



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:  
Measuring Success in Talent  
Management

People says that the HR scorecard is a tool that helps to measure, manage and improve the role of the HR function within an organization.

Some people also says that creating an HR scorecard can make your HR department more efficient and cost-effective.

An HR scorecard is a visual way of representing key performance indicators that your human resources department is tracking.

People also says that the HR scorecard is a tool that allows us to track the performance of our HR team.

People says that the HR scorecard is meant to measure leading HR indicates of business performance.

To keep the goals at the center, uses specific parameters to track progress and follows initiatives for monitoring actions.

To evaluate and measure the effectiveness of HR and allocate the budget towards HR initiatives.

The data is also used to predict the potential growth of the organization.

It usually requires managers to report information which can cause some resistance and even delay.

By linking clearly defined department objectives and performance to the company's strategic business goals.

They do form a solid foundation from which to built both personal and organizational success.

They play the role of confidante when Employees are having issues with someone else at the organization.

HR scorecard is a report that you conduct to calculate the success rate of human resource employees and the overall department.

We observed HR Professionals are expected to deal with highly sensitive issues, pay and benefits, violations of organizational policies.

The HR scorecard framework helps you measure and communicate the value of your HR activities in terms of financial, learning and growth.

The main fear is that their usefulness can be limited by both HR staff and the company's leadership.

HR practitioners who fully understand the implications of workplace metrics should interpret HR scorecard results.

Compliance with federal and state labor and employment laws is a must for any employer to survive.

Employees have been known to fudge on exist interviews and workplace surveys, which results in inaccurate HR scorecards to propose measurements of employee sentiment.

Low morale and poor engagement levels often are signs of job dissatisfaction. This might also influence their behavior.



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?