



# Balanced Scorecard. the Challenge of Measurement in Human Resource Management

By Matthias Beer

GRIN Verlag. Paperback. Book Condition: New. Paperback. 24 pages. Dimensions: 8.3in. x 5.8in. x 0.1in. Seminar paper from the year 2011 in the subject Business economics - Personnel and Organisation, grade: 2.0, University of applied sciences, Munich, course: MBA, language: English, abstract: As people are the most important and valuable assets a company has, the human resource management (HRM) has a strategic role to play. However, not always this importance of HRM is seen and human resources (HR) as an organization have in some companies a minor standing. In order to measure the contribution of HRM to the corporate results a measurement system has to be established. This measurement system, the balanced scorecard (BSC), breaks down the corporate strategy to each level of a company and describes measures accordingly which finally makes the HRM role measureable. This assignment provides some background information about the balanced scorecard approach in general and for human resource management in particular. The information covers the different perspectives of a BSC as well as some possible measures. Further on, the performance measurement in HRM is described dealing with an explanation why it is not straight forward and where difficulties are. The chapter deals also with the...

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