SHRM and SIOP Announce HRM Impact Award Recipients
ATF, North Shore LIJ Health System, PepsiCo | Frito-Lay, and Procter & Gamble named winners of award recognizing exemplary evidence-based HR management practices

SAN DIEGO, Oct. 1, 2013 — Winners of the HRM Impact Award were announced today by the Society for Industrial and Organizational Psychology (SIOP) and the Society for Human Resource Management (SHRM).

The HRM Impact Award is an international honor given by SIOP, SHRM, and their foundations, the SHRM Foundation and the SIOP Foundation, that recognizes organizations with outstanding evidence-based HR management practices. The awards, which recognize HR practices and initiatives that have been measured and determined successful through evidence-based, data-driven analyses, were announced today at SHRM’s Strategy Conference in San Diego. The winners also will be honored at the SIOP Leading Edge Consortium Oct. 18 in Richmond, Va.

“These organizations have effectively employed HR practices using evidence-based measurement and management,” said Henry G. (Hank) Jackson, SHRM’s president and CEO. “We congratulate the four winners of the 2013 HRM Impact Award and urge the HR departments of other organizations to emulate their outstanding use of workforce analytics to drive success.”

HRM Impact Award Chair Wayne Cascio of SIOP said, “The HRM Impact Award program recognizes organizations that use cutting-edge, evidence-based management practices. The winners of this year’s awards represent the very best of those practices. It is an honor to recognize their exemplary initiatives and to share them with other organizations everywhere.”

Receiving the award are:

Public (nonprofit)

- Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF), U.S. Department of Justice, for creating a cost-effective way to evaluate an employee’s competencies for promotion to a supervisory special agent position. ATF worked with the Human Resources Research Organization, which with ClicFlic Intelligent Media developed an interactive online simulation called the Electronic Promotion Assessment System.
North Shore Long Island Jewish Health System, for its Transforming Culture through Evidence and Innovation program, which implemented TeamSTEPPS, an evidence-based framework developed by the Agency of Healthcare Research and Quality and the Department of Defense. With the additional use of Collaborative Care Councils, North Shore-LIJ created a sustainable culture of safety and a standard of excellence in health care.

Private (for-profit)

- PepsiCo | Frito-Lay, for a Performance Pay program that determines compensation based on meeting sales-growth targets. The company partnered with the Center for Effective Organizations at the University of Southern California to evaluate the new compensation program to ensure that the change would have the intended impact before rolling it out in 2013.

- Procter & Gamble, for its Global Adaptive Reasoning Test, a cognitive assessment used at the beginning of its hiring process. P&G partnered with the Human Resources Research Organization to ensure that questions accurately measured cognitive ability and with Development Dimensions International to develop adaptive delivery to ensure that online test-taking is secure.

The winners receive a plaque and acknowledgements at the SHRM and SIOP events. For details on the winning organizations and initiatives, visit www.hrmimpactawards.org.

MEDIA: For more information or to request an interview, contact Kate Kennedy of SHRM Media Relations at 703-535-6260 and Kate.kennedy@shrm.org or Stephany Below of SIOP at 419-353-0032 and sbelow@siop.org.

About the Society for Human Resource Management
The Society for Human Resource Management (SHRM) is the world’s largest association devoted to human resource management. Representing about 260,000 members in more than 140 countries, the Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and the United Arab Emirates. Visit SHRM Online at www.shrm.org and follow us on Twitter @SHRMPress.

About the Society for Industrial and Organizational Psychology
The Society for Industrial and Organizational Psychology (SIOP) is an international group of more than 8,000 industrial-organizational (I-O) psychologists whose members study and apply scientific principles concerning workplace productivity, motivation, leadership and engagement. SIOP’s mission
is to enhance human well-being and performance in organizational and work settings by promoting the science, practice and teaching of I-O psychology. For more information about SIOP visit [www.siop.org](http://www.siop.org).

**About the SHRM Foundation**
The SHRM Foundation was founded in 1966 as a 501(c)(3) not-for-profit affiliate of the Society for Human Resource Management (SHRM). The SHRM Foundation advances global HR knowledge and practice by providing thought leadership and educational support, and by sponsoring, funding and driving the adoption of cutting-edge, actionable and evidence-based research. Visit [www.shrm.org/Foundation](http://www.shrm.org/Foundation).

**About the SIOP Foundation**
The SIOP Foundation provides financial support for the advancement of the field of Industrial-Organizational (I-O) psychology. It is a structure through which members of SIOP and other donors can express their tangible support for the field with tax-deductible gifts. Visit the SIOP Foundation at [www.siop.org/Foundation](http://www.siop.org/Foundation) for more information about the SIOP Foundation and its awards, grants, and scholarships.