

1. Record Nr.	UNINA9910157526603321
Autore	Miller Tony (Management consultant)
Titolo	HR analytics and innovations in workforce planning // Tony Miller
Pubbl/distr/stampa	New York, New York (222 East 46th Street, New York, NY 10017) : , : Business Expert Press, , 2017
ISBN	1-63157-621-6
Edizione	[First edition.]
Descrizione fisica	1 online resource (xiv, 132 pages) : illustrations
Collana	Human resource management and organizational behavior collection, , 1946-5645
Disciplina	658.301
Soggetti	Manpower planning Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references (page [127]) and index.
Nota di contenuto	1. Manpower planning vs old workforce planning -- 2. Strategy and new workforce planning role on the strategic map -- 3. Organizational design and supervisory ratios -- 4. Productivity -- 5. Trends and correlations -- 6. Use of predictive techniques -- 7. Formulas and unit costs -- 8. The new productivity dashboard -- 9. Workflow management/business process re-engineering -- Appendix 1 -- Appendix 2 -- Appendix 3 -- How to rightsize any organization, the mathematics involved -- Bibliography -- Index.
Sommario/riassunto	This book sets out new approaches, formulas, and software needed to enable any HR function or organization to forecast trends and to use existing retrospective data to their organization's advantage; which, in short, is to maximize efficiency and productivity. You will encounter the new formulas to use and new approaches that will add value. You will find out that most of the existing 52 formulas available don't work in today's environment. There is new software that will enable you to do forecasts with certainty and you can use a new mathematical model to rightsize any organization. Are you using an outdated organizational model? Do you have processes that don't work any more? These are areas which are major inhibitors to productivity and can be significantly improved. Most important of all is that this book will help you to create immense added value in any organization.

