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Nota di contenuto	Commonsense Talent Management: Using Strategic Human Resources to Improve Company Performance; Copyright; Contents; Tables, Figures, and Discussions; Preface; Chapter 1: Why Read This Book? The Good, the Great, and the Stupidus Maximus Award; 1.1 How This Book Is Structured; 1.2 The Role of HR Technology in Strategic HR; 1.3 Why This Book Matters; Notes; Chapter 2: Strategic HR: What It Is, Why It Is Important, and Why It Is Often Difficult; 2.1 The Fundamental Processes of Strategic HR; 2.2 Why Do We Need Strategic HR Departments?; 2.3 What Makes Strategic HR Difficult; 2.4 Conclusion; Notes Chapter 3: Business Execution and Strategic HR3.1 Defining Business Execution; 3.2 Assessing Business Execution Needs; 3.3 Using Strategic HR Processes to Support Business Execution; 3.4 Linking Specific Business Execution Drivers to Different HR Processes; 3.5 Increasing Strategic HR Process Maturity; 3.5.1 Right People Maturity Levels; 3.5.2 Right Things Maturity Levels; 3.5.3 Right Way Maturity Levels; 3.5.4 Right Development; 3.6 Integrating Strategic HR Processes; 3.7 Conclusion; Notes; Chapter 4: Right People: Designing Recruiting and

Staffing Processes

4.1 Recruiting to Support Business Execution4.1.1 Quality of Hiring Decisions; 4.1.2 Quality of Sourcing; 4.1.3 Relationships and Networking; 4.1.4 Hiring Manager Involvement; 4.1.5 Integrated Talent Management; 4.2 Critical Recruiting Design Questions; 4.2.1 What Types of Jobs Are We Hiring For?; 4.2.2 How Many People Will We Need to Hire, and When Will We Need Them?; 4.2.3 What Sort of Employees Do We Need to Hire? What Attributes Do Candidates Need to Possess to Become Effective Employee? 4.2.4 What Roles Will Hiring Managers, Recruiters, Coworkers, and Candidates Play in the Hiring Process?4.2.5 How Will We Source Candidates?; 4.2.6 How Will We Select Candidates?; 4.2.7 How Will We Get Newly Hired Employees Up to Full Productivity?; 4.2.8 How Will We Retain Employees after They Are Hired?; 4.2.9 How Will We Measure Recruiting Success and Improve Our Processes over Time?; 4.3 Recruiting Process Maturity; 4.4 Conclusion; Notes; Chapter 5: Doing the Right Things: Becoming a Goal-Driven Organization; 5.1 What It Means to Be a "Goal-Driven" Organization 5.2 The Role of Goals in an Integrated Strategic HR System5.3 Goal Management Critical Design Questions; 5.3.1 How Will You Ensure Employees Have Well-Defined Goal Plans?; 5.3.2 What Are You Doing to Ensure Employees Feel a Sense of Commitment and Ownership toward the Goals They Are Assigned?; 5.3.3 What Methods Are Used to Align Employees' Goals with Company Business Strategies?; 5.3.4 How Is Employee Goal Accomplishment Measured?; 5.3.5 What Is the Relationship between Goal Accomplishment and Employee Pay, Promotions, and Recognition? 5.3.6 How Are Goals Used to Support Employee Development and Career Growth?

Sommario/riassunto

A comprehensive guide to using strategic HR methods to increase company performance. This book explains what strategic human resources means, how it differs from other HR activities, and why it is critical to business performance. It walks through key questions for designing, deploying and integrating different strategic HR processes including staffing, performance management, compensation, succession management, and development. The book also addresses the role of technology in strategic HR, and discusses how to get companies to support, adopt, and maintain effective strategic HR processes
