



## HR Consulting

### Challenges facing the HR function

Today, in order to play a strategic role in partnership with the senior management, the HR function must be capable of facing the following key challenges: HR must focus on its task of integrating with the strategy of the company by contributing to the financial performance.

It must also improve the satisfaction of its internal and external customers and eliminate / minimize the low-value adding administrative and general functions.

The HR organization should be defined so as to bring in personalized quality service to each customer and use the most relevant technology solutions.

HR managements that are successful in the above can then concentrate on higher value added tasks such as recruitment and training, policy issues, competencies mapping, career planning, etc.

### The Quantact HR Offer

Quantact Consulting has the competency and capability to offer "Concept-to-Completion" services for the HR organization including Enterprise Performance Management using Balanced Scorecard, enhancing your HR strategy, optimizing key processes, organizational restructuring, and implementation of HR technology solutions. Using the Balanced Scorecard for Enterprise Performance Management.

A Balanced Scorecard (BSC) is a framework that focuses on shareholder, customer, internal and learning requirements of a business in order to create a system of linked objectives, measures, targets and initiatives which collectively describe the strategy of an organization and how that strategy can be achieved. Quantact Consulting is a leader in this area, and can help organizations design and implement Balanced Scorecard's in a 4–8-week timeframe.

### Quantact Consulting

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**Structural Realignment**

Ability to deliver processes that meet customer expectations is a function of the competency and efficiency of an organization. Quantact Consulting assists client in realigning their organizational structures, headcounts, job descriptions, and authority levels to help organizations maximize efficiency, competitiveness, and internal employee satisfaction levels.

**Aligning individual performance measures to the BSC**

While every organization would have an Individual Performance Measurement (IPM) system, not many have taken the effort of linking individual performance measures to those of the organization, at times leading to incompatible reward systems. Quantact Consulting can help create individual performance measures that are aligned to the BSC/Enterprise Performance Management System, and help improve the compensation / reward system by linking measures to compensation

**Integrating HR Strategy with the overall Corporate Strategy using the HR Scorecard**

The Balanced scorecard aligns support functions with the business strategy. The HR Scorecard provides a framework for evaluating and illustrating the strategic impact of HR services and projects and enables HR to demonstrate its value through more than short-term financial outcomes. Adopting the Balanced Scorecard as a strategic management system ensures that HR views all its activities in terms of their contribution to the organization's goals.

The HR Scorecard enables Human Resource organizations to articulate and measure their strategic contribution to the enterprise based on the four-perspective model. This has proven to be an important benefit to HR executives and managers who are striving to maximize their organization's contribution to the goals of the larger enterprise.

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