

# 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
1. Shorten product development cycle time and time-to-volume			
2. Enhance customer focus and responsiveness			
3. Enhance productivity			
4. Develop and successfully manage several joint ventures			