

Make the most of your HR resources

- Despite a 40% increase in technology spending since 1998, HR costs for the average company have actually *risen* 16%, to almost \$1,900 per employee. How can you avoid this trap?

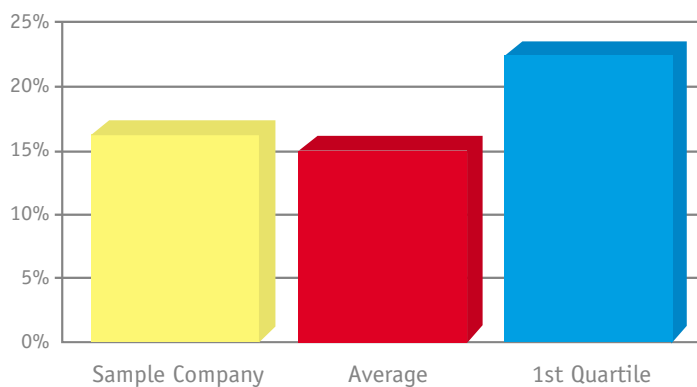
IHRIM members can obtain a quick performance diagnosis of 18 possible processes:

- Health and Welfare Administration
- Pension Plan Administration
- Savings Plan Administration
- Compensation Administration
- Employee Information Management
- Time and Attendance
- Payroll Administration
- HR Supplier Management
- Compliance
- Recruiting and Staffing
- Learning and Development
- Organizational Effectiveness
- Labor Relations
- Exit Management
- Strategic Resource Planning
- Benefits Planning
- Compensation Planning
- HR Function Leadership

Weighed down by misused FTEs, excessive paper and labor-intensive processes, HR organizations face a daunting task as they seek the greatest possible return on their technology investments. Is there a simple yet effective method to uncover the information necessary for making meaningful changes? We have the solution.

Hackett Benchmarking & Research, through an alliance with IHRIM, brings the power of best practices benchmarking to IHRIM members through a fast, simple diagnostic tool that pinpoints opportunities and provides direction toward making meaningful, lasting improvements. Via an easy-to-use, Web-based tool, IHRIM members gain apples-to-apples comparisons of their performance against average and world-class performers.

Percent usage of Internet self-service for employee information management transactions



The Hackett - IHRIM benchmarking alliance helps you determine where to focus efforts for improving your HR organization's performance.

The benchmark provides an independent, “trusted third-party” source of performance metrics, helping you implement both “quick wins” and long-term best practices strategies.

■ About the benchmarking process

Information is gathered around staffing levels, process costs, technology and best practices usage. Questions focus on vital information needed to evaluate efficiency and effectiveness. A confidential, point-and-click Web tool lets you complete, review and submit data from any Internet-connected personal computer in less than a day. Instructions, definitions and FAQs are available online, and we offer additional support by phone if needed.

Once you enter your data, you’ll receive online reports comparing your process performance against companies in Hackett’s HR best practices benchmarking database — the largest and most comprehensive of its kind available.

With that data in hand, access The Hackett Highway (www.hacketthighway.com) and move your organization toward best practice improvements. Your benchmarking registration gives you exclusive access to the Highway — a valuable feature designed to help you deploy leading-edge best practices and set realistic targets for

performance improvements. On the Highway, you’ll find HR process performance metrics, best practices case studies, article abstracts, high-level research findings and “quick wins” you can implement to jumpstart your change program.

■ Program costs

A special arrangement lets you participate in the benchmark program for \$395 per process. This offer is available only to IHRIM members.

■ Getting started

Visit the IHRIM Web site at www.ihrim.org to register and review additional details about the program.

If you have questions, contact Matt McConnell at 866-4HACKETT x5429, or mmcconnell@answerthink.com.