



# Human Resources Management

## DESIGN AND IMPLEMENTATION OF HR POLICIES

### KEY WORDS

HR,  
PERFORMANCE  
MANAGEMENT,  
ORGANIZATIONAL  
CLIMATE

### DESCRIPTION

We assess and diagnose the organization's HR policies and practices. In collaboration with senior leadership and management, we develop HR policies, analyze and redesign the organizational structure, and support the creation of onboarding manuals and role profiles as well as competency-based job descriptions. We also assist in the development and implementation of career path system, organizational climate surveys, performance evaluation systems, suggestion programs and other management tools

### AVAILABLE TECHNIQUES AND/OR EQUIPMENT

- Staffing analysis
- Organizational structure analysis
- Role and function analysis
- Techniques for surveying and diagnosing organizational climate
- Conflict analysis techniques
- Leadership analysis techniques

### APPLICATIONS

- HR Manual
- Induction Manual
- Manual of job profiles and descriptions
- Design and implementation of a Performance Evaluation system
- Design and implementation of a Career Planning and Promotion system

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