TITLE

HR -SCORE CARD:MEASURING SUCCESS IN TALENT MANAGEMENT

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INTRODUCTION

1.OVERVIEW

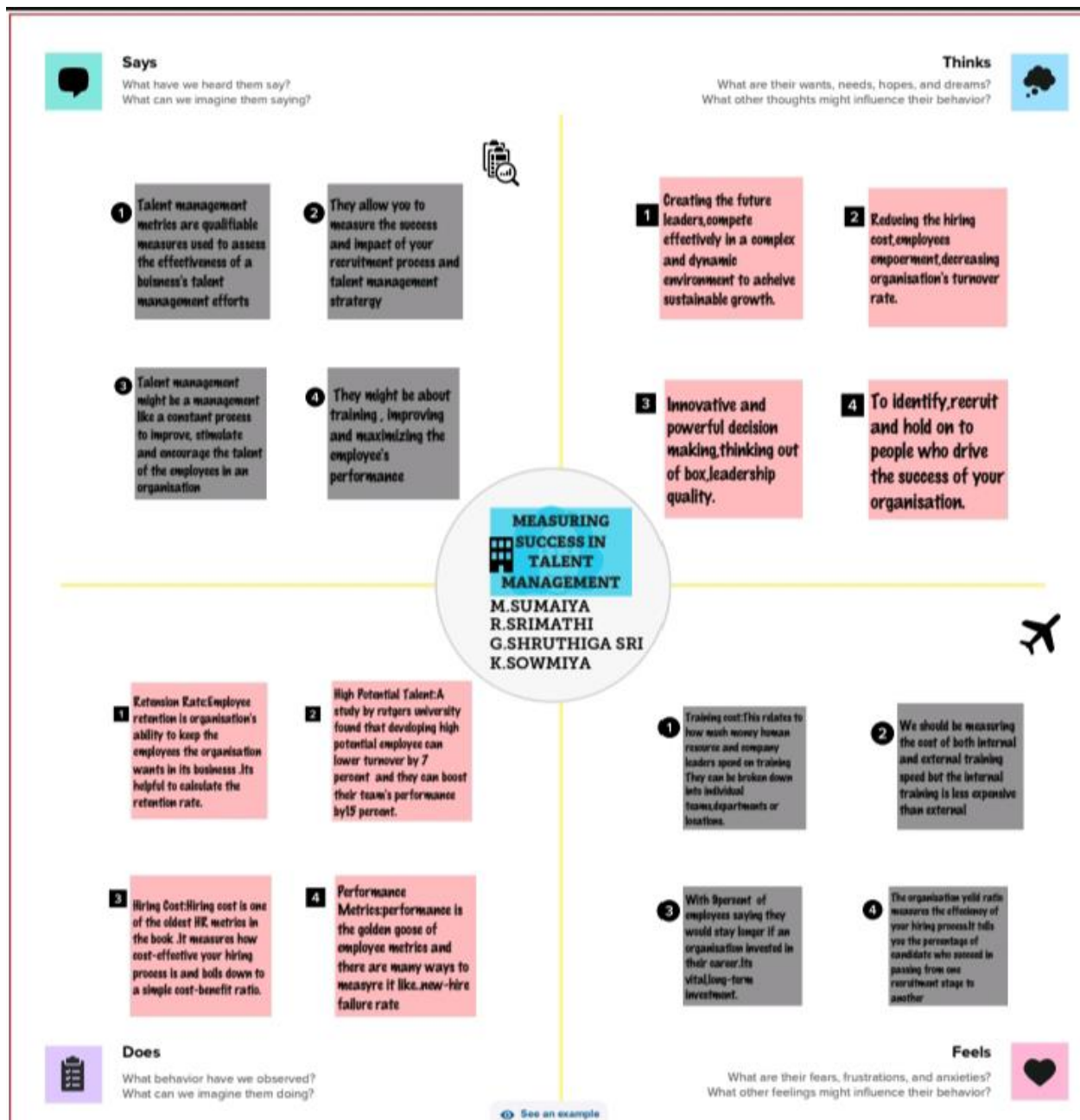### The Tableau HR Scorecard: Measuring Success in Talent Management

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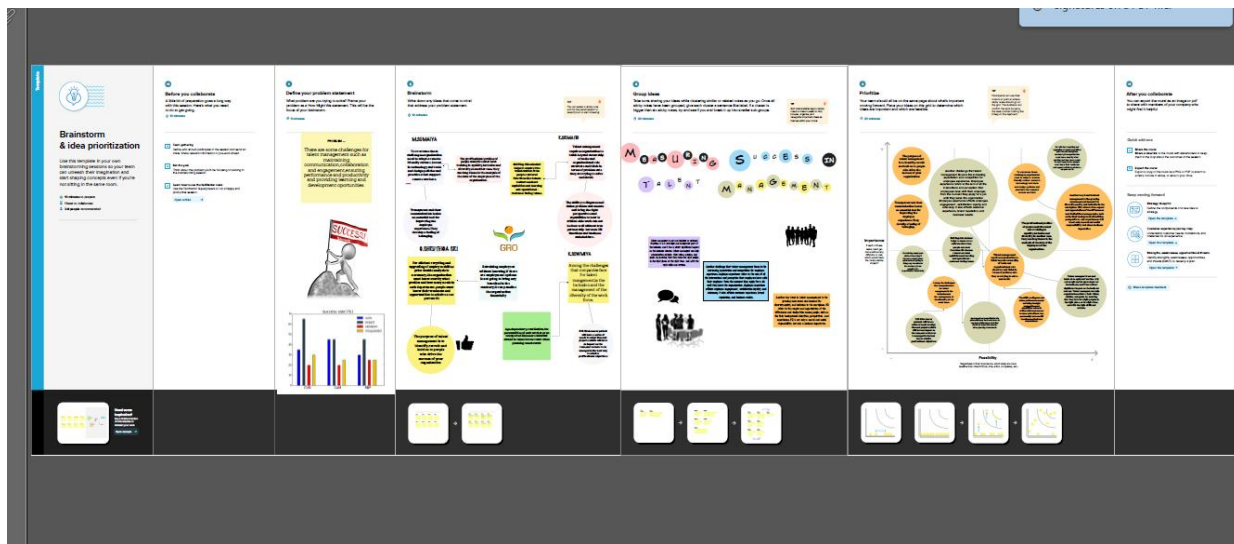
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PURPOSE:

By measuring the success in talent management we might be able to realize the impact it has among the organizations and through that impact organizations can easily rectify and improve the employee facilities that will help the workers in persistence **2.PROBLEM DEFENITION AND DESIGN THINKING (2.1.EMPATHY MA)**

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1. Talent management metrics are qualifiable measures used to assess the effectiveness of a business's talent management efforts

2. They allow you to measure the success and impact of your recruitment process and talent management strategy

3. Talent management might be a management like a constant process to improve, stimulate and encourage the talent of the employees in an organisation

4. They might be about training, improving and maximizing the employee's performance

1. Creating the future leaders,compete effectively in a complex and dynamic environment to achieve sustainable growth.

2. Reducing the hiring cost,employees empoerment,decreasing organisation's turnover rate.

3. Innovative and powerful decision making,thinking out of box,leadership quality.

4. To identify,recruit and hold on to people who drive the success of your organisation.

MEASURING SUCCESS IN TALENT MANAGEMENT

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1. Retension Rate:Employee retention is organisation's ability to keep the employees the organisation wants in its business .Its helpful to calculate the retention rate.

2. High Potential Talent:A study by rutgers university found that developing high potential employee can lower turnover by 7 percent and they can boost their team's performance by15 percent.

3. Hiring Cost:Hiring cost is one of the oldest HR metrics in the book .It measures how cost-effective your hiring process is and boils down to a simple cost-benefit ratio.

4. Performance Metrics:performance is the golden goose of employee metrics and there are many ways to measyre it like new-hire failure rate

1. Training cost:This relates to how much money human resource and company leaders spend on training They can be broken down into individual teams,departments or locations.

2. We should be measuring the cost of both internal and external training speed but the internal training is less expensive than external

3. With 9percent of employees saying they would stay longer if an organisation invested in their career.Its vital,long-term investment.

4. The organisation yeild ratio measures the efficiency of your hiring process.It tells you the percentage of candidate who succeed in passing from one recruitment stage to another

See an example

2.2.IDEATION AND BRAINSTORMING MAP

3.RESULT

   *Through the ideation map & empathy map we got a well understanding about the title MEASURING SUCCESS IN TALENT MANAGEMENT.After that we collected a set of data which is provied to our title .Also by a final group discussion we created 5 visualizations into a dashobard and a story as shown below and published them successfully in the tableau public and stored the link.
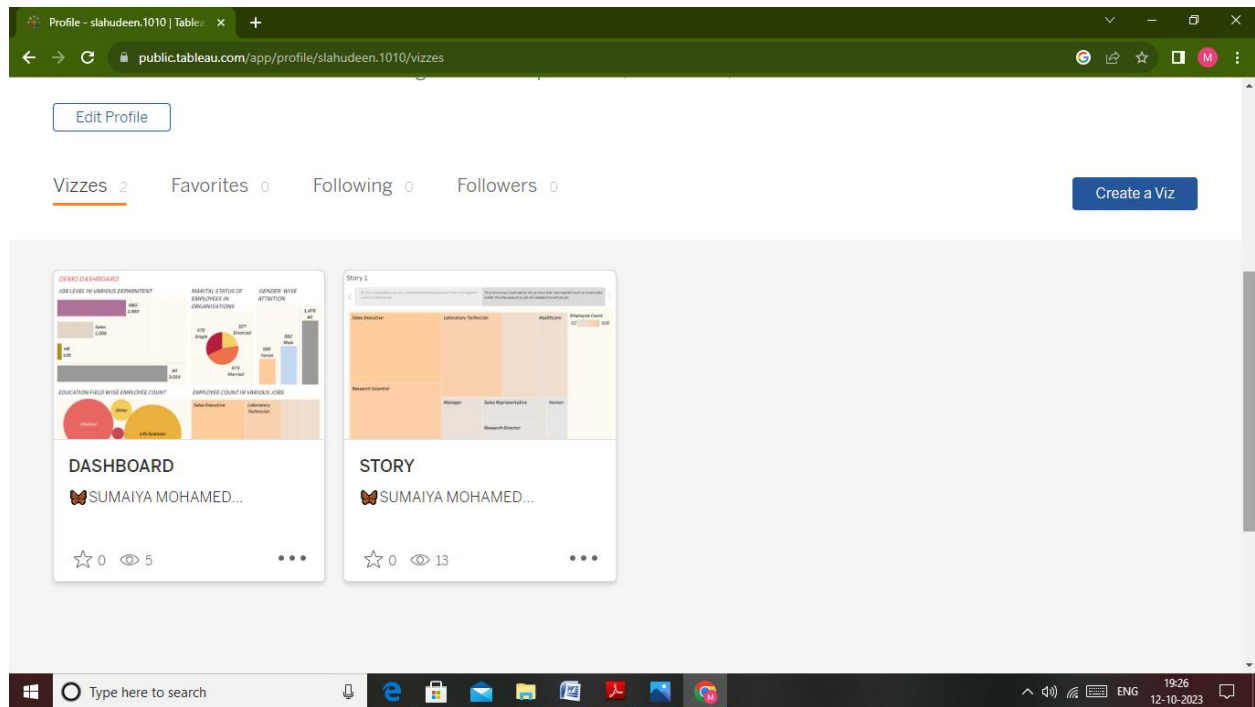
DASHBOARD
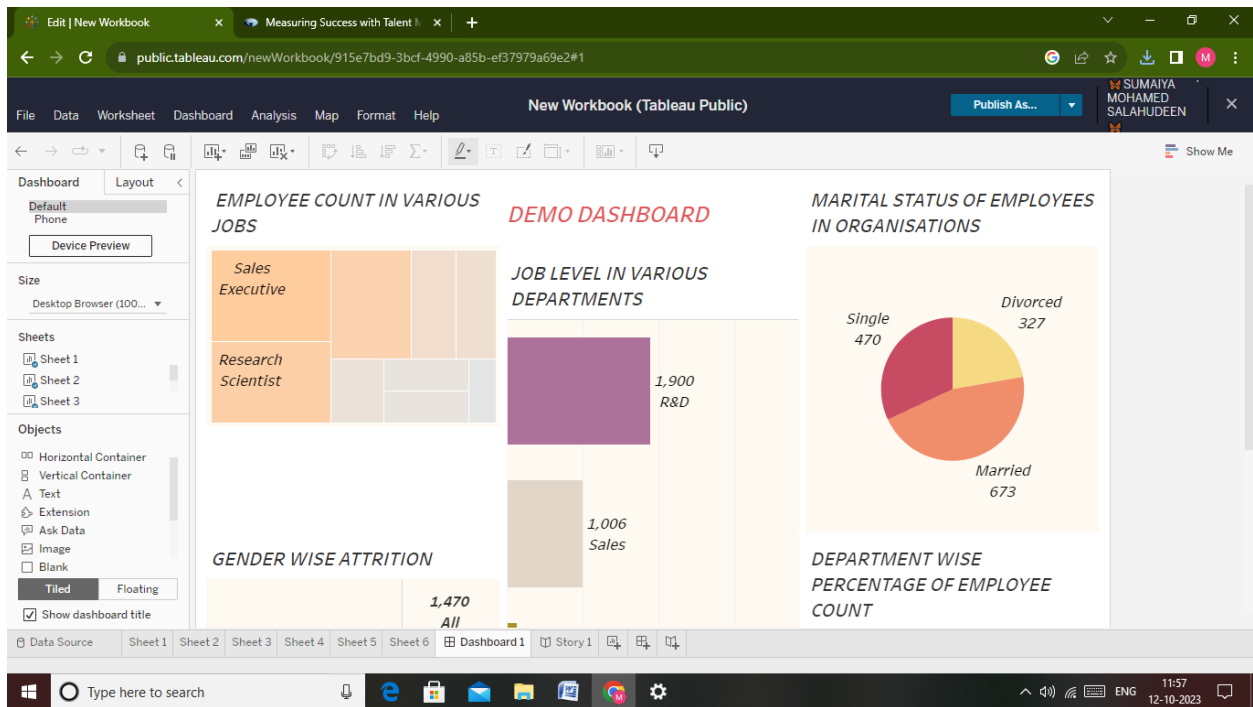
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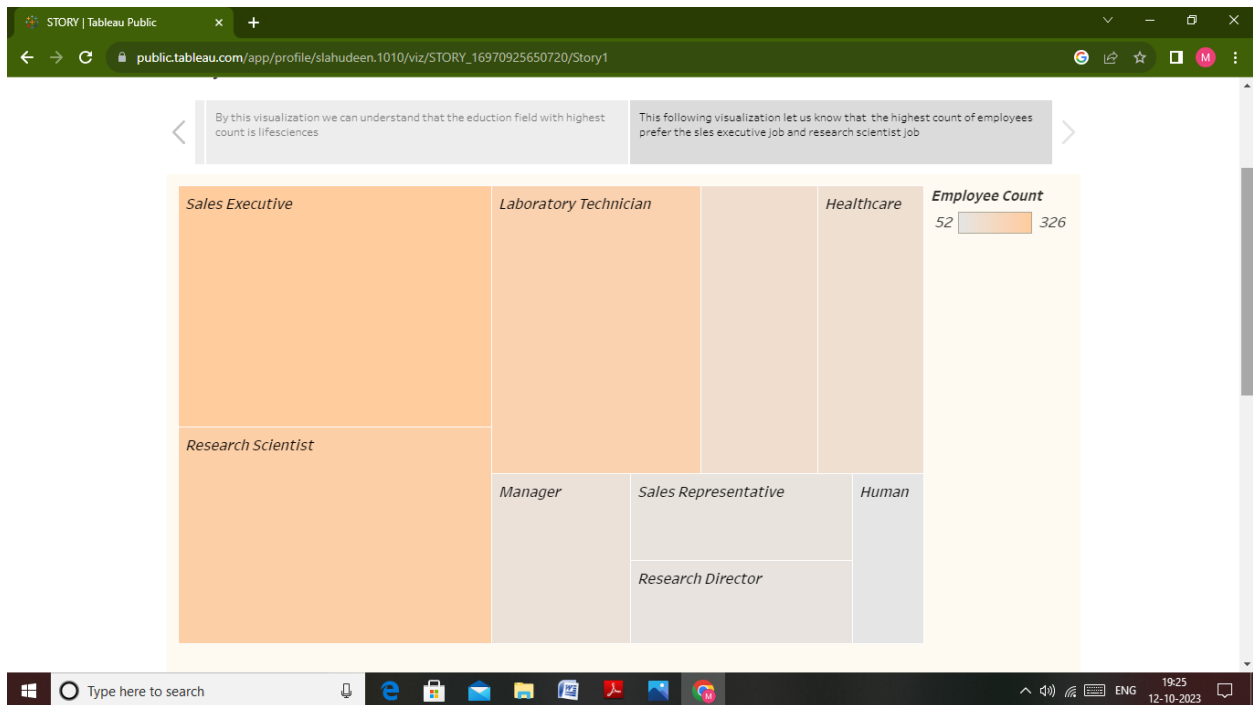
PUBLISHED STORY AND DASHBOARD.

By all this visualizations, organizations can easily analyze the least preferable fields and departments by the employees and shall take in stride to improve their companies in a successful manner.

4.ADVANTAGES AND DISADVANTAGES.

The advantages of talent management systems

1.Track employees seamlessly from hire to retire.

2.Identify skills gaps and development opportunities.

3.Connect performance to compensation management and career growth.

4.Develop robust succession plans based on accurate data. Increase Productivity and

5.Performance. ...

6.Attract Better Candidates. ...

7.Improve Legal Compliance. ...

8.Develop Standards for Employee Performance. ...

9.Increase Customer Satisfaction. ...

10.Talent Management Focuses on Different Goals Than Talent Development.

DISADVANTAGES

1.The implementation of talent management program could be expensive in terms of time, resources and financial cost

2.Lack of support from line mangers from employees.

3.A core drawback of talent management is, it can contribute in raising the conflicts between HR and management by not reaching to proper agreement or consensus

5.APPLICATIONS

The purpose of talent management in an organisation is finding and retaining employees who can drive a company to success. It's a key function of the HR department because HR professionals are responsible for hiring, nurturing and developing talent that powers the growth and effectiveness of a company

TMS is an integrated software platform that supports the entire employee lifecycle, from acquisition through succession planning. Explore TMS solutions. Ignite the potential of your total workforce at Success Connect Virtual,

6.CONCLUSION

Finally by this project we understood that measuring the status of talent management is imminent that it by far aids the organizations in developing and aids people in making clear decision about their fields and destinations .The sales executive and the research scientist job is

the most preferable of all jobs and male employees prefer attrition more than the female employees also most of the employees's marital status is married so it will be better if organizations provides extra facilities like paid vacation and allowances .

7.FUTURE SCOPE

By the help of this tableau analytics we all have got good ideas about how to handle the data and organize it into a clear demonstration .By measuring this talent management throughout all countries we can increase the extended job oportunities and energize the environment through all sort of sources.