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| 1. Record Nr. | UNICAMPANIASUN0107364 |
| Autore | Phillips, Jack J. |
| Titolo | High-impact human capital strategy : addressing the 12 major challenges today's organizations face / Jack J. Phillips and Patricia Pulliam Phillips |
| Pubbl/distr/stampa | X, 293 p. ; 24 cm |
| ISBN | 978-08-14-43607-3 978-08-14-43606-6 |
| Edizione | [New York : AMACOM, American Management Association, 2015] |
| Descrizione fisica | Pubblicazione in formato elettronico |
| Altri autori (Persone) | Phillips, Patricia Pulliam |
| Soggetti | Personnel management Strategic planning Human capital Manpower planning |
| Lingua di pubblicazione | Inglese |
| Formato | Materiale a stampa |
| Livello bibliografico | Monografia |
| Sommario/riassunto | Traditionally, human resources has focused on recruiting good people, preparing them for assignments, motivating them to perform, and retaining them. These functions remain essential, but to be successful in turbulent times like ours, human capital strategy needs to be broader and much more far-reaching.High-Impact Human Capital Strategy examines 12 critical forces that must be considered: globalization, changes in workforce demographics, skill shortages and mismatches in labor markets, environmental matters, and more. It shows how to incorporate each into an effective overall plan, and how to translate that plan into action. You'll learn to design human capital programs that:Connect with business measuresAchieve positive ROIEnsure critical talent is in placeBoost engagementAddress work/life balance and other social issuesReduce the need to outsourceCase studies and step-by-step guidelines help you move beyond hiring-training-benefits functions, to develop human capital strategies that deliver measurable value in the face of ongoing challenges. |

