



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?



SELECT AND
AUDITS THE
VENDORS OF
OUTSCORED
BENEFITS
PROGRAMS

TO ANSWER WHY
EMPLOYEE
RETENTION IS HIGH
IN YOUR
ORGANIZATION AND
WHAT ARE THE
FACTORS BEHIND
THE SAME.

IT NEEDS TO
IDENTIFY THE
TALENT
DEVELOPMENT
NEEDS

ITS USE TO
MEASURE HOW
WELL HR IS
CONTRIBUTING
TO A BUSINESS

HR ANALYTICS
IDENTIFIES
THE HIDDEN
PATTERNS
AND TRENDS

HR ANALYTICS
MAKE USE OF
DIFFERENT DATA
TO SUGGEST WAYS
TO DECREASE THE
ATTRITION RATE

HR METRICS AND
KPIs ARE THE
TOOLS AND
CALCULATIONS
THAT HUMAN
RESOURCE
DEPARTMENTS

THE HR
SCOREBOARD IS A
STRATEGIC HR
MEASUREMENT
SYSTEM THAT HELPS
TO MEASURE,
MANAGE AND
IMPROVE THE ROLE

THERE ARE SEVEN
STEPS TO CREATE
THE BALANCED
SCORECARD AND
FOUR LEVELS IN
HR METRICS

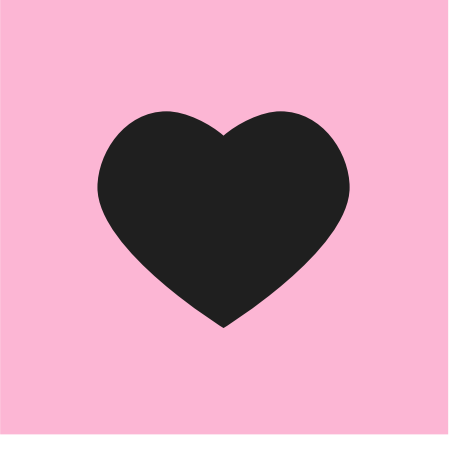
TABLEAU IS
USED IN HR
ANALYTICS CAN
BE ANALUZE
THE EMPLOYEE
DATA

HR ANALYTICS
TOOLS GIVE
COMPANIES OF ALL
SIZES INSIGHT INTO
THEIR OPERATIONS,
RETENTION RATE,
AND HAIRING
DECISIONS

IT DETERMINE THE
TRENDS AND
PATTERNS SUCH
AS WHEN
EMPLOYEES ARE
THE PRODUCTIVE
IN IT



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?