



Welcome to the
Audit Department,
the department
that ticks all the
boxes.

HR Performance Audit

Does your Human Resources Strategy derive from and align to the business strategy?

Do your Human Resources Management initiatives, processes and systems support the business priorities?

Do you have a clear set of people risks identified?

Overview

The first Human Resource Management Standard in the world was developed and launched by the South Africa Board for People Practice (SABPP), a HR Professional Body, in 2013. It focuses on a standardised approach to assess overall governance, relevance, effectiveness, efficiency and performance of the Human Resources Management (HRM) function. This framework ensures that Human Resource functions are operating at a best practice level and delivering quality strategies and deliverables to the business.

The Africa People Advisory Group Human Resource Performance Audit's function and purpose is to

benchmark your HRM practices against these standards. From the audit, areas of excellence and potential gaps will be identified which will improve both the transactional and strategic role of HR in the organisation.

Post the benchmarking project, a report with feedback against the 13 or selected HRM Standards will provide insight and identify areas for improvement.

Our services can guide you to close the gaps through strategic interventions to ensure continuous improvement.

HR PERFORMANCE AUDIT

Business value gained through the solution

- The HR Performance Audit provides for an external review of HR practice and function against a recognised best practice.
- An external review and diagnostic provide for an objective assessment of key areas to address, to ensure closer alignment between the business and the Human Resource function.
- The audit enables the development of a robust plan to drive business success through Human Resources.

Solution features

- The HR Performance Audit is a future-orientated tool to assess the readiness of HR to support your business objectives through a thorough review of the full Human Resource function and strategy.
- A triangular approach is followed, with includes a document review, interviews and trends analysis.
- The audit provides insight of the role that HR is required to play in the business.
- Through the audit, gaps are identified to delivering a set of integrated solutions aligned to business requirements.
- During the audit process HR Professionals in the business develop a core set of skills.
- The audit provides for comparison to a benchmark against accepted Human Resource Management standards.
- Deeper awareness is created of people risks.
- As an outcome a key set of HR initiatives are identified for delivering an integrated HR approach.
- The audit also establishes a set of HR Measurements.

Process overview

- The audit kicks off with an engagement with the Head of HR to review the triangular process, deliverables and timeline, as well as requirements of the process.
- During the second phase the accountable person would prepare documentation for review, with some guidance of documents required.
- The audit commences with a review of evidence, an engagement to interview a selected sample of employees and review the result achieved through the integrated process.
- A detailed report with findings and recommendations is drafted post document review and interviews.
- The HR function is provided an opportunity to submit additional evidence.
- Final report against the Human Resources Management Standards is prepared and submitted.
- The report is presented to both HR and the Executives (and other Stakeholders).

The overall audit process takes between 3-5 weeks

Speak to a consultant:

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HR Audit model

