State Human Resources Division

Goals and Objectives 2021 Biennium

Division Mission: To help Montana become an employer of choice by supporting state managers in their efforts to attract, develop, and retain creative, competent, and energetic employees.

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

Objectives:

- Support agencies with workforce development and planning.

- Help agencies develop their workforces by designing and delivering relevant training.

Goal: Provide leadership for human resources in Montana state government.

Objectives:

- Educate, promote, and support agencies' strategic use of the broadband compensation and classification policy.

- Provide professional classification and compensation expertise to agencies.

- Develop and implement an online learning management system for the enterprise.

- Support and promote agency workplace diversity plans.

- Communicate and market successful human resources practices.

- Routinely review, revise, and develop relevant administrative rules, employment policies, and guides.

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

Objective:

- Manage the State of Montana Recruiting System with a focus on attracting the best and the brightest to work for the state of Montana.

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 and benefit-deduction processes for state employees.

- Develop and implement new technology 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 new ideas are rewarded and creativity and teamwork are expected.