



## New HR Analytics: Predicting the Economic Value of Your Company s Human Capital Investments (Hardback)

By Dr Jac Fitz-enz

Amacom, 2010. Hardback. Condition: New. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*. 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:21(R), 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...



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