

unbiased clarity and guidance...

XMG Human Capital Management Services provides the fundamental guidance to effectively drive the IT human capital to higher levels of business performance. Using pertinent industry data and our advanced methods for developing the human capital, this Service enables clients to develop a comprehensive understanding of the needs of the workplace to improve IT workforce management practices and productivity. XMG provides indispensable direction to our clients to secure a solid future in IT through its people.

Service Coverage

Research:

- Critical success factors
- Human resource information system
- Strategic hiring management
- Strategic management of human capital
- Succession planning and implementation
- Workforce management system
- Workforce metrics

Advisory and Consulting:

- Benchmarking (benefits, competency, salary, staff development, training)
- Change management
- Contracting and sourcing
- Human capital planning
- Learning technology
- Performance-based management
- Recruitment and retention analysis
- Training management system
- Workforce assessment

Benefits

Primed with comprehensive human capital management information and insights, our analysts and consultants will provide actionable recommendations with the following benefits:

- Develop new learning programs that will fit a new and changing environment
- Develop unique incentive programs that are realistic, relevant and valued by employees
- Establish competitive advantage through benchmarking of salary, benefits and trainings provided to workforce environment
- Evaluate various methods of measuring human capital to attain business goals and objectives
- Link human capital management with IT portfolio management

By engaging XMG, we consciously help our clients architect a solid future in optimizing their human capital needs to improve their effectiveness, agility and value.

