



Business-Focused

HR

11 Processes to Drive Results

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Business-focused HR Scott P. Mondore, Shane S. Douthitt, Marisa A. Carson, 2011 HR processes and business outcomes Employee selection Competency models Performance management Multi rater 360 assessments Employee opinion surveys Employee training Career development Leadership development Succession planning Work life balance Creating a business focused HR scorecard Bringing it all together next steps and opportunities *Predicting Business Success* Matt Betts, Shane Douthitt, Scott Mondore, Hannah Spell, 2018-06-08 HR leaders know people drive business results but often struggle to prove it with data Predicting Business Success empowers HR professionals to move beyond basic metrics and directly connect talent data to the outcomes executives care about This practical guide provides a step by step approach to scaling analytics organization wide making talent profiles predictive and using data to inform key areas such as hiring onboarding surveys and training With actionable strategies for data collection and application it shows how to embed analytics into everyday decision making at every level For HR teams looking to increase influence and drive measurable business impact this book is an essential roadmap *Mastering Consultation as an HR Practitioner* Jennifer Currence, 2018-06-08 HR professionals are uniquely positioned to lead transformation but doing so requires a consultative mindset Mastering Consultation as an HR Practitioner equips HR professionals with tools and frameworks to advise leaders define organizational needs and implement lasting change This practical guide offers best practices for data gathering problem solving and solution development all grounded in a consultative approach Featuring real world case studies worksheets and ready to use resources it helps practitioners apply strategic thinking to everyday challenges and elevate their value within the organization Whether you re supporting a business unit or driving company wide initiatives this book shows how to build trust influence outcomes and lead with impact The Manager's Guide to HR Max Muller, 2013-08-01 Managing people is a tricky business and managers and small business owners need a clear understanding of the essentials of human resources to survive The original edition of The Manager s Guide to HR gives you an introduction to the regulations rights and responsibilities related to hiring and firing benefits compensation documentation performance evaluations training and more However much has changed since then Extensively revised this second edition covers all the key areas of the original edition and brings you up to speed on current developments in employment law including How social media is changing the recruitment landscape Shifting labor standards regarding compensation and benefits The National Labor Relations Board s stance on work related employee speech on social media The Employee Retirement Income Security Act New record keeping requirements Amendments to the Family and Medical Leave Act and the Americans with Disabilities Act Featuring step by step guidance on everything from COBRA compliance to privacy issues The Manager s Guide to HR is now once again the most up to date invaluable resource any manager of personnel could have HR's Greatest Challenge Richard P. Finnegan, 2015-10-01 Nothing contributes more to productivity than getting employees to give their best and stay HR s Greatest Challenge shows HR leaders how to

shift engagement and retention from secondary HR metrics to top tier business imperatives With voluntary turnover at historic highs and employee engagement at alarming lows this book makes the case for executives not HR to own these issues while HR plays a vital coaching and strategic role It offers tools to translate turnover and disengagement into financial terms train managers in stay interviews and forecast team stability with business focused precision Practical persuasive and data driven this is the guide HR executives need to solve engagement and retention as business critical challenges **HR**

on Purpose Steve Browne,2017-06-30 Can you still be excited about HR after 30 years in the field Absolutely if you lead with purpose In HR on Purpose Steve Browne seasoned HR leader and popular Everyday People blogger invites readers to rethink what HR is and reimagine what it could be Through a series of engaging stories personal reflections and practical takeaways he shows how to embrace HR not just as a profession but as a calling With honesty humor and inspiration Browne helps HR professionals reconnect with the meaning and impact of their work Perfect for anyone at any stage of their HR career this book is a daily reminder that HR is about people and it can be joyful bold and transformational **The Recruiter's**

Handbook Sharlyn Lauby,2018-01-30 Effective recruiting is more than filling jobs It s about building trust and shaping organizational culture The Recruiter s Handbook offers a comprehensive step by step guide to the entire recruiting process written by HR Bartender s Sharlyn Lauby SHRM SCP With expert insights tools and proven strategies the book helps HR and talent acquisition professionals shorten learning curves avoid legal missteps and create meaningful candidate experiences It also includes specialized guidance on inclusive hiring practices recruiting veterans and ex offenders and building mentorship and internship programs Ideal for both new and experienced recruiters this practical guide is a trusted resource for building stronger teams and better hiring outcomes **The Price of Pettiness** Alexander Alonso,2019-06-21 Beyond the usual

everyday annoyances and exasperations we all experience in the workplace pettiness limits careers and opportunities on a broad scale and sometimes crosses the line into criminal behavior Based on recent research conducted by SHRM this groundbreaking book examines the seemingly limitless depths of workplace pettiness as well as the remarkable heights of creativity it seems to inspire in people and delivers proven tools for anyone to spot pettiness and deal with it directly In addition to revealing the root cause of pettiness and what can be done to eliminate it Dr Alonso also offers insights into the personal and organizational costs associated with petty behavior and shows how HR can be its most fierce adversary But perhaps best of all he shares some of the most incredible true stories about petty behavior in the workplace you ll ever read Filled with unforgettable examples this is essential reading for anyone ready to build a healthier more productive workplace

Defining HR Success Alexander Alonso,Debra J. Cohen,James N. Kurtessis,Kari R. Strobel,2015-10-01 Today s HR professionals are expected to be valued team members and contribute as business partners delivering strategic value and solving complex talent challenges to achieve growth for the organization Defining HR Success provides a deep dive into the nine core competencies that define high performing HR practitioners HR Expertise HR Knowledge Business acumen

Communication Consultation Critical evaluation Ethical practice Global and cultural effectiveness Leadership and navigation Relationship management The book helps readers assess their current capabilities and build the skills needed to lead and influence within their organizations With clear explanations and practical applications it s an essential guide for aligning HR strategy with business growth and provides HR professionals with a roadmap for personal development and professional excellence in a rapidly evolving field Motivation-based Interviewing Carol Quinn,2018-06-15 Hiring great talent takes more than checking qualifications it requires uncovering who will truly excel In Motivation based Interviewing hiring expert and popular keynote speaker Carol Quinn presents a proven approach for identifying top performers by evaluating not just skill but also attitude toward overcoming obstacles and how passionate they are about achieving your goals key indicators of long term success This definitive guide offers a reliable system to help interviewers expose subtle yet critical differences between average candidates and those who will thrive With clear techniques and real world insights Quinn equips HR professionals hiring managers and recruiters to make smarter more confident hiring decisions If your goal is to build a high performance team this book is your ultimate hiring handbook

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