

Human Capital Management



Human Capital Management Ibm

Jean M. Phillips



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Human Capital Management Raimund Birri, 2013-10-28 Führungskräfte und Management Experten fordern eine neue Denk- und Herangehensweise im Management der Talente oder des Humankapitals insbesondere in wissensbasierten Organisationen Unternehmen welche dafür berschaubare integrierte und strategisch ausgerichtete Ansätze implementiert haben sind erfolgreicher als andere Dieses Buch beschreibt und begründet einen solchen praxiserprobten Ansatz im Detail Die Basis dazu bildet eine wissenschaftlich fundierte Architektur eines Human Capital Management Sie betont und definiert elementare Messgrößen wie Kompetenzen Potenzial oder Engagement und zeigt wie diese in standardisierten Prozessen bei allen Mitarbeitenden erhoben werden können Die Vorteile dieses Ansatzes für eine berschaubarkeit und inhaltliche Konsistenz der praktischen Instrumente und Massnahmen wie auch für eine berprfbare strategische Ausrichtung auf den Unternehmenserfolg werden deutlich Beispiele und Tipps zum Messen von Humankapital erleichtern die Umsetzbarkeit in die Praxis Die 2. Auflage vertieft die wissenschaftliche Basis der Architektur und der strategischen Ausrichtung Alle Kapitel sind aktualisiert und mit Beispielen angereichert *Human-Capital-Management in deutschen Unternehmen* Martina

Dürndorfer, Marco Nink, Gerald Wood, 2005 **Global Perspectives on Human Capital-Intensive Firms** Cézarne, Cécile, Saglietto, Laurence, 2018-12-14 A firm's productivity has mainly been based on human capital resources with organizational value and performance dependent on the knowledge and skills of their managers and employees Because human capital research captures the transformation and complexity of productive organizations in today's globalized economy it is crucial to grasp the scope and breadth of human capital intensive firms HCIF and their impact in relation to value creation *Global Perspectives on Human Capital Intensive Firms* is an essential reference source that provides an advanced analysis of modern firms at an analytical and empirical level as well as a transdisciplinary approach to how human capital will impact the economics and management of a firm Featuring research on topics such as firm performance knowledge creation and organizational management this book is ideally designed for accountants researchers professionals business managers human resource managers graduate level students academicians consultants and practitioners seeking coverage on the evolution of HCIF in different sectors their internal and external organizations and their performance

Human-Capital-Management: Abbau von Risiken und Steigerung des Human-Capital-Wertes Christian J. Hassel, 2012-07 Durch die Auswirkungen des demografischen Wandels einen steigenden Anteil immaterieller Vermögenswerte am Unternehmenswert sowie die zunehmende Regulierung operationeller Risiken entwickelt sich das Human Capital mehr und mehr zu einer strategischen Ressource im Wettbewerb Dennoch fehlen bisher geeignete Modelle die das Risikomanagement von Human Capital Risiken in einen zentralen Fokus der Unternehmensführung stellen Auf Basis einer Analyse bestehender wissenschaftlicher Erkenntnisse entwickelt dieses Buch ein risikoorientiertes Human Capital Modell welches die Unternehmensführung bei der Steuerung der Human Capital Risiken sowie dem Werterhalt und Ausbau des

Human Capital unterst tzen soll Als konzeptionelle Grundlage dient dabei der klassische Regelkreis des Risikomanagements der um einen kulturellen Rahmen sowie eine Verankerung des Human Capital in der Unternehmensstrategie erweitert wird Darauf aufbauend werden Empfehlungen zur Ausgestaltung der einzelnen Phasen des Regelkreises Identifikation Bewertung Steuerung Kontrolle und Weiterentwicklung mit geeigneten Methoden Instrumenten sowie Ma nahmen gegeben Im Rahmen der Steuerungsphase wird zudem die Nutzungsm glichkeit eines Fr hwarnsystems aufgezeigt Neben der Implementierung des Modells liefert dieses Buch ebenfalls Vorschl ge f r dessen ablauforganisatorische Ausgestaltung Abschlie end werden ber den Aspekt des Risikomanagements hinausgehende M glichkeiten zur strategischen Nutzung des Modells entwickelt und dargestellt Diese beziehen sich auf das HR Management die Kundenbeziehungen sowie die externe Berichterstattung von Unternehmen

Business Intelligence and Human Resource Management Deepmala Singh,Anurag Singh,Amizan Omar,SB Goyal,2022-08-31 Business Intelligence BI is a solution to modern business problems This book discusses the relationship between BI and Human Resource Management HRM In addition it discusses how BI can be used as a strategic decision making tool for the sustainable growth of an organization or business BI helps organizations generate interactive reports with clear and reliable data for making numerous business decisions This book covers topics spanning the important areas of BI in the context of HRM It gives an overview of the aspects tools and techniques of BI and how it can assist HRM in creating a successful future for organizations Some of the tools and techniques discussed in the book are analysis data preparation BI testing implementation and optimization on GR and management disciplines It will include a chapter on text mining as well as a section of case studies for practical use This book will be useful for business professionals including but not limited to HR professionals and budding business students

Human Resource Management Jean Phillips,2018-01-15 Formerly published by Chicago Business Press now published by Sage Using a combination of knowledge acquisition and personal development Human Resource Management An Applied Approach is designed to prepare future HRM managers to effectively utilize HRM strategies to not only advance their own careers but also support the growth and development of those they manage Author Jean Phillips adopts an engaging approach encouraging students to take action and create a lasting impact in the field of HRM that goes beyond theoretical learning

Human Resource Management Jean M. Phillips,2023-11-04 Formerly published by Chicago Business Press now published by Sage Human Resource Management An Applied Approach prepares future HRM professionals to effectively utilize strategies and tools to advance their careers and support the growth and development of those they manage Author Jean Phillips adopts an engage by example method encouraging students to take action and create a lasting impact in the field of HRM that goes beyond theoretical learning The Third Edition features new end of chapter exercises company examples throughout the book and a new section called Using This Knowledge at the end of each chapter providing additional support for knowledge application Through case studies videos and exercises students will develop their personal skills and gain practical experience in applying various HR concepts enabling them to

become better managers and more effective leaders

Handbuch Human Resource Management Bernhard

Miebach, 2016-11-09 Das Praxishandbuch gibt einen Überblick über die Fragestellungen und praxistauglichen Verfahrensweisen des Human Resource Managements z. B. Personalakquisition, Mitarbeiterentwicklung, Anreizsysteme, Kommunikation, Führung, Aufgabenbeschreibungen, Motivation, Produktivität und Gesundheitsmanagement. Zusätzlich werden bereits erprobte Verfahren als Antwort auf die neuen Herausforderungen aus Internationalisierung, Globalisierung, Digitalisierung, Individualisierung, demografischen Wandel und Corporate Governance mit Handlungsleitfäden dargestellt. Schließlich stellt dieses Praxishandbuch Methoden und Hilfsmittel zur Gestaltung von Veränderungsprozessen in Organisationen aus der Sicht des Human Resource Managements bereit, die auch Coaching als neue Rolle des Personalmanagers und die Fragestellung des Einsatzes externer Berater einbeziehen.

Human Resource Management in nachhaltigen Unternehmen

(sustainable businesses) Assaf Ilan, 2004-02-10 Inhaltsangabe Einleitung Die Sustainability bzw. Nachhaltigkeits-Idee wird seit der UN-Konferenz von 1992 in Rio gesellschafts-, wissenschafts- und bildungspolitisch diskutiert. Dabei besteht ein Vernehmen, dass ökonomische, ökologische und soziale Entwicklungen nicht voneinander getrennt oder gegeneinander ausgespielt werden dürfen und dass eine intra- und intergenerationelle Gerechtigkeit angestrebt wird. Seit Ende der achtziger Jahre gilt sustainable development als Schlüsselbegriff in der Umwelt- und entwicklungspolitischen Diskussion. Trotzdem mangelt es aber an einheitlichem Begriffsverständnis und Umsetzungsvorstellungen. Als aktuelles Beispiel für die unterschiedlichen Umsetzungsvorstellungen sei das Kyoto-Protokoll erwähnt. Die letzte Verhandlungsrunde über die Umsetzung dieses Ziels scheiterte im November 2000, weil sich die USA und Europa nicht einigen konnten, wie weit ein Land zur Erfüllung seiner Reduktionsverpflichtung an den in Wäldern und Böden gespeicherten Kohlenstoff anrechnen darf. Die Vorstellung der Nachhaltigkeit lässt sich nicht isoliert von den Human Resources, d. h. der Mitarbeiter, betrachten. Wenn Nachhaltigkeit ein Teil der Unternehmensstrategie darstellt, müssen sich einerseits die Mitarbeiter dieser Idee auch verpflichtet fühlen, andererseits gilt es aus Sicht des Unternehmens, die Mitarbeiter als Teil des Stakeholder-Konzeptes und somit als wirklich strategische Ressourcen anzuerkennen. Das Ziel dieser Arbeit ist es, einerseits festzustellen, welche Aufgaben und Rolle dem HRM bei der Umsetzung von Sustainability zukommen, und andererseits, welche personalpolitischen Instrumente bei der Implementierung von Sustainability eingesetzt werden können. Diese Arbeit gliedert sich in vier Hauptteile. Der erste Teil liefert eine Erklärung, was unter Sustainability zu verstehen ist. Anschließend werden verschiedene Indikatoren vorgestellt, welche Nachhaltigkeit in Unternehmen untersuchen und bewerten. Gewisse Kriterien, die in direkter Beziehung zum HRM stehen, dienen den folgenden Kapiteln als Leitfaden, um die Fragestellungen in dieser Arbeit zu beantworten. Der zweite Teil beschäftigt sich mit Rollen und Aufgaben des HRM, wenn es darum geht, Sustainability in Unternehmen zu ermöglichen, zu entwickeln und zu verstärken. Der vierte Teil stellt drei personalpolitische Instrumente vor. Dieser ist sogleich an den fünften Teil gekoppelt, da diese personalpolitischen Instrumente anhand dreier Fallbeispiele in Beziehung

Essentials of

International Human Resource Management David C. Thomas, Mila B. Lazarova, 2013-06-28 With increasing globalization comes the need to understand human resource management HRM more broadly across countries cultures institutions and organizational types Designed to help readers explore and understand the key concepts and latest research behind the strategic management of people in organizations that operate in a global context this accessible book provides concise coverage of HRM concepts balancing comparative approaches and US and non US schools of thought Not limited to the multinational firm the book reflects the most current knowledge in the field and considers all types of organizations embedded in the global context Chapter opening vignettes short cases exemplify the chapter s core topics and show readers how chapter content can be applied Extensive references make it easy for readers to explore concepts in more depth

Research Anthology on Human Resource Practices for the Modern Workforce Management Association, Information Resources, 2021-12-30 Human resource departments have been a crucial part of business practices for decades and particularly in modern times as professionals deal with multigenerational workers diversity initiatives and global health and economic crises There is a necessity for human resource departments to change as well to adapt to new societal perspectives technology and business practices It is important for human resource managers to keep up to date with all emerging human resource practices in order to support successful and productive organizations The Research Anthology on Human Resource Practices for the Modern Workforce presents a dynamic and diverse collection of global practices for human resource departments This anthology discusses the emerging practices as well as modern technologies and initiatives that affect the way human resources must be conducted Covering topics such as machine learning organizational culture and social entrepreneurship this book is an excellent resource for human resource employees managers CEOs employees business students and professors researchers and academicians

IT-gestütztes Personalmanagement Torsten Fischer, 2013-04-25 Der Inhalt Vor dem Hintergrund wirtschaftlicher Zw nge und neuer personalwirtschaftlicher Herausforderungen h lt die moderne Informationstechnik verst rkt Einzug in den Bereich des Personalmanagements ffentlicher Verwaltungen Das Buch besch ftigt sich schwerpunktm ig mit der Umsetzung einer wirtschaftlichen Optimierung von Personalprozessen sowie deren qualitativen Verbesserung durch Einsatz ad quater Informationstechnik Betrachtet werden neben den typischen Personalverwaltungs und Informationsprozessen vor allem auch die sehr kostenintensiven Personalbeschaffungsprozesse Das Buch gibt Hinweise und Tipps zur Herangehensweise an eine IT gest tzte Prozessoptimierung im Personalbereich und weist zugleich auf m gliche Schwachstellen und Grenzen g ngiger IT Unterst tzungssysteme hin Neben organisatorischen und informationstechnischen Hemmnissen werden in diesem Zusammenhang vor allem auch die Aspekte Datenschutz und Datensicherheit beleuchtet

Human Resource Management Greg L. Stewart, Kenneth G. Brown, 2019-06-18 Human Resource Management addresses the challenges faced by human resource managers integrating traditional theory with real world strategy to equip students with the knowledge perspective and skills

they need to thrive in the ever changing global business environment Presented in a clear and relatable style this text emphasizes how effective human resource management and strategic planning work in concert to allow organizations to achieve maximum success The focus on practical application illustrates the essential link between strategic planning and implementation providing an inside look at how real world companies increase effectiveness through world class human resources management practices A wealth of case studies discussion topics and exercises reinforce key concepts strengthening students ability to think strategically and integrate core HR management principles into the decision making process By mirroring the current landscape s increased reliance on smart people management strategy this text underscores the importance of HR management in attracting and retaining the top talent that drives an organization forward *Human Resource Management* Pravin Durai,2010

IBM'S Global Talent Management Strategy John W. Boudreau,2010 In early 2003 Randy MacDonald the senior vice president of human resources for IBM Corporation was reviewing his recent meeting with Sam Palmisano the CEO of IBM Sam and Randy discussed IBM s strategic view of the evolution of global markets IBM s strategic position as a leader in global transformation and the evolving needs of IBM s clients Sam coined the phrase Globally Integrated Enterprise GIE to describe what he had in mind He foresaw that IBM s clients would increasingly be moving toward a GIE and that IBM needed to get ahead of that trend This had implications for every aspect of IBM including significant implications for IBM s supply chain IT systems strategy marketing and services development and deployment Underlying all of these implications were significant challenges for IBM s human capital and its approach to human resource management This three part case examines the strategic issues and the solutions IBM examined and implemented to meet the changing nature of their business and client needs

Evolution of Management Practice J. Mark Munoz,2025-02-17 The practice of management has experienced significant changes in recent years Advances in technology globalization cultural shifts competitive pressures and the unpredictability of a fast paced business environment have presented new challenges as well as opportunities for today s managers Evolution of Management Practice has assembled the viewpoints of leading academics management practitioners and business consultants in order to uncover the most effective approaches pertaining to planning leading organizing and controlling The chapters delve into the challenges of digital transformations the use of AI sustainability issues supply chain changes and the need for design thinking and new human resource practices This book is an authoritative reference for professionals consultants policymakers and students and scholars of management leadership entrepreneurship and economics who realize that traditional management approaches need to be refined and reinvented to suit contemporary times It will guide the practice of management for many years to come

Strategic HR Peter Reilly,Tony Williams,2016-04-01 HR has sought to reposition itself as a strategic contributor to organizations To facilitate this it has restructured bringing in shared services business partners and centres of expertise simplifying automating and rationalising processes and devolving some activities to managers whilst outsourcing

others HR has yet to give sufficient attention to the capability of the function to deliver against the added value promise This book looks at the developments that have brought HR to its present position It sets out a vision of where HR might be headed including a definition of its role and activities It identifies a number of challenges that HR will have to face if it is to be effective These include not just skills but problems with structures and relationships with stakeholders be they line managers or employees The authors also highlight ways of monitoring HR performance and of demonstrating its value It all adds up to an authoritative reference guide for all HR directors seeking to define their role and future aims for those new to the function on the challenges they will face and for senior executives on what they should expect the added value to be from their HR function

Strategic Human Resource Management Guiyao Tang,Li-qun Wei,2025-02-10 Strategic human resource management SHRM is a crucial foundation for the survival and development of a firm linking human resource management HRM with a firm s strategic objectives to achieve a sustainable competitive advantage Research and practice have proven that implementing SHRM is conducive to acquiring core competencies that enhance the firm s competitiveness In response to the changes that are taking place in HRM practices it is essential that students and managers to learn SHRM systematically The book introduces the core concepts and theoretical foundations of SHRM while also focusing on its strategic implementation It covers key topics such as strategic human resource planning staffing and training and development strategic performance management and strategic compensation management The book not only outlines the basic concepts of SHRM from a strategic standpoint but also considers the latest developments in business practice and results from the frontier of academic research Thus this is essential reading for anyone interested in SHRM from undergraduates and graduate students to master of business administration MBA students and firm managers

International Business John B. Cullen,K. Praveen Parboteeah,2009-09-10 A new international business text for a new and ever changing global environment *Human Resource Management* Donald F. Harvey,Robert Bruce Bowin,1996 Combines theory and practice to teach HRM Affordable paperback

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