

High Level HR Strategy In 3 Phases



Performance management

Manpower planning,
optimization, recruitment &
organizational restructuring

Training & knowledge
management

Employee engagement &
retention

Succession & Career Planning

HR process development &
improvement

Automation & technology
enablement

Broad Road map Details...Phase 1,2 & 3

Phase 1

1. Revamping PMS system by making it measurable, more transparent and aligning it with business plan.
2. Budget Controlling (Inclusive of manpower budgeting & manpower optimization)
3. HR Processes development & transformation
4. Automation & Self service

Phase 2

1. Transformation in recruitment process so as to reduce -TAT, recruitment cost and infant mortality
2. Establishing succession and Career planning process
3. Implementing knowledge management
4. Phase 2 – HR Processes development & transformation
5. Automation & Self Service Continued..
6. Implementation of risk management

Phase 3

1. Decision making based on predictive & analytical data including external data.
2. Self service in all mundane HR activities
3. Organization branding and employee satisfaction
4. Introduction of innovative HR practices
5. Restructuring of organization and processes as per technological advancement

Phase 1 - Deliverables

- Man based processes
- No clarity on role
- Unstructured

“Clustered” approach for HR Progression

Integrated Processes
Standardizations process and technology
Visibility

Phase 1

Phase 2

Measurable KRA's aligned to AOP for Sales
Manpower Budgeting

Cluster 1

Activity – person mapping
KRA mapping
Portal based review system for sales.
Recruitment plan of key strategic resources

Cluster 2

Activity – Person mapping in Plants
KRA mapping for Plants
Transformation in induction, communication & separation processes
Revisiting policies & SOP's

Cluster 3

Identification & implementation plan of automation
Introduction of new ideas & concepts
TAT based recruitment
Systematic process for Training & event

Cluster 4

Evaluation of self service, e recruitment technologies
Initiation of risk mitigation
Systematic checklists for statutory requirements
Manpower optimization

Cluster 5

Road map

Phase 2

Implementation of Self service and E Recruitment software (On ROI Justification)

Well defined processes and Systems for succession and career planning

Initiating, developing and implementing the knowledge management policy

Employee engagement enhancement by establishing communication links

Prepare risk list for all the units, chart out and implement the mitigation plans

Strategic HR Planning – (Adoption of outsourcing and collaboration strategies)

Improvement targets based on Phase 1 output

Phase 3

Implementation of learning management solution

Analytical & predictive reporting based on internal as well external data

Representation of organization in various events/forums for enhanced branding

HR on mobility

Restructuring of organization, HR policies and processes

Some Other Deliverables

Some KPI's(given below) have not been considered in this scope

1. Reduction in HR legal expenses
2. % increase in retention by skill development
3. Reduction in benefit costs
4. Reduction in recruitment cost
5. % Increase in employee satisfaction towards HR function
6. % Increase in employee productivity (sales)
7. 10 % Reduction in gold bricking by employees

