

THE SIX PILLARS OF AN EFFECTIVE HUMAN RESOURCES PROGRAM

Most people know the HR department as the place that handles employee relations, interviews, and payroll, but did you know that those things are just the tip of the iceberg? A competent HR expert will handle all aspects of managing employees, from writing their job descriptions to making sure that you have the proper handbook and safety plan in place. Below are the 6 pillars of the Effective Human Resources Program.

HR OPERATIONS

HR Operations focuses on maintaining regulatory compliance. This pillar is the starting part with an HR audit, development of policies, procedures, an employee handbook is created, mandated posters and other materials to ensure you are adhering to the wage and hour laws in your industry.

PERFORMANCE MANAGEMENT

This pillar is all about helping you hire, train and coach your team to meet and exceed the expectations you have for them to excel your business forward. Job descriptions, formal performance evaluations, informal coaching and identifying high performers and retaining them in your organization.

WORKPLACE SAFETY

Regulations mandate that all employers have written workplace safety plans, known as Injury and Illness Prevention Plans (IIPP), which include employee training and disaster planning. A solid workplace safety plan keeps your employees safe and your business in compliance.

BENEFITS AND COMPENSATION

Design competitive compensation programs, comprehensive benefit programs and navigate the complex leave of absence entitlements required by employers. Even if you are unable to provide traditional insurance plans for your employees, there are other, low-cost ways to recognize the contributions that your employees make.

RECRUITMENT

Finding the right people to join your team is crucial to the company's success. Candidate sourcing, assessments, interviewing, salary negotiation, and onboarding are all included in this pillar as well as developing new employee orientation programs and assessments.

WORKPLACE CULTURE

Create a culture where employees thrive and are engaged while contributing to the business's financial success. This is where the work in the first five pillars culminates into a place where employees enjoy coming to work so much that they aren't interested in opportunities with your competitors.

Often, small business owners hold off on hiring an HR manager for as long as possible as a cost-saving measure. However, not having a dedicated HR expert can cost you much more in the long-run. The good news is that we have made it easier for you to get your business in compliance with an outsourced, dedicated HR expert from Combs Consulting Group. Check out our HR Navigation Service for more information!

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