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Titolo	Effective human resource management : a global analysis // Edward E. Lawler III and John W. Boudreau
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ISBN	0-8047-8268-7
Descrizione fisica	1 online resource (196 pages)
Disciplina	658.3
Soggetti	Personnel management Organizational effectiveness
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	"This is a report of the results from the Center for Effective Organizations' (CEO's) sixth study of the human resources (HR) function in large corporations"--Preface.
Nota di bibliografia	Includes bibliographical references (pages 175-177).
Nota di contenuto	What HR needs to do -- Research design -- Role of human resources -- Human resources role with boards -- Business and HR strategy -- HR decision science -- Design of the HR organization -- Activities of HR organization -- HR metrics and analytics : uses and comprehensiveness -- HR metrics and analytics effectiveness -- Outsourcing -- Use of information technology -- Human resources skills -- Effectiveness of the HR organization -- Determinants of HR effectiveness -- Determinants of organizational performance -- How HR has changed -- What the future of HR should be.
Sommario/riassunto	Effective Human Resource Management is the Center for Effective Organizations' (CEO) sixth report of a fifteen-year study of HR management in today's organizations. The only long-term analysis of its kind, this book compares the findings from CEO's earlier studies to new data collected in 2010. Edward E. Lawler III and John W. Boudreau measure how HR management is changing, paying particular attention to what creates a successful HR function—one that contributes to a strategic partnership and overall organizational effectiveness. Moreover, the book identifies best practices in areas such as the design of the HR organization and HR metrics. It clearly points out how the HR

function can and should change to meet the future demands of a global and dynamic labor market. For the first time, the study features comparisons between U.S.-based firms and companies in China, Canada, Australia, the United Kingdom, and other European countries. With this new analysis, organizations can measure their HR organization against a worldwide sample, assessing their positioning in the global marketplace, while creating an international standard for HR management.

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