

PROJECT REPORT

HR Scorecard: Measuring Success in Talent Management

1. INTRODUCTION :

1.1 OVERVIEW

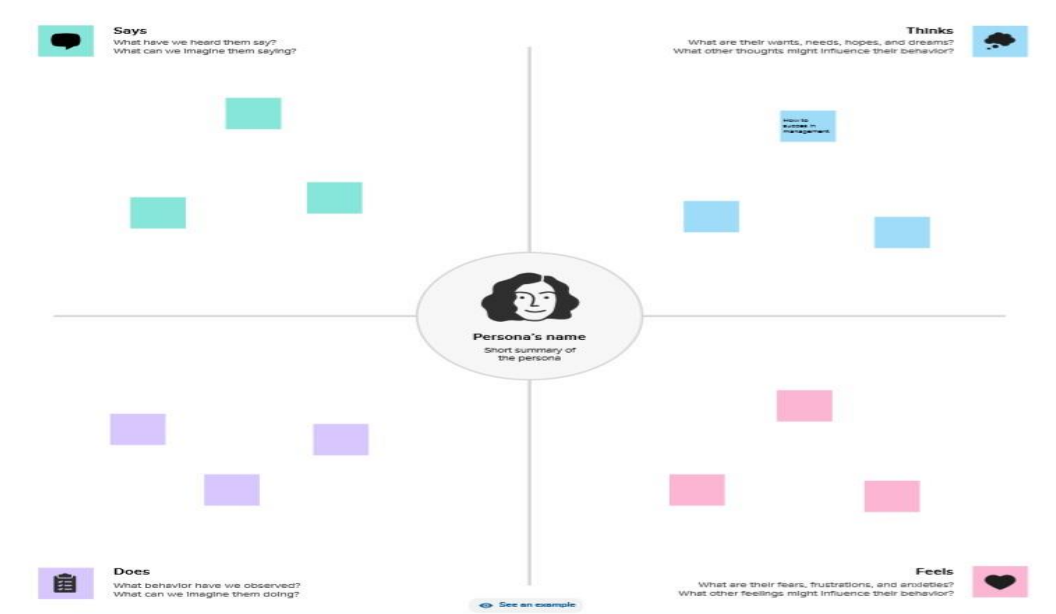
The HR scorecard is a strategic framework that assists organizations in evaluating HR functions effectiveness and contribution to overall business goals.

1.2 PURPOSE

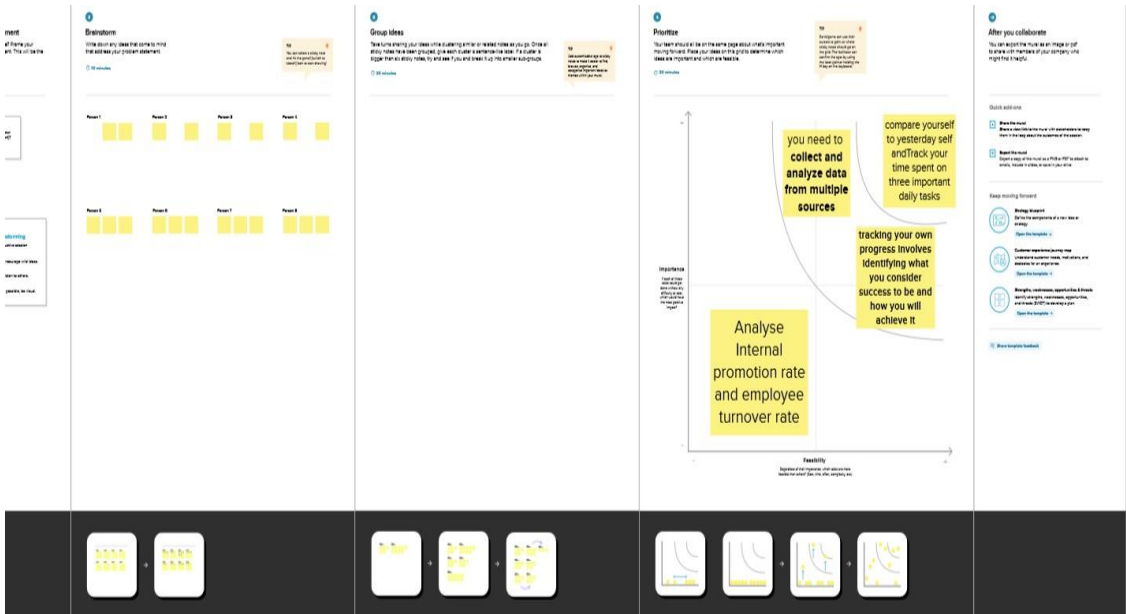
The HR Scorecard is meant to measure leading HR indicators of business performance. Leading indicators are measurements that predict future business growth.

2. PROBLEM DEFINITION & DESIGN THINKING

1.3 EMPATHY MAP

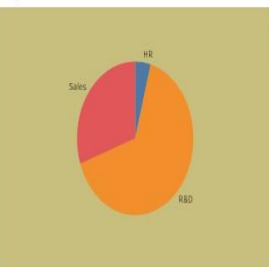


1.1 IDEATION & BRAINSTORMING MAP

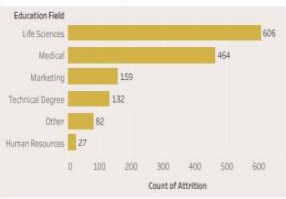


3. RESULT

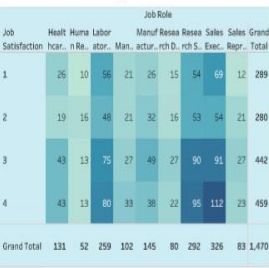
Department wise Attrition



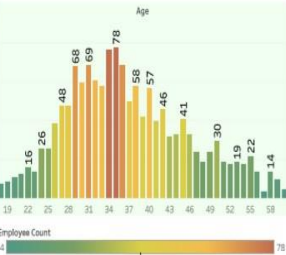
Education field wise Attrition



Job satisfaction rating



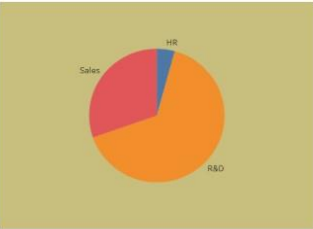
No. of employees by age group



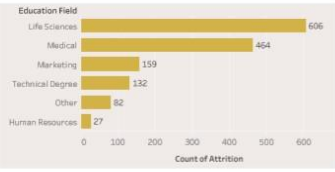
HR Story



Department wise Attrition



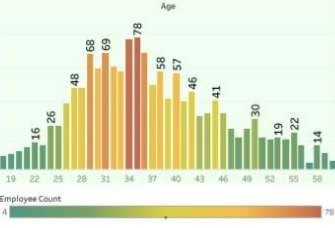
Education field wise Attrition



Job satisfaction rating



No. of employees by age group



4. ADVANTAGES & DISADVANTAGES

Advantage :

Makes it easier to communicate the strategy.

Disadvantage:

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.

5. APPLICATIONS

The HR scorecard is meant to measure leading HR indicators of business performance.

6. CONCLUSION

At the end can say that talent management process has provide new ways to human resource department to handle problems faced in hiring talent.

7. FUTURE SCOPE

The HR scorecard plays a crucial role in measuring and improving employee engagement. By tracking metrics such as employee satisfaction , performance feedback and career development opportunities, HR leaders gain insights into the factors that impact employee engagement.