



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?



Feels

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



Does

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

The Tableau HR Scorecard

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Strategic
Objectives
aligned to
business
strategy

1 Measure
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and outcomes

1 Monitor
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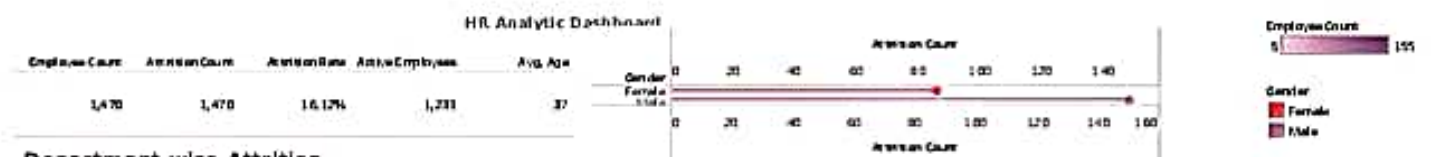
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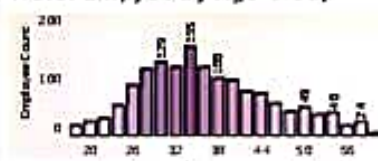
See an example



Department wise Attrition



NO. of Employee by Age Group



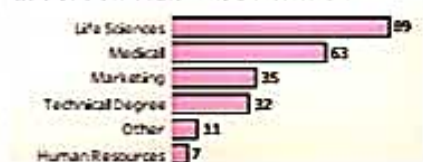
Job satisfaction rating

Job Role	Job Satisfaction				Grand T.
	1	2	3	4	
Head of Sales	24	19	13	41	197
Marketing Analyst	12	18	13	13	56
Product Manager	12	18	13	13	56
Analyst	21	21	27	31	100
Managerial	24	27	48	38	137
Researcher	11	16	27	27	81
Business Dev.	11	13	13	13	50
Sales Executive	11	13	13	13	50
Sales Manager	12	21	27	21	81
Grand Total	289	289	442	439	1,459

age group



Education Field wise Attrition



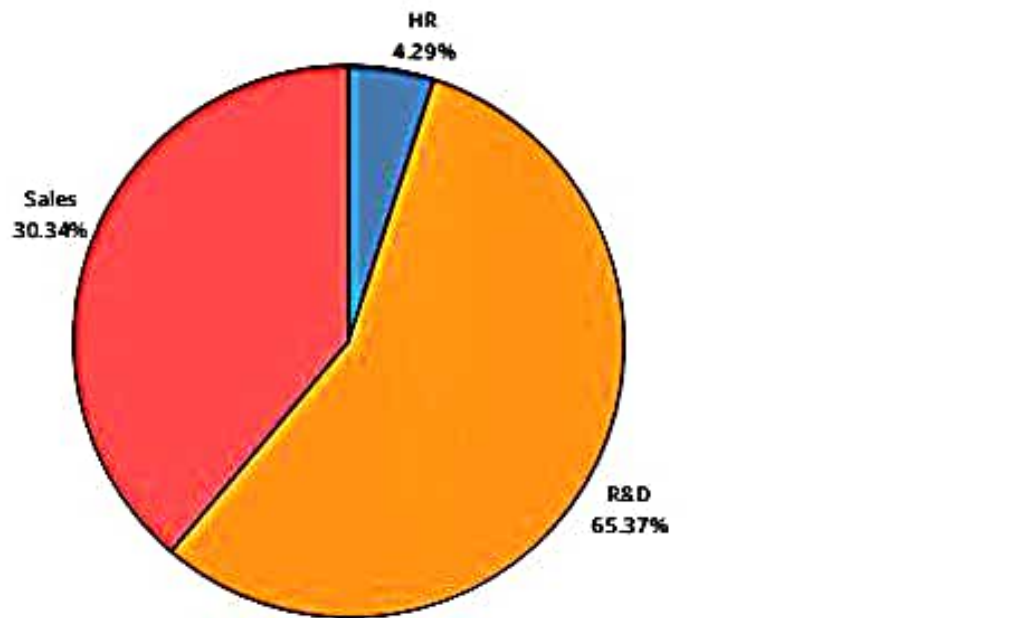
R&D Department has the highest no of attrition rate i.e, 56.12% as compared to other departments

The highest no of employees i.e, 155 are employee at the age of 34

Employees are expected to be satisfied in sales executive job role

Most of the attrition appears in the field of the life sciences

Males are expected to ..



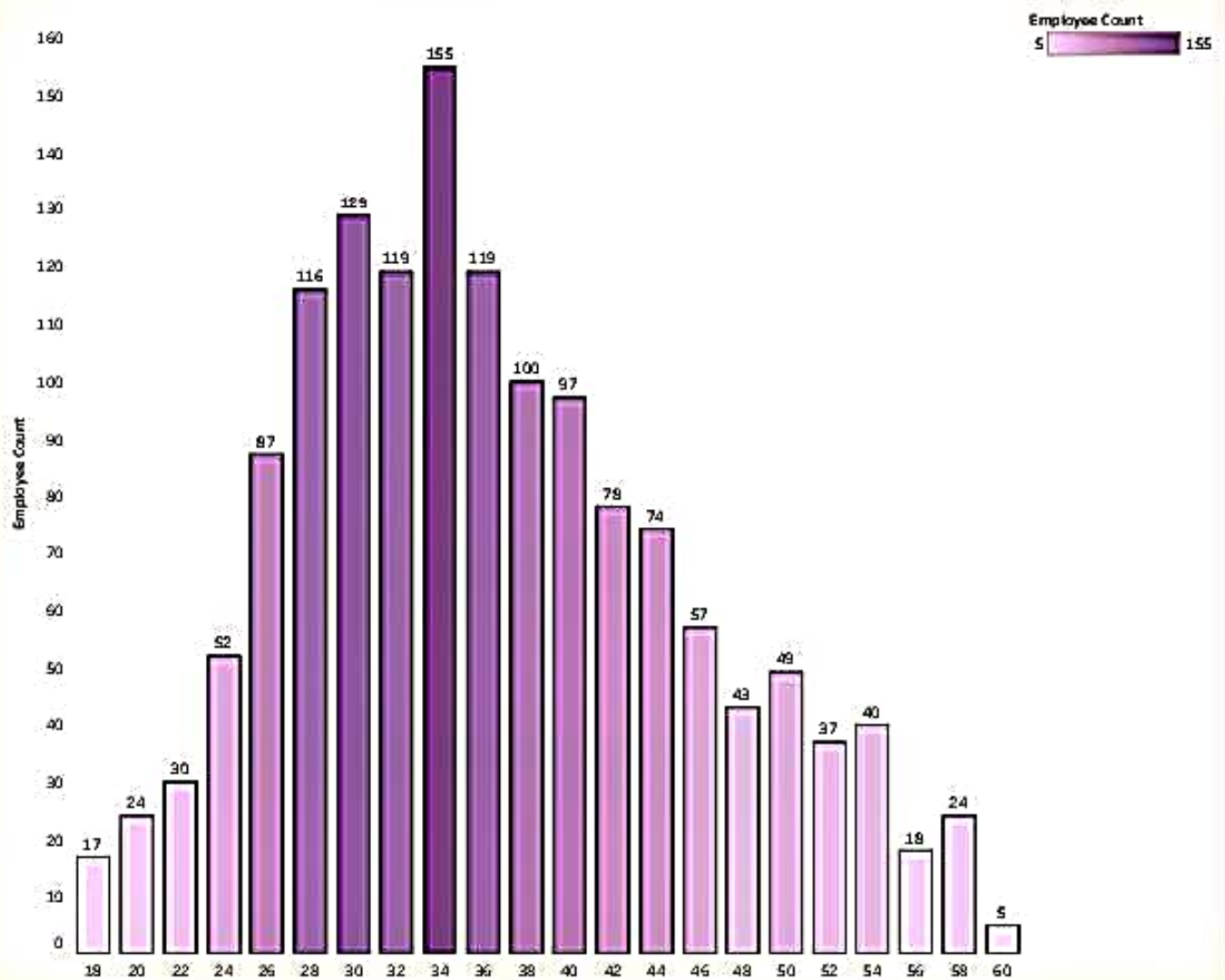
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Males are expected to leave the organisation to the age of 55

Job Role	Job Satisfaction				Grand Total
	1	2	3	4	
Healthcare Representative	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Technician	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Director	26	32	49	38	145
Research Director	15	16	27	22	80
Research Scientist	54	53	90	95	292
Sales Executive	69	54	91	112	326
Sales Representative	12	21	27	23	83
Grand Total	289	280	442	459	1,470

Employee Count
10  112

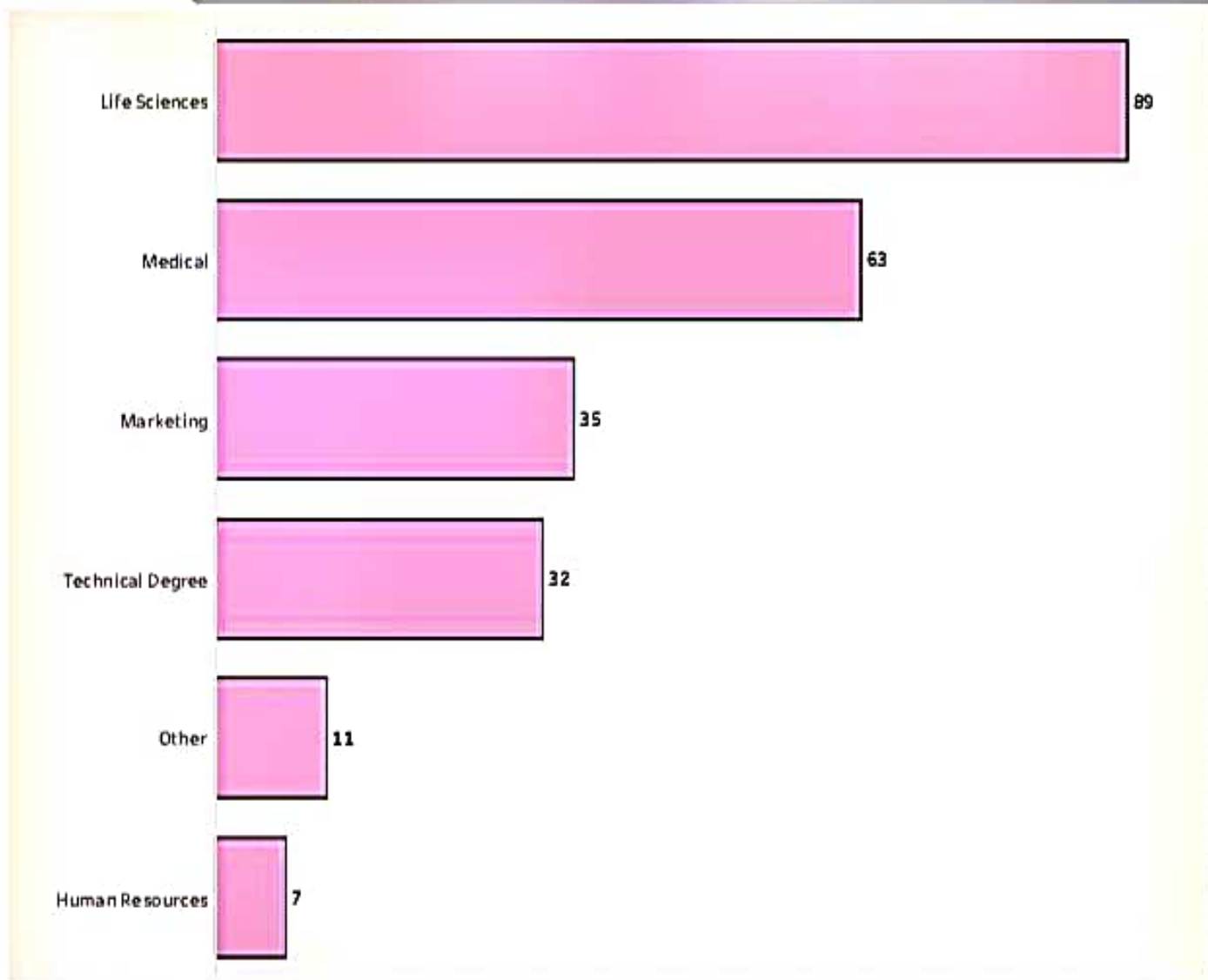
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