

HR Process Audit



Confidently map the process landscape and evaluate how key HR processes can be made more effective. Assess the quality of individual services such as Performance Management and Recruitment in depth or baseline the overall complexity and efficiency of administrative capability. Develop the optimum transformation and outsourcing strategies by understanding exactly what drives cost and where opportunities exist to reduce it.

Getting to grips with Quality

The Audit defines HR process quality as the degree to which expected outputs are consistently achieved. We measure customer perception via our own online surveys and validate the data face to face with situational questioning, plus metrics where the client has capacity.

Taking a hard look at efficiency & cost

The full Audit starts with Debunk's standard of around 80 processes which are amended to match your organisation. Each is rated for the level of efficiency and reported against the potential rating to reveal how much potential is being realised.

Report of Automation Potential vs Actual

	Total	Automation	
		Potential	Actual
Payroll Admin	22	22	15 ✓
T&A Recording	9	8	1
Expense & Travel	5	5	0
Leave Admin	16	14	1

High intensity, Consultancy Intervention

The Process Audit is a labour-intensive, independent investigation of detailed process activity. It is always conducted by senior, experienced HR practitioners according to a standard methodology which includes agreeing the standards of measurement up front.

We know how challenging and inspirational HR can be and we offer tools to match the job.

HR tools for
HR People.