

Says

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

What are their wants, needs, hopes, and dreams? What other thoughts might influence their behavior?



Leading indicators are measurements that predict future business growth

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

organizational prformance

There are 5 steps

- 1. create an HR strategy map
- 2. identify HR deliverables
- 3. creation of HR policcies
- 4. Aligning HR systems
- 5. creating HR efficiencies

Instant
Employee
behavior

outline the strategy map

HR activities

Thinks

Define the business strategy

HR analytics refers to tools used to calculate statistics

Identify the strategic required organizational outcomes

measuring success in talent management

Identify the required workforce competencies

Identity the required Behaviors

Identitfy the Strategic relevant HR system activities

Evaluate and measure the effectiveness of human resource function and allocate budget towards HR initiatives

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

HR Scorecard provides the HR department with a comprehensive overview of all HR metrics at one glance

Measures the HR scorecard in digital dashboard

summarize &

periodically
Evaluvate the
Measurement
system

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

