

 promineo

Study Report

Personnel Resource Management

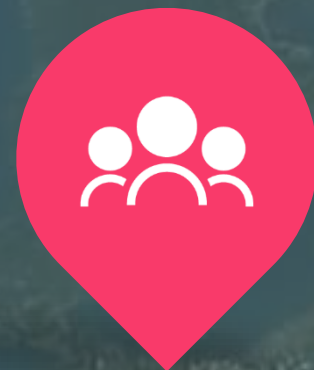
“How to get the most out of your
knowledge workers?”

Replacing **knowledge workers** with immediate effect causes substantial loss in productivity...



...the purpose of this study is to understand how well **knowledge workers** are being managed, and identify opportunities for improvement to help our clients achieve the best possible results.

Study Content



Company Profile

Customer Logo

Headquarters is in **(London, UK)**

Revenues of **(EUR 800 Million)**

Total Number of Employees is **(ca.12 500)**

Active in the **(construction)** industry

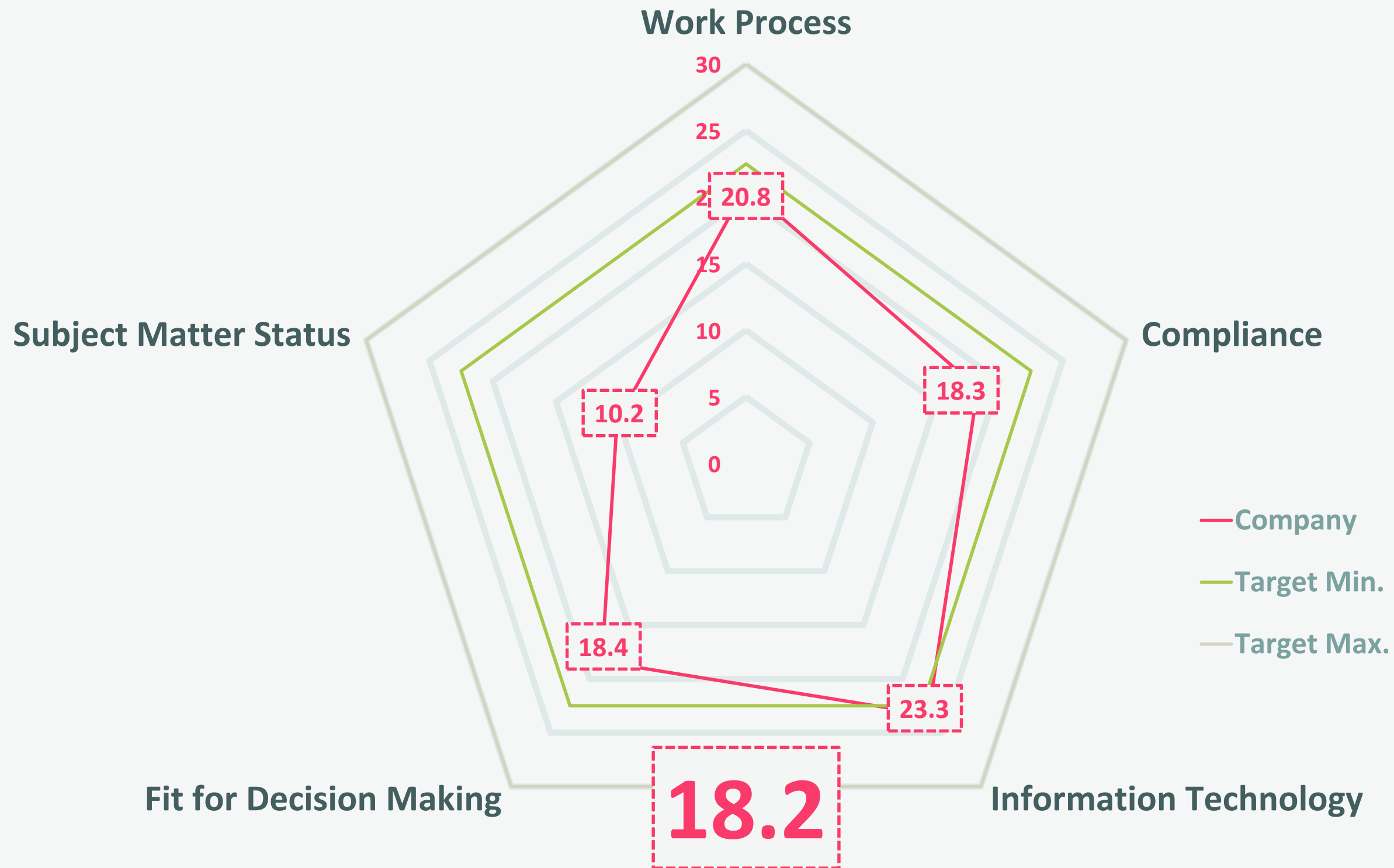
Offices in **(8)** countries

Key Parameters for Assessing Work Process

- **(Number)** employees/hired-in/inter-company to be planned
- **(Number)** concurrent projects
- **(Number)** departments
- **(Number)** Locations involved
- **(Number)** of entries required to catalogue actual competence
- **(Number)** people working part time positions on projects
- Average duration and span of projects is **(Number)** months
- Average number of people working on projects is **(Number)**
- The motive is to **(to increase billable hours, or improve productivity on behalf of customer)**

Five (5) Pillars of Knowledge Worker Management

How well is the (Company) performing on key metrics?



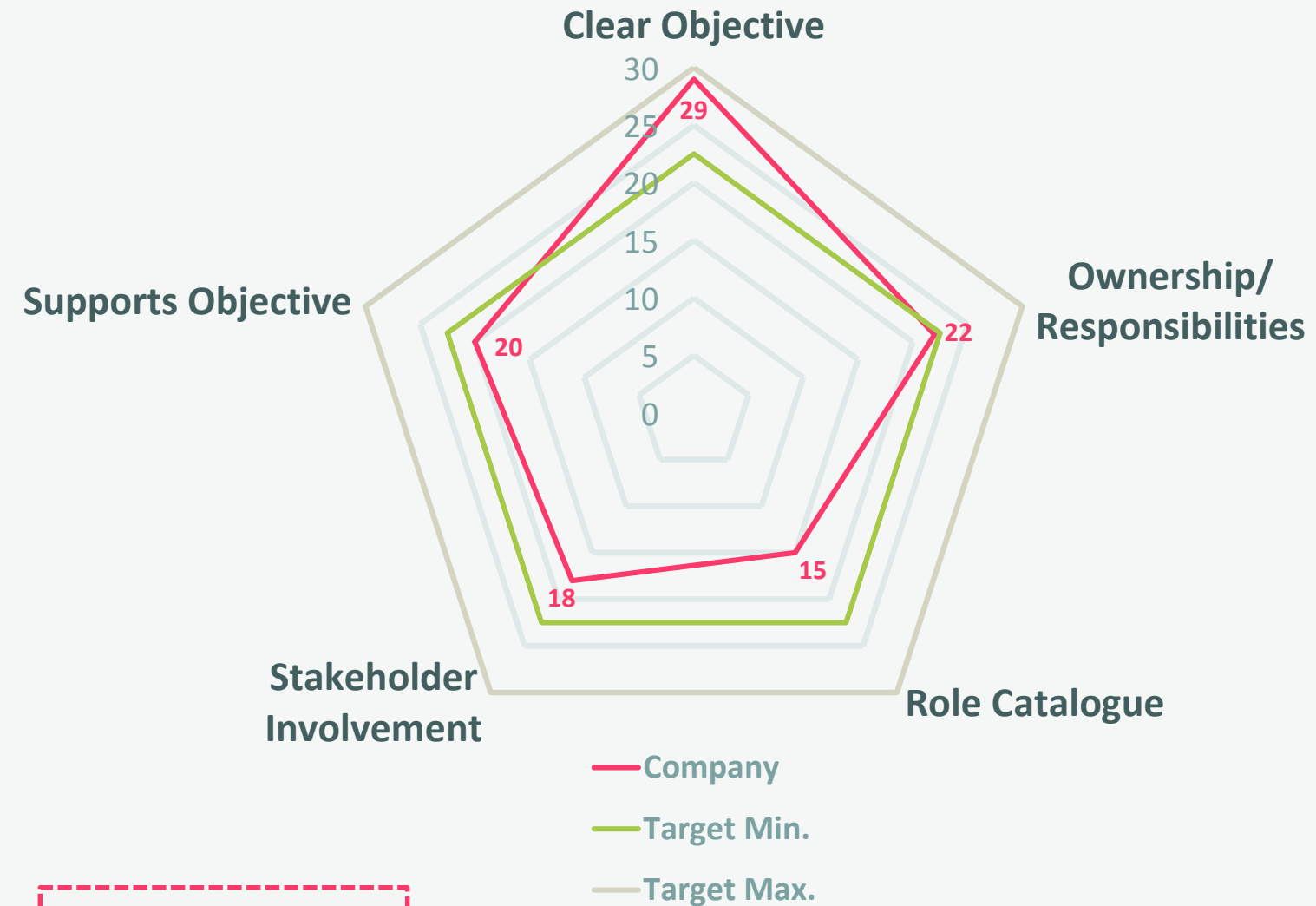
Clear Objective Is there an identical understanding of the purpose of resource planning?

Ownership/Responsibilities Are there clear owners and drivers of the work process? Who takes responsibility for the quality of the data? Who has decision power when there are resource conflicts?

Role Catalogue (Actual Competence) Is there a catalogue in place for project roles? Is the catalogue applied identically across the organization and projects? Does the catalogue have the correct level of detail?

Stakeholder Involvement Are key stakeholders to the outcome of the process involved in its execution?

Supports Objectives Is the work process designed and executed in a manner that clearly supports the objectives of the process?



20.8

”personnel resource management”

A Similar Evaluation Slide will be prepared for each of the five (5) pillars

Summary of Findings

TEXT

Findings...



Recommended Improvements

TEXT

Recommended improvements...



Making Every Employee Count





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