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## **The Hr Scorecard**

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**Linking People**

-Susan Bowick, Vice President and Director of Human Resources, Hewlett-Packard "The HR Scorecard demonstrates how improved measurements play a vital role in linking human resource initiatives to business strategies and to significant increases in shareholder value."

**The HR Scorecard:**  
*Page 5/29*

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**Linking People,**

**Strategy, and ...**

The HR Scorecard:  
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E. Becker, Mark A.

Huselid, Dave Ulrich,  
David Horton

(Forward), Mark

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reviews Three experts  
in Human Resources  
introduce a

measurement system  
that convincingly

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Competitive advantage  
in the new economy

relies on intangible  
assets like brand  
recognition,

knowledge, innovation  
and, in particular,  
human capital.

**The HR Scorecard:  
Linking People,  
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**(PDF) THE HR SCORECARD Linking People, Strategy and**

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...  
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Performance. by Brian  
E. Becker, Mark A.  
Huselid, ... a seven-  
step process for  
embedding HR systems  
within the firm's overall  
strategy--what the  
authors describe as an  
HR Scorecard--and  
measuring its activities  
in terms that line  
managers and CEOs  
will find compelling.

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Analyzing how each  
element ...

People Strategy

And Performance

**The HR Scorecard:  
Linking People,**

**Strategy, and  
Performance**

When you create the  
HR Scorecard, using  
the approach we  
describe, you are  
actually [begin italics]

linking HR to firm  
performance [end  
italics]. But you will

also develop a new  
perspective on your HR

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function, practices, and

professional  
People Strategy

development. In  
And Performance

measurement terms,  
Brian F. Becker

the benefits will far  
outweigh the costs.

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The must-read

summary of Brian

Becker, Mark Huselid

and Dave Ulrich's book:

"The HR Scorecard:

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Linking People,

Strategy and

Performance". This

complete summary of

the ideas from Brian

Becker, Mark Huselid

and Dave Ulrich's book

"The HR Scorecard"

introduces a

measurement system

that showcases how HR

impacts business

performance.

**The HR Scorecard:**

**Linking People,**

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## **Performance**

THE HR SCORECARD

THE SUMMARY IN

BRIEF Most CEOs and

senior line managers

are skeptical of the role

of human resources in

their companies'

success. While many

executives say they

believe that "people

are our most valuable

asset," they don't

understand how HR

functions make that

vision a reality. The

root of the problem is

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People Strategy of

HR functions on

company per-

Brian E Becker

**Linking People,  
Strategy and  
Performance THE HR  
SCORECARD**

The HR scorecard is meant to measure leading HR indicators of business performance. Leading indicators are measurements that predict future business



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## People Strategy

## And Performance

## Brian E Becker

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.

### **The HR Scorecard: A Full Guide | AIHR Analytics**

The HR Scorecard: Linking People Strategy, and Performance (with Brian Becker & Dave

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## Brian F. Becker

Ulrich), was published in 2001 by the Harvard Business School Press. It is an international bestseller, and has been translated by the HBS Press into Chinese, Danish, Dutch, Japanese, Korean, Polish, Portuguese, and Spanish. It received the Soundview Executive Book Summary, 30 Best Business Books of 2001 Award.

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**Mark Huselid | The  
HR Scorecard**

HR Scorecard: Linking  
People, Strategy and  
Performance is a 2-day  
comprehensive  
program that will show  
you how HR systems  
can be re-designed and  
embedded to drive  
organization  
performance and  
improve human capital  
quality. By linking  
people, strategy and  
performance, you will  
learn how to put in

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place a comprehensive

People Strategy

**HR SCORECARD:  
LINKING PEOPLE,  
STRATEGY AND**

**PERFORMANCE**

HR Scorecard Aligns  
People, Strategy, and  
Performance

Organizations consist  
of people who perform  
the needed work for  
them. Also, such work  
is determined by the  
strategies that the  
organizations plan for  
the year or quarter

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And Performance

Brian F. Becker

ahead. Thus, it can be said that while the organization strategizes, the people implement the strategy.

## **HR Scorecard: Aligning People, Strategy, and Performance**

Three experts in Human Resources introduce a measurement system that convincingly showcases how HR

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impacts business performance. Drawing from the authors' ongoing study of nearly 3,000 firms, this book describes a seven-step process for embedding HR systems within the firm's overall strategy--what the authors describe as an HR Scorecard--and measuring its activities in terms that line managers ...

## **The HR Scorecard:**

*Page 22/29*

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**Linking People,**

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The HR Scorecard :

Linking People,

Strategy, and

Performance by Mark

Huselid, Brian E.

Becker, Dave Ulrich, et

al.

**The HR Scorecard:**

**Linking People,...**

**book by Dave Ulrich**

The book outlines a

powerful measurement

system for highlighting

the role that human

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resources plays as a source of competitive advantage and a driver of value creation in a company. Builds on the proven Balanced Scorecard model, showing how to link HR's results to measures that gain respect such as profitability and shareholder value.

## **The HR Scorecard: Linking People, Strategy, and**



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faucibus, tellus nec

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vitae suscipit lectus

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