

Human Capital Management Empowering your Greatest Asset

HCM



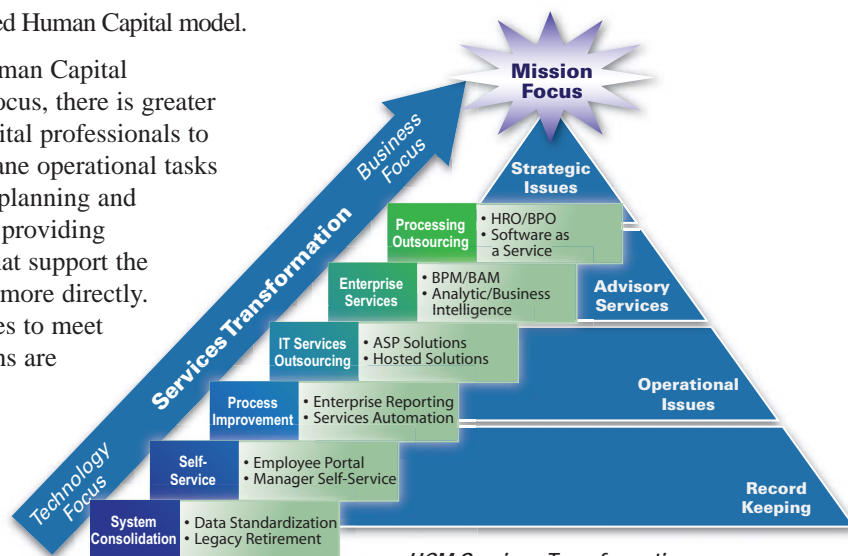
Human Capital Transformation

People are your greatest asset. Empowering that asset is even more critical in today's workforce comprised of four generations of talent. As a thought leader in Human Capital Management, Northrop Grumman is poised to be your strategic partner in today's rapidly changing environment. When business is the driver, mission is your focus, and technology is the enabler, your talent will be empowered.

From the mid-1990s to 2008, the transformation of Personnel functions to Human Resources functions was driven by a need to replace legacy systems and recognize cost savings. The key enabling technology was commercial-off-the-shelf (COTS) Enterprise Resource Planning (ERP) software that standardized the HR business processes. From 2008 to the present, Human Resources transformed from a mere operations function to a more strategic, mission focused Human Capital model.

As part of this new Human Capital Management (HCM) focus, there is greater demand for human capital professionals to escape the more mundane operational tasks and focus attention on planning and executing processes or providing consultative services that support the organization's mission more directly. To better align resources to meet objectives, organizations are

outsourcing (internally or externally) operational tasks such as benefits, advisory services, and personnel and payroll processing. Organizations are also outsourcing functional and technical helpdesks and call center operations. Future considerations for organizations include evaluating pay for service models such as software as a service and streamlined operations within larger communities such as the HR Lines of Business in the Federal government. As shown below, this transformation from a technology focus to a business focus is successfully accomplished through a methodical approach. Most organizations are focused today on HCM services transformation moving up the pyramid as quickly as possible so that available talent focuses on strategic issues to achieve mission goals and objectives.



With HCM now focused on achieving the mission, it is critical for organizations to be able to attract, develop, appraise, reward, and compensate the right people, with the right competencies and skills, at the right time, for the right jobs and retain its highly valued employees. Talent Management is the core component of the HCM Framework. Beginning with forecasting workforce needs, to acquiring new employees, through developing and expanding employee competencies, to measuring and rewarding performance, and succession planning, a talent management focus will ensure mission success through alignment of employees with strategic, organizational goals and objectives and mission requirements. All of these key

functions have moved up the value chain in terms of strategic planning and execution requiring a renewed focus and redirection of human capital professionals and programs to support the talent management continuum.

Northrop Grumman is a strategic partner in delivering innovative HCM strategies, optimized HR transformation, and state-of-the-art HCM solutions and services.

Our Value-Added HCM Service Offerings:

- Management Consulting & Advisory Services
- Program Management and Planning
- Implementation & Deployment
- Business Process Optimization
- Enterprise System Integration
- Data Warehousing & Business Analytics
- Software Evaluation & Portfolio Management
- Application Upgrades
- Application Infrastructure - SOA
- Application & Business Process Outsourcing

Contact Us

For more information on Human Capital Management please call (703) 556-1588.



HCM Framework

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