Sample HR Scorecard Template

Financial (Outcome) Perspective

HR Deliverables

- Skills
- Motivation
- Work Environment

HR Efficiency

- Relative Cost
- Timeliness

Customer Perspective

HR Alignment

- Internal Alignment (Fit) among HR management practices
- External Alignment (Fit) with line manager's strategic goals

Internal Business Perspective

High Performance Work System

Selection & promotion linked to competency model * Development & promotions linked to the needs of the business * Performance management & compensation systems attract, select, and motivate employees

Learning & Growth

HR Manager Competencies

Personal Credibility * Change management * Culture Management * Delivery of HR basics * Knowledge of the Business * Strategic Performance management

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