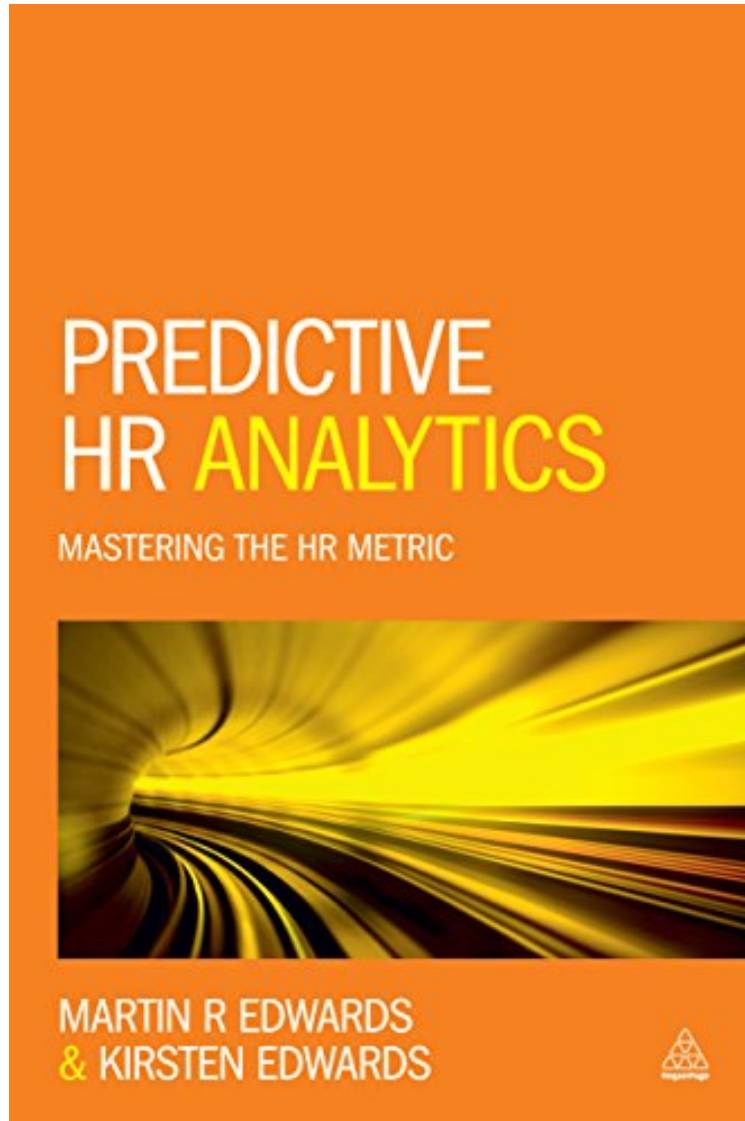


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Predictive HR Analytics: Mastering the HR Metric

Martin Edwards, Kirsten Edwards

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Martin Edwards, Kirsten Edwards : Predictive HR Analytics: Mastering the HR Metric before purchasing it in order to gauge whether or not it would be worth my time, and all praised Predictive HR Analytics: Mastering the HR Metric:

7 of 8 people found the following review helpful. BeneficialBy DarrenIngram_dot_comThis is a specialist book, for a specialist audience about a fairly important and fascinating subject, namely analysing the performance of a company's human resources (HR) and its HR department. The routine activities of HR are well known, yet recording their activities and the makeup of a company is less-so. Modern day activities such as diversity analysis, employee turnover and predictive employee turnover are, or should be, increasingly relevant, especially to the larger

enterprise. In the right hands, the reader should be able to get a better understanding of how to gather, analyse and interpret HR data for the benefit of the company-at-large. It is not a "Big Brother" approach, recording ever minor transgression such as timekeeping or comments made on social media. There is nothing here that an employee needs to fear. This book seeks to provide a means to using statistical modelling and analytical techniques. It is a heavy-read, despite being fairly accessible and well-written, due to the nature of the information under discussion. Nothing is left to chance, the book starts with an introduction to predictive HR analytics and explains gathering HR data and converting it into a usable format. Use of the statistical analysis program SPSS is necessary and the authors explain how to use this powerful, yet often bewildering program, for the specific purpose of HR analytics. No doubt you could use other packages or try and analyse things by hand, yet you'd lose out on a large chunk of this book's benefit in the process. Focus is then given to specific user case examples, providing a real hands-on opportunity to uses such as diversity, employee attitude and engagement, employee turnover, employee performance, recruitment and selection and even impact interventions. Sample data is provided to let the reader "try it for themselves" and see how everything works and goes together. There is a lot of theory, this is unavoidable, but it is still fairly clear and easy to follow. You just need to assign time to really focus on this stuff, if you don't already live and breathe the subject. The benefits are clear, the pathway to getting them is fairly understandable. It just needs a fair bit of hard work and focus along the way. If you are in the need for a book like this, this is a potential Godsend. Even if you don't, it can be strangely interesting and compelling... or this reviewer is just a bit too nerdy for his own good!

4 of 4 people found the following review helpful. Best HR analytic book
By Leeankuo
While this book may require the reader to be comfortable statistics concept to really appreciate the value, I find the author did a GREAT job link analytical technique and HR domain knowledge. It has many relevant cases for you to get your hands dirty. This probably should be your first HR analytic book but it can be your last if you master the content.

0 of 0 people found the following review helpful. Step by Step Guide -- exactly what is needed.
By Vanessa W. Blake
It's a step by step instructional book on how to do HR Analytics. It helps you with theory and gives you a guide on how to fo it in SPSS. This book is everything you need to prep for the new trend in HR. Additionally, the language is incredibly easily to digest and follow. This is the wave of the future, get on board HR Professionals.

Where other functions of an organization deal in profits, sales growth, forecasts and strategic planning, the HR function is responsible for employee well-being, engagement and motivation. Such concerns do not immediately conjure up images of analytical know-how, despite the fact that in reality the management of such things often requires a lot of measurement and technical skill. Predictive HR Analytics provides a clear, accessible framework with which to understand and work with HR analytics at an advanced level, taking HR professionals through examples of particular predictive models so they can develop effective HR strategies based on evidence. Predictive HR Analytics will show step-by-step, using simple terms, how to carry out analysis (using the statistical package SPSS) and interpret the results, helping to communicate the potential of HR analytics and get the most out of the HR function, whether carrying out the analysis or briefing external consultants. The book will help deliver a credible and reliable service to businesses by providing metrics on which executives will be able to make sound business decisions.

"Predictive HR Analytics is a comprehensive and detailed guide for any professional interested in this exciting new field. The book will help you understand what data to analyze, how to interpret and analyze the data, and how different types of models work. Highly recommended for people analytics specialists!" (Josh Bersin, Industry Analyst, Principal and Founder Bersin by Deloitte)
"Detailed, precise and clearly written, this book isn't just about statistics; it's about the future of HR. Essential reading for everyone in HR."