

HR metrics service benefits

Human Resources professionals are hearing phrases like “HR needs to be at the table” or “HR needs to be a strategic partner”. Historically, HR programs are introduced as a response to a perceived need with little or no data available to support the business case or prove the Return on Investment. When most of an organization’s operating expenses are dedicated to human capital, decisions and actions based on intuition do not get HR to the strategic table.

Measuring the effectiveness and efficiency of the HR function is one of the best ways to increase your relevance in today’s economy. The HR Metrics Service is designed to assist organizations in monitoring their human capital investments in a standardized and efficient way.

Benefits include:

- Web-based data entry
- Metrics developed through a review of best practice measures, eliminating the guess work
- Standardized data definitions to ensure all organizations are reporting comparable data
- Organizations input the basic data; the system calculates the metrics for you
- Quarterly data submission to better observe and monitor trends
- Alignment with Statistics Canada regional definitions to efficiently monitor employee and community demographics including unemployment rates, diversity statistics and other 2006 Census data
- Quarterly external benchmarking reports in the sector of your choice
- Detailed reports to help you better analyze your results. The benchmarking reports display sample size, average results, and detailed results at the 10th, 25th, 50th, 75th and 90th percentile
- Data auditing within the web-based data entry form ensures common data entry errors are not submitted and do not skew the data
- Further data auditing by HR metrics staff ensures that organizations are complying with the agreed data quality standards
- The service is regularly complimented with other service offerings to build your knowledge base, including regular articles in the HRVoice.org newsletter (www.hrvoice.org) and workshops on key topics