



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?

HR Scorecard is a tool that helps to measure,manage and improve the role of the HR function within an organization.

It is a measurement system used by Human Resources deparment to track and assess various HR related metrics.

HR metrics or HR deliverables are measured using the HR scorecard. It is also used to predict the potential growth of the organization.

Several factors can influence the behaviour of an HR Scorecard beyond just the data it presents.

It's important to ensure that the HR Scorecard is designed to reflect and support the organization's long-term goals while providing actionable insights for improvind HR practices.

HR scorecard are more likely to actively support its use and integration into decision-making processes.



The Tableau HR Scorecard: Measuring Success in Talent Management

Various behaviours and metrics can be observed to assess the performance and effectiveness of HR practices.

Assessing the participation in traning programs and measuring their impact on employee skill development and improvement.

HR scorecard can influence the way HR departments operate, interact with other departments,and contribute to the organization's overall success.

HR concerns about accurately measuring employee performance, struggling to align HR metrics with overall business goals.

HR might include dealing with data privacy and security issues and potential for the scorecard to over simplify complex HR issues.

HR Scorecard work towards achieving organisational goals. Motivating HR teams to enhance their metrics and overall performance.



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?