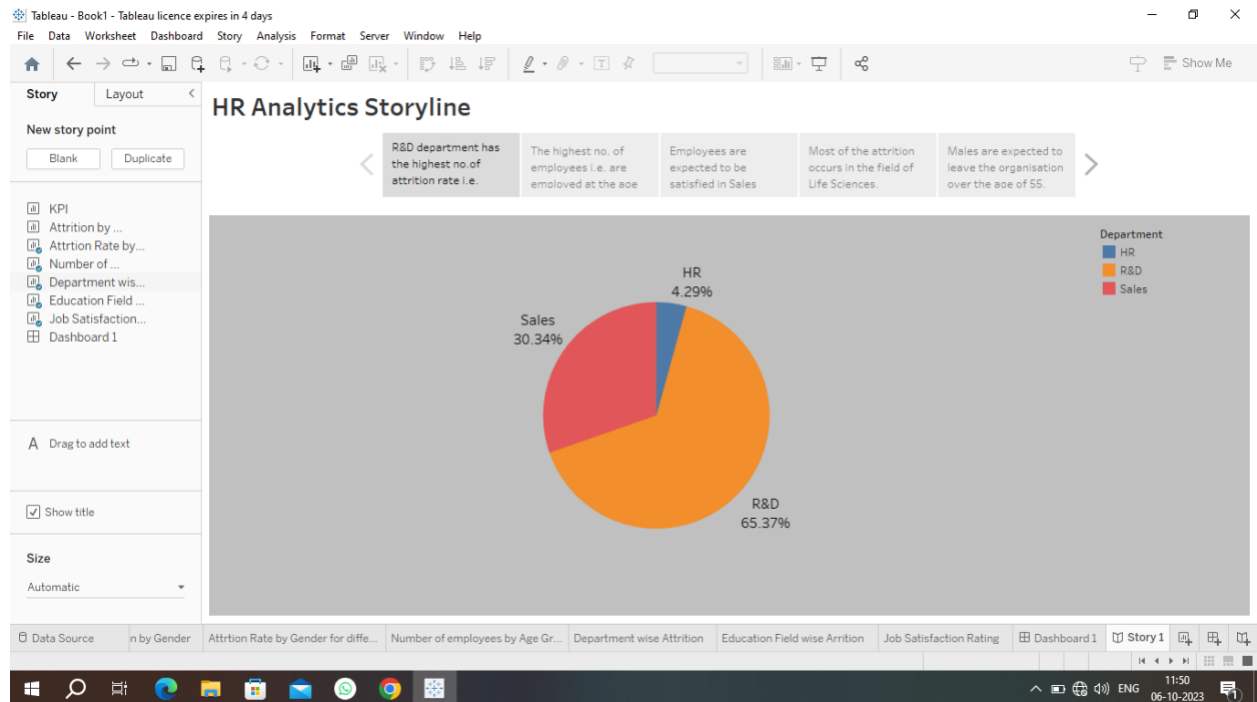Data Source | n by Gender | Attrtion Rate by Gender for diffe... | Number of employees by Age Gr... | Department wise Attrition | Education Field wise Arrition | Job Satisfaction Rating | Dashboard 1 | Story 1

3.9.4

Tableau - Book1 - Tableau licence expires in 4 days

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Story | Layout

New story point

Blank | Duplicate

- KPI
- Attrition by ...
- Attrtion Rate by...
- Number of ...
- Department wis...
- Education Field ...
- Job Satisfaction...
- Dashboard 1

A   Drag to add text

☑ Show title

Size

Automatic

HR Analytics Storyline

| R&D department has the highest no.of attrition rate i.e. | The highest no. of employees i.e. are employed at the age | Employees are expected to be satisfied in Sales | Most of the attrition occurs in the field of Life Sciences. | Males are expected to leave the organisation over the age of 55. |

- Life Sciences 606
- Medical 464
- Marketing 159
- Technical Degree 132
- Other 82
- Human Resources 27

Data Source | n by Gender | Attrtion Rate by Gender for diffe... | Number of employees by Age Gr... | Department wise Attrition | Education Field wise Arrition | Job Satisfaction Rating | Dashboard 1 | Story 1
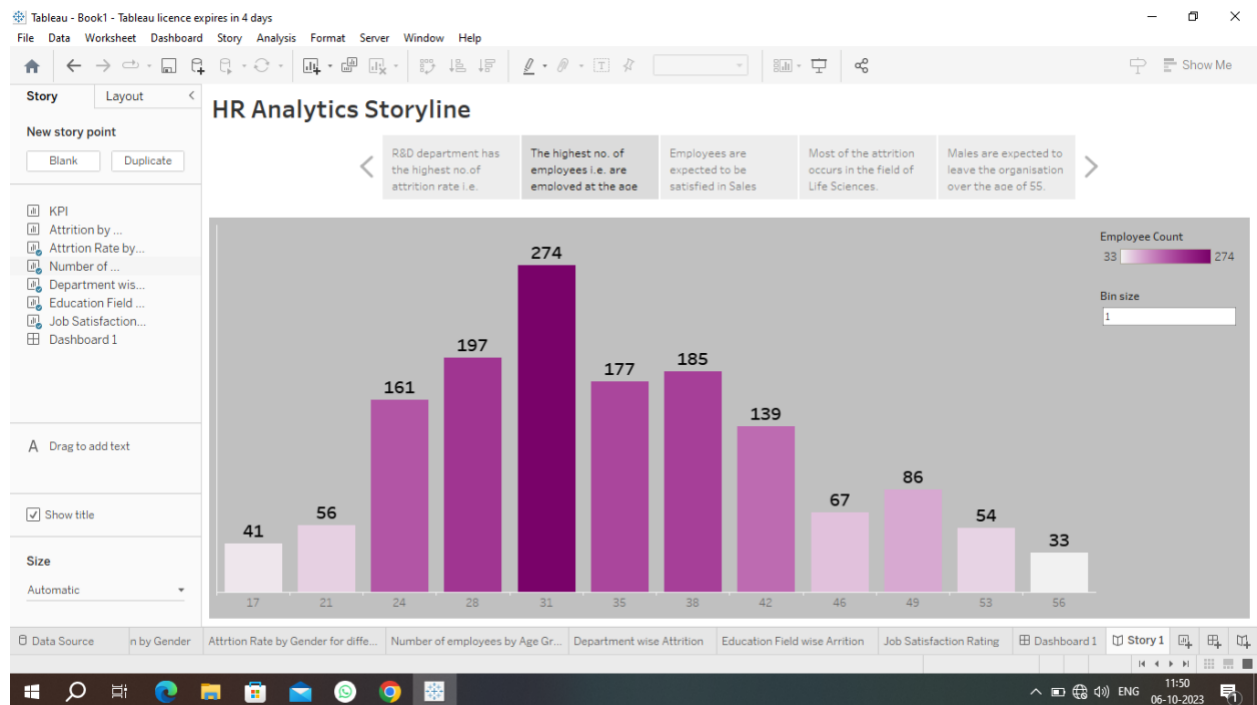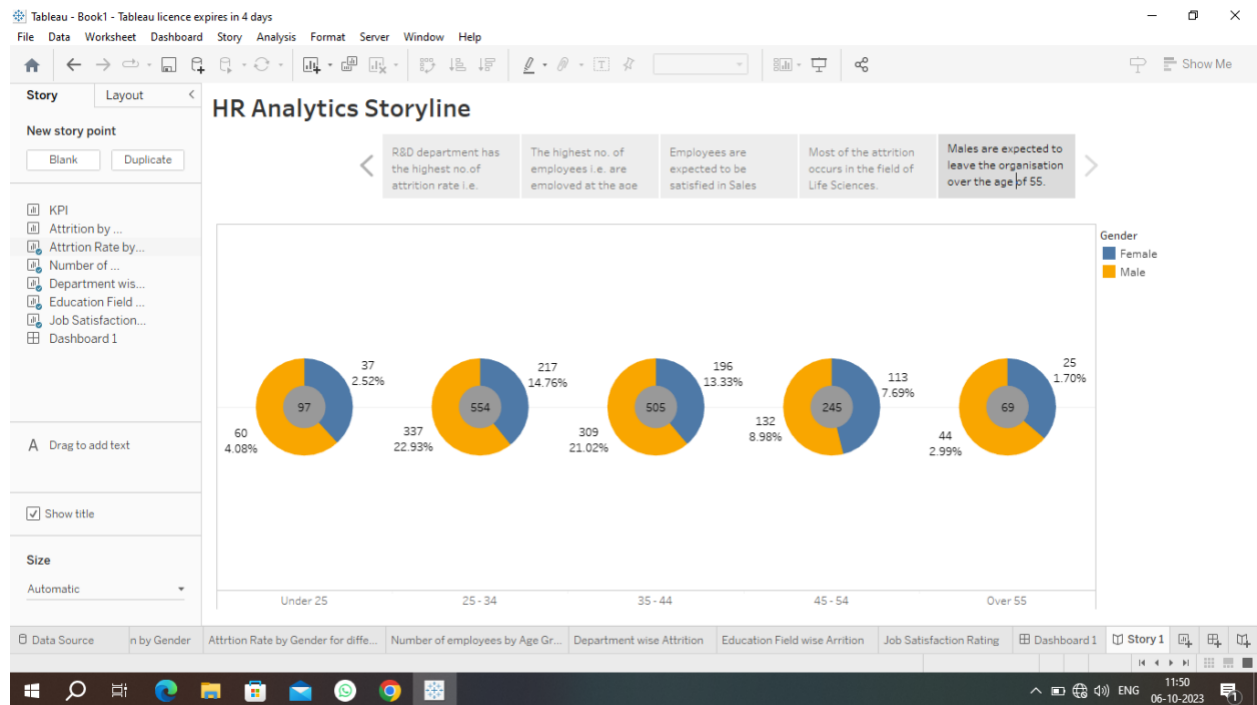
3.9.5

4. Advantages & Disadvantages

Advantages :

☆ Improves performance reporting

☆ Connects every HR employee to organizational goals

☆ Facilities better alignment

☆ Quantify performance improvement and opportunity

Disadvantages :

☆ It must be tailored to the organization

☆ It needs buy-in form leadership to be successful

☆ It can be difficult to keep everyone on the same page

☆ It may appear too rigid for the way you manage

5. Applications :

☆

As a necessary part of the organizing function of management

☆ To indicate the important of the business context for the understanding the meaning and application

☆ To analyse the different approaches to the system

☆ The best – fit approach

☆ The configurational approach

☆ The best – practice approach

6. Conclusion :

In this HR Scorecard, we have used data visualizations and dashboard and story. In the visualizations, we have used bar charts, donut chart, lollipop chart,etc. In the dashboard, we used all the visualization should be applied in the correct way. In the story, we used the visualization and add the caption above the chart.

7. Future scope :

☆ It gauges HR's role in creating value

☆ It assesses key HR dimensions

☆ It quantifies HR's value and effectiveness