

HR Function

Optimizing return on investment during the build-phase

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Optimizing return on investment during the build-phase involves effectively managing costs and ensuring timely completion of tasks.

Your key questions, challenges and objectives



- Define the HR Strategy coming out of the overall business strategy with vision, mission and objectives
- Set up the appropriate HR organization for delivering HR services to the employees
- Define the HR function with all HR services along the HR lifecycle management fitting to the organization
- Reach HR processes working within the whole HR organization
- Set up KPIs and controls as well as reporting
- Define IT tools for payroll, HR administration, HR recruitment, qualification and the talent management



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How we support



- Feasibility study: Data collection, target operating model, business case, best practices
- Analysis phase: As-Is analysis, target setting of HR function, tasks, roles, HR offering
- Design phase: HR organization with HR governances, HR roles & responsibilities, org chart, service level, reporting
- Implementation: Roll-out management, organization setup, job role implementation, training, process setup
- Maturity assessment: Benchmarking, fit gap analysis, workforce setup
- Functional areas: Enabling functions like accounting, controlling, HR, payroll, IT, sales, procurement

Examples of relevant credentials

Pre-phase - Site selection and state subsidies Pre-phase - Other Build-phase - Core business Build-phase - Support processes

HR Organization Set Up With FTE Analysis
Conducting the detailed design for a new HR organization with new job roles, responsibilities and governance split

2022

New Organization Set Up With FTE Analysis
Implementation of a new HR organization from a Japanese company in Germany

2023 – 2024

HR Transformation Project for an Automotive Supplier
As-Is analysis, gap analysis, optimization measures and roadmap for implementation process

2023 – ongoing

Design of Global Payroll HR Organization
Design of a global HR organization with job roles, organization chart, workforce shaping, end-to-end HR process model and HR offering

2023 – ongoing

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