

NHRMA 2024

HR Evolved: Navigating Business Acumen for Organizational Impact

Instructions: For each statement, indicate how strongly you agree or disagree by checking the appropriate box on the scale. This informal self-assessment should simply be used as a guide in your ongoing learning.

Rating Scale

1: Strongly Disagree | 2: Disagree | 3: Neutral | 4: Agree | 5: Strongly Agree

Section 1: Organizational Knowledge

1. I understand the strategic goals and objectives of my organization.

1 2 3 4 5

Aligning HR Strategy with Organizational Goals:

<https://www.forbes.com/sites/forbeshumanresourcescouncil/2023/10/10/bridging-the-gap-aligning-hr-strategies-with-business-realities/>

2. I am aware of the organization's culture and how it affects HR practices.

1 2 3 4 5

Understanding Organizational Culture:

<https://www.forbes.com/sites/williamarruda/2019/08/14/what-is-company-culture-and-how-do-you-change-it/?sh=4a9bb11a15c6>

3. I stay updated on industry trends and their impact on our organization.

1 2 3 4 5

HR Trends to Watch: <https://www.forbes.com/sites/jeannemeister/2024/01/04/the-top-ten-hr-trends-that-matter-most-in-2024/>

4. I have a comprehensive understanding of our organization's policies and procedures.

1 2 3 4 5

How to Write Company HR

Policies: <https://www.shrm.org/topics-tools/tools/how-to-guides/how-to-develop-implement-new-company-policy>

5. I understand the legal requirements and regulations affecting our organization.

1 2 3 4 5

Understanding Employment Law:

<https://www.dol.gov/agencies/odep/publications/fact-sheets/employment-laws-overview-and-resources-for-employers>

Section 2: Strategic HR Management & Business Acumen

6. I align HR initiatives with the strategic goals of the organization.

1 2 3 4 5

Aligning HR Strategy with Business Goals:

<https://www.helioshr.com/blog/2015/09/how-to-create-the-best-hr-function-link-to-the-business-strategy>

7. I manage organizational change effectively to minimize disruption.

1 2 3 4 5

Change Management for HR: <https://www.shrm.org/topics-tools/tools/toolkits/managing-organizational-change>

8. I use HR metrics and analytics to inform decision-making.

1 2 3 4 5

The Role of HR Data in Decision Making:
<https://www.forbes.com/sites/bernardmarr/2021/01/18/the-role-of-hr-data-in-decision-making/?sh=24dcb1ff31e3>

9. I effectively manage HR budgets and resources.

1 2 3 4 5

HR Budget Management: <https://www.shrm.org/topics-tools/tools/hr-answers/involved-developing-hr-budget>

10. I ensure compliance with all relevant labor laws and regulations.

1 2 3 4 5

Labor Law Compliance:
<https://www.adp.com/resources/articles-and-insights/articles/h/hr-compliance-what-employers-should-know.aspx>

Scoring Guide

- **10-20:** Getting started in your learning journey with business acumen.
- **21-30:** Making progress and learning.
- **31-40:** Proficient.
- **41-50:** Advanced.

Total Score: _____

Use this assessment to identify areas where you excel and areas that may require further development. The provided links offer resources to help improve your skills and knowledge in each area.

Your Learning Plan for Business Acumen

- 1.
- 2.
- 3.

