

# **Human Resources Management Consulting**

Monika Farka  
Managing Partner

Dynamics Partners Shpk

## **WHAT IS HRM CONSULTING**

On type of management consulting

Advice on HRM function and related issues

## **WHAT ARE HRM CONSULTANTS**

Experts in managing the people side of business

## **WHY EMERGED HRM Consulting**

- ❖ New HRM concept
- ❖ Increased scale of organization
- ❖ Increased labor specialization and functional differentiation
- ❖ Need for employment conflict management etc

## HR MANAGEMENT

**1954-** HR term attributed to **Peter Drucker**

worker definition:

resource with unique capability to  
understand & utilize oneself

**1970-** began as management practice

**1980-** academic interest, part of business curricula

**Modern (2007) definition of HRM**

...design management systems to ensure that human talent is used effectively and efficiently to accomplish organizational goals

## **HRM- management practice considering**

### **PEOPLE as:**

**1. Resource**

**2. Competitive advantage**

### **HRM Sub-functional Areas**

1. Strategic HR Management
2. Staffing
3. Compensation & Benefits
4. Talent Management
5. Employee Maintenance

## **HRM Consulting**

### ***Key to Success***

**Client Consultant Relationship  
Brand image/ reputational capital**

**Novelties in favor**

**Better educated and demanding employees**

**HRM complexities**

**Competency Modeling Techniques**

**HRM Technology solutions**

## **HRM Consulting Key Players Global**

Top Multinational Consulting firms Mercer, Accenture, Hay Group, including Big 4

International firms specialized in some HRM areas

SME Consultancies

Sole practitioners

### **Market**

Source: Datamonitor for 2011

around \$ 30 Billion in HRM Consulting

About 13 % of total Management Consulting turnover

Less in Europe than in USA

Germany leading European market

## **HRM Consulting Albania**

### **Interesting Facts:**

**1998- First recruitment/staffing services -KPMG**

**2003- First Strategic HR Consulting- Deloitte contracted by AMC**

**2005- First Salary survey- Hay Group**

**2008- HR technology solutions- SAP and 2-3 local companies**

## **HRM Consulting Albania**

International Accountancies

Firms with international partnership

Local Firms

Free lance consultants

International Companies contract globally  
For specialized services (SHL, Hay Group etc)

Increased interest for HRM consulting  
within local companies

## **DYNAMICS PARTNERS**

- ❖ Founded in 2005, as the first Albanian executive search firm
- ❖ Since 2011 partner of ISG Personalmanagement GmbH, Austria
- ❖ Focus on strategy consulting and executive search
- ❖ One of the leading executive search firms in Albania and Kosovo
- ❖ Over 500 placements; 40% in top management
- ❖ Team: 4 full time staff

Clients: leaders in their sector and among best employers in Albania and Kosovo (start-ups, SME, international groups as well as international organizations supporting the development of private sector



# Ju falenderoj per vemendjen.

