CAREER TRANSFORMATION IN HR FOLLOWING ECONOMIC RECOVERY AFTER 2010

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ECONOMIC RECOVERY

- The world economy is expected to recover after 2010 through measures undertaken

- Sceptics say not possible until America and Japan restructure their banking institutions

- No clarity on new economic model
AFTER ECONOMIC RECOVERY

- The most demanding expectation is on measurable performance in the future (not historical):
  - Corporate performance measures; e.g.
    - Profit
    - ROE
    - Cash flow
    - Dividend
  - HR performance measures; e.g.
    - What you do to deliver corporate performance measures
    - Hard and soft data/measures
TO DELIVER CORPORATE PERFORMANCE MEASURES

- HR capacity and effectiveness

- Organisational effectiveness (which is people/HR related)
THE NEW HR CAREER SUCCESS MODEL

KNOWLEDGE → IMPLEMENTATION

RESULTS ← BEHAVIOUR
THE NEW HR CAREER SUCCESS MODEL (cont.)

- Knowledge
  - Depth and breadth on HR: Mastery
  - Variety; e.g. business, finance

- Implementation of knowledge
  - Problem solving, including pathfinding
  - Fit solution

- Behaviour at work
  - Credible; e.g. matching with knowledge
  - Influencing

- Results
  - Meeting corporate measurable performance
THANK YOU