

**MINISTRY OF EDUCATION AND SCIENCE OF THE REPUBLIC OF
KAZAKHSTAN**

D.SERIKBAEV EAST KAZAKHSTAN STATE TECHNICAL UNIVERSITY

FACULTY «INFORMATION TECHNOLOGY AND BUSINESS»

CHAIR "INNOVATION MANAGEMENT«

**TITLE: “innovation in human
resource
management“**





MANAGEMENT IN BUSINESSES AND ORGANIZATIONS IS THE FUNCTION THAT COORDINATES THE EFFORTS OF PEOPLE TO ACCOMPLISH GOALS AND OBJECTIVES BY USING AVAILABLE RESOURCES EFFICIENTLY AND EFFECTIVELY.



Evolution of the HR Function



Personnel Department

*Payroll
Benefits*

Business Function

Payroll Systems

Strategic HR

*Recruiting
L&D
Org Design
Total Compensation
Communications*

Business Partner

Recruiting, ATS
HR Portals
Compensation
Learning Management

Talent Management

*Competency Management
Performance Management
Succession Planning*

Business Integration

Performance Management
Succession Planning
Competency Management
Systems Integration
Leadership Development

HR Framework – A three-step Process



HR Audit



Design and
Development
of the HR
Framework



Implementation
Support

Step 1: HR Audit

Information Gathering

Collecting all available documents

Information Analysis

Documents Analysis

HR Audit Report

Comprehensive report with recommendations based on the findings of the HR audit



Step 2: Design and Development of the HR Framework



Step 3: Implementation Support





THANK

YOU

FOR

YOUR

ATTENTION