THE TABLEAU HR SCORECARD : MEASURING SUCCESS IN TALENT MANAGEMENT

COLLEGE NAME

Aditanar College of Arts and Science, Tiruchendur

TEAM MEMBERS

1. THANGA NARESH M
2. SIVAMATHAVAN A
3. HARIRAMAN J
4. HARISH RAJA P
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PROJECT OBJECTIVE

- Define Problem / Problem Understanding
- Literature Survey
- Data Collection & Extraction
- Data Preparation
- Data Visualizations
- Dashboard
- Story
- Publishing

DEFINING PROBLEM / PROBLEM UNDERSTANDING

We created an empathy map to define and understand the problem.
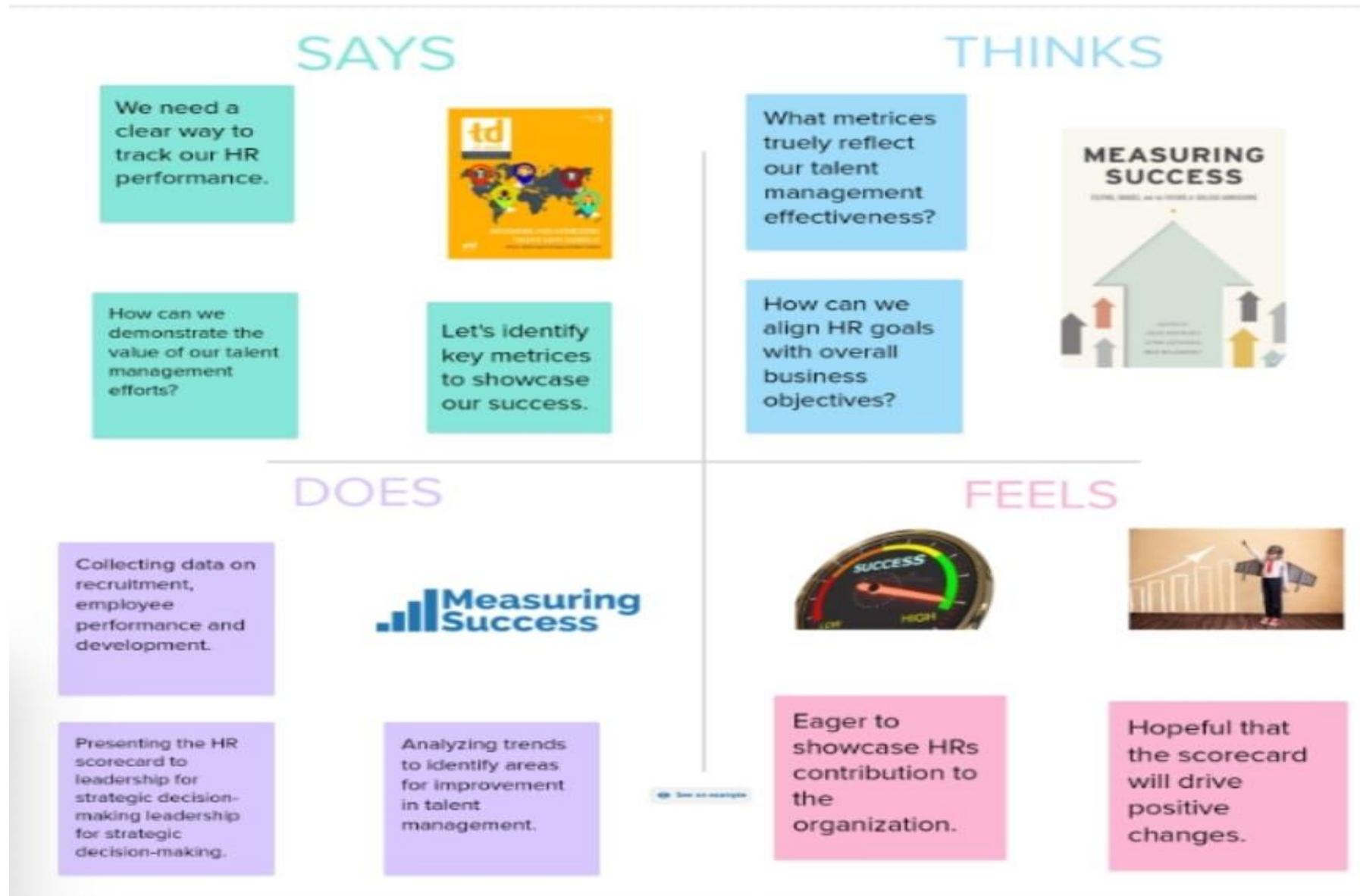
LITERATURE SURVEY

THANGA NARESH M

Benefits of HR Scorecards
- Data-Driven Decision-Making
- Improved Employee Performance
- Enhanced Recruitment and Retention

SIVAMATHAVAN A

Challenges in Talent Management
- Lack of Comprehensive Metrics
- Data Quality Issues
- Alignment with Business Goals

HARIRAMAN J

Implementing Tableau HR Scorecard
- Data Integration
- User Adoption
- Training and Skill Development

HARISH RAJA P

Measuring Success
- Key Performance Indicators (KPIs)
- Employee Engagement Metrics
- Talent Pipeline Analysis

VELMURUGAN L

Future Trends
- AI and Predictive Analytics in Talent Management
- Continuous Improvement in HR Metrics

Data Collection & Extraction

We use this database link to collect the data

https://drive.google.com/file/d/1TQLqjUgSthNTeM2_XRCqAwbrGChk-M5I/view?usp=sharing

The data we have collect from the above link are

- Department
- Education Field
- Employee no.
- Gender
- Job Role
- Education
- Job Satisfaction

DATA PREPARATION

In Excel, we prepared the data.

HR Data.xlsx - HR data - Excel — THANGA NARESH

File | Home | Insert | Page Layout | Formulas | Data | Review | View | Help | Tell me what you want to do

T1 — Employee Count

	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH	AI	AJ	AK	AL	AM	AN
1	Employee	Environm	Hourly Rat	Job Involv	Job Level	Job Satisf:	Monthly I	Monthly F	Num Com	Percent S:	Performar	Relationsl	Standard I	Stock Opti	Total Wor	Work Life	Years At C	Years In C	Years Sinc	Years With Curr
2	1	2	94	3	2	4	5993	19479	8	11	3	1	80	0	8	1	6	4	0	5
3	1	3	61	2	2	2	5130	24907	1	23	4	4	80	1	10	3	10	7	1	7
4	1	4	92	2	1	3	2090	2396	6	15	3	2	80	0	7	3	0	0	0	0
5	1	4	56	3	1	3	2909	23159	1	11	3	3	80	0	8	3	8	7	3	0
6	1	1	40	3	1	2	3468	16632	9	12	3	4	80	1	6	3	2	2	2	2
7	1	4	79	3	1	4	3068	11864	0	13	3	3	80	0	8	2	7	7	3	6
8	1	3	81	4	1	1	2670	9964	4	20	4	1	80	3	12	2	1	0	0	0
9	1	4	67	3	1	3	2693	13335	1	22	4	2	80	1	1	3	1	0	0	0
10	1	4	44	2	3	3	9526	8787	0	21	4	2	80	0	10	3	9	7	1	8
11	1	3	94	3	2	3	5237	16577	6	13	3	2	80	2	17	2	7	7	7	7
12	1	1	84	4	1	2	2426	16479	0	13	3	3	80	1	6	3	5	4	0	3
13	1	4	49	2	2	3	4193	12682	0	12	3	4	80	0	10	3	9	5	0	8
14	1	1	31	3	1	3	2911	15170	1	17	3	4	80	1	5	2	5	2	4	3
15	1	2	93	3	1	4	2661	8758	0	11	3	3	80	1	3	3	2	2	1	2
16	1	3	50	2	1	3	2028	12947	5	14	3	2	80	0	6	3	4	2	0	3
17	1	2	51	4	3	1	9980	10195	1	11	3	3	80	1	10	3	10	9	8	8
18	1	1	80	4	1	2	3298	15053	0	12	3	4	80	2	7	2	6	2	0	5
19	1	4	96	4	1	4	2935	7324	1	13	3	2	80	2	1	2	1	0	0	0
20	1	1	78	2	4	4	15427	22021	2	16	3	3	80	0	31	3	25	8	3	7
21	1	4	45	3	1	4	3944	4306	5	11	3	3	80	0	6	3	3	2	1	2

HR Data.xlsx - HR data

DATA VISUALIZATIONS

Here we have shown the Employee Count, Attrition Count , Attrition Rate , Active Employees and their Average Age in all education list.
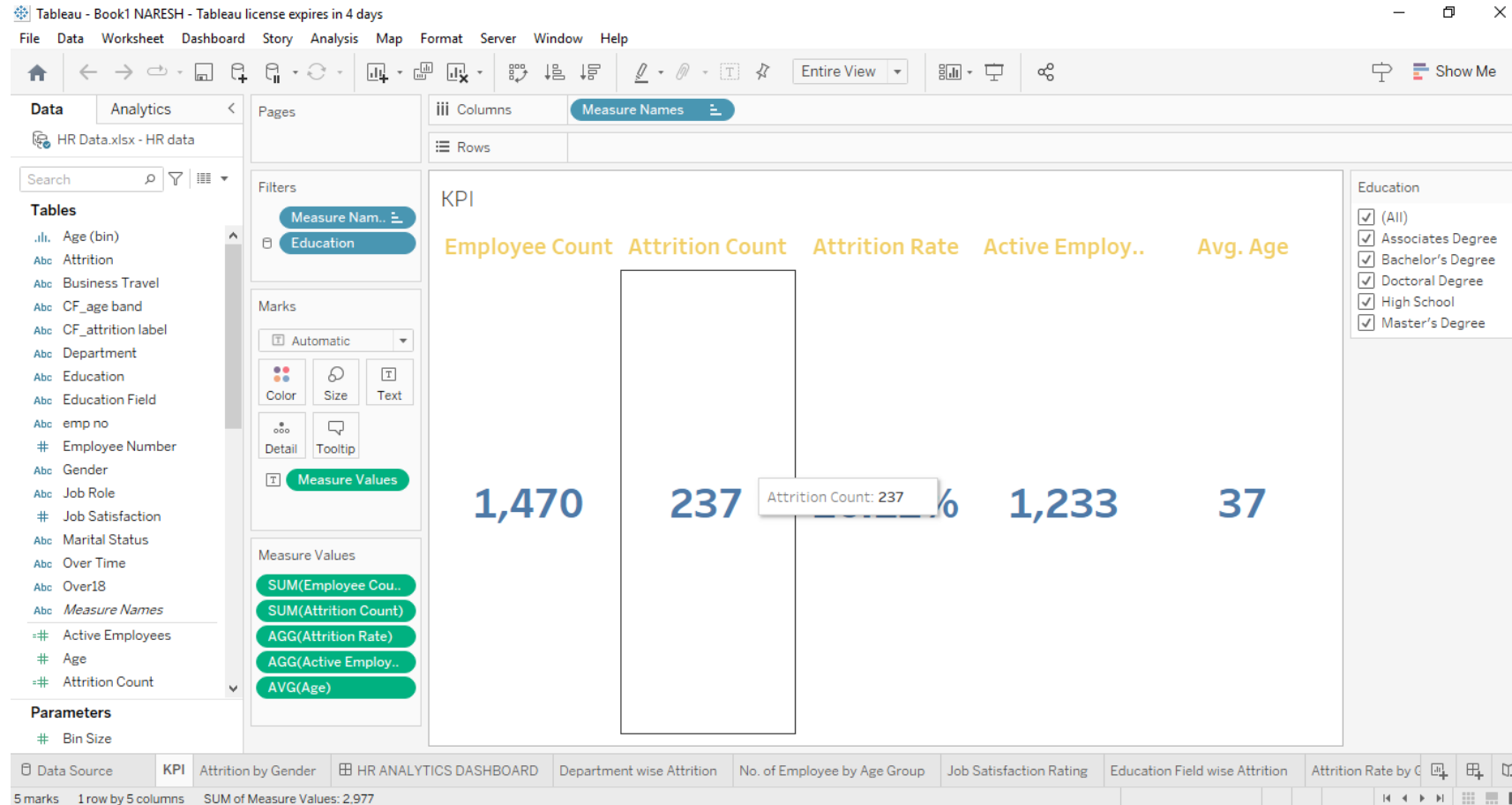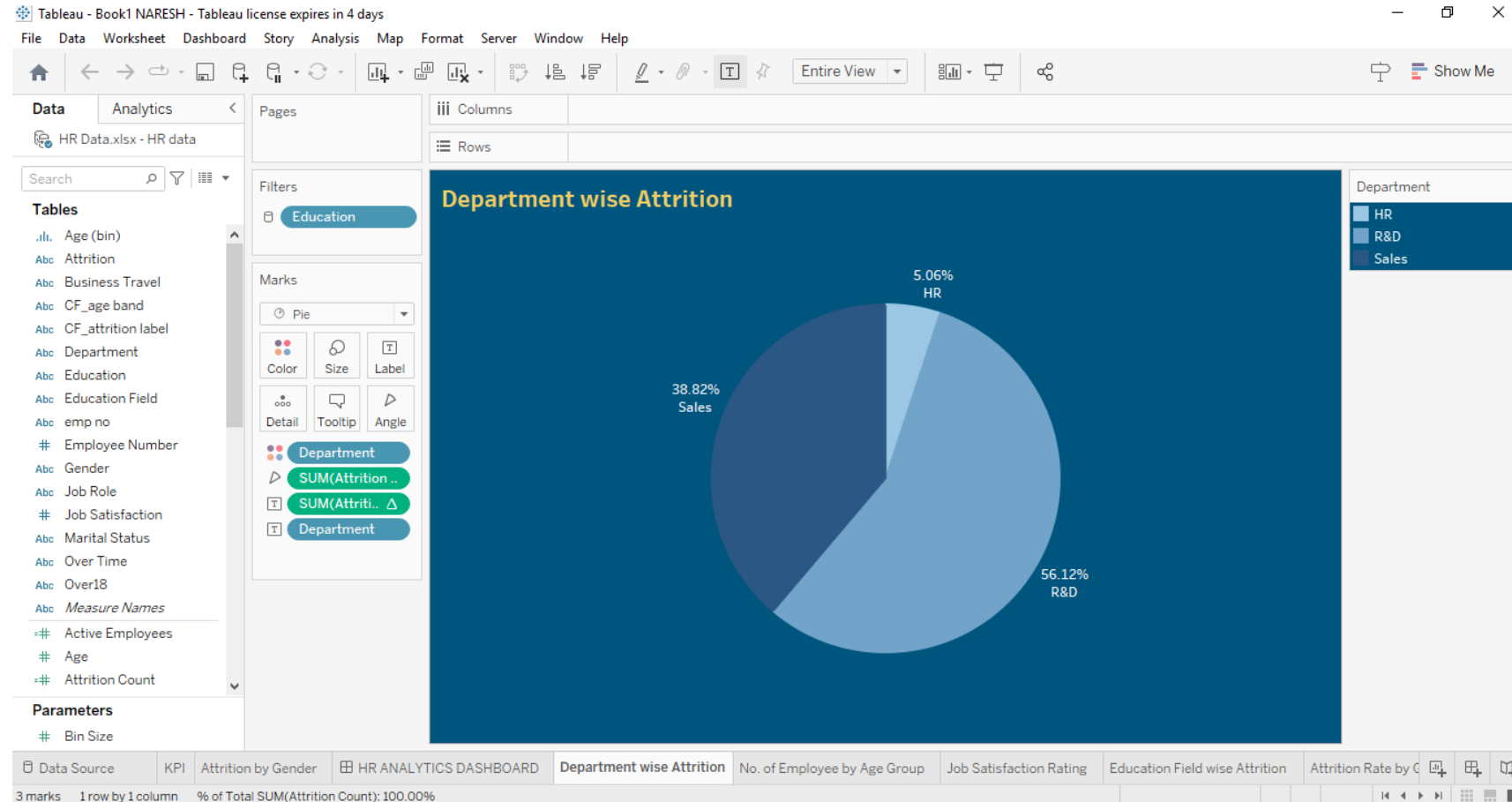
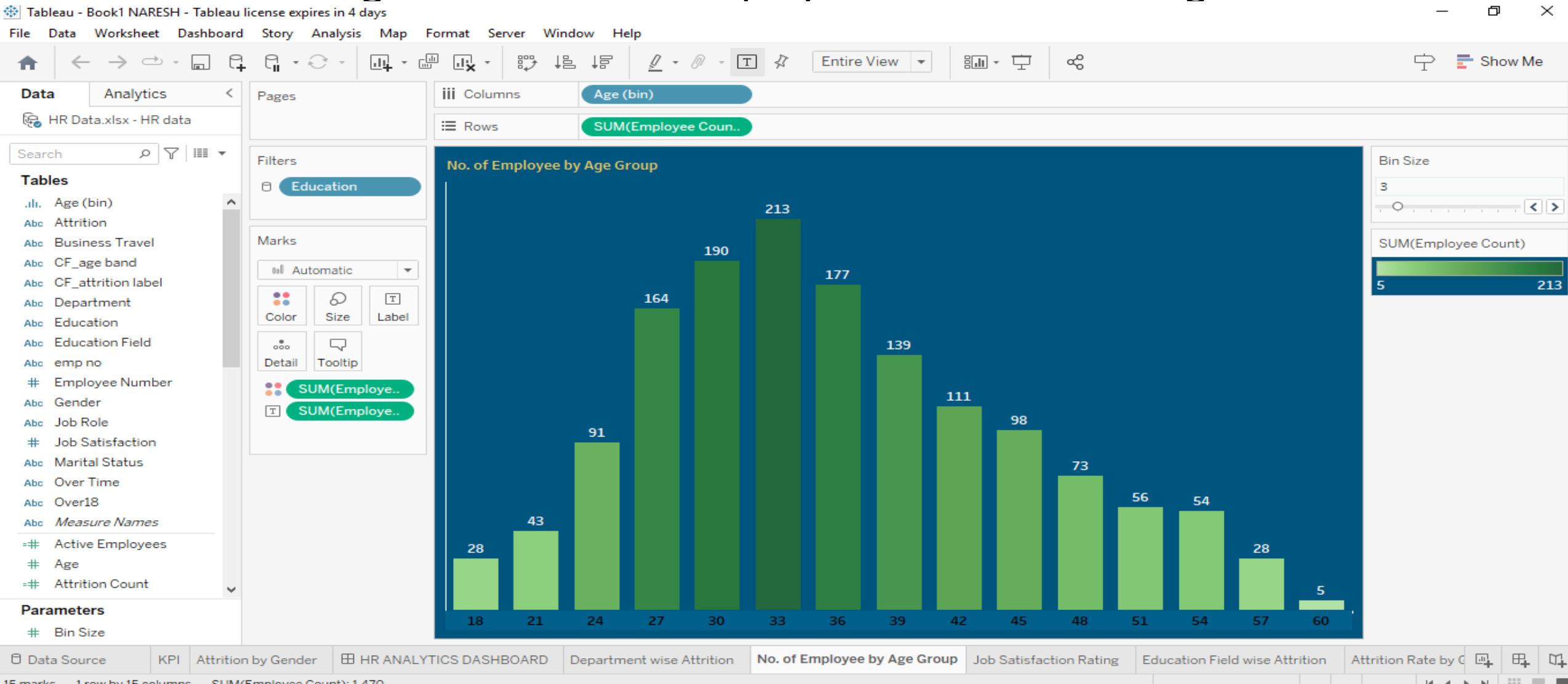# Here we have shown the attrition by gender.
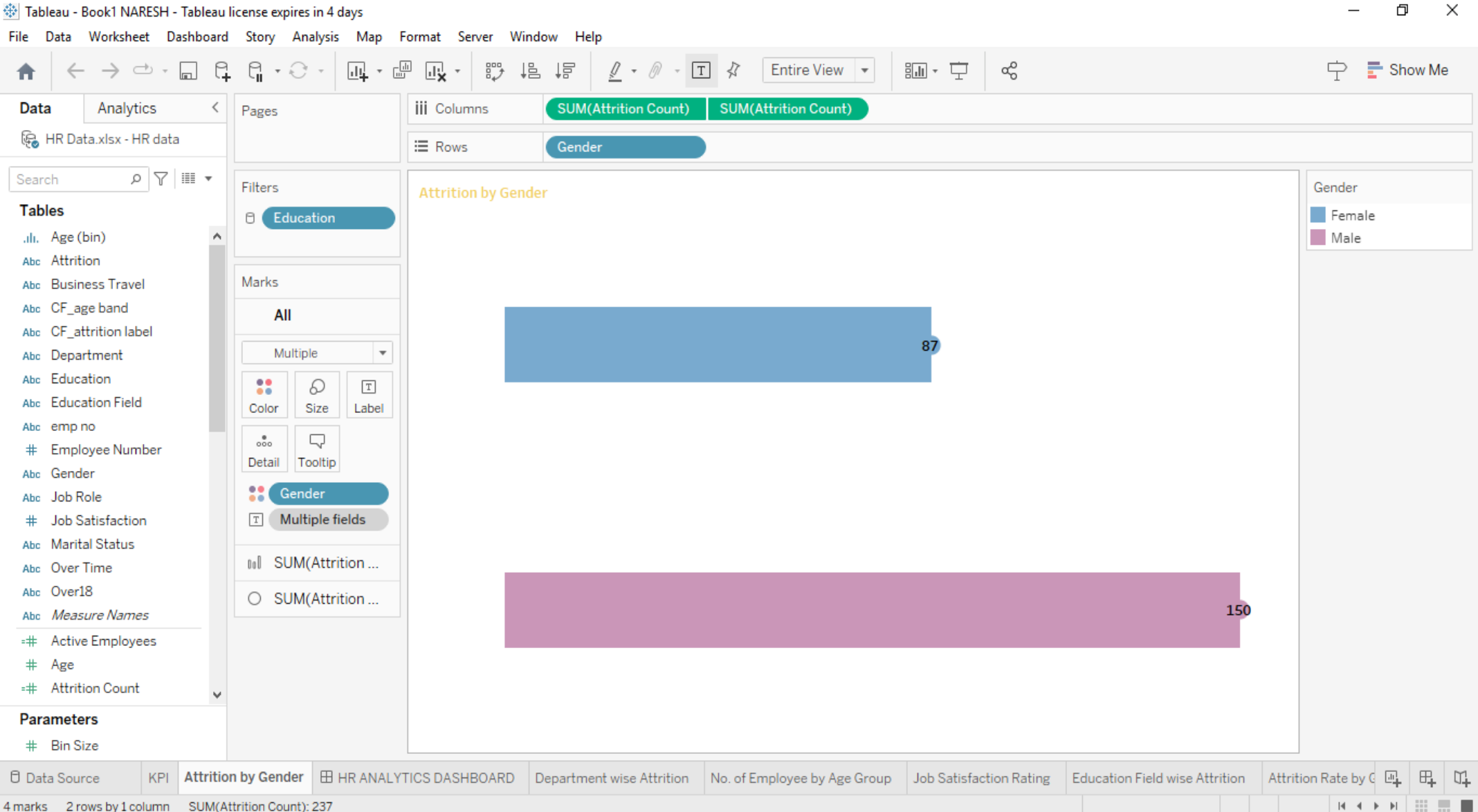
Department wise Attrition
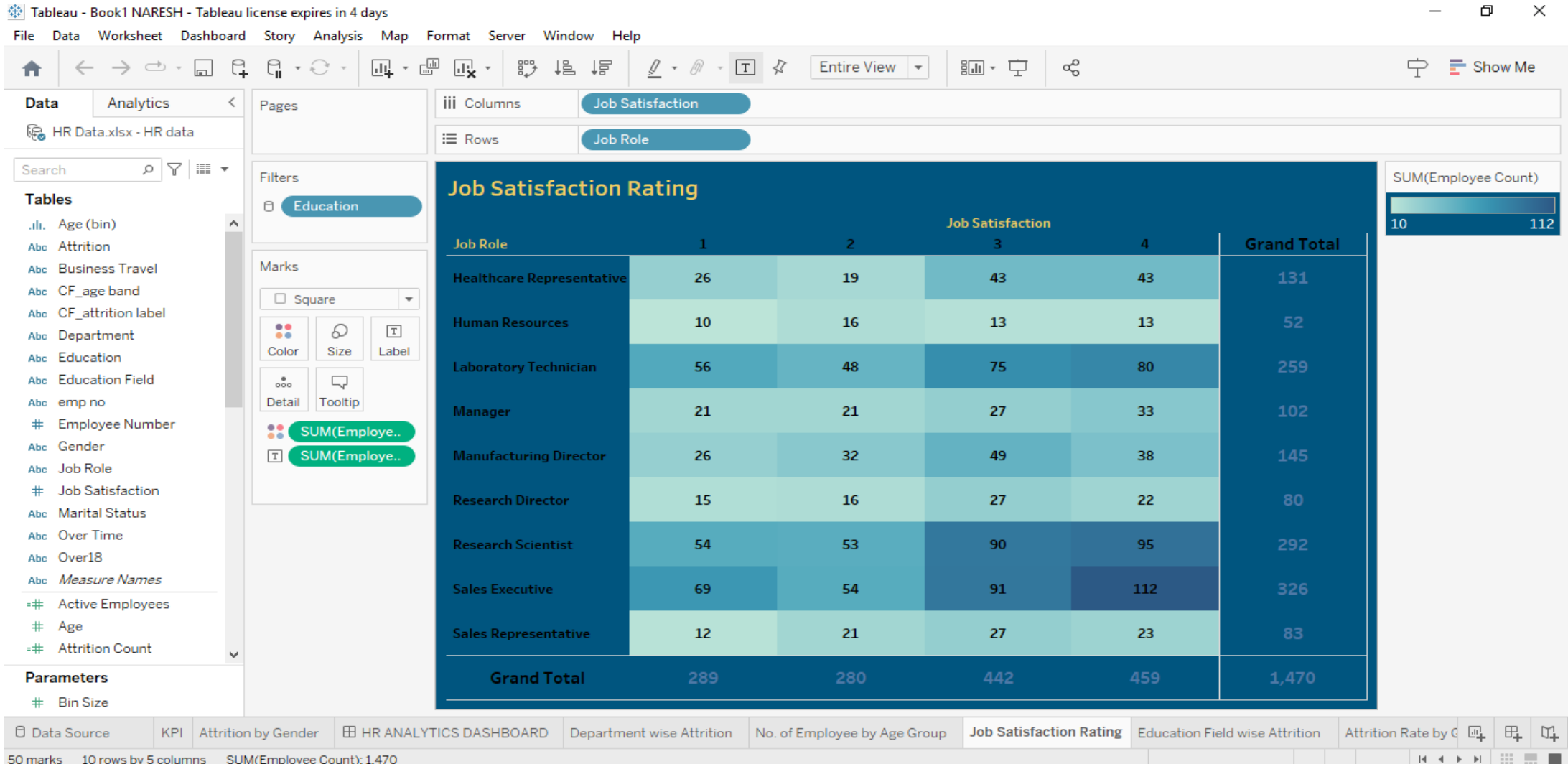
Here R&D department gives the highest attrition.

NO. of Employees by Age Group

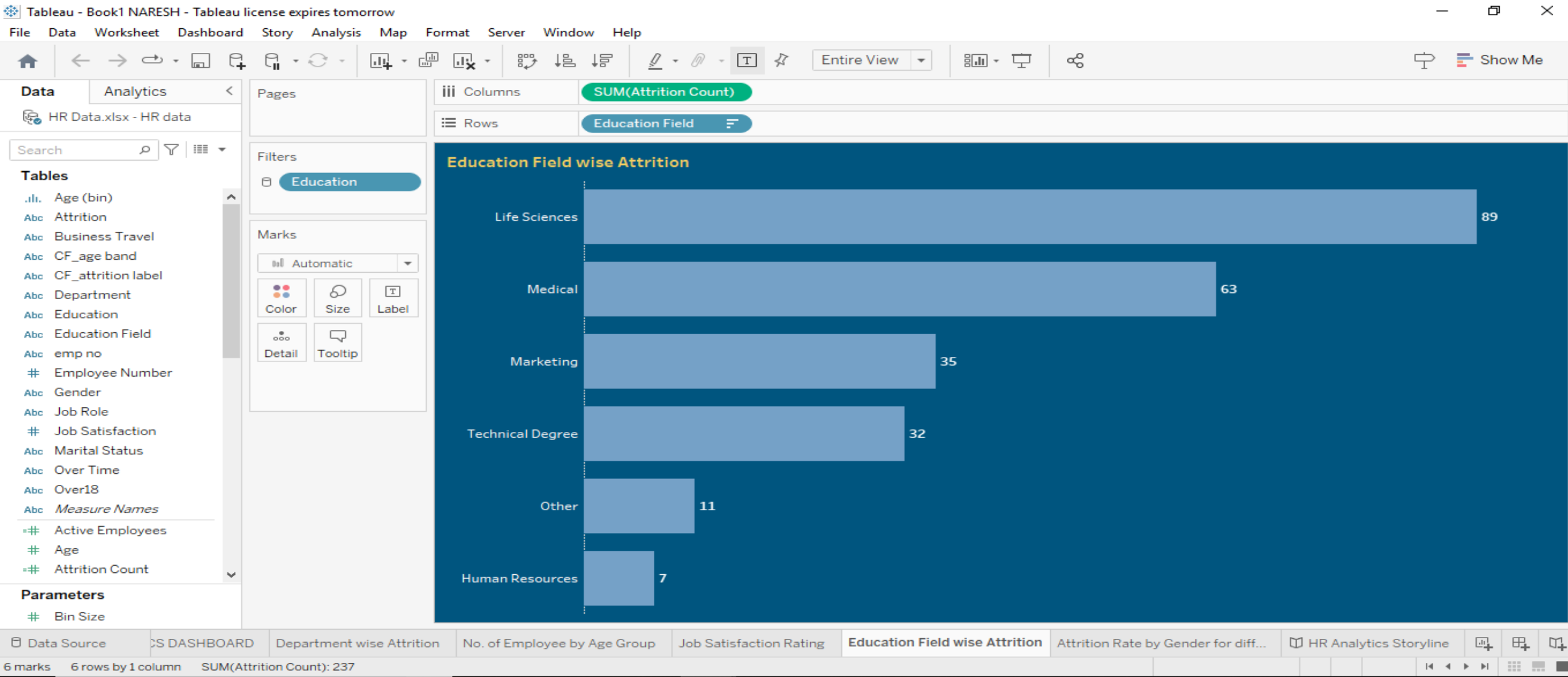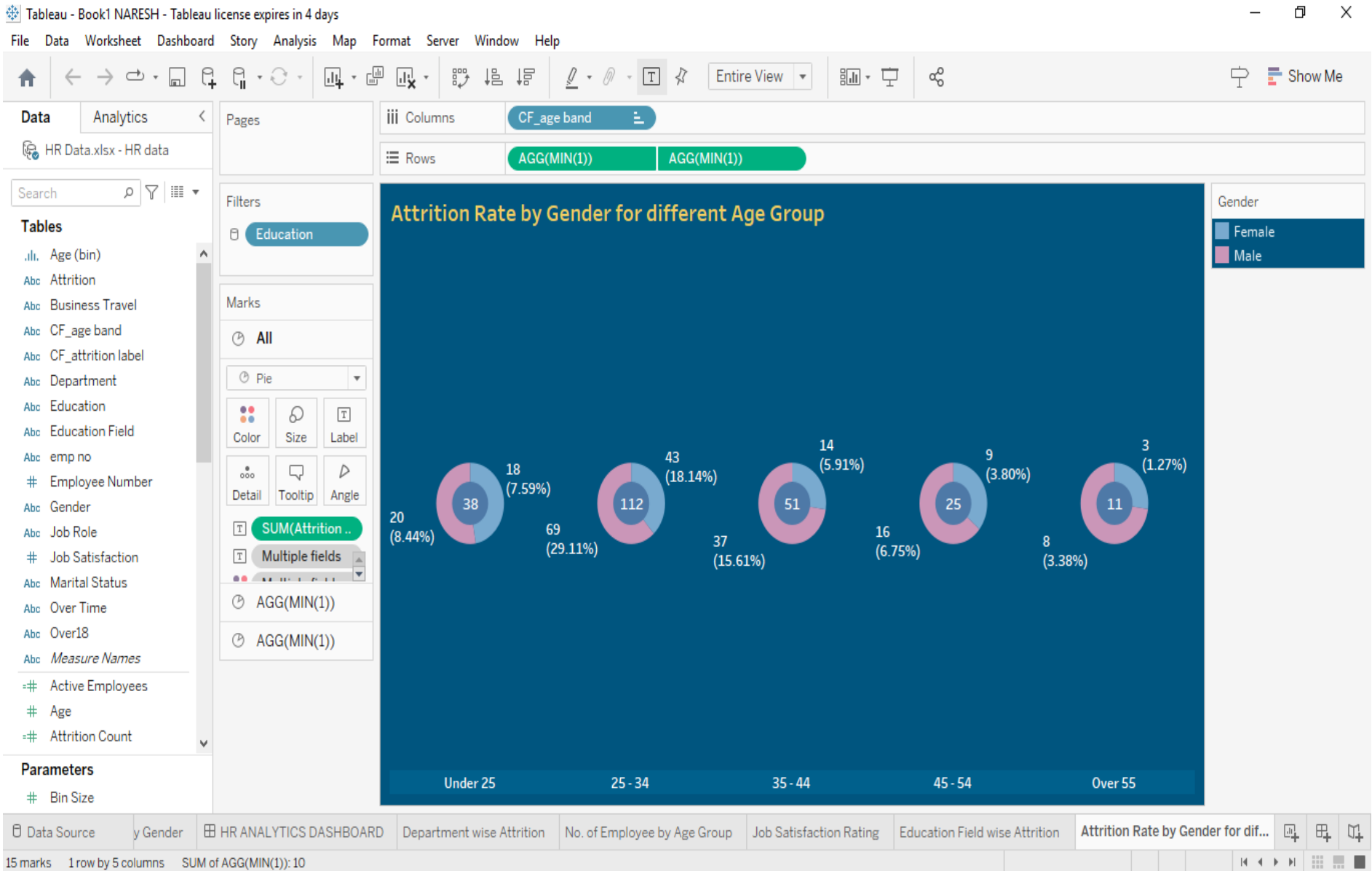Here the highest number of employees worked at the age of

Job Satisfaction Rating

Education Field wise Attrition

Most of the attrition occurs in the field of Life sciences
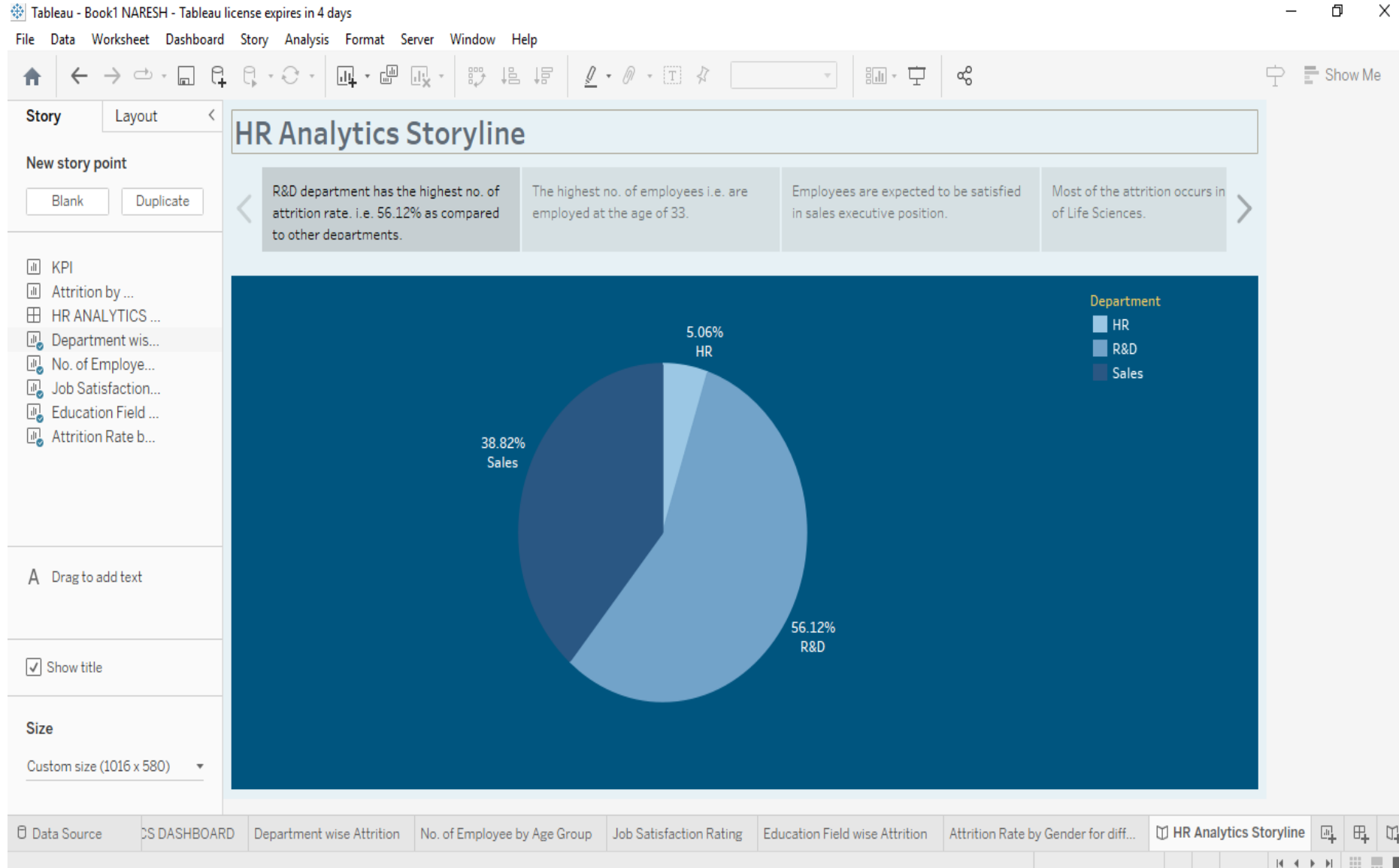
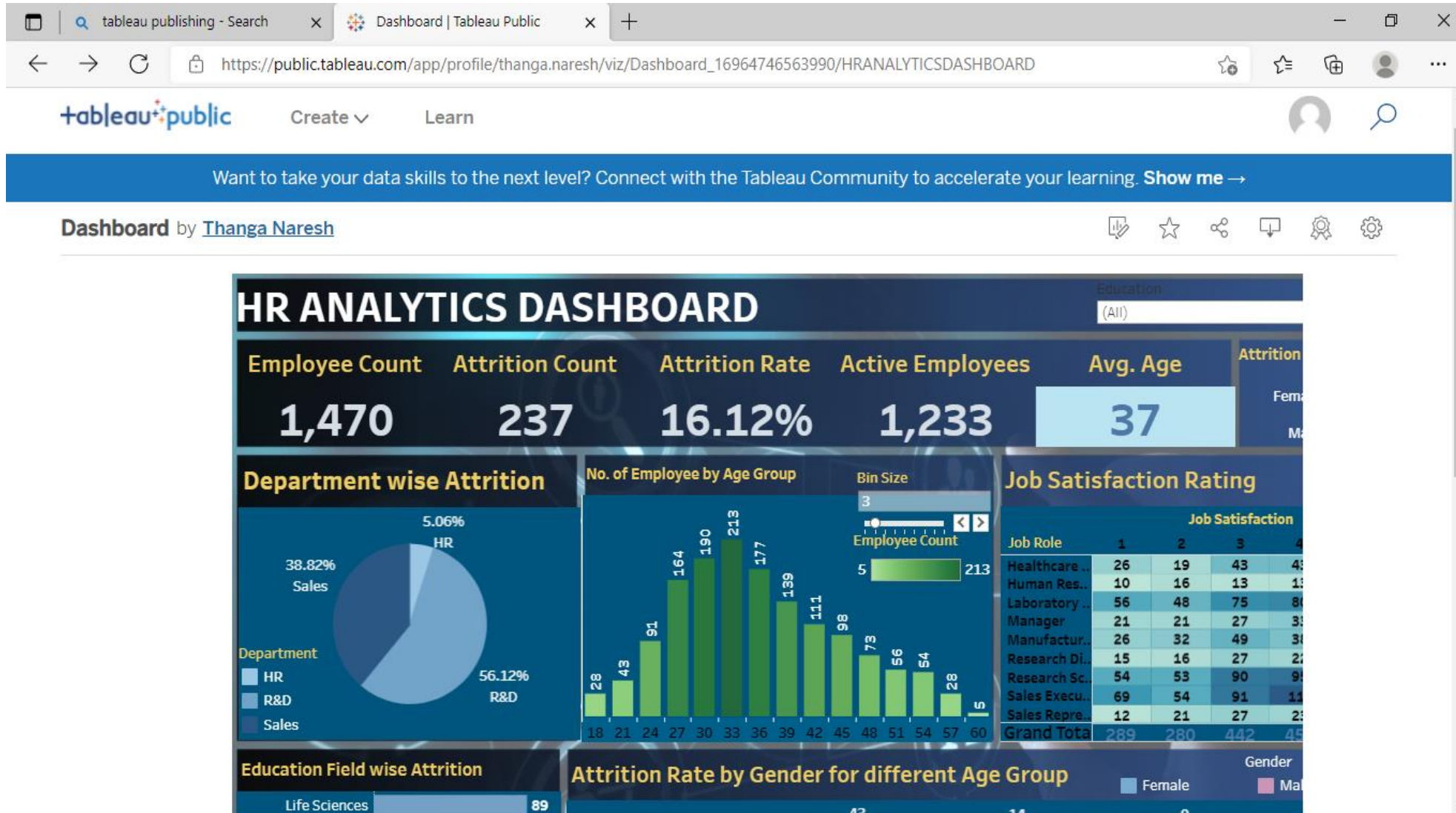# Attrition Rate by Gender for a Different Age Group

DASHBOARD

We plotted various graph in dashboard.
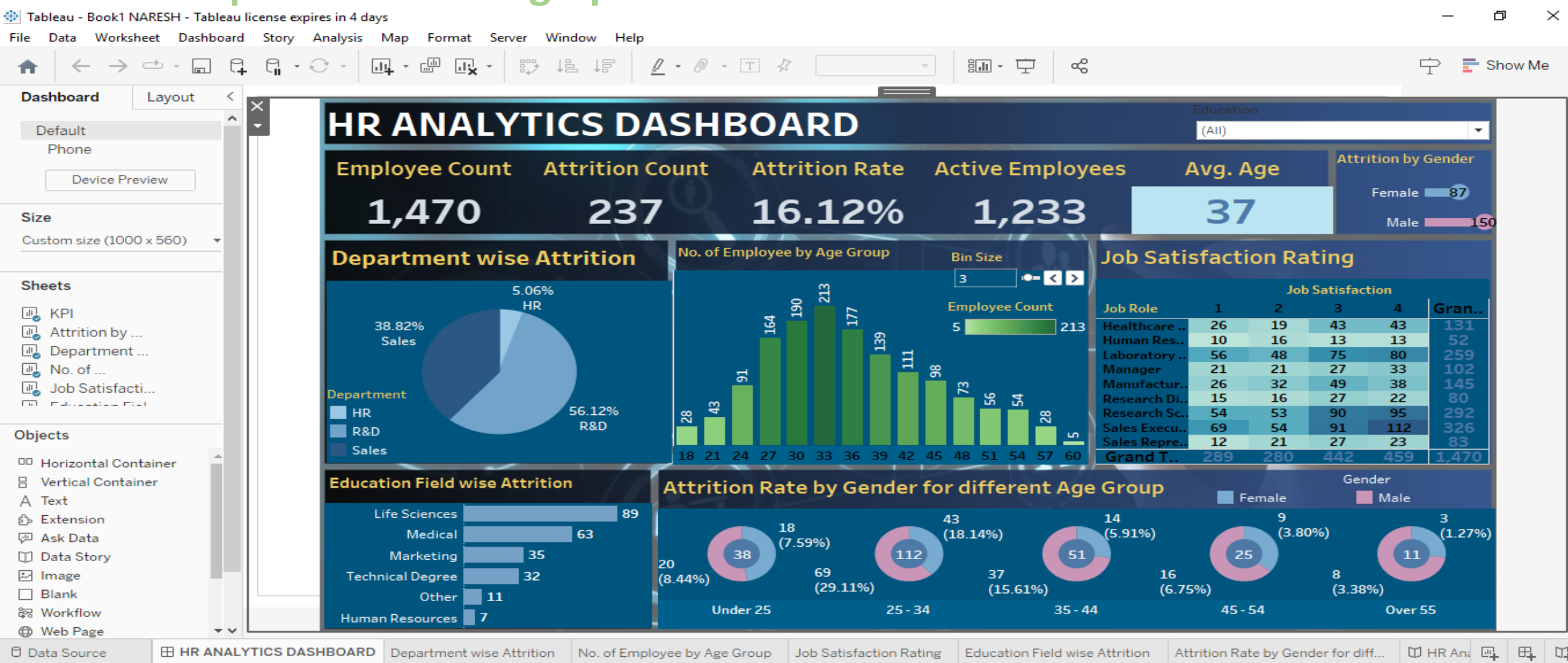
STORY

Publishing

CONCLUSION

From the given data we can concude the following results.

- R&D department gives the highest no. of attrition rate.
- The highest no. of employees worked at the age of 33.
- In job satisfaction rating, employees are expected to satisfying in sales and executive position.
- Most of the attrition occurs in the field of Life Sciences.
- Males are expected to leave the organization over the age of 55.

THANK YOU!