

## Says

What have we heard them say? What can we imagine them saying?

What are their wants, needs, hopes, and dreams? What other thoughts might influence their behavior?



**Thinks** 

The Tableau HR framework designed to management strategies within an organization

success is to check each day whether your

evaluates the

organization's

investment in

and adapt to

development and its ability to innovate

changing business needs.

=One way to measure

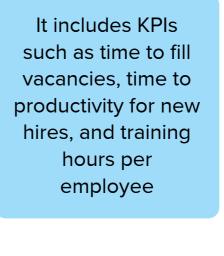
This perspective focuses on the financial impact of HR initiatives, such as the cost of recruitment, training and development, compensation and benefits, and turnover.

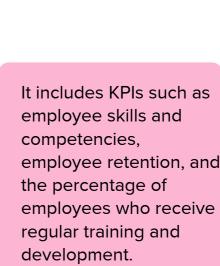
Tableau Software is a software company that has created a platform for data visualization. It was founded in 2003 by Christian Chabot and Jody Platt, who met while working at Silicon Graphics.



## Bhuvana.E

The Tableau HR Scorecard: Measuring Success In Talent Management





The HR scorecard is meant to measure leading HR indicators of business performance. Leading indicators are measurements that predict future business growth. These are called HR deliverables.

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.

This perspective measures the satisfaction of internal and external customers of HR services, including employees, managers, and job candidates

as employee engagement, manager satisfaction with HR support, and candidate experience.

It includes KPIs such

Internal Process Perspective: This perspective assesses the effectiveness and efficiency of HR processes, such as recruiting, onboarding, management, and employee developmen

## Does

What behavior have we observed? What can we imagine them doing?





What are their fears, frustrations, and anxieties? What other feelings might influence their behavior?

