



What is the efficiency of managing your HR compared to the best companies on the market?

HR Controlling 2019 provides a comprehensive analysis and comparison of key HR indicators.

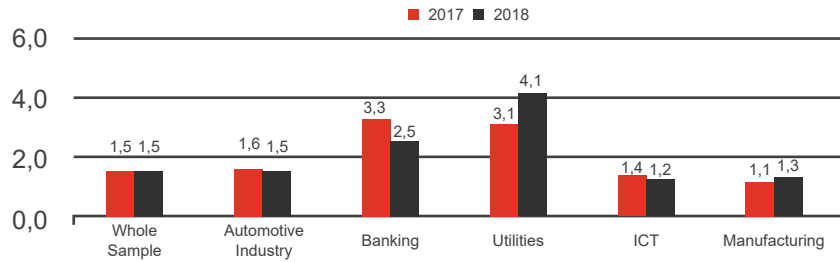


PwC Saratoga

Through the acquisition of Saratoga, PricewaterhouseCoopers gained one of the largest databases containing valuable information on key indicators of human capital performance.

Comparison of return on investment in human capital (HC ROI) between 2017 and 2018.

Source: The results of HR Controlling study



The study contains

1. HR Controlling Report

A complete analysis of more than 90 HR indicators, according to the following categories:

- Sector
- Entire Slovak market
- Company size
- Company turnover

2. HR Dashboard

- Allows the individual comparison of your internal set-up of the HR management system to market results
- Includes selected indicators and serves as the main report on HR management for the top management

Indicators breakdown and their specific examples

Organisational Structure

Indicators regarding the composition of the organizational structure (e.g. number of employees per manager).

Financial impact and productivity

Indicators dealing with the relationships between financial results and human capital (e.g. return on investment in human capital).

Compensation and Benefits

Indicators relevant for the structure of the reward package (basic wage, variable and performance pay, benefits).

Organisational Behaviours

Indicators on employee behaviour. They inform about the employees' level of engagement (e.g. rate of absence and fluctuation).

Resourcing

It includes changes in staff structure, recruitment and employee selection indicators (e.g. time it takes to accept a job offer).

Talent Management

Measuring the effectiveness of working with talents and key employees in the company (e.g. promotion rate).

Learning and Development

Indicators focusing on cost, time, level and type of learning commitment (e.g. number of training hours per FTE).

Support Functions

The ratio of all employees to employees from support departments.



Every year we award companies with the most effective management of human capital.



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