

What went well?

What should we keep doing?
What should we celebrate?
Where did we make progress?

What went poorly?

Where did we have problems?
What was frustrating to us or others?
What held us back?

[Topic of the retrospective]

It includes KPIs such as employee engagement,manager satisfaction with HR support, and candiate experience.

Analytics of all types is the wave of the future.

An HR scorecard identifies department areas that have an impact on the organizations goals.

It includes KPIs such as time to fill vacancies,time to productivity for new hires, and training hours per employee.

Productivity, turnover,promotion and employee satisfaction are common categories for an HR scorecard.

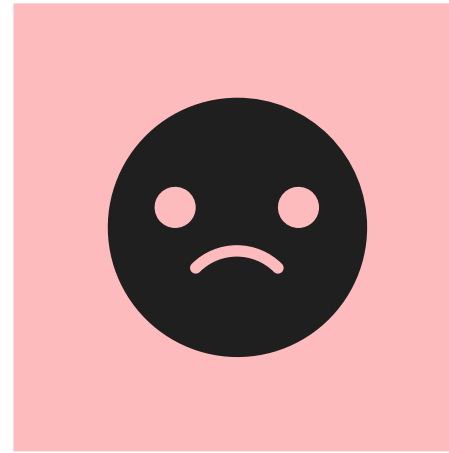


Tableau is used in HR analytics to analyze employee data.To determine trends and pattern.

Business intalligence is still growing.

When employees are the most prodective,how many hours they work per week.

Internal promotion rate,employee turnover rate,retention rate,hiring cost,time to hire,high potential talent.

Accurately predict when someone will run out of makeup.

Tableau HR Analytics aim to help employers better understand the people they hire and retain by providing insight into their motivations and emotional responses to various workplace events.

What ideas do you have?

What ideas do you have for future work together?
Where do you see opportunities to improve?
What has untapped potential?

How should we take action?

What do you believe we should do next?
What specific things should we change?
What should extend beyond this meeting?