



Says

What have we heard?  
What can we do?

Tableau HR ScoreCard is a tool used in talent management to measure and track key performance indicators

It Related to human resources and workforce management

It' allows organizations to evaluate the effectiveness of their HR initiatives and make data-driven decision



Thinks

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

It's important to note that specific features and capabilities

Tableau HR ScoreCard can vary depending on the version and customization by each organization



The Tableau HR Scorecard:  
Measuring Succerss in Talent Management

Inter Process Perspective assesses the effectiveness and efficiency of HR processes,such as recruiting,onboarding,ect

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

Learning and Growth Perspective evaluates the organization's investment in employee development and its ability to innovate and adapt to changing business needs

It includes KPIs sush as employee skills and competencies,employee retention, and the percentage of employees who receive regular training and development



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?