

# HR SCORECARD : MEASURING SUCCESS IN TALENT MANAGEMENT

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## INTRODUCTION :

The Tableau HR Scorecard is a framework designed to measure and evaluate the success of talent management strategies within an organization. It provides a way for HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development.

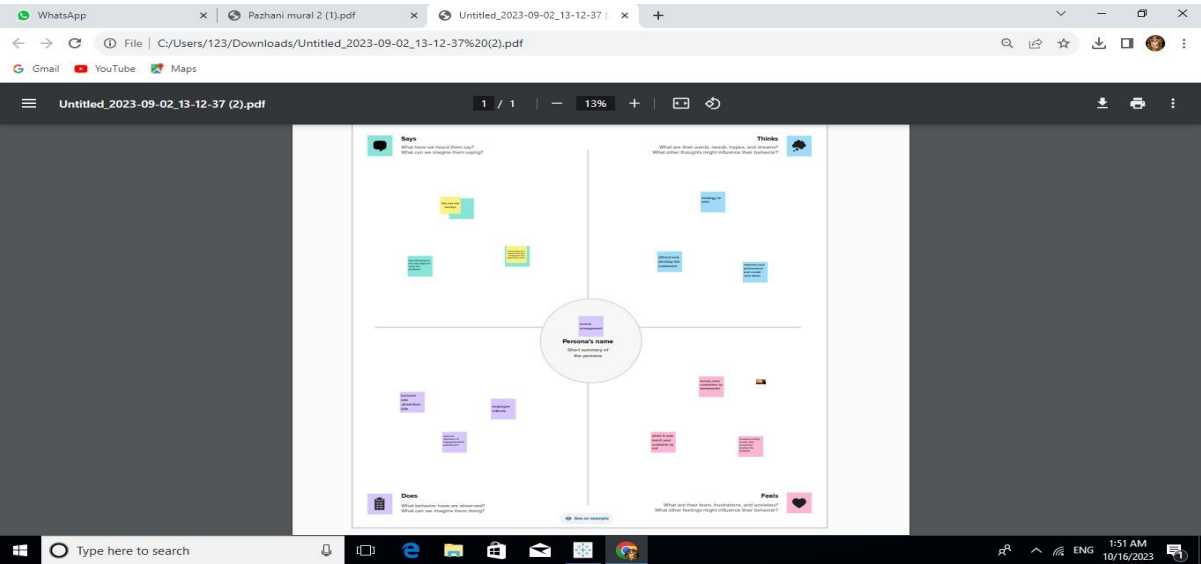
## PURPOSE :

**1 Financial Perspective:** This perspective focuses on the financial impact of HR initiatives, such as the cost of recruitment, training and development, compensation and benefits, and turnover.

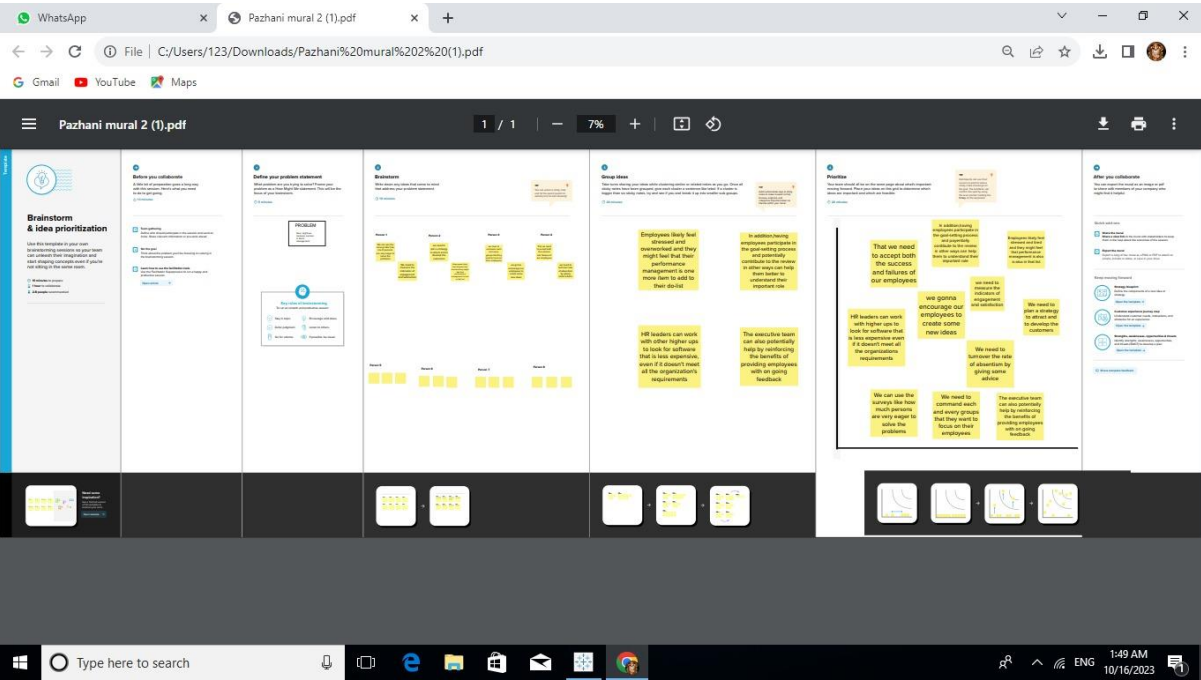
**2. Customer Perspective:** This perspective measures the satisfaction of internal and external customers of HR services, including employees, managers, and job candidates. It includes KPIs such as employee engagement, manager satisfaction with HR support, and candidate experience

**. 3. Internal Process Perspective:** This perspective assesses the effectiveness and efficiency of HR processes, such as recruiting, onboarding, performance management, and employee development. It includes KPIs such as time to fill vacancies, time to productivity for new hires, and training hours per employee.

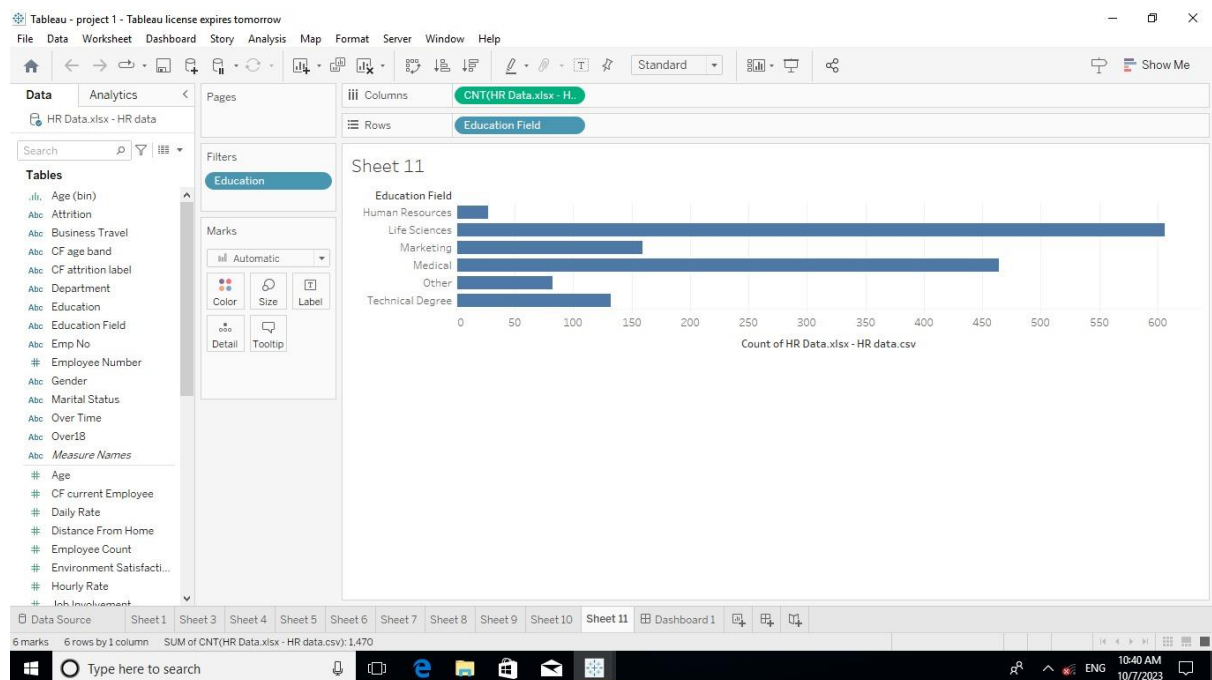
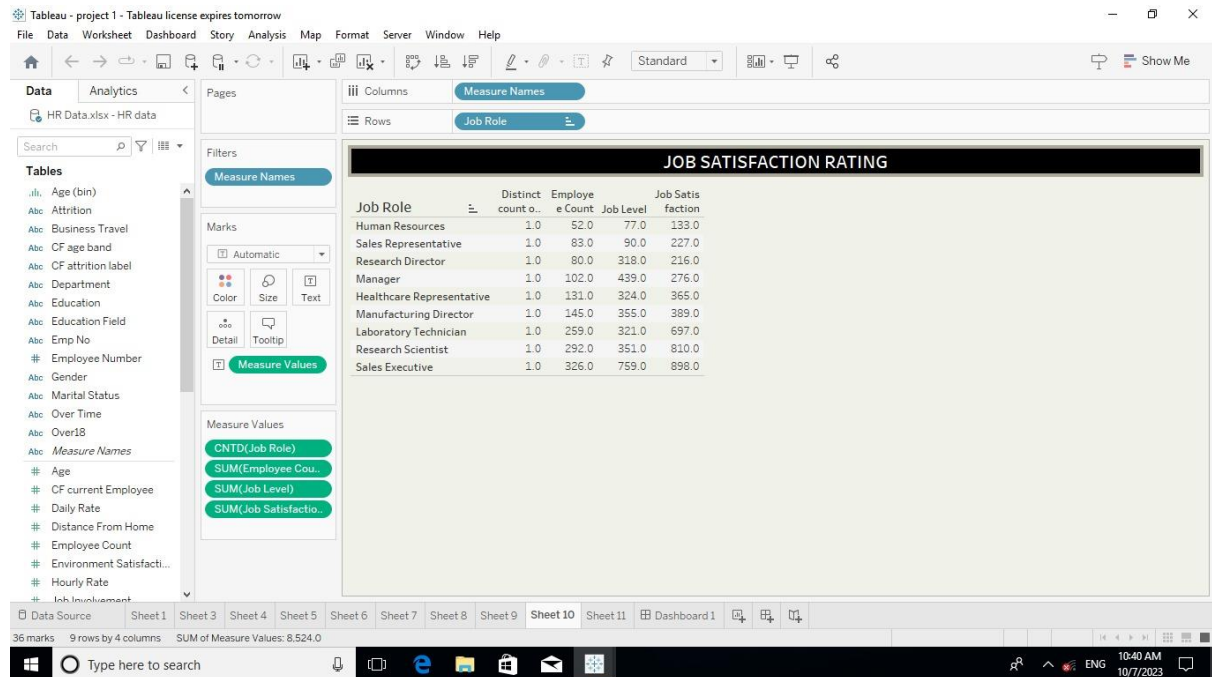
# EMPATHY MAP :

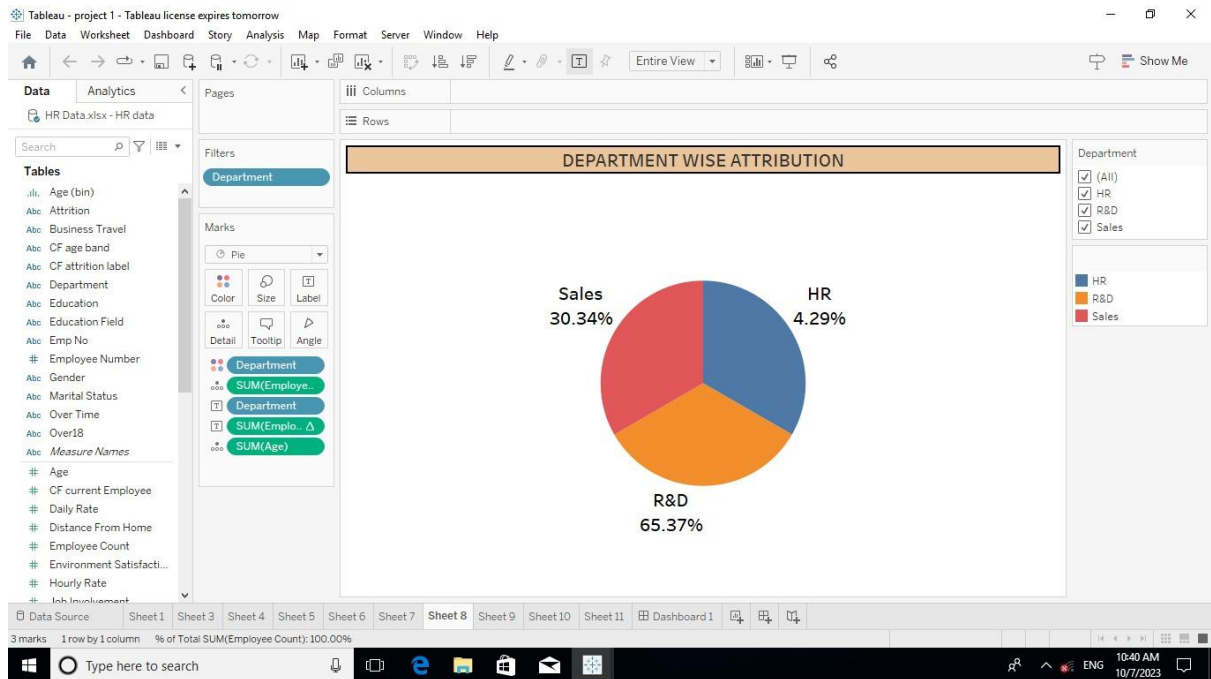
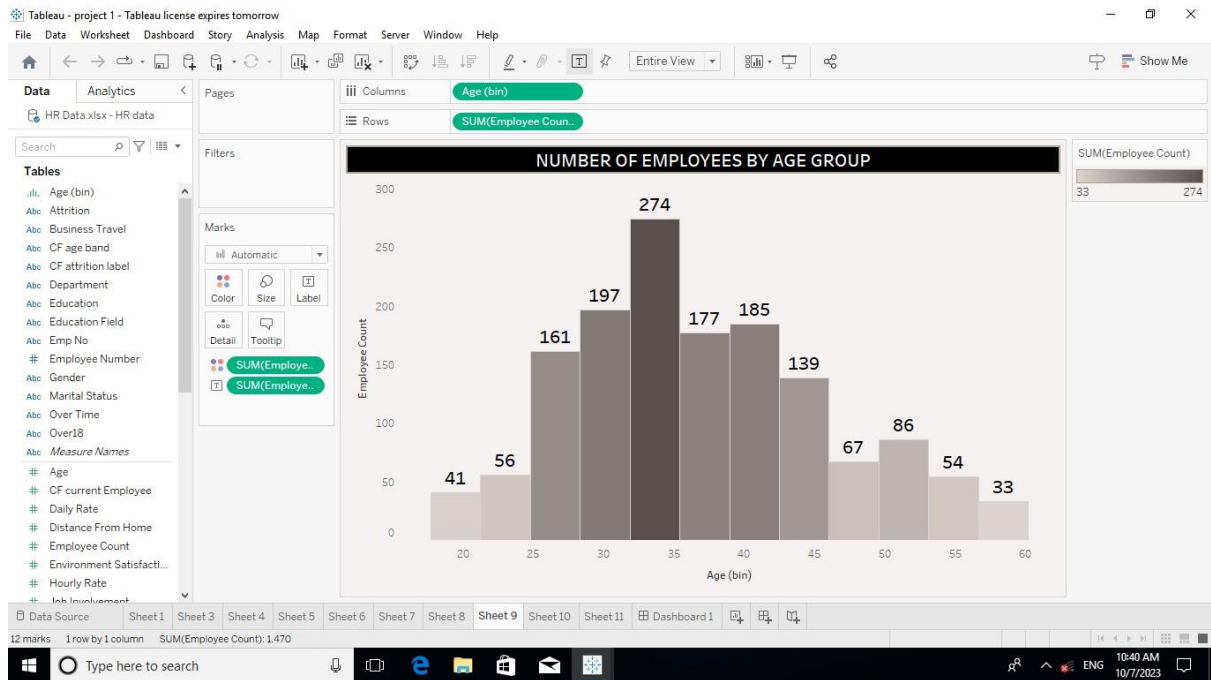


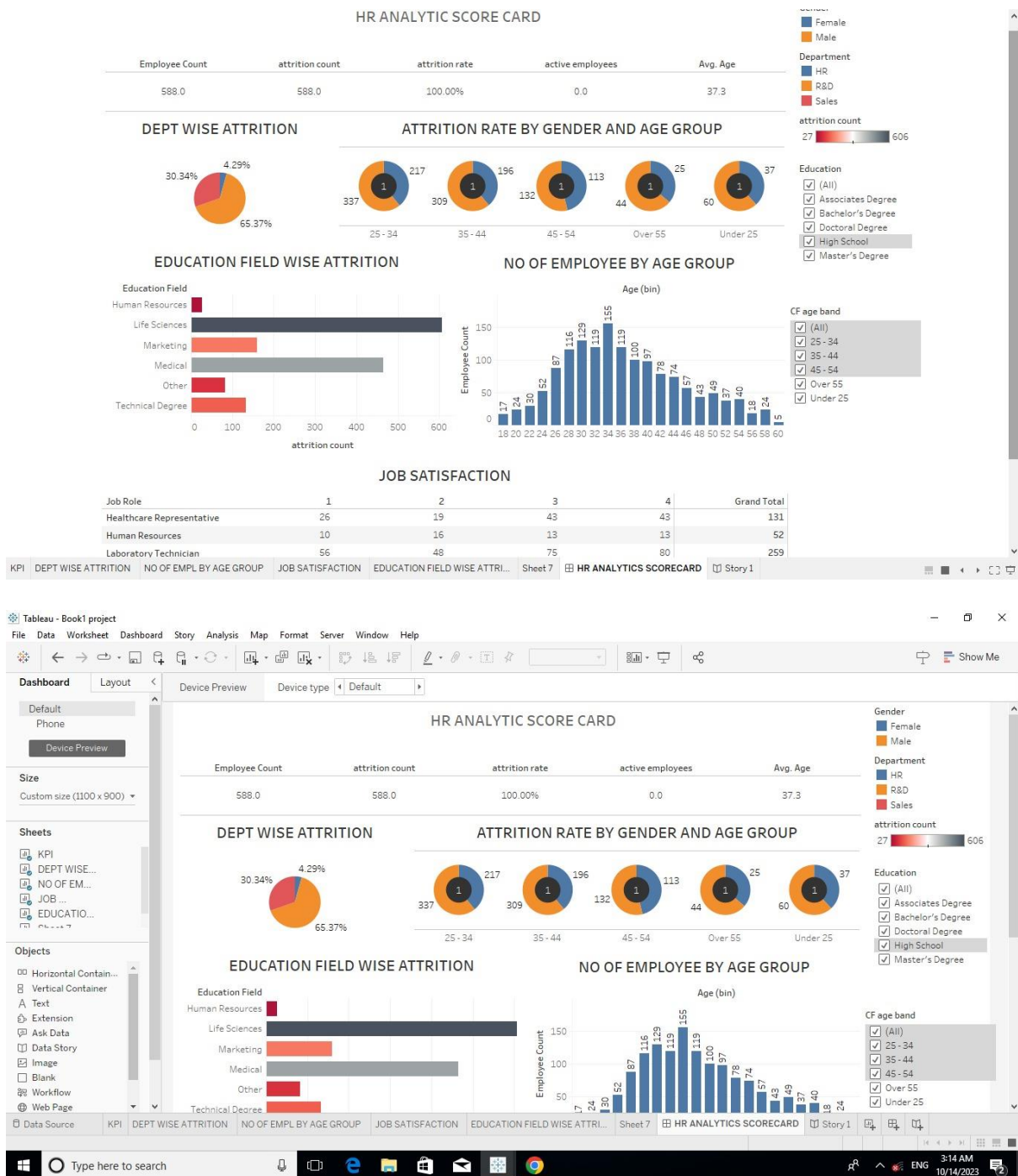
# BRAINSTORMING MAP:



# RESULT :







## ADVANTAGES :

**Clear Performance Metrics:** It provides clear and measurable performance metrics for HR functions, making it easier to track progress and identify areas for improvement.

**Alignment with Organizational Goals:** The scorecard can be designed to align HR efforts with broader organizational objectives, ensuring that talent management strategies support the overall mission and vision.

**Improved Communication:** It facilitates better communication between HR and other departments by providing a common framework for discussing talent management strategies and outcomes.

**Identifying High-Impact Activities:** Helps in identifying high-impact HR activities that contribute significantly to organizational success, allowing for focused efforts on areas that matter most.

#### DISADVANTAGES :

**Complexity of Implementation:** Developing and implementing a comprehensive HR scorecard can be complex and time-consuming, requiring a significant investment of resources.

**Subjectivity in Metrics:** Some HR metrics can be subjective or difficult to quantify, making it challenging to create objective measures for certain aspects of talent management.

**Overemphasis on Quantitative Data:** Over-reliance on quantitative data may overlook qualitative factors that are

crucial in evaluating talent, such as cultural fit, creativity, and adaptability.

## 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.

## FUTURE SCOPE :

The profession is in a growing need of people who have the enthusiasm and knowledge in this field. Since there is a huge demand of HR Analytics experts that can help the organizations with their knowledge.

**THANK YOU**