

1. Record Nr.	UNINA9911006659903321
Autore	Phillips Jack
Titolo	High-Impact Human Capital Strategy : Addressing the 12 Major Challenges Today's Organizations Face
Pubbl/distr/stampa	New York : , : AMACOM, , 2015
ISBN	9781680159158 1680159151
Edizione	[1st edition]
Descrizione fisica	1 online resource (316 p.)
Altri autori (Persone)	PhillipsPatricia Pulliam
Disciplina	658.3/01
Soggetti	Human capital Manpower planning Personnel management Strategic planning Commerce Business & Economics Marketing & Sales
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	CONTENTS; Preface; 1 The Importance of Human Capital:The Journey to Show the Value; 2 The Importance of Human Capital Strategy and the Role of the Chief Human Resources Officer; 3 Set the Proper Investment Level: Establishing the Appropriate Amount to Spend on Human Capital ; 4 Align with Business Needs: Achieving Business Alignment with Human Resources Programs ; 5 Manage Talent for Value: Optimizing the Most Important Asset; 6 Engage Employeeed st Work: Changing the Nature of Work to Maximize Performance 7 Create a Performance and Innovation Culture: Developing and Sustaining a High-Performance Organization 8 Keep Employees Healthy: Controlling Health Status andHealthcare Cost of Employees; 9. Embrace Demographics and Societal Changes: Using Differences to Drive Value ; 10 Utilize Technology Effectively: Making Technology Work for All Stakeholders ; 11 Confront Globalization: Maximizing the Value of Human Capital; 12 Protect the Environment: Implementing Green,Sustainable Projects; 13 Build Global Leaders: Developing Agile

Leaders to Drive Business Results

14 Use Analytics and Big Data: Using Analytics to Drive
BusinessResultsNotes; Index; About the Authors; Free Sample Excerpt
from Talent Leadership by John Mattone

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 ho
