Project report

Introduction

An HR scorecard is a strategic tool used to measure and track the performance of an organization's human resources functions. It typically includes key performance indicators (KPIs) and metrics related to areas such as recruitment, employee engagement, training, turnover, and more. The scorecard provides a snapshot of HR's effectiveness in supporting the overall business objectives. If you have specific questions about HR scorecards or need assistance with a particular aspect, please feel free to ask.

Purpose

Measure HR Performance: It helps assess the effectiveness of the HR department in contributing to the organization's goals and objectives.

Align HR with Business Objectives: By tracking HR metrics and KPIs, it ensures that HR activities are in line with the overall strategic goals of the company.

Identify Strengths and Weaknesses: It highlights areas where HR is excelling and areas that may need improvement, allowing for data-driven decision-making.

Facilitate Continuous Improvement: HR scorecards encourage a culture of ongoing improvement by setting targets, monitoring progress, and making adjustments as necessary.

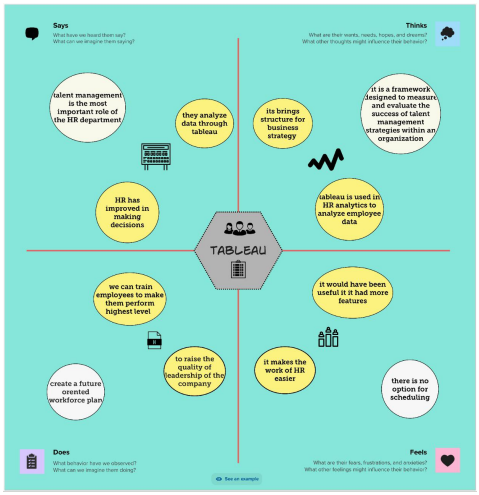
Demonstrate HR Value: It provides tangible evidence of HR's value and contribution to the company, which can be useful in discussions with senior management.

Enhance Accountability: It establishes accountability by clearly defining responsibilities for achieving specific HR-related objectives.

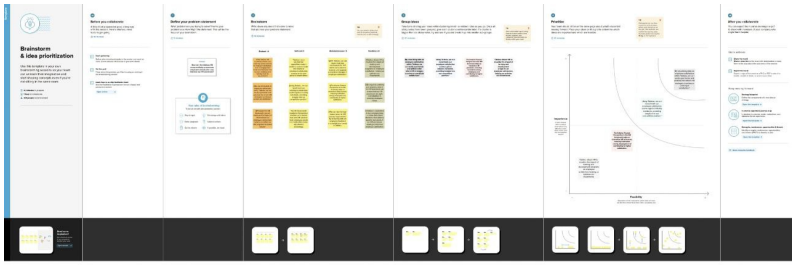
Support Decision-Making: Data from the scorecard can aid in decision-making related to resource allocation, staffing, training, and other HR functions.

PROBLEM DEFINITION & DESIGN THINKING

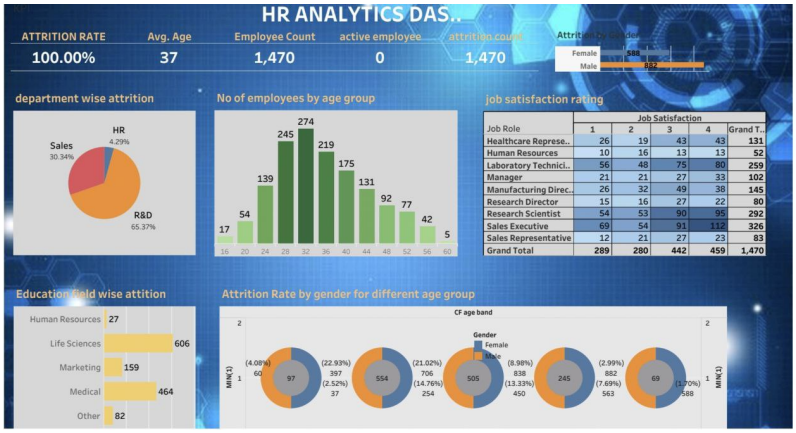
1)EMPATHY MAP



BRAINSTROMING MAP

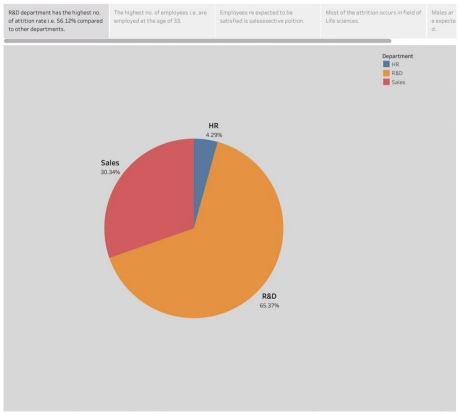


DASHBOARD



STORY

HR Analytics storyline



HR Analytics storyline

R&D department has the highest no. of attition rate i.e. 56.1..

The highest no. of employees i.e. are employed at the age of 33.

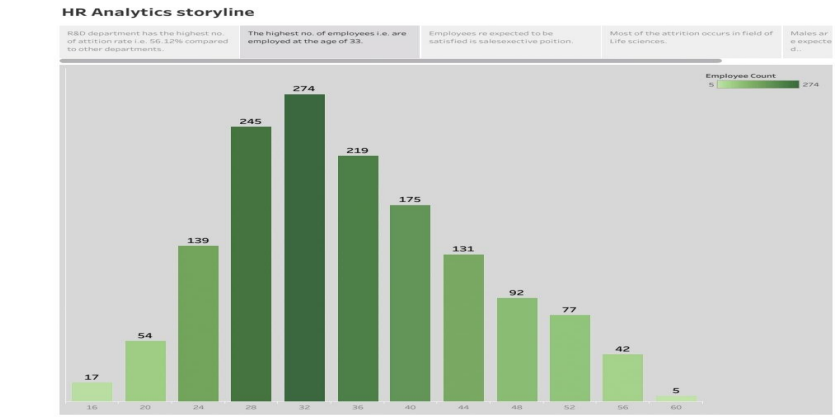
Employees re expected to be satisfied is salesexective poition.

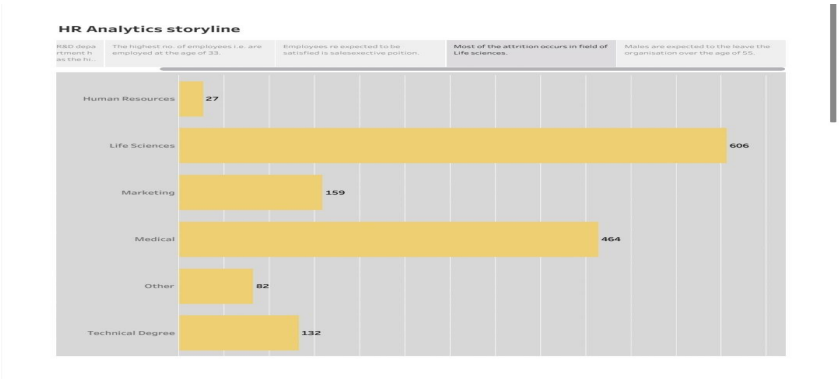
Most of the attrition occurs in field of Life sciences.

Males are expected to the leave the organisation over the age of 55.

Job Role	Job Satisfaction				Grand Total
	1	2	3	4	
Healthcare Representative	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Technician	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Director	26	32	49	38	145
Research Director	15	16	27	22	80
Research Scientist	54	53	90	95	292
Sales Executive	69	54	91	112	326
Sales Representative	12	21	27	23	83
Grand Total	289	280	442	459	1,470

Employee Count
10 112





ADVANTAGE AND DISADVANTAGE

Advantages:

Performance Measurement: HR scorecards help measure and track key HR metrics, providing a clear view of an organization's performance in managing its workforce.

Strategic Alignment: They can align HR activities with the overall business strategy, ensuring that HR contributes to the achievement of organizational goals.

Informed Decision-Making: HR scorecards provide data for making informed decisions related to recruitment, training, and employee development.

Disadvantages:

Data Overload: Collecting and managing data for an HR scorecard can be time-consuming and may lead to information overload if not managed effectively.

Lack of Standardization: Ensuring consistent and meaningful metrics across different HR functions can be challenging, as different HR activities may require unique metrics.

CONCLUSION

the HR scorecard is a vital tool for assessing and managing human resources within an organization. It provides a comprehensive overview of HR metrics and performance, enabling informed decision-making and strategic planning to enhance workforce productivity and organizational success.

FUTURE SCOPE

The future scope of the HR scorecard lies in its continued evolution to meet the dynamic needs of organizations. It will play a crucial role in data-driven HR decision-making, aligning HR strategies with business goals, and adapting to emerging trends such as remote work, diversity and inclusion, and employee well-being. As technology advances, the HR scorecard is likely to become even more sophisticated, incorporating AI and predictive analytics to anticipate HR needs and drive organizational success