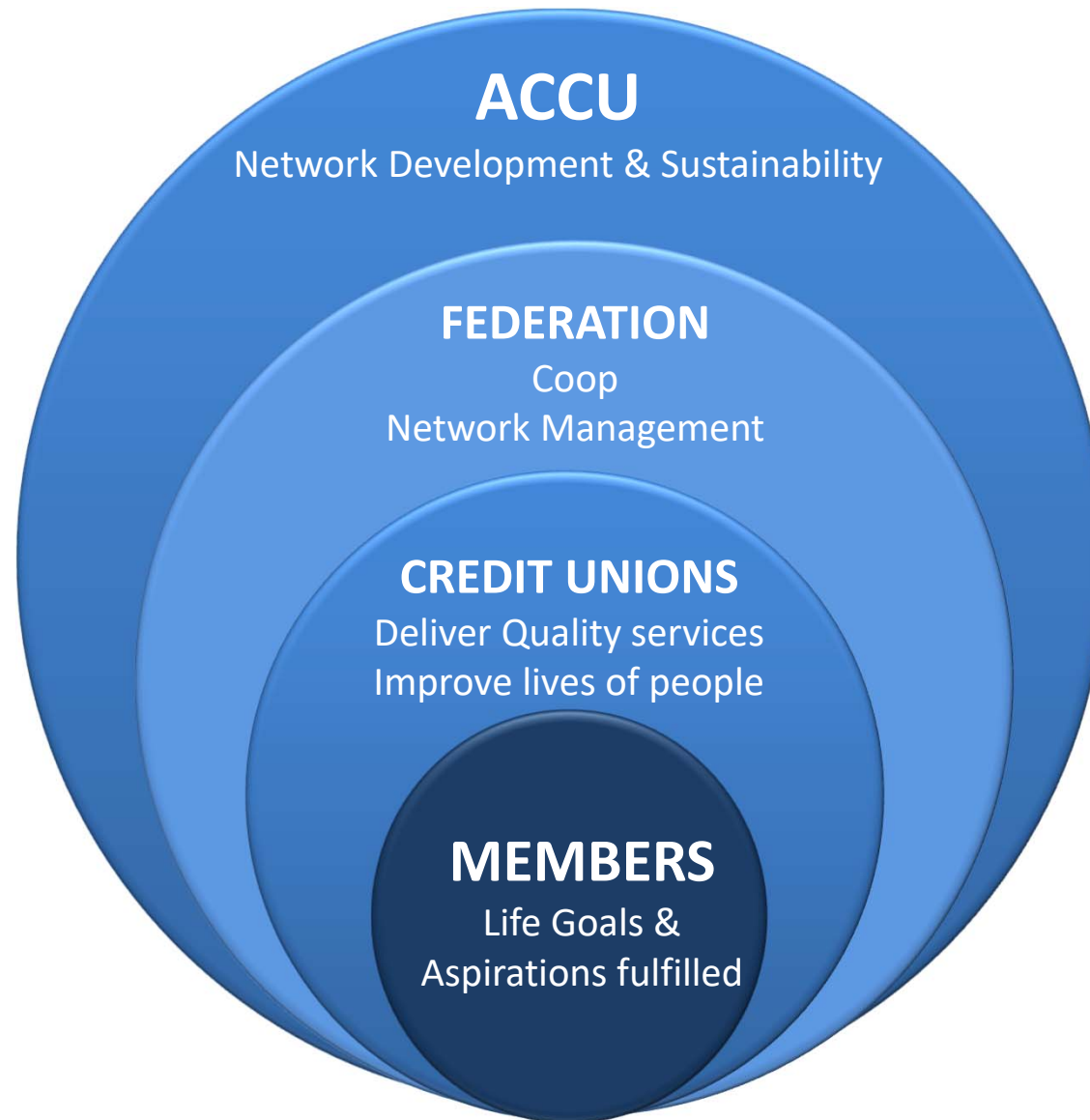


Human Resource Process Standardization for Credit Union Network



Vision: Integrated & Sustainable Credit Union Networks



ASIAN CONFEDERATION OF CREDIT UNIONS



Integrated network governance

Integration challenges

Criteria	Cycle of Evolution
1. Sharing resources (pooling)	Simple – solidarity put in action
2. Standardization of operations	Compromises is important
3. Contractual solidarity	Form something new
4. Governance and self-discipline	Maturity

Integrated network governance

Integration challenges

Criteria	Cycle of Evolution
1. Sharing resources (pooling)	Simple – solidarity put in action –
2. Standardization of operations	Compromises is important. - HR Process Standardization
3. Contractual solidarity	Form something new
4. Governance and self-discipline	Maturity

Challenges without HR Standardization



underutilized staff within the CU Network



Challenges without HR Standardization

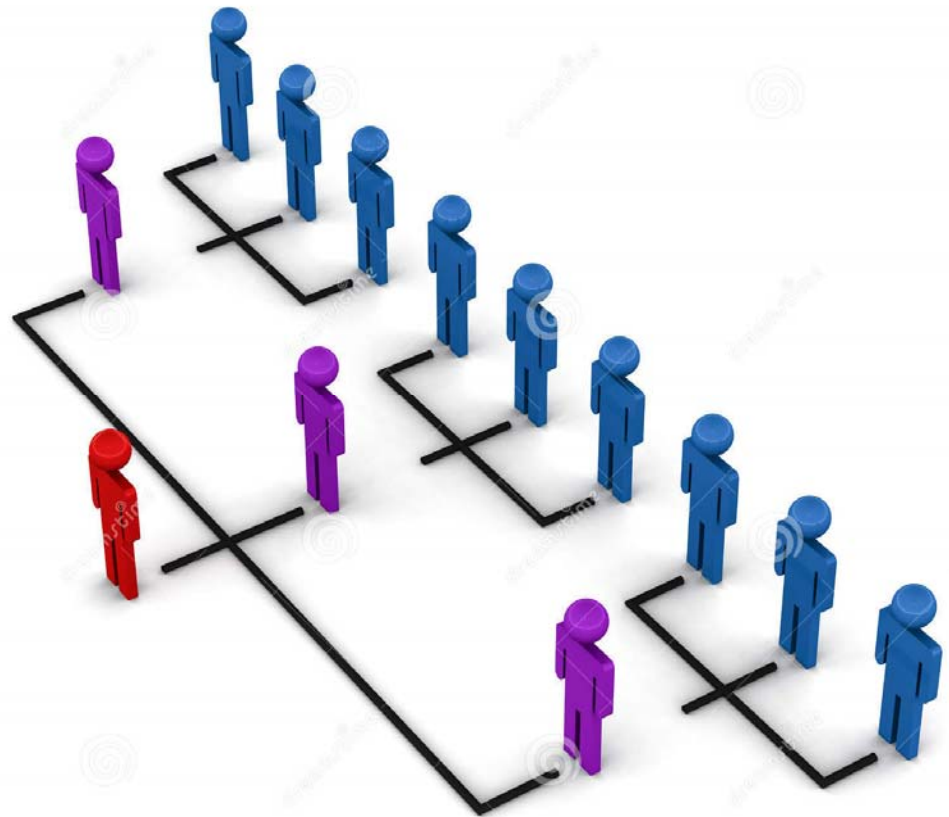


missing credit union-wide perspectives in providing career path to employees



Challenges without HR Standardization

varying management structures that sometimes do not reflect the unique purpose of credit union



Challenges without HR Standardization

- using different data, inconsistent HR terminology and measurements for making key HR decisions
- lack of indicative and comparable HR KPI's



Challenges without HR Standardization

no standard compensation pay and benefits for employees



Challenges without HR Standardization

no mandated training to tailor made professional's and volunteers competence to the unique environment of credit unions



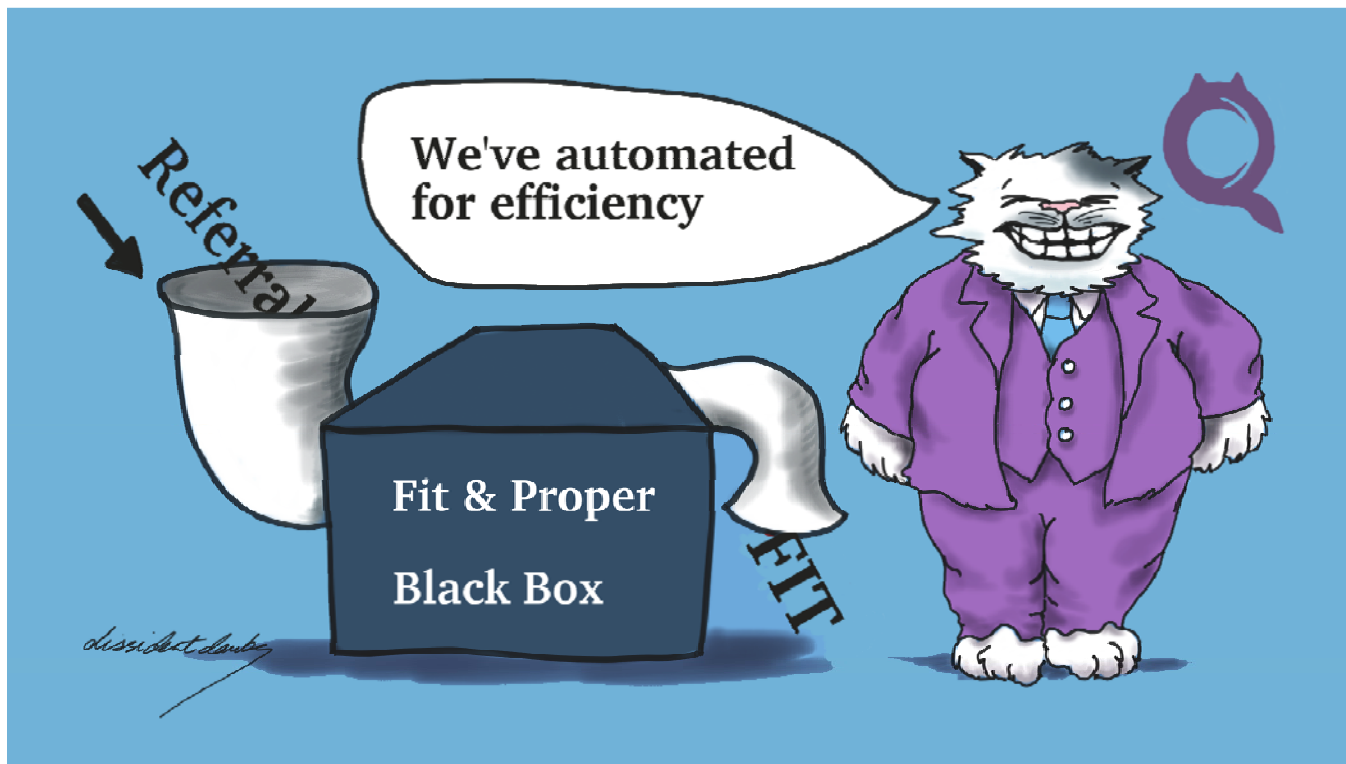
Challenges without HR Standardization

no network wide
employee service
recognition



Challenges without HR Standardization

no fit and proper requirements for volunteers and senior employees.



Issues Debate Resolve ACT



**Thank you
very much.**

