

HRM400
Portfolio Project
Organizational Profile for Project Option #1

Organizational Statement and Overview: We are only as good as our teams. Organizational HR functions have been known to create barriers and extra work for employees, preventing them from achieving organizational goals. We need to be consistent on how each of our area HR functions meets the needs of the employees and achieve HR and organizational goals.

While we are a very successful organization, HR operates in a decentralized fashion. Currently, most HR related decisions are being made at the area level. This means that HR practices and employment issues vary among areas. This can impede our ability to respond effectively to new issues or carry out innovative employment relations strategies that are in the best interests of the organization.

Each area will have one single HR representative who will be the face of HR in the field. The HR Relationship Manager (Title for field representative.) will have access to the specialized services needed. One of the primary reasons for developing a more centralized HR function is to make sure that high quality, consistency and efficiency are the norm across all areas.

Specialized services include: Recruitment & Selection (Module 3), Performance Management (Module 4) Training & Development (Module 5), Compensation & Benefits (Module 6), Employee / Labor Relations (Module 7), and Health, Safety & Security (Module 8).

Corporate Vision: To become a world class company, the standard by which others are measured.

Corporate Mission: Design and deliver the highest quality IT solutions utilized by 75% of the market while maintaining a 98% customer satisfaction rating.

Corporate Goals:

- 1- Increase shareholder value.
- 2- Increase profits
- 3- Increase customer satisfaction
- 4- Increase employee satisfaction.
- 5- Out compete our competition.
- 6- Focus on a more targeted segment within our industry
- 7- Positively shape the regulatory and policy environment to allow for innovation and build our brands reputation.
- 8- Deliver a more differentiated motivating brand proposition.

HR Guidance for you to build upon:

HR Purpose Statement: You will create one. (Referred to by some as the department mission statement.)

HR Goals (Create three additional goals. Make sure they support the organizational goals.)

1. Create a centralized human resources function located at our corporate offices that identifies and supports individual needs and their use of locally assigned human resources contact.
2. Minimizing the inconsistencies that currently exist in HR policies and practices across areas and implementing practice, process and structural changes that will ensure the consistent application of best practices in the human resources function enterprise-wide.
3. Eliminating unnecessary duplication of processes and services in the HR function.
4. Ensure that HR personnel receive the training and experience they need to develop their expertise and cultivate opportunities for career advancement in the HR field.
5. Improve communications and information sharing among all areas to ensure consistent application of the HR function.