

Diagnosing “Fit” Among HR Management Practices

Internal Alignment

In the chart below please indicate your **subjective estimate of the degree to which the various HR management subsystems work together harmoniously or “fit” together**. Think of the degree of fit and internal consistency as a continuum from -100 to 100, and assign a value in that range to each relationship. Example of the extremes and midpoints on that continuum are provided below:

-100: The two subsystems work at **cross purposes**.

+100: Each subsystem is **mutually reinforcing and internally consistent**.

0: The two subsystems have **little or no effect on one another**.

DNK: Don't know or have no opinion.

	Recruiting & Selection	Training & Development	Performance Management & Appraisal	Compensation & Rewards	Work Environment
Recruiting & Selection	----				
Training & Development		----			
Performance Management & Appraisal			----		
Compensation & Rewards				----	
Work Environment					----