

HCM Readiness Quiz: How Ready Are You?

How do organizations measure their readiness to manage their human capital? This measure represents the availability of employee skills, talent, and expertise to perform the internal processes critical to the success of an HCM strategy.

Take this quiz to see how ready your organization is to properly manage its human capital.



- 1 Do you currently have an HCM strategy in place within your organization?
- 2 Are your HCM strategies aligned with your organization's mission and goals?
- 3 Do you know which measures can help manage the effectiveness of your HCM strategies?

4 Are your employees currently engaged within the organization through the use of pulse surveys, social recognition and rewards, or open feedback?

5 Can you readily determine your employees' training needs?

6 Can you easily determine which employees may pose a flight risk?

7 Do you have a succession plan in place?



8 Do you know your organization's workforce demographics?

9 Does your company foster equal employment opportunities?

10 Does your company put a strong emphasis on understanding the intercultural and multicultural issues within its business environment?

If you've answered "NO" to any of the above questions, you may want to take a closer look at your HCM initiatives and strategies. You may have a deficiency in the information systems you're using to monitor and analyze employee data. If you are a medium-to-large organization doing business globally, **your HCM initiatives may be in serious trouble.**

If you've answered "YES" to some of the above questions, your organization has a grasp on managing human capital, but should look further at ways to strengthen its processes. You may have **adequate people management systems in place**, but are probably not using them to their full potential.



If you've answered "YES" to all of the above questions, chances are your HCM strategies are properly aligned with your overall business goals, your HCM or related HR management system is being fully used, and **your organization is well on its way to HCM success.**