

360 DEGREE FEEDBACK FOR HRD PROFESSIONALS (ONLINE)

This instrument has been designed specifically for HR Leaders and Managers. Over the years, we at TVRLS, have been asked on numerous occasions if we have a specific instrument aimed only at the HR profession. Catering to this request, we have come up with a 360 Degree Feedback instrument exclusively for HR Professionals. This instrument will indicate how well an individual is performing the HR Role and more importantly, it will act as a guide to perform the role more professionally.

INVITING RESPONDENTS FOR THIS PROCESS

Since the HR function is a service function providing services to the entire organization, there may be many respondents. It will be up to the participant to choose those individuals with whom (s)he has had a meaningful interaction/relation and include them in the survey.

TVRLS INSTRUMENT FOR HRD PROFESSIONALS

This instrument is divided into 3 sections as follows:

1. Roles
2. Personal Attitudes, Values, and Qualities
3. Open-ended section

ROLES

The Roles section of the instrument is based on 10 key duties or 'Roles' that every HR Manager or Leader carries out in the organization. There are a total of 82 items that assess these 10 dimensions or 'Roles' that every HR professional needs to perform. These dimensions are:

1. HRD Philosophy and Values
2. Directing HRD effort to goals and strategies of the organization
3. Creating business linkages and synergy with other systems and processes
4. Strengthening HRD climate through HRD systems
5. Creating development motivation in line managers
6. Monitoring HRD implementation
7. Human process research
8. Influencing personnel policies
9. Inspiring unions and associations (To be included only if applicable)
10. Learning and self-renewal

PERSONAL ATTITUDES, VALUES & QUALITIES

This section includes 30 traits, qualities, values, and attitudes that are to be assessed by others on a scale of 1 to 5, where 1 stands for 'rarely demonstrated behavior' and 5 stands for 'demonstrates this quality/behavior/attitude all the time'.

OPEN-ENDED

The last section of the questionnaire has 3 open-ended questions:

1. Please list down the 5 greatest strengths of the individual or activities the participant should continue doing
2. Please list down 5 weaknesses of the individual or activities he/she should stop doing
3. Please list down 5 suggestions for the individual to improve

[SAMPLE REPORT](#)