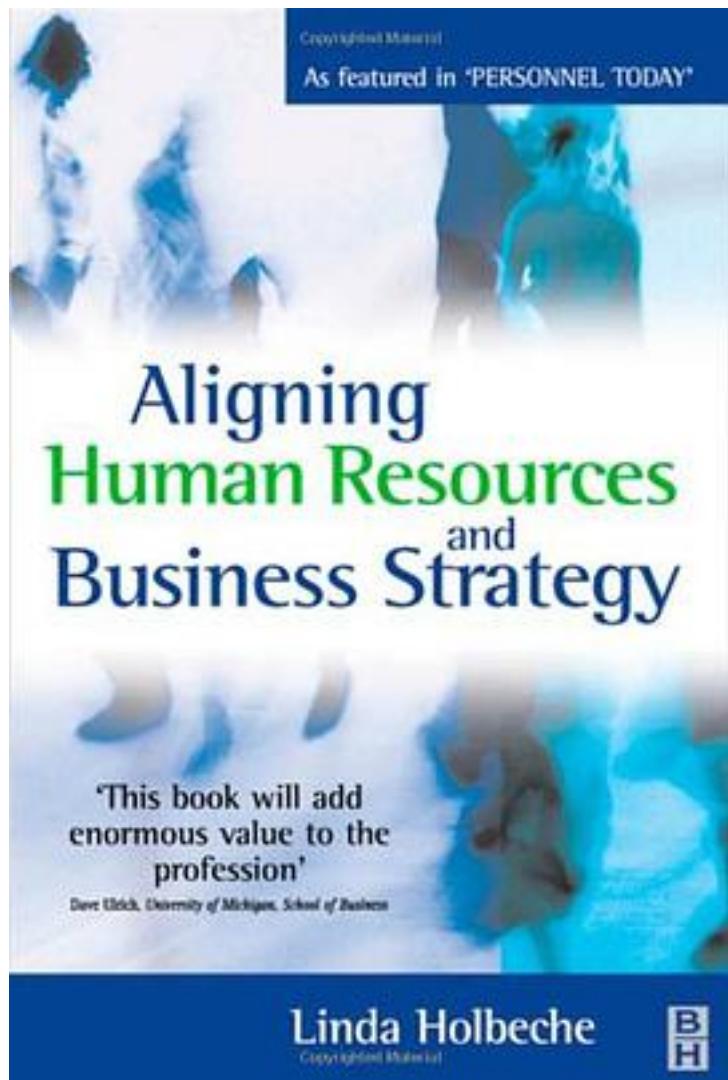


Aligning Human Resources and Business Strategy



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著者:Holbeche, Linda

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What difference can an aspiring HR strategist really make to business value? Is HR making the most of its new opportunities to become a pivotal part of the business? In a world where HR can suffer from a low, administrative profile, Linda Holbeche shows how some HR strategists have impressed and delivered at the highest level. Building on surveys undertaken through "Personnel Today" magazine, and research via Roffey Park Institute, Holbeche provides a set of tools and case studies that show how HR strategists have utilised their skills to deliver a variety of key business objectives, often within their current job role. The relationship between an effective people strategy and business success is hard to quantify in financial terms, but Holbeche provides persuasive examples to add to the growing body of evidence. Case studies include Mergers & Acquisitions policies, organizational design, retaining high flyers in an international environment, and core competency approaches. Linda Holbeche's previous book on "Motivating People in Lean Organizations" was shortlisted for the MCA book prize in 1998. This book focuses on performance and developmental issues which are key to aligning HR and Business strategies and shows how HR strategists have leveraged their role to deliver key business objectives. It includes case studies and vignettes on managing change, influencing organizational development, identifying and retaining talent, and leadership development.

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