

HR Function Effectiveness

What is HR Function Effectiveness Analysis?

What is the aim of it?

HR Function Effectiveness Analysis is a solution package to increase effectiveness by understanding your contribution to your organizations' solutions as HR Professionals. It includes a practical approach which is designed for you and also provides action plans to increase the contribution to business results, determine the current effectiveness & efficiency as well as helping set your targets.

Issues such as customer satisfaction, cost controlling and revenue growth create the agenda of today's leading organizations. Changing conditions in competition not only reveal the need for speed, constant change, improvement and development but also the importance of the "human" factor for corporations to achieve their goals.

How and to what extent organizations' HR strategies that are addressed by managers and HR professionals contribute to business results remain as an item on corporates' agenda.

HR Professionals' first priority should be aligning the current business and HR strategies and planning and prioritizing the practices necessary to effectively realise that purpose.

As Human Resource Consulting, we provide a different solution that includes reviewing your HR strategy and practices, determining the strengths and weaknesses as well as making recommendations for improvement for your current HR delivery model by using HR Function Effectiveness Analysis which is developed based on our local and international experience and knowledge to help you prepare your action plan.

An HR Function Effectiveness Review enables you to:

- Baseline existing HR service delivery and performance
- Measure the impact of HR on the business
- Ensure HR objectives support business strategy and are being met
- Gain the maximum value from HR spend
- Identify the connections between organisational performance and people related activities
- Ensure HR effort is focused on the right things
- Identify the potential to reduce costs, increase effectiveness and improve service levels for a range of HR processes
- Benchmark your performance against that of your key competitors
- Clearly identify both short and long term priorities and a plan to deliver them



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