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The New HR Analytics: Predicting the Economic Value of Your Company's Human Capital Investments

Dr. Jac Fitz-enz

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Dr. Jac Fitz-enz : The New HR Analytics: Predicting the Economic Value of Your Company's Human Capital Investments before purchasing it in order to gage whether or not it would be worth my time, and all praised The New HR Analytics: Predicting the Economic Value of Your Company's Human Capital Investments:

11 of 11 people found the following review helpful. Good beginner book on analytics, but won't get you to the next level
By Greg Roche
If you've never read a book about HR analytics, this is a great place to start. However, if your

organization is already using analytics and advanced metrics, this one won't get you much further. I thought the concepts were well presented, the examples were informative, and the case studies gave some great ideas on how people had applied the concepts. However, in order to set up these analytic programs, you need a whole lot more detail than this book would provide. 0 of 0 people found the following review helpful. Five Stars

By Dr. Soubjaki AMAZING 0 of 0 people found the following review helpful. Great for HR professionals, but don't expect this to get you a "Seat at the Table" By shopper I love the human capital concepts and many of the metrics in this book have solid applications across multiple industries. It goes well beyond the basic HR formulas and those produced in most generic reports (HRP, PeopleSoft, etc). My one word of caution is that not all metrics presented are really meaningful in the sense that this is not true statistical analysis, but rather just one more way to try and manage what you can measure. If you keep this in mind, the data can be telling; however you need to make the right decisions for your team and company. If you're an HR professional on the quest you started in 2007 to "get a seat at the table" and influence strategy this is a great way to support your suggestions, but don't use them to reinvent the wheel.

In his landmark book, "The ROI of Human Capital", Jac Fitz-enz presented a system of powerful metrics for quantifying the contributions of individual employees to a company's bottom line. "The New HR Analytics" is another such quantum leap, revealing how to predict the value of future human capital investments. Using Fitz-enz's proprietary analytic model, readers learn how to measure and evaluate past and current returns. By combining those results with focused business intelligence and applying the exclusive analytical tools in the book. Brimming with real world examples and input from thirty top HR practitioners and thought leaders, this groundbreaking book ushers in a new era in human resources and human capital management.

...highly recommend the seminal book...to anyone seeking a serious and workable predictive analysis system...destined to become a classic in the field of HR analytics." --Blog Business World "This latest book from a reigning legend in the field of human capital offers a new model for measuring the success of investment in people." --T+D magazine "...book is a leading-edge addition to the field...will serve as an excellent framework for organizations seeking to enhance the return on their investment in human capital." --Choice magazine From the Inside Flap With his landmark book The ROI of Human Capital, Jac Fitz-enz delivered a powerful methodology for pinpointing the bottom-line contributions of employees. The book helped transform human resources, turning a field considered soft and vulnerable into a business-focused operation that delivered quantifiable results. Now Fitz-enz uncovers the most exciting and promising development in HR today: actually predicting the monetary value of future human capital investments through analytics. This is a new and vastly improved way of mapping out organizational needs, particularly in the wake of layoffs and economic turmoil, as organizations recover and rebuild for the future. The New HR Analytics supplies the principles, practices, and worksheets you need to thoroughly grasp and apply HCM; the author's four-phase predictive management model. Original research conducted by 30 HR practitioners and global thought leaders details their experiences translating human capital analytics into action. The book: • Makes a passionate case for why HR needs to embrace analytics to keep pace with how the shifting market and internal factors affect human capital management • Promotes a new workplace planning model focused on generating human capability through employee engagement and paying for performance • Explains how to turn HR service delivery into a value-generating process by analyzing staffing, development, and turnover through the lens of a cost-effective input-throughput-output model • Provides an in-depth approach to performance measurement and reporting—one that links strategic, operational, and leading indicators to apply metrics and analytics in a more meaningful way The book's numerous real-world examples show you exactly how the predictive management model has been put to work, including how: • Ingram Book Group used analytics to combat an ongoing turnover and productivity problem • Enterprise partnered with Monster to use market and demographic information for selecting a call-center site • UnitedHealth Group drew on analytics and technology to solve its staffing and retention problems Analytics, explains Fitz-enz, is not just a set of statistical tools. It is a mental framework, a quantum leap in human capital management. It is the logic framework that gathers, organizes, and interprets data—to deliver the knowledge your organization needs to grow and thrive. Jac Fitz-enz is acknowledged worldwide as the father of human capital strategic analysis and measurement. As founder of Saratoga Institute, he developed the first international HR benchmarks. He was named by HR World as one of the Top 5 HR Management Gurus and cited by HR Magazine as one who has significantly changed the field. He has authored a dozen books, including the award-winning The ROI of Human Capital, and his column "Leading Edger" appears monthly in Talent Management. He can be reached at source@netgate.net. From the Back Cover ADVANCE PRAISE FOR THE NEW HRANALYTICS "Dr. Jac Fitz-enz . . . has now defined and shaped predictive analytics that define more clearly how today's metrics can predict and lead to tomorrow's successes." —Dave Ulrich, Professor, Ross School of Business, University of Michigan, and Partner, The RBL Group "In The New HR Analytics Jac Fitz-enz extends his decades of leadership in human capital measurement. It is a call to action that should inspire leaders to rethink their assumptions and improve their decisions." —John

Boudreau, Professor, Management Organization, and Research Director, Center for Effective Organizations, University of Southern California " . . . a comprehensive Human Capital Management framework and a very practical set of action-oriented recommendations that together enable you to leverage the one thing that makes your organization truly unique: your human talent." — James P. Ware, Executive Producer, Work Design Collaborative LLC "Predictive analytics is what we've been waiting for because it's the next level of understanding in Dr. Jac's long and evolving journey to empower us with the core tools, terminology, and logic to make a difference." — Ed Kleinert, Administrator, HR Information Technology, Memorial Sloan-Kettering Cancer Center "Dr. Jac Fitz-enz continues to provide the thought leadership businesses need now more than ever when it comes to human capital management." — Shyam Patel, COO, People Report "The New HR Analytics is the breakthrough people management playbook. . . . The HCM:21reg; model introduces leading-edge predictive techniques that maximize return on human capital investments while energizing and engaging employees." — Ken Scarlett, President, Scarlett Surveys International "Once again, Dr. Jac has led the way with critical research that enables organizations to create sustainable value through people." — Kent Barnett, CEO, KnowledgeAdvisors "Jac Fitz-enz . . . is a powerful lighthouse who enlightens the long way from the old human resources department to the new human capital strategic partner. . . . an important milestone in human capital history." — Luis Mariacute;a Cravino, Cofounder and Codirector, AO Consulting S.A., Buenos Aires