

# State Human Resources Division

## Goals and Objectives 2023 Biennium

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**Division Mission:** Implement modern, effective human-resources practices and systems to attract, develop, and retain innovative and competent employees to serve the citizens of Montana.

**Goal:** Serve as a strategic partner with managing Montana state government's workforce.

**Objectives:**

- Support agencies with workforce development and planning.
- Assist agencies with developing their workforces by designing and delivering high-quality training and development.

**Goal:** Provide human-resources leadership for Montana state government.

**Objectives:**

- Educate, promote, and support agencies' strategic use of the broadband compensation and classification systems.
- Expand the course content within the enterprise online learning management system.
- Promote agency workplace diversity plans.
- Research and implement human resources best practices.
- Review, revise, and implement relevant administrative rules, employment policies, and guides.

**Goal:** Lead and support Montana state government's efforts to attract, develop, and retain a highly skilled, competent workforce.

**Objective:**

- Manage the State of Montana Recruiting System to attract innovative and competent employees.

**Goal:** Provide an efficient, state-of-the-art payroll processing and human resources information system that supports state government's goals, objectives, and employment policies.

**Objectives:**

- Maintain and administer payroll processes for state employees.
- Implement new and leverage existing technology to support Montana state government's employment policies and procedures.
- Ensure transparency and compliance with state and federal regulatory requirements.
- Provide training and education to increase customer knowledge, skills, and use of the human resources information system.
- Improve business processes to reduce document and data-storage costs.

**Goal:** Efficiently manage operations in an environment that supports integration, teamwork, and creativity.

**Objectives:**

- Formulate and direct the development of goals, objectives, budgets, operating plans, and staffing to create and maintain sound, cost-effective, and measurable programs.
- Recruit, retain, and develop expert-level human resources, technical support, and professional development staff.
- Foster a work environment where creativity, innovation, and teamwork are encouraged and rewarded.