

People, Culture, Regulation & Legal

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**HRV
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Business Impacts of HR Practices

HR Metric	Impact	Implications
Successful Talent Acquisition Practices	<ul style="list-style-type: none">• Reduced Time for the Talent to Commence the Job• Manager's time dedicated to Talent Acquisition process• Improvement in Team's productivity	<ul style="list-style-type: none">• Additional Days Worked• Reduction in Manager's time, dedicated to hiring process• Less Productivity Lost during the new joinee's learning curve
Talent Loss	<ul style="list-style-type: none">• Productivity Loss during hiring process• Productivity Loss during position is open• Short term team's productivity loss• New Hire training time• Lost time related to On-boarding	<ul style="list-style-type: none">• Labour cost involved in hiring process• Loss of Value of work• Cost of lost team's productivity• Cost spent for training the talent• Cost spent towards administrative expenses of On-boarding
Succession Planning	<ul style="list-style-type: none">• Reduced time to start• Immediate commencement of productivity	<ul style="list-style-type: none">• Less days required to fill key roles and additional calendar days worked• Less productivity cost during the learning curve of the succeeding talent in the new role