

Investing In People: Financial Impact Of Human Resource Initiatives - , John W Boudreau

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This is the eBook version of the printed book. A Logical, Proven Framework for Understanding the Economic Value of Human Resources Investments How to choose Human Resources investments that deliver optimal strategic value and eliminate those that don't Best-practice metrics and analysis techniques for talent management, performance management, health and wellness programs, and much more Investing in People introduces a breakthrough approach to Human Resources (HR) measurement that systematically aligns HR investments with organizational goals and helps make HR the true strategic partner it needs to be. 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. You'll 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. Cascio and Boudreau also introduce powerful ways to integrate HR with enterprise strategy and budgeting and for gaining commitment from business leaders outside the HR function. If you truly want a seat at the table or if you want to keep the one you have you'll find this book utterly indispensable. Free software available online You don't need to be a math wizard to get results from Investing in People! Visit shrm.org/publications/books to access software that automates virtually all of this book's key formulas and calculations. Author: Cascio, Wayne F. Publisher: FT Press Illustration: N Language: ENG Title: Investing in People: Financial Impact of Human Resource Initiatives Pages: 00343 (Encrypted EPUB) / 00343 (Encrypted PDF) On Sale: 2008-02-13 SKU-13/ISBN: 9780132394116 Category: Business & Economics : Human Resources & Personnel Management

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