



cutting through complexity

2015 HR Insights - Expectation vs. Reality

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A G E N D A

- **KPMG's People & Change Framework**
- **Our Expectations of 2015**
- **Reality of 2015**
- **Human Resource Trends**
- **HR Analytics – KPMG's POV**
- **Expectations of 2016**

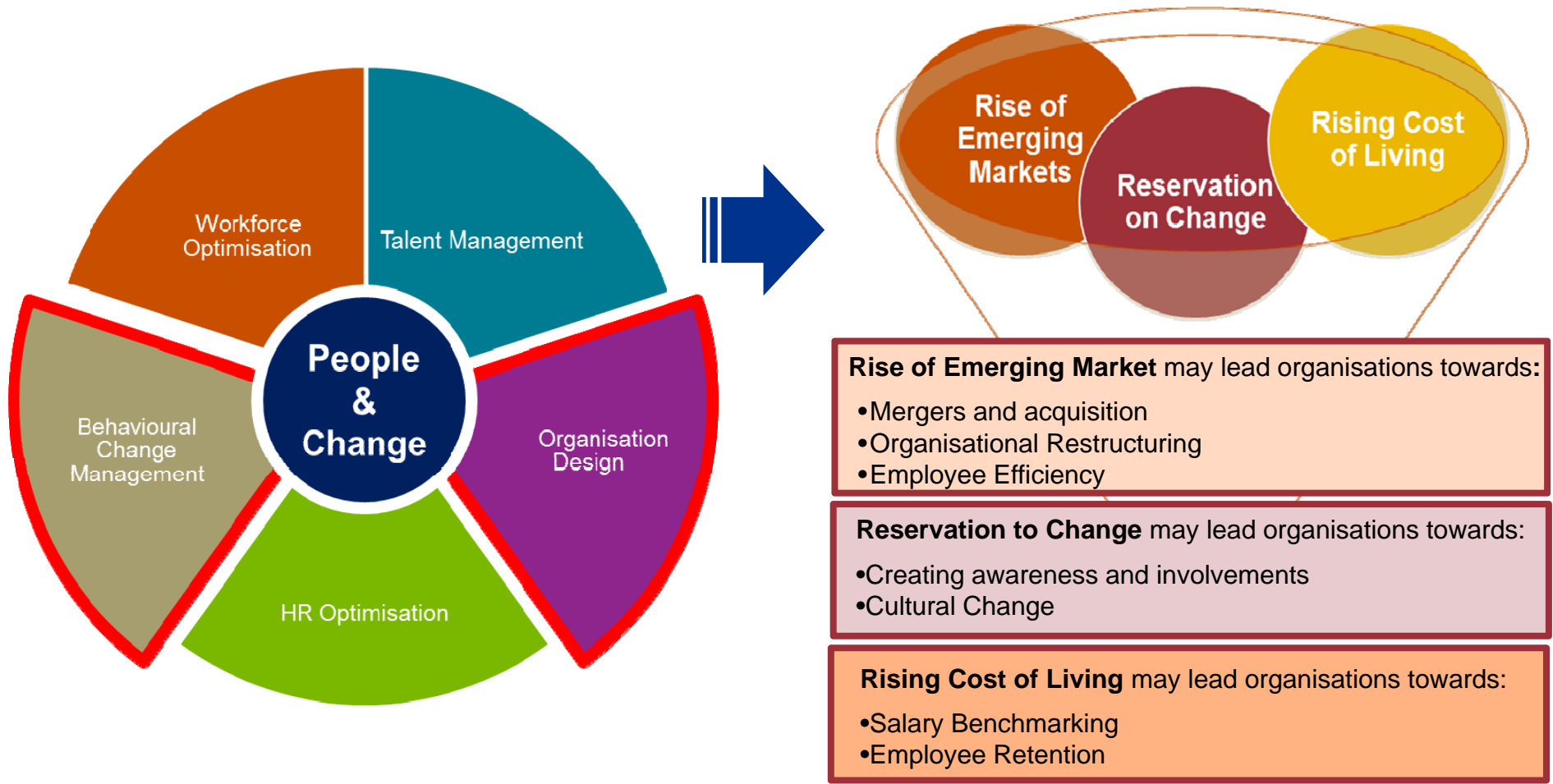
KPMG's People & Change Framework



Brings HR expertise combined with workforce modeling to provide compelling, evidence based advice to inform and improve the operational and commercial management of workforce.

Our Expectations of 2015

We envisaged a focus on **Behavioural Change Management & Organisation Design**



Reality of 2015

The first quarter of 2015 focused on **Change Management & Project Management** activities as Goods and Services Tax was implemented on April 1, 2015.

Moving on, organisations shifted their focus towards:

- Strengthening the workforce from within the organisation.
- Improving business practices through implementation of advanced systems.
- Focusing on cost saving initiatives.



Talent Management

- KPI, Competencies and PMS review and implementation
- Directors Effectiveness



Behavioural Change Management

- Change Management for system implementations
- Change Management for business transformation



HR Optimisation

- Departmental Transformation
- Organisational Restructuring

Human Resource Trends

In 2015 many organisations sought for HR advice and assistance in:

1	Organisation Design	<ul style="list-style-type: none">• Restructuring• Work Synergies
2	HR Optimisation	<ul style="list-style-type: none">• Performance Measurement• HR Strategies
3	Redundancy Advice	<ul style="list-style-type: none">• Voluntary Separation Scheme• Mandatory Separation Scheme
4	HR Review	<ul style="list-style-type: none">• HR Functions & Process• Size and complexity of the organisation
5	Remuneration & Salary Benchmarking	<ul style="list-style-type: none">• Benchmark against competitors in the market
6	Employee Retention Incentive	<ul style="list-style-type: none">• Short & long term incentive implementation• Employee Shared Scheme
7	Behavioural Change Management	<ul style="list-style-type: none">• Identifying influencer• Creating awareness

What is HR Analytics?

HR Analytics – KPMG’s POV... continued

What is HR Analytics?

Refers to the synthesis of **qualitative and quantitative data** and information to bring **predictive insight and decision making support** to the management of people in organizations.

HR Analytics will...



Source: KPMG International

HR Analytics – KPMG’s POV... continued

HR analytics **helps leaders generate meaningful and actionable insights**
Leaders would be able to make **better and faster decisions.**

**How HR
Analytics
transforms
teams ?**



Source: KPMG International’s HR Advisory 2015 Global Pulse Survey

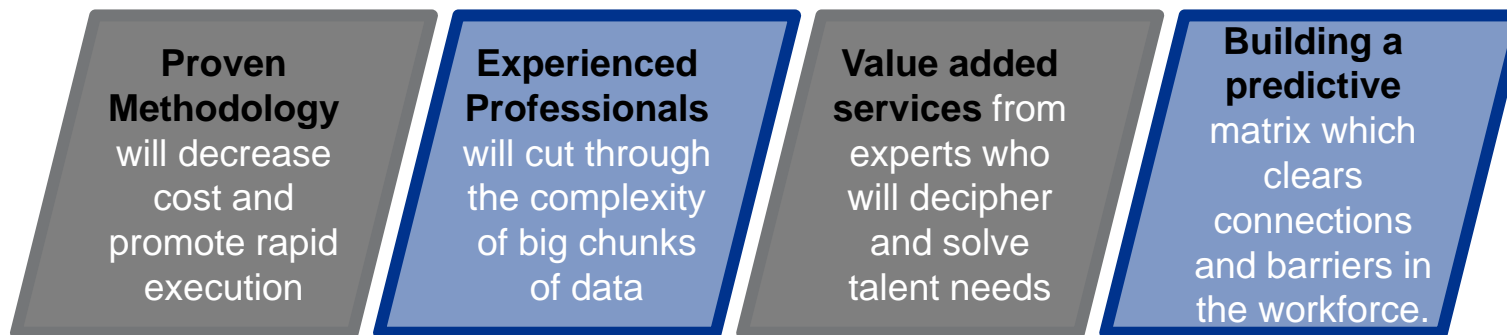
Expectation of 2016

Budget & Expectations of 2016

- Budget 2016, being the first year of the 11th Malaysian Plan, will emphasise on value innovation, particularly high impact at low costs and rapid execution (Economic Report 2016)
- Following are selected highlights of Budget 2016:
 - There will be salary readjustment for civil servants
 - Loan application for entrepreneurs
 - Retirement plan
 - Increase of woman in the workforce (*THE STAR*)



How HR Analytics can help in 2016?







Thank You

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