



Business-Focused

HR

11 Processes to Drive Results

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TD Snyder

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Business-focused HR Scott P. Mondore,Shane S. Douthitt,Marisa A. Carson,2011 HR processes and business outcomes Employee selection Competency models Performance management Multi rater 360 assessments Employee opinion surveys Employee training Career development Leadership development Succession planning Work life balance Creating a business focused HR scorecard Bringing it all together next steps and opportunities

HR's Greatest Challenge Richard P. Finnegan,2015-10-01 Nothing contributes more to productivity than getting employees to give their best and stay HR's Greatest Challenge shows HR leaders how to shift engagement and retention from secondary HR metrics to top tier business imperatives With voluntary turnover at historic highs and employee engagement at alarming lows this book makes the case for executives not HR to own these issues while HR plays a vital coaching and strategic role It offers tools to translate turnover and disengagement into financial terms train managers in stay interviews and forecast team stability with business focused precision Practical persuasive and data driven this is the guide HR executives need to solve engagement and retention as business critical challenges

The Manager's Guide to HR Max Muller,2013-08-01 Managing people is a tricky business and managers and small business owners need a clear understanding of the essentials of human resources to survive The original edition of The Manager's Guide to HR gives you an introduction to the regulations rights and responsibilities related to hiring and firing benefits compensation documentation performance evaluations training and more However much has changed since then Extensively revised this second edition covers all the key areas of the original edition and brings you up to speed on current developments in employment law including How social media is changing the recruitment landscape Shifting labor standards regarding compensation and benefits The National Labor Relations Board's stance on work related employee speech on social media The Employee Retirement Income Security Act New record keeping requirements Amendments to the Family and Medical Leave Act and the Americans with Disabilities Act Featuring step by step guidance on everything from COBRA compliance to privacy issues The Manager's Guide to HR is now once again the most up to date invaluable resource any manager of personnel could have

The Recruiter's Handbook Sharlyn Lauby,2018-01-30 Effective recruiting is more than filling jobs It's about building trust and shaping organizational culture The Recruiter's Handbook offers a comprehensive step by step guide to the entire recruiting process written by HR Bartender's Sharlyn Lauby SHRM SCP With expert insights tools and proven strategies the book helps HR and talent acquisition professionals shorten learning curves avoid legal missteps and create meaningful candidate experiences It also includes specialized guidance on inclusive hiring practices recruiting veterans and ex offenders and building mentorship and internship programs Ideal for both new and experienced recruiters this practical guide is a trusted resource for building stronger teams and better hiring outcomes

9 Faces of HR Kris Dunn,2019-06-21 Every HR professional can be classified as one of nine Faces based on career level and ability to innovate and drive change knowing yours can transform your career

In *The 9 Faces of HR* popular blogger and CHRO Kris Dunn introduces a powerful framework that helps HR professionals identify their face through a behavioral assessment then use that insight to drive personal and professional growth. Covering career paths, behavioral traits, ROI potential, industry trends and demand for each face, the book offers a strategic lens for understanding how HR roles vary and how to move from where you are to where you want to be. Ideal for HR practitioners at all levels, this is a blunt, practical and empowering playbook for building high impact careers and teams.

Proving the Value of HR Jack Phillips, Patricia Pulliam Phillips, 2012-07-01. Measuring the return on investment ROI of human resources programs is critical for success in today's business world and is an absolute requirement for HR professionals who are part of the senior executive team. This revised and updated second edition of *Proving the Value of HR* illustrates the use of ROI methodology as a communication tool that strengthens the relationship with senior management as well as a process improvement tool that enhances and improves HR's contributions to the bottom line. With this guide, HR managers will prove their value to their companies by learning how to measure ROI in a variety of programs, policies, practices and solutions, develop the ROI of HR with basic step-by-step instructions and collect, analyze and report data with sophistication.

From Hello to Goodbye Christine V. Walters, 2017-06-09. Understanding the full scope of the employee experience from entry to exit strengthens HR's impact and mitigates risk. Evaluating the complete employment relationship in reverse from departure through hire, *From Hello to Goodbye* is the HR professional's complete guide to understanding the various ways business relationships end, managing disability and leave issues properly, classifying workers, maintaining an inclusive workplace, increasing retention and avoiding litigation. This updated second edition incorporates new legal developments, best practices and compliance requirements while offering practical advice on managing emotional reactions, making the case for inclusion and addressing workplace safety. A trusted resource for HR professionals, the book blends legal insight with hands-on tips to support both people and organizational health.

The Price of Pettiness Alexander Alonso, 2019-06-21. Beyond the usual everyday annoyances and exasperations we all experience in the workplace, pettiness limits careers and opportunities on a broad scale and sometimes crosses the line into criminal behavior. Based on recent research conducted by SHRM, this groundbreaking book examines the seemingly limitless depths of workplace pettiness as well as the remarkable heights of creativity it seems to inspire in people and delivers proven tools for anyone to spot pettiness and deal with it directly. In addition to revealing the root cause of pettiness and what can be done to eliminate it, Dr. Alonso also offers insights into the personal and organizational costs associated with petty behavior and shows how HR can be its most fierce adversary. But perhaps best of all, he shares some of the most incredible true stories about petty behavior in the workplace you'll ever read. Filled with unforgettable examples, this is essential reading for anyone ready to build a healthier, more productive workplace.

Outstanding outsourcing Randev Dias, 2015-02-24. Master's Thesis from the year 2014 in the subject Business economics, Business Management, Corporate Governance, grade 10, course Masters in Business Administration, language

English abstract The primary objective of the book is to study the trends and strategies of high performance business process outsourcing Calculations related to cost savings potential from business process outsourcing are also presented The author has developed hypothesis focusing on the financial attributes of outsourcing Through systematic research the author has concluded on main trends and strategies of successful business process outsourcing the cost savings potential and the use of BPO as a tool for value creation and sustainable business development **Rethinking Human Resources** Louis Stephen Csoka,Conference Board,1995 HR Focus ,2004 People Management ,2003 Business Periodicals Index ,2003

Human Resource Planning ,2003 **Strategic Management** Arthur A. Thompson,Alonzo J. Strickland,1998 Case studies include PepsiCo Inc The Lincoln Electric Company 1996 Wal Mart Stores Inc Kmart Corporation Acer Computer products Taiwan shortening the product development cycle **The Journal for Quality and Participation** ,1999 **The Directory of Management Consultants, 2003** Kennedy Information (Firm),2002 **Creating a Strategic Human Resources Organization** Edward E. Lawler,Susan Albers Mohrman,2003 This publication is a CEO report of a study funded by the Human Resources Planning Society and the corporate sponsors of the Center for Effective Organizations BOOK JACKET Process and Chemical Engineering ,1999 BNA's Employee Relations Weekly ,1995

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