

## 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?



Effective tool to manage human resource

Training and development for employees

Initiatives can aid in resource allocation and decision making

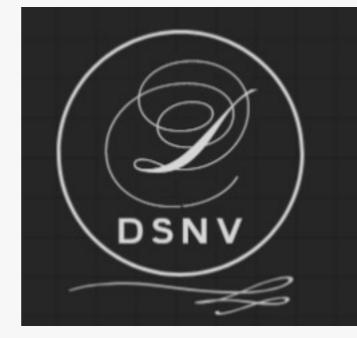
Alignment with Strategy

Key performance indicators

Legal and ethical aspects of HR

Measure the impact of HR on Company's financial performance

Customized to fit the specific needs of company



## Tableau HR Scorecard

The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies with an organization.

It assesses HR's contribution to employee satisfaction and engagement

4 Perspectives are Financial, Customer, Internal Process and Learning and Growth

Using data and metrics to make HR decisions are strategic approachj

Alignment with Organizational goals

HR's role in developing employee's skill fostering a culture of learning.

Tableau, is a powerful tool for visualising HR data and sharing insights with stakeholders.

Employee centric approach

Appreciate the continuous improvement and the potential for JHR to adapt and grow over time.

## Does

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



What are their fears, frustrations, and anxieties?

