

Excellence Through People

The National Human Resource Management Standard

Benefits for the organisation:

Human Resource studies and feedback from organisations accredited with the Excellence Through People Standard have identified a wide range of benefits associated with best HRM practices:

- Profitability
- Innovation
- Workforce Optimisation
- Quality Improvement
- Customer Satisfaction
- Other Benefits – Increased Employee Motivation – Independent Assessment and Recognition – Benchmarking – Best Practice Model

Profitability, Innovation

Studies have consistently proven that engaged employees are more productive and positively affect the bottom line. The 2008 The National Centre for Partnership & Performance study of Ireland's top companies confirmed a strong link between bottom-line business performance and the use of [High Performance Work Systems](#) (HPWS) in the workplace:

- *Sales revenue in excess €44,000 per employee per annum*
- *12.2 percent improvement in workforce innovation*

Workforce Optimisation

Excellence Through People companies succeed in optimising the performance of their employees by establishing essential processes for getting work done, providing good working conditions, establishing and making good recruitment, selection and talent management choices. The NCPP 2008 study highlighted 14.8 percent increase in productivity for companies using [High Performance Work Systems](#).

Quality Improvement

Quality improvement within the Excellence Through People Standard is about continuously focusing on better ways of doing your business for you and your customers. The Excellence Through People process highlights the importance of quality and adds value to other quality programmes.

Customer Satisfaction

Excellence Through People employees understand the business, where the company plans to go and the importance of customer service and meeting customer expectations.

Increased Employee Motivation

Excellence Through People recognises the competitive advantage of good HRM practices and places employee motivation at the forefront of the managers' work strategies. This is because the Standard is built on marrying company goals with employee goals to ensure maximum productivity, quality and service.

Independent assessment

Excellence Through People provides organisations with the opportunity to receive an independent assessment of their systems. The Standard is focussed on outcomes.

Recognition

Achieving the national award is a clear statement to customers, suppliers and employees alike that best business practice is at the core of the company. It is recognition that your customers and employees are the foundation for company success.

Benchmarking against best national and international practice

The Excellence Through People Standard provides an on-site assessment and enables you to benchmark and network with other best practice companies.

Best Practice Model

The easy to use model has been designed and developed so that it is not prescriptive and can be used by people in business from all disciplines regardless of the organisation size. The model includes eight sections, questions, guides, training advice, independent on site assessment, award approval and networking opportunities.