



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.

To identify how HR can connect to this business outcome, one can create a strategy map. The strategy map helps to identify how HR is driving these business outcomes

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.

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

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

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

The HR scorecard is meant to measure leading HR indicators of business performance. Leading indicators are measurements that predict future business growth. These are called HR deliverables. They are also known as HR metrics, and more specifically HR KPIs, as they are metrics that are linked to the business strategy.

Creation of HR policies, processes, and practices.

HR metrics and KPIs or HR deliverables are measured using the HR scorecard. This data is also used to predict the potential growth of the organization

employee skills and competencies, employee retention, and the percentage of employees who receive regular training and development.

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



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?