THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

1.INTRODUCTION:

1:1 Over view:

The HR Scorecard consists of four main perspectives: 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.
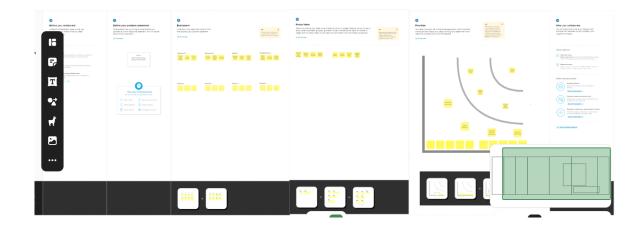
1:2 Purpose :

As such, the HR scorecard is a management tool which allows a business to: 1. Manage HR as a strategic asset and a source of competitive advantage. 2. Quantitatively demonstrate HR's contribution to the firm's financial results and bottom-line profitability.

2.PROMLEM DEFINITION & DESINGTHINKING :

2:1 Empathy Map :

2:2 Ideation & Brainstorming Map :

3.RESULT

It includes KPIs such as employee engagement, manager satisfaction with HR support, and candidate experience. Internal Process Perspective: This perspective assesses the effectiveness and efficiency of HR processes, such as recruiting, onboarding, performance management, and employee development.

4.ADVANTAGE&DISADVANTAGE:

Advantage:

*HR analytics, also used interchangeably with people analytics or talent analytics, can transform the way HRinitiatives affect business outcomes.

*Strategic use of HR analytics enables HR departments toimpact HR functions and strategies that directly affect revenue, expenses, risk, and planning.

*For example, on the one hand, HR tech companies canleverage public web data to help fuel HR analytics software and services.

*On the other hand, organizations are able to take the actionable insights gained from HR analytics software to implement revenue-building strategies surrounding human capital.

Disadvantages :

*An HR scorecard identifies department areas that havean impact on the organization's goals.

• Productivity, turnover, promotion and employee satisfaction are common categories for an HR scorecard.

• HR scorecard categories aren't static. They change according to the organization's needs, previous scorecardmeasurements and the effectiveness of HR functions andoutcomes.

5.APPLICATION :

The HR scorecard is a tool that helps measure, manageand improve the role of the HR function within an

organization. HR metrics and KPIs or HR deliverables are measured using the HR scorecard. This data is also used to predict the potential growth of the organization.

6.CONCLUTION :

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.

7.FUTURE SCOPE:

Graduates of HR Analytics courses are well-positioned to work in a range of industries, including healthcare, finance, technology, and manufacturing. They can work in a variety of HR roles, including HR Analyst, HR Manager, and HR Director.