

# A study of application of HR Scorecard in a particular Organisation

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**Abstract:** Human Resource Management is a management function that helps managers recruit, select, train and develop manpower for an Organisation.

With the growing Corporate world, there has been a rise in employees in an organisation. Managing the ever- increasing workforce can be an uphill battle alone for Organisations. For better business success and enhanced workforce management the HR department plays a vital role.

The HR Scorecard or Human Resource Scorecard is a well known HR tool. The HR Scorecard is a strategic HR measurement system that helps to measure, manage and improve the strategic role of the HR department. The HR Scorecard is meant to measure leading HR indicators of business performance. Leading indicators are measurements that predict future business. In this article we will explain “A study of application of HR Scorecard in a particular organisation”.

**Keywords:** Manpower, manage, Human Resource Management, strategic

**Introduction:** One of the key problems that HR has been facing in the past decades is the perception that HR does not added to the company strategy. HR does not added to the company strategy. HR directors in many organization are often still looking for a seat at the proverbial table. In many organization, HR has failed to do so.

The HR scorecard first published about by Becker, Huselid & Ulrich in their 2001 book that bore the same title, aims to solve this.

The HR scorecard is a strategic HR measurement system that helps to measure, manage and improve the strategic role of the HR Department.

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.

There are five steps to create an HR scorecard:

- Create an HR strategy Map
- Identify HR deliverables
- Creation of HR policies, processes and practices
- Aligning HR systems
- Creating HR efficiencies

With a scorecard, HR leaders can assess the departments performance in their way and within a set structure that can be understood across the organisation. Here are the top four benefits of an HR Scorecard.

- Gives structure to the strategy
- Improves performances reporting
- Makes it easier to communicate the strategy
- Connects every HR employee to organizational goals

## ***HR SCORECARD & BALANCED SCORECARD***

The HR Scorecard and Balanced scorecard are two different documents, they are often confused.

The balanced scorecard is a tool to measure the performance of strategy. The balanced scorecard was authored by Kaplan and Norton in the 90s. This document focuses on financial, business goals and other goals related to strategy.

The HR Scorecard, on the other hand is focused on HR strategy by aligning its strategies with business goals.

**CONCLUSION:** HR scorecard is a report that you conduct to calculate the success rate of human resource employees and the overall departments. Any HR professional looking to judge and assess the business performance and productivity rate can start making use of this report to get valuable insights into the work progress.

### **REFERENCES:**

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