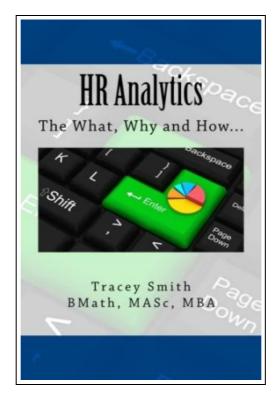
HR Analytics: The What, Why and How.



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Reviews

Unquestionably, this is actually the very best work by any article writer. It usually does not price a lot of. Once you begin to read the book, it is extremely difficult to leave it before concluding.

(Augustine Pfannerstill)

HR ANALYTICS: THE WHAT, WHY AND HOW.



CreateSpace Independent Publishing Platform. Paperback. Condition: New. This item is printed on demand. 120 pages. Dimensions: 9.0in. x 5.9in. x 0.4in.How can HR show value With 20 years of analytical expertise, the author guides you into the land of HR analytics to answer this question. The reader of this book is a business leader, an HR leader, entry-level analyst, student or just plain curious about what analytics in the Human Resource function is all about. It is intended for the business-minded individual interested in learning about the strategic advantages which can be obtained from performing analytics on the wealth of data stored in HR systems. It is not intended for advanced-level analysts. The book begins with a brief history of the evolution of HR information and explains some of the differences between the stages of information progression. It also provides an opinion on who needs to know these differences and who doesnt. The book moves on to provide advice on how to best select metrics for HR and how to approach an analysis is an organized way. A full chapter is dedicated to practical examples in order to assist the reader in generating ideas of how to provide value to the organization. Examples are provided using simple and more advanced techniques. The intent, however, is to show where value can be found in HR data and not to provide instruction on mathematical techniques. For the HR leader, the book will go on to examine the advantages and disadvantages of trying to build these capabilities in-house and will provide a realistic view of the challenges associated with implementing analytics in Human Resources. For the HR analyst, a section is included to discuss the realistic challenges you will face in collecting and analyzing HR data. Those entering this field or thinking about...



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