

HR Consulting

Empowering Organization with People and Change Solutions

KPMG Caucasus and Central Asia

Organizations are operating in a rapidly changing world, which presents new challenges and demands greater flexibility and responsiveness. As a result, businesses should navigate increasingly risky, costly, and complex environments. This, in turn, creates opportunities to design better strategies, develop new products, expand into new markets, rethink business models, and transform organizational performance.

To achieve success, organizations must transform how people are led, managed, and developed through large-scale, complex change programs. Today, HR has the potential to drive profound transformation, being challenged like never before to convert the full potential of an organization's people into financial performance and market value.

At KPMG, we unlock this potential and navigate transformational change across all functions to deliver unprecedented performance.

We offer different solutions across the following directions:



People and change strategies

Development and implementation of solutions for effective people management, increasing employee engagement, and adapting to changes in the business environment.



Digital HR transformation

Integration of advanced technologies into HR processes, automation of daily tasks, and improvement of employee data management to enhance HR efficiency



Performance evaluation and grading systems re/design

Development and refinement of employee performance assessment methodologies, establishment of fair grading, and motivation systems.



Job descriptions architecture

Creation and updating of a job description system to ensure role transparency, improve employee efficiency, and align with business needs.



Organizational structure re/design

Optimization of organization's structure considering strategic goals, modern challenges, and business process efficiency.



Change management

Planning and implementation of initiatives to help employees and business processes adapt to changes while minimizing risks.



Compensation system re/design

Development of competitive compensation, bonus, and benefits systems aimed at attracting, retaining, and motivating employees.

How can KPMG help?

Organization Design	Workforce Optimization	Talent Management	HR Transformation	Change Management
What we do: <ul style="list-style-type: none"> Design an organizational structure that is aligned with business strategy and regulations. Realign the roles and responsibilities required for each position in the organizational structure. Establish the chain of command and reporting lines based on the structure and roles. 	What we do: <ul style="list-style-type: none"> Evaluate the workforce profile to determine the capacity of the existing workforce. Align current and future workforce needs with business strategy and structure to determine the right size. 	What we do: <ul style="list-style-type: none"> Develop a performance management and competency framework in line with the organization needs. Refine total rewards strategies to remain competitive and aligned with the organization's value proposition. Identify critical positions for succession planning to maintain a sustainable talent pipeline. 	What we do: <ul style="list-style-type: none"> Refine HR policies and processes based on the business strategy and direction. Develop an HR service delivery model across the three dimensions of an organization: strategic, operational, and consultative/ HRBPs. 	What we do: <ul style="list-style-type: none"> Identify key stakeholders and potential change impacts to drive clear communication, for increased acceptance and accountability. Help set the tone from the top, empowering leaders to drive change and enhance employee engagement

At KPMG, we understand that businesses today face complex workforce challenges that demand strategic, data-driven solutions. Our expertise can help you navigate these challenges and optimize your HR functions for long-term success.

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