

HR Scorecard: Measuring Success in Talent Management



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Introduction

1.1 overview

The HR scorecard is a tool that helps measure, manage and improve the role of the HR function within an organization. HR metric 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 provides the HR department with a comprehensive overview of all HR metrics at one glance. It makes it very easy for you to compare departments or even individual employees. And since it's based on accurate data, it will give you valuable insight into how any department or employee is performing, when compared to management's strategic goals, objectives, and benchmarks.

HR departments typically track business functions that are measurable such as hiring times for filling open positions, turnover rates and workers' compensation-related issues such as lost time and injuries. This approach fails to address an HR department's contribution to a company's business goals, including reducing operating costs, and increasing sales and profit.

1.2 purpose

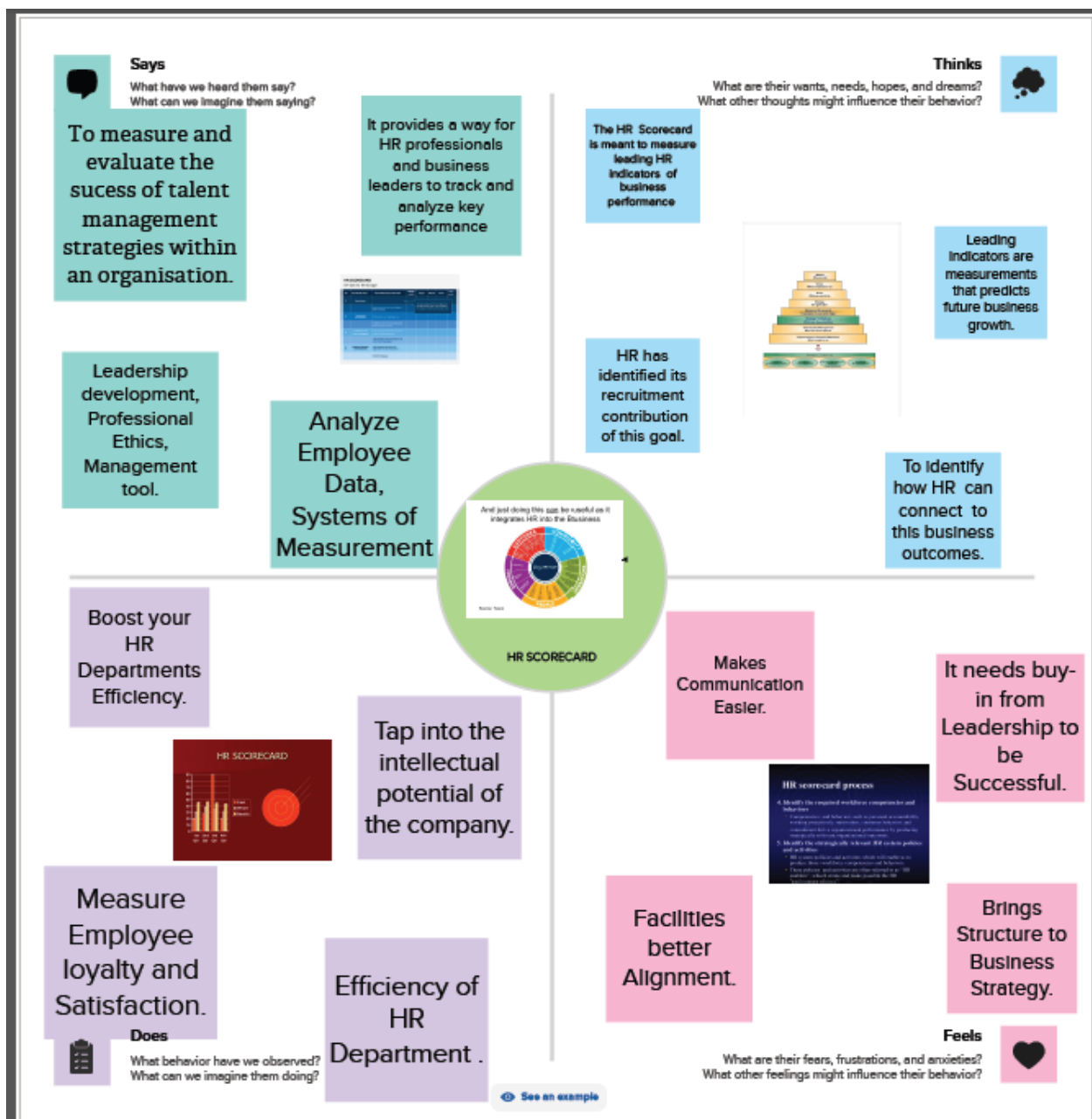
The HR scorecard and balanced scorecard are two different documents, they are often confused.

The balanced scorecard is a tool to measure the performance of a strategy. The balanced scorecard was authored by Kaplan and Norton in the 90s. This document focuses on financials, business goals, and other goals related to strategy.

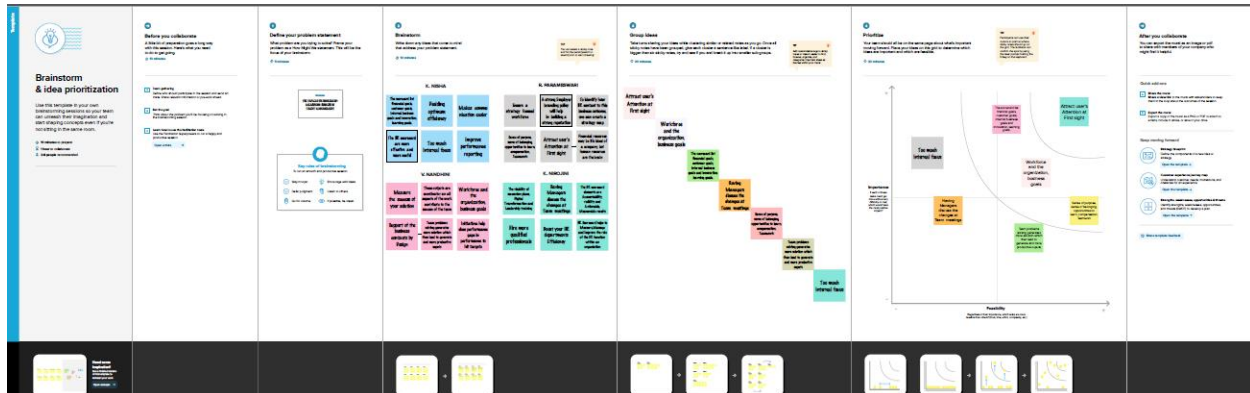
The HR scorecard, on the other hand, is focused on HR strategy by aligning its strategies with business goals.

Problem definition and design thinking

2.1 Empathy map



2.2 Ideation and brainstorming map



Result

Activity 1: Downloading the dataset

LS_2.0 - Excel

girija lakshmi

File Home Insert Page Layout Formulas Data Review View Help Tell me what you want to do

Clipboard Font Alignment Number Styles Cells Editing

POSSIBLE DATA LOSS Some features might be lost if you save this workbook in the comma-delimited (.csv) format. To preserve these features, save it in an Excel file format. Don't show again Save As...

STATE	CONSTITU NAME	WINNER	PARTY	SYMBOL	GENDER	CRIMINA	AGE	CATEGORI	EDUCATIC	ASSETS	LIABILITIES	GENERAL	POSTAL	TOTAL	OVER	OVER	TOTAL ELECTORS
Telangana	ADILABAD SOYAMBA	1	BJP	Lotus	MALE	52	52	ST	12th Pass	Rs	Rs	376892	482	377374	25.33068	35.46825	1489790
Telangana	ADILABAD Godam N	0	TRS	Car	MALE	0	54	ST	Post Grad	Rs	Rs	318665	149	318814	21.39993	29.96437	1489790
Telangana	ADILABAD RATHOD R	0	INC	Hand	MALE	3	52	ST	12th Pass	Rs	Rs	314057	181	314238	21.09277	29.53429	1489790
Telangana	ADILABAD NOTA	0	NOTA									13030	6	13036	0.875023	1.225214	1489790
Uttar Prad	AGRA Satyapal S	1	BJP	Lotus	MALE	5	58	SC	Doctorate	Rs	Rs	644459	2416	646875	33.38382	56.46461	1937690
Uttar Prad	AGRA Manoj Kur	0	BSP	Elephant	MALE	0	47	SC	Post Grad	Rs	Rs	434199	1130	435329	22.46639	37.99913	1937690
Uttar Prad	AGRA Preeti Ha	0	INC	Hand	FEMALE	0	54	SC	Post Grad	Rs	Rs	44877	272	45149	2.330042	3.940979	1937690
Maharash	AHMADN/ Dr. SUJAY	1	BJP	Lotus	MALE	0	37	GENERAL	Doctorate	Rs	Rs	696961	7699	704660	37.85653	58.42516	1861396
Maharash	AHMADN/ SANGRAV	0	NCP	Clock	MALE	1	34	GENERAL	Graduate	Rs	Rs	419364	3822	423186	22.73487	35.08743	1861396
Maharash	AHMADN/ SUDHAKA	0	VBA	Cup & Sau	MALE	0	62	GENERAL	Graduate	Rs	Rs	31644	163	31807	1.708771	2.6372	1861396
Gujarat	AHMEDAE Patel Hasr	1	BJP	Lotus	MALE	0	58	GENERAL	Others	Rs	Rs	745810	4024	749834	41.38497	67.00546	1811851
Gujarat	AHMEDAE Gitaben P	0	INC	Hand	FEMALE	6	38	GENERAL	10th Pass	Rs	Rs	312883	2621	315504	17.41335	28.19356	1811851
Gujarat	AHMEDAE DR. KIRIT	1	BJP	Lotus	MALE	0	69	SC	Post Grad	Rs	Rs	638241	3381	641622	39.04432	64.21145	1643317
Gujarat	AHMEDAE RAJU PARI	0	INC	Hand	MALE	0	68	SC	Graduate	Rs	Rs	317797	2279	320076	19.47743	32.03217	1643317
Gujarat	AHMEDAE NOTA	0	NOTA									14580	139	14719	0.895688	1.47303	1643317
Gujarat	AHMEDAE TRIBHOVA	0	BSP	Elephant	MALE	0	66	SC	8th Pass	Rs	Rs	9909	119	10028	0.610229	1.00357	1643317
Rajasthan	AJMER Bhagirath	1	BJP	Lotus	MALE	0	64	GENERAL	12th Pass	Rs	Rs	811091	3985	815076	43.43954	64.52235	1876346
Rajasthan	AJMER Rijju Jhun	0	INC	Hand	MALE	0	40	GENERAL	Graduate	Rs	Rs	397420	1232	398652	21.24619	31.55775	1876346
Rajasthan	AJMER Durga Lal	0	BSP	Elephant	MALE	0	60	SC	Post Grad	Rs	Rs	13547	71	13618	0.725772	1.078016	1876346
Rajasthan	AJMER Vishram B	0	APol	Coat	MALE	0	60	SC	Post Grad	Rs	Rs	13036	5	13041	0.695021	1.03234	1876346
Uttar Prad	AKBARPUI Devendra	1	BJP	Lotus	MALE	0	64	GENERAL	10th Pass	Rs	Rs	577603	3679	581282	32.91292	56.62023	1766121
Uttar Prad	AKBARPUI Nisha Sac	0	BSP	Elephant	FEMALE	0	46	GENERAL	Post Grad	Rs	Rs	304553	1587	306140	17.33403	29.81981	1766121

Activity 3: Connect Dataset with Tableau

Tableau Public - Book1

File Data Window Help

Connections

HR Data.xlsx - HR data

Files

Use Data Interpreter

Data Interpreter might be able to clean your Text file workbook.

adobe photoshop...0 serial.txt

HR Data.xlsx - HR data.csv

New Union

New Table Extension

HR Data.xlsx - HR data

HR Data.xlsx - HR data.csv

Need more data?

Drag tables here to relate them. [Learn more](#)

HR Data.xlsx - HR data.csv 39 fields 1470 rows

100 rows

Name	HR Data.xlsx - HR data.csv
Fields	
Type	Field Name
Physical Table	Rem...
Abc	Attrition
HR Data.xlsx - HR data.csv	Attriti...

Data Source

Sheet1

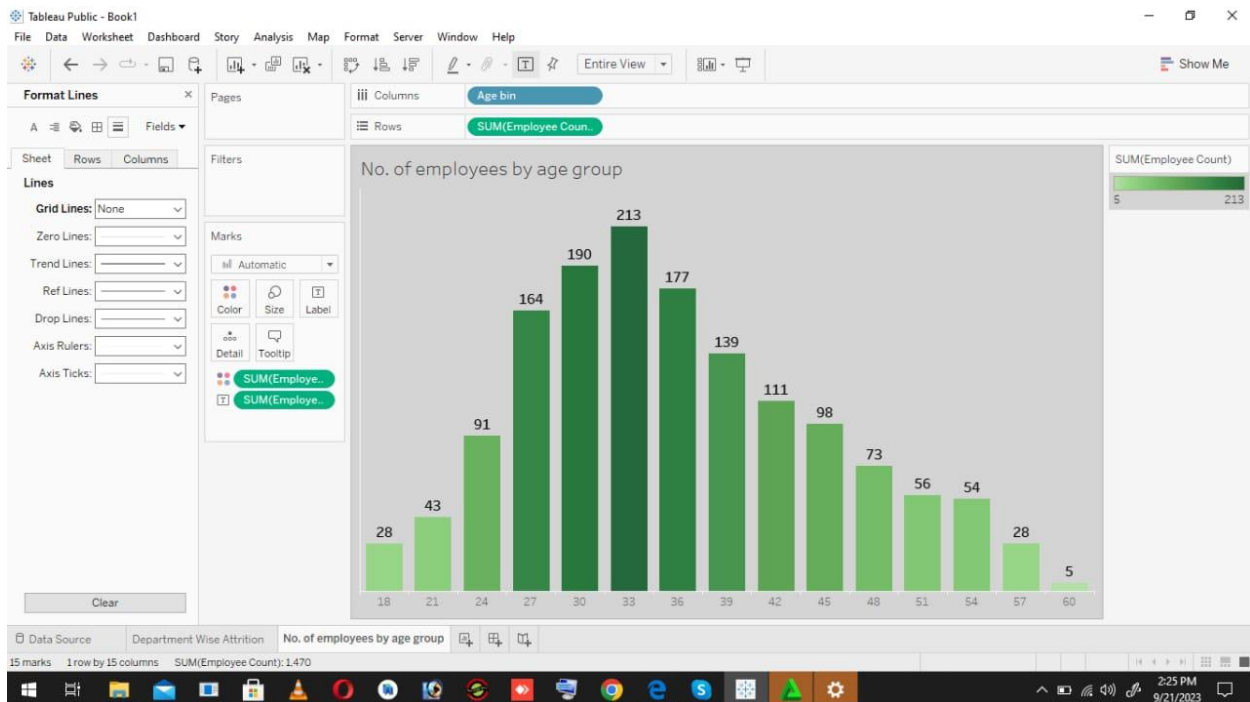
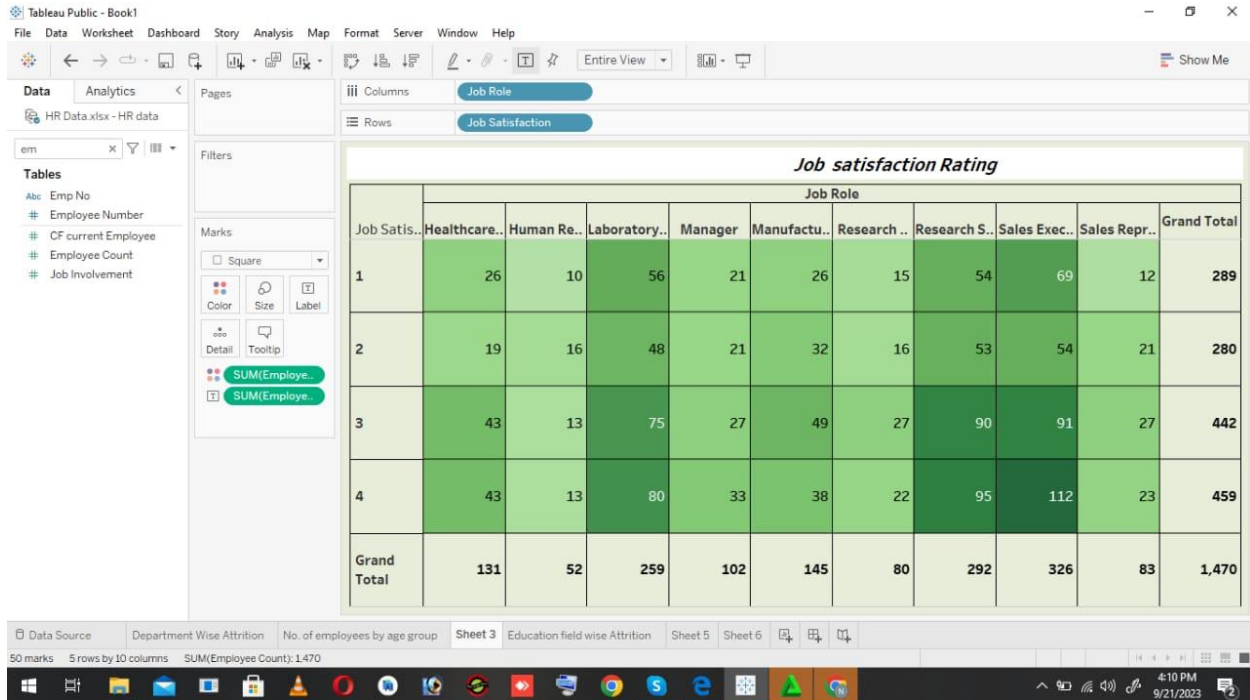
Go to Worksheet

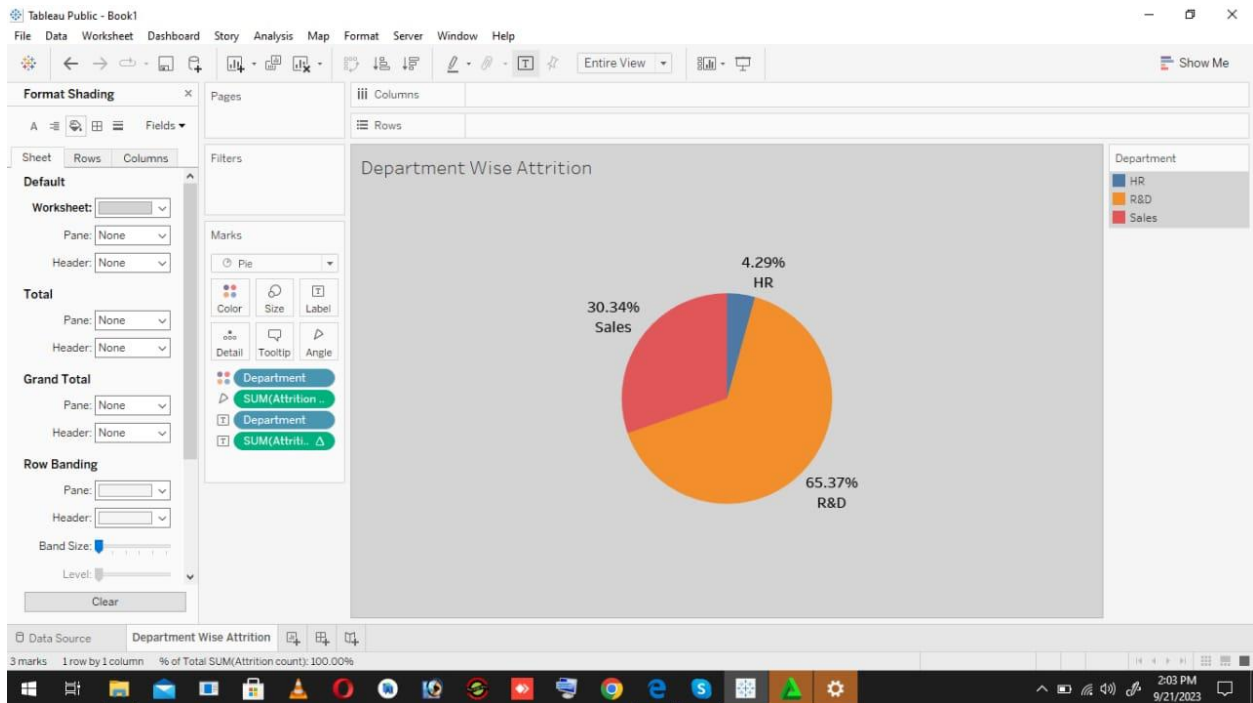
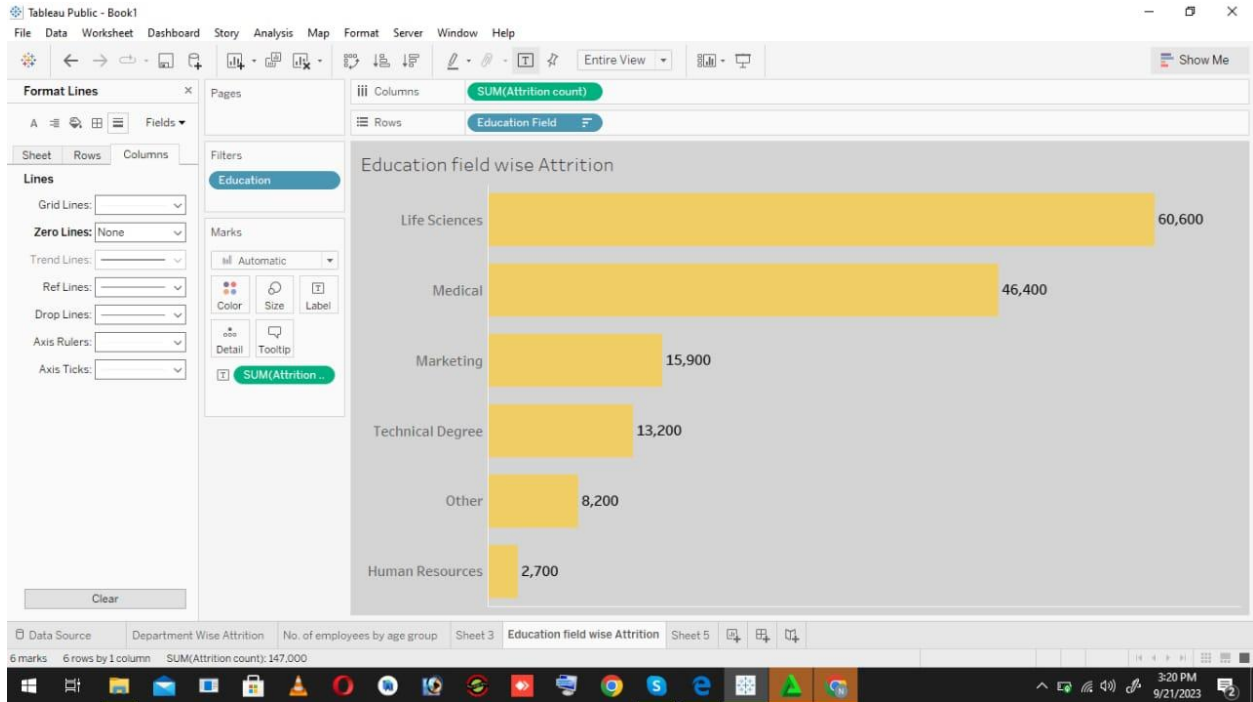
Data Preparation:

Activity 1: Prepare the Data for Visualization

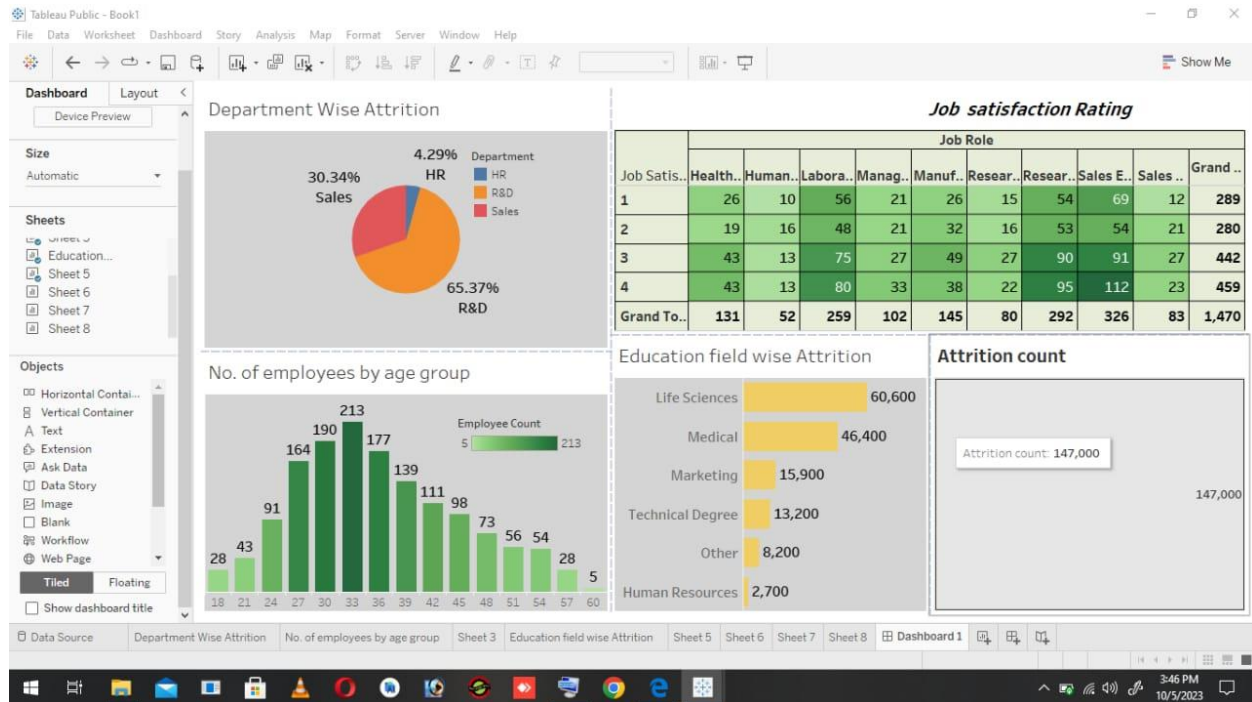
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Data Visualization:

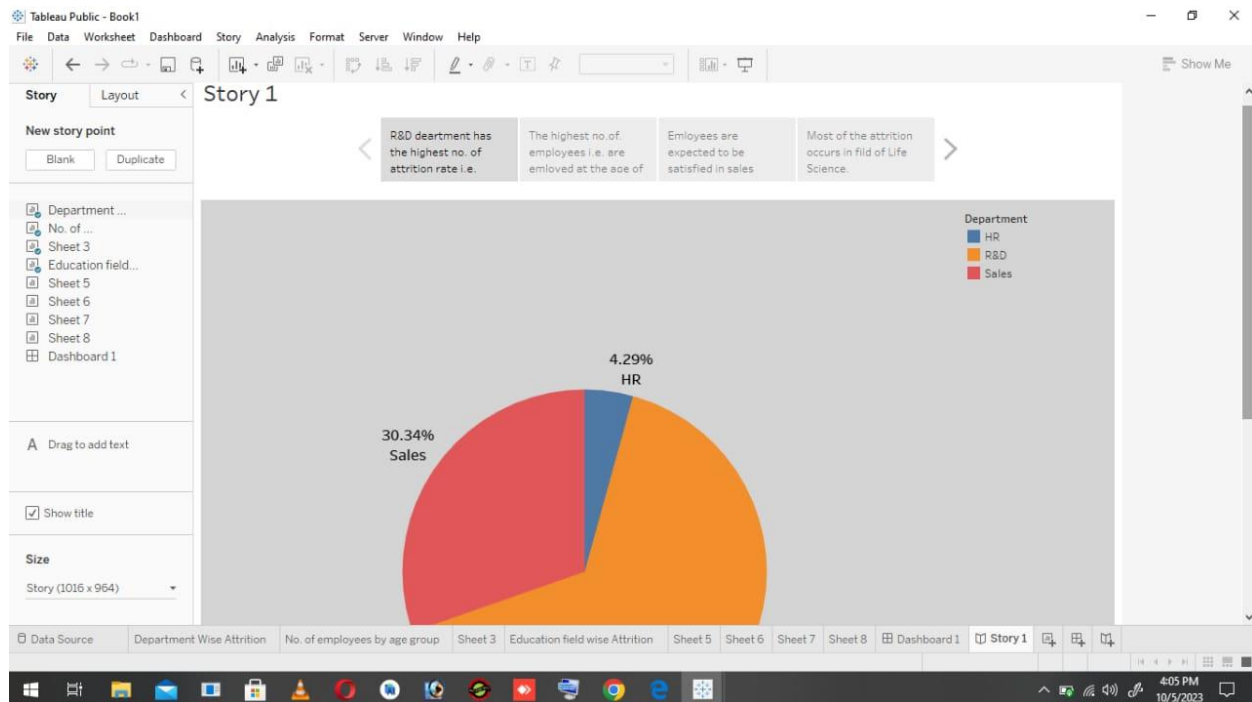


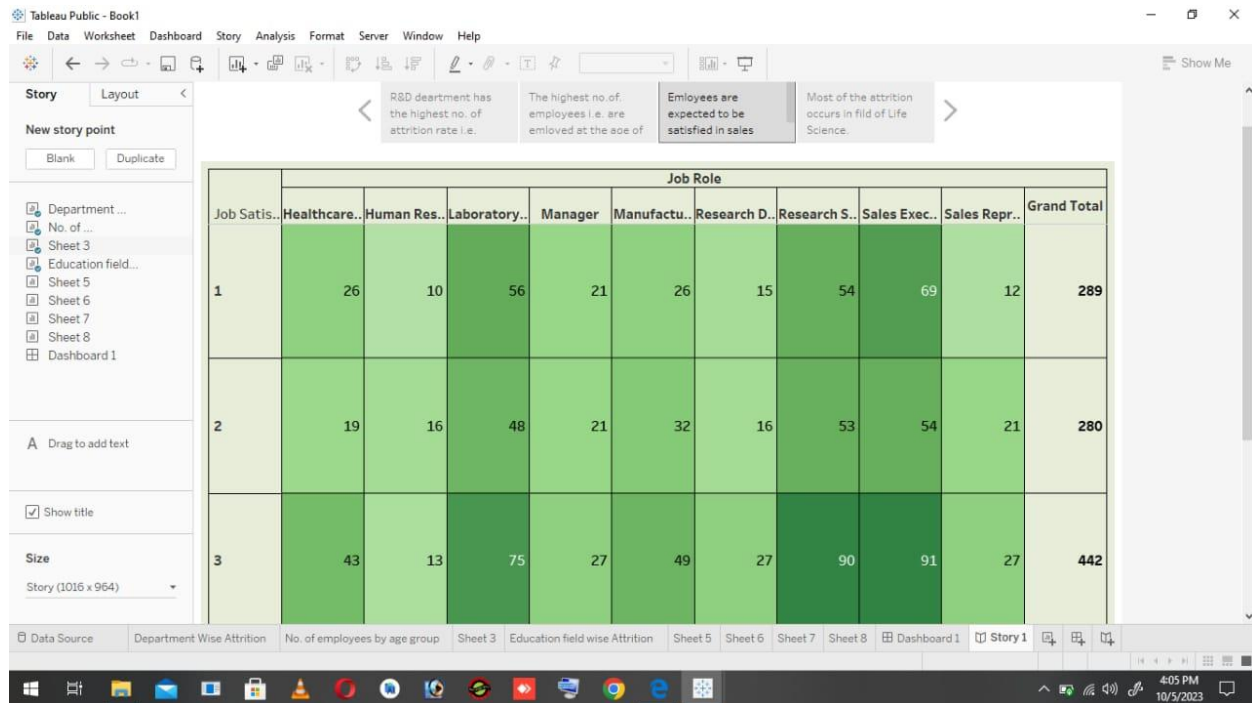


Dashboard



Stories:





ADVANTAGES AND DISADVANTAGES:

ADVANTAGES:

- Brings structure to business strategy.
- Makes communication easier.
- Facilities better alignment.
- Connects the individual worker to organizational goals.
- It must be tailored to the organization.
- It needs buy-in from leadership to be successful.

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 the HR staff.
- Subjectivity undermines the validity of data and, therefore, limits the credibility of R and its ability to prove its worth to an organization.

Conclusion:

An HR scorecard helps measure the effectiveness of HR initiatives by using leading indicators, which predict future business growth. These indicators, known as HR deliverables or metrics, are linked to the business strategy and show how well HR efforts contribute to the organization's success.

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.

FUTURE SCOPE:

- Human resource management have a good scope in the future but only if it embraces technology.
- Currently the HR courses and practitioners are not upgrading fast enough to people Analytics, let alone Automation of HR systems and processes which is a laggard in most companies.

Video demonstration link:

<https://photos.app.goo.gl/SwAUKxoqjB7ZitpT9>

