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Human resources professionals around the world multitask in order to prove their efficiency. Many HR departments operate with fewer people, yet they are asked to take on increased responsibilities. In this light, HR professionals should critically think about the people they need to drive positive results. The decision to hire additional people is it full time or part time, requires detailed analysis to convince senior leadership.

The strategies below would help HR of any Organizations.

1. Assiduously Measure Quality of Results

The level of work being done must be measured. For instance, you might have a training manager who ensures people receive high-quality training based on their diverse needs. At the same time, however, a safety manager consistently fails safety assessments and has a high number of workplace injuries. Both people are in a management role, yet quality of the work is dramatically different. It might be time for a performance review as well as consideration of replacing a current employee.

2. Orient Staffing Around Strategy

HR must ponder whether an additional position in a team / organization is required. One need to consider whether adding people will make a huge impact on HR and, consequently, on the organization. Let's say an organization has been operating with only an HR director and is experiencing high growth. In this case, it might be worthwhile to hire a recruiter who has the expertise in bringing in high-quality people. In this growth phase, this recruiter could definitely make a strategic impact.

3. Analyze Gaps

Analysis of the current situation and expected situation must be done on a time to time basis. Map out the current situation, including the number of people, their competencies and their skill sets. Next step will be writing down the ideal scenario of a perfect HR department. Now comparison of these two will help in identifying the gaps.

4. Analyze Workflow

The next step would be analysis of the Workflow. Some HR departments are efficient, while others are not. There might be / might not be need for additional staff. Improving the workflow may enable the existing people to comfortably handle these chores.

5. Benchmark

Talking to peers in other companies. There is quite a bit of variety, based on an organization's needs, programs, products and services. Some HR departments are more geared toward recruitment, while others' strength may lie in training. Regardless, it's worthwhile to gain insights from HR departments in external organizations.

6. Consider Values and Culture

Some organizations have a value of being "lean and mean," and are likely to have economically staffed HR departments. Other organizations might value "global size" and thus have a higher number of HR staff. Values and culture often influence decision-making. By paying attention to the values and culture, HR departments will be clearer in what makes the most sense with regard to team makeup and composition.

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