



HRD Score Card 2500: Tools for Renewal based on HRD Audit

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A new HRD function was created in mid-seventies by Udai Pareek and the author of this book recognizing the significance of competent and committed people in helping organizations achieve their purpose and goals. Subsequent studies across the globe have indicated that good HR systems and practices go a long way to make firms effective all the time. Studies have also shown that competent HRD staff and departments are critical to make such systems function well and create a culture of sustainability. Two decades after the start of the new HRD function, gaps have been found in understanding, structuring, disseminating and implementing good HRD in several corporations. In order to enhance the impact of HRD, a systematic review and evaluation of HRD systems, practices, competencies of HRD staff and other stakeholders was invented in early nineties and was called as “HRD Audit”. This book is an outline of such HRD audit to review and rejuvenate good HRD by assigning scores for an organization. Good HRD of any organization stands on four pillars: Systems, Competencies, Culture and Alignment. The strength of each pillar can be improved first by measuring and finding gaps and subsequently by strengthening the areas that need support. This volume presents tools and methodology to evaluate these four pillars of HRD: 1. HR systems, 2. Competencies of HR staff, top management and other employees, 3. HRD values and Organizational culture, and 4. Alignment as indicated by the HRD’s impact on intellectual Capital and financial outcomes. The book presents detailed guidelines and framework for such measurement using 2500 points. The points are indicative; the measures can be adjusted to suit the contextual reality of the user. We hope this volume will help you to examine your HR systems and practices, competencies of all those involved and enable you to create a right kind of culture and maximize your impact in achieving short term and long term goals of your organization.

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About the Author

Dr. T. V. Rao is currently Chairman, TVRLS. A former professor and Board member at IIMA, Dr. Rao is the Founder President of National HRD Network and has been in the forefront of HRD movement in the country. Dr. Rao worked as a short-term consultant to UNESCO, Bangkok; USAID Indonesia; UNIDO Malaysia; and Commonwealth Secretariat, London and as HRD Consultant in India to over a hundred organizations in the public and private sectors. Dr. Rao received many awards including Ravi Matthai Fellow (AIMS), Asia Pacific HR Professional of the year 2019 (APFHRM) and Lifetime Achievement Award from Indian Academy of Management. Authored over 60 books.

