



MEASURING SUCCESS IN TALENT MANAGEMENT

Project based learning program



PROJECT BY TABLEAU

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DEPARTMENT OF PHYSICS

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INTRODUCTION

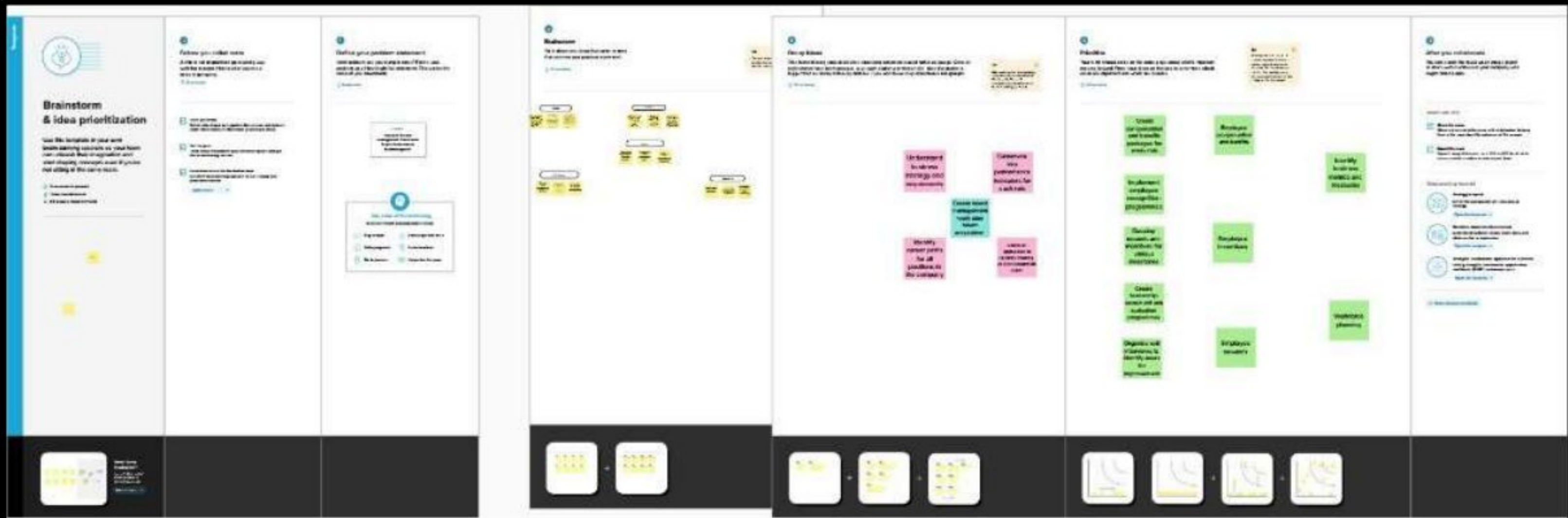
Talent management is an integral part of human resource management. Talent management can be defined as a deliberate approach implemented to recruit or hire, develop and retain people with required aptitude or skills to meet the present and future goals or needs of the organization

Talent means aptitude, skill, or the ability to perform a particular work or job. According to the lexicon of management, talent refers to identification, inculcation, utilization, and retention of a set of skills or abilities of the employees in the interest of the organization.

PROBLEM UNDERSTANDING

We used empathy and brainstorming map to achieve the overall business goals in talent management framework

BRAINSTROM MAP



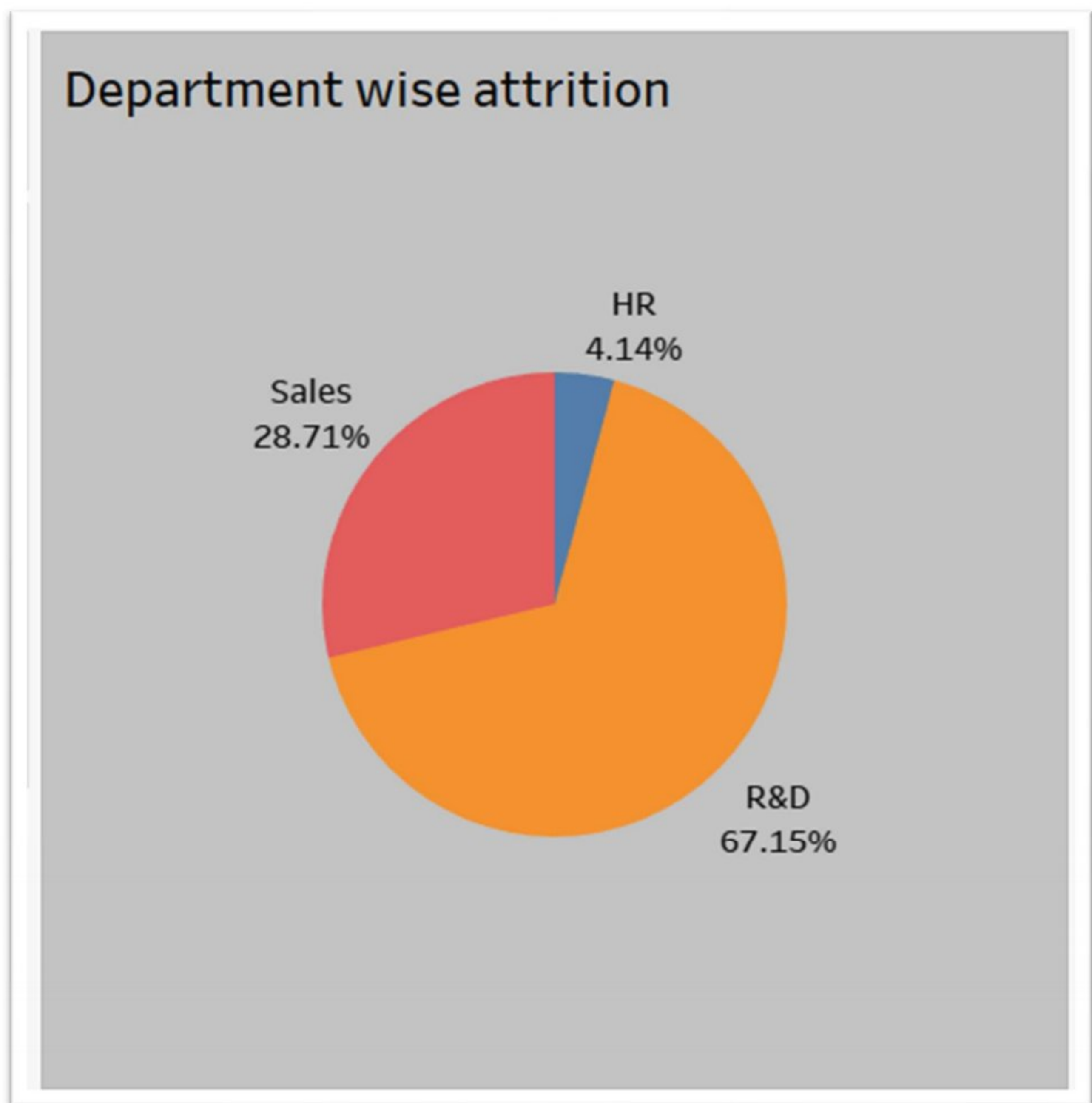
EMPATHY MAP



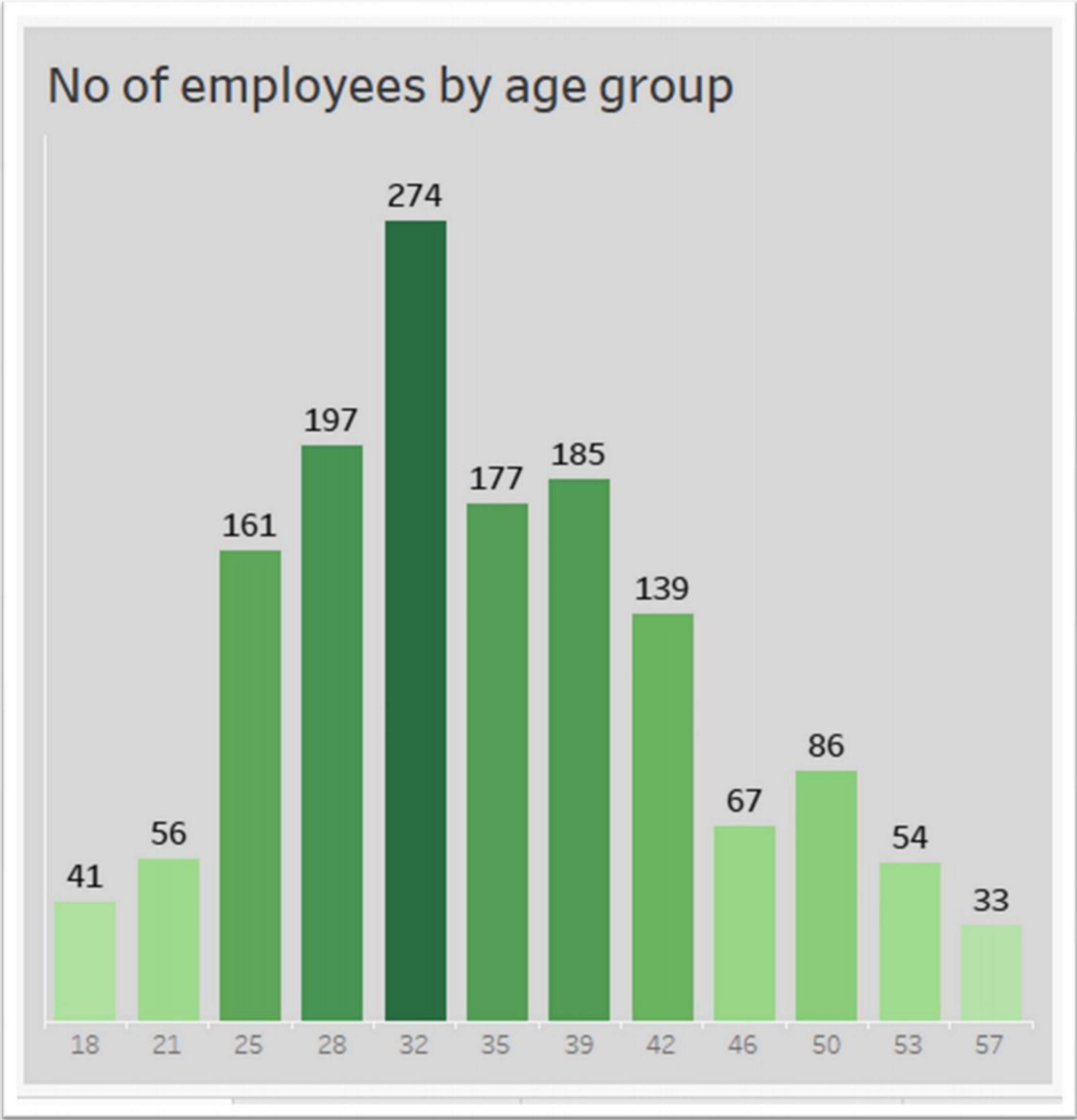
DATA VISUALIZATION

We used 4 different methods to visualise the talent management framework data

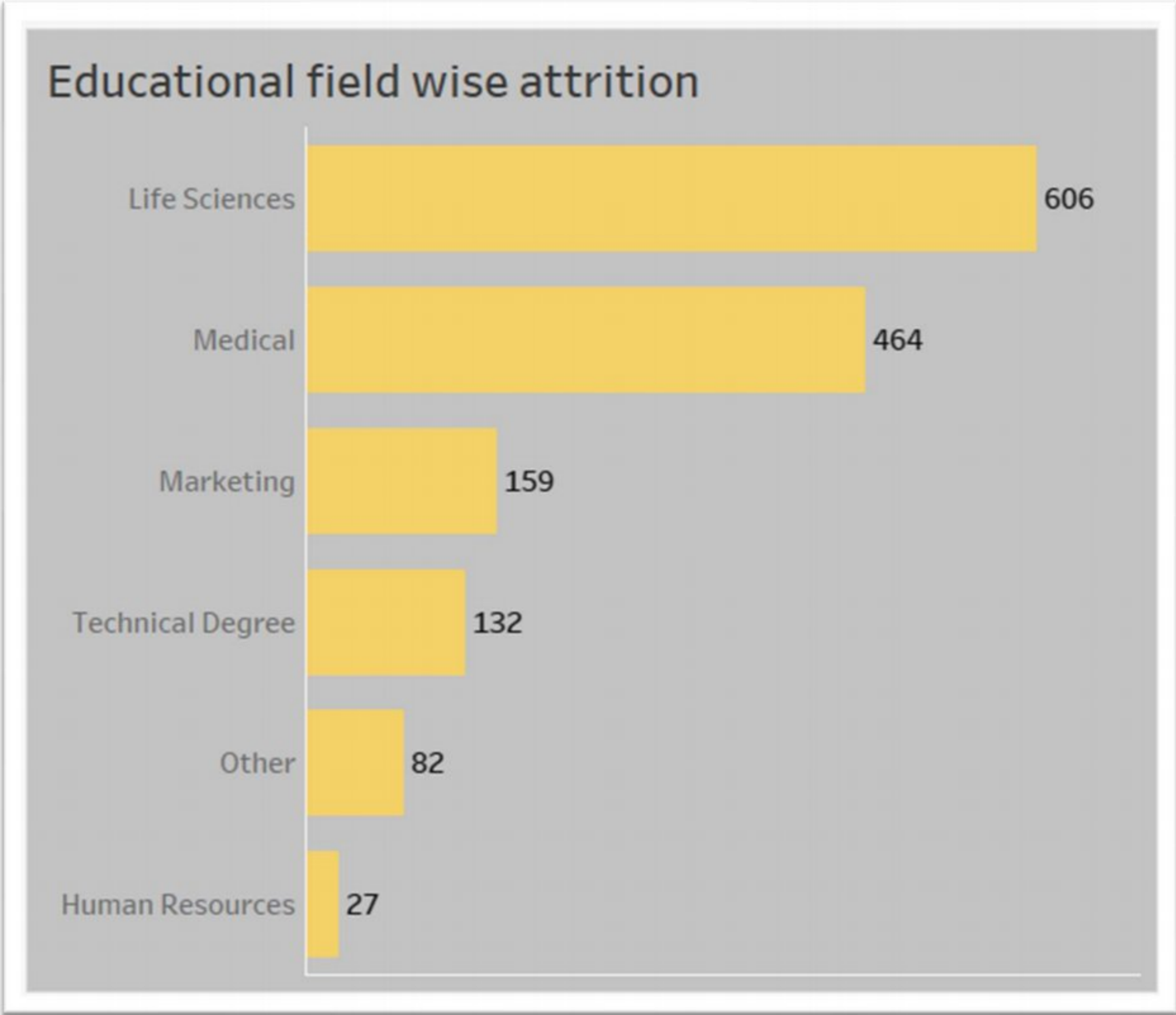
DEPARTMENT WISE ATTRITION



NUMBER OF EMPLOYEES BY AGE GROUP



EDUCATIONAL FIELD WISE ATTRITION

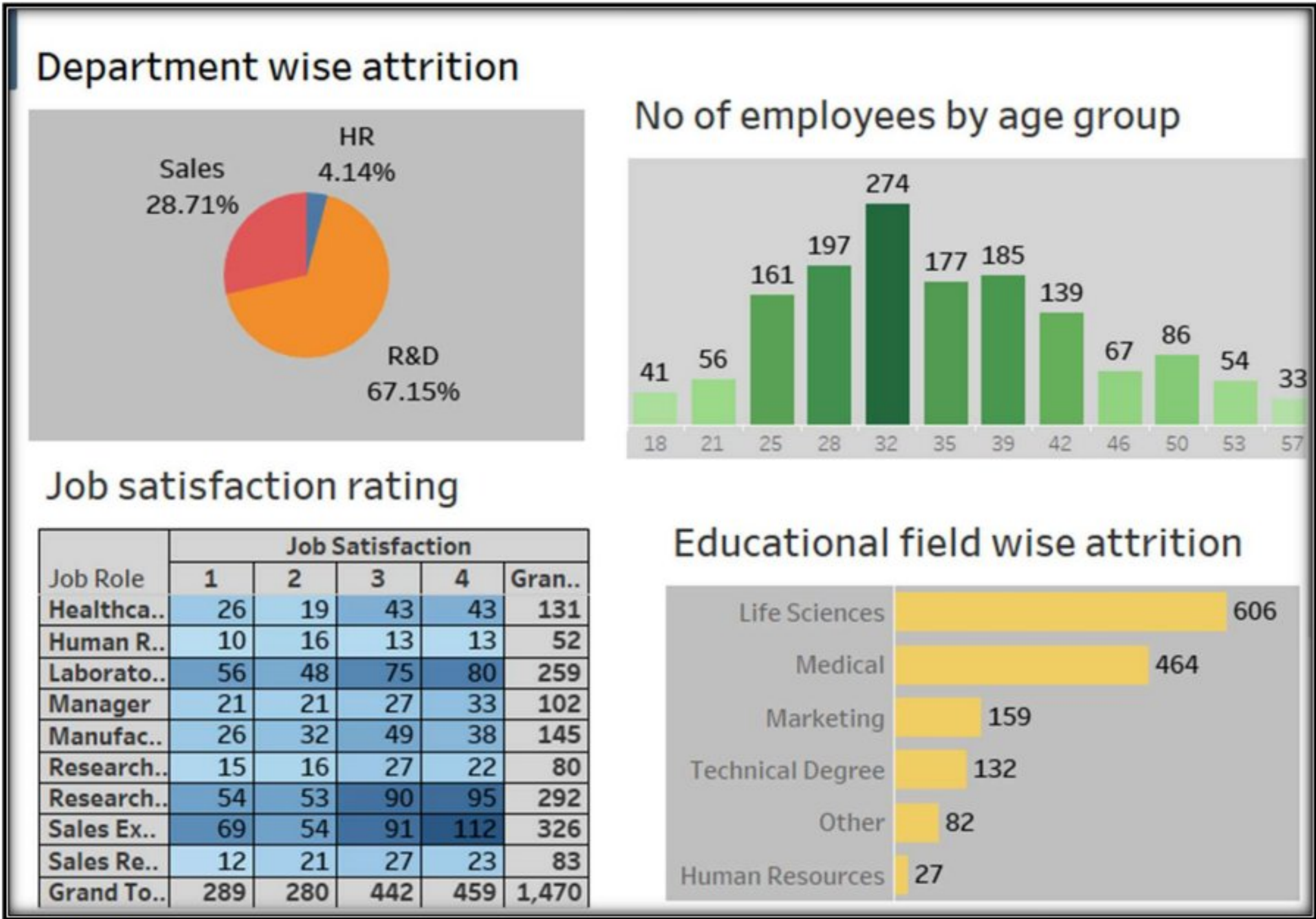


JOB SATISFACTION RATING

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

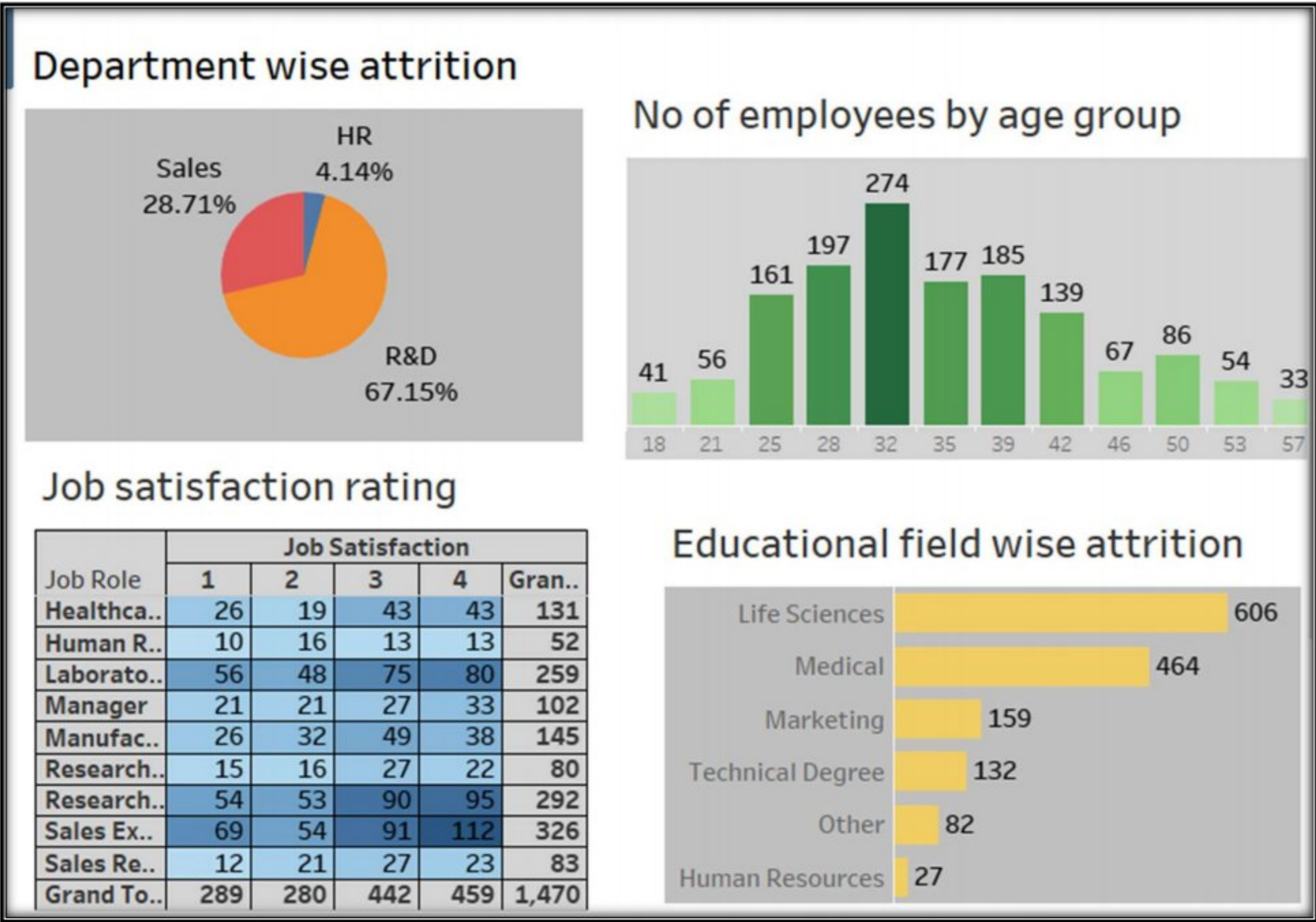
DASHBOARD

A dashboard provided an overview of the talent management framework



STORY

The story provided the main analysis of the talent management



CONCLUSION

In the ever-evolving landscape of business, the success of a talent management strategy hinges on its ability to adapt, align, and deliver tangible results. Measuring this success isn't confined to numbers alone; it's a multifaceted endeavor that marries data with objectives. By setting clear goals, aligning talent initiatives with broader organizational strategies, and selecting meaningful metrics, organizations gain the tools to quantify the impact of their efforts.

The journey of measuring talent management success isn't a destination but a continuous quest for improvement. Harnessing the power of data collection, analysis, and interpretation empowers leaders to make informed decisions, refine strategies iteratively, and create a workforce that thrives in an environment of growth and engagement. By putting data at the heart of decision-making and embracing a culture of continuous improvement, organizations can elevate their talent management strategies from mere concepts to thriving engines that drive sustained success, innovation, and competitive advantage in today's dynamic business landscape.

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-THANK YOU-