

# PROJECT REPORT TEMPLATE

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*TITLE : The HR Scorecard: Measuring Success in talent management*

## *1. INTRODUCTION:*



*Team Leader : T. Siva Bharathi*

*Team Members: B. Sivasakthi*

*C. Sneka*

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### 1.1 Overview:

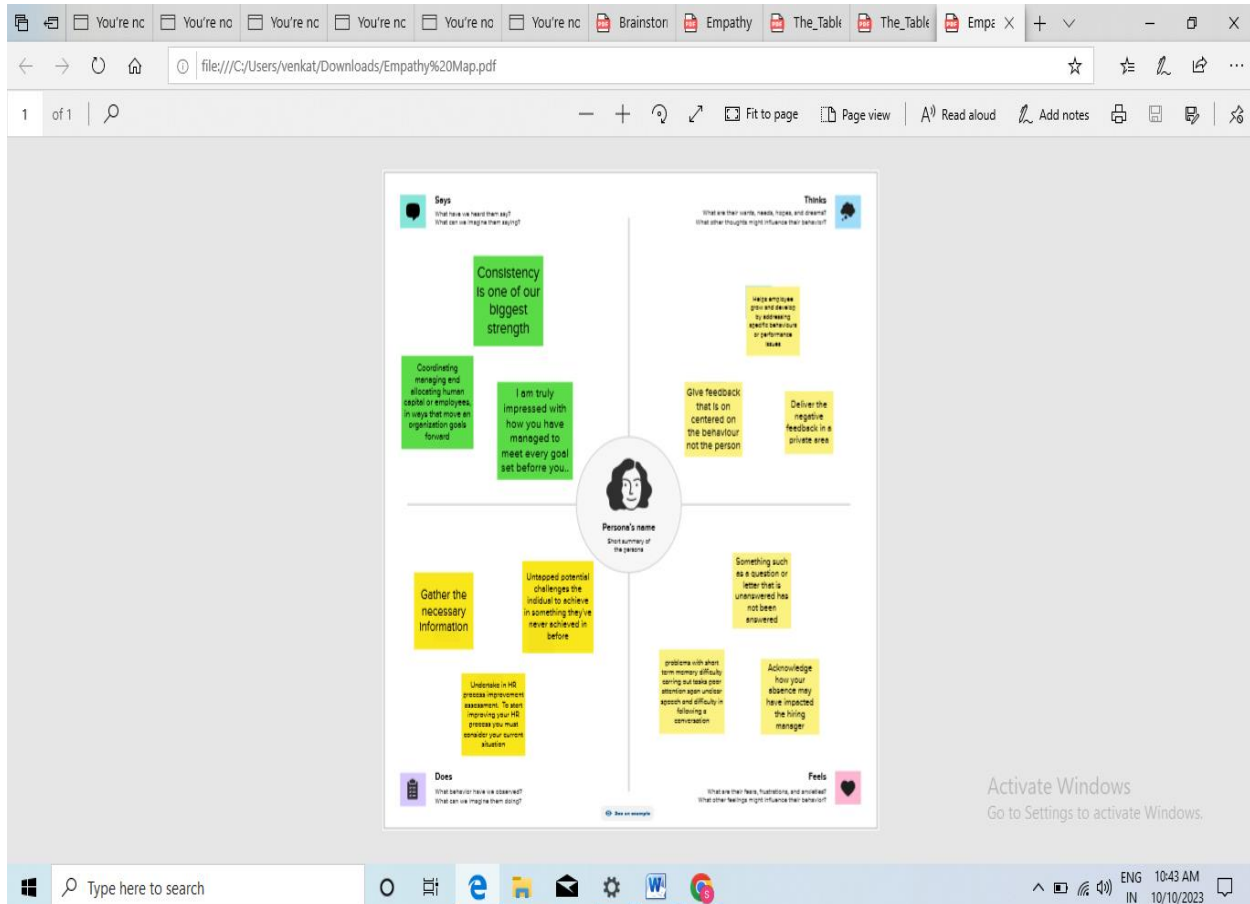
- ✚ *The HR scorecard is meant to measure leading HR indicators of business performance.*
- ✚ *Leading indicators are measurements that predict future business growth.*
- ✚ *These are called HR deliverables.*
- ✚ *They are also known as HR metrics, and more specifically HR KPIs, as they are metrics that are linked to the business strategy.*

### 1.2 purpose:

- ✚ *This data is also used to predict The HR scorecard is a tool that helps measure, manage and improve the role of the HR function within an organization.*
- ✚ *HR metrics and KPIs or HR deliverables are measured using the HR scorecard the potential growth of the organization*

## 2. PROBLEM DEFINITION & DESIGN THINKING:

### 2.1 Empathy Map



The screenshot displays a Windows 10 desktop environment. The primary focus is a PDF document titled "Brainstorm & idea prioritization" from the file path "file:///C:/Users/venkat/Downloads/Brainstorm.pdf". The document is viewed in a web browser, showing a series of slides. The visible slides include:

- Slide 1: Before you brainstorm** - A slide with a light blue background and a lightbulb icon, containing text about the purpose of brainstorming.
- Slide 2: Define your problem statement** - A slide with a light blue background, containing text about the importance of a clear problem statement.
- Slide 3: Brainstorm** - A slide with a light blue background, containing text about the brainstorming process and a list of "Brainstorming rules".
- Slide 4: Group ideas** - A slide with a light blue background, containing text about grouping ideas and a list of "Grouping rules".
- Slide 5: Prioritize** - A slide with a light blue background, containing text about prioritizing ideas and a 2x2 matrix with axes "Importance" and "Possibility".

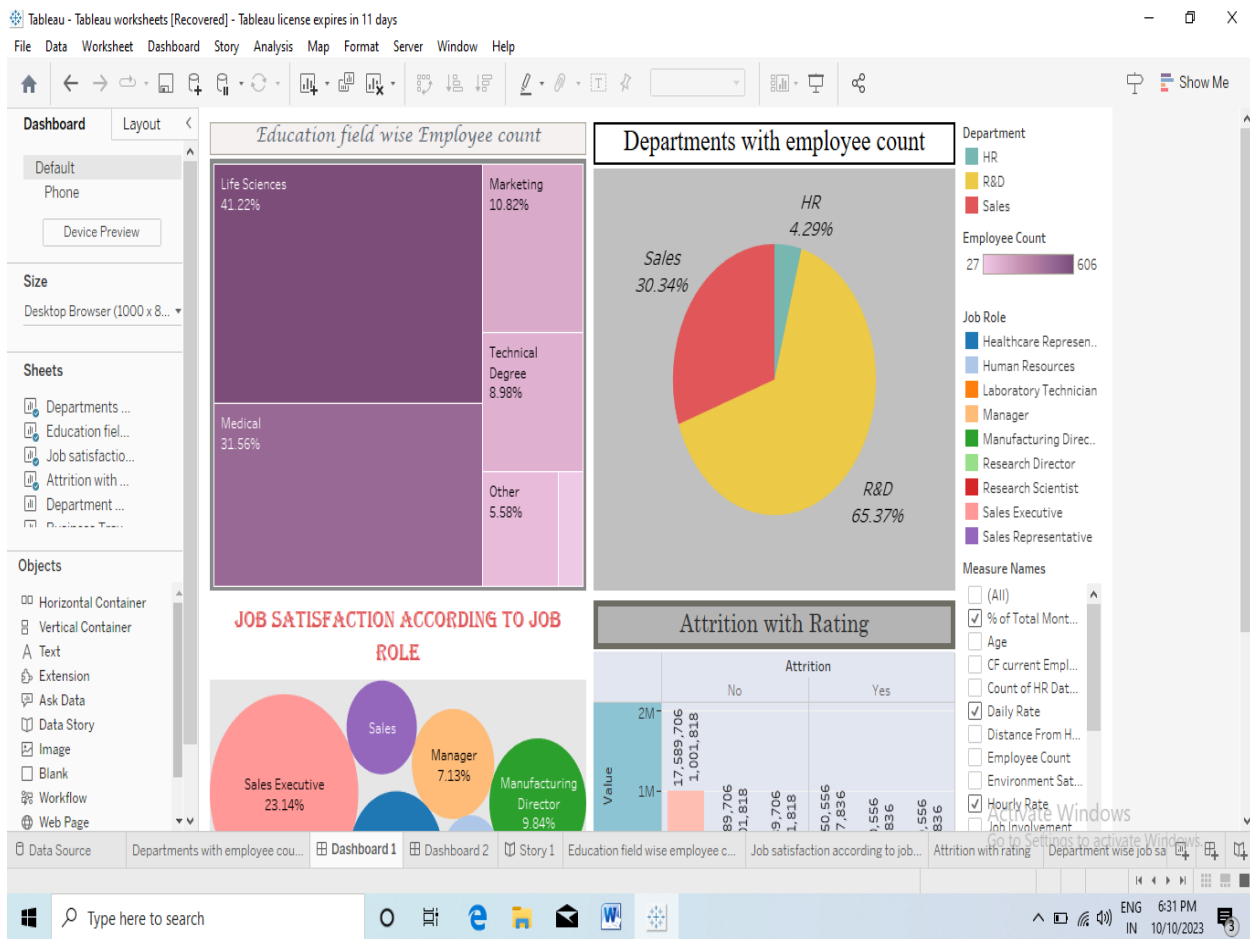
The 2x2 matrix in the "Prioritize" slide is as follows:

Importance	Possibility		
High	High	High	High
High	Low	High	Low
Low	High	Low	High
Low	Low	Low	Low

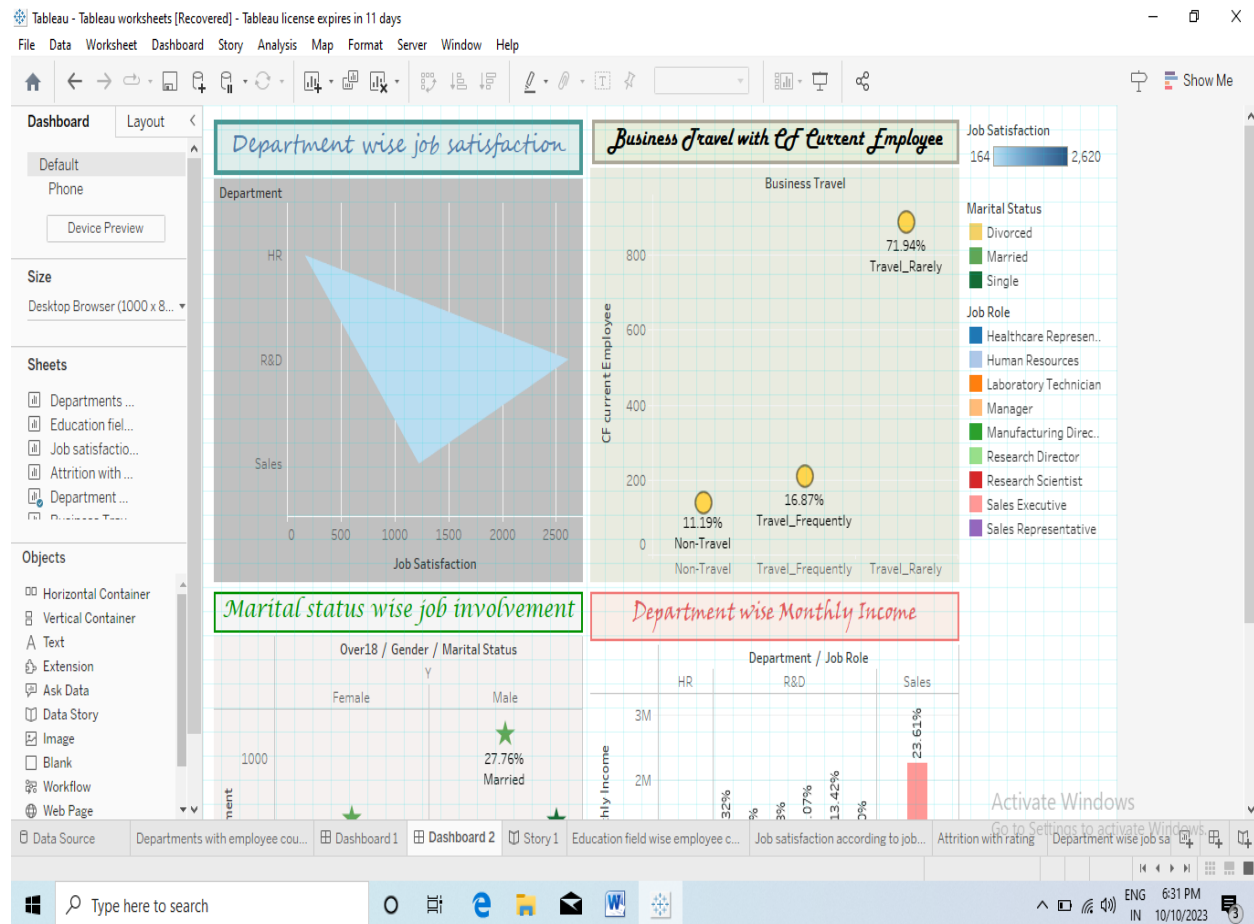
The desktop also shows a taskbar with various application icons (e.g., File Explorer, Edge, Chrome, Settings, Mail, Photos, Music, Movies & TV, Store, Task View, Search, Taskbar) and a system tray with the date and time (10:47 AM, 10/10/2023). An "Activate Windows" watermark is visible in the bottom right corner.

### 3. RESULT

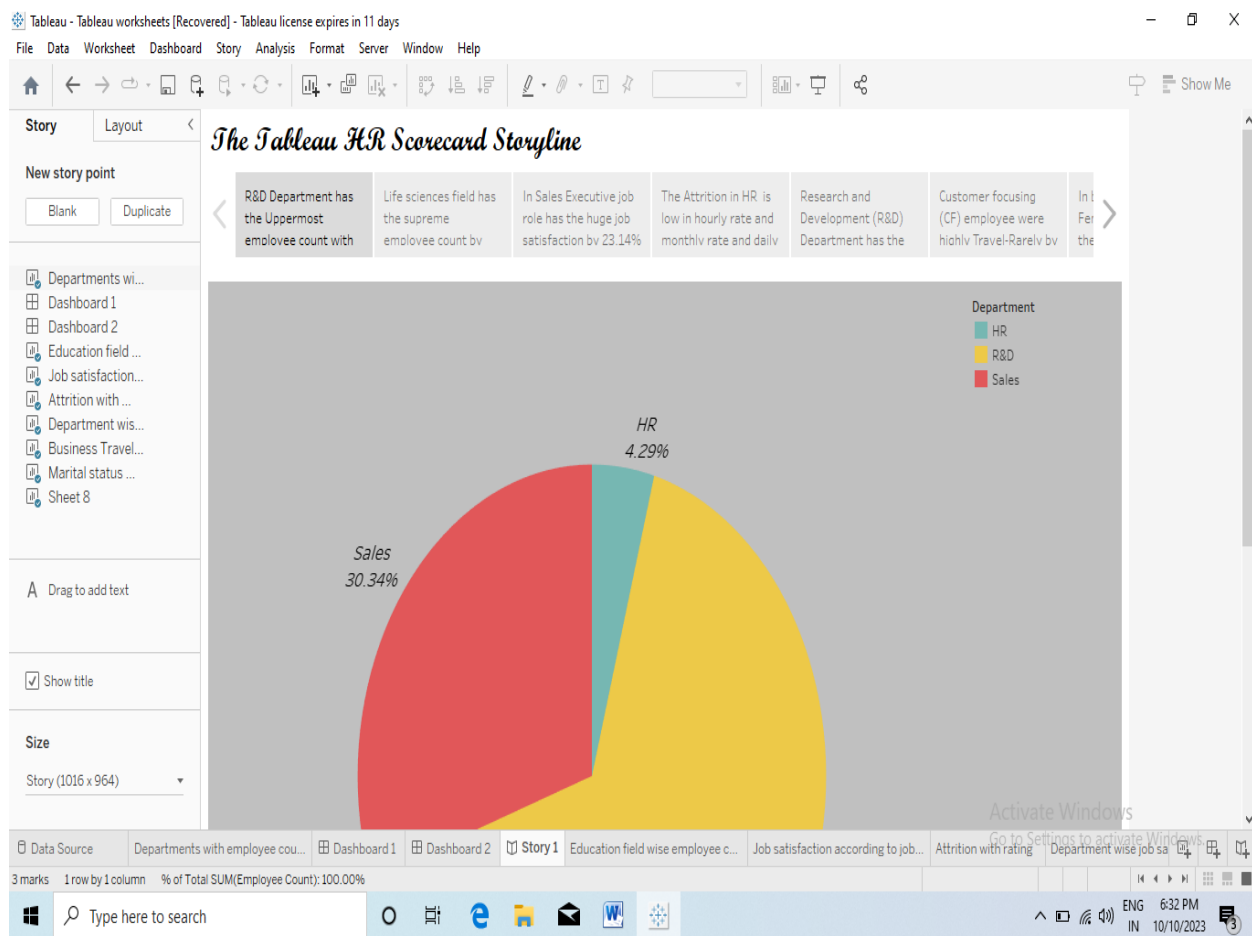
#### Dashboard 1:



## Dashboard 2:



## Story:



## 5. *ADVANTAGES:*

- ❖ *Reduced Employee Turnover.*
- ❖ *Cut Down on Recruitment and Training Costs.*
- ❖ *Identify Best Practices.*
- ❖ *Improve Employee Performance.*
- ❖ *Enhance Workforce Planning.*
- ❖ *Improve Compliance.*
- ❖ *Increase Employee Engagement.*
- ❖ *Better Risk Management.*

## *DISADVANTAGES:*

- ❖ *Employee attitude problems are based on organizational or personal factors, meaning behaviors can come from employees' discontent with the organization or because of conflict between employees themselves or with supervisors.*
- ❖ *When human resources staff know the root cause of employee attitudes, they can address and resolve workplace problems effectively.*

## 4. *APPLICATION:*



- ✚ *The HR scorecard is a tool that helps measure, manage and 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.*
- ✚ *An HR scorecard visually represents the critical measures of the HR department's achievements, productivity levels, and other parameters .*
- ✚ *such as hiring costs, retention rate, time to fill, quality of hire, and so on - critical to the company's growth.*

## 6. CONCLUSION:

- *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.*
- *At the end can say that talent management process has provide new ways to Human Resource department to handle problems faced in hiring talent.*

- *By the help of talent management process companies are hiring right person for the right job as per their job requirement and description.*

## 7. FUTURE SCOPE:

