

SIEMENS

Creating a high performance culture

Delivering the human resource development strategy



Human resource development is all about helping people to fulfil themselves at work. Development is concerned with encouraging employees to identify ways in which they want to improve their careers and other aspects of their working lives. For example, they may want to attend training courses, they may want to do more interesting work, or they may simply want to have a better work/life balance.

An organisation is nothing without its people. As an employer of one of the world's most efficient and motivated workforces, Siemens is committed to its employees. Its half a million employees work in a broad range of roles. These include:

- * information technology specialists
- * mechanical and electrical engineers
- * researchers
- * new product developers
- * managers and business executives
- * administrators
- * security guards and health and safety experts
- * human resource specialists.

What is 'engagement'?

If people are properly managed, they will motivate themselves to do a good job. Siemens believes in the full engagement of people in the workplace.

Excellent people need to be managed in an excellent way.

It believes that engagement combines commitment and organisational citizenship. Engagement is another way of saying actively involved.

Human resource development strategy

All organisations need to have a sense of direction which is put into action through a plan. This plan is referred to as a business strategy.

A key pillar of the Siemens' strategy, alongside performance and portfolio, operational excellence and corporate responsibility, is the way it manages, develops and motivates its employees.