



Workshop: **HR Measurement**

1. Program profile:

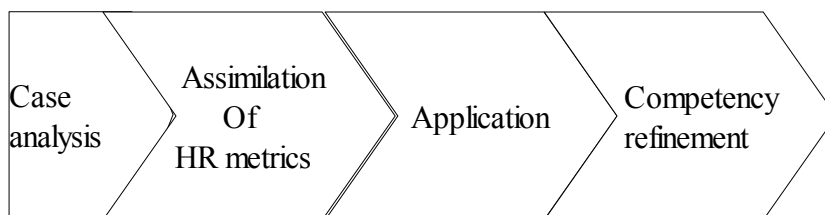
- HR Performance index
- HR audit
- HR Score card
- Financial implication of HR initiatives.
- ROI calculation

2. Objectives:

- To comprehend the relevance of HR measurement for catapulting the value added by the HR function to organizational effectiveness.
- To make a strong business case for HR.
- To identify and learn how to use HR metrics.
- To devise HR metrics for HR functions i.e work force planning and staffing, training and development, performance management and reward management.
- To work out the financial impact of HR activities and prioritize them for apportionment of resources
- To comprehend and utilize the HR function scorecard and the workforce scorecard for enhancing the strategic value of the HR function.
- To audit the current HR function vis -a-vis HR metrics.

3. Pedagogy:

3.1 Pedagogic process:





3.2 Pedagogic tools:

- Power point presentation
- Case analysis
- Group work and presentations
- Video-clips.

4. Duration: 3 days

5. Workshop format:

5.1 Unfreezing exercises.

5.2 Briefing:

- Workshop objectives.
- Workshop process.

5.3 Consolidation of participant queries.

HR metrics: Why?

5.4 Utility of using HR metrics.

5.5 Impact of using HR metrics on the HR function.

5.6 Case analysis: Sysco

HR Metrics: What?

5.7 Traditional vs. new HR metrics.

5.8 HR Differentiation

5.9 Competency profiling

6.0 HR Selection

6.1 Training and development

6.2 Organization development

6.3 Talent Management

Workforce Scorecard

6.4 Measure of workforce success.

6.5 Link between Balanced scorecard, Workforce scorecard
and HR function scorecard.

6.6 Elements of the workforce scorecard.



HR scorecard

- 6.7 HR Competencies
- 6.8 HR systems
- 6.9 HR Practices

Utilizing HR metrics

- 7.0 Utilization of workforce scorecard for implementing organization strategy.
- 7.1 Estimating the financial impact of HR initiatives.
- 7.2 Ranking development programs on the basis of costs and benefits.
- 7.3 Estimating turnover costs
- 7.4 Estimating the economic value of job performance.

Performance index

- 7.5 HR index for measuring the effectiveness of the HR function.

Action planning

- 7.6 Formulating an action plan for utilizing HR metrics.