

PROJECT REPORT

1. INTRODUCTION

1.1 Overview:

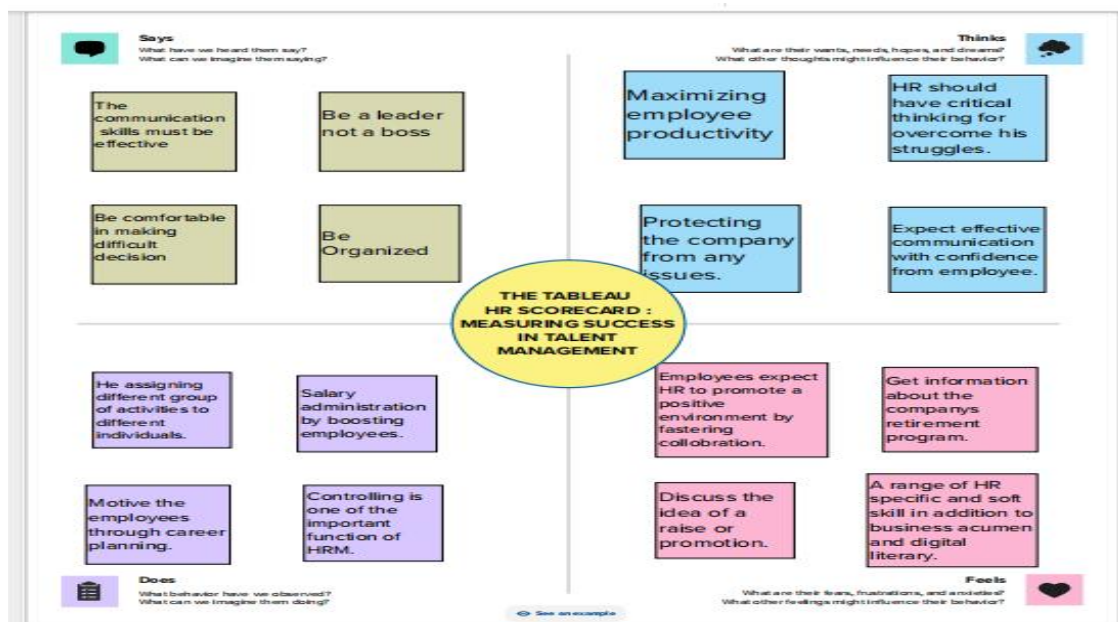
The project, It is tasked with maximizing employee productivity and protecting the company from any issues that may arise within the workforce. HR responsibilities include compensation and benefits, recruitment, retention, firing, and keeping up to date with any laws that may affect the company and its employees.

1.2 Purpose:

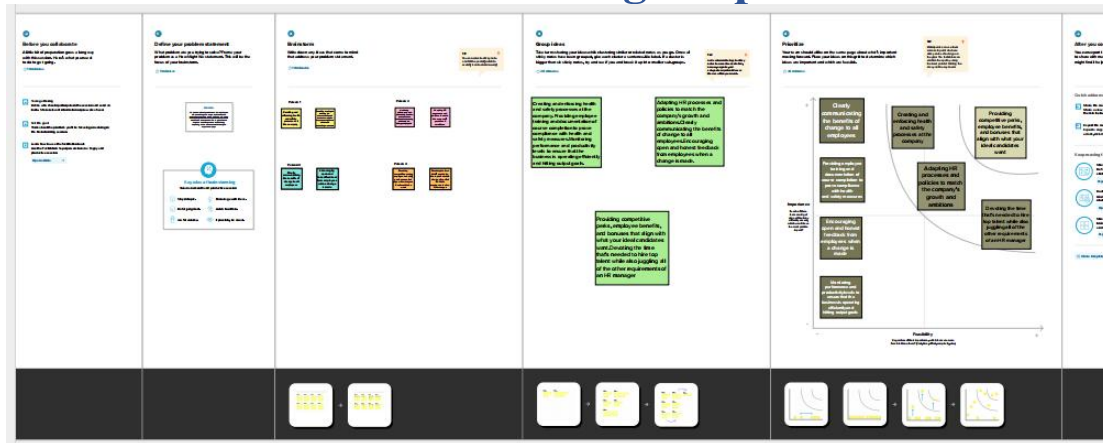
The purpose of this project is to analyze the HR to attract, develop, and retain the best talent for the business, foster a culture of excellence and innovation, and support leaders in driving performance and change; to provide strategic and operational HR services that enable the workforce to achieve the vision.

Problem Definition & Design Thinking:

2.1 Empathy Map:

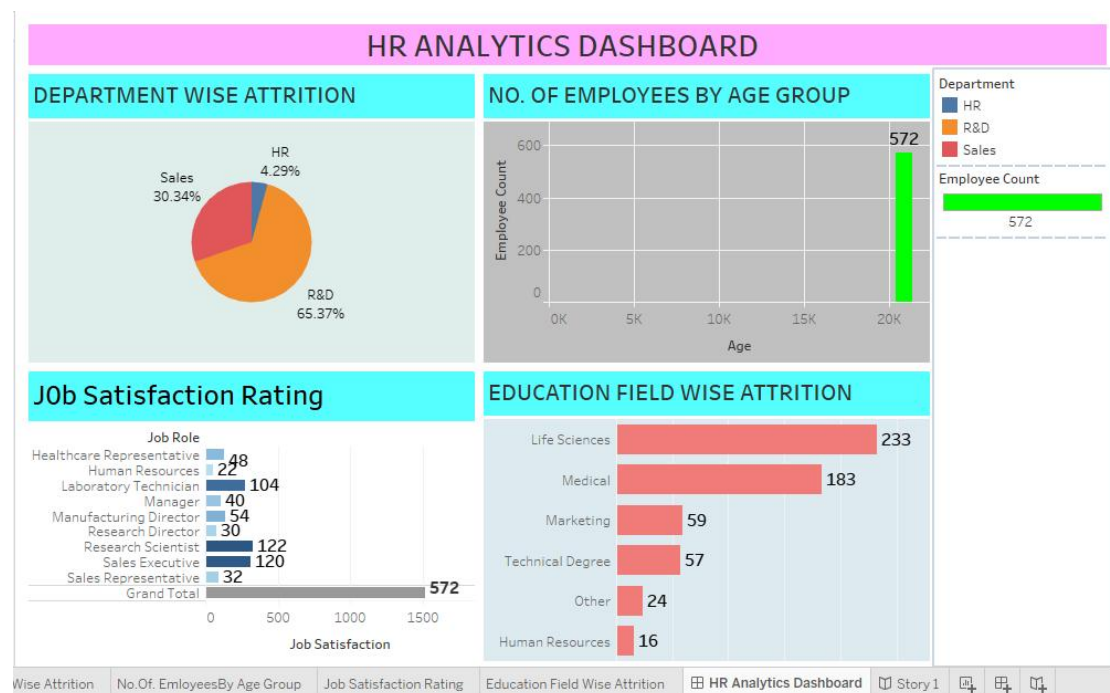


2.2 Ideation & Brainstorming Map:



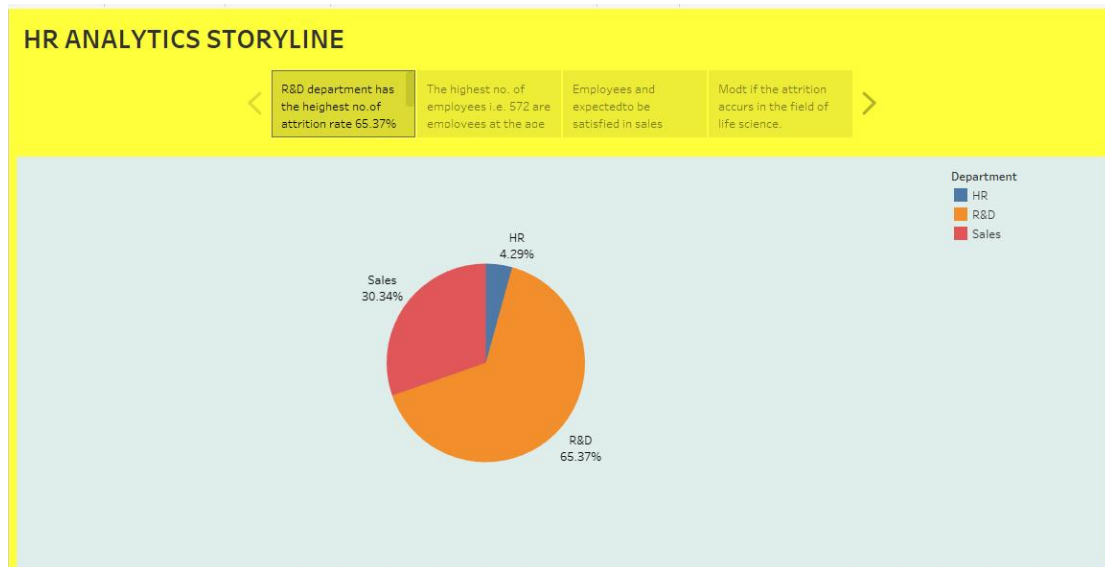
3. RESULT:

Devoting the time that's needed to hire top talent while also juggling all of the other requirements of an HR manager. Providing competitive perks employee benefits and bonuses that align with what your ideal candidate want.



DASHBOARD LINK:

https://public.tableau.com/views/Book1_16970128123620/HRAanalyticsDashboard?:language=en-US&:display_count=n&:origin=viz_share_link



STORY LINK :

https://public.tableau.com/views/Story_16970129893710/Story1?:language=enUS&:display_count=n&:origin=viz_share_link

4. ADVANTAGES & DISADVANTAGES:

Advantages:

- * Having a scorecard takes the guesswork out of trying to understand everyone's responsibilities in the team and gets the entire department synced up under one structure. This also gives a much clearer picture of HR projects and initiatives.
- * Effective scorecards link performance to the organization's overall performance and goals. This linkage can help in communicating performance and results to the various stakeholders. A well-designed and balanced scorecard with solid supplementary processes will help increase accountability.
- * An HR scorecard visually represents the critical measures of the HR department's achievements, productivity levels, and

other parameters - such as hiring costs, retention rate, time to fill, quality of hire, and so on - critical to the company's growth.

- * 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.

Disadvantages:

- * One of the disadvantages of the HR scorecard is that measuring intangibles is difficult, if not impossible, without imparting a degree of subjectivity on the part of HR staff. Subjectivity undermines the validity of data and, therefore, limits the credibility of HR and its ability to prove its worth to an organization.

- * It can be an overwhelming framework. It can't be copied precisely from examples. It requires strong leadership support to be successful. It can be difficult to keep everyone on the same page. It may appear too rigid for the way you manage.

5. APPLICATIONS:

- * The HR scorecard is a tool that helps measure, manage and improve the role of the HR function within an organization. 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.

- * HR scorecard is a report that you conduct to calculate the success rate of human resource employees and the overall

department. Any HR professional looking to judge and assess the business performance and productivity rate can start making use of this report to get valuable insights into the work progress

6. CONCLUSION:

HR Scorecard Enables Managers to Understand how to Align HR Strategy with overall Business Objectives. Tracking and performance Evaluation of Business Strategies. HR Scorecard a tool to Ensure Continued learning and change management.

7. FUTURE SCOPE:

- * HR will always have a scope in future because it is a field that is constantly changing. HR in the future will be a combination of technology and people analytics.
- * It is a very dynamic field and one should never worry about scope in HR in near future. The need of HR is increasing day by day.
- * Automation and artificial intelligence will continue to evolve to take on repetitive tasks both companywide and specifically within the HR department.