

## 1. INTRODUCTION:

### 1.1 OVERVIEW

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The tableau HR scorecard is a framework designed 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.

What Are the benefits of HR SCORECARD?

## HR Scorecard Benefits

1

**Measure employee loyalty and satisfaction**

2

**Boost your HR department's efficiency**

3

**Tap into the intellectual potential of the company**

- Gives structure to the strategy.
- Improves performance reporting.
- Makes it easier to communicate the strategy.
- Define your goals and objectives.
- Identify HR deliverables.
- Fetch data and ready your HR systems.



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## 1.2 Purpose the use of This Project.

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### WHAT CAN BE ACHIEVED USING THIS?

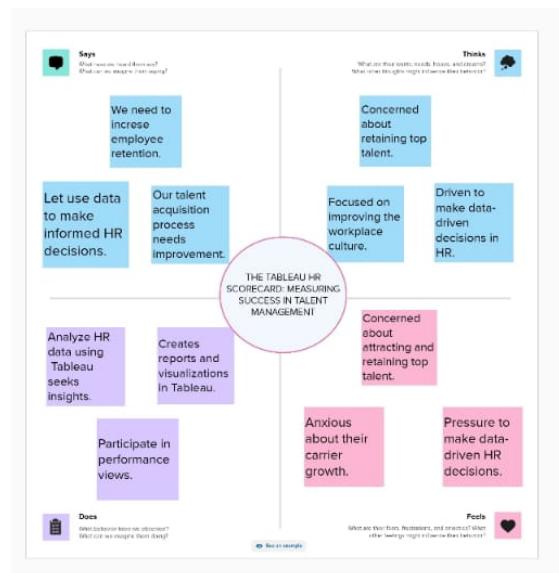
A Hr scorecard provides a structured way to measure key HR metrics and KPIs, such as employees turnover, recruitment efficiency, training effectiveness, and employee satisfaction. This helps HR professionals track their performance over time.

Employees Development HR scorecards can aid in assessing the effectiveness of training and development programs, allowing Hr to make adjustment to enhance employee skills and performance.

## 1.3 PROBLEM DEFINITION AND DESIGN THINKING

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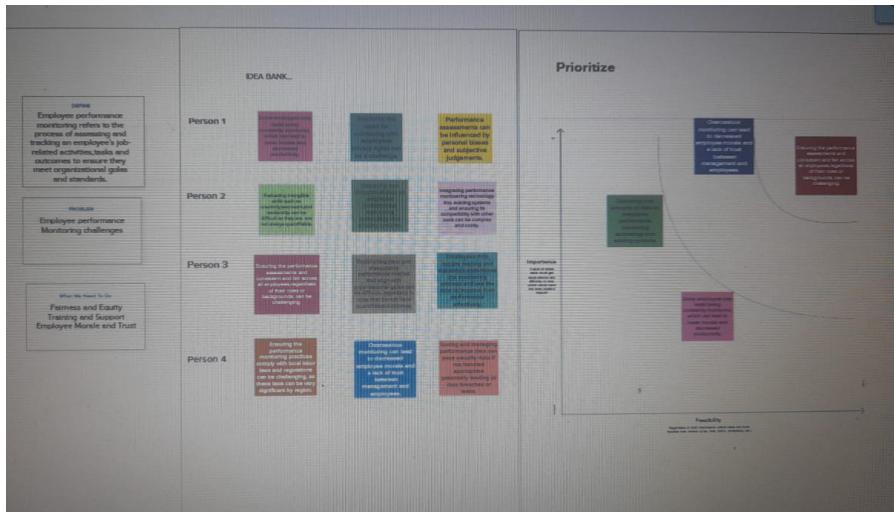
### EMPATHY MAP:



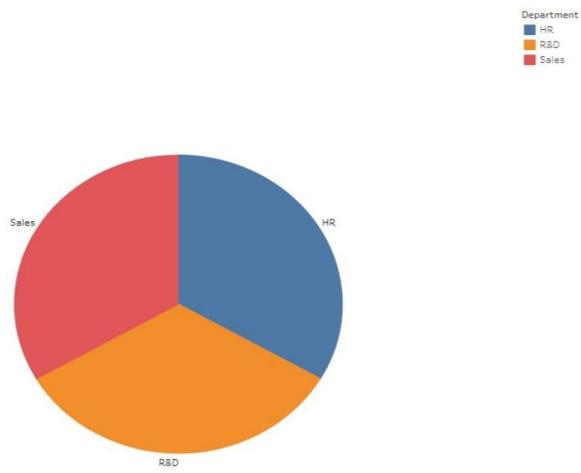
## 1.4 IDEATION AND BRAINSTORMING MAP2.2



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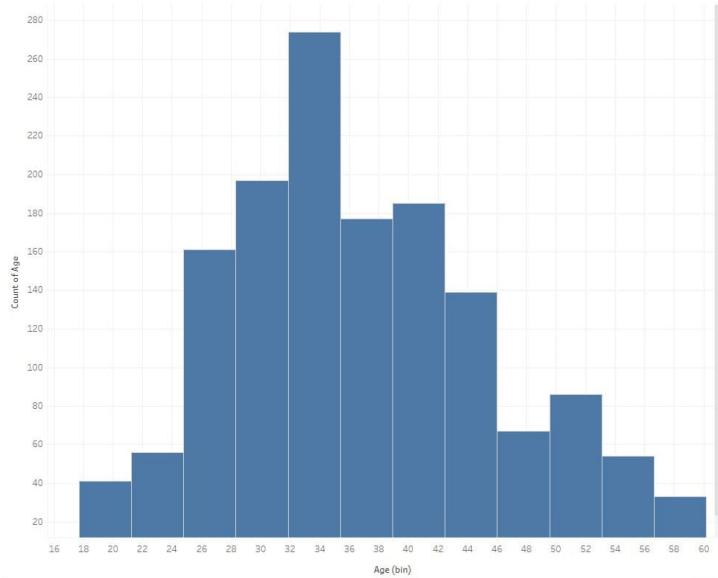
## DEPARTMENT WISE ATTRITION:



## NO OF EMPLOYEES BY AGE GROUP:



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## JOB SATISFACTION RATING:

Job Role	
Healthcare Representative	365
Human Resources	133
Laboratory Technician	697
Manager	276
Manufacturing Director	389
Research Director	216
Research Scientist	810
Sales Executive	898
Sales Representative	227



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## EDUCATION FIELD WISE ATTRITION:

Education Field	No	Attrition
	Current Employees	Ex-Employees
Human Resources	Current Employees	Ex-Employees
Life Sciences	Current Employees	Ex-Employees
Marketing	Current Employees	Ex-Employees
Medical	Current Employees	Ex-Employees
Other	Current Employees	Ex-Employees
Technical Degree	Current Employees	Ex-Employees

## ADVANTAGE OF HR SCORCARD:

It helps align HR activities with the overall strategic goals of the organization, ensuring that HR initiatives support the company's mission and vision.

The HR scorecard provides a structured framework for measuring HR performance, enabling data-driven decision making and performance evaluation.

It assigns accountability for HR outcomes, making it clear who is responsible for achieving specific HR objectives.

By identifying and tracking key HR metrics and KPIs, organizations can prioritize efforts on areas that have the most significant impact on business success.

Effective HR management can be sources of competitive advantage, and the scorecard helps organizations identify areas where HR can contribute to gaining a competitive edge.



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## **DISADVANTAGE OF HR SCORECARD:**

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Disadvantage of scorecard is that it can oversimplify complex human resources processes and performance.

Hr scorecard typing rely on key performance indicators and metrics like employee turnover rates or recruitment efficiebcy may overlook the qualitative aspects of HR such as employee satisfaction, engagement, or cultural fit, which are crucial for long-lasting term success byt challenging to measure accurately.

## **APPLICATION**

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1. Score card are business intelligence tools that provide a perfect way to monitor, measure, and management business performance.
2. Inetsoft' s score cards centralize a list of key performance indicators that compare current performance data against goals,quotas, and target trends.
3. Scorecard application also include analytic information about what to do when goals or quotas are not met. In this case, scorecard are an invaluable asset to any enterprise.

## **FUTURE SCOPE:**

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HR scorecard may incorporate advanced analytics and predictive modeling to identify trends, opredicts employee turnover, and optimize worjforce planning.



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The use of AI and machine learning algorithms can help in automating HR processes, improving candidates matching, providing insights for better decisions making.



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