

Appendix C

HR OPEN QUESTIONS

Q 7

If the training was not adequate please tell us why

Answer Options

Response Count

2

answered question

2

skipped question

18

Number	Response Date	Response Text
1	Jul 11, 2016 1:58 PM	There is only training provided for new managers which I haven't had
2	Jul 6, 2016 11:55 AM	Not easy to take back to work what was learned in a classroom. Every situation is different and not all scenarios can be covered in training

Q 10

If they are not easy to use, what improvements would you suggest?

Answer Options

Response Count

3

answered question

3

skipped question

17

Number	Response Date	Response Text
1	Jul 8, 2016 4:33 PM	Flowcharts
2	Jul 6, 2016 11:56 AM	They are too precribed and therefore too rigid in there appraoch and can not always be easily applied, often less is more!
3	Jul 6, 2016 11:55 AM	Need to be updated, and joined up. Currently some are not

Q 12

What support would make you feel better equipped to deal with people management issues?

Answer Options

Response Count

5

answered question

5

skipped question

15

Number	Response Date	Response Text
1	Jul 15, 2016 9:13 AM	Training in the Policies and coaching managers to think for themselves in how they use them.
2	Jul 11, 2016 1:59 PM	I don't think I need additional support but that is because I am an HR practitioner
3	Jul 11, 2016 1:27 PM	Consistent information from HR
4	Jul 8, 2016 9:31 AM	senior management support
5	Jul 6, 2016 11:57 AM	dealing with things more often but don't get chance too because i only manage a small team

Q 13

What do you think the role of HR is now?

Answer Options

Response Count

12

answered question

12

skipped question

8

Number	Response Date	Response Text
1	Jul 15, 2016 9:15 AM	Depends on the organisation. You have to train the manager, then mentor in the use of HR policies and then coach and let them work independtly, so you need to move through the three stages
2	Jul 12, 2016 11:12 AM	business partner
3	Jul 12, 2016 8:35 AM	Enabling managers to manage staff in a way that fits at a local level, but in the context of organisational policy principles.
4	Jul 11, 2016 3:27 PM	Advice & Guidance
5	Jul 11, 2016 2:42 PM	Enabler
6	Jul 11, 2016 2:01 PM	To support the organisation to get where it needs to be
7	Jul 11, 2016 1:28 PM	Administration / Data / Responsive / Rule Book
8	Jul 11, 2016 12:26 PM	Transactional. Hand holding.
9	Jul 8, 2016 9:33 AM	the give advice and help others
10	Jul 6, 2016 12:08 PM	Drive the culture of the organisation through its policies and support formal employee relations processes
11	Jul 6, 2016 11:59 AM	fire fighting
12	Jul 6, 2016 11:57 AM	part way between parent and enabler. Not strategic enough within the business.

Q 14

What do you think the role of HR should be in the future?

Answer Options

Response Count

12

answered question

12

skipped question

8

Number	Response Date	Response Text
1	Jul 15, 2016 9:15 AM	Business partnering best describes the role for the future
2	Jul 12, 2016 11:12 AM	business partner/consultant
3	Jul 12, 2016 8:35 AM	To continue supporting managers with the management of people, but with a more significant role working strategically with senior managers/Directors in achieving organisational change and developments in areas of workforce development, redesign and resourcing.
4	Jul 11, 2016 3:27 PM	Enabling & Supporting
5	Jul 11, 2016 2:42 PM	Strategic Business Partner
6	Jul 11, 2016 2:01 PM	More strategic in workforce planning and OD
7	Jul 11, 2016 1:28 PM	Enabler / Creative solutions / Workforce Planning
8	Jul 11, 2016 12:26 PM	Strategic. More integration to the business to shape its needs rather than react to its needs.
9	Jul 8, 2016 9:33 AM	to enable people to manage themselves and others
10	Jul 6, 2016 12:08 PM	As above
11	Jul 6, 2016 11:59 AM	Supporting the organisation in what it is trying to achieve by enabling employees
12	Jul 6, 2016 11:57 AM	Strategic facilitator and enabler.

Q 15

Do you have a mechanism to feed in your future HR requirements to help you meet your business needs?

Answer Options

Response Count

9

answered question

9

skipped question

11

Number	Response Date	Response Text
1	Jul 15, 2016 9:15 AM	Yes via Business Planning
2	Jul 12, 2016 11:12 AM	yes
3	Jul 12, 2016 8:35 AM	Yes
4	Jul 11, 2016 3:27 PM	Yes
5	Jul 11, 2016 2:42 PM	Yes
6	Jul 11, 2016 2:01 PM	As the provider of the service we report to Management teams who could tell us if we were not providing what they wanted
7	Jul 11, 2016 1:28 PM	Yes
8	Jul 11, 2016 12:26 PM	Yes
9	Jul 6, 2016 11:57 AM	Yes