

# THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

(S.SANTHAKUMAR)

## ABOUT

These metrics track vital areas such as recruitment, training and development, performance management, employee engagement, and retention.

These metrics can provide HR professionals valuable insights into the effectiveness of their company's talent management strategies and help identify areas of improvement.

Talent management metrics are a set of quantitative measures used to evaluate the effectiveness of an organisation's talent management strategies and programs.

SKILLS ASSESSMENTS

BEHAVIOURAL ASSESSMENTS

## WAYS

SUCCESSION PLANNING METRICS

POTENTIAL ASSESSMENTS

## KEY

TALENT MOBILITY

COST PER HIRE

DIVERSITY AND INCLUSION METRICS

HIGH POTENTIAL TALENT

EMPLOYEE TURNOVER RATE

TIME-TO-FILL

EMPLOYEE ENGAGEMENT

## IMPORTANT

PROVIDES ORGANIZATIONS WITH A WAY TO MEASURE THEIR PERFORMANCE IN CRITICAL AREAS

INCREASES REVENUE PER EMPLOYEE

IMPROVES OVERALL PERFORMANCE OF THE ORGANIZATION

HELPS REDUCE TURNOVER RATES