



# talentmaturity

Great way to understand best practices and determine next steps towards improving business satisfaction.



talentonic®

## About talentmaturity



Illustration 1

talentmaturity is a quick and effective way of obtaining insights about the maturity & satisfaction with key HR processes in the organization.

It measures 8 core HR processes, which should be deployed, or need to be deployed in most organizations. (Illustration 1)

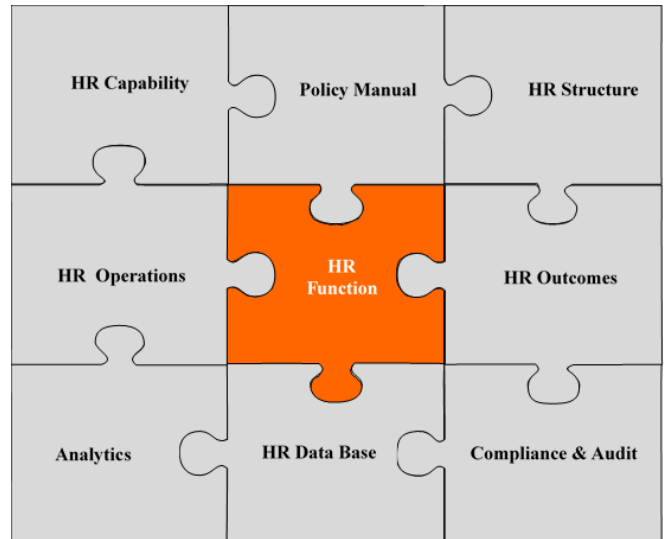
It measures the **maturity** of each process on a 10 point scale, against global benchmarks in that process. It also measures the **satisfaction**, which the business is deriving by the use and deployment of that process. It is possible that your PMS is a very mature design (high maturity) but the way it is deployed, the business leadership draws little benefit in terms of managing and creating performance. It is also possible that maturity of the recruitment process is low but business satisfaction is high which means that the business model does not require any further investment in that area.

The 8 core HR processes have been divided into 45 sub-processes to ensure that the insights are detailed, yet actionable.

For example in the figure on the right, the “category” of HR Function has been broken into 8 sub-processes which measure the structure, infrastructure & capability of the HR function to deliver to the requirements, and the investments required to improve.

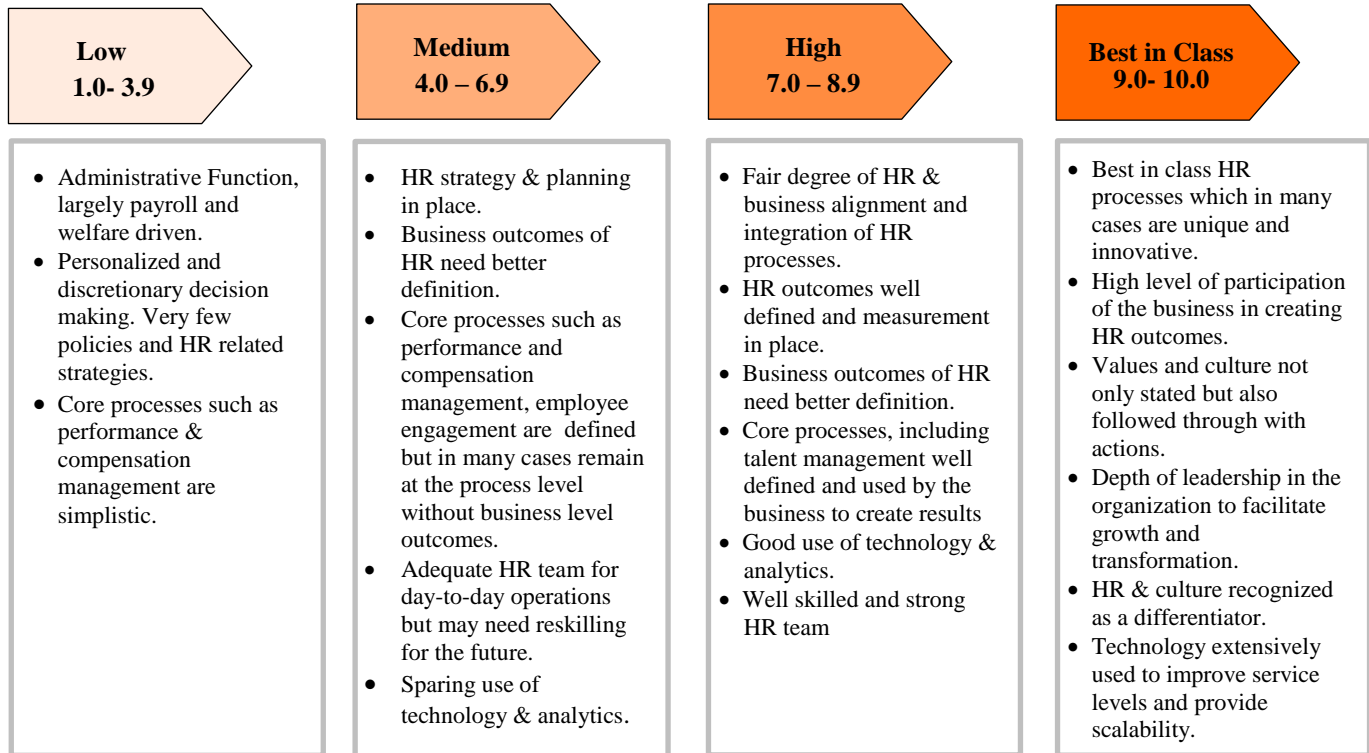
Similarly, for each of the 8 core HR processes, sub-processes have been set up so that the insights have depth and actionability.

The data collected is rich. The survey is conducted separately with the HR Team (HT) and with the Leadership Team (LT). Both views are presented and compared. This enables the HR Team to calibrate their assessment and determine the priorities.



## Score interpretation

On a 10-point scale, the process maturity results create the following understanding of the state of health of HR processes in the Company.



For each of the 45 sub-processes the basic and best in class practices are embedded into the survey so that the respondent can calibrate their current practices & policies. An illustration for one such process has been given below.

## Organisation Structure

Question 15 of 54

### Job Evaluation



There is no system or process for job evaluation.

There is a formal process to evaluate jobs using a well established methodology. Jobs are re-evaluated to account for any changes - new roles / modifications in existing roles. Carried out by trained and certified employees or by a specialized partner. There is a periodic review process.

Illustration 3

## Report

The report is automated and can be downloaded immediately after the survey has been closed. The report is simple, yet powerful and actionable and clearly points towards the priorities for improvement.

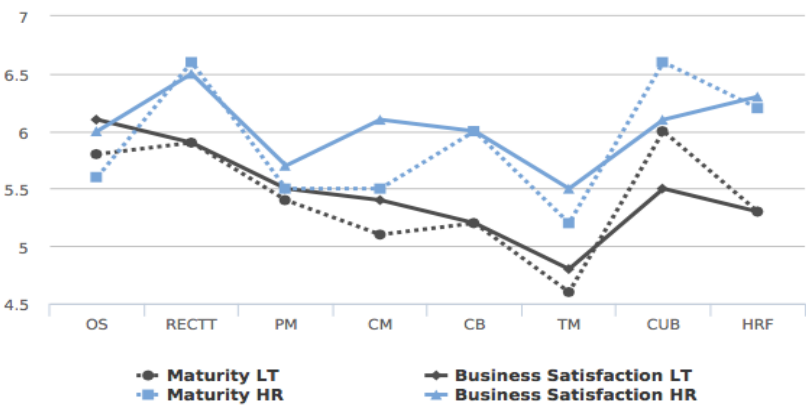
## Overall Summary

### HR Maturity Model

#### Overall Summary - HR Maturity

The Talent Maturity model assesses the level of maturity of the eight major HR processes and their sub processes which contribute to the success of the HR function. It also assesses alignment of HR with business and the overall satisfaction that the business is deriving from these processes.

HR Process	Maturity		Business Satisfaction	
	LT	HR	LT	HR
Organisation Structure (OS)	5.8	5.6	6.1	6.0
Recruitment (RECTT)	5.9	6.6	5.9	6.5
Performance Management (PM)	5.4	5.5	5.5	5.7
Compensation Management (CM)	5.1	5.5	5.4	6.1
Capability Building (CB)	5.2	6.0	5.2	6.0
Talent Management (TM)	4.6	5.2	4.8	5.5
Culture Building (CUB)	6.0	6.6	5.5	6.1
HR Function (HRF)	5.3	6.2	5.3	6.3



It is possible that

- Satisfaction increases and decreases with the level of maturity.
- If satisfaction is higher than the maturity level, it probably means that the business model does not demand any further process maturity.
- If satisfaction is lower than the level of maturity, it probably means that there are implementation and operational challenges.

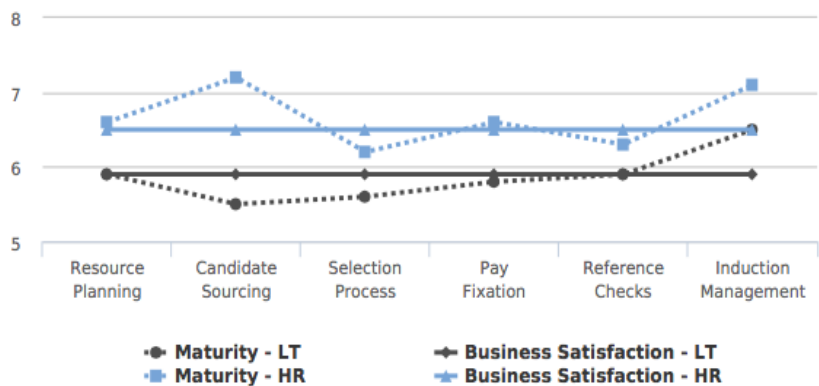
Illustration 4

## Detailed results for Sub processes

### Recruitment

Recruitment covers the entire process starting with resource planning, sourcing and selection of candidates, compensation negotiation, reference checks and on-boarding / induction.

Sub Process	Maturity	
	LT	HR
Resource Planning	5.9	6.6
Candidate Sourcing	5.5	7.2
Selection Process	5.6	6.2
Pay Fixation	5.8	6.6
Reference Checks	5.9	6.3
Induction Management	6.5	7.1
<b>Business Satisfaction</b>	<b>5.9</b>	<b>6.5</b>



**\*\*Business Satisfaction has been rated independently and is an overall rating for each of the eight core HR processes. This rating is not a weighted average of the ratings of the sub-processes which comprise the HR process.**

Illustration 5

## Client Administrator Module

talentmaturity is easy to use and is equipped with a client administrator module. The client can set up the survey, upload the list of participants, edit the standard email templates, publish the survey, manage the survey and download the standard report. Talentonic team provides live support to the survey administrator for any queries before and during the entire survey process.

## Consulting Solution

Please contact us for our various consulting solutions connected with talentmaturity.

1. A custom report with analysis, benchmarking and our insights.
2. Presentation of the report to the HR Leadership Team & Business Leadership.
3. Facilitating an action-planning workshop to create an improvement action plan.

## Registration

Please register on the log in page, and we will get in touch to answer any questions and explain next steps and pricing.



VECV has used the talentmaturity product involving all the relevant stake holders viz. the HR team, the leadership team and the Executive Committee. The results were insightful and with the help of Talentonic we could create a Strategic roadmap for the HR function directed towards process maturity and thereby complementing value addition towards business. The framework is an easy to use tool which helps to bring focus on what needs to be done to improve the service delivery of HR across all sub- functions and processes pertaining to people management. In a diverse business, we could come up with a clear action-plan based on the priorities and gaps indicated by the talentmaturity framework. Since we were the first client for talentmaturity, I can say that we co-authored with Talentonic the design of talentmaturity based on practical organization needs. It has served us well to improve the maturity of our HR processes!

***Amanpreet S Bhatia, EVP HR, VECV.***

talentmaturity has been designed to provide a quick but deep insight into the maturity of 8 core HR processes and 45 sub processes. By polling the views of the HR & Leadership team separately, the analysis becomes richer and more action oriented. Embedded within talentmaturity are actual practices (basic and best in class) to guide the assessment and action planning.

***Deepak Puggal, talentmaturity Functional Architect***

