
Press release

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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 first 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.

We evaluated indicators in four key areas:

1. **HR Leading** - areas that are directly managed and can be influenced by the company:
 - 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:
 - Absence
 - Fluctuation
3. **Organisational structure** - focuses on the effectiveness of organisational structure and supporting functions:
 - 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:
 - Added value and productivity of HC
 - Return of HC investment

Objectivity was achieved by assessing real measurable information that reflects the effectiveness of HC management. A comprehensive overview of HR management was reached by assessing a wide range of HR indicators including their impact on an organisation's results. The relevant comparison was accomplished by benchmarking each analysed indicator with the median for the relevant sector. The approach used guarantees transparency.

Based on the first year of evaluating the awards, we came to the following conclusions regarding HC management in Slovakia:

- HR controlling is a significant part of HR Management and company management in most companies in Slovakia,
- Companies have, in general, a set of performance indicators which are monitored and reported; this varies depending on the size of the company and sector, but there is no one same rule or scheme,
- Most monitored and benchmarked areas are: remuneration, recruitment and training & 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,
- HR maturity in a company predefines how many areas are monitored and how they are connected to business strategy.

This year, the award for "The most effective human capital management company" went to

- **MEDEKO CAST s.r.o.**, sector Engineering
- **PosAm, spol. s r.o.**, sector Information Technology
- **Roche Slovensko, s.r.o.**, sector Pharmacy
- **Slovenská sporiteľňa, a.s.**, sector Banking
- **Slovenský plynárenský priemysel, a.s.**, sector Energy
- **Slovak Telekom, a.s.**, sector Information Technology and Communications
- **VOLKSWAGEN SLOVAKIA, a.s.**, sector Automotive Industry

"HC management is no longer only about monitoring recruitment, benefits or compensation. What is important is a selection of right KPIs which are crucial for the fulfilment of company strategy. This is the important HR agenda, which CEOs, boards of directors and strategic leaders expect from HR leaders in Slovakia." says Peter Lackó, Leader of Human Resource Services at PwC.

Notes to Editors:

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