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Managing Human Resource Costs Part 1 – HR Knowledge Management

HR is a fascinating challenge. HR staff, if you have any, is usually focused on people issues (hiring, training, and employee satisfaction). No one argues that hiring right, training properly, and keeping motivated employees is critical to corporate success.

To manage these areas, high people skills are required. HR staff resources are usually consumed with the tyranny of the urgent and are stretched very thin. If you, as the CFO, also have HR responsibility, then you know how overwhelming the task can be; particularly in the area of regulations and employee relationship management.

The dilemma is getting worse due to increasing litigation (2,000% increase since 1995) and employment regulations (40,000+ pages of federal regulations and thousands of constantly changing state and local regulations). If your company has multiple sites in multiple states, the challenge can be daunting.

Businesses need a comprehensive, cost-effective HR solution to meet their HR obligations without diverting time and money from their core business operations. Traditional approaches are to hire more junior HR staff, to retain attorneys, and/or to hire consultants. Certainly each traditional approach has its place – and high cost.

There is a low cost alternative to help you better manage employee relations and issues, reduce the risk of HR-related lawsuits and audits, and help you grow in a sustainable way. It combines the convenience of the web (24 hours a day 365 days a year) with information and resources at subscribers fingertips, personalized advice (real HR pros through email or phone), and trusted expertise (average of 20 years HR experience for each professional). In essence, this solution is an outsourced HR Service Center.

Resources includes employee handbooks, HR forms, Job Descriptions, terminology glossary, State and Federal laws, and >2,500 frequently asked questions. Access to HR Pros is an option. One HR Director told me that this service would save him 90%+ of the HR cost of attorneys and consultants. The Finance Director of the Wood Group stated, "...this is just what I needed." Jerry Cross, CPA & Peer Review Editor, Texas Society of CPAs stated, "The handbook, alone, is well worth the subscription fee."

Why am I covering this topic? At less than \$900 per license this is the most cost effective solution that we have found. Other readers may know of equal or better solutions – and I would be interested in knowing about them. When it comes to managing HR costs, there are now additional options that can help keep you legal, in control, and within a tight budget.



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If you are interested in knowing more, email me at Jim.Villwock@IEMcorp.com

Interested in making more money?

Give us a call. There is no charge for asking!

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