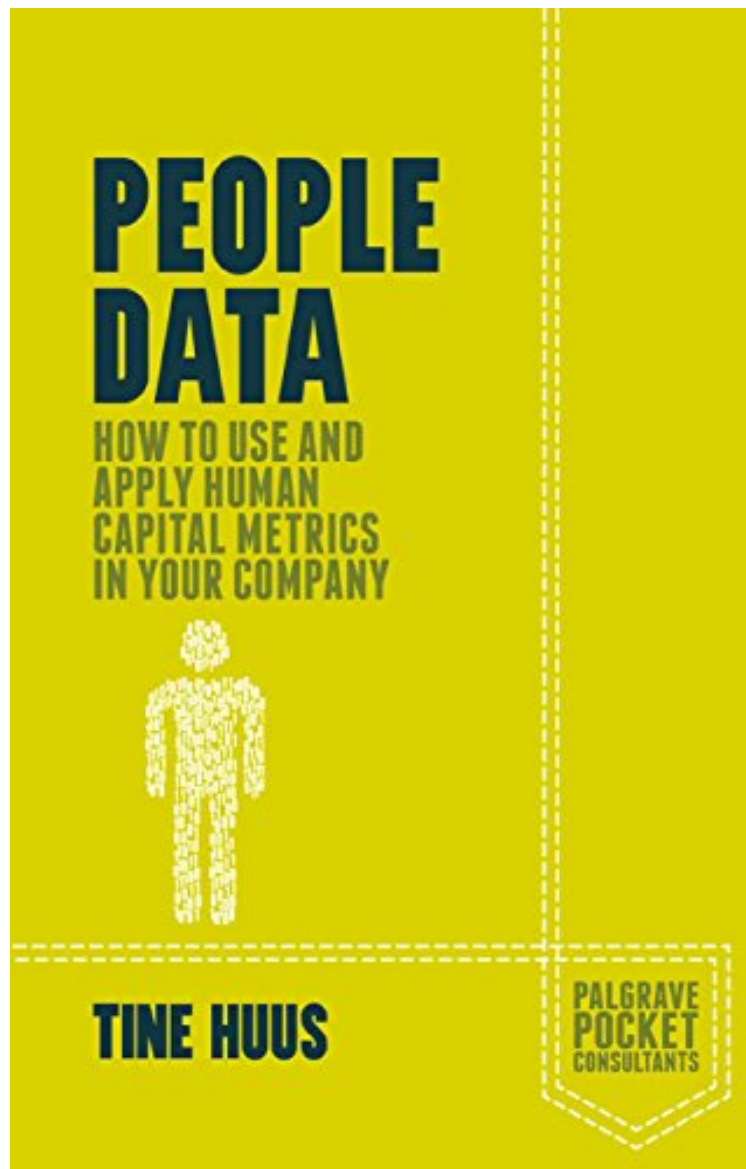


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People Data: How to Use and Apply Human Capital Metrics in your Company (Palgrave Pocket Consultants)

Tine Huus

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Data: How to Use and Apply Human Capital Metrics in your Company (Palgrave Pocket Consultants):

People are an organizations' biggest asset and easily amount to 30% of company costs so even small improvements can have a bottom-line impact. A unique toolkit to an important new trend, People Data demystifies and simplifies the process of understanding and working with human capital metrics.

'Throughout People Data, the author provides valuable insight and guidance on human capital metrics and fact-based people decisions. By utilizing people data across the employee life cycle, managers can make people decisions with greater clarity and confidence. This is a book that has been needed for years and a useful primer for a business culture that is only likely to grow in importance in the 21st century.' Hallstein Moerk, former EVP HR, Nokia Group 'This fascinating book will give readers who know little or nothing about people data everything they need to learn about how to motivate and utilize the human capital of their businesses. What is measured gets done. Like all organizations, my bank depends entirely on the contribution of its workforce.' Karen Froesig, CEO, Sydbank A/S, Denmark 'A systematic and insightful approach for enhancing the value of 'human capital', not only in terms of monetary results, but for the human beings in organizations. This book delivers the ultimate guideline for all HR departments and provides crucial information for decision makers in the new area of transformational leadership.' Tore Krog, Chief Occupational Medical Officer, Ringnes Brewery, Norway, as part of Carlsberg Group, and CEO, IAAP, 'Business Growth through Work Engagement', China and Vietnam 'This book reinforces the value of making evidence-based talent decisions. Many organizations have massive amounts of human capital information available to them and People Data helps the interested reader separate the wheat from the chaff. Readers will love the illustrations and how-to applications. This is also a great book for applied graduate level studies in human resources and business management.' Jack Wiley, Ph.D., Professor of Psychology, Manchester University, Indiana, USA and former President, High Performance Institute by Kenexa, an IBM Company 'In People Data, Tine Huus tells us in plain language how to utilize human capital metrics to make decisions around people. The book combines theory and practice, what people data is and how it can be used in the corporate setting. It takes the reader step-by-step through the importance and implementation of human capital metrics. Managing your talent in this way is imperative for any company in today's global competition.' Kai Hammerich, Office Managing Director, Copenhagen, Korn Ferry About the Author Tine Huus has over 25 years of experience within organization development, change projects and consultancy, primarily within the high-tech industry. She has held management positions at Carlsberg, Nokia, Ramboll Group, and Nabisco Brands and was responsible for designing and implementing human capital metrics. She is currently based in Copenhagen and has lived in Finland, Ireland, and the UK.