**THE HR PROFESSIONAL**

**Learning Outcome 3: ACTIVITY 3**

**SMALL GROUP ACTIVITY**

**Measuring the contribution of HR at Grounds.com**

**Aim:**

The aim of this activity is to prepare a proposal as to how the value of HR can be measured in a case study organisation.

**Objectives:**

* To consider the strengths and weaknesses of different approaches used to evaluate and measure the contribution of HR.
* To give reasoned arguments in support of each of these and suggest how foreseen issues can be overcome.

**Task brief:**

You are the recently appointed HR Officer for a small manufacturing company, Grounds.com who manufacture a range of summer houses and other wooden garden structures such as gazebos for the hotel industry. The company employs 80 members of staff (many with long service) but at peak periods in the summer and winter this may be increased by up to 30 additional temporary staff in the production, warehousing and distribution departments. The company is based in a semi-rural setting with very restricted public transport access however the majority of staff live locally.

Having been in post for six months, you were disappointed to hear that the MD does not feel that HR is adding value to the business and he considers, the business does not need the expense. You wish to counter this argument and decide to discuss with your study partners:

* How the contribution of HR could be measured and evaluated?
* What measures would you put in place?
* What barriers you may face and how these can be overcome?

As part of your discussions you should consider and assess at least three different techniques.

**Outcomes:**

You will develop a strategy to help you measure the contribution of HR in the case study organisation.

**Time:**

You have 30 minutes for your discussions.