



## Applying Advanced Analytics to HR Management Decisions: Methods for Selection, Developing Incentives, and Improving Collaboration (Hardback)

By James C. Sesil

Pearson Education (US), United States, 2013. Hardback. Book Condition: New. 234 x 152 mm. Language: English . Brand New Book. Dramatically improve human capital management decisions by applying advanced analytics and Big Data technologies and processes! Pioneering HR technology expert James Sesil identifies widespread flaws in today's HR decision-making processes, and reveals how advanced analytics can help organizations make far more robust decisions about employee selection, performance management, strategy alignment, collaboration, and more. In this book he shows how to integrate Business Intelligence, ERP, Strategy Maps, Talent Management Suites, and advanced analytics -- and use them together to make far better decisions. You'll learn how to measure and improve the value of HCM decision-making in workforce/succession planning, talent acquisition, career development, corporate learning, and beyond. Sesil teaches key lessons from sources ranging from online dating services to Moneyball-style sports player selection processes. He shows how to systematically improve decision-making through more complete and sophisticated collaboration and new Collective Intelligence approaches. You'll learn how to use both internal and external data sources more effectively, and review a wide variety of advanced tools now available from vendors such as OrcaEyes, Vemo, Aruspex, Peoplefluent, Infor/Lawson.

### Reviews

*Thorough manual for ebook fans. it had been writtern quite properly and valuable. It is extremely difficult to leave it before concluding, once you begin to read the book.*

-- **Dr. Catherine Wehner**

*Absolutely among the best book I have possibly go through. I have go through and that i am certain that i am going to gonna read through once again again in the future. I am just delighted to tell you that this is basically the finest book i have got go through within my personal existence and could be he finest book for ever.*

-- **Brian Bauch**