MINISTRY OF EDUCATION AND SCIENCE OF THE REPUBLIC OF KAZAKHSTAN

D.SERIKBAEV EAST KAZAKHSTAN STATE TECHNICAL UNIVERSITY FACULTY «INFORMATION TECHNOLOGY AND BUSINESS» CHAIR "INNOVATION MANAGEMENT«

TITLE: "innovation in human resource management"





MANAGEMENT IN BUSINESSES AND ORGANIZATIONS IS THE FUNCTION THAT COORDINATES THE EFFORTS OF PEOPLE TO ACCOMPLISH GOALS AND OBJECTIVES BY USING AVAILABLE RESOURCES EFFICIENTLY AND EFFECTIVELY.



Evolution of the HR Function



Strategic HR

Recruiting L&D Org Design Total Compensation Communications

Business Partner

Recruiting, ATS
HR Portals
Compensation
Learning Management

Talent Management

Competency Management Performance Management Succession Planning

Business Integration

Performance Management Succession Planning Competency Management Systems Integration Leadership Development

Personnel Department

Payroll Benefits

Business Function

Payroll Systems

HR Framework – A three-step Process







Design and Development of the HR Framework

Implementation Support

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Step 1: HR Audit

Information Gathering

Collecting all available documents

Information Analysis

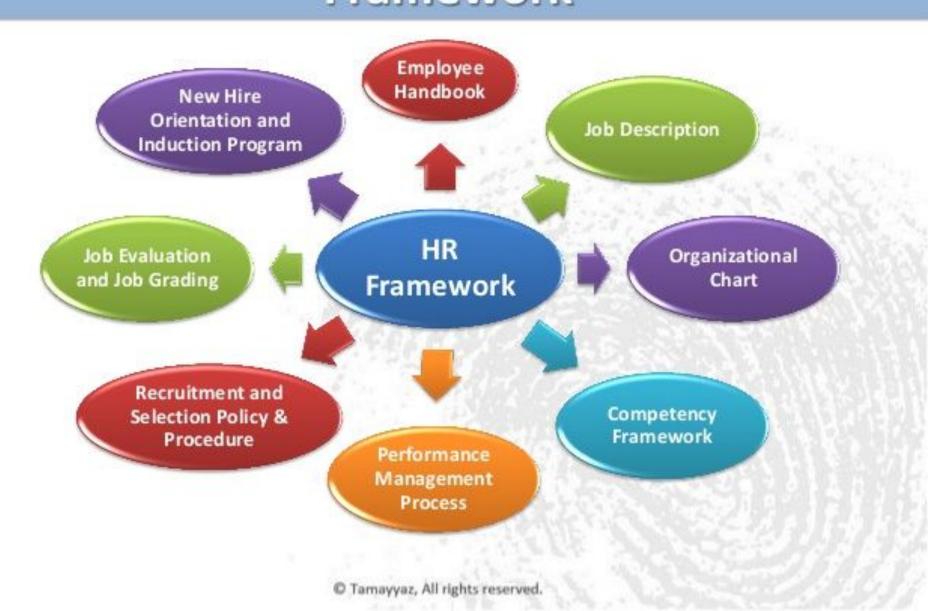
Documents Analysis

HR Audit Report

Comprehensive report with recommendations based on the findings of the HR audit



Step 2: Design and Development of the HR Framework



Step 3: Implementation Support



Processes Implementation



Coaching Employees and Managers on HR Tools



Deployment to HR Department



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