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The new role of personnel/HR management to improve the quality of working life in the CR

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The subjective quality of working life in the CR

- **Representative workers' surveys from 2011**
- **Used the Subjective Quality of Life Index (SQWLi) questionnaire**
- **Changes in working life occur over time**
- **A reduction in the gap between the workers expectations and their quality of life in the last four years**

Source: Vinopal, J. Retrieved from <<https://www.bozpinfo.cz/josra/vyvoj-subjektivni-kvality-pracovniho-zivota-v-cr>

The importance and the evaluation of aspects of working life in 2018

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Importance Index	Aspects of the working life	Evaluation Index	Gap
88	The level of wages	66	22
88	Fair compensation	66	22
83	Interpersonal relations	75	8
82	Job security	72	10
82	The behavior of superiors to subordinates	71	11
81	Relations with colleagues	78	3
81	Character of employment	81	0
79	Occupational health and safety at work	77	2
79	Cleanliness, order, and hygiene	78	1
78	Technical equipment at work	77	1
76	Development for further application	73	3
76	Interesting job	72	4
76	Enough time for family and the personal life	64	12
75	Time consuming/duration	65	10
74	Working time scheduling	70	4
72	Independence	66	6
66	Further education and personal development	64	2
66	Non-financial benefits	60	6

Source: Vinopal, J. Retrieved from <<https://www.bozpi.info.cz/josra/vyvoj-subjektivni-kvality-pracovniho-zivota-v-cr>>



Today's Personnel/HR management position

- **Supporting service for the main business processes**
- **Providing consultancy to operational management**
- **Directorial organizational units**
- **KPI of personnel/HR department: employee retention**
- **An added value of personnel/HR department: difficult to calculate**



Jobs 4.0 and the quality of working life

Work tasks complicated and non-routine

Teamwork by a diverse team

Increasing requirements on digital skills (currently changes in job descriptions, incl. knowledge about sensors, IoT, AR)

Education and training in digital literacy

Managing HR diversity

Managing people based on employee expectations



New practices in managing people

Employers can implement a new HR model (based on HRIS)

- **Decentralization of personnel/HR services on line managers (operational, tactic and strategic)**
- **Personnel/HR units in corporations organized as front and back office**

Employers can improve HR practices

- **Fair compensation (internal communication, a transparent compensation system)**
- **The behavior of superiors to subordinates (monitoring corporate culture, feedback through informal channels, people analytics)**
- **Enough time for family and the personal life (e.g., to implement a work selfscheduling)**
- **Time-consuming jobs (new technologies - automation, robots, IoT, work organization)**



Thank you for the attention.

Questions?