

Tableau HR Scorecard

INTRODUCTION

- **Overview**

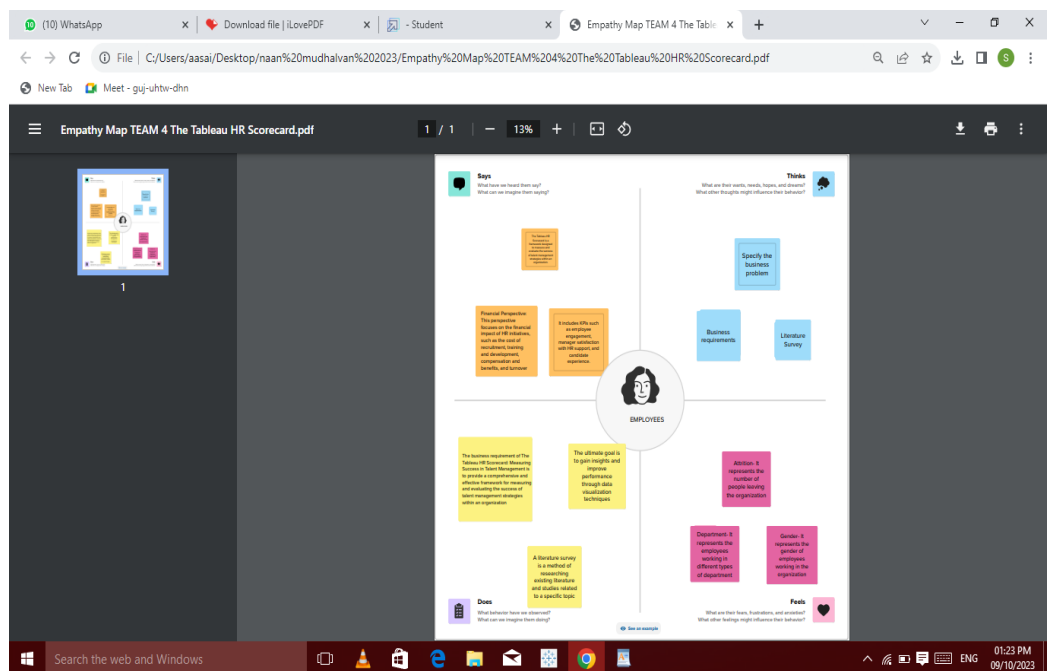
The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization. It provides a way for HR professionals and business leaders to track and analyse key performance indicators (KPIs) related to workforce planning, recruitment, retention,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

- **Purpose**

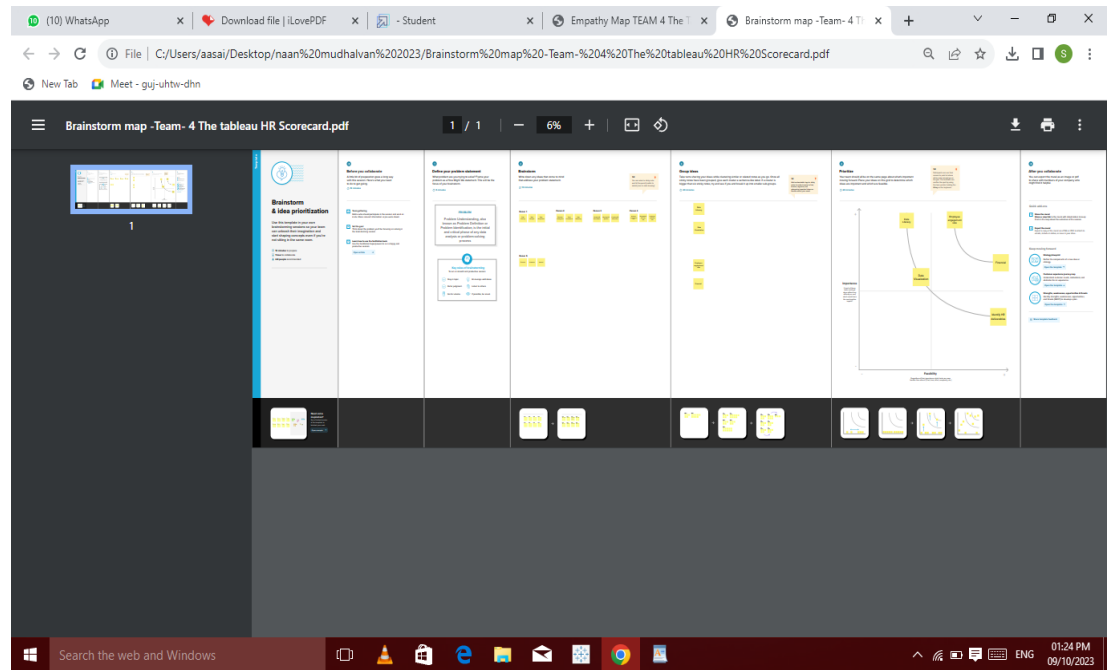
Financial Perspective: This perspective focuses on the financial impact of HR initiatives, such as the cost of recruitment, training and development, compensation and benefits, and turnover.

Problem Definition & Design Thinking

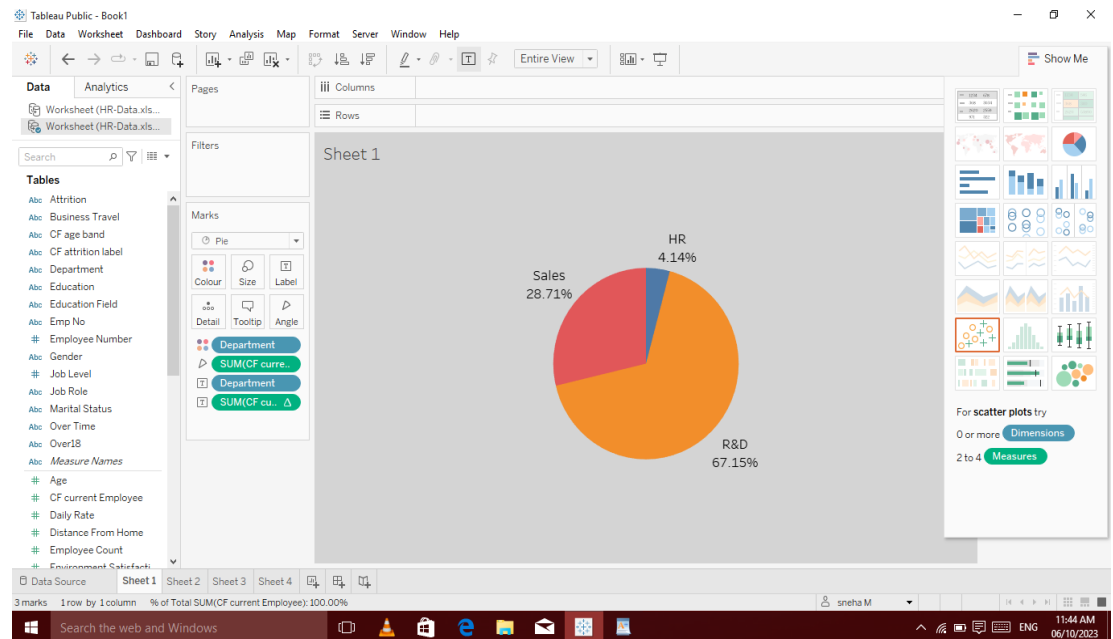
- **Empathy Map**

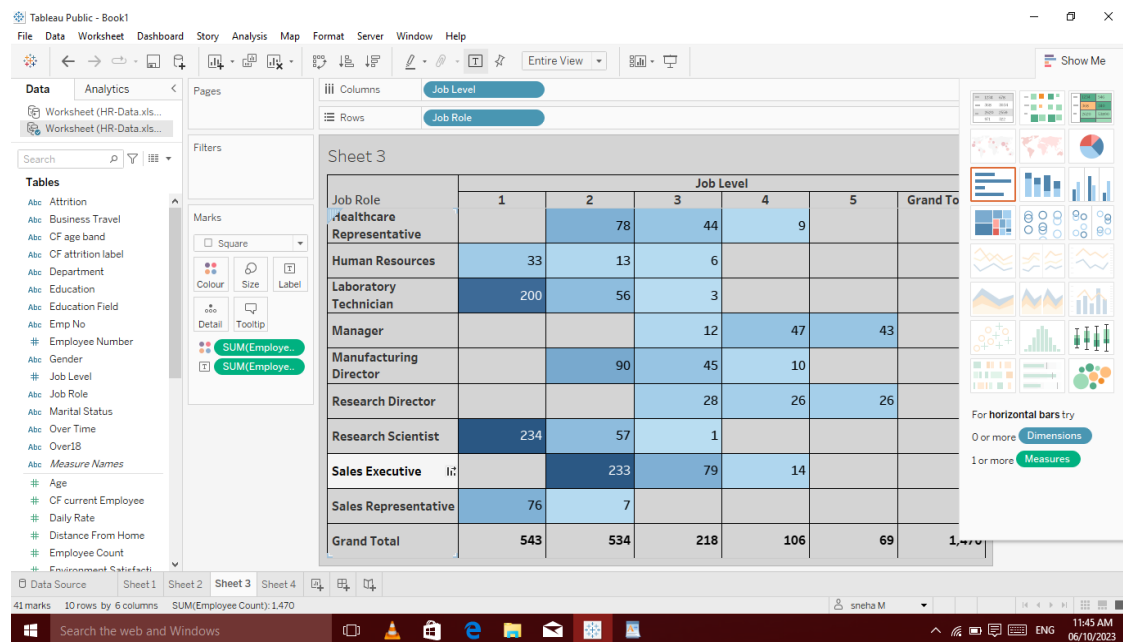
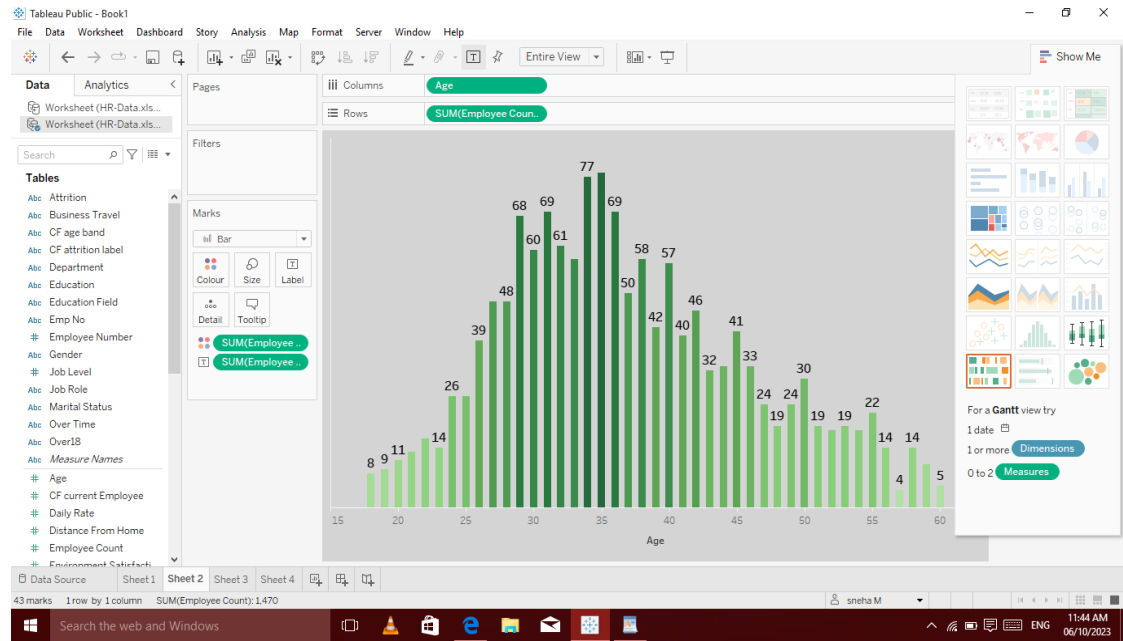


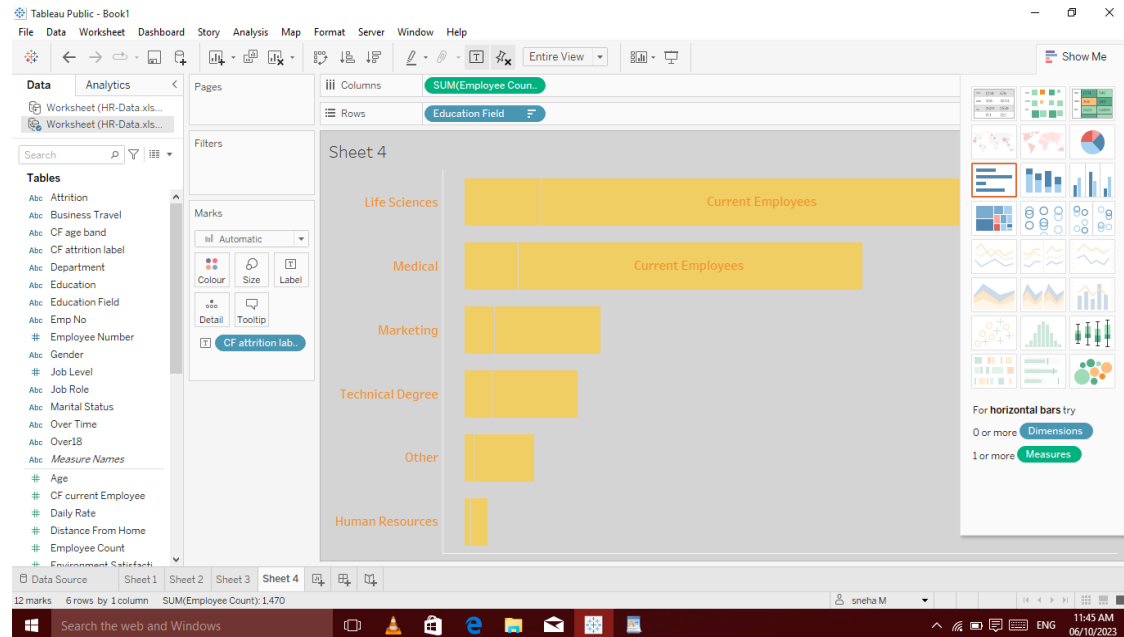
- **Ideation & Brainstorming Map**



- **RESULT**







• ADVANTAGES & DISADVANTAGES

Advantages:

- i. It is true when HR consultant and I/O psychologist Rob Silzer said, "Financial resources may be the lifeblood of a company, but human resources are the brains."
- ii. The role of the erstwhile personnel manager evolved into the HR we know today with the advent of the services sector.
- iii. HR aids and enables other departments such as sales and marketing, finance, and operations to contribute meaningfully to organizational strategies.
- iv. Accompanying the transformation is the rise of initiatives such as the HR scorecard that helps measure how well HR aligns with the company's strategic goals.
- v. Most HR scorecards are based on the works of David Norton and Robert Kaplan, who elaborated upon their earlier "balanced scorecard" theories. They published a management book in 1996 called "The Balanced Scorecard,".

Disadvantages:

- i. It can be an overwhelming framework.**
- ii. It can't be copied precisely from examples.**
- iii. It requires strong leadership support to be successful.**
- iv. It can be difficult to keep everyone on the same page**
- v. It may appear too rigid for the way you manage**

APPLICATION

- Scorecards are business intelligence tools that provide a perfect way to monitor, measure, and manage business performance.**
- allows Human Resource teams to track, analyze and report on HR KPIs. Modern, interactive dashboards leverage an HR analytics platform which makes it easy to combine data from all systems and to deeply explore this data directly within the dashboard.**
- The HR scorecard, first published about by Becker, Huselid & Ulrich in their 2001 book that bore the same title, aims to solve this.**
- The HR scorecard is a strategic HR measurement system that helps to measure, manage, and improve the strategic role of the HR department.**
- The HR scorecard is meant to measure leading HR indicators of business performance. Leading indicators are measurements that predict future business growth.**

CONCLUSION

- ❖ The interactive dashboards created in Tableau allowed HR professionals to quickly identify trends and patterns in the data and drill down into specific areas of concern. HR metrics tracked: Employee engagement scores, retention rates, job satisfaction scores, training completion rates, and turnover rates.**
- ❖ 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.**

FUTURE SCOPE

- The future of Human Resources is People Analytics. In a world driven by insight and data, we can no longer maintain the status quo. We can no longer
- Tableau developers have a range of job titles to choose from – computer architect, business intelligence developer, business objects developer, data analyst, etc. Once you become a certified professional in Tableau from a reputable institute, your options are endless.
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