Key Take Away

This session discusses the increasing recognition by organizations that their human capital is a source of innovation and a driver of business success, and to be effective in the global economy, their [HR audits](https://is.gd/5CDNZ0) must be diagnostic, predictive, and action oriented.

Overview

Human resources play a critical—and growing—role in most organizations.  Increasingly, human resources determine the success of organizations.  And for some organizations, human resources are a critical factor in their organizations’ survival.

These factors create a growing demand for a report on how well this critical organizational asset is being managed and thus the need for an HR audit.  As noted, in the global economy, human resources have become for many organizations the single most important determinant of competitiveness, productivity, sustainability, and profitability.  Increasingly, organizations’ human resources are a critical source of innovation and a driver of business success.

Additionally, the recent confluence of economic, political, and social factors have resulted in increased statutory and regulatory requirements, greater transparency, and increased internal and external audit activity.

Finally, governmental agencies have become more active and have committed more resources in conducting employer assessments.  Governmental agencies now consider organizations self assessments and HR audits as “[best practices](https://is.gd/5CDNZ0)” and a critical aspect of preventing and managing workplace violations.

Why Should You Attend

The HR [auditing process](https://is.gd/5CDNZ0) is — or should be — an independent, objective, and systematic evaluation that provides assurance that: 1) compliance and governance requirements are being met; 2) business and talent management objectives are being achieved; 3) human resource management risks are fully identified, assessed, and managed; and 4) the organization’s human capital adds value.

Under this definition, human resource audits are more than an audit activity that solely collects and presents evidence of compliance.  Human resource audits are increasingly expected to look behind and beyond the organization’s assertions of sound and proper human resource management practices and to assess the assumptions being made, to benchmark the organization’s processes and practices, and to provide the necessary consultative services that help the organization achieve its business goals and objectives.

There are numerous external forces and factors have had an impact on the demand for and scope of HR audits.  In the global economy, human capital is becoming the single most important determinant of competitiveness, productivity, sustainability, and profitability.  Thus understanding the impact of human resources can have a positive effect on their organization’s return on this investment.

Additionally, the confluence of economic, political, and social factors, including corporate scandals, the failure of the financial industry to adequately assess risks, and increasing stockholder initiatives, have resulted in increased statutory and regulatory requirements, a call for greater transparency, and increased internal and external audit activity.

As a result, HR audits now have pressing external and internal demands which they must respond to.

Areas Covered In This Webinar

Over the last 5 years there has been a significant change in the HR auditing process, the value derived from HR auditing, and the HR audit tools used.  HR audits have evolved from a simple checklist of do’s and don’ts or  periodic affirmative action plans to a comprehensive, sustainable process that: 1) is an integral part of the organization’s internal controls, due diligence, and risk management; 2) is a fundamental activity of strategic management; and 3) uses sophisticated auditing products and consulting services.  Increasingly HR audits are conducted of HR rather than by HR.  This webinar discusses the changes in HR audits, discusses the external and internal forces affecting the process and use of HR audits, and provides information about the leading HR auditing process.

The HR compliance session also discusses role HR audits play in an increasingly complex and multi-dimensional world.  This while ensuring compliance is still a basic goal of HR audits, other objectives include:

A. Ensuring the alignment of HR management and employment practices with the organization’s business objectives.

B.  Assessing the outcomes of the organization’s employment processes, policies, practices, and outcomes.

C.  Developing the right human capital measurements and HR metrics to allow the organization to calculate and measure the value added by human resources, to determine the ROI and the return on the human capital asset, to measure the outcomes of employment policies and practices and the achievement of [EEO](https://is.gd/5CDNZ0) and diversity goals, and to benchmark best practices.

D.  Ensuring required due diligence, including: uncovering hidden liabilities and assets, identifying vulnerabilities to be corrected, and identifying opportunities to be attacked.

E. Developing HR auditing procedures that become an ongoing and sustainable element of the organization’s internal controls.

F. Developing HR auditing procedures that become an ongoing and sustainable element of the organization’s risk management program.

Learning Objectives

How effective is your organization’s human resource management?

Is your human capital helping you achieve organizational objectives?

Are your employment practices creating material risks and liabilities?

What are the critical risk management and due diligence issues that are (should be) addressed in your auditing activities.

Who Will Benefit

This program is designed for

* HR professionals
* risk managers
* internal auditors
* in-house counsel
* CFOs
* CEOs, and management consultants and other individuals who want to learn how to use HR audits.

For more information, please visit : <https://is.gd/5CDNZ0>

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Speakers Profile

**Ronald Adler**

Ronald Adler is the president-CEO of Laurdan Associates, Inc., a veteran owned, human resource management consulting firm specializing in HR audits, employment practices liability risk management, HR metrics and benchmarking, strategic HR-business issues and unemployment insurance issues. Mr. Adler has more than 39 years of HR consulting experience working with U.S. and international firms, small businesses and non-profits, printers, insurance companies and brokers, and employer organizations.

Mr. Adler is an adjunct professor at Villanova University’s Graduate Program in Human Resources Development and teaches courses on HR auditing and HR management. Mr. Adler is also a certified instructor for the CPCU Society and conducts courses on employment practices liabilities.

Mr. Adler is a co-developer the Employment-Labor Law Audit™ (ELLA®), the nation’s leading HR auditing and employment practices liability risk assessment tool.

Mr. Adler serves on two national taskforces developing professional standards in human capital measurement and performance management.

Mr. Adler has assisted Congress and state legislatures develop employment and UI related legislation and has testified before the U.S. Senate Finance Committee on unemployment insurance and the U.S. Senate H.E.L.P. Committee on genetic discrimination in the workplace. Mr. Adler has also served as an expert witness in discrimination and negligent hiring cases.

Mr. Adler is a member of the Institute of Internal Auditors. Mr. Adler is also a member of the Society for Human Resource Management (SHRM), serves as an subject matter expert (SME) to SHRM on HR metrics, formerly served on SHRM’s Human Capital Measurement/HR Metrics Special Expertise Panel, SHRM’s white paper review panel, SHRM’s Outsourcing/Consultants’ Special Expertise Panel, and the National Employment Committee. Mr. Adler is a consulting expert on workplace issues to SHRM’s legislative staff, has contributed materials for The SHRM Academy and the SHRM Learning System, and has represented SHRM in meetings with the EEOC.