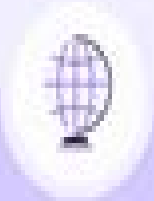


HR Metrics Examples

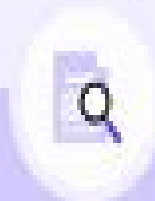
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Workforce



- 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

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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

Global HRM Practices: Aligning Strategy, Structure, and Culture Dr. Riya Mukhopadhyay ,Dr. Sangita Deota ,Dr. Kalpana Singh,Dr. Rubvita Chadha Rajput ,Dr. Amandeep Gill, 2025-07-05

Die optimierte Personalabteilung Martin Freudhofmeier, Christian Havranek, Nikolaus Schmidt, 2012-06-20 Effizienzsteigerung durch Personalsoptimierung 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 igtigkeit 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 vielf ltigsten Organisationseinheiten die einen hohen Teil der Fixkosten von Unternehmen steuert stellt sich vor diesem Hintergrund als ebenso anspruchsvoll wie zukunftsrichtig dar Die Autoren sind Berater mit jahrzehntelanger Erfahrung im Personalwesen

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

Basic Concepts of Health Care Human Resource Management Nancy J. Niles,2019-02-05 Basic Concepts of Health Care Human Resource Management Second Edition is a comprehensive overview of the role of Human Resource Management HRM in all aspects of healthcare management Beginning with a survey of HRM from its beginnings to present day trends the text moves on to cover state and federal healthcare laws codes of ethics staffing organizations training and development employee relations and long term planning The Second Edition continues to provide the essential tools and strategies for HRM personnel to become empowered custodians of change in any healthcare organization Taking into account the increasing diversity of patients and employees the effects of technology and globalization on healthcare delivery the credentialing of health care providers and the measurement of labor productivity and much more this text is an essential resource for HRM students and practitioners alike

Enhancing Customer Engagement Through Location-Based Marketing Singh, Amandeep,Mittal, Amit,Unanoglu, Murat,2023-03-07 Proponents applaud location based advertising as a way to bridge the gap between online and physical customer experiences and promote impulse purchases Skeptics question whether location based marketing LBM will cause consumer burn out and violate consumer privacy if the data that is gathered through LBM is not used shared protected and stored properly Companies engaging in LBM should take measures to ensure customer privacy through stringent opt in policies and security safeguards Enhancing Customer Engagement Through Location Based Marketing presents the main techniques of geo marketing introduces the idea of a geo marketing mix and develops the mobile marketing concept based on geolocation techniques Covering key topics such as data management augmented location and mobile targeting this premier reference source is ideal for business owners entrepreneurs managers marketers policymakers researchers academicians practitioners scholars instructors and students

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 **Electronic HRM in the Smart Era** Tanya Bondarouk,Huub Ruël,Emma

Parry,2017-08-26 This volume aims to critically reflect on the two decades of the academic developments in the field of electronic HRM e HRM and to analytically envisage its future developments In this way the volume greatly inform researchers practitioners and university graduates about forthcoming developments in the field **Human Capital**

Reporting Thomas Sattelberger,Christian Scholz,2013-03-15 Ein Standard f r professionelles Human Capital Reporting HCR mit aussagef higen und quantifizierbaren Informationen Der Standard HCR10 beschreibt wie sich personalwirtschaftlich relevante Tatbest nde 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 quivalenz lesbar verstehbar und damit vergleichbar Zum Inhalt Der erste Abschnitt dieses Buches betont die Aktualit t und Relevanz einer Standardisierung des Human Capital Reportings Die derzeitige Ausgangslage sowie Ziele und Trends denen sich das HCR gegen ber sieht werden verdeutlicht Die Systematik des HCR10 welche unmissverst ndlich klar macht welche Kennzahlen einen Bericht ber Personal sei es im Gesch fts im Nachhaltigkeits oder im Personalbericht aussagekr ftig 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 bernehmen und welche Daten liefern sollte wird im vierten Abschnitt er rtert Zudem wird diskutiert welchen Nutzen ein dem HCR10 entsprechendes Reporting f r diverse Interessengruppen wie Personalleiter Aufsichts r te Wirtschaftspr ffer oder Bewerber hat Im abschlie enden f nften Abschnitt wird eine Vision f r das HC Reporting in Deutschland formuliert ber die Autoren Prof Dr Christian Scholz ist Inhaber des Lehrstuhls f r Organisation Personal und Informationsmanagement an der Universit t des Saarlandes Thomas Sattelberger leitet als Vorstand das Personalressort bei der Deutschen Telekom AG Dieses Buch ist Pflichtlekt re f r HR Verantwortliche die sich mit Personal Controlling und Reporting befassen einem wichtigen Thema in gro en Unternehmen aber auch in KMU Das Buch richtet sich bewusst aber auch an Aufsichts r te Vorst nde Wirtschaftspr ffer und Analysten Sie sollen die hohe Berichtsqualit t des HCR10 einfordern und nutzen **HR Expert Diploma (Master's level) - City of**

London College of Economics - 15 months - 100% online / self-paced City of London College of Economics, Overview In this diploma course you will deal with all aspects of Human Resource Management as well as in an international context to become an HR Expert Content Human Resource Management Human Resource Processes Work and Employment Organizational Behaviour Organization Design and Development People Resourcing Performance Management Learning and Development Rewarding People Employee Relations Health Safety and Employee Well being HR Policies Procedures and

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Effective Human Resource Management Edward Lawler, 2012-07-04 Effective Human Resource Management is the Center for Effective Organizations CEO sixth report of a fifteen year study of HR management in today s organizations The only long term analysis of its kind this book compares the findings from CEO s earlier studies to new data collected in 2010 Edward E Lawler III and John W Boudreau measure how HR management is changing paying particular attention to what creates a successful HR function one that contributes to a strategic partnership and overall organizational effectiveness Moreover the book identifies best practices in areas such as the design of the HR organization and HR metrics It clearly points out how the HR function can and should change to meet the future demands of a global and dynamic labor market For the first time the study features comparisons between U S based firms and companies in China Canada Australia the United Kingdom and other European countries With this new analysis organizations can measure their HR organization against a worldwide sample assessing their positioning in the global marketplace while creating an international standard for HR management

PHR / SPHR Professional in Human Resources Certification Deluxe Study Guide Sandra M. Reed, Anne M. Bogardus, 2015-03-09 Comprehensive PHR SPHR exam preparation featuring interactive learning environment PHR SPHR Professionals in Human Resources Certification Deluxe Study Guide is the number one preparation resource for these premier Human Resources certifications Fully updated to align with the latest versions of these challenging exams this guide provides detailed coverage of key topics including strategic management workforce planning and employment compensation and benefits employee and labor relations and

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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 **HUMAN RESOURCE INFORMATION SYSTEM** Dr. MOHAMMAD SALAMEH AL-MAHAIRAH , Dr. MELANIE LOURENS , Dr. S SRIRANJANI MOKSHAGUNDAM , Dr. K. SURESH KUMAR , 2022-05-05

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