



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?



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](#)



To measure and evaluate the success of talent management strategies within an organization.

It provides a way for HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development.

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. Indeed, HR directors in many organizations are often still looking for a seat at the proverbial (board) table.

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

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

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

They wrote that HR analytics involves “statistical techniques and experimental approaches” to show the impact of HR activities on the organization's performance.

The Tableau HR Scorecard is a framework designed

The HR scorecard can come in handy for designing performance reports and dashboards, ensuring the focus remains on critical strategic issues and helping the HR department monitor the execution of its plan

a scorecard, HR leaders can assess the department's performance in their way and within a set structure that can be understood across the organization. Here are the top four benefits of an HR balanced scorecard:

The HR function has evolved over the years, from a mere administrative function tasked with payroll and other similar work to becoming key in determining an organization's approach and strategy. It is vital to understand how effective this function is in executing tasks, and the HR Scorecard gives management insights into the HR department's success or failures.

Most HR scorecards are tied to strategic plans and are designed to track and measure the efficacy of HR activities, enabling the leadership to make targeted investments in HR. Scorecards include current data and comparisons with previous periods.

If you are new to creating HR scorecards, fret not. In the following section, we have provided step-by-step instructions to help you tap into the full potential of a scorecard:

To identify HR team members who need extra attention and provide them with feedback and targeted training opportunities.
To determine who needs support from HR and make informed decisions regarding resource allocation.
To evaluate and measure the effectiveness of HR and allocate the budget towards HR initiatives.
To give clear insights into which HR projects should be prioritized and set realistic targets.
How to create

A scorecard helps keep the goals at the center, uses specific parameters to track progress, and follows initiatives for monitoring actions

Provide a focus for future development. Scorecard results can highlight strengths and weaknesses in a company's inner workings, as well as the factors influencing these issues