The Human Resources Scorecard

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著者:Phillips, Jack J.

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Now in its second edition, the "HR Scorecard" provides a comprehensive step-by-step process to integrating a scorecard approach to the Human Resources function. The authors demonstrate how the HR function is helping to deliver its organizations strategic goals. Demonstrating value is key and the ROI process developed by co-author Jack Phillips, aids HR management in determining and improving the bottom-line impact that human resource programs have on an organization. Fully updated and revised, this new edition also has a companion book of cases available.The major features of this book include: a proven methodology to implement within your organization; a practical approach with examples and illustrations; and, implementation strategies for building accountability into HR programs. This book is an invaluable reference for professionals involved in performance management and those actively implementing the scorecard approach. It is also an important text for those HR managers continuing their professional development through certification programs. It is a step by step guide for measuring the impact of human resource management within an organization. It incorporates new case studies for practical application in the workplace. It is fully updated reflecting the current trends and issues in the field.

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