**ELEMENT 1: ACTIVITY 9: LO1**

**Homework: Measuring the contribution of HR**

Complete the following case study:

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| Jenny is the recently appointed HR manager of a growing technology company which employs 375 people in office-based roles. Prior to Jenny’s appointment there was no specialist dedicated HR function. Jenny knows that the Managing Director is keen to show that the decision to create her role is a sound investment for the company.  Jenny wants to demonstrate that HR adds value to the company.  Answer the following questions:   * What criteria can Jenny use to evaluate the effectiveness of HR activities and initiatives? * What methods can Jenny use to evaluate the contribution that HR makes? * Who should be involved in deciding the criteria and methods? |