



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 benefits, and turnover

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

Specify the business problem

Business requirements

Literature Survey



EMPLOYEES

The business requirement of The Tableau HR Scorecard: Measuring Success in Talent Management is to provide a comprehensive and effective framework for measuring and evaluating the success of talent management strategies within an organization

The ultimate goal is to gain insights and improve performance through data visualization techniques

A literature survey is a method of researching existing literature and studies related to a specific topic

Attrition- It represents the number of people leaving the organization

Department- It represents the employees working in different types of department

Gender- It represents the gender of employees working in the organization



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?