

# HUMAN RESOURCES RISK MANAGEMENT IDENTIFYING AND MINIMIZING RISKS

The world of work is constantly changing. Digitalization, economic developments and the accompanying internal changes result in increased strain upon employees.

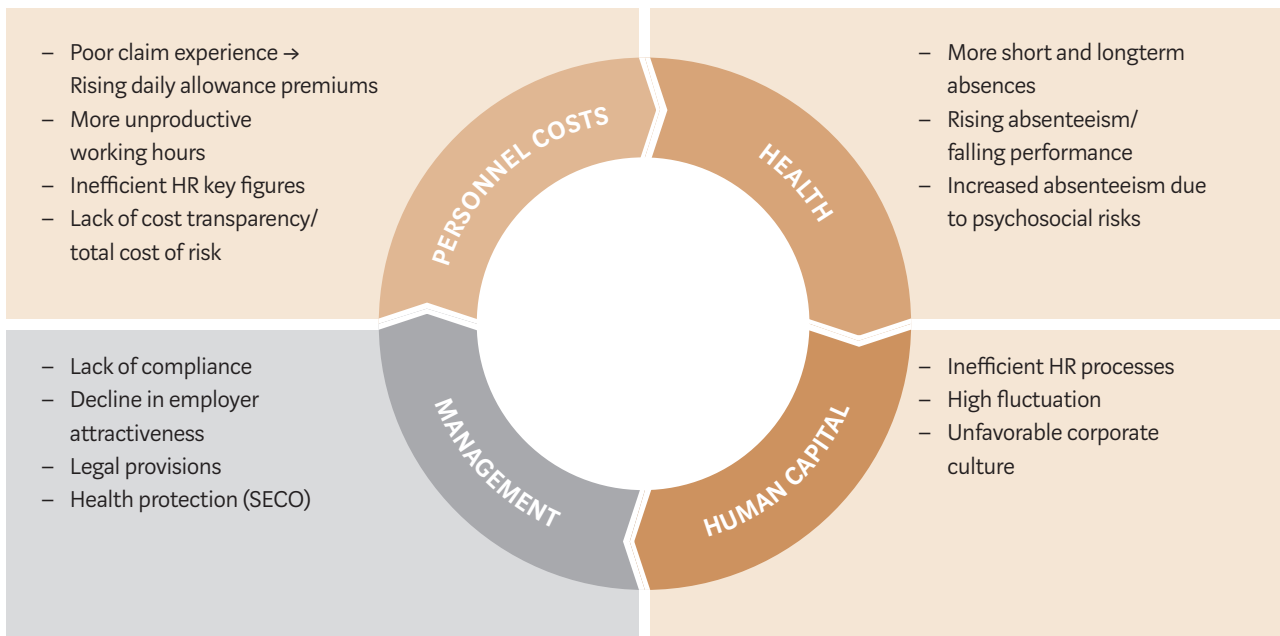
### CHANGE INVOLVES RISKS

Continuous changes place high demands on employees and managers. New forms of stress which impact absence, productivity and performance are increasingly leading to time off work and physical and mental health problems.

This not only leads to direct costs such as continued salary payments, higher daily sickness benefit premiums and pension fund provisions, but also indirect costs such as overtime, increased levels of absence and the loss of expertise.

It follows that a balance must be found between efficiency improvement, performance optimization and overloading. With company-specific analysis, ergonomic findings and our many years of consulting experience, we help our customers to overcome these challenges.

### RISKS



#### OUR SERVICES

- Analysis and assessment of HR risks
- Measuring direct, and identifying indirect, costs
- Identification of risk groups
- Location determination for operational health management
- Analysis and benchmarking of absenteeism
- Introduction and further development of absence and case management
- Advice on Friendly Work Space® label
- Prevention/awareness (occupational safety, psychosocial risks)

#### ADDING VALUE FOR YOU

- Clear process definition and instruments in order to identify risks early on and promptly take action
- Early identification of overload situations and avoidance of long-term absence through managers who are more aware and capable of acting
- Effective absence and case management
- Employer attractiveness: motivated and efficient employees
- Clearly defined catalog of benefits with insurers
- Meeting of legal and regulatory requirements

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**OUR CONSULTING APPROACH:  
EFFECTIVE, CUSTOMER-ORIENTED,  
PRAGMATIC, BEST PRACTICE.**

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#### INTERESTED? CONTACT US.

Nick Marolf  
Senior Consultant HRRM  
T +41 44 387 87 07  
[nick.marolf@kessler.ch](mailto:nick.marolf@kessler.ch)

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