

Panel Discussion

Human Resources Management in Periods of Major Changes

Thursday, September 4, 14:00 – 16:00

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Panel Discussion

Question No. 1:

- What are typical types changes that affect HR management in statistical offices?
- When considering this question, please examine both externally imposed changes and changes imposed from within the statistical office?

Panel Discussion

- **Question No. 2:**
- What are the factors or issues that are special for HR management in official statistics?
- What are the consequences of these issues on HR management at statistical offices?

Panel Discussion

- **Question No. 3:**
- Are there effective tools or methods in HR management that can be used to mitigate the risk of a negative impact from changes?
- Are there ways to exploit the potential positive impacts of changes?
- In dealing with reduction of staff are there optimum approaches to communication?
- Are there best practices in terms of how to let staff know about the downsizing?
- Are there overall strategies to address these issues?

Panel Discussion

- **Question No. 4:**
- Is it possible, or appropriate, to implement an alert or fire-fighting system to reduce the negative impacts on human resources, that arise from organizational, economic or other changes?
- What recommendations could be made?
- Could the approach of a “to do list” that includes the most important steps to be taken, be developed?

Difference in the profile of employees before and after major changes

- What are the consequences, for the organization and for the individual employee, when the profile of employees does not match the needs of the statistical office?

Difference in the profile of employees before and after major changes

- In what ways can you change the profile of employees to meet the needs of the statistical office?
- What are the advantages and disadvantages of the different methods (different types of training, use of incentives, recruitment policy?)