
Press release

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Leading HR Organisation 2015: companies with the most effective human capital management

PwC announced the winners of the fourth year of the **Leading HR Organisation** Award - a competition in which awards firms with the most effective HR management and HR best practice.

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

"The uniqueness of this award is that we assess real measurable data that reflects 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. This approach guarantees the transparency and objectiveness of this award." said 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** - focuses on the consequences of HR processes and environment management within the organisation (e.g. absence, fluctuation)
3. **Organisational structure** - focuses on the effectiveness of organisational structure and 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 on HC investment)

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

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

- **Československá obchodná banka, a.s.** Banking
- **Allianz – Slovenská poist'ovňa, a.s.** Insurance
- **Stredoslovenská energetika, a.s.** Energy
- **Roche Slovensko, s.r.o.** Pharma
- **Kia Motors Slovakia s.r.o.** Automotive
- **FORTISCHEM s.r.o.** Manufacturing
- **ICS Industrial Cables Slovakia, spol. s r.o.** Engineering

- **SkyToll, a.s.** Information technology



Based on the evaluation of the fourth 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 overall controlling at the majority of companies in Slovakia.
- Companies achieve excellent results in HR management if they link the results of HR controlling with the day-to-day activities of managers who can influence individual areas
- The most frequently monitored and benchmarked areas are: remuneration, recruitment, training and staff development in order to improve their effectiveness.
- So far, Slovak firms do not use HR controlling for anticipating future development and planning major changes in relation to work-force structure.

"Without strong analytical capabilities of the HR function, HR management will not be a sufficient partner for the "business" functions, in the future". Currently, firms have a huge amount of data available about their staff in electronic form and it will be the responsibility of the HR function to analyse it properly and use it in response to the major challenges as regards ensuring proper use of human capital." concluded Peter Lackó.

Notes to Editors:

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