

Student Name: Dhruv Hasmukhbhai Ankoliya

Student Number: 2334367

Course Name: Human Capital management

Lecturer Name: Nishi Ramsurrun

Session: June 2024 Term



Prifysgol Cymru

Y Drindod Dewi Sant

University of Wales

Trinity Saint David

Deputy HR Director

Table of Contents

- ▶ Introduction of Organization (slide-4)
- ▶ Strategic Goal (slide-5)
- ▶ Job Analysis-Competitor Analysis (slide-6)
- ▶ Job Description (slide-7)
- ▶ Person Specification (slide-8)
- ▶ Required Skills (slide-9)
- ▶ Pay and Working Conditions (slide-10)
- ▶ Flexible Working Arrangement (slide-11)

Introduction of Organization

- ▶ Lloyds Bank - The UK's Largest Retail Bank Since 1765
- ▶ This includes the Main Business such as Personal Banking, Commercial banking and Wealth services.
- ▶ Market Position: Strong market share in leading segments; large customer base.

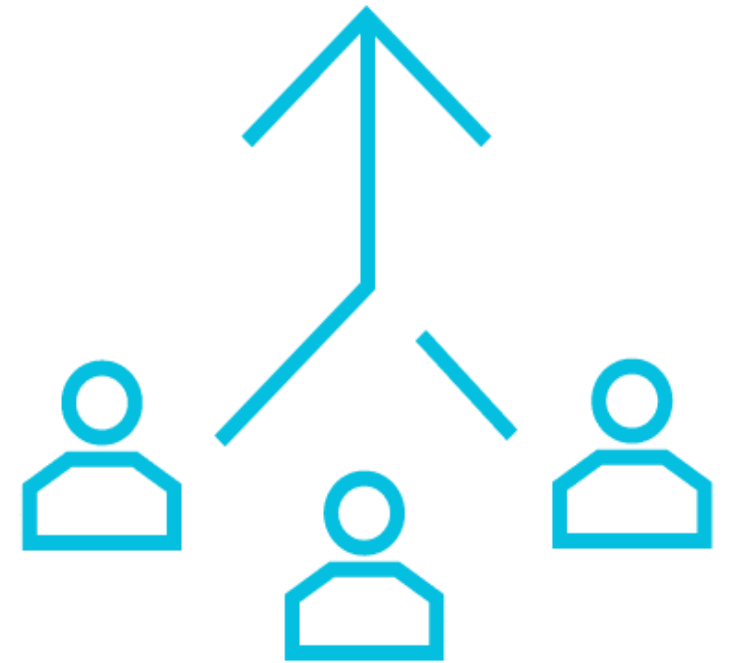
(Lloyd, 2023)



LLOYDS BANK

Strategic Goal of Organization

- ▶ Enabling a competitive compensation offering to enhance engagement and retention by offering flexible work hours.
- ▶ Drawing in top talent with competitive pay packages and
- ▶ Aligning HR practices to the innovation and customer satisfaction strategic goals of Lloyds Bank.
- ▶ Fostering a positive organization culture that promotes diversity and inclusion.



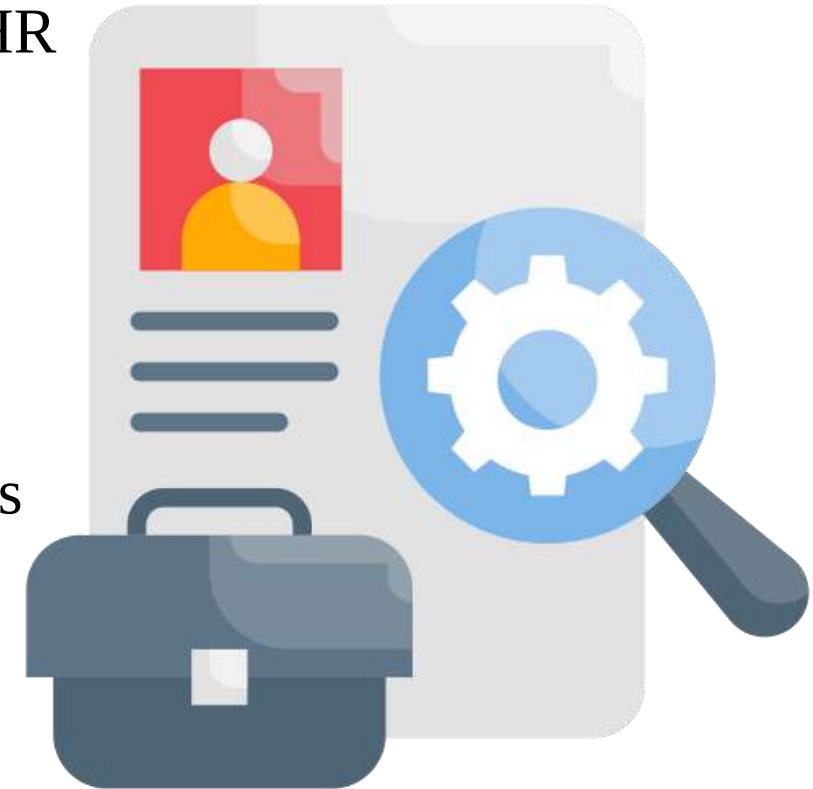
Job Analysis-Competitors Analysis

- ▶ Barclays:
- ▶ Salary Range: £90,000 -£130,000 (HR Deputy)
- ▶ HSBC
- ▶ Average Salary: £85,000 - £125,000 for HR Deputy Director roles
- ▶ Industry Standards:
- ▶ In other financial institutions similar to this, the range of typical salary for an HR Deputy Director falls between £85,000 and £130,000 with competitive benefits such as health insurance plans retirement programs and a bonus system based on performance.



Job Description

- Supporting and assisting the HR Director in global strategic HR planning and deployment.
 - Monitoring recruitment and its selection processes.
 - Handling employee relations, as well as dealing with and resolving conflicts.
 - Implementing performance management systems.
- Organizing and managing training & development programmes
- Administering compensation and benefits.
 - Ensuring compliance with labor laws and regulations



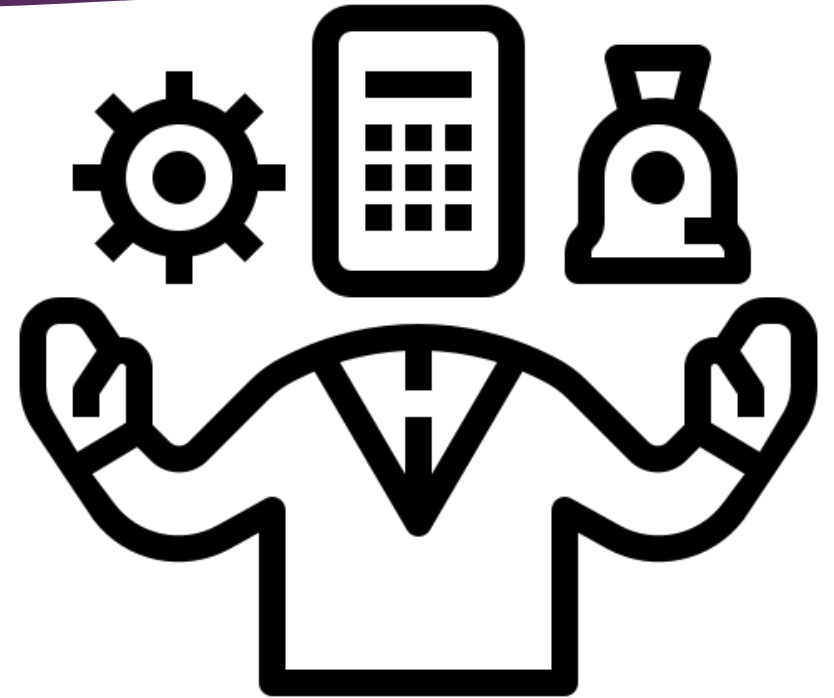
Person Specification

- **Education and Qualifications:**

- Relevant bachelor's degree (essential).
- Master's degree in HR or related field (desirable).
- Professional HR certification (CIPD, CMA or ACCA, or equivalent).

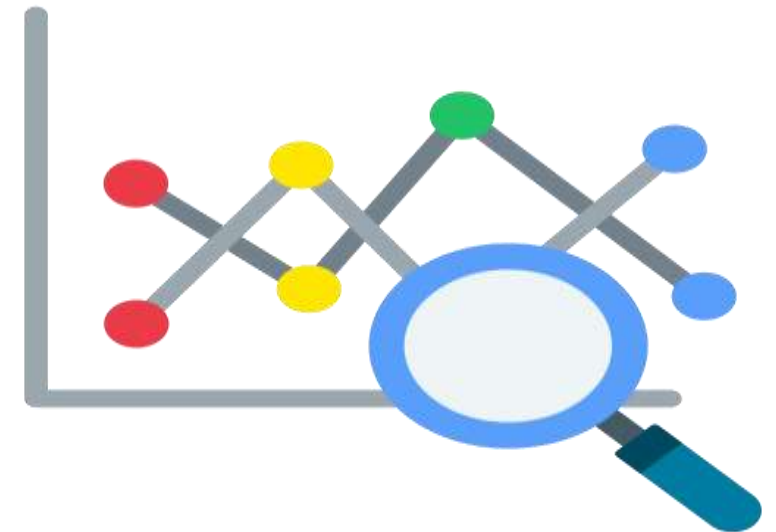
- **Experience:**

- Minimum of 8 years of HR experience.
- Proven experience in a senior HR role.
- Experience in organizational development and change management.
- Knowledge of labor laws and regulations.
- Experience with HR software and databases



Required skills

- Leadership and Management:** Demonstrates strong leadership capabilities and proficient management skills.
- Communication and Interpersonal Abilities:** Excels in effective communication and building interpersonal relationships.
- HR Strategy Development:** Skilled in formulating and executing comprehensive HR strategies.
- Analytical and Problem-Solving:** Possesses robust analytical thinking and adept at solving complex problems.
- Microsoft Office Proficiency:** Highly skilled in using Microsoft Office Suite efficiently.



Pay and working Conditions

Salary Range:

Competitive salary range for HR Director at Lloyds Bank: £90k-£135k based on market analysis.

Benefits & Bonuses:

Performance-based bonuses, comprehensive health benefits.

Justification:

Aligns with industry standards and ensures retention of top talent.



Flexible working arrangement:

Flexible Working Arrangements:

- Empower employees to work from home or any location, enhancing flexibility and work-life integration.
- Allow employees to adjust their work schedules to better balance professional and personal commitments.
- Provide opportunities for employees to share job responsibilities, fostering collaboration and efficiency.

Justification:

- Flexible working arrangements can lead to happier and more engaged employees.
- Flexibility often results in higher productivity as employees can work when they are most effective.
- Providing flexible work options can decrease employee turnover, saving on recruitment and training costs.



Conclusion

- ▶ Comprehensive job analysis of HR Department roles.
- ▶ Recommendations for competitive pay and flexible working arrangements.
- ▶ Importance of aligning HR strategy with organizational goals.

List of References

(A)	Glassdoor: [HR Manager Salaries] (https://www.glassdoor.co.uk/Salaries/hr-manager-salary-SRCH_KO0,11.htm)
(B)	Lloyds Bank Annual Report: [Lloyds Bank Annual Report 2023] (https://www.lloydsbankinggroup.com/investors/financial-performance/annual-report.html)
(C)	CIPD: [HR Practices] (https://www.cipd.co.uk/knowledge/strategy/hr/hr-practices-factsheet)
(D)	Barclays Careers: [Barclays HR Director Role] (https://home.barclays/careers)
(E)	HSBC Careers: [HSBC HR Director Role] (https://www.hsbc.com/careers)