

➤ Synopsis:

- Human Resources as a strategic partner is rapidly evolving into a discipline that:

- Is profitability directed
- Is productivity focused
- Generates competitive advantage
- Directly helps sustain operations and grow the business
- Is performance outcome oriented

As a result, Human Resources professionals are now expected to make positive contributions to the financial condition of their organization and directly link their HR work to the performance drivers of their company.

One does not have to be a CPA or a PhD in finance & accounting to understand basic business finance. This subject will show you that understanding financial data is not as complicated as you are led to believe.

➤ Content:

a. Describing the three basic financial statements

- i. Balance Sheet
- ii. Statement of Income
- iii. Statement of Cash Flow

b. Calculating selected ratios

- i. Profit margins
- ii. Current ratio
- iii. Accounts receivable

c. Linking these ratios to HR activities

- i. What do these ratios tell you
- ii. What is HR's response to these ratios
- iii. What does it mean to you

➤ Time:                      One hour