



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?

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

It makes it very easy for you to compare departments or even individual employees.

accountability, validity and actionable, measurable results. In the previous example, HR and the line manager share joint accountability for the retention of employees.

Facilitates better alignment.

discuss salary, perks, benefits, deductions, company rules and regulations, conditions etc., with the HR.

It needs buy-in from leadership to be successful.



Create an HR strategy map

Identify HR deliverables

Creation of HR policies, processes, and practices

Creating HR efficiencies

Aligning HR systems

Working in HR can sometimes be hard – but it can also be immensely rewarding.

Day in, day out, you can be juggling a whole range of spinning plates, constantly trying to make sure one doesn't drop. While at the same time, doing your best to support your company's biggest asset – your people.

“Human resources is about supporting employees and businesses in an enterprise.



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?