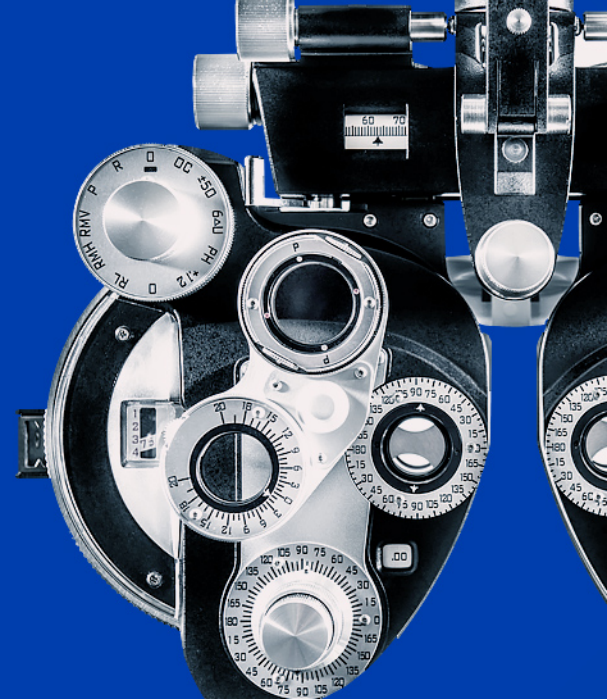




# HR Health Check

People and Change Advisory



Many of the challenges faced by Human Resources (HR) prior to the COVID-19 pandemic have been amplified. Hence, there is an urgent need for business and HR leaders to work together to create an effective work environment and culture for its most important asset – their people.

KPMG's complimentary HR Health Check is a diagnostic exercise that can help organizations gain a deeper understanding of their HR function. This indicative exercise will provide you with a gap analysis to determine your HR's current state. This will be followed with a discussion with your HR leaders to outline any arising issues while highlighting a feasible action plan.

The key benefits of completing KPMG's HR Health Check include:



Provide accurate and unbiased perspective of your HR's 'current state'



Act as a basis to plan out your organization's HR utilization



Unveil HR related opportunities for continuous improvement activities



Assess potential legal and regulatory compliance risks



Drive process efficiency and identification of non-value added activities

**Note:** This diagnostic exercise will be based purely on information provided by you; all data submitted will be kept private and confidential. Based on the information you provide, KPMG's People & Change Advisory team will produce an indicative gap analysis of your current HR practices compared to KPMG's HR Maturity Model.

The resultant report will be of a general nature and is not intended to address the circumstances of any particular individual or entity or circumstances. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

# Results Sample

Below is an example of how the results would be presented:

**Sample**

**Sample**

## Coverage

<p><b>Strategy</b></p> <p>Serves as the basic foundation on how the HR department organises their plans.</p>	<p><b>Learning &amp; Development (L&amp;D)</b></p> <p>The systematic process to enhance employee's skills, knowledge, and competency.</p>	<p><b>Performance Management (PM)</b></p> <p>The framework used to gauge employees roles, responsibilities and objectives.</p>
<p><b>Policies &amp; Procedures (P&amp;P)</b></p> <p>Serves to safeguard the organisation from potential threats &amp; lawsuits.</p>	<p><b>Talent Management (TM)</b></p> <p>The terms implemented in regard to your employees' career progression, skill sets &amp; knowledge.</p>	<p><b>Compensation &amp; Benefits (C&amp;B)</b></p> <p>Refers to salary, other monetary, and non-monetary factors which keep the workforce motivated.</p>
<p><b>Recruitment</b></p> <p>Addresses the when, why and how in identifying the roles your organisation requires.</p>	<p><b>Employee Engagement (EE)</b></p> <p>The involvement, commitment and satisfaction of employees' work.</p>	<p><b>HR Information Systems (HRIS)</b></p> <p>Focuses on the effectiveness and efficiency of software systems that manage HR-related information.</p>

## Connect with us

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