



**THE EUROPEAN INSTITUTE**  
OF PURCHASING MANAGEMENT

# Human Capital Maturity Survey

*“Developing people towards growth & purchasing excellence”*

# Objective



The survey explores the human capital drivers that contributes to the overall **Purchasing organisation's performance.**

The 5 Human Capital drivers are:

- Leadership practices
- Employee engagement
- Knowledge accessibility
- Workforce optimisation
- Learning capacity

The objective of the survey is to understand to what extent these drivers are implemented in Purchasing Organisations. With sufficient data, we will be able to create a **Benchmark** by Industry sector.

# Workshop to discuss result of Survey



Join us on the **30th of October** for a **1 day workshop** at the EIPM, to discuss the results of the Human Capital Survey and to ...

- Benchmark
- Exchange Best Practices
- Listen to Consultants, Academics & Practitioners
- Speak & Interact with Purchasing Professionals & HR/Training Managers from various industries in lively workshop sessions.

Limited to 20 participants

# Company Analysis



## Purpose:

To have a **consolidated & concise report** of non-managers, managers and the HR Training Manager on the Human Capital Drivers from the same Purchasing Team/Organisation/Business Unit.

## Instruction:

Please ask your colleagues in the Purchasing Organisation to fill in the survey. There have to be **at least 10 participants** (from all 3 positions) per company.

## HCM Survey Link

<http://www.eipm.org/hcm.htm>

# Procedure : Step 1 & 2



## Examining the Human Capital Drivers in Purchasing

"The hidden force that drives mature purchasing organisations "

### Participate in the survey on Human Capital drivers in Purchasing.

We aspire to have a mature Purchasing Team and in this endeavour we have explored Key Performance Indicators, Competency Assessments, Training & Development. The objective of this survey is to cast a wider net in order to explore the human capital drivers that contributes to the overall Purchasing organisation's performance.

The objective of the study is to find out to what extent these drivers are implemented in Purchasing teams across various industry sectors in Europe.

A workshop will be organised in October to discuss the result of this survey. During this one day workshop, we'll invite academics, Purchasing leaders and HR Directors to speak about their role & practices in implementing effective human capital drivers in their organisations. This workshop is especially organised to bring together these three focus groups to discuss and benchmark practices in the field of Human Capital Management in Purchasing.

Please select YOUR ROLE in the organisation. You will be directed to the survey questions corresponding to this position.

- Purchasing: Non-Manager
- Purchasing Manager: You lead a team and have direct subordinates reporting to you
- Responsible for developing Learning, Training & Development Programs for Purchasing

by Socrates - www.socratesonline.com

**Indicate your position.**  
You will be directed to the appropriate questionnaire.

A Study of Human Capital Drivers in Purchasing

### Introduction

**EIPM**  
THE SOURCE FOR PURCHASING

If you are part of a Specific Company Analysis, please kindly specify the Company that you are part of:

Please type here your Company Name (In order to create a Company Report)

Your Responses will be consolidated into a Company Report, but your individual responses will be kept strictly anonymous & confidential.

Please select the department which you belong to:

- Human Resources
- Purchasing Department
- Independent Consultant
- Academic University of the Company
- Others: Please specify

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**Indicate your Company.**

# Procedure : Step 3 & 4



A Study of Human Capital Drivers in Purchasing

## Introduction

Which Industry is your organisation part of?

- Energy & Utilities
- Financial Services
- Government
- Pharmaceuticals & Healthcare
- Aerospace & Defense
- Automotive
- High Tech
- Industrial Manufacturing
- Food & Drinks (Agribusiness)
- Wood & Paper
- Transportation & Logistics
- Consumer Goods
- Retail
- Communications & Information Technology
- Services: Consulting & Education Providers

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Please indicate the **Sector Industry** of your company



A Study of Human Capital Drivers in Purchasing

## Introduction

Which country are you based at?

Singapore

Your Job Position

Purchasing Team Leader

Would you like to be informed of the results of the survey report?

Yes : Please specify your email address to which we may contact you

No

email :

test@company.org

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Please indicate **your Email** address & continue with the survey.

# Contact Person



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