



Beyond HR: The New Science of Human Capital

By John W. Boudreau, Peter M. Ramstad

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Is your talent strategy a unique competitive advantage? As competition for top talent increases, companies must recognize that decisions about talent and its organization can have a significant strategic impact.

Beyond HR shows how organizations can uncover distinctive talent contributions, strategically differentiate their HR practices and metrics, and more optimally allocate talent to create value. Illustrations from companies such as Disney, Boeing, and Corning describe a new decision science called Talentship, that reveals opportunities by identifying strategy pivot points and the optimal talent and organization decisions that address them.

A unique framework helps readers identify their own distinctive strategic pivot points and connect them to talent decisions, showing how today's "HR" can evolve to fulfill its potential as a source of strategic advantage.

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Bibliography

- Rank: #640003 in eBooks
- Published on: 2007-06-19
- Released on: 2007-06-19
- Format: Kindle eBook



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Editorial Review

Review

“...provides a solid framework to help HR professionals move their careers, and organizations, in the right direction.” (*Canadian HR Reporter* 2007-10-08)

From the Back Cover

Does your talent strategy give your organization a unique advantage? It had better-because the competition is heating up. How to leave rival companies scrambling? Think more strategically about your company's number-one resource: its people. Do so, and you improve the quality of every decision that hinges on human capital-no matter where in your organization such decisions are made.

In *Beyond HR: The New Science of Human Capital*, John Boudreau and Peter Ramstad show you how to do this through a new decisions science-talentship. Through talentship, you move far beyond merely reactive mind-set of planning and budgeting for headcount and hiring and retaining talent. You take a strategic approach to talent by asking savvier questions, including:

If we changed our strategic goals, which of our talent pools would have to change the most? Using examples from companies as wide-ranging as Disney, Boeing, SAS, Starbucks, and Corning, the authors reveal how HR professionals can extend their influence by making talent decisions strategically. And they draw on leading research in strategy, economics, and organizational theory to provide a compelling new vision for HR's role in the future. The payoff for smarter choices about human capital? You extend your focus from the quality of your talent decisions. You accelerate the maturing of the human resource profession from a practice to a decisions science. And you enable your HR function to realize its true potential as a key source of strategic advantage for your firm.

John W. Boudreau is professor of management and organization at USC's Marshall School of Business and the research director at USC's Center for Effective Organizations. He has published more than 50 books and academic articles, including the best-selling textbook *Human Resource Management* in multiple languages worldwide (and now in its 8th edition). His research on the bridge between talent and competitive advantage is recognized worldwide and received the Academy of Management's New Concept and Human Resource Scholarly Contribution awards. He consults extensively with clients such as Citigroup, Corning, GE, JP Morgan Chase, Sun Microsystems and others. Prior to joining USC, he was Professor and Director of the Center for Advanced Human Resource Studies at Cornell University.

Peter M. Ramstad is Executive Vice President for Strategy and Finance at Personnel Decisions International (PDI), a global human resources consulting firm known for building leadership talent. He has worked extensively with both HR and line leaders at all levels of several US and multinational organizations. Users Review **From reader reviews:**

Manuel Jett: This book untitled *Beyond HR: The New Science of Human Capital* to be one of several books in which best seller in this year, this is because when you read this reserve you can get a lot of benefit into it. You will easily to buy this book in the book retailer or you can order it via online. The publisher with this book sells the e-book too. It makes you more easily to read this book, since you can read this book in your Touch screen phone. So there is no reason for your requirements to past this reserve from your list.

Deborah Ellefson: The book with title *Beyond HR: The New Science of Human Capital* contains a lot of information that you can understand it. You can get a lot of benefit after read this book. This book exist new

understanding the information that exist in this reserve represented the condition of the world today. That is important to you to know how the improvement of the world. That book will bring you throughout new era of the global growth. You can read the e-book with your smart phone, so you can read the item anywhere you want.

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