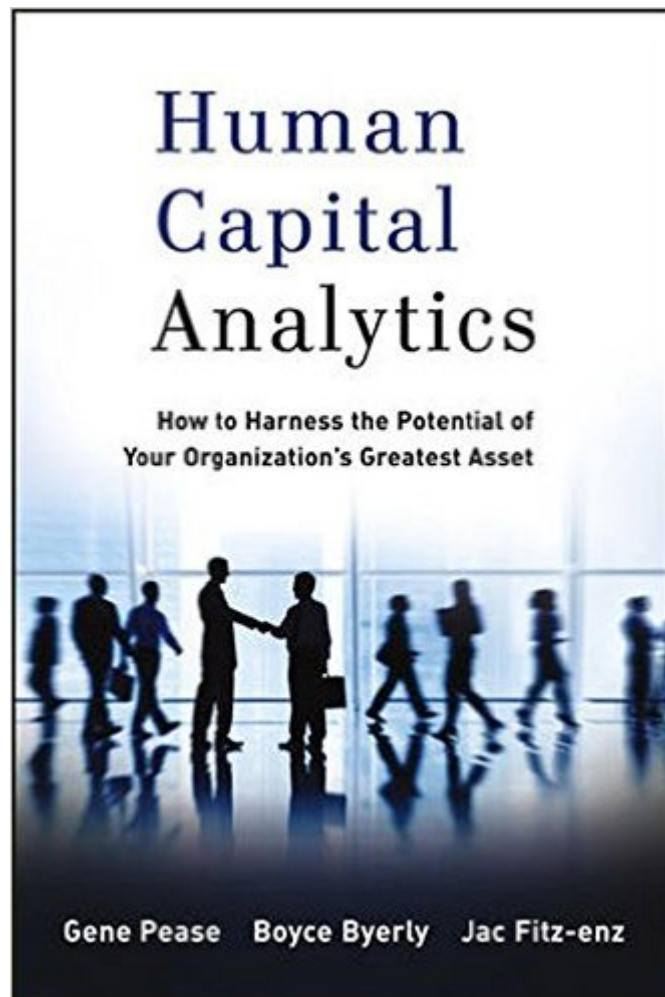


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# Human Capital Analytics: How To Harness The Potential Of Your Organization's Greatest Asset



## Synopsis

An insightful look at the implementation of advanced analytics on human capital Human capital analytics, also known as human resources analytics or talent analytics, is the application of sophisticated data mining and business analytics techniques to human resources data. Human Capital Analytics provides an in-depth look at the science of human capital analytics, giving practical examples from case studies of companies applying analytics to their people decisions and providing a framework for using predictive analytics to optimize human capital investments. Written by Gene Pease, Boyce Byerly, and Jac Fitz-enz, widely regarded as the father of human capital Offers practical examples from case studies of companies applying analytics to their people decisions An in-depth discussion of tools needed to do the work, particularly focusing on multivariate analysis The challenge of human resources analytics is to identify what data should be captured and how to use the data to model and predict capabilities so the organization gets an optimal return on investment on its human capital. The goal of human capital analytics is to provide an organization with insights for effectively managing employees so that business goals can be reached quickly and efficiently. Written by human capital analytics specialists Gene Pease, Boyce Byerly, and Jac Fitz-enz, Human Capital Analytics provides essential action steps for implementation of advanced analytics on human capital.

## Book Information

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## Customer Reviews

"Human Capital Analytics" is the sort of book I've been looking for a long time. It combines a good

business overview of HR issues with specific, actionable steps to studying issues in my company. The "how you do it" part seems to be skipped in the books I've read. The case studies are excellent, drawn from actual companies, not the "ABC Company" type stuff that you usually get, and the advice on how to actually get the data, clean it up, and analyze alone makes the book worth getting. The math sections point out how to wade through things like regression and find the one or two numbers that you actually should care about. The section about how to present the results, giving tips on charts, what kinds of documents to write, etc., seems pretty useful, although I haven't gotten that far in my own work. Well worth a read!

Gene, Boyce and Jac created an incredible book on how you look at Analytics and apply those concepts to managing your company. With real examples, always making sure to combine the right level of technical details and business benefit, the book has proven to be a source of ideas and lessons for professionals which are looking to make their companies more data-driven.

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