

THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

1) INTRODUCTION:

PROJECT DESCRIPTION:

The HR Scorecard consists of four main Perspectives:

- 1. perspective This perspective focuses on the financial impact of HR Initiatives, such Financial as the cost of recruitment, training and development, Compensation and benefits, and turnover.***
- 2. Customers perspective: This perspective measures the satisfaction of internal and External customers of HR services, including employees managers, and Job candidates. It includes KPIs such as employee engagement, manager Satisfaction with HR support, and candidate experience.***
- 3. Internal Process Perspective: This perspective assess the effectiveness and efficiency of HR process, such as recruiting, onboarding, performance management, and Employee development . It includes KPIs such as time to fill vacancies, time to productivity For new hires, and training hours per employee.***

4. Learning and Growth perspective : This perspective evaluates the organization's

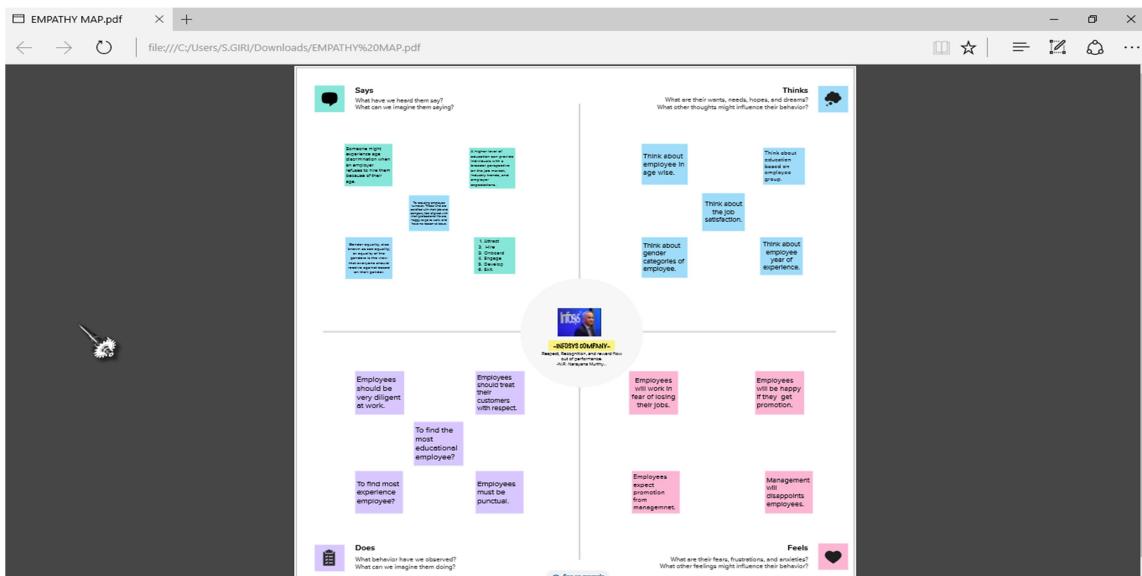
Investment in employee development and its ability to innovate and adapt to

Changing business needs. It includes KPIs such as employee skills and competencies,

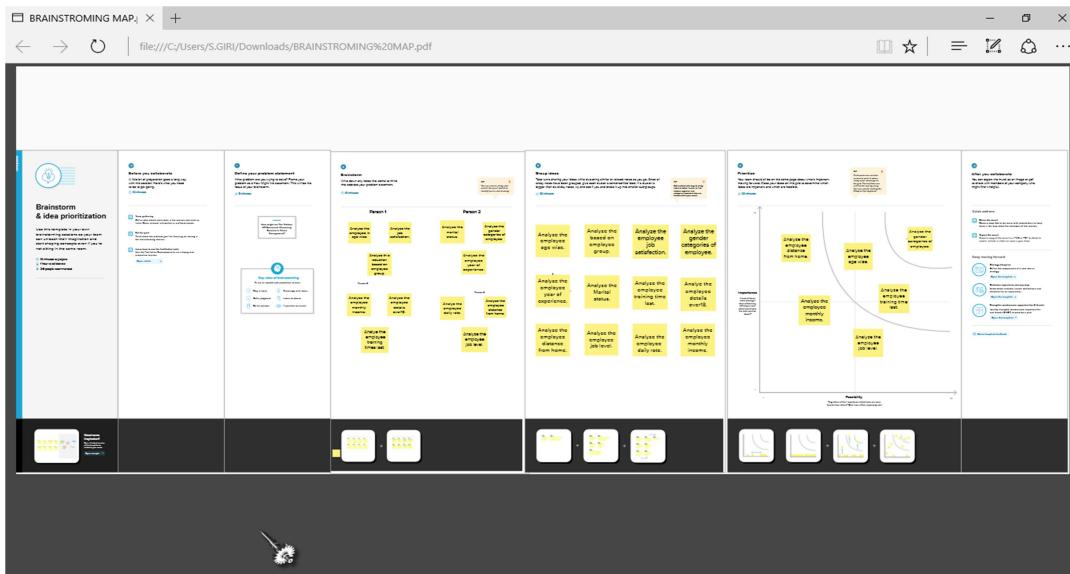
Employee retention, and the percentage of employees who receive regular training and Development.

2) PROBLEM DEFINITION AND DESIGN THINKING:

2.1) EMPATHY MAP:



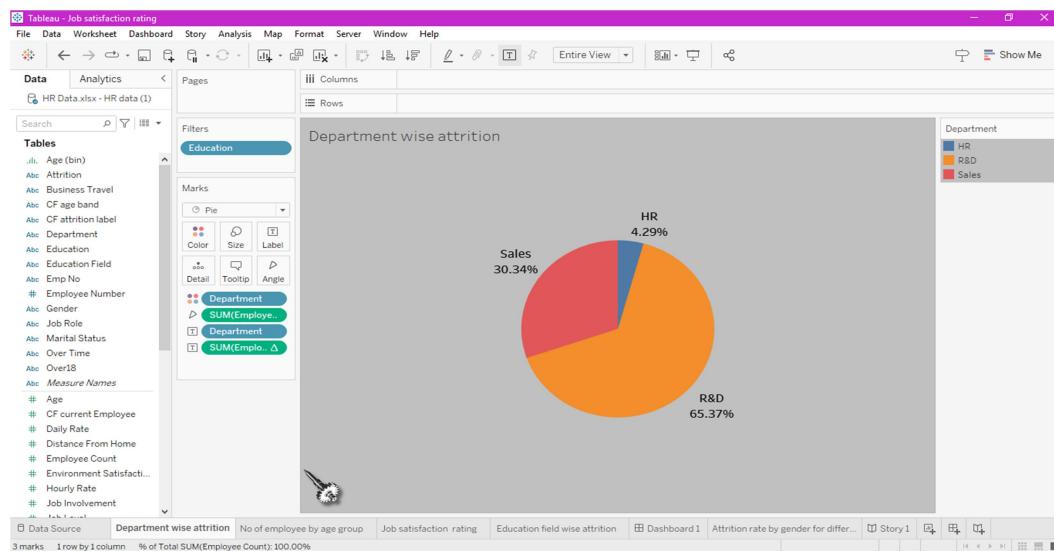
2.2) BRAINSTORMING MAP



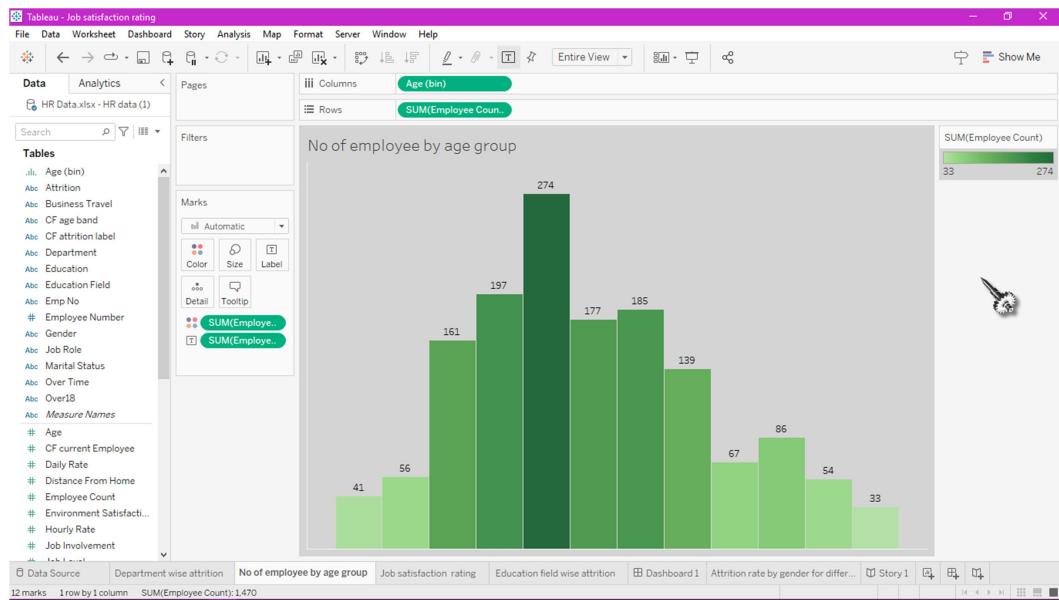
3) RESULT

3.1) SHEETS

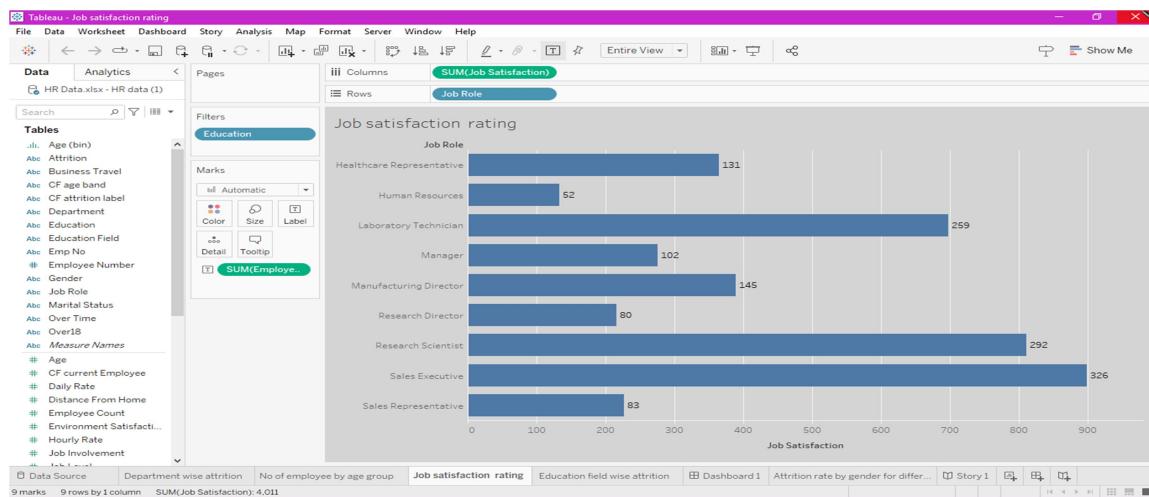
3.1.1) Department wise attrition



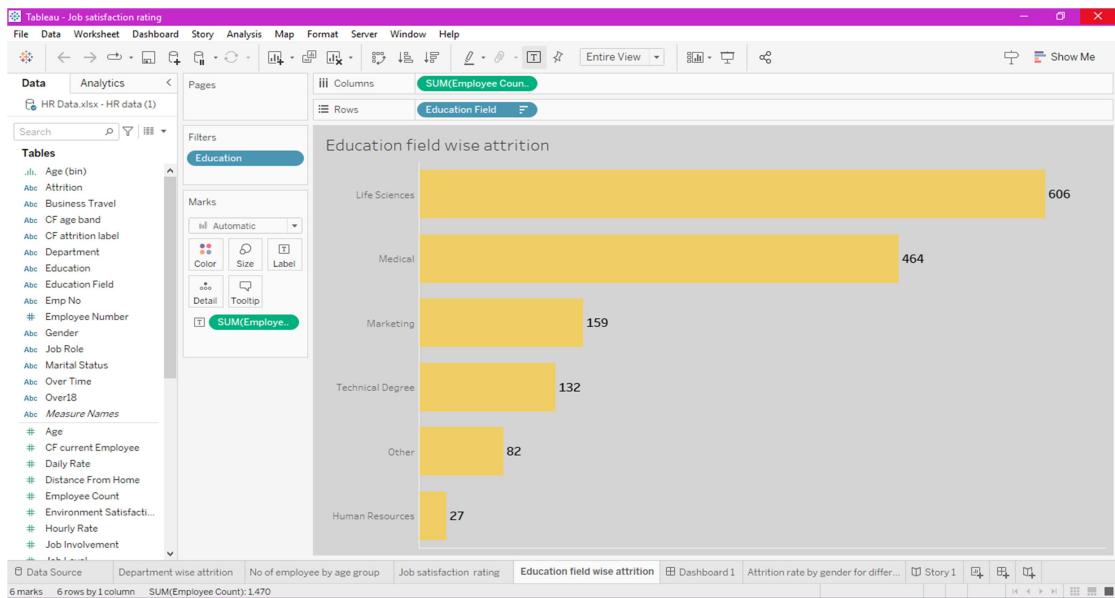
3.1.2) No of employee by age group



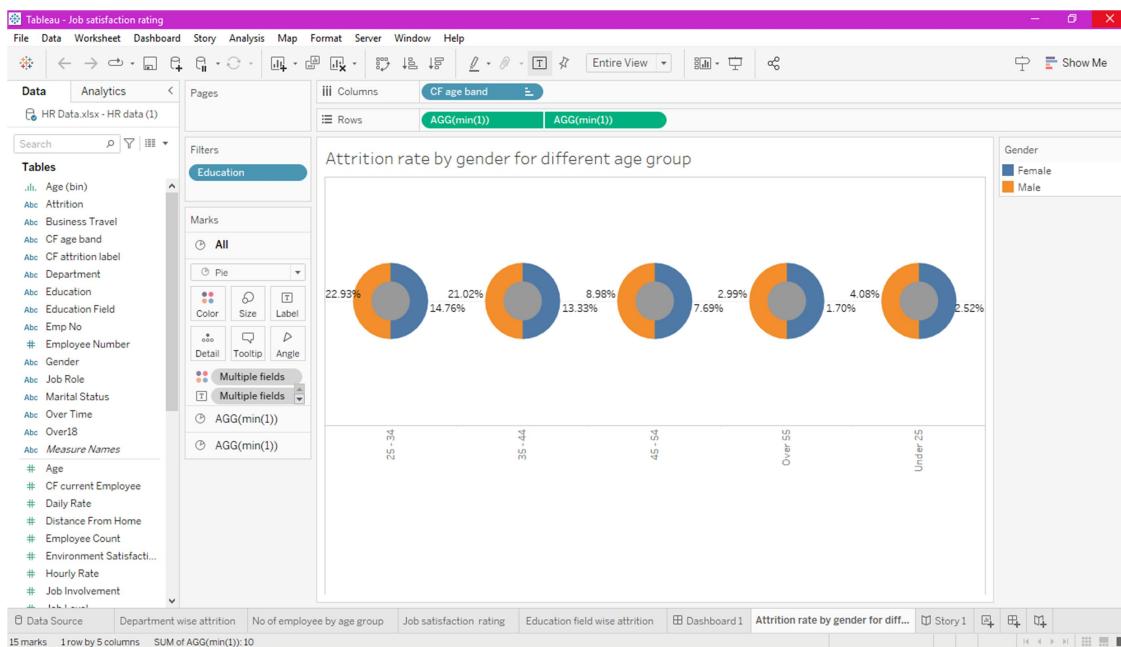
3.1.3) Job satisfaction rating



3.1.4) Education field wise attrition

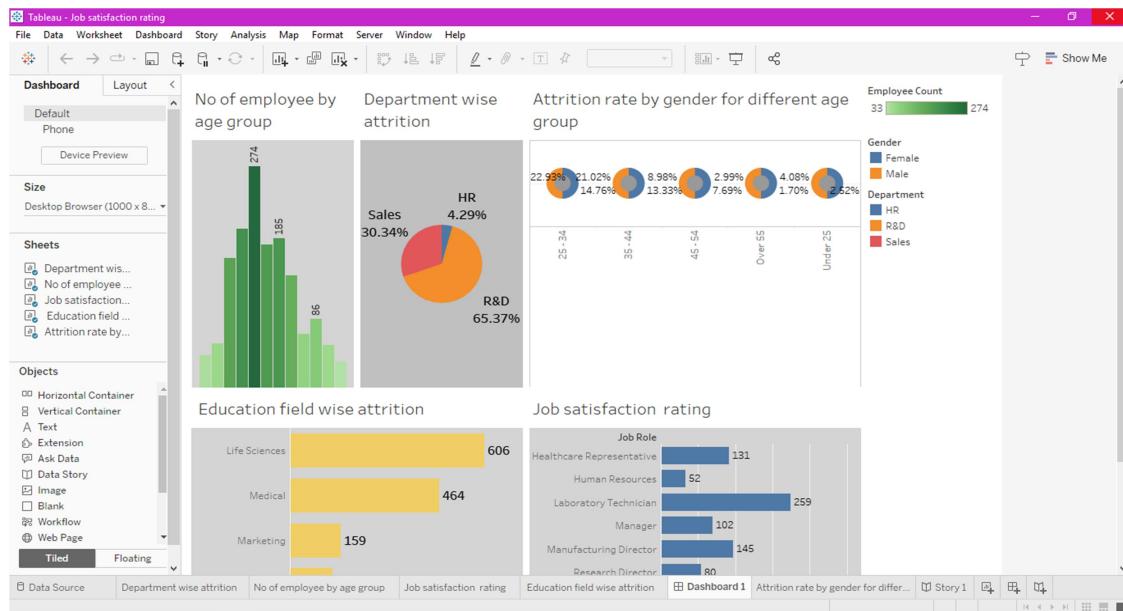


3.1.5) Attrition rate by gender for different age group



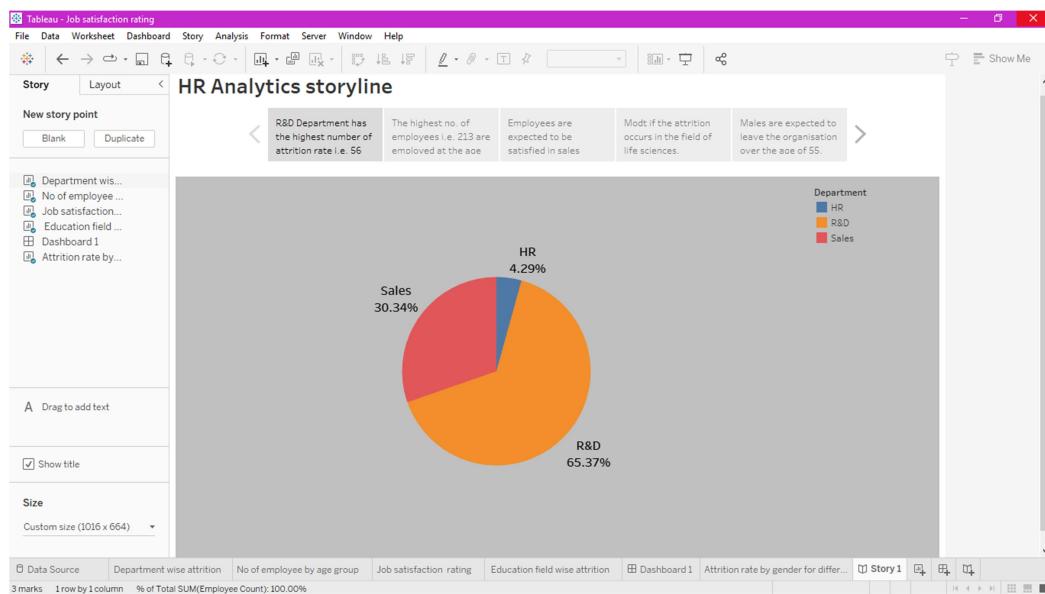
3.2) DASHBOARDS

3.2.1)

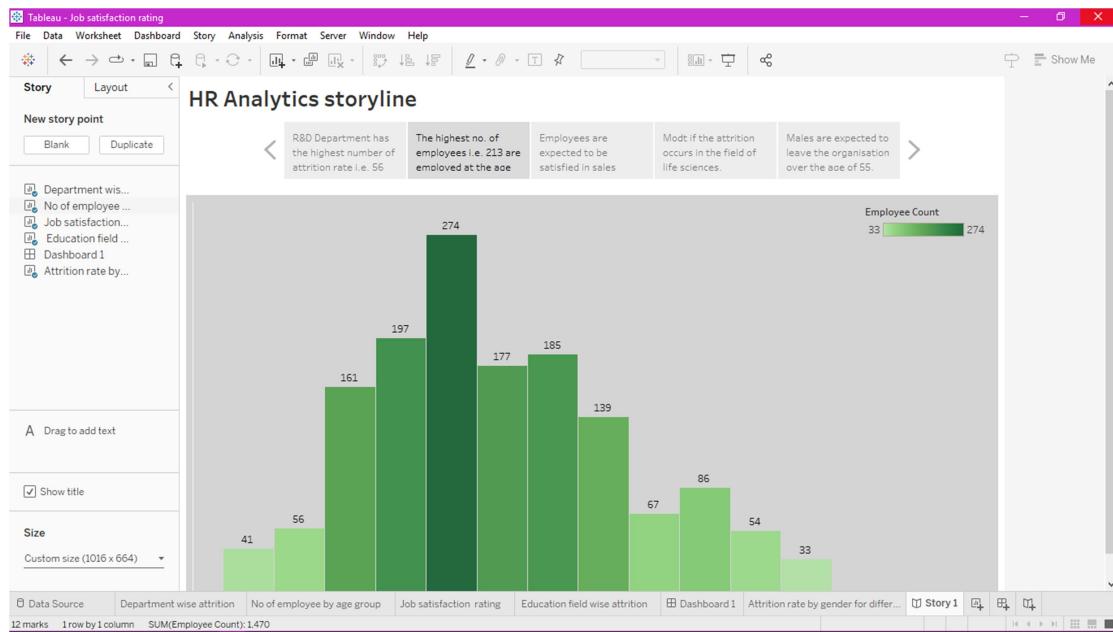


3.3) STORY

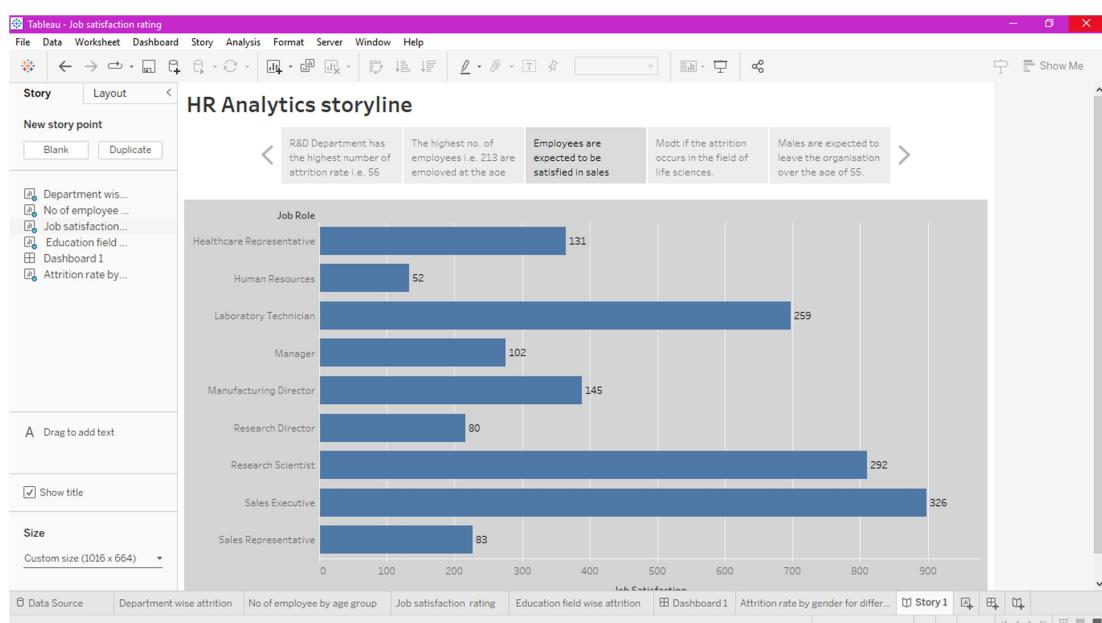
3.3.1)



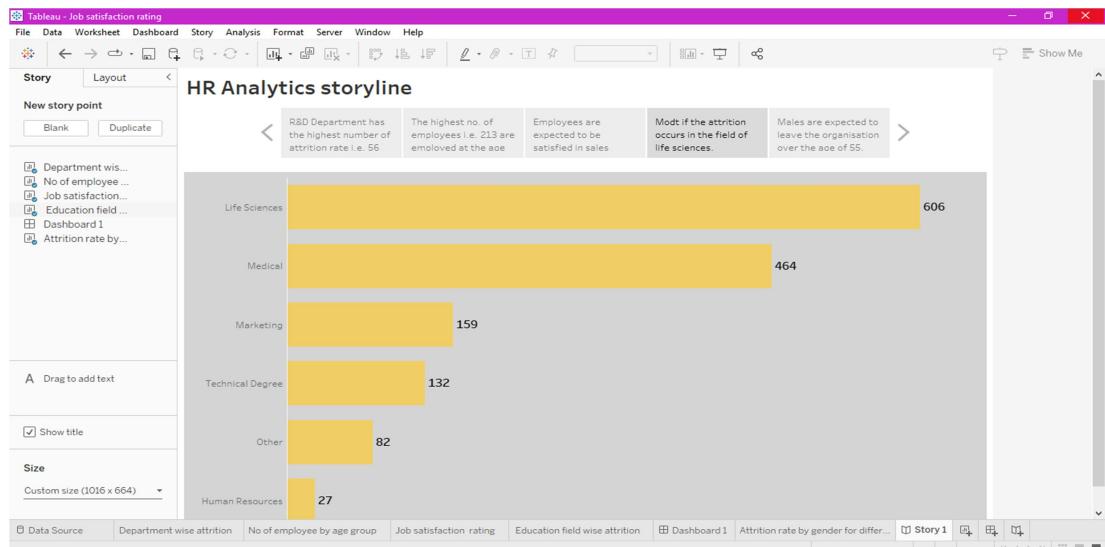
3.3.2)



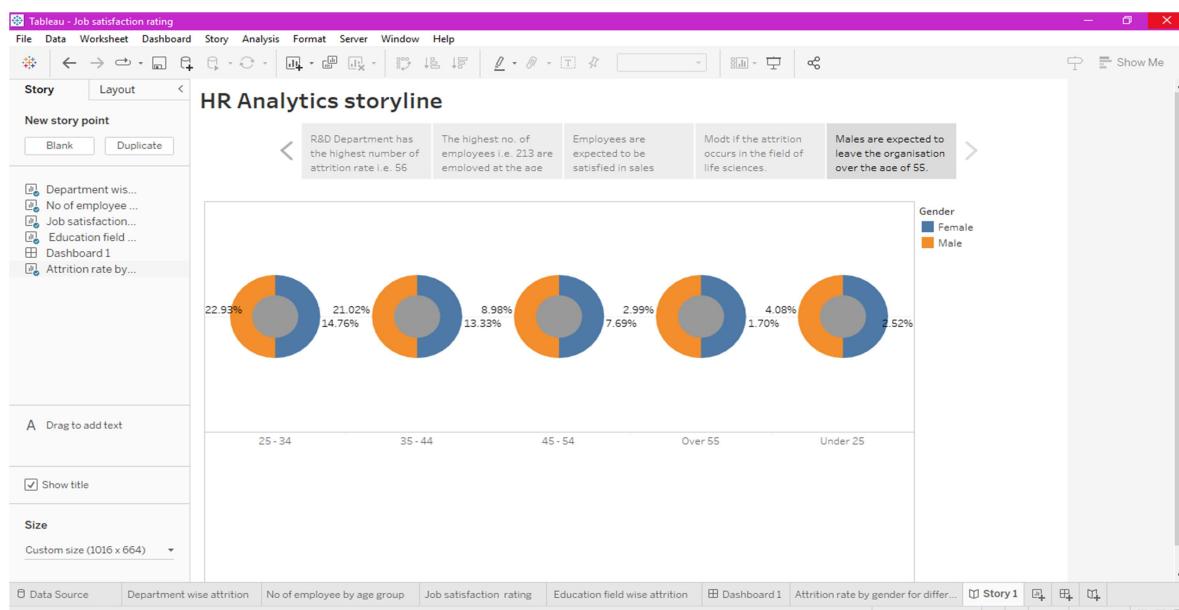
3.3.3)



3.3.4)



3.3.5)



3.4) TABLEAU ACCOUNT

The screenshot shows a Tableau Public profile page. At the top, there's a navigation bar with 'tableau public', 'Create', 'Learn', and a search icon. Below the header is a blue banner with a placeholder profile picture and a 'Customize Banner' button. The main content area displays the user's name, 'NM2023TMID16208', and a brief description: 'The HR scorecard Measuring success in talent management at Government arts and science college | Theni, Tamil Nadu, India'. There are two buttons: 'Edit Profile' and 'Hire Me'. Below this, social metrics are shown: 'Vizzes 1', 'Favorites 0', 'Following 0', 'Followers 0', and a 'Create a Viz' button. A preview of a visualization titled 'HR Analytics storyline' is visible.

4) ADVANTAGES AND DISADVANTAGES:

4.1) Advantages

The Tableau HR Scorecard is a strategic tool for evaluating success in talent management. It likely involves key performance indicators (KPIs) Related to recruitment, employee development, and retention. Tableau, as a data visualization platform, may help present these metrics in a visually accessible manner, enabling HR professionals to make informed decisions based on the data. Specific details about the scorecard's structure and metrics would provide a more comprehensive understanding.

4.2) Disadvantages

1) Complex Implementation:

Implementing and maintaining a Tableau HR Scorecard can be complex, requiring significant time and resources. It may involve integrating data from various HR systems and ensuring data accuracy.

2) Data Quality Issues:

The accuracy of the scorecard heavily relies on the quality of *the underlying data*. Inaccurate or incomplete data can lead to flawed conclusions and hinder effective talent management decisions.

3) Costs:

The cost of implementing and maintaining Tableau, along with training HR staff to use it effectively, can be substantial. Small or budget – constrained organizations may find it challenging to justify the expenses.

4) Dependency on IT Support:

Creating and modifying Tableau dashboards often requires IT support, making it less agile for HR professionals who may need to quickly adapt or create new metrics.

5) Limited Customization:

While Tableau is highly customizable, there might be limitations tailoring the HR Scorecard to meet specific organizational needs. This could result in a one-size fits-all Approach that may not align perfectly with unique talent management strategies.

6) Data Security Concerns: Handling sensitive HR data requires robust security measures. The use of Tableau for HR analytics demands careful attention to data protection to prevent breaches or unauthorized access.

5) APPLICATIONS

The Tableau HR Scorecard is a visual tool used to measure success in talent management applications. It typically includes key performance indicators (KPIs) related to talent acquisition, development, and retention. This may encompass metrics like time – to – fill, employee engagement, training effectiveness, and turnover rates. Utilizing Tableau for visualization allow

stakeholders to easily interpret and analyze data, aiding in strategic decision – making for optimizing talent management processes.

6) CONCLUSIONS

The conclusion of a Tableau HR scorecard measuring success in talent management would typically summarize key findings, highlight achievements or areas for improvement, and provide recommendations for future actions. It should emphasize how the scorecard contributes to strategic HR goals and decision – making, ultimately promoting effective talent management within the organization.

7) FUTURESCOPE

The future scope of a Tableau HR scorecard measuring success in talent management involves ongoing refinement and adaptation. This includes incorporating emerging technologies for data analytics, exploring predictive modeling for talent trends, and enhancing visualization techniques within Tableau. Continuous industry benchmarks, and evolving workforce dynamics ensure the scorecard remains a valuable tool for strategic decision making in talent management.

