

Monitor and measure the impact of HR practices and policies on the delivery of business benefits



- Concern that HR is spending too much time on low-value transaction processing and not enough on those activities that directly contribute to business performance
- HR appears to be reactive, making decisions without an overarching strategy or longterm vision
- HR is unable to demonstrate its value to the broader organization



Creating fit-for-purpose HR functions by aligning HR and business strategy and putting the appropriate structure, capabilities and systems in place that enable HR to deliver real value to the business