

HUMAN RESOURCE / ASSESSMENT

a practical employment program/process review and risk analysis

The Sippel Glidden *Human Resource Assessment* provides smaller business owners a practical review of key human resource policies and practices. The review will show how your organization measures up to current and required standards. We will also help identify high-value improvement opportunities as well as potential risk factors in employment law compliance.

The areas reviewed may include:

- ▶ Job posting, interviewing, and hiring practices
- ▶ Personnel records
- ▶ Compensation and benefits
- ▶ Employee and management training
- ▶ Time off policies
- ▶ Employee turnover, absenteeism, tardiness, and performance
- ▶ Employment law compliance
- ▶ Wage and salary administration
- ▶ Employee performance management
- ▶ HR operations

Based on the results of your Assessment, you may choose to do nothing further or you may decide there are some actions you'd like to take to alter your HR policies and practices to improve the performance of your organization. The cost of your Assessment will depend on the number of areas you wish reviewed and the depth of analysis required.

How do small businesses benefit from an HR Assessment?

- Improved selection/quality of new hires
 - Increased productivity/morale at all levels of operation
 - Better customer service and higher customer satisfaction
 - Improved management skills
 - Controlled employee benefit costs
 - Reduced legal liabilities and expense for employee-related issues

Contact Sippel Glidden for a free, no-obligation consultation with one of our HR specialists, or to request more information. Sippel Glidden is a business advisory services practice, providing Governance and Leadership, Strategy/Planning, Finance, Marketing and Sales, Operations/IT, and Human Resources support.

Professional review and risk analysis of key HR policies and practices make sense!

