

# HR Effectiveness Metrics Deliverables

## PHRST evaluates activity areas:

- Age
- Benefits
- Compensation
- Employee/community relations
- Employee services
- Employment and recruiting
- Extra HR duties
- Health and safety
- Outsourced HR activities
- Personnel/HR records
- Strategic planning
- Training and development
- Accountability requirements
- Authority requirements
- Certification of HR professionals
- Hardware systems
- HR function staffing levels
- Know-how requirements
- Problem-solving requirements
- Procedures documentation
- Responsibility requirements
- Software systems

## PHRST recommends HR metrics:

- Added value
- Safety/risk
- Payroll
- Health/social benefits
- Unemployment
- Pension
- Training

## PHRST provides:

- Comparison to typical organizations
- HR metrics explanation & training

Additional and expanded  
HR services are tailored  
for specific client needs

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# Human Resource Effectiveness Metrics



PHRST offers *a la carte* human resource management through select Professional Human Resource Service Teams

# Human Resource Effectiveness Metrics

## What Is Needed

Measuring the subjective value of human resource management can be daunting. Competitive markets demand that all organizations know and understand the material value each department provides. Objectively calculating subjective contribution requires insight and precise know-how.

## State-of-the-Art

Following a rigorous, comprehensive methodology, PHRST determines the material value of HR's contribution to the client's operation. PHRST utilizes extensive HR knowledge to apply the appropriate objective measure for evaluating key areas of HR management. We calculate the value, model outcomes and compare results against typical organizations for current standing. Simultaneously, we demonstrate to the client how to evaluate in the future and we recommend actions..



## Knowledge, Skill & Ability

Our PHRST value evaluation team is staffed by human resource specialists and led by certified senior professionals in HR management. We combine a thorough understanding of practices, regulations and professional standards with technical expertise to deliver business focused, real-world solutions in a final format which you easily install and manage.

## When, Where & For How Much

Normally engagements require five workdays. Depending on client need, our professionals work at client locations, designated sites, or PHRST offices. The basic service fee is \$2,400, comprising an \$1,800 initiation fee and a \$600 final charge. Expenses are documented and billed at-cost to clients. At an additional preferred client fee, guidance and service are available around the clock in person, via phone/video conference, by fax and via Internet.

# About PHRST

## Strategic Human Resource Management

**PHRST** stands for **P**rofessional **H**uman **R**esource **S**ervice **T**eams. Our service model enables us to provide you with HR experts in all 7 areas of HR:

- Employment Practices
- Management Practices
- Health, Safety & Security
- Compensation & Benefits
- Employee & Labor Relations
- Human Resource Development
- Staffing/Recruitment Practices

**PHRST** works with clients on an a la carte basis across industries, around the world, for profit or not and regardless of organization size. We service public, private, and government entities, and we are effective at all organization levels. Our approach is client-centered, worksite interaction, where we provide user-friendly, practical approaches intended for prompt and effective implementation. We work 24/7 to meet client needs. Our value and success are built upon best practice insight, sound experience, education and hands-on know-how. Organizations count on **PHRST** for knowledge, skill, ability, ethics and integrity.