Human Resources Practices and Policies of SEOs

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Project #25

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The main objective of the study is to examine macro and micro workplace issues that will extend our understanding of the nonprofit workplace.
Background and Rationale

- Employees are attracted, motivated and retained because of the values and mission.
- Embrace egalitarian values because of social objectives and values.
- Size, lack of HR expertise or support.
- Compensation is not competitive.
Project Methodology

- The project is using both the employer and employee files in Stats Canada WES.
- Comparison of nonprofits by industry, size, and location.
- Comparison of nonprofits to the for-profit and public sectors.
- Univariate, bi-variate and multivariate analysis.
- Interviews and focus group
Key Focus

- Recruitment and retention
- Teams
- Employee engagement
- Value-based decision making
- Size and organization behaviour
- Occupational health and safety
Key Questions

- What are the recruitment practices of nonprofit organizations?
- Are nonprofit workplaces adopting any form of talent management practices to retain and motivate valued employees?
- To what extent are nonprofits using teams to achieve organizational goals?
- What workplace practices are nonprofit organizations using to manage change in their operating environment?
- Is there evidence of human resource benchmarking and best practices in the nonprofit workplace?
- Are there differences in the workplace practices of nonprofits based on their size?
Key Questions

- Are values relating to the mission of nonprofits reflected in their workplace practices?
- To what extent are nonprofits using performance management?
- What are the occupational health and safety issues in the nonprofit workplace?
- Are nonprofits engaging in any form of leadership development?
Emerging Questions

- Wal-mart approach to labour relations and HR
- Socially irresponsible
- Less participatory