Definition and goals of human resources development at the Federal Statistical Office

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Human resources development (HRD), as part of our corporate culture, is a systematic and continuous process allowing to identify, maintain and promote the individual performance and learning potential of any staff member at any level. From the Office's point of view, HRD should meet the qualitative and quantitative demand for human resources in a sustainable way. From the staff members' point of view, the task of human resources development is to give weight to their skills and interests. The goal is to reconcile these two target components to permit the best possible fulfilment of the tasks of this Office.

That definition contains the main goals of HRD. Any other goals can be derived therefrom as sub-goals, while any effort here is subordinate to the principle that staff must be provided for the best possible fulfilment of tasks at this Office. This is why HRD starts with recruitment, involves all staff members and accompanies processes of change such as those triggered by the Statistical Quality Offensive. It is important to maintain and develop the qualification of the staff members. This is the only way to meet future challenges for official statistics.

Therefore, HRD is not a single matter aiming at short-term effects. HRD follows the organisational development. However, it takes up new issues and helps to make strategic decisions in the future. HRD involves efforts and costs. Practicing HRD means that everyone involved has to make greater efforts. Time and commitment is invested in the people. Such investment is for the benefit of the Office and every individual. We must not cease in our efforts here.