

EBU

OPERATING EUROVISION AND EURORADIO



EBU Human Resources Assembly
20-21 May 2014

SURVEY 2014 RESULTS

ALIE HORDEN, NPO, THE NETHERLANDS
MAY - 2014

RESPONSE

15 REPLIES



***THE EXPERIENCE I
HAVE BENEFIT FROM
THE PARTNERS OF
THE EBU
HAS GROWN ME IN
MY WORK***

NUMBER OF EMPLOYEES

280 > 20.000!



EXPERTISE IN THE HR DEPARTMENT

- 1. HR Business partner – advisory**
- 2. Talent management**
- 3. Negotiations**
- 4. Change Management**
- 5. Payroll**
- 6. Legal**

OTHER EXPERTISE



NUMBER OF PEOPLE IN HR DEPARTMENT

2 - 68



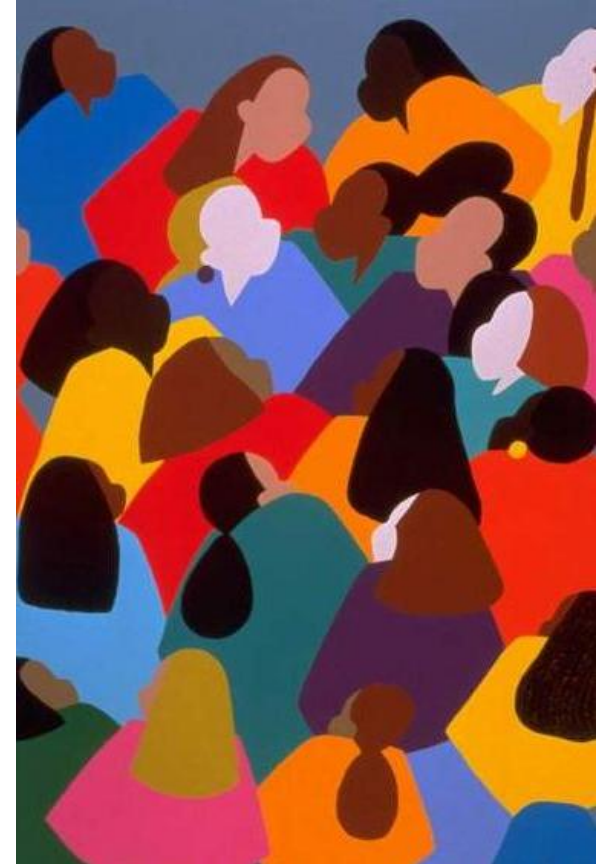
HOT TOPICS – SHORT TERM

**Downsizing - Reorganization
Culture Change**

**Training - Development
Employee evaluation**

**Negotiations - Trade Unions
Career plan - Succession**

Talent management



HOT TOPICS - LONG TERM

Job description - New competences

Culture change

Succession planning

Training programs

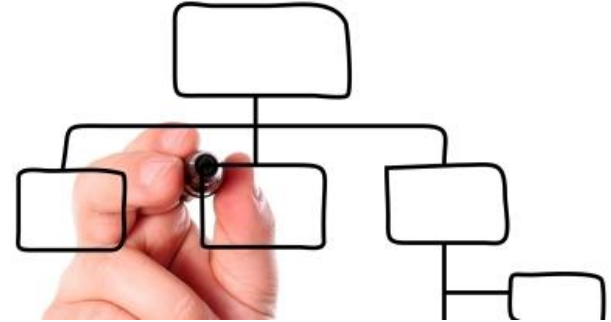
Outcome of new laws

New HR systems



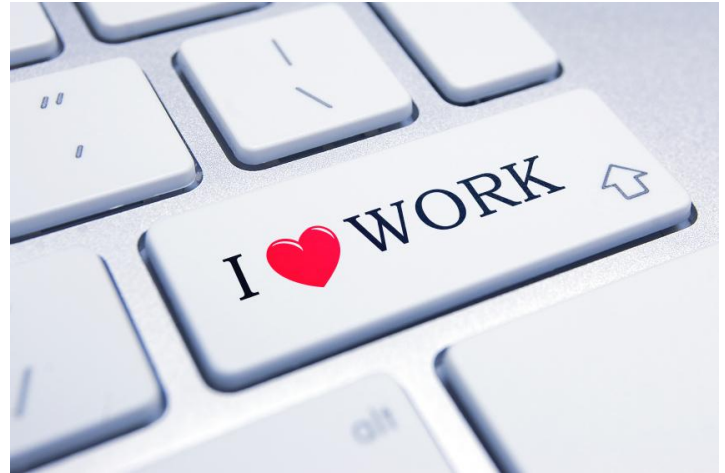
EXPECTATIONS MANAGEMENT

- **Advice organizational structures**
- **Business partner**
- **Support with reorganization**
- **Payroll**
- **Job descriptions**
- **Performance management/tools**



EXPECTATIONS EMPLOYEES

- Payroll
- Labour legislation
- Consult with conflicts
- Create nice atmosphere/working environment
- Good communication
- Transparency and confidentiality



PROMOTING EMPLOYER BRAND

- Best employer prize
- Promotion and communication as best employer
- Culture program with focus internal branding
- Career web site
- Corporation with universities
- Competitive selection of the best
- Social benefits / Financial bonuses



HR DEPARTMENT PROJECT-BASED (PARTLY)



8



5

EXPERIENCES WITH A PROJECT-BASED ORGANIZATION

Positive

Involvement of HR

Focus on each contribution

Structural/effective to achieve goals

Negative

No involvement of HR

Responsibilities not always clear

Risk of inflexibility

Quote:

Not all activities are good to be led by project management, sometimes it can spoil the aim...

EXPERIENCE OPEN WORKSPACE

Difficulties with communication, noise

Employees like working in groups

Effective way of collaborating



Quote:

If you don't invest in adapted furniture, it's always difficult