



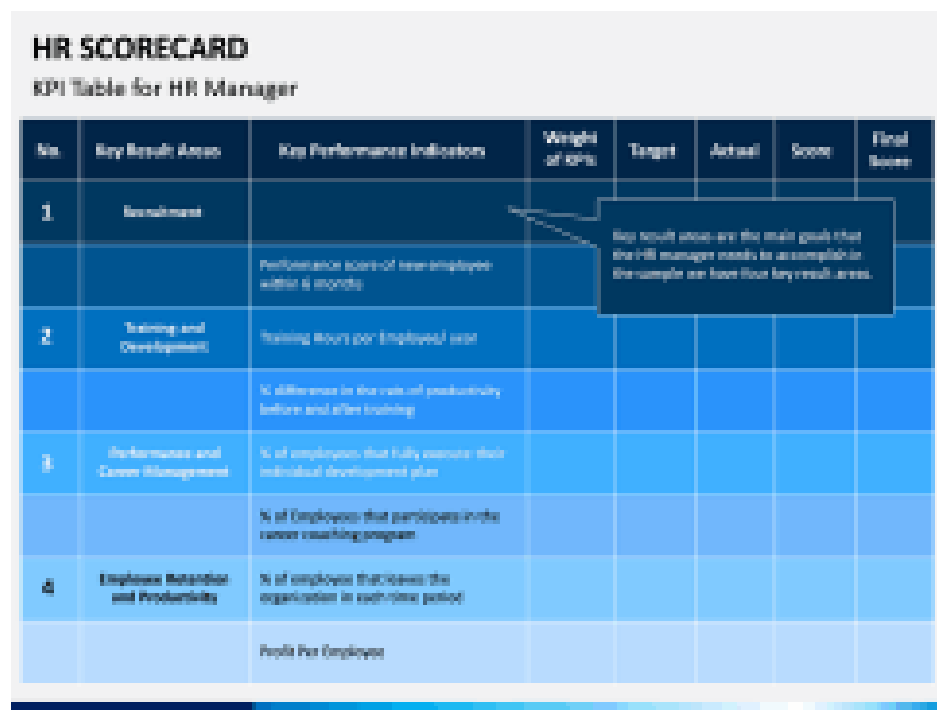
Says

What have we heard them say?  
What can we imagine them saying?

To measure and evaluate the sucess of talent management strategies within an organisation.

Leadership development, Professional Ethics, Management tool.

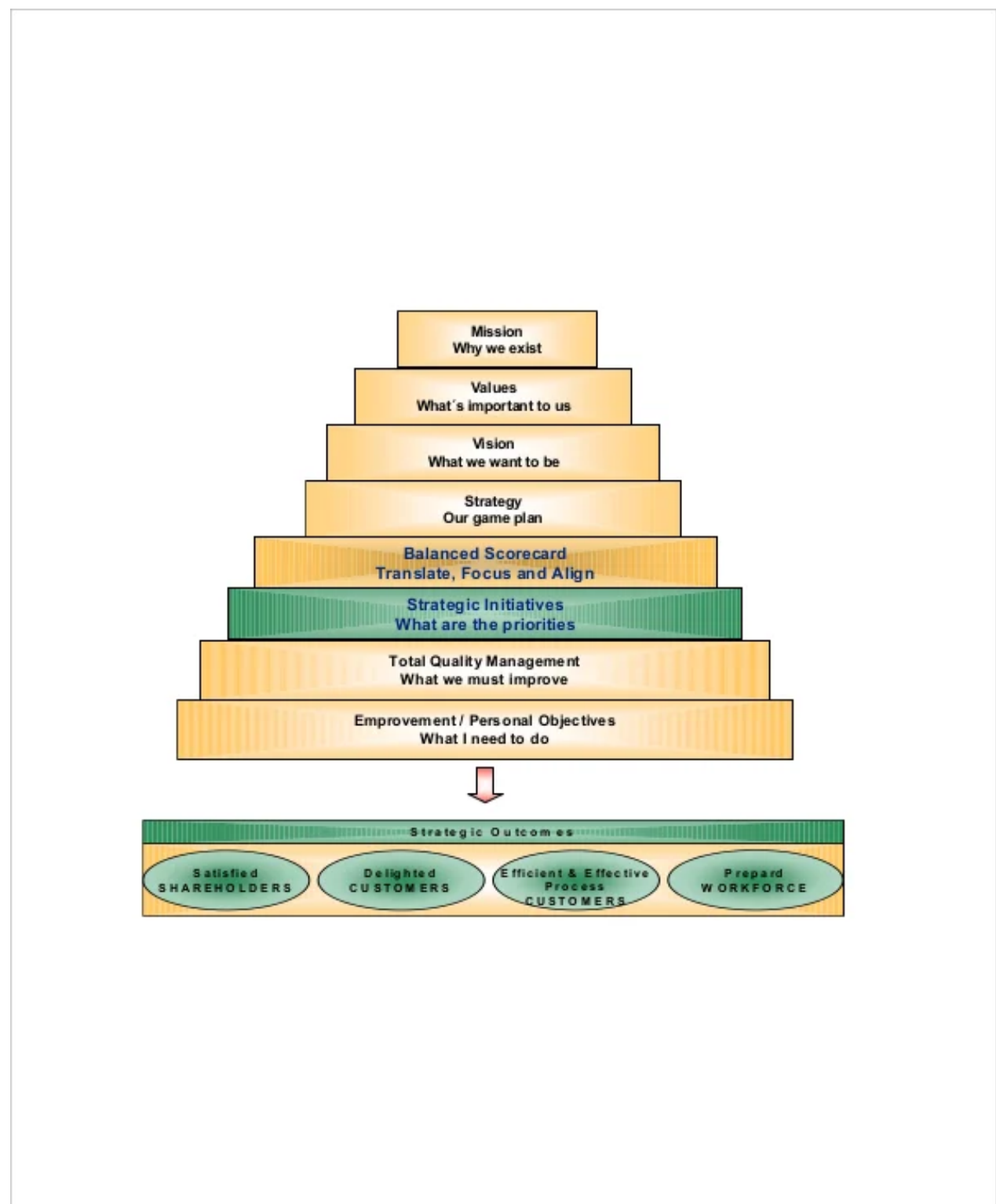
Analyze Employee Data, Systems of Measurement



It provides a way for HR professionals and business leaders to track and analyze key performance

The HR Scorecard is meant to measure leading HR indicators of business performance

HR has identified its recruitment contribution of this goal.



Leading indicators are measurements that predicts future business growth.

To identify how HR can connect to this business outcomes.

And just doing this can be useful as it integrates HR into the Business



HR SCORECARD

Makes Communication Easier.

It needs buy-in from Leadership to be Successful.

**HR scorecard process**

4. Identify the required workforce competencies and behaviors

- Competencies and behaviors such as personal accountability, working proactively, motivation, courteous behavior, and commitment drive organizational performance by producing strategically relevant organizational outcomes.

5. Identify the strategically relevant HR system policies and activities

- HR system policies and activities which will enable us to produce those workforce competencies and behaviors.
- These policies and activities are often referred to as "HR enablers", which create and make possible the HR "performance drivers".

Facilities better Alignment.

Brings Structure to Business Strategy.

Tap into the intellectual potential of the company.



Measure Employee loyalty and Satisfaction.

Efficiency of HR Department .

Does

What behavior have we observed?  
What can we imagine them doing?

What are their fears, frustrations, and anxieties?  
What other feelings might influence their behavior?

Feels