

Redefine Organizational Effectiveness

KPMG in Malaysia

In today's rapidly evolving business landscape, organizations must continually adapt to thrive and achieve operational excellence. Workforce Optimization (WO) and Human Resource Transformation (HRT) serve as critical levers for driving a holistic organizational transformation. By aligning talent strategies with business goals, these approaches empower organizations to attract and retain top talent while enhancing overall efficiency. Our services focus on the strategic integration of job evaluation, job grading, and comprehensive reviews of HR policies and procedures, enabling organizations to build a more agile and future-ready workforce.

57%



of Chief Human Resources Officers (CHROs) ranked understanding how the shape, size, skills and organization of the workforce needs to change as the highest matter of importance.

Source: KPMG 2022 The future of HR: From flux to flow

KPMG's Redefine Organizational Efficiency Framework

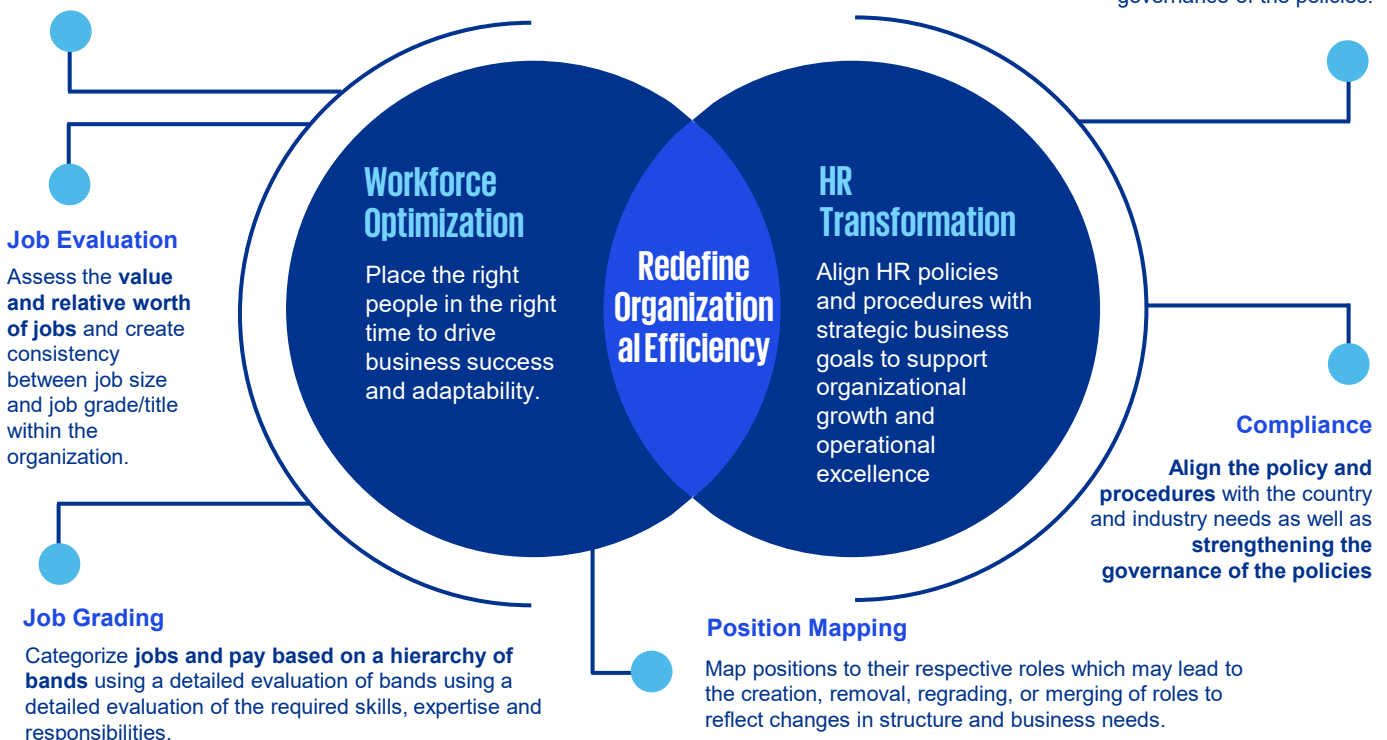
The Redefine Organizational Efficiency customized framework focuses on optimizing the workforce and transforming HR practices to drive organizational efficiency.

Unique Position Listing

Identify position in the organization that has **unique characteristics** from **other** positions in terms of responsibilities, accountabilities, skills and knowledge required to perform the specific function.

HR Policy & procedures Review

Refine existing policy and procedures with a holistic approach to align with the country and industry needs as well as strengthening the governance of the policies.



Client's Challenges

Industry Challenge	Client's Challenges	Action Plan
Talent Retention in a Competitive Market	How can we create structured career pathways and equitable total rewards frameworks to enhance retention?	Conduct job grading exercises to establish clear career progression and align compensation structures with market standards.
Process Inefficiencies	How can we streamline processes and roles to enhance efficiency and eliminate redundancies as the organization grows?	Perform Job Evaluation (JE) and Unique Position Listing (UPL) to optimize roles, eliminate overlaps, and improve workforce alignment.
Fair Total Rewards	How can we properly evaluate positions to ensure that incumbents are being fairly compensated and aligned with organizational goals?	Use Job Evaluation (JE) frameworks to determine role complexity, accountability, and impact, ensuring appropriate total rewards structures.
Compliance with Changing Regulations	How can we ensure HR policies remain compliant with evolving labor laws and regulations to mitigate risks?	Review and refine HR policies and procedures thoroughly to align with relevant regulations e.g., Employment Act and Sabah Labor Ordinance.

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