



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?



Various process in HR Management

What is the HR function

How HR Managers can Make the On-boarding process more Pleasant Effective

Why HR mangers Must Treat the Exit interviews as Feedback and Learning experiences

What is the HR challenges?

Skills that the HR Professionals Need to have to be be Successful in the present Times

HR Teams use to attract, develop retain and deploy employees with the necessary skills and aptitude to meet the business' current and future needs.

The HR Scorecard consists of four main perspectives

- 1.Fianancial perspective
- 2.customer perspective
- 3.internal process perspective
- 4.learing and Growth

Talent measuring analysis

- 1. Employee experience 94%
- 2. people analytics 75%
- 3. internal recruiing 82%
- 4. Multi-generationg workforce 74%



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HR SCORCARD
TALENT
MANAGEMENT

HR Management in Leadership Development

Talent Management power those efforts by measuring the effectivities of the functions and process.

Talent Management Metrics

- 1.Turnover
- 2.Retention
- 3.Employee Satisfaction
- 4.Performance
- 5.Distribution
- 6.continuing education
- 7.cost to hire
- 8.Time to hire
- 9. Timeto full productivity

HR Measure True success in life

- 1.Personal Growth
- 2.Mental and Physical Health
- 3. Financial stability and wealth
- 4. Professional Accomplishments.
- 5. Contribution to society

The Top 5 way linkedIn's 2020 Talent trends survey

- 1.Measuring employee performance
- 2.strategic workface planning
- 3. identifying skills gaps

The HR Meet the individual motivation and needs of employees so that they stay wth the company

Benefits of HR scorecard

- 1.Gives structure of the strategy
- 2.improves performance reporting.
- 3.Makes it easier to Communicate the strategy
- 4.Connects every HR employee to organizational goals



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?

