

HR Metrics



ALUMNI IMPACT SURVEY 2023



HR Metrics, International Partner of SHRM

HR Metrics is SHRM International Partner for SHRM-CP and SHRM-SCP certification programs in Pakistan. SHRM, the Society for Human Resource Management, creates better workplaces where employers and employees thrive together. SHRM is the foremost expert, convener and thought leader on issues impacting today's evolving workplaces. With 300,000+ HR and business executive members in 165 countries, SHRM impacts the lives of more than 115 million workers and families globally. SHRM USA maintains 50+ partners to manage SHRM Certifications around the globe. HR Metrics has been declared as "Top 5 International Partners" by SHRM USA for year 2022.



Survey Purpose

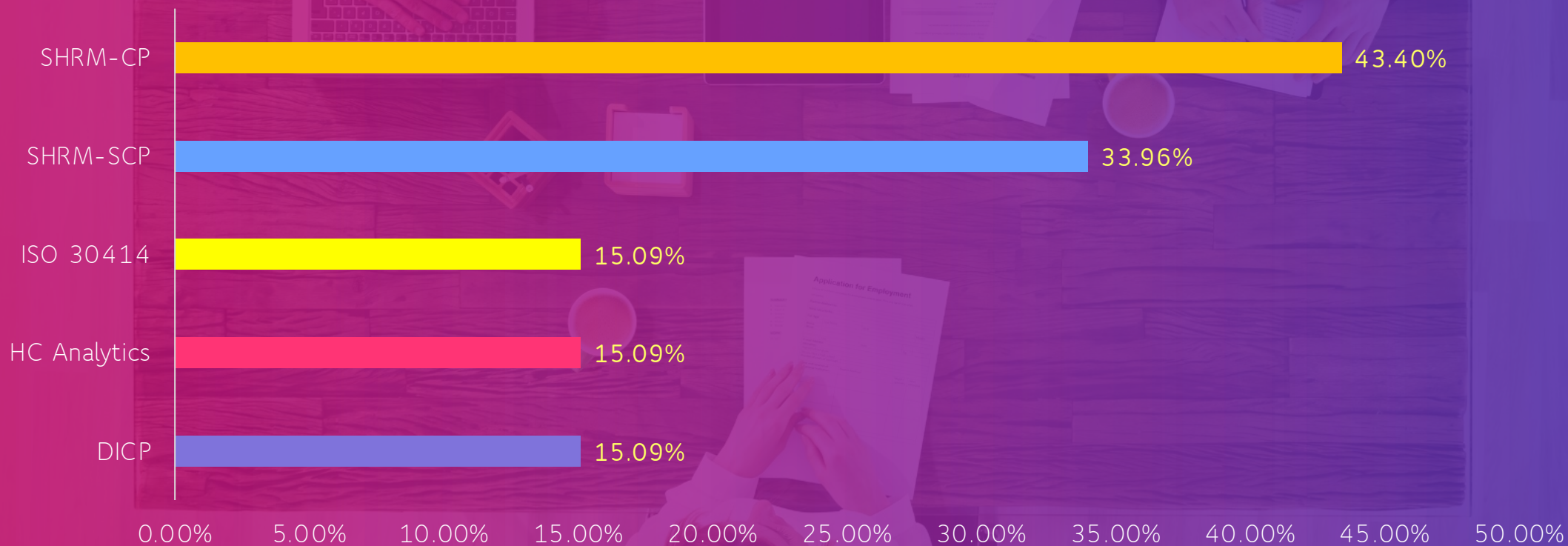
The purpose of conducting a survey was to determine tangible and intangible benefits to certified community as well as IMPACT on organizations they serve.



Executive Summary of Certified Alumni Impact Survey

1. 100% of certified people say that they have learnt new skills to apply at their workplace.
2. 96.23% of certified people say that certification provided them more confidence in the the work they do.
3. 88.68% certified people say that certification has improved their job performance.
4. 79% of people say that they got recognition within their organisation after getting certification.
5. 33.33% of certified professionals got job opportunity outside own organisation after getting certified.
6. 35.19% of certified people did not explore outside job opportunities due to their existing job satisfaction.
7. As a result of post certification salary increase within or outside own organization:
 1. 2.7% certified people earned an increase within range of PKR 5-10 million per year
 2. 13.51% got increase within range of 1-5 million
 3. 24.31% got increase within range of 0.5-1 million
 4. 16.22% got increase within range of 250,000-500,000
 5. 16.22% got increase within range of 100,000-250,000
 6. 27.03% got increase within range of PKR 100,000-250,000 per annum

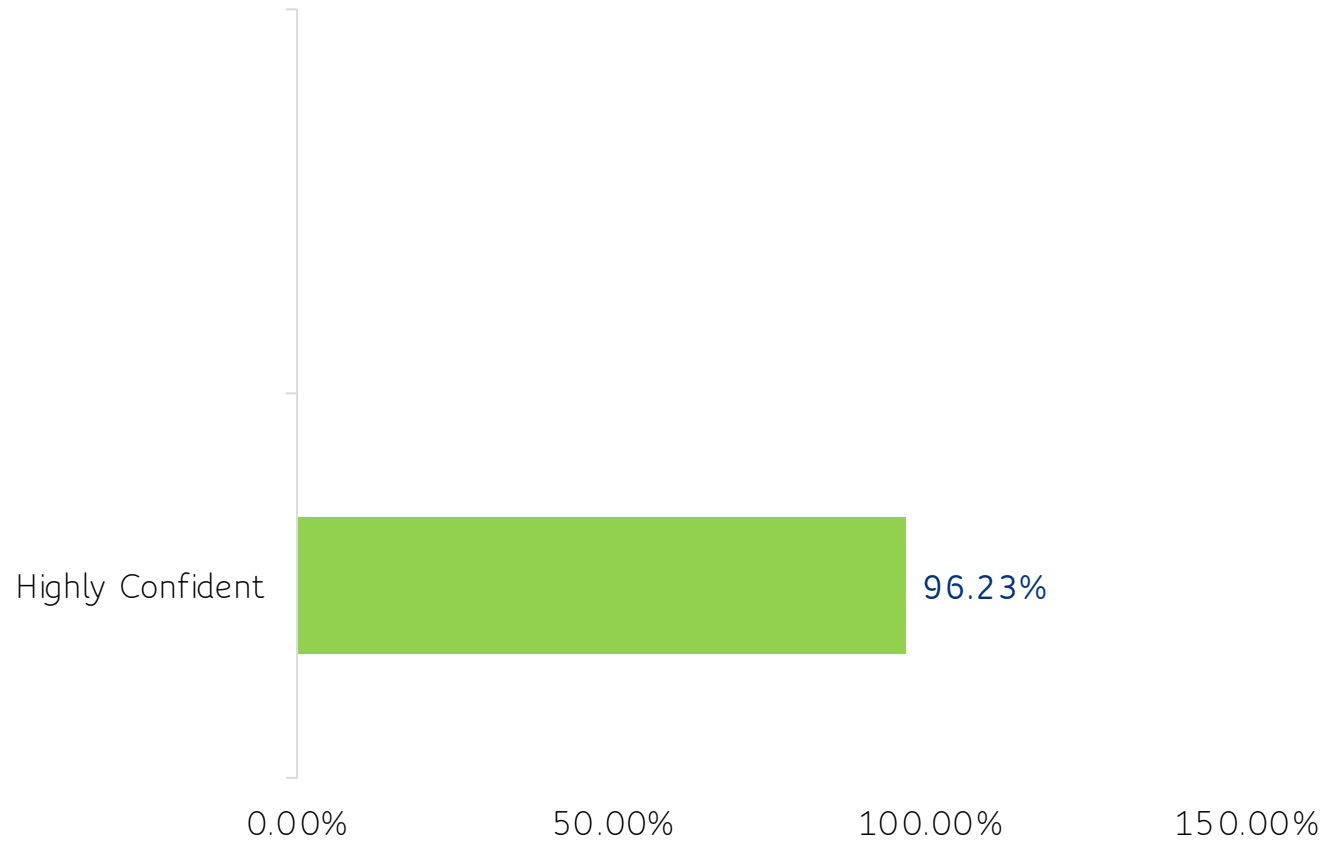
Which of the following certifications do you have?



100% of certified people say that they have learnt new skills to apply at their workplace.

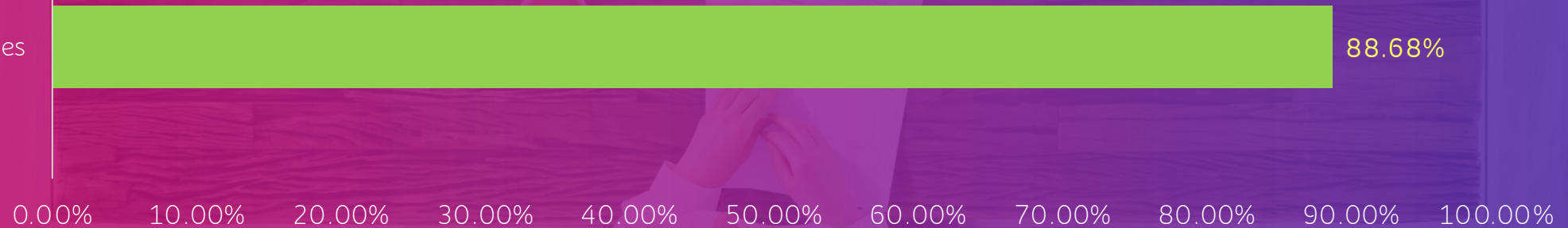


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88.68% certified people say that certification has improved their job performance.

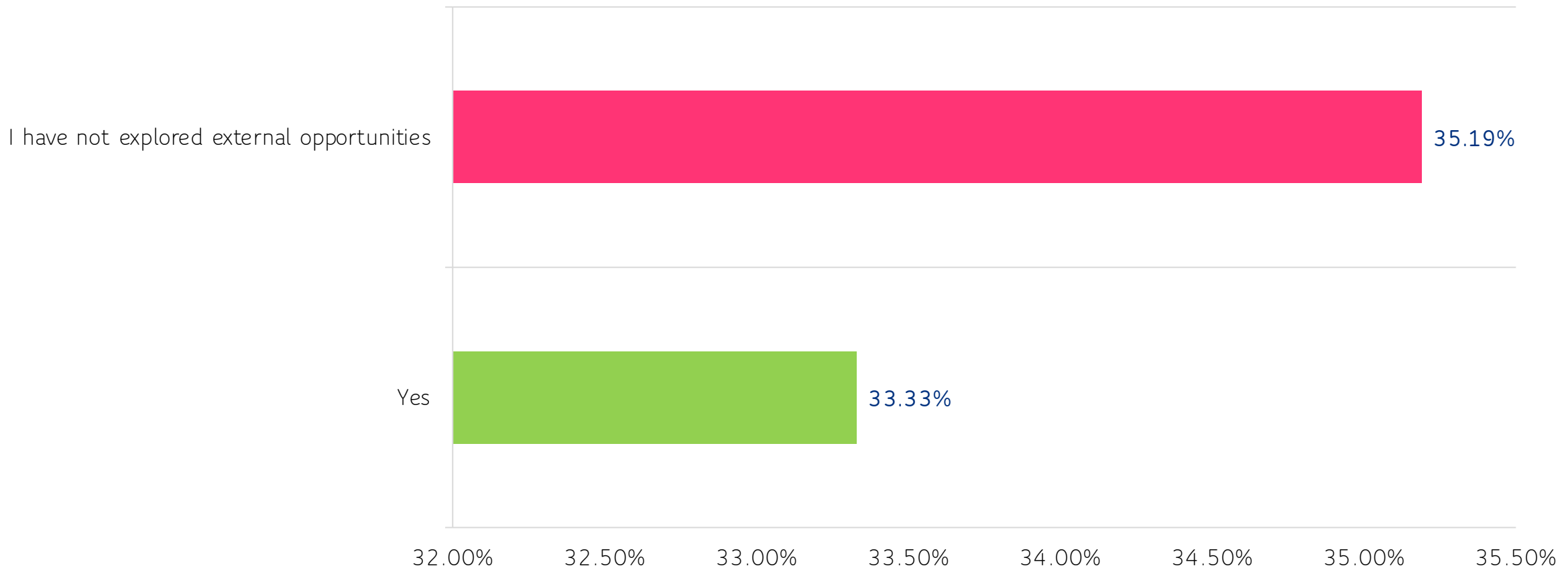
Yes



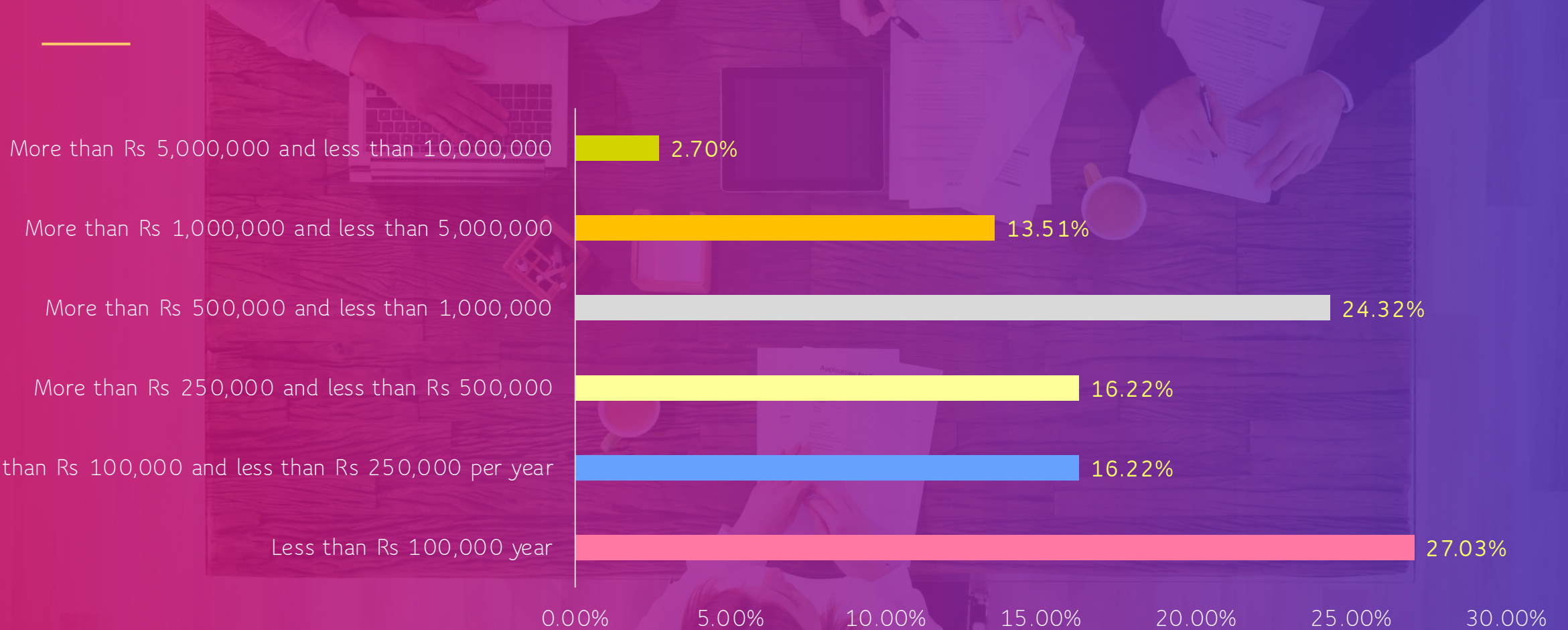
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- **33.33% of certified professionals got job opportunity outside own organisation after getting certified.**
- **35.19% of certified people did not explore outside job opportunities due to their existing job satisfaction.**



Net worth of increase in salary and benefits after certification.





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