



# **Career of „Ilan Statistic” based on the new HRM Strategy of the HCSO**

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# Who is Ian Statistic?



- 18-year-old fictional character
- Studying in an economics-oriented high school in Hungary
- Interested in economics, mathematics, sociology, IT etc.
- Plans to continue studying at a university and then work as a Statistician

**How we try to manage his career in HCSO  
– based on our new HRM strategy?**

Let's run through his 6 main career stages as a statistician  
~ 40 years in 10 minutes 😊

# HRM Strategy 2014-2020

Approved in July 2014 by top management

## **Content:**

- National and international environment analysis + best practices,
- Vision 2020
- Strategic goals (10)
- Expectable challenges and current status of HRM in HCSO
- Development ideas (40) for each HRM function
- Summary

## *Note:*

*This presentation does not contain all development ideas and does not even cover all HRM functions detailed in the strategic document, only a few that are closely related to the career path of our fictional character.*

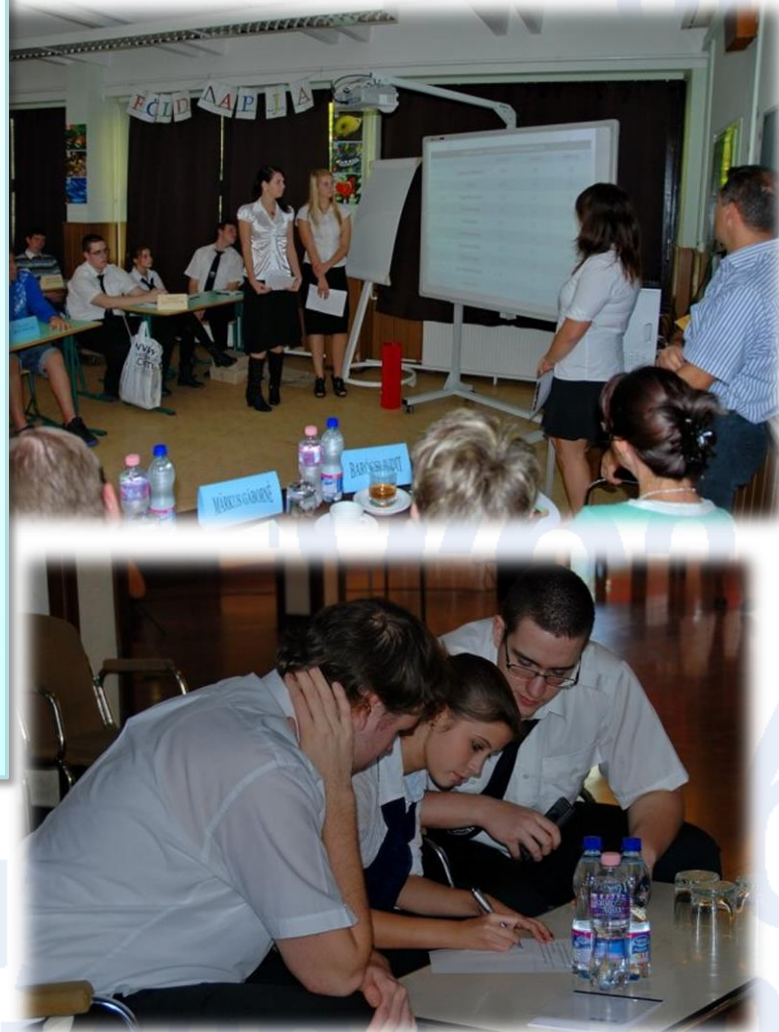
# High school and university studies

Ian first meets HCSO at:

- Statistics competitions in high schools;
- Institutional open-day, info-days;
- University career events;

## **Co-operation with 14 universities:**

- Lectures on statistics;
- Research and internship programs;
- Forums for students' publications.



# High school and university studies

Ian becomes an **intern** in HCSO:

- Interview: to find him the most suitable department based on his interest and our capacity;
- Mentor: to support him and help in his thesis;
- Informative programs: together with other interns
- Evaluation and feedback: by the mentor and also by himself
- Recruitment database: in case of good evaluation





## Career stage II. Finding a job

Ian is looking for a job:

- Recruitment database
- Job advertisement
- Interview (both prof. & HR evaluation)
- Entrance tests



# Socialization and career orientation

Ian enters HCSO:

- Probation period (6 months);

## **Career-orientation program:**

- training of newcomers;
- mentoring system;
- possibly job rotation as well.

Results of the first performance appraisal are crucial.



# Moving up the ladder

Ian starts his professional career in HCSO:

- Results of objective performance appraisal provide basis all along for other HRM actions: motivation, training and development, professional or managerial career paths.





# Professional development and motivation

lan is retained as a valuable and content staff member of HCSO 😊

- **Compulsory training system** (yearly individual training plan);



# Professional development and motivation

- **Financial and non-financial incentives, bonuses, compensations:**  
eg. educational support, international studies, expert titles, salary bonus (depending on yearly performance), housing loan, sporting discounts, active social life.



## Career stage VI. Passing the baton

Ian decides to resign and leave HCSO:

- o Exit interview (if he is not leaving for pension) + using its results to develop HRM functions further and cure possible problems
- o Mentoring tasks given in order to pass his knowledge

Even after leaving:

- o Possibly contract for lecturing at in-house statistical trainings



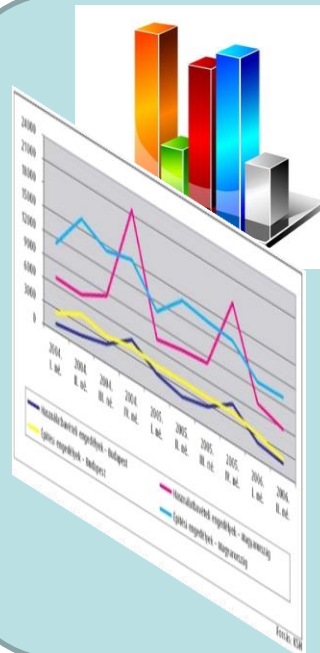


# Summary

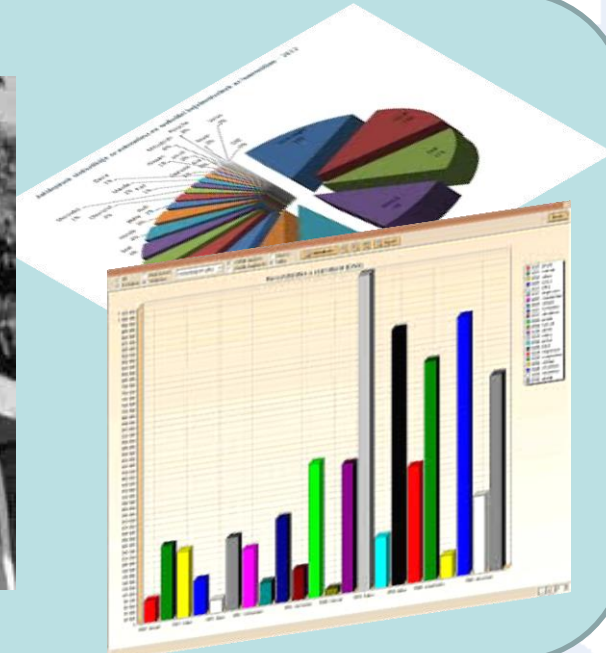


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**Successful HR management**



(Leslie Kish)





Thank you for your attention!

