

 <p>Empowering assets. Envisioning success.</p>	 <p>Assess. Define. Deploy. Manage. HR Alignment Assessment Services</p>	 <p>A Comprehensive HR Business Management System</p>
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Service Offering: HR Alignment Assessment Services

Objective: To assess the Client’s Human Capital (Human Resources, Competencies, and Skills) Readiness to the Business Goals. To identify the Humana Capital Alignment Needs and Recommend a Road Map for such an alignment. To Assess the extent of automation in client’s HR Processes and Functions

- Business Context:**
- ✓ To assess the alignment of Human Capital towards business
 - ✓ To identify Strategic Job Families
 - ✓ To assess the Organizational, and Individual Competencies
 - ✓ Organizational Alignment towards business goals and objectives
 - ✓ To assess the extent of Automation in supporting the Basic, Administrative, Outsourced and Strategic HR Needs of the Organization

- Approach:**
- Understand Client’s:**
- ✓ Business Climate and Strategies
 - ✓ Organizational Core Competencies
 - ✓ Current Organization Design and Structure
 - ✓ HR Policies and Procedures
 - ✓ Skills Development Process
 - ✓ Current Knowledge Management Process
- Identify and Consolidate report for:**
- ✓ Human Capital Readiness
 - ✓ Performance Management System
 - ✓ RAG (Red, Amber, Green) Status of Current Competencies
 - ✓ Extent of Basic Current HRIS Automation
 - ✓ Extent of Administrative HRMS Functions Automation
 - ✓ Extent of Outsourced HR Activities
 - ✓ Extent of Automation in Strategic HR Initiatives
 - ✓ Level of Automation for HR Functions

Duration: The Assessment Services activities will purely depend on the number of People Processes and more depending on the client’s Human Capital Readiness and Business Priorities.

Locations: The Understand and the Gaps Identification Phase will be predominantly carried out in the client’s location and the Reporting phase will be carried out partially in a client location and partially in AlignBiz’s Center for Business Excellence, locations.

Our Team: Our team comprises of Experienced, Balanced, Dedicated and Most Competent HR Consultants who have over decades of experience in providing HR Services to clients across industries in aligning the Human Capital.

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