

Evaluating the Human Resource Function

Overview:

Many organisations success their HR function “costs money”, whereas effective HRM is about adding value to the organisational bottom line. This workshop addresses the key components of the relationship between successful HRM and organisational success.

After completing this course, participants will be able to:

- Define an effective HR team
- Identify the pressures for improved HRM
- Identify data collection points
- Link HRM strategies to business results
- Conduct an HR audit
- Evaluate the HR function

Designed for: Managers or HR Personnel

Duration: 1 day

Content:

Defining Successful HRM

- Success of Failure?
- The Role of HRM
- The Evaluation of HR
- Functional Factors
- Cultural Factors
- Effectiveness Factors
- The New HR
- Management of Strategic Human Resources
- Management of Organisational Infrastructure
- Management of Employee Contribution
- Management of Transformation and Change

Data Collection Methods

- Benchmarking
- Best Practice
- Continuous Improvement
- Quality Circles
- Total Quality Management (TQM)

HR Evaluation

- The HR Evaluation Model
- Level One: The Strategic Context of HR
- Level Two: The Impact of HR Programs
- Level Three: The HR Function (The HR Audit)
- Level Four: Ongoing Evaluation of HR Activity

Case Studies

- Impel Electronics Importers
- Blue Mountains HR Evaluation

Actions



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