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**Press release**

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## ***Leading HR Organisation 2014: Announcing the companies with the most effective Human Capital management***

PwC together with the **Association for HR Management and Development** and with the media support of the weekly **TREND magazine** announced the third year of the **Leading HR Organisation Award** - a competition in which firms with the most effective HR management and HR best practice in the market are awarded.

The competition is based on the HR Controlling study, which is carried out annually by PwC Slovakia. Within this study, PwC announced a competition for the best companies in each sector for the third time.

*"The uniqueness of this award is that it is based on the quantitative indicators, and therefore is objective. We assess real measurable data that reflect the effectiveness of HC management and a wide range of HR indicators including their impact on an organisation's results. The relevant comparison is accomplished by benchmarking each analysed indicator with the median for the relevant sector. The approach described above guarantees the transparency of this award."* says Peter Lackó, Leader of Human Resource Services at PwC.

We evaluated 18 indicators divided into four key areas based on the logic of their influence:

1. **HR Leading** - areas that are directly managed and can be influenced by the company (e.g. Training and development, Remuneration, Employee benefits, Recruitment and selection)
2. **HR Lagging** - areas which the company cannot influence directly, the consequences of HR processes and the environment within the organisation (e.g. Absence, Fluctuation)
3. **Organisational structure** - focuses on the effectiveness of organisational structure and supporting functions (e.g. Management scope, Ratio of total number of employees to number of employees in supporting functions)
4. **Productivity and financial indicators** - focuses on the impact of HR management on financial results (e.g. Added value and productivity of HC, Return of HC investment)

*"It should be noted that the award is not only a result of the work of HR department, but also the overall performance of companies. Therefore, it is recognition of work of HR staff as well as other managers, who are actively involved in the HR management."* adds Peter Lackó.

In the third year, the award for "The most effective human capital management company" went to below listed companies. Congratulations to the winners!

- **Československá obchodná banka, a.s.**, Banking sector
- **Slovenský plynárenský priemysel, a.s.**, Energy sector
- **Orange Slovensko, a.s.**, Information Technology and Communications sector
- **Kia Motors Slovakia s.r.o.**, Automotive industry
- **PROTHERM PRODUCTION s.r.o.**, Manufacturing industry
- **MEDEKO CAST s.r.o.**, Engineering
- **FPT Slovakia s. r. o.**, Information technology



Based on the evaluation of the third year of the awards, we came to the following conclusions about practices in managing human capital in Slovakia:

- HR controlling is a significant part of HR Management in companies in Slovakia. Out of smaller companies, dedicated to controlling are those who wish to constantly improve their performance and competitiveness.
- The most frequently monitored and benchmarked areas are: remuneration, recruitment, training and staff development in order to improve effectiveness.
- Talent management is very important to most companies, but only a very small group evaluates the overall effectiveness of these programmes.
- In comparison with international firms, Slovak companies monitor a significantly smaller number of indicators and use controlling less for anticipating future developments and planning of important measures in time.

*"Managing human capital is no longer a topic of HR departments, but the role of management as a whole. Those companies that systematically work in this area achieve the best results. That is why some companies have been awarded repeatedly."* concludes Peter Lackó.

#### **Notes to Editors:**

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