Diagnosing "Fit" Between HR Architecture & HR Deliverables

The measurement process would ask each respondent indicate the degree to which each HR Deliverable would enable the **appropriate strategic driver**, **on a scale of -100 to +100**. Examples of the extremes and midpoints on that continuum are provided below:

- -100: This dimension is counterproductive for helping you to accomplish this goal.
- +100: This dimension significantly helps your firm to accomplish this goal.
- 0: This dimension has little or no effect on your ability to accomplish this goal.
- DNK: Don't know or have no opinion.

Strategic Goal	Employee Skills	Employee Motivation	Work Environment
Shorten product development cycle time and time-to-volume			
Enhance customer focus and responsiveness			
Enhance productivity			
Develop and successfully manage several joint ventures			
	Shorten product development cycle time and time-to-volume Enhance customer focus and responsiveness Enhance productivity Develop and successfully manage	Strategic GoalSkillsShorten product development cycle time and time-to-volume	Strategic GoalMotivationShorten product development cycle time and time-to-volumeEnhance customer focus and responsivenessEnhance productivityDevelop and successfully manage

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