

## Says

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

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



**Thinks** 

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

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



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 employee engagement, manager satisfaction with HR support, and candidate experience.



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



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



Perspective: This

adapt to changing

business needs.

organization's

Learning and Growth perspective evaluates the TALENT
MANAGEMENT
Developme investment in employee development and its ability to innovate and

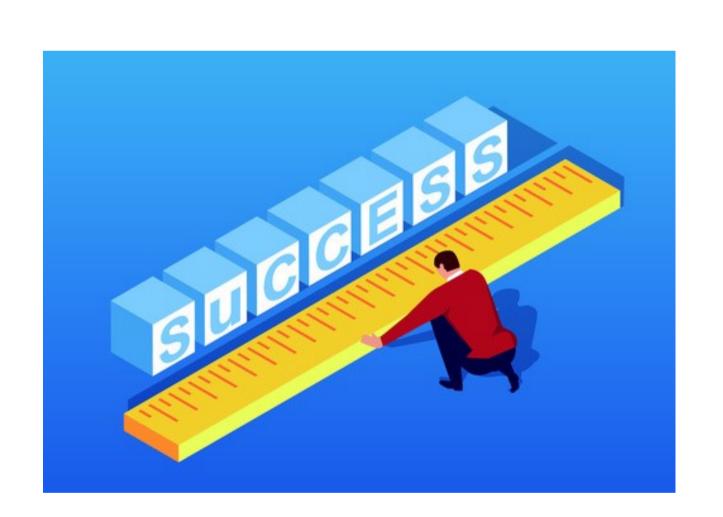


Measuring Success in Talent Management

THE TABLEAU HR SCORECARD

community Success as Success in our family **Success** 

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.

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

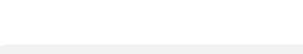
The HR scorecard, first published about by Becker, Huselid & Ulrich in their 2001 book that bore the same title, aims to solve this.

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?



See an example

**Feels** 

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

