



Says

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



Thinks

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



Bhuvana.E

The Tableau HR
Scorecard:
Measuring Success
In Talent
Management

The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization

~One way to measure success is to **check each day whether your decisions are taking you closer to (or farther away) a vision.** Think of it like a dream you have for a more fulfilled future version of yourself.

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.

It includes KPIs such as time to fill vacancies, time to productivity for new hires, and training hours per employee

This perspective evaluates the organization's investment in employee development and its ability to innovate and adapt to changing business needs.

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

It includes KPIs such as employee engagement, manager satisfaction with HR support, and candidate experience.

It includes KPIs such as employee skills and competencies, employee retention, and the percentage of employees who receive regular training and development.

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

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.



Does

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



Feels

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

See an example