

HR Metrics Examples

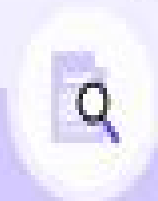
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Workforce



- Average tenure
- Headcount
- Cost of workforce
- HR to employee ratio
- Salary average

Recruiting



- Cost per hire
- Time to hire
- Interviews per hire
- Quality of hire
- Turnover rate
- Vacancy rate

Retention



- Engagement rate
- eNPS
- Grievances
- Promotion rate

Performance



- Absenteeism
- Productivity rate
- Revenue per employee
- Time on-task

Training



- New hire time to productivity
- Training cost
- Training ROI

D&I Metrics



- Diversity ratio
- Pay equity

HR Automation



- HR software utilization
- Automation adoption
- Automation effectiveness

Report Hr Hr Metrics

Carl Banks,CCH Incorporated

A red circular graphic with a gradient, appearing as a stylized arrow or a partial circle, located to the right of the text 'Carl Banks,CCH Incorporated'.

Report Hr Hr Metrics:

Human Resource Information Systems: Basics, Applications, and Future Directions Michael J. Kavanagh, Mohan Thite, Richard D. Johnson, 2011-07-14 We used the first edition and it is the most thorough review of HR Technology on the market

The Practical Guide to HR Analytics Shonna D. Waters, Valerie Streets, Lindsay McFarlane, Rachael Johnson-Murray, 2018-06-15 HR professionals are increasingly expected to understand and apply data analytics but many don't know where to start The Practical Guide to HR Analytics offers a clear practical guide to understanding and applying data to real world HR issues From making the business case for analytics to launching an HR analytics function the book walks readers through the forms uses and interpretations of data in an HR context It covers essential topics like avoiding common pitfalls visualizing data effectively and using storytelling to communicate findings With straightforward language and actionable advice it helps demystify analytics for professionals at all levels Whether you're new to analytics or seeking to sharpen your skills this is your go to resource for data driven HR

HR ANALYTICS GUPTA, DEEPA, GUPTA, MUKUL, GUPTA, PARTH MUKUL, 2024-03-08 This book provides a comprehensive overview of various aspects of HR analytics It delves into important definitions the significance of HR analytics methods of data collection and management as well as specific areas such as recruitment analytics performance management analytics employee engagement analytics and diversity equity and inclusion DEI analytics The book also explores ethical considerations implementation strategies and the role of HR analytics in workforce planning succession planning and employee wellness Additionally it discusses monitoring the impact of interventions and offers insights into the future of HR analytics Besides it offers a range of practical tools and templates for various applications

KEY FEATURES Comprehensive coverage Covers a wide range of topics related to HR analytics from the basics to more specialized areas Diverse tools and techniques Includes discussions on various data analysis techniques such as predictive analytics machine learning and statistical modelling Practical templates and forms Inclusion of templates and forms such as employee attitude surveys and KPI dashboards make this book more hands on and practical Ethical and legal considerations Focusses on ethics and compliance legal considerations for the evolving landscape of HR analytics Future oriented content Discusses on the future of HR analytics and emerging trends is a dimension of forward looking Agile HR analytics Includes Agile HR Analytics as an emerging trend Staying updated Acknowledges the importance of staying updated on HR analytics trends Clarity and accessibility Presents a clear accessible and engaging text making the book reader friendly The book primarily intended to the students of business schools is equally valuable to the professionals in the field For instructor's resources visit https://www.phindia.com/HR_analytics_deepa_mukul_partha

TARGET AUDIENCE MBA HR Data Analytics and HR Professionals

Human Resource Information Systems Richard D. Johnson, Kevin D. Carlson, Michael J. Kavanagh, 2020-09-29 Human Resource Information Systems Basics Applications and Future Directions is a one of a kind book that provides a thorough introduction to the field of Human Resource Information

Systems HRIS and shows how organizations today can leverage HRIS to make better people decisions and manage talent more effectively Unlike other texts that overwhelm students with technical information and jargon this revised Fifth Edition offers a balanced approach in dealing with HR issues and IT IS issues by drawing from experts in both areas It includes the latest research and developments in the areas of HRIS justification strategies HR technology big data and artificial intelligence Numerous examples best practices discussion questions and case studies make this book the most student friendly and current text on the market Included with this title The password protected Instructor Resource Site formally known as SAGE Edge offers access to all text specific resources including a test bank and editable chapter specific PowerPoint slides

Human Resource Information Systems Michael J. Kavanagh, Richard D. Johnson, 2017-07-07 Human Resource Information Systems edited by Michael J Kavanagh and Richard D Johnson is a one of a kind book that provides a thorough introduction to the field of Human Resource Information Systems HRIS and shows how organizations today can leverage HRIS to make better people decisions and manage talent more effectively Unlike other texts that overwhelm students with technical information and jargon this revised Fourth Edition offers a balanced approach in dealing with HR issues and IT IS issues by drawing from experts in both areas Numerous examples best practices discussion questions and case studies make this the most student friendly and current text on the market New to This Edition A new chapter on social media explores how organizations can use social networks to recruit and select the best candidates A new HRIS Expert feature spotlights real world practitioners who share best practices and insights into how chapter concepts affect HR professions New and expanded coverage of key trends such as information security privacy cloud computing talent management software and HR analytics is included

Fundamentals of Human Resource Management Talya Bauer, Berrin Erdogan, David Caughlin, Donald Truxillo, 2019-12-10 Fundamentals of Human Resource Management People Data and Analytics provides a current succinct and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the people in their organizations Authors Talya Bauer Berrin Erdogan David Caughlin and Donald Truxillo use cutting edge case studies and contemporary examples to illustrate key concepts and trends A variety of exercises give students hands on opportunities to practice their problem solving ethical decision making and data literacy skills Non HR majors and HR majors alike will learn best practices for managing talent in today s ever evolving workplace

Die optimierte Personalabteilung Martin Freudhofmeier, Christian Havranek, Nikolaus Schmidt, 2012-06-20 Effizienzsteigerung durch Personaloptimierung Das vorliegende Buch n hert sich der Optimierung der Personalarbeit aus einer strategischen Perspektive Wann leistet Human Resources einen Beitrag zum Unternehmenserfolg und wie kann man diese Strategien operationalisieren In der Folge kommen Experten verschiedener Themenfelder der Personalarbeit zu Wort und berichten aus ihrer Beratungspraxis Neben der Rekrutierungst tigkeit werden Optimierungspotenziale in den Feldern Personalverrechnung Entsendungsmanagement Weiterbildung von Human Resources Mitarbeitern sowie im internen

Kontrollsystem von Human Resources selbst identifiziert und behandelt ein Fallbeispiel rundet die Sammlung ab Der Wertbeitrag von Human Resources einer der vielfältigsten Organisationseinheiten die einen hohen Teil der Fixkosten von Unternehmen steuert stellt sich vor diesem Hintergrund als ebenso anspruchsvoll wie zukunftsreich dar Die Autoren sind Berater mit jahrzehntelanger Erfahrung im Personalwesen The Oxford Handbook of Talent Management David G Collings, Kamel Mellahi, Wayne F. Cascio, 2017-09-14 The Oxford Handbook of Talent Management offers academic researchers advanced postgraduate students and reflective practitioners a state of the art overview of the key themes topics and debates in talent management The Handbook is designed with a multi disciplinary perspective in mind and draws upon perspectives from inter alia human resource management psychology and strategy to chart the topography of the area of talent management and to establish the base of knowledge in the field Furthermore each chapter concludes by identifying key gaps in our understanding of the area of focus The Handbook is ambitious in its scope with 28 chapters structured around five sections These include the context of talent management talent and performance talent teams and networks managing talent flows and contemporary issues in talent management Each chapter is written by a leading international scholar in the area and thus the volume represents the authoritative reference for anyone working in the area of talent management Human Capital Reporting Thomas Sattelberger, Christian Scholz, 2013-03-15 Ein Standard für professionelles Human Capital Reporting HCR mit aussagefähigen und quantifizierbaren Informationen Der Standard HCR10 beschreibt wie sich personalwirtschaftlich relevante Tatbestände in der Berichterstattung der Unternehmen niederschlagen sollen Durch eine derartige Standardisierung erfolgt eine Vereinfachung im Prozess der Berichterstattung Vor allem aber werden die HR Metrics durch ihre Struktur quivalenzlesbar verstehbar und damit vergleichbar Zum Inhalt Der erste Abschnitt dieses Buches betont die Aktualität und Relevanz einer Standardisierung des Human Capital Reportings Die derzeitige Ausgangslage sowie Ziele und Trends denen sich das HCR gegenüber sieht werden verdeutlicht Die Systematik des HCR10 welche unmissverständlich klar macht welche Kennzahlen einen Bericht über Personal sei es im Geschäfts im Nachhaltigkeits oder im Personalbericht aussagekräftig machen wird im zweiten Abschnitt vorgestellt Der dritte Abschnitt widmet sich der konkreten Ausgestaltung des HC Reportings Anhand von illustrativen Beispielen wird verdeutlicht wie die Berichterstattung der einzelnen geforderten Kennzahlen aussehen kann Wer bei der Erstellung eines Berichts welche Aufgaben übernehmen und welche Daten liefern sollte wird im vierten Abschnitt erörtert Zudem wird diskutiert welchen Nutzen ein dem HCR10 entsprechendes Reporting für diverse Interessengruppen wie Personalleiter Aufsichtsräte Wirtschaftsprüfer oder Bewerber hat Im abschließenden fünften Abschnitt wird eine Vision für das HC Reporting in Deutschland formuliert über die Autoren Prof Dr Christian Scholz ist Inhaber des Lehrstuhls für Organisation Personal und Informationsmanagement an der Universität des Saarlandes Thomas Sattelberger leitet als Vorstand das Personalressort bei der Deutschen Telekom AG Dieses Buch ist Pflichtlektüre für HR Verantwortliche die sich mit Personal Controlling und Reporting befassen einem wichtigen Thema in gro

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ICICKM2012-Proceedings of the 9th International Conference on Intellectual Capital, Knowledge Management and Organisational Learning Fernando Chaparro, 2012

Human Resource Management Talya Bauer, Berrin Erdogan, David Caughlin, Donald Truxillo, 2019-01-02 Winner of the 2020 Most Promising New Textbook Award from the Textbook Academic Authors Association TAA Human resources is rapidly evolving into a data rich field but with big data comes big decisions The best companies understand how to use data to make strategic workforce decisions and gain significant competitive advantage Human Resource Management People Data and Analytics introduces students to the fundamentals of talent management with integrated coverage of data analytics Features tied to SHRM competencies and data exercises give students hands on opportunities to practice the analytical and decision making skills they need to excel in today's job market Engaging examples illustrate key HRM concepts and theories which brings many traditional HRM topics to life Whether your students are future managers or future HR professionals they will learn best practices for managing talent in the changing workplace A Complete Teaching Learning Package SAGE Premium Video Included in the Interactive eBook SAGE Premium Video tools and resources boost comprehension and bolster analysis Videos featured include Inside HR interviews where students can hear how real companies are using HR to gain competitive advantage as well as SHRM and TedTalk videos Interactive eBook Includes access to SAGE Premium Video multimedia tools and much more Save when you bundle the interactive eBook with the print version Order using bundle ISBN 978 1 5443 6572 5 SAGE coursepacks FREE Easily import our quality instructor and student resource content into your school's learning management system LMS and save time SAGE edge FREE online resources for students that make learning easier

HR How-to Carl Banks, CCH Incorporated, 2003-01-01

Human Resource Management Robert N. Lussier, John R. Hendon, 2025-06-17 Whether your students are HRM or general management majors Human Resource Management Functions Applications and Skill Development will help them develop the skills they need to recruit select train and develop talent A wide variety of applications and experiential exercises keep students engaged and help them see the relevance of HR as they learn competencies they can apply in their personal and professional lives In the updated Fifth Edition bestselling authors Robert N Lussier and John R Hendon explore the important strategic function HR plays in today's organization

Organisational

theory Henriette Bjerreskov Dinitzen,2010

View from the Top Patrick M Wright,Dave Ulrich,Richard L.

Antoine,Elizabeth Sartain,2017-10-27 Organizations face mounting pressure to thrive amid volatility uncertainty complexity and ambiguity View from the Top explores how HR leaders can turn these challenges into competitive advantages by building robust human and organizational capital Drawing on contributions from prominent chief human resource officers and HR thought leaders the book offers real world case studies conceptual models and original research that together create a comprehensive roadmap for value creation It provides insight into how strategic HR can address current challenges while positioning organizations for long term success Essential reading for HR professionals and business leaders this book bridges theory and practice to equip readers with tools and frameworks they can apply directly in their own organizations

Communication, Management and Information Technology Marcelo Sampaio de Alencar,2016-11-03 Communication Management and Information Technology contains the contributions presented at the International Conference on Communication Management and Information Technology ICCMIT 2016 Cosenza Italy 26 29 April 2016 organized by the Universal Society of Applied Research USAR The book aims at researchers scientists engineers and scholar students interested or involved in Computer Science and Systems Communication and Management

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