



Says

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

Display the frequency and results of performance reviews, highlighting areas of improvement

Regularly update and refine the scorecard to align with evolving talent management strategies and goals.

Ensure that the visuals are interactive and allow users to drill down for more detailed insights when needed

To determine which employees need more training or coaching

To help you understand for how the business is performing

It can help managers what's happening in their teams



Does

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



TABLEAU HR SCORECARD

[See an example](#)

Thinks

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



This analysis is useful for forecasting the future and decreasing employee churn

Think build new business use cases that require HR involvement

Tableau can help visualize trends and identify areas for improvement.

This data is also used to predict the potential growth of the organization

To help reduce turnover by identifying changes in employee satisfaction and engagement levels

An employee oriented approach is a must for organizations now is incomplete without HR analytics.

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

