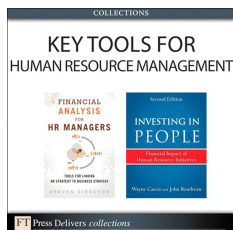


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KEY TOOLS FOR HUMAN RESOURCE MANAGEMENT COLLECTION EBOOKS 2019



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HR managers are under intense pressure to become strategic business partners. Many, unfortunately, lack the technical skills in financial analysis to succeed in this role. Now, respected HR management educator Dr. Steven Director addresses this skill gap head-on. Writing from HR's viewpoint, Director covers everything mid-level and senior-level HR professionals need to know to formulate, model, and evaluate their HR initiatives from a financial and business perspective. Drawing on his unsurpassed expertise working with HR executives, he walks through each crucial financial issue associated with strategic talent management, including the quantifiable links between workforces and business value, the cost-benefit analysis of HR and strategic financial initiatives, and specific issues related to total rewards programs. Unlike finance books for non-financial managers, u003cbu003eu003ciu003eu003cbu003eFinancial Analysis for HR Managersu003c/bu003eu003c/iu003eu003c/bu003efocuses entirely on core HR issues. u003cbr /u003eMore than ever before, HR practitioners must empirically demonstrate a clear link between their practices and firm performance. In u003cbu003eu003ciu003eInvesting in Peoplu003c/iu003eu003c/bu003e, 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.

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