



INSTITUTE FOR
HUMAN RESOURCE
PROFESSIONALS

Human Capital Diagnostic Tool





What is Human Capital Diagnostic Tool (HCDDT)?



A holistic assessment of an organisation on their Human Capital Maturity level, adopting an evidence and perception-based approach and taking into account the business growth stage and priorities



In today's rapidly changing world, there is a need for organisations to stay competitive through developing strong human capital (HC) and progressive practices.



The needs of an organisation's workforce differ greatly depending on its maturity level. HCDDT offers a diagnostic framework usable by companies of all stages.



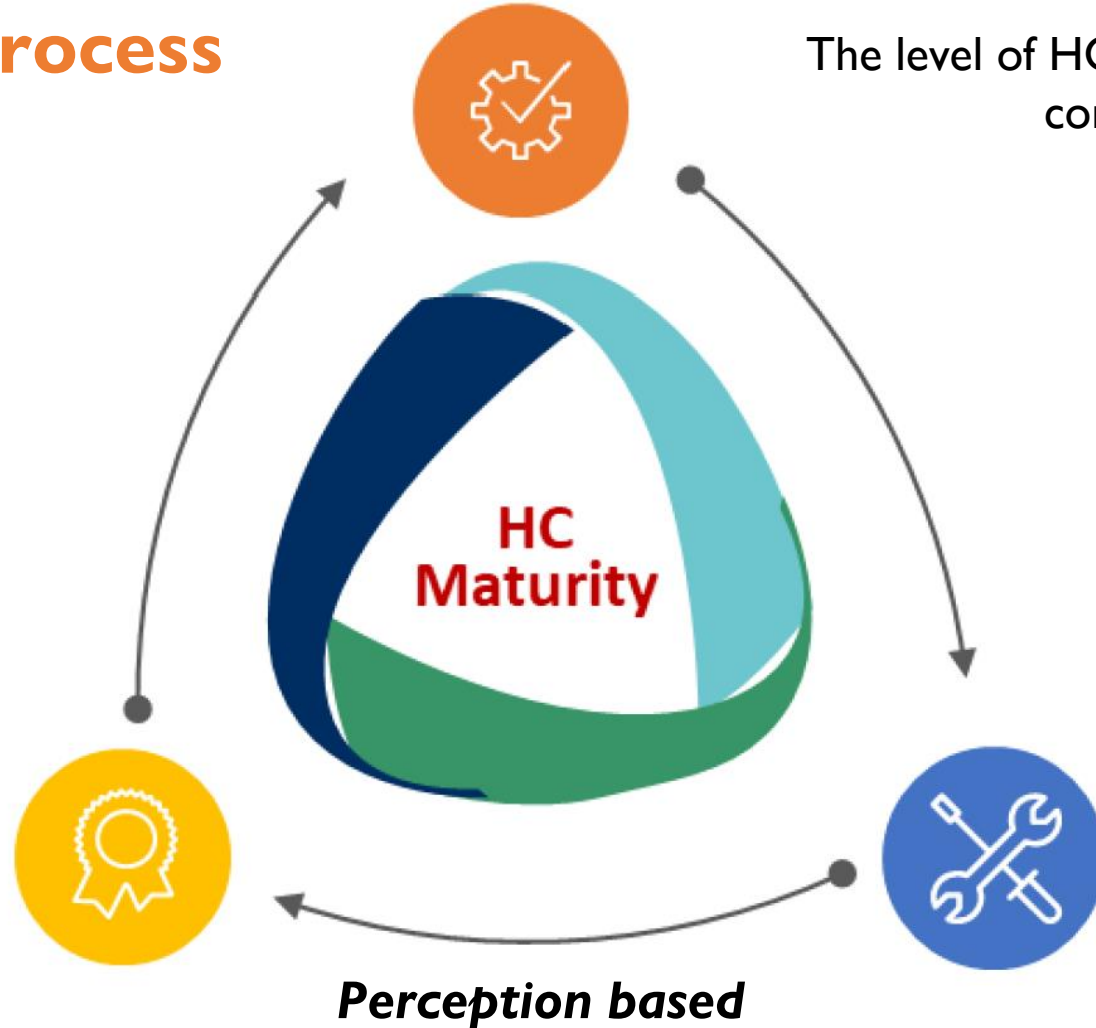
Competencies

Combined HC skills of Management and HR required by the organisation

Process

Evidence based

The level of HC process institutionalization to control quality results



Practices

Combinations of HC practices that lead to better results

Perception based

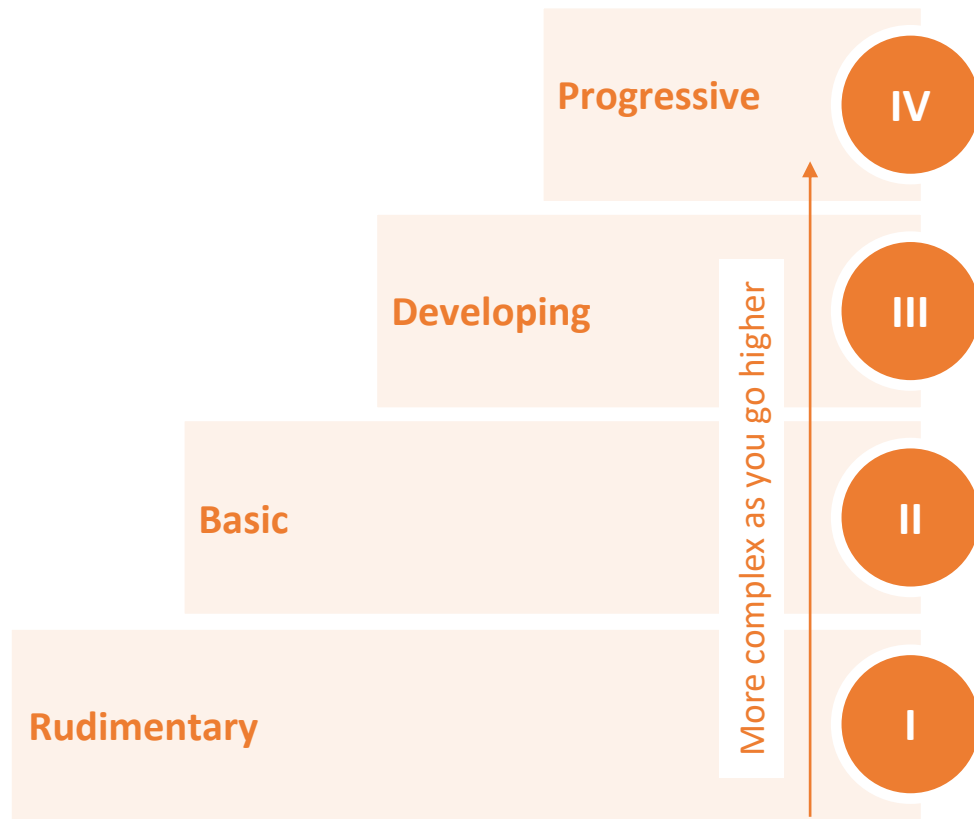


4-Stage maturity model, 11 Process Areas



4-Stage maturity model

Process Levels



11 Process Areas

Attract

1. Talent attraction
2. Employee Value Proposition
3. Compensation & Benefits

Engage

4. Performance Management
5. Organisation Culture
6. Employee Engagement and Communications

Develop

7. Learning and Development
8. Talent Management & Succession Planning

Planning

9. Strategic Workforce Planning
10. HR Operations and Technology
11. Internationalisation



Companies embarking on HCDT



1200+ companies
completed diagnostics
since 2015

1300
+

750

28

Over 700 Companies

have taken the first step to understanding their HC maturity using enhanced **HCDT** since Jan'19

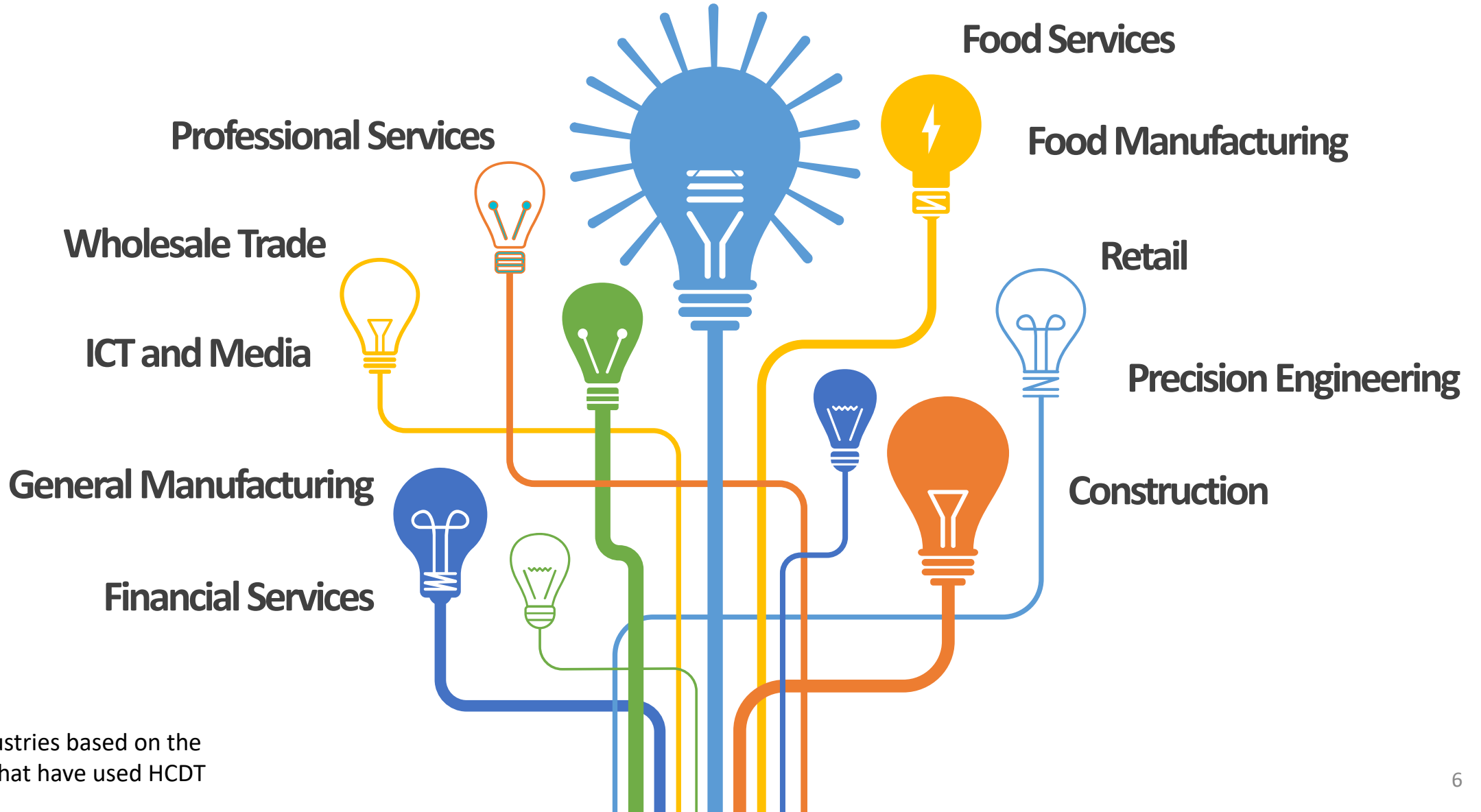
Data accurate as of Sep 21

28 Industries

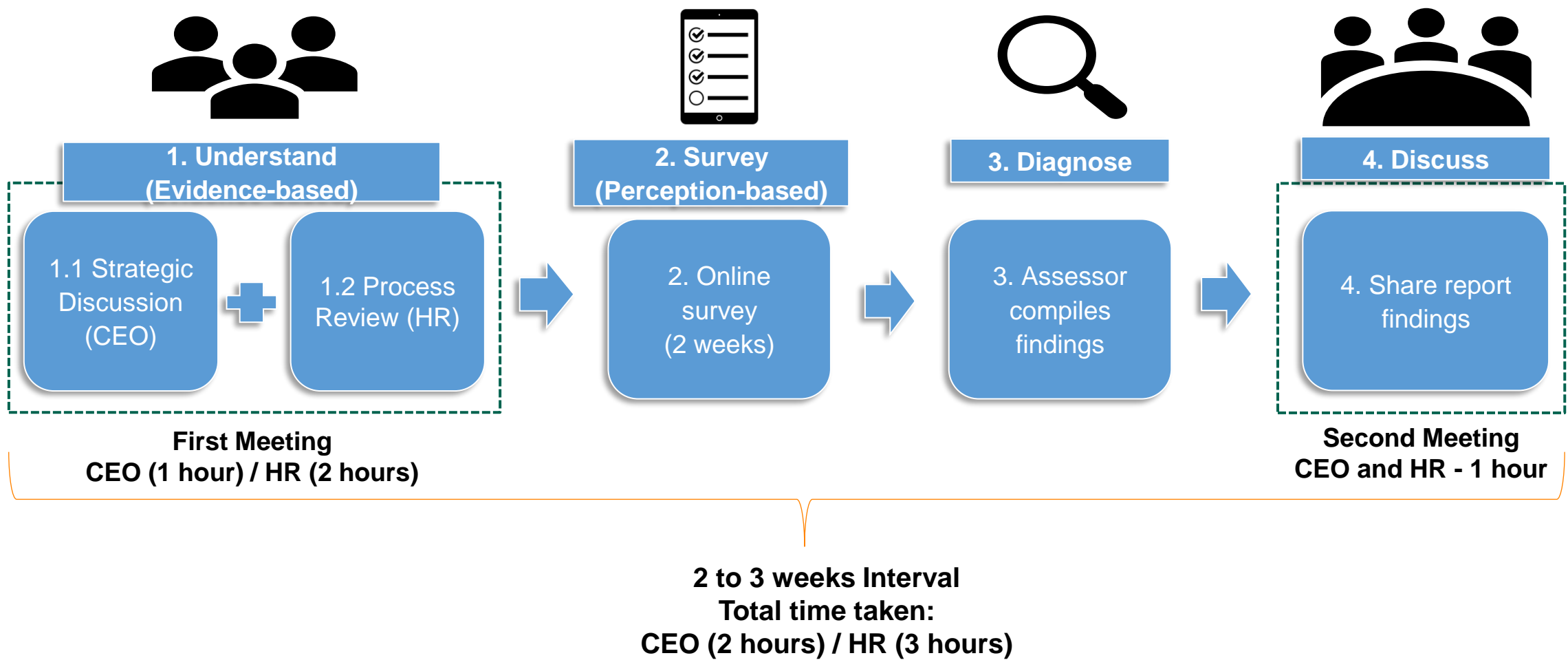
currently represented and counting



Relevant for multiple industry sectors*



*Top 10 industries based on the companies that have used HCDD





Example of a share back presentation



Who you are

- Family-run, carpentry trade business
- Large Interior Fit-out, Addition and Alteration works specialist
- Provider of complete suite of build environment solutions

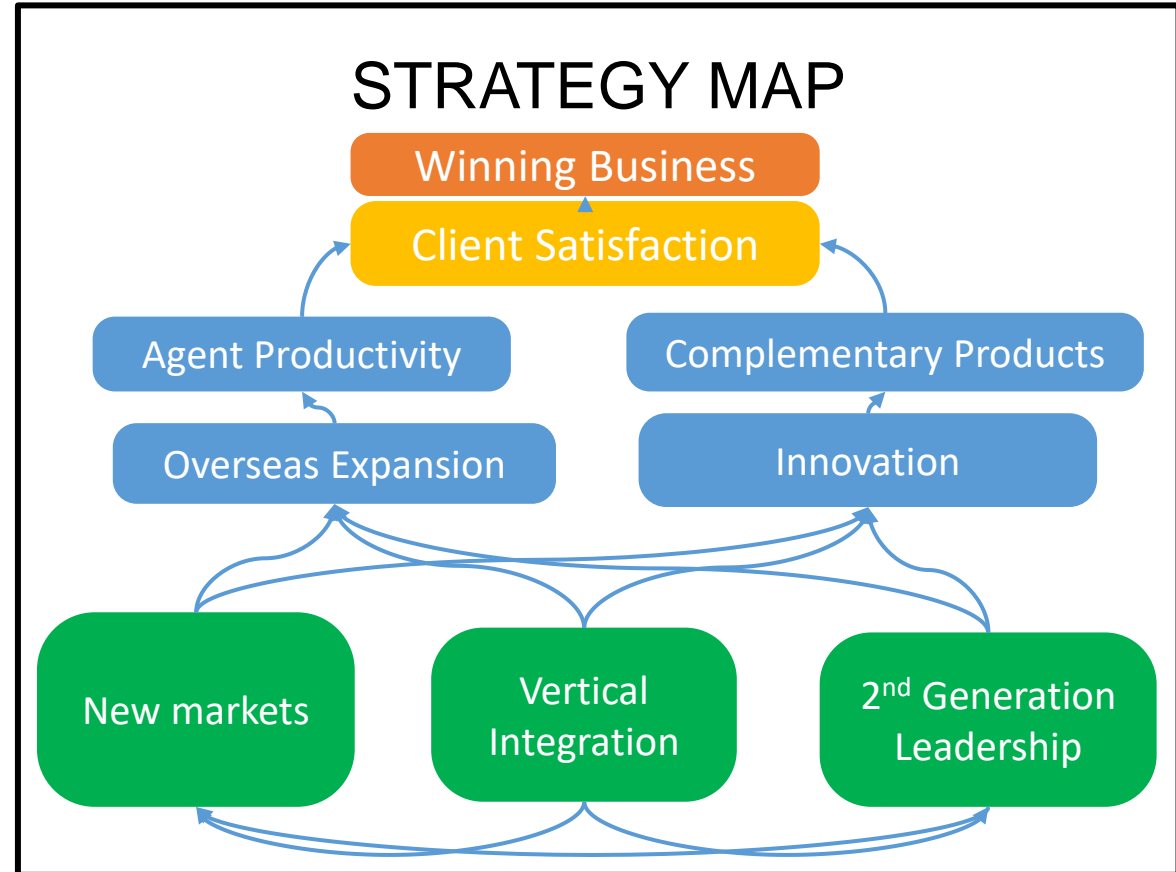


What you do

- The building blocks of business lie in pool of capable resources and our efficient supply chain
- Portfolio includes interior fit-out of diverse establishments such as hotels, restaurants, banks, offices, retail stores and museums

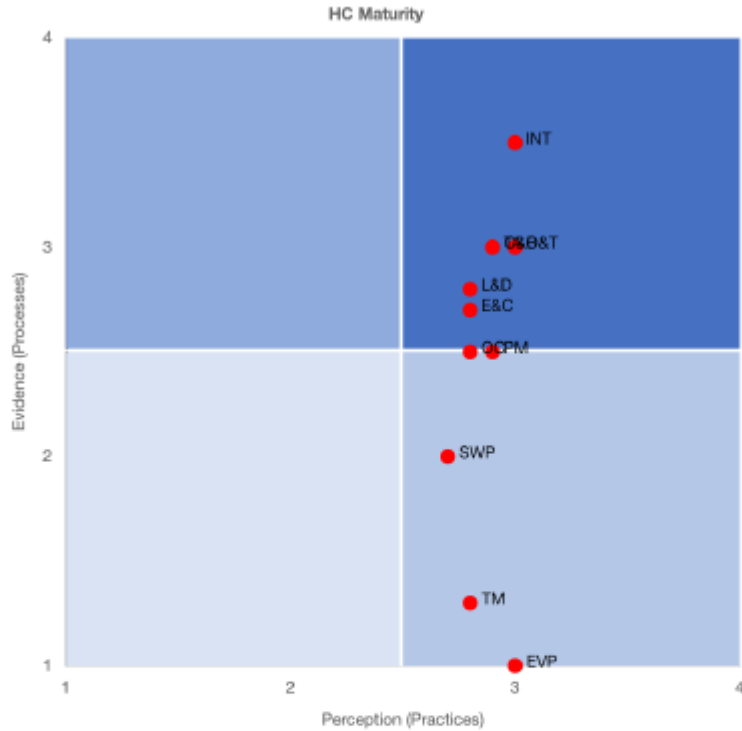


Understand company's Strategic Intent and Operating Environment





Example of a share back presentation



| Overall Average Scores | | |
|------------------------|-----------|------------|
| HCMD | Survey | |
| | Practices | Competency |
| 2.5 | 2.9 | 2.8 |

Top Strengths

- Internationalisation
- Compensation & Benefits
- HR Operations & Technology
- Talent Attraction

Top Opportunities

- EVP Execution
- Talent Management & Succession Planning
- Strategic Workforce Planning

Recommendations

| | |
|-----------------------------|-------------------------|
| B Engage + Validate | D Extend + Embed |
| A Prioritize + Build | C Build + Extend |

Legend

- TA Talent Attraction
- O&T HR Operations & Technology
- SWP Strategic Workforce Planning
- L&D Learning & Development
- PM Performance Management
- C&B Compensation & Benefits
- TM Talent Management & Succession Planning
- OC Organisation Culture
- E&C Employee Engagement & Communications
- EVP Employee Value Proposition
- INT Internationalisation



Example of a share back presentation





- For more information on HCDT, please drop us an email at hcdiagnostics@ihrp.sg
- Visit our website for more details.
<https://www.ihrp.sg/human-capital-diagnostic-tool/>

