

CHALLENGES ON NEW ROLES OF HR STRATEGIC BUSINESS PARTNER

■ A key driver to business success

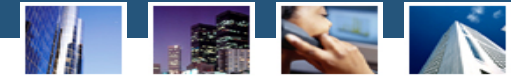


Presented by : **Mr. Waitune Pokachaipat** - *Executive Vice President*
TRIS Corporation Ltd.

@ The Professor Sangvien Indaravijaya Auditorium , The Stock Exchange of Thailand - September 27, 2012



Overviews

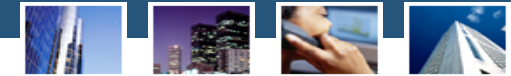


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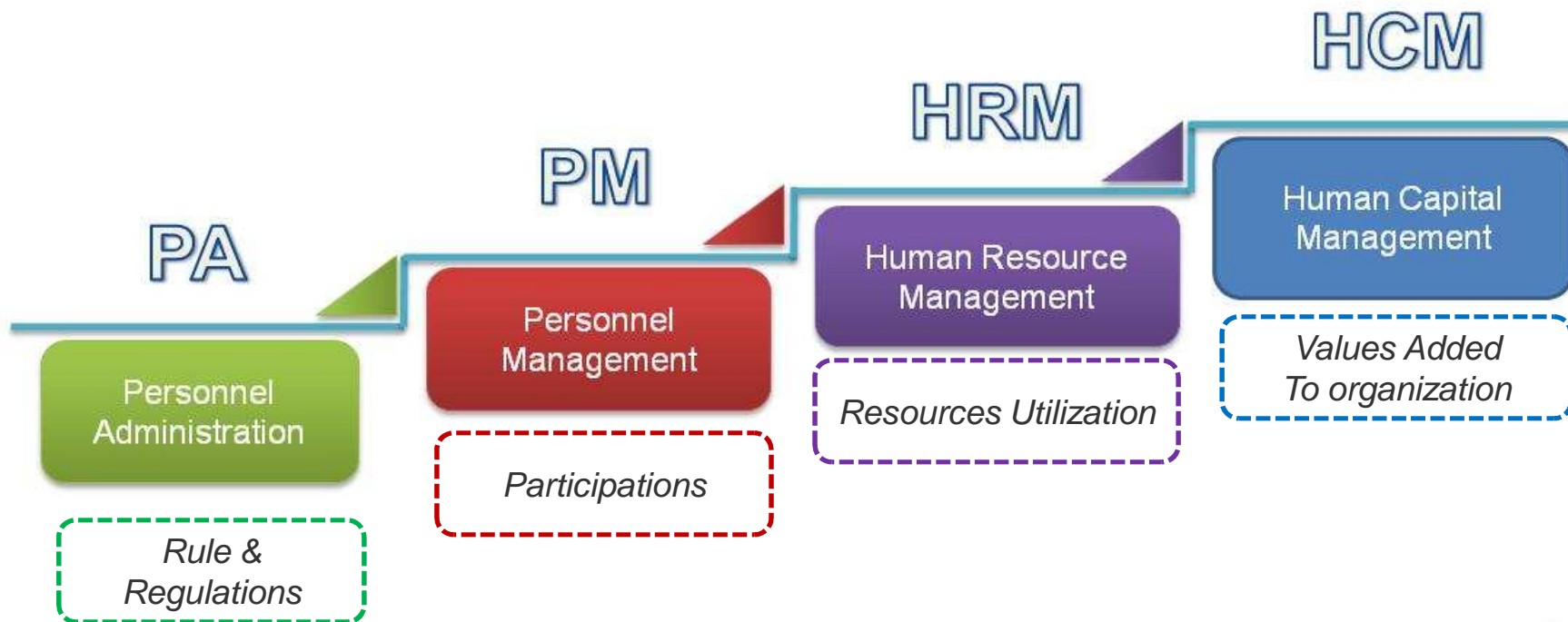
- 1 HR Evolution & Transformation
- 2 HR as a Strategic Business Partner
- 3 TRIS's Experiences



HR Evolution & Transformation : Facing the new HR paradigm

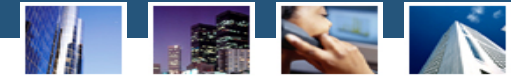


HR Evolutions

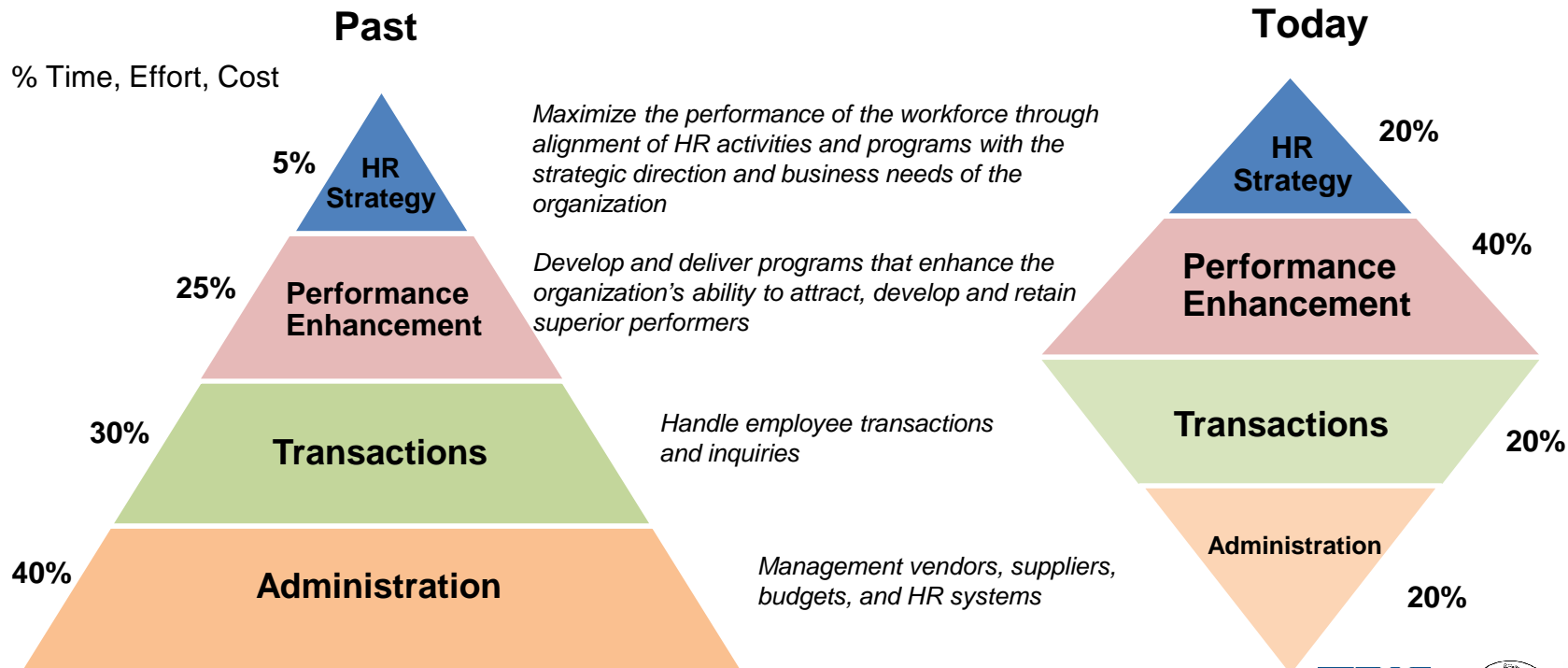




HR Evolution & Transformation : Facing the new HR paradigm



HR Transformation





Overviews

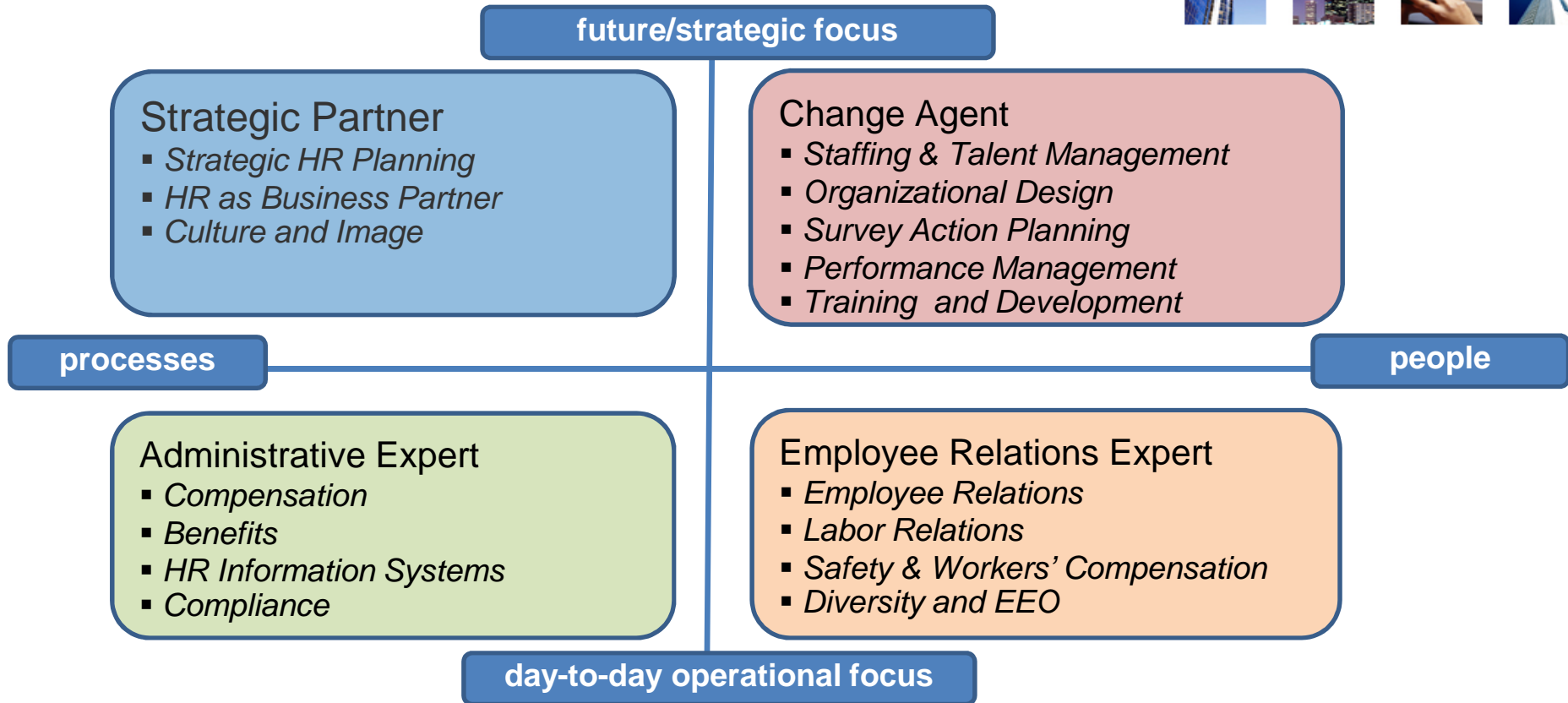


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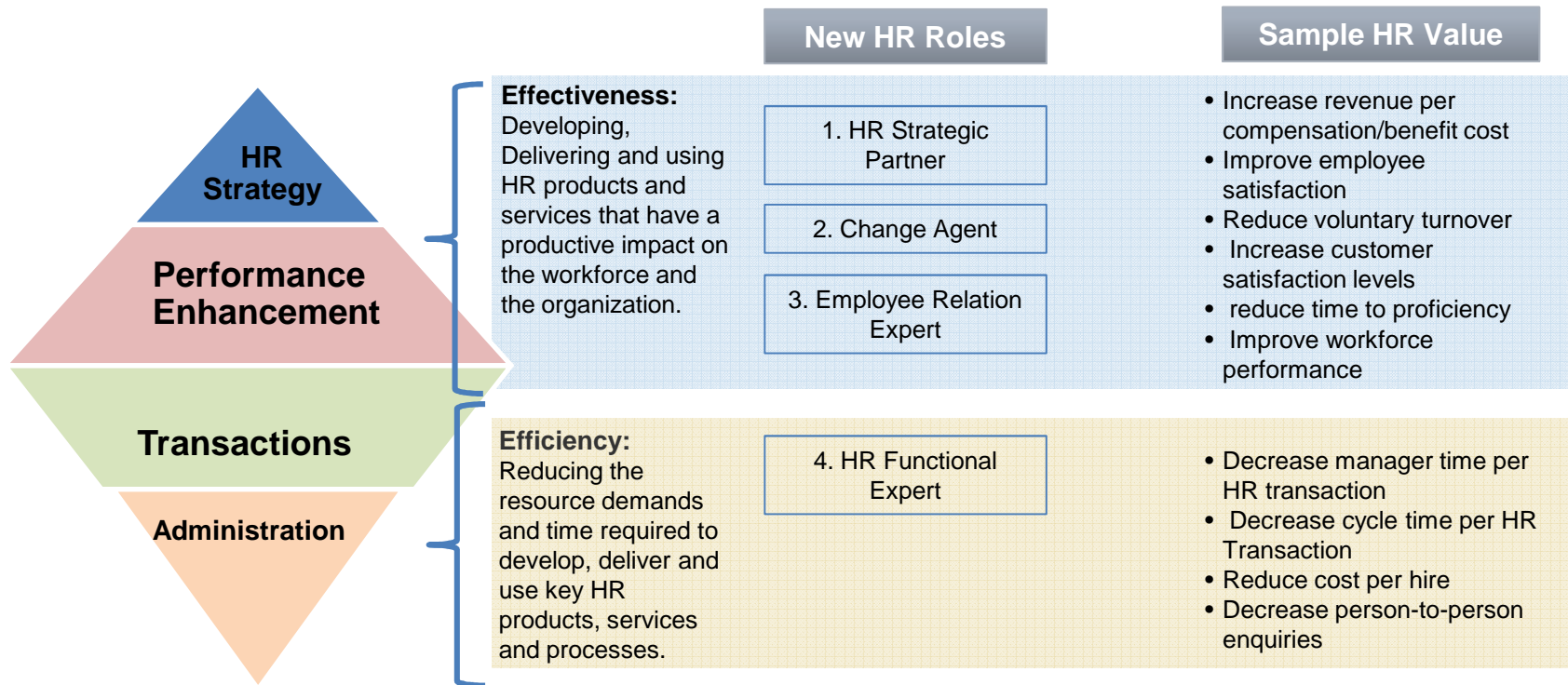
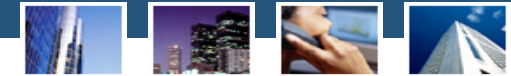


HR as a Strategic Business Partner : A key driver to Business Success





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HR as a Strategic Business Partner : A key driver to Business Success



1. HR Strategic partner/ 2. Change Agent

Working closely with management to drive workforce performance to achieve business's objectives.

Components:

- Workforce Strategies

4. HR Functional Expert

Highly efficient transaction processing leveraging self-service technologies, centralized support services, and strong vendor management

Components:

- HRMS
- Shared Services
- Employee Self-Services
- Manager Self-Services

HR
Strategy

Performance
Enhancement

Transactions

Administration

3. Employee Relation Expert

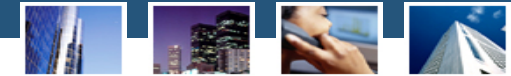
Design and development of HR programs that help develop the organizational capability, and reduce workforce management related costs

Components:

- Talent Management
 - Sourcing
 - Performance Management
 - Compensation and Benefits
 - Organizational Development
- Employment Relationship Management



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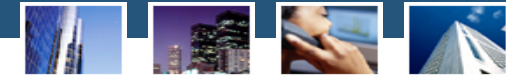


“Factors Associated with HR as a Strategic Partner”





HR as a Strategic Business Partner : A key driver to Business Success



“Activity Changes Over the Years for Companies with Different Strategic Partner Roles”

	No Role	Implementation Role	Input Role	Full Partner		No Role	Implementation Role	Input Role	Full Partner
DESIGNING & PLANNING					EMPLOYEE DEVELOPMENT				
ORGANIZATIONAL DEVELOPMENT	3.0	3.6	3.7	4.1***	Employee Training/Education	2.6	3.5	3.7	3.7
HR Planning	3.6	3.6	4.0	4.2*	Management Development	2.8	3.5	3.8	4.0*
Organizational Development	3.2	3.6	3.7	4.2**	Performance Appraisal	3.6	3.8	3.7	3.7
Organizational Design	3.0	3.6	3.5	4.0**	Career Planning	2.4	2.9	3.2	3.6***
Strategic Planning	2.2	3.5	3.7	4.2***	Competency / Talent Assessment	3.8	3.4	3.6	3.8
COMPENSATION & BENEFITS	3.8	4.0	3.7	3.7	RECRUITMENT & SELECTION	3.3	3.5	3.7	3.9
Compensation	4.0	4.1	3.9	3.9	Recruitment	3.2	3.5	3.8	3.9
Benefits	3.6	3.9	3.5	3.6	Selection	3.4	3.4	3.6	3.9
LEGAL & REGULATORY	3.1	3.0	3.1	3.1	HR INFORMATION SYSTEMS	4.0	4.2	4.0	4.0
Employee Record Keeping	2.8	2.8	2.7	2.7	UNION RELATIONS	3.4	2.5	2.8	2.5
Legal Affairs	3.4	3.4	3.4	3.3	Scale response: 1 = Greatly Decreased, 3 = Stayed the Same, 5 = Greatly Increased				
Affirmative Action	3.4	2.9	3.0	3.1	Analysis of variance among roles: * $p \leq 0.05$ ** $p \leq 0.01$ *** $p \leq 0.001$				
Employee Assistance	2.8	2.9	3.2	3.3					



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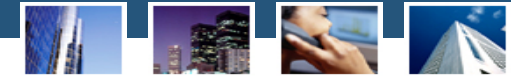


“ It is not the strongest of the species that survive,
nor the most intelligent,
But the one most responsive to change”

Charles Darwin



Overviews

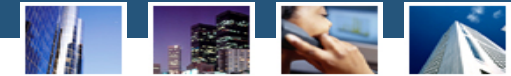


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TRIS's experience : Think Global, Act Local

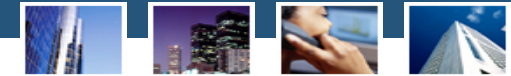


“ TRIS has constantly developed models, techniques, and collected extensive experience and knowledge in HR evaluation and implementation to support the services available to our clients. We apply international standards and best practices in the context of the Thai business environment and Practices ”

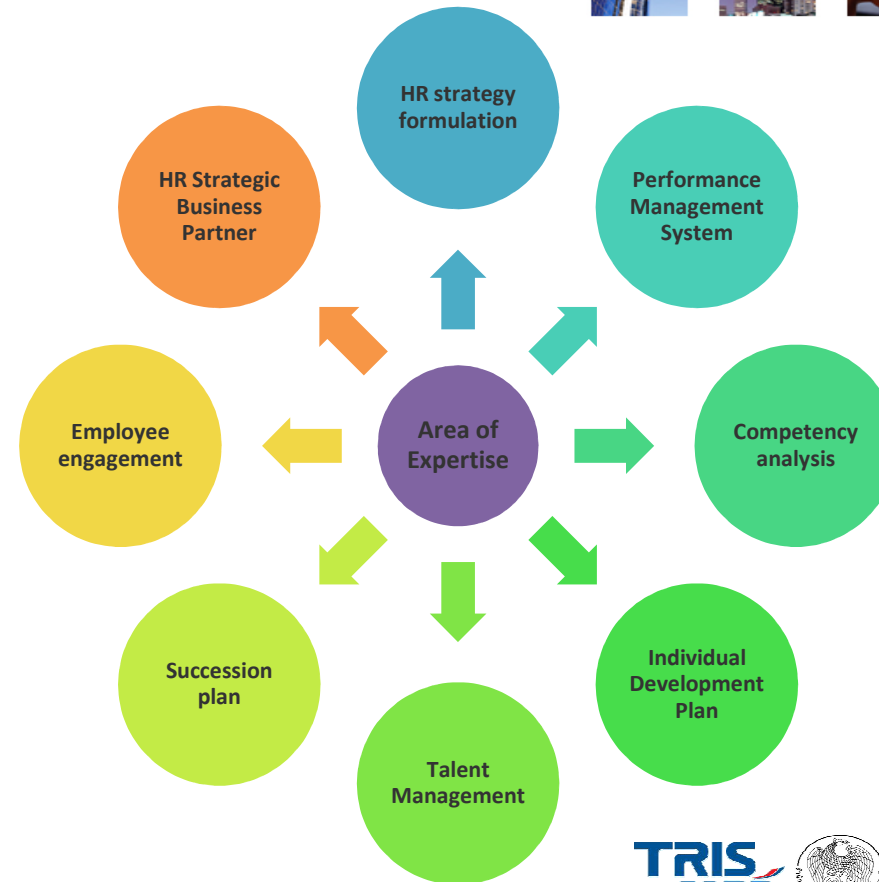




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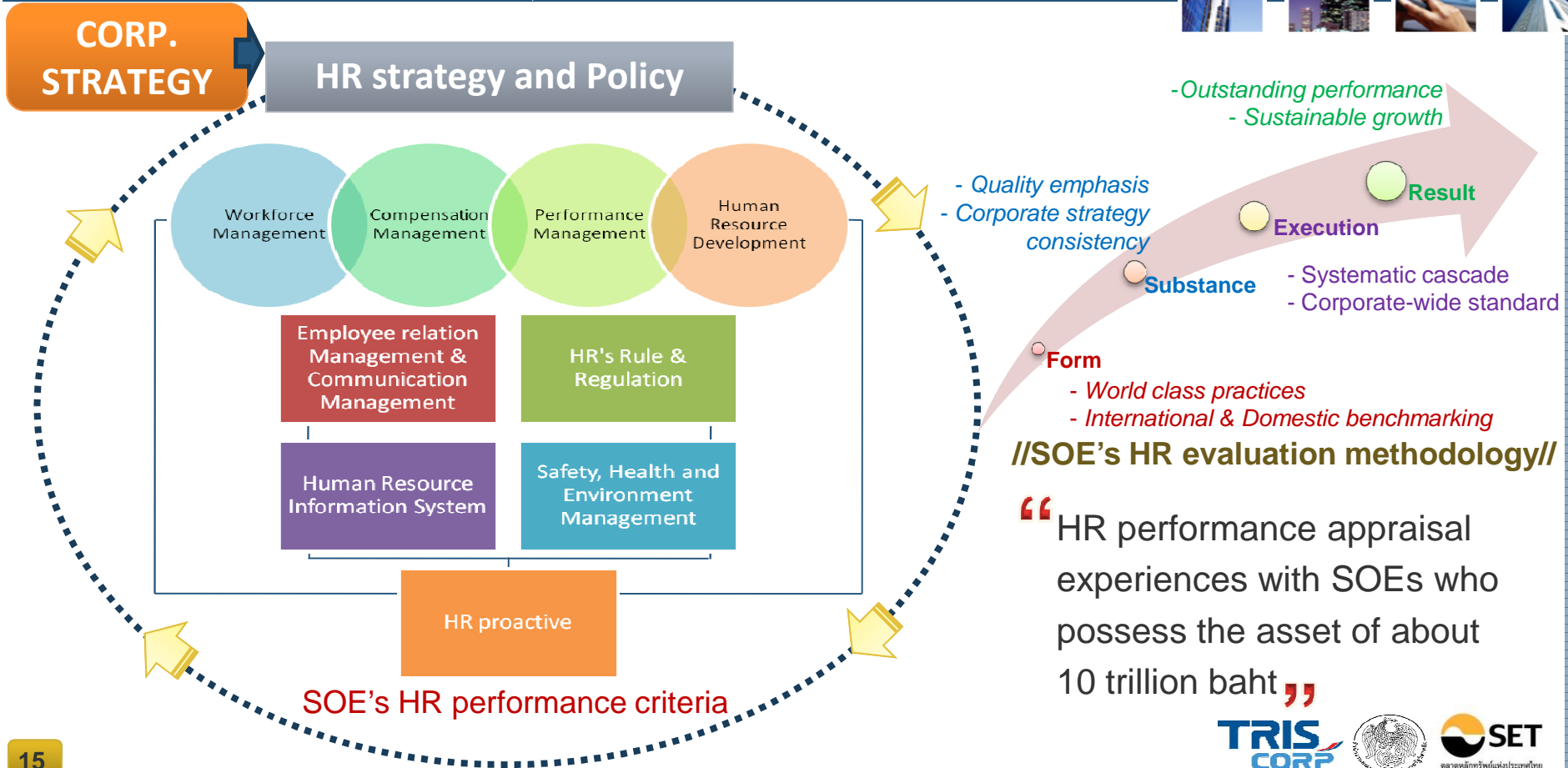
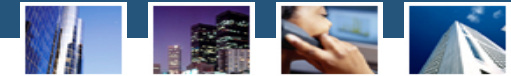


“Our professional team members have been providing with intensive training to guarantee that they are up to date with the latest techniques, tools, models, and business principles”



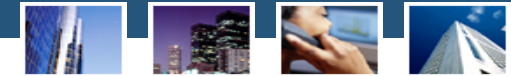


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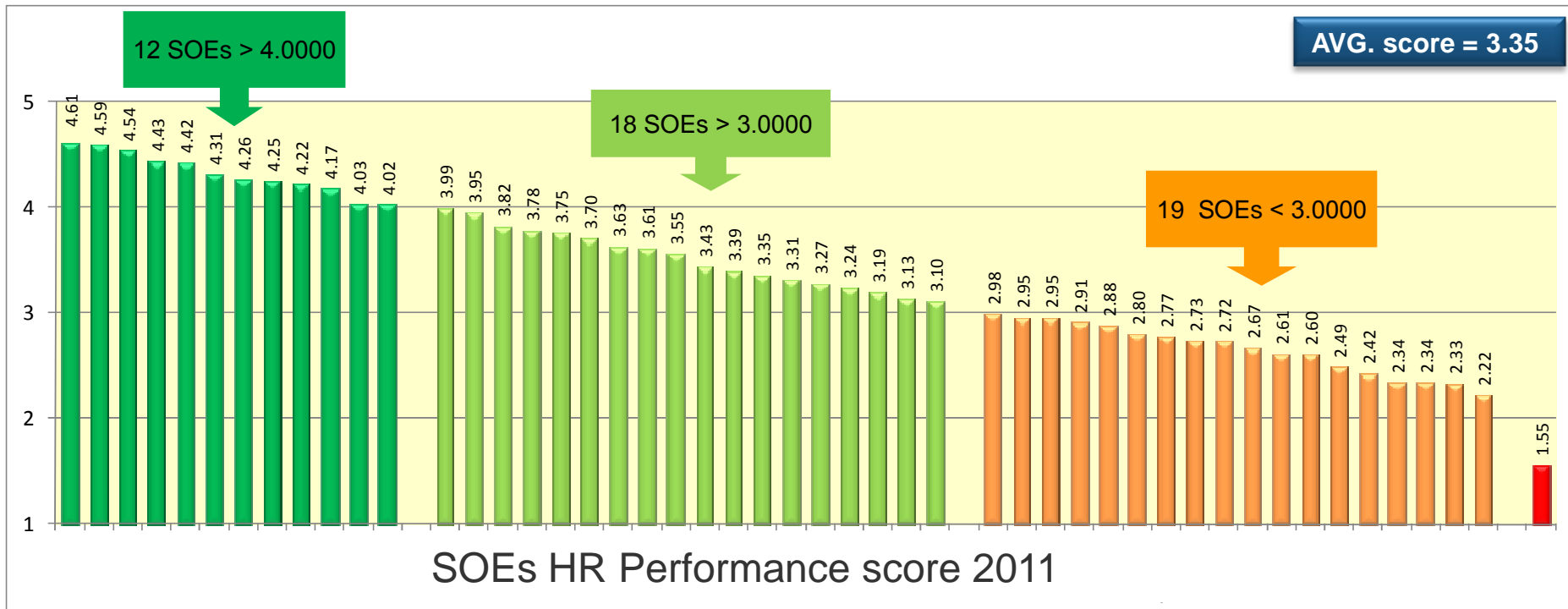
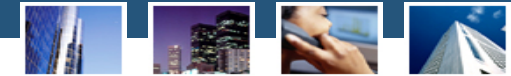


“HR Performance score distribution during 2009-2011”

	2011	2010	2009
# of SOEs	49	55	56
- score >3.0	30	36	33
- score <3.0	19	19	23
MAX score	4.61	4.87	4.82
MIN score	1.55	1.51	1.49
AVG. score	3.35	3.45	3.37

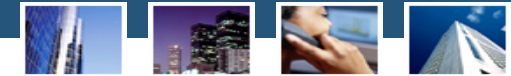


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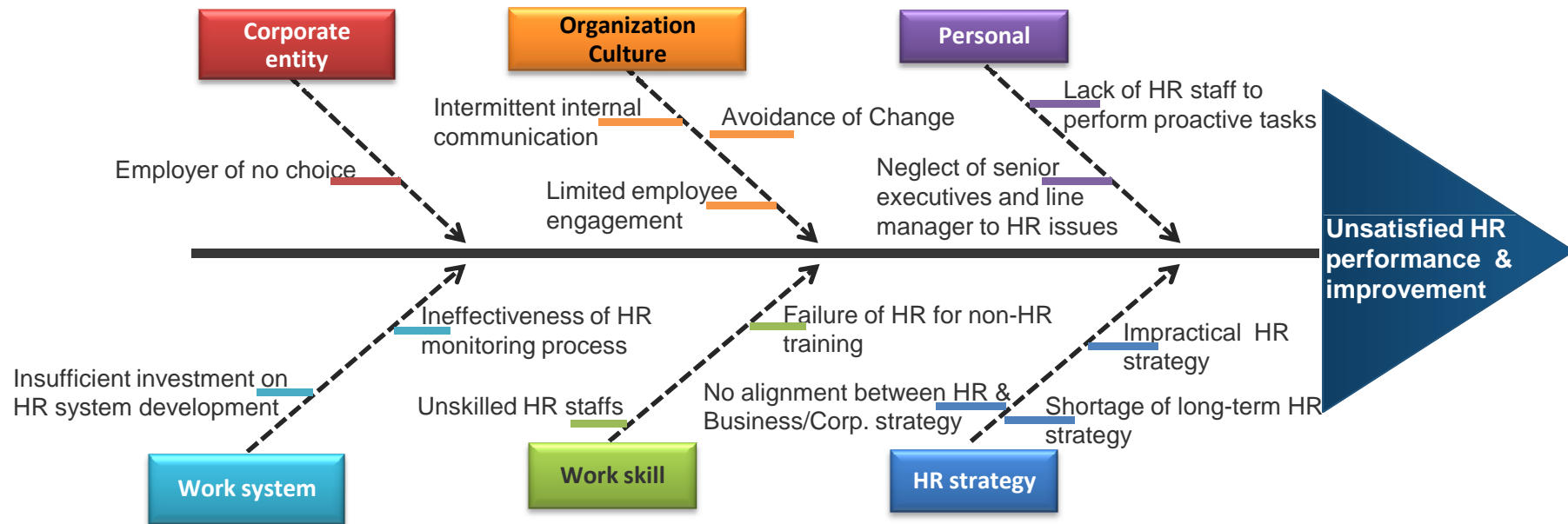




TRIS's experience : Think Global, Act Local



“Critical factors that impact on HR improvement and development ”





Thank you



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Mr. Jatupith Thongprasith – Deputy Vice President / Advisory group

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*" To be at the Forefront of the Consulting **Bu**iness"*