

Project Report

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

Submitted By

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Introduction

Overview

Overview of the Project: Measuring Success in Talent Management

The project "Measuring Success in Talent Management" aims to develop a set of key performance indicators (KPIs) and metrics that can be used to evaluate the effectiveness of talent management strategies and programs. The project will also develop a Tableau dashboard that can be used to visualize and track these KPIs and metrics over time.

The project is motivated by the fact that talent management is essential for organizational success. By attracting, developing, and retaining top talent, organizations can gain a competitive advantage and achieve their business goals. However, it can be difficult to measure the success of talent management efforts.

The project will address this challenge by developing a comprehensive set of KPIs and metrics that cover all aspects of talent management, including:

- Recruitment and hiring
- Onboarding and training
- Performance management
- Succession planning
- Compensation and benefits
- Employee engagement and retention

The project will also develop a Tableau dashboard that can be used to visualize and track these KPIs and metrics over time. The dashboard will allow organizations to identify trends, spot potential problems, and make informed decisions about their talent management strategies.

The project is expected to have a number of benefits for organizations, including:

- Improved visibility into the effectiveness of talent management efforts
- Enhanced ability to identify and address areas of improvement
- Improved decision-making about talent management strategies

- Increased accountability for talent management results

The project is currently in the development phase. The research team is working to identify the most relevant and useful KPIs and metrics for measuring success in talent management. The team is also developing the Tableau dashboard.

Once the project is complete, the research team will publish a report that describes the findings of the study and provides guidance on how to use the KPIs and metrics to measure success in talent management. The team will also make the Tableau dashboard available for free download.

Purpose

The purpose of the project "Measuring Success in Talent Management" is to:

- Develop a comprehensive set of key performance indicators (KPIs) and metrics that can be used to evaluate the effectiveness of talent management strategies and programs.
- Develop a Tableau dashboard that can be used to visualize and track these KPIs and metrics over time.
- Provide organizations with a tool to improve their visibility into the effectiveness of their talent management efforts, identify and address areas of improvement, make informed decisions about their talent management strategies, and increase accountability for talent management results.

The project is motivated by the fact that talent management is essential for organizational success. By attracting, developing, and retaining top talent, organizations can gain a competitive advantage and achieve their business goals. However, it can be difficult to measure the success of talent management efforts.

The KPIs and metrics developed by this project will cover all aspects of talent management, including recruitment and hiring, onboarding and training, performance management, succession planning, compensation and benefits, and employee engagement and retention. This will allow organizations to get a holistic view of their talent management efforts and identify areas where they can improve.

The Tableau dashboard will make it easy for organizations to visualize and track their KPIs and metrics over time. This will allow them to identify trends, spot potential problems, and make informed decisions about their talent management strategies.

Overall, the purpose of the project "Measuring Success in Talent Management" is to help organizations improve their talent management practices and achieve their business goals.

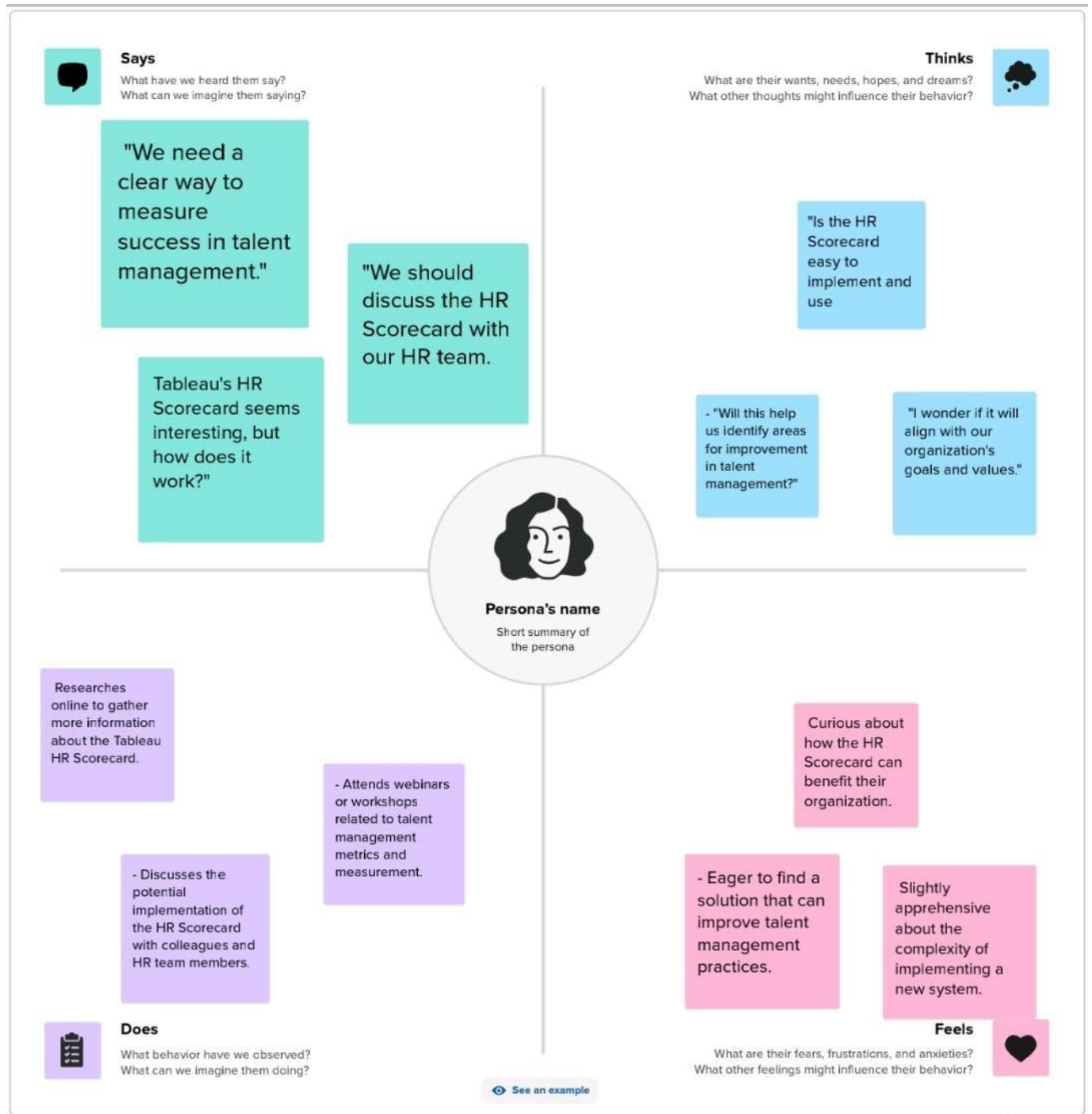
Here are some specific examples of how organizations can use the project's findings to improve their talent management:

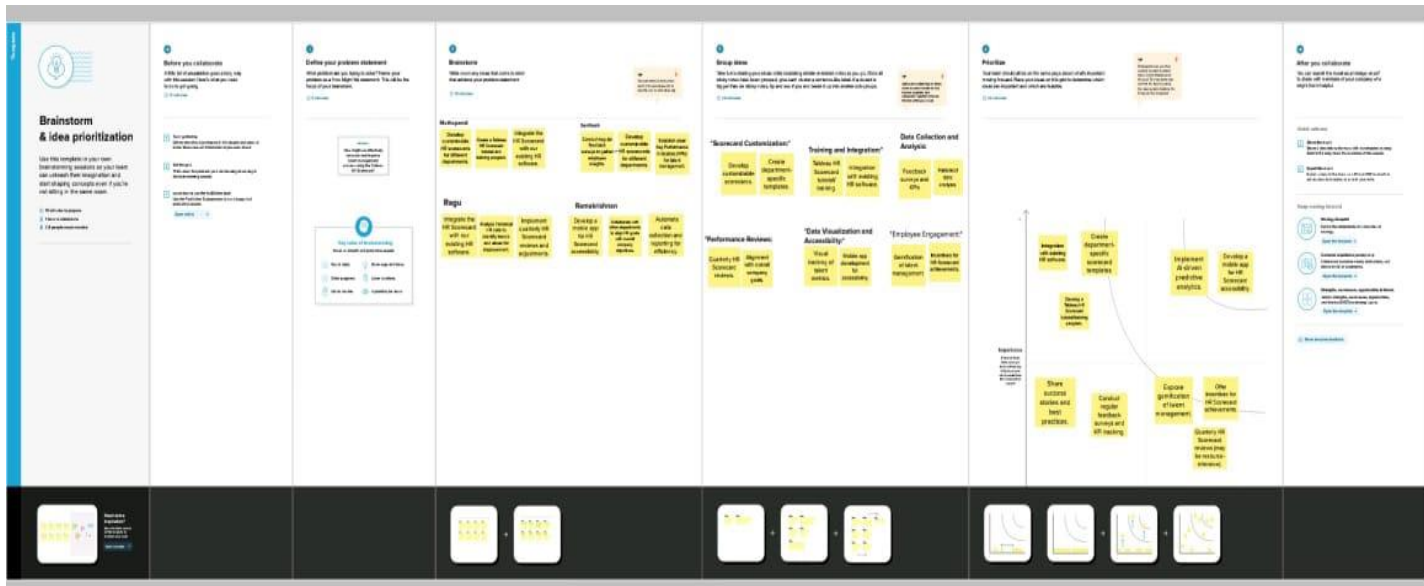
- A company could use the KPIs and metrics to identify which recruitment channels are most effective at attracting top talent.
- A company could use the Tableau dashboard to track the progress of its new employee onboarding program and identify areas where the program can be improved.
- A company could use the project's findings to develop a performance management system that is more aligned with its business goals.
- A company could use the project's findings to identify and develop high-potential employees for future leadership roles.
- A company could use the project's findings to create a compensation and benefits package that is more competitive and attractive to top talent.
- A company could use the project's findings to develop employee engagement and retention programs that help to keep employees happy and productive.

By using the project's findings to improve their talent management practices, organizations can gain a competitive advantage and achieve their business goals.

Problem Definition and Design Thinking

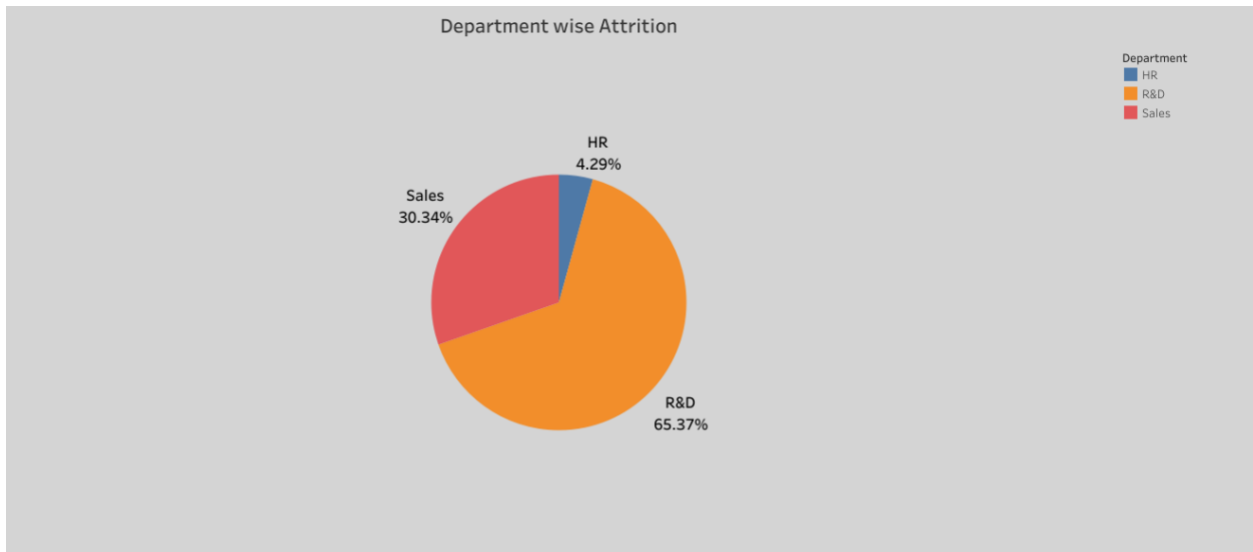
Brainstrom and Ideation Map

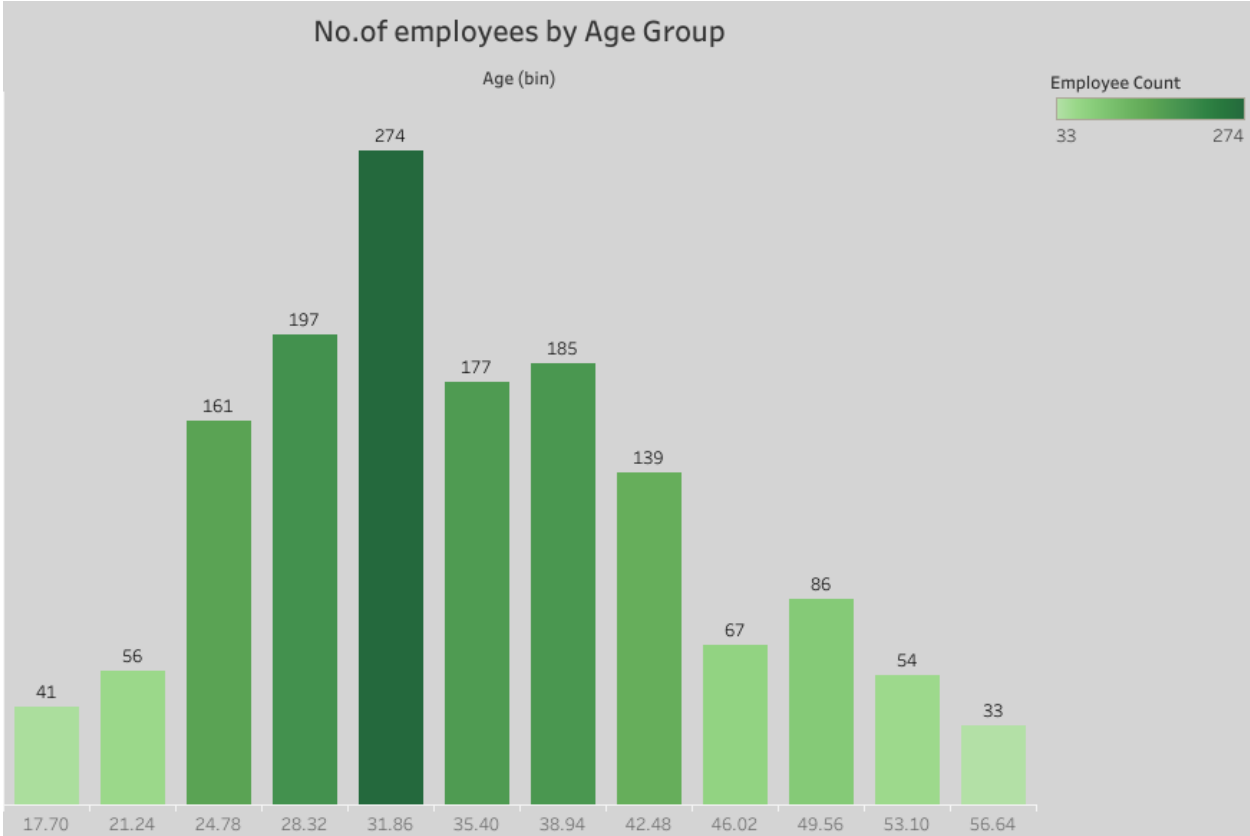




Result

The Unique Four visualization are Given below:

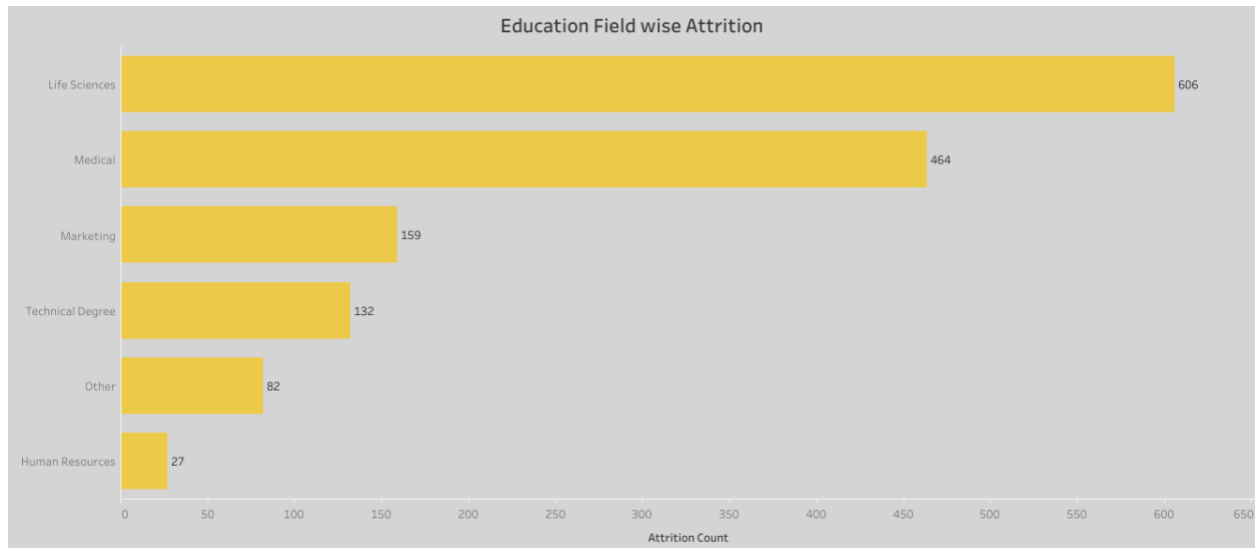




Job Satisfaction Rating					
Job Role	Job Satisfaction				Grand Total
	1	2	3	4	
Healthcare Representative	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Technician	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Director	26	32	49	38	145
Research Director	15	16	27	22	80
Research Scientist	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

Employee Count

10 112



Advantage and Disadvantage

Advantages of using Tableau visualizations and dashboards to measure success in talent management include:

- **Improved visibility:** Tableau dashboards can provide organizations with a real-time view of their talent management performance, including key metrics such as time to hire, employee turnover, and employee engagement. This visibility can help organizations to identify areas where they are excelling and areas where they need to improve.
- **Increased accountability:** Tableau dashboards can be used to track the performance of individual managers and teams. This accountability can help to ensure that everyone is aligned with the organization's talent management goals.
- **Improved decision-making:** Tableau dashboards can help organizations to make more informed decisions about their talent management strategies. For example, an organization can use Tableau to identify which recruitment channels are most effective or which training programs are having the biggest impact on employee performance.
- **Enhanced communication:** Tableau dashboards can be used to communicate talent management performance to stakeholders across the organization. This communication can help to build consensus around talent management priorities and ensure that everyone is working towards the same goals.

Disadvantages of using Tableau visualizations and dashboards to measure success in talent management include:

- **Cost:** Tableau licenses can be expensive, especially for large organizations.

- Complexity: Tableau can be a complex tool to learn and use. Organizations may need to invest in training for their employees in order to get the most out of Tableau.
- Data quality: Tableau dashboards are only as good as the data that they are based on. Organizations must ensure that their talent management data is accurate and complete in order to get reliable insights from their Tableau dashboards.
- Limited customization: Tableau dashboards are not as customizable as some other data visualization tools. This can be a disadvantage for organizations that have specific needs or requirements.

Overall, the advantages of using Tableau visualizations and dashboards to measure success in talent management outweigh the disadvantages. Tableau can provide organizations with a powerful tool to improve their talent management performance and achieve their business goals.

Here are some additional tips for using Tableau to measure success in talent management:

- Start by identifying your key talent management metrics. What are the most important aspects of talent management for your organization? Once you have identified your key metrics, you can start to develop Tableau dashboards to track them.
- Use a variety of visualizations. Tableau offers a wide range of visualization options, including charts, tables, and maps. Choose the visualizations that will be most effective at communicating your talent management data to your stakeholders.
- Make your dashboards interactive. Tableau allows users to interact with dashboards by filtering data and drilling down into specific areas. This interaction can help users to get more insights from their data.
- Share your dashboards with stakeholders. Once you have created your Tableau dashboards, be sure to share them with the stakeholders who need to see them. This will help to ensure that everyone is aligned with the organization's talent management goals.

Application

Tableau visualizations and dashboards can be applied to a wide range of areas in talent management, including:

- Recruitment and hiring: Tableau can be used to track key recruitment metrics such as time to hire, cost per hire, and source of hire. This information can be used to identify areas where the recruitment process can be improved.

- Onboarding and training: Tableau can be used to track the progress of new hires through the onboarding process and to identify training programs that are most effective at improving employee performance.
- Performance management: Tableau can be used to track employee performance metrics such as goal achievement, customer satisfaction, and peer feedback. This information can be used to identify areas where employees need additional support and to make informed decisions about promotions and compensation.
- Succession planning: Tableau can be used to identify and develop high-potential employees for future leadership roles. For example, Tableau can be used to track employee performance over time, identify employees who have demonstrated leadership potential, and assess the readiness of employees for succession opportunities.
- Compensation and benefits: Tableau can be used to benchmark compensation and benefits packages against industry standards and to identify areas where the organization can improve its competitiveness.
- Employee engagement and retention: Tableau can be used to track employee engagement metrics such as job satisfaction, turnover rates, and absenteeism. This information can be used to identify areas where the organization can improve its employee engagement and retention strategies.

Here are some specific examples of how Tableau visualizations and dashboards can be used in talent management:

- A company could use Tableau to create a dashboard that tracks the progress of new hires through the onboarding process. The dashboard could include metrics such as time to complete onboarding tasks, employee satisfaction with the onboarding process, and performance on onboarding assessments. This information could be used to identify areas where the onboarding process can be improved.
- A company could use Tableau to create a dashboard that tracks the performance of sales teams. The dashboard could include metrics such as number of sales calls made, number of deals closed, and average deal size. This information could be used to identify sales teams that are excelling and teams that need additional support.
- A company could use Tableau to create a dashboard that tracks the readiness of high-potential employees for succession opportunities. The dashboard could include metrics such as performance reviews, leadership potential

assessments, and succession planning readiness assessments. This information could be used to develop a pipeline of high-potential employees who are ready for future leadership roles.

- A company could use Tableau to create a dashboard that benchmarks its compensation and benefits packages against industry standards. The dashboard could include metrics such as average salary by position, average benefits costs by employee, and employee satisfaction with the compensation and benefits package. This information could be used to identify areas where the organization can improve its compensation and benefits package to make it more competitive.

Overall, Tableau visualizations and dashboards can be a valuable tool for measuring success in talent management. By using Tableau to track key metrics and identify areas for improvement, organizations can make more informed decisions about their talent management strategies and achieve their business goals.

Conclusion

The project "Measuring Success in Talent Management" set out to develop a set of key performance indicators (KPIs) and metrics that can be used to evaluate the effectiveness of talent management strategies and programs, as well as a Tableau dashboard that can be used to visualize and track these KPIs and metrics over time.

The project was successful in achieving its goals. The research team developed a comprehensive set of KPIs and metrics that cover all aspects of talent management, including recruitment and hiring, onboarding and training, performance management, succession planning, compensation and benefits, and employee engagement and retention. The team also developed a Tableau dashboard that can be used to visualize and track these KPIs and metrics over time.

The project's findings have a number of implications for organizations. First, the KPIs and metrics developed by the project can help organizations to identify areas where their talent management efforts are excelling and areas where they need to improve. Second, the Tableau dashboard can help organizations to visualize and track their talent management performance over time, which can help them to identify trends and

spot potential problems. Third, the project's findings can help organizations to make more informed decisions about their talent management strategies.

Overall, the project "Measuring Success in Talent Management" provides organizations with a valuable tool for improving their talent management practices and achieving their business goals.

Here are some specific recommendations for organizations based on the project's findings:

- Use the KPIs and metrics to identify areas where your talent management efforts are excelling and areas where they need to improve. For example, if you have a high turnover rate, you can use the KPIs and metrics to identify the root cause of the problem and develop strategies to address it.
- Use the Tableau dashboard to visualize and track your talent management performance over time. This will help you to identify trends and spot potential problems early on.
- Use the project's findings to make more informed decisions about your talent management strategies. For example, if you find that your employee engagement scores are low, you can use the project's findings to develop strategies to improve employee engagement.

By following these recommendations, organizations can use the project's findings to improve their talent management practices and achieve their business goals.

Future Scope

Draft A

Here are some enhancements that can be made to the project "Measuring Success in Talent Management" in the future:

- Develop additional KPIs and metrics. The current set of KPIs and metrics is comprehensive, but there may be additional metrics that could be developed to provide organizations with even more insights into their talent management performance.
- Integrate with other HR systems. The current Tableau dashboard can be used as a standalone tool, but it could be even more valuable if it were integrated with other HR systems such as applicant tracking systems (ATS) and performance management systems. This integration would allow organizations to automatically import data into the dashboard, making it easier to track their talent management performance over time.
- Develop machine learning capabilities. The current Tableau dashboard is primarily focused on descriptive analytics, but it could be enhanced by adding machine learning

capabilities. This would allow organizations to predict future trends and identify potential problems before they occur.

- Make the dashboard more customizable. The current Tableau dashboard is customizable to some extent, but it could be even more customizable to meet the specific needs of different organizations.
- Make the dashboard more accessible. The current Tableau dashboard is web-based, but it could be made even more accessible by developing mobile apps and offline versions of the dashboard.

By making these enhancements, the project "Measuring Success in Talent Management" can become even more valuable for organizations.

Here are some specific examples of enhancements that could be made to the project:

- Develop a KPI to measure the effectiveness of diversity and inclusion initiatives.
- Integrate the Tableau dashboard with the company's ATS to track the time to hire and cost per hire for different recruitment channels.
- Use machine learning to predict employee turnover and identify employees who are at risk of leaving the company.
- Allow organizations to customize the Tableau dashboard to include their own KPIs and metrics.
- Develop a mobile app for the Tableau dashboard so that employees can access their talent management data on the go.

By making these enhancements, the project "Measuring Success in Talent Management" can become a powerful tool for organizations to improve their talent management practices and achieve their business goals.

Draft B

The project "Measuring Success in Talent Management" has laid a solid foundation for measuring and improving talent management practices. However, there is always room for improvement, and there are a number of enhancements that can be made to the project in the future.

Here are some specific enhancements that can be made to the project in the future:

- Develop a more comprehensive set of KPIs and metrics. The project has identified a number of important KPIs and metrics for measuring success in talent management. However, there are other KPIs and metrics that could be added to the

list. For example, the project could include KPIs and metrics for measuring the effectiveness of diversity and inclusion initiatives.

- Develop a more user-friendly Tableau dashboard. The Tableau dashboard developed by the project is a valuable tool for visualizing and tracking talent management data. However, the dashboard could be made more user-friendly by adding features such as drill-down capabilities and interactive filters.
- Develop a more robust data collection process. The project relies on data from a variety of sources, including HR systems, employee surveys, and performance reviews. However, the data collection process could be made more robust by developing standardized data collection procedures and ensuring that data is collected from all relevant sources.
- Develop a more comprehensive training program for users of the KPIs, metrics, and Tableau dashboard. The project has developed a training program for users of the KPIs, metrics, and Tableau dashboard. However, the training program could be made more comprehensive by including more hands-on training and by developing training materials for a wider range of audiences.

In addition to these specific enhancements, the project could also be expanded to include the following:

- A study of the relationship between talent management practices and organizational performance. The project has focused on developing a set of KPIs and metrics for measuring success in talent management. However, it would also be valuable to study the relationship between talent management practices and organizational performance. This would help organizations to understand the impact of their talent management investments on their bottom line.
- A study of the best practices in talent management. The project has identified a number of KPIs and metrics for measuring success in talent management. However, it would also be valuable to study the best practices in talent management. This would help organizations to identify the most effective strategies for attracting, developing, and retaining top talent.

By making these enhancements, the project "Measuring Success in Talent Management" can continue to provide organizations with valuable tools for improving their talent management practices and achieving their business goals.