What can we imagine them saying?

Time-tofill:measures the amount of time it takes to fill an open position

> Divrsity and inclusion metrics

Performance evalution, and employee feedback analysis

Optimizing recruitment efforts

Says

What have we heard them say?

Cost per hire measures the cost of recruting and hiring a new employee.

Aframework designed to measure and evalute the

success

Manage and improve the role of HR function

The Tableau HR Scorecard: Measuring Success in Talent Management

Human secources for headcount reporting

Performance evaluation, employee feedback analysis.

Start by creaing a crosstab type of view with the desired dimensions

**Thinks** 

What are their wants, needs, hopes, and dreams?

What other thoughts might influence their behavior?

Tableau is used in human resources for headcount reporting

Breakdown of headcount by employee type,department.

## Does

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

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



