Human Resource Controlling 2017
Strategic tool for managing human capital effectively

PwC Saratoga

Comprehensive analysis and comparison of key HR indicators
**Human Resource Controlling**

Strategic tool for efficient management of human capital

HR controlling allows you to compare your human capital management efficiency with the best companies in the market based on almost 100 performance indicators. HR Controlling can help you set up HR processes to support the strategic goals of your company. In 2016, HR Controlling analysed data from 77 companies in 11 sectors.

### Full study version contains:

1. **HR Controlling report**
   A complete analysis of almost 100 key HR indicators analysed by the following categories:
   - Sector
   - Entire Slovak market
   - Company size
   - Company turnover
   - Job categories
   - Clear graphic and tabular illustration of quantitative and qualitative data
   - Methodology used to calculate indicators

2. **HR Scorecard**
   Personnel management report that:
   - Allows the individual comparison of your internal set-up of the HR management system to market results
   - Includes selected indicators and is intended to be the main report on HR management for top management

### Indicators breakdown and examples:

- **Corporate indicators**
  - Turnover, costs and profit per employee
  - Labour productivity and HR Added-Value Index (Return on Investment)

- **Remuneration and employee benefits**
  - Remuneration costs
  - Remuneration structure
  - Market position in remuneration
  - Salary increases
  - Variable salary component
  - Employee benefits
  - Payroll efficiency

- **Behaviour within the organization**
  - Employee turnover
  - Absence
  - Monitoring employee motivation and satisfaction

- **Recruitment and selection**
  - Internal and external recruitment
  - Cost per hire
  - Successfully filled positions

- **Organizational structure**
  - Number of employees per HR specialist
  - Costs of HR department
  - Outsourcing rate

- **Training and development**
  - Induction trainings
  - Training costs
  - Overall time spent on trainings
  - Raising penetration
  - External and internal trainings
  - Talent mobility

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**Contacts**

**PwC Saratoga** – An empirically proven model for measuring performance in HR used in more than 35 countries.

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Company with the most effective human capital management

6th year of the award which rewards companies with the most effective human capital management in individual sectors.