

AGILE HR AI PRO · FREE RESOURCE

📄 FREE — Value ₹999

The HR Maturity Self-Assessment Guide

आपका HR Function कहाँ है? — विस्तार से समझें और Action लें

By Durgesh Dhaybhai · Strategic HR Leader · 31+ Years · Founder, Agile HR AI Pro · agilehrai.in

📋 इस Guide को कैसे Use करें

01

Guide पढ़ें

4 Maturity Levels और 9 HR Areas को deeply समझें। हर level के characteristics note करें।

02

Checklist भरें

Online Interactive Assessment Checklist (27 Questions) को पूरा करें और अपना score जानें।

03

Action Plan बनाएं

अपने level के अनुसार दिए गए Action Plan को देखें और अंत में अपना 90-Day Plan fill करें।

यह Guide आपको वह framework देती है जिससे आप honestly assess कर सकें कि आपका HR function अभी कहाँ है — और systematically आगे कैसे जाएं। यह **"Building HR from Ground Zero"** course के 17 Modules से directly aligned है।

"HR एक Cost Center नहीं है — यह सबसे बड़ा Strategic Investment है। बस इसे सही तरीके से build और measure करना आना चाहिए।"

— Durgesh Dhaybhai, Founder Agile HR AI Pro

HR Maturity के 4 Levels — Framework

यह framework **"Building HR from Ground Zero"** course के 17 Modules और 15+ organizations को transform करने के real-world experience से बना है। चारों levels की scoring **Online Assessment Checklist** से exactly match करती है।

1

● Level 1 — Reactive / Transactional

Assessment Score: 0–20 points (out of 81)

HR क्या कर रहा है: HR मुख्यतः administrative tasks में busy है — Payroll, Attendance, Leave management। Problems आने पर react होता है — कोई proactive planning नहीं। HR की कोई strategic voice नहीं है

आप यहाँ हैं अगर: Attrition high है और reason नहीं पता। Hiring ad-hoc होती है — कोई structured process नहीं। Policies या तो नहीं हैं या outdated हैं। Compliance issues regularly आते हैं।

No documented HR processes

High attrition — cause unknown

Legal compliance gaps

Manual systems — Excel dependent

No HR strategy or annual plan

Hiring purely reactive

2

● Level 2 — Process-Driven

Assessment Score: 21–40 points (out of 81)

HR क्या कर रहा है: Basic HR systems established हैं। Policies documented हैं, Recruitment process structured है, और Compliance mostly maintained है। HR अब operations से थोड़ा ऊपर है — लेकिन अभी Strategic Partner नहीं बना।

आप यहाँ हैं अगर: Employee Handbook और basic policies हैं। Hiring process structured है — JDs हैं। Appraisal system है — annual based । HRIS basic level पर use होता है।

Documented policies & handbook

Structured recruitment process

Basic HRIS implemented

Annual performance appraisal

Compliance mostly maintained

Some HR metrics tracked

3

● Level 3 — Strategic Partner

Assessment Score: 41–60 points (out of 81)

HR क्या कर रहा है: HR अब Business Strategy का integral part है। Data-driven decisions होता है, Talent planning proactive है, और HR leadership के साथ fully aligned है। HR की voice business decisions में सुनी जाती है।

आप यहाँ हैं अगर: Monthly HR Dashboard leadership को present होता है। Workforce planning 12-18 महीने पहले होता है। L&D में meaningful investment है। Compensation market-aligned है।

HR integrated in business strategy

Data-driven HR decisions

Proactive workforce planning

Strong L&D investment & tracking

Regular employee engagement

HR Budget with ROI reporting

4

Level 4 — Business Enabler

Assessment Score: 61–81 points (out of 81)

HR क्या कर रहा है: HR organization का Competitive Advantage है। Predictive analytics से future talent needs predict होती हैं, AI tools integrate हैं, और Culture genuinely differentiator है। HR ROI clearly demonstrable है।

आप यहाँ हैं अगर: Predictive attrition model exist करता है। AI recruitment tools use होते हैं। Employer Brand industry में recognized है। Leadership HR को Revenue driver मानती है।

Predictive HR analytics

AI-enabled HR processes

Culture as competitive advantage

HR ROI clearly demonstrated

Strong employer brand

Next-gen leadership pipeline

9 HR Areas — Course के 17 Modules से Alignment

नीचे दिए 9 areas "**Building HR from Ground Zero**" course के 17 Modules से directly aligned हैं। हर area में चारों levels का description है — honestly पढ़ें और अपना level identify करें।

1

HR Foundation & Strategic Alignment

Course Module: M-1 — Strategic HR Foundation

HR Strategy का मतलब है Business Goals को People Strategy से align करना। यह HR Maturity की सबसे fundamental building block है।

Level	आपका HR ऐसा दिखता है	Course Connection
● Reactive	HR का कोई documented plan नहीं। Business goals और HR activities disconnect हैं।	M-1: WHY से शुरू — HR का purpose define करें
● Process-Driven	Informal HR plan है — partially business से linked। Leadership occasionally HR को involve करता है।	M-1: HR Mission और Vision documented करें
● Strategic	Annual HR Plan documented है, business KPIs से linked है। HR regularly strategy discussions में है।	M-1: HR को Business Partner बनाएं
● Enabler	HR co-creates business strategy। CHRO Board level पर present है। HR ROI measurable है।	M-1 + M-14: Data-driven Strategic HR leadership

2

HR Audit, Structure & Job Architecture

Course Modules: M-5 (HR Audit) · M-2A (Dept Structure) · M-6 (Org Design & Job Architecture)

Current state को जाने बिना आगे नहीं जा सकते। HR Audit वह tool है जो gaps identify करता है। Structure और Job Architecture ensure करते हैं कि सही लोग सही roles में हैं।

Level	आपका HR ऐसा दिखता है	Course Connection
● Reactive	No HR Audit ever. Org Chart नहीं — reporting confusion। Job descriptions absent।	M-5: पहला HR Audit करें — gaps identify करें
● Process-Driven	Basic Org Chart है। Some JDs exist। Ad-hoc audit होती है।	M-2A: Formal Dept Structure Design करें
● Strategic	Annual HR Audit। Complete Org Chart — regularly updated। All roles have JDs।	M-6: Job Architecture और Grade System implement करें
● Enabler	Continuous HR monitoring। Org design agile और business-responsive। AI-assisted job matching।	M-5 + M-6: Dynamic Org Design + Continuous Audit

3

HR Setup Roadmap, Policies & Employee Handbook

Course Modules: M-2B (90-Day Roadmap) · M-7 (Policies & Handbook)

Policies organizations के लिए constitution हैं। बिना clear policies के कोई भी decision arbitrary लगता है। Employee Handbook first impression भी है और reference guide भी।

Level	आपका HR ऐसा दिखता है	Course Connection
● Reactive	No policies — decisions case-by-case No employee handbook No HR execution roadmap	M-7: पहली 10 essential policies document करें
● Process-Driven	10-25 basic policies Informal HR roadmap Handbook partial	M-2B: 90-Day execution plan बनाएं
● Strategic	50+ documented policies Complete Handbook Annual review होती है Digital access employees को	M-7: Comprehensive Handbook + Policy Communication
● Enabler	Policies continuously updated Employee self-service portal Policy acknowledgement tracked	M-2B + M-7: Automated policy management

4

Legal Compliance & Risk Management

Course Module: M-12 — Legal Compliance & Risk Management

Labour law compliance HR की सबसे basic responsibility है। Non-compliance सिर्फ fines नहीं — reputation damage और employee trust loss भी करती है।

Level	आपका HR ऐसा दिखता है	Course Connection
● Reactive	Major compliance gaps Statutory records incomplete Four Labour Codes की awareness नहीं	M-12: Compliance audit करें — immediate gaps fix करें
● Process-Driven	Basic compliances maintained PF, ESI current Four Labour Codes aware — implementation pending	M-12: Compliance calendar और checklist बनाएं
● Strategic	All compliances current Audit-ready records Four Labour Codes implemented Regular internal audit	M-12: Proactive compliance culture build करें
● Enabler	Zero compliance risk Digital compliance management Leadership को real-time compliance dashboard	M-12: Automated compliance monitoring system

5

Talent Acquisition Framework

Course Module: M-3 — Talent Acquisition Framework

सही लोग hire करना सबसे important HR function है। एक wrong hire की cost उस employee की 6-12 month salary के बराबर होती है।

Level	आपका HR ऐसा दिखता है	Course Connection
● Reactive	Hiring ad-hoc — vacancy आई तो hire। No JD library। No metrics। Poor onboarding।	M-3: Structured recruitment process design करें
● Process-Driven	Basic recruitment process। JDs exist। Time-to-Fill track होती है। 30-day onboarding।	M-3: Hiring metrics dashboard बनाएं
● Strategic	Full recruitment framework। 8+ metrics tracked। 90-day structured onboarding। Multiple sourcing channels।	M-3: Talent pipeline और employer branding
● Enabler	AI-powered sourcing। Predictive hiring। Quality of Hire measured। Global talent reach।	M-3: AI-Driven Recruitment fully implemented

6

Performance Management System

Course Module: M-4 — Performance Management System

Performance Management सिर्फ annual appraisal नहीं है। यह continuous conversation, goal alignment, और development का system है।

Level	आपका HR ऐसा दिखता है	Course Connection
● Reactive	No formal performance system। Raises gut-feel based। No goal setting। High performer कौन — पता नहीं।	M-4: Basic goal setting और appraisal process design करें
● Process-Driven	Annual appraisal exists। Basic goals set होते हैं। Performance informally tracked।	M-4: Structured appraisal + PIP process बनाएं
● Strategic	SMART Goals + Quarterly reviews + 360° feedback । Performance data drives decisions।	M-4: OKR framework + Continuous feedback culture
● Enabler	Real-time performance dashboard। AI-assisted performance insights। Predictive high-performer identification।	M-4 + M-14: Data-driven Performance Intelligence

Compensation सिर्फ salary नहीं — यह Total Rewards philosophy है। गलत compensation strategy सबसे talented लोगों को पहले निकालती है।

Level	आपका HR ऐसा दिखता है	Course Connection
● Reactive	Salary pure negotiation-based। No grade structure। Benefits only statutory। Market का idea नहीं।	M-8: Compensation philosophy और basic grade structure बनाएं
● Process-Driven	Basic grade structure। Annual market check। Benefits package defined — partially communicated।	M-8: Market benchmarking process establish करें
● Strategic	Documented philosophy + Bands + Annual benchmarking + Comprehensive benefits + Employee communication।	M-8: Total Rewards strategy implement करें
● Enabler	Flexible benefits। Real-time compensation analytics। Pay equity audits। Global competitive packages।	M-8 + M-14: Compensation Intelligence dashboard

Companies जो L&D में invest करती हैं, उनका attrition 34% कम होता है। Culture वह glue है जो सब कुछ जोड़ती है — इसे intentionally build करना होता है।

Level	आपका HR ऐसा दिखता है	Course Connection
● Reactive	No training budget No TNA Culture undefined — organic Employee complaints informal	M-13: Basic TNA करें M-11: Culture define करें
● Process-Driven	Annual training calendar Some IDPs Culture statements declared — not reinforced Annual engagement survey	M-13: IDP system M-11: Grievance process
● Strategic	Full TNA + All IDPs + Training ROI Culture actively reinforced Quarterly pulse surveys	M-13 + M-11: L&D और Culture integration
● Enabler	Leadership pipeline. Learning platform. Culture as brand. eNPS >50. Employer of Choice recognition	M-13 + M-11 + M-15: Culture-driven transformation



HRIS · HR Budget & ROI · HR Analytics · Change Management

Course Modules: M-9 (HRIS) · M-10 (Budget & ROI) · M-14 (Analytics) · M-15 (Change Management)

Technology, Data और Change Management — यह तीनों मिलकर HR को future-ready बनाते हैं। HR Budget justify कर पाना leadership trust का सबसे बड़ा builder है।

Level	आपका HR ऐसा दिखता है	Course Connection
● Reactive	Excel और registers No HRIS No HR budget No metrics Change resistance high	M-9: HRIS selection शुरू करें M-10: Budget proposal बनाएं
● Process-Driven	Basic HRIS — payroll only Informal budget 3-4 basic metrics Change management awareness	M-9: HRIS full implementation M-14: Dashboard बनाएं
● Strategic	Full HRIS Dedicated HR budget with ROI Monthly dashboard Change management structured	M-10: ROI demonstration M-15: Change leadership
● Enabler	AI-integrated HRIS Predictive analytics HR as profit center Continuous change culture	M-9 + M-14 + M-15: AI-driven Future-ready HR

Scoring Guide — अपना Level कैसे Identify करें



Online Assessment के Score से Level Identify करें

Online Interactive Checklist (27 Questions, Max 81 Points) complete करने के बाद अपना score यहाँ से match करें:

0 – 20

● Level 1: Reactive / Transactional

21 – 40

● Level 2: Process-Driven

41 – 60

● Level 3: Strategic Partner

61 – 81

● Level 4: Business Enabler

👉 [Online Interactive Assessment यहाँ लें](#) →

Level-wise Action Plans – अभी से शुरू करें

● Level 1 Action Plan – Foundation Build करें (0-6 Months)

🔥 IMMEDIATE — 0 TO 30 DAYS

- HR Audit conduct करें — gaps identify करें (M-5)
- Compliance check — PF , ESI, POSH, Minimum Wages (M-12)
- Org Chart बनाएं — all reporting relationships define करें (M-2A)
- Top 10 critical HR policies draft करें (M-7)
- HR का 90-Day execution roadmap बनाएं (M-2B)

⚡ SHORT-TERM — 31 TO 90 DAYS

- Four Labour Codes compliance map करें (M-12)
- Basic HRIS evaluate करें — implementation शुरू करें (M-9)

📊 MEDIUM-TERM — 91 TO 180 DAYS

- Annual Performance Appraisal system design करें (M-4)
- Basic Compensation structure और grades define करें (M-8)
- First Employee Engagement Survey launch करें (M-11)
- Monthly HR metrics tracking शुरू करें (M-14)
- HR Budget proposal leadership को present करें (M-10)

● Level 2 Action Plan — Systems Strengthen करें (6-12 Months)

🔥 IMMEDIATE — 0 TO 30 DAYS

- Semi-annual HR Audit schedule करें (M-5)
- Performance Management — SMART Goals और mid-year review add करें (M-4)
- Compensation Benchmarking — market survey initiate करें (M-8)
- HRIS — payroll से beyond implement करें — attendance, leave (M-9)
- Training Needs Analysis (TNA) conduct करें (M-13)

⚡ SHORT-TERM — 31 TO 90 DAYS

- 360° Feedback mechanism pilot करें (M-4)
- Individual Development Plans (IDPs) सभी employees के लिए बनाएं (M-13)
- Onboarding extend करें — 90 days का structured plan (M-3)
- HR Dashboard बनाएं — monthly leadership को present करें (M-14)
- Culture Values formally declare और reinforce करें (M-11)

📊 MEDIUM-TERM — 91 TO 180 DAYS

- Quarterly Employee Pulse Surveys implement करें (M-11)
- HR Business Partnering model introduce करें (M-1)
- HR Annual Plan formally link to Business Strategy (M-1)
- Training ROI measurement framework बनाएं (M-13)
- Change Management capability build करें (M-15)

● Level 3 Action Plan — Strategic बनें (9-18 Months)

🔥 IMMEDIATE — 0 TO 30 DAYS

- Predictive Attrition model develop करें (M-14)
- Advanced HRIS Analytics modules activate करें (M-9 + M-14)
- Workforce Planning — 18 months ahead talent needs forecast करें (M-1)
- HR ROI dashboard बनाएं — leadership को quarterly present करें (M-10)
- AI Recruitment tools pilot करें — sourcing और screening में (M-3)

⚡ SHORT-TERM — 31 TO 90 DAYS

- Succession Planning framework implement करें (M-13)
- Pay Equity audit conduct करें (M-8)

→ Change Management — organization-wide initiatives lead करें (M-15)

→ HR Innovation — new practices experiment करें (M-16)

→ Real-World HR Case Studies से best practices adopt करें (M-16)

MEDIUM-TERM — 91 TO 180 DAYS

→ Leadership Development Program launch करें (M-13)

→ Employer Brand strategy execute करें (M-11)

→ HR as Revenue Center — ROI clearly demonstrate करें (M-10)

→ 90-Day Action Plan annually refresh करें (M-17)

→ Industry benchmarking और thought leadership शुरू करें (M-15 + M-16)

Level 4 Action Plan — Lead and Inspire (Continuous)

SUSTAIN & INNOVATE

→ HR Innovation Audit — legacy processes identify और replace करें (M-15)

→ Global Benchmarking — international best practices adopt करें (M-16)

→ HR Thought Leadership — YouTube, LinkedIn, Conferences में share करें

→ Next-Gen HR Leaders develop करें

My HR Action Plan — अगले 90 Days

Online Assessment complete करने के बाद यहाँ अपना personal action plan fill करें।

My Assessment Score (out of 81)

e.g. 32

My HR Maturity Level

e.g. Level 2 — Process-Driven

My Strongest Area (Section with highest score)

e.g. Legal Compliance — Section 4

My Weakest Area (Section with lowest score)

e.g. HR Analytics — Section 9

My Target Level (6-12 months में)

e.g. Level 3 — Strategic Partner

My Biggest HR Challenge Right Now

e.g. High attrition + No structured hiring

Top 3 Priority Actions — Next 30 Days

Priority 1

e.g. Conduct HR Audit using M-5 framework

Priority 2

e.g. Complete all Labour Law compliance checks

Priority 3

e.g. Design structured recruitment process

Accountability Partner (Manager / Mentor / HR
Colleague)

e.g. Name / Designation

30-Day Review Date

dd/mm/yyyy



"मैं इस plan को seriously execute करूंगा/करूंगी।"



Agile HR AI Pro — Resources & Next Steps

FREE

यह Guide

HR Maturity Self-Assessment
Guide — आपका starting point

₹0

E-Book

90-Day HR Playbook

New HR Head का week-by-
week execution plan

₹499

E-Book

HR Metrics Guide

25 critical metrics + formulas +
Excel dashboard

₹399



Flagship Course — Building HR from Ground Zero

17 Modules · 7+ Hours · Hindi + English Terms · Level 1 से Level 3+ तक

Talent Acquisition · Performance Management · HRIS · HR Analytics · Change
Management · और बहुत कुछ

Special Offer for Assessment Takers — Use Code: **HRMATURITY** for
15% OFF

👉 Course देखे — ₹ 3,999 से शुरू

📊 Online Assessment लें — Free

✉️ durgesh@agilehrai.in | 📞 7014798715 | 🌐 agilehrai.in

**"आपकी HR की maturity आपकी organisation की success decide करती है। आज जो
assess किया — कल उसे transform करें।"**

— Durgesh Dhaybhai · Founder, Agile HR AI Pro · 31+ Years of Strategic HR Leadership

Durgesh Dhaybhai · Agile HR AI Pro · Strategic HR Leader · 31+ Years · Founder

Based on "Building HR from Ground Zero" — 17 Modules · 15+ Organizations Transformed

© 2026 Agile HR AI Pro · All Rights Reserved · agilehrai.in · durgesh@agilehrai.in

