

HR
on-Demand



Manage retention, engagement and the risk of your workforce

First step:

Measure how you stack up to best HR practices & legislation

HR departments are typically absorbed in day-to-day management, and seldom get the opportunity to examine how best to evolve to meet changing business and market requirements. It's the typical tactical vs. strategic focus faced by all businesses and departments.

HR-on-Demand's Human Resources Audit reviews your HR strategy, structure and services, matching them to the needs of your organization. It examines issues such as:

- Turnover Costs
- Absenteeism & Lost Productivity
- Employee Relations
- Risk Management
- HR Costs

- Benefits
- Compensation
- Performance evaluation process
- Hiring & On-boarding
- Policies and Procedures



Three easy steps

1. Determine service levels & needs

→ **Current state vs. what is required**

In this first exploratory step we would review:

- The current programs/services to determine their effectiveness and relevance
- HR Staffing levels – role fit and individual competencies
- Legislated requirements based on Federal/Provincial regulations
- What managers/employees believe is required

2. Establish any gaps

→ **What works and what is needed**

HR-on-Demand identifies which programs are being utilized effectively and should be maintained. We also focus on any areas with room for improvement – and increased impact. Finally, we identify needs for new programs and services to ensure compliance and adherence to best practices.



3. Recommendations

→ **How HR-on-Demand can add value**

We summarize the results of the audit, and provide all the recommendations required for the organization to move forward.



Risk & Rewards

With a proven track record, **HR-on-Demand** uses our strategic approach to conduct Human Resource Audits. This ensures that critical aspects of your HR function are reviewed thoroughly to determine effectiveness, and identify risks. You can reap the rewards of contingency planning, compliance, and best-in-class standards.

HR-on-Demand Inc.
www.hr-ondemand.com
Telephone: 416-640-2434



146 Montgomery Avenue
Toronto, ON, CANADA M4R 1E2