In order to achieve the desired impact of our programme the organization needs to develop its human resource that can then guide and facilitate its partners to carry forward the rights and development agenda for economic and social change.

Objectives:

Human Resource Development (HRD) plan provides a framework for the identification of skill needs, both current and for the future, and for the identification and incorporation of the learning needs of individuals. The ultimate aim and vision is a workforce that has the skills and knowledge to undertake the tasks required of staff, and a workforce that is eager to learn new skills in order to be able to meet future challenges. In other words, SPO aims to become a learning organization.

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Systematic planning to support organizational mission

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Increased capacity to achieve the organization’s goals

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Clear definition of each employee’s work responsibilities and link to organization mission

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Greater equity between compensation and level of responsibility

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Defined levels of supervision and management support

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Increased level of performance and efficient utilization of employees skills and knowledge

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Cost savings through improved efficiency and productivity.

Organizational Investment during the last Five Years:

During the last five years, organization spent PKR 30m (approx.) for the development of its human resource. The in-house staff development initiatives included PRM and TOTs that had a 14% and 23% of the total HRD expense; in-country initiatives had 17% of the total HRD expense; initiatives abroad had 44% of the total HRD expense; and 2% of the total HRD budget was invested in study grants.

In addition, SPO has made a tremendous contribution in HRD by training the fresh University graduates in various fields. The internship programme provides them a platform for professional exposure with certain learning objectives. Almost 40 youngsters were benefited in the last five years. This intervention has been very helpful in providing talented human resource not only in SPO but to the Social Sector, Government departments and Corporate Sector in general. SPO appointed 15 interns as their regular staff members in the last five years.

Future Strategy

SPO will continue investing in its human resources through rotational exposures, trainings, study grants, seminars, conferences and international trainings and exposures.

International Training and Exposures for Staff 2010-11:

Training Institute /Countries	Type of Event
Management Accounting for Non Governmental Organizations (MANGO), Bangkok	Financial Management Trainings for Senior Management and Finance Staff
Management for Development Foundation (MDF), Tanzania	Humanitarian Staff Training on Project Cycle Management
Beijing	China, guided exposure and one day conference on “moving from
Annual Trainers Retreat arranged by HRDN, Three staff members attended the event	
University of Western Sydney, Australia	

International Human Rights Education Conference "Attended by a **Woman** Staff Member, Peace and Intercultura

CONTACT (Conflict Transformation Across Cultures of School Of International Training South Asia

Peace building Training and Education Program for SAARC Emerging Leaders, Attended by two women

Gwangju Asian Human Rights Folk School, Korea

Memorial Foundation -South Korea

Short Course on Human Rights, Attended by a Woman Staff Member

Organized by Church World Services in Bangkok Thailand

Regional Risk Management Conference attended by CEO

International Training Centre, of ILO Turin Italy.

Competency Based HRM –Job Profiling and Performance Management Con

Annual Trainers Retreat organized by Human Resource Development Network (HRDN)

Conference on-“Building Human Resources for Sustainable Development” and networking opportunity o