



Peach with a capital P

Group 5 IHA-D01

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Draft management contract about future goals coming 2 years.

What company we are:

- Service company
- HRQM consultancy bureau for other companies
- Profit company
- B.V company

Company 5, description:

We provide HRQM consultancy services.

We provide it to 5 companies in Holland (B to B).

We exist out of 660 employees.

At the lower levels we have both semi-skilled and skilled workers (about 500).

We have 3 companies situated in Holland.

Economic conditions in our region are good.

Unemployment rates are average.

Our turnover rate is 9.8%.

Our average accident rate is 494.

Instruction of CEO

Reason: HRQM department did not go along with the growth of the company.

Consequence: Get HRQM department organized and build a strong HR function.

Name:

Peach

- Performance oriented
- Efficiency
- Accuracy
- Cost effectiveness
- High quality

Place (in Holland):

Place: Amsterdam

Street: Prins Bernhardplein

Mission:***Company based mission:***

Our company strives to meet the needs of its customers for total value by offering a unique package of price, service, quality and efficiency.

HRQM department based mission:

Our company strives to meet the needs of our employees for total value by offering a unique package of quality, fringe benefits, and safety.

Vision:

Within 2 years our HRQM service company will become the premier people-oriented organization company, increasing quality to 75% and morale to 85% and decreasing average accident rate to 300.

Goals in 2 years:

To increase morale from 50% to 85%

To be a people-oriented organization

To increase quality from 50% to 75%

Decreasing average accident rate from 494 to 300

Long term strategy for stakeholders:

1. Efficiency
2. Cost effectiveness
3. High standard quality

Long term strategy for HRQM department:

1. High standard quality.
2. Maintain a constant pipeline of qualified candidates.
3. Corporate standards for social responsibility and corporate behavior.
4. Monitoring health safety and hazardous activities in the company.
5. Increase fringe benefits.
6. Equal work force demographics.
7. Monitoring employee misconduct on the job via establishing a company policy that outlines the process and disciplinary actions to be taken should a problem arise.