Human Capital Management

HCM is concerned with obtaining, analysing and reporting on data that inform the direction of value-adding people management, strategic, investment and operational decisions at corporate level and at the level of front line management.

How to implement it?

Create employee profiles
They allow managers to collect and store important employee information in one place.

Embrace mobility in the workplace
Mobility provides employers and employees alike the flexibility to work from anywhere, at any time

Streamline employee onboarding
The onboarding process serves as a new hire's first impression of a company, which stresses the importance of having a smooth onboarding system in place.

Offer unlimited PTO
Flexible paid time-off policies simplify HCM by eliminating the tedious process of calculating vacation accrual and tracking employee absences

Revive the performance
Employers should strive to build a regular feedback culture by incorporating self-ratings, peer reviews and manager assessments into the HCM system.

RECRUITING → ON-BOARDING → LEARNING → PERFORMANCE & GOALS → COMPENSATION MANAGEMENT → SUCCESSION & DEVELOPMENT

Human Capital Management is important for:
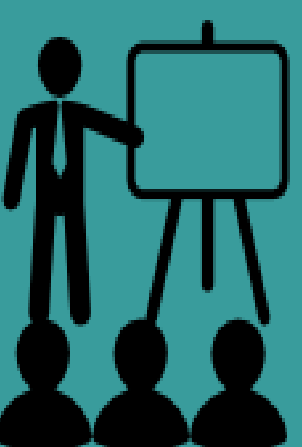
- Hiring the right talent
- Orienting him/her to the organization
- Making a new employee feel comfortable
- Training employees in order to constantly upgrade their skills
- Retaining employees
- Making employees self sufficient and prepare them for adverse conditions