TRANSFORMATION
StGallen München MANAGEMENT
AKTIENGESELLSCHAFT

QUICK CHECK
Strategic Human Resources Management[1]

The following Human Resources (HR) Quick Check is used to get a first impression of the HR maturity of a company. The results should help to identify possible strengths and weaknesses of HR and to clarify the need for action.

Please express your personal opinion about the following statements and rate them according to the following evaluation scheme:

→ Is not currently designed	0 points
→ Is partly, but rather unstructured	1 point
→ Standards are used	2 points
→ Is specifically designed and measured	3 points
→ Is aligned to strategic objectives	4 points

Dimensions:

A) Strategic Alignment
B) Performance Measurement / Governance / Operational Control of HR
C) Relationship Management - Employer Branding
D) Leadership and Corporate Culture / Knowledge Management / Change Management
E) Recruiting
F) Strategic Competence and Succession Management
G) Retention / Employee Development / Compensation & Benefit
H) Diversity Management
I) Outplacement
J) HR-Tools
K) HR Competence Management

[1] This Quick Check is based partly on previous work of the initiative "Wege zur Selbst GmbH".

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A) Strategic Alignment

Statements	Score (points)
HR makes clear its contribution to the added value and success of the company.	
HR topics are regularly and substantially covered in annual reports.	
HR is directly involved in the development of the overall strategy of the company.	
An HR strategy exists which is coordinated with the overall company strategy.	
HR develops intelligent solutions for critical situations to ensure the efficiency and long-term success of the company.	
HR works specifically on developing the necessary strategic business skills in their own areas.	
Total	

B) Performance Measurement / Governance / Operational Control of HR

Statements	Score (points)
HR demonstrably contributes to the profitability of the company through governance and the optimisation of personnel costs.	
HR uses its network as an early warning tool and sensitises the company towards necessary actions.	

For more information please contact use our contact form.