



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?

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

It provides a way for HR professionals and business leaders to track and analyze key performance indicators related to workforce planning, recruitment, retention, and development.

Learning and Growth Perspective evaluates the organizations investment in employee development and its ability to innovate and adapt to changing business needs

Customer Perspective measures the satisfaction of internal and external customers of HR services.

Financial Perspective focuses on the financial impact of HR initiatives

Internal Process Perspective assess the effectiveness and efficiency of HR processes, such as recruiting, onboarding, performance management and employee development.



Janani JM

Short summary of the persona

Making it easier for HR managers to identify areas for improvement and enormous growth in their talent

A dataset containing employee details can provide HR managers with valuable insights into their workforce, allowing them to make data-driven decisions that promote equity, diversity, and inclusion within the organization.

With Tableau and other data visualization tools, these insights can be presented in a clear and concise manner.

In addition to these insights, analysing the employee ID data can help HR managers understand the tenure and experiences of employees in the organization.

Reasons for employee departures by examining the number of resignations by the low job satisfactions, insufficient compensation, or lack of growth opportunities.

HR management can develop a competent and motivated team that will help the company achieve its strategic goals



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?