Career of „Ian Statistic” based on the new HRM Strategy of the HCSO

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Who is Ian Statistic?

- 18-year-old fictional character
- Studying in an economics-oriented high school in Hungary
- Interested in economics, mathematics, sociology, IT etc.
- Plans to continue studying at a university and then work as a Statistician

How we try to manage his career in HCSO – based on our new HRM strategy?

Let’s run through his 6 main career stages as a statistician ~ 40 years in 10 minutes 😊
HRM Strategy 2014-2020

Approved in July 2014 by top management

Content:
- National and international environment analysis + best practices,
- Vision 2020
- Strategic goals (10)
- Expectable challenges and current status of HRM in HCSO
- Development ideas (40) for each HRM function
- Summary

Note:
This presentation does not contain all development ideas and does not even cover all HRM functions detailed in the strategic document, only a few that are closely related to the career path of our fictional character.
Career stage I.
High school and university studies

Ian first meets HCSO at:
- Statistics competitions in high schools;
- Institutional open-day, info-days;
- University career events;

Co-operation with 14 universities:
- Lectures on statistics;
- Research and internship programs;
- Forums for students’ publications.
Career stage I.
High school and university studies

Ian becomes an **intern** in HCSO:

- **Interview**: to find him the most suitable department based on his interest and our capacity;
- **Mentor**: to support him and help in his thesis;
- **Informative programs**: together with other interns
- **Evaluation and feedback**: by the mentor and also by himself
- **Recruitment database**: in case of good evaluation
Career stage II.

Finding a job

Ian is looking for a job:
- Recruitment database
- Job advertisement
- Interview (both prof. & HR evaluation)
- Entrance tests
Ian enters HCSO:
- Probation period (6 months);

**Career-orientation program:**
- training of newcomers;
- mentoring system;
- possibly job rotation as well.

Results of the first performance appraisal are crucial.
Ian starts his professional career in HCSO:

- Results of objective performance appraisal provide basis all along for other HRM actions: motivation, training and development, professional or managerial career paths.
Career stage V.

Professional development and motivation

Ian is retained as a valuable and content staff member of HCSO 😊

- **Compulsory training system** (yearly individual training plan);
Career stage V.

Professional development and motivation

- **Financial and non-financial incentives, bonuses, compensations:**
  eg. educational support, international studies, expert titles, salary bonus (depending on yearly performance), housing loan, sporting discounts, active social life.
Ian decides to resign and leave HCSO:

- Exit interview (if he is not leaving for pension) + using its results to develop HRM functions further and cure possible problems
- Mentoring tasks given in order to pass his knowledge

Even after leaving:
- Possibly contract for lecturing at in-house statistical trainings
Summary

Successful HR management

(Leslie Kish)
Thank you for your attention!