




Says

What have we heard them say?  
What can we imagine them saying?

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 workspace planning, recruitment, retention and development.

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



**Persona's name**  
Short summary of the persona

Make the right skills available for the right job at the lowest cost

Focus on people, get the right people, form the right culture and exploit technology.

The right skills and a well managed HR function.  
Decrease of recruitment cost and decrease of lead time.



Does

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

Thinks

What are their wants, needs, hopes, and dreams?  
What other thoughts might influence their behavior?

HR scorecard measures of employee performance and how specific employees have justified the costs incurred on them with the desired benefits from their performance.

HR scorecard can be used to generate and report the financial and operational measures, the data and business analytics can be used in such reporting of measures by preparing the necessary measures of performance in a highly granular and sophisticated manners.

HR scorecard typically is used to generate ROI or return on investment of human resources wherein financial and operational measures are gathered and reported related to specific employee performance and how well such measures fit in with the broader organizational imperatives.

How are you supporting the future capability of the company?

How can we measure the effectiveness of the technologies already in place to serve the business needs?

How can you quantify the financial impact of learning development initiatives in the new financial year?

Feels

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

