



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?

The tableau HR scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization.

financial perspective
this perspective focuses on the financial impact of HR initiatives such as the cost of recruitment training and development compensation and benefit.



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

Internal Process Perspective: This perspective assesses the effectiveness and efficiency of HR processes, such as recruiting, onboarding, performance management, and employee development.

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

Measuring Success

What's New, What's Next?

Customer Perspective: This perspective measures the satisfaction of internal and external customers of HR services, including employees, managers, and job candidates.



Measuring Success



THE TABLEAU HR SCORECARD

Measuring Success in Talent Management



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



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

Indeed, HR directors in many organizations are often still looking for a seat at the proverbial (board) table. In many organizations, HR has failed to do so.



One of the key problems that HR has been facing in the past decades is the perception that HR doesn't add to the company strategy.

The HR scorecard, first published about by Becker, Huselid & Ulrich in their 2001 book that bore the same title, aims to solve this.

The HR scorecard is a strategic HR measurement system that helps to measure, manage, and improve the strategic role of the HR department.



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?

See an example