



## Investing in People: Financial Impact of Human Resource Initiatives (Paperback)

By Wayne F. Cascio, John W. Boudreau

Pearson Education (US), United States, 2015. Paperback. Condition: New. 2nd edition. Language: English . Brand New Book. More than ever before, HR practitioners must empirically demonstrate a clear link between their practices and firm performance. In, Investing in People: Financial Impact of Human Resource Initiatives, Wayne F. Cascio and John W. Boudreau show exactly how to choose, implement, and use metrics to improve decision-making, optimize organizational effectiveness, and maximize the value of HR investments. They provide powerful techniques for looking inside the HR black box, implementing human capital metrics that track the effectiveness of talent policies and practices, demonstrating the logical connections to financial and line-of-business, and using HR metrics to drive more effective decision-making. Using their powerful LAMP methodology (Logic, Analytics, Measures, and Process), the authors demonstrate how to measure and analyze the value of every area of HR that impacts strategic value. Among the areas covered in depth are: \* Hiring \* Training \* Leadership Development \* Health and Wellness \* Absenteeism \* Retention \* Employee Engagement Readers will master crucial foundational principles such as risk, return, and economies of scale and use them to evaluate investments objectively in everything from work/life programs to training. Also included are...



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