

საქართველოს სტანდარტი

სსკ: 03.100.30

ადამიანური რესურსების მენეჯმენტი - დაქირავების მეტრიკაზე ზემოქმედება

სსტ ისო/ტს 30410:2018/2021

საინფორმაციო მონაცემები

1 მიღებულია და დაშვებულია სამოქმედოდ: სსიპ-საქართველოს სტანდარტებისა და მეტროლოგიის ეროვნული სააგენტოს გენერალური დირექტორის 24/11/2021 წლის № 69 განკარგულებით

2 მიღებულია „თავფურცლის“ თარგმნის მეთოდით: სტანდარტიზაციის საერთაშორისო ორგანიზაციის (ისო) სტანდარტი ისო/ტს 30410:2018 „ადამიანური რესურსების მენეჯმენტი — დაქირავების მეტრიკაზე ზემოქმედება“.

3 პირველად

4 რეგისტრირებულია: სსიპ-საქართველოს სტანდარტებისა და მეტროლოგიის ეროვნული სააგენტოს რეესტრში: 24/11/2021 წლის №268-1.3-021689

წინამდებარე სტანდარტის ნებისმიერი ფორმით გავრცელება სააგენტოს ნებართვის გარეშე აკრძალულია

Human resource management — Impact of hire metric

*Management des ressources humaines — Mesure de l'impact du
recrutement*





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Published in Switzerland

Contents

Page

Foreword	iv
Introduction	v
1 Scope	1
2 Normative references	1
3 Terms and definitions	1
4 Workforce segmentation approaches to determine critical positions	2
4.1 General.....	2
4.2 Role-based segmentation.....	2
4.3 Employee-based segmentation.....	2
4.4 Critical positions.....	2
5 Impact of critical positions	2
5.1 Definition.....	2
5.2 Purpose.....	3
5.3 Formulae.....	3
5.4 How to use.....	3
5.4.1 General.....	3
5.4.2 Intended user(s).....	4
5.4.3 Contextual factors.....	4
6 Impact of performance variation of critical position holders on business value	4
6.1 Definition.....	4
6.2 Purpose.....	4
6.3 Formula.....	4
6.4 How to use.....	5
6.4.1 General.....	5
6.4.2 Intended user(s).....	5
6.4.3 Contextual factors.....	5
7 Impact of unfilled critical positions	6
7.1 Definition.....	6
7.2 Purpose.....	6
7.3 Formula.....	6
7.4 How to use.....	6
7.4.1 General.....	6
7.4.2 Intended user(s).....	7
7.4.3 Contextual factors.....	7
Annex A (informative) Impact of hire flowchart	8
Bibliography	9

Foreword

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This document was prepared by Technical Committee ISO/TC 260, *Human resource management*.

საინფორმაციო ნაწილი. სრული ტექსტის სანახავად შეიძინეთ სტანდარტი.

Introduction

In an increasingly competitive and resource-sensitive market, the impact of critical positions on organizational performance differentiation is significant. This has created a growing awareness that organizational focus needs to shift *from* efficiency and effectiveness *to* impact measures that can provide insights to support timely, informed and consistent strategic decision-making that contributes to maximizing organizational value.

To have impact, measures should focus on those components that make a strategic difference to organizational outcomes: the quality of appointment decisions and, in particular, appointments to critical positions and the performance of the people in those positions, which is identified here as the impact of hire.

Impact measurement refers to the critical positions' contribution to the success of the organization during a defined period.

A critical position is a role that has a direct and significant impact on organizational outcomes and competitive advantage.

Impact of hire, therefore, only pertains to those positions that are most critical to the organization's strategy. This document provides an approach to measuring the impact of a critical position's contribution to maximizing value for the organization.

The focus of this document is on critical positions, the performance of individuals who hold critical positions, and the identification of metrics that can be used to evaluate their impact, respectively and collectively on organizational value.