

How to innovate human resources management in NSS

Maldives

Introduction

- ▶ Human resources management has been very challenging in NSO
- ▶ Lower pay in NSOs compared to other independent organization
- ▶ Limited staff and increasing demand for statistics
- ▶ Limited training opportunities

Which skills do we need now and in 2030?

- ▶ mathematical ability and excellent computer literacy and use of statistical software
- ▶ a clear understanding of statistical terms and concepts
- ▶ analytical skills
- ▶ written and oral communication skills
- ▶ problem-solving skills
- ▶ the ability to communicate results and findings to non-statisticians
- ▶ the ability to influence others
- ▶ a practical and strategic approach to work
- ▶ a high level of accuracy and attention to detail
- ▶ the capability to plan your work and meet deadlines
- ▶ the capacity to work alone and within teams

How do we attract staff with such skills, or develop those skills among existing staff?

- ▶ Train staff
- ▶ Encourage staff to involve in the analysis
- ▶ Start with a clear framework. ...
- ▶ Focus on the analytical skills relevant to the project. ...
- ▶ Practice your analytical skills regularly
- ▶ Identify analytical tools that can help.

What can the NSO / NSS offer to staff?

- Pay and other benefits
- Pension and retirement benefit
- Paid vacation and sick leave
- Training and development
- Appreciation and recognition

How do we communicate job opportunities internally and externally?

-
- ▶ Gazette the vacancies
- ▶ Share in MBS website
- ▶ Share in the office social media groups
- ▶ Share in official Facebook page and Twitter

How do we train staff and develop their skills?

- ▶ Create a Staff Training and Development Plan - Before you can make an employee training program, you must first determine what you want employees to learn
- ▶ Host Regular Training Sessions for staff to refresh their
- ▶ Use Employees As Trainers so that they improve the training skills
- ▶ Cross Train Workers so that staff from other divisions learn the work done by others
- ▶ Set Training Goals such as each staff gets training at least one training each year.

How do we create an attractive working environment?

- ▶ Encourage staff to help each other
- ▶ Provide flexible with hours to staff (flexible schedules, overtime, work from home by accommodating individual needs and requests)
- ▶ Encourage training and learning
- ▶ Organize team building activities, in addition to work